

MANAGEMENT TO SERVE CUSTOMER AND PUT
ENVIRONMENT FIRST.

PLAKOR



2024 PLAKOR SUSTAINABILITY REPORT



About This Report

Report Overview

PLAKOR has published its first sustainable management report in 2024 to share both financial and non-financial performance with various stakeholders. This report transparently and thoroughly details the ESG management activities and achievements we have pursued with the vision of growing into a global top-tier company. Moving forward, we will advance our ESG management system and continuously communicate with stakeholders by publishing an upgraded report annually.

Reporting Principles

This report adheres to the drafting principles of the K-ESG Guidelines and the Supply Chain K-ESG Guidelines. It has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, an international sustainability reporting standard, and incorporates elements of the Sustainability Accounting Standards Board (SASB). Financial performance is based on consolidated statements and are prepared in accordance with K-IFRS (Korean International Financial Reporting Standards). If the reporting scope of certain data differs, it is separately indicated in the footnotes.

Reporting Scope

The scope of this report includes five factories: the headquarters (Hwaseong Factory), Dangjin Factory, Asan Factory, Jincheon Factories (3 in total), and Seosan Factory.

* Jincheon Factory (1, 2, and 3) and Seosan Factory are operated on a contract basis

Reporting Period

The official reporting period is from January 1, 2023 to December 31, 2023. Some activities also include content from the first half of 2024. For quantitative performance, we have included statistical data from the past five years given the information timeliness and importance.

Reporting Cycle

One year

Report Verification

We have included verification and opinions from a third-party verification agency, Korea Management Registrar (KMR), to establish the reliability of the report.

Responsible Department for the Report

Responsible Department

ESG Operations Office

Email Address

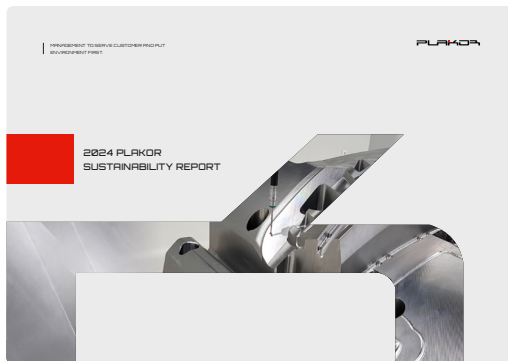
jangwook_lee@plakor.co.kr

Phone Number

031-369-8626

Company Website

www.plakor.co.kr



Cover Story

The design motif of PLAKOR's CI is inspired by mixing its products to achieve technological innovation, symbolizing the company's vision of realizing future goals.


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Interactive User Guide

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CEO Message



PLAKOR specializes in automotive bumpers and interior parts and is dedicated to pursuing sustainable management under the vision of 'job creation and social sharing.'

Dear Valued Stakeholders,

Since its establishment in 1967 as Korea Paint & Ink Plastic Division, PLAKOR began the full-scale automotive parts business in 1979. For 57 years, we have been manufacturing and selling molds for automobile bumpers and instruments.

The global market is currently experiencing a prolonged recession, with high inflation and interest rates contributing to a continued slump in consumption. Simultaneously, the business environment is rapidly changing, with the internal combustion engine market shifting toward hybrid vehicles and transitioning to 'decarbonization,' represented by electric and hydrogen vehicles.

In response to these market changes, PLAKOR aims to prioritize customer satisfaction and value through innovations in manufacturing technologies, such as the proactive introduction of AI smart factories. We aspire to leap forward as a global leader in the automotive parts industry.

For the Environment | We rigorously manage environmental pollutants generated by our business activities to mitigate environmental pollution and prevent related accidents. By complying with relevant laws and regulations, we also minimize environmental impacts and have established and implemented management policies for community-based environmental protection.

In addition, we aim to reduce greenhouse gas emissions by more than 15% compared to 2023 levels by 2030 and actively participate in achieving net zero and 2050 RE100 to address the global climate crisis.

For People | PLAKOR supports the human rights principles outlined in the 'UN Guiding Principles on Business and Human Rights (UNGPs)' and is committed to respecting human rights across all aspects of its business. We will implement human rights policies in line with these principles and operate a Shinmoongo system equipped with procedures to protect victims of human rights violations. Moreover, we achieved a 0.1% industrial accident rate in 2023 at all three factories (Hwaseong, Asan, and Dangjin) by enhancing safety and health training, expanding forklift safety equipment, and installing additional on-site surveillance cameras. We also actively promote a safety culture by operating a "Safety and Health Suggestion Box," which allows employees to share their opinions on workplace safety and health matters.

We promise to implement various mid- to long-term policies that maximize corporate value through thorough ESG management. To this end, PLAKOR has established and is operating an ESG Operations Office, which exclusively handles ESG-related agendas.

We kindly ask for your continued interest and support in our future efforts and challenges related to ESG management.

CEO of the PLAKOR Co., Ltd.
Seok-Woo Lee

About PLAKOR

Company Overview

Company Introduction

PLAKOR is a global automotive parts company located at 679-24, Hyundaikia-ro, Namyang-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea. We were the first in South Korea to develop products such as GIM bumpers, invisible airbags, and molds for automotive parts like bumpers and instrument panels. We are the only domestic company to have established a one-stop full line service system, encompassing everything from mold design to product development, production, and delivery. Our products are supplied not only to major domestic automakers such as Hyundai Motor Company, Kia Motors, Hyundai Mobis, KG Mobility, and Donghee Auto but also to international automakers, including Renault, Chevrolet, Volkswagen, and Maruti Suzuki.

PLAKOR Profile

(As of December 31, 2023, consolidated statements)

Total Assets

KRW **586.7** billion

Capital

KRW **25.8** billion

Sales

KRW **984.8** billion

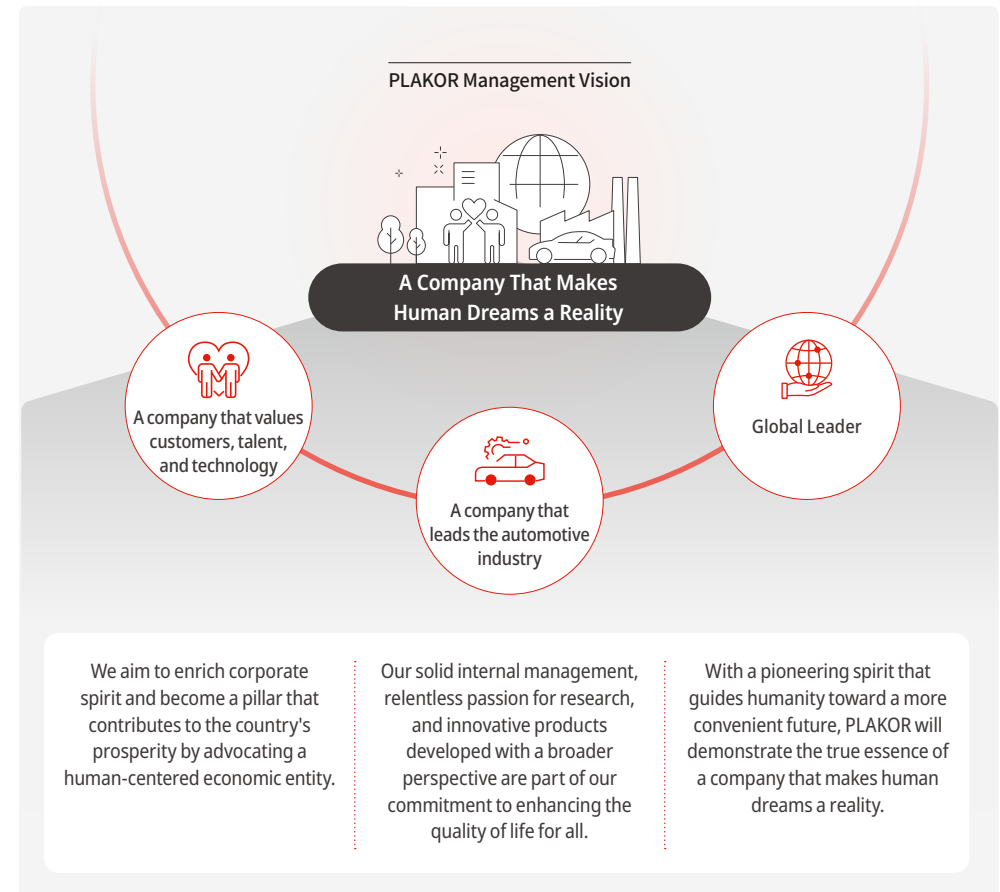
Membership

☑ Hwaseong Chamber of Commerce and Industry

☑ Korea Standards Association (KSA)

Company Name	PLAKOR Co., Ltd.
Main Business	Manufacture and sale of automotive parts
Establishment Date	February 10, 1989
CEOs	Jae-Ha Lee, Seok-Woo Lee
No. of Employees	483 *Full-time 459, Contract 24
Headquarters Location	679-24, Hyundaikia-ro, Namyang-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea
Factory Locations	Hwaseong Factory (Headquarters): 679-24, Hyundaikia-ro, Namyang-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea Dangjin Factory: Sandan 5-ro, Seongmun-myeon, Dangjin-si, Chungcheongnam-do, Republic of Korea Asan Factory: 55, Eumbongmyeon-ro 30beon-gil, Eumbong-myeon, Asan-si, Chungcheongnam-do, Republic of Korea Jincheon Factory: 62, Gyesan 2-gil, Munbaek-myeon, Jincheon-gun, Chungcheongbuk-do, Republic of Korea Seosan Factory: 81, Myeongcheonsaneop-ro, Seongyeon-myeon, Seosan-si, Chungcheongnam-do, Republic of Korea

Management Philosophy



Panoramic View of the PLAKOR Headquarters



About PLAKOR

Key Milestones and Awards

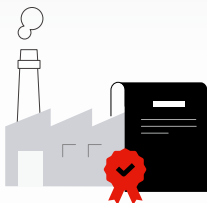
PLAKOR Key Milestones

1967 - 1990



- 1967** • Established Korea Paint & Ink Plastic Division
- 1979** • Began the full-scale automotive parts business
- 1980** • Started the production of Kia Motors' BONGO parts
- 1985** • Entered into a technical partnership with Japan Daikyo Co., Ltd.
- 1989** • Founded PLAKOR Co., Ltd.

1995 - 2003



- 1995** • Constructed Asan Factory No. 2
- 1996** • Obtained ISO 9002 certification
- 1997** • Received the Presidential Commendation at the 3rd Conference on the 100 PPM
• Achievement and Advancement Towards Quality Globalization
- 1999** • Obtained QS 9000 certification
- 2000** • Entered into a technical partnership with the US Venture
- 2002** • Obtained ISO/TS 16949 certification
- 2003** • Constructed Hwaseong Factory and relocated headquarters from Guro Factory \

2004 - 2023



- 2004** • Obtained ISO 14001 certification
• Merged with multinational company ARRK
- 2006** • Established a foreign subsidiary in the Czech Republic
- 2010** • Received the Global System Grand Prize at the 2010 New Quality Convention
- 2011** • Received the Prime Minister's Commendation for contributing to the development of excellent capital goods
- 2013** • Acquired by Sambo Motors
• Obtained OHSAS 18001 certification
- 2014** • Received the USD 100 Million Export Tower Award on the 51st Trade Day (Presidential Commendation)
- 2016** • Received the Week 52 IR52 Jang Young-Shil Award
- 2017** • Received the Excellent Company Award for the development achievements at the HMC R&D Tech Day
• Selected as an exemplary company for implementing the fair-trade agreement
- 2022** • Received the Presidential Commendation at the 48th National Quality Management Convention
- 2023** • Constructed Dangjin Factory

About PLAKOR

Global Network

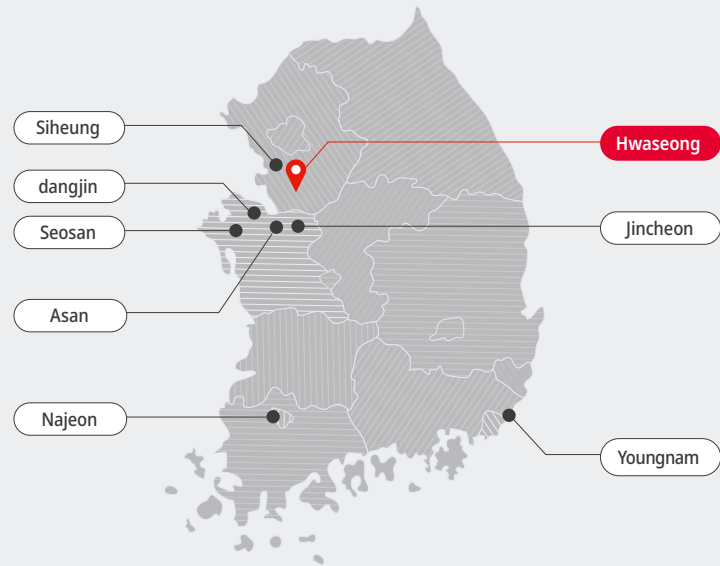
PLAKOR operates four domestic factories, four domestic assembly facilities, and one overseas factory.



Overseas factory (Factory in Czech Republic)

Factory Location	Role	Major Clients	Main Products
Czech Republic	Injection, Painting, Assembly	MHHC (Hyundai Czechia), KaSK (Kia Slovakia), MCA (Mobis Czechia)	Garnishes, Bumpers, Spoilers

PLAKOR Company Locations (Domestic)



Domestic (Factories and Research Labs in South Korea)

Factory Location	Role	Major Clients	Main Products
Hwaseong	Headquarters (HQ), molding, R&D Laboratory	Hyundai, Kia	-
	Assembly	Kia Hwaseong	MQ4 PE, HMPE2, BD PE BPR
Asan	Injection, Painting	Kia Gwangmyeong, Ssangyong	KA4 PE, MV1, RE2 BPR
Dangjin	Injection, Painting	Kia Hwaseong	MQ4 PE, HMPE2, DL3 PE BPR
Jincheon	Injection, Painting, Assembly	Hyundai Asan, Kia Gwangmyeong, Ssangyong	GL3, MV1, DN8 PE
Siheung	Assembly	Kia Gwangmyeong	KA4 PE and MV1 BPR
Seosan	Assembly	Donghee Auto	JA PE2, TAM PE2 BPR
Youngnam	Assembly	Hyundai Ulsan	JK1, JW1 B/PNL

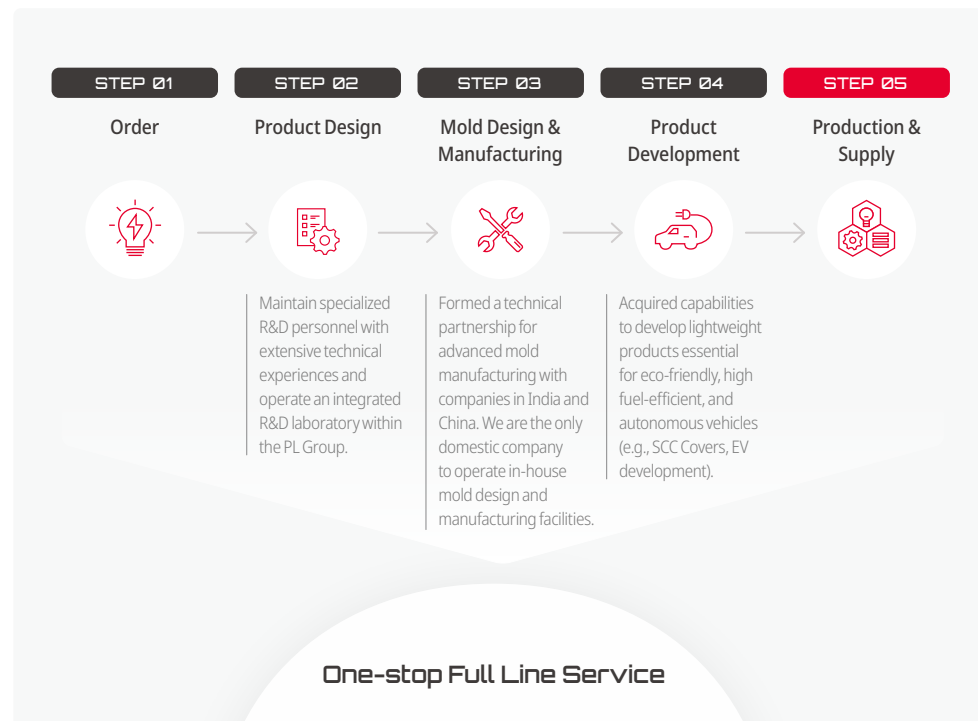
About PLAKOR

Core Capabilities

One-Stop Full Line Service

We have established the country's only one-stop full line service system, applying it to all processes from product design to mold development and manufacturing, injection molding, painting, assembly, and delivery. With competitive quality, delivery, and pricing, we provide the highest level of customer satisfaction services.

One-Stop Full Line Service Steps



Central Technology Laboratory

Established as an official research institution in 1996, PLAKOR's Central Technology Laboratory specializes in automotive plastic parts and is actively investing in the development of new materials for lightweight plastic products, modularizing components to respond to the expanding EV market, and developing proprietary technologies for plastic exterior panels.

Central Technology Lab Main Activities

Developing lightweight parts

- Acquire core technologies for lightweight parts development aimed at eco-friendliness and improved fuel efficiency
- Steel-to-plastic replacement technologies, advanced material development, parts modularization, etc.

Advancing designs

- Enhance design reliability and strengthen analysis and verification capabilities
- CAE (structure, injection, thermal deformation) analysis, design reliability verification tool development

Convergence Technology

- Prepare for the arrival of autonomous driving, secure next-generation core technologies
- Integrate plastic with panels, develop V2P technology, etc.

Ultra Compact E-Mobility

- Rapid increase of EV vehicles, advanced development of new short-distance transportation means



Meeting at the Central Technology Laboratory



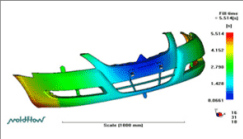
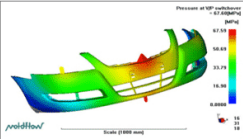
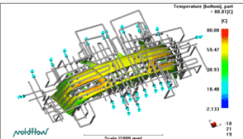
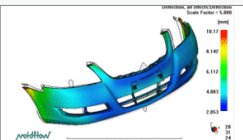
Ultra Compact E-Mobility Vehicle

About PLAKOR

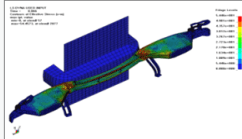

Core Capabilities

Central Technology Laboratory

Mold Process Analysis by the R&D Lab

Category	Details
 <p>[Flow Analysis]</p>	<ul style="list-style-type: none"> Flow Analysis is the fundamental step in optimizing product design, mold design, and injection molding processes to produce high-quality molded products. It analyzes the behavior of resin within the cavity during injection molding process. To improve product quality, it optimizes the thickness of the product and predicts weld lines and air traps to design the optimal injection profile. From the perspective of mold design, it optimizes the size and position of sprues and gates to set runner balance, and provides predictions and solutions for short shots, allowing the prediction of clamping force and injection pressure. From the perspective of process optimization, it proposes the optimal profiles for injection and packing pressure (injection time, multi-stage injection) and optimizes the temperatures of the mold and resin.
 <p>[Packing Analysis]</p>	<ul style="list-style-type: none"> Packing Analysis analyzes the volumetric shrinkage compensation, a unique characteristic of plastics that occurs as the resin fills the cavity and solidifies. It can predict volumetric shrinkage and over-packing, and prevent flash and sink marks. By setting an appropriate packing profile, it can minimize clamping force and pressure. It can also predict changes in product weight based on packing pressure.
 <p>[Cooling Analysis]</p>	<ul style="list-style-type: none"> Cooling Analysis is the process of analyzing the cooling phase during injection molding. It helps ensure uniform mold cooling and analyzes cooling-related factors, which consume the most time during the cycle time. By optimizing the placement and size of cooling lines and baffles, it maximizes cooling efficiency and sets strategies to shorten cycle time. It identifies potential product deformation caused by uneven cooling in advance, thereby improving quality.
 <p>[Warpage Analysis]</p>	<ul style="list-style-type: none"> Warpage Analysis is the process of analyzing the deformation and shrinkage of molded products caused by residual stress, which is generated in the resin as the molten resin fills the cavity, undergoes the packing process, and cools and solidifies.

Structural Analysis by the R&D Lab

Category	Details
 <p>[Bumper Collision Analysis]</p>	<ul style="list-style-type: none"> Conduct analyses to verify the low-speed collision performance of the bumper system. Collision Speed: 2.5MPH, 5MPH Test Items: Pendulum, Barrier, Pole Test Conduct analyses to optimize the pedestrian protection performance of the front-end part in preparation for pedestrian protection regulation compliance. Collision Speed: 40KPH Conduct analyses to optimize the design of the upper interior part to reduce passenger injuries in the event of a vehicle collision. Collision Speed: 12MPH, 15MPH
 <p>[Air Bag Deployment Analysis]</p>	<ul style="list-style-type: none"> Conduct performance checks of plastic parts during the air bag deployment of the instrument panel.

Customer First Quality Assurance

We pursue continuous customer satisfaction through relentless technological and quality innovations. To ensure flawless quality and achieve “zero” customer complaints, we operate a customized quality management system and implement customer-centered practices that align with customer requirements.

- 1 Implementation of a quality responsibility system through customer database management
- 2 Proactive quality control initiated from the raw materials stage
- 3 Step-by-step process management based on systems and data
- 4 Rapid response to the Voice of the Customer (VoC) through collaborative efforts across sales, production, and quality departments



Quality Assurance Equipment

About Products

PLAKOR produces automotive parts and molds.

Automotive Parts



Main Products

Main Automotive Parts (Exterior)

1 SCC Cover(Smart Cruise Control)

Automatic system that utilizes front-mounted radar to maintain safe distance from the preceding vehicle

2 Radiator Grille

Vent device that intakes air necessary for radiator cooling

3 Front Bumper

Impact absorption device that protects vehicle and passengers from sudden front-end shocks or collisions

4 FEM Carrier(Front End Module)

Mounted behind the radiator grille under the bonnet, providing connection and support for the body, bumper, and headlights

5 Rear Bumper

Rear bumper device that safeguards passengers and the vehicle from sudden rear-end impacts, whether in motion or stationary

6 Exterior Garnish

Decorative component that enhances the vehicle's exterior appearance

7 Back Panel Molding

Panel installed at the very back of the vehicle



Main Automotive Part Products (Interior)



1 Instrument Panel

Also called a dashboard, a part that includes displays and controls to show the vehicle's status to the driver and manage various devices

2 Glove Box

Storage space positioned ahead of the front passenger seat

3 Door Step

Fills the space between the body and the door to block external noise and prevent body damage when entering or exiting the vehicle

4 Luggage Side Trim

Interior part designed to enhance the cargo area appearance and protect the vehicle body

5 Pillar Trim

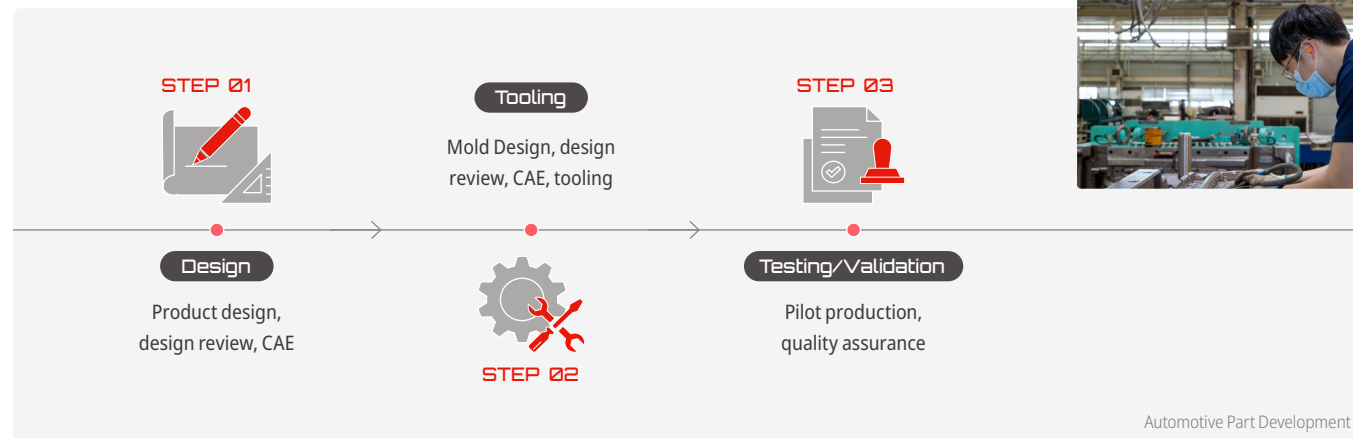
Mounted on the vehicle's side between the door and ceiling, it enhances the interior aesthetic and protects passengers' heads during collisions

About Products

Automotive Parts

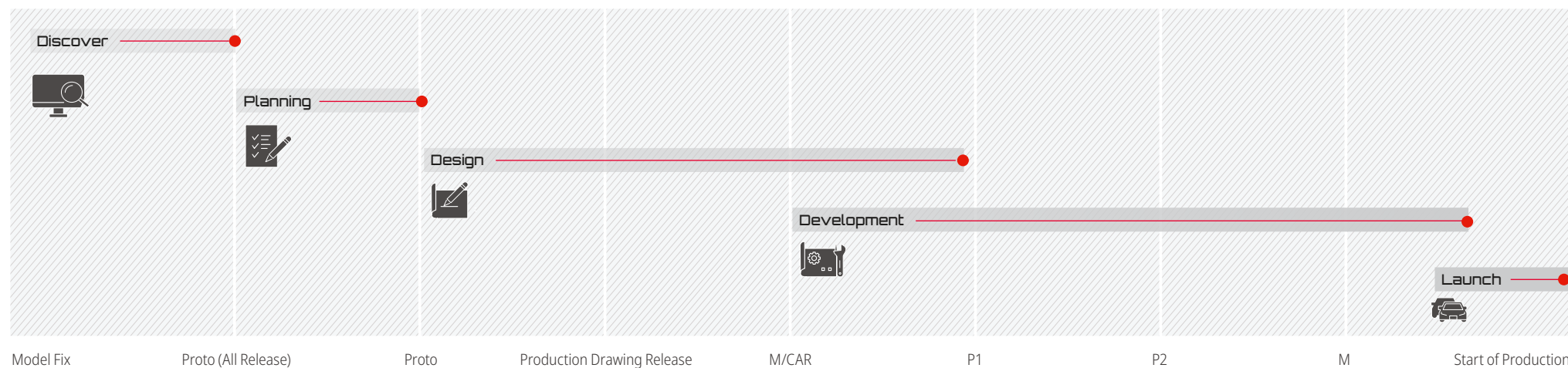


Development Process



Automotive Part Development

Automotive Part Development Process



About Products

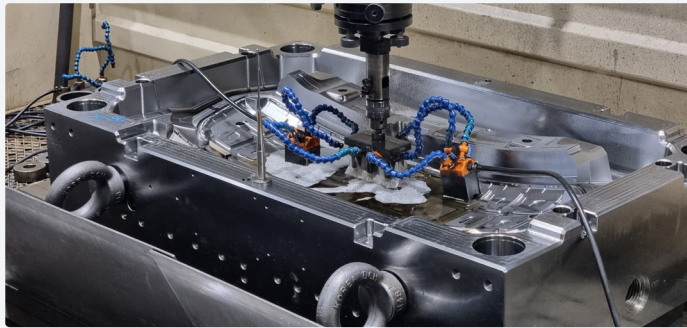
Molding Parts



Main Products

Main Mold Product List (Sales Mold)

- 1 BUMPER(FRT/RR/UPR/LWR)
- 3 BODY CONSOLE
- 2 C/PAD MAIN
- 4 QTR GLASS, ETC



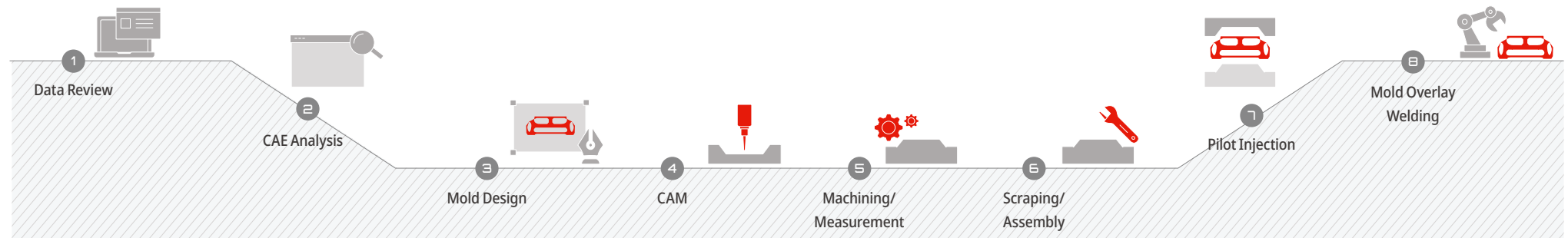
Main Mold Product List (Development Mold)

- 1 BUMPER(FRT/RR/UPR/LWR)
- 3 GRILLE-FR BUMPER
- 2 C/PAD MAIN
- 4 TRIM LUGG SIDEM, ETC



Mold Development

Mold Part Development Process



Equipment Status

Automotive Parts



Equipment Status of PLAKOR Automotive Parts

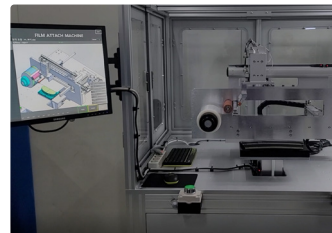
Category	Details	
Injection	Dangjin Factory (1.4 million pieces annually)	<ul style="list-style-type: none"> · Injection M/C 3200T 4U · Injection M/C 3000T 2U · Injection M/C 1800T 2U · Injection M/C 1300T 3U
	Asan Factory (1.32 million pieces annually)	<ul style="list-style-type: none"> · Injection M/C 3000T 4U · Injection M/C 2500T 2U
	Jincheon Factory 1 (1.24 million pieces annually)	<ul style="list-style-type: none"> · Injection M/C 4000T 2U · Injection M/C 3000T 1U · Injection M/C 1800T 1U · Injection M/C 1300T 1U
Painting	Dangjin Factory (1 million pieces annually)	<ul style="list-style-type: none"> · Established an automated painting line · Established Bell Gun Robot · FLAME PLASMA
	Asan Factory (0.71 million pieces annually)	<ul style="list-style-type: none"> · Established automated painting lines · Established Bell Gun Robot · FLAME PLASMA
	Jincheon Factory (2.25 million pieces annually)	<ul style="list-style-type: none"> · Established automated painting lines at Jincheon Factory 1, 2, and 3
Assembly	<ul style="list-style-type: none"> · Bumper, Instrument Panel Core, Carrier Trim Luggage Side, S/Side Molding Assembly · Conductivity tester, multi-punch welding equipment (robot), plate hole processing machine, PAS hole processing machine 	



Molding Equipment



Painting Equipment



Assembly Equipment

Mold Parts



Equipment Status of PLAKOR Mold Parts

Production/Equipment Name	Quantity	Remarks
CAD System	19	
CAM System	38	
CAE System	11	
HORIZONTAL M/C	2	No. 25
CNC MILLING M/C	1	5-Axis processing machine
CNC MILLING M/C	3	No. 25
CNC MILLING M/C	2	No. 12
CNC MILLING M/C	4	(GRAPHITE)
RADIAL	1	
EDM	4	
Die Spotting Press	2	500 tons
Trial Injection machine	1	4000 tons
	1	1350 tons
Coordinate Measuring Machines	1	Gantry type
	1	Small size



Mold Equipment



ESG Activities

CEO's ESG Management Policy

PLAKOR ESG Policies



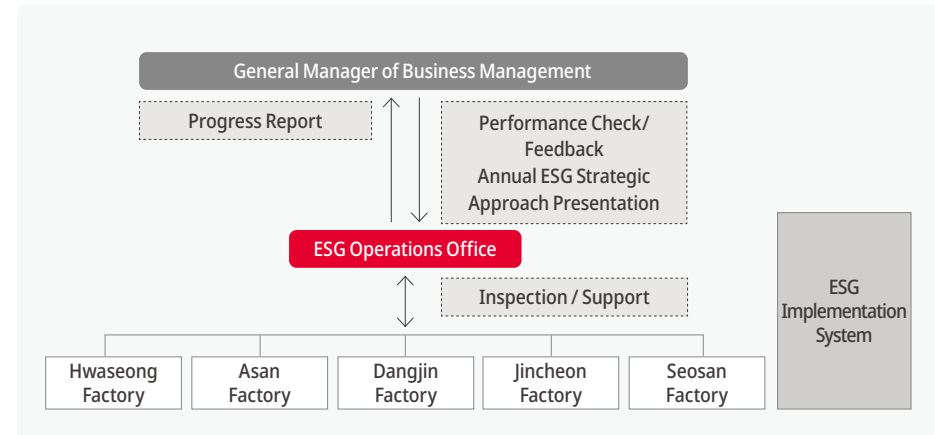
ESG Operations Office Establishment

PLAKOR has established an ESG Operations Office under the General Manager of Business Management to implement environmental management. We have designated ESG managers at our five factories in Hwaseong (headquarters), Asan, Dangjin, Jincheon, and Seosan to directly manage the environment, social, and ethics sectors.

- ❶ **Environment:** Reduction of greenhouse gas emissions/carbon neutrality, eco-friendly technologies, recycling, etc.
- ❷ **Social:** Safety and health policies, industrial accidents, social contributions, etc.
- ❸ **Ethics:** Labor and human rights, ethical standards, performance activities, anti-corruption, standard subcontracting, etc.

In the future, the Board of Directors will internalize ESG management by annually reporting and reviewing sustainability management reports, mid- to long-term carbon neutrality plans, and other related actions.

PLAKOR ESG Implementation System



Joining the ESG Working Council of the Hwaseong Chamber of Commerce

In March 2024, PLAKOR joined the Hwaseong ESG Working Council and attended its inaugural ceremony. We plan to contribute to the sustainable management and the promotion and expansion of ESG management among companies in Hwaseong. Currently, 38 companies in Hwaseong are part of the ESG Working Council, which has announced plans to enhance the ESG management level of local companies. The Council will expand ESG information sharing and networking by: sharing ESG management practices and supply chain due diligence cases, planning and implementing Hwaseong-specific ESG initiatives, and responding to supply chain due diligence based on industry and company size. PLAKOR will participate in the upcoming initiatives of the Hwaseong ESG Working Council, such as training programs, briefings for working-level employees, and meetings to exchange ESG activities. We are committed to embedding sustainable management within our company.



Inaugural Ceremony of the Hwaseong ESG Working Council

Environment

Greenhouse Gas Emissions Intensity

3.74 tCO₂eq/KRW 100 million

Energy Use Intensity

0.074 TJ/KRW 100 million

Waste Generation Intensity

0.21 ton/KRW 100 million

Environment (E)

Environmental Management	16
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Environmental Management

Environmental Management System

Environmental Management Policy | The climate crisis intensified, with a rise in natural disasters—such as floods, droughts, cold waves, large-scale wildfires—and social disasters, including fires and outbreaks. This has brought corporate environmental strategies to the forefront as a key aspect of sustainable management. Accordingly, has implemented a comprehensive environmental management policy and developed systematic management strategies aimed at minimizing environmental impacts.

PLAKOR's Environmental Management Policy | By defining the environmental management policy, environmental management system, and basic principles, we established our overarching environmental management policy as of May 2024.

Basic Principles

① Energy Use and Greenhouse Gas Management

As a company primarily using electricity, we have established an energy management system to conserve electricity. Building on this framework, we plan to expand the use of renewable energy, enhance energy management efficiency, and promote measures to reduce greenhouse gas emissions.

② Air Pollution Management

We develop strategies to mitigate air pollutants released into the atmosphere, including NOx (nitrogen oxides), SOx (sulfur oxides), and dust, by ensuring emissions remain below legal limits. To protect the health of local residents, we have installed highly efficient dust-removal facilities.

③ Water Use and Water Resources Management

We establish infrastructure to reduce water usage and promote internal campaigns focused on water conservation.

④ Waste Management

We minimize waste generated within the company and contribute to establishing a circular resource social through recycling, reuse, recovery, classification, and treatment.

⑤ Chemical Substance Management

For hazardous and chemical substances in the workplace, we maintain Material Safety Data Sheets (MSDS) in accordance with the requirements of the Safety Data Sheet Directives. Chemicals are classified according to the Globally Harmonized System (GHS), and we provide training programs for employees on safe handling.

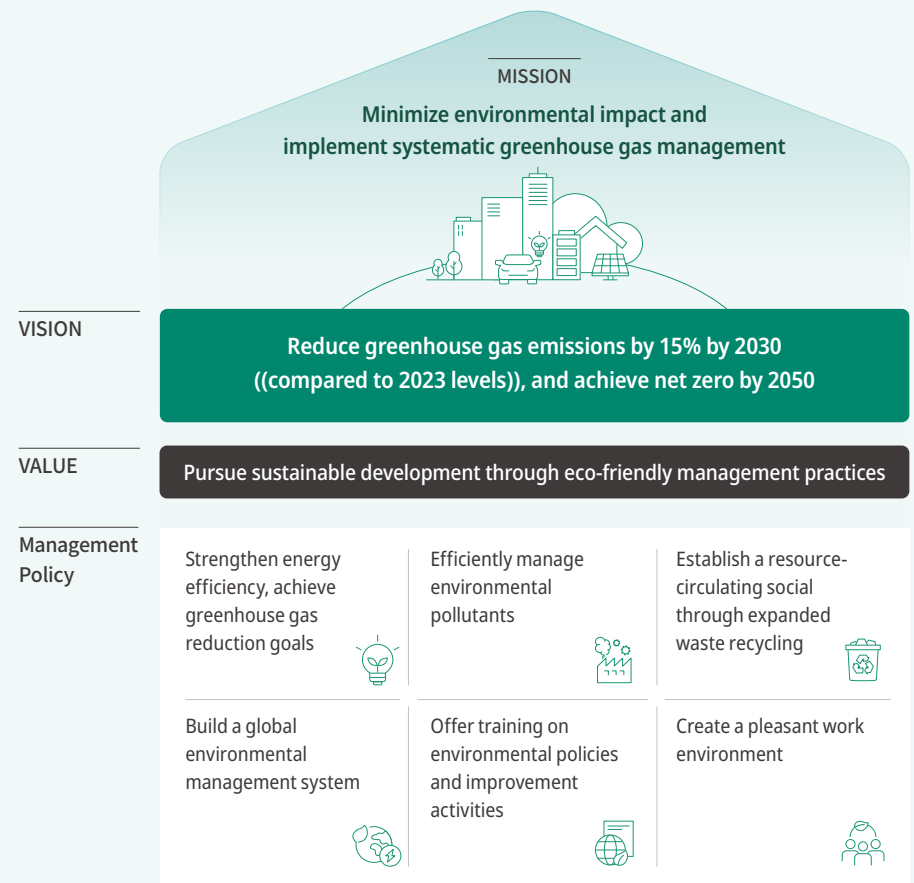
⑥ Biodiversity Conservation

We assess the presence of endangered and legally protected species near our facilities. When identified, we plan to work with community representatives, NGOs, and other stakeholders for monitoring and ongoing protection. We actively participate in local cleanup efforts promoted by local residents to foster a community-centered environment.

⑦ Environmental Awareness and Training

We provide training on environmental issues for employees and stakeholders to maintain ongoing engagement and eco-friendly perspectives.

Establishment of Environmental Management Strategies

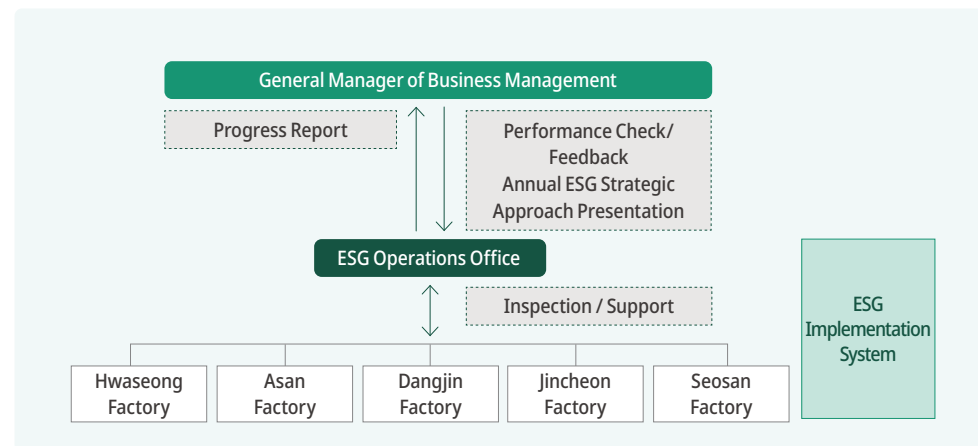


Environmental Management

Environmental Management System

Environmental Management Governance | PLAKOR has set up an ESG Operations Office under the business management general manager to practice environmental management. We have designated ESG managers to our five factories in Hwaseong (headquarters), Asan, Dangjin, Jincheon, and Seosan to directly manage the environment, social, and ethics sectors. Our environmental management efforts focus on controlling greenhouse gas emissions, achieving carbon neutrality, advancing eco-friendly technologies, and promoting waste recycling, among other initiatives.

PLAKOR ESG Implementation System



Environmental Management Activities

Environmental Management System Certification | Since 2004, PLAKOR has maintained ISO 14001 certification, the international standard for environmental management systems, verified by an independent third-party agency. This certification reflects our systematic approach to environmental management in response to the environmental demands of internal and external stakeholders. The certification scope includes the design, development, and production of automotive plastic parts (such as bumpers, crash pads, door trims, and plastic products for interior and exterior use) and plastic molds across our headquarters (Hwaseong Factory), Asan Factory, and Dangjin Factory.



ISO 14001 Certificate

Environmental Management Goals | PLAKOR sets annual quantitative environmental goals for each department, establishes environmental KPIs¹ such as detailed environmental goals, KPIs, action plans, and schedules, and monitors performance accordingly. In the mid- to long-term, PLAKOR aims to steadily reduce greenhouse gas emissions by approximately 550 tCO₂-eq each year from 2025, targeting a 15% reduction by 2030 compared to 2023 levels. By 2050, we plan to achieve a 100% reduction, thereby reaching carbon neutrality (net zero). Additionally, we are committed to reducing waste generated at our facilities by 2% annually as part of our environmental management efforts.

1) KPI: Key Performance Indicator

Conducting Environmental Training for Employees | To strengthen our ability to proactively address environmental issues like the climate crisis, carbon neutrality, and energy conservation, PLAKOR is committed to fostering an eco-friendly culture through environmental training and awareness initiatives for employees. The Hwaseong Factory has completed ESG-focused training to improve greenhouse gas and supply chain management. The training covered topics such as enhancing carbon-free energy potential and strengthening partner companies' capabilities through CDP SC¹. At the Dangjin factory, 146 production team employees have completed training on the understanding and safe handling of fuel gas (LNG) and safe forklift operation. In addition, we have conducted training for 140 production team employees at both the Asan and Dangjin factories on personal protective equipment, safety accident cases, and separation and disposal of recyclables. At the Asan factory, 143 production employees received training on the environmental impact of vehicle exhaust fumes. We are striving to raise our employees' awareness of environmental and safety issues. We plan to continue providing eco-friendly training to all employees at least once a year to foster environmental consciousness and contribute to building a sustainable social together.

1) CDP SC (CDP Supply Chain): To respond to climate change, managing and reducing greenhouse gas emissions across the entire value chain is necessary, which requires cooperation with partner companies in the supply chain. Participating in Supply Chain CDP strengthens cooperation with supply chain partners and enables the practice of carbon neutrality.



A Seminar Focusing on Enhancing Carbon-Free Energy Potential



Capability Enhancement Training for Hyundai-Kia Motors Suppliers under CDP SC



Training on the Environmental Impact of Vehicle Exhaust Fumes



Climate Change Response and Carbon Neutrality

Climate Change Response

Carbon Neutrality Declaration | The Paris Agreement, adopted in 2015 at the 21st Conference of the Parties (COP 21) to the United Nations Framework Convention on Climate Change (UNFCCC), established a new climate framework. Unlike the Kyoto Protocol, which centered on a dichotomy between developed and developing countries and imposed unequal obligations, the Paris Agreement calls on all participating countries to reduce their greenhouse gas emissions.

It also presented a specific reduction target to limit the increase in global average temperature to below 2°C by 2050 and pursue efforts to keep it below 1.5°C. Accordingly in October 2020, South Korea set a goal of achieving carbon neutrality by 2050. The European Union (EU), the United States, Japan, and others have also declared carbon neutrality by 2050, while China has set its target by 2060.

Following global trends, PLAKOR has set a goal to reduce greenhouse gas emissions by 15% compared to 2023 levels by 2030 and has committed to achieving net zero by 2050.

2050 Carbon Neutral Roadmap | PLAKOR has presented a carbon neutrality roadmap, aiming to reduce greenhouse gas emissions by 15% compared to 2023 levels by 2030, and further cut emissions to half of the 2030 levels, reaching 9,369 tCO₂-eq/year by 2040, with the goal of achieving carbon neutrality by 2050. The sudden increase in PLAKOR's greenhouse gas emissions in 2023 is attributed to the establishment of Dangjin Factory in 2022, which began full operation in 2023, leading to an increase of 5,861 tCO₂-eq. As a result, PLAKOR has set 2023 as the base year for its greenhouse gas emissions. The total emissions in 2023, including Dangjin Factory, amounted to 22,044 tCO₂-eq. We plan to reduce this by 15% compared to 2023, targeting 18,737 tCO₂-eq by 2030. To this end, we must cut a total of 3,307 tCO₂-eq over the next six years, approximately 550 tCO₂-eq annually.

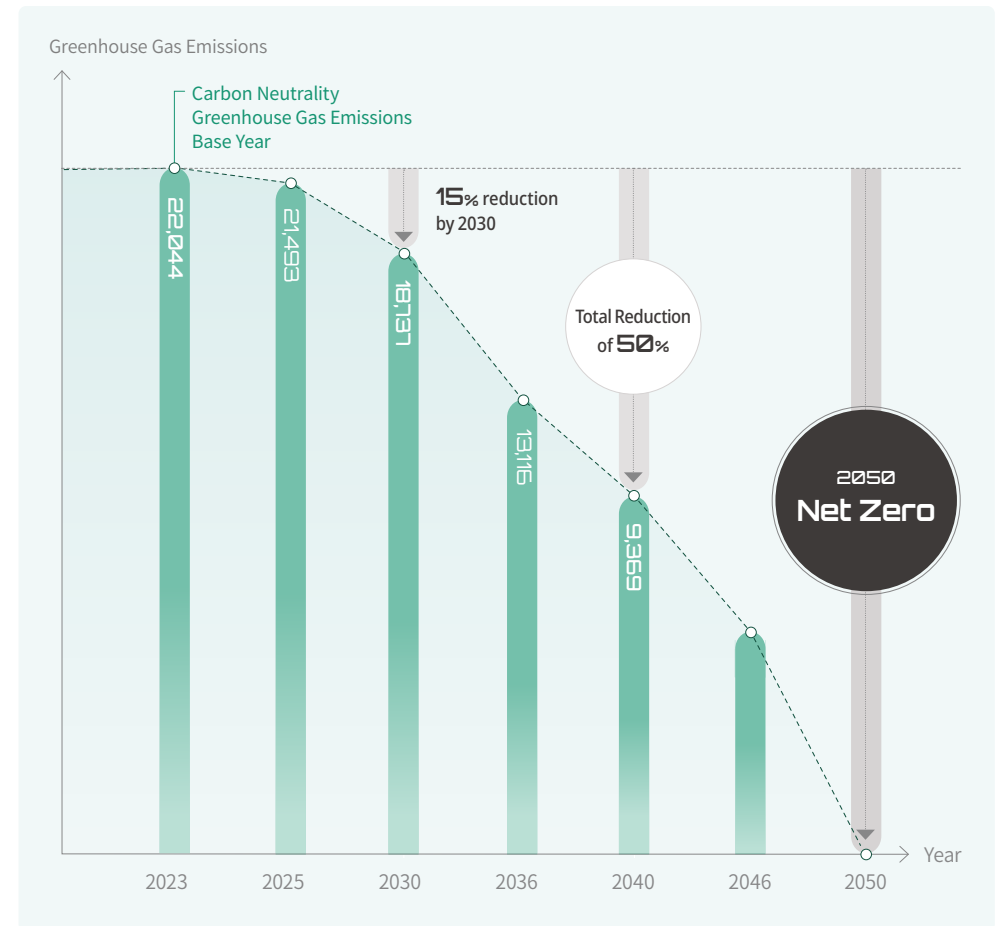
In order to meet this target, we will explore various measures, including REC spot trading, solar panel installation, and energy efficiency activities (such as replacing lighting with LEDs, operating electric vehicles, etc.) to fulfill our mid- to long-term roadmap goals by 2030.

Greenhouse Gas Reduction Targets

(Unit: tCO₂-eq)

Category	2023	2024	2025	2026	2027	2028	2029	2030	2040	2050
Expected Greenhouse Gas Emissions	22,044	22,044	21,493	20,942	20,391	19,840	19,289	18,737	9,369	0
Total Reduction	0	0	551	1,102	1,653	2,204	2,755	3,307	12,675	0

PLAKOR Net Zero Graph



Climate Change Response and Carbon Neutrality

Climate Change Response

Greenhouse Gas Management and Third-Party Verification | PLAKOR has established a greenhouse gas inventory to manage emissions by their sources. We classify greenhouse gases emitted from boilers, welding, cooking burners, and company vehicle operations as direct emissions (Scope 1), while emissions from electricity consumption at our facilities are classified as indirect emissions (Scope 2). Over the five years from 2019 to 2023, we calculated greenhouse gas emissions separately for Scope 1 and Scope 2. Although we are not legally required to undergo third-party verification for these calculations, we voluntarily conducted such verification to enhance the accuracy and reliability of our emissions data. In the future, we plan to collect data on employee business trips and commuting, as well as transportation and distribution activities, to calculate and verify greenhouse gas emissions for Scope 3.

In 2023, of the total greenhouse gas emissions of 22,044 tCO₂-eq, Scope 1 accounted for 5,324 tCO₂-eq (24%), and Scope 2 accounted for 16,722 tCO₂-eq (76%). Breaking it down by factory, the analysis shows that Asan Factory ranks first with 7,459 tCO₂-eq (33.8%), followed by Jincheon Factory with 6,591 tCO₂-eq (29.9%), Dangjin Factory with 5,861 tCO₂-eq (26.6%), Hwaseong Factory with 1,762 tCO₂-eq (8.0%), and Seosan Factory with 371 tCO₂-eq (1.7%).

Greenhouse Gas Emissions and Intensity

(Unit: tCO₂-eq)

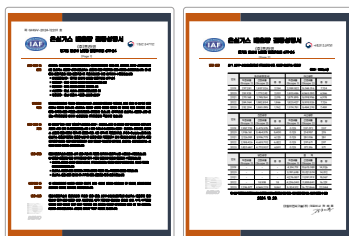
Category	2019	2020	2021	2022	2023
Scope 1	4,314.719	3,991.698	4,276.537	4,296.040	5,324.312
Scope 2	10,613.089	10,021.574	11,091.919	11,835.841	16,721.866
Total**	14,926	14,012	15,367	16,129	22,044
Sales (KRW 100 million) ¹	3,761.331	3,981.698	4,139.207	4,320.704	5,896.683
Intensity(tCO ₂ -eq /KRW 100 million) ²	3.97	3.52	3.71	3.73	3.74

1) Sales: Total sales of domestic business sites (as disclosed) based on separate financial statements

2) Intensity: Greenhouse gas emissions per sales (KRW 100 million)

*The sum of direct and indirect emissions above may differ from the total (total greenhouse gas emissions) due to rounding rules in the guidelines.

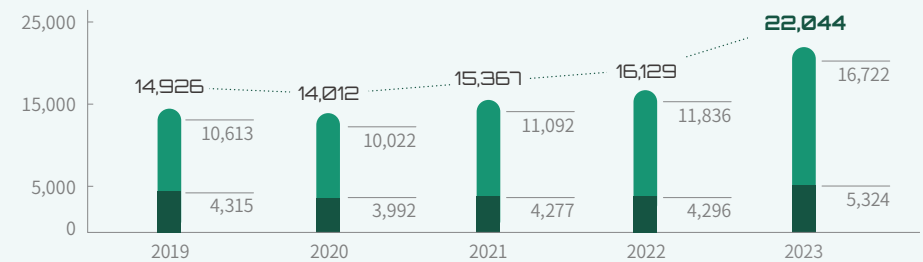
**The surge in greenhouse gas emissions in 2023 was attributed to the commencement of operations at Dangjin Factory, which was newly constructed the same year



Greenhouse Gas Emissions Verification Statement for PLAKOR's Five Factories (2019-2023)

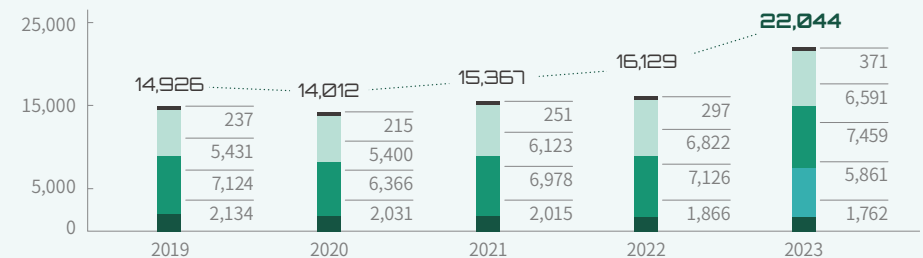
Greenhouse Gas Emission Trends by Scope

■ Scope 1 ■ Scope 2 Total (Unit: tCO₂-eq)



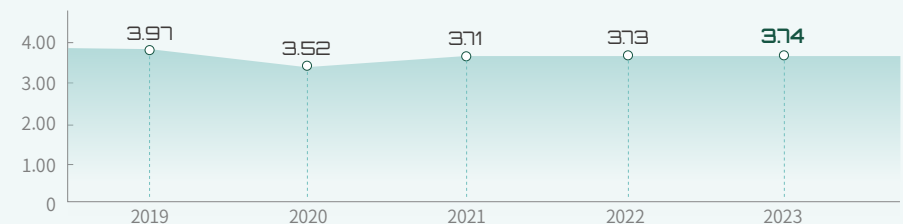
Greenhouse Gas Emissions by Factory

■ Hwaseong ■ Dangjin ■ Asan ■ Jincheon ■ Seosan Total (Unit: tCO₂-eq)



Greenhouse Gas Emissions Intensity

(Unit: tCO₂-eq)/KRW 100 million)



Climate Change Response and Carbon Neutrality

Energy Use

Energy Use and Intensity | PLAKOR efficiently manages various energy sources used across its four factories, in addition to the Hwaseong (headquarters) Factory. Over the five years from 2019 to 2023, we calculated energy use alongside greenhouse gas emissions, separated into Scope 1 and Scope 2. Although we are not obligated to undergo third-party verification for these calculations, we have voluntarily conducted such verification to enhance the accuracy and reliability of our energy use data.

In 2023, the total energy use was 436 TJ, with Scope 1 accounting for 87 TJ (20%) and Scope 2 accounting for 349 TJ (80%). Breaking it down by factory, energy use was as follows: Asan Factory – 147 TJ (33.7%), Jincheon Factory – 130 TJ (29.8%), Dangjin Factory – 115 TJ (26.4%), Hwaseong Factory – 35 TJ (8%), and Seosan Factory – 7 TJ (1.6%). PLAKOR's energy use intensity (TJ/KRW 100 million) in 2023 was 0.07, which is equal to the average in the same industry.

* Data from 11 automotive parts manufacturing sites

Energy Use and Intensity

(Unit: TJ)

Category	2019	2020	2021	2022	2023
Scope 1	71.855	66.738	71.749	72.860	87.299
Scope 2	221.775	209.415	231.781	247.325	349.425
Total*	293	276	303	320	436
Sales (KRW 100 million) ¹	3,761.331	3,981.698	4,139.207	4,320.704	5,896.683
Intensity (tCO ₂ e/KRW 100 million) ²	0.078	0.069	0.073	0.074	0.074

1) Sales: Total sales of domestic business sites (as disclosed) based on separate financial statements

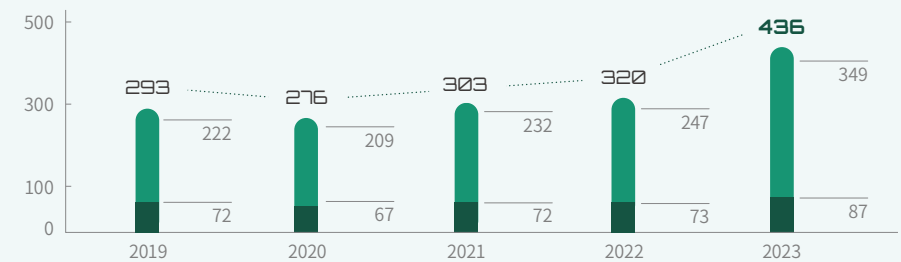
2) Intensity: Energy Use per sales (KRW 100 million)

* The surge in energy use in 2023 was attributed to the commencement of operations at Dangjin Factory, which was newly constructed the same year

Energy Saving Activities | To reduce energy consumption in our facilities, we promote maintaining appropriate temperatures when using heating and cooling systems (20°C in winter and 26°C in summer), and display energy-saving posters to promote practices such as turning off lights and unplugging electronic devices when not in use. We also apply inverters to fans and pumps, installs maximum power management devices at the Asan and Dangjin factories, and operates electric forklifts (7 in total).

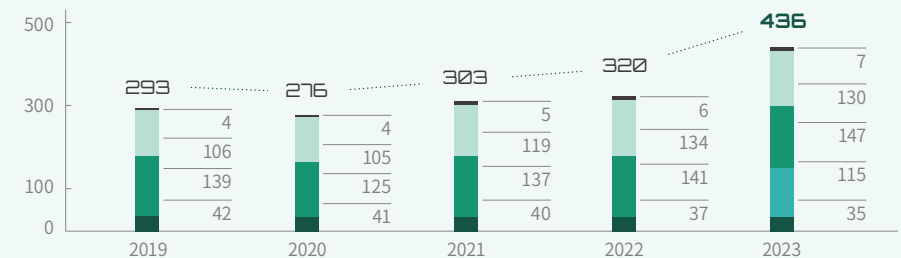
Energy Use by Scope

■ Scope 1 ■ Scope 2 Total (Unit: TJ)



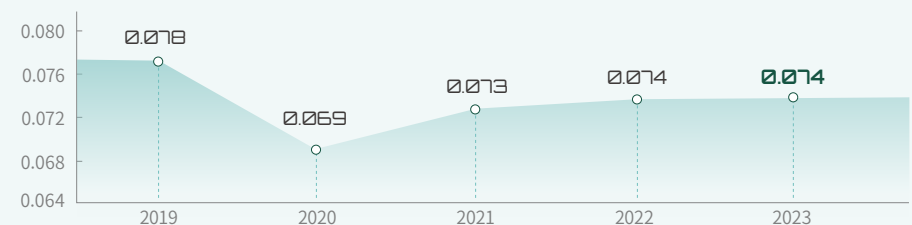
Energy Use (TJ) by Factory

■ Hwaseong ■ Dangjin ■ Asan ■ Jincheon ■ Seosan Total (Unit: TJ)



Energy Use Intensity

(Unit: TJ/KRW 100 million)



Environmental Impact Minimization

Air Pollution Management

The scale of PLAKOR's air pollutant-emitting facilities (by type) is as follows: Type 5 at Hwaseong, Type 3 at Dangjin, Type 4 at Asan, Type 3 at Jincheon 1 and 2, and Type 4 at Jincheon Factory 3. PLAKOR generates air pollutants such as dust, sulfur oxides (SOx), and nitrogen oxides (NOx). By installing air pollutant adsorption systems, Regenerative Thermal Oxidizers (RTOs), and low NOx burner boilers, most of our factories emit air pollutants at concentrations significantly lower than the legal limits.

Air Pollutant Emissions

(Unit: ton)

Category	2019	2020	2021	2022	2023
Dust	3.07	0.98	1.86	1.60	3.08
Sulfur Oxides	-	-	-	-	0.16
Nitrogen Oxides	-	-	0.01	0.02	0.05
Total*	3.07	0.98	1.87	1.62	3.28

* The surge in air pollutant emissions in 2023 was attributed to the mandatory measurement of previously exempted facilities following a 2021 law revision and the expansion of measurement facilities at the Hwaseong Factory. It was also due to the commencement of operations at the Dangjin Factory, which was newly constructed the same year.

Self-measurements are conducted semi-annually at most factories, while the Dangjin Factory conducts bimonthly measurements of dust and hydrocarbons on the RTO in compliance with legal requirements. Dangjin and Jincheon Factories, classified as Type 3, manage operational logs and measurement results of the emission facilities through the Stack Emission Management System (SEMS).

For Dangjin and Asan factories, we have established internal management standards for permissible air emissions (set at 90% of the legal limits; and for CO, which has no legal limit, we have set our internal standard at 180 ppm). Monthly monitoring is conducted to ensure compliance with these standards. If emissions exceed the set limits, we identify the causes and take corrective measures, such as resetting RTO conditions by adjusting incineration temperatures or modifying the air-to-fuel ratio of boiler systems, to bring emissions back within our internal limits.

Water Use and Water Pollution Management

Water Use | Of our five factories, all except the Asan Factory and Jincheon Factory 2, which use groundwater, utilize tap water.

Examining the water use intensity (measured as water use in m³/sales in KRW 100 million) over the five years from 2019 to 2023, the intensity has steadily decreased from 13.24 in 2019 to 7.7 in 2023, which is significantly lower than the average in the same industry* intensity of 17.47.

PLAKOR conducts water-saving campaigns involving all employees, encouraging practices such as adjusting water valve pressure, turning off taps while brushing teeth or using soap, using washing-up bowls, and washing clothes in full loads to reduce water consumption.

* Data from 12 automotive parts manufacturing sites

Water Use and Intensity

(Unit: m³)

Category	2019	2020	2021	2022	2023
Water Use	49,798	44,338	45,980	42,448	45,408
Sales (KRW 100 million) ¹	3,761.33	3,981.70	4,139.21	4,320.70	5,896.68
Intensity (m ³ /KRW 100 million) ²	13.24	11.14	11.11	9.82	7.70

1) Sales: Total sales of domestic business sites (as disclosed) based on separate financial statements

2) Intensity: Water use per sales (KRW 100 million)

Water Pollution Management | The Hwaseong Factory, which only processes molds, and the Seosan Factory, which only assembles parts, do not have wastewater discharge facilities. Although wastewater is generated at the Dangjin, Asan, and Jincheon factories, it is entirely reused, exempting them from the requirement to install pollution prevention facilities.

Environmental Impact Minimization

Waste Management and Recycling

PLAKOR aims to realize a resource-circulating economy by reducing on-site waste generation by 2% annually. To achieve this, we have developed a waste management guideline, establishing procedures for the generation, separation, collection, transportation, storage, treatment, and disposal of waste at all five of our sites. Roles and responsibilities for the persons in charge and managers have been designated accordingly. After consignment processing, we prepare a waste management ledger and manage it through the 'Allbaro System,' a legal waste management system operated by the Korea Environment Corporation.

Waste Disposal and Intensity | In 2023, PLAKOR's total waste disposal amounted to 1,229.08 tons, with 239.74 tons classified as general industrial waste and 989.34 tons as designated waste. Of this total, 310.6 tons (25%) was recycled. In 2023, the total waste generated by PLAKOR's five factories totaled 1,229 tons, with the breakdown as follows: Jincheon Factory generated the most at 651 tons (52.97%), followed by Asan Factory at 286 tons (23.27%), Dangjin Factory at 217 tons (17.66%), Hwaseong Factory at 62 tons (5.04%), and Seosan Factory at 12 tons (0.97%). Our waste disposal intensity (emissions in tons/sales in KRW 100 million) was 0.21, which is lower than the average in the same industry* of 0.29.

* Data from 14 automotive parts manufacturing sites

Waste Disposal and Intensity

(Unit: ton)

Category	2019	2020	2021	2022	2023
On-Site General Waste	318.86	177.74	183.80	163.45	239.74
Designated Waste	446.37	518.31	600.37	698.66	989.34
Total Disposal*	765.23	696.05	784.17	862.12	1,229.08
Sales (KRW 100 million) ¹	3,761.33	3,981.70	4,139.21	4,320.70	5,896.68
Intensity (ton/KRW 100 million) ²	0.20	0.17	0.19	0.20	0.21

* The surge in waste disposal in 2023 was attributed to the commencement of operations at Dangjin Factory, which was newly constructed the same year

1) Sales: Total sales of domestic business sites (as disclosed) based on separate financial statements

2) Intensity: Waste disposal per sales (KRW 100 million)

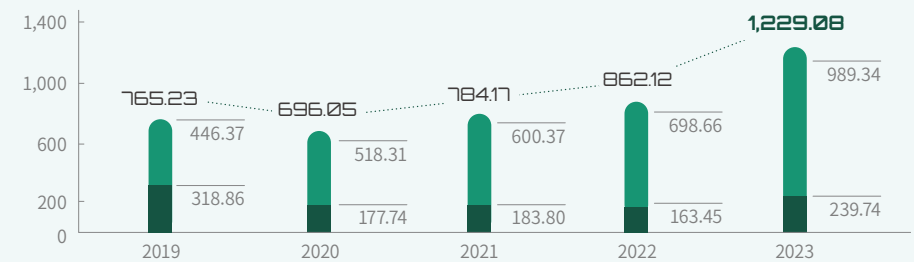
Recycled Waste

(Unit: ton)

Category	2019	2020	2021	2022	2023
Total Disposal	765.23	696.05	784.17	862.12	1,229.08
Recycling Amount	197.35	113.11	92.09	130.98	310.65
Others (Landfill, Incineration)	567.88	582.94	692.08	731.14	918.43
Recycling Rate (%)	26%	16%	12%	15%	25%

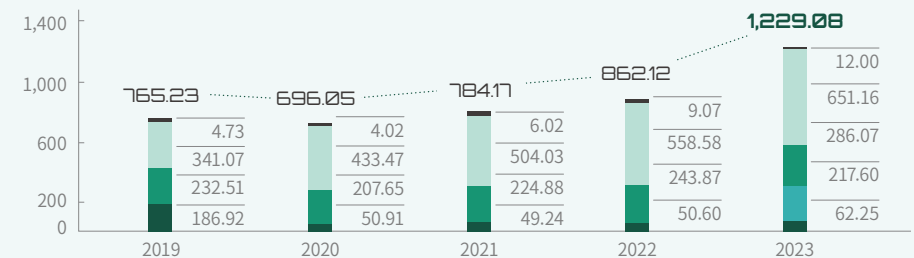
Waste Generation (by Type)

■ Scope 1 ■ Scope 2 ---- Total (Unit: ton)



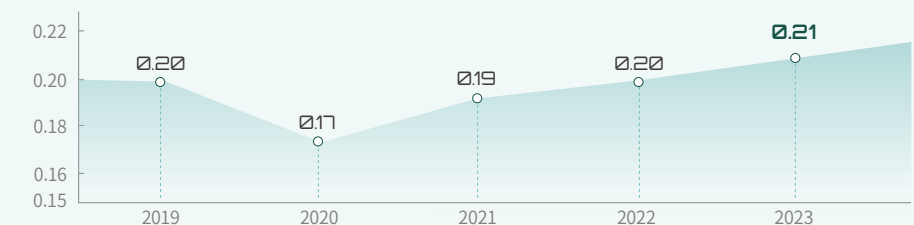
Waste Generation (by Factory)

■ Hwaseong ■ Dangjin ■ Asan ■ Jincheon ■ Seosan ---- Total (Unit: ton)



Waste Generation Intensity

(Unit: ton/KRW 100 million)



Environmental Impact Minimization

Waste Management and Recycling

Waste Recycling Status | In 2023, the total treatment amount¹ of general industrial waste was 240.3 tons. Among the 200 tons of treated synthetic resin waste, 86.7 tons were treated by general incineration, and 101.3 tons were recycled through intermediate processing (fuel). All of the 18.8 tons of food waste were recycled into animal feed, and all of the 21.5 tons of waste activated carbon were recycled into direct products. As a result, the recycling amount of general industrial waste was 141.6 tons, accounting for 58.93% of the total. The total treatment amount of designated waste from workplaces was 995.3 tons. Of this, 714.1 tons of solid waste from waste oil-based paint were treated through high-temperature incineration, and 164.9 tons of liquid waste were recycled into direct product manufacturing and solid fuel. 4.1 tons of waste machine oil and waste insulating oil were recycled into solid fuel, and 112.2 tons of process sludge (solid waste) were finally disposed of in privately operated landfills. As a result, the recycling amount of designated waste was 169 tons, accounting for about 17% of the total treatment amount.

1) The amount of waste treated and generated may vary depending on the accumulation of waste stored by the treatment company.

Total Waste Treated and Amount by Treatment Type (2023)

(Unit: ton)

Category	Total	General Waste						Designated Waste				
Waste Types		Subtotal	Waste Synthetic Resin			Food Waste	Waste Activated Carbon	Subtotal	Waste Oil-Based Paint		Waste Machine Oil and Waste Insulating Oil	Process Sludge (Solid Waste)
			Incineration	Recycling (Intermediate Processing)	Un-identifiable	Recycled as Feed	Direct Products		Incineration	Recycling (Direct Products, Solid Fuel)	Solid Fuel	Landfill
Treatment												
Amount	1,235.6	240.3	86.7	101.3	12.0	18.8	21.5	995.3	714.1	164.9	4.1	112.2

Amount of Waste Disposal

🗑️ Total of **1,235.6** tons

Amount of General Waste Disposal

🗑️ Total of **240.3** tons

Amount of Designate Waste Disposal

🗑️ Total of **995.3** tons

Measures to Increase Waste Recycling | For waste synthetic resins (excluding waste PVC resins) generated at PLAKOR factories, we currently carry out final disposal through general incineration or by using intermediate waste processing manufacturers for consigned treatment. In the future, we plan to implement additional measures to increase the recycling rate, such as diverting waste volumes currently designated for general incineration to intermediate waste processing manufacturers for treatment. We will work to foster a culture that minimizes waste generation by encouraging all employees to reduce paper waste and providing guidelines on recyclable items like printer cartridges and plastics. We aim to make on-site waste recycling a core initiative of our ESG management strategy for a resource-circulating economy. To improve our waste management system, we will collect monthly data on waste treatment, disposal, and recycling from each factory.

Promoting the Development and Wider Use of Sustainable and Eco-Friendly Plastic Materials

PLAKOR, in collaboration with the Hyundai Kia Motors Namyang R&D Center, developed a radiator grille upper cover for the MQ4 model using recycled PP material. This has enabled us to secure leading-edge technology in the manufacturing of parts with recycled materials, aligning with the global carbon neutrality strategy and enhancing PLAKOR's eco-friendliness. It also opens up possibilities for the mass production and broader application of exterior parts made from recycled materials in new mobility vehicles. In addition, in compliance with the EU ELV regulations, which mandate a minimum of 25% recycled plastic content (including 25% ELV) in the total weight of plastic parts per vehicle sold in Europe, PLAKOR currently uses 2,876 g (20% content rate) of SV1 (EV3 bumper) recycled plastic per vehicle in bumpers and garnishes. We will pursue supplier chain diversification to achieve over 25% recycling and ensure the smooth supply of raw materials and parts by recycling scrapped vehicles.



Radiator Grille Upper Covers with Recycled PP Materials

PLAKOR Recycled Plastic SV1 (EV3 Bumper) Application Status

(Unit: g)

Items	Part Weight	Recycled Plastic	Content Rate	Recycled Plastic per Vehicle
Bumper	5,594	1,118	20%	2,876
Garnish	8,791	1,758	20%	

Use of Recycled Plastic



20% usage per unit

Expansion of Recycled Plastic Use



Achievement of a **25%** or higher rate

* The target is expected to be achieved following the announcement of the finalized EU ELV regulation (anticipated in 2031). The goal is to ensure that at least 25% of the total weight of plastic parts per vehicle sold in Europe consists of PCR materials.

Environmental Impact Minimization

Waste Management and Recycling

Recycling Scrap from Crushing Waste Bumpers | PLAKOR Dangjin Factory collects gates (scraps) generated during the injection molding process in hoppers, transports them to the raw material tank from the crusher via raw material hoses, and mixes them. We also recycle crushed material amounting to 4% of the MQ4 PE FRT (Sorento bumper) standard.

Scrap Recycling Rate

(Unit: g)

Items	Category	New Materials	Crushed Materials	Total	Measurement Date
MQ4 PE FRT	Standard Weight	8,082	307	8,389	March 14, 2024
(Sorento Bumper)	Mixing Rate	96.3%	3.7%	100%	



Waste Bumper Crusher (Dangjin Factory)

Hazardous Chemical Management

Hazardous Chemical Management at Workplaces | PLAKOR has established hazardous chemical management guidelines in accordance with the Chemical Substances Control Act. We periodically update these guidelines in response to significant changes, such as organizational restructuring or personnel transfers, to ensure proper job assignments. Based on these guidelines, we manage the receipt, handling, use, and storage of chemical substances.

PLAKOR registers new substances to handle in the International Material Data System (IMDS¹) to monitor their status and proactively manage their compositions and potentially hazardous components, ensuring that legally regulated substances are completely excluded.

To ensure the safe use and handling of chemical substances, we provide Material Safety Data Sheets (MSDS²) in all relevant departments across our factories. Handlers receive pre-training to familiarize themselves with these materials.

To prevent chemical substance poisoning, we have posted materials for business owners and middle managers outlining practices such as recognizing the hazards and risks of chemical substances, installing and constantly operating ventilation equipment, and providing personal protective equipment. We also display the five essential safety precautions for preventing chemical accidents, which are as follows:

- 1 Complying with safe work procedures and safety rules during maintenance and repair work
- 2 Thoroughly managing the overall safety and health of partner companies
- 3 Complying with safe work permit procedures during hot work in explosion-risk areas, and preemptive safety measure
- 4 Ensuring workers handling hazardous and dangerous materials wear personal protective equipment
- 5 Deploying supervisors during hazardous and dangerous work, etc.



We conduct chemical substance statistical surveys every two years by investigating the status of hazardous chemical substance handling (use and possession) in each factory department. The Dangjin, Asan, and Jincheon factories conducted chemical substance emissions surveys due to exceeding the threshold quantities for specific chemicals. However, they were designated as non-target facilities for the chemical substance emissions reduction plan and chemical substance management ledger, as their handling quantities fell below the survey criteria.

Moreover, we verify whether the quantities of toxic substances or accident-preparation chemicals are maintained below 100 kg/year to determine whether we fall under business licensing requirements.

We also regularly monitor related legal updates related to changes in standard emission quantities following the obligation to submit chemical substance emissions reduction plans.

1) International Material Data System (IMDS) : A system that collects and utilizes information on various materials used globally

2) Material Safety Data Sheet (MSDS): A document that records information necessary for the safe use and management of chemical substances.

Social



Female salary rate
(compared to the average salary male employess)

83.78%

Occupational accident rate
(Hwaseong, Asan, and Dangjin factories)

0.1%

**No. of occupational accident
prevention activities**

277 cases

Social (S)

Healthy Organizational Culture	26
Human Rights Management	29
Safety and Health Management System	30
Information Security	36
Supply Chain Management	38
Customer Satisfaction Activities	41

Healthy Organizational Culture

Improvement in Labor-Management Relations

PLAKOR has established a labor-management committee with a total of 14 members, including six representatives from the management side led by the CEO and six from the union side led by the union chairman. This committee aims to improve working conditions, stabilize labor-management relations, maintain industrial peace, and promote corporate growth and the welfare of union members in accordance with the principles of the Constitution and labor laws.

In accordance with collective bargaining rules, PLAKOR's employer representatives and the labor union negotiate wage agreements through mutual discussions on matters related to union members' basic salary, fixed allowances, severance pay, bonuses, and wage increases. We hold regular labor-management meetings every three months, with minutes documented and retained for record-keeping.

Labor-Management Council Progress in 2023

Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> • Reorganization of production team hierarchy • Bonus payment matters 	<ul style="list-style-type: none"> • Expanding recruitment at each factory due to increased operational scale • Bonus recipients and payment dates • Safety prayer ceremony at Dangjin Factory 	<ul style="list-style-type: none"> • Conclusion on wage negotiations • Ordinary wage lawsuit: Labor-management discussions following Chuseok holiday • Postponement of the second-half Hanmaeum Sports Festival early stabilization of Dangjin Factory operations 	<ul style="list-style-type: none"> • Conducting Hanmaeum Sports Festival • Support for sports festivals for Hwaseong/Asan employee • Support for employee training in Asan • Report and response to fire incident at Jincheon Factory 2

Union Membership Status

Category		Unit	2019	2020	2021	2022	2023
Union Members	Regular Employees	Person	244	234	221	204	212
	Contract Employees	Person	1	3	7	5	15
Subtotal		Person	245	237	228	209	227

Employee Welfare Improvement

PLAKOR is dedicated to supporting the personal growth, development, and well-being of our employees. We are strengthening various welfare programs such as support for childbirth and childcare, living support, medical and health support, and amenities for daily convenience.

Welfare Programs

Category	Details
Support for Childbirth and Childcare	Maternity Leave Providing maternity leave of at least 98 days (126 days for multiple births), excluding legal/contractual holidays, for pregnant employees
	Miscarriage/Stillbirth Leave Providing leave from 5 to 90 days, depending on the pregnancy period, for female employees who have experienced a miscarriage or stillbirth
	Childcare Time Supporting two paid breastfeeding sessions per day, each lasting 30 minutes, for female employees with infants under one year of age
	Parental Leave Providing up to one year of parental leave for employees to care for children under 8 years old or below the second grade of elementary school (including adopted children)
Living Support	Infertility Treatment Leave Supporting up to 3 days of leave per year for employees undergoing infertility treatment
	Dormitory Operation Providing housing support to ensure convenience and stability for long-distance commuters and single employees
	Support for Various Pensions and Insurance Covering legal insurances such as health insurance, national pension, and industrial accident insurance, along with additional support for various living conveniences
	School Expense Support Supporting college education expenses for employees' children to alleviate the burden of high tuition fees
	Living Security Loans Providing housing loans and lease subsidies for employees with over three years of service who do not own a home, to assist with purchasing or leasing national housing
	Congratulatory and Condo-lence Leave Providing special leave and monetary support during significant family events
	Language Education and Allowances Providing training programs in Japanese, English, and other languages, to improve employees' foreign language skills and motivate their personal development, and offering allowances to employees with excellent language skills
	Support for Fitness Centers and Other Facilities Operating in-house facilities like gyms and table tennis rooms
Medical and Health Support	Support for Work Social Clubs Providing quarterly support funds for employee-run social clubs
	Medical Support Conducting regular and comprehensive health check-ups to prevent diseases and protect employee health
Living Convenience Support	First Aid Rooms Operating first aid rooms at each site, providing treatment for general and injured patients, along with physical therapy
	Commuter Bus Service Providing convenient transportation options for employees
	Laundry Services Supporting laundry services for various uniforms

Healthy Organizational Culture

Living Support

PLAKOR provided a total of KRW 1.7 billion in school expense support (942 cases) over the five years from 2019 to 2023. We also offered KRW 1.2 billion (49 cases) in living security loans to assist employees with housing purchases and residential stability, alleviating their difficulties and contributing to work efficiency improvement. Moreover, we have been operating a defined-benefit (DB) pension plan since 2013 to secure funds for current and future employee retirement benefits. We evaluate performance at least once a year based on annual returns, assessing whether the target returns have been met. To enhance the stability and transparency of the DB pension plan, we have established a retirement pension fund management committee that deliberates and decides on major fund management matters.

Living Support Status

(Unit: KRW million, case)

Category		Unit	2019	2020	2021	2022	2023	Total(2019~2023)
School Expense Support	Support Amount	KRW million	470.7	375.2	323.8	324	283.4	1,777.1
	No. of Cases	Case	279	184	158	159	162	942
Living Security Loans	Support Amount	KRW million	90	150	448	257	270	1,215
	No. of Cases	Case	4	7	14	9	15	49

We operate various employee clubs such as fishing, badminton, foot volleyball, and Sanmahoe (hiking Club), at our Hwaseong and Asan factories to encourage team camaraderie, improve health, and foster a sense of community. To ensure the smooth operation of these clubs, we provide quarterly support. In October 2023, 195 employees and 17 family members participated in the Hanmaeum Sports Festival to build harmonious labor-management relations and consensus, fostering employee solidarity.



PLAKOR Hanmaeum Sports Festival in 2023

Development of Employee Value

PLAKOR supports various programs such as job competency training, internships, and new employee training (including participation in incubating programs, etc.) to promote continuous growth and development of our employees.

Internship Program to Secure Top Talent | PLAKOR has hired outstanding talent as full-time employees after a three-month internship through 'Here We Go,' a talent recruitment and mutual growth program for Hyundai-Kia Motors' primary suppliers. By hiring talented individuals who have completed about a month and a half of specialized automotive job training through the PLAKOR internship, we have created job opportunities that benefit both the company and our partner suppliers, fostering mutual growth.

Providing New Employee Training | New employees at PLAKOR participated in the first session of the 2024 New Employee Incubating Program organized by Hwaseong-si and the Hwaseong Chamber of Commerce and Industry for new employees from local companies. They gained foundational knowledge and business skills necessary for strengthening their competencies as new hires. By assisting newcomers in adapting to the company and providing opportunities to cultivate organizational understanding and teamwork skills through group activities, we are nurturing talent that fits the ideal employee profile of PLAKOR.

Detailed Curriculum of the New Employee Incubating Program

① Business Manners and Fundamental Knowledge

- Why business manners are necessary
- Strategies for business manners through various greetings
- Situational manners (reception etiquette, telephone etiquette)

② Practical Tax and Labor Information for New Employees

- Basics of Labor Affairs
 - Understanding wage systems
 - Understanding average wages and ordinary wages
 - Understanding the minimum wage system
- Basics of Taxation
 - Understanding earned income and the withholding tax system
 - Understanding the reporting and payment of withholding taxes
 - Understanding payment statements

③ Organizational Understanding & Teamwork

- Differences between teams and groups
- Understanding the structure of collaboration
- Conducting team games to improve teamwork

④ Report Writing and Reporting Skills

- Report planning process
- Three principles of business writing
- Practice writing reports by type



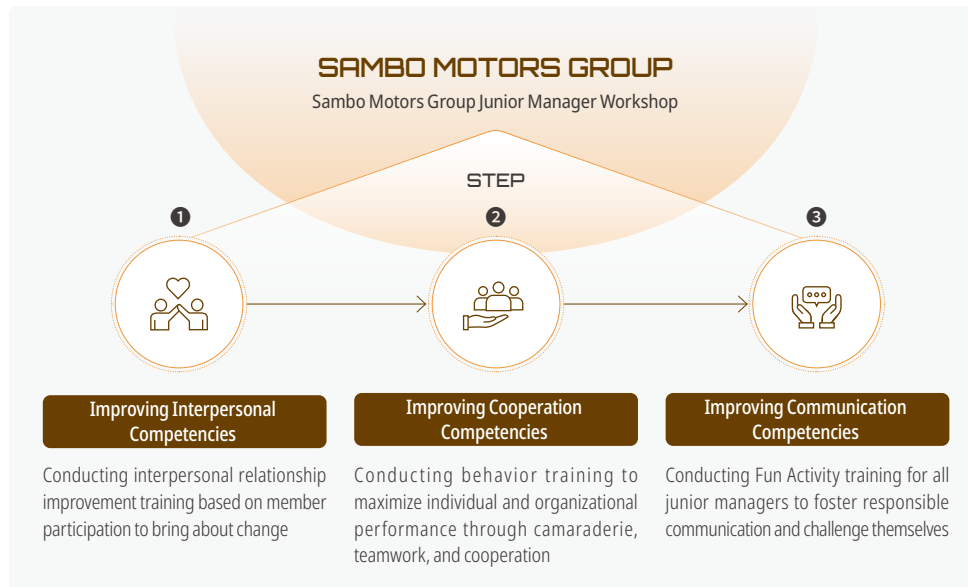
New Employee Incubating Program

Healthy Organizational Culture

Development of Employee Value

As of March 2023, PLAKOR's 17 new employees attended the Sambo Motors Group Junior Manager Workshop, gaining a stronger sense of affiliation with the Sambo Motors Group. They received training aimed at enhancing the personal competencies and skills required for junior managers, improving interpersonal relationships to build networks among group companies, and developing behaviors that maximize individual and organizational performance through camaraderie, teamwork, and cooperation. Additionally, the training included Fun Activity sessions designed to foster responsible communication and a proactive, challenge-driven mindset.

Sambo Motors Group Junior Manager Workshop for Competency Enhancement



Total Number of New Employees and Safety and Health Training Hours in 2023

(Unit: person, hour)

Month	No. of New Employees	Total Training Hours
Jan	1	8
Feb	6	48
Mar	6	48
Apr	12	96
May	4	32
Jun	9	72
Jul	8	64
Aug	10	80
Sep	4	32
Oct	1	8
Nov	10	80
Dec	2	16
Total	73	584

Human Rights Management

Enactment of Human Rights Regulations

PLAKOR has established human rights regulations to protect and promote the human rights of our employees and stakeholders. These regulations include provisions to prohibit discrimination, ensure compliance with labor conditions, guarantee humane treatment, ban forced and child labor, protect workers' rights, ensure industrial safety and health. Additionally, we protect the human rights of our customers and local communities.

In addition, we operate a system that allows employees and stakeholders to report any human rights violations or breaches of the regulations. These reports can be made to the Group Audit Office via the company website, email, phone, or mail. We are dedicated to protecting the human rights of all employees, as well as our business partners, customers, and stakeholders.

Prohibition of Forced Labor

PLAKOR's human rights regulations include provisions that prohibit forced. The company clearly prohibits child labor and ensures that work does not restrict educational opportunities for minors. We provide standard labor contracts to all employees (including regular, non-regular, and interns).

Prohibition of Child Labor

PLAKOR's employment rules state that in principle pregnant women and employees under the age of 18 are not required to work between 10 p.m. to 6 a.m. or on holidays.

In addition, to ensure the prohibition of child labor, we operate a process that cross-checks age-related documents, such as the Household Register (Resident Register) and Identity Guarantee Insurance (Seoul Guarantee Insurance, SGI), to verify the age of our employees.

Compliance with Working Hours

Annual Leave and Sick Leave Use

(Unit: %, case)

Category	2019	2020	2021	2022	2023	Average/Total
Leave Use (%)	Managerial Position	40.9	51.7	48.1	47.6	46.6
	Production Position	15.6	15	12.5	14	10.9
	Total	25.5	29.5	26.7	27.7	26.7
Sick Leave	3	0	5	0	2	10

PLAKOR's employment rules articulate that the prescribed working hours for employees are 8 hours per day and 40 hours per week, excluding rest periods. Saturdays are designated as paid holidays. In the collective agreement, the sick leave period is set at 30 days, with provisions regarding salary payments during this leave period.

The employment rules stipulate that for female employees over the age of 18 who work from 10 p.m. to 6 a.m. or on holidays, their consent must be obtained. Additionally, pregnant women and employees under the age of 18 must not be required to work from 10 p.m. to 6 a.m. or on holidays.

Furthermore, to enhance childbirth support and protection for female employees, the employment rules articulate that the company must provide maternity leave and miscarriage leave to all pregnant employees. The company also ensures that pregnant employees receive at least 98 days of maternity leave, excluding legal and contractual holidays (of which at least 50 days taken after childbirth). In cases where the expected delivery date is delayed, PLAKOR guarantees 45 days of leave after childbirth along with paid leave for the additional days beyond the period. If a pregnant employee requests leave due to risks such as miscarriage, we guarantee leave at any time before delivery and ensure at least 45 days of leave after childbirth.

Closing the Gender Pay Gap

PLAKOR Average Annual Salary in 2023 by Gender

Average Salary per Person

Male Employees



KRW 75,483,899

Female Employees



KRW 63,242,951

All Employees



KRW 74,973,859

At PLAKOR, the wage ratio between male and female employees exceeds 83%, highlighting our commitment to promoting gender equality by reducing gender-based wage disparities. Moving forward, we aim to further reduce the gender pay gap by offering leadership training for female employees, led by our female CFO, and by providing additional training opportunities based on the voluntary participation of female employees.

Safety and Health Management System

Safety and Health Promotion System

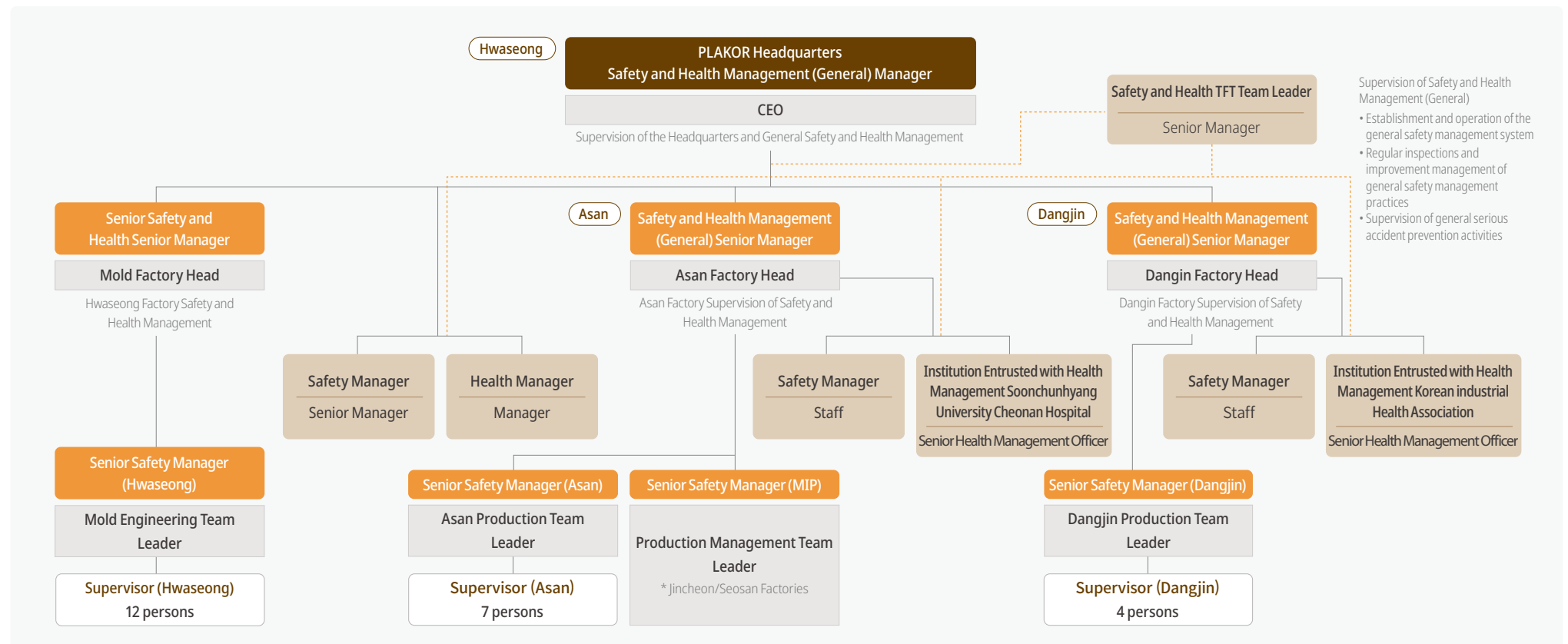
PLAKOR provides a safe and healthy working environment for all employees.

To this end, we have formed a Serious Accident Organization, appointing the CEO as the safety and health general manager overseeing headquarters and all factories. Under the CEO, senior safety and health managers are appointed to supervise Asan Factory and Dangjin Factory. PLAKOR has also established a Safety and Health TFT to build and operate a company-wide safety system, conduct regular inspections, implement improvement measures, and carry out serious accident prevention activities. In addition, we appoint senior safety managers and supervisors at each factory and allocate the necessary resources. We also regularly hold an Occupational Safety and Health Committee composed of both employee and employer representatives. Through joint field inspections, we identify hazardous and harmful factors and assess workers' exposure to safety risks, thereby enhancing employee safety and health maintenance and improving workplace safety management standards.



Occupational Safety and Health Committee Meeting and Joint Field Inspections

Occupational Accident Organization Chart



Safety and Health Management System

Safety and Health Promotion System

Safety and Health Policy | PLAKOR considers safety and health to be essential elements of corporate management. In accordance with the ISO 45001 requirements, we incorporate safety and health practices across all company activities to minimize incidents. To ensure the satisfaction of our employees and stakeholders, we are implementing the following measures:

Safety and Health Policy

- 1 All employees identify the characteristics and impacts of potential hazards at each factory and develop and implement accident prevention measures (e.g., elimination, countermeasures, technical management).
- 2 The company sets and promotes goals that all employees can practice, and pursues continuous improvement and development through additional audits within the safety and health management system.
- 3 We comply with domestic safety and health laws and the requirements set by KOSHA-MS.
- 4 We document the safety and health management system to ensure that all employees understand it, know their individual roles and responsibilities, and practice them. We continuously provide education and training on this matter.
- 5 We accept the requirements of all stakeholders to guarantee transparency in the execution of the safety and health policy.

Safety and Health Management System Certification | PLAKOR transitioned from OHSAS 18001 to the international standard ISO 45001 (safety and health management system) in October 2020, establishing tailored safety and health management frameworks for our Hwaseong, Asan, and Dangjin factories. We are continually working to minimize safety and health incidents across all company activities.



Safety and Health Management System Certification (ISO45001)

Creating a Safety and Health Culture

Industrial Safety and Health Training | PLAKOR conducts safety training on disaster prevention and safety, MSDS and chemical handling safety, safe handling of heavy objects and manual transport operations, forklift operation safety, and crane operation safety. This training is designed to prevent occupational accidents in advance and enhance response capabilities for potential incidents, thereby laying the practical foundation for safety-first management approach.



Safety and Health Training

Mandatory Safety and Health Training Hours and Participants

Category	Unit	2019	2020	2021	2022	2023
Total Training Hours	Hour	167	1,402	6,698	7,437	8,148
Target	Person	32	193	399	421	398

Installing and Operating the Safety Suggestion Box (Safety and Health Shinmoongo) | PLAKOR operates a "Safety and Health Shinmoongo" to gather employees' opinions on workplace safety and health matters and to develop improvement measures. Through this system, we identify hazardous and risky factors in advance, ensure ongoing management, and implement a comprehensive safety and health management system to prevent occupational accidents.

Raising Employee Awareness with Audiovisual Materials on Occupational Accident Prevention | During lunchtime, PLAKOR shows various promotional videos on: guidelines for wearing protective equipment for each process, causes and preventive measures for safety accidents during work, elements of process safety management, organizing and maintaining (3S5S) for disaster prevention, safety rules, and instructions on using automated external defibrillators (AEDs). These efforts are aimed at raising employee awareness of safety accidents.



PLAKOR Safety Suggestion Box (Safety and Health Shinmoongo)



Promotional Video on Occupational Accident Prevention



Safety and Health Management System

Creating a Safety and Health Culture

Occupational Accident Prevention Activities in 2023 | In 2023, PLAKOR implemented various initiatives to prevent occupational accidents, including strengthening safety and health training, conducting general and special examinations, installing automated external defibrillators (AEDs) and training supervisors, holding a slogan contest for occupational accident and fire prevention, launching mental health promotion programs, replacing safety boots, expanding forklift safety equipment, installing additional on-site CCTV cameras, and providing safety audiovisual materials. As a result of these efforts, the number of industrial accident prevention activities increased by 24% compared to 2022. We also hold monthly risk assessment meeting with factory supervisors and safety managers to identify workplace hazards and develop corrective actions.

Status of Occupational Accident Prevention by Site in 2023

Category	2022					2023				
	Hwaseong	Asan	Seosan	Jincheon	Total No. of Cases	Hwaseong	Asan	Seosan	Jincheon	Total No. of Cases
Jan	3	2	-	5	10	-	1	-	3	4
Feb	14	62	5	5	86	5	1	-	2	8
Mar	8	4	1	4	17	11	9	-	5	25
Apr	8	7	-	5	20	9	-	-	2	11
May	7	1	1	6	15	13	22	2	4	41
Jun	9	2	1	5	17	6	19	-	5	30
Jul	6	-	1	5	12	6	21	2	3	32
Aug	8	14	-	-	22	15	-	-	-	15
Sep	4	1	2	-	7	5	17	-	-	22
Oct	2	4	-	-	6	3	22	-	-	25
Nov	4	4	-	-	8	6	30	-	-	36
Dec	1	2	-	-	3	8	20	-	-	28
Total No. of Cases	74	103	11	35	223	87	162	4	24	277

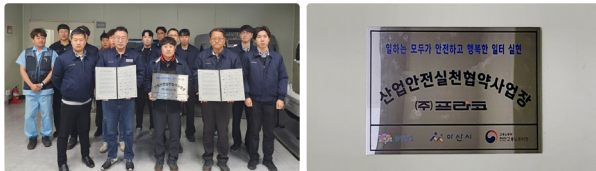
Key Achievements of Occupational Accident Prevention Activities in 2023

- Strengthening Safety and Health Training**
 - Appoint supervisors and provide external training (12 employees in total)
 - Provide occupational safety and health training (non-office workers (in-person): 2 hours/month, office workers (online): 3 hours/quarter)
 - Provide four mandatory training sessions (non-office workers: in-person, office workers: online)
- General and Special Examinations**
 - Conduct general and special health examinations for employees at Hwaseong, Asan, and Dangjin Factories
- Installing Automated External Defibrillators (AEDs) and Training Supervisors**
 - Report the installation of AEDs (to a public medical center in Hwaseong-si)
 - Complete supervisor training
- Holding a Slogan Contest for Occupational Accident and Fire Prevention**
 - Produce stickers featuring the winning slogan and display them throughout the company (participants: 192, prize: KRW 800,000)
- Launching Mental Health Promotion Programs**
 - Conduct mental health surveys and training (linked to the identification and treatment of high-risk cases)
- Replacing Safety Boots**
 - Upgrade safety boots with improved features to improve safety
- Expanding Forklift Safety Equipment**
 - Enclose forklift cabins on all sides and install rear-view cameras
- Installing Additional On-Site CCTV Cameras**
 - Installed 13 additional CCTV cameras to reduce and minimize blind spots (total of 47 cameras in operation)
- Providing Safety Audiovisual Materials**
 - Foster a safety culture by displaying safety audiovisual materials in cafeterias and rest areas

Safety and Health Management System

Creating a Safety and Health Culture

Excellent Safety and Health Cases | We continuously engage in safety culture fostering activities, including safety and health management initiatives, creating safety slogans, posting safety signs, and displaying key points of the Occupational Safety and Health Act in accordance with our obligations to establish a safety and health management system. We are reinforcing safety equipment such as devices and machinery, centering around recently constructed factories. In particular, we are making continuous efforts to create a safe and pleasant work environment by securing safe passageways, installing ventilation systems, setting up safety fences, and grounding high-voltage transformers. We proactively engage in safety and health activities by sharing safety information with workers during on-site inspections led by safety and health management personnel and conducting risk assessments. We have adopted mobile carts for the safe transportation of injection molds, eliminating the risk associated with lifting heavy objects. Additionally, we ensure strict adherence to Lockout/Tagout (LO/TO) procedures for all factory equipment and perform regular visual inspections of measuring instruments.



Industrial Safety Practice Agreement Workplace Hosted by the Ministry of Employment and Labor and Chungcheongnam-do (PLAKOR Asan Factory)

Proactive Prevention of Safety Accidents | We conduct in-house training on various safety protection types, including how to properly wear safety helmets, examples of improper helmet use, the correct use of dust and gas masks, statistics on industrial accidents, accidents types, and case studies by accident type. This training is designed to prevent safety accidents in advance.

Safe Use of Equipment and Machinery | At PLAKOR's Hwaseong Factory and four other facilities, we have installed protective devices for machinery such as forklifts, lathes, and hoist cranes to ensure safe operation and prevent accidents and injuries. We have established guidelines for the distribution and management of personal protective equipment (PPE), systematizing the processes for requesting, receiving, releasing, and issuing safety gear, ensuring efficient management and effective supply of PPE.

Employee Health Management

PLAKOR conducts regular health check-ups as part of our employee health management efforts. As a result, both the examination costs and the number of examinees have steadily increased from 2019 to 2023. Through these check-ups, we assess the health status of our employees and, for those with medical findings, arrange secondary examinations and health consultations through health agencies.

Regular health check-ups

Category	Unit	2019	2020	2021	2022	2023
Examination Cost	KRW million	26.4	29.7	48.1	52.2	100.9
No. of Examinees	Person	73	93	116	117	224

* Changes to the 2020 Collective Agreement: Spousal support 50% → 100%

* Changes to the 2022 Collective Agreement: Annual limit of 60 people → all eligible applicants for that year can undergo health examinations with no limit

General Examinations Status

(Unit: person)

Category		2019	2020	2021	2022	2023
Health Examination Recipients	Hwaseong Factory	221	210	192	245	175
	Asan Factory	88	87	110	63	71
	Dangjin Factory	-	-	-	-	10
	Total	309	297	302	308	256
Those with Medical Findings	Hwaseong Factory	39	47	34	81	49
	Asan Factory	45	48	56	26	24
	Dangjin Factory	-	-	-	-	4
	Total	84	95	90	107	77
Those Who Need Observation	Hwaseong Factory	30	35	31	65	39
	Asan Factory	28	30	36	18	19
	Dangjin Factory	-	-	-	-	4
	Total	58	65	67	83	62
Confirmatory Testing Recipients	Hwaseong Factory	107	112	110	105	94
	Asan Factory	52	52	67	37	44
	Dangjin Factory	-	-	-	-	8
	Total	159	164	177	142	146

Safety and Health Management System

Employee Health Management

In addition, we conduct mental health surveys for all employees, including contractors at our Hwaseong, Asan, and Dangjin factories, to assess workers' mental health status and identify high-risk groups, such as those at risk of depression or suicide. We encourage individuals with concerning findings to seek counseling and treatment in line with public medical centers. We also provide mental health education to volunteers, aiming to raise awareness and promote a culture of life respect within the workplace.

2023 Mental Health Promotion Program Details

Category	Hwaseong Factory	Asan Factory	Dangjin Factory	Remarks	
Mental Health Survey	Target	All employees (including contractors)		Counseling and treatment in line with public medical centers, high-risk groups' active participation in treatment	
	Survey Items	Depression (PHQ-9), suicide (P4), anxiety (GAD-7)			
	Schedule	September 19 - September 22	July 17		September 19 - September 22
	Procedures	Distribute questionnaires and collect the results by team	Access via QR code and conduct the survey		Access via QR code and conduct the survey
Mental Health Education	Target	Employees interested in attending		Deliver messages to raise mental health awareness	
	Schedule	November 8	October 16, October 23		October 13
	Location	Company cafeteria			
	Details	Education on mental health topics such as depression, anxiety, and insomnia			
	Instructor	Mental health specialists			

Risk Assessment and Safety Inspection

PLAKOR systematically identifies and evaluates potential risks associated with work tasks and conditions that may impact employee health and safety, and conducts safety inspections of hazardous machinery and equipment.

Risk Assessment I To proactively prevent hazardous risk factors and maintain a pleasant working environment, we comply with the legal requirements of conducting annual risk assessments. Internally, we carry out serious accident prevention activities on a monthly basis. Our company operates the risk assessment and management process in the following seven steps, with each step managed and executed by designated departments and supporting teams:

Inspection and Safety Checks for Hazardous Machinery and Equipment I PLAKOR has listed equipment subject to safety inspections and conducted separate safety inspections in preparation for regular inspections for hazardous machinery and equipment.



Safety Inspections for Hazardous Machinery and Equipment

Risk Assessment and Management Process

Process	Activities	Department	
		Lead by	Supported by
Risk assessment plan development	1. The head of the leading department develops a risk assessment plan that incorporates changes in policies, regulations, guidelines, and other relevant updates for regular risk assessment, and then informs each department (team)	Safety and health leading department	All departments (teams)
	2. Each department, along with on-site supervisors and other team members, develops a risk assessment plan		
	3. Conduct risk assessments at least once a year		
Preparation of safety and health risk information	1. Each department head identifies safety and health risk information based on the standard operating procedures for each site and department	All departments (teams)	Safety and health leading department
	2. Each department head prepares safety and health risk information with reference to the attached file		
Conducting risk assessment	1. Each department head prepares risk assessment sheets for each operating standard and process, with reference to the risk assessment scoring table, based on the safety and health risk information.	All departments (teams)	Safety and health leading department
Preparation and evaluation of mitigation measures	1. Each department head prepares mitigation measures based on the risk assessment sheet	All departments (teams)	Safety and health leading department
Implementation/ validation (feasibility of on-site application)	1. Each department prepares a critical risk registry for the site, with reference to the risk assessment sheet and mitigation measures	All Departments	Safety and health leading department
	2. Develop an improvement and implementation plan for risks listed in the critical risk registry		
Improvement of the management system and change control	1. Each department conducts a re-evaluation to determine whether the risk has been reduced or prevented according to the plan after improvement and implementation and keeps a record	All Departments	Safety and health leading department
	2. Revise relevant standards, guidelines, and work processes, if necessary, and notify the safety and health department head		
Performance management and continuous improvement	1. The head of the safety and health leading department compiles the implementation results, analyzes performance, and requests additional actions from the relevant team if necessary.	Safety and health leading department	All Departments
	2. The head of the safety and health leading department informs all members of the safety and health performance (goals and achievements) and encourages continuous improvement		

Safety and Health Management System

Work Environment Measurements

We aim to create a clean in-house work environment to protect workers' health and enhance productivity. The Hwaseong Factory conducts work environment measurements twice a year, including assessments for metals, metal-working fluids, organic compounds, and physical factors (noise) through the Korean Industrial Health Association. The Asan Factory conducts these measurements through Soonchunhyang University Hospital. All results were evaluated to be below the exposure limits. At PLAKOR's Hwaseong Factory, monthly safety inspections are conducted using a regular workplace checklist. The Dangjin Factory tracks improvements in the work environment by presenting before-and-after photos to verify the number of implemented changes.

Emergency Response System

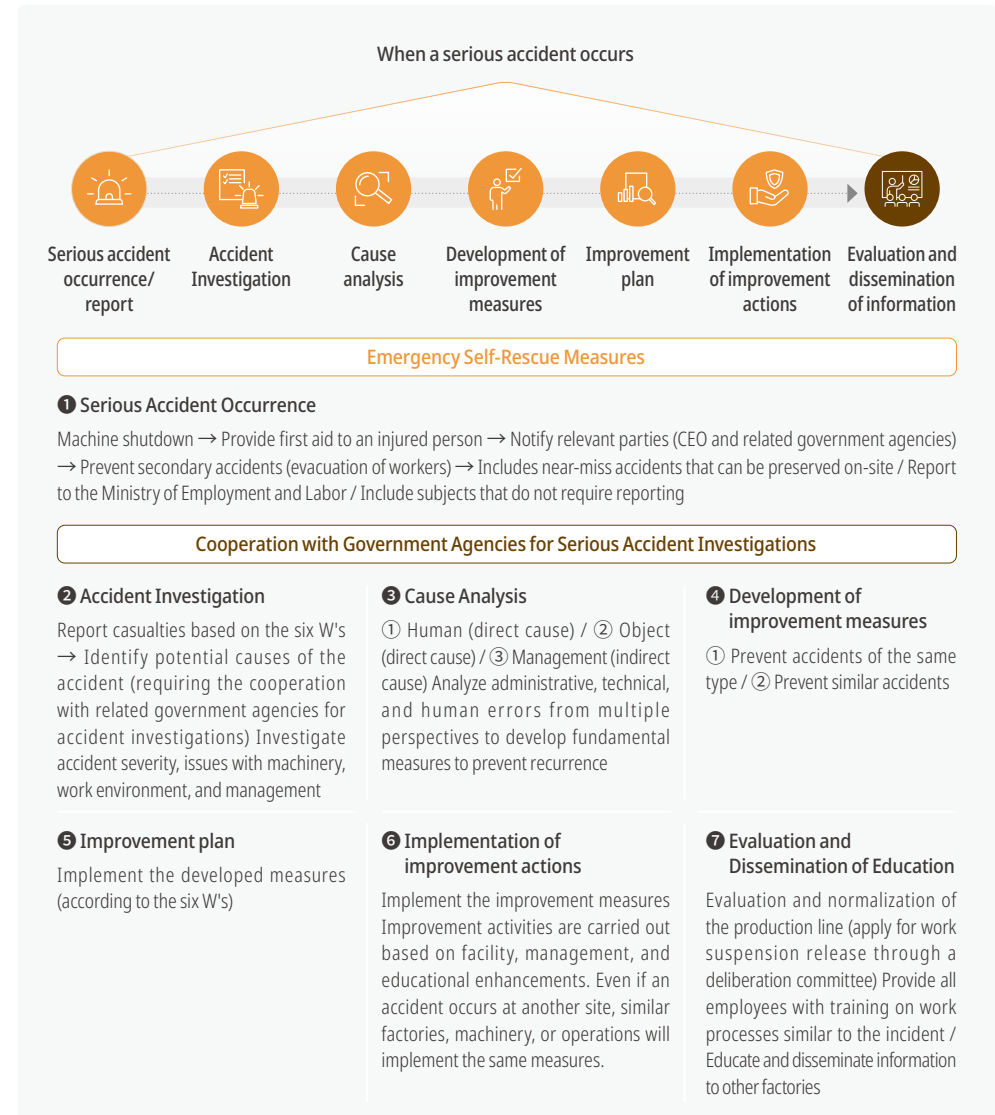
PLAKOR operates an emergency response system to take immediate action in the event of an accident. Each factory has an emergency response scenario that includes target facilities, hazardous materials, types of emergencies, status of required equipment, precautions during emergencies, and response guidelines. We also conduct annual emergency drills to enhance our response capabilities.

The CEO serves as the general manager of the serious accident command system. Under the CEO, there are two operational managers, three general safety managers, and one safety manager appointed for each of the five factories.

Due to the nature of our work, the most common injuries involve being caught in production equipment or forklift-related accidents in the logistics warehouses. We have established response procedures for serious industrial accidents and guidelines tailored to each situation. To prevent recurrence, we conduct accident investigations and cause analyses, establish improvement measures, and carry out corrective actions, evaluations, and training.

We strive to minimize damage by quickly executing these response procedures when a serious accident occurs. To maintain the performance and functionality of fire safety equipment, each of the five factories conducts self-inspections. This not only helps prevent fires and safety accidents in the factories, but also raises safety awareness among on-site workers, and ensures that necessary improvements are made based on inspection results.

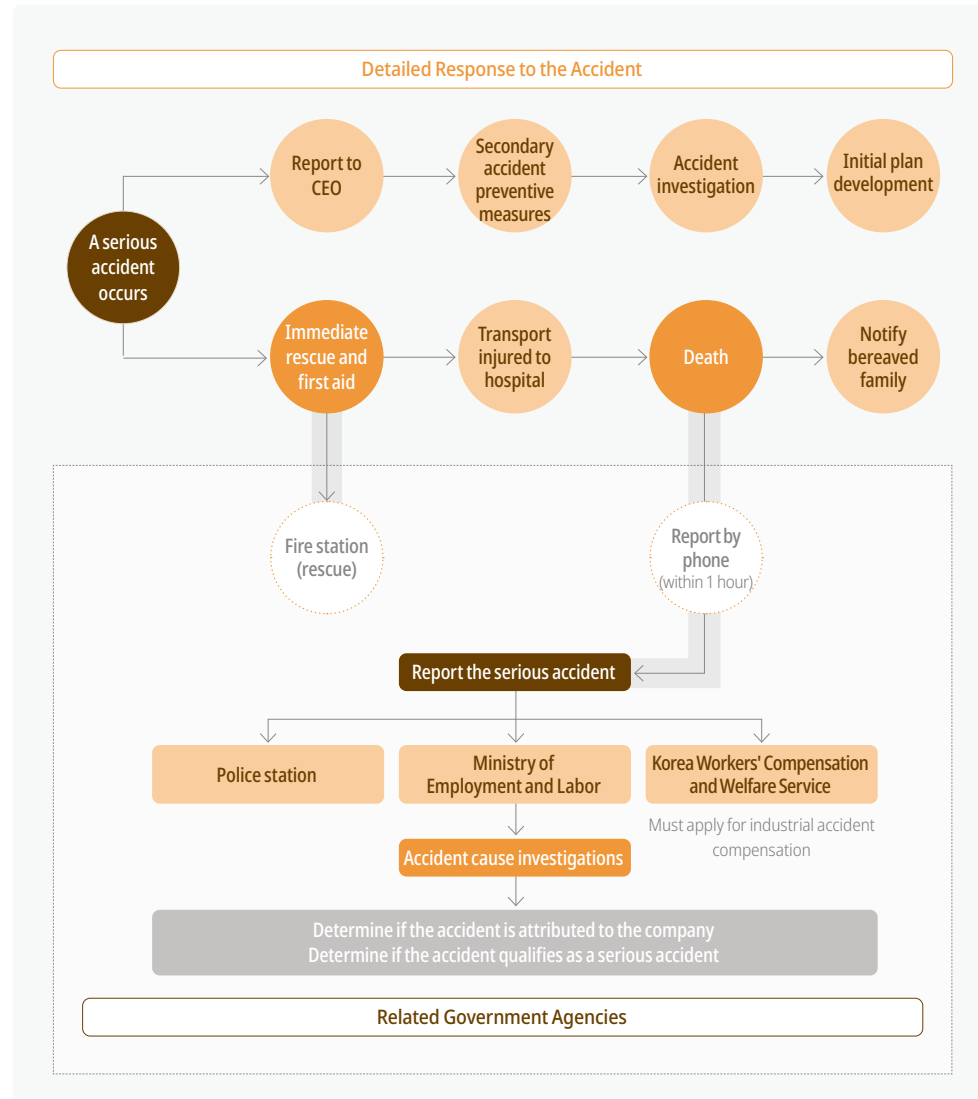
Procedures for Preventing Recurrence of Serious Industrial Accidents



Safety and Health Management System

Emergency Response System

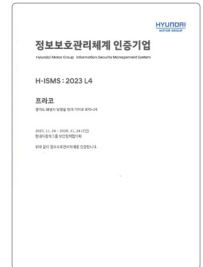
Response Procedures in Case of Serious Accidents



Information Security

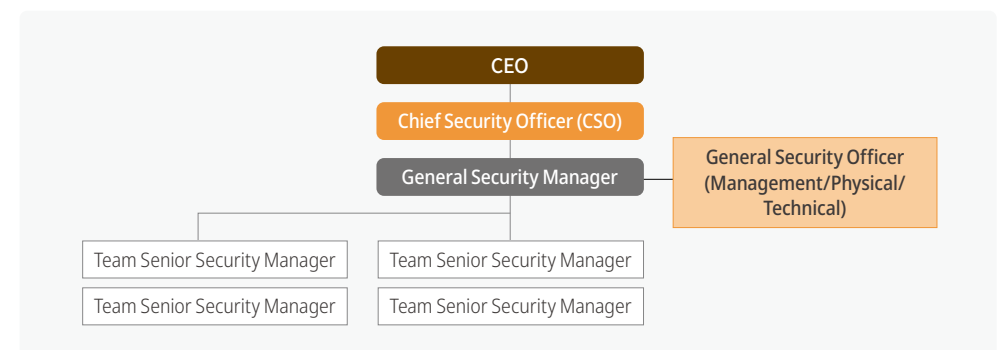
Information Security Operation Organization

PLAKOR appoints a Chief Security Officer (CSO) who meets the qualification standards required by the Act on Promotion of Information and Communications Network Utilization and Information Protection. The CSO, authorized by the CEO or an executive representative, oversees all security-related activities, including security policy formulation, training, inspections, management supervision. To make decisions, communicate, and implement security policies, we have formed a consultative body consisting of the CSO, senior security managers, and security officers, meeting at least biannually. To raise security awareness, we designate a specific day each month as 'Security Day' and conduct self-inspections, security training, and awareness activities. We hold regular team security officer meetings at least once every six months to disseminate security policies throughout all departments. The senior security manager, appointed by the CSO, reports all security tasks to the CSO and ensures compliance. General security officers are divided into general management security officers, general physical security officers, and general technology security officers. The CSO conducts annual security training for all employees and may request the CEO's presence when necessary. Upon onboarding, new employees and experienced hires receive training on the company's policies in each security area—management, physical, and technical—and on major regulations, guidelines, and procedures. The results of this training are documented. If there are changes in security policies, the CSO must notify team (department) security officers within two weeks through notices or collective training sessions. In particular, PLAKOR was certified as an Information Security Management System company by the Hyundai Motor Group Security Policy Council for three years, from November 24, 2023 to November 24, 2026 (H-ISMS: 2023L4).



Information Security Management System Certificate (H-ISMS)

PLAKOR Security Organizational Chart



Information Security

Raising Employees' Security Awareness

To legally protect business confidentiality and raise employees' security awareness, we require our employees to submit a security pledge to the HR manager. Management security officers are responsible for tracking the collection of these pledges, maintaining a table of those required and the status of submissions. They regularly check for any omissions, and if found, must investigate the cause and report it to the CSO for further action.

Security Pledge Target and Re-pledge Criteria

Target	Prepared by/Time	Retention Department
In-house employees	New employees: At the time of joining Current employees: Once every 2 years	Human Resources Department
Retiring employees	At the time of retirement	
Visitors	Upon entering controlled areas	
Partner employees	Upon signing the basic business contract	

The HR department includes a "Retiree Security Pledge" in the resignation documents for departing employees. If it is discovered that a former employee has moved to a competitor, the department will investigate whether any confidential business information has been disclosed and take appropriate legal actions, such as applying for an injunction to prevent them from working with competitors. Technical and physical security officers are required to delete all access rights—both physical entry and system access—for retirees within 24 hours of the retirement order, in accordance with procedures.

Information Security Incident Management

When violations are identified, their severity is assessed. In cases of minor violations, a cautionary notice from the general security manager is sent to the employee and the head of their team (department). For major violations, the incident is reported to the CSO, and actions are taken according to the established regulations. We integrate response and recovery tasks for IT security incidents into our management processes and operate under guidelines designed to minimize damage to IT infrastructure while maintaining the security and stability of information assets. In the event of an IT security incident, the technical security officer must respond urgently and report the handling results to the general security manager or CSO. If signs of external intrusion are suspected, the technical security officer must use security diagnostic tools or checklists to inspect the system. If any data manipulation or unauthorized access is detected, the officer is required stop the relevant services immediately.

Security System Management

PLAKOR implements the following security systems to protect information from various security threats and vulnerabilities and to ensure their safe management and operation.

Security System Status

Category	Product Name	Introduction Date	Remarks
PC security	AhnLab V3	July 2017	Antivirus
	AhnLab EPP	July 2022	Central management
UTM firewall	Network-BOX	2005	Firewall
Integrated security management	NetClient 6	February 2024	Asset and security management
Network DLP	Webkeeper & Mail-1	April 2015	Block access to malicious sites and prevent data leakage/email logs
Block spams	SPAM-OUT	December 2017	Block spams
NAC Solution	IpMentor	January 2020	Network access control
Access control	DBSAFER	June 2022	Access control (ERPDB)
Web firewall	WAPPLES-2600	June 2022	Web firewall

Supply Chain Management

Support for Supply Chain Mutual Growth and Regular Evaluation

Supplier Code of Conduct I PLAKOR has established a supplier code of conduct to respond to the rapidly changing global automotive industry and to build a sustainable supply chain together with our suppliers. The code of conduct requires domestic and international suppliers who provide goods or services to PLAKOR or enter into contracts for other transactions comply with relevant corporate management laws (including but not limited to laws related to corruption, economic sanctions, forced labor, safety/health, and fair trade). It also demands that suppliers adopt best operational practices in the areas of ethics, environment, labor/human rights, safety/health, and management systems. PLAKOR expects that the entire supply chain, including suppliers, will comply with the supplier code of conduct, with the goal of growing into a company that is more respected by social and fostering opportunities for mutual growth.

Hosting Partnership Seminar I PLAKOR's purchasing team held a seminar for representatives from a total of 39 partner companies to strengthen communication and secure competitiveness in purchasing and quality. Through this seminar, we introduced measures to enhance on-site safety management by providing training on serious accident cases and response plans at the Sambo Motors Technical Training Center. We also presented response plans for supply disruption of finished vehicles caused by supplier production line stoppages. The purchasing division proposed strategies for securing cost competitiveness through pre-cost improvement activities during the development stage and strengthening relationships through regular cooperative activities. The quality division is divided into the mutual cooperation team and the quality assurance team. The mutual cooperation team explained rewards for excellent suppliers and practical quality improvement measures, while the quality assurance team discussed major quality issues and six fundamental quality management activities.

PLAKOR Partner Company Seminar

Category	Sambo Motors Technical Training Institute (Success Insight)	Purchasing Division	Quality Division	
			Mutual Cooperation Team	Quality Assurance Team
Topic	Serious accident punishment act	Production trends and purchasing policies	Mutual cooperation activities and improvement cases	Quality performance and quality policies
Details	Serious accident cases and response measures	Securing cost competitiveness in purchasing and strengthening support for partner activities	Rewarding excellent partners in the first half of the year and developing practical quality improvement measures	Major quality issues and six basic quality management activities



PLAKOR Mutual Growth Event with Partner Companies

Evaluation of Support Activities for Supplier Management Improvement I From October to November 2023, PLAKOR's mutual cooperation team conducted evaluations of management improvement support activities for 20 suppliers.

The management support content includes: ① Process improvement and technical support; ② Improvement of quality and process capability index; and ③ Training and support. The evaluation criteria and scoring are as follows: ① Quality management (30 points), ② External quality index (20 points), ③ Incoming defect rate (30 points), ④ After-service delivery rate (10 points), and ⑤ Financial soundness (10 points).

For the evaluation frequency of each item, items ② to ⑤, excluding quality management, are conducted once a month. For the quality management item: the best 5 companies are evaluated once every six months, the general 10 companies are evaluated once every quarter, and the worst 5 companies are evaluated once a month.

The evaluation procedure consists of: ① Company visit, ② Review of previously improved items, ③ On-site evaluation, ④ Result review, ⑤ Improvement guidance, ⑥ Preparation of evaluation report, ⑦ Grade calculation, ⑧ Reporting results, ⑨ Sharing evaluation results with the company, and ⑩ Improvement committee meetings

The comprehensive evaluation of 20 suppliers resulted in an average grade of B and an average score of 88.1. We conduct continuous management to achieve the internally set target.

Evaluation Frequency for Support Activities for Supplier Management Improvement






Evaluation Item	Evaluation Details	Evaluation Interval	Evaluation Rationale	Evaluation Department
Quality Management (basic quality, 3SSS, etc.)	Best 5 companies	Once per half-year	Quality grade evaluation sheet	Dedicated organization
	General 10 companies	Once per quarter		
	Worst 5 companies	Once per month		
External Quality Index	Actual defect rate:	Once per month	External quality status report, ERP	Quality Assurance Team, Yeongnam Operations Team
Incoming Defect Rate	Customer defect rate	Once per month	Vaatz, MQMS	Quality Assurance Team, Yeongnam Operations Team
AS Payment Rate	AS Payment Rate	Once per month	Payment rate management sheet	AS Management Team
Financial Soundness	Company credit rating	Once per month	Financial soundness evaluation sheet	Purchasing Team
Line Stop	Customer production line stop	Once per month	Line stop notification	Production Planning Team, Yeongnam Operations Team

Supply Chain Management






Support for Supply Chain Mutual Growth and Regular Evaluation

Evaluation Procedure for Support Activities for Supplier Management Improvement

External Tasks (Evaluation) Week 1-2

Company Visit ▶	Check Past Improvement Items ▶	On-Site Evaluation ▶	Review Results ▶	Improvement Guidance ▶
1. Determine visit date through prior consultation 2. Visit target suppliers (Dedicated Organization) 3. Meet the CEO and brief on progress 	1. Confirm implementation of improvement items from previous visit Determine - effectiveness as valid/insufficient 	1. Use a quality rating evaluation sheet - Maintenance and self-improvement activities (SYS, parts) to ensure consistency of part quality 	1. Mutual sharing of inspection items on the day - Coordination and consultation on whether to proceed with improvements 	1. Guidance on improvement direction - Policy decision through mutual discussion 

Internal Tasks (Reporting) Week 3-4

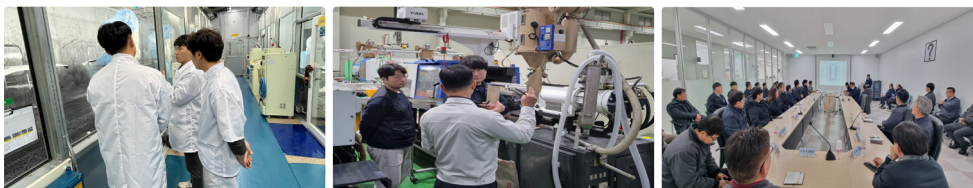
Prepare Evaluation Report ▶	Calculate Rating ▶	Report Results ▶	Share Evaluation Results with Others ▶	Improvement Meeting
1. Prepare an evaluation report by company - Actual evaluator 	1. Calculate ranking for all companies - Highlight Best/Worst Top 5 	1. Report comprehensive evaluation results to management 	1. Share Evaluation Results (with all suppliers) - Encourage voluntary improvement through mutual competition 2. Display the status board inside the CEO's office of all suppliers 	1. Conduct improvement meetings for worst 5 companies - Presided over by: PLAKOR Chief Business Officer - Frequency: Once per quarter (Individual notification) 

Conducting Supplier Training I We conducted supplier training in August 2024 to strengthen their ability to respond to new EU regulations (CBAM/EUDR). We also provided training on the Carbon Border Adjustment Mechanism (CBAM) to enhance our suppliers' understanding before collecting data from them. Out of 21 suppliers, 5 attended the training. For the EU Deforestation Regulation (EUDR) training, which utilized Hyundai-Kia Motors' 2024 Key Trend Analysis data, 3 out of 4 target companies participated.

Supply Chain Due Diligence I Suppliers are required to identify and assess sustainability-related risks within the supply chain, ensure compliance with relevant laws and regulations, and monitor how these risks are being mitigated and addressed. To this end, we have established a six-step due diligence procedure as suggested in the OECD Due Diligence Guidance for Responsible Business Conduct:

Supply Chain Due Diligence and Procedures

- 1 Establish basic policies for responsible business conduct and embed these policies into the company's policy and management systems
- 2 Identify and assess adverse impacts (actual and potential risks) on stakeholders during business activities
- 3 Develop and implement plans to cease, prevent, and mitigate adverse impacts
- 4 Continuously monitor the implementation status and results of actions taken to identify, prevent, and mitigate adverse impacts
- 5 Share and communicate information related to policies, procedures, and actions externally
- 6 Provide appropriate means to remedy if adverse impacts have actually occurred, or cooperate when such means are provided by others



Support Activities for Supplier Management Improvement

Supplier Meetings and Factory Tours

Supply Chain Management

Responsible Mineral Management

Mineral Purchasing Policy | PLAKOR actively participates in prohibiting the use of conflict minerals and in responsible external purchase of minerals, working to eradicate human rights violations, ethical breaches, and environmental destruction that can occur during the mining, sale, and distribution of minerals in conflict and high-risk regions. PLAKOR prioritizes human rights and has established a mineral purchase policy to prevent human rights abuses, such as child labor exploitation occurring during mineral mining, and to protect the health and safety of mining workers. We have built a supply chain management system and are striving to encourage the participation of our suppliers.

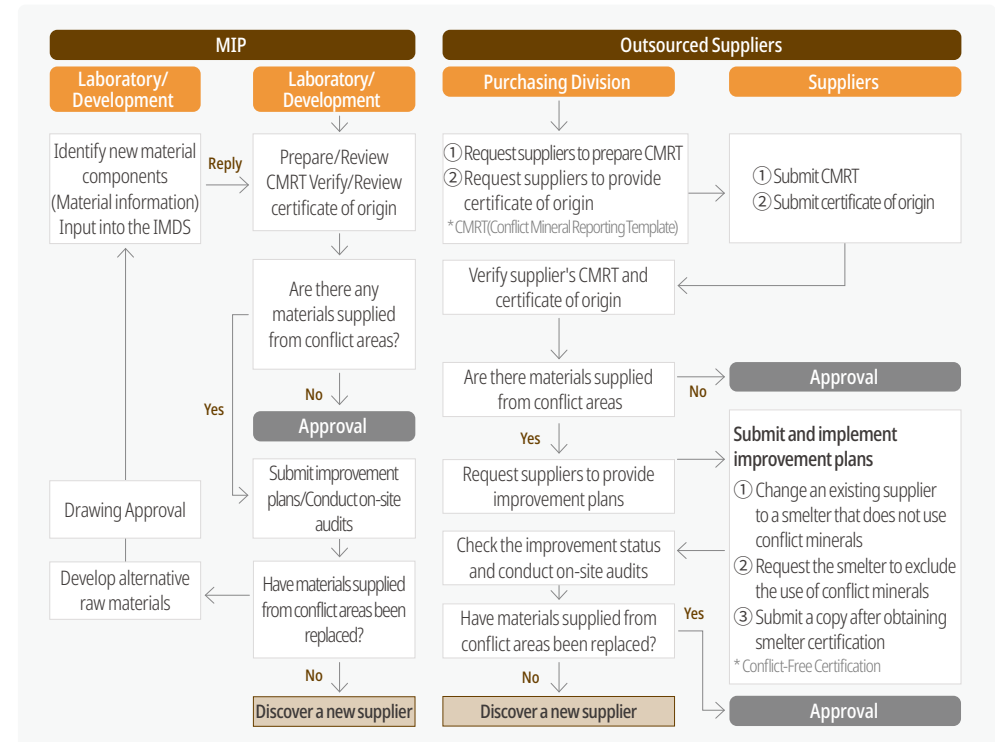
Supplier Conflict Minerals Management | PLAKOR has developed a conflict minerals verification and risk assessment process and incorporated responsible material purchase guidelines into the supplier code of conduct, ensuring that our supply chain is managed to avoid the inclusion of conflict minerals.

Responsible Material Purchase under the PLAKOR Supplier Code of Conduct

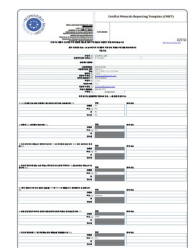
- Suppliers must establish a process to identify the countries and regions from which raw materials, parts, and components used directly or indirectly in the manufacture of goods supplied to PLAKOR are procured, at any stage within the supply chain.
- Suppliers must ensure that no raw materials, parts, or components used in manufacturing are produced using forced labor, directly or indirectly, at any stage within the supply chain.
- Suppliers must establish a process to identify the origin and smelters of all minerals and raw materials, including conflict minerals such as tin, tungsten, tantalum, and gold contained in products.
- Suppliers must endeavor to inspect social and environmental issues such as serious human rights violations, ethical breaches, and negative environmental impacts at the origins and smelters of minerals and raw materials according to the established process.
- If suppliers mainly handle minerals and raw materials, they must verify themselves or obtain external certification to ensure that the mining and processing of these minerals and raw materials are not associated with human rights violations, ethical breaches, and negative environmental impacts.

We prohibit the use of 3TG conflict minerals (tin, tantalum, tungsten, gold) produced through mineral production, smelting, and refining processes in ten African countries, including the Democratic Republic of Congo (DRC). We request suppliers to complete the Conflict Minerals Reporting Template (CMRT) and provide the certificate of origin to ensure that conflict minerals are excluded from the product supply chain, and demand continuous management. Before using new raw materials, the R&D team conducts a thorough identification of the components (substance information), inputs data into the International Material Data System (IMDS), prepares and reviews CMRTs, along with verifying the origin of the materials. If the raw materials are found to be sourced from conflict regions, we develop alternative raw materials and go through the drawing approval process. For suppliers, the purchasing division, which is responsible for CMRT mineral management, requests the CMRT and origin certification, then conducts verification of the provided evidence. If materials are supplied from conflict regions, we request suppliers to submit and implement a corrective action plan. PLAKOR has established a system to check the status of these improvements through audits, ensuring that conflict-free certification is obtained and maintained.

Conflict Minerals Verification and Risk Assessment Process



PLAKOR has established a comprehensive mineral supply chain management system that covers not only 3TG conflict minerals (tin, tantalum, tungsten, gold) but also other minerals currently under scrutiny for responsible sourcing. This includes monitoring the use of natural mica, which is one of the components in the automotive bumper paint. For the use of natural mica, we have received the Extended Minerals Reporting Template (EMRT) from Germany's Merck and established strict internal control measures within the mica supply chain. We monitor compliance with labor and EHS (Environment, Health, and Safety) standards, and child labor prohibitions to mitigate any mineral-related risks. PLAKOR ensures supply chain transparency and demonstrates responsible management systems to our global clients, highlighting our commitment to ethical product manufacturing. We are dedicated to identifying and mitigating risks related to regulatory violations by meeting international legal requirements.



Supplier CMRT

Customer Satisfaction Activities

Quality Management

PLAKOR has established, documented, and implemented a quality management system in accordance with the requirements of IATF 16949:2016¹ and ISO 9001:2015² standards. To continuously improve the effectiveness and efficiency of the quality management system, we have applied the quality management manual to the automotive plastic parts and molds manufactured and sold by ourselves.

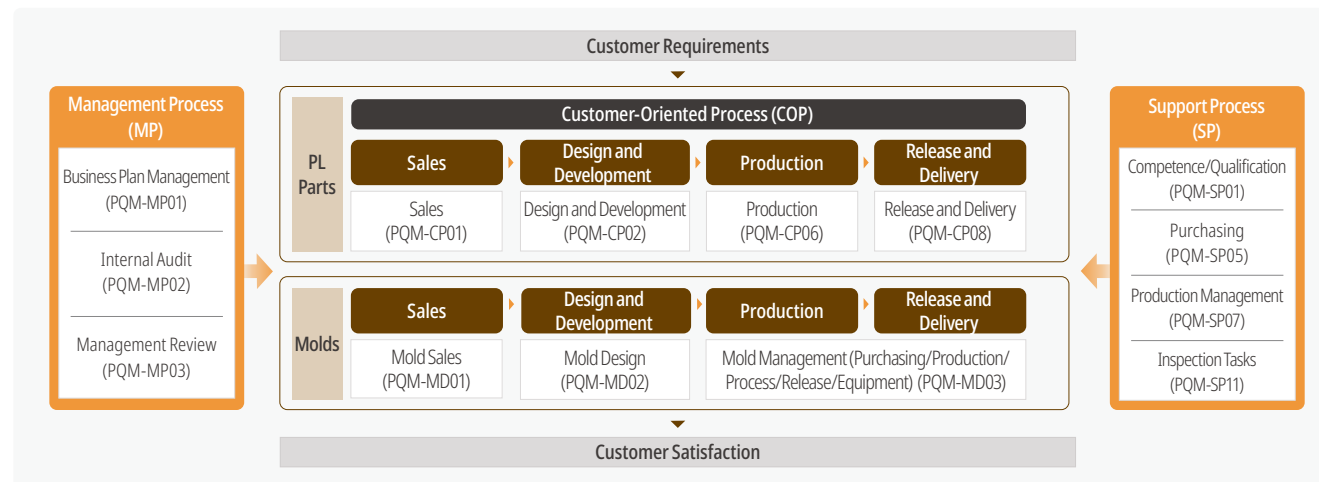
1) IATF16949: 2016 (Scope of Application): Design and manufacturing of automotive plastic parts (bumpers, crash pads, door trims, interior and exterior products)

2) ISO 9001:2015 (Scope of Application): Design, development, and production of plastic molds

PLAKOR Quality Policy | We carry out continuous improvement activities in quality, delivery, price, and service through company-wide management, and aim to ultimately meet customer expectations and requirements by achieving quality excellence on the global stage. Therefore, all employees must fully understand and comply with the established regulations to smoothly achieve the quality policy, and faithfully perform their assigned duties. In addition, we have set specific quality objectives to be implemented to achieve the quality policy.

Quality Management Process | By cooperating and supporting the Customer-Oriented Process (COP) through the Management Process (MP) and Support Process (SP), we strive to fully incorporate customer requirements and increase customer satisfaction.

Quality Management System Process



Development Quality Inspection Meetings | PLAKOR holds monthly development quality review meetings led by the quality division and conducts quality review meetings for suppliers as well. The quality division identifies each factory's performance in painting and molding, comparing actual results with target goals. This includes calculating the defect rate (%) by comparing the production quantity (EA) with the defective quantity (EA). We analyze defect status by supplier to address major quality issues. In particular, we provide guidance and conduct inspections through on-site visits to suppliers and distribute quality newsletters. For each vehicle model under development, PLAKOR ensures thorough inspections at various stages to identify and implement quality improvement measures, actively working towards solving any arising issues.

Handling Customer Complaints | PLAKOR has established a structured procedure for addressing customer complaints regarding the products it manufactures and sells. This process aims to resolve issues promptly, build customer trust, and improve product quality. These procedures cover activities from addressing complaints, implementing corrective actions, and preventing recurrence. For external complaints related to each business, we send an outsourced quality issue notice to the procurement department. For in-house products, we send a quality abnormality handling plan to the production department to analyze the issues related to customer complaints and manage risks. The procurement department, upon receiving improvement plans from each supplier, informs the department responsible for handling customer complaints. The production department submits improvement plans, which are reviewed and then forwarded to clients. Improvement plans include processing claims and, if necessary, requesting an Initial Sample Inspection Report (ISIR) from the procurement department. These actions are recorded in the history management ledger, ensuring that product improvements and their applications are properly documented. To prevent recurrence and ensure effectiveness, we manage revisions of control plans and standard operating procedures, and have set up monthly effectiveness verification for three months.

Communication with Customers | Communication with customers includes the following elements: ① Providing information related to products and services; ② Handling inquiries, contracts, or orders, including changes; ③ Receiving customer feedback related to products and services, including customer complaints; and ④ Handling and managing customer property. Additionally, all written or verbal communication is conducted in the language agreed upon with the customer. We are capable of communicating essential information, including data with customer-designated computer languages and formats (e.g., CAD, data, electronic data interchange). When determining the requirements for products and services to be provided to customers, we ensure: ① Compliance with all applicable legal and regulatory requirements; and ② Requirements deemed necessary by the company. Furthermore, we include recycling, environmental impacts, and characteristics identified based on our knowledge of our products and manufacturing processes.

Governance

Filed Reports for Violations



Addressed Cases for Violations



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Board Composition and Operation

Board Composition

The Board of Directors at PLAKOR is the company's highest body, with authority over corporate management and business operations. In accordance with Article 29 of the Articles of Incorporation, the board consists of at least three directors, with outside directors representing no less than one-fourth of the board.

As of March 2023, the board is composed of six members: three inside directors and three outside directors. The board chairman role is held by the CEO, reflecting the CEO's experience in the automotive industry. Once appointed, directors are set to serve for three years.

PLAKOR Board Composition (As of the End of 2023)

Category	Name	Gender	Key Experience	Term Expiry Date
Inside Director (CEO)	Jae-Ha Lee	Male	· Former Chairman of PLAKOR Co., Ltd. · Current Chairman of Sambo Motors Group	Dec. 13, 2025
Inside Director (CEO)	Seok-Woo Lee	Male	· Former Head of PLAKOR Czech (PCZ) · Former CEO of Sambo Platec Co., Ltd. · Current CEO of PLAKOR Co., Ltd. (President)	Apr. 31, 2027
Inside Director	Ji-Hoon Park	Male	· Former Executive Director of PLAKOR Co., Ltd. · Current CEO of Sambo A&T	Mar. 31, 2025
Auditor	Chul-Hee Min	Male	· Former Head of the Business Management Division at PLAKOR Co., Ltd. (Director) · Current Head of the Group Audit Office at PLAKOR Co., Ltd. (Executive Director)	Mar. 31, 2025
Outside Director	Kang-Wook Kim	Male	· Former Chief Prosecutor of the Daejeon High Prosecutor's Office · Current Head of the Kang-Wook Kim Law Office	Sep. 2, 2025

* As of December 31, 2023.

* The composition of the registered executives at PLAKOR as of the end of 2023 is as stated above.

Board Operation

The board convenes monthly, with all 19 agenda items submitted in 2023 successfully approved. We plan to amend the board regulations to allow ESG experts to join as outside directors. This will enable in-depth discussion of related agenda items such as sustainable management reports and allow for the review of other significant ESG issues or matters related to the organization.

PLAKOR Board Composition and Activities

Category	Unit	2019	2020	2021	2022	2023	
Composition	Total	Person	5	5	6	6	5
	Inside Directors	Person	3	3	4	4	3
	Outside Directors	Person	1	1	1	1	1
	Auditors	Person	1	1	1	1	1
Average Attendance Rate of the Board		%	93	82	76	67	73
Regular Board Meetings Held		Times	13	13	13	12	19
Agenda Items		Case	13	13	13	12	19

Ethical Management

Ethical Management and Ethical Policy


PLAKOR's employees deeply recognize that personal ethics are the foundation of corporate competitiveness. We commit to the following principles, aiming to establish PLAKOR as a company trusted by suppliers, consumers, and social as a whole.

PLAKOR's Ethical Management Policy

- ❶ We comply with the laws and internal regulations of each country and region, ensuring fair, transparent, and free competition in accordance with social norms, and conduct business with integrity.
- ❷ We establish and operate a system to verify that our employees' duties comply with applicable laws and the Articles of Incorporation
- ❸ We respect fundamental human rights in all aspects and do not discriminate or violate human rights based on race, religion, gender, social status, affiliation, or disability.
- ❹ We neither provide nor accept undue advantages.
- ❺ We comply with export and import laws across all regions, engaging only in fair international transactions.
- ❻ We maintain financial and accounting records in compliance with relevant legal standards and accepted accounting practices.
- ❼ We acquire and manage personal information in accordance with relevant laws and internal regulations and strive to prevent the leakage of personal information.
- ❽ We require executives, employees, and partner companies to sign ethics pledges and agreements as part of our transactional protocols.

Ethical Management Practices

We operate an online ethical management consultation/reporting channel, enabling employees to consult and report to the group audit office regarding unfair work practices, unreasonable demands, acceptance of money, gifts, services, or entertainment, as well as accounting-related complaints and other corrupt or fraudulent acts.

[Company Website](#) 

PLAKOR Code of Ethics Violations

Category	2019	2020	2021	2022	2023
Filed Reports for Violations	0	0	0	0	0
Addressed Cases for Violations	0	0	0	0	0

To prevent unethical acts, such as accepting money, gifts, or other improper benefits, we require employees to sign a 'Security and Ethics Compliance Pledge.' We also provide training on ethics, human rights, and business transparency using our 'Transparency and Ethics Training Materials.'

PLAKOR's ethical regulations extend to all company members and stakeholders, encouraging respect for the code of ethics and adherence to practical standards. By ensuring compliance with these regulations, we aim to practice ethical management.

As a partner of the Hyundai-Kia Motors Group, PLAKOR participates in transparency and ethics training for supplier employees through the Hyundai-Kia Motors purchasing division. We are fully committed to building trust with our stakeholders and customers and actively pursuing ethical management.

PLAKOR Grievance Committee Members

Category	Department	Position	Name	Remarks
1	Business Management Division	Executive Director	Won-Pyo Hong	Head of the Business Management Division
2	Facility Management Team	Foreman	Ja-Woon Kim	Union President
3	Mold Engineering Team	Field Leader	Nam-Sik Choi	Union Vice President
4	Business Support Team	Team Leader	Young-Seok Lee	General HR/Labor Management
5	Asan Production Team	Team Leader	Kyung-Seop Shin	General Asan Management
6	Asan Production Team	Field Leader	Sang-Woo Eom	Asan Union President

PLAKOR Grievance Handling Procedure



Ethical Management

Preventive Measures Against Unethical Acts

PLAKOR processes internal reports of unethical acts through the group audit office's Shinmoongo reporting system, and has established a monitoring system in accordance with the code of ethics and practice standards.


To encourage internal reporting, PLAKOR has set up a reporting center on both the website and internal groupware which is managed by the Sambo Motors Group's audit office. The center assigns dedicated personnel to handle report processing and protect reporters. Upon completing investigations into reported incidents, the designated personnel forward the results to the HR department or relevant teams in accordance with company regulations for disciplinary actions. In critical cases, they shortly report to the group's top management. The company policy also specifies disciplinary actions for unethical behavior.

Group's Audit Office Shinmoongo

Shinmoongo Operation Status (PLAKOR)


(Unit: case)

Category	2019	2020	2021	2022	2023
Receipt of Money and Gifts	0	0	0	0	1
Financial Transactions	0	0	0	0	0
Grievances from Partners/Suppliers	9	0	3	2	2
Abuse of Authority	1	2	1	0	1
Internal Information Leakage	0	0	0	0	0
Theft, Embezzlement, and Misappropriation of Company Funds	0	0	0	0	0
Others	6	3	0	1	2
Total	16	5	4	3	6


Sign In

Reporting Misconduct

The Sambo Motors Group's audit office receives reports related to any unfair gains or misconduct involving our employees and all internal and external stakeholders that could lead to company losses. However, unsubstantiated accusations, personal grievances, or reports related to private matters will not be processed. All reports can be submitted anonymously.



Reporting Policy

Protection of the Reporter
We strictly protect the identity and confidentiality of the reporter and thoroughly adhere to security protocols for submitted evidence. Any attempts to uncover the reporter's identity are strictly prohibited.

Protection Against Retaliation
The reporter will not face any form of discrimination or disadvantage as a result of their reports. If any adverse impact occurs due to the report, the reporter may request corrective actions, including restoration to their original status.

Reporting Type

Receipt of money and gifts, financial transactions	Partner and supplier grievance	Abuse of authority
Internal information leakage	Other issues	Theft, embezzlement, and misappropriation of company funds

Report Handling Procedure

1. Receive a report The reporter should ensure that their reports are based on factual and verified information, adhering to the 5Ws and 1H principle, and may choose to report either under their real name or anonymously.	2. Verify the report The reported case is promptly handled by the assigned personnel.	3. Initiate investigations The investigation begins once the personnel, duration, and handling measures are determined. The investigation period may vary depending on the subject and scope of the case.
4. Complete the investigations Upon verifying the report through objective evidence collection and investigation, the case will be addressed in accordance with internal regulations.	5. Notify the results If the reporter requests an update on the report progress or the outcome, we provide information on the result to the extent that it does not infringe upon the company's legitimate rights and interests.	

File a Report

Sambo Motors Group's Audit Office Shinmoongo (Reporting Policies, Types, and Handling Procedures)

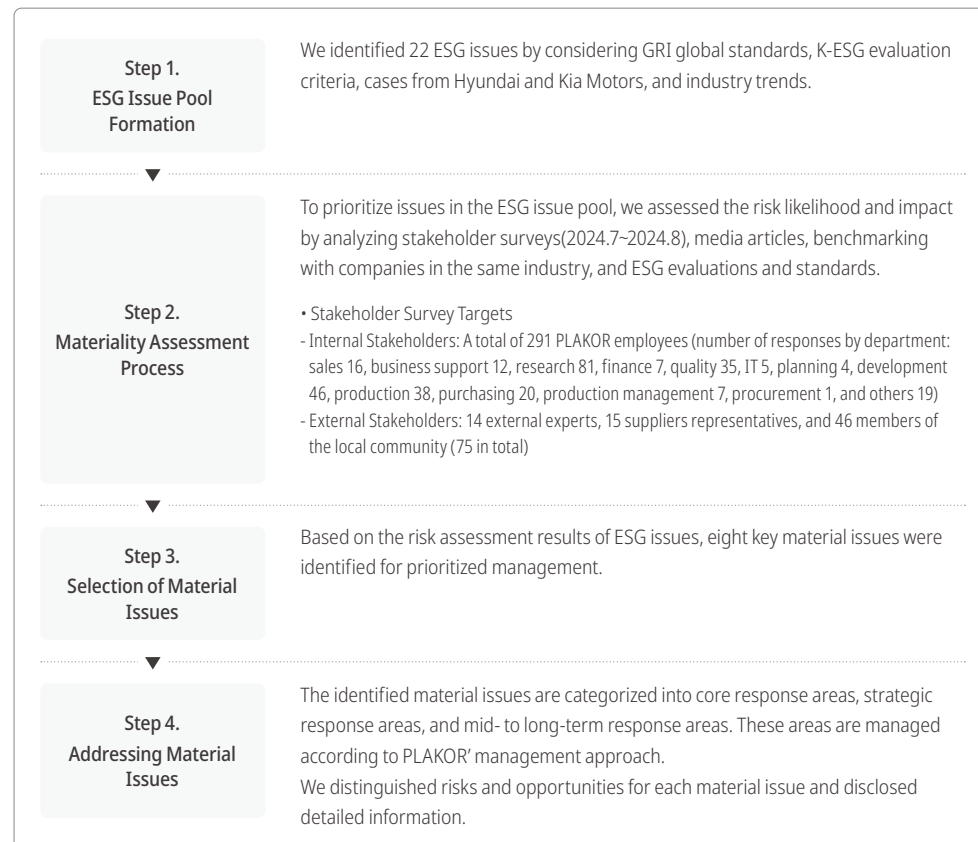
Materiality Assessment

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Materiality Assessment Process

PLAKOR has conducted a materiality assessment to identify key ESG issues relevant to the rapidly evolving automotive industry. Through stakeholder surveys, media analysis, and benchmarking of domestic and international companies, we selected eight material issues that require priority management. We analyzed each issue from a risk perspective and provided a detailed report on our approach.

Materiality Assessment Results



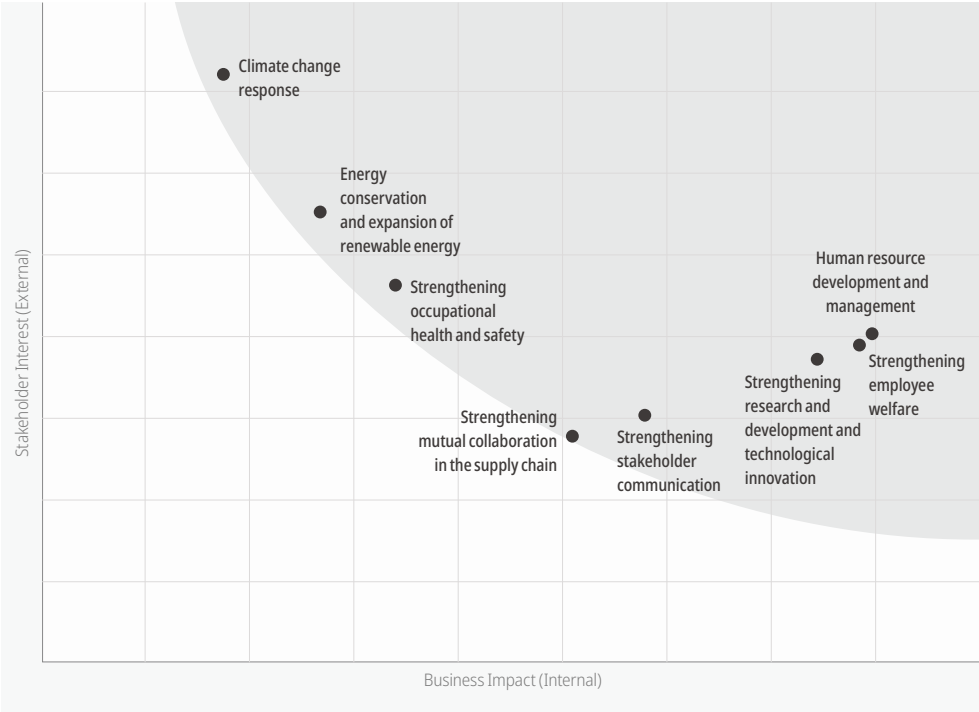
Issue Pool (22 ESG Issues Identified)

Category	Issue
 Environment	<ul style="list-style-type: none"> Climate change response Energy conservation and renewable energy expansion Waste reduction and the realization of a resource-circulating economy Eco-friendly investment expansion Biodiversity preservation Sustainable resource use
 Social	<ul style="list-style-type: none"> Achieving diversity and inclusion Strengthening occupational health and safety Strengthening mutual collaboration in the supply chain Community engagement and contribution Human rights protection and respect Human resource development and management Strengthening employee welfare
 Governance	<ul style="list-style-type: none"> Responsible management and compliance Sound corporate governance Increasing customer satisfaction Strengthening stakeholder communication Integrated risk management Personal information protection and strengthening industrial security Strengthening research and development and technological innovation Strengthening product quality and consumer safety Regulatory response involving the rapidly changing automotive industry

Materiality Assessment Results

The likelihood and potential loss identified in this materiality assessment do not reflect the actual management levels of the company but rather indicate the relative probability and impact of each issue based on stakeholder surveys, media analysis, and similar sources.

PLAKOR Materiality Assessment Matrix



PLAKOR Material Issues

● High Impact
 ◐ Moderate Impact
 ○ Low Impact

Category	Issue	Business Impact (Internal)	Stakeholder Interest (External)
1	Human resource development and management	●	◐
2	Strengthening employee welfare	●	◐
3	Strengthening research and development and technological innovation	◐	◐
4	Climate change response	○	●
5	Strengthening stakeholder communication	◐	○
6	Energy conservation and renewable energy expansion	○	●
7	Strengthening occupational health and safety	◐	◐
8	Strengthening mutual collaboration in the supply chain	◐	○

Materiality Assessment Results

Management Plans by Priority According to the Materiality Assessment Results

The management plans by priority for the materiality assessment results are presented as follows.

Priority	Management Plans
① Human resource development and management	<ul style="list-style-type: none"> • Establish a fair HR system to create a workspace where employees from diverse backgrounds can thrive and grow together · Recruitment: Hire based on job competency, regardless of gender, background, or other factors · Training and allocation: Support capacity building through the Individual Development Program (IDP) · Evaluation and Promotion: Prohibit any disadvantage or discrimination based on gender during evaluations and promotions · Compensation: Operate a non-discriminatory compensation system based on labor contracts * Outstanding talent recruitment: Enhance the hiring of top talent through various opportunities, such as invitation events for excellent candidates, and implement a range of on-boarding activities, including mentoring, to help new hires adjust smoothly • Talent Development Strategy: Nurture experts • Job Competency Enhancement: Support employees' self-directed learning • Leadership development training • Strengthening future technology competence • Nurturing global experts: Provide training on ESG and sustainable management, carbon border taxes, and U.S. climate disclosures • Career transition opportunities (Open position): Implement an internal job transfer system to effectively allocate employees and enhance their job performance
② Strengthening employee welfare	<ul style="list-style-type: none"> • Operating various support systems aimed at fostering employee growth, development, and enhancing overall well-being - Living security support: dormitories, various pensions and insurance, school expenses, housing funds and Jeonse (lease), leave allowances, language training and benefits, fitness centers and other facilities - Healthcare support: Offer medical assistance and run a first aid room - Living convenience support: Run commuter buses and provide laundry services
③ Strengthening R&D and technological innovation	<ul style="list-style-type: none"> • With the automotive industry now driven by stricter environmental and safety regulations and the incorporation of new technologies such as secondary batteries and machine learning, growth is being led by autonomous, electric, and hydrogen vehicles • The development of eco-friendly technology contributes to global environmental protection by reducing carbon emissions and the use of natural resources during the parts manufacturing process • We actively participate in government initiatives for the future vehicle industry - Vision: Establish global leadership in future vehicle competitiveness by 2030 - Goals: Achieve the world's highest distribution of electric and hydrogen vehicles and secure a 10% of the global market share - Strategies: ① Accelerate Eco-Friendly Vehicle Technology and Domestic Adoption to capture the global market. ② Prompt transition to an open future vehicle ecosystem based on private investment (KRW 60 trillion)
④ Climate Change Response	<ul style="list-style-type: none"> • PLAKOR has committed to achieving carbon neutrality by 2050 and a 15% reduction by 2030 compared to 2023. To this end, we plan to implement 5 key strategies ① Energy transition at workplaces; ② Scope 3 supply chain management ③ Expanding low-carbon products ④ Increasing renewable energy use ⑤ Managing greenhouse gas data from suppliers

Materiality Assessment Results

Priority	Management Plans		
5 Strengthening stakeholder communication	Employees <ul style="list-style-type: none"> - Operate health management and various welfare programs - Provide communication opportunities between management and employees, such as town hall meetings - Plan and operate department-specific CA activities - Provide training and programs for competence building - Offer opportunities for internal job transfer through the career market program, re-skilling systems, and others - Implement fair performance evaluations through multi-faceted assessments - Operate reporting programs to ensure compliance management 	Suppliers <ul style="list-style-type: none"> - Introduce and adhere to fair trade regulations - Establish and implement a code of conduct for suppliers to foster a sustainable business environment - Share policies, performance, and plans through various communication channels - Run diverse online and offline collaboration programs 	Community NGOs <ul style="list-style-type: none"> - Carry out collaborative projects - Establish partnerships - Engage in donations and employee volunteer activities
6 Energy conservation and renewable energy expansion	<ul style="list-style-type: none"> • Set a goal to transition all electricity used at each site to renewable energy by 2050, and achieve RE100 through energy efficiency improvements, solar power generation within factory boundaries, and the purchase of renewable energy 		
7 Strengthening occupational health and safety	<ul style="list-style-type: none"> • Regard occupational health and safety as critical elements of business operations, based on our management philosophy, and practice safety health in all company activities in accordance with ISO 45001 requirements, thereby minimizing safety and health accidents; maintain 0% industrial accident rate at each factory through continuous improvements • Conduct in-house safety training on disaster prevention and safety, MSDS and chemical handling safety, safe handling of heavy objects and manual transport operations, forklift operation safety, and crane operation safety • Operate 'Safety and Health Shinmoongo (reporting system)' to gather employees' opinions on workplace safety and health matters and to develop improvement measures 		
8 Strengthening mutual collaboration in the supply chain	<ul style="list-style-type: none"> • The expansion of supply chains in response to ESG practices and climate change poses significant risks across the industry. In this context, strengthening mutual cooperation and establishing a stable supply chain, along with supporting the development of ESG capabilities, is a material issue for the parts industry, which need to collaborate with numerous companies. • Mutual cooperation among companies reinforces not only individual businesses but also the entire industrial ecosystem. This collaboration ensures a stable supply and production of parts enhances supply connectivity, and facilitates smooth and efficient operations. It ultimately contributes to corporate growth, employment stability for workers, and higher customer satisfaction. • Support mutual cooperation initiatives aimed at signing fair trade and mutual cooperation agreements, retaining global competitiveness, and fostering the growth of companies • Operate programs focused on enhancing quality and technology • Provide training sessions and ESG management seminars to support industry transitions • Gather feedback from suppliers through partner associations and other initiatives • Operate various support programs 		

ESG Data

Economy

Consolidated Statement of Financial Position

(Unit: KRW 100 million)

Category	2019	2020	2021	2022	2023
Total Assets	4,717	4,727	4,612	5,249	5,867
Current Assets	2,003	2,307	2,211	2,327	2,594
Non-Current Assets	2,714	2,419	2,402	2,922	3,273
Total Liabilities	2,923	3,011	2,899	3,331	3,655
Current Liabilities	2,501	2,354	2,339	2,926	2,942
Non-Current Liabilities	422	657	560	405	713
Total Equity	1,794	1,716	1,713	1,918	2,212
Total Liabilities and Equity	4,717	4,727	4,612	5,249	5,867

Consolidated Statement of Income

(Unit: KRW 100 million)

Category	2019	2020	2021	2022	2023
Sales	6,332	6,491	6,928	8,102	9,848
Cost of Sales	5,935	6,123	6,370	7,359	8,924
Gross Profit	397	368	558	743	923
Selling and Administrative Expenses	400	385	524	589	572
Operating Profit	(3)	(16)	34	154	351
Earnings before Tax	(15)	(139)	(7)	185	268
Corporate Income Tax Expense	(12)	(15)	9	12	28
Net Income	(3)	(124)	(16)	172	240
Earnings Per Share					
Basic Earnings Per Share (Unit: KRW)	75	(1,583)	(380)	2,808	4,269
Diluted Earnings Per Share (Unit: KRW)	75	(1,583)	(380)	2,808	4,269

Consolidated audit report

FY2019 ↗

FY2020 ↗

FY2021 ↗

FY2022 ↗

FY2023 ↗

Distribution of Economic Performance

(Unit: KRW million)

Category	2019	2020	2021	2022	2023
Wage (Employees)	71,048	64,925	70,756	78,708	94,011
Retirement Benefits (Employees)	3,006	2,850	2,772	2,898	2,892
Welfare Benefit Expense (Employees)	2,109	1,841	1,756	2,008	2,631
Corporate Income Tax Expense (Profits) (Government)	(1,239)	(1,497)	896	1,232	2,761
Donations (Local Community)	213	212	69	76	123

Environment

Greenhouse Gas Emissions and Intensity

(Unit: tCO₂-eq)

Category		2019	2020	2021	2022	2023
Hwaseong	Scope 1	297.281	251.928	270.168	284.064	232.204
	Scope 2	1,837.326	1,779.242	1,745.154	1,582.834	1,530.095
	Total	2,134	2,031	2,015	1,866	1,762
Dangjin	Scope 1	-	-	-	-	1,296.577
	Scope 2	-	-	-	18.308	4,565.225
	Total	0	0	0	18	5,861
Asan	Scope 1	2,059.522	1,803.486	1,879.895	1,823.427	1,974.751
	Scope 2	5,065.316	4,563.000	5,098.956	5,303.326	5,484.293
	Total	7,124	6,366	6,978	7,126	7,459
Jincheon	Scope 1	1,957.793	1,936.161	2,126.351	2,188.426	1,820.657
	Scope 2	3,473.375	3,464.375	3,996.773	4,633.702	4,770.937
	Total	5,431	5,400	6,123	6,822	6,591
Seosan	Scope 1	0.123	0.123	0.123	0.123	0.123
	Scope 2	237.072	214.957	251.036	297.671	371.316
	Total	237	215	251	297	371
Total	Scope 1	4,314.719	3,991.698	4,276.537	4,296.040	5,324.312
	Scope 2	10,613.089	10,021.574	11,091.919	11,835.841	16,721.866
	Total	14,926	14,012	15,367	16,129	22,044
	Sales (KRW 100 million)	3,761.331	3,981.698	4,139.207	4,320.704	5,896.683
	Intensity (tCO ₂ -eq/KRW 100 million)	3.97	3.52	3.71	3.73	3.74

* The sales used for calculating the intensity is based on the separate financial statements.

Energy Use and Intensity

(Unit: TJ)

Category		2019	2020	2021	2022	2023
Indoor kerosene		0.770	0.805	0.737	0.988	0.840
Diesel (Emergency generator)		0.012	0.012	0.012	0.012	0.012
LNG		32.837	28.947	30.235	30.111	51.321
LPG		34.392	33.520	37.164	38.068	32.121
Gasoline		0.659	0.691	0.787	0.925	0.595
Diesel		3.185	2.763	2.814	2.756	2.410
Electricity		221.775	209.415	231.781	247.325	349.425
Renewable energy		0	0	0	0	0
Total ¹⁾		293	276	303	320	436
Sales (KRW 100 million)		3,761.331	3,981.698	4,139.207	4,320.704	5,896.683
Intensity(TJ/KRW 100 million)		0.078	0.069	0.073	0.074	0.074

1) Based on the total energy use of PLAKOR's five factories combined

* The sales used for calculating the intensity is based on the separate financial statements.

Raw Material Use

Category		Unit	2019	2020	2021	2022	2023
Dangjin	Injection Molding Material (PP)	ton	-	-	-	-	2,014
	Paint	kL	-	-	-	-	617
Asan	Injection Molding Material (PP)	ton	3,294	2,783	3,363	3,580	3,791
	Paint	kL	672	532	615	690	845
Jincheon	Injection Molding Material (PP)	ton	2,073	2,018	2,003	2,069	1,785
	Paint	kL	786	811	785	1,146	1,277
Total	Injection Molding Material (PP)	ton	5,367	4,800	5,366	5,649	7,590
	Paint	kL	1,458	1,343	1,401	1,836	2,740

Environment

Water Use and Intensity

(Unit: m³)

Category		2019	2020	2021	2022	2023
Hwaseong	Tap water	7,760	7,268	9,145	7,694	8,041
Dangjin	Tap water	-	-	-	-	198
Asan	Groundwater	22,554	15,707	17,616	18,731	19,358
Jincheon	Tap water	13,035	11,215	11,842	12,172	12,626
	Groundwater	5,922	9,798	7,017	3,474	4,665
	Total	18,957	21,013	18,859	15,646	17,291
Seosan	Tap water	527	350	360	377	520
Total	Tap water	21,322	18,833	21,347	20,243	21,385
	Groundwater	28,476	25,505	24,633	22,205	24,023
	Total	49,798	44,338	45,980	42,448	45,408
Sales (KRW 100 million)		3,761.33	3,981.70	4,139.21	4,320.70	5,896.68
Intensity (m ³ /KRW 100 million)		13.24	11.14	11.11	9.82	7.70

* The sales used for calculating the intensity is based on the separate financial statements.

* The amounts of water withdrawal and use are the same

Waste Disposal and Intensity

(Unit: ton)

Category		2019	2020	2021	2022	2023
On-Site General Waste	Hwaseong	185.72	49.71	48.64	50.00	61.05
	Dangjin	-	-	-	-	53.24
	Asan	104.80	51.12	56.23	50.78	58.75
	Jincheon	23.61	72.89	72.91	53.60	54.70
	Seosan	4.73	4.02	6.02	9.07	12.00
Total		318.86	177.74	183.80	163.45	239.74
Designated Waste	Hwaseong	1.20	1.20	0.60	0.60	1.20
	Dangjin	-	-	-	-	164.36
	Asan	127.71	156.53	168.65	193.09	227.32
	Jincheon	317.46	360.58	431.12	504.97	596.46
	Seosan	0.00	0.00	0.00	0.00	0.00
Total		446.37	518.31	600.37	698.66	989.34
Total	Hwaseong	186.92	50.91	49.24	50.60	62.25
	Dangjin	-	-	-	-	217.60
	Asan	232.51	207.65	224.88	243.87	286.07
	Jincheon	341.07	433.47	504.03	558.58	651.16
	Seosan	4.73	4.02	6.02	9.07	12.00
Total		765.23	696.05	784.17	862.12	1,229.08
Sales (KRW 100 million)		3,761.33	3,981.70	4,139.21	4,320.70	5,896.68
Intensity (ton/KRW 100 million)		0.20	0.17	0.19	0.20	0.21

* The sales used for calculating the intensity is based on the separate financial statements.

Environment

Waste Recycling Amount and Rate

(Unit: ton)

Category		2019	2020	2021	2022	2023
Waste generation	Hwaseong	186.92	50.91	49.24	50.60	62.25
	Dangjin	-	-	-	-	217.60
	Asan	232.51	207.65	224.88	243.87	286.07
	Jincheon	341.07	433.47	504.03	558.58	651.16
	Seosan	4.73	4.02	6.02	9.07	12.00
	Total	765.23	696.05	784.17	862.12	1,229.08
Waste Recycling	Hwaseong	161.20	18.25	15.17	15.08	20.04
	Dangjin	0.00	0.00	0.00	0.00	49.94
	Asan	14.67	40.76	7.80	11.32	40.11
	Jincheon	21.48	54.10	69.12	104.58	200.56
	Seosan	0.00	0.00	0.00	0.00	0.00
	Total	197.35	113.11	92.09	130.98	310.65
Recycling Rate (%)	Hwaseong	86%	36%	31%	30%	32%
	Dangjin	0%	0%	0%	0%	23%
	Asan	6%	20%	3%	5%	14%
	Jincheon	6%	12%	14%	19%	31%
	Seosan	0%	0%	0%	0%	0%
	Total	26%	16%	12%	15%	25%

Air Pollutant Emissions

(Unit: ton)

Category		2019	2020	2021	2022	2023
Hwaseong	Dust	-	-	0.00	-	0.01
	Sulfur Oxides	-	-	-	-	0.00
	Nitrogen Oxides	-	-	0.01	0.01	0.04
	Total	-	-	0.01	0.01	0.05
Dangjin	Dust	-	-	-	-	0.27
	Sulfur Oxides	-	-	-	-	0.15
	Nitrogen Oxides	-	-	-	-	0.01
	Total	-	-	-	-	0.43
Asan	Dust	-	-	1.01	0.84	1.02
	Sulfur Oxides	-	-	-	-	-
	Nitrogen Oxides	-	-	-	-	-
	Total	-	-	1.01	0.84	1.02
Jincheon	Dust	3.07	0.98	0.85	0.76	1.78
	Sulfur Oxides	-	-	-	-	-
	Nitrogen Oxides	-	-	-	0.00	-
	Total	3.07	0.98	0.85	0.76	1.78
Total	Dust	3.07	0.98	1.86	1.60	3.08
	Sulfur Oxides	-	-	-	-	0.16
	Nitrogen Oxides	-	-	0.01	0.02	0.05
	Total	3.07	0.98	1.87	1.62	3.28

Environmental Regulation Violations

(Unit: case, KRW)

Category	2019	2020	2021	2022	2023
Environmental Regulation Violations	0	0	0	0	0
Fines and Penalties	0	0	0	0	0

Social

Employee Status

(Unit: person)

Category	Index	Detailed Item	2019	2020	2021	2022	2023
No. of employees	Gender	Total	419	415	420	444	483
		Male	400	396	403	427	463
		Female	19	19	17	17	20
	Employment type	Total	419	415	420	444	483
		Full-time	400	389	395	419	445
		Contract	19	26	25	25	38
	Business Site	Total	419	415	420	444	483
		Hwaseong Factory	314	311	310	327	353
		Asan Factory	105	104	110	117	111
	Workers not employed by the organization	Dangjin Factory	-	-	-	-	19
		Total	223	218	217	234	386
		Jincheon Factory	174	169	168	185	178
		Seosan Factory	49	49	49	49	78
		Dangjin Factory	-	-	-	-	130

* Hwaseong Factory: Includes employees from Hwaseong headquarters, PCZ, and Youngnam site

* Dangjin Factory: Constructed in 2023

* Workers not employed by the organization (contract companies): Jincheon Factory (Dae Myung PS), Seosan Factory (Woori One), Dangjin Factory(WooJae Industry, Global Lead)

* Employee status as of December 31

* Full-time: Including unlimited contract workers, Contract: Including Executives

New Hire and Turnover Status

Category	Index	Detailed Item	Unit	2023
New hires	Gender	Total	Person	76
		Male	Person	74
		Female	Person	2
Turnover	Turnover rate	Total turnovers	Person	47
		Total turnover rate	%	9.73
	Voluntary turnover rate	Total voluntary turnovers	Person	41
		Total voluntary turnover rate	%	8.49
	Gender	Male	Person	47
		Female	Person	0
	Average employee tenure		year	13.6
Minorities	People with disabilities*	Total	Person	5
		People with minor disabilities	Person	3
		People with severe disabilities	Person	2
	Patriots and veterans	Employees entitled to patriot and veteran benefits	Person	2

* People with severe disabilities: Based on the submission to the Korea Employment Agency for Persons with Disabilities

Social

Wage by Gender in 2023

(Unit: KRW)

Category		Average Salary per Employee
All Employees		74,973,859
Gender	Male	75,483,899
	Female	63,242,951

* Executives, employees with less than one year of service, and those who resigned mid-term are excluded; data is based on full-time and contract employees; bonuses are included

Performance Evaluation

Category	Detailed Item	Unit	2021	2022	2023
Performance evaluation	Total employees	Person	394	414	436
	Evaluation target	Person	381	395	418
	Rate to the total employees	%	96.7	95.4	95.9

* Employees with less than three months of service and those on leave are excluded from the evaluation

Parental Leave Status

(Unit: person)

Category		2019	2020	2021	2022	2023
Parental leave user	Male	0	0	2	11	6
	Female	1	1	0	0	0
Returns	Male	0	0	1	11	6
	Female	0	0	0	0	0
Employees who worked 12 months after returning	Male	0	0	1	10	4
	Female	0	0	0	0	0

Human Resource Development

(Unit: hour, KRW, person)

Category	2019	2020	2021	2022	2023
Total Training Hours	2,128.5	13,855.6	9,437.5	12,324.5	10,793.8
Training Hours per Employee	5.08	33.39	22.47	27.76	22.35
Total Training Cost (KRW)	8,540,290	4,106,740	6,248,550	27,421,400	15,085,346
Training Cost per Employee (KRW)	20,383	9,896	14,878	61,760	31,233
Participants (person)	291	393	408	438	415

Living Support Status

(Unit: KRW million, case)

Category		Unit	2019	2020	2021	2022	2023	Total (2019~2023)
School Expense Support	Support Amount	KRW million	470.7	375.2	323.8	324	283.4	1,777.1
	No. of Cases	Case	279	184	158	159	162	942
Living Security Loans	Support Amount	KRW million	90	150	448	257	270	1,215
	No. of Cases	Case	4	7	14	9	15	49

Health Checkup Participants and Costs

(Unit: KRW million, person)

Category	2019	2020	2021	2022	2023
Health Checkup Cost	26.4	29.7	48.1	52.2	100.9
Participants	73	93	116	117	224

* Changes to the 2020 Collective Agreement: Spousal support 50% → 100%

* Changes to the 2022 Collective Agreement: Annual limit of 60 people → all eligible applicants for that year can undergo health examinations with no limit

Labor Union

(Unit: person, %)

Category	2019	2020	2021	2022	2023
Eligible Members	245	237	228	209	227
Members	245	237	228	209	227
Membership Rate	100	100	100	100	100

Social

Safety and Health Training

(Unit: hour, person)

Category	2019	2020	2021	2022	2023
Total Hours of Mandatory Training	167	1,402	6,698	7,437	8,148
Participants in Mandatory Training	32	193	399	421	398
Total Hours of Non-Mandatory Training	0	0	0	0	0
Participants in Non-Mandatory Training	0	0	0	0	0

Safety and Health Key Indices

Category		2019	2020	2021	2022	2023
Disaster Rate (%)	Hwaseong Factory	0.64	0	0	0	0.31
	Asan Factory	0.83	0	0	0	0
	Dangjin Factory	-	-	-	-	0
Accident Death Rate per 10,000 workers (‰)	Hwaseong Factory	0	0	0	0	0
	Asan Factory	0	0	0	0	0
	Dangjin Factory	-	-	-	-	0
Lost Time Injury Frequency Rate (LTIFR) (Case/1 Million Working Hours)	Hwaseong Factory	3.13	0	0	0	3.36
	Asan and Dangjin Factory	3.68	0	4.99	0	4.04
Disease Incidence Rate (Case/1 Million Working Hours)	Hwaseong Factory	0	0	1.73	1.79	1.68
	Asan and Dangjin Factory	0	0	4.99	0	4.04
Severity Rate (Case/Thousand Working Hours)	Hwaseong Factory	0.30	0.25	0.74	0.40	1.67
	Asan and Dangjin Factory	0.28	0	0	0	0.14
Frequency-Severity Indicator (FSI)	Hwaseong Factory	0.96	0	1.13	0.84	2.89
	Asan and Dangjin Factory	1.01	0	0	0	0.75

* PLAKOR Dangjin Factory was newly constructed in 2023, and Jincheon/Seosan Factories are under subcontracting.

As no PLAKOR employees are present there, they are excluded.

* Accident Rate (%) = No. of accident cases / No. of employees x 100

* Lost Time Injury Frequency Rate (LTIFR) = No. of lost time injuries / Total working hours x 1,000,000

* Occupational Illness Frequency Rate (OIFR) = No. of illness cases / Total working hours x 1,000,000

Violations Related to Safety and Health Regulations

(Unit: case, KRW thousand)

Category	2019	2020	2021	2022	2023
Legal Violations	0	1	0	0	0
Fines and Penalties	0	720	0	0	0

Governance

Board Status and Activities

Category		Unit	2019	2020	2021	2022	2023
Composition	Total Directors	Person	5	5	6	6	5
	Inside Directors	Person	3	3	4	4	3
	Outside Directors	Person	1	1	1	1	1
	Auditors	Person	1	1	1	1	1
Average Attendance Rate of the Board		%	93	82	76	67	73
Regular Board Meetings Held		Times	13	13	13	12	19
Agenda Items		Case	13	13	13	12	19

Anti-Corruption and Anti-Competitive Practices

(Unit: case)

Category	2019	2020	2021	2022	2023
Anti-Competitive Fine	0	0	0	0	0
Anti-Corruption and Bribe	0	0	0	0	0

Ethical Management Report Handling and Results

(Unit: case)

Category	2019	2020	2021	2022	2023
Filed Reports	0	0	0	0	0
Handling Results	0	0	0	0	0

Shinmoongo Operation Status

(Unit: case)

Category	2019	2020	2021	2022	2023
Receipt of Money and Gifts	0	0	0	0	1
Financial Transactions	0	0	0	0	0
Grievances from Partners/Suppliers	9	0	3	2	2
Abuse of Authority	1	2	1	0	1
Internal Information Leakage	0	0	0	0	0
Theft, Embezzlement, and Misappropriation of Company Funds	0	0	0	0	0
Others	6	3	0	1	2
Total	16	5	4	3	6

Violations of Customer Personal Information Protection

(Unit: case)

Category	2019	2020	2021	2022	2023
Legal Violations	0	0	0	0	0
Fines and Penalties	0	0	0	0	0

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	306-4 Waste diverted from disposal	22-23, 55	
	306-5 Waste directed to disposal	22-23, 55	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	-	Not implemented
	308-2 Negative environmental impacts in the supply chain and actions taken	38-39	
GRI 401: Employment	401-1 New employee hires and employee turnover	56	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	26-28, 33-34	
	401-3 Parental leave	57	
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	26	
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	30	
	403-2 Hazard identification, risk assessment, and incident investigation	33-34	

GRI Index

GRI	Disclosure	Page	Remarks
GRI 403: Occupational Health and Safety	403-3 Occupational health services	33, 35	
	403-4 Worker participation, consultation, and communication on occupational health and safety	30-31	
	403-5 Worker training on occupational health and safety	31-33, 58	
	403-6 Promotion of employee health	26, 33, 57	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31-33	
	403-8 Workers covered by an occupational health and safety management system	30	
	403-9 Work-related injuries	58	
	403-10 Work-related ill health	33, 58	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	57	
	404-2 Programs for upgrading employee skills and transition assistance programs	27-28	
	404-3 Percentage of employees receiving regular performance and career development reviews	57	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	43, 56, 59	
	405-2 Ratio of basic salary and remuneration of women to men	57	
GRI 406 : Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	44-45, 59	
GRI 407 : Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	26	
GRI 408 : Child Labor	408-1 Operations and suppliers with significant risk of incidents of child labor	29	
GRI 409 : Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	29	
GRI 410 : Security Practices	410-1 Security personnel trained in human rights policies or procedures	29	
GRI 411 : Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	-	Not applicable
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	52	
	413-2 Operations with significant actual and potential negative impacts on local communities	-	Not applicable
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	-	Not implemented
	414-2 Negative social impacts in the supply chain and actions taken	-	Not implemented
GRI 415 : Public Policy	415-1 Political contributions	-	Not applicable
GRI 416 : Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	41	
GRI 417 : Marketing and Labeling	417-1 Requirements for product and service information and labeling	-	Unmanaged data
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	Not applicable
	417-3 Incidents of non-compliance concerning marketing communications	-	Not applicable
GRI 418 : Customer Privacy	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	41, 59	

SASB Index

[Auto Parts] Sustainability Disclosure Topics & Metrics

Topic	Index Code	Index	Report Page
Energy Management	TR-AP-130a.1	(1) Total energy consumption	20, 53
		(2) Ratio of electrical grids	20, 53
		(3) Ratio of renewable sources	53
Waste Management	TR-AP-150a.1	(1) Total waste generated during the manufacturing process	22, 54
		(2) Ratio of the generated waste	22, 54
		(3) Ratio of the recycled waste	22-23, 55
Product Safety	TR-AP-250a.1	Number of recalls issued, total units recalled	Unreleased
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Unmanaged data
Purchasing Raw Material	TR-AP-440a.1	Description of risk management regarding the use of conflict minerals	40
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	Unmanaged data
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	23
Competitive practices	TR-AP-520a.1	Total financial loss in accordance with legal procedures related to anti-competitive practices	59

* TR-AP-440b.2 applies only to SV1 recycled plastic

Activity Metrics

Topic	Index Code	Index	Contents
Activity Index	TR-AP-000.A	Number of parts produced	Painting : 3,874,990 EA Injection : 2,339,420 EA Assembly : 503,838 EA Molding: 115 EA
	TR-AP-000.B	Weight of parts produced	Unmanaged data
	TR-AP-000.C	Area of production factories	62,221m ²

* The number of parts produced during trial injection molding is excluded from the total number of parts produced

* The scope of the count for produced parts and the production factory areas includes Hwaseong, Dangjin, Asan, Jincheon, and Seosan factories

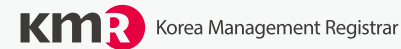
K-ESG Guideline Index

Area	Category	Diagnostic Item	Page
Information Disclosure(P)	Information disclosure format	ESG information disclosure method	2
		ESG information disclosure frequency	2
		ESG information disclosure scope	2
	Information disclosure verification	ESG information disclosure verification	2, 64-67
Environment(E)	Environmental management system	Environmental management promotion system	16-17
	Raw materials	Raw materials use	53
	Greenhouse gases and energy	Greenhouse gas emissions (Scope 1 & Scope 2)	19, 53
		Verification of greenhouse gas emissions	19, 66-67
		Energy use	20, 53
	Water	Water Use	21, 54
	Waste	Waste disposal	22, 54-55
	Pollutants	Air pollutant emissions	21, 55
		Water pollutant emissions	None
	Social(S)	Labor	Ratio of regular employees
Guarantee freedom of association			26,57
Diversity and gender equality		Ratio of female employees	29
		Female wage ratio (compared to the average wage)	56
		Employment rate of people with disabilities	56
Occupational health and safety system		Safety and health promotion system	30
		Occupational accident rate	58
Community		Strategic social contribution	-
		Employee volunteer participation/ Employee social volunteering	-
Governance(G)		Board composition	Presentation of ESG agenda items at the board
	Board activities	Overall board attendance rate	43
		Handling of board agenda items	43
	Shareholder rights	Shareholders' meeting notice	-
	Ethical management	Disclosure of violations of the code of ethics	44

Supply Chain K-ESG Guideline Index

Area	Category	Diagnostic Item	Page
Environment(E)	Environmental Management System	Establishment of Environmental Policy	16
		Obtainment of Environmental Permits	-
	Raw Materials	Raw Materials Use	53
	Greenhouse Gases and Tnergy	Greenhouse Gas Rmissions (Scope 1 & Scope 2)	19, 53
		Energy Use	20, 53
	Water	Waste and Effluent Management	21
	Waste	Waste Disposal	22, 54-55
	Hazardous Materials	Management of Harmful Substances in Products	24
		Management of Chemical Substances in the Workplace	24
	Pollutants	Atmospheric and Noise Management	21
Social(S)	Labor	Collective Bargaining and Participation in Assemblies	26
	Occupational Health and Safety System	Occupational Accident Rate	58
		Obtainment of Environmental Permits	-
	Work Environment Improvement	Work Environment Measurements	35
		Safe Use of Equipment and Machinery	33
	Prevention of Occupational Accidents	Emergency Response System	35-36
		Fire Safety Management	35
	Human Rights	Prohibition of Forced Labor	29
		Prohibition of Child Labor	29
		Compliance with Working Hours	29
		Wage Calculation and Payment	-
Governance(G)	Ethical Management	Code of Ethics and Practice Standards	44
		Preventive Measures for Unethical Behavior	45
		Preventive Measures for Anti-competitive Practices	-
		Protection of the Reporter	45

Third-Party Assurance Statement



Korea Management Registrar (KMR) was commissioned by PLAKOR to conduct an independent assurance of its 2024 Sustainability Report (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of PLAKOR. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with PLAKOR and issue an assurance statement.

Scope and Standards

PLAKOR described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

- GRI Sustainability Reporting Standards 2021
- Universal standards
- Topic specific standards
 - GRI 302: Energy
 - GRI 305: Emissions
 - GRI 401: Employment
 - GRI 403: Occupational Health and Safety
 - GRI 404: Training and Education

As for the reporting boundary, the engagement excludes the data and information of PLAKOR's partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

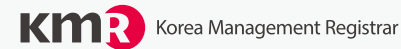
Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by PLAKOR to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with PLAKOR on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Third-Party Assurance Statement



Inclusivity

PLAKOR has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

PLAKOR has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

PLAKOR prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of PLAKOR's actions.

Impact

PLAKOR identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

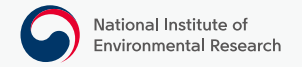
Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with PLAKOR and did not provide any services to PLAKOR that could compromise the independence of our work.

November 2024 Seoul, Korea
Eun-Ju Hwang, CEO of Korea Management Registrar

E. J. Hwang

Greenhouse Gas Assurance Statement



Target and Scope

Daeil E&C, a greenhouse gas verification agency, was requested by PLAKOR to provide independent verification for the greenhouse gas assurance statement (declaration) of the following five business sites for the years 2019-2023 (five years). Verification was conducted in compliance with the designated standards and guidelines.

- Hwaseong Factory: (Headquarters): 679-24, Hyundaikia-ro, Namyang-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea
- Asan Factory: 55, Eumbongmyeon-ro 30beon-gil, Eumbong-myeon, Asan-si, Chungcheongnam-do, Republic of Korea
- Jincheon Factory: 62, Gyesan 2-gil, Munbaek-myeon, Jincheon-gun, Chungcheongbuk-do, Republic of Korea
- Seosan Factory: 81, Myeongcheonsaneop-ro, Seongyeon-myeon, Seosan-si, Chungcheongnam-do, Republic of Korea
- Dangjin Factory: 125, Sandan 5-ro, Seongmun-myeon, Dangjin-si, Chungcheongnam-do, Republic of Korea

Management Responsibility

The responsibility of Daeil E&C is limited to the five business sites of PLAKOR, and it has no obligation or liabilities toward any other organizations. PLAKOR's management is accountable for maintaining effective internal controls over the data and information used to calculate greenhouse gas emissions. Ultimately, the accuracy and approval of the greenhouse gas emissions calculations rest solely under PLAKOR's responsibility.

Assurance Standards and Guidelines

This assurance was performed based on: 'KS I ISO 14064-1: Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals (2018);' 'KS I ISO 14064-3: Greenhouse gases — Part 3: Specification with guidance for the validation and verification of greenhouse gas statements (2019);' 'IPCC Guidelines (2006) for reporting and verification of greenhouse gas emissions in the emissions trading scheme (Ministry of Environment Notice No. 2023-221 and 2023-221);' and 'Guidance for the verification of the operation of the greenhouse gas emissions trading system (Ministry of Environment Notice No. 2021-112).'

Assurance Methods

Daeil E&C conducted the verification at a reasonable assurance level in accordance with the above standards and guidelines. The verification process involved sampling and included the following activities to gather evidence:

- Verified the management system for handling data and records related to greenhouse gas emissions through interviews with responsible personnel and system inspection.
- Conducted interviews with employees responsible for managing data and records associated with greenhouse gas emissions.
- Reviewed greenhouse gas emission-related data and records through sampling.

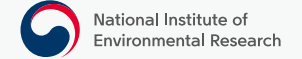
Assurance Level and Materiality

The opinion expressed in this verification statement is based on a reasonable assurance level, relying on the professional judgment of the verification auditor.

Assurance Opinion

We evaluated the materiality of greenhouse gas emissions from 2019 to 2023 (5 years) based on Daeil E&C's evaluation approach. The result indicated that emissions from the business sites were below 50,000 tons. The quantitative materiality satisfies the acceptable standard of less than 5%, addressing any significant errors, omissions, or inaccuracies. Consequently, we issue an "unqualified" opinion on the greenhouse gas assurance statement (greenhouse gas declaration) presented in Table 1.

Greenhouse Gas Assurance Statement



Assurance Opinion

Table 1. PLAKOR Greenhouse Gas Emissions Across 5 Factories from 2019 to 2023 (5 Years)

(Unit: tCO₂e)

Year	Hwaseong Factory (Headquarters)		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	297.281	1,837.326	2,134
2020	251.928	1,779.242	2,031
2021	270.168	1,745.154	2,015
2022	284.064	1,582.834	1,866
2023	232.204	1,530.095	1,762

Year	Asan Factory		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	2,059.522	5,065.316	7,124
2020	1,803.486	4,563.000	6,366
2021	1,879.895	5,098.956	6,978
2022	1,823.427	5,303.326	7,126
2023	1,974.751	5,484.293	7,459

Year	Jincheon Factory		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	1,957.793	3,473.375	5,431
2020	1,936.161	3,464.375	5,400
2021	2,126.351	3,996.773	6,123
2022	2,188.426	4,633.702	6,822
2023	1,820.657	4,770.937	6,591

Year	Seosan Factory		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	0.123	237.072	237
2020	0.123	214.957	215
2021	0.123	251.036	251
2022	0.123	297.671	297
2023	0.123	371.316	371

Year	Dangjin Factory		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	-	-	-
2020	-	-	-
2021	-	-	-
2022	-	18.308	18
2023	1,296.577	4,565.225	5,861

Year	Total		
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total
2019	4,314.719	10,613.089	14,926
2020	3,991.698	10,021.574	14,012
2021	4,276.537	11,091.919	15,367
2022	4,296.040	11,835.841	16,129
2023	5,324.312	16,721.866	22,044

* The total of direct and indirect emissions presented above may differ slightly from the overall greenhouse gas emissions due to rounding guidelines

December 20, 2024
Hae-Jong Jeong, CEO of Daeil E&C Co., Ltd.

PLAKOR