

2025 SUSTAINABILITY REPORT

SL Corporation

WARNING



ABOUT THIS REPORT

Overview

SL Corporation (hereinafter referred to as "SL") publishes its Sustainability Report annually to transparently communicate its sustainability activities and performance to stakeholders. Through this report, SL will continue to proactively disclose its sustainability strategies, implementation status, and business achievements, while engaging in active communication with a wide range of stakeholders.

Reporting Period

This report covers SL Corporation's sustainability activities and performance from January 1, 2024 to December 31, 2024. For certain key information, data up to the first half of 2025 has been included to enhance stakeholders' right to know and ensure timely communication. Quantitative performance data and indicators, including financial information, are presented for the past three years (2022–2024) to allow for trend analysis.

Reporting Scope

The scope of this report covers all domestic operations of SL Corporation, a listed company, including its headquarters, manufacturing plants, research centers, and offices. Some data also includes major overseas business sites¹ and affiliates². Where the scope or boundary of the data differs, this is indicated separately in the footnotes.

1) Major overseas operations include:

China (SL Yantai, Beijing Samlip, Qinchuan Samlip, Hubei Samlip, Shanghai Samlip, SL China), United States (SL Michigan, SL Alabama, SL Tennessee), India (SL Lumax, SL AP), Europe (SL Poland), Latin America (SL Brasil).

2) SL Mirrotech Co., Ltd., SHB Co., Ltd. (a joint venture with HBPO in Germany)

Reporting Standards

This report has been prepared in accordance with the reporting principles of the GRI (Global Reporting Initiative) Standards 2021, an international sustainability reporting framework. To reflect key issues relevant to SL's automotive parts manufacturing business, the report also incorporates indicators from the SASB (Sustainability Accounting Standards Board) and the framework of the TCFD (Task Force on Climate-related Financial Disclosures), while referencing global initiatives such as the UN SDGs (United Nations Sustainable Development Goals). Financial performance data has been prepared on a consolidated basis in accordance with K-IFRS (Korean International Financial Reporting Standards). Where data has been presented based on SL Corporation's separate financial statements, such instances have been clearly noted. Non-financial performance data has also been prepared on a consolidated basis, and in some cases, includes performance data from overseas business sites.

3rd Party Verification

To enhance the credibility and quality of the report, SL Corporation obtained third-party assurance from an independent verification agency. The verification statement can be found on page 149 of this report.

Contact Information

SL Corporation's 2025 Sustainability Report is available on the company's official website. For any inquiries regarding the report or its contents, please contact us at the details provided below.

Department	SL ESG Management Team
Address	32 Geomdangondan-ro, Buk-gu, Daegu (Geomdan-dong)
e-Mail	esg@slworld.com
Phone number	+82 53 850 8559
Website	www.slworld.com
Publication date	2025.06



Cover Story

The Source of the Geumho River – Gasaji

"Just as small streams come together to form a great river, SL's sustainable future begins with small actions."

The source of the Geumho River is Gasaji, located in Gasari, Jukjang-myeon, Buk-gu, Pohang, Gyeongsangbuk-do. Gasaji is a small reservoir formed by valley streams flowing from two gorges. These waters merge to create the Gasaji Stream, which then joins the Jaho Stream and ultimately flows into the Geumho River. Gasaji is more than just a reservoir—it marks the starting point of the Geumho River system and symbolizes the cyclical nature of the natural ecosystem. Similarly, SL's journey toward sustainability begins with small, meaningful changes. Based on its ESG management framework, SL continuously works to reduce environmental impact, generate social value, and practice responsible governance. This 2025 Sustainability Report captures SL's ongoing journey to build a sustainable future. Just as small efforts lead to significant change, SL remains committed to taking steady steps toward a more sustainable tomorrow.

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


GOVERNANCE

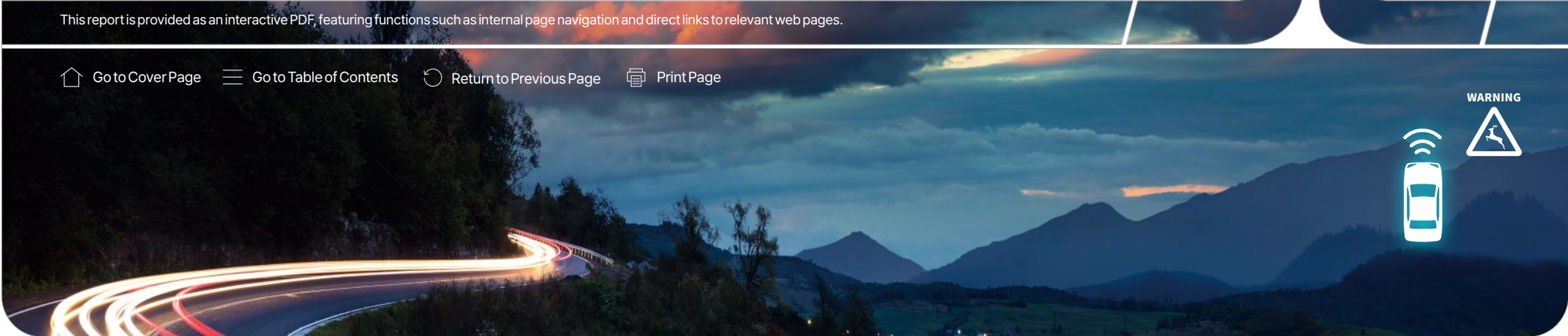
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INTRODUCTION

SL Corporation will enhance its corporate value and sustainability by implementing concrete actions to achieve its strategic goals and strengthening its ESG competitiveness to a global standard.

005

About SL

013

Global Network

014

Business Highlight



About SL

Letter to Stakeholders



To Our Valued Stakeholders,

I would like to extend my sincere gratitude to all of you who continue to join us on our journey toward a sustainable future. Amidst a rapidly changing global environment, your trust and cooperation have provided SL with a strong foundation to navigate change and prepare for what lies ahead.

Sustainability is no longer a choice—it is a necessity. Climate change, increasing supply chain complexity, and rising societal expectations now call for fundamental transformation across all industries. At SL, we are committed to realizing a sustainable future by staying true to our core values and driving continuous innovation during this critical period of transition.

In 2025, we are taking another bold step forward. In alignment with our customers' carbon neutrality goals, we have advanced our own net-zero target from 2050 to 2045 and have outlined a clear mid- to long-term roadmap to achieve it. We are also conducting both qualitative and quantitative climate scenario analyses to assess their impact on our operations. Based on these insights, we are actively applying renewable energy transition strategies across all sites.

We fully understand that sustainability cannot be achieved alone. We view co-prosperity with our suppliers as the essence of sustainable management. Through initiatives such as low-interest financial support programs, assistance for high-efficiency equipment adoption, and consulting for eco-friendly technology development, we aim to lead change across the entire industrial ecosystem. In this process, we are transparently sharing ESG best practices and data, while also building a collaborative platform to enhance sustainability throughout our supply chain.

We believe that a truly sustainable company can only exist when its people are healthy and safe. At SL, safety and health are our top priorities across all operations, including those involving visitors. We have implemented a comprehensive safety and health system and are fostering a prevention-focused culture through risk assessments, cross-inspections, and health screenings. We are also cultivating a participatory safety culture in which both employees and suppliers are actively engaged.

Social responsibility lies at the heart of our management philosophy. We are continually expanding programs that support education, welfare, and vulnerable groups in our local communities, constantly reflecting on how the value of our existence as a company can positively contribute to society—and putting that reflection into action.

The driving force behind these changes and actions lies in our organizational culture. In 2025, SL redefined the "SL Way," which now serves not only as our standard for working practices but also as a reflection of our core values and leadership principles. We focus on what truly matters, act with executive excellence, and support the growth of our people. That is how we make sustainable management a reality.

Transparent and responsible corporate governance is also a value that SL takes seriously. Centered around the Sustainability Management Committee, we are strengthening our risk responsiveness by reinforcing our information security and compliance systems through close collaboration among ESG-dedicated teams. In particular, we have established a Carbon Management Committee to develop and implement more practical and action-oriented carbon reduction plans, which are closely aligned with our mid- to long-term environmental strategy. Furthermore, we are committed to transparent disclosure in line with global reporting standards to reinforce the trust of our stakeholders.

The future SL envisions is a journey of creating sustainable value together with our stakeholders. We will share our ESG performance with honesty, proactively respond to the evolving demands of our time, and uphold our responsibilities for future generations.

We invite you to continue walking this journey with us. SL will continue to grow as a stronger and more transparent company—steadfast in its pursuit of a better tomorrow for the next generation.

Thank you.

CEO
Sungyup Lee



About SL

Company Overview

SL Overview

Since its establishment in 1954, SL Corporation has led the automotive parts industry through a sound management approach focused on its core businesses. The company supplies key automotive parts such as headlamps, rear lamps, electrification parts, mirrors, and front-end modules (FEM), and has consistently driven technological innovation based on its strong R&D capabilities.

In response to the rapidly evolving automotive industry, SL is deepening its focus on core technologies while expanding its business areas to uncover new growth opportunities.

In particular, the company is aligning with major industry trends such as software-defined vehicles (SDVs), electrification, smart cabins, and robotics. SL is actively developing technologies and products including integrated controllers, BMS(Battery Management Systems), interior lighting, robotics components, built-in cameras, and MLA (Micro Lens Array) headlamps—continuously broadening its product portfolio.

Looking ahead, SL will continue to pursue customer value through proactive R&D investment and capability enhancement, delivering optimal solutions for the future mobility environment while fulfilling its social responsibilities as a sustainable and long-lasting company

General Information

(As of April 2025)

Company Name	SL Corporation
CEO	Sungyup Lee, Moonho Chung
Establishment date	May 22, 1954
Location of HQ	32 Geomdangondan-ro, Buk-gu, Daegu (Geomdan-dong)
Credit Rating	AA- (Ecredible)
Main Business	Automobile Parts Manufacturing

Business Performance and Financial Status

Sales

(Unit: 1 KRW million)

2022	4,174,538
2023	4,838,847
2024	4,973,274

Net Profit

(Unit: 1 KRW million)

2022	165,913
2023	349,266
2024	381,964

2024 Revenue by Major Sales Region

(Unit: 1 KRW million)

Korea	2,291,637
North America	1,700,612
China	231,224
India	585,659
Europe	108,361
South America	54,101
Others	1,679

Operating Profit

(Unit: 1 KRW million)

2022	197,915
2023	386,186
2024	395,164

Total Equity

(Unit: 1 KRW million)

2022	1,706,009
2023	2,009,119
2024	2,397,248

2024 Revenue by Major Product (Current Fiscal Year Revenue)

(Unit: 1 KRW million)

Lamp Division and Others	3,960,755
Electrification Division and Others	542,787
Mirrors, Molds, Electronics and Others	469,732

About SL

Business Overview

Core Business Areas

Since its founding in 1954, SL Corporation has grown into a global automotive parts company that has driven continuous innovation and growth at the heart of the automotive industry for over 70 years. SL's core product lines include automotive lighting (lamps), electrification components, mirrors, and electronic parts. The company supplies its products to leading global original equipment manufacturers (OEMs) such as Hyundai Motor Company, Kia, GM, Ford, BMW, Stellantis, and Geely. Based on these trusted partnerships, SL continues to expand its global manufacturing and supply network. As the global markets for electric vehicles (EVs) and autonomous driving technologies (ADAS¹ products) grow rapidly and environmental regulations such as greenhouse gas reduction become stricter, SL is accelerating the advancement of its core capabilities in electrification, digitalization, and lightweighting. These capabilities are aimed at improving product energy efficiency and aligning with the sustainability strategies of its customers. In addition to its core automotive parts business, SL is expanding its

portfolio into new fields such as robotics. The company has recently secured contracts in the robotics sector, further accelerating efforts to secure new growth engines through technology-driven innovation. Going forward, SL will continue to supply high value-added products that meet customer needs, lead technological innovation for the era of future mobility, and pursue sustainable management.

1) Advanced Driver Assistance System(ADAS)

Lighting System

The Lighting System is one of SL's core business areas and represents an essential component of vehicles, designed with the highest priority on driver safety and convenience. Leveraging advanced optical and electronic control technologies, SL is at the forefront of automotive lighting innovation and provides optimized lighting solutions for global OEMs. SL manufactures a wide range of lighting products, particularly focusing on core exterior lamps such as headlamps that ensure forward visibility while driving, rear lamps that communicate driver intentions to following vehicles, and fog lamps that enhance safety during adverse weather conditions. In response to the growing shift toward electric and autonomous vehicles, SL is actively adopting next-generation lighting technologies. The company has developed large center lamps integrated into the vehicle grille and slim optical systems that elevate brand identity through distinctive lighting design. In the era of future mobility, SL is driving both safety and design innovation through smart lighting systems. The company is accelerating the development of next-generation lighting technologies, including V2X¹-connected lighting, digital lighting solutions, and lighting animations. Through these advancements, SL continues to enhance its competitiveness in the automotive lighting market and strengthen its position in the global arena.

1) V2X (Vehicle-to-Everything): Communication between vehicles and various external systems and infrastructure.



About SL

Business Overview

Core Business Areas

Electrification System

In response to the growing demand for electric vehicles, SL is contributing to vehicle electrification and carbon neutrality through the development of key battery power conversion items such as LBM (Lithium Battery Module), BMS (Battery Management System), and inverters. The company also supplies mechatronics and control items that enhance driver convenience, including the SBW (Shift by Wire) system and CDM (Charge Door Module). To expand into future mobility, SL is preparing sensor-based application items essential for autonomous driving—such as built-in cameras, LiDAR sensors, and sensor cleaning systems.

Mirror System

SL is continuously advancing its Mirror System technologies to enhance vehicle safety and driver convenience during operation. Building on the functionality of traditional outside mirrors that provide side and rear views, SL began mass production of camera mirror systems in 2022, enabling drivers to receive real-time video information from the front, rear, left, and right sides of the vehicle. Furthermore, SL is developing systems that use camera-based recognition technology to detect the vehicle’s surroundings and issue warning alerts. The company is also integrating front, side, and rear sensors to support autonomous driving functions, and is building comprehensive information systems capable of recording driving footage. These innovations collectively contribute to a safer and more convenient driving environment for customers.

FEM

SL has developed an integrated Front-End Module (FEM) system that consolidates various front-end vehicle components—such as headlamps, cooling systems, bumper beams, horns, hood latches, and sensors—into a single, assembled module. This integrated approach enhances the quality of finished vehicles while also improving manufacturing productivity. In addition, SL’s AAF (Active Air Flap) system, which incorporates a controllable flap installed within the grille or between the radiator and grille, contributes to improved aerodynamic and energy efficiency. This, in turn, helps reduce fuel consumption and lowers carbon dioxide emissions.

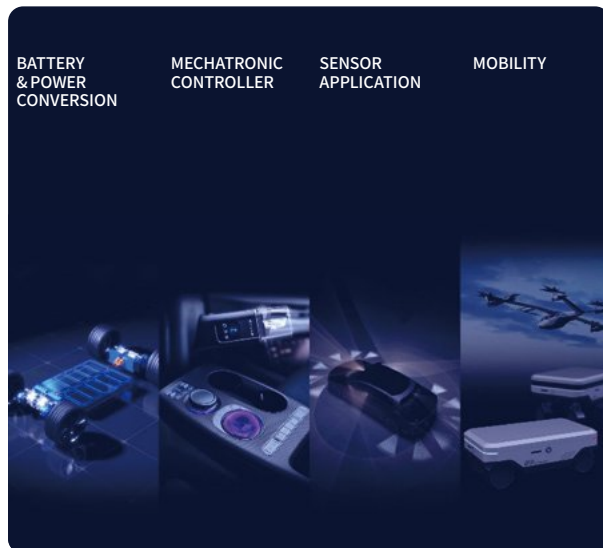


Image Source: Hyundai Motor Company – The IONIQ 9 Catalog

About SL

R&D Activities

Strategy and Investment Direction

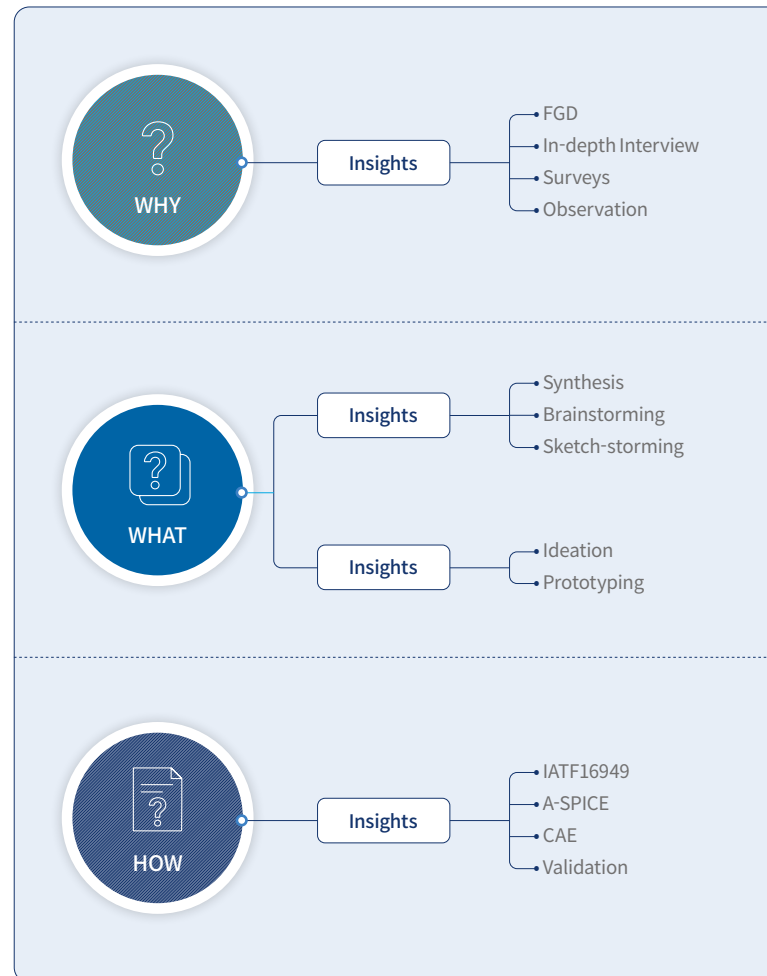
SL is continuously expanding its investment in research and development (R&D) not only to meet consumer needs but also to discover and deliver new consumer experiences. Going beyond traditional technology development, SL applies a strategic thinking framework across its R&D activities based on three guiding questions: WHY (Why is this needed?), WHAT (What will be provided?), and HOW (How will it be implemented?). This approach ensures that SL delivers innovative solutions that anticipate and exceed consumer expectations.

As part of its R&D strategy, SL has identified a focused investment direction for 2025 centered on the growth of E.E¹ product lines. The company plans to secure the necessary infrastructure to strengthen development of core technology-based new products and expand future business opportunities through increased project acquisition.

1) E.E: Electrical and Electronic



R&D Strategy



2025 R&D Investment Direction

Technology & Research Div. HQs – Strategic Investment Areas



1. Proactive Acquisition of Technologies to Strengthen Future Competitiveness

- Timely development of differentiated, and customer- and consumer-centric applied technologies
- Development of breakthrough technologies to lead emerging markets



2. Establishment of Engineering-Based and Preventive Quality Assurance

- Enhanced validation of completeness during early development stages
- Continuous advancement and reinforcement of elemental technologies and technical substantiation



3. Sustainable Engineering Resources and Infrastructure Management

- Maintenance and optimized investment in R&D software and systems
- Optimal outsourcing operations aligned with customer requirements and project characteristics

About SL

R&D Innovation and Achievements

Open Faucet

SL Corporation continuously analyzes trends in the automotive industry and integrates diverse consumer insights to uncover creative and innovative ideas. As part of these efforts, the company operates its proprietary new product planning process, known as Open Faucet. Open Faucet is an initiative that identifies meaningful insights and opportunity areas by deeply analyzing market and customer trends and understanding consumer needs. It serves as a platform to generate a wide range of innovative ideas. These ideas are refined through feedback from internal and external experts and brought to life as marketing mockups through prototyping. SL introduces these forward-looking technologies to customers and internal stakeholders through its Open Faucet Festa, contributing to the creation of new value.

At the 2024 Open Faucet Festa, held in November 2024 under the slogan “Synergy in Action”, SL showcased the outcomes of its innovation activities. The event featured participation from various business divisions and partner suppliers, presenting more than 40 advanced technologies and future technology scenarios. Over 500 employees and representatives from 23 suppliers attended the event, engaging in in-depth discussions on the future of mobility and the potential of innovative technologies.

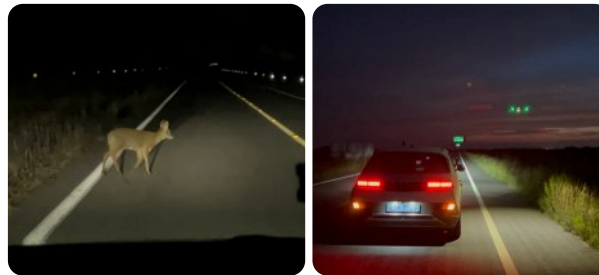


2024 Open Faucet Festa

Industry-Academia Collaborative R&D Initiatives

To strengthen its competitiveness in the field of future mobility, SL actively promotes industry-academia collaboration by working with both internal and external teams to discover innovative ideas and bring them to life. Since 2021, SL has been conducting Project Darwin in partnership with the Department of Eco-Science at Ewha Woman’s University, led by world-renowned ecologist Professor Choe Jae-chun. The project focuses on reducing wildlife-vehicle collisions (roadkill) through scientific research. Following the completion of the first phase of the collaboration by December 2023—which focused on generating cross-disciplinary ideas based on a broad understanding of ecosystems—SL launched the second phase of research in January 2024. The current phase sets more specific and actionable objectives centered on roadkill reduction and seeks practical applications of the findings.

Research is underway in undeveloped road areas of the reclaimed Taean Peninsula, where SL is studying the behavioral response of wild water deer to automotive lighting. The goal is to use these insights to design and develop new products that can help reduce roadkill incidents. Alongside this, SL plans to apply other nature-inspired ideas generated through ecosystem analysis to future product innovations.



Project Darwin, Research on roadkill reduction technologies

New Patent Registrations and Applications

SL Corporation is dedicated to the development of new technologies to enhance customer satisfaction and secure technological competitiveness. As a result of these continued efforts, the company achieved a total of 135 patent registrations and 171 patent applications in 2024, including those filed by its domestic and international subsidiaries and affiliates. In particular, SL has strengthened its competitiveness by developing a range of innovative technologies aligned with the transformation of the future mobility market, including eco-friendly solutions, autonomous driving technologies, and enhanced safety features.

Status of Patent Rights Held

(Unit: Cases)

Classification		2024	2023	2022
Number of New Patents Registered	Domestic - Subsidiary	80	58	91
	Domestic - Affiliated	0	1	0
	Overseas - Subsidiary	55	46	58
	Overseas - Affiliated	0	0	0
Total		135	105	149
Number of New Patent Applications	Domestic - Subsidiary	89	82	104
	Domestic - Affiliated	4	4	6
	Overseas - Subsidiary	76	63	67
	Overseas - Affiliated	2	0	0
Total		171	149	177

About SL

Major Advance Development Achievements

MLA Road Projection

SL Corporation became the first in the world to apply MLA (Micro Lens Array) technology to the headlamps of the Genesis G90. This innovation not only contributed to the miniaturization of vehicle lamps, but also enhanced fuel efficiency through weight reduction and improved aerodynamics, while elevating overall vehicle styling. To expand the application of MLA technology, SL has established its own dedicated production line, further strengthening its technological competitiveness. Additionally, SL has completed the advanced development of an ultra-compact lamp module designed to extend the lifecycle of the MLA production line and create new value. This module illuminates the surrounding area of the vehicle and detects the driver's approach.

The technology has been selected by a major OEM and is scheduled for mass production starting in 2026. Vehicles equipped with this feature will enhance driver safety during boarding and exiting, while also enriching the overall brand experience.



MLA Road Projection

Development of Wide Projection Module

As global OEMs and mobility platform companies accelerate the commercialization of autonomous driving technologies, and governments around the world advance regulatory frameworks and infrastructure, expectations for market expansion are rapidly growing. Once autonomous driving becomes widespread, the role of vehicle interiors will evolve beyond transportation, transforming into multifunctional spaces for leisure, entertainment, and productivity.

In line with this trend, SL has developed a Wide Projection Lamp that maximizes the field of view even in confined in-vehicle spaces. This technology enables video projection onto various interior surfaces—including doors, dashboards, floors, ceilings, and seats—making it possible to deliver diverse in-vehicle experiences such as entertainment, information display, and gaming. Beyond the interior, this module also supports wide and flexible information projection to external environments, opening potential applications as an innovative vehicle-based advertising platform.



Wide Projection Lamp

MPL (Micro Pixel Light)

MPL is an advanced smart lighting technology that enables precise control of light at ultra-small pixel levels. It enhances driver visibility while ensuring the safety of surrounding vehicles and pedestrians. The technology enables highly accurate implementation of high-resolution ADB (Adaptive Driving Beam) functions, providing optimal road illumination without causing glare to oncoming drivers. Global automotive manufacturers are increasingly adopting smart lighting systems as key differentiators for their vehicles, and the use of MPL is expected to grow, particularly in premium models.

Accordingly, SL is continuously advancing its high-resolution lighting technologies with the goal of becoming a leading provider of next-generation lighting systems that elevate user experience and maximize safety.



Micro Pixel Light

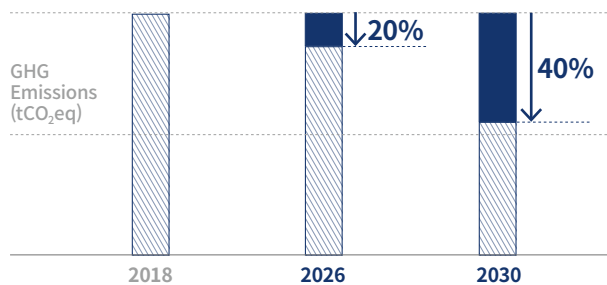
About SL

Mission, Vision, and Strategic Framework

20% Reduction in GHG Emissions through ESG Management

SL Corporation has set a mid-to-long-term target of reducing GHG emissions by 40% by 2030, compared to 2018 levels. To achieve this, the company is formulating detailed implementation strategies. Notably, SL has established an ambitious short-term goal of reducing emissions by 20% by 2026, not only for Scope 1 and 2 but also including selected categories of Scope 3. This target is not merely a declaration—it is a critical step toward setting a Science Based Target (SBTi) and reflects SL’s genuine commitment to ESG principles. To this end, SL has developed detailed reduction roadmaps for all domestic sites and closely monitors annual progress. In parallel, the company is working with its suppliers to reduce emissions across the supply chain, advancing toward full decarbonization. While managing Scope 3 emissions from suppliers presents significant challenges, SL embraces this responsibility as part of building a sustainable value chain. In addition, SL is taking proactive measures to meet the expectations and regulatory requirements of stakeholders such as customers and governments. To ease the financial burden of energy transition, the company is pursuing multiple initiatives, including on-site solar power installations for self-consumption, Green Premium purchases, and power purchase agreements (PPAs). These actions represent not only a short-term response, but also a strategic ESG approach aimed at strengthening long-term cost competitiveness and climate risk resilience. SL will continue to place climate action at the core of its business strategy, striving to harmonize meaningful emissions reductions with sustainable growth.

GHG Emissions Reduction Targets



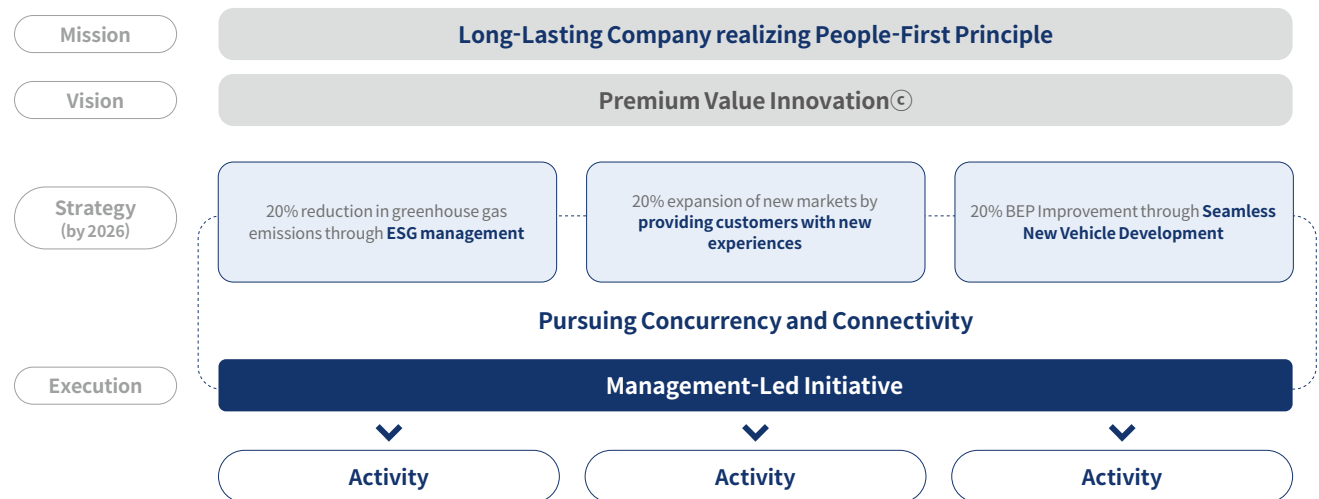
20% expansion of new markets by providing customers with new experiences

SL Corporation is expanding into new product markets and acquiring new customers by offering a level of premium value customers never experienced before. The company is developing future-ready automotive products by investing in software technology development, nurturing talent, incorporating customer-centric design, and ensuring effective quality assurance. In addition, SL delivers differentiated premium value through compelling storytelling that resonates with customers on an emotional level. Every employee at SL is united under the company-wide strategy—strengthening relationships with existing customers while providing new customers with innovative and meaningful experiences. SL remains committed to this journey of customer inspiration and value creation.

20% BEP Improvement through Seamless New Vehicle Development

SL Corporation has been committed to "New vehicle development without gap" for over 11 years, with a strong focus on securing front-loaded quality. By systematizing 'Design/Process Failure Mode Effectiveness Analysis (FMEA)', SL has continuously improved the overall product quality across the organization. Moving forward, the company aims to enhance quality execution by implementing a more concise and integrated FMEA process and SCCAF (Special Characteristics Communication and Agreement Form), which strengthens the connection between design and manufacturing. In addition, SL is improving product structure through Low Cost Design and leveraging a Global Cost Process to conduct precise cost analysis. This enables the company to set target prices from the bidding stage that secure market competitiveness. Through these initiatives, SL enhances its premium customer value by offering differentiated competitiveness grounded in "quality and pricing based on evidence."

SL Strategic Framework



Global Network

Global Operations

SL Corporation has established a global network spanning eight countries to ensure efficient and stable research, development, and production, enabling continued growth. With its headquarters in Korea as the central hub, SL operates a total of 20 affiliates across Korea, China, North America, India, Mexico, Poland, and other regions. Through this network, the company manufactures and supplies a wide range of automotive components, including lamps, E-Shifters, mirrors, BMS (Battery Management Systems), SBCM (Side Body-zone Control Module), door latches, and FEM (Front-End Modules).

SL currently operates 38 sites across major global regions—including North America, India, and China—centered around its Korean headquarters. The company continues to expand its global supply chain network. Leveraging a streamlined logistics system, products manufactured in Korea are exported through local subsidiaries or direct international shipping. Likewise, products manufactured overseas are delivered directly to customers or via local module suppliers, enabling SL to respond quickly and reliably to customer needs around the world.

Engineering Center

South Korea(2), China(3), U.S.A.(1), India(1), Europe[Germany](1)

8



Liaison Office

South Korea(1)

1



Production Sites

South Korea(11), China(7), U.S.A.(2), India(3), Europe[Poland](1), Latin America(2)

26



Solar Power Plant

South Korea(3)

3



South Korea

- 1. SL Daegu Plant (HQ)
- 2. SL Ansan Plant
- 3. SL Cheonan Plant
- 4. SL Sungsan Plant
- 5. SL Jillyang Plant
- 6. SL Seongseo Plant
- 7. Technology Research Division (Gyeongsan)
- 8. SL Pyeongchon R&D Center
- 9. SL Solar HQ (Jillyang)
- 10. SL Solar Ulsan Business Sites
- 11. SL Solar Seosan Business Sites
- 12. SL Solar Hwaseong Business Sites
- 13. SHB Ulsan Plant (HQ)
- 14. SHB Hwaseong Plant
- 15. SHB Seosan Plant
- 16. KDS (Gyeongsan)
- 17. SL Mirrortech (Siheung)

China

- 18. SL Yantai
- 19. Beijing Samlip
- 20. Dongfeng Samlip
- 21. Qinchuan Samlip
- 22. Hubei Samlip
- 23. Shanghai Samlip
- 24. Tri-ring Samlip
- 25. SL China (Shanghai)
- 26. SL China (Yantai)
- 27. SL China (Wuhan)

U.S.A

- 28. SL Michigan
- 29. SL Alabama
- 30. SL Tennessee

Europe

- 31. SL Poland
- 32. SL Branch Office (Munich)

India

- 33. SL Lumax (Tamil Nadu)
- 34. SL Lumax (Pune)
- 35. SL AP (Andhra Pradesh)
- 36. SL Engineering Center (Tamil Nadu)

Latin America

- 37. SL MEX SLP (Mexico)
- 38. SL Brasil

Business Highlight

2024 Key Business Achievement

New Business Wins in Robotics

In September 2024, SL Corporation secured a series of meaningful orders in the robotics sector, marking a significant milestone in its expansion into future growth industries. The company was awarded contracts for key components—BPA (Battery Pack Assembly) and LiDAR (Light Detection and Ranging)—as well as OEM (Original Equipment Manufacturer) assembly and inspection of Hyundai Motor Group Robotics Lab’s mobile robotic platform MobED (Module Eccentric Droid). In addition, SL received a new order for the Full Leg Assembly of Boston Dynamics’ quadruped robot SPOT. These wins follow the successful delivery of indicator lamps for the Boston Dynamics logistics robot Stretch 1.5 in 2023, positioning this achievement as a strategic turning point in SL’s robotics business expansion.

Leveraging its differentiated competitiveness in responding to the high-mix, low-volume nature of the robotics industry, SL is broadening its business scope into autonomous mobility and logistics robotics. These recent wins reflect SL’s capability to internally develop and supply core robotic components, marking its official entry into the market and further strengthening its technological competitiveness in the robotics field. Building on this momentum, SL plans to solidify its foundation for sustainable growth. The company will continue to invest in R&D and quality innovation to expand its footprint in the robotics market, while also reinforcing technological linkages with future mobility and smart factory industries. Through this strategy, SL aims to uncover new growth engines and expand its business capabilities based on high-value, converged technologies.



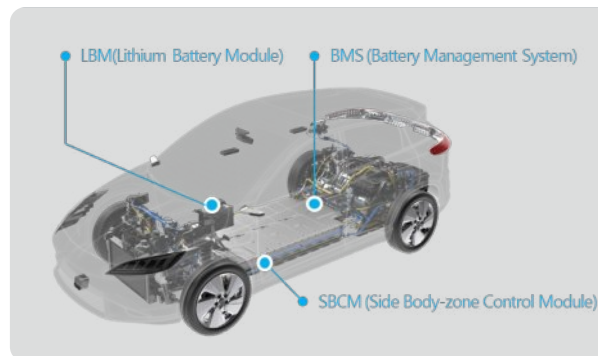
MobED (Mobile Eccentric Droid)



SPOT

Full-Scale Production of New Businesses and Building a Foundation for Sustainable Growth

In 2024, SL Corporation began full-scale production of next-generation electrification components such as BMS, LBM, and SBCM (Side Body-zone Control Module), further strengthening its competitiveness in the future mobility market. The Battery Management System (BMS) is a core control system that maximizes the performance and safety of electric vehicle batteries. The Lithium Battery Module (LBM) supplies auxiliary power to the battery pack, while the Side Body-zone Control Module (SBCM) is an integrated electronic module that controls major actuating parts, such as mirrors and auto flush handles in the side zone of the vehicle. These products play a crucial role in enhancing energy efficiency and vehicle intelligence in the increasingly electrified and digitized automotive market. With the mass production of these products, SL is accelerating its transition from a traditional component manufacturer—focused on shifters and pedals—to a provider of electrification and intelligent mobility solutions. This transition marks a significant step toward upgrading and diversifying the company’s business portfolio and solidifying a foundation for sustainable growth. Going forward, SL will continue to expand its product lineup and secure technological leadership in advanced electrification components, positioning itself as a global partner leading the future mobility industry.



SL’s Strategic Leap Forward in the Global Automotive Market

SL Corporation is responding swiftly to changes in the global automotive market while continuously making strategic investments to support future growth. In July 2024, the company broke ground on a new production base, SL MEX SLP, in San Luis Potosí, Mexico, as a proactive measure to meet growing demand in the Americas. This facility is part of SL’s global production network expansion strategy, designed to complement the manufacturing capacities of its SL Tennessee and SL Alabama plants and enhance supply chain stability in the region. The plant is scheduled for completion in April 2025.

In August 2024, SL also commenced construction of its Pune plant in Pune, India, further strengthening its position in the rapidly growing Indian market. This expansion enhances SL’s supply capabilities in a key Asian region and supports the establishment of a customer-oriented manufacturing system.

Moreover, SL recently launched a new business initiative with BMW, marking the beginning of a strategic partnership with a premium global brand. This development represents a significant step forward in SL’s strategy to diversify its global customer base. Looking ahead, SL will continue to analyze global automotive trends and customer needs in depth, pursuing sustainable global growth through optimized investment strategies.



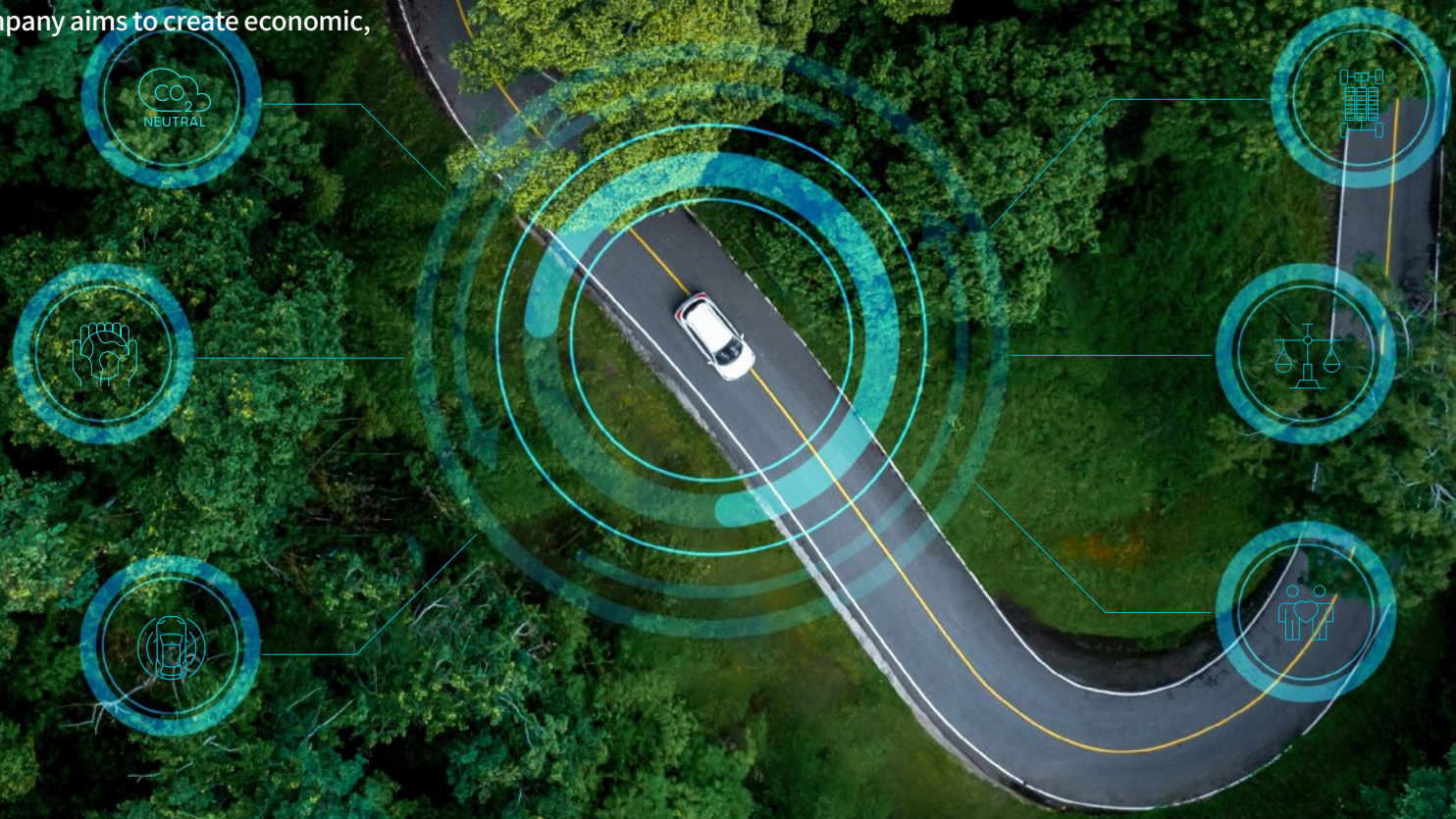
Architectural Rendering of SL MEX SLP (Mexico)



Architectural Rendering of SL Lumax (Pune, India) Plant

ESG MANAGEMENT

SL Corporation will continue to improve its systems across all ESG areas and actively implement initiatives to generate meaningful and authentic ESG outcomes. Through these efforts, the company aims to create economic, environmental, and social value.



016 SL ESG Management Framework

017 ESG Highlights

019 Double Materiality Assessment

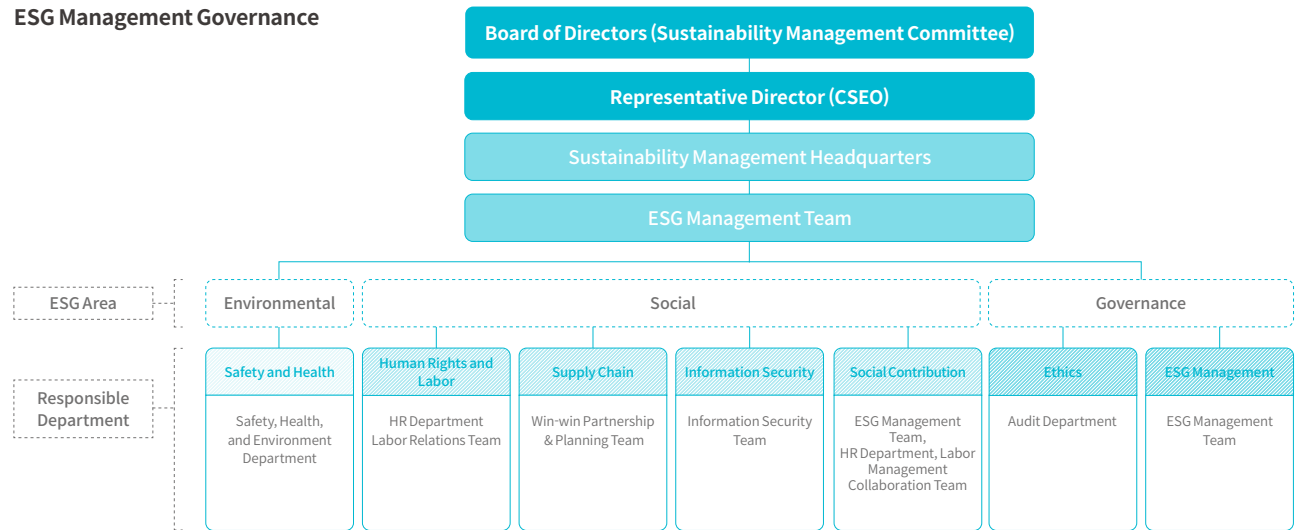
SL ESG Management Framework

ESG Management Governance

SL Corporation has established and systematically operates an ESG management system to achieve sustainable growth. The representative director (CSEO) assumes overall responsibility for ESG management, while the ESG Management Team under the Sustainability Management Headquarters serves as the primary operational unit. The ESG Management Team is responsible for planning company-wide ESG policies and initiatives, monitoring and managing their implementation in collaboration with relevant departments, and continuously monitoring domestic and international ESG policies and disclosure standards to establish the company's response strategies. Furthermore, departments related to environmental, social, and governance areas share responsibility for ESG-related tasks, enabling SL to manage ESG issues comprehensively and systematically across the organization.



ESG Management Governance

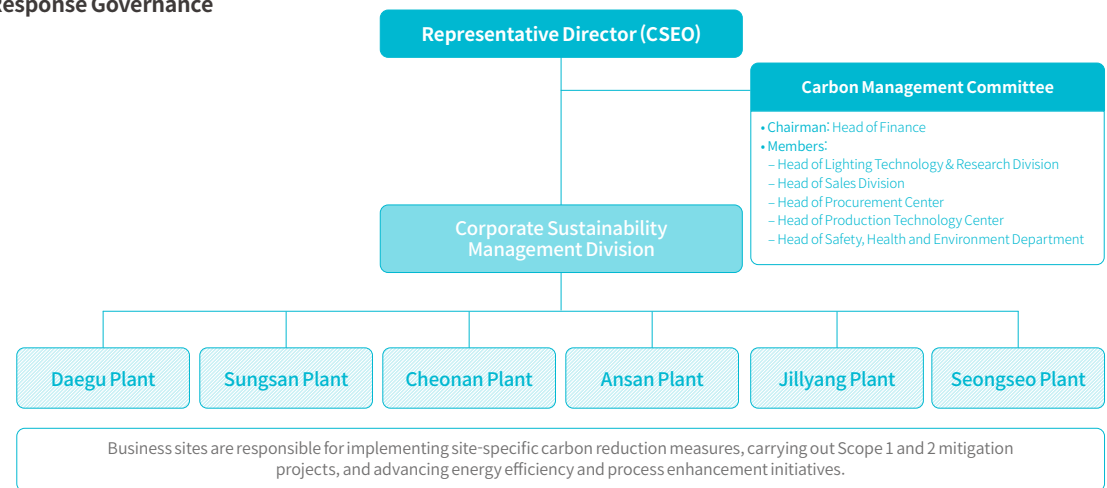


Carbon Management Committee

SL Corporation operates a Carbon Management Committee to systematically manage its response to climate change and reduce carbon emissions. The committee is chaired by the Head of the Finance Office and is composed of heads from relevant departments. It is key in establishing company-wide carbon management strategies and deliberating and coordinating major reduction plans. The committee also reviews carbon reduction budgets, monitors working groups' operation at each business site, and provides feedback on implementing the reduction plan. The committee held its first meeting in March 2025 and plans to convene once every quarter going forward. It aims to report the company's carbon reduction performance and future plans to the CEO and the Board of Directors at least once a year to ensure they are actively reflected in executive decision-making.



Climate Change Response Governance



ESG Highlights

2024 Key ESG Achievements



Environmental

Establishment of ISO 14001-based Environmental Management System and acceleration of renewable energy transition toward carbon neutrality by 2045



Climate Change Response

- ESG Initiative: '20% GHG Reduction by 2026'
- Implementation of Life Cycle Assessment (LCA) for major components



Eco-friendly Materials Development

- Development of an eco-design lamp
- Launched 3rd-phase development of eco-friendly recycled plastics



Expansion of Renewable Energy Use

- Completed solar panel installation at SHB Ulsan Plant
- Expanded FEMS (Factory Energy Management System) to overseas sites



Social

Promotion of safety management and ESG culture for sustainable supply chain



Safe Workplace and Health & Safety Culture

- Establishment of mid- to long-term Health & Safety strategy and declaration of serious accident prevention
- Selected as the best workplace for safety management by supervisors



Promotion of ESG Culture in Supply Chain

- ESG consulting for 20 partner companies
- Developed SL's proprietary ESG evaluation index and assessed 120 suppliers



Enhancement of Product Quality

- Conducted quality improvement and monitoring activities
- Operated the recall process based on the quality management system



Governance

Enhancement of governance independence, integration of ethics and compliance, and promotion of integrity culture



Governance Independence and Shareholder Trust

- 57.1% outside directors in total board composition
- Strengthened shareholder communication via NDR¹ and conference calls



Embedding Ethics and Compliance Awareness

- Global expansion and usability enhancement of Shinmungo (internal whistleblowing system)
- Achieved 98% participation rate in ethics training



Promotion of Integrity Among Partners

- Received "Good" rating for Win-Win Growth Index for five consecutive years
- Completed transparent ethics training for 94 partner CEOs and employees

1) Non-Deal Roadshow(NDR)

ESG Highlights

2024 ESG Evaluation Results

SL Corporation transparently discloses the results of ESG evaluations conducted by major domestic and international rating agencies and continues to implement various strategies to advance sustainable management. To strengthen ESG management to a global standard, the company is adopting advanced practices across key ESG areas such as climate change response, resource circulation, human rights, and partner management. In addition, SL is actively reviewing participation in global sustainability initiatives to fulfill its responsibilities as a global corporation. SL is also committed to continuously improving ESG management systems in each area and strengthening collaboration with stakeholders to generate more tangible ESG outcomes. SL will continue to balance environmental and social value with economic performance in the future, actively fulfilling its role as a corporate citizen for a sustainable future.

2024 ESG Evaluation Results



D⁺

* We are currently appealing the CDP assessment results and will be transparent to stakeholders on our website if the results change.



62 points



BB



Overall Rating: B
 Environment: B+
 Social: A
 Governance: C



B+

Double Materiality Assessment

Double Materiality Assessment Process

Development of the Long-list

Based on 254 data points from global initiatives and ESG assessment standards analysis, SL Corporation developed a preliminary issue pool (long-list) to define its final list of material topics. Under the leadership of the ESG management division, duplicate or overlapping topics were consolidated, and items with low relevance to SL's business and industry characteristics were excluded to enhance clarity and efficiency. As a result, the issue pool was refined into a long-list of 57 ESG topics, which served as the foundation for SL's internal and external ESG environment analysis.

Finalization of the Short-list

Based on the previously developed long-list, SL Corporation selected a final issue pool (short-list) for conducting the Double Materiality Assessment. To derive the short-list, SL reviewed the sustainability reports of peers in the automobile and auto parts industries and re-examined the material issues addressed in its previous reports. In addition, external stakeholder perspectives were incorporated by analyzing domestic media coverage trends and consulting with external ESG experts. As a result of this combined qualitative and quantitative analysis, SL finalized a list of 20 ESG issues for the short-list.

Identification of Risks, Opportunities, and Impacts

Based on the finalized short-list, SL Corporation identified potential risks and opportunities that may affect its business activities and the company's impact on society and the environment. These identified risk and opportunity factors were used as the basis for evaluating each issue's materiality, and also enhanced stakeholders' understanding of each issue during the survey stage.

Internal and External Stakeholder Engagement

SL Corporation surveyed its employees to assess the materiality of ESG issues from the perspective of business operations and corporate value. The survey aimed to identify issues expected to have a relatively significant impact on SL's operations and value creation, and to collect feedback on the potential nature, magnitude, scope, and response capability regarding those impacts. In addition, SL conducted an additional survey targeting external stakeholders—including partners, customers, government agencies, and local communities—to evaluate the materiality of ESG issues. The goal was to identify issues that external stakeholders believe would significantly affect their relationship with SL and to gather insights into the characteristics and implications of those impacts from their respective perspectives.

Conducting a Focus Survey

To conduct a more refined analysis of issue materiality from a financial perspective, SL Corporation carried out a Focus Survey. This survey targeted employees from finance-related departments such as accounting and financial management, and aimed to evaluate the potential impact of each issue on SL's financial performance. Through the Focus Survey, SL identified the issues expected to have a greater influence on its financial outcomes.

Department-Level Expenditure Analysis

SL Corporation conducted an expenditure analysis across business departments to enhance the precision of the financial impact assessment. Key accounting categories—such as salaries, tangible assets and right-of-use assets, taxes and dues, and service fees—were selected to enable correlation with ESG issues. Based on the detailed descriptions in the ledger entries for each account, actual expenditures and asset acquisitions related to ESG issues were identified.



Double Materiality Assessment

Double Materiality Assessment Process

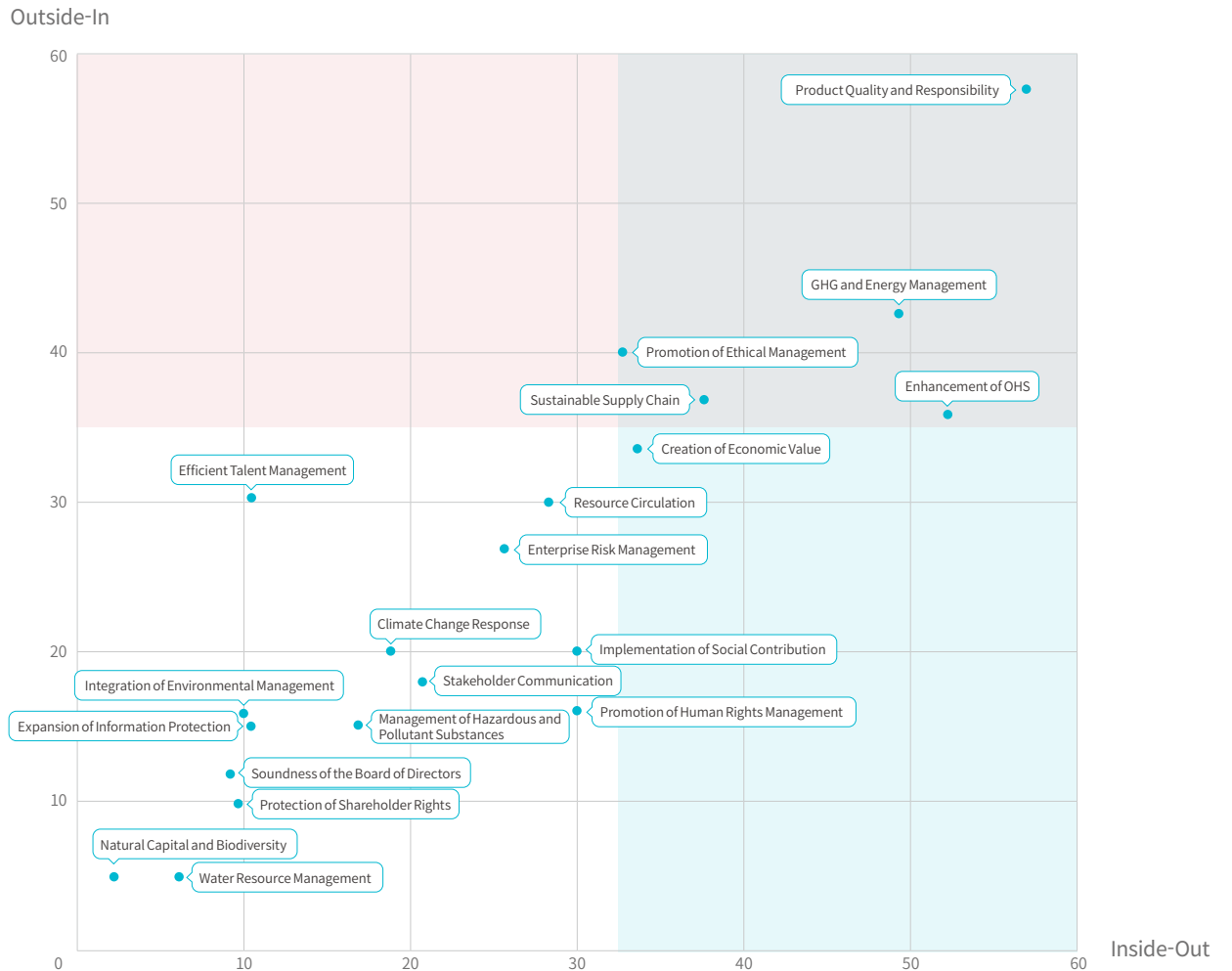
Results of the Double Materiality Assessment

Through the Double Materiality Assessment, SL Corporation identified five material issues. Among them, 'Product Quality and Responsibility', 'GHG and Energy Management', and 'Sustainable Supply Chain' were selected consecutively for the second year, reaffirming the ongoing importance of these issues and the need for continuous management. In addition, 'Enhancement of Occupational Health and Safety' and 'Promotion of Ethical Management' were newly identified as material issues, highlighting the necessity for a strategic response to ESG environmental changes and stakeholder expectations. Based on the identified material issues, SL plans to advance its sustainability strategy further and strengthen execution capabilities to generate tangible outcomes in ESG management.

List of Double Materiality Issues

No.	Domain	Issue Name	GRI Index
1	S	Product Quality and Responsibility	416-2
2	E	GHG and Energy Management	302-1 ~ 302-4, 305-1 ~ 305-7
3	S	Enhancement of Occupational Health and Safety	403-1 ~ 403-10
4	S	Sustainable Supply Chain	308-2, 408-1, 409-1, 414-2
5	G/E	Promotion of Ethical Management	205-2, 205-3, 206-1

Materiality Map



Double Materiality Assessment

Stakeholder Communication

Stakeholder Communication Channels and Engagement

Group	Key Issues (Survey Results)	Main Communication Channels		Response Activities
<p>Shareholders and Investors</p>	<ul style="list-style-type: none"> • Creation of Economic Value • Enterprise Risk Management • Protection of Shareholder Rights • Soundness of the Board of Directors 	<ul style="list-style-type: none"> • General Shareholders' Meeting • Financial Disclosure • Corporate Briefing Sessions • Homepage 	<ul style="list-style-type: none"> • Conference Call • NDR 	<ul style="list-style-type: none"> • Enhanced Communication with Shareholders through IR Meetings • Disclosure of Financial Performance via Business Reports • Transparent Information Disclosure • Transparent Disclosure of Governance Structure through the Corporate Governance Report
<p>Customers</p>	<ul style="list-style-type: none"> • Product Quality and Responsibility • Promotion of Ethical Management • Resource Circulation • Implementation of Social Contribution 	<ul style="list-style-type: none"> • Tech Show • VOC Collection • Customer Satisfaction Survey • Technology Exchange 	<ul style="list-style-type: none"> • Sustainability Evaluation • Environmental Information Disclosure System 	<ul style="list-style-type: none"> • Collection of Customer Feedback and Reflection in Practices • Sales and Marketing Activities • Provision of Customer Satisfaction Services • Customer Satisfaction Management • Incorporation of VOC (Voice of Customer) • Provision of Product-Related Information and Use Cases • Introduction of Next-Generation and Advanced Technologies • Disclosure of Environmental Information, Including GHG Emissions and Energy Consumption
<p>Government/NGOs</p>	<ul style="list-style-type: none"> • Promotion of Ethical Management • Implementation of Social Contribution • Integration of Environmental Management • Promotion of Human Rights Management 	<ul style="list-style-type: none"> • Reports (Business Report, Audit Report, Corporate Governance Report) • Homepage • Sustainability Report 	<ul style="list-style-type: none"> • Industry-Academia-Research Collaboration • Ministry of Environment, Ministry of Economy and Finance, Ministry of Trade, Industry and Energy 	<ul style="list-style-type: none"> • Revitalization of the Local Economy • Support for the Socially Vulnerable • Operation of Social Contribution Programs • Expansion of Social Contribution and Community Investment • Donation Delivery
<p>Employees</p>	<ul style="list-style-type: none"> • Efficient Talent Management • Creation of Economic Value • Enhancement of OHS • Stakeholder Communication 	<ul style="list-style-type: none"> • Labor-Management Council • Online Employee Training and Internal Job School Programs • Human Rights Impact Assessment • SL Culture Day • OSP (On the Same Page: Team Leader Communication Sessions) 	<ul style="list-style-type: none"> • Cyber Shinmungo (Whistleblowing) System • SL Newsletter 'SL Way' • Leadership Meetings • HR Policy Briefing Sessions 	<ul style="list-style-type: none"> • Implementation of Company-wide Security and Compliance Pledge • Operation of Various Welfare Programs • Educational Programs for Personal Development • Providing Opportunities for Communication Between Management and Employees • Job-Skills and Leadership Building Activities • Improvement of Working Environment and Organizational Culture • Creation of a Safe Workplace and Respect for Human Rights
<p>Partners</p>	<ul style="list-style-type: none"> • Sustainable Supply Chain • GHG and Energy Management • Enhancement of OHS • Stakeholder Communication 	<ul style="list-style-type: none"> • Operation of the SL Partner Association • Second-Generation Executive Development Program for SL Partners • SL Partner CEO Seminar • SL Executive-Partner Association Roundtable 	<ul style="list-style-type: none"> • SL Partner Job Academy • Attendance at SL Open Facet Festa 	<ul style="list-style-type: none"> • Financial Support for Mutual Growth (Mutual Growth Payment / Mutual Growth Fund / Mutual Growth Loan) • Compliance with Anti-Corruption Laws and Regulations • Fair Partner Selection and Subcontracting Compliance • Improvement of Unreasonable Business Practices for Partners • Practical Capacity Strengthening Training • Partner Guidance Activities • Recognition of Outstanding Partners • Sharing of SL's Strategy

ENVIRONMENTAL

As environmental concerns continue to grow, SL corporation acknowledges its responsibility in protecting the environment and has embedded environmental management as a core value of its corporate strategy to ensure long-term sustainability.



023 Climate Change Response

036 Environmental Management

Climate Change Response Strategy

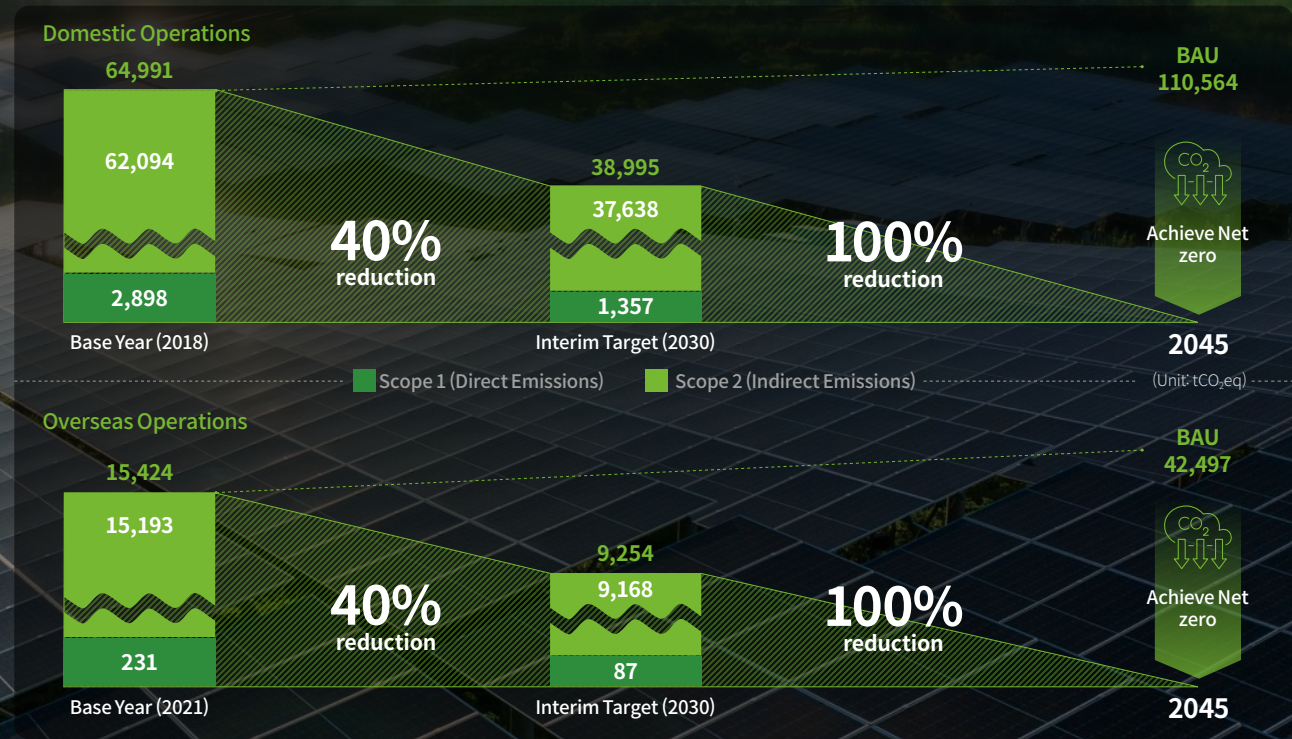
Net Zero Implementation Strategy

2045 Net Zero Roadmap

SL Corporation, as an automotive parts manufacturer, recognizes its social responsibility to protect the environment and mitigate the impacts of climate change caused by greenhouse gas emissions. Accordingly, SL Corporation has established a net zero target to achieve net-zero Scope 1 and 2 emissions by 2045. To realize this goal, the company aims to reduce Scope 1 and 2 GHG emissions from its domestic plants by 40% by 2030, using 2018 as the base year, and to achieve company-wide net zero by 2045. Since 2020, SL has been transparently disclosing Scope 1 and 2 emissions within its organizational boundaries through the sustainability report and has undertaken various activities to reduce emissions. Moving forward, SL plans to expand its reduction targets to include its overseas plants, thereby achieving global net zero.

To meet these goals, SL is actively implementing solar power generation and smart factory systems while pursuing ISO 14001 environmental management system certification across all its global business sites. In particular, to establish smart factory systems, SL is expanding the application of the Factory Energy Management System (FEMS) to both domestic and overseas operations. Domestically, the deployment of FEMS is being gradually expanded, and internationally, the system was fully implemented at the Yantai Plant in China in 2023. In 2024, FEMS deployment began at the Poland Plant and is currently underway. SL has formulated a structured strategy focused on energy efficiency management, the use of recycled materials, and the development of eco-friendly products. The company is building low-carbon manufacturing lines by improving production processes and is continuously developing and applying eco-friendly manufacturing technologies with the goal of achieving 100% green manufacturing processes by 2045. Furthermore, SL plans to increase the share of products utilizing recycled plastics to over 30% by 2045 and transition to 100% renewable energy usage across all business sites by 2050 through measures such as the installation of solar power facilities.

SL Corporation Net Zero Target and Strategy



1 Dual Net zero Targets for Domestic and Overseas Operations

- Separate Net zero Targets for Domestic and Overseas Operations
 - (Domestic operations) Base year set to 2018
 - (Overseas operations) Base year set to 2021
- Establish reduction strategies and roadmaps based on the separated targets.

2 Proactive Transition to Renewable Energy

- Reduction of Scope 1 emissions requires the prior application of technological measures such as process conversion.
- Accordingly, renewable energy transition is applied first in the short term to reflect emission reduction targets.
- Residual emissions will later be addressed through measures such as the use of carbon credits.

3 Adoption of Electric Vehicles

- SL plans to reduce Scope 1 emissions by converting all business and logistics vehicles at its sites to electric vehicles (EVs) by 2040.
- The increase in Scope 2 emissions caused by the introduction of EVs will be offset by expanding the use of renewable energy.

Climate Change Response Strategy

Net zero Implementation Strategy

'20% Greenhouse Gas Reduction by 2026'

SL Corporation has established division-specific strategies to realize sustainable management under its mission and vision, and is implementing corresponding initiatives to achieve these goals. The core theme of SL's initiatives is "connection," aiming to systematically accomplish company-wide strategic objectives. Each initiative is developed with a forward-looking three-year perspective under the leadership of executive management.

Currently, SL is prioritizing an ESG initiative titled "20% Greenhouse Gas (GHG) Reduction by 2026." To achieve this target, SL is undertaking the following four key actions.

First, SL is maximizing the use of eco-friendly energy by installing solar power systems at three major domestic business sites.

Second, we are promoting activities to enhance energy efficiency and effectively reduce consumption based on FEMS¹ data.

Third, we plan to establish a sustainable energy procurement system by identifying one PPA² site and three REC³ sites.

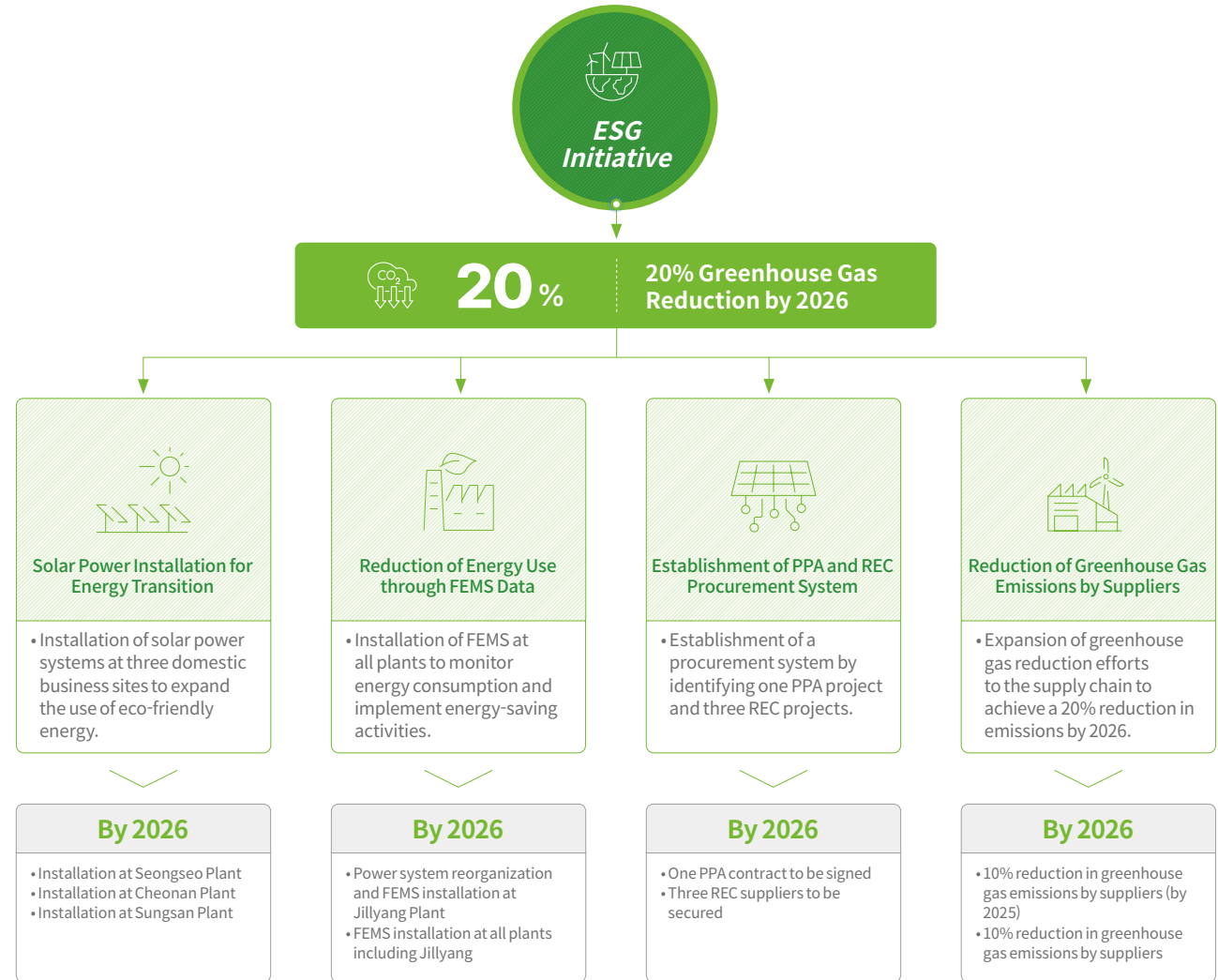
Fourth, SL aims to expand its ESG management beyond its own operations by targeting a 20% reduction in greenhouse gas emissions from its suppliers compared to 2022 levels, thereby applying a sustainable business model across the broader industry.

Through the phased success of its ESG initiatives, SL aims to contribute to building a sustainable future in collaboration with the nation, government, and local communities, fulfilling its role as a responsible corporate citizen.

1) Factory Energy Management System(FEMS)

2) Power Purchase Agreement(PPA)

3) Renewable Energy Certificate(REC)



Climate Change Response Strategy

Net zero Implementation Strategy

Scope 3 Emissions Calculation

SL Corporation is continuously expanding the scope of emissions calculation and management to include indirect greenhouse gas emissions (Scope 3) that are not directly owned or controlled by the company but occur as a result of its business activities. To this end, SL has established a structured management approach for Scope 3 emissions, finalized the selection of categories and methodologies, and completed the emissions calculation. Eleven Scope 3 categories were selected based on business characteristics and relevance, covering both upstream processes—including all stages up to product completion—and downstream processes such as distribution, sales, use, and disposal of products. SL will continue to monitor indirect emissions on an ongoing basis, establish and implement greenhouse gas emissions reduction strategies, and actively work to reduce emissions across the entire supply chain.



Scope 3 Emissions by Category

Category		2024	2023	2022
Upstream ¹ Emissions	1. Purchased goods and services	101,863	93,504	91,517
	3. Fuel and energy related activities (not included in Scope 1 or 2)	8,151	7,103	7,640
	4. Transportation and distribution of purchased goods	1,508	881	1,540
	5. Waste generated in operations	2,360	3,356	1,676
	6. Business travel	2,530	697	828
	7. Employee commuting	742	710	509
	Downstream ² Emissions	9. Transportation and distribution of sold products	1,914	1,757
10. Processing of sold products		10,119	76,688	75,547
13. Downstream leased assets		3,670	3,557	3,313
15. GHS emissions of investee companies		951	3,331	3,144

1) The stage involving the production, processing, and procurement of raw materials used in SL Corporation's business

2) The stage in which SL Corporation's products are used, disposed of, and recycled / The 2024 Scope 3 data is based on SL Corporation's internal estimates and has not undergone third-party verification.

Climate Change Response Strategy

Net zero Implementation Strategy

Support for Net zero of Suppliers

SL Corporation monitors the greenhouse gas emissions of its suppliers and is prioritizing the calculation of emissions for the top 120 emitters among approximately 2,000 suppliers. To help reduce greenhouse gas emissions by suppliers, SL conducts various training programs, such as greenhouse gas emissions management and energy reduction technology briefings, as well as LCA¹ training sessions for suppliers. In addition, financial support through loan programs for investment in reduction equipment is being expanded.

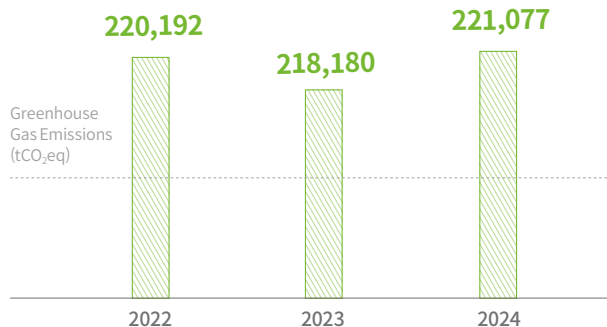
1) Life Cycle Assessment(LCA)



Supplier LCA training Energy reduction technology briefings

Greenhouse Gas Emissions of Key Suppliers (120 companies)

(Unit: tCO₂e)



Legal and Regulatory Compliance

SL Corporation actively responds to increasingly stringent domestic and international climate-related laws and regulations. SL systematically manages a list of environmental regulations relevant to its business activities and conducts an annual environmental compliance assessment to ensure regulatory adherence and proactively address new environmental requirements. In addition, SL continuously analyzes legislative trends to thoroughly review amendments and newly enacted regulations, and shares this information with relevant departments to support timely and appropriate response measures. SL also works in close collaboration with related departments to minimize potential risks arising from noncompliance, and, when necessary, engages in discussions with industry peers to explore optimal response strategies, thereby continuously strengthening its regulatory compliance framework.

List of Environmental Laws and Regulations

- Clean Air Conservation Act
- Offensive Odor Control Act
- Special Act on the Improvement of Air Quality in Air Control Zones
- Framework Act on Net zero and Green Growth for Coping with Climate Crisis
- Water Environment Conservation Act
- Waste Control Act
- Act on the Allocation and Trading of Greenhouse Gas Emission Permits
- Persistent Organic Pollutants Management Act
- Chemicals Control Act

Environmental Regulatory Compliance Assessment Checklist

Legal Requirements	Inspection Items
Article 23 (Permission and Reporting for Emission Facility Installation)	<ul style="list-style-type: none"> • Whether the installation of emission facilities has been properly reported • Whether changes to key items have been approved or reported
Enforcement Decree Article 11 (Permission and Reporting for Installation of Emission Facilities, etc.)	<ul style="list-style-type: none"> • Whether the installation report for emission facilities has been submitted
Article 26 (Installation of Prevention Facilities, etc.)	<ul style="list-style-type: none"> • Whether air pollution prevention facilities have been installed and emission standards are being complied with

On-Site ESG Training Program

SL Corporation conducted the 'ESG Strategy Implementation Training Program' for employees to enhance the effectiveness of its ESG strategy execution. The program was delivered in an on-site training format through visits to major domestic business sites, targeting key personnel including plant managers, team leaders, and production engineering staff. The training was structured to provide a practical understanding of ESG, covering the fundamental concepts of ESG and environmental issues, and introducing key environmental management tools such as LCA. It also focused on concrete methods for applying these tools to corporate strategies and operations. Through this initiative, SL Corporation established a foundation for improved understanding and execution of ESG strategies. Building on this program, the company plans to launch an in-house 'ESG School' starting in 2025, which will provide structured training for all employees not only on ESG, but also on climate change and environmental issues. This effort aims to help all employees naturally internalize the ESG perspective in their daily tasks, and to strengthen awareness and capabilities so that ESG strategy execution becomes embedded in the organizational culture.

Details of On-Site ESG Training Sessions

Implementation Date	ESG Training Topics	Training Participants	Number of Participants Completed
11.06.2024		SHB Ulsan	10
11.12.2024		Jillyang Plant	12
11.14.2024	• Discussion session on ESG strategic direction and implementation measures	Seongseo Plant	10
11.15.2024		Sungsan Plant	9
11.19.2024	• ESG fundamentals environmental concepts and training on tools such as LCA	Ansang Plant	10
11.20.2024		Mirrortech	12
11.26.2024		Cheonan Plant	11
11.28.2024		Daegu Plant	11

Climate Change Response Strategy

Net zero Implementation Strategy

Expansion of Investments for Climate Change Response

SL Corporation is increasing its investment in response to the growing importance of climate change response, allocating budgets specifically for reducing greenhouse gas emissions. These efforts include improving energy efficiency in production processes, promoting the development of eco-friendly technologies, and expanding the adoption of renewable energy, all aimed at minimizing environmental impact. In addition, SL is focusing on reducing carbon emissions through the introduction of high-efficiency equipment and optimization of operations, while building a more sustainable manufacturing environment. SL will continue to enhance its financial support for climate action and systematically implement greenhouse gas reduction strategies.

Third-Party Verification of Greenhouse Gas Emissions

SL Corporation conducts third-party verification of its Scope 1 and 2 greenhouse gas emissions. In 2024, all emission sources at domestic business sites underwent independent verification by the Korea Foundation for Quality. The verification was carried out in accordance with the [Guidelines on Reporting and Certification of Emissions under the Emissions Trading Scheme], the [Verification Guidelines for the Operation of the Emissions Trading Scheme], and ISO 14064-3 standards. The emissions data received a reasonable level of assurance regarding its accuracy and reliability. In addition, to strengthen its global climate response capabilities, SL Corporation also conducted greenhouse gas emissions verification in 2024 for selected overseas operations, including SL Yantai, Shanghai Samlip, Beijing Samlip, SL Lumax, SL AP, SL Alabama, and SL Poland.

Establishment of Short-Term Greenhouse Gas Emissions Reduction Target

In 2023, SL established a short-term target of “reducing greenhouse gas emissions by 20% by 2026”. The company also expanded the scope of its emissions reduction strategy to include Scope 3 emissions, incorporating emissions from suppliers into its reduction initiatives. This marks an expansion of SL’s net zero goal from Scope 1 and 2 to Scope 3, and includes emissions from purchased goods and services (Scope 3 Category 1), upstream transportation and distribution (Scope 3 Category 4), waste generated in operations (Scope 3 Category 5), business travel using personal vehicles and trains (Scope 3 Category 6), and employee commuting using company shuttle buses (Scope 3 Category 7). Based on these categories, the company set its reduction target based on the total emissions of approximately 156,000 tons generated in 2022. Although this is a highly ambitious target, it represents a necessary strategic approach to achieving substantial reductions in greenhouse gas emissions. In particular, since Scope 3 includes emissions generated by suppliers, achieving this target will require active participation and collaboration from suppliers. Through this strategy, SL aims to strengthen its emissions management capabilities across the entire supply chain and to fulfill its commitment to both sustainable growth and environmental responsibility.

To meet the target, SL will continuously monitor performance against its plans and request that suppliers transition to renewable energy and achieve net zero, promoting a shared commitment to the 2045 net zero goal. Furthermore, the company plans to systematically manage emissions from all suppliers—not only key suppliers—and to enhance support for process innovation and technology aimed at improving overall efficiency.

Greenhouse Gas Emissions Reduction Target (~2026)

(Unit: tCO₂eq)

Category	2024	2025	2026
Greenhouse Gas Emissions Reduction Amount	7,500	15,000	30,000
Greenhouse Gas Emissions Reduction Rate	5%	10%	20%

Status of Greenhouse Gas Emissions Reduction Target Implementation

SL Corporation has expanded the scope of its greenhouse gas emissions reduction targets to include Scope 1, Scope 2, and selected Scope 3 categories, and manages total emissions through an integrated approach. The current year’s performance in relation to SL Corporation’s greenhouse gas reduction target is as follows.

Status of Greenhouse Gas Emissions Reduction Target Implementation¹

(Unit: tCO₂eq)

Category	2024	2023	2022
Scope 1 Emissions	879	888	1,029
Scope 2 Emissions	52,754	54,294	49,373
Scope 3 Emissions	133,808	191,584	187,378
Greenhouse Gas Emissions Reduction Amount ²	1,549	-4,778	-1,127
Greenhouse Gas Emissions Reduction Rate ²	2.81%	-9.48%	-2.29%

1) Based on domestic business sites

2) Based on Scope 1 and Scope 2 emissions

Participation in the Carbon Disclosure Project (CDP)

Since 2020, SL Corporation has participated in the CDP¹ Climate Change program, transparently disclosing carbon-related information in response to climate change. Based on this disclosure, the company continues its efforts to reduce energy consumption and greenhouse gas emissions.

1) Carbon Disclosure Project (CDP)

Climate Change Response Risk Management

Risk Management Process

Overview of Climate Scenario Analysis

SL Corporation conducts annual climate scenario analyses to systematically assess the impacts of climate change on its business. These analyses are based on scenarios developed by international organizations such as the IPCC, IEA, and NGFS. For physical risks, SL utilizes blended scenarios based on the IPCC's RCP¹ and SSP² frameworks (SSP1-2.6 and SSP5-8.5) to evaluate the impacts associated with projected temperature increases ranging from 1.5°C to 5°C through the year 2100. For transition risks and opportunities, the company applies IEA scenarios—including NZE (Net Zero Emissions), APS (Announced Pledges Scenario), and STEPS (Stated Policies Scenario)—as well as NGFS scenarios such as Net Zero 2050, NDC, and Current Policies. These were used to assess carbon pricing impacts. In addition, electricity costs, GDP fluctuations, and other factors were comprehensively analyzed using the GCAM 6.0 NGFS³ model and NGFS scenarios (Net Zero 2050, NDC⁴, Current Policies).

The scope of analysis covers SL Corporation at the enterprise level, including the domestic headquarters, subsidiaries such as SHB and Mirrotech, selected overseas business sites, and parts of the value chain. Risk and opportunity factors were selected through a materiality assessment, and their financial impacts were evaluated using a combination of qualitative and quantitative methodologies.

- 1) RCP (Representative Concentration Pathways): Climate scenarios projecting changes in radiative forcing (energy imbalance) through 2100 based on varying greenhouse gas concentration trajectories.
- 2) SSP (Shared Socioeconomic Pathways): Climate scenarios projecting GHG emissions and climate impacts based on socioeconomic factors such as population, economy, technology, and policy, used in conjunction with RCPs to reflect a range of future possibilities.
- 3) Network for Greening the Financial System
- 4) Nationally Determined Contributions

Impact Analysis and Response Measures

According to the results of SL's climate scenario analysis, the likelihood of tangible damage from physical risks is increasing due to the rising frequency and intensity of extreme weather events. These include potential disruptions to production facilities and limitations on workforce operations. In particular, physical climate impacts such as heatwaves and torrential rainfall have been identified as potential factors that could also affect the global supply chain.

From a transition risk perspective, rising carbon prices, increasing electricity costs, and growing demands from customers for carbon reduction were evaluated as major risk factors that could lead to increased cost burdens or even suspension of business transactions. If SL fails to meet customer expectations regarding energy efficiency and greenhouse gas emissions reduction performance, it may face risks such as revenue loss and diminished brand trust.

Identification of Key Opportunity Factors

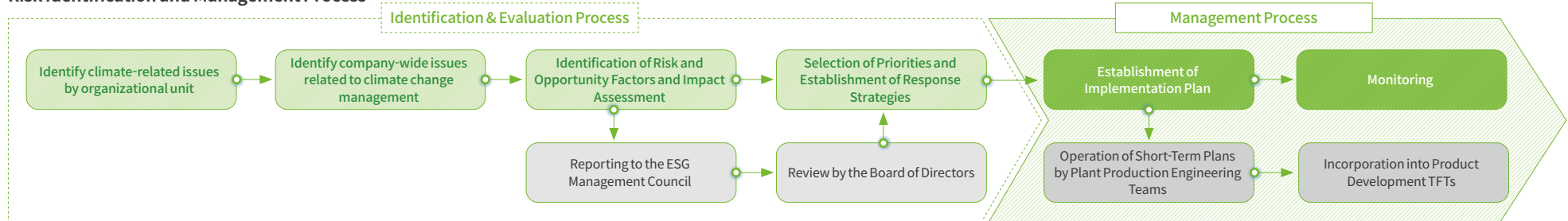
Market changes driven by climate action are creating new business opportunities for SL. In particular, growing demand for electric vehicles and low-carbon products is expected to strengthen the company's competitive advantage as a provider of related technologies. Moreover, improved energy efficiency within operations is anticipated to yield short-term cost savings and, over the medium to long term, facilitate entry into new markets and contribute to sustainable management performance based on low-carbon operations.

These factors are recognized not only as responses to climate risks, but also as core opportunities directly linked to SL's long-term growth strategy.

Risk and Opportunity Management Process

To strengthen its response to climate change, SL Corporation has established a climate risk management process led by production technology teams at each plant and product development TFTs, promoting systematic risk management. SL analyzes the likelihood of occurrence and short-, medium-, and long-term impacts of climate-related risks and opportunities. Based on this analysis, SL Corporation formulates and implements annual short-term improvement plans, such as the installation of air conditioner inverters and reinforcement of facility insulation. In addition, SL continuously monitors external climate change trends based on collected data, assesses and manages mid- to long-term risks and opportunities. The company also analyzes climate-related policies, regulations, and industry trends, and incorporates these insights into the strategies of its product development TFTs to promote the development of eco-friendly products. As part of this initiative, SL is advancing the development of environmentally friendly products by applying technologies that minimize power consumption and by using renewable plastics in lamp products.

Risk Identification and Management Process





Climate Change Response Risk Management

Risk Management Process

Impacts of Risk and Opportunity Factors and Response Measures

Category	Risk/Opportunity Factor	Impact on SL	Time Horizon ¹			Financial Impact ²			Response Strategy		
			Short Term	Mid Term	Long Term	Short Term	Mid Term	Long Term			
Transition Risks	Legal	Target Management Scheme	Strengthened Target Management Scheme and GHG/Energy Regulations	- Fines may be imposed due to failure to disclose emissions data, omissions or misstatements in reporting, or failure to meet reduction targets.	●			Low	-	-	- Continuous evaluation of greenhouse gas reduction targets and compliance with current regulations, and implementation of reduction measures
	Regulatory	Customer-Specific Requirements	Disruption of Business Due to Unmet Customer Requirements	- Revenue losses may occur if transactions are suspended due to failure to meet customer requirements.	●	●	●	Medium	Medium	Medium	- Identification of customer requirements and execution of reduction and RE transition efforts to meet expectations
		Disclosure Obligations	Enhanced Reporting and Disclosure Obligations	- As climate-related disclosure requirements increase, management costs may rise due to the need to establish ESG response teams and systems, and to secure external assurance.	●	●	●	Low	Low	Low	- Establishment and operation of a net zero governance system to address external requirements
	Technological	Low-Emission Transition	Transition to Low-Carbon Facilities and Technologies	- Financial burden may increase due to initial infrastructure investments and costs associated with the adoption of renewable energy for low-emission transition.	●	●	●	Low	Low	Low	- Expansion of R&D investment for low-emission products - Development of phased investment plans for the transition to low-carbon processes - Establishment of a renewable energy transition roadmap - Internalization of phased targets into KPIs and annual monitoring of implementation progress
	Market	Energy Costs	Rising Energy Costs	- Operating costs may continue to increase due to rising electricity and fuel prices, as well as higher energy consumption.		●	●	Low	Medium	Medium	- Long-term cost reduction through renewable energy transition - Improvement of energy efficiency at business sites
	Reputational	Changing Environmental Awareness	Failure or Underperformance in Achieving Net-zero	- In the absence of active efforts toward carbon neutrality, the company may face declining external credibility, climate-related disclosures, and ESG ratings due to insufficient fulfillment of climate-related social responsibilities. - This could lead to a decrease in brand value, the formation of negative public opinion, loss of customers, and a potential decline in operating profit.		●	●	-	-	-	- Ongoing efforts to achieve reduction targets

1) Short Term (within 1 year), Mid Term (over 1 year – within 10 years), Long Term (over 10 years)
 2) Low (KRW 10 billion or less), Medium (over KRW 10 billion – KRW 100 billion or less), High (over KRW 100 billion)

Climate Change Response Risk Management

Risk Management Process

Impacts of Risk and Opportunity Factors and Response Measures

Category	Risk/Opportunity Factor	Impact on SL	Time Horizon ¹			Financial Impact ²			Response Strategy		
			Short Term	Mid Term	Long Term	Short Term	Mid Term	Long Term			
Physical Risks	Acute Floods, typhoons	Strengthening of the Target Management System and GHG/Energy regulations		●	●	Low	Low	Low	- Regular safety inspections of building designs/ specifications by site - Property damage monitoring and mitigation activities - Regular training for employees		
	Chronic Heatwaves	Increase in the intensity and frequency of heatwaves	- As the intensity and frequency of heatwaves increase, cases of health damage and work suspension due to heat stress among workers may occur - This may lead to additional financial losses such as decreased labor productivity, process delays, and increased labor costs - Operating costs may also rise due to increased energy demand (e.g., for cooling)		●	●	Low	Low	Low	- Optimized indoor temperature operation by site	
Opportunities	Resource Efficiency	Increase in recycling rate	- Opportunities in the market are expected not only for new lamp assemblies but also for partial replacement and refurbished product sales of defective/damaged items (GLCP, Genesis Lamp Care Program)	●			-	-	-	- Establishment of Eco-design strategy to improve resource efficiency, reducing workplace waste and ensuring ease of recycling/remanufacturing of products	
	Vehicle Electrification	Reduction in workplace emissions	- Transitioning from conventional internal combustion engine vehicles to low/zero-carbon vehicles can reduce maintenance costs and lower greenhouse gas emissions at business sites			●	Low	Low	Low	- Establishment of a plan to transition corporate vehicles at sites to electric vehicles	
	Products and Services	Low-carbon products	Growing demand for high-efficiency, low-carbon products	- As demand increases for low-carbon and carbon-avoidance products, the proportion of high value-added product sales is expected to expand, potentially leading to increased revenue	●	●	●	High	High	High	- Acquisition of life cycle assessment (LCA) data for manufactured products - Expansion of procurement of low-carbon certified materials and supply chain management - Reduction of price fluctuation risks through long-term supply contracts
		Electrification products	Growing demand for electrification-related products	- As demand increases for products and components based on electrification technology, there is potential for additional revenue through business expansion and entry into new markets	●	●	●	Medium	Medium	High	- Establishment of dedicated production lines for electrification - Market-specific demand analysis and strategy development for sales expansion

1) Short Term (within 1 year), Mid Term (over 1 year – within 10 years), Long Term (over 10 years)
 2) Low (KRW 10 billion or less), Medium (over KRW 10 billion – KRW 100 billion or less), High (over KRW 100 billion)

Climate Change Response Risk Management

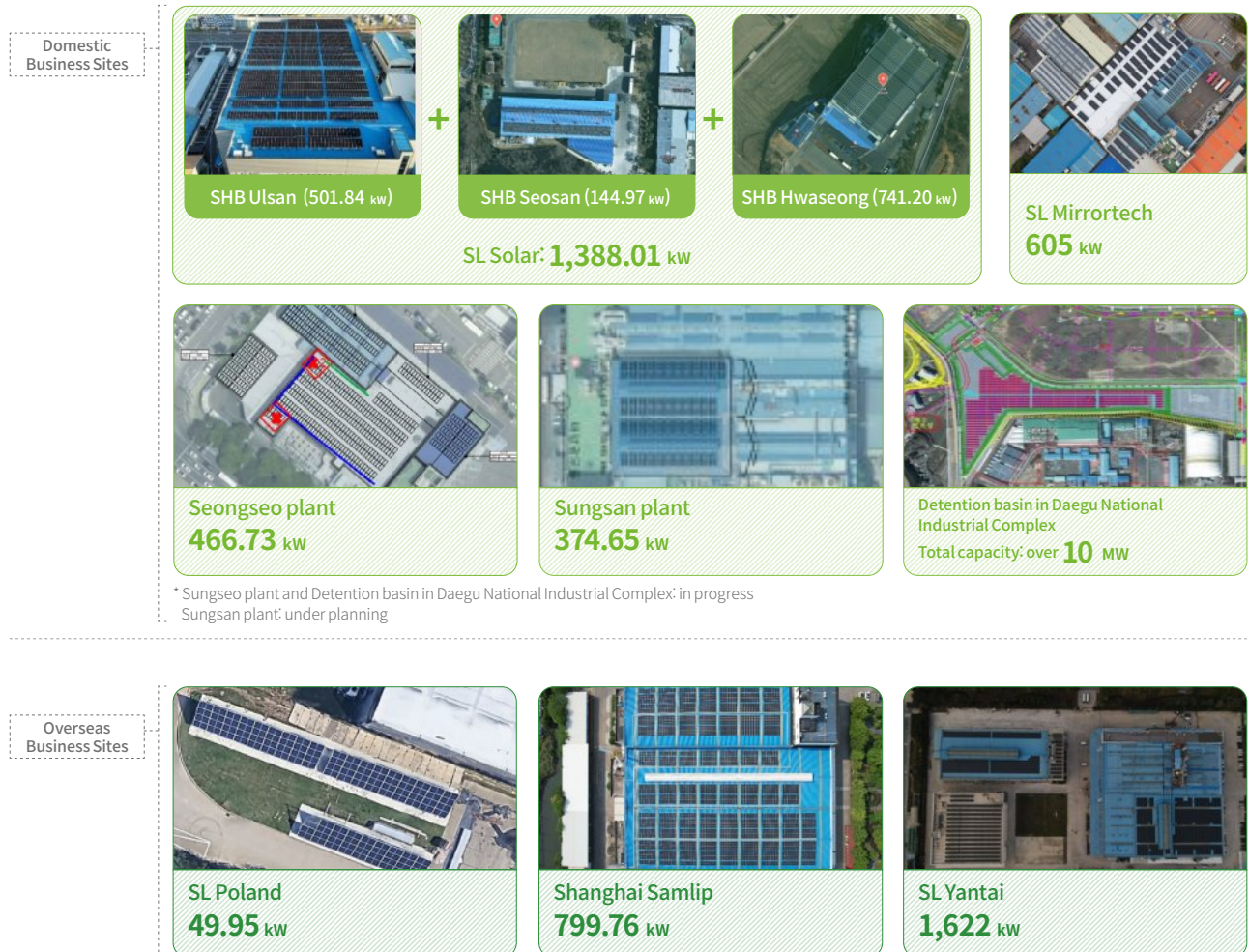
Greenhouse Gas and Energy Management at Business Sites

Construction of Solar Power Plants

SL Corporation is gradually expanding the use of renewable energy across its business sites. In Korea, following the installation of rooftop solar systems at SL Mirrotek in 2022 and 2024, SL Solar completed the rooftop solar panel construction project in Ulsan in 2024. Furthermore, rooftop solar panel installation projects are planned for completion in 2025 at the Seongseo, Sungsan, and Cheonan plants. In addition, SL has secured the potential to efficiently and strategically utilize over 10MW of electricity generation capacity by acquiring a stake in a solar power project using a detention basin in the Daegu National Industrial Complex. This project, which utilizes idle space for green energy, is meaningful in that it expands renewable energy supply in the region and contributes to the eco-friendly transition of SL's Scope 2 electricity usage.

SL is also actively promoting the adoption of renewable energy at overseas business sites. SL Poland installed solar facilities in 2023, SL Yantai completed the construction of rooftop solar power systems in 2024 and is supplying the generated electricity to production lines, including BMW product lines, and SL Shanghai Sanlip has been using electricity generated from rooftop solar facilities since 2024. These efforts represent key implementation cases of SL's RE100 initiative and its greenhouse gas reduction goals.

Domestic and Overseas Solar Power Facilities

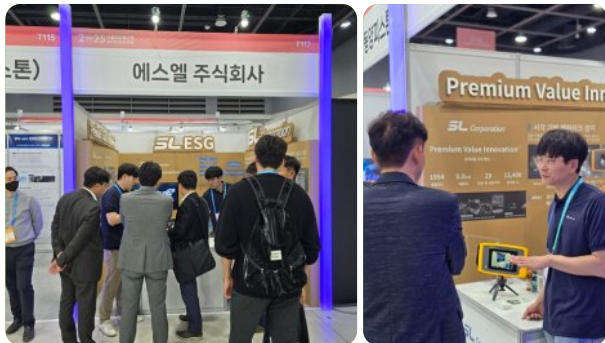


Climate Change Response Risk Management

Greenhouse Gas and Energy Management at Business Sites

Participation in the 2025 Automotive Parts Industry ESG and Carbon Neutrality Expo

SL Corporation was selected as an outstanding partner and participated in the "2025 Automotive Parts Industry ESG and Carbon Neutrality Expo" hosted by Hyundai Motor Company and Kia, where it showcased its key greenhouse gas reduction methods and achievements. The expo brought together 99 companies and attracted around 10,000 visitors, serving as a platform to share various carbon-neutral technologies within the automotive industry. SL Corporation drew significant attention by presenting innovative energy-saving technologies such as insulation to reduce heat loss, visual air leak detection technology, and season-optimized exhaust heat management. Going forward, SL Corporation plans to further expand its greenhouse gas reduction initiatives through continuous technology development and the use of eco-friendly materials.



2025 Automotive Parts Industry ESG and Carbon Neutrality Expo

Greenhouse Gas and Energy Management at Business Sites

SL Corporation is actively investing in the development and deployment of eco-friendly solutions with the goal of achieving net zero by 2045. SL continues to expand its adoption of environmentally friendly technologies and explore new business opportunities. In 2024, SL further reinforced its energy efficiency management by expanding the deployment of its FEMS. FEMS is a system that enables real-time monitoring of energy consumption data. It helps optimize energy usage at manufacturing sites and improve operational efficiency. Since first introducing the system at the Ansan Plant in 2019, SL Corporation has gradually expanded its coverage—installing FEMS at Hubei Samlip and Cheonan Plants in 2020, followed by Seongseo and Jillyang Plants in 2022. In 2023, the system was also implemented at the SL Yantai in China through collaboration with a local partner, and the company began expanding FEMS¹ to its Poland Plant in 2024. To implement the system, SL collected and reviewed equipment lists and designed a tailored data structure for each plant's operational requirements. Through the expansion of FEMS, the company is enhancing energy management efficiency based on automated metering. SL plans to continue its efforts to reduce energy use through ongoing equipment inspections and upgrades, as well as further system expansion.

1) Factory Energy Management System(FEMS)



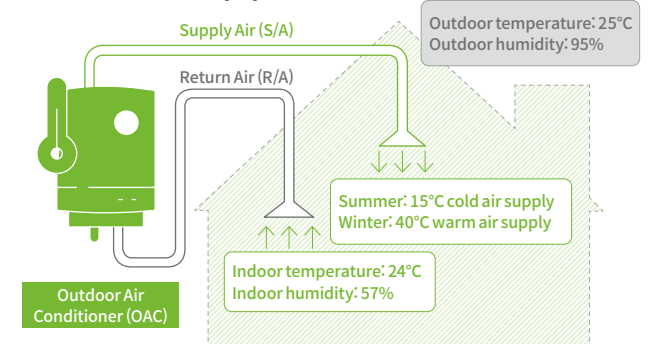
Waste Heat Recovery System in Manufacturing Processes

SL Corporation is actively introducing waste heat recovery systems to optimize energy use and reduce greenhouse gas emissions by efficiently reclaiming heat generated during manufacturing processes. As the global automotive industry increasingly focuses on technologies that reuse thermal energy from production, SL Corporation has implemented a system that regulates the flow of waste heat by installing dampers in compressor exhaust ducts. This system discharges heat externally during the summer and circulates it internally for heating during the winter. In addition, exhaust heat from raw material dehumidifying dryers is managed using the same seasonally adaptive method, thereby maximizing energy efficiency. Through these efforts, SL Corporation is enhancing the efficiency of its manufacturing processes, reducing power consumption, and contributing to the reduction of greenhouse gas emissions.



Waste heat externalization and internal circulation

Waste Heat Recovery System



Climate Change Response *Risk Management*

Greenhouse Gas and Energy Management at Business Sites

Smart Power Shutdown System

SL Corporation has implemented a smart power shutdown system to reduce unnecessary energy consumption during the idle hours of production equipment. Previously, some machines continued to consume standby power even when not in operation, leading to unavoidable energy waste. Through the new system, SL established a framework that automatically detects and shuts off power to equipment during non-operational periods. As a result, SL achieved an over 50% reduction in standby power consumption for major production equipment. This has led to a significant reduction in annual electricity usage and improved operational efficiency. Going forward, SL plans to further expand its use of smart power management technologies across its plants to maximize energy efficiency and reduce carbon emissions.

Optimization of Utility Equipment Operation Rates

To enhance energy efficiency and reduce greenhouse gas emissions, SL is optimizing the operation of utility equipment in alignment with the utilization rate of production facilities. In the past, utilities such as compressed air, cooling water, and water pumps operated at a constant level regardless of production equipment activity, resulting in unnecessary energy use.

To address this, the company analyzed equipment operation patterns and introduced a system that flexibly adjusts the number of utility units in operation based on equipment load. For instance, the number of operating compressors was reduced from 6 to 5 on weekdays and from 5 to 4 on weekends, considering the efficiency of older compressors. Of the two operating cooling towers, two cooling fans were shut down while only the circulation pump remained active. Similarly, the number of water pumps was reduced from 4 to 3 on weekdays and from 3 to 2 on weekends. As of January 2024, these improvements have resulted in an average daily electricity saving of approximately 3,630 kWh, and a monthly energy cost reduction of about KRW 12.3 million.

Improvement of HVAC and Heating/Cooling Systems

SL Corporation has optimized the operation of its HVAC and heating/cooling systems to reduce energy consumption and enhance equipment stability by addressing inefficiencies in system performance. Previously, issues such as aging outdoor unit compressors and rising outdoor temperatures led to reduced cooling performance, overheating of outdoor units, and oil carbonization, resulting in excessive power consumption and shortened equipment lifespan.

To resolve these issues, SL implemented a revised compressor operating pattern during chiller operation, adopting a '50 minutes on, 10 minutes off' cycle to prevent overheating and oil carbonization. Additionally, when outdoor temperatures exceed 30°C, the operating mode was changed from full-time operation to a cycle that includes a 10-minute rest every hour. For temperatures between 24°C and 30°C, variable control and scheduled rest intervals were applied in combination. Through these improvements, SL achieved an annual electricity saving of approximately 325,657 kWh, resulting in a reduction of energy costs by about KRW 41.96 million. Furthermore, the company enhanced cooling capacity and extended equipment lifespan, thereby improving overall operational effectiveness.



Climate Change Response *Risk Management*

Product Environmental Impact Management

Life Cycle Assessment

To achieve its net zero goal, SL Corporation quantitatively analyzes greenhouse gas emissions across the entire product life cycle—from raw material extraction and procurement to production, use, disposal, and recycling. Through this approach, the company evaluates the environmental impact at each stage and integrates the findings into its carbon reduction strategies. In 2024, SL conducted life cycle assessments (LCA) on key components and performed detailed analyses of greenhouse gas emissions. Based on these assessments, the company is identifying and developing more effective reduction measures.

SL plans to begin officially promoting low-carbon and eco-friendly product design by incorporating it into its KPI framework starting in 2025. SL will continue to collect and analyze data at each stage of the product life cycle and identify areas for improvement to develop effective strategies for reducing product-related carbon emissions. In addition, to enhance the accuracy of emissions calculations, SL plans to secure manufacturing process data for products produced by Tier-1 suppliers, as well as actual annual input data for all raw and auxiliary materials.

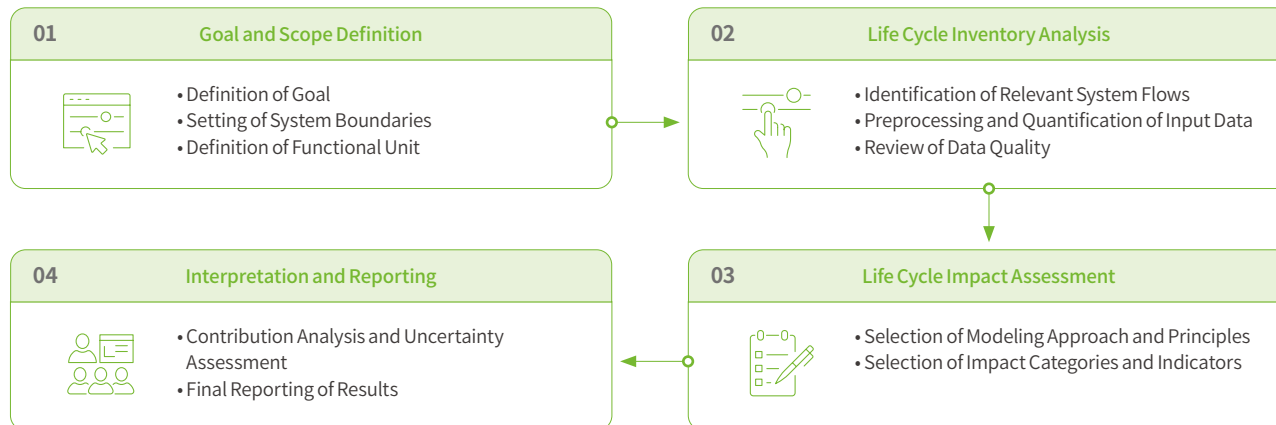
LCA Assessment Results for Key Components

Component Name	Category	Pre-Manufacturing Stage	Manufacturing Stage	Delivery Stage
BMU ¹	Carbon Emissions per Unit	99.30	0.68	0.02
CMU ²	Carbon Emissions per Unit	99.50	0.49	0.02
Ioniq 5 Head lamps	Carbon Emissions per Unit	98.89	1.10	0.01

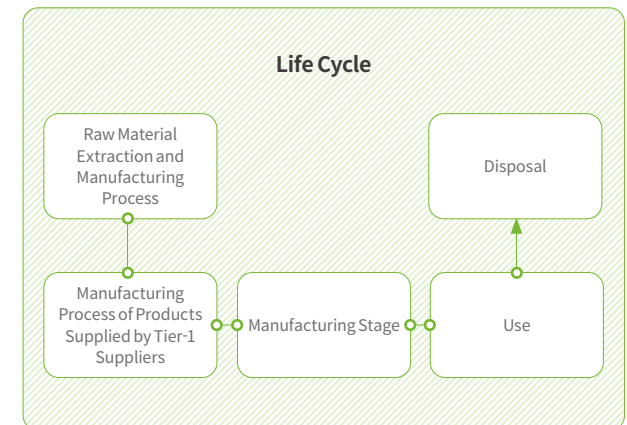
(Unit: %)

1) Battery Management Unit(BMU)
2) Cell Monitoring Unit(CMU)

LCA Process



LCA System Boundary



Climate Change Response *Risk Management*

Product Environmental Impact Management

Low-Carbon Business Transition Plan

SL Corporation is responding to the era of electric vehicles by developing and supplying battery power conversion components to support vehicle electrification and the achievement of net zero. To this end, the company provides key components such as LBM¹, BMS², and inverters, and continues to drive technological innovation for the development of a sustainable mobility ecosystem. Moving forward, SL will further advance its strategies to realize net zero, take the lead in the green transformation of the automotive industry, and fulfill its responsibility for building a sustainable future.

- 1) Lithium Battery Module(LBM)
- 2) Battery Management System(BMS)

Life Cycle Extension During the Using Stage

SL Corporation is committed to minimizing environmental impact and promoting sustainable product development by extending the life cycle of its automotive components. The company focuses on enhancing durability and improving maintainability during the vehicle use phase to reduce product replacement frequency and minimize waste generation. To achieve this, SL is actively applying lightweight materials, designing for high durability, and introducing modular technologies. Additionally, SL provides user manuals and service guides that enable users to operate products efficiently and extend their lifespan by offering maintenance instructions and energy-saving best practices.

SL also strives to minimize resource consumption during product use by incorporating energy-efficient and environmentally friendly design practices. SL is developing high-efficiency electronic components and low-power-consuming lighting and electrical systems to reduce environmental impact and ensure long-term product reliability for customers. Furthermore, the application of modular design and improved ease of parts replacement helps delay end-of-life disposal and promote resource circulation.

Impact Reduction at the End-of-Life Stage

SL Corporation implements various strategies to reduce environmental impacts at the product end-of-life stage and to promote resource circulation. SL emphasizes product designs that enable reuse and recycling, while minimizing unnecessary landfill and incineration at the time of disposal. To support this, SL is expanding the use of standard parts and introducing simplified assembly designs to enhance disassembly and recyclability. As part of these efforts, the company developed a melt exchange method to improve convenience in parts replacement. This not only maximizes recycling efficiency but also enables quick response in case of defects. To ensure proper product return, recycling, or disposal by users, SL provides disposal guidelines through product labels and brochures. These efforts aim to minimize landfill waste and reduce the consumption of raw materials for new product manufacturing. In addition, SL is strengthening collaboration with research institutes and external suppliers to explore solutions for resource circulation and environmental impact reduction. In 2024, SL signed a Memorandum of Understanding (MOU) with Marine Innovation to develop eco-friendly materials based on seaweed and is currently exploring the application of seaweed-derived materials for product packaging.



Environmental Management Governance

Roles and Responsibilities

Roles of the BOD

The Board of Directors regularly receives reports on SL Corporation’s environmental management performance, key risk factors, and improvement activities, and performs a supervisory role through close oversight. SL Corporation has also established a board-centered governance structure to enhance the effectiveness of ESG management and, as part of this structure, conducts an annual review of its Double Materiality Assessment. Through this process, the Board reviews SL’s past ESG performance and engages in in-depth discussions and resolutions regarding the strategic direction and ESG targets for the future.

In particular, SL conducts systematic analyses of environmental risk factors at its domestic headquarters and overseas business sites through developing its carbon neutrality roadmap and climate scenario analysis based on the TCFD framework. The resulting key issues and response plans are reported to the Board of Directors and the Sustainability Management Committee on a more regular and frequent basis, with resolutions made as necessary. Going forward, SL Corporation will continue to advance its governance structure to ensure that the Board’s strategic oversight and the Committee’s substantive deliberations function in a balanced and effective manner throughout major ESG-related decision-making processes.

Role of the Chief Safety and Environment Officer (CSEO)

The Chief Safety and Environment Officer (CSEO) serves as the highest authority responsible for environmental management at SL Corporation. The CSEO establishes environmental management goals and sets the strategic direction necessary for their effective implementation. The CSEO also holds the authority and responsibility for overseeing the execution of environmental initiatives and allocating related investment funds. In addition, the CSEO is responsible for formulating environmental management policies and action plans, continuously monitoring their implementation, and making key decisions on major environmental issues based on the outcomes of such monitoring.

Roles of Operational Departments

The Safety, Health and Environment Department oversees environmental management at SL Corporation. Each domestic plant assigns dedicated personnel responsible for environmental and energy management, formulating strategies to enhance energy efficiency and reduce consumption.

The Safety, Health and Environment Department oversees planning environmental policies and systems, developing countermeasures for regulatory compliance, managing environmental permits, and overseeing the operation and evaluation of SL’s environmental management system. It also analyzes potential environmental risks and opportunities that may arise during business operations and establishes effective response strategies to minimize environmental risks.

Environmental and energy managers at each plant carry out tangible environmental improvement activities, including greenhouse gas and energy management, waste reduction, pollution control, and establishing resource circulation systems. They also conduct on-site monitoring and continuous improvements to ensure legal compliance and strengthen environmentally responsible management.

Environmental Management Governance



Environmental Management Strategy

Establishing the Foundation for Environmental Management

Establishment of Environmental Management Policy

SL Corporation, as a specialized manufacturer of automotive components, regards environmental management as a core value in its corporate operations to ensure sustainable growth and fulfill its social responsibilities. To put this into practice, SL has established an integrated Environmental, Safety, and Health Management Policy, which serves as a foundation for embedding environmental management principles into all business activities—from corporate decision-making processes and raising employee awareness to fostering a culture of environmental and occupational safety and health across the organization.

Establishment and Certification of the Environmental Management System

SL Corporation has established an environmental management system that reflects its Environmental Management Policy. This system consists of environmental risk management planning, identification and control of risks, performance monitoring, and corrective actions. To ensure its credibility and reliability, SL has obtained ISO 14001 certification—an international environmental management standard established by the International Organization for Standardization (ISO)—for 11 domestic and 12 overseas sites.

Eco-Friendly Procurement

SL Corporation actively promotes a green purchasing policy in its environmental management efforts. SL prioritizes the procurement of products certified as eco-friendly and systematically tracks its green purchasing performance to ensure continuous expansion. SL has created an internal certification framework to expand the range of products that qualify as environmentally preferable while offering incentives for suppliers to obtain green certifications. SL formulates a yearly green purchasing plan, sets performance targets, and analyzes purchasing outcomes. In parallel, SL conducts regular training for procurement personnel to embed green purchasing practices into its operations.

Key Elements of the Environmental Management Policy



ISO 14001-Certified Sites

Category	Sites
Domestic	<ul style="list-style-type: none"> • SL Jillyang Plant • SL Daegu Plant • SL Sungsan Plant • SL Cheonan Plant • SL Ansan Plant • SL Seongseo Plant • SL Mirrortech • KDS • SHB Ulsan Plant • SHB Hwaseong Plant • SHB Seosan Plant
Overseas	<ul style="list-style-type: none"> • SL Lumax • SL AP • SL Yantai • Beijing Samlip • Shanghai Samlip • Qinchuan Samlip • Dongfeng Samlip • Tri-ring Samlip • Hubei Samlip • SL Alabama • SL Tennessee • SL Poland

Eco-Friendly Purchase Details

Category	Type	Notes
Eco-friendly copy paper	Certified with Eco Mark	Use of FSC and PEFC-certified paper

Environmental Management Risk Management

Environmental Risk Management

Environmental Risk Evaluation

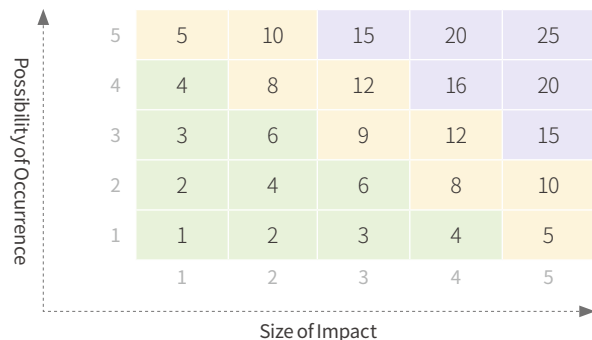
SL Corporation has established and operates an annual Risk and Opportunity Management Process to systematically identify environmental risks and opportunities and improve and advance this process. Risks and opportunities are evaluated based on the likelihood of occurrence and the degree of impact. Any issue that receives a score of 15 or higher is identified as requiring immediate improvement.

To systematically address interconnections between identified risks and the potential emergence of new risks, SL designates a responsible department for each issue to ensure targeted management. Evaluation items are determined based on internal and external environmental changes, stakeholder expectations, and requirements. Key environmental management processes are categorized into six areas—environmental and occupational health and safety planning, risk management, emergency preparedness and response, and environmental impact assessment—for analysis.

All issues are reviewed at least once a year. For items that require immediate improvement, SL promptly establishes appropriate response measures and thoroughly evaluates the effectiveness of the actions taken.

Environmental Risk and Opportunity Identification Matrix

- Maintain Status Quo
- Recommendation for Improvement Is Needed
- Needs Immediate Improvement



Water Resources

Water Management System

SL Corporation operates a structured water management system and has established and adheres to water quality management guidelines to strengthen its approach further. These guidelines focus not only on the efficient management of water use at business sites but also on setting water discharge quality standards and conducting continuous monitoring. Each site operates real-time monitoring systems for water consumption and wastewater discharge, enabling immediate detection of anomalies and swift response. The guidelines apply comprehensively to installing, operating, modifying, and permitting wastewater discharge and treatment facilities. They clearly define the applicable legal standards, relevant substances—including water pollutants and designated hazardous water substances—and the required treatment procedures.

Water Quality Management Guidelines

Category	Description
Purpose	<ul style="list-style-type: none"> • Prevent water pollution in advance and minimize environmental impact by treating pollutants in an eco-friendly manner.
Scope of Application	<ul style="list-style-type: none"> • Covers procedures for installing, operating, modifying, and permitting wastewater discharge and treatment facilities related to water pollutants generated from manufacturing activities.
Key Elements	<ul style="list-style-type: none"> • Target substances: 55 designated water pollutants and 30 specified hazardous substances • Key procedures <ul style="list-style-type: none"> - Permit and notification for wastewater discharge facilities - Installation and operation of wastewater treatment facilities - Standards for consigned treatment - Procedures for reporting changes • Operation and inspection standards: Operation and Inspection Standards – Inspection of wastewater treatment plant pumps and equipment, checking chemical inventory, sludge management, monitoring effluent condition, and utilizing operation logs and analysis reports

Water Usage Reduction Performance

SL Corporation has implemented a closed-loop cooling water system applicable to municipal and groundwater to maximize water reuse and establish an efficient water circulation structure. Through this system, cooling water used in production processes can be recycled without being discharged externally, reducing the need for new water intake and contributing to preserving water resources.

In addition, leak detection systems have been introduced to prevent unnecessary water loss, and site-specific reduction targets have been set, resulting in improved water use efficiency compared to the previous year.

Wastewater Discharge Management

SL operates a strict wastewater discharge management system to ensure environmental protection and compliance with relevant regulations. Wastewater generated at the business sites undergoes pre-treatment and is purified to meet legal standards before discharge. All wastewater is consigned to external treatment facilities for complete processing. As a registered wastewater discharger, the company adheres to applicable regulations and maintains a robust management system by regularly submitting wastewater discharge reports.

In addition, waste oil generated from the final processing stage is stored in tankers that meet internal standards and is entirely consigned to authorized external specialists for treatment. This approach minimizes pollutant discharge during operations, enhances wastewater quality, and reduces environmental impact.

Environmental Management Risk Management

Resource Circulation

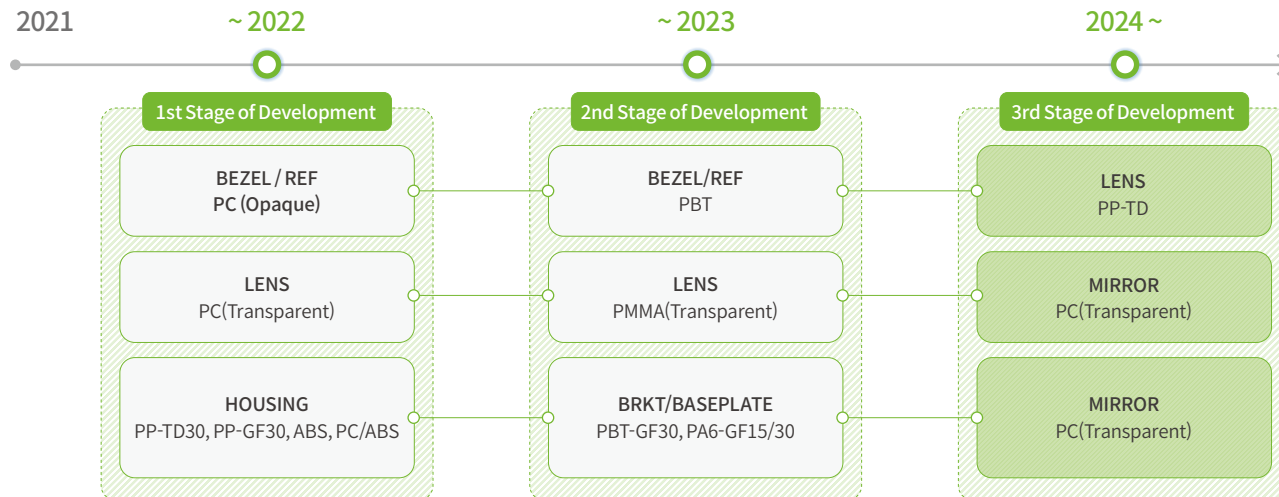
Use of Eco-Friendly Raw Materials

SL actively uses and develops eco-friendly raw materials to promote environmentally friendly automotive parts manufacturing. This includes expanding the application of recycled materials and bio-based resources, and researching and adopting low-carbon alloys and lightweight composite materials that emit less carbon than conventional materials. In addition, SL utilizes eco-friendly substances that comply with global environmental regulations such as RoHS¹ and REACH² and is gradually phasing out the use of raw materials containing hazardous substances.

SL has also been advancing eco-friendly technologies and developing recycled plastics to strengthen resource circulation from the product planning and production stages. Since evaluating the feasibility of eco-friendly recycled plastics in 2021, SL completed the first development phase in 2022 and successfully finalized the second phase in 2023, resulting in four eco-friendly recycled plastics. These achievements align with key customers' green strategies and the EU ELV³ recommendations and represent the realization of SL's corporate goal to "generate 20% of new markets through creative technologies." Going forward, SL will continue to develop additional recycled raw materials, including PC (polycarbonate) for lenses, and enhance collaboration and research efforts to expand the application of recycled plastics to customers' next-generation vehicle models.

1) Restriction of Hazardous Substances Directive (RoHS)
 2) Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
 3) End-of-Life Vehicle Regulation (ELV)

Status of Eco-Friendly Material Development



Reduction of Raw Material Input

SL Corporation promotes a raw material reduction strategy to maximize resource efficiency and minimize environmental impact. To achieve this, SL has introduced high-efficiency production processes and precision machining technologies to reduce unnecessary material usage. In addition, SL applies lightweight materials and high-strength alloys to ensure consistent performance and quality in automotive parts with reduced raw material input.

SL also recovers and recycles scrap generated during the production process to further reduce the use of new materials. Notably, SL became the first in the world to apply MLA¹ technology to the Genesis G90 headlamp, successfully reducing material input while maintaining high performance. This technology has enabled the miniaturization of automotive lamps and the light-weighting of components, thereby minimizing raw material usage and maximizing resource efficiency.

Moreover, the reduced weight and air resistance contribute to improved fuel efficiency and enhanced vehicle styling. Going forward, SL Corporation will continue to expand the impact of raw material reduction by adopting eco-friendly technologies and innovations in manufacturing processes.

1) Micro Lens Array (MLA)



Environmental Management *Risk Management*

Resource Circulation

Waste Management Guidelines

SL Corporation has established and systematically operates a Waste Management Guideline to promote efficient waste reduction and resource circulation. This guideline sets clear standards for the entire waste management process—from generation and collection to sorting, treatment, and recycling—ensuring that all waste generated at business sites is appropriately managed in accordance with legal requirements. In particular, SL strictly distinguishes between general and designated waste, and follows the principle of minimizing waste generation by separating recyclable resources and channeling them through dedicated recycling processes. SL also actively adopts waste reduction and recycling technologies in collaboration with its suppliers and provides regular training to employees on waste minimization and eco-friendly treatment practices to enhance the overall efficiency of waste management.

Waste Management Guidelines

Category	Description
Purpose	<ul style="list-style-type: none"> Prevent waste generation and treat designated waste in an eco-friendly manner to reduce environmental impact.
Scope of Application	<ul style="list-style-type: none"> Covers reporting, classification, storage, and disposal of waste generated from manufacturing activities.
Key Details	<ul style="list-style-type: none"> Waste Disposal Standards <ul style="list-style-type: none"> Separate disposal by type and physical state of waste Collection and transport of liquid waste using dedicated containers and tanks Storage Management Standards <ul style="list-style-type: none"> Segregated storage by type and physical state Compliance with storage period and facility requirements Mandatory labeling for designated waste Consignment Treatment Standards <ul style="list-style-type: none"> Contract only with legally compliant contractors whose treatment capabilities have been verified Prioritize reuse and recycling when outsourcing treatment Conduct follow-up management at least once a year

Waste Treatment Training

SL Corporation regularly trains employees on proper waste treatment practices as part of its commitment to efficient waste management. The training is designed to help employees understand accurate sorting and handling methods, thereby reducing the total volume of waste generated and improving recycling rates at each site. The training program emphasizes the distinction between general and designated waste, legal compliance requirements, and eco-friendly treatment procedures. It also includes the latest information on advanced waste reduction and resource circulation technologies. In addition, customized training is provided for new employees and suppliers to support systematic and comprehensive waste management across all operations.

2024 Waste Treatment Training Overview

Date	Training Topic	Participants	No. of Attendees
2024.02.16	Waste Sorting and Management	Employees at Sungsan Plant	8
2024.03.21	Waste Treatment and Operation	Employees at Cheonan Plant	9
2024.10.18	Designated Waste Handling Method	Employees at Seongseo Plant	6
2024.11.13	Waste Operation Standards	Employees at Daegu Plant	16
2024.11.22	Waste Sorting and Disposal Training	Relevant Employees	301

Eco-Friendly Cup Recycling Campaign

SL Corporation launched its “Eco-Friendly Cup Recycling Campaign” to increase recycling rates and raise employees’ environmental awareness. From September to November 2024, the campaign promoted proper recycling practices using biodegradable paper cups made of PLA¹ material. Separate collection bins were installed in major office buildings, and used cups were washed and collected. In collaboration with eco-product manufacturer Marine Innovation, the cups underwent additional cleaning and were repurposed into seedling pots for horticultural farms. This campaign helped foster a workplace culture where resource circulation is practiced in daily activities. In addition, the recycling data collected by the department after the campaign served as foundational input for SL’s future environmental action planning.

1) Polylactic Acid(PLA), a biodegradable material made from renewable plant-based resources



Environmental Management Risk Management

Hazardous Chemicals

Chemical Substance Management Guidelines

SL Corporation operates a hazardous chemical management process to minimize and proactively prevent the negative impact of chemical use during site operations and product manufacturing. Given that hazardous chemicals require thorough control throughout all stages—including procurement, use, storage, and disposal—SL has established detailed management guidelines for each phase and strictly adheres to them.

SL has enacted the Chemical Substance Management Guidelines, which clearly define the procedures for safely handling and disposing of chemicals. Based on these guidelines, SL systematically manages the handling and storage standards for chemical substances at all business sites.

In addition, SL has built its hazardous substance management system to monitor the IMDS¹ registration status of its suppliers continuously. This system enables integrated management across the whole process, from supplier data review to IMDS¹ data submission for customer approval. The system is also used to conduct substance analysis by product and component type and by regulatory criteria, allowing SL to monitor hazardous substances throughout its operations in a structured and comprehensive manner.

1) International Material Data System(IMDS), a global material data repository for automotive components

Key Contents of Chemical Substance Management Guidelines

Category	Description
Purpose	<ul style="list-style-type: none"> Define chemical substance management procedures to ensure legal compliance and proactively prevent environmental and health risks.
Scope of Application	<ul style="list-style-type: none"> Covers overall chemical substance management activities, including procuring, using, storing, and disposing of chemical substances.
Key Items	<ul style="list-style-type: none"> Procedures for managing hazardous chemicals Guidelines for handling and managing chemical substances Emergency response and corrective actions Education and training <ul style="list-style-type: none"> Completion of mandatory 16-hour legal training every two years for hazardous chemical managers and handlers Training for new employees and when handling tasks are changed

Reduction of Hazardous Chemical Use

SL Corporation implements a systematic reduction strategy to minimize hazardous chemical use's environmental and human health risks. As part of this effort, SL actively introduces eco-friendly raw materials and low-hazard substances that can serve as alternatives. SL also applies DfE1 principles from the product development stage to reduce usage at the source.

To further minimize unnecessary consumption, SL has established chemical usage optimization processes and precision dosing systems within its operations. In addition, it operates a data monitoring system that enables real-time analysis of chemical usage and identification of improvement opportunities.

SL is also expanding its use of eco-friendly alternative substances in collaboration with suppliers. It strictly complies with legal requirements and global environmental regulations to build a sustainable production system.

1) Design for Environment(DfE), design approach to minimize environmental impact through substance reduction

2024 Hazardous Chemical Training Overview

Date	Training Topic	Participants	No. of Attendees
2024. 06. 04	Training on Chemical Transport	Employees at Sungsan Plant	10
2024. 07. 17	Training on Chemical Usage	Employees at Daegu Plant	16
2024. 12. 18	Training on Chemical Registration and Evaluation	Employees at Jillyang Plant	11

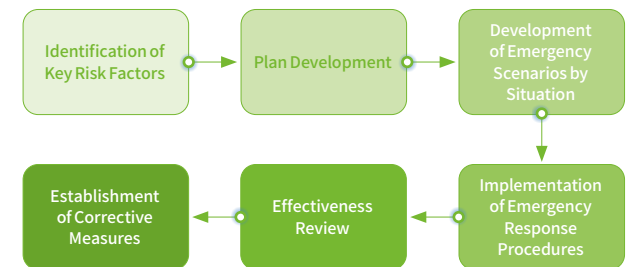
Training and Education on Hazardous Chemicals

SL Corporation not only operates a hazardous substance management system, but also clearly defines the roles and responsibilities of employees who handle hazardous chemicals by applying predefined scenarios from the management system manual. Based on these roles, SL provides regular safety training to ensure that employees are well-versed in handling procedures and emergency response methods, reinforcing accident prevention.

In addition to training for responsible managers, SL also provides annual safety education to all employees to raise awareness of the risks associated with hazardous chemical leaks and to ensure preparedness in responding to such incidents.

Furthermore, regular simulation drills are conducted by SL's emergency response process, enabling swift evacuation and response in the event of emergencies such as wastewater discharge or hazardous chemical spills. These comprehensive drills are planned based on the results of risk assessments and incorporate key risk factors. The process includes scenario planning, execution of emergency response procedures tailored to each situation, evaluation of drill effectiveness, and development of corrective action plans. SL continuously strengthens its emergency response capabilities through this systematic approach to ensure prompt and structured action when real incidents occur.

Emergency Response Process



Environmental Management *Risk Management*

Pollutants

Air Pollution Management

SL Corporation operates a structured air pollution management system to prevent and reduce the emission of air pollutants. To this end, SL has introduced a real-time emission tracking system that continuously monitors and analyzes major pollutants, including dust, particulate matter (PM), volatile organic compounds (VOC), sulfur dioxide (SO₂), and nitrogen oxides (NO_x). SL strictly complies with applicable environmental regulations and actively pursues ongoing improvements.

Among SL's six domestic business sites, five are classified as Type 51 and one as Type 3 under Korea's emission source classification system. Although SL does not emit hazardous air pollutants, it applies various technologies, such as dust collection and exhaust systems, water spraying systems, and high-efficiency filtration devices, to minimize environmental impact as much as possible.

SL also operates advanced reduction equipment, including scrubbers, adsorption systems, and vapor recovery systems, to minimize the emission of VOCs, SO₂, NO_x, and heavy metals. In addition, air pollutant emissions are strictly monitored in real time through third-party test reports and SL's internal IoT-based monitoring system. To reduce other harmful environmental factors such as noise, odors, and vibrations, SL has installed soundproofing facilities and shielding walls, and maintains a scheduled maintenance program to prevent abnormal emissions. SL will continue to adopt eco-friendly technologies and enhance its air pollution control measures to build more sustainable business sites.

1) Classification of emission sources under Korean law (Type 1 to 5), with Type 5 being the lowest class in terms of emission volume.

Adoption of Eco-Friendly Company Vehicles

SL Corporation is promoting the adoption of eco-friendly company vehicles as part of its efforts to reduce greenhouse gas emissions and implement sustainable environmental management. SL is gradually replacing internal combustion engine vehicles with low-carbon alternatives such as electric vehicles (EVs), effectively reducing carbon emissions associated with business travel.

2024 Eco-Friendly Company Vehicles Overview (Unit: vehicles)

Category	Quantity
Electric Vehicle (EV)	1 ¹

1) Vehicle owned by SL Mirrortech

Workplace Noise Management

Noise Monitoring and Mitigation

SL Corporation operates a systematic noise management system to control workplace noise and improve the working environment effectively. SL has adopted a noise level monitoring system that measures and analyzes sound levels in real time at primary noise sources, ensuring compliance with legal requirements through continuous oversight.

To reduce noise emissions, SL implements various mitigation measures such as installing soundproof walls, enhancing soundproofing facilities, and adopting low-noise operational systems. In particular, SL establishes regular maintenance schedules for equipment with high potential for noise generation to prevent abnormal noise increases proactively. These efforts help maintain operational efficiency while improving the working environment. As we advance, SL will continue to adopt advanced noise reduction technologies and strengthen its monitoring and maintenance practices to minimize the environmental impact of noise.



Environmental Management *Risk Management*

Biodiversity Conservation

Protection of Natural Capital and Prevention of Deforestation

Although natural capital is a critical foundation for individuals' and businesses' economic and social activities, it is increasingly being degraded due to industrialization and urban development, which have accelerated deforestation and ecosystem destruction. As a result, corporate management that considers sustainable sourcing, responsible land use, and ecosystem restoration is becoming increasingly important. In addition, international regulations and forest protection standards are being strengthened. For example, the European Union (EU) has introduced the EUDR¹, requiring companies to avoid using raw materials (such as timber, soybeans, palm oil, and rubber) that contribute to deforestation or unauthorized land clearing within their supply chains. Companies must prevent deforestation through responsible supply chain management, utilize renewable resources, and reduce waste to protect natural capital. These efforts contribute to climate resilience, environmental and social value creation, and long-term enhancement of corporate sustainability. In line with this, SL is committed to business operations that respect biodiversity. SL does not currently build or operate new facilities in or near areas designated for biodiversity conservation, and has no mid- to long-term plans to do so. SL also recognizes the critical role of water use and wastewater management in biodiversity preservation. All wastewater generated at business sites is safely treated through outsourced wastewater treatment facilities. SL will continue to monitor the ecological impacts of its operations and strengthen efforts to conserve biodiversity.

1) EU Deforestation Regulation(EUDR)

Identification of Biodiversity Risks

SL Corporation strictly complies with country-specific environmental laws and regulations to assess and predict potential ecological impacts that may arise during its business site establishment, expansion, or operation. Each facility promotes a range of activities aimed at protecting biodiversity and habitats. To enhance the effectiveness of these efforts, SL strengthens collaboration with government agencies, related organizations, non-profits, and specialized institutions. While SL does not currently conduct separate biodiversity impact assessments, it is reviewing the gradual adoption of such assessments in order to better manage environmental risks associated with its operations in the future.



Development of Wildlife Protection Products

SL Corporation is conducting an industry-academic collaboration project with the Department of EcoScience at Ewha Womans University to explore technological solutions for biodiversity conservation and wildlife protection. Initiated in 2021, the project completed its first research phase in 2023 and entered its second phase in 2024. The current study focuses on observing the behavioral responses of wild water deer (*Hydropotes inermis*) to automotive lighting in a non-operational road area within the reclaimed lands of the Taean Peninsula. The objective is to develop effective technologies that can reduce wildlife roadkill. Based on this research, SL is working to create eco-friendly products that protect wildlife migration routes. In addition, SL is conducting parallel research to integrate ecological data into automotive component technologies by 2025.



Experiment to Reduce Wildlife Roadkill

Environmental Management Risk Management

Biodiversity Conservation

Environmental Cleanup at Ansim Wetland

SL Corporation carried out an environmental cleanup activity at Ansim Wetland in October 2024 in collaboration with the Daegu branch of the Korea Federation for Environmental Movements, raising awareness on the importance of wetland conservation and biodiversity. Ansim Wetland is an ecologically significant area where migratory birds such as egrets and swans overwinter, and a wide variety of wildlife and aquatic plants inhabit. However, the area has seen increasing environmental pressure due to a growing number of visitors, leading to a buildup of litter and requiring active management and conservation efforts.

To support this, SL employees and their families collected discarded plastic, cans, vinyl, and other waste along the walking trails and waterfront areas of the wetland, contributing to improving the surrounding environment. SL will continue to expand its environmental social contribution activities to preserve natural ecosystems and protect biodiversity.



Environmental Cleanup at Ansim Wetland

Observation of Whooper Swans at the Kumho River

SL Corporation conducted a whooper swan observation activity at the Kumho River in December 2024 as part of its environmental efforts to promote biodiversity protection and nature conservation. The whooper swan is a migratory bird designated as a Natural Monument and a Class II Endangered Species in Korea, and the Kumho River is one of its major wintering habitats.

SL organized an ecological exploration program to raise awareness of the need to protect the swans and their habitat. Employees and their families participated in the event, using telescopes to observe the swans' flight and foraging behavior while learning about the importance of wetland ecosystems and bird conservation.



Observation of Whooper Swans at the Kumho River

SL Michigan's Participation in Detroit Urban Greening Project

SL Corporation is expanding its global environmental social contribution initiatives to protect biodiversity and conserve natural capital. As part of these efforts, SL Michigan participated in an urban greening project in Detroit, USA. Due to industrialization and urbanization, Detroit has experienced significant reductions in green space and increased ecological fragmentation. In recent years, efforts to restore the city's environment have gained momentum.

In alignment with these efforts, SL Michigan is collaborating with the local community to expand green spaces and support ecological restoration. Through this project, SL Michigan has contributed to developing public green areas and restoring urban forests, thereby supporting local biodiversity recovery and climate change mitigation. SL will continue to expand environmental programs across its global sites to protect natural capital and enhance biodiversity.

SL Alabama's Urban Cleanup Activities

SL Corporation is strengthening environmental protection activities in cooperation with local communities across its global business sites. As part of this effort, SL Alabama has conducted urban cleanup initiatives focused on local parks. This activity aims to provide clean and pleasant recreational spaces for all citizens, helping them reduce everyday stress and maintain a healthy lifestyle.



SL Alabama Park Cleanup Activity

SOCIAL

As a global automotive parts company, SL Corporation places the highest priority on safety in practicing sustainable management. We are committed to creating safe workplaces and protecting our employees.



046 Safety & Health

054 Human Rights Management

058 Talent Management

065 Supply Chain Management

076 Quality Management & Customer Satisfaction

086 Social Contribution



Safety & Health Governance

Roles and Responsibilities

Roles of the Board of Directors

SL Corporation reports its safety and health goals, promotion plans, and major management activities to the Board of Directors. The Board reviews the goals and strategies related to safety and health, monitors the implementation status, and provides recommendations for improvements. It also reviews matters such as budget allocation and facility status, including the expansion of equipment and investments necessary for enhancement.

Roles of the Chief Safety & Environment Officer (CSEO)

The Chief Safety & Environment Officer (CSEO) of SL Corporation oversees the establishment, inspection, and management of safety and health policies. The CSEO reviews and manages risk factors identified through safety inspections and risk assessments, along with the corresponding improvement plans. To proactively prevent safety accidents and achieve zero-accident workplaces through company-wide monitoring, the CSEO holds a monthly safety and health operation meeting to share and discuss safety and health-related matters across all business sites.

Roles of Operational Departments

SL Corporation operates a field-centered safety and health task force comprising safety managers, healthcare managers, and management supervisors who can be immediately deployed on-site to implement systematic safety and health management. Through hazard investigations, hazardous material management, and safety and health inspections, SL proactively identifies and eliminates potential risks of accidents. Additionally, SL conducts worker-participatory risk assessments to identify harmful and risk factors, and establishes and implements corresponding improvement plans.

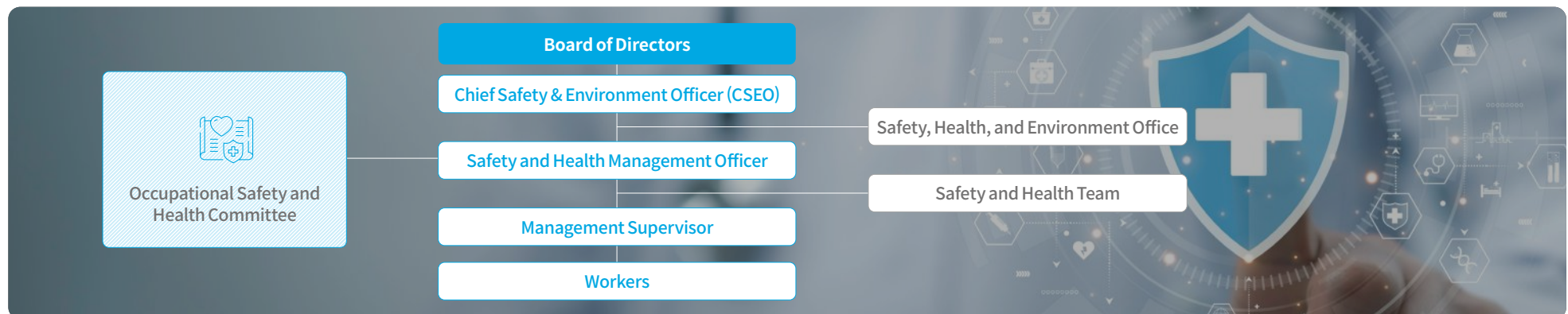
Occupational Safety and Health Committee

SL Corporation operates an Occupational Safety and Health Committee to deliberate matters related to industrial accident prevention and worker health management, and to foster a safe and pleasant working environment. The committee is composed of the Safety and Health Management Officer, the Safety Manager, and the Healthcare Manager. It includes an equal number of worker representatives designated by the employee representative and employer representatives appointed by the safety and health officer to ensure an adequate reflection of worker perspectives. The committee deliberates and decides on aspects of workplace safety and health management, including the establishment and improvement of industrial accident prevention plans and safety and health regulations, safety and health education, health examinations, and work environment measurements.

Safety and Health Working-Level Meeting

To enhance its safety and health management system, SL has operated a monthly "Safety and Health Worker Communication Meeting" since 2023, attended by safety and health managers across all business sites. During these meetings, participants discuss the establishment and revision of the safety and health management process, share related issues, formulate improvement plans, and review the current safety and health management status of each workplace. Based on these discussions, SL continues to implement ongoing safety improvement initiatives.

Safety and Health Governance



Safety & Health Strategy

Establishing the Foundation for Safety and Health

Safety and Health Management Policy

SL Corporation has established its Environment, Safety, and Health Management Policy based on its core safety and health value: "Safety-First is People-First." This policy reflects SL's commitment to continuous advancement and fulfillment of its social responsibilities. Under this framework, SL is actively promoting practical and concrete safety and health initiatives, including the establishment of a communication-based environmental safety and health management system, the setting and performance management of safety and health goals, the minimization of safety risks, and fostering a safety culture.

Key Elements of the Safety and Health Management Policy



Mid to Long-Term Strategy for Safety and Health Management

SL Corporation has established the "Safety and Health Roadmap 2030" and is setting mid- to long-term goals and strategies to promote safety and health management. To create safe workplaces, SL has set quantitative targets, including a "Zero Industrial Accident Rate," a "Zero Fatality Rate," and maintaining the LTIFR¹ at or below 0.09. SL establishes and implements strategies and action plans to achieve each target. The company will continue its efforts to ensure that all employees can perform at their best in a safe environment.

1) Lost Time Injury Frequency Rate(LTIFR)

Safety and Health Roadmap 2030

SL Safety and Health Roadmap 2030

Vision	Safety-First is People-First!																																							
Target	Zero Industrial Accident Rate		Zero Fatality Rate		LTIFR ≤ 0.09																																			
Strategy	Creating a Safe and Healthy Workplace with Participation from All																																							
Execution	Strengthening safety and health management centered on management supervisors		Thorough inspection activities for achieving zero safety accidents		Thorough inspection activities for achieving zero safety accidents																																			
Execution	<ul style="list-style-type: none"> - Operation of a three-step implementation system for safety and health centered on management supervisors - Safety and health FMEA activities 		<ul style="list-style-type: none"> - Inspection of compliance for high-risk work management - Intensive inspection activities for preventing the three major types of accidents 		<ul style="list-style-type: none"> - Expansion of full-member participation culture - Improvement in the safety culture level 																																			
Execution	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th rowspan="2">Category</th> <th colspan="4">Actual</th> <th colspan="2">Target</th> </tr> <tr> <th>2024</th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2025</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Industrial Accident Rate</td> <td>0.09</td> <td>0.11</td> <td>0.04</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Fatality Rate</td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>LTIFR</td> <td>0.19</td> <td>0.15</td> <td>0.18</td> <td>0.15</td> <td>0.13</td> <td>0.08</td> </tr> </tbody> </table>						Category	Actual				Target		2024	2023	2022	2021	2025	2030	Industrial Accident Rate	0.09	0.11	0.04	0	0	0	Fatality Rate		0	0	0	0	0	LTIFR	0.19	0.15	0.18	0.15	0.13	0.08
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Safety & Health Strategy

Establishing the Foundation for Safety and Health

Establishment and Certification of the Safety and Health Management System

SL Corporation has established a safety and health management system that encompasses the development of safety and health risk management plans, based on its Safety and Health Management Policy, as well as budget allocation and competency enhancement for implementation. This system also includes the identification and control of risks, as well as the monitoring of performance and implementation of corrective actions. The effectiveness of SL's safety and health management system has been recognized through the acquisition of ISO 45001, the international standard for safety and health management systems, at 11 domestic business sites and 10 overseas business sites.

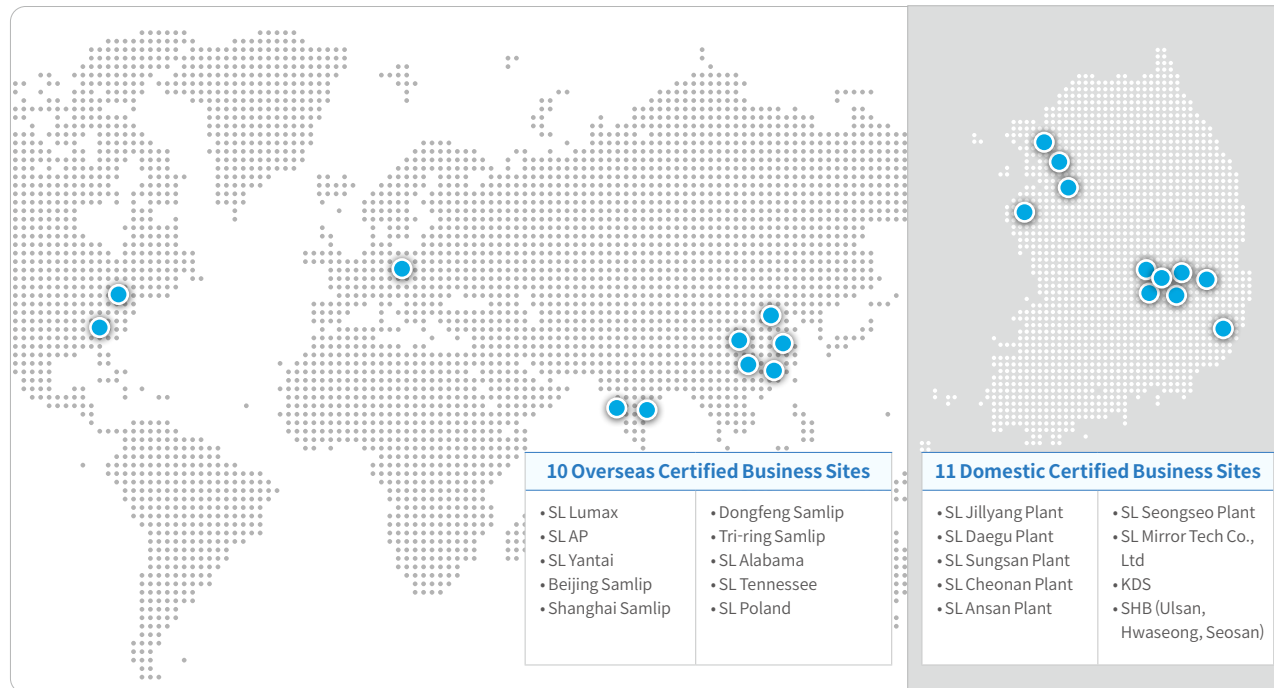
Internal Auditor Training for the Safety and Health Management System

SL Corporation conducted internal auditor training to ensure the continuous monitoring and enhancement of its safety and health management system by the international standard ISO 45001. The training was designed to enable participants to perform audits throughout the entire process—from audit planning to execution and follow-up actions—based on ISO 45001 requirements as well as client-specific safety and health requirements and relevant laws. As a result, a total of 63 internal auditors were trained.

Declaration Ceremony for the Prevention of Serious Accidents

In 2024, SL Corporation held a declaration ceremony to prevent serious accidents at each of its business sites. The event was organized to promote the prevention of serious accidents and raise safety awareness. The ceremony was attended by safety and health management officers, team leaders, management supervisors (unit or line leaders), safety managers, and healthcare managers from each site.

Business Sites Certified under ISO 45001



Declaration Ceremony for the Prevention of Serious Accidents

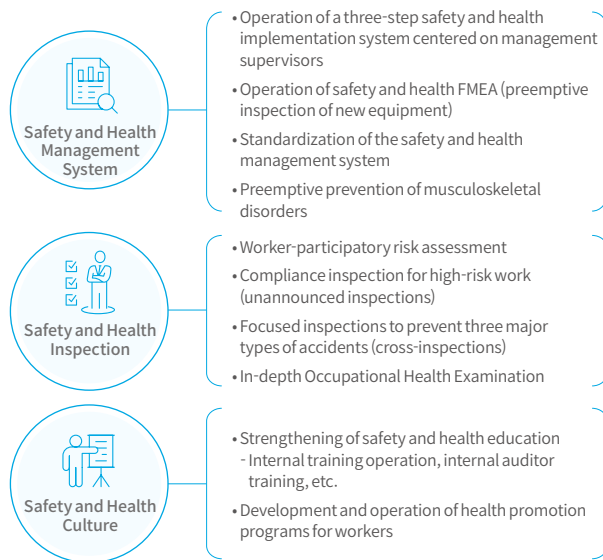
Safety & Health Strategy

Key Focus Areas in Safety and Health

Three Core Focus Areas of Safety and Health

SL Corporation has identified three core management areas to ensure systematic advancement of its safety and health management. Based on these areas, SL is working to enhance the overall level of safety and health management.

Three Core Focus Areas of Safety and Health



Creating a Zero-Accident Workplace in 2024

Since 2022, SL has designated “Creating a Zero-Accident Workplace” as a core element of its safety and health promotion strategy to enhance safety culture awareness and achieve a 0% industrial accident rate. SL establishes annual goals based on key focus areas, such as advancing the safety and health management system, reinforcing safety inspections, and expanding safety culture. It monitors performance to set the following year’s targets, ensuring systematic and continuous safety and health management. In 2024, SL established a three-step safety and health implementation system centered on management supervisors and formulated a safety FMEA plan for new equipment, which will be implemented from 2025. Additionally, SL developed a visitor safety management system and conducted risk assessments and improvement activities for high-risk tasks, focusing on the prevention of three major types of accidents.

Implementation of Safety and Health Training

SL Corporation provides safety and health training to all employees to enhance safety awareness and prevent accidents. The company offers tailored training to enable not only safety and health managers but also production and office workers to prevent industrial accidents and manage the work environment safely. 1) In particular, in 2024, on-the-job training (OJT) was conducted for new safety and health managers and office employees. Additionally, safety and health seminars were conducted for partner company representatives and staff to enhance their safety and health management capabilities.

1) Production workers: Offline group training / Office workers: Online training



2024 Safety and Health Theoretical Training



2024 Safety and Health Practical Training

2024 Safety and Health Training

Training Topics	Completion Rate
<ul style="list-style-type: none"> • Industrial safety and accident prevention • Industrial health and occupational disease prevention • Risk assessment • Occupational Safety and Health Act • Industrial accident compensation insurance system • Prevention and management of job stress • Prevention and Management of Health Disorders (e.g., Workplace Bullying, Verbal Abuse from Customers) • Hazards of machines and equipment, work procedures, and movement flow • Pre-work inspections • Tidiness and cleaning • Emergency response in the event of an accident • Safety Data Sheets • Health promotion and disease prevention • Management of hazardous work environments 	100%

Safety & Health Risk Management

Establishing the Foundation for Safety and Health Risk Management

Safety and Health Process

SL Corporation operates safety and health processes, regulations, and guidelines across all business sites to ensure systematic management. The company establishes safety procedures and guidelines to be followed regarding work environment management and the use of equipment and machinery. It continuously revises and manages these guidelines in response to changes in the work environment, production processes, and equipment.

For example, according to the personal protective equipment management guidelines, workers are provided with appropriate personal protective equipment based on their working conditions. Strict management is also conducted under the chemical substance management guidelines to ensure that workers are not exposed to hazardous materials and do not suffer health damage.

SL's safety and health regulations and guidelines apply not only to its employees but also to the workers of subcontractors working within SL facilities. A safety and health council for subcontractors is held monthly to monitor the current status of safety and health management and to discuss major safety and health issues, thereby contributing to the improvement of on-site work environments and accident prevention.

Establishment of Standards for Irregular Safety Work

In 2023, SL Corporation established standards for irregular safety work and began applying them to on-site safety and health management. Irregular work refers to tasks such as maintenance, cleaning, repair, and replacement that are conducted. At the same time, machinery and equipment are stopped due to various causes, rather than work that is performed regularly and repeatedly by designated workers according to standard work procedures. SL's standards for irregular safety work are designed to prevent accidents even in non-standardized work situations. They define the scope of irregular work and present safe work procedures and criteria for the use of protective equipment to eliminate potential risk factors.

Publication of Safety and Health Improvement Casebook

SL Corporation publishes a safety and health improvement casebook to prevent workplace accidents and avoid recurrence. The casebook contains 150 key improvement items and examples of common workplace accidents, encouraging all employees to engage in safety management.

Operation of Safety and Health Communication Channels

SL Corporation operates the "Do Together" system, which enables employees to report potential safety and health risks directly, thereby preventing accidents. To improve accessibility, QR codes are posted throughout workplaces—including on safety and health bulletin boards, in cafeterias, break rooms, and smoking areas. Additionally, rewards in the form of company-usable mileage points are provided to both reporters of risk factors and personnel who implement improvements, based on monthly tallies. As a result, a total of 750 reported risk factors were resolved in 2024.

Partner Environment, Safety, and Health Seminar

In June 2024, SL Corporation held an environment, safety, and health seminar for representatives and ESG practitioners from 62 partner companies nationwide. The seminar shared SL's ESG strategic goals and key initiatives, along with the company's direction for environment, safety, and health management. It also covered recent trends in the Serious Accident Punishment Act, the competencies that partner companies should develop for prevention, ESG operation strategies for partners, and related requests. Additionally, to help partner companies recognize and address the need to strengthen their safety and health management capabilities, the Daegu Regional Employment and Labor Office delivered a special lecture on the Serious Accident Punishment Act and the legal obligations for ensuring safety and health.

Win-Win Safety and Health Cooperation Program between Large and Small Enterprises

Since 2022, SL has participated in the Win-Win Safety and Health Cooperation Program, which aims to strengthen the safety and health management capabilities of its partner companies through collaboration with large and small enterprises. The company has provided personal protective equipment, summer heat protection items, and educational materials. In 2024, in particular, SL conducted safety and health consulting and training in collaboration with the Korea Industrial Safety Association. The consulting focused on helping partner companies independently identify and improve risk factors through topics such as 'building a self-regulatory prevention system centered on risk assessment', 'the three major accidents and eight major risk factors', 'chemical hazard risk assessments', and 'prevention of musculoskeletal disorders'.

Selected as Best Workplace for Supervisor-Led Safety and Health Management

SL Corporation was selected by the Daegu Regional Employment and Labor Office as the 'Best Workplace for Supervisor-Led Safety and Health Management' for the first half of 2024. This recognition is awarded to workplaces where a culture of safety and health management led by supervisors is firmly established. SL was recognized for its excellence in ensuring that on-site supervisors identify hazardous and risk factors associated with work, and that operations proceed only after the necessary measures have been completed, through continuous monitoring and management.



Best Workplace for Supervisor-Led Safety and Health Management

Safety & Health Risk Management

Safety and Health Risk Management Activities

Implementation of Risk Assessment

SL Corporation conducts an annual risk assessment to identify potential hazards within the work area in advance and takes proactive measures to prevent industrial accidents. The company enhances the effectiveness of the evaluation through preliminary surveys, risk assessment training, and listening surveys conducted during on-site inspections. In particular, to effectively gather and reflect the voices of field workers who are directly exposed to high safety risks, SL ensures their participation throughout the entire evaluation process.

After the assessment, the safety and health manager develops and reviews an improvement plan for the identified risk factors and reports it to the safety and health management officer. The Chief Safety & Environment Officer (CSEO) reviews the results of the risk assessment and grants final approval for securing and allocating the necessary budget, as well as for other management support activities related to the implementation of the improvement plan.

Risk Assessment Results

As a result of the 2024 risk assessment conducted across all business sites, a total of 654 risk factors were identified, and improvement measures were implemented. SL is striving to enhance the effectiveness of these improvements through the leadership of on-site management supervisors. SL will continue to thoroughly identify and improve risk factors in the workplace to ensure that employees can work in a safe environment.



Workplace Safety and Health Inspections

Workplace Safety and Health Inspections

In addition to risk assessments, SL Corporation strengthens workplace safety and health management through unannounced inspections by the MDT (Multi-Disciplinary Team) and cross-visit checks between business sites. To identify and eliminate potential risk factors and verify compliance with the Occupational Safety and Health Act, an unannounced inspection is conducted annually under the supervision of the safety and health organization. In 2024, the inspection focused on evaluating the level of high-risk work management, resulting in the identification of 81 risk factors, all of which were addressed through improvement measures.

SL also conducts an annual cross-visit inspection among business sites to assess whether measures to prevent the recurrence of accidents have been established and to evaluate their effectiveness. Safety managers, health care managers, and members of the safety and health organization visit other business sites to inspect them from a third-party perspective and share improvement cases. These efforts aim to raise the overall level of safety and health management across all sites. In 2024, a total of 818 risk factors were identified and improved as part of efforts to prevent the five major hazardous elements and the three major accident types (entrapment, falls, and collisions).

Risk Assessment Process



*TBM(Tool Box Meeting): A meeting held before starting a task

2024 Safety and Health Risk Management Results

(as of December 31, 2024)

Category	Risk Factors (cases)	Improvement Rate (%)
Risk Assessment	654	100
MDT Unannounced Inspection	81	100
Cross-Visit Check	818	100
Occupational Health Diagnosis	63	100
Total	1,616	100

Safety & Health Risk Management

Safety and Health Risk Management Activities

Accident and Incident Response Procedures

SL Corporation operates safety accident and incident response procedures tailored to various situations, enabling a prompt response to all accidents and incidents that occur not only within the company but also at partners with which SL has business relationships, including outsourcing, procurement, and contractors. By clearly specifying the departments involved and their respective roles, SL ensures immediate response to minimize damage and strives to prevent recurrence by accurately identifying the root causes of incidents. In addition, SL guarantees employees the right to work safely by ensuring the right to stop work when necessary.

Emergency Response Training

SL Corporation establishes annual response scenarios and training plans for major industrial accidents, and conducts both preliminary education and on-site training. Improvement measures are developed for any issues identified during the training and education process, and response actions are tailored to the specific characteristics of each SL business site. In 2024, a total of 50 emergency response training sessions were conducted, with 27 sessions in the first half and 23 in the second half of the year. Additionally, fire drills were conducted to raise employees' safety awareness and strengthen their emergency response capabilities in the event of a fire. The drills simulated a workplace fire and included initial response, fire suppression, employee evacuation, cooperation with relevant agencies, and recovery measures. The effectiveness and functionality of the emergency response process were reviewed. After the drills, employees also received fire extinguisher training and hands-on practice to reinforce the importance of initial fire response and ensure they can apply it in real situations.

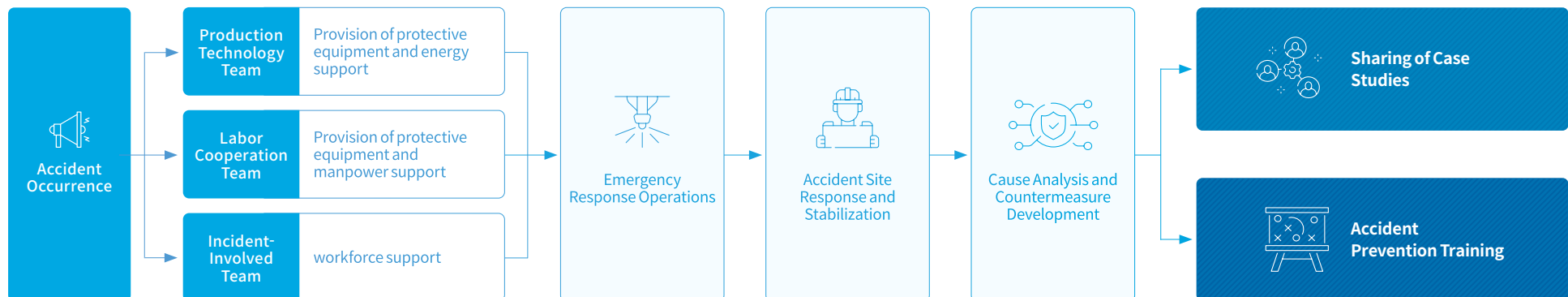
Hearing Conservation Program

SL Corporation implements a hearing conservation program when noise levels exceed the standard are identified during workplace environment measurements or when cases of noise-induced hearing loss are detected through special health checkups. SL prioritizes engineering controls to reduce noise at the source. If that is not feasible, administrative measures such as reducing noise exposure time or introducing shift work are implemented to protect employees. Additionally, SL provides workers with hearing protection equipment tailored to the characteristics of their tasks and ensures proper use through training on noise hazards. The effectiveness of the hearing conservation program is assessed and managed twice a year by the health care manager, and appropriate improvement actions are taken based on the results.

Safety Inspection of Hazardous Machinery and Equipment

SL Corporation conducts safety inspections of workplace machinery and equipment by its internal guidelines for inspecting hazardous machinery and equipment. In compliance with the Occupational Safety and Health Act, safety inspections are conducted every two years on cranes, lifts, pressure vessels, and similar equipment. For machinery and equipment with higher risk potential, voluntary safety inspections are conducted at least once a year. In 2024, all hazardous machinery and equipment were operated under valid inspection certifications, having passed all safety inspections.

Emergency Response Process



Safety & Health Risk Management

Safety and Health Risk Management Activities

Safety and Health Workshop

SL Corporation holds a safety and health workshop twice a year to ensure the effective operation of its safety and health management system. In the first half of 2024, the company implemented improvement measures based on operational performance and undertook activities to enhance its management and operational capabilities. In the second half, the company reviewed its performance for the year, identified key takeaways, and formulated its 2025 safety and health strategy, along with key work plans. The workshop also included an award ceremony recognizing outstanding safety and health performance at production sites.



2024 Safety and Health Workshop

SL Alabama Selected as a Safety Supplier

In 2024, SL Alabama was selected as a safety supplier by Hyundai Motor Company and Kia Corporation in recognition of its outstanding safety and health management practices. The evaluation involved interviews with randomly selected part-time employees and a comprehensive review of compliance with the Lockout Tagout (LOTO) standard for hazardous energy control, the Powered Industrial Truck (PIT) standard, and the completion status of safety training for temporary workers.



SL Alabama Safety Supplier Recognition Ceremony

Employee Health Management

Implementation of Employee Health Checkups

SL Corporation conducts annual health checkups for all employees to prevent disease and promote overall health. Employees may receive examinations either by visiting medical institutions or through on-site mobile services. In addition to general health checkups, special examinations and occasional assessments for harmful factors are also carried out. Employees diagnosed as high-risk or with findings requiring attention are continuously monitored through regular consultations and follow-up examinations.

Survey on Musculoskeletal Risk Factors

SL Corporation conducts surveys on musculoskeletal risk factors for employees, taking into account the nature of the parts manufacturing industry, which involves physically demanding tasks. The company assesses working conditions and measures the work environment to identify related risks and establish improvement plans. The healthcare manager prepares a report on the results of the risk factor survey and the implementation status of improvement measures, which is then reviewed and approved by the Safety and Health Management Officer. The results are shared through the Occupational Safety and Health Committee and posted on the safety and health bulletin board, allowing all employees to access the information.



Employee Health Management

SL Corporation provides all employees with access to a healing service that offers online and offline counseling sessions with external psychological professionals to address stress arising from work and daily life. The company fully covers the cost of counseling, and each employee is eligible for up to eight sessions per year, with additional sessions available upon request. To prevent musculoskeletal disorders and promote physical fitness, SL has created stretching rooms and operates various health promotion programs, including job stress prevention activities, InBody challenges, and smoking cessation clinics. These efforts are designed to foster a culture of voluntary health management within the company. In particular, during the summer season, SL pays special attention to departments vulnerable to heat-related illnesses, such as the materials team, maintenance team, and security office, by distributing heat prevention supplies, beverages, and oral rehydration salts.

2024 Operation Status of Health Promotion Programs

(Unit: persons)

Category	Number of Participants
Healing Service	160
Smoking Cessation Clinic	162
InBody Challenge	425
Health Stairs Campaign	200
Cardiovascular Disease Prevention Program	96
Job Stress Prevention Program	169
Total	1,212

Human Rights Management Governance

Roles and Responsibilities

Roles of the Human Resources Committee

The Human Resources Committee of SL Corporation receives reports on potential or likely human rights risks across the entire value chain in order to ensure the protection of the human rights of all stakeholders. In cases where a matter may have a significant impact on business operations or on the rights and interests of stakeholders—including employees, customers, and suppliers—the Committee deliberates and approves the appropriate response directions and improvement measures, taking into account the severity and scope of the issue.

Roles of Operational Departments

The operational departments responsible for human rights management at SL Corporation plan and implement activities to strengthen human rights management and manage related risks. To enhance the human rights management framework and foster a culture of respect for human rights, the departments conduct human rights training and operate a grievance reporting system. They also carry out Human Rights Impact Assessments to identify human rights risks affecting various stakeholders related to business operations and implement improvement measures accordingly. Through continuous monitoring, key issues are reported to the Personnel Committee, and appropriate actions are taken in accordance with relevant procedures.

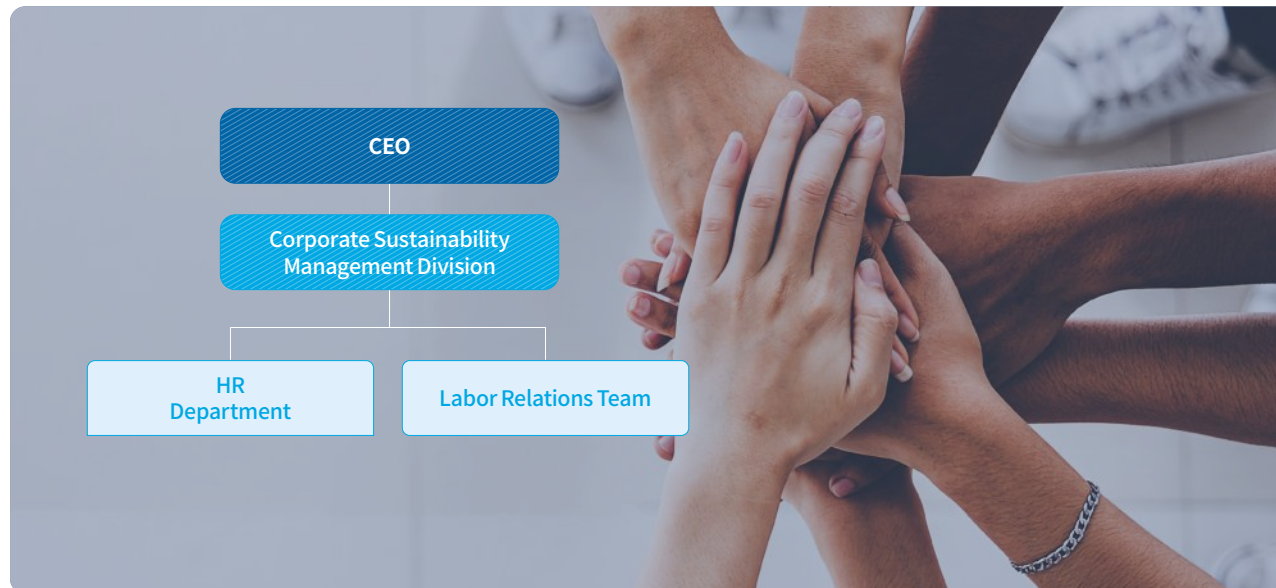
Establishing the Foundation for Human Rights Management

Human Rights Management Policy

SL Corporation prioritizes human dignity and value in all of its business activities and upholds respect for human rights as a core operating principle. In 2020, the company enacted the Human Rights Management Charter, which reflects international human rights standards and serves as a guideline for the behavior and value judgments that all employees must adhere to. Since then, the charter has been continuously enhanced through periodic revisions. It is based on the UN Guiding Principles on Business and Human Rights (UNGPs) and the 10 Principles of the United Nations Global Compact (UNGC), and reflects SL Corporation's commitment to its "People-First Policy".

The charter clearly outlines practical commitments such as prohibiting discrimination based on gender, race, religion, or disability; respecting diversity; preventing employment discrimination and workplace harassment; and prohibiting child labor and forced labor. In particular, due to the severity of human rights violations involving child labor, SL has separately established a Child Labor Prohibition Policy, which strictly bans child labor at all domestic and overseas business sites. For young workers, the company provides appropriate protection measures and grievance procedures to ensure safe working conditions. The scope of application of the Human Rights Management Charter extends beyond employees to include suppliers and local communities, and SL continues to strengthen its human rights management system to promote a company-wide culture of respect for human rights.

Human Rights Management Governance



- [SL Human Rights Management Charter >](#)
- [SL Child Labor Prohibition Policy >](#)

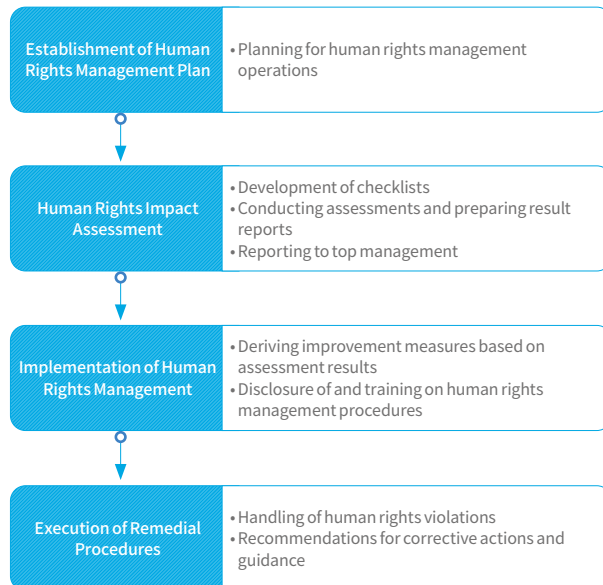
Human Rights Management Strategy

Internalizing Human Rights Management

Human Rights Management Process

Since supplementing internal human rights-related regulations and guidelines through the 2020 Compliance Project, SL Corporation has established and continuously improved its human rights management policies and governance, thereby systematically managing its human rights management framework. To protect the human rights of all stakeholders, including employees, SL Corporation conducts an annual Human Rights Impact Assessment and operates procedures to identify and mitigate potential risks based on the results. In addition, SL has stipulated procedures for addressing human rights violations within its internal policies to ensure prompt responses to each case. The entire process—including both prevention and post-response measures—is continuously monitored to ensure swift and effective handling of human rights issues.

Human Rights Management Process



Human Rights Training

SL Corporation provides human rights training to promote understanding and internalization of the Human Rights Management Charter and to foster a culture of respect for human rights. The training has been included in the onboarding programs and provided to both new and experienced employees since 2024. In 2025, SL provides education through its ESG School curriculum, enabling employees to understand the importance of human rights management and fulfill their responsibilities to respect others' rights and exercise their own rights in the workplace. The program covers fundamental human rights concepts, the importance of managing human rights risks—such as discrimination, harassment, child labor, and forced labor—in business operations, understanding of SL's Human Rights Management Charter, real-life examples of human rights violations, and procedures for grievance handling.

Human Rights Training Overview

Category	Participants (People)	Training Hours (Hours)
Workplace Sexual Harassment Prevention Training	4,476	1
Disability Awareness Training	4,535	1
Workplace Bullying Prevention Training	4,442	1
Onboarding Training – Corporate Human Rights Management	255	1
ESG School – Corporate Human Rights Management	84 ¹	1

Number of ESG School trainees (1st-3rd sessions in 2025)

Lead Forward Women's Conference

Female employees of SL Alabama in the United States participated in the Lead Forward Women's Conference and Business Expo held in celebration of International Women's Month. The event provided an opportunity to engage in discussions on women's leadership, adaptability, and career development. SL actively supports female members in demonstrating their expertise across diverse fields and continuing their professional growth.

Event for Disabled Persons Day

SL Corporation is committed to fostering an inclusive environment where persons with and without disabilities can work together without discrimination. In celebration of Disabled Persons Day in April, the company hosted an event at its in-house café where employees and baristas with disabilities participated together. During the event, participants shared their dreams and daily lives while exchanging handmade yarn keyrings and beverages prepared by employees with disabilities. SL will continue its efforts to build a corporate culture that embodies the values of diversity and inclusion.

Support for Religious Autonomy

SL Corporation strives to create a work environment that respects the religious cultures and beliefs of local employees. In January 2024, SL established a Hindu Ganesha temple at its AP plant in India to accommodate religious practices and support the spiritual well-being of its employees. SL plans to continue fostering a culturally diverse workplace by understanding and respecting local religious traditions.



Participation in the Lead Forward Women's Conference



SL AP Ganesha Temple

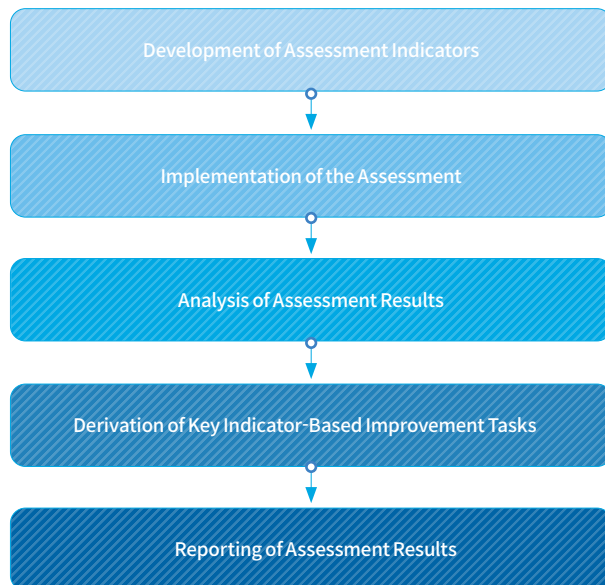
Human Rights Management *Risk Management*

Human Rights Impact Assessment

Implementation of the Human Rights Impact Assessment

SL Corporation conducts a Human Rights Impact Assessment annually to identify, prevent, and respond to various human rights risks that may arise in the course of business operations. The survey targets employees of both domestic and major overseas subsidiaries, collecting feedback on key human rights indicators and incorporating diverse opinions, including grievances and requests. The results include analysis of the management level compared to the previous year, and the identified improvement tasks are implemented and monitored in collaboration with relevant departments. The findings of the assessment are also regularly reported to the CEO, reinforcing the effectiveness and accountability of SL's human rights management.

Human Rights Impact Assessment Process



Scope and Indicators of the Human Rights Impact Assessment

SL Corporation expanded the scope of its Human Rights Impact Assessment in 2024 to include all domestic business sites, including headquarters, as well as major overseas subsidiaries¹. To evaluate the structure and implementation level of SL's human rights management system, the company developed assessment indicators comprising 47 questions across seven categories. These indicators were designed based on international frameworks such as the OECD Guidelines, the EU and German Supply Chain Due Diligence Acts, the ILO Core Conventions, the National Human Rights Commission of Korea Guidelines, and the K-ESG Guidelines. In particular, the category of "Responsible Supply Chain Management" is used to assess the company's management practices toward its suppliers. The survey allows respondents to select from the following options to gauge both actual implementation and awareness of each item: "Yes (Implemented)," "No (Not Implemented)," "Needs Improvement (Implemented but requires improvement)," and "No Information (Not aware of the item)."

¹SL Lumax, SL AP, SL Poland, SL Brasil

2024 Human Rights Impact Assessment Indicators

Category	Number of Items
Establishment of Human Rights Management System	13
Prohibition of Forced Labor	8
Prohibition of Child Labor	3
Non-Discrimination in Employment	4
Industrial Safety and Health	11
Responsible Supply Chain Management	4
Guarantee of Environmental Rights	4
Total	47

Analysis of Human Rights Impact Assessment Results

According to the results of the 2024 Human Rights Impact Assessment, the average positive response rate¹ across seven human rights categories was 81%, with country-specific rates recorded at 82% in Korea, 79% in India, 88% in Poland, and 91% in Brasil. High levels of performance were observed in the areas of Prohibition of Child Labor, Non-Discrimination in Employment, and Industrial Safety and Health. On the other hand, the lowest scores were reported in the categories of Establishment of Human Rights Management System and Responsible Supply Chain Management. Among respondents who gave negative responses, the majority selected "No Information," indicating a lack of awareness. In response, SL is considering sharing comprehensive human rights-related information with employees through documentation, internal notices, and other communication channels. The company also plans to develop a range of activities aimed at embedding human rights management more effectively.

¹ Proportion of responses corresponding to the highest score—"Yes (Implemented)"—on a four-point scale

2024 Human Rights Impact Assessment Indicators¹

Category	Average	Korea	India	Poland	Brasil
Establishment of Human Rights Management System	76	69	71	79	84
Prohibition of Forced Labor	87	82	75	95	96
Prohibition of Child Labor	96	94	91	100	99
Non-Discrimination in Employment	89	87	81	89	99
Industrial Safety and Health	91	87	87	91	99
Responsible Supply Chain Management	71	73	71	70	70
Guarantee of Environmental Rights	85	83	78	90	90
Total	85	82	79	88	91

¹ Percentage of responses corresponding to the highest score, "Yes (Implemented)," on a four-point scale

Human Rights Management *Risk Management*

Human Rights Impact Assessment

Improvement Measures for Human Rights Risks

SL Corporation identifies actual and potential human rights risks through its Human Rights Impact Assessment and establishes improvement tasks in cooperation with relevant departments based on root cause analysis by category, in order to prevent and respond to the occurrence of such risks. For overseas subsidiaries, the assessment results are shared with the department in charge of each entity, and local departments take the lead in determining the direction for improvements. In 2025, SL plans to enhance the internalization of human rights management by expanding information sharing on the Human Rights Management Charter and grievance handling systems, as well as by strengthening human rights training. Additionally, SL will continue to build the capacity of personnel in related departments such as HR and safety to respond to human rights risks, and will conduct ongoing monitoring across the supply chain to prevent blind spots in human rights protection.

Human Rights Risk Improvement Measures

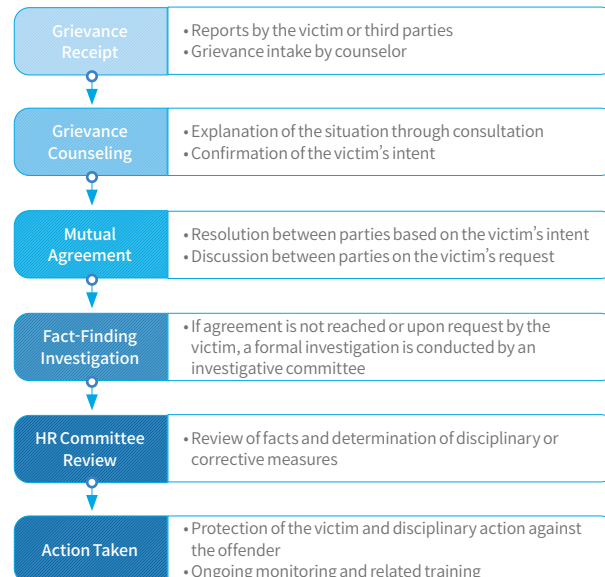
Category	Key Improvement Measures
Establishment of Human Rights Management System	Disclosure of the Human Rights Management Charter and enhancement of human rights training
Prohibition of Forced Labor	Strengthened information sharing on employment contracts and HR system
Prohibition of Child Labor	Enhanced procedures for verifying legal identity during the hiring process
Non-Discrimination in Employment	Increased transparency in evaluation, compensation, and benefits systems
Industrial Safety and Health	Strengthened information sharing on industrial accident response procedures
Responsible Supply Chain Management	Guidance on supplier human rights risk assessments and improvement measures
Guarantee of Environmental Rights	Enhanced information sharing on environmental accident response systems

Operation of Grievance Handling Channels

Grievance Handling Process

SL Corporation operates a variety of grievance handling channels for stakeholders, aiming to uphold the principle of respect for human rights and to ensure prompt redress for affected individuals. To ensure accessibility for all stakeholders, including employees, SL maintains an online grievance reporting system called “Shinmungo,” and provides an anonymous hotline operated primarily by the Culture Team, Labor Relations Team, and Audit Office. All grievances submitted through these channels are handled promptly and fairly in accordance with standardized procedures, regardless of the severity or type of the issue. In cases related to workplace bullying, SL follows the internal Regulation on the Prevention and Response to Workplace Harassment. The company is committed to strengthening the effectiveness of human rights management by identifying and resolving employee discomfort and potential human rights violations at an early stage.

Grievance Handling Procedure



Protection of Whistleblowers and Victims

SL Corporation is committed to creating a trustworthy environment in which all stakeholders can report human rights violations or unethical conduct without fear. The identity of whistleblowers and the information they provide are protected under strict confidentiality, and SL takes careful measures to minimize unnecessary disclosure. Furthermore, SL strives to prevent any secondary harm or disadvantage that whistleblowers or victims may face due to retaliation. In the event that such concerns are raised, the company takes prompt and appropriate action.

Grievance Handling History¹

Category	2024	2023	2022
Grievances Received	2	4	0
Grievances Resolved	2	4	0

1) Includes cases related to workplace bullying and sexual harassment only.

Talent Management Governance

Roles and Responsibilities

Talent Management Organization

SL Corporation’s talent management organization is responsible for systematically developing and managing talent throughout the entire employee lifecycle—from recruitment to retirement. This includes tasks such as competency development, performance evaluation and compensation, organizational culture enhancement, and the operation of welfare programs.

Through the recruitment and development of individuals who embody the values of “Trust, Challenge and Modesty,” SL continues to strengthen its corporate competitiveness and build the capabilities needed to respond to the demands of a rapidly changing market. The company also strives to foster a productive work environment by promoting fair evaluation and compensation, improving organizational culture, and supporting work–life balance.

Talent Management Governance



Labor Union Structure

SL Corporation engages in collective bargaining through labor unions at each of its plants, covering matters such as wages, working conditions, compensation, occupational safety and health, and welfare programs. In the event of major changes, SL promptly notifies employees. SL is committed to fostering a healthy corporate culture based on cooperative labor–management relations.

SL Talent Profile



Operation of the Labor-Management Council

To promote mutual benefit and long-term growth between labor and management, SL operates a labor-management council on a regular basis. The council discusses key matters including welfare programs, industrial safety and health, and grievance handling. SL continuously works to reflect employee voices and build a healthy and collaborative workplace culture.

2024 Labor-Management Council Operations

Quarter	Key Agenda Items
Q1	Adjustment of wage peak period, Sharing of 70th anniversary event
Q2	Sincere collective bargaining discussions, Pre-checks for cooling system before summer
Q3	Reinforcement of preventive activities for safety and health
Q4	Review of applying additional bereavement leave, working hour management

Talent Management Strategy

Fair Evaluation and Compensation

Ensuring Reliability and Transparency in Employee Performance Evaluation

SL Corporation is committed to enhancing the reliability of evaluations and the effectiveness of talent management by establishing a fair and transparent performance evaluation system. The company conducts an annual performance review and, in 2024, began collecting employee feedback on the existing evaluation system and initiated improvements to the individual evaluation framework. While streamlining the process, SL introduced a three-part evaluation system comprising “Impact”-based performance evaluation, “SL Way”-based values evaluation, and “SL Leadership Way”-based leadership evaluation, to ensure efficiency and alignment with the company’s values. The first draft of the revised system incorporated feedback from evaluators across departments to ensure that the new evaluation approach fits SL’s organizational culture. SL is also developing a formal evaluation manual and providing pre-evaluation training for evaluators to ensure fair and non-discriminatory assessments based on the established guidelines.

In addition, SL adheres to Articles 5 (Equal Treatment) and 38 (Prohibition of Gender Discrimination) of its Rules of Employment, maintaining a strict policy of non-discrimination in all areas of HR—including compensation, training, placement, promotion, and evaluation—regardless of gender, nationality, religion, or social status. SL continues to review and improve its practices to ensure these principles are consistently reflected throughout the evaluation system.

Goal-Based Performance Evaluation Using OKRs

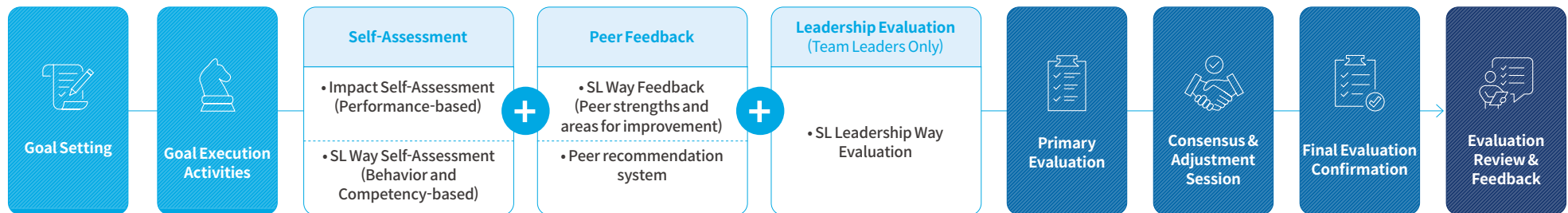
SL Corporation plans to introduce a quarterly performance management system based on OKRs (Objectives and Key Results) in 2025 to align organizational and individual goals and enhance operational efficiency through clear direction setting. In preparation, SL has developed the SL Way, a behavioral guideline that defines the desirable way of working within the company. To ensure the successful implementation of the OKR-based performance management system, SL is conducting interviews with department heads and team leaders to establish individual objectives, define key results, and review their alignment with overall organizational goals.

During the evaluation process, employees briefly describe their key results based on OKRs and self-analyze the success or challenges encountered in achieving them. To encourage the setting of ambitious goals, achievement rates are not directly linked to compensation. Instead, employees independently establish plans for the following year, helping to entrench a continuous, goal-oriented work culture. In addition, based on the SL Way, employees assess their strengths and areas for improvement across core competencies required for their roles, enabling a more efficient and transparent evaluation process.

360-Degree Feedback

SL Corporation implements a peer feedback system for all employees to assess alignment with the company’s core values. The current approach moves beyond the previous three-tier system by encouraging peers to reflect on each other’s strengths and areas for improvement based on the SL Way, supported by feedback grounded in actual behavioral examples. For employees in managerial positions and above, leadership competencies defined in the SL Leadership Way are also evaluated. To ensure the authenticity of feedback and prevent negative side effects of mutual assessments, both peer feedback and leadership evaluations are not directly linked to performance evaluation and compensation. Instead, the results are used as a reference during consensus and adjustment sessions for determining final evaluation grades.

Employee Performance Evaluation Process



Talent Management Strategy

Fair Evaluation and Compensation

Evaluation Review and Feedback

SL Corporation conducts a consensus and adjustment process following the initial evaluation to enhance fairness and credibility. Before finalizing results and reflecting them in compensation decisions, SL collects feedback from evaluation subjects. If any objections are raised, the evaluation committee reexamines the details to ensure procedural validity. SL also aims to improve the overall effectiveness of the evaluation system through structured feedback. To enhance the quality of feedback, SL has established an official feedback manual, which outlines clear guidelines on the content and delivery of appropriate feedback. The goal is to support employee development by offering constructive direction for competency growth and future improvement.

Compensation and Reward Programs

SL Corporation provides fair and non-discriminatory compensation based on employee performance by applying differentiated payments according to work records and evaluation results recorded in the HR management system. SL also operates the GDS (Growth Driver of SL) incentive program, which offers separate performance-based rewards tailored to each job category and business unit. In addition, SL grants special rewards to outstanding employees, such as paid leave and vacation allowances, to foster employee engagement and motivation. To promote understanding of the company's performance evaluation and compensation systems, SL organizes annual HR policy briefing sessions and conducts regular wage negotiations to ensure open dialogue with employees. All employees can access their salary details and payment history at any time through the HR management system.

Retirement Pension Plan Management

SL Corporation operates a retirement pension plan to help employees prepare for a financially secure life after retirement. The plan covers all employees and is managed through external fund accumulation to ensure stable and protected pension assets. SL also provides educational programs on pension products for enrolled employees to enhance their understanding of the system and support informed decision-making for retirement planning.

Proportion of Employees Receiving Regular Performance Evaluations

Category	Unit	2024	2023	2022
Employees Subject to Regular Performance Evaluation	Male People	4,024	3,857	3,918
	Female People	678	682	672
	Total People	4,702	4,539	4,590
Employees with Regular Performance Evaluation	Male People	1,798	1,679	1,683
	Female People	184	153	153
	Total People	1,982	1,832	1,836
Proportion of Employees Evaluated	Male %	44.7	43.5	43.0
	Female %	27.1	22.4	22.8
	Total %	42.2	40.4	40.0

Major Compensation and Reward Programs

Program	Eligibility	Description
Performance Bonus	All employees	Performance-based bonuses are determined by labor-management agreement based on business performance
GDS (Growth Driver of SL)	High-performing employees	Employees recommended by the heads of organizations, based on evaluation results, receive additional rewards, including paid leave or travel vouchers
FOS ¹ / POS ² / TOS ³ / BOS ⁴	High-performing employees	Top performers selected by each department are recognized by the CEO or executive management
Outstanding Patent Award	All employees	Employees who demonstrate outstanding patents in the patent application history based on difficulty and impact are recognized

1) Future of SL(FOS)
 2) Pride of SL(POD)
 3) Top of SL(TOS)
 4) Best of SL(BOS)

Status of Retirement Pension Plan Operation

(As of December 31, 2024)

Category	Unit	2024
Number of Enrolled Employees	People	4,213
Enrollment Rate	%	100
Funds Under Management	KRW million	3,134
External Fund Accumulation Rate	%	100

Talent Management Strategy

Employee Capability Development

Capability Development Programs

SL Corporation offers a range of programs to strengthen employee capabilities and enhance corporate competitiveness. Based on employees' positions and job functions, SL operates a structured, company-wide training system that includes the Job Academy for developing professional expertise, organizational culture programs to internalize the company's core values, and the Leadership Training program for current and future leaders. New employees participate in the New Employee Onboarding Program as part of SL's development roadmap, while those in globally rotating positions receive language training to support their adaptation and global competency.

SL Training System

Vision	Long-Lasting Company realizing People-First Policy			
Category	Professional Development		Embedding Core Values	
Head of Division	SLCP ¹ Level 1-5	SLCP ¹ Forum		Leadership Training
Senior Manager		In-House Instructor Training	Organizational Culture Program	Leadership Training ²
Manager		Job Training		
Staff				
New employee	New Employee Development Roadmap			
Rotational Assignee	Global Development Program (Language, Pre-/Post-Assignment Training)			
Common	Legally Mandated Training, Reading Communication, E-Learning, Foreign Language Training, Study Club, Mentoring			

1) SL Certified Professional (SLCP)
 2) Domestic Business Sites

Support for Self-Directed Learning

SL Corporation operates a credit-based training system and a certification reward program to promote sustainable growth and capability development among employees. All employees are required to complete a minimum of eight credits annually, and those who complete twelve or more credits are awarded additional promotion points.¹ Conversely, employees who do not meet the minimum requirement are disqualified from promotion eligibility for that year, thereby encouraging consistent participation through institutional mechanisms. Through this system, SL fosters a learning-oriented culture in which employees actively pursue development regardless of tenure.

To support autonomous learning, SL provides full financial support for employees who form study clubs or engage in foreign language learning. In addition, through the certification reward program, SL evaluates acquired certifications based on job relevance, applicability to duties, and difficulty level, and grants rewards and mileage according to a four-level grading system. The company also subsidizes certification exam fees, up to KRW 100,000 per attempt, to further encourage professional development.

1) Excludes legally mandated training programs.

Status of Major Training Programs

	Category	Number of Trainees (People)	Total Training Hours (hours)
Common	E-Learning (General)	32	352
	E-Learning (GD&T ¹)	26	540
	Foreign Language Training	1,661	37,914
	Personal Reading Communication	1,983	126,064
	Team Reading Communication	1,883	26,352
Optional	Job Academy	815	28,994
	Mentoring	220	9,408
	Study Club	648	1,980
	External Learning	261	5,667

1) Geometric Dimensioning and Tolerancing (GD&T)

In-House Instructor Program

SL Corporation strengthens the effectiveness of internal training by developing in-house instructors from among employees at the senior manager level or above who possess a deep understanding of the company and its operations. These in-house instructors go beyond merely delivering content; they serve as "learning facilitators" who share the company's vision and promote a learning culture by disseminating specialized knowledge and embedding corporate values throughout the organization. To this end, SL provides training in instructional methods and facilitation skills to employees with more than five years of work experience. This includes a hands-on program in which participants develop training materials and conduct mock lectures to enhance their instructional capabilities. Through this system, SL supports the systematic transfer of internal expertise and fosters a culture of voluntary and continuous learning.

Internal Job Posting and Career Mobility

SL Corporation operates an internal job posting system to support efficient workforce management and to expand opportunities for employees to gain diverse job experiences. When business departments request additional personnel, SL first reviews the internal talent pool. If no suitable candidates are found, a company-wide job posting is announced to recruit qualified individuals. Employees interested in applying may submit their applications to desired departments and roles based on their experience and capabilities. Selection is conducted through a fair and transparent process, including document screening and interviews. Through this system, SL enhances internal job mobility, promotes employee engagement by enabling placement in preferred roles, and injects vitality into the organization. It also minimizes gaps resulting from external recruitment and serves as a strategic human resources initiative to utilize internal talent more effectively.

Excellent Reading Workplace Certification

SL Corporation promotes a reading culture to strengthen employees' communication skills and enhance creativity. The executives select three books each quarter and engage in discussions to share their insights, thereby fostering leadership and strategic thinking. General employees also participate in a workplace reading program in collaboration with Kyobo Book Centre, helping them to develop consistent reading habits. As a result of these ongoing efforts, SL has been consecutively certified since 2021 by the Ministry of Culture, Sports and Tourism with the Excellent Reading Workplace Certification, which recognizes the company's achievements in cultivating a strong corporate reading culture.

Talent Management Strategy

Welfare Programs

Revitalizing Organizational Culture

SL Corporation implements a variety of organizational culture programs to foster a vibrant and collaborative workplace environment. To support work-life balance and improve operational efficiency, the company operates flexible work arrangements and a remote work system. It also promotes adaptation and growth through the SL Mentoring Program. In addition, to establish a collaborative culture based on open feedback, SL runs the Message Culture system, which allows employees to send appreciation or feedback messages to colleagues, along with mileage points that can be exchanged for rewards. Since August 2024, SL has also launched a monthly Culture Day, providing employees with opportunities to enjoy cultural and artistic activities such as performances and exhibitions, even amidst their busy schedules.

Status of Major Training Programs

Category	Unit	2024
Flexible Work System	Number of Users	People 1,539
SL Mentoring	Sessions Conducted	cases 220
Message Culture	Messages Sent	messages 36,095
	Gifts Received (Mileage)	People 645
SL Culture Day	Sessions Held	cases 6

1) Mileage: An internal benefit point system awarded for collaboration, encouragement, and motivation, which can be exchanged for family care items, gift certificates, or other rewards.

Promoting a Family-Friendly Culture

SL Corporation implements flexible and reduced working hour systems for employees who require schedule adjustments due to childbirth or parenting. In particular, pregnant female employees may take advantage of reduced working hours and use designated parking spaces for expectant mothers without any wage deductions. SL also provides financial support such as meal allowances and tuition assistance based on the age of employees' children. Additionally, the company offers entrance celebration allowances and school uniform subsidies. To promote family engagement, SL holds an annual Family Month event that invites employees' family members to participate. In 2024, the company opened its on-site café to employees' families and provided opportunities to introduce the company and help families better understand the nature of their loved ones' work. In recognition of its efforts to support childbirth and parenting and foster a culture that promotes work-life balance, SL has maintained its Family-Friendly Certification since receiving it in 2022.

Welfare and Family-Friendly Programs

Program	Key Activities
Long-Service Recognition	Support for medals and travel expenses upon long-term service
Health Checkups	General, specialized, and comprehensive health screenings
Commuting & Communication Support	Support for commuting expenses and mobile phone bills
Settlement Support	Financial assistance for housing deposits or rental payments for new and relocating employees
Housing Allowance	Providing corporate housing
Sports and Cultural Programs	Support for participation in local sports or cultural activities
Healing Services	Mental health counseling and wellness programs
Childcare Support	Maximum two years of unpaid leave is provided for employees with children under the age of 8 or in the second grade of elementary school or below
Reduced Work Hour Program	Reduced working hours for employees during pregnancy and childcare
Family Medical Support	Financial assistance for treatment of critical illnesses or disabilities affecting family members

Family-Friendly Certification¹

Category	Initial Certification Date	Current Certification Start Date	Expiration Date
Family-Friendly Certification	12. 13. 2019	12.01.2024	11.30.2027

1) SL has maintained its Family-Friendly Certification since first acquiring it in 2019.

2024 Parental Leave Program Statistics

Category	Unit	2024
Number of Eligible Employees for Parental Leave	Male	People 1,036
	Female	People 26
Number of Employees Who Took Parental Leave	Male	People 20
	Female	People 13
Parental Leave Usage Rate	Male	% 1.9
	Female	% 50.0
Return-to-Work Rate After Parental Leave	Male	% 100.0
	Female	% 100.0
Retention Rate After 1 Year of Returning to Work	Male	% 90.0
	Female	% 82.4

Talent Management Risk Management

Diversifying Talent Acquisition

Strategic Recruitment

SL Corporation has established a strategic recruitment process to attract top talent. To ensure timely hiring, the company conducts rolling recruitment in the first half of the year and open recruitment in the second half. For entry-level hiring, SL uses a collaborative task-based interview to assess candidates' collaboration skills, potential, and job fit. To prevent discrimination based on gender, nationality, religion, or disability during recruitment and promotion, the company has clearly stated non-discrimination clauses in its internal employment regulations. It also verifies candidates' age prior to employment to ensure that no individual under the age of 18 is hired at any domestic or international business site. In overseas operations, SL actively promotes local hiring to secure talent with a strong understanding of the local context. The company emphasizes respect for cultural diversity and strictly prohibits any form of discrimination.

Securing Top Talent

SL Corporation operates a recruitment program to secure top talent and strengthen its competitiveness. SL clearly defines and publicly shares the key competencies, qualifications, and skills required for each position. SL actively participates in job fairs and recruitment briefings to provide candidates with information about the company and open positions, and expands its promotional efforts through various recruiting channels. In addition, SL continuously manages a pool of former employees, keeping the door open for potential rehires. For current open positions, SL also runs an internal referral program that allows employees to recommend external candidates. To enhance the effectiveness of the program, SL awards internal mileage points to referrers if their recommended candidates remain with the company for more than six months.

Regional Talent Recruitment

As part of regional innovation efforts, SL Corporation engages in recruitment initiatives through industry-academic cooperation projects under the Regional Innovation System (RIS1) to support and discover local talent. SL operates recruitment-linked internship programs for university students in the Daegu and Gyeongbuk regions, enabling participants to gain job-related experience and understand the competencies required for their roles during project execution. In 2024, 19 university students joined SL as interns through the regional talent recruitment track, and 7 of them were ultimately hired. In addition to RIS1-related projects, SL continues to expand opportunities for local talent recruitment through rolling and open recruitment processes.

1) Regional Innovation System(RIS)

2024 Recruitment Statistics

(Unit: People)

Category		2024	
Domestic	Gender	Male	379
		Female	89
	Age	Under 30	267
		30~49	187
		50 and above	14
Total		468	
Overseas	Gender	Male	1,802
		Female	578
	Age	Under 30	1,583
		30~49	639
		50 and above	158
Total		2,380	



2024 Regional Talent Recruitment Status

(Unit: People)

Category	Interns Hired	
Domestic Regional Talent	Keimyung University	22
	Yeungnam University	40
	Kyungbuk National University	12
	Total	74

Talent Management Risk Management

Promoting Labor-Management Communication

Labor-Management Communication Activities

SL engages in collective bargaining and agreement implementation through labor unions at each plant, covering matters such as wages, working conditions and compensation, occupational health and safety, and employee welfare. In the event of major changes, employees are promptly notified. To foster a cooperative labor-management relationship, SL also operates various labor relations enhancement programs.

2024 Labor-Management Communication Activities

One-Heart Sports Day

SL organizes the “One-Heart Sports Day” at each plant to promote unity among employees and foster a joyful and collaborative organizational culture. This event provides an opportunity for employees to step away from their daily routines and engage in open communication. Family members are also invited to participate and enjoy various activities together. In 2024, approximately 1,220 employees and their families from the SL Daegu Plant, SL Ansan Plant, and SL Cheonan Plant participated in the event. SL will continue to strengthen bonds and cultivate a cooperative labor-management culture through a variety of events that enhance communication and mutual trust.



One-Heart Sports Day – SL Cheonan Plant



One-Heart Sports Day – SL Ansan Plant



One-Heart Sports Day – SL Daegu Plant



Family-Engaged ESG Awareness Program

From March 24 to April 7, 2024, SL’s Reliability Research Center hosted the “ESG Drawing Contest” for employees and their families. Under the theme of “[ESG] Save the Earth,” the program aimed to promote intergenerational understanding and creative expression of environmental and sustainability issues. A total of 23 artworks were submitted, with participants ranging from young children to adults. The event successfully fostered a shared understanding of ESG values across generations and inspired families to actively engage in sustainable practices. All submitted works were exhibited in company spaces, helping to create an environment where ESG messages are naturally incorporated into everyday life. SL’s Reliability Research Center plans to continue offering participatory ESG programs that enable employees and their families to directly experience and practice ESG values.



Award-Winning Artwork from the ESG Drawing Contest

Supply Chain Management Governance

Roles and Responsibilities

Role of the Board of Directors

The Board of Directors of SL receives regular reports on major supply chain-related issues, including transaction fairness and legal compliance, and presents improvement directions on significant compliance matters. The committee under the board also reviews the performance and plans of supply chain ESG management activities and deliberates strategies for building a sustainable supply chain, including ESG assessments and improvement plans for suppliers.

Role of Management

The management sets the strategic direction for establishing a sustainable supply chain and regularly reviews the ESG risks and relevant issues of suppliers. In addition, it supervises all initiatives for shared growth, including the operation of the supplier management system, fair transaction policies, ESG training and support programs such as win-win growth funds for suppliers.

Role of Operational Departments

As the department in charge of supply chain management, the Win-win Partnership & Planning Team of SL oversees supplier registration and evaluation, contract, ESG risk monitoring, and improvement activities. In particular, it ensures strict compliance with subcontracting laws, fair trade rules, and the Shared Growth Act, while ensuring fairness and transparency in supplier selection and pricing. The team also provides regular ESG assessments and consulting based on supplier-specific evaluation indicators, and continues to operate practical support (e.g., education, technology, and funding) and communication programs to strengthen supplier capabilities.

Operation of the Supplier Collaboration Association

SL Corporation operates a Supplier Collaboration Association, grouping 62 suppliers into three divisions, to strengthen sustainable partnerships based on mutual trust. The association serves as a communication channel where SL listens to the opinions of suppliers and shares management direction and major policies. It focuses on discussing business challenges faced by suppliers and identifying practical improvement measures. In 2024, SL facilitated open dialogue and interaction through various exchange programs, including the Integrated Division Exchange Meeting, executive roundtable sessions between leadership and association representatives, and subcommittee meetings. Furthermore, events such as the Open Faucet Festa, Future Managers Workshop, and Environment/Occupational Safety Seminars were held to provide opportunities for sound and mutual development.

In particular, the annual seminar for supplier representatives has become a key event for building consensus between SL and its suppliers by sharing its strategies and core initiatives. In 2024, under the theme "Sustainability Management, A Shared Future," SL invited the representatives of 114 supplier companies and presented strategic directions across various domains, including future trends, safety and health, environment, quality, purchasing, and ESG. To recognize outstanding contributions to competitiveness and shared growth, SL presented the "SL WAY (SL Win-Win Awards of the Year)" to exemplary suppliers. In addition, since 2013, SL has continued to hold regular meetings with executives of the Supplier Collaboration Association to enhance the execution capabilities of suppliers and to actively listen to challenges encountered in the field.

Supply Chain Management Organizational Structure



Supply Chain Management Governance

Roles and Responsibilities

Operation of the Supplier Collaboration Association

Status of the 2024 Supplier Collaboration Association Meetings

Date	Type	Key Activities	Participants
2024.02.23	General Assembly of the Collaboration Association	<ul style="list-style-type: none"> Election of association executives, sharing of social contribution plans and other agenda items 	<ul style="list-style-type: none"> 62 supplier CEOs
2024.02.23	Supplier Executive Seminar	<ul style="list-style-type: none"> Sharing strategies for each area of sustainability management (safety and health, environment, quality, purchasing, etc.) Awarding the "SL WAY (SL Win-Win Awards of the Year)" to outstanding suppliers 	<ul style="list-style-type: none"> 114 supplier company representatives
2024.03 2024.08	Collaboration Association Subcommittee	<ul style="list-style-type: none"> Sharing customer trends and updates from SL Discussion on shared growth cooperation between SL and suppliers 	<ul style="list-style-type: none"> 62 supplier CEOs SL coordinator
2024.04 2024.09	Collaboration Association Executive Board Meeting	<ul style="list-style-type: none"> Sharing of Collaboration Association operation plans for the first and second half of the year, and discussion on shared growth strategies 	<ul style="list-style-type: none"> 62 supplier CEOs
2024.04 2024.09	SL Management – Collaboration Association Executive Dialogue	<ul style="list-style-type: none"> Listening to supplier VOCs including operational difficulties, and sharing results of improvement actions Sharing SL's company-wide strategy and ESG strategies for purchasing and supply chain, and discussing shared growth initiatives 	<ul style="list-style-type: none"> 15 association executives 11 SL executives and key department heads
2024.07.18~20	Collaboration Association Integrated Subcommittee Exchange Meeting	<ul style="list-style-type: none"> Participation in the Automotive Engineering Exposition (AEE) in Nagoya, Japan 	<ul style="list-style-type: none"> 62 supplier CEOs
2024.06.21~22	Future Managers Workshop	<ul style="list-style-type: none"> Sharing challenges through strengthened communication and camaraderie among senior, junior, and next-generation supplier leaders Enhancing the managerial capabilities of future supplier leaders 	<ul style="list-style-type: none"> 33 second-generation managers of supplier member companies
2024.06.26	Environment/Safety Seminar	<ul style="list-style-type: none"> Special lecture by the Director of the Daegu Regional Employment and Labor Office Sharing SL's strategies on environment, safety and health, and supply chain ESG 	<ul style="list-style-type: none"> Supplier representatives and working-level staff SL executives, team leaders, and working-level staff
2024.11.26~28	Open Faucet Festa	<ul style="list-style-type: none"> Sharing R&D achievements of SL's research organizations under the theme "Synergy in Action" 	<ul style="list-style-type: none"> Representatives and working-level staff from 28 suppliers



Supplier Executive Seminar



Future Managers Workshop



Open Faucet Festa

Supply Chain Management Strategy

Establishment of a Stable Supply Chain

Supplier Management Direction

SL Corporation is strengthening trust-based partnerships with its suppliers and implementing a structured supplier management strategy to build a sustainable supply chain. SL works with a total of 1,996 domestic and overseas suppliers, among which 203 are designated as key suppliers and are subject to focused management. To maintain close collaboration, SL has established a "Supplier Code of Conduct," which is incorporated into all standard contracts. Through this, SL formally requires its suppliers to comply fully with ESG-related laws and regulations. The code outlines key principles related to human rights and labor, occupational safety and health, environment, ethics, and management systems, thereby encouraging suppliers to establish sustainable operational structures.

SL is spreading a culture of shared growth based on its code-driven supplier management strategy, while advancing a collaborative system based on mutual trust and understanding through various partnership activities such as the operation of the Collaboration Association. In addition, SL incorporates the ESG performance of its suppliers into the KPIs of its internal ESG managers to practically enhance the sustainability of the entire supply chain. To strengthen capabilities from a sustainable procurement perspective, SL also provides regular ESG-related training for its procurement personnel. Through these efforts, SL aims to build a stable and responsible supply chain that contributes to both its profitability and global procurement competitiveness.

Supplier Selection Process

SL Corporation operates a structured supplier selection and evaluation process to ensure transparency and accountability across its supply chain.

Supplier Selection and Evaluation Criteria

Type	2022
New Supplier Selection	<ul style="list-style-type: none"> Evaluation of both financial factors such as quality and credit, and non-financial factors such as environment and safety Notification of results to suppliers within the specified period in accordance with the standards of the Fair Trade Commission
Suppliers Supplying Mass-Production Parts to Affiliates (Existing Suppliers)	<ul style="list-style-type: none"> Conducting evaluations on quality, delivery, quality management systems, and environment and safety, and presenting required improvement measures Encouraging continuous monitoring of corrective action completion by suppliers Evaluating ESG requirements and linking the results to an incentive system that awards additional points in the regular supplier evaluation Applying a competitiveness rating system that comprehensively evaluates corporate culture, quality index, and delivery performance, and reflecting the results in the selection of suppliers for new vehicle models

Supplier Management Strategy

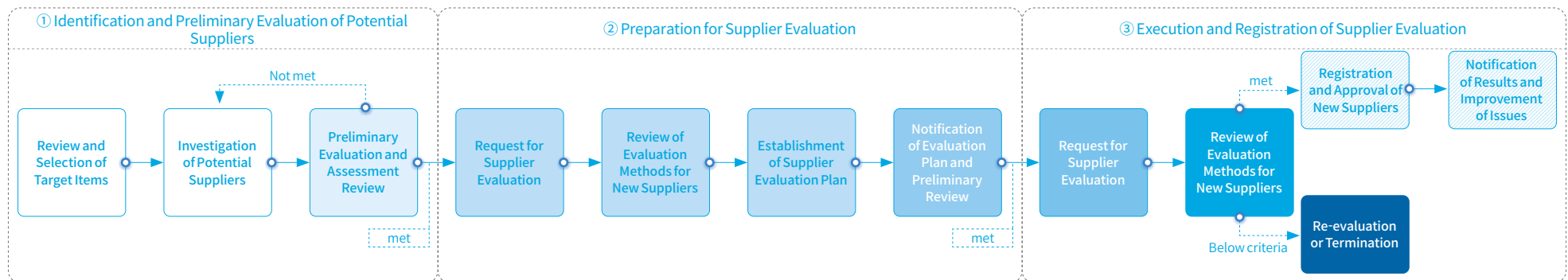
SL Corporation has set "contributing to company-wide profitability and building a stable supply chain" as one of its strategic goals, and is continuously strengthening its trust-based, mutually beneficial relationships with suppliers. To this end, SL has established the "Supplier Code of Conduct", based on which it developed five key supplier management strategies, maintaining close collaboration with its suppliers. SL seeks to secure both strong cooperation and sustainability throughout its partnerships. Ultimately, the company is enhancing its management system to ensure supply chain stability, secure global procurement capabilities, and improve company-wide profitability.

Supplier Management Strategy

Contribution to Company-Wide Profitability and Stable Supply Chain

- Identification, development, and management of competitive suppliers
- Securing global procurement capabilities and competitiveness
- Supplying customer-specified quality parts and materials at reasonable prices
- Establishing mutual trust and fair trade based on core values
- Securing expertise of procurement personnel and strengthening organizational capabilities

Supplier Selection and Evaluation Process



Supply Chain Management Strategy

Establishment of a Stable Supply Chain

Supplier Code of Conduct

SL Corporation operates a Supplier Code of Conduct to promote shared growth and build a sustainable supply chain with its suppliers. It consists of five core areas—management systems, environment, ethics, labor and human rights, and safety and health—and requires all suppliers doing business with SL to adopt sustainable management practices that go beyond legal and ethical obligations and align with international standards. It also includes specific compliance items related to key ESG issues such as prohibition of forced labor, prohibition of child labor, non-discrimination, anti-corruption, information protection, and responsible sourcing of materials. Based on these requirements, SL evaluates the sustainability performance of its suppliers. In the event of a violation of the Code of Conduct, SL may take step-by-step disciplinary actions such as requesting corrective measures, applying point deductions in new model bidding, or excluding the supplier from shared growth support programs. Through these measures, SL strengthens sustainability and ethical responsibility throughout its supply chain.



Supplier Code of Conduct

Category	Specific Items	
 Management Systems	<ul style="list-style-type: none"> Public disclosure of company statement Appointment of a manager Risk inspection Training and communication 	<ul style="list-style-type: none"> Information management Grievance handling system operation Business supplier management Legal and regulatory compliance
 Environment	<ul style="list-style-type: none"> Establishment of environmental management systems Air pollutant management Waste management Energy use and greenhouse gas emissions 	<ul style="list-style-type: none"> Water resource management Chemical substance management Expanded Environmental Impact Management Rights Related to Land, Forests, and Water
 Ethics	<ul style="list-style-type: none"> Transparent management and anti-corruption Conflict of Interest Prevention Information Protection Unfair Trade Prevention 	<ul style="list-style-type: none"> Counterfeit Prevention Export Control Compliance Responsible Material Sourcing
 Labor & Human Rights	<ul style="list-style-type: none"> Guarantee of Freedom of Association Provision of Wages and Welfare Benefits Non-Discrimination Working Hours Management 	<ul style="list-style-type: none"> Prohibition of Child Labor Humane Treatment Prohibition of Forced Labor
 Safety & Health	<ul style="list-style-type: none"> Establishment of Occupational Health and Safety Management System Safety Management of Machinery, Equipment, and Facilities Emergency Response Incident Management 	<ul style="list-style-type: none"> Safety Inspections Health Management

Conflict Minerals Policy

To fulfill its corporate social responsibility and uphold respect for human rights, SL established its Conflict Minerals (Responsible Minerals) Policy in 2022 and has since operated its management guidelines based on this policy. The policy aims to prevent minerals such as tin, tantalum, tungsten, gold, and cobalt—mined and sold by armed groups in the Democratic Republic of the Congo and neighboring countries—from entering the supply chain. SL Corporation is actively working with its suppliers to block in advance the risks of human rights violations such as forced labor and child labor, as well as the financing of armed rebel groups, in order to establish a responsible raw material sourcing system.

Conflict Minerals Management Guidelines

Since 2023, SL has established and implemented supplier conflict minerals management guidelines based on its Conflict Minerals Policy. These guidelines aim to strictly verify whether conflict minerals are included in purchased goods and raw materials supplied by suppliers, and to provide responsible products to customers by establishing a legal and ethical supply chain. SL Corporation also monitors the use of conflict minerals by its suppliers on a regular basis using the internationally standardized reporting format, CMRT1 while operating a consistent management system through the establishment of internal conflict minerals guidelines and processes. According to the 2024 conflict and responsible minerals survey conducted by Hyundai Motor Company and Kia Corporation, all smelters SL operates are certified.

1) Conflict Minerals Reporting Template(CMRT)

2024 Hyundai-Kia Conflict/responsible Minerals Survey Results

(Unit: smelter)

Category	Tin	Tantalum	Tungsten	Gold	Cobalt
Total Smelters (Number)	67	18	32	90	45
Certified Smelters (Number)	67	18	32	90	45
Certification Rate	100%	100%	100%	100%	100%

Supply Chain Management Strategy

Establishment of the Foundation for Shared Growth

Enhancing Supplier Quality and Technological Competitiveness

SL Corporation is continuously promoting various training programs and improvement initiatives to enhance the quality and technological competitiveness of its suppliers. In particular, SL conducts focused inspections on vulnerable items to prevent potential negative impacts in suppliers' business operations and to support their substantial capacity building. Support activities include guidance on improving development capability and BEP rate, advancement of the Quality Management System (QMS), acquisition of new SQ1 certifications, and support for grade improvement. Furthermore, SL has expanded its support beyond quality-centered activities by incorporating ESG elements into the supplier management process, thereby strengthening the sustainability capabilities of its suppliers.

1) Supplier Quality(SQ)

2024 Supplier Improvement Initiatives

Category	Details
Supplier Development Capability & BEP Rate Improvement Guidance	<ul style="list-style-type: none"> • Scope: Development, process, etc. • Team: 10 experts • Focus: Selection of KPIs for improvement
QMS Advancement	<ul style="list-style-type: none"> • Target: Suppliers with low QMS evaluation results from the previous year and suppliers wishing to participate • Team: 8 experts • Focus: Setting KPIs for advancement
SQ New Certification and Grade Upgrade	<ul style="list-style-type: none"> • Target: Selection of suppliers requiring new SQ certification based on new development schedules and procurement operations • Focus: Support with human resources to help reduce supplier costs

Supplier Improvement Initiatives Status

(unit: cases)

Category	2024	2023	2022
Guidance Activities	27	23	27
QMS Advancement	2	6	3
New SQ Certification and Grade Upgrade	0	5 (5 sectors)	5 (17 sectors)

Operation of the Supplier Job Academy

SL Corporation recognizes the growth of its suppliers as directly linked to its own and actively implements shared growth initiatives based on fair trade. In particular, SL operates the "Supplier Job Academy" to enhance the overall job capabilities of its suppliers and provides practical training programs primarily focused on quality and development competencies. In 2024, SL offered not only training for production workers on quality and development competencies and education on transparent ethics, but also mandatory common courses such as information security training. These efforts supported the prevention of potential cyber risks, including data breaches and hacking, that could occur within its suppliers' operations. In addition, SL provided customized training and knowledge-sharing programs tailored to the job characteristics of each business sector, helping suppliers improve mass production quality and strengthen their internal expertise.



Supplier Job Academy

2024 Job Academy Courses

	Category	Training Method	Times
Common Courses	Understanding SL Parts Development Tasks	In-person, Group	1
	Understanding FMEA	In-person, Group	2
	Understanding Quality System (QMS, SQ, SL-BIQS ¹)	In-person, Group	8
	Understanding Information Security	In-person, Group	2
	Qualitative Quality Training	In-person, Group	2
Mandatory Courses by Business Sector	Understanding GD&T	Online (Remote)	2
	Understanding Special Characteristics	In-person, Group	1
Knowledge Transfer	Mold Maintenance	In-person, Group	1
	Understanding Assembly Process Design	In-person, Group	1
	Understanding Import/Export and Origin	Online (Remote)	1
	Customs Duty Drawback and Origin Management	In-person, Group	1

1) Built in Quality Supply(BIQS)

Supplier Job Academy Implementation Status

(Unit: sessions/persons)

Category	2024	2023	2022
Number of Participating Suppliers	141	180	162
Number of Participants Trained	717	773	911

Supply Chain Management Strategy

Establishment of the Foundation for Shared Growth

Financial Support for Suppliers

SL Corporation runs various financial support programs to help its suppliers secure liquidity and enhance management stability. Since 2021, SL has adopted the Win-Win Payment System¹ recommended by the Korea Commission for Corporate Partnership to pay suppliers for delivered goods. This system serves as an institutional foundation to ensure stable cash flow for suppliers. In 2024, to support suppliers facing financial difficulties due to rising interest rates and economic slowdown, SL signed an agreement with IBK Industrial Bank for the “ESG Win-Win Partnership Loan Program.” This program provides loans of up to twice the amount of SL’s deposit fund, with a maximum of KRW 500 million per supplier and interest rate discounts of 2–3%. In 2024, SL Corporation joined the first round of the Win-Win Partnership Deposit Program with a contribution of KRW 10 billion and plans to continue additional contributions to help alleviate financial difficulties and enhance management stability for its suppliers.

¹ Win-Win Payment System:
An electronic payment settlement system that enables suppliers to receive payment in cash on the due date and to convert the receivable into cash in advance—similar to a promissory note—at a low financing cost.

Supplier Financial Support Status

(Unit: KRW 100 million)

Category	2024	2023	2022
Supplier Support Amount	70	165	23

Supplier Financial Support Criteria

Type	Purpose	Method	Limit
Shared Growth Fund	For strategic facility investments	Cash support	KRW 1 billion (Up to 80% of the facility investment cost)
Operating Capital	When business stability needs to be secured	Cash support	KRW 1 billion (Up to 80% of the facility investment cost)
Emergency Business Stabilization Fund	When supply issues are expected due to short-term liquidity constraints	Defer the deduction of reimbursable subcontract payments (Within 90% of the average monthly subcontract amount over the past six months)	KRW 500 million



Supply Chain Management *Risk Management*

Identification and Assessment of ESG Risks in the Supply Chain

Design of ESG Evaluation Indicators for the Supply Chain

SL Corporation systematically designs and operates ESG evaluation indicators to proactively identify and effectively manage ESG risks that may arise within the supply chain. These indicators are applied across the entire process—from document-based assessments and on-site audits to the identification of high-risk suppliers and the provision of improvement and implementation support—allowing for a comprehensive evaluation of each supplier's level of sustainable management. The evaluation criteria are developed based on global ESG standards and regulations, covering areas such as environment, labor and human rights, ethics, safety and health, and responsible management. They are continuously improved and refined each year, taking into account the nature of ESG risks and the specific characteristics of each industry. In particular, SL has recently reinforced items related to human rights issues, such as forced labor and child labor, and is proactively responding to global supply chain due diligence regulations and customer requirements.

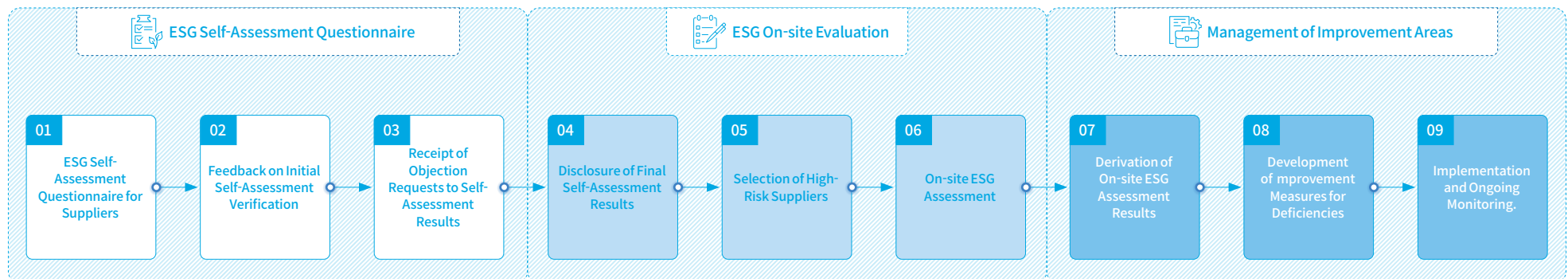
Selection of Suppliers Subject to ESG Evaluation

SL Corporation systematically selects suppliers to be evaluated based on predefined criteria, with the aim of effectively identifying ESG risks across the supply chain and responding to them proactively. Evaluation targets are determined through a comprehensive review of multiple factors, including the competitiveness grading system—which assesses corporate culture, QMS, incoming product quality, and on-time delivery—as well as SQ hosting status. In particular, suppliers that submit inadequate responses during the document-based assessment or those identified as having negative issues in key ESG areas are prioritized for on-site ESG audits. These audits are conducted by experts certified as SL ESG auditors, who also provide detailed inspections and improvement consulting.

Supply Chain ESG Evaluation Indicators

Category	Subcategories
Environment	<ul style="list-style-type: none"> • Environmental Policy • Water Resource Management - Water Usage - Water reuse <ul style="list-style-type: none"> • Waste Management • Air Pollutant Management • Hazardous Chemical Management
Social	<ul style="list-style-type: none"> • Labor - Labor Policy - Prohibition of Discrimination <ul style="list-style-type: none"> • Human Rights - Grievance Mechanism - Whistleblower Protection
Governance	<ul style="list-style-type: none"> • Ethical Management • Anti-Corruption <ul style="list-style-type: none"> • Information Security • Fair Trade
Climate Change	<ul style="list-style-type: none"> • GHG and Carbon Emissions Management - Energy Consumption - Greenhouse Gas Emissions
Responsible Sourcing	<ul style="list-style-type: none"> • Conflict Minerals Management Process

Supply Chain ESG Evaluation Process



Supply Chain Management *Risk Management*

Identification and Assessment of ESG Risks in the Supply Chain

On-desk ESG Risk Assessment

As part of its strategy to build a sustainable supply chain and promote mutual growth with its suppliers, SL Corporation has established and operates a on-desk ESG self-assessment system aimed at identifying and preventing ESG risks in advance. This system enables suppliers to evaluate their awareness and implementation of responsible business conduct by completing a self-assessment questionnaire based on social responsibility standards. Suppliers directly input their responses to ESG-related items and share the results with SL, thereby contributing to the early identification of potential risks and the opportunity for improvement. Since 2021, SL has developed and implemented an ESG self-assessment questionnaire for its suppliers and has conducted regular on-desk ESG risk assessments each year for key suppliers. Through this process, SL quantitatively evaluates the level of awareness and implementation of corporate social responsibility practices among its suppliers.

On-site ESG Risk Audits

SL Corporation conducts regular on-site ESG audits for its suppliers to practically inspect ESG risks and to build a sustainable supply chain. These on-site audits are carried out in conjunction with the Quality Management System (QMS). With regards to QMS, quality-related capabilities such as inspection, production, and development capability are evaluated. The ESG audit, in parallel, comprehensively assesses key areas including safety, environment, labor and human rights, ethics, and the level of social value implementation. In 2024, SL administered ESG self-assessment questionnaires to a total of 120 suppliers and selected 11 high-risk suppliers based on the results to undergo on-site ESG audits. Through these audits, SL directly verified each supplier’s internal systems, operational status, and legal compliance. As a result, the average scores improved compared to the previous year, indicating gradual progress in ESG management performance. In addition, the ESG audit results are linked to an incentive system by which extra points are awarded during supplier selection and regular evaluations, encouraging suppliers to voluntarily enhance their ESG management standards.

Supply Chain ESG Risk Assessment Results

Based on the ESG risk assessment results for its suppliers, SL Corporation quantitatively analyzes the overall level of sustainability across its supply chain and systematically manages key risk factors. In 2024, SL conducted ESG self-assessments for a total of 120 suppliers and classified them into four risk levels: Superior, Green, Yellow, and Red (high risk). The main areas identified for improvement included lack of environmental management systems, insufficient emergency response systems, and the lack of third-party management system certifications. On-site audits were conducted for 11 suppliers that were classified as high risk, enabling a more in-depth examination of their ESG management status. The audit results indicated that the primary reason for high-risk classification was response errors caused by a lack of understanding of self-assessment items and no material ESG risk factors were identified. Based on these assessment results, SL Corporation supports suppliers in establishing tailored improvement plans. For issues that are difficult to resolve within a short period, SL enhances ESG performance through sustained corrective actions and follow-up audits.

ESG Self-Assessment Questionnaire

Category	Key Deficiencies	Cause	Improvement Measures
 Environment	Lack of GHG emissions management	• Failure to establish GHG reduction targets and Lack of monitoring	• Ongoing education on the importance of GHG emissions reduction and strengthen performance monitoring (e.g., surveys)
 Labor & Human Rights	Lack of human rights management system	• Lack of HR policy and human rights risk monitoring	• Declare a human rights management policy endorsed by the CEO and conduct internal human rights impact assessments
 Safety & Health	Lack of emergency response system	• Lack of documented emergency response procedures and scenario-based training	• Establish a crisis management structure and enhance scenario-based emergency response training
 Ethics	Lack of fair trade compliance system	• Lack of awareness and implementation of fair trade standards among suppliers at tier 2 and below	• Develop and implement fair trade standards (e.g., the four subcontracting compliance practices) and strengthen internal employee training
 Management System	Lack of third-party ESG-related certifications	• Lack of management for acquiring third-party ESG-related certifications beyond the quality management system	• Build consensus on the importance of obtaining third-party ESG certifications such as ISO 14001 or ISO 45001

Supply Chain Management *Risk Management*

Supply Chain ESG Risk Mitigation

ESG Risk Mitigation Seminar

SL Corporation holds seminars to strengthen its suppliers' ESG risk response capabilities and enhance the overall level of sustainability across the supply chain. Through these seminars, SL systematically shares with suppliers its ESG strategies and management practices. In particular, in 2024, SL hosted a seminar focused on its ESG management strategies and frameworks, covering strategic directions in procurement, environment, and safety and health. The seminar was attended by representatives and working-level staff from 62 suppliers and served as a platform for communication that fostered voluntary ESG commitment by promoting awareness of ESG importance and building consensus among suppliers.



Environment, Safety, and Health Seminar

Incentives for ESG-Performing Suppliers

SL Corporation operates an incentive system in which suppliers classified as excellent based on ESG assessment results receive an additional 3 points in the Quality Management System (QMS) evaluation. This initiative encourages suppliers to engage in voluntary ESG improvement activities and helps promote a commitment to sustainability practices across the supply chain.

Support for ESG Competency Enhancement Consulting

SL Corporation has entered into a joint growth agreement with IBK Industrial Bank of Korea and Hana Bank to strengthen the ESG management systems and execution capabilities of its suppliers. Under this agreement, SL operates an ESG competency enhancement consulting program tailored for small and medium-sized enterprises. The program goes beyond simple education and is structured as a customized three-step process that includes on-site audits and the provision of follow-up improvement measures. It contributes to the substantial enhancement of suppliers' ESG competitiveness. A total of 20 suppliers participated in the consulting program in 2024. The process began with basic ESG training, followed by on-site audits at each supplier's business site, and concluded with hands-on consulting focused on areas that need to be improved according to the audit results. SL Corporation through the program has enabled suppliers to gain a clearer understanding of ESG self-assessment items and on-site evaluation criteria. Suppliers have effectively applied the consulting outcomes to their own operations, thereby further strengthening their ESG management capabilities.

2024 ESG Capacity-Building Consulting Status

(Unit: Count)

Category	2024
Number of Suppliers Targeted	20

Tailored ESG Training Programs for Suppliers

In 2024, SL Corporation provided foundational ESG management training to enhance suppliers' awareness of ESG and strengthen their execution capabilities. The training focused on helping suppliers accurately understand the concept and significance of ESG management and effectively apply it to their business operations. The program introduced key global ESG legislative trends and explained recent developments in international ESG regulatory environments. It also included an overview of ESG supply chain management policies and requirements from major customers such as Hyundai Motor and Kia. In addition, SL and the Purchasing Center shared their internal ESG management framework and operational practices, and provided practical guidance to help suppliers effectively respond to the ESG self-assessment questionnaire (consisting of 106 items). This training aimed at establishing a foundation for suppliers to integrate ESG into their actual business practices. A total of 117 suppliers participated, gaining an opportunity to deepen their understanding of ESG management.



ESG Management Case Study Presentation

2024 ESG Training Programs for Suppliers

(Unit: Count)

Category	2024
Number of Suppliers Participated	117

Supply Chain Management *Risk Management*

Supply Chain ESG Risk Mitigation

Briefing Session on Energy Reduction Technologies for Suppliers

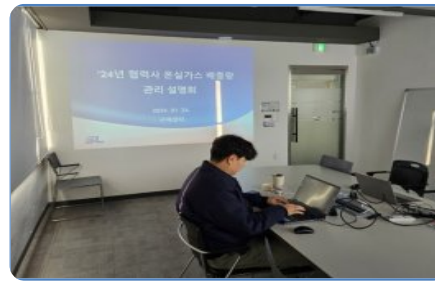
To support its suppliers in enhancing energy efficiency, SL holds briefing sessions to share its proprietary energy reduction technologies. In 2024, the company hosted a session for environmental practitioners from its suppliers, with participants from 117 companies in attendance. The session not only featured SL's own best practices in energy-saving technologies but also introduced outstanding cases from large corporations and other companies. Through these efforts, SL helps suppliers reduce their energy consumption and lower their greenhouse gas emissions.



Briefing Session on Energy Reduction Technologies for Suppliers

Briefing Session on Greenhouse Gas Emissions Management for Suppliers

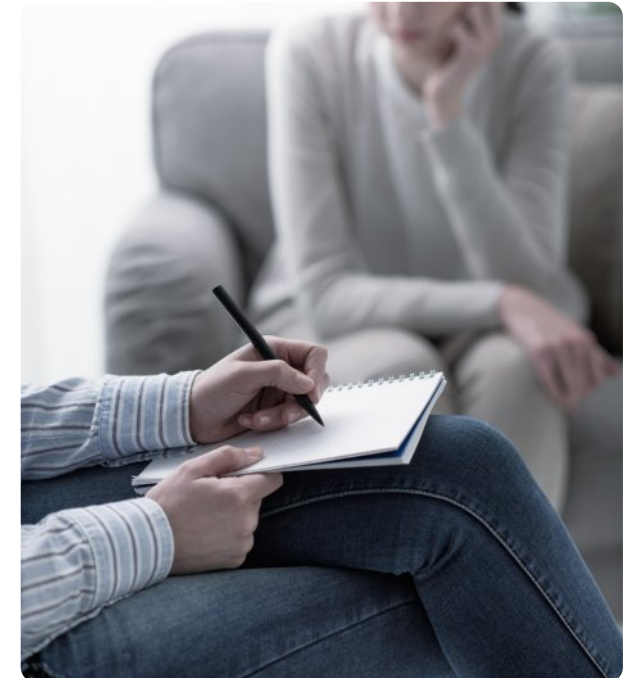
To support suppliers in reducing greenhouse gas emissions and to help lay the foundation for achieving carbon neutrality, SL regularly holds briefing sessions on GHG emissions management for its suppliers. The sessions cover fundamental concepts on GHG emissions calculation and management practices, while also presenting SL's own case studies to enhance suppliers' understanding. Following the session, SL conducted a GHG emissions survey to assess each supplier's current emissions status and developed tailored support measures for emissions reduction based on the findings. In 2024, environmental practitioners from 127 suppliers selected for GHG management participated in the session.



Briefing Session on Greenhouse Gas Emissions Management for Suppliers

Operation of Grievance Channel for Suppliers

SL Corporation runs a grievance channel for its suppliers to identify and respond to potential ESG risk factors within the supply chain at an early stage. The channel is designed to allow suppliers to freely report any difficulties or areas for improvement they encounter across all ESG aspects, including management, human rights, labor, environment, and ethics. With anonymity and prompt responses ensured, the channel functions as an effective communication platform. SL systematically classifies and analyzes reported grievances and utilizes the findings in the system to eliminate ESG risks within the supply chain. Through this, the company continues to strengthen sustainable supply chain operations based on mutual cooperation with its suppliers.



Overview of ESG Culture Enhancement Activities for Suppliers

(Unit: Count)

Category	Details	Number of Suppliers
Briefing Session on Energy Reduction Technologies	• Sharing SL's energy-saving technology cases and practices from Tier 1 supplier of Hyundai Motor and Kia	117
Briefing Session on Green House Gas Emissions Management	• Sharing best practices and strategies for calculating and managing GHG emissions • Assessing suppliers' emissions status and establishing tailored support measures through Green House Gas emissions surveys	127
Training on LCA Management of Supplier Parts	• Enhancing the GHG response capabilities of emissions managers through understanding of LCA management for supplier parts	15
Introduction to Government-Supported CBAM Program	• Improving suppliers' CBAM management capabilities by introducing EU CBAM regulations and encouraging participation in government-supported programs	6

Supply Chain Management Risk Management

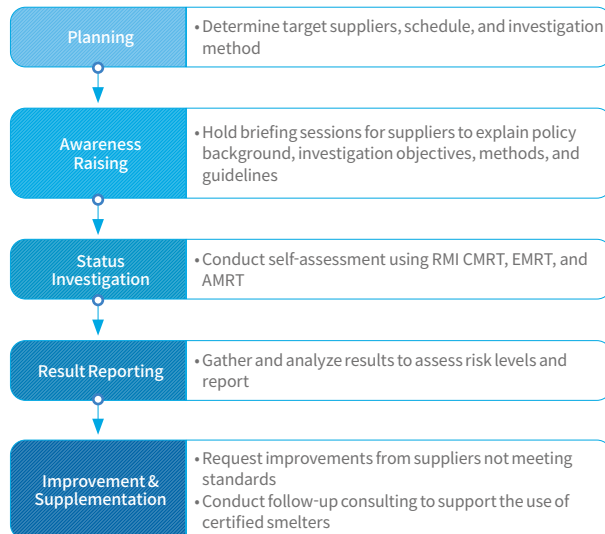
Conflict Mineral Management

Conflict Mineral Management Process

SL Corporation has established a conflict mineral policy and operates a structured management process to prohibit the use of responsible minerals that are unethically mined in conflict-affected regions, and to build a responsible supply chain. This process consists of five phases: planning, awareness raising, status investigation, result reporting, and improvement & supplementation. Through these systematic steps, SL evaluates the level of responsible mineral management among its suppliers. For suppliers that do not meet the conflict mineral management standards or fail to faithfully respond to related investigations and improvement requests, SL continually requires the submission of CMRT¹, EMRT², and AMRT³ templates, as well as improvements in the use of certified smelters. Additionally, SL provides a range of support activities including training and consulting.

- 1) Conflict Minerals Reporting Template(CMRT)
- 2) Extended Minerals Reporting Template(EMRT)
- 3) Additional Minerals Reporting Template(AMRT)

Conflict Mineral Management Process



Conflict Mineral Briefing Session

To strengthen its suppliers' capabilities in managing conflict minerals (responsible minerals), SL Corporation held a briefing session to explain the background and to share methodology of the related investigations. A total of 127 companies attended the session. SL provided an overview of global trends and regulations concerning conflict minerals, as well as its internal policy and the results of past assessments. In particular, the company presented detailed guidance on the direction of future conflict mineral investigations and how suppliers should respond. The session also included practical training on how to complete conflict mineral reporting templates, such as the CMRT, to help suppliers participate more effectively in conflict mineral management.



Conflict Mineral Briefing Session

Stakeholder Communication and Partnership Building

SL Corporation is strengthening communication with various stakeholders to ensure responsible conflict mineral management. The company shares its policies and management status not only with suppliers but also with customers and relevant organizations and is continuously working to secure supply chain transparency that aligns with global standards and customer expectations. In particular, SL enhances mutual understanding with its suppliers through conflict mineral briefing sessions and investigation processes and offers additional consulting and training support when necessary.

Furthermore, SL is making efforts to participate in global initiatives such as RMI1 to promote responsible sourcing. It operates its conflict mineral investigations, ESG evaluations, and related improvement processes in accordance with RMI's due diligence standards and the OECD Due Diligence Guidance.

- 1) Responsible Minerals Initiative(RMI)



Quality Management & Customer Satisfaction *Governance*

Roles and Responsibilities

Roles of Executives

SL Corporation's management plays diverse roles in ensuring that its products and services maintain high levels of safety and reliability. To this end, the leadership sets the company-wide direction for quality management, formulates quality policies, and actively supports the effective operation of the quality management system. The management continuously reviews quality performance, makes strategic decisions for improvement, and improves the company's competitive edge in quality. Through rigorous quality control, SL practices customer-centric quality management and is dedicated to delivering trusted products and services.

Roles of Operational Departments

All quality-related organizations within SL Corporation, including its manufacturing plants, are committed to enhancing product quality and driving process innovation. These teams have established quality control frameworks and carry out continuous improvement initiatives. By conducting regular quality inspections and feedback reviews, SL ensures production stability and strives to deliver products that meet global quality standards.

Operation of Quality Management Councils

SL Corporation holds quality meetings led by the representative directors of each plant to maintain consistent quality competitiveness across all business sites. In addition, quality-related meetings are conducted by each business division. Key discussion outcomes and decisions are actively shared and coordinated with overseas subsidiaries to ensure alignment across the global organization.

Quality Management Governance



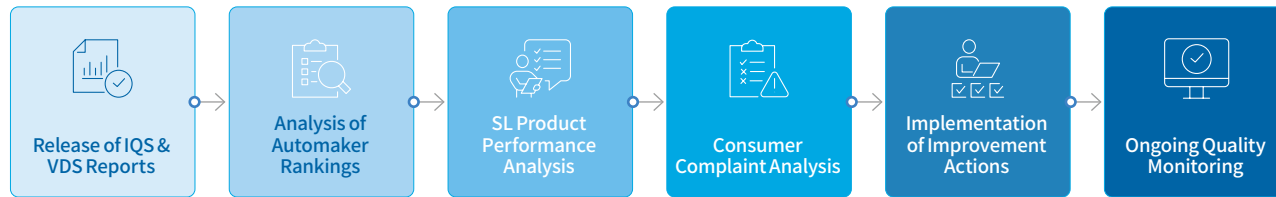
Quality Management & Customer Satisfaction Strategy

Systematic Quality Management

Tracking and Analysis of IQS and VDS Indicators

SL Corporation analyzes the annual Initial Quality Study (IQS) and Vehicle Dependability Study (VDS) rankings of automakers in North America to assess and identify the performance of its supplied products—such as lamps, electrification components, and mirrors. These indicators serve as key quality benchmarks for vehicles sold in the U.S. market and are used to capture and understand consumer complaints associated with SL’s parts. The IQS evaluates initial quality satisfaction based on customer feedback during the first three months after vehicle purchase. In contrast, the VDS measures mid-term product reliability by analyzing user experience over a three-year ownership period. In the 2025 VDS report released in February, a total of 30 automotive brands and 243 vehicle models were evaluated. Based on this analysis, SL reviews consumer complaints related to its products and implements improvement measures accordingly.

IQS & VDS Tracking Process



2024 IQS-VDS Tracking Analysis Results

Category	Lamp	Mirror	Electrification
Design	<ul style="list-style-type: none"> Condensation in headlamps Difficulty in understanding, operating, or accessing headlamp controls Insufficient headlamp brightness 	<ul style="list-style-type: none"> Difficulty in understanding, operating, or accessing outside mirror adjustment controls Limited field of view in outside mirrors 	<ul style="list-style-type: none"> Inconvenient size or location of wireless charging pad Discomfort or inconvenience during foot pedal operation Wear, discoloration, or peeling of levers and knobs Difficulty or malfunction in opening/closing fuel or charging doors/caps
Manufacturing	<ul style="list-style-type: none"> Headlamp aiming deviation 		
Purchasing	<ul style="list-style-type: none"> Exterior lamp bulb malfunction 	<ul style="list-style-type: none"> Malfunction of outside mirror adjustment controls 	<ul style="list-style-type: none"> Wireless charging pad malfunction Foot pedal noise Hand or parking brake malfunction

Operating Quality School

SL Corporation operates its internal Quality School to foster quality experts in the automotive industry and continuously enhance its quality management system. The Quality School curriculum consists of six core modules: product development process, FMEA¹, electronic failure mechanisms, QSB², QMS³, and internal auditor training. The program is delivered across nine sequential training sessions.

In 2024, SL achieved a course completion rate of 94.8% across all modules. SL plans to continue refining its curriculum to provide more in-depth learning opportunities and to build a structured training environment that strengthens employees’ quality competencies.

1) Failure Mode Effective Analysis(FMEA)
 2) Quality System Basics(QSB)
 3) Quality Management System(QMS)

Quality School Completion Overview

(Unit: persons)

Category	2024	2023	2022
Number of Quality School Graduates	106	99	154



Quality Management & Customer Satisfaction Strategy

Systematic Quality Management

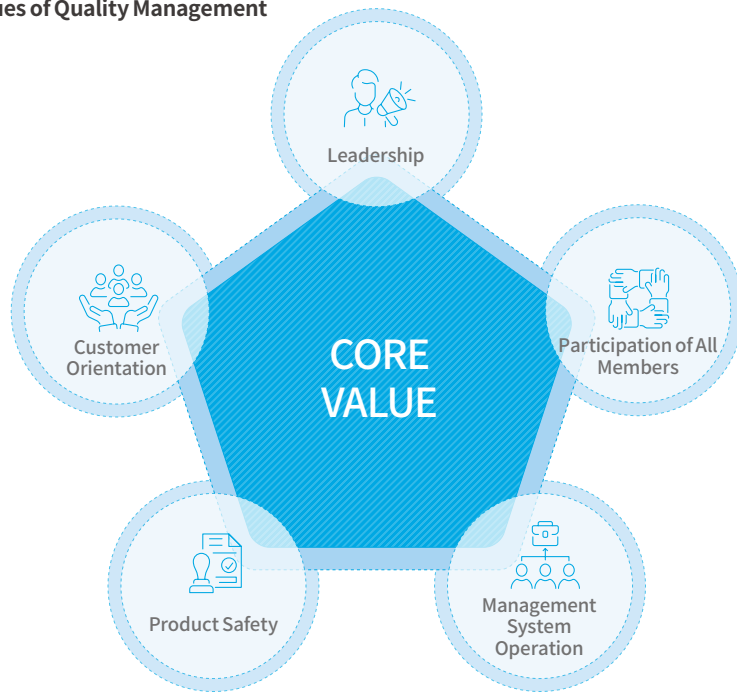
Quality Management System and Improvement Direction

SL Corporation operates a structured quality management process to ensure continuous improvement in the quality of its products and services. Through its quality management system, SL identifies quality-related risks, defect cases, and customer complaints, and shares this information not only across all domestic sites but also with suppliers. Based on these efforts, SL has established a company-wide quality management framework.





To drive quality improvements, SL conducts regular monitoring activities while actively listening to VOC¹ feedback and on-site challenges. In particular, the company works to proactively identify key quality issues in new vehicles to maximize customer safety and satisfaction, closely monitoring both domestic and global user environments. Furthermore, SL goes beyond monitoring by conducting quality satisfaction surveys that reflect direct stakeholder feedback. These insights are used to enhance the quality improvement process and to put customer-centered quality management into practice.

1) Voice Of the Customer(VOC)

Core Values of Quality Management



Quality Improvement and Monitoring Activities

Category	Activity Details
 VOC Collection and Handling	<ul style="list-style-type: none"> Collect VOCs through visits to service centers, Blue Hands, and AutoQ Provide preventive training on mis-repair and over-repair, and gather feedback on on-site difficulties
 New Vehicle Issue Monitoring	<ul style="list-style-type: none"> Identify key quality issues on-site for new vehicle buyers (within 3 months after mass production) Monitor field issues as part of the "Global 100-Day Operation" for new models
 Global On-site Monitoring	<ul style="list-style-type: none"> Monitor field issues in global regions Weekly monitoring of user environments via HKMC Quality Centers by region Track National Highway Traffic Safety Administration(NHTSA) recall and customer complaint data in North America
 Quality Satisfaction Surveys	<ul style="list-style-type: none"> Conduct annual IQS and VDS quality satisfaction surveys (by J.D. Power) Analyze customer VOC and product-related complaints via surveys of customers after 3 months and 3 years of ownership

Quality Management & Customer Satisfaction Strategy

Enhancing Manufacturing Process Competitiveness

Minimizing Cost of Quality Failures

SL Corporation has established a proactive quality management system to minimize the cost of quality failures and continues to implement improvement initiatives aimed at reducing defects during production. To this end, SL reinforces quality verification during the manufacturing stage and lowers defect rates through data-driven root cause analysis. In addition, by fostering close collaboration with suppliers, SL works to enhance overall quality competitiveness. The adoption of a real-time quality monitoring system also enables prompt response to issues, helping to improve customer satisfaction and maximize cost efficiency.

Target Cost Management

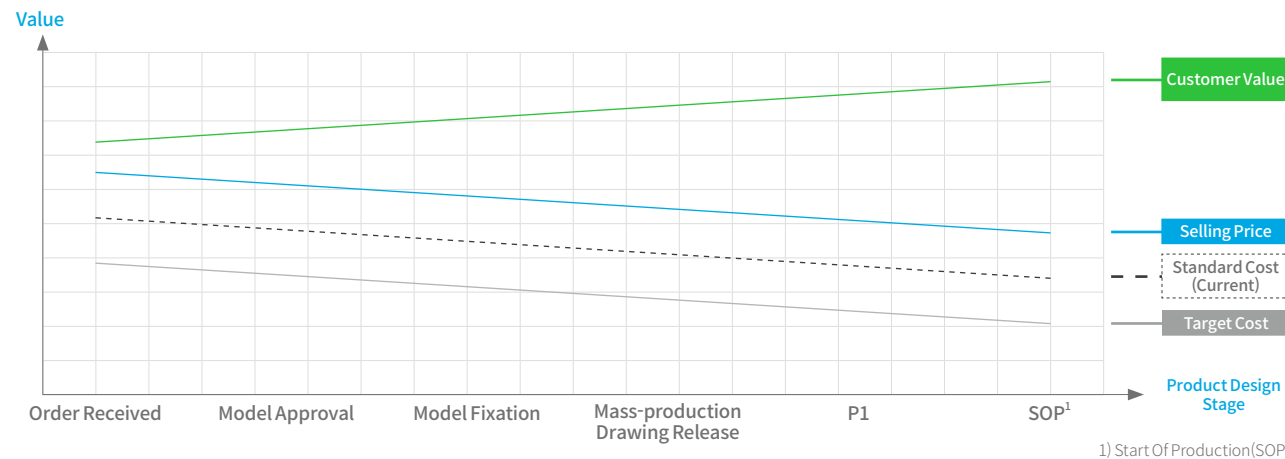
SL Corporation implements a target cost-based quality improvement strategy to deliver competitive products that balance both quality and cost. This approach involves setting a "target cost"—a price level that enables the efficient delivery of customer value without waste—during the early design stage and pursuing this goal throughout the product development process. Through this strategy, SL defines the target cost in advance by considering both customer value and expected selling price. It then narrows the gap between the target cost and the current standard cost by simultaneously optimizing product design and manufacturing processes. In the design phase, unnecessary cost elements are eliminated through advanced development and specification optimization. During the development phase, variable and fixed costs are reduced through process enhancements and productivity improvements. This target cost-based approach contributes to higher customer satisfaction and product reliability by maintaining quality while eliminating waste, and it has become a core implementation strategy within SL's quality management system.

Demonstrating Manufacturing Quality Excellence

SL Corporation prioritizes customer satisfaction and product reliability, enhancing product competitiveness through proactive quality improvement initiatives and a structured quality management system. In 2024, SL was recognized by Kia as an Outstanding Partner for Initial Production Quality of the EV9, having achieved zero quality issues during the launch phase, following the world's first application of hidden lighting technology and the execution of the "150-Day Quality Operation for New Vehicles." From the early development stage, SL collaborated closely with the client to optimize specifications using prototype molds and conducted preventive quality activities. During the mass production stage, SL focused on securing manufacturing capabilities by introducing large-scale metalizing, body-color painting, and laser patterning equipment. The company also implemented preemptive risk identification and countermeasures for all phases prior to production and market release to prevent quality issues.

Furthermore, SL expanded the application of FMEA (Failure Modes and Effects Analysis) not only to the manufacturing process but also to the final product and its integration with the overall automotive system, enhancing its ability to predict and respond to potential risks. Moving forward, SL Corporation will continue to fulfill its responsibility to meet the demands of global customers by delivering safe and reliable products through sustainable quality innovation.

Target Cost Design Framework



Selected as Outstanding Partner for Initial Production Quality of New Vehicles – Hyundai & Kia

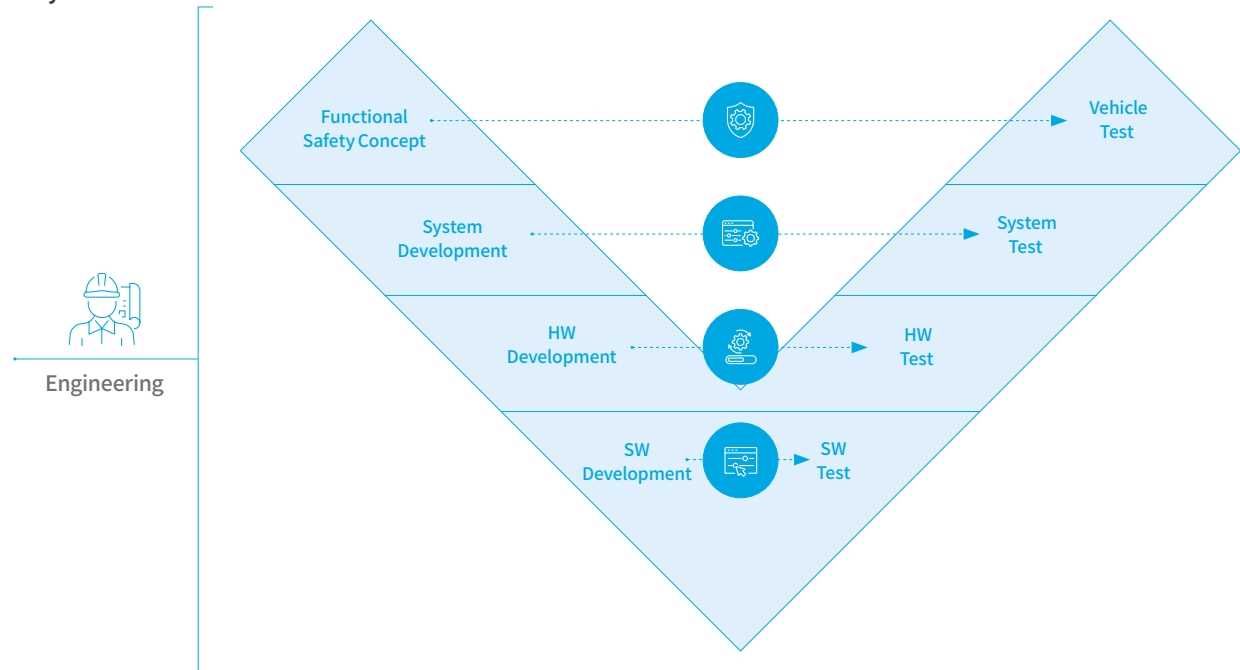
Quality Management & Customer Satisfaction Strategy

Enhancing Manufacturing Process Competitiveness

Engineering Advancement Initiatives

SL Corporation is actively strengthening the cost competitiveness of its engineering operations by conducting cost analyses, proposing optimization measures, and enhancing its core engineering capabilities. In 2024, SL applied its reinforced foundational competencies to vehicle development programs and internalized practical methodologies for tolerance analysis. Starting in 2025, SL has designated “Low-Cost Design Based on Evidence” as a core theme and will intensify collaborative efforts to embed this concept throughout the organization. In particular, SL aims to secure cost competitiveness throughout the entire process—from order intake to mass production—by simultaneously promoting design optimization and process improvement. These efforts go beyond simple cost reduction; they aim to apply evidence-based design to ensure preventive quality and improve overall product reliability. In parallel with the reinforcement of fundamental engineering capabilities, SL is also advancing its analysis capacity to predict quality issues in the early stages of development. As software becomes increasingly critical, the company is reinforcing software validation through test case solidifying initiatives. These efforts are designed to minimize the likelihood of issues during the development process and to strengthen predictive capabilities from the outset. Through continuous improvement and innovation, SL Corporation seeks to secure optimal cost competitiveness from the design stage while maximizing product quality and reliability.

V-Cycle



Engineering



Supporting

Education & Training

Verification Review

Configuration & Change MGT

Confirmation Measure

Quality Management & Customer Satisfaction Risk Management

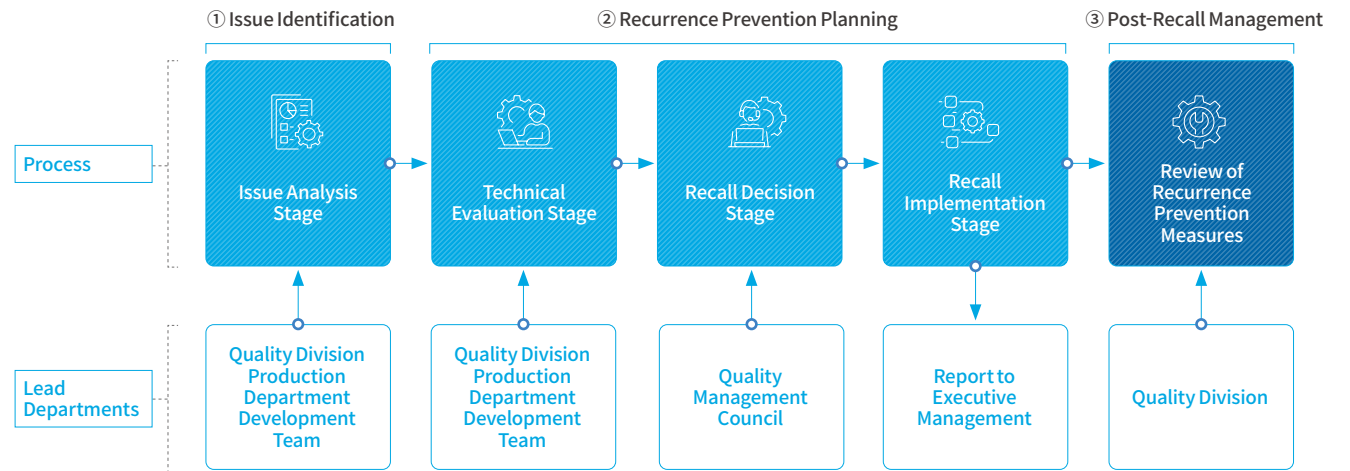
Prioritizing Product Quality

Emergency Response Plan

SL Corporation places the highest priority on product quality and customer safety. To respond effectively and systematically to product defects and recall requirements, SL has established and operates a comprehensive emergency response process. This framework is designed to minimize customer impact resulting from product defects and to ensure prompt and effective company-wide action.

SL operates a structured recall process based on its enterprise-wide quality management system. The recall process consists of three phases: issue identification, recurrence prevention planning, and post-recall management. When a defect is identified, the Quality Division, Production Department, and Development Team collaborate closely to analyze the issue and conduct technical evaluations. Based on the outcome, the Quality Management Council determines whether a recall is necessary. If a recall is initiated, the company reports to top management and develops recurrence prevention measures. The Quality Division then reviews the effectiveness of those measures and oversees post-recall actions. This process enables SL to respond swiftly and transparently, maintaining customer trust even in the event of product issues. Going forward, SL Corporation will continue to ensure rapid and effective response systems to uphold customer confidence and secure the highest level of product quality competitiveness.

Recall Process Overview



2024 Major Recalls

2024 Major Recalls	
• Malfunction in high beam operation (Telluride model)	
• Malfunction in high beam operation (Niro Hybrid model)	
• Malfunction in high beam operation (Avante model)	

Recall Overview

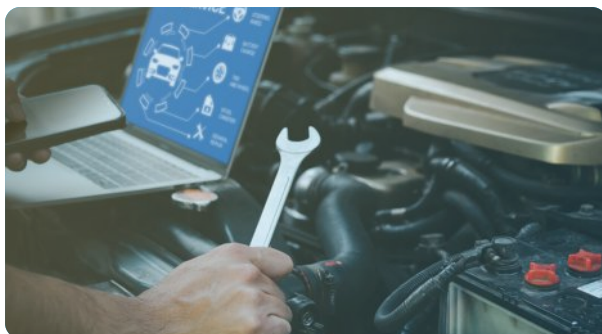
Category	(Unit: cases, units)		
	2024	2023	2022
Number of Recalls	3	0	0
- Voluntary Recalls	3	0	0
- Legal Mandated Recalls	0	0	0
- Product Accident-Related Recalls	0	0	0
Number of Products Recalled	0	0	0

Quality Management & Customer Satisfaction *Risk Management*

Prioritizing Product Quality

Product Safety Enhancement

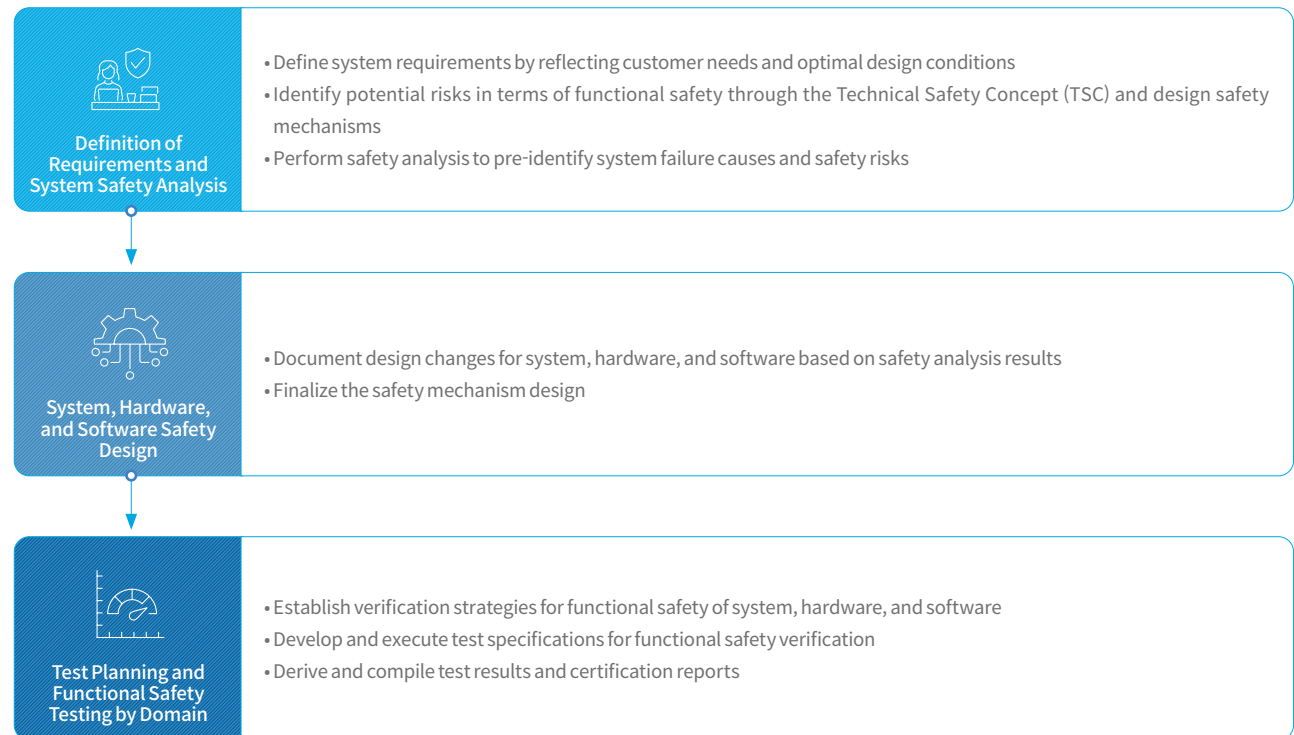
SL Corporation operates a comprehensive product safety management policy to thoroughly understand and apply safety characteristics across all stages of the product lifecycle—from design and development to production and delivery. In accordance with this policy, whenever a new product is designed, a quality issue arises, or a customer request is received, SL conducts a detailed review of the product’s safety attributes. Through a dedicated safety feature review meeting, additional requirements are identified, and corresponding management plans are established. These are finalized after obtaining customer approval. Once approved, the safety features are communicated through targeted training for relevant process personnel, ensuring full awareness of safety requirements and their implementation. SL continuously reinforces product safety through ongoing monitoring and improvement efforts. These enhancements are also reflected in new vehicle development, supporting the delivery of more reliable and trustworthy products. Furthermore, instruction manuals provided by customers contain detailed safety precautions and handling guidelines related to the products manufactured and supplied by SL, helping ensure that end users are well-informed.



Product Safety Assessment

SL performs product safety assessments based on a structured design and validation process that documents the entire system—from initial system design to integrated testing—to ensure both functional safety and product reliability. System requirements are defined in accordance with customer demands and functional safety standards, and potential risks are proactively identified through safety analysis methods such as FMEA (Failure Modes and Effects Analysis). SL also applies safety mechanism concept design, along with detailed safety design for both hardware and software components, to secure product safety at the design level. Rigorous testing is conducted across each domain to verify that the product performs safely under actual operating conditions. This structured process, implemented from the earliest stages of development, plays a critical role in ensuring product safety and reliability, and is integral to SL Corporation’s quality management system.

Safety Assessment Process



Quality Management & Customer Satisfaction *Risk Management*

Strengthening Cybersecurity

Growing Importance of Security

As the mobility era driven by CASE (Connected, Autonomous, Shared, Electric) advances, the core of the automotive industry is increasingly centered around electronic control units (ECUs). Along with this shift, the importance and complexity of software continue to rise, requiring regular updates to enhance performance, add features, and address defects. Given the high cost and time requirements of wired software updates, Over-the-Air (OTA) updates—similar to those used in mobile devices—are now being applied in the mobility sector. While OTA brings advantages such as convenience and cost savings, it also increases exposure to potential cyberattacks, thereby elevating the importance of robust cybersecurity functions.

Introduction of Security Regulations

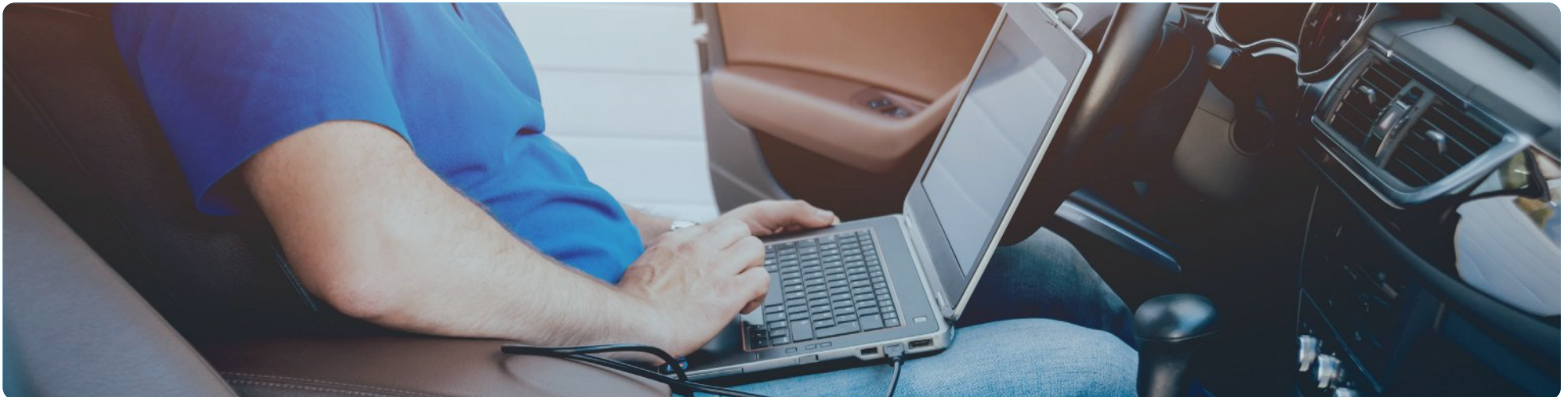
With rising concerns over cybersecurity, compliance with region-specific regulations and standards—most notably ISO/SAE 21434—has become mandatory. In Europe, as of July 2024, all vehicles are required to obtain CSMS¹ certification, and mass production is prohibited without vehicle type approval (VTA). Similarly, in South Korea, the Automobile Management Act was amended in February 2024 to require VTA² certification starting August 2025 to proceed with vehicle production. Since OEMs cannot independently design, produce, and manage all ECUs, they are now requiring Tier 2 and Tier 3 suppliers to comply with relevant regulations and standards. This includes periodic reviews of internal processes and adherence to cybersecurity frameworks.

1) Cyber Security Management System(CSMS)
 2) Vehicle Type Approval(VTA)

SL Corporation’s Preparedness

To respond to these cybersecurity requirements, SL Corporation established the Cybersecurity Office on September 1, 2024. The office is currently developing and updating manuals, procedures, and guidelines to reflect legal and customer requirements in a manner suitable to our organization. These initiatives aim to foster a culture of security awareness throughout the company, enabling teams to integrate cybersecurity principles into their daily operations. The Cybersecurity Office also supports internal departments in ensuring that security-critical ECUs are developed in accordance with cybersecurity processes. In parallel, SL is actively participating in customer-led audits to validate the robustness of our security practices and to strengthen trust in our cybersecurity compliance.

In addition, SL will continuously build expertise in the field of cybersecurity to ensure both individual growth and the company’s sustained development.



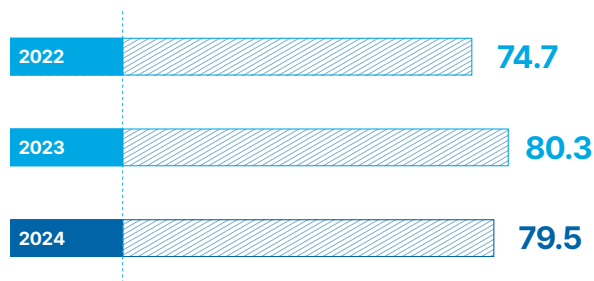
Quality Management & Customer Satisfaction *Enhancing Customer Value*

Minimizing Customer Complaints

Customer Satisfaction Survey

SL corporation regularly conducts customer satisfaction surveys to gather feedback and suggestions from both domestic and global customers and reflect them in its business operations. These surveys assess SL's competitiveness from the customer's perspective in areas such as quality, engineering, R&D, development, and cost competitiveness. The survey results are shared with leadership-level personnel across the company, and the feedback is actively incorporated to improve customer satisfaction. In 2024, a total of 256 customers from 11 global OEMs responded to the survey. SL recorded an overall score of 79.5, showing a slight decrease compared to the previous year. The highest score was in the "willingness to recommend SL for follow-up projects," followed by "product quality." However, "cost competitiveness" received relatively lower ratings. SL will continue conducting customer satisfaction surveys and incorporating diverse feedback into its operations to further enhance customer value.

Customer Satisfaction Survey



Regular VoC Monitoring

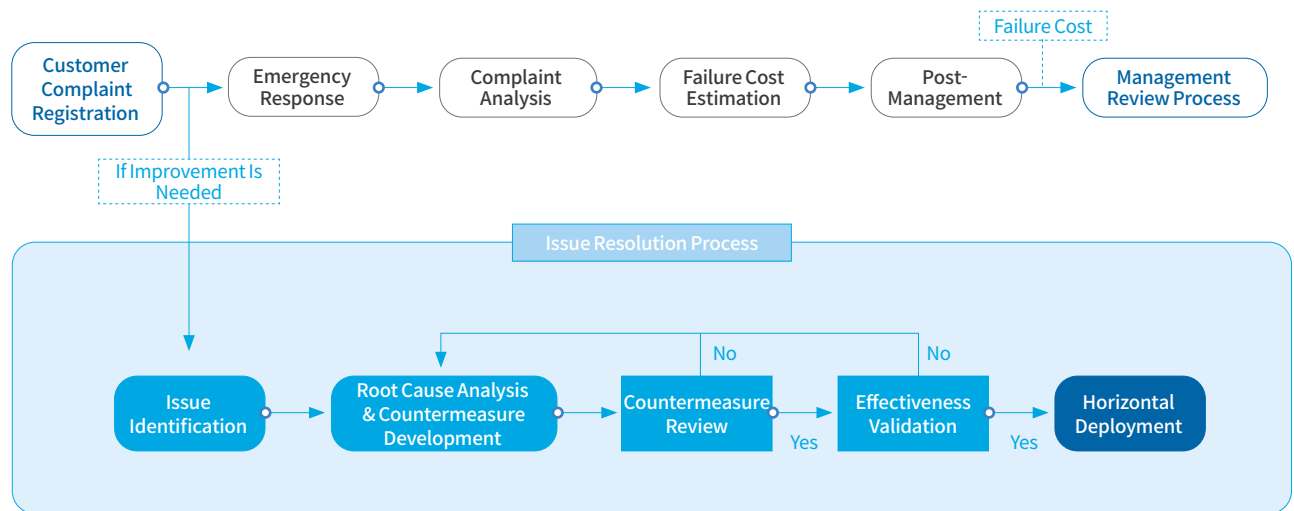
SL corporation carries out regular Voice of the Customer (VoC) monitoring activities to enhance customer satisfaction. Through visits to its service centers and authorized partner service providers such as BlueHands and AutoQ, SL gathers feedback directly from customers and strives to improve its products and services based on that input.

In addition, SL monitors warranty-related field claims, customer complaints, and recall issues and shares this information across the organization on a weekly basis. Details such as claim descriptions, compensation requests and outcomes, as well as follow-up management, are consistently shared to ensure systematic and proactive quality management and continuous improvement.

Customer Complaint Management Process

SL corporation has established a customer complaint management process to address complaints promptly and strengthen customer satisfaction. The company listens attentively to a wide range of customer opinions and ensures that each issue is addressed swiftly. In addition, SL conducts thorough root cause analyses and implements preventive measures to avoid recurrence, ultimately providing more satisfying and reliable products.

Customer Complaint Management Process



Quality Management & Customer Satisfaction *Enhancing Customer Value*

Customer Communication

2024 SL Tech Show

SL Corporation regularly hosts Tech Shows and technical exchange events to foster ongoing communication with customers. In 2024, SL held a Tech Show for Hyundai Motor Company, where over 30 innovative products were showcased across various business units, including lighting, mirrors, and electrification. Key technologies such as the RAIM Light Guide and the Projection Cockpit System drew significant attention during the exhibition. By presenting real product demonstrations and collecting feedback from Hyundai stakeholders, SL further strengthened engagement with the customer. Approximately 1,500 Hyundai executives and employees, including top management, attended the event. The show not only helped SL effectively deliver its brand value to customers but also allowed the company to gain insight into the customer's future technology direction.

Selected as 2024 Partner of the Year

SL Corporation was honored by Hyundai Motor Company and Kia as the 2024 Partner of the Year. This award is presented to suppliers who contribute significantly to the advancement and competitiveness of the automotive industry. SL was recognized for its achievements in enhancing product quality and advancing technical capabilities, and was presented with a Merit Award. Additionally, SL Mirrortech, an SL affiliate, was selected as Partner of the Year in the Security Category, in recognition of its outstanding performance in security systems. Moving forward, SL will continue to build trust with its customers, contributing to the automotive industry through high-quality, cutting-edge technologies.

Engagement with Customers and Investors

SL corporation ensures transparent and continuous communication with its stakeholders, including customers and investors, by conducting regular investor relations (IR) activities and holding annual general meetings. In 2024, SL convened its 56th Annual General Shareholders' Meeting at the Gyeongsan Industrial Complex Management Corporation near its headquarters. A total of five agenda items were deliberated and approved, all with shareholder consent.

Among the notable resolutions, Young u Seo, Head of the Technology Research Division, was newly appointed as an internal director, and Hyun Seung Lee, Corporate Advisor at KB Asset Management, was appointed as an external director. Both directors will also serve on the Sustainability Management Committee for a three-year term. These appointments complied with the Capital Markets Act and the Commercial Act and contributed to improved governance that meets global standards such as gender diversity.



2024 SL Tech Show



Awarded 2024 Partner of the Year – Hyundai & Kia



2024 56th SL Corporation General Shareholders' Meeting

Social Contribution *Domestic*

Preparation of Growth Kits for Children

Since 2022, SL has partnered with Good Neighbors to prepare and deliver growth kits for children from low-income families. Funded by SL's "Sharing Love" donation campaign, the kits are designed to support children lacking access to basic hygiene and daily necessities due to financial hardship. Each kit includes items such as sanitary pads, nutritional supplements, iron tablets, and physical activity goods tailored to the needs of children. SL employees also participate directly in the preparation process, sorting and packaging the kits themselves. In 2024, a total of 75 employees joined the initiative, delivering kits to 600 children across two distribution rounds.

Holiday Donations for Lunar New Year and Chuseok

To mark the Lunar New Year and Chuseok holidays, the SL Ansan Plant donated 1,100 kg of rice and 110 boxes of instant noodles to the Ansan City Hall. This initiative was made possible through the "Sharing Spare Change" program, a voluntary donation campaign by employees of the SL Ansan Plant. The donated goods were delivered to underprivileged families in the Ansan region through the Community Chest of Korea, Gyeonggi Branch, helping to support low-income households during the holiday seasons.

Donation of Special Relief Funds for Wildfire Recovery

In April 2025, SL Corporation donated a total of KRW 500 million in special relief funds to support the swift recovery and daily life restoration of residents affected by the wildfire that occurred in the northern region of Gyeongbuk Province. The donation was jointly made by SL, which contributed KRW 300 million, and the SL Seobong Foundation, which provided KRW 200 million. As a member of the local community, SL and the Seobong Foundation remain committed to fulfilling their social responsibility and providing practical support in response to disasters and emergencies.



Growth Kit Volunteer Activity



Holiday Season Donation of Essential Goods



Support for Wildfire Damage Recovery

Transparent Management of Donations

SL Corporation has established donation disbursement guidelines to ensure that contributions are used in a systematic and efficient manner. When selecting beneficiary organizations, SL conducts a comprehensive review of the organization's credibility, support areas, and target recipients. SL also evaluates each organization's fund management transparency, level of engagement with donors and beneficiaries, and capacity for monitoring the outcomes of funded programs to ensure alignment with the intended purpose. To maintain transparency, SL manages donation-related expenses and disbursement records in accordance with accounting standards and internal audit procedures. These records are publicly disclosed to ensure that various stakeholders have access to this information.

Social Contribution Overseas

SL Tennessee

Relief Supplies for Hurricane-Affected Areas

Employees at SL Tennessee initiated a voluntary fundraising campaign to support residents in northeastern Tennessee who suffered severe damage from Hurricane Helene. With approximately USD 2,500 raised, the team purchased 150 boxes of bottled water, 20 boxes of sports drinks, canned food, hygiene products, cleaning supplies, and pet food. These relief items were delivered along with heartfelt letters from employees.



Relief Supplies for Hurricane-Affected Areas

Community Engagement Activities

SL Tennessee hosted two community events in collaboration with local residents in 2024. In April, to celebrate Easter, the employees of SL Tennessee organized an treasure hunting featuring approximately 10,000 egg-shaped capsules filled with candy, which had been hidden in advance by the employees. The event also included photo sessions with the Easter Bunny and arts and crafts activities for children. SL's suppliers also participated by donating prizes for the event. SL Tennessee held SummerFest with activities such as a water slide for children, a fire truck ride experience, and a flea market. These events were designed to offer meaningful opportunities for fun and engagement for local residents and their family members.



Local Community Engagement Event

SL Alabama

Food Donation Campaign

SL Alabama carried out a "Food Donation Campaign Competition" to promote a culture of donating and encourage employees to engage in acts of sharing. The campaign leveraged the rivalry between the University of Alabama and Auburn University—two of the most prominent college football teams in Alabama. Employees were encouraged to donate food items in the name of the team they supported, creating a friendly competition that fostered voluntary participation. As a result, a total of 759 food items were collected from supporters of both teams and delivered to a local food bank.



Food Donation Campaign

Support for Local Workforce Development Programs

In December 2024, SL Alabama donated approximately USD 15,000 to Central Alabama Community College (CACC). CACC aims to develop a skilled local workforce and support career advancement by working closely with regional employers to meet the needs of the local community. SL Alabama's donation will be used to expand practical training resources—such as advanced equipment—that help bridge the gap between academic instruction and on-the-job requirements. The support is expected to strengthen hands-on learning and foster the development of a more competent and job-ready workforce.



Support for Local Workforce Development Programs

SL Michigan

Support for the Underprivileged Group

SL Michigan organized a ping pong tournament to raise funds for underprivileged children and to provide a moment of rest for the dedicated officers of the Auburn Hills Police Department. The event was scheduled during the police officers' break times, allowing them to participate in the tournament while on duty. Through this initiative, SL Michigan donated approximately USD 1,000 to support the purchase of toys for children in need within the local community.



Ping Pong Tournament with the Auburn Hills Police Department

Support for Families of Children with Down Syndrome

SL Michigan donated approximately USD 4,500 to GiGi's Playhouse, a nonprofit organization that supports children with Down syndrome and their families. The funds were raised through internal events such as employee basketball tournaments and charity campaigns. Through these efforts, SL Michigan not only fosters communication among employees but also strengthens its commitment to building positive relationships with the local community.



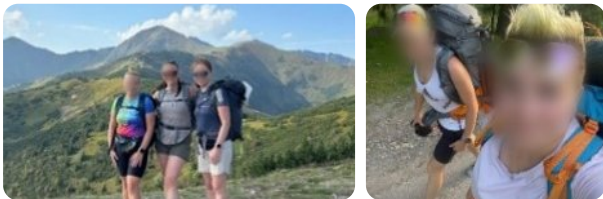
Donation to Support Children with Down Syndrome

Social Contribution Overseas

SL Poland

Let's Move for Others

SL Poland in 2024 carried out a CSR project titled "Let's Move for Others." The project aimed to encourage employee participation in physical activities while raising funds for a local rehabilitation center. Over the course of approximately five months, employees accumulated donations based on the distance they covered through walking, running, hiking, or cycling. As a result, a total of 17,362 kilometers were recorded, and approximately KRW 320,000 was raised. The donation was used to purchase snacks for patients at the rehab center.



CSR Project "Let's Move for Others"

Fundraising for a Neighbor in Need

In December 2024, employees at SL Poland organized a fundraising campaign after learning about a 21-year-old local resident who was facing financial hardship following the loss of his mother. Two production line employees voluntarily used their break times to lead the campaign, collecting donations from colleagues. As a result, a total of approximately KRW 4.54 million was raised and delivered to the young man.



Fundraising for a Neighbor in Need

SL Brasil

Solidarity Christmas

To celebrate the Christmas season, SL Brasil launched the "Solidarity Christmas" campaign to deliver gifts to children from underprivileged backgrounds in the local community. The campaign was designed to bring joy and hope to children in need during the holidays. Employees donated toys, which were distributed to a total of 164 children.



Solidarity Christmas Campaign

SL AP & SL Lumax

Donation of Medical Equipment

SL AP donated medical equipment to public hospitals in Somandepalli, Gorantla, and Hindupur. The donation included portable ECG machines, camera systems for endoscopic surgery, surgical microscopes, and related tools, totaling approximately KRW 157 million in value. The equipment will be used to support surgeries and treatments for underprivileged patients at national hospitals.



Donation of Medical Equipment to Public Hospitals

Support for Community Infrastructure Development

SL Lumax actively supports funding for the development of essential infrastructure in local communities, including schools, medical facilities, and sports centers. In 2024, the company donated two sterilizers and one air conditioner to a local public health center. It also supported the construction of a gymnasium at Queen Mary's College in Chennai to help students engage in activities that promote health and physical fitness. In addition, SL Lumax contributed to the construction of an educational facility equipped with classrooms, laboratories, an auditorium, and a kitchen, providing students in remote areas with improved access to learning in a better environment.



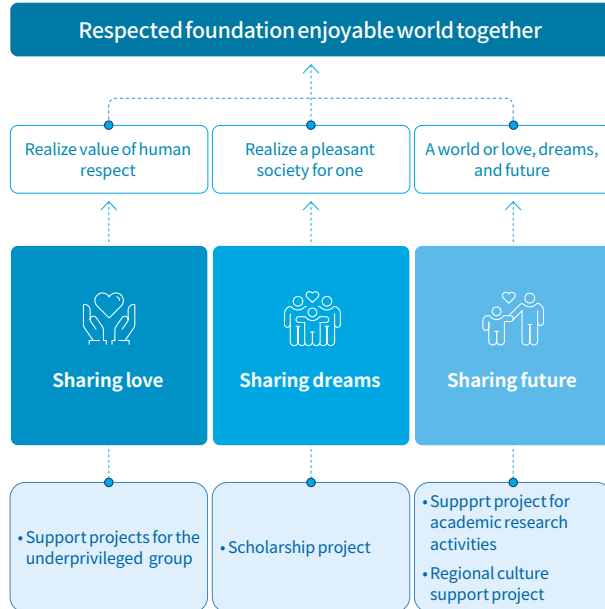
Support for Gymnasium Construction at Queen Mary's College

Social Contribution *SL Seobong Foundation*

Introduction to the Foundation

The SL Seobong Foundation was established in 2005 through a personal donation of KRW 30 billion by Chairman Choong-Kon Lee. The foundation promotes initiatives for future talent development, support for outstanding research institutions, and sharing activities for the underprivileged—all aimed at contributing to the advancement of the local community. Guided by the belief that a company realizes its true value when it coexists with society, the foundation carries out social contribution activities based on SL's management philosophy of "People First Policy." SL is committed to returning the value created through its business activities to society, striving to become a company that contributes to the happiness of both its employees and the wider community.

Vision & Mission



Major Social Contribution Projects

Project	Description
Support Projects for the Underprivileged Group	Support activities for low-income families, people with disabilities, the elderly, children, and others in need
Scholarship Project	Provision of scholarships to middle and high school students and university students from low-income families, single-parent families, and grandparent-headed households
Support Project for Academic Research Activities	Support for professors and researchers in the engineering field; selection of outstanding universities and research institutes nationwide for research support
Regional Culture Support Project	Support for local cultural events and organizations such as festivals, plays, dances, and exhibitions in underprivileged regions
Eco-Friendly Vehicle Support Project	Provision of eco-friendly vehicles to social welfare organizations to enhance the efficiency of welfare services

Eco-Friendly Vehicle Support Project Status

Year	Number of Vehicles	Amount (KRW)
2020	5	140,000,000
2022	1	28,000,000
2023	10	350,000,000
2024	21	836,469,727
Total	37	1,354,469,727

Major Social Contribution Activities in 2024

SL Seobong Foundation donated KRW 1.5 billion to the "Hope 2025 Sharing Campaign" organized by the Community Chest of Korea, Daegu Branch. Since 2007, SL has contributed a cumulative total of approximately KRW 7.2 billion to the organization, which has been used to support projects for the underprivileged and improve infrastructure at welfare institutions. In particular, in 2024, SL provided eco-friendly vehicles to local welfare organizations through a vehicle support project funded by the previous year's donations. A total of over 20 organizations—including comprehensive welfare centers, community child centers, and vocational rehabilitation facilities—received electric or LPG vehicles to help overcome challenges caused by aging or insufficient transportation resources.



Donation for Neighborly Love



Delivery of Eco-Friendly Vehicles

GOVERNANCE

SL Corporation is committed to establishing a fair and transparent governance structure by appointing directors with independence, diversity, and expertise through a fair selection process. As a result, the majority of SL's Board of Directors is composed of outside directors, forming a sound governance framework that contributes to the company's professional and rational decision-making process.



- 091 Board of Directors & Shareholders
- 100 Ethics and Compliance
- 105 Information Security
- 109 Risk Management

Board of Directors & Shareholders *Board of Directors Composition*

Board Composition

SL Corporation operates a seven-member Board of Directors composed of three Inside directors and four outside directors to enhance management transparency and strengthen the Board’s independent oversight function. With outside directors accounting for 57.1% of the Board, the company complies with the requirements outlined in the Commercial Act. The Board comprises experts from diverse fields, including management, accounting, manufacturing, and technology. In accordance with the Articles of Incorporation and Board Regulations, the Chair of the Board is appointed from among the outside directors to further reinforce the Board’s independence and objectivity. Furthermore, the chairs of all subcommittees under the Board are also appointed from among the outside directors, thereby ensuring fairness and autonomy in the operation of each committee.

Board Composition

(As of March 31, 2025)

Category	Name	Position	Gender	Major Career Background	Term of Office
Inside director	Sungyup Lee	Vice Chairman & CEO	Male	• CEO of SL Corporation	2006.04.01 - 2026.03.28
	Moonho Chung	CEO & Business Management Leader	Male	• CEO of SL Corporation	2025.03.26 - 2028.03.26
	Youngju Seo	Business Management Leader	Female	• Head of Technology Research Division, SL Corporation	2024.03.26 - 2027.03.25
Outside director	Kyungjun An	Outside director	Male	• CEO of Sunil Accounting Corporation • Chairman of the Board, SL Corporation	2020.03.31 - 2026.03.28
	Doseong Kim	Outside director	Male	• President of the Korea FP Society • Dean of the Business School & Dean of the Graduate School of Business Administration at Sogang University	2020.07.16 - 2026.03.28
	Moongoo Huh	Outside director	Male	• Vice President of the Korea Management Association • Professor of the Department of Business Administration at Kyungpook National University	2025.03.26 - 2028.03.26
	Hyunseung Lee	Outside director	Male	• Management Advisor at KB Asset Management	2024.03.26 - 2027.03.25

Appointment and Term of Directors

SL Corporation appoints all directors through resolutions at the General Meeting of Shareholders. Outside directors are selected as final candidates by the Board of Directors following a review of nominees recommended by the Outside Director Candidate Recommendation Committee. They are appointed as individual agenda items at the shareholders’ meeting. SL Corporation seeks to ensure a fair selection process for qualified outside directors through an objective and independent procedure. In nominating candidates, the Outside Director Candidate Recommendation Committee conducts preliminary evaluations to exclude individuals with disqualifying factors such as potential harm to corporate value, infringement of shareholder rights, or history of embezzlement or breach of trust. In the nomination and appointment process, SL Corporation considers professional expertise across various fields—including finance, accounting, law, manufacturing, and technology—and board diversity, including gender. For outside directors, potential conflicts of interest with the company and compliance with independence criteria are thoroughly reviewed. The initial term of office for outside directors is three years. If the term expires before the end of the fiscal year, the term is extended until the close of the regular shareholders’ meeting for that fiscal year. The total tenure of outside directors is limited to a maximum of six years.



Board of Directors & Shareholders *Board of Directors Composition*

Board Diversity

SL Corporation continues to enhance the diversity of its Board composition by considering various factors such as gender, age, industry experience, and professional background. This diversity enables the incorporation of a wide range of perspectives and ways of thinking in the decision-making process, thereby contributing to responsible management that aligns with sustainable corporate growth and stakeholder expectations. In nominating director candidates, SL Corporation takes a comprehensive approach—addressing gender imbalances, complementing industry-specific expertise, and ensuring diversity in career backgrounds—to ensure that the Board can develop strategy and review risks from an inclusive and multi-faceted perspective. In 2024, SL Corporation appointed its first female Inside director, Ms. Youngju Seo, further advancing Board diversity. Ms. Seo brings deep expertise in production technology and R&D, strengthening the Board’s strategic decision-making capabilities in eco-friendly mobility technology development.

Board Expertise

The Board of Directors at SL Corporation comprises members with professional expertise and hands-on experience across various fields, including risk management, finance and accounting, manufacturing, production technology, and sales. In particular, the Board leverages its deep understanding of the industry to engage in in-depth discussions and make effective decisions regarding core business strategies and key management issues. To further strengthen the expertise of its directors, SL ensures that all necessary information is provided in advance. In addition, the company continuously enhances the Board’s decision-making capabilities and strategic planning skills through access to external expert consultations and educational opportunities.

Board Independence

SL considers the independence of the Board of Directors a core principle of its governance operations. Four of the seven directors are outside directors, ensuring that a majority of the Board is composed of independent members. Furthermore, the chairs of all Board committees are appointed from among the outside directors, thereby enhancing the independence and fairness of each committee. Notably, at the General Meeting of Shareholders held in March 2025, SL amended its Articles of Incorporation to allow the appointment of the Chairperson of the Board from among the outside directors, further strengthening the Board’s independence and oversight function. In selecting outside directors, SL conducts thorough pre-screening to exclude individuals with disqualifying factors, such as potential harm to corporate value, infringement of shareholder rights, unfair trading practices under the Capital Markets Act, embezzlement, or breach of trust. Through these measures, SL maintains a Board structure capable of exercising adequate supervision and checks over the management.



Board Skill Matrix

(As of March 31, 2025)

Name	Leadership	Risk Management	Financial/Accounting	Production Technology	Sales	R&D	Human Capital	ESG
Sungyup Lee	●	●		●				
Moonho Chung	●	●			●			
Youngju Seo	●	●		●		●		
Kyungjun An	●	●	●					
Doseong Kim	●	●	●					
Moongoo Huh	●	●					●	
Hyunseung Lee	●	●	●					●

Board of Directors & Shareholders *Board Operations*

Corporate Governance Charter

SL Corporation has established a Corporate Governance Charter as the foundation for transparent governance aimed at sustainable growth and enhancing shareholder value. The charter is publicly disclosed on the company’s website to ensure accessibility and understanding for all stakeholders. SL’s Corporate Governance Charter is founded on the company’s core value of “Respect for Humanity” and reflects its commitment to growing as a sustainable enterprise through mutual trust with all stakeholders.

Corporate Governance Charter

SL Corporation aims to become a long-lived company that innovates for customers and realizes People-First principles based on the core values of trust, challenge, and modesty.

[Omitted]

The Board of Directors will continue strengthening diversity, expertise, and independence. Under the supervision of the Board of Directors, management will strive to promote balanced rights and interests of the company's stakeholders, including shareholders, customers, employees, and Suppliers, by practicing transparent and responsible management.

- Chapter 1. Shareholders
- Chapter 2. Board of Directors
- Chapter 3. Audit Mechanisms
- Chapter 4. Stakeholders
- Chapter 5. Disclosure
- Appendix

[Full Text of the Corporate Governance Charter](#)

Board of Directors Regulations

The Board of Directors at SL Corporation operates systematically according to its Board Regulations to ensure efficient and rational governance. These regulations clearly define all matters related to Board operations, thereby enhancing the rationality, transparency, and objectivity of the decision-making process, and contributing to the soundness and credibility of corporate management. In addition, the full text of the Board Regulations is disclosed through the Corporate Governance Report, allowing all stakeholders to access the information. Through this, SL continues to strengthen the transparency of its Board activities.

Board of Directors Regulations

Article 3 (Authority)

- ① The Board of Directors shall resolve matters stipulated by laws or the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and key issues related to the company's basic management policies and execution of business operations.
- ② The Board of Directors shall supervise the performance of duties by the directors.

Article 6 (Types and Conveners of Board Meetings)

- ① Board meetings shall consist of regular and extraordinary meetings.
- ② Regular Board meetings shall be held within 45 days after the end of each quarter.
- ③ Extraordinary Board meetings may be convened at any time as necessary.

Article 8 (Procedures for Convening Meetings)

- ① To convene a Board meeting, the meeting date shall be set and notice shall be sent to each director at least seven days before the meeting date.
- ② A meeting of the Board may be held at any time without the procedure in Paragraph 1, provided that all directors agree to convene the meeting.

[Full text of the Board of Directors Regulations](#)

Board Operations

SL Corporation operates both regular and extraordinary meetings of the Board of Directors. Regular Board meetings are held within 45 days after the end of each quarter, while extraordinary meetings are convened as needed to enable prompt decision-making in the best interest of the company and its shareholders. Board meetings are convened upon the request of the CEO or a director designated by the Board, with notice given to all directors either in writing or verbally at least seven days before the meeting date. However, if all directors consent, the convening procedure may be waived to improve operational efficiency. Board resolutions require the attendance of a majority of directors and approval by a majority of those present. Exceptions may be handled in accordance with relevant laws and regulations when necessary. SL appoints the Chair of the Board at the first Board meeting following the annual General Meeting of Shareholders each year. The Chair’s term is set at one year. In the event the Chair is unable to attend, the role shall be assumed by the outside director with the longest tenure, ensuring the smooth operation of the Board.

Board Activities Overview

(January 1, 2024 – March 31, 2025)

Resolutions		Attendance Rate	
Approval	Reporting	Inside directors	Outside directors
59 items	15 items	100%	93.7%

Board of Directors & Shareholders *Board Operations*

Board of Directors Meeting Details in 2024

Session	Date	Contents Of the Agenda	Approval Status	Approval Rate
1st Regular Board Meeting	2024 .2.2	Approval of the 56th Separated Financial Statements	Passed	100%
		Debt Guarantee Approval (SL Poland, Hubei Samlip)	Passed	100%
		Approval of the 56th Consolidated Financial Statements	Passed	100%
1st Ad Hoc Meeting	2024 .2.16	Report on the 2024 Business Plan	Reported	-
		Approval of the 2024 Safety and Health Plan	Passed	100%
		Revision of Internal Accounting Management Regulations	Passed	100%
2nd Ad Hoc Meeting	2024 .2.27	Debt Guarantee Approval (SL Alabama)	Passed	100%
		Resolution to Convene the 56th Annual General Meeting of Shareholders and Review of AGM Agenda Items	Passed	100%
		Approval of the 56th Cash Dividend	Passed	100%
		Implementation of Electronic Voting for the AGM	Passed	100%
		Establishment of New Operations in Mexico	Passed	100%
3rd Ad Hoc Meeting	2024 .3.8	Capital Increase Decision for SL AMERICA	Passed	100%
		Report on the Operation Status of the Internal Accounting Management System	Reported	-
		Evaluation Report on the Operation of the Internal Accounting Management System	Reported	-
4th Ad Hoc Meeting	2024 .3.26	Debt Guarantee Approval (SL Alabama, SL Tennessee, SL AP)	Passed	100%
		Review of the 2024 Double Materiality Assessment for the Sustainability Report	Reported	-
		Partial Amendment to the Sustainability Committee Regulations	Passed	100%
5th Ad Hoc Meeting	2024 .4.19	Appointment of Members to the Sustainability Committee	Passed	100%
		Equity Acquisition Approval (SL Yantai)	Passed	100%
		Debt Guarantee Approval (SL Yantai)	Passed	100%
2nd Regular Board Meeting	2024 .5.9	Approval of Transactions with Affiliates in 2024	Passed	100%
		Discussion on HR System Direction	Reported	-
6th Ad Hoc Meeting	2024 .5.30	Report on the Separated and Consolidated Financial Statements for Q1 of the 57th Fiscal Year	Reported	-
		Debt Guarantee Approval (Hubei Samlip)	Passed	100%
7th Ad Hoc Meeting	2024 .7.12	Report on the Publication of the 2024 Sustainability Report	Reported	-
		Debt Guarantee Approval (SL Yantai, SL Tennessee, SL Poland)	Passed	100%
		Debt Guarantee Approval (Qinchuan Samlip, Hubei Samlip)	Passed	100%
3rd Regular Board Meeting	2024 .8.14	Capital Increase Decision (SL Yantai)	Passed	100%
		Loan Approval (SL MEX SLP)	Passed	100%
8th Ad Hoc Meeting	2024 .9.12	3rd Regular Board Meeting – Report on Semiannual Separated and Consolidated Financial Statements (August 14, 2024)	Reported	-
		Debt Guarantee Approval (SL Tennessee, SL Yantai, Hubei Samlip, Qinchuan Samlip, SL Poland)	Passed	100%
		Discussion on Emergency Management Measures Triggered by Risk Signals	Reported	-
		Interim Report on M&A Review	Reported	-

Session	Date	Contents Of the Agenda	Approval Status	Approval Rate
4th Regular Board Meeting	2024 .11.14	Report on the 57th Fiscal Year Q3 Separated and Consolidated Financial Statements	Reported	-
		Debt Guarantee Approval (SL Tennessee)	Passed	100%
		Report on Investment in Solar Power Generation Business	Reported	-
9th Ad Hoc Meeting	2024 .12.12	Debt Guarantee Approval (SL Tennessee, SL Alabama, SL Poland, SL AP)	Passed	100%
		Loan Approval (SL MEX SLP)	Passed	100%

Board of Directors Meeting Details in 2025

Session	Date	Contents Of the Agenda	Approval Status	Approval Rate
1st Regular Board Meeting	2025 .2.7	Approval of the 57th (FY2024) Separated Financial Statements	Passed	100%
		Debt Guarantee Approval (SL Poland)	Passed	100%
		Debt Guarantee Approval (Hubei Samlip)	Passed	100%
1st Ad Hoc Meeting	2025 .2.14	Report on the 2025 Business Plan	Reported	-
		Approval of the 2025 Safety and Health Plan	Passed	100%
		Re-approval of the 57th (FY2024) Separated Financial Statements	Passed	100%
2nd Ad Hoc Meeting	2025 .2.25	Approval of the 57th (FY2024) Consolidated Financial Statements	Passed	100%
		Additional Approval of Intercompany Transactions for FY2024	Passed	100%
		Approval of Intercompany Transactions for FY2025	Passed	100%
3rd Ad Hoc Meeting	2025 .3.13	Resolution to Convene the 57th Annual General Meeting of Shareholders and Review of AGM Agenda Items	Passed	100%
		Approval of Cash Dividend for the 57th Annual General Meeting of Shareholders	Passed	100%
		Implementation of Electronic Voting for the 57th Annual General Meeting of Shareholders	Passed	100%
4th Ad Hoc Meeting	2025 .3.26	Debt Guarantee Approval (SL Alabama)	Passed	100%
		Debt Guarantee Approval (SL Tennessee)	Passed	100%
		Report on the Operation of the Internal Accounting Management System	Reported	-
5th Ad Hoc Meeting	2025 .3.26	Evaluation Report on the Operation of the Internal Accounting Management System	Reported	-
		Appointment of Chair of the Board of Directors	Passed	100%
		Partial Amendment to Board Regulations	Passed	100%
6th Ad Hoc Meeting	2025 .3.26	Appointment of Chief Executive Officer	Passed	100%
		Appointment of Chief Safety and Environmental Officer (CSEO)	Passed	100%
		Appointment of Members to the Sustainability Committee	Passed	100%

Board of Directors & Shareholders *Board Operations*

Board Education

SL Corporation provides training across various fields to continuously enhance the Board's expertise and capacity for responsible management. In 2024, SL delivered in-depth training on the Internal Accounting Management System, the foundation for robust internal controls and transparent financial reporting.

Through this training, Board members deepened their understanding of legal and regulatory changes related to accounting transparency and strengthened their ability to manage corporate risks more systematically. SL plans to continue expanding its practical training programs to ensure that the Board remains responsive to rapidly changing business environments and is well-equipped to drive sustainable growth.

Board Education Overview for 2024

Date	Topic	Participants
2024.11.13	Internal Accounting Management System	Kyungjun An, Doseong Kim, Moongoo Huh

Board Evaluation and Remuneration

SL Corporation conducts Board evaluations in accordance with internal policies, ensuring fair and transparent governance by reviewing each director's fulfillment of their roles and responsibilities. The evaluation process incorporates quantitative and qualitative criteria to enhance objectivity and reliability, assessing the overall effectiveness of the Board's operations and the individual contributions of each director. Outside directors are evaluated based on attendance rate, contributions to decision-making, and their ability to provide expert advice. These individual performance assessments are considered when considering reappointment. Director remuneration is determined by comprehensively evaluating each director's expertise, contributions, and responsibilities. Compensation is provided within the remuneration limit approved at the General Meeting of Shareholders.

Board Remuneration Status

(Unit: KRW 1 million)

Category	2024	2023	2022	
Inside Directors	Total Remuneration	2,517	2,390	2,256
	Average Remuneration per Person	839	773	752
Outside Directors (Audit Committee Members)	Total Remuneration	102	72	70
	Average Remuneration per Person	34	24	23
Outside directors (Excluding Audit Committee Members)	Total Remuneration	30	-	-
	Average Remuneration per Person	30	-	-



Board of Directors & Shareholders *Committees under the Board of Directors*

Audit Committee

The Audit Committee of SL is established to ensure the independence and expertise of audit activities and to strengthen the Board's oversight function. The committee is composed entirely of three outside directors, including the chair. Under the Korean Commercial Act, the Audit Committee must include at least one member with expertise in accounting or finance and must consist of at least two-thirds outside directors. SL fully complies with these requirements by appointing all members of the Audit Committee from among outside directors who are recommended by the Outside Director Nomination Committee and appointed through resolutions at the General Meeting of Shareholders. The committee includes Mr. Kyungjun An, who possesses professional expertise in accounting and finance. Operating independently from management and specific shareholders, the Audit Committee is a subcommittee of the Board of Directors. It actively exercises its audit authority by investigating the company's operations and financial status when necessary and by seeking the opinions of relevant executives, employees, or external experts.

Audit Committee Composition

(As of March 31, 2025)

Name	Classification	Position	Remarks
Doseong Kim	Outside Director	Chairman	
Kyungjun An	Outside Director	Member	Expert in Accounting & Finance (CPA)
Moongoo Huh	Outside Director	Member	

Audit Committee Meetings Overview

(January 1, 2024 – March 31, 2025)

Date	Contents Of the Agenda	Approval Status	Approval Rate
2024.02.02	1. Report on the 56th Separated Financial Statements	Reported	-
	2. Appointment of External Auditor	Passed	100%
2024.02.16	1. Report on the 56th Consolidated Financial Statements	Reported	-
	2. Approval of Amendment to Internal Accounting Management Regulations	Passed	100%
2024.02.27	1. Report on 2023 Internal Whistleblower Cases	Reported	-
	2. Report on Ethics Training and Anti-Corruption Survey Results	Reported	-
2024.03.08	1. Report on the 2023 Operation Status of the Internal Accounting Management System	Reported	-
2024.04.19	1. Report on Initial Meeting Results with External Auditor for 2024	Reported	-
	1. Report on the 57th Q1 Separated and Consolidated Financial Statements	Reported	-
2024.05.09	2. Approval of 2024 Internal Audit Plan	Passed	100%
	3. Report on the 2024 Internal Accounting Team Work Plan	Reported	-
2024.05.30	1. Approval of Phase 1 Results and Phase 2 Plan for Consolidated Internal Accounting Consulting	Passed	100%
2024.08.14	1. Report on ICFR Progress	Reported	-
	2. Report on the 57th Half-Year Separated and Consolidated Financial Statements	Reported	-
2024.09.12	1. Report on Application for Deferred Adoption of Consolidated ICFR	Reported	-
2024.11.14	1. Report on the 57th Q3 Separated and Consolidated Financial Statements	Reported	-
2024.12.12	1. Report on Results of Deferred Adoption Application for Consolidated ICFR	Reported	-
	2. Approval of Amendment to Internal Accounting Regulations and Guidelines	Passed	100%
2025.02.07	1. Report on the 57th (FY2024) Separated Financial Statements	Reported	-
	1. Re-reporting of the 57th (FY2024) Separated Financial Statements	Reported	-
2025.02.14	2. Report on the 57th (FY2024) Consolidated Financial Statements	Reported	-
	1. Report on the Operation Status of the Internal Accounting Management System	Reported	-
2025.03.13	2. Report on 2024 Whistleblower Program Operation	Reported	-
2025.03.26	1. Appointment of Chair of the Audit Committee	Passed	100%

Board of Directors & Shareholders

Committees under the Board of Directors

Outside Director Candidate Recommendation Committee

SL Corporation has established and operates the Outside Director Candidate Recommendation Committee per relevant laws and the Board regulations to ensure a fair and transparent selection process for outside director candidates. The committee comprises two outside directors and one inside director, with outside directors forming the majority to ensure independence and objectivity. The committee plays a central role in ensuring fairness and transparency throughout the nomination process. Per operational standards, it conducts a comprehensive review and assessment of candidates' competencies, qualifications, professional experience, and potential conflicts of interest. Based on this evaluation, the committee recommends qualified candidates for outside director positions to the General Meeting of Shareholders.

Composition of the Outside Director Candidate Recommendation

(As of March 31, 2025)

Name	Classification	Position
Kyungjun An	Outside Director	Chairman
Sungyup Lee	Inside Director	Member
Doseong Kim	Outside Director	Member

Meeting Status of the Outside Director Candidate Recommendation Committee

(January 1, 2024 – March 31, 2025)

Date	Agenda Item	Approval Status	Approval Rate
2024.2.16	Recommendation of Outside Director Candidate	Passed	100%
2025.2.14	Recommendation of Outside Director Candidate	Passed	100%

Sustainability Management Committee

Since 2022, SL Corporation has operated the Sustainability Management Committee to systematically advance its sustainability management by reviewing and overseeing ESG-related policies, plans, activities, and performance. The committee regularly assesses non-financial risks related to environmental and ESG matters and reports its analyses to the Board of Directors, thereby supporting strategic decision-making by management. In 2024, the committee not only deliberated on the publication of the Sustainability Report but also engaged in substantive discussions and decisions on ESG-related issues, including responses to inquiries on the company's climate crisis response efforts.

Composition of the Sustainability Management Committee

(As of March 31, 2025)

Name	Classification	Position
Moongoo Huh	Outside Director	Chairman
Doseong Kim	Outside Director	Member
Moonho Chung	Inside Director	Member
Youngju Seo	Inside Director	Member
Hyunseung Lee	Outside Director	Member

Meeting Status of the Sustainability Management Committee

(January 1, 2024 – March 31, 2025)

Date	Agenda Item	Approval Status	Approval Rate
2024.2.27	Response to Inquiry on Climate Risk Response Status	Reported	-
2024.5.30	Deliberation on the Publication of the 2024 Sustainability Report	Passed	100%
2024.9.6	Approval of Carbon Neutrality Roadmap Development & Selection of Climate Scenario Analysis Provider	Passed	100%
	Report on 2024 ESG Management Performance (H1) and Plans for the Second Half	Reported	-
2025.2.7	Agenda Item No. 1: Report on 2024 ESG Management Performance and 2025 Plans	Reported	-

Board of Directors & Shareholders *Protection of Shareholder Rights*

Status of Share Issuance

As of the end of December 2024, the total number of shares issued by SL Corporation was 46,448,520. Among these, the number of voting shares consisted of 46,055,462 common shares.

Status of Share Issuance

(As of December 31, 2024, Unit: shares)

Classification	Type	Number of Stock
Total Number Of Shares Issued	Common Stock	46,448,520
Number Of Shares Without Voting Rights	Common Stock	393,058
Number Of Shares With Voting Rights	Common Stock	46,055,462

Shareholder Status

As of the end of December 2024, the major shareholders of SL Corporation holding 5% or more of the company's shares are as follows. These major shareholders actively participate in key corporate decisions by freely exercising their voting rights at the General Meeting of Shareholders. Opinions proposed by shareholders are reviewed and approved by management and the Board of Directors, and are reflected in the company's management policies and operations.

Share Ownership Status

(As of December 31, 2024, Unit: shares)

Classification	Number of Shares Held	Ownership Percentage
Sungyup Lee	12,291,248	26.46%
Choongkon Lee	6,817,884	14.68%
Seunghoon Lee	4,644,000	10.00%
National Pension Service	3,774,794	8.13%
Stanley Electric Co.Ltd	3,255,797	7.01%

Convening of General Meeting of Shareholders and Notice of Meeting

SL has adopted and operates an electronic voting system under the Korean Commercial Act to enhance shareholders' convenience in exercising their voting rights. Notices of the General Meeting of Shareholders are issued two weeks before the meeting, and the notice clearly states that shareholders may exercise their voting rights electronically. Shareholders who hold voting shares as of the record date may cast their votes without attending the meeting in person by using the electronic voting system provided by the Korea Securities Depository, available from ten days before the meeting until the day before the meeting.

Status of General Meetings of Shareholders

Category	54th	55th	56th	57th
Date of General Shareholders' Meeting	2022.03.29	2023.03.29	2024.03.26	2025.03.26
Announcement of General Meeting of Shareholders	2 Weeks before the Meeting	2 Weeks before the Meeting	2 Weeks before the Meeting	2 Weeks before the Meeting
Shareholder Notification Method	Sending a convocation notice, The Financial Supervisory Service and KRX Electronic Disclosure System	Sending a convocation notice, The Financial Supervisory Service and KRX Electronic Disclosure System	Sending a convocation notice, The Financial Supervisory Service and KRX Electronic Disclosure System	Sending a convocation notice, The Financial Supervisory Service and KRX Electronic Disclosure System

Exercise of Voting Rights

By Article 2, Chapter 1 ("Equitable Treatment of Shareholders") of the Corporate Governance Charter, SL strives to ensure that all shareholders are treated fairly and that their fundamental rights are not infringed upon. However, the voting rights of certain shareholders may be restricted under the Korean Commercial Act and relevant regulations. Even in such cases, SL ensures that the management of voting rights is based on fairness and legal legitimacy so that shareholders' inherent rights are not unduly violated.

Board of Directors & Shareholders *Protection of Shareholder Rights*

Shareholder Return Policy

By Article 43 of its Articles of Incorporation, SL Corporation may distribute profits in the form of cash, shares, or other assets. SL has consistently implemented dividend payments based on this provision to enhance shareholder value. Dividends are determined appropriately within the scope of distributable profits, considering the overall business environment, financial performance, and future investment plans. SL is committed to gradually increasing its dividend payout ratio over time. In particular, the dividend amount is calculated reasonably by considering factors such as cash flow, capital expenditure plans, and payout ratios of industry peers. Detailed information related to dividends—including the dividend per share and payment schedule—is disclosed via the electronic disclosure system at least two weeks before the General Meeting of Shareholders under the heading “Decision on Cash or In-kind Dividends,” and is also communicated to individual shareholders by mail. Over the past three years, SL has paid an average annual dividend of KRW 900 per share. The company will continue to pursue a predictable, performance-based dividend policy to enhance shareholder value consistently.

Major Dividend Indicators¹

(As of December 31, 2024)

Classification	Unit	2024	2023	2022
Net Income	KRW million	368,358	335,508	154,729
Earnings Per Share (EPS)	KRW	7,998	7,285	3,360
Total Cash Dividends Paid	KRW million	55,267	41,450	27,633
Cash Dividend Payout Ratio	%	15.0	12.4	17.9

1) Based on Consolidated Financial Statements

Enhancing Shareholder Communication

SL Corporation is continuously strengthening its communication infrastructure to actively listen to shareholder feedback and reflect it in corporate management. From an IR perspective, SL regularly conducts Non-Deal Roadshows (NDRs) following the release of quarterly (Q1, half-year, and Q3) and annual earnings results. In addition, the company maintains active engagement with Korea and international institutional investors, foreign investors, potential shareholders, and minority shareholders through ad-hoc IR meetings and investor conferences.

Key Shareholder Engagement Activities in 2024

Classification	Number of Meetings Held	Subject
NDR	11	Korea and Overseas Securities Firms and Asset Management
Conference Calls	7	Korea and Overseas Securities Firms and Asset Management
Questioning	27	Korea and Overseas Securities Firms and Asset Management
Visitation	3	Korea and Overseas Securities Firms and Asset Management
Dialogue with Minority Shareholders	23	Minority Shareholders

Ethics and Compliance *Ethics and Compliance Management System*

Ethical Management Governance

SL Corporation operates an Audit Office as a direct agency under the Audit Committee, which oversees ethics and compliance across the company and manages all related operational tasks. Through this structure, SL has established a systematic ethical management governance system to realize ethical values throughout its corporate activities and to embed a company-wide culture of ethics. The Audit Office continuously manages updates and revisions to laws and regulations by area, monitors real-time compliance issues, and implements proactive preventive measures. In the event of any identified problems, a systematic process is in place to enable immediate corrective action.

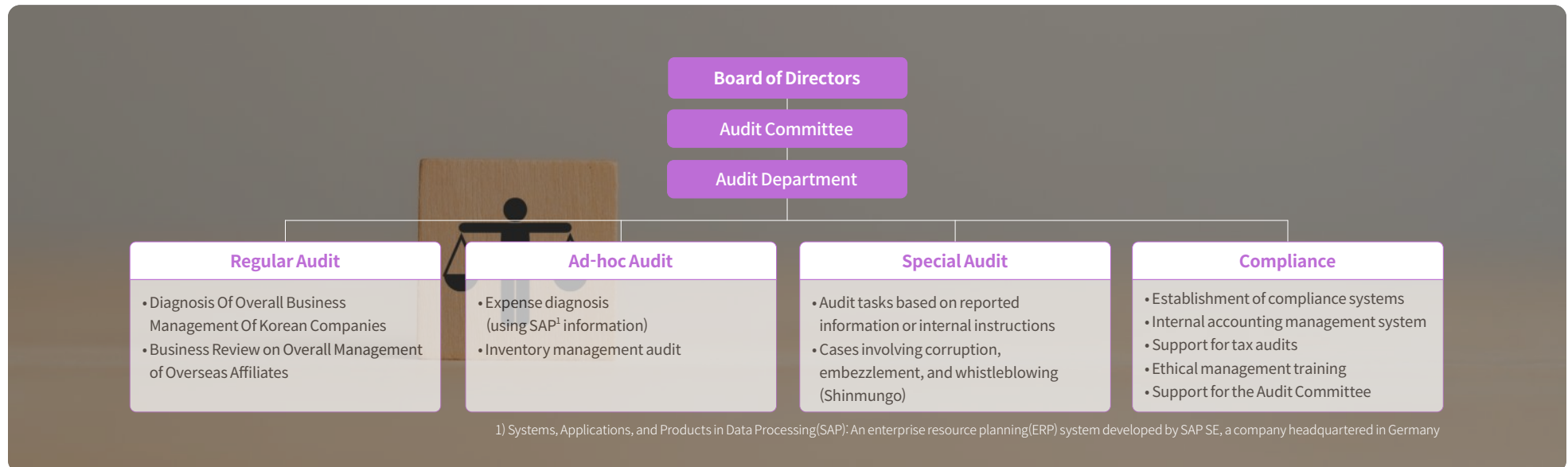
Code of Ethics

SL Corporation has established a Code of Ethics that defines ethical conduct for executives and employees, striving to become a company that earns trust and respect from stakeholders. The Code of Ethics is a guideline to help the company and its members make proper decisions and act with integrity. SL's Code of Ethics consists of seven key principles, including its stance toward shareholders and investors, fair competition, and fair trade. These principles encourage all employees to practice the Code of Ethics to foster a transparent corporate culture and promote sustainable management.

Code of Ethics Guidelines

Based on the Code of Ethics, SL has established detailed and practical implementation guidelines to strengthen employees' ethical awareness further and actively support applying ethical standards in practice. These guidelines include specific measures across various areas such as environmental protection, human rights, data privacy, anti-bribery, and whistleblower protection, clearly outlining the required actions for each item. Through these efforts, the company continuously manages its systems to enable all employees to embody ethical values and to foster a responsible and accountable corporate culture.

Ethics and Compliance Governance



Ethics and Compliance

Ethics and Compliance Management System

SL Code of Ethics

Category	Details
 Stance Toward Shareholders and Investors	<ul style="list-style-type: none"> • Protection of shareholder rights • Fair treatment • Active provision of information
 Fair Competition	<ul style="list-style-type: none"> • Pursuit of free competition • Compliance with laws and regulations
 Fair Transactions	<ul style="list-style-type: none"> • Equal opportunities • Prevention of unfair trade practices • Pursuit of mutual development
 Responsibility and Duty to Customers	<ul style="list-style-type: none"> • Customer respect • Value creation • Value delivery
 Responsibility to the Nation and Society	<ul style="list-style-type: none"> • Rational business development • Contribution to social development • Environmental protection
 Responsibility to Employees	<ul style="list-style-type: none"> • Respect for human dignity • Fair treatment • Encouragement of creativity • Creation of a working environment
 Basic Ethics of Employees	<ul style="list-style-type: none"> • Avoid conflicts of interest with the company • Protection of information (security compliance) • Prevention of sexual harassment • Prohibition of political involvement • Compliance with the Code of Ethics • Basic Ethics • Completion of assigned duties • Self-Development • Fair performance of duties • Transparent Management and Anti-Corruption

Anti-Corruption Guidelines

SL Corporation has established and implemented Anti-Corruption Guidelines to build a fair and transparent corporate culture. These guidelines apply to internal employees and all stakeholders, including customers and suppliers. The guidelines include standards and behavioral principles to promote ethical management practices. Through these efforts, SL provides training and conducts inspections in parallel to help all executives and employees prevent corrupt practices, such as undue solicitation, acceptance of money or valuables, and conflicts of interest, in their duties. SL also maintains ongoing communication with its Suppliers to share and promote ethical management principles.

Key Provisions of the Anti-Corruption Guidelines

Category	Details
Customers and Suppliers	Solicitation and acceptance <ul style="list-style-type: none"> • Soliciting or accepting financial benefits concerning improper requests is strictly prohibited • The provision of meals, gifts, or other items is strictly prohibited, even when requested by customer employees
	Receipt of Economic Benefits <ul style="list-style-type: none"> • Soliciting or accepting financial benefits from customers or Suppliers in connection with unfair demands is strictly prohibited • Providing gifts or entertainment to stakeholders such as Suppliers is fundamentally prohibited (However, cases where the interested party is a relative are excluded)
Internal	Fair Performance of Duties <ul style="list-style-type: none"> • Receiving any form of benefit that may undermine the fairness of judgment concerning one's job is prohibited (private financial transactions, etc) • Immoral and unethical acts that may be criticized by society concerning daily life and work are prohibited (sexual harassment, verbal violence, etc)
	Prohibition of Conflicts of Interest and Misuse of Company Assets <ul style="list-style-type: none"> • Prohibition of infringement or unauthorized use of company assets for personal purposes • All actions or relationships that create a conflict of interest between SL and individuals (e.g., holding shares in stakeholder companies, soliciting employment) must be avoided, and the response must be reported to the Audit Department

Third-Party Anti-Corruption Due Diligence Program

SL Corporation consistently applies ethical management principles in its relationships with Suppliers to proactively eliminate corruption risks throughout the supply chain. Before entering into contracts, SL thoroughly reviews potential corruption risks associated with each suppliers. Even after contract execution, continuous monitoring is carried out to ensure that anti-corruption measures are applied across all transactions with suppliers. In addition to preventing unethical conduct during transactions, SL operates a third-party anti-corruption program. A Subcontracting Deliberation Committee convenes monthly meetings to review the fairness and legality of internal subcontracting transactions. Furthermore, SL conducts regular audits and due diligence to prevent unfair practices and corruption risks in its dealings with suppliers.

Ethics and Compliance *Embedding Ethics and Compliance Awareness*

Compliance Risk Advisory

In 2020, SL Corporation launched a compliance project in partnership with Kim & Chang, one of Korea’s leading law firms. The project involved risk assessments and improvement initiatives across ten areas: corporate governance, fair trade, industrial safety and environment, and anti-corruption. Following the project, SL entered into a legal advisory service agreement with Kim & Chang to receive expert consultation on various legal risks arising in the field. Kim & Chang, recognized as the top-tier law firm in Korea, provides legal advice across multiple areas, such as fair trade, anti-corruption, and contract review, through professionals with backgrounds in regulatory agencies. This partnership has significantly contributed to reducing SL’s compliance risks. From 2021 to 2024, SL received 112 legal consultations and has continued to strengthen its compliance management system with a focus on risk prevention.

Pledge of Compliance with the Code of Ethics

SL Corporation practices ethical management based on its Code of Ethics, which comprises seven key categories. Recognizing the importance of ethics and compliance management and promoting its company-wide adoption, all executives and employees must sign a Pledge of Compliance with the Code of Ethics. In particular, new employees sign the pledge upon joining the company to ensure complete understanding of ethical management principles and to embed a strong awareness of ethics and compliance.

Compliance Management Inspection

SL Corporation conducts annual inspections across all business sites to regularly assess the fulfillment of its legal obligations related to safety and health. These inspections prevent legal risks and continuously promote improvement activities to strengthen the compliance management system. In 2024, an inspection was conducted on December 11 to verify the adequacy of the safety, health, and compliance management systems, followed by implementing corrective actions for identified improvement areas.

Regular, Ad-Hoc, and Special Audits

SL Corporation conducts regular, ad-hoc, and special audits across all business sites and affiliates to systematically implement compliance management. Under the leadership of the Audit Department, a structured audit process is established and operated to thoroughly examine the legal compliance status of each site and identify areas for improvement, thereby developing effective countermeasures. In addition, SL continuously strengthens internal control systems and provides training to enhance employees’ compliance awareness, intending to prevent legal risks in advance and foster a culture of transparent management.

Results Of Compliance Management Inspection

Category	Details
Inspection Area	<ul style="list-style-type: none"> 13 areas, 38 items
Inspection Detail	<ul style="list-style-type: none"> Review of compliance with obligations under the “Serious Accidents Punishment Act” by the Ministry of Employment and Labor Progress monitoring of corrective actions related to safety and health
Evaluation	<ul style="list-style-type: none"> Hazard factor management: Identification and active improvement efforts Employee feedback: Excellence in the Procedure for Establishing Improvement Measures and Evaluating Their Effectiveness Entered Stabilization Phase in Health Management: Monthly monitoring of six key health management items and institutionalization of company-wide annual health assessments
	<ul style="list-style-type: none"> Opinion-gathering activities from employees: Insufficient feedback collected from external contractors Disaster scenario training: No supplemental education provided for employees who did not participate Disclosure of management policy and goals: Recommend posting on the internal portal to improve accessibility for employees

Audit Process



Ethics and Compliance *Embedding Ethics and Compliance Awareness*

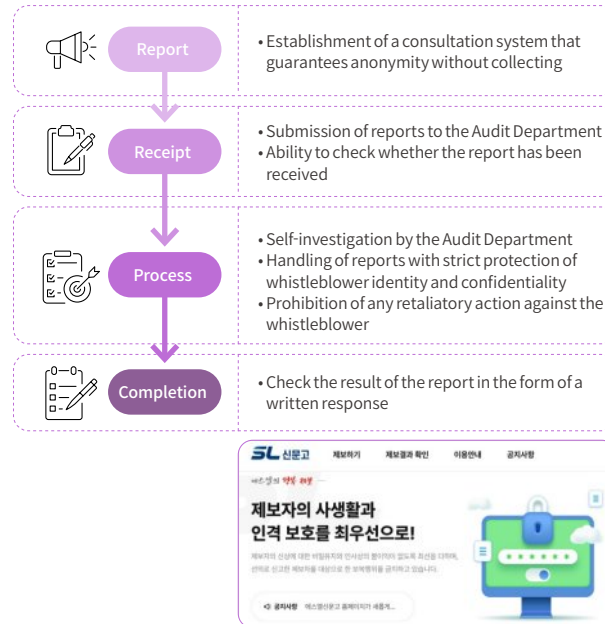
Operating Internal Whistleblowing System

SL Corporation operates an internal whistleblowing system, known as “Shinmungo,” to implement its Code of Ethics and promote ethical management effectively. The company has established internal whistleblowing regulations and complies with them to ensure systematic operation. Shinmungo is based on three core principles: protection, compensation, and consensus. “Protection” is a confidentiality system that guarantees the anonymity of informants, and “Compensation” is a cash payment for the value calculated as a result of the audit to revitalize the system. “Consensus (Transparency)” mainly includes reporting annual whistleblowing results to top management and the Audit Committee, incorporating major issues into ethics training, and reflecting on them in ethics training programs conducted company-wide annually. SL operates the whistleblowing system based on strict confidentiality principles and makes every effort to reasonably verify the content of submitted reports and handle them promptly and appropriately. In 2024, SL Corporation worked to expand the Shinmungo system to overseas business sites by developing Chinese and English language pages, optimizing the mobile interface, and adding anonymous selection features to enhance user convenience.

Types of Reports Submitted Through the Internal Whistleblowing System

- Suggestions for improving company systems and operations
- Requests for explanation or interpretation regarding regulatory procedures, etc
- Complaints about unfair behavior
 - Receiving entertainment
 - Receiving valuables (money, gifts)
 - Anti-competition, unfair trade practices
 - Child labor and forced labor practices
 - Leakage of company assets and information
 - Unethical behavior
 - Discrimination (unfairness)

Internal Whistleblowing Process



“Shinmungo” Website for Internal Whistleblowing System

Status of Internal Whistleblowing Reports

(Unit: Number of people)

Category	2024	2023	2022
Unethical behavior	13	10	8
Corruption disclosure	10	6	7
Welfare, working environment improvement	7	8	5
Work attitude, violation of regulations	4	10	5
Improvement of regulations and processes	4	5	4
Inquiries on employment or compensation	1	1	0
Others	5	10	5
Total	44	50	34

Company-wide Ethical Management Training

SL Corporation conducted an online ethics training for all 4,616 employees to strengthen internal ethical management and foster a sound organizational culture. The training was designed to enhance employees’ awareness of ethics and empower them to recognize and resist corrupt or unethical behavior in the workplace. Since 2022, SL has transitioned from case-based ethics training to a more structured approach based on its internal Code of Ethics. This shift has allowed the company to deliver systematic ethical management training across the organization. In addition, the training program includes materials on transparent ethical practices involving suppliers and clients, thereby enhancing the practical implementation of ethical management and enabling SL to effectively respond to increasing demands for stronger ethical standards within the supply chain.

Status of Ethical Management Training

(Unit: Number of people)

Category	2024	2023	2022
Training Completed Employees	4,616	4,661	2,409
Participation Rate	98%	100%	52%

Approval Procedure for Sensitive Expenditures

SL Corporation strictly manages sensitive expenditures such as extraordinary operational expenses to enhance transparency in budget execution. According to internal policy, any expenditure exceeding KRW 1 million must receive approval from top management. Even for expenses below KRW 1 million, prior approval from the department head is required for every individual transaction. Through this system, improper or unauthorized use of funds is effectively prevented in advance. In addition, the execution of extraordinary expenses is thoroughly reviewed through quarterly audits of actual expense usage conducted by the Audit Department, and all related expenditures are managed systematically by the company’s Expense Management Regulations.

Ethics and Compliance *Promoting Ethical and Compliance Awareness Among Suppliers*

Fair Trade Management System for Suppliers

SL Corporation has established the “Four Key Subcontracting Practices” to ensure fair trade with its Suppliers. It operates transparent selection and contracting procedures based on these principles to promote mutual growth and partnership. To further ensure the fairness and legality of subcontracting transactions, the company convenes a Subcontract Review Committee on a regular monthly basis to review and deliberate on subcontract arrangements. In addition to strengthening compliance with the Subcontracting Act, SL provides online training on the Fair Trade Act and the Subcontracting Act to purchasing personnel, enhancing their awareness of legal compliance.

Mutual Growth Index Assessment


From 2020 to 2024, SL Corporation has continuously received a “Good” rating in the Mutual Growth Index assessment, which evaluates efforts to promote mutual growth. This recognition validates SL’s ongoing commitment to establishing a sound and cooperative business environment with its Suppliers.

Revision of Standard Contracts with Suppliers

To establish a fair trade system with its Suppliers, SL Corporation regularly revises its standard transaction contracts by referring to the standard agreement templates issued by the Fair Trade Commission. In doing so, SL actively removes clauses that may be disadvantageous to Suppliers and adds provisions reinforcing fair trade practices, thereby contributing to developing a sustainable supply chain.

Fair Trade Management System for Suppliers

Establishment of four major subcontracting practices




- Practices for fair selection of suppliers
- Contracting practices for mutual cooperation
- Practices for proper issuance and retention of documents in subcontracting transactions
- Practices for fair selection of subcontractors

Operation of the Subcontract Review Committee



- Internal Review Of The Fairness and Legality Of Subcontracting Transactions
- Monthly Subcontract Review Committee meetings
- Key review agenda items:
 - ① Revision of standard supplier agreements
 - ② Revision of subcontracting practices
 - ③ Registration of new suppliers
 - ④ Objections related to unregistered or disqualified suppliers
 - ⑤ Transaction termination or price adjustment

Internal subcontracting law training



- Subcontracting law and fair-trade law training to comply with the subcontracting law
- Conduct online training for purchasing managers

Collection of Compliance Pledges from Suppliers

SL Corporation ensures fairness and transparency throughout all stages of transactions with its suppliers, including selection, contracting, delivery, and payment. SL continuously monitors anti-corruption risks in its dealings with suppliers and proactively blocks potential bribery and undue solicitation. To this end, SL collects an annual Compliance Pledge from each supplier and enters into Fair Trade and Mutual Growth Agreements to foster an ethical and responsible business environment.

Ethics and Compliance Training and Assessment for Suppliers

To promote the internalization and implementation of ethics and compliance among its suppliers, SL shares the “SL Code of Conduct,” communicates relevant requirements based on the code, and conducts regular training sessions. In 2024, 94 representatives and employees from supplier companies completed training on transparent and ethical business practices. Furthermore, SL conducts annual on-site evaluations to assess suppliers’ adherence to ethics and compliance, and requests improvements where deficiencies are identified.

Supplier Ethics and Compliance Evaluation Items

- ① Ethical Management System
- ② Fair Trade and Anti-Monopoly Practices
- ③ Grievance Mechanism and Whistleblower Protection
- ④ Information Protection System
- ⑤ Compliance with Export Restrictions and Responsible Material Purchasing

Information Security *Information Security Management System*

Information Security Governance

SL Corporation operates an information security governance system led by the Head of the Information Strategy Office, who serves as the Chief Information Protection Officer (CISO¹/CPO²), with designated information security officers and personnel assigned to each division and plant. Each security officer is responsible for ensuring the implementation of technical and administrative protection measures at their respective sites. In contrast, security personnel carry out day-to-day security management and monitoring to support the effective application of security policies. Through this structure, each member plays a key role in building a system capable of enhancing security and responding swiftly to cyber threats. SL conducts regular security risk assessments and internal audits to improve its security policies continuously. Under the leadership of senior management, company-wide security awareness training is provided to cultivate a strong security culture throughout the organization. This clear division of roles and collaboration enables SL to operate an effective information security governance system, thereby strengthening the company's credibility and competitiveness.

1) Chief Information Security Officer(CISO)
2) Chief Privacy Officer(CPO)

Information Security Governance



Information Security Council

SL Corporation operates an Information Security Council comprising each division and plant's CEO and information security officers. As SL's highest decision-making body on information protection, the council convenes at least once a year to deliberate on key matters related to information security and personal data protection. In an emergency, the council may be called upon at the request of a designated information security officer. The council discusses various security-related topics, including revisions to information security policies, formulation of action plans and budgets, and the results of internal security audits. The council deliberates on countermeasures and recurrence prevention plans in serious security incidents and determines their implementation.

Information Security Policies and Guidelines

SL Corporation has established and revised 21 security regulations and operational guidelines in response to domestic and international laws changes and the evolving security environment. These standards are applied company-wide, including to affiliates and overseas entities, reinforcing SL's overall information protection system and management standards. To effectively safeguard key company assets such as intellectual property, technologies, and human resources, SL has developed and continuously updated specific security guidelines such as the Server Security Guidelines, the Internal Management Plan for Personal Data Protection, Personnel Security Guidelines, and Detailed Guidelines for Document and Drawing Security through ongoing monitoring. All information security policies and guidelines are made available to employees via the internal bulletin board. In addition, by the Notification on Information Protection Disclosures, SL discloses key information to stakeholders, including security investments, personnel operations, certifications, evaluations, and inspection results.



Information Security *Information Security Management System*

Operation of the Information Security Monitoring System

SL Corporation operates the "Security Dashboard," a self-monitoring system that enables continuous assessment of security management status. Personnel in managerial positions monitor their respective organizations' security scores and oversee individual and team-level performance. The system supports company-wide security management by identifying security risks and implementing preventive measures, while also helping to improve security awareness by comparing security indices across departments and individuals. The Security Dashboard comprehensively manages key security metrics, including asset status, external transmission of internal data, installation status of security programs, and compliance with security pledges.



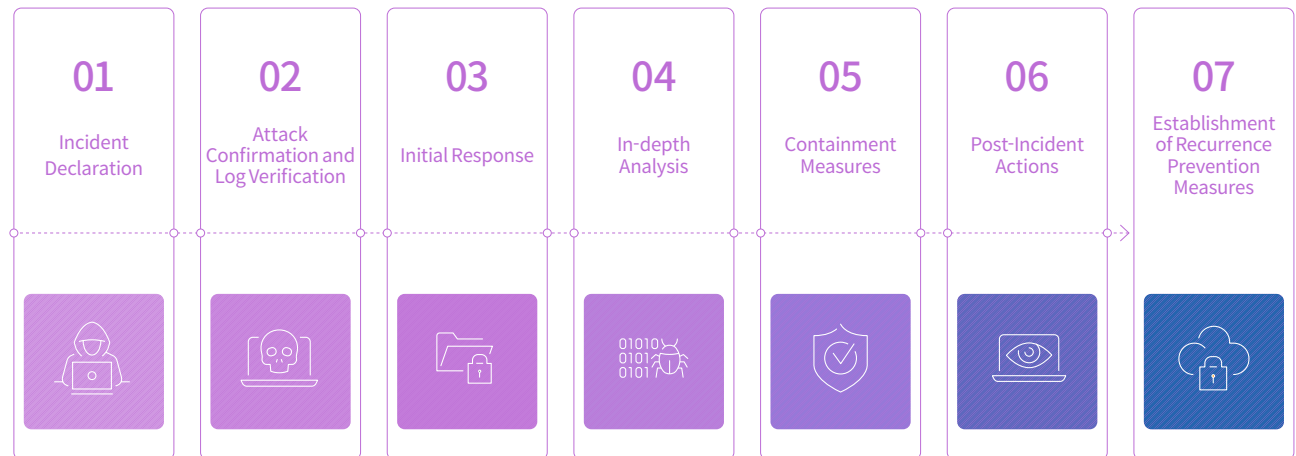
Incident Response Procedures

In the event of a security incident, SL promptly responds by forming a dedicated incident response team in accordance with established security policies and guidelines. Centered around the Information Security Team, designated managers and personnel carry out tasks such as incident reporting and preemptive action, formulation and execution of response plans, coordination of internal and external activities, post-incident reporting, and development of recurrence prevention measures. All employees must immediately report any security incident they become aware of to the designated information security personnel. Upon receiving a report, the assigned staff determines whether it constitutes a security incident and, if necessary, takes initial response actions while informing the information security manager and the Information Security Team. The head of the Information Security Team then assembles the incident response team, notifies relevant departments or the entire organization, depending on the severity of the incident, and requests cooperation from internal stakeholders and external agencies to establish an emergency response system. Additionally, the incident's root cause is analyzed, and the effectiveness of the response process is evaluated to develop and implement preventive measures.

Business Continuity Plan

SL Corporation has established a System Disaster Recovery Plan to ensure uninterrupted business operations even in emergencies caused by natural disasters or unforeseen incidents. The plan outlines the composition and roles of the disaster recovery team, emergency contact networks, daily operational guidelines, procedures for identifying issues, and system recovery protocols. The plan sets a standard response time of within four hours from an emergency, with provisions to respond within 24 hours depending on the severity of the incident. All procedures are documented and managed to enable swift recovery and minimize operational disruptions.

Incident Response Process



Information Security *Information Security Activities*

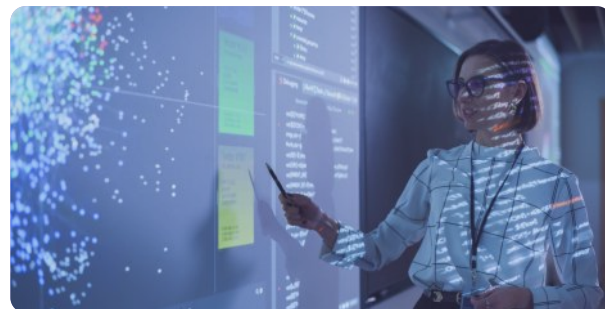
Information Security Certification

As an automotive parts development company, SL Corporation is committed to protecting confidential information, including internal human and physical resources, component specifications for new vehicles, and customer data. As a result of these efforts, SL obtained and maintains the TISAX¹ certification, awarded by the European Network Exchange (ENX) in 2022, recognizing the company's alignment with the information security standards required in the automotive industry. TISAX is a global information security certification system based on the assessment standards of the VDA², and has become a key requirement among global automakers.

1) Trusted Information Security Assessment Exchange (TISAX)
 2) Verband der Automobilindustrie (VDA)

Status of Information Security Certifications

Category	Type of Certification	Validity Period
SL	TISAX	2022.12. ~ 2025.12.
SL Yantai	TISAX	2022.12. ~ 2025.12.
SL Poland	TISAX	2022.12. ~ 2025.12.
SL Michigan	TISAX	2023.12. ~ 2025.12.
SL Tennessee	TISAX	2023.12. ~ 2025.12.



Expansion of Information Security Investment

SL Corporation continues to expand its investments in information security and personal data protection. SL is enhancing its security infrastructure by improving and decentralizing backup environments, applying multi-factor authentication (MFA) for external access, and adopting AI-based threat detection solutions, while steadily expanding its pool of dedicated information security professionals.

Security Vulnerability Inspection

SL Corporation conducts security inspections at least once a year to assess internal security levels, identify vulnerabilities, and implement improvements. Through these assessments, SL re-evaluates its internal information security management system, reviews the adequacy of its security policies and guidelines, and continuously revises them. Additionally, once a year, SL engages an external professional firm to identify IT assets exposed to the attack surface and assess their vulnerabilities and potential risks, which are then reflected in the formulation of corrective measures.

Supplier Security Inspection

SL Corporation conducts annual security inspections of key suppliers to prevent security incidents across its business operations. Suppliers are guided to assess their information security and personal data protection management levels through ESG self-assessment surveys. When risk factors are identified, SL conducts on-site inspections to diagnose specific issues and support the development of corrective plans. In 2024, SL inspected 120 suppliers and conducted on-site inspections for 11 suppliers classified as high-risk, providing improvement guidance and security training.

2024 Suppliers Security Inspection



Employee Information Security Training

SL Corporation provides regular training sessions to raise information security awareness among employees. The training covers using internal security systems, key precautions to follow in day-to-day operations, and response procedures in the event of an incident. In addition, annual personal data protection training is provided to employees who handle sensitive personal information.

Supplier Information Security Training

SL conducts information security training for suppliers to prevent security incidents and enhance awareness among its suppliers. In 2024, the training covered major security incident cases and corresponding response measures, with 100% participation from 61 Suppliers companies.

Information Security Training

Category	Training Target	Training Title	Number of Participants
Employees	New employees	Information Security Training	153
	Personal data handlers	Personal Data Protection Training	2,802
Suppliers	Information security personnel	Understanding Information Security	108

Information Security

Personal Information Protection Activities

Privacy Policy

SL Corporation is committed to protecting the personal information of all stakeholders, including employees, Suppliers, and clients. To ensure systematic protection and management, SL has established an internal Personal Information Protection Plan, which outlines the processes for collection, use, handling, and technical safeguards of personal data. The plan is made available to employees through the internal bulletin board.

Rights and Obligations of Data Subjects

SL Corporation respects the rights of data subjects to request access, correction, and deletion of their personal information and is obligated to take necessary actions without delay upon request. When personally identifiable information is collected, SL obtains the user's consent, and if deletion is requested, the data is thoroughly disposed of to prevent any possibility of recovery. SL also operates a reporting channel through which data subjects can raise concerns or complaints regarding the company's personal data protection and management, and all submissions are promptly reviewed and addressed.

Retention and Use Period of Personal Data


By its personal data processing guidelines, SL Corporation immediately disposes of personal data once the purpose of use has been fulfilled. However, if certain information must be retained for a specified period, it is stored under SL's privacy policy. In addition, all third-party records and documents, including personal data, are managed through SL's internal document retention system, which strictly controls retention periods and ensures full compliance.

Provision of Personal Data to Third Parties

SL Corporation, in principle, uses the personal data it collects only within the scope and for the purposes that have been previously disclosed. Suppose providing or sharing personal data with a third party is necessary. In that case, SL individually notifies the data subject in advance—via email or written notice—of the items to be shared, the recipient, the purpose, how the data will be accessed, and the retention period. Personal data is shared with third parties only after the data subject has reviewed the information and given explicit consent.

Measures to Ensure the Security of Personal Data

SL Corporation takes protective measures to prevent the loss, theft, leakage, falsification, alteration, or destruction of personal data when handling and using such information. Data requiring protection is transmitted securely through encrypted channels, and access to personal data is restricted based on roles and granted only to authorized personnel. SL also provides security training to employees who handle personal data to raise awareness of data protection and prevent internal threats caused by human error.

 Privacy Policy >



Risk Management *Risk Management System*

Risk Management Governance

SL Corporation operates a risk governance system with appropriate checks and balances to systematically identify risks that may arise across its business operations and establish an effective response framework. The Finance Team assesses and manages financial risks such as foreign exchange fluctuations and liquidity. At the same time, the Quality Division handles quality risks, and the Procurement Center manages procurement-related risks. Each organizational unit takes responsibility for its area of risk. Each department continuously monitors relevant risks, establishes preventive policies, and continues improvement efforts. In addition, the Sustainability Management Committee identifies key non-financial risks related to ESG, such as environmental and occupational safety, health & safety risks. The committee regularly monitors these risks by comprehensively analyzing their likelihood and potential impact on the business, strengthening the foundation for sustainable management.

Risk Management Governance



Business Continuity Management Certification

To enhance its overall resilience and ensure business continuity, SL has obtained certification for its Business Continuity Management System (ISO 22301). ISO 22301 is an international standard establishing a response framework to maintain critical operations during unexpected crises such as disasters or supply chain disruptions. Through this certification, SL has built a structured foundation that enables swift response in the event of risk and minimizes potential losses.

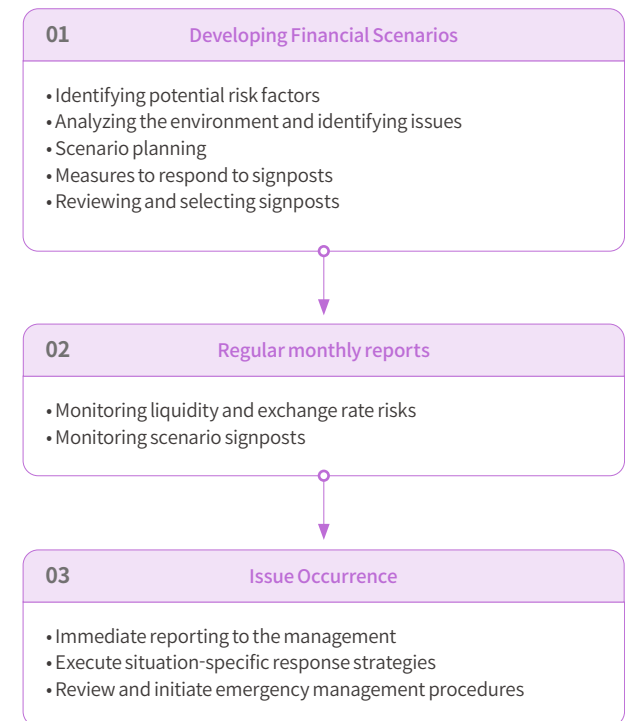


ISO 22301 Certification

Risk Management Process

SL Corporation prepares financial scenarios and conducts regular/special reports under a risk management system for each organization. By doing so, SL regularly identifies financial and non-financial risks, analyzes the causes of financial risks, and proactively establishes response strategies. This approach also enables SL to operate an integrated reporting system that ensures timely escalation to senior management when issues arise, thereby enhancing the efficiency and responsiveness of its risk management.

Risk Management Process



Risk Management *Risk Management Activities*

Risk Management Strategy

SL Corporation adopts preemptive prevention and rapid response as its core risk management principles. SL identifies and analyzes financial and non-financial risks across the organization, evaluates their potential impact, and reflects the findings in strategic decision-making. In particular, SL assesses scenario-based impacts of major economic variables such as exchange rate fluctuations and global inflation. Under the Sustainability Management Division, the Finance Team establishes annual financial scenarios and conducts regular monitoring based on signposts. In addition, a monthly “Financial Review Meeting” is held to comprehensively examine company-wide liquidity, foreign exchange risks, interest rate trends, and financial market developments, with findings promptly reported to senior management. Non-financial risks related to ESG are analyzed by the Sustainability Management Committee in terms of likelihood and business impact, and are continuously monitored based on the results. Identified critical risks are immediately reported to senior management to ensure the company’s risk management system supports not only proactive prevention but also prompt post-incident response.

Tax Risk

SL Corporation manages tax risks systematically by adopting ‘strict legal compliance’ as a core principle. To foster a transparent tax culture, SL responds faithfully to requests from tax authorities and provides factual explanations and supporting documentation promptly and accurately. SL strictly prohibits tax avoidance structures that lack commercial substance and are intended solely to gain tax benefits, including the use of tax haven jurisdictions, and does not transfer value created through real business activities to low-tax jurisdictions. Furthermore, SL proactively manages global tax risks by thoroughly understanding differences in national tax systems and the legislative intent of tax laws and by analyzing potential areas of dispute in advance.

Operational Risk

SL Corporation systematically identifies and manages operational risks that could affect its business activities. As part of this effort, SL classifies the possibility of serious accidents caused by workplace safety incidents as a major operational risk and manages it thoroughly. To prevent such risks, SL is advancing its company-wide occupational health and safety management system, strengthening regular health and safety training programs, and reinforcing on-site preventive measures. SL also identifies and addresses hazardous risk factors in advance to improve workplace safety and continues to foster a strong safety culture that prioritizes the lives and health of employees and stakeholders.

Liquidity Risk

Liquidity risk refers to the possibility that a company may fail to meet its financial obligations upon maturity. To prevent such risks in advance, SL establishes and operates liquidity strategies and funding plans, and secures liquidity in crises through pre-arranged credit lines. In particular, SL minimizes liquidity risk and ensures stable cash management by aligning the maturity structure of financial assets and liabilities with projected operating cash flows.

Key Risks Status

Category	Key Description	Response Measures
Financial Risks	Foreign Exchange Risk • Increased foreign exchange volatility due to global economic uncertainty	• Constant monitoring of foreign currency inflow/outflow and exchange rate • Establish and maintain appropriate foreign currency reserves
	Liquidity Risk • Risk of being unable to fulfill financial obligations due to cash shortages	• Monitor funding and liquidity (KRI) and secure pre-arranged credit lines • Monitor overseas borrowing, delinquency rates, debt ratio, and Chinese accounts receivable
	Operational Risk • Shortage of human capital due to technological transition and talent outflow • Major disaster due to a safety accident	• Diversify strategies to secure and nurture talent • Reinforce a safety-first culture and strengthen accident prevention
	Interest Rate Risk • Rising interest expenses driven by high interest rate policies in major economies such as the United States	• Analyze and forecast funding costs associated with rate fluctuations
Non-Financial Risks	Environmental Risk • Strengthening demands for carbon reduction due to climate change	• Monitor greenhouse gas emissions • Manage climate-related risks and opportunity assessment
	Regulatory Risk • Strengthening ESG-based global policies and supply chain regulations	• Enhance ESG policies and processes that meet global standards
	Transition Risk • Increasing need to shift portfolio toward eco-friendly products	• Strengthen monitoring of global trends and establish investment plans in connection with mid- to long-term strategies

1) Key Risk Indicator(KRI)



Risk Management

Risk Management Activities

Foreign Exchange Risk

Considering the nature of its global business operations, SL Corporation closely manages financial risks arising from exchange rate fluctuations. In particular, the company regularly measures foreign exchange risk related to major currencies against the Korean won and annually assesses the scale of foreign currency inflows and outflows through the foreign exchange management committee. Based on its foreign exchange exposure, SL establishes hedging strategies and monitors various exchange rate indicators to forecast currency trends. Accordingly, SL executes its foreign exchange hedging strategies based on these forecasts, enabling the company to manage foreign exchange risk effectively.

Environmental Risk

SL Corporation recognizes climate change-related environmental risks as a key management issue in response to growing global supply chain demands and the tightening of international environmental regulations. SL has established a carbon neutrality roadmap to address these risks to achieve net-zero direct and indirect (Scope 1 and 2) carbon emissions by 2050. The company regularly monitors greenhouse gas reduction volumes and enhances energy efficiency by adopting solar power facilities and smart factory systems. In addition, SL is working to proactively manage environmental risks by building low-carbon production lines through process improvements and continuously developing and applying eco-friendly manufacturing technologies.

Transition Risk

In response to the accelerating transition of the automotive industry toward eco-friendly solutions and the growing sustainability demands of its clients, SL Corporation recognizes the need to shift its product portfolio. To address these transition risks, SL closely monitors global environmental policies and technological trends, and establishes investment and product development plans for eco-friendly technologies in line with its mid- to long-term strategy. SL is especially expanding the use of eco-friendly materials such as recycled and bio-based raw materials while developing low-carbon products. These environmentally friendly lamps are lighter and require fewer components than existing products. Additionally, SL applies materials that comply with global environmental regulations such as RoHS and REACH, and continues to strengthen its efforts to reduce hazardous substances.

Regulatory Risk

SL Corporation is advancing its ESG policies and management processes to proactively respond to the strengthening of ESG-based global policies and supply chain regulations. Failure to comply with domestic or international regulations may lead to a loss of client trust and business restrictions, making regulatory risk a critical factor in SL's sustainable management. SL is reinforcing company-wide ESG governance and continuously working to improve its internal systems by establishing standards that align with the expectations of major clients and stakeholders.



APPENDIX

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Quantitative Data *Operations*

Economics

Consolidated Financial Statements

(Unit: KRW million)

Category	2024	2023	2022
Non-current Assets	1,352,812	1,164,843	1,158,284
Tangible Assets	861,300	748,192	734,990
Investment Real Estate	47,573	48,694	48,054
Right of Use Asset	18,460	9,285	7,559
Intangible Assets	37,238	40,978	45,811
Other Non-current Receivables	9,086	7,735	5,061
Investment In Affiliated Companies And Joint Ventures	160,584	158,362	164,980
Deferred Tax Assets	63,049	36,285	4,882
Non-current Financial Assets	72,676	77,249	86,380
Defined Benefit Asset	0	8,001	20,934
Other Non-current Assets	82,845	30,062	39,633
Current Assets	2,346,052	2,070,892	1,773,353
Inventory	416,148	375,499	404,346
Trade Receivables And Other Current Receivables	1,000,623	923,228	861,045
Liquid Financial Assets	312,914	200,329	81,804
Other Current Assets	206,100	227,625	152,341
Current Corporate Tax Assets	61,973	30,417	8,288
Cash And Cash Equivalents	348,294	313,793	265,530
Total Assets	3,698,864	3,235,734	2,931,637
Capital Attributable To Owners Of The Parent Company	2,299,756	1,928,436	1,634,590
Capital	23,224	23,224	23,224
Capital Surplus	459,660	459,660	459,660
Capital Adjustment	-11,877	-11,877	-11,823
Other Accumulative Gain or Loss	45,751	-12,932	-11,322
Retained Earnings (Deficit)	1,782,997	1,470,361	1,174,850
Non-controlling Interest	97,492	80,683	71,420
Total Capital	2,397,248	2,009,119	1,706,009
Non-current Liabilities	159,409	110,536	133,176
Non-current Provisions	46,080	41,486	38,973
Other Non-current Liabilities	20,443	17,508	15,229
Non-current Financial Liabilities	281	0	35,122
Non-current Lease Liabilities	58,287	6,664	5,546
Defined Benefit Liabilities	18,685	0	0
Deferred Tax Liabilities	68,090	44,879	38,307

(Unit: KRW million)

Category	2024	2023	2022
Current Liabilities	1,142,207	1,116,079	1,092,452
Current Provisions	33,139	18,582	20,962
Trade Payables And Other Liabilities	654,991	639,255	599,980
Current Financial Liabilities	315,565	354,810	392,539
Current Lease Liabilities	2,475	2,007	1,288
Other Current Liabilities	73,289	60,014	63,976
Current Corporate Tax Liability	62,748	41,411	13,707
Total Liabilities	1,301,616	1,226,615	1,225,628
Total Liabilities and Capital	3,698,864	3,235,734	2,931,637

Consolidated Income Statement

(Unit: KRW million)

Category	2024	2023	2022
Sales	4,973,274	4,838,847	4,174,538
Cost Of Sales	-4,284,578	-4,200,052	-3,709,015
Gross Profit	688,696	638,795	465,523
Selling And Administrative Expenses	-293,532	-252,609	-267,608
Operating Profit (Loss)	395,164	386,186	197,915
Profit or Loss from Investments in Associates	16,777	18,159	12,538
Financial Profits	32,847	23,893	14,555
Other Profits	94,858	73,595	88,646
Finance Cost	-20,823	-25,775	-31,662
Other Losses	-31,847	-47,241	-66,294
Net Profit (Loss) Before Corporate Tax Expenses	486,976	428,816	215,699
Corporate Tax Expense (Profit)	-105,013	-79,550	-49,786
Net Profit (Loss)	381,964	349,266	165,913
Net Profit(Loss) Attributable To Owners Of The Parent Company	368,358	335,508	154,729
Net Profit(Loss) Attributable To Non-controlling Interest	13,606	13,758	11,183
Earnings per Share			
Basic and Diluted Earnings per Share (Unit KRW)	7,998	7,285	3,360

Quantitative Data *Domestic Operations*

Environmental

Raw Materials

Classification	Unit	2024	2023	2022
Total Raw Material Usage	ton	26,426.99	33,126.67	23,722.93
- Daegu Plant	ton	2,984.17	5,165.73	5,816.36
- Cheonan Plant	ton	15,219.09	15,216.35	10,494.82
- Ansan Plant	ton	2,848.25	8,786.63	4,247.14
- Sungsan Plant	ton	2,828.27	2,380.85	1,931.37
- Jillyang Plant	ton	1,894.69	1,021.65	707.83
- Seongseo Plant	ton	652.52	555.45	525.42
Recycled Raw Material Usage	ton	45.10	87.43	-
- Daegu Plant	ton	0	0	-
- Cheonan Plant	ton	31.90	77.00	-
- Ansan Plant	ton	10.70	1.93	-
- Sungsan Plant	ton	2.50	8.50	-
- Jillyang Plant	ton	0	0	-
- Seongseo Plant	ton	0	0	-
Percentage of Recycled Raw Materials Used	%	0.17	0.26	-

Energy

Classification	Unit	2024	2023	2022
Energy Usage	TJ	1,129	1,160	1,060
- Direct Energy	TJ	16	16	18
- Indirect Energy	TJ	1,113	1,144	1,042
Electricity	TJ	1,113	1,144	1,042
Heat/Steam	TJ	0	0	0
- Renewable Energy	TJ	0	0	0
Percentage of Renewable Energy Used	%	0	0	0
Energy Usage Intensity	TJ per KRW 100 million	0.04	0.04	0.05
Energy Sales Volume	TJ	6.99	3.86	0
Electricity	TJ	6.99	3.86	0
Heat/Steam	TJ	0	0	0

Quantitative Data *Domestic Operations*

Environmental

Scope 1, 2

Classification	Unit	2024	2023	2022
Scope 1 Emission	tCO ₂ eq	878.90	888.11	1,029.79
- Daegu Plant	tCO ₂ eq	116.53	148.43	134.73
- Cheonan Plant	tCO ₂ eq	59.14	53.51	249.41
- Ansan Plant	tCO ₂ eq	79.70	104.11	103.29
- Sungsan Plant	tCO ₂ eq	191.10	164.34	160.92
- Jillyang Plant	tCO ₂ eq	399.32	385.75	350.74
- Seongseo Plant	tCO ₂ eq	33.12	31.97	30.70
Scope 2 Emission	tCO ₂ eq	52,753.29	54,294.37	49,373.85
- Daegu Plant	tCO ₂ eq	8,145.26	8,136.29	7,767.37
- Cheonan Plant	tCO ₂ eq	14,023.21	15,883.11	11,978.31
- Ansan Plant	tCO ₂ eq	8,086.67	9,306.26	10,279.38
- Sungsan Plant	tCO ₂ eq	7,900.36	7,631.25	6,445.24
- Jillyang Plant	tCO ₂ eq	11,966.54	10,814.26	10,478.56
- Seongseo Plant	tCO ₂ eq	2,631.27	2,523.20	2,425.00
Total Scope 1, 2 Emission	tCO ₂ eq	53,632.19	55,182.48	50,403.64
Total Scope 1, 2 Emission Intensity	tCO ₂ eq per KRW 100 million	2.52	2.65	3.07

* The emission intensity was calculated based on the total emissions and total revenue of SL Corporation, including both domestic and overseas business sites.

Scope 3

Classification	Unit	2024	2023	2022
Total Scope 3 Emission	tCO ₂ eq	133,808	191,584	187,378
Upstream Scope 3 Emission	tCO ₂ eq	117,154	106,251	103,710
- Category 1. Purchased goods and services	tCO ₂ eq	101,863	93,504	91,517
- Category 2. Capital goods	tCO ₂ eq	-	-	-
- Category 3. Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO ₂ eq	8,151	7,103	7,640
- Category 4. Upstream transportation and distribution	tCO ₂ eq	1,508	881	1,540
- Category 5. Waste generated in operations	tCO ₂ eq	2,360	3,356	1,676
- Category 6. Business travel	tCO ₂ eq	2,530	697	828
- Category 7. Employee commuting	tCO ₂ eq	742	710	509
- Category 8. Upstream leased assets	tCO ₂ eq	-	-	-
Downstream Scope 3 Emission	tCO ₂ eq	16,654	85,333	83,668
- Category 9. Downstream transportation and distribution	tCO ₂ eq	1,914	1,757	1,664
- Category 10. Processing of sold products	tCO ₂ eq	10,119	76,688	75,547
- Category 11. Use of sold products	tCO ₂ eq	-	-	-
- Category 12. End-of-life treatment of sold products	tCO ₂ eq	-	-	-
- Category 13. Downstream leased assets	tCO ₂ eq	3,670	3,557	3,313
- Category 14. Franchises	tCO ₂ eq	-	-	-
- Category 15. Investments	tCO ₂ eq	951	3,331	3,144

Quantitative Data *Domestic Operations*

Environmental

Water

Classification	Unit	2024	2023	2022
Water withdrawal Volume	ton	206,534	185,029	161,850
- Daegu Plant	ton	28,330	20,127	19,987
- Cheonan Plant	ton	41,429	34,227	27,291
- Ansan Plant	ton	50,562	38,993	29,722
- Sungsan Plant	ton	27,037	29,046	21,191
- Jillyang Plant	ton	53,098	56,276	56,777
- Seongseo Plant	ton	6,078	6,360	6,882
Water Discharge Volume	ton	205,950	184,128	161,126
Wastewater Generation Volume	ton	583	901	724
Water Usage	ton	205,950	184,128	161,126
Water Reuse/Recycle Volume	ton	0	0	0

Waste

Classification	Unit	2024	2023	2022
Waste Disposal Volume	ton	1,686.69	1,809.08	1,603.22
- General Waste Disposal Volume	ton	1,554.82	1,663.28	1,485.61
(Including Energy Recovery) Incineration	ton	0	0	0
(Without Energy Recovery) Incineration	ton	328.09	479.16	484.85
Landfill	ton	0	0	0
Reuse/Recycle	ton	1,226.73	1,107.30	1,000.76
Other	ton	0	76.82	0
- Designated Waste Disposal Volume	ton	131.87	145.80	117.61
(Including Energy Recovery) Incineration	ton	0	0	0
(Without Energy Recovery) Incineration	ton	127.95	131.77	101.90
Landfill	ton	0	0	0
Reuse/Recycle	ton	3.92	14.03	15.71
Other	ton	0	0	0
Waste Recycling Rate	%	72.96	61.98	63.40
- General Waste	%	78.90	66.57	67.36
- Designated Waste	%	2.97	9.62	13.36

Quantitative Data *Domestic Operations*

Environmental

Pollutant

Classification	Unit	2024	2023	2022
Nitrogen Oxides	kg	0	0	0
Sulfur Oxides	kg	0	0	0
Particulate Matter	ppm	1.8	1.9	2.2
Total Hydrocarbons	mg/Sm ³	12.5	11.6	12.6
Ozone-depleting Substances	kg	0	0	0

Environmental violation

Classification	Unit	2024	2023	2022
Number of Environmental law / regulation violation	cases	0	1	0

Quantitative Data

Domestic Operations

Social

Recruitment

Classification	Unit	2024	2023	2022
Total Number of New Hires	persons	468	582	709
- (age) Number of New Hires Under 30 Years Old	persons	267	297	398
- (age) Number of New Hires Aged 30 to 50 Years Old	persons	187	276	223
- (age) Number of New Hires Over 50 Years Old	persons	14	9	88
- (Gender) Number of Male New Hires	persons	379	485	576
- (Gender) Number of Female New Hires	persons	89	97	133
- (class) Number of New Hires with Disabilities	persons	4	12	4

Turnover

Classification	Unit	2024	2023	2022
Total Number of Employee Turnovers	persons	415	301	225
Total Turnover Rate	%	8.8	6.6	4.9
Voluntary turnover rate	%	4.5	5.2	2.5
- Number of Voluntary Turnovers	persons	212	235	113
- Number of Involuntary Turnovers	persons	203	66	112
- (gender) Total Number of Male Employee Turnovers	persons	336	256	197
- (gender) Total Number of Female Employee Turnovers	persons	79	45	28
- (age) Number of Employee Turnovers Under 30 Years Old	persons	153	81	66
- (age) Number of Employee Turnovers Aged 30 to 50 Years Old	persons	208	203	116
- (age) Number of Employee Turnovers Over 50 Years Old	persons	54	17	43
Average Tenure	years	11.3	11.0	10.8

Diversity

Classification	Unit	2024	2023	2022
Total Number of Employees	persons	4,702	4,539	4,590
- (age) Number of Employees Under 30 Years Old	persons	683	673	720
- (age) Number of Employees Aged 30 to 50 Years Old	persons	3,147	3,833	3,137
- (age) Number of Employees Over 50 Years Old	persons	872	783	733
- (Gender) Number of Male Employees	persons	4,024	3,857	3,918
- (Gender) Number of Female Employees	persons	678	682	672
- (nationality) Number of Employees with Korean Nationality	persons	4,684	4,533	4,584
- (nationality) Number of Employees with Foreign Nationality	persons	18	6	6
- (Employment type) Number of Full-Time Employees	persons	4,156	3,833	3,793
(Employment type) Number of Full-Time Male Employees	persons	3,579	3,281	3,263
(Employment type) Number of Full-Time Female Employees	persons	577	552	530
- (Employment type) Number of Contract Employees	persons	546	706	797
(Employment type) Number of Male Contract Employees	persons	445	576	655
(Employment type) Number of Female Contract Employees	persons	101	130	142
- (Position) Number of Managers	persons	418	392	427
(Position) Number of Male Managers	persons	407	383	418
(Position) Number of Female Managers	persons	11	9	9
(Position) Number of Managers from Minority/ Vulnerable Groups	persons	9	9	5
- (Position) Number of Non-managerial Employees	persons	4,241	4,138	4,143
(Position) Number of Male Non-managerial Employees	persons	3,575	3,466	3,480
(Position) Number of Female Non-managerial Employees	persons	666	672	663
- (class) Number of disabled employees	persons	80	77	40

* Data for 2022–2023 has been recalculated due to changes in the calculation criteria for managers.

Quantitative Data *Domestic Operations*

Social

Labor-Management Relations

Classification	Unit	2024	2023	2022
Number of labor-management council meetings held	times	4	4	4

Compensation

Classification	Unit	2024	2023	2022
Statutory minimum wage (annual)	KRW thousand	24,729	24,127	22,973
Average salary of new employees	KRW thousand	54,414	54,414	51,726
- Average salary of male new employees	KRW thousand	55,440	55,440	52,752
- Ratio of average salary of male new employees to statutory minimum wage	%	220.4	229.7	229.7
- Average salary of female new employees	KRW thousand	53,388	53,388	50,700
- Ratio of average salary of female new employees to statutory minimum wage	%	212.2	221.2	220.7

Training

Classification	Unit	2024	2023	2022
Total annual training hours	hours	336,060	347,316	336,963
- Average training hours per employee*	hours per persons	72	77	73
Total annual training expenses	KRW million	1,406	1,337	897
- Training expenses per employee	KRW	299,123	294,558	195,425
Number of participants in disability awareness training	persons	4,535	4,650	4,485
Number of participants in industrial safety and health training	persons	3,633	4,604	4,574
Number of participants in workplace sexual harassment prevention training	persons	4,476	4,617	4,562
Number of participants in personal information protection training	persons	3,619	3,143	3,914
Number of participants in workplace bullying prevention training	persons	4,442	3,921	4,474

* Data for 2022–2023 has been recalculated due to changes in the calculation criteria.

Quantitative Data *Domestic Operations*

Social

Parental Leave

Classification	Unit	2024	2023	2022
Number Of Employees Entitled To Parental Leave	persons	1,062	1,096	1,101
- Number Of Male Employees Entitled To Parental Leave	persons	1,036	1,054	1,071
- Number Of and Employees Entitled To Parental Leave	persons	26	42	30
Number Of Employees Applying For Parental Leave	persons	33	41	35
- Number Of Male Employees Applying For Parental Leave	persons	20	20	17
- Number Of Female Employees Applying For Parental Leave	persons	13	21	18
Number Of Employees To Be Reinstated In The Current Year	persons	14	14	12
- Number Of Male Employees To Be Reinstated In The Current Year	persons	9	9	6
- Number Of Female Employees To Be Reinstated In The Current Year	persons	5	5	6
Number Of Employees To Be Reinstated In The Next Year	persons	21	29	23
- Number Of Male Employees To Be Reinstated In The Next Year	persons	12	13	11
- Number Of Female Employees To Be Reinstated In The Next Year	persons	9	16	12
Number Of Employees Returning From Parental Leave	persons	43	37	35
- Number Of Male Employees Returning From Parental Leave	persons	22	20	17
- Number Of Female Employees Returning From Parental Leave	persons	21	17	18
Return Rate After Parental Leave	%	100.0	100.0	92.1
- Return Rate of Male Employees after Parental Leave	%	100.0	100.0	94.4
- Return Rate of Female Employees after Parental Leave	%	100.0	100.0	90.0
Number Of Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	32	33	22
- Number Of Male Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	18	15	6
- Number Of Female Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	14	18	16
Percentage Of Employees Working For More Than 1 Year After Parental Leave	%	86.5	94.3	84.6
- Percentage Of Male Employees Working For More Than 1 Year After Parental Leave	%	90.0	88.2	66.7
- Percentage Of Female Employees Working For More Than 1 Year After Parental Leave	%	82.4	100.0	94.1

* Data for 2022–2023 has been recalculated due to changes in the calculation criteria.

** Parental leave return rate = (Number of employees who returned from parental leave during the year) / (Number of employees eligible to return from leave in the previous year + Number of employees eligible to return during the year)

Performance Evaluation

Classification	Unit	2024	2023	2022
Number of Employees Subject to Performance Evaluation	persons	4,702	4,539	4,590
- Number of Male Employees Subject to Performance Evaluation	persons	4,024	3,857	3,918
- Number of Female Employees Subject to Performance Evaluation	persons	678	682	672
Number of Employees Who Received Performance Evaluations	persons	1,982	1,832	1,836
- Number of Male Employees Who Received Performance Evaluations	persons	1,798	1,679	1,683
- Number of Female Employees Who Received Performance Evaluations	persons	184	153	153
Percentage of Employees Who Received Performance Evaluations	%	42.2	40.4	40.0
- Percentage of Male Employees Who Received Performance Evaluations	%	44.7	43.5	43.0
- Percentage of Female Employees Who Received Performance Evaluations	%	27.1	22.4	22.8

* Overseas assignees have been included in the performance evaluation scope since 2024.

Receipt and Handling of Employee Grievances

Classification	Unit	2024	2023	2022
Number of Grievances Reported	cases	2	4	0
Number of Grievances Handled	cases	2	4	0
Grievance Resolution Rate	%	100.0	100.0	-

Human Rights Risk Assessment / Due Diligence

Classification	Unit	2024	2023	2022
Percentage of Business Sites that Conducted Desk-Based Human Rights Risk Assessments	%	60	44	0
Percentage of Business Sites that Conducted On-Site Human Rights Risk Assessments	%	0	0	0
Percentage of Business Sites that Conducted On-Site Human Rights Risk Assessments	%	4	0	0
Percentage of Business Sites that Established and Implemented Risk Mitigation Plans Based on the Results of Desk-Based and On-Site Assessments	%	44	0	0

Quantitative Data *Domestic Operations*

Social

Safety and Health

Classification	Unit	2024	2023	2022
Number of Safety and Health Compliance Violations	cases	0	0	1
- Fines Imposed for Safety and Health Compliance Violations	KRW million	0	0	0
- Penalties Imposed for Safety and Health Compliance Violations	KRW million	0	0	11.2
- Surcharges Imposed for Safety and Health Compliance Violations	KRW million	0	0	0
Number Of People Who Completed Safety and Health Training (Beyond Mandatory Legal Training)*	persons	4,702	4,539	4,590
Participation Rate Of People Who Completed Safety and Health Training*	%	100.0	100.0	100.0

* Data for 2022–2023 has been changed due to changes in the calculation criteria.

Employee industrial accidents

Classification	Unit	2024	2023	2022
Total Number of Injuries	persons	4	5	2
- Industrial Accident Rate	%	0.085	0.110	0.044
Total Number of Fatalities	persons	0	0	0
- Fatality Rate per 10,000 people	‰	0	0	0
LTIFR	Number of Incidents per 200,000 Working Hours	0.190	0.151	0.179
- Total annual working hours	hours	9,468,790	9,279,478	8,915,333
- Lost Time Injury(LTI)	cases	9	7	8
- Lost workdays	days	502	344	415
Near Miss Incidents	cases	8	13	1

Supplier industrial accidents

Classification	Unit	2024	2023	2022
Total Number of Injuries	persons	3	3	3
- Industrial Accident Rate	%	0.817	0.917	0.865
Total Number of Fatalities	persons	0	0	0
- Fatality Rate per 10,000 people	‰	0	0	0
LTIFR	Number of Incidents per 200,000 Working Hours	0.681	1.019	0.720
- Total annual working hours	hours	880,800	784,800	832,800
- Lost Time Injury(LTI)	cases	3	4	3
- Lost workdays	days	84	308	316
Near Miss Incidents	cases	0	0	0

Quantitative Data *Domestic Operations*

Social

Supply Chain ESG Risk Assessment and Capacity Building

Classification	Unit	2024	2023	2022
Total Number of Suppliers	companies	1,996	2,034	2,128
Number of Key Suppliers	companies	203	239	236
Number of Suppliers Subject to Desk-Based ESG Risk Assessments	companies	120	118	120
Number of Suppliers Subject to On-Site ESG Risk Assessments	companies	11	0	0
Number of Suppliers Identified with Risks through Desk-Based or On-Site Assessments	companies	11	0	0
Number of Suppliers with Identified Risks that Established Risk Mitigation Plans	companies	11	0	0
Number of Suppliers that Completed Corrective Actions Based on Mitigation Plans	companies	11	0	0
Number of Suppliers Participating in ESG Capacity-Building Training	companies	127	138	121
Number of Suppliers Provided with ESG Consulting Services	companies	20	9	0

Customer Satisfaction

Classification	Unit	2024	2023	2022
Average Score of Customer Satisfaction Survey	score	79.5	80.3	74.7
Number of Product Recalls	cases	3	0	0
- Voluntary Recalls	cases	3	0	0
- Recalls Required by Law	cases	0	0	0
- Recalls Due to Product Accidents	cases	0	0	0
- Number of Products Recovered through Recalls	number	0	0	0

Conflict Minerals Management

Classification	Unit	2024	2023	2022
Number of Smelters of Key Minerals in the Supply Chain	number	252	232	170
- Number of Tungsten Smelters	number	32	34	28
- Number of Tantalum Smelters	number	18	11	18
- Number of Tin Smelters	number	67	59	54
- Number of Gold Smelters	number	90	94	62
- Number of Cobalt Smelters	number	45	34	8
Number of Smelters of Key Minerals Certified under the RMAP	number	252	232	170
- Tungsten - Conformant	number	32	34	28
- Tantalum - Conformant	number	18	11	18
- Tin - Conformant	number	67	59	54
- Gold - Conformant	number	90	94	62
- Cobalt - Conformant	number	45	34	8

* Vehicles Covered in the Survey:
(2022) IONIQ 5, EV6, GV60, (2023) IONIQ 5, IONIQ 6, EV6, GV60, (2024) IONIQ 5, IONIQ 6, EV6, EV9, GV60

Social Contribution

Classification	Unit	2024	2023	2022
Total Expenditure on Social Contributions	KRW million	285	2,354	120

Quantitative Data

Domestic Operations

Governance

Board of Directors

Classification	Unit	2024	2023	2022
Total Number of Members on the Board of Directors	persons	7	5	6
Proportion of Independent Directors on the Board of Directors	%	57.1	60.0	50.0
- Number of Executive Directors on the Board of Directors	persons	3	2	3
- Number of Independent Directors on the Board of Directors	persons	4	3	3
- Number of Other Non-Standing Directors on the Board of Directors	persons	0	0	0
Proportion of Female Directors on the Board of Directors	%	14.3	0	0
- Number of Male Directors on the Board of Directors	persons	6	5	6
- Number of Female Directors on the Board of Directors	persons	1	0	0
Total Compensation for the Board of Directors	KRW million	2,649	2,390	2,325
- Average Compensation per Director	KRW million	378	478	388
- Average Compensation per Registered Director	KRW million	839	773	752
- Average Compensation per Independent Director	KRW million	33	24	23

Relationship with External Auditor

Classification	Unit	2024	2023	2022
Audit Fees Paid to the External Auditor	KRW million	360,000	583,000	583,000
Non-Audit Fees Paid to the External Auditor	KRW million	0	0	0

Shareholders

Classification	Unit	2024	2023	2022
Total Number of Shares Issued	shares	46,448,520	46,448,520	46,448,520
Number of Shares Held by Government Institutions	shares	0	0	0
- Proportion of Shares Held by Government Institutions	%	0	0	0
Number of Shares Held by the National Pension Service	shares	3,834,549	3,834,549	3,834,549
- Proportion of Shares Held by the National Pension Service	%	8.3	8.3	8.3
Number of Shares Directly Held by the Founder and Family Members	shares	29,248,066	30,055,077	30,055,077
- Proportion of Shares Held by the Founder and Family Members	%	63.0	64.7	64.7

Violations of Personal Data Protection

Classification	Unit	2024	2023	2022
Number of Violations of Personal Data Protection Laws and Regulations	cases	0	0	0
- Fines Imposed for Violations of Personal Data Protection Laws and Regulations	KRW million	0	0	0
- Penalties Imposed for Violations of Personal Data Protection Laws and Regulations	KRW million	0	0	0
- Surcharges Imposed for Violations of Personal Data Protection Laws and Regulations	KRW million	0	0	0
Number of Individuals Affected by Violations of Personal Data Protection Laws and Regulations (e.g., Leaks, Theft)	persons	0	0	0
Number of People Who Completed Information Security Training	persons	2,802	3,143	3,914
Participation Rate of People Who Completed Information Security Training	%	61	76	85

Quantitative Data *Domestic Operations*

Governance

Research & Development

Classification	Unit	2024	2023	2022
Amount Invested in Research and Development	KRW million	217,004	171,394	148,927
R&D Expenditure as a Percentage of Revenue	%	8.1	6.5	6.3
Status of Intellectual Property Holdings	cases	135	112	149
Number of People Who Completed Technical and R&D Training (Excluding Mandatory Legal Training)	persons	890	952	763
Participation Rate in Technical and R&D Training	%	19.3	21.0	16.6

* Based on Separate Financial Statements

Violations of Fair Trade and Anti-Corruption Laws and Regulations

Classification	Unit	2024	2023	2022
Number of Violations of Fair Trade Laws and Regulations	cases	0	0	0
- Fines Imposed for Violations of Fair Trade Laws and Regulations	KRW million	0	0	0
- Penalties Imposed for Violations of Fair Trade Laws and Regulations	KRW million	0	0	0
- Surcharges Imposed for Violations of Fair Trade Laws and Regulations	KRW million	0	0	0
Number of Violations of Anti-Corruption and Anti-Bribery Laws and Regulations	cases	0	0	0
- Fines Imposed for Violations of Anti-Corruption and Anti-Bribery Laws and Regulations	KRW million	0	0	0
- Penalties Imposed for Violations of Anti-Corruption and Anti-Bribery Laws and Regulations	KRW million	0	0	0
- Surcharges Imposed for Violations of Anti-Corruption and Anti-Bribery Laws and Regulations	KRW million	0	0	0

Ethics & Compliance

Classification	Unit	2024	2023	2022
Number of People Who Completed Ethics Training (Excluding Mandatory Legal Training)	hours	4,616	4,661	2,409
Participation Rate in Ethics Training	%	98	100	52
Number of Reported Cases of Ethics Violations	cases	44	50	34
- Unethical Behavior	cases	13	10	8
- Corruption Reports	cases	10	6	7
- Welfare and Workplace Environment Improvement	cases	7	8	5
- Work Attitude and Non-Compliance with Rules	cases	4	10	5
- Improvement of Work Rules and Processes	cases	4	5	4
- Complaints/Inquiries Related to Employment and Compensation	cases	1	1	0
- Others	cases	5	10	5
Number of Actions Taken for Ethics Violations	cases	6	10	10
- Unethical Behavior	cases	2	2	2
- Corruption Reports	cases	3	5	6
- Welfare and Workplace Environment Improvement	cases	0	0	0
- Work Attitude and Non-Compliance with Rules	cases	1	2	1
- Improvement of Work Rules and Processes	cases	0	1	0
- Complaints/Inquiries Related to Employment and Compensation	cases	0	0	0
- Others	cases	0	0	1

Quantitative Data Overseas Operations

Environmental

Raw Materials

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Raw Material Usage	ton	143.55	180.30	195.88	1,100.90	1,529.85	2,128.54	1,116.06	1,666.16	1,621.48	1,082.70	1,266.90	968.60	1,694.00	1,604.37	1,561.48
Recycled Raw Material Usage	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of Recycled Raw Materials Used	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Classification	Unit	SL Lumax			SL AP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Raw Material Usage	ton	16,076.50	15,177.83	14,082.81	4,312.00	4,839.00	4,889.00	2,485.00	3,235.00	3,348.00	46,053.76	54,790.83	54,404.24	811.10	797.47	757.30	1,120.98	1,132.64	982.72
Recycled Raw Material Usage	ton	0	0	0	0	0	0	440.68	565.63	557.40	0	0	0	0	0	0	72.15	42.38	0
Percentage of Recycled Raw Materials Used	%	0	0	0	0	0	0	17.73	17.48	16.65	0	0	0	0	0	0	6.44	3.74	0

Scope 1, 2

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip			Dongfeng Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Scope 1 Emissions	tCO ₂ eq	12.28	31.67	32.21	58.11	41.37	48.61	24.38	33.24	27.61	-	-	-	10.32	15.84	17.32	3.34	3.80	6.19
Scope 2 Emissions	tCO ₂ eq	1,040.97	1,185.34	1,302.32	9,585.74	9,503.83	10,765.39	4,837.64	5,359.35	6,064.68	4,459.16	4,349.81	3,965.15	3,763.72	2,857.90	2,786.59	1,448.53	1,109.50	1,098.66
Total Scope 1 and 2 Emissions	tCO ₂ eq	1,053.25	1,217.01	1,334.53	9,643.86	9,545.19	10,813.99	4,862.02	5,392.59	6,092.29	4,459.16	4,349.81	3,965.15	3,774.04	2,873.74	2,803.90	1,451.87	1,113.30	1,104.85

Classification	Unit	Tri-ring Samlip			SL Lumax			SL AP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Scope 1 Emissions	tCO ₂ eq	2.55	2.69	1.92	75.68	108.27	149.17	29.35	30.64	152.41	148.93	153.58	188.24	850.81	984.70	365.22	103.37	93.45	161.16	39.74	26.69	1.05
Scope 2 Emissions	tCO ₂ eq	561.45	255.95	182.45	13,418.51	15,438.79	13,145.10	9,609.16	5,516.72	5,248.55	6,600.21	10,817.95	11,172.53	14,557.38	13,586.76	19,630.29	0	1,029.21	950.29	369.48	378.27	352.45
Total Scope 1 and 2 Emissions	tCO ₂ eq	564.00	258.63	184.37	13,494.18	15,547.06	13,294.27	9,638.52	5,547.36	5,400.96	6,749.14	10,971.52	11,360.76	15,408.19	14,571.46	19,995.50	103.37	1,122.66	1,111.44	409.22	404.96	353.51

* Greenhouse gas emissions for SL Brasil in 2022 and 2023 were revised due to the application of Brasil's national emission factor.

Quantitative Data Overseas Operations

Environmental

Waste

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
- General Waste Disposal Volume	ton	22.00	51.70	41.90	342.18	556.43	767.75	350.28	277.95	291.58	-	-	-	138.28	173.07	169.99
(Including Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	-	-	-	0	0	0
(Without Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	-	-	-	0	0	0
Landfill	ton	0	0	0	25.02	55.65	67.08	350.28	277.95	291.58	-	-	-	0	0	0
Reuse/Recycle	ton	22.00	51.70	41.90	317.16	500.78	700.67	0	0	0	-	-	-	138.28	173.07	169.99
Other	ton	0	0	0	0	0	0	0	0	0	-	-	-	0	0	0
- General Waste Recycling Rate	ton	100.00	100.00	100.00	92.69	90.00	91.26	0	0	0	-	-	-	100.00	100.00	100.00
- Designated Waste Disposal Volume	ton	0.23	3.00	4.00	16.42	23.15	40.04	26.41	32.84	0	250.00	310.00	220.00	26.58	22.37	20.85
(Including Energy Recovery) Incineration	ton	0.23	3.00	4.00	0	0	0	0	0	0	0	0	0	0	0	0
(Without Energy Recovery) Incineration	ton	0	0	0	16.42	23.15	40.04	26.41	32.84	0	0	0	0	26.58	22.37	20.85
Landfill	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuse/Recycle	%	0	0	0	0	0	0	0	0	0	250.00	310.00	220.00	0	0	0
- Designated Waste Recycling Rate	%	0	0	0	0	0	0	0	0	0	100.00	100.00	100.00	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
- General Waste Disposal Volume	ton	1,600.18	1,721.92	1,468.60	1,119.32	1,107.92	1,055.16	1,875.44	2,356.54	2,175.14	0.46	0.79	0	270.70	273.68	195.44	107.43	103.72	61.92
(Including Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(Without Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Landfill	ton	0	0	0	0	0	0	524.86	650.67	904.71	0.46	0.79	0	0	0	0	0	0	0
Reuse/Recycle	ton	1,600.18	1,721.92	1,468.60	0	0	0	1,350.58	1,705.87	1,270.43	0	0	0	170.54	166.94	115.31	107.43	103.72	61.92
Other	ton	0	0	0	0	0	0	0	0	0	0	0	100.16	106.74	80.13	0	0	0	
- General Waste Recycling Rate	ton	100.00	100.00	100.00	0	0	0	72.01	72.39	58.41	0	0	-	63.00	61.00	59.00	100.00	100.00	100.00
- Designated Waste Disposal Volume	ton	231.23	170.30	0	34.78	0	0	1.02	0.82	2.86	9.58	19.50	13.92	0	0	0	63.99	58.14	31.85
(Including Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	8.77	18.72	13.30	0	0	0	0	0	0
(Without Energy Recovery) Incineration	ton	231.23	170.30	0	0	0	0	0	0	0	0.81	0.78	0.62	0	0	0	31.24	42.17	31.85
Landfill	ton	0	0	0	0	0	0	1.02	0.82	2.86	0	0	0	0	0	0	32.75	15.97	0
Reuse/Recycle	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Designated Waste Recycling Rate	%	0	0	-	0	-	-	0	0	0	0	0	0	-	-	-	0	0	0

Quantitative Data Overseas Operations

Environmental

Status of Environmental law / regulation violation

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Environmental law / regulation violation	cases	0	0	0	0	0	0	0	1	0	0	0	0	0	0	

Classification	Unit	SL Lumax			SLAP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Environmental law / regulation violation	cases	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	

Pollutant

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Dust(PM10)	ppm	1.17	0.77	0.77	-	-	-	0	0	0	-	-	-	-	-	
Total hydrocarbon(THC)	mg/Sm ³	0.50	0.50	0.50	-	-	-	8.27	5.19	6.02	-	-	-	-	-	

Classification	Unit	SL Lumax			SLAP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Dust(PM10)	ppm	61.60	66.20	65.20	44.92	41.37	40.52	0	0	0	0	0	0	-	-	-	0	0	0
Total hydrocarbon(THC)	mg/Sm ³	-	-	-	-	-	-	-	-	-	77.78	69.79	61.93	-	-	-	0	0	0

Quantitative Data Overseas Operations

Social

Recruitment

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of New Hires	persons	6	17	19	15	29	35	0	0	0	0	5	6	29	78	108	9	30	26
-(age)Number of New Hires Under 30 Years Old	persons	3	15	19	8	10	18	0	0	0	0	1	3	6	14	39	2	12	13
-(age) Number of New Hires Aged 30 to 50 Years Old	persons	3	2	0	7	19	16	0	0	0	0	4	3	23	64	69	6	18	13
-(age)Number of New Hires Over 50 Years Old	persons	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
-(Gender) Number of Male New Hires	persons	5	6	13	10	20	23	0	0	0	0	5	4	16	49	60	5	9	13
-(Gender) Number of Female New Hires	persons	1	11	6	5	9	12	0	0	0	0	0	2	13	29	48	4	21	13
-(class) Number of New Hires with Disabilities	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of New Hires	persons	962	1,056	1,197	364	440	654	34	27	30	248	441	173	630	963	2,126	27	76	94	56	58	51
-(age)Number of New Hires Under 30 Years Old	persons	830	937	1,111	344	424	638	8	3	8	120	199	58	205	342	925	16	34	30	41	34	37
-(age) Number of New Hires Aged 30 to 50 Years Old	persons	120	113	84	18	14	14	21	21	15	103	178	85	312	480	934	11	39	59	15	24	13
-(age)Number of New Hires Over 50 Years Old	persons	12	6	2	2	2	2	5	3	7	25	64	30	113	141	267	0	3	5	0	0	1
-(Gender) Number of Male New Hires	persons	781	791	994	349	410	584	27	23	20	155	296	111	390	611	1,244	15	39	42	49	44	36
-(Gender) Number of Female New Hires	persons	181	265	203	15	30	70	7	4	10	93	145	62	240	352	882	12	37	52	7	14	15
-(class) Number of New Hires with Disabilities	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	1

Quantitative Data Overseas Operations

Social

Employee Diversity

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Employees	persons	117	119	123	144	183	189	411	523	547	225	242	293	165	187	208	229	270	283
- (age) Number of Employees Under 30 Years Old	persons	76	82	91	14	22	24	57	115	144	5	9	16	16	23	45	24	33	39
- (age) Number of Employees Aged 30 to 50 Years Old	persons	41	37	32	110	134	136	344	396	386	209	224	266	143	158	157	168	197	211
- (age) Number of Employees Over 50 Years Old	persons	0	0	0	20	27	29	10	12	17	11	9	11	6	6	6	37	40	33
- (Gender) Number of Male Employees	persons	63	60	69	94	121	122	276	363	387	162	175	210	99	104	104	114	132	138
- (Gender) Number of Female Employees	persons	54	59	54	20	62	67	135	160	160	63	67	83	66	83	104	115	138	145
- (nationality) Number of Employees with Korean Nationality	persons	1	1	1	0	0	0	15	18	22	7	9	10	8	8	7	4	5	6
- (nationality) Number of Employees with Foreign Nationality	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- (Position) Number of Managers (Manager Level or Higher)	persons	2	1	1	7	6	6	44	46	46	10	10	11	81	88	84	17	17	13
(Position) Number of Male Managers	persons	2	1	1	7	6	6	36	38	39	9	9	10	61	64	60	12	14	10
(Position) Number of Female Managers	persons	0	0	0	0	0	0	8	8	7	1	1	1	20	24	24	5	3	3
(Position) Number of Minority/Vulnerable Group Managers	persons	0	0	0	0	0	0	30	30	27	0	0	0	0	0	0	0	0	0
- (Position) Number of Non-managerial Employees	persons	0	0	0	136	174	180	279	359	383	215	232	282	84	99	124	212	253	270
(Position) Number of Male Non-managerial Employees	persons	0	0	0	86	112	113	191	253	276	153	166	200	38	40	44	102	118	128
(Position) Number of Female Non-managerial Employees	persons	0	0	0	50	62	67	88	106	107	62	66	82	46	59	80	110	135	142
- (class) Number of disabled employees	persons	0	0	0	1	3	3	7	7	8	6	6	6	0	0	0	5	5	5

Quantitative Data Overseas Operations

Social

Employee Diversity

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Employees	persons	2,131	2,202	2,104	1,331	987	846	146	119	113	582	449	354	1,130	1,343	1,487	293	327	285	248	235	207
- (age) Number of Employees Under 30 Years Old	persons	1,591	1,665	1,742	1,188	868	756	16	14	18	116	71	54	234	299	389	98	119	110	121	104	94
- (age) Number of Employees Aged 30 to 50 Years Old	persons	504	504	349	136	114	85	91	73	61	254	189	150	577	671	728	176	191	162	122	124	108
- (age) Number of Employees Over 50 Years Old	persons	36	33	13	7	5	5	39	32	34	212	189	150	319	373	370	19	17	13	5	7	5
- (Gender) Number of Male Employees	persons	1,784	1,820	1,799	1,238	901	759	121	99	93	331	253	194	714	845	933	123	140	122	197	178	157
- (Gender) Number of Female Employees	persons	347	382	305	93	86	87	25	20	20	251	196	160	416	498	554	170	187	163	51	56	50
- (nationality) Number of Employees with Korean Nationality	persons	22	19	19	7	7	7	45	38	27	57	46	38	90	84	73	6	7	8	3	3	3
- (nationality) Number of Employees with Foreign Nationality	persons	0	0	0	0	0	0	101	81	86	71	36	30	1,040	1,259	1,414	287	320	283	5	2	1
- (Position) Number of Managers (Manager Level or Higher)	persons	79	76	66	21	23	21	18	16	16	39	32	27	16	16	12	11	11	10	11	11	11
(Position) Number of Male Managers	persons	77	74	64	20	22	21	15	14	15	35	28	23	16	15	11	10	10	9	9	8	8
(Position) Number of Female Managers	persons	2	2	2	1	1	0	3	2	1	4	4	4	0	1	1	1	1	1	2	3	3
(Position) Number of Minority/Vulnerable Group Managers	persons	0	0	0	0	0	0	8	7	7	0	0	0	0	0	0	0	0	0	9	9	9
- (Position) Number of Non-managerial Employees	persons	654	555	471	205	194	212	128	103	97	543	417	327	1,114	1,327	1,475	282	316	275	237	224	196
(Position) Number of Male Non-managerial Employees	persons	597	518	447	188	176	190	106	85	78	296	225	171	698	830	922	113	130	113	188	170	149
(Position) Number of Female Non-managerial Employees	persons	57	37	24	17	18	22	22	18	19	247	192	156	416	497	553	169	186	162	49	53	47
- (class) Number of disabled employees	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	2	1

Quantitative Data Overseas Operations

Social

Turnover

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Employee Turnovers	persons	8	20	20	54	35	46	134	68	44	17	54	58	51	99	81	78	70	99
Total Turnover Rate	%	6.84	16.81	16.26	37.50	19.13	24.34	32.60	13.00	8.04	7.56	22.31	19.80	30.91	52.94	48.66	34.06	25.93	34.98
Voluntary turnover rate	%	3.42	16.81	14.63	13.89	15.85	22.75	22.63	11.09	6.95	7.56	22.31	19.80	27.88	48.66	37.50	27.07	22.96	30.04
- Number of Voluntary Turnovers	persons	4	20	18	20	29	43	93	58	38	17	54	58	46	91	78	62	62	85
- Number of Involuntary Turnovers	persons	4	0	2	34	6	3	41	10	6	0	0	0	5	8	3	16	8	14
-(gender) Total Number of Male Employee Turnovers	persons	3	13	15	37	21	26	98	53	31	13	38	39	21	49	36	33	29	34
-(gender) Total Number of Female Employee Turnovers	persons	5	7	5	17	14	20	36	15	13	4	16	19	30	50	45	45	41	65
-(age) Number of Employee Turnovers Under 30 Years Old	persons	6	16	15	13	11	10	30	18	9	2	7	10	7	22	25	24	31	34
-(age) Number of Employee Turnovers Aged 30 to 50 Years Old	persons	2	4	5	34	22	36	93	43	32	15	44	47	44	77	56	54	39	65
-(age) Number of Employee Turnovers Over 50 Years Old	persons	0	0	0	7	2	0	11	7	3	0	3	1	0	0	0	0	0	0
Average Tenure	years	6.14	5.20	4.96	8.57	6.54	4.35	6.00	5.30	5.20	12.00	11.00	9.00	1.88	1.88	1.88	3.60	3.50	3.30

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Employee Turnovers	persons	1,597	2,174	1,620	542	462	705	23	29	25	294	499	258	508	825	2,018	64	33	38	54	49	39
Total Turnover Rate	%	74.94	98.73	77.00	40.72	46.81	83.33	15.75	24.37	22.12	50.52	111.14	72.88	44.96	61.43	135.71	21.84	10.09	13.33	21.77	20.85	18.84
Voluntary turnover rate	%	66.40	91.14	69.30	40.72	46.81	83.33	11.64	20.17	19.47	29.55	66.59	41.81	30.18	42.81	118.09	11.95	7.95	11.93	4.03	7.23	8.70
- Number of Voluntary Turnovers	persons	1,415	2,007	1,458	542	462	705	17	24	22	172	299	148	341	575	1,756	35	26	34	10	17	18
- Number of Involuntary Turnovers	persons	182	167	162	0	0	0	6	5	3	122	200	110	167	250	262	29	7	4	44	32	21
-(gender) Total Number of Male Employee Turnovers	persons	1,145	1,770	1,376	509	42	629	17	25	18	194	346	174	313	515	1,168	35	19	22	41	40	29
-(gender) Total Number of Female Employee Turnovers	persons	452	404	244	33	33	76	6	4	7	100	153	84	195	310	850	29	14	16	13	9	10
-(age) Number of Employee Turnovers Under 30 Years Old	persons	1,558	2,056	1,511	517	443	688	3	5	2	134	212	63	146	288	903	24	13	15	29	37	24
-(age) Number of Employee Turnovers Aged 30 to 50 Years Old	persons	37	116	109	23	18	15	12	16	15	124	210	136	250	401	862	39	19	21	23	12	15
-(age) Number of Employee Turnovers Over 50 Years Old	persons	2	2	0	2	1	2	8	8	8	36	77	59	112	136	253	1	1	2	2	0	0
Average Tenure	years	4.43	3.82	3.42	1.70	1.50	0.70	5.91	5.96	5.32	5.70	6.30	6.80	1.80	1.00	0.48	4.00	3.00	3.00	21.77	20.85	18.84

Quantitative Data Overseas Operations

Social

Labor-Management Relations

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of labor-management council meetings held	number	-	-	-	1	1	1	2	2	2	1	1	1	-	-	-	-	-	-

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of labor-management council meetings held	number	12	12	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	4	6

Organizational Culture Assessment

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Average Score of Organizational Culture Assessment	score	-	-	-	67.00	72.00	70.00	70.00	65.00	80.12	-	-	-	-	-	-	-	-	-

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Average Score of Organizational Culture Assessment	score	55.33	71.62	-	-	-	-	-	-	-	-	-	-	-	-	87.60	91.40	89.00	94.58	90.10	89.00	

Quantitative Data Overseas Operations

Social

Parental Leave

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number Of Employees Entitled To Parental Leave	persons	4	6	4	2	3	2	15	26	15	11	15	22	12	10	8	1	1	4
- Number Of Male Employees Entitled To Parental Leave	persons	1	3	1	2	3	2	12	18	10	9	11	17	8	8	5	0	1	3
- Number Of Female Employees Entitled To Parental Leave	persons	3	3	3	0	0	0	3	8	5	2	4	5	4	2	3	1	0	1
Number Of Employees Applying For Parental Leave	persons	4	6	4	2	3	2	15	26	15	11	15	22	12	10	8	1	1	4
- Number Of Male Employees Applying For Parental Leave	persons	1	3	1	2	3	2	12	18	10	9	11	17	8	8	5	0	1	3
- Number Of Female Employees Applying For Parental Leave	persons	3	3	3	0	0	0	3	8	5	2	4	5	4	2	3	1	0	1
Number Of Employees To Be Reinstated In The Current Year	persons	3	5	2	2	3	2	14	20	12	11	15	22	12	10	8	1	1	4
- Number Of Male Employees To Be Reinstated In The Current Year	persons	1	3	1	2	3	2	12	18	10	9	11	17	8	8	5	0	1	3
- Number Of Female Employees To Be Reinstated In The Current Year	persons	2	2	1	0	0	0	2	2	2	2	4	5	4	2	3	1	0	1
Number Of Employees To Be Reinstated In The Next Year	persons	1	1	2	0	0	0	1	6	3	0	0	0	0	0	0	0	0	0
- Number Of Male Employees To Be Reinstated In The Next Year	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Number Of Female Employees To Be Reinstated In The Next Year	persons	1	1	2	0	0	0	1	6	3	0	0	0	0	0	0	0	0	0
Number Of Employees Returning From Parental Leave	persons	3	7	4	2	3	2	14	24	14	11	15	22	12	10	8	1	1	4
- Number Of Male Employees Returning From Parental Leave	persons	1	3	1	2	3	2	12	18	10	9	11	17	8	8	5	0	1	3
- Number Of Female Employees Returning From Parental Leave	persons	2	4	3	0	0	0	2	6	4	2	4	5	4	2	3	1	0	1
Number Of Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	6	2	5	2	3	1	22	12	16	15	20	5	11	9	6	1	1	4
- Number Of Male Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	2	0	3	2	3	1	16	8	11	11	15	4	8	7	4	0	1	3
- Number Of Female Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	4	2	2	0	0	0	6	4	5	4	5	1	3	2	2	1	0	1

Quantitative Data Overseas Operations

Social

Parental Leave

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number Of Employees Entitled To Parental Leave	persons	3	3	0	0	0	0	130	121	102	447	355	306	1,145	838	533	14	15	15	248	234	207
- Number Of Male Employees Entitled To Parental Leave	persons	0	0	0	0	0	0	110	102	88	252	195	170	726	536	334	3	5	4	197	178	157
- Number Of Female Employees Entitled To Parental Leave	persons	3	3	0	2	0	0	20	19	14	195	160	136	419	302	199	11	10	11	51	56	50
Number Of Employees Applying For Parental Leave	persons	3	3	0	0	0	0	4	2	0	3	3	0	4	4	0	13	10	11	3	4	4
- Number Of Male Employees Applying For Parental Leave	persons	0	0	0	0	0	0	4	1	0	1	1	0	3	1	0	2	0	0	2	3	3
- Number Of Female Employees Applying For Parental Leave	persons	3	3	0	2	0	0	0	1	0	2	2	0	1	3	0	11	10	11	1	1	1
Number Of Employees To Be Reinstated In The Current Year	persons	0	0	0	0	0	0	4	2	0	2	2	0	1	1	0	0	0	0	2	3	4
- Number Of Male Employees To Be Reinstated In The Current Year	persons	0	0	0	0	0	0	4	1	0	0	1	0	1	1	0	0	0	0	2	2	3
- Number Of Female Employees To Be Reinstated In The Current Year	persons	0	0	0	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	1	1
Number Of Employees To Be Reinstated In The Next Year	persons	1	0	0	0	0	0	0	0	0	1	1	0	3	3	0	0	0	0	1	1	2
- Number Of Male Employees To Be Reinstated In The Next Year	persons	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	1
- Number Of Female Employees To Be Reinstated In The Next Year	persons	1	0	0	0	0	0	0	0	0	0	1	0	1	3	0	0	0	0	1	1	1
Number Of Employees Returning From Parental Leave	persons	3	3	0	0	0	0	4	2	0	3	2	0	3	1	0	4	7	4	3	3	3
- Number Of Male Employees Returning From Parental Leave	persons	0	0	0	0	0	0	4	1	0	1	1	0	1	1	0	2	0	0	2	3	3
- Number Of Female Employees Returning From Parental Leave	persons	3	3	0	0	0	0	0	1	0	2	1	0	2	0	0	2	7	4	1	0	0
Number Of Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	0	0	0	0	0	0	1	0	0	2	0	1	3	6	0	7	3	1	2	3	4
- Number Of Male Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	2	3	3
- Number Of Female Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	0	0	0	0	0	0	1	0	0	1	0	0	3	5	0	7	3	1	0	0	1

Quantitative Data Overseas Operations

Social

Performance Evaluation

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Employees Subject to Performance Evaluation	persons	117	119	123	114	183	189	411	523	547	225	242	293	144	148	142	106	110	109
- Number of Male Employees Subject to Performance Evaluation	persons	63	60	69	94	121	122	276	363	387	162	175	210	87	82	71	63	67	66
- Number of Female Employees Subject to Performance Evaluation	persons	54	59	54	20	62	67	135	160	160	63	67	83	57	66	71	43	43	43
Number of Employees Who Received Performance Evaluations	persons	117	119	123	114	183	189	411	523	547	225	242	293	144	148	142	106	110	109
- Number of Male Employees Who Received Performance Evaluations	persons	63	60	69	94	121	122	276	363	387	162	175	210	87	82	71	63	67	66
- Number of Female Employees Who Received Performance Evaluations	persons	54	59	54	20	62	67	135	160	160	63	67	83	57	66	71	43	43	43
Percentage of Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
- Percentage of Male Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
- Percentage of Female Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Employees Subject to Performance Evaluation	persons	1,737	1,709	1,742	169	147	129	108	88	75	111	104	100	1,023	1,104	791	64	59	64	95	96	86
- Number of Male Employees Subject to Performance Evaluation	persons	1,466	1,420	1,400	154	135	119	89	73	67	84	76	72	653	685	488	42	39	45	75	73	65
- Number of Female Employees Subject to Performance Evaluation	persons	271	289	342	15	12	10	19	15	8	27	28	28	370	419	303	22	20	19	20	23	21
Number of Employees Who Received Performance Evaluations	persons	1,737	1,709	1,742	169	147	129	108	88	75	111	104	100	1,023	213	207	62	59	59	95	96	86
- Number of Male Employees Who Received Performance Evaluations	persons	1,466	1,420	1,400	154	135	119	89	73	67	84	76	72	653	157	153	41	39	41	75	73	65
- Number of Female Employees Who Received Performance Evaluations	persons	271	289	342	15	12	10	19	15	8	27	28	28	370	56	54	21	20	18	20	23	21
Percentage of Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	19.29	26.17	96.90	100.00	92.19	100.00	100.00	100.00
- Percentage of Male Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	22.92	31.35	97.60	100.00	91.11	100.00	100.00	100.00
- Percentage of Female Employees Who Received Performance Evaluations	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	13.37	17.82	95.50	100.00	94.74	100.00	100.00	100.00

Quantitative Data Overseas Operations

Social

Receipt and Handling of Employee Grievances

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Grievances Reported	cases	0	0	0	0	0	0	-	-	-	0	1	0	0	0	0	-	-	-
Number of Grievances Handled	cases	0	0	0	0	0	0	-	-	-	0	1	0	0	0	0	-	-	-

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Grievances Reported	cases	9	8	10	4	4	4	0	2	2	19	9	7	94	72	96	2	4	2	2	3	6
Number of Grievances Handled	cases	8	8	10	4	4	4	0	2	2	19	9	7	94	72	96	2	4	2	2	3	6

Human Rights Risk

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Employees Who Completed Diversity, Anti-Discrimination, and Anti-Bullying Training (Beyond Mandatory Legal Training)	persons	0	0	0	0	0	0	411	523	547	0	53	0	165	187	208	0	0	0
Participation Rate in Diversity, Anti-Discrimination, and Anti-Bullying Training	%	0	0	0	0	0	0	100.00	100.00	100.00	0	21.90	0	100.00	100.00	100.00	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Employees Who Completed Diversity, Anti-Discrimination, and Anti-Bullying Training (Beyond Mandatory Legal Training)	persons	517	42	42	132	160	116	114	13	16	620	672	525	-	-	-	123	191	149	44	36	26
Participation Rate in Diversity, Anti-Discrimination, and Anti-Bullying Training	%	24.26	1.91	2.00	9.92	16.21	13.71	78.08	10.92	14.16	100.00	100.00	100.00	-	-	-	41.98	58.41	52.28	17.74	15.32	12.56

Quantitative Data Overseas Operations

Social

Safety and Health

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Safety and Health Compliance Violations	cases	-	-	-	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
- Fines Imposed for Safety and Health Compliance Violations	KRW million	-	-	-	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0
- Penalties Imposed for Safety and Health Compliance Violations	KRW million	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Surcharges Imposed for Safety and Health Compliance Violations	KRW million	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number Of People Who Completed Safety and Health Training (Beyond Mandatory Legal Training)*	persons	-	-	-	114	183	189	411	523	547	0	0	0	165	187	208	0	0	0
Participation Rate Of People Who Completed Safety and Health Training	%	-	-	-	100.00	100.00	100.00	100.00	100.00	100.00	0	0	0	100.00	100.00	100.00	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Number of Safety and Health Compliance Violations	cases	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
- Fines Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
- Penalties Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
- Surcharges Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Number Of People Who Completed Safety and Health Training (Beyond Mandatory Legal Training)*	persons	1,395	855	155	555	485	63	-	-	-	2	1	1	0	0	0	116	167	135	1	1	1
Participation Rate Of People Who Completed Safety and Health Training	%	65.46	38.83	7.37	69.38	60.63	7.88	-	-	-	100.00	100.00	100.00	0	0	0	52.00	78.00	47.00	100.00	100.00	100.00

Quantitative Data Overseas Operations

Social

Industrial Accidents

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Injuries	persons	-	-	-	0	1	0	4	1	3	2	5	2	0	0	0	0	0	0
- Industrial Accident Rate	%	-	-	-	0	0.55	0	0.97	0.19	0.55	0.89	2.07	0.68	0	0	0	0	0	0
Total Number of Fatalities	persons	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Fatality Rate per 10,000 people	‰	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LTIFR	Number of Incidents per 200,000 Working Hours	-	-	-	3.49	2.19	2.66	14.35	11.22	9.95	0.65	1.21	0.43	0	0	0	0	0	0
- Total annual working hours	hours	-	-	-	228,912	364,536	376,488	1,296,144	1,479,993	1,568,236	610,925	823,150	923,426	603,048	696,473	646,339	687,154	762,973	758,787
- Lost Time Injury (LTI)	cases	-	-	-	4	4	5	93	83	78	2	5	2	0	0	0	1	2	0
- Lost workdays	days	-	-	-	54	87	89	1,214	832	689	75	110	83	-	-	-	96	106	0
Near Miss Incidents	cases	-	-	-	0	0	0	0	0	0	0	0	0	3	3	3	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Number of Injuries	persons	11	15	14	0	0	1	-	-	-	8	16	13	24	23	44	3	1	0	0	3	1
- Industrial Accident Rate	%	0.52	0.68	0.67	0	0	0.12	-	-	-	1.37	3.56	3.67	2.12	1.71	2.96	1.02	0.31	0	0	1.28	0.48
Total Number of Fatalities	persons	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
- Fatality Rate per 10,000 people	‰	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
LTIFR	Number of Incidents per 200,000 Working Hours	4.80	6.30	6.30	0	0	0	-	-	-	0.56	0.96	1.60	0.21	0.32	0.19	18.34	4.29	0	0	9.71	7.36
- Total annual working hours	hours	5,529,680	5,701,904	5,342,480	1,716,866	1,261,305	-	-	-	-	1,422,628	1,649,276	1,075,360	2,804,316	3,081,831	3,033,216	7,413,536	7,463,736	6,218,776	468,224	453,080	407,376
- Lost Time Injury (LTI)	cases	11	15	14	0	0	0	-	-	-	3	7	9	3	5	4	3	1	0	0	3	1
- Lost workdays	days	11	15	14	-	-	130	-	-	-	68	111	30	44	51	66	85	20	0	-	22	15
Near Miss Incidents	cases	1	3	2	2	2	2	-	-	-	161	72	37	0	0	0	8	8	8	5	9	0

Social Contribution

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Expenditure on Social Contributions	KRW million	0	0	0	0	0	0	0	4.9	1.2	0	0	0	5.7	5.7	5.7	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22	'24	'23	'22
Total Expenditure on Social Contributions	KRW million	89.8	53.5	97.2	35.9	17.4	0	0	0	0	0.1	0.1	0.1	42.3	42.6	17.7	0.5	1.5	3.6	0	0	0

Quantitative Data *Affiliates*

Environmental

Raw Materials

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total Raw Material Usage	ton	5,978	5,823	5,318	1,261	1,350	1,188
Recycled Raw Material Usage	ton	0	0	0	0	0	0
Percentage Of Recycled Raw Materials Used	%	0	0	0	0	0	0

Energy

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Energy Usage	TJ	76.78	75.17	69.24	125.91	138.03	130.38
- Direct Energy	TJ	1.52	0.97	1.08	25.85	25.29	24.55
- Indirect Energy	TJ	75.26	74.20	68.16	95.07	109.74	102.83
Electricity	TJ	75.26	74.20	68.16	95.07	109.74	102.83
Heat/Steam	TJ	0	0	0	0	0	0
- Renewable Energy	TJ	0	0	0	5.00	3.00	3.00
Percentage of Renewable Energy Used	%	0	0	0	3.97	2.17	2.30
Energy Usage Intensity	TJ per KRW 100 million	0.05	0.04	0.04	0.04	0.04	0.04
Energy Sales Volume	TJ	0	0	0	0	0	0
Electricity	TJ	0	0	0	0	0	0
Heat/Steam	TJ	0	0	0	0	0	0

Water

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Water withdrawal Volume	ton	9,217	8,762	6,866	53,175	62,991	54,215
Water Discharge Volume	ton	990	1,429	907	52,748	62,332	53,667
Wastewater Generation Volume	ton	8,227	7,333	5,959	427	659	548
Water Usage	ton	0	0	0	0	0	0
Water Reuse/Recycle Volume	ton	0	0	0	0	0	0

Greenhouse Gas Emissions

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Scope 1 Emissions	tCO ₂ eq	48	66	73	1,308	1,280	1,242
Scope 2 Emissions	tCO ₂ eq	3,602	3,551	3,262	4,743	5,458	4,985
Total Scope 1 and 2 Emissions	tCO ₂ eq	3,650	3,617	3,336	6,051	6,738	6,227

Status of Environmental law / regulation violation

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of Environmental law / regulation violation	cases	0	0	0	0	0	0

Quantitative Data *Affiliates*

Environmental

Waste

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Waste Disposal Volume	ton	6,334.07	6,337.85	6,333.16	435.55	447.57	428.44
- General Waste Disposal Volume	ton	6,334.07	6,337.85	6,333.16	174.45	181.34	173.67
(Including Energy Recovery) Incineration	ton	0	0	0	114.55	138.14	126.82
(Without Energy Recovery) Incineration	ton	94.07	97.85	93.16	0	0	0
Landfill	ton	0	0	0	0	0	0
Reuse/Recycle	ton	0	0	0	59.90	43.20	46.85
Other	ton	6,240.00	6,240.00	6,240.00	0	0	0
- Designated Waste Disposal Volume	ton	0	0	0	261.10	266.23	254.77
(Including Energy Recovery) Incineration	ton	0	0	0	164.56	149.55	136.56
(Without Energy Recovery) Incineration	ton	0	0	0	0	0	0
Landfill	ton	0	0	0	0	0	0
Reuse/Recycle	ton	0	0	0	96.54	116.68	118.21
Other	ton	0	0	0	0	0	0
Waste Recycling Rate	%	0	0	0	35.92	35.72	38.53
- General Waste	%	0	0	0	34.34	23.82	26.98
- Designated Waste	%	0	0	0	36.97	43.83	46.40

Pollutant

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Dust(PM10)	ppm	0	0	0	2.4	1.9	3.8
Total hydrocarbon(THC)	mg/Sm ³	0	0	0	27.7	27.6	21.7

Social

Recruitment

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total Number of New Hires	persons	4	19	1	53	165	82
- (age) Number of New Hires Under 30 Years Old	persons	3	7	1	13	24	20
- (age) Number of New Hires Aged 30 to 50 Years Old	persons	1	12	0	40	135	61
- (age) Number of New Hires Over 50 Years Old	persons	0	0	0	0	6	1
- (Gender) Number of Male New Hires	persons	4	18	2	49	144	71
- (Gender) Number of Female New Hires	persons	0	2	0	4	21	11
- (class) Number of New Hires with Disabilities	persons	0	0	0	0	0	0

Turnover

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total Number of Employee Turnovers	persons	1	5	1	82	148	87
Total Turnover Rate	%	0.6	3.4	0.7	18.2	31.0	18.7
Voluntary turnover rate	%	0.6	3.4	0.7	9.8	24.7	17.0
- Number of Voluntary Turnovers	persons	1	5	1	44	118	79
- Number of Involuntary Turnovers	persons	0	0	0	38	30	8
- (gender) Total Number of Male Employee Turnovers	persons	1	5	1	67	112	67
- (gender) Total Number of Female Employee Turnovers	persons	0	0	0	15	36	20
- (age) Number of Employee Turnovers Under 30 Years Old	persons	0	0	1	7	18	13
- (age) Number of Employee Turnovers Aged 30 to 50 Years Old	persons	1	5	0	69	110	55
- (age) Number of Employee Turnovers Over 50 Years Old	persons	0	0	0	6	20	19
Average Tenure	years	9.2	9.2	9.6	4.1	4.3	0.2

Quantitative Data

Affiliates

Social

Diversity

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total Number of Employees	persons	155	149	151	451	477	465
- (age) Number of Employees Under 30 Years Old	persons	15	15	27	38	39	43
- (age) Number of Employees Aged 30 to 50 Years Old	persons	123	111	104	271	326	294
- (age) Number of Employees Over 50 Years Old	persons	17	23	20	142	112	128
- (Gender) Number of Male Employees	persons	139	130	134	323	338	308
- (Gender) Number of Female Employees	persons	16	19	17	128	139	157
- (nationality) Number of Employees with Korean Nationality	persons	155	149	151	394	391	412
- (nationality) Number of Employees with Foreign Nationality	persons	0	0	0	57	86	53
- (Employment type) Number of Full-Time Employees	persons	155	149	151	380	367	371
(Employment type) Number of Full-Time Male Employees	persons	139	130	134	263	239	247
(Employment type) Number of Full-Time Female Employees	persons	16	19	17	117	128	124
- (Employment type) Number of Contract Employees	persons	0	0	0	71	110	94
(Employment type) Number of Male Contract Employees	persons	0	0	0	60	89	60
(Employment type) Number of Female Contract Employees	persons	0	0	0	11	21	34
- (Position) Number of Managers	persons	105	102	105	120	110	106
(Position) Number of Male Managers	persons	93	87	92	114	98	94
(Position) Number of Female Managers	persons	12	15	13	13	12	12
(Position) Number of Managers from Minority/ Vulnerable Groups	persons	0	0	0	0	0	0
- (Position) Number of Non-managerial Employees	persons	50	47	46	322	367	359
(Position) Number of Male Non-managerial Employees	persons	46	43	42	208	240	214
(Position) Number of Female Non-managerial Employees	persons	4	4	4	114	127	145
- (class) Number of disabled employees	persons	3	2	2	9	9	9

Labor-Management Relations

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of labor-management council meetings held	number	4	4	4	3	3	4

Training

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total annual training hours	hours	4,340	4,172	4,228	13,362	20,975	21,028
- Average training hours per employee	hours per persons	28	28	28	30	44	45
Total annual training expenses	KRW million	2	2	2	9	8	8
- Training expenses per employee	KRW	16,000	16,000	16,000	19,956	16,771	17,204
Number of participants in disability awareness training	persons	155	149	151	435	413	465
Number of participants in industrial safety and health training	persons	155	149	151	427	421	449
Number of participants in workplace sexual harassment prevention training	persons	155	149	151	437	426	465
Number of participants in personal information protection training	persons	155	149	151	448	436	456
Number of participants in workplace bullying prevention training	persons	155	149	151	448	465	451

Quantitative Data *Affiliates*

Social

Parental Leave

Classification	Unit	SHB			Mirrotech		
		'24	'23	'22	'24	'23	'22
Number Of Employees Entitled To Parental Leave	persons	49	55	44	87	89	88
- Number Of Male Employees Entitled To Parental Leave	persons	43	49	42	83	85	86
- Number Of and Employees Entitled To Parental Leave	persons	6	6	2	4	4	2
Number Of Employees Applying For Parental Leave	persons	4	7	2	3	1	1
- Number Of Male Employees Applying For Parental Leave	persons	2	5	2	2	0	0
- Number Of Female Employees Applying For Parental Leave	persons	2	2	0	1	1	1
Number Of Employees To Be Reinstated In The Current Year	persons	3	1	1	2	0	0
- Number Of Male Employees To Be Reinstated In The Current Year	persons	2	1	1	1	0	0
- Number Of Female Employees To Be Reinstated In The Current Year	persons	1	0	0	1	0	0
Number Of Employees To Be Reinstated In The Next Year	persons	1	2	1	1	1	0
- Number Of Male Employees To Be Reinstated In The Next Year	persons	1	2	1	0	0	0
- Number Of Female Employees To Be Reinstated In The Next Year	persons	0	0	0	1	1	0
Number Of Employees Returning From Parental Leave	persons	4	1	2	3	1	0
- Number Of Male Employees Returning From Parental Leave	persons	2	0	1	1	0	0
- Number Of Female Employees Returning From Parental Leave	persons	2	1	1	2	1	0
Number Of Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	2	2	1	2	1	0
- Number Of Male Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	2	2	0	1	0	0
- Number Of Female Employees Who Have Worked For More Than 1 Year After Returning From Parental Leave	persons	0	0	1	1	1	0

Performance Evaluation

Classification	Unit	SHB			Mirrotech		
		'24	'23	'22	'24	'23	'22
Number of Employees Subject to Performance Evaluation	persons	89	63	79	458	475	475
- Number of Male Employees Subject to Performance Evaluation	persons	82	57	73	329	335	318
- Number of Female Employees Subject to Performance Evaluation	persons	7	6	6	129	140	157
Number of Employees Who Received Performance Evaluations	persons	89	63	79	89	68	76
- Number of Male Employees Who Received Performance Evaluations	persons	82	57	73	83	63	68
- Number of Female Employees Who Received Performance Evaluations	persons	7	6	6	6	5	8
Percentage of Employees Who Received Performance Evaluations	%	100	100	100	100	100	100
- Percentage of Male Employees Who Received Performance Evaluations	%	100	100	100	100	100	100
- Percentage of Female Employees Who Received Performance Evaluations	%	100	100	100	100	100	100

Receipt and Handling of Employee Grievances

Classification	Unit	SHB			Mirrotech		
		'24	'23	'22	'24	'23	'22
Number of Grievances Reported	cases	0	0	0	0	0	0
Number of Grievances Handled	cases	0	0	0	0	0	0
Grievance Resolution Rate	%	0	0	0	0	0	0

Quantitative Data *Affiliates*

Social

Safety and Health

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of Safety and Health Compliance Violations	cases	0	0	0	0	0	0
- Fines Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0
- Penalties Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0
- Surcharges Imposed for Safety and Health Compliance Violations	KRW million	0	0	0	0	0	0

Industrial accidents

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Total Number of Injuries	persons	0	0	0	1	4	1
- Industrial Accident Rate	%	0	0	0	0.21	0.32	0.11
Total Number of Fatalities	persons	0	0	0	0	0	0
- Fatality Rate per 10,000 people	‰	0	0	0	0	0	0
LTIFR	Number of Incidents per 200,000 Working Hours	0	0	0	0.19	0.57	0.20
- Total annual working hours	hours	37,665	36,207	36,693	988,592	1,392,039	1,057,350
- Lost Time Injury(LTI)	cases	0	0	0	1	4	1
- Lost workdays	days	0	0	0	129	1,000	298
Near Miss Incidents	cases	0	0	0	267	242	281

Governance

Personal Data Protection

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of Violations of Personal Data Protection Laws and Regulations	cases	0	0	0	0	0	0
Number of People Who Completed Information Security Training (Excluding Mandatory Legal Training)	persons	0	0	0	0	0	0
Participation Rate of People Who Completed Information Security Training	%	0	0	0	0	0	0

Research & Development

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Amount Invested in Research and Development	KRW million	95	88	71	95	85	109
R&D Expenditure as a Percentage of Revenue	%	0	0	0	0	0	0
Status of Intellectual Property Holdings	cases	1	1	1	4	2	9
Number of People Who Completed Technical and R&D Training (Excluding Mandatory Legal Training)	persons	38	20	38	64	28	25
Participation Rate in Technical and R&D Training	%	24.52	13.42	25.17	14.19	5.87	5.38

Ethics & Compliance

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of People Who Completed Ethics Training (Excluding Mandatory Legal Training)	hours	155	149	151	432	370	114
Participation Rate in Ethics Training	%	100	100	100	93	78	25
Number of Reported Cases of Ethics Violations	cases	0	0	0	0	0	0
Number of Actions Taken for Ethics Violations	cases	0	0	0	0	0	0

Fair Trade

Classification	Unit	SHB			Mirrortech		
		'24	'23	'22	'24	'23	'22
Number of Violations of Fair Trade Laws and Regulations	cases	0	0	0	0	0	0
Number of Violations of Anti-Corruption and Anti-Bribery Laws and Regulations	cases	0	0	0	0	0	0

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Universal Standards

GRI 2 : General Disclosures 2021

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	Stakeholder Engagement	2-29	Approach to stakeholder engagement
2-30		Collective bargaining agreements	58

1) VIII. Matters Related to Executives and Employees

GRI 3 : Material Topics 2021

Disclosure	Index	Requirements	Location
Material topics	3-1	Process to determine material topics	19
	3-2	List of materials topics	20
	3-3	Management of material topics	-

Initiative Index *GRI Standards Index*

Topic-Specific Standards

GRI 200 : Economic Topics

Topic	Index	Requirements	Location
Economic Performance	201-1	Direct economic value generated and distributed	-
	201-2	Financial implications and other risks and opportunities due to climate change	29-30
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	119
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	86-89
	203-2	Significant indirect economic impacts	70
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	103-104
	205-3	Confirmed incidents of corruptio and actions taken	124
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	124
Tax	207-1	Approach to tax	110
	207-2	Tax governance, control, and risk management	110

* GRI 205-1 (Assessment of Corruption Risks at Business Sites): Excluded from reporting as the assessment was not conducted in 2024.

GRI 300 : Environmental Topics

Topic	Index	Requirements	Location
Materials	301-1	Materials used by weight or volume	114
	301-2	Recycled input materials used	114
Energy	302-1	Energy consumption within the organization	114
	302-2	Energy consumption outside of the organization	114
	302-3	Energy intensity	114
	302-4	Reduction of energy consumption	114
Water and Effluents	303-2	Management of water discharge-related impacts	38
	303-3	Water withdrawal	116
	303-4	Water discharge	116
Biodiversity	303-5	Water consumption	116
	304-2	Significant impacts of activities, products and services on biodiversity	43
	304-3	Habitats protected or restored	44
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	44
Emissions	305-1	Direct (Scope 1) GHG emissions	115
	305-2	Energy indirect (Scope 2) GHG emissions	115
	305-3	Other indirect (Scope 3) GHG emissions	115
	305-4	GHG emissions intensity	115
	305-5	Reduction of GHG emissions	115
	305-6	Emissions of ozone-depleting substances (ODS)	117
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	117
Waste	306-1	Waste generation and significant waste-related impacts	40-41
	306-2	Management of significant waste-related impacts	40-41
	306-3	Waste generated	116
	306-4	Waste diverted from disposal	116
	306-5	Waste directed to disposal	116
Supplier Environmental assessment	308-1	New suppliers that were screened using environmental criteria	-
	308-2	Negative environmental impacts in the supply chain and actions taken	72-74

Initiative Index *GRI Standards Index*

Topic-Specific Standards

GRI 400 : Social Topics

Topic	Index	Requirements	Location
Employment	401-1	New employee hires and employee turnover	118
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	60, 120
	401-3	Parental leave	62, 120
Occupational Health and Safety	403-1	Occupational health and safety management system	48
	403-2	Hazard identification, risk assessment, and incident investigation	51-52
	403-3	Occupational health services	52-53
	403-4	Worker participation, consultation, and communication on occupational health and safety	50, 53
	403-5	Worker training on occupational health and safety	49, 52
	403-6	Promotion of worker health	53
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	49-53
	403-8	Workers covered by an occupational health and safety management system	48
	403-9	Work-related injuries	121
	403-10	Work-related ill health	121
Training and Education	404-1	New employee hires and employee turnover	119
	404-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	61
	404-3	Parental leave	60
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	91, 118, 123
	405-2	Ratio of basic salary and remuneration of women to men	119
Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	120

Topic	Index	Requirements	Location
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	54, None
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	54, None
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	86-89
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	-
	414-2	Negative social impacts in the supply chain and actions taken	72-74, 122
Public Policy	415-1	Political contributions	None
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	82
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	81
Marketing and Labeling	417-1	Requirements for product and service information and labeling	
	417-2	Incidents of non-compliance concerning product and service information and labeling	Not Applicable
	417-3	Incidents of non-compliance concerning marketing communications	
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	123

Initiative Index *SASB Index*

TCFD Index

Auto Parts

Topic	Code	Requirements	Location
Energy Management	TR-AP-130a.1	(1) Total energy consumed	114
		(2) Percentage grid electricity	114
		(3) Percentage renewable	114
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	116
		(2) Percentage hazardous	116
		(3) Percentage recycled	116
Product Safety	TR-AP-250a.1	Number of recalls issued, total units recalled	122
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	-
Materials Sourcing	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	68
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	116
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	116
Competitive Behaviour	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	124

Topic	Recommendation	Location
Governance	Describe the board's oversight of climate-related risks and opportunities	16
	Describe management's role in assessing and managing climate-related risks and opportunities	16
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	29-30
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	29-30
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	29-30
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	28
	Describe the organization's processes for managing climate-related risks	31-33
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	28-30
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	28
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	27, 29-30
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	27

Third-Party Assurance Statement

Introduction

Korea Management Registrar (KMR) was commissioned by SL to conduct an independent assurance of its Sustainability Report 2025 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of SL. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with SL and issue an assurance statement.

Scope and Standards

SL 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 1, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact. 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
 - Anti-Corruption : 205-2, 205-3
 - Anti-competitive Behavior : 206-1
 - Energy : 302-1~302-4
 - Emissions : 305-1~305-7
 - Supplier Environmental Assessment : 308-2
 - Occupational Health and Safety : 403-1~403-10
 - Child Labor : 408-1
 - Forced or Compulsory Labor : 409-1
 - Supplier Social Assessment : 414-2
 - Customer Health and Safety : 416-2

As for the reporting boundary, the engagement excludes the data and information of SL Corporation's partners, suppliers, overseas business sites 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 SL Corporation 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 SL Corporation 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.

Inclusivity

SL Corporation 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

SL Corporation 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

SL Corporation 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 SL Corporation's actions.

Impact

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

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 SL Corporation and did not provide any services to SL Corporation that could compromise the independence of our work.

June 2025 Seoul, Korea

GHG Verification Statement *Domestic Operations*

GV-25-M028

Verification Opinion Statement

GHG Emissions

SL Corporation

Verification Target
Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Greenhouse Gas Emissions (hereinafter 'GHG Inventory') of SL Corporation (hereinafter 'Company') for 2024.

Verification Scope
KFQ's verification covered on all facilities and emission sources under the operational control and organizational boundary of SL Corporation during 2024.

Verification Criteria
The verification process was based on [Rule for emission reporting and certification of greenhouse gas emission trading Scheme¹⁾], [Rules for verification of operating the greenhouse gas emission trading scheme²⁾] and 'ISO14064-3' for every applicable part.
1) Notification No. 2024-22 of Ministry of Environment 2) Notification No. 2024-169 of Ministry of Environment

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

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


Verification Opinions
Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;

- 1) The Inventory Report has been stated in accordance with "Rule for emission reporting and certification of greenhouse gas emission trading Scheme" and "ISO 14064-1". The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units.
- 2) The result of material discrepancy satisfied the criteria for an organization that emits less than 500,000tCO₂-eq shall not exceed 5% from total emission as per "Rules for verification of operating the greenhouse gas emission trading scheme".
- 3) Thus, KFQ concludes that the Greenhouse Gas Emissions of Company in 2024 is correctly calculated and stated in accordance with "Rule for emission reporting and certification of greenhouse gas emission trading Scheme".


Scope 1	Scope 2	Total
904.372	53,286.554	54,187

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

March 17th, 2025
Ji Young Song
CEO Ji-Young Song
Korean Foundation for Quality



www.kfq.or.kr
Q Tower, 78, Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea



GV-25-M028

Appendix A. Summary of GHG Emission Results in 2024

Organization
SL Corporation


Emission calculation period
The emission calculation period is form January 1 to December 31, 2024

Emission calculation results

Business site	Scope 1	Scope 2	Total
Jillryang factory	399	11,967	12,365
Pyeongchon R&D center	25	533	558
Cheonan factory	59	14,023	14,082
Ansan factory	80	8,087	8,166
Daegu factory	117	8,145	8,261
Electronics factory	33	2,631	2,664
Sungsan factory	191	7,900	8,091
Sum	904	53,287	54,187

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

www.kfq.or.kr
Q Tower, 78, Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea



GHG Verification Statement Overseas Operations

GH-25208

Verification Opinion Statement

GHG Emissions SL Corp.

Verification Target
Korean Foundation for Quality (hereafter 'KFC') has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereafter 'GHG emissions') of SL Corp.'s Overseas Company for 2019, 2023, 2024.

Verification Scope
KFC's verification scope covered on all facilities and emission sources under the operational control and organizational boundary of Company during 2019, 2023, 2024.

Verification Criteria
The verification process was based on 3)Korean Motor Company-GA Greenhouse gas management Manual for Suppliers(L1), ISO14064-1:2018 Protocol Corporate Standard, ISO6 14064 Guidelines for National Greenhouse Gas Inventories, for every applicable part.

Level of Assurance
The verification has been planned and conducted as ISO14084-3, and the level of assurance for verification shall be satisfied as limited level of assurance. And it was confirmed through an internal review whether the process before the verification was conducted effectively.

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

Verification Opinions
Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFC provides its verification opinions as below:
1) GHG emissions were properly calculated according to the verification standards.
2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criteria of less than 5%.
3) Thus, KFC concludes that the GHG emissions of Company in 2019, 2023, 2024 is correctly calculated and stated in accordance with those for emission reporting and certification of greenhouse gas emission trading scheme.

Year	Scope of reporting for GHG emissions(CO ₂ e)			T ₉
	Stationary combustion	Mobile combustion	Scope 2 (Location-based)	
2019	223,942	219,490	58,504,124	55,948
2023	187,959	252,437	61,765,443	62,206
2024	183,263	268,831	45,092,239	45,544

* The data in this verification statement may not match the sum of Scope 1 and 2 emissions due to the base emissions of each facility are calculated as following to target units.

April 30, 2025
Ji Young Song
CEO of Young Song
Korean Foundation for Quality

www.kfc.or.kr
31 Tower, 28 Sancheon-ro, Songpa-gu, Seoul, 05060, Republic of Korea

GH-25208

Appendix. 2019 Summary of GHG Emissions Results

Organization
SL Corp.

Emission calculation period
The emission calculation period is from January 1st to December 31st, 2019.

Company Scope 1, 2 Emissions verification Results

Unit	Scope of reporting for GHG emissions(CO ₂ e)			Total
	Stationary combustion	Mobile combustion	Scope 2 (Location-based)	
Yongde, China	65,432	29,572	14,693,247	14,788
Beijing, China	1,412	29,919	8,124,443	8,156
Shanghai, China	0,000	13,796	3,055,799	2,070
Zary, Poland	187,121	41,764	1,634,139	1,763
Lumax, India	39,877	19,658	21,232,044	21,292
Alabama, USA	0,000	84,771	8,764,452	8,849
Total	223,942	219,490	58,504,124	56,948

* The data in this verification statement may not match the sum of Scope 1 and 2 emissions due to the base emissions of each facility are calculated as following to target units.

www.kfc.or.kr
31 Tower, 28 Sancheon-ro, Songpa-gu, Seoul, 05060, Republic of Korea

GH-25208

Appendix. 2023 Summary of GHG Emissions Results

Organization
SL Corp.

Emission calculation period
The emission calculation period is from January 1st to December 31st, 2023.

Company Scope 1, 2 Emissions verification Results

Unit	Scope of reporting for GHG emissions(CO ₂ e)			Total
	Stationary combustion	Mobile combustion	Scope 2 (Location-based)	
Yongde, China	37,359	16,119	11,869,324	11,923
Beijing, China	3,434	29,537	6,792,937	6,826
Shanghai, China	0,000	10,871	1,522,211	1,533
Zary, Poland	75,847	30,444	1,496,167	1,602
Andhra Pradesh, India	20,325	10,270	8,441,016	8,472
Lumax, India	50,714	13,372	23,190,251	23,255
Alabama, USA	0,320	143,904	8,453,535	8,595
Total	187,959	252,437	61,765,443	62,206

* The data in this verification statement may not match the sum of Scope 1 and 2 emissions due to the base emissions of each facility are calculated as following to target units.

www.kfc.or.kr
31 Tower, 28 Sancheon-ro, Songpa-gu, Seoul, 05060, Republic of Korea

GH-25208

Appendix. 2024 Summary of GHG Emissions Results

Organization
SL Corp.

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

Company Scope 1, 2 Emissions verification Results

Unit	Scope of reporting for GHG emissions(CO ₂ e)			Total
	Stationary combustion	Mobile combustion	Scope 2 (Location-based)	
Yongde, China	42,205	15,806	9,585,744	9,644
Beijing, China	1,166	23,234	4,837,644	4,862
Shanghai, China	0,000	12,279	1,040,969	1,053
Zary, Poland	67,760	35,805	0,000	103
Andhra Pradesh, India	20,155	9,196	9,009,164	9,039
Lumax, India	51,880	23,787	13,418,505	13,494
Alabama, USA	0,088	148,841	6,800,213	6,749
Total	183,263	268,831	45,092,239	45,544

* The data in this verification statement may not match the sum of Scope 1 and 2 emissions due to the base emissions of each facility are calculated as following to target units.

www.kfc.or.kr
31 Tower, 28 Sancheon-ro, Songpa-gu, Seoul, 05060, Republic of Korea

GHG Verification Statement SHB

GI-25208

Verification Opinion Statement

GHG Emissions

SHB CO., Ltd

Verification Target
 Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of SHB Co., Ltd.¹⁾ (hereinafter 'Company') for 2019, 2023, 2024.

Verification Scope
 KFQ's verification scope covered on all facilities and emission sources under the operational control and organizational boundary of SHB Co., Ltd.¹⁾ during 2019, 2023, 2024.

Verification Criteria
 The verification process was based on [Hyundai Motor Company-KIA Greenhouse gas management Manual for Suppliers(Ver.1.0)], [ISO14064-1], [GHG Protocol Corporate Standard], [2006 IPCC Guidelines for National Greenhouse Gas inventories] for every applicable part.

Level of Assurance
 The Verification has been planned and conducted as [ISO14064-3], and the level of assurance for verification shall be satisfied as limited level of assurance. And it was confirmed through an internal review whether the process before the verification was conducted effectively.

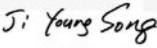
Verification Limitation
 The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions
 Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;


- 1) GHG emissions were properly calculated according to the verification standards.
- 2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
- 3) Thus, KFQ concludes that the GHG emissions of Company in 2019, 2023, 2024 is correctly calculated and stated in accordance with 'Rule for emission reporting and certification of greenhouse gas emission trading Scheme'.

Corporation	Year	Scope of reporting for GHG emissions(tCO ₂ e)			
		Scope 1		Scope 2 (Location-based)	Total
		Stationary combustion	Mobile combustion		
Headquarters and Changwon Factory	2019	38,799	49,628	3,317,086	3,404
	2023	39,307	26,927	3,546,99	3,611
	2024	40,861	29,357	3,599,21	3,668

* The totals in this verification statement may not match the sum of Scope1 and 2 emissions due to the total emissions of each facility are calculated by truncating to integer units.

April 9th, 2025

 CEO Ji-Young Song
 Korean Foundation for Quality

www.kfq.or.kr
 Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea



GI-25208

Verification Opinion Statement

Appendix. Summary of GHG Emission Results

GHG Emissions in 2019

Corporation	Scope of reporting for GHG emissions(tCO ₂ e)			
	Scope 1		Scope 2 (Location-based)	Total
	Stationary combustion	Mobile combustion		
Ulsan Plant	10.046	26.907	1,373.347	1,410
Hwaseong Plan	14.905	15.696	1,772.63	1,803
Seosan Plant	13.848	7.025	171.109	191
Total	38.799	49.628	3,317.086	3,404

GHG Emissions in 2023


Corporation	Scope of reporting for GHG emissions(tCO ₂ e)			
	Scope 1		Scope 2 (Location-based)	Total
	Stationary combustion	Mobile combustion		
Ulsan Plant	11.573	10.697	1,655.483	1,677
Hwaseong Plan	8.82	10.321	1,730.601	1,749
Seosan Plant	18.914	5.909	160.906	185
Total	39.307	26.927	3,546.99	3,611

GHG Emissions in 2024

Corporation	Scope of reporting for GHG emissions(tCO ₂ e)			
	Scope 1		Scope 2 (Location-based)	Total
	Stationary combustion	Mobile combustion		
Ulsan Plant	12.293	14.332	1,735.3	1,761
Hwaseong Plan	11.943	10.717	1,698.73	1,721
Seosan Plant	16.625	4.308	165.183	186
Total	40.861	29.357	3,599.21	3,668

* The totals in this verification statement may not match the sum of Scope1 and 2 emissions due to the total emissions of each facility are calculated by truncating to integer units.

www.kfq.or.kr
 Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea



GHG Verification Statement *SL Mirrortech*



LRQA Independent Assurance Statement Relating to SL Mirrortech Co., Ltd.'s GHG Emissions Inventory for the calendar years 2019, 2023 and 2024

This Assurance Statement has been prepared for SL Mirrortech Co., Ltd. in accordance with our contract.

Terms of engagement

LRQA was commissioned by SL Mirrortech Co., Ltd. (SL Mirrortech) to provide independent assurance on its GHG emissions inventory for the calendar years 2019, 2023 and 2024 (hereafter referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of SL Mirrortech's domestic site¹, and specifically the following requirements:

- Evaluating conformance with World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition²
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2).

The main activities of SL Mirrortech include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to SL Mirrortech. LRQA disclaims any liability or responsibility to others as explained in the end footnote. SL Mirrortech's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of SL Mirrortech.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that SL Mirrortech has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 – Table 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

¹ Domestic subsidiaries were excluded from this assurance engagement.

² <https://www.ghgprotocol.org>



LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the head office and reviewed additional evidence made available by SL Mirrortech;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2019, 2023 and 2024; and
- Reviewing whether SL Mirrortech reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 1.0).

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the international Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for SL Mirrortech and as such does not compromise our independence or impartiality.

Dated: 6 April 2025

Chan-Sik Yoon
LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

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Table 1. Summary of GHG Emissions Inventory 2019

Region	Corporate entity (Site)	Scope of GHG emissions (tCO ₂ e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	SL Mirrortech Co., Ltd. (Headquarters)	1,124	4,398	5,522
Total		1,124	4,398	5,522

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2013

Table 2. Summary of GHG Emissions Inventory 2023

Region	Corporate entity (Site)	Scope of GHG emissions (tCO ₂ e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	SL Mirrortech Co., Ltd. (Headquarters)	1,303	5,250	6,552
Total		1,303	5,250	6,552

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2013

Table 3. Summary of GHG Emissions Inventory 2024

Region	Corporate entity (Site)	Scope of GHG emissions (tCO ₂ e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	SL Mirrortech Co., Ltd. (Headquarters)	1,853	4,559	6,412
Total		1,853	4,559	6,412

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2013

Awards and Membership Associations

Awards

Date	Agency	Content
2025.1.17	Hyundai Motor Company & Kia	SL Mirrortech awarded Hyundai-Kia Partner of the Year 2024 (Security Division)
2024.6.19	Daegu Labor Office	SL Daegu Plant selected as Best Workplace for Safety and Health Management
2024.5.21	Korean Intellectual Property Office (KIPO)	59th Patent Day: Silver Tower Industrial Medal awarded to Technical Advisor Kim Jong-woon; Ministry of Science and ICT Commendation for Invention Promotion (SL Corporation)
2024.4.22	Kia India	SL AP received the 2024 KMI ER Management Excellence Award
2024.3.13	Hyundai Motor India	SL Lumax awarded Best Localization Award at the 2024 Hyundai India Partnership Day
2024.1.19	Kia	2023 Hyundai-Kia Partner of the Year Award (New Car Development Division)

Associations

Association	Purpose of Membership
Korea Chamber of Commerce and Industry - Social Contribution Council	Conduct community contribution activities in the Daegu region
Korea Industrial Safety Association	Promote worker safety and conduct outsourced safety and health education
Daegu Employers Federation	Collaborate and propose policies to build cooperative systems between labor and management
Korea Automobile Industry Cooperative	Foster cooperation among related companies for the development of the automobile industry
Korea Productivity Center	Attend external training courses and apply member company benefits
Korea Automobile Manufacturers Association (KAMA)	Cooperate among related companies for automobile industry development (use of domestic automobile data)
Korea International Trade Association (KITA)	Obtain trade information such as exports and tariffs; propose policies
Korea Industrial Technology Promotion Association	Provide opinions on technology innovation policies, government suggestions, technology exchange and cooperation, and utilize R&D results
Korean Federation of Medium-sized Enterprises	Eliminate unreasonable regulations, resolve difficulties, provide opportunities to build networks with government ministries, and issue certificates for government policy participation
Korean Society of Automotive Engineers	Secure technology through participation in automotive academic conferences
Korean Standards Association	Obtain information related to domestic and international standards
Korea Foundation for Quality (KFQ)	Provide education necessary for quality management system certification, renewal, and quality innovation activities

Contribution

Domestic Contributors

Junghee Kang	Yoonjae Seong
Kyunghyun Kim	Wonhyuk Song
Nari Kim	Eunsu Yoo
Dongshin Kim	Jeongik Yoon
Minseok Kim	Kyubong Lee
Byungjin Kim	Sunghwa Lee
Sungjin Kim	Sinwon Lee
Yeongcheol Kim	Injae Lee
Yunkyum Kim	Jaehun Lee
Jeonghun Kim	Jeongsu Lee
Jinwook Kim	Gibong Lim
Taeyang Kim	Seongjun Lim
Hyeokjin Kim	Jongwook Lim
Haejin Moon	Minhoo Jeong
Kanghyun Park	Yeounbag Jung
Myeonggyu Park	Jinhwa Jeong
Mingyun Park	Hyeondo Jeong
Bumjoo Park	Minseok Cha
Yumi Park	Suji Choi
Ilhyung Park	Kwanghyun Han
Jeongho Park	Jeongsik Heo
Jiyoung Park	Soojung Hong
Wooju Seok	

International Contributors

Agnieszka Jacher	Sungho Kim
Harish Reddy	Junhyeong Kim
Jakub Juskowiak	Jihoon Kim
Lisa Morski	Wangying
Malathi R.	Udi
Pradeepkumar Krisnamoorthy	Gunjun Yoon
Qin Chenglong	Hui Eun
Sabrina Brocker Velasques	Yinhao Li
Sandra Howell	Yeonsoo Chung
Stephanie Jennings	Yong Ju
Steven Brooks	Yang Cho
Tom Moon	Julio Han
Wagner Arcari Ferreira	Maehwa Hwang
Wang Zhouqin	

* Names are arranged in ascending order based on the Korean alphabetical order.

SL *Corporation*