

2024

ILJI TECH

Sustainability Report

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Interactive PDF

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About This Report

Report Overview

Through its first sustainability report, ILJI TECH aims to report and communicate the integrated goals and achievements of economic, environmental, and social value to its stakeholders. This report seeks to link ILJI TECH's strategy with ESG initiatives and disclose plans and activities aligned with the UN Sustainable Development Goals(SDGs). Moving forward, ILJI TECH will continue to publish annual reports to actively communicate its commitment and efforts to grow as a sustainable company alongside the community.

Reporting Period

This report presents a qualitative and quantitative account of financial and non-financial activities and performances from January 1, 2023, to December 31, 2023. It also includes information on certain significant issues extending into the first half of 2024 to enhance stakeholders' understanding. Additionally, quantitative performance data includes a three-year performance overview in the areas of environment, society, and governance, allowing for trend analysis.

Reporting Scope

The scope of the report includes all domestic and international operations of ILJI TECH for economic performance. For social and environmental aspects, the report focuses primarily on domestic operations(headquarters and Gyeongju plant), taking into account the scale, nature, and impact of the business locations.

Report Preparation Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 for sustainable management. Financial information is based on consolidated financial statements, and reporting standards and definitions follow the Korean International Financial Reporting Standards (K-IFRS). If financial or other non-financial information has been aggregated based on ILJI TECH's separate criteria, this fact is noted in the footnotes.

Report Verification

This report has undergone verification by the Korea Quality Foundation (hereafter referred to as "the verifier"), an independent third-party external verification organization, to ensure data reliability. The verifier's third-party verification opinion can be found on page 79 of the report.

Report Publication Process

This report was developed through a process that involved reporting and decision-making by the highest decision-making body and top management, from planning and implementation to the final report production. It was created with the participation and communication of relevant departments, centered around the ESG Task Force.

Report Inquiry

This report is available for download on the ILJI TECH website(<http://www.iljitech.co.kr>). For any inquiries, please contact us at the information provided below.

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Address	50, Gongdan 4-ro, Jinryang-eup, Gyeongsan-si, Gyeongsangbuk-do, Republic of Korea (38471)
Email	yg05333@iljitech.co.kr
Inquiry	053-859-1030

Company Overview



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CEO Message



“

We are dedicated to realizing social value based on trust and will make company-wide efforts to support a sustainable future for both society and our business.

”

Dear Stakeholders,

Thank you to everyone who has shown unwavering support and interest in the growth and development of ILJI TECH. We are pleased to share our commitment to sustainability through this Sustainability Management Report.

In 2023, ILJI TECH achieved remarkable growth despite the uncertainties in the global business environment, such as geopolitical instability and the intensifying climate crisis. Driven by continuous technological development and research in line with the rapidly shifting technological paradigms of the automotive industry, we reached our highest sales performance, with a 274% increase in revenue compared to the previous year. Additionally, as a leader in automotive body parts and advanced mold manufacturing, we expanded our future investments by acquiring a U.S. subsidiary, marking a significant step toward becoming a global automotive components specialist. We are committed to not resting on our current success and are prepared to leap forward once again, together with our stakeholders, toward a better future.

We will continue to strengthen our competitiveness through relentless research and development(R&D) and top-tier quality management.

To advance as a technology-leading company, continuous effort and research are essential to ensure quality competitiveness. Guided by our management philosophy of “top quality, top technology,” ILJI TECH established a dedicated R&D center to pursue ongoing innovation. We remain committed to staying ahead of emerging technology trends, investing consistently in research and development, and fostering active collaborations with leading technology companies.

We are committed to becoming a company that leads in sustainable environmental development through green growth.

In the automotive industry, new ventures related to green energy transitions, such as electric and hydrogen vehicles, are actively advancing, alongside a growing number of climate action and environmental regulations. Since 2015, ILJI TECH has adopted an "environmental focus" as a core management principle. We have set greenhouse gas reduction targets, participate in the CDP SC(Carbon Disclosure Project Supply Chain), and conduct an annual company-wide environmental impact assessment. In pursuit of achieving carbon neutrality by 2050, we are conducting in-house Life Cycle Assessments(LCAs) of our components and expanding the share of low-carbon, eco-friendly products through sustainable R&D. By establishing eco-friendly facilities, we aim to minimize the negative environmental impacts of our business operations.

We strive to become a company that realizes social value by establishing and promoting a culture of respect for human rights throughout our organization.

In the global era, ensuring corporate sustainability begins with a people-centered approach. ILJI TECH is committed to respecting the human rights

CEO Message



A Challenge For The World Best

of all stakeholders by establishing a Human Rights Management Declaration and implementing a comprehensive management framework. We have also developed career development systems and a horizontal organizational culture, enabling employees to feel valued and fully express their professional capabilities. We will continue to cultivate a culture of coexistence, constantly evolving to embrace and support our employees and stakeholders.

We are committed to prioritizing safety management and becoming a company by actively promoting and practicing a culture of safety.

In our society, awareness of safety management is steadily increasing. At ILJI TECH, our top management takes responsibility for safety and health management, striving to achieve zero major accidents. We rigorously implement enhanced, field-centered safety inspections and proactive, prevention-focused safety and health management. Moving forward, we will uphold safety as an absolute value, making all necessary investments to maintain a safe workplace without compromise and fostering a culture of safety in which everyone participates.

We are committed to becoming a leading socially responsible company that achieves sustainable growth founded on trust and integrity.

Stakeholder expectations for robust corporate governance are increasing. ILJI TECH is working to strengthen the board's capabilities and establish a balanced governance framework to embed ESG principles within our management practices. To promote a culture of integrity, we have established a Code of Ethics and are enhancing our ethics management system, enabling both employees and partners to practice ethical management. Moving forward, we will continue to strengthen fair and transparent governance through ongoing review and improvement.

ILJI TECH is committed to realizing social value based on trust and working toward a sustainable future for both society and the company. We will do our utmost to share the benefits of our growth with all stakeholders, including shareholders, employees, partners, and the community. We kindly ask for your continued support and interest as we strive to be a company that grows through relentless challenge and adaptation.

Thank you.

October 2024
ILJI TECH Co., Ltd.
CEO **Koo Jun-mo**

ESG Highlight



Environmental Management

Greenhouse Gas Emissions (Scope1 + 2)	13,667 tCO ₂ eq
Recycling Rate of Designated Waste	89 %
Cost of Eco-Friendly Investment	KRW 723 million

Safety & Health Management

Serious Industrial Accident	Zero
High-Risk Factor Improvement Rate	100 %
Safety & Health Investments	KRW 1,335 million

Job Creation and Diversity

2023 New Hires	133
Employment Rate of Persons with Disabilities	3.3 %
Percentage of Female Managers	8.5 %
Conversion Rate of Youth Interns to Permanent Positions	64

Employee Benefits and Labor-Management Relations

Employee Benefits Expenses	KRW 4,415 million
Average Benefits Expenses per Employee	KRW 9,618 thousand
Labor Union Membership Rate	100 %
Labor Disputes and Strikes	Zero

Regulatory/Legal Compliance

Violations of Environmental Laws & Regulations	Zero
Violations of Human Rights/ Employment/Labor Laws	Zero
Confirmed Cases of Corruption	Zero
No. of Violations of Ethical Law and Regulations	Zero

BOD Operation

No. of Meetings	19 meetings
Attendance	100 %

Economic Value Creation and Competitiveness

Total Asset	KRW 527,540 million	Year-over-Year Sales Growth	274 %
Revenues	KRW 628,486 million	Patent Ownership	55 patents
Operating Profit	KRW 35,416 million		

ILJI TECH Profile

Company Overview

Founded in 1986, ILJI TECH Co., Ltd. has dedicated itself to the automotive parts industry, growing into a leader in automotive body part production and press mold manufacturing through continuous management innovation, cost reduction, productivity improvement, and stable labor-management relations in an evolving business environment. In 1996, to strengthen our competitiveness and technological capabilities, we established a dedicated R&D center, creating a system that enables the production of automotive body parts with flawless quality. Guided by our management philosophy of "Top Quality, Superior Technology," our employees' bold challenges and innovations have empowered us to produce top-tier products in any environment. Our journey includes major milestones such as the construction of a new mold factory in 2003, the establishment of a second plant at our headquarters in 2010, the founding of an overseas subsidiary in China in 2011, a new plant in Gyeongju in 2014, and the acquisition of a U.S. subsidiary in 2023. These investments and developments have propelled ILJI TECH to become a solid mid-sized enterprise. We continue to invest in our employees' development and strive to provide our clients with the highest quality and exceptional service.




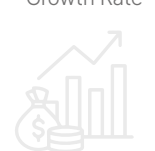


General

(As of the end of Dec. 2023)

Company Name	ILJI TECH Co., Ltd.
Date of Foundation	November 24, 1986
CEO	Koo Bon-il, Koo Jun-mo
Business Area	Automotive parts manufacturing
No. of Employees	370(based on full-time staff)
HQ Address	50 Gongdan 4-ro, Jillyang-eup, Gyeongsan-si, Gyeongsangbuk-do, Republic of Korea
Business Sites	Gyeongju 130-8, Mohwasandan-gil, Oedong-eup, Gyeongju-si, Gyeongsangbuk-do, Republic of Korea
	Beijing West District 328, Mabang Industrial Park, Pinggu District, Beijing, China
	USA 121 ILJI Dr, Luverne, AL, USA

Key Figure

(Unit: Million KRW)

Total Asset	FY 2023	Revenue	FY 2023
527,540		628,486	
Operating Profit	FY 2023	Growth Potential	Year-over-Year Sales Growth Rate
35,416		274%	
R&D Expense	R&D Expenses/Sales Ratio	Credit Rating	April 2024, NICE Credit Rating
4.8%		B+	

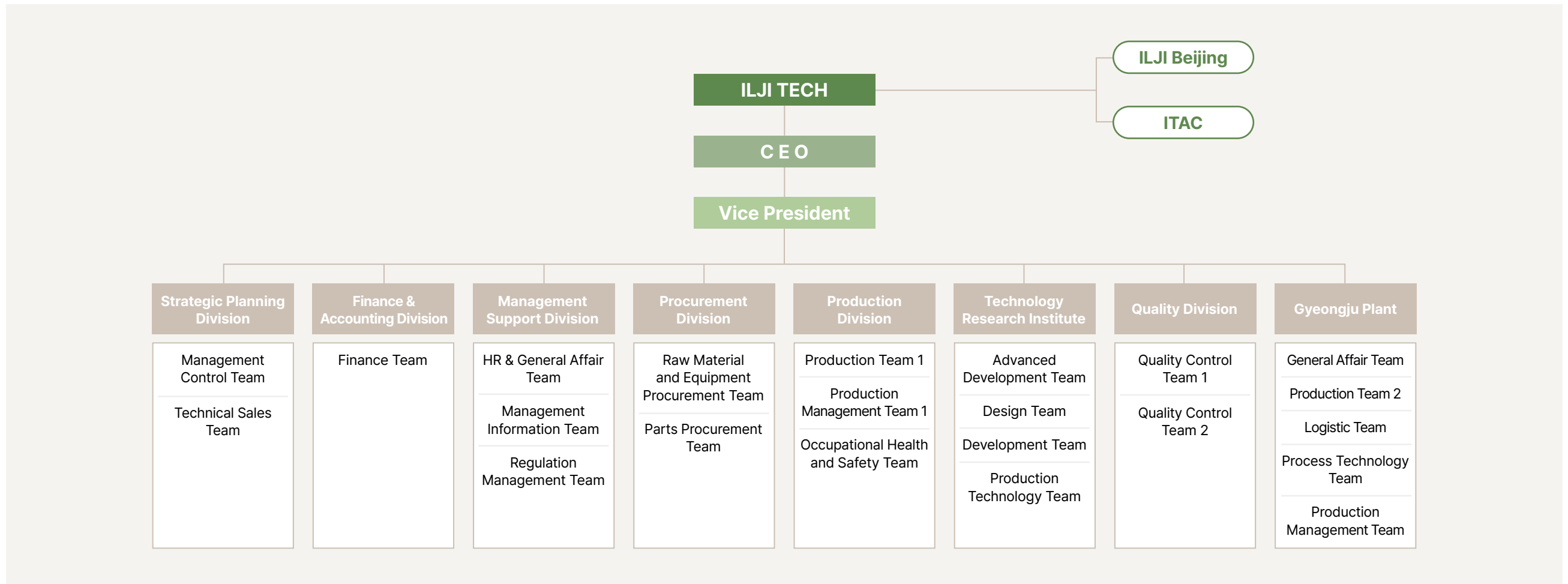
Company Overview

History



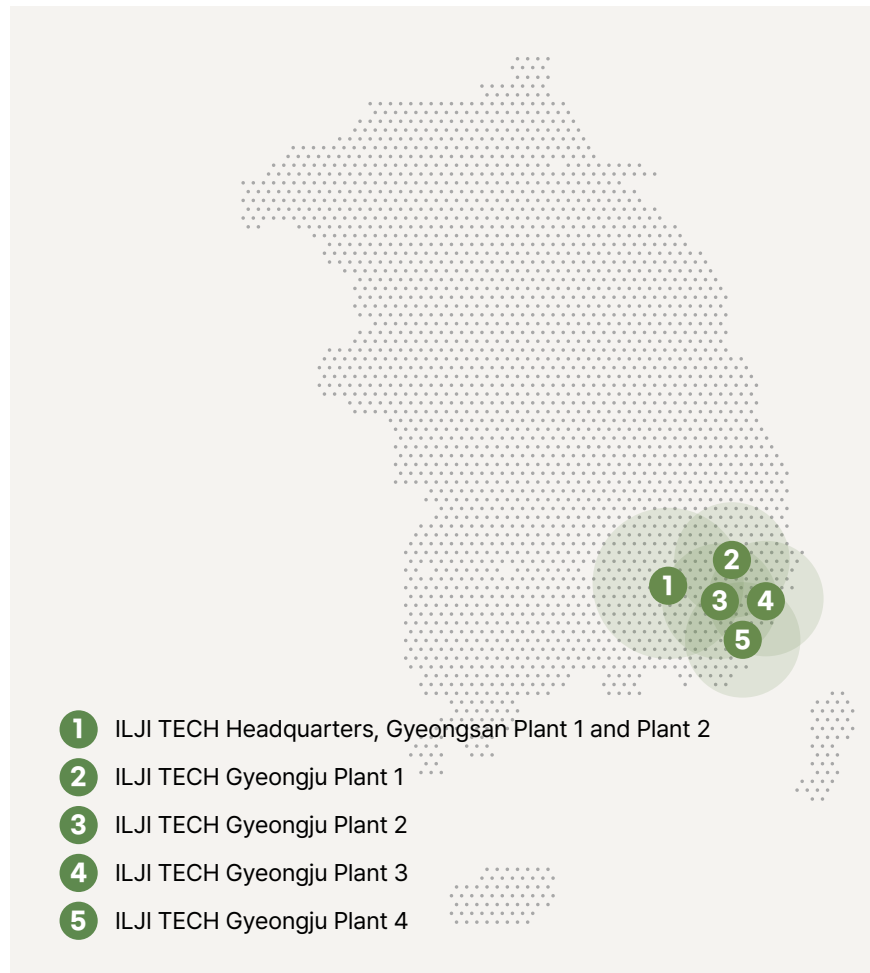
Company Overview

Organization Map

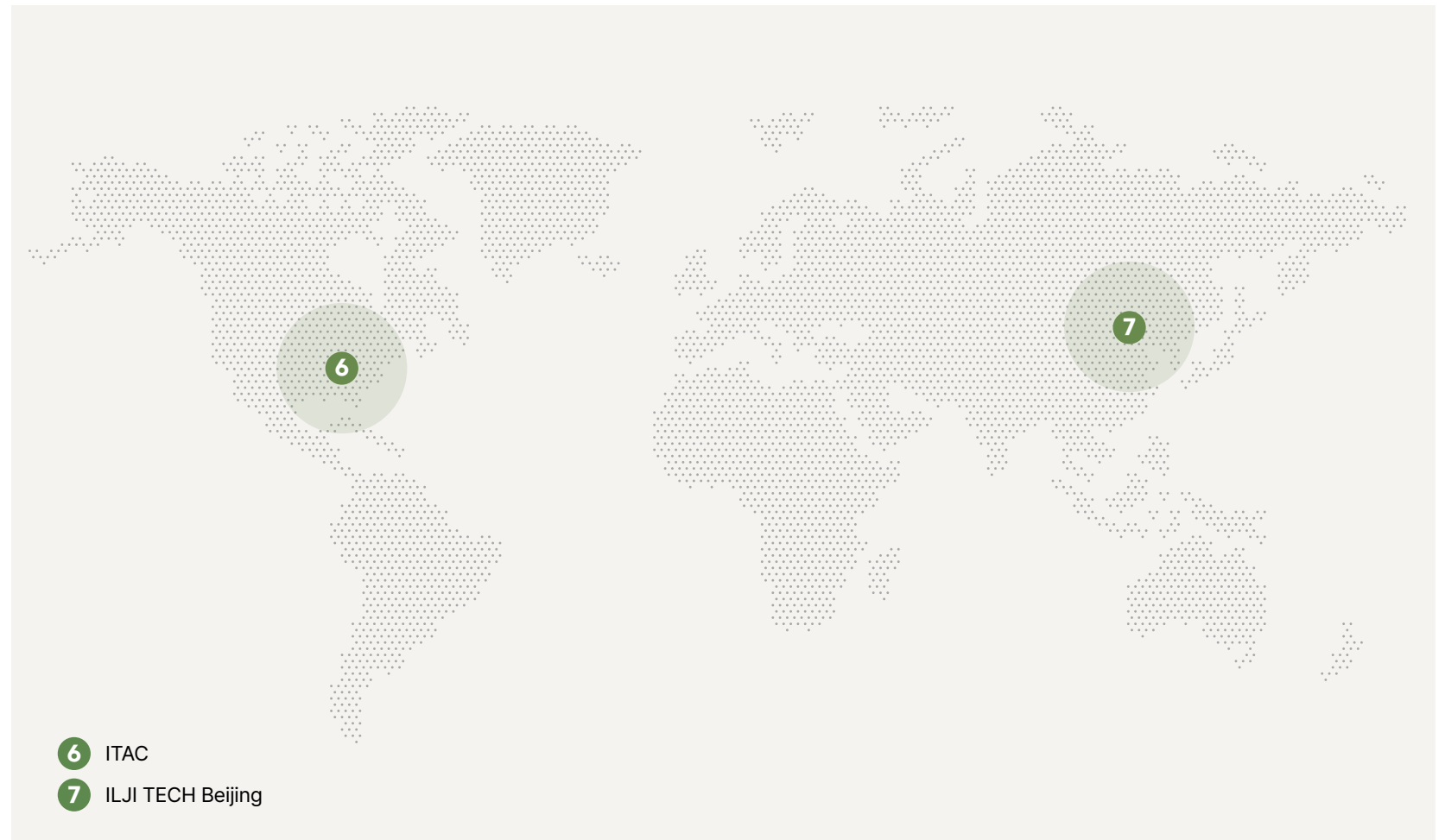


Global Network

Korea Business Sites



Overseas Business Sites



Business Value Chain

ILJI-Vision

Core Value

Mission For Vision

A Challenge For The World Best
 A customer-driven company centered on technology and people

Innovation



Pioneering the future with creative ideas and a spirit of innovation.



Expanding into new business areas and diversifying our customer base

Company that actively responds to changing environments, strengthening growth drivers through new business ventures and customer diversification

Hard Work



Commit to serving our customers and partners with dedication and a strong sense of responsibility.



Digital Transformation

Company that leverages technologies like Artificial Intelligence(AI) and Big Data to enable data-driven decision-making and maximize efficiency

Responsibility



We fulfill our responsibilities to society and the environment, striving for sustainable growth.



Talent Development & Organizational Culture Innovation

Company that actively invests in employee development and fosters creativity and collaboration through a flexible and inclusive organizational culture

Main Products ILJI TECH is a leading manufacturer of automotive body parts and advanced molds, producing safe and reliable body components based on cutting-edge technology and strict quality control.

PNL ASSY-HOOD&HINGE



Also known as the "bonnet," this exterior panel is located at the front of the vehicle and can be opened and closed over the engine compartment, protecting the engine room from rain, snow, and other external elements.

PNL ASSY-DASH COMPLETE



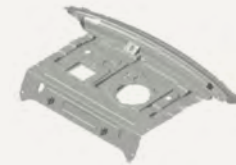
Positioned at the front of the driver's area in the vehicle body, this component serves as a barrier between the engine room and the cabin, preventing noise, dust, and other elements from entering the interior.

PNL ASSY-QUARTER INR COMPL,L/R



Located at the rear of the vehicle body, this component blocks noise from the rear wheels and serves as the mounting point for the rear seat belts.

PNL ASSY-RR PACKAGE TRAY COMPL



Positioned at the top of the rear seat area in the vehicle body, this component acts as a partition between the cabin and the trunk, with speakers mounted on it. It also functions as a water channel at the base of the rear glass.

PNL ASSY-BACK COMPLETE



Located at the rear of the vehicle body, this component holds the rear bumper and helps absorb impact in rear collisions, reducing shock to the rear seats.

PNL ASSY-TAILGATE



Positioned at the rear of the vehicle body, this component protects both cargo and passengers during collisions, holds the brake lights, and facilitates the loading and unloading of cargo.

PNL ASSY-FENDER APRON COMPL,L/R



Located at the front of the vehicle body, this component secures the turning radius of the front wheels and connects to the engine and shock absorbers.

PNL&MBR ASSY-CTR FLR COMPL



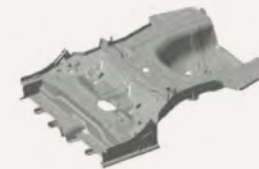
Located at the bottom of the vehicle body, this component provides a mounting point for the seats and connects the front and rear of the vehicle body.

REINF ASSY-SIDE COMPLETE, L/R



Located on the side of the vehicle body, this component supports the installation of the front and rear doors and provides mounting points for the driver and passenger seat belts.

PNL & MEMBER ASSY-RR FLOOR



Positioned at the lower rear seat area of the vehicle body, this component prevents floor noise and dust from entering and provides mounting points for the rear seat and fuel tank.

COMPLETE-RR DR INR,LH COMPLETE-FR DR INR,LH



As the primary framework for the outer door panel on the vehicle body, this component ensures side safety for passengers and supports the installation of convenience features.

PNL ASSY-RR C/LAMP HSG COMPL,L/R



Located at the rear of the vehicle body, this component serves as the mounting point for the lamps.

Research & Development

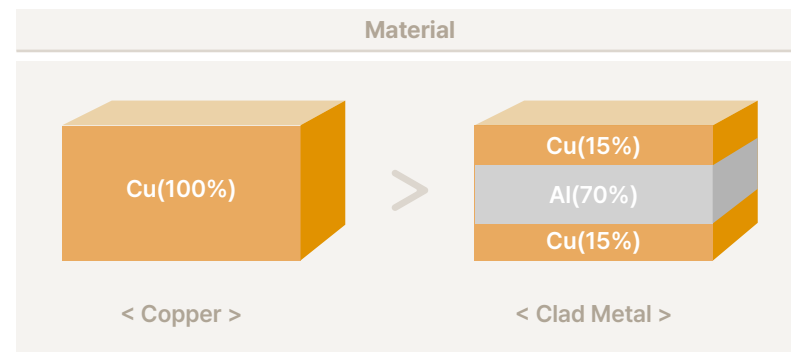
As a primary partner of Hyundai Motor Company holding the "Quality 5-Star" certification, ILJI TECH has attained top-grade quality certification across all stages of body part production, including mold manufacturing, design and analysis, machining, and welding assembly. Through continuous R&D investment, we are dedicated to achieving technological innovation in new technologies and processes, with a commitment to growing as a next-generation global mobility company. Thanks to ongoing R&D, ILJI TECH has made significant advancements in dissimilar material bonding and body part lightweighting. Notably, we have developed and acquired diverse bonding technologies, including REW, EASW, SPR welding, and clinching techniques, successfully applying these to develop the Clad Metal NX4C Inductor Busbar. In response to the rapidly evolving EV and eco-friendly mobility market trends, ILJI TECH focuses on developing body components that prioritize both customers and the environment. Leveraging our experience in dissimilar material bonding, we have created Damping Steel using viscoelastic hot-melt resin, achieving weight reduction and effectively addressing NVH (Noise, Vibration, Harshness) challenges. This material is now supplied as a damping solution for ICCU COVER, one of the core components in reducing NVH in vehicle body parts.

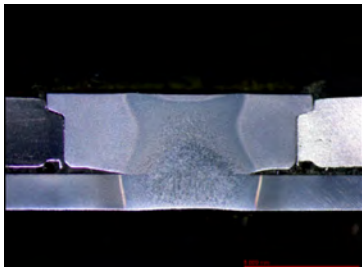

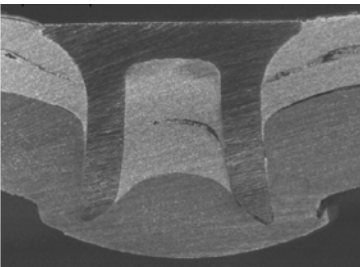

Clad Metal Technology

- NX4C Inductor Busbar Development
- Technical Details: By laser-welding thin copper and aluminum sheets into a defect-free Cu-Al-Cu clad metal structure, we achieved over 6% weight reduction compared to previous designs



→ This innovation was achieved without exceeding existing material costs.



Tech Name	REW (Resistance Element Welding)	EASW (Element Arc Spot Welding)	SPR (Self Piercing Rivet)	Clinching
Welding Cross-Section				
Welding Methods	The welding method involves pressing a steel element into an aluminum material on the upper part of a dissimilar material, then applying an electric current to the element. This causes the element and the lower steel material to join through the electrical resistance between the materials, achieving dissimilar material bonding.	The welding method involves pressing a steel element into an aluminum material on the upper part of a dissimilar material, then inserting a wire into the center of the element and applying an electric current. This causes the lower steel material and the wire to bond, achieving dissimilar material joining.	This welding method uses a rivet to join dissimilar materials by pressing the rivet into them, achieving mechanical fastening and dissimilar material bonding.	This welding method achieves dissimilar material bonding by mechanically fastening through punching from the upper part of the dissimilar material, matching the shape of the lower die, without using a separate rivet or element.

Intellectual Property Rights

As of December 2023, ILJI TECH has acquired and holds 55 patents related to its business operations. The company continually strengthens its intellectual property through relentless research and development activities aimed at enhancing global competitiveness in automotive body parts. In line with automotive trends such as eco-friendliness, lightweight design, and safety, ILJI TECH is committed to maintaining its technological leadership and securing intellectual property competitiveness.

Patent

55 patents
(As of the end of December 2023)



2023 Patent Registration Status

Patent	Registration Date	Description
Resistance welding Method Using an Element for Dissimilar Material Bonding	2023.12.06.	Element for dissimilar material bonding and resistance welding method using the same
Metal element bonding method and metal element-base material assembly	2023.12.06.	Metal element bonding method for attaching a metal element to a base material so that the metal element made of metal material penetrates the base material, and metal element-base material assembly manufactured using this method
Hybrid foam molding pad assembly for sound absorption and insulation in vehicles	2023.09.02.	Relating to a synthetic resin plate, foam pad, and steel wire
Vibration damping material manufacturing method	2023.07.11.	Relating to a vibration damping material manufacturing method
Front collision impact mitigation system in vehicles equipped with shear pin	2023.04.10.	It concerns the front collision impact mitigation system in vehicles equipped with shear pins.
Impact mitigation system that doubly absorbs the shock in the event of a front collision in vehicles	2023.04.10.	It concerns the impact mitigation system that doubly absorbs the shock caused by a front collision in vehicles.
Foam molded product for vehicles made of steel wire and composite resin plates	2023.03.24.	It concerns the foam molded product for vehicles made of steel wire and composite resin plates.
Coil spring-type foam molded product for vehicles with easy direction control	2023.03.24.	It concerns the coil spring-type foam molded product for vehicles.
Foam molded product for vehicles composed of an integrated support bar and plate	2023.03.24.	It concerns the foam molded product for vehicles with an integrated support bar and plate.

Government-Supported Project

ILJI TECH actively participates in government-supported projects each year to align with government policy directions and strengthen the company's competitiveness. In 2023, the company undertook a total of 35 government projects. Through these initiatives, ILJI TECH secured core technologies, innovated production processes to improve operational efficiency, and reinforced future growth potential by advancing new business endeavors. Additionally, the company contributed to workforce development and job creation, establishing a sustainable growth foundation.

2023 Key Government Support Program Participation Status

Category	Grant Amount Ratio	Organizer	Project
Labor Cost	11%	Ministry of Employment and Labor	Small and Medium-Sized Enterprise & Millennial-Z Project
		Ministry of Employment and Labor	Gyeongbuk Digital Trade Youth Avengers Employment Project
		Ministry of Employment and Labor	Future Car Parts & Youth Meister Level-Up
R&D	70%	KEIT	Automobile Industry Technology Development Project
		KEIT	Global Industrial Quality Response Root Technology Development Project
		Yeungnam University	RIS Regional Innovation System Project
		Ministry of Trade, Industry and Energy	Material and Component Technology Development - Package Type
Reshoring	14%	Ministry of Trade, Industry and Energy	Material and Component Technology Development (High-performance Aluminum Coating)
		KEIT	Regional Leading Industry Complex Linkage Cooperation Project
		KOTRA	Reshoring Relocation Subsidy
Export-related costs		Gyeongju City	Reshoring Property Tax/Acquisition Tax Reduction
		Ministry of Trade, Industry and Energy	Logistics Voucher
		KOTRA	Mid-sized Global Export Voucher
		Gyeongbuk PRIDE Association	Gyeongbuk PRIDE Export Capacity Level-Up Support Project
Consulting	5%	MOTIE/KOTRA	2023 Mid-Sized Enterprise Global Support Project(2nd Round)
		Ministry of Trade, Industry and Energy	Rising Leaders 300
Others		Korea Institute for Robot Industry Advancement	Manufacturing Process Robot Integration and Engineering Consulting
		KOTRA	2023 Mid-Sized ESG Response Consulting Support
		Korea Occupational Safety and Health Agency	Emergency Support for Heatwave Disaster Prevention Measures and Equipment
		Korea Occupational Safety and Health Agency	Health Stepping Stone Project

ESG Management Framework

ESG Management System ILJI TECH aims to become a global eco-friendly automotive parts company, building an ideal future through pioneering ESG leadership. By setting goals and implementing initiatives across the areas of environment, social responsibility, and governance, the company is committed to fostering an ESG-driven management approach that involves all employees working together.

ESG Management Vision

① **ESG Vision**

The Future Vision for Companies in ESG

Demonstrating pioneering ESG leadership, a global eco-friendly automotive parts company creating an ideal future.

② **Core Value**

Principles, Values, Employee Mindset, and Code of Conduct Driving Corporate ESG

Improvement

Continuous Improvement and Enhancement

Lifetime

Company-wide Efforts Throughout Its Entire Lifecycle

Join

Participation of All Employees

Ideal

Pursuit of an Ideal Eco-Friendly Future

③ **Slogan**

Concise Messaging for ESG Vision and Values

Road to the Ideal Future: An ESG Journey Together with All Employees

④ **Strategic Objectives**

Objectives and Direction by Sector

Environment (E)



Promoting Green Growth through Strengthening the Environmental Management System

- Strengthening Environmental Management
- Climate Change Mitigation
- 2050 Carbon Neutrality
- Greenhouse Gas Emissions Management
- Energy Usage Management
- Systematization of Pollution Emission Management
- Development of Eco-friendly Products

Social (S)



A company fulfilling its social responsibility based on human rights and safety

- Strengthening Human Rights Management
- Social Contribution Activities
- Supply Chain ESG Management
- Implementation of a Human-Respecting Organizational Culture
- Activation of Human Resource Management Operations
- Harmonious Labor-Management Relations
- Strengthening Safety and Health

Governance (G)



Establishing a transparent and ethical management structure based on ESG strategy

- Strengthening Ethical Management
- Advancement of ESG Management System
- Enhancing Transparency
- Response to ESG Disclosure Requirements
- Information Security
- Protection of Shareholder Rights
- Expansion of Global Initiatives

⑤ **Strategic Tasks**

Key Tasks to Achieve Strategic Objectives

ESG Management System

ESG Management Practice Declaration

In 2023, ILJI TECH officially declared its commitment to practicing ESG management. This declaration represents a pledge by all employees to recognize ESG management as a core value for sustainable organizational growth and harmonious coexistence with the local community, setting it as a standard for action and decision-making. To ensure practical implementation, the company has also established policies and statements covering various sub-areas, including environment, safety, and human rights.

ESG Management Practice Declaration

All employees of ILJI TECH recognize that ESG management is directly linked to sustainable organizational growth and the achievement of business goals. They declare the following as a standard for actions and value judgments to actively practice sound and responsible ESG management:

- One,** We actively pursue eco-friendly management for a clean and bright future generation and strive to address the climate crisis and achieve carbon neutrality by 2050.
- One,** We actively communicate with all stakeholders, both domestic and international, and strive to fulfill our social responsibilities and duties as a member of the social community.
- One,** We respect and protect human rights, work to create a safe workplace, and establish a positive organizational culture to enhance employee satisfaction.
- One,** We strengthen transparent management by ensuring compliance with laws and establishing a fair governance structure, striving to expand ethical and compliance-based management.

October 2023



ESG Management System

ESG Management Governance Structure

Since 2023, ILJI TECH has established an ESG Management Team as a task force under the CEO within the Management Support Division to promote ESG management activities. Each sector—environment, social responsibility, and governance—has been assigned dedicated departments, and effective ESG management is achieved through organic cooperation among these departments. The overall activities and tasks related to ESG management are reported to the executive team weekly, and key matters are communicated to the board of directors to inform ESG management decision-making. In the future, the company plans to establish an ESG committee to actively promote various initiatives.

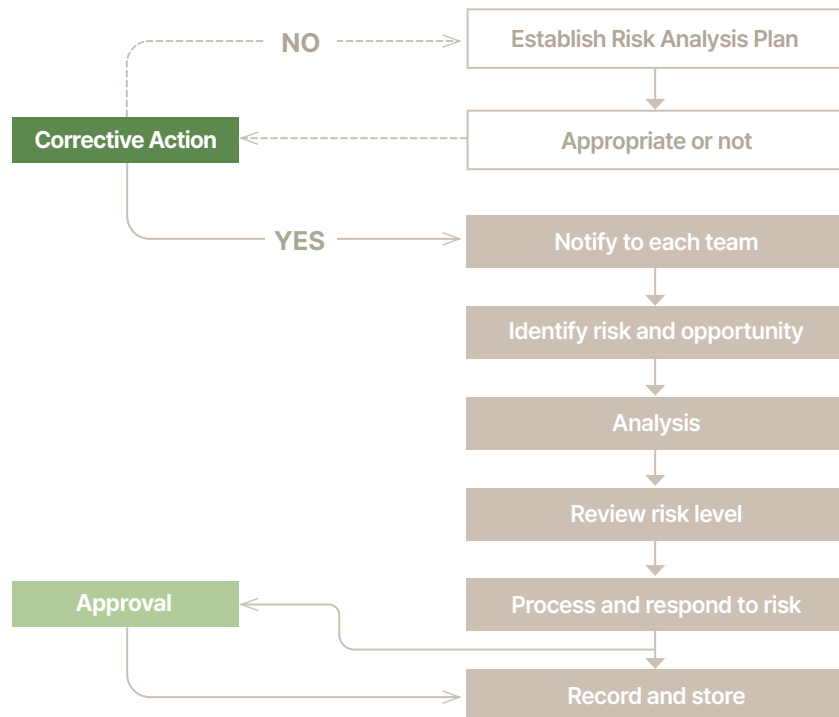


ESG Management System

ESG Management Risk Control

ILJI TECH is committed to minimizing negative impacts that may affect the company by proactively defining risks, assessing their significance, and establishing response measures to prepare for uncertain management environments. Additionally, in accordance with risk management regulations, each department conducts risk assessments, evaluating both risks and their associated impacts. Moving forward, the company plans to continue its proactive management activities to identify risk factors in advance and expand the scope of risk management.

Risk Management Process



Major Risks By Type

Financial Risk		Non-financial Risk	
<ul style="list-style-type: none"> Global economic environment deterioration Decline in revenue and profit Increase in raw material and oil prices 	<ul style="list-style-type: none"> Exchange rate fluctuations Credit rating downgrade Information disclosure issues 	<ul style="list-style-type: none"> Climate change and increased environmental impact Industrial major accidents Human rights violations and labor issues 	<ul style="list-style-type: none"> Quality defects Data breaches and security incidents Strengthened non-financial regulations (environment, safety, etc.)

Risk & Opportunity Analysis Sheet

Control No.	Detail Activity	Status	Category Risk	Risk Cause	Impact	Current	Outcome (Current Management)				Action Plan (Action plan considering current management)	Risk/Opportunity Assess (Consideration of action plan)			
							Likelihood of occurrence X	Severity of occurrence Y	Risk score	Risk grade		Likelihood of occurrence X	Severity of occurrence Y	Risk score	Risk grade
1	Compliance with safety management	Inner part	Internal Human accident occurrence	Non-compliance with safety accident prevention measures and negligence	Safety Accident	Compliance with safety management guidelines	2	2	4	IV	Compliance with guidelines and wearing of safety protective equipment	1	2	2	II
2	Compliance with fire safety management	Inner part	Internal Fire accident occurrence	Non-compliance with fire safety prevention measure, negligence	Human and material losses	Compliance with fire safety management guidelines	1	2	2	II	-	-	-	-	-
3	Compliance with health management Internal Occurrence of health issues	Inner part	personal illness occurrence	Poor working environment	Occurrence of personal illness	Participation in health check-ups and health management consultations	3	1	3	III	-	-	-	-	-

ESG Management System

ESG Management Diagnosis

ILJI TECH is conducting external evaluations to objectively assess the current level of its ESG management activities. In 2023, the company received an ESG diagnosis from Korea ESG Credit Co., Ltd., a specialized institution under the Korea Chamber of Commerce and Industry, through an ESG management introduction support project. Additionally, the company verifies its performance in various areas through annual ESG assessments of the Hyundai/Kia supply chain. Moving forward, ILJI TECH will continue to conduct periodic evaluations to diagnose its objective performance levels and improve any identified shortcomings.

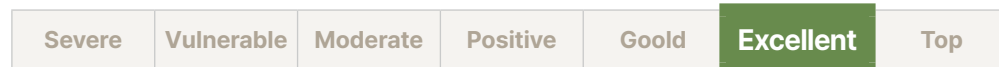
Hyundai Motor/ Kia Supply Chain ESG Evaluation Results

In 2024, ILJI TECH achieved a score of 88 points(out of 100) in the Hyundai/Kia supply chain ESG assessment. This represents an improvement of approximately 23% compared to the results from 2023, placing the company in the top 10%. To address the identified shortcomings, ILJI TECH will thoroughly analyze the root causes of the issues and systematically develop improvement measures to continuously enhance its ESG competitiveness.

Total	Score by Area			
	General/Ethics	Environment	Labor/Human Rights	Safety/Health Care
88	73.5	93.8	87.8	100

Korea ESG Credit Assessment Result

In the 2023 assessment, ILJI TECH obtained a score of 73.9 points(converted to a scale of 100), placing it within the top 5% among approximately 200 to 300 small and medium-sized enterprises participating in the evaluation nationwide.



ESG Management Capacity Building Training

To enhance interest and expertise in ESG management within operational departments, ILJI TECH conducted a capacity-building collective training session for the ESG Task Force Team(TFT) in June 2024. Twenty-four practitioners selected from relevant departments participated in the training, which covered various areas including the basic concepts of ESG, environmental issues, human rights, safety, customer satisfaction, governance, and compliance through case-based learning. This training enabled participants to develop practical capabilities for effectively applying ESG in their daily operations. Additionally, for the first time this year, the company published a sustainability management report, leading to the early formation of the TFT. Project briefings, sharing of key roles, and one-on-one meetings with operational departments were conducted to encourage active participation from these departments and establish a foundation for enhancing the effectiveness of ESG management. Moving forward, ILJI TECH will continue to conduct and strengthen company-wide training to internalize ESG management and promote sustainable development. The company is committed to supporting all employees in systematically understanding and implementing ESG principles, striving to achieve sustainable growth.



Stakeholder Engagement & Communication

ILJI TECH defines stakeholders related to corporate management and has established various channels for communication to identify their concerns. The company actively listens to stakeholders' opinions and swiftly develops response measures to monitor changes that promote mutual growth.

Stakeholder Engagement System

Stakeholder	Items in interest	Communication Channel		Response Measures
		Individual Channel	Common Channel	
Shareholder & investor	<ul style="list-style-type: none"> Strengthening Financial Soundness Transparent Corporate Governance Providing Information on Sustainable Management 	<ul style="list-style-type: none"> Shareholders' Meeting Board of Directors Management Disclosure 		<ul style="list-style-type: none"> Sharing Key Management Status and Gathering Feedback Transparent Disclosure of Financial and Non-Financial Performance Supporting Investment Decisions through Corporate Information Provision
Employees	<ul style="list-style-type: none"> Work Environment and Organizational Culture Fair Performance Evaluation Ensuring Employment Stability Employee Benefits and Work Environment Prevention of Workplace Accidents and Promotion of Worker Health 	<ul style="list-style-type: none"> Labor-Management Council and Meetings Collective Bargaining Intranet Ethics Reporting Center on Website E-HR System In-House Employee Welfare Fund Foundation 		<ul style="list-style-type: none"> Activities to Enhance Bonding and Collaboration between Labor and Management Strengthening Communication and Gathering Feedback between Labor and Management Improvement of Employee Benefits and Work Environment Operation of Competency Development Programs by Position and Rank Training Satisfaction Surveys Operation of Internal Reporting Channels
Customer	<ul style="list-style-type: none"> Product and Service Quality and Safety Future Growth Technologies Enhancement of Personal Information Security Smooth Communication 	<ul style="list-style-type: none"> ESG Evaluation(Led by Client) Quality/Technology/Delivery 5-Star Evaluation(Led by Client) Safety and Health Evaluation(Led by Client) Client's IT Network Technical Exchange Meetings New Technology Briefing and <TECH DAY> 		<ul style="list-style-type: none"> Undergoing Client Evaluations Receiving and Providing Information on Client Requirements Securing Competitiveness in Component Quality Enhancing Communication with Clients and Providing Prompt Feedback on Client Requests Quality Control of Products and Research & Development in the Body Division Selection of Technology for <TECH DAY> Led by HKMC
Community	<ul style="list-style-type: none"> Job Creation in the Local Community Environmental Improvement for the Underprivileged and Community Revitalization 	<ul style="list-style-type: none"> Job Fairs Direct Communication with Local Universities and Governments Community Meetings 	<ul style="list-style-type: none"> Website Sustainability Report Report an Issue 	<ul style="list-style-type: none"> Operation of Apprentice Schools and P-TECH Programs Participation in Job Fairs at Local Universities Signing MOUs with Local Universities Signing MOUs with Local Governments Operation of Social Contribution Programs and Donation Delivery
Partner	<ul style="list-style-type: none"> Co-Growth and Corporate Collaboration Activities to Prevent Unfair Practices and Corruption among Partner Companies 	<ul style="list-style-type: none"> Regular Evaluation of Partner Companies Safety, Health, Quality, and Financial Inspection Activities On-Site Guidance, Seminars, and Partnership Meetings (Dasom Association) for Partner Companies Information Sharing via IT Network 		<ul style="list-style-type: none"> Support Activities for Win-Win Cooperation with Partners (e.g., Collaborative Payment/Financial Support) Evaluation of Key Items for Partner Companies, including Safety, Health, and Quality Stable Supply Chain Management Communication Activities for Co-Growth Level-Up through Educational Support Anti-Unfair Practices and Anti-Corruption Activities Gathering Feedback and Addressing Challenges for Partner Companies, and Rewarding Outstanding Partners
Government	<ul style="list-style-type: none"> Compliance with Laws and Regulations Enhancing Transparency in Tax Payments Collaboration with Government Policies 	<ul style="list-style-type: none"> Ministry of Employment and Labor, Korea Occupational Safety and Health Agency Business Report Industry-Academia Collaboration Gyeongbuk Hybrid Component Research Institute Gyeongbuk Institute of IT Convergence Industry 		<ul style="list-style-type: none"> Communication with Government and Related Agencies Compliance with Laws and Regulations Participation in Government Meetings and Briefings Industry-Academia Collaboration for Training Talent in Smart Mobility Various Collaborative Activities for Technology Development Acquisition of Automotive Technology Implementation of National Projects in Collaboration with Universities

Double Materiality Assessment

ILJI TECH considers both the impact of its business on the environment and society, as well as the effects of environmental and social factors on the company's financial status through a Double Materiality Assessment. The company has derived a pool of potential ESG issues through the analysis of global ESG disclosure standards and initiatives, media analysis, and benchmarking against industry peers. External ESG experts are engaged to identify ESG issues relevant to the company's business characteristics. Additionally, by comprehensively considering the opinions of stakeholders and ESG experts, ILJI TECH has identified and reported on core issues in detail.

Assessment Process

	Category	Applying Methodology	Description
<p>47 Potential Issues</p>	<p>STEP 01 Formation of an ESG issue pool</p>	External environment analysis	Review of international standard requirements Incorporation of GRI Standards, UN SDGs, TCFD, SASB, ISO 26000, and K-ESG indicators
		Institution's business orientation and current status	Website, ESG disclosures, etc.
		Internal environment analysis	Benchmarking within the same industry Benchmarking against industry peers such as Hyundai Motor Company, SL Corporation, HL Mando, Hyundai Wia, and DBR Dongil
		Media analysis	Selection and analysis of 510 ESG-related articles from 54 domestic media outlets, including daily newspapers, broadcasters, and specialized journals(2023.01.01.~2024.5.31.)
<p>24 Possible Issues</p>	<p>STEP 02 Derivation of potential issues</p>	<p>Review of appropriateness</p>	<p>Incorporation of external ESG experts' opinions</p> <p>Applying weighting based on the frequency, similarity, and importance of issues identified through internal and external ESG environment analysis</p>
<p>8 key Issues</p>	<p>STEP 03 Derivation of key issues</p>	<p>Survey</p>	<p>Listening to stakeholder opinions</p> <p>Gathering opinions on key issues from employees, clients, partners, shareholders/ investors, government/local governments, local communities, academia, NGOs, and media (2024.07.15~2024.07.26)</p>
<p>8 Assessment of the impact of key issues</p>	<p>STEP 04 Assessment of the impact of key issues</p>	<p>Impact assessment</p>	<p>Gathering opinions from external ESG experts</p> <p>Finalizing results by gathering opinions from external ESG experts on the impact assessment outcomes of ESG key issues by stakeholder</p>

Double Materiality Assessment

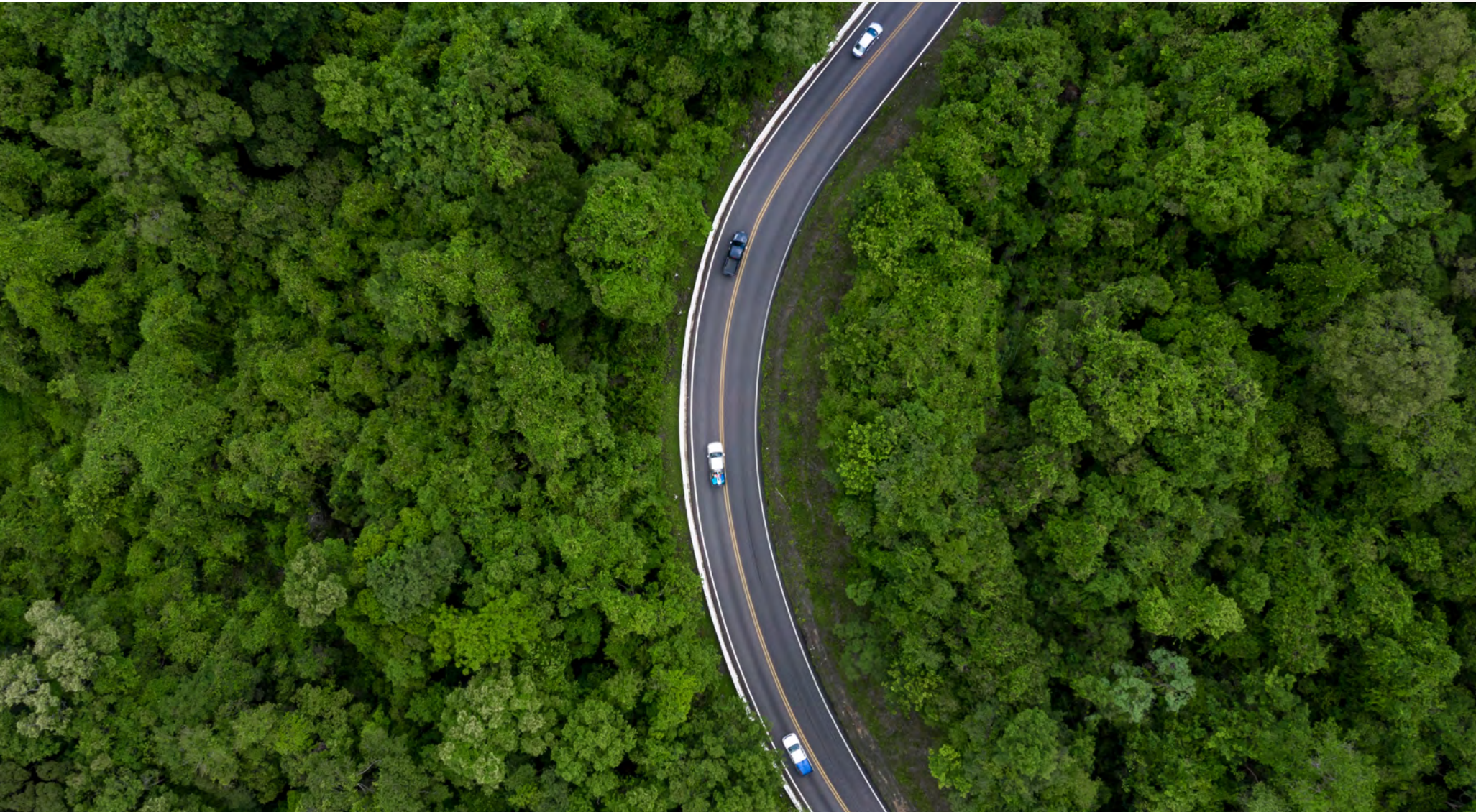
Assessment Result

ILJI TECH has selected 8 high-priority issues from the 24 potential issues identified through the Double Materiality Assessment. These 8 core issues were reviewed by external experts and relevant departments, and were ultimately finalized through a report to senior management. The company plans to assess the impact of these core issues and continuously manage sustainability issues by reviewing its management activities and establishing future action directions. Furthermore, ILJI TECH is committed to actively communicating with stakeholders to gather and incorporate their feedback regarding its ESG management activities.



Category	No.	ESG Core Issues	Financial Impact	Non-financial Impact	Description	GRI Index	UN SDGs	page
Management /Economic & Governance	1	Creating Sustainable Economic Value	M	H	Expansion of Research and Development Activities to Strengthen Global Competitiveness	GRI 2	Goal 9	12~14
	2	Strengthening Ethical and Anti-Corruption Management Activities	L	L	Enhancing ethical awareness through fair trade agreements, anti-corruption audits, ethics training, and ethics pledges	GRI 205	Goal 16	55~57
Environ-mental	3	Reducing Energy Consumption and Expanding Renewable Energy	M	M	Implementation of renewable energy, management of carbon emissions from partners, and promotion of energy-saving activities	GRI 302, GRI 305	Goal 13	29~30
	4	Efforts to Reduce Pollutant Emissions	L	L	Setting and monitoring environmental impact management goals, improving resource circulation rate through waste recycling	GRI 306	-	32~33
Employee	5	Improving the Work Environment for Work-Life Balance	H	H	Operation of welfare programs reflecting employee needs and improvement of a horizontal organizational culture	GRI 401	Goal 8	43~45
	6	Workplace Safety and Health Management	H	H	Safety and health activities for major accident prevention, systematic safety and health risk assessment, and safety inspection	GRI 403	Goal 3	24~25 34~37
Society	7	Establishment of Fair Trade	H	M	Fair selection, evaluation, and management of partner companies ESG assessment of partner companies	GRI 414	Goal 16	48~50
	8	Establishment of Stakeholder Human Rights Policy	M	M	Operation of a grievance handling system for human rights and efforts to prevent discrimination through human rights education and related activities	GIR 405	Goal 10	58~59

Environmental



Environmental Value

Global warming has evolved into what is now referred to as "Global Boiling," highlighting climate change as a pressing risk that humanity must confront and continuously address. Additionally, with the implementation of the Serious Accident Punishment Act, efforts to promote safety management and create accident-free workplaces have become critical issues directly linked to corporate survival.

ILJI TECH is committed to vigorously advancing safety, health, and environmental management at an organizational level and aims to create a safe and sustainable eco-friendly company through effective impact management.

Safety, Health, and Environmental Management System	24
Climate Change Response	27
Establishment of Eco-Friendly Workplace	31
Safety and Health Activities	34
Internalization of Safety & Health	37

Safety, Health & Environmental management system

To fulfill its corporate responsibilities, ILJI TECH has established fundamental principles, policies, and goals regarding safety, health, and the environment, which are shared organization-wide. This ensures that everyone within the company possesses a sense of responsibility towards safety, health, and environmental management while performing their duties.

Fundamental philosophy of safety, health, and environment

Ethos

No one should be injured, lose bodily function, or lose their life while working.

01



Creating a company where people can work safely is the best way to respect human dignity and enhance the company's productivity.

02



We strive to preserve ecosystems and protect the environment in all domestic and international business activities.

03



Everyone participates in safety, health, and environmental activities with creativity and full commitment.

Guidelines for action

01

Safety, health, and environment are fundamental prerequisites for business activities, and each person prioritizes them above all else in their actions.

02

We strictly comply with domestic and international laws and company regulations.

03

We ensure the effective operation of the safety, health, and environmental management system and continuously strive to create a company that is a safe and good place to work.

04

With the motto "safe today, complete tomorrow," we actively promote safety and health activities aimed at achieving zero accidents, with full participation from everyone through improvement initiatives that harness individual creativity.

Safety, Health & Environmental Policy for 2024

Mid- to Long-Term Safety, Health, and Environmental Policy

Policy

Safety is the company's competitive edge to achieve 'ZERO' accidents and prevent disasters, each individual must take ownership of their role and work towards creating a safety-oriented culture and environment.

Goal

- Major Accident Prevention, Fire/Explosion Accident 'Zero'
- Full Commitment to Achieving Accident Rate Reduction Goals Accident Rate of 0.6
- Cut Injuries 50% Reduction
- Establishment of Safety, Health, and Environmental System Talent Development
- Reduction of Greenhouse Gas Emissions Carbon Neutrality by 2050

Key activity points

Creating a Safe Company by Shifting Safety Awareness among All Employees and In-House Partners

Safety & Health



Environment



- Establishing and Strengthening the Safety and Health System: Achieving Zero Major Accidents, Reducing Cut Injuries through Safe Behaviors, Targeting an Incident Rate of 0.6
- Mindset for Change: Instilling Safety Awareness in Response to Business Expansion and Transformation
- Promoting and Stabilizing a Safety and Health Management System Centered on Supervisors
- Sustainable Social Contribution for Coexistence with Nature
- Promoting Green Growth through Strengthening the Environmental Management System


Safety Slogan

A Safe Today, A Complete Tomorrow

Safety, Health, and Environmental Management System | Climate Change Response | Establishment of Eco-Friendly Workplace | Safety and Health Activities | Internalization of Safety & Health

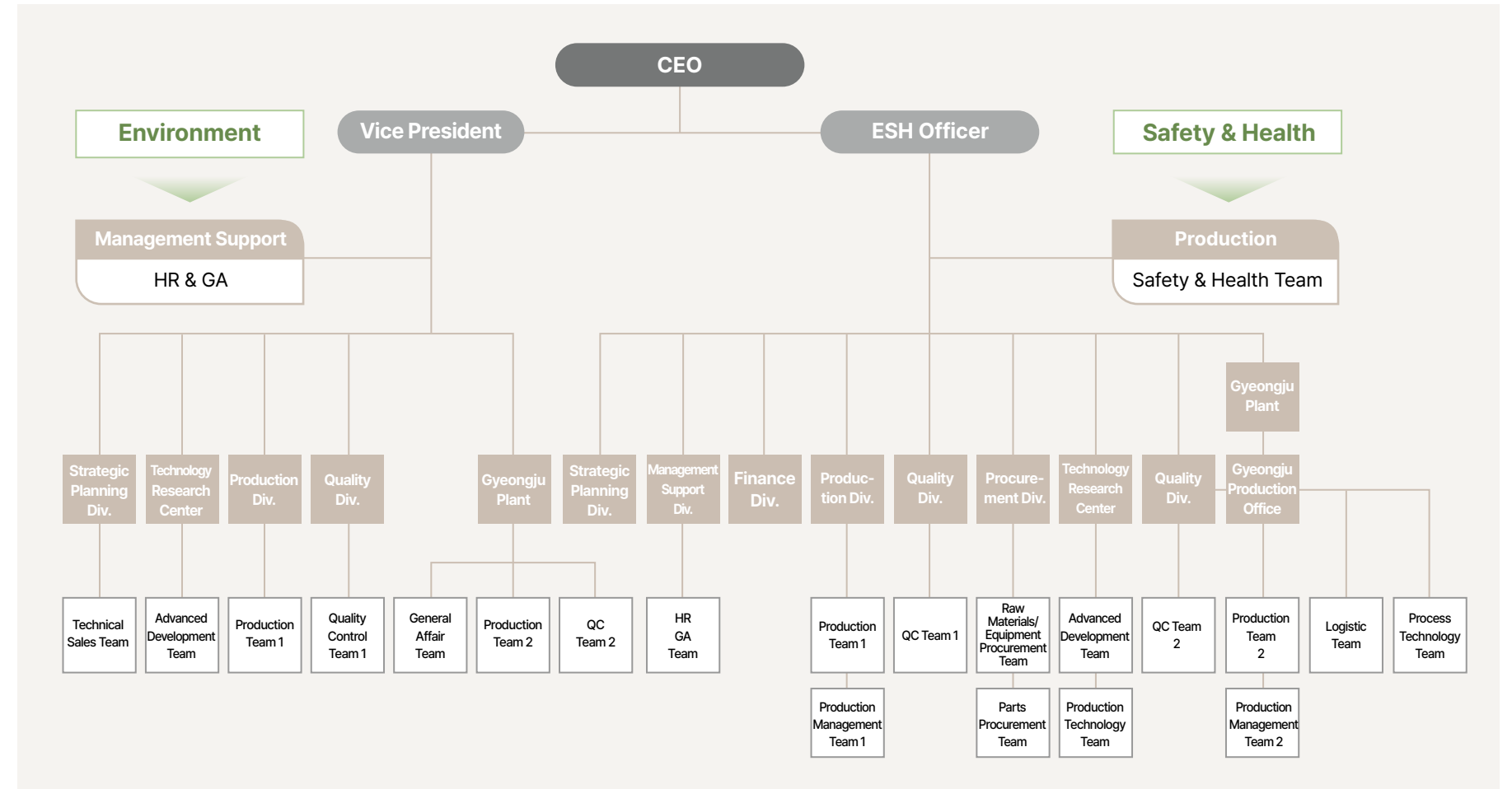
Safety, Health, and Environmental Goals

ILJI TECH is committed to establishing medium- to long-term goals regarding safety, health, and the environment. The company continually strives to enhance the likelihood of achieving these goals through the establishment and implementation of annual targets each year.

<p>2050 Carbon Emissions</p>  <p>NET-ZERO</p>	<p>Recycling of Designated Waste</p>  <p>90% Δ</p>
<p>Violation of Environmental Regulations</p>  <p>ZERO</p>	<p>2024 Accident Rate</p>  <p>0.6%</p>
<p>Major Accident</p>  <p>ZERO</p>	<p>Environmental, Safety, and Health Management System</p>  <p>Building</p>

Integrated Safety, Health & Environmental Governance

ILJI TECH operates an integrated governance structure for environment, safety, and health under the leadership of the CEO. The company is establishing a unified environmental, safety, and health system centered around the Management Support Division and the Production Division, involving relevant departments such as administrative offices, research institutes, and operational sites. In terms of safety and health, ILJI TECH runs an Industrial Safety and Health Committee composed of representatives from both labor and management. This committee discusses potential risks and issues related to safety and health and identifies areas for improvement.



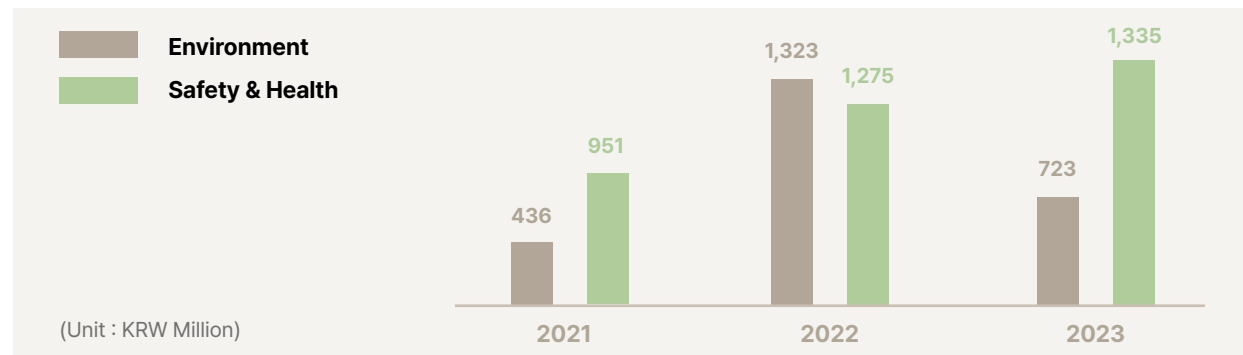
Establishment of Safety, Health, and Environment(SHE) Management System

ILJI TECH prioritizes the safety of all employees and internal partners, focusing its efforts on safety management. The company is also strengthening its environmental management and pursuing green growth. To ensure systematic management of EHS(Environmental, Health, and Safety), ILJI TECH has obtained ISO 14001 and ISO 45001 certifications.



Investment in Safety, Health, and Environment(SHE)

ILJI TECH establishes and executes annual investment plans to continuously enhance safety, health, and environmental management.



Training for Strengthening Safety, Health, and Environment(SHE) Competencies

ILJI TECH participates in ESG training conducted for its partners by the Hyundai Motor Group. This training provides essential knowledge on various aspects of ESG management, including ethical management and human rights management. Specifically, it covers concepts related to environmental management, climate change, carbon neutrality, circular economy, safety management, and on-site safety management, focusing on the supply chain's direction and expertise. In 2023, 100% of all employees successfully completed the training.

Internal Auditor Training for Safety, Health, and Environment(SHE)

ILJI TECH has strengthened internal audits, a crucial procedure for verifying the adequacy and operational effectiveness of the company's safety, health, and environmental system. To cultivate expertise in this area, the company conducted ISO 14001/45001 internal auditor training. A total of 40 participants completed the training and obtained auditor qualifications.



Registration and Management of Environmental Safety Regulations

ILJI TECH manages regulations related to the environment and safety, including the Occupational Safety and Health Act and the Waste Management Act. Considering the relevance to the company's business and the importance of these regulations, the company regularly reviews and updates nine key regulations. Additionally, compliance with these regulations is periodically assessed.

Disclosure of Environmental, Safety, and Health Information

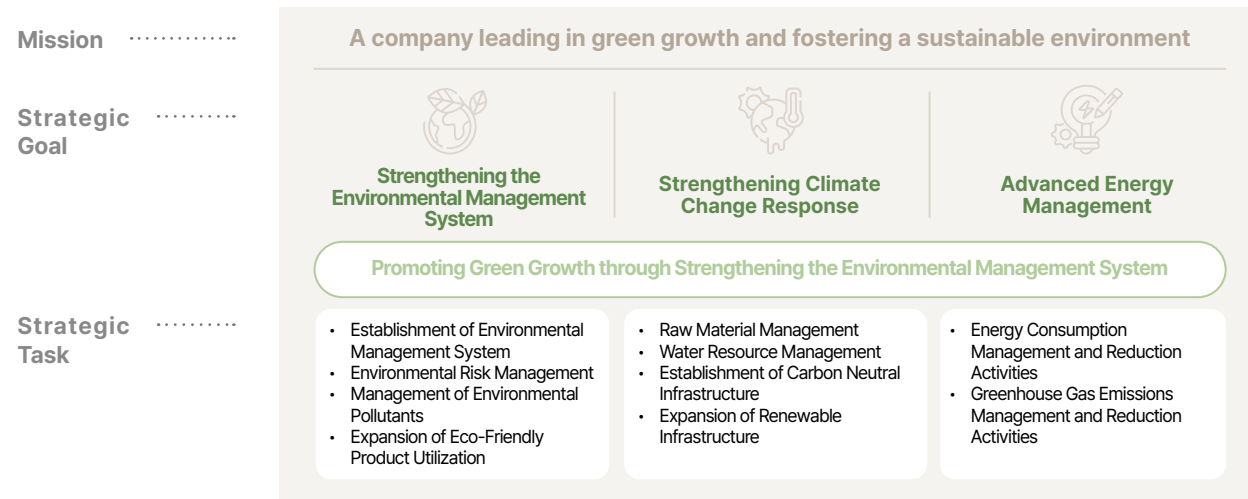
ILJI TECH transparently discloses its strategies, activities, and performance related to the environment and safety to stakeholders through the company website.

Climate Change Response

Climate change significantly impacts the business environment and brings about various changes in human life. ILJI TECH proactively responds to the climate crisis by establishing a climate change response roadmap aimed at achieving carbon neutrality by 2050. Based on this roadmap, the company is specifying and implementing action tasks to realize its goals.

Environmental Management Implementation System

ILJI TECH aims to take the lead in creating a sustainable environment by establishing a framework for environmental management. Through strengthening the environmental management system, including strategic goals and the implementation of tasks, the company seeks to achieve green growth.



Climate Change Risk Management

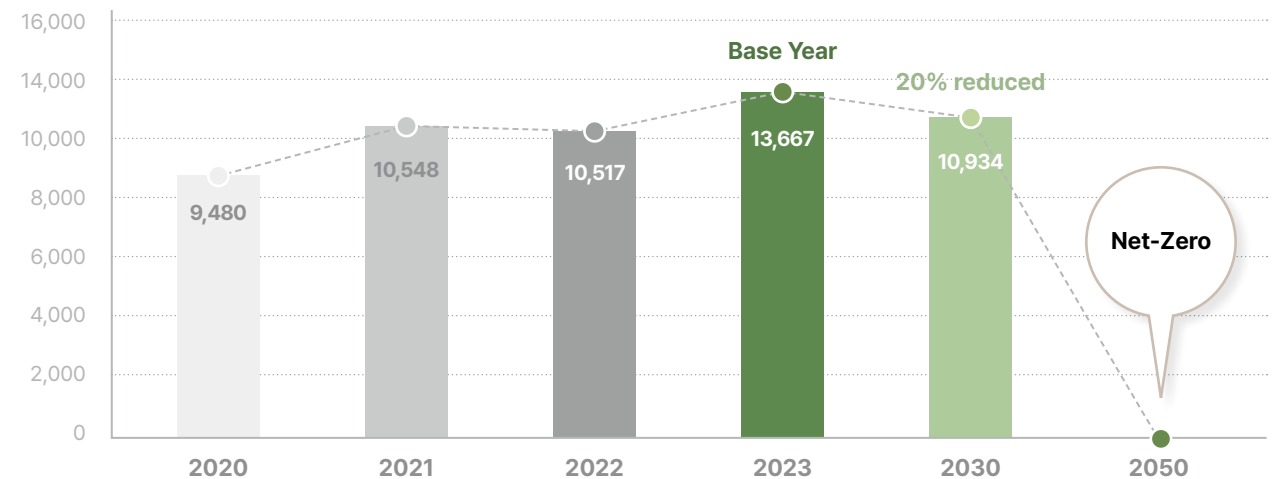
ILJI TECH analyzes the potential risks that climate change poses to the company and establishes response strategies to manage these risks effectively. The company operates a monitoring system for these management activities. It identifies risk and opportunity factors, such as strengthened greenhouse gas emission regulations and the increasing demand for eco-friendly automotive parts, and manages the associated impacts accordingly.



2050 Carbon Neutrality Roadmap

ILJI TECH has established reduction targets and a medium- to long-term roadmap aimed at a 20% reduction by 2030 compared to 2023, and achieving Net-Zero by 2050 in its proactive response to climate change.

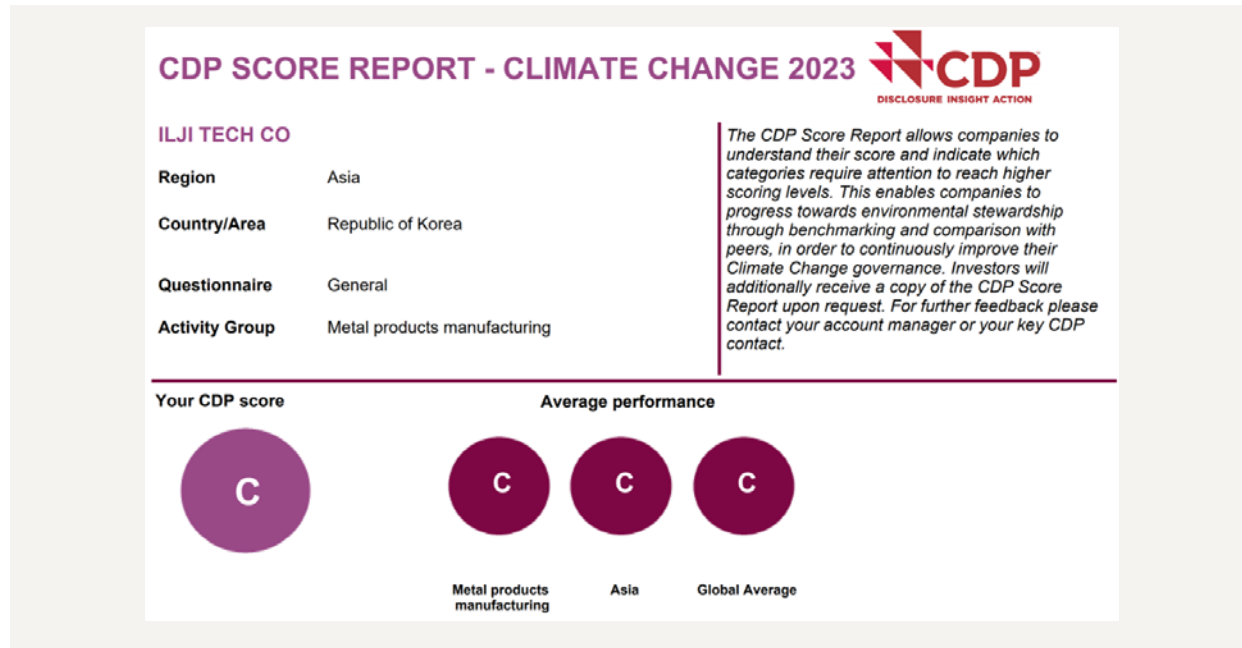
Greenhouse Gas Emission Reduction Targets and Roadmap



2020 - 2030	2031 - 2050
<ul style="list-style-type: none"> Establishment of Greenhouse Gas Management System Expansion of Renewable Energy Usage Raw Material and Waste Recycling Transition to Eco-Friendly Vehicles Energy Efficiency Management Product Life Cycle Assessment(LCA) Management and Expansion 	<ul style="list-style-type: none"> Advanced Greenhouse Gas Emissions Management Partner Company Greenhouse Gas Emissions Management Expansion of Raw Material and Waste Recycling Development of Eco-Friendly Products Advanced Life Cycle Assessment(LCA) Achievement of RE100

Participation in the Carbon Disclosure Project

ILJI TECH participates in the Carbon Disclosure Project Supply Chain(CDP SC). CDP provides information on corporate greenhouse gas emissions to global financial institutions and institutional investors, facilitating the systematic assessment and incorporation of climate-related corporate information into investment risks and opportunities. In 2023, ILJI TECH participated in this project for the first time, conducted by Hyundai Motor Company, and achieved a rating at the level of the global and manufacturing industry averages. The company will continue to disclose its carbon information and expand efforts to reduce greenhouse gas emissions.



Selection for the Carbon Reduction Support Program

ILJI TECH has been selected for a carbon reduction facility purchase support project aimed at enhancing carbon neutrality in the automotive industry. This initiative is a facility purchase support program implemented by the Automotive Parts Industry Promotion Foundation for automotive parts companies to promote carbon-neutral management. Through this project, ILJI TECH is receiving support for inverter-type air compressors to improve energy efficiency in its operations.

Life Cycle Environmental Impact Assessment

ILJI TECH is participating in the "2024 Supply Chain Component LCA Calculation Support Project" conducted by Hyundai Motor Company to manage environmental impact throughout the life cycle of the automotive industry. Life Cycle Assessment (LCA) quantifies the use of energy and mineral resources, as well as the environmental burden on air, water, and soil, across all processes of a product or system—from raw material extraction, processing, assembly, and transportation to usage and disposal. This assessment aims to identify the potential adverse environmental impacts and evaluate the effects of these burdens on the environment. ILJI TECH is conducting LCA for the components 64200-GI000 and 64300-AA001 PNL ASSY-DASH COMPL that it produces. In 2024, the details of the LCA process and the methodology for determining weight ratios will be used to create a database of carbon emissions for all components of the company's products, which will be registered in the LCA system "SCEMS." Additionally, the company plans to set targets for reducing carbon emissions through improvements in components and processes in alignment with HKMC's "Net Zero 2045" initiative.

Eco-friendly Research and Development

In response to the era of eco-friendly electric vehicles, ILJI TECH is actively promoting the development of components for environmentally friendly automobiles. The company is engaging in research and development focused on lightweight body structures, electric vehicle components, and changes in materials and manufacturing processes through participation in government projects and independent research. This approach aims to enhance eco-friendliness while strengthening leadership in core technologies.

Replacement with eco-friendly forklifts

To reduce carbon emissions at its facilities, ILJI TECH is replacing lead-acid and diesel forklifts with lithium electric forklifts. The company plans to complete the replacement of all forklifts used at the Gyeongsan and Gyeongju plants by the second half of 2024.



Introduction of renewable energy

ILJI TECH is contributing to the reduction of greenhouse gas emissions in South Korea by installing rooftop solar panels at its Gyeongsan Plant 1 and Gyeongju Plants 1, 2, and 3. The energy generated is sold entirely through Renewable Energy Certificates (REC) and Power Purchase Agreements(PPA). Additionally, solar power facilities are planned for the new Gyeongju plant, and the company is encouraging its affiliates(IJS and K&C) to install solar panels and Energy Storage Systems(ESS) to fulfill its environmental responsibilities. Moving forward, ILJI TECH will expand its solar power generation facilities at domestic and international sites to increase the use of renewable energy and will continue to seek ways to enhance the purchase and utilization of renewable energy.

(As of the end of 2023)

Category	Business Site	Volume	Area for Install	Annual Power Generation
Establishment of a solar power plant	Gyeongsan Plant 1(HQ)	289kW	2,800m ²	361,072KWh
	Gyeongju Plant 1	976kW	14,632m ²	1,291,471KWh
	Gyeongju Plant 2	238kW	2,818m ²	323,696KWh
	Gyeongju Plant 3	1,499kW	14,063m ²	378,784KWh
	Gyeongju Plant 4(scheduled)	1,470kW	11,576m ²	310,458KWh
Total Annual Power Generation				2,665,481KWh

Annual Domestic Carbon Emissions

An estimated reduction of approximately 1,224 tons

* The annual power generation at Gyeongju Plant 4 is an estimated value, and the total annual power generation includes this estimated value.

Photovoltaic Installation at Gyeongsan and Gyeongju Sites

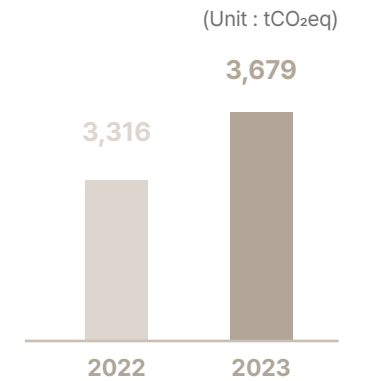


Management of Carbon Emissions for Partner Companies

As part of its environmental and energy strategy to contribute to global carbon neutrality policies, ILJI TECH is assessing and managing the carbon emissions status of its supply chain partners. In 2024, the company conducted its first two-year greenhouse gas emission survey for 11 major partners. The results indicated a 12.5% increase compared to the previous year, primarily due to increased electricity and fuel usage linked to higher sales and production levels of the partners. To manage the reduction of greenhouse gas emissions from its partners, ILJI TECH plans to select key suppliers for focused carbon emission monitoring. In the future, continuous monitoring of carbon emissions will also be conducted for all partners. Additionally, the company plans to establish carbon emission management guidelines and conduct informational sessions and training for its partners.

Carbon Emissions of Partner Companies(Scope1 + Scope2)

Category	Unit	2022	2023
Emissions	tCO ₂ eq	3,316	3,679
Revenue	Hundred million	425	489
Emission Intensity	tCO ₂ eq/Hundred million	6	5



Key Energy-Saving Activities

Operation of VSD(Variable Speed Drive) Compressors

Work site All Sites

Activities

- The VSD(Variable Speed Drive) compressor adjusts RPM through an internal inverter to supply an appropriate amount of air, thereby reducing power consumption
- Operating VSD compressors enables reductions in power usage and carbon emissions

Expected Effect An estimated 20.56% reduction in electricity usage is anticipated



Operation of VSD(Variable Speed Drive) Compressors

ESS Installation & Operation

Work site All Sites

Activities

- Implementing ESS(Energy Storage System) facilities enables efficient power utilization and cost savings
- Reducing energy consumption and lowering carbon emissions

Expected Effect An annual saving of 45,594,000 KRW is expected.



ILJI TECH(Gyeongju) ESS



ILJI TECH(Gyeongju) ESS

Conversion of corporate vehicles to eco-friendly vehicles

Work site Gyeongsan HQ

Activities

- Improving energy efficiency and reducing carbon emissions
- Lowering operational costs, and building an eco-friendly image (Ioniq 5 and EV9)



Conversion of corporate vehicles to eco-friendly vehicles

Lithium Electric Forklift **Work site** All Sites

Activities • Enhancing energy efficiency and reducing carbon emissions through the transition to lithium electric forklifts

Replacement of lighting with LED fixtures

Work site All Sites

Activities

- Replacing factory interior lighting with high-efficiency LED fixtures
- LED lighting, with its long lifespan and high efficiency, is effective for reducing maintenance costs
- Advantageous for achieving the brightness levels required to meet safety and quality standard

Expected Effect An estimated 40% reduction in power usage compared to mercury lamps is anticipated



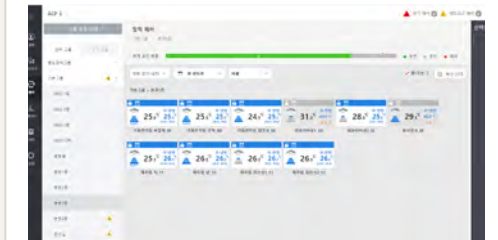
Replacement of lighting with LED fixtures

IT Central Control of Heating and Cooling Systems

Work site All Sites

Activities

- Minimizing energy waste and reducing carbon emissions
- Enhancing flexibility and responsiveness through remote management



IT central control of heating and cooling systems

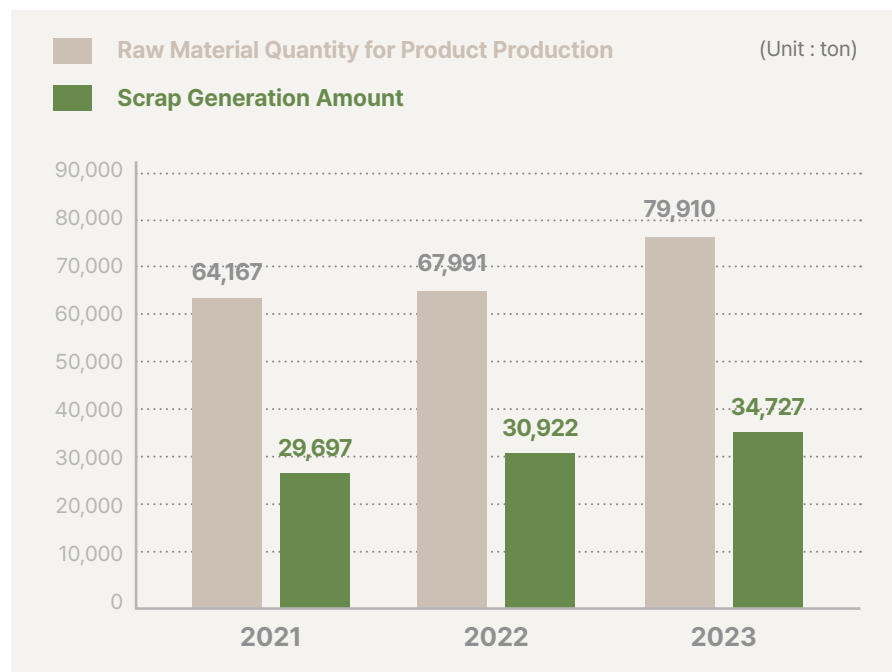
Establishment of Eco-Friendly Workplace

ILJI TECH is committed to creating eco-friendly workplaces by managing the environmental impacts of inputs and outputs across the entire Business Value Chain. The company identifies the environmental effects resulting from its business activities, including raw materials, water resources, and waste, and proactively analyzes potential risk factors. Through this approach, ILJI TECH strives to continuously improve both direct and indirect environmental impacts.

Raw & Subsidiary Material Management

ILJI TECH establishes and implements raw material planning to enhance resource circulation and efficiency from the product planning and production stages. By systematically managing the incoming and outgoing materials and inventory, the company ensures that the planned production schedule is maintained without disruptions. Additionally, to prevent damage to materials and products stored for long periods, ILJI TECH has developed management processes and inventory management guidelines to promote efficient management of auxiliary materials and stock. Moving forward, the company will continue to expand the use of recyclable raw materials to minimize environmental impacts in the production process.

Status of Raw Material Usage



* All generated scrap is fully recycled and reused externally.

Water Resource Management

ILJI TECH monitors water usage to ensure efficient water resource management and has established a water recycling system to enhance the reuse and recycling of water. The company only uses domestic water, which means no wastewater is generated during processes. However, it has enacted regulations on wastewater management to clarify its policies regarding water resource management. To promote water recycling, ILJI TECH has installed cooling towers in all its plants to increase the rate of water reuse. Additionally, the company closely monitors and promptly replaces aging equipment to prevent unnecessary water use due to corrosion or malfunctions.

Water Conservation Internal Campaign

ILJI TECH conducts an internal campaign to raise awareness among employees about water conservation and encourage them to save water in both their work and daily lives. The company plans to hold this water conservation campaign once a year to ensure that employees recognize the importance of protecting water resources and can practice it in their everyday lives.

2024-04 제 1호

2024 수자원 절약 사내 캠페인

일상 속 물 절약과 세계 물의 날

일상속물절약

식탁 **그릇에 남아있는 음식**
 식기 등을 씻을 때 물을 그릇이나 개수대에 받아 사용하면 물을 틀어 놓고 사용할 때보다 3배나 절약됩니다.

화장실 **플라스틱 병에 물을 담아 넣어두기**
 전국의 각 가정에서 1.5리터용 플라스틱 음료수 1개에 물을 채워 변기 물탱크에 넣어두면 1년에 4,500만 톤이 절약됩니다.

샤워장 **샤워시간 줄이기**
 샤워시간을 2분만 줄이면 24리터의 물을 절약할 수 있습니다. 양치 겁 사용, 양치와 비누칠을 할 때는 수도꼭지를 잠가주세요.

수도꼭지 누수 **모으면 1년에 6천 리터**
 수도꼭지에서 한 방울씩 떨어지는 물이라도 매일 모으면 1년에 6천 리터나 됩니다. 이는 45명의 하루 사용량과 같습니다.

ILJI TECH - 1 -

Waste Management

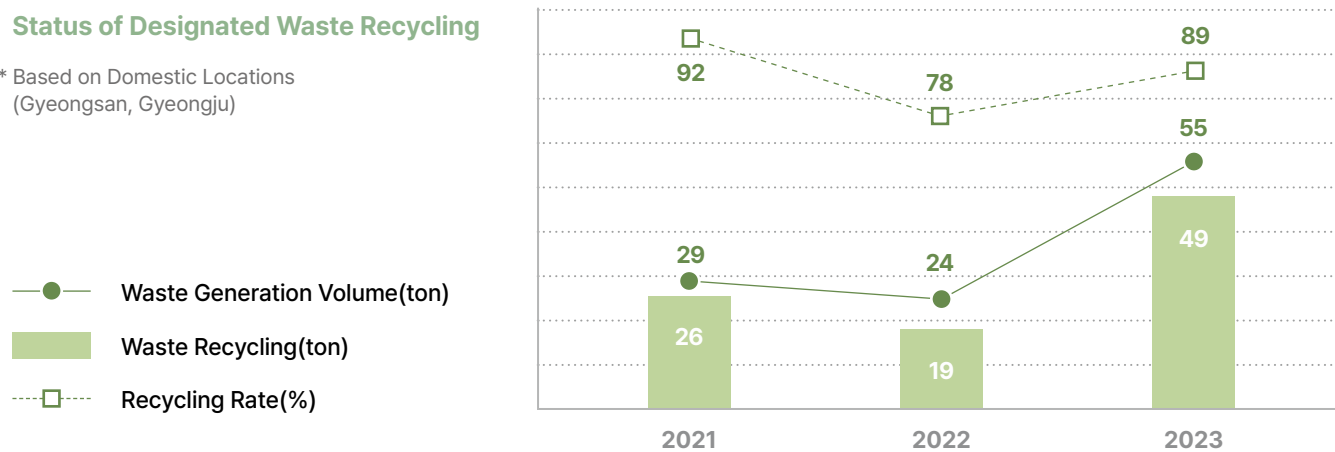
ILJI TECH manages waste according to its waste management regulations by maintaining monthly management records and processing waste each year. To minimize waste generation, the company establishes annual targets and monitors planning, activity implementation, performance evaluation, and areas for improvement. It strives to reduce landfill and incineration as much as possible while expanding waste recycling to enhance resource circulation rates. The company also encourages employees to minimize waste in their work. For example, employees are provided with personal tumblers upon joining to reduce the use of disposable cups. Additionally, efforts are made to recycle office supplies such as used paper and to reuse IT equipment(laptops, desktops, printers, monitors, etc.) to minimize waste generation. Regular training on waste management is also conducted for waste management personnel at each plant.

Waste Management Goals

Goal	Performance Index	Activities
Minimization of Waste Emissions	Improvement Measures Goals 80%	<ul style="list-style-type: none"> - Plan: Recycling of Designated Waste(Solid Waste Oil, Liquid Waste Oil, Waste Paint) - Execution: Minimize waste emissions by increasing the recycling of designated waste compared to the previous year - Evaluation: Report on the completion of designated waste treatment - Improvement: Management of the usage of solid waste oil

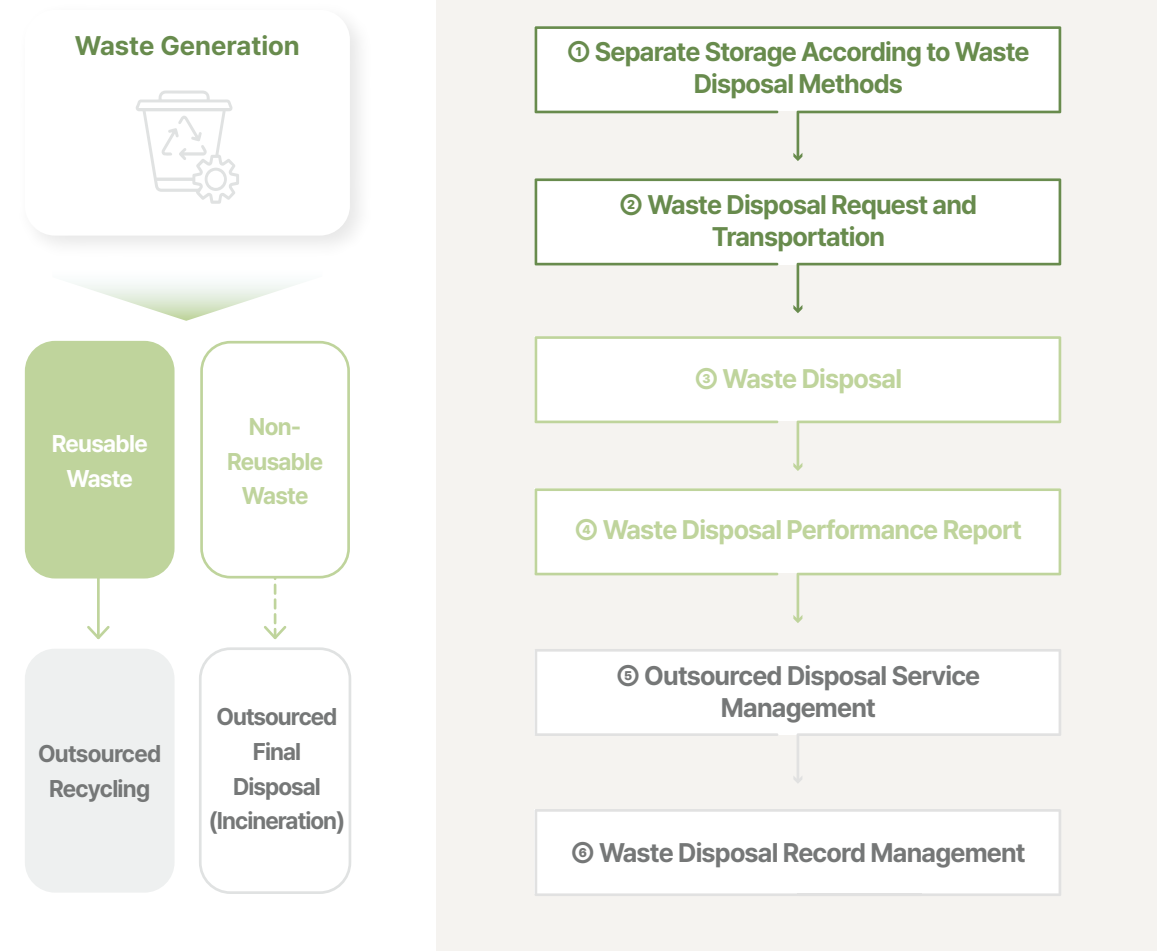
Status of Designated Waste Recycling

* Based on Domestic Locations (Gyeongsan, Gyeongju)



Waste Disposal Process

ILJI TECH systematically manages waste according to its waste processing procedures and handles waste through legal processes with contracted companies. Additionally, the company operates its own weighing system to regularly check the waste treatment process and monitor the amount of waste generated.



Hazardous Chemical Substance Management

(As of December 2023)

ILJI TECH uses products such as lubricants, adhesives, and cleaning agents in the production of automotive body parts. In response to this, the company has established management regulations for hazardous chemicals and operates in accordance with the Material Safety Data Sheet (MSDS) to maintain a list of these substances. Additionally, upon receipt of raw materials, the company verifies compliance with hazardous chemical management criteria by checking inspection certificates and certificates of origin.

Status of Hazardous Chemical Substance Management	Management Methods (Cumulative Sum)
25 products	<ul style="list-style-type: none"> • Managed Substances(20) • Special Management Substances(3)
100 components	<ul style="list-style-type: none"> • Special Health Examinations(18) • Work Environment Measurements(19) • Exposure Limit Setting Substances(36) • Permissible Limit Setting Substances(6)

Air Pollutant Management

ILJI TECH does not have any facilities that emit air pollutants. However, the company actively works to minimize negative environmental impacts by conducting self-assessments of processes that may generate air pollutants.

Biodiversity Management

ILJI TECH's main facilities are not directly related to protected areas or protected species concerning biodiversity. However, in accordance with the Convention on Biological Diversity(CBD), the company strives to ensure that its operations do not threaten ecosystems.

Environmental Cleanup Activities

In July 2024, ILJI TECH conducted a "Jubging" activity as part of its environmental cleanup social contribution efforts. "Jubging" is a combination of the words "pick up" and "jogging," referring to the practice of jogging while simultaneously picking up litter. The action of bending down to pick up trash resembles a squat exercise, and since participants carry bags filled with trash while running, jubging burns more calories than regular jogging while also benefiting the environment. During this activity, 20 employees from ILJI TECH participated in environmental cleanup efforts along the bicycle paths in Namcheon-dong, Gyeongsan. Moving forward, the company plans to regularly organize participatory activities that encourage employees to think about the environment and take action to protect it.



Safety and Health Activities

ILJI TECH is actively promoting safety and health activities in accordance with the standards of the Occupational Safety and Health Act and the Serious Accident Punishment Act. Each year, the company establishes a safety and health plan, which is directly reviewed by senior management. Furthermore, all employees are encouraged to take on the role of safety guardians, working together towards the goal of creating an accident-free workplace.

2023 Health & Safety Activities and Achievements

Category	Activities	Description	Goal	Plan	Performance	Assessment
Strengthening Health and Safety Awareness and Culture	Safety and Health Committee led by Senior Management (Safety and Health Policy Committee)	<ul style="list-style-type: none"> Establishment of company-wide safety and health policies and key activity plans Attendance by the CEO, Chief Safety and Health Officer, and Division Heads Quarterly reporting of safety and health performance and results of guidance measures 	Acceleration of TOP leadership and line management activities	Once per quarter	4 times	○
	Site inspections by the Chief Safety and Health Officer(TOP Rounds)	<ul style="list-style-type: none"> Site visits by the Chief Safety and Health Officer Company-wide dissemination of guidance and improvement of non-compliance issues 	Listening to and implementing safety and health feedback	Once a month	12 times	○
	Thematic activities and self-site inspections by each division head	<ul style="list-style-type: none"> Self-site(direct and indirect departments) safety inspections: Theme Inspection 1 Improvement and reporting of self-site inspection results(1 case per quarter) 	Meeting(once per month)	Once per month or more	10 times	△
	Safety and Health Committee for Site Supervisors(Supervisor Committee)	<ul style="list-style-type: none"> Operation of safety and health management system centered around supervisors Support activities for assigning roles to supervisors(verification/evaluation) 	Safety Management Level Up	8 times per year	10 times	○
	Awareness activities and safety and health campaigns	<ul style="list-style-type: none"> Joint labor-management company-wide safety and health campaign(with union participation) Safety and health team's own activities(prevention of heat-related illnesses during summer) 	Building a safety culture	4 times per year	4 times	○
Preventive Activities and Major Accident Prevention	Establishment of a self-discipline prevention system : Risk Assessment(RA)	<ul style="list-style-type: none"> Revision of forms to reflect the Ministry of Employment and Labor's workplace risk assessment guidelines Company-wide RA briefing session, risk assessment conducted in the first and second halves of the year Training for supervisors and on-site workers on risk assessment 	Reorganization of risk assessment	2 times per year	6 times	○
	Revision of Safety and Health Standards (Procedures, Guidelines)	<ul style="list-style-type: none"> Establishment of a Major Disaster Punishment Law Response Manual Safety and Health Management Regulations, Outsourced Work Safety Management Regulations, etc. 	Revision and Amendment of 6 Items	6 cases per year	6 cases	○
	Implementation of Safety and Health Inspection Improvements	<ul style="list-style-type: none"> Safety and Health Manager's Site Inspection Report(Once per week) Improvement Rate Management(Regular meetings of key departments) 	Inspection once per day Report once per week	PTS improvement 70%↑	76%	○
	Forklift Safety Management	<ul style="list-style-type: none"> Installation of safety devices for forklift/structures in product(part) transfer Regular inspection report of forklift safety devices 	Forklift collision accidents 'Zero'	Continuous improvement of hardware/software	Safety device installation report	○
Basic Actions	Regulatory Compliance Inspection	<ul style="list-style-type: none"> Safety and Health Team Work Progress Checklist Management Conducting document inspections for safety and health tasks(Checklist) 	Compliance 100%	Once per month Once per half-year	100%	○
	Maintenance of Material Safety Data Sheets(MSDS)	<ul style="list-style-type: none"> Reorganization of materials used per process(Complete inspection of the list) Creation of process MAP for used materials, improvement of storage bins, adjustment of inspection items 	Zero omissions of used materials	Once a month	100%	○

Joint Labor-Management Safety Inspection

With the implementation of the Serious Accident Punishment Act and the need for the proliferation of a safety and health culture, there is a heightened demand for management's attention. In November 2023, an inspection team composed of the Chief Safety Officer, labor-management executives, and practical personnel conducted a tour of all facilities to check for safety non-compliance issues. Approximately 15 inspection items were identified, and prompt decisions by management led to swift corrective actions.



Health and Safety Walkthrough Inspection

ILJI TECH conducts regular safety and health patrol inspections for each process to comply with the Occupational Safety and Health Act and prevent safety accidents. The inspections cover various aspects related to safety and health, including the implementation of top inspection items, safety and health systems, audits, and management supervisor committees. In 2023, a total of 145 inspection items were identified, of which approximately 76% have been resolved. The items that remain unaddressed will continue to be improved in 2024.

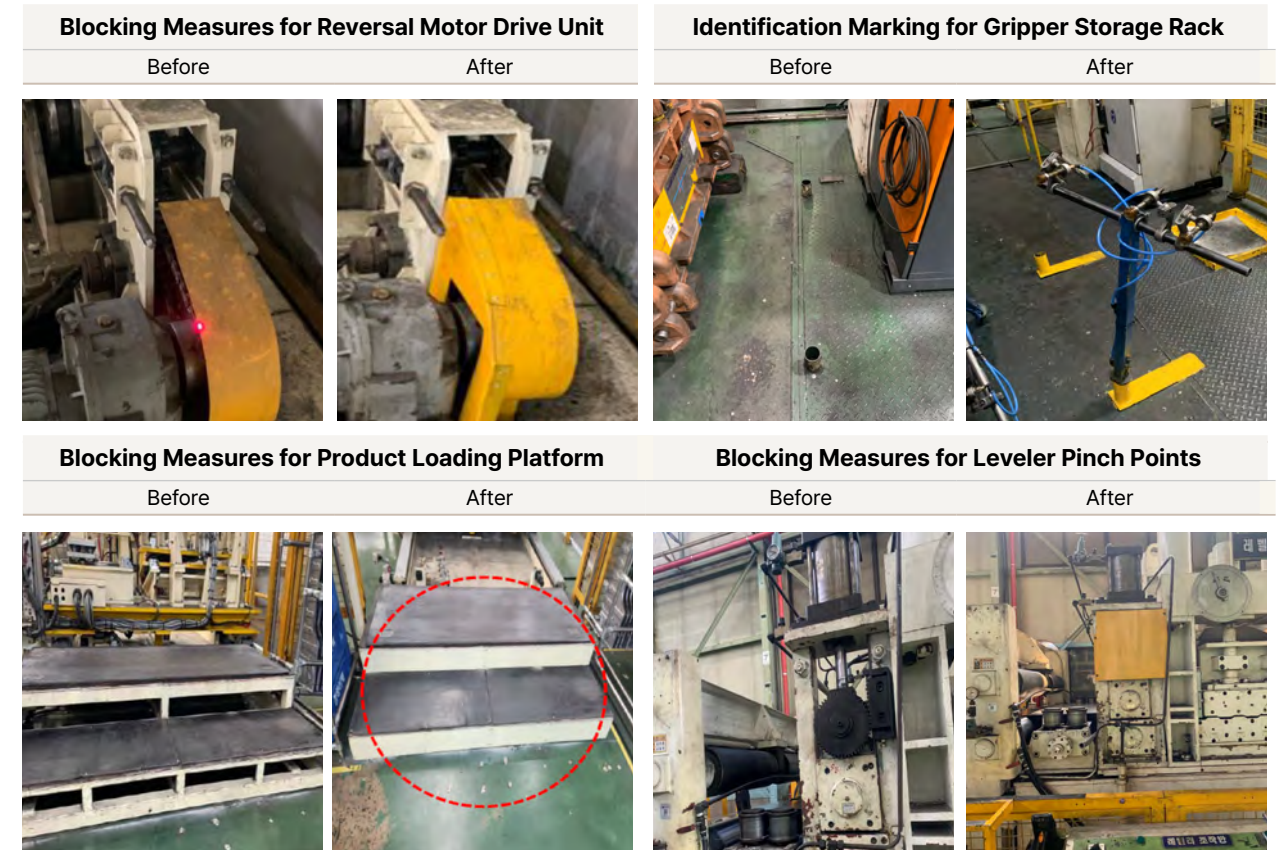
Development of Work Standardization and Guidelines

ILJI TECH applies standardized guidelines for the use of equipment and tasks within its facilities. For tasks that require safety, such as waste management, handling hazardous chemicals, using flammable devices, preventing musculoskeletal disorders, and crane operations, the company has documented procedures, safety equipment usage, handling precautions, and risk assessments. This approach creates an environment where all workers can perform their tasks safely. As of 2024, a total of 26 types of work instructions have been developed, and revisions are made as needed based on feedback from the field.

Health and Safety Risk Assessment

In accordance with the serious accident reduction roadmap established in 2022, ILJI TECH conducts annual risk assessments to establish a self-regulatory prevention system. In 2023, risk assessments were carried out at the Gyeongsan and Gyeongju facilities, identifying a total of 1,319 risk concerns. Among these, all high-risk items classified as severe or moderate have been completely improved.

No. of Diagnostic Processes	Hazardous/Risk Factors
45ea	1,319ea
High-Risk Factors	Improvement Rate of High-Risk Factors
97ea	100%



Digitization for Safety

ILJI TECH is strengthening its safety accident prevention activities by introducing forklifts equipped with digital safety devices.

Smart Dome Mirror/Vehicle Tech

Intersection and vehicle entry confirmation/warning hazard zone indication



Human Recognition Camera

Real-time detection of people to alert drivers and pedestrians to potential hazards



Safety & Health Management

ILJI TECH aims to achieve an accident-free workplace by actively implementing systematic safety management activities throughout the organization, ensuring that all employees participate in safety management and are protected from hazards.

Regular inspection of safety facilities/equipment

Use of standard-compliant safety protective equipment

Preparation of emergency evacuation plans within the workplace

Strict prohibition of storage items in emergency exit routes

Operation of standard guidelines for hazardous work

Reinforcement of safety compliance signage

Operation of a safety hazard reporting system

Provision of safety manuals for foreign workers (in local languages)

Emergency Response

ILJI TECH has established specific emergency response scenarios for various areas at risk of serious accidents, including fires, safety incidents, natural disasters, heavy snowfall, and earthquakes, along with corresponding response regulations. Additionally, the company conducts annual emergency drills to ensure prompt and safe initial actions during emergencies, continuously striving to minimize human casualties.

		Dept.	Safety & Health Team	TOP					
Response Actions	Incident Response	Work Suspension → Worker Evacuation → Hazard Removal (Site Preservation)							
	Internal Reporting	Within the Team → Responsible Personnel	Safety & Health Team	CSO					
	External Reporting		Safety & Health Team Leader Competent Labor Office						
Relief Measures	Severe Injury (unconscious, critical)	119 Rescue and Transport	Accompaniment by Safety and Health Staff						
	Minor Injury	Supervisor (Team Leader, Section Leader, Manager) Transport to Designated Hospital	Temporary Measures and Accompaniment by Health Staff	<table border="1"> <tr> <th colspan="2">Hospital for Transport in Case of Accident</th> </tr> <tr> <td>Jinryang</td> <td>Jinryang Orthopedic Clinic</td> </tr> <tr> <td>Gyeongsan</td> <td>Semyeong Hospital</td> </tr> </table>	Hospital for Transport in Case of Accident		Jinryang	Jinryang Orthopedic Clinic	Gyeongsan
Hospital for Transport in Case of Accident									
Jinryang	Jinryang Orthopedic Clinic								
Gyeongsan	Semyeong Hospital								

Internalization of Safety & Health

Safety & Health Communication and Management

ILJI TECH has established an effective BEHS(Business Environmental Health and Safety) management system to facilitate and maintain clear communication on environmental health and safety with employees and external stakeholders. Additionally, the company actively listens to employees' feedback on safety and health matters, ensuring immediate identification and response to safety hazards in the workplace.

Annual Communication Items for Safety & Health

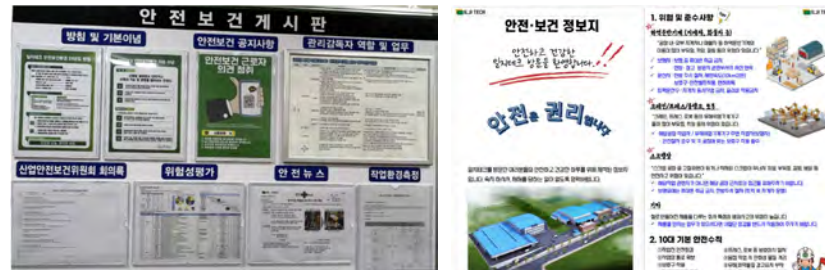
BEHS Information	Frequency
New and Amended Regulations and Other Requirements	In the Event Of Occurrence
EHS-Related Opinions or Requests from Stakeholder	In the Event Of
Occurrence BEHS Policy and Our BEHS-Related Requirements(for Partners)	At the Beginning of Each Year
BEHS Policy(for External Stakeholders Other Than Partners)	Website(Available Anytime) Upon Request
Review and Actions on Stakeholder Requirements	At the Beginning of Each Year
BEHS Management Performance Information	At the Beginning of Each Year
Information on the Company's Significant Risks (If Communication to Stakeholders Is Necessary)	In the Event Of Occurrence
Emergency Preparedness and Response Information in the Event of Occurrence	According to the Emergency Response Plan

Safety and Health Feedback Collection



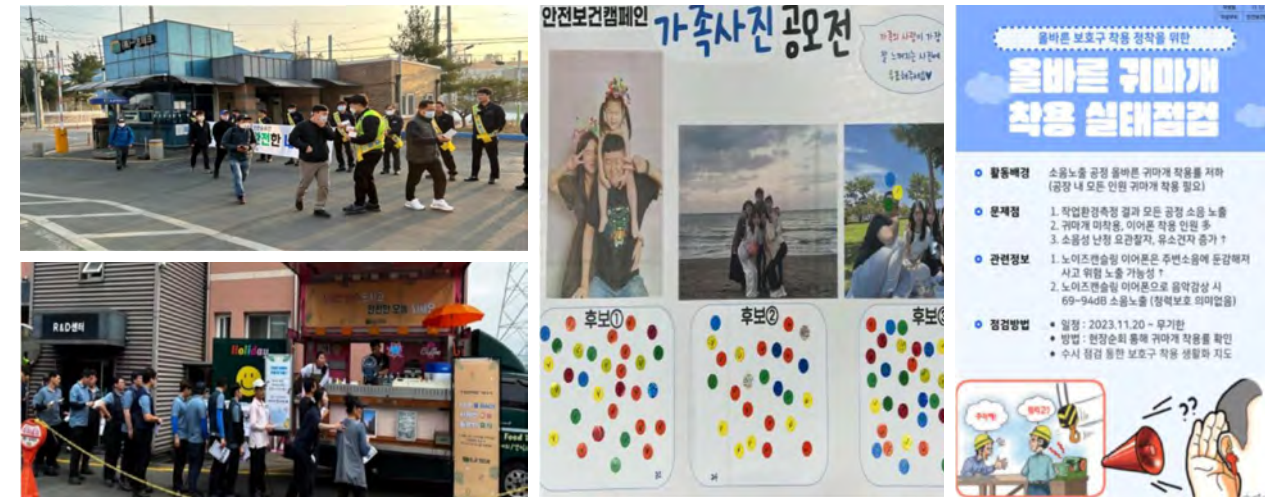
Safety & Health Information Sharing

ILJI TECH quickly disseminates information on the company's safety policies and safety-related announcements. For office workers, this is done through safety and health information newsletters and safety news, while for field employees, the safety and health bulletin board is used for communication.



Safety and Health Campaign

ILJI TECH conducts quarterly safety and health campaigns to promote a culture of safety and awareness through employee participation and collaboration. Through various safety and health activities, such as family photo contests, snack truck operations to prevent heat-related illnesses, and inspections of safety gear usage, the company continuously embeds a culture of safety and health.



CPR Training

To minimize the risk of casualties in cases of cardiac arrest, ILJI TECH provides CPR training for management and field supervisors to develop personnel capable of responding to such emergencies. Trainees complete hands-on CPR and AED practice using human models, and those who complete the program are designated as ILJI TECH's "Heart Guardians" and awarded a commemorative badge.



Social



Social Value

The growth of any company has always been achieved with the dedicated efforts of its employees. Recently, achieving work-life balance, fostering harmony across generations, and building a horizontal organizational culture have become increasingly important. Additionally, the sustainability of industry-specific ecosystems is gaining significance amid changes in the global economic environment and supply chain restructuring.

To develop talent suited for the global era, ILJI TECH continuously improves career development programs and organizational culture, striving to build a company employees can be proud of. Furthermore, to enhance competitiveness in the automotive industry, ILJI TECH will leverage its expertise across the entire business value chain and fulfill its responsibilities for mutual growth.

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Talent Development

Nurturing and managing talented individuals is essential for sustainable management. ILJI prioritizes securing ambitious and innovative talent, promoting talent management practices that foster growth for both individuals and the company.

Ideal Talent Profile

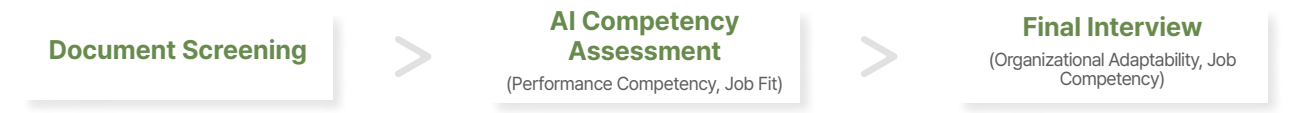
At ILJI TECH, human resources are the most important value and asset. The company seeks innovative talent to lead the future and is committed to supporting the growth of its employees every step of the way.

Look for individuals who give their best

 <p>Global-Oriented</p>	 <p>Creativity-Driven</p>	 <p>Organization-Centered</p>
<p>Talent Ready to Take on the World</p> <p>A person with international competitiveness in their field, who possesses a broad understanding of and adaptability to other cultures.</p>	<p>Creative and Action-Oriented Talent</p> <p>A person with a proactive and challenging mindset, able to seek new opportunities for innovation and improvement.</p>	<p>Talent Who Excels in Teamwork</p> <p>A person who achieves organizational goals through cooperation and harmony.</p>





Transparent & Fair Recruitment

ILJI TECH operates a transparent and systematic recruitment process to attract outstanding talent. The recruitment process is tailored for office and field positions based on job suitability. In addition, ILJI TECH's hiring practices are based on the "Fair Hiring Process Act," strictly prohibiting any discrimination based on disability, gender, religion, or other factors to ensure fairness. ILJI TECH does not solicit any monetary payments from applicants under any circumstances during recruitment.



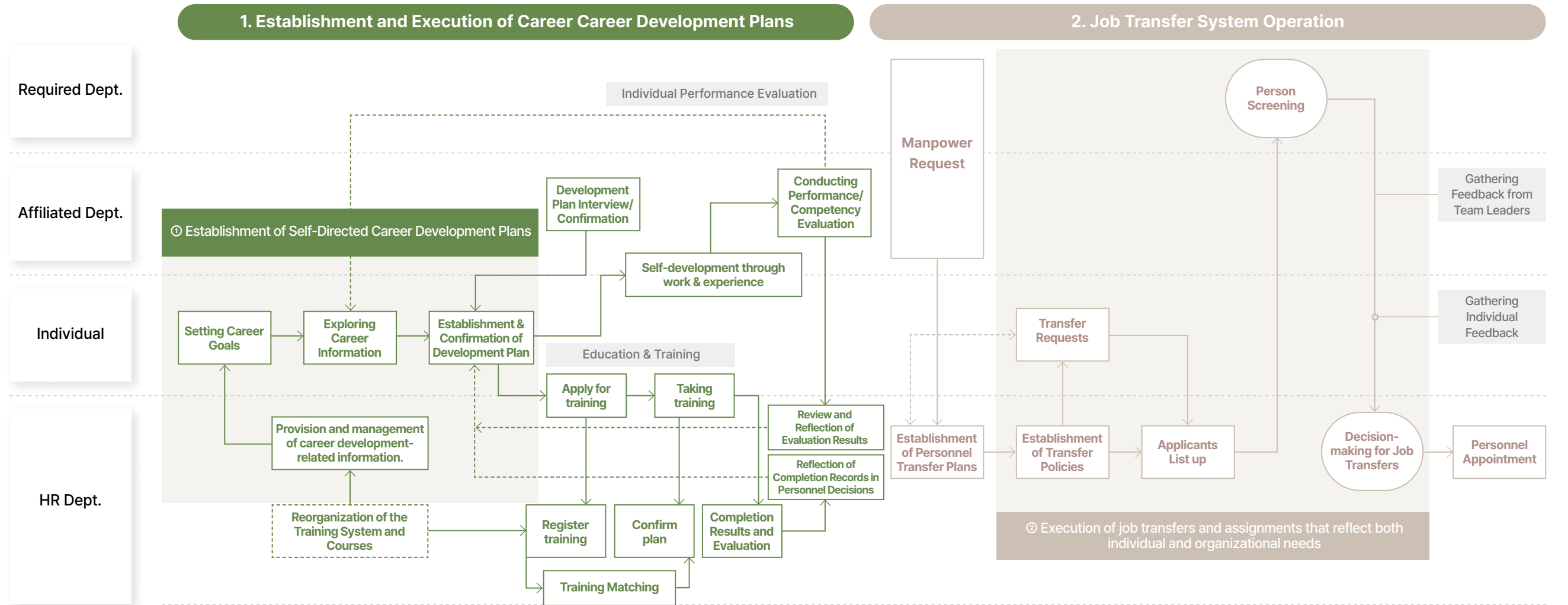
Diversity-Respect Management

ILJI TECH maintains a high standard in employing individuals with disabilities, exceeding government-mandated requirements. The company has established regulations for managing disabled athletes, ensuring they face no challenges in their work environment or daily tasks. Furthermore, to expand youth employment, ILJI TECH collaborates with universities to offer internships and job experience opportunities, with potential pathways to full-time employment. For female employees, there is no wage or job discrimination based on gender, and the company provides parental leave, maternity protection programs, and dedicated facilities to create an environment where they can focus fully on their work.

<p>Employment Rate of Persons with Disabilities</p> <p>As of December 2023</p> <p>3.3%</p> 	<p>Proportion of Female Managers</p> <p>Increased by 0.6 percentage points compared to the previous year</p> <p>8.5%</p> 
<p>Conversion of Youth Interns to Regular Employees</p> <p>Cumulative from 2021 to 2023</p> <p>64 people</p> 	<p>Turnover Rate</p> <p>Decreased by 1.5 percentage points compared to the previous year</p> <p>3.3%</p> 

Career Development Management

ILJI TECH operates a Career Development Path(CDP) to cultivate global talent. By managing both bottom-up career development paths for each job role and top-down paths for each position, the company ensures that essential competencies are developed, actively supporting and encouraging personal growth within the organization.



Performance Evaluation System

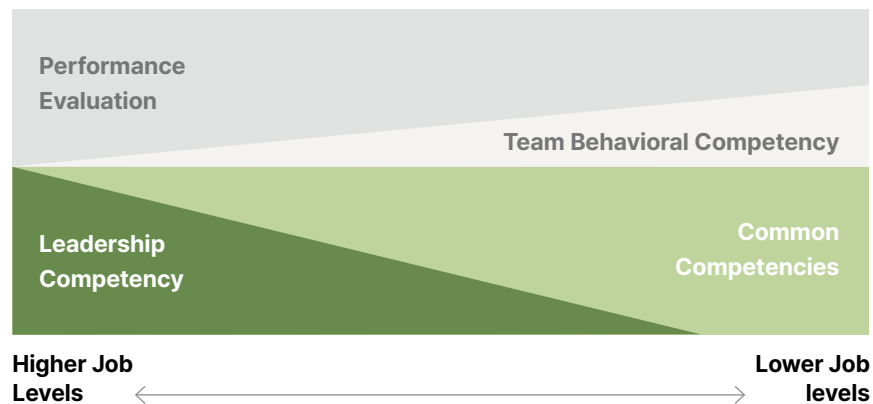
ILJI TECH operates a performance-based system that rewards employees fairly based on their results. The performance system process follows several stages: setting organizational and individual goals, conducting interim evaluations, assessing performance, and providing feedback. Based on evaluation results, various rewards are offered, including incentives, salary increases, and promotions.

Performance Management System Objective

Strengthening Leadership	<ul style="list-style-type: none"> Strengthening leaders' responsibility in driving and encouraging performance creation. Empowering team leaders with enhanced evaluation authority to ensure the completion of roles and responsibilities.
Performance Indicators Stronger relationship Between Organization & Individuals	<ul style="list-style-type: none"> Connecting company-wide, organizational, and individual levels, and strengthening the top-down linkage of performance indicators. Aiming for systematic performance management through the management of KPI pools for each organizational unit, such as headquarters and teams.
Improving the perception of fairness by using the personnel system	<ul style="list-style-type: none"> Improving the perception of evaluation fairness through the enhancement of the promotion system. Encouraging fair evaluations by applying differentiated salary increase rates based on evaluation results.

Differentiated Evaluation System by Job Grade

ILJI TECH has institutionalized differentiated performance evaluation criteria for each job grade, ensuring that employees develop the necessary skills and behavioral competencies required at each level.



Performance Compensation System

ILJI TECH operates a performance-based compensation system for all employees, taking into account organizational and individual achievements as well as external factors. By gradually expanding performance bonuses that recognize individual contributions to the company's success, ILJI TECH aims to foster a corporate culture where everyone can fully realize their potential and receive fair rewards accordingly.

Decision Factors by Category	Compensation Items	Description
Organizational Performance	Performance-based Pay	<ul style="list-style-type: none"> Individual Performance Bonus: Recognizing individual contributions to company-wide and departmental performance(newly introduced) Spot Bonus: Retention bonus aimed at retaining key internal talents(under review for new introduction)
Individual Performance		
Inflation	Fixed Extended Allowance	<ul style="list-style-type: none"> Fixed extended allowance based on the base salary for 52 hours of work
Individual Competency	Base Pay	<ul style="list-style-type: none"> Base salary + performance-based salary = Unified into base pay A fixed salary provided for basic livelihood maintenance Incorporating the promotion allowance, previously paid as a car allowance, into the base salary Differentiated annual increases based on evaluation results(improvement)

Job Transfer System

ILJI TECH has introduced a job rotation system to establish a virtuous cycle of talent movement across roles, systematically supporting employees in achieving personal growth and developing into global talent.

Strategic Transfer	A system for developing key talents through relevant job experience from a company-wide strategic perspective
Job Posting	A transfer system to respond flexibly to irregular workforce replenishment needs
Self-Reporting	A transfer system aimed at addressing individual issues rather than career development

Talent Development Training System

Each year, ILJI TECH develops and implements training plans to enhance the necessary competencies for each job function and grade level. This includes mandatory legal training and Hyundai Motor supply chain capability enhancement training. Additionally, ILJI TECH supports employees by offering tailored courses for each role and level, allowing them to enroll in the programs of their choice.

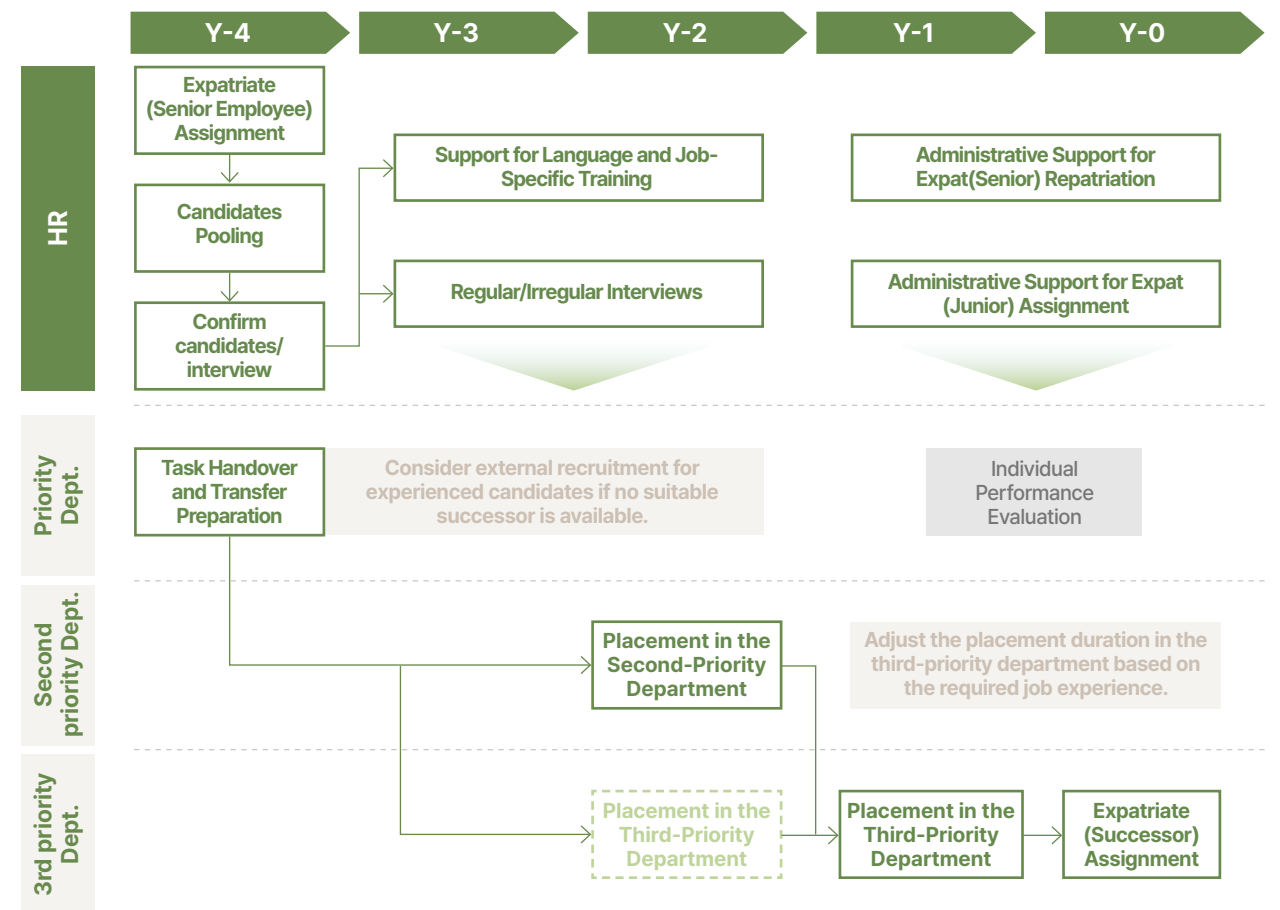
2024 Training Plan

Category	Sub-Category	Detail Item	Target	Frequency	Organizer	Method	
	Mandatory Legal Training	Occupational Safety & Health	All	Twice a year (1st & 2nd half)	Industrial Safety Association	Online	
		Prevention of Sexual Harassment					
		Awareness Improvement for Persons with Disabilities					
		Personal Data Protection					
Required	GPC Training	ESG	All	Once a year	GPC	Offline	
		Competency Training (Classroom-based)					
	Transparent Ethics Training	Relevant Dept.	Twice a year (first and second half)				Internal training
	Leadership Training	Position Holder					
	Training by Job Level	Position Holder, etc.					
Optional	Job-Specific Training	All	All time	Hunet	Online		
	Language Training	Volunteers				Internal training	Offline

Career Development for Expats

As global business expansion and overseas operations increase the importance of developing global talent, ILJI TECH provides career management for overseas employees. Career development paths are established to ensure that these employees can perform in at least three different roles, effectively preparing them to take on future responsibilities as global leaders.

Expatriate Career Development Process



Collaborative Organizational Culture

ILJI TECH fosters an organizational culture that promotes communication and helps employees adapt well within the company. By addressing diverse employee needs, ILJI TECH operates an effective benefits system and aims to protect and guarantee employee rights. The company is committed to smooth communication and a cooperative, mutually supportive relationship between employees and management.

Organizational Culture Development Direction

ILJI TECH has improved its organizational culture to enhance employees' adaptability and communication in response to internal and external environmental changes. To this end, the company has established a cultural initiative called 'CREW,' which signifies a group that collaborates towards common goals. Building on this foundation, ILJI TECH is committed to continuous efforts for organizational adaptation and capability development, enabling both individuals and the company to grow together.



Key Organizational Culture Programs

Inter-department Communication Program

Providing designated departments with time to have coffee and conversations to foster relationships and promote information sharing.



Networking for New Employees

Providing a platform for communication to support organizational adaptation for new employees, especially as the concept of cohorts has diminished with the increase in rolling recruitment.



Anonymous Feedback System

Improved functionality of the reporting center on the ILJI TECH website has increased its usability, promoting communication and opinion sharing among employees.



Volunteer Activities and Donations

Operating volunteer activities and donation programs in collaboration with the local community.



Internal Campaign

Hosting internal campaigns and events emphasizing social responsibility.



ESG Column

Regular posting of ESG columns and quiz events on groupware to enhance employees' awareness of ESG management.



Smart Work

Utilizing smart monitors and encouraging remote meetings to enhance productivity and collaboration.






Collaboration and Communication Platform

Streamlining decision-making processes and improving workflow efficiency through collaboration and communication platforms.



Employee Benefits System

HEALTH

Four Major Insurances

We support a stable work life by providing the Four Major Insurances.




Health Check-up

We provide an annual health check-up to support the well-being of our employees.

In-house Cafeteria

We provide high-quality meals free of charge and offer special menus every Wednesday along with a variety of event-themed dishes to enhance the dining experience.

HOME

Child Education Support

To share the burden of education expenses, we provide financial support for the tuition of employees' children in middle school, high school, and university.

Employee Rental Apartments

ILJI TECH operates employee rental apartments near the company for employees residing in other regions.

Commuter Buses

To provide convenience for employees during their commute, we operate commuter buses within the Daegu and Gyeongbuk regions.

HARMONY





Welcome Kit

To welcome new employees, ILJI TECH provides a welcome kit to all new hires.

Horizontal Culture

We strive to create an open and communicative atmosphere with a young and dynamic team.

Adoption of IT Technology

We are making efforts to adopt advanced IT technologies, such as enabling mobile access to groupware and HR systems.





Birthday Celebration Gifts

As a longstanding tradition at ILJI TECH, we provide gifts to employees on their birthdays.

Long-Service Reward Program

We provide rewards for long-term service every 5 years during the annual anniversary celebration.

Support for Congratulatory and Condolence Payments and Leave

All employees are provided with congratulatory and condolence payments as well as leave.





In-house Library

We have approximately 1,500 books available for employees to borrow.

Summer Vacation

We provide summer vacation and vacation allowances for employee refreshment.

Support for In-house Club Activities

We support club activities to promote communication and camaraderie among employees.

* Congratulatory and condolence payments, as well as education support, are provided only to regular employees with at least 3 months and 3 years of service, respectively. All other employee benefits are offered universally.

ILJI Labor Union

ILJI TECH established the ILJI Labor Union in 1989 to maintain and improve working conditions and to enhance the economic and social status of its employees. The union has been in continuous operation since then. As of December 2023, the union membership rate among eligible field employees stands at 100%.

Labor-Management Council

ILJI TECH operates a labor-management council to foster mutual understanding and cooperation through smooth communication between labor and management. This council aims to realize shared benefits and promote the development of the company. The council is composed of an equal number of representatives from both employees and management, with each side selecting between three to five members. As of July 2024, the council has 10 members. Both labor and management each appoint one co-chairperson to lead the council jointly.

The council is generally convened once per quarter, although additional meetings can be held as needed. During these meetings, participants discuss issues essential for the growth of both the company and its employees, including productivity enhancement, welfare improvement, employee training, labor dispute prevention, grievance handling, and matters concerning health, safety, and the working environment.

Key Issues of the Labor-Management Council in 2023

Changes to the Employee Benefits System	Improvement of Work Environment in Factory and Office Buildings	Occupational Safety and Health Training
Improvement of the In-house Cafeteria	Wage Negotiations	Labor-Management Harmony Activities

ILJI Family Day

ILJI TECH and its affiliates (JS, K&C, and D&P) hold an annual event where management, field employees, and their families come together. This gathering is made more meaningful by providing an opportunity for employees to make donations to those in need in their own names.



Labor-Management Cooperation Activities

ILJI TECH conducts various collaborative activities to strengthen communication and harmony between labor and management. To enhance communication, the company organizes annual domestic and international cultural exploration workshops, providing an open and enjoyable environment for dialogue and unity. Additionally, both labor and management participate in safety and health campaigns and community service activities, fostering a shared understanding of workplace conditions and promoting social responsibility. ILJI TECH remains committed to continuously advancing various initiatives to improve working conditions and develop a positive organizational culture.



Quality Management

ILJI TECH has established a quality management system to provide the highest level of quality, exceeding customer expectations and maximizing satisfaction. Based on a reliable quality management system, the company conducts systematic quality improvement activities across all stages, from raw material input to product production.

Quality Management Strategy

ILJI TECH pursues quality management with customer satisfaction as a core value. Through continuous research and development, the company produces safe and high-quality products that are widely recognized for their reliability.

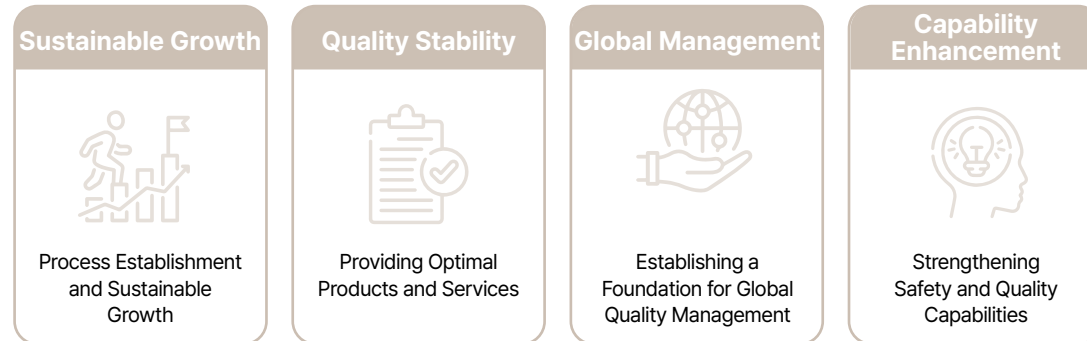
Quality Vision

"Customer Satisfaction" Global ILJI TECH

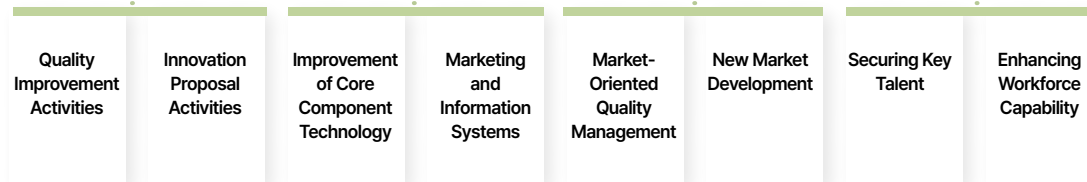
Slogan

Do it immediately! Do it without fail! Do it until it's done!

Four Key Strategic Directions



Eight Key Focus Strategies



Quality Management Governance Implementation

The final decision-making for customer satisfaction is handled by top management, while the QC Team 1, the primary department, oversees quality planning, quality management system establishment, and overall quality control. Additionally, related departments systematically implement quality management at each stage—advanced quality, supplier quality, process quality, and customer quality. Company-wide, clear roles and processes are established to enhance the effectiveness of quality management.



Quality Management System

To realize customer satisfaction in quality management, ILJI TECH obtained and has maintained IATF 16949 certification, the quality management standard for the automotive industry, since 2018. The Quality Management System Manual is continuously updated to reflect changes in both external and internal environments, forming a foundation for systematic quality management practices, including goal setting, quality planning, inspection, and control.

< IATF16949 >



Quality Competitiveness Enhancement Activities



Securing Development Quality

- Reflect Lessons from Past Vehicle Issues** | By reviewing past vehicle issues, we incorporate them into the new vehicle development stage to proactively prevent the recurrence of similar quality problems.
- Secure Component Quality through 3D Scanning** | By utilizing 3D scanning equipment, we enhance component quality during the development stage, ensuring superior component quality.
- Inspection Agreement and ISIR Approval** | Through inspection agreements and the submission/approval of ISIR, mass production is transferred.
- Process Inspection and Initial Mass Production 100-Day Plan** | Through process inspection, potential issues that may arise during mass production are addressed in advance. During the first 100 days of mass production, focused inspections and management of components are carried out to ensure quality.



Securing Process Quality

- Conduct Quality Audits** | Quality issues identified through daily quality audits, assembly audits, and PRESS audits are shared, and improvements are implemented.
- Conduct Inspections of Early, Middle, and Final Stage Products** | Recording and managing inspection results and history of early, middle, and final stage products through a computerized system.
- Critical Point Inspection** | Selecting critical management points for each component and recording and managing key control data through measurements.



Securing Inspection Quality

- Conduct Import Inspections** | Import inspectors conduct raw material and supplier product inspections to prevent the introduction of non-conforming items into the production process.
- Ensure the reliability of inspection equipment and measuring instruments management.** | Securing the reliability of measuring instruments through inspector certification and calibration of measuring equipment in use.
- Welding Inspection and Reliability Testing** | Quality verification through various tests, including non-destructive testing, fusion strength testing, single wire inspection, foam pad testing, and tensile testing.

Enhancing Customer Satisfaction with Quality

ILJI TECH is one of the select "Quality 5-Star" companies among Hyundai Motor's primary suppliers—a distinction awarded to only about 10% of these suppliers. This recognition affirms the company's robust production system for large modular body parts, demonstrating its competitive edge in global markets. Additionally, as a high-growth company, ILJI TECH is regarded positively in the community for its ability to attract outstanding local talent. It is also acknowledged as a reliable partner for Hyundai Motor, supporting mutual growth and reinforcing its role in the partnership.



Communication and Management with Customers

To enhance investigation and communication regarding customer complaints, ILJI TECH assigns each representative to conduct a monthly quality-related survey and collect suggestions for improvement. Through this process, the company aims to address areas for improvement, proactively prevent potential customer complaints, and meticulously track and manage even minor issues, ultimately maximizing customer satisfaction.

Quality Expert Development

To enhance the effectiveness of quality-related training, ILJI TECH analyzes training content to assess suitability by work group(W/G) and ranks the importance of training courses for each role. This approach fosters the development of highly qualified and suitable talent. By enabling employees to gain experience in diverse areas—such as new car quality, management, and mass production quality—through rotational assignments across W/Gs, ILJI TECH cultivates key personnel capable of driving organizational goals. Additionally, the company aims to train all employees as 3D scanning experts to ensure flawless quality throughout the new car development process.

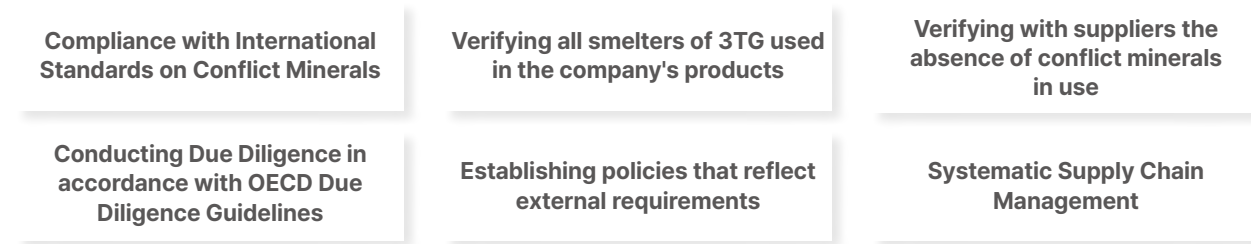
Responsible Supply Chain

ILJI TECH has established a responsible supply chain policy to prohibit the use of minerals illegally mined in high-risk areas. By adhering to international standards for responsible minerals and continually improving based on supply chain risk management results, the company is committed to maintaining responsible supply chain management.

Responsible Supply Chain Policy

In January 2024, ILJI TECH established a Conflict Minerals(Responsible Minerals) Policy and a Responsible Sourcing Policy to ensure responsible raw material procurement and supply chain due diligence management in compliance with OECD Due Diligence Guidance. ILJI TECH refrains from using 3TG(tin, tantalum, tungsten, and gold) minerals sourced from conflict-affected and high-risk areas.

Conflict Minerals Key Management Policy



Supplier Code of Conduct

ILJI TECH recognizes its partners as essential business collaborators and seeks to build a successful co-growth ecosystem through fair and transparent supply chain management. To ensure that employees of both ILJI TECH and its partners adhere to ethical standards and engage in fair and sustainable practices, the company has established a Code of Conduct for its partners.

Key Areas of the Supplier Code of Conduct



Supplier Selection and Evaluation Management

ILJI TECH conducts regular evaluations of its partners to ensure sustainable business relationships when selecting new partners. Based on comprehensive evaluation results, companies needing improvement receive guidance and support, while outstanding companies are provided additional support. Additionally, ILJI TECH has implemented an ESG evaluation-based partner selection process and plans to expand ESG assessments to include not only existing partners but also new suppliers, enhancing the sustainability of its supply chain.

Supplier Selection Process



Supplier Evaluation Criteria

Area	Detail Items
Quality	Quality Management System, Process Quality Index, Claim Reimbursement Rate
Delivery	Overseas Factory Component Delivery Rate, Stockout Claim Costs
Cost	VE Proposal Savings Amount
Finance	Supplier Credit(Financial)
Safety	Supplier Safety Evaluation Score
Education	Supplier Training Participation Rate
ESG	Supplier ESG Evaluation Score

Supplier Ethics Pledge

ILJI TECH requires its partners to make both an Ethics Pledge and an Integrity Pledge as essential conditions for maintaining their business relationship. This demonstrates ILJI's firm commitment not only to compliance with fair trade regulations but also to fulfilling its social responsibilities.

Supplier ESG Assessment

To promote ESG management across the entire supply chain, ILJI TECH conducts annual ESG assessments of its partners. In 2023, eight companies were evaluated based on business importance, highlighting the need for ongoing ESG awareness training and comprehensive guidance on key indicators. For tasks that can be swiftly addressed, ILJI TECH provided best practice examples, guidelines, and manual samples to support improvement. For long-term goals, ILJI TECH plans to enhance its support through supply chain training and ESG support programs. ILJI TECH will refine its ESG evaluation system annually by incorporating partners' key feedback and gradually expanding the scope of assessed companies.

ESG Assessment Process

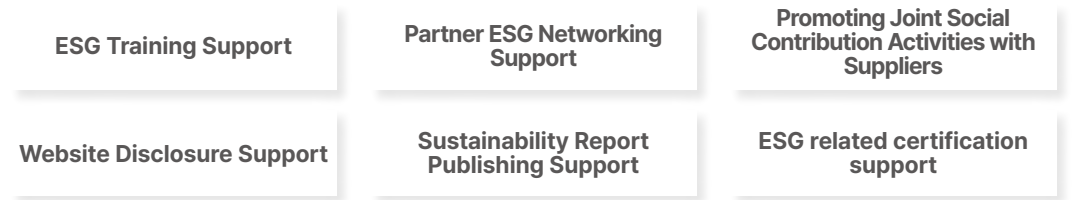


ESG Assessment Items

Supplier Supply Chain ESG Evaluation Criteria (34 Items)					
29 ESG Common Items			5 Sector Specific ESG Items		
E (Environmental)	S (Social)	G (Governance)	E (Environmental)	S (Social)	G (Governance)
Environmental Management Policies(3)	Social Responsibility Policy(1)	Sustainability Policy(4)			
Environmental Management Control(3)	Stakeholder(12)	Sustainability Management(2)	Environmental (2)	Social (2)	Governance (1)
Environmental Management Achievement(4)					



Supply Chain ESG Upgrade Plan



Shared Growth

ILJI TECH is committed to fostering shared growth with its partners. The company actively promotes the establishment of a fair trading order and continues to implement various support initiatives, including financial assistance, quality and productivity enhancement programs, and safety training, to ensure mutual growth and cooperation.

Fair Trade Practices with Partners

ILJI TECH has established a Subcontracting Review Committee to promote fair trade practices with its partners and has signed Fair Trade Agreements with all active partners. The Subcontracting Review Committee reviews the fairness and legality of subcontracting transactions between ILJI TECH and its partners and outlines procedures for the internal review committee's operations. The committee's primary goals are to contribute to establishing fair subcontracting practices and to prevent violations of subcontracting laws proactively. To ensure fair transactions, ILJI TECH utilizes a standard subcontracting agreement and adheres to the four key practices for subcontracting, demonstrating its commitment to fair trade.

Four Key Practices for Subcontracting

01 | Contract Execution Practices

- Establishment of Contract Execution Infrastructure
- Contracts Ensuring the Right to Self-Determination
- Faithful Contract Execution in Accordance with Agreements and Relevant Laws

03 | Selection and Management of Partner Companies

- Matters Related to New Registration of Partner Companies
- Matters Related to Updating Changes for Partner Companies
- Matters Related to Suspension of Transactions with Partner Companies

02 | Subcontract Deliberation Committee

- Matters Regarding the Composition of the Internal Deliberation Committee
- Matters Regarding Agenda Items for Internal Deliberation Committee
- Matters Regarding the Operation of the Internal Deliberation Committee

04 | Issuance and Assistance with Written Documents

- Issuance of Various Documents in Subcontract Transactions
- Document Retention Requirements

Subcontract Deliberation Committee

ILJI TECH has established procedures for operating an internal review committee to assess the fairness and legality of subcontracting transactions with its partners. To ensure fair subcontracting practices and prevent violations of subcontracting laws, the company operates a Subcontracting Review Committee. This committee comprises a chairperson and seven members, and its main responsibilities include the preliminary review of large-scale subcontracting transactions, evaluation of standards and procedures for partner registration and cancellation, assessment of the appropriateness of new partner registrations or cancellations, review of bid restrictions for partners, handling appeals from unregistered or deregistered partners, evaluating price adjustment proposals, and implementing sanctions for employees violating subcontracting laws and related regulations. All review materials are archived to maintain a record, reinforcing efforts to ensure fair and transparent transactions in the future.

Dissemination of Fair Trade Information

To promote sustainable compliance and ethical management, as well as to enhance awareness among employees, ILJI TECH distributes a monthly fair trade newsletter via its internal portal, i-SCM. Additionally, to support fair trade practices among partner employees, the company provides resources such as a Fair Trade Handbook, Anti-Collusion Guidelines, and Compliance Guidelines.

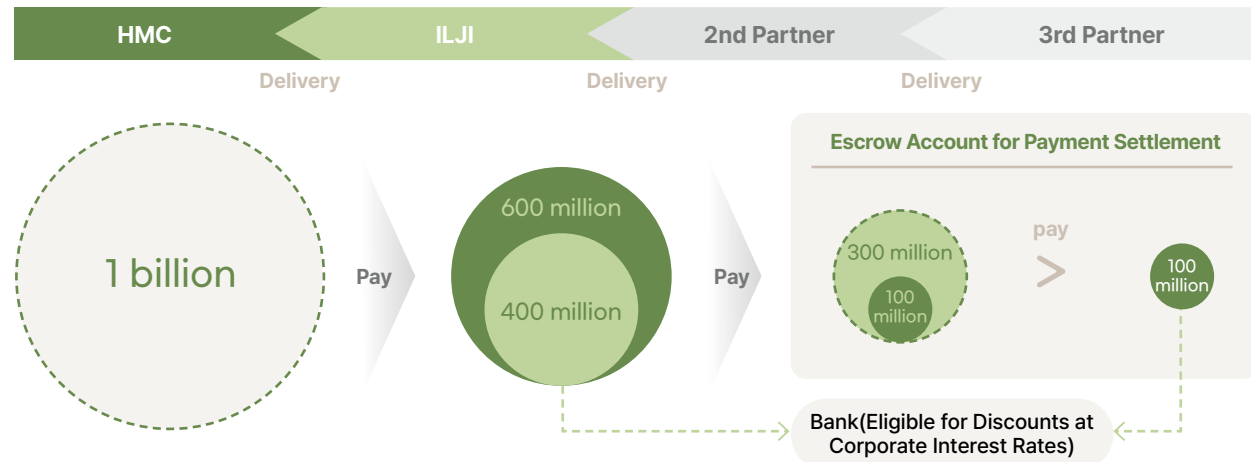
Communication System with Partners

ILJI TECH promotes co-growth with its partners through open communication. Each year, the company hosts an annual partner association meeting, "Dasomhoe," where it provides indicator reviews and gathers plans and feedback for mutual growth. In 2023, representatives from 16 partner companies attended the meeting to discuss co-growth initiatives. Additionally, ILJI TECH holds quarterly partner meetings to listen to partners' challenges and discuss various support measures. The company also organizes events for around 650 employees from approximately 13 key partner companies, such as distributing watermelons for the summer season and offering coffee truck support.

Financial and Equipment Support for Partner Companies

ILJI TECH provides financial support to alleviate partners' management difficulties and enhance cash flow. To actively support the stabilization and investment of its partners, the company offers emergency financial assistance through internal review if risks are identified during regular and financial evaluations of partners. In February 2024, ILJI TECH provided 200 million KRW to address decreased production and worsening financial conditions of a partner. Since 2021, to strengthen competitiveness in the automotive industry and foster co-growth, ILJI TECH has adopted the mutual growth payment system recommended by the Committee for Shared Growth for payment of partner suppliers. Additionally, ILJI TECH supports facilities to reduce initial financial burdens for partners and improve production capacity. Through these initiatives, the company supports the stable operation of its partners and will continue to actively explore sustainable growth strategies to achieve successful co-growth.

Operation of the Win-Win Payment System



Criteria for Financial Support to Partner Companies

Category	Win-Win Cooperation Funds	Emergency Management Stabilization Funds
Purpose	Strategic Equipment Investment Costs, Factory Site, or Expansion Investment Costs	In Cases Requiring Emergency Funds Due to Short-Term Liquidity Shortages
Method	Cash Support (Interest-Free, Installment Repayment for Goods)	Cash Support (Interest-Free, Installment Repayment for Goods)

Support for Partner Company Level-Up

ILJI TECH provides various training and improvement activities to support the enhancement of its partners' quality and technological competitiveness. The company focuses on assessing and addressing partners' weaker areas, upgrading quality systems, and maintaining the effectiveness of quality system evaluations. Recently, ILJI TECH has integrated safety, health, and ESG elements to further elevate partner standards. Additionally, to improve partners' operational efficiency, ILJI TECH offers guidance, quality management system upgrades, and support for maintaining and renewing SQ certifications, among other assistance programs.

Achievements of Level-Up Support in 2023

Category	Quality/Productivity Support	Tariff /FTA Training Support	R&D Support
Project title	H/W Automation Equipment Training, etc.	FTA Rules of Origin Training, etc.	Sheet Metal Forming Seminar, etc.
No. of Case	3	3	3



Safety Training for Partners

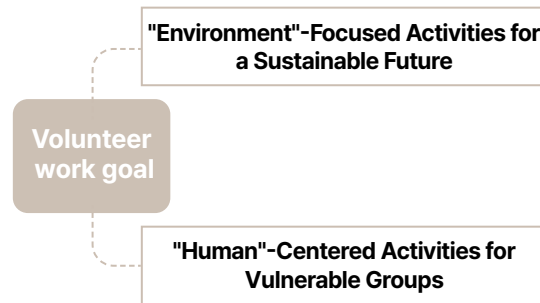
In 2023, ILJI TECH conducted quarterly safety training sessions for key partners, focusing on maintaining an ongoing dialogue to ensure a safe working environment for field operators. The company required partner supervisors to participate in all safety training sessions and complete a safety work permit together before starting any tasks. Additionally, immediate corrective actions were taken to eliminate hazards in areas with unsafe storage of equipment or materials, or where accident risks were identified, ensuring a safer workspace.

Mutual Prosperity with Community

ILJI TECH engages in community service and other social contribution activities to promote mutual prosperity with local communities and support the independence of marginalized groups. By actively encouraging employee participation—particularly through labor-management-led initiatives—ILJI TECH fosters a culture where all employees understand the importance of giving back and practice the value of supporting the local community.

Social Contribution Strategy

In alignment with its corporate identity(CI), ILJI TECH aims to expand social contribution activities through volunteer initiatives centered on "people" and the "environment." To this end, the company plans to organize regular and ad-hoc volunteer activities in collaboration with the local community, as well as internal volunteer programs. To encourage active employee participation, ILJI TECH intends to establish various policies, such as tracking volunteer hours and incorporating volunteer achievements into performance evaluations, supported by a dedicated system.



Community Donation Activities

ILJI TECH conducts the "Love Meal Truck" volunteer activity at local community welfare centers, providing warm meals to residents in need. Additionally, the company makes regular donations to community institutions, such as senior and disability welfare centers, supporting marginalized groups in the community to help ensure their stable well-being.

< Love Food Truck Activities >



< Holiday Donation Ceremony for Orphanage >



Sports Event for People with Disabilities

ILJI TECH provides comprehensive support for the training and living environments of its athletes with disabilities, enabling them to focus solely on their sports without financial concerns. As a result, an athlete affiliated with ILJI TECH achieved outstanding results, placing 4th in both the individual and team events at the 2024 Ulsan Mayor's National Disabled Park Golf Tournament.

< 2024 Ulsan Mayor's Cup National Disabled Park Golf Tournament >



Contribution to Local Economic Development

In March 2023, ILJI TECH signed an agreement with Gyeongju City for an investment of 40 billion KRW and job creation initiatives. This investment follows previous milestones, including the establishment of the first plant in 2014, a 65 billion KRW expansion and 30 new jobs at the second plant in 2019, and an 81.5 billion KRW domestic reinvestment and 50 new jobs at the third plant in 2021. This fourth investment aims to enhance both the company's competitiveness and the local economy by incorporating advanced robotic technology across all processes.



Governance



Governance

Corporate governance requires continuous advancement to strengthen expertise through the separation of ownership and management, enhance balanced decision-making via an outside director system, and modernize accounting standards. Establishing a culture of human rights, ethics, and compliance is also essential for transparent, stakeholder-focused corporate management and is a critical factor for leading in the global era. ILJI TECH operates a transparent decision-making system centered on the board of directors and is committed to uncompromising ethical and compliance management, along with a people-centered approach to respecting and protecting human rights, to proactively adapt to global changes.

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Board of Directors

ILJI’s Board of Directors, the company’s highest decision-making body, represents the interests of shareholders and stakeholders by overseeing and resolving major management issues from a long-term perspective. The board achieves transparent management by appointing directors with expertise in key areas through a fair selection process.

BOD Composition

ILJI TECH’s Board of Directors consists of two internal directors and three outside directors, with the board chaired by the President and CEO. As a decision-making body, the board represents the interests of shareholders and stakeholders, deliberating and making resolutions on major management issues from a mid- to long-term perspective.

BOD’s Independence, Expertise, and Diversity

Directors are appointed at the general shareholders’ meeting, with candidates selected by the Board of Directors and confirmed as proposals to be submitted to the meeting. During the selection process, the board considers each candidate’s area of expertise, career background, and compliance with board regulations. Emphasis is placed on ensuring candidates possess professional knowledge and diversity in areas such as management, accounting, taxation, and law, as well as the independence to make decisions based on objective information. The Finance Division supports outside directors in fulfilling their duties.

Election of Directors

To elect directors, ILJI TECH’s Board of Directors selects candidates and submits them as proposals to the general shareholders’ meeting for final approval. Candidates are appointed at the shareholders’ meeting following a systematic process that evaluates their expertise and experience while ensuring they meet eligibility requirements without any disqualifying factors.

(As of July 1, 2024)

Category	Name	Gender	Position & Career	Expertise	Term
Executive Director	Koo Bon-il	Male	Current: Chairman and CEO of ILJI TECH	Overall Business Management	2007.03.09~2025.03.25
Executive Director	Koo Jun-mo	Male	Current: President and CEO of ILJI TECH	Overall Business Management	2007.03.09~2025.03.25
Independent Director	Kim Man-heon	Male	Current: Representative Tax Accountant, Tax Corporation Leon Former: Director of Seodaegu, Dongdaegu, Seoincheon, and Gumi Tax Offices	Tax Specialist	2024.03.26~2027.03.25
Independent Director	Lee Seok-hwa	Male	Current: Representative Attorney, Law Firm Maeum & Maeum Former: President of the Daegu Bar Association	Legal Expert	2024.03.26~2027.03.25
Independent Director	Choi Wol-young	Male	Current: Representative Attorney, Law Office Beopyeon Former: Presiding Judge, Daegu District Court	Legal Specialist	2024.03.26~2027.03.25

Committees Under the Board

ILJI TECH operates an Audit Committee within the board to evaluate and audit the company’s accounting practices and overall corporate management. The Audit Committee is composed of three outside directors who independently oversee the activities of the directors by attending board meetings. They are authorized to request relevant departments to submit books and related documents for all business matters and, if necessary, can receive reports on operational issues from the company and access management information through appropriate channels.

Committee	Description	Member
Audit Committee	<ul style="list-style-type: none"> Monitoring of the company's accounting operations Evaluation of the operation of the internal accounting management system Establishment of the annual audit plan, etc. 	<ul style="list-style-type: none"> Kim Man-heon Lee Seok-hwa Choi Wol-young

Status and Activities of Board Meetings in 2023

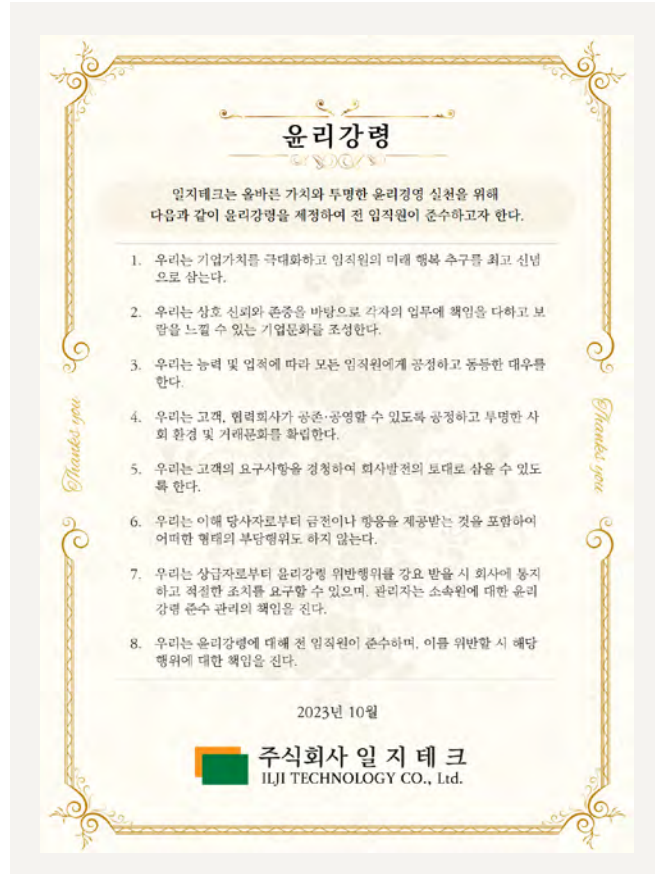
The Board of Directors convenes monthly for regular meetings and holds ad hoc meetings as needed. Agenda items are approved with a quorum of more than half of all directors present and a majority vote of those in attendance. For matters regulated by relevant laws, such as Article 398 of the Commercial Act(Transactions Between Directors and the Company), a two-thirds majority is required to prevent conflicts of interest. Additionally, to enhance participation, directors who cannot attend in person are allowed to participate in resolutions via telecommunication methods.



Ethics & Compliance Management

Code of Ethics

ILJI TECH adheres to a Code of Ethics, applying it as a standard for the actions and value judgments of all employees.



ILJI TECH aims to become a company that creates value for various stakeholders, earning trust and respect while ultimately contributing to improving the quality of human life. To achieve this, ILJI TECH practices integrity-based management, focusing on fundamentals and adhering to principles, fostering an ethical corporate culture.

Ethics Management System

ILJI TECH is strengthening its ethical management framework to become a leading company in social responsibility, achieving sustainable growth based on trust and integrity.

Mission

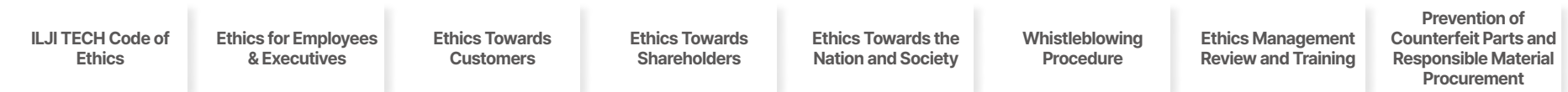
Strategic Goals

Strategic Tasks



Ethics Management Standards

ILJI TECH has detailed implementation guidelines for effective ethical management across various areas. These include ethical standards for employees, customers, shareholders, the state, and society, as well as clear procedures for whistleblowing, ethical management audits and training, responsible sourcing of materials, prohibition of child labor, and compliance with the Uyghur Forced Labor Prevention Act(UFLPA). By formalizing these practical standards, ILJI TECH aims to promote ethical management with tangible impact.

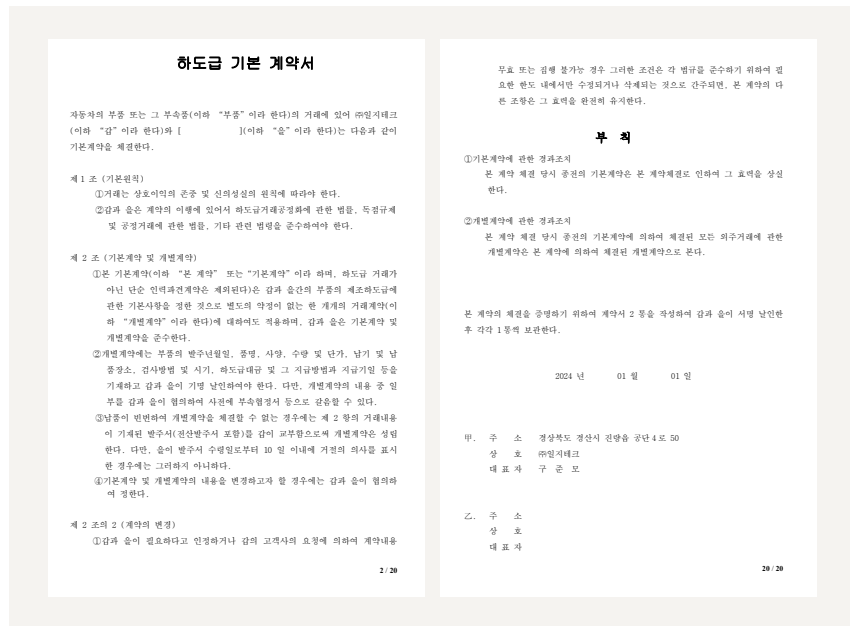


Fair Trade Agreement

In accordance with the Fair Trade Commission's administrative rules, ILJI TECH annually signs fair trade agreements between primary and secondary suppliers. The company also encourages fair trade agreements between second- and third-tier suppliers, promoting a culture of fair trade and co-growth throughout the supply chain.

Compliance with the Standard Subcontract Agreement

ILJI TECH conducts all contracts with its partners based on mutual fairness and equality, using the standard subcontract agreement issued by the Fair Trade Commission. This ensures that business is conducted in a fair and balanced manner with all partners.

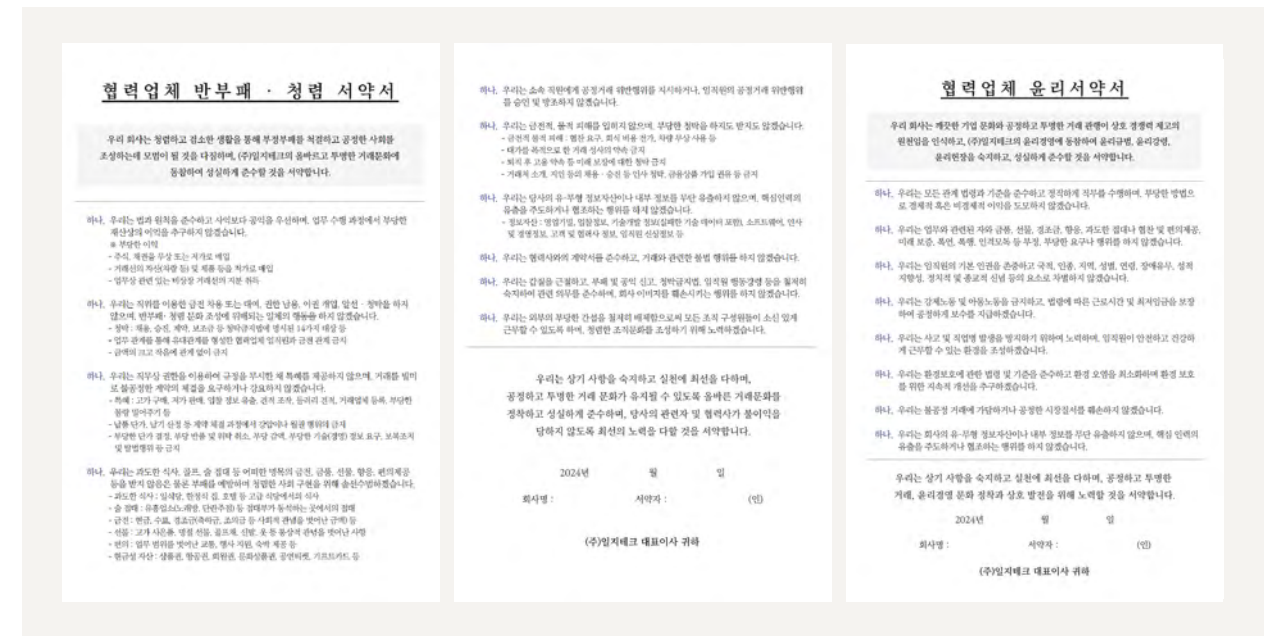


Identification of Corruption Risks

Since 2022, ILJI TECH has conducted internal audits across 100% of its domestic sites to assess corruption risks. The evaluation results indicated that no significant risks were identified at any of the sites.

Anti-Corruption and Ethics Pledge for Partners

To promote anti-corruption and ethical management, ILJI TECH requires partners to commit to both an anti-corruption pledge and an ethics pledge. Through these commitments, ILJI TECH aims to foster a transparent and fair corporate culture and business practices in collaboration with all its partners.



Anti-Corruption Assessment for Partners

ILJI TECH conducts annual assessments of its partners' ESG management practices, including evaluations of ethical management implementation. This process reviews the establishment of ethical management policies, any violations of fair contracts, and internal procedures for managing ethical issues, providing support to encourage ethical practices within partner organizations.

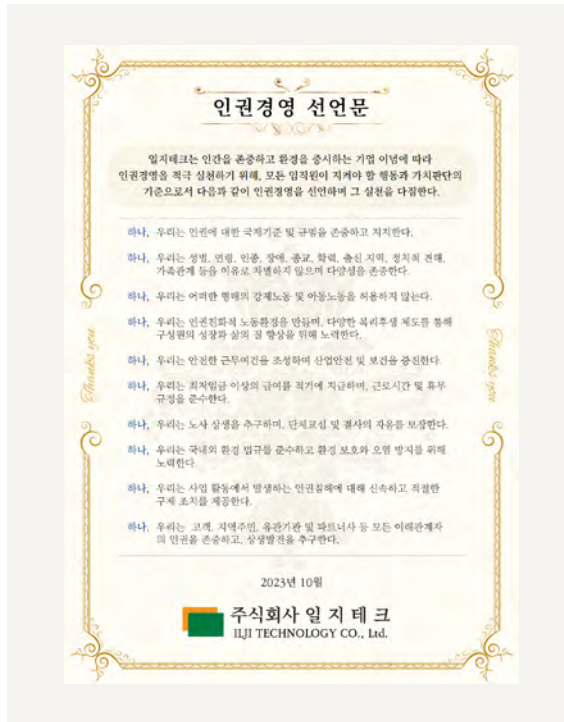
Human Rights Management

ILJI TECH adheres to international human rights standards and guidelines, including the Universal Declaration of Human Rights and the UN Global Compact's Ten Principles. The company is committed to proactively preventing and addressing any human rights issues that may arise in its business operations.

Human Rights Management Declaration

ILJI TECH ensures the value and dignity of all stakeholders and has established a Human Rights Management Declaration to express its commitment to human rights management. In line with its Human Rights Charter and detailed human rights principles, the company fosters a culture of respect for human rights. To support this, ILJI TECH has posted its human rights policy on the company intranet, ensuring that all employees have continuous access to this information.

Human Rights Management Declaration



Human Rights Management Implementation System

ILJI TECH has identified three strategic goals and twelve strategic tasks to effectively implement human rights management. By regularly reviewing the status of human rights practices, the company is committed to fulfilling its social responsibilities grounded in respect for human rights.

Mission

Realize social value by establishing & promoting a culture of respect for human rights.

Strategic Goal

Strengthening the Human Rights Management System



Supply Chain ESG Management



Advancement of Health and Safety Operations



Strategic Tasks

Fulfilling social responsibilities based on human rights and safety

- Establishment of Human Rights Management System
- Human Rights Risk Management
- Operation of Grievance Handling System
- Creation of a Comfortable Work Environment

- Human-Respecting Organizational Culture
- Harmonious Labor-Management Relations
- Employee Training and Communication
- Responsible Procurement

- Supply Chain ESG Management
- Advancement of Health and Safety
- Strengthening Information Security
- Expanding Community Contributions

Human Rights Management Process

ILJI TECH is dedicated to fostering a concrete and proactive approach to human rights management through its company-wide efforts in implementing and managing a comprehensive human rights management process.

Establishment and Declaration of the Human Rights Charter



Implementation of Human Rights Management System



Human Rights Risk Assessment and Evaluation



Support for Human Rights Risk Improvement



Disclosure of Human Rights Management Status

Grievance Handling System

ILJI TECH operates company-wide policies and systems for handling grievances from employees and stakeholders. Through grievance handling guidelines and a Grievance Committee, the company ensures that grievance processes are managed with principles and objectivity. Supporting its top priority of protecting whistleblowers, ILJI TECH offers anonymous reporting and accessible reporting channels. Confidentiality is strictly maintained, and any form of retaliation against reporters is strictly prohibited.

Principles of Grievance Handling

Guaranteeing Anonymity	Protection of Identity	Prohibition of Disadvantageous Treatment
Available to Everyone	Prompt & Accurate Handling	Objection Procedure

Grievance Handling Procedure

Grievance handling is guided by a principle of prompt and accurate processing, with a formal requirement to complete investigations within 20 days from the date of grievance submission.



Three-Year Grievance Handling Status

No. of Cases Received	Resolved	Resolving rate	Average resolving period
5 cases	5 cases	100 %	25.8 days

Efforts to Prevent Discrimination

In line with its commitment to respecting diversity, ILJI TECH strives to create a workplace free from discrimination. Through proactive protection measures for vulnerable groups, the company fosters an inclusive culture where everyone can thrive together.

Vulnerable Groups in Terms of Human Rights	Human Rights Protection Activities
Woman	<ul style="list-style-type: none"> Implementation of Maternity Protection Systems (Support and Consideration for Pregnancy and Childbirth, Parental Leave, etc.) Conducting Wage Equality Monitoring(Prohibiting Discrimination Based on Gender)
Minors / Adolescents / Children	<ul style="list-style-type: none"> Clear prohibition of employing minors Inspection and management of minor employment(such as field internships, etc.)
The disabled	<ul style="list-style-type: none"> Promoting employee loyalty and inclusivity through the support of disabled athletes Compliance with the mandatory employment ratio for persons with disabilities

Human Rights Education

ILJI TECH conducts annual human rights management training for all employees, covering policies and systems related to human rights management, prevention of workplace harassment, gender equality, and other areas at risk for human rights violations. This regular training ensures that all employees are aware of and committed to upholding human rights.

Topic	Target	Frequency
Human Rights Management Declaration and System		
Prohibition of Child Labor / Forced Labor		
Elimination of Inhumane Practices	All employees	More than once a year
Prohibition of Workplace Harassment		
Gender Equality and Prohibition of Discrimination		

Information Security

ILJI TECH has strengthened its information security systems and security organization to rigorously protect stakeholders' information and internal core technologies. Regular inspections and awareness training are conducted to ensure that information security is consistently maintained in daily operations.

Information Security Regulation

ILJI TECH has established a foundational organization for information protection activities, safeguarding employees and facilities from unauthorized actions. The company operates information security management regulations to protect data processed, stored, and transmitted through information systems from threats like viruses and hacking, while actively eliminating vulnerabilities to ensure ongoing information protection management.

Security Management Regulations Structure

Administrative Security	Physical Security	Technical Security
<ul style="list-style-type: none"> Security Organization and Roles Security Pledge and Training Employee/Retiree Management Confidentiality/Document Classification and Management Security Inspections 	<ul style="list-style-type: none"> Establishment and Control of Protected Areas Operation of Video Surveillance Systems Business Continuity Management 	<ul style="list-style-type: none"> User Security Network Security Software Operation and Management Information Communication Security System Operation Intrusion Incident and Recovery

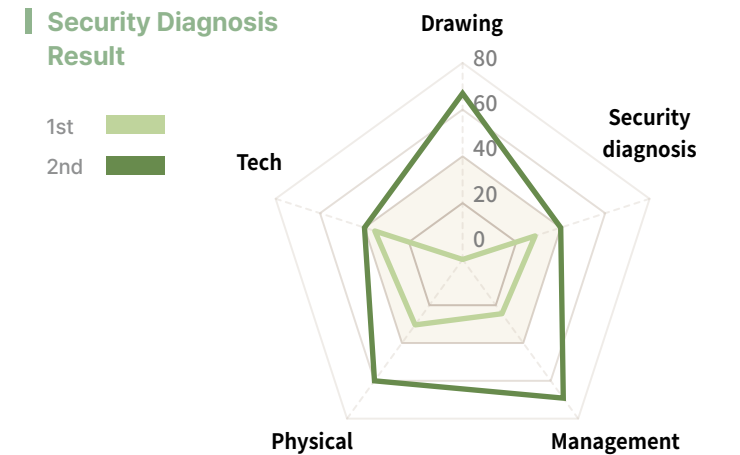
Information Security Responsible Organization

ILJI TECH operates dedicated information security personnel and an information protection team to ensure robust information security.

Category	Dept.	Personnel
Information Security Officer	Management Information Team	<ul style="list-style-type: none"> Head of Management Information Team
Management Information Team	Management Information Team, the Relevant Department * Additionally, designate relevant personnel for incident analysis, response, and recovery as needed.	<ul style="list-style-type: none"> Security Officer Incident Information Processor Incident System Administrator
Incident Response Manager	Relevant department	<ul style="list-style-type: none"> Head of the Department Where the Incident Occurred

Information Security Diagnosis

ILJI TECH participated in an information security assessment conducted by the Korea Internet & Security Agency(KISA) to objectively verify its information security management level. The assessment confirmed that all 14 items across 4 areas were in compliance, with no issues identified.



Information Security Infrastructure

ILJI TECH has implemented a comprehensive information security system across the company to prevent security incidents at the source. Through regular infrastructure updates and inspections, the company is committed to protecting the valuable assets of both the company and its stakeholders.

IT Security Key Infrastructure Status

Firewall	Media Control System	Blocking of Harmful Websites	Spam Email Prevention Solution
Document Centralization System	Separation of OA & FA Networks	Groupware	Drawing Management System

Information Security Training

In 2023, ILJI TECH conducted information security training sessions twice, once in the first half and once in the second half of the year. The training covered ransomware infection cases, preventive measures, and awareness of phishing email attacks exploiting social issues. Through real-life examples, employees were educated on potential security breaches in the workplace and learned how to proactively prevent such incidents.

Record Document Inspection and Management

ILJI TECH conducts annual record management inspections by department based on a systematic document management system. This process includes tracking, collecting, indexing, reviewing, and filing documents, along with regular document disposal to prevent information incidents in the workplace. In 2023, inspections covered 12 items across 14 departments, with all identified deficiencies fully addressed and corrected.

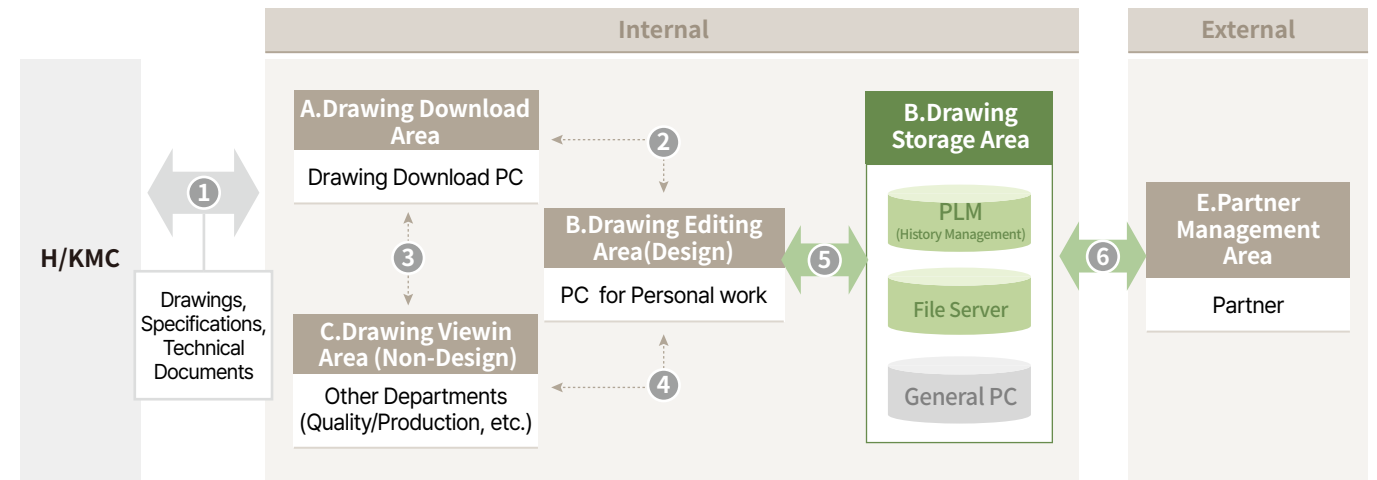
Collection of Personal Information and Consent

ILJI TECH obtains consent from employees and external stakeholders by providing clear information when collecting personal data necessary for business purposes. Only the minimum required data is collected, with specific guidelines on collection items and retention periods to prevent any risk of personal information breaches.

Partner Information Security

ILJI TECH implements information security measures to manage the distribution of product design drawings in its business dealings with partners, ensuring secure handling of sensitive information.

Drawing Distribution Management Process



Partner Information Security Assessment

ILJI TECH conducts assessments to manage the information security levels of its partners. This process includes a self-assessment by the partner and a secondary evaluation by ILJI. Any identified deficiencies are addressed with recommended improvements to enhance security standards.

Assessment Areas

Category	관리항목
Management Area	Policies/Organization, Security Activities, Awareness Raising, Risk Identification, Security Inspections
Physical Area	Protection, Access, Equipment, Photography, Monitoring
Technical Area	Technology Policies, Intrusion Prevention, Leakage Control, Business Systems, Monitoring
Drawing Management Area	Regulations, Storage, Drawing Distribution, 2nd Tier Security, Drawing PC Management, Drawing Security

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Financial Data

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Financial Statement

(Unit: KRW)

Category	2021	2022	2023
Assets			
Current assets	149,944,126,343	184,332,791,216	196,257,937,346
Cash & Cash Equivalents	20,017,958,320	6,641,134,761	17,201,259,205
Short-term financial products		2,903,040,000	3,400,000,000
Accounts receivable and other current receivables	39,583,967,643	41,303,201,448	62,122,477,292
Current tax assets		0	0
Current inventory assets	29,005,654,023	27,861,318,880	70,834,959,083
Other current financial assets	2,298,963,356	9,335,500,000	831,000,000
Other current assets	59,037,583,001	96,288,596,127	41,868,241,766
Non-current assets	231,440,243,511	197,008,340,752	331,282,832,285
Tangible assets	193,914,432,440	165,782,071,368	288,695,726,167
Intangible assets other than goodwill	627,502,070	401,928,339	32,284,260,353
Deferred tax assets	12,912,131,532	8,173,735,721	0
Long-term accounts receivable and other non-current receivables	2,146,399,374	2,513,696,879	3,091,685,714
Other non-current financial assets	12,385,188,011	9,540,984,263	1,201,728,343
Other non-current assets	9,454,590,084	10,595,924,182	6,009,431,708
Total assets	381,384,369,854	381,341,131,968	527,540,769,631
Liabilities			
Current liabilities	264,851,102,597	281,314,760,272	295,526,966,081
Accounts payable and other current liabilities	90,647,382,547	83,946,781,688	130,442,087,693
Current borrowings	116,203,452,000	87,475,280,000	111,292,210,000
Portion of non-current borrowings reclassified as current liabilities due to liquidity	22,028,700,000	5,019,920,000	1,419,920,000
Current tax liabilities	2,521,592,877	1,579,114,197	8,150,718,588
Other current financial liabilities	13,158,025,415	14,015,943,520	23,759,321,176
Othercurrent liabilities	20,291,949,758	89,277,720,867	20,462,708,624

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Financial Statement

Category	2021	2022	2023
Other Current liabilities	16,741,364,752	6,854,455,795	109,347,927,332
Long-term borrowings	11,731,300,000	2,961,380,000	105,094,047,909
Other non-current financial liabilities	4,435,879,768	3,893,075,795	692,832,101
Retirement benefit liabilities	574,184,984	0	0
Other non-current liabilities		0	3,561,047,322
Total liabilities	281,592,467,349	288,169,216,067	404,874,893,413
Capital			
Equity attributable to the owners of the parent company	99,791,902,505	93,171,915,901	122,665,876,218
Paid-in capital	6,756,750,000	6,756,750,000	6,756,750,000
Capital surplus	5,502,835,652	5,502,835,652	5,502,835,652
Other components of equity	(3,660,716,206)	(2,536,587,451)	(4,228,492,157)
Retained earnings(accumulated deficit)	91,193,033,059	83,448,917,700	114,634,782,723
Non-controlling interest			
Total capital	99,791,902,505	93,171,915,901	122,665,876,218
Total Capital & Liabilities	381,384,369,854	381,341,131,968	527,540,769,631

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Consolidated Income Statement

(Unit: KRW)

Category	2021	2022	2023
Revenue(Sales)	195,847,448,312	229,144,511,634	628,485,714,969
Revenue(Sales) from the Delivery of Goods	195,847,448,312	229,144,511,634	628,485,714,969
Cost of Sales	185,730,519,776	212,412,528,285	545,982,696,622
Gross Profit	10,116,928,536	16,731,983,349	82,503,018,347
Selling and Administrative Expenses	15,378,115,974	16,115,582,906	47,086,769,941
Operating Profit(Loss)	(5,261,187,438)	616,400,443	35,416,248,406
Finance Income	503,035,593	960,086,447	1,001,666,725
Finance Costs	5,496,888,051	5,406,507,371	10,352,587,350
Other Income	15,980,559,979	9,563,068,652	25,089,912,998
Other Loss	799,716,036	8,351,070,960	6,958,432,210
Profit(Loss) Before Income Tax	4,925,804,047	(2,618,022,789)	44,196,808,569
Income Tax Expense(Income Tax Benefit)	5,533,585,493	6,476,467,937	11,896,766,745
Profit(Loss) from Continuing Operations	(607,781,446)	(9,094,490,726)	32,300,041,824
Profit(Loss) from Discontinued Operations	0	0	0
Net Profit(Loss)	(607,781,446)	(9,094,490,726)	32,300,041,824
Other Comprehensive Income	(515,060,001)	2,474,504,122	(2,799,040,447)
Items That Will Not Be Reclassified to Profit or Loss(After Tax Other Comprehensive Income)	(392,166,906)	1,283,233,468	(1,052,811,812)
Items That May Be Reclassified to Profit or Loss(After Tax Other Comprehensive Income)	(122,893,095)	1,191,270,654	(1,746,228,635)
Total comprehensive income	(1,122,841,447)	(6,619,986,604)	29,501,001,377
Attribution of net profit(loss)			
Net profit(loss) attributable to the owners of the parent company	(607,781,446)	(9,094,490,726)	32,300,041,824
Net profit(loss) attributable to non-controlling interest			
Attribution of comprehensive income			
Comprehensive income attributable to the owners of the parent company	(1,122,841,447)	(6,619,986,604)	29,501,001,377
Comprehensive income attributable to non-controlling interest			
Earnings per share(EPS)			
Basic earnings(loss) per share	(46)	(688)	2,444
Diluted earnings(loss) per share	(46)	(688)	2,444

Non-Financial Data

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Environmental Performance

Category	Item	Unit	Year			Note	
			2021	2022	2023		
Production status by workplace (Intensity calculation criteria)	ILJI Gyeongsan Plant	ea	2,630,117	2,838,758	2,492,689	Annual production based on SPOT COMPL criteria (according to POP data)	
	ILJI Gyeongju Plant		2,299,798	2,304,001	3,037,683		
Energy Use	Energy Consumption	Non-renewable energy	23,111	23,046	29,930	Convert the fuel consumption into electricity usage units and include it	
		Renewable energy	0	0	0		
		Total	MWh	23,111	23,046		29,930
	By energy source	Electricity		22,794	22,726	29,550	
		Fuel		317	319	380	
	Energy usage intensity	Energy consumption per unit of product produced	MWh/ea	0.0046	0.0044	0.0053	Total electricity consumption / Total production status by workplace
	Renewable energy production	Solar energy	MWh	1,217	2,114	2,355	All solar power generation is sold through REC and PPA
Proportion of renewable energy in total consumption		%	5	9	8		
Raw material usage	Raw material usage(coil)	Raw material quantity for product production		34,470,046	37,068,675	45,182,957	The scrap metal is fully recycled and reused by other companies
		Scrap generation amount	Kg	29,697,095	30,922,168	34,727,340	
		Total		64,167,141	67,990,843	79,910,297	
Water use	Water usage	Non-renewable water		19,833	18,698	21,326	
		Renewable water		0	0	0	
		Total		19,833	18,698	21,326	
	By water source	Third-party supplied water (such as tap water, industrial water, etc.)	ton	19,833	18,698	21,326	
		Underground water		0	0	0	
		Sea water		0	0	0	
		Surface water		0	0	0	
Greenhouse gas emissions	GHG emission volume	Scope1(Direct emission)		76	76	92	
		Scope2(Indirect emission)	tCO ₂ eq	10,472	10,441	13,575	
		S1+S2		10,548	10,517	13,667	
	GHG emission intensity	GHG per unit of product produced	tCO ₂ eq/unit	0.0021	0.002	0.0025	Total of S1 + S2 / Total production status by workplace

Environmental Performance

Category	Item	Unit	Year			Note	
			2021	2022	2023		
Hazardous Chemical Use	Amount of hazardous chemicals used	L	844	1,140	1,042		
		Kg	957	712	1,237		
Waste Generated	Waste generation volume	General waste	191	227	218		
		Designated waste	29	24	55		
		Total	220	251	273		
	Waste disposal	Incineration	194	232	224		
		Landfill	0	0	0		
	Recycling	26	19	49	All waste oils and waste paint solids are fully recycled		
Eco-friendly business	Eco-friendly investment	Eco-friendly investment amount	KRW million	436	1,323	723	ESS(Energy Storage System), solar power, electric vehicles for business use, LED replacement, inverter compressors, etc
Environmental compliance	Violation of environmental laws and regulations	Number of regulatory violations	case	0	0	0	
		Amount of fines	KRW	0	0	0	

Health & Safety Performance

Category	Item	Unit	Year			Note	
			2021	2022	2023		
Safety Management	Accident rate	%	0.53	0.27	0.54	Based on the data from KOSHA inquiry	
	No. of Accident	No. of injuries	case	2	1	2	Based on data from K-COMWEL
		No. of fatalities	case	0	0	0	
	LTIFR	%	2.23	1.13	1.98		
Safety Training Performance	Total Training Hours	hours	5,553	5,067	6,653		
	Total Number of Trainees	person	2,448	2,036	2,598	Based on Cumulative Attendance	
	Training Hours Per Employee	hour/person	2.3	2.5	2.6		

Employee Performance

Category	Item	Unit	Year			Note		
			2021	2022	2023			
Employees	No. of employees		376	412	459	Internal Criteria(Different from the Business Report)		
	By Employment Type	Regular		346	333	370		
		Non-Regular	person	30	79	89		
	Gender ¹⁾	Male		325	314	344		
		Female		21	19	26		
		No. of female employees	%	5.6	4.6	5.7		
		Executives(Male)		5	6	7	Excluding Chairperson, President, and Outside Directors	
		Executives(Female)	person	1	1	1		
		Total		6	7	8		
		Percentage of Female Executives	%	16.7	14.3	12.5		
	By position ¹⁾	Employees level(male)		102	93	97	Manager: Position of Responsibility or Higher	
		Managerial level(female)	person	8	8	9		
		Total		110	101	106		
		Ratio of Female Managers or Above to Total Managers	%	7.3	7.9	8.5		
		By age ¹⁾	Under 30		41	35	42	
			30~50	person	258	254	266	
			50or above		47	44	62	
		Disabled		11	12	15		
		Percentage of disabled	%	2.93	2.91	3.27		
		Diversity	Foreigner		0	0	0	
Non-Regular Employees (Including Contract and Part-Time Workers)			person	30	79	89		
	Local youth		41	29	21	Based on Gyeongsan-si, Gyeongsangbuk-do, Under the Age of 34		
	Average Years of Service	years	9.7	8.8	8.2	Record years of service as of the end of each year (December 31).		

1) Calculated Based on Regular Employees

Employee Performance

Category	Item	Unit	Year			Note	
			2021	2022	2023		
Hiring	New hires		47	105	133		
	Gender	Male	42	91	123		
		Female	5	14	10		
	By age	Below 30	person	30	41	50	
		30~50		12	25	45	
		50 and above		5	39	38	
	Youth hired	Total No. of Employees		19	26	19	
		Regular Employee Conversion Rate	%	95	100	42	
Resignation & Job Transition	Comprehensive Resignation Status	No. of Resigned Employees	person	54	65	93	No. of Resigned Employees / Total No. of Employees
		Resignation Rate	%	14.4	15.8	20.3	
	Voluntary Resignations		54	64	93		
	Non-Voluntary Resignations		0	1	0		
	Gender	Male		48	59	86	
		Female		6	6	7	
	By age	Below 30	person	13	26	42	
		30~50		29	26	15	
		50 and above		12	13	36	
	By position	Executives		0	1	2	Manager, Senior Manager, Team Leader (Chief, Deputy General Manager, Assistant Manager) Senior(Assistant Manager)
		Mid-level manager		22	18	11	
		General manager		10	23	24	
	Resignation of New Employees	Non-managerial position		22	23	56	Interns, On-Site Employees, Facility Management Staff
		New Employee Resignees		5	17	12	
New Employee Resignation Rate		%	9.3	26.2	12.9		

Employee Performance

Category	Item	Unit	Year			Note	
			2021	2022	2023		
Employee Benefits	Total Employee Benefits Expenses	KRW	3,520,169,756	3,694,587,137	4,414,594,210		
	Average Employee Benefits Expenses Per Employee		9,362,154	8,967,445	9,617,852		
	Parental Leave Usage and Return Status	No. of Employees Taking Parental Leave	person	2	1	2	Based on Parental Leave Application Date
		No. of Employees Returning from Parental Leave	person	1	1	1	ased on Parental Leave Return Date
		Retention Rate After 12 Months of Returning from Parental Leave	%	100	100	100	
Employee Training and Development	Overall Training Status (Including Statutory Mandatory Training)	Total hours of training	hours	6,992	7,999	8,194	Based on Cumulative Hours
		Training Hours Per Employee	hours	19	19	18	
	Employee Training Participation Rate	Total No. of Trainees(Excl. Duplicates)	person	376	412	459	
		Employee Training Participation Rate	%	100	100	100	
	Statutory Mandatory Training (Incl. Sexual Harassment Prevention Training, etc.)	Training hours	hours	15	15	15	
		No. of participants	person	376	412	459	
	GPC	Training hours	hours	13	17	17	
		No. of participants	person	104	107	77	
Social Dialogue	No. of Employees Covered by Collective Agreements	person	189	181	200		
	Collective Agreement Coverage Rate	%	100	100	100		
	No. of Employees Eligible for Labor Union Membership	person	189	181	200	Based on On-Site Employees	
	No. of Labor Union Members	person	189	181	200		
	Labor Union Membership Rate	%	100	100	100		
	Labor-Management Council Meetings Held	sessions	4	4	4		
	Np. of Grievances Filed	case	4	0	1		
	No. of Grievances Addressed	case	4	0	1		
Average Response Time	days	23	-	37			

Social Performance

Category	Item	Unit	Year			Note
			2021	2022	2023	
Shared Growth	No. of major partners	companies	31	31	36	Based on the Parts Procurement Team and Development Team
	No. of major partners		12	12	13	
	Total purchase amount to all partners	KRW million	44,154	52,260	67,618	
	Purchase amount to major partners		34,517	40,996	52,942	
	Capacity-building training for partner employees		0	17	17	
Supply Chain Risk Assessment	Partner subject to evaluation(self-determined criteria)	companies	0	8	8	Selection of 8 Companies Related to the Press Parts Supply Chain
	Evaluated partners		0	8	8	Selection of Eight Companies in the Press Parts Supply Chain
	Evaluation percentage	%	0	100	100	Evaluation Rate for Eight Companies
Social Contribution	Cash donation	KRW million	8.6	7.6	9.6	
Customer Satisfaction	No. of customer complaints received	case	16	10	13	Customer Nonconformity(Number of Incoming Defects)
	No. of customer complaints resolved		16	10	13	No. of Customer Nonconformity Improvements (No. of Incoming Defects Addressed)
	Handling rate	%	100	100	100	
Information Protection	Recipients of information security and personal data protection awareness training	person	181	193	226	
	Graduates of information security and personal data protection awareness training		181	193	226	
Ethical Management	No. of ethical violations		0	0	0	
Information Security	No. of fair trade violations	case	0	0	0	
Information Security	No. of information security incidents		0	0	0	
Status of Non-Compliance with Other Socio-Economic Laws	No. of legal and regulatory violations		0	0	0	
	Amount of penalties or fines	KRW ten thousands	0	0	0	

Governance Performance

Category	Item	Unit	Year			Note
			2021	2022	2023	
BOD Performance	No. of meetings	Times	17	15	19	
	No. of resolutions		17	15	19	
	No. of reported case	case	0	0	0	
	Amended resolution agenda		0	0	0	
	Pre-review rate		0	0	0	
	Percentage of female directors	%	0	0	0	
	Average attendance		100	100	100	
BOD Status	Executive directors	person	2	2	2	
	Independent directors		3	3	3	

Distribution of economic performance

Category	Item	Unit	Year			Note
			2021	2022	2023	
Government/Local Government	Corporate Tax		1,813	3,317	2,469	
Partners	Procurement cost	KRW Million	44,154	52,260	67,618	
Employees	Labor cost		23,748	25,162	29,365	

GRI Content Index

Statement of use: ILJI TECH has reported in accordance with the GRI Standards for the period [2023.01.01 ~ 2024 1st half]

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): N/A

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GRI 2 : The organization and its reporting practices	2-1	Organizational details	7, 9, 10
	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 First Report	First Report
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GRI 2 : Activities and workers	2-6	Activities, value chain and other business relationships	11~14
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	GRI 2 : Governance	2-15	Conflicts of interest
2-16		Communication of critical concerns	17~18, 54
2-17		Collective knowledge of the highest governance body	To be carried out and disclosed in the future
2-18		Evaluation of the performance of the highest governance body	To be carried out and disclosed in the future
2-19		Remuneration policies	Business Report p217~218
2-20		Process to determine remuneration	Business Report p217~218
2-21		Annual total compensation ratio	Our compensation ratio is confidential and not be disclosed.

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GRI 2 : Strategy, policies And practices	2-22	Statement on sustainable development strategy	4-5, 16
	2-23	Policy commitments	15, 24, 27, 46, 48, 55, 58
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Material Topics			
GRI 3 : Disclosures on material topics	3-1	Process to determine material topics	21
	3-2	List of material topics	22
	3-3	Management of material topics	22
Economic(GRI 200)			
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed(EVG&D)	63-65, 72 / Key Issues #1
	201-2	Financial implications and other risks and opportunities due to climate change	27~30
	201-4	Financial assistance received from government	Business Report p24
GRI 202 : Market Presence 2016	202-1	Investment in and support for infrastructure and services	Wages are paid at a level exceeding the legal minimum wage for each workplace
GRI 203 : Indirect Economic Impact 2016	203-1	Significant indirect economic impacts	52
	203-2	Proportion of spending on local suppliers	52
GRI 204 : Procurement Practices 2016	204-1	Proportion of spending on local suppliers	71

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	205-2 Communication and training about anti-corruption policies and procedures	56 / Key Issues #2
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GRI 206 : Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	71 / Key Issues #7
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GRI 301 : Materials 2016	301-1 Materials used by weight or volume	66
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	66 / Key Issues #3
	302-2 Energy consumption outside of the organization	66 / Key Issues #3
	302-3 Energy intensity	66 / Key Issues #3
	302-4 Reduction of energy consumption	30 / Key Issues #3
GRI 303 : Water and Effluents 2016	303-3 Water withdrawal	66
GRI 304 : Biodiversity 2016	304-2 The significant impact of the organization's activities, products, and services on biodiversity	33
GRI 305 : Emissions 2016	305-1 Direct(Scope 1) GHG emissions	66 / Key Issues #4
	305-2 Energy indirect(Scope 2) GHG emissions	66 / Key Issues #4
	305-4 GHG emissions intensity	66 / Key Issues #4
	305-5 Reduction of GHG emissions	66 / Key Issues #4
	305-6 Emissions of ozone-depleting substances(ODS)	No emissions within the organization / Key Issues #4
	305-7 Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	No emissions within the organization / Key Issues #4

Topic	GRI Disclosure	Page
GRI 306 : Waste 2020	306-1 Waste generation and significant waste-related impacts ³²	32
	306-3 Waste generated ⁶⁷	67
	306-4 Waste diverted from disposal	32, 67
	306-5 Waste directed to disposal	67
	GRI 308 : Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken	49, 71 / Key Issues #7
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GRI 401 : Employment 2016	401-1 New employee hires and employee turnover	69
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44 / Key Issues #5
	401-3 Parental leave	70 / Key Issues #5
	403-1 Occupational health and safety management system	24-26 / Key Issues #6
	403-2 Hazard identification, risk assessment, and incident investigation	35-36 / Key Issues #6
	403-3 Occupational health services	37 / Key Issues #6
	403-4 Worker participation, consultation, and communication on occupational health and safety	25, 37 / Key Issues #6
	403-5 Worker training on occupational health and safety	37, 67 / Key Issues #6
	403-6 Promotion of worker health	37 / Key Issues #6
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35-37 / Key Issues #6
GRI 403 : Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Application of safety and health management systems to all employees at the workplace
	403-9 Work-related injuries	67 / Key Issues #6
	403-10 Work-related ill health	67 / Key Issues #6

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GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee 70
	404-2	Programs for upgrading employee skills and transition assistance programs 40, 42
	404-3	Percentage of employees receiving regular performance and career development reviews 41
GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees 54, 68
GRI 406 : Nondiscrimination 2016	406-1	Incidents of discrimination and corrective actions taken 59 / key issues #8
GRI 407 : Freedom of association and collective bargainin 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk Not applicable
GRI 408 : Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor Not applicable
GRI 409 : Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor Not applicable
GRI 410 : Security Practice 2016	410-1	Security personnel trained on human rights policies and procedures 59
GRI 414 : Supplier social Assessment 2016	414-1	New suppliers that were screened using social criteria 48
	414-2	Negative social impacts in the supply chain and actions taken 49, 71 / key issues #7
GRI 415 : Public policy 2016	415-1	Political contributions Not applicable
GRI 417 : Marketing & Labelling 2016	417-2	Violations related to product/service information and labeling No violations
GRI 418 : Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data No violations

SASB Index





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SUSTAINABILITY DISCLOSURE TOPICS & METRICS

SASB Topic	Code	Category	Description	Unit of Measure	Page
Table 1. Sustainability Disclosure Topics & Metrics					
Energy Management	TR-AP-130a.1	Quantitative	(1)Total energy consumed, (2)Percentage grid electricity, (3)Percentage renewable	gigajoules(GJ), percent(%)	29, 66
Waste Management	TR-AP-150a.1	Quantitative	(1)Total amount of waste from manufacturing, (2)Percentage hazardous, (3)Percentage recycled	ton(t), percent (%)	32, 67
Product Safety	TR-AP-250a.1	Quantitative	Number of recalls issued, total units recalled	Number	-
Design for Fuel Efficiency	TR-AP-410a.1	Quantitative	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Reporting currency	-
Materials Sourcing	TR-AP-440a.1	Not applicable	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	48
Materials Efficiency	TR-AP-440b.1	Quantitative	Percentage of products sold that are recyclable	percent(%)	-
	TR-AP-440b.2	Quantitative	Percentage of input materials from recycled or remanufactured content	percent(%)	-
Anti-competitive Behavior	TR-AP-520a.1	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Reporting currency	71
Table 2. Activity Metrics					
Number of parts produced	TR-AP-000.A	Quantitative		Number	12-13
Weight of parts produced	TR-AP-000.B	Quantitative		ton(t)	-
Area of manufacturing plants	TR-AP-000.C	Quantitative		Square meter(m ²)	-

UN SDGs Commitment

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SDGs Goals		Specific Goals	Linked Activities
1	 <p>1 NO POVERTY</p> <p>End Poverty</p>	End poverty in all its forms everywhere	<ul style="list-style-type: none"> • Mutual Aid Activities in the Community
3	 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Health & Well-being</p>	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> • Safety and Health Awareness and Strengthening Activities • Safety Prevention and Major Accident Prevention Activities • Operation of Welfare Benefit Programs
4	 <p>4 QUALITY EDUCATION</p> <p>Quality Education</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> • Transparent and Fair Recruitment • Diversity-Respect Management • Operation of Career Development Management Programs • Operation of Job Rotation Systems
5	 <p>5 GENDER EQUALITY</p> <p>Gender Equality</p>	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> • Strengthening Efforts to Prevent Discrimination and Protect Human Rights
6	 <p>6 CLEAN WATER AND SANITATION</p> <p>Healthy and Safe Water Management</p>	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> • Operation of In-House Campaigns for Water Conservation • Water Inspection Through Replacement of Aging Facilities
7	 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Eco-friendly Production & Consumption of Energy</p>	Ensure access to affordable, reliable, sustainable, and modern energy for all	<ul style="list-style-type: none"> • Lifecycle Environmental Impact Assessment • Introduction of Renewable Energy

SDGs Goals		Specific Goals	Linked Activities
8	 <p>Decent Work and Economic Growth</p>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> • Providing ESG Consulting Support for Strengthening Supplier Capabilities
10	 <p>Reduced Inequalities</p>	Reduce inequalities within and among countries regardless of age, gender, disability status, religion, etc.	<ul style="list-style-type: none"> • Human Rights Management Declaration • Operation of Grievance Handling System
11	 <p>Sustainable Cities and Communities</p>	Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"> • Conducting activities such as improving the local community environment
12	 <p>Responsible Consumption and Production</p>	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • Waste Recycling • Eco-Friendly Research and Development • Raw Material and Submaterial Management
13	 <p>Climate Action</p>	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • Developing a 2050 Carbon Neutrality Roadmap • Participating in the Carbon Disclosure Project • Managing carbon emissions from partner companies
16	 <p>Peace, Justice and Strong Institutions</p>	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<ul style="list-style-type: none"> • Building a human rights management system through the establishment of a human rights management declaration • Establishing a transparent ethical management culture through the enactment of a code of ethics.
17	 <p>Partnerships for the Goals</p>	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	<ul style="list-style-type: none"> • Establishing a responsible supply chain policy • Establishing fair trade through the implementation of the four major subcontracting practices

Third-party Assurance Statement

Dear Stakeholders of ILJI TECH Co., Ltd.

Korean Foundation for Quality(further 'KFQ') has been requested ILJI TECH Co., Ltd.(further 'ILJI TECH') to conduct an independent verification on the 2024 ILJI TECH Sustainability Report,(hereafter 'the Report'). KFQ has responsibility to provide an independent verification opinion against the criteria and scope of verification as specified below. ILJI TECH has sole responsibility for the preparation of the Report.

Verification Criteria and Scope

- Verification Criteria** AA1000AS(v3) and AA1000AP(2018)
- Verification Type** Type 1 [Verification of compliance of four reporting principles]
- Verification Level** Moderate [Verification based on limited evidence collected]
- Verification boundary** The reporting boundaries of ILJI TECH as stated in the Report(all domestic and international operations of ILJI TECH)
- Verification Scope** Compliance with the 4 reporting principles(Inclusivity, Materiality, Responsiveness, Impact) according to AA1000AP and the GRI Standards 2021 reporting requirements

GRI Standards(2021) Reporting Principles

- Universal Standards

Reporting with reference to GRI Standards (2021), compliance with the following requirements

Requirements	Compliance
1. Publish a GRI content index	○
2. Provide a statement of use	○
3. Notify GRI	○

- Topic Standards

Requirements	GRI Standards/Topic Disclosure
Reporting material issues according to the GRI Topic Standards	• GRI 205 : Anti-corruption
	• GRI 302 : Energy
	• GRI 305 : Emissions
	• GRI 306 : Waste
	• GRI 401 : Employment
	• GRI 403 : Occupational Health & Safety
	• GRI 405 : Diversity & Equal Opportunity
	• GRI 414 : Supplier Social Assessment

Methodology

To assess the reliability of the sustainability performance in the Report against the aforementioned criteria, the audit team reviewed sustainability-related processes, systems, internal control procedures, and available performance data. The documentation the audit team reviewed by the audit team during the verification includes.

- Non-financial information e.g., data provided by ILJI TECH, disclosed Business Reports, and information obtained from media and/or the internet etc and**
- Financial information i.e., data disclosed in the electronic disclosure system(dart.fss.or.kr) of the Financial Supervisory Service, and data posted on the homepage were used, but these contents are not included in the scope of verification.**

The assessment was performed through document review and interviews with the responsible personnel including an on-site assessment. The validity of the materiality assessment process in the Report and the material issues selection considering stakeholders, data collecting & management, and validity of the report preparation procedures as well as the description in the Report were assessed, but external stakeholder interviews were not conducted. Afterwards, it was confirmed that any errors, inappropriate information, and misstatement identified during the assessment were appropriately revised before publishing the Report.

Competency and independence

The audit team was consisted in accordance with KFQ's internal regulations. KFQ has no conflict of interest to the ILJI TECH that could threaten the impartiality of verification, aside from providing third-party verification services.

Limitations

The completeness and responsiveness of sustainability performance represented in the Report have inherent limitations due to its nature and the methodology used to determine, calculate and estimate its performance. In accordance with the terms of the contract, we assessed the information and evidence provided by the ILJI TECH.

Findings and Conclusions

As a result of the verification, the Report was found to be prepared in accordance with the requirements for 'with reference to GRI standards 2021' and the audit team found reasonable objective evidence to guarantee the AA1000AP(2018) and AA1000AS(V3) Type 1 assurance level. We also found no significant errors or inadequacies in the Report regarding compliance with reporting principles.

• Inclusivity

ILJI TECH defined six stakeholder groups(Shareholder · Investor, Employees, Customer, Community, Partner, Government) and is hearing their opinions through the communication channels considering the characteristics of each group for effective communication. The audit team could not find any major stakeholders omitted in this process and was able to confirm that ILJI TECH is making efforts to reflect the opinions stakeholders collected in its management strategy.

• Materiality

ILJI TECH derived a pool of potential ESG issues through the internal and external environments analysis of global ESG disclosure standards and initiatives, media analysis, and benchmarking against industry peers. Based on these internal and external environmental analyses, a double materiality assessment was conducted, taking into account both the impact of the company's business on the environment and society, as well as the impact of environmental and social factors on the company's financial performance. Among the 24 potential issues identified, a final selection of 8 key issues was made through a review by external ESG experts and stakeholder surveys. The audit team confirmed that the identified material issues resulting from the materiality assessment were described in the Report without any omission.

• Responsiveness

ILJI TECH is committed to responding promptly to the needs and key interests of stakeholders. Nothing came to our attention to suggest that the responses and performance are inappropriately described in the Report.

• Impact

ILJI TECH identifies and monitors the impact of stakeholder-related material issues throughout its management activities and reports them in the Report as much as possible. Nothing came to our attention to suggest that it does not properly assess and report impacts relating to material issues.

Recommendation for improvement

- ▶ Despite being the first sustainability report published by ILJI TECH, the effort to share various ESG activities and achievements with stakeholders is commendable. We look forward to ILJI TECH's ESG activities and performance being actively discussed with stakeholders and reflected in ILJI TECH's management strategies in the future.
- ▶ To improve the quality and reliability of the data used in the sustainability report, it is recommended to establish an internal system for ESG information collection, management, and analysis, which should be monitored periodically.

October 30th, 2024

Seoul, Korea

Ji Young Song, CEO

Korean Foundation for Quality(KFQ)

Ji Young Song



Membership, Association & Certification

Membership & Association

Association	Description	Year of Joining
Daegu-Gyeongbuk Environmental Technicians Association	As an environmental organization in the Daegu-Gyeongbuk region, it supports business environmental operations, facilitates environmental information exchange, and engages in activities for regular association members	2024
Korea Safety Technology Association(KSTA)	A comprehensive safety technology organization responsible for safety training, construction inspections, safety assessments, and consulting services	2024
Korean Confederation of Trade Unions Gyeongju Regional Council	Council for the Establishment and Development of Labor-Management Culture in the Gyeongju Region	2023
Dongguk University Gyeongju Hospital	School of medicine under the university	2023
Gyeongju Human Resources and Labor Management Association	A non-profit organization established to foster a sound labor-management culture in companies	2023
Korea Diecasting Society(KDS)	Improving the quality and productivity of diecasting parts and developing diecasting workforce	2021
Automotive Component Test Regional Innovation Center(ACT-RIC)	Testing, evaluation, and analysis of products from the local automotive component industry	2021
Gyeongbuk Technopark Foundation	Establishment of an organic collaboration system among industry, academia, research, and government in the Gyeongbuk region	2021
Gyeongsangbuk-do Exporters Association	By collaborating with export-related organizations in Gyeongsangbuk-do, the association provides mutual cooperation channels among local export companies, offers information on overseas market development, supports various export assistance programs, and fosters export companies through export capacity-building training	2021
Safety Managers Association	An organization for information exchange and the enhancement of safety management tasks among members within the jurisdiction of the Daegu Regional Labor Office	2019
Korea Industrial Safety Association	A non-profit public corporation established to promote safety and health in industrial workplaces and prevent industrial accidents	2019
Daegu-Gyeongbuk Future Business Leaders Association	Fostering camaraderie among members, enhancing capabilities, and increasing activity	2018
Gyeongbuk PRIDE Company CEO Association	Establishing a mutual cooperation system among the CEOs of the best small and medium-sized enterprises(SMEs) in Gyeongsangbuk-do, supporting job creation, and aiding technology development companies to foster a healthy industrial ecosystem	2018
Federation of Mid-Sized Enterprises	Building the foundation for the sustainable growth of mid-sized enterprises and creating benefits for member companies	2017
World Class 300 Companies Association	An organization that aims to foster 300 'World Class' companies by providing a package of support measures for small and medium-sized enterprises (SMEs) and mid-sized enterprises with growth potential and the desire to expand into global markets	2016
Fire Safety Council	Information sharing and enhancement of firefighting operations among member companies within the jurisdiction of Gyeongsan Fire Station	2016
Daegu Business Association	Fostering camaraderie among members, enhancing capabilities, and increasing activity	2016
Korea Electrical Engineers Association(KEEA)	Promoting the research and development of power technology, improving the quality of power facilities, and fostering the education, training, management, and welfare of electrical engineers to contribute to the development of the national industry.	2016
Korea Automobile Manufacturers Association(KAMA)	Publications, Internet Database(automotive-related statistics, reports), and monthly journals(including overseas industry news)	2015
Korea International Trade Association(KITA)	A private economic organization representing the trade industry of South Korea, advocating for the rights and interests of its members, and carrying out various industrial activities necessary for expanding exports and promoting trade, based on the operating profits of trade centers	2011
Gyeongsan Chamber of Commerce and Industry	An organization, dedicated to the improvement and development of commerce and industry, as well as the balanced development of the local community and the growth of the regional economy	2005

Certifications

Category	Date(Duration)	Description	Issuer
Certificate of Strong Small and Medium-sized Enterprises(Strong SME Certificate)	May. 2024~Apr. 2025	2024 Strong SMEs Selected by the Ministry of Employment and Labor	Ministry of Employment and Labor
IATF 16949	Mar. 2024~Mar. 2027	Quality Management System, Automotive Industry Quality Management Standards for Achieving Customer Satisfaction and Quality Management	NQA(National Quality Assurance) Certification Body
Rising Leaders 300 Global Leader Category	Jun. 2023	Mid-Sized Enterprise Financial Support Program Hosted by the Ministry of Trade, Industry and Energy & Woori Bank	Ministry of Trade, Industry and Energy & Woori Bank
Certificate of Origin Certification Exporter by Company	Mar. 2023~Mar. 2028	Certification of Origin Certification Exporter by Company in accordance with Article 12, Paragraph 1 of the "Act on the Special Provisions for Common Law Implementation of Free Trade Agreements"	Daegu Customs Director
ISO 45001	Oct. 2022~Oct. 2025	Occupational Health and Safety Management System, an international standard that specifies the requirements for systematically managing workplace safety and health by predicting and preventing various risks that may occur in the workplace, ultimately contributing to the company's profitability.	Korean Standards Association(KSA)
ISO 14001	Jun. 2022~ Jun. 2025	Environmental Management System, an international standard certification for management activities aimed at improving environmental performance throughout all processes of a company's operations.	Korean Standards Association(KSA)
AEO(Authorized Economic Operator) Certificate for Outstanding Export/Import Safety Management Companies	Apr. 2020~Apr. 2025	Certification of Outstanding Export/Import Safety Management Companies in Compliance with the World Customs Organization's International Standards for Trade Safety and Facilitation	Korea Customs Service
World Class 300	Jun. 2016~Present	Selection of Companies for the World Class 300 Project Support Program	Small and Medium Business Administration(SMBA)

Awards

Awarding Date	Organizer	Description
July. 2024	Gyeongsangbuk-do, Yeongnam Ilbo	Awarded the Industrial Peace Award in the Worker Category
Apr. 2024	Gyeongju-City	Certificate of Commendation for Contribution to Labor-Management Harmony and Productivity Improvement
Dec. 2023	Gyeongju Human Resources and Labor Management Association	Certificate of Commendation for Model Members of the Gyeongju Human Resources and Labor Management Association
Dec. 2023	Korea International Trade Association(KITA)	2024 One Billion Dollar Export Tower
Nov. 2023	Seoul Customs Office	2023 Export Business Support Excellence Case Presentation Contest - Honorable Mention
Nov. 2023	Ministry of Trade, Industry and Energy	Award for Overseas Expansion Companies Returning to Domestic Operations
Dec. 2022	Gyeongsangbuk-do	Gyeongsangbuk-do Job Creation Award
Oct. 2021	Ministry of Trade, Industry and Energy	Merit Award for Contribution to the Development of the Machinery, Robotics, and Aerospace Industries
Oct. 2021	Ministry of Trade, Industry and Energy	Regional Industry Development Merit Award
Apr. 2020	Ministry of the Interior and Safety	Fair Trade Merit Award

