

Document No.	H00338-E-A00-26025
Revision No.	1
Dept in Charge	ESG TFT
Approving Dept	Planning Group

Seoyon E-Hwa

Environmental Management Policy

Revision History	Rev. No.	Rev. Date	Effective Date	Major Changes
	0	2024.05.14	2024.05.17	Initial enactment
	1	2026.04.22	2026.04.27	Amendment (Biodiversity Protection, etc)

Contents

1. Overview

- 1.1 Purpose
- 1.2 Scope
- 1.3 Implementation Plan

2. Basic Principles

- 2.1 Compliance with Environmental Laws and Regulations
- 2.2 Operation of Environmental Management System
- 2.3 Management of Major Environmental Impact Factors
 - 2.3.1 Energy
 - 2.3.2 Greenhouse Gas
 - 2.3.3 Water
 - 2.3.4 Waste
 - 2.3.5 Environmental Pollutants and Harmful Chemicals
 - 2.3.6 Raw and Subsidiary Materials, Products, and Protection of Biodiversity
- 2.4 Violation of Environmental Laws and Regulations

3. Implementation System

- 3.1 Governance
- 3.2 Training
- 3.3. Performance Management

4. Addenda

1. Overview

1.1 Purpose

Seoyon E-Hwa declares its Environmental Management Policy as follows in order to actively participate in the task of responding to global climate change and establish a sustainable environmental management system through eco-friendly management innovation.

Seoyon E-Hwa's Environmental Management Policy

1. **Establish core strategies** to achieve carbon neutrality and continuously manage performance to achieve the goal.
2. Carry out **resource recycling and energy reduction activities**, such as developing eco-friendly materials, introducing eco-friendly processes, and improving process efficiency through automation.
3. Fulfill our corporate legal and social responsibilities towards the environment by **strictly complying** with domestic and **international environmental laws and agreements**.
4. All executives and employees recognize the seriousness of environmental problems and **faithfully comply** with their **responsibilities and obligations** for environmental improvement activities.

1.2 Scope

This Environmental Management Policy applies to all domestic and overseas business sites of Seoyon E-Hwa. Seoyon E-Hwa encourages all employees and stakeholders with whom it has collaborative and business relationships to comply with this Environmental Management Policy for environmental management and provides necessary support through consultation.

1.3 Implementation Plan

Seoyon E-Hwa shall carry out environmental management based on the contents of the Environmental, Safety, and Health Management Manual (ISO 14001:2015 & ISO 45001:2018). The organization involved in environmental management shall periodically improve the implementation plan to reflect any newly established or amended laws and regulations, changes in the social and business environment, etc.

2. Basic Principles

In order to protect the global environment from global warming, environmental pollution, and other problems, Seoyon E-Hwa has defined the basic principles for each environmental element as follows :

2.1 Compliance with Environmental Laws and Regulations

Seoyon E-Hwa shall comply with international conventions and environmental laws and regulations applicable to its activities and strive to comply with the requirements of various stakeholders. Seoyon E-Hwa shall maintain or improve the level of compliance by continuously monitoring newly established or strengthened environmental laws and regulations.

2.2 Operation of Environmental Management System

Seoyon E-Hwa shall establish and operate an environmental management system to identify environmental impacts throughout the entire process of its business activities. Seoyon E-Hwa shall continuously improve its environmental management system through continuous management and certification and by reflecting the requirements of various stakeholders.

2.3 Management of Major Environmental Impact Factors

Seoyon E-Hwa shall consider the environmental impact factors that may arise during its activities and strive to minimize, eliminate, or reduce the consequential environmental pollution or load.

2.3.1 Energy

(1) Energy Saving Activities

Efforts shall be made to save energy by replacing old facilities and equipment with reduced energy efficiency, introducing energy-efficient equipment, and implementing energy saving campaigns.

(2) Introduction of Renewable Energy

Measures to introduce renewable energy shall be prepared in consideration of the conditions of the relevant business sites, such as self-installation of renewable energy generation facilities, purchase of renewable energy certificates, and conclusion of power supply contracts with power generation companies.

(3) Establishment of Energy Management System

Efforts shall be made to establish a system for monitoring and managing energy and greenhouse gases (GHGs), based on which it shall make efforts to reduce energy consumption and GHG emissions.

2.3.2 Greenhouse Gas

(1) Reduction of GHG Emissions

Efforts shall be made to achieve the goal of carbon neutrality by conducting GHG reduction activities in conjunction with energy saving activities.

(2) Supply Chain Management

In connection with GHG reduction activities, activities that take into account the characteristics of its supply chain shall be undertaken. Life cycle assessment (LCA) of products or parts and components shall be carried out for supply chain management to manage relevant information (energy consumption, GHG emissions, etc.).

(3) Establishment of Energy Management System

Efforts shall be made to establish a system for monitoring and managing energy and greenhouse gases (GHGs), based on which it shall make efforts to reduce energy consumption and GHG emissions.

2.3.3 Water

(1) Management of Water Use

Efforts shall be made to minimize water use by building production lines that use water minimally, conducting leakage inspection activities (freeze prevention in winter, etc.), and holding water saving campaigns.

(2) Maintenance of Water Quality

Efforts shall be made to maintain the quality of water at the business sites by complying with relevant laws and regulations (facility cleaning, water quality inspection, etc.) at home and abroad.

2.3.4 Waste

(1) Waste Management

Waste generated at the business site shall be disposed of in accordance with the procedures prescribed by relevant laws and regulations.

(2) Waste Reduction and Recycling

The disposal method shall be determined according to the type and amount of waste generated in the course of business activities, and efforts shall be made to continuously maintain the 3R policy (Reuse, Reduce, Recycle) for waste reduction purposes.

2.3.5 Environmental Pollutants and Harmful Chemicals

(1) Air Pollutants

The emissions of air pollutants shall be monitored according to the characteristics and needs of the business sites, and efforts (such as investing in emission reduction facilities) shall be made to keep the pollutants below the legal limits.

(2) Water Pollutants

The discharge of water pollutants shall be monitored according to the characteristics and needs of the business sites, and efforts (such as installing related facilities) shall be made to keep the pollutants below the legal limits.

(3) Soil Pollutants

Soil pollution shall be monitored according to the characteristics and needs of the business sites, and efforts (such as periodic inspections, investing in related facilities, etc.) shall be made to prevent soil pollution.

(4) Harmful Chemicals

Guidelines shall be provided on how to handle and inspect (harmful) chemicals used in the course of business or contained in products, and harmful chemicals shall be controlled by complying with relevant laws and regulations and performing periodic inspections.

(5) Local Pollution Control

Pollutants discharged as a result of business activities shall be treated in an appropriate manner to promote the health and safety of the Company's employees and the local community, and ongoing efforts shall be made to minimize the release of pollutants and to reuse and recycle waste.

2.3.6 Raw and Subsidiary Materials, Products, and Protection of Biodiversity

(1) Management of Raw and Subsidiary Materials

Efforts shall be made to efficiently use the raw materials put into the production process.

(2) Use of Eco-Friendly Raw Materials

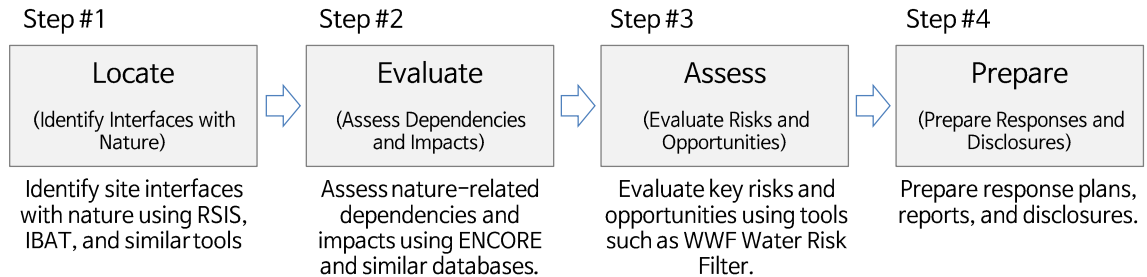
In relation to production, efforts shall be made to develop eco-friendly materials and to broaden the range of products to which green technology is applied.

(3) Protection of Biodiversity

In recognition of the importance of protecting biodiversity and forests while conducting business, efforts shall be made to comply with the requirements of international conventions or laws and regulations applicable to the business sites. Employees shall also be provided with information on biodiversity protection (through education, bulletin boards, and biodiversity restoration activities).

1) Biodiversity Impact Assessment

In order to identify and manage potential biodiversity-related impacts and risks in advance, biodiversity impact assessments shall be conducted in accordance with the LEAP (Locate-Evaluate-Assess-Prepare) approach recommended by Taskforce on Nature-related Financial Disclosures (TNFD). The assessment shall be conducted for business sites and major supply chains, and external experts and databases may be utilized if necessary. Based on the assessment results, where significant adverse impacts, endangered species, or potential ecosystem degradation are identified, site-specific improvement measures and restoration activities shall be implemented, and the assessment scope and methodology shall be reviewed and supplemented as necessary.



2) Biodiversity Restoration Activities

Biodiversity restoration activities shall be pushed with voluntary participation of employees, and efforts shall be made to raise awareness of biodiversity protection by disclosing such activities (company news and social contribution page on the website) to all executives and employees.

2.4 Violation of Environmental Laws and Regulations

Seoyon E-Hwa shall clearly recognize the environmental laws and regulations to be observed in the course of its business operations and actively undertake investment and improvement activities to mitigate related risks. The status of enactment and amendment of relevant laws and regulations shall be continuously monitored, and executives and employees shall be provided with related training to prevent violations.

3. Implementation System

3.1 Governance

For environmental management, Seoyon E-Hwa shall make decisions and report with the internal directors affiliated with the Board of Directors and ESG Committee on a regular or irregular (extraordinary) basis. The management department of each business site is responsible for the implementation of environmental policies and performance management and must report major issues to the CEO.

3.2 Training

Seoyon E-Hwa shall provide information on environmental management and response to climate change to employees and stakeholders using various methods (website, sustainability report, bulletin board in the internal groupware (GW), etc.) to raise awareness of the importance of environmental management and protection.

3.3 Performance Management

Seoyon E-Hwa shall apply the PDCA (Plan-Do-Check-Act) model, which is the basic approach of the environmental management system (ISO14001), to manage the implementation and performance of environmental management.



4. Addenda

4.1 This Environmental Management Policy shall be effective as of May 14, 2024.

4.2 The Environmental Management Policy shall be established, revised, and implemented in compliance with the environmental laws and regulations in Korea and abroad.

4.3 This Environmental Management Policy shall be effective as of April 22, 2026

● List of Referenced Standards :

Internal Standard NO.	Management Standard	Drafted by	Enactment Date	Last Rev. Date	Rev. NO.
SMS-B-41	환경관리프로세스	안전보건지원	2010.07.10	2023.08.11	05
SMS-B-41-P01	폐기물 관리 절차	안전보건지원	2003.06.02	2025.09.17	10
SMS-B-41-P02	환경, 안전보건비상사태 관리 절차	안전보건지원	2003.06.02	2023.08.11	08
SMS-B-41-P04	대기 및 수질오염관리 절차	안전보건지원	2003.06.02	2023.08.11	08
SMS-B-41-W01	환경영향평가지침	안전보건지원	2003.10.09	2025.02.04	08
SMS-B-41-W02	유해화학물질 관리 지침	안전보건지원	2003.06.02	2023.08.11	06