

2025

HYUNDAI SUNGWOO SOLITE

HYUNDAI SUNGWOO CASTING

Sustainability Report

HYUNDAI SUNGWOO
SOLITE

HYUNDAI SUNGWOO
CASTING

ABOUT THIS REPORT

Report Summary

We, Hyundai Sungwoo Solite and its subsidiary, Hyundai Sungwoo Casting, have published our first Sustainability Report, in order to present the economic, social, and environmental values and achievements generated across all areas of our business operations. This Sustainability Report transparently outlines our efforts to respond actively to our stakeholders' expectations, emphasize our corporate social responsibility, and promote sustainable business models and innovation. We are committed to publishing the Sustainability Report each year in order to allow our stakeholders to review our sustainability performance and maintain open communication with our stakeholders.

Reporting Period and Scope

This report covers the company's key achievements in the economic, social, and environmental areas from January 1 to December 31, 2024. The quantitative performance data cover a three-year period from 2022 to 2024, while the qualitative performance data include some activities from January 2023 to May 2025. The scope of the report encompasses Hyundai Sungwoo Solite's headquarters and all its manufacturing sites, Hyundai Sungwoo Casting, and Longkou Hyundai Sungwoo Automotive in China.

Report Writing Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, the global standard for sustainability reporting. The reporting standards and definitions of financial information are based on the Korean Generally Accepted Accounting Principles (K-GAAP).

Report Verification

To ensure the reliability of all its contents, this report has been verified by a professional verification agency (Korean Standards Association) in accordance with the four principles of AA1000AP: Inclusivity, Materiality, Responsiveness, and Impact. Detailed assurance statements are provided in the Appendices.

Contact

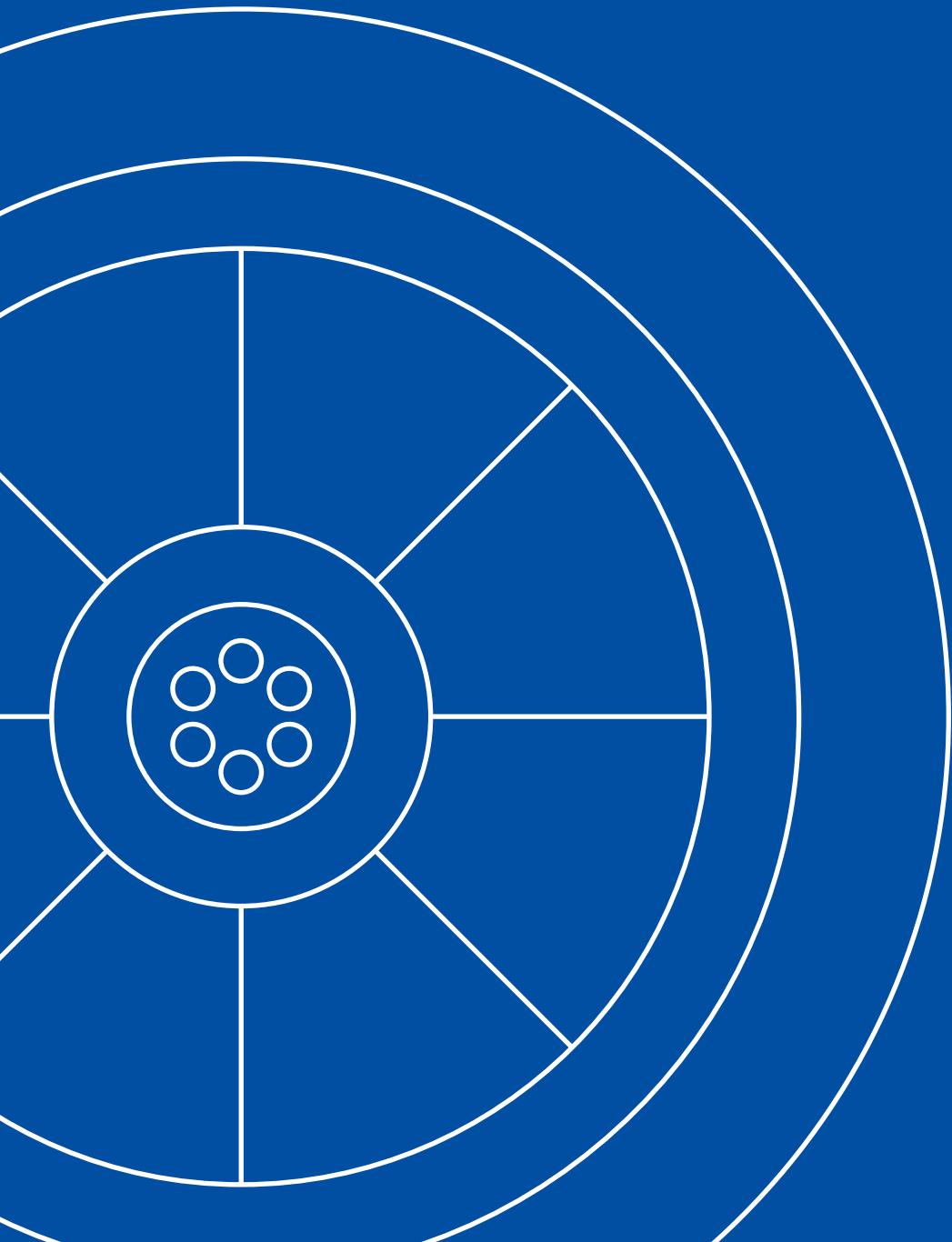
Address	Hyundai Sungwoo Holdings Building, 609 Bongeunsa-ro, Gangnam-gu, Seoul
Department in charge	ESG T.F.T.
(T)	+82-2-2189-0975
(F)	+82-2-2189-5203
(E)	Shawn-hwang@hyundaisungwoo.com
Website	https://www.hdswsolite.co.kr https://www.hdswcasting.co.kr

Contents

Introduction	CEO Message	05	Environmental	Environmental Management System	20	Governance	Board of Directors	78
	Management Philosophy	07		Climate Change Response	26		Ethical and Compliance Management	84
	Company Overview	08		Pollutant Management	37		Information Security	87
	- Hyundai Sungwoo Solite	08		Water Pollutant Management	41			
	- Hyundai Sungwoo Casting	09		Waste Management	43			
	- Longkou Hyundai Sungwoo	10		Ecosystems and Biodiversity	45			
	Automotive							
	Global Network	11						
	Business Introduction	12						
	Sustainability Management System	13						
	Stakeholder Communication	15	Social	Talent Management	48	Appendix	ESG Data	90
	Materiality Assessment	16		Occupational Health and Safety	55		GRI Index	100
	Business Performance	18		Joint Growth	70		UN SDGs Index	104
				Customer Satisfaction	72		Third-Party Assurance Statement	105
				Social Contribution	73		Greenhouse Gas Verification Statement	107
				Human Rights Management	75		Key Certifications and Awards	110
							Association Memberships	112

Interactive PDF

This report is presented in an interactive PDF format, enabling seamless navigation between related sections and providing quick access to external web resources.



Introduction

CEO Message	05	Global Network	11
Management Philosophy	07	Business Introduction	12
Company Overview	08	Sustainability Management System	13
- Hyundai Sungwoo Solite	08	Stakeholder Communication	15
- Hyundai Sungwoo Casting	09	Materiality Assessment	16
- Longkou Hyundai Sungwoo Automotive	10	Business Performance	18



CEO Message

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix



Hyundai Sungwoo Solite Co., Ltd.
Lee Soo Cheol, CEO

Under our management philosophy of "Making life more abundant, and technology more valuable," Hyundai Sungwoo Solite has consistently pursued the delivery of genuine products and services to every single customer. Today, this philosophy has evolved into a broader commitment, namely, that of realizing greater value through sustainability management.

Rooted in our sincere belief in "Respect for Humanity," our journey has been guided by the pursuit of customer satisfaction and the creation of meaningful technological value. Under our management philosophy of "Making life more abundant, and technology more valuable," Hyundai Sungwoo Solite has consistently pursued the delivery of genuine products and services to every single customer. Today, this philosophy has evolved into a broader commitment, that of realizing greater value through sustainability management.

We recognize that corporate sustainability is no longer optional; rather, it is a responsibility that cannot be neglected. ESG has become a new standard for corporate management. In response, Hyundai Sungwoo Solite has established our ESG vision of "a company that grows together based on respect for humanity and prepares for a better tomorrow." We have defined our three main strategic directions as "Environmental", "Social" and "Responsible Value Creation", and are actively working to implement them.

We place the goals of "responding to climate change and minimizing our impact on the environment" at the core of all our operations. Improving wastewater treatment facilities, enhancing hazardous substance response systems, and improving facilities to enhance energy efficiency are representative of our sustainable manufacturing foundation. These efforts go beyond short-term goals:

They are concrete steps toward our strategic target of reducing our carbon emissions by 20% by 2030.

Furthermore, occupational health and safety and mutual growth with our partners are central to creating social values. By conducting safety inspections and accident-free activities at each factory, providing ESG training for suppliers, and implementing shared growth programs for partners, we are helping to strengthen sustainability across our entire supply chain, and not simply attempting to mitigate risks.

Finally, as a responsible corporate citizen, we are committed to strengthening our ethics, human rights, and governance systems. We aim to establish ethical management guidelines to institutionalize voluntary practices, empower on-site execution through our dedicated ESG organization (TFT), and enhance transparency to build trust with our customers and society.

Hyundai Sungwoo Solite will continue to realize a sustainable future together with our customers, employees, partners, and communities, while creating value beyond technology under the vision of "Be the One Automotive Company!"

Thank you!



CEO Message

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix



Hyundai Sungwoo Casting Co., Ltd.
Lee Hyeon Whan, CEO

It is true that sustainable technology must pursue "principles" rather than "profit," and that a strong organization values "direction" over "speed."

Hyundai Sungwoo Casting has specialized in the production of cast components, a fundamental part of the automotive industry, since its foundation

As a company built on precision and quality, we now believe that our technology must serve as the foundation for a sustainable future. Carbon reduction, wastewater treatment, and the creation of safe production environments are not only actions toward sustainability, but also fundamental responsibilities of our industry.

Hyundai Sungwoo Casting has experienced and overseen many changes in the manufacturing industry over the last four decades. Through plant establishment, production management, and quality improvement, we have reached the following clear conclusion: "It is true that sustainable technology must pursue "principles" rather than "profit," and that a strong organization values "direction" over "speed."

We have positioned carbon emission reduction, environmental protection, workplace safety, and mutual growth with our partners as the core pillars of our ESG management. In particular, we have invested continuously in facilities and strengthened our operational standards in order to minimize negative impacts on the environment, such as the wastewater, dust, and greenhouse gases that are generated during our manufacturing processes. We are systematizing these efforts and advancing them into a

"prevention-oriented environmental management system."

We also believe that our employees' health and safety are fundamental to management. To prevent occupational diseases and ensure workplace safety, we are reinforcing our workforce, training programs, and monitoring systems. This goes beyond mere regulatory compliance, deeply reflecting our responsibility to protect the value of labor and the well-being of families.

From the perspective of social responsibility, we are committed to growing together with the communities of Pohang and Chungju, where our operations are based. Through local talent recruitment, donations to community organizations, and environmental cleanup activities, we are strengthening our ties with our local communities, not merely as contributors, but as responsible members of the local society.

Moving forward, we will continue to prove that "product competitiveness" and "sustainability" can coexist. ESG management is not just a prerequisite for sustainable competitiveness; rather, it is a criterion that determines competitiveness. We will simultaneously pursue practice, persuasion, and internalization to ensure that our employees, partners, customers, and communities can truly experience its value.

Thank you!



Management Philosophy

A corporate philosophy rooted in respect for humanity; a mission aimed at satisfying the needs of customers. Under our vision and philosophy, we will further enrich human life and enhance and refine advanced technologies.

Introduction

CEO Message
Management Philosophy

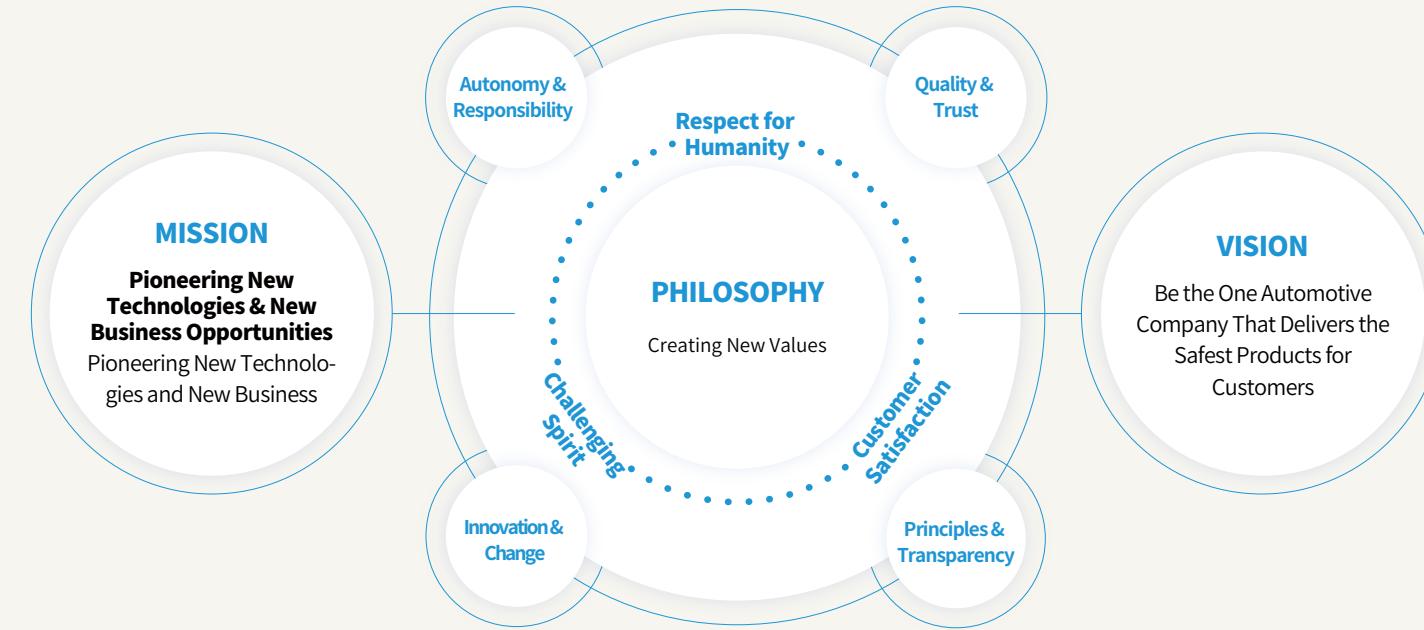
Company Overview
Global Network
Business Introduction
Sustainability Management System
Stakeholder Communication
Materiality Assessment
Business Performance

Environmental

Social

Governance

Appendix



MISSION - Pioneering New Technologies and New Business

Having established a solid foundation over time, **Hyundai Sungwoo Solite/Hyundai Sungwoo Casting** has become one of the world's leading automotive parts makers supported by its challenging spirit and respect for humanity. Beyond pure profit, we look for value in technology. Our greatest concern is that our technology should be beneficial to the lives of human beings, and to that end we shall always do our utmost to develop and deliver products and services that move the hearts of people and exceed their expectations.

PHILOSOPHY - Creating New Values

Together, **Hyundai Sungwoo Solite** and **Hyundai Sungwoo Casting** realize customer satisfaction with a spirit of challenge and effective talent management. We develop innovative technologies that benefit humans and the environment alike; and through those technologies we make products that create new values of happiness and prosperity. Albeit unseen, our philosophies form the solid foundation of our corporation and are deeply embedded in all of **Hyundai Sungwoo Solite-Hyundai Sungwoo Casting**'s technologies and products.

VISION - Be the One Automotive Company

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** envision a tomorrow of togetherness. In pursuit of customer safety and convenience, we will constantly break new ground and become a major contributor to the world's automotive sector. And as we continue on our journey, we will make sure that our technologies become more valued, and that human life becomes ever more prosperous.



Company Overview

Hyundai Sungwoo Solite

A solitary journey toward high-performance batteries Since its foundation, [Hyundai Sungwoo Solite](#) has led the South Korean battery industry with the passion and innovation required to manufacture the best batteries. With a spirit of challenge and trust rooted in our corporate history, we are writing a new chapter in our history to become the best battery brand in the world, aiming far beyond the Korean market.

Introduction

- CEO Message
- Management Philosophy
- Company Overview**
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix

Location

Domestic business sites



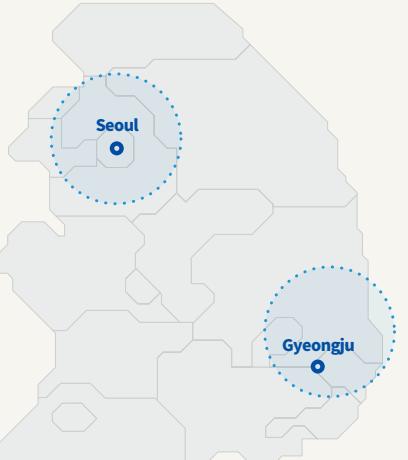
Hyundai Sungwoo Solite (Headquarters)

Hyundai Sungwoo Holdings Building,
609 Bongeunsa-ro (Samseong-dong),
Gangnam-gu, Seoul, Korea



Hyundai Sungwoo Solite (plant)

200 Yongmyeonggongdan-gil,
Geoncheon-eup, Gyeongju-si,
Gyeongsangbuk-do, Korea



Overseas branches



U.S. | Hyundai Sungwoo Auto USA



Japan | Hyundai Sungwoo Tokyo Branch



History

2020's

- 2024** Sep. Solite Battery is awarded 'Brand of the Year, 2024' for the fifth consecutive year in the "automotive battery" category by Korea Consumer Forum.
- Aug. Establishes the Integrated R&D Center.
- Mar. Solite Battery is awarded 'Korea Brand Star, 2024' for the sixth consecutive year in the "most valuable brand of automotive battery" category by Brand Stock.
- 2019** Apr. Receives the 'Kotler Award' in marketing excellence for sports marketing.
- 2016 Jul. Solite Battery is awarded 'The Proud the Most Valuable Product' for a third consecutive year by KMA.
- 2015 Sep. Establishes Hyundai Sungwoo Advanced Materials Co., Ltd.
- May Renamed as Hyundai Sungwoo Solite Co., Ltd.
- Mar. Expands the manufacturing facility to an annual production capacity of 7.3 million units.
- Named 'The Greatest Executive Leadership of the Year' in sustainable management for a second consecutive year by Joongang Ilbo.
- Feb. Completes the Gyeongju research office building.
- 2013 May Renamed as Hyundai Sungwoo Automotive Korea Co., Ltd.
- 2012 Apr. Expands the manufacturing facility to an annual production capacity of 6.6 million units.

2000's

- 2011** Apr. Establishes the Tokyo branch.
- 2010** Jan. Acquires the Korea Eco-Label certificate for the Gyeongju Plant.
- 2009** Jan. Merged into Sungwoo Automotive Co., Ltd.
- 2008** Jul. Qualifies as Hyundai/Kia's primary supplier with 4.5 STAR quality assurance rating.
- 2005** Mar. Completes the development of Ni-MH batteries for the defense industries.
- 2003** Oct. Acquires the ISO14001 environmental system certification.
- Acquires the ISO/TS 16949 quality system certification.
- 2001** May Commences assembly and mass-production of lead-acid batteries for forklifts (Agricultural Battery).
- 2000** Oct. Acquires the QS 9000 certification.
- Jun. Establishes Sungwoo USA Corp. (Currently, Hyundai Sungwoo Auto USA Corp.)
- Jan. Renamed as Hyundai Enercell Co., Ltd.

1990's

- 1999** Jan. Acquires the HQS 9002 certification. (Hyundai Motor Company)
- 1997** Nov. Constructs the battery plant in Gyeongju.
- 1995** Oct. Acquires the KS certification for maintenance-free stationary lead-acid batteries
- 1994** Dec. Acquires the KS certification for maintenance-free stationary lead-acid batteries
- Nov. Acquires the ISO 9001 certification.
- 1993** Dec. Expands the manufacturing facility to a production capacity of 5 million units per year.
- Nov. Jointly develops storage batteries for electric vehicles (under a Technical partnership with Ovonic).
- 1992** Aug. Establishes the Central Technology Research Center.
- 1987** Nov. Receives the '\$10 million Export Tower Award'.
- 1982** Jun. Acquires the KS certification for automotive lead-acid batteries.
- 1981** Feb. Launches a business with Hyundai Motor Company.
- 1979** Feb. Establishes Kyungwon Industry Co., Ltd.



HYUNDAI SUNGWOOD
CASTING



HYUNDAI SUNGWOOD
SOLITE

Company Overview

Hyundai Sungwoo Casting

Since its evolution from Seohan Precision Machine Co., Ltd. and establishment in 1987, **Hyundai Sungwoo Casting** has undergone constant development, manufacturing technology-intensive products such as casting products and alloy wheels that are essential to the automotive industry. Looking ahead, we will continue to innovate through active investment and quality improvement to further strengthen our technological competitiveness.

Introduction

- CEO Message
- Management Philosophy
- Company Overview**
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix



Location

Domestic business sites



Hyundai Sungwoo Casting (Headquarters)

Hyundai Sungwoo Holdings Building,
609 Bongeunsa-ro (Samseong-dong),
Gangnam-gu, Seoul, Korea



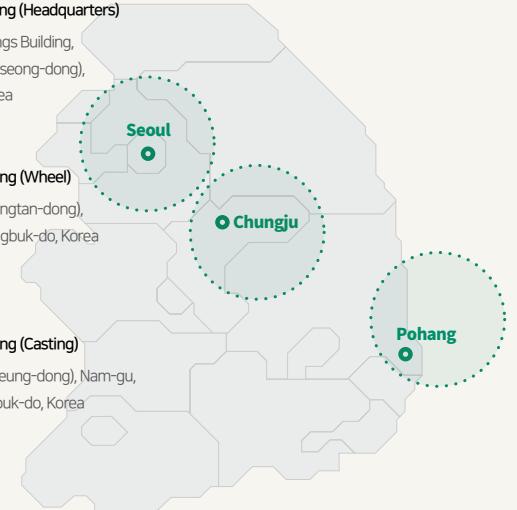
Hyundai Sungwoo Casting (Wheel)

344 Chungjuhosu-ro (Yongtan-dong),
Chungju-si, Chungcheongbuk-do, Korea



Hyundai Sungwoo Casting (Casting)

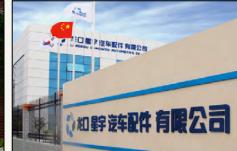
459 Chulgang-ro (Jangheung-dong), Nam-gu,
Pohang-si, Gyeongsangbuk-do, Korea



Overseas business sites



U.S. | Hyundai Sungwoo Auto USA



China | Longkou Hyundai Sungwoo Automotive



Japan | Hyundai Sungwoo Tokyo Branch



Germany | Hyundai Sungwoo Frankfurt Office



Hyundai Sungwoo Auto USA



Longkou Hyundai Sungwoo Automotive



Hyundai Sungwoo Tokyo Branch



Hyundai Sungwoo Frankfurt office

History

2020's	2024 Aug. Establishes the Integrated R&D Center.	2010's	2013 May Renamed as Hyundai Sungwoo Automotive Korea Co., Ltd.	2000's	2008 Sep. Constructs the alloy wheel plant in China (Longkou Hyundai Sungwoo Automotive Co., Ltd.).	1990's	1998 Oct. Merged into Kyungwon Industrial Co., Ltd.
	2020 Nov. Renews facilities at the 1st casting plant to enhance productivity.		2012 Dec. Enhances productivity of line 1 in the 1st casting plant.		2006 Oct. Acquires the ISO 14001 environmental system certification.		1998 Aug. Acquires the ISO 9002 certification.
	Jan. Hyundai Sungwoo Casting Co., Ltd. merged with Hyundai Sungwoo Metal Co., Ltd.		2012 Mar. Completes R&D Center in Chungju.		2005 Oct. Expands line B in the alloy wheel plant.		1996 Oct. Merged with Sungwoo Special Equipment Co., Ltd (Machining part).
2010's	2019 Dec. Constructs the FSW (Friction Stir Welding) building in Chungju.		2011 Nov. Enhances productivity of line 2 in the 1st casting plant.		2005 Oct. Expands the machining plant in Pohang.		1996 May Constructed alloy wheel plant in Chungju.
	2018 Aug. Acquires IATF 16949.		2011 Jun. Launches business with BMW.		2005 Oct. Signs a technology-license contract with Asahi Tech Corporation.		1995 Aug. Constructs the 2nd casting plant in Pohang.
	2017 Jun. Expands core line at the Pohang plant.		2010 Dec. Receives the Minister of Employment and Labor Award for Job Creation.		2004 Dec. Acquires the TS16949/ISO14001 certification.		1995 May Seohan Precision Machine Co., Ltd. is renamed as Sungwoo Precision Co., Ltd.
	2016 Sep. Expands cooling line facilities in the 1st casting plant.		2010 Nov. Constructs 2nd alloy wheel plant in Chungju.		2003 Mar. Merged into Sungwoo Automotive Co., Ltd. (Currently Casting Wheel Division)		1995 Mar. Establishes Kyungwon Metal Co., Ltd.
	2015 May Renamed as Hyundai Sungwoo Casting Co., Ltd.		2010 Nov. Enhances productivity of line 3 in the 2nd casting plant.		2000 Dec. Establishes Sungwoo Metal Tech Co., Ltd. (Hyundai Enercill's alloy wheel division is established on December 29.)		1988 Jul. Constructs the casting plant in Pohang.
	2014 Jun. Establishes Frankfurt office in Germany.		2009 Mar. Starts to mass produce flow-forming products at the Chungju plant.				1987 May Establishes Seohan Precision Machine Co., Ltd.



Company Overview

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix



Longkou Hyundai Sungwoo Automotive

Longkou Hyundai Sungwoo Automotive, as the Chinese wheel manufacturing subsidiary of [Hyundai Sungwoo Casting](#), specializes in the production of aluminum alloy wheels. We supply wheel hubs to Hyundai, Kia, Hyundai Indonesia, and Beijing Hyundai, supported by fifty-four state-of-the-art production lines for casting, machining, and painting, with an annual production capacity of 3.5 million wheels. Based on our high-precision aluminum machining technology and quality competitiveness, we have established a sustainable management system that contributes to the global automotive industry's transition to eco-friendly practices.

1. Area	1) Site: 52,880m ² (approx. 16,000 pyeong) 2) Building: 41,562m ² (approx. 13,000 pyeong)		
2. Location / Address	China (wheel manufacturing company) Dongjiang High-Tech Industrial Park, Sungwoo St. 58#, LongKou, Shandong Province.PRC, 265718		
3. No. of employees (as of the end of June 2025)	1) 66 management positions (including 4 resident staff) 2) 252 production workers		
4. Manufacturing products	14" to 21" alloy wheels		
5. Production capacity			
	Classification	Casting equipment	Annual capacity (ea.)
	Casting line	59	3,300,000

History

2020's	2024 Dec.	Accesses the Korea KGM supplier system and starts product delivery.
	2023 May	Receives an order for the KCN (Jiangsu Yueda Kia) SP3c (Seltos) model.
	2022 Jun.	Delivers products for the KS (Stargazer) model to Hyundai Motor Indonesia (HMI).
2010's	2019 Dec.	Acquires the ISO 45001:2018 certification for occupational health and safety management systems.
	2016 Oct.	Obtains Brazilian certification and delivers products for the Brazil Hyundai GSB (IX25) model.
	2015 Dec.	Commences mass production at the second plant in China (annual capacity: 1.5 million units; total capacity: 3.5 million units).
	2015 Apr.	Delivers products for the India Hyundai GSI (IX25) model.
	2011 Mar.	Delivers products the Beijing Hyundai YFC (Sonata) model.
	2010 Feb.	Expands production facilities (annual capacity: 800,000 units; total capacity: 2 million units).

2000's	2009 May	Receives ISIR approval and delivers products to KMMG in North America.
	2009 Apr.	Acquires the ISO/TS 16949 Quality Management System certification (TUV).
	2008 Nov.	Receives ISIR approval and delivers products to HMC/KMC.
	Nov.	Completes the construction of a new plant (annual production capacity: 1.2 million units).
	2007 May	Signs an MOU with Longkou City, Shandong Province.



Global Network

Moving toward the wider world
through change and innovation!

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network**
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

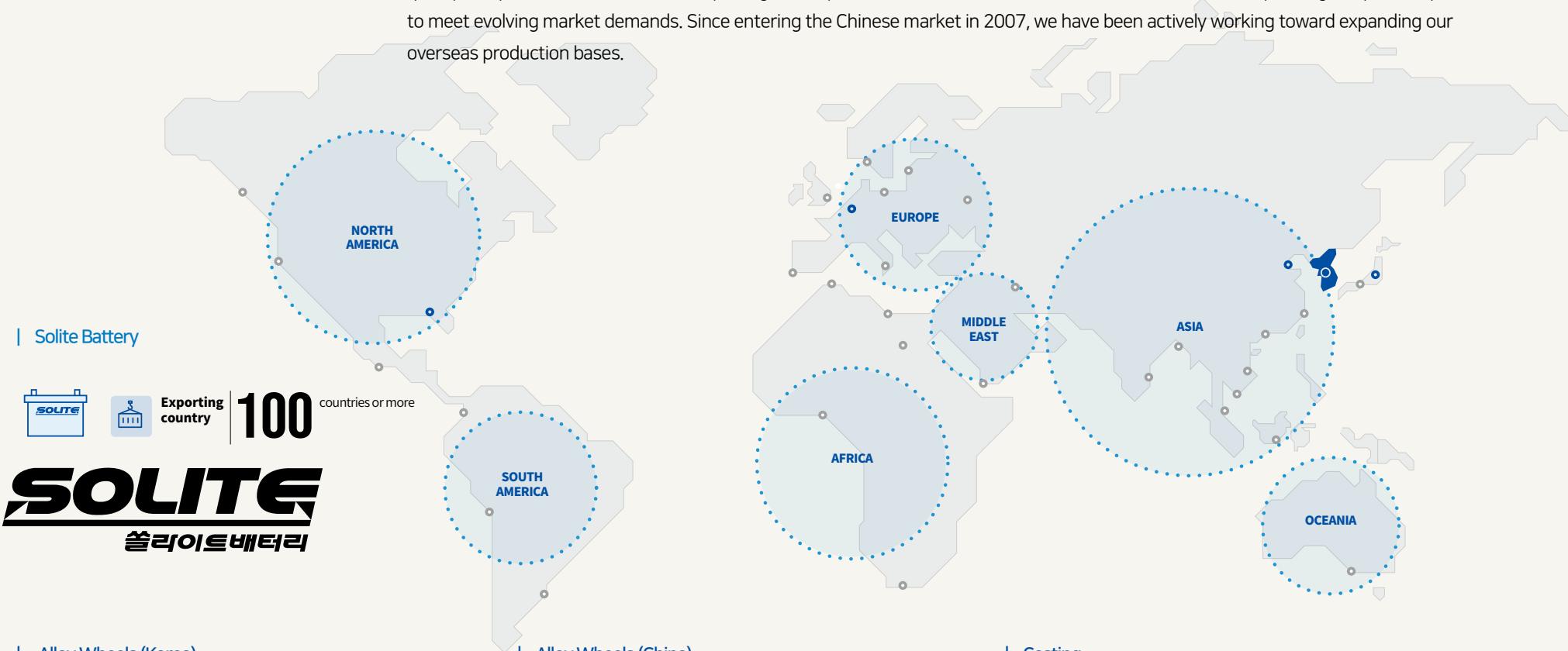
Social

Governance

Appendix

Based on active interest and investment in new technologies and products, **Hyundai Sungwoo Solite** is steadily building its brand power not only in Korea but across global markets. Endowed with outstanding technological capabilities, we are continuously expanding our global partnerships to compete on the world stage.

Based on its experience of challenges and growth over the years, **Hyundai Sungwoo Casting** is shaping a new future for itself and earning the trust of domestic and international clients through its superior technology and high-quality standards. Building on our outstanding quality competitiveness, which is widely recognized by domestic and international customers alike, we are expanding our product portfolio to meet evolving market demands. Since entering the Chinese market in 2007, we have been actively working toward expanding our overseas production bases.





Business Introduction

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction**
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix

Hyundai Sungwoo Solite

Delivering customer satisfaction across diverse battery sectors thanks to our unmatched product quality and technological competitiveness.

The **Hyundai Sungwoo Solite** battery brand is trusted and loved by customers worldwide and is recognized as the genuine OEM battery installed in new Hyundai and Kia vehicles. We manufacture and supply a wide range of batteries, including automotive, industrial, and military applications, and export them globally, earning widespread recognition for our reliability and technical excellence.



[Car Battery]

Hyundai Sungwoo Solite has become the benchmark for high-quality energy solutions, and is developing and manufacturing batteries that deliver superior performance and reliability for automotive applications.



[Industrial Battery]

We are expanding our brand power into UPS systems and industrial equipment, positioning ourselves as a trusted energy partner for cutting-edge technologies.



[Agricultural Machinery/Ship Batteries]

In the marine battery sector, we offer advanced, corrosion-resistant technologies that can withstand harsh environments; while in the field of agricultural applications, we provide optimized energy through advanced scientific solutions tailored to farming conditions.

Hyundai Sungwoo Casting

Leading the global casting industry through optimized facilities, advanced processes, and new materials and technologies.

In the automotive parts sector, we harbor a strong sense of responsibility, recognizing that our products have an impact not only on performance and efficiency, but also human life and safety. With our outstanding mass production capabilities and deep respect for people, we will continue to build enduring bonds of trust with our domestic and international clients.



[Automotive Components]

Hyundai Sungwoo Casting develops core automotive casting materials, including brake systems, engines, and transmissions, by applying optimized designs, advanced materials, and proprietary manufacturing technologies.



[Industrial Components]

We also boast world-class technology not only in automotive parts materials but also in the core components of ship engines and railway vehicles, which are subject to strict international quality standards.



[Alloy Wheel]

Through our advanced design capabilities, precision casting, and differentiated processes, we provide top-quality alloy wheels that reduce driving noise, improve vehicle performance, and guarantee stable driving.



Sustainability Management System

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System**
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting are strengthening their sustainability management to realize the vision of "growing together with respect for humanity and preparing for a better tomorrow." Our management philosophy centers on creating value for customers and society through sustainable technological development and innovation, while fulfilling our environmental and social responsibilities. Grounded in this philosophy, we are striving to become a future-oriented company that is armed with global competitiveness and dedicated to building a sustainable tomorrow.

Sustainable Management Strategy System (ESG Vision System)

ESG Vision

A company that grows together with respect for humanity and prepares for a better tomorrow.

ESG Framework

Creating New Environmental Values

- Environmental management
- Carbon emission reduction
- Energy efficiency
- Hazardous substance management



Creating New Social Values

- Occupational health and safety management
- Mutual growth with partners
- Supply chain ESG management



Creating New Responsible Values

- Ethical management
- Compliance with laws and regulations
- Increased transparency in ESG activities



Strategic Direction

- Climate change response
- Environmental impact minimization management

- Mutual respect and safe workplaces
- Strengthening of supply chain sustainability

- Practice of ethical management
- Strengthening of human rights management

ESG Strategic Tasks

- 20% reduction in carbon emissions by 2030 (compared to 2019).

- Strengthening of partners' ESG management
- Responsible mineral activity reporting

- Systematization of ESG management

Sustainability Management System

Sustainability Management Organizational Structure of Hyundai Sungwoo Solite & Hyundai Sungwoo Casting

Introduction

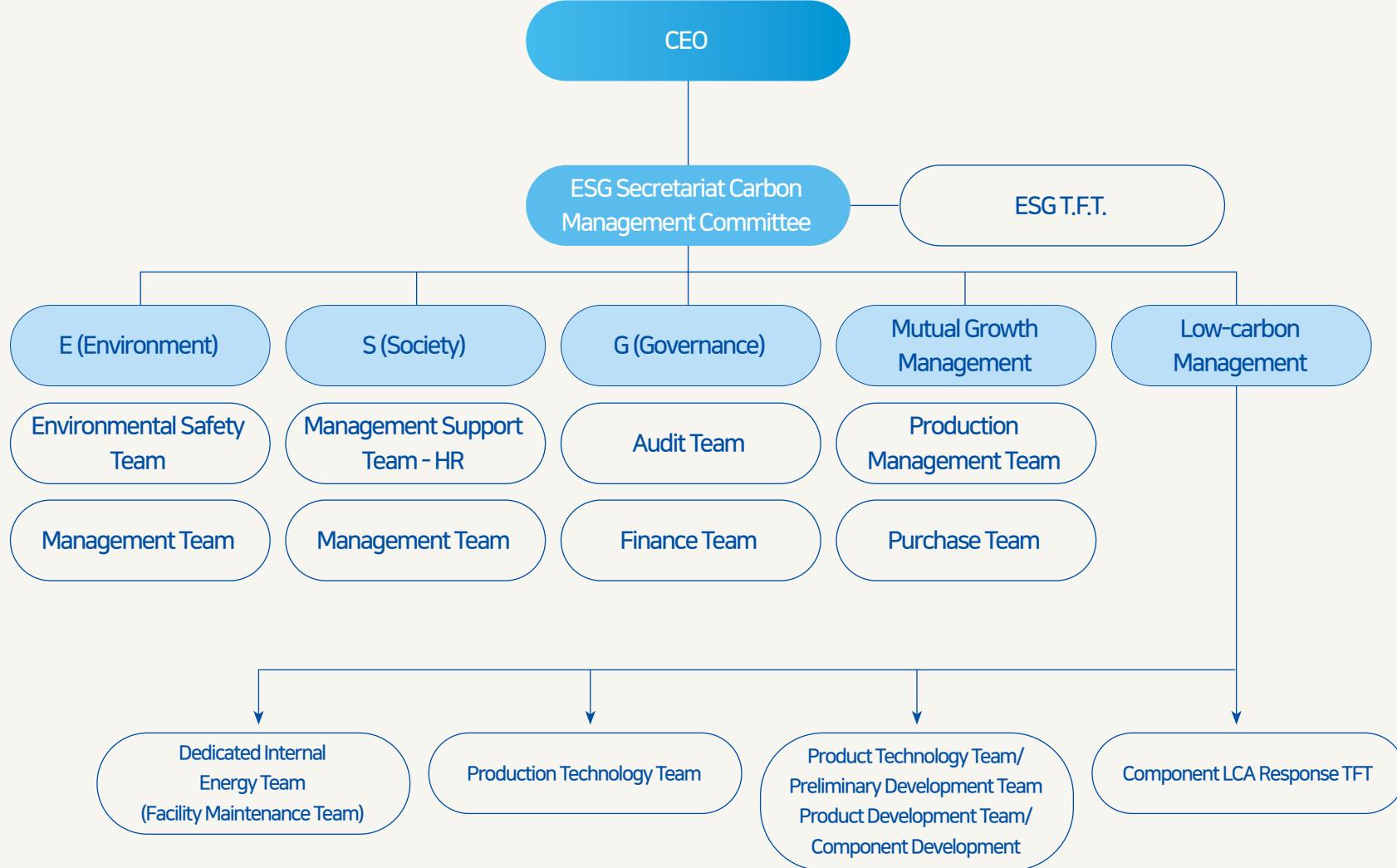
- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System**
- Stakeholder Communication
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix





Stakeholder Communication

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting actively promote close communication with diverse groups of stakeholders as a core element of their sustainable management. Stakeholders are defined as individuals, groups, or organizations that affect or are affected by the company's operations. Hyundai Sungwoo Solite and Hyundai Sungwoo Casting identify the following four key stakeholder groups, namely employees; customers (both consumers and corporate clients); business partners; and local communities and government entities, and communicate with them comprehensively by reflecting the interests and needs of each group. We operate diverse communication channels that enable smooth communication with each stakeholder based on mutual trust, and reflect the insights and feedback gathered through these channels in our management decision-making processes. Furthermore, through this communication process, we aim to enhance transparency and credibility in our management, while building and maintaining sound, long-term relationships with all our stakeholders.

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication**
- Materiality Assessment
- Business Performance

Environmental

Social

Governance

Appendix

[Stakeholder Communication]



<p>Employees</p> <p>Key Concerns</p> <ul style="list-style-type: none"> Working environment and safety Fair compensation Reinforcement of the health and safety management system <p>Company Response</p> <ul style="list-style-type: none"> Establishment of a fair compensation system <p>Communication Channels</p> <ul style="list-style-type: none"> Company intranet Employee satisfaction survey Regular meetings 	<p>Customers (Consumers & Corporate Clients)</p> <p>Key Concerns</p> <ul style="list-style-type: none"> Product safety and quality Sustainable product production <p>Company Response</p> <ul style="list-style-type: none"> Strengthening of quality controls Prompt response to customer requirements <p>Communication Channels</p> <ul style="list-style-type: none"> Customer feedback system Customer certification evaluation Online services 	<p>Business Partners</p> <p>Key Concerns</p> <ul style="list-style-type: none"> Fair trade and ethical sourcing Mutually beneficial cooperation <p>Company Response</p> <ul style="list-style-type: none"> Establishment of an ethical procurement policy Partner training and support program <p>Communication Channels</p> <ul style="list-style-type: none"> Regular meetings with partners Emails and business meetings 	<p>Local Communities & Government Entities</p> <p>Key Concerns</p> <ul style="list-style-type: none"> Community development Environmental protection Compliance with laws and regulations <p>Company Response</p> <ul style="list-style-type: none"> Community contribution Strengthening of environmental protection Compliance with the relevant laws and regulations <p>Communication Channels</p> <ul style="list-style-type: none"> Publication of external reports Cooperation with the government Community events
---	--	---	--



Materiality Assessment

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment**
- Business Performance

Environmental

Social

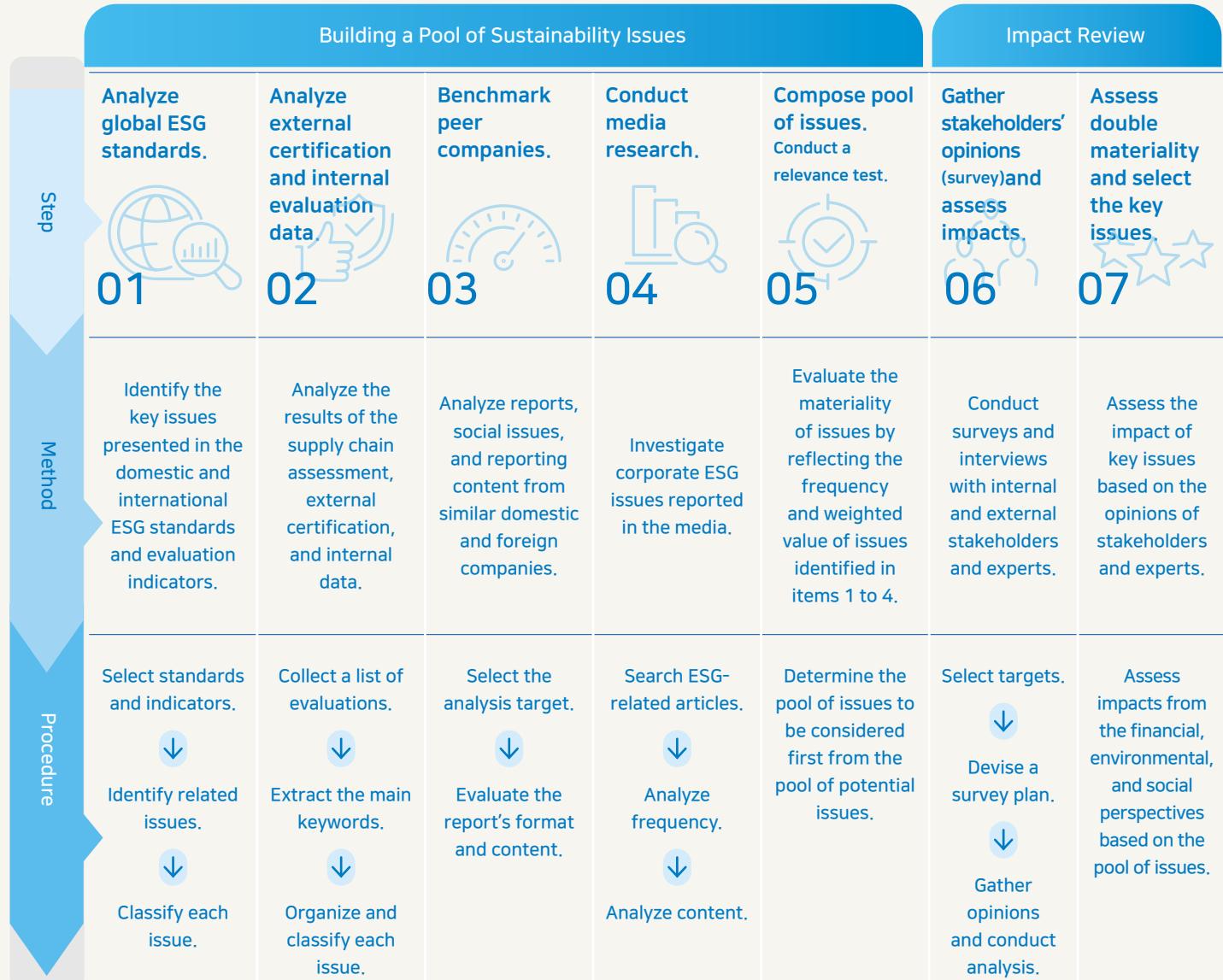
Governance

Appendix

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** have identified the main material sustainability issues from both financial and non-financial perspectives in accordance with the prevailing global disclosure standards, including the GRI Standards and TCFD. In May 2025, we conducted a comprehensive materiality assessment, incorporating feedback from the stakeholder surveys developed by the company, and ensured the reliability of the results by seeking the advice of sustainability experts and other assessment experts.

Double Materiality Assessment Process

[Double Materiality Assessment Process]





Materiality Assessment

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment**
- Business Performance

Environmental

Social

Governance

Appendix

Materiality Issues

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting have conducted ESG assessments, benchmarking, and media analysis based on global ESG standards to identify and compile a pool of fifty sustainability issues. Through a structured process, including a relevance test, stakeholder feedback, and evaluations by internal experts, we have selected the material issues.

- 01 Global Standard Indicator Analysis**  · GRI Standards
· TCFD
· SASB
· ISO 26000
· UN SDGs / UNGC
- 02 External Certification & Internal Assessment Analysis**  · Review of supply chain ESG assessments, external certification criteria, and internal evaluation data.
- 03 Benchmarking**  · Review of major issues within the same industry.
- 04 Media Analysis**  · Period covered: January 1, 2024 to December 31, 2024.
· Search channels such as Naver and Google, Big Kinds (article search specialist).

[Hyundai Sungwoo Solite]

Materiality	Classification	Issue	Financial materiality	Environmental and social materiality
Key Topics (Tier1)	Governance	Strengthening of ethical/anti-corruption management activities	4.012	4.035
	Environment	Management of chemical and hazardous materials	3.978	4.231
	Environment	Sustainable use of resources	3.969	3.949
	Environment	Reduction of energy use and increased use of renewable energy	3.959	4.189
	Environment	Establishment of an environmental management system	3.935	3.869
	Society	Creation of a sustainable supply chain	4.001	3.875

[Hyundai Sungwoo Casting]

Materiality	Classification	Issue	Financial materiality	Environmental and social materiality
Key Topics (Tier1)	Governance	Strengthening of ethical/anti-corruption management activities	4.125	4.129
	Society	Responsible procurement of raw materials	4.070	4.101
	Society	Workplace safety management	4.034	4.194
	Environment	Reduction of energy use and increased use of renewable energy	3.853	4.048
	Environment	Establishment of an environmental management system	3.807	3.900
	Management Topic (Tier3)	Employee health management		



Business Performance

Introduction

- CEO Message
- Management Philosophy
- Company Overview
- Global Network
- Business Introduction
- Sustainability Management System
- Stakeholder Communication
- Materiality Assessment
- Business Performance

(Unit: KRW 1 million)

Business Performance and Financial Soundness

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting continue to achieve solid economic performance while fulfilling their commitment to sustainable growth and corporate social responsibility.

Based on financial soundness, we pursue the efficient allocation of resources and the generation of profits in order to strengthen our internal capabilities and drive technological innovation. In this process, we secure revenue growth and financial resilience, while implementing agile financial strategies that enable us to respond swiftly to changes in the external environment.

Metrics	Hyundai Sungwoo Solite			Hyundai Sungwoo Casting			Longkou Hyundai Sungwoo Automotive		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Current Assets	144,653	141,604	152,109	279,651	250,280	254,012	51,267	40,760	42,723
Non-current Assets	182,769	180,513	190,955	165,259	166,340	182,352	39,821	37,777	36,190
Total Assets	327,422	322,117	343,064	444,910	416,621	436,364	91,088	78,537	78,913
Current Liabilities	96,904	99,127	107,485	342,829	307,272	318,815	78,313	68,699	67,368
Non-current Liabilities	17,533	13,918	9,092	15,984	23,820	29,299	0	0	0
Total Liabilities	114,437	113,045	116,577	358,812	331,091	348,114	78,313	68,699	67,368
Total Capital	212,985	209,072	226,487	86,098	85,530	88,250	12,775	9,838	11,545
Sales	375,307	405,864	432,481	751,636	749,898	681,910	138,752	134,987	131,029
Gross Profit	56,920	49,170	69,602	75,248	53,756	58,397	9,148	10,564	10,440
Operating Profit	14,568	5,627	22,550	15,018	8,614	11,443	(320)	1,276	3,533
Net Income before Income Tax	23,350	4,851	33,255	6,111	(919)	1,718	(320)	1,276	3,533
Net Income	21,685	4,223	26,374	5,316	(879)	1,679	(320)	1,276	3,533

Environmental

Environmental Management System	20
Climate Change Response	26
Pollutant Management	37
Water Pollutant Management	41
Waste Management	43
Ecosystems and Biodiversity	45





Environmental Management System

Environmental Management Policy

As [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) have positioned the environment as a core element of their management activities, they strictly comply with environmental regulations, and take the lead in minimizing environmental pollutant emissions.

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Hyundai Sungwoo Solite

Environment, Safety, and Health Management Policy

[Hyundai Sungwoo Solite](#) places the highest priority on environmental, safety, and health (ESH) practices across all its corporate activities. To put such practices into action, we have established a comprehensive ESH management system, defined clear policies and objectives, and applied them throughout every stage of production, from research and development to delivery of the final product, in order to continuously minimize potential risks and hazards for all our employees.

- 1 We shall establish an occupational health and safety management system that prioritizes environment, safety, and health management in our corporate activities.
- 2 We shall set measurable ESH goals and implement targeted programs to achieve them.
- 3 We shall strictly comply with all relevant ESH regulations, agreed-upon stakeholder requirements, and internal site management standards.
- 4 We shall provide appropriate training to promote safety awareness among our employees and strive to foster a strong safety culture.
- 5 All employees shall uphold their responsibilities and obligations related to ESH activities.
- 6 We shall actively promote our ESH policy to ensure it is clearly understood by all our employees and stakeholders.
- 7 We shall continuously improve and maintain our ESH management system to ensure its effective implementation.
- 8 We shall establish a process safety culture by complying with the twelve key process safety management (PSM) practices.

Targets

Achieve zero serious industrial accidents.

Monitor and evaluate implementation of the PSM.

Achieve zero major industrial incidents.

Reduce deviation rates for each type of incident.

Establish a supervisor-led health and safety management system.

Carry out improvements of dust and fume-generating equipment.

Reduce air and water pollutant emissions.

Expand wastewater reuse initiatives.

Implement preventive and containment measures for chemical accidents.

Identify and mitigate hazardous and risk factors.

Manage products whose production could generate carcinogenic substances.



Environmental Management System

Environmental Management Policy

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Hyundai Sungwoo Casting

Environmental Management Policy

We shall implement ESG management that ensures the harmonious development of our business activities and protection of the environment.

- 1 We shall establish environmental protection and sustainability as our core environmental objectives and conduct our business in alignment with them.
- 2 We shall strive to prevent and minimize environmental pollution by complying with environmental, safety, and health regulations, system requirements, and other relevant obligations.
- 3 We shall continuously improve our environmental performance, achieve zero environmental incidents, and prevent pollution.
- 4 We shall enhance resource and energy efficiency, maximize recycling efforts, and minimize pollutant emissions generated by our operations and services.
- 5 We shall implement a comprehensive environmental management system, conduct regular monitoring and measurement to achieve our environmental and occupational health and safety objectives and make continuous improvements.
- 6 We shall provide environmental management training to all our employees so as to raise their awareness and foster a strong environmental culture.
- 7 We shall use resources efficiently and minimize pollutant and greenhouse gas emissions to actively respond to climate change.

Targets

Strengthen the monitoring of environmental pollutants.

Identify and improve environmental risks factors.

Chungju Plant

Enhance and develop waste recycling solutions, including final disposal methods.

Achieve zero major chemical incidents.

Comply 100% with the environmental facility operation log.

Pohang Plant

Implement four or more environmental facility improvement activities.

Monitor air pollution emission facilities that exceed the legal standards more than twelve times.

Monitor water pollution discharge facilities that exceed the legal standards more than twelve times.

Environmental Management System

Environmental Management Policy

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

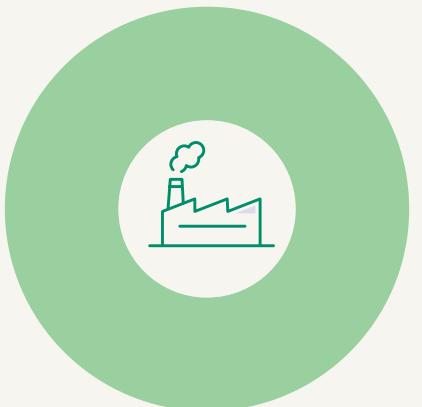
[Role of the Carbon Management Committee]

In particular, to address climate change proactively, [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) have established a Carbon Management Committee to set strategic goals related to the reduction of carbon emissions. To this end, the ESG Secretariat and the Carbon Management Committee are leading greenhouse gas emission management and reduction activities and implementing specific activities through working groups in each department. Additionally, we operate a real-time GHG reporting system to monitor reduction performance and respond swiftly to significant changes.



Greenhouse Gas Monitoring

Monitoring plan/Verification management
Monitoring change management
Greenhouse gas emissions management by month.



Greenhouse Gas Verification Management

Analysis of greenhouse gas emissions.
Verification of greenhouse gas statement.
Selection of verification agency.



Greenhouse Gas Reduction Management

Planning of greenhouse gas reduction.
Summary of greenhouse gas reduction performance.
Analysis of marginal reduction cost



Emissions Trading Management

Participation in the emissions trading market.
Management of allocation of additional emissions allowances.
Analysis of trading market trends

[Longkou Hyundai Sungwoo Automotive](#) has also made the environment a core value of its management, having established the "Environmental Policy" in January 2024 to fulfill its practical responsibility for a sustainable future. Based on the key principles of "Innovation-Driven, Ecology-First, and Green Manufacturing," this policy clearly outlines various environmental goals such as the protection of biodiversity, the efficient use of resources, and the reduction of greenhouse gas emissions. It also embodies the will to voluntarily implement them beyond the scope of national laws. In particular, initiatives such as the conservation of ecologically sensitive areas, the sustainable procurement of raw materials (e.g. FSC certification, etc.), and the pursuit of carbon neutrality (with a target of over 20% clean energy usage by 2035) form the foundation of the company's long-term environmental management direction.

To put this policy into practice, the company produced the "Environmental Management Manual" in July 2024 as a concrete implementation roadmap. Based on ISO 14001, the manual includes actionable procedures such as environmental risk analysis, a Plan-Do-Check-Act (PDCA) cycle-based management system, and the strict control of environmental impacts throughout the product life cycle. The environmental management system, composed of twenty-seven processes, quantifies goals related to waste treatment, the reduction of hazardous substances, and energy consumption efficiency. It also clearly defines departmental responsibilities and evaluation criteria to encourage company-wide participation. Through these efforts, [Longkou Hyundai Sungwoo Automotive](#) has moved beyond mere declarative policies to realize execution-focused environmental management.



Environmental Management System

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Operation of a Dedicated Organization, the Environmental Safety Team

Both [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) operate an environmental safety team dedicated to systematically responding to environmental, safety, and health issues. The organization comprehensively manages and implements company-wide environmental management tasks, including compliance with environmental regulations, control of pollutants such as air, water, and waste, chemical safety, greenhouse gas management, and Process Safety Management (PSM). The Environmental Safety Teams are stationed at major production sites and are responsible for multilayered duties, such as operating international certification systems like ISO 14001 and ISO 45001, responding to government agencies, conducting accident prevention training, and managing hazardous substances.

Main Duties of the Environmental Safety Team

Hyundai Sungwoo Solite

- Operation of pollution control systems for air, water, waste, noise, and odors.
- Compliance with the Total Air Pollutant Emissions Cap and self-monitoring requirements.
- Management of fugitive emission facilities under the Hazardous Air Pollutants (HAPs) control system, including regular inspections and oversight of designated facilities.
- Operation and legal compliance management for air and water pollution prevention facilities.
- Management of hazardous chemical handling facilities and related licensing procedures.
- Management of the chemical accident prevention and management plan.
- Use and management of the waste discharge and treatment system (Allbaro).
- Waste component analysis and contract management with legal treatment companies.
- Response to environmental licensing, environmental liability insurance, and the information disclosure system.
- Implementation of PSM and operation of the industrial health and safety system.
- Operation of the ISO 14001 and ISO 45001 environmental and safety certification systems.
- Management of total greenhouse gas emissions and calculation of verified emission volumes.
- Hosting of collaborative cooperation programs and health and safety education.

Hyundai Sungwoo Casting

- Operation of an integrated management system for the environment, safety, health, firefighting, hazardous chemicals, and dangerous materials.
- Operation of water quality and air pollution prevention facilities and response to integrated environmental licensing.
- Waste management, management of fugitive emission facilities, and preparation of environmental operation logs.
- Operation of PSM and the Industrial Health and Safety Committee.
- Operation of the ISO 14001 and ISO 45001 environmental and safety certification systems.
- Management of environmental operation systems (SODAK, STACKNSKY, ALLBARO, etc.).
- Calculation of greenhouse gas emissions, investigation of and response to emission sources.
- Collection of information related to the Life Cycle Assessment (LCA) and ESG, and coordination of external communications.
- Operation of employee health management programs, including workplace environment monitoring, hearing conservation, and cardiovascular health initiatives.



Environmental Management System

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

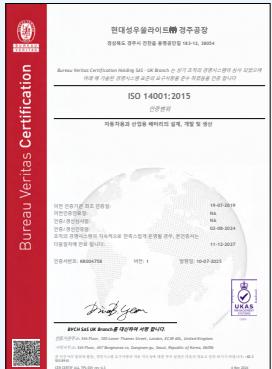
Social

Governance

Appendix

External Certification

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting have demonstrated their environmental management achievements both internally and externally through the acquisition of various external certifications and awards. By positioning the environment as a core element of management and acquiring certifications that meet international environmental standards, they have established themselves as companies committed to sustainable growth and development. These certifications and awards constitute important evidence that their management systems are aligned with global standards and that they practice environmental responsibility across the entirety of their business operations, playing a crucial role in gaining external trust and recognition.

Hyundai Sungwoo Solite	Hyundai Sungwoo Casting	Longkou Hyundai Sungwoo Automotive
<ul style="list-style-type: none"> ISO 14001 (acquisition of environmental certification) Designated as a "self-inspection business" by the Gyeongju City Mayor in August 2025. Received the Environmental Sector Award from Gyeongju City Hall (No. 1941). Received the Daegu Regional Environmental Office Director's Award and the National Fire Agency Director's Award. 	<ul style="list-style-type: none"> ISO 14001 (acquisition of environmental certification) Acquired the ISO 14001:2004 environmental management system certification in May 2006. Received the Wonju Regional Environmental Office Director's Award in December 2024. 	<ul style="list-style-type: none"> Acquired the GB/T 24001-2016/ISO 14001:2015 certification. 



Environmental Management System

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Environmental Education

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting provide environmental training to all their employees on a regular basis, considering environmental protection and safety first. Through this, they provide training on key practices for managing hazardous chemicals and maintaining a safe working environment, thereby strengthening employees' awareness of their environmental responsibilities.

Name of Training Program		
Group training by hazardous chemical managers		Training date: November 2024
Main Contents of Training	No. of Trainees (employee participation rate)	
Status of hazardous chemical licensing and safety management	100%	424 persons
Locations of hazardous chemicals and purposes of their use	100%	1,085 persons
How to wear safety equipment, etc.	100%	340 persons

Hyundai Sungwoo
Solite

Hyundai Sungwoo
Casting

Longkou Hyundai
Sungwoo Automotive





Climate Change Response

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** play a vital role as suppliers of key components for the automotive industry.

Given that the automotive sector is one of the industries with the highest levels of greenhouse gas emissions, managing carbon emissions during the parts manufacturing process is essential. Due to these industry characteristics, activities aimed at improving energy efficiency and reducing greenhouse gas emissions are not only necessary to meet legal requirements, but also serve as critical elements in fulfilling corporate sustainability and social responsibility. Accordingly, the response to climate change plays a central role in helping **Hyundai Sungwoo Solite** and **Hyundai Sungwoo Casting** to maintain competitiveness in the global market and achieve sustainable development.

Implementation of the Carbon Reduction Plan

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** have set themselves the goal of reducing their carbon emissions by 20% by 2030, using 2019 as the baseline year. To achieve this, they are making systematic efforts centered on the Carbon Management Committee. Leaders at each business site and division are carrying out practical tasks to achieve their respective carbon reduction goals, and the status of progress toward these goals is reported on a quarterly basis. Based on these quarterly reports, the carbon reduction roadmap is continuously updated to ensure the achievement of science-based reduction goals.

Longkou Hyundai Sungwoo Automotive is also responding to the climate crisis by establishing a structured reduction strategy and striving to improve energy efficiency while reducing greenhouse gas emissions across multiple fronts. We have developed a mid- to long-term greenhouse gas reduction roadmap, aiming for a 5% reduction by 2026 and a 10% reduction by 2035, using 2024 as the baseline year. To achieve these targets, we are implementing measures focused on Scope 1 (direct) and Scope 2 (indirect) emissions, including equipment upgrades to reduce natural gas and electricity consumption, an increase in green power purchases, and the optimization of key processes. At the same time, we are developing a Scope 3 response plan to promote low-carbon transitions across the supply chain, encouraging collaboration with our partners to reduce emissions throughout the entire value chain.

[Carbon Emissions (Scope 1 + Scope 2) Reduction Targets]

Hyundai Sungwoo Solite

Hyundai Sungwoo Casting

Longkou Hyundai Sungwoo Automotive

5% reduction by 2026,

10% reduction by 2035

20% reduction in total emissions by 2030

Base year 2019

38,632.03 tCO₂eq

201,679.14 tCO₂eq

21,298 tCO₂eq reduction

34,313 tCO₂eq reduction

Base year 2024

40,291.22 tCO₂eq

4,029.12 tCO₂eq reduction

※ The above carbon reduction target represents the actual reduction required (which is calculated by factoring in the projected increase in production volume by the target year) in order to achieve the set reduction goal compared to the base year.



Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

Greenhouse Gas Emissions and Energy Usage Status

[Hyundai Sungwoo Solite]

		Gyeongju Plant			Headquarters			Bundang Building			Changwon Warehouse			Total (entire company)		
Item	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total greenhouse gas emissions	tCO ₂ eq	37,519	40,038	40,131	107	103	117	111	93	89	28	32	33	37,765	40,266	40,370
Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	6,218	6,306	6,048	27	24	28	1	1	1	0	0	0	6,246	6,331	6,077
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ eq	31,301	33,732	34,083	80	79	89	110	92	88	28	32	33	31,519	33,935	34,293
Greenhouse gas intensity	tCO ₂ eq/Sales*													101	99	93

		Gyeongju Plant			Headquarters			Bundang Building			Changwon Warehouse			Total (entire company)		
Item	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total energy consumption	TJ	775	827	829	2	2	2	2	2	2	1	1	1	780	832	834
- Electricity usage	TJ	654	705	712	2	2	2	2	2	2	1	1	1	659	709	717
- Fuel usage	TJ	121	122	117	0	0	0	0	0	0	0	0	0	121	123	118
- Steam usage	TJ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Energy use intensity	TJ/Sales													2.08	2.05	1.93
Renewable energy usage	TJ													0	0	0

* Greenhouse gas intensity and energy use intensity are calculated by dividing greenhouse gas emissions and energy use intensity by sales (unit: KRW billion).



Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

[Hyundai Sungwoo Casting]

		Pohang Plant			Chungju Plant			Headquarters			Total (entire company)		
Item	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total greenhouse gas emissions	tCO ₂ eq	104,850	111,194	103,493	94,588	94,433	91,059	126	123	93	199,564	205,749	194,646
Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	14,178	14,943	13,899	40,367	39,511	38,798	9	10	16	54,554	54,463	52,712
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ eq	90,673	96,251	89,595	54,221	54,922	52,262	117	113	77	145,011	151,286	141,934
Greenhouse gas intensity	tCO ₂ eq/Sales*	751	761	782	18,794	18,635	19,925	-	-	-	266	277	285

		Pohang Plant			Chungju Plant			Headquarters			Total (entire company)		
Item	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total energy consumption	TJ	1,967	2,081	1,937	1,903	1,923	1,847	3	3	2	3,872	4,006	3,786
- Electricity usage	TJ	1,895	2,011	1,872	1,133	1,148	1,092	2	2	2	3,030	3,161	2,966
- Fuel usage	TJ	72	70	65	770	775	755	0**	0**	0**	842	845	820
- Steam usage	TJ	0	0	0	0	0	0	0	0	0	0	0	0
Energy use intensity	TJ/Sale	0.014	0.014	0.015	0.378	0.379	0.404	2.569	2.506	0.233	5.2	5.3	5.6
Renewable energy usage	TJ										0	0	0

** Rounded to the nearest decimal point and entered as 0 (actual figures: 0.128 in 2022, 0.141 in 2023, and 0.233 in 2024).



Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

[Carbon Reduction Details by Business Site]

Company	Business Site	Details	Reduction Performance (Unit: tCO ₂ eq)	
Hyundai Sungwoo Solite	Gyeongju Plant	2020 to 2023	<p>Saved electricity by installing cooling towers for cooling old and new rectifier rooms.</p> <p>Saved electricity by installing a central control system for air compressors.</p> <p>Reduced power loss by installing a power capacitor bank.</p> <p>Saved electricity by changing the washing machine ring blower to a turbo blower.</p>	526
			Total	1,689
		Verifiable items	<p>Saved electricity by replacing inefficient lighting with LED lighting.</p> <p>Saved electricity by improving the No. 3 hydraulic unit.</p>	460
			<p>Saved electricity by introducing high-efficiency motors, thereby increasing motor efficiency.</p>	102
	Pohang Plant		<p>Saved electricity by reducing air leaks, thereby improving compressor efficiency</p>	148
		Unverified items	<p>Saved electricity by automatically controlling the cooling fans based on the cooling tower's coolant temperature.</p>	77
			<p>Saved electricity and air consumption by controlling power according to compressor pressure.</p>	72
			Total	977
		2024	<p>Improved the servo hydraulic system in casting plants 1 and 2.</p> <p>Replaced the inverter-type air compressors in plant 1 (with three 400 HP units).</p> <p>Renovated the heat treatment sensor cooling line in plants 1 and 2 (reduced compressed air consumption).</p> <p>Installed a PCM dryer in plant 1.</p> <p>Minimized base power consumption during holidays in the plant 1 and 2.</p>	1,774
			Total	574
				3,327

Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

Environmental Management System
Climate Change Response

Pollutant Management
Water Pollutant Management
Waste Management
Ecosystems and Biodiversity

Social

Governance

Appendix

| Hyundai Sungwoo Solite (Gyeongju Plant)

Installation of Cooling Towers to Cool the Old and New Rectifier Rooms

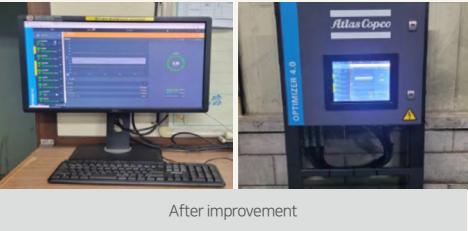


Excessive power consumption caused by cooling the rectifier rooms with chilled water from the refrigeration unit has been improved as follows.

- 1 The cooling source has been changed from the rectifier room refrigerator → cooling tower.
- 2 Flexible operation is enabled during low temperatures in winter, spring, and fall. (The cooling tower is operated from January to June and October to December)
- 3 Power savings due to the difference in power consumption when operating a refrigerator → cooling tower.

Saving on electricity bills	Greenhouse gas reduction
KRW 169 million	526 tCO ₂ eq

Installation of Central Control System for the Air Compressors



Unnecessary power consumption due to operation of the air compressor in the unload mode (approximately 30% of power consumption compared to the load mode) has been addressed as follows:

- 1 Responded to changes in compressed air demand by installing a central control system.

- 2 Power consumption has been reduced by controlling the inverter (VSD) compressor's rotation speed when demand fluctuates.

Installation of a Power Capacitor Bank



Unnecessary power consumption due to low ground power factor (69%), including transformer copper losses and line losses, have been reduced as follows:

- 1 The power factor is now controlled by installing APFR and capacitor.

- 2 Tr #1, 2, 5, 7, 8, 10, 11, 12, 13 power capacitor bank have been installed..

- 3 The power factor has been automatically adjusted by inserting a capacitor when the power factor changes due to load fluctuations.

Application of a Washing Machine Turbo Blower



Unnecessary power consumption due to the use of a ring blower to supply air for rinse water removal in the shipment 3L secondary washer has been improved as follows:

- 1 Electricity is saved by using a turbo blower to remove washing machine wash water.

- 2 46kW power is saved with the 22W turbo blower compared to the existing 68kW.

Saving on electricity bills	Greenhouse gas reduction
KRW 68 million	220 tCO ₂ eq

Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

| Hyundai Sungwoo Casting (Pohang Plant)

Reduction of carbon emissions by replacing inefficient lighting with LED lighting.



Before improvement After improvement

Excessive power consumption caused by the use of low light-efficiency metal halide lamps in the plant has been improved as follows:

- Carbon emissions have been reduced by reducing electricity consumption by replacing the lighting in the plant.
- Energy efficiency: Compared power consumption before and after installation.
- Easy maintenance due to increased lamp life (10,000h → 20,000h).
- Improved workplace lighting environment by increasing luminous efficacy (80 lm/W → 130 lm/W)

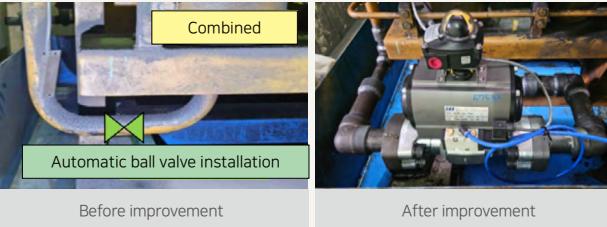
Saving on electricity bills

KRW 169 million

Greenhouse gas reduction

460 tCO₂eq

Reduction of carbon emissions by improving the No. 3 hydraulic unit.



Before improvement After improvement

Excessive power consumption due to operation of the hydraulic unit motor during non-working days to prevent nitrogen leakage from the accumulator has been addressed as follows:

- Nitrogen leaks are prevented by installing an automatic ball valve in the accumulator.
- Power consumption has been reduced by turning off the hydraulic unit motor, which is always running during holidays and weekday breaks.

Saving on electricity bills

KRW 38 million

Greenhouse gas reduction

102 tCO₂eq

Reduction of carbon emissions by replacing with high-efficiency motors.



Before improvement After improvement

Increased power consumption due to the reduced efficiency of aging motors has been improved as follows:

- Motor efficiency has been increased (89.5% → 94.2%) by replacing old, inefficient motors with a premium high-efficiency motors.
- Calculating power savings when replacing previous motors with high-efficiency motors: (Power usage before improvement - Power usage after improvement)
- Based on purchase history of high-efficiency premium motors from 2019 to 2025. (31 motors ranging from 11kW to 110kW)

Saving on electricity bills

KRW 54 million

Greenhouse gas reduction

148 tCO₂eq



Climate Change Response

Implementation of the Carbon Reduction Plan

Introduction

Environmental

Environmental Management System
Climate Change Response

Pollutant Management
Water Pollutant Management
Waste Management
Ecosystems and Biodiversity

Social

Governance

Appendix

| Hyundai Sungwoo Casting (Chungju Plant)

Replacement of the Casting Servo-hydraulic System



Power consumption caused by continuous operation of the hydraulic system to maintain casting operations has been improved as follows:

1 Rotation speed is controlled by installing a servo system in the hydraulic unit.

2 Power consumption has been reduced by controlling the rotation speed, while greenhouse gas emissions have been reduced due to the reduction of power consumption.

Saving on electricity bills
Greenhouse gas reduction

KRW 663 million
1,774tCO₂eq

Replacement of the Inverter-type Compressor in Plant 1

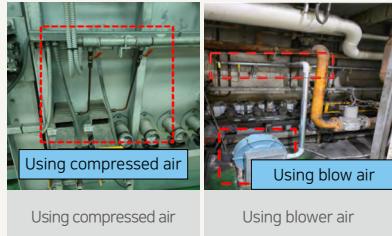


1 Excessive power usage due to aging compressor equipment and insufficient air supply has been addressed by installing three inverter-type compressors.

Saving on electricity bills
Greenhouse gas reduction

KRW 218 million
567 tCO₂eq

Modification of the Heat Treatment Sensor Cooling Line in Plants 1 and 2



Increased power consumption due to use of compressor air to protect heat treatment material detection sensors has been resolved by installing blowers (two units for solution furnaces and two units for aging furnaces).

Installation of a PCM Dryer in Plant 1



Power consumption issues caused by using conventional refrigerated dryers have been improved by installing PCM (Phase Change Material) dryers.

Saving on electricity bills
Greenhouse gas reduction

KRW 36 million
94 tCO₂eq

Minimization of base power consumption during holidays in Plants 1 and 2



Surplus power consumption from continuously operating utility systems during non-operational holidays has been improved as follows:

1 The list of utility savings targets has been prepared.

2 Equipment on the list of utility savings targets has been turned off.

3 A person has been appointed to take charge of the inspection items and maintain the inspection log records.

Saving on electricity bills
Greenhouse gas reduction

KRW 140 million
574 tCO₂eq



Climate Change Response

| Longkou Hyundai Sungwoo Automotive

Longkou Hyundai Sungwoo Automotive is reducing external fuel consumption by utilizing recovered waste heat from air compressors to supply hot water for paint pretreatment and shower facilities. We have also introduced high-efficiency boilers and improved our heat treatment systems to gradually reduce energy consumption per unit of production. In addition, to calculate and track greenhouse gas emissions more accurately, we have established a carbon accounting system that is subject to regular verification and third-party audits. In the long term, we are pursuing the pilot adoption of Carbon Capture, Utilization, and Storage (CCUS) technologies and low-carbon solutions within the aluminum industry.

We aim to reduce energy consumption per product by 20% by 2026 compared to 2022, targeting annual electricity savings of 5 million kWh. To this end, we upgraded our key processes by the end of 2024, making improvements to the casting process heat recovery system, replacing acrylic boilers with high-efficiency models, and installing waste heat recovery equipment for air compressors. To date, we have achieved an average energy savings of 10-19% per facility. In particular, we have replaced all our plant lighting systems with

Implementation of the Carbon Reduction Plan

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

LEDs and implemented smart timer controls, resulting in an additional annual saving of over 20,000 kWh. In 2024, focused operation of the heat treatment process led to savings of approximately 286,000m³ of natural gas, while improvements to the fuel boiler in the painting process achieved an additional reduction of around 150,000m³. Furthermore, by strengthening energy standards, balancing production across processes, and introducing ERP and smart monitoring systems, we are minimizing process waste and effectively reducing energy intensity.

In addition, we are pursuing a plan to increase the use of renewable energy as a proportion of our total energy use to 10% by 2026. To support this, we have signed long-term power purchase agreements (PPAs) with local wind farms and introduced a 1 MWh-scale energy storage system to mitigate peak power demand. Energy savings are measured through an IoT-based real-time monitoring system, and monthly analysis meetings are held to review the results of the improvements made. Meanwhile, third-party audits are conducted to enhance transparency and reliability in energy management.

Key Energy Saving Achievements in 2024

Optimization of facility



- Intensive heat treatment operation
- Improvement of boiler efficiency

Energy recovery



- Recovery of waste heat emitted by air compressors
- Balanced production

Improvement of system



- ERP + smart monitoring

Lighting efficiency



- LED + timer control

Total annual gas savings: 436,000m³

Power savings: 20,000 kWh

Energy efficiency improvement of up to 19% per facility.

Classification	2023	2024	2025 (expected)	2026 (target)
Energy usage per unit (kWh/unit)	85	78	72	68
Carbon emission intensity (tCO ₂ /unit)	0.45	0.41	0.37	0.33
Energy consumption ratio (%)	0%	3%	5%	10%

Climate Change Response

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Sustainable Resource Use

Hyundai Sungwoo Solite contributes to resource recycling by sorting and selling production waste - such as lead scraps, used batteries, and sludge - to recycling companies. At the Pohang plant of Hyundai Sungwoo Casting, various types of scrap metal generated during production (including broken iron, deburring scraps, oily waste, iron chips, general scrap, and compressed scrap) are sold to scrap recycling companies. Additionally, melting dust collected through dust collection systems is sold to recyclers for zinc extraction, further contributing to the recovery of valuable resources. As for the company's Chungju plant, it regularly sells aluminum machining chips generated from processing operations on a monthly basis to promote resource recycling.

Longkou Hyundai Sungwoo Automotive established a raw material efficiency strategy in 2022 and set itself the target of reducing aluminum consumption per product unit by 10%, from 13.5 kg to 12.5 kg by 2026, while increasing the scrap recycling rate to 85%. At the same time, we plan to increase the proportion of recycled aluminum to 50% of our total aluminum use by 2026, with 30% to be sourced from internal production waste and 20% from outsourced recycled aluminum procurement. To support these goals, we are upgrading our precision casting technologies, improving aluminum scrap sorting efficiency, and enhancing the smelting processes.

Notably, in Q3 of 2022, we invested in dross recycling equipment to recover aluminum dross generated during wheel production in real time. This system processes approximately 1,300 tons annually, enabling the recycling of around 750 tons of aluminum. In addition, by securing an external supply chain for high-purity recycled aluminum, we expect to reduce raw material purchasing costs by 12-15% by 2026.



Climate Change Response

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

Investment in Eco-Friendly Initiatives

| Smart Eco-Factory Construction Project – Establishment of a Greenhouse Gas-Reducing Casting Plant



Hyundai Sungwoo Casting has executed the Smart Eco-Factory Development Project to transform the Pohang plant into an eco-friendly, low-carbon facility.

Supported by the Korea Environment Corporation, the project aimed to reduce greenhouse gas emissions, improve energy efficiency, and minimize air and water pollution by upgrading all systems and equipment throughout the plant. With a total investment of KRW 2.2 billion, Hyundai Sungwoo Casting completed the smart eco-factory in November 2023, thereby marking a significant step toward becoming an ESG-driven company committed to environmental responsibility.

| Major Improvements



Hyundai Sungwoo Casting has implemented the Smart Eco-Factory Development Project to reduce greenhouse gas emissions by replacing outdated boilers with high-efficiency equipment, and introducing natural lighting systems to lower electricity consumption. We have also upgraded filtration and dust collection systems, improved tire washing equipment for trucks, and installed oil-water separators to minimize air and water pollution. In particular, to address excessive power consumption at existing pollution control facilities, a system has been installed to monitor the filtration and dust collection equipment, enhancing energy efficiency.

To improve workers' safety and the working environment, we have purchased elevated work platforms and constructed designated safe walkways, creating a more comfortable and secure work environment. Through these efforts, we expect positive outcomes such as improved local environmental quality, reduced energy consumption, and lower social costs related to pollutant treatment.

Climate Change Response

Introduction

Environmental

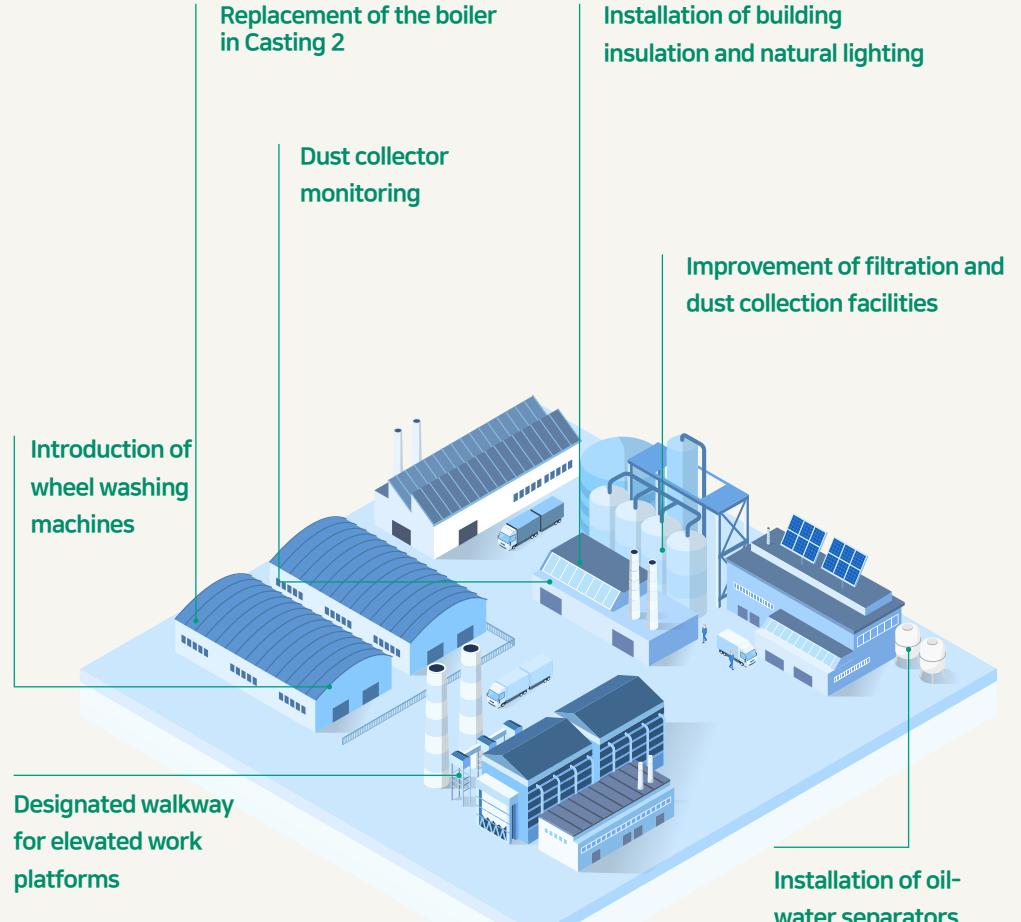
- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

[Major Improvements]



Investment in Eco-Friendly Initiatives

Field	Improvement Item	Details
Reduction of Greenhouse Gases	Replacement of the boiler at Casting 2	Fuel consumption has been reduced by replacing existing, aging boilers. (Annual greenhouse gas emissions: 913.8 tCO ₂ eq/yr → 525.78 tCO ₂ eq/yr)
	Installation of building insulation and natural lighting	<ul style="list-style-type: none"> Construction of roof and wall color sheets (v115/0.5t) for insulation. By installing skylights, external heat has been blocked, thereby reducing heating and cooling energy costs, while also preventing the intrusion of rainwater. (Annual greenhouse gas emissions from 59.06 tCO₂eq/yr to 29.95 tCO₂eq/yr)
ICT	Dust collector monitoring	<p>A system capable of monitoring individual dust collectors in real time has been installed.</p> <p>(Reduction of KRW 11,887,000 in managerial personnel expenses)</p>
Reduction of Air Pollution	Improvement of filtration and dust collection facilities	<p>A wheel washing machine has been introduced to suppress dust generation.</p> <p>(Annual air pollutant emissions: 300 µg/m³ (PM10) → 50 µg/m³ (PM10))</p>
	Introduction of wheel washing machines	An oil tank and oil skimmer has been installed to separate oil from water.
Reduction of Water Pollution	Installation of oil-water separators	Workers' safety when carrying out work or walking in high places has been ensured.
Environmental Health	고소작업대 보행유도로	근로자 고소작업 및 보행시 안전확보



Natural lighting facilities



Filtration and dust collection facility at the Pohang plant



Pollutant Management

Chemical Management

The hazardous chemicals used in the factory have a direct impact on workers' health and the safety of the local community. Therefore, managing them in a safe and lawful manner is an essential component of sustainable business operations.

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

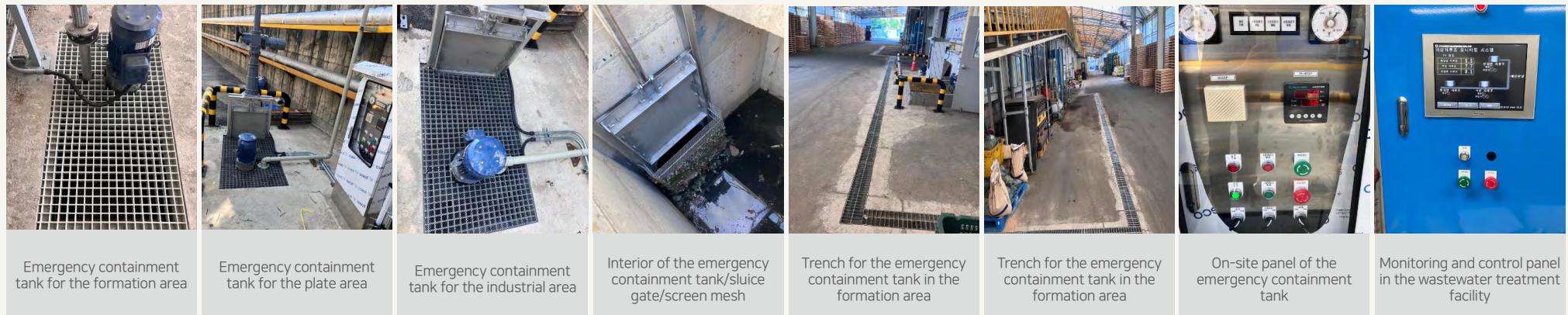
Appendix

| Chemical Substance Management Activities

Hyundai Sungwoo Solite installed emergency containment tanks at the Gyeongju plant in 2023 to swiftly manage leaks of hazardous substances and prevent their spread in the event of a chemical accident. This measure plays a critical role in treating contaminated water on-site and ensuring compliance with the environmental regulations, especially in such incidents as sulfuric acid spills.

We installed three primary emergency containment tanks, which are designed to automatically transfer and treat discharged water. They are integrated with pH sensors and an automated sluice gate system, enabling the immediate transfer of hazardous substances to the wastewater treatment facility in the event of a chemical accident, and thereby minimizing environmental pollution. This system significantly enhances wastewater treatment efficiency and helps prevent the company from incurring administrative penalties and other associated costs. **Hyundai Sungwoo Solite** continues to strengthen its systematic environmental safety management by improving secondary and tertiary response facilities to better prepare for chemical accidents.

Hyundai Sungwoo Casting has taken preventive measures against the kinds of environmental accidents caused by chemical leaks by installing leak detectors at hazardous chemical handling facilities. Safety gear stations and spill response equipment have also been placed around these facilities to protect workers and ensure readiness in the event of emergencies. We also conduct inspections of chemical handling facilities at least once a week and maintain detailed records, in order to make every effort to manage hazardous chemicals.



Pollutant Management

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Chemical Management

| Environmental Chemical Substance Management Process

Hyundai Sungwoo Solite established an environmental chemical management process in 2019 and has been operating management procedures in strict compliance with the prevailing legal regulations and safety standards since then. The goal of this process is to ensure the lawful and safe handling of hazardous chemicals used in its factories, particularly toxic substances and accident-prevention chemicals, while systematically managing chemical accident prevention efforts and the handling of hazardous substances. Key procedures include planning for the purchase and use of chemical substances, conducting legally mandated training, and regularly inspecting handling facilities. Additionally, a response process has been established to ensure safety in the event of a chemical accident.

The Pohang plant of **Hyundai Sungwoo Casting** first established the Chemical Substance Management Guidelines in 2017, and then transitioned to ISO 45001 and integrated ISO 14001 in 2020. The Chungju Plant amended the Chemical Substance Management Guidelines in 2023, henceforth requiring that all substances be checked against the MSDS (Material Safety Data Sheet) before purchase to determine if they contain any hazardous chemicals, and that approval be obtained from the Environmental Safety Team. The Chungju plant also manages data on hazardous chemicals used on-site, conducts regular inspections of handling facilities to comply with the relevant regulations, provides training for handlers and workers, and has developed response scenarios for chemical accidents caused by leaks, thereby reinforcing its commitment to environmental safety.

| Emergency Response Procedures

Hyundai Sungwoo Solite has established strict emergency response procedures to address various types of incidents, including leaks of hazardous materials. In the event of an emergency, the first person to discover the situation immediately reports it to the environmental safety team, which in turn issues emergency alerts and manages evacuation procedures, while each team promptly takes action according to its assigned role. After the incident, an investigation of its root cause is conducted, and the extent of the damage is assessed in order to develop a plan for preventing the recurrence of similar incidents.

When an emergency occurs, the first person to discover it reports the situation.



Issue emergency alerts.



Implement emergency measures.



Manage the emergency





Pollutant Management

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Air Pollutant Management

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting recognize that air pollutant management is a core task of sustainability management, which entails the achievement of tangible emission reduction outcomes that exceed the legally required standards. Air pollutants such as SOx (sulfur oxides) and fine dust have a significant impact on the health of both local communities and workers. Therefore, a systematic effort to minimize these emissions is essential. To this end, we have set emission reduction targets and are continuously working to enhance our facilities and strengthen our emission management systems so as to establish an efficient management system. Furthermore, we are focused on building trust as an environmentally responsible company, going beyond simply complying with the relevant legal requirements.

Air Pollution Reduction Activities

Although the Gyeongju Plant of [Hyundai Sungwoo Solite](#) is exempt from the legal obligation to install air and water Tele-Monitoring Systems (TMS), the plant has proactively strengthened its air emission management infrastructure. This includes replacing outdated boilers and installing new pollution control equipment for the coating process. In 2023, the plant enhanced its pollutant-capture performance by installing control equipment for the industrial coating oven, replacing the wet scrubber in the mixing process, and introducing new pollution control systems for the Concast process. In 2024, the plant replaced the catalyst media in six Selective Catalytic Reduction (SCR) units in the chemical process and converted the wet scrubber in the mixing process to a dry system, thereby maximizing the removal efficiency of nitrogen oxides (NOx) and particulate matter. Additionally, the plant improved the local exhaust systems across seven assembly lines, reducing the localized retention time of dust and contributing to lower worker exposure.



Replacement of wet dust collector in the Gyeongju Plant of Hyundai Sungwoo Solite

These efforts have led to a tangible decrease in emissions and the establishment of a system that ensures continuous compliance with the emission standards. By monitoring emissions in real time across all processes and setting clear reduction targets, the plant is actively protecting air quality and strictly adhering to legal requirements.

[Hyundai Sungwoo Casting](#) has consistently worked toward managing air pollutants and achieving its emission reduction targets. At the Pohang Plant, key achievements in 2024 include replacing the bag filters in the dust collectors and upgrading the emission reduction equipment, resulting in reduced emissions. Major activities included the replacement of the bag filters in the dust collectors in Plants 1 and 3, as well as reinforcement work on the rail system of the main collector's arm roll box. These facility upgrades have improved the efficiency of pollutant capture and enhanced the effectiveness of emission control.

The Pohang plant of [Hyundai Sungwoo Casting](#) has successfully met the regional emission reduction target set by the Air Quality Management Act and received approval for the cancellation of the allocated emission quota. This accomplishment demonstrates Hyundai Sungwoo Casting's genuine commitment to environmental protection and responsible management in compliance with the legal standards.

The Chungju plant of [Hyundai Sungwoo Casting](#) was selected in 2023 for the nationally funded "Mutually Beneficial Cooperation Demonstration Program" conducted by the Korea Environment Corporation, receiving KRW 1.4 billion in support. With the aid of this funding, the plant installed a Regenerative Catalytic Oxidizer (RCO) dust collector, replaced the washing-type dust collector in 2024, and upgraded components such as demisters and sealing systems, all of which contributed to the reduction of air pollutant emissions. To comply with the total emission regulations, the plant also installed a Tele-Monitoring

System (TMS) on chimney stacks to monitor air pollutant emissions 24 hours a day. The data are transmitted in real time to the Air Pollutant Management System, enhancing transparency in environmental data.

[Hyundai Sungwoo Casting](#) will continue to improve its facilities and develop innovative technologies to meet its emission reduction goals, protect air quality, and strengthen systematic management, and thereby ensure full compliance with environmental regulations.

Longkou Hyundai Sungwoo Automotive is continuously expanding its process-specific pollution control facilities and upgrading its systems to reduce air pollutants generated by key processes such as painting and casting. In particular, for the painting process, traditional wet scrubbing coupled with carbon adsorption methods has been replaced with an integrated Volatile Organic Compounds (VOC) treatment system. This system consists of a high-efficiency scrubber, a dry filter, a zeolite rotor, and a Regenerative Thermal Oxidizer (RTO). The VOC treatment system reliably handles high concentrations of VOCs, enables long-term continuous operation, and maintains high purification efficiency, consistently meeting regional emission standards.

Furthermore, in the metalworking process, filtration-type dust collectors and denitrification equipment have been installed to treat inorganic air pollutants such as dust and nitrogen oxides emanating from the aluminum melting furnaces. All major chimney stacks are now equipped with real-time emission monitoring systems to track operating status and emission concentrations 24 hours a day. The entire plant is connected to an online environmental monitoring network, which is designed to automatically issue alerts and initiate responses in the event of anomalies. This ensures a systematic management system capable of proactively mitigating environmental risks.

Pollutant Management

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management**
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

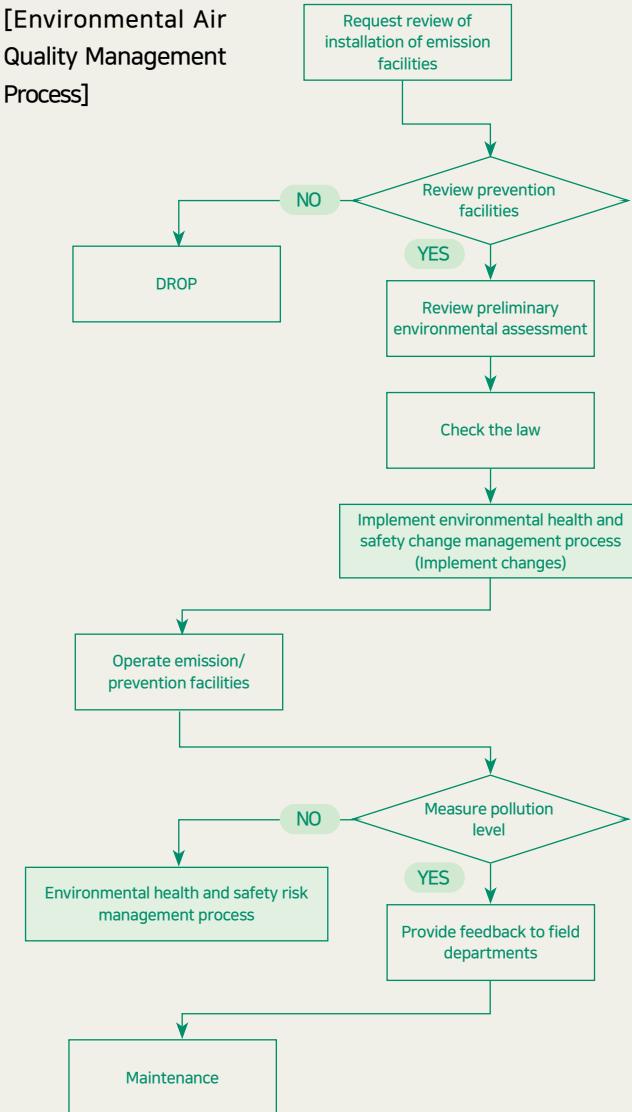
Appendix

Environmental Air Quality Management Process

Hyundai Sungwoo Solite has systematically established and operated an environmental air management process since 2019. This process begins by identifying environmental issues related to the emission of air pollutants and incorporating these findings into the specifications of emission control facilities to ensure compliance with environmental and safety regulations. In addition, we focus on maintaining environmental safety equipment in accordance with the legal standards by analyzing the impact of changes in products and processes on emission facilities. Emission facilities are inspected monthly to verify that they are operating properly, and pollution levels are measured to strictly manage emission limits. The results are then fed back to the relevant departments to address any issues. We are achieving our emission reduction goals through continuous maintenance of environmental equipment and diligent pollution control.

Air Pollutant Management

[Environmental Air Quality Management Process]



Noise Management

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** actively undertake noise management activities aimed at minimizing the impact of workplace noise on employees' health and ensuring their safety. To manage noise, we measure noise levels on a regular basis and systematically operate a structured hearing conservation program based on the results.

In the Gyeongju plant of Hyundai Sungwoo Solite, regular measurement of noise levels has confirmed that the noise levels within the site boundary range between 65 and 80 decibels. Although the facility is classified as a noise and vibration emission source and subject to reporting requirements, it is located within Geoncheon Industrial Complex No. 1 and therefore is not subject to emission limit regulations.

In the Pohang plant of Hyundai Sungwoo Casting, regular assessments of the workplace environment have identified excessive noise levels in the melting (charging cart, automatic pouring machine) and post-processing (grinding during finishing, noise during gate removal) processes that exceed the standard thresholds. However, due to the nature of the work, frequent internal inspections of the equipment make it difficult to implement engineering control measures. As a result, administrative measures have been adopted to protect workers' hearing and reduce the amount of time they are exposed to excessive noise, such as providing them with hearing protection devices, conducting ongoing training, and monitoring the proper use of hearing protection.



Water Pollutant Management

Water pollution management is a crucial element of environmental protection and sustainable production. It is essential for preserving natural ecosystems, safeguarding community health, and meeting legal requirements. [Hyundai Sungwoo Solite](#) has made concerted efforts to reduce water pollution.

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix

Reduction of Water Pollution

In 2019, [Hyundai Sungwoo Solite](#) designated improvement of the water environment as a core task, and since then it has pursued continuous investment and enhancement from the long-term perspective. We have completely replaced aging wastewater treatment facilities and introduced a real-time automated monitoring system to continuously track key treatment indicators. This has significantly improved the operational stability of the wastewater treatment plant while effectively preventing environmental accidents. In addition, the implementation of a wastewater reuse system has brought meaningful changes to water quality management. In January 2023, a system was established to reuse treated effluent as cleaning water for wet-type air pollution control facilities. As a result, the volume of wastewater treated has decreased by 9.7%, while the amount of reused water has surged by 20,800%. Notably, by reusing wastewater, we have saved approximately 57,000 tons of water annually and reduced tap water consumption by 28.3%, resulting in lower water costs. Furthermore, a system has been applied to detect harmful substances, including heavy metals, during the wastewater treatment process, and safely remove them through filtration and chemical treatment, thereby minimizing their environmental impact.

[Hyundai Sungwoo Casting](#) has made significant changes to its water quality management by improving the wastewater treatment facilities in Chungju Plant 1. Due to the tightening of discharge regulations, the existing wastewater treatment facilities were no longer sufficient to meet the enhanced standards. In response, we have made proactive investments and established a new wastewater treatment system utilizing the Membrane Bio-Reactor (MBR) process. This advanced system is capable of treating up to 200m³ of wastewater per day and is designed to meet various water quality requirements, including Biochemical

Oxygen Demand (BOD) and Total Phosphorus (TP). The system has significantly increased the volume of reused wastewater, thereby reducing the consumption of industrial water and lowering the concentration of pollutants in discharged effluent, minimizing its environmental impact. In addition, we have upgraded essential treatment equipment to improve processing efficiency and assigned dedicated personnel to manage the wastewater treatment facilities, ensuring stable and reliable operations. These efforts clearly demonstrate Hyundai Sungwoo Casting's active commitment to environmental protection.

[Longkou Hyundai Sungwoo Automotive](#) is enhancing the water quality management system by improving wastewater treatment efficiency and expanding water reuse. Wastewater generated within the plant is classified based on its characteristics and treated at an in-house facility with a daily capacity of 150m³. The water undergoes physical, chemical, and biological purification, and some of the water is recycled as water for pre-painting processes and floor washing, while the remainder is safely outsourced for treatment. In particular, concentrated water (RO wastewater) generated from the pure water production process, amounting to approximately 71,000m³ annually, is fully recovered and reused as auxiliary water for cooling systems and dust collectors, thereby realizing the recycling of water resources. Additionally, around 4,200 m³ of treated water is recirculated internally each year, contributing to reduced process water consumption. Company-wide water conservation education and facility improvements are also being implemented to continuously improve water reuse rates. Through these efforts, [Longkou Hyundai Sungwoo Automotive](#) is making a practical contribution to the conservation of local water resources and the prevention of water pollution.



Water Pollutant Management

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Environmental Water Quality Management Process

Since 2019, [Hyundai Sungwoo Solite](#) has established a water quality management process to ensure the proper handling of wastewater generated at its facilities. The water used in production processes is supplied by the local municipal water system, and the resulting wastewater is treated through dedicated facilities and then discharged from the final discharge outlet in accordance with the legal standards. A portion of the treated water is reused within the plant for cleaning processes, thereby reducing tap water consumption.

As part of its wastewater management, a preliminary environmental impact assessment report is prepared to evaluate the potential impacts on water quality occasioned by the installation of new equipment or changes to processes. Based on this, optimal pollution prevention facilities are installed to minimize harmful environmental effects. The wastewater treatment plant is operated by dedicated personnel, using equipment that matches the specifications outlined in regulatory permits to ensure proper operation and to monitor pollutant levels. At least once a month, the company conducts internal water quality tests on discharged effluent, applying stricter internal standards beyond the legal requirements.

Based on the results of this systematic management and monitoring, [Hyundai Sungwoo Solite](#) sets long-term goals to reduce water consumption and increase wastewater reuse. These goals are established in consideration of the national water management master plan and local government policies, and their progress is regularly reviewed and disclosed through ESG reporting.

[Hyundai Sungwoo Casting](#) has been strengthening the water quality management system, focusing on the plants in Chungju

and Pohang. The Chungju plant operates a wastewater treatment facility utilizing the Membrane Bio-Reactor (MBR) process, whereby part of the treated water is reused as industrial water while the remainder is discharged in compliance with the legal standards. This approach helps reduce industrial water consumption and minimize pollutant levels in discharged effluent.

The quality of discharged water is analyzed monthly, and the internal management standards are set at 80% of the legal limits to ensure stricter control. Advanced water analysis equipment has been introduced to precisely monitor wastewater characteristics and operational parameters, enabling optimal facility performance.

Since establishing the Water Pollution Management Guidelines in 2018, the Pohang plant has adopted an integrated management system aligned with the ISO 14001 and ISO 45001 standards, enhancing operational practices to meet international benchmarks.

Building on these initiatives, [Hyundai Sungwoo Casting](#) has set future goals to expand wastewater reuse and improve effluent quality, which will be set in accordance with domestic water quality regulations and local government water management policies. The status of achievement of these goals will be reviewed on a regular basis and transparently disclosed through ESG reporting.



Waste Management

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

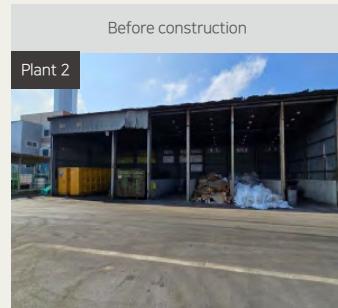
Appendix

Waste management is a critical component of fulfilling environmental responsibility. Efficiently managing and recycling waste helps conserve resources, minimize environmental impacts, and realize a circular economy, an essential practice for sustainable business operations. **Hyundai Sungwoo Solite** systematically manages the waste generated by its business activities, such as battery production, promotes recycling in order to reduce the volume of final disposal, and actively contributes to environmental protection.

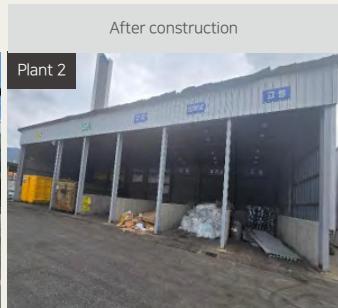
Environmental Waste Management Process

In 2019, **Hyundai Sungwoo Solite** enacted and implemented the Environmental Waste Management Process, which governs the entire lifecycle of waste, from generation to final treatment. This process applies safe and efficient methods of treatment tailored to each type of waste, with the aim of minimizing waste generation while maximizing recycling. Key procedures include reporting waste generation, establishing appropriate treatment plans by category, and conducting regular inspections and monitoring of the treatment process. All activities are carried out in strict compliance with the prevailing legal regulations and environmental protection standards. To ensure safe disposal, treatment outcomes are recorded, and waste is managed continuously and systematically with the goal of maintaining a sustainable environment.

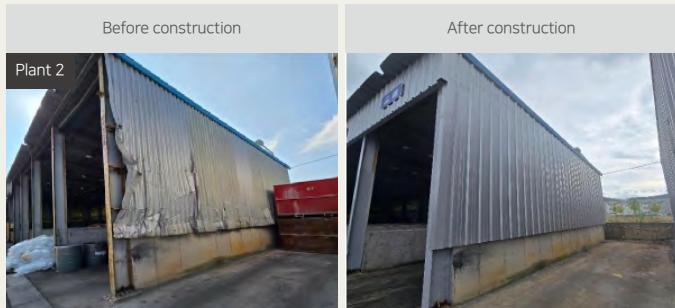
The Pohang plant of **Hyundai Sungwoo Casting** established its first Waste Management Guidelines in 2018, and revised them in 2020 by integrating the ISO 45001 and ISO 14001 standards. The Chungju plant updated the guidelines in 2023 and now monitors and manages waste disposal using the national "Allbaro" system, which tracks waste through its final treatment stage. By prioritizing our methods of recycling waste, we ensure that each type of waste is treated appropriately, and thereby reduce the volume of waste requiring final disposal. As a result, the recycling rate related to waste treatment reached 71.3% in 2024. In this way, resource circulation is prioritized while impacts on the environment are minimized, contributing to environmental protection.



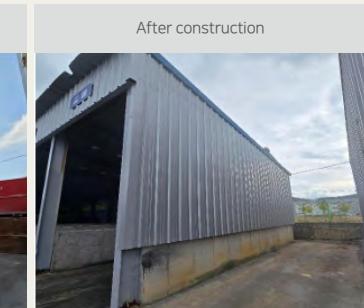
Before construction



After construction



Before construction



After construction

Replacement of the colored steel plate and signage on the front of the waste storage facility in Plant 2

Replacement of the colored steel plate and signs on the side of the waste storage facility in Plant 2.



Waste Management

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Waste Recycling Policy

1

We shall achieve “zero waste” at all our business sites by 2030.

2

We shall establish and implement strategies to comply with the final disposal rate and recycling utilization rate designated annually under the Circular Economy Performance Management System.

3

We shall assess the environmental impacts of both existing and newly registered waste, and give priority to reducing emissions and promoting recycling.

4

We shall carry out waste generation reduction activities by controlling monthly and annual waste generation volumes.

Establishment of Waste Recycling Policy

To firmly establish a sustainable management system, **Hyundai Sungwoo Solite** enacted its waste recycling policy in September 2024. This policy aligns with the Ministry of Environment's Basic Plan for Resource Circulation and aims to minimize waste generation, promote recycling, and reduce the volume of final waste disposal, thereby mitigating negative environmental impacts. With this initiative, we have been able to reinforce our commitment to sustainable management and actively promote the transition to a resource circulation economy.

[Waste Disposal Status]

Classification	Characteristic	Processing Method
Waste water sludge	Solid	Landfill
Sludge from other processes	Solid	Recycling (raw material manufacturing)
Spent batteries	Solid	Recycling (raw material manufacturing)
Waste sulfuric acid	Liquid	Recycling (raw material manufacturing)
Other types of slag	Solid	Recycling (raw material manufacturing)
Dust	Solid	Recycling (raw material manufacturing)
Waste oil paint	Liquid	High-temperature incineration
Waste oil paint	Solid	Recycling (raw material manufacturing)
Waste machine oil	Liquid	General incineration
Other waste mineral oils	Solid	General incineration
Other waste mineral oils	Solid	Recycling (raw material manufacturing)



Ecosystems and Biodiversity

Introduction

Environmental

Environmental Management System

Climate Change Response

Pollutant Management

Water Pollutant Management

Waste Management

Ecosystems and Biodiversity

Social

Governance

Appendix

Biodiversity is essential for the sustainable coexistence of humans and nature. Protecting all species and the ecosystems and habitats they interact with is a critical task for ensuring the health of our planet and the well-being of future generations. [Hyundai Sungwoo Solite](#) is committed to implementing sustainable management practices that minimize the potential impact of battery production activities on biodiversity and to positioning the company as a leader in the field of environmental protection.

Establishment of Biodiversity Protection Policy

In October 2024, [Hyundai Sungwoo Solite](#) established the "Biodiversity Protection Policy" to identify and proactively address any negative environmental and ecological impacts arising from its operations. Based on the Convention on Biological Diversity (CBD), we adhere to international nature conservation standards and focus on promoting the sustainable development of both ecosystems and human society.

Biodiversity Protection Policy

1

To protect biodiversity, we shall comply with national and local legal requirements within **protected areas** designated by the International Union for the Conservation of Nature (IUCN).

2

When planning projects such as site expansions that may increase our environmental impact, we shall **assess the risks to biodiversity in advance and conduct continuous monitoring to establish preventive measures.**

3

When necessary, we shall **assess biodiversity** within and around our business sites, **identify protected species, and develop conservation strategies.**

4

In addition, we shall collaborate with local stakeholders near our business sites **to establish plans for biodiversity conservation, restoration, and enhancement.**



Ecosystems and Biodiversity

Introduction

Environmental

- Environmental Management System
- Climate Change Response
- Pollutant Management
- Water Pollutant Management
- Waste Management
- Ecosystems and Biodiversity

Social

Governance

Appendix



Implementation and Evaluation of Biodiversity Protection

Based on the biological diversity protection policy, [Hyundai Sungwoo Solite](#) has established concrete action plans and carries out ongoing conservation activities aimed at continuous evaluation and improvement. We regularly assess biodiversity risks within and around our business sites to minimize potential negative impacts, and collaborate with our partners in jointly implementing biodiversity protection initiatives. As a result of these efforts, we not only practice sustainable environmental management but also fulfill our social responsibility.

Regular Monitoring of Impacts on Ecosystems

We conduct monthly assessments of the ecological impact of sulfuric acid wastewater discharge on river ecosystems and proactively identify potential environmental risks.

Legal Compliance and Environmental Measurement

We conduct regular monitoring of water and air quality in accordance with the Water Environment Conservation Act and the Air Environment Conservation Act.

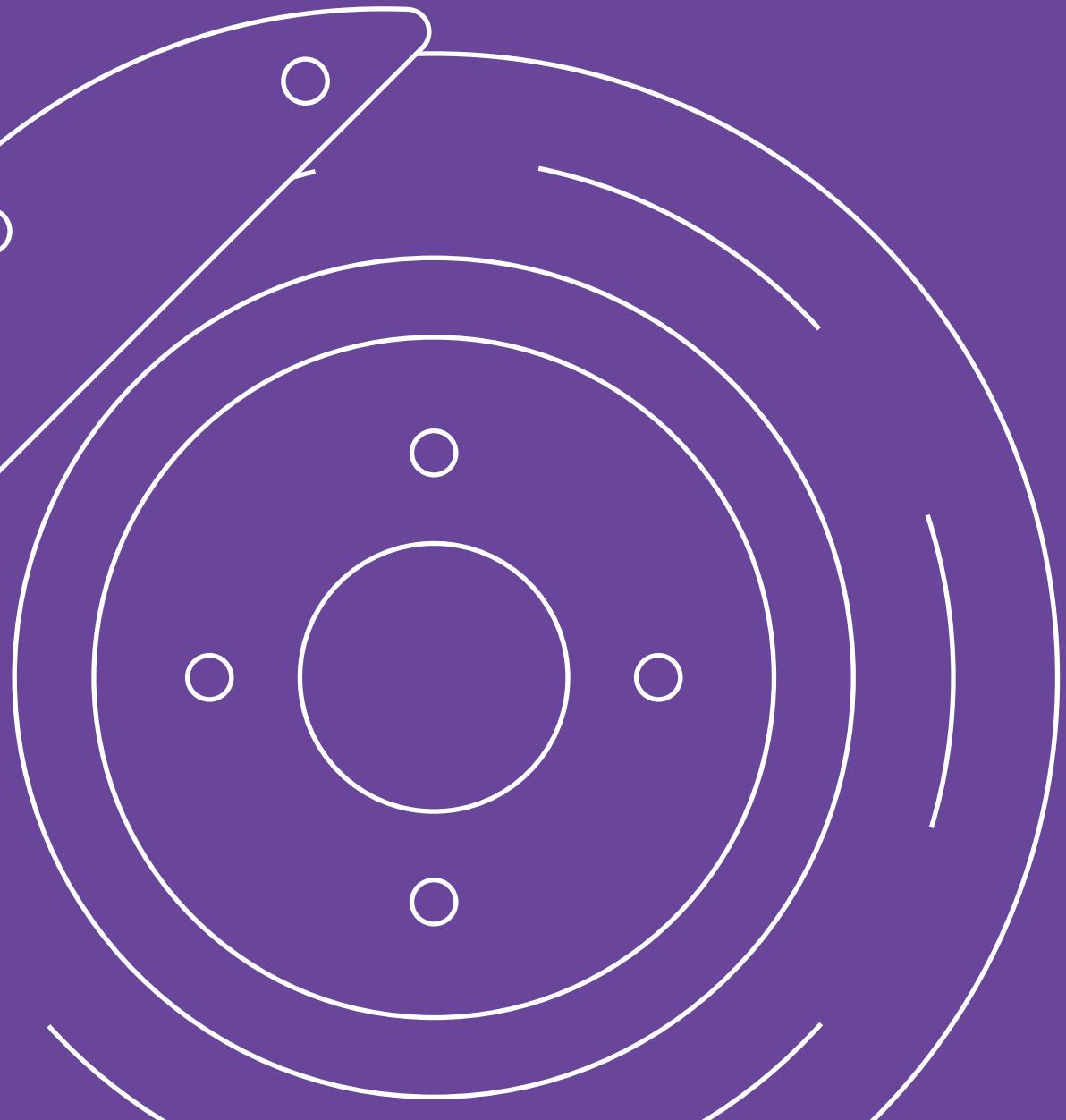
Immediate Response to Abnormal Data

We commission specialized institutions to thoroughly investigate the impact on biodiversity and implement appropriate conservation measures.

Biodiversity Protected Areas and Risk Assessment

We assess and manage biodiversity risks in compliance with domestic and international biodiversity protection laws, as well as IUCN protected area standards.

In accordance with the environmental policy established in 2024, Longkou Hyundai Sungwoo Automotive has developed a proactive response system to identify and minimize the impact of its business activities on biodiversity and local ecosystems. When expanding or modifying plant facilities, we plan to avoid sensitive habitats and conduct thorough Environmental Impact Assessments (EIA) to prevent potential ecological disturbances. An internal review framework has also been established to ensure that in the unlikely event of disruption, ecological conservation and restoration measures can be implemented concurrently. We continuously monitor biodiversity-related regulations and international standards and are strengthening the foundation for reducing environmental impacts across the supply chain by adhering to sustainable resource procurement policies (purchasing FSC-certified materials first). We are currently collecting relevant data, and we plan to gradually establish a biodiversity monitoring system and educational programs in collaboration with local environmental agencies and experts.



Social

Talent Management	48	Customer Satisfaction	72
Occupational Health and Safety	55	Social Contribution	73
Mutual Growth	70	Human Rights Management	75



Talent Management

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** believe that people with diverse talents coming together can create greater value. We seek individuals who are passionate and bold, able to adapt flexibly to change, and grow together with us. We wholeheartedly support our employees in demonstrating their capabilities and embracing broader possibilities, creating an organizational culture that fosters sustainable growth together.

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Ideal Talents

As **Hyundai Sungwoo Solite** and **Hyundai Sungwoo Casting** expand globally, we continuously pursue innovation and seek talents who can generate synergy by rising to meet new challenges. Based on this vision of talent, we consider the following core values to be important.

All Hyundai Sungwoo employees must possess fundamental virtues and qualities, and are expected to act with courtesy as a basic virtue in all their endeavors.

Individuals with foundational virtues

Foundational Virtues



Sound Value System

Individuals with strong moral values and integrity

We seek young individuals who understand that a company is also a member of society, and who possess a sound value system that enables them to contribute as responsible members of an organization. We value those who strive for personal growth, appreciate the worth of hard work, and embrace the spirit of perseverance.

They are young talents who constantly challenge themselves with new ideas and create new value by fully demonstrating and applying their knowledge and abilities.

Creative and innovative individuals

Rich Creativity

Spirit of Challenge

Individuals actively pursuing the creation of new value

We are looking for talents who cultivate their skills and capabilities in line with the changing currents of the times, broaden their perspectives and knowledge, and boldly take on the challenge of creating new value. Even when faced with adversity, they remain resilient and never give up.

Talent Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

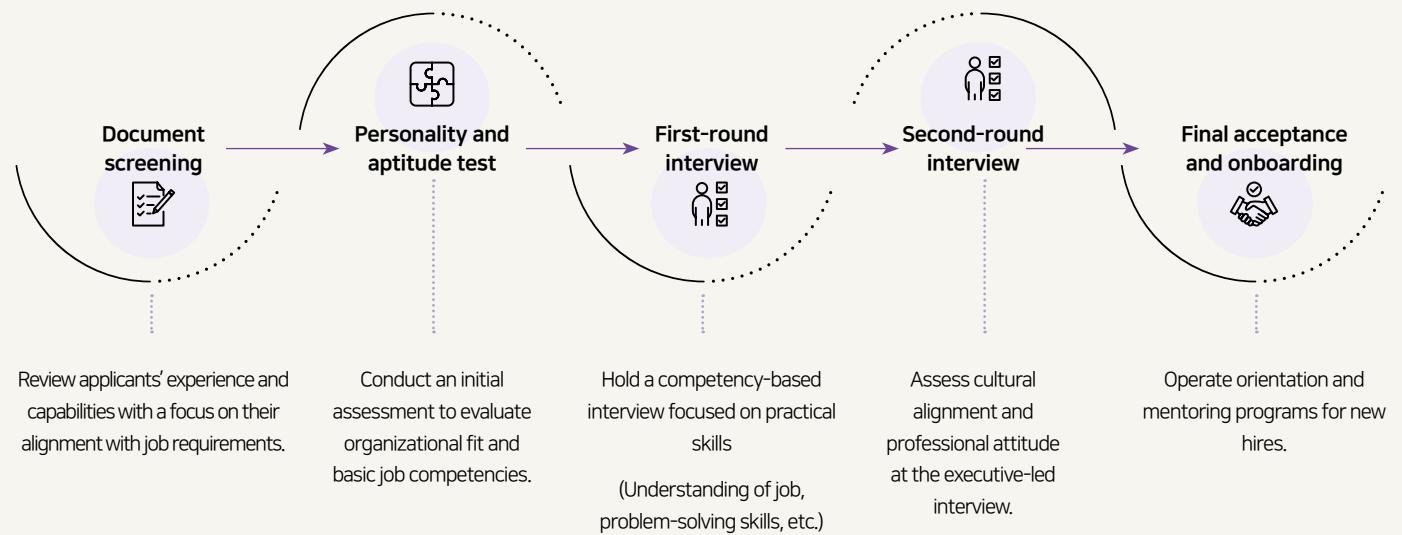
Governance

Appendix

Employment

Recruitment Process

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) select candidates through a comprehensive evaluation of both job competencies and "organizational fit", according to the procedures outlined below.



[New Employee Onboarding Program]

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) operate a variety of onboarding programs to help new employees adapt smoothly to the organization and to instill them with a strong sense of belonging. We also operate a mentoring system in which new employees are matched with senior employees who nurture their understanding of the company culture and help them to transition effectively into their roles.

In addition, we continuously strive to create an employee-friendly work environment through in-house club activities, an internal recommendation system, employee benefit support, and the operation of an employee lounge. From the very beginning of new recruits' employment, we provide multifaceted support to ensure their smooth integration and focused engagement in the workplace.



Talent Management

| Fair Evaluation and Compensation

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) conduct fair and unbiased evaluations of employee performance and capabilities, providing reasonable compensation and growth opportunities based on the results.

Evaluations are carried out annually and take into account a comprehensive range of factors including attitude, job competency, and work performance. Fairness is ensured through a process consisting of a self-evaluation and primary and secondary evaluations, in which the evaluation items and weighted values are applied differently depending on job level so as to reflect the characteristics and level of responsibility of each job.

Evaluation outcomes are directly linked to promotions, performance bonuses, and salary increases. Employees who demonstrate outstanding performance are rewarded accordingly.

Through this performance-based and equitable HR management system, [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) aim to boost their employees' motivation and drive sustainable organizational growth.

Introduction

Environmental

Social

Talent Management

Occupational Health and Safety

Joint Growth

Customer Satisfaction

Social Contribution

Human Rights Management

Governance

Appendix

Performance Evaluation and Compensation System

| Welfare System

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) operate a wide range of employee welfare programs to help staff maintain a healthy work-life balance within a stable environment. By providing practical support tailored to individual life stages and family circumstances, we aim to build a foundation for mutual growth between the organization and our employees. We will continue to enhance the quality of life for our employees by actively implementing diverse welfare initiatives and fostering a work environment that encourages focus, engagement, and long-term commitment.

[Main Welfare Items]

Recharge Support	Leisure support, such as summer vacation and vacation allowances, is provided in partnership with resort facilities.
Health Care Support	Employees (and their spouses) receive comprehensive health checkups and flu vaccination support.
Condolences and Awards	Condolence leave and condolence money are available to employees, and the company also operates a model employee and long-term service award system.
Child Support	Tuition fee subsidies are provided for employees' preschool children, while tuition support is available for employees' children who are attending middle school, high school, or university.
Holiday and Anniversary Gifts	Small gifts are given on holidays, anniversary, and birthdays.
Meals and Other Support	The company provides meals and operates a cafeteria and a commuter bus to transport employees to the plants.



Talent Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Education Management System]

	Target	Manager	Senior/Chief/Executive
Personal Capacity Development	By organizational level	Onboarding training for new employees	Promotion training (Manager → Senior)
	By job function	Basic job training	Job competency improvement training
	Common competencies	GPC education (future competitiveness/automotive industry/foreign language)	In-house training
	Legal education	Five major types of statutory compulsory education	

Talent Management

Introduction

Environmental

Social

Talent Management

Occupational Health and Safety

Joint Growth

Customer Satisfaction

Social Contribution

Human Rights Management

Governance

Appendix

| Parental Leave and Reduced Working Hours System

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** operate parental leave and reduced working hour programs to help employees balance work and childcare responsibilities. We support employees in their efforts to strike a healthy work-life balance and help prevent career interruptions by offering flexible work arrangements and guaranteed leave options tailored to the timing and circumstances of child-rearing.

Work-life Balance

[Childbirth, Childcare, and Family Care Support System]

Category	Policy	Main Contents
Childbirth	Reduced working hours during pregnancy	Pregnant employees are entitled to a 2-hour reduction in their daily working hours during the early stages of pregnancy (within 12 weeks) or the late stages of pregnancy (32 weeks or more).
	Prenatal and postnatal leave	Female employees are entitled to 90 days of maternity leave before and after childbirth (120 days for multiple births and 100 days for premature births).
	Stillbirth/miscarriage leave	Leave is granted based on the stage of pregnancy in the event of miscarriage or stillbirth, to support the health and recovery of the employee.
	Infertility treatment leave	Employees undergoing infertility treatments such as artificial insemination or in vitro fertilization are eligible for up to 6 days of leave per year (first 2 days paid).
	Prenatal checkup	Paid time off is provided for prenatal check-ups: once every 4 weeks up to the 28th week, once every 2 weeks from the 29th to 36th week, and once a week from the 37th week onward.
	Spousal paternity leave	Male employees whose spouse has given birth are entitled to 20 days of paid paternity leave within 120 days of the birth (up to three separate periods).
Childcare	Parental leave	Employees with children under the age of 8 or in the second grade or below are eligible for up to 18 months of parental leave (up to three separate periods).
	Reduced working hours during childcare period	Both male and female employees can use reduced working hours for up to 3 years per child to raise a child under the age of 12 or in the 6th grade of elementary school or lower (in monthly increments).
Family Care	Granting parenting time	Female employees with infants under 12 months are entitled to two paid breastfeeding breaks per day, each lasting at least 30 minutes.
	Tuition fee support for preschool children	Financial support is provided for the tuition of preschool-aged children.
	Family care leave	Employees may take up to 90 days of leave (in monthly increments) to care for grandparents, parents, spouse, in-laws, children, or grandchildren in the event of illness, accident, or aging-related needs.
	Family care leave	Employees may take up to 10 days of unpaid leave in urgent situations requiring care for a grandparent, parent, spouse, parent-in-law, child, or grandchild due to illness, accident, aging, or child-rearing needs.



Talent Management

Social Dialogue

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

| Labor-Management Policies and Labor-Management Cooperation Activities

Hyundai Sungwoo Solite maintains a cooperative labor-management relationship built on mutual trust and respect. Quarterly labor-management council meetings are held to discuss key issues such as wages, employee welfare, working conditions, and safety management. Through collective bargaining agreements with labor unions, the company clearly defines working conditions and institutional policies, reinforcing a structured foundation for labor relations and promoting ongoing communication based on trust.



Hyundai Sungwoo Casting also holds regular quarterly labor-management council meetings, not only to improve working conditions, such as wage increases and negotiation settlement bonus payments, but also to promote various labor-management exchange activities. These include the Yutnori Tournament held at the Pohang plant, the One-Heart Sports Day, joint roundtable meetings between key labor and management representatives, team-building events, and company outings at the Chungju plant. Such events and communication opportunities help strengthen bonds among employees and foster a collaborative labor culture.



Longkou Hyundai Sungwoo Automotive operates labor-management systems based on the relevant laws and internal regulations to ensure a fair and safe working environment. Regular training and inspections are conducted to promote industrial health and safety, protect human rights, and improve working conditions.





Talent Management

Introduction

Environmental

Social

Talent Management

Occupational Health and Safety

Joint Growth

Customer Satisfaction

Social Contribution

Human Rights Management

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** operate a six-month mentoring program to help new employees adapt quickly to the organization and strengthen their engagement at work. Mentors, who are selected based on specific criteria, focus on onboarding-related activities. Through this mentoring system, we aim to strengthen our internal networks and foster a culture of mutual learning among employees.

Operation Method	The mentoring program, managed by the Management Support Team, runs for six months and provides one-on-one mentor-mentee matching and monthly activity reports.
Support Contents	Support is provided for a certain amount of activity expenses required for monthly activities.
Evaluation and Awards	Outstanding mentors are selected and awarded bonuses during the year-end review session.
Operational Goals	New employees are assisted by their mentors in adapting to the organization and strengthening their job competencies, thereby fostering mentor leadership and promoting a positive organizational culture.

Mentoring System Operation

Organizational Culture

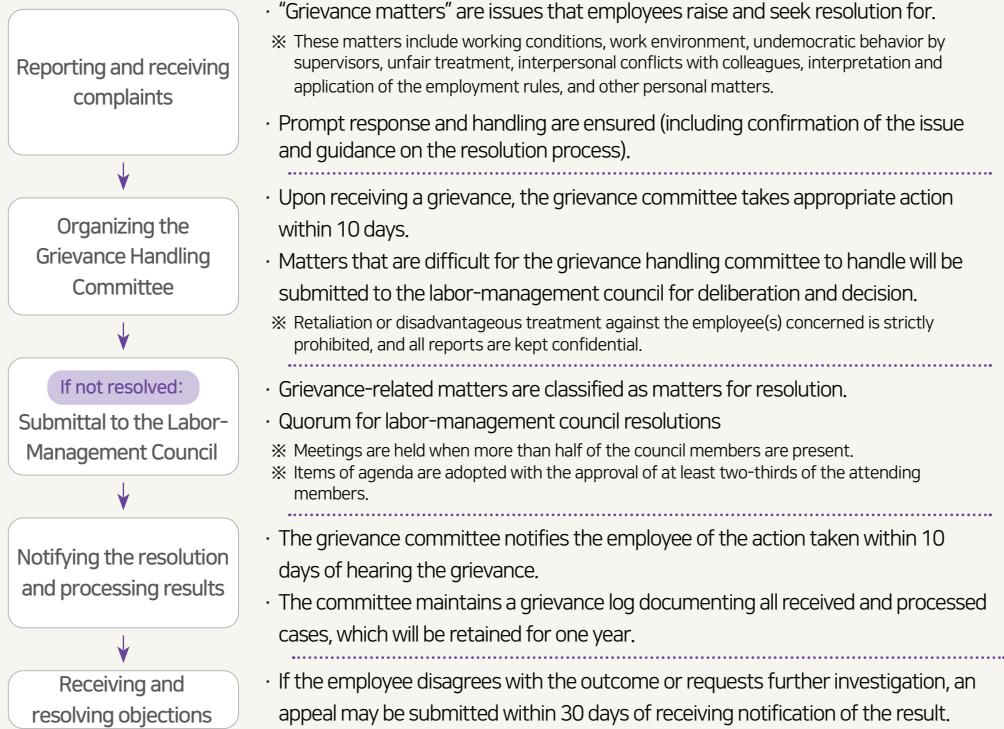
Grievance Handling System

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** operate a grievance resolution system to help employees address various challenges encountered during their work and resolve organizational conflicts, fostering a culture of trust within the company. This system ensures a prompt and responsible response to grievances, while actively working to protect employee rights and build a trust-based organizational environment. The types of grievances handled include issues related to working conditions, unfair treatment, and human rights violations. The system is designed to provide practical and effective support for safeguarding employee welfare.

Grievance Reporting Procedure

[Hyundai Sungwoo Solite's Grievance Reporting Website](#)

[Hyundai Sungwoo Casting's Grievance Reporting Website](#)



Employee Satisfaction and Opinion Gathering

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** regularly conduct employee satisfaction surveys, including in-depth interviews, to assess employees' satisfaction with the workplace and their perceptions of the organizational culture.

These surveys are carried out through qualitative interviews covering such areas as engagement with work, working conditions, welfare programs, and the overall organizational culture. The results serve as valuable input for identifying areas of improvement and reviewing HR policies.



Occupational Health and Safety

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Hyundai Sungwoo Solite

- 1 We prioritize health and safety activities above all else, **striving to protect the safety and well-being of all workers**, including our partners' employees.
- 2 We establish health and safety management **objectives and operate an optimal health and safety management system** through strategic planning, regular monitoring, and continuous improvement.
- 3 We are leading the **establishment of a safety culture** by providing continuous, customized training for employees and operating diverse communication channels to **embed safety into everyday practices**.
- 4 We fully comply with the health and safety laws and regulations, and **create a safe and comfortable work environment** through robust evaluations and improvements of hazardous and harmful factors.

Hyundai Sungwoo Casting

- 1 We define the **life and safety of our customers and employees** as our highest management goal.
- 2 We promote **safety awareness and the safety culture** by encouraging the active participation of both employees and partners.
- 3 We set safety goals, conduct regular evaluations, and pursue ongoing improvements with the aim of building **a robust safety system**.
- 4 We exceed internal and external legal and social expectations by practicing **safety at a level** that meets societal values.

Longkou Hyundai Sungwoo Automotive

- 1 Guided by the core principles of "**Safety First, Prevention-Oriented, and Integrated Management**," we implement a safety production system to safeguard the lives and health of all our employees and our partners' employees.
- 2 We strictly comply with the relevant laws and regulations, proactively eliminate risk factors, and prevent accidents in order to **fulfill our corporate social responsibility** by creating a safe and pleasant working environment.
- 3 We enhance the effectiveness of our health and safety activities through the efficient operation of systems and continuous performance improvements, **fostering a company-wide safety culture**.
- 4 We strengthen our practical safety management capabilities through **regular training, voluntary inspections, and emergency response drills** based on the participation of all employees, integrating safety as a core element of our business operations.

Occupational Health and Safety System

Health and Safety Management Policy

Hyundai Sungwoo Solite is fostering a safety culture across the organization by establishing and implementing management goals, providing tailored training, and ensuring compliance with regulations to realize a "work environment centered on safety and health."

Hyundai Sungwoo Casting upholds "the life and safety of customers and employees" as a core value and operates a performance-based management system by setting specific indicators such as accident rate, severity rate, and Safe T-Score achievement rate, as well as operating a performance target system for each department. In addition, we have introduced a system for evaluating and managing the health and safety activities of managers and supervisors, enabling systematic oversight of safety performance and driving continuous improvement initiatives.

Longkou Hyundai Sungwoo Automotive has adopted "prevention-focused integrated safety management" as the key policy and runs a company-wide health and safety system with ambitious goals - such as zero accidents, zero occupational diseases, and over 95% control of hazardous factors. Each department sets quarterly targets and quantitatively manages metrics such as incidents, hazardous factors, training, and personal protective equipment (PPE) usage, while a dedicated health and safety team continuously monitors performance outcomes.



Occupational Safety and Health

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Direction of Health and Safety Management Promotion]

Hyundai Sungwoo Solite has set “zero accidents” as its health and safety management vision and is promoting strategic and systematic management to establish a strong safety culture and enhance employees’ health.

Hyundai Sungwoo Casting places “the life and safety of its employees and customers” as its highest value, proactively implementing health and safety management by preventing accidents and managing employees’ health. Based on these visions and implementation directions, we carry out health and safety activities centered on the following shared strategic initiatives.

Longkou Hyundai Sungwoo Automotive adopts “Safety First, Prevention-Oriented, and Integrated Management” as the core policy, and has established a health and safety system aimed at preventing major accidents and eliminating occupational diseases, with the full participation of all employees and external partners. We promote a practice-oriented safety culture by operating a safety production accountability system, assessing hazardous factors on a regular basis, and setting quantitative safety goals such as achieving 100% distribution of personal protective equipment. In the event of an accident, we strengthen our post-management system by analysing the root cause of the accident and taking immediate corrective actions.

[Strategic Initiatives]



Establish a Safety Culture

We have embedded a safety culture throughout the entire organization via awareness campaigns, voluntary inspections, risk assessments, and health and safety suggestion programs.



Strengthen the Process Safety Management System

To proactively eliminate process-related hazards and ensure equipment safety, we have established a Process Safety Management (PSM) system, conduct regular inspections, and provide specialized training.



Strengthen Workers’ Health Management

We have enhanced our workers’ health protection system through regular health checkups, monitoring of the workplace environment, investigation of hazardous and harmful factors, distribution of personal protective equipment, and continuous improvement of working conditions.



Secure Crisis Management Response Capabilities

We have strengthened our emergency response capabilities through drills, control of high-risk tasks, contractor safety management, and fire and gas protection training.



Secure Crisis Management Response Capabilities

We have strengthened our emergency response capabilities through drills, control of high-risk tasks, contractor safety management, and fire and gas protection training.

Occupational Safety and Health System

[Health and Safety Management Promotion Procedure]

PLAN

Establishment of policy and plan

DO

Execution and operation

CHECK

Inspection and corrective action

ACTION

Review by the health and safety management officer



Occupational Safety and Health

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Organization and Governance

At the Gyeongju Plant of [Hyundai Sungwoo Solite](#), the Environmental Safety Team consists of six members, while two dedicated health and safety personnel at the headquarters oversee health and safety issues at the headquarters, the Gyeongju plant, and the Integrated Research Center. A joint labor-management inspection meeting is held each month to identify on-site health and safety issues and promote improvement activities.

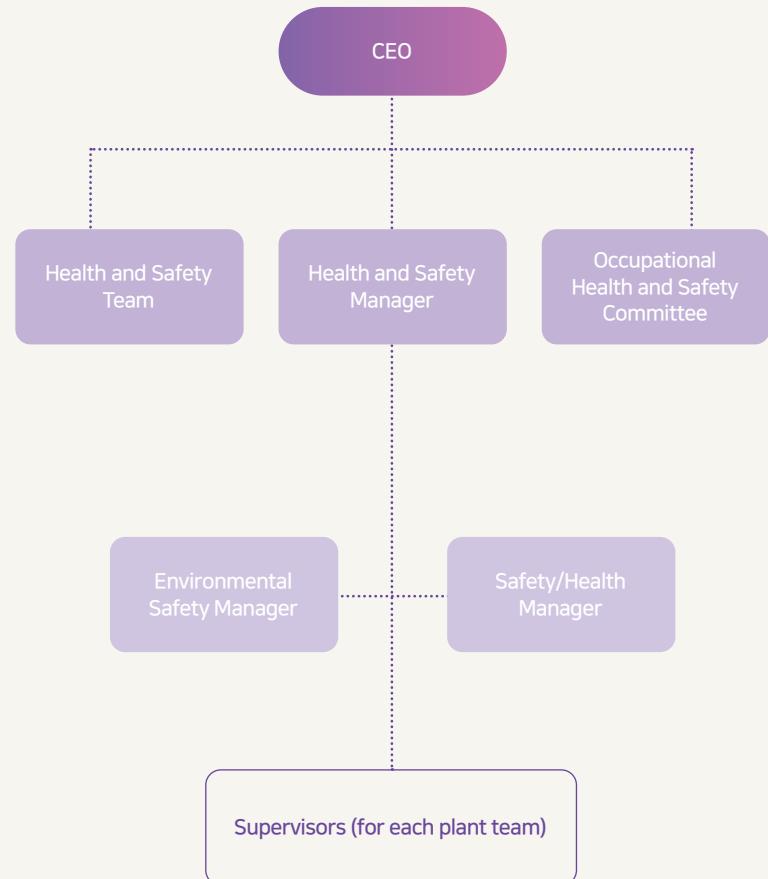
[Hyundai Sungwoo Casting](#) operates Environmental Safety Teams at the Pohang plant (six members) and Chungju plant (nine members), and is conducting environmental, safety, and health operations. Two dedicated health and safety personnel at the headquarters manage safety-related tasks across all business sites. The Industrial Health and Safety Committee convenes at least once per quarter at the Pohang plant (currently every two months as of 2025) and once a month at the Chungju plant.



Occupational Health and Safety System

[Chart of Health and Safety Management Organization]

※ The organizational chart shows a single entity in the report, but it is operated independently by each company.





Occupational Safety and Health

Risk Prevention and Education Activities

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

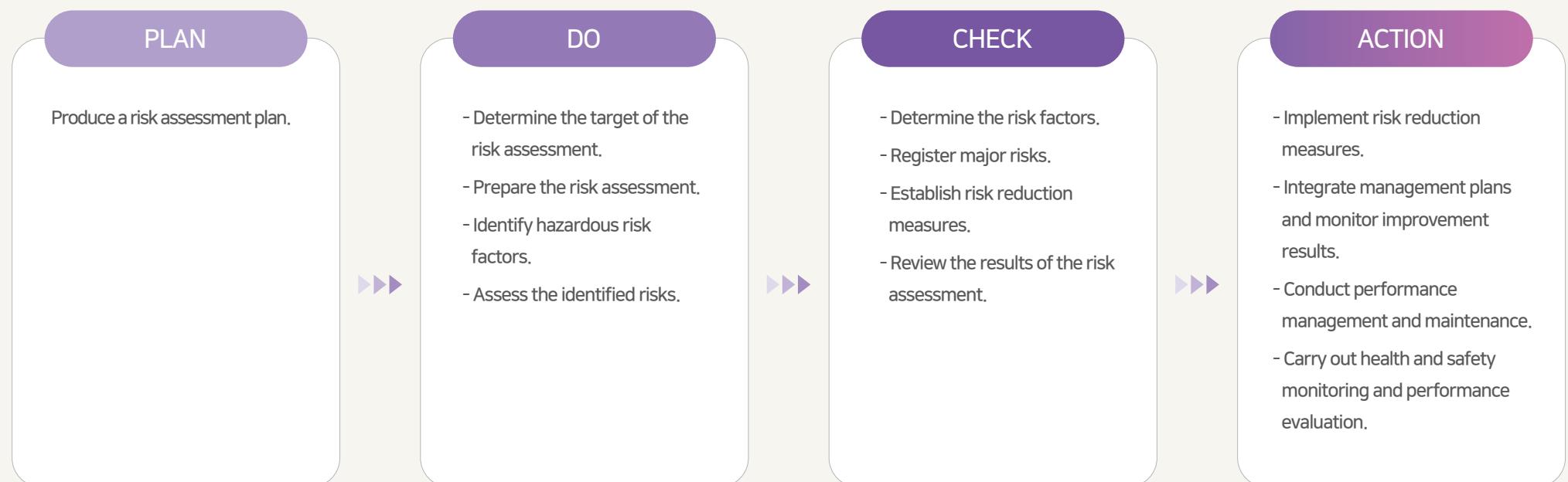
| Risk Assessment Management

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) conduct risk assessments based on the PDCA (Plan–Do–Check–Action) cycle to systematically identify and improve hazardous and harmful factors, with the aim of preventing industrial accidents and creating a safe and pleasant working environment. This process evaluates potential risks embedded across all manufacturing activities and seeks to enhance health and safety performance by reducing risks and carrying out continuous improvement activities.

Since 2025, [Hyundai Sungwoo Solite](#) has held monthly joint labor-management inspection meetings and identified issues to reflect in the risk assessment for each process. At [Hyundai Sungwoo Casting](#), the Pohang plant conducts regular biannual risk assessments, while the Chungju plant does so once a year. In the event of an incident, ad hoc assessments are carried out as and when required.

[Longkou Hyundai Sungwoo Automotive](#) performs both regular and ad hoc risk assessments under an integrated management system encompassing quality, environment, and occupational health and safety. Daily inspections and scheduled patrols are conducted to proactively identify hazardous factors on-site and link findings to improvement activities.

[Risk Assessment Process]



Occupational Safety and Health

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

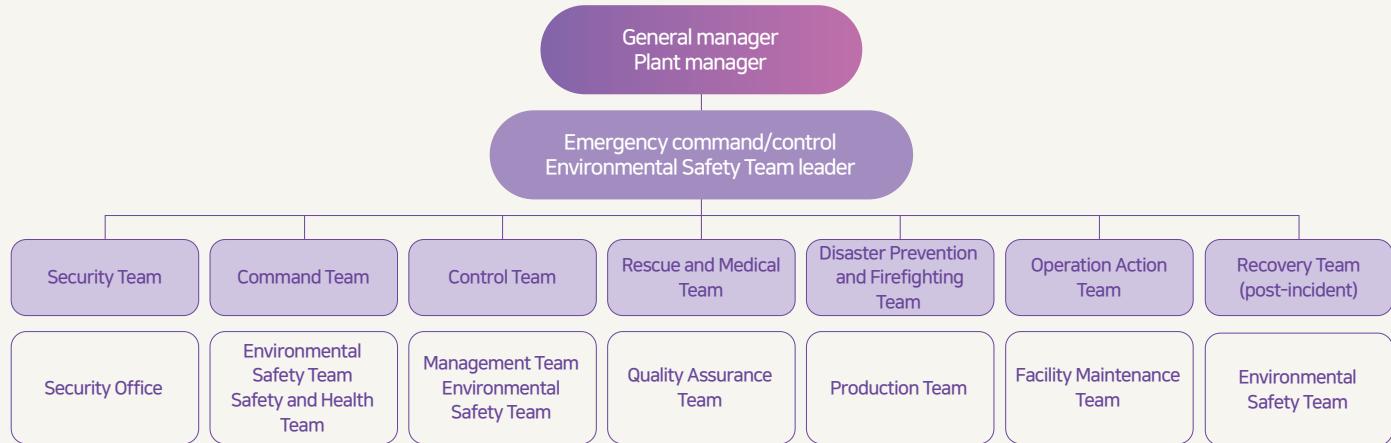
Appendix

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** have established and are operating Emergency Response Plan Guidelines to prioritize the protection of employees' lives and safety, while minimizing asset losses. To respond promptly to various types of emergencies, including fires, explosions, hazardous chemical leaks, environmental pollution, and natural disasters, we have developed response plans based on pre-planned scenarios and maintain an emergency control organization.

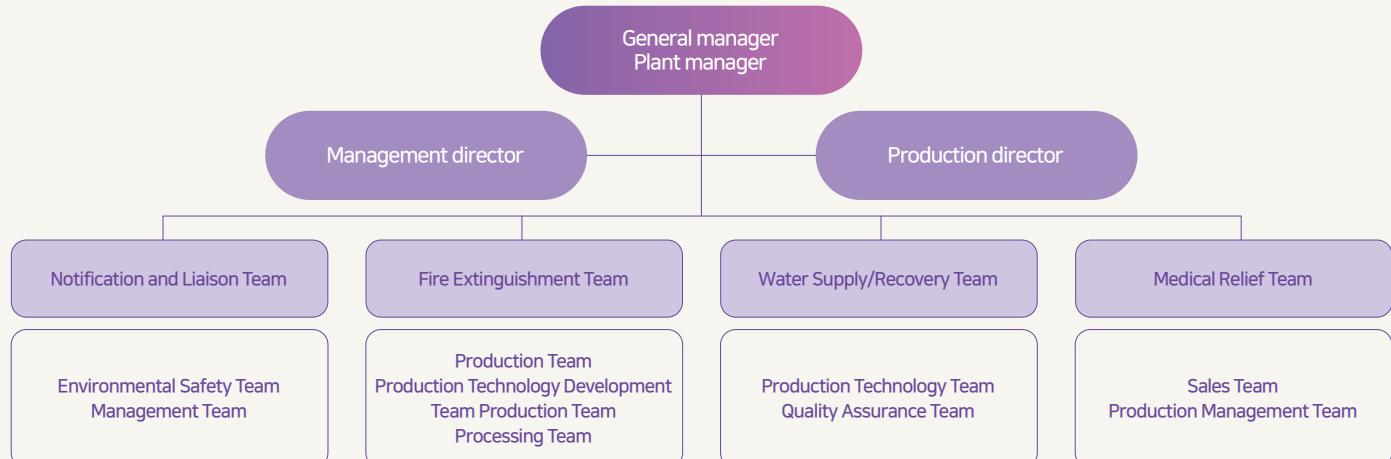
The emergency response team is organized with clearly defined roles for each stage, including assessing the emergency situation, issuing alarms, performing initial firefighting actions, guiding evacuation, executing emergency measures, handling media responses, and reporting to the relevant agencies. Each business site forms its own response organization tailored to the type of emergency and site-specific characteristics. In the event of an emergency, each team immediately responds according to pre-assigned tasks. This structure ensures rapid decision-making and seamless coordination during crisis situations.

Emergency Response

[Chart of Emergency Response Organization of Hyundai Sungwoo Solite]



[Chart of Emergency Response Organization of Hyundai Sungwoo Casting]





Occupational Health and Safety

Emergency Response

Introduction

Environmental

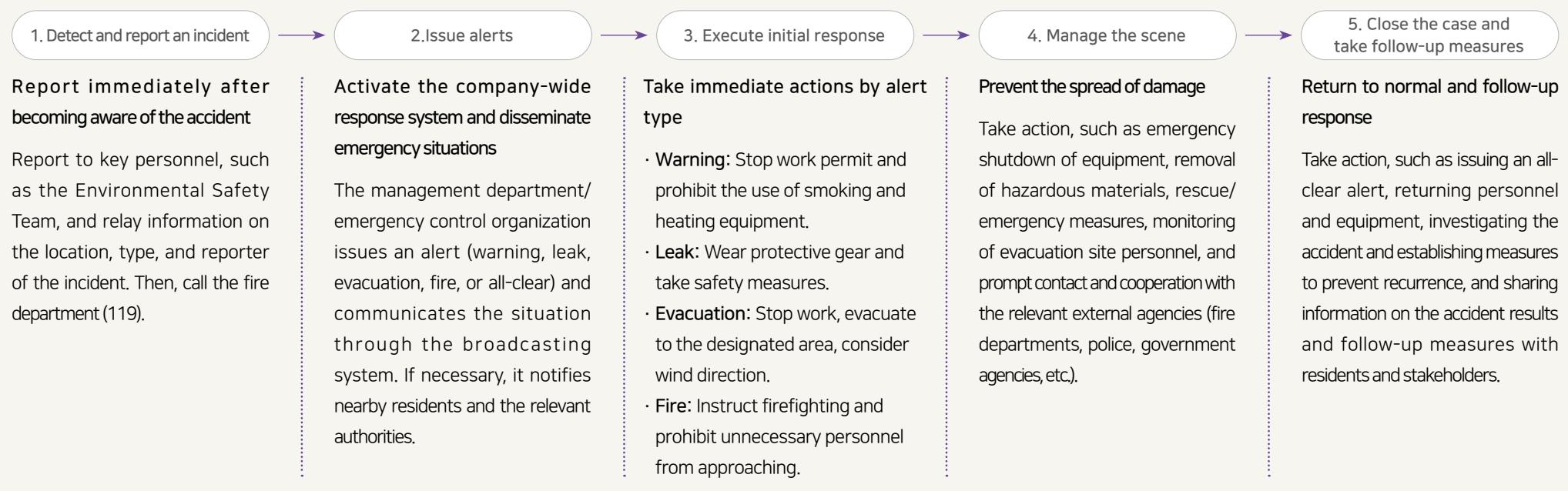
Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Emergency Response: Step-by-Step Process]





Occupational Health and Safety

Emergency Response

Introduction

Environmental

Social

Talent Management

Occupational Health and Safety

Joint Growth

Customer Satisfaction

Social Contribution

Human Rights Management

Governance

Appendix

[Emergency Response Drills]

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** conduct regular emergency response drills based on annual plans to proactively prepare for major industrial accidents involving hazardous chemicals, city gas, explosions, and fires, based on actual accident situations. We design training scenarios that focus on immersive, hands-on drills led by hands-on workers, aiming to strengthen employees' response capabilities and ensure swift and accurate action in the event of an incident.

*Major Emergency Response Training Performance in 2024

Training for natural gas (city gas) leak response

- Date: July 2024
- Location: Gyeongju plant of Hyundai Sungwoo Solite
- Details: Reflecting the characteristics of sites that handle city gas, the plant conducted drills simulating gas leak incidents, including fire suppression, first aid, and leak containment exercises.

Response Team against sulfuric acid spill

- Date: November 2024
- Location: Gyeongju plant of Hyundai Sungwoo Solite
- Details: The plant carried out comprehensive response drills simulating chemical leaks from the facility that handles hazardous chemicals (e.g., sulfuric acid). The drills included mandatory wearing of protective suits, sealing of leaks, and the transportation of injured personnel.

Joint fire training with Chungju Fire Department

- Date: December 2024 (once per year)
- Location: Chungju plant of Hyundai Sungwoo Casting
- Details: The plant collaborated with local fire departments to review the external response systems. Joint drills focused on practical response actions such as fire extinction, water supply, evacuation guidance, casualty rescue, and medical response.

Joint fire drill with 119 Steel Safety Center

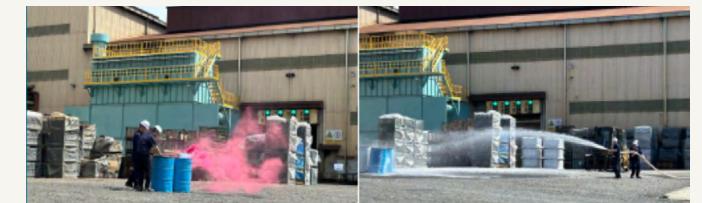
- Date: May and June 2024 (two times a year)
- Location: Pohang plant of Hyundai Sungwoo Casting
- Details: The plant conducted a comprehensive fire response drill, including warehouse fire simulation training, role familiarization for in-house fire brigades, response time reduction exercises, and training on the operation of broadcasting systems.



Natural gas leak emergency response and evacuation drill at the Gyeongju plant of Hyundai Sungwoo Solite.



Joint training of the Chungju plant of Hyundai Sungwoo Casting with Chungju Fire Department.



Joint training of the Pohang plant of Hyundai Sungwoo Casting with 119 Steel Safety Center.



Occupational Health and Safety

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) prioritize the health and safety of their employees by implementing rigorous management of chemicals and hazardous substances within the workplace. Facilities that handle hazardous chemicals are equipped with leak detectors, personal protective equipment (PPE) cabinets, and containment tools to enable an immediate response in the event of an emergency. In addition, personnel responsible for handling hazardous substances undergo regular inspections and receive training aimed at enhancing operational safety. We also minimize unnecessary exposure to risks effectively by checking the Material Safety Data Sheet (MSDS) for all chemicals before their use and by purchasing and using them only after obtaining approval from authorized personnel in accordance with the legal requirements. Furthermore, we are developing response scenarios to mitigate damages in the event of a leak and carry out ongoing drills and improvement activities to reinforce our state of preparedness. To ensure worker safety, we apply a prevention-focused management process throughout the entire process, from procurement to usage and disposal, to ensure the highest level of worker safety.

Chemical and Hazardous Materials Management

[Chemical and Hazardous Materials Management Process]

Step	Key Procedures	Details
① Planning	Establishment of plans for the use of new chemical substances	Establish a plan for the use of new or changed chemicals and hazardous substances and conduct a prior review.
	Appointment of administrators	Assign management responsibility to a qualified person who meets the legal requirements.
	Classification of hazardous chemicals	Determine the legal classification of permit requirements of the substance.
② Inspection and Review	Monitoring and inspection	Conduct regular and periodic inspections of all processes, from handling and storage to use.
	Inspections and checks	Check for abnormalities and analyse the causes when risk factors are found.
	Permission and approval	Perform the permit application and approval procedures according to the relevant laws, when using hazardous chemicals.
③ Permission and Measures	Installation of storage facilities	Install and maintain storage facilities that meet the legal standards.
	Purchase/Use	Purchase and use only registered hazardous chemicals and follow the safe handling guidelines.
	Response to abnormalities and reporting	Upon detecting an abnormality, immediately respond to the risk, take corrective actions and record them in the ledger, and report the details to the relevant department or agency.



Occupational Health and Safety

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Operation of the Zero-Accident Reward Program]

The Gyeongju plant of Hyundai Sungwoo Solite operates a “zero-accident reward program” aimed at fostering a voluntary safety culture in the workplace and preventing industrial accidents. This program provides monetary rewards to each work team upon achieving 100 consecutive accident-free days, with the goal of encouraging voluntary participation in accident prevention efforts. Beyond financial incentives, it serves as a key initiative for establishing a self-directed safety management system on-site and fostering a culture of zero accidents. It also functions as a practical driver for preventing industrial accidents and creating a safer, more comfortable working environment.

Category	2022	2023	2024
Zero-accident	KRW	KRW	KRW
bonus*	26,520,000	20,610,000	21,740,000

* The reward is provided to each work team upon achieving 100 consecutive accident-free days. The amount is calculated based on the number of team members and the number of times the goal is achieved. (From KRW 10,000 for the first achievement to KRW 50,000 for the fifth and subsequent ones.)

Health and Safety Activity Programs and Campaigns

[In-house Smoking Cessation Campaign]

Gyeongju plant of Hyundai Sungwoo Solite conducted an in-house non-smoking campaign in 2024 as one of its health initiatives designed to protect workers' respiratory health and prevent industrial accidents.

Organized in collaboration with the local public health center, the campaign aimed to raise awareness about the health risks of smoking and the importance of quitting. On-site booths were set up where professional staff provided counseling and smoking cessation support programs, creating a practical space for education and participation to promote health and disease prevention among employees.

[Operation of the Near-Miss Incident Reporting Incentive Program]

The Chungju plant of Hyundai Sungwoo Casting operates a near-miss reporting and incentive program to identify early signs of minor incidents and prevent major industrial accidents. Employees can submit near-miss reports, which are reviewed for potential improvements, and rewards are granted at the end of the year based on the results of their implementation. Incentives are distributed based on the number of submissions, the quality of the proposals, and participation for each process, contributing to encouraging employees' voluntary participation and activating field-oriented risk improvement activities.

[Operation of the Zero-Accident Incentive Program]

The Pohang plant of Hyundai Sungwoo Casting sets zero-accident targets to foster a shared sense of responsibility and prevent workplace accidents. Upon achieving the assigned target period, departments receive a reward of KRW 50,000 to KRW 100,000 per person, depending on whether they achieve one to three times their assigned target period; and the best-performing department receives an additional KRW 100,000 per person. Outstanding employees are awarded KRW 500,000 and two days of paid leave.



Occupational Health and Safety

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Health and Safety Activity Programs and Campaigns

[Operation of the Mobile Oriental Medicine Program for the "3050 Generation"] * Employees in their 30s to 50s

Pohang plant of Hyundai Sungwoo Casting partnered with the Pohang Namgu Public Health Center to operate the Mobile Oriental Medicine Program twice in August 2024. This program provided personalized consultations and traditional Korean medical treatments for participants experiencing musculoskeletal symptoms. The program also offered guidance on disease prevention and health management strategies to support long-term well-being.

[Safety Culture Enhancement Campaign & Production of Health and Safety Leaflets]

The Chungju plant of Hyundai Sungwoo Casting has conducted a health and safety campaign to enhance employees' awareness and promote a self-directed safety culture, and distributed leaflets to employees at the Chungju plant.

A variety of promotional materials, including banners, posters, and informational leaflets, have been produced and installed throughout the site, along with safety and emergency response leaflets at the main entrances of plants 1, 2, and 3. Meanwhile, dedicated stands ensure easy access to essential safety guidelines.



Produced leaflet (rear)



Shoulder strap - picket



Hanging banner



Produced leaflet (front)



Placement (main gate)



Placement (back door)

Occupational Health and Safety

Improvements Based on Accident Cases

Introduction

Environmental

Social

Talent Management
Occupational Health and Safety

Joint Growth
Customer Satisfaction
Social Contribution
Human Rights Management

Governance

Appendix

Improvement Activities

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** aim to continuously improve the safety environment of each site by proactively identifying potential hazards and risks in the workplace, using real incident cases as a reference. In 2024, over 140 safety-related improvements were made, focusing on the work environment and equipment upgrades, safer chemical handling practices, and the reinforcement of emergency response equipment. These efforts go beyond corrective actions, forming part of a systematic health and safety management framework designed to comply with the Industrial Safety and Health Act and the Serious Accidents Punishment Act.

Longkou Hyundai Sungwoo Automotive also strengthened its safety management system throughout 2024, based on the principle that "accidents are caused more often by management failures than human error." We systematically analyzed the safety risk factors across all sites and enhanced our control systems. In particular, we focused on minimizing the likelihood of incidents through risk prediction assessments based on past accident data, making structural safety improvements of equipment and processes, and providing comprehensive safety awareness training for all employees. In addition, we are tirelessly striving to eliminate hazardous risk factors in advance by introducing 6S management,* conducting risk prediction activities, and promoting worker-participatory improvement activities.

*6S management: A production and safety management approach based on Sort, Set in Order, Shine, Standardize, Sustain, and Safety.

[Number of Occupational Health and Safety Improvements in 2024]

Hyundai Sungwoo Solite	Hyundai Sungwoo Casting	Longkou Hyundai Sungwoo Automotive
Headquarters/ Bundang/Suwon	Gyeongju plant	Chungju plant
21 cases	88 cases	16 cases
	Pohang plant	China
	22 cases	55 cases



Health management and accident prevention equipment at the Gyeongju plant of Hyundai Sungwoo Solite



Safety railings to prevent falls on the top of the sulfuric acid tanks at Hyundai Sungwoo Solite



Anti-slip epoxy in the main passageway of the Chungju plant of Hyundai Sungwoo Casting



Deworming medication provided to employees at the Chungju plant of Hyundai Sungwoo Casting



"Anti-squeezing" gloves provided to workers during product removal at the Pohang plant of Hyundai Sungwoo Casting



Additional cooling equipment in the metallurgical section at the Pohang plant of Hyundai Sungwoo Casting



Separate pedestrian and vehicle traffic by providing distinct forklift / worker movement paths at the Longkou Hyundai Sungwoo Automotive



Occupational Health and Safety

Employee Health Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

| Operation of Employee Health Management Program

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** recognize employee health protection as a core element of a corporation's sustainability management and systematically implement health programs tailored to their workers' characteristics and health risks.

At the headquarters of **Hyundai Sungwoo Solite**, health management is segmented into categories such as general health checkups, comprehensive medical examinations (for employees aged 40 and above, including spouses), influenza vaccinations, and pre-deployment health screenings for new recruits. The Gyeongju plant of **Hyundai Sungwoo Solite** conducts general health checkups for all employees, comprehensive medical examinations (for employees aged 35 and above, including spouses), special health screenings for night-shift workers and those exposed to controlled substances, and pre-deployment examinations for new employees. Additionally, employees with blood-lead levels exceeding 20 µg/dL are placed under focused monitoring four times a year. The plant also operates welfare facilities such as a fitness center, a laundry room, and showers to support employees' health and wellbeing.

At the Chungju plant of **Hyundai Sungwoo Casting**, health management is divided into general health checkups, special health screenings, and pre-deployment examinations. The Pohang plant provides a bathhouse and a gym, while the Chungju plant offers showers and a gym, creating an environment where employees can maintain their health on a daily basis.

Longkou Hyundai Sungwoo Automotive systematically conducts annual occupational health checkups for all employees exposed to harmful factors such as dust, noise, high temperatures, and chemicals. Employees with "other abnormal findings" identified during health screenings undergo follow-up examinations, and based on the results, specific post-management measures, such as "fit for current duties with enhanced hearing protection", are implemented to ensure continuous health risk management.

These health management efforts serve as a foundation not only for early disease prevention and job suitability assurance, but also for fostering a healthier and safer working environment.



Occupational Health and Safety

Employee Health Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Hyundai Sungwoo Solite headquarters]

(Based on 2024)

Health Care Measure	Target Personnel	Implementation Cycle
General Health Checkup	35 persons	Once every two years
Comprehensive Checkup	27 persons	Once every two years (for those aged 40 or older)
Flu Vaccination	80 persons	Once a year
Pre-deployment Health Checkup	20 persons	Frequently

[Hyundai Sungwoo Solite Gyeongju Plant]

(Based on 2024)

Health Care Measure	Target Personnel	Implementation Cycle
General Health Checkup	294 persons	Regular checkup
Special Health Checkup	379 persons	Regular checkup
Pre-deployment Health Checkup	29 persons	Regular checkup
Blood Lead Level Management	24 persons	Intensive management conducted four times a year

[Hyundai Sungwoo Casting Chungju Plant]

(Based on 2024)

Health Care Measure	Target Personnel	Implementation Cycle
General Health Checkup	436 persons	Regular checkup
Special Health Checkup	356 persons	Regular checkup
Pre-deployment Health Checkup	35 persons	Regular checkup

[Hyundai Sungwoo Casting Pohang Plant]

(Based on 2024)

Health Care Measure	Target Personnel	Implementation Cycle
General Health Checkup	321 persons	Regular checkup
Special Health Checkup	305 persons	Regular checkup
Pre-deployment Health Checkup	11 persons	Regular checkup

[Longkou Hyundai Sungwoo Automotive]

(Based on 2024)

Health Care Measure	Target Personnel	Implementation Cycle
Occupational Health Checkup (While in Office)	253 persons	Once a year
Management of Patients with Abnormal Symptom Findings in Health Checkups (Re-examination)	11 persons	Performed periodically as needed after examination

Occupational Health and Safety

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Certificates for the Occupational Health and Safety Management System]



Securing External Credibility

| Certification for the Occupational Health and Safety Management System

Hyundai Sungwoo Solite, **Hyundai Sungwoo Casting**, and **Longkou Hyundai Sungwoo Automotive** have established comprehensive occupational health and safety management systems across all their business sites and are implementing Health and Safety management systematically based on the international standard ISO 45001.

Hyundai Sungwoo Solite obtained the ISO 45001 certification for the Gyeongju plant in 2019, and has successfully maintained the certification to date, while **Hyundai Sungwoo Casting** acquired the certification for Chungju plants 1 and 2 and the Pohang plant and has since expanded the scope of its safety management.

Longkou Hyundai Sungwoo Automotive acquired the certification in 2022 for its automotive aluminum wheel hub manufacturing and related management activities and continues to uphold the standard.

We plan to continue promoting a company-wide safety culture through continuous operation and improvement of our systems.

[Certificates for the Occupational Health and Safety Management System]

Name of Business Site	Name of Certification	Certification Body
Gyeongju plant of Hyundai Sungwoo Solite	ISO 45001	Bureau Veritas Korea
Chungju plant 1 of Hyundai Sungwoo Casting	ISO 45001	Korea Foundation for Quality
Chungju plant 2 of Hyundai Sungwoo Casting	ISO 45001	Korea Foundation for Quality
Pohang plant of Hyundai Sungwoo Casting	ISO 45001	Korea Foundation for Quality
Longkou Hyundai Sungwoo Automotive	ISO 45001	China Certification Center, Inc. (CCCI, China Certification Center Inc.)



Occupational Health and Safety

Education Performance Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Completion of Health and Safety Training

[Status of Safety Training Implementation at [Hyundai Sungwoo Solite](#) in 2024]

Name of Training	Type of Training	No. of Participants	Implementation Period
Regular Health and Safety Training (Plant)	Collective training + Cascade training	3,682	Monthly
Health and Safety Training for Office Jobs (Headquarters + Plant)	Online training	273	Semi-annually (once each in the first and second half of the year)
New Employee Training (Headquarters + Plant)	Collective training	57	When hired
Supervisor Training (Headquarters + Plant)	Collective training	55	Once/year

※ Based on the cumulative number of participants in the training per year.

[Status of Safety Training Implementation at [Hyundai Sungwoo Casting](#)'s Pohang Plant in 2024]

Name of Training	Type of Training	No. of Participants	Implementation Period
Regular Health and Safety Training	온라인 교육	4,008	Monthly
New Employee Training	Collective training	33	Frequently
Supervisor Training	Collective training	45	Frequently

※ Based on the cumulative number of participants in the training per year.

[Status of Safety Training Implementation at [Hyundai Sungwoo Casting](#)'s Chungju Plant in 2024]

Name of Training	Type of Training	No. of Participants	Implementation Period
Regular Health and Safety Training	집체교육 + 전달교육	5,499	Monthly
New Employee Training	Collective training	50	Frequently
Supervisor Training	Collective training	67	Frequently

※ Based on the cumulative number of participants in the training per year.



Collective training



Joint Growth

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth**
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix



Training on FTA Rules of Origin Management for Partners

Joint Growth Policy

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting regard mutual growth with their partners as a core value in building an ethical and sustainable supply chain and strengthening long-term partnerships through fair and responsible business practices.

To this end, we have established the Suppliers' Code of Conduct, outlining the sustainability standards to which partners must adhere across all areas, including ethics, environment, labor and human rights, occupational health and safety, and management systems.

This Code is based on global guidelines such as the Drive Sustainability Practical Guidance and the Responsible Business Alliance (RBA) Code of Conduct. It supports voluntary compliance by suppliers, while also enabling audits and assessments when necessary to recommend improvements.

By fostering a sound and transparent business culture with their partners, Hyundai Sungwoo Solite and Hyundai Sungwoo Casting aim to embed ESG standards throughout the supply chain and realize a trusted, sustainable value chain that is recognized by society.

Activities to Strengthen the Capabilities of Partners

Hyundai Sungwoo Solite conducts practical training and support activities to strengthen the quality and technological capabilities of its partners, in order to build a sustainable supply chain.

Regular Technical Seminar	In February and September 2024, we held regular technical seminars for our partners. We shared key issues such as cases of material defects and quality improvement strategies, supporting technical exchanges among our partners and fostering a culture of voluntary improvement.
Quality Support Activities	We conducted training sessions on Quality Control (QC) management techniques and new QC methodologies for second-tier partners subject to the Supplier Quality (SQ) certification. A total of two sessions were held, with six participants from three companies. The training focused on practical quality management skills aimed at enhancing partners' problem-solving capabilities.
FTA Country-of-Origin Management Training	In April and May 2024, we conducted both online and offline training on country-of-origin management for our partners. The program covered essential trade compliance topics such as Harmonized System code classification, determination criteria, and the preparation of supporting documents. A total of 14 partner companies participated in these sessions.



Joint Growth

Introduction

Environmental

Social

Talent Management

Occupational Health and Safety

Joint Growth

Customer Satisfaction

Social Contribution

Human Rights Management

Governance

Appendix

Fair Trade with Partners

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) operate internal regulations across all aspects of transactions, including contract signing, payment, unit price adjustments, and delivery compliance, with the aim of establishing a culture of fair and transparent dealings with their partners.

To promote fair trade, we have established an Internal Subcontract Transaction Review Committee, which evaluates the legality of contracts and the fairness of the terms and conditions of transactions both before and after their execution. The committee also facilitates dispute resolution and preventive measures against legal violations, incorporating feedback from suppliers. Furthermore, we ensure fairness in the procedures for selecting and registering suppliers and strictly enforce policies that prohibit unfair practices such as forced price reductions or coercive requests for technical documents. [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) are strengthening the institutional foundation for mutual growth with their partners and doing their best to build a fair and sustainable supply chain.

Responsible Raw Material Procurement

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) have established a responsible raw material procurement policy that considers environmental impacts, labor practices, and human rights to ensure the long-term sustainability of our business operations. Based on this policy, we strive to minimize resource waste and prevent environmental degradation and human rights violations caused by illegal production activities. By evaluating both the volume and the social and environmental impacts of raw material usage, [Hyundai Sungwoo Solite](#) has designated lead and sulfuric acid as key materials for focused management, while [Hyundai Sungwoo Casting](#) has identified aluminum, cast iron, copper, tin, and paint as priority materials. Efforts are made to ensure sustainable sourcing practices throughout the entire supply chain. Reflecting domestic and international regulations and industry trends, we have set mid- to long-term goals and established a system to review the progress of these goals and assess the effectiveness of related activities when necessary. Major procurement risks are reviewed and managed by the management committee and the board of directors, and in the event that critical issues related to the sourcing of raw materials arise, the highest decision-making body discusses appropriate response measures.

	법무 규정 책임 있는 원부자재 조달 정책		법무 규정 책임 있는 원부자재 조달 정책
PDF EN-OP-0201-01-KR01	PDF EN-OP-0201-01-KR01	PDF EN-OP-0201-01-KR01	PDF EN-OP-0201-01-KR01

Responsible raw material procurement policy of
[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#)



Customer Satisfaction

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction**
- Social Contribution
- Human Rights Management

Governance

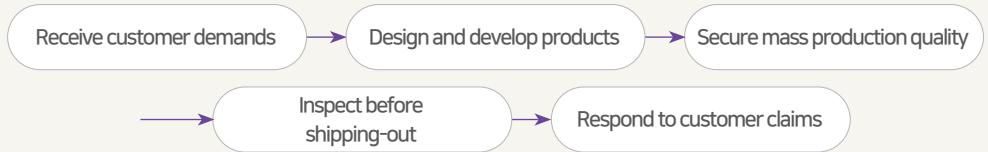
Appendix

Hyundai Sungwoo Solite places the highest value on building trust with customers and systematically operates comprehensive customer satisfaction programs encompassing quality, delivery, and technical support. Based on our company-wide quality assurance framework, we are strengthening customer-centric processes at every stage, from product development to after-sales response.

Customer Satisfaction Activity Process

Hyundai Sungwoo Solite operates a company-wide process that reflects customer demands ranging from product design, verification, and mass production to shipment and after-sales response. We prevent defects by carrying out design reviews that consider each product's safety features and the related environmental regulations, initial flow control, and customized process management.

[Step Chart for Customer-Centered Quality Management]



Customer Satisfaction Survey and Performance

In 2024, we received fourteen customer complaints, including claims from major clients such as HMC and Hyundai Mobis. All cases were fully resolved, demonstrating our commitment to prompt and thorough handling of such issues. A representative case involved battery discharge in exported vehicles, which was traced to an abnormal leakage current in an electrical component. The affected part has since been corrected and improved.

The company shares all claims transparently with customers, analyses the root causes of problems, and establishes preventive measures in close collaboration with the relevant departments.

*Based on the date of customer request.

Category	January	February	March	April	May	June	July	August	September	October	November	December	Total
No. of Complaints	2	1	1	2	1	1	1	1	2	0	1	1	14
No. of Complaints Resolved	2	1	1	2	1	1	1	1	2	0	1	1	14
Resolution Rate(%)	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%

Customer Complaint Response System

Under the leadership of the Quality Assurance Team, customer complaints are received and managed through a digital system, and handled via a structured process that includes defect analysis, corrective actions, and preventive measures. For product safety-related issues, items are designated as special control targets based on the results of Failure Modes and Effects Analysis (FMEA) analysis and customer approval procedures. Where necessary, total quantity inspection and return rate tracking are conducted in parallel to ensure thorough quality control.

[Customer Complaint Response Processor]



Operating Customer Communication Channels

Hyundai Sungwoo Solite operates a computer system via the HMG Partner Portal that enables seamless exchanges of quality and technical information with customers, product warranty registration, quality inquiries, and access to technical documents. VOC (Voice of Customer) cases are managed systematically, from digital intake and defect analysis to corrective action reporting, and shared transparently with client companies.

Through various channels such as Mutual Growth Letter and partner seminars, VOC cases and improvement activities are actively communicated, linking customer requirements to company-wide quality enhancement initiatives.



Social Contribution

Detailed Social Contribution Activities

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Together, [Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) continue to carry out diverse social contribution activities based on mutual growth with local communities, including talent development, cultural and artistic promotion, and sports sponsorships. These efforts reflect our commitment to corporate social responsibility and dedication to building a better community.

| Talent Development and Youth Support

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) operate "Hyundai Sungwoo Challengers," a brand supporter program for college students, to support the younger generation and strengthen communication with them. This program, currently in its sixth year as of 2025, contributes to promoting continuous interaction with the MZ generation and raising corporate brand awareness through content planning and production, job mentoring, and motorsports experiences.

[Longkou Hyundai Sungwoo Automotive](#) runs the "Sungwoo Future Master" scholarship program to nurture local technical talents in the automotive field. In collaboration with regional universities, we have established an industry-academia research center for electric vehicle technology practice, supporting the development of practically-oriented talents through equipment donations and the dispatch of technical instructors.

| Sponsorship of Culture and Arts

As the holding company of Hyundai Sungwoo Group, Hyundai Sungwoo Holdings collaborates with various institutions to promote the development of arts and culture and expand public participation. The company supports annual exhibitions, contemporary art projects, and the art criticism program "IMA Critics" at the Ilmin Museum of Art, contributing to the formation of public discourse on visual culture. In addition, the company partners with the YEOL Foundation to participate in events that support the conservation of traditional culture and sponsor arts and crafts, reinforcing its commitment to cultural heritage and artistic innovation.

| Sports Talent Support

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) established the motorsports team "Solite Indigo Racing" and have been operating the "Indigo Junior Program" since 2020 to discover and nurture promising young drivers. From 2020 to 2023, the program provided comprehensive support, including vehicles, maintenance, and coaching, for emerging talents over four consecutive years.

As part of its commitment to supporting less popular sports, [Hyundai Sungwoo Solite](#) has sponsored the Korea University Ski Federation for four consecutive years as of 2025, contributing to improved training conditions and broader participation among university-level ski athletes. In addition, we have consistently supported the development of talented athletes in less popular sports, including sponsorship of the national lacrosse team in 2019.

| Support for Local Festivals and Culinary Culture

As the holding company of Hyundai Sungwoo Group, Hyundai Sungwoo Holdings sponsors the Jeju Food & Wine Festival (JFWF) to promote the local culinary culture and tourism in the Jeju region. This initiative aims to strengthen ties with the local community and enhance brand awareness, while supporting regional tourism and industrial development.

[Hyundai Sungwoo Solite](#) has been an official sponsor of the ONE UNIVERSE FESTIVAL 2025 (OUF 2025), a music festival hosted by the automotive lifestyle brand Peaches Group Korea, for two consecutive years. Through this sponsorship, we provide amenities such as rest areas and mobile device charging stations for attendees, while showcasing various products and promotional videos to actively engage with the MZ generation and raise awareness of the automotive parts and motorsports industries.

Social Contribution

Detailed Social Contribution Activities

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

 Governance

Appendix

| Community Sharing and Service

The Chungju plant of **Hyundai Sungwoo Casting** continues to carry out sharing activities to support vulnerable social groups in the local community. Donations from a contracted catering company, including sponsorship funds and premium Korean beef gift sets, were delivered to the Dongnyang-myeon Hyanggi Nuri Volunteer Association, contributing to a meal-sharing program for elderly individuals living alone. Additionally, support funds were donated to the Mokhaeng-Yongtandong Community Security Council to assist with customized welfare programs for vulnerable social groups in the area. Beyond these efforts, we continue to practice mutual growth with the local community through various annual volunteer activities, such as donating to neighbor assistance campaigns, distributing coal briquettes, and repairing homes for households living in poor housing conditions.

Environmental Protection and Community Welfare Promotion (Longkou Hyundai Sungwoo Automotive)

Longkou Hyundai Sungwoo Automotive has implemented the Coastal Protection Project, supporting marine cleanup activities and ecosystem restoration research to preserve the local shoreline and marine environment. We also run the "Warm Plant" campaign, providing free vehicle maintenance and technical education to vulnerable social groups in the community. Ahead of the Lunar New Year, employees engage in community-based social contribution activities, such as donating welfare supplies and carrying out volunteer activities in nearby villages.



Indigo Junior Program



Sponsorship agreement with the Korea University Ski Federation



Delivery of donation and Korean beef sets by the Dongryangmyeon Hyanggi Nuri Volunteer Association



Sponsorship of the 'ONE UNIVERSE FESTIVAL 2025' (OUF 2025)



Human Rights Management

Introduction

Environmental

Social

- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) uphold and comply with international human rights and labor standards in implementing human rights management. These standards include the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions, the OECD Guidelines for Multinational Enterprises, and the Due Diligence Guidance for Responsible Business.

Based on these standards, we have established human rights-related systems to prevent violations and foster a human rights-friendly corporate culture. These include an internal whistleblowing system for human rights violations, a non-retaliation policy, and a child labor prohibition policy.

Human Rights Management Policy

[Human Rights Charter]

[Hyundai Sungwoo Solite](#) and [Hyundai Sungwoo Casting](#) regard human rights as a core management value and, consequently, each has established its own "Human Rights Charter" to ensure that all employees perform their duties with respect for human dignity and individual rights. The standards set forth in this charter apply both to our employees and to dealings with suppliers and sales and service organizations. In cases where local laws conflict with the charter, we prioritize our internal standards and, when necessary, establish separate policies to ensure compliance.

The 2024 revision introduced provisions for compliance with living wage standards, enhanced the procedures for reporting and handling human rights violations, and updated the names of some provisions to better reflect the protection of all stakeholders, including customers and partners' employees. The 2025 revision added clauses focused on protecting vulnerable social groups and safeguarding land and customary rights, reinforcing our commitment to human rights in the local communities surrounding our business sites.

The charter will be reviewed and updated on a regular basis to reflect emerging human rights issues, the results of internal and external assessments, and any changes in international guidelines to continuously strengthen our company-wide human rights management system.

[Human Rights Charter of Hyundai Sungwoo Solite](#)

[Human Rights Charter of Hyundai Sungwoo Casting](#)

[Key Principles of the Human Rights Charter]

Article 1	Anti-discrimination	Article 6	Guarantee of freedom of association and collective bargaining
Article 2	Compliance with working conditions	Article 7	Industrial safety assurance
Article 3	Humane treatment	Article 8	Protection of local residents' human rights
Article 4	Prohibition of forced labor and human trafficking	Article 9	Protection of stakeholders' human rights
Article 5	Prohibition of child labor exploitation	Article 10	Compliance with living wage standards



Human Rights Management

Introduction

Environmental

Social

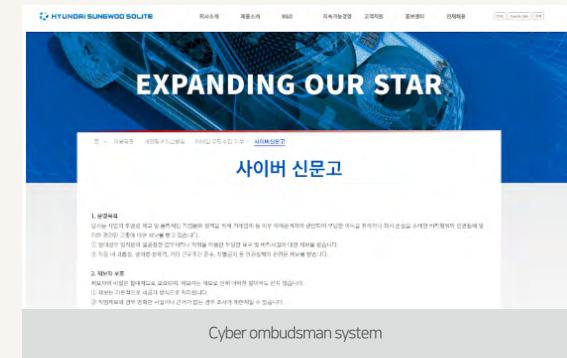
- Talent Management
- Occupational Health and Safety
- Joint Growth
- Customer Satisfaction
- Social Contribution
- Human Rights Management

Governance

Appendix

Human Rights Violation Response System and Operation Process

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting operate a cyber ombudsman system to receive reports of human rights violations anonymously and strictly enforce the provisions for protecting whistleblowers and prohibiting retaliation against them. The audit team oversees the entire process, from investigation and corrective action to follow-up management. We also implement a structured response system, including a reporting system, victim protection, disciplinary action against perpetrators, and the prevention of any recurrence of violations, based on the Workplace Sexual Harassment Prevention and Response Manual.



Partner Human Rights Management

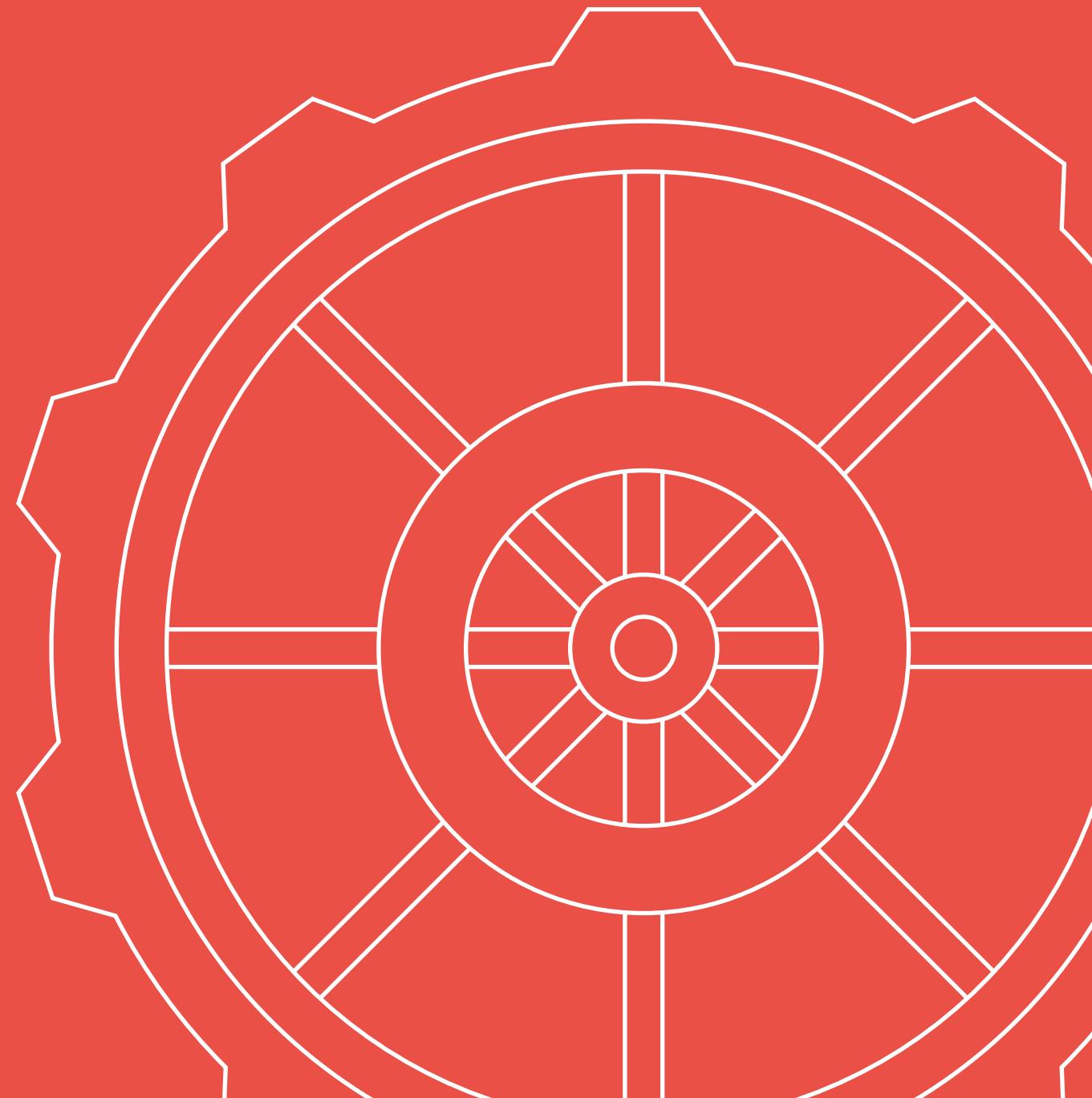
Hyundai Sungwoo Solite and Hyundai Sungwoo Casting explicitly prohibit child labor among its partners' workers and regularly review the list of on-site partner employees to determine whether children are being employed. Our policy mandates immediate reporting of any violations to the appropriate regulatory bodies.

Human Rights Education and Training

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting conduct annual human rights training programs as part of their mandatory legal education, with the aim of raising employees' awareness of human rights and fostering a healthy organizational culture. We provide all employees with regular training once a year on preventing discrimination against people with disabilities, and against workplace bullying and sexual harassment.

Governance

Board of Directors	78
Ethical and Compliance Management	84
Information Security	87





Board of Directors

Hyundai Sungwoo Solite and [Hyundai Sungwoo Casting](#) conduct deliberation and resolution of key items of agenda through their respective boards of directors. Regular board meetings are held to review matters stipulated by laws and the company's Articles of Incorporation, as well as other major issues related to business operations. Additionally, if an issue arises that raises concerns about potential or actual negative impacts on stakeholders, we convene an extraordinary board meeting to approve the relevant agenda.

Introduction

Environmental

Social

Governance

Board of Directors

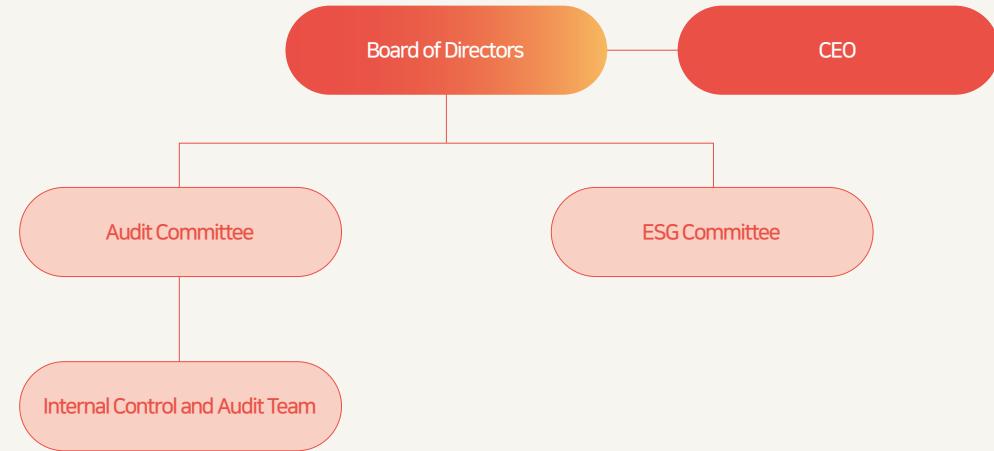
Ethical and Compliance Management

Information Security

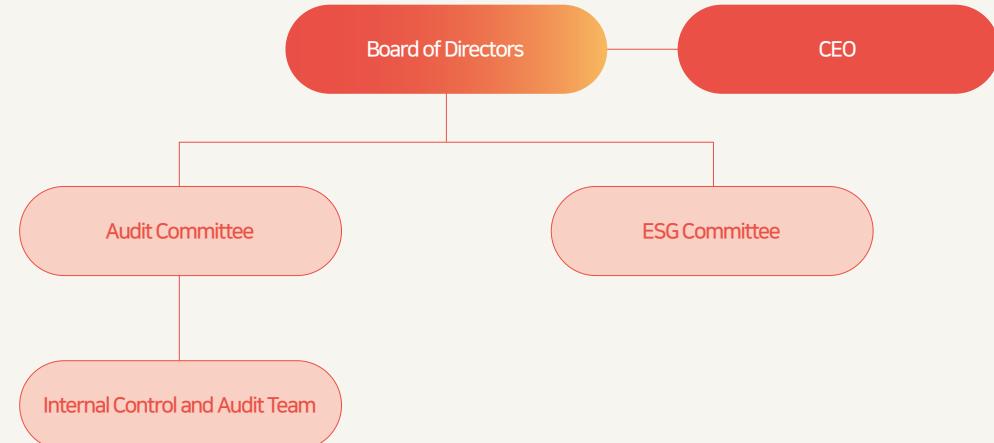
Appendix

Board of Directors Operations

[Hyundai Sungwoo Solite]



[Hyundai Sungwoo Casting]



Board of Directors

Hyundai Sungwoo Solite and [Hyundai Sungwoo Casting](#) have established an ESG implementation framework centered on the board of directors, supported by two key entities, the ESG Secretariat and the Carbon Management Committee, to secure the execution power of our ESG strategies. The ESG Secretariat oversees the sustainability strategy and supports its implementation through collaboration with each functional organization. Aligned with the direction set by the Board and the relevant committees, we have put in place a practical implementation system to achieve the ESG goals.

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance Management

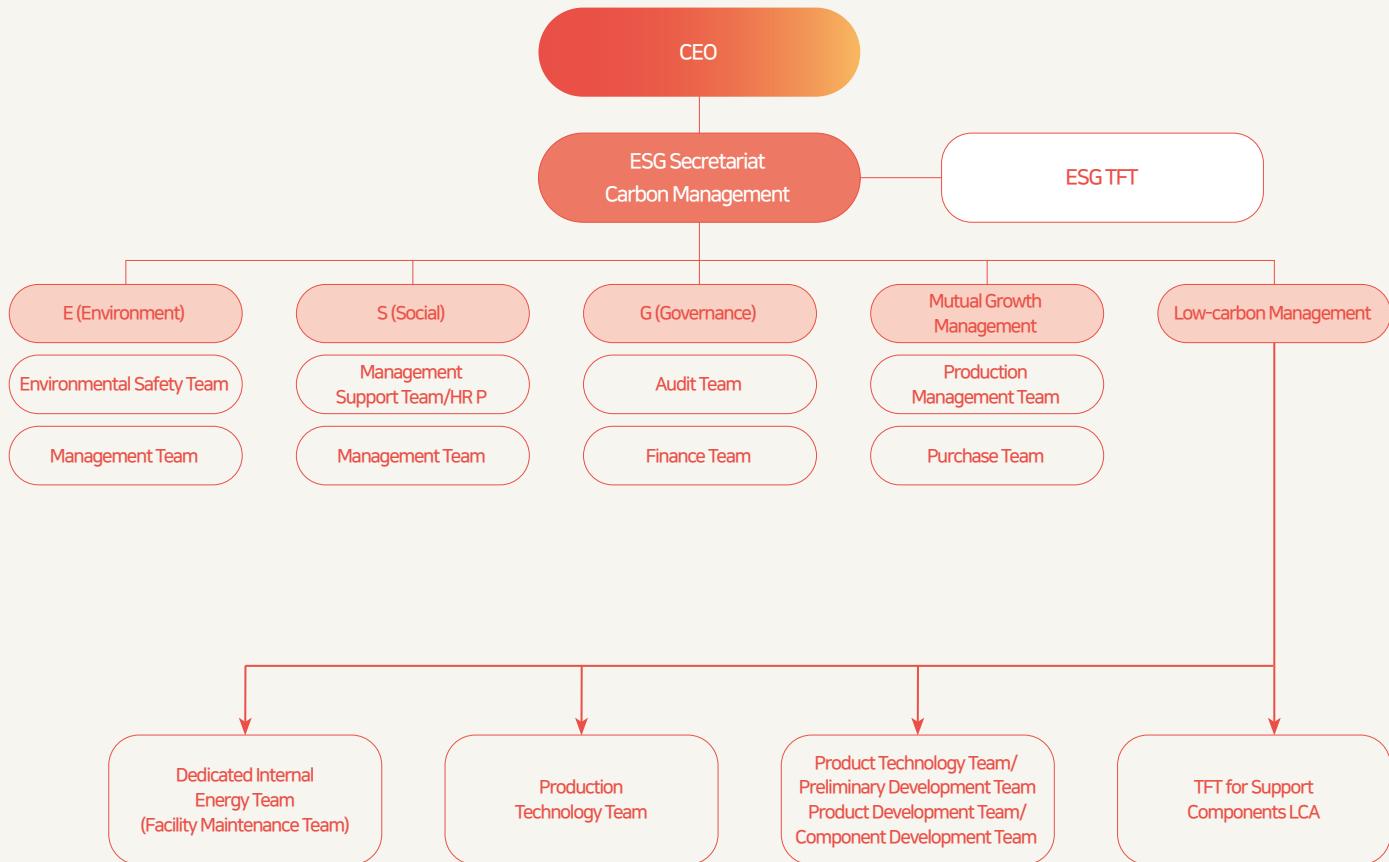
Information Security

Appendix

ESG Promotion System Linked with Board of Directors

[Sustainability Management Organization]

The ESG Secretariat implements ESG strategies in collaboration with the working departments in each of the environmental (E), social (S), and governance (G) areas. Key collaborating departments include Management, Human Resources, Audit, Purchase, and Production; and the Secretariat executes key tasks in conjunction with the ESG TFT. The Secretariat develops ESG strategies, reports them to the board of directors, and oversees ESG performance management.



Board of Directors

[Reduction Plan Implementation Organization]

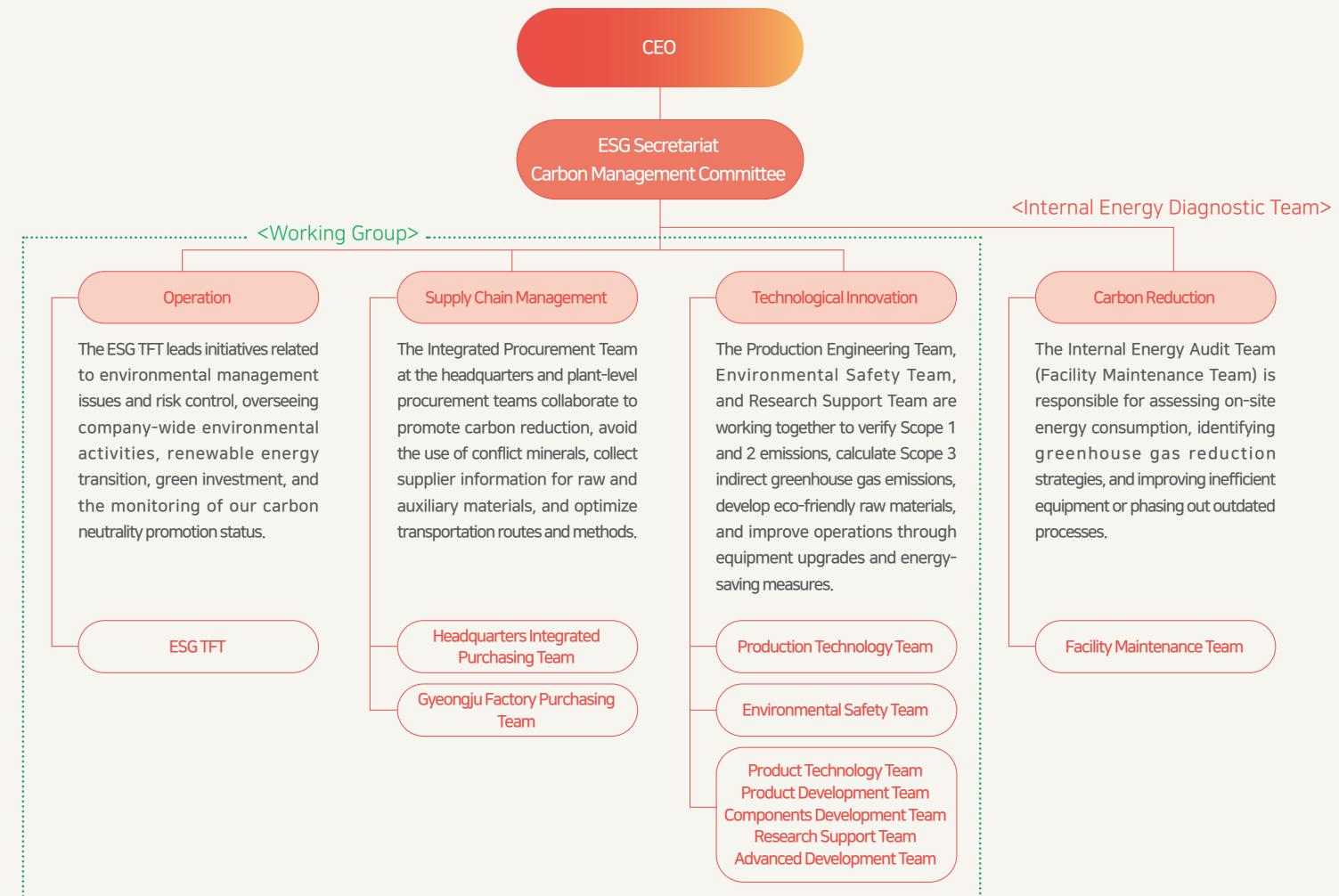
Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** each operate separate carbon reduction implementation teams and a reduction organization to achieve the carbon neutrality goal centered on the ESG Secretariat and the Carbon Management Committee.

The reduction organization is structured around four key areas: Operations, Supply Chain Management, Technological Innovation, and Carbon Reduction. The reduction organization operates based on a working group structure, with participation from functional departments in each key area.

These teams in each area work in close coordination with the Carbon Management Committee to continuously carry out activities such as setting carbon neutrality performance targets, monitoring their implementation, and identifying and executing improvement initiatives.

ESG Promotion System Linked with Board of Directors

[Chart of the Reduction Plan Implementation Organization]



※ The organizational chart shows a single entity in the report, but each company operates one independently of the other two.



Board of Directors

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance
Management

Information Security

Appendix

ESG Promotion System Linked with Board of Directors

[Carbon Management Committee Activities]

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting have formed the Carbon Management Committee under the ESG Secretariat as part of the strategy to reduce greenhouse gas emissions by 20% by 2030.

The Carbon Management Committee, composed of experts from key departments such as Manufacturing, Purchase, and R&D, implements core reduction initiatives in close collaboration with dedicated working groups.



Setting and managing energy efficiency improvement and carbon reduction targets for each manufacturing site.



Promoting the achievement of carbon reduction goals by leaders in each sector.



Establishing science-based carbon emissions reduction targets.



Forming a core task force composed of experts to manage, coordinate, and implement initiatives.



Reporting reduction performance every quarter and facilitating consultations among working groups.

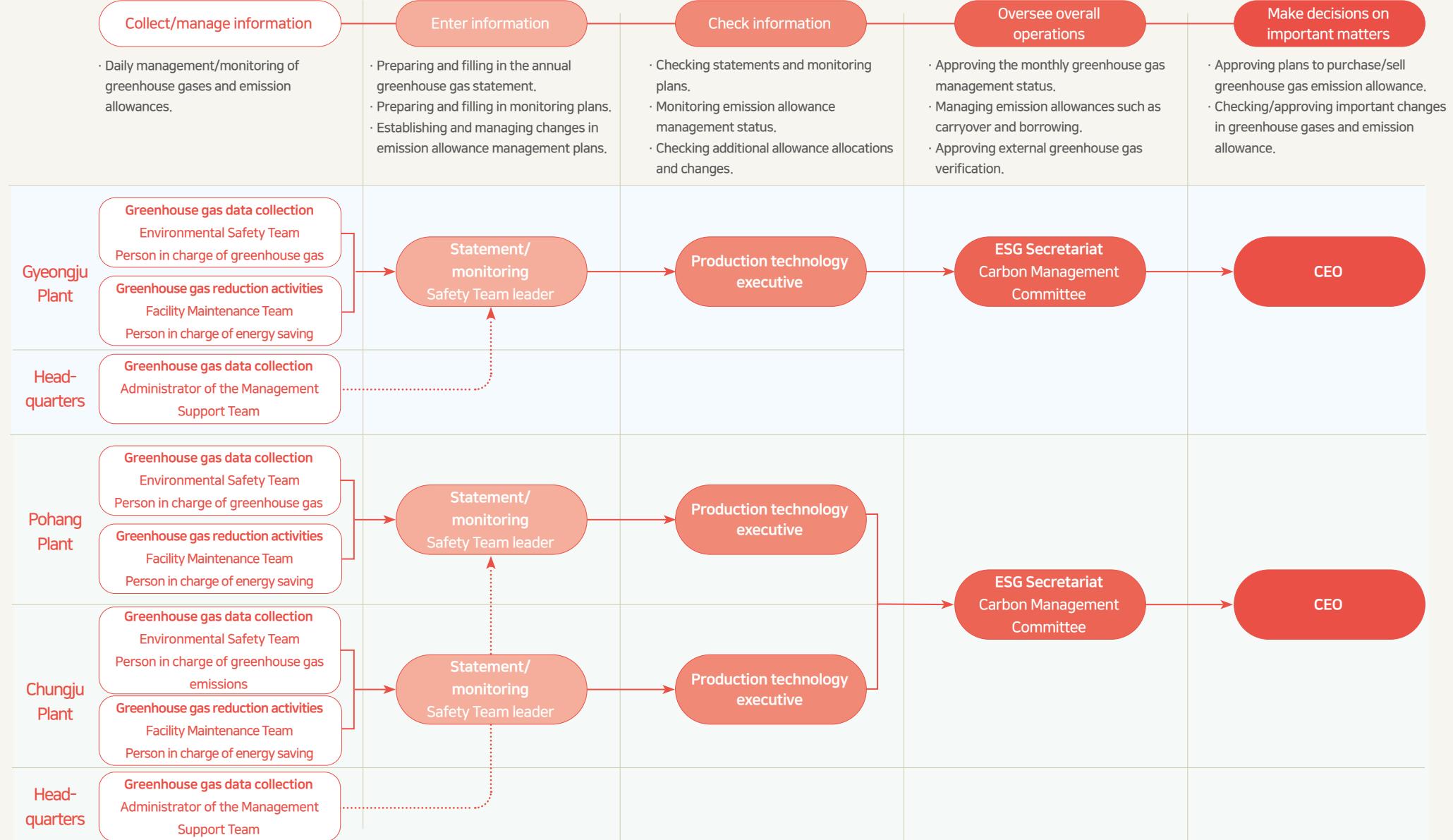
20%

Establishing short- and long-term goals for the 20% reduction roadmap and improving the related processes.

Board of Directors

ESG Promotion System Linked with Board of Directors

[Greenhouse Gas Reporting System]





Board of Directors

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance
Management
Information Security

Appendix



KPI of the ESG Secretariat and Carbon Management Committee

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting systematically manage the execution of ESG strategies through the ESG Secretariat and the Carbon Management Committee.

In 2025, we designated several core initiatives, including improving the ESG evaluation scores, fulfilling external stakeholder requirements, establishing and implementing greenhouse gas reduction plans, and enhancing ESG performance across the supply chain, and established detailed KPIs for each item and reviewed their implementation.



Improvement of ESG evaluation results

- Improved ESG evaluation results for external agencies and clients.
- Took action on improvement recommendations.



Establishment and implementation of a mid- to long-term carbon reduction plan

- Established a plan to reduce carbon emissions by 20% compared to 2019 as the 2030 carbon reduction target.
 - Identified areas of improvement at facilities and established implementation plans to achieve the reduction targets.
- Verified carbon reduction outcomes from the 2025 action plan and investment execution and effectiveness in 2026.
- Submitted the carbon reduction plan and reported the progress of its implementation in May 2025.



ESG improvement of the sub-supply chain of tier 1 partners

- Partner of the Wheel Business Division of Hyundai Sungwoo Casting: HI.T.T Co., Ltd.
- Hyundai Sungwoo Solite partner: Taiyang Hi-Tech Co., Ltd.
- ESG training for lower-tier suppliers (30%), evaluation of implementation outcomes (40%), and reporting on establishment of the roadmap target (30%)



Ethical and Compliance Management

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance Management

Information Security

Appendix

Ethical and Compliance Management System

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting promote responsible decision-making and organizational operations based on a robust ethical and compliance management system. The ethics and compliance promotion organization consists of the Legal Affairs Department and the Audit Department, while the Legal Affairs Team is responsible for legal reviews and handling domestic and international disputes. The Audit Office oversees the company's ethical management activities, including ethics training, inspections, evaluations, and improvements. It also manages and assesses reports of unethical conduct received through the company's ombudsman system and conducts investigations into unethical behavior.

[Organizational Chart for Ethical and Compliance Management]



Ethics and Compliance Programs and Systems

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting operate ethics and compliance programs to internalize a corporate culture in which all employees practice ethics and comply with the law, and to extend the ethical standards to partners.

Programs	Details
Ethics Promotion	<ul style="list-style-type: none">Online training on ethics policies, code of conduct, and ethical awareness is conducted regularly via bulletin boards.
Implementation of Contract System Requiring Compliance with Ethics Regulations	<ul style="list-style-type: none">Contracts with partner companies include provisions for the establishment and evaluation of a code of conduct (established in May 2024).All partner companies are required to submit a pledge of compliance with the code of conduct.Annual evaluations are conducted to monitor adherence.
Sanction System for Violating Partners	<ul style="list-style-type: none">Partner companies found to have violated their ethical obligations are subject to sanctions, including warnings and a suspension of business transactions.
Gift and Hospitality Policy	<ul style="list-style-type: none">Guidelines on the giving and acceptance of gifts by employees have been established and put into practice.Proper procedures are implemented, such as reporting and returning gifts to the Transparency Management Practice Center.Decisions regarding the acceptance of gifts are made based on a comprehensive review of purpose, appropriateness, and appearance.



Ethical and Compliance Management

Introduction

Environmental

Social

Governance

Board of Directors
Ethical and Compliance
Management

Information Security

Appendix

Ethical and Compliance Management System

[Operation of Internal Reporting Channel]

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting (including Longkou Hyundai Sungwoo Automotive) operate a cyber ombudsman system to foster an ethical and transparent corporate culture. This system enables employees and stakeholders to report misconduct, unfair practices, and human rights violations, which are then investigated and addressed accordingly. Reported matters are handled fairly after objective fact-checking, and the identity of whistleblowers is strictly protected, ensuring confidentiality and trust. Through this system, we are able to strengthen our internal control systems for ethical management and contribute to the promotion of human rights and a culture of integrity.

[Type of Report]]

Unfair work practices
by employees

Unfair demands and abuse of
one's superior position

Corruption and misconduct

Workplace bullying

Sexual harassment and
sexual violence

Violations of working conditions

Discrimination

Complaints regarding
human rights violations

Unfair trading practices
involving stakeholders

Acts that inflict losses on
the company

Other ethical violations

Child and forced labor

Health and safety issues
and complaints

Conflict minerals

Leaks of confidential information

Customer/partner complaints



Ethical and Compliance Management

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance Management

Information Security

Appendix

Ethical and Compliance Management System

[Report Handling Procedure]

Reports received through the cyber ombudsman system are processed according to the following procedures.

1. Report acceptance

The Audit Team confirms a report submitted through the company's cyber ombudsman system. (No reply if the whistleblower is not identified.)

2. Initial review

The Audit Team examines the report to verify the facts and determine the need for further investigation (within 5 days).

3. Detail investigation

An investigation plan is established, and the relevant departments are engaged to conduct the inquiry.

4. Reporting the results and taking action

The results and corrective actions are reported to the CEO, and the whistleblower is also notified thereof.

5. Follow-up management

Measures are taken to prevent recurrence, and corrective actions are monitored to ensure their completion.

[Whistleblower Protection and Prohibition of Retaliation]

Hyundai Sungwoo Solite and **Hyundai Sungwoo Casting** maintain the strict confidentiality of each whistleblower's identity and report contents, and take robust protection measures to ensure that whistleblowers do not suffer any disadvantage or retaliation as a result of their reports. All reports are handled privately and securely, and any retaliatory actions against a whistleblower, including dismissal, disadvantageous treatment, and unfair personnel actions, are strictly prohibited.

[Reporting Channel and Department in Charge]

- Reporting channel:** Cyber ombudsman system of Hyundai Sungwoo Solite/Cyber ombudsman system of Hyundai Sungwoo Casting
- Department in charge:** Audit Team of **Hyundai Sungwoo Solite**: openyun@solite.co.kr / **Hyundai Sungwoo Casting**: sa7093@hyundaisungwoo.com
- Acceptance method:** Online reporting through the website
- Reply method:** Choose between either replying by email/phone or not replying.

※ Replies will be limited if the whistleblower does not wish to receive a reply or if there is no information about the whistleblower.



Information Security

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance
Management

Information Security

Appendix

Information Security Management System

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting recognize the importance of information security and have established an Information Security Management System (ISMS) to ensure the confidentiality, integrity, and availability of information assets. A company-wide security organization, comprising executives, IT security officers, and department-level security managers, collaborates to implement administrative, technical, and physical safeguards. Through this system, we have built a robust foundation to prevent data breaches, respond to cyber threats, and manage security incidents effectively.

[Main Management Areas]



Physical security

- Designation of protected areas
- Access control
- Operation of CCTV and an intrusion detection system



Personnel security

- Collection of employees' security pledge upon their joining or leaving the company
- Activities to raise employees' security awareness



System/network security

- Server, network, and PC access control
- Security patches
- Encryption
- Log management
- Establishment of an accident response system



Information Security

Introduction

Environmental

Social

Governance

Board of Directors

Ethical and Compliance
Management

Information Security

Appendix



Security and Violation Incident Response Process

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting operate a security inspection and incident response system to safeguard business continuity against security threats. All employees are obligated to promptly report any security incidents to the responsible department. Upon receiving a report, the dedicated security team initiates an immediate response to address and contain the issue.

[Incident Response Process]

1. Discovery and report → 2. Initial response → 3. Analysis and recovery → 4. Follow-up measures

Employees or security systems recognize threats:
→ Report to the Security Department.

Take measures to minimize damage and isolate the system immediately upon receiving an incident report.

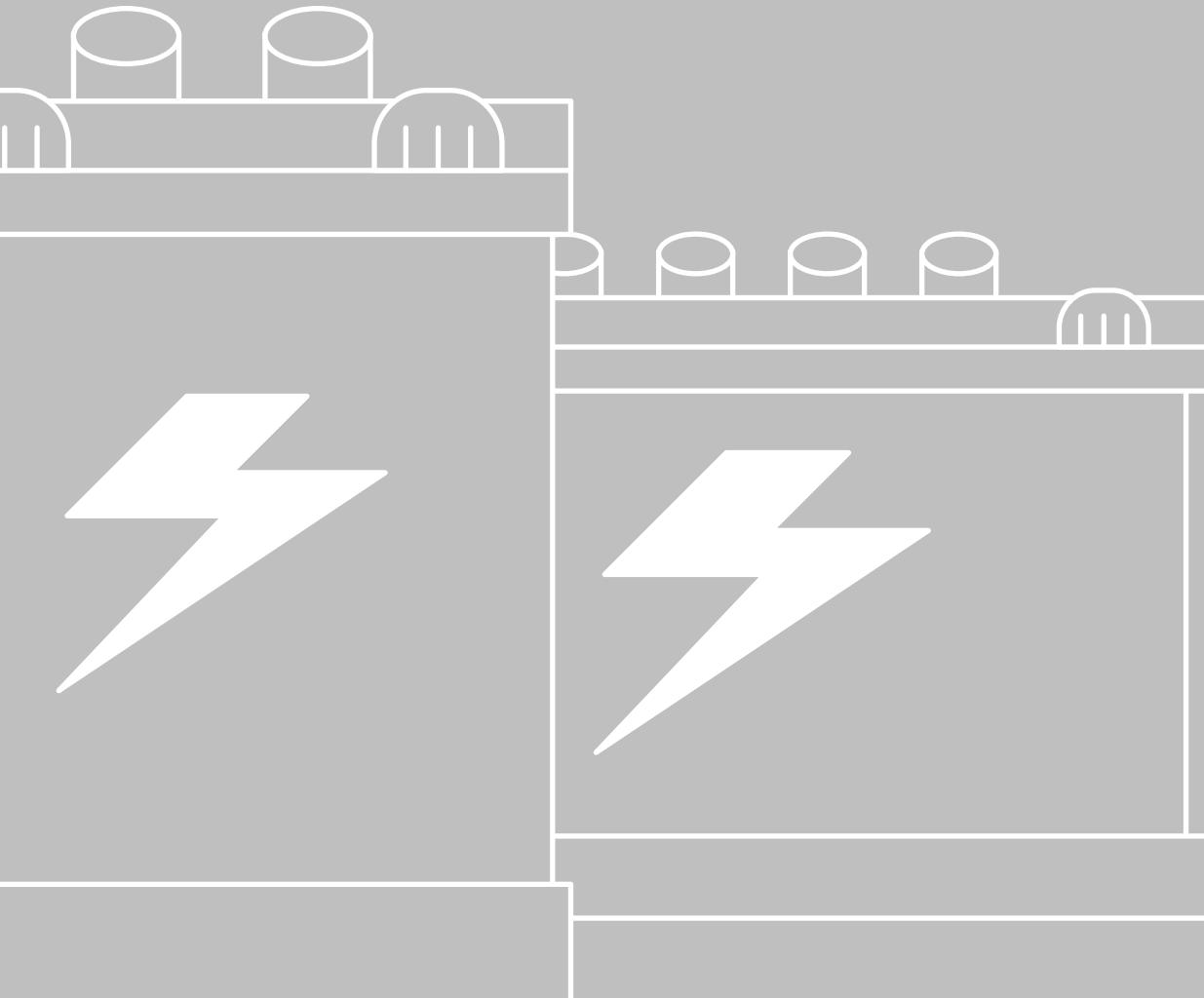
Normalize the system and data according to the backup and recovery procedures after analyzing the cause.

Record the response process, reflect improvement measures, and take measures to prevent recurrence.

Information Security Training

Hyundai Sungwoo Solite and Hyundai Sungwoo Casting conduct information security training programs to enhance employees' awareness and strengthen the organization's ability to protect its information assets. New employees receive security training and sign a confidentiality agreement upon joining the company, and all employees are required to complete regular training at least once a year. Ad-hoc training sessions are provided as and when required to address emerging security threats, and advanced training is conducted for security managers and designated personnel to continuously improve the organization's security response capabilities.

Category	Target	Period	Main Contents
Regular Training	All employees	At least once a year	Information security policy, personal information protection, system security rules, and security incident response
New Employee Training	New recruits	When hiring	Signing of security pledge, understanding of security policies and asset usage guidelines
On-demand Training	All employees and partner personnel	When necessary	Security incident response procedures, prevention of the latest threats (phishing, malware, etc.), and sharing of regulatory changes
Security Manager Training	Information security manager and person in charge of management	At least once a year	In-depth security seminars, latest trends and regulatory compliance, and strengthening of incident response capabilities



Appendix

ESG Data	90	Third-Party Assurance Statement	105
GRI Index	100	Greenhouse Gas Verification Statement	107
UN SDGs Index	104	Key Certifications and Awards	110
		Association Memberships	112



ESG Data

Financial Performance

| Hyundai Sungwoo Solite

[Summary of Statement of Financial Position/ Statement of Comprehensive Income]

Category	Unit	2022	2023	2024
Current Assets	KRW 1 million	144,653	141,604	152,109
Non-current Assets	KRW 1 million	182,769	180,513	190,955
Total Assets	KRW 1 million	327,422	322,117	343,064
Current Liabilities	KRW 1 million	96,904	99,127	107,485
Non-current Liabilities	KRW 1 million	17,533	13,918	9,092
Total Liabilities	KRW 1 million	114,437	113,045	116,577
Total Capital	KRW 1 million	212,985	209,072	226,487
Sales	KRW 1 million	375,307	405,864	432,481
Gross Profit	KRW 1 million	56,920	49,170	69,602
Operating Profit	KRW 1 million	14,568	5,627	22,550
Net Income Before Deductions	KRW 1 million	23,350	4,851	33,255
Net Income	KRW 1 million	21,685	4,223	26,374
Other Comprehensive Income	KRW 1 million	(1,819)	310	1,042
Total Comprehensive Income	KRW 1 million	19,866	4,534	27,416

| Hyundai Sungwoo Casting

[Summary of Statement of Financial Position/Statement of Comprehensive Income]

Category	Unit	2022	2023	2024
Current Assets	KRW 1 million	279,651	250,280	254,012
Non-current Assets	KRW 1 million	165,259	166,340	182,352
Total Assets	KRW 1 million	444,910	416,621	436,364
Current Liabilities	KRW 1 million	342,8293	307,272	318,815
Non-current Liabilities	KRW 1 million	15,984	23,820	29,299
Total Liabilities	KRW 1 million	358,812	331,091	348,114
Total Capital	KRW 1 million	86,098	85,530	88,250
Sales	KRW 1 million	751,636	749,898	681,910
Gross Profit	KRW 1 million	75,248	53,756	58,397
Operating Profit	KRW 1 million	15,018	8,614	11,4431
Net Income Before Deductions	KRW 1 million	6,111	(919)	1,718
Net Income	KRW 1 million	5,316	(879)	1,679
Other Comprehensive Income	KRW 1 million	(1,819)	310	1,042
Total Comprehensive Income	KRW 1 million	3,497	(569)	2,721

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships



ESG Data

Financial Performance

| Longkou Hyundai Sungwoo Automotive

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

[Summary of Statement of Financial Position/Statement of Comprehensive Income]

Category	Unit	2022	2023	2024
Current Assets	KRW 1 million	51,267	40,760	42,723
Non-current Assets	KRW 1 million	39,821	37,777	36,190
Total Assets	KRW 1 million	91,088	78,537	78,913
Current Liabilities	KRW 1 million	78,313	68,699	67,368
Non-current Liabilities	KRW 1 million	0	0	0
Total Liabilities	KRW 1 million	78,313	68,699	67,368
Total Capital	KRW 1 million	12,775	9,838	11,545
Sales	KRW 1 million	138,752	134,987	131,029
Gross Profit	KRW 1 million	9,148	10,564	10,440
Operating Profit	KRW 1 million	(320)	1,276	3,533
Net Income Before Deductions	KRW 1 million	(320)	1,276	3,533
Net Income	KRW 1 million	(320)	1,276	3,533
Other Comprehensive Income	KRW 1 million	(6,131)	(4,224)	(2,973)
Total Comprehensive Income	KRW 1 million	(6,451)	(2,948)	560



ESG Data

Environmental

| Hyundai Sungwoo Solite

Category		Unit	2022	2023	2024
Greenhouse Gas Emissions	Total greenhouse gas emissions	tCO ₂ eq	37,765	40,266	40,370
	Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	6,246	6,331	6,077
	Indirect greenhouse gas emissions (Scope 2)	tCO ₂ eq	31,519	33,935	34,293
	Other greenhouse gas emissions (Scope 3)	tCO ₂ eq	0	0	0
	Greenhouse gas intensity	tCO ₂ eq/Sales (KRW billion)	101	99	93
Energy consumption	Total energy consumption	TJ	780	832	834
	Electricity usage	TJ	659	709	717
	Fuel usage	TJ	121	123	118
	Steam usage	TJ	0	0	0
	Energy use intensity	TJ/Sales (KRW billion)	2.08	2.05	1.93
Water Usage	Renewable energy usage	TJ	0	0	0
	Total water withdrawal	ton	255,077	224,230	210,244
	Waterworks	ton	255,077	224,230	210,244
	Industrial water	ton	-	-	-
	Underground water	ton	-	-	-
Waste	Other	ton	-	-	-
	Total water usage volume	ton	85,807	171,927	176,928
	Total wastewater generation	ton	178,968	198,939	177,996
	Wastewater discharge volume	ton	174,119	125,621	105,669
	Wastewater recycling volume	ton	4,849	73,318	72,327
Waste	Total waste generation volume	ton	2,550.74	3,187.64	3,468.50
	General waste generation volume	ton	291.88	326.51	423.98
	Designated waste generation volume	ton	2,258.86	2,861.13	3,044.523
	Total waste disposal volume	ton	-	-	-
	General waste disposal volume	ton	-	-	-
Waste	General waste (incineration)	ton	-	-	-
	General waste (landfill)	ton	-	-	-
	General waste (recycling)	ton	-	-	-
	Designated waste disposal volume	ton	-	-	-
	Designated waste (incineration)	ton	0.00	0.00	0
Waste	Designated waste (landfill)	ton	0.00	0.00	0
	Designated waste (recycling)	ton	0.00	0.00	0
	Designated waste disposal volume	ton	0.00	0.00	0
	Designated waste (incineration)	ton	0.00	0.00	0
	Designated waste (landfill)	ton	0.00	0.00	0
Waste	Designated waste (recycling)	ton	0.00	0.00	0

Category		Unit	2022	2023	2024
Air Pollutants	Total air pollutant discharge quantity	ton	5.93	11.65	12.122
	NOx emissions (nitrogen oxides)	ton	2.95	2.37	2.567
	NOx emissions (nitrogen oxides)	ton	0.43	3.26	2.762
	PM emissions (fine dust)	ton	2.30	5.65	6.607
	VOC	ton	n/a	n/a	n/a
Water Pollutants	Other	ton	0.25	0.38	0.186
	Total water pollutants discharge volume	ton	1.17	0.67	0.449
	TOC	ton	0.55	0.21	0.351
	BOD	ton	0.16	0.17	0.024
	COD	ton	n/a	n/a	n/a
Hazardous Chemicals	SS	ton	0.05	0.03	0.035
	N-H	ton	0.00	0.11	0
	T-N	ton	0.31	0.14	0.039
	Fe	ton	0.00	0.00	0
	T-P	ton	0.00	0.00	0
Noise	Other	ton	0.10	0.02	0
	Harmful chemical substance usage	ton	120,298.32	141,058.86	149,030.468
	Harmful chemical substance discharge volume	ton	0.28	0.39	0.188
	Workplace noise	dB	74.12	72.01	74.66
	On-site boundary noise	dB	-	-	65
Raw materials	Waste Electrical and Electronic Equipment (WEEE) collection rate	%	0.00	0.00	0
	Lead	ton	65,560.294	73,755.572	78,004.936
	Sulfuric acid	ton	17,093.159	18,988.231	20,003.455
	Customer Health and Safety	cases	0	0	0
	Number of product recalls	cases	1	0	0
Biodiversity	Number of business sites located in biodiversity sensitive areas	ea.	0	0	0
	Business sites that negatively impact biodiversity	ea.	0	0	0

* 대기환경보전법 위반(2024. 1. 14.) - 덕트인입부파손으로 인한 대기방지시설 훼손 방지 건으로 즉시 조치 완료함



ESG Data

Environmental

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification
Statement

Key Certifications and Awards

Association Memberships

Hyundai Sungwoo Solite

	Category	Unit	2022	2023	2024
Environmental Education	Number of employees participating in training related to safe handling of hazardous substances	persons	408	423	424
	Percentage of employees participating in training related to safe handling of hazardous substances	%	100	100	100
	Total number of hours of participation in training related to safe handling of hazardous substances	hours	816	846	848
Environmental Laws	Number of violations of environmental laws	cases	0	0	1*
	Amount of fine for a violation of environmental laws	KRW 10,000	0	0	160

Hyundai Sungwoo Casting

	Category	Unit	2022	2023	2024
Greenhouse Gas Emissions	Total greenhouse gas emissions	tCO ₂ eq	199,564	205,749	194,646
	Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	54,554	54,463	52,712
	Indirect greenhouse gas emissions (Scope 2)	tCO ₂ eq	145,011	151,286	141,934
	Other greenhouse gas emissions (Scope 3)	tCO ₂ eq	0.0	0.0	0.0
Energy consumption	Greenhouse gas intensity	tCO ₂ eq/ Sales (KRW billion)	266	274	285
	Total energy consumption	TJ	3,872.262	4,005.928	3,786.285
	Electricity usage	TJ	3,030.194	3,161.332	2,965.894
	Fuel usage	TJ	842.068	844.596	820.391
	Steam usage	TJ/ Sales (KRW billion)	0	0	0
Water Usage	Energy use intensity	TJ/ Sales (KRW billion)	5.2	5.3	5.6
	Renewable energy usage	TJ	0	0	0
	Total water withdrawal	ton	523,793	606,498	536,834
	Waterworks	ton	139,627	164,543	136,694
	Industrial water	ton	219,720	268,909	291,074
	Underground water	ton	164,446	173,046	109,066
	Other	ton	-	-	-
	Total water usage volume	ton	442,524	541,126	468,537
	Total wastewater generation	ton	79,957	63,940	67,495
	Wastewater discharge volume	ton	79,957	63,940	67,495
Waste	Wastewater recycling volume	ton	-	-	-
	Total waste generation volume	ton	50,940.06	52,842.73	51,175.89
	General waste generation volume	ton	50,245.82	51,940.16	50,207.01
	Designated waste generation volume	ton	694.24	902.57	968.88
	Total waste disposal volume	ton	50,940.06	52,842.73	51,175.89
	General waste disposal volume	ton	50,245.82	51,940.16	50,207.01
	General waste (incineration)	ton	392.93	412.14	351.68
	General waste (landfill)	ton	246.32	248.50	242.70
	General waste (recycling)	ton	49,606.57	51,279.52	49,612.63
	Designated waste disposal volume	ton	694.24	902.57	968.88
	Designated waste (incineration)	ton	313.33	342.17	268.9
	Designated waste (landfill)	ton	0.00	0.00	0
	Designated waste (recycling)	ton	380.91	560.40	699.98



ESG Data

Environmental

Hyundai Sungwoo Casting

	Category	Unit	2022	2023	2024
Air Pollutants	Total air pollutant discharge quantity	ton	60.25	38.28	25.246
	NOx emissions (nitrogen oxides)	ton	18.95	16.11	12.337
	NOx emissions (nitrogen oxides)	ton	30.06	10.34	4.944
	PM emissions (fine dust)	ton	11.25	11.84	7.965
	VOC	ton	14.41	24.14	19.113
	Other	ton	0.00	0.00	0
Water Pollutants	Total water pollutants discharge volume	ton	1.48	1.36	1.69
	TOC	ton	0.39	0.44	0.731
	BOD	ton	0.43	0.37	0.264
	COD	ton	0.00	0.00	0
	SS	ton	0.35	0.35	0.384
	N-H	ton	0.03	0.02	0.041
	T-N	ton	0.24	0.15	0.257
	Fe	ton	0.00	0.00	0
	T-P	ton	0.03	0.02	0.013
	Other	ton	n/a	n/a	n/a
Hazardous Chemicals	Harmful chemical substance usage	ton	762.29	791.09	768.84
	Harmful chemical substance discharge volume	ton	98.97	257.31	280.69
Noise	Workplace noise	dB	n/a	n/a	n/a
	On-site boundary noise	dB	n/a	n/a	n/a
Raw materials	1. Aluminum	ton	47,818.155	45,841.976	35,683.776
	2. Regenerated ingots	ton	3,557.954	7,173.620	5,251.593
	3. Scrap metal	ton	128,142.655	138,944.524	128,710.494
	4. Copper	ton	241.989	280.576	285.776
	Number of customer health and safety accidents caused by products	cases	0	0	0
Customer Health and Safety	Number of product recalls	cases	0	0	0
	Number of business sites located in biodiversity sensitive areas	ea.	0	0	0
Biodiversity	Business sites that negatively impact biodiversity	ea.	0	0	0

	Category	Unit	2022	2023	2024
Environmental Education	Number of employees participating in energy and greenhouse gas-related training	persons	0	0	0
	Percentage of employees participating in energy and greenhouse gas-related training	%	0	0	0
	Total number of hours of participation in energy and greenhouse gas-related training	hours	0	0	0
	Number of employees participating in training related to safe handling of hazardous substances	persons	1034	1067	1085
	Percentage of employees participating in training related to safe handling of hazardous substances	%	100	100	100
	Total number of hours of participation in training related to safe handling of hazardous substances	hours	2068	2134	2170
	Number of employees participating in training related to waste reduction and classification	persons	1	0	2
	Percentage of employees participating in training related to waste reduction and sorting	%	0.2	0.0	0.3
	Total number of hours spent on training related to waste reduction and sorting	hours	4	0	8
	Number of violations of environmental laws	cases	0	0	0
Environmental Laws	Amount of fine for violation of environmental laws	KRW 10,000	0	0	0



ESG Data

Environmental

| Longkou Hyundai Sungwoo Automotive

	Category	Unit	2022	2023	2024		Category	Unit	2022	2023	2024	
Greenhouse Gas Emissions*	Total greenhouse gas emissions	tCO ₂ eq	58,131	55,071	37,241		Water Pollutants	Total water pollutants discharge volume	tons	37.694	16.172	13.896
	Direct greenhouse gas emissions (Scope 1)	tCO ₂ eq	19,531	20,920	15,957			TOC	tons	n/a	n/a	n/a
	Indirect greenhouse gas emissions (Scope 2)	tCO ₂ eq	38,600	34,151	21,284			BOD	tons	22.960	0.206	2.495
	Other greenhouse gas emissions (Scope 3)	tCO ₂ eq	0 0	0 0	0 0			COD	tons	3.350	7.070	10.400
	Greenhouse gas intensity	tCO ₂ eq/sales (KRW billion)	419	408	284			SS	tons	7.070	0.403	0.002
Energy consumption	Total energy consumption	TJ	24,880	24,543	16,327			N-H	tons	1.100	0.560	0.999
	Electricity usage	TJ	21,678	21,066	13,692			T-N	tons	0.000	0.183	0.000
	Fuel usage	TJ	3,201	3,477	2,636			Fe	tons	n/a	n/a	n/a
	Steam usage	TJ	0	0	0			T-P	tons	0.163	0.025	0.000
	Energy use intensity	TJ/Sales (KRW billion)	179	182	125			Other	tons	3.051	7.726	0.000
Water Usage	Renewable energy usage	TJ	0	0	0		Noise	Workplace noise	dB	80.1	79.6	80
	Total water withdrawal	tons	317,149	243,018	167,268			On-site boundary noise	dB	56.9	54	56.5
	Waterworks	tons	317,149	243,018	167,268			Number of employees participating in energy and greenhouse gas-related training	persons	439	403	334
	Industrial water	tons	-	-	-			Percentage of employees participating in energy and greenhouse gas-related training	%	100	100	100
	Underground water	tons	-	-	-			Total number of hours of participation in energy and greenhouse gas-related training	hours	2	2	2
Waste	Other	tons	168,000	90,145	153,092		Environmental Education	Number of employees participating in training related to safe handling of hazardous substances	persons	439	403	340
	Total water usage volume	tons	149,149	152,873	14,176			Percentage of employees participating in training related to safe handling of hazardous substances	%	100	100	100
	Total wastewater generation	tons	168,000	90,145	153,092			Total number of hours of participation in training related to safe handling of hazardous substances	hours	2	2	2
	Wastewater discharge volume	tons	168,000	90,145	153,092			Number of employees participating in training related to waste reduction and classification	persons	439	403	334
	Wastewater recycling volume	tons	-	-	-			Percentage of employees participating in training related to waste reduction and sorting	%	100	100	100
Air Pollutants	Total waste generation volume	tons	1,212,500	1,275,773	938,380			Total number of hours spent on training related to waste reduction and sorting	hours	2	2	2
	General waste generation volume	tons	48,890	58,970	39,260		Environmental Laws	Number of violations of environmental laws	cases	0	0	0
	Designated waste generation volume	tons	1,163,610	1,216,803	899,120			Amount of fine for violation of environmental laws	KRW 10,000	0	0	0
	Total waste disposal volume	tons	1187.945	1287.77	817.17							
	General waste disposal volume	tons	48.89-	58.97-	39.26-							
Air Pollutants	General waste (incineration)	tons	-	-	-							
	General waste (landfill)	tons	48.89-	58.97-	39.26-							
	General waste (recycling)	tons	-	-	-							
	Designated waste disposal volume	tons	1,139,055	1,228,800	777,910							
	Designated waste (incineration)	tons	-	-	-							
Air Pollutants	Designated waste (landfill)	tons	-	-	-							
	Designated waste (recycling)	tons	1,139,055	1,228,800	777,910							
	Total air pollutant discharge quantity	tons	35,643	24,360	39,950							
	NOx emissions (nitrogen oxides)	tons	19.540	15.040	11.146							
	NOx emissions (nitrogen oxides)	tons	2.430	0.534	0.747							
Air Pollutants	PM emissions (fine dust)	tons	5.547	1.243	3.594							
	VOC	tons	7.000	7.227	24.463							
	Other	tons	1.126	0.315	0.000							

* 국내 법인(현대성우클라이트, 현대성우캐스팅)과는 다르게 중국 현지 기준으로 산정되었으며,
2023, 2024년 수치는 별도의 3자 검증을 받음



ESG Data

Social

| Hyundai Sungwoo Solite

	Category	Unit	2022	2023	2024
	Total number of employees	persons	501	518	534
	By employment type (executive)	persons	15	13	15
	By employment type (full-time)	persons	411	436	454
	By employment type (non-regular)	persons	75	69	65
	Gender (male)	persons	475	487	504
Status of Employee	Gender (female)	persons	26	31	30
	By age (30s and under)	persons	255	268	272
	By age (40s)	persons	145	151	162
	By age (50s and above)	persons	101	99	100
	Percentage of all female employees	%	5	6	6
	Percentage of all vulnerable workers (disabled)	%	2	2	1
	Percentage of all minority workers (foreigners)	%	4	3	3
	Total welfare expenses	KRW 1 million	1,011	1,182	1,124
	Average welfare expenses per employee	KRW 10,000	202	228	210
Recruitment and Turnover Status	New hires	persons	20	46	35
	Number of employee departures (voluntary + recommended resignation)	persons	41	28	27
	Employee turnover rate	%	8	5	5
	Average years of service	years	10.2	10.1	9.3
Status of Flexible Work System Use	Number of laid-off workers	persons	0	0	0
	Number of employees eligible for flexible work hours	persons	94	90	113
	Number of employees using (using) flexible work hours	persons	94	90	113
	Number of employees using parental leave	persons	2	4	6
Status of Maternity and Childcare Leave Use	Number of employees returning from childcare leave	persons	2	4	4
	Number of employees eligible for union membership	persons	501	518	534
	Number of union members	persons	342	362	359
	Union membership rate	%	68	70	67
Social Dialogue	Number of labor-management council meetings held	times	8	8	8
	Regular meetings	times	8	8	8
	Extraordinary meetings	times	0	0	0
	Percentage of workers covered by collective agreements	%	100	100	100
Talent Development	Total number of trainees	persons	175	191	159
	Total number of training hours	hours	2,183	2,921	2,462
	Average training hours per employee*	hours	12.5	15.3	15.5
	Total training expenses	KRW 1 million	9	14	12
	Average training expenses per employee	KRW 1,000	17	26	22
Employees subject to regular performance evaluations	Employees subject to regular performance evaluations	persons	152	170	177
	Percentage of regular performance evaluations	%	30	33	33

* Average training hours per employee: Total training hours/Total number of trainees

	Category	Unit	2022	2023	2024
Occupational Health and Safety	Total health and safety training hours	hours	9,610	11,390	11,976
	Number of employees participating in health and safety training	persons	3,940	4,284	4,067
	Number of health and safety training hours per employee	hours/person	2.44	2.66	2.94
	Total Recordable Injuries (TRI)	cases	33	64	106
	Lost Time Injuries (LTI)	cases	10	24	29
	Number of work days lost	days	196.4	461.9	1227.9
	Lost-Time Injuries Frequency Rate (LTIFR)	days lost per million working hours	13.14	31.53	38.1
	Number of industrial accidents	cases	3	16	26
	Number of fatal accidents	cases	0	0	0
Human Rights Management	Number of injury incidents	cases	33	64	106
	Industrial accident rate	%	0.25	3.63	5.02
	Employee health checkup rate	%	100	100	100
	Number of employees who completed human rights training	persons	501	518	534
	Percentage of human rights training completion	%	100	100	100
	Number of employees who received in-house human rights training	persons	0	0	0
	Percentage of participation in in-house human rights training	%	0	0	0
Customer Satisfaction	Number of cases of child labor and forced labor	cases	0	0	0
	Percentage of business sites subject to child labor and forced labor investigations (inspections)	cases	0	100	100
	Number of business sites with potential risks of child labor and forced labor	ea.	0	0	0
	Number of human rights-related complaint acceptance cases	cases	0	0	1
	Number of human rights-related complaints handling cases	cases	0	0	1
Non-compliance with Marketing and Communications Laws and Internal Regulations	Purchase of goods from socially responsible enterprises	KRW 10,000	0	0	0
	Number of customer satisfaction complaints acceptance cases	cases	14	23	14
	Number of customer satisfaction complaints handling cases	cases	14	23	14
	Customer satisfaction survey	points	-	-	-
	Number of exaggerated or misleading advertising, and violations of product labeling laws	cases	0	0	0
Social Contribution	Amount of fines imposed for violations of laws on exaggerated or misleading advertising and product labeling	KRW	0	0	0
	Number of exaggerated or misleading advertising, and violations of product labeling in-house rules cases	cases	0	0	0
	Number of employees participating in volunteer activities	persons	0	0	0
	Total number of hours of employees' volunteer activities	hours	0	0	0
	Number of hours of volunteer activity per person	hours/person	0	0	0
* Donation amount (cash)	Donation amount (cash)	KRW 10,000	1,585	15,375	14,550



ESG Data

Social

| Hyundai Sungwoo Casting

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification

Statement

Key Certifications and Awards

Association Memberships

	Category	Unit	2022	2023	2024		Category	Unit	2022	2023	2024	
Status of Employee Diversity	Total number of employees	persons	833	854	869		Total number of hours of health and safety training	hours	18,222	18,750	19,086	
	By employment type (executive)	persons	11	10	14		Number of employees participating in and safety training	persons	9,289	9,530	9,702	
	By employment type (full-time)	persons	788	807	825		Number of hours of health and safety training per employee	hours/person	1.96	1.97	1.97	
	By employment type (non-regular)	persons	34	37	30		Total Recordable Injuries (TRI)	cases	85	97	82	
	Gender (male)	persons	804	824	832		Lost Time Injuries (LTI)	cases	63	66	45	
	Gender (female)	persons	29	30	37		Number of work days lost	days	4,033.50	2,765.20	2,042.50	
	By age (30s and under)	persons	338	333	334		Lost-Time Injuries Frequency Rate (LTIFR)	days lost per million working hours	59.33	63	45.14	
	By age (40s)	persons	335	350	348		Number of industrial accidents	cases	49	38	25	
	By age (50s and above)	persons	160	171	187		Number of fatal accidents	cases	-	-	-	
	Percentage of female employees	%	3	4	4		Number of injury incidents	cases	49	38	25	
Welfare Expenses	Percentage of vulnerable workers (disabled)	%	1	1	1		Industrial accident rate	%	5.88	4.45	2.88	
	Percentage of minority workers (foreigners)	%	7	8	8		Employee health checkup rate	%	100	100	100	
	Total welfare expenses	KRW 1 million	523	603	593		Number of employees who completed human rights training	persons	833	854	869	
Recruitment and Turnover Status	Average welfare expenses per employee	KRW 10,000	63	71	68		Percentage of human rights training completion	%	100	100	100	
	New hires	persons	83	79	59		Number of employees who received in-house human rights training	persons	0	0	0	
	Number of employee departures (voluntary + recommended resignation)	persons	75	76	61		Percentage of participation in in-house human rights training	%	0%	0%	0%	
	Employee turnover rate	%	9	9	7		Number of cases of child labor and forced labor	cases	0	0	0	
	Average years of service	years	12	11	11		Percentage of business sites subject to child labor and forced labor investigations (inspections)	%	0	100	100	
Status of Flexible Work System Use	Number of laid off workers	persons	1	-	2		Number of business sites with potential risks of child labor and forced labor	ea.	0	0	0	
	Number of employees eligible for flexible work hours	persons	45	47	47		Number of human rights-related complaint acceptance cases	cases	0	0	0	
	Number of employees using (using) flexible work hours	persons	45	47	47		Number of human rights-related complaints handling cases	cases	0	0	0	
Status of Maternity and Childcare Leave Use	Number of employees using parental leave	persons	4	3	7		Purchase of goods from socially responsible enterprises	KRW 10,000	0	0	0	
	Number of employees returning from childcare leave	persons	4	2	5		Customer satisfaction	Number of customer satisfaction complaints acceptance cases	cases	24	27	17
Social Dialogue	Number of employees eligible for union membership	persons	833	854	869		Number of customer satisfaction complaints handling cases	cases	24	26	18	
	Number of union members	persons	600	599	613		Customer satisfaction survey	points	-	-	-	
	Union membership rate	%	72	70	71		Non-compliance with Marketing and Communications Laws and Internal Regulations	Number of exaggerated or misleading advertising, and violations of product labeling laws	cases	0	0	0
	Number of labor-management council meetings held	times	12	12	12		Amount of fines imposed for violations of laws on exaggerated or misleading advertising and product labeling	KRW	0	0	0	
	Regular meeting	times	12	12	12		Number of exaggerated or misleading advertising, and violations of product labeling in-house rules cases	cases	0	0	0	
Talent Development	Extraordinary meeting	times	-	-	-		Number of employees participating in volunteer activities	persons	0	0	0	
	Percentage of workers covered by collective agreements	%	100	100	100		Total number of hours of employees' volunteer activities	hours	0	0	0	
	Total number of trainees	persons	108	188	253		Number of hours of volunteer activity per person	hours/person	0	0	0	
	Total number of training hours	hours	1,756	2,983	4,034		Donation amount (cash)	KRW 10,000	500	500	500	
	Average number of training hours per employee*	hours	16.3	15.9	15.9							
Customer Satisfaction	Total training expenses	KRW 1 million	14	37	43							
	Average training expenses per employee	KRW 1,000	17	43	49							
	Employees subject to regular performance evaluations	persons	174	175	181							
	Percentage of regular performance evaluations	%	21	20	21							

* Average training hours per employee: Total training hours/Total number of trainees



ESG Data

Social

| Longkou Hyundai Sungwoo Automotive

Category		Unit	2022	2023	2024
Status of Employee Diversity	Total number of employees	persons	555	403	340
	By employment type (executive)	persons	2	1	1
	By employment type (full-time)	persons	321	355	317
	By employment type (non-regular)	persons	232	47	22
	Gender (male)	persons	495	349	291
	Gender (female)	persons	60	54	49
	By age (30s and under)	persons	327	271	209
	By age (40s)	persons	151	112	103
	By age (50s and above)	persons	77	20	28
	Percentage of female employees	%	6	9	10
Welfare Expenses	Percentage of vulnerable workers (disabled)	%	0	0	0
	Percentage of minority workers (foreigners)	%	1.08	0.99	0.88
	Total welfare expenses	KRW 1 million	19	42	34
	Average welfare expenses per employee	KRW 10,000	3	10	10
	New hires	persons	46	101	15
Recruitment and Turnover Status	Number of employee departures (voluntary + recommended resignation)	persons	47	64	52
	Employee turnover rate	%	1.2	1.6	1.3
	Average years of service	years	8	7	7
	Number of laid off workers	persons	1	0	3
Status of Maternity and Childcare Leave Use	Number of employees using parental leave	persons	9	6	8
	Number of employees returning from childcare leave	persons	9	6	8
	Total number of trainees	persons	42	54	54
	Total number of training hours	hours	168	270	216
Talent Development	Average number of training hours per employee*	hours	4.0	5.0	4.0
	Total training expenses	KRW 1 million	0	0.37	0.33
	Average training expenses per employee	KRW 1,000	0	6.78	6.10
	Employees subject to regular performance evaluations	persons	287	334	310
	Percentage of regular performance evaluations	%	90	93	97

* Average training hours per employee: Total training hours/Total number of trainees

Category		Unit	2022	2023	2024
Occupational Health and Safety	Total number of hours of health and safety and health	hours	10,536	9,672	8,160
	Number of employees participating in health and safety training	persons	5,268	4,836	4,836
	Number of hours of health and safety training per employee	hours/person	288	288	288
	Total Recordable Injuries (TRI)	cases	4	5	1
	Lost Time Injuries (LTI)	cases	16	9	7
	Number of work days lost	days	578	283	606
	Lost-Time Injuries Frequency Rate (LTIFR)	days lost per million working hours	7.30	2.43	4.76
	Number of industrial accidents	cases	12	4	6
	Number of fatal accidents	cases	0	0	0
	Number of injury incidents	cases	12	4	6
Human Rights Management	Industrial accident rate	%	2.73	0.99	1.76
	Employee health checkup rate	%	10	10	10
	Number of employees who completed human rights training	persons	317	342	330
	Percentage of human rights training completion	%	100	100	100
	Number of employees who received in-house human rights training	persons	317	342	330
	Percentage of participation in in-house human rights training	%	100	100	100
	Number of cases of child labor and forced labor	cases	0	0	0
	Percentage of business sites subject to child labor and forced labor investigations (inspections)	%	100	100	100
	Number of business sites with potential risks of child labor and forced labor	ea.	0	0	0
	Number of human rights-related complaint acceptance cases	cases	0	0	0
Social Contribution	Number of human rights-related complaints handling cases	cases	0	0	0
	Purchase of goods from socially responsible enterprises	KRW 10,000	0	0	0
	Number of employees participating in volunteer activities	persons	0	0	0
	Total number of hours of employees' volunteer activities	hours	0	0	0
	Number of hours of volunteer activity per person	hours/person	0	0	0
Donation amount (cash)		KRW 10,000	356	358	362



ESG Data

Governance

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

| [Hyundai Sungwoo Solite](#)

	Category	Unit	2022	2023	2024
	Number of whistleblower reports acceptance cases	cases	0	1	3
	Number of confirmed cases of corruption	cases	0	0	0
Ethics and Anti-Corruption	Number of violations of laws regarding unfair trade practices such as anti-competitive practices and monopolies (number of non-monetary sanctions)	cases	0	0	0
	Total amount of fines for violations of laws regarding unfair trade practices such as anti-competitive practices and monopolies	KRW 1 million	0	0	0
	Number of lawsuits filed for unfair trade practices such as anti-competitive practices and monopolies	cases	0	0	0
Information Security and Protection	Number of confirmed information security incidents	cases	0	0	0
	Fines/penalties due to information security violations or cybersecurity incidents	KRW 1 million	0	0	0

| [Hyundai Sungwoo Casting](#)

	Category	Unit	2022	2023	2024
	Number of whistleblower reports acceptance cases	cases	0	0	1
	Number of confirmed cases of corruption	cases	0	0	0
Ethics and Anti-Corruption	Number of violations of laws regarding unfair trade practices such as anti-competitive practices and monopolies (number of non-monetary sanctions)	cases	0	0	0
	Total amount of fines for violations of laws regarding unfair trade practices such as anti-competitive practices and monopolies	KRW 1 million	0	0	0
	Number of lawsuits filed for unfair trade practices such as anti-competitive practices and monopolies	cases	0	0	0
Information Security and Protection	Number of confirmed information security incidents	cases	0	0	0
	Fines/penalties due to information security violations or cybersecurity incidents	KRW 1 million	0	0	0



GRI Index

Hyundai Sungwoo Solite Co., Ltd., Hyundai Sungwoo Casting Co., Ltd. and Longkou Hyundai Sungwoo Automotive Co., Ltd. have published the 2024 Report on ESG Performance and accompanying data with reference to the Global Reporting Initiative (GRI) standards.

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

Classification	Description		
GRI 1: Foundation 2021	Hyundai Sungwoo Solite Co., Ltd., Hyundai Sungwoo Casting Co., Ltd., and Longkou Hyundai Sungwoo Automotive Co., Ltd. have reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024. (The report contains some performance data from the first half of 2025.)		
	GRI used	GRI 1: Foundation 2021	
	Applicable GRI Sector Standards	Not Applicable	
GRI 2: General Disclosures 2021			
Topic	GRI Standards		Page No.
Organization and Reporting Practices	GRI 2-1	Organizational details	699
	GRI 2-2	Entities included in the organization's sustainability reporting	1
	GRI 2-3	Reporting period, frequency, and contact point	1
	GRI 2-4	Restatements of information	First publication
	GRI 2-5	External assurance	97
Activities and Workers	GRI 2-6	Activities, value chain, and other business relationships	10 to 11
	GRI 2-7	Employees	87, 89, 90
	GRI 2-9	Governance structure and composition	73 to 75
	GRI 2-10	Nomination and selection of the highest governance body	73
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	73 to 75
Governance	GRI 2-13	Delegation of responsibility for managing impacts	73 to 75
	GRI 2-14	Role of the highest governance body in sustainability reporting	73 to 75
	GRI 2-16	Communication of critical concerns	73 to 75
	GRI 2-22	Statement on sustainable development strategy	11
	GRI 2-23	Policy commitments	39, 47, 64, 69
Strategies, Policies and Practices	GRI 2-24	Embedding policy commitments	39, 47, 64, 69
	GRI 2-25	Processes for remediating negative impacts	45, 46, 70, 76
	GRI 2-26	Mechanisms for seeking advice and raising concerns	45, 46, 70, 76
	GRI 2-27	Compliance with laws and regulations	83, 85, 86, 88, 90, 92
	GRI 2-28	Membership of associations	100
Stakeholder Engagement	GRI 2-29	Approach to stakeholder engagement	12 to 13
	GRI 2-30	Collective bargaining agreements	87 to 89



GRI Index

| GRI 3: Material Topics 2021

Topic	GRI Standards		Page No.
Material Topic	GRI 3-1	Process for determining material topics	13 to 14
	GRI 3-2	List of material topics	15
	GRI 3-3	Management of material topics	16, 21, 27, 30 to 32, 47 to 64, 75 to 77

| Strengthening Ethical/Anti-corruption Management Activities

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	16, 21, 27, 30 to 32, 47 to 64, 75 to 77
Anti-corruption	205-3	Confirmation of incidents involving corruption and actions taken	92

| Sustainable Use of Resources

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81
	301-1	Materials used by weight or volume	87, 88
Raw Materials	301-2	Recycled input materials used	34, 35

| Responsible Procurement of Raw Materials

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81
Supplier Social Impact Assessment	414-2	Negative social impacts in the supply chain and actions taken	66

| Business Site Safety Management

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81
	403-2	Hazard identification, risk assessment, and incident investigation	56~61
	403-5	Worker training on occupational health and safety	60, 62
Business Site Health and Safety	403-9	Work-related injuries	61



GRI Index

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

| Reduction of Energy Use and Increase of Renewable Energy

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81
Energy	302-1	Energy consumption within the organization	87~89

| Employee Health Management

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81
Business Site Health and Safety	403-6 403-7	Promotion of workers' health Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62 62

| Management of Chemical and Hazardous Materials

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81

| Establishment of Environmental Management System

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81

| Creation of Sustainable Supply Channel

Topic	GRI Standards		Page No.
Material Topic	GRI 3-3	Management of material topics	17, 20, 21, 27, 28, 34~37, 53, 54, 62, 65, 66, 79~81



GRI Index

| Other Topics

	Topic	GRI Standards	Page No.
	Economic Performance	201-1 Direct economic value generated and distributed 201-3 Defined benefit plan obligations and other retirement plans	15, 80, 81 80, 81
	Indirect Economic Impacts	203-1 Infrastructure investments and services supported	66 to 67
		305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions	21, 82, 83, 85 21, 82, 83, 85
	Emissions	305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	21, 82 21, 82 82, 84, 85
		306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated	37, 38 37 to 38 37, 38, 82, 84, 85
	Waste		
	Employment	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	41, 42, 87, 89, 90 42, 43
	Training and Education	404-1 Average number of hours of training per year/employee 404-2 Programs for upgrading employees' skills and transition assistance programs	87, 89, 91 43
	Diversity and Equal Opportunities	405-1 Diversity of governance bodies and employees	87, 89, 90
	Rights of Local Residents	411-1 Incidents of violations involving rights of indigenous peoples	No violations
	Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities.	No business site
	Public Policy	415-1 Political contributions	Prohibition of political donations based on Article 31 of the Political Funds Act
	Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No violations
	Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications	No violations No violations



UN SDGs Index

Hyundai Sungwoo Solite, Hyundai Sungwoo Casting, and Longkou Hyundai Sungwoo Automotive recognize the importance of the United Nations Sustainable Development Goals (SDGs) and have aligned their ESG performance accordingly.

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships



Category	Targets	Page
	1. No poverty - End poverty in all its forms everywhere.	69
	3. Good health and well-being - Ensure healthy lives and promote well-being for all people at all ages.	48, 53~64
	4. Quality education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	49, 64, 68
	5. Gender equality - Achieve gender equality and empower all women and girls.	47, 50, 70
	6. Clean water and sanitation - Ensure availability and sustainable management of water and sanitation for all.	36~37, 40
	7. Affordable and clean energy - Ensure access to affordable, reliable, sustainable and modern energy for all.	20~35
	8. Decent work and economic growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	18, 46~52
	9. Industry, innovation, and infrastructure - Build resilient infrastructures, promote inclusive and sustainable industrialization, and foster innovation.	11~12, 34~35
	10. Reduced inequality - Reduce inequality within and among countries.	65~66, 68~70
	11. Sustainable cities and communities - Make cities and human settlements inclusive, safe, resilient, and sustainable.	43~44, 68~69
	12. Responsible consumption and production - Ensure sustainable consumption and production patterns.	34~44, 65~66
	13. Climate action - Take urgent action to combat climate change and its impacts.	20~35, 74~78, 101~102
	14. Life below water - Conserve and use the oceans, seas and marine resources sustainably to ensure sustainable development.	40, 43~44, 69
	15. Life on land - Protect, restore and promote the sustainable use of terrestrial ecosystems, manage forests sustainably, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	20~25, 43~44
	16. Peace, justice, and institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels.	73~83



Third-party Assurance Statement

Dear Management and Stakeholders of Hyundai Sungwoo Solite

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification
Statement

Key Certifications and Awards

Association Memberships

Introduction

Korean Standards Association ("KSA") was commissioned by Hyundai Sungwoo Solite("the Company") to perform a third-party Assurance Engagement of '2025 Hyundai Sungwoo Solite · Hyundai Sungwoo Casting Sustainability Report'("the Report"). KSA presents independent opinions as follows as a result of the feasibility of the data contained in this Report. The Company has sole responsibility for the content and performance contained in this Report.

Independence

As an independent assurance agency, KSA does not have any kind of commercial interest in businesses of the Company apart from undertaking a third-party assurance on the Report. KSA has no other contract with the Company that may undermine credibility and integrity as an independent assurance agency.

Assurance Standards: AA1000AS v3

Assurance Level and Type: Moderate, Type1

Note1: Moderate assurance has a lower level of confidence than high assurance because it is based on limited evidence.

Note2: Type1 assurance has a narrower scope of engagement than Type2 assurance because it is limited to only adherence with the four principles of AA1000AP.

Assurance Scope

The assurance scope includes systems and activities such as sustainability management policies, goals, businesses, standards, and achievements of the Company the reporting period. While the Company's environmental and social data, as well as financial data in a broad sense, was verified, the scope of review concerning stakeholder engagement was limited to the materiality assessment process.

- in adherence with the four principles of AA1000AP(AccountAbility Principles) 2018

Assurance Methodology

KSA used the following methods to gather information, documents, and evidence with respect to the assurance scope.

- Confirmation of stakeholder engagement and materiality assessment process by the sustainability expert.
- Verification of environmental information disclosure data and information by the environmental expert.
- Examination of internal documents and basic materials.

Assurance limitations

KSA assumed that the data and evidence provided by the Company were complete and sufficient. KSA provided limited assurance through data inquiry and analysis as well as limited sampling methods.

Assurance Results and Opinions

KSA reviewed the draft version of this Report within the scope of this assurance and presented our opinions as an assurance provider. Modifications were made to the Report content if deemed necessary. KSA was not aware of any suspicions of significant errors or inappropriate descriptions in this Report as a result of our Assurance Engagement. As such, KSA presents our opinions of the '2025 Hyundai Sungwoo Solite · Hyundai Sungwoo Casting Sustainability Report' as follows.



Third-Party Assurance Statement

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification
Statement

Key Certifications and Awards

Association Memberships

Four principles of AA 1000AP(AccountAbility Principles) 2018

Inclusivity

- Has the Company engaged its stakeholders in strategically responding to sustainability?

KSA believes the Company is aware of the importance of stakeholder engagement and is making an all-out effort to establish a process that will increase their engagement. The Company has selected stakeholders including employees, consumers & customers, suppliers, local communities & government and has communication channels for each group to receive diverse feedbacks and opinions.

Materiality

- Has the Company included material information in the Report to help stakeholders make informed decisions?

KSA is not aware of any significant omissions or exclusions of data that are material to stakeholders. KSA verified that the Company conducted a materiality assessment with issues identified from analyses of internal and external environments and reported according to the result.

Responsiveness

- Has the Company appropriately responded to stakeholder requirements and interest in this Report?

KSA verified that the Company responded to stakeholders' needs and interests by reflecting stakeholders' opinions in the Report. KSA is not aware of any evidence that the Company's response to significant issues of stakeholders was reported inappropriately.

Impact

- Has the Company appropriately monitored its impact on the stakeholders?

KSA verified that the Company is monitoring and assessing its impact on the stakeholders by conducting an enhanced verification of its standard business activities. Furthermore, it has been verified that the Company appropriately publishes its findings in the Report.



AA1000
Licensed Report
000-70/V3-SQOFK



September 2025
Dong Min Moon
KSA Chairman & CEO

Dongmin Moon

The Korean Standards Association (KSA), established as a special corporation in accordance with the Law for Industrial Standardization in 1962, serves as a knowledge service provider that distributes and disseminates such services as industrial standardization, quality management, sustainability management, KS certification and ISO certification. The KSA is committed to the sustainable development of Korean society as an ISO 26000 national secretary, AA1000 assurance provider, KSI (Korea Sustainability Index) operator, and as an assurance provider of the Korean government's greenhouse gas energy target management system.



Greenhouse Gas Verification Statement

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification

Statement

Key Certifications and Awards

Association Memberships

Hyundai Sungwoo Solite



Assurance Statement

This Assurance Statement has been prepared for Hyundai Sungwoo Solite.

Terms of Engagement

LRQA was commissioned by Hyundai Sungwoo Solite to provide independent assurance on its Greenhouse Gas (GHG) Inventory Report for the calendar year 2024 (the report) against "the guidelines on emission reporting and certification under the GHG emissions trading system" and the monitoring plan for the calendar year 2024 using "the verification guidelines for GHG emissions trading system".

The report relates to direct GHG emissions and energy indirect GHG emissions.

Management Responsibility

LRQA's responsibility is only to Hyundai Sungwoo Solite. LRQA claims any liability or responsibility to others as explained in the end footnote. The management of Hyundai Sungwoo Solite. is responsible for preparing the report and for maintaining effective internal controls over all the data and information within the report. Ultimately, the report has been approved by, and remains the responsibility of Hyundai Sungwoo Solite.

LRQA's Approach

LRQA's assurance engagement has been carried out in accordance with our verification procedure using "the verification guidelines for GHG emissions trading system" to reasonable level of assurance.

The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Visiting sites and auditing management system to control the data and records regarding GHG emissions and energy uses
- Interviewing the relevant persons responsible for managing and maintaining data and associated records
- Reviewing the historical data and information back to source for the calendar year 2024.

Level of Assurance & Materiality

The opinion expressed in this Assurance Statement has been formed on the basis of a reasonable level of assurance, and at the materiality of the professional judgement of the verifier and at the materiality level of 5%.

Page 1 of 2



LRQA's Opinion

Based on LRQA's approach, we believe that the report is prepared in accordance with "the guidelines on emission reporting and certification under the GHG emissions trading system" and the monitoring plan for the calendar year 2024 using "the verification guidelines for GHG emissions trading system" and the GHG emissions data in the Table 1 is materially correct.



Dated: 20 Aug 2025

Il-Hyung Lee
LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA Reference: SEO00001716

Table 1. Summary of GHG emissions

Scope of GHG emissions	Year 2024	Unit: tCO ₂ eq
Direct GHG Emissions	6,076	
Energy Indirect GHG Emissions	34,293	
Total GHG Emissions	40,369	

LRQA Group Limited, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The Korean version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

This Assurance Statement is only valid when published with the report to which it refers. It may only be reproduced in its entirety.

Copyright © LRQA, 2022.

Page 2 of 2



HYUNDAI SUNGWOOD
CASTING



HYUNDAI SUNGWOOD
SOLITE

Greenhouse Gas Verification Statement

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification
Statement

Key Certifications and Awards

Association Memberships



Hyundai Sungwoo Casting

Greenhouse Gas Verification Statement

Statement

GV-25233

Verification Opinion Statement

GHG Report Verification HYUNDAI SUNGWOOD CASTING CO., LTD

Verification Target
Korean Foundation for Quality (hereinafter 'KFAQ') has conducted a verification of GHG Report of HYUNDAI SUNGWOOD CASTING CO., LTD¹⁾ (hereinafter 'Company') for 2024.
1) Organization address (based on headquarters) : 609, Bongeunsa-ro, Gangnam-gu, Seoul, Republic of Korea

Verification Purpose
The purpose is to ensure the reliability of the company's GHG Report in relation to the operation of the Emissions Trading Scheme.

Verification Scope
KFAQ's verification covered all facilities and emission sources under the operational control and organizational boundary of Company during 2024.

Verification Criteria
The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme²⁾], [Rules for verification of operating the GHG emission trading scheme³⁾] and [ISO14064-3] for every applicable part.
1) Notification No. 2024-155 of Ministry of Environment 2) Notification No. 2024-169 of Ministry of Environment

Level of Assurance
The verification has been planned and conducted as the 'Rules for verification of operating the GHG emission trading scheme', and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the entire process of verification was conducted effectively.

Verification Limitation
The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions
KFAQ present the following conclusions regarding the GHG emissions data included in the GHG Report.
1) GHG emissions have been appropriately calculated according to the "Rule for emission reporting and certification of GHG emission trading Scheme" and "ISO14064-1" methodologies.
2) The materiality assessment result of GHG emissions has satisfied the criteria for an organization that emits less than 500,000 tCO₂-eq by meeting less than 5% of the total emissions.
3) Thus, KFAQ concludes that GHG Emissions of Company in 2024 is correctly calculated and reported in accordance with "Rule for emission reporting and certification of GHG emission trading Scheme".

Unit : tCO₂eq

Scope 1	Scope 2	Total
52,712.197	141,933.687	194,644

* The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units
08/19/2025

Appendix. GHG emissions calculation results by site

Ji-Young Song
CEO Ji-Young Song
Korean Foundation for Quality

IAF National Institute of Environmental Research
www.kfq.or.kr
Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea

kfq Korean Foundation for Quality
QA1500-05-GV(1)

GV-25233

Appendix. GHG emissions calculation results by site

Organization
HYUNDAI SUNGWOOD CASTING CO., LTD

Emission calculation period
The emission calculation period is from January 1st to December 31st, 2024.

GHG Emissions

Site Name	Scope 1	Scope 2	Total
Chungju Plant 1	19,438.418	24,040	43,478
Chungju Plant 2	19,359.139	28,221.55	47,580
Pohang Plant	13,898.657	89,594.69	103,493
Seoul Headquarters / Bundang Office	15.983	77.447	93
Total	52,712.197	141,933.687	194,644

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ±1 tCO₂eq.

IAF National Institute of Environmental Research
www.kfq.or.kr
Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea

kfq Korean Foundation for Quality
QA1500-05-GV(1)



HYUNDAI SUNGWOOD
CASTING



HYUNDAI SUNGWOOD
SOLITE

Greenhouse Gas Verification Statement

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

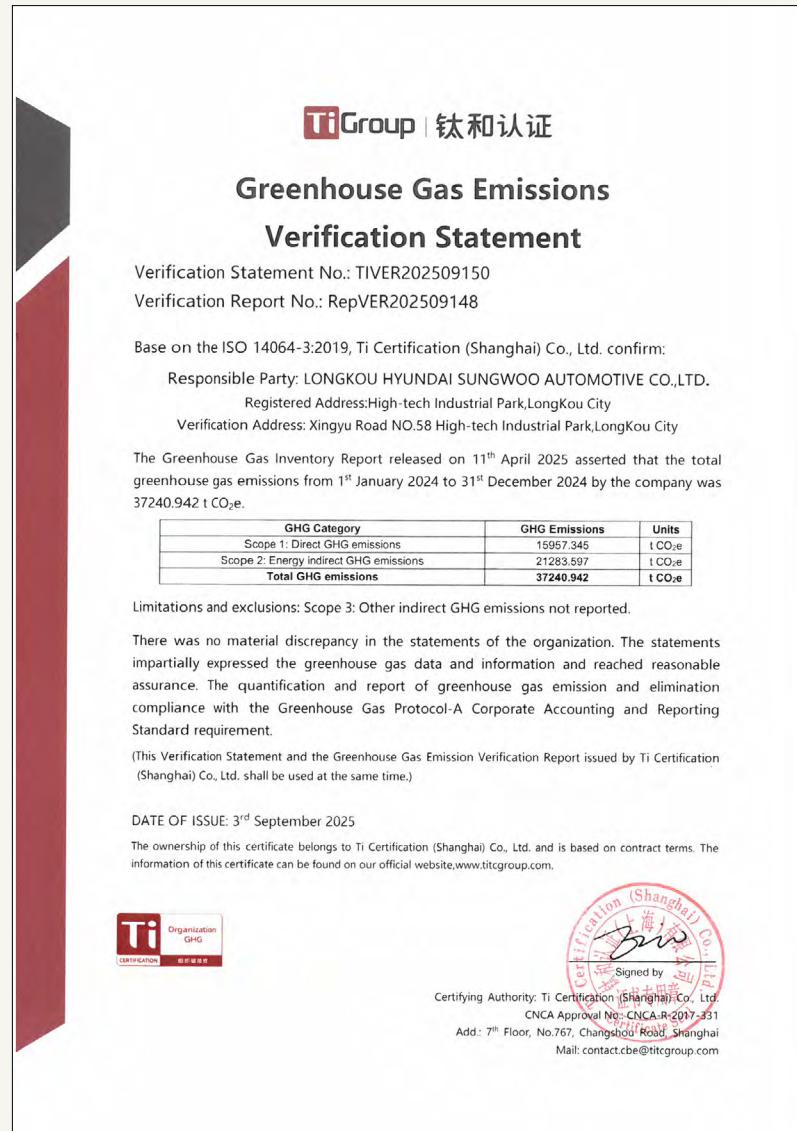
Third-Party Assurance Statement

Greenhouse Gas Verification
Statement

Key Certifications and Awards

Association Memberships

Longkou Hyundai Sungwoo Automotive





Key Certifications and Awards

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

Hyundai Sungwoo Solite

[Certification Details]

No.	Category
1	ISO 9001 (Quality Management System)
2	IATF 16949 (Automotive Quality Management System)
3	ISO 14001 (Environmental Management System)
4	ISO 45001 (Occupational Health and Safety Management System)
5	KS C 8518 (KS Mark Certification: Stationary Sealed Lead-Acid Batteries (Valve Regulated Types))
6	UL (U.S. safety certification)
7	Eco-label (Eco-friendly product certification)

[Award History]

No.	Award Date	Awarding Organization	Description
1	Mar. 2025	Brandstock	Awarded 1st place in the Battery category at the 2025 Korea Brand Star Awards.
2	Sep. 2024	Korea Customers Forum	Awarded 1st place in the Battery category at the 2024 Brand of the Year Awards.
3	Mar. 2024	Brandstock	Awarded 1st place in the Battery category at the 2024 Korea Brand Star Awards
4	Dec. 2023	Gyeongju City Hall	Received a commendation plaque in 2023 for recognizing the importance of environmental conservation and contributing to the creation of a clean and green Gyeongju.
5	Sep. 2023	Korea Customers Forum	Awarded 1st place in the Battery category at the 2023 Brand of the Year Awards.
6	Jul. 2023	Korea Industrial Safety Association	Received a certificate of commendation in 2023 for its contributions to the prevention of industrial accidents.
7	Mar. 2023	Brandstock	Awarded 1st place in the Battery category at the 2023 Korea Brand Star Awards.
8	Dec. 2022	Daegu Regional Employment and Labor Office	Received a certificate of commendation in 2022 for its contributions to the prevention of major industrial accidents in accordance with the Occupational Safety and Health Act.
9	Sep. 2022	Korea Customers Forum	Awarded 1st place in the Battery category at the 2022 Brand of the Year Awards.
10	Apr. 2022	iF International Forum Design GmbH (Hanover, Germany)	Received the Winner's Award in the Communication category at the 2022 iF (International Forum) Design Awards.



Key Certifications and Awards

| Hyundai Sungwoo Casting

[Certification Details]

No.	Category
1	IATF 16949 (Automotive Quality Management System)
2	ISO 14001 (Environmental Management System)
3	ISO 45001 (Occupational Health and Safety Management System)
4	PSM (Process Safety Management System)
5	BIS Certification (Bureau of Indian Standards Certification)
6	SNI Certification (Standar Nasional Indonesia)
7	INMETRO Certification (National Institute of Metrology, Standardization and Industrial Quality – Brazil)

| Longkou Hyundai Sungwoo Automotive

[인증 내역]

No.	Category
1	ISO 14001
2	ISO 45001

[Award History]

No.	Award Date	Awarding Organization	Description
1	Dec. 2024	Wonju Regional Environmental Office	Received a commendation from the director of the Wonju Regional Environmental Office for outstanding contributions at the end of the year.
2	May 2024	Chungju City Hall	Received the Exemplary Worker Award from Chungju City Hall in celebration of Labor Day 2024.
3	Apr. 2024	National Assemblyman Lee Jong-bae	Received the Exemplary Worker Award at the 134th World Labor Day Commemoration Ceremony.
4	May 2023	Chungju City Hall	Received the Exemplary Worker Award from Chungju City Hall in celebration of Labor Day 2023.
5	May 2023	National Assemblyman Lee Jong-bae	Received the Exemplary Worker Award at the 133rd World Labor Day Commemoration Ceremony.
6	Apr. 2023	Chungju City Hall	Received the Exemplary Worker Award in celebration of the 2023 Day of Persons with Disabilities.

Introduction

Environmental

Social

Governance

Appendix

- ESG Data
- GRI Index
- UN SDGs
- Third-Party Assurance Statement
- Greenhouse Gas Verification Statement
- Key Certifications and Awards
- Association Memberships



Association Memberships

Introduction

Environmental

Social

Governance

Appendix

ESG Data

GRI Index

UN SDGs

Third-Party Assurance Statement

Greenhouse Gas Verification Statement

Key Certifications and Awards

Association Memberships

| [Hyundai Sungwoo Solite](#)

No.	Association/Organization Name
1	Korea Industrial Safety Association
2	Daegu-Gyeongbuk PSM Safety Management Council
3	Gyeongbuk Region PSM Health Council
4	Gyeongju Council for Occupational Safety and Health
5	Daegu-Gyeongbuk Environmental Engineers Association
6	Gyeongju Council for Environmental Conservation
7	Korea Standards Association
8	Eastern Gyeongbuk Employers Association
9	Gyeongju HR and Labor Managers Association
10	Eastern Gyeongbuk Employers Association
11	Gyeongju HR and Labor Managers Association
12	Korea Employers Federation

| [Hyundai Sungwoo Casting](#)

No.	Association/Organization Name
1	Steel Industry Management Corporation
2	Korea Chamber of Commerce and Industry
3	Chungju-Jecheon Region PSM Council
4	Korea Fire Safety Institute
5	Chungju Chamber of Commerce and Industry
6	Chungju Industrial Complex Management Corporation
7	Korea Industrial Safety Association, Pohang Branch
8	Korea Fire Safety Institute
9	Korean Association of Occupational Health Nurses
10	Pohang Southern Fire Station Fire Safety Council
11	Eastern Gyeongbuk Safety Managers Council
12	Pohang Eco-Industrial Complex Promotion Council (Incorporated Association)
13	Eastern Gyeongbuk Environmental Engineers Association (Incorporated Association)
14	Korea Employers Federation

| [Longkou Hyundai Sungwoo Automotive](#)

No.	Association/Organization Name
1	Yantai Korean Business Association

