



2026 SUSTAINABILITY REPORT



ABOUT THIS REPORT

Reporting Overview

SL Corporation (“SL” or the “Company”) publishes an annual Sustainability Report to transparently communicate its sustainability management activities and performance to stakeholders. Through the continued publication of this report, SL remains committed to transparently disclosing its sustainability strategy, implementation status, and business performance, while actively engaging with diverse stakeholders.

Reporting Period

This report covers SL’s sustainability management activities and performance for the period from January 1 to December 31, 2025. For certain material information, data through the first half of 2026 has been included to enhance stakeholders’ right to know and ensure the timeliness of information disclosure. For quantitative performance data and metrics, including financial information, information for the most recent three years(2023–2025) has been provided to enable stakeholders to review performance trends.

Reporting Scope

The reporting scope of this report covers all domestic business sites of SL Corporation, the listed entity, including its headquarters, manufacturing plants, R&D centers, and offices. Certain data also include major overseas business sites¹ and affiliates². Where the reporting scope or boundary differs, this has been separately indicated in footnotes.

1) 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 Global Reporting Initiative(GRI) Standards 2021, an internationally recognized sustainability reporting framework. To reflect material issues relevant to SL’s automotive components manufacturing business, the report incorporates metrics from the Sustainability Accounting Standards Board(SASB) Standards and the Task Force on Climate-related Financial Disclosures(TCFD) framework, while also referencing global initiatives such as the United Nations Sustainable Development Goals(UN SDGs).

Report Assurance

To enhance the reliability and reporting quality of the information disclosed in this report, SL obtained independent third-party assurance from an external assurance provider. The assurance statement is available on page 140 of this report.

Contact Information

SL’s 2026 Sustainability Report is available on the company’s website. For inquiries regarding this report or its contents, please contact us using the information below.

Department	ESG Management Team, SL Corporation
Address	32, Geomdangongdan-ro, Buk-gu, Daegu, Republic of Korea
E-mail	esg@slworld.com
Phone	053-850-8559
Website	www.slworld.com
Publication Date	June 2026



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com



CONTENTS

INTRODUCTION

- 005** About SL
- Letters to Stakeholders
- 014** Global Network
- 015** Business Highlight

ESG MANAGEMENT

- 017** SLESG Governance
- 018** ESG Highlights
- 019** Double Materiality Assessment

ENVIRONMENTAL

- 024** Climate Change Response
- 037** Environmental Management

SOCIAL

- 048** Safety&Health
- 056** Human Rights Management
- 060** Talent Management
- 067** Supply Chain Management
- 073** Quality Management & Customer Satisfaction
- 080** Social Contribution

GOVERNANCE


- 085** Board of Directors & Shareholders
- 094** Ethics and Compliance Management
- 099** Information Security
- 103** Risk Management

APPENDIX

- 107** Quantitative Data
- 136** Initiative Index
- 140** Independent Assurance Statement
- 141** GHG Verification Statement
- 145** Awards and Membership Associations

Interactive PDF User Guide

This report has been published as an interactive PDF featuring functions such as direct navigation to relevant pages and quick access to related webpages.

 [Go to the Cover Page](#)

 [Go to the Table of Contents](#)

 [Print Page](#)

 [Go to Related Webpage](#)

Cover Story

Ansim Wetland, a Habitat of Life Embraced by the Geumho River

“Where water lingers and life continues, nature completes sustainability in its own way.”

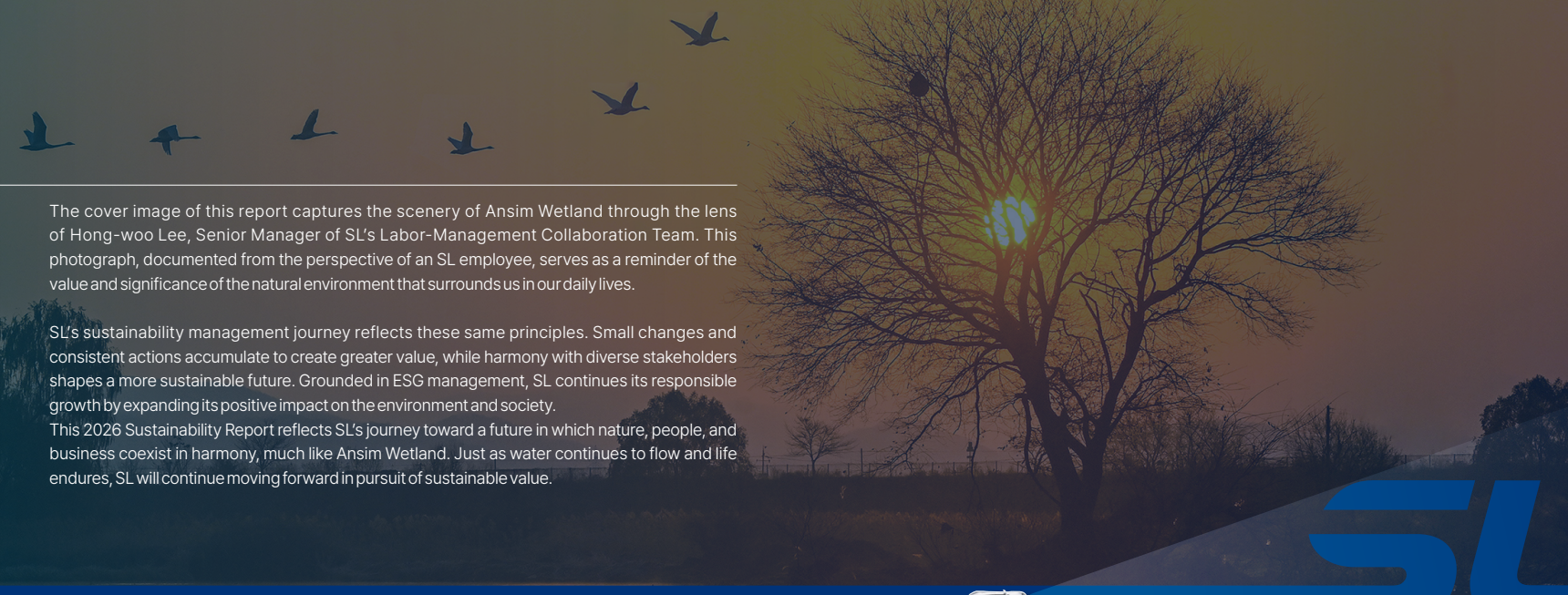
Located on the northern bank of the Geumho River in Daerim-dong, Dong-gu, Daegu, Ansim Wetland is a natural wetland spanning approximately 16,000 square meters. Formed over time through the repeated flooding and pooling of the Geumho River, this area serves as an ecological sanctuary where diverse forms of life coexist at the boundary between land and water.

Ansim Wetland is home to approximately 198 plant species, 44 bird species, as well as various mammals and fish, making it a living ecosystem that demonstrates the cycles and balance of nature. Its ever-changing seasonal landscape symbolizes the continuity of life and the value of recovery and resilience.

The cover image of this report captures the scenery of Ansim Wetland through the lens of Hong-woo Lee, Senior Manager of SL's Labor-Management Collaboration Team. This photograph, documented from the perspective of an SL employee, serves as a reminder of the value and significance of the natural environment that surrounds us in our daily lives.

SL's sustainability management journey reflects these same principles. Small changes and consistent actions accumulate to create greater value, while harmony with diverse stakeholders shapes a more sustainable future. Grounded in ESG management, SL continues its responsible growth by expanding its positive impact on the environment and society.

This 2026 Sustainability Report reflects SL's journey toward a future in which nature, people, and business coexist in harmony, much like Ansim Wetland. Just as water continues to flow and life endures, SL will continue moving forward in pursuit of sustainable value.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

INTRODUCTION

In a rapidly evolving mobility landscape, SL advances sustainable growth through safety and technological innovation. By embedding ESG values throughout its business, SL continues to strengthen its role as a trusted and responsible mobility partner in the global market.



005 | About SL

014 | Global Network

015 | Business Highlight

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com

About SL

Letter to Stakeholders



CEO, Sung-yup Lee

Dear Stakeholders,

At SL, sustainability is not an optional agenda. It is a strategic imperative for building long-term competitiveness, strengthening resilience, and earning the trust of our stakeholders. Through responsible management across environmental, social, and governance dimensions, we are committed to achieving sustainable growth while creating broader value for society. I sincerely thank all our stakeholders for the trust and confidence you continue to place in SL and for your continued interest in our sustainability journey.

Building Resilience in an Era of Complex Uncertainty

Today's global business environment is becoming increasingly complex and volatile. Geopolitical tensions, structural shifts in global supply chains, persistent foreign exchange volatility, monetary tightening in major economies, and increasingly stringent climate-related regulations and disclosure requirements are reshaping the business landscape simultaneously.

The automotive industry, in particular, is undergoing structural transformation driven by electrification, accelerating technological innovation, and the imperative to secure supply chain stability. In such an environment, companies must do more than respond to change—they must build the resilience to withstand disruption while maintaining a clear long-term strategic direction.

Against this backdrop, SL remains focused not on short-term results, but on strengthening the foundations for sustainable long-term growth.

2025: A Year of Strengthening Performance and Foundations

In 2025, SL further strengthened the execution of its sustainability strategy across environmental, social, and governance priorities.

From an environmental perspective, we continued to advance our energy transition and greenhouse gas management systems. We established the operational foundation to systematically manage energy consumption and emissions across domestic and overseas business sites, while making measurable progress through expanded renewable energy adoption and investments in low-carbon facilities. We also established Life Cycle Assessment (LCA) and climate scenario analysis frameworks, enhancing our ability to systematically assess and respond to the impacts of climate change across both our operations and supply chain.

From a social perspective, we expanded supplier partnership initiatives while strengthening our human rights and safety management systems to align

with global standards. Through supplier ESG assessment and improvement programs, alongside employee participation initiatives and community engagement activities, we continue to foster sustainable growth that extends beyond our business to the communities in which we operate.

From a governance perspective, we maintained robust Board-level oversight and decision-making on ESG issues through the Sustainability Management Committee and the Carbon Management Committee. We continue to enhance our governance framework to ensure that ESG risks and performance are meaningfully integrated into strategic decision-making.

People-First Management and Diversity as Competitive Strengths

A core management philosophy that SL has upheld throughout its history is our commitment to putting people first. This principle goes beyond respect for individuals—it reflects our belief that organizations become stronger when people with diverse backgrounds and perspectives are empowered to contribute fully.

Through our global operations, we have seen that organizations that embrace cultural diversity are often better positioned to respond to uncertainty with agility, cohesion, and sound judgment. Trust and collaboration built across nationalities, cultures, and functions represent invaluable intangible assets for SL and serve as a foundation for sustainable competitiveness.

As our global footprint continues to expand, respecting local cultures and transforming diversity into organizational strength remain important management principles. An inclusive culture fosters creativity, strengthens problem-solving capabilities, and enhances our ability to adapt in a rapidly changing business environment.



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX



에스엘 소개

Letter to Stakeholders

Connectivity and the Fundamentals of Engineering

In 2025, SL also engaged in meaningful reflection on the organizational culture and ways of working that underpin sustainable competitiveness. Central to that reflection were connectivity and the fundamentals of engineering. As horizontal collaboration across sales, design, development, manufacturing, and quality becomes stronger, as leadership and employees become more closely connected, and as integration across domestic and overseas operations deepens, organizations become better equipped to understand challenges structurally and solve them effectively. Quality, in particular, is built through alignment across the entire value chain. SL views this not as a short-term performance objective, but as a structural discipline requiring continuous improvement. Through this approach, we continue to strengthen customer trust as a durable source of long-term competitiveness.

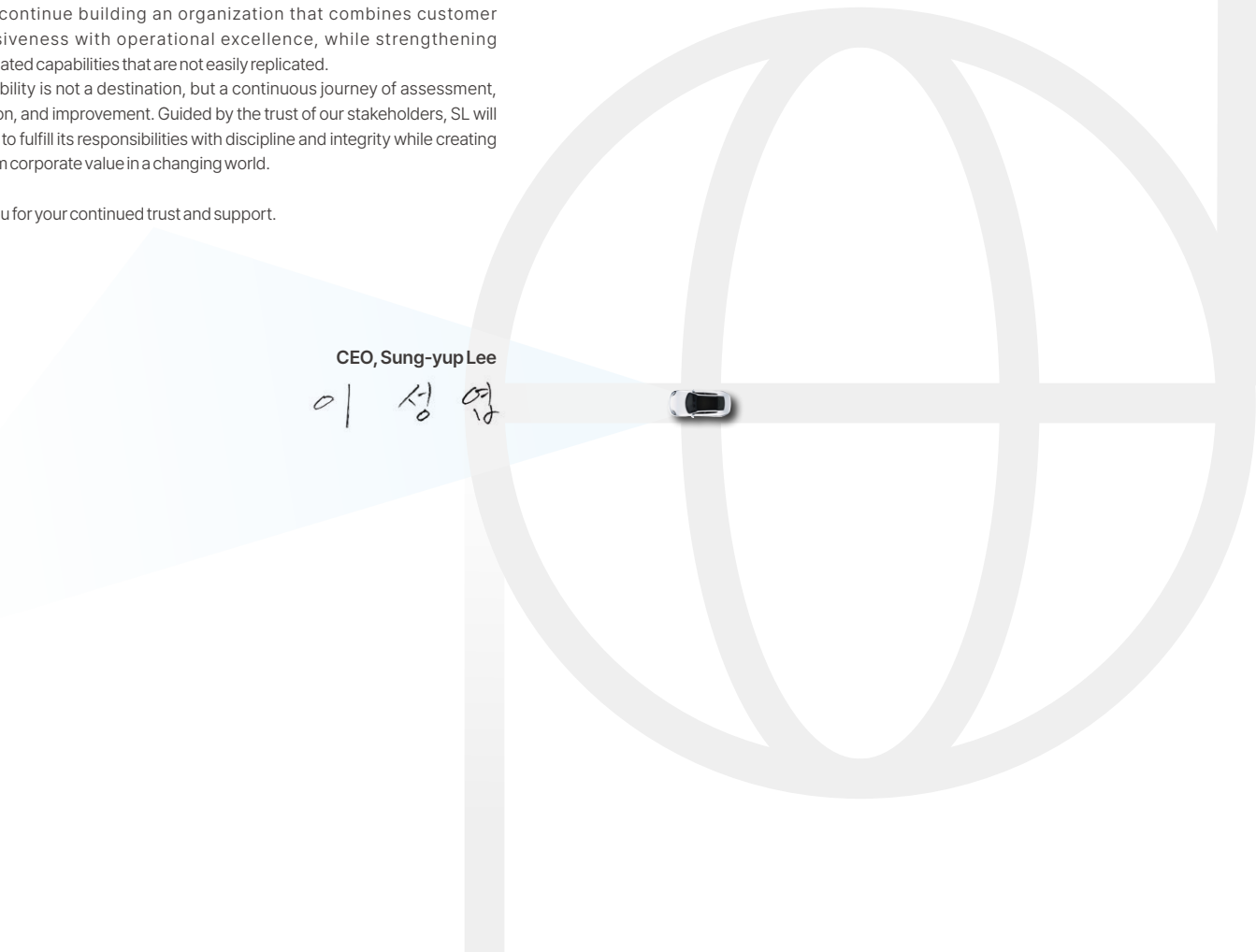
2026 Strategy: Strengthening ESG Execution

In 2026, SL will move into the next phase of its ESG journey by strengthening execution based on the foundation established to date. From an environmental perspective, we will further refine our renewable energy transition and global greenhouse gas management systems, while expanding LCA infrastructure across domestic and overseas business sites to systematically manage environmental impacts throughout our products and operations. We will also proactively respond to emerging environmental issues, including biodiversity. From a social perspective, we will strengthen ESG education and awareness-building initiatives while reinforcing responsible business practices through domestic and overseas human rights impact assessments. By expanding support and capability-building programs for suppliers, we will continue enhancing sustainability across the broader supply chain. From a governance perspective, we will continue advancing our ESG governance framework and strengthen the systematic management of regional ESG issues and risks through enhanced global ESG coordination mechanisms.

Sustainability Is a Continuous Journey

Uncertainty in the global business environment will persist. However, SL will remain committed to advancing sustainability through consistent principles: a people-centered philosophy, data-driven management, and responsible execution—not short-term trends or reactive responses to external expectations. We will continue building an organization that combines customer responsiveness with operational excellence, while strengthening differentiated capabilities that are not easily replicated. Sustainability is not a destination, but a continuous journey of assessment, adaptation, and improvement. Guided by the trust of our stakeholders, SL will continue to fulfill its responsibilities with discipline and integrity while creating long-term corporate value in a changing world.

Thank you for your continued trust and support.



CEO, Sung-yup Lee
이성엽



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

Company Overview

SL at a Glance

Since its establishment in 1954, SL Corporation has grown into a global automotive components specialist with a strong foundation in the automotive parts industry. Centered on vehicle lighting systems, SL develops and supplies key automotive components, including headlamps, rear lamps, mirrors, and electrification components. Backed by customer-focused quality competitiveness and accumulated manufacturing expertise, SL has built long-term partnerships with global automotive OEMs. The automotive industry is currently undergoing rapid transformation, driven by the shift toward eco-friendly mobility and electrification, alongside emerging technology paradigms such as Software Defined Vehicles (SDV) and smart cabins. SL recognizes these industry shifts as both challenges and opportunities, and is strategically expanding into new growth areas while further strengthening the competitiveness of its core businesses.

In response to the growing adoption of electrification and automotive electronics technologies, SL is enhancing its electronic control capabilities and applying high-value integrated controller-based solutions across its existing product portfolio, including lighting, electrification, and mirror systems. SL is also expanding its product portfolio to address evolving customer needs, including Battery Management Systems (BMS), interior lighting, and built-in cameras, covering a broad range of in-vehicle electronics and convenience functions.

In addition, SL continues to expand its R&D investments in high-growth strategic areas, including SDVs, electrification, smart cabins, and robotics. While advancing next-generation lighting technologies such as Micro Lens Array (MLA) headlamps, SL is also pursuing technology internalization in emerging business areas, including robotics components, to proactively respond to the evolving future mobility landscape.

To support this business strategy, SL continues to strengthen its global R&D and manufacturing competitiveness by enhancing collaboration across its worldwide research and production network.

Moving forward, SL will continue to pursue both technological innovation and responsible management, creating customer value while contributing to the sustainable growth of industry and society.

General Information

Company Name	SL Corporation
CEO	Sung-yup Lee, Moon-ho Chung
Date of Establishment	May 22, 1954
Headquarters	32, Geomdangongdan-ro, Buk-gu, Daegu, Republic of Korea
Credit Rating	AA- (Ecredible)
Main Business	Automotive Components Manufacturing

Business Performance and Financial Highlights

Year	Revenue
2023	4,838,847
2024	4,973,274
2025	5,239,939

Year	Net Income
2023	349,266
2024	381,964
2025	320,790

Year	Operating Income
2023	386,186
2024	395,164
2025	407,099

Year	Total Equity
2023	2,009,119
2024	2,397,248
2025	2,651,662

Region	Revenue
Korea	2,640,979
North America	1,554,503
China	248,873
India	593,922
Europe	99,982
South America	99,020
Others	2,661

Product Category	Revenue	Percentage
Lamp Division and Others	4,100,286	78.2%
Electrification Division and Others	637,625	12.2%
Mirrors, Molds, Electronics and Others	502,029	9.6%

SL Corporation

Sustainability Report 2026

INTRODUCTION

[→ About SL](#)

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

Business Overview

Key Business Areas

Since its establishment in 1954, SL Corporation has grown and continuously innovated for more than 70 years as a global automotive components company at the center of the automotive parts industry. Its key product portfolio includes automotive lighting (lamps), electrification components, mirrors, and electronic components, which are supplied to major domestic and global automotive original equipment manufacturers (OEMs), including Hyundai Motor, Kia, GM, Ford, BMW, Stellantis, and Geely.

As the global markets for electric vehicles (EVs) and autonomous driving technologies (ADAS-related products) continue to expand rapidly, alongside growing environmental demands including greenhouse gas reduction, SL is further advancing its capabilities in the electrification, digitalization, and lightweighting of core automotive components. Through these efforts, SL is focused on enhancing the energy efficiency of its products and evolving its development capabilities in alignment with customers' sustainability strategies.

In addition, SL is expanding its business portfolio beyond its traditional automotive components business into new areas such as robotics. SL is also accelerating efforts to secure new technology-driven growth engines, including recent contract wins in the robotics sector. Moving forward, SL will continue to deliver high-value-added products that meet evolving customer needs and grow as a sustainable company leading the future mobility era.

Lighting System

Lighting Systems are one of SL's core businesses and represent essential automotive components designed with driver safety and convenience as top priorities. Leveraging advanced optical and electronic control technologies, SL continues to lead innovation in automotive lighting while providing optimized lighting solutions to global automotive OEMs.

SL develops and mass-produces a diverse range of lighting products spanning both vehicle exteriors and interior spaces. Its portfolio includes key exterior lighting components such as headlamps that secure forward visibility during driving, rear lamps that communicate driver intentions to following vehicles, and fog lamps that support safe driving in adverse weather conditions. Beyond exterior applications, SL also develops integrated interior and exterior lighting solutions, including ambient lighting and user-responsive interior lighting.

In response to the transition toward electric vehicles (EVs) and autonomous vehicles, SL is actively advancing next-generation lighting technologies. Through the development of large center lamps utilizing the grille area and slim optical systems, SL provides solutions that enhance brand identity, while accelerating the development of smart lighting systems, including Vehicle to Everything (V2X)-connected lighting, digital lighting technologies, and lighting animations. Through these innovations, SL continues to strengthen its competitiveness and market position in the global automotive lighting market by simultaneously advancing safety and design innovation.



Source: Hyundai Motor Company – The IONIQ9 Catalog



Sustainability Report 2026

INTRODUCTION

[→ About SL](#)

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

Business Overview

Electrification System

As demand for electric vehicles(EVs) continues to grow, SL is contributing to vehicle electrification and carbon neutrality through the development of battery and power conversion products, including Lithium Battery Modules(LBMs), Battery Management Systems(BMS), inverters, and converters. SL also supplies mechatronics and control products such as Shift By Wire(SBW) systems and drive control modules that enhance driver convenience.

In the autonomous driving domain, SL mass-produces and supplies built-in cameras and Light Detection and Ranging(LiDAR) sensors, while advancing the development of next-generation sensor applications such as the Integrated Control and Management Unit(ICMU). In addition, to expand its future mobility business, SL has initiated the development of components for Autonomous Mobile Robots(AMRs) and humanoid robots, continuously broadening its business portfolio.



Mirror System

With driver safety and driving convenience as its highest priorities, SL continues to advance its Mirror System technologies. Moving beyond conventional outside mirrors that provide side and rear visibility, SL has developed mass-production Camera Monitor Systems(CMS) that deliver front, rear, left, and right visual information to drivers.

In addition, SL provides safer and more convenient driving environments through camera image-based recognition technologies, including warning systems that detect surrounding vehicle conditions, side, rear, and front sensors that support autonomous driving functions, and integrated information systems capable of recording driving footage.



Source: Hyundai Motor Company – The New IONIQ 5 Catalog

FEM

SL develops Front End Module(FEM) systems that integrate and assemble front-end vehicle components—including headlamps, cooling systems, bumper beams, horns, hood latches, and sensors—into a single module, contributing to improved vehicle quality and enhanced manufacturing productivity for automotive OEMs.

In addition, through the Active Air Flap(AAF) system, which incorporates a controllable flap installed within part of the grille or between the radiator and grille, SL improves aerodynamic performance and heating efficiency while contributing to improved fuel efficiency and reduced carbon dioxide emissions.



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

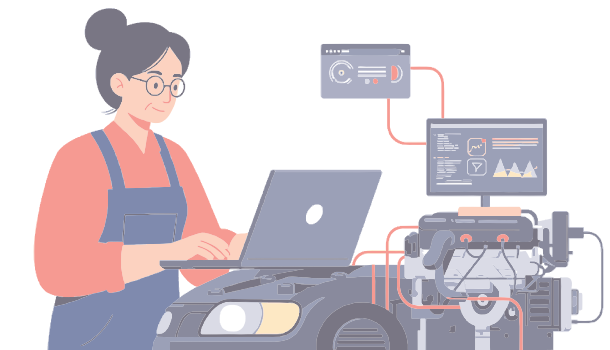
R&D Activities

R&D Strategy and Investment Direction

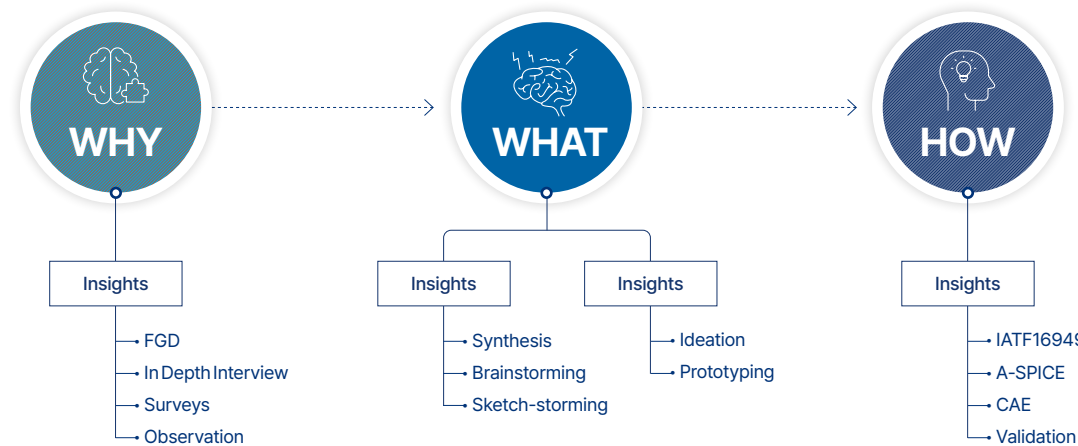
SL Corporation continues to expand its R&D investments beyond product development that simply meets consumer needs, with the aim of identifying and delivering new consumer experiences. To this end, SL applies a research and development approach grounded in WHY(why it is needed), WHAT(what should be delivered), and HOW(how it should be implemented) across its R&D activities, pursuing innovative solutions that anticipate and lead customer expectations.

In 2025, SL established strengthening the competitiveness of its lighting products, centered on high-resolution and intelligent lamp technologies, as a key investment priority. SL also focused on advancing core technologies proactively to secure future competitiveness, ensuring quality and reliability based on engineering evidence, and maintaining product structures and technical foundations that support scalable mass production. Through these efforts, SL expanded the application potential of lighting technologies that simultaneously enhance driving safety and user experience.

In 2026, SL plans to focus on expanding the application of intelligent lighting technologies and further enhancing product completeness. By advancing high-resolution control technologies and integrating functionalities, SL aims to simultaneously strengthen technological competitiveness and product differentiation, further enhancing its ability to respond to the evolving future mobility market.



R&D Strategy



R&D Investment Direction

 <p>1. Proactive Technology Development for Future Competitiveness</p> <ul style="list-style-type: none"> • Timely development of differentiated technologies centered on customer and consumer needs • Development of breakthrough technologies capable of leading new markets 	 <p>2. Strengthening Engineering-based Validation and Preventive Quality</p> <ul style="list-style-type: none"> • Reinforcing product completeness verification at the early development stage • Continued enhancement of core technologies and engineering validation capabilities 	 <p>3. Maintaining Engineering Resources and Infrastructure</p> <ul style="list-style-type: none"> • Maintenance of and optimized investment in R&D software and systems • Optimized outsourcing operations reflecting customer requirements and product characteristics
--	---	--



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

R&D Activities



Sustainability Report 2026

R&D Innovation and Achievements

Open Faucet

SL Corporation operates “Open Faucet”, its proprietary new product planning process designed to identify innovative ideas that respond to automotive industry trends and evolving consumer needs. Through Open Faucet, SL derives insights and opportunity areas based on market trends and customer needs, and leverages these insights to generate new technology and product ideas. Selected ideas are further refined into marketing mockups through feedback from internal and external experts, as well as prototyping, and are shared with customers and internal stakeholders through the Open Faucet Festa, showcasing advanced technologies under development. Held in November 2025, the Open Faucet Festa was organized under the theme of Insight, Innovation, Vision—capturing the process of understanding changing market dynamics (Insight), translating ideas into feasible technologies (Innovation), and envisioning the future direction of mobility (Vision). During the event, approximately 40 new and future technology scenarios were presented, while around 600 employees and more than 50 supplier representatives participated in in-depth discussions on future mobility innovation technologies.

Industry-Academia Collaborative Research on Roadkill Reduction

SL Corporation is conducting industry-academia collaborative research on roadkill reduction in partnership with the Division of EcoScience at Ewha Womans University, with participation from relevant organizations including the Strategic Marketing Team and the Optical Technology Lab. This research has been carried out in phases since 2021 and is currently focused on the second phase, which runs from January 2024 to February 2026. The first phase centered on generating ideas based on a broader understanding of ecosystems, while the second phase focuses specifically on roadkill reduction as a defined research theme. The research involves observing and documenting interactions between wildlife and vehicles in specific road environments. Through the analysis of various scenarios that may occur in road settings, SL is building foundational research data that may inform future vehicle technologies and product planning. Based on the research experience and insights gained through this collaboration, SL plans to explore technological directions that may contribute to reducing roadkill, while linking ecosystem-related research outcomes to future automotive component and technology planning.

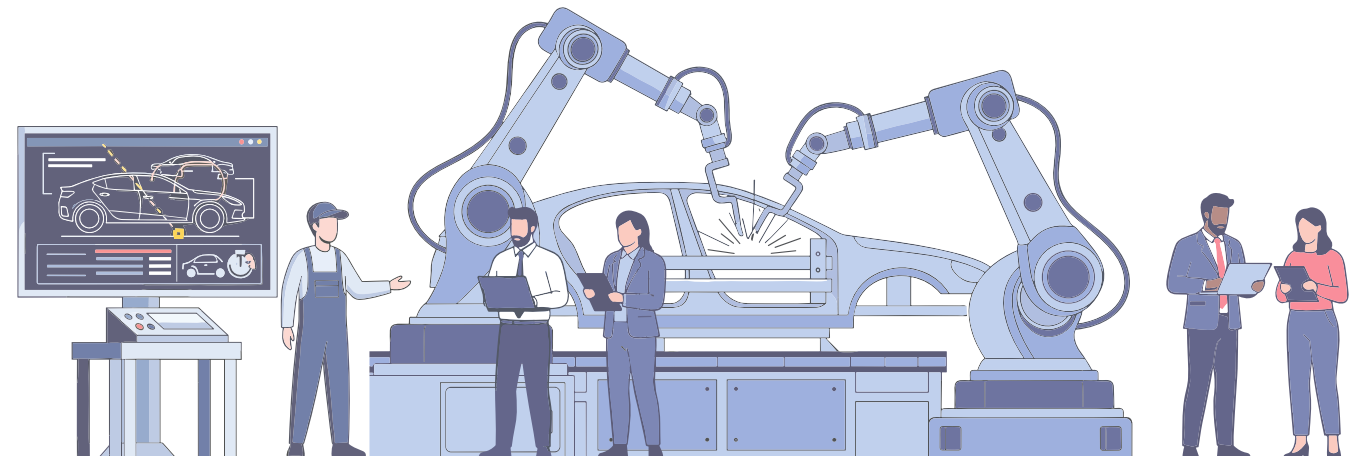
New Patent Registrations and Applications

SL Corporation actively invests in the development of new technologies to strengthen its technological competitiveness and enhance customer satisfaction. In 2025, including domestic and overseas subsidiaries and affiliates, SL registered a total of 114 patents and filed 181 patent applications. Through the development of innovative technologies that address evolving future mobility trends—including eco-friendly technologies, autonomous driving, and enhanced safety—SL continues to strengthen its global technological competitiveness.

Patent Portfolio Status

(Unit: cases)

Category		2025	2024	2023
New Patent Registrations	Domestic Subsidiaries	78	80	58
	Domestic Affiliates	0	0	1
	Overseas Subsidiaries	36	55	46
	Overseas Affiliates	0	0	0
	Total	114	135	105
New Patent Applications	Domestic Subsidiaries	100	89	82
	Domestic Affiliates	1	4	4
	Overseas Subsidiaries	79	76	63
	Overseas Affiliates	1	2	0
	Total	181	171	149



INTRODUCTION

- About SL
 - Global Network
 - Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL R&D Activities

Key Advanced Development Achievements

MLA Road Projection

SL Corporation became the first in the world to apply Micro Lens Array (MLA) technology to the headlamps of the Genesis G90, contributing not only to the miniaturization of vehicle lamps, but also to improved fuel efficiency through weight reduction and reduced aerodynamic drag, as well as enhanced vehicle exterior design quality.

SL has also strengthened its technological competitiveness by establishing an in-house production line for MLA technology. To further expand the application of MLA technology and create additional customer value, SL has successfully completed the advanced development of an ultra-compact lamp module that illuminates the area surrounding the vehicle and detects driver approach. This technology has been adopted by a customer and is scheduled to enter mass production in 2026. It is expected to contribute to safer vehicle entry and exit environments for drivers while enhancing the overall brand experience.

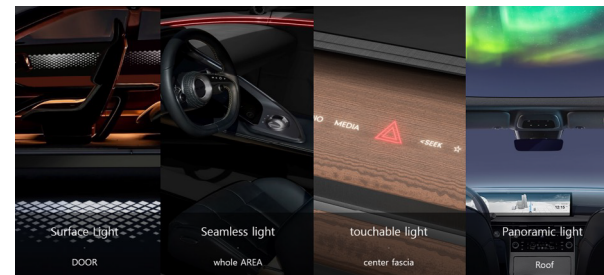


MLA Road Projection

Wide Projection Module Development

As the commercialization of autonomous driving technologies accelerates, vehicles are evolving beyond simple modes of transportation into spaces where users can engage in a wider range of activities and experiences. In response to this market shift, SL Corporation has developed the Wide Projection Lamp, designed to maximize viewing angles even within limited vehicle interior spaces.

This technology enables diverse in-vehicle experiences—including entertainment, information display, and gaming—by projecting visual content onto various interior surfaces such as doors, dashboards, floors, ceilings, and seats. In addition, as the technology is also capable of delivering information outside the vehicle, it presents potential for future expansion as an in-vehicle advertising platform.



Wide Projection Lamp

MPL (Micro Pixel Light) Development

MPL is a smart lighting technology that precisely controls light at the ultra-small pixel level, enabling high-resolution Adaptive Driving Beam (ADB) functionality that maximizes driver visibility while preventing glare for oncoming drivers and enhancing pedestrian safety.

As global automotive OEMs increasingly leverage smart lighting systems as a key differentiating factor in vehicle design and performance, MPL adoption is expected to expand, particularly in premium vehicle segments. Through the continued advancement of high-resolution lighting technologies, SL plans to further enhance both user experience and driving safety, reinforcing its leadership position in automotive lighting technology.



Micro Pixel Light



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

About SL

Mission, Vision and Strategic Framework

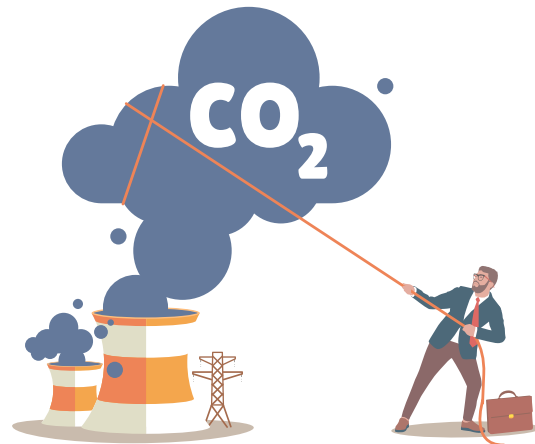
Three Strategic Priorities

20% Reduction in GHG emissions through ESG management

SL Corporation has established a mid- to long-term target of reducing greenhouse gas emissions by 40% by 2030 compared with the 2018 baseline, and is developing concrete implementation strategies to achieve this goal. As a near-term target, SL has set a goal of reducing greenhouse gas emissions by 20% by 2026, covering Scope 1 and Scope 2 emissions as well as selected Scope 3 categories. SL regards this target as both a foundational step toward establishing Science Based Targets initiative(SBTi)-aligned reduction targets and a core priority in the execution of its ESG management strategy.

To achieve this, SL has established greenhouse gas reduction pathways for all domestic business sites and monitors annual reduction performance. Through collaborative reduction efforts with suppliers, SL is also pursuing decarbonization across its broader supply chain. In addition, to proactively respond to regulatory developments and stakeholder expectations from customers, governments, and other stakeholders, SL is reviewing and advancing various energy transition measures, including self-consumption solar power installations, Green Premium renewable electricity purchases, and Power Purchase Agreements(PPAs).

Moving forward, SL will continue to place climate action at the center of its corporate strategy, advancing ESG management that balances measurable emissions reductions with sustainable growth.



20% Expansion of new markets by providing customers with new experience

To achieve sustainable growth in a rapidly evolving global mobility landscape, SL Corporation is pursuing a strategy to achieve 20% growth in new markets through customer experience innovation. This strategy is not focused on short-term revenue expansion, but represents a core pillar of SL's long-term growth strategy, aimed at creating sustainable value through lasting customer trust. This reflects SL's ambition to evolve beyond the role of a conventional automotive components supplier and expand the value and experiences customers derive from SL's technologies and products.

Leveraging its accumulated capabilities across mobility technologies—including automotive electronics, electrification, and mirror systems—SL delivers differentiated solutions that encompass safety, convenience, and emotional engagement. Through these efforts, SL continues to expand beyond existing markets, pursuing new customers and emerging market opportunities.

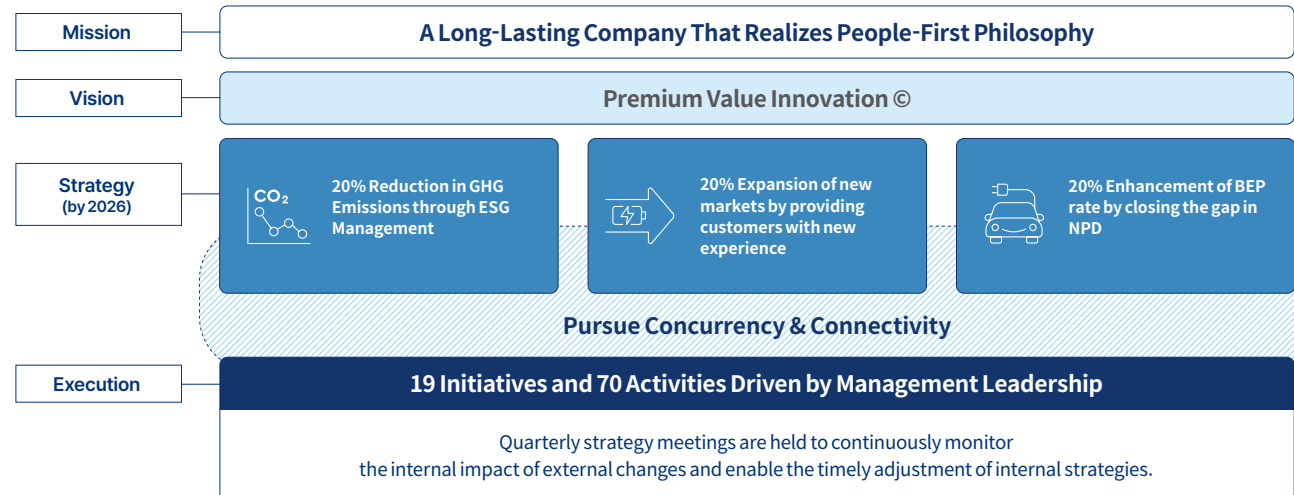
20% Enhancement of BEP rate by closing the gap in NPD

To strengthen profitability and competitiveness, SL Corporation is pursuing a strategy to improve its break-even point(BEP) by 20% through seamless new vehicle development. This reflects SL's commitment to minimizing risks and inefficiencies throughout the entire vehicle development process by integrating quality, cost, and manufacturability considerations from the earliest development stages.

SL secures target price competitiveness from the bidding stage through product structure optimization based on low cost design and sophisticated cost analysis aligned with its global cost processes. In addition, SL has continuously worked to strengthen preventive quality over the past 13 years, while enhancing connectivity between design and manufacturing to improve execution capabilities that simultaneously secure both cost efficiency and product quality.

Through innovation across development, cost, and quality management, SL is building differentiated competitiveness grounded in "quality and pricing backed by engineering discipline," while realizing its vision of delivering Premium Value Innovation to customers.

SL Strategic Framework



Sustainability Report 2026

INTRODUCTION

→ About SL

- Global Network
- Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Global Network

Global Operations

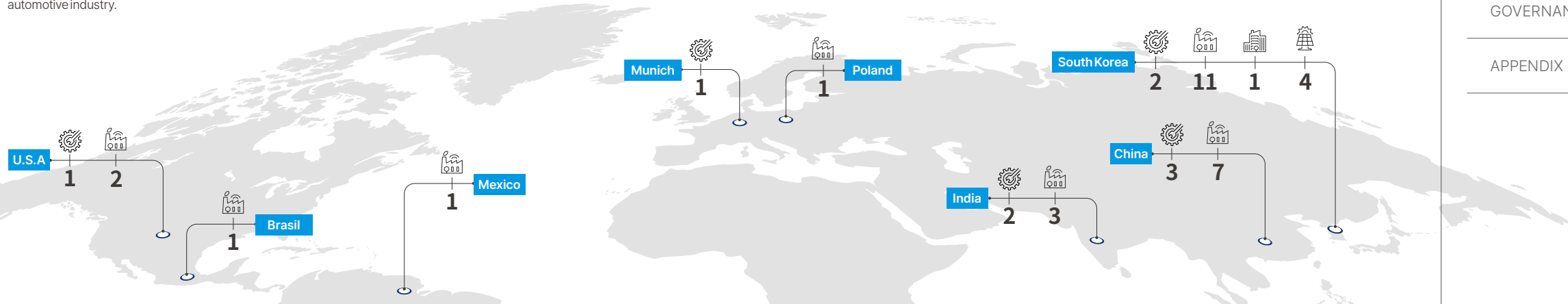
SL Corporation continues to achieve stable growth by organically integrating its global R&D and manufacturing capabilities through its worldwide network. Centered on its headquarters in Korea, SL operates approximately 20 affiliates across eight countries, including Korea, China, North America, India, Mexico, and Poland. Through this global footprint, SL supplies a diverse portfolio of key automotive components—including automotive lamps, E-Shifters, mirrors, Battery Management Systems(BMS), SBCMs, door latches, and Front End Modules(FEM)—to global automotive OEMs.

In addition, with its headquarters in Korea serving as the control tower for global operations, SL has established 40 business sites across major markets including North America, India, and China, while continuously expanding its global supply chain network where R&D, manufacturing, quality, and logistics functions are closely integrated. Through this regional operating structure, SL minimizes physical and time distance from customers, enabling agile responses to market changes and fluctuations in demand.

Supported by an efficient and stable logistics system, products manufactured in Korea are supplied through exports via overseas entities or direct shipment, while products manufactured overseas are delivered through collaboration with local module suppliers or direct delivery to customers. Through this approach, SL strengthens competitiveness across its supply chain while optimizing its production and supply system in consideration of regional regulations, logistics conditions, and customer requirements.

Moving forward, SL will continue to enhance the strategic sophistication of its global network, improving efficiency and operational stability across the entire value chain—from R&D and manufacturing to delivery—while strengthening collaboration among regional operations to deliver differentiated value in an evolving automotive industry.

	9	Engineering Center South Korea(2), China(3), U.S.A.(1), India(2), Europe[Germany](1)
	1	Sales Office South Korea(1)
	4	Solar Power Plant South Korea(4)
	26	Manufacturing Site South Korea(11), China(7), U.S.A.(2), India(3), Europe[Poland](1), Latin America(2)



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 Mirrotech (Siheung)
- 18. Daegu Solar Power

China

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

U.S.A

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

Europe

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

India

- 34. SL Lumax (Tamil Nadu)
- 35. SL Lumax (Pune)
- 36. SL AP (Andhra Pradesh)
- 37. SL Lumax Engineering Center (Tamil Nadu)
- 38. SL AP Software Center (Bengaluru)

Latin America

- 39. SL MEX SLP (Mexico)
- 40. SL Brasil

INTRODUCTION

- About SL
- Global Network Business Highlight

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX



Sustainability Report 2026

Business Highlight

2025 Business Highlights

Expansion in the European Premium OEM Market

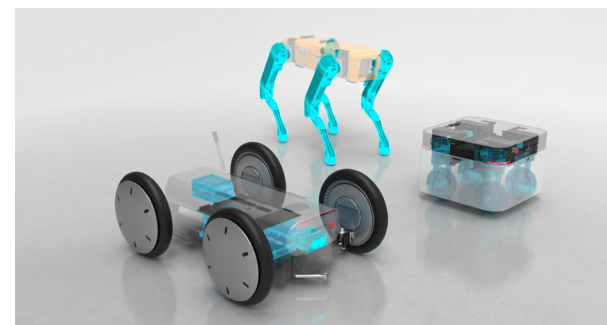
In 2025, SL Corporation successfully secured additional headlamp project awards from BMW and Mini, further expanding its presence in the European premium OEM market. This achievement in the German market, home to many of the world's leading premium automotive manufacturers, reflects SL's recognition as a lighting supplier with world-class quality competitiveness. This achievement was made possible through a structured process centered on a Multi-Disciplinary Team(MDT) approach. SL identified optimal product specifications precisely aligned with customer requirements, while strengthening cost competitiveness and supply stability through the application of shared Bi-Function LED modules, optimization of cycle time and equipment costs, and supplier diversification. In addition, SL enhanced logistics efficiency and strengthened risk responsiveness through a localization strategy supported by its European business network. Building on this achievement, SL will continue to expand collaboration with European premium brands and accelerate its growth as a global leader in automotive lighting.



Expansion into Robotics and Future Mobility

Building on its established automotive components expertise, SL Corporation is rapidly expanding its business into the robotics sector through new order wins. SL has secured orders not only for key components of Hyundai Robotics Lab's Mobile Eccentric Droid (MobED), including LiDAR sensors and Battery Pack Assemblies (BPA¹), but also for complete robot assembly (OEM manufacturing), with mass production scheduled to begin soon. SL has secured consecutive orders for next-generation mobile robots, including OEM manufacturing as well as core components such as mainboards, LiDAR sensors, and BPAs, establishing a solid foundation for its robotics business. This represents a notable example of SL successfully extending its electrification and precision manufacturing capabilities beyond automotive applications into robotics. In addition, the company continues to expand its business scope by leveraging its core technologies in drive systems (power conversion), SDV-based controllers, and sensor technologies. Through these efforts, SL is strengthening its technology portfolio to respond flexibly to the evolving future mobility landscape while reinforcing its long-term growth foundation.

¹) Battery Pack Assembly(BPA)



Advancing Mirror Technology Innovation

SL Mirrortech developed an in-house actuator incorporating lift-up folding technology to minimize customer complaints related to wind noise generated by side mirrors during vehicle operation. This technology represents a customer-centered innovation focused on improving driving stability and real-world product quality, featuring optimized mirror structures and operating logic designed to reduce wind noise during driving. Based on this technology, SL Mirrortech actively engaged in value proposition activities with customers, successfully securing orders for the NQ6(Sportage) model. Furthermore, in recognition of the technology's competitiveness and market value, its application was expanded to the European specification NQ6e model. This achievement goes beyond simply responding to customer requirements, representing a successful case in which technology development rooted in consumer needs and proactive customer proposals led directly to business awards. It is also strategically significant in that SL Mirrortech simultaneously strengthened both cost competitiveness and technological competitiveness through the internalization of core technologies and the establishment of actuator production capabilities. Building on this achievement, SL Mirrortech plans to further strengthen customer trust through stable mass production and quality management, while expanding the application of new technologies across a broader range of vehicle models and global customers to support sustainable growth.



Sustainability Report 2026

INTRODUCTION

- About SL
- Global Network
- [→ Business Highlight](#)

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX



ESG MANAGEMENT

SL Corporation pursues ESG management based on the belief that sustainable growth can only be achieved when financial performance is balanced with environmental and social responsibility, alongside transparent and sound governance.

SL will continue to embed ESG management across all business activities, driving sustainable growth through continuous improvement and responsible management.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

017 | SL ESG Management Framework

018 | ESG Highlights

019 | Double Materiality Assessment

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com

SL ESG Management Framework

ESG Governance

SL Corporation's Sustainability Management Committee serves as the highest decision-making body for ESG management, responsible for reviewing and deliberating on major ESG-related policies, strategies, plans, and performance, while overseeing the management of key ESG-related risks and opportunities. The Committee also regularly reviews material issues across environmental, social, and governance dimensions and makes decisions on key ESG initiatives and strategic directions aligned with the company's mid- to long-term business strategy. Based on the decisions of the BoD and relevant committees, as well as the company's mid- to long-term management strategy, the CEO and executives establish the direction and management framework for ESG management, while providing overall oversight to ensure ESG principles are systematically embedded throughout company-wide business activities.

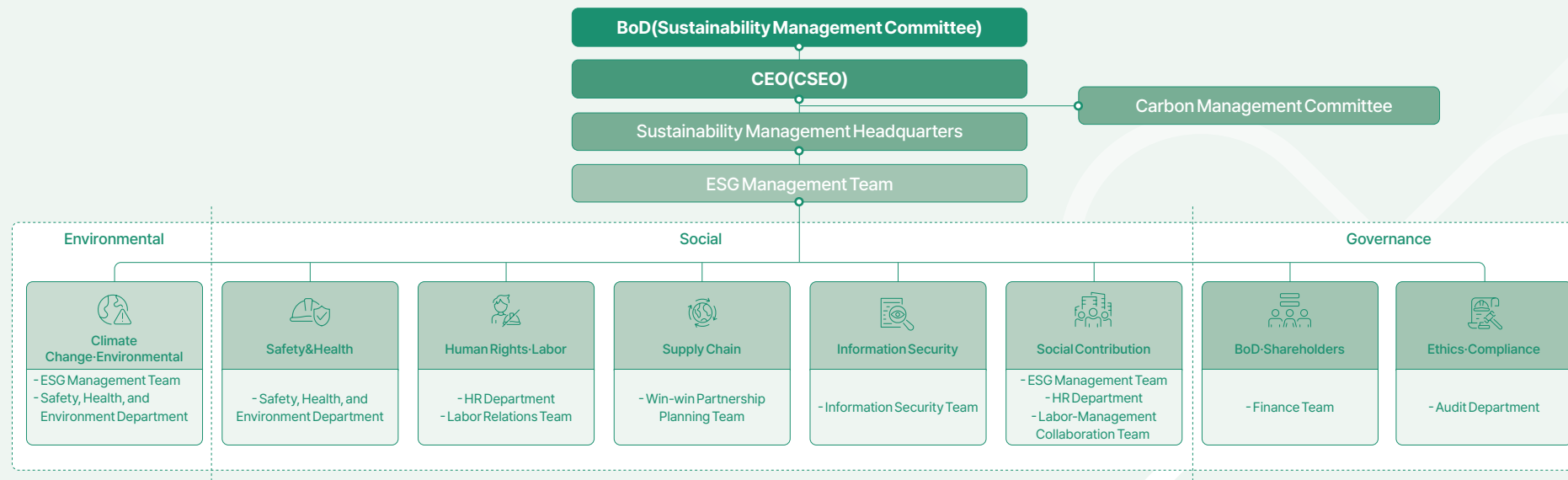
As the dedicated department responsible for SL's ESG management, the ESG Management Team under the Sustainability Management Division oversees key internal and external ESG-related activities, including ESG strategy development, publication of the Sustainability Report, external disclosures, and responses to ESG assessments and evaluations. For major ESG issues—including environment, occupational health and safety, human rights and labor, supply chain, and ethics and compliance—SL has established a collaborative operating framework with relevant departments to manage associated risks and opportunities, while jointly advancing initiatives such as issue identification, target setting, performance monitoring, and continuous improvement activities. Through this approach, SL has built a collaboration-based operating framework to ensure that ESG management is embedded across all business activities rather than being limited to the responsibilities of a single department.

Business Case

ESG School

SL Corporation operates the ESG School program for employees to foster and expand ESG culture across the organization. ESG School is an educational program designed to enhance understanding of the fundamental concepts of environmental, social, and governance topics, as well as SL's ESG strategy. Through lectures delivered by internal subject matter experts, the program provides comprehensive education on ESG-related topics. Through the operation of ESG School, SL will continue to enhance employees' understanding of ESG and promote the broader integration of ESG culture across the organization, ensuring that ESG management is effectively embedded in day-to-day business practices.

ESG Governance



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

→ [SL ESG Management Framework](#)

- ESG Highlights
- Double Materiality Assessment

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

ESG Highlights

2025 ESG Highlights

Environmental



Advancing Environmental Management Through Renewable Energy Adoption and Energy Management System Enhancement

1 Solar Power Generation Facility Installation

- Seongseo Plant completed in November 2025(467kW)
- Seongsan Plant completed in March 2026(359kW)
- Cheonan Plant scheduled for completion in May 2026(515kW)

2 Establishment of a Product Life Cycle Assessment(LCA) System

- Calculation of carbon emissions at each stage on a product-level basis
- Strengthened response to environmental impact reduction requirements and enhanced product competitiveness

3 Phased Transition to Renewable Energy

- Green Premium purchases(20,625MWh, 2025)
- REC purchases(3,147MWh, 2025)

4 Establishment of a Factory Energy Management System(FEMS)

- Real-time measurement and reporting of energy consumption by process
- Establishment of a foundation for company-wide GHG reduction

Social



Responsible Management with Employees, the Supply Chain, and Local Communities

1 Mitigating Human Rights Risks Across Operations

- Conducted human rights assessments across 27 global business sites
- Operated result-sharing sessions and managed the establishment and implementation of improvement plans by entity

2 Advancing Occupational Health and Safety Management Systems

- Implemented practical safety management processes based on LOTO
- Awarded Grand Prize at the Occupational Health and Safety Best Training Material Presentation Contest

3 Expanding Supply Chain Sustainability

- Achieved a "Good" rating in the Shared Growth Index for six consecutive years
- Conducted ESG capability-building training for suppliers

4 Expanding Community Engagement and Social Contribution

- Conducted social contribution initiatives, including growth kit production for children from low-income households and donation programs
- Strengthened social value creation and transparency through the operation of a donation management framework

Governance



Responsible Management with Employees, the Supply Chain, and Local Communities

1 Mitigating Human Rights Risks Across Operations

- Conducted human rights assessments across 27 global business sites
- Operated result-sharing sessions and managed the establishment and implementation of improvement plans by entity

2 Advancing Occupational Health and Safety Management Systems

- Implemented practical safety management processes based on LOTO
- Awarded Grand Prize at the Occupational Health and Safety Best Training Material Presentation Contest

3 Expanding Supply Chain Sustainability

- Achieved a "Good" rating in the Shared Growth Index for six consecutive years
- Conducted ESG capability-building training for suppliers

4 Expanding Community Engagement and Social Contribution

- Conducted social contribution initiatives, including growth kit production for children from low-income households and donation programs
- Strengthened social value creation and transparency through the operation of a donation management framework

2025 ESG Assessment Results

External ESG Assessments



Strengthened ESG Assessment Response Through Continuous Performance Management

ecovadis

68 Points
Top 23%

SUSTINVEST

BB Rating

한국ESG기준원
Korea Institute of Corporate Governance and Sustainability

A Rating

Environmental: B+, Social: A+, Governance: B+

CDP
DISCLOSURE INSIGHT ACTION

B

KRESG
한국ESG연구소

B+



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

SL ESG Management Framework
→ ESG Highlights
Double Materiality Assessment

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Double Materiality Assessment

Double Materiality Assessment Process

Long-list Identification

SL Corporation established an initial issue pool for the final issue selection process based on 252 data points identified through analysis of global initiatives and ESG assessment frameworks. Led by the ESG management organization, similar items were consolidated and issues with limited relevance to SL were excluded, taking into consideration industry characteristics and SL's business environment to minimize duplication and unnecessary items. As a result, the issue pool was refined into 57 long-list issues, which served as the basis for SL's internal and external ESG environment analysis.

Short-list Development

Based on the identified long-list issues, SL Corporation selected the final issue pool(short-list) for its double materiality assessment. To develop the short-list, SL analyzed sustainability reports published by peer companies in the automotive OEM and automotive components industries, while also reviewing material issues addressed in SL's previous reports. In addition, external stakeholder perspectives were incorporated through analysis of domestic media coverage trends and consultation with external ESG experts. Based on this comprehensive qualitative and quantitative analysis, SL finalized a total of 18 short-list issues.

Identification of Risks, Opportunities, and Impacts

Based on the identified short-list issues, SL Corporation identified risks and opportunities that may affect its business activities, as well as impacts that SL may have on society and the environment. The identified risks and opportunities were used as the basis for assessing the significance of each issue and were also incorporated into the survey process to enhance stakeholder understanding of the issues under evaluation.

Stakeholder Engagement (Internal and External)

To assess materiality from the perspective of business operations and enterprise value, SL Corporation conducted an employee survey. The survey was designed to identify issues expected to have relatively greater significance to business operations and enterprise value, while gathering views on the nature and scale of potential impacts, the scope of influence, and SL's response capabilities.

In addition, to assess impact materiality from the stakeholder perspective, SL conducted surveys of external stakeholders, including suppliers, customers, government agencies, and local communities. The survey identified issues expected to have a material impact on SL's relationships with each stakeholder group and collected feedback on the specific characteristics of those impacts.

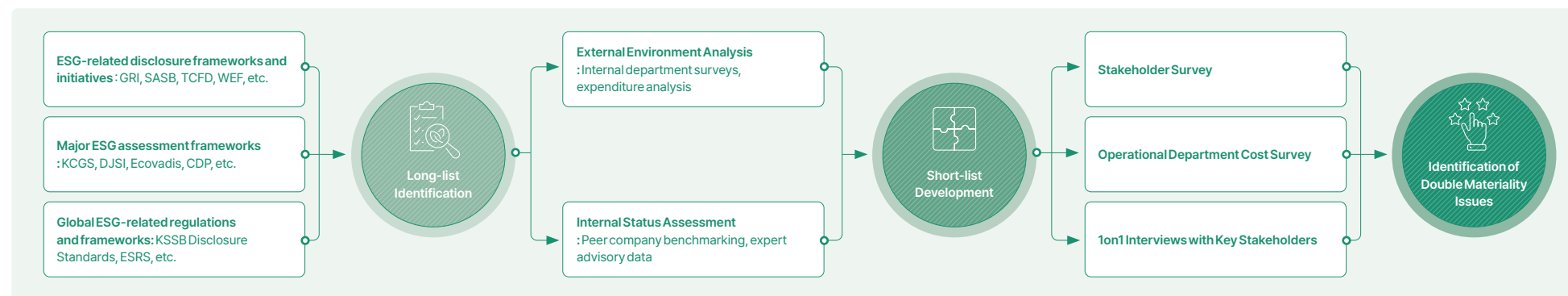
Operational Department Cost Survey

To enhance the precision of its financial materiality analysis, SL Corporation conducted a cost expenditure survey across operational departments. First, major account categories—including salaries, property, plant and equipment, right-of-use assets, taxes and dues, and service fees—were selected for analysis based on their relevance to ESG issues. SL then identified actual cost expenditures and asset acquisitions associated with ESG issues by reviewing detailed general ledger descriptions for each account category.

1on1 Interviews with Key Stakeholders

SL Corporation conducted one-on-one interviews with key stakeholders, including employees, suppliers, and ESG experts, to gain deeper insights into issue-specific risks and opportunities while broadly incorporating diverse stakeholder perspectives. Through these interviews, SL examined the financial as well as social and environmental impacts of each issue from multiple perspectives. Based on these insights, SL further refined the risks and opportunities associated with key issues, enhancing the objectivity and reliability of the assessment results.

SLDMA Process



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

SL ESG Management Framework

ESG Highlights

[→ Double Materiality Assessment](#)

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Double Materiality Assessment

Double Materiality Assessment Process

Double Materiality Assessment Results

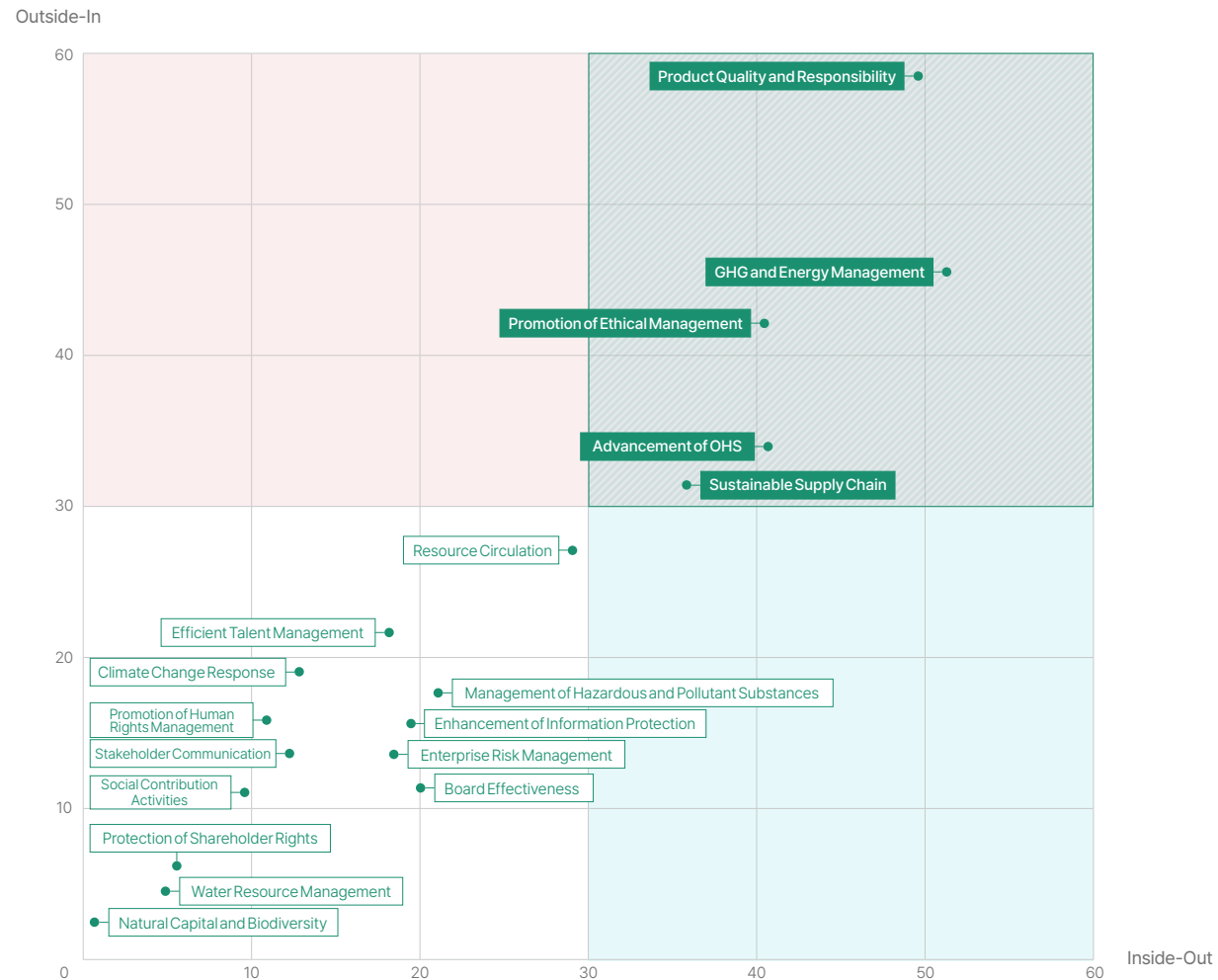
Through its double materiality assessment, SL Corporation identified a total of five material issues. The identified material issues include product quality and responsibility, GHG and energy management, the promotion of ethical management, advancement of occupational health and safety, and sustainable supply chain management. These issues were selected based on a comprehensive consideration of both the environmental and social impacts of SL's business activities and their financial implications.

Notably, the same five material issues were identified as in the previous year's double materiality assessment, confirming that SL's key ESG risks and opportunities continue to be managed consistently within the same priority areas. Based on these identified material issues, SL plans to establish ESG management strategies and action plans, while continuously advancing activities to manage related risks and respond to emerging opportunities.

List of Double Materiality Issues

No.	Category	Issue	IRO	GRI Index
1	S	Product Quality and Responsibility	<ul style="list-style-type: none"> Potential disruption of business relationships due to loss of trust in the event of product quality or safety issues Securing contract stability and supporting long-term revenue growth through effective response to customer requirements 	416-2
2	E	GHG and Energy Management	<ul style="list-style-type: none"> Potential financing volatility resulting from reduced investor confidence due to insufficient information disclosure Responding to OEM ESG disclosure requirements through GHG emissions tracking and management 	302-1 ~ 4, 305-1 ~ 7
3 (▲2)	G/E	Promotion of Ethical Management	<ul style="list-style-type: none"> Loss of customers and investors due to declining trust caused by unethical conduct Strengthening global market competitiveness through compliance with internationally recognized ethical management standards 	205-2, 3 206-1
4 (▼1)	S	Enhancement of OHS	<ul style="list-style-type: none"> Increased risk of business disruption with customers and accident response costs in the event of occupational accidents Enhancing trust and securing contract stability through compliance with occupational health and safety standards 	403-1 ~ 10
5 (▼1)	S	Sustainable Supply Chain	<ul style="list-style-type: none"> Legal and financial liabilities arising from inadequate management of ESG risks within the supply chain Securing business stability by reducing risk exposure through strengthened supplier management systems 	308-2 414-2

Double Materiality Map



INTRODUCTION

ESG MANAGEMENT

- SL ESG Management Framework
- ESG Highlights
- Double Materiality Assessment

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Double Materiality Assessment

Stakeholder Engagement

Employee

Kyu-bong Lee, Executive Director
Finance Department, SL Corporation



ESG must evolve beyond standalone activities into a performance management framework, with stronger execution across both the company and the broader supply chain.

SL recognizes product quality, GHG reduction, and resource efficiency as core management priorities. Product quality directly influences competitiveness and customer trust, while GHG reduction and the energy transition are essential to demonstrating responsible corporate management. Resource efficiency is also a critical area of practical action, as it minimizes waste and contributes directly to emissions reduction.

SL is already advancing ESG initiatives across the organization, and internal awareness of resource efficiency and GHG reduction continues to grow. Going forward, these efforts should be more closely linked to a structured performance management framework to deliver measurable outcomes. Strengthening integrated responses across the value chain, alongside expanded supplier support, will further enhance the execution of SL's ESG management.

Employee

Min-seok Kim, Associate
ESG Management Team, SL Corporation



ESG should be organically integrated with enterprise-wide strategy and managed with a focus on execution and measurable outcomes.

SL recognizes the need to more closely connect key ESG issues—including GHG reduction and energy transition, occupational health and safety, and the circular economy—to concrete execution and performance management frameworks. Occupational health and safety should remain a top priority from both worker protection and legal risk management perspectives, with continued efforts to strengthen preventive safety management across the supply chain, including suppliers.

GHG reduction and the energy transition should be managed across the broader value chain through investments in high-efficiency equipment, expanded renewable energy adoption, and strengthened product carbon management based on Life Cycle Assessment(LCA). Resource efficiency should also be advanced as a practical initiative linked to emissions reduction through raw material optimization and the increased use of environmentally friendly materials.

Over the longer term, ESG should be managed as an integrated component of enterprise-wide strategy. Through initiatives such as the introduction of an internal carbon pricing mechanism and the advancement of ESG data management systems across overseas operations, ESG should continue to evolve into a strategic driver of long-term competitiveness.

Supplier

Seung-ik Kwon, Assistant Manager
General Affairs Team, Jeonyu Industry Co., Ltd



ESG is not a cost, but a source of competitiveness and a defining factor for survival and growth across the supply chain.

As an SL supplier, we recognize GHG reduction and occupational health and safety not simply as environmental or safety issues, but as core management priorities directly linked to business continuity and long-term commercial relationships. Occupational health and safety, in particular, represent a direct operational risk, as workplace incidents can lead to production disruptions. GHG reduction is also viewed as an increasingly important factor that may influence supply chain management and future business opportunities over the long term.

The ESG-related information and self-assessment frameworks provided by SL have offered practical support in strengthening suppliers' ESG response capabilities. Going forward, we hope to see further enhancement of ESG management systems in collaboration with suppliers, so that ESG becomes embedded in actual operational practices rather than remaining solely a reporting requirement. From this perspective, it is important to approach ESG not as a cost burden, but as a source of long-term competitiveness that suppliers and customers must address together.

ESG Expert

Seung-tae Jung, Head of Center
ESG Strategy Consulting Center, Daishin Economic Research Institute



For SL, GHG management and occupational health and safety are critical issues that extend beyond regulatory compliance and have a direct bearing on long-term competitiveness and business resilience.

SL should recognize GHG reduction, energy transition, and the advancement of occupational health and safety as key issues requiring focused management. GHG management is no longer limited to regulatory compliance, but is directly linked to supply contracts, bidding competitiveness, and supply chain competitiveness. Occupational health and safety likewise represent a critical business risk with direct implications for business continuity and management accountability.

SL has established a systematic foundation through initiatives such as the operation of the Carbon Management Committee, emissions management across overseas operations, and the maintenance of ISO 45001 certification across all business sites. Going forward, however, it will be important to further strengthen execution in areas such as achieving carbon reduction targets, aligning with international frameworks such as the Science Based Targets initiative(SBTi), and enhancing the management of leading safety indicators, including the Lost Time Injury Frequency Rate(LTI-FR).

In addition, ESG should be recognized as a strategic management consideration linked to business development, capital financing, and investor confidence. Strengthening alignment with investor relations(IR), while exploring opportunities such as transition finance and other policy-based financing mechanisms, will also be important in further enhancing SL's long-term competitiveness.



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

SL ESG Management Framework

ESG Highlights

→ **Double Materiality Assessment**

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Double Materiality Assessment

Stakeholder Engagement

Stakeholder Communication Channels

Stakeholder	Issues of Interest(Survey Results)	Communication Channels	Communication Activities
<p>Shareholders and Investors</p>	<ul style="list-style-type: none"> • Protection of Shareholder Rights • Product Quality and Responsibility • GHG Reduction and Energy Transition • Resource Efficiency and Circular Economy 	<ul style="list-style-type: none"> • General Shareholders' Meeting • Financial Disclosures • IR Meetings • Website 	<ul style="list-style-type: none"> • Conference Calls • NDR • Enhancing communication with shareholders through IR meetings • Ensuring transparent disclosure of financial performance through annual business reports and other disclosures • Providing transparent disclosure of governance structures through the Corporate Governance Report
<p>Customers</p>	<ul style="list-style-type: none"> • Product Quality and Responsibility • Advancement of OHS • Promotion of Ethical Management • GHG Reduction and Energy Transition 	<ul style="list-style-type: none"> • Tech Show • VOC Collection • Customer Satisfaction Surveys • Technology Exchange Meetings 	<ul style="list-style-type: none"> • Sustainability Assessments • ENV-INFO SYSTEM • Collecting customer feedback and reflecting customer input • Conducting sales and marketing activities • Providing customer satisfaction services and managing satisfaction levels • Providing information on products, including advanced technologies and application cases • Disclosing environmental information through the Sustainability Report
<p>Government and NGOs</p>	<ul style="list-style-type: none"> • Advancement of OHS • Sustainable Supply Chain • GHG Reduction and Energy Transition • Promotion of Ethical Management 	<ul style="list-style-type: none"> • DART • Website • Sustainability Report 	<ul style="list-style-type: none"> • Industry-Academia-Research Collaboration • Ministry of Environment Allbaro System • Supporting local economic development through activities such as donations • Operating social contribution programs, including support for socially vulnerable groups
<p>Employees</p>	<ul style="list-style-type: none"> • Product Quality and Responsibility • Resource Efficiency and Circular Economy • GHG Reduction and Energy Transition • Enhancement of Information Protection 	<ul style="list-style-type: none"> • Labor-Management Council • Human Rights Assessment • SL Culture Day • OSP(On the Same Page: Team Leader Communication Session) 	<ul style="list-style-type: none"> • Cyber Whistleblowing System • SL Way (Company Newsletter) • Leadership Meetings • HR Policy Briefing Sessions • Providing diverse communication opportunities between management and employees • Improving the working environment and organizational culture • Creating a safe workplace and promoting respect for human rights
<p>Suppliers</p>	<ul style="list-style-type: none"> • Sustainable Supply Chain • Product Quality and Responsibility • Advancement of OHS • Enhancement of Information Protection 	<ul style="list-style-type: none"> • SL Supplier Council • Next-Generation Leadership Development Program • Supplier CEO Seminar 	<ul style="list-style-type: none"> • Management-Supplier Roundtable Meetings • Functional Training Academy • Open Faucet Festa • Providing financial support for shared growth, including win-win payment programs, shared growth funds, and partnership funds • Ensuring fair supplier selection and compliance with subcontracting regulations • Improving unreasonable supplier-related work practices • Providing supplier capability-building support, including practical competency training • Recognizing outstanding suppliers and sharing strategic direction

INTRODUCTION

ESG MANAGEMENT

SL ESG Management Framework
 ESG Highlights
[→ Double Materiality Assessment](#)

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

ENVIRONMENTAL

SL has designated climate change response as a key management agenda and is systematically advancing carbon reduction and energy transition initiatives. SL also seeks to minimize environmental impacts throughout the product lifecycle and contribute to the transition toward a sustainable mobility industry.

024 | Climate Change Response

037 | Environmental Management



For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com

Climate Change Response

Governance



Sustainability Report 2026

Roles and Responsibilities

Role of Executives

SL Corporation has appointed the Chief Safety & Environment Officer(CSEO) and granted overall responsibility and authority for environment, safety, and health management, including climate change response. The CSEO reviews and oversees key climate change-related matters, including carbon neutrality implementation strategies, GHG reduction targets and progress, and energy efficiency initiatives. The CSEO is also responsible for decision-making regarding the execution of core business strategies and related budget allocation for GHG reduction and the development of low-carbon products. In addition, the CSEO reviews climate change-related business opportunities and risks, reflects them in mid- to long-term business strategies, and supports the enhancement of company-wide climate response capabilities.

Carbon Management Committee

SL Corporation's Carbon Management Committee is a cross-functional consultative body established to implement company-wide climate change response strategies. The committee reviews key agenda items, including the carbon neutrality roadmap, GHG reduction targets and implementation measures, identification of climate change-related risks and opportunities and corresponding response measures, and GHG emissions monitoring. The committee also deliberates on and approves the budgets and resources required for strategy implementation, reviews whether activities are being carried out in accordance with optimal methods and procedures, and manages and oversees related performance.

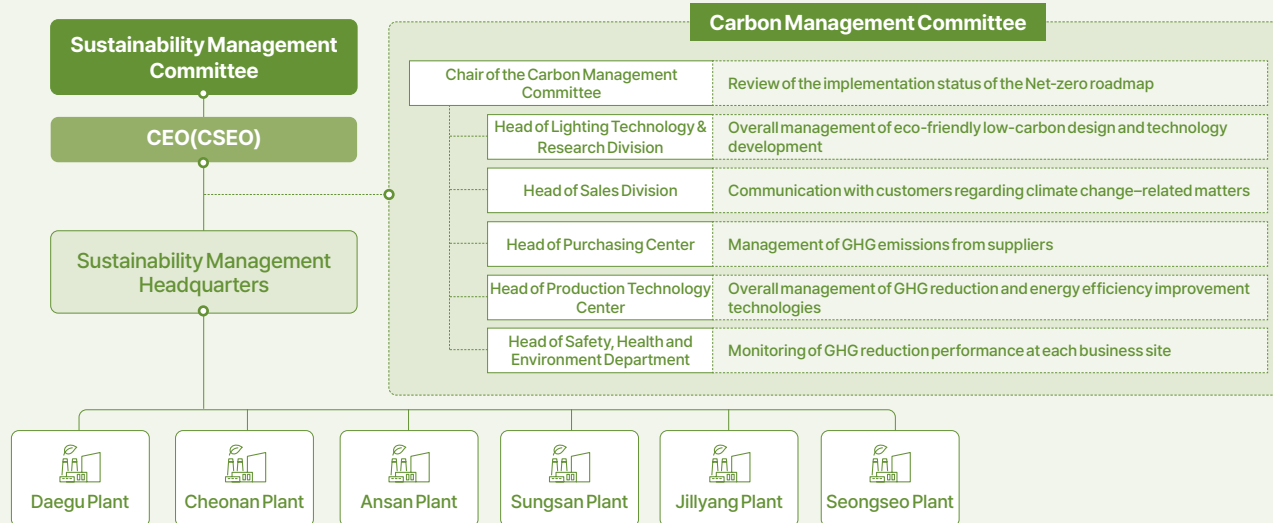
Role of Operational Departments

SL Corporation's Safety, Health and Environment Department serves as the department responsible for climate change response and identifies response measures by monitoring domestic and international climate-related regulations, policy directions, and industry trends. In addition, the department identifies and implements key initiatives to achieve the reduction targets set forth in the carbon neutrality roadmap and collaborates with relevant departments to respond to and mitigate climate-related transition and physical risks at the company-wide level. Relevant operational departments carry out activities including the development of low-carbon and high-efficiency products, implementation of Life Cycle Assessments (LCA) to manage product environmental impacts, and establishment of systems and optimization of facilities to improve energy efficiency and reduce GHG emissions.

Operation of Climate Change Response KPIs

SL Corporation has established and operates climate change response KPIs at both the company-wide and site levels to strengthen organization-wide climate response execution capabilities. The KPIs consist of quantitative and qualitative indicators, including the implementation status of GHG reduction targets and energy efficiency improvement performance, based on internal reduction activities such as facility efficiency enhancement, production process rationalization, and utility operation optimization at each business site. SL regularly reviews the implementation status and achievement of key performance indicators across business sites and relevant departments to assess the level of climate change response and identify areas for improvement.

Climate Change Response Governance



Carbon Management Committee Meeting Status

Date	Key Agenda Items
2025.05.16	Approval of the GHG reduction plan submitted to HMC(Hyundai Motor Company) and Kia Report on the evaluation methodology for the GHG reduction plan submitted to HMC and Kia
2025.07.25	Report on climate scenario analysis results Sharing of on-site evaluation results for the GHG reduction plan submitted to HMC and Kia
2025.10.28	Approval of measures to achieve the 2025 GHG reduction target Sharing of key contents from the HMC and Kia 2026 performance evaluation briefing
2025.12.30	Report on the 2025 ESG evaluation results by HMC and Kia

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ Climate Change Response
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response

Strategy



Sustainability Report 2026

Net zero Implementation Strategy

2045 Net Zero Roadmap

SL Corporation recognizes that transition risks and physical risks arising from climate change are key issues that may have significant impacts on financial performance and business sustainability. Accordingly, SL has established climate change response as a core pillar of its mid- to long-term management strategy. In 2024, SL established the "2045 Net Zero Roadmap" and reported it to the BoD Sustainability Management Committee.

SL has set targets to reduce direct and indirect GHG emissions (Scope 1 and 2) generated from domestic and overseas operations by 40% by 2030 and by 100% by 2045, compared to the baseline year. To achieve these targets, SL operates a phased reduction roadmap consisting of short-, mid-, and long-term initiatives.

In the short term, SL seeks to secure immediate reduction outcomes through internal reduction activities, including facility efficiency improvements, production process rationalization, and utility operation optimization. In the mid term, SL plans to establish a structural foundation for emissions reduction by expanding investments in high-efficiency facilities and advancing energy management systems. In the long term, SL aims to achieve carbon neutrality by 2045 by expanding the transition to renewable energy and converting the overall energy consumption structure of its business sites into a low-carbon system.

Net Zero Target and Strategy



1 Dual Carbon Neutrality Targets for Domestic and Overseas Operations

- Domestic operations: 2018 designated as the baseline year
- Overseas operations: 2021 designated as the baseline year
- Affiliates: 2018 designated as the baseline year

• Through this dual-target approach, SL establishes reduction strategies and roadmaps tailored to the operational environment of each business site.

2 Preemptive Reflection of Renewable Energy Transition

- For Scope 1 emissions reduction, technical measures such as process conversion are required in advance.
- Accordingly, SL has prioritized the transition to renewable energy in the short term and reflected it in reduction targets.
- SL plans to address remaining emissions in the future through measures including the use of carbon credits.

3 Introduction of Electric Vehicles

- SL plans to reduce Scope 1 emissions by converting business and logistics vehicles at all business sites to electric vehicles (EVs) by 2040.
- The increase in Scope 2 emissions resulting from EV adoption will be mitigated through the expansion of renewable energy usage.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ Climate Change Response

Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response

Strategy



Sustainability Report 2026

Net zero Implementation Strategy

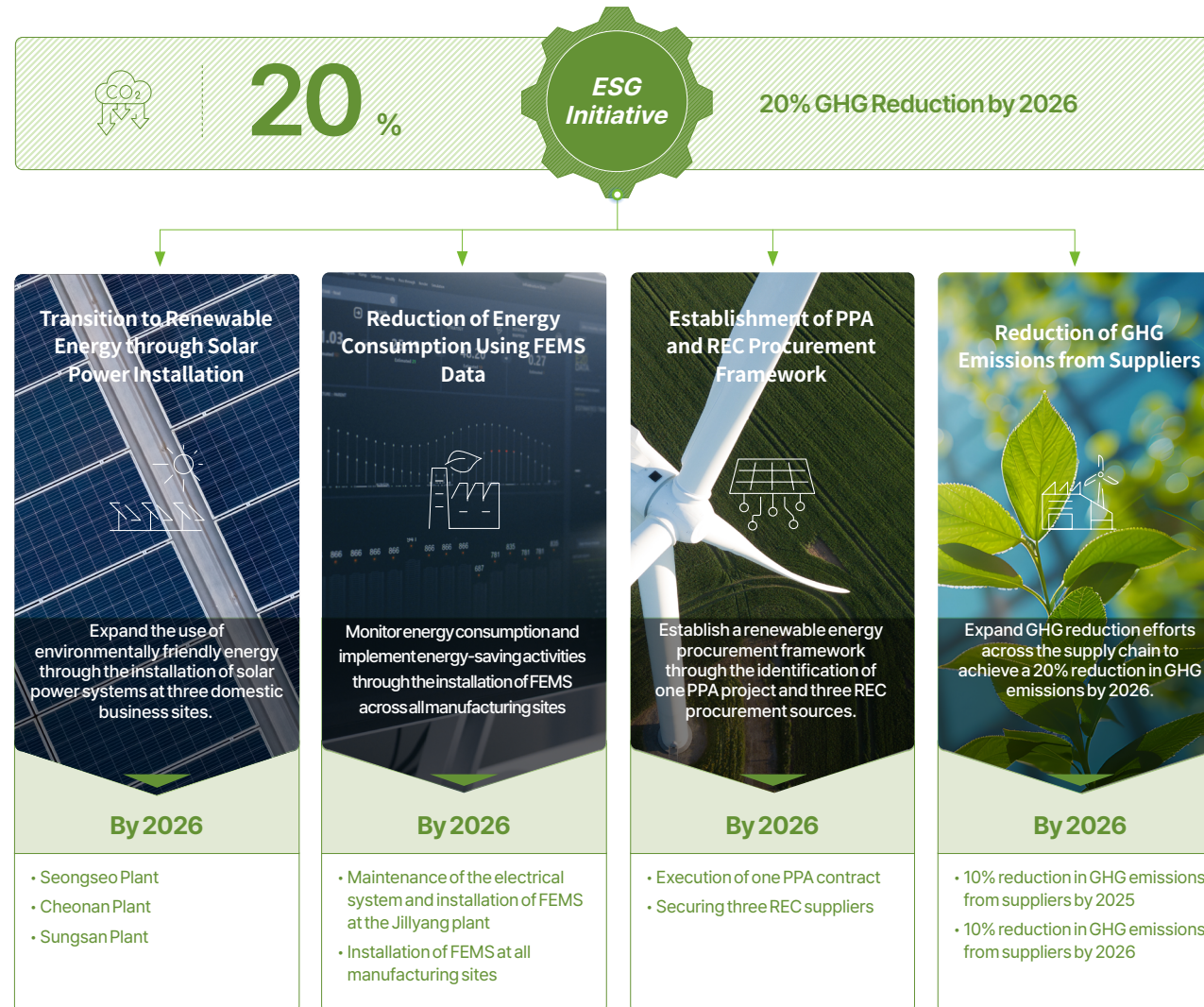
20% GHG Reduction by 2026

SL Corporation has established a mid-term target of reducing GHG emissions by 20% by 2026 as part of its pathway toward achieving carbon neutrality by 2045 and is implementing execution-oriented reduction strategies to achieve this goal.¹ The target focuses on securing achievable reduction potential primarily through improvements in operational efficiency and the transition of energy consumption structures at business sites.

To this end, SL has identified site-centered reduction initiatives, including facility efficiency improvements, production process rationalization, and utility operation optimization, and manages annual reduction targets through KPIs. In addition, SL analyzes energy consumption status by business site based on FEMS data and identifies initiatives for investments in high-efficiency facilities and process improvements.

Furthermore, SL is expanding the use of renewable energy by establishing and operating solar power generation facilities primarily at major domestic business sites. SL is also gradually expanding its renewable energy procurement framework through the use of PPAs and RECs. In addition, SL operates a GHG management system that includes Scope 3 emissions and plans to progressively expand the scope of management in the future.

¹ At the time of target establishment, only selected Scope 3 categories were included (Categories 1, 4, 5, 6, and 7).



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ **Climate Change Response**

Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response Strategy

Net zero Implementation Strategy

Scope 1 and 2 Emissions Calculation

SL Corporation calculates and manages direct and indirect GHG emissions from all business sites under its operational control through a GHG inventory based on the IPCC Guidelines. To achieve the "20% GHG Reduction by 2026" target, which serves as a key implementation strategy for achieving carbon neutrality by 2045, SL establishes annual reduction targets and monitors implementation progress through emissions management.

GHG Reduction Short-term Targets

Category	Unit	2024	2025	2026
GHG Reduction	tCO ₂ eq	7,500	15,000	30,000
GHG Reduction Rate	%	5	10	20

Scope 1 and 2 Emissions Reduction Target Implementation Status

Category	Unit	2025	2024	2023
Scope 1	tCO ₂ eq	849	879	888
Scope 2	tCO ₂ eq	51,449	52,754	54,294
Scope 1+2	tCO ₂ eq	53,744	53,633	55,182
GHG Reduction	tCO ₂ eq	-111	1,549	-4,778
GHG Reduction Rate	%	-0.21	2.81	-9.48

1) Based on GHG emissions from domestic business sites for Scope 1 and 2

Scope 3 Emissions Calculation

SL Corporation calculates Scope 3 emissions to manage GHG emissions generated throughout the value chain, from raw material procurement to production, sales, and disposal. SL measures emissions across 10 categories that are highly relevant to business characteristics and operations. Going forward, SL plans to achieve carbon neutrality across the entire value chain by incorporating Scope 3 emissions monitoring results into GHG reduction strategies.

Scope 3 Emissions¹

구분		2025	2024	2023	2022
Upstream ²	1. Purchased goods and services	102,122	101,863	93,504	91,517
	3. Fuel and energy related activities (not included in Scope 1 or 2)	8,173	8,151	7,103	7,640
	4. Transportation and distribution of purchased goods	922	1,508	881	1,540
	5. Waste generated in operations	2,201	2,360	3,356	1,676
	6. Business travel	2,024	2,530	697	828
	7. Employee commuting	883	742	710	509
	Downstream ³	9. Transportation and distribution of sold products	2,972	1,795	1,757
10. Processing of sold products		24,811	10,119	76,688	75,547
13. Downstream leased assets		2,763	3,670	3,557	3,313
15. GHS emissions of investee companies		704	951	3,331	3,144

1) Based on internally compiled data by SL Corporation; not subject to third-party assurance
 2) Stage involving the production, processing, and procurement of raw materials used in SL Corporation's business operations
 3) Stage in which SL Corporation's products are used, disposed of, and recycled

Verification of GHG Emissions

SL Corporation receives third-party verification of Scope 1 and 2 emissions for all domestic business sites in accordance with the Guidelines for Reporting and Certification under the Emissions Trading Scheme, the Verification Guidelines for the Operation of the Emissions Trading Scheme, and ISO 14064-3 standards. In addition, beginning in 2024, SL also obtained verification for GHG emissions from certain overseas business sites, including SL Yantai, Shanghai Samlip, Beijing Samlip, SL Lumax, SL AP, SL Alabama, and SL Poland.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ **Climate Change Response**
 Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response Strategy

Net zero Implementation Strategy

Renewable Energy Adoption

SL Corporation is progressively expanding the use of renewable energy as a key implementation measure for achieving its GHG reduction targets. SL is establishing and operating solar power generation facilities primarily at major domestic business sites to transition a portion of electricity consumption at business sites to renewable energy sources. In addition, SL procures external renewable energy through the purchase of Renewable Energy Certificates (RECs) and the Green Premium program, thereby enabling the use of renewable energy even in situations where the installation of on-site facilities is limited. Furthermore, SL plans to directly procure renewable energy through Power Purchase Agreements (PPAs) and is currently conducting internal reviews for implementation. Going forward, SL plans to gradually expand the scope of renewable energy utilization in consideration of business site conditions and implementation performance.

Low-Carbon Logistics Operations Based on Eco-Friendly Fuels

SL Corporation utilizes the DHL GoGreen Plus service to reduce carbon emissions generated during logistics transportation processes. The service is a low-carbon logistics solution that reduces GHG emissions during transportation by applying Sustainable Aviation Fuel (SAF) instead of conventional fossil fuels. Through this initiative, SL plans to contribute to carbon emissions reduction in the transportation sector and strengthen its Scope 3 emissions management framework.



Expansion of Climate Change Response Investment

SL Corporation is actively allocating budgets and making investments to reduce GHG emissions in response to the growing importance of climate change response. SL is promoting initiatives including production process efficiency improvements and the development of eco-friendly technologies, while making various efforts to minimize negative environmental impacts through the expansion of solar power generation facilities and the review of renewable energy adoption. In addition, SL is focusing on reducing carbon emissions and energy consumption and establishing a sustainable manufacturing environment through the introduction of high-efficiency facilities and operational optimization. Going forward, SL plans to expand financial support for climate change response and systematically implement GHG reduction strategies.

Climate Change Response Education

SL Corporation provides climate change-related education to employees to enhance awareness of the importance of climate change response and strengthen response capabilities. The training program covers not only fundamental concepts related to GHG emissions but also topics necessary for strengthening company-wide climate change response systems, including domestic and international regulatory trends, changes in customer requirements and related business impacts, and Life Cycle Assessment (LCA). In particular, as major customers increasingly require the submission of carbon emissions data at the product and component levels from the ordering stage, SL provides training on LCA-based IT systems so that these requirements can be considered from the stages of reviewing new technologies and new processes within the Advanced Development Office.

2025 Climate Change Response Training

Training Program	Target Participants
LCA-Based IT System Training for Practitioners	LCA Practitioners
ESG School – Climate Change Response	All Executives and Employees
ESG School (Suppliers Academy) – Climate Change Response	Suppliers

Management of Suppliers' GHG Emissions

SL Corporation monitors suppliers' GHG emissions to manage carbon emissions across the entire value chain. Based on the calculation results, SL selects key management targets by considering factors such as transaction volume and emissions levels, receives carbon emissions reduction plans from suppliers, and manages and supervises implementation status twice a year. SL also plans to continuously expand the scope of management. In addition, SL supports suppliers' GHG emissions reduction by providing briefings on GHG emissions management and energy reduction technologies, training on the use of LCA systems and report preparation, and financial support programs for investment in reduction facilities.

Scope 1 and 2 Emissions of Major Suppliers¹

Category	Unit	2025	2024	2023
GHG Emissions	tCO ₂ eq	256,243	256,176	218,180

¹) 120 suppliers in 2023 and 122 suppliers in 2024–2025 were subject to management.

Participation in the CDP

SL Corporation has participated in the Climate Change sector of the Carbon Disclosure Project (CDP) since 2020 and transparently discloses information related to carbon emissions and climate change response activities. Through this participation, SL systematically manages energy consumption and GHG emissions while continuing improvement efforts to strengthen climate change response capabilities.



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ **Climate Change Response**
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response Risk Management

Risk Management Process

Overview of Climate Scenario Analysis

SL Corporation recognizes that transition risks and physical risks arising from climate change may have potential impacts on business operations and mid- to long-term financial performance. Accordingly, SL reviews climate-related risks and opportunities with reference to internationally recognized climate scenario frameworks. For the scenario review, SL comprehensively analyzed the potential impacts of various climate change pathways and transition speeds on the business environment by utilizing publicly available data from major international organizations, including the IPCC RCPs and SSPs, IEA energy transition scenarios, and NGFS financial and policy scenarios. Through this scenario-based review, SL recognizes that climate change extends beyond a short-term environmental issue and may serve as a mid- to long-term management risk and opportunity factor. SL therefore utilizes the analysis results as reference data in establishing climate change response strategies and mid- to long-term roadmaps.

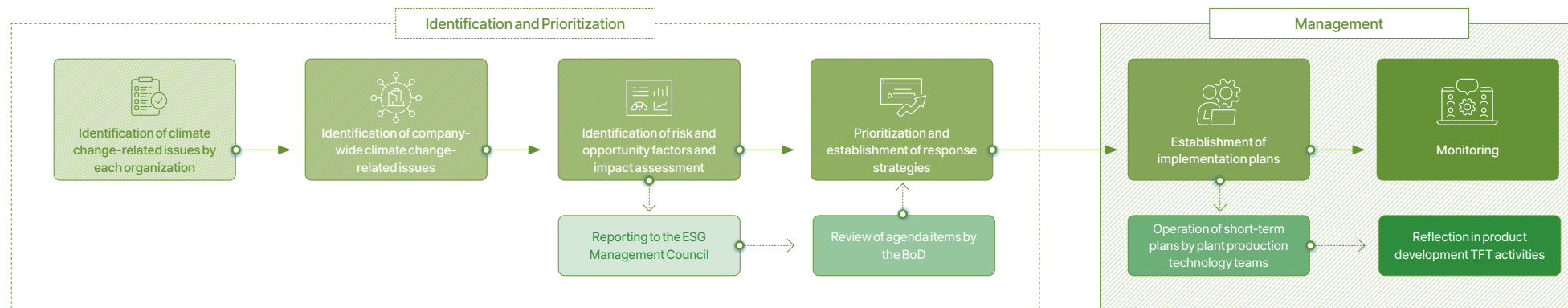
Identification of Climate Change Risks and Opportunities

SL Corporation analyzed the business and financial impacts arising from acute risks, including floods and typhoons, as well as chronic risks such as heatwaves. Acute climate disasters, including floods and typhoons, may damage the value of assets such as buildings, facilities, and inventories, and may also result in decreased revenue due to production disruptions and constraints on workforce activities until recovery is completed. In addition, reduced employee productivity and increased energy consumption caused by heatwaves may also lead to revenue declines. As a result of transition scenario analysis covering legal, regulatory, technological, market, and reputational issues, the most significant risk factors identified were increased operating costs and potential business disruptions caused by rising carbon prices, higher electricity costs, and growing customer requirements for carbon information disclosure and emissions reduction. From an opportunity perspective, SL expects its business competitiveness to strengthen in line with growing demand for electric vehicles and low-carbon products, supported by its capabilities in developing and possessing related technologies. In addition, through continuous carbon emissions reduction and energy efficiency improvement activities, SL seeks to achieve short-term cost reductions while securing sustainable growth drivers through entry into new markets over the mid to long term.

Management of Climate Change Risks and Opportunities

SL Corporation derives priority issues and establishes appropriate management measures by comprehensively considering climate change risks and opportunities identified through scenario analysis, their impacts on business operations, the company's response capabilities, and available resources. Led by the Safety, Health and Environment Office, SL continuously reviews climate change-related risk factors in cooperation with relevant departments. In the short term, SL focuses on securing operational stability at business sites and improving energy efficiency. Over the mid to long term, SL manages climate-related issues in connection with GHG reduction roadmaps, energy transition strategies, and facility and process improvement initiatives. In addition, SL continuously monitors climate-related laws, regulations, and changes in the external environment, and reflects the results in environmental strategies and mid- to long-term management review processes to progressively enhance climate change response capabilities.

Climate Change Risk and Opportunity Identification and Management Process



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ Climate Change Response
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response

Risk Management



Sustainability Report 2026

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 lowemission 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,		●	●	-	-	-	- 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)

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ **Climate Change Response**
 Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response Risk Management



Sustainability Report 2026

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 - Natural disasters caused by extreme weather events such as typhoons and floods can damage buildings, facilities, and inventory assets at SL, its subsidiaries, and overseas business sites - Additional financial losses may occur due to operational disruptions during the restoration of damaged facilities, equipment, and power outages	●	●	●	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	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 longterm 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
	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

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)

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL
 → Climate Change Response
 Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response *Risk Management*

GHG and Energy Management at Business Sites

Operation of Solar Power Generation Facilities

SL Corporation recognizes increasing energy cost volatility and strengthened GHG regulations as major transition risks and has established business site-level GHG and energy management as a key climate change response strategy. Accordingly, SL is progressively implementing an energy transition strategy centered on renewable energy adoption to simultaneously improve energy consumption structures and reduce GHG emissions.

SL installs and operates solar power generation facilities primarily at major domestic business sites to convert a portion of electricity consumption to renewable energy. Solar power facilities have been introduced based on comprehensive consideration of each business site's location conditions, available space, and electricity consumption characteristics. SL also continues to review additional candidate sites for installation to promote a mid- to long-term transition in energy consumption structures.

SL links renewable energy adoption with energy efficiency improvement activities to mitigate transition risks arising from climate change and strengthen the stability and sustainability of business operations. In addition, to expand awareness of decarbonization transition across the value chain, SL shared case studies on solar power facility installation with all suppliers and provided education to support management decision-making. Going forward, SL plans to comprehensively review energy consumption status and renewable energy adoption performance at each business site and progressively enhance the execution capabilities of GHG reduction and energy transition initiatives.

Domestic and Overseas Solar Power Facilities

Domestic Business Sites

 SHB Ulsan(501.84 kW)	 SHB Seosan(144.97 kW)	 SHB Hwaseong (741.20 kW)	 SL Mirrortech 605 kW
SL Solar: 1,388.01 kW			
 Seongseo Plant 466.73 kW	 Sungsan Plant 374.65 kW	 Cheonan Plant 515 kW	 Retention pond within the Daegu National Industrial Complex Total capacity: over 10 MW

* Cheonan Plant and the Retention pond within the Daegu National Industrial Complex: In progress

Overseas Business Sites

 SL Poland 49.95 kW	 Shanghai Samlip 799.76 kW	 SL Yantai 1,622 kW
---	---	--



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL
→ Climate Change Response
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response

Risk Management

GHG and Energy Management at Business Sites

Factory Energy Management System

SL Corporation has established a Factory Energy Management System (FEMS) for systematic and efficient energy management and is gradually expanding its application across domestic and overseas business sites. FEMS is a system capable of measuring, reporting, and verifying energy consumption status in real time. SL collects facility lists for each plant, designs data structures, and implements systems tailored to the requirements of each site. Going forward, SL plans to enhance the efficiency of energy facilities and energy consumption management through the expanded application of the FEMS system.

Smart Power Cut-Off System

SL Corporation operates a smart power cut-off system to reduce unnecessary energy consumption generated during non-operating hours of production facilities. Previously, standby power consumption continued in certain equipment even during periods when facilities were not in operation. Through the smart power cut-off system, SL established a framework that automatically detects non-operating conditions and cuts off power at the source. As a result, standby power consumption for major production facilities was reduced by more than 50% on average, contributing to reductions in annual electricity consumption and improvements in operational efficiency.

Energy Reduction through Transition to High-Efficiency Facilities

SL Corporation is replacing aging facilities with high-efficiency equipment to enhance energy efficiency and strengthen operational safety at business sites. SL is promoting facility improvement initiatives focused on electricity-consuming equipment, including replacement of aging transformers, improvement of low-efficiency UV ballasts, and introduction of inverter-type and high-efficiency compressors, in order to minimize energy loss and improve operational efficiency. Through these initiatives, SL expects to reduce annual electricity consumption by a total of 418,626 kWh and reduce GHG emissions by approximately 192.31 tCO₂eq. Going forward, SL plans to continuously expand facility efficiency improvements and energy-saving activities to promote carbon emissions reduction at the business site level.

Waste Heat Recovery System in Manufacturing Processes

SL Corporation operates a waste heat recovery system to optimize energy use and reduce GHG emissions through the efficient recovery and utilization of waste heat generated during manufacturing processes. As technologies for recycling thermal energy generated during manufacturing processes are gaining attention across the global automotive industry, SL established a system that controls the flow of waste heat by installing dampers in compressor exhaust ducts according to seasonal conditions. Through this system, heat is discharged externally during the summer and circulated internally during the winter for heating purposes. In addition, exhaust heat generated from raw material dehumidification dryers is managed in the same manner according to seasonal conditions, thereby improving energy efficiency.

Business Case

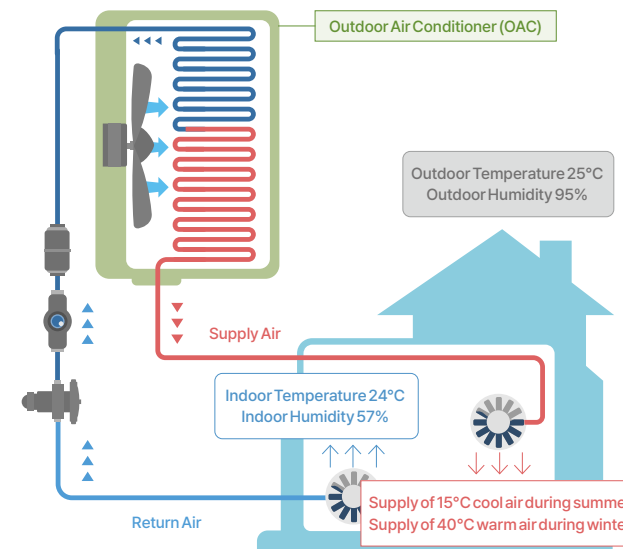
SL Mirrortech Selected as an Excellent Workplace for the Voluntary Energy Efficiency Target Program

In December 2025, SL Mirrortech was selected by the Korea Energy Agency as an "Excellent Workplace for the Voluntary Energy Efficiency Target Program." In the evaluation of energy consumption performance and efficiency improvement achievements over the most recent three-year period for energy-intensive workplaces, SL Mirrortech was recognized for reducing energy consumption by more than 10% and improving energy intensity by approximately 20%. Going forward, SL Mirrortech plans to promote carbon emissions reduction through the expanded application of renewable energy and improvements in thermal and electrical energy efficiency, while systematically managing environmental impacts through the establishment of smart factories.




Excellent Workplace for the Voluntary Energy Efficiency Target Program

Waste Heat Recovery System



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ Climate Change Response
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response Risk Management

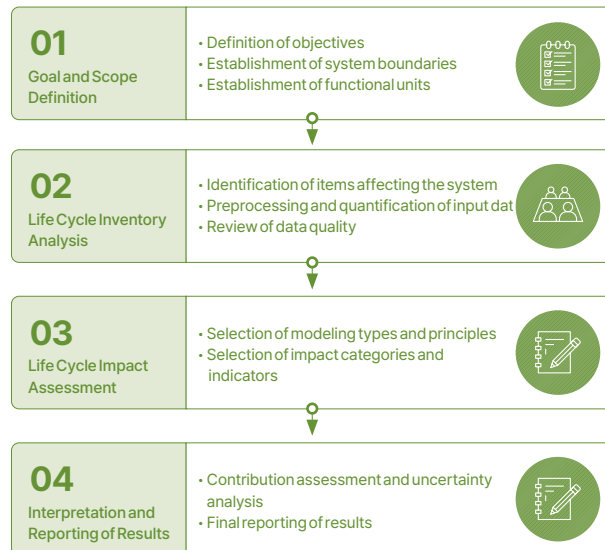
Product Environmental Impact Management

Life Cycle Assessment

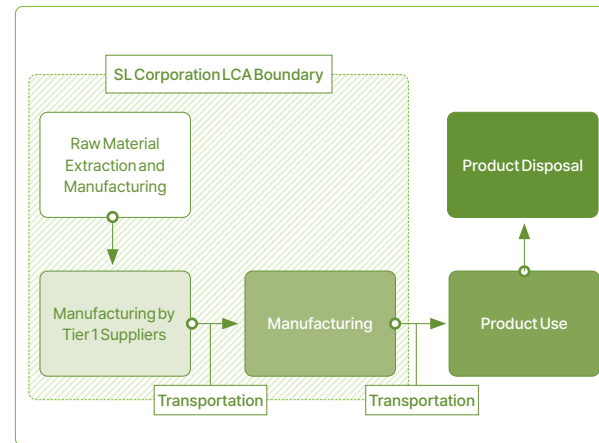
SL Corporation conducts Life Cycle Assessments (LCA) to evaluate environmental impacts throughout the entire product lifecycle, from raw material extraction and procurement to manufacturing, use, and disposal. SL calculates GHG emissions generated at each lifecycle stage of major components produced by the company and reflects the results in carbon reduction strategies.

In 2025, SL conducted LCAs for the IONIQ 5 E-Shift Lever and the GV60 headlamp. SL analyzes the collected data and utilizes the results in product carbon emissions reduction strategies, while managing low-carbon eco-friendly design as a KPI. Going forward, SL plans to advance its assessment framework by securing manufacturing process data from Tier 1 suppliers and actual annual input data for raw and subsidiary materials to enable more accurate emissions calculations.

LCA Process



LCA Boundary



LCA Results of Major Components¹

(Unit: %)

Components	Pre-Manufacturing	Manufacturing	Delivery
GV60 Headlamp	99.5	0.49	0.02
IONIQ 5 E-Shift Lever	69.2	30.7	0.1

¹) Ratio of carbon emissions generated by stage for one component



Business Case

SL Mirrortech Participates in LCA Agreement

In November 2025, SL Mirrortech entered into the “Automotive GHG Life Cycle Assessment (LCA) Agreement” jointly promoted by the government and the automotive industry. The agreement aims to establish a foundation for the systematic calculation and management of GHG emissions throughout the entire lifecycle of automobiles, with the participation of domestic automobile manufacturers, automotive parts companies, and related organizations.

SL Mirrortech is enhancing its management framework for energy consumption and GHG emissions data in manufacturing processes and securing fundamental capabilities for responding to LCA requirements. Through this agreement, SL Mirrortech plans to further strengthen its carbon emissions management framework from a lifecycle perspective and proactively respond to global environmental regulations.




Participation in the LCA Agreement

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL
→ Climate Change Response
Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Climate Change Response *Risk Management*

Product Environmental Impact Management

Reduction of Environmental Impacts During Product Use

SL Corporation reduces environmental impacts during the product use stage by improving product efficiency and extending product lifecycle. SL contributes to improved energy efficiency during vehicle operation through the application of lightweight materials and designs products for stable long-term use by continuously enhancing product durability. In addition, SL minimizes resource consumption during product use by applying energy-saving and eco-friendly designs.

SL reduces environmental impacts during product use by developing high-energy-efficiency electronic components and lighting and electronic parts with reduced power consumption. SL also provides proper usage methods and maintenance information through product manuals and service guides to support efficient and stable long-term product use.

Reduction of Environmental Impacts During Product Disposal

SL Corporation applies designs that consider disassembly and recycling to minimize environmental impacts during the product disposal stage. Through the expanded use of Standard Parts and simplified assembly designs, SL improves the ease of product disassembly and separation and promotes design improvements to enhance recycling efficiency. In particular, SL developed a melt replacement method that enables easy separation of parts, thereby improving the recovery and recyclability of used components. In addition, modular design allows replacement at the component level in the event of failure or aging, thereby improving maintenance convenience and reducing product replacement cycles.

Furthermore, SL provides disposal guidelines through product labels and brochures to support proper recycling and disposal by users. Through these efforts, SL seeks to reduce indiscriminate landfill disposal, increase component recovery rates, and reduce raw material input in the production of new products.

Low-Carbon Business Transition Plan

SL Corporation is responding to the electric vehicle era by developing and supplying battery power conversion components to support automotive electrification and achieve carbon neutrality targets. To this end, SL supplies key components including LBM, BMS, and inverters and continues technological innovation to establish a sustainable mobility ecosystem. Going forward, SL will continue to advance strategies for achieving carbon neutrality, lead the eco-friendly transition of the automotive industry, and fulfill its responsibilities for a sustainable future.



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

→ **Climate Change Response**

Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

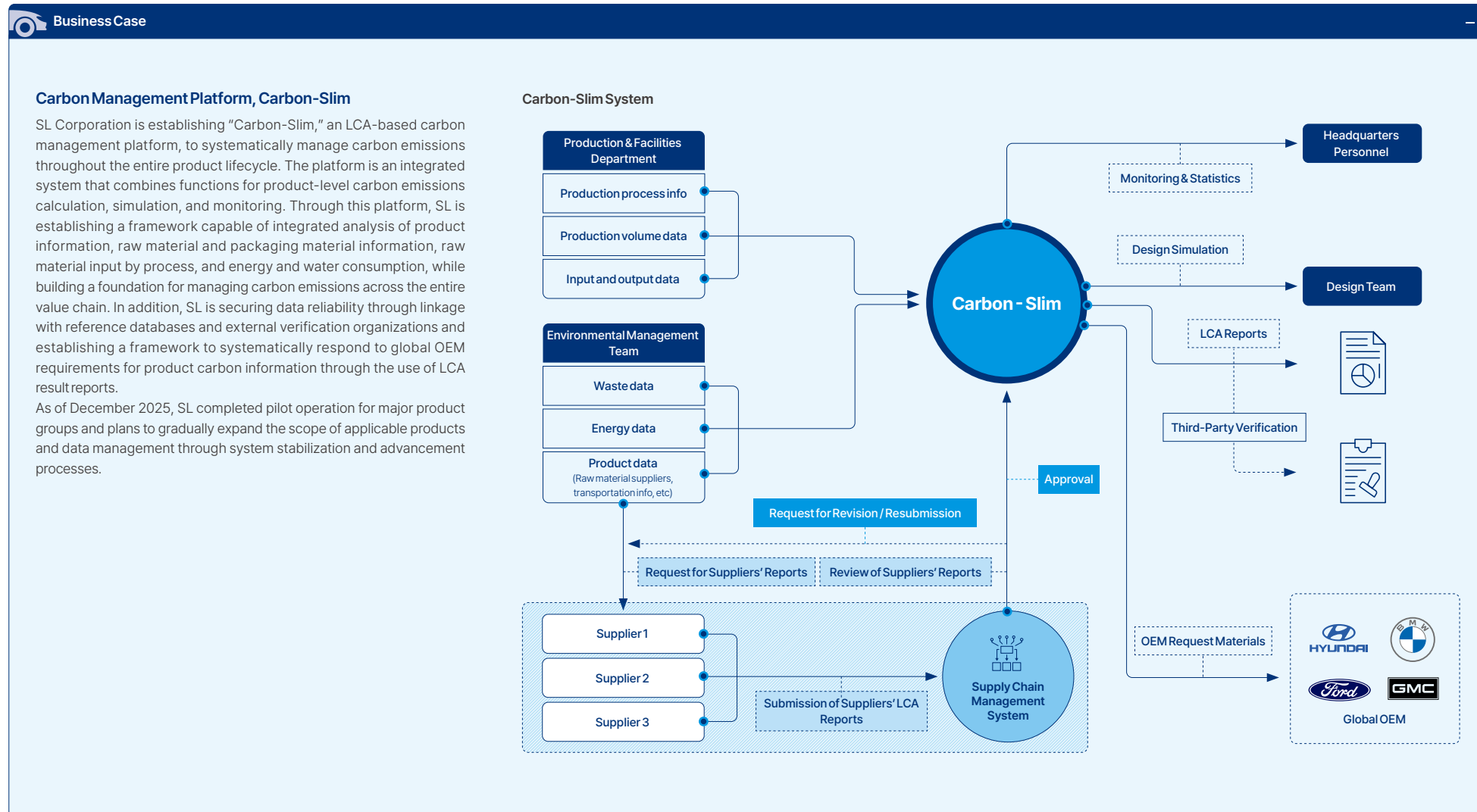
Climate Change Response

Risk Management



Sustainability Report 2026

Product Environmental Impact Management



Environmental Management Governance

Roles and Responsibilities

Role of BoD

SL Corporation has established a systematic environmental management governance structure consisting of the BoD, the Chief Safety and Environment Officer, and operational departments. The BoD reviews environmental management strategies and implementation plans and deliberates on and approves related budget allocations. The BoD also manages and oversees key environmental activities and performance, including GHG emissions reduction, waste management, and management of chemicals and pollutants, while reviewing identified risks and response strategies and monitoring implementation status throughout the process.

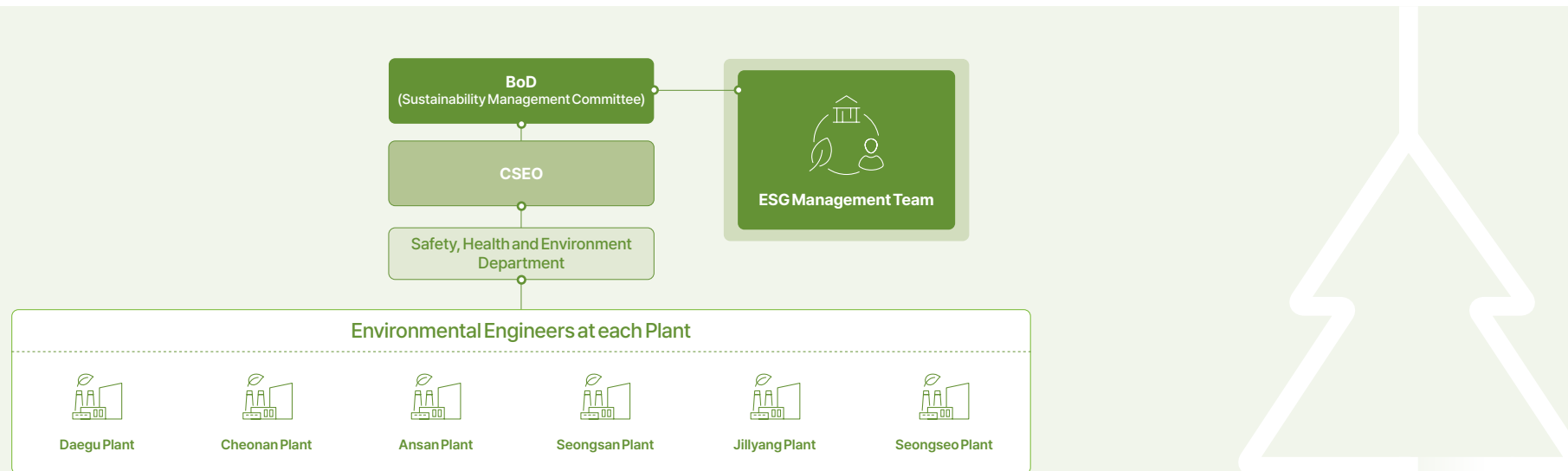
Role of the CSEO

SL Corporation's Chief Safety and Environment Officer (CSEO) serves as the highest authority responsible for overseeing overall environmental management. The CSEO is responsible for establishing environmental management goals and strategies and holds responsibility and authority over related budget execution. The CSEO receives reports on the enactment and revision of environmental management policies, establishment of activity plans, and monitoring results of implementation status, and makes decisions on key environmental issues.

Role of Operational Departments

SL Corporation's Safety, Health and Environment Department serves as the department responsible for environmental management and promotes the implementation of environmental management strategies together with environmental engineers at each domestic plant. The department is responsible for establishing and operating the overall environmental management system, including the enactment and revision of environmental management guidelines, response to environmental laws and regulations, planning and execution of permits and approvals, management of environmental facilities, and certification of the environmental management system (ISO 14001). In addition, the department focuses on identifying environmental risks and opportunities that may arise during business operations and establishing efficient response strategies to minimize risks. Environmental engineers at each plant carry out practical environmental improvement activities, including GHG emissions reduction, energy efficiency improvement, waste emissions management, pollutant emissions reduction, and establishment of resource circulation systems. Through continuous monitoring, SL strives to comply with relevant legal standards and advance site-oriented environmental management.

Environmental Management Governance



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response
→ Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management

Strategy



Sustainability Report 2026

Establishment of the Environmental Management Foundation

Environmental Management Policy

SL Corporation, as a company specializing in the production of automotive components, has established an Environmental Management Policy to fulfill its social responsibilities while pursuing sustainable growth. Through this policy, SL expresses its environmental management vision and commitment to practical implementation. SL fully considers environmental management principles in corporate decision-making processes and carries out activities to internalize environmental management across the organization and enhance employee awareness.

Establishment and Certification of the EMS

SL Corporation has established an environmental management system(EMS) to promote systematic environmental management and respond to environmental risks related to business operations. SL monitors the implementation and performance of environmental management activities and manages environmental indicators related to water, waste, pollutants, and chemicals.

To promote company-wide environmental management, SL acquired EMS certification (ISO 14001) in accordance with international standards for 11 domestic business sites and 12 overseas business sites and renews the certification every three years.

Green Purchasing

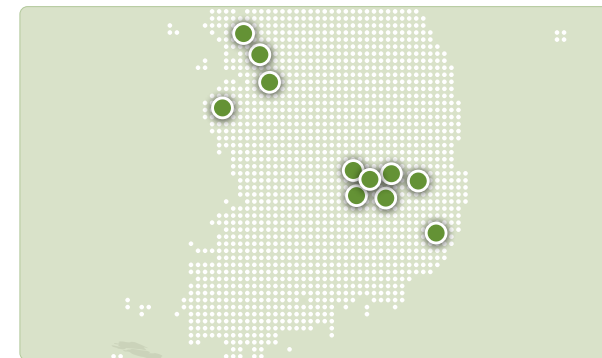
SL Corporation is expanding the purchase of eco-friendly products to reduce the environmental impacts of consumables used at business sites, such as copy paper. When establishing annual purchasing plans, SL sets targets for the purchase of eco-friendly products and reviews and manages purchasing performance to gradually expand applicable product categories and purchasing volumes. In addition, SL gives priority consideration to environmentally certified products and internalizes green purchasing standards through regular training for purchasing department personnel. Furthermore, SL has established internal standards for eco-friendly products to encourage suppliers to participate in green purchasing policies.

Environmental Management Policy



ISO 14001-Certified Sites

Category	Sites		
Domestic	• SL Jillyang Plant	• SL Ansan Plant	• SHB Ulsan Plant
	• SL Daegu Plant	• SL Seongseo Plant	• SHB Hwaseong Plant
	• SL Sungsan Plant	• SL Mirrortech	• SHB Seosan Plant
	• SL Cheonan Plant	• KDS	
Overseas	• SL Lumax	• SL Poland	• Qinchuan Samlip
	• SL AP	• SL Yantai	• Dongfeng Samlip
	• SL Alabama	• Beijing Samlip	• Tri-ring Samlip
	• SL Tennessee	• Shanghai Samlip	• Hubei Samlip



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response

→ Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Strategy*



Sustainability Report 2026

Resource Circulation

Development and Application of Eco-Friendly Raw Materials

SL Corporation continues to expand the application and development of eco-friendly raw materials for environmentally friendly automotive component manufacturing. SL is broadening the application of recycled materials and bio-based raw materials while researching and developing low-carbon alloys and composite materials with lower carbon emissions compared to conventional raw materials and applying them to component production. In addition, SL prioritizes the use of eco-friendly materials that comply with global environmental regulations, including the EU RoHS and the EU REACH, while gradually reducing the use of raw materials containing hazardous substances. Furthermore, SL contributes to resource circulation expansion and supports major customers' compliance with the EU ELV regulation through the development of recycled plastic materials. ELV is an EU environmental regulation intended to reduce environmental impacts during vehicle disposal and promote the utilization of recycled resources, and it is expected that a certain proportion of recycled plastics will be required in vehicle manufacturing in the future. Following the completion of the first-stage development in 2022, SL successfully completed the second-stage development of four recycled plastic materials in 2023 and is currently conducting additional verification of PP-based recycled materials with a target completion year of 2026. In addition, SL is making efforts to apply eco-friendly materials to auxiliary materials, including packaging materials. In 2024, SL entered into a business agreement with Marine Innovation for the development of seaweed-based eco-friendly materials and is reviewing the feasibility of applying these materials to packaging products.

Business Case

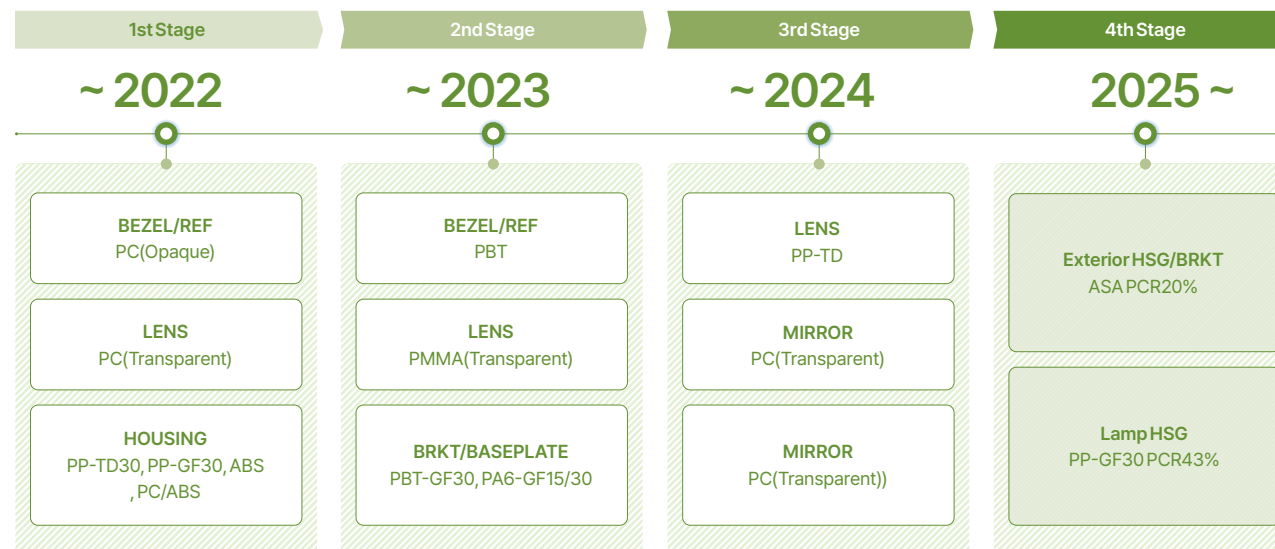
Mass Production of Components Applying Recycled Plastics

SL Corporation is promoting the development of automotive transmission components applying recycled nylon-based engineering plastics in cooperation with Hyundai Motor Company and Kia. In 2025, SL verified performance equivalent to existing mass-produced products through injection testing, non-destructive testing, dimensional inspection, and reliability testing. Accordingly, SL is reviewing application to vehicle models including MQ5 and KA5 AT and plans to continue development while reflecting customer requirements.

Efforts to Reduce Raw Material Input

SL Corporation is implementing strategies to reduce raw material input in order to enhance resource efficiency and minimize environmental impacts. SL reduces unnecessary raw material use through the introduction of high-efficiency production processes and precision processing technologies and produces products using fewer raw materials while maintaining the same level of performance through the application of lightweight materials and high-strength alloys. In addition, SL reduces the use of new raw materials by recovering and recycling scrap generated during production processes. In particular, SL implemented designs applying MLA technology that maintains high performance while reducing raw material input compared to conventional methods. Through these efforts, SL achieves component miniaturization and lightweighting while improving resource efficiency. Going forward, SL plans to continuously reduce raw material consumption through process innovation and design optimization.

Status of Eco-Friendly Material Development



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response
 → Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*

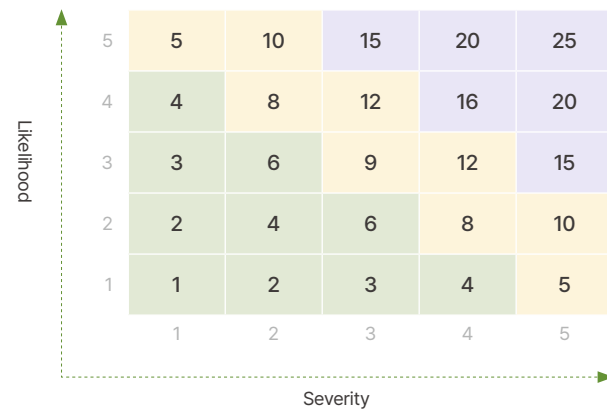
Environmental Risk Management

Environmental Risk Assessment

SL Corporation conducts annual environmental risk assessments for all business sites to systematically identify and manage environmental risks. The assessments are performed on issues selected by reflecting internal and external environmental changes as well as stakeholder expectations and requirements across six environmental management areas, including environmental management planning, risk management, emergency response, and environmental impact assessment.

SL evaluates the likelihood and severity of risks for each issue, and issues with assessment scores of 15 points or higher are classified as risks requiring immediate improvement measures. SL promptly implements corrective actions and reviews their effectiveness. In addition, SL designates responsible departments for each risk and continuously manages interrelationships among risks and the potential occurrence of new risks.

Environmental Risk Assessment Matrix

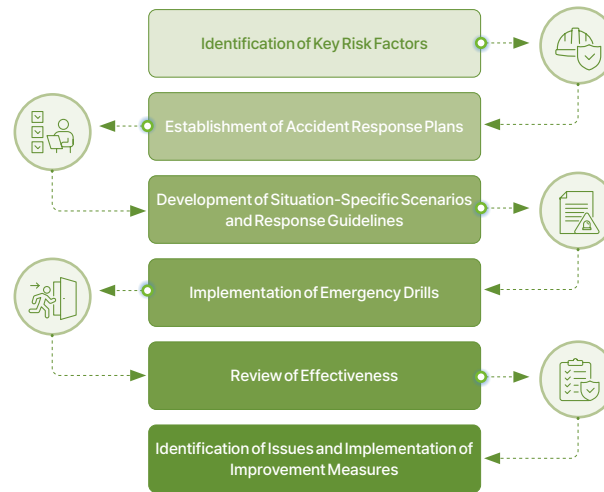


- Maintain Current Operations
- Improvement Recommendation Required
- Immediate Improvement Required

Environmental Accident Response

SL Corporation has established and operates an environmental accident response process to prevent and promptly respond to environmental accidents that may occur during business activities. Through regular inspections of environmental facilities and environmental impact assessments, SL identifies key risk factors and establishes response plans and situation-specific scenarios for potential accidents. In addition, SL establishes response guidelines for each type of accident and conducts regular employee emergency drills to review the effectiveness of response systems. Based on drill results, SL develops improvement measures and continuously advances response processes.

Environmental Accident Response Process



Response to Laws and Regulations

SL Corporation systematically responds to increasingly strengthened domestic and international environmental laws and regulations. SL continuously monitors environmental regulatory trends related to business operations and updates response lists accordingly. In addition, SL conducts annual environmental regulatory compliance assessments to review compliance with existing regulations and response levels to newly introduced regulations. Furthermore, SL supports timely responses by immediately sharing enacted and revised regulatory requirements with relevant departments. SL also continuously monitors potential regulatory risks that may arise in the future and seeks more effective response measures through information sharing and discussions with industry peers when necessary.

Environmental Regulatory Response Strategy

Legal Requirements	Inspection Items
Clean Air Conservation Act	• Compliance with operational standards through permits and modification reporting for emission and prevention facilities, as well as regular inspections and measurements
Water Environment Conservation Act	• Management of outsourced treatment to ensure proper disposal by legally authorized wastewater treatment companies
Wastes Control Act	• Compliance with waste separation and storage standards, outsourced treatment through authorized companies, and management of the Allbaro system
Chemicals Control Act	• Prior approval of chemicals, MSDS registration and training, and lifecycle management of storage and use

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response
 → Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*

Waste Management

Waste Management Guidelines

SL Corporation has established Waste Management Guidelines to systematically manage the efficient treatment and reduction of waste. The guidelines specify management standards and methods covering the entire process from waste generation to collection, classification, treatment, and recycling and ensure that all waste generated at business sites is handled in compliance with applicable laws and regulations.

SL strictly separates general waste from designated waste and minimizes waste generation by selecting and recycling recyclable waste. In line with this principle, SL actively introduces waste reduction and recycling technologies through suppliers.

Waste Management Guidelines

Category	Description
Purpose	Prevent waste generation and treat designated waste in an eco-friendly manner to reduce environmental impact.
Scope of Application	Covers reporting, classification, storage, and disposal of waste generated from manufacturing activities.
Key Details	<ul style="list-style-type: none"> - Waste Disposal Standards - Separate disposal by type and physical state of waste - Collection and transport of liquid waste using dedicated containers and tanks
	<ul style="list-style-type: none"> - Storage Management Standards - Segregated storage by type and physical state - Compliance with storage period and facility requirements - Mandatory labeling for designated waste
	<ul style="list-style-type: none"> - Consignment Treatment Standards - 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 provides regular training for employees to internalize proper waste management capabilities. To ensure lawful treatment of waste generated at business sites, SL provides education on waste classification and treatment methods, with a particular focus on separation and disposal standards for general and designated waste, legal regulatory requirements, and eco-friendly treatment processes. In addition, SL shares information on the latest waste reduction measures and resource circulation technologies to reduce waste generation and increase recycling rates at business sites.

2025 Waste Treatment Training

(Unit: persons)

Date	Program	Target	No. of Participants
2025.3.17	Waste Treatment and Operation	Cheonan Plant Personnel	11
2025.3.28	Designated Waste Treatment Training	Seongseo Plant Personnel	6
2025.12.10	Waste Emissions Management	Jillyang Plant Personnel	14
2025.12.19	Waste Treatment and Recycling	Seongsan Plant Personnel	152

Component Regeneration Process

SL Corporation operates a component regeneration process for defective products and semi-finished goods generated during production and inspection processes in order to reduce waste and promote resource circulation. Based on regeneration guidelines, SL identifies and separates nonconforming products and determines whether regeneration is possible, then promotes resource reuse through rework and regeneration treatment. In addition, SL conducts quality inspections on regenerated components to verify compliance with applicable standards before reinserting them into production processes, thereby ensuring product quality and safety.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response

→ Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*



Sustainability Report 2026

Hazardous Chemicals Management

Chemical Management Guidelines

SL Corporation strives to minimize negative impacts arising from the use of chemicals during business operations and product manufacturing processes. All chemicals are handled and managed in accordance with lawful procedures and methods based on the Chemical Management Guidelines and Material Safety Data Sheets (MSDS). In particular, hazardous chemicals and persistent organic pollutants are thoroughly managed throughout the entire lifecycle, including purchase, use, storage, and disposal, through separate detailed management guidelines.

Chemical Management System

SL Corporation has established a hazardous substances management system to monitor suppliers' new IMDS¹ registration status and related data and manage the entire process through customer requests for IMDS data approval. In addition, SL utilizes the system to conduct hazardous substance analyses based on product and component types as well as domestic and international legal standards and monitors the status of hazardous substance use and management based on the analysis results.

¹) International Material Data System(IMDS)

Key Contents of Chemical Management Guidelines

Category	Description
Purpose	Define chemicals management procedures to ensure legal compliance and proactively prevent environmental and health risks.
Scope of Application	Covers overall chemicals management activities, including procuring, using, storing, and disposing of chemicals.
Key Items	<ul style="list-style-type: none"> • Procedures for managing hazardous chemicals • Guidelines for handling and managing chemicals • Emergency response and corrective actions

Reduction of Hazardous Chemical Use

SL Corporation is implementing phased strategies to reduce the use of hazardous chemicals in order to minimize environmental and human impacts arising from hazardous chemical use. By applying Design for Environment (DfE), SL fundamentally reduces the use of hazardous chemicals from the product development stage and actively introduces eco-friendly raw materials and low-hazard chemicals with high substitution potential. In addition, SL prevents unnecessary use by establishing precision input systems to optimize chemical usage within processes.

Hazardous Chemical Management Education

SL Corporation defines the roles and responsibilities of employees handling and managing hazardous chemicals based on the regulations and scenarios specified in chemical management guidelines and systems and provides regular training to support efficient task performance. SL strengthens accident prevention and management capabilities by ensuring employees understand proper handling procedures and management methods for hazardous chemicals, as well as rapid and safe response measures in the event of accidents. In addition, SL conducts annual safety training for all executives and employees to raise awareness of the importance of hazardous chemical management and the risks associated with leakage accidents.

2025 Hazardous Chemical Treatment Training

(Unit: persons)

Date	Program	Target	No. of Participants
2025.2.14	Chemical Safety	Daegu Plant Personnel	38
2025.7.8	Use of Hazardous Chemicals	Cheonan Plant Personnel	10
2025.12.10	Chemical Registration and Evaluation	Jillyang Plant Personnel	14

Workplace Noise Management

Noise Measurement and Reduction

SL Corporation operates a noise management system to systematically measure and manage noise generated at business sites and improve the working environment. SL has established monitoring systems centered on major noise-generating locations to continuously analyze noise levels and manage them to remain below legal standards.

In addition, SL implements various noise reduction measures, including the installation of barriers, reinforcement of soundproofing facilities, and provision of protective equipment. In particular, SL conducts regular maintenance and repair activities for equipment with high potential for noise generation to prevent abnormal noise occurrence. Going forward, SL plans to minimize negative impacts caused by noise through the introduction of noise reduction technologies and advancement of monitoring systems.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response

→ Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*

Water Resources Management

Water Quality Management Guidelines

SL Corporation has established and operates Water Quality Management Guidelines to minimize the occurrence of water pollution and its resulting negative impacts. Based on these guidelines, SL installs and operates wastewater discharge and storage facilities and conducts outsourced wastewater treatment through legally authorized wastewater treatment and transportation companies. In addition, SL specifies management standards and processing procedures related to facility modifications and permits and approvals and stipulates compliance with water quality standards in accordance with applicable laws and regulations. Accordingly, each business site measures water consumption and wastewater generation status and continuously monitors whether wastewater is properly treated in accordance with management guidelines and legal standards.

Wastewater Management System

SL Corporation operates a wastewater management system to systematically manage wastewater generated at business sites. Wastewater generated during business operations and manufacturing processes undergoes pretreatment and is then entirely outsourced to specialized treatment companies in compliance with applicable legal standards. In addition, as a wastewater discharge business site, SL complies with relevant regulations and regularly prepares and submits wastewater discharge business survey reports. Waste oil generated during finishing processes is also stored in dedicated tank lorries that meet facility standards and entirely outsourced to external specialized companies for treatment.

Reduction of Water Use

SL Corporation is establishing an efficient water circulation system by introducing closed-loop cooling systems utilizing tap water and groundwater to expand water reuse and reduce water consumption. Through this system, SL maintains a stable circulation structure by reusing cooling water used in processes without discharging it externally. In addition, SL improves water use efficiency compared to the previous year by establishing and managing water reduction targets for each business site.



Pollutant Management

Air Pollutant Management

SL Corporation operates an air pollution management system to systematically manage and reduce emissions of air pollutants generated at business sites. Most domestic business sites of SL fall under Type 4 air pollutant-emitting facilities¹ under the classification standards of the 'Clear Air Conservation Act, and do not emit hazardous air pollutants.

Accordingly, SL continuously monitors emissions of major air pollutants, including dust, particulate matter (PM), volatile organic compounds (VOC), sulfur oxides (SOx), and nitrogen oxides (NOx), and complies with emission standards in accordance with applicable laws and regulations. SL operates various air pollutant reduction facilities tailored to pollutant characteristics, including dust collection facilities, adsorption and scrubber systems, and high-performance filter equipment, thereby effectively managing emission concentrations. Going forward, SL plans to thoroughly manage air pollutant emission processes to minimize environmental impacts arising from business operations.

¹) Business sites with total annual air pollutant emissions (dust, SOx, and NOx) of 2 tons or more and less than 10 tons

Transition to Eco-Friendly Business Vehicles

SL Corporation plans to transition business vehicles to eco-friendly vehicles in order to reduce GHG and air pollutant emissions. To reduce carbon emissions generated during business operations, SL is reviewing the replacement of existing internal combustion engine vehicles with low-carbon vehicles, including electric vehicles (EVs) and hybrid electric vehicles (HEVs). In addition, SL is establishing in-house charging infrastructure and preparing support measures, including incentives, to encourage employees to actively use eco-friendly vehicles.

Furthermore, SL is reducing employees' use of individual commuting vehicles and contributing to the alleviation of nearby traffic congestion through flexible working arrangements and the operation of company commuter buses.



Environmental Management Risk Management

Biodiversity Management

Overview of Biodiversity Risk Assessment

SL Corporation systematically analyzes biodiversity risks at domestic business sites by applying the LEAP approach based on the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). The assessment was conducted through an integrated review of dependence on and potential impacts on natural capital, regional water resource risks, ecosystem sensitivity, and exposure to climate and natural disasters. Through this process, SL identified key management areas including water resource management, pollution reduction, and natural disaster response. Based on the assessment results, SL plans to identify high-risk business sites and strengthen management levels by establishing a phased monitoring system.

Biodiversity Risk Assessment Process



Identification of Business Site Location Information

SL Corporation reviewed the spatial relationship between the natural environment and domestic business sites by analyzing surrounding ecosystem types and proximity to protected areas based on business site location information in accordance with the Locate phase of the TNFD LEAP approach. Domestic business sites are primarily located near industrial complexes and urban areas and show spatial proximity to various ecosystem elements, including water resources, forests, and agricultural land. Accordingly, SL conducted a preliminary analysis of natural capital components and ecosystem sensitivity surrounding business sites and confirmed that some business sites are located near protected or managed areas. In addition, SL reviewed the IUCN Red List to examine the potential distribution of protected or endangered species in areas surrounding business sites. To date, no cases have been identified in which business activities have caused significant harm to specific protected species. However, SL recognizes the need to manage ecosystems surrounding business sites and plans to conduct continuous monitoring in accordance with applicable laws, regulations, and internal environmental management standards. If future business activities are confirmed to have negative impacts on biodiversity beyond legal standards, SL plans to immediately implement corrective and mitigation measures.

Results of Business Site Location Analysis

Category	Protected Areas	Key Characteristics and Protected Areas ¹	WWF Risk level
Ansan Plant	Rivers and wetlands in proximity	Presence of rivers and wetlands associated with water resource use	<ul style="list-style-type: none"> • 5 Ramsar Wetlands • 7 Endangered Species • 9 Key Biodiversity Areas Medium(3.4)
Cheonan Plant	Agricultural land and small-scale forests	Ecosystem structure combining agricultural land and forests	<ul style="list-style-type: none"> • 7 Endangered Species • 2 Key Biodiversity Areas Medium(3.4)
Daegu Plant	Urban rivers and green areas	Spatial connectivity with urban rivers and green areas	Medium(3.0)
Seongsan, Seongseo Plant	Forest and hilly areas	Soil stability characteristics associated with forest and hilly terrain	<ul style="list-style-type: none"> • 1 Ramsar Wetland • 2 Key Biodiversity Areas Medium(3.1)
Jillyang Plant	Agricultural land and rivers in proximity	Presence of regional ecosystems associated with agricultural land and rivers	Medium(3.0)

¹) Analysis of the distribution of protected areas and key biodiversity areas within a 50 km radius of business sites to review impacts on surrounding ecosystems

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response
 → Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*

Biodiversity Management

Dependency and Impact Assessment

SL Corporation conducted an assessment using the ENCORE Tool to identify dependencies and impacts related to natural capital. The assessment targeted the automotive parts manufacturing industry (Manufacture of parts and accessories for motor vehicles) based on the ISIC classification and analyzed dependency on ecosystem services and potential impact factors associated with the industry.

The assessment results indicated that the automotive parts manufacturing industry demonstrates a moderate level of dependency on regulating and maintenance services, including water resources, soil, and natural disaster mitigation functions. This indicates that damage to the natural environment or climate and environmental changes may pose risks to business operations. In terms of impacts, pollutant emissions and noise and light pollution were identified as having a moderate level of impact on surrounding ecosystems and species habitats. Accordingly, water resource management and the reduction of pollution and environmental nuisances were identified as key management areas.

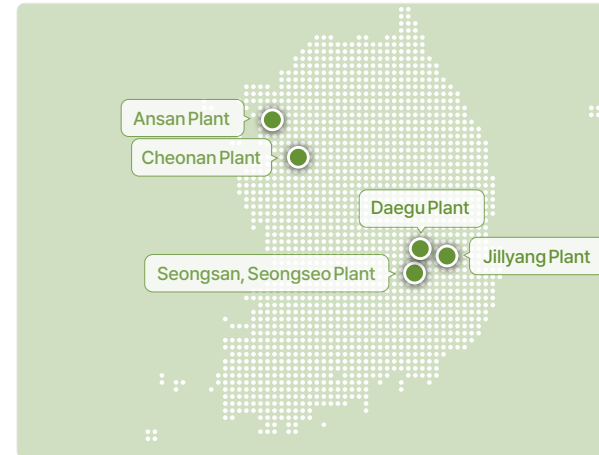
Results of Dependency and Impact Assessment

Category	Details ¹
Dependency	Medium Soil and sediment retention, water purification, water flow regulation, flood mitigation, storm
	Low Water supply, local climate regulation, solid waste remediation, pollutant dispersion and dilution
	Very Low Global climate regulation, precipitation pattern regulation, air purification, noise reduction, regulation of sensory impacts other than noise
Impact	Medium Noise and light pollution, discharge of water and soil pollutants
	Low Air pollutant emissions, waste generation, land use, water use
	Very Low GHG emissions

1) No dependency or impact factors at or above the "High" level were identified.

Risk Identification

SL Corporation utilized the WWF Biodiversity Risk Filter to analyze biodiversity and deforestation risks in areas surrounding business sites and assessed risks by classifying them into two categories: physical risks and reputational risks. Physical risks were analyzed based on environmental resources, ecosystem conditions, exposure to natural disasters, and biodiversity threat factors, while reputational risks were reviewed comprehensively by considering environmental, social and economic, and other external stakeholder factors. The assessment results indicated that domestic business sites generally show a moderate level of biodiversity risk. For some business sites, additional management needs were identified in areas including natural disaster response capabilities, water resource management, and pollution reduction.



Risk Levels by Business Site Based on the WWF Biodiversity Risk Filter

Risk Factors by Business Site

Category	Physical Risk		Reputational Risk	
	Details	Risk level	Details	Risk level
Ansan Plant	(1.1) Water Use, (1.3) Restricted Access to Wildlife, (2.3) Air Conditions, (3.5) Extreme Heat, (3.6) Tropical Cyclones, (5.4) Pollution	3.4	(8.3) Internationally Managed Areas	2.9
Cheonan Plant	(1.3) Restricted Access to Wildlife, (2.3) Air Conditions, (3.5) Extreme Heat, (3.6) Tropical Cyclones, (5.4) Pollution	3.4	(8.3) Internationally Managed Areas	2.9
Daegu Plant	(1.1) Water Use, (3.6) Tropical Cyclones, (5.4) Pollution	3	-	2.3
Seongsan, Seongseo Plant	(3.1) Landslides, (3.6) Tropical Cyclones, (5.4) Pollution	3.1	(6.1) Proximity to Protected / Conservation Areas, (8.3) Internationally Managed Areas	2.8
Jillyang Plant	(1.1) Water Use, (3.6) Tropical Cyclones, (5.4) Pollution	3	-	2.3

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

Climate Change Response
→ Environmental Management

SOCIAL

GOVERNANCE

APPENDIX

Environmental Management *Risk Management*

Biodiversity Management

Risk Mitigation and Response

SL Corporation selected key management areas for each business site by comprehensively considering the results of industry-based natural capital dependency and impact analyses and biodiversity risk assessments based on business site locations in accordance with TNFD recommendations. Through this process, SL conducted a primary screening of biodiversity risks for domestic plants and identified key management areas including water resources, pollution management, and natural disaster response. Going forward, SL plans to share the assessment results with relevant departments for high-risk and key business sites, establish phased monitoring systems and quantitative response plans, and further advance management levels.

Response Plans for Risks

Risks	Management Direction	Applicable Sites
Water Use	Monitoring and management of water use by process	Jillyang, Daegu, Ansan Plant
Water, Soil, and Air Pollution	Strengthening wastewater and chemical management and conducting emissions inspections	Common
Extreme Heat, Tropical Cyclones	Establishment of manuals and response systems for natural disasters	Common
Proximity to Protected Areas	Inspection of impacts on adjacent ecosystems and implementation of biodiversity conservation activities (plogging and cleanup activities)	Seongsan, Seongseo Plant

Business Case

Environmental Cleanup Activities at Ansim Wetland

SL Corporation conducts environmental cleanup activities every year at wetlands located near its business sites. Daegu Ansim Wetland, which was visited in September 2025, serves as an important area for preserving the regional ecosystem, as migratory birds including egrets and swans spend the winter there and various wildlife and aquatic plants inhabit the area. In addition, wetlands contribute to urban environmental conservation as important ecological infrastructure that purifies water quality and stores and absorbs carbon. However, as the site attracts a large number of visitors, waste accumulation has become an issue, requiring continuous management and protection efforts. Accordingly, SL conducts plogging activities with employees and their families to collect discarded waste such as plastic, cans, and vinyl along walking trails and waterfront areas within the wetland.



Cleanup Activities at Ansim Wetland

Biodiversity Education

SL Corporation conducted biodiversity education to help employees understand the importance of biodiversity conservation and recognize the connection between corporate activities and ecosystem protection. The session was conducted online for approximately one hour by Professor Euiwook Hwang from the Department of Biology Education at Kyungpook National University. The education covered the concept and importance of biodiversity, the current status and key drivers of freshwater biodiversity loss, global policy trends, and relevant domestic laws and regulations. In addition, the program explored the impacts of biodiversity on business activities and local communities, while sharing key initiatives and future plans related to SL's Geumho River ecosystem conservation activities. Through this program, SL enhanced employees' awareness of biodiversity conservation and fostered broader support for local ecosystem protection initiatives. Going forward, SL will continue to implement biodiversity conservation programs, including its Geumho River conservation activities, to cultivate a corporate culture that supports ecosystem protection.

Ecosystem Protection through Green Cover Development

In 2025, SL Lumax planted 500 saplings in the Manamai, ECR area of Tamil Nadu. This initiative was undertaken to absorb atmospheric carbon dioxide through tree planting and to establish green cover in coastal areas, thereby helping to reduce soil and pollutant runoff caused by rainfall and contributing to the protection of coastal ecosystems. SL Lumax will continue to implement carbon reduction and ecosystem protection initiatives that take into account local environmental conditions.

Dalseong Wetland Exploration Program

SL Corporation operated an ecological exploration program at Dalseong Wetland for employees and their families as part of biodiversity conservation activities. Through various experiential activities, including ecological interpretation, ecological play programs, and visits to the ecological learning center, SL enhanced understanding of the value of the natural environment and wetland ecosystems, raised awareness of the importance of biodiversity conservation, and established a foundation for everyday environmental practices.



Dalseong Wetland Exploration Program



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

SOCIAL

SL Corporation places the highest priority on creating a safe and healthy working environment, protecting the rights and interests of employees and suppliers while pursuing sustainable growth. Through fair partnerships and responsible supply chain management, SL continues to strengthen social trust and build a foundation for shared growth.



048	Safety&Health
056	Human Rights Management
060	Talent Management
067	Supply Chain Management
073	Quality Management & Customer Satisfaction
080	Social Contribution

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com

Safety&Health *Governance*



Sustainability Report 2026

Roles and Responsibilities

Roles of the BoD

SL Corporation reports its occupational safety and health objectives, implementation plans, and key management activities to the BoD. The BoD reviews and approves occupational safety and health-related plans, monitors implementation progress, and provides guidance on improvement directions. The BoD also reviews the status of occupational safety and health-related expenditures, facilities, and workforce operations, and deliberates on matters including necessary facility expansion and investment plans.

Role of the Chief Safety&Environment Officer(CSEO)

SL Corporation's Chief Safety&Environment Officer(CSEO) oversees the establishment of occupational safety and health policies, as well as the allocation of related budgets for personnel, expenditures, and facilities. The CSEO also reviews and manages risk factors identified through occupational safety and health inspections and risk assessments, along with corresponding improvement plans. To prevent safety incidents and achieve accident-free workplaces through enterprise-wide occupational safety and health monitoring, SL holds monthly occupational safety and health operation meetings chaired by the CSEO to share and discuss workplace safety and health-related matters across business sites.

Roles of Operational Departments

SL Corporation operates a dedicated occupational safety and health organization centered on safety managers, health managers, and supervisory personnel to ensure systematic, site-based occupational safety and health management. Through hazard investigations, hazardous materials management, and occupational safety and health inspections, SL identifies and proactively eliminates potential accident risk factors. In addition, SL identifies workplace hazards and risk factors and establishes and implements improvement plans through worker-participatory risk assessments.

Occupational Safety and Health Committee

SL Corporation operates the Occupational Safety and Health Committee to create a safe and comfortable working environment and to consult on matters related to occupational accident prevention and worker health management. The committee comprises the responsible occupational safety and health manager, safety managers, and health managers. To ensure that workers' opinions are sufficiently heard and reflected, an equal number of worker representatives designated by the workers' representative and employer representatives designated by the responsible occupational safety and health manager participate in the committee. The Occupational Safety and Health Committee deliberates on and approves matters related to workplace occupational safety and health management, including the establishment and revision of occupational accident prevention plans and occupational safety and health management regulations, as well as occupational safety and health training, health examinations, and workplace environment measurements.

Occupational Safety and Health Practitioners' Council

To advance its occupational safety and health management framework, SL Corporation has operated a monthly Occupational Safety and Health Practitioners' Council since 2023, attended by enterprise-wide safety managers and health managers. The council discusses the establishment and revision of occupational safety and health management processes, key occupational safety and health issues and improvement plans, and the status of workplace occupational safety and health management. Based on these discussions, SL continues to enhance its safety management practices.

Contractor Occupational Safety and Health Council

To protect the safety and health of indirectly employed workers operating on-site, SL Corporation holds a monthly Contractor Occupational Safety and Health Council attended by the responsible occupational safety and health manager and representatives of suppliers. The council discusses matters related to creating a safe working environment, including workplace environment improvements, emergency response processes, risk assessments, and occupational safety and health training. Matters requiring follow-up actions are managed by safety managers and health managers in coordination with relevant departments.

Safety&Health Governance



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety & Health *Strategy*



Sustainability Report 2026

Building the Foundation for Safety and Health

Occupational Safety and Health Management Policy

Based on SL Corporation's occupational safety and health management value that "Safety First is Human First," SL has established its Environment, Safety and Health Management Policy to fulfill its social responsibilities and drive continuous improvement. SL plans and implements specific and practical occupational safety and health improvement activities, including the establishment of a communication-based environment, safety and health management system, the setting of occupational safety and health objectives and performance management, the minimization of safety risk factors, and the development of a strong safety culture.

Key Elements of the Safety and Health Management Policy



Three Core Focus Areas of Safety and Health

To systematically advance its occupational safety and health management practices, SL Corporation has identified three key management priorities and established detailed implementation plans to enhance its occupational safety and health management level based on these priorities.

Three Core Focus Areas of Safety and Health



Creating Accident-Free Workplaces in 2025

To enhance safety culture awareness and achieve a zero industrial accident rate, SL Corporation established "Creating Workplaces that Practice Safety and Health Together" as the core direction of its 2025 safety and health strategy. SL has designated the advancement of its safety and health management system, strengthened safety inspections, and the expansion of safety culture as its three core focus areas, and systematically promotes safety and health management activities through annual target-setting and implementation reviews. In addition, SL operates a supervisor-led safety and health practice framework and a safety FMEA system for new equipment, while conducting risk assessments and improvement activities to prevent high-risk work incidents and major accidents. To prevent fall hazards during upper-level work on injection molding machines, SL installed safety platforms and guardrails at its Yangsan Plant. Going forward, SL plans to further strengthen its safety management level through targeted inspections focused on preventing the five major serious accidents.

Safety and Health Workshops

SL Corporation holds semiannual workshops to enhance safety and health management capabilities and support the effective operation of its safety and health management framework. In the first half of 2025, SL conducted activities focused on addressing nonconformities identified in the ISO 45001 occupational health and safety management system and reviewing the establishment and revision of related processes. In the second half, SL held a safety and health declaration ceremony and carried out activities to establish its 2026 safety and health strategy.



Safety Platforms and Guardrails for Injection Molding Machines

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety & Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety&Health *Strategy*



Sustainability Report 2026

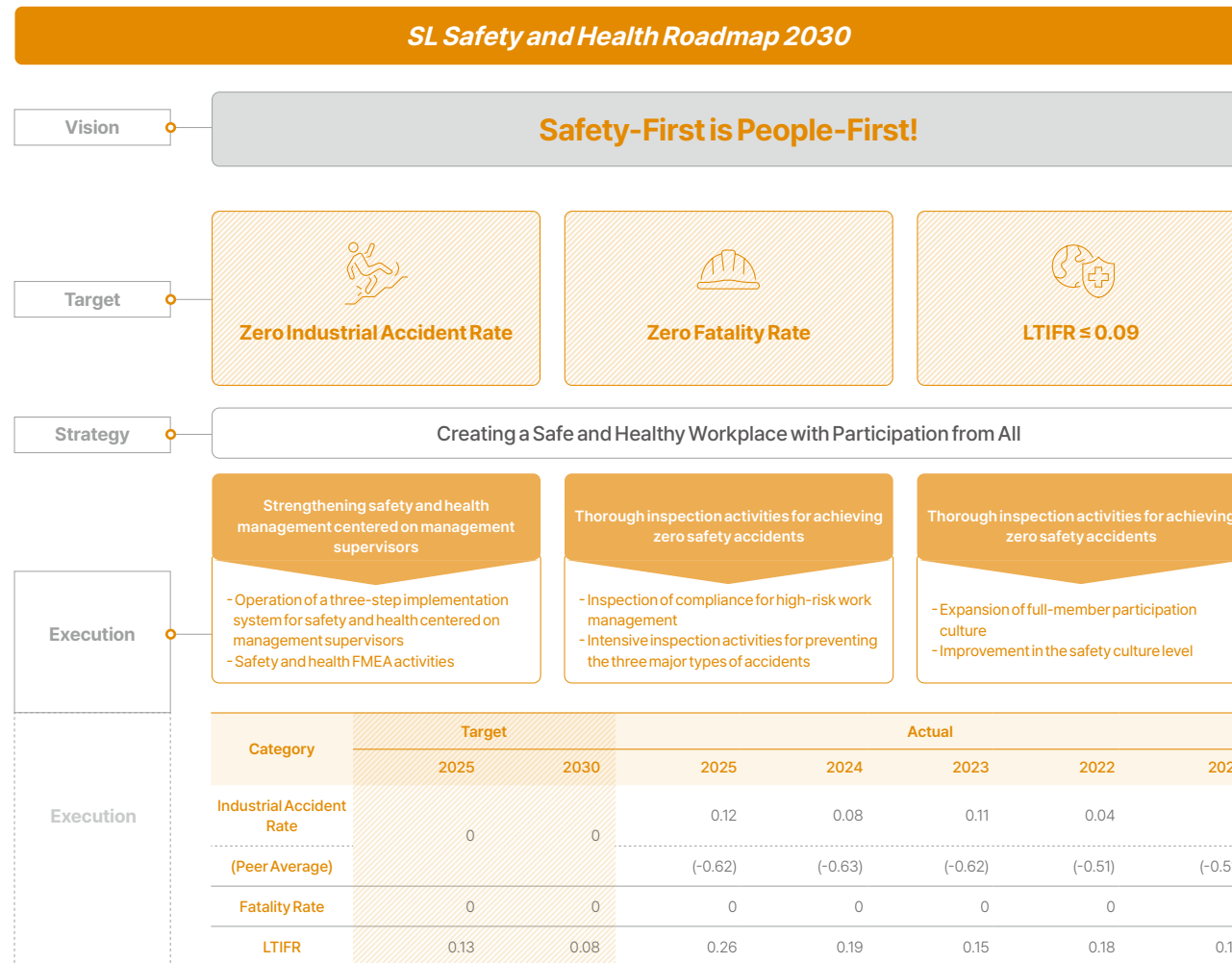
Building the Foundation for Safety and Health

Mid- to Long-term Safety and Health Strategy

SL Corporation has established its "Safety and Health Roadmap 2030" and set mid- to long-term goals and strategies to systematically advance its safety and health management practices. To create safer workplaces, SL has established quantitative targets of maintaining a zero industrial accident rate, zero fatality rate, and an Lost Time Injury Frequency Rate(LTIFR1) of 0.09 or below, and implements corresponding strategies and action plans to achieve these goals. SL will continue its efforts to ensure that employees can demonstrate their highest productivity in a safe working environment.

1) Number of lost time injury incidents resulting in at least one lost workday per 200,000 working hours.

Safety and Health Roadmap 2030



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety&Health *Strategy*



Sustainability Report 2026

Building the Foundation for Safety and Health

Safety and Health Management System Establishment and Certification

SL Corporation has established a safety and health management system comprising the development of safety and health risk management plans in accordance with its safety and health management policy, budget allocation and capability building for plan implementation, risk identification and management activities, performance monitoring, and corrective actions. In recognition of its effectiveness, SL's safety and health management system has obtained certification under ISO 45001, the international standard for occupational health and safety management systems, for 11 domestic business sites and 10 overseas business sites.

Development of Internal Auditors for the Safety and Health Management System

SL Corporation operates internal auditor training programs to support continuous monitoring and advancement of its safety and health management system based on the requirements of ISO 45001, the international standard for occupational health and safety management systems. The training covers the full audit process, from audit planning to execution and follow-up actions, and is designed to enable participants to conduct audits in alignment with ISO 45001 requirements, customer safety and health requirements, and applicable laws and regulations. In 2025, SL trained a total of 41 internal auditors.

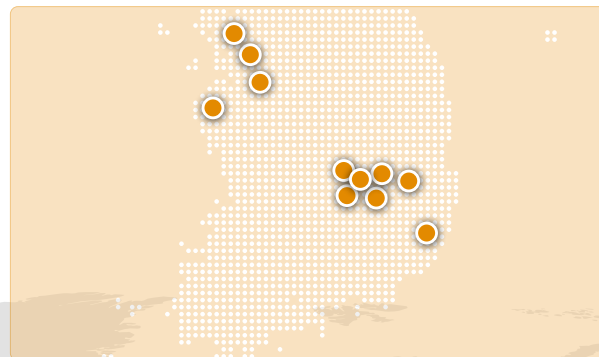
Safety and Health Training

SL Corporation provides safety and health training for all employees to enhance safety awareness and prevent workplace accidents. In addition to safety and health managers, SL provides tailored training for production and administrative employees to strengthen accident prevention and workplace environment management capabilities.¹ In 2025, SL conducted training in collaboration with an external specialized training institution on the prevention of safety complacency, and plans to continue operating training programs that reflect key safety and health issues.

1) Production employees: Offline group training
Administrative employees: Online training

ISO 45001-Certified Business Sites

Category	Business Sites		
Domestic (11 Sites)	• SL Jillyang Plant	• SL Ansan Plant	• SHB Ulsan Plant
	• SL Daegu Plant	• SL Seongseo Plant	• SHB Hwaseong Plant
	• SL Sungsan Plant	• SL Mirrortech Co.,Ltd	• SHB Seosan Plant
	• SL Cheonan Plant	• KDS	
Overseas (10 Sites)	• SL Lumax	• Shanghai Samlip	• SL Tennessee
	• SL AP	• Dongfeng Samlip	• SL Poland
	• SL Yantai	• Tri-ring Samlip	
	• Beijing Samlip	• SL Alabama	



2025 Safety and Health Training Programs

Training Programs
• Safety Culture Improvement
• Musculoskeletal Disorder Prevention
• Material Handling Equipment (Cranes, Forklifts) and Accident Cases
• Risk Assessment
• Understanding MSDS
• Occupational Safety and Health Laws and Regulations and the Industrial Accident
• Compensation Insurance System
• Prevention of Confined Space Suffocation Accidents
• Heat Illness Prevention Guide for Extreme Heat
• Machinery, Equipment, and Accident Cases
• Job Stress and Workplace Harassment
• Fire Safety and Fire Prevention
• First Aid (CPR & AED)
• Winter Safety Accident Prevention

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety&Health *Risk Management*



Sustainability Report 2026

Promoting Safety and Health Awareness

Safety and Health Regulations and Guidelines

SL Corporation has established and operates safety and health processes, along with related regulations and guidelines, to ensure systematic safety and health management across all business sites. SL defines safety guidelines and procedures to be followed in relation to workplace environment management and the use of equipment and tools, and continuously revises and manages these guidelines in response to changes in workplace environments, production processes, and equipment.

For example, in accordance with its personal protective equipment management guidelines, SL provides workers with appropriate protective equipment suited to specific working conditions and ensures proper use. SL also strictly manages hazardous substances in accordance with its chemical substance management guidelines to prevent workers from being exposed to hazardous materials or suffering adverse health effects.

SL's safety and health regulations and guidelines apply not only to employees but also to contractor workers operating on-site. Through the monthly operation of the contractor safety and health council, SL monitors the status of safety and health management and discusses key safety and health issues, while continuing to improve workplace environments and implement accident prevention activities.

Supplier Functional Training Academy

In 2025, SL Corporation provided training to safety and health personnel from 73 suppliers. To enhance suppliers' awareness and understanding of the importance of safety and health management, SL shared major serious accident cases and structured the training around practical safety and health management measures, thereby supporting the strengthening of suppliers' safety and health management capabilities.

Establishment of Standards for Non-routine Safety Work

Since 2023, SL Corporation has established standards for non-routine safety work and applied them to on-site safety and health management. Non-routine work refers to maintenance, cleaning, repair, replacement, and similar tasks performed while machinery or equipment operations are suspended due to various causes, rather than routine and repetitive tasks carried out by designated workers in accordance with established work standards. SL's non-routine safety work standards are designed to continuously establish and implement safe work methods and safety measures for non-routine tasks to prevent safety incidents even in non-standardized work situations.

Operation of Safety and Health Communication Channels

To prevent workplace accidents, SL Corporation operates the "Do Together" program, which enables employees to propose potential safety and health risk factors. To enhance accessibility and encourage workers to submit suggestions anytime and anywhere, SL has posted QR access codes throughout business sites, including on safety and health bulletin boards, in cafeterias, break rooms, and smoking areas. In addition, SL encourages voluntary participation by providing mileage-based rewards each month to employees who report risk factors and those responsible for implementing improvement measures.


Large and Small Enterprise Safety and Health Cooperation Program

Since 2022, SL Corporation has participated in the Large and Small Enterprise Safety and Health Cooperation Program to strengthen the safety and health management capabilities of suppliers. SL provides suppliers with personal protective equipment, seasonal supplies for extreme heat and cold, and educational materials, while also offering consulting and training programs in collaboration with the Korea Industrial Safety Association to enhance safety and health capabilities. SL conducted consulting programs on the themes of "establishing a self-regulatory prevention framework centered on risk assessments", "the five major serious accidents and 12 core safety rules", "chemical substance risk assessments, and musculoskeletal disorder prevention", enabling suppliers to independently identify and improve safety and health risk factors.

Business Case

2025 Presentation of Outstanding Safety and Health Training Materials

In July 2025, SL Corporation's Ansan Plant participated in the Outstanding Safety and Health Training Materials Presentation Contest hosted by the Korea Occupational Safety and Health Agency(KOSHA) and received the Grand Prize. SL's training materials on non-routine work consisted of practical, field-applicable management processes, including methods for ad hoc risk assessments for non-routine work, revisions to work procedures, and work permit and lockout/tagout(LOTO) procedures. The materials were recognized not only for their effectiveness, but also for their scalability and applicability across a wide range of equipment and processes throughout the manufacturing industry.





INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

Human Rights Management

Talent Management

Supply Chain Management

Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

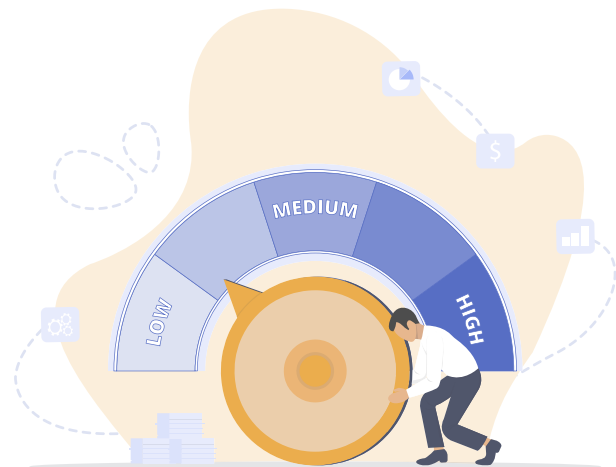
APPENDIX

Safety&Health *Risk Management*

Safety and Health Risk Mitigation Activities

Risk Assessment

SL Corporation conducts annual risk assessments across all business sites to identify and address workplace hazards in advance and prevent industrial accidents. To enhance the effectiveness of the assessments, SL incorporates pre-assessment surveys, risk assessment training, and interviews conducted during on-site inspections. In particular, on-site workers, who face the highest direct exposure to safety incidents, participate throughout the entire assessment process to ensure their perspectives are effectively reflected. Following the assessments, safety and health managers establish and review improvement plans for identified risk factors and report them to the responsible occupational safety and health manager. The Chief Safety & Environment Officer(CSEO) reviews the assessment results and provides final approval for budget allocation, budgeting plans, and other management support activities required to implement the improvement measures.



Risk Assessment Results

Through its 2025 risk assessments, SL Corporation identified a total of 403 potential risk factors and established and implemented corresponding improvement plans. As of year-end 2025, improvement measures had been completed for 399 cases(99%), while the remaining four unresolved cases will be incorporated into the 2026 action plan for continued management. To enhance the effectiveness of improvement measures, SL also conducts monitoring led by on-site supervisors. Going forward, SL will continue to identify and eliminate workplace hazards through risk assessments to provide a safe working environment for its workers.

Risk Assessment Process



1) Tool Box Meeting(TBM): Pre-work meeting conducted before operations

Workplace Safety and Health Inspections

In addition to risk assessments, SL Corporation strengthens workplace safety and health management through MDT(Multi-Disciplinary Team) unannounced inspections and cross-visit checks between business sites. First, under the leadership of its dedicated safety and health organization, SL conducts annual unannounced inspections across business sites. With a focus on the five major serious accidents, the 12 core safety rules, and vulnerable electrical and fire safety areas, SL identified 523 potential hazards and implemented corrective actions.

In addition, SL conducts annual cross-visit inspections between business sites to assess whether measures to prevent accident recurrence have been established and whether they are being implemented effectively. Safety managers, health managers, and the dedicated safety and health organization from each business site visit other sites to inspect workplaces from an independent third-party perspective and share improvement cases, thereby collectively enhancing the safety and health management level across all business sites. In 2025, SL implemented corrective actions for 496 risk factors identified through cross-visit inspections.

Safety and Health Risk Management Results (As of December 31, 2025)

Category	No. of Risk Factors (cases)	Improvement Rate (%)
Risk Assessment	402	100
Unannounced Inspections	Safety / Health	100
	Electrical / Fire Safety	100
Cross-visit Inspections	496	100
Occupational Health Status Assessment	90	100
Total	1,466	100

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety & Health *Risk Management*

Safety and Health Risk Mitigation Activities

Emergency Response Process

SL Corporation has established emergency response procedures for safety incidents and disasters to ensure prompt response to incidents that may affect not only its employees but also all stakeholders entering its business sites. By clearly defining the responsible departments and roles for each response procedure, SL minimizes potential damage through immediate action and works to prevent recurrence through accurate root cause identification. In addition, SL guarantees employees' right to work in a safe environment through its work stoppage authority.

Emergency Response Drills

To prepare for serious industrial accidents, SL Corporation establishes annual response scenarios and corresponding drill plans, and conducts advance training and on-site drills accordingly. Improvement measures are developed to address issues identified during training and drill execution, and response actions are tailored to the specific characteristics of each business site. In addition, SL conducts fire drills to enhance employees' safety awareness and emergency response capabilities in the event of fire incidents. The drills simulate fire scenarios within business sites and assess the operation and effectiveness of emergency response processes, including initial response, fire suppression, employee emergency evacuation, coordination with relevant external agencies, and recovery of operations and supply functions. Following the drills, SL also provides fire extinguisher training and hands-on practice to reinforce the importance of initial fire response and enable practical application in actual emergency situations.

Emergency Response Drill Process



🔍 **Business Case**

Summer Heat Illness Prevention Management

To prevent heat-related illnesses among employees during the summer, SL Corporation conducted seasonal safety inspections for heat illness prevention and completed the necessary improvement measures. SL improved workplace conditions by installing air-conditioning systems and portable cooling equipment across worksites, as well as providing water dispensers, electrolyte beverages, and cooling neck wraps. In addition, SL manages workplace conditions by measuring perceived temperatures, implementing appropriate response measures, and maintaining related records, while adhering to the five basic rules for heat illness prevention management. SL also strengthens on-site emergency response capabilities through heat illness first aid training.

Winter Fire Prevention Heating Equipment Inspections

To prevent fire incidents caused by inadequate management of heating equipment during winter, SL Corporation conducted winter safety inspections of on-site heating equipment. To eliminate risk factors such as electrical overload caused by increased heater usage, placement near combustible materials, unauthorized wiring, and overloaded power outlets, SL established and implemented the Internal Heating Equipment Usage Guidelines. Heating equipment confirmed to be safe is approved for use for one year, with ongoing management by supervisors and users. In 2025, SL identified abnormalities in one heating unit and four power outlets, decommissioned the affected equipment, and installed dedicated power outlets for heating equipment.

Monsoon Preparedness Workshop

Considering the geographical conditions affecting SL Lumax in India, which is subject to seasonal monsoon conditions, SL Lumax conducted a monsoon preparedness workshop for Tier 2 suppliers. The workshop covered potential risk scenarios arising from monsoon conditions, including flooding, water ingress, slip incidents, and electrical failures, and provided training on necessary preventive measures and safety rules during the period. In addition, suppliers were requested to strengthen preparedness frameworks and safety management standards to enable prompt response in the event of emergencies.



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety & Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Safety&Health *Risk Management*

Safety and Health Risk Mitigation Activities

Hearing Conservation Program

To protect workers from noise generated during production processes, SL Corporation operates a hearing conservation program when workplace environment measurements identify processes with noise levels exceeding established thresholds or when special health examinations identify cases of noise-induced hearing loss. SL prioritizes engineering controls to reduce noise at the source. Where such measures are not feasible, SL implements administrative controls to protect workers, including reduced working hours in noise-exposed tasks and shift rotation. In addition, SL provides workers with hearing protection equipment appropriate to their work characteristics and conducts training on noise-related hazards. Health managers assess the effectiveness of the hearing conservation program twice a year and implement appropriate improvement measures based on the results.

Safety Inspections for Hazardous Machinery and Equipment

SL Corporation establishes safety inspection plans for hazardous machinery and equipment and conducts safety inspections for workplace machinery and equipment across its business sites. In accordance with the Occupational Safety and Health Act, SL conducts safety inspections every two years for cranes, lifts, pressure vessels, and other applicable equipment, while also performing voluntary safety diagnostics at least annually for high-risk machinery and equipment.

Operation of Safety and Health FMEA for New Equipment

SL Corporation conducts Failure Mode and Effects Analysis(FMEA) for newly introduced equipment to prevent safety incidents. During the equipment design and manufacturing stage, SL reviews safety certifications, safety specifications, protective equipment, and ergonomic factors. Through FMEA meetings, safety and health managers conduct advance reviews of potential risk factors based on checklist assessments before manufacturing begins. Upon completion of manufacturing, SL verifies whether FMEA review items have been properly reflected before installation at the business site. Prior to operational commencement, SL also conducts risk assessments to identify and manage potential hazards that may arise during equipment use. Through these measures, SL ensures safety throughout the entire equipment introduction process.

Employee Health Management

Employee Health Checkups

SL Corporation conducts annual health checkups to prevent disease and promote the health of its employees. Employees may undergo examinations either by visiting medical institutions or through on-site health screening services. In addition to general health checkups, SL operates special health examinations and ad hoc health checkups for exposure to hazardous factors. SL also provides support for additional examinations, including endoscopy, ultrasound examinations, and blood tumor marker testing. Employees identified as high-risk groups or as requiring medical follow-up based on health checkup results are continuously managed through regular consultations and follow-up examinations. Beginning in 2026, SL plans to expand the scope of this program to include employees identified as borderline cases requiring monitoring, thereby strengthening its health management practices.

Musculoskeletal Hazard Factor Assessments

Considering the characteristics of the automotive parts manufacturing industry, where physically demanding tasks are often unavoidable, SL Corporation conducts musculoskeletal hazard factor assessments and workplace environment measurements to identify risks and implement improvement activities. Responsible personnel in each department implement corrective actions in accordance with established plans and report the results to health managers. Health managers prepare reports on hazard factor assessment findings and the implementation status of improvement measures, obtain review and approval from the responsible occupational safety and health manager, and share the results with all employees through the Occupational Safety and Health Committee and TBM activities.

Employee Health Management Programs

SL Corporation operates wellness services that provide all employees with access to online and offline counseling with external mental health professionals for stress arising from both work and daily life. SL fully covers counseling costs, and employees may generally use the service up to eight times per year, with additional sessions available upon request when necessary. In addition, SL has established stretching rooms to help prevent musculoskeletal disorders and promote physical fitness, and operates a range of health promotion programs, including InBody challenges, walking challenges, and musculoskeletal disorder prevention programs. Through these initiatives, SL supports the development of a voluntary workplace health management culture.

2025 Health Promotion Program Overview

(Unit: Persons)

Program	No. of Participants
Musculoskeletal Disorder Prevention Program	798
InBody Challenge	624
Walking Challenge	361
Job Stress Prevention Program	332
Wellness Service	163
Total	2,278



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

→ Safety&Health

- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Human Rights Management Governance

Strategy

Roles and Responsibilities

Role of the Personnel Committee

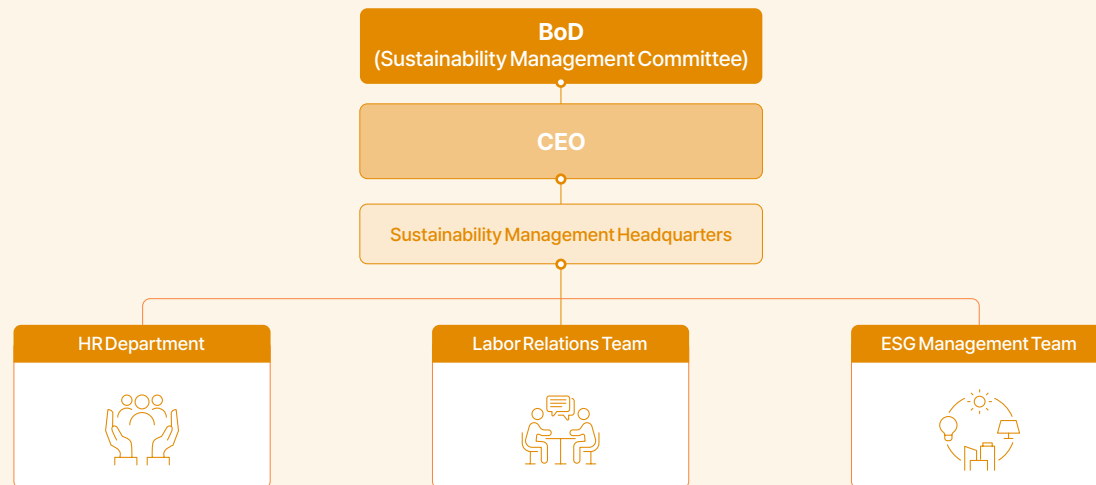
SL Corporation has established a human rights management governance structure consisting of the Chief Executive Officer, the Personnel Committee, and operational departments to protect the human rights of various stakeholders related to the company. The Chief Executive Officer and the Personnel Committee review human rights management implementation plans and receive reports on key risks identified through human rights assessments.

In particular, for matters that may have significant impacts on business operations and stakeholders' rights and interests, response strategies are deliberated and approved based on the severity and scope of impacts. In addition, the Personnel Committee manages and oversees the overall operation of grievance handling procedures and determines disciplinary actions against individuals confirmed to have committed grievance-related misconduct.

Role of Operational Departments

SL Corporation's operational departments responsible for human rights management establish and implement plans for promoting human rights management and managing related risks. To advance the human rights management system and foster a culture of respect for human rights, SL conducts human rights education and operates grievance handling systems. In addition, SL identifies human rights risks that may arise during business operations through annual human rights assessments and implements corrective measures. Identified risks are continuously monitored, and related activities and results are reported to the Personnel Committee.

Human Rights Governance



Establishment of the Human Rights Foundation

Human Rights Management Regulations

SL Corporation places the highest priority on human dignity and values in all management activities and regards respect for human rights as a core principle of corporate operations. In 2020, SL established Human Rights Management Regulations reflecting international human rights standards as a guideline for employee conduct and value judgment and has continuously advanced the regulations through ongoing revisions. The regulations were established based on SL's management philosophy of "People First" and reflect the UNGPs and the Ten Principles of the UNGC.

SL specifies concrete implementation measures within the Human Rights Management Regulations, including the prohibition of discrimination based on gender, race, religion, and disability, respect for diversity, prevention of discrimination in employment and workplace harassment, and prohibition of child labor and forced labor. In particular, regarding child labor, which is considered a severe human rights violation, SL established a separate child labor prohibition policy and strictly prohibits child labor at domestic and overseas business sites. For young workers, SL has established protective measures and remedy procedures under the policy to ensure safe working conditions under appropriate protection.

These regulations apply not only to employees but also to various stakeholders related to SL's business activities, including suppliers and local communities. Based on these regulations, SL continues to strengthen its company-wide human rights management system to establish a culture of respect for human rights.

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



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

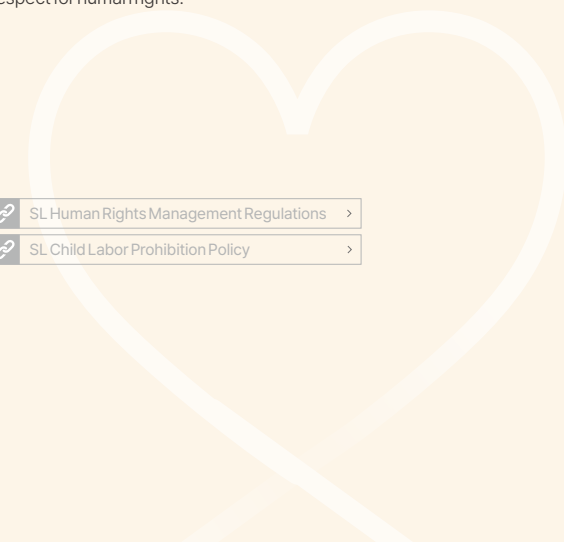
ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX



Human Rights Management *Strategy*



Sustainability Report 2026

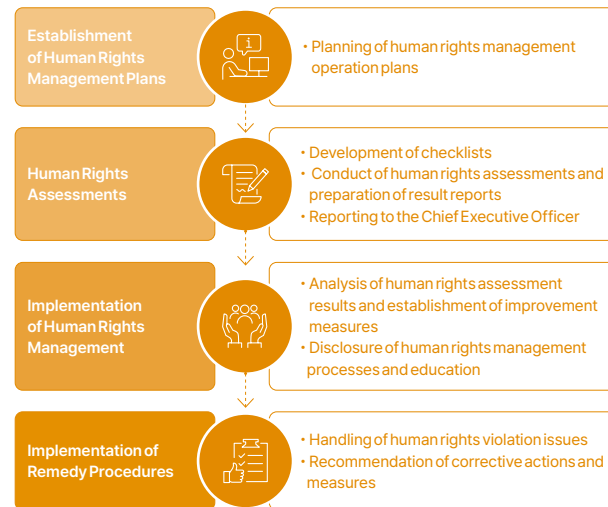
Establishment of the Human Rights Foundation

Human Rights Management Process

SL Corporation supplemented its internal human rights-related regulations and guidelines and established a human rights management framework through a compliance project launched in 2020. Since then, SL has continuously advanced its human rights management system and operates a company-wide human rights management process. Each year, SL establishes a human rights management plan and conducts an annual human rights assessment to protect the rights of all stakeholders, including employees. Through this assessment, SL identifies and reviews potential human rights risks that may arise across its business activities and derives improvement initiatives based on the results. Key risks and improvement initiatives are also subject to internal review and reported to executives.

In addition, SL has defined procedures for handling human rights violations within its relevant policies and regulations to enable timely responses to individual cases. SL continuously manages and monitors the entire human rights management process, including corrective actions and remediation procedures.

Human Rights Management Process



Human Rights Training

SL Corporation provides human rights training for all executives and employees to enhance understanding of the Human Rights Management Charter and foster a culture of respect for human rights. In addition to legally required training programs such as sexual harassment prevention training and disability awareness training, SL also provides broader human rights management training through orientation programs for new and experienced employees and ESG School programs.

To help employees understand the importance of human rights management and apply principles of respect for human rights in actual business operations, SL delivers training covering fundamental human rights concepts, SL's Human Rights Management Charter, major human rights risks that may arise during business operations—including discrimination, harassment, child labor, and forced labor—the importance of related management practices, human rights violation cases, and grievance handling procedures.

2025 Human Rights Education

(Unit: Persons, Hours)

Program	No. of Trainee	Training Hours
Workplace Sexual Harassment Prevention Education	4,912	1
Disability Awareness Improvement Education	4,456	1
Workplace Harassment Prevention Education	3,910	1
Orientation Program for New / Experienced Employees	283	1
Corporate Human Rights Management	120	1

Operation of SL In-House Café

SL Corporation operates an in-house café staffed by employees with disabilities to expand employment opportunities for persons with disabilities and foster an inclusive working environment. SL supports employees in gaining work experience within a stable working environment and also operates field trip and vocational experience programs for students in local special education classes. Through these initiatives, SL seeks to promote a culture of diversity and inclusion across both the organization and local communities.

Business Case

8M Empowerment Forum

SL Mexico is expanding growth opportunities for female talent and strengthening an organizational culture based on diversity and inclusion. In March 2025, in celebration of International Women's Day, SL Mexico hosted the "8M Empowerment Forum" to empower female employees and promote networking within the organization. During the forum, employees from various departments shared their workplace experiences, challenges, and achievements and exchanged perspectives on women's career development and growth. This was followed by training programs focused on strengthening workplace competencies, including communication, decision-making, leadership, and self-awareness.



8M Empowerment Forum

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

Safety&Health

→ **Human Rights Management**

Talent Management

Supply Chain Management

Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Human Rights Management *Risk Management*



Sustainability Report 2026

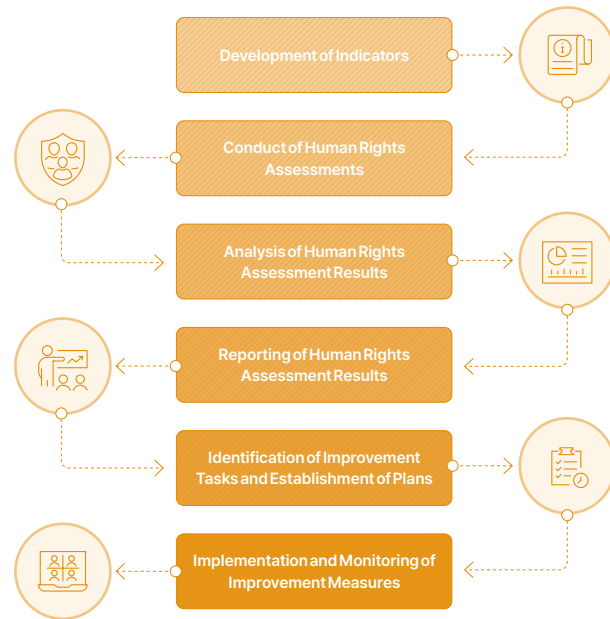
Human Rights Risk Management

Overview of Human Rights Assessments

SL Corporation conducts annual human rights assessments for employees at domestic business sites and major overseas subsidiaries to identify and prevent human rights risks. SL is gradually expanding the scope of assessments to strengthen company-wide human rights risk management, and in 2025, the assessment covered a total of 27 business sites, including additional subsidiaries in China and the United States.

The results of human rights assessments are reported to the Chief Executive Officer and shared with labor-management cooperation team leaders at each business site and HR team leaders at overseas subsidiaries. SL establishes and implements improvement plans for identified key risks and conducts continuous monitoring to prevent recurrence and enhance the effectiveness of assessments.

Human Rights Assessment Process



Human Rights Assessment Indicators

SL Corporation advances its human rights assessment questionnaires every year to accurately identify potential and future human rights risks. Following the 2024 assessment, which focused on verifying the establishment of policies and systems based on domestic and international human rights management standards and guidelines, SL developed indicators in 2025 to assess the actual level of implementation and internalization of human rights management experienced by employees. In addition, SL enhanced the accuracy and reliability of assessments by separating common indicators for all employees (49 items) from job-specific indicators (23 items) targeting employees with high relevance to specific functions.

Results and Management of Human Rights Assessments

SL Corporation systematically manages negative impacts identified through human rights assessments and establishes and implements risk prevention and improvement plans to proactively prevent and mitigate potential occurrences. In 2025, SL held result-sharing sessions for 27 domestic and overseas business sites that participated in the assessment and analyzed root causes and established appropriate improvement plans through collaboration with relevant departments at each subsidiary. In addition, SL established a company-wide management system by continuously monitoring the implementation status of corrective actions and reviewing the effectiveness of such measures.

2025 Human Rights Assessment Indicators and Results¹

(Unit: %)

Category	Target	Indicators ²	Total	Korea	U.S	India	China	EU
Labor and Human Rights	All Employees	Awareness of Human Rights Respect	73	64	76	79	76	77
		Safety and Personal Rights	90	86	89	94	92	82
		Freedom Rights	92	90	89	95	95	77
		Equality Rights	98	98	97	99	98	94
		Sexual Harassment	98	97	96	99	98	88
		Workplace Harassment	92	90	91	95	94	74
		Response to Human Rights Violations ³	-	-	-	-	-	-
		Satisfaction with the Grievance Handling System	65	22	60	71	30	40
		Human Rights Management Level and Risks	52	31	54	70	60	47
		Supply Chain	Purchasing / Materials Functions	Level of Human Rights Risk Management	62	60	51	65
Understanding of SCM Systems	59			62	47	63	59	66
HSE	Production / Manufacturing Functions	Level of Environment and Safety & Health Management	79	79	74	82	85	57

1) Percentage of respondents selecting positive responses

2) Scores calculated by grouping a total of 72 detailed indicators by topic

3) Question regarding response measures for human rights violations, with no positive or negative impact reflected in the results

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

Safety & Health

→ Human Rights Management

Talent Management

Supply Chain Management

Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Human Rights Management *Risk Management*

Human Rights Risk Management

Grievance Handling System

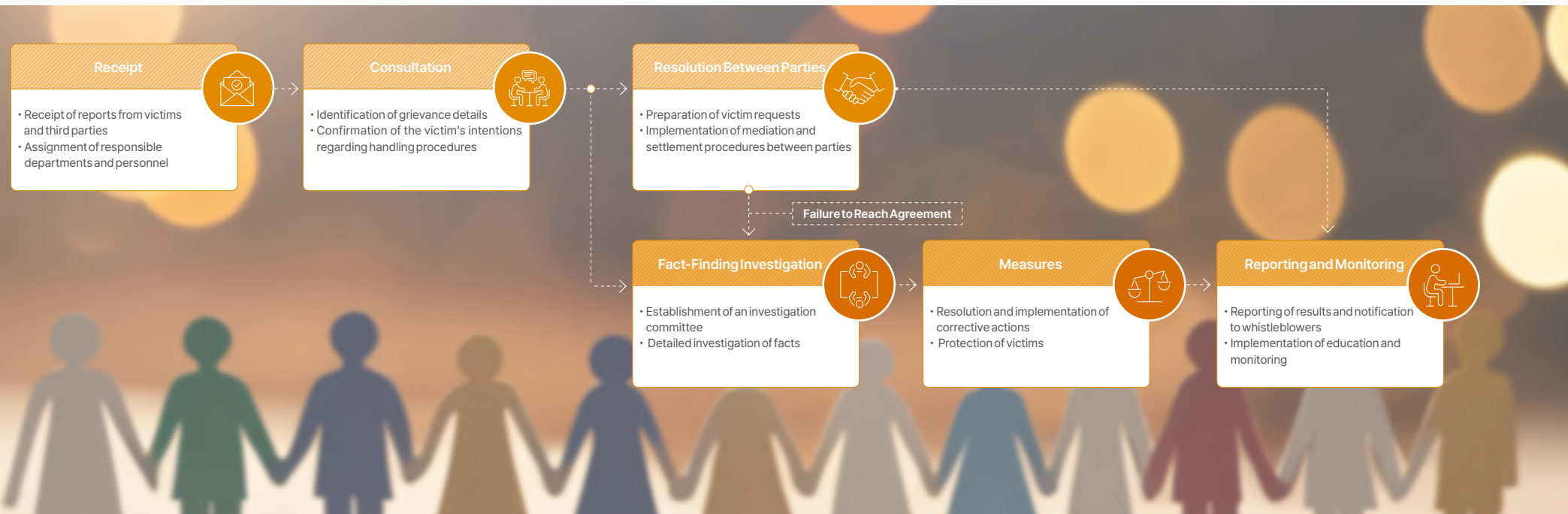
SL Corporation operates a grievance handling system to comply with principles of respect for human rights and promptly resolve negative impacts arising from human rights-related risks. SL operates an online grievance reporting channel to allow stakeholders related to business operations, including employees, suppliers, and customers, to report cases in which human rights have been violated or are likely to be violated at any time. In addition, SL has established hotlines centered on relevant departments related to human rights, including the Culture Team, Labor-Management Cooperation Team, and Audit Office, and all reporting channels allow anonymous submissions.

Once a grievance is received, it is handled according to the same procedures regardless of the type or severity of the issue. Along with identifying the situation, SL confirms the intentions of the victim and proceeds with mediation and resolution between the parties or initiates fact-finding investigations through the establishment of an investigation committee. If the grievance is confirmed to be valid, SL promptly implements follow-up measures and reviews personnel disciplinary actions against the responsible party in accordance with internal regulations. Even after the case is closed, SL seeks to protect victims and prevent recurrence through related education and continuous monitoring.

Protection of Whistleblowers and Victims

SL Corporation complies with principles of confidentiality regarding the identities of victims and whistleblowers, details of damages, and resolution procedures during the grievance handling process. In addition, SL takes appropriate protective measures to prevent disadvantages or secondary harm resulting from reporting and responds promptly when related concerns are raised.

Grievance Handling Process



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

Safety&Health

→ **Human Rights Management**

Talent Management

Supply Chain Management

Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Talent Management Governance



Sustainability Report 2026

Roles and Responsibilities

Talent Management Organization

SL Corporation's talent management organization is responsible for systematic talent development and management throughout the entire employee lifecycle, from recruitment to retirement, including competency development, performance evaluation and compensation, organizational culture improvement, and operation of employee welfare programs. Through the recruitment and development of talent embodying the values of "Trust," "Humility," and "Challenge," SL enhances corporate competitiveness and strengthens capabilities to proactively respond to rapidly changing market demands. In addition, SL strives to improve productivity by creating a desirable working environment through fair evaluation and compensation, organizational culture improvement, and promotion of work-life balance.

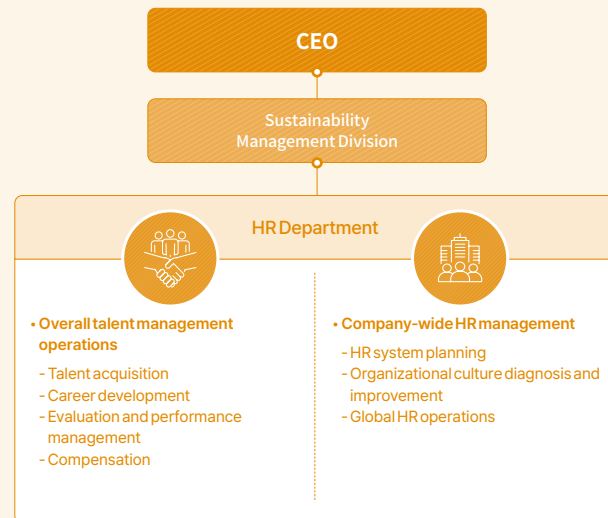
Labor Union Organization

SL Corporation guarantees freedom of association and collective bargaining and has established labor unions at each plant to protect employees' labor rights, including the rights to organize, collective bargaining, and collective action. Labor and management conclude collective bargaining agreements every two years through negotiations and discuss wages and working conditions annually through wage negotiations. The collective bargaining agreements include provisions related to working conditions, such as wages, working hours, overtime work, and leave, as well as occupational safety and health and competency development. Matters agreed upon through labor-management consultations are reflected across the overall working environment of all employees (100%). In addition, human rights-related matters, including the prevention of discrimination and harassment, are specified in the Rules of Employment and are managed and operated in connection with the collective bargaining agreements. Through this labor-management negotiation framework, SL continuously communicates on key labor issues and builds labor-management relations based on mutual trust.

Operation of the Labor-Management Council

SL Corporation regularly operates labor-management councils to promote mutual interests and development between labor and management. Through these councils, SL discusses key matters related to employees' working environment and organizational culture, including employee welfare, safety and health, and grievance handling, and shares discussion results and major changes with employees. Going forward, SL will continue to strengthen cooperative labor-management relations and foster a healthy corporate culture through continuous communication and consultation between labor and management.

Talent Management Governance



SL Talent Profile



2025 Labor-Management Council Operation Status

Category	Key Agenda
1Q	Winter fire prevention and elimination of risk factors during holiday periods
2Q	Pre-inspection of cooling equipment for summer season preparation and good-faith collective bargaining consultations
3Q	Prevention of fire and safety accidents and proactive safety and health activities
4Q	Revision of condolence and congratulatory regulations, increase in school entrance congratulatory payments and school uniform purchase subsidies

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- **Talent Management**
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Talent Management *Strategy*



Sustainability Report 2026

Fair Evaluation and Compensation

Reliability and Transparency of Evaluations

SL Corporation enhances the reliability of evaluations and the efficiency of talent management through the operation of a fair and transparent performance evaluation system. SL conducts regular personnel evaluations annually and, in 2024, carried out improvements to the individual evaluation system by collecting employee feedback on the existing evaluation framework.

SL Corporation's performance evaluation system consists of performance evaluations based on "Impact," value evaluations based on the "SL Way," and leadership evaluations based on the "SL Leadership Way." In addition, SL has established evaluation manuals and provides prior evaluator training to ensure fair evaluations based on the manuals.

Furthermore, in accordance with Article 5 (Equal Treatment) and Article 38 (Prohibition of Gender Discrimination) of the Rules of Employment, SL prohibits discrimination in all aspects of personnel management, including wages, education, placement, promotion, and evaluations, on the basis of gender, nationality, religion, or social status. Accordingly, SL continuously reviews and improves the evaluation system to ensure that the principle of non-discrimination is consistently applied throughout the entire evaluation process.

Quarterly Performance Management and Feedback

SL Corporation has operated a quarterly growth management system for all executives and employees since April 2025 based on the belief that individual growth leads to corporate growth. Employees establish quarterly goals through discussions with leaders and share implementation progress and status through internal systems. Based on this process, leaders provide timely feedback to review employees' execution capabilities and growth direction.

At the end of each quarter, SL reviews the goal implementation process and outcomes through self-reviews and downward reviews and confirms contributions made to individuals and the organization. Feedback accumulated throughout this process serves as the basis for specifying goals and execution directions for the following quarter and supports employees in continuously reviewing goals and adjusting execution directions regardless of formal evaluation periods.

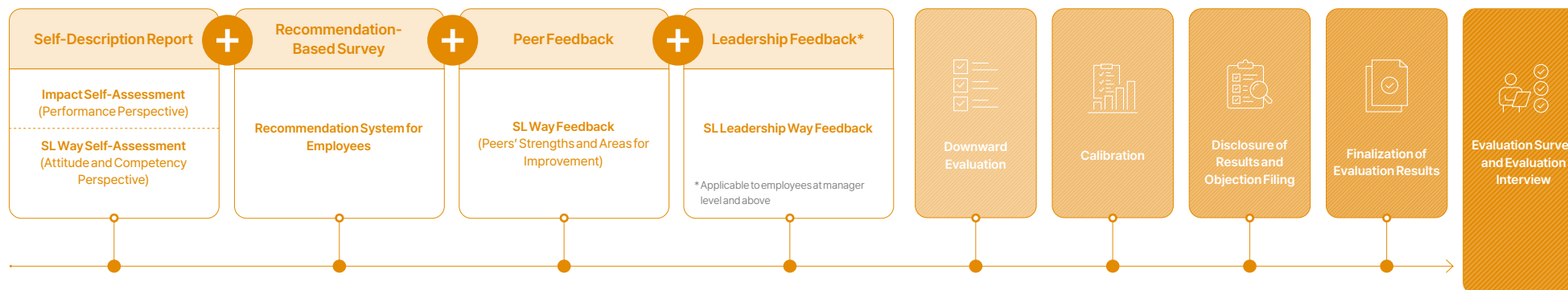
Through this growth management framework, SL is strengthening its continuous feedback culture and gradually expanding its application to overseas subsidiaries.

360-Degree Multi-Rater Assessment

SL Corporation operates a peer feedback system for all executives and employees to assess the level of implementation of core values. Previously, evaluations were conducted based on a three-level rating system; however, through improvements to the evaluation system, SL now operates the program by identifying peers' strengths and areas for improvement regarding SL's core competencies based on the "SL Way" and providing feedback grounded in actual 사례. In addition, for employees in managerial positions and above, leadership evaluation items defined in the "SL Leadership Way" are reflected in the assessment process.

To enhance the authenticity of feedback and prevent side effects arising from mutual evaluations, peer feedback and leadership evaluations are not directly reflected in performance evaluations or compensation and are instead utilized as reference materials during the process of adjusting final evaluation ratings. In addition, SL operates a recommendation-based survey system through which employees can recommend colleagues regardless of department from the perspectives of growth support, organizational contribution, and need for assistance. Through this system, SL identifies cases that contribute to the spread of positive organizational values or require support and takes appropriate measures accordingly.

Personnel Evaluation Process



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- **Talent Management**
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Talent Management *Strategy*



Sustainability Report 2026

Fair Evaluation and Compensation

Personnel Evaluation Feedback

SL Corporation operates an organizational-level calibration process following downward evaluations to ensure fairness and reliability in the evaluation system. Prior to finalizing results and reflecting them in compensation, SL reviews and adjusts evaluator bias factors and calibrates evaluation standards across organizations to ensure reasonable and balanced evaluations. When objections are raised by evaluated employees, the evaluation committee reviews the details, and explanations regarding final evaluation results are provided through interviews to enhance transparency and acceptance of the evaluation process.

In addition, to improve the effectiveness of feedback, SL has established personnel feedback system manuals and provides guidelines on feedback content and delivery methods to support competency development and growth-oriented improvement directions. Furthermore, matters identified through interviews are reflected in goal-setting processes for the following year so that evaluation results can be linked to employee growth and development.

Compensation System and Reward Programs

SL Corporation operates a fair and objective compensation system based on performance. Compensation is determined by comprehensively reflecting performance evaluation results, work history, and the outcomes of labor-management wage negotiations, and SL ensures linkage between performance and compensation through differentiated rewards based on performance levels. In addition, SL enhances transparency in compensation operations by monitoring working hours through the personnel management system and allowing employees to review compensation payment details at any time.

Furthermore, SL operates the GDS¹ program to identify outstanding talent that demonstrates "Impact" and the "SL Way." Through the GDS program, SL strengthens an organizational culture centered on ownership and execution capabilities and provides rewards such as paid leave, vacation allowances, and certificates of recognition to outstanding employees. In addition, SL supports employee motivation and organizational engagement through various reward programs.

¹) Growth Driver of SL(GDS)

Retirement Pension System

SL Corporation operates a retirement pension system to support employees in preparing for life after retirement and ensuring stable retirement planning. The retirement pension system is provided to all executives and employees, and pension assets are managed in a stable manner through external reserve accumulation methods. In addition, SL provides education on pension products for employees enrolled in the retirement pension system to enhance understanding of the system and support effective utilization when needed.

Ratio of Employees Receiving Regular Performance Evaluations¹

Category	Unit	2025	2024	2023
Employees Subject to Regular Performance Evaluations	Male Persons	2,202	2,073	1,838
	Female Persons	364	310	284
	Total Persons	2,566	2,383	2,122
Employees Receiving Regular Performance Evaluations	Male Persons	2,039	1,795	1,679
	Female Persons	301	184	153
	Total Persons	2,340	1,979	1,832
Ratio of Employees Receiving Regular Performance Evaluations	Male %	92.6%	86.6%	91.3%
	Female %	82.7%	59.4%	53.9%
	Total %	91.2%	83.0%	86.3%

¹) 2023–2024 figures were recalculated due to changes in the scope of employees subject to evaluation.

Major Compensation and Reward Programs

Category	Target	Details
Performance Incentives	All Employees	Performance incentives determined and paid based on labor-management agreements in accordance with management performance.
Outstanding Patent Award	Executives and Employees	Awards granted to outstanding patents selected based on the level of difficulty and patent impact among patent applications
GDS	Outstanding Employees	Additional selection of recommended employees among outstanding personnel identified through regular personnel evaluations, with paid vacation allowances and paid leave provided
FOS ¹ /POS ² /TOS ³ /BOS ⁴	High Performers	Separate selection of top performers in each division, with awards and recognition presented under the name of the Chairman/CEO

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

Status of Retirement Pension Operations

(as of December 31, 2025)

Category	Unit	2025
Number of Participants	Persons	4,398
Enrollment Rate	%	100
Assets Under Management	KRW/100 million	3,938
External Reserve Accumulation Ratio	%	106

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Talent Management Strategy



Sustainability Report 2026

Enhancement of Employee Competencies

Competency Enhancement Programs

SL Corporation operates various competency enhancement programs to support employee growth and strengthen corporate competitiveness. SL has established and operates a systematic company-wide training framework, including job academies for fostering job-specific experts, organizational culture programs for internalizing corporate core values, and leadership academies, enabling employees to acquire the competencies and skills required according to their positions and job functions.

In addition, SL operates training programs based on the SL Development Roadmap for new employees, while employees assigned to global rotational positions receive language education in parallel to strengthen global business capabilities.

SL Training System

Vision	Long-Lasting Company realizing People-First Policy				
Category	Professional Development		Embedding Core Values		
Head of Division	SLCP ¹ Forum		Organizational Culture Program	Leadership Training	
Senior Manager	SLCP ¹ Level 1-5	In-House Instructor Training		Job Training	Leadership Training ²
Manager					
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, Study Club, Mentoring				

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

Support for Self-Directed Learning

SL Corporation operates an academic credit system and certification reward program to support the continuous growth and competency enhancement of employees. Employees are required to complete a minimum of eight academic credits of training programs annually, and additional promotion points are granted to employees who complete 12 credits or more.¹ Employees who fail to meet the minimum annual credit requirement may be excluded from promotion eligibility, thereby encouraging participation in learning through institutional measures. Through these efforts, SL fosters an organizational culture in which all employees continuously learn and grow regardless of years of service.

In addition, through the certification reward program, SL provides support for certification examination fees of up to KRW 100,000 per application. Rewards and mileage points are granted according to certification grades based on a comprehensive evaluation of job relevance, practical applicability, and level of difficulty. Furthermore, to encourage autonomous learning activities, SL fully supports operating expenses for study groups and foreign language learning costs.

1) Excludes legally mandated training programs.

Status of Major Training Programs in 2025

(Unit: Persons, Hours)

	Category	No. of Trainee	Training Hours
Common	E-Learning (General)	83	664
	E-Learning (GD&T ¹)	21	504
	Foreign Language	2,145	56,256
	Personal Reading Communication	2,447	150,904
	Team Reading Communication	2,441	35,200
	Job Academy	979	35,696
Optional	Mentoring	246	10,632
	Study Club	574	3,312
	External Learning	403	6,310
	Assignment Execution	118	2,832

1) Geometric Dimensioning and Tolerancing (GD&T)

In-House Instructor Program

SL Corporation enhances the effectiveness of training by fostering employees at manager level and above with a high level of understanding of the company and job functions as in-house instructors. In-house instructors share accumulated job experience and professional expertise within the organization to enable practical, job-oriented education and play a role in communicating the company's vision and culture.

To support this program, SL provides education on instructional competencies and training methodologies for employees with at least five years of job experience and strengthens practical training capabilities through hands-on processes involving the preparation of training materials and demonstration lectures.

Internal Job Posting Program

SL Corporation operates an internal job posting program to support efficient workforce management and expand opportunities for employees to gain diverse job experiences. When staffing needs arise within the organization, SL recruits talent through company-wide internal postings. Employees may apply for desired departments and positions based on their competencies and career experience and are selected through fair procedures including document screening and interviews.

Through this program, SL provides opportunities for employees to transition into desired roles within the organization, thereby enhancing employee engagement and organizational vitality while minimizing operational vacancies and improving workforce management efficiency.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Talent Management *Strategy*

Enhancement of Employee Competencies

📄 **Business Case**

Optical Design Idea Contest, "Fun-da-Mental"

SL Corporation operated the optical design idea contest "Fun-da-Mental" in 2025 to identify creative ideas and strengthen design capabilities within the optical design organization. The program was designed to allow all members of the optical design organization to freely participate regardless of position or job function.

The contest was conducted over approximately 10 weeks on various themes, including creative design ideas, optical system optimization measures, and new optical design concepts. A total of 33 employees (20 teams) participated and submitted 20 ideas. Submitted ideas were exhibited for approximately two weeks in the Creativity Room at the headquarters building, allowing employees to freely review and share opinions, while online and offline feedback was also collected through QR codes.

The optical design idea contest was one of the activities under OASIS¹, the information-sharing and communication channel of the Optical Design Office, and served as an opportunity to promote idea exchange among employees and explore new approaches and problem-solving methods related to optical design tasks. SL plans to continue operating related programs going forward.

1) Optical Advancement & Sharing Innovation Space (OASIS)

In-House Idea Workshop, "Open Faucet Spark"

SL Corporation operated the in-house idea workshop program "Open Faucet Spark" to promote creative thinking among employees and foster a creative organizational culture. The program was designed to encourage voluntary participation, allowing employees to freely propose ideas and share diverse perspectives. Approximately 100 employees participated in a total of 23 teams and developed ideas regarding the future of automotive lighting. Selected ideas from the workshop were further linked to Proof of Concept (PoC) projects to provide opportunities for practical implementation experience.


The workshop was conducted based on the design thinking process, with participants carrying out idea development activities in stages including research, keyword identification, HMW (How Might We) definition, interviews, and sketching. Teams developed ideas by viewing products and technologies from the user perspective while considering potential market responses. Ideas presented by each team were evaluated based on criteria including creativity, feasibility, and marketability, and outstanding ideas were selected through on-site voting. Going forward, SL plans to continue promoting communication and collaboration across job functions and establishing the foundation for a creative organizational culture.

Cross-Cultural Education


SL Corporation planned and operated cross-cultural education programs in recognition that understanding and respecting different cultural backgrounds and working styles are essential foundations for collaboration as cooperation among employees from various countries and cultural backgrounds continues to expand.

First, SL provided case-based education programs for domestic management leaders to help them understand key cultural characteristics of North and South American regions, including working styles, reporting systems, meeting culture, and feedback methods. Through these programs, SL supported employees in understanding cultural differences that may arise during collaboration with overseas business sites and developing communication capabilities appropriate to different situations. Subsequently, SL expanded the scope of education to major global business sites in Europe and Asia. For expatriates, SL provided guidance on potential situations and response methods that may arise during local living and work processes. For employees at overseas subsidiaries, SL introduced Korean working styles, communication characteristics, and relationship-building approaches within organizations to enhance understanding of Korean business culture.

Going forward, SL plans to continue fostering an organizational culture in which employees from diverse cultural backgrounds cooperate based on mutual understanding and respect, while continuously strengthening global collaboration capabilities.



Optical Design Idea Contest, "Fun-da-Mental"



In-House Idea Workshop, "Open Faucet Spark"

Certified Excellent Workplace for Reading Management

SL Corporation operates in-house reading programs to strengthen employees' creative thinking and communication capabilities. Executives select three books each quarter, share their perspectives after reading, and enhance leadership and insight, while employees also voluntarily participate in reading activities through internal reading programs. As a result of these efforts, SL has continuously received the "Certified Excellent Workplace for Reading Management" designation from the Ministry of Culture, Sports and Tourism since 2021.

SOCIAL

- Safety&Health
- Human Rights Management
- **Talent Management**
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

Talent Management Strategy

Employee Welfare Programs

Enhancement of Organizational Culture

SL Corporation operates various programs to foster a dynamic organizational culture centered on communication and collaboration. To support work-life balance and improve work efficiency, SL implements flexible working arrangements and remote work systems and operates the SL Mentoring Program to support employee adaptation and growth. In addition, to establish a collaborative culture based on open feedback, SL operates a "Message Culture" program through which employees exchange compliments and feedback messages with colleagues and receive mileage points that can be redeemed for gift certificates and other rewards. Furthermore, to enable employees to experience cultural and artistic activities such as performances and exhibitions amid busy daily routines, SL hosts programs including in-house band performances and caricature events every month through the CULTURE DAY program.

Status of Organizational Culture Programs in 2025

Category	Unit	2025	
SL Mentoring	Sessions Conducted	Cases	246
	Messages Sent	Cases	3,574
Message Culture	Mileage Received	Persons	650
	Sessions Held	Cases	11



Fostering a Family-Friendly Culture

SL Corporation operates flexible working arrangements and reduced working hour systems for employees who require adjustments or reductions in working hours due to childbirth and childcare responsibilities. Female employees preparing for childbirth may utilize the reduced working hour system without separate salary deductions, and dedicated parking spaces for pregnant employees are provided for convenience. For employees with children, SL provides childbirth congratulatory gifts, meal allowances or educational support according to children's age, and various childcare support programs including school entrance congratulatory payments and school uniform purchase subsidies. In addition, SL hosts annual family invitation events during Family Month to provide employees' families with opportunities to better understand the company and employees' work. As a result of these efforts, SL obtained the Family-Friendly Company Certification in 2022 in recognition of fostering a corporate culture that supports childbirth and childcare and promotes work-life balance and has maintained the certification to date.

Welfare and Family-Friendly Programs¹

Category	Details
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
Support for Sports Event Attendance	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

1) Applicable to all employees, including permanent and contract employees

Business Case

Organizational Culture Enhancement Program, CO-TALK
 SL Mirrotech operates the organizational culture program "CO-TALK (Cooperation Talk)" to strengthen mutual understanding and collaboration capabilities among employees through communication. In 2025, CO-TALK was conducted through three chapters: "Session of Understanding," "Session of Cooperation," and "Session of Innovation."
 Through programs led by professional instructors, employees learned how to collaborate with team members who have different personalities and working styles and developed communication skills required to achieve common goals through team activities. In addition, employees shared ideas through surveys regarding horizontal communication within the organization, overcoming mistakes and failures, and securing work autonomy. Based on these activities, SL Mirrotech plans to derive improvement measures for organizational culture and working methods and reflect them in future organizational operations.

Organizational Culture Improvement Workshop
 SL Corporation's Cheonan Plant operated the organizational culture program "Workshop Arcade" to foster an enjoyable working environment based on mutual understanding and communication among employees. Conducted over three sessions under the theme of "Better Collaboration, Healthier Relationships, and a Happier Workplace," the program consisted of interdepartmental exchange and communication activities as well as mental wellness care programs. Through these activities, employees shared their working styles and perspectives with one another, creating opportunities to enhance mutual understanding and strengthen their sense of belonging within the organization.

Family Participation Program, "Family On!"
 SL Corporation operated the family participation program "Family On! Time to Cheer Together" in celebration of Family Month in 2025 to provide employees and their families with opportunities to spend time together. The program was organized as a group outing to watch a baseball game of the Samsung Lions, the local professional baseball team, allowing employees and their families to enjoy the game together while strengthening communication and bonds. Going forward, SL plans to continue fostering a family-friendly organizational culture through various programs in which employees and their families can participate together.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- ➔ **Talent Management**
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Talent Management Strategy

Diversification of Workforce Supply and Demand

Strategic Recruitment

SL Corporation operates a systematic recruitment process to secure outstanding talent. To recruit the necessary talent in a timely manner, SL conducts both rolling recruitment and open recruitment and comprehensively evaluates applicants' collaboration capabilities, potential, and job suitability through collaboration task-based interviews for entry-level recruitment. In addition, SL specifies non-discrimination provisions in the Rules of Employment to prevent discrimination based on gender, nationality, religion, or disability in recruitment and promotion processes and manages recruitment procedures to ensure that minors under the age of 18 are not hired at any domestic or overseas business sites through age verification procedures during recruitment. For overseas business sites, SL actively promotes local hiring to secure talent with a high level of understanding of local regions and operate workforces suited to local markets and organizational cultures.

New Hire Status in 2025

(Unit: persons)

Category		2025	
Domestic	Gender	Male	138
		Female	27
	Age	Under 30	97
		30 to Under 50	67
		50 and above	1
Total		165	
Overseas	Gender	Male	1,715
		Female	519
	Age	Under 30	1,721
		30 to Under 50	447
		50 and above	66
Total		2,234	

Securing Outstanding Talent

SL Corporation operates various talent acquisition programs to strengthen competitiveness through the recruitment of outstanding talent. SL clearly defines core competencies, qualification requirements, and required skills for each job function and reflects them in recruitment announcements. In addition, SL actively participates in job fairs and recruitment briefing sessions for job seekers to enhance understanding of the company and recruitment information and expands promotion activities through various recruiting channels. Furthermore, SL operates an employee referral program through which employees may recommend external candidates for open positions. When referred candidates remain employed for more than six months, referring employees are provided with internal mileage rewards.

Recruitment of Local Talent

SL Corporation, as a company based in the Daegu and Gyeongbuk regions, is expanding the recruitment of local talent. Through industry-academia cooperation programs with universities, including RISE and KDT, SL is broadening opportunities to engage with outstanding regional talent and recruits local candidates through both rolling recruitment and open recruitment processes. Through these efforts, SL promotes mutual growth with local communities and supports regionally based talent in developing into key members of the organization.

Regional Talent Recruitment Status in 2025

(Unit: Persons)

Category	No. of Hires
Keimyung University	12
Yeungnam University	21
Kyungpook National University	11
Kumoh National Institute of Technology	14
Total	58

Enhancement of Labor-Management Communication

Employee Satisfaction Survey

SL Corporation conducts employee satisfaction surveys to foster a healthy organizational culture. The surveys are implemented to identify employees' perceptions of organizational culture and the working environment and to derive areas requiring improvement. Key survey categories include organizational engagement, satisfaction with the working environment, levels of communication and collaboration, and perceptions of organizational culture. Through these surveys, SL comprehensively analyzes employees' work experiences, organizational satisfaction, and areas requiring improvement. Survey results are utilized as foundational data for improving organizational operations and personnel systems and are reflected in the review of key issues by department and the identification of improvement tasks.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management Governance



Sustainability Report 2026

Roles and Responsibilities

Role of the BoD

SL Corporation's BoD receives reports on key supply chain issues, including compliance with fair trade laws and regulations, and provides direction on improvement measures for significant compliance matters. The BoD also reviews and deliberates on supply chain ESG management plans and performance, as well as strategies for building a sustainable supply chain, including supplier ESG diagnosis, assessment, and improvement activities, to ensure alignment with SL's enterprise-wide sustainability strategy.

Roles of Executives

SL's executives establish strategies for building a sustainable supply chain and identify and manage financial and non-financial risks across the supply chain, including environmental, social, and ethical risks. In addition, executives oversee supplier ESG enhancement activities, including assessments, inspections, and improvement initiatives, while establishing related policies and internal standards. SL's executives also drive the planning and implementation of key supply chain management activities, including the promotion of a fair trade culture, the establishment of a shared growth framework, support for enhancing suppliers' quality and technological competitiveness, and initiatives to strengthen ESG capabilities.

Roles of Operational Departments

SL's Purchasing Center is responsible for overall supply chain management, including supplier selection and evaluation, contract execution, and the operation of shared growth programs. In doing so, SL strictly complies with applicable laws and regulations, including the Subcontracting Act, the Fair Trade Act, and the Act on the Promotion of Collaborative Cooperation between Large Enterprises and Small-Medium Enterprises, while ensuring fairness and transparency in supplier selection, evaluation, and pricing determination processes.

In addition, SL identifies supply chain risks through ESG assessments, establishes and implements improvement plans, and responds promptly to matters raised through supplier grievance channels. SL also operates a range of support programs to enhance suppliers' quality and technological competitiveness, as well as their ESG management capabilities.

Supplier Council

SL Corporation operates a Supplier Council to strengthen sustainable partnerships based on mutual trust. Comprising three subcommittees, the Supplier Council shares supply chain management policies and strategic directions, while discussing suppliers' perspectives and operational challenges to identify practical improvement measures. Through regular meetings, SL also discusses support measures to enhance suppliers' execution of business strategies, listens to on-site challenges, and promotes improvement activities.

In particular, SL holds an annual supplier CEO seminar to share its management strategy and business progress while reinforcing the foundation for mutual cooperation. The seminar provides updates on the latest industry trends and shares strategies across key areas, including supply chain management, occupational safety and health, quality, and ESG. In addition, SL presents the SL WAY award and prize money to suppliers that have contributed to strengthening corporate competitiveness and fostering shared growth.

Supply Chain Management Governance



2025 Supplier Engagement Activities

Category	Target	Activities
Supplier Council General Meeting	Supplier Council CEOs	• Election of Supplier Council members, planning of social contribution activities, and sharing of other agenda items
Supplier CEO Seminar	Supplier CEOs	• Sharing of sustainability management strategy • Presentation of the SL WAY Award to outstanding suppliers
Supplier Council Subcommittee Meeting	SL Secretariat Supplier Council CEOs	• Sharing of market trends, key customer trends, and SL's requirements • Discussion of shared growth cooperation measures between SL and suppliers
Supplier Council Board Meeting	Supplier Council CEOs	• Sharing of Supplier Council operational plans for the first and second half of the year, and discussion of shared growth initiatives
Executive Roundtable Meeting	SL Executives and Heads of Key Departments Supplier Council Executives	• Collection of supplier feedback and sharing of improvement results • Sharing of SL's supplier management requirements, supply chain ESG strategy, and shared growth initiatives
Supplier Council Integrated Subcommittee Exchange Meeting	Supplier Council CEOs	• Attendance at the Shanghai Auto Show in China
Future Leaders Workshop	Second-generation Leaders of Supplier Companies	• Networking and discussion of management challenges among successor and second-generation leaders of supplier companies • Strengthening the management capabilities of future leaders
Supplier Council Outing Event	Supplier Council CEOs	• Strengthening partnership and shared growth through communication between SL and suppliers

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

Safety&Health

Human Rights Management

Talent Management

→ **Supply Chain Management**

Quality Management &
Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management *Strategy*



Sustainability Report 2026

Building a Stable Supply Chain

Supply Chain Management Direction

SL Corporation is building a stable and sustainable supply chain based on trust-based partnerships. Grounded in fair and transparent trade practices, SL strengthens long-term collaborative relationships with suppliers and promotes support initiatives to enhance suppliers' quality competitiveness and business stability. In addition, SL identifies and manages supply chain risks through ESG assessments, and further strengthens comprehensive accountability and execution in supplier management by incorporating not only supplier quality management system assessment results but also ESG assessment management indicators into the key performance indicators (KPIs) of purchasing personnel.

Supplier Code of Conduct

SL Corporation has established and operates a Supplier Code of Conduct to promote mutual growth with suppliers and build a sustainable supply chain, and publicly discloses the code on its website. The code is structured around five key areas: management systems, environment, ethics, labor and human rights, and safety and health, requiring suppliers to comply with applicable laws and regulations and practice responsible management aligned with international standards.

The Supplier Code of Conduct applies to all suppliers engaged in business with SL and is incorporated into the framework agreement. In the event of violations, SL may require corrective actions and implement phased measures, including restrictions on participation in new bidding opportunities and limitations on access to shared growth programs, thereby strengthening ESG and responsible management across the supply chain.

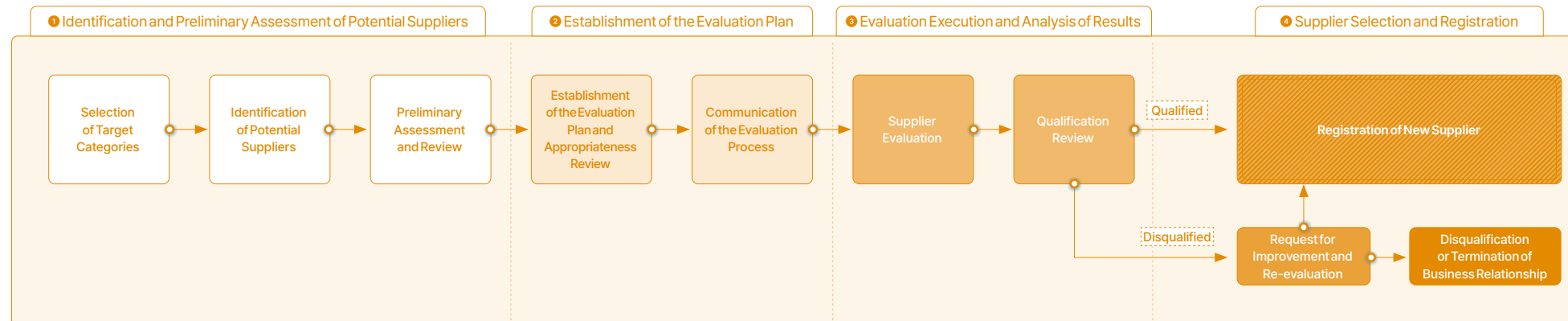
[SL Supplier CoC](#)

Supplier Selection and Evaluation

SL Corporation operates a supplier selection and evaluation process to ensure transparency in supplier selection and responsible supply chain management. When selecting new suppliers, SL conducts comprehensive assessments covering both financial factors, such as quality and creditworthiness, and non-financial factors, including environmental and safety considerations, and notifies suppliers of the selection results within seven days.

For existing suppliers, SL evaluates not only supply capabilities, such as quality and delivery performance, and quality management systems, but also ESG capabilities, including environmental, safety, and human rights performance. SL continuously monitors the implementation and outcomes of improvement activities to determine whether business relationships should be maintained. By incorporating the results of on-site supply chain ESG assessments into supplier selection and supplier retention decisions, SL ensures that supply chain sustainability is comprehensively considered across the value chain.

Supplier Selection and Evaluation Process



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management Strategy



Sustainability Report 2026

Building a Foundation for Shared Growth

Supplier Quality System Assessment

SL Corporation conducts supplier quality system assessments to strengthen suppliers' quality competitiveness and manage supply chain quality risks. Each year, SL evaluates the quality management standards and production capabilities of key suppliers, requiring immediate development and implementation of improvement plans when assessment scores fall below the established threshold, thereby minimizing the likelihood of quality risk occurrence. In addition, SL operates a Quality System Level-up Program that provides practical consulting tailored to suppliers identified as requiring improvement, incorporating the requirements of major customers by industry. Assessment results are reflected in suppliers' quality competitiveness ratings and are used in contract renewal decisions and the selection of suppliers for new vehicle programs. Furthermore, to verify the authenticity of raw materials, components, intermediate goods, and products supplied by suppliers, SL has established the Eight Fundamental Quality Compliance Items—including the use of unapproved materials, submission of falsified test reports, and discrepancies between drawings and actual products—and conducts regular inspections for suppliers providing mass production parts. Suppliers classified as high-risk among regularly inspected suppliers are also subject to ad hoc inspections.

Supplier Quality System Assessment Process



Supplier Functional Training Academy

SL Corporation operates the Supplier Functional Training Academy to strengthen the job capabilities of its suppliers. Centered on quality and development function training, SL provides educational programs designed to enhance suppliers' practical capabilities in areas including production site management, export and FTA rules of origin management, information security, and response to hazardous substance regulations.

2025 Supplier Functional Training Academy Overview

(Unit: Companies, Persons)

Category	Program	Participating Suppliers	Participants
Common Training	Understanding Import/Export and FTA Rules of Origin Management	83	93
	Understanding ESG	76	89
	Understanding Information Security	84	122
Mandatory Industry-specific Training	Understanding GD&T	25	31
	Understanding Injection Molding SQ	17	24
	Injection Molding Mass Production Supplier Certification Training	4	8
	Understanding Special Characteristics	8	10
	Understanding SL Parts Development Operations	36	56
	Understanding Quality Systems (QMS, SQ, SL-BIQS)	137	180
Mandatory Development and Manufacturing Training	Understanding FMEA	36	63
	Understanding 2D Engineering Drawing Interpretation	33	49
	Practical Training for Improving Production Site Efficiency	31	40
	Understanding Appearance Quality	110	201
	Training on Hazardous Substance Regulatory Management	95	110

1) Built in Quality Supply (BIQS)

Supplier Quality and Technical Support

SL Corporation operates various support programs to enhance suppliers' quality and technological competitiveness. In addition to suppliers identified through quality system assessments as requiring improvement, SL also provides support to suppliers requiring capability enhancement to maintain stable business operations and business relationships with SL. Support programs include financial structure improvement initiatives, technical guidance for manufacturing and development capabilities, and related training programs.

Financial Support for Suppliers

SL Corporation operates various financial support programs to enhance suppliers' liquidity and strengthen business stability. To support stable cash flow for suppliers, SL makes supplier payments through the shared growth payment system. In addition, through the "Shared Growth Agreement for Supporting Partner Companies" signed with Hana Bank and IBK Industrial Bank of Korea, SL supports suppliers in obtaining financing for business operations and facility investments at preferential interest rates compared with those offered by commercial financial institutions.

2025 Supplier Quality and Technical Support Status

(Unit: Companies)

Category	2025
QMS Advancement Support ¹	5
BEP Improvement Guidance	9
Manufacturing and Development Capability Enhancement	11
Development and Enhancement of Manufacturing and Production Databases	12

1) Quality System Level-up Program

Supplier Financial Support Performance

(Unit: KRW100 million)

Category	2025	2024	2023
Support Amount	62	70	165

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management *Risk Management*

Supply Chain ESG Assessment

Overview of Supply Chain ESG Assessments

SL Corporation operates supply chain ESG assessments for suppliers to proactively identify and systematically manage ESG risks that may arise across the supply chain. To comprehensively assess suppliers' ESG management capabilities, SL identifies risks through document-based assessments and on-site audits, while supporting suppliers' improvement activities. In addition, through measures such as restrictions on new business transactions based on on-site assessment results and the implementation status of improvement activities, SL encourages suppliers to strengthen relevant capabilities and demonstrate commitment to improvement, while continuously advancing ESG performance across the supply chain.

Scope of Supply Chain ESG Assessments

To effectively manage ESG risks across the supply chain, SL Corporation selects suppliers for assessment based on predefined criteria. Assessment targets are selected through a comprehensive review of various factors, including suppliers' quality management systems (QMS), quality performance, and delivery performance. Suppliers identified through document-based assessments or major ESG issues are included in the scope of on-site audits. Through this process, SL proactively manages potential ESG risks within the supply chain.

Supply Chain ESG Assessment Process



Supply Chain ESG Assessment Indicators

SL Corporation operates supply chain ESG assessment indicators that reflect global ESG standards and the expectations of key stakeholders. The assessment framework is structured around environmental, social, and governance factors, incorporating key supply chain management topics such as climate change response and responsible sourcing. Through these assessments, SL comprehensively evaluates suppliers' ESG management performance, including environmental management, labor and human rights protection, occupational safety and health, ethical management, information security, and fair trade compliance.

Desktop Assessment

SL Corporation operates supply chain ESG assessments for suppliers to proactively identify and systematically manage ESG risks that may arise across the supply chain. As part of this process, SL conducts annual ESG risk desktop assessments in which suppliers complete self-assessment questionnaires. Through these assessments, SL reviews suppliers' level of awareness of the Supplier Code of Conduct and the extent of actual implementation, while comprehensively evaluating supplier responses alongside publicly disclosed information to assess ESG risk levels. Based on the assessment results, SL selects suppliers for on-site assessments and identifies priority areas requiring focused review.

Supply Chain ESG Assessment Indicators

Category	Detailed Indicators
Environment	Environmental policies, greenhouse gas emissions, energy consumption, waste management, water resource management, air pollutant management, hazardous chemical management
Labor&Human Rights	Labor conditions, prohibition of discrimination and harassment, wage and working hour management, prohibition of forced labor, prohibition of child labor, supply chain management
Safety&Health	Occupational safety and health systems, safety and health licensing and implementation management, industrial safety management, health management
Ethics&Information Security	Ethical management, anti-corruption, whistleblowing system, fair trade, responsible raw material sourcing (conflict minerals management processes), information security
Management System	Management system governance, legal/regulatory violations, ESG risk management

On-site Assessment

Based on the results of ESG risk desktop assessments, SL classifies suppliers into four risk tiers and designates suppliers in the lowest tier, RED, as high-risk suppliers subject to on-site assessments. To gain a more detailed understanding of suppliers' risk exposure and response capabilities, SL reviews the establishment and operation of internal management systems, the existence of relevant policies and guidelines, and activity reports, while also conducting employee interviews and on-site inspections.

Risk Identification and Improvement Planning

Based on the results of ESG risk assessments, SL recommends that suppliers establish and implement improvement plans to address identified risks. Following the completion of assessments, suppliers are required to submit corrective action plans within a specified period, and SL continuously monitors implementation progress and outcomes. For suppliers facing challenges in independently implementing improvements, SL operates an ESG Level-up Program that provides tailored training and consulting support. In 2025, SL conducted ESG risk desktop assessments for 118 suppliers and performed on-site assessments for 18 suppliers classified as high-risk. Following the on-site assessments, SL received corrective action plans outlining improvement measures and specific implementation actions for key identified risks, and continues to monitor implementation progress on an ongoing basis.

Key Risk Improvement Plans

Key Identified Risks	Key Improvement Plans
Inadequate Management of Key Environmental Data	<ul style="list-style-type: none"> • Training on the importance of environmental data management • Standardization and institutionalization of environmental data management criteria
Lack of Information Security Awareness and Management Framework	<ul style="list-style-type: none"> • Information security enhancement initiatives • Information security training • On-site diagnostics of information security governance and operational practices • Execution of security pledge acknowledgments
Lack of ESG Management Framework	<ul style="list-style-type: none"> • Participation in internal ESG integrated workshops for suppliers • ESG training on fundamentals, regulatory changes, and practical case studies

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- **Supply Chain Management**
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management *Risk Management*

Supply Chain ESG Risk Mitigation

Training for Purchasing Managers

SL Corporation provides fair trade training for personnel directly or indirectly involved with suppliers, including employees in the Purchasing Center, materials teams at each plant, and the Quality Division. Training focuses on relevant legal and regulatory developments and case studies, including the Act on the Promotion of Collaborative Cooperation between Large Enterprises and Small-Medium Enterprises and the Subcontracting Act. Through these efforts, SL establishes a fair trading foundation and prevents unlawful practices and disputes across the supply chain.

ESG Capability Enhancement Training

SL Corporation supports suppliers in embedding ESG management systems and enhancing sustainability performance across the supply chain through supplier ESG training programs and briefing sessions. SL explains major global ESG trends, changes in customer requirements, and related business implications to help suppliers understand the importance of complying with the Supplier Code of Conduct and managing ESG risks.

In addition, SL supports suppliers in strengthening ESG management capabilities across environmental, social, and governance areas, including environmental impact management, human rights protection, safety and health, ethical management, and information security. SL also provides assessment guidelines to help suppliers understand and effectively respond to SL's supply chain ESG assessment process.

ESG Capability Enhancement Consulting

SL Corporation provides ESG capability enhancement consulting for suppliers identified through supply chain ESG assessments as requiring improvement, particularly those facing elevated risk levels, limited internal response capabilities, or voluntary participation interest. SL assesses ESG risks at the supplier level, identifies improvement priorities, supports implementation, and strengthens management capabilities through training for working-level personnel.

In addition, based on the shared growth agreement with IBK Industrial Bank of Korea, SL operates ESG in-depth diagnostics and greenhouse gas inventory development consulting programs through external ESG specialist consulting firms. These programs comprehensively review the consistency of ESG data submitted by suppliers, internal management systems, and regulatory response capabilities, while identifying improvement priorities through on-site assessments. Based on the significance and urgency of identified issues, SL provides solutions starting with the highest-priority items and supports the development of greenhouse gas inventories.

GHG Emissions Management Briefing Sessions

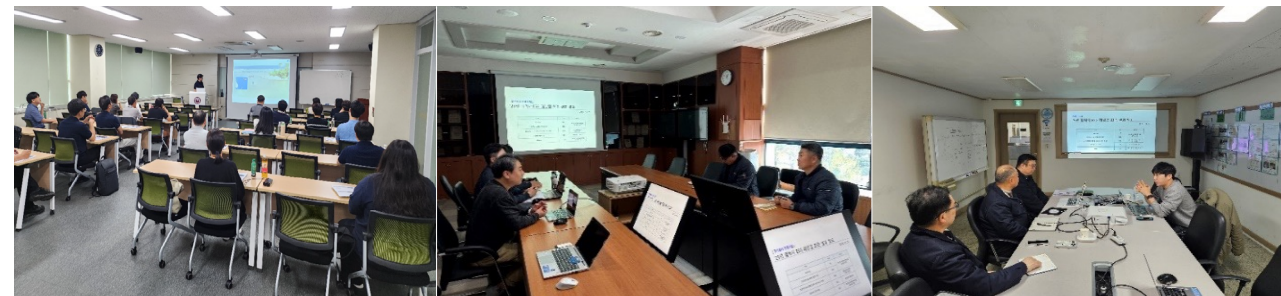
SL Corporation regularly conducts greenhouse gas management briefing sessions for suppliers to strengthen their greenhouse gas emissions management capabilities and reduce carbon emissions across the supply chain. Through training on greenhouse gas accounting and management standards, as well as the sharing of SL's management practices, SL supports the enhancement of suppliers' practical capabilities. In addition, SL reviews suppliers' greenhouse gas emissions and supports the implementation of reduction activities tailored to each supplier's management maturity and internal capabilities.

Energy Reduction Technology Briefing Sessions

SL Corporation conducts energy reduction technology briefing sessions to support suppliers in improving energy efficiency. For supplier working-level personnel, SL shares its own energy reduction technology application cases alongside external best practices, enabling suppliers to strengthen internal management systems and identify practical approaches to reducing energy consumption.

Supplier Grievance Mechanism

SL Corporation operates a supplier grievance mechanism to proactively identify and address potential risk factors across the supply chain. Stakeholders, including employees, suppliers, and customers, may anonymously submit inquiries or reports through the whistleblowing channel on SL's website regarding all forms of grievances arising across the supply chain, including human rights, safety, and conflict minerals. SL adheres to strict confidentiality principles and prohibits all forms of retaliation. For reported grievances, SL promptly investigates the facts in consultation with relevant departments, including ESG, purchasing, and finance, and implements appropriate response measures based on the findings.



Supplier ESG Capability Enhancement Training and Consulting



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Supply Chain Management *Risk Management*



Sustainability Report 2026

Conflict Minerals Management

Conflict Minerals Policy

SL Corporation strictly prohibits the use of conflict minerals that are mined and distributed through unethical practices and that contribute to environmental destruction, human rights violations, and other adverse impacts in conflict-affected regions. To strengthen supply chain-wide management, SL works with suppliers to thoroughly verify whether products contain conflict minerals and to establish a responsible raw material sourcing framework. Since 2025, SL has expanded the scope of managed minerals to 22 minerals. In addition, to prevent child labor and forced labor risks that may arise in the Democratic Republic of the Congo and adjoining high-risk areas, SL monitors cobalt distribution in accordance with the OECD Due Diligence Guidance.

Conflict Minerals Management Guidelines

SL Corporation operates Supplier Conflict Minerals Management Guidelines based on its Conflict Minerals Policy to ensure that products are manufactured and distributed through lawful and ethical practices. SL requires its suppliers, in principle, to engage with smelters certified under the Responsible Minerals Assurance Process (RMAP)¹ and to regularly verify whether raw materials contain conflict minerals while systematically managing related information.

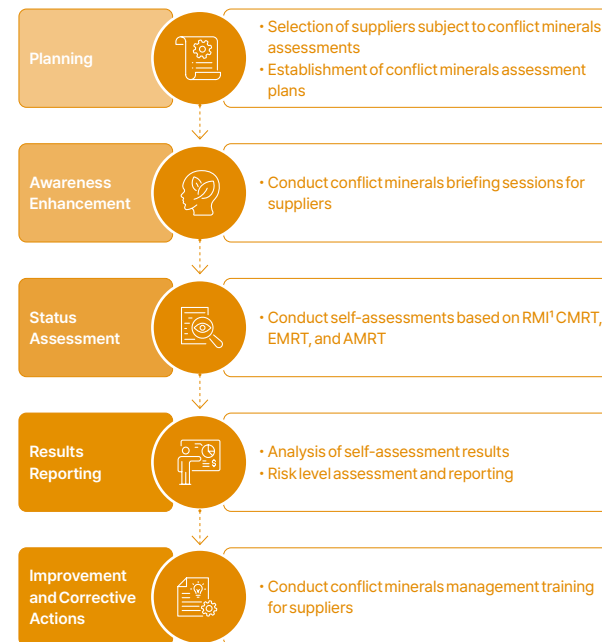
¹ Responsible minerals sourcing certification



Conflict Minerals Management Process

SL Corporation operates a conflict minerals management process encompassing planning, awareness enhancement, status assessments, result reporting, and improvement and corrective actions. SL provides suppliers with training on its Conflict Minerals Policy and relevant regulatory requirements, while requiring the preparation and submission of conflict minerals reports aligned with international standards. Based on assessment results, SL reviews supply chain risks and requires improvements from suppliers that do not meet established management standards. Where necessary, SL also supports the establishment of management systems through training and consulting programs.

Conflict Minerals Management Process



¹ Responsible Minerals Initiative (RMI)

Conflict Minerals Briefing Sessions

SL Corporation conducts conflict minerals briefing sessions to strengthen suppliers' conflict minerals management capabilities. These sessions provide guidance on global regulations and market requirements related to conflict minerals, as well as SL's management standards and assessment procedures, helping suppliers understand the importance of conflict minerals management and appropriate response measures. In addition, through practical training on conflict minerals reporting templates required from suppliers, including the Conflict Minerals Reporting Template (CMRT), SL supports suppliers in effectively participating in conflict minerals assessments and reporting requests.

Stakeholder Engagement

SL Corporation strengthens communication with diverse stakeholders, including suppliers, customers, and relevant institutions, to ensure responsible conflict minerals management. SL shares its conflict minerals-related policies and management status while establishing supply chain management systems aligned with global standards and customer requirements. In addition, through conflict minerals assessment processes reflecting Responsible Minerals Initiative (RMI) standards and the OECD Due Diligence Guidance, SL manages responsible minerals sourcing across the supply chain. Furthermore, beginning in 2025, SL has strengthened its conflict minerals management framework by entering into conflict minerals declarations with customers.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

Safety & Health

Human Rights Management

Talent Management

→ Supply Chain Management

Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction Governance



Sustainability Report 2026

Roles and Responsibilities

Role of Executives

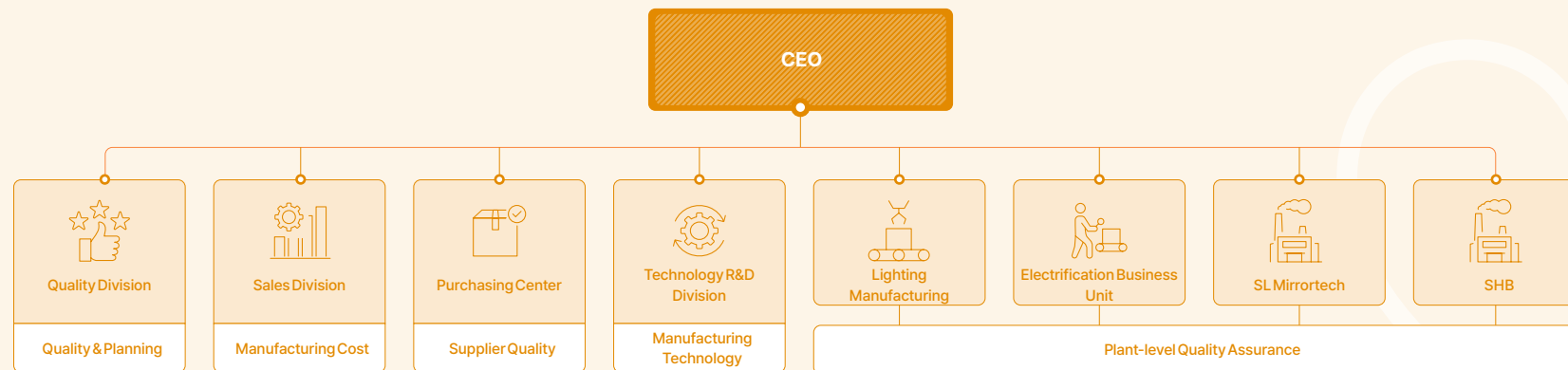
SL Corporation's Chief Executive Officer establishes company-wide quality management directions and quality policies to ensure the stability and reliability of products and services. In addition, the Chief Executive Officer reviews plans for the effective operation of the quality management system and holds authority over the allocation and execution of related budgets. The Chief Executive Officer receives reports on quality management activities, including product quality and safety evaluations and the development of specialized personnel, and provides guidance to promote customer-oriented quality management practices.

In addition, to secure consistent quality and strengthen competitiveness across all business sites, SL conducts monthly quality meetings led by the Chief Executive Officer and plant managers. Through these meetings, SL discusses key quality-related issues concerning new vehicles, mass-produced vehicles, and suppliers and immediately shares agreed matters with overseas business sites, thereby establishing a company-wide quality management system.

Role of Operational Departments

SL Corporation's quality-related departments establish quality management systems and promote continuous quality management activities to improve product quality and drive process innovation. Through regular quality inspections and feedback, SL secures production stability and provides products that comply with global quality standards. In addition, when quality issues arise, SL systematically manages quality risks by conducting root cause analyses and establishing recurrence prevention measures.

Quality Management Governance



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction *Strategy*



Sustainability Report 2026

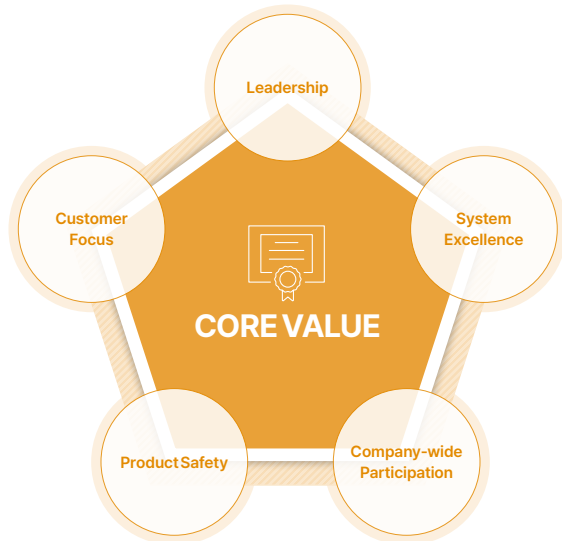
Systematic Quality Management

Quality Management System

SL Corporation has established a rigorous quality management system based on five core values of quality management to provide high-quality and safe products. Through service centers and regional quality centers, SL closely monitors domestic and overseas user environments and listens to quality-related complaints. In particular, SL operates an intensive monitoring system immediately after mass production to proactively respond to quality issues related to components applied to new vehicle models.

In addition, SL collects opinions from various stakeholders through quality satisfaction surveys and reflects them in quality management strategies. Quality risks, defect cases, and customer complaints identified through these activities are immediately shared with all business sites and suppliers to establish and implement improvement measures.

Core Values of Quality Management



Tracking and Management of IQS and VDS Indicators

SL Corporation analyzes the North American IQS¹ and VDS² indicators published annually to identify customer complaints related to supplied products and utilize the results for quality improvement. IQS is an indicator that evaluates initial quality satisfaction based on customer experiences during the first three months after vehicle purchase, while VDS evaluates mid-term durability quality based on customer experiences over a three-year period. In the VDS results announced in February 2025, a total of 30 brands and 243 vehicle models were reviewed. Based on these results, SL analyzes customer complaints related to supplied products and implements appropriate improvement measures.

- 1) Initial Quality Study(IQS)
- 2) Vehicle Durability Study(VDS)

IQS & VDS Tracking Process



Operation of the Quality School

SL Corporation operates the Quality School for employees in relevant job functions to strengthen quality management through the development of quality experts. The program is operated progressively over nine sessions across six courses, including Development Process, FMEA, Electronic Failure Mechanism, QSB¹, QMS² and internal auditor training, while the training curriculum continues to be supplemented and enhanced.

- 1) Quality System Basics(QSB)
- 2) Quality Management System(QMS)

Quality School Operations Status

(Unit: Persons)

Category	2025	2024	2023
No. of Participants Completing the Program	96	106	99

Business Case

Development of Quality Function Experts

In April 2025, SL Corporation produced three successful candidates in the "Quality Function Expert Certification Assessment" organized by the Hyundai Motor-Kia Global Partnership Center (GPC). The assessment covers overall quality-related functions, including new vehicle quality, mass production quality, quality assurance, and quality management. Employees who obtain certification are granted qualifications to serve as instructors providing training for secondary and tertiary suppliers as quality function experts. Based on these achievements, SL plans to continue expanding the development of quality function experts and strengthen quality competitiveness across the supply chain by supporting quality improvement initiatives for suppliers.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction Strategy



Sustainability Report 2026

Strengthening Manufacturing Process Competitiveness

Minimization of Quality Failure Costs

SL Corporation has established a proactive quality management system to minimize quality failure costs and is promoting process improvement activities to reduce defects throughout the entire production process. SL strengthens quality verification at the manufacturing stage and proactively eliminates defect-causing factors through data-based root cause analysis. In addition, SL enhances quality levels across the supply chain through close collaboration with suppliers and responds promptly to abnormalities through a real-time quality monitoring system.

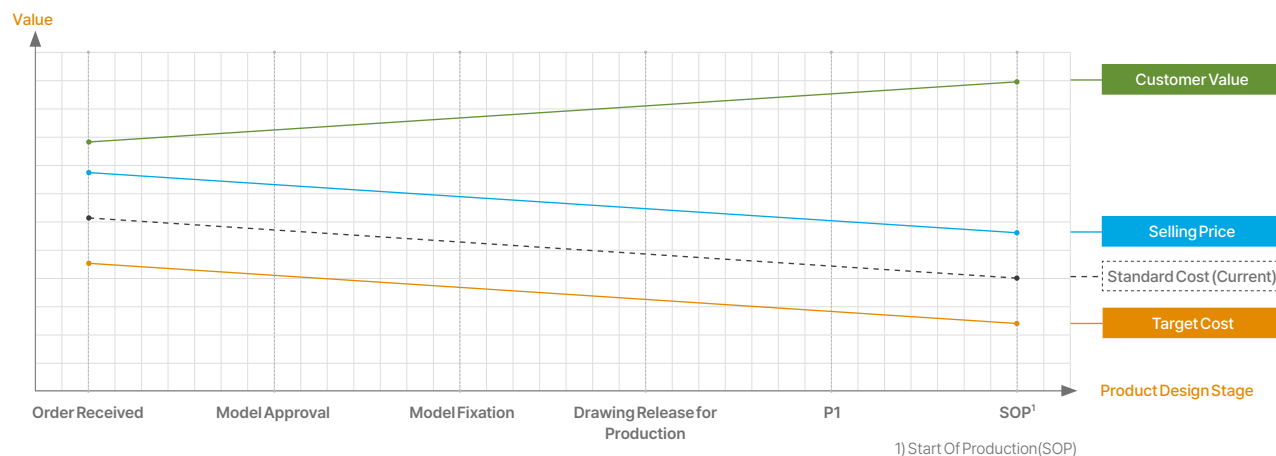
Target Cost Management

SL Corporation promotes quality improvement strategies based on target cost management to provide competitive products while maintaining a balance between quality and cost. Target costs are established during the initial design stage, and management activities are conducted throughout the entire product development process to achieve these targets. SL defines target costs by considering customer value and selling prices and concurrently implements design and process improvements to minimize gaps with standard costs. At the design stage, unnecessary costs are eliminated through specification optimization and advanced development activities, while at the development stage, variable and fixed costs are reduced through process improvements and productivity enhancement. Through these efforts, SL maintains the level of quality required by customers while securing market competitiveness and enhancing business sustainability based on an efficient cost structure.

Demonstration of Manufacturing Process Quality Excellence

SL Corporation strengthens product competitiveness based on a systematic quality management system with customer satisfaction and product reliability as top priorities. In 2024, SL was selected as an outstanding supplier for initial mass production quality of the Kia EV9, achieving zero quality issues through the world's first application of hidden lighting technology and the "150-Day New Vehicle Quality Campaign." From the initial development stage, SL promoted specification optimization and proactive quality improvement activities using pre-production molds in collaboration with the customer. During the mass production stage, SL focused on securing production capabilities through the establishment of large-scale deposition, body color painting, and laser patterning facilities. In addition, SL identified potential risks arising before mass production and sales and established response systems accordingly. By applying the FMEA methodology, SL expanded the scope of risk management beyond manufacturing processes to include linkages with finished products and vehicle systems. Through these efforts, SL secures quality stability throughout the manufacturing process and maintains quality standards that meet global customer requirements.

Target Cost Design Framework



🔍 Business Case

Achievement of 100 Days of Zero Defects for EV4

Following the start of mass production of the EV4 in 2024, SL Corporation achieved zero defects for 100 consecutive days across all major supplied components, including headlamps, outside mirrors, IBS, BMS, and FEM. SL demonstrated its quality competitiveness through systematic quality management covering the entire process from component receipt to customer delivery, including Error Proof design reflecting quality histories of similar vehicle models, full inspection and double inspection at inbound and outbound stages, SPC-based process management, and prevention activities for improper maintenance in connection with service centers.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction *Strategy*

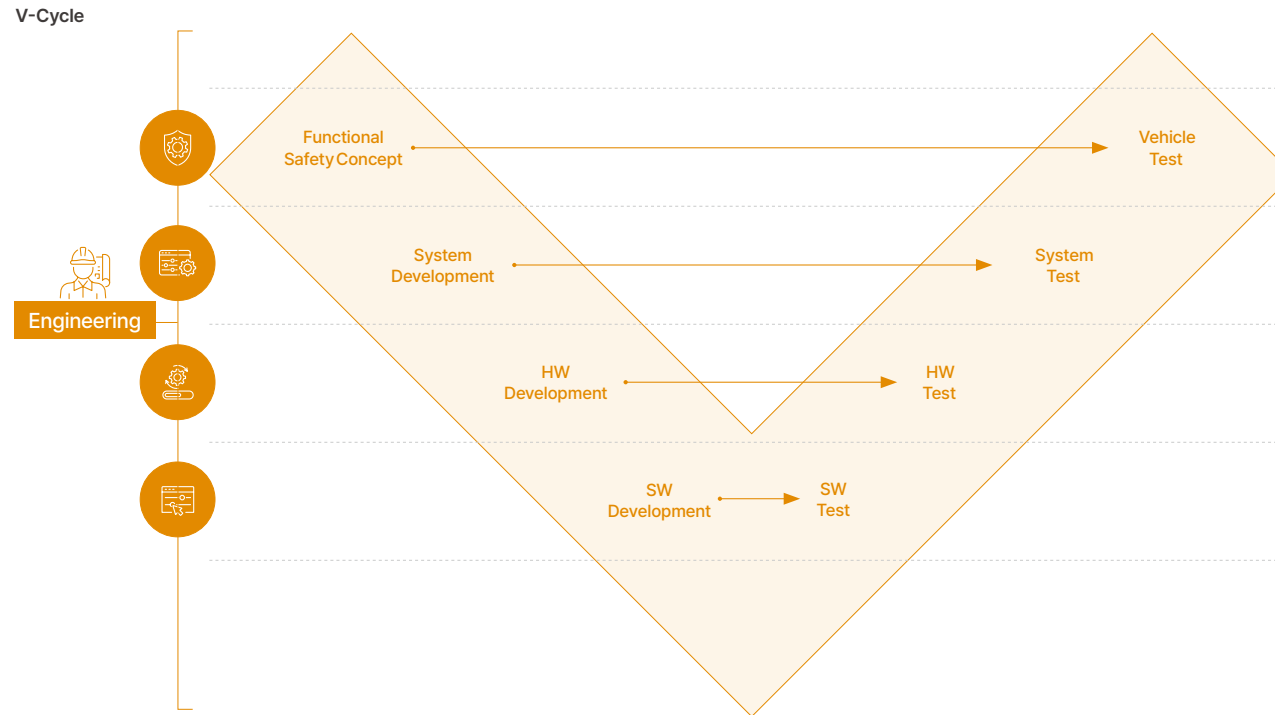


Sustainability Report 2026

Strengthening Manufacturing Process Competitiveness

Strengthening Engineering Capabilities

SL Corporation is promoting cost analysis and optimization activities and continuously strengthening fundamental engineering capabilities to enhance cost competitiveness in the engineering division. In 2024, SL internalized practical tolerance analysis methodologies, and beginning in 2025, established evidence-based "Low Cost Design" as a core theme to strengthen collaboration systems. In addition, SL is enhancing analysis capabilities for proactive quality prediction and advancing software verification systems, including strengthening Test Cases, in response to the increasing importance of software. Through these efforts, SL improves product reliability by proactively managing risks during the development stage. Based on an engineering framework that simultaneously considers cost and quality from the design stage, SL continues to develop competitive products.



Business Case

G-SIM 2025

In June 2025, SL Corporation held the Global SL Innovation Meeting (G-SIM), attended by management leaders and plant managers from major domestic and overseas business sites, to strengthen global manufacturing competitiveness. During G-SIM, participants reviewed plant operation status and discussed strategies for standardizing manufacturing technologies and integrating production technology operation systems. In addition, key initiatives aimed at enhancing production efficiency and responding to changes in the external business environment were shared, including product structure simplification, facility investment strategies, and localization response measures. Based on these discussions, SL is strengthening collaboration among global business sites and promoting the overall advancement of company-wide manufacturing competitiveness.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- **Quality Management & Customer Satisfaction**
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction Risk Management



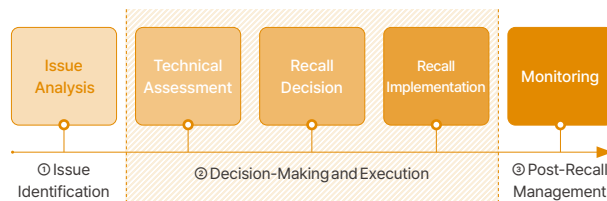
Sustainability Report 2026

Prioritizing Product Quality

Quality Risk Response Process

SL Corporation places the highest priority on product quality and customer safety and operates an emergency response process to respond promptly and systematically to product defects and recall requests. SL's recall process consists of problem analysis, decision-making, and execution stages. When product abnormalities occur, the quality, production, and development departments collaborate to conduct problem analysis and technical evaluations, and decisions regarding recalls are made through the Quality Management Council. Following the decision, recall measures are implemented and continuously monitored to prevent recurrence of the same issues.

Recall Process



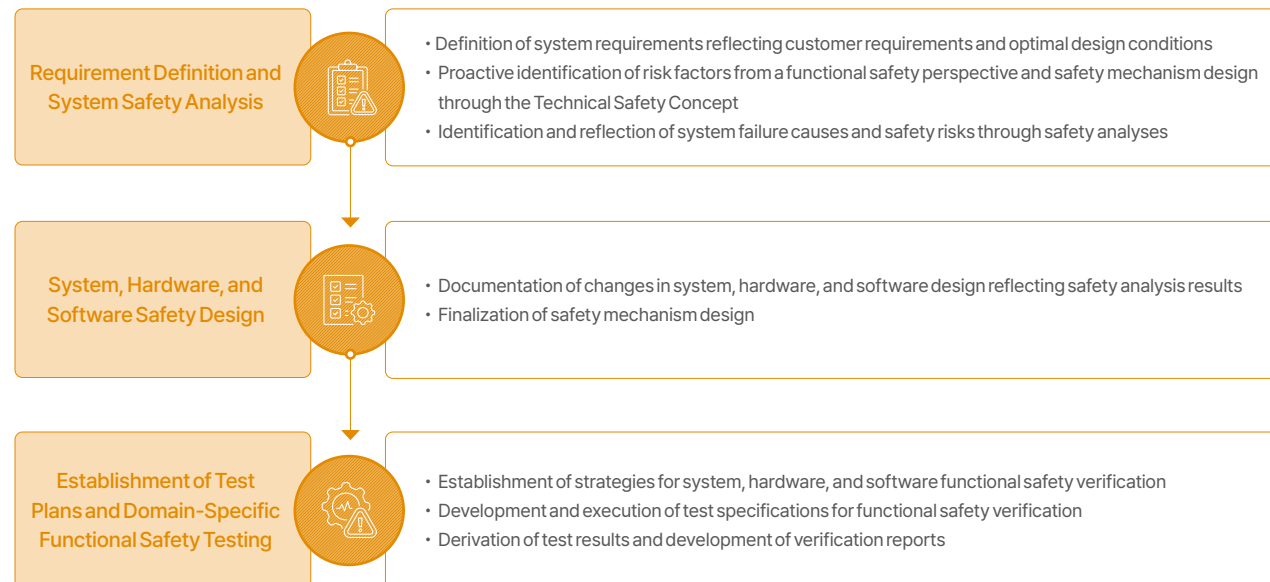
Recall Status

Category	Unit	2025	2024	2023
Number of Recalls	cases	13	3	0
- Voluntary Recalls	cases	13	3	0
- Legal Mandated Recalls	cases	0	0	0
- Product Accident-Related Recalls	cases	0	0	0

Product Safety Evaluation

SL Corporation conducts safety evaluations based on design and verification guidelines that systematically document the entire process from system design to integration testing to secure the functional safety and reliability of products. In accordance with customer requirements and functional safety requirements, SL defines system requirements and identifies potential risks through safety analyses utilizing various methodologies, including FMEA. In addition, SL secures product safety through safety mechanism concept design and detailed HW and SW safety design and verifies safe operation under actual operating environments through domain-specific functional safety testing. Through these systematic design and verification processes across the entire development lifecycle, SL secures product safety and reliability.

Product Safety Evaluation Process



Product Safety Improvement

SL Corporation operates Product Safety Management Regulations to manage product safety throughout the entire process of design, development, production, and delivery. When designing new products, quality issues arise, or customer requirements are received, SL thoroughly reviews product safety characteristics and establishes application and management measures for additionally identified requirements through safety characteristic meetings before reflecting them through customer approval procedures. The reflected safety characteristics are communicated through training provided to relevant process personnel to ensure understanding of their importance and application methods. SL strengthens product safety through continuous monitoring and improvement activities and plans to apply these practices to the development of future vehicle models. In addition, SL provides accurate information to consumers by specifying safety precautions and handling and usage methods for its products in customer manuals.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- **Quality Management & Customer Satisfaction**
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction *Risk Management*

Strengthening Cybersecurity

Increasing Importance of Security

With the emergence of the future mobility market represented by CASE (Connected, Autonomous, Shared, Electric), the complexity and importance of automotive software are increasing, and wireless updates through OTA (Over-The-Air) methods are becoming widespread. While this approach offers clear advantages in convenience and cost reduction, it also presents vulnerabilities to cyberattacks.

Accordingly, governments and international standard organizations are strengthening cybersecurity regulations. In Europe, CSMS (Cyber Security Management System) certification and vehicle-specific VTA (Vehicle Type Approval) certification became mandatory for all vehicles starting in July 2024. In Korea, amendments to the Automobile Management Act also took effect, requiring that only vehicles obtaining VTA certification for newly registered vehicle models may enter mass production beginning in August 2025. As a result, due to the structural limitations preventing automakers from directly managing all controllers, Tier 2 and Tier 3 suppliers are required to comply with relevant regulations and standards and undergo regular inspections.

Establishment of a Cybersecurity Framework

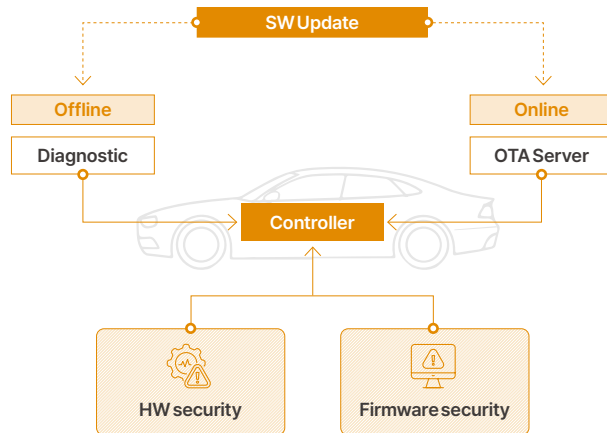
SL Corporation established the Cybersecurity Department in September 2024 and built a CSMS (Cyber Security Management System) based on ISO/SAE 21434 to proactively respond to strengthening cybersecurity regulations. The system was verified through cybersecurity audits conducted by customers and was selected as a best practice and shared with other suppliers in recognition of its process maturity and improvement capabilities. In addition, SL obtained TÜV Rheinland Level 2 certification for its ISO/SAE 21434-based cybersecurity process. This achievement is particularly meaningful as it satisfies certification requirements demanded in premium customer order acquisition processes, and SL plans to pursue Level 3 certification in the future. Furthermore, SL has established a foundation for promoting a company-wide security culture by holding briefing sessions on the SL CSMS for domestic and overseas MDTs and organizations and by implementing CodeBeamer to establish a deliverable management framework.

Strengthening Cybersecurity

SL Corporation is focusing on strengthening execution capabilities by applying the CSMS to current development projects and identifying Best Practice cases applicable to future vehicle models through collaboration with relevant organizations in response to the market trend in which cybersecurity evaluation standards are shifting from process-oriented assessments to execution-oriented evaluations.

SL is also actively responding to global regulatory requirements. Ahead of the implementation of cybersecurity regulations in China, SL Shanghai Plant achieved outstanding results in the 2024 CSMS assessment, while preparations are underway to meet customers' proactive response requirements prior to the enforcement of related regulations in India. In line with these efforts, SL plans to continue strengthening cybersecurity capabilities through regular training and supplier inspections covering both domestic and overseas business sites, while pursuing TÜV Rheinland Level 3 certification by 2027.

Examples of Vehicle Cybersecurity Application



Acquisition of ISO/SAE 21434 Automotive Cybersecurity International Standard Certification



In-House Vehicle Cybersecurity Training

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- **Quality Management & Customer Satisfaction**
- Social Contribution

GOVERNANCE

APPENDIX

Quality Management & Customer Satisfaction *Enhancing Customer Value*



Sustainability Report 2026

Minimizing Customer Complaints

Customer Complaint Management Process

SL Corporation operates a customer complaint management process to listen to diverse customer opinions and respond promptly when complaints arise. Immediate emergency measures are implemented upon receipt of complaints, and when additional corrective actions are required, SL operates a problem-solving process involving root cause analysis, establishment of countermeasures, review of corrective actions, effectiveness verification, and horizontal deployment.

In addition, SL analyzes the causes of complaints to calculate failure costs and links the results with follow-up management and management review processes to ensure that quality improvement activities are applied company-wide.

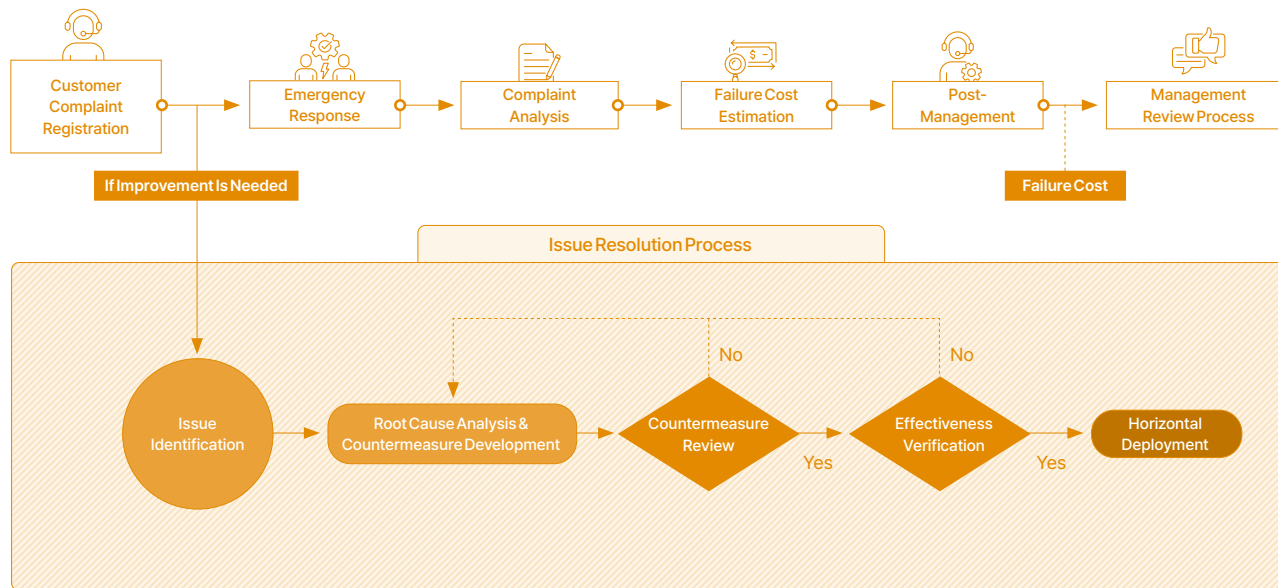
Regular VOC Monitoring

SL Corporation conducts regular VOC monitoring to enhance customer satisfaction. SL directly listens to customer opinions through visits to service centers and Bluehands-Auto Q locations and reflects the feedback in product and service improvements. In addition, details, handling results, and follow-up management measures related to field claims, customer complaints, and recall issues arising from quality defects within warranty periods are shared company-wide to prevent recurrence and continuously improve product and service quality.

Customer Satisfaction Evaluation

SL Corporation conducts annual customer satisfaction surveys to evaluate quality, engineering, R&D, development, and price competitiveness and assess the company's competitiveness from the customer perspective. Survey results are shared with company-wide leadership positions, and improvement opinions for enhancing customer satisfaction are collected. In 2025, a total of 296 respondents from seven global OEMs participated in the survey, and the overall score increased year-on-year to 82 points. While SL received strong evaluations in recommendation indices for follow-up projects and new vehicle development execution capabilities, price competitiveness was relatively lower and is being managed as a key improvement area. SL plans to continuously enhance customer satisfaction by reflecting the opinions of domestic and overseas customers identified through customer satisfaction surveys in future business strategies.

Customer Complaint Management Process



Customer Satisfaction Evaluation

(Unit: Points)

Category	2025	2024	2023
Customer Satisfaction	82	79.5	80.3



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management

→ Quality Management & Customer Satisfaction

Social Contribution

GOVERNANCE

APPENDIX

Social Contribution Domestic

Growth Kit Program for Children from Low-income Households

Since 2022, SL Corporation has partnered with Good Neighbors to prepare and deliver growth kits for children from low-income households. Funded through SL's charitable neighbor support donations, the Share Love Kit is designed for children facing economic hardship and lacking access to essential hygiene and daily necessities. Each kit includes items needed during developmental years, such as sanitary pads, nutritional supplements, iron supplements, and physical activity supplies. SL employees also participate directly in the preparation process by sorting, packing, and delivering the kits. In 2025, a total of 99 employees participated in the Share Love Kit program, and 600 children received the kits through two rounds of distribution.

SL Bechuri Sports Team

SL Corporation established the SL Bechuri Sports Team in August 2020, comprising athletes with disabilities, and currently operates a team of 25 athletes across table tennis, badminton, and athletics. At the 45th National Para Games in 2025, 12 athletes from the SL Bechuri Sports Team participated as representatives of Daegu Metropolitan City and won five gold medals in badminton and athletics. SL will continue to actively support the promotion of adaptive sports for people with disabilities in the local community.

Food Donations for Vulnerable Communities

SL Corporation continues food donation initiatives for local communities in need. In December 2025, employees at the Daegu Plant participated in a kimchi-sharing event, preparing and donating kimchi to a local welfare center. In addition, SL Mirrotech donated 400 kg of rice and 80 boxes of instant noodles through the Siheung 1% Welfare Foundation, with the donated items delivered to vulnerable communities through six local welfare organizations.

Donation for AI Talent Development and Research Capability Enhancement

Chairman Choong-Kon Lee donated KRW 300 million to the Daegu Gyeongbuk Institute of Science and Technology (DGIST) to foster AI talent and strengthen research capabilities. The donation will be used to advance AI-based research and educational environments and support the development of talent in future convergence technology fields. Alongside technological innovation to lead the future mobility industry, SL continues its efforts to cultivate talent and strengthen research capabilities in AI education and research.

SL In-house Café Career Experience Program

Since 2023, SL Corporation has partnered with HisBeans to employ baristas with disabilities and operate an in-house café. In 2025, SL conducted an on-site career experience program in which students from a special education class at Sadong High School in Gyeongsan, Gyeongsangbuk-do, visited the café to observe barista duties and café operations and interview working baristas.

Subsequently, in collaboration with the Korea Employment Agency for Persons with Disabilities and two local high schools, SL operated a one-month work-based learning program for one student from a special education class at each participating school. Participating students experienced a full range of barista responsibilities, beginning with basic tasks such as assisting with beverage preparation and organizing the store environment, and progressing according to skill level to order taking, beverage preparation, espresso extraction, and milk steaming. SL will continue to work with local communities to support the social independence and growth of persons with disabilities.

Transparent Management of Donations

SL Corporation has established donation execution standards to ensure systematic and efficient management of donations, comprehensively reviewing the credibility of beneficiary organizations, areas of support, and target beneficiaries. SL evaluates organizations' fund management practices, the level of active communication with donors and beneficiaries, and their capabilities to monitor execution outcomes, while reviewing whether donation execution plans align with intended purposes to ensure operational effectiveness.

To ensure transparent donation management, SL manages actual activity budgets and donation records in accordance with accounting standards and audit procedures, and publicly discloses relevant information for review by diverse stakeholders.



Volunteer Activity for Preparing Growth Kits for Children



Bechuri Sports Team



Food Donations for Vulnerable Communities



Donation to the DGIST Development Fund



Work-based Learning Program



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction

→ **Social Contribution**

GOVERNANCE

APPENDIX

Social Contribution Overseas

SL Alabama

Career Exploration and Workplace Experience Program for Local Youth

SL Alabama implemented a program designed to help local high school students deepen their understanding of the automotive industry and explore potential career paths. In 2025, the manufacturing site tour program offered students from the region an opportunity to gain insight into both the broader automotive sector and day to day operations within the production facility. The program also included field trips coordinated with an emphasis on robotics. In addition, 11th grade students from five nearby high schools were invited to participate in career focused discussions with professionals from a variety of backgrounds, allowing them to learn directly from industry experts.

Community Food Donation Campaign

SL Alabama conducted a food donation campaign in partnership with a local food bank to support community members experiencing food insecurity. From November 10 to 26, 2025, SL Alabama participated in the "Football Rivalry Food Drive" campaign to support Helping Hands Food Pantry. Employees contributed food items by supporting their preferred college football teams, creating a friendly and engaging donation activity. Through this campaign, a total of 869 food items were collected and delivered to the food bank, where they were distributed to families facing financial hardship and those not fully covered by public assistance programs.



Career Experience and Leadership Program



Donation to a Local Food Bank

SL Michigan

Support for Youth Mental Health Initiatives

SL Michigan participated in the "Hug a Dragonfly 5K Run", organized by a local nonprofit organization, to support youth mental health protection and suicide prevention initiatives. Participation fees and donations raised through employee participation in the event were delivered to local organizations operating youth mental health support programs. SL Michigan plans to continue contributing to local community development through a range of community engagement activities in collaboration with local stakeholders.



Hug a Dragonfly 5K Run

SL Mexico

Supporting Educational Infrastructure for Future Talent

SL Mexico supports improvements in the local education environment and digital accessibility to help nurture future technical talent. In January 2026, SL Mexico donated computers to the Polytechnic University of San Luis Potosí to support students' academic and technical development.



Computer Donation to a Local University



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction

→ Social Contribution

GOVERNANCE

APPENDIX

Social Contribution Overseas

SL Poland

Year-End Community Support for Children with Disabilities

SL Poland conducted a year-end community outreach activity to support children with intellectual disabilities. In collaboration with a local organization affiliated with the Polish Association for Persons with Intellectual Disabilities (PSONI), employees delivered Christmas gifts to children in the community. Through this activity, SL Poland shared messages of encouragement and support with the children during the holiday season.



Delivery of Christmas Gifts to Local Children

SL Lumax

Support for Digital Education Infrastructure Development

SL Lumax supported improvements in local educational infrastructure by donating seven digital smart boards to a public high school in the community. The smart boards will help create an interactive learning environment that enhances teacher-student engagement, supports students' understanding of key concepts, and strengthens digital literacy.

Support for Community Infrastructure Development

SL Lumax collaborates with NGO Trust to contribute to a more inclusive and equitable society. In 2025, SL Lumax provided mobility assistance devices—including wheelchairs, walkers, crutches, and specialized chairs for individuals with cerebral palsy—to approximately 50 people in the community. The initiative aimed to improve mobility and support the independence of persons with disabilities and elderly residents.



Support for Digital Education Infrastructure Development



Provision of Mobility Assistance Devices

SL Yantai

Community Engagement and Support Activities

SL Yantai promotes community contribution activities in collaboration with local organizations and public institutions. In 2025, SL Yantai provided donations to support community events and public sector initiatives, continuing its engagement with the local community.



Support for Local Cultural Events



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction

→ Social Contribution

GOVERNANCE

APPENDIX



Social Contribution *SL Choong-Kon Lee Foundation*

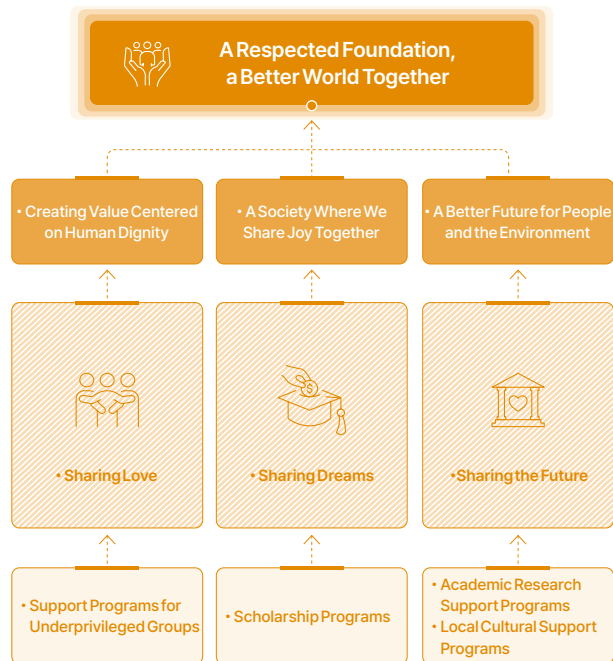


Sustainability Report 2026

Foundation Overview

Established in 2005 through a personal contribution of KRW 30 billion by Chairman Choong-Kon Lee, the SL Choong-Kon Lee Foundation carries out sharing initiatives to support future talent, outstanding research organizations, and underserved communities for the development of local society. Guided by the belief that a company's true value is realized when it coexists with society, the foundation advances social contribution activities based on the management philosophy of putting people first. In particular, the foundation seeks to return the value created through corporate activities to society, with the aim of contributing to a happier society and becoming a company that helps improve the well-being of all members of the community.

Vision & Mission



Key Social Contribution Areas

Business Area	Program Description
Support Programs for Underprivileged Groups	Sharing and support activities for neighbors in need, including low-income households, persons with disabilities, older adults, and children
Scholarship Programs	Scholarship support for middle school, high school, and university students from low-income households, single-parent families, and grandparent-headed households
Academic Research Support Programs	Research funding support for professors and researchers in engineering fields, and support for academic research activities at selected outstanding universities and research institutes nationwide
Local Cultural Support Programs	Support for cultural performances for citizens in culturally underserved regions, as well as support for arts organizations and cultural and artistic activities, including local cultural festivals, theater and dance performances, and exhibitions
Eco-friendly Vehicle Support Programs	Provision of eco-friendly vehicles to social welfare organizations to support the effective delivery of welfare services

Eco-friendly Vehicle Support Details

(Unit: Units, KRW thousand)

Category	Vehicles	Amount
2020	5	140,000
2022	1	28,000
2023	10	350,000
2024	21	836,470
2025	18	599,143
Total	55	1,953,612

Key Social Contribution Activities in 2025

The SL Choong-Kon Lee Foundation carries out a range of social contribution activities to support the independence of vulnerable groups in local communities and address welfare blind spots. In 2025, the foundation donated KRW 1.7 billion to the Daegu Community Chest of Korea (Fruit of Love) for the Hope 2026 Sharing Campaign. Since 2006, SL's cumulative donations to the Community Chest of Korea have reached approximately KRW 14.5 billion, which have been used to support low-income assistance programs and welfare institution infrastructure improvement initiatives. In addition, a total of KRW 500 million in relief donations was provided in the first half of 2025 to support recovery efforts following wildfires in the Yeongnam region.¹ The foundation also operates a vehicle support program to improve mobility convenience and service delivery environments for welfare institutions. Since 2020, a total of 55 vehicles have been provided, with a focus on eco-friendly vehicles such as electric vehicles (EVs) and LPG vehicles, contributing to improved mobility environments for local welfare institutions and the broader adoption of eco-friendly mobility.

1) SL: KRW 300 million / SL Choong-Kon Lee Foundation: KRW 200 million



Provision of Eco-friendly Vehicles to Welfare Institutions



Hope 2026 Sharing Campaign

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

- Safety&Health
- Human Rights Management
- Talent Management
- Supply Chain Management
- Quality Management & Customer Satisfaction

→ Social Contribution

GOVERNANCE

APPENDIX



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

GOVERNANCE

SL Corporation strives to establish a fair and transparent governance structure by appointing directors with independence, diversity, and expertise through a fair selection process. As a result, SL has established a sound governance framework in which a majority of the BoD consists of independent directors, contributing to SL's professional and rational decision-making process.



085 | Board of Directors & Shareholders

094 | Ethics and Compliance Management

099 | Information Security

103 | Risk Management

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com

Board of Directors & Shareholders

Board of Directors Composition



Sustainability Report 2026

Board Composition

To enhance management transparency and strengthen the BoD's independent oversight function, SL Corporation operates a seven member BoD comprising three internal directors and four independent directors. Independent directors account for 57.1% of the total Board composition, satisfying the requirements of the Korean Commercial Act. The Chair of the BoD is appointed from among the independent directors and is composed of professionals with expertise across diverse fields, including management, accounting, manufacturing, and technology. This is in accordance with the company's Articles of Incorporation and BoD regulations, reflecting SL's policy to further strengthen the independence and objectivity of the BoD. In addition, SL has established a governance framework in which the chairs of all Board committees are appointed from among the independent directors, thereby ensuring the fairness and autonomy of each committee.

Appointment and Term of Directors

All directors of SL Corporation are appointed through resolutions at the General Meeting of Shareholders. Independent directors are selected from candidates recommended by the Independent Director Candidate Recommendation Committee, undergo BoD deliberation to be designated as final nominees, and are subsequently appointed through separate agenda items at the General Meeting of Shareholders. SL seeks to ensure the fair appointment of qualified independent directors through an objective and independent process. As a matter of principle, during candidate selection, the Independent Director Candidate Recommendation Committee conducts prior reviews to exclude individuals with disqualifying factors, including actions that may impair corporate value, infringe shareholder rights, or involve embezzlement or breach of fiduciary duty.

In the director nomination and appointment process, SL considers not only expertise across diverse fields, including finance and accounting, legal affairs, manufacturing, and technology, but also Board diversity, including gender representation. In particular, for independent directors, SL conducts a thorough review of any potential conflicts of interest with the company and compliance with independence requirements.

The initial term of office for independent directors is three years. If the term expires before the end of the relevant fiscal year-end closing period, the term is extended until the conclusion of the Annual General Meeting of Shareholders for that fiscal year. In addition, the maximum cumulative tenure of independent directors is managed so as not to exceed six years.

BoD Composition

(As of March 31, 2026)

Type	Name	Gender	Position	Key Experience	No. of Shares Held	Term Expiration Date
Inside Director	Sung-Yup Lee	Male	CEO Vice of Chairman	• CEO, SL Corporation	12,291,248	2029.03
	Moon-Ho Chung	Male	CEO Management Leader	• Head of Sales Division, SL Corporation • CEO, SL Corporation	-	2028.03
	Young-Ju Seo	Female	Management Leader	• Head of R&D Division, SL Corporation • (Former) Head of Lighting Engineering Center 3, SL Corporation	-	2027.03
Independent Director	Moon-Goo Huh	Male	Independent Director (Chair of the BoD)	• Vice President, Korea Academy of Management • Professor, School of Business Administration, Kyungpook National University	-	2028.03
	Seong-Ho Bae	Male	Independent Director	• Member, Accounting Oversight Committee, Board of Audit and Inspection of Korea • (Former) Chair of the Audit Committee, Hwashin	-	2029.03
	Wu-Jin Chu	Male	Independent Director	• President, Korea Society of Automotive Industry and Economics • Dean, Graduate School of Management of Technology, DGIST	-	2029.03
	Chung-Hyeon Oh	Male	Independent Director	• Member, National Tax Examination Committee, Daegu Regional Tax Office • Managing Partner, Shilla Law Firm	-	2029.03

Changes in BoD Composition

(2025.01.01 ~ 2026.03.31)

Type	Name	Date	Reason
Inside Director	Resignation Han-Young Kim	2025.03	Term Expiration
	Appointment Moon-Ho Chung	2025.03	BoD Recommendation
Independent Director	Resignation Kyung-Jun An Do-Seong Kim	2026.03	Term Expiration
	Resignation Hyun-Seung Lee	2026.03	Personal Reasons
	Appointment Seong-Ho Bae Wu-Jin Chu Chung-Hyeon Oh	2026.03	Recommendation by the Independent Director Candidate Recommendation Committee

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
 - Ethics and Compliance Management
 - Information Security
 - Risk Management

APPENDIX

Board of Directors & Shareholders

Board of Directors Composition



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

→ Board of Directors & Shareholders

Ethics and Compliance Management

Information Security

Risk Management

APPENDIX

BoD Diversity

SL Corporation continues to enhance the diversity of its BoD composition by considering various factors, including gender, age, industry experience, and areas of expertise. This diversity enables the incorporation of diverse perspectives and approaches into management decision-making and contributes to responsible management aligned with the company's sustainable growth and stakeholder expectations. In the director nomination process, SL also takes a comprehensive approach by considering factors such as addressing gender imbalance, complementing industry-specific expertise, and differentiating professional backgrounds, thereby enabling the BoD to establish strategy and review risks from a broader and more inclusive perspective.

BoD Expertise

SL Corporation's BoD comprises directors with expertise and practical experience across a wide range of fields, including risk management, finance and accounting, manufacturing, production technology, and sales. Based on their strong understanding of the industry, the BoD engages in in-depth discussions and effective decision-making on core business strategies and key management issues. In addition, SL provides directors with sufficient relevant information in advance to support informed decision-making and continuously enhances the BoD's judgment and strategic planning capabilities through external expert advisory services and educational opportunities.

BoD Independence

SL Corporation regards Board independence as a core principle of BoD operations. Of the seven total directors, four are independent directors, maintaining a majority-independent Board composition. In addition, SL enhances the independence and fairness of Board committees by appointing independent directors as chairs of all committees under the BoD. In appointing independent directors, SL conducts prior reviews of disqualifying factors, including actions that may impair corporate value, infringe shareholder rights, constitute unfair trading practices under the Capital Markets Act, or involve embezzlement or breach of fiduciary duty, to ensure the appointment of individuals with independence and ethical integrity. Through these efforts, SL maintains a Board structure in which oversight and checks on executives can function effectively in practice.

Board Skill Matrix

(As of March 31, 2026)

Type	Name	Gender	Leadership	Risk Management	Financial/Accounting	Production Technology	Sales	R&D	Human Capital	ESG
Inside Director	Sung-Yup Lee	Male	●	●			●		●	
	Moon-Ho Chung	Male	●	●			●			●
	Young-Ju Seo	Female	●	●		●		●		●
Independent Director	Moon-Goo Huh	Male	●	●					●	●
	Seong-Ho Bae	Male	●	●	●					
	Wu-Jin Chu	Male	●	●				●		
	Chung-Hyeon Oh	Male	●	●	●					

Directors and Officers Liability Insurance Coverage

Since 2020, SL Corporation has annually maintained directors and officers liability insurance (D&O insurance) at the company's expense to mitigate legal risks that may arise in the course of directors' and officers' performance of their duties. The insurance provides coverage for confirmed damages, settlement amounts, attorney fees, and various litigation costs incurred in connection with claims for damages brought by shareholders or third parties arising from directors' or officers' negligence in the performance of their duties or breaches of legal obligations. In accordance with applicable laws and the Articles of Incorporation, the scope of coverage also includes losses incurred by SL where the company assumes liability on behalf of its directors or officers.

In addition, the policy is structured to provide coverage, through a special endorsement, for administrative surcharges imposed on directors or officers under the External Audit Act. However, to ensure that the principles of accountable management are not undermined, the scope of coverage excludes unlawful acts committed intentionally or through gross negligence, acts constituting clear violations of applicable laws and regulations, and acts causing significant adverse environmental or social impacts.

Board of Directors & Shareholders *Board Operations*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

→ **Board of Directors & Shareholders**

Ethics and Compliance Management

Information Security

Risk Management

APPENDIX

Corporate Governance Charter

To support sustainable growth and enhance shareholder value, SL Corporation has established a Corporate Governance Charter, which serves as the foundation for transparent governance, and discloses it on the company’s website to promote stakeholder understanding. SL’s Corporate Governance Charter is founded on its core value of “People First” and reflects SL’s commitment to growing together as a sustainable company based on trust with all stakeholders.

SL Corporate Governance Charter

Chapter 1. Shareholders	<ul style="list-style-type: none"> • Article 1. Shareholder Rights • Article 2. Equitable Treatment of Shareholders • Article 3. Shareholder Responsibilities
Chapter 2. BoD	<ul style="list-style-type: none"> • Article 4. Functions of the BoD • Article 5. Composition of the BoD and Appointment of Directors • Article 6. Qualifications of Directors • Article 7. Operation of the BoD • Article 8. Committees under the BoD • Article 9. Roles of Independent Directors • Article 10. Duties and Responsibilities of Directors • Article 11. Evaluation and Compensation
Chapter 3. Audit Bodies	<ul style="list-style-type: none"> • Article 12. Audit Committee • Article 13. External Auditor
Chapter 4. Stakeholders	<ul style="list-style-type: none"> • Article 14. Protection of Stakeholder Rights
Chapter 5. Disclosure	<ul style="list-style-type: none"> • Article 15. Disclosure

[SL Corporate Governance Charter](#) >

BoD Regulations

To ensure efficient and rational BoD operations, SL Corporation systematically manages the functions of the BoD in accordance with its BoD regulations. These regulations clearly define 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 BoD regulations is disclosed through the Corporate Governance Report so that all stakeholders may access and review it, thereby continuously strengthening the transparency of the BoD.

SL Corporate BoD Regulations

Chapter 1. Shareholders	<ul style="list-style-type: none"> • Article 1. Purpose • Article 2. Scope of Application • Article 3. Authority
Chapter 2. BoD	<ul style="list-style-type: none"> • Article 4. Composition • Article 5. Chair
Chapter 3. Meetings	<ul style="list-style-type: none"> • Article 6. Types of Meetings and Convening Authority • Article 7. Convening Procedures • Article 8. Resolution Procedures • Article 9. Matters for Deliberation • Article 10. Committees under the BoD • Article 11. Attendance of Relevant Parties • Article 12. Supervisory Authority over Directors’ Performance of Duties • Article 13. Minutes • Article 14. Assistance from External Experts

[SL Corporate BoD Regulations](#) >

BoD Meetings

SL Corporation operates both regular and ad hoc BoD meetings. Regular BoD meetings are held within 45 days following the end of each quarter, while ad hoc meetings are convened as needed to enable prompt decision-making in the best interests of the company and its shareholders. BoD meetings are convened at the request of the Chief Executive Officer or a director designated by the BoD, with notice provided to each director in writing or verbally at least seven days prior to the meeting date. Where all directors consent, the convening procedures may be waived to enhance operational efficiency. BoD resolutions require the attendance of a majority of directors and the approval of a majority of the directors present, except where otherwise required under applicable laws and regulations.

In addition, SL Corporation appoints the Chair of the BoD at the first BoD meeting following each Annual General Meeting of Shareholders, with the Chair’s term of office set at one year. If the Chair is unable to attend, the role is assumed by an independent director in order of seniority based on appointment tenure, thereby ensuring the smooth operation of the BoD.

BoD Operations in 2025

Resolutions		Attendance Rate	
Approvals	Reports	Inside Director	Independent Director
40 items	10 items	91.7%	98.1%

Board of Directors & Shareholders *Board Operations*



Sustainability Report 2026

BoD Meetings in 2025

Meeting	Date	Agenda	Approval Status	Approval Rate
Regular Meeting 1	2025.2.7	Approval of Separate Financial Statements for the 57th Fiscal Year	Approved	100%
		Approval of Debt Guarantee (SL Poland)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
		Report on the 2025 Management Plan	Reported	-
Ad Hoc Meeting 1	2025.2.14	Approval of the 2025 Safety and Health Plan	Approved	100%
		Re-approval of Separate Financial Statements for the 57th Fiscal Year	Approved	100%
		Approval of Consolidated Financial Statements for the 57th Fiscal Year	Approved	100%
		Approval of Additional Intercompany Transactions for 2024	Approved	100%
Ad Hoc Meeting 2	2025.2.25	Approval of Intercompany Transactions for 2025	Approved	100%
		Resolution to Convene the 57th Annual General Meeting of Shareholders and Deliberation on AGM Agenda Items	Approved	100%
		Approval of Cash Dividend for the 57th Fiscal Year	Approved	100%
Ad Hoc Meeting 3	2025.3.13	Approval of Electronic Voting for the Annual General Meeting of Shareholders	Approved	100%
		Approval of Debt Guarantee (SL Alabama)	Approved	100%
Ad Hoc Meeting 4	2025.3.26	Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Report on the Operation of the Internal Accounting Control System	Reported	-
		Report on the Evaluation of the Operation of the Internal Accounting Control System	Reported	-
		Appointment of the Chair of the BoD	Approved	100%
Ad Hoc Meeting 5	2025.4.22	Partial Amendment to the BoD Regulations	Approved	100%
		Appointment of the Chief Executive Officer	Approved	100%
		Appointment of the Chief Safety and Environment Officer	Approved	100%
		Appointment of Sustainability Management Committee Members	Approved	100%
Regular Meeting 2	2025.5.13	Approval of Intercompany Loan (SL Tennessee)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
Ad Hoc Meeting 6	2025.6.17	Report on Separate and Consolidated Financial Statements for the First Quarter of the 58th Fiscal Year	Reported	-
		Report on Business Outlook in Response to Tariff Impacts	Reported	-
		Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Approval of Debt Guarantee (Qinchuan Samlip)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
		Approval of Debt Guarantee (SL Poland)	Approved	100%
		Approval of Debt Guarantee (SL Yantai)	Approved	100%
		Approval of Capital Increase (SL Poland)	Approved	100%
		Approval of the Establishment of a Singapore Entity	Approved	100%
Report on the Publication of the 2025 Sustainability Report	Reported	-		

Meeting	Date	Agenda	Approval Status	Approval Rate
Regular Meeting 3	2025.8.13	Report on Separate and Consolidated Financial Statements for the First Half of the 58th Fiscal Year (2025)	Reported	-
		Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Report on Mid-Term Rolling Business Outlook	Reported	-
Ad Hoc Meeting 7	2025.9.17	Approval of Debt Guarantee (SL Yantai)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
		Approval of Debt Guarantee (Qinchuan Samlip)	Approved	100%
		Approval of Debt Guarantee (Qinchuan Samlip)	Approved	100%
		Approval of Debt Guarantee (SL MEX SLP)	Approved	100%
Regular Meeting 4	2025.11.13	Report on Separate and Consolidated Financial Statements for the Third Quarter of the 58th Fiscal Year (2025)	Reported	-
		Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Approval of Additional Intercompany Transactions for 2025	Approved	100%
Ad Hoc Meeting 8	2025.12.10	Report on the Impact of Amendments to the Korean Commercial Act and Response Measures	Reported	-
		Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Approval of Debt Guarantee (SL Alabama)	Approved	100%
		Approval of Debt Guarantee (SL Poland)	Approved	100%
		Approval of Debt Guarantee (SL Poland)	Approved	100%



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

→ **Board of Directors & Shareholders**

Ethics and Compliance Management

Information Security

Risk Management

APPENDIX

Board of Directors & Shareholders *Board Operations*



Sustainability Report 2026

BoD Meetings in 2026

Meeting	Date	Agenda	Approval Status	Approval Rate
Regular Meeting 1	2026.2.6	Approval of Separate Financial Statements for the 58th Fiscal Year	Approved	100%
		Approval of Debt Guarantee (SL Poland)	Approved	100%
		Approval of Debt Guarantee (Hubei Samlip)	Approved	100%
		Approval of Loan Decision (SL Yantai)	Approved	100%
		Report on the 2026 Management Plan	Reported	-
Ad Hoc Meeting 1	2026.2.19	Approval of the 2026 Safety and Health Plan	Approved	100%
		Approval of Consolidated Financial Statements for the 58th Fiscal Year	Approved	100%
		Resolution to Convene the 58th Annual General Meeting of Shareholders and Deliberation on AGM Agenda Items	Approved	100%
		Approval of Cash Dividend for the 58th Fiscal Year	Approved	100%
		Approval of Electronic Voting for the 58th Annual General Meeting of Shareholders	Approved	100%
Ad Hoc Meeting 2	2026.2.25	Deliberation on Additional Agenda Items for the 58th Annual General Meeting of Shareholders	Approved	100%

Meeting	Date	Agenda	Approval Status	Approval Rate
Ad Hoc Meeting 3	2026.3.11	Report on the Operation of the Internal Accounting Control System	Reported	-
		Report on the Evaluation of the Operation of the Internal Accounting Control System	Reported	-
		Approval of Debt Guarantee (SL Alabama)	Approved	100%
		Approval of Debt Guarantee (SL Tennessee)	Approved	100%
		Approval of Loan Decision (SL Tennessee)	Approved	100%
Ad Hoc Meeting 4	2026.3.26	Appointment of the Chair of the BoD	Approved	100%
		Appointment of the Chief Executive Officer	Approved	100%
		Appointment of Members of the Outside Director Candidate Recommendation Committee	Approved	100%
		Appointment of Members of the Sustainability Management Committee	Approved	100%
		Partial Amendment to the BoD Regulations	Approved	100%
		Partial Amendment to the Regulations of the Outside Director Candidate Recommendation Committee	Approved	100%
		Partial Amendment to the Regulations of the Sustainability Management Committee	Approved	100%
Approval of Debt Guarantee (Qinchuan Samlip)	Approved	100%		



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

→ **Board of Directors & Shareholders**

Ethics and Compliance Management

Information Security

Risk Management

APPENDIX

Board of Directors & Shareholders *Board Operations*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- ➔ [Board of Directors & Shareholders](#)
- Ethics and Compliance Management
- Information Security
- Risk Management

APPENDIX

Audit Committee

SL Corporation's Audit Committee is a committee established under the BoD to secure the independence and expertise of audit activities and strengthen the BoD's oversight function. The committee consists of three members, including the Chair, all of whom are independent directors. SL fully complies with the requirements prescribed under the Korean Commercial Act and other applicable laws and regulations with respect to the composition and appointment of the Audit Committee, and continuously strengthens the committee's independence and fairness by reflecting amendments to relevant laws and regulations in its appointment procedures and operations. Following recent amendments to the Korean Commercial Act, SL further strengthened the independence of the Audit Committee by reflecting the revised legal requirements in its Articles of Incorporation. Operating independently from executives and specific shareholders under the BoD, the Audit Committee actively exercises the authority necessary to perform its audit responsibilities, including investigating the company's business operations and financial status, and obtaining opinions from relevant executives and employees as well as external experts when necessary.

Audit Committee Composition

Name	Type	Position
Seong-Ho Bae	Independent Director	Chair
Moon-Goo Huh	Independent Director	Member
Wu-Jin Chu	Independent Director	Member

Independent Director Candidate Recommendation Committee

In accordance with applicable laws and regulations and the BoD Regulations, SL Corporation operates the Independent Director Candidate Recommendation Committee to ensure the fair and transparent appointment of independent director candidates. The committee consists of two independent directors and one internal director, with independent directors comprising a majority of the total members, thereby ensuring the committee's independence and objectivity. The committee plays a critical role in ensuring fairness and transparency in the nomination process by comprehensively reviewing and assessing candidates' competencies, qualifications, professional experience, and potential conflicts of interest in accordance with its operating standards, and recommending qualified independent director candidates for appointment at the General Meeting of Shareholders.

Independent Director Candidate Recommendation Committee Composition

Name	Type	Position
Wu-Jin Chu	Independent Director	Chair
Moon-Goo Huh	Independent Director	Member
Sung-Yup Lee	Inside Director	Member

Sustainability Management Committee

Since 2022, SL Corporation has operated the Sustainability Management Committee to systematically advance sustainability management by deliberating on and overseeing ESG-related policies, plans, activities, and performance. The committee regularly reviews environmental and ESG-related non-financial risks and reports the results of its analyses to the BoD to support executives' strategic decision-making. In 2025, the committee conducted substantive discussions and reviews on key ESG issues, including the review of the double materiality assessment for the publication of the Sustainability Report, reporting on the results of carbon neutrality roadmap development, and reporting on measures to achieve greenhouse gas emissions reduction targets. Through these activities, SL strengthened its oversight and supervisory functions in support of climate change response and the advancement of sustainability management.

Sustainability Management Committee Composition

Name	Type	Position
Moon-Goo Huh	Independent Director	Chair
Wu-Jin Chu	Independent Director	Member
Chung-Hyeon Oh	Independent Director	Member
Moon-Ho Chung	Inside Director	Member
Young-Ju Seo	Inside Director	Member

Board of Directors & Shareholders

Board Operations



Sustainability Report 2026

Audit Committee Meetings in 2025

Date	Agenda	Approval Status	Approval Rate
2025.02.07	Report on Separate Financial Statements for the 57th Fiscal Year	Reported	-
2025.02.14	Re-report on Separate Financial Statements for the 57th Fiscal Year	Reported	-
	Report on Consolidated Financial Statements for the 57th Fiscal Year	Reported	-
	Report on the Operation of Internal Accounting Management	Reported	-
2025.03.13	Report on the 2024 Internal Whistleblowing Case Handling Results	Reported	-
	Audit Committee / External Auditor Meeting	-	-
2025.03.26	Appointment of the Audit Committee Chair	Approved	100%
	Approval of the 2025 Work Plans for the Audit Department and Internal Accounting Management Team	Approved	100%
2025.04.22	Report on the Post-Evaluation of the 2024 External Audit Engagement Performance	Reported	-
	Report on Improvement Status of Minor Deficiencies in Internal Accounting Management for 2024	Reported	-
2025.05.13	Report on Separate and Consolidated Financial Statements for the First Quarter of the 58th Fiscal Year	Reported	-
2025.06.25	Audit Committee / External Auditor Meeting	-	-
	Appointment and Dismissal of the Head of the Audit Department	Approved	100%
2025.08.13	Report on Separate and Consolidated Financial Statements for the First Half of the 58th Fiscal Year	Reported	-
	Report on the Progress of Internal Accounting Management for the 58th Fiscal Year	Reported	-
2025.09.17	Audit Committee / External Auditor Meeting	-	-
2025.11.13	Report on Separate and Consolidated Financial Statements for the Third Quarter of the 58th Fiscal Year	Reported	-
2025.12.10	Audit Committee / External Auditor Meeting	-	-
2026.02.06	Report on Separate Financial Statements for FY2025 (58th Fiscal Year)	Reported	-
	Report on Consolidated Financial Statements for FY2025 (58th Fiscal Year)	Reported	-
2026.02.19	Interim Report on the Progress of the Internal Accounting Management System	Reported	-
	Report on the Operation of the Internal Accounting Management System for 2025	Reported	-
2026.03.11	Report on the Operation of the Internal Accounting Management System for 2025	Reported	-
	Appointment of the Audit Committee Chair	Approved	100%
2026.03.26	Amendment to the Audit Committee Duty Regulations of SL Corporation	Approved	100%

Independent Director Candidate Recommendation Committee Meetings in 2025

Date	Agenda	Approval Status	Approval Rate
2025.02.14	Recommendation of an Outside Director Candidate (Moon-Goo Huh)	Approved	100%
2026.02.19	Recommendation of an Outside Director Candidate (Seong-Ho Bae)	Approved	100%
	Recommendation of an Outside Director Candidate (Wu-Jin Chu)	Approved	100%
2026.02.25	Recommendation of an Outside Director Candidate (Chung-Hyeon Oh)	Approved	100%

Sustainability Management Committee Meetings in 2025

Date	Agenda	Approval Status	Approval Rate
2025.02.14	Report on 2024 ESG Management Performance and 2025 Plans	Reported	-
	Report on the Review of the 2025 Sustainability Report Double Materiality Assessment	Reported	-
2025.04.22	Report on the Results of Carbon Neutrality Roadmap Development	Reported	-
2025.11.13	Report on Measures to Achieve 2025 Greenhouse Gas Emissions Reduction Targets	Reported	-
2025.12.10	Approval of the Selection of a Consulting Firm for the 2026 Sustainability Report	Approved	100%
2026.02.06	Report on the Results of Achieving 2025 Carbon Reduction Targets	Reported	-
	Report on 2025 ESG Management Performance and 2026 Plans	Reported	-
2026.02.19	Report on the 2026 Safety and Health Plan	Reported	-
	Report on 2025 ESG Assessment Results	Reported	-

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
 - Ethics and Compliance Management
 - Information Security
 - Risk Management

APPENDIX

Board of Directors & Shareholders *Board Operations*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- ➔ **Board of Directors & Shareholders**
 - Ethics and Compliance Management
 - Information Security
 - Risk Management

APPENDIX

BoD Training

SL Corporation provides training across various areas to continuously strengthen the BoD's expertise and accountable management capabilities. In particular, in 2025, SL conducted training on the roles and responsibilities of the BoD and Audit Committee in responding to changes in the business environment, as well as video-based training in preparation for fund fraud control disclosure requirements. Through these programs, directors and Audit Committee members enhanced their understanding of recent changes in the business environment and internal control requirements, while strengthening their oversight capabilities related to accounting and treasury controls. SL plans to continue expanding practical training programs to enable the BoD to proactively respond to a rapidly changing business environment and drive the company's sustainable growth.

BoD Training Overview

Date	Topic	Participants
2025.11.12	Roles and Responsibilities of the BoD and Audit Committee in a Changing Business Environment	Kyung-Jun An Do-Seong Kim Moon-Goo Huh
2025.12.11	Video-Based Training for Preparation of Fund Fraud Control Disclosure	Kyung-Jun An Do-Seong Kim Moon-Goo Huh

BoD Evaluation and Compensation

In accordance with internal regulations, SL Corporation conducts regular BoD evaluations to assess whether directors are appropriately fulfilling their roles and responsibilities, thereby supporting fair and transparent Board operations. The evaluation framework incorporates both quantitative and qualitative factors to enhance objectivity and credibility, comprehensively reviewing not only the overall operational effectiveness of the BoD but also the contributions of individual directors. In particular, independent directors are subject to individual evaluations based on criteria such as attendance rate, contribution to decision-making, and the ability to provide expert advisory input, with the results reflected in considerations for reappointment. Director compensation is determined based on a comprehensive assessment of each director's expertise, contribution, and level of responsibility, and is paid within the compensation limit approved by the General Meeting of Shareholders.

Director Compensation Overview

(Unit: KRW million)

Category	2025	2024	2023	
All Directors	Total Compensation	2,733	2,649	2,390
	Average Compensation per Director	390	378	478
Inside Director	Total Compensation	2,589	2,517	2,390
	Average Compensation per Director	863	839	773
Independent Director (Audit Committee Members)	Total Compensation	108	102	72
	Average Compensation per Director	36	34	24
Independent Director (Non-Audit Committee Members)	Total Compensation	36	30	-
	Average Compensation per Director	36	30	-

Support Departments for BoD Committees

SL Corporation designates dedicated support departments for each committee under the BoD to facilitate their professional and efficient operation. Each support department provides practical and administrative support across all aspects of committee operations, including the establishment of operational plans, review of agenda items and preparation of reporting materials, meeting preparation and minute-taking, and monitoring the implementation status of resolutions. These departments also support the proper compliance with procedures required under applicable laws and regulations as well as internal policies. Through this framework, SL supports the systematic operation of the BoD and its committees based on professionalism and independence, while continuously strengthening the BoD's oversight function and the efficiency of its decision-making processes.

Support Department Operations

Department	Scope of Support
Audit Office	Support for Audit Committee operations
	• Support for meeting preparation and overall Audit Committee operations
	• Support for the evaluation of the effectiveness of the internal accounting control system
Finance Team	Support for Independent Director Candidate Recommendation Committee operations
	• Support for scheduling coordination and meeting arrangements for committee operations
	• Support for the preparation and review of committee agenda materials
ESG Management Team	Support for Sustainability Management Committee operations
	• Support for agenda identification and preparation of review and reporting materials on key ESG issues
	• Support for the publication of the Sustainability Report and responses to external assessments

Board of Directors & Shareholders

Protection of Shareholder Rights



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

→ **Board of Directors & Shareholders**

Ethics and Compliance Management

Information Security

Risk Management

APPENDIX

Share Issuance and Shareholder Status

As of the end of December 2025, SL Corporation had a total of 46,448,520 issued shares, of which 46,055,462 common shares were eligible to exercise voting rights. Major shareholders holding 5% or more of SL's equity are presented below. These major shareholders may freely exercise their voting rights at the General Meeting of Shareholders, thereby directly participating in the company's key decision-making processes. Opinions presented by shareholders are reviewed and approved by executives and the BoD and reflected in management policies and company operations.

Share Issuance (As of December 31, 2025)

Category	Share Class	No. of Shares
Total Issued Shares	Common Shares	46,448,520
Non-Voting Shares (Treasury Shares)	Common Shares	393,058
Shares Eligible to Exercise Voting Rights	Common Shares	46,055,462

Share Ownership (As of December 31, 2025)

Name	No. of Shares Held	Ownership Stake
Sung-Yup Lee	12,291,248	26.16%
Choong-Kon Lee	6,817,884	14.68%
Seung-Hoon Lee	4,644,00	10.00%
National Pension Service	4,054,995	8.73%
Stanley Electric Co. Ltd	3,255,797	7.01%
Ju-Hwan Lee	2,321,579	5.00%

General Meeting of Shareholders and Notice of Convocation

To enhance shareholder convenience in exercising voting rights, SL Corporation has adopted and operates an electronic voting system in accordance with the Korean Commercial Act and provides notice of convocation for the General Meeting of Shareholders two weeks in advance. The notice of convocation specifies the availability of electronic voting, and shareholders holding voting shares as of the record date may exercise their voting rights through the electronic voting system provided by the Korea Securities Depository from 10 days prior to the General Meeting of Shareholders until the day before the meeting, without attending in person. In addition, through the Annual General Meeting of Shareholders held in March 2026, SL amended its Articles of Incorporation to remove the existing provision excluding cumulative voting, thereby expanding opportunities for minority shareholders to participate in the director appointment process and strengthening the protection of shareholder rights.¹

¹) Scheduled to take effect on September 10, 2026

Voting Rights Exercise

In accordance with Article 2, Chapter 1 ("Equitable Treatment of Shareholders") of its Corporate Governance Charter, SL Corporation strives to ensure that all shareholders are treated fairly and that their fundamental rights are not infringed. SL complies with procedures prescribed under applicable laws and regulations and the Articles of Incorporation to ensure the fair exercise of shareholder voting rights. Even where the voting rights of specific shareholders are restricted under the Korean Commercial Act or other applicable laws and regulations, SL manages the application of such restrictions based on fairness and legal legitimacy to ensure that shareholders' inherent rights are not unduly infringed.

Shareholder Return Policy

In accordance with Article 43 of its Articles of Incorporation, SL Corporation may distribute dividends in the form of cash, shares, or other assets, and permits both interim and year-end dividends through BoD resolutions. In addition, SL designates the dividend record date after the dividend decision date, thereby enhancing predictability regarding the record date. Dividend amounts are determined based on a comprehensive review of factors including cash flow, capital expenditure plans, and dividend payout ratios within the peer group. To enhance accessibility to information, details related to dividends are disclosed through the Data Analysis, Retrieval and Transfer System(DART) at least two weeks prior to the General Meeting of Shareholders and are also communicated individually to shareholders by mail.

In addition, to strengthen shareholder returns, SL has established its 2026 dividend policy with a target dividend payout ratio of 40% or higher based on consolidated net income attributable to owners of the parent within the scope of distributable profits, and plans to maintain a stable and predictable shareholder return policy.

Strengthening Shareholder Communication

SL Corporation continues to strengthen its communication framework with shareholders. From an investor relations perspective, SL regularly conducts Non-Deal Roadshow(NDR) following quarterly and annual earnings announcements, while also expanding communication through ad hoc IR meetings and investor conferences with domestic and international investors, including minority shareholders.

Key Shareholder Communication Activities in 2025

Category	No. of Events	Participants
NDR	13	
Conference Calls	13	Domestic and International Securities Firms and Asset Management
Inquiries	49	Companies
Site Visits	3	
Dialogue with Minority Shareholders	48	Minority Shareholders

Ethics and Compliance Management *Management Framework*

Ethics Governance

SL Corporation's ethics management is operated under the oversight of the BoD, with the Audit Committee supervising the overall ethics management and compliance framework based on its independence and expertise. The Audit Committee reviews key ethics-related issues, monitors related activities, and, where necessary, verifies the implementation of improvement and corrective actions.

Under the Audit Committee, the Audit Department serves as the dedicated organization responsible for overseeing ethics management and compliance operations, including the administration and implementation of relevant policies and systems. SL continuously monitors legislative and regulatory enactments and amendments, while maintaining a prevention-focused response framework through ongoing monitoring of compliance issues. In addition, SL provides ethics management training for employees and operates an internal whistleblowing system to ensure prompt investigation and action in the event of unethical conduct.

Code of Ethics

SL Corporation has established a Code of Ethics that sets out ethical decision-making and behavioral standards for employees, with the aim of fostering a corporate culture trusted by stakeholders. The Code of Ethics consists of seven categories, including attitudes toward shareholders and investors, fair competition, and fair transactions, and provides practical guidance to support sound conduct and value-based decision-making by employees. All employees of SL strictly comply with the Code of Ethics, thereby fostering a transparent and accountable corporate culture.

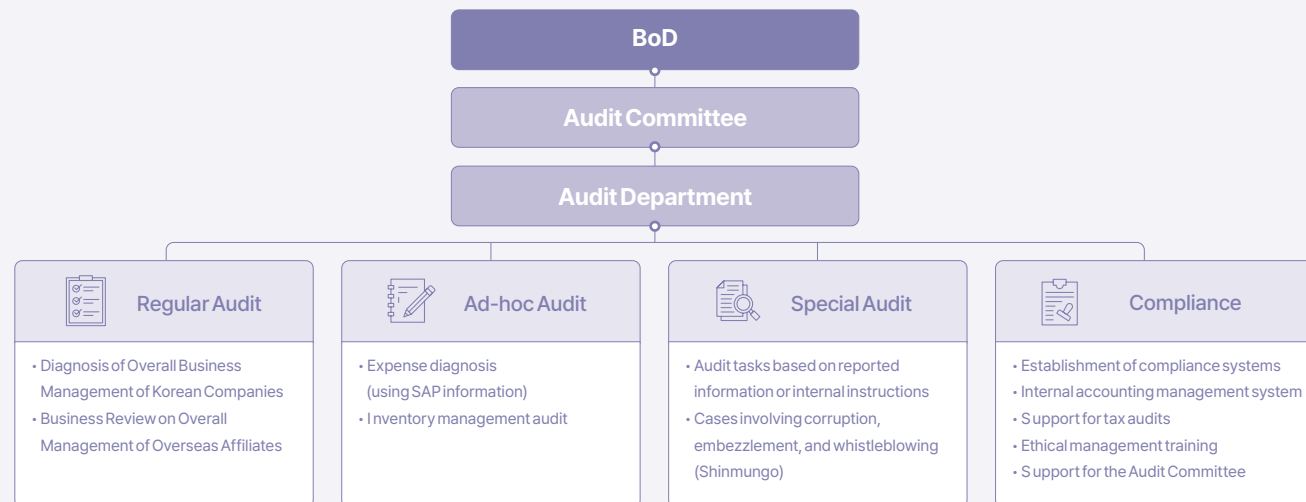
[Code of Ethics >](#)

Code of Ethics Implementation Guidelines

To ensure the effective implementation of its Code of Ethics, SL Corporation has established and operates Code of Ethics Implementation Guidelines that set forth specific standards of conduct. These guidelines include detailed behavioral standards covering key ethical issues such as environmental protection, protection of human rights and interests, information security, and the prevention of corruption and bribery. Based on these guidelines, SL promotes stronger ethical awareness among employees and the establishment of a culture of compliance.

[Code of Ethics Implementation Guidelines >](#)

Ethics and Compliance Governance



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- **Ethics and Compliance Management**
- Information Security
- Risk Management

APPENDIX

Ethics and Compliance Management *Management Framework*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- **Ethics and Compliance Management**
- Information Security
- Risk Management

APPENDIX

Anti-Corruption Guidelines

To foster a fair and transparent corporate culture, SL Corporation has established and operates Anti-Corruption Guidelines. These guidelines apply not only to employees, but also to key stakeholders including customers and suppliers, and set forth management standards and behavioral principles for key corruption risks, including the prohibition of improper solicitation and the acceptance of monetary or other benefits, prevention of conflicts of interest, fair performance of duties, and prohibition of inappropriate use of company assets. To ensure the effectiveness of the guidelines, SL provides training for employees to prevent corruption risks that may arise in the course of business operations. In addition, SL continues its efforts to enhance ethical standards across the supply chain by sharing its ethics management principles with suppliers.

Supplier Corruption Risk Management

SL Corporation applies its ethics management principles equally to suppliers in managing corruption risks across the supply chain. Prior to contract execution, SL conducts thorough reviews of suppliers' corruption risks, followed by ongoing monitoring after contract initiation. To prevent unethical conduct in transaction processes, SL conducts annual internal audits and supplier transparency and ethics assessments, while holding a regular subcontracting review committee meeting on a monthly basis to assess the fairness and legality of subcontracting transactions. In addition, SL conducts regular audits and due diligence reviews of suppliers to identify risks related to unfair trade practices and corruption.

Code of Ethics Compliance Pledge

To embed the importance of ethical and compliance management throughout the organization, SL Corporation requires all employees to submit a Code of Ethics Compliance Pledge. The pledge is structured based on SL's seven Code of Ethics categories, under which employees acknowledge their understanding of the principles of ethics management and commit to complying with them in the course of performing their duties. New employees are required to complete the pledge upon joining the company, thereby establishing ethics and compliance awareness at an early stage and reinforcing a responsible corporate culture across the organization.

Key Provisions of the Anti-Corruption Guidelines

Category	Key Provisions
<p>Customers and Suppliers</p>	<p>Improper Solicitation and Acceptance of Benefits</p> <ul style="list-style-type: none"> • Any acceptance of economic benefits in connection with improper solicitation is strictly prohibited at all times. • The provision of meals, entertainment, monetary gifts, or other benefits is, in principle, prohibited even at the request of employees of customer companies.
	<p>Acceptance of Economic Benefits</p> <ul style="list-style-type: none"> • Any acceptance of economic benefits in connection with improper solicitation is strictly prohibited at all times. • Notification of personal family events to stakeholders such as suppliers is, in principle, prohibited (except where the stakeholder is a relative).
<p>Employees</p>	<p>Fair Performance of Duties</p> <ul style="list-style-type: none"> • Acceptance of any form of benefit that may impair fairness in judgment in relation to job responsibilities is prohibited (including private financial transactions). • Immoral or unethical conduct that may be subject to social criticism in daily life or in connection with work is prohibited (including sexual harassment and verbal abuse).
	<p>Prevention of Conflicts of Interest and Misuse of Company Assets</p> <ul style="list-style-type: none"> • Infringement upon or unauthorized use of company assets for personal purposes is prohibited. • Any conduct or relationships that create a conflict between personal and company interests (e.g., ownership of shares in stakeholder companies or employment solicitation) must be avoided, and the response outcome must be reported to the Audit Office.

Ethics and Compliance Management *Risk Management*

Compliance Management Review

SL Corporation conducts an annual review across all business sites to assess the implementation of compliance management practices and fulfillment of occupational safety and health obligations. Through these reviews, SL seeks to prevent legal risks and drive continuous improvement of its compliance management framework. In 2025, SL reviewed the adequacy of its compliance management framework and the status of compliance with occupational safety and health regulations, and implemented follow-up actions to address identified improvement areas.

Anti-Corruption and Fair Trade Risk Assessment

To improve business practices and prevent corrupt conduct, SL Corporation gathers employee feedback on integrity and corruption control systems through anti-corruption surveys. In 2025, SL conducted a survey covering 30 questions across six areas for employees at domestic business sites as well as six entities in China and three entities in the United States, collecting a broad range of feedback, including open-ended responses. The survey results showed that the positive response rate increased by 1.2 percentage points compared with 2023, indicating improved employee awareness of anti-corruption and fair trade practices. Based on the survey findings, SL establishes and implements improvement measures to further advance its anti-corruption management framework.

Legal Risk Advisory Framework

In 2020, SL Corporation carried out a compliance project with Kim & Chang, conducting legal risk assessments and improvement activities across 10 areas, including governance, fair trade, occupational safety and environment, and anti-corruption. Since then, SL has entered into an ongoing legal advisory service agreement and continues to receive advisory support on key legal issues arising in business operations, including fair trade, anti-corruption, and contract review, to support compliance risk management. As of 2025, SL has received a total of 146 legal advisory consultations, further strengthening its prevention-focused compliance management framework.

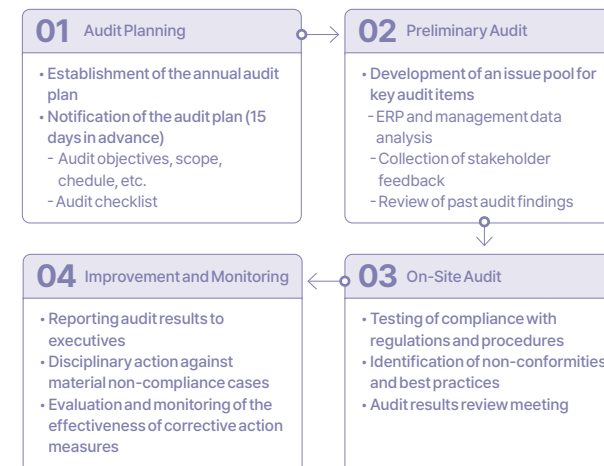
Regular, Ad Hoc, and Special Audits

SL Corporation conducts regular, ad hoc, and special audits led by the Audit Office across all business sites and affiliates. Through these audits, SL reviews each site's compliance with applicable laws and regulations, identifies improvement areas, and implements effective follow-up actions. Through these efforts, SL continues to strengthen its internal management framework to prevent legal risks and foster a transparent management culture.

2025 Compliance Management Review Results

Category	Details
Review Area	• 13 areas, 38 items
Review Scope	<ul style="list-style-type: none"> • Review of operational practices in line with the Ministry of Employment and Labor's Guide to the Serious Accidents Punishment Act • Review of the completeness of implementation for occupational safety and health improvement measures
Assessment Results	<ul style="list-style-type: none"> • Strong <ul style="list-style-type: none"> • Hazard and risk factor management: Active identification and implementation of improvement activities • Employee consultation: Strong procedures for establishing improvement measures and evaluating effectiveness • Stabilization and strengthening of health management functions: Defined assessment scope (hazardous chemicals, confined space operations) and review conducted across 18 detailed management items • Improvement Required <ul style="list-style-type: none"> • Ad hoc risk assessments and Do-together activities: Need to establish a framework for managing outcomes and implementing improvement actions, including system development • Emergency response drills by accident scenario: Need to expand training across affiliates beyond direct participants (including consideration of incorporation into regular training programs)

Audit Process



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- **Ethics and Compliance Management**
- Information Security
- Risk Management

APPENDIX

Ethics and Compliance Management *Risk Management*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- **Ethics and Compliance Management**
- Information Security
- Risk Management

APPENDIX

Sensitive Transaction Approval Procedures

To ensure transparency in budget execution, SL Corporation has established and operates management standards for sensitive transactions, including entertainment expenses. Entertainment expenses exceeding KRW 1 million are subject to prior approval by the Chief Executive Officer, while all expenditures of KRW 1 million or less also require prior approval from the relevant organizational head to prevent inappropriate spending in advance. Records of entertainment expense expenditures are reviewed through quarterly expense usage audits conducted by the Audit Department and are systematically managed in accordance with the Expense Budget Management Regulations.

Ethics Training

SL Corporation provides ethics training for all employees to strengthen ethics management and foster a sound organizational culture. Since 2022, SL has operated a structured training program based on its Code of Ethics, with a focus on promoting employee integrity and preventing corruption and improper solicitation. In addition, the training curriculum includes ethical standards to be observed in transactions with suppliers and customers, thereby contributing to the enhancement of ethical standards across the supply chain.

2025 Ethics Training

Category	Unit	2025
Completion	Persons	4,718
Participation Rate	%	97

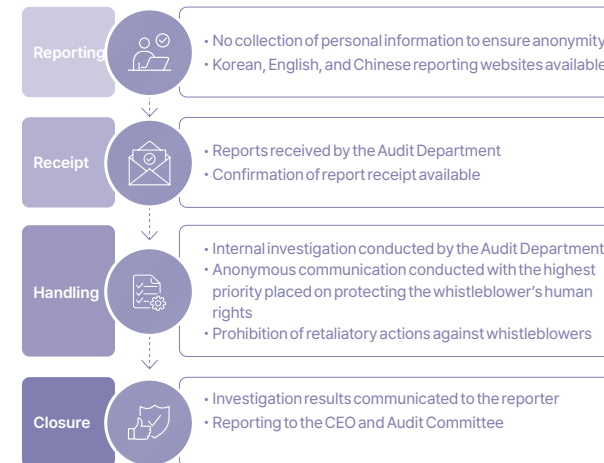
Internal Whistleblowing System

To foster an ethical corporate culture, SL Corporation operates its internal whistleblowing system, Shinmungo. To enable reporting across all domestic and overseas business sites, SL provides dedicated reporting channels through Korean, English, and Chinese websites, and strictly protects the anonymity of whistleblowers and affected parties in accordance with its three core principles of protection, compensation, and transparency. To encourage active use of the system, SL provides rewards to whistleblowers where reports contribute to the identification and prevention of significant risks. Upon receipt of a report, an investigation is initiated immediately, and appropriate actions are taken based on the investigation results, after which the whistleblower is informed of the outcome. Major reports and their handling results are also reported to the Chief Executive Officer and the Audit Committee, and are reflected in ethics training plans to prevent recurrence.

Types of Reports Accepted through the Internal Whistleblowing System

Suggestions for Improvements to Corporate Systems and Operations	
Inquiries or Requests for Explanation/Interpretation regarding Regulations and Procedures	
Improper Conduct Reports	
<ul style="list-style-type: none"> • Entertainment or Hospitality Acceptance • Acceptance of Monetary or Other Gifts (Cash, Gifts) • Anti-competitive or Unfair Trade Practices • Child Labor or Forced Labor • Misuse of Company Assets or Information Leakage 	<ul style="list-style-type: none"> • Unethical Conduct • Discrimination or Unfair Treatment

Internal Whistleblowing Process



Status of Internal Whistleblowing Reports

(Unit: Cases)

Category	2025	2024	2023
Unethical Conduct	20	13	10
Reports of Misconduct	12	10	6
Welfare and Working Environment Improvements	1	7	8
Work Attitude and Non-Compliance with Regulations	13	4	10
Improvements to Work Regulations and Processes	12	4	5
Employment- and Compensation-Related Complaints / Inquiries	5	1	1
Others	2	5	10
Total	65	44	50

Ethics and Compliance Management

Promoting Ethics and Compliance Awareness Among Suppliers



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

Board of Directors & Shareholders

→ **Ethics and Compliance Management**

Information Security

Risk Management

APPENDIX

Fair Trade Management Framework for Suppliers

To ensure fair transactions with suppliers, SL Corporation has established the Four Principles for Subcontracting Compliance and operates supplier selection and contract processes based on these principles. In addition, to ensure the fairness and legality of subcontracting transactions, SL holds a monthly Subcontracting Review Committee meeting to review major transactions. SL also provides fair trade and subcontracting-related training for procurement personnel to strengthen awareness of legal compliance and reinforce compliance with the Subcontracting Act.

Fair Trade Management Framework for Suppliers

Establishment of the Four Principles for Subcontracting Compliance

- Fair selection of suppliers
- Desirable contracting practices for mutually beneficial cooperation
- Proper issuance and retention of written documentation in subcontracting transactions
- Establishment and operation of an internal Subcontracting Review Committee

Operation of the Subcontracting Review Committee

- Internal review of the fairness and legality of subcontracting transactions
- Monthly regular Subcontracting Review Committee meetings, including review of:
 - Revisions to the Master Transaction Agreement
 - Revisions to subcontracting compliance practices
 - Registration of new suppliers
 - Appeals regarding supplier non-selection or registration cancellation
 - Transaction termination and price adjustments

Internal Training on the Subcontracting Act

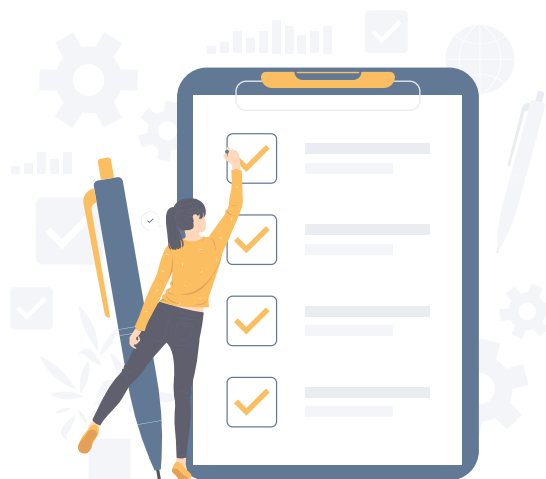
- Training on the Subcontracting Act and Fair Trade Act to support compliance
- Online training for procurement personnel

Revision of the Master Transaction Agreement for Suppliers

To establish a fair transaction framework with suppliers, SL Corporation periodically revises its Master Transaction Agreement with reference to the standard contract templates issued by the Korea Fair Trade Commission. In revising the agreement, SL continuously reviews and improves provisions that may place suppliers at a disadvantage and reflects standards intended to promote fair trade practices.

Shared Growth Index Assessment

SL Corporation achieved a "Good" rating in the Shared Growth Index assessment conducted by the Korea Commission for Corporate Partnership from 2020 through 2025, maintaining this rating for six consecutive years. This achievement reflects recognition of SL's efforts to foster a culture of shared growth and mutually beneficial cooperation with suppliers. SL will continue its efforts to establish fair trade practices and build a sustainable shared growth ecosystem based on trust with its suppliers.



Supplier Compliance Pledge

SL Corporation operates all transaction processes—including supplier selection, contracting, delivery, and payment—in a fair and transparent manner. To proactively prevent bribery and improper solicitation that may arise during transactions, SL continuously monitors anti-corruption risks. In addition, SL annually obtains compliance pledges from suppliers and enters into fair trade and shared growth agreements to foster an ethical and accountable transaction environment.

Supplier Ethics and Compliance Training and Assessments

To support the establishment and implementation of ethics and compliance awareness among suppliers, SL Corporation shares the SL Code of Conduct and provides regular training for supplier representatives and employees based on these standards. In addition, SL conducts annual on-site supplier assessments to review compliance with ethics and compliance requirements and requests corrective action where deficiencies are identified.

Supplier Ethics and Compliance Assessment Areas



- Ethics Management System
- Fair Trade and Antitrust Compliance
- Grievance Handling Mechanism and Whistleblower Protection
- Information Security System
- Export Control Compliance and Responsible Sourcing

Information Security Governance

Roles and Responsibilities

Information Security Council

SL Corporation's Information Security Council serves as the highest decision-making body for information security, comprising the Chief Executive Officer, the Chief Information Security Officer(CISO), the Chief Privacy Officer(CPO), and information security officers from headquarters and each manufacturing site. The council deliberates on and approves key matters related to information security and personal data protection at least once annually, and may be convened at the request of the information security officer in the event of an emergency. The council receives reports on matters including revisions to information security policies, the establishment of information security plans and budgets, security risk assessments, and the results of information security audits. In the event of a security incident, the council determines response measures and recurrence prevention actions.

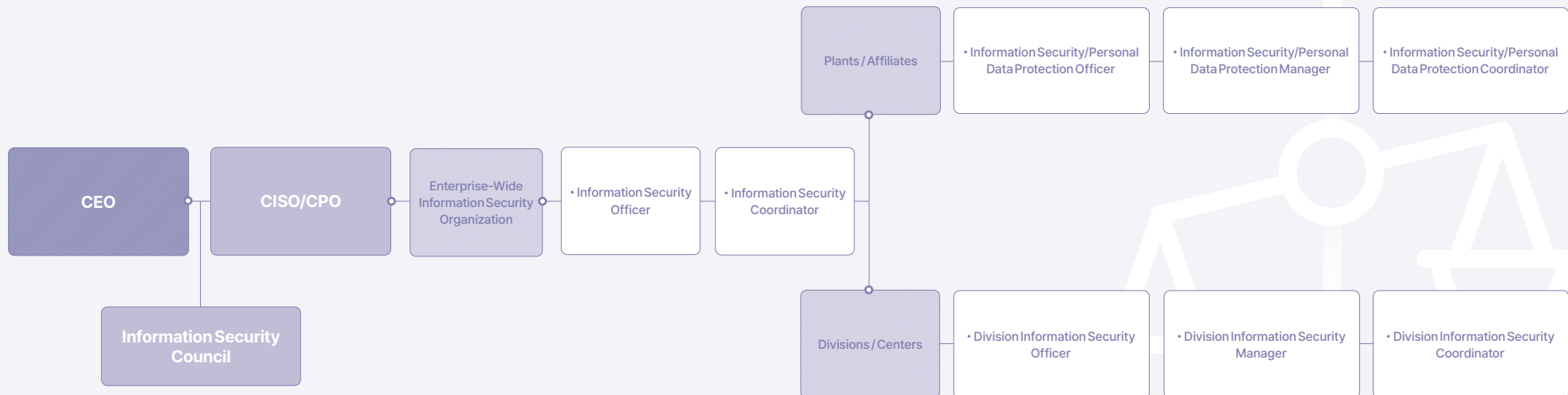
Roles of Executives

Based on expertise in information security and personal data protection, SL Corporation appoints the Head of the Information Strategy Department as both the Chief Information Security Officer(CISO) and Chief Privacy Officer(CPO). To ensure the functional independence of these two roles, SL distinguishes their decision-making and reporting lines, as well as their respective responsibilities and authorities. The CISO oversees the operation of the information security organization and manages and supervises all information security-related activities, including the establishment and implementation of security plans, risk management, and security incident response. The CPO is responsible for matters related to personal data protection, including the management and processing of personal data and the operation of personal data protection policies. Each role is separately operated through the internal management framework and division of responsibilities.

Roles of Operational Departments

SL Corporation has established an information security framework by designating information security officers, administrators, and responsible personnel at headquarters and each manufacturing site to oversee technical, administrative, and physical security. SL maintains a working environment aligned with information security regulations and guidelines and continuously enhances its security systems through regular security risk assessments and internal audits. In addition, SL strengthens employees' security capabilities through training and simulation exercises, and operates a rapid incident response framework to protect information assets and personal data from external threats.

Information Security Governance



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- **Information Security**
- Risk Management

APPENDIX

Information Security *Strategy*



Sustainability Report 2026

Building the Foundation for Information Security

Information Security Policies

To strengthen its information security management framework, SL Corporation has established information security policies and security management guidelines, which are continuously updated in line with changes in domestic and international regulations and the evolving security environment. These policies and guidelines apply to domestic and overseas business sites as well as affiliates. In addition, to protect key corporate assets—including intellectual property, technical information, and employee data—SL has established and operates detailed measures such as server security guidelines, an internal personal data protection management plan, personnel security guidelines, and detailed security guidelines for documents and drawings.

All employees may access the information security policies and guidelines through the internal bulletin board. In accordance with the public notice on information security disclosure, SL also discloses information to stakeholders regarding information security investments and workforce operations, information security certifications and assessments, and the results of information security inspections.

Information Security Monitoring System

SL Corporation operates the Security Dashboard, a monitoring system designed to continuously assess enterprise-wide security management levels. The system comprehensively manages key security-related information, including the status of information assets, external data transfers, installation of security programs, and completion of security pledge forms. It also enables the review of security scores by department and individual to help prevent risk occurrence and support security awareness enhancement activities where necessary. In addition, SL conducts internal audits of its information security framework to assess security levels and management effectiveness.

Information Security Investment

SL Corporation continues to expand investments to strengthen information security and personal data protection. SL is enhancing security technologies through initiatives such as improvements to backup environments and data redundancy, application of Multi-Factor Authentication(MFA) for external access, and adoption of AI-based threat detection solutions. SL is also strengthening its enterprise-wide information security response capabilities through the expansion of dedicated information security personnel.

Information Security Certification

As an automotive parts manufacturer, SL Corporation is required to maintain robust security not only for personal and physical information, but also for a wide range of confidential information, including product and technical information and customer data. To this end, SL obtained Trusted Information Security Assessment Exchange(TISAX) certification in 2022 through the continuous advancement of its information security management practices. TISAX is an assessment framework that evaluates information security standards required across the automotive industry supply chain and has become a key requirement for major global automotive manufacturers. By establishing an information security framework aligned with TISAX certification requirements, SL protects its critical information assets and meets customers' information security expectations.



Employee Information Security Training

To strengthen enterprise-wide information security awareness, SL Corporation provides training for new employees on the understanding and use of information security systems, as well as security protocols and response procedures to be followed in the course of business operations. In addition, SL conducts annual personal data protection training for employees who handle personal data to strengthen personal data protection management practices. SL also enhances employees' awareness and response capabilities by sharing security threats that may arise in day-to-day operations, such as phishing emails and data leakage, through regular security awareness campaigns including security newsletters.

Supplier Information Security Training

SL Corporation provides information security training for suppliers to prevent security incidents and enhance security awareness across the supply chain. In 2025, the training focused on fundamental information security practices, key personal data protection precautions, major security incident cases, and response procedures, with participation from 54 suppliers.

2025 Information Security Training

(Unit: Persons)

Category	Training Program	Target Participants	No. of Participants
	Information Security Training	New Employees	161
Employees	Personal Data Protection Training	Employees Handling Personal Data	4,009
Suppliers	Understanding Information Security	Information Security Personnel	69

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- **Information Security**
- Risk Management

APPENDIX

Information Security *Risk Management*

Information Security Risk Management

Security Vulnerability Assessments

SL Corporation conducts regular security vulnerability assessments to evaluate internal security levels and address identified weaknesses. Through these assessments, SL reviews its information security management framework, evaluates the effectiveness of information security policies and guidelines, and reflects the findings in subsequent revisions. SL also continuously monitors the effectiveness of corrective actions implemented in areas identified as vulnerable, as well as the recurrence of related risks. In addition, once annually, SL engages an external specialized institution to assess IT assets exposed to the external attack surface, identify vulnerabilities and potential risks, and establish and implement corresponding corrective actions.

Supplier Security Assessments

To prevent security risks that may arise across the value chain, SL Corporation conducts annual security assessments of key suppliers. SL also conducts ESG self-assessment surveys to enable suppliers to independently evaluate their information security and personal data protection management levels. Where risk factors are identified, SL conducts on-site assessments to review security conditions and supports suppliers in establishing and implementing improvement plans. In 2025, SL conducted security assessments of 92 suppliers, including pilot on-site assessments for two suppliers, through which improvement support and security training were provided. SL plans to gradually expand the scope of suppliers subject to on-site assessments.

Security Incident Response Framework

In the event of an information security incident, SL Corporation establishes a dedicated response organization in accordance with relevant policies and guidelines and takes prompt action in cooperation with relevant departments. Led by the Information Security Team, SL designates incident response leaders and responsible personnel to manage and execute the full response process, including incident intake, development and implementation of response plans, internal and external coordination, post-incident reporting, and the establishment of recurrence prevention measures.

Employees who become aware of a security incident are required to immediately report the matter to the designated information security personnel. The responsible personnel verify the facts of the reported matter to determine whether an incident has occurred and, where necessary, implement initial response measures before escalating the matter to the Information Security Team. The Information Security Team then establishes an incident response team, shares the situation across the organization or relevant departments as appropriate, and builds a coordinated response framework in collaboration with relevant internal departments and external institutions. In addition, SL analyzes the root cause of the incident, reviews the operational effectiveness of the response process, establishes recurrence prevention measures, and reports the relevant findings to the Information Security Council.

Emergency Response Planning

SL Corporation has established and operates a disaster recovery plan to ensure stable business operations during emergency situations such as disasters or system failures. The plan documents the composition and roles of the disaster recovery team, emergency contact networks, operational guidelines, root cause analysis procedures, and system recovery processes to enable a rapid response in the event of an emergency. SL applies a principle of initiating initial response measures within four hours of an incident and operates a recovery framework designed to restore systems within a maximum of 24 hours, depending on the severity of the incident.

Security Incident Response Process



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- Information Security
- Risk Management

APPENDIX

Information Security *Risk Management*



Sustainability Report 2026

Personal Data Protection

Privacy Policy

SL Corporation has established and operates a Privacy Policy and an internal personal data management plan to protect the personal data of stakeholders, including employees, suppliers, and customers. SL implements protective measures in accordance with the relevant policies throughout the entire personal data lifecycle, including collection, use, retention, and destruction. These policies are posted on the internal bulletin board to ensure accessibility for employees.

Rights and Obligations of Data Subjects

SL Corporation guarantees the rights of data subjects, including the right to access, correct, and delete personal data. Where personally identifiable personal data is collected, SL obtains the consent of the data subject in advance. Where personal data is deleted at the request of the data subject, SL ensures secure destruction in a manner that prevents recovery. In addition, inquiries or comments related to personal data processing may be submitted through the relevant departments, and all submitted matters are reviewed and handled promptly in accordance with internal procedures.

Provision of Personal Data to Third Parties

SL Corporation uses collected personal data only within the scope and for the purposes disclosed in advance. Where it is necessary to provide personal data to a third party, SL provides such data only after prior notice regarding relevant matters, including the purpose of provision, categories of data to be provided, and retention and use period, and only where consent has been obtained from the data subject.

Personal Data Retention and Use Period

In accordance with its personal data protection guidelines, SL Corporation destroys personal data collected in the course of business operations without delay once the purpose of use has been fulfilled. However, where retention is required under applicable laws and regulations, such data is securely retained for the required period and subsequently destroyed in accordance with record retention schedules. Records and documents containing personal data are accessible only to employees with authorized business access, thereby preventing unauthorized third-party access or leakage.

Safeguards for Personal Data Protection

SL Corporation operates a range of technical and administrative safeguards to minimize risks that may arise during personal data processing. Through measures such as personal data encryption, access rights management, and training to enhance security awareness, SL prevents personal data leakage and misuse. SL also periodically reviews and improves relevant risk factors to ensure the security of personal data.



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- **Information Security**
- Risk Management

APPENDIX

Risk Management *Governance*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- Information Security
- Risk Management

APPENDIX

Risk Management Governance

SL Corporation has established a risk management governance framework to identify and effectively respond to financial and non-financial risks that may arise across its business operations. Executives oversee the establishment and operation of enterprise-wide risk response strategies and support risk response activities carried out by operational departments. Financial risk factors, including foreign exchange and liquidity risks, are reviewed and managed by the Finance Team, while quality, procurement, and supply chain risks are continuously monitored by the Quality Division and Purchasing Center, which establish preventive and responsive management strategies for risks with a high likelihood of occurrence. In addition, risks related to business activities—including environment, occupational safety and health, ethics and compliance, and information security—are managed by the relevant departments. Material identified risks and related response plans are continuously reported to the Sustainability Management Committee and executives.

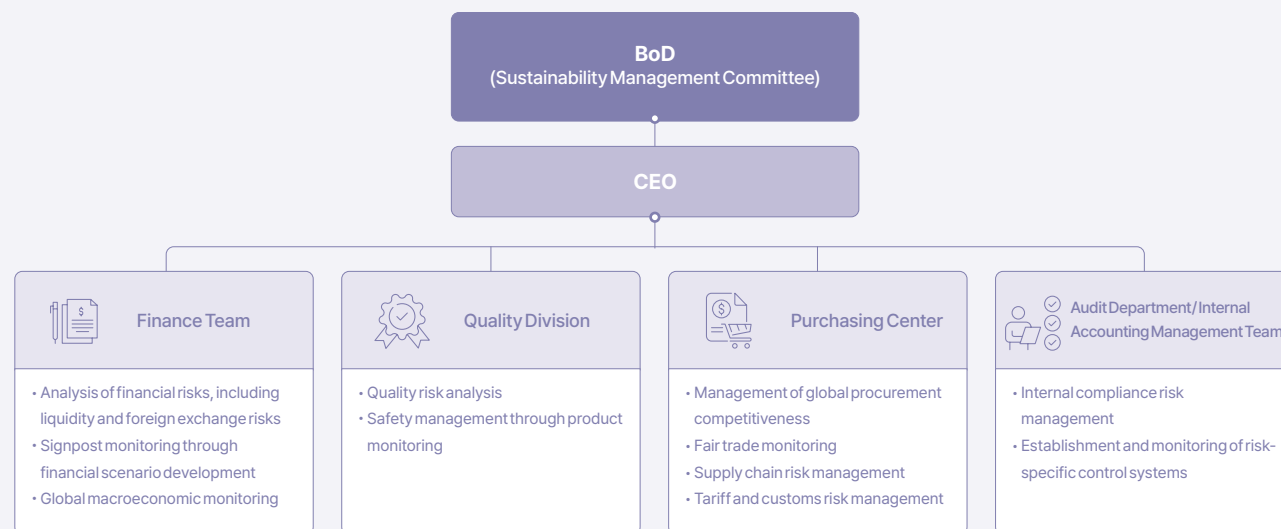
Business Continuity Management System

SL Corporation has established and operates a business continuity management framework to minimize impacts and restore operations within a short period during crisis situations caused by natural disasters, security incidents, system failures, or other disruptions. Based on these risk response capabilities and enterprise-wide resilience, SL maintains certification under ISO 22301, the international standard for business continuity management systems.

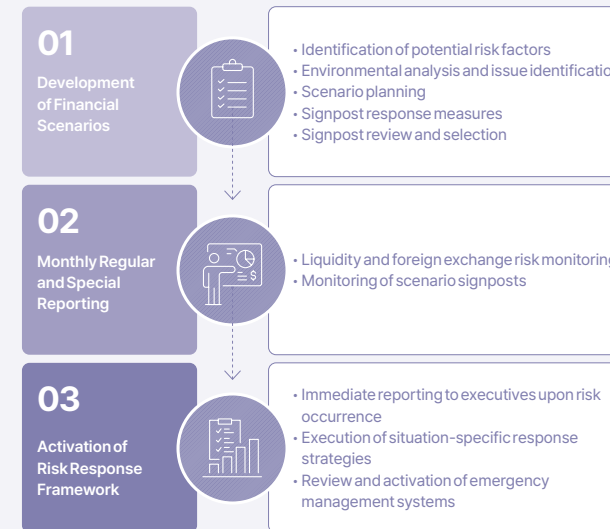
Risk Management Strategy

SL Corporation identifies and manages non-financial risks through company-wide operational departments, while the Finance Team establishes financial scenarios for each risk and reports the results to the BoD and executives on a monthly basis. In particular, SL conducts scenario analyses and regular monitoring of variables that may directly affect SL's financial condition, including foreign exchange fluctuations and global inflation. Through these efforts, SL assesses the operational and financial impacts of potential risks, establishes appropriate response strategies, and activates a rapid response framework in the event of actual risk occurrence.

Risk Management Governance



Risk Management Process



Risk Management *Strategy*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

- Board of Directors & Shareholders
- Ethics and Compliance Management
- Information Security

[→ Risk Management](#)

APPENDIX

Tax Risk

SL Corporation promotes a transparent tax culture by complying with applicable tax laws and regulations and responding in good faith to requests from tax authorities for factual explanations and supporting documentation. SL prohibits tax avoidance structures and the use of tax havens solely for the purpose of obtaining tax benefits without commercial substance, and manages its tax practices to prevent the transfer of economically generated value to low-tax jurisdictions. In addition, SL identifies and manages potential areas of dispute in consideration of country-specific tax regimes and regulatory environments to control global tax risks.

Liquidity Risk

Liquidity risk refers to the possibility of failing to meet obligations under financial contracts in a timely manner. To manage liquidity risk, SL Corporation establishes and operates funding plans and liquidity strategies, while securing credit lines to prepare for crisis situations. In addition, SL minimizes risks arising from liquidity shortages and promotes stable fund management by aligning the maturity structure of financial assets and liabilities with projected operating cash flows.

Foreign Exchange Risk

SL Corporation carefully manages financial risks arising from exchange rate fluctuations in consideration of its global business environment. SL regularly measures foreign exchange exposure for major currencies and reviews the scale of foreign currency inflows and outflows through its Foreign Exchange Management Committee. In addition, SL establishes hedging strategies based on foreign exchange exposure and monitors key exchange rate indicators to respond to currency fluctuations.

Operational Risk

SL Corporation identifies and manages operational risks that may affect overall business operations, including production disruptions, supply chain interruptions, and quality issues. Among these, SL defines serious industrial accidents occurring at business sites as a key operational risk. To address this, SL has established an enterprise-wide occupational safety and health management framework and ensures workplace safety by identifying and mitigating hazards and risk factors through risk assessments. In addition, SL prioritizes the protection of the lives and health of workers and stakeholders through regular occupational safety and health training and site-based preventive activities.

Key Risk Management Strategies

Category	Key Risks	Management Strategies
Financial Risk	Tax Risk <ul style="list-style-type: none"> Response errors and cost incurrence arising from differences in country-specific tax laws and regulations Tax disputes arising from differences in interpretation with tax authorities 	<ul style="list-style-type: none"> Proactive identification and management of tax risks in consideration of country-specific tax laws and regulatory environments Prohibition of transaction structures and the use of tax havens for tax avoidance purposes Operation of a compliance framework for applicable laws and regulatory response to tax authority requests
	Liquidity Risk <ul style="list-style-type: none"> Financial losses resulting from changes in financial market liquidity 	<ul style="list-style-type: none"> Review of accounts receivable status at Chinese entities Continuous monitoring of financial markets and proactive securing of credit lines
	Foreign Exchange Risk <ul style="list-style-type: none"> Increased exchange rate volatility resulting from uncertainty in the global economic environment 	<ul style="list-style-type: none"> Continuous monitoring of foreign currency inflows/outflows and exchange rates Securing of credit lines
	Operational Risk <ul style="list-style-type: none"> Serious industrial accidents resulting from safety incidents Production disruptions caused by supply chain interruptions 	<ul style="list-style-type: none"> Embedding a safety-first culture and strengthening serious accident prevention Conducting supply chain risk assessments
Non-financial Risk	Environmental Risk <ul style="list-style-type: none"> Strengthened carbon reduction requirements resulting from climate change 	<ul style="list-style-type: none"> Monitoring of greenhouse gas emissions reductions Comprehensive assessment and management of climate-related risks and opportunities
	Regulatory Risk <ul style="list-style-type: none"> Strengthening of global ESG-based policies and supply chain regulations 	<ul style="list-style-type: none"> Advancement of ESG policies and processes aligned with global standards
	Transition Risk <ul style="list-style-type: none"> Increasing need to transition the product portfolio toward eco-friendly products 	<ul style="list-style-type: none"> Strengthened monitoring of global trends and establishment of investment plans aligned with mid- to long-term strategy



Risk Management *Strategy*

Environmental Risk

SL Corporation identifies climate change-related environmental risks as a key management priority in response to expanding global supply chain requirements and increasingly stringent environmental regulations. Accordingly, SL has established a reduction roadmap targeting carbon neutrality for direct and indirect emissions (Scope 1 and 2) by 2045. SL regularly monitors greenhouse gas emissions across domestic and overseas business sites and improves energy efficiency through initiatives such as the installation of solar power generation facilities and the operation of smart factories. In addition, SL manages environmental impacts arising from business operations by improving manufacturing processes, establishing low-carbon production lines, and applying environmentally friendly manufacturing methods.

Transition Risk

SL Corporation recognizes the accelerating transition toward environmentally friendly mobility in the automotive industry and increasing customer sustainability expectations as key transition risks, and is expanding its eco-friendly product portfolio in response. SL monitors global environmental policies and technology trends and has established eco-friendly technology investment and product development plans aligned with its mid- to long-term corporate strategy. In addition, SL is expanding the use of recycled materials and bio-based raw materials and is collaborating with key customers to develop recycled plastics. SL also reduces product carbon emissions through component lightweighting and modularization and manages hazardous substances by applying materials compliant with Restriction of Hazardous Substances(RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals(REACH) requirements.

Regulatory Risk

SL Corporation operates relevant policies and management processes to respond to increasingly stringent global ESG policies and supply chain regulations. Recognizing that failure to respond to regulatory requirements and customer expectations may result in diminished trust and business restrictions, SL has established and operates a management framework aligned with global standards based on its sustainability governance structure. In addition, SL continuously monitors developments in automotive industry and ESG-related laws and regulations, establishes response strategies accordingly, and reflects the requirements of key customers and stakeholders in its business strategy.



- Board of Directors & Shareholders
- Ethics and Compliance Management
- Information Security
- **Risk Management**



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

APPENDIX

107	Quantitative Data
136	Initiative Index
140	Independent Assurance Statement
141	GHG Verification Statement
145	Awards and Membership Associations

For more information about SL Corporation, please visit the company website.

If you have any further inquiries, please contact us using the information provided below.

Telephone. 82-053-850-8559
E-mail. esg@slworld.com
Homepage. www.slworld.com



Quantitative Data



Sustainability Report 2026

Summary of Consolidated Financial Statements

Consolidated Balance Sheet

(Unit:1MKRW)

Classification	2025	2024	2023
Non-current Assets	1,363,444	1,352,812	1,164,843
Tangible Assets	870,589	861,300	748,192
Investment Real Estate	58,477	47,573	48,694
Right of Use Asset	17,388	18,460	9,285
Intangible Assets	40,539	37,238	40,978
Other Non-current Receivables	10,258	9,086	7,735
Investment In Affiliated Companies And Joint Ventures	161,171	160,584	158,362
Deferred Tax Assets	31,259	63,049	36,285
Non-current Financial Assets	84,252	72,676	77,249
Defined Benefit Asset	552	0	8,001
Other Non-current Assets	88,960	82,845	30,062
Current Assets	2,633,633	2,346,052	2,070,892
Inventories	435,862	416,148	375,499
Trade and Other Current Receivables	1,072,509	1,000,623	923,228
Current Financial Assets	395,471	312,914	200,329
Other Current Assets	229,805	206,100	227,625
Current Tax Assets	22,253	61,973	30,417
Cash and Cash Equivalents	477,733	348,294	313,793
Total Assets	3,997,078	3,698,864	3,235,734
Equity Attributable to Owners of the Parent	2,552,541	2,299,756	1,928,436
Share Capital	23,224	23,224	23,224
Capital Surplus	459,660	459,660	459,660
Capital Adjustments	-11,877	-11,877	-11,877
Accumulated Other Comprehensive Income	36,584	45,751	-12,932
Retained Earnings (Accumulated Deficit)	2,044,948	1,782,997	1,470,361
Non-controlling Interests	99,121	97,492	80,683
Total Equity	2,651,662	2,397,248	2,009,119

(Unit:1MKRW)

Classification	2025	2024	2023
Non-current Liabilities	175,001	159,409	110,536
Non-current Provisions	56,766	46,080	41,486
Other Non-current Liabilities	29,736	20,443	17,508
Non-current Financial Liabilities	3	281	0
Non-current Lease Liabilities	5,456	5,829	6,664
Defined Benefit Liabilities	6,907	18,685	0
Deferred Tax Liabilities	76,133	68,090	44,879
Current Liabilities	1,170,415	1,142,207	1,116,079
Current Provisions	42,472	33,139	18,582
Trade and Other Payables	724,512	654,991	639,255
Current Financial Liabilities	299,887	315,565	354,810
Current Lease Liabilities	2,705	2,475	2,007
Other Current Liabilities	76,591	73,289	60,014
Current Tax Liabilities	24,247	62,748	41,411
Total Liabilities	1,345,416	1,301,616	1,226,615
Total Equity and Liabilities	3,997,078	3,698,864	3,235,734

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

Initiative Index

Independent Assurance Statement

GHG Verification Statement

Awards and Membership Associations



Quantitative Data

Summary of Consolidated Financial Statements

Consolidated Income Statement

(Unit: 1MKRW)

Classification	2025	2024	2023
Revenue	5,239,939	4,973,274	4,838,847
Cost of Sales	-4,507,292	-4,284,578	-4,200,052
Gross Profit	732,647	688,696	638,795
Selling and Administrative Expenses	-325,548	-293,532	-252,609
Operating Profit (Loss)	407,099	395,164	386,186
Share of Profit of Associates	17,696	16,777	18,159
Finance Income	34,041	32,847	23,893
Other Income	76,858	94,858	73,595
Finance Costs	-14,586	-20,823	-25,775
Other Losses	-75,371	-31,847	-47,241
Profit (Loss) Before Income Tax	445,737	486,976	428,816
Income Tax Expense (Benefit)	-124,947	-105,013	-79,550
Profit (Loss) for the Year	320,790	381,964	349,266
Profit (Loss) Attributable to Owners of the Parent	310,834	368,358	335,508
Profit (Loss) Attributable to Non-controlling Interests	9,956	13,606	13,758
Earnings Per Share			
Basic Earnings Per Share (KRW)	6,749	7,998	7,285
Diluted Earnings Per Share (KRW)	6,749	7,998	7,285

Economic Value Distribution

(Unit: 1MKRW)

Classification	2025	2024	2023
Customers	5,239,939	4,973,274	4,838,847
Shareholders/Investors	141,471	73,515	65,802
Suppliers	24,149	22,270	20,321
Employees	135,128	129,451	116,297
Government/NGOs	(118,245)	(97,958)	(74,333)



Sustainability Report 2026

[INTRODUCTION](#)[ESG MANAGEMENT](#)[ENVIRONMENTAL](#)[SOCIAL](#)[GOVERNANCE](#)

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*



Sustainability Report 2026

Environmental

Raw Materials

Classification	Unit	2025	2024	2023
Raw Material Usage	ton	34,504.71	26,426.99	33,126.67
Daegu Plant	ton	6,384.00	2,984.17	5,165.73
Cheonan Plant	ton	13,854.73	15,219.09	15,216.35
Ansan Plant	ton	6,492.08	2,848.25	8,786.63
Sungsan Plant	ton	2,433.68	2,828.27	2,380.85
Jillyang Plant	ton	4,748.06	1,894.69	1,021.65
Seongseo Plant	ton	592.16	652.52	555.45
Recycled Raw Material Usage	ton	58.60	45.10	87.43
Daegu Plant	ton	0	0	0
Cheonan Plant	ton	36.50	31.90	77.00
Ansan Plant	ton	22.10	10.70	1.93
Sungsan Plant	ton	0	2.50	8.50
Jillyang Plant	ton	0	0	0
Seongseo Plant	ton	0	0	0
Ratio of Recycled Raw Materials Used	%	0.17	0.17	0.26

Energy

Classification	Unit	2025	2024	2023
Energy Usage	TJ	1,103	1,129	1,160
Direct Energy	TJ	16	16	16
Indirect Energy	TJ	1,087	1,113	1,144
Electricity	TJ	1,087	1,113	1,144
Heat/Steam	TJ	0	0	0
Renewable Energy	TJ	0	0	0
Ratio of Renewable Energy Used	%	0	0	0
Energy Usage Intensity	TJ/100MKRW	0.038	0.042	0.044
Energy Sales Volume	TJ	7.03	6.99	3.86
Electricity	TJ	7.03 ¹⁾	6.99	3.86
Heat/Steam	TJ	0	0	0

1) Renewable Energy Generation: 1,951,511 kWh
Renewable energy generated through the SHB Solar photovoltaic power generation system was fully sold.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*

Environmental

Scope 1, 2

Classification	Unit	2025	2024	2023
Scope 1, 2 Emission	tCO ₂ eq	52,297.94	53,632.19	55,182.48
Scope 1 Emission	tCO ₂ eq	849.09	878.90	888.11
Daegu Plant	tCO ₂ eq	113.30	116.53	148.43
Cheonan Plant	tCO ₂ eq	35.68	59.14	53.51
Ansan Plant	tCO ₂ eq	95.55	79.70	104.11
Sungsan Plant	tCO ₂ eq	167.57	191.10	164.34
Jillyang Plant	tCO ₂ eq	402.41	399.32	385.75
Seongseo Plant	tCO ₂ eq	34.58	33.12	31.97
Scope 2 Emission	tCO ₂ eq	51,448.85	52,753.29	54,294.37
Daegu Plant	tCO ₂ eq	8,346.54	8,145.26	8,136.29
Cheonan Plant	tCO ₂ eq	12,884.88	14,023.21	15,883.11
Ansan Plant	tCO ₂ eq	7,970.73	8,086.67	9,306.26
Sungsan Plant	tCO ₂ eq	7,539.43	7,900.36	7,631.25
Jillyang Plant	tCO ₂ eq	12,159.13	11,966.54	10,814.26
Seongseo Plant	tCO ₂ eq	2,548.14	2,631.27	2,523.20
Scope 1, 2 Emission Intensity ¹	tCO ₂ eq/100M KRW	2.28	2.52	2.65

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

Scope 3¹

Classification	Unit	2025	2024	2023
Scope 3 Emission	tCO ₂ eq	147,575	133,689	191,584
Upstream Scope 3 Emission	tCO ₂ eq	116,325	117,154	106,251
1. Purchased goods and services	tCO ₂ eq	102,122	101,863	93,504
2. Capital goods	tCO ₂ eq	-	-	-
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	tCO ₂ eq	8,173	8,151	7,103
4. Upstream transportation and distribution	tCO ₂ eq	922	1,508	881
5. Waste generated in operations	tCO ₂ eq	2,201	2,360	3,356
6. Business travel	tCO ₂ eq	2,024	2,530	697
7. Employee commuting	tCO ₂ eq	883	742	710
8. Upstream leased assets	tCO ₂ eq	-	-	-
Downstream Scope 3 Emission	tCO ₂ eq	31,250	16,535	85,333
9. Downstream transportation and distribution	tCO ₂ eq	2,972	1,795	1,757
10. Processing of sold products	tCO ₂ eq	24,811	10,119	76,688
11. Use of sold products	tCO ₂ eq	-	-	-
12. End-of-life treatment of sold products	tCO ₂ eq	-	-	-
13. Downstream leased assets	tCO ₂ eq	2,763	3,670	3,557
14. Franchises	tCO ₂ eq	-	-	-
15. Investments	tCO ₂ eq	704	951	3,331

1) Third-party verification not conducted (third-party verification was completed during the initial calculation in 2022, and data continues to be aggregated using the same methodology).

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*

Environmental

Water

Classification	Unit	2025	2024	2023
Water Withdrawal	ton	191,791	206,534	185,029
Daegu Plant	ton	19,473	28,330	20,127
Cheonan Plant	ton	38,475	41,429	34,227
Ansan Plant	ton	41,519	50,562	38,993
Sungsan Plant	ton	26,069	27,037	29,046
Jillyang Plant	ton	60,374	53,098	56,276
Seongseo Plant	ton	5,881	6,078	6,360
Water Discharge	ton	191,273	205,950	184,128
Daegu Plant	ton	19,446	28,324	- ¹
Cheonan Plant	ton	38,174	41,086	- ¹
Ansan Plant	ton	41,434	50,407	- ¹
Sungsan Plant	ton	25,964	26,966	- ¹
Jillyang Plant	ton	60,374	53,089	- ¹
Seongseo Plant	ton	5,881	6,078	- ¹
Wastewater Generation	ton	518	583	901
Water Usage	ton	0	0	0
Water Reuse/Recycle	ton	0	0	0

1) Verification of detailed figures by business site is limited.

Pollutant¹

Classification	Unit	2025	2024	2023
Particulate Matter	mg/Sm ³	1.3	1.8	1.9
Total Hydrocarbons	ppm	16.8	12.5	11.6

1) Average emission concentration
There were no emissions of nitrogen oxides (NOx), sulfur oxides (SOx), or ozone-depleting substances (ODS), and these are not subject to legal management requirements.

Waste

Classification	Unit	2025	2024	2023
Waste Disposal	ton	1,914.35	1,686.69	1,809.08
General Waste	ton	1,753.59	1,554.82	1,663.28
(w/ Energy Recovery) Incineration	ton	0	0	0
(w/o Energy Recovery) Incineration	ton	296.25	328.09	479.16
Landfill	ton	0	0	0
Reuse/Recycle	ton	1,457.34	1,226.73	1,107.30
Other	ton	0	0	76.82
Designated Waste	ton	160.76	131.87	145.80
(w/ Energy Recovery) Incineration	ton	0	0	0
(w/o Energy Recovery) Incineration	ton	149.44	127.95	131.77
Landfill	ton	0	0	0
Reuse/Recycle	ton	11.32	3.92	14.03
Other	ton	0	0	0
Waste Recycling Rate	%	76.72	72.96	61.98
General Waste	%	83.11	78.90	66.57
Designated Waste	%	7.04	2.97	9.62%

Environmental Violation

Classification	Unit	2025	2024	2023
Environmental Law/Regulation Violation	cases	0	0	1

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*



Sustainability Report 2026

Social

Recruitment and Turnover¹

Classification	Unit	2025	2024	2023
Hires	persons	564	616	817
Under 30	persons	310	352	390
30 to Under 50	persons	244	247	417
50 and Above	persons	10	17	10
Male	persons	479	507	699
Female	persons	85	109	118
Disabilities	persons	7	4	14
Turnovers	persons	446	543	619
Turnover Rate	%	9.4	11.8	13.6
Voluntary Turnover Rate	%	4.3	4.9	8.6
Voluntary	persons	205	226	394
Involuntary	persons	241	317	225
Male	persons	374	442	544
Female	persons	72	101	75
Under 30	persons	145	192	187
30 to Under 50	persons	231	286	368
50 and Above	persons	70	65	64
Average Tenure	years	11.5	11.3	11.0

¹) Figures include regular employees, contract employees, and temporary workers. Data for the most recent three years has been revised due to changes in data aggregation standards.

Diversity¹

Classification	Unit	2025	2024	2023
Total Employees	persons	4,722	4,597	4,555
Under 30	persons	715	695	672
30 to Under 50	persons	3,092	3,063	3,100
50 and Above	persons	915	839	783
Male	persons	4,022	3,909	3,876
Female	persons	700	688	679
Korean Nationality	persons	4,652	4,538	4,456
Foreign Nationality	persons	70	59	99
Full-Time Employees	persons	4,225	3,999	3,846
Male	persons	3,606	3,425	3,297
Female	persons	619	574	549
Contract Employees	persons	497	598	709
Male	persons	416	484	579
Female	persons	81	114	130
Non-Employee Workers	persons	89	88	88
Managers	persons	384	383	386
Male	persons	376	373	378
Female	persons	8	10	8
Minority/Vulnerable Groups	persons	6	8	9
Non-managerial Employees	persons	4,328	4,206	4,161
Male	persons	3,637	3,529	3,491
Female	persons	691	677	670
Employees with Disabilities	persons	82	84	89

¹) Figures include regular employees, contract employees, and temporary workers. Data for the most recent three years has been revised due to changes in data aggregation standards.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*



Sustainability Report 2026

Social

Labor-Management Relations

Classification	Unit	2025	2024	2023
Labor-management Council Meetings Held	times	4	4	4

Compensation

Classification	Unit	2025	2024	2023
Statutory Minimum Wage (annual)	1MKRW	25.2	24.7	24.1
Average Salary of Entry-level Employee	1MKRW	54.4	54.4	54.4
Male	1MKRW	55.4	55.4	55.4
Male Entry-level Salary Ratio to Minimum Wage	%	220.4	224.2	229.8
Female	1MKRW	53.4	53.4	53.4
Female Entry-level Salary Ratio to Minimum Wage	%	212.2	215.9	221.3
Average Employee Salary	1MKRW	88	86	79
Male	1MKRW	89	88	81
Female	1MKRW	77	74	68
CEO-to-Employee Compensation Ratio ¹	times	32.7	-	-

¹) Employee compensation was calculated based on the median annual compensation of all employees, excluding the compensation of the highest-paid employee.

Training

Classification	Unit	2025	2024	2023
Annual Training Hours	hours	302,310	336,060	347,316
Training Hours per Employee	hours/persons	64.0	73.1	76.2
Annual Training Expenses	1MKRW	1,740	1,406	1,337
Training Expenses per Employee	KRW	368,451	305,956	293,524
Disability Awareness Training Participants	persons	4,456	4,535	4,650
Workplace Sexual Harassment Prevention Training Participants	persons	4,912	4,476	4,617
Personal Information Protection Training Participants	persons	2,915	3,619	3,143
Workplace Bullying Prevention Training Participants	persons	3,910	4,442	3,921
Industrial Safety and Health Training Participants	persons	4,722	4,597	4,555
Industrial Safety and Health Training Participation Rate	%	100	100	100

Parental Leave

Classification	Unit	2025	2024	2023
Employees Applying for Parental Leave	persons	59	33	41
Male	persons	43	20	20
Female	persons	16	13	21
Employees to be Reinstated in the Current Year	persons	38	14	14
Male	persons	27	9	9
Female	persons	11	5	5
Employees to be Reinstated in the Next Year	persons	7	21	29
Male	persons	7	12	13
Female	persons	0	9	16
Employees Returning from Parental Leave	persons	7	43	37
Male	persons	7	22	20
Female	persons	0	21	17
Employees Retained for More Than One Year After Returning from Parental Leave	persons	16	32	33
Male	persons	8	18	15
Female	persons	8	14	18

Performance Evaluation¹

Classification	Unit	2025	2024	2023
Employees Subject to Performance Evaluations	persons	2,566	2,383	2,122
Male	persons	2,202	2,073	1,838
Female	persons	364	310	284
Employees Receiving Performance Evaluations	persons	2,340	1,979	1,832
Male	persons	2,039	1,795	1,679
Female	persons	301	184	153
Employees Receiving Performance Evaluations	%	91.2	83.0	86.3
Male	%	92.6	86.6	91.3
Female	%	82.7	59.4	53.9

¹) Production Workers operate under a separate performance evaluation system; however, the disclosed indicators were calculated based solely on evaluations conducted through the HR system. Accordingly, production workers were excluded from the evaluation scope, and 2023–2024 data were recalculated based on the exclusion of production workers.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*

Social

Human Rights Management

Classification	Unit	2025	2024	2023
On-desk Human Rights Risk Assessment Coverage	%	100	60	44
Ratio of Sites with Significant Human Rights Risks Identified	%	0	4	0
Ratio of Sites with Improvement Plans Established	%	60	44	0
Grievance Resolution Rate	%	100	100	100
Grievances Received	cases	3	2	4
Grievances Resolved	cases	3	2	4

OHS

Classification	Unit	2025	2024	2023
Violations of Safety & Health Laws/Regulations	cases	0	0	0
Fines	1M KRW	0	0	0
Penalties	1M KRW	0	0	0
Surcharges	1M KRW	0	0	0

Occupational Injuries – Employees

Classification	Unit	2025	2024	2023
Working Hours	hours	9,178,150	9,468,790	9,279,478
Recordable Injuries (RI)	cases	18 ¹	10	9
Total Recordable Injury Frequency Rate (TRIFR)	per 200,000 working Hours	0.392	0.211	0.194
Fatalities	persons	0	0	0
Fatality Rate	per 200,000 working Hours	0	0	0
Lost Time Injuries (LTI)	cases	12	9	7
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working Hours	0.261	0.190	0.151
Lost Workdays	days	760	502	344
Near Miss Cases	cases	7	8	13

1) 15 injuries and 3 illnesses.

Occupational Injuries – Suppliers

Classification	Unit	2025	2024	2023
Working Hours	hours	883,200	880,800	784,800
Recordable Injuries (RI)	cases	1	3	4
Total Recordable Injury Frequency Rate (TRIFR)	per 200,000 working Hours	0.226	0.681	1.019
Fatalities	persons	0	0	0
Fatality Rate	per 200,000 working Hours	0	0	0
Lost Time Injuries (LTI)	cases	1	3	4
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working Hours	0.226	0.681	1.019
Lost Workdays	days	106	84	308
Near Miss Cases	cases	0	0	0

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*

Social

Supply Chain

Classification	Unit	2025	2024	2023
Suppliers	companies	2,098	1,996	2,034
Key Suppliers	companies	236	203	239
Suppliers Subject to On-desk ESG Risk Assessments	companies	118	120	118
Suppliers with Identified ESG Risks	companies	18	11	0
Suppliers Subject to On-site ESG Audits	companies	18	11	0
Suppliers Establishing Improvement Plans Among Suppliers with Identified Risks	companies	18	11	0
Suppliers Completing Corrective Actions Among Suppliers with Improvement Plans	companies	18	11	0
Suppliers Participating in ESG Capacity-Building Training	companies	209	127	138
Suppliers Receiving ESG Consulting	companies	11	20	9
Ratio of Purchasing Personnel Receiving Sustainable Procurement Training	%	100	-	100

Customer Satisfaction

Classification	Unit	2025	2024	2023
Average Score of Customer Satisfaction Survey	score	82	79.5	80.3
Product Recalls	cases	13	3	0
Voluntary Recalls	cases	13	3	0
Recalls Required by Law	cases	0	0	0
Recalls Due to Product Accidents	cases	0	0	0

Social Contribution

Classification	Unit	2025	2024	2023
Expenditure on Social Contributions	1M KRW	590	285	2,354



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations



Quantitative Data

Domestic Operations



Sustainability Report 2026

Governance

BoD

Classification	Unit	2025	2024	2023
Members on the BoD	persons	7	7	5
Ratio of Independent Directors	%	57.1	57.1	60.0
Executive Directors	persons	3	3	2
Independent Directors	persons	4	4	3
Other Non-Executive Directors	persons	0	0	0
Ratio of Female Directors	%	14.3	14.3	0
Male	persons	6	6	5
Female	persons	1	1	0
Director Compensation	1M KRW	2,733	2,649	2,390
Directors	1M KRW	390	378	478
Registered Directors	1M KRW	863	839	773
Independent Directors	1M KRW	36	33	24

External Auditor

Classification	Unit	2025	2024	2023
Audit Fees Paid to the External Auditor ¹	1M KRW	387	360	583
Non-Audit Fees Paid to the External Auditor	1M KRW	0	0	0

1) Data were revised to align with the reporting unit of the current year due to an error in the unit notation of the previous year.

Shareholder

Classification	Unit	2025	2024	2023
Number of Shares Issued	shares	46,448,520	46,448,520	46,448,520
Ratio of Shares Held by the National Pension Service	shares	4,054,995	3,834,549	3,834,549
Shares Held by the National Pension Service	%	8.7	8.3	8.3
Ratio of Shares Directly Held by the Founder and Family Members	shares	27,440,213	29,248,066	30,055,077
Shares Directly Held by the Founder and Family Members	%	59.1	63.0	64.7

Information Security

Classification	Unit	2025	2024	2023
Violations of Personal Data Protection Laws and Regulations	cases	0	0	0
Fines	1M KRW	0	0	0
Penalties	1M KRW	0	0	0
Surcharges	1M KRW	0	0	0
Individuals Affected by Violations (e.g., Leaks, Theft)	persons	0	0	0
Information Security Training Participants	persons	1,094	2,802	3,143
Information Security Training Participation Rate	%	23	61	76

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Domestic Operations*



Sustainability Report 2026

Governance

R&D

Classification	Unit	2025	2024	2023
R&D Investment	1M KRW	250,821	217,004	171,394
R&D Expenses as a Percentage of Revenue	%	4.8	4.4	3.5
Intellectual Property Portfolio	No.	114	135	112
Technology and R&D Training Participants ¹	persons	1,056	890	952
Technology and R&D Training Participation Rate	%	22.4	19.4	20.9

1) Excluding legally required training programs.

Fair Trade and Anti-Corruption

Classification	Unit	2025	2024	2023
Violations of Fair Trade Laws/Regulations	cases	0	0	0
Fines	1M KRW	0	0	0
Penalties	1M KRW	0	0	0
Surcharges	1M KRW	0	0	0
Violations of Anti-corruption Laws/Regulations	cases	0	0	0
Fines	1M KRW	0	0	0
Penalties	1M KRW	0	0	0
Surcharges	1M KRW	0	0	0

Ethics & Compliance

Classification	Unit	2025	2024	2023
Ethics Training Participants ¹	persons	4,718	4,616	4,661
Ethics Training Participation Rate	%	97	98	100
Reported Cases of Ethics Violations	cases	65	44	50
Unethical Behavior	cases	20	13	10
Corruption	cases	12	10	6
Welfare and Workplace Improvement	cases	1	7	8
Work Attitude / Ruel Violations	cases	13	4	10
Work Rule / Process Improvement	cases	12	4	5
Employment / Compensation Complaints	cases	5	1	1
Others	cases	2	5	10
Actions Taken for Ethics Violations	cases	6	6	10
Unethical Behavior	cases	2	2	2
Corruption	cases	2	3	5
Welfare and Workplace Improvement	cases	0	0	0
Work Attitude / Ruel Violations	cases	0	1	2
Work Rule / Process Improvement	cases	2	0	1
Employment / Compensation Complaints	cases	0	0	0
Others	cases	0	0	0

1) Excluding legally required training programs.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Environmental*

Raw Materials

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Raw Material Usage	ton	192.54	143.55	180.30	1,370.11	1,100.90	1,529.85	1,392.64	1,116.06	1,666.16	1,574.65	1,078.97	1,266.87	1,933.95	1,694.00	1,604.37
Recycled Raw Material Usage	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio 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		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Raw Material Usage	ton	15,625.06	16,076.50	15,177.83	6,252.99	4,312.35	4,889.28	1,101.34	2,485.00	3,235.00	14,926.17	46,053.76	54,790.83	1,108.45	811.10	797.47	1,271.51	1,120.98	1,132.64
Recycled Raw Material Usage	ton	0	0	0	0	0	0	463.81	440.68	565.63	0	0	0	0	0	0	86.44	72.15	42.38
Ratio of Recycled Raw Materials Used	%	0	0	0	0	0	0	42.11	17.73	17.48	0	0	0	0	0	0	6.80	6.44	3.74

Scope 1, 2

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip			Dongfeng Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Scope 1, 2 Emission	tCO ₂ eq	961.09	1,053.25	1,217.01	10,068.32	9,643.85	9,545.20	5,636.41	4,862.02	5,392.59	6,096.52	4,459.16	4,349.81	4,270.01	3,774.04	2,873.74	1,377.48	1,451.87	1,113.30
Scope 1 Emission	tCO ₂ eq	10.32	12.28	31.67	71.17	58.11	41.37	19.24	24.38	33.24	-	-	-	140.18	10.32	15.84	1.81	3.34	3.8
Scope 2 Emission	tCO ₂ eq	950.77	1,040.97	1,185.34	9,997.15	9,585.74	9,503.83	5,617.17	4,837.64	5,359.35	6,096.52	4,459.16	4,349.81	4,129.83	3,763.72	2,857.90	1,375.67	1,448.53	1,109.50

Classification	Unit	삼환삼립			SL Lumax			SL AP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Scope 1, 2 Emission	tCO ₂ eq	1,443.37	564.00	258.64	7,559.00	13,494.19	15,547.06	13,074.62	9,638.51	5,547.36	6,422.18	6,749.14	10,971.53	9,268.27	15,408.19	14,571.46	110.92	103.37	1,122.66	875.76	409.22	404.96
Scope 1 Emission	tCO ₂ eq	307.57	2.55	2.69	1,382.00	75.68	108.27	172.50	29.35	30.64	149.84	148.93	153.58	957.41	850.81	984.7	110.92	103.37	93.45	126.98	39.74	26.69
Scope 2 Emission	tCO ₂ eq	1,135.80	561.45	255.95	6,177.00	13,418.51	15,438.79	12,902.12	9,609.16	5,516.72	6,272.34	6,600.21	10,817.95	8,310.86	14,557.38	13,586.76	- ¹⁾	- ¹⁾	1,029.21	748.78	369.48	378.27

1) Electricity supplied entirely from renewable energy by the electricity provider.

* Environmental indicators are not included in the management scope for SL China and SL Michigan, as they do not operate separate production facilities.



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.



Environmental

Waste

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
General Waste Disposal	ton	12.12	22.00	51.70	365.58	342.18	556.43	290.28	350.28	277.95	-	-	-	151.48	138.28	173.07
(w/Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	-	-	-	0	0	0
(w/o Energy Recovery) Incineration	ton	0	0	0	18.70	0	0	0	0	0	-	-	-	0	0	0
Landfill	ton	0	0	0	0	25.02	55.65	290.28	350.28	277.95	-	-	-	0	0	0
Reuse/Recycle	ton	12.12	22.00	51.70	346.88	317.16	500.78	0	0	0	-	-	-	151.48	138.28	173.07
Other	ton	0	0	0	0	0	0	0	0	0	-	-	-	0	0	0
Recycling Rate	%	100	100	100	94.88	92.69	90.00	0	0	0	-	-	-	100	100	100
Designated Waste Disposal	ton	1.60	0.23	3.00	18.32	16.42	23.15	17.38	26.41	32.84	408.67	264.75	465.18	13.25	26.58	22.37
(w/Energy Recovery) Incineration	ton	1.60	0.23	3.00	0	0	0	0	0	0	21.22	8.75	13.78	0	0	0
(w/o Energy Recovery) Incineration	ton	0	0	0	18.32	16.42	23.15	17.38	26.41	32.84	0	0	0	13.25	26.58	22.37
Landfill	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuse/Recycle	ton	0	0	0	0	0	0	0	0	0	385.00	256.00	449.00	0	0	0
Other	ton	0	0	0	0	0	0	0	0	0	2.45	0	2.40	0	0	0
Recycling Rate	%	0	0	0	0	0	0	0	0	0	94.21	96.69	96.52	0	0	0

Classification	Unit	SL Lumax			SL AP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
General Waste Disposal	ton	1,483.18	1,600.18	1,721.92	1,328.00	1,154.00	1,108.00	1,751.56	1,875.44	2,356.54	3,664.00	- ²	- ²	414.27	270.70	273.68	269.85	107.43	103.72
(w/Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	0	- ²	- ²	198.11	0	0	0	0	0
(w/o Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	0	- ²	- ²	0	0	0	0	0	0
Landfill	ton	0	0	0	0	0	0	519.72	524.86	650.67	3,664.00	- ²	- ²	0	0	0	0	0	0
Reuse/Recycle	ton	1,483.18	1,600.18	1,721.92	1,328.00	0	0	1,231.84	1,350.58	1,705.87	0	- ²	- ²	176.46	170.54	166.94	269.85	107.43	103.72
Other	ton	0	0	0	0	1,154.00	1,108.00	0	0	0	0	- ²	- ²	39.70	100.16	106.74	0	0	0
Recycling Rate	%	100	100	100	100	0	0	70.33	72.01	72.39	0	- ²	- ²	42.60	63.00	61.00	100	100	100
Designated Waste Disposal	ton	246.14	231.23	170.30	69.04	34.78	7.67	3.67	1.84	2.06	10.06	9.58	19.50	0.87	0	0	69.29	63.99	58.14
(w/Energy Recovery) Incineration	ton	0	0	0	0	0	0	0	0	0	1.55	8.77	18.72	0	0	0	0	0	0
(w/o Energy Recovery) Incineration	ton	246.14	231.23	170.30	0	0	0	0	0	0	8.51	0.81	0.78	0	0	0	0	31.24	42.17
Landfill	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69.29	32.75	15.97
Reuse/Recycle	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	ton	0	0	0	69.04	34.78	7.67	3.67	1.84	2.06	0	0	0	0.87	0	0	0	0	0
Recycling Rate	%	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	0	0	0

1) General waste is collected daily by the local sanitation authority, limiting the ability to track disposal volumes.
 2) Verification of detailed figures is limited.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Environmental

Water

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Water Withdrawal	ton	5,147	5,121	11,133	28,214	21,792	28,568	12,797	15,157	26,310	19,442	3,577	16,447	16,445	26,438	14,992
Water Discharge	ton	5,147	5,121	11,133	28,214	21,792	28,568	9,895	11,788	20,671	19,442	3,577	16,447	16,445	26,438	14,992
Wastewater Generation	ton	0	0	0	0	0	0	6	0	49	0	0	0	0	0	0
Water Usage	ton	0	0	0	0	0	0	2,896	3,369	5,590	0	0	0	0	0	0
Water Reuse/Recycle	ton	0	0	0	0	0	0	21,089	21,089	21,089	0	0	0	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Water Withdrawal	ton	35,494	38,407	36,635	33,086	31,838	31,656	20,896	14,491	10,437	57,645	26,070	45,712	3,137	2,581	2,887	2,676	2,359	2,788
Water Discharge	ton	35,494	38,407	36,635	33,086	31,838	31,656	20,896	14,491	10,437	57,645	26,070	45,712	3,137	2,581	2,887	2,676	2,359	2,788
Wastewater Generation	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Water Usage	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Water Reuse/Recycle	ton	19,021	20,720	20,188	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Environmental Violation

Classification	Unit	Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Environmental Law/Regulation Violation	cases	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0

Classification	Unit	SL Lumax			SLAP			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Environmental Law/Regulation Violation	cases	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Recruitment and Turnover

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Hires	persons	1	6	17	9	15	29	0	0	0	0	0	5	37	29	78	15	9	30
Under 30	persons	1	3	15	3	8	10	0	0	0	0	0	1	13	6	14	5	2	12
30 to Under 50	persons	0	3	2	6	7	19	0	0	0	0	0	4	24	23	64	8	6	18
50 and Above	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0
Male	persons	1	5	6	7	10	20	0	0	0	0	0	5	28	16	49	8	5	9
Female	persons	0	1	11	2	5	9	0	0	0	0	0	0	9	13	29	7	4	21
Disabilities	persons	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Turnovers	persons	4	8	20	13	54	35	43	134	68	12	17	54	30	51	99	20	78	70
Turnover Rate	%	3.45	6.84	16.81	9.29	37.50	19.13	8.07	32.60	13.00	5.63	7.56	22.31	17.86	30.91	52.94	8.81	34.06	25.93
Voluntary Turnover Rate	%	0.86	3.42	16.81	6.43	13.89	15.85	4.69	22.63	11.09	3.29	7.56	22.31	16.07	27.88	48.66	3.52	27.07	22.96
Voluntary	persons	1	4	20	9	20	29	25	93	58	7	17	54	27	46	91	8	62	62
Involuntary	persons	3	4	0	4	34	6	18	41	10	5	0	0	3	5	8	12	16	8
Male	persons	3	3	13	9	37	21	31	98	53	7	13	38	24	21	49	6	33	29
Female	persons	1	5	7	4	17	14	12	36	15	5	4	16	6	30	50	14	45	41
Under 30	persons	2	6	16	5	13	11	6	30	18	0	2	7	6	7	22	1	24	31
30 to Under 50	persons	2	2	4	5	34	22	32	93	43	10	15	44	23	44	77	6	54	39
50 and Above	persons	0	0	0	3	7	2	5	11	7	2	0	3	1	0	0	13	0	0
Average Tenure	years	6.9	5.8	4.8	12.7	12.0	11.1	7.0	6.0	5.3	11.0	12.0	11.0	4.0	3.7	2.8	8.6	3.6	3.5

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Recruitment and Turnover

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Hires	persons	1,792	962	1,056	775	364	440	21	34	27	177	248	441	193	630	963	161	27	76	76	56	58
Under 30	persons	1,782	830	937	718	344	424	3	8	3	75	120	199	73	205	342	77	16	34	50	41	34
30 to Under 50	persons	10	120	113	56	18	14	11	21	21	74	103	178	89	312	480	76	11	39	26	15	24
50 and Above	persons	0	12	6	1	2	2	7	5	3	28	25	64	31	113	141	8	0	3	0	0	0
Male	persons	1,290	781	791	733	349	410	19	27	23	114	155	296	111	390	611	94	15	39	62	49	44
Female	persons	502	181	265	42	15	30	2	7	4	63	93	145	82	240	352	67	12	37	14	7	14
Disabilities	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4
Turnovers	persons	1,643	1,597	2,174	716	530	138	12	23	29	201	294	499	362	508	825	71	64	33	58	54	49
Turnover Rate	%	77.61	74.94	98.73	0.91	0.40	0.14	8.28	15.75	24.37	36.02	50.52	111.14	37.91	44.96	61.43	19.29	21.84	10.09	21.80	21.77	20.85
Voluntary Turnover Rate	%	68.12	66.40	91.14	0.91	0.40	0.14	4.83	11.64	20.17	26.52	29.55	66.59	25.76	30.18	42.81	14.67	11.95	7.95	9.02	4.03	7.23
Voluntary	persons	1,442	1,415	2,007	716	530	138	7	17	24	148	172	299	246	341	575	54	35	26	24	10	17
Involuntary	persons	201	182	167	0	0	0	5	6	5	53	122	200	116	167	250	17	29	7	34	44	32
Male	persons	1,199	1,145	1,770	676	506	127	9	17	25	133	194	346	222	313	515	51	35	19	48	41	40
Female	persons	444	452	404	40	24	11	3	6	4	68	100	153	140	195	310	20	29	14	10	13	9
Under 30	persons	1,605	1,558	2,056	688	486	123	1	3	5	84	134	212	91	146	288	33	24	13	27	29	37
30 to Under 50	persons	37	37	116	28	42	15	6	12	16	86	124	210	159	250	401	32	39	19	30	23	12
50 and Above	persons	1	2	2	0	2	0	5	8	8	31	36	77	112	112	136	6	1	1	1	2	0
Average Tenure	years	3.7	3.5	3.3	1.5	1.8	1.3	7.0	5.9	6.0	6.5	5.7	6.3	5.0	1.8	1.0	3.8	4.0	3.0	3.6	3.3	3.0



INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations



Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Diversity

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Total Employees	persons	116	117	119	140	144	183	533	411	523	213	225	242	168	165	187	227	229	270
Under 30	persons	40	76	82	8	14	22	93	57	115	2	5	9	17	16	23	19	24	33
30 to Under 50	persons	76	41	37	112	110	134	425	344	396	200	209	224	143	143	158	152	168	197
50 and Above	persons	0	0	0	20	20	27	15	10	12	11	11	9	8	6	6	56	37	40
Male	persons	63	63	60	92	94	121	362	276	363	155	162	175	100	99	104	118	114	132
Female	persons	53	54	59	48	50	62	171	135	160	58	63	67	68	66	83	109	115	138
Managers	persons	5	2	1	9	7	6	136	44	46	9	10	10	87	81	88	11	17	17
Male	persons	4	2	1	6	7	6	90	36	38	8	9	9	64	61	64	9	12	14
Female	persons	1	0	0	3	0	0	46	8	8	1	1	1	23	20	24	2	5	3
Minority/Vulnerable Groups	persons	0	0	0	1	0	0	0	30	30	0	0	0	0	0	0	0	0	0
Non-managerial Employees	persons	111	115	118	131	137	177	397	279	359	204	215	232	81	84	99	216	212	253
Male	persons	59	61	59	86	87	115	272	191	253	147	153	166	36	38	40	109	102	118
Female	persons	52	54	59	45	50	62	125	88	106	57	62	66	45	46	59	107	110	135
Employees with Disabilities	persons	0	0	0	1	1	3	6	7	7	3	6	6	0	0	0	5	5	5

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Total Employees	persons	2,117	2,131	2,202	789	1,331	987	145	146	119	558	582	449	955	1,130	1,343	368	293	327	266	248	235
Under 30	persons	1,532	1,591	1,665	695	1,188	868	13	16	14	88	116	71	170	234	299	121	98	119	114	121	104
30 to Under 50	persons	533	504	504	89	136	114	91	91	73	244	254	189	504	577	671	220	176	191	140	122	124
50 and Above	persons	52	36	33	5	7	5	41	39	32	226	212	189	281	319	373	27	19	17	12	5	7
Male	persons	1,712	1,784	1,820	727	1,238	901	122	121	99	310	331	253	603	714	845	161	123	140	211	197	179
Female	persons	405	347	382	62	93	86	23	25	20	248	251	196	352	416	498	207	170	187	55	51	56
Managers	persons	129	79	76	24	21	23	23	18	16	39	39	32	15	16	16	11	11	11	9	11	11
Male	persons	126	77	74	24	20	22	19	15	14	35	35	28	15	16	15	10	10	10	7	9	8
Female	persons	3	2	2	0	1	1	4	3	2	4	4	4	0	0	1	1	1	1	2	2	3
Minority/Vulnerable Groups	persons	0	0	0	0	0	0	5	8	7	7	0	0	0	0	0	0	0	0	0	9	9
Non-managerial Employees	persons	1,988	2,052	2,126	765	205	194	122	128	103	519	543	417	940	1,114	1,327	357	282	316	257	237	224
Male	persons	1,586	1,707	1,746	703	188	176	103	106	85	275	296	225	588	698	830	151	113	130	204	188	171
Female	persons	402	345	380	62	17	18	19	22	18	244	247	192	352	416	497	206	169	186	53	49	53
Employees with Disabilities	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	2	2



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Parental Leave

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Employees Applying for Parental Leave	persons	10	4	6	2	3	3	8	15	25	6	11	15	4	12	10	0	0	0
Male	persons	4	1	3	1	2	3	1	12	18	5	9	11	3	8	8	0	0	0
Female	persons	6	3	3	1	1	0	7	3	7	1	2	4	1	4	2	0	0	0
Employees to be Reinstated in the Current Year	persons	8	3	5	2	2	3	8	19	20	6	11	15	4	12	10	0	0	0
Male	persons	4	1	3	1	2	3	1	12	18	5	9	11	3	8	8	0	0	0
Female	persons	4	2	2	1	0	0	7	7	2	1	2	4	1	4	2	0	0	0
Employees to be Reinstated in the Next Year	persons	2	1	1	0	1	0	1	1	5	0	0	0	0	0	0	0	0	0
Male	persons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Female	persons	2	1	1	0	1	0	1	1	5	0	0	0	0	0	0	0	0	0
Employees Returning from Parental Leave	persons	8	3	7	2	2	3	8	17	19	6	11	15	4	12	10	0	0	0
Male	persons	4	1	3	1	2	3	1	12	18	5	9	11	3	8	8	0	0	0
Female	persons	4	2	4	1	0	0	7	5	1	1	2	4	1	4	2	0	0	0
Employees Retained for More Than One Year After Returning from Parental Leave	persons	4	6	2	2	3	1	14	18	12	11	15	20	11	9	6	0	0	0
Male	persons	1	2	0	2	3	1	8	17	8	9	11	15	8	7	4	0	0	0
Female	persons	3	4	2	0	0	0	6	1	4	2	4	5	3	2	2	0	0	0

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Parental Leave

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Employees Applying for Parental Leave	persons	4	1	2	0	2	0	5	4	2	4	1	2	8	11	3	12	10	10	2	0	0
Male	persons	0	0	0	0	0	0	0	4	1	2	1	1	2	5	0	0	0	0	0	0	0
Female	persons	4	1	2	0	2	0	5	0	1	2	0	1	6	6	3	12	10	10	2	0	0
Employees to be Reinstated in the Current Year	persons	1	3	0	0	0	0	5	4	2	3	2	1	8	11	0	5	6	8	0	0	0
Male	persons	0	0	0	0	0	0	0	4	1	2	0	1	4	3	0	0	0	0	0	0	0
Female	persons	1	3	0	0	0	0	5	0	1	1	2	0	4	8	0	5	6	8	0	0	0
Employees to be Reinstated in the Next Year	persons	3	0	2	0	0	0	5	0	0	1	1	1	3	3	3	12	11	9	2	0	0
Male	persons	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0
Female	persons	3	0	2	0	0	0	5	0	0	1	0	1	3	1	3	12	11	9	2	0	0
Employees Returning from Parental Leave	persons	1	3	0	0	0	0	0	4	2	2	3	2	6	9	0	3	5	3	0	0	0
Male	persons	0	0	0	0	0	0	0	4	1	1	1	1	3	2	0	0	2	0	0	0	0
Female	persons	1	3	0	0	0	0	0	0	1	1	2	1	3	7	0	3	3	3	0	0	0
Employees Retained for More Than One Year After Returning from Parental Leave	persons	0	0	0	0	0	0	4	1	0	1	2	0	7	0	0	4	1	1	0	0	0
Male	persons	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Female	persons	0	0	0	0	0	0	4	1	0	0	1	0	6	0	0	4	1	1	0	0	0

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Performance Evaluation

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Employees Subject to Performance Evaluations	persons	116	117	119	140	144	183	380	411	523	212	225	242	140	144	148	97	106	110
Male	persons	63	63	60	92	94	121	255	276	363	154	162	175	77	87	82	55	63	67
Female	persons	53	54	59	48	50	62	125	135	160	58	63	67	63	57	66	42	43	43
Employees Receiving Performance Evaluations	persons	116	117	119	140	144	183	380	411	523	212	225	242	140	144	148	97	106	110
Male	persons	63	63	60	92	94	121	255	276	363	154	162	175	77	87	82	55	63	67
Female	persons	53	54	59	48	50	62	125	135	160	58	63	67	63	57	66	42	43	43
Ratio of Employees Receiving Performance Evaluations	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Male	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Female	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Employees Subject to Performance Evaluations	persons	1,805	1,681	1,742	170	169	147	115	108	88	111	111	104	898	1,023	1,104	80	64	59	266	95	96
Male	persons	1,422	1,367	1,400	152	154	135	93	89	73	82	84	76	564	653	685	46	42	39	211	75	73
Female	persons	383	314	342	18	15	12	22	19	15	29	27	28	334	370	419	34	22	20	55	20	23
Employees Receiving Performance Evaluations	persons	1,805	1,681	1,742	170	169	147	115	108	88	111	111	104	898	1,023	213	80	62	59	266	95	96
Male	persons	1,422	1,367	1,400	152	154	135	93	89	73	82	84	76	564	653	157	46	41	39	211	75	73
Female	persons	383	314	342	18	15	12	22	19	15	29	27	28	334	370	56	34	21	20	55	20	23
Ratio of Employees Receiving Performance Evaluations	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	19.29	100	96.88	100	100	100	100
Male	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	22.92	100	97.62	100	100	100	100
Female	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	13.37	100	95.45	100	100	100	100

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Labor-Management Relations

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Labor-management Council Meetings Held	times	0	0	0	1	1	1	2	2	2	1	1	1	0	0	0	0	0	0

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Labor-management Council Meetings Held	times	12	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	4

Grievance Handling and Organizational Culture Assessment

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Grievances Received	cases	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Grievances Resolved	cases	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Organizational Culture Assessment Score (Average)	score	Not Conducted	Not Conducted	Not Conducted	69.4	67	72	74	70	65	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Grievances Received	cases	7	9	8	0	4	4	0	0	2	16	19	9	47	94	72	2	2	4			
Grievances Resolved	cases	7	8	8	0	4	4	0	0	2	16	19	9	47	94	72	2	2	4			
Organizational Culture Assessment Score (Average)	score	81.5	55.3	71.6	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	Not Conducted	87	88	91.4			

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

Human Rights

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
DE&I Training Participants ¹	persons	110	0	0	93	0	0	81	411	523	0	0	53	168	165	187	0	0	0
DE&I Training Participation Rate	%	94.8	0	0	66.4	0	0	15.2	100	100	0	0	21.9	100	100	100	0	0	0

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
DE&I Training Participants ¹	persons	682	517	42	137	132	160	143	114	13	247	292	441	239	0	0	232	123	191	266	44	36
DE&I Training Participation Rate	%	32.2	24.3	1.9	17.4	9.9	16.2	98.6	78.1	10.9	44.3	50.2	98.2	25.0	0	0	63.0	42.0	58.4	100	17.7	15.3

1) Excluding legally required training programs.

Social Contribution

Classification	Unit	SL China			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Expenditure on Social Contributions	1M KRW	0	0	0	1.7	0	0	0.6	0	4.9	0	0	0	6.2	5.7	5.7	0	0	0

Classification	Unit	SL Lumax			SL AP			SL Michigan			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Expenditure on Social Contributions	1M KRW	158.0	89.8	53.5	419.6	356.7	146.8	6.0	0	0	145.4	144.7	144.7	69.5	42.2	42.6	1.21	0.51	1.54	37.7	0	0



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.



Sustainability Report 2026

Social

OHS

Classification	Unit	SL China ¹			Shanghai Samlip			SL Yantai			Beijing Samlip			Hubei Samlip			Qinchuan Samlip		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Violations of Safety & Health Laws/Regulations	cases	-	-	-	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Fines	1MKRW	-	-	-	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0
Penalties	1MKRW	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Surcharges	1MKRW	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Industrial Safety and Health Training Participants	persons	106	-	-	140	144	183	420	411	523	0	0	0	168	165	187	0	0	0
Industrial Safety and Health Training Participation Rate		91.4	-	-	100	100	100	78.8	100	100	0	0	0	100	100	100	0	0	0
Working Hours	hours	-	-	-	306,880	319,104	403,332	1,232,144	1,296,144	1,479,993	632,002	610,925	823,150	707,367	603,048	696,473	646,037	687,154	762,973
Recordable Injuries (RI) ²	cases	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Recordable Injury Frequency Rate (TRIFR)	per 200,000 working hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fatalities	persons	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatality Rate	per 200,000 working hours	-	-	-	0	0	0	0	- ³	- ³	0	0	0	0	0	0	0	0	0
Lost Time Injuries (LTI)	cases	-	-	-	3	4	4	2	- ³	- ³	1	2	5	0	2	0	1	1	2
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working hours	-	-	-	1.96	2.51	1.98	0.32	- ³	- ³	0.32	0.65	1.21	0	0.66	0	0.31	0.29	0.52
Lost Workdays	days	-	-	-	26	54	87	84	- ³	- ³	133	75	110	0	120	0	70	96	106
Near Miss Cases	cases	-	-	-	0	0	0	0	0	0	0	0	0	3	3	3	0	0	0

1) Safety-related indicators are not included in the management scope for SL China, as it does not operate separate production facilities.

2) For business sites in China, Recordable Injuries (RI) are not separately managed and are managed only based on Lost Time Injuries (LTI).

3) Indicator not managed.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Overseas Operations*

* Due to advancements in the indicator management system for overseas business sites, some 2023–2024 figures may differ from those disclosed in the previous sustainability report.

Social

OHS

Classification	Unit	SL Lumax			SL AP			SL Michigan ¹			SL Alabama			SL Tennessee			SL Poland			SL Brasil		
		'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23	'25	'24	'23
Violations of Safety & Health Laws/Regulations	cases	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Fines	1MKRW	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Penalties	1MKRW	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Surcharges	1MKRW	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0
Industrial Safety and Health Training Participants	persons	764	1,395	855	403	555	485	0	0	0	177	248	441	345	0	0	45	116	167	176	138	101
Industrial Safety and Health Training Participation Rate		36.1	65.5	38.8	51.1	69.4	60.6	0	0	0	31.7	42.6	98.2	36.1	0	0	12.2	52.0	78.0	66.2	55.7	43.0
Working Hours	hours	5,321,264	5,529,680	5,701,904	1,861,112	1,716,866	1,261,305	-	-	-	1,322,871	1,422,628	1,649,276	2,257,387	2,804,316	3,081,831	- ²	- ²	- ²	492,768	468,224	453,080
Recordable Injuries (RI)	cases	-	-	-	-	-	-	-	-	-	5	8	16	12	24	23	- ²	- ²	- ²	1	0	0
Total Recordable Injury Frequency Rate (TRIFR)	per 200,000 working hours	-	-	-	-	-	-	-	-	-	0.76	1.12	1.94	1.06	1.71	1.49	- ²	- ²	- ²	0.41	0	0
Fatalities	persons	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	- ²	- ²	- ²	0	0	0
Fatality Rate	per 200,000 working hours	0	0	0	0	0	0	-	-	-	0	0	0	0	0	0	- ²	- ²	- ²	0	0	0
Lost Time Injuries (LTI)	cases	10	11	15	0	0	0	-	-	-	3	4	8	2	3	5	- ²	- ²	- ²	0	0	3
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working hours	0.38	0.40	0.53	0	0	0	-	-	-	0.45	0.56	0.97	0.18	0.21	0.32	- ²	- ²	- ²	0	0	1.32
Lost Workdays	days	10	11	15	0	0	0	-	-	-	10	68	111	24	44	51	- ²	- ²	- ²	0	0	22
Near Miss Cases	cases	7	1	3	4	2	2	-	-	-	378	161	72	6	0	0	- ²	- ²	- ²	1	5	9

1) Safety-related indicators are not included in the management scope for SL Michigan, as it does not operate separate production facilities.

2) The indicator is currently excluded from the reporting scope due to ongoing advancement of the indicator management system, and disclosure will be expanded in the future through further enhancement of the management framework.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Affiliates*



Sustainability Report 2026

Environmental

Raw Materials

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Raw Material Usage	ton	5,668.65	5,977.59	5,822.62	1,210.50	1,261.00	1,350.00
Recycled Raw Material Usage	ton	0	0	0	0	0	0
Ratio of Recycled Raw Materials Used	%	0	0	0	0	0	0

Scope 1,2

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Scope 1, 2 Emission	tCO ₂ eq	3,451.34	3,669.43	3,613.22	4,424.10	6,411.90	6,552.70
Scope 1 Emission	tCO ₂ eq	82.30	70.22	66.23	1,421.70	1,852.90	1,303.00
Scope 2 Emission	tCO ₂ eq	3,369.04	3,599.21	3,546.99	3,002.40	4,559.00	5,249.70
Scope 1, 2 Emission Intensity	tCO ₂ eq/ 100M KRW	1.45	1.74	1.96	1.43	2.06	1.92

Energy

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Energy Usage	TJ	78.29	76.78	75.17	51.15	59.40	64.24
Direct Energy	TJ	0.80	1.52	0.97	25.25	23.70	23.10
Indirect Energy	TJ	77.48	75.26	74.20	23.05	33.30	40.14
Electricity	TJ	77.48	75.26	74.20	23.05	33.30	40.14
Heat/Steam	TJ	0	0	0	0	0	0
Renewable Energy	TJ	0	0	0	2.85	2.40	1.00
Ratio of Renewable Energy Used	%	0	0	0	5.57	4.04	1.56
Energy Usage Intensity	TJ/100M KRW	0.03	0.05	0.04	0.02	0.02	0.02
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			Mirrotech		
		'25	'24	'23	'25	'24	'23
Water Withdrawal	ton	8,862	9,557	8,563	39,893	53,175	62,331 ¹⁾
Water Discharge	ton	8,862	9,557	8,563	39,468	52,748	61,672 ¹⁾
Wastewater Generation	ton	0	0	0	425	427	659
Water Usage	ton	0	0	0	0	0	0
Water Reuse/Recycle	ton	0	0	0	0	0	0

1) 2023 data were revised due to data entry errors.

Environmental Violation

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Environmental Law/Regulation Violation	cases	0	0	0	0	0	0

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Affiliates*



Sustainability Report 2026

Environmental

Waste

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Waste Disposal ¹	ton	112.18	100.31	104.09	435.43	435.55	447.57
General Waste Disposal	ton	112.18	100.31	104.09	200.52	174.45	181.34
(w/ Energy Recovery) Incineration	ton	0	0	0	130.36	114.55	138.14
(w/o Energy Recovery) Incineration	ton	106.90	94.07	97.85	0	0	0
Landfill	ton	0	0	0	0	0	0
Reuse/Recycle	ton	0	0	0	70.16	59.90	43.20
Other	ton	5.28	6.24	6.24	0	0	0
Designated Waste Disposal	ton	0	0	0	234.91	261.10	266.23
(w/ Energy Recovery) Incineration	ton	0	0	0	138.61	164.56	149.55
(w/o Energy Recovery) Incineration	ton	0	0	0	0	0	0
Landfill	ton	0	0	0	0	0	0
Reuse/Recycle	ton	0	0	0	96.30	96.54	116.68
Other	ton	0	0	0	0	0	0
Waste Recycling Rate	%	0	0	0	38.23	35.92	35.72
General Waste	%	0	0	0	34.99	34.34	23.82
Designated Waste	%	0	0	0	40.99	36.97	43.83

1) SHB's 2023–2024 data were revised to align with the reporting unit of the current year due to an error in the unit notation of the previous year.

Pollutant

Classification	Unit	SHB ¹			Mirrotech		
		'25	'24	'23	'25	'24	'23
Particulate Matter	mg/Sm ³	0.4	-	-	5.0	2.4	1.9
Total Hydrocarbons	ppm	11.9	-	-	24.9	27.7	27.6

1) Calculated based on the simple average of emission concentrations from the atmospheric self-monitoring reports of the Hwaseong business site.

Social

Recruitment and Turnover

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Hires ¹	persons	6	4	32	4	30	21
Under 30	persons	0	3	8	1	10	5
30 to Under 50	persons	6	1	24	3	19	15
50 and Above	persons	0	0	0	0	1	1
Male	persons	6	4	30	4	27	21
Female	persons	0	0	2	0	3	0
Disabilities	persons	0	0	0	0	0	0
Turnovers	persons	0	1	5	101	84	146
Turnover Rate	%	0	0.6	3.4	22.9	18.6	30.6
Voluntary Turnover Rate	%	0	0.6	3.4	13.6	10.0	24.5
Voluntary	persons	0	1	5	60	45	117
Involuntary	persons	0	0	0	41	39	29
Male	persons	0	1	5	84	69	111
Female	persons	0	0	0	17	15	35
Under 30	persons	0	0	0	8	8	19
30 to Under 50	persons	0	1	5	83	69	109
50 and Above	persons	0	0	0	10	7	18
Average Tenure	years	9.7	9.2	9.2	9.6	9.1	8.1

1) 2023–2024 data were recalculated in accordance with the age classification criteria due to errors in the application of data management standards.

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Affiliates*



Sustainability Report 2026

Social

Diversity

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Total Employees	persons	158	155	149	441	451	477
Under 30	persons	16	15	15	26	38	39
30 to Under 50	persons	115	123	111	273	271	326
50 and Above	persons	27	17	23	142	142	112
Male	persons	141	139	130	309	323	338
Female	persons	17	16	19	132	128	139
Korean Nationality	persons	158	155	149	398	394	391
Foreign Nationality	persons	0	0	0	43	57	86
Full-Time Employees	persons	148	155	149	398	380	367
Male	persons	137	139	130	281	263	239
Female	persons	11	16	19	117	117	128
Contract Employees	persons	10	0	0	43	71	110
Male	persons	4	0	0	28	60	89
Female	persons	6	0	0	15	11	21
Managers	persons	14	105	102	121	127	110
Male	persons	14	93	87	108	114	98
Female	persons	0	12	15	13	13	12
Minority/Vulnerable Groups	persons	0	0	0	0	0	0
Non-managerial Employees	persons	144	50	47	320	324	367
Male	persons	127	46	43	201	209	240
Female	persons	17	4	4	119	115	127
Employees with Disabilities	persons	2	3	2	9	9	9

1) 2024 data were revised due to data entry errors.

Labor-Management Relations

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Labor-management Council Meetings Held	times	4	4	4	4	3	3

Training

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Annual Training Hours	hours	4,228	4,340	4,172	10,544	13,362	20,975
Training Hours per Employee	hours/persons	28	28	28	23.9	29.6	44.0
Annual Training Expenses	1MKRW	2.5	2.48	2.38	25	9	8
Training Expenses per Employee	KRW	15,823	16,000	16,000	56,158	19,956	16,771
Disability Awareness Training Participants	persons	151	155	149	411	435	413
Industrial Safety and Health Training Participants	persons	151	155	149	4,096	427	421
Workplace Sexual Harassment Prevention Training Participants	persons	151	155	149	421	437	426
Personal Information Protection Training Participants	persons	151	155	149	432	448	436
Workplace Bullying Prevention Training Participants	persons	151	155	149	415	448	465

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Affiliates*



Sustainability Report 2026

Social

Parental Leave

Classification	Unit	SHB			Mirrortech ¹		
		'25	'24	'23	'25	'24	'23
Employees Applying for Parental Leave	persons	3	3	7	8	3	2
Male	persons	3	2	5	7	2	0
Female	persons	0	1	2	1	1	2
Employees to be Reinstated in the Current Year	persons	3	2	4	7	3	1
Male	persons	3	2	4	6	1	0
Female	persons	0	0	0	1	2	1
Employees to be Reinstated in the Next Year	persons	0	2	3	3	2	2
Male	persons	0	1	1	2	1	0
Female	persons	0	1	2	1	1	2
Employees Returning from Parental Leave	persons	3	1	3	5	3	1
Male	persons	3	1	3	5	1	0
Female	persons	0	0	0	0	2	1
Employees Retained for More Than One Year After Returning from Parental Leave	persons	1	3	0	2	1	0
Male	persons	1	3	0	1	0	0
Female	persons	0	0	0	1	1	0

1) 2023–2024 data were recalculated following the advancement of the data management system.

Grievance Handling and Organizational Culture Assessment

Classification	Unit	SHB			Mirrortech		
		'25	'24	'23	'25	'24	'23
Grievance Resolution Rate	%	0	0	0	100	0	0
Grievances Received	cases	0	0	0	1	0	0
Grievances Resolved	cases	0	0	0	1	0	0

Performance Evaluation

Classification	Unit	SHB			Mirrortech		
		'25	'24	'23	'25	'24	'23
Employees Subject to Performance Evaluations	persons	108	103	92	117	119	109
Male	persons	96	92	81	104	108	97
Female	persons	12	11	11	13	11	12
Employees Receiving Performance Evaluations	persons	99	88	67	107	89	68
Male	persons	89	83	61	98	83	63
Female	persons	10	5	6	9	6	5
Employees Receiving Performance Evaluations	%	91.7	85.4	72.8	91.5	74.8	62.4
Male	%	92.7	90.2	75.3	94.2	76.9	64.9
Female	%	83.3	45.5	54.5	69.2	54.5	41.7

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Quantitative Data *Affiliates*



Sustainability Report 2026

Social

OHS

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Violations of Safety & Health Laws/Regulations	cases	0	0	0	0	0	0
Fines	1MKRW	0	0	0	0	0	0
Penalties	1MKRW	0	0	0	0	0	0
Surcharges	1MKRW	0	0	0	0	0	0
Working Hours	hours	37,421	37,665	36,207	927,864	988,592	1,392,092
Recordable Injuries (RI)	cases	0	0	0	4	1	4
Total Recordable Injury Frequency Rate (TRIFR)	per 200,000 working hours	0	0	0	0.86	0.20	0.57
Fatalities	persons	0	0	0	0	0	0
Fatality Rate	per 200,000 working hours	0	0	0	0	0	0
Lost Time Injuries (LTI)	cases	0	0	0	4	1	4
Lost Time Injury Frequency Rate (LTIFR)	per 200,000 working hours	0	0	0	0.86	0.20	0.57
Lost Workdays	days	0	0	0	424	129	1,000
Near Miss Cases	cases	0	0	0	325	267	242

Governance

R&D

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
R&D Investment	1MKRW	255	95	88	7,550	95	85
R&D Expenses as a Percentage of Revenue	%	0.11	0.04	0.05	2.45	0.03	0.02
Intellectual Property Portfolio	No.	1	1	1	5	4	2
Technology and R&D Training Participants	persons	33	38	20	20	65	28
Technology and R&D Training Participation Rate	%	21.0	24.5	13.4	4.5	14.2	5.9

Ethics & Compliance

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Ethics Training Participants ¹	persons	158	155	149	433	432	370
Ethics Training Participation Rate	%	100	100	100	98.2	96.0 ²	90.8 ²
Reported Cases of Ethics Violations	cases	0	0	0	0	0	0
Actions Taken for Ethics Violations	cases	0	0	0	0	0	0

1) Excluding legally required training programs.
2) 2023–2024 data were recalculated due to calculation errors.

Fair Trade and Anti-Corruption

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Violations of Fair Trade Laws/Regulations	cases	0	0	0	0	0	0
Violations of Anti-corruption Laws/Regulations	cases	0	0	0	0	0	0

Information Security

Classification	Unit	SHB			Mirrotech		
		'25	'24	'23	'25	'24	'23
Violations of Personal Data Protection Laws/Regulations	persons	0	0	0	0	0	0
Information Security Training Participants	persons	0	0	0	0	0	0
Information Security Training Participation Rate	%	0	0	0	0	0	0

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

→ Quantitative Data

- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Initiative Index *GRI Standards Index*



Sustainability Report 2026

Universal Standards

GRI 1: Foundation 2021

Classification	Reporting Requirements
Statement of use	SL Corporation has reported sustainability management information for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of the publication date in June 2026, no sector standard applicable to SL Corporation had been issued.

GRI 2: General Disclosures 2021

Topic	Index	Disclosure	Page
The organization and its reporting practices	2-1	Organizational details	7, 15
	2-2	Entities included in the organization's sustainability reporting	2
	2-3	Reporting period frequency and contact point	2
	2-4	Restatements of information	109-135
	2-5	External assurance	140-144
Activities and workers	2-6	Activities, value chain and other business relationships	7-9
	2-7	Employees	112, 123, 133
	2-8	Workers who are not employees	112
	2-9	Governance structure and composition	85-86, 90
	2-10	Nomination and selection of the highest governance body	85
Governance	2-11	Chair of the highest governance body	85
	2-12	Role of the highest governance body in overseeing the management of impacts	17, 88-89
	2-13	Delegation of responsibility for managing impacts	17, 90-91
	2-14	Role of the highest governance body in sustainability reporting	90
	2-15	Conflicts of interest	85-86
	2-16	Communication of critical concerns	57, 88-89, 97, 103
	2-17	Collective knowledge of the highest governance body	92
	2-18	Evaluation of the performance of the highest governance body	92
	2-19	Remuneration policies	92, Business Report ¹
	2-20	Process to determine remuneration	92
	2-21	Annual total compensation ratio	113

Topic	Index	Disclosure	Page
Strategy, policies and practices	2-22	Statement on sustainable development strategy	5-6
	2-23	Policy Commitments	56, 68, 94
	2-24	Embedding policy commitments	57, 69, 71, 95-98
	2-25	Process to remediate negative impacts	59, 71, 97
	2-26	Mechanisms for seeking advice and raising concerns	59, 71, 97
	2-27	Compliance with laws and regulations	111, 114, 117
	2-28	Membership associations	145
	Stakeholder Engagement	2-29	Approach to stakeholder engagement
2-30		Collective bargaining agreements	60

GRI 3: Material Topics 2021

Topic	Index	Disclosure	Page
Material Topics	3-1	Process to determine material topics	19
	3-2	List of materials topics	20
	3-3	Management of material topics	[Product Quality and Responsibility] 73-79 [GHG and Energy Management] 27-39 [Promotion of Ethical Management] 94-98 [Enhancement of OHS] 48-55 [Sustainable Supply Chain] 67-72

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Quantitative Data

→ Initiative Index

Independent Assurance Statement

GHG Verification Statement

Awards and Membership Associations

1) VIII. Matters Related to Executives and Employees, etc.

Initiative Index *GRI Standards Index*



Sustainability Report 2026

Topic-Specific Standards

GRI 101: Biodiversity

Topic	Index	Disclosure	Page
Biodiversity	101-1	Policies to halt and reverse biodiversity loss	-
	101-2	Management of biodiversity impacts	46
	101-3	Access and benefit-sharing	-
	101-4	Identification of biodiversity impacts	44
	101-5	Locations with biodiversity impacts	44-45
	101-6	Direct drivers of biodiversity loss	-
	101-7	Changes to the state of biodiversity	-
	101-8	Ecosystem services	46

GRI 200: Economic Topics

Topic	Index	Disclosure	Page
Economic Performance	201-1	Direct economic value generated and distributed	108
	201-2	Financial implications and other risks and opportunities due to climate change	30-31
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	113
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	80-83
	203-2	Significant indirect economic impacts	69
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	97-98
	205-3	Confirmed incidents of corruption and actions taken	117
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	117
Tax	207-1	Approach to tax	104
	207-2	Tax governance, control, and risk management	104

GRI 300: Environmental Topics

Topic	Index	Disclosure	Page
Materials	301-1	Materials used by weight or volume	109
	301-2	Recycled input materials used	109
Energy	302-1	Energy consumption within the organization	109
	302-3	Energy intensity	109
	302-4	Reduction of energy consumption	33
	303-2	Management of water discharge-related impacts	43
Water and Effluents	303-3	Water withdrawal	111
	303-4	Water discharge	111
	303-5	Water consumption	111
	305-1	Direct (Scope 1) GHG emissions	110
	305-2	Energy indirect (Scope 2) GHG emissions	110
Emissions	305-3	Other indirect (Scope 3) GHG emissions	110
	305-4	GHG emissions intensity	110
	305-5	Reduction of GHG emissions	33
	305-6	Emissions of ozone-depleting substances (ODS)	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	111
Waste	306-1	Waste generation and significant waste-related impacts	41-42
	306-2	Management of significant waste-related impacts	41-42
	306-3	Waste generated	111
	306-4	Waste diverted from disposal	111
	306-5	Waste directed to disposal	111
Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	70, 115

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Quantitative Data

→ Initiative Index

Independent Assurance Statement

GHG Verification Statement

Awards and Membership Associations

Initiative Index

GRI Standards Index

Topic-Specific Standards

GRI 400: Social Topics

Topic	Index	Disclosure	Page
Employment	401-1	New employee hires and employee turnover	112
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	62, 65, 113
	401-3	Parental leave	113
Occupational Health and Safety	403-1	Occupational health and safety management system	51
	403-2	Hazard identification, risk assessment, and incident investigation	53
	403-3	Occupational health services	55
	403-4	Worker participation, consultation, and communication on occupational health and safety	48, 52
	403-5	Worker training on occupational health and safety	51-52, 54
	403-6	Promotion of worker health	55
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55
	403-8	Workers covered by an occupational health and safety management system	51
	403-9	Work-related injuries	114
	403-10	Work-related ill health	114
Training and Education	404-1	Average hours of training per year per employee	113
	404-2	Programs for upgrading employee skills and transition assistance programs	63
	404-3	Percentage of employees receiving regular performance and career development reviews	113
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	112, 116
	405-2	Ratio of basic salary and remuneration of women to men	113
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	114
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	70, 115
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	77
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	77
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	116



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Quantitative Data

→ Initiative Index

Independent Assurance Statement

GHG Verification Statement

Awards and Membership Associations

Initiative Index *SASB Index*

TCFD Index

Auto Parts

Topic	Code	Accounting Metric	Page
Energy Management	TR-AP-130a.1	(1) Total energy consumed	109
		(2) percentage grid electricity	109
		(3) percentage renewable	109
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	111
		(2) percentage hazardous	111
		(3) percentage recycled	111
Product Safety	TR-AP-250a.1	Number of vehicles recalled	-
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	39
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	-
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	109
Competitive Behaviour	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	117

Thematic Area	Recommendation	Page
Governance	Board's oversight of climate-related risks and opportunities	24
	Management's role in assessing and managing climate-related risks and opportunities	24
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	30-31
	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	30-31
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	30-31
Risk Management	Organization's processes for identifying and assessing climate-related risks	29
	Organization's processes for managing climate-related risks	29
Metrics & Targets	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	26, 28-31
	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	29
	Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions and the related risks	27, 30-31
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	25, 27



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Quantitative Data

→ Initiative Index

- Independent Assurance Statement
- GHG Verification Statement
- Awards and Membership Associations

Independent Assurance Statement

Sustainability Report Verification

SL Corporation

Dear Stakeholders

Korean Foundation for Quality (hereinafter 'KFQ') has been engaged to independently verify the 2026 Sustainability Report (hereinafter 'the Report')²⁾ of SL Corporation³⁾ (hereinafter 'the Company'). KFQ is responsible for providing an independent third-party verification opinion on the report based on the verification criteria and scope specified below. The responsibility for the preparation of this report lies with the Company's management.

- 1) Organization Address (based on headquarters) : 32, Geomdangongdan-ro, Buk-gu, Daegu, Republic of Korea
- 2) Data Collection Period : Covering from January 1, 2025, to December 31, 2025, with select key information extended through the first half of 2026. Additionally, data for the past three years is provided to illustrate annual trends.

Verification Purpose

The purpose of this verification is to ensure the reliability of the data and information stated in the Company's report.

Verification Scope

1. **Verification Boundary** : All domestic operations, including the headquarters, manufacturing plants, research centers, and offices. For certain data, major overseas business sites³⁾ and affiliates⁴⁾ are included.

- 3) 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)
- 4) SL Mirrortech Co., Ltd., SHB Co., Ltd. (Joint venture with HBPO in Germany)

2. **Verification Items (Based on the GRI Standards 2021)**

Category	GRI Standards	
Universal Standards	• 2-1 to 2-5 (The organization and its reporting practices)	• 2-22 to 2-28 (Strategy, policies, and practices)
	• 2-6 to 2-8 (Activities and workers)	• 2-29 to 2-30 (Stakeholder engagement)
	• 2-9 to 2-21 (Governance)	• 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards*	• GRI 205 (Anti-corruption)	• GRI 308 (Supplier Environmental Assessment)
	• GRI 206 (Anti-competitive Behavior)	• GRI 403 (Occupational Health and Safety)
	• GRI 302 (Energy)	• GRI 414 (Supplier Social Assessment)
	• GRI 305 (Emissions)	• GRI 416 (Customer Health and Safety)

* Topic Standards : Provisions Criteria for Material Issues

3. **Excluded Items from Verification**: The following items are not included within the scope of verification

- 1) Performance and reporting practices of subsidiaries, affiliates (other than SL Mirrortech Co., Ltd., and SHB Co., Ltd.), partners, and third parties
- 2) Items related to other sustainability initiatives not based on the GRI Standards 2021 presented in the report
- 3) Other related information such as periodic disclosure reports and financial statements

Verification Criteria

This verification has been conducted based on [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2⁵⁾ - Moderate].

- 5) Type 1 - Moderate is applied exclusively to overseas sites.

Verification Method

The audit team reviewed relevant procedures, systems, and control mechanisms, along with available performance data, to assess the reliability of the information disclosed in the Report based on the aforementioned criteria. The documents reviewed during the verification

process are as follows:

- Non-financial Information : Data provided by the company, disclosed Business Reports, and information obtained from media and/or the internet.
- Financial Information : Data disclosed in the electronic disclosure system (dart.fss.or.kr) of the Financial Supervisory Service and data posted on the homepage.
(However, the contents of the above data are not included in the verification scope.)

The verification was conducted through document review, on-site visits, and interviews with the responsible personnel. The validity of the materiality assessment procedure in the Report, the selection of material issues considering stakeholders, the data collection, management, and report preparation procedures, as well as the appropriateness of narrative disclosures, were evaluated through interviews with the responsible personnel. Additionally, interviews with internal/external stakeholders were conducted. Subsequently, it was confirmed that any errors, inappropriate information, or unclear expressions identified in the above steps were appropriately corrected before the publication of the Report.

Verification Limitations

This verification inherently contains limitations that may arise in the process of applying the criteria and methodology.

Competency and Independence

The audit team for this verification was duly composed in accordance with KFQ's internal regulations. KFQ has no conflicts of interest that could compromise the independence and impartiality of the verification, apart from providing third-party verification services.

Verification Opinion

As a result of the verification, it is the opinion of KFQ that:

1) It has been confirmed that the Report was prepared in compliance with the four principles of AA1000AP (2018)

• Inclusivity

The company has appropriately defined stakeholder groups and communicates with them through tailored communication channels that consider the characteristics of each group. The audit team did not identify any missing key stakeholders in this process and confirmed that the company is making efforts to incorporate stakeholder feedback into its management strategy.

• Materiality

The company has identified material issues through an appropriate process and has thoroughly reviewed the relevant impacts to enhance the validity of its materiality assessment. The audit team confirmed that the identified material issues were given due emphasis in this report and that all material issues recognized during the materiality assessment process were reported without omission.

• Responsiveness

The company strives to respond promptly to stakeholders' requirements and key concerns. The audit team did not find any evidence indicating that the organization's response activities and performance regarding material issues were inappropriately reported.

• Impact

The company identifies and monitors the impact of stakeholder-related material issues across its business activities and reports the findings to the extent possible. The audit team did not find any evidence indicating that the impact of material issues was inappropriately measured or reported.

2) The report has been appropriately prepared in accordance with the applicable reporting standards, such as (GRI Standards (2021) - Accordance)

3) The data and information used for verification were limited to the provided materials and were found to be appropriate, with no significant errors or omissions that could affect the verification opinion.



2026-06-08
Seoul, Korea
Ji Young Song, CEO
Korean Foundation for Quality (KFQ)

Ji Young Song

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Quantitative Data

Initiative Index

→ Independent Assurance Statement

GHG Verification Statement

Awards and Membership Associations

GHG Verification Statement *SL Corporation, Domestic Operations*

APPENDIX

- Quantitative Data
- Initiative Index
- Independent Assurance Statement
- **GHG Verification Statement**
- Awards and Membership Associations

GV-26-M028-01-02

Verification Opinion Statement

GHG Report Verification

Verification Target
Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of GHG Report of SL Corporation¹⁾ (hereinafter 'Company') for 2025.
1) Organization address (based on headquarters) : 32, Geomdangongdan-ro, Buk-gu, Daegu, Korea

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

Verification Scope
KFQ's verification covered all facilities and emission sources under the operational control and organizational boundary of Company during 2025.

Verification Criteria
The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme²⁾], [Rules for verification of operating the GHG emission trading scheme³⁾] and [ISO14064-3] for every applicable part.
2) Notification No. 2025-64 of Ministry of Environment 3) Notification No. 2025-165 of Ministry of Environment

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

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

Verification Opinions
KFQ present the following conclusions regarding the GHG emissions data included in the GHG Report.
1) GHG emissions have been appropriately calculated according to the "Rule for emission reporting and certification of GHG emission trading Scheme" and "ISO14064-1" methodologies.
2) The materiality assessment result of GHG emissions has satisfied the criteria for an organization that emits less than 500,000 tCO₂-eq by meeting less than 5% of the total emissions.
3) Thus, KFQ concludes that GHG Emissions of Company in 2025 is correctly calculated and reported in accordance with "Rule for emission reporting and certification of GHG emission trading Scheme".

SL Corporation

Scope 1	Scope 2	Total
878,218	52,029.882	52,904

* 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

2026-05-14

Appendix. Summary of GHG Emission Results in 2025

CEO Ji-Young Song
Korean Foundation for Quality

QA1900-05-GV11

GV-26-M028-01-02

Appendix Summary of GHG Emission Results in 2025

Organization
SL Corporation

Emission calculation period
The emission calculation period is form January 1 to December 31, 2025

Emission calculation results Unit : tCO₂eq

Business site	Scope 1	Scope 2	Total
Jillryang factory	402	12,159	12,561
Pyeongchon R&D center	29	581	610
Cheonan factory	36	12,885	12,920
Ansan factory	96	7,971	8,066
Daegu factory	113	8,347	8,459
Electronics factory	35	2,548	2,582
Sungsan factory	168	7,539	7,706
Sum	878	52,030	52,904

* 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

QA1900-05-GV11

GHG Verification Statement *SL Corporation, Overseas Operations*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

- Quantitative Data
- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement**
- Awards and Membership Associations

GI-26-M028-01-01

Verification Opinion Statement

GHG Emissions Verification

SL CORPORATION

Verification Target
 Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of SL Corporation¹⁾ (hereinafter the 'Organization') for 2022, 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the Organization.

1) Address (based on headquarters) : 32 Geomdangongdan-ro, Buk-Gu, Daegu, Republic of Korea

Verification Purpose
 The purpose is to provide an independent verification opinion on the Organization's voluntary GHG emissions inventories.

Verification Scope
 The scope of verification encompasses all facilities and emission sources at five sites²⁾ under the operational control of the Organization for the years 2022 and 2025.

2) Yongda China, Beijing China, Shanghai China, Zory Poland, Alabama USA

Verification Criteria
 The verification was carried out at the request of the Organization using:
 • ISO 14064-1:2018, ISO14064-3:2019
 • 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 • Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)
 • Greenhouse Gas Management Manual for Hyundai Motor Company and Kia Suppliers

Verification Approach
 The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion
 Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.
 1) GHG emissions of the Organization 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) Accordingly, KFQ provides a verification opinion that is "Unmodified".

Appendix. GHG Emissions Calculation Results

2026-03-26

CEO Ji-Young Song
Korean Foundation for Quality

www.kfq.or.kr
 Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05806, Republic of Korea

QA1500-05-GI(3)

Appendix. GHG Emissions Calculation Results

Organization
SL Corporation

GHG Emission calculation period
 January 1st to December 31st, 2022
 January 1st to December 31st, 2025

Scope 1, 2 Emissions Unit : tCO₂eq

Year	Site	Location-based			Market-based			
		Scope 1	Scope 2	Subtotal	Scope 1	Scope 2	Subtotal	
2022	Yongda China	72.52	13,547.64	13,620.16	72.52	13,547.64	13,620.16	
	Beijing China	33.29	7,642.69	7,675.98	33.29	7,642.69	7,675.98	
	Shanghai China	21.89	1,659.53	1,681.42	21.89	1,659.53	1,681.42	
	Żory Poland	125.75	1,512.94	1,638.69	125.75	1,512.94	1,638.69	
	Alabama USA	131.49	8,729.63	8,861.12	131.49	8,729.63	8,861.12	
	Subtotal	384.94	33,092.43	33,477.37	384.94	33,092.43	33,477.37	
2025	Yongda China	71.17	9,997.15	10,068.32	71.17	9,997.15	10,068.32	
	Beijing China	19.24	5,617.17	5,636.41	19.24	5,617.17	5,636.41	
	Shanghai China	10.32	950.77	961.09	10.32	950.77	961.09	
	Żory Poland	110.92	2,344.87	2,455.79	110.92	0	110.92	
	Alabama USA	149.84	6,272.34	6,422.18	149.84	6,272.34	6,422.18	
	Subtotal	361.49	25,182.30	25,543.79	361.49	22,837.43	23,198.92	
Total		59,021.16			Total			56,676.29

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

www.kfq.or.kr
 Q Tower, 78 Samjeon-ro, Songpa-gu, Seoul, 05806, Republic of Korea

QA1500-05-GI(3)

GHG Verification Statement SHB



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

- Quantitative Data
- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement**
- Awards and Membership Associations

GI-26-V116-01-00

Verification Opinion Statement

GHG Emissions Verification

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 2022, 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.
1) Address (based on headquarters) : 272-1, Yeompo-ro, Buk-gu, Ulsan, 44248, Republic of Korea

Verification Purpose
The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope
The scope of verification covers all facilities and emission sources at three sites²⁾ under the operational control and organizational boundary of company during 2022, 2025.
2) Seosan Plant, Ulsan Plant, Hwaseong Plant

Verification Criteria
The verification was carried out at the request of the company using:

- ISO 14064-1:2018, ISO14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)
- Greenhouse Gas Management Manual for Hyundai Motor Company and Kia Suppliers

Verification Approach
The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion
Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

- 1) GHG emissions Company 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) Accordingly, KFQ provides a verification opinion that is "Unmodified".

SHB Co., Ltd.

Appendix. 2022, 2025 Emissions Calculation Results

March 24, 2026

CEO Ji-Young Song
Korean Foundation for Quality

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

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

QA1500-05-GI(3)

Appendix. 2022,2025 Emissions Calculation Results

Organization
SHB Co., Ltd.

Emission calculation period
January 1st to December 31st, 2022
January 1st to December 31st, 2025

Scope 1, 2 Emissions Unit : tCO2eq

Year	Sites	Scope 1	Scope 2	Total
2022	Seosan	16.124	137.558	154
	Ulsan	13.817	1,390.656	1,404
	Hwaseong	26.142	1,694.460	1,721
Subtotal				3,279
2025	Seosan	17.354	167.125	184
	Ulsan	29.585	1,684.083	1,714
	Hwaseong	35.359	1,517.830	1,553
Subtotal				3,451
Total				7,230

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

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

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

QA1500-05-GI(3)

GHG Verification Statement *Mirrortech*



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

- Quantitative Data
- Initiative Index
- Independent Assurance Statement
- ➔ **GHG Verification Statement**
- Awards and Membership Associations



LRQA Independent Assurance Statement Relating to SL Mirrortech Co., Ltd.'s GHG Emissions Inventory for the calendar years 2022 and 2025

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 2022 and 2025 (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 site, 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 edition¹
- 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 and Table 2 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.

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;

¹ <https://www.ghgprotocol.org>



- Reviewing remotely additional evidence made available by SL Mirrortech;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2022 and 2025; and
- Reviewing whether SL Mirrortech reflected the Greenhouse Gas Management Manual for Hyundai Motor and Kia Suppliers (Ver. 2.0).

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.

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

Dated: 25 March 2026

LRQA reference: SE000001907

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

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

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

Copyright © LRQA, 2026.



Table 1. Summary of GHG Emissions Inventory 2022

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. (head office)	1,259	4,786	6,045
Total		1,259	4,786	6,045

Note 1: Scope 2, Location based is defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of GHG Emissions Inventory 2025

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. (head office)	1,422	3,002	4,424
Total		1,422	3,002	4,424

Note 1: Scope 2, Location based is defined in the GHG Protocol Scope 2 Guidance, 2015

Awards and Membership Associations



Sustainability Report 2026

Awards

Date	Agency	Details
2025.12.5	Ministry of Climate, Energy and Environment	SL Mirrortech selected as an outstanding workplace for voluntary energy efficiency initiatives
2025.7.17	Ministry of Employment and Labor	SL Cheonan Plant received an award for contributions to industrial accident prevention
2025.7.11	Ministry of Employment and Labor, Korea Occupational Safety and Health Agency	SL Ansan Plant awarded grand prize at the safety and health best training materials presentation contest
2025.6.24	GM	SL DO BRASIL awarded 2024 GMSA quality excellence supplier
2025.5.22	GM	Recipient of the 2024 GMSQA (quality excellence award)
2025.1.17	HMC & KIA	SL Mirrortech awarded Hyundai-Kia Partner of the Year 2024 (Security division)
2024.6.19	Daegu Regional Office of Employment and Labor	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 KMIER management excellence award
2024.3.13	HMC 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
Korean Environmental Engineers Association	Strengthen environmental management capabilities through environmental technology training and exchange
Korea Foundation for Quality (KFQ)	Provide education necessary for quality management system certification, renewal, and quality innovation activities

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

- Quantitative Data
- Initiative Index
- Independent Assurance Statement
- GHG Verification Statement

→ **Awards and Membership Associations**

Contributors to This Report



Sustainability Report 2026

Domestic Operations

Overseas Operations

Kang Gyong-gu	Lee Kwan-woo
Kang Jung-hee	Lee Kyu-bong
Ko Young-gi	Lee Sang-bin
Gwak Seong-hun	Lee Sung-hwa
Kwon Jun-hyeok	Lee Yeo-kyoung
Kim Kyung-hyun	Lee Ju-hyeon
Kim Dong-shin	Lee Chang-ki
Kim Mun-gyu	Lee Hyeon-gu
Kim Min-seok	Im Gi-bong
Kim Byung-jin	Lim Seong-jun
Kim Seong-jun	Lim Jong-wook
Kim Sung-jin	Lim Cheol-soo
Kim Woo-ju	Jang Woo-suk
Kim Yun-Kyum	Jang Jin-su
Kim Jeong-yeong	Jang Tae-hoon
Kim Jung-hoon	Chung Moon-ho
Kim Jong-chan	Jeong Min-hoo
Kim Jin-wook	Jeong Seok-hyeon
Kim Tae-yang	Jeong Se-young
Kim Hyeok-jin	Jung Si-yoon
Moon Hae-jin	Jung Yeoun-bag
Park Kang-hyun	Jeong Jin-hwa
Park Gi-man	Jeong Hyeon-do
Park Myeong-gyu	Jung Hyun-seob
Park Min-gyun	Ji Seong-hun
Park Bum-joo	Jin Jong-chan
Park Sung-min	Cha Min-seok
Park Young-hoon	Cheon Young-rong
Park Il-hyung	Choe Sang-hun
Park Jeong-ho	Choi Su-ji
Song Won-hyuk	Choi Hye-bin
Yoo Eun-su	Heo Jeong-sik
Yoon Jeong-ik	

Agnieszka Jacher	Tom Moon
Agnieszka Siwek	Sung Jun-hee
Aleksandra Marcisz	Yang Chun
Arenas Zenteno, Inaki	Liang huiqi
Charles Burks	Wang ying
George Richard Andis	Wang Zhouqin
huiyin	Wu Di
Jakub Juskowiak	Yu Yingying
John Howard	Yoo Hyo-yul
KRISHNAN NATARAJAN	David Yoon
LAKSHMIBATHI S	Li Linyu
MALATHIR(MALATHIR)	Li Yin-hao
MANIKANDANG	Lee Tae-sung
Michelle Mariane Jaggou	Zhang Wei
NIRANJAN REDDY	Wang Zhouqin
PRADEEPKUMAR	Zhang Xiaojun
Sabrina Brocker Velasques	Dan Chung
Sandra Howell	Zhu Lili
Stephanie Jennings	Chen Binbin
Steven Brooks	Qin Chenglong
Wagner Arcari Ferreira	Cai Zhenguo
wangyuhang	Qi Tinghua
yangjiao	Fan Lumeng
Guo Bangwen	Pu Yunfei
Kim Sung-ho	Julio Han
Kim Ik-hwan	Hua Qinwen
Kim Jun-hyeong	Huang Mazhe
Kim Ji-hun	Hwang Maehwa

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

72 Years of Trust and Humility, Lighting the Way to the Next 100 Years.

Since its establishment in 1954, SL Corporation has contributed to the growth and innovation of Korea's automotive industry, beginning with automotive headlamps and expanding its presence across the broader automotive components market. Built upon the management philosophy of Trust, Challenge, and Humility, SL's global network reflects the international recognition of its corporate values and serves as a key driver of its sustainable growth.

This project was conceived to reinterpret and illuminate the spirit of SL through the artistic language of Hwanwol (還月), a work by artist Wonseok Han. Through a symbolic sculpture created from automotive components that have fulfilled their original purpose, the project seeks to embody SL's philosophy as a global company striving toward a sustainable future while extending the significance of its May 22 founding anniversary through a cultural lens.

Hwanwol is a contemporary reinterpretation of the Moon Jar, one of the most iconic forms in Korean aesthetics. The artwork was created using approximately 600 discarded headlamps and waste rubber materials produced by SL as its primary media. Materials once regarded as industrial outputs are transformed through this work into objects of new sensory and symbolic value, revealing the point at which technology and art converge.

Hwanwol will serve as a symbolic catalyst for transforming SL's industrial resources into cultural assets. It demonstrates how technological achievements can extend beyond production and generate cultural value, while visually conveying SL's perspective on resource circulation and sustainability through the rebirth of end-of-life components. Furthermore, it translates the values of ESG management into an artistic language, presenting SL's environmental responsibility and vision in a more intuitive and engaging form.

In this way, Hwanwol, which illustrates the transformation of material value, will function as an effective medium for communicating SL's vision for a circular economy to external stakeholders. This initiative, built upon the themes of Trust, Challenge, Humility, and ESG that define SL's corporate identity, is also expected to establish a new cultural model in which business and art coexist and create value together.

Moreover, the project will reinforce the cultural stature of SL as a leader in the global mobility industry and provide an opportunity for customers and employees alike to experience SL's vision for the future in a natural and meaningful way. It is hoped that this symbolic convergence of technological excellence and artistic expression will become a meaningful cultural milestone in SL's journey toward becoming a century-long enterprise.



SL Corporation Jillyang Plant, 2026
(Photographed by Sanghyup Oh, Senior Manager, LAM Design Team)

Hwanwol (還月)

The light that once guided the journey returns in the form of art.

The Creation and Journey of the Artwork, Supported by SL Since Winter 2020

October 2025

- Hwanwol unveiled

December 2025 – January 2026

- Exhibited at the Seoul Winter Festa (Seoul Lantern Festival) and selected as the Most Popular Artwork

January – April 2026

- Exhibited at Dalmaji Park, Haeundae, Busan, as part of the Moon Resting Park exhibition

May – June 2026

- Exhibited at SL Corporation's Jillyang Plant and Seongseo Plant

June – August 2026

- Scheduled for exhibition at the Busan Museum as a symbolic installation for a UNESCO international conference



Sustainability Report 2026

INTRODUCTION

ESG MANAGEMENT

ENVIRONMENTAL

SOCIAL

GOVERNANCE

APPENDIX

Hwanwol (還月)

The light that once traveled the road has now fulfilled its purpose
and is left behind in the darkness.

The artist summons that light once more,
shaping a moon that faithfully illuminated us.

The circle of the moon jar symbolizes wholeness,
yet the moon within it is born from absence.

Through a process of dismantling, breaking,
and reassembly, the moon jar is reborn.

It is the story of a dead light returning to life,
and a new rebirth that begins where the life of a man-made object ends.

It is the aesthetics of restoration,
a fragment of light.

Won-seok Han, Installation Artist

