

Leading Sustainable
Auto Parts

Sustainability Report 2025

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Tel. +82 031-420-3200
E-mail esg@seoyoneh.com
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Employee Development

Seoyon E-Hwa is committed to cultivating top-tier professionals who will lead the future of the automotive industry, with a focus on fostering talent equipped with capacity for integrated thinking and a global mindset. To achieve this goal, we provide a variety of training programs and opportunities for practical learning, including job training and global talent development, to support employees in building global competitiveness.

Job Training Status

Category	Details	Key Initiatives in 2024
Leadership Training	<ul style="list-style-type: none">• Orientation & promotion• Competency building for new executives• Enhancement of leadership skills for new team leaders• Leadership development by rank	<ul style="list-style-type: none">• Orientation training for new employees (entry-level/career-level)• MBA training for new executives• Executive workshops, managerial (team leader/head of each group) workshops• Training for newly promoted employees
Core Competency Training	<ul style="list-style-type: none">• Enhancement of common job competencies	<ul style="list-style-type: none">• AI Expert Program, Basic Accounting Course, StrengthsFinder Training, Understanding ESG Management, AI Literacy, Special Lectures
Technical Training	<ul style="list-style-type: none">• Enhancement of specialized job competencies	<ul style="list-style-type: none">• 16 internal specialized courses on molding, development, design, quality, CATIA, etc.• Support for external job training (465 cases)
Special Training	<ul style="list-style-type: none">• Enhancement of global competencies	<ul style="list-style-type: none">• Global talent development program, foreign language education support (184 cases)

Job Rotation System

Seoyon E-Hwa operates a job rotation system to help employees develop their careers and acquire necessary skills. The system applies to all employees and facilitates the growth of expertise and experience in new technical areas. Each year, team leaders assess personnel needs and submit staffing requests to the Human Resources Group, which allocates resources through internal reassignment or recruitment. For office staff, rotations are carried out in departments such as design, development, and quality. For technical workers, rotations take place in essential technical areas such as logistics, equipment manufacturing, materials management, electrical/mechanical maintenance, and product inspection. Through this system, employees gain opportunities to acquire new technical skills and grow into specialists, thereby enhancing the overall technical capabilities of Seoyon E-Hwa.

Retiree Education Activities



Retirement and asset management



Utilizing national pension services

Global Talent Development Program

To support successful global expansion and strengthen international competitiveness, Seoyon E-Hwa prioritizes the development of global competencies among our domestic employees. Each year in the second half, we operate a Global Talent Development Program for employees at assistant manager level and above. Over the course of approximately five months, participants are provided with training in language proficiency, cultural awareness, and global business practices to enable effective communication and work performance in overseas assignments.

Category	Key Initiatives in 2024	
Training Objectives	<ul style="list-style-type: none">① Understanding the roles and importance of personnel dispatched overseas② Developing leadership and job competency for overseas assignments③ Enhancing understanding of business environments in host countries through cross-cultural awareness	
Training Target	Prospective personnel to be dispatched overseas and global talent candidates	
Key Training Programs	<ul style="list-style-type: none">① Foreign language improvement training② Sub-function job training③ Training in SAP modules	<ul style="list-style-type: none">④ Understanding cross-cultural differences⑤ Global leadership training

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Employees

Employee Evaluation

Seoyon E-Hwa conducts employee evaluations by comprehensively considering both organizational performance ratings and individual assessments on performance and competencies. The integrated results of these evaluations serve as critical data for determining employee compensation and promotions.

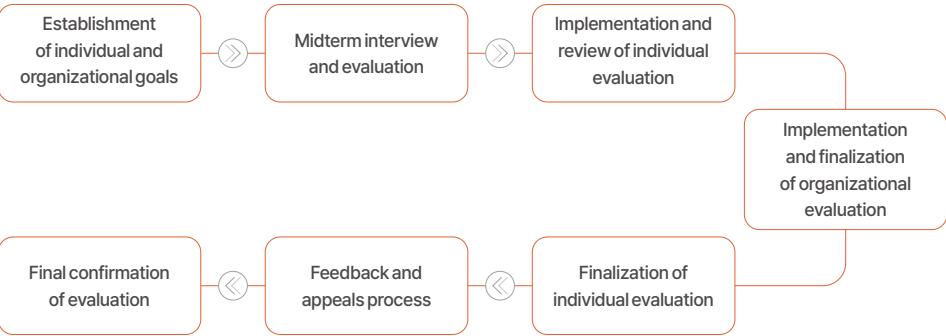
Organizational Evaluation

Organizational evaluation is a process to assess the degree to which a team has achieved the goals set at the beginning of the year. Seoyon E-Hwa conducts this evaluation based on the Management by Objectives (MBO) method using an absolute evaluation approach, which focuses on the overall performance of the team. The organizational rating determined through this evaluation influences the distribution of performance ratings for individual team members. Moreover, the evaluation results of upper-level organizations are directly linked to those of subordinate teams and individuals, forming a system aimed at improving the overall performance of the organization.

Individual Evaluation

Individual evaluation comprises two components: performance evaluation through MBO and competency assessment through the Competency Improvement Plan (CIP). Performance is assessed by comparing the individual's performance goals set at the beginning of the year with the results achieved at year-end, using our performance evaluation system. Competency is evaluated based on the individual's voluntary efforts to develop their skills and achieve goals, as planned at the beginning of the year, again using the internal evaluation system.

Employee Evaluation Process



Employee Compensation

In accordance with our human rights management policy, Seoyon E-Hwa strictly prohibits any wage discrimination based on gender or race, thereby ensuring an equitable compensation system for all employees. Fair evaluation based on performance and capability plays a vital role in determining annual wage increases and contributes to promoting inclusion and diversity within the organization.

All employees are guaranteed compensation above the minimum wage, and our pay structure is designed in line with the responsibilities of each position and job category. Salaried positions (manager level and above) follow an annual salary system; general staff and assistant managers are compensated on a monthly basis; and technical field workers are paid on an hourly basis to ensure fair remuneration.

Furthermore, Seoyon E-Hwa operates an internal reward system and a promotion point system, providing additional compensation and promotion opportunities for employees who achieve outstanding performance. These initiatives help ensure equal opportunities for all employees and foster a merit-based competitive environment based on performance and capability.

Labor-Management Communication

Seoyon E-Hwa actively supports employees' freedom of association to protect and promote their rights and interests, in full compliance with legal guarantees. Employees may freely elect representatives to engage with the management on their behalf, and these representatives may form labor unions to engage in collective bargaining with the company. The negotiation process is conducted with mutual respect and understanding, as both parties share their perspectives and work toward mutually beneficial resolutions.

Collective bargaining is conducted annually from April to October, during which agreements on wages and working conditions are made. These agreements play a crucial role in safeguarding workers' rights, enhancing employee welfare, and improving working conditions. Employees can also raise concerns related to welfare, workplace safety, and health improvements through the Labor-Management Council and the Industrial Safety and Health Committee, which convene quarterly.

Category	Key Details	Negotiation Results
Collective Bargaining	<ul style="list-style-type: none">• Negotiation of wages and collective agreements• Agreement on performance compensation and improvement of working conditions	<ul style="list-style-type: none">• Wage increases and performance bonuses• Improvement of collective agreement systems
Labor-Management Council	<ul style="list-style-type: none">• Regular meetings of the labor-management council• Resolution of employee grievances and enhancement of welfare systems• Discussions on improving productivity	<ul style="list-style-type: none">• Expansion of access to company vehicles• Installation of EV charging stations• Summer coffee truck event for employees
Industrial Safety and Health Committee	<ul style="list-style-type: none">• Improvements to the workplace environment and activities for prevention of industrial accidents• Consultations on occupational health and hygiene	<ul style="list-style-type: none">• Installation and improvement of safety sensors on welding machines• Installation of local exhaust devices for injection machines• Establishment and improvement of PPE (Personal Protective Equipment) standards

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Employees

Activity & Performance

Employee Welfare and Benefits

Seoyon E-Hwa places great importance on enabling employees maintain a healthy balance between work and family life, and operates a comprehensive welfare system to enhance productivity and overall well-being. Through vacation policies, parental support, and flexible work arrangements, employees are encouraged to spend quality time at both work and home. Additionally, commuting support policies help make travel to and from work more convenient. We also support employee welfare in various areas such as culture, leisure, education, healthcare, and housing, aiming to improve the overall quality of life for our workforce. Seoyon E-Hwa assesses and upgrades our welfare offerings continuously through ongoing dialogue with employees via the labor-management council.

Key Employee Welfare Programs	Summary of Welfare Benefits
Working Hours	<ul style="list-style-type: none">Flexible working hours: Employees can choose the start and end times within a monthly total of 52 hours/weekPC-OFF system: Automatically shuts off company computers when statutory working hours are exceeded
Parental and Childcare Support	<ul style="list-style-type: none">Reduced working hours during pregnancy: 2 hours/day reduction during early (before 12 weeks) and late (after 36 weeks) pregnancyMaternity/paternity leave: 20 days leave granted to support childbirth (can be split into three parts within 120 days)Childcare leave: Up to 2 years for children under age 8 or in the second grade or belowReduced working hours for childcare: 15–35 hours per weekFamily care leave: Up to 90 days of paid leave within one yearOperation of an on-site daycare center
Vacation Support	<ul style="list-style-type: none">Annual and monthly leave providedFive days of summer vacation provided annuallyRefresh leave provided
Congratulatory and Condolence Support	<ul style="list-style-type: none">Special leave for personal eventsCongratulatory or condolence monetary giftsFuneral wreaths and supplies provided
Long-Service Awards	<ul style="list-style-type: none">Awards for employees with 5 to 35 years of continuous service
Housing Support	<ul style="list-style-type: none">Dormitory supportLoan assistance via the in-house employee welfare fund

Key Employee Welfare Programs	Summary of Welfare Benefits
Culture, Leisure, and Education Support	<ul style="list-style-type: none">Operation of four-season resorts: Free use of vacation resorts, support for condo/resort lodgingWorkation program: Enables working and vacationing simultaneously at hotels/resortsSupport for club activities (e.g., golf, soccer, bowling, running)Multi-purpose wellness facilities (gym, badminton court, futsal field, wellness room)Subsidies for foreign language courses
Medical and Health Support	<ul style="list-style-type: none">Support for regular and comprehensive medical checkupsSupport with hospitalization costs for employees and their families
Children's Education Support	<ul style="list-style-type: none">Support with admission fee for elementary, middle, and high schoolTuition support for university
Commuting Support	<ul style="list-style-type: none">Support with fuel expensesOperation of company commuter bus
Workwear Support	<ul style="list-style-type: none">Provision of work uniforms
Meal Support	<ul style="list-style-type: none">Lunch provided, ready-to-eat meals availableBreakfast provided
Group Personal Pension Support	<ul style="list-style-type: none">Contributions to Individual Retirement Pension (IRP)

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Employees

Organizational Culture Development Activities

Meetings by Job Level

Seoyon E-Hwa regularly holds job-level meetings led by the Human Resources Group. These meetings provide employees with the opportunity to freely share difficulties or requests related to their work life. The Human Resources Group gathers employees' inputs and takes appropriate action where necessary. These meetings also serve as important opportunities for employees to connect with colleagues, build empathy, and strengthen team cohesion.

Monthly Commitment Campaign

To foster a vibrant and healthy organizational culture, Seoyon E-Hwa conducts campaigns for activating the organizational culture. As part of this initiative, a new organizational culture slogan is selected each quarter, accompanied by themed monthly activities that are communicated to employees to encourage participation. These monthly activities include practical and accessible tasks such as “Sharing knowledge in my area of expertise,” “Expressing gratitude to a senior colleague,” and “Setting ground rules that we all must follow.” Participation is further promoted through events that reward outstanding participants with gifts, boosting engagement and awareness across the company.

Family-Friendly Certification

Seoyon E-Hwa is committed to creating a work environment that enables employees to maintain a healthy work-life balance through policies such as flexible work hours, remote work options, and maternity and parental leave programs. These efforts ensure that employees can devote attention to both family and work responsibilities. As a result of these initiatives, we have earned and continue to maintain the Family-Friendly Certification from the Ministry of Gender Equality and Family. Seoyon E-Hwa will continue our efforts to enhance our family-friendly policies and strive to create a workplace where employees and their families can thrive together.

Onboarding Program for New Employees

Introductory Training

New employees undergo approximately three weeks of mandatory onboarding training. The first two weeks are dedicated to team-building activities, film festivals, and communication skills workshops that help foster camaraderie among new hires. They also participate in various sessions to gain a deeper understanding of the company. Additionally, a special lecture by the CEO and factory tours are conducted to instill pride and a sense of belonging among new joiners. In the final week, new hires engage in field training, gaining hands-on experience in assembly and packaging processes on the production line. This provides practical insights into manufacturing operations and enhances their understanding of the company.

Jump-Up Program

After one year of employment, new employees take part in a two-day “Jump-Up” program designed to support their career development and integration into the organization. The main objectives of this program are to strengthen peer bonds, instill our core values and strategies, and foster a positive corporate atmosphere. Senior employees from various departments also participate, sharing their experiences and insights into our vision. Through this interaction, new hires gain a deeper understanding of our direction and long-term goals.

Mentoring Program

To facilitate smooth adaptation and knowledge acquisition for new employees, Seoyon E-Hwa operates a three-month mentoring program. This program helps new hires build the skills necessary for work life and establish internal networks. Mentors and mentees are matched across various functions, allowing mentees to gain diverse perspectives and expand their professional connections. Monthly stipends are provided to support mentoring activities, and teams are required to submit monthly reports. At the end of the program, top-performing teams are selected based on these reports and awarded prizes, encouraging active participation from both mentors and mentees.

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Occupational Safety and Health

Strategy & Management

Occupational Safety and Health Strategic Framework

Vision

Goals

Mid- to Long-Term Strategy

Performance Management Indicators

Establish a safe and healthy workplace through the prevention of serious accidents



ZERO

serious industrial accidents



0%

industrial accident rate

By 2024

Establishing a system for prevention of serious accidents

- Full implementation of the Serious Accidents Punishment Act
- Establishment of safety and health management systems at domestic sites
- Selection of top-performing suppliers in safety



2025-2027

Establishment of an Self-regulatory system

- Establishment of smart safety and health systems
- Establishment of on-site safety and health systems based on risk assessment
- Standardization and improvement of suppliers' safety and health systems



2028-2030

Advancement of the Self-regulatory system

- Advancement of smart safety and health systems
- Enhancement of on-site safety and health systems based on risk assessment
- Advancement of global safety and health management systems



Key Performance Indicators	Detailed Implementation Plan	Unit	Target	Performance Management
Number of serious accidents	Strict compliance with safety and health laws and regulations	Cases	Zero cases	Disclosure of targets and performance by indicators
Management of industrial accident rate	Achieving zero industrial accidents through safe management of the workplace	%	0%	

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Occupational Safety and Health

Occupational Safety and Health Management Policy

Seoyon E-Hwa has established an Occupational Safety and Health (OSH) Management Policy to ensure a safe and healthy working environment for all employees, suppliers, and business affiliates. With the safety of employees and stakeholders as our top priority, Seoyon E-Hwa seeks to cultivate a safety culture and build an effective OSH management system through the implementation of five core principles. As a fundamental rule, we assess risks regularly and establish control procedures to eliminate or mitigate hazards that may arise throughout our business operations. Seoyon E-Hwa is committed to providing all stakeholders with a consistently safe working environment through these continued efforts.


 [Occupational Safety and Health Policy](#)

Seoyon E-Hwa Occupational Safety and Health Management Policy


- 1




To prevent industrial accidents, we establish a sustainable, self-regulating occupational safety and health management system and secure sufficient human and material resources to eliminate and control workplace hazards.
- 2




We set safety and health objectives and establish and implement detailed action plans to achieve them.
- 3



We comply with relevant occupational safety and health laws and establish and implement internal regulations faithfully for self-regulation.
- 4



We identify potential risks through employee participation, improve and manage risks to an acceptable level, and share risk management measures through training.
- 5

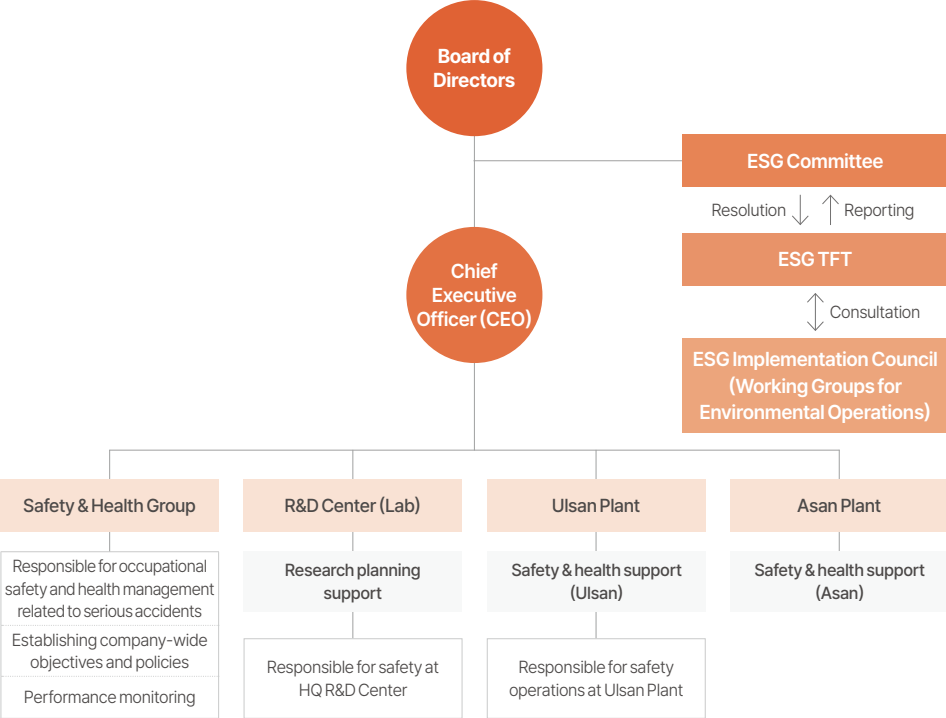


All executives and employees shall faithfully comply with their responsibilities and duties in occupational safety and health activities.

Occupational Safety and Health Governance

To respond swiftly to safety incidents during business operations, Seoyon E-Hwa operates a Safety & Health Group directly under the CEO. The Safety & Health Group sets annual safety and health performance goals, which are reported to the management along with the previous year's outcomes and approved by the Board of Directors. The improvement of the previous year's OSH issues is prioritized, and final goals are determined by considering incidents at other companies and grievances reported by employees comprehensively. Once the OSH policy is established, support departments at each plant and research institute monitor compliance. Any shortcomings are reported to the Safety & Health Group, and critical issues are also reported directly to executive management. Through our structured OSH implementation framework, Seoyon E-Hwa aims to prevent safety incidents and ensure swift response when necessary.

Occupational Safety and Health Organizational Structure



* Safety and health are managed by the Safety & Health Group (responsible for the Serious Accidents Punishment Act) and are organized at the workplace level.

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Occupational Safety and Health

Compliance with Occupational Safety and Health Laws

In accordance with the implementation of the Serious Accidents Punishment Act, Seoyon E-Hwa has established a systematic inspection framework to ensure full compliance with legal requirements. We have divided the key elements mandated by the law into 17 detailed categories and developed quantifiable indicators for each category to monitor and assess the current status of safety and health management. Each business site conducts semiannual self-assessments based on these indicators. If any shortcomings are identified during these inspections, continuous guidance and corrective actions are initiated to drive improvement.

Occupational Safety and Health Management System Certification

To manage occupational safety and health systematically and minimize industrial accidents, Seoyon E-Hwa has implemented an Occupational Safety and Health Management System that has been externally audited and certified with ISO 45001 across both domestic and international sites. We have established internal policies, governance structures, and emergency response manuals to manage occupational safety and health, and conduct regular internal audits as part of our management system. Seoyon E-Hwa is committed to expanding the Occupational Safety and Health Management System to cover all our operations and ensuring that every domestic and overseas facility obtains ISO 45001 certification.

ISO 14001 Certification Status

International Standard (ISO 14001)		ISO 45001	
		Certification Status	Date of Expiration
Domestic 100%	Ulsan Plant	●	2025-10-27
	Asan Plant	●	2025-10-27
	Headquarters (Pyeongchon)	●	2025-10-27
CHINA	Jiangsu Seoyon E-Hwa	●	2026-06-10
	Beijing Seoyon E-Hwa	●	2027-03-22
EUROPE	Assan Hanil	●	2027-07-26
	Seoyon E-Hwa Slovakia	●	2028-05-19
	Seoyon E-Hwa Poland	●	2027-03-15
	Seoyon Summit India	●	2028-04-29
Over-seas 83.3%	Seoyon Summit Krishnagiri	●	2027-10-06
	Seoyon Summit Chennai	●	2026-03-16
	INDIA/ASIA	-	New Corporations
	Seoyon Summit Anantapur	●	2028-03-31
	Summit Seoyon Indonesia	●	Scheduled for certification in July 2025
	Seoyon E-Hwa Alabama	●	2027-10-18
	Seoyon E-Hwa Georgia	●	2026-03-30
AMERICAS	Seoyon E-Hwa Auburn	●	2028-01-19
	Seoyon E-Hwa Savannah	-	New Corporations
	Seoyon E-Hwa Brazil	●	2026-06-08
	Seoyon E-Hwa Mexico	●	2026-08-10
	Seoyon North America	-	New Corporations

Collecting Safety and Health Feedback

Industrial Safety and Health Committee

In accordance with Article 24 of the Occupational Safety and Health Act, Seoyon E-Hwa operates the Industrial Safety and Health Committee at least once per quarter. The committee functions under the rules for the prevention of serious accidents and the enhancement of safety and health. It discusses various safety and health issues and conveys any necessary improvements to the responsible departments.

Safety and Health Council

In accordance with Article 63 of the Occupational Safety and Health Act, Seoyon E-Hwa convenes a monthly council to discuss safety and health matters with subcontractors. Comprised of internal safety and health personnel and external contractors, the council engages in regular discussion of safety and health risks and the identification of areas requiring improvement.

Safety Reporting System

Across all worksites, Seoyon E-Hwa operates an online feedback portal called the “Safety Reporting System” to collect safety and health-related opinions continuously. Employees also have opportunities to submit suggestions through periodic on-site meetings or virtual meetings. The portal allows anonymity, encouraging candid inputs. We review submitted suggestions, takes appropriate action, and transparently share the outcomes. Seoyon E-Hwa incentivizes active participation and rewards employees who contribute meaningfully to safety and health improvements. If a submitted concern is deemed necessary for prevention of accidents, it is implemented in consideration of site-specific conditions and operational rationality.

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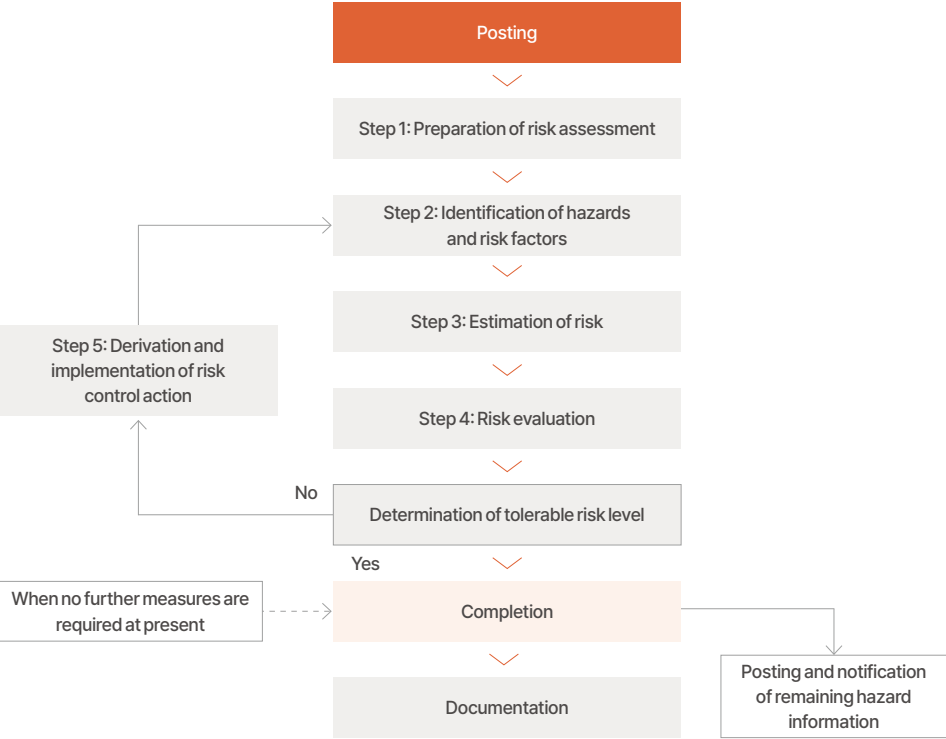
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Occupational Safety and Health

Risk Assessment

Seoyon E-Hwa is committed to identifying hazardous and risk factors across all business activities and minimizing potential risks. All domestic business sites have developed and implemented plans for conducting risk assessments on an ongoing basis. These procedures are designed to evaluate risk levels based on the potential frequency and severity of accidents related to specific hazards and risk factors present at each site. In 2024, risk assessments were carried out at the Asan and Pyeongchon sites, enabling us to identify potential hazards in the workplace and take necessary preventive measures proactively. All identified risks are assessed, including the surrounding environmental risks, and the findings are used to establish emergency response plans. This process ensures safety through thorough preparation and response strategies.

Risk Assessment Process



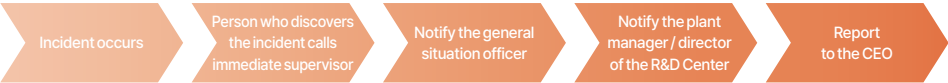
Emergency Response to Safety Accidents

To minimize casualties and operational disruptions caused by industrial or natural disasters, Seoyon E-Hwa has established a systematic emergency management process, formalized through detailed manuals. The emergency response manual categorizes incidents into three severity levels coded as colors, White, Blue, and Red, and outlines specific procedures for each level. Each response protocol defines the roles and responsibilities of relevant departments to ensure swift and effective response in the event of an incident. After initial response measures are carried out, continuous monitoring and follow-up management are conducted to prevent recurrence and further mitigate damage. This comprehensive system ensures a more rapid and effective response to future incidents, ultimately enhancing employee safety and protecting company assets.

In Case of White-level Incident



In Case of Blue-level or Higher Incident



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Occupational Safety and Health

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Occupational Safety and Health Activities

Daily Workplace Inspections

To ensure workplace safety and prevent accidents, Seoyon E-Hwa operates an intensive management system that classifies work zones into “Red Zone” and “Yellow Zone.” Areas with a history of incidents or potential high accidents are designated as Red Zone. In these areas, daily inspections are conducted on equipment, workers’ use of personal protective equipment (PPE), compliance with the two-person work rule, and possession of work safety permits. Inspection results are reported directly to the plant manager. Yellow Zones, which have relatively lower risk but still warrant caution, include assembly lines and similar areas. These are also subject to daily monitoring and inspections with a strong emphasis on workers’ safety. Additionally, fire safety facilities—such as extinguishers, hydrants, and pump rooms—are inspected daily to ensure functionality. The results of these inspections are reported through a digital system to the plant manager.

Red Zone		Yellow Zone	
Equipment Inspected	Injection molding, mold repair area, startup rooms	Inspection Equipment	Equipment other than assembly line
Inspection Items	Whether workers wear personal protective equipment, comply with two-person team operations, and carry a work safety permit, etc.	Inspection Items	Whether workers wear personal protective equipment, and whether safety devices are functioning

Safety and Health Monitoring System

Seoyon E-Hwa operates a 24-hour Safety & Health Monitoring System to minimize blind spots and ensure round-the-clock safety surveillance. A structured emergency response system is in place to enable prompt and accurate action in case of incidents, ensuring a safe and secure work environment for all employees.

Inspections of High-Risk Machinery and Equipment

In accordance with the Occupational Safety and Health Act, Seoyon E-Hwa has implemented procedures for managing hazardous machines and equipment to prevent accidents. The Safety & Health Support Department conducts safety inspections at least once a year. If an anomaly is detected during inspection, the equipment is taken out of service immediately and appropriate corrective measures are taken. All findings and corrective actions are reported to the safety management officer. When necessary, incidents are also reported to external agencies such as the Korea Occupational Safety and Health Agency (KOSHA) to strengthen internal safety management and promote cooperation for enhanced industrial safety standards.

Safety Culture Promotion Campaigns

To reinforce safety awareness among employees and encourage a proactive approach to accident prevention, Seoyon E-Hwa holds biannual safety culture campaigns. These campaigns include a company-wide safety slogan contest, a near-miss reporting competition, and the “Determined 365 Safety Pledge.” These diverse programs actively promote a strong internal culture of safety. Outstanding entries in campaign events are awarded grand and excellence prizes, and the winning works are displayed throughout the company to encourage participation and awareness among employees.

Fire Drills

To strengthen emergency response capabilities in potential hazard scenarios, Seoyon E-Hwa focuses on enhancing the skills of our in-house firefighting unit. Joint fire drills are conducted every quarter to improve the response capabilities of the fire team and the evacuation readiness of employees. These drills include training on initial fire response, fire suppression techniques, and emergency evacuation procedures. Firefighters also receive intensive training on how to operate firefighting equipment and lead safe evacuation efforts.

Intelligent Fire Management System

An intelligent fire management system has been established to enable quick and accurate responses to fire emergencies. This system allows safety managers to monitor sites continuously. Fire alerts can be received not only through centralized receivers but also through control room workstations and personal mobile devices, enabling rapid localization and response. The system also provides real-time status checks on firefighting equipment for improved maintenance efficiency and includes remote control functions to suppress false alarms caused by malfunction.

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Occupational Safety and Health

Occupational Safety and Health Training

Seoyon E-Hwa conducts customized safety training programs for all employees and managers to strengthen safety awareness and health literacy. Every employee participates in a two-hour training session each month on various topics, with attendance verified through signature records. Plant managers and occupational safety and health officers receive legally mandated training, while department heads and team leaders are trained annually in their capacity as supervisory personnel to enhance their safety management capabilities. They also receive regular refresher training to stay current with the latest safety techniques. Additional specialized training is provided for risk assessment practitioners and internal auditors of ISO 45001 to improve the expertise and competency of all responsible personnel.

Employee Health Management Activities

Operation of Health Care Rooms

Seoyon E-Hwa operates on-site health care rooms to ensure prompt response to employee injuries and enable continuous health management. These rooms are staffed with professional nurses who can immediately assess injuries and provide appropriate treatment, facilitating a quick return to daily activities. Beyond treatment, the health care rooms offer health consultations and checkups, including body composition analysis using InBody devices to help employees better understand and manage their physical health. Additionally, support is provided for smoking cessation and weight management counseling, contributing to the development of healthier lifestyles and improved quality of life for employees.

Support for Health Checkups

Seoyon E-Hwa places great importance on the health of employees and their families and provides financial support for health checkups. This policy encourages employees to undergo regular medical examinations, promoting continuous monitoring of personal health. We support both special and comprehensive health checkups. Special checkups, conducted once or twice a year, target employees exposed to hazardous work environments and include tests for health issues caused by noise, dust, and toxic chemicals. Comprehensive checkups are partially subsidized every two years for employees aged 35 and above, and family members are eligible for support every three years.

Psychological Counseling System

Seoyon E-Hwa also prioritizes the mental well-being of employees. In partnership with the Northern District Office of Ulsan, we offer psychological counseling based on brainwave measurements. Employees can understand their mental health status in objective terms through brainwave data. The program also connects employees to professional counselors, providing a safe space to discuss issues such as job stress, conflict at the workplace, and interpersonal difficulties.

Health Management Program

We provide personalized health management programs tailored to individual needs. Upon employees' consent, Seoyon E-Hwa reviews the results of health checkups and offers custom programs for those with abnormal findings or pre-existing conditions. Even employees with no current health concerns can participate in preventive programs to safeguard their future well-being. Through this approach, all our members are given the opportunity to prevent and manage potential health issues.



Health Promotion Program

Based on the results of medical examination, provide health counseling and periodic management for individuals with findings or diseases



Program for Prevention of Musculoskeletal Disorders

Conduct investigations on harmful factors, improve work environment, and implement rehabilitation therapy programs



Cardiovascular and Cerebrovascular Disease Program

We support intensive management for employees at high risk of hypertension, diabetes, hyperlipidemia, triglycerides, liver diseases, and obesity.

Infectious Disease Response Process

Seoyon E-Hwa has established a comprehensive manual to respond swiftly and effectively to national-level outbreaks of infectious diseases such as COVID-19. The manual outlines detailed procedures for both organizations and individuals according to the severity of the outbreak, ensuring fast and structured responses. We update this manual regularly to ensure that employees can respond safely in such situations while maintaining business continuity even during unforeseen crises.

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Human Rights Management

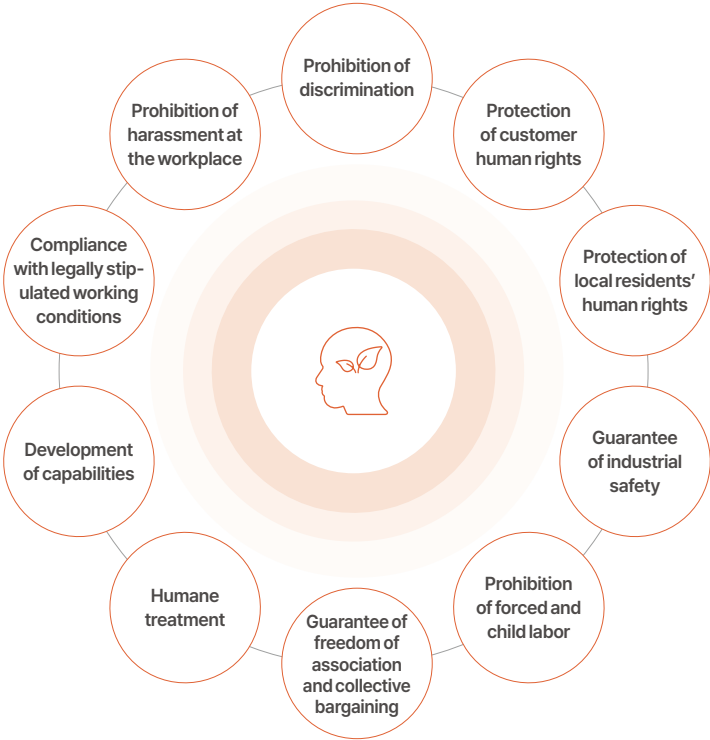
Strategy & Management

Human Rights Management Policy

Seoyon E-Hwa supports international standards and agreements such as the Universal Declaration of Human Rights, International Labor Organization (ILO) Conventions, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights (UNGPs). Through our Human Rights Management Policy, we seek to prevent human rights violations, promote the protection of human rights, and minimize human rights risks across all aspects of our business operations. The policy outlines fundamental principles related to appropriate conduct at the workplace, including the prevention of workplace harassment and compliance with labor conditions. We have also established a risk management framework and grievance resolution channels for employees. In particular, Seoyon E-Hwa includes provisions prohibiting discrimination based on gender, race, ethnicity, religion, or disability, thereby fostering a workplace culture that consistently respects the human rights of all stakeholders.

 [Human Rights Management Policy](#)

Basic Principles of Human Rights Management



Human Rights Risks Management

To respect the human rights of all employees and address potential risks, Seoyon E-Hwa has established a human rights risk identification and management system led by our Human Resources Department. The goal is to evaluate and improve human rights risks, and to share relevant information promptly with stakeholders. This system enables the early detection of potential violations and ensures timely intervention, thereby minimizing risk and providing a fair, safe, and respectful working environment for all employees.



Potential Human Rights Risks

Type of Human Rights Risk	Stakeholders	Summary of Welfare Programs
Compliance with Working Conditions	Employees, suppliers	<ul style="list-style-type: none">• Verification of employment contract execution and compliance• Implementation of flexible working hours and PC-OFF system• Monitoring compliance with the code of conduct for suppliers
Forced Labor and Child Labor	Employees, suppliers	<ul style="list-style-type: none">• Verification of employment contract execution and compliance• Monitoring compliance with the code of conduct for suppliers
Prohibition of Discrimination	Employees	<ul style="list-style-type: none">• Conducting training to prevent workplace harassment
Humane Treatment	Employees	<ul style="list-style-type: none">• Operation of the Cyber Audit Center
Guarantee of Freedom of Association and Collective Bargaining	Employees	<ul style="list-style-type: none">• Regular holding of collective bargaining and labor-management council meetings
Safety and Health	Employees, suppliers	<ul style="list-style-type: none">• Acquisition and maintenance of ISO45001 certification• Monitoring compliance with the code of conduct for suppliers
Protection of Local Residents' Human Rights	Local residents	<ul style="list-style-type: none">• Regional social contribution activities
Protection of Customer Human Rights	Clients	<ul style="list-style-type: none">• Operation of the Cyber Audit Center
Protection of personal information	Employees, clients, suppliers	<ul style="list-style-type: none">• Conducting training on personal data protection

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Human Rights Management

Grievance Handling System

Seoyon E-Hwa operates a Cyber Audit Center to enable internal employees as well as external stakeholders to report issues such as human rights violations, legal breaches, or abuse of authority. Reports are forwarded to the relevant department, and a formal procedure is followed to ensure proper resolution. Throughout the process, the identity of the whistleblower is strictly protected. We strive to identify the root causes of problems that arise during the grievance handling process and implement preventive measures to avoid recurrence of human rights or labor-related issues. Seoyon E-Hwa is committed to maintaining a safe and fair organizational culture.

Grievance Handling Process



Grievance Handling Process

Data Name	Unit	2022	2023	2024
Number of grievances received	Cases	1	2	2
Number of grievances resolved	Cases	1	2	2
Resolution rate	%	100	100	100

Activity & Performance

Human Rights Education

Seoyon E-Hwa conducts human rights training for all employees to foster a culture of respect for human rights. The training is designed to raise awareness and encourage employees to internalize and practice the values of human dignity within the organization. Topics covered include the protection of personal information, prevention of sexual harassment, disability awareness, and prevention of bullying at the workplace. Additionally, the program provides guidance on how to report violations of fundamental rights and promotes education on equality. We will continue to uphold human rights as a core value to ensure that everyone is treated with respect and can work in an inclusive and non-discriminatory environment.

Equal Recruitment Procedures

Seoyon E-Hwa ensures equal opportunities for all applicants and strictly prohibits any form of discrimination during the hiring process. In line with Article 1 of our Human Rights Management Policy, we proclaim that discrimination based on gender, race, nationality, or any other factor is unacceptable. Seoyon E-Hwa also works to expand employment opportunities for socially vulnerable groups and strives to recruit talented individuals from diverse backgrounds. Additionally, we provide training for interviewers to ensure that candidates are selected based on alignment with company values. All designated interviewers are required to complete an eight-hour mandatory training program to ensure fair and objective evaluation of applicants.

Compliance with Fair Working Conditions

Seoyon E-Hwa is committed to eliminating child and forced labor and providing fair working conditions for all employees without discrimination. We adhere to adult employment standards to prevent child labor and maintain a fair compensation system that includes appropriate wages and overtime pay. Channels for immediate reporting of forced labor or violations of human rights are in place, and departmental meetings are held to gather various employee concerns. Performance evaluations are conducted based on merit, and all employees receive equal treatment and compensation regardless of gender, reinforcing our core principle of maintaining a fair and transparent working environment.

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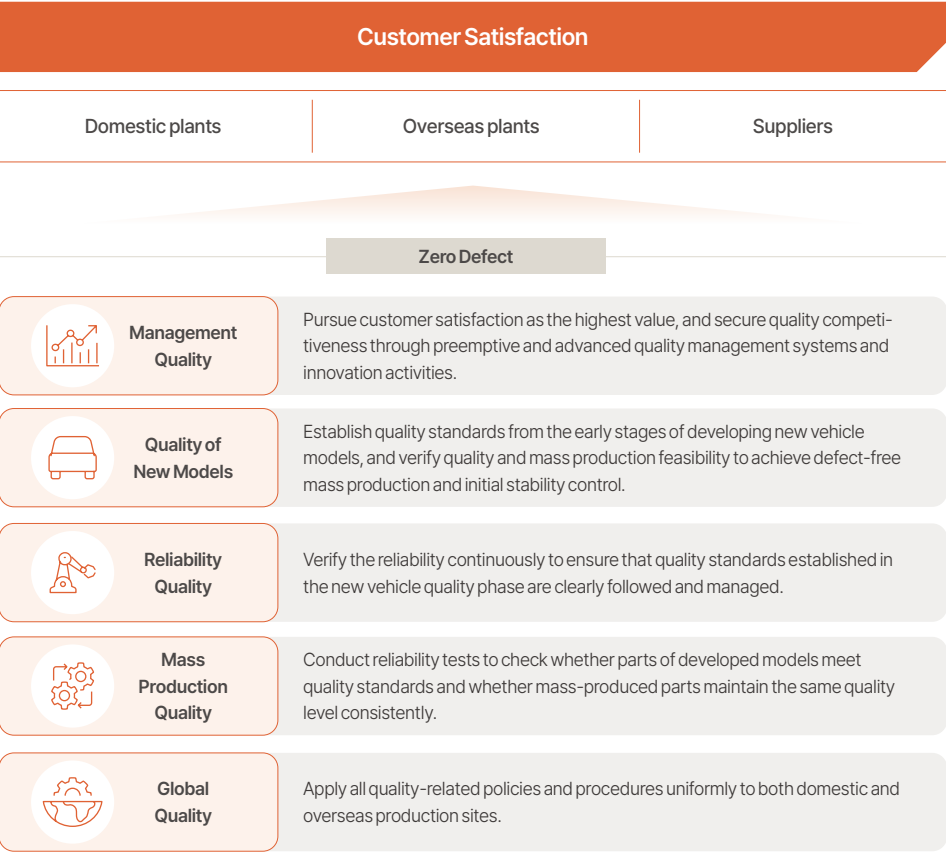
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Quality Management

Strategy & Management

Quality Management Strategy

As a leading company in the automotive interior industry, Seoyon E-Hwa operates under the management philosophy of “We will contribute to human happiness by creating the best products and services based on top-tier talent.” We have established five key principles of quality management: Management Quality, New Model Quality, Reliability Quality, Mass Production Quality, and Global Quality. These principles are designed to achieve flawless quality while enhancing customer satisfaction both domestically and internationally. Seoyon E-Hwa strives to attain global competitiveness in quality through the development of core technologies, realization of perfect quality, internalization of management quality, and continuous efforts toward innovation and improvement.



Quality Management Governance

To realize the highest level of quality management based on customer satisfaction, Seoyon E-Hwa operates an independent quality department under the direct supervision of the CEO. The CEO communicates directly with the executive in charge of quality, allowing for in-depth discussion and prompt resolution of quality issues. We have also established a separate Quality Management Group that develops overall strategies, which are implemented in practice by the Quality Control Group. This structural separation enables each department to focus on a specific role, thereby enhancing the efficiency of the overall quality management system.



Internal Reporting on Quality

Seoyon E-Hwa holds regular quality meetings twice a month, led by the heads of the Quality Control Group and the Quality Management Group, to manage and improve product quality. During these meetings, we review progress toward established quality goals and address newly identified quality issues. Continuous discussions are held to evaluate the appropriateness of current goals and to pursue ongoing quality improvement efforts.

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Quality Management

Quality Management System Certification

Seoyon E-Hwa maintains a robust quality management system across all domestic and overseas operations based on the international standard IATF 16949 Quality Management System certification. To ensure sustainable quality management globally, we have secured specialized personnel and are actively promoting process standardization. These efforts continuously improve quality in the automotive industry. By doing so, Seoyon E-Hwa not only ensures compliance with the quality management system requirements of global OEMs but also enhances product and service quality consistently to ensure customer satisfaction worldwide.

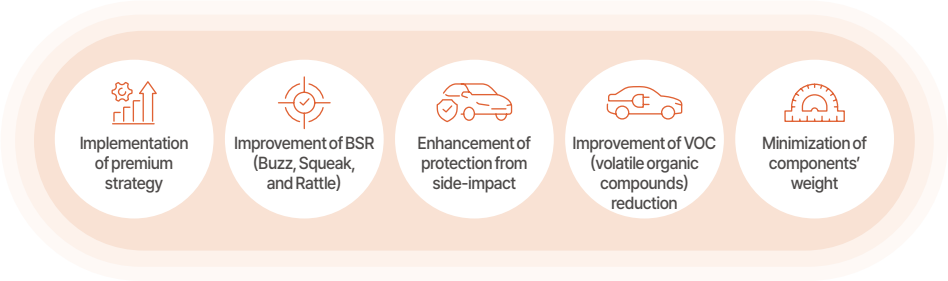
IATF 16949 Certification Status

International Standard (IATF 16949)			IATF 16949	
			Certification	Expiration Date
Domestic	Seoyon E-Hwa	Ulsan Plant	●	2027-03-08
		Asan Plant	●	2027-03-12
		Headquarters (Pyeongchon)	-	Not subject to certification.
CHINA	Jiangsu Seoyon E-Hwa		●	2027-09-04
	Beijing Seoyon E-Hwa		●	2027-08-13
	Assan Hanil (Türkiye)		●	2027-09-07
EUROPE	Seoyon E-Hwa Slovakia	Dubnica	●	2027-06-27
	Seoyon E-Hwa Poland		●	2027-04-15
Over-seas	INDIA/ASIA	Plant 1	●	2028-02-03
		Plant 2	●	2028-02-20
		Plant 5	●	2027-04-07
	INDIA/ASIA	Seoyon Summit Krishnagiri	●	2028-03-04
		Seoyon Summit Chennai	●	2027-10-16
		Seoyon Summit Pune	-	New corporations
		Seoyon Summit Anantapur	●	2028-01-13
		Summit Seoyon Indonesia	●	2027-03-12
	AMERI-CAS	Seoyon E-Hwa Alabama	●	2025-05-02
		Selma	●	2025-09-02
		Seoyon E-Hwa Georgia	●	2027-04-10
		Seoyon E-Hwa Auburn	●	2027-05-22
		Seoyon E-Hwa Savannah	-	New corporations
		Seoyon E-Hwa Brazil	●	2026-11-14
		Seoyon E-Hwa Mexico	●	2026-08-30
		Seoyon North America	-	New corporations

Customer Satisfaction Management Strategy

Seoyon E-Hwa places customer satisfaction at the core of our business strategy, investing in improvement of product quality and technological innovation. We strive to understand and meet customer needs and expectations by disclosing our response plans to customer demands transparently through our website. Internally, we continue to improve processes to ensure that our products meet customer expectations, establishing a system that supports the development and production of high-quality products. As a result, Seoyon E-Hwa provides superior products to our clients and delivers a better end-user experience to consumers. Ultimately, we seek to contribute to the advancement of the automotive industry through this approach.

Response Measures for Key Customer Requirements



Customer Complaint Handling

To minimize inconvenience and resolve customer issues promptly, Seoyon E-Hwa operates a structured complaint handling system through our website's grievance center. If a product issue arises, customers can easily report the problem, and we have designed our complaint handling process to ensure swift response even when issues are raised directly with the relevant departments by customer companies. We also track key performance indicators such as the number of customer complaints received, the number of complaints resolved, and the resolution rate to improve service and responsiveness continuously.

Data name	Unit	2022	2023	2024
Number of customer complaints received	Cases	7	13	10
Number of customer complaints resolved	Cases	7	13	10
Rate of resolution	%	100	100	100

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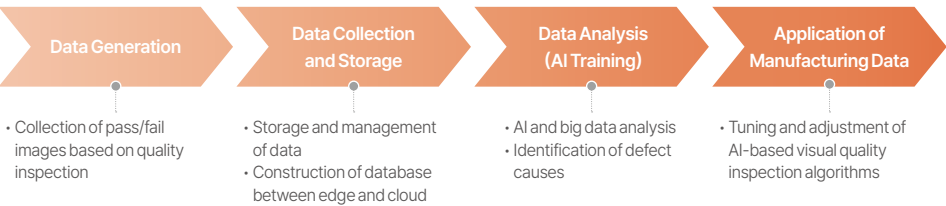
Quality Management

Activity & Performance

AI-Based Quality Management

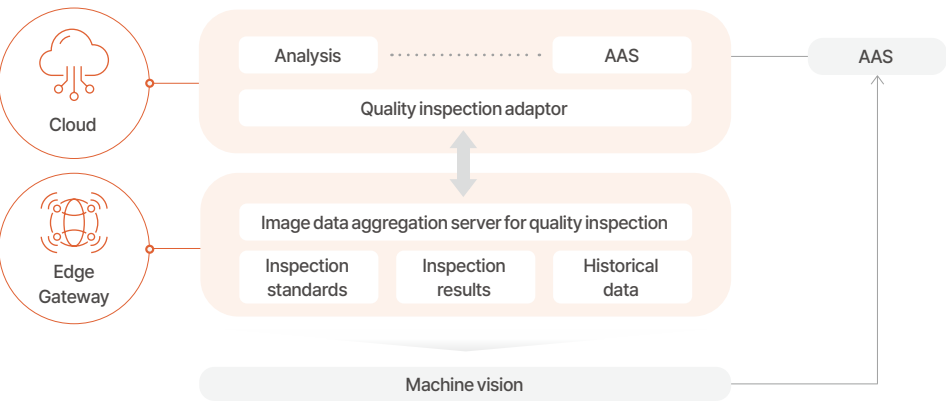
Vision Inspection System

Seoyon E-Hwa has introduced an optimized defect inspection system tailored to product characteristics using deep learning technology. Through this AI-driven learning process, we aim to minimize the rate of defects that may occur during the product delivery stage. Additionally, by updating the system continuously, Seoyon E-Hwa is working to enhance the precision of our vision inspection framework.



Smart Quality Management

To manage potential issues that may arise throughout the entire process—from product design and manufacturing to delivery and use—Seoyon E-Hwa has implemented a comprehensive big data system. This system enables the early identification of problems, systematic management of related data, and the formulation of preventive measures based on collected data for critical issues. The system not only facilitates prompt troubleshooting and verification of solutions but also plays a vital role in improving future product quality by applying the accumulated knowledge and experience to the development of new vehicles.



Quality Improvement Training

In pursuit of enhanced product quality, Seoyon E-Hwa actively supports the upskilling of production staff through technical education programs offered at our training center. All training programs are conducted face-to-face in group format, and each course is assigned a specific number of credits. Employees are required to complete a set number of credits, ensuring they systematically acquire the necessary knowledge and technical skills. Daily audits, conducted before the start of day and night shifts, help identify on-site issues, and immediate education is provided to workers to prevent the release of non-conforming products. This real-time, field-based training approach enhances technical capabilities and is expected to bring significant improvements in product quality. The training programs also offer essential and advanced knowledge to support employees' career growth, contributing to our overall competitiveness.

Quality Audit for Suppliers

Seoyon E-Hwa conducts quality audits twice a month for our suppliers. For the top five suppliers identified as having quality issues within the year, responsible representatives are invited to discuss the specific types of problems and the corresponding corrective actions in depth. On-site inspections are conducted at the suppliers' facilities within 30 days (first audit) after the issue occurs and again within 90 days (second audit) to verify the effectiveness of these corrective actions. These inspections assess whether the corrective measures are effective and sustainable. Based on the audit results, suppliers are asked to make further improvements and maintain ongoing quality management. This rigorous process enhances quality control across the entire supply chain. As a result, it raises the quality of products delivered to end consumers, ultimately strengthening Seoyon E-Hwa's competitiveness and improving customer satisfaction.

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Supply Chain

Strategy & Management

Supplier Code of Conduct

Seoyon E-Hwa strives to build a stable and sustainable supply chain in response to the rapidly changing environment of the automotive and components industries. Through the Supplier Code of Conduct, Seoyon E-Hwa clearly outlines the requirements all partnering suppliers have to fulfill in areas such as legal compliance, ethics, environment, labor and human rights, safety and health, and management systems. All suppliers entering into contracts with Seoyon E-Hwa are obligated to comply with this Code, and are encouraged to promote our principles across their own supply chains, including subcontractors and affiliated entities. To verify compliance with the Code and to identify and mitigate potential risks, Seoyon E-Hwa conducts annual assessments and audits of our major suppliers.

 [Supplier Code of Conduct](#)

Key Topics of the Supplier Code of Conduct



Legal Compliance and Ethics

Anti-corruption, prevention of conflicts of interest, prohibition of unfair trade practices, prevention of counterfeit parts, information security, protection of intellectual property, responsible materials sourcing



Environmental

Establishment of environmental systems, management of greenhouse gas emissions, management of water resources, control of air pollutants, waste management, control of chemical substances, animal welfare



Labor and Human Rights

Prohibition of discrimination, provision of fair wages and benefits, management of working hours, humane treatment, freedom of association, prohibition of child labor, prohibition of forced labor



Safety and Health

Establishment of occupational safety and health management systems, safety management of machinery and equipment, emergency response systems, incident management, safety inspections, health management



Management System

Public disclosure of corporate declarations, appointment of responsible personnel, risk assessments, education and communication, information management, operation of grievance handling mechanisms, supplier oversight, and compliance monitoring.

Process for Evaluation and Selection of Suppliers

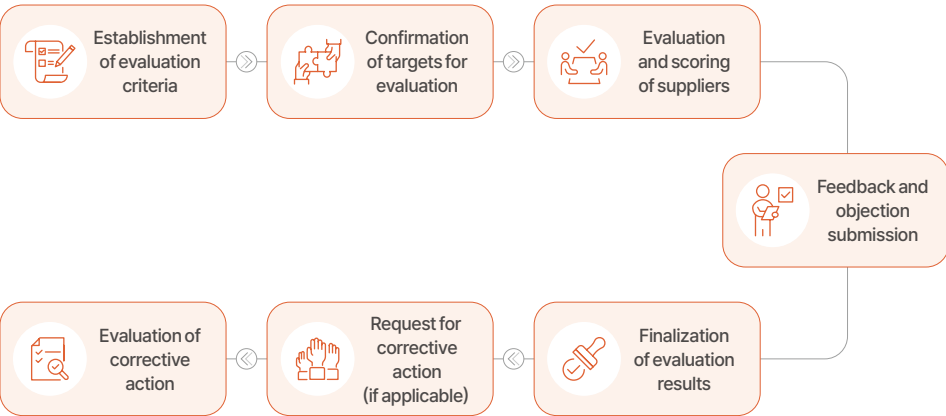
Seoyon E-Hwa evaluates, selects, and manages our suppliers through an internally developed supplier management process. Under this system, we conduct an annual evaluation of our major Tier 1 suppliers. Based on these assessments, Seoyon E-Hwa scores suppliers on risk factors such as quality issues, delivery performance, and capabilities for quality management. Top-performing suppliers are recognized and awarded accordingly. These evaluation scores are prioritized in future supplier selection decisions. Depending on the evaluation results, corrective actions may be required from some suppliers. In such cases, Seoyon E-Hwa provides guidance on improvements in human rights, safety, health, environmental responsibility, and product quality. We monitor the implementation of corrective measures continuously to ensure that suppliers are making appropriate improvements. Ultimately, Seoyon E-Hwa aims to support the production of products that meet customer expectations in terms of quality, human rights, and environmental impact.

Supplier Status

(Unit: companies)

Category	2022	2023	2024
Number of Suppliers	238	280	288
Number of Major Suppliers	23	23	25

Supplier Evaluation Process



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Supply Chain

Activity & Performance

Comprehensive Safety Inspections of Suppliers

Seoyon E-Hwa conducts regular safety management inspections for domestic OEM production suppliers as part of our commitment to sustainable supply chain management. These inspections cover aspects such as maintenance safety practices, the functionality of safety devices on equipment, and the proper operation of fire prevention systems. Any deficiencies identified during these inspections are communicated to the respective suppliers, who are then required to implement corrective measures. Follow-up inspections are conducted to verify whether these corrective actions have been implemented. To prevent industrial accidents, improve safety management capabilities, and enhance the overall safety level of the supply chain, Seoyon E-Hwa encourages our suppliers to establish their own occupational safety and health management systems voluntarily through regular safety diagnostics. We are committed to continuously improving safety and health management systems throughout our supply chain through regular inspections and effective communication with our suppliers.

Performance of On-site Supplier Inspections

Category	First Half of 2024	Second Half of 2024
Number of Suppliers Inspected*	44	44
Inspection Items	<ul style="list-style-type: none">• Secondary inspection of fire and safety systems related to supplier maintenance work• Inspection of safety devices and locking devices on supplier equipment• Inspection of chemical substance management status	<ul style="list-style-type: none">• Inspection of fire prevention system implementation• Inspection of plans for fire safety training and implementation status• Inspection of compliance with environmental, ethical, and labor/human rights laws and standards• Inspection of mold management status

* Based on major suppliers among Tier 1 suppliers

Responsible Mineral Sourcing Policy

Seoyon E-Hwa has established a “Conflict Minerals (Responsible Minerals) Policy” in accordance with the OECD Due Diligence Guidance. This policy prohibits the use of tin, tantalum, tungsten, and gold sourced unethically from conflict-affected areas. The policy also includes provisions for monitoring and managing the supply chain for minerals associated with human rights abuses and environmental destruction. We monitor newly identified controversial minerals continuously and evaluate their use in our products, striving to ensure that our offerings are free from unethical mineral sourcing. Additionally, Seoyon E-Hwa provides suppliers with guidelines on conflict mineral management, conducts regular surveys, and encourages responsible sourcing based on respect for human rights and the environment.

 [Conflict Minerals \(Responsible Minerals\) Policy](#)

ESG Risk Assessment of Suppliers

To identify and mitigate ESG risks in the supply chain, Seoyon E-Hwa has initiated ESG risk assessments for major Tier 1 suppliers starting from 2024. That year, 25 major suppliers received ESG risk evaluations conducted by a professional external supply chain assessment agency. The process began with an online self-assessment, followed by on-site audits to verify the reported data. Upon completion of the evaluations, detailed reports were provided to each supplier. For items identified as significant risks, Seoyon E-Hwa requested improvements and provided education covering fundamental concepts of ESG management and key related issues to the assessed suppliers.

ESG Risk Evaluation Process for Suppliers



Supplier ESG Risk Assessment Status in 2024

Category	Number of Companies	Remarks
Suppliers conducting ESG risk self-assessment (document review)	25	Targeted at major suppliers* among Tier 1 suppliers
Suppliers undergoing on-site ESG risk audit	25	Conducted for all suppliers that completed self-assessment

* Suppliers deemed major based on business volume, dependency, and sales among all Tier 1 suppliers

In 2025, Seoyon E-Hwa plans to advance our existing ESG risk assessment framework for suppliers by replacing externally provided tools with internally developed evaluation criteria and an integrated online system. Supplier ESG risk evaluations will be continued annually to ensure ongoing improvement.

Seoyon E-Hwa’s Supplier ESG Risk Assessment Domains and Items

Domain	Items for Assessment
Environmental	Environmental management, climate change, pollution, water resources, biodiversity, resource circulation
Social	Human rights, labor, occupational safety and health, quality, procurement, supply chain, harmony with local communities, business ethics, information security

Seoyon E-Hwa reports the results of these evaluations regularly to the board of directors and aims to operate a supply chain with minimized ESG risk. We will continue conducting these evaluations annually, offering guidance for improvement when necessary, and reinforcing ESG management across our entire supply chain.

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Supply Chain

Supplier Support and Mutual Growth


Establishing Fair Trade Practices

Seoyon E-Hwa is committed to establishing fair trade practices to prevent unfair trading activities in advance and foster a sound subcontracting culture. As part of this effort, we have developed and shared detailed action plans aligned with the Fair Trade Commission's four key practices and tailored to Seoyon E-Hwa's specific circumstances. These action items are posted on our website and shared with suppliers to promote transparency and strengthen constructive business relationships. By implementing these practices, Seoyon E-Hwa aims to establish a foundation for co-prosperity with our suppliers.

Financial Support


To promote mutual growth and improve partnerships, Seoyon E-Hwa provides various financial support programs to our suppliers. These initiatives aim to assist suppliers in overcoming temporary financial difficulties or in managing new project investments by supporting financial stability and enhancing competitiveness in the market. Financial support is provided primarily through enabling the liquidity of accounts receivables held by suppliers. This allows suppliers to secure operating funds in a timely and efficient manner when needed.

Financial Support Programs



Issuance of Promissory Notes for Delivery Payments

In the case of purchase payments, the payment is made through the issuance of promissory notes, and when necessary, accounts receivables may be liquidated as collateral to operate funds within designated credit limits.



Early Payment Programs

Early payment programs are available upon request from suppliers, where payment schedules may be adjusted after review to ease their financial constraints.

Quality Level-Up Activities

Through our "Quality Level-Up Activities," Seoyon E-Hwa strives to enhance the quality management capabilities of our suppliers. We distribute standardized process control guides for key production operations and conduct inspections and consultations to ensure proper implementation. Past quality issues are analyzed to identify frequently problematic processes by industry type. These processes are inspected in detail to help suppliers clearly understand required improvements and address root causes. Suppliers must submit their improvement plans within 14 days following the inspection, which are then to be implemented to prevent recurrence of similar issues. In 2024, Seoyon E-Hwa visited 20 production sites of 15 suppliers as part of our quality level-up collaboration, requesting improvements based on identified issues in each industry sector.

Communication with Suppliers

Seoyon E-Hwa seeks to foster mutual growth and build a culture of effective communication with our suppliers through close partnerships. We operate various communication channels to actively listen to feedback from suppliers and address their concerns.

Major Communication Activities with Suppliers

Partnership Council and Seminars

Seoyon E-Hwa has established a partnership council composed of seven major suppliers. This council serves as a platform to directly listen to concerns from suppliers and reflect their opinions in company policies. In addition, we hold annual seminars for suppliers' executives to share company-wide strategies, departmental objectives, and procurement policies. These events help strengthen partnerships and promote a shared understanding of business direction, supporting sustainable growth.

Partnership Day

To foster deeper bonds beyond business transactions, Seoyon E-Hwa regularly organizes "Partnership Day." These quarterly workshops are attended by company executives and representatives of major suppliers. The events create an informal and relaxed environment for participants to share their thoughts and experiences, facilitating open discussions on topics that may be difficult to address during regular business operations.

Open Communication Channel

To maintain smooth transactional relationships and prevent or resolve conflicts between Seoyon E-Hwa and our suppliers, we operate an online "Cyber Ombudsman" system via our website. This channel accepts a wide range of feedback and concerns, including requests related to transaction improvement, payments, compensation, supplier support programs, and more. All submissions are strictly managed by designated personnel in the Shared Growth Team, with confidentiality of informants and their associated suppliers given the highest priority. Submitted matters undergo a prompt and objective review process, and responses or corrective actions are provided as appropriate. This system contributes to building an environment of transparent and fair trade.

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Supply Chain

Training Programs for Suppliers' Employees

Seoyon E-Hwa aims to strengthen relationships with our suppliers and establish an integrated supply chain system that ensures the production and delivery of high-quality products through structured training programs. To this end, we provide the following educational programs for suppliers' employees.

Quality Training for On-site Managers

Each year, Seoyon E-Hwa conducts quality training sessions for on-site managers of suppliers. The training is conducted by directly visiting selected major suppliers and focuses on quality improvement strategies and analysis of quality failure cases. These sessions go beyond theoretical lectures and incorporate discussions and practical exercises, allowing managers to explore ways to apply the knowledge in their actual working environments. The ultimate goal is to enhance overall quality management capabilities.

ESG Training

To help suppliers recognize the importance of ESG and establish management systems aligned with ESG standards, Seoyon E-Hwa offers ESG training. This program introduces the latest global trends in ESG and clarifies the criteria used in partner ESG evaluations. Conducted in collaboration with external expert organizations, the training is designed to equip suppliers with a solid understanding of ESG concepts before supply chain evaluations are conducted. In 2025, based on the results of these evaluations, we plan to provide additional training focused on commonly identified areas that require improvement across the supply chain.



Job-Specific Training

To enhance the job competencies of suppliers' employees and ultimately improve the quality competitiveness of Seoyon E-Hwa's products, annual job-specific training programs are held for supplier employees. At the beginning of each year, we conduct an assessment of training needs and confirm the schedule. Approximately ten sessions are conducted annually at either the Ulsan or Asan plants. At the end of October each year, the training coordinator submits a report on the program's implementation, reviewing the effectiveness of our training and identifying areas requiring improvement. These findings are used to develop the training plan for the following year.

Supplier Training Status

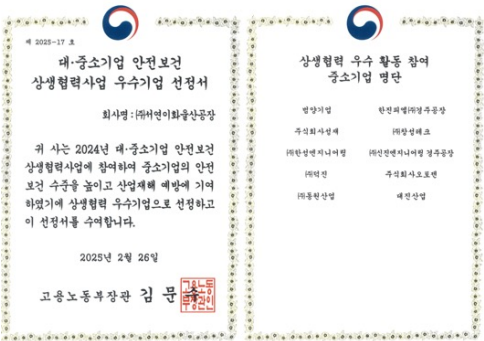
(Unit: companies)

Category	2022	2023	2024
Number of suppliers participating in on-site manager quality training	-	11	-
Number of suppliers participating in job training	43	39	37
Number of suppliers participating in ESG training	-	20	25

Recognition for Excellence in Safety and Health Cooperation Between Large and SME Businesses

In February 2025, Seoyon E-Hwa was recognized as an "Excellent Company" in the Cooperative Safety and Health Project for Large and SME Businesses. The recognition was awarded in acknowledgment of our effective safety and health initiatives. In 2024, Seoyon E-Hwa collaborated with ten suppliers to promote various cooperative safety and health activities. These included consulting on risk assessment, hosting safety and health seminars and campaigns, and providing safety equipment and materials.

We focused on narrowing the gap in safety standards between our suppliers and ourselves. Looking ahead, Seoyon E-Hwa plans to expand the scope of this initiative in 2025 to include local small and medium-sized enterprises (SMEs), with tailored programs that contribute to regional improvements in safety and health. We remain committed to extending the reach of our cooperative initiatives, fostering a culture of safety across the industry, and contributing to improved safety and health standards in the broader community.



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Social Contribution

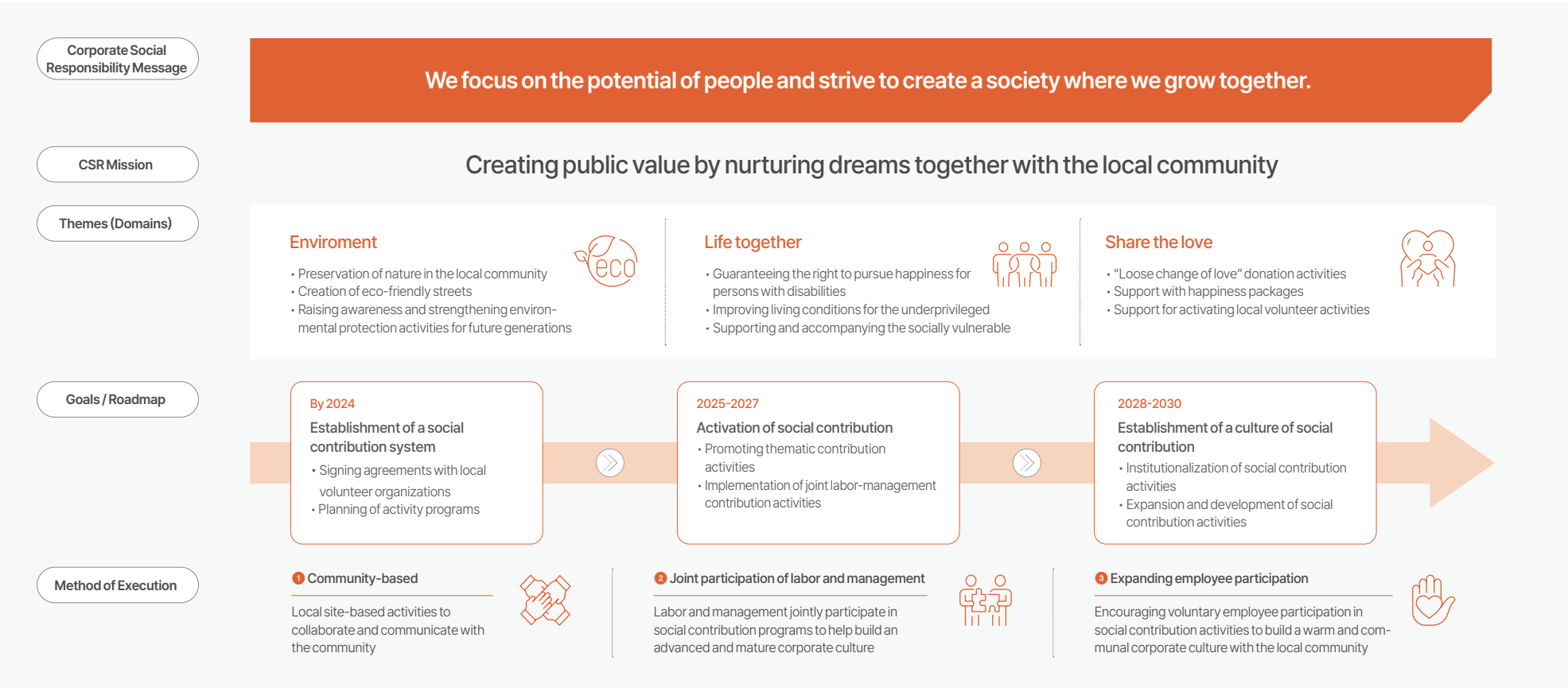
Strategy & Management

Social Contribution Framework

Guided by the vision of “focusing on human potential and creating a society where we grow together,” Seoyon E-Hwa actively engages in social contribution activities centered on supporting marginalized communities and promoting local community development. We are committed to fulfilling our role as a responsible member of society by providing both material and emotional support to underserved neighbors. We seek to grow alongside local communities through diverse programs and initiatives.

Currently, all of Seoyon E-Hwa's domestic business sites—Pyeongchon, Asan, and Ulsan—are actively participating in community contribution activities, including donations and volunteer work. These efforts go beyond enhancing our image; they deliver a positive message to society and embody our aspiration to serve as a role model for corporate engagement in building a better future. Going forward, Seoyon E-Hwa will implement our mid- to long-term roadmap to establish a solid framework and culture of social contribution.

Social Contribution Strategy Framework



Social Contribution

Activity & Performance

Joint Labor-Management Social Contribution Activities

Social Contribution Fund

Seoyon E-Hwa provides social contribution funds to support underprivileged households and vulnerable groups within the local community. In April 2024, we visited the Northern District Volunteer Center in Ulsan to deliver such a fund and made a donation to the Korean Red Cross in December as part of the “Hope Sharing” campaign. Seoyon E-Hwa is committed to continuing efforts that foster cooperation and shared growth with local communities.

Seasonal Kimchi Making

Each year, Seoyon E-Hwa hosts seasonal kimchi-making events in collaboration with the Northern District Office of Ulsan to support elderly residents living alone. These events aim to alleviate feelings of isolation among the elderly while also providing them with healthy, homemade meals. The kimchi prepared during these events is delivered personally, offering an opportunity to share warmth and care within the community. In 2024, events were held in May and August, and Seoyon E-Hwa plans to continue this activity as a unique local community contribution initiative.

Movie Day

Twice a year, Seoyon E-Hwa organizes “Cinema Day with People with Disabilities,” an event aimed at enhancing cultural opportunities for socially vulnerable groups. People with disabilities from local welfare centers and special education schools are invited to participate in the event. Through this event, Seoyon E-Hwa fosters easier access to cultural activities and promotes social inclusion. In 2024, these events were held in June and September. We seek to break down barriers between people with and without disabilities through such initiatives, building a culture that can be enjoyed by all.

Social Contribution Activities

Lantern Volunteer Group

The Lantern Volunteer Group is a self-organized volunteer team of employees at Seoyon E-Hwa’s Ulsan plant. Their main activities include improving living environments and conducting environmental cleanups. The group holds monthly volunteer sessions, focusing on efforts such as restoring river ecosystems and preventing water pollution through environmental cleanups along river banks. They also perform home repairs and cleaning for residents in need. In May 2024, the group visited a child affected by a congenital rare disease to improve the home environment by replacing wallpaper and flooring and furthermore the child-headed household was registered as part of the Dream Start program in Yeompo-dong, Ulsan.

Lantern Volunteer Group Activity (2024)

Date	Participants	Details
February 25, 2024	10 persons	• Regular volunteer activity • Improvement of housing conditions for the vulnerable (replacement of wallpapers and flooring, cleaning, etc.)
April 21, 2024	13 persons	• Activities to improve the residential environment for the vulnerable • Exterior wall painting, indoor cleaning, and organizing work
May 12, 2024	10 persons	• Activities to improve the residential environment for the vulnerable • Replacement of worn-out flooring and cleaning work
June 30, 2024	11 persons	• Improvement of housing conditions for the vulnerable in the local community • Removal and replacement of aged wallpaper, cleaning and organizing
July 21, 2024	7 persons	• Improvement of housing conditions for the vulnerable in the local community • Removal and replacement of aged wallpaper, cleaning and organizing
September 1, 2024	10 persons	• Regular volunteer activity • Environmental cleanup activity in the local community

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ESG Performance Data

Social Employee Status

Classification		Unit	2022**	2023	2024
Number of Employees by country	Total	Persons	962	15,539	14,906
	Korea*		900	939	939
	USA		11	1,947	2,088
	India		16	4,893	4,883
	China		10	943	785
	Mexico		6	1,028	1,101
	Slovakia		6	1,554	1,495
	Turkiye		4	1,864	1,716
	Poland		4	1,727	1,237
	Brazil		3	376	387
	Indonesia		2	266	270
	Thailand		0	2	5

* Expatriates are included in the number of personnel dispatched to other countries.
** Only domestic employees are counted until 2022.

Locally Hired Managers

Classification	Unit	2022	2023	2024
Number of managers	Persons	1,521	1,458	1,547
Number of locally hired managers		1,463	1,168	1,333
Ratio of locally hired managers	%	96	80	86

Detailed Employment Status

Classification		Unit	2022	2023	2024
Total*		Persons	962	1,009	1,021
Gender	Male	Persons	817	865	887
	Female	Persons	145	144	134
Employment type	Regular(Male)	Persons	817	860	880
	Regular(Female)	Persons	142	137	131
	Non-regular(Male)**	Persons	0	5	7
	Non-regular(Female)	Persons	3	7	3
Age	Under 30	Persons	44	54	70
	30~49	Persons	624	668	687
	50 and older	Persons	294	287	264
Job type	Office	Persons	282	313	286
	Production	Persons	449	434	403
	Research	Persons	169	192	250
Socially disadvantaged	Number of employees with disabilities	Persons	35	35	35
	Number of veteran employees	Persons	17	17	28

* The number of Korean employees includes expatriates dispatched to other countries, which differs from the number of employees in the annual report (0 foreign workers).
** Non-regular employment types: secretaries, accounting, drivers, etc.

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ESG Performance Data

New Employment

Classification		Unit	2022	2023	2024
Total			64	120	82
Gender	Male	Persons	62	113	81
	Female		2	7	1
Age	Under 30		23	28	80
	30~49		34	87	79
	50 and older		5	5	2

Retirees

Classification		Unit	2022	2023	2024
Total		Persons	83	64	61
Retirees by gender	Male		74	60	53
	Female		9	4	8
Voluntary retirees by gender	Male		48	35	25
	Female		5	3	1
Retirees by age	Under 30		10	6	10
	30~49		36	27	28
	50 and older		36	31	23
Voluntary retirees by age	Under 30		10	6	8
	30~49		32	27	16
	50 and older	11	5	2	
Retirement rate		%	9	6	6
Voluntary retirement rate			6	4	3

Female Employees

Classification		Unit	2022	2023	2024
Executives	Total	Persons	43	39	37
	Female		1	1	1
	Female ratio	%	2	3	3
Employees	Total	Persons	919	970	1,021
	Female		144	143	136
	Female ratio	%	16	15	13
Managers	Total	Persons	507	567	606
	Female		15	15	13
	Female ratio	%	3	3	2
Managers working in sales generating departments	Total	Persons	110	123	138
	Female		1	1	1
	Female ratio	%	1	1	1
Researchers	Total	Persons	238	223	203
	Female		5	5	6
	Female ratio	%	2	2	3

Wage by Gender

Classification		Unit	2022	2023	2024
Average wage of all employees		KRW in Millions	87	109	106
Average wage of male employees		KRW in Millions	87	111	107
Average wage of female employees		KRW in Millions	87	104	104
Ratio of average wage of female employees compared to male employees		%	101	94	98

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ESG Performance Data

Parental Leave

Classification		Unit	2022	2023	2024
Employees subject to parental leave	Total	Persons	211	218	268
	Male		205	212	263
	Female		6	6	5
Employees who used parental leave	Total		8	8	4
	Male		4	3	2
	Female		4	5	2
Employees on parental leave	Total		3	4	5
	Male		3	1	2
	Female		0	3	3
Employees who returned to work after parental leave	Total		5	8	4
	Male		1	4	2
	Female		4	4	2
	Total	%	42	100	100
	Male		17	100	100
	Female		71	100	100
Employees who have worked at least 12 months after parental leave	Total	Persons	5	8	1
	Male		1	4	0
	Female		4	4	1
	Total	%	42	100	25
	Male		17	100	0
	Female		71	100	50
	Female				

Employee Training

Classification		Unit	2022	2023	2024
Overall status	Employees who participated in trainings	Persons	900	939	939
	Total training hours	Hours	16,451	23,981	20,558
	Total training expenses	KRW in millions	225,579	255,950	260,159
	Training hours per employee	Hours	18	26	22
	Training expenses per employee	KRW	215	254	280
Training category (Number)	Total	Persons	1,898	1,894	1,721
	Quality		122	135	170
	Ethics		72	128	87
	Job		530	682	582
	Competency		1,107	839	795
	New employees		46	85	72
	Retirees		21	25	15
Training category (Hours)	Total	Hours	16,451	24,044	20,558
	Quality		640	1,560	1,716
	Ethics		507	1,835	783
	Job		7,389	8,232	8,527
	Competency		5,336	10,442	6,752
	New employees		2,516	1,900	2,735
	Retirees		63	75	45

Welfare Benefits

Classification	Unit	2022	2023	2024
Total welfare expenses	KRW in Millions	10,443	13,539	13,643
Welfare expenses per employee	KRW in Millions	11	13	13

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Employee Grievance Handling

Classification	Unit	2022	2023	2024
Number of grievances received	Cases	1	2	2
Number of grievances handled	Cases	1	2	2
Grievance handling rate	%	100	100	100

Labor Hours

Classification	Unit	2022	2023	2024
Annual working hours per person	Hours	2,245	2,219	2,294
Average weekly working hours	Hours	40	44	44

Performance Evaluation

Classification	Unit	2022	2023	2024
Number of employees subject to performance evaluation	Male	484	545	556
	Female			
Number of employees who received performance evaluation	Male	484	545	556
	Female			
Ratio of employees who received performance evaluation	Male	100	100	100
	Female			

Labor Union

Classification	Unit	2022	2023	2024
Number of employees eligible for union membership	Persons	527	523	521
Number of employees who have joined the labor union	Persons	527	523	521
Ratio of union members*	%	100	100	100
Minimum notice period for changes in management	Days	60	60	60

* Number of union members / Total number of employees
* Calculation of membership ratio Revision of data for 2022 and 2023

Customer Claims

Classification	Unit	2022	2023	2024
Claim costs per 100 won of sales	KRW	6.5	5.6	6.7
Customer Claims	Received	7	13	5
	Handled	7	13	5
	Claim handling rate	100	100	100

Social Contribution (Donation)

Classification	Unit	2022	2023	2024
Total amount of donations		25	37	16
Donations by category	Charitable donations	2	0.2	0
	Community donations	23	37	16
Donations by subject	Corporate donations	23	35	16
	Employee donations	2	2	0

Social Contribution (Volunteer Activity)

Classification	Unit	2022	2023	2024
Total number of volunteers	Persons	424	741	472
Number of volunteer activities	Times	13	27	23
Number of volunteer activities per person		10	22	21
Total volunteer hours	Hours	33	68	52
Volunteer hours per person		26	54	26

Safety and Health System

Classification	Unit	2022	2023	2024
atio of employees covered by the industrial safety and health system*	%	100	100	100

* Calculation of ratio for Seoyon E-Hwa employees

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Violation of Safety and Health Regulations

Classification	Unit	2022	2023	2024
Number of violations of safety and health regulations	Cases	0	0	0
Fines due to violations of safety and health regulations	KRW in Millions	0	0	0

Safety and Health Training

Classification	Unit	2022	2023	2024
Employees who completed training	Ulsan	450	389	405
	Asan	166	180	188
	Headquarters	213	230	252
Ratio of employees who completed training	Ulsan	97	91	91
	Asan	96	94	93
	Headquarters	96	95	96

Industrial Accident Rate

Classification	Unit	2022	2023	2024
Number of industrial accidents	Cases	2	1	1
Industrial accident rate	%	0.22	0.11	0.11
Frequency rate	%	0.99	0.48	0.46
Severity rate	%	0.61	0.77	0.66
Number of fatalities	Persons	0	0	0
Fatality rate per 10,000 people	%	0	0	0
LTIFR(Lost-Time injuries Frequency Rate)	Cases/million hours	0.99	0.48	0.46
FSI(Frequency-Severity Indicator)	Points	0.78	0.61	0.55

Industrial Accidents of Partners

Classification	Unit	2022	2023	2024
LTIFR (Lost-Time injuries Frequency Rate)	Ulsan	11.39	11.38	0
	Asan	0	0	0
	Headquarters	0	0	0
Fatality rate per 10,000 people	Ulsan	0	0	0
	Asan	0	0	0
	Headquarters	0	0	0

Partners

Classification	Unit	2022	2023	2024
Total number of partners	Companies	238	280	288
Number of new partners	Companies	0	13	7
Number of major partners among partners	Companies	23	23	25
Total transaction amount with partners(parts)	KRW in Millions	546,279	982,150	1,101,580
Total transaction amount with partners(raw materials)	KRW in Millions	354,228	422,594	398,142
Total transaction amount with partners(total)	KRW in Millions	1,200,507	1,404,745	1,499,722
Total transaction amount with major partners among total purchase amount	KRW in Millions	749,836	871,011	837,755

Shared Growth with Partners

Classification	Unit	2022	2023	2024
Number of partners with whom a fair trade agreement has been signed	Companies	238	280	288
Amount of financial support provided to partners	KRW in millions	95,300	101,190	94,474
Time spent on quality guidance for partners	Hours	561	439	82

Partners Training

Classification		Unit	2022	2023	2024
Training on practical skills for partners' employees	Number of trained partners	Companies	35	39	37
	Ratio of trained partners to total partners	%	100	100	100
	Number of partners' employees who completed training	Persons	96	193	156
Number of meetings held		Times	4	4	4
Handling of partner grievances	Received	Cases	4	10	8
	Handled	Cases	2	2	4
Partners who received environmental and safety training		Companies	20	20	44
Visits to partners for environmental and safety inspections		Times	2	2	2

Supply Chain ESG Assessment

Classification	Unit	2022	2023	2024
Occupational Safety and Health Management System Certification (ISO 45001)	Companies	0	1	4
Environmental Management System Certification (ISO 14001)	Companies	0	17	19

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