

Leading Sustainable
Auto Parts

Sustainability Report 2026

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Creating a Great Work Environment

Seoyon E-Hwa is committed to creating a safe, healthy, and employee-friendly workplace by promoting work-life balance, enhancing productivity, and improving overall quality of life for our employees through comprehensive welfare and support programs. The Company supports employees in achieving a balanced professional and personal life through various initiatives, including paid leave programs, maternity and parental support benefits, and flexible work arrangements. Seoyon E-Hwa also provides practical support in areas such as commuting, culture and leisure activities, education, healthcare, and housing, contributing to improved employee well-being and job satisfaction. Seoyon E-Hwa continuously strives to enhance its employee welfare programs by actively listening to employee needs and feedback through labor-management consultation bodies. Through ongoing communication and engagement with employees, the Company seeks to cultivate an inclusive and supportive work environment where employees can thrive both personally and professionally.

Employee Welfare Programs

Category	Key Welfare Programs
Working Hours	- Flexible work schedule allowing employees to select their start and end times within prescribed working hours - Operation of a PC-off system to prevent overtime work beyond statutory working hours
Childbirth and Childcare Support	- Reduced working hours during pregnancy: up to 2 hours per day (within 12 weeks of pregnancy or after 36 weeks of pregnancy) - Maternity leave and spousal leave for childbirth: 20 days of paid leave - Childcare leave: Available until a child reaches 8 years of age or completes the second grade of elementary school, whichever comes first - Reduced working hours for childcare: 15–35 working hours per week - Family care leave and family care leave of absence (up to 90 days per year) - Workplace daycare center operation (Ulsan)
Leave Support	- Annual leave and summer vacation programs - Annual 5-day summer vacation program - Refresh leave program
Support for Family Events	- Family event leave - Family event financial assistance - Support for funeral wreaths and condolence arrangements
Long-Service Recognition	Recognition and awards for employees with five or more years of service, up to 35 years of continuous service
Housing Support	- Company dormitory operation (Ulsan) - Employee loan support through the in-house welfare fund

Category	Key Employee Benefits
Culture, Leisure, and Education Support	- Operation of Four-Season Resorts: Free operation of company resorts and financial support for condo/resort accommodation - Workation Programs: Operation of a flexible work system that allows employees to work while vacationing at hotels and resorts - Club & Hobby Activities: Financial support for company clubs and internal group activities such as golf, soccer, bowling, and running - Multi-purpose Health and Fitness Facilities: Operation of fitness centers, badminton courts, futsal fields, and health promotion rooms - Foreign Language Education: Provision of subsidies for foreign language learning and training
Medical & Health Support	- Health Screenings: Subsidies for regular and comprehensive medical checkups - Medical Expense Support: Financial assistance for hospitalization and medical treatment costs for employees and their immediate families
Child Education Subsidies	- Preschool Subsidies: Quarterly financial support for early childhood education targeting preschool children (aged 7 and under). - School Entrance Fees: Financial support for admission/entrance fees for elementary, middle, and high schools - University Tuition: Provision of university tuition coverage and educational subsidies
Commuting Support	- Fuel Subsidies: Financial support for daily commuting fuel and transportation costs - Shuttle Bus Services: Operation of company commuter shuttle buses for employees
Meal Support	Catered Meals: Provision of complimentary or subsidized breakfast and lunch at workplace cafeterias
Group Individual Pension Support	Individual Retirement Pension (IRP): Company matching contributions or subsidies toward employee personal IRP plans

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Employees

Employee Performance Evaluation and Compensation

Seoyon E-Hwa comprehensively reflects organizational evaluation grades and individual performance/competency evaluations in its employee evaluations. The results of the comprehensive evaluation serve as the core basis for compensation and promotion decisions.

Organizational Evaluation

Organizational evaluation is a procedure to verify whether teams have achieved the goals set at the beginning of the year, implemented based on Management by Objectives (MBO). It uses an absolute evaluation method based on overall team performance, and the confirmed organizational grade influences the grade distribution of individual members. Evaluations of higher-level organizations are linked to lower-level teams and individual evaluations to pursue performance improvement across the entire organization.

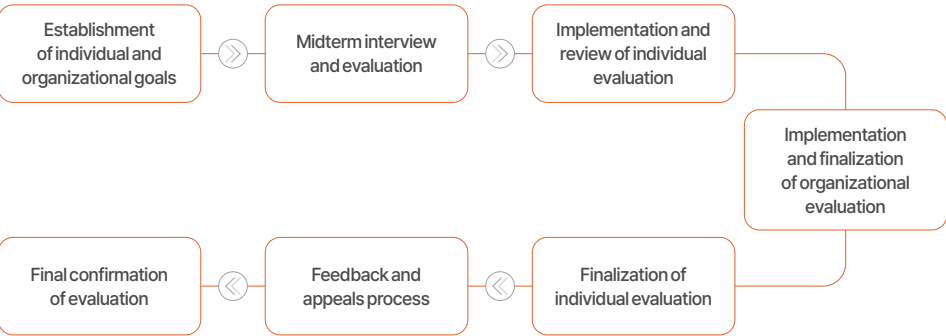
Individual Evaluation

Individual evaluations are conducted from two perspectives: MBO-based performance evaluation and competency evaluation through the Competency Improvement Plan (CIP). Performance evaluation is carried out via the HR evaluation system by comparing goals set at the beginning of the year with actual achievements at the end of the year. Competence evaluation assesses voluntary competence development efforts, goal implementation levels, and the demonstration of potential competence based on individual plans established at the beginning of the year.

Employee Compensation

In accordance with its Human Rights Management Policy, Seoyon E-Hwa prohibits wage discrimination for any reason, including gender or race. It provides a fair compensation system for all workers by reflecting fair evaluation results based on performance and competence in determining annual wage increase rates. Furthermore, through internal reward systems and promotion point systems, it provides appropriate rewards and promotion opportunities to top performers, thereby enhancing inclusion and diversity within the organization and fostering a fair competitive environment centered on performance and ability.

Employee Evaluation Process



Labor-Management Dialogue

Seoyon E-Hwa actively guarantees employee freedom of association, supporting them in autonomously electing representatives and forming labor unions to participate in collective bargaining with the company. Collective bargaining is conducted based on mutual respect and understanding, where both parties exchange views and seek reasonable solutions for mutual benefits.

Collective bargaining takes place annually from April to October, during which agreements on wages and working conditions are concluded, contributing to the protection of workers' rights and welfare, as well as the improvement of the working environment. Employees can request improvements in welfare, workplace safety, and health through the Labor-Management Council and the Industrial Safety and Health Committee, which hold relevant meetings quarterly.

Classification	Key Contents	Results of Consultation
Collective Bargaining	- Wages and collective agreement bargaining - Employee performance rewards and system improvements	- Wage increases and incentive payments - Improvement of the wage system for production workers - Improvement of the intra-company labor welfare fund system
Labor-Management Council	- Holding regular Labor-Management Council meetings - Employee grievance handling and welfare promotion - Consultation on productivity improvement	- Additional contribution to the intra-company labor welfare fund - Improving the working environment by maintaining appropriate temperatures on-site.
Industrial Safety & Health Committee	- Workplace environment improvement and occupational accident prevention activities related to environment/safety - Consultation on occupational safety and health	- Installation of crane safety lights - Installation of pedestrian collision risk warning devices - Establishing and improving standards for wearing personal protective equipment (PPE)

Meetings by Job Level

Seoyon E-Hwa regularly organizes meetings by job level, which are hosted by the Human Resources Department. These meetings serve as a platform for employees to freely share difficulties and demands experienced in company life. Based on the opinions collected, the HR Department devises and supports practical improvement plans. Through these meetings, communication and consensus are built among colleagues, thereby strengthening organizational solidarity.

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Employees

Action & Performance

Employee Training & Development Activities

Seoyon E-Hwa strives to foster top-tier experts who will lead the future of the automotive industry. As a core objective, we cultivate talent with an “integrated mindset and global perspective.” To achieve this, we provide diverse educational opportunities, including job-specific training, global talent cultivation programs, and on-site field training, actively supporting our employees so they can secure competitiveness on the global stage.

Current Status of Job Training

Category	Detailed Classification	Key Activities in 2025
Leadership Training	- Onboarding & Promotion - Executive Competency Enhancement - New Team Leader Leadership Enhancement - Leadership Development by Job Grade - Global Subsidiary Training	- Onboarding training for new hires (new graduates/experienced) - MBA training for newly appointed executives - Executive workshops and workshops for position holders (Team Leaders/Group Directors) - Promotion training and Leadership Academy - Leadership training for outstanding talents at global subsidiaries
Common Job Skills	Enhancement of Common Job Competencies	AI Expert Program, Basic Accounting Course, Understanding of ESG Management, AI Literacy, Distinguished Guest Lectures, Interviewer Training, Internal Instructor Competency Enhancement Program, TIME MGT (Management) Training
Technical Training	Enhancement of Specialized Job Competencies	- In-house specialized job training courses in areas such as Injection Molding, Development, Design, Quality, and CATIA - Support for external job-specific training
Special Training	Enhancement of Global Competency	Global Talent Cultivation Program, support for foreign language education

Education Support for Retirees



Retirement and asset management



Utilizing national pension services

Global Talent Cultivation

Seoyon E-Hwa recognizes that strengthening the global competencies of our domestic employees is a core task that will lead to our successful expansion in the global market and the enhancement of global competitiveness. Every second half of the year, we run a Global Talent Cultivation Program for approximately 5 months targeting assistant managers and above. This program supports participants in seamlessly communicating and performing practical duties during overseas assignments by helping them acquire language proficiency, cultural understanding, and global business practices.

Category	Key Activities in 2025
Educational Objectives	- Recognizing the role and importance of being an overseas expatriate - Cultivating leadership capabilities and job expertise tailored to the role of an overseas expatriate - Enhancing understanding of the business environment of the dispatched country through intercultural understanding
Target Audience	Overseas expatriates scheduled for dispatch and global talent candidates
Key Curriculum	- Foreign Language Improvement Training - Intercultural understanding - Global leadership training - Cross-Functional Job Training - SAP module training

Job Rotation System

Seoyon E-Hwa operates a job rotation system applicable to all employees, supporting them in building diverse competencies and developing their careers. Each year, team leaders identify required manpower needs and make relevant requests to the HR Department. The HR Department then reviews internal transfers first and utilizes external recruitment when necessary to deploy the right talent. For office and management positions, job rotations occur across departments such as Design, Development, and Quality. For production positions, rotations take place within core technical fields such as Delivery, Facility Manufacturing, Materials Management, Electricity/Machinery Maintenance, and Product Inspection. Through this system, employees gain opportunities to acquire new technologies and grow into experts while the company strengthens its technological capabilities based on employee growth.

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Employees

New Employee Adaptation Activities

Onboarding Program

New employees join Seoyon E-Hwa through a recruitment-linked internship program and participate in a mandatory three-day onboarding program designed to facilitate their successful integration into the Company. During the program, participants engage in various activities aimed at enhancing their understanding of the organization, including a corporate history tour, presentations on the Company's business performance and strategy, and net-working sessions with senior employees. Following the onboarding program, employees complete a three-month internship period and undergo a performance evaluation for conversion to full-time employment. Upon successful conversion, employees participate in an additional two-week training program designed specifically for newly appointed full-time employees. During the first week of the program, participants develop essential competencies related to job performance, business operations, and cross-functional collaboration. They also attend special lectures delivered by internal instructors and participate in plant tours to strengthen their understanding of the Company's operations and foster a sense of belonging and organizational commitment. In the final week, new employees take part in hands-on field training, where they gain firsthand experience in actual manufacturing processes, including assembly and packaging operations. Through this practical experience, participants develop a deeper understanding of product manufacturing processes and the Company's business operations.

Jump-Up Program

One year after joining the Company, employees participate in the Jump-Up Program, a two-day, one-night development program designed to support career growth and strengthen organizational integration. The primary objectives of the program are to foster stronger relationships among employees of the same cohort, reinforce the Company's core values and strategic direction, and promote a positive organizational culture. The program also provides opportunities for participants to engage with experienced employees from various business functions who share their professional experiences, career insights, and perspectives on the Company's vision and future direction. Through these interactions, employees gain a deeper understanding of the Company's strategic priorities and long-term growth objectives.

Mentorship Program

To support the successful adaptation and professional development of new employees, Seoyon E-Hwa operates a mentorship program for approximately three months following their entry into the Company. The program is designed to help new employees acquire the knowledge necessary for their roles, adapt to the corporate culture, and build internal networks. Mentors and mentees are matched across diverse functional areas, enabling mentees to gain broader organizational perspectives and establish valuable professional relationships throughout the Company. To encourage active participation, Seoyon E-Hwa provides a monthly activity allowance to support mentoring-related activities. Each mentoring team is required to submit a monthly activity report documenting its progress and outcomes. Upon completion of the program, outstanding teams are recognized and rewarded based on their performance reports, which encourages meaningful engagement and collaboration between mentors and mentees.

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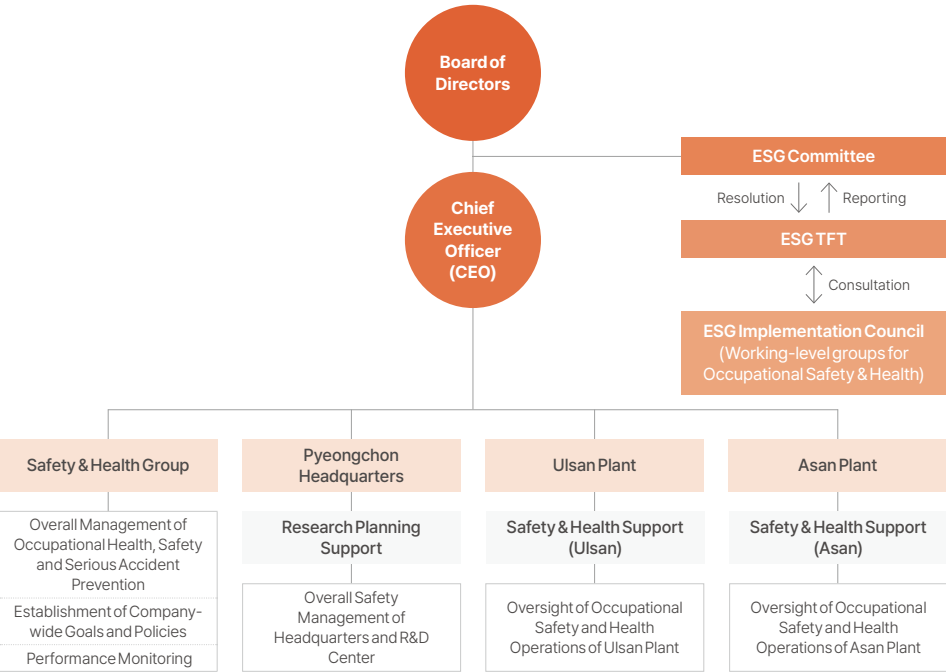
Occupational Safety and Health

Strategy & Management

Occupational Safety and Health Response Governance

To ensure the effective prevention of workplace accidents and enable rapid response to safety incidents, Seoyon E-Hwa operates a dedicated Occupational Safety and Health Office that reports directly to the Chief Executive Officer (CEO). Each year, the Occupational Safety and Health Office establishes safety and health performance objectives based on the previous year's performance results and reports them to management for review and approval by the Board of Directors. Improvement priorities are primarily derived from safety and health issues identified during the preceding year. External and internal factors, including industry accident cases, employee concerns, and workplace risk factors, are considered comprehensively when determining annual objectives and action plans. Support departments at manufacturing plants and research centers are responsible for monitoring compliance with the Company's Occupational Safety and Health Management Policy. Any deficiencies or areas requiring improvement are reported to the Occupational Safety and Health Office for corrective action. Significant safety and health issues are immediately escalated to management through an established reporting process. Through this governance structure and systematic procedures, Seoyon E-Hwa strives to prevent workplace accidents and ensure timely and effective responses to safety-related incidents.

Occupational Safety and Health Promotion Organizational Structure



*Occupational safety and health is organized into a coordinating department (Safety and Health Group) for responding to the Serious Accidents Punishment Act and at the workplace level.

Occupational Safety and Health Management Policy

Seoyon E-Hwa has established an Occupational Safety and Health Management Policy to provide a safe and healthy working environment for all employees, contractors, suppliers, and business partners. Recognizing the safety and well-being of employees and stakeholders as its highest priority, the Company promotes a strong safety culture through five core Occupational Safety and Health Management Principles and operates a systematic safety management framework based on these principles. As a fundamental management principle, Seoyon E-Hwa regularly identifies and assesses potential workplace hazards and risk factors arising from its business activities. The Company also establishes and implements management procedures designed to eliminate identified risks wherever possible and mitigate residual risks to acceptable levels, thereby fostering a proactive and preventive approach to occupational safety and health management.

Compliance with Occupational Safety and Health Regulations

In response to the enforcement of the Serious Accidents Punishment Act, Seoyon E-Hwa has established a systematic compliance and monitoring framework to ensure full adherence to applicable legal requirements. The Company has translated the requirements prescribed by the Act into 17 detailed management indicators and quantitatively evaluates the implementation status of each indicator across its operations. Based on these indicators, all business sites conduct self-assessments on a semiannual basis to evaluate compliance and identify opportunities for improvement. Where deficiencies are identified through the assessment process, corrective guidance and improvement measures are implemented to address the issues in a timely manner. Through continuous monitoring and improvement activities, Seoyon E-Hwa seeks to strengthen its occupational safety and health management system, enhance legal compliance, and further reinforce a culture of workplace safety throughout the organization.

Occupational Safety and Health Management Guidelines

- 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.

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Occupational Safety and Health

Occupational Safety and Health Strategic Framework

Vision

Mid- to Long-Term Strategy

Method of Execution

Goals

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

By 2026

Supplementation of the Serious Accident Prevention System

- 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



2027-2030

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



2031-2035

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



1 Safety Activities

- Conducting risk assessments linked with computerized systems
- Conducting emergency response drills



2 Health Activities

- Campaigns for fostering a culture of safety and health
- Regular surveys on musculoskeletal risk factors
- Continuous operation of safety experience center training



3 Common Activities

- Conducting and applying external benchmarking
- ISO certification audits
- Promoting mutually beneficial cooperation projects for safety and health



Management Target	Detailed Action Plan	Unit	-2026	2027-2030	2031-2035
Number of Serious Accidents	Strict compliance with occupational safety and health laws and regulations	Cases	0	0	0
Occupational Accident Rate Management	Achieving Zero occupational accidents through safe workplace management	%	0	0	0
Frequency Severity Index (FSI)	Achieving Zero FSI by eliminating major accident risk factors	Index	0	0	0
Safety & Health Training Completion Rate	Raising safety awareness by strengthening safety training for all employees	%	95	97	100

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Occupational Safety and Health

Action & Performance

Occupational Health & Safety Management System Certification (ISO 45001)

Seoyon E-Hwa has established an Occupational Safety and Health Management System to prevent occupational accidents and strengthen safety and health management and has obtained ISO 45001 certification at domestic and overseas workplaces through external audits. We establish safety and health policies, governance, and accident response manuals, and regularly conduct internal audits. We will continue our efforts to achieve ISO 45001 certification for all workplaces.

Current Status of ISO 45001 Certification Acquisition*

International Standard (ISO 45001)		Certified	Acquisition Rate	Expiration Date
Domestic	Ulsan Plant	●	100%	2028.10
	Asan Plant	●		2028.10
	Headquarters (Pyeongchon)	●		2028.10
Overseas	China		85%	
	Jiangsu Seoyon E-Hwa	●		2026.06
	Beijing Seoyon E-Hwa	●		2027.03
	Assan Hanil (Site 1/2/3/4)	●		2027.07
	Europe			
	Seoyon E-Hwa Slovakia (Plant 1/2)	●		2028.05
	Seoyon E-Hwa Poland	●		2027.03
	Seoyon Summit India (Plant1/2/5)	●		2028.04
	Seoyon Summit Krishna Giri	●		2027.10
	India/Asia			
	Seoyon Summit Chennai	●		2026.03
	Seoyon Summit Pune	-		-
	Overseas			
	Seoyon Summit Anantapur	●		2028.03
	Summit Seoyon Indonesia	-		-
	Seoyon E-Hwa Alabama(Plant1/2)	●		2027.10
	Americas			
	Seoyon E-Hwa Georgia	●		2026.03
	Seoyon E-Hwa Auburn	●		2028.01
	Seoyon E-Hwa Savannah	●		2028.12
	Seoyon E-Hwa Brazil	●		2026.06
	Seoyon E-Hwa Mexico	●		2026.08
	Seoyon North America	-		-
	Seoyon E-Hwa Texas	-		-

* As of the end of 2025, limited to corporate entities subject to management that have acquired the certification.

Occupational Health & Safety Communication & Participation

Industrial Safety and Health Committee

In accordance with Articles 24 and 63 of the Occupational Safety and Health Act, Seoyon E-Hwa systematically operates communication channels between labor, management, and suppliers. The Industrial Safety and Health Committee meets at least once a quarter to discuss major issues regarding the prevention of severe disasters and ensuring worker safety and health. The derived improvement items are delivered to the respective departments.

Occupational Safety and Health Council

The Occupational Safety and Health Council is held at least once a month. The Council is where safety and health managers and subcontracted (outsourced) personnel participate together to regularly inspect risk factors in out-sourced operations and establish effective improvement plans. Through labor-management and supplier communication channels, we strive to rapidly identify and improve risks at workplace sites and continuously elevate safety and health levels.

Near Miss Reporting and Safety Suggestion Programs

We constantly gather the opinions of our workers by operating a Near Miss Reporting and Safety Suggestion System utilizing an integrated occupational safety and health platform across all workplaces. We provide additional opportunities for safety suggestions through regular workplace meetings and briefing sessions. Workers can register near misses and safety/health related improvement items through their personal accounts, and the company reviews the submitted details to implement appropriate measures and share the results. Through this, we encourage active participation from workers, and we provide rewards to employees who contribute to safety and health improvements. Matters deemed necessary for disaster prevention are implemented considering the characteristics and rational needs of each workplace.

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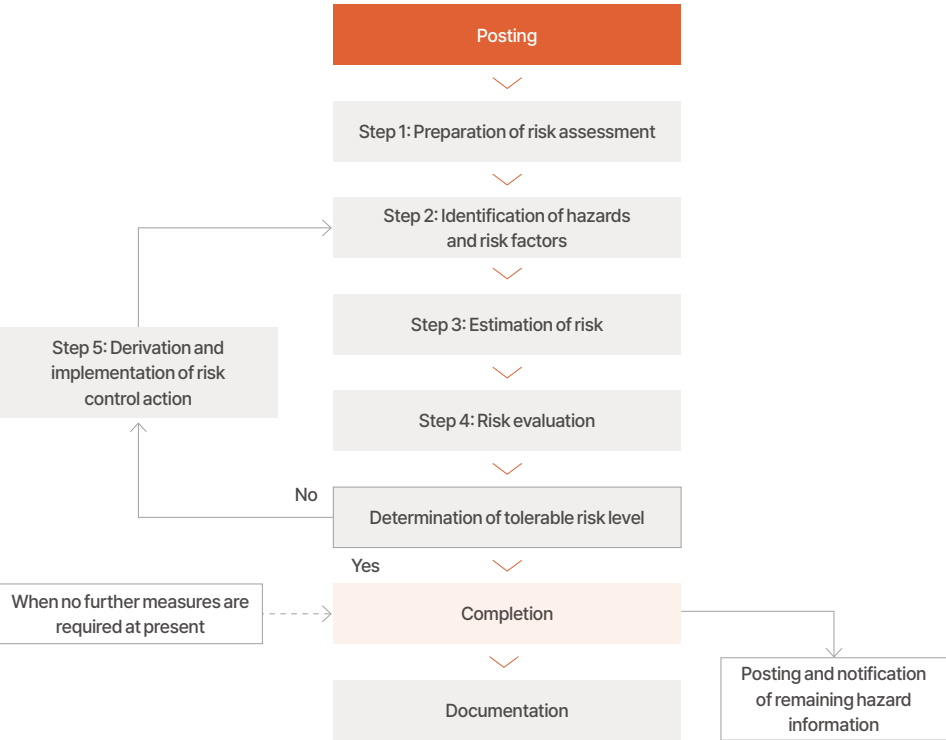
Occupational Safety and Health

Occupational Health & Safety Risk Assessment

Risk Assessment

Seoyon E-Hwa applies ad hoc risk assessment plans across all domestic workplaces to proactively identify hazardous and risk factors throughout overall business activities. We have established evaluation procedures that estimate risk levels based on the frequency and severity of accident occurrence. In 2025, assessments were conducted at the Asan and Pyeongchon workplaces to preemptively identify potential risk factors and implement corrective actions. The risk assessment expands to include hazardous factors in the surrounding environment of the workplaces. Based on the results, emergency response plans are established and complemented to continuously strengthen the level of safety management.

Risk Assessment Process



Workplace Inspections

Seoyon E-Hwa classifies its workplaces into Red Zones and Yellow Zones. Areas with a history of accidents or high probability of occurrence are designated as Red Zones. Daily inspections are conducted in these zones to check equipment, personal protective equipment (PPE) compliance, adherence to the 2-people-per-team working rule, and possession of safety work permits, with the results reported to the plant manager. Areas with relatively lower risk but requiring caution are classified as Yellow Zones. Routine monitoring and inspections are carried out in these areas, focusing on assembly lines. Additionally, to prepare for fire emergencies, fire extinguishing facilities—including fire extinguishers, fire hydrants, and fire pump rooms—are inspected daily, and the presence of any anomalies is recorded and reported digitally to enable prompt responses.

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

Inspection of Hazardous Machinery, Equipment, and Facilities

In accordance with the Occupational Safety and Health Act, Seoyon E-Hwa has established and implemented the Management Procedures for Hazardous and Dangerous Machinery and Equipment. Accordingly, the safety and health support department conducts regular safety inspections at least once a year. If any anomaly is identified during the inspection, use of the corresponding equipment is immediately suspended and necessary actions are taken. Identified issues and action details are reported immediately to the person in charge of safety management. Depending on the situation, the details are also shared with external organizations such as the Korea Occupational Safety and Health Agency (KOSHA) to strengthen internal safety management systems and elevate industrial safety levels through external cooperation.

Risk Assessment Performance in 2025

Workplace	Unit	Hazardous & Risk Factors	Mitigation Measures Formulated	Mitigation Measures Completed	Implementation Rate*
Ulsan Plant	Cases	185	78	78	100%
Asan Plant		103	21	21	100%
Pyeongchon Headquarters		101	82	82	100%

* Applies to risk factors requiring mitigation measures (score of 6 or above)

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Occupational Safety and Health

Enhancing Safety Capabilities and Spreading Safety Culture

Occupational Safety and Health Training

Seoyon E-Hwa provides regular occupational safety and health training programs tailored to the characteristics and risk profiles of each business site. The Asan and Ulsan plants conduct monthly safety and health training sessions for both production and administrative employees, while the headquarters delivers quarterly classroom-based training covering key topics such as personal protective equipment (PPE), Material Safety Data Sheets (MSDS), risk assessments, and the prevention of electrical shock, fire, and winter-related accidents. Employees engaged in high-risk operations, including industrial robot-related work, receive specialized safety training at least once annually. Through these programs, Seoyon E-Hwa ensures compliance with statutory occupational safety and health training requirements while strengthening employees’ ability to identify hazards and prevent workplace accidents.

Safety Culture Promotion Campaigns

To enhance safety awareness and encourage proactive participation in accident prevention activities, Seoyon E-Hwa operates quarterly safety culture campaigns across its business sites. These campaigns consist of a variety of interactive programs, including serious accident prevention pledge ceremonies, safety awareness photo campaigns, safety culture improvement initiatives for suppliers, cardiopulmonary resuscitation (CPR) training, and the Seoyon E-Hwa Fitness Challenge. Through these activities, the Company promotes voluntary participation in workplace safety initiatives among employees and business partners while fostering a strong and sustainable safety culture. To further encourage engagement, outstanding participants are recognized and rewarded, helping to maintain a high level of interest and continuous involvement in occupational safety and health activities.

Employee Health & Well-being

Customized Health Screening and Follow-up Care Programs

Seoyon E-Hwa operates a comprehensive health screening and follow-up care program to support disease prevention and early detection for employees and their families. The Company provides comprehensive medical examinations for employees aged 35 and older every two years and for eligible family members every three years. Employees working in processes involving exposure to occupational hazards receive special health examinations one to two times per year, covering risk factors such as noise, dust, and hazardous chemicals. Based on examination results obtained with the employee’s consent, Seoyon E-Hwa provides regular health monitoring and follow-up support for employees identified as requiring additional medical attention. The Company also offers preventive health management opportunities for employees with no identified health concerns, promoting long-term health and well-being across the workforce.

Integrated Physical and Mental Well-being Care Infrastructure

Seoyon E-Hwa has established an integrated employee care system that supports both physical and mental well-being. The Company operates on-site health management centers staffed by professional nurses who provide first aid services and health consultations. Beyond emergency care, employees have access to body composition analysis and personalized wellness programs that encourage healthy lifestyle habits, including smoking cessation and weight management initiatives. In addition to this support, Seoyon E-Hwa has partnered with the Buk-gu District Office of Ulsan Metropolitan City to introduce a brainwave-based psychological counseling program. Through this initiative, employees can gain objective insights into their mental health status using scientific assessment methods and receive professional counseling support to address work-related stress, interpersonal challenges, and other psychological concerns. By providing comprehensive physical and mental health support, Seoyon E-Hwa is committed to creating a healthy, safe, and supportive work environment where employees can thrive both personally and professionally.



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.

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Occupational Safety and Health

Emergency Response Framework & Drills

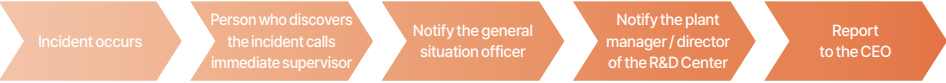
Emergency Response to Safety Incidents

Seoyon E-Hwa has established a systematic emergency management process to minimize human casualties and operational disruptions resulting from occupational accidents and natural disasters. The emergency management framework classifies incidents into three crisis levels: White, Blue, and Red. These levels are categorized according to the severity and potential impact of the event, with clearly defined response procedures for each level. To ensure prompt and effective incident management, the Company has clearly defined the roles and responsibilities of each department within the emergency response process. Following the resolution of an incident, Seoyon E-Hwa conducts continuous monitoring and follow-up management activities, including root-cause analysis and the implementation of corrective and preventive measures. Through these efforts, the Company seeks to minimize potential losses while safeguarding employee safety and protecting corporate assets.

In Case of White-level Incident



In Case of Blue-level or Higher Incident



Safety and Health Monitoring System

To enhance workplace safety and eliminate blind spots in safety management, Seoyon E-Hwa operates a 24-hour Safety and Health Monitoring System across its business sites. The system enables continuous monitoring of workplace safety conditions and supports the early identification of potential risks, allowing for prompt preventive actions. In the event of an incident or emergency, Seoyon E-Hwa maintains a structured emergency response framework designed to ensure rapid and accurate decision-making, communication, and response activities. Through the operation of the Safety and Health Monitoring System and its comprehensive emergency response procedures, the Company strives to minimize safety risks, strengthen its crisis response capabilities, and provide a safe and secure working environment where all employees can perform their duties with confidence. By continuously enhancing its safety monitoring infrastructure and emergency preparedness capabilities, Seoyon E-Hwa remains committed to protecting the safety and health of its employees while fostering a proactive safety culture throughout the organization.

Fire Drills

Seoyon E-Hwa places strong emphasis on enhancing the capabilities of its in-house fire brigade to ensure rapid and effective responses to potential emergency situations. To strengthen emergency preparedness, the Company conducts joint fire drills on a quarterly basis, helping both fire brigade members and employees improve their emergency response and evacuation capabilities. The training programs cover initial response procedures in the event of a fire, fire suppression protocols, and emergency evacuation practices. Particular focus is placed on the proper use of firefighting equipment, incident command capabilities, and the safe evacuation of employees. Through these regular exercises, Seoyon E-Hwa aims to minimize potential human and property losses in the event of an actual emergency.

Intelligent Fire Management System

Seoyon E-Hwa has implemented an Intelligent Fire Management System to enable rapid and accurate responses to fire-related incidents. Through the system, safety managers can monitor real-time site conditions and identify the exact location of fire alarms not only through fire alarm control panels but also via control room workstations and mobile devices. The system continuously monitors the operational status and potential malfunctions of fire protection equipment, improving maintenance efficiency and system reliability. Remote inspection and control functions allow unnecessary alarms caused by equipment malfunctions to be promptly verified and managed, helping to reduce false alarms and improve overall operational effectiveness. Through the deployment of advanced fire safety technologies, Seoyon E-Hwa continues to strengthen workplace safety and create a secure working environment across its operations.

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Human Rights Management

Strategy & Management

Human Rights Management Policy

Seoyon E-Hwa supports international human rights standards, including the Universal Declaration of Human Rights, the ILO Core Conventions, and the UN Guiding Principles on Business and Human Rights (UNGPs), and prioritizes the dignity and respect of all employees and stakeholders throughout our entire business processes. Based on our Human Rights Management Policy, we strictly adhere to core principles of human rights management, such as prohibiting discrimination based on gender, race, religion, or disability; eradicating workplace harassment; prohibiting forced and child labor; and complying with working conditions. Furthermore, to preemptively manage potential human rights risks, we operate a practical grievance handling channel. Through whistleblower protection and prompt remediation procedures, we continuously practice the prevention of human rights violations and create a safe, mutually respectful management environment.

Basic Principles of Human Rights Management

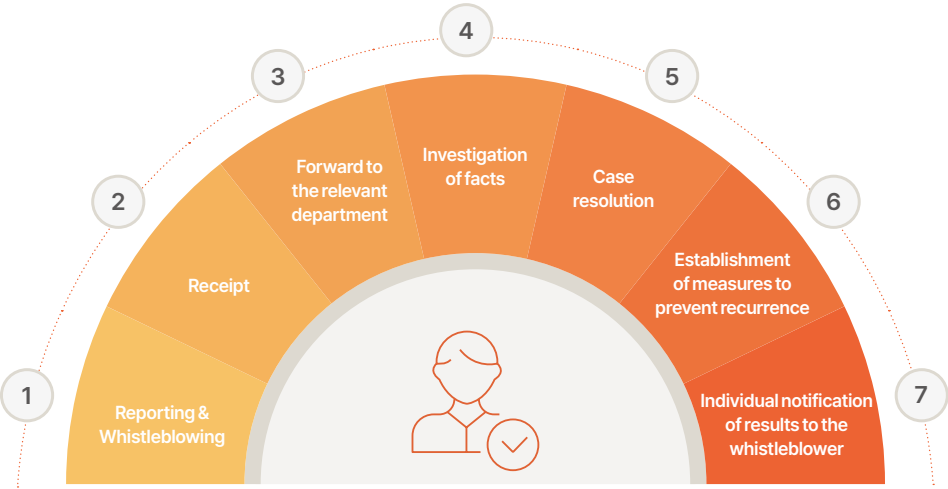


 Human Rights Management Policy

Grievance Redress System

Seoyon E-Hwa operates both internal channels (inter-office phone, company email) and external whistleblowing channels (Cyber Audit Office) so that employees, as well as other external stakeholders, can report human rights violations, legal non-compliance, and misconduct or unfair handling of duties. Upon reporting, whistleblowers can select the type of report, and the received content is delivered to the relevant department to be processed according to established procedures. The identity of the whistleblower during the handling process is strictly protected. (Please refer to Ethical Management - Operation Info of Whistleblowing Channels for details)

Grievance Handling Process



Current Status of Grievance Redress (Human Rights/Labor, Corruption & Conflict of Interest)*

Data Name	Unit	2023	2024	2025
Number of Grievances Received	Cases	3	2	3
Number of Grievances Resolved		3	2	3
Resolution Rate	%	100	100	100

* Data for the years 2023 and 2024 have been restated due to changes in the calculation criteria.

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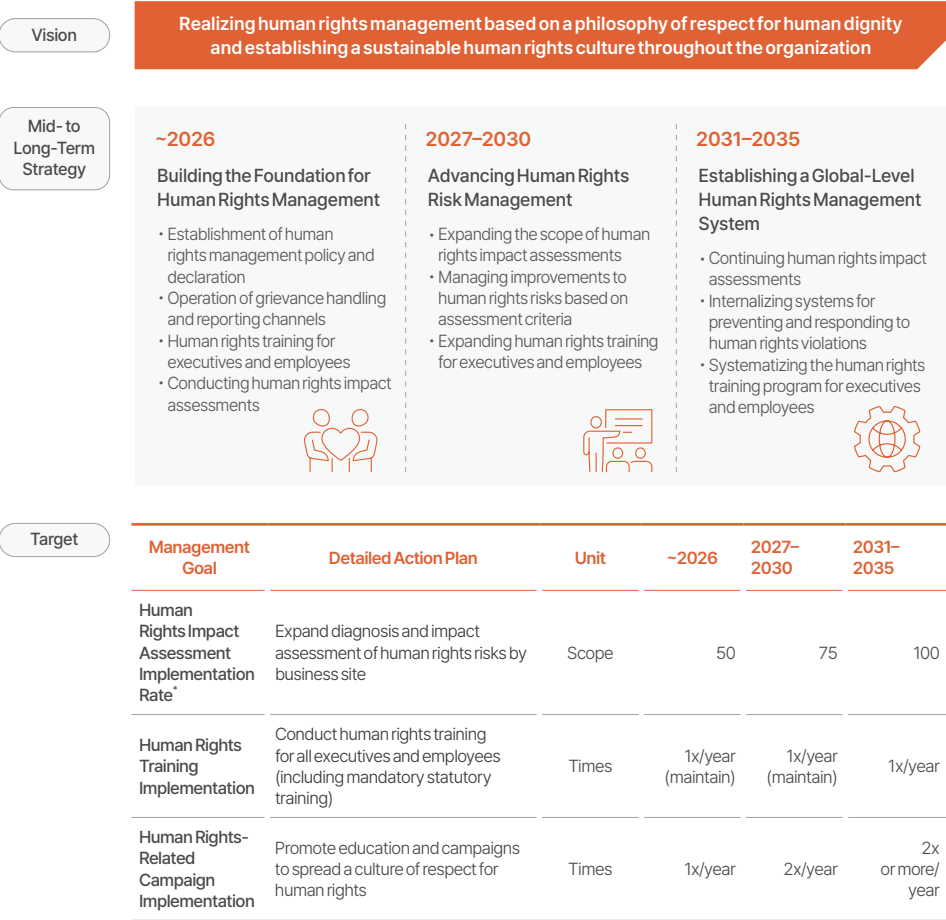
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Human Rights Management

Human Rights Management Strategic Framework



* Scope of management: Domestic and overseas corporate business sites

Human Rights Risk Management

Human Rights Impact Assessment

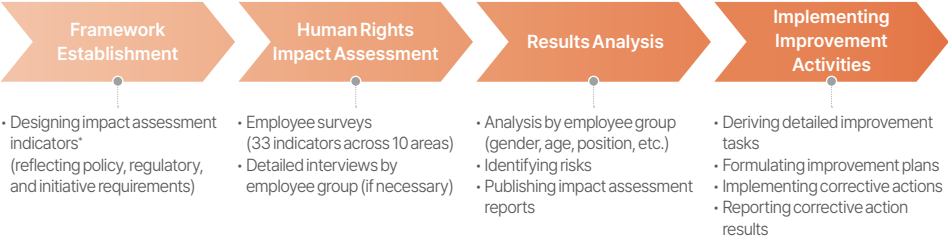
Based on the Establishment of a Risk Management System outlined in our Human Rights Management Policy, Seoyon E-Hwa conducted a survey-based human rights impact assessment in 2025 across a total of 13 entities—including domestic and international operations—to proactively identify and systematically manage human rights risks. The assessment evaluated 33 indicators across 10 distinct areas.

This year, the risk assessment implementation rate* for the human rights impact assessment recorded 45%. The evaluation targeted managerial positions (including production managers). The assessment results indicated that the human rights risk level across all evaluated areas was generally low. Based on these findings, we intend to implement corrective measures by establishing customized improvement plans for potential risks. Moving forward, we plan to not only regularize this human rights impact assessment but also phase in an expanded evaluation scope aligned with our long-term human rights management strategy.

Assessment Scope

Assessment Scope	Domestic operations (Ulsan, Asan, Headquarters) and overseas regional subsidiaries
Assessment Target	Domestic employees and management-level staff at overseas subsidiaries (expatriates and local hires)
Assessment Method	Online Survey

Assessment Process



Assessment Indicators

1	Establishment of a Human Rights Management System	6	Ensuring Occupational Safety and Health
2	Non-discrimination	7	Working Conditions
3	Worker Participation and Communication	8	Prevention of Workplace Harassment
4	Prohibition of Forced Labor	9	Prevention of Workplace Sexual Harassment
5	Prohibition of Child Labor	10	Information Protection / Data Privacy

* Risk Assessment Implementation Rate Formula: (Number of assessed corporate bodies / Total corporate bodies based on the business report) * 100

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Human Rights Management

Action & Performance

Raising Employee Awareness of Human Rights

Seoyon E-Hwa conducts human rights training for all executives and employees to foster a culture of respect for human rights. Human rights training focuses on improving awareness of human rights, internalizing human rights values within the company, and connecting them to actual practice. This includes personal information protection, sexual harassment prevention, workplace disability awareness improvement, and workplace harassment prevention. We promote a deeper understanding and practice of human rights through additional training on reporting procedures in the event of basic rights violations and equal education. Seoyon E-Hwa will continue to make proactive efforts to ensure that everyone is respected and can work in an environment free from discrimination, holding 'Respect for Human Rights' as our core value.

Human Rights Training Record in 2025

Training Program	Unit	2023	2024	2025
Personal Information Protection, Sexual Harassment Prevention, Disability Awareness Improvement*	Persons	992	957	988
Workplace Harassment Prevention**		258	289	326

* Target: All executives and employees
** Target: Executives and employees at the Pyeongchon business site

Equal Recruitment Process

Seoyon E-Hwa guarantees equal opportunities to all applicants and strictly prohibits any form of discrimination during the hiring process. In accordance with Article 1 of our Human Rights Management Policy Basic Principles, discrimination on the grounds of gender, race, nationality, or any other status is strictly prohibited. We also continuously expand employment opportunities for socially vulnerable groups and strive to proactively secure talented individuals with diverse backgrounds and experiences. To enhance the fairness of recruitment, we operate an educational program tailored for interviewers. All personnel selected as interviewers must complete 8 hours of mandatory training to ensure they can objectively select applicants who align with our ideal talent profile.

Protection of Labor Rights

Seoyon E-Hwa considers the protection of labor rights to be a core principle and provides a safe and fair working environment for all executives and employees. The Company strictly prohibits child and forced labor, conducts verification of employees' age and faithfully pays statutory and contractually agreed overtime allowances. Performance evaluations are implemented fairly based on performance metrics and job competence, and we guarantee equal opportunities and compensation by prohibiting all forms of discrimination based on gender, age, or background.

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Quality Management

Strategy & Management

Quality Management Governance

Placing customer satisfaction as our highest priority, Seoyon E-Hwa operates an independent Quality Department directly under the Board of Directors. The Board of Directors communicates directly with the executive officer in charge of quality to discuss quality issues in depth and resolve them swiftly. Furthermore, we operate the Quality Control Department (responsible for quality control execution) and the Quality Management Department (responsible for establishing quality strategies) separately, ensuring each department focuses on its inherent role, thereby increasing the efficiency of the overall quality management framework.

Internal Reporting on Quality

Seoyon E-Hwa conducts regular quality meetings twice a month, supervised by the Head of the Quality Control Department and the Head of the Quality Management Department, to improve product quality. During these meetings, we monitor the achievement of quality targets and newly discovered quality issues while reviewing root-cause analyses and corrective/preventive action plans. When necessary, we re-evaluate the appropriateness of existing quality targets and make adjustments. The meeting results and subsequent follow-up measures are documented and shared with relevant departments to drive continuous quality improvement.



Quality Management Strategy

As a leading player in the automotive interior industry, Seoyon E-Hwa has established five quality management policies—Management Quality, New Car Quality, Reliability Quality, Mass Production Quality, and Global Quality—under the management philosophy of “contributing to human happiness by creating the best products and services based on top-tier talent.” Through these policies, we aim to meet the expectations of all customers at home and abroad. Based on the development of core technologies, the realization of flawless quality, and the internalization of management quality, we will continue to unfold relentless innovation and improvement activities to secure global-level quality competitiveness.

Customer Satisfaction

Domestic plants	Overseas plants	Suppliers
-----------------	-----------------	-----------

Zero Defect

	Management Quality	Pursue customer satisfaction as the highest value, and secure quality competitiveness through preemptive and advanced quality management systems and innovation activities.
	Quality of New Models	Establish quality standards from the early stages of developing new vehicle models, and verify quality and mass production feasibility to achieve defect-free mass production and initial stability control.
	Reliability Quality	Verify the reliability continuously to ensure that quality standards established in the new vehicle quality phase are clearly followed and managed.
	Mass Production Quality	Conduct reliability tests to check whether parts of developed models meet quality standards and whether mass-produced parts maintain the same quality level consistently.
	Global Quality	Apply all quality-related policies and procedures uniformly to both domestic and overseas production sites.

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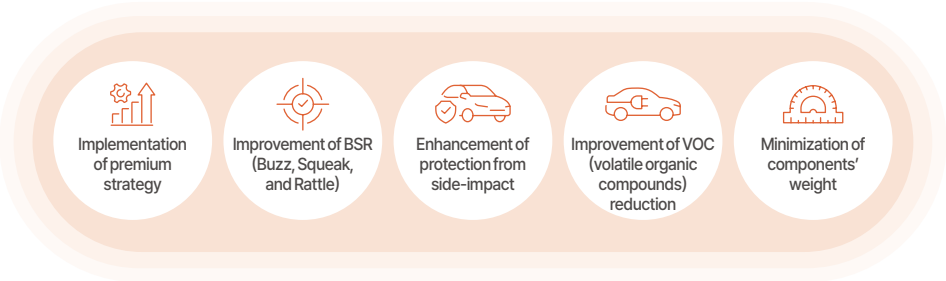
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Quality Management

Customer Satisfaction Management Strategy

Seoyon E-Hwa adopts customer satisfaction as a core business strategy, continuously investing in product quality improvement and technological innovation. To precisely identify and fulfill customer needs and expectations, we share information transparently, publicly disclosing our response measures to key customer requirements on our website. Furthermore, we improve internal processes to establish a comprehensive framework for designing, developing, and manufacturing products that align with customer expectations. This allows us to deliver high-quality products to our clients and provide a superior product experience to the end consumers. Ultimately, we aim to contribute to the advancement of the automotive industry through this customer-centric approach.

Response Measures for Key Customer Requirements



Customer Grievance Resolution

Seoyon E-Hwa operates a structured customer grievance resolution procedure to minimize customer inconvenience and swiftly resolve issues through the grievance center on our website. In the event of product abnormalities, we provide clear guidance so that customers can report them easily and conveniently. We have also established dedicated communication channels and internal workflows to respond immediately, even when a client company contacts the relevant department directly. Received grievances are handled rapidly by the department in charge, and the progress and final outcomes are transparently communicated back to the customer.

Metric Name	Unit	2023	2024*	2025
Number of Customer Grievances Received	Cases	13	3	5
Number of Customer Grievances Resolved		13	3	5
Resolution Rate	%	100	100	100

*The 2024 data has been corrected due to a change in the calculation methodology.

Action & Performance

Quality Management System Certification (IATF 16949)

Based on the international standard IATF 16949 certification, Seoyon E-Hwa operates a robust quality management framework across both domestic and international business sites. To ensure sustainable global quality management, we secure professional human resources and drive process standardization, thereby continuously enhancing product and service quality within the automotive sector. Through these initiatives, we satisfy the rigorous quality management requirements of global OEMs and continuously improve our products and services when clients contact us directly. We are fully dedicated to maximizing satisfaction for all our customers.

IATF 16949 Certification Status*

International Standard (IATF 16949)		Certification Status	Acquisition Rate	Expiration Date
Domestic	Ulsan Plant	●	100%	2027.03
	Asan Plant	●		2027.03
	Headquarters (Pyeongchon)	Exempt		-
China	Jiangsu Seoyon E-Hwa	●	85%	2027.09
	Beijing Seoyon E-Hwa	●		2027.08
	Assan Hanil (Site 1/2/3/4)	●		2027.09
Europe	Seoyon E-Hwa Slovakia (Plant 1/2)	●		2027.06
	Seoyon E-Hwa Poland	●		2027.04
	Seoyon Summit India (Plant1/2/5)	●		2028.02
India/Asia	Seoyon Summit Krishna Giri	●		2028.03
	Seoyon Summit Chennai	●		2027.01
	Seoyon Summit Pune	-		-
Overseas	Seoyon Summit Anantapur	●		2028.01
	Summit Seoyon Indonesia	-		2027.03
	Seoyon E-Hwa Alabama (Plant1/2)	●		2028.04
Americas	Seoyon E-Hwa Georgia	●		2027.04
	Seoyon E-Hwa Auburn	●		2027.05
	Seoyon E-Hwa Savannah	-		-
	Seoyon E-Hwa Brazil	●		2026.11
	Seoyon E-Hwa Mexico	●		2026.08
	Seoyon North America	-		-
Seoyon E-Hwa Texas		-		-

*Based on the end of 2025, this data is limited to corporate entities subject to management that have acquired certification.

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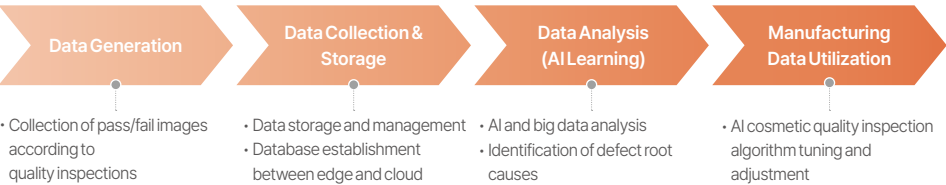
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Quality Management

AI-based Quality Control Activities

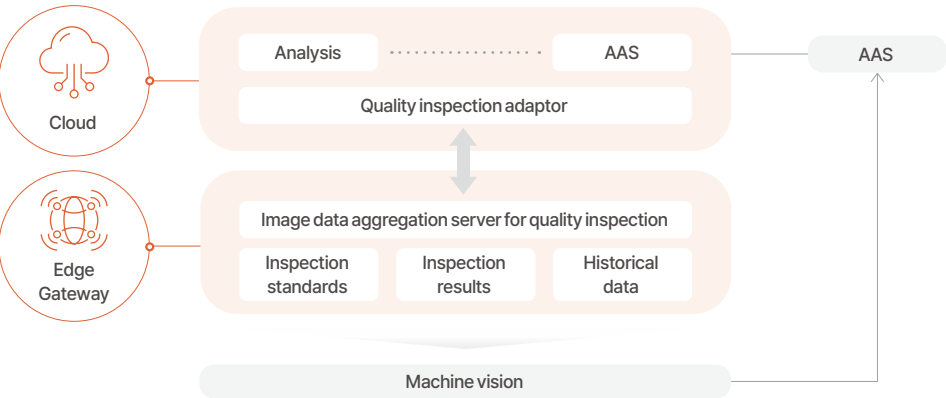
Vision Inspection System

Seoyon E-Hwa operates a deep learning-based computer vision defect determination model optimized for specific product characteristics. By collecting image data from production sites, we train customized classification and segmentation models, which are then deployed across edge and cloud environments to conduct real-time inspections and high-speed defect evaluation concurrently. We are committed to refining our Vision Inspection System continuously through ongoing system updates to minimize defect rates that may occur during the product delivery process and to establish an increasingly precise inspection architecture.



Smart Quality Management

Seoyon E-Hwa proactively manages quality issues through an integrated big data platform that consolidates data generated throughout the entire production, inspection, and distribution pipeline. By using machine learning-based anomaly detection and defect prediction models, we issue early warnings for potential defects. Our root cause analysis models then propose and validate recurrence prevention measures based on the collected data. Knowledge accumulated in this manner is fed back into new vehicle development and process optimization, continuously reinforcing our quality control framework.



Quality Improvement Education

To enhance product quality, Seoyon E-Hwa runs educational programs via its Technology Education Center to strengthen the capabilities of production line personnel. All educational curriculums are operated on an in-person, collective training principle. By assigning academic credits per course, the programs are systematically designed to ensure that employees complete their required units while acquiring vital knowledge and hands-on practical skills. We aim to improve technical expertise on the shop floor and product quality through these educational initiatives. By providing both foundational and advanced tracks, we support individual career advancement, which ultimately contributes to strengthening the competitiveness of the entire organization.

Supplier Quality Audits

Seoyon E-Hwa conducts supplier quality audits twice a month. We invite representatives from the top 5 suppliers where quality issues have occurred most frequently during the respective year to engage in deep discussions regarding specific defect typologies and corrective action plans. When necessary, we conduct verification of the suppliers' compliance with quality standards, monitor their implementation status for achieving quality targets, and request formal improvements based on the evaluation outcomes. Through these structured procedures, we elevate the overall quality control standard across our supply chain, thereby enhancing the quality of the final products, corporate competitiveness, and consumer satisfaction.

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Supply Chain

Strategy & Management

Supplier Code of Conduct

Seoyon E-Hwa is focusing on building a stable and sustainable supply chain to respond effectively to the rapidly changing environment of the automotive industry. Through our Supplier Code of Conduct, we demand compliance with laws, ethical management, environmental protection, labor and human rights, safety and health, and management systems from all partners with whom we maintain business relations. All suppliers that enter into contracts with Seoyon E-Hwa must comply with this Code of Conduct, and each partner is highly encouraged to promote its implementation throughout their entire supply chain. Furthermore, we conduct annual inspections and audits for our key suppliers to verify compliance, identify risks, and mitigate potential issues.

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.

 [Supplier Code of Conduct](#)

Conflict Minerals (Responsible Minerals) Policy

Seoyon E-Hwa has established a Conflict Minerals (Responsible Minerals) Policy that complies with the OECD Due Diligence Guidance to fundamentally block unethical mineral extraction issues within our supply chain. We strictly prohibit the use of the four major conflict minerals (3TG: tin, tantalum, tungsten, and gold) linked to human rights violations and environmental destruction in conflict areas, and we proactively respond to potential risks by continuously monitoring for newly emerging conflict minerals. Furthermore, we distribute explicit management guidelines to our suppliers and conduct regular due diligence, thereby building a raw materials procurement system that respects human rights and environmental values across the entire supply chain.

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

Establishment of Raw Materials Management System

Seoyon E-Hwa operates a raw materials management system based on the Responsible Material Procurement clause of the Supplier Code of Conduct, the Procurement Process (SMS-D-01), and the Supplier Management Process (SMS-D-11). We explicitly require our suppliers to establish procedures to verify the origin and smelters of raw materials, including conflict minerals such as tin, tungsten, tantalum, and gold, while ensuring they monitor for human rights violations, ethical breaches, or negative environmental impacts within the supply chain. Our internal procurement process manages the ordering and receiving of raw materials, components, and merchandise. We select suppliers of raw materials, components, molds, and equipment in accordance with the supplier management and contract signing processes, which clearly define compliance matters and prohibited activities during the contract execution and implementation phases.

Procurement Status of Key Raw Materials & Merchandise (3-Year Trend)*

Seoyon E-Hwa tracks and manages the procurement status of major raw materials and merchandise through an SAP-based ERP system. On a consolidated basis in 2025, we purchased and utilized approximately KRW 2.2 trillion worth of raw materials and approximately KRW 1.1 trillion worth of merchandise. We comprehensively manage the purchase, ordering, receiving, and usage status of key raw materials across the supply chain accordingly.

Metric Name	Unit	2023	2024	2025
Raw Materials Used		20,882	20,641	22,144
Merchandise Purchased	KRW 100M	5,561	8,487	10,513
Total		26,443	29,128	32,657

*Calculation Criteria: Based on the "Classification of Expenses by Nature" in the Consolidated Business Report.

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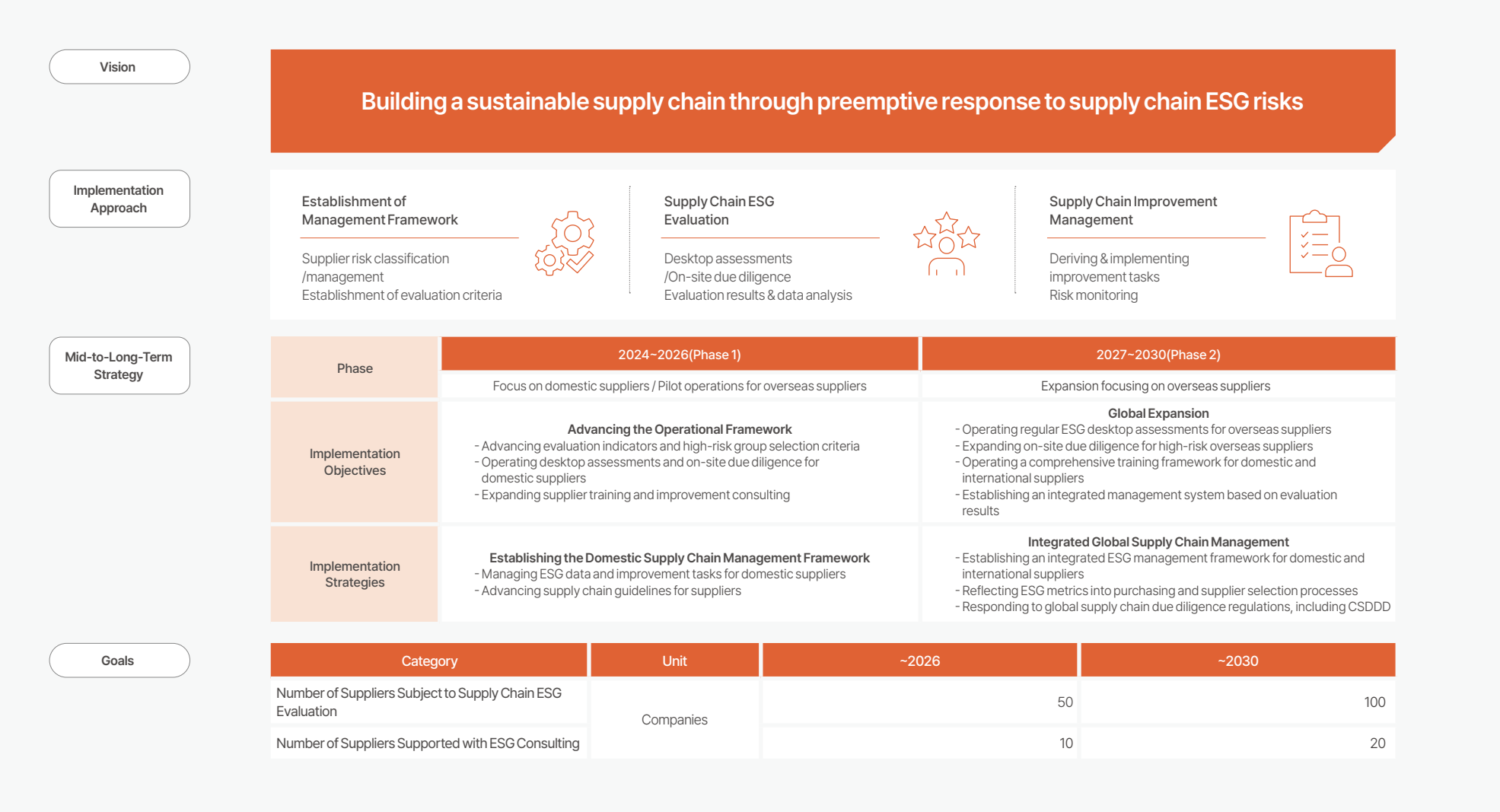
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Supply Chain

Supply Chain ESG Management Roadmap



Supply Chain

Supplier Evaluation and Selection

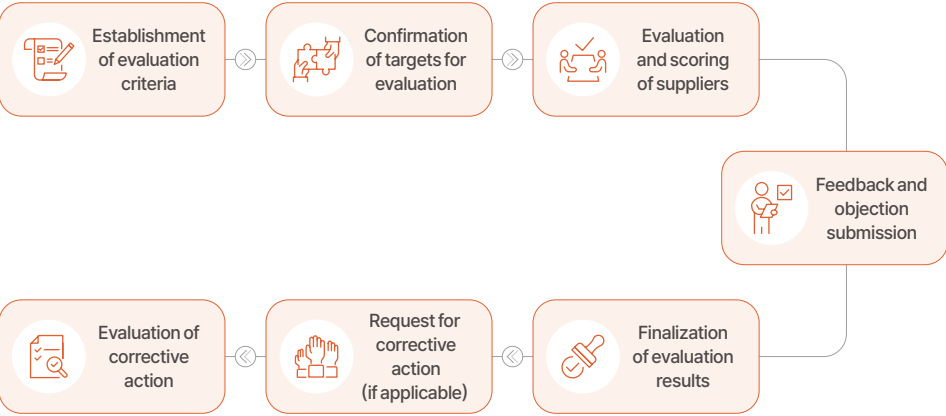
Seoyon E-Hwa evaluates, selects, and manages suppliers in accordance with our independently developed supplier management process. We conduct comprehensive performance evaluations for all tier-1 suppliers at least once a year. Evaluation metrics include supply chain risks, product defect rates and quality, compliance with delivery schedules, and quality management capabilities. The evaluation results are utilized as primary consideration data during the supplier re-selection process.

Based on the evaluation outcomes, we request corrective actions from suppliers when necessary and present clear improvement directions across human rights, safety and health, environment, and product quality dimensions. We continuously monitor the implementation status of these corrective actions, ultimately supporting and managing our partners so they can manufacture products that satisfy our customers in terms of quality, environment, and human rights.

Supplier Status

Category	unit	2023	2024	2025
Total Number of Suppliers	Companies	280	288	311
Number of Key Suppliers		23	25	19

Supplier Evaluation Process

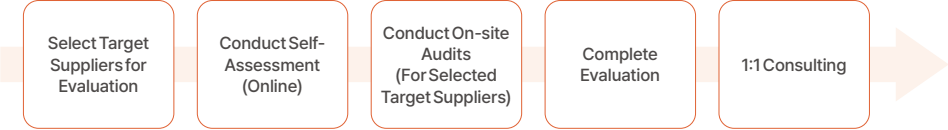


Supplier ESG Risk Assessment

Seoyon E-Hwa preemptively identifies ESG risks within our supply chain and reinforces our supply chain management capabilities. In 2025, reflecting our unique business environment alongside global sustainability guidelines, we established an internal ESG evaluation index and newly launched an IT-driven evaluation system to operate it systematically. Through this platform, we have secured high data transparency and objectivity in supply chain management, successfully completing a comprehensive ESG risk assessment for a total of 38 key suppliers based on this framework.

Furthermore, we selected 16 suppliers through desktop assessments (self-assessments) and subsequently performed additional on-site audits. By distributing Action Plans for Improvement Tasks, including specific target roadmaps based on audit findings, we conduct highly effective post-evaluation follow-up management. We also offer customized educational programs to our partners—ranging from foundational ESG concepts to the latest global issues—empowering them to voluntarily cultivate their own ESG risk management capabilities.

Supplier ESG Risk Evaluation Process



Supplier ESG Risk Assessment Areas & Indicators

Area	Assessment Topic
Environmental	Environmental management, climate change, pollution, water resources, biodiversity, resource circulation
Social	Human rights, labor, occupational safety and health, product quality, procurement, supply chain, local communities, corporate ethics, information protection/data privacy

Supplier ESG Risk Assessment Status in 2025

Category	Number of Companies	Remarks
Suppliers Completing ESG Risk Self-Assessment (Desktop Assessment)	38	Key suppliers targeted among Tier-1 partners
Suppliers Subject to ESG Risk On-site Audits	16	Conducted for selected suppliers from the self-assessment pool

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Supply Chain

Action & Performance

Shared Growth Programs

Establishing Fair Trade Order

To prevent unfair trade practices proactively and establish a healthy subcontracting culture, Seoyon E-Hwa has detailed the Fair Trade Commission's 4 Guidelines for Fair Trade Practices to suit our specific operations and has publicly disclosed and shared them on our official website. Through these practices, we aim to reinforce trust with our suppliers and lay the foundation for win-win cooperation.

Financial Support

In cases where a supplier faces operational difficulties or temporary liquidity shortages during project execution, Seoyon E-Hwa provides substantial financial assistance through required screening and verification procedures. We offer tailored support, such as adjusting payment timelines and liquidating held receivables, to ensure that suppliers can secure funds in a timely manner and maintain financial stability.



Issuance of Promissory Notes for Supply Payments

In the case of purchase payments, payments are settled via promissory notes. When necessary, we operate credit limits allowing suppliers to secure and manage funds by liquidating accounts receivable as collateral.



Early Payment System

Upon a supplier's request, we adjust the payment schedule following a formal evaluation, assisting in the resolution of cash flow crunches.

Quality Level-up Activities

Seoyon E-Hwa continues its Quality Level-up Activities to strengthen the manufacturing competitiveness and quality independence of our suppliers. In 2025, we pursued three core tasks to drive tangible changes on the production floor.

First, by establishing standard premium lines for on-site execution, we established a standardized production environment across 25 business types spanning 9 companies and 13 plants. Second, we provided guidance to 10 suppliers to systematize essential quality processes such as 4M Change Management and Non-conforming Product Handling Procedures. Third, we operated foundational quality training to share the importance of quality and problem-solving processes to 104 employees across 14 suppliers, helping them internalize autonomous improvement capabilities.

Through this comprehensive support, Seoyon E-Hwa solidifies a high-quality automotive parts manufacturing system together with its suppliers, continuously building a sustainable ecosystem for shared growth.

Supplier Capability Enhancement

Quality Training

Seoyon E-Hwa conducts direct on-site quality training for its major suppliers every year. This training centers on qualitative quality improvement methods and qualitative failure case analysis. It combines discussions and practical exercises so that suppliers can immediately apply what they have learned regarding actual production and quality management. Ultimately, it aims to enhance the overall quality management capabilities of our suppliers and secure stable quality levels collaboratively.

ESG Training

In 2025, Seoyon E-Hwa conducted a total of two ESG training sessions to strengthen the ESG capabilities of 38 suppliers. The first training session introduced basic ESG concepts as well as domestic regulatory and policy trends. The second training session provided case-oriented practical guides developed based on the results of our internal ESG evaluations, encouraging suppliers to voluntarily execute improvement tasks.

ESG Consulting Support

We provide 1:1 tailored ESG consulting for suppliers based on the improvement task implementation plans prepared based on the results of on-site ESG audits. In 2025, we conducted 1:1 tailored ESG consulting for a total of 7 companies, precisely diagnosing each company's ESG capabilities, deriving high-priority improvement tasks, and presenting practical and actionable implementation guides tailored to their site conditions

Supplier Training Status

Category	Unit	2023	2024	2025
Number of Suppliers Receiving Quality Training		11	0	14
Number of Suppliers Receiving ESG Training	Companies	20	25	38
Number of Suppliers Receiving ESG Consulting Support		0	0	7

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Supply Chain

Supplier Communication Activities

Operation of Supplier Councils & Seminars

Seoyon E-Hwa organizes a Supplier Council centered around 11 major suppliers. The Council allows us to listen directly to the grievances of our suppliers and reflect their opinions in corporate policies. In addition to the council, we host an annual CEO Seminar for our major suppliers, providing an opportunity to share company-wide strategies, major business unit strategies, and purchasing strategies and policies. Through these initiatives, we further strengthen our relationships with suppliers, understand mutual business directions, and promote sustainable growth.

Partnership Day

Partnership Day is a program regularly implemented by Seoyon E-Hwa to strengthen solidarity and promote trust with suppliers. We hold quarterly workshops attended by executive management and representatives of major suppliers, creating a comfortable atmosphere to exchange experiences and opinions. This facilitates open communication regarding various challenges that are usually difficult to discuss in a day-to-day business environment, thereby broadening mutual understanding.

Operation of Open Communication Channels

Seoyon E-Hwa operates a Cyber Sinmungo (grievance hotline) channel on its website to maintain smooth trade relationships with suppliers and prevent potential conflicts. This channel accepts various suggestions and grievances, such as transaction relationship improvements, payment and settlement processing, compensation, and supplier support programs. All content received is strictly managed by a designated person in charge within the Win-Win Cooperation Department. The information of informants and suppliers is protected with the highest priority, and we contribute to establishing a transparent and fair trading environment by replying with results through swift and objective verification procedures.

Supplier Comprehensive Safety Inspection

Seoyon E-Hwa regularly inspects the safety management status of its domestic OEM manufacturing suppliers to secure a sustainable supply chain. Evaluation items include core safety elements such as safety management for maintenance operations, functional checks of facility safety devices, and the normal operation of fire prevention systems. Potential risk factors and non-compliance items are identified through on-site inspections. For items identified during the audit, suppliers are required to submit and execute mitigation plans, and the implementation and effectiveness of improvement measures are subsequently verified through follow-up inspections. We encourage suppliers to voluntarily establish environmental, health, and safety (EHS) management systems to strengthen safety standards across the supply chain, and we continuously drive improvements in safety management systems based on regular inspections and consistent communication with suppliers.

Supplier Circuit Inspections

Category	First Half of 2025	Second Half of 2025
Number of Suppliers Inspected	44 Companies	44 Companies
Inspection Content	• 2nd safety inspection regarding supplier maintenance operations and fire hazards • Inspection of the management status of supplier facility safety devices and interlocking mechanisms • Inspection of chemical substance management status	• Inspection of fire prevention system establishment • Inspection of schedules and status for fire safety education and training execution • Inspection of compliance regarding environment, ethics, and workers' human rights • Inspection of mold and die management status

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Social Contribution

Strategy & Management

CSR Strategic Framework

Based on our vision of "focus on the potential of people and create a society where we grow together," Seoyon E-Hwa actively carries out social contribution activities centering on supporting marginalized groups and developing local communities. We aim to fulfill our responsibility as a member of the local community by providing not only material and financial assistance, but also emotional and psychological support. Through various programs, we strive to achieve mutual growth alongside local regions. Currently, 100% of our domestic business sites (Pyeongchon Headquarters, Asan Plant, Ulsan Plant) participate in regional community contribution efforts, including donations and volunteer work. These endeavors extend beyond enhancing the corporate image to create a positive footprint across society, demonstrating the progressive role of a responsible corporation for a better future.



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Social Contribution

Action & Performance

Labor-Management Joint CSR Activities

Corporate Social Responsibility Fund

Seoyon E-Hwa raises and delivers corporate social responsibility funds to support neighbors in need and vulnerable groups within local communities. In March 2025, the company visited the Ulsan Buk-gu Volunteer Center to donate funds, and based on this, continues to expand practical sharing activities in connection with local volunteer organizations.

Seasonal Kimchi Making

Every year, Seoyon E-Hwa hosts a seasonal Kimchi-making event in cooperation with Buk-gu, Ulsan, for senior citizens living alone. The seasonal kimchi-making event aims to alleviate the loneliness experienced by seniors who live alone and to provide them with healthy meals. The freshly made kimchi is delivered to these elderly residents, offering an opportunity to share warmth between neighbors. In 2025, events were held in May and August, and Seoyon E-Hwa plans to continue the seasonal kimchi-making event as one of its unique local community contribution activities moving forward.

Movie Day

Seoyon E-Hwa regularly hosts Movie Day for the Disabled twice a year to break down walls between disabled and non-disabled individuals and to expand cultural enjoyment opportunities for underprivileged groups. In connection with local welfare facilities and specialized schools, the company supports social participation and engagement for persons with disabilities. Following the event in July 2025, a Movie Day for Outstanding Volunteers was held in November to encourage the hard work of activity assistants and volunteer workers from both labor and management as well as welfare facilities, thereby inspiring a culture of participation. Seoyon E-Hwa will continue to build a sincere local community contribution model that goes beyond one-off events.

Corporate Social Responsibility Activities

Lantern Volunteer Group

The Seoyon E-Hwa Lantern Volunteer Group is a fully volunteer-led organization formed by employees of the Ulsan Plant to contribute to the local community. Its main activities include residential environment improvement and environmental purification. The group conducts volunteer activities once a month, performing environmental purification activities around local rivers to protect local river ecosystems and prevent water pollution. They concurrently engage in work doing house repairs and cleaning for residents who need improvements to their living environment. In April 2025, members visited a household in Hogle-dong, Buk-gu, for a vulnerable family to perform wallpaper replacement work to improve their residential environment.

Lantern Volunteer Group Activity Status (2025)

Date	Unit	Number of Participants	Content
2025.01.19	Persons	10	• Regular volunteer activity • Environmental purification activity (picking up local litter and cigarette butts)
2025.03.16		14	• Regular volunteer activity • Environmental purification activity (picking up local litter and cigarette butts)
2025.04.20		10	• Residential environment improvement activity for vulnerable groups • Replacement of deteriorated wallpaper
2025.05.18		10	• Regular volunteer activity • Environmental purification activity (picking up local litter and cigarette butts)
2025.08.31		10	• Residential environment improvement activity for vulnerable groups • Replacement of deteriorated wallpaper
2025.09.21		11	• Regular volunteer activity • Environmental purification activity (picking up local litter and cigarette butts)

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ESG Performance Data

Social Employee Status

Classification		Unit	2023	2024	2025
Number of Employees by country	Total	Persons	15,533	14,906	15,867
	Korea		933*	939	1,068
	USA		1,947	2,088	2,144
	India		4,893	4,883	5,503
	China		943	785	774
	Mexico		1,028	1,101	1,828
	Slovakia		1,554	1,495	1,589
	Turkiye		1,864	1,716	1,156
	Poland		1,727	1,237	1,132
	Brazil		376	387	389
	Indonesia		266	270	278
	Thailand		2	5	6

* 2023 data revised due to changes in calculation standards

Locally Hired Managers

Classification	Unit	2023	2024	2025
Number of managers	Persons	1,458	1,547	1,698
Number of locally hired managers		1,168	1,333	1,481
Ratio of locally hired managers	%	80	86	87

Detailed Employment Status

Classification		Unit	2023	2024	2025
Total*		Persons	1,005**	1,021	1,071
Gender	Male		861	887	934
	Female		144	134	137
Employment type	Regular (Male)		856	880	928
	Regular (Female)		137	131	135
	Non-regular (Male)		5	7	6
	Non-regular (Female)		7	3	2
Age	Under 30		54	70	98
	30~49		667	687	669
	50 and older		284	264	304
Job type	Office		440	468	527
	Production		434	403	386
	Research		131	150	158
Socially disadvantaged	Number of employees with disabilities		35	35	34
	Number of veteran employees		17	17**	15

* The number of Korean employees includes expatriates dispatched to other countries, which differs from the number of employees in the Annual Report

** 2023 and 2024 data revised due to changes in calculation standards

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ESG Performance Data

New Employment

Classification		Unit	2023	2024*	2025
Total			120	86	118
Gender	Male	Persons	113	84	113
	Female		7	2	5
Age	Under 30		28	40	65
	30~49		87	43	46
	50 and older		5	3	7

* 2024 data revised due to changes in calculation standards

Retirees

Classification		Unit	2023	2024	2025
Total			64	61	58
Retirees (by gender)	Male	Persons	60	53	54
	Female		4	8	4
Voluntary retirees (by gender)	Male		35	25	31
	Female		3	1	0
Retirees (by age)	Under 30	Persons	6	10	12
	30~49		27	28	19
	50 and older		31	23	27
Voluntary retirees (by age)	Under 30	Persons	6	8	10
	30~49		27	16	18
	50 and older		5	2	3
Retirement rate		%	6	6	5
Voluntary retirement rate			4	3	3

Female Employees*

Classification		Unit	2023	2024	2025
Executives	Total	Persons	36	37	38
	Female		1	1	1
	Female ratio	%	3	3	3
Employees	Total	Persons	1,005	1,021	1,071
	Female		144	141	137
	Female ratio	%	14	14	13
Managers	Total	Persons	141	146	160
	Female		2	3	3
	Female ratio	%	1	2	2
Managers in sales generating departments	Total	Persons	85	86	97
	Female		2	3	3
	Female ratio	%	2	3	3
Researchers	Total	Persons	131	150	158
	Female		5	4	4
	Female ratio	%	4	3	3

* 2023 and 2024 data revised due to changes in calculation standards

Wage by Gender*

Classification		Unit	2023	2024	2025
Total wage amount		Male KRW in Millions	96,594	104,920	109,994
Total wage			81,785	89,408	94,298
Average wage per employee			107	113	115
Total wage			14,809	15,512	15,696
Average wage per employee			102	113	115
Ratio of average wage of female to male employees*			%	95	100

* Based on the Business Report

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ESG Performance Data

Parental Leave*

Classification		Unit	2023	2024	2025
Employees subject to parental leave	Total	Persons	218	268	274
	Male		212	263	266
	Female		6	5	8
Employees who used parental leave	Total		6	2	6
	Male		1	1	2
	Female		5	1	4
Employees on parental leave	Total		4	2	4
	Male		1	1	2
	Female		3	1	2
Employees who returned to work after parental leave	Total		4	3	3
	Male		2	1	1
	Female		2	2	2
	Total	%	100	100	66
	Male		100	100	0
	Female		100	100	100
Employees who have worked at least 12 months after parental leave	Total	Persons	4	2	6
	Male		2	1	2
	Female		2	1	4
	Total	%	100	66	86
	Male		100	100	66
	Female		100	50	100

* 2023 and 2024 data revised due to changes in calculation standards

Employee Training

Classification		Unit	2023	2024	2025
Overall status	Employees who participated in trainings	Persons	933	939	1,068
	Total training hours	Hours	23,981	20,558	25,779
	Total training expenses	KRW in Millions	256	260	359
	Average hours of training per year per employee	Hours	26	22	24
	Training expenses per employee	KRW in thousands	273	277	336
	Employees who participated in trainings		1,894	1,721	2,385
Training category (Number)	Quality	Persons	135	170	206
	Ethics		128	87	163
	Job		682	582	965
	Competency		839	795	878
	New employees		85	72	155
	Retirees		25	15	18
	Total (Training category, Hours)		24,044	20,558	25,779
	Quality	Hours	1,560	1,716	2,033
	Ethics		1,835	783	2,058
	Job		8,232	8,527	8,415
	Competency		10,442	6,752	9,357
	New employees		1,900	2,735	3,880
	Retirees		75	45	36

Welfare Benefits

Classification	Unit	2023	2024	2025
Total welfare expenses	KRW in Millions	13,539	13,643	17,661
Welfare expenses per employee		13	13	17

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ESG Performance Data

Employee Grievance Handling

Classification	Unit	2023 [†]	2024	2025
Received	Cases	3	2	3
Handled		3	2	3
Handling rate		%	100	100

* 2023 data revised due to changes in calculation standards

Labor Hours

Classification		Unit	2023	2024	2025
Annual working hours per person	Hours		2,219	2,294	2,274
Average weekly working hours			44	44	44

Performance Evaluation*

Classification		Unit	2023	2024	2025
Number of employees subject to performance evaluation	Male	Persons	548	592	619
	Female		12	13	15
Number of employees who received performance evaluation	Male		548	592	619
	Female		12	13	15
Ratio of employees who received performance evaluation	Male	%	100	100	100
	Female		100	100	100

* 2023 and 2024 data revised due to changes in calculation standards

Labor Union

Classification	Unit	2023	2024	2025
Number of employees eligible for union membership	Persons	523	521	509
Number of employees who have joined the labor union		523	521	509
Ratio of union members	%	100	100	100
Minimum notice period for changes in management	Days	90	90	90

Customer Claims*

Classification		Unit	2023	2024	2025
Customer Claims	Received	Cases	13	5	5
	Handled		13	5	5
	Handlingrate	%	100	100	100

* 2023 and 2024 data revised due to changes in calculation standards

Donations (Social Contribution)*

Classification		Unit	2023	2024	2025
Total donations	Total amount of donations		77.5	52.0	111.4
Donations by category	Charitable donations		-	-	50.0
	Community donations		77.5	52.0	61.4

* 2023 and 2024 data revised due to changes in calculation standards

Social Contribution (Volunteer Activity)

Classification		Unit	2023	2024	2025
Number of volunteer activities		Times	24	19	22
Total number of volunteers		Persons	659	480	531
Total volunteer hours		Hours	1,814	1,353	1,527

* 2023 and 2024 data revised due to changes in calculation standards

Employees Covered by the OHSMS

Classification		Unit	2023	2024	2025
Ratio of employees covered by the occupational health and safety management system*		%	100	100	100

* Calculated based on the ratio for SEOYON E-Hwa employees (including contract and dispatched workers)

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ESG Performance Data

Violation of Safety and Health Regulations

Classification	Unit	2023	2024	2025
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	2023	2024	2025
Employees who completed training	Ulsan	389	405	398
	Asan	180	188	189
	Headquarters	230	252	283
Ratio of employees who completed training	Ulsan	91	91	91
	Asan	94	93	94
	Headquarters	95	96	98

Industrial Accident Rate

Classification	Unit	2023	2024	2025
Number of industrial accidents*	Cases	1	1	2
Industrial accident rate	%	0.11	0.11	0.19
Number of fatalities	Persons	0.48	0.46	0.82
Fatality rate per 10,000 people	%	0.77	0.66	0.19
LTIFR (Lost-Time Injuries Frequency Rate)	Cases/million hours	0.48	0.46	0.82
FSI (Frequency-Severity Indicator)	Points	0.61	0.55	0.39

* Including musculoskeletal disorders and other work-related illnesses

Industrial Accidents of Partners

Classification	Unit	2023	2024	2025
LTIFR of partners	Ulsan	11.38	0	0
	Asan	0	0	0
	Headquarters	0	0	0
Fatality rate per 10,000 workers	Ulsan	0	0	0
	Asan	0	0	0
	Headquarters	0	0	0

Partners

Classification	Unit	2023	2024	2025
Total number of partners	Companies	280	288	311
Number of new partners		13	7	23
Number of major partners		23	25	19
Number of partners that underwent risk assessment		-	25	38
Total transaction amount with partners (parts)	KRW in Millions	982,150	1,101,580	1,438,509
Total transaction amount with partners (raw materials)		422,594	398,142	155,162
Total transaction amount with partners (total)		1,404,744	1,499,722	1,593,671
Total purchase amount from partners that underwent risk assessment		-	808,980	774,190

Shared Growth with Partners

Classification	Unit	2023	2024	2025
Number of partners with whom a fair trade agreement has been signed*	Companies	14	14	13
Amount of financial support provided to partners	KRW in Millions	101,190	94,474	36,211
Time spent on quality guidance for partners	Hours	439	82	2,418

* 2023 and 2024 data revised due to changes in calculation standards

Partners Training*

	Classification	Unit	2023	2024	2025
Quality Training	Number of partners that conducted training	Companies	11	0	14
	Number of training sessions	Times	1	0	1
ESG Training	Number of partners that conducted training	Companies	20	25	38
	Number of training sessions	Times	1	1	1
Safety Training	Number of partners that conducted training	Companies	20	44	44
	Number of training sessions	Times	2	2	2

* 2023 and 2024 data revised due to changes in calculation standards

Handling of Partner Grievances

Classification	Unit	2023	2024	2025
Received	Cases	10	8	6
Handled		2	4	5
Number of meetings held	Times	4	4	4

Supply Chain ESG Assessment*

Classification	Unit	2023	2024	2025
Number of partners certified to ISO 45001	Companies	1	4	3
Number of partners certified to ISO 14001		17	19	17

* Calculated based on major partners

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