

# **YURA CORPORATION**

SUSTAINABILITY REPORT 2025



# About This Report

## Report Overview

As a 'Sustainable mobility partner connecting people and technology,' YURA Corporation is actively strengthening its ESG management practices. The 2025 Sustainability Report marks the company's second publication and outlines YURA Corporation's key sustainability initiatives, achievements in 2024, and future plans.

This year's report highlights five material issues—climate change response, sustainable supply chain management, health and safety, ethics and compliance management, and enhancing global competitiveness—demonstrating the company's commitment to meeting stakeholder expectations. YURA Corporation remains dedicated to building stronger trust with stakeholders through transparent and honest communication and to embedding ESG management into its corporate culture.

## Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative(GRI) Standards 2021. It also reflects indicators from global sustainability initiatives such as the United Nations Global Compact(UNGC), the United Nations Sustainable Development Goals(UN SDGs), and the European Sustainability Reporting Standards(ESRS). The financial information included in this report complies with the Generally Accepted Accounting Principles(GAAP).

## Reporting Period and Scope

The scope of this report covers both financial and non-financial performance from January 1 to December 31, 2024. For quantitative data, a three-year trend from 2022 to 2024 is presented for comparative purposes. Selected information from the first quarter of 2025 is also included where it is considered material to stakeholders. The reporting scope encompasses all domestic business sites of YURA Corporation, as well as its overseas subsidiaries. Items requiring particular attention with respect to reporting boundaries are separately annotated.

## Report Verification

To ensure the reliability of the information disclosed in this report, verification was conducted by an independent third-party institution. The verification results are presented on pages 103~104 of this report.

## Report Inquiries

For any inquiries regarding this report, please contact us using the information below.

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**Phone Number :** +82-70-7878-1330

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### Interactive User Guide

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# INTRODUCTION

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# CEO Message

**“Toward a better future,  
where sustainability strategies  
are embedded across all our  
management and actions.”**

## Dear Valued Stakeholders,

At YURA Corporation, we are continuously learning and evolving to create a better future. Sustainability is both our shared responsibility and a core value of YURA Corporation. In the midst of a rapidly changing global environment, we remain committed to never ceasing our pursuit of innovation and challenge.

Focusing on three priorities—quality, technology, and environmental responsibility—we are constantly improving to earn the trust of our customers and the market. While we acknowledge that there is still room for growth, we are moving forward step by step to create meaningful change.

ESG is not a choice but an obligation. We are embedding ESG principles into every aspect of our operations and are responding responsibly to key issues such as climate change, supply chain management, safety, and ethics. Whenever issues arise, we aim to address them swiftly and remain open to finding better ways to resolve them.

YURA Corporation will continue to communicate transparently, grow together based on trust, and strive to create sustainable value. We are always grateful for your invaluable feedback and support, and we remain committed to being a reliable partner by your side.

Vice Chairman, CEO **Ohm Dae Yeol**





# Company Overview

YURA Corporation, established in 1993, is a global specialist in automotive electronic components, with a production and sales network across 16 countries worldwide. We supply key components—including wiring harnesses, electronic control modules, and eco-friendly automotive components—to leading global automobile manufacturers. Backed by proprietary technology and strong quality competitiveness, YURA Corporation continues to achieve steady growth. Moving forward, we aim to lead the next-generation automotive industry by delivering core technologies for future mobility.

## General Information

<b>Company Title</b>	YURA Corporation
<b>Established</b>	September 22, 1993
<b>Headquarter</b>	308, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
<b>Main Business</b>	Manufacturing and sales of automotive components

<b>Number of Employees</b>	26,095
	Domestic : 2,149
	Overseas : 23,946
	(As of Dec. 31st, 2024)

## Key Financial Information

<b>Revenue</b>	<b>Operating Profit</b>	
<b>KRW 2,474.1billion</b>	<b>KRW 24.4billion</b>	
<b>Total Assets</b>	<b>Total Liabilities</b>	<b>Total Equity</b>
<b>KRW 1,627.6billion</b>	<b>KRW 1,233.2billion</b>	<b>KRW 394.3billion</b>

(As of Dec. 31st, 2024, Domestic)

## Major Milestones

1992~2016	2017~2018	2019~2021	2022~2024
<ul style="list-style-type: none"> <li>Established body electronics division in Selim Industries and founded Sewon Co., Ltd</li> <li>Acquired wiring harness division from Kia Electronics</li> <li>Entered into a technical partnership with YAZAKI in Japan</li> <li>Changed company title from Sewon to Sewon ECS</li> <li>Renamed to YURA Corporation(YURA Corp.)</li> <li>Established factories, logistics centers, and offices domestically and internationally</li> <li>Changed the headquarter to YURA R&amp;D Center</li> </ul>	<ul style="list-style-type: none"> <li>Established China R&amp;D center</li> <li>Participated in the 11th Seoul Motor Show</li> <li>Selected as an excellent company in Shared Growth Index(2016)</li> <li>Awarded the Billion Dollar Export Tower</li> <li>Mass-produced the Vehicle Control Unit(VCU) and Charge Management Module(CMM), a first in Korea</li> <li>Obtained recognition from the Korea Laboratory Accreditation Scheme(KOLAS) in the LV Connector sector</li> <li>(Leling YURA Corporation) Selected as an Excellent Institution for Labor-Management, AAA level</li> <li>Established subsidiaries in Albania and Poland</li> <li>Selected as an excellent R&amp;D supplier by the Hyundai Motor Group</li> <li>Selected as an excellent shared growth supplier by Samsung SDI</li> </ul>	<ul style="list-style-type: none"> <li>Established a subsidiary in the United Kingdom</li> <li>Mass-produced the Built-in Cam(YDCS), a world first</li> <li>Established a subsidiary corporation for the automotive electronics plant in Heze, China</li> <li>Selected as a Top Companies in Environment Jobs(2019)</li> <li>Established a production technology research institute in Vietnam</li> <li>Selected as a Best Labor-Management Culture Enterprise(2019)</li> <li>Mass-produced the Vehicle Telematics Unit(VTU) for trucks, a first in Korea</li> <li>Received the Jang Young-shil Award for IR52 from the Korea Industrial Technology Association(KOITA)</li> <li>Established an electronics production technology research institute</li> <li>Received an award from the Chairman of the Fair Trade Commission</li> </ul>	<ul style="list-style-type: none"> <li>Selected as a National Innovation Enterprise 1000</li> <li>Mass-produced the Electric Vehicle Charge Control System(EVCC), a first in Korea</li> <li>Established the France Office</li> <li>Selected as one of the Automotive News Top 100 Components Suppliers(2020)</li> <li>Selected as an excellent company in Shared Growth Index(2020)</li> <li>World's First trial application of 800V Wireless Charging Unit(WCCU) on mass-produced electric vehicles</li> <li>Received a Presidential Commendation on Worker's Day(2021)</li> <li>Received the "Best" corporate commendation for Fair Trade Agreement Compliance(2020)</li> <li>Selected as an excellent company in Fair Trade Agreement Compliance(2021)</li> </ul>
			<ul style="list-style-type: none"> <li>Certified as a Best Human Resources Developer(2022)</li> <li>Established Bacninh YURA Corporation in Vietnam</li> <li>Received a commendation on Science Day for contributions to science and technology(2022)</li> <li>Received the "2023 R&amp;D Partner Tech Day Excellent New Technology Award" from Hyundai Motor and Kia</li> <li>Opened a software research institute in Vietnam</li> <li>Selected as an "Outstanding Partner for Production Quality of New Vehicles" by Hyundai Motor Group</li> <li>Completed the construction of the Mexico Electronic Plant, Lerdo Plant, and Mapimi Plant</li> <li>Received the "2023 Supplier Quality Excellence Award" from GM</li> <li>Certified with the "2024 JLRQ" by Jaguar Land Rover</li> <li>Established an electronics subsidiary in Canada</li> <li>Received the "2024 R&amp;D Partner Tech Day Grand Prize" from Hyundai Motor and Kia</li> </ul>



# Company Overview

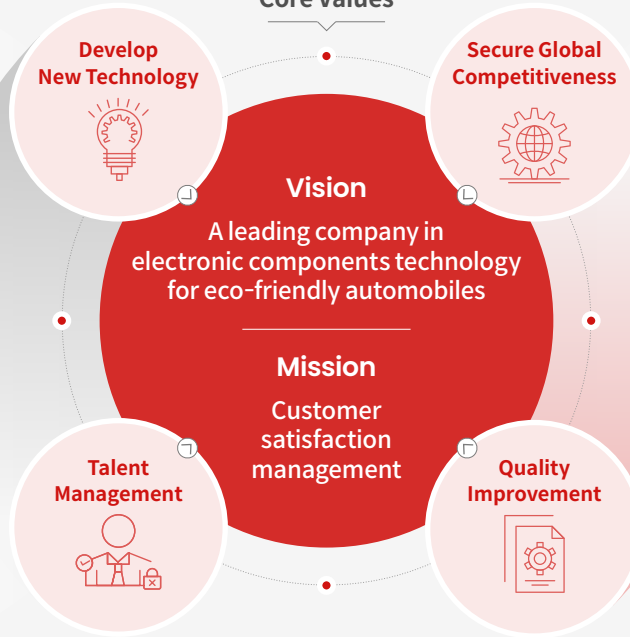
## Vision/ Management Philosophy

### Management Philosophy

#### Faster & Better

'Faster' refers to improving productivity and operational efficiency, while 'Better' signifies delivering higher quality. Together, they reflect YURA Corporation's commitment to enhancing Quality, Cost, and Delivery(QCD)—the core management objectives—by improving productivity and efficiency to reduce lead time and costs, while simultaneously pursuing high quality.

### Core Values

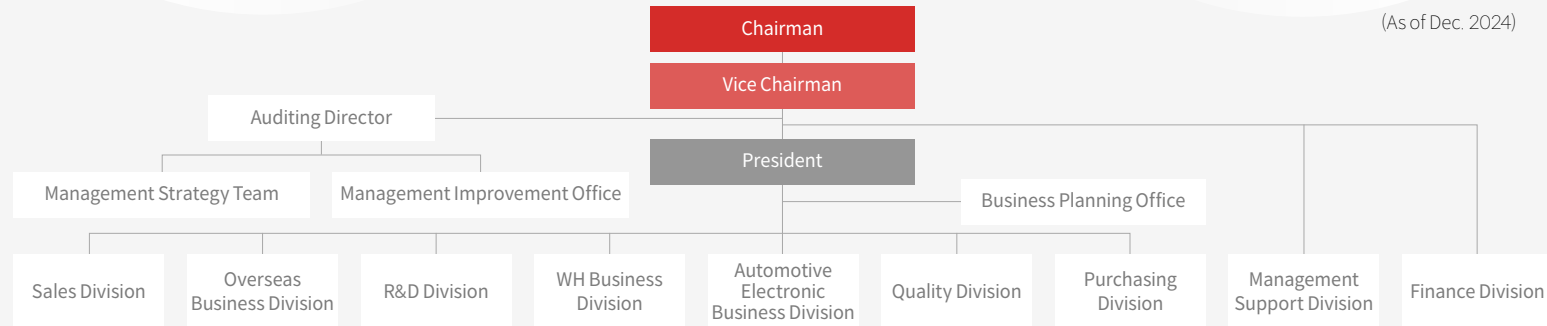


### Catch Phrase

#### 技術YURA Quality裕羅

'技術YURA' embodies our commitment to becoming a global leader in the automotive industry through innovation in the research and development of core automotive components and manufacturing technologies, with consideration for people, safety, and the environment. In addition, 'Quality裕羅' represents our pledge to supply zero-defect products that customers can rely on, grounded in transparency and adherence to principles by all employees.

## Organizational Structure



(As of Dec. 2024)



# Global Network

YURA Corporation is continuously expanding its global presence across key areas—such as research and development(R&D), manufacturing, logistics, and sales—based on 23 subsidiaries and 49 business sites in 16 countries worldwide. Through this, we aim to strengthen our ability to respond swiftly to regional markets, enhance operational efficiency, and focus on securing global competitiveness.

- Global** 16 Countries, 23 Subsidiaries, 49 Business Sites
- Overseas** 15 Countries, 22 Subsidiaries, 41 Business Sites
- Domestic** 1 Subsidiary, 8 Business Sites



## Asia & Pacific

- 1 YURA Corporation
- 2 YURA Beijing(Beijing YURA Corporation CO., LTD)
- 3 YURA Leling(LELING YURA CORPORATION CO., LTD)
- 4 YURA Weihai(Weihai YURA Corporation)
- 5 Rongcheng Sewon(Rongcheng Shiyuan Electronic Equipment CO., LTD)
- 6 YURA Heze(Heze YURA Corporation)
- 7 YURA Heze Electronic(HEZE YURA ELECTRONIC CORPORATION)
- 8 Weihai YURA R&D(WEIHAI YURA R&D CENTER CO.,LTD)
- 9 YURA Vietnam(YURA CORPORATION VINA COMPANY LIMITED)
- 10 YURA Vietnam Bacninh (YURA CORPORATION BACNINH COMPANY LIMITED)

## Europe

- 11 YURA Slovakia(YURA Corporation Slovakia, s.r.o)
- 12 YURA ELTEC Slovakia (YURA ELTEC Corporation Slovakia, s.r.o)
- 13 YURA Czech(YURA Corporation Czech, s.r.o)
- 14 YURA Serbia(YURA Corporation D.O.O)
- 15 YURA Albania(YURA Corporation Albania shpk)
- 16 YURA Poland(YURA Polska Sp. Z O.O.)
- 17 YURA UK(YURA Corporation UK Limited)
- 18 YURA Russia(YURA Corporation RUS)
- ◆ YURA R&D Center, Germany

## North America

- 19 YURA Mexico (YURA Corporation Mexico S. DE R.L. DE CV)
- 20 Mexico Electronics(YURA Corporation Mexico EVC)
- 21 Canada Electronics(YURA Corporation Canada EVC)
- ◆ Sales Office, North America

## Africa

- 22 YURA Tunisia(YURA Corporation TUNISIA SARL)
- 23 YURA Morocco(YURA Corporation MOROCCO SARLAU)

## Overview of Domestic Business Sites

- 1 YURA R&D Center
- 2 Cheongju Factory
- 3 Gyeongju Factory
- 4 Pyeongtaek-Cheongbuk Factory
- 5 Hwaseong Jangan Factory
- 6 YURA Production Technology Research Institute(Jinwi Factory)
- 7 Gwangju Logistics Center
- 8 Seosan Logistics Center

(As of December 2024)

- Domestic and Overseas Subsidiaries
- Domestic Business Sites
- Major Overseas Business Sites

- Manufacturing Hubs**
- R&D Hubs**
- Logistics Hubs**
- Sales Hubs**



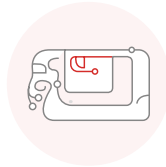
# Our Business

YURA Corporation is a specialized manufacturer of automotive electronic components, with wiring harnesses—responsible for transmitting power and signals within vehicles—serving as our core product. We also provide electronic control modules that enable vehicle communication, control, and convenience functions. In addition, we supply high-voltage components used in eco-friendly vehicles such as electric vehicles (EVs) and hybrid vehicles. In line with the evolution of autonomous driving and smart mobility technologies, YURA Corporation is continuously enhancing its competitiveness in the advanced automotive electronics sector.

1

## Wiring Harness

Wiring system that supplies power and transmits electrical signals to various electronic control modules, enabling the operation of all electronic devices within the vehicle

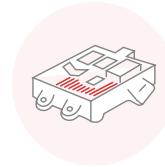


- LV Wiring Harness / Connector
- HV Wiring Harness / Connector
- HV Junction Block

2

## Electronic Control Modules

Electrical and electronic control modules that perform communication and convenience functions within the vehicle

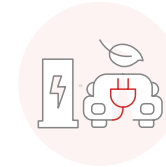


- Power Control
- Video Control
- Power Conversion
- Commercial Vehicle Electronics

3

## Eco-Friendly Automotive Components

Automotive components used in high-voltage systems of eco-friendly vehicle (xEV)



- Charging System
- Battery Components
- Power Module



# ESG STRATEGY

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# ESG Strategic Framework

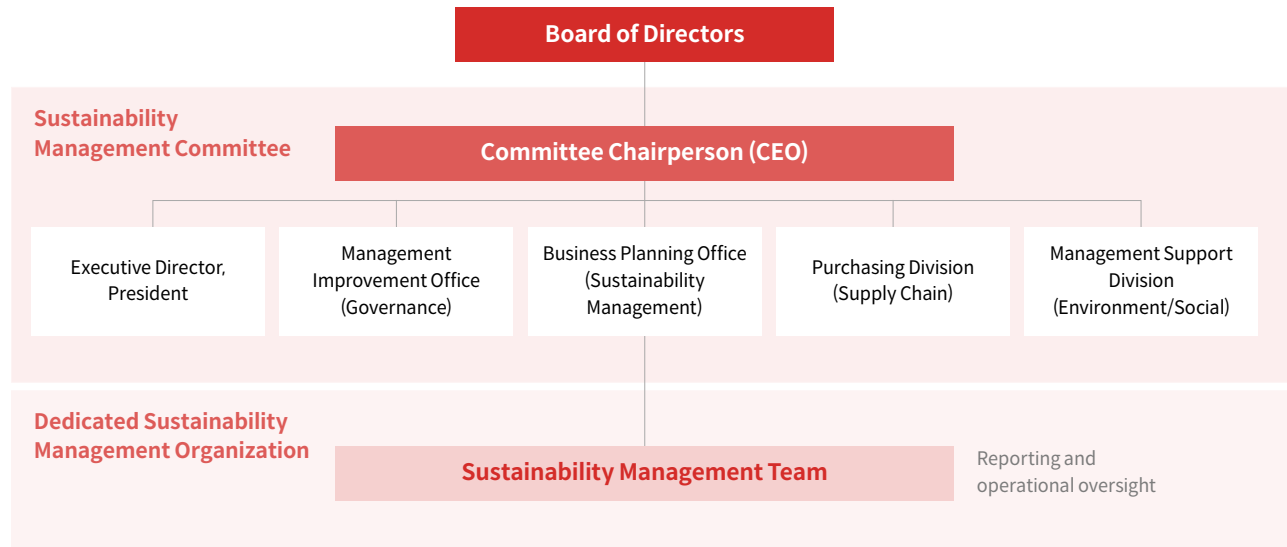




# ESG Governance

To ensure responsible sustainability management at the board level and to actively respond to key ESG matters through effective communication between the Board of Directors and executive management, YURA Corporation established the Sustainability Management Committee on November 11, 2024.

## ESG Management Steering Committee



## 2024 ESG-Related Agenda Items

Meeting Date	Agenda	Result
2024.02.16	Progress Report on Anti-Bribery Management System Establishment Plan	Reported
2024.03.15	Report on Initiation of ESG Management Consulting	Reported
2024.06.14	Interim Report on ESG Management Consulting	Reported
2024.07.12	Report on Development Plan for Integrated Environmental Regulation Management System	Reported
2024.07.26	Report on Establishment of the Anti-Bribery Management System	Reported
2024.08.23	Status Report on Development of the Integrated Environmental Regulation Management System	Reported
2024.09.06	Report on Completion of ESG Management Consulting	Reported
2024.09.29	Report on Participation Plan for ESG Consulting Support Program	Reported
2024.10.17	Report on Response Plan for RSCI Assessment	Reported
2024.11.11	Establishment of the Sustainability Management Committee under the Board of Directors and Appointment of Committee Members	Approved
2024.11.15	Report on 2024 ESG Evaluation Results by Customer and Improvement Measures	Reported
2024.11.15	Report on Introduction Plan for the Anti-Bribery Management System at Overseas Subsidiaries	Reported
2024.12.13	EU ESG Regulations – Current Status and Response Plans	Reported

\* Items before Nov. 11, 2024, were Board of Directors agenda items, and items after the date are Sustainability Management Committee agenda items

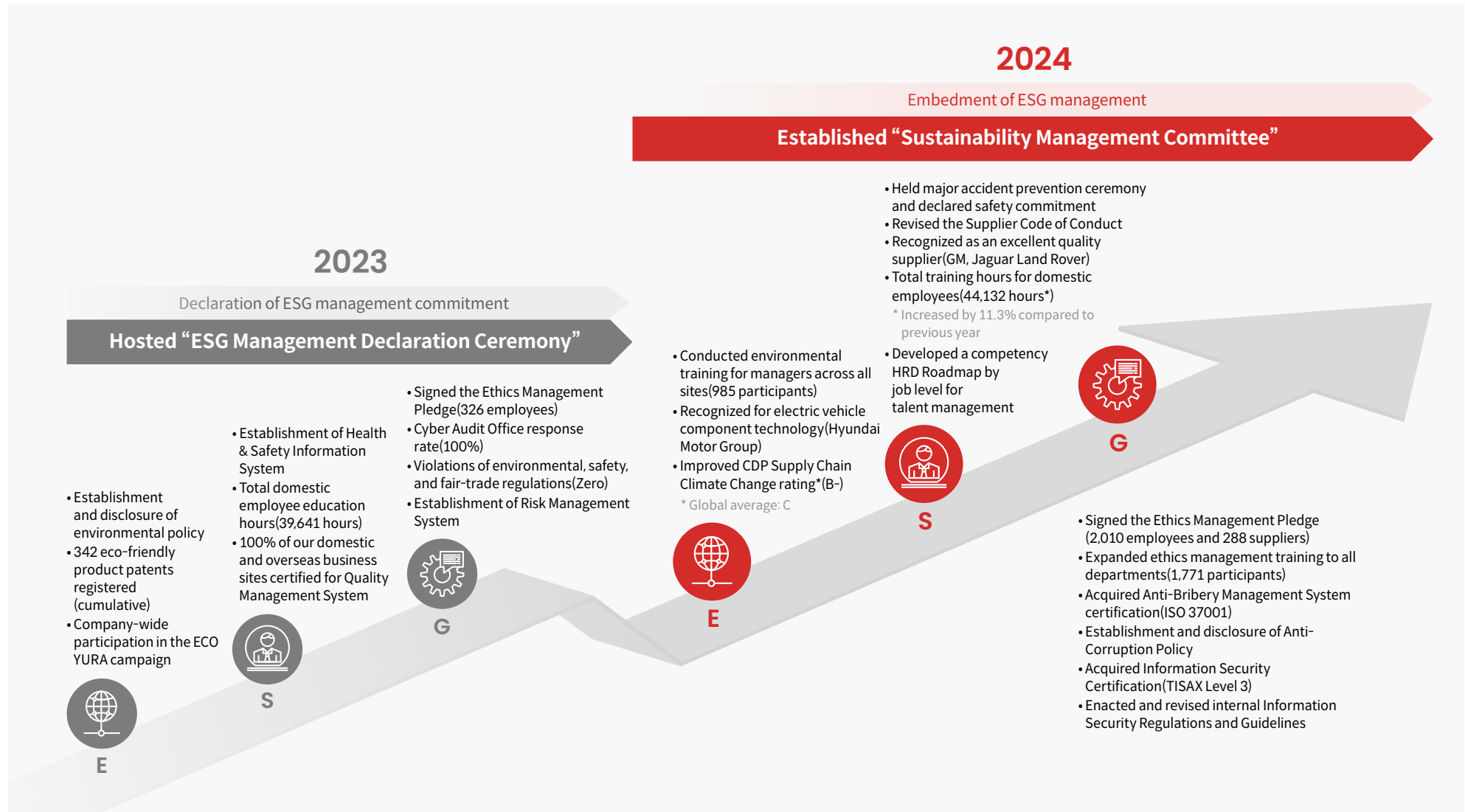
## Sustainability Management Committee Charter

The charter defines the composition, operation, and authority of the Sustainability Management Committee, which has been established to promote sustainability management across the environmental, social, and governance domains and to enhance stakeholder value.





# ESG Major Achievements








# Stakeholder Engagement

## Stakeholder Communication Channels

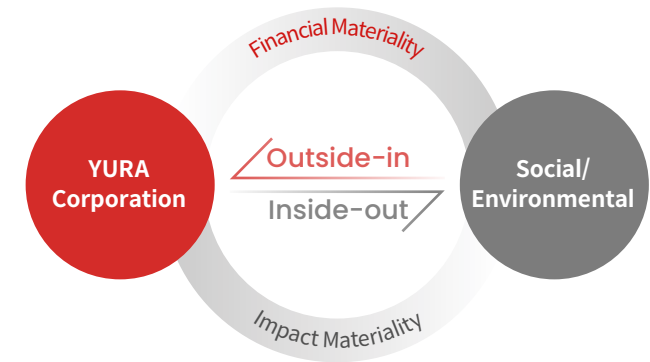
YURA Corporation identifies its key stakeholders as employees, business partners, customers, shareholders and investors, local communities, government agencies, industry associations, and the media. We maintain continuous engagement with each stakeholder group through a variety of communication channels. Going forward, we remain committed to actively collecting feedback from both internal and external stakeholders, identifying key areas of concern and interest, and incorporating these insights into our business strategies and operations.

Stakeholder	<b>Employees</b> 	<b>Business Partners</b> 	<b>Customer</b> 	<b>Shareholders /Investors</b> 	<b>Local Communities</b> 	<b>Government/ Industry Associations/ Media</b> 
Communication Channels	<ul style="list-style-type: none"> <li>• Hanmaeum Council(Labor-Management Council)</li> <li>• Intranet Portal for Employees</li> <li>• Grievance Handling System</li> <li>• Corporate Culture Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>• YURA Supplier Council and Meetings</li> <li>• Supplier Training and Consulting</li> <li>• Cyber Audit Office</li> </ul>	<ul style="list-style-type: none"> <li>• New Technology Exhibitions and Seminars</li> <li>• Hyundai Kia Partner Association</li> <li>• Samsung SDI Partner's Association(SSPA)</li> </ul>	<ul style="list-style-type: none"> <li>• General Meeting of Shareholders</li> <li>• Management Disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Social Contribution Activities</li> <li>• Cyber Audit Office</li> </ul>	<ul style="list-style-type: none"> <li>• Website</li> <li>• Korea Auto Industries Coop. Association(KAICA), Fair Competition Federation</li> <li>• Media Press Releases</li> </ul>
Key Interests	<ul style="list-style-type: none"> <li>• Employee Capacity Building</li> <li>• Work-Life Balance</li> <li>• Human Rights Protection and Respect for Diversity</li> <li>• Performance Evaluation and Compensation</li> </ul>	<ul style="list-style-type: none"> <li>• Support for Enhancing Supplier Capabilities</li> <li>• Fair Trade and Shared Growth</li> <li>• Supplier Safety Management</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancement of Product and Service Quality</li> <li>• Customer Privacy Protection</li> <li>• Product Safety Management</li> <li>• Development of Eco-Friendly Products</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent Governance</li> <li>• Risk Management</li> <li>• R&amp;D and Technological Innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Expansion of Social Contribution Activities Such as Volunteering and Donation</li> <li>• Revitalization of Local Economy</li> <li>• Minimization of Environmental Impact of Business Sites</li> </ul>	<ul style="list-style-type: none"> <li>• Fair Trade</li> <li>• Compliance Management</li> <li>• Minimization of Environmental Impact</li> <li>• Tax Payments</li> </ul>



# Double Materiality Assessment

YURA Corporation conducted a double materiality assessment to ensure the transparent disclosure of key sustainability-related information. The assessment included an inside-out analysis, which examined the impact of YURA’s business operations on society and the environment, and an outside-in analysis, which evaluated the financial implications of sustainability issues on the company. Through this process, YURA identified and assessed key impacts, risks, and opportunities. As a result, five issues were identified as material: climate change response, sustainable supply chain management, enhancement of global competitiveness, ethics and compliance management, and health and safety.



## Double Materiality Assessment Process

### Stage

### Description

### Detailed Process

Stage	Selection	Identification of IROs	Assessment of IROs	Determination of Priorities																																			
Description	<ul style="list-style-type: none"> <li><b>Formation of the Sustainability Issue Pool</b> <ul style="list-style-type: none"> <li>Long list was compiled based on the European Sustainability Reporting Standards(ESRS), GRI Topic Standards, and SASB industry indicators</li> <li>Short list was derived using ESG requirements from external rating agencies, relevant initiatives, industry trends, and internal YURA Corporation materials</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Identification of Sustainability IROs (Impacts, Risks, Opportunities)</b> <ul style="list-style-type: none"> <li>The related impacts, risks, and opportunities were assessed for the 5 issues identified in the short list</li> <li>8 types of impacts on social and environmental aspects and 18 types of financial risks and opportunities arising from changes in the external environment were identified</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Evaluation of Sustainability Issues</b> <ul style="list-style-type: none"> <li>For the assessment of identified IROs, YURA Corporation selected internal and external stakeholders as survey respondents</li> <li>Based on ESRS requirements, a quantitative evaluation of the severity(impact) and likelihood of each IRO was conducted</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritization and Selection of Material Issues</b> <ul style="list-style-type: none"> <li>Based on survey results from internal and external stakeholders, initial priorities were identified</li> <li>To ensure the accuracy and completeness of the results, additional reviews were conducted using domestic and international guidelines and initiatives, peer and customer benchmark, media analysis, and threshold application, resulting in 5 final material issues</li> </ul> </li> </ul>																																			
Detailed Process	<p><b>Long List(39 issues)</b></p> <p>ESRS 1 List of Sustainability Topics + GRI Topic Standards + SASB (Transport – Auto Parts)</p> <p><b>Classification Criteria</b></p> <ul style="list-style-type: none"> <li>ESG disclosure and evaluation indicators</li> <li>Initiatives</li> <li>Guidelines and associations</li> <li>Peer industry benchmark</li> <li>YURA Corporation internal analysis</li> </ul> <p><b>Short List(5 issues)</b></p> <p>Issues were selected for IRO(Impact, Risk, Opportunity) identification through Long List Mapping based on the classification criteria above</p>	<p><b>Value Chain Classification</b></p> <p>Upstream   Own Operation   Downstream</p> <table border="1"> <tr> <td rowspan="4">Impact Classification</td> <td><b>Social-Environmental Impact</b></td> <td><b>Financial Impact</b></td> </tr> <tr> <td>Impact(8)</td> <td>Risk and Opportunity(18)</td> </tr> <tr> <td><b>Nature</b></td> <td><b>Nature</b></td> </tr> <tr> <td>Positive / Negative</td> <td>Risk / Opportunity</td> </tr> <tr> <td></td> <td><b>Status</b></td> <td><b>Impact Scope</b></td> </tr> <tr> <td></td> <td>Actual / Potential</td> <td>Short / Mid / Long</td> </tr> <tr> <td></td> <td><b>Impact Scope</b></td> <td></td> </tr> <tr> <td></td> <td>Short / Mid / Long</td> <td></td> </tr> </table>	Impact Classification	<b>Social-Environmental Impact</b>	<b>Financial Impact</b>	Impact(8)	Risk and Opportunity(18)	<b>Nature</b>	<b>Nature</b>	Positive / Negative	Risk / Opportunity		<b>Status</b>	<b>Impact Scope</b>		Actual / Potential	Short / Mid / Long		<b>Impact Scope</b>			Short / Mid / Long		<p>Impact   Risk   Opportunity</p> <p><b>Assessment Items</b></p> <table border="1"> <tr> <td>Likelihood</td> <td>Scale</td> </tr> <tr> <td>Probability</td> <td>Frequency</td> </tr> <tr> <td></td> <td>Scale</td> </tr> </table> <p><b>Survey Respondent</b></p> <ul style="list-style-type: none"> <li><b>Internal Stakeholders(91)</b> <ul style="list-style-type: none"> <li>YURA Corporation employees(personnel from relevant departments)</li> </ul> </li> <li><b>External Stakeholders(21)</b> <ul style="list-style-type: none"> <li>Domestic and overseas customers, component suppliers, ESG experts</li> </ul> </li> </ul> <p>* Survey period : Mar. 5 ~ Mar. 14, 2025(10 days)</p>	Likelihood	Scale	Probability	Frequency		Scale	<p><b>Analysis Items</b></p> <table border="1"> <tr> <td><b>Media Analysis</b></td> <td><b>Guidelines and Associations</b></td> </tr> <tr> <td>101 media outlets, including national daily newspapers and economic daily newspapers</td> <td><b>Initiatives</b></td> </tr> <tr> <td></td> <td><b>Peer company</b></td> </tr> <tr> <td></td> <td><b>Customer</b></td> </tr> </table> <p>* News articles published between Jan. 1, 2024, and Dec. 31, 2024</p> <p><b>Selection of Material Issues</b></p> <ul style="list-style-type: none"> <li>Climate Change Response</li> <li>Sustainable Supply Chain Management</li> <li>Enhancement of Global Competitiveness</li> <li>Ethics and Compliance Management</li> <li>Health and Safety</li> </ul>	<b>Media Analysis</b>	<b>Guidelines and Associations</b>	101 media outlets, including national daily newspapers and economic daily newspapers	<b>Initiatives</b>		<b>Peer company</b>		<b>Customer</b>
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	Short / Mid / Long																																						
Likelihood	Scale																																						
Probability	Frequency																																						
	Scale																																						
<b>Media Analysis</b>	<b>Guidelines and Associations</b>																																						
101 media outlets, including national daily newspapers and economic daily newspapers	<b>Initiatives</b>																																						
	<b>Peer company</b>																																						
	<b>Customer</b>																																						

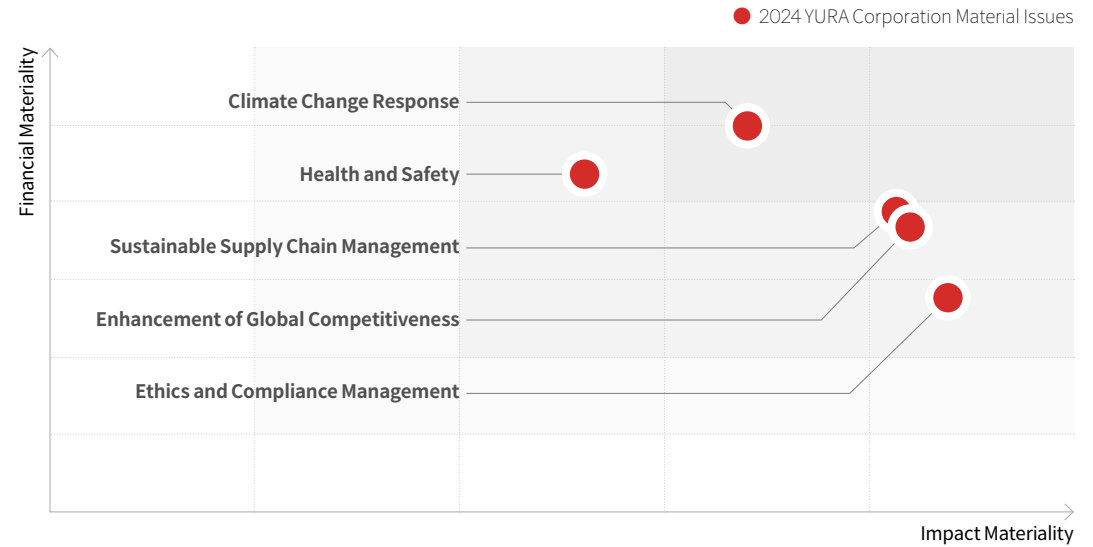









# Double Materiality Assessment

## Double Materiality Assessment Result

Based on the double materiality assessment, five material issues were identified as highly significant: 'Climate Change Response', 'Sustainable Supply Chain Management', 'Enhancement of Global Competitiveness', 'Ethics and Compliance Management', and 'Health and Safety'.

This report has been prepared with consideration of the European Sustainability Reporting Standards(ESRS). Material issues are presented in the 'Material Topics' section, structured according to the four disclosure elements of the International Sustainability Standards Board(ISSB): governance, strategy, risk management, and metrics and targets.



Rank	Material Issues	Areas	Report Page	ESRS Data Point	GRI Index
1	 Climate Change Response	Environmental	18-22	E1. Climate Change	201, 302, 305
2	 Sustainable Supply Chain Management	Social	23-28	S2. Workers in the Value Chain	308, 414
3	  Enhancement of Global Competitiveness	Economy	41-47	-	201
4	  Ethics and Compliance Management	Governance	36-40	G1. Business Conduct	205, 206
5	 Health and Safety	Social	29-35	S1. Own Workforce	403



# MATERIAL TOPICS

- 018** • — Climate Change Response
- 023** • — Sustainable Supply Chain Management
- 029** • — Health and Safety
- 036** • — Ethics and Compliance Management
- 041** • — Enhancement of Global Competitiveness



# Climate Change Response

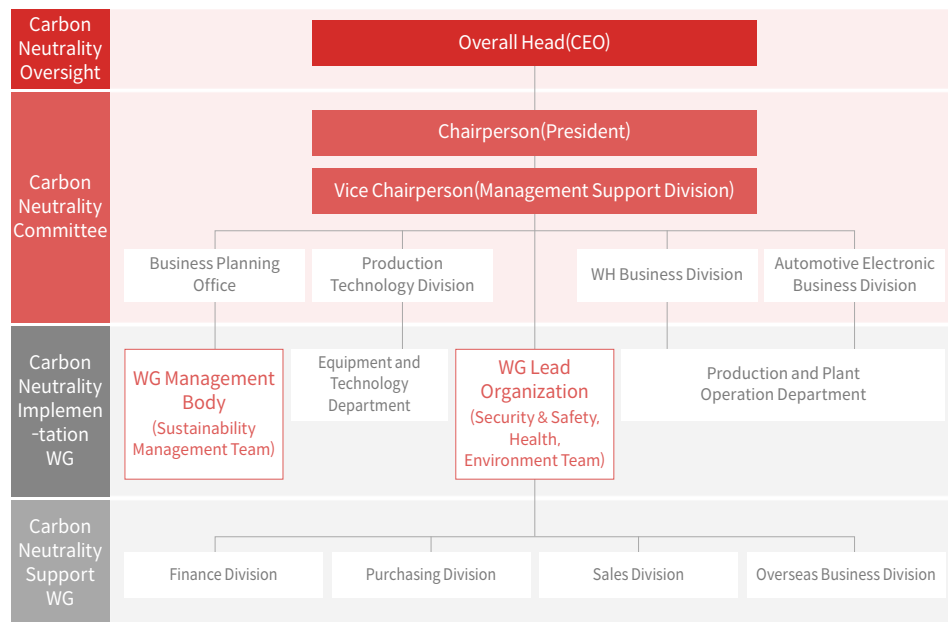
## Governance

### Climate Change Response Governance

YURA Corporation has established a company-wide Carbon Neutrality Task Force to achieve its carbon neutrality targets and strengthen the execution of its climate strategy. The Carbon Neutrality Committee, chaired by the CEO, oversees the initiative and manages two working groups under its supervision: ▲ the Carbon Neutrality Implementation Working Group(WG) and ▲ the Carbon Neutrality Support Working Group(WG).

Based on this governance structure, YURA Corporation is actively enhancing energy efficiency across its business sites, identifying climate-related risks, and developing, reviewing, and implementing response strategies to address those risks proactively. Looking ahead, we will continue to implement practical emissions reduction measures while strengthening our strategic capabilities to respond to climate change from a mid- to long-term perspective.

### Carbon Neutrality Management Organization Chart



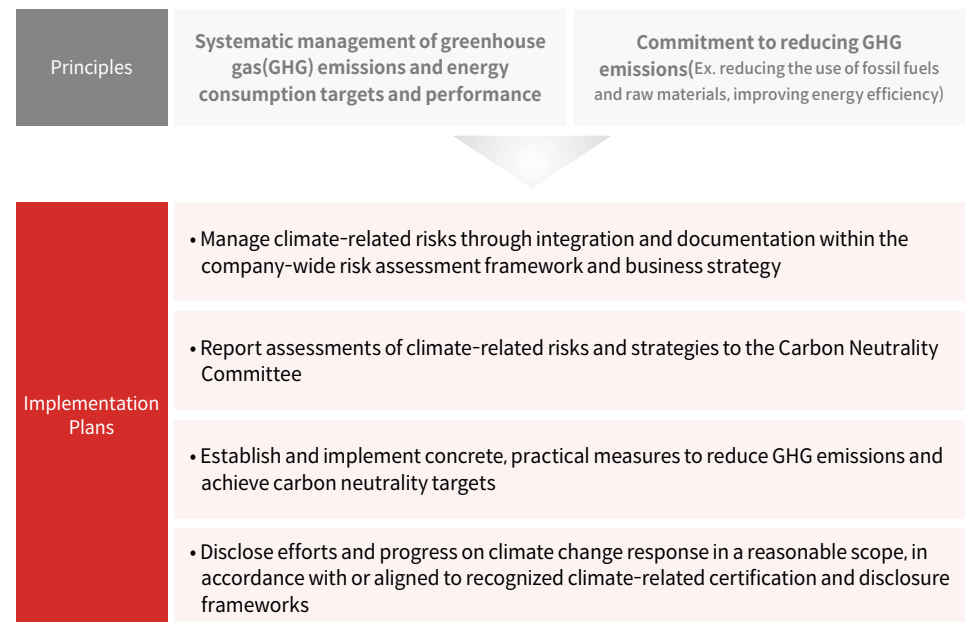
## Strategy

### Climate Change Response Policy

YURA Corporation clearly outlines its principles and implementation plans for climate change response within its 'Environmental Policy'. To effectively manage risks associated with climate change, we systematically monitor and manage our greenhouse gas(GHG) emissions and energy consumption targets and performance. As a core principle, we are committed to reducing GHG emissions by minimizing the use of fossil fuels and raw materials and by improving energy efficiency.

As part of our concrete implementation measures, climate-related risks are integrated into the company-wide risk assessment system, with the results reported to the Carbon Neutrality Committee and reflected in major decision-making processes. In addition, we establish and implement GHG reduction measures and disclose our progress in addressing climate change.

### Principles and Implementation Plans for Climate Change Response





# Climate Change Response

## Strategy

### Join Eco Campaign Activities

YURA Corporation is promoting the “Join Eco Campaign” to raise awareness of energy consumption among all employees. The campaign includes various initiatives to minimize energy waste, such as placing energy-saving reminder stickers throughout office spaces and providing guidance on maintaining appropriate indoor temperatures. These efforts encourage employees to voluntarily adopt energy-saving practices in their daily routines. Through this campaign, YURA Corporation is advancing carbon neutrality practices across the organization.

### Join Eco Campaign Activities



Energy Campaign

### Energy Conservation and Efficiency Enhancement

YURA Corporation is actively implementing a range of initiatives to reduce energy consumption and improve energy efficiency. At our Pyeongtaek-Cheongbuk plant in Korea, aging equipment—such as air handling units, air compressors, and nitrogen generators—is being inspected to prevent energy loss in advance and is progressively being replaced with high-efficiency systems through ongoing investment. In addition, we are replacing fluorescent lighting with high-efficiency LED lighting across all our business sites.

As part of our investment in energy efficiency, we are also expanding our electric vehicle(EV) charging infrastructure and promoting greater use of EVs within the company to contribute to greenhouse gas reduction. Going forward, YURA Corporation will continue to pursue improvement initiatives such as the adoption of high-efficiency, low-carbon technologies and the expansion of eco-friendly infrastructure.

### Energy Reduction and Efficiency Improvement Measures



Installation of LED Lighting at Gyeongju Plant

Electric Vehicle Charging Facilities at YURA R&D Center

### Transition to Renewable Energy

YURA Corporation is actively pursuing the transition to renewable energy to reduce greenhouse gas emissions associated with electricity consumption. As part of this effort, we are continuously investing in solar power generation facilities. A pilot solar power system has been installed and is currently in operation at the Pyeongtaek-Cheongbuk plant in Korea. In 2024, solar panels were also introduced at our Weihai business site in China, enabling approximately 20% of the facility’s total electricity consumption to be met through self-generated power.

This initiative not only reduces electricity purchases and associated costs but also offers the potential for additional revenue through the sale of surplus electricity. We plan to expand renewable energy sourcing, including solar power installations, to additional business sites and will continue to scale up our transition to renewable energy as part of our ongoing efforts to achieve carbon neutrality.

### Solar Power Generation Facilities(Weihai Site, China)





# Climate Change Response

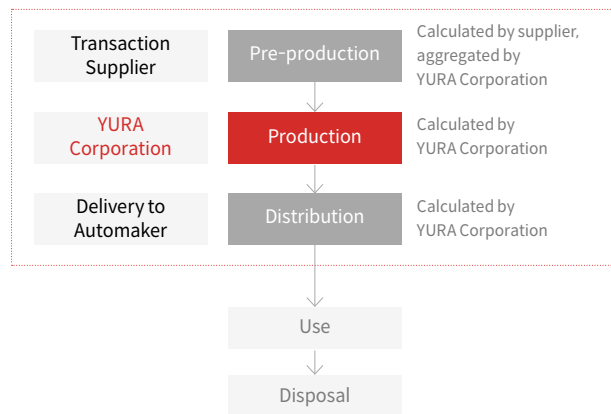
## Strategy

### Life Cycle Assessment(LCA)

YURA Corporation participates annually in Life Cycle Assessment (LCA) led by original equipment manufacturers(OEMs), evaluating greenhouse gas emissions across selected stages of a product's life cycle. Currently, we conduct LCA for the pre-manufacturing, manufacturing, and transportation stages related to product delivery to OEMs.

The LCA is conducted by selecting certain items that are in mass production by our customers. As a Tier 1 supplier, YURA Corporation plays a role in calculating and reporting data for each stage of the process. Among these stages, data for the pre-manufacturing phase is collected from suppliers, while data for the manufacturing and transportation phases is calculated directly by YURA Corporation. Through this process, we derive the greenhouse gas emission intensity per product unit(tCO<sub>2</sub>eq/EA) and report it to our customers. Moving forward, YURA Corporation will continue to quantitatively manage and improve carbon emissions across the entire supply chain through systematic LCA activities.

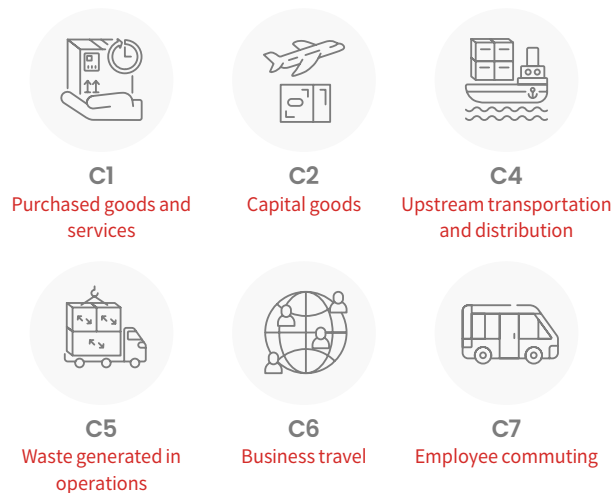
### Life Cycle Assessment(LCA) Scope



### Scope 3 Calculation and Management

YURA Corporation, in accordance with the GHG Protocol, has analyzed the data availability and relevance of emission sources across Scope 3 categories and identified 6 key categories for focused management. Currently, we calculate greenhouse gas(GHG) emissions for 6 upstream activities: purchased goods, capital goods, transportation, waste generated in operations, business travel, and employee commuting(including company shuttles). These data are updated and verified on an annual basis. YURA Corporation's Scope 3 management efforts contribute to the systematic control of GHG emissions across the entire value chain. As part of our ESG management strategy, these activities lay the foundation for building a sustainable supply chain and strengthening our ability to respond to climate change.

### Scope 3 Calculation Scope

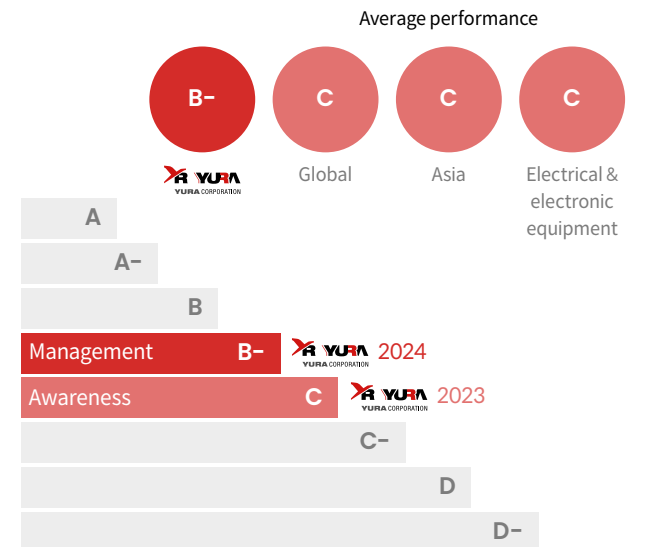


### Response to CDP Supply Chain Evaluation

YURA Corporation, with customers participating in the Carbon Disclosure Project(CDP) 'CDP Supply Chain' initiative, undergoes assessment and evaluation of its climate change response capabilities. In 2024, we received a 'Management(B-)' rating, marking an improvement from the 'Awareness(C)' rating achieved in 2023.

This result demonstrates YURA Corporation's climate response capabilities, which exceed both the global and industry averages. We remain committed to continuously improving our practices and actively contributing to climate change mitigation going forward.

### CDP SC Scoring Level





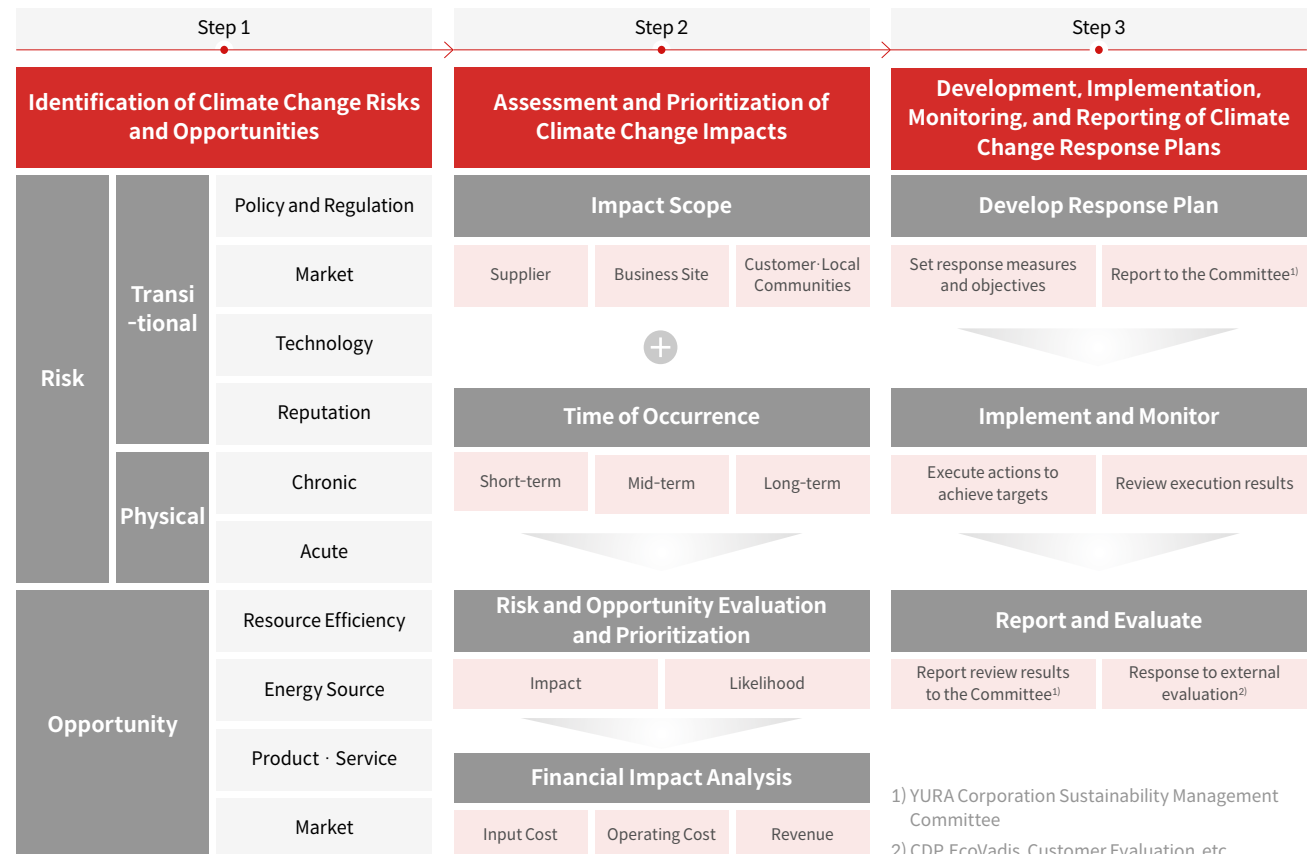
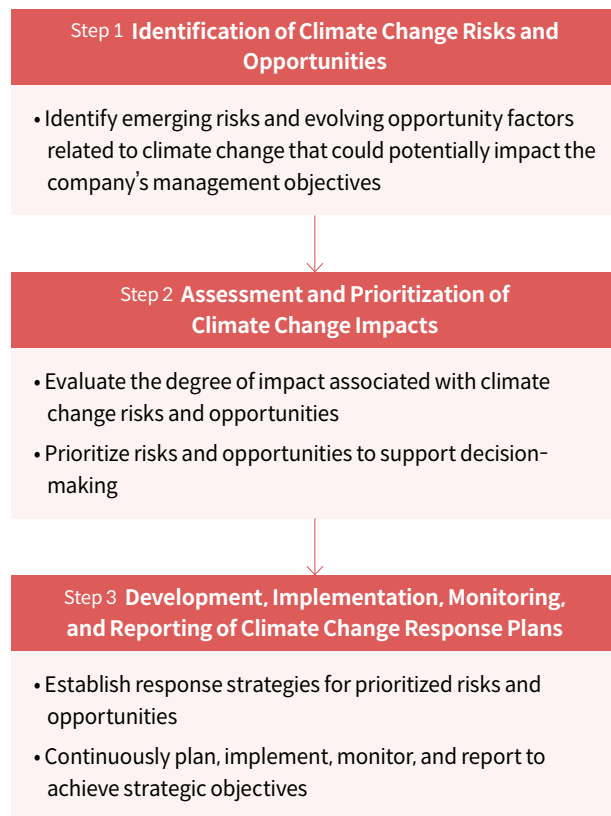
# Climate Change Response

## Risk Management

### Climate-Related Risk and Opportunity Management Framework

YURA Corporation operates a company-wide response process to systematically manage the risks and opportunities associated with climate change. We identify transition and physical risks and opportunities, assess the impact of each factor on our business, set priorities based on materiality, and analyze their financial implications. Based on these assessments and analyses, we establish climate change response plans and implement measures that include execution, monitoring, reporting, and engagement with external evaluations. Through this process, we aim to minimize climate-related risks and actively leverage opportunities.

### Climate Change Risk and Opportunity Management Process



1) YURA Corporation Sustainability Management Committee

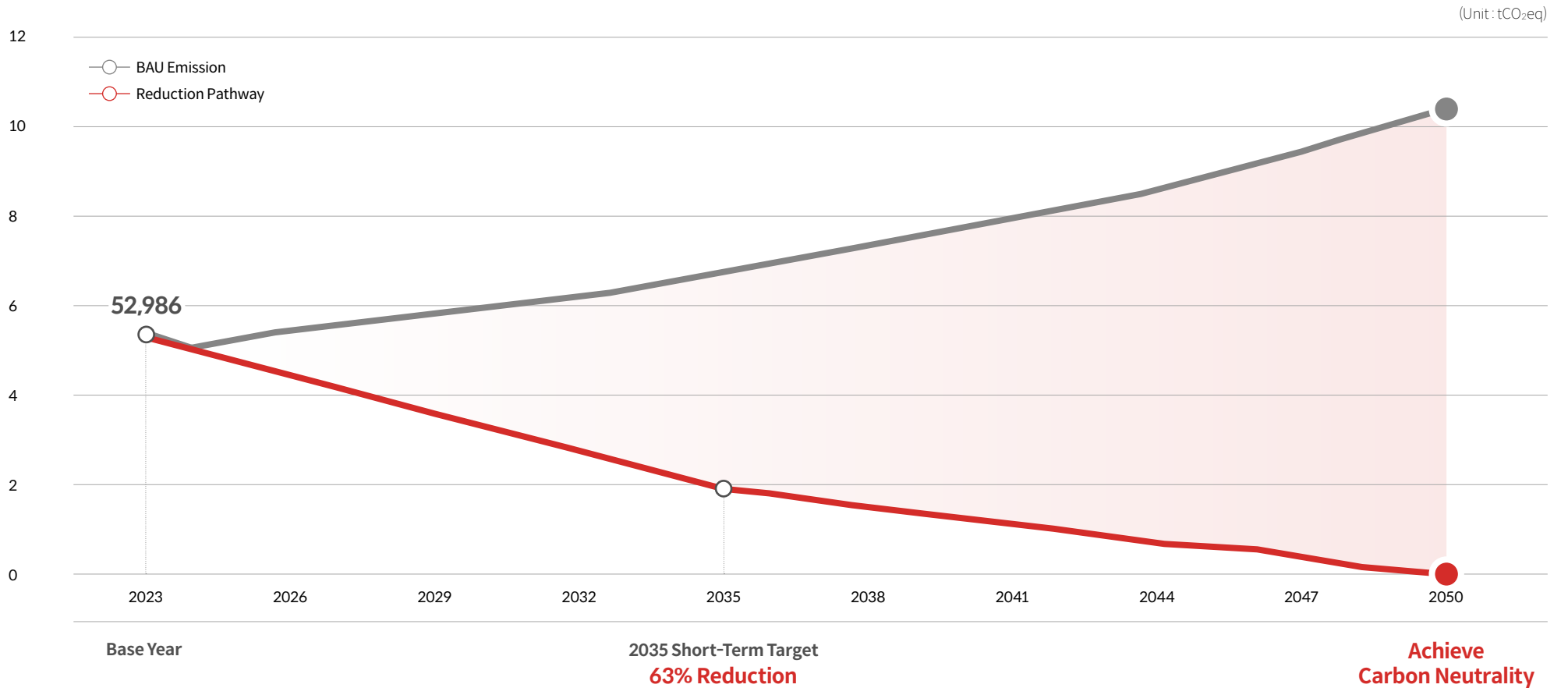
2) CDP, EcoVadis, Customer Evaluation, etc.



# Climate Change Response

## Metrics & Targets

As the severity and urgency of global environmental issues continue to intensify, we are transitioning from an era of climate change to an era of climate crisis. In response, YURA Corporation has established a 2050 Net-Zero target to actively contribute to addressing the global temperature rise. We plan to implement carbon reduction initiatives by enhancing energy efficiency at each business site and expanding the use of renewable energy.



# Sustainable Supply Chain Management

## Governance

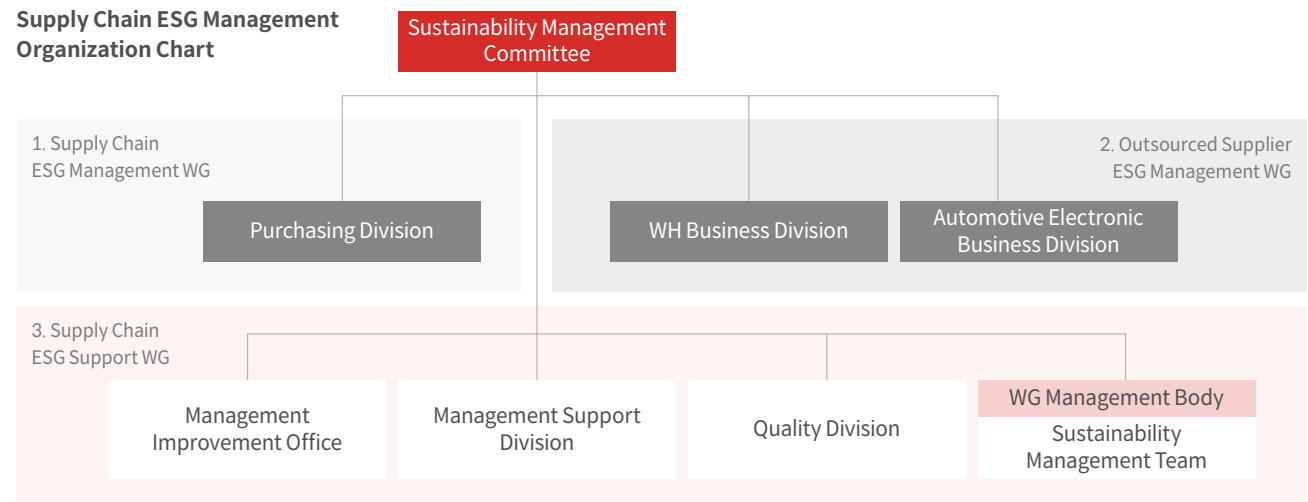
### Supply Chain Management Governance

YURA Corporation is strengthening ESG practices across its supply chain in proactive response to supply chain due diligence requirements from the European Union(EU) and global customers. To establish a systematic response framework for building a sustainable supply chain, we have established a Supply Chain ESG Management Working Group(WG) under the company-wide Sustainability Management Committee.

The Supply Chain ESG Management WG is composed of relevant departments within the company, equipped with the expertise necessary for structured problem-solving and effective communication. The governance structure consists of ▲ the Supply Chain ESG Management WG, ▲ the Outsourced Supplier ESG Management WG, and ▲ the Supply Chain ESG Support WG. Each working group is responsible for assessing and managing suppliers to ensure their ESG performance aligns with YURA Corporation’s standards. These groups also support the development and enhancement of suppliers’ ESG capabilities.

YURA Corporation effectively manages ESG risks across its supply chain through its established governance system and remains committed to building a globally competitive and sustainable supply chain through cooperative partnerships with its suppliers.

Supply Chain ESG Management Organization Chart



### Roles of Organization

Working Group	Office / Division	Roles
Supply Chain ESG Management WG	Purchasing Division	Lead Organization (Component Supplier) • Promote ESG implementation for component suppliers
Outsourced Supplier ESG Management WG	WH Business Division, Automotive Electronic Business Division	Lead Organization (Outsourced Supplier) • Promote ESG implementation for outsourced suppliers
Supply Chain ESG Support WG	Business Planning Office (Sustainability Management Team)	WG Management Body • Support and coordination of inter-divisional collaboration needs
	Management Improvement Office, Management Support Division, Quality Division	Supporting Organization • Support for lead organizations in advancing supply chain ESG initiatives



# Sustainable Supply Chain Management

## Strategy

### Supplier Code of Conduct



YURA Corporation’s Supplier Code of Conduct outlines fundamental requirements in key areas such as labor and human rights, health and safety, the environment, ethics, and management systems, which must be applied by all suppliers entering into contracts for the provision of goods, services, or other transactions. The Code applies to all domestic and international suppliers, and we encourage our suppliers to apply these standards to their own subcontractors, promoting compliance across the entire supply chain. In 2024, we revised the Supplier Code of Conduct to align it with updated procurement and sourcing policies, strengthening ethics standards related to supplier responsibilities, roles, and counterfeit parts prevention.

#### Revisions to the Supplier Code of Conduct

- ③(Supplier Responsibility and Role) If a supplier fails to comply with the Code of Conduct, YURA Corporation may request a change of the supplier or terminate the business relationship
- ③(Ethics – Counterfeit Parts Prevention) Suppliers are required to develop, implement, and maintain processes to minimize the risk of counterfeit parts or materials being introduced into the products or services they deliver. Suppliers must also ensure that materials sold to customers comply with applicable local laws and confirm that the products are used in a lawful manner

YURA Corporation encourages suppliers to fulfill their social responsibilities by signing ‘the Code of Conduct Compliance Pledge’. Moving forward, we will continue to uphold our responsibilities and support our suppliers in becoming trusted and respected suppliers to both customers and local communities.

### Supplier Code of Conduct



#### Labor/Human Rights

- Prohibition of Discrimination
- Provision of Wages and Benefits
- Working Hours Management
- Humane Treatment
- Freedom of Association
- Prohibition of Child Labor
- Prohibition of Forced Labor



#### Health/Safety

- Establishment of Health and Safety Management System
- Safety Management of Machinery, Equipment, and Facilities
- Emergency Response
- Accident Management
- Safety Inspections
- Health Management



#### Environmental

- Establishment of Environmental Management System
- Management of Energy Consumption and Greenhouse Gas Emissions
- Water Resource Management
- Air Pollutant Management
- Waste Management
- Chemical Substance Management



#### Ethics

- Transparent Management and Anti-Corruption
- Prevention of Conflicts of Interest
- Prevention of Unfair Trade Practices
- Prevention of Counterfeit Parts
- Compliance with Export Restrictions
- Information Protection
- Responsible Procurement of Material



#### Management System

- Declaration of Compliance
- Appointment of Responsible Personnel
- Risk Assessment
- Education and Communication
- Information Management
- Operation of Grievance Handling System
- Supplier Management
- Compliance with the Code

### New Supplier Registration Criteria

YURA Corporation has incorporated ‘New Supplier Registration and Management Guideline’ into its internal regulations to enhance transparency and fairness in the selection and management of new suppliers.

Given the nature of the automotive components industry, where quality is a major risk factor, only suppliers with an established quality management system are considered for registration. Companies seeking to establish a new business relationship with YURA Corporation must hold SQ-Mark certification, and those without ISO 9001 or IATF 16949 certification are excluded from registration.(Exceptions may apply to small enterprises)

### Supply Chain ESG Policy

YURA Corporation is committed to building a sustainable supply chain that upholds its social and environmental responsibilities in alignment with its ESG management objectives. In close collaboration with various stakeholders across the supply chain, we are in the process of developing and formalizing a comprehensive ‘Supply Chain ESG Policy’ aimed at establishing a sustainable procurement framework. This policy will include core principles related to supply chain ESG assessments, support for enhancing supplier capabilities, responsible procurement, the Supplier Code of Conduct, and stakeholder communication.

#### Draft Supply Chain ESG Policy

Supply Chain ESG Assessment		Support for Enhancing Supplier Capabilities	
Responsible Procurement of Raw and Sub-Materials			
Supplier Code of Conduct		Internal and External Communication	



# Sustainable Supply Chain Management

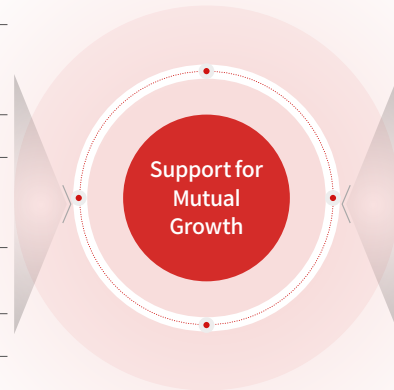
## Strategy

### Mutual Growth and Capability-Building Support for Suppliers

YURA Corporation is dedicated to promoting initiatives that strengthen supplier capabilities and foster mutual growth. We provide a wide range of support for our suppliers, including training sessions and informational briefings for skill development, as well as assistance in areas such as finance, technology, manpower, consulting, and employee welfare. These efforts aim to improve product quality, enhance supplier self-sufficiency, and boost the overall competitiveness of both YURA Corporation and its suppliers.

#### Supplier Mutual Growth Support Activities

Training Support for Job Competency Development		
Training Title	Companies	Persons
Technology Protection Training	62	421
4M Training	176	176
Subcontracting and Commissioned Transaction Fair Trade Training	84	559
ESG Training(Briefing Session)	66	86
Understanding Automotive Industry Trends and Supplier Evaluation Systems	31	35
Conflict Management and Communication	31	52
IATF 16949 Core Tools Training	30	34
Information Security Awareness and Risk Management Training	33	35
Electronic Control Module Development Process Training	32	34
Consulting Support		
- Management Consulting for Supplier: 2 companies		



Financial(Funding) Support
- Mold Development Cost Support: 50 companies, KRW 15,663 million
- Advance Payment for Deliveries: 3 companies, KRW 11,605 million
- Free Equipment Lease: 113 units, KRW 511 million
- Support for Establishing Material Management Systems(WMS): 6 companies, KRW 222 million
Technical Development Support
- Seminars Conducted: 13 sessions
- Preparation of Drawings and Work Standards Support: 1,189 cases
- New Vehicle Technical Support: 124 cases
Manpower Support
- Domestic Supplier Manpower Support(Supplier Guidance·Inspections): 87 companies, 582 days
Welfare Support
- Support for Supplier Condos, Congratulatory and Condolence Support: 137 companies

### Supplier Communication

YURA Corporation operates various communication channels to facilitate open and proactive engagement with our suppliers. We host the 'YURA Supplier Council' meetings twice a year, bringing together representatives from key suppliers by industry to hear their suggestions and gather diverse feedback. In addition, we strengthen communication by distributing quarterly newsletters, regularly sharing important updates on ESG topics, operational guidelines, and other key information with our suppliers.

#### YURA Supplier Council Members' Meeting





# Sustainable Supply Chain Management

## Strategy

### Conflict and Responsible Minerals Management Policy



YURA Corporation is committed to responsible mineral procurement to prevent issues such as human rights violations, environmental degradation, and the funding of armed groups that may arise during mineral extraction. We recognize the mining of minerals in conflict-affected and high-risk areas as a serious concern, particularly in relation to human rights abuses such as child labor and environmental harm. To address these risks and protect the health and safety of mining workers, we have established and implemented a 'Conflict Minerals Policy'.

In addition to managing the traditionally designated conflict minerals—tin, tantalum, tungsten, gold, and cobalt—we are currently considering expanding the scope of responsible mineral management to include copper and aluminum. In line with this broader approach, we plan to revise our policy and implement it under the name 'Conflict and Responsible Minerals Policy'.

#### Conflict Minerals Policy

YURA Corporation is committed to complying with conflict minerals regulations in cooperation with all our suppliers.

- 1 YURA Corporation and our suppliers will establish conflict minerals management policies and procedures to ensure that no conflict minerals benefiting armed groups in the Democratic Republic of the Congo(DRC) or other conflict-affected regions are included in the products we manufacture or supply.
- 2 YURA Corporation and our suppliers will make efforts to identify the locations and IDs of all smelters from which conflict minerals are sourced as part of our supply chain management(SCM) practices.
- 3 YURA Corporation and our suppliers will complete, retain, and submit relevant documentation—such as the CMRT(Conflict Minerals Reporting Template), EMRT(Extended Minerals Reporting Template), and AMRT(Alternative Minerals Reporting Template)—to support smelter identification. The prepared materials will be retained to ensure transparent supply chain management, and we will continue to strengthen our management system so that they can be submitted when necessary.

### Conflict and Responsible Minerals Management Activities

YURA Corporation does not use minerals that have been unethically mined from conflict-affected and high-risk areas(CAHRAs), including regions such as the Democratic Republic of the Congo(DRC), in accordance with our Conflict Minerals Policy. We thoroughly verify the presence of responsible minerals during the procurement of components and materials. In addition, we actively cooperate with customer requests for information to ensure compliance with global regulations, including the U.S. Dodd-Frank Act and the EU Conflict Minerals Regulation. YURA Corporation also continues to implement management practices recommended by the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

To ensure that our suppliers comply with conflict and responsible minerals policies, we request the submission of a 'Responsible Minerals Sourcing Compliance Pledge'. We encourage transactions with RMAP\*(Responsible Minerals Assurance Program)-certified smelters and provide guidance when suppliers engage with non-certified smelters.

\* RMAP: Conflict and responsible minerals assurance program administered by the Responsible Minerals Initiative(RMI)

#### Status of Conflict and Responsible Minerals Management Activities

Prohibition of Conflict Minerals Use	We do not use minerals unethically mined from conflict-affected and high-risk areas
Conflict and Responsible Minerals Due Diligence	We conduct investigations* to determine whether materials and products purchased from suppliers contain conflict or responsible minerals * Irregular document-based inspections are carried out(including deforestation prevention investigations)
Response to Customer Information Requests	We actively cooperate with customer requests for information to comply with global regulations* in the U.S., EU, and other regions * Includes the U.S. Dodd-Frank Act, EU Conflict Minerals Regulation, etc.
Compliance with Global Standards	We implement management activities recommended by the OECD guidelines* * Covers multinational guidelines and due diligence for responsible supply chains of minerals from conflict-affected region
Supplier Procurement Management	We request suppliers to submit a "Responsible Minerals Procurement Compliance Pledge" We encourage transactions with RMAP-certified smelters and take corrective measures if suppliers transact with uncertified smelters



# Sustainable Supply Chain Management

## Risk Management

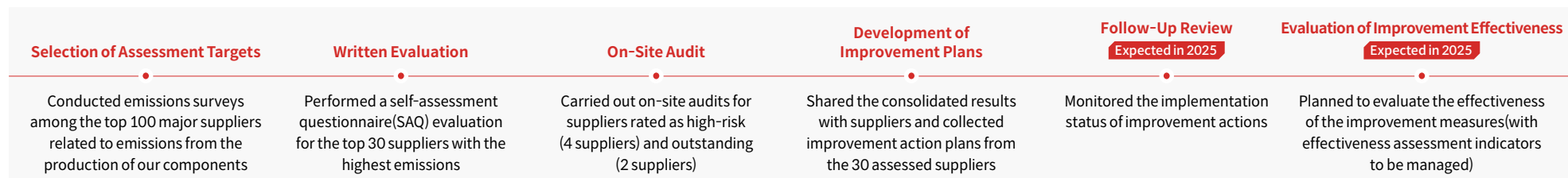
### ESG Supply Chain Assessment

YURA Corporation conducts regular ESG assessments by selecting target suppliers from our list of direct trading suppliers each year to ensure sustainable supply chain management. These assessments help identify and manage risks across the supply chain. The evaluation covers all ESG areas—including information disclosure, environmental, social, and governance—and includes both self-assessments(written evaluations) and, when necessary, on-site audits to improve the accuracy of risk identification. In addition, we continue to enhance our evaluation framework by developing supply chain classification criteria and written assessment templates, while gradually expanding the scope of risk management. Through these efforts, we remain committed to building a more robust and responsible supply chain risk management system.

### Supply Chain Assessment Process

YURA Corporation’s supply chain ESG assessment follows a structured six-step process: ① Selection of assessment targets → ② Self-assessment(written evaluation) → ③ On-site audit → ④ Development of improvement plans → ⑤ Follow-up review → ⑥ Evaluation of improvement effectiveness. We begin by collecting and calculating greenhouse gas(GHG) emissions data—one of the key ESG risk indicators—from major domestic component suppliers. Based on this data, suppliers with high emission levels are selected for written self-assessments. This process helps identify high-risk suppliers and relevant risk indicators. Suppliers receiving either high-risk or top-tier ratings in the written assessment undergo on-site audits, which involve detailed reviews of risk indicators and discussions on potential improvements. Following the audits, we share the evaluation results with suppliers and request corrective actions on identified risks. Follow-up reviews and evaluations of improvement effectiveness are conducted to ensure the mitigation of ESG risks throughout the supply chain. In 2025, we plan to further strengthen the ESG evaluation framework by categorizing suppliers based on the significance of their role in supply chain management and their ESG risk levels. Tailored evaluation methods will be applied to each group to establish a more refined and systematic assessment process.

### Supply Chain Assessment Process(2024)



### Supply Chain Assessment Criteria

YURA Corporation continuously reviews and enhances its assessment criteria to effectively identify potential sustainability risks within the supply chain. In 2024, evaluation indicators and questions were applied based on the ‘K-ESG Guidelines’ issued by the Ministry of Trade, Industry and Energy of Korea. In 2025, we plan to further develop and refine these indicators and questions to more precisely identify a broader range of ESG risks across the supply chain.

### Supply Chain Assessment Indicators(2024)

Information Disclosure	Environmental	Social	Governance
<ul style="list-style-type: none"> <li>• Method of Information Disclosure</li> <li>• Frequency of Information Disclosure</li> <li>• Scope of Information Disclosure</li> <li>• Verification of Disclosures</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental Management System</li> <li>• Resources</li> <li>• Energy·Greenhouse Gas</li> <li>• Hazardous Substances</li> <li>• Air Pollution</li> <li>• Water Pollution</li> </ul>	<ul style="list-style-type: none"> <li>• Labor</li> <li>• Human Rights</li> <li>• Diversity·Gender Equality</li> <li>• Health and Safety System</li> </ul>	<ul style="list-style-type: none"> <li>• Prevention of Industrial Accidents</li> <li>• Mutual Growth</li> <li>• Community Engagement</li> <li>• Information Security</li> <li>• Customer Relations</li> </ul>
			<ul style="list-style-type: none"> <li>• Ethics Management</li> </ul>



# Sustainable Supply Chain Management

## Metrics & Targets

### Metrics

#### Supplier Status

Category	Unit	2022	2023	2024
<b>Total Number of Suppliers</b>	Companies	220	224	220
<b>By Product Type</b>	Components	169	172	168
	Raw Materials	51	52	52

#### Supplier Purchase Volume

Category	Unit	2022	2023	2024	
<b>Total Purchase Volume<sup>1)</sup></b>	KRW million	1,585,781	1,727,852	1,641,455	
<b>By Product Type</b>	Components	KRW million	1,509,933	1,654,067	1,587,353
	Raw Materials	KRW million	75,848	73,785	54,102

1) Outsourced processing costs excluded

#### Supplier Support Program Performance\*

\* Based on the Number of Suppliers

Category	Unit	2022	2023	2024
<b>ESG Educational Support</b>	Companies	-	95	66
<b>Financial Support</b>	Companies	53	46	50
<b>Consulting Support</b>	Companies	2	2	2
<b>Other Training Supprt<sup>1)</sup></b>	Companies	87	102	165

1) Technology protection training, quality training, fair trade training, etc.

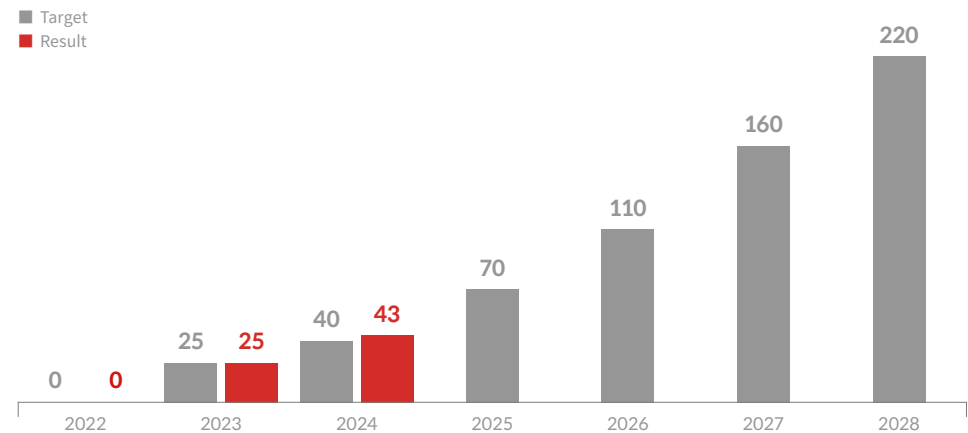
### Target

#### Supply Chain ESG Assessment

YURA Corporation is committed to building a sustainable supply chain and plans to gradually expand the scope of supplier assessments over the medium to long term. We will progressively extend ESG assessments to our overseas supply chain and aim to identify ESG risks across all domestic suppliers (components and raw materials) by 2028.

#### Number of Suppliers Assessed for ESG(Cumulative Targets and Results)\*

\* Based on written evaluation(self-assessment)



※ The number of suppliers assessed for ESG is tracked on a cumulative basis(When calculating results, a clear standard is applied to avoid duplicate counting)

2024 assessed suppliers(43 suppliers) = Number assessed in 2023(25 suppliers) + Number assessed in 2024(30 suppliers) - Number assessed in both 2023 and 2024(12 suppliers)<sup>1)</sup>

1) Suppliers assessed in both years are subtracted to eliminate duplicate counting



# Health and Safety

## Governance

### Health and Safety Governance

YURA Corporation recognizes health and safety as a core element of corporate management and operates a company-wide governance system to manage it systematically.

The Health and Safety Board receives reports on and approves annual goals, plans, and budgets, while the CEO, as the overall person in charge of health and safety, oversees a dedicated organization that reports directly to them. Additionally, the CEO convenes semiannual Safety Management Executive Meetings to review progress and, through cross-functional collaboration among divisions, discusses key issues and response strategies.

At each business site, specialized personnel are assigned to proactively address potential risks, and the Occupational Health and Safety Committee holds quarterly meetings to identify site-specific priorities and continuously develop action plans to create safer working environments.

### Health and Safety Organizational Chart



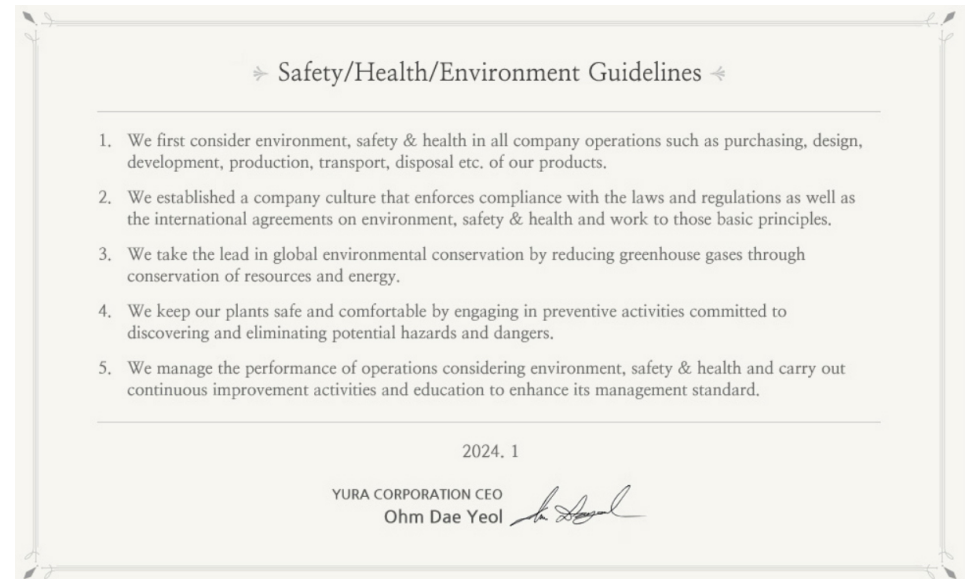
## Strategy

### Health and Safety Policy

YURA Corporation operates a Health and Safety Policy aimed at preventing workplace accidents and fostering a safe and healthy working environment across all areas of our operations—including production sites, supply chains, and distribution networks. The policy is grounded in 6 fundamental principles, a PDCA(Plan-Do-Check-Act) implementation framework, and 10 execution plans. It prioritizes the effective management of health and safety matters while ensuring compliance with applicable laws and regulations. The policy ensures the active participation and consultation of all employees, encouraging them to engage in risk identification and continuous improvement efforts. It also promotes and supports mutual cooperation on health and safety with business partners.

The Health and Safety Policy and management guidelines are regularly reported to the Board of Directors, shared with all employees, and made available to stakeholders through the company website. In 2025, YURA Corporation developed and distributed an English version of the policy to extend its application to international stakeholders and overseas employees.

### Safety/Health/Environment Guidelines





# Health and Safety

## Strategy

### Health and Safety Policy



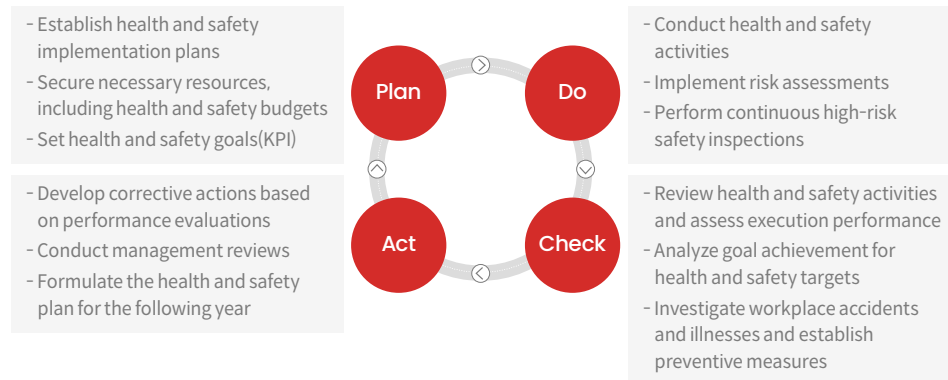
#### 6 Fundamental Principles

YURA Corporation has established six fundamental principles that form the foundation of all health and safety activities outlined in our Health and Safety Policy. These principles are actively promoted throughout the organization to cultivate a strong culture of health and safety. They represent core values that must be shared by all personnel, including employees and suppliers. The principles emphasize practical, site-specific preventive measures and encourage voluntary participation to ensure a safe and healthy working environment.

- |                                     |  |  |
|-------------------------------------|--|--|
| 1 Prioritizing Health and Safety    | 2 Compliance with Relevant Laws            | 3 Establishment of Health and Safety Management System |
| 4 Implementation of Risk Assessment | 5 Enhancing Safety Competency of Suppliers | 6 Employee Participation and Consultation              |

#### PDCA Implementation System

YURA Corporation applies a PDCA(Plan-Do-Check-Act) continuous improvement cycle based on the ISO 45001 Occupational Health and Safety Management System to ensure the systematic implementation and ongoing enhancement of our health and safety activities. This structured approach—covering planning and goal-setting, execution, performance evaluation, and improvement phases—not only supports the effective achievement of health and safety objectives but also provides a foundation for proactively responding to evolving risks.



#### 10 Key Execution Plans

YURA Corporation has established and implements ten key execution plans at the workplace level to ensure effective health and safety management. These plans cover a broad range of areas, including the prevention of serious accidents, improvement of the working environment, and enhancement of supplier safety. Through the concrete implementation of these measures, we aim to strengthen our overall organizational safety capabilities.

- |   |   |  |  |  |
|---|---|--|--|--|
| <b>1</b><br><b>Operation of the Occupational Health and Safety Management System</b> <ul style="list-style-type: none"> <li>• Fulfillment of ISO 45001 requirements</li> <li>• Expansion of health and safety certifications across domestic and overseas business sites</li> <li>• Establishment of internal regulations and guidelines</li> </ul> | <b>2</b><br><b>Building a Serious Accident Prevention System</b> <ul style="list-style-type: none"> <li>• Enhanced safety inspections to identify potential risks</li> <li>• Proactive identification and elimination of accident-related risks</li> <li>• Promotion of workers safety awareness through training</li> </ul>  | <b>3</b><br><b>Setting and Evaluating Health and Safety Goals</b> <ul style="list-style-type: none"> <li>• Identification of health and safety issues and setting targets*<br/>* Including quantitative KPI</li> <li>• Development of detailed implementation plans</li> <li>• Monitoring of target implementation and encouragement of performance achievement</li> </ul> | <b>4</b><br><b>Business Site Health and Safety Management</b> <ul style="list-style-type: none"> <li>• Regular inspection and maintenance of workplace facilities and equipment</li> <li>• Development of site-specific guidelines for production facilities and workplaces</li> <li>• Ongoing monitoring and improvement of hazardous risk factors</li> </ul> | <b>5</b><br><b>Operation of a Safety Suggestion System</b> <ul style="list-style-type: none"> <li>• Collection* and resolution of health and safety suggest<br/>* Operated through bodies such as the Occupational Health and Safety Committee, Hanmaeum Council, Supplier Safety Council, Near-Miss Reporting System</li> </ul> |
| <b>6</b><br><b>Computerization of Safety Management Systems</b> <ul style="list-style-type: none"> <li>• Establishment of an integrated safety system(YEHS) across all business sites</li> <li>• Collection and performance management of occupational health and safety data from domestic and overseas business sites</li> </ul>                  | <b>7</b><br><b>Supplier Selection and Evaluation</b> <ul style="list-style-type: none"> <li>• Inclusion of health and safety standards in the evaluation and selection of suppliers</li> <li>• Support for suppliers in establishing their own occupational health and safety management system</li> <li>• Implementation of a pre-work safety permit system</li> </ul> | <b>8</b><br><b>Employee Safety Training</b> <ul style="list-style-type: none"> <li>• Delivery of legally mandated and competency-based training in accordance with the Occupational Health and Safety Act<br/>* Including training on occupational health and safety fundamentals, workplace safety culture, and safety awareness improvement</li> </ul>                   | <b>9</b><br><b>Enhancing Employee Health Promotion</b> <ul style="list-style-type: none"> <li>• Operation of on-site health management centers</li> <li>• Provision of customized health checkups and vaccination support</li> </ul>   | <b>10</b><br><b>Emergency Preparedness and Response</b> <ul style="list-style-type: none"> <li>• Regular emergency response training to minimize damage and enhance response capabilities in the event of a crisis</li> </ul>  |



# Health and Safety

## Strategy

### Health and Safety Initiatives

YURA Corporation establishes an annual health and safety action plan to ensure compliance with our Health and Safety Policy and to achieve our set objectives. Key initiatives for 2024 include strengthening the management of accident indicators, providing training support on the Serious Accidents Punishment Act for in-house suppliers, enhancing safety management for external personnel, and promoting a stronger safety culture.

#### Health and Safety Initiatives(2024)

Category	Main Activities
<b>Strengthening Management of Accident Indicator</b>	<ul style="list-style-type: none"> <li>Expanded the scope of management standards and survey items for accident indicators</li> <li>- Additional calculation of accident frequency and severity rates, including for suppliers at domestic business sites</li> <li>Implemented monitoring of accident indicators, accident analysis, and horizontal deployment to prevent recurrence</li> <li>- Quarterly monitoring at domestic and overseas business sites; semiannual monitoring for domestic suppliers</li> </ul>
<b>In-House Supplier Safety Management</b>	<ul style="list-style-type: none"> <li>Conducted Serious Accident Punishment Act training for on-site suppliers at domestic business sites</li> <li>- Covered requirements for suppliers operating sites with fewer than 50 employees</li> <li>- Requirements for evaluating suppliers' health and safety management levels</li> </ul>
<b>Safety Management for Resident Staff at Customer Locations</b>	<ul style="list-style-type: none"> <li>Monthly participation in customer safety councils (General Affairs Team Leader and front office operational supervisors)</li> <li>Quarterly participation in joint inspections with customers(Front office resident staff)</li> <li>Conducted risk assessments for resident staff visiting customer sites(Security &amp; Safety, Health, Environment Team)</li> </ul>
<b>Spreading a Safety Culture</b>	<ul style="list-style-type: none"> <li>Held dedicated safety meetings for executives(semiannually)</li> <li>Organized contests for safety slogans and near-miss improvement proposals</li> <li>Conducted a Serious Accident Prevention Declaration Ceremony for employees(March)</li> </ul>

### Strengthening Management of Accident Indicators

YURA Corporation has expanded its monitoring scope to include suppliers at domestic sites in order to strengthen the management of incident indicators. In addition to the previously tracked Lost Time Injury Rate(LTIR), we have also incorporated additional metrics—such as the Occupational Lost Time Illness Rate and Severity Rate—into our set of management indicators. Additionally, we conduct quarterly monitoring and provide semiannual training sessions to help prevent occupational accidents and near-miss incidents.

### Safety Management for Resident Staff at Customer Locations

To systematically manage the safety of YURA Corporation employees stationed at customer sites, we have established a dedicated safety management framework led by a specialized team and are actively implementing ongoing oversight activities. Our representatives regularly participate in monthly safety council meetings with customers and take part in joint safety inspections conducted on a quarterly basis. In addition, the dedicated team conducts site visits to two selected locations using a sampling approach. During these visits, the team engages in consultations with employees to assess working conditions and the level of safety management. Through these initiatives, YURA Corporation aims to proactively identify safety risks at customer sites and strengthen practical response measures.

### In-House Supplier Safety Management

With the expansion of the Serious Accidents Punishment Act to workplaces with fewer than 50 employees in 2024, YURA Corporation conducted occupational health and safety training for supervisors and representatives of its in-house suppliers to strengthen their compliance capabilities.

The training program covered key topics such as an overview of the Serious Accidents Punishment Act, guidance on the evaluation criteria for supplier health and safety levels, and the definition and application of the Lost Time Injury Rate(LTIR). This initiative is expected to help suppliers independently assess their health and safety management systems and enhance their practical response capabilities.

#### Supplier Safety Management Training





# Health and Safety

## Strategy

### Health and Safety Initiatives

#### Spreading a Safety Culture – Serious Accident Prevention Declaration Ceremony

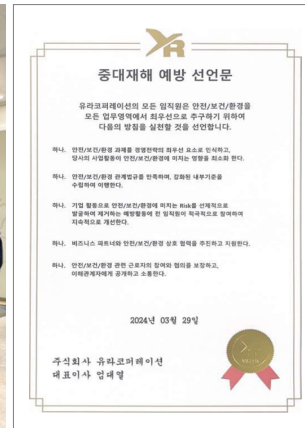
YURA Corporation places health and safety as a top priority across all areas of its operations and continues to strengthen strategic efforts to foster a company-wide safety culture and prevent serious accidents.

In March 2024, the CEO hosted the Serious Accident Prevention Declaration Ceremony, during which the Declaration for Serious Accident Prevention was publicly read, reinforcing the company’s strong executive-level commitment to occupational health and safety. The purpose of this ceremony was to proactively identify and eliminate risk factors that may impact safety, health, and the environment across all business activities, while promoting continuous improvement efforts. With the active participation and engagement of all employees, YURA Corporation will continue to build a safe and sustainable management environment.

#### Serious Accident Prevention Declaration Ceremony



#### Serious Accident Prevention Declaration



#### Spreading a Safety Culture – Health and Safety Slogan Contest

YURA Corporation held a Health and Safety Slogan Contest in conjunction with the Supplier Serious Accident Prevention Declaration Ceremony. The contest was open to all domestic employees and included a voting process to select the most outstanding entry.

The slogan, “Safety starts with me; it’s the first step to preventing serious accidents,” was selected as the top entry. By recognizing the selected participant, we helped promote greater safety awareness among our employees.

#### Top Entry from the Serious Accident Prevention Safety Slogan Contest



#### Spreading a Safety Culture – Near-Miss Improvement Proposal Incentive Program (Near-Miss Reporting System)

YURA Corporation operates a Near-Miss Reporting System, to prevent workplace accidents. This program encourages all employees to identify and report potential hazards encountered during daily operations, with the aim of raising safety awareness and preventing incidents before they occur.

Improvement proposals submitted through this system are reviewed biannually, and all participants—especially those with outstanding or multiple proposals—are recognized and rewarded. In 2024, a total of 96 proposals were received, and every participant, including those with exceptional and multiple submissions, was awarded. These proposals are continuously monitored in connection with our risk assessment processes and lead to practical safety improvements at the worksite.



# Health and Safety

## Strategy

### Occupational Health and Safety Management System

YURA Corporation has established site-specific health and safety systems to regularly monitor the status of our occupational health and safety management and to address and improve related issues. As of now, 6 domestic and 4 overseas sites have acquired certification for the Occupational Health and Safety Management System (ISO 45001).

### Employee Health and Safety Training

YURA Corporation provides targeted health and safety training for employees in accordance with our annual training plan. We are committed to strengthening safety awareness through specialized training programs, including onboarding for new hires, regular safety training, special safety sessions, and training provided in response to changes in work processes or tasks.

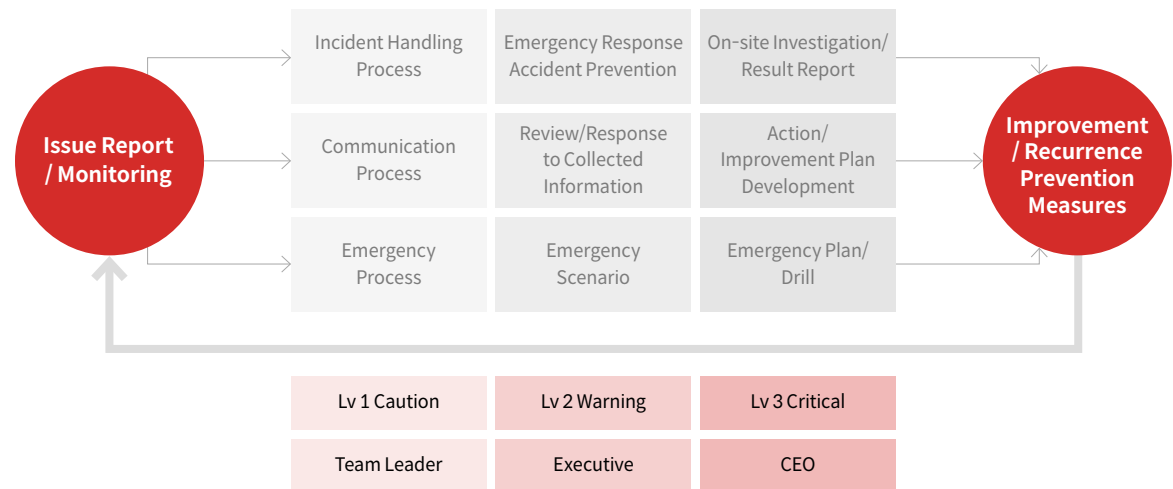
### Health and Safety Education Operations

Education Title	Target	Frequency
Education upon Hiring	New Hires	Upon Hiring
Regular Safety Education (Online/Offline)	All Employees	Quarterly
Education for Changes in Work Content	Employees with Changes in Work Content	If Needed
Special Safety Education	Workers Requiring Special Education	On Occurrence
Health and Safety Personnel Training	Health and Safety Personnel	Quarterly
Accident Case Education in the Same Industry	All Employees and Suppliers	If Needed
Education on Relevant Laws	Personnel in Charge of Relevant Laws	If Needed

### Management of Occupational Health and Safety Issues

YURA Corporation manages occupational health and safety issues based on the ISO 45001 management system by taking differentiated response measures according to the type of issue. Reported and monitored issues are addressed through appropriate procedures such as incident handling, communication, and emergency response. Issues are classified by severity—categorized as cautionary, warning, or critical—and are reported through a tiered escalation system according to the organizational level.

### Occupational Health and Safety Issue Management Process



### Occupational Health and Safety Management Activities at Overseas Subsidiaries

YURA Corporation promotes occupational health and safety management activities at overseas sites that have not yet obtained ISO 45001 certification, in addition to maintaining certification where already acquired. To meet customer requirements and ensure safe working environments across our global operations, we conduct various health and safety initiatives, including monthly inspections focused on serious accident prevention, internal audits, and reviews to ensure appropriate management oversight.



# Health and Safety

## Risk Management

### Occupational Health and Safety Management at Business Sites

YURA Corporation conducts site-specific risk assessments tailored to the unique characteristics of each domestic and overseas facility to ensure safe workplaces and proactively prevent serious occupational accidents. In 2024, we identified hazardous and risk factors through monthly serious accident inspections and biannual site visits by dedicated safety teams. All identified risks were addressed with appropriate corrective actions.

### Serious Accident Safety Inspection Areas

Safety inspections to prevent serious accidents are conducted across eight areas, including worker safety management, equipment, facilities, machinery, and fire prevention.

### Serious Accident Safety Inspection Items

Serious Accident Safety Inspection Items			
<b>Corporate Vehicle Management</b>	<b>Worker Safety Management</b>	<b>General Facilities</b>	<b>Equipment Inspection</b>
Vehicle inspection / safety measures	Personal protective equipment / safety rules	Building / facility management	Machinery / safety devices
<b>Vehicle Handling Equipment</b>	<b>Electrical Installations</b>	<b>Fire Prevention and Firefighting Equipment</b>	<b>Other</b>
Forklift / cargo truck inspection	Capacity / grounding / insulation	Fire extinguishers / hydrants, etc.	Additional risk factors

### Occupational Health and Safety Management for Suppliers

YURA Corporation conducts biannual safety inspections of our suppliers. As a result of improved awareness around fire prevention and overall safety, the number of identified on-site hazards increased by over 30%, from 512 cases in 2023 to 665 cases in 2024. In 2024 alone, we conducted safety inspections for a total of 52 suppliers and plan to continue expanding the number of suppliers subject to these inspections in the future.

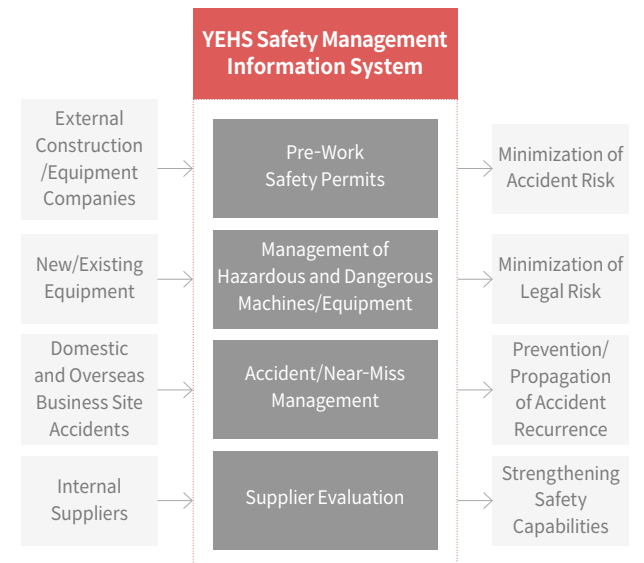
In addition, YURA Corporation has established a Health and Safety Council to share key issues with suppliers on a monthly basis. This council monitors the achievement of site-level health and safety goals and contributes to workplace improvements and accident prevention across our entire supplier base.

### Operation of Safety Management Information System

YURA Corporation has established and operates a comprehensive Safety Management Information System that digitally manages hazardous factors, workplace safety incidents, and the safety capabilities of our suppliers.

Our integrated platform—the YEHS Safety Management Information System—covers key safety areas such as work permit systems, hazardous machinery and equipment management, supplier safety evaluations, and incident tracking. This system enables systematic oversight of safety-related data and performance across both domestic and international sites, while also providing objective evidence to support health and safety compliance and continuous improvement.

### YEHS Safety Management Information System





# Health and Safety

## Metrics & Targets

### Metrics

#### Health and Safety Management System(ISO 45001)

(Unit: Sites, %)

Category	Target Business Sites	Certified Business Sites	Certification Rate
Domestic	6	6	100
Overseas	11	4	36.4
Total	17	10	58.8

#### Lost Time Injury Rate(LTIR)

Category		Unit	2022	2023	2024
Domestic	Number of Lost Time Injuries	Cases	6	3	4
	Lost Time Injury Rate	Cases/1,000,000 working hours	1.58	0.77	1.04
Overseas	Number of Lost Time Injuries	Cases	32	29	25
	Lost Time Injury Rate	Cases/1,000,000 working hours	0.68	0.49	0.47

#### Health and Safety Education

Category		Unit	2022	2023	2024
Management Employees	Number of Target	Persons	1,151	1,246	1,296
	Number of Participants	Persons	1,151	1,246	1,296
	Completion Rate	%	100	100	100
Production Employees	Number of Target	Persons	704	698	668
	Number of Participants	Persons	704	698	668
	Completion Rate	%	100	100	100

#### Safety Risk Assessment

Category		Unit	2022	2023	2024
Domestic	Number of Target Business Sites	Sites	6	6	6
	Number of Assessed Business Sites	Sites	6	6	6
Overseas	Number of Target Business Sites	Sites	13	14	17
	Number of Assessed Business Sites	Sites	12	13	16

### Target

#### 2024 Health and Safety Goals and Achievement Rates

YURA Corporation's annual Health and Safety Action Plan outlines detailed initiatives along with specific targets for each activity. The targets, actual performance, and achievement rates for each of these activity indicators are as follows.

Category	Indicator	Target	Performance	Achievement
Strengthening Incident Indicator Management*	Lost Time Injury Rate(LTIR)**	0.74	0.51	146%
In-House Supplier Safety Management	Conduct training on the Serious Accident Punishment Act for in-house suppliers	Implementation	Completed	100%
Customer Resident Staff Safety Management	Number of sites visited for risk assessments	2 business sites	2 business sites	100%
Spreading a Safety Culture	Implementation status of executive meetings, contests, and declaration ceremonies	100%	100%	100%

\* In addition to the Lost Time Injury Rate(LTIR), metrics such as the Occupational Lost Time Illness Rate and the Severity Rate are also calculated and incorporated into management indicators

\*\* Combined data of domestic and overseas business sites

#### 2025 Health and Safety Objective

The 2025 Health and Safety Action Plan includes strengthening accident prevention activities at domestic and overseas business sites, establishing and achieving targets for the Lost Time Injury Rate(LTIR), reinforcing emergency response training across our sites, enhancing the management of external construction work, and implementing measures to prevent fires at electric vehicle charging facilities. The objectives for each activity are as follows.

Category	Indicator	Target
Strengthen Accident Prevention Activities Domestically and Abroad	Reinforce special theme-based inspections at domestic and overseas subsidiaries	14 cases
Establish and Achieve LTIR Targets	Monitor Lost Time Injury Rate(LTIR) performance at domestic and overseas subsidiaries	0.47
Enhance Emergency Response Training at Business Sites	Conduct emergency response drills for serious accidents at domestic business sites(semiannually)	100%
Strengthen Management of External Construction Work	Improve management of external construction work by integrating control measures into purchasing and repair procedures	100%
Prevent Fires at Electric Vehicle Charging Facilities	Establish standards for electric vehicle charging facilities and install appropriate fire prevention systems	100%



# Ethics and Compliance Management

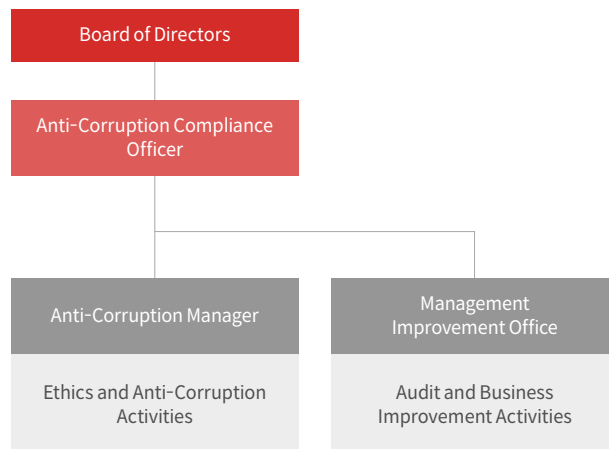
## Governance

### Ethics and Compliance Governance

YURA Corporation recognizes ethics and compliance as core pillars for ensuring corporate sustainability and building stakeholder trust. To this end, we have established and operate a comprehensive anti-corruption and ethics management framework across the entire organization.

The Board of Directors serves as the highest decision-making body for ethics and compliance, responsible for approving and overseeing related policies and strategies. Under the Board's authority, a Chief Compliance Officer is appointed to oversee all key anti-corruption initiatives. In addition, compliance officers and the Management Improvement Office actively carry out ethics and compliance tasks at the operational level. YURA Corporation remains committed to fostering a fair and transparent corporate culture while enhancing long-term sustainable corporate value.

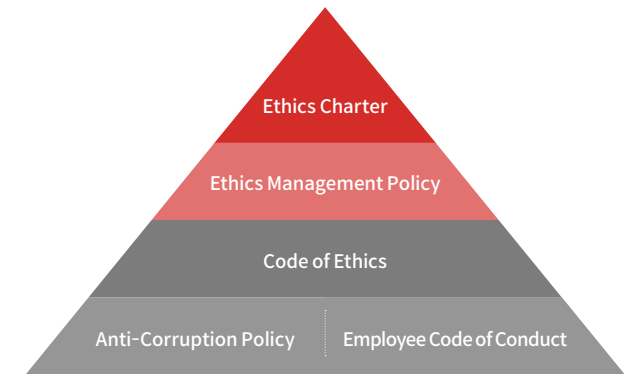
### Ethics and Compliance Management Governance System



## Strategy

### Ethics Management System

YURA Corporation embraces 'principle and transparency' as its core management philosophy and has established a structured ethics management system grounded in well-defined ethics values and business principles. This system is centered on our top-level Ethics Management Policy and is supported by specific implementation standards, including the Code of Ethics, Anti-Corruption Policy, and Employee Code of Conduct. Through this framework, we aim to cultivate a strong ethics awareness among employees, prevent corruption risks, and promote responsible management practices across the organization.



### Ethics Management Policy

Shortcut

The Ethics Management Policy includes the Ethics Charter, which provides the standards for conduct and value-based decision-making, and the Code of Ethics, which sets out the practical guidelines for implementing the Ethics Charter.



	1 Core Responsibilities	2 Respect for Customers	3 Coexistence with Society	4 Basic Ethics for Employees	5 Obligation to Comply with the Code of Ethics
Code of Ethics	① Creation of Superior Products and Services ② Customer-Centric Focus ③ Leading the Improvement of Quality of Life	① Respect and Protection of Customers ② Customer Service	① Social Contribution and Environmentally Responsible Management ② Win-Win Cooperation with Suppliers ③ Compliance with Laws and Respect for Culture and Customs ④ Improving the Working Environment and Preventing Safety Incidents	① Upholding Honor, Dignity, Autonomy, and Responsibility ② Maintaining a Clean Organization and a Healthy Organizational Culture ③ Respect for Intellectual Property Rights and Information Protection ④ Avoiding Conflicts of Interest ⑤ Fair Competition and Trade	① Compliance and Prevention of Recurrence ② Actions to be Taken in Case of Violation



# Ethics and Compliance Management

## Strategy

### Ethics Management System

#### Code of Ethics



YURA Corporation has established a Code of Ethics that defines ethics standards for relationships among employees, with customers, suppliers, and competitors. It clearly outlines specific procedures and practices for upholding workplace ethics.

#### Employee Code of Conduct



In line with YURA Corporation's Ethics Management Policy, the Code outlines detailed guidelines on the ethics and moral conduct that all employees must uphold in the performance of their duties.

#### Anti-Corruption Policy



With the introduction of the Anti-Bribery Management System(ISO 37001), YURA Corporation has established a new Anti-Corruption Policy and Guidelines. This policy outlines ethics and moral standards regarding bribery, improper solicitation, gifts and hospitality, solicitations to public officials, facilitation payments, donations, and sponsorships. All our suppliers are also encouraged to adhere to policies of a similar standard.

#### Anti-Corruption Guidelines

<p><b>Bribery</b></p>	<p><b>Improper Solicitation</b></p>	<p><b>Gifts and Entertainment</b></p>
<p><b>Solicitations to Public Officials</b></p>	<p><b>Facilitation Payments</b></p>	<p><b>Donations and Sponsorships</b></p>

### Anti-Bribery Management System Certification(ISO 37001)

YURA Corporation has obtained certification for the 'Anti-Bribery Management System(ISO 37001)' as part of our commitment to ESG-driven management. ISO 37001 is an international standard that outlines the requirements organizations must meet to implement effective measures for preventing, detecting, and responding to bribery. We received this certification in recognition of our company-wide efforts to establish a robust anti-bribery management system, reflecting our dedication to social responsibility and ethical business practices. Moving forward, we will continue to strengthen our anti-bribery system through structured monitoring, performance evaluations, and employee training programs. We are committed to transparently disclosing and implementing these activities to build trust with a broad range of stakeholders, including our customers and suppliers.

#### Anti-Bribery Management System Certification(ISO 37001) Aquirement Ceremony



#### Anti-Bribery Management System Certification(ISO 37001)





# Ethics and Compliance Management

## Strategy

### Ethics Management Commitment Pledge

YURA Corporation implements an Ethics Management Commitment Pledge for both employees and suppliers to reinforce our commitment to ethical practices.

Employees are encouraged to uphold anti-corruption and transparent ethics by pledging to prevent bribery, improper solicitation, abuse of authority, concealment, misreporting, and conflicts of interest. The pledge also emphasizes adherence to workplace ethics and information security. Suppliers are asked to comply with YURA Corporation’s Anti-Corruption Policy, avoid pursuing unfair advantages, and actively report any unethical behavior by YURA employees. Through these efforts, we aim to foster a transparent and ethical corporate culture throughout our value chain.

### Fair Trade Compliance

YURA Corporation is committed to complying with fair trade regulations and promoting mutual growth. To ensure fair subcontracting practices between purchasing companies and suppliers, we implement a ‘Standard Fair Trade Agreement’ across all transactions. This agreement outlines 4 key practices for complying with subcontracting laws: fair contract execution and fulfillment, prevention of legal violations, adherence to legal requirements, and support for mutual cooperation. Through this agreement, we proactively mitigate the risk of unfair trade practices. In addition, we provide online training for both internal employees and supplier personnel to raise awareness of fair trade and enhance practical compliance capabilities.

### Ethics Training

In 2024, YURA Corporation expanded its ethics training program from departments with customer-facing roles to all departments across the company. The training covers a broad range of ethics policies—including the Ethics Charter and Code of Ethics—and incorporates real-life cases of ethics violations to reinforce employees’ commitment to ethical management practices. Additionally, a special group lecture titled “Understanding Integrity, Ethics, and Compliance Management” was delivered by an external expert to team leaders at headquarters and internal auditors responsible for anti-corruption, further strengthening ethical awareness and accountability.

#### Ethics Training Site



### Cyber Audit Office

YURA Corporation operates a ‘Cyber Audit Office’ reporting channel to receive and address issues requiring attention, such as unethical employee behavior or unfair and unreasonable business practices. All stakeholders, including employees, are encouraged to report any violations of the Code of Ethics, including unfair transactions stemming from personal affiliations, employee misconduct or solicitation, workplace harassment, and breaches of the Fair Trade Act.

Reports may be submitted anonymously, and all submissions are strictly protected under the ‘Whistleblower Protection and Anti-Retaliation Guidelines’. Each report is subject to prompt and impartial investigation, and we adhere to the principle of initiating investigations for 100% of received cases, ensuring transparency throughout the process.

#### Report Handling Procedure





# Ethics and Compliance Management

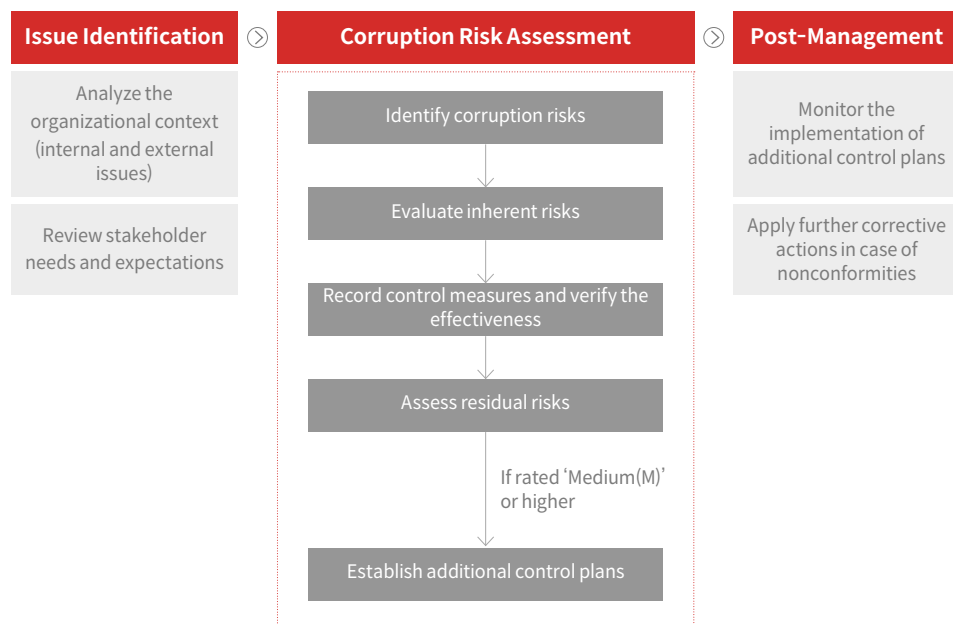
## Risk Management

### Corruption Risk Assessment

YURA Corporation has newly established the 'Anti-Bribery Management System Procedure' in alignment with the requirements of ISO 37001. This procedure provides a structured framework for systematically identifying and assessing not only recognized corruption risks but also potential risks within the organization, and for managing them effectively.

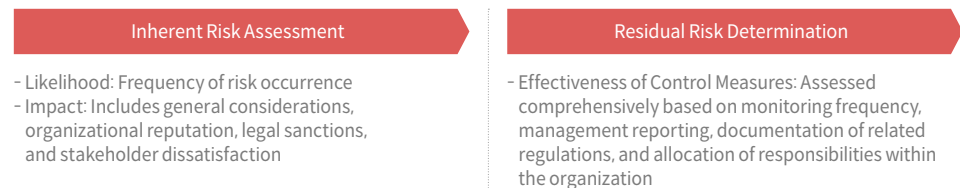
Each department is responsible for identifying potential corruption issues, assigning risk priorities, and managing them accordingly. For risks assessed as 'Medium(M)' or higher, additional control plans are developed and monitored to mitigate those risks. The effectiveness of these control measures is regularly reviewed through internal audits. In addition, to strengthen the risk assessment framework and control levels at overseas subsidiaries, YURA Corporation aims to obtain ISO 37001 certification for our operations in countries such as Serbia and Mexico by 2025.

### Corruption Risk Identification, Assessment, and Management Process



### Corruption Risk Assessment Criteria

For each identified risk, the inherent risk level is determined based on its 'likelihood of occurrence' and 'impact assessment'. The residual risk rating is then evaluated by considering both the inherent risk and the effectiveness of existing control measures.



		Inherent Risk Assessment				
		- Likelihood: Frequency of risk occurrence - Impact: Includes general considerations, organizational reputation, legal sanctions, and stakeholder dissatisfaction				
Likelihood	5	M(5)	H(10)	VH(15)	VH(20)	VH(25)
	4	M(4)	H(8)	H(12)	VH(16)	VH(20)
	3	L(3)	M(6)	H(9)	H(12)	VH(15)
	2	VL(2)	L(4)	M(6)	H(8)	H(10)
	1	VL(1)	VL(2)	L(3)	M(4)	H(5)
		1	2	3	4	5
		Impact				

		Residual Risk Determination				
		- Effectiveness of Control Measures: Assessed comprehensively based on monitoring frequency, management reporting, documentation of related regulations, and allocation of responsibilities within the organization				
Inherent Risk		Effectiveness of Control Measures				
		VH	H	M	L	VL
VH		VL	M	H	VH	VH
H		VL	L	M	H	H
M		VL	VL	L	M	M
L		VL	VL	VL	L	L
VL		VL	VL	VL	VL	VL

\* Likelihood × Impact → Scored on a scale of 1 to 25

M,H,VH: Subject to additional control plans

### Results and Follow-up Measures of Corruption Risk Assessment

In 2024, YURA Corporation implemented additional control measures based on the results of the corruption risk assessment. The R&D Division strengthened procedures for signing confidentiality agreements to enhance the protection of trade secrets related to research and development. The Purchasing Division conducted due diligence on 21 suppliers to ensure transparency in supplier registration processes and performed supplementary reviews using questionnaires and checklists.



# Ethics and Compliance Management

## Metrics & Targets

### Metrics

#### Employee Ethics Management Pledge

Category		Unit	2022	2023	2024
Employee	Number of Target	Persons	250	326	2,044
	Number of Participants	Persons	250	326	2,010
	Completion Rate	%	100	100	98.3
Supplier	Number of Target	Companies	-	26	288
	Number of Participants	Companies	-	26	288
	Completion Rate	%	-	100	100

#### Ethics Education

Category		Unit	2022	2023	2024
Ethics and Compliance Education	Number of Target	Persons	-	460	1,771
	Number of Participants	Persons	-	460	1,771
	Completion Rate	%	-	100	100
Fair Trade Education	Number of Target	Persons	159	198	217
	Number of Participants	Persons	151	177	203
	Completion Rate	%	95.0	89.4	93.5
Anti-Corruption Education	Number of Target	Persons	-	460	1,771
	Number of Participants	Persons	-	460	1,771
	Completion Rate	%	-	100	100

#### Fair Trade Compliance

Category		Unit	2022	2023	2024
Fair Trade Act Violations	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0

#### Ethics/Anti-Corruption Reporting via Cyber Audit Office

Category		Unit	2022	2023	2024
Ethics/Anti-Corruption Reporting	Number of Reports	Cases	2	6	3
	Number of Complaints Resolved	Cases	2	6	3
	Resolution Rate	%	100	100	100

### Target

#### Anti-Corruption Management Objective

YURA Corporation has set the company-wide anti-corruption management objective for 2025 as: "Achieve zero corruption through compliance with the Anti-Corruption Policy and continuous implementation." This goal aims to proactively prevent corruption risks—such as bribery and kickbacks—across all areas of our operations. By maintaining the international certification for the Anti-Bribery Management System (ISO 37001), we are enhancing transparency and credibility in both internal and external business practices. Furthermore, each of our 9 divisions and offices has established its own anti-corruption targets, embedding a culture of integrity and ethical practice throughout the entire organization.

#### Anti-Corruption Management Objectives

Achieve "Zero Corruption" through compliance with the Anti-Corruption Policy and continuous implementation	
Category	Objectives by Division
Business Planning Office	Enhance the effectiveness of controls to reduce residual risk to VL (Very Low)
Quality Division	Achieve zero incidents of corruption through ongoing training and management within each division
Overseas Business Division	Build an anti-corruption corporate image with overseas customers by consistently complying with and practicing the Anti-Corruption Policy
R&D Division	Establish a foundation for preventing corruption in R&D through transparency, ethics, and security training
Purchasing Division	Embed ethical purchasing practices by complying with the Anti-Corruption Policy
WH Business Division	Prevent corruption by incorporating our standard terms and conditions in contracts with business partners Eliminate preferential treatment of outsourced suppliers (e.g., regarding volume or pricing)
Sales Division	Disseminate transparency and ethics training to communicate stakeholder expectations and prevent corruption in advance
Finance Division	Enhance financial reliability through consistent compliance with the Anti-Corruption Policy and continuous execution
Management Support Division	Proactively prevent corruption through transparent and fair management practices



# Enhancement of Global Competitiveness

## Governance

### Dedicated R&D and Production Technology Organization

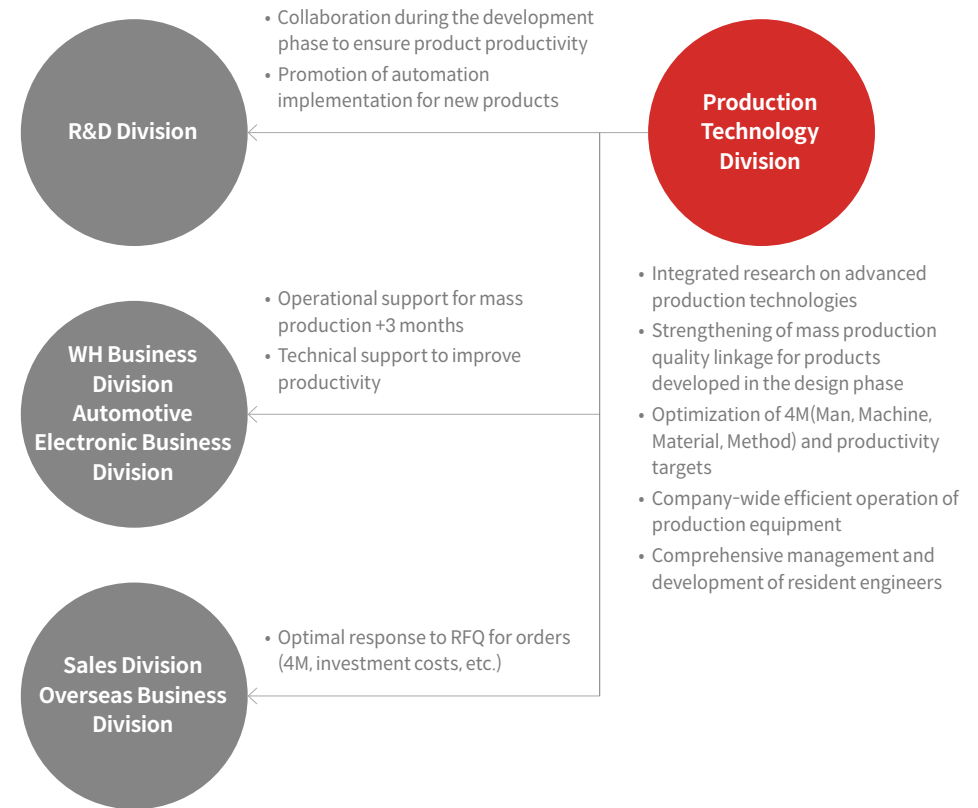
#### Specialized Research and Technology Structure

YURA Corporation has established and reorganized its research and technology functions in line with its integrated strategy for securing advanced production technologies and developing future innovations by 2025. Multiple existing functions have been consolidated into a single unit—the ‘Production Technology Division’—and a division-level integrated management system has been introduced. This restructuring enhances technical expertise and improves the efficiency of production support and management systems. Through this transformation, we aim to strengthen its production technology capabilities, improve order competitiveness, establish a faster decision-making structure, and create greater synergy across departments.

#### Interdepartmental Communication and Collaboration Framework

The newly restructured Production Technology Division is responsible for key functions such as integrated research on advanced production technologies, enhancing quality through pilot production support, improving productivity, and optimizing production facilities. The division also plays a central role in providing technical assistance and supporting mass production operations in collaboration with the R&D Division, WH Business Division, Overseas Business Division, and Sales Division. By fostering seamless communication and cooperation across departments, YURA Corporation has reinforced its foundation for securing advanced and future-oriented production technologies, thereby enhancing its global competitiveness.

#### Cross-Department Collaboration Framework





# Enhancement of Global Competitiveness

## Strategy

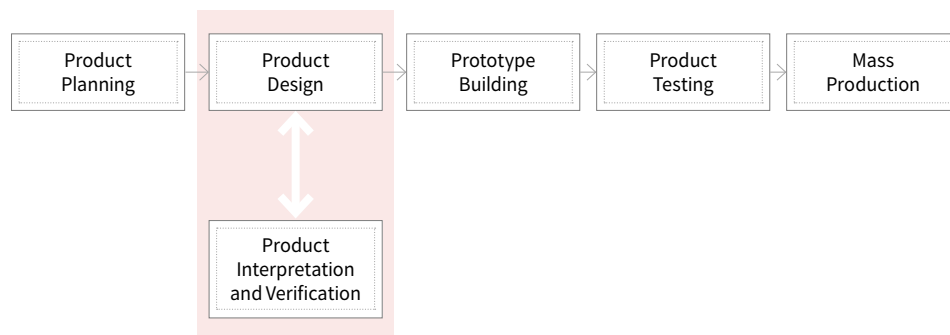
### Enhancing Technological Competitiveness

YURA Corporation is leading the automotive electronics industry by leveraging its accumulated technological expertise and know-how to research and develop a wide range of essential electronic components and core technologies critical to automobile manufacturing. We apply advanced quality management techniques throughout the entire production process—from product design to final delivery to our customers. During new product development, we utilize advanced software simulations from the design stage to proactively identify potential production issues and incorporate appropriate solutions into the process.

To prepare for the era of future mobility, we are focusing our R&D efforts on high-growth areas such as electric vehicle battery sensing technology and next-generation charging systems. Additionally, we are working to improve quality and reduce costs through the adoption of new materials and manufacturing methods, as well as through the standardization of components. Through continuous innovation and bold technological advancement, YURA Corporation is reinforcing its long-term competitiveness.

### Research Process

YURA Corporation conducts a preliminary feasibility review for each product under development to establish design, quality, and reliability targets. Based on these targets, we carry out a structured and systematic product design process. By utilizing simulation verification tools and proprietary design validation programs, we ensure quality from the early design stages while simultaneously improving product efficiency and reliability. In addition, continuous testing and inspection of manufactured products contribute to enhancing overall quality standards and advancing technical excellence.

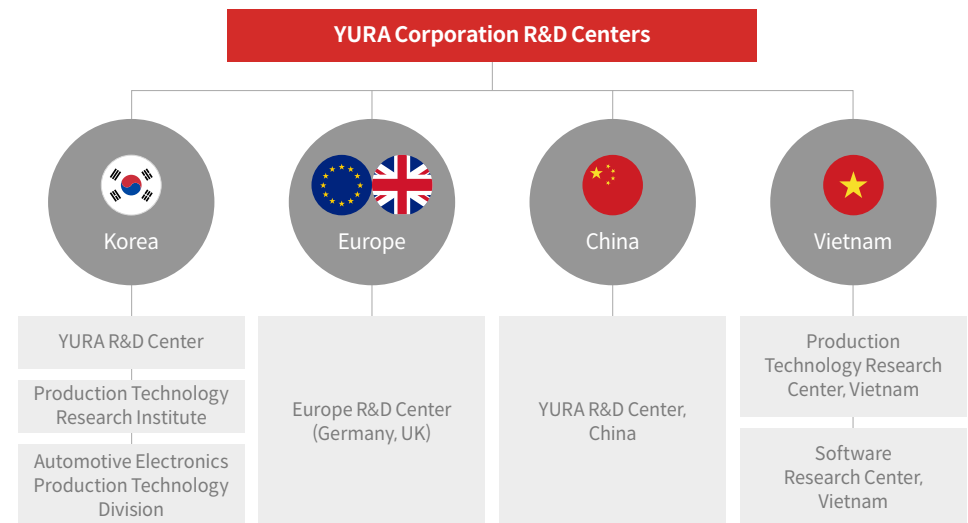


### R&D Center Overview

YURA Corporation operates a total of 8 research centers—3 in Korea and 5 overseas—including the YURA R&D Center located in Pangyo Techno Valley. These facilities collectively lead the global development of automotive electronic component technologies. Across these centers, more than 900 researchers are engaged in a wide range of R&D activities, including product design, testing and validation, advanced technology development, and research planning.

The YURA R&D Center serves as the core hub for the company’s technology development, ensuring product quality and reliability through rigorous validation processes—from raw materials and components to final products. Both domestic and overseas research centers continue to focus on enhancing production stability and efficiency for key automotive components, such as wiring harnesses and electronic components. They are also actively developing technologies to meet the evolving demands of future mobility.

YURA Corporation’s R&D organization will continue to expand its role as a key driver of sustainable growth, grounded in technology-driven innovation and a robust global collaboration framework.



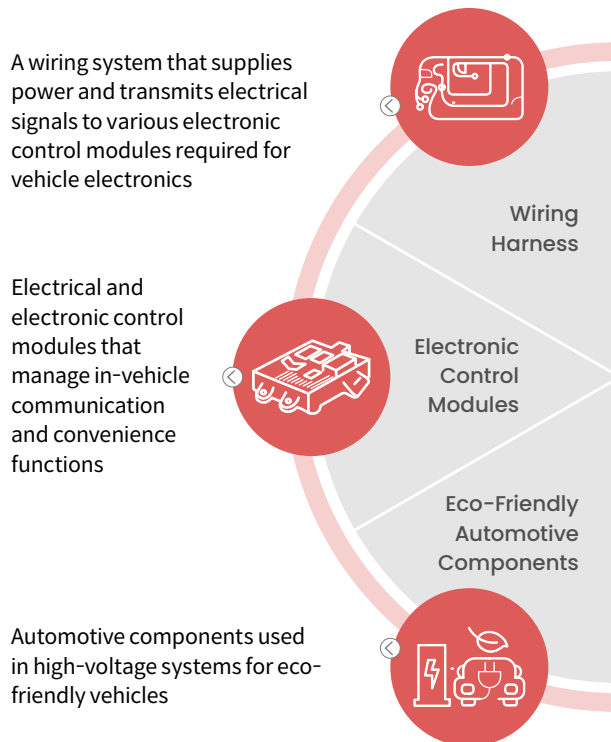


# Enhancement of Global Competitiveness

## Strategy

### Research Areas

YURA Corporation is enhancing its technological competitiveness by focusing on three core product categories—Wiring Harnesses, Electronic Control Modules, and Eco-Friendly Automotive Components—to proactively respond to the paradigm shift in the future automotive industry.



### Wiring Harness

The wiring harness is one of YURA Corporation’s core businesses. It is a key electrical component that supplies power and transmits electrical signals to all electronic control modules necessary for operating various electronic devices within a vehicle.



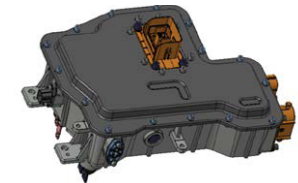
LV Wiring Harness / Connector

Transmits low-voltage electrical signals and supplies power to various systems in the vehicle



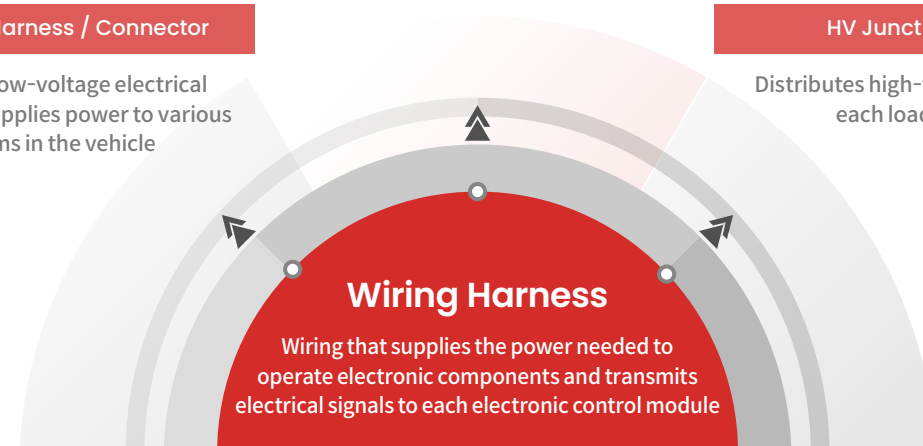
HV Wiring Harness / Connector

Supplies high-voltage power to various systems in the vehicle



HV Junction Block

Distributes high-voltage power to each load system





# Enhancement of Global Competitiveness

## Strategy

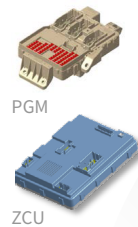
### Research Areas

#### Electronic Control Modules

We are actively engaged in the research and development of a wide range of electrical and electronic control modules, including the PGM for vehicle power management, commercial vehicle controllers such as YDCS and YDMS that record real-time driving and pre-/post-driving video and audio, as well as power conversion devices. In addition, we are accelerating the development of core technologies such as the ZCU(Zone Controller Unit) and the 48V to 12V DC-DC Converter, which are essential components in response to the transition toward Software Defined Vehicles(SDVs) and the implementation of zonal architecture.

#### Power Control

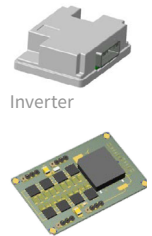
- **PGM(Power & Gateway Module)**  
Integrates gateway and body control functions into a power distribution controller
- **ZCU(Zone Controller Unit)**  
Power supply device that controls a 48V power network and provide power using power semiconductors



PGM  
ZCU

#### Power Conversion

- **DC/DC Converter for ISG**  
Maintains constant voltage during restarts(ISG system)
- **DC/AC Inverter**  
Converts direct current voltage to alternating current voltage
- **48V to 12V DC-DC Converter**  
Multi-power supply providing both 12V and 48V within a 48V power system



Inverter  
48V to 12V DC-DC Converter

Vehicle electrical and electronic control module responsible for managing communication and convenience functions

**Electronic Control Modules**

#### Video Control

- **YDCS(Yura Dash Cam System)**  
High-resolution video and audio recording device for automobiles
- **YDMS(Yura Digital Mirror System)**  
Digital rearview mirror with high-resolution video and audio recording



YDCS  
YDMS

#### Commercial Vehicle Electronics

- **VCU(Vehicle Control Unit)**  
Comprehensive control of power and functions in commercial vehicles
- **DTG(Digital Tachograph)**  
Collects, stores, and downloads driving information(integrated with Hi-Pass)
- **CGM(CAN Gateway Module)**  
Integrates gateway and body function control
- **VTU(Vehicle Telematics Unit)**  
Telematics device for remote control, diagnostics, and data transmission
- **IOGM(Input/Output Gateway Module)**  
Controls the external input/output interface of vehicle controllers
- **AMCU(Accessories Motor Control Unit)**  
Controls accessory motors in hydrogen electric vehicles
- **IMU(Integrated Moving Control Unit)**  
Integrated control of commercial vehicle door systems



VCU  
VTU



# Enhancement of Global Competitiveness

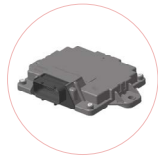
## Strategy

### Research Areas

#### Eco-Friendly Automotive Components

YURA Corporation is developing electronic components for high-voltage systems used in eco-friendly vehicles to lead the future automotive market. We are focusing on advancing our technological capabilities in key components such as the Charging System, which controls electric vehicle charging; the YBSA, which electrically connects battery cells; the LBM, which supplies 12V power; and the Integrated High Voltage(HV) Power Module, which combines power conversion controllers and power distribution units. Our efforts are centered on securing core technologies and driving innovation in eco-friendly vehicle components.

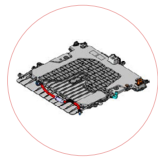
#### Charging System



**EVCC(Electric Vehicle Communication Controller)**  
A communication and control module for electric vehicle charging



**IC-CPD(In-Cable Control and Protection Device)**  
A portable standard charger for EV/PHEV charging

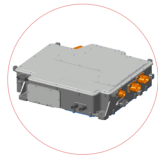


**Wireless Charging Controller**  
A control module for wireless electric vehicle charging



**Charging inlet & Vehicle Connector**  
A connector that supplies external power to charge the battery

#### Power Module

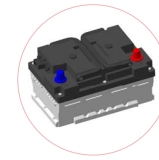


**Integrated HV Power Module**  
Integrated module combining power conversion controller and power distribution unit

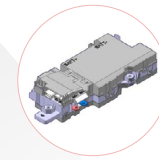
#### Battery Component



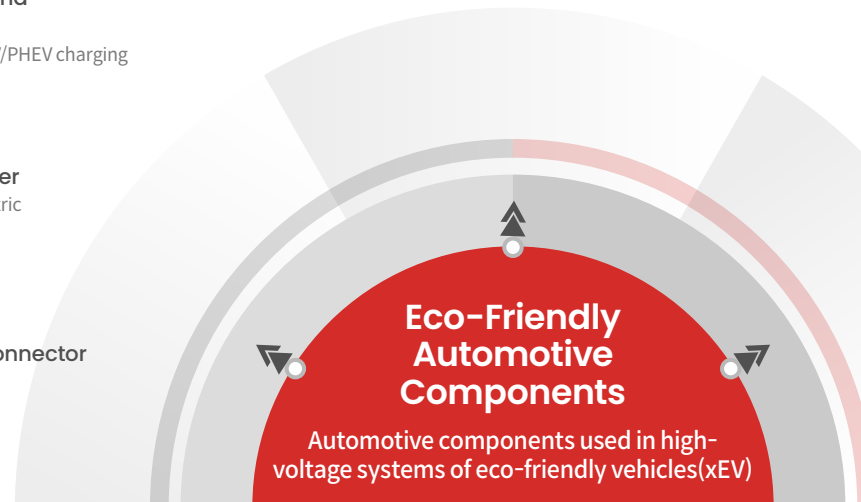
**YBSA(Yura Battery Sensing Assembly)**  
A device for electrically connecting and monitoring battery cells



**12V LBM(Lithium Battery Module)**  
A lithium battery module for 12V power supply in vehicles



**BDU(Battery Disconnect Unit)**  
A component that supplies and disconnects high-voltage battery power to the system





# Enhancement of Global Competitiveness

## Strategy

### Development of Advanced Technologies and Demonstration of Technical Capabilities in Response to Future Automotive Trends

YURA Corporation is actively reviewing its strategy to supply core components for next-generation vehicle system architectures, in line with the global transition toward electric vehicles. By benchmarking the future strategies of leading global EV manufacturers, we are taking a proactive approach to research and development of advanced technologies and next-generation products. Our technological capabilities and quality competitiveness have been recognized by both domestic and overseas customers. Especially, our domain controller(zone architecture) technology has been officially acknowledged by domestic customers, while overseas customers have praised our excellence in quality management and on-time delivery reliability. Going forward, YURA Corporation will continue to strengthen its position as a key partner in the future mobility ecosystem through ongoing technological innovation and the trust of our customers.

### Awards and Certifications

**GM(General Motors)**

**2023 GM "Supplier Quality Excellence Award"**  
(Apr. 2024)

Recognized as an excellent partner for outstanding performance in quality management and on-time delivery.

Presented to:  
689050191

**YURA CO LTD**

For your outstanding 2023 performance to General Motors.  
Thank You.

**Jaguar Land Rover**

**2024 JLRQ(Jaguar Land Rover Automotive Quality Award) Certification(Aug. 2024)**

YURA Corporation's Pyeongtaek-Cheongbuk Plant obtained JLRQ certification in recognition of compliance with global quality standards and reliable delivery performance.

For the attention of Mr. Utkhun Sun  
YURA Corporation  
Cheongbuk-Myeon  
Pyeongtaek  
South Korea 37997

KEEO  
Friday 08/ August 2024

Dear Mr. Utkhun Sun

**Subject: JLRQ Award**

Following the introduction of Jaguar Land Rover Limited's "JLRQ" supplier performance management system, we are pleased to inform you that your manufacturing site YURA, Cheongbuk - KEEO meets JLRQ requirements. To acknowledge your continuous, excellent service to JLRQ worldwide, we have the honor to award you a certificate of your accomplishment and dedication to quality.

We congratulate YURA Corporation for this achievement and appreciate the results of your efforts to the quality of the vehicles we produce.

Please extend our congratulations and appreciation to your employees, whose hard work is critical to enabling this facility to achieve JLRQ. We are confident that your continued commitment to JLRQ is not the end of the road but the first step towards achieving continuous improvement and supporting the premium quality of our products.

Yours sincerely

Tobias Meath  
Chief Procurement Officer

Suminder Bhatia  
JLR Director

**Hyundai Motor · Kia**

**2024 R&D Partner Tech Day - Grand Prize(Oct. 2024)**

Received the Grand Prize in the electronics category for excellence in future vehicle electronics technology, specifically the 'Software Defined Vehicle(SDV) Zone Architecture Component Technology.'

**Hyundai Motor · Kia**

**2025 Partnership Day - New Technology Supplier of the Year(Jan. 2025)**

Selected as the New Technology Supplier of the Year for significant contributions to the development and competitiveness of the automotive industry.

2024 올해의 협력사 | 신기술  
SUPPLIER OF THE YEAR 2024  
신기술  
㈜유라코퍼레이션



# Enhancement of Global Competitiveness

## Risk Management

### Managing Technological Risks Through Regulatory Change Response

YURA Corporation recognizes legal and regulatory changes as key risk factors and continuously monitors them as part of our risk management strategy. We have identified the tightening of environmental regulations related to lead-acid batteries—both domestically and internationally—as a potential risk and are taking proactive measures to minimize the associated technological and business impacts.

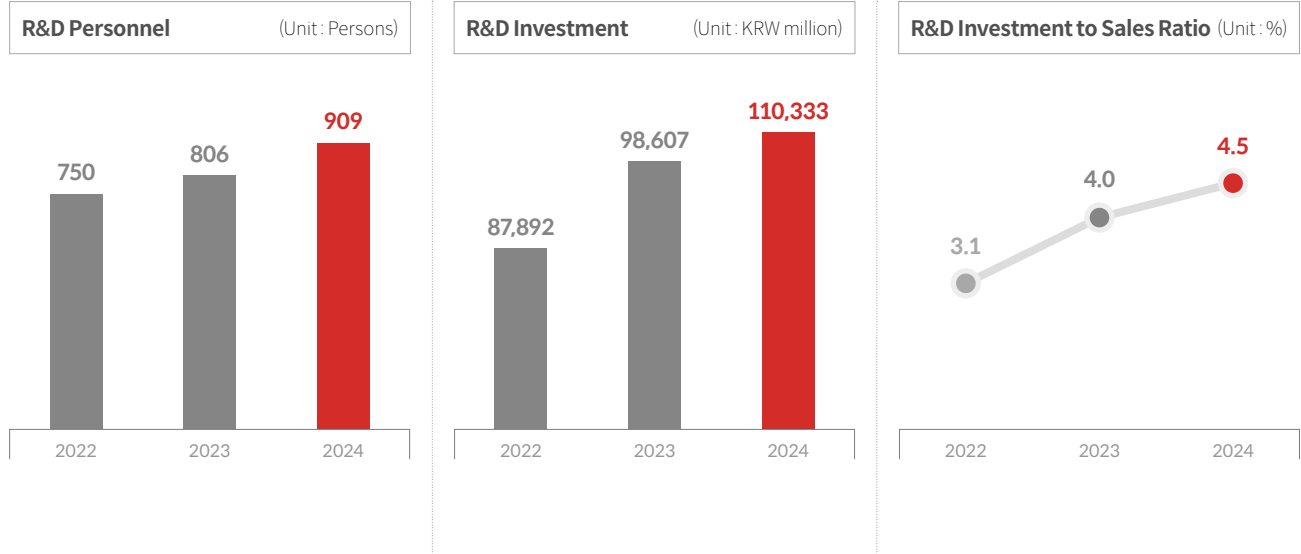
Regulatory bodies such as the European Union(EU) and the United States Environmental Protection Agency(EPA) are gradually reinforcing restrictions on the use of lead-acid batteries. In response, YURA Corporation is actively developing alternative battery technologies, such as lithium-based systems, and transitioning to recycled materials.

These efforts not only mitigate regulatory risks in advance but also help strengthen our eco-friendly brand image and enhance global competitiveness. Moving forward, YURA Corporation will continue to take a strategic approach that ensures compliance while turning regulatory risks into opportunities for technological innovation and sustainable growth.

## Metrics & Targets

### Metrics

#### R&D Status



#### Number of Patents Registered and Applied

(Unit: Cases, based on domestic data)

Category	2022	2023	2024	Note
Patents Registered	968	1,080	1,223	Number of Patents Registered(Cumulative Data for the Current Year)
Patents Applied	136	110	142	Number of Patent Applied(Data for the Current Year)

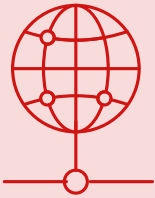


# ESG PERFORMANCE

**049** • — Environmental

**055** • — Social

**065** • — Governance



# ENVIRONMENTAL

- 050 • — Environmental Management
- 052 • — Environmental Impact Reduction
- 053 • — Water Resource Management
- 054 • — Resource Use and Circular Economy



# Environmental Management

## Environmental Management System

YURA Corporation is committed to preventing environmental pollution that may arise throughout its business operations—including production sites, supply chains, and distribution networks—while ensuring compliance with relevant environmental regulations. We continuously strengthen our capabilities to manage environmental risks by implementing an environmental policy and encouraging our business partners to adhere to similar standards.

This environmental policy outlines the environmental principles and core commitments that all employees are expected to follow. The policy is reviewed annually at the beginning of each year to determine whether revisions are needed, thereby enhancing its effectiveness and enforceability.

## Basic Principles of Environmental Policy



<p><b>1 Compliance with Environmental Regulations and Impact Reduction</b></p>	<p><b>2 Climate Change Response</b></p>	<p><b>3 Biodiversity Conservation and Natural Environment Restoration</b></p>	<p><b>4 Management of Raw Materials and Water Resources</b></p>
<ul style="list-style-type: none"> <li>• Strict compliance with international environmental and energy agreements and regulations</li> <li>• Make efforts to reduce environmental impacts across the entire product life cycle, including development, production, use, and disposal</li> <li>• Minimize pollutant emissions by applying optimal technologies</li> <li>• Promote activities to reduce environmental pollutant emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Manage targets and monitor performance for greenhouse gas emissions and energy consumption</li> <li>• Make efforts to reduce greenhouse gas emissions(e.g., reducing the use of fossil fuels and raw materials, improving efficiency)</li> </ul>	<ul style="list-style-type: none"> <li>• Efficient use of natural resources and by-products</li> <li>• Conduct risk assessments when expanding business sites or installing new facilities</li> <li>• Restore the natural environment(e.g., through reforestation or greening) when withdrawing from business operations</li> </ul>	<ul style="list-style-type: none"> <li>• Substitute materials used in operations with environmentally friendly substances</li> <li>• Make efforts to reduce the quantity of resources consumed in production activities</li> </ul>
<p><b>5 Waste and Wastewater Management</b></p>	<p><b>6 Hazardous Chemicals Management</b></p>	<p><b>7 Air Pollutant Emissions Management</b></p>	<p><b>8 Compliance with Product Environmental Regulations</b></p>
<ul style="list-style-type: none"> <li>• Minimize the generation of waste and wastewater</li> <li>• Recycle waste and wastewater that are generated</li> <li>• Establish systems for treating waste and wastewater discharged outside business sites</li> </ul>	<ul style="list-style-type: none"> <li>• Systematic management of hazardous chemicals</li> <li>• Make efforts to reduce the use and emission of hazardous chemicals</li> </ul>	<ul style="list-style-type: none"> <li>• Manage emissions of air pollutants</li> <li>• Establish and manage internal standards that are stricter than legally permitted emission limits</li> <li>• Make efforts to reduce emission volumes</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate applicable national environmental laws, regulations, standards, and incident cases related to products</li> <li>• Maintain regular communication with the procurement department to prevent violations of chemical regulations</li> <li>• Ensure regulatory compliance through quality department assurance</li> <li>• Conduct direct and indirect environmental impact assessments</li> </ul>

## Compliance with Environmental Regulations

YURA Corporation operates a structured procedure for managing environmental regulations in line with our environmental policy. We monitor the enactment and revision of relevant laws at least twice a year and carefully assess their applicability to our business operations. Applicable regulations are registered in our internal regulatory database and managed systematically. We also conduct regular compliance checks to proactively prevent legal risks related to the environment.

## Environmental Regulation Management Process





# Environmental Management

## Environmental Management System

YURA Corporation has implemented a systematic environmental management framework by obtaining ISO 14001 certification for both domestic and overseas business sites, demonstrating our commitment to establishing a globally recognized Environmental Management System. ISO 14001 is designed to minimize negative environmental impacts by setting clear environmental objectives based on the PDCA(Plan-Do-Check-Act) cycle, continuously monitoring progress, and identifying necessary corrective actions. Currently, 6 domestic sites and 8 overseas business sites maintain ISO 14001 certification. Through regular certification audits, we continually assess and improve our environmental management practices. Moving forward, we plan to gradually expand certification to additional sites, further strengthening our company-wide environmental management capabilities.

### ISO 14001 Certification Status

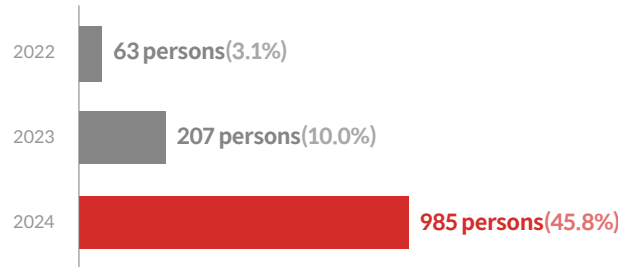
Category	Certification Target	Certification Acquired	Certification Rate
Domestic	6 sites	6 sites	100%
Overseas	12 sites	8 sites	66.7%
<b>Total</b>	<b>18 sites</b>	<b>14 sites</b>	<b>77.8%</b>

## Environmental Education

YURA Corporation has conducted environmental education across all business sites to strengthen the environmental management capabilities of our employees. This initiative enables employees to actively engage in environmental management and promotes a practical and comprehensive understanding of key environmental topics. Going forward, we plan to formalize and gradually expand our environmental education programs to foster ongoing awareness and voluntary participation in environmental initiatives throughout our workforce.

### Environmental Education Completion Status

\* Percentage of employees who participated in environmental education(%)



### Environmental Education Site

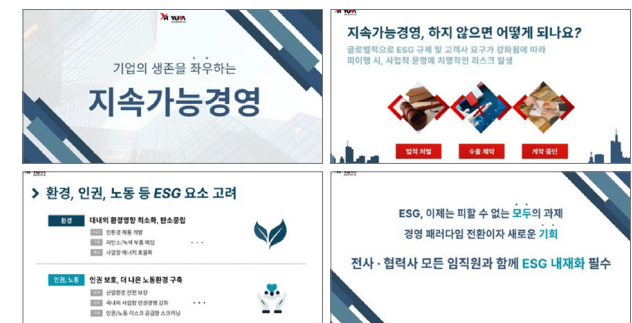


## Environmental Awareness and Engagement Activities

YURA Corporation has adopted the use of environmentally friendly business cards company-wide as part of our commitment to promoting environmental management. These cards are made from eco-conscious paper certified by the Forest Stewardship Council(FSC) and incorporate materials such as cacao and corn by-products, as well as recycled pulp—contributing indirectly to resource circulation and biodiversity conservation. Looking ahead, we plan to engage in direct biodiversity conservation efforts by participating in local environmental clean-up activities around lakes, rivers, forests, and mountain areas near our business sites, in collaboration with local governments.

To further enhance employee awareness of sustainable management, we display sustainability-related content in high-traffic areas such as the lobby and elevator screens at the YURA R&D Center. By continuously exposing employees to sustainability messaging in their everyday environment, we aim to internalize environmental values and foster active participation in sustainability initiatives.

### Posts Related to Sustainability Management





# Environmental Impact Reduction

## Hazardous Chemical Management

YURA Corporation systematically manages the entire lifecycle of hazardous chemicals used in our operations or contained in products—from procurement and storage to usage, transportation, and disposal—by first identifying their presence and distribution across the business.

To meet legal obligations, we participate annually in the chemical emissions survey conducted by the National Institute of Chemical Safety each April. Additionally, we take part in the biennial chemical substances statistics survey to continuously monitor hazardous chemical usage.

At our Pyeongtaek-Cheongbuk plant, we are phasing out the use of hexamethyldisiloxane(HMDSO), a hazardous chemical, and replacing it with industrial cleaning agents containing dichloroethylene as a safer alternative. We are also progressively replacing inkjet printers with laser printers to reduce the generation of designated waste—such as waste ink and containers—associated with inkjet usage. These efforts help minimize hazardous chemical emissions and support waste reduction.

YURA Corporation remains committed to minimizing environmental and safety risks associated with chemical substances and will continue implementing systematic management and continuous improvement initiatives to ensure environmentally responsible and sustainable business practices.

## Air Pollutant Management

YURA Corporation rigorously manages air pollutants in accordance with the Clean Air Conservation Act and other relevant regulations. At business sites that emit air pollutants, we monitor filtered emissions through dust collectors on a semiannual basis. In addition, we conduct weekly inspections of dust collector performance and operating conditions through an external expert agency to ensure stable and compliant operations. We have also installed IoT-based monitoring devices to track air pollutant levels in real time. Through these efforts, we are continuously working to reduce pollutant emissions and improve our environmental performance.

### Air Pollutant Emissions

(Unit : ton)

Category	2022	2023	2024
<b>Total Emissions</b>	13.43	12.33	10.59
<b>NOx</b>	-	-	-
<b>SOx</b>	-	-	-
<b>PM</b>	0.96	0.96	1.22
<b>THC</b>	12.47	11.37	9.37

\* Business Sites Emitting Air Pollutants: Pyeongtaek-Cheongbuk Plant, Cheongju Plant

\* Classification Based on Annual Air Pollutant Emissions:

- Pyeongtaek-Cheongbuk Plant: Type 4(Site emitting between 2 tons and less than 10 tons of air pollutants annually)
- Cheongju Plant: Type 5(Site emitting less than 2 tons of air pollutants annually)

## Water Pollutant Management

YURA Corporation is committed to reducing water pollution resulting from our business operations and ensuring stable and effective water quality management. We apply internal standards that are stricter than legally mandated discharge limits to control water pollutants. All wastewater generated during production and testing processes is fully outsourced to certified external contractors for treatment, thereby minimizing environmental impact. Through this proactive approach to water quality management, YURA Corporation not only prevents environmental pollution but also demonstrates a voluntary commitment to environmental responsibility that goes beyond regulatory compliance. Moving forward, we will continue to enhance our sustainable water management system.

# Water Resource Management

## Water Consumption and Withdrawal Management

YURA Corporation recognizes the importance of sustainable water resource management and is implementing company-wide efforts to reduce water consumption. We monitor water consumption and treatment status at each of our business sites, and when anomalies are detected, we conduct root cause analyses and implement corrective actions to address and resolve the issues.

In response to water-related risks posed by climate change, we recognize the need to reduce water consumption across our operations to ensure a stable and sustainable supply. Moving forward, YURA Corporation will continue to strengthen its water resource management system by improving water use efficiency and minimizing environmental impact.

## Water Reuse and Reduction

YURA Corporation is actively implementing various facility upgrades and water-saving initiatives to improve the efficient use and conservation of water resources.

At the YURA R&D Center, a cooling tower has been installed to reuse cooled water, thereby enhancing water use efficiency. Additionally, water-saving faucets have been installed in break rooms and restrooms to reduce daily water consumption.

YURA Corporation will continue to expand its water conservation efforts to minimize waste and promote a culture of sustainable water use across the organization.

### Installation of Cooling Tower



## Water Stress Analysis

YURA Corporation assesses the water stress levels of each of our business sites using the Water Risk Atlas developed by the World Resources Institute(WRI) and continuously monitors water withdrawal and usage across operations. Looking ahead, we plan to collaborate with local governments to secure water availability and minimize water stress resulting from our business activities.

### Water Withdrawal and Consumption in Water-Stressed Areas

Category		Unit	2022	2023	2024
<b>Water Withdrawal in Water-Stressed Area</b>	Water Withdrawal in "High" Stress Areas	m <sup>3</sup>	13,498	12,697	13,044
	Rate of Withdrawal from "High" Stress Areas	%	24	27	24
<b>Water Consumption in Water-Stressed Areas</b>	Volume of Consumption in "High" Stress Areas	m <sup>3</sup>	13,498	12,697	13,044
	Rate of Consumption in "High" Stress Areas	%	24	27	24

\* Business site classified as "High"(40–80%) water stress area: Cheongju Plant

\* Other domestic sites are located in "Medium-High"(20–40%) water stress areas

\* Water stress index calculation: (Total annual water consumption in the watershed / Total annual available water resources) × 100%



# Resource Use and Circular Economy

## Waste Management and Recycling Activities

YURA Corporation is committed to minimizing environmental impact by reducing and properly managing the waste generated from our business operations. We systematically monitor the entire waste lifecycle—from generation to transportation and disposal—at all of our business sites, ensuring regulatory compliance through certified waste management contractors. All waste is classified and stored by type and managed according to strict standards to prevent secondary environmental pollution, such as leakage or leachate. We separate designated and general waste for collection and conduct regular visual inspections of waste storage areas to prevent spillage and contamination.

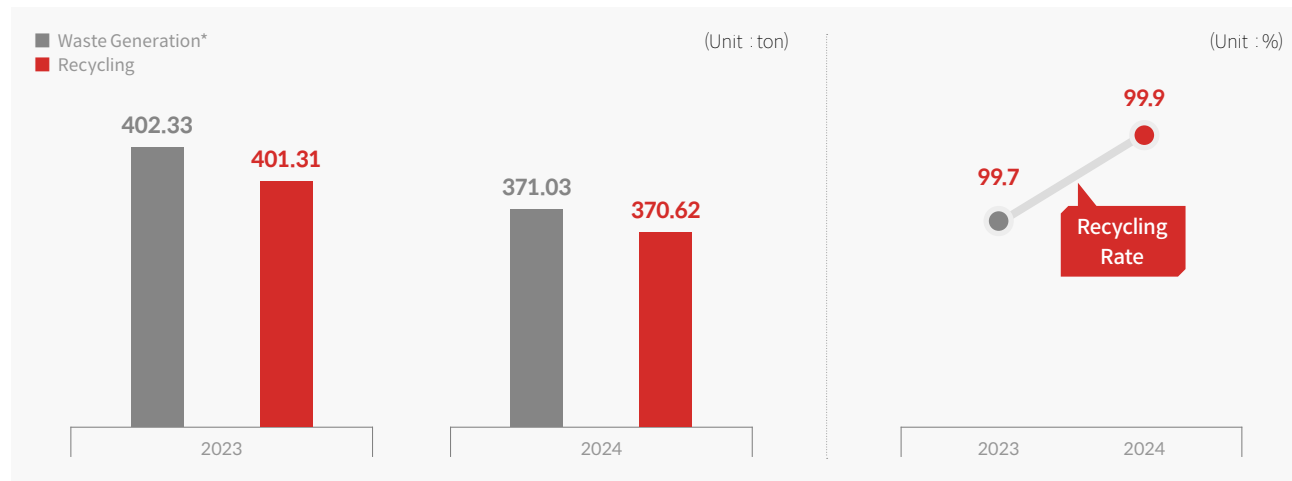
Our waste management practices prioritize recycling over landfill or incineration. We are continually working to increase the proportion of recyclable waste, such as scrap metal and paper, while reducing the volume of waste destined for incineration or landfill. In addition, we operate a reusable container system for product deliveries to reduce the use of disposable packaging materials.

As of 2024, the total waste generated at domestic business sites was 371.03 tons, representing a reduction of approximately 7.8% compared to the previous year. The recycling rate also improved to 99.9% in 2024, demonstrating that our resource circulation-focused environmental management is yielding tangible results. Moving forward, YURA Corporation will further strengthen our waste management framework and advance circular economy strategies to enhance resource efficiency.

## Waste Separation and Reduction Initiatives

YURA Corporation is actively implementing various waste separation and awareness initiatives to reduce waste generation and promote resource circulation within our business sites. Company-wide waste sorting bins have been installed, and employee participation is encouraged through waste separation campaigns aimed at improving recycling rates. To strengthen environmental awareness and action among employees, we also conduct environmental training on the importance of waste reduction and proper sorting practices. In addition, we are reviewing the adoption of eco-friendly packaging materials that are recyclable without compromising material performance. Going forward, we plan to expand the use of such packaging across our product lines to reduce unnecessary waste and reinforce a circular resource system.

### Waste Generation and Recycling Rate (Domestic Business Sites)



\* Total volume of general waste and designated waste generated (designated waste is generated at the Pyeongtaek-Cheongbuk Plant and YURA R&D Center).

### Waste Storage Facility





# SOCIAL

- 056** • — Human Rights Management
- 058** • — Talent Management
- 061** • — Labor-Management Cooperation
- 062** • — Product Safety and Quality
- 064** • — Social Contribution



# Human Rights Management

## Human Rights Policy

YURA Corporation has established and implemented a Human Rights Policy to actively promote human rights management and prevent violations that may arise during our business operations. This policy aligns with international human rights and labor standards and guidelines, including the Universal Declaration of Human Rights and the International Labor Organization Constitution, and outlines 9 core principles for implementing human rights management. The revised policy includes new provisions, such as immediate separation and protective measures in cases where child labor is identified, as well as the expansion of local community human rights protections to cover new business site developments.

In line with this policy, YURA Corporation identifies and mitigates human rights risks not only for our employees but also for all stakeholders—including domestic and international production and sales subsidiaries, suppliers, and affiliates.

## Human Rights Training

YURA Corporation is committed to fostering a culture of respect for human rights across all its business sites. We conduct annual training programs at all domestic locations, covering topics such as sexual harassment prevention, disability awareness, and workplace bullying prevention. Training is delivered via e-learning for office employees and through in-person sessions for production employees. Beginning in 2024, the completion of offline training for production employees has been incorporated into our quantitative performance indicators for systematic management.

### Human Rights Training Site



## Human Rights Risk Management

YURA Corporation has developed a 'Labor and Human Rights Self-Assessment Checklist' to identify and prevent actual or potential human rights risks that may affect employees. Based on this tool, we conduct human rights impact assessments on a semiannual basis. In 2024, assessments were carried out at 6 domestic business sites, and no areas requiring improvement were identified.

### Labor and Human Rights Self-Assessment Checklist

Declaration of Policy on Respect for Human Rights	<ul style="list-style-type: none"> <li>A policy declaration expressing our commitment to fulfilling our responsibility to respect human rights</li> <li>Public disclosure of the human rights policy and communication of it to all employees and stakeholders</li> <li>Regular implementation of human rights impact assessments</li> </ul>
Non-Discrimination in Employment	<ul style="list-style-type: none"> <li>Prohibition of requiring unnecessary qualifications unrelated to job performance in recruitment</li> <li>Provision of equal pay for equal work of equal value within the same business</li> <li>Prohibition of discrimination in employment conditions against non-regular workers</li> </ul>
Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> <li>In the absence of a labor union, provision of alternatives enabling employees to independently discuss labor-related issues</li> <li>Facilitation of employees' ability to freely discuss working conditions</li> </ul>
Prohibition of Forced Labor	<ul style="list-style-type: none"> <li>Prohibition of compulsory overtime that employees do not voluntarily agree to</li> <li>Ensuring employees can leave the workplace freely after working hours</li> <li>Allowing employees to resign after providing reasonable prior notice</li> </ul>
Prohibition of Child Labor	<ul style="list-style-type: none"> <li>Prohibition of employing children under the age of 15</li> <li>Prohibition of employing anyone under 18 who is enrolled in middle school</li> <li>Verification of workers' ages with supporting documentation prior to employment</li> </ul>

## Human Rights Policy



Human Right Policy Fundamental Principles	<p>Article 1. Non-Discrimination</p>	<p>Article 2. Prohibition of Workplace Harassment and Sexual Harassment</p>	<p>Article 3. Compliance with Working Conditions</p>	<p>Article 4. Human Treatment</p>
	<p>Article 5. Freedom of Association and Collective Bargaining</p>	<p>Article 6. Prohibition of Forced and Child Labor</p>	<p>Article 7. Occupational Health and Safety Assurance</p>	<p>Article 8. Protection of Local Communities' Human Rights</p>
	<p>Article 9. Customer Human Rights Protection</p>			

# Human Rights Management

## Human Rights Grievance Handling

YURA Corporation operates grievance committees at each of our business sites and accepts reports through dedicated grievance offices and submission boxes. To improve accessibility for whistleblowers, grievances can also be reported online via the “Workplace Harassment Report” system or submitted by mobile phone or email. We guarantee the anonymity and confidentiality of whistleblowers’ identities. When a grievance is received, prompt action is taken in accordance with our established procedures, and a satisfaction survey is conducted with the whistleblower to continuously improve the overall grievance-handling process.

### Grievance Handling Process



### 2024 Grievance Handling Status

Number of Complaints Received



Number of Complaints Resolved



Resolution Rate



## Expanding Diversity and Inclusion

YURA Corporation is committed to fostering an organizational culture that embraces talent from diverse backgrounds and respects the dignity and value of every individual. We have established and implemented a diversity, equity, and inclusion policy to ensure that no employee is subjected to unfair discrimination based on gender, age, nationality, race, disability, social status, or personal beliefs without reasonable justification. We consider gender diversity, age diversity, and racial and national diversity when recruiting and assigning personnel, and we provide equal training opportunities to all our employees. Additionally, we have installed braille blocks at building entrances and expanded facilities such as accessible restrooms and elevators to improve convenience for people with disabilities. In 2024, we hired 18 artists with disabilities to support the independence of socially vulnerable groups and further strengthen the company’s inclusiveness.

Choir



**11 persons**

Orchestra



**7 persons**

Going forward, we will continue to treat all our stakeholders equally and communicate with an open mindset, contributing to the transition toward a more inclusive society.

### Diversity and Inclusion Policy

Shortcut

<b>Basic Principles of Diversity and Inclusion Policy</b>	Article 1. Gender	Article 2. Race, Nationality, and Cultural Background
	Article 3. Age	Article 4. Disability



# Talent Management

## Ideal Candidate

The ideal candidate that YURA Corporation seeks is someone who remains committed to the fundamentals, upholds principles, and boldly takes on challenges to advance onto the global stage. At YURA Corporation, we grow together with individuals who understand our corporate philosophy and embody strong character and integrity. Professionals equipped with global capabilities who faithfully carry out their responsibilities are the very people who will lead the future of YURA Corporation.



## Talent Recruitment

YURA Corporation identifies and hires candidates who align with our talent philosophy through fair and transparent recruitment practices. In accordance with Article 1(Prohibition of Discrimination) of our Human Rights Policy, we strictly prohibit any discrimination in the recruitment process on the basis of gender, race, ethnicity, nationality, religion, disability, age, family status, social standing, or political opinions. We also implement employment policies designed to support socially vulnerable groups, including people with disabilities, in compliance with relevant laws and regulations. To secure a diverse pool of talent, in 2024 we conducted open recruitment drives and actively participated in various job fairs, such as KOTRA Job Fair for International Students, the Job Fair for Medium-Sized Companies and the Samsung Multi Campus Job Fair. Additionally, we explore a range of channels to attract outstanding talent both domestically and globally by hosting recruitment seminars and leveraging programs such as the Hyundai Motor Group partner company internship program.

To ensure fair hiring practices, we adopt a blind recruitment approach that excludes personal details irrelevant to job performance from application forms. During the evaluation process, we establish clear, competency-based criteria and assemble interview panels composed equally of representatives from the hiring department(50%) and the HR department(50%). This structure ensures a balanced assessment throughout the recruitment process. Moreover, to prevent score discrepancies that could arise due to individual interviewer tendencies, we employ online competency assessments to enhance objectivity. All recruitment procedures—from application submission through review and evaluation—are conducted using a fully digital system.

## Performance Evaluation and Compensation

YURA Corporation's performance evaluation system consists of two components: objective-based evaluation and competency evaluation, each linked to compensation, promotion, and advancement.

Objective-Based Evaluation	Competency Evaluation
Conducted annually through KPI management based on the BSC(Balanced Scorecard) perspective	Conducted twice a year (first and second half) using a 360-degree multi-rater assessment

In addition, to help our employees develop their potential and enhance the credibility of evaluations, we operate a coaching feedback system. YURA Corporation provides appropriate compensation that reflects individual evaluations based on performance and competencies while maintaining a fair and transparent compensation framework free from discrimination on the basis of gender, nationality, or other factors. In 2024, we introduced quarterly awards for outstanding production employees, enabling staff across various job categories to receive performance-based recognition.

### 2024 Reward System Operation

Category	Key Details
<b>Profit Improvement Activity Rewards</b>	Rewards for corporation/division/ team/ individual based on profit improvement amount, performance evaluation, and merit report
<b>Best Employee Rewards</b>	Rewards for the best/excellent employees based on recommendations from each division
<b>Near-Miss Accident Reporting Rewards</b>	Rewards for excellent proposers and multiple proposers
<b>IT System Excellent Proposal Rewards</b>	Rewards for discovering and proposing excellent IT system project
<b>Quarterly Outstanding Production Employee Rewards</b>	Rewards for production employees who demonstrate contributions in diligence, teamwork, and dedication to the company



# Talent Management

## Talent Development

YURA Corporation operates a comprehensive employee training system to cultivate talent aligned with our ideal talent. We have established a structured learning map that encompasses education on organizational culture, core competencies, job-specific skills, and global capabilities, enabling employees to develop the competencies required for their roles and career levels.

In 2024, we developed HRD roadmap by job level that includes new employee and trained 8 in-house instructors through instructor development programs. Building on this foundation, we aim to create a systematic learning environment to strengthen employee capabilities by developing and delivering customized training programs tailored to the company's specific needs.

### HRD Roadmap by Job Level

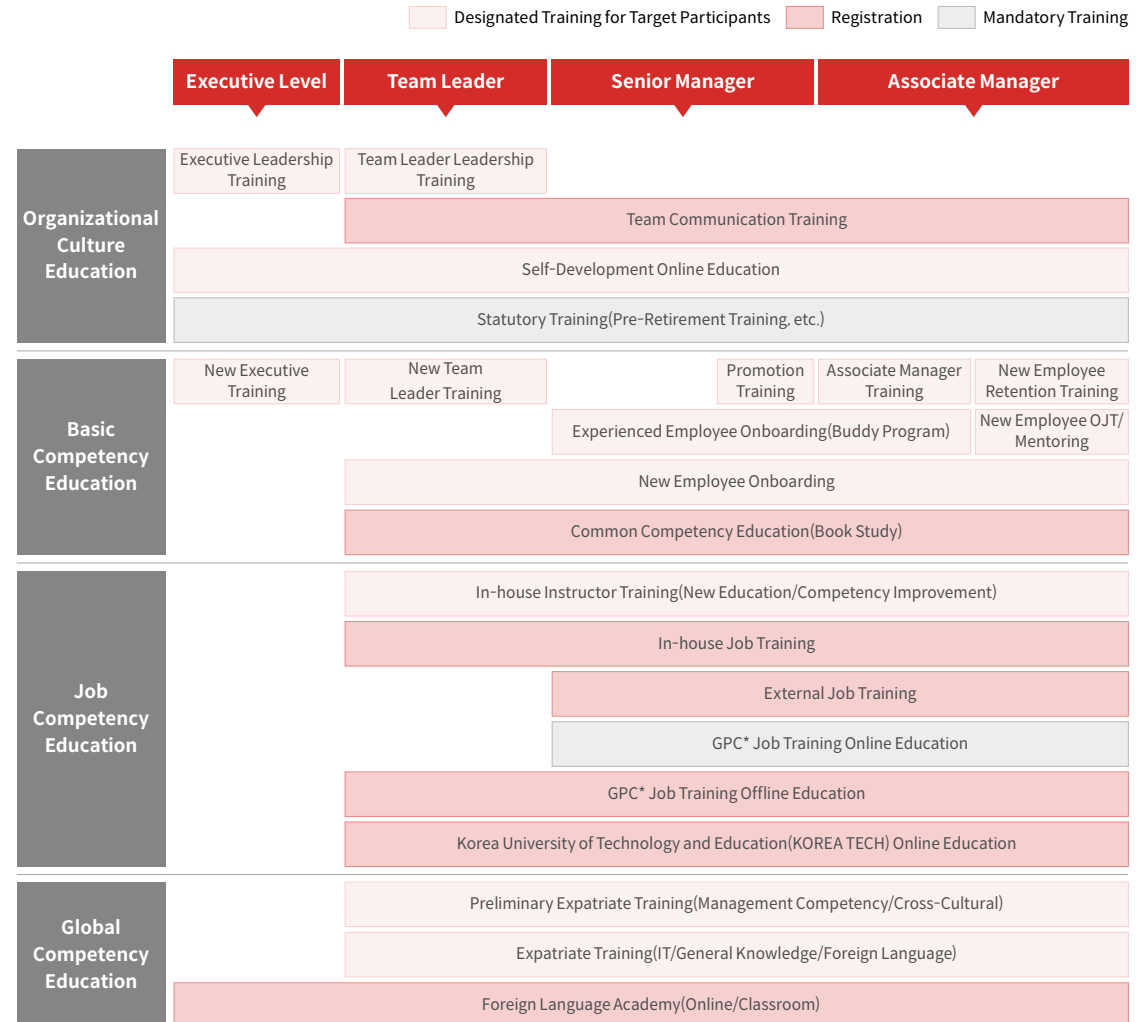
Category	New Employee Orientation	New Hire Retention Training	Associate Manager Skill Enhancement Training	Senior Manager Promotion Training
<b>Time</b>	Upon joining	1 <sup>st</sup> year	5 <sup>th</sup> year	Upon promotion to senior manager
<b>Common Skill</b>	Business writing, reporting technique	Work efficiency	Problem solving, collaboration, persuasion	Analysis, performance creation
<b>Relationship Skill</b>	Self-understanding, communication	Stress management, team building	Link-up leadership	Mentoring skill
<b>Mindset</b>	Awareness of initial roles	Career development planning	Job meaningfulness	Recognition of practical leadership responsibilities
<b>Other</b>	Flexible training modules arranged per management policies			

Total Training Hours

**44,132** hours

Total Training Costs

**KRW 758** million



\* GPC: Global Partnership Center, an educational institution for partners established by Hyundai-Kia Motors Corporation(HKMC)



# Talent Management

## Employee Welfare Benefits and Support

YURA Corporation operates a variety of employee welfare programs to improve quality of life and support a healthy work-life balance. We offer flexible work arrangements that allow employees to choose efficient working hours. In addition, we provide comprehensive support in areas such as childbirth and childcare, family care, leave and cultural activities, family events, self-development, housing assistance, and health management— all aimed at enhancing employee satisfaction.

Category	Details	
<b>Work System</b>	Flexible Working System	Employees can work autonomously within an average of 52 hours per week
<b>Commuting Support</b>	Commuter Bus Operation	Commuter buses are operated for different business sites during commute hours
<b>Childbirth Support</b>	Exclusion from Overtime Work during Pregnancy	Pregnant employees are excluded from overtime, night, and holiday work
	Reduction of Working Hours during Pregnancy	Pregnant employees can reduce their working hours by 2 hours per day during early(within 12 weeks) or late pregnancy(36 weeks or more)
	Maternity Leave	90 days of leave(120 days for multiple births) before and after childbirth for pregnant employees
	Miscarriage/Stillbirth Leave	Leave granted based on the pregnancy period in case of miscarriage or stillbirth
	Paternity Leave	20 days of paid leave for employees whose spouse gives birth
	Childbirth Allowance	Congratulatory money for the birth of the employee or spouse's child
	Infertility Treatment Leave	Paid leave for infertility treatment up to three times a year
	Fetal Examination Leave	4 hours of paid leave for prenatal examinations for employees or their spouses(varies weekly for female employees, monthly for male employees)
<b>Childcare Support</b>	Parental Leave	1 year of leave per child for employees with children aged 8 or under, or in the second grade or below
	Reduced Working Hours for Childcare	Employees with children under 8 years old or in the second grade or below can work 15-35 hours per week for one year
	Daycare Support	Workplace daycare for children aged 0 to 5 years old
	Childcare Expenses	Support for childcare expenses for employees with children aged 5 or 6
	Entrance Celebration Allowance	Financial support for employees' children's entry into elementary or middle school
	Tuition Support(High School to University)	Tuition support for employees with children in high school or higher

Category	Details	
<b>Family Care Support</b>	Family Care Leave/ Absence	Leave/absence for the care of grandparents, parents, spouses, parents-in-law, children, or grandchildren due to illness, accident, old age, or childcare
	Reduced Working Hours for Family Care	Reduced working hours(15-30 hours per week) for employees needing to care for family members or themselves due to illness, accident, or old age
	Spousal Overseas Assignment Leave	[New Policy] Leave when an employee's spouse, who is also employed by the company, is assigned overseas
<b>Vacation and Cultural Support</b>	Refresh Leave	3-5 days of refresh leave
	Summer Vacation	Paid summer vacation(5 days annually)
	Family Day	Designated twice a week as Family Day, with no extended work hours
	Corporate Condos	Operation and support of corporate condos nationwide(8 free, 4 paid)
	In-House Clubs	Financial support for clubs formed for specific purposes(e.g., sports, culture, arts).
<b>Congratulations and Condolences Support</b>	Congratulatory Money, Leave, and Wreaths	Provision of wreaths and congratulatory money during events
	Gift Certificates for Birthdays/ Anniversaries	Gift certificates for employees on their birthdays and wedding anniversaries
	Long Service Awards	Presentation of long service awards, paid leave, and vacation support money for long-term employees
<b>Self-Development Support</b>	Participation in Internal/ External Education Support	Support for employees wishing to participate in internal or external education
	Foreign Language Education Support	Operation of foreign language academies(telephone/internet) for English, Chinese, etc.
	Self-Development Education Support	Job-related self-directed education through Class101
	Support for Pre-Retirement Education	Reemployment education for middle-aged employees nearing retirement
<b>Housing Support</b>	Dormitory Provision	Support for living in dormitories for up to two years(maximum three years) for new employees or newly assigned personnel who live more than 100 km round trip from the company
<b>Health Care Support</b>	Health Checkups and Vaccination Support	Comprehensive health checkups for employees and spouses(for employees aged 40 and over), blood tests, vaccination support, and operation of a health management office



# Labor-Management Cooperation

## Labor-Management Relations

YURA Corporation operates ‘Hanmaeum Councils’ at 6 domestic and 15 overseas business sites in accordance with the 「Act on the Promotion of Employee Participation and Cooperation」. Employees directly elect their representatives through confidential ballots, and each council is composed of employee and employer members in line with labor-management council regulations. Meetings are held every month.

At each site, the labor-management councils regularly discuss agenda items aimed at improving working conditions for employees, such as enhancements to welfare programs, repairs to aging facilities, increases in bonuses, and recommendations on HR policies. The outcomes of these discussions are shared company-wide via the groupware system and on local bulletin boards at each business site and are applied consistently to all employees.

### Hanmaeum Council Operation Process

Step 1	Step 2	Step 3	Step 4
<b>Meeting Convene</b>	<b>Matters for Consultation and Resolution</b>	<b>Communication of Consultation and Resolution Outcomes</b>	<b>Council Outcomes</b>
<ul style="list-style-type: none"> <li>Regular Meetings: Held monthly(quarterly at some business sites)</li> <li>Special Meetings: Convened as needed upon the request of management</li> </ul>	<ul style="list-style-type: none"> <li>Wage increases and performance sharing</li> <li>Working hours and productivity improvement</li> <li>Occupational health and safety, working environment</li> <li>Human resources policies</li> </ul>	<ul style="list-style-type: none"> <li>Posted on electronic and on-site bulletin boards</li> <li>Communicated through on-site supervisor meetings and departmental manager notices</li> </ul>	<ul style="list-style-type: none"> <li>Achievements and operational improvements across various areas, including performance sharing, employment stability, working conditions enhancement, and employee welfare</li> </ul>

### 2024 Hanmaeum Council Operations(Domestic Business Sites)

Category	Q1	Q2	Q3	Q4
Number of Approved Agenda Items	18	23	22	16

## Promoting Labor-Management Communication

YURA Corporation operates a variety of communication channels to foster trust and harmony between labor and management. In addition to holding regular labor-management council meetings, we organize workshops to share business performance and gather and reflect employees’ feedback. We also host meetings such as management support roundtables and team leader discussions to listen to on-site concerns and promptly address issues requiring improvement.

In 2024, we introduced a program in which the General Affairs Team Leaders at all our business sites meet directly with production employees to discuss work-related grievances and suggestions. This initiative helps cultivate a culture of mutual cooperation among all employees across the company. Moreover, we are striving to build a creative and collaborative labor-management culture by promoting initiatives such as the Collaboration Points system and employee club activities. Going forward, YURA Corporation will continue to explore and implement ways to diversify and strengthen labor-management communication channels to deepen dialogue and unity throughout the organization.

### Labor-Management Council Meetings





# Product Safety and Quality

## Quality Management Policy

YURA Corporation has established a company-wide Quality Management Policy with the aim of achieving the vision of becoming a “Global Top EEDS\* Maker”. To accomplish our quality objectives, we implement systematic quality management centered on three strategic directions: economic quality management, proactive quality management, and autonomous quality management within each business unit. As guiding principles for employee behavior, we have defined four core values: transparency, accuracy, promptness, and value. From product development through after-sales service, we are committed to securing quality based on our quality management processes, striving to achieve customer satisfaction and sustainable corporate growth at the same time.

\* EEDS: Electrical, Electronic Distribution System

## Quality Management Strategic Framework



## Quality Management System

YURA Corporation produces products of the highest quality and strives to achieve customer satisfaction by establishing and managing a quality management system grounded in our quality management framework. We have obtained IATF 16949 certification—the global quality management system standard for the automotive industry—across 3 domestic and 17 overseas business sites. Through this certification, we consistently maintain a uniform level of quality that meets global standards.

## Quality Management System Certification Status

Category	Certification Target	Certification Acquired	Certification Rate
Domestic	3 sites	3 sites	100%
Overseas	17 sites	17 sites	100%
<b>Total</b>	<b>20 sites</b>	<b>20 sites</b>	<b>100%</b>

Number of Domestic and Overseas Business Sites with IATF 16949 Certification



**20** Sites

Certification Rate for Domestic and Overseas Business Sites with IATF 16949



**100%**

# Product Safety and Quality

## Supplier Quality Management

YURA Corporation conducts SQ(Supplier Quality) evaluations and training programs for domestic suppliers. In alignment with our customers' 'Supplier Quality Marks', we also perform follow-up SQ assessments to strengthen quality management across our entire supply chain. To support quality assurance from the pre-production phase through mass production, we have newly established the 'YURA Supplier Quality Assurance Manual'(YSQAM). This manual serves as a framework to help suppliers autonomously maintain stable quality, and we provide related training and improvement support. Additionally, to address increasingly stringent global regulations on product substances, we have introduced the 'YURA Product Environmental Compliance Guide'. Through this guide, we manage compliance with material regulations for products delivered to YURA Corporation, thereby preventing fines or customer claims resulting from non-compliance. To meet global requirements, we have also implemented the YQMS—an evaluation system based on VDA 6.3(Verband der Automobilindustrie) standards. In 2024, the system identified 275 issues among our suppliers, for which corrective actions were carried out. In 2025, we plan to expand VDA 6.3 training for suppliers on recent revisions and increase the number of suppliers subject to these evaluations.

### YURA Supplier Quality Assurance Manual(YSQAM)

YURA Corporation has developed the 'YURA Supplier Quality Assurance Manual(YSQAM)' to clearly define the quality-related activities, procedures, and requirements that our suppliers must adhere to. The manual is designed to encourage suppliers to proactively maintain component quality at an early stage through their own initiatives. All suppliers conducting business with YURA Corporation are required to fully understand and comply with the manual in advance when carrying out quality processes during new vehicle development and mass production phases. By adhering to these requirements, suppliers can proactively prevent quality issues and ensure a consistently high level of quality across the entire supply chain.

### YURA Product Environmental Compliance Guide

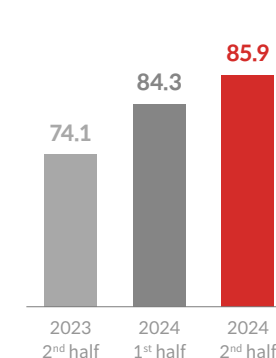
YURA Corporation has established the 'Product Environmental Compliance Guide' to enhance the competitiveness of our products by meeting increasingly stringent global regulations and customer requirements regarding hazardous substances, including EU REACH, RoHS, POPs, as well as regulations in the United States, China, Korea, and other jurisdictions. This guide reflects the ongoing expansion of the scope of hazardous substances subject to regulation and will be regularly revised and managed in line with updates to relevant laws and regulations. It will be distributed internally and to our suppliers to support compliance efforts across our operations and supply chain.

## Strengthening Quality Management for Vietnamese Subsidiaries and Suppliers

YURA Corporation operates a dedicated Southeast Asia oversight team under the Quality Division to enhance the quality competitiveness of suppliers in Vietnam. Through this initiative, we conduct semiannual evaluations of local wiring harness production subsidiaries and outsourced suppliers. These assessments systematically diagnose quality and process management levels across material handling, processing, assembly, and inspection operations, and identify areas for improvement. Regular site inspections and tailored guidance have led to tangible improvements in overall quality management standards. Additionally, under the leadership of YURA Vietnam, monthly evaluations are carried out to assess suppliers' performance in quality, on-time delivery, and cooperation. Based on the aggregated results of these assessments, the top two suppliers are designated as Outstanding Suppliers every six months and are awarded incentives. In 2024, a total of 4 companies were recognized as Outstanding Suppliers. Conversely, to raise awareness and accountability, a penalty system is also in place for cases of substandard basic quality or delivery delays. However, no penalties were issued in 2024.

### Regular Evaluation Results

(Unit: Points)



### Outstanding Supplier Awards



# Social Contribution

## Domestic Social Contribution Activities

YURA Corporation undertakes a wide range of social contribution activities to promote mutual prosperity with the communities surrounding our domestic business sites. We consistently provide donations to local social welfare facilities, including care centers for persons with disabilities, nursing homes for the elderly, and childcare centers. Additionally, we aim to create social value through various philanthropic initiatives, such as supporting the Community Chest of Korea and sponsoring local community events. Furthermore, we actively participate in programs aimed at revitalizing the regional economy and supporting the growth of venture businesses.

### 2024 Domestic Social Contribution Activities



Support for Elderly Care Facilities in Pyeongtaek City



Support for Severe Disability Care Facilities in Cheongju City



Support for Elderly Care Facilities in Cheongju City



Support for Mental Health Care Facilities in Hwaseong City



Donation to the Cheongbuk Middle School Development Fund

## Global Social Contribution Activities

As a company with operations in multiple countries, YURA Corporation undertakes global social contribution activities centered around our overseas business sites in countries such as China, Tunisia, and Serbia. We are actively engaged in meaningful community support initiatives, including sponsorship programs for underprivileged children, fundraising campaigns to assist marginalized groups, and donations to local communities.

### 2024 Global Social Contribution Activities



#### 1 Serbia

Public Interest Contributions to Local Communities (Public Health Centers, Police Stations, Fire Stations, etc.)



#### 2 Tunisia

Sponsorship of Underprivileged Children in Local Communities



#### 3 China Weihai

Participation in Donations to Village Governments



#### 4 China Rongcheng

Fundraising to Assist Marginalized and Disadvantaged Community Members



# GOVERNANCE

- 066** • — Balanced Governance Structure
- 067** • — Information Security and Data Protection
- 068** • — Risk Management



# Balanced Governance Structure

## Board Composition

YURA Corporation has established and operates its Board of Directors in accordance with relevant laws and the company’s articles of incorporation. The Board consists of four executive directors. To ensure operational efficiency and leverage specialized expertise in the automotive components sector, the CEO concurrently serves as the Chairperson. The Chairperson adheres to the Ethics Charter and Code of Ethics and prevents conflicts of interest by delegating authority by function and promoting active communication with various stakeholders.

### 2024 Board Composition

Category	Name	Gender	Appointment Date	Term
Chairperson (CEO)	Ohm Dae Yeol	Male	2023.08.31	2026.08.30
Executive Director	Ohm Byung Yoon	Male	2023.08.31	2026.08.30
Executive Director	Ohm Min Young	Female	2023.03.31	2026.03.30
Executive Director	Ohm Moon Kyung	Female	2024.12.09	2027.12.08

## Board Operations

The Board of Directors is divided into regular and special meetings. YURA Corporation holds its regular board meeting every March and convenes special meetings as needed. The Board is convened by the Chairperson, and resolutions are adopted by a majority attendance of board members and a majority vote of those in attendance.

As the highest decision-making body with voting rights over corporate management, the Board receives reports on sustainability-related matters and reviews and approves important issues. In 2024, a total of 34 board meetings were held, and 46 agenda items were resolved.

### 2024 Board Operations

Category	2022	2023	2024
Meetings Held	34 sessions	32 sessions	34 sessions
Reported and Resolved Agenda Items	49 items	47 items	46 items
Average Attendance Rate	97%	97%	95%



# Information Security and Data Protection

## Information Security System

YURA Corporation has established and implemented information security management guidelines and regulations based on laws and regulations related to information security and personal data protection. In addition, we continuously develop and update these guidelines and regulations to reflect global certification standards and customer security requirements, thereby building a systematic protection framework for diverse information assets.

In 2024, we are pursuing recertification under the revised ISO/IEC 27001 standards, obtaining TISAX(Trusted Information Security Assessment Exchange) certification, and conducting company-wide information security awareness training. Through these initiatives, we continue to implement improvements to strengthen our information security capabilities.

## Information Security Management Roadmap



## Information Security Awareness Training

In 2024, YURA Corporation is focusing on strengthening security awareness by providing information security training under the theme of "IT Environment Changes and Information Security" to prevent security incidents. The program covers recent security issues, such as ransomware attack cases, and provides guidance on response measures.

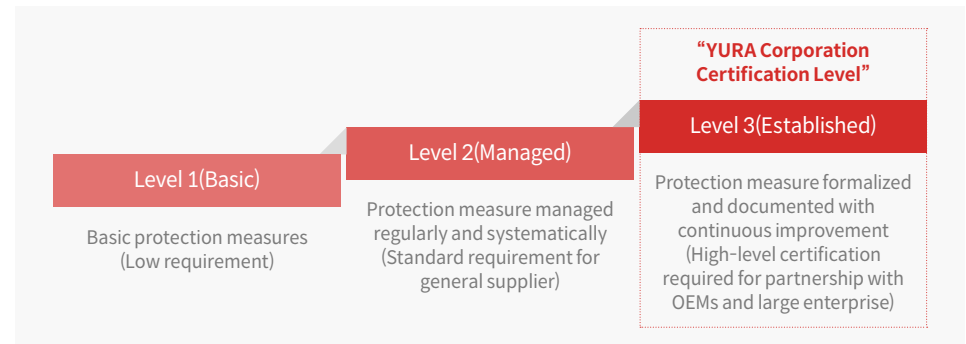
<b>Period</b>	Dec. 18~27, 2024(7 days)	<b>Main Topics</b> "IT Environmental Changes and Information Security" - Increase in ransomware infection incidents - Security incident cases and lessons learned in the industry - Cybersecurity management systems in the automotive sector
<b>Format</b>	Circulated training by team	
<b>Number of Participants</b>	1,286 employees	

## Information Security Management System

Since 2012, YURA Corporation has obtained ISO/IEC 27001, the international standard for information security management systems, and has maintained a company-wide management framework in compliance with this standard. In 2024, we renewed our ISO/IEC 27001 certification under the newly revised 2022 standard. Accordingly, we comprehensively updated our information security regulations and guidelines and are implementing systematic measures to protect our diverse information assets.

In addition, in 2024, we acquired TISAX Level 3 certification, an automotive information security standard administered by the German Association of the Automotive Industry(VDA). This certification strengthens our foundation to meet the stringent requirements of global OEMs and enhances our capabilities as a trusted business partner.

## TISAX Certification Assessment Levels



## TISAX Level 3 Certification



\* YURA R&D Center, YURA Slovakia, YURA Serbia, Europe R&D Center(Germany)

## ISO/IEC 27001 Certification



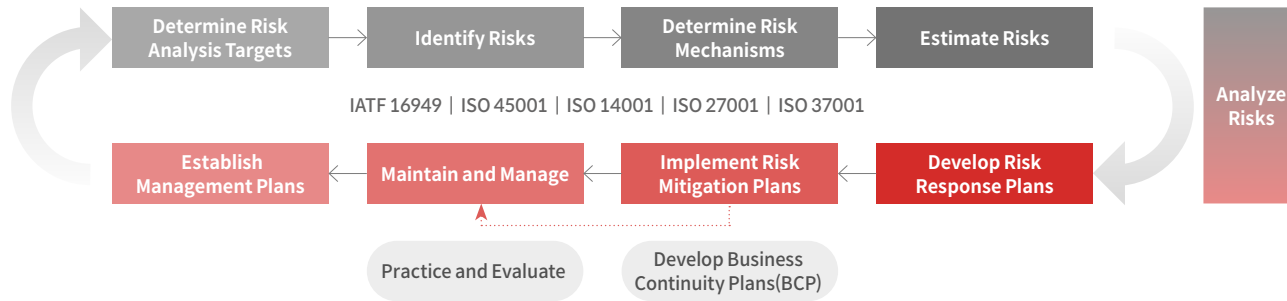
\* YURA R&D Center, Pyeongtaek-Cheongbuk Plant, Production Technology Research Institute, Cheongju Plant, Gyeongju Plant



# Risk Management

## Risk Management System

YURA Corporation has established a company-wide risk management system to proactively address potential financial and non-financial risks that may arise in a rapidly changing business environment. Risks are categorized into environmental, social, safety, technological, economic, and legal domains. Through risk assessments, we identify key management items and prioritize our responses accordingly. In addition, when necessary, we develop and manage Business Continuity Plans(BCPs) and integrate them into our overall management plans.



## Risk Assessment and Response

YURA Corporation identifies high-priority risks through comprehensive risk assessments. Risk levels are calculated based on the impact and frequency of each risk. Based on the assessment results, risks are categorized as acceptable risks, monitoring-targeted risks, or key management-targeted risks.

Risk Classification	Risk Assessment					Risk Response																																																
<p><b>Risk Impact</b></p> <p>Classified into five levels based on the impact of the risk—minor, slight, moderate, major, and critical</p>	<table border="1"> <tr> <td>Impact(I)</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>V</td> <td>5</td> <td>10</td> <td>15</td> <td>20</td> <td>25</td> </tr> <tr> <td>IV</td> <td>4</td> <td>8</td> <td>12</td> <td>16</td> <td>20</td> </tr> <tr> <td>III</td> <td>3</td> <td>6</td> <td>9</td> <td>12</td> <td>15</td> </tr> <tr> <td>II</td> <td>2</td> <td>4</td> <td>6</td> <td>8</td> <td>10</td> </tr> <tr> <td>I</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td>I</td> <td>II</td> <td>III</td> <td>IV</td> <td>V</td> </tr> <tr> <td></td> <td colspan="5">Frequency (F)</td> </tr> </table> <p>• Risk = Impact X Frequency</p>					Impact(I)						V	5	10	15	20	25	IV	4	8	12	16	20	III	3	6	9	12	15	II	2	4	6	8	10	I	1	2	3	4	5		I	II	III	IV	V		Frequency (F)					<p><b>S(Significant)</b> : Very high risk, 13 or above (or, Grade V in Impact) → Key management-targeted risks</p> <hr/> <p><b>H(High)</b> : High risk, 10-12 <b>M(Moderate)</b> : Moderate risk, 7-9 → Monitoring-targeted risks</p> <hr/> <p><b>L(Low)</b> : Low risk, 3-6 <b>I(ignore)</b> : Negligible risk, 1-2 → Acceptable risks</p>
Impact(I)																																																						
V	5	10	15	20	25																																																	
IV	4	8	12	16	20																																																	
III	3	6	9	12	15																																																	
II	2	4	6	8	10																																																	
I	1	2	3	4	5																																																	
	I	II	III	IV	V																																																	
	Frequency (F)																																																					

## 2024 Proactive Risk Management Activities

YURA Corporation has identified risk factors specific to the operations of each division and analyzed the causes and processes associated with each factor. Based on this analysis, we assessed the potential impact of these risks on the future business environment and reviewed the effectiveness of our current management systems. Subsequently, we evaluated the likelihood and severity of each risk and established response plans to address any deficiencies, thereby managing risks in a systematic manner.

### Risk Management Activity Process





# APPENDIX

- 070** • — Financial Performance
- 072** • — ESG Data
- 092** • — GRI / ESRS / UNGC / UN SDGs
- 099** • — GHG Assurance Statement
- 103** • — Third-party Assurance Statement
- 105** • — Award and Membership/Associations
- 106** • — ESG Policies/Guidelines



# Financial Performance

## I Economy

### Balance Sheet

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
Assets	Current Assets	KRW million	1,063,960	1,139,431	1,291,883
	Non-Current Assets	KRW million	408,206	366,254	335,757
	Total Assets	KRW million	1,472,166	1,505,686	1,627,640
Liabilities	Current Liabilities	KRW million	1,046,265	1,052,171	1,185,226
	Non-Current Liabilities	KRW million	101,949	95,563	48,032
	Total Liabilities	KRW million	1,148,213	1,147,734	1,233,258
Equity	Total Equity	KRW million	323,953	357,952	394,381
	Total Liabilities and Equity	KRW million	1,472,166	1,505,686	1,627,640

### Income Statement

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
Sales Revenue	KRW million	2,169,959	2,520,716	2,474,105
Cost of Sales	KRW million	1,990,376	2,245,984	2,146,390
Gross Profit	KRW million	179,582	274,732	327,715
Selling and Administrative Expenses	KRW million	308,601	248,071	303,284
Operating Profit	KRW million	(129,019)	26,662	24,430
Profit Before Tax	KRW million	(127,888)	37,245	51,416
Income Tax Expense	KRW million	(38,927)	11,501	29,911
Net Profit	KRW million	(88,961)	25,744	21,505

### Cash Flow Statement

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
Cash at the Beginning of Period	KRW million	15,112	45,356	38,509
Cash Flow from Operating Activities	KRW million	(53,937)	19,383	(10,661)
Cash Flow from Investing Activities	KRW million	(71,235)	(18,977)	(39,227)
Cash Flow from Financing Activities	KRW million	155,416	(7,251)	44,123
Increase in Cash	KRW million	30,243	(6,846)	(5,765)
Cash at the End of Period	KRW million	45,356	38,510	32,744



# Financial Performance

## I Economy

### Distribution of Economic Value

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Total Economic Value Distributed</b>	KRW million	2,074,554	2,321,361	2,307,743	
<b>Employees</b>	Pay	KRW million	114,274	141,086	147,841
	Welfare Benefits <sup>1)</sup>	KRW million	10,742	13,357	14,519
	Retirement Benefits	KRW million	12,968	18,398	16,884
<b>Shareholders and Investors</b>	Dividend	KRW million	0	0	0
<b>Government</b>	Corporate Tax	KRW million	0	14,650	28,602
<b>Suppliers</b>	Purchase Costs <sup>1)</sup>	KRW million	1,936,518	2,131,782	2,097,520
	Financial Support Costs	KRW million	-	2,016	2,325
<b>Local Communities</b>	Donations	KRW million	52	72	52

1) Outsourced processing costs included

### Government Financial Support

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Total Financial Support Received</b>	KRW million	6,172	9,758	7,768
<b>Tax Reduction and Credit</b>	KRW million	4,559	7,931	6,703
<b>R&amp;D Support</b>	KRW million	1,614	1,828	1,065

### Research and Development & Patents

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Research and Development</b>	R&D Personnel	Persons	750	806	909
	R&D Investment	KRW million	87,892	98,607	110,333
	R&D Investment to Sales Ratio	%	3.1	4.0	4.5
<b>Patents<sup>1)</sup></b>	Registered (Cumulative)	Cases	968	1,080	1,223
	New Applications	Cases	136	110	142

1) 2022 and 2023 data were corrected due to patent acquisitions



# ESG Data

## I Environmental

### Greenhouse Gas Emissions<sup>1)</sup>

Category		Unit	2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Scope 1 &amp; Scope 2 Emissions<sup>2)</sup></b>					
<b>Total Greenhouse Gas Emissions(Scope 1&amp;2)</b>		tCO <sub>2</sub> eq	51,721.94	52,986.24	52,133.92
<b>Scope 1</b>	Domestic	tCO <sub>2</sub> eq	378.29	385.42	337.80
	Overseas	tCO <sub>2</sub> eq	4,570.80	4,040.05	4,386.95
	Subtotal	tCO <sub>2</sub> eq	4,949.09	4,425.46	4,724.75
<b>Scope 2</b>	Domestic	tCO <sub>2</sub> eq	16,548.03	17,140.16	18,108.52
	Overseas	tCO <sub>2</sub> eq	30,224.82	31,420.62	29,300.65
	Subtotal	tCO <sub>2</sub> eq	46,772.85	48,560.78	47,409.17
<b>Greenhouse Gas Emission Intensity(Scope 1&amp;2)<sup>3)</sup></b>		tCO <sub>2</sub> eq/KRW 100 million	2.38	2.10	2.11
<b>Scope 3 Emissions</b>					
<b>Total Greenhouse Gas Emissions(Scope 3)</b>		tCO <sub>2</sub> eq	-	445,914.22	474,421.81
<b>Scope 3</b>	1. Purchased Goods and Services	tCO <sub>2</sub> eq	-	394,931.67	431,768.00
	2. Capital Goods	tCO <sub>2</sub> eq	-	3,004.04	837.45
	4. Transportation and Distribution	tCO <sub>2</sub> eq	-	25,217.90	23,493.57
	5. Waste Generated in Operations	tCO <sub>2</sub> eq	-	1,023.66	925.65
	6. Business Travel	tCO <sub>2</sub> eq	-	1,561.39	1,736.58
	7. Employee Commuting	tCO <sub>2</sub> eq	-	20,175.56	15,660.56

1) Greenhouse gas emissions were calculated for all business sites(excluding closed sites and sites where data collection is difficult), and third-party verification was completed

2) Data for 2022 and 2023 were corrected due to changes in emission factors

3) Greenhouse Gas Emissions Intensity = Total Greenhouse Gas Emissions / Total Sales

### Energy Consumption<sup>1)</sup>

Category		Unit	2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Energy Consumption<sup>2)</sup></b>					
<b>Total Energy Consumption</b>		TJ	908.08	957.18	958.08
<b>Energy Consumption</b>	Domestic	TJ	348.79	361.31	380.44
	Overseas	TJ	559.29	595.87	577.64
<b>Primary Energy Consumption</b>	Total Consumption	TJ	87.89	77.25	83.06
	Gasoline	TJ	9.15	9.41	10.07
	Diesel	TJ	13.53	14.37	14.58
	Kerosene	TJ	0.73	0.75	0.23
	LPG	TJ	3.70	3.62	3.01
	LNG	TJ	60.78	49.10	55.17
	Other	TJ	-	-	-
	<b>Secondary Energy Consumption</b>	Total Consumption	TJ	820.19	879.92
<b>Secondary Energy Consumption</b>	Electricity (Non-renewable)	TJ	818.69	879.18	874.34
	Steam	TJ	1.50	0.75	0.68
	Other	TJ	-	-	-
	<b>Energy Intensity<sup>3)</sup></b>	TJ/KRW 100 million	0.042	0.038	0.039

1) Energy consumption was calculated for all business sites (excluding closed sites and sites where data collection is difficult)

2) Data for 2022 and 2023 were corrected due to adjustments to the net calorific value

3) Energy Intensity = Total Energy Consumption / Total Sales



# ESG Data

## I Environmental

### Waste Management<sup>1)</sup>

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Waste Generation</b>				
<b>Total Waste Generation</b>	ton	3,359.32	3,982.44	3,883.03
<b>Total General Waste</b>	ton	3,199.03	3,955.01	3,852.89
<b>Domestic<sup>2)</sup></b>	Incineration	ton	6.90	-
	Landfill	ton	-	-
	Recycling	ton	353.49	397.07
	Subtotal	ton	360.39	397.07
<b>Overseas</b>	Incineration	ton	91.00	207.07
	Landfill	ton	87.36	323.42
	Recycling	ton	2,660.28	3,027.46
	Subtotal	ton	2,838.64	3,557.94
<b>Total Designated Waste</b>	ton	160.29	27.43	30.14
<b>Domestic<sup>3)</sup></b>	Incineration	ton	0.56	1.02
	Landfill	ton	-	-
	Recycling	ton	7.98	4.24
	Subtotal	ton	8.54	5.26
<b>Overseas</b>	Incineration	ton	0.24	0.22
	Landfill	ton	150.65	20.22
	Recycling	ton	0.86	1.73
	Subtotal	ton	151.75	22.17

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Waste Recycling</b>				
<b>Total Waste Recycling Amount</b>	ton	2,945.79	3,337.06	3,224.45
<b>Domestic</b>	Waste Recycling Amount	ton	361.47	401.31
	Waste Recycling Rate	%	98.0	99.7
	Waste Disposal Cost	KRW million	99.0	122.1
<b>Overseas</b>	Waste Recycling Amount	ton	2,584.32	2,935.75
	Waste Recycling Rate	%	86.4	82.0

1) Waste generation was calculated for all business sites(excluding closed sites and sites where data collection is difficult)

2) Waste disposal, including incineration and landfill, is entrusted to certified external contractors

3) Sites generating designated waste: Pyeongtaek-Cheongbuk Plant, YURA R&D Center



# ESG Data

## I Environmental

### Water Management<sup>1)</sup>

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Water Consumption</b>					
<b>Total Water Consumption</b>	m <sup>3</sup>	284,421	286,252	276,501	
<b>Domestic</b>	Total Consumption	m <sup>3</sup>	57,318	47,278	54,262
	[Use] Industrial Water	m <sup>3</sup>	-	-	1,544
	[Use] Domestic Water	m <sup>3</sup>	57,318	47,278	52,718
	Water Reuse Rate	%	0	0	0
<b>Overseas</b>	Total Consumption	m <sup>3</sup>	227,103	238,974	222,239
	[Use] Industrial Water	m <sup>3</sup>	14,053	13,548	23,696
	[Use] Domestic Water	m <sup>3</sup>	213,050	225,426	198,543
	Water Reuse Rate	%	0	0	0
<b>Water Withdrawal</b>					
<b>Total Water Withdrawal</b>	m <sup>3</sup>	213,731	228,566	211,936	
<b>Domestic</b>	Total Withdrawal	m <sup>3</sup>	57,318	47,278	54,262
	Municipal Water	m <sup>3</sup>	42,665	33,507	42,115
	Groundwater	m <sup>3</sup>	14,653	13,771	12,147
	Other	m <sup>3</sup>	-	-	-
<b>Overseas</b>	Total Withdrawal	m <sup>3</sup>	156,413	181,288	157,674
	Municipal Water	m <sup>3</sup>	108,554	83,181	75,449
	Groundwater	m <sup>3</sup>	47,171	97,478	81,963
	Other	m <sup>3</sup>	688	629	262

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Water Discharge</b>					
<b>Total Water Discharge</b>	m <sup>3</sup>	17.96	23.60	18.08	
<b>Water Discharge Volume</b>	m <sup>3</sup>	-	-	-	
<b>Wastewater Discharge Volume</b>	m <sup>3</sup>	17.96	23.60	18.08	
<b>Water Stress<sup>2)3)</sup></b>					
<b>Water Withdrawal in Water-Stressed Areas</b>	Water Withdrawal in "High" Stress Areas	m <sup>3</sup>	13,498	12,697	13,044
	Rate of Withdrawal from "High" Stress Areas	%	24	27	24
<b>Water Use in Water-Stressed Areas</b>	Volume of Use in "High" Stress Areas	m <sup>3</sup>	13,498	12,697	13,044
	Rate of Use in "High" Stress Areas	%	24	27	24

1) Water consumption and withdrawal amount was calculated for all business sites(excluding closed sites and sites where data collection is difficult)

2) Based on the World Resources Institute(WRI) Aqueduct Water Risk Atlas criteria

3) Site classified as High-water stress(40-80%): Cheongju Plant



# ESG Data

## I Environmental

### Consumption of Hazardous Chemical

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Consumption of Hazardous Chemical</b>				
Total Consumption of Hazardous Chemical	ton	1.71	1.21	1.04
Hazardous Chemicals <sup>1)</sup>	Lead	0.40	0.10	0.82
	Methyl Ethyl Ketone	0.91	0.41	0.22
	Hexamethyldisiloxane	0.40	0.70	0
Rate of Products Subject to Hazard Assessment	%	-	-	-

1) Business sites using hazardous chemicals: Pyeongtaek-Cheongbuk Plant, Cheongju Plant

### Air Pollutant Emissions

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Air Pollutant Emissions</b>				
Total Air Pollutant Emissions	ton	13.43	12.33	10.59
Air Pollutants <sup>1)</sup>	NOx	-	-	-
	SOx	-	-	-
	PM	0.96	0.96	1.22
	THC	12.47	11.37	9.37

1) Business sites emitting air pollutants: Pyeongtaek-Cheongbuk Plant, Cheongju Plant

### Biodiversity

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Distribution of Endangered Wildlife Species</b>				
Number of Endangered Wildlife Species Class I	Species	-	-	25
Number of Endangered Wildlife Species Class II	Species	-	-	123

### Environmental Management System (ISO 14001)

Category	Unit	2022	2023	2024	
		Domestic/Overseas	Domestic/Overseas	Domestic/Overseas	
<b>Environmental Management System Certification</b>					
Domestic	Number of Target Business Sites	Sites	6	6	6
	Number of Certified Business Sites	Sites	6	6	6
	Certification Rate	%	100	100	100
Overseas	Number of Target Business Sites	Sites	12	12	12
	Number of Certified Business Sites	Sites	8	8	8
	Certification Rate	%	66.7	66.7	66.7
Overall Business Site Certification Rate	%	77.8	77.8	77.8	

### Environmental Education

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Environmental Education</b>				
Number of Target in Environmental Education	Persons	2,018	2,080	2,149
Number of Employees Participated in Environmental Education	Persons	63	207	985
Rate of Employees Participated in Environmental Education	%	3.1	10.0	45.8



# ESG Data

## I Environmental

### Environmental Risk Assessment

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Environmental Risk</b>					
Domestic	Number of Sites Subject to Assessment	Sites	6	6	6
	Number of Sites Assessed	Sites	6	6	6
	Rate of Sites Assessed	%	100	100	100
Overseas	Number of Sites Subject to Assessment	Sites	12	12	14
	Number of Sites Assessed	Sites	9	9	11
	Rate of Sites Assessed	%	75.0	75.0	78.6

### Environmental Regulations

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Environmental Regulations</b>					
Domestic	Number of Violations	Cases	0	0	0
	Amount of Fines/ Penalties	KRW million	0	0	0
	Number of Non-Monetary Sanctions	Cases	0	0	0
Overseas	Number of Violations	Cases	0	0	0
	Amount of Fines/ Penalties	KRW million	0	0	0
	Number of Non-Monetary Sanctions	Cases	0	0	0

### Environmentally Friendly Vehicles

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Environmentally Friendly Vehicles</b>				
Total Number of Vehicles	Vehicles	28	31	49
Number of Environmentally Friendly Vehicles	Vehicles	4	8	11
Rate of Environmentally Friendly Vehicles	%	14.3	25.8	22.4

### Eco-Friendly Product Patents

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Eco-Friendly Product Patents<sup>1)</sup></b>				
Registered(Cumulative)	Cases	296	358	412
New Applications	Cases	75	49	49

1) Data for 2022 and 2023 have been corrected due to patent acquisitions.

### Eco-Friendly Investments

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Eco-Friendly Investments</b>				
Total Eco-Friendly Investment Amount	KRW million	197.1	1,000.4	1,243.2
Eco-Friendly Investment Plan	KRW million	65.8	865.6	909.9



# ESG Data

## I Social

### Total Employee Status

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Total Employees</b>				
<b>Total Number of Employees</b>	Persons	26,253	26,420	26,095
<b>Employees</b>	Domestic	2,018	2,080	2,149
	Overseas	24,235	23,340	23,946
<b>Status of Regular Employees<sup>1)</sup></b>				
<b>Korea</b>	Persons	1,935	1,999	2,071
<b>China</b>	YURA Beijing	61	64	63
	YURA Leling	496	405	344
	YURA Weihai	573	519	468
	Rongcheng Sewon	281	262	240
	YURA Heze	824	879	777
	YURA Heze Electronic	156	143	1
	Weihai YURA R&D	24	24	24
<b>Vietnam</b>	YURA Vietnam	1,290	1,355	1,350
	YURA Vietnam Bacninh	113	1,264	1,262
<b>Russia</b>	YURA Russia	1,689	425	366
<b>Slovakia</b>	YURA Slovakia, YURA ELTEC Slovakia	1,942	1,602	1,214
<b>Czech Republic</b>	YURA Czech	77	91	61

1) Based on 22 domestic and overseas corporations

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Serbia</b>	YURA Serbia	Persons	5,747	6,046	6,093
<b>Albania</b>	YURA Albania	Persons	1,685	1,876	1,892
<b>Tunisia</b>	YURA Tunisia	Persons	866	824	815
<b>Morocco</b>	YURA Morocco	Persons	587	636	689
<b>Mexico</b>	YURA Mexico	Persons	3,049	3,091	4,119
	YURA Mexico Electronic	Persons	0	47	323
<b>Poland</b>	YURA Poland	Persons	1	1	1
<b>UK</b>	YURA UK	Persons	1	1	1
<b>Total Number of Regular Employees</b>	Persons	21,397	21,554	22,174	
<b>Status of Non-Regular Employees<sup>2)</sup></b>					
<b>Korea</b>	Persons	83	81	78	
<b>China</b>	YURA Beijing	Persons	6	4	2
	YURA Leling	Persons	0	1	2
	YURA Weihai	Persons	27	24	0
	Rongcheng Sewon	Persons	2	5	0
	YURA Heze	Persons	0	0	19
	YURA Heze Electronic	Persons	0	0	0
	Weihai YURA R&D	Persons	0	0	0
<b>Vietnam</b>	YURA Vietnam	Persons	109	16	46
	YURA Vietnam Bacninh	Persons	375	39	30

2) Based on 22 domestic and overseas corporations



# ESG Data

## I Social

### Total Employee Status(Continued)

Category	Unit		2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
Russia	YURA Russia	Persons	0	0	0
Slovakia	YURA Slovakia, YURA ELTEC Slovakia	Persons	702	692	767
Czech Republic	YURA Czech	Persons	0	0	38
Serbia	YURA Serbia	Persons	2,066	1,765	888
Albania	YURA Albania	Persons	0	0	0
Tunisia	YURA Tunisia	Persons	1,036	1,759	1,626
Morocco	YURA Morocco	Persons	450	480	425
Mexico	YURA Mexico	Persons	0	0	0
	YURA Mexico Electronic	Persons	0	0	0
Poland	YURA Poland	Persons	0	0	0
UK	YURA UK	Persons	0	0	0
Total Number of Non-Regular Employee		Persons	4,856	4,866	3,921

### Indirect Employment Status

Category	Unit		2022	2023	2024
			Domestic	Domestic	Domestic
Indirect Employment					
Total Number of Indirect Employees		Persons	1,010	878	720
Indirect Employment <sup>1)</sup>	YURA R&D Center	Persons	34	34	45
	Pyeongtaek-Cheongbuk Factory	Persons	75	194	187
	Cheongju Factory	Persons	334	289	176
	YURA Production Technology Research Institute	Persons	6	6	6
	Gyeongju Factory	Persons	468	221	179
	Hwaseong Jangan Factory	Persons	93	134	127

1) Temporary workers engaged without direct employment contracts, including dispatched workers, subcontractors, and outsourced service personnel

### Employee Status by Gender and Age

Category	Unit		2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
By Gender					
Domestic	Male	Persons	1,496	1,554	1,614
	Female	Persons	522	526	535
Overseas	Male	Persons	6,952	6,765	6,880
	Female	Persons	17,283	17,575	17,066
By Age					
Domestic	Under 30	Persons	237	264	337
	30~50s	Persons	1,471	1,460	1,416
	50 and above	Persons	310	356	396
Overseas	Under 30	Persons	7,077	7,133	6,842
	30~50s	Persons	15,248	15,434	15,296
	50 and above	Persons	1,910	1,773	1,808

### Employee Status by Job Function

Category	Unit		2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
By Job Function					
Domestic	Management	Persons	1,324	1,412	1,500
	Production	Persons	694	668	649
Overseas	Management	Persons	1,075	1,118	1,132
	Production	Persons	23,160	23,222	22,814



# ESG Data

## I Social

### Employee Status by Position Level

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>By Position Level</b>				
<b>Total Executives</b>	Persons	4	4	4
<b>Executives</b>	Male	2	2	2
	Female	2	2	2
<b>Total Senior Manager</b>	Persons	777	806	828
<b>Senior Manager<sup>1)</sup></b>	Male	732	755	772
	Female	45	51	56
<b>Total Associate Manager</b>	Persons	1,237	1,270	1,317
<b>Associate Manager<sup>2)</sup></b>	Male	762	797	840
	Female	475	473	477

1) Section Chief level and above

2) Assistant Manager/Staff level and above

### New Hires Status

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>New Hires</b>				
<b>Total New Hires</b>	Persons	222	283	216
<b>By Employment Type</b>	Regular	174	225	182
	Non-regular	48	58	34
<b>By Gender</b>	Male	172	231	174
	Female	50	52	42
<b>By Age</b>	Under 30	133	149	140
	30~50s	83	123	71
	50 and above	6	11	5

### Length of Service

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Average Length of Service</b>				
<b>Regular<sup>1)</sup></b>	Years	11.5	11.5	11.7
<b>Non-regular</b>	Years	0.9	0.8	2.1

1) Due to changes in data calculation criteria, 2022 and 2023 data have been revised

### Turnover

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Turnover Status</b>				
<b>Total Turnover</b>	Persons	295	275	185
<b>By Gender</b>	Male	234	215	149
	Female	61	60	36
<b>Turnover Rate<sup>1)3)</sup></b>	%	14.6	13.2	8.6
<b>Voluntary Turnover Status</b>				
<b>Total Voluntary Turnover</b>	Persons	232	214	132
<b>By Gender</b>	Male	186	177	120
	Female	46	37	12
<b>By Age</b>	Under 30	48	65	39
	30~50s	171	136	87
	50 and above	13	13	6
<b>Voluntary Turnover Rate<sup>2)3)</sup></b>	%	11.5	10.3	6.1

1) Turnover rate = (Number of employees who left during the year / Total number of employees at year-end) × 100

2) Voluntary turnover rate = (Number of voluntary leavers during the year / Total number of employees at year-end) × 100

3) Due to changes in data calculation criteria, 2022 and 2023 data have been revised



# ESG Data

## I Social

### Pay

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Pay Status</b>					
By Gender	Male	KRW million	46	48	52
	Female	KRW million	38	41	45
	Ratio of Female to Male Base Salary <sup>1)</sup>	%	82.8	86.5	86.1
	Unadjusted Average Gender Pay Gap	%	14.1	10.2	13.0

1) Ratio of female to male base salary =(Female base salary / Male base salary) × 100

### Retirement Pension Program

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Retirement Pension Program Status</b>					
Set Benefit Pension Plan	Number of Members	Persons	2,018	2,080	2,149
	Assets Under Management	KRW million	111,615	117,230	124,586
Retirement Benefit Obligations	KRW million	100,645	110,221	119,812	

### Labor-Management Cooperation

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Labor-Management Council</b>				
Number of Council Meetings Held	Meetings	4	8	12
Number of Resolutions Passed <sup>1)</sup>	Cases	37	86	79
Resolution Rate	%	95	99	90

1) Due to changes in data calculation criteria, 2022 and 2023 data have been revised

### Parental and Maternity Leave

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Parental Leave</b>					
Number of Employees on Parental Leave	Persons	22	13	13	
By Gender	Male	Persons	12	4	7
	Female	Persons	10	9	6
Number of Employees Eligible to Return from Parental Leave	Persons	25	16	9	
By Gender	Male	Persons	11	8	3
	Female	Persons	14	8	6
Number of Employees Returned After Parental Leave	Persons	24	16	7	
By Gender	Male	Persons	10	8	2
	Female	Persons	14	8	5
Parental Leave Return Rate	%	96.0	100	77.8	
By Gender	Male	%	90.9	100	66.7
	Female	%	100	100	83.3
Number of Employees Staying for 12 Months After Return <sup>1)</sup>	Persons	17	17	13	
By Gender	Male	Persons	6	6	5
	Female	Persons	11	11	8
12-Month Retention Rate After Return <sup>1)</sup>	%	89.5	70.8	81.3	
By Gender	Male	%	100	60.0	62.5
	Female	%	84.6	78.6	100
<b>Maternity Leave</b>					
Number of Employees on Maternity Leave	Persons	7	8	5	
Number of Employees Returned After Maternity Leave	Persons	1	0	2	
Number of Employees Taking Paternity Leave	Persons	47	35	38	
Number of Employees Returned After Paternity Leave	Persons	47	34	38	
Return Rate After Maternity Leave	%	88.9	81.4	93.0	

1) Due to changes in data calculation criteria, 2022 and 2023 data have been revised



# ESG Data

## I Social

### Industrial Accidents

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Industrial Accident Status</b>				
Total Number of Accidents	Cases	0	0	2
Total Number of People Involved in Accidents	Persons	0	0	2
Industrial Accidents	Fatalities	0	0	0
	Injuries	0	0	1
	Occupational Diseases	0	0	1
Industrial Accident Rate	%	0	0	0.1
Number of Serious Accidents	Cases	0	0	0
Near Misses	Number of Near Misses	-	89	96
	Near Miss Frequency Rate(NMFR) <sup>1)</sup>	-	22.90	24.94

1) NMFR=(Total Number of Near Misses / Total Working Hours) × 1,000,000

### Occupational Health and Safety Performance

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Lost Time Injury Rate(LTIR)<sup>1)2)</sup></b>					
Domestic	Number of Lost Time Injuries	Cases	6	3	4
	Lost Time Injury Rate	Cases/1,000,000 working hours	1.58	0.77	1.04
	Lost Workdays Due to Injuries	Days	-	154	40
Overseas	Number of Lost Time Injuries	Cases	32	29	25
	Lost Time Injury Rate	Cases/1,000,000 working hours	0.68	0.49	0.47
	Lost Workdays Due to Injuries	Days	-	191	155
<b>Occupational Illness Frequency Rate(OIFR)<sup>3)4)</sup></b>					
Domestic	Number of Occupational Illnesses	Cases	0	1	1
	Occupational Illness Frequency Rate	Cases/1,000,000 working hours	0	0.26	0.26
	Lost Workdays Due to Illnesses	Days	0	16	77
Overseas	Number of Occupational Illnesses	Cases	3	3	0
	Occupational Illness Frequency Rate <sup>6)</sup>	Cases/1,000,000 working hours	0.06	0.05	0
	Lost Workdays Due to Illnesses	Days	0	0	0
<b>Total Recordable Incident Rate(TRIR)<sup>5)</sup></b>					
Domestic	Number of Total Recordable Incidents	Cases	-	13	10
	Total Recordable Incident Rate <sup>6)</sup>	Cases/1,000,000 working hours	-	3.52	2.86
Overseas	Number of Total Recordable Incidents	Cases	-	45	34
	Total Recordable Incident Rate	Cases/1,000,000 working hours	-	0.76	0.64

1) Work-related injuries resulting in more than 2 days of lost time(excluding occupational diseases)

2) Lost Time Injury Rate(LTIR)=(Number of Lost Time Incidents / Total Working Hours) × 1,000,000

3) Among occupational diseases, only musculoskeletal disorders(caused by repetitive tasks and work posture) are included

4) Occupational Illness Frequency Rate(OIFR)=(Number of Occupational Illnesses / Total Working Hours) × 1,000,000

5) Total Recordable Incident Rate(TRIR)=(Total Number of Recordable Incidents / Total Working Hours) × 1,000,000

6) Errors in 2022 data have been identified and revised



# ESG Data

## I Social

### Supplier Occupational Injuries

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Supplier Occupational Injuries Status</b>					
Fatality Rate	Number of Fatalities	Persons	0	0	0
	Fatality Rate	%	0	0	0
Industrial Accident Rate	Number of Accidents	Persons	2	1	3
	Industrial Accident Rate	%	0.04	0.01	0.06
Lost Time Injury Rate(LTIR) <sup>1)2)</sup>	Number of Lost Time Injuries	Cases	2	1	3
	Lost Time Injury Rate	Cases/1,000,000 working hours	2.24	0.83	3.50
	Lost Workdays Due to Injuries	Days	51	30	184
Severity Rate <sup>3)</sup>	Lost workdays/1,000 working hours		0.06	0.02	0.21
Number of Serious Accidents	Cases		0	0	0

1) Injuries resulting in more than 2 days of lost work time(excluding occupational illnesses)  
 2) Lost Time Injury Rate(LTIR) =(Number of Lost Time Injuries / Total Working Hours) × 1,000,000  
 3) Severity Rate =(Total Lost Workdays / Total Working Hours) × 1,000

### Health and Safety Management System(ISO 45001)

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Health and Safety Management System Certification</b>					
Domestic	Number of Target Business Sites	Sites	6	6	6
	Number of Certified Business Sites	Sites	6	6	6
	Certification Rate	%	100	100	100
Overseas	Number of Target Business Sites	Sites	12	12	11
	Number of Certified Business Sites	Sites	5	5	4
	Certification Rate	%	41.7	41.7	36.4
Overall Business Site Certification Rate <sup>1)</sup>	%	61.1	61.1	58.8	

1) Due to changes in data calculation criteria, 2022 and 2023 data have been revised

### Occupational Health and Safety Management System

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Occupational Health and Safety Management System Status</b>				
Number of Employees Covered by the System	Persons	-	-	177
Rate of Employees Covered by the System	%	-	-	8.2
Number of Suppliers Covered by the System	Companies	-	199	241
Rate of Suppliers Covered by the System	%	-	100	100



# ESG Data

## I Social

### Safety Risk Assessment

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Safety Risk Assessment Status</b>					
Domestic	Number of Target Business Sites	Sites	6	6	6
	Number of Assessed Business Sites	Sites	6	6	6
	Rate of Sites Assessed	%	100	100	100
Overseas	Number of Target Business Sites	Sites	13	14	17
	Number of Assessed Business Sites	Sites	12	13	16
	Rate of Sites Assessed	%	92.3	92.9	94.1

### Employee Health Management

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Health Check-up Status</b>				
Number of Target	Persons	1,548	1,643	1,696
Number of Participants <sup>1)</sup>	Persons	1,509	1,586	1,684
Participation Rate	%	97.5	96.5	99.3

1) Errors in 2022 and 2023 data have been identified and revised

### Employee Education

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Employee Education Hours<sup>1)</sup></b>					
Education Hours	Total Education Hours	Hours	28,642	39,631	44,132
	Education Hours per Employee	Hours	14.2	19.1	20.5
	Male	Hours	24,220	33,413	37,300
	Female	Hours	4,422	6,219	6,833
<b>Employee Education Costs</b>					
Education Costs	Total Education Costs	KRW million	382.6	695.4	758.2
	Education Costs per Employee	KRW thousand	189.6	334.3	352.8
<b>Employee Training Satisfaction Survey</b>					
Satisfaction Score <sup>2)</sup>	Points	3	4	4	

1) Excluding statutory education

2) Rated on a scale of 5



# ESG Data

## I Social

### Training by Area

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Job Training</b>					
Total Training Hours	Hours	16,440	19,096	25,845	
Training Hours per Person	Hours	18.17	21.29	26.37	
Number of Target	Persons	994	977	1,075	
Rate of Target	%	49	47	50	
Number of Participants	Persons	905	897	980	
Completion Rate	%	91	92	91	
<b>Occupational Health and Safety Training</b>					
Total Training Hours	Hours	44,544	46,656	47,136	
Training Hours per Person	Hours	24	24	24	
<b>Management</b>	Number of Target	Persons	1,151	1,246	1,296
	Number of Participants	Persons	1,151	1,246	1,296
	Completion Rate	%	100	100	100
<b>Production</b>	Number of Target	Persons	704	698	668
	Number of Participants	Persons	704	698	668
	Completion Rate	%	100	100	100

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Statutory Mandatory Training<sup>1)2)</sup></b>				
Number of Sexual Harassment Prevention Training Participants	Persons	1,328	1,337	2,041
Number of Disability Awareness Training Participants	Persons	1,177	1,337	2,040
Number of Workplace Bullying Prevention Training Participants	Persons	1,327	1,337	2,046
Training Hours per Person	Hours	3	3	3
<b>Personal Data Protection Training</b>				
Number of Target	Persons	59	59	60
Number of Participants	Persons	59	59	58
Completion Rate	%	100	100	96.7
Total Training Hours	Hours	59	59	60
Training Hours per Person	Hours	1.00	1.00	1.03

1) From 2024, the training target scope was expanded to include production employees

2) Errors in 2023 data have been identified and revised



# ESG Data

## I Social

### Employee Diversity

Category		Unit	2022	2023	2024
			Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Female Employees</b>					
Domestic	Rate of Women in Top Management Positions <sup>1)</sup>	%	0.8	0.7	0.7
<b>Disabled</b>					
Domestic	Employees	Persons	28	27	37
	Rate	%	1.4	1.3	1.7
Overseas	Employees	Persons	302	298	311
	Rate	%	1.2	1.3	1.3
<b>Veterans</b>					
Domestic	Employees	Persons	10	8	9
	Rate	%	0.5	0.4	0.4
Overseas	Employees	Persons	-	-	-
	Rate	%	-	-	-
<b>Foreign Nationals</b>					
Domestic	Employees	Persons	1	1	4
	Rate	%	0.05	0.05	0.19
Overseas	Employees	Persons	124	150	127
	Rate	%	0.5	0.6	0.5

1) Top management includes all chief officers(CEO, CFO, CTO, etc.) as well as all senior and middle management

### Employee Performance Evaluation

Category		Unit	2022	2023	2024
			Domestic	Domestic	Domestic
<b>Performance Evaluation Status</b>					
Subject to Evaluation		Persons	1,165	1,197	1,319
Number of Employees Covered		Persons	1,165	1,197	1,319
Coverage Rate		%	100	100	100
By Gender	Male	Persons	1,040	1,063	1,164
	Female	Persons	125	134	155
By Age	Under 30	Persons	87	110	184
	30~50s	Persons	1,026	1,024	1,053
	50 and above	Persons	52	63	65
By Employment Type	Regular	Persons	1,158	1,193	1,308
	Non-regular	Persons	7	4	11

### Employee Satisfaction

Category		Unit	2022	2023 <sup>1)</sup>	2024
			Domestic	Domestic	Domestic
<b>Corporate Culture Satisfaction Survey</b>					
Satisfaction Score		Points	64	-	69
Number of Target		Persons	1,128	-	1,274
Number of Participants		Persons	319	-	1,013
Survey Completion Rate		%	28.3	-	79.5

1) Survey not conducted in 2023



# ESG Data

## I Social

### Supply Chain Management

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Supply Chain Status</b>					
<b>Total Number of Suppliers<sup>1)</sup></b>	Companies	220	224	220	
<b>By Product Type</b>	Components	169	172	168	
	Raw Materials	51	52	52	
<b>Total Purchase Volume<sup>2)3)</sup></b>	KRW million	1,585,781	1,727,852	1,641,455	
<b>By Product Type</b>	Components	1,509,933	1,654,067	1,587,353	
	Raw Materials	75,848	73,785	54,102	
<b>Status of Fair Trade Agreements with Suppliers</b>					
<b>Number of Suppliers with Signed Agreements</b>	Companies	133	144	137	
<b>Rate of Suppliers with Signed Agreements</b>	%	60.5	64.3	62.3	
<b>Compliance with Supplier Code of Conduct</b>					
<b>Code of Conduct Compliance Pledge</b>	Number of Target	Companies	-	-	189
	Number of Participants	Companies	-	-	124
	Completion Rate	%	-	-	65.6
<b>Supplier ESG Assessments</b>					
<b>Supplier ESG Assessments</b>	Number of Target	Companies	-	224	220
	Number of Suppliers Assessed	Companies	-	25	30
	Completion Rate	%	-	11.2	13.6
<b>On-Site Audit</b>	Number of Supplier Audited On-Site	Companies	-	-	6
	On-site Audit Rate	%	-	-	20.0

1) Errors in 2022 data have been identified and revised

2) Outsourced processing costs excluded

3) Due to changes in data calculation criteria, 2022 and 2023 data have been revised

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Supplier Impact Assessments</b>					
<b>Environmental Impact Assessments</b>	Number of Existing Suppliers	Companies	-	0	12
	Number of New Suppliers	Companies	-	25	18
	Number of Suppliers Identified with Negative Environmental Impacts	Companies	-	0	8
	Audit Rate for Corrective Actions on Identified Environmental Issues	%	-	0	75.0
	Number of Suppliers Whose Contracts Were Terminated Due to Identified Negative Environmental Impacts	Companies	-	0	0
	Rate of Suppliers Whose Contracts Were Terminated Due to Identified Negative Environmental Impacts	%	-	0	0
<b>Social Impact Assessments</b>	Number of Existing Suppliers	Companies	-	25	12
	Number of New Suppliers	Companies	-	0	18
	Number of Suppliers Identified with Negative Social Impacts	Companies	-	0	8
	Audit Rate for Corrective Actions on Identified Social Issues	%	-	0	75.0
	Number of Suppliers Whose Contracts Were Terminated Due to Identified Negative Social Impacts	Companies	-	0	0
	Rate of Suppliers Whose Contracts Were Terminated Due to Identified Negative Social Impacts	%	-	0	0



# ESG Data

## I Social

### Supply Chain Management

Category		Unit	2022	2023	2024
			Domestic	Domestic	Domestic
<b>Win-Win Partnership Management with Suppliers</b>					
ESG Support	Number of Suppliers Provided with ESG Training	Companies	-	95	66
	Rate of Suppliers Provided with ESG Training	%	-	42.4	30.0
Financial Support	Number of Suppliers	Companies	53	46	50
	Total Cost	KRW million	14,895	21,356	15,663
Consulting Support	Number of Suppliers	Companies	2	2	2
Training Support	Total Training Hours	House	12	21	36
	Number of Suppliers Receiving Training	Companies	87	102	165
<b>Supplier Health and Safety</b>					
Supplier Safety Training	Number of Target	Persons	-	-	20
	Number of Participants	Persons	-	-	20
	Completion Rate	%	-	-	100
Number of Purchasing Suppliers Subject to Regular Safety Competency Assessments		Companies	42	47	52
Number of In-House Suppliers Subject to Regular Safety Competency Assessments		Companies	20	23	24

### Sustainable Procurement

Category		Unit	2022	2023	2024
			Domestic	Domestic	Domestic
<b>Sustainable Procurement Education</b>					
Total Number of Procurement Managers		Persons	16	20	20
Number of Procurement Managers Educated		Persons	16	20	20
Rate of Procurement Managers Educated		%	100	100	100

### Human Rights Impact Assessment

Category		Unit	2022	2023	2024
			Domestic	Domestic	Domestic
<b>Human Rights Impact Assessment Status<sup>1)</sup></b>					
Number of Target		Sites	-	-	6
Number of Sites Assessed		Sites	-	-	6
Rate of Sites Assessed		%	-	-	100

1) Started conducting in 2024

### Human Rights Grievance Handling

Category		Unit	2022	2023	2024
			Domestic	Domestic	Domestic
<b>Human Rights Grievance Handling Status</b>					
Human Rights Grievance Handling <sup>1)</sup>	Number of Complaints Received	Cases	1	3	6
	Number of Complaints Resolved	Cases	1	3	6
	Resolution Rate	%	100	100	100

1) General inquiries or false reports not appropriate for grievance reporting are excluded



# ESG Data

## I Social

### Social Contribution

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Donations</b>				
<b>Total Donations<sup>1)</sup></b>	KRW million	59.7	98.6	151.5
<b>Domestic</b>	Cash	KRW million	52.2	72.2
<b>Overseas<sup>1)</sup></b>	Cash	KRW million	7.5	26.4
	In-kind	KRW million	0	89.3
	Subtotal	KRW million	7.5	26.4

1) Data was compiled and adjusted only for overseas subsidiaries where data collection was feasible(Morocco, Serbia, Yuxing, Weihai, Tunisia, etc.)

### Quality Management System(IATF 16949)

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Quality Management System Certification</b>				
<b>Domestic</b>	Number of Target Business Sites	Sites	3	3
	Number of Certified Business Sites	Sites	3	3
	Certification Rate	%	100	100
<b>Overseas</b>	Number of Target Business Sites <sup>1)2)</sup>	Sites	17	18
	Number of Certified Business Sites <sup>1)2)</sup>	Sites	17	18
	Certification Rate	%	100	100
<b>Certification Rate Across All Business Sites</b>		%	100	100

1) Data was corrected in 2023 due to additional certification acquired at the Serbia Electronics Plant

2) In 2024, figures decreased due to the suspension of operations at the Hetaicheng Electronics Plant in China.

### Quality Management

Category	Unit	2022	2023	2024
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
<b>Product Defects</b>				
<b>Total Number of Defective Products<sup>1)2)</sup></b>	Units	101	73	109
<b>Domestic</b>	Number of Defective Products	Units	12	6
<b>Overseas</b>	Number of Defective Products	Units	89	67
<b>Recalls</b>				
<b>Number of Recalls</b>	Cases	0	0	0
<b>Number of Recalls Resolved</b>	Cases	0	0	0
<b>Total Recall Volume</b>	Units	0	0	0

1) Defective products upon receipt by customers

2) Errors in 2022 and 2023 data have been identified and revised

### Quality Assurance

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Quality Assurance</b>				
<b>Quality Assurance Costs</b>	KRW million	2,398	2,060	2,778
<b>Ratio of Quality Assurance Costs to Sales</b>	%	0.16	0.12	0.17

### Product Liability Violations

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Safety Regulation Violations</b>				
<b>Number of Violations</b>	Cases	0	0	0
<b>Amount of Fines</b>	KRW million	0	0	0



# ESG Data

## I Governance

### Board Composition and Operations

Category	Unit	2022	2023	2024
<b>Board Composition</b>				
Number of Executive Directors	Persons	3	3	4
Number of Independent Directors	Persons	0	0	0
Independent Director Ratio	%	-	-	-
Male	Number of Directors	2	2	2
	Director Ratio	66.7	66.7	50.0
Female	Number of Directors	1	1	2
	Director Ratio	33.3	33.3	50.0
By Age	Under 30	0	0	0
	30~50s	0	0	0
	50 and above	3	3	4
Average Length of Service	Months	222	234	185
<b>Board Expertise</b>				
Director with industry experience	Persons	3	3	4
Rate of Director with industry experience	%	100	100	100
<b>Board Operations</b>				
Number of Board Meetings Held	Meetings	34	32	34
Number of Board Agenda Items	Items	49	47	46
Board Attendance Rate	%	97	97	95
Number of ESG Agenda Items	Items	-	10	21

### Ethics Education

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Employee Ethics Education</b>					
<b>Ethics and Compliance Education</b>	Total Education Hours	Hours	-	230	1,771
	Number of Target <sup>1)</sup>	Persons	-	460	1,771
	Number of Participants	Persons	-	460	1,771
	Completion Rate	%	-	100	100
	Education Hours per Participant	Hours	-	0.5	1.0
<b>Fair Trade Education</b>	Total Education Hours	Hours	302	354	406
	Number of Target	Persons	159	198	217
	Number of Participants	Persons	151	177	203
	Completion Rate	%	95.0	89.4	93.5
	Education Hours per Participant	Hours	2.0	2.0	2.0
<b>Anti-Corruption Education</b>	Total Education Hours	Hours	-	230	1,771
	Number of Target	Persons	-	460	1,771
	Number of Participants	Persons	-	460	1,771
	Completion Rate	%	-	100	100
	Education Hours per Participant	Hours	-	0.5	1.0

1) For managers in customer-facing departments(quality, sales, research center), expanded to all departments in 2024



# ESG Data

## I Governance

### Ethics/Anti-Corruption Management

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Handling of Ethics/Anti-Corruption Reports</b>					
<b>Ethics/Anti-Corruption Reports<sup>1)</sup></b>	Number of Complaints Received	Cases	2	6	3
	Number of Complaints Resolved	Case	2	6	3
	Resolution Rate	%	100	100	100

1) Reports submitted via Cyber Audit Office

### Anti-Bribery Management System (ISO 37001)

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Anti-Bribery Management System Certification</b>				
<b>Number of Target Business Sites<sup>1)</sup></b>	Sites	-	-	1
<b>Number of Certified Business Sites</b>	Sites	-	-	1
<b>Certification Rate</b>	%	-	-	100

1) YURA R&D Center

### Ethics Commitment

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Ethics Commitment Status</b>					
<b>Employee</b>	Number of Target	Persons	250	326	2,044
	Number of Participants	Persons	250	326	2,010
	Completion Rate	%	100	100	98.3
<b>Supplier</b>	Number of Target	Companies	-	26	288
	Number of Participants	Companies	-	26	288
	Completion Rate	%	-	100	100

### Compliance

Category	Unit	2022	2023	2024	
		Domestic/Overseas	Domestic/Overseas	Domestic/Overseas	
<b>Legal Violations</b>					
<b>Fair Trade Act Violations</b>	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0
<b>Privacy Protection Violations</b>	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0
<b>Customer (Automotive OEMs) Information Security Violations</b>	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0



# ESG Data

## I Governance

### Information Security Management System(ISO 27001)

Category	Unit	2022	2023	2024
		Domestic	Domestic	Domestic
<b>Information Security Management System Certification</b>				
Number of Target Business Sites	Sites	5	5	5
Number of Certified Business Sites	Sites	5	5	5
Certification Rate	%	100	100	100

### Automotive Supply Chain Information Security(TISAX)

Category	Unit	2022	2023	2024	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
<b>Automotive Supply Chain Information Security Certification<sup>1)</sup></b>					
<b>Domestic</b>	Number of Target Business Sites	Sites	-	-	1
	Number of Certified Business Sites	Sites	-	-	1
	Certification Rate	%	-	-	100
<b>Overseas</b>	Number of Target Business Sites	Sites	-	-	4
	Number of Certified Business Sites	Sites	-	-	4
	Certification Rate	%	-	-	100
<b>Certification Rate Across All Business Sites</b>	%	-	-	100	

1) Certification started from 2024

### Information Security Education

Category	Unit	2022	2023	2024	
		Domestic	Domestic	Domestic	
<b>Information Security Education</b>					
<b>Information Security Education</b>	Total Education Hours	Hours	-	2,472	2,572
	Number of Target <sup>1)</sup>	Persons	-	1,267	1,316
	Number of Participant <sup>2)</sup>	Persons	-	1,236	1,286
	Completion Rate	%	-	97.6	97.7
	Education Hours per Participant	Hours	-	2	2

1) For managers in customer-facing departments

2) Some participants may not complete the training due to resignation, leave of absence, or business trips



# GRI Index

## GRI Content Index

<b>Statement of use</b>	The sustainability report for the period from January 1, 2024, to December 31, 2024, has been prepared in accordance with the GRI Standards 2021
<b>GRI 1 used</b>	GRI 1 : Foundation 2021

## GRI 2: General Disclosures 2021

Topic	GRI Standards	Report Pages	Remarks
<b>The Organization and its Reporting Practices</b>	2-1 Organizational details	6-9	
	2-2 Entities included in the organization’s suitability reporting	2	
	2-3 Reporting Period, Frequency, and Contact Point	2	
	2-4 Restatements of Information	70-91	Any information revised compared to the previous year is noted in footnotes
<b>Activities and Workers</b>	2-5 External Assurance	103-104	
	2-6 Activities, Value Chain, and Other Business Relationships	6, 9, 43-46	
	2-7 Employees	77-79	
<b>Governance</b>	2-8 Workers Who Are Not Employees	78	
	2-9 Governance Structure and Composition	66, 89	
	2-10 Nomination and Selection of the Highest Governance Body	66	
	2-11 Chair of the Highest Governance Body	66	
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	12, 66	
	2-13 Delegation of Responsibility for Managing Impacts	12, 66	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	12, 66	
	2-15 Conflicts of Interest	66	
	2-16 Communication of critical concerns	12, 66	
	2-17 Collective Knowledge of the Highest Governance Body	12, 66	

Topic	GRI Standards	Report Pages	Remarks
<b>Governance</b>	2-18 Evaluation of the Performance of the Highest Governance Body		
	2-19 Remuneration Policies	Confidentiality constraints	
	2-20 Process to determine remuneration		
	2-21 Annual Total Compensation Ratio		
<b>Strategy, Policies, and Practices</b>	2-22 Statement on Sustainable Development Strategy	5	
	2-23 Policy commitments	106	
	2-24 Embedding Policy Commitments	18, 23-26, 29-30, 32-33, 36-38, 50-51, 56, 62-63	
	2-25 Processes to Remediate Negative Impacts	57, 68	
	2-26 Mechanisms for seeking advice and raising concerns	38	
<b>Stakeholder Engagement</b>	2-27 Compliance with Laws and Regulations	90	
	2-28 Membership of Associations	105	
	2-29 Approach to Stakeholder Engagement	14	
	2-30 Collective bargaining agreements	61, 80	

## GRI 3: Material Topics 2021

Topic	GRI Standards	Report Pages	Remarks
<b>Disclosures on material topics</b>	3-1 Process to determine material topics	15	
	3-2 List of Material Topics	16	
	3-3 Management of Material Topics	18-47	



# GRI Index

## GRI 2: General Disclosures 2021

Topic	GRI Standards	Report Pages	Remarks
<b>Material Topic 1. Climate Change Response</b>			
<b>GRI 201. Economic performance</b>	201-2	Financial implications and other risks and opportunities due to climate change	21
<b>GRI 302. Energy</b>	302-1	Energy consumption within the organization	72
	302-3	Energy intensity	72
<b>GRI 305. Emissions</b>	305-1	Direct(Scope 1) GHG emissions	72
	305-2	Energy indirect(Scope 2) GHG emissions	72
	305-3	Other indirect(Scope 3) GHG emissions	72
	305-4	GHG emissions intensity	72
<b>Material Topic 2. Sustainable Supply Chain Management</b>			
<b>GRI 308. Supplier Environmental Assessment</b>	308-1	New Suppliers That Were Screened Using Environmental Criteria	24, 86
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	27-28, 86
<b>GRI 414. Supplier Social Assessment</b>	414-1	New Suppliers That Were Screened Using Social Criteria	24, 86
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	27-28, 86
<b>Material Topic 3. Enhancement of Global Competitiveness</b>			
<b>GRI 201. Economic Performance</b>	201-1	Direct Economic Value Generated and Distributed	70-71

Topic	GRI Standards	Report Pages	Remarks
<b>Material Topic 4. Ethics and Compliance Management</b>			
<b>GRI 205. Anti-corruption</b>	205-2	Communication and Training about Anti-corruption Policies and Procedures	37-38, 89
	205-3	Confirmed Incidents of Corruption and Actions Taken	39-40, 90
<b>GRI 206. Anti-competitive Behavior</b>	206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	90
<b>Material Topic 5. Health and Safety</b>			
<b>GRI 403. Occupational Health and Safety</b>	403-1	Occupational health and safety management system	29-30, 82
	403-2	Hazard identification, risk assessment, and incident investigation	31, 33-34, 83
	403-3	Occupational health services	31-33, 83
	403-4	Worker participation, consultation, and communication on occupational health and safety	29, 31, 33
	403-5	Worker training on occupational health and safety	33, 35, 84
	403-6	Promotion of worker health	60, 83
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31-32, 34-35
	403-8	Workers covered by an occupational health and safety management system	82
	403-9	Work-related injuries	81
	403-10	Work-related ill health	81



# GRI Index

## GRI 2: General Disclosures 2021

Topic	GRI Standards	Report Pages	Remarks
<b>Additional validation indicators other than material topic related indicators</b>			
<b>GRI 201. Economic performance</b>	201-3	Defined benefit plan obligations and other retirement plans	80
	201-4	Financial assistance received from government	71
<b>GRI 203. Indirect Economic Impacts</b>	203-1	Indirect Economic Impacts	64, 88
<b>GRI 303. Water and effluents</b>	303-1	Interactions with water as a shared resource	53
	303-2	Management of water discharge-related impacts	52
	303-3	Water withdrawal	53, 74
	303-4	Water discharge	74
	303-5	Water consumption	74
<b>GRI 305. Emissions</b>	305-7	Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	52, 75
<b>GRI306. Waste</b>	306-2	Management of significant waste-related impacts	54
	306-3	Waste generated	54, 73
	306-4	Waste diverted from disposal	54, 73
	306-5	Waste directed to disposal	54, 73

Topic	GRI Standards	Report Pages	Remarks
<b>GRI 401. Employment</b>	401-1	New employee hires and employee turnover	79
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	60, 71
	401-3	Parental leave	80
<b>GRI 404. Training and education</b>	404-1	Average hours of training per year per employee	83-84
	404-2	Programs for upgrading employee skills and transition assistance programs	59, 84
	404-3	Percentage of employees receiving regular performance and career development reviews	58, 85
<b>GRI 405. Diversity and equal opportunity</b>	405-1	Diversity of governance bodies and employees	66, 85, 89
	405-2	Ratio of basic salary and remuneration of women to men	80
<b>GRI 416. Customer health and safety</b>	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	88



# ESRS Index

The European Sustainability Reporting Standards(ESRS) set out the specific scope and criteria for sustainability information disclosure required under the Corporate Sustainability Reporting Directive(CSRD), established by the European Union(EU). Recognizing the importance of the EU market, YURA Corporation has established a management framework for the information required by the CSRD and ESRS reporting standards and is actively responding to these requirements.

## I General Disclosures

### ESRS 2. General Disclosures

Indicator No.	Title	Report Pages
ESRS 2 BP-1	General basis for preparation of sustainability statements	2
ESRS 2 BP-2	Disclosures in relation to specific circumstances	70-91
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	12, 66
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	19-20
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	-
ESRS 2 GOV-4	Statement on due diligence	12, 68
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	12, 68
ESRS 2 SBM-1	Strategy, business model and value chain	9, 43-45, 70, 77-79
ESRS 2 SBM-2	Interests and views of stakeholders	14
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	15-16
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	15
ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	16, 95-96

## I Material Topics

### ESRS E1. Climate Change

Indicator No.	Title	Report Pages
ESRS E1-1	Transition plan for climate change mitigation	19-21
ESRS E1-2	Policies related to climate change mitigation and adaptation	18
ESRS E1-3	Actions and resources in relation to climate change policies	12, 68
ESRS E1-4	Targets related to climate change mitigation and adaptation	22
ESRS E1-5	Energy consumption and mix	72
ESRS E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	72
ESRS E1-7	GHG removals and GHG mitigation projects financed through carbon credits	-
ESRS E1-8	Internal carbon pricing	-
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	21



# ESRS Index

## ESRS S1. Own Workforce

Indicator No.	Title	Report Pages
ESRS S1-1	Policies related to own workforce	29-30, 56
ESRS S1-2	Processes for engaging with own workers and workers' representatives about impacts	61
ESRS S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	57
ESRS S1-4	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	56
ESRS S1-5	Targets related to managing material impacts, advancing positive impacts, as well as to risks and opportunities	-
ESRS S1-6	Characteristics of the Undertaking's Employees	77-79
ESRS S1-7	Characteristics of non-employee workers in the undertaking's own workforce	78
ESRS S1-8	Collective bargaining coverage and social dialogue	-
ESRS S1-9	Diversity metrics	78, 85
ESRS S1-10	Adequate Wages	-
ESRS S1-11	Social protection	60
ESRS S1-12	Persons with disabilities	57, 85
ESRS S1-13	Training and Skills Development metrics	83-84
ESRS S1-14	Health and safety metrics	81-82
ESRS S1-15	Work-life balance	60, 80
ESRS S1-16	Remuneration metrics (pay gap and total remuneration)	80
ESRS S1-17	Incidents, complaints and severe human rights impacts	87, 90

## ESRS S2. Workers in the Value Chain

Indicator No.	Title	Report Pages
ESRS S2-1	Policies related to value chain workers	24, 56
ESRS S2-2	Processes for engaging with value chain workers about impacts	25
ESRS S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	25, 38
ESRS S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	27
ESRS S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	-

## ESRS G1. Business Conduct

Indicator No.	Title	Report Pages
ESRS G1-1	Corporate culture and business conduct policies and corporate culture	36-38
ESRS G1-2	Management of relationships with suppliers	24, 86
ESRS G1-3	Prevention and detection of corruption and bribery	36-38
ESRS G1-4	Confirmed incidents of corruption or bribery	90
ESRS G1-5	Political influence and lobbying activities	-
ESRS G1-6	Payment practices	-













# UNGC

UNGC 10 Principles		Corresponding Activities	Report Pages
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights; and	• Establishment and operation of human rights policies	56
	make sure that they are not complicit in human rights abuses.	• Implementation of human rights training for employees and operation of grievance mechanisms related to human rights	56-57
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	• Operation of labor-management councils(Hanmaeum Councils) and activation of labor-management communication	61
	the elimination of all forms of forced and compulsory labor;	• Prohibition of forced labor across all business sites(Human Rights Policy Principle 6)	56
	the effective abolition of child labor; and	• Prohibition of child labor across all business sites(Human Rights Policy Principle 6)	56
	the elimination of discrimination in respect of employment and occupation.	• Fair and transparent HR and employment systems, employment of socially vulnerable groups • Implementation of diversity and inclusion policies	57-58
Environment	Businesses should support a precautionary approach to environmental challenges;	• Management of the Environmental Management System(ISO 14001) certification • Provision of environmental training for employees and promotion of environmental management awareness	51
	undertake initiatives to promote greater environmental responsibility; and	• Establishment of a 2050 carbon neutrality strategy and greenhouse gas management, analysis of product environmental impacts through life cycle assessment • Activities to improve energy efficiency, expansion of renewable energy transition, and campaigns to raise awareness of energy consumption • Management of environmental impacts, including waste, air pollutants, and water pollutants	18-22, 52-54
	encourage the development and diffusion of environmentally friendly technologies.	• Expansion of eco-friendly product development and increased investment in R&D and talent	45, 76
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	• Establishment and implementation of anti-corruption policies, acquisition of Anti-Bribery Management System(ISO 37001) certification • Ethics management pledges and provision of ethics training	37-38



# UN SDGs

UNSDGs Goals	Corresponding Activities	Report Pages
 <p><b>3 Good Health and Well-being</b> Ensure healthy lives and promote well-being for all at all ages</p>	Declaration of Health, Safety, and Environmental Policy, implementation of health and safety policies, proclamation of serious accident prevention, management of the Health and Safety Management System(ISO 45001) certification, operation of a near-miss reporting system, health and safety management for business sites and suppliers, health and safety training for employees, welfare support for employees, and employee health management(operation of health care centers, support for medical examination costs, etc.)	29-35, 60
 <p><b>4 Quality Education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	Development of a systematic learning map, including organizational culture training, core competency training, job-specific competency training, and global competency training, to provide equal learning opportunities to all employees	59
 <p><b>6 Clean Water and Sanitation</b> Ensure availability and sustainable management of water and sanitation for all</p>	Management of water pollutants, water withdrawal and consumption, water reuse and conservation efforts, and water stress analysis	52-53
 <p><b>7 Affordable and Clean Energy</b> Ensure access to affordable, reliable, sustainable, and modern energy for all</p>	Ongoing activities to improve energy efficiency at business sites(investment in high-efficiency facilities, replacement of high-efficiency LED lighting, expansion of EV charging infrastructure), increased transition to renewable energy, and company-wide campaigns to raise awareness of energy consumption	19
 <p><b>8 Decent Work and Economic Growth</b> Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all</p>	Fair and transparent HR systems, employment of socially vulnerable groups, and participation in job fairs and recruitment expos	58
 <p><b>9 Industry, Innovation, and Infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</p>	Expansion into global markets and enhancement of competitiveness, strengthening future automotive technologies and development capabilities, and increasing investment in R&D and talent	8, 41-47
 <p><b>10 Reduced Inequalities</b> Reduce inequality within and among countries</p>	Implementation of the Human Rights Policy, prohibition of discrimination, prohibition of forced and child labor, provision of human rights training to employees, freedom of association and collective bargaining, and diversity and inclusion policies	56-57, 61
 <p><b>12 Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns</p>	Development of eco-friendly automotive components, acquisition of patents for green products, hazardous chemical management, waste management, product quality control, ESG management across the supply chain, ESG training, assessment and monitoring of suppliers, conflict and responsible minerals management policies, and disclosure of related activities through the publication of sustainability reports	23-28, 45, 52-54, 62-63
 <p><b>13 Climate Action</b> Take urgent action to combat climate change and its impacts</p>	Pursuit of carbon neutrality by 2050, product environmental(carbon) impact analysis through life cycle assessment, establishment and management of greenhouse gas inventories, climate change risk and opportunity management processes, management of the Environmental Management System(ISO 14001) certification, and provision of environmental training for employees	18-22, 51
 <p><b>16 Peace, Justice and Strong Institutions</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels</p>	Implementation of ethics management policies(Ethics Charter and Code of Ethics), establishment of anti-corruption policies, acquisition of Anti-Bribery Management System(ISO 37001) certification, employee and supplier pledges to practice ethical management, company-wide ethics training, operation of a cyber audit office, and compliance with fair trade practices	36-40



# GHG Assurance Statement(Scope 1, 2)



## Terms of engagement

LRQA was commissioned by YURA CORPORATION to provide independent assurance on its GHG emissions inventory for the calendar years 2019, 2023 and 2024(here after referred to as “the report”) against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, ‘Specification with guidance for verification and validation of greenhouse gas statements’.

Our assurance engagement covered the operations of YURA CORPORATION’s domestic sites and its overseas subsidiaries, and specifically the following requirements:

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

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

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

## LRQA’s Opinion

Based on LRQA’s approach nothing has come to our attention that would cause us to believe that YURA CORPORATION has not, in all material respects:

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

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%. Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

## LRQA’s approach

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

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



# GHG Assurance Statement(Scope 1, 2)



## LRQA’s standards, competence and independence

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

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

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

**Table 1. Summary of GHG Emissions Inventory 2019**

Region	Corporate entity (Site)	Scope of GHG emissions (tCO <sub>2</sub> e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	YURA CORPORATION (Pyeongtaek Cheongbuk Factory)	137	10,353	10,490
	YURA CORPORATION (Cheongju Factory)	63	931	994
	YURA CORPORATION (Gyeongju Factory)	52	459	512
	YURA CORPORATION (Hwaseong Jangan Factory)	33	388	421
	YURA CORPORATION (Jinwi Factory (YURA Production Technology Research Institute))	32	559	591
	YURA CORPORATION (YURA R&D Center)	162	2,403	2,565
	YURA CORPORATION (Seosan Logistics Center)	0	124	124
	YURA CORPORATION (Gwangju Logistics Center)	0	61	61
	YURA CORPORATION (Cheongju AS Center)	0	29	29
	YURA CORPORATION (Jeondong)	1	193	193
	YURA CORPORATION (Osong)	0	7	7
	YURA CORPORATION (Gangdong)	0	48	48
	YURA CORPORATION (Seoggye)	Before the establishment	Before the establishment	Before the establishment
	YURA CORPORATION (Seonghwan)	0	128	128
	YURA CORPORATION (Gojan)	Before the establishment	Before the establishment	Before the establishment
YURA CORPORATION (Jeongnam)	Before the establishment	Before the establishment	Before the establishment	
China	BEIJING YURA CORPORATION (Beijing Factory)	51	1,240	1,291
	LELING YURA CORPORATION (Leling Factory)	218	484	702
	SICHUAN YURA CORPORATION (Sichuan Factory)	31	822	853
	BAODING YURA CORPORATION (Baoding Factory)	3	450	453
	YANTAI YURA CORPORATION (Yantai Factory)	29	184	213
	WEIHAI YURA R&D CENTER COMPANY LIMITED (YURA R&D Center, China)	16	66	82
	WEIHAI YURA CORPORATION (Weihai Factory)	1,031	2,333	3,364
	RONGCHENG SHIYUAN ELECTRONIC EQUIPMENT CO., Ltd. (Rongcheng Factory)	211	923	1,134
	HEZE YURA CORPORATION (Heze Factory 1)	161	637	799
	HEZE YURA CORPORATION (Heze Factory 2)	5	1,307	1,312
	HEZE YURA CORPORATION (Heze Factory 3)	14	986	1,000
	HEZE YURA ELECTRONIC CORPORATION (Heze Electronic Factory)	15	190	205
	YURA CORPORATION VINA COMPANY LIMITED (Vietnam Factory 1)	151	790	940
Vietnam	YURA CORPORATION VINA COMPANY LIMITED (Vietnam CKD Factory)	2	140	142
	YURA CORPORATION BACNINH COMPANY LIMITED (Vietnam Factory 2)	0	0	0
	YURA CORPORATION VINA COMPANY LIMITED (Production Technology Research Center, Vietnam)	0	4	4
Slovakia	YURA CORPORATION SLOVAKIA (Slovakia Lednicke Factory)	465	273	738
	YURA CORPORATION SLOVAKIA (Slovakia Povazska Bystrica Distribution Center)	359	36	395
Czech	YURA ELTEC CORPORATION SLOVAKIA (Slovakia Sobota Factory)	209	133	342
	YURA CORPORATION CZECH (Czech Republic Distribution Center)	44	200	244
Serbia	YURA CORPORATION D.O.O RACA (Serbia Raca Factory)	282	1,012	1,294
	YURA CORPORATION D.O.O RACA (Serbia Nis Factory)	36	2,161	2,197
Albania	YURA CORPORATION D.O.O RACA (Serbia Leskovac Factory)	1,479	7,472	8,951
	YURA CORPORATION ALBANIA SHPK (Albania Factory)	0	0	0
Morocco	YURA CORPORATION MOROCCO SARLAU (Morocco Factory)	0	560	560
	YURA CORPORATION TUNISIA (Tunisia Factory 1)	48	530	578
	YURA CORPORATION TUNISIA (Tunisia Factory 2)	0	0	0
Tunisia	YURA CORPORATION TUNISIA (Tunisia Factory 3)	0	0	0
	YURA CORPORATION MEXICO (Mexico Factory)	187	1,799	1,987
Mexico	YURA CORPORATION MEXICO (Monterrey Distribution Center)	0	198	198
	<b>Total</b>	<b>5,528</b>	<b>40,614</b>	<b>46,142</b>

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015

Dated: 9 April 2025

LRQA Lead Verifier **Tae-Kyoung Kim**  
On behalf of LRQA

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

LRQA reference: SEO00001780



# GHG Assurance Statement(Scope 1, 2)



**Table 2. Summary of GHG Emissions Inventory 2023**

Region	Corporate entity (Site)	Scope of GHG emissions (tCO <sub>2</sub> e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	YURA CORPORATION (Pyeongtaek Cheongbuk Factory)	80	11,100	11,180
	YURA CORPORATION (Cheongju Factory)	62	1,543	1,605
	YURA CORPORATION (Gyeongju Factory)	42	397	439
	YURA CORPORATION (Hwaseong Jangan Factory)	26	310	337
	YURA CORPORATION (Jinwi Factory (YURA Production Technology Research Institute))	28	454	482
	YURA CORPORATION (YURA R&D Center)	128	2,140	2,268
	YURA CORPORATION (Seosan Logistics Center)	0	79	79
	YURA CORPORATION (Gwangju Logistics Center)	Closure	Closure	Closure
	YURA CORPORATION (Cheongju AS Center)	Closure	Closure	Closure
	YURA CORPORATION (Jeondong)	5	288	293
	YURA CORPORATION (Osong)	0	9	9
	YURA CORPORATION (Gangdong)	0	50	50
	YURA CORPORATION (Seokgye)	14	275	289
	YURA CORPORATION (Seonghwan)	0	207	207
	YURA CORPORATION (Gojan)	0	147	147
YURA CORPORATION (Jeongnam)	0	141	141	
China	BEIJING YURA CORPORATION (Beijing Factory)	14	198	213
	LELING YURA CORPORATION (Leling Factory)	61	935	996
	SICHUAN YURA CORPORATION (Sichuan Factory)	Closure	Closure	Closure
	BAODING YURA CORPORATION (Baoding Factory)	Closure	Closure	Closure
	YANTAI YURA CORPORATION (Yantai Factory)	Closure	Closure	Closure
	WEIHAI YURA R&D CENTER COMPANY LIMITED (YURA R&D Center, China)	11	89	100
	WEIHAI YURA CORPORATION (Weihai Factory)	489	2,007	2,496
	RONGCHENG SHIYUAN ELECTRONIC EQUIPMENT CO., Ltd. (Rongcheng Factory)	94	754	848
	HEZE YURA CORPORATION (Heze Factory 1)	189	548	737
	HEZE YURA CORPORATION (Heze Factory 2)	7	1,317	1,324
	HEZE YURA CORPORATION (Heze Factory 3)	12	1,508	1,520
	HEZE YURA ELECTRONIC CORPORATION (Heze Electronic Factory)	34	1,155	1,189
	YURA CORPORATION VINA COMPANY LIMITED (Vietnam Factory 1)	107	2,445	2,552
	YURA CORPORATION VINA COMPANY LIMITED (Vietnam CKD Factory)	30	393	423
	YURA CORPORATION BACNINH COMPANY LIMITED (Vietnam Factory 2)	42	1,427	1,469
Slovakia	YURACORPORATION VINA COMPANY LIMITED (Production Technology Research Center, Vietnam)	0	6	6
	YURA CORPORATION SLOVAKIA (Slovakia Lednicke Factory)	406	225	632
	YURA CORPORATION SLOVAKIA (Slovakia Povazska Bystrica Distribution Center)	234	53	287
Czech	YURA ELTEC CORPORATION SLOVAKIA (Slovakia Sobota Factory)	163	88	251
	YURA CORPORATION CZECH (Czech Republic Distribution Center)	0	137	137
Serbia	YURA CORPORATION D.O.O RACA (Serbia Raca Factory)	228	972	1,200
	YURA CORPORATION D.O.O RACA (Serbia Nis Factory)	131	2,018	2,150
Albania	YURA CORPORATION D.O.O RACA (Serbia Leskovac Factory)	1,494	11,652	13,145
	YURA CORPORATION ALBANIA SHPK (Albania Factory)	30	8	37
Morocco	YURA CORPORATION MOROCCO SARLAU (Morocco Factory)	0	549	549
	YURA CORPORATION TUNISIA (Tunisia Factory 1)	71	806	877
Tunisia	YURA CORPORATION TUNISIA (Tunisia Factory 2)	16	69	85
	YURA CORPORATION TUNISIA (Tunisia Factory 3)	15	136	151
	YURA CORPORATION MEXICO (Mexico Factory)	161	1,759	1,920
Mexico	YURA CORPORATION MEXICO (Monterrey Distribution Center)	0	165	165
	<b>Total</b>	<b>4,425</b>	<b>48,561</b>	<b>52,986</b>

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015

**Table 3. Summary of GHG Emissions Inventory 2024**

Region	Corporate entity (Site)	Scope of GHG emissions (tCO <sub>2</sub> e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	YURA CORPORATION (Pyeongtaek Cheongbuk Factory)	75	11,890	11,965
	YURA CORPORATION (Cheongju Factory)	45	1,577	1,622
	YURA CORPORATION (Gyeongju Factory)	32	314	347
	YURA CORPORATION (Hwaseong Jangan Factory)	18	336	354
	YURA CORPORATION (Jinwi Factory (YURA Production Technology Research Institute))	18	446	464
	YURA CORPORATION (YURA R&D Center)	134	2,440	2,574
	YURA CORPORATION (Seosan Logistics Center)	0	75	75
	YURA CORPORATION (Gwangju Logistics Center)	Closure	Closure	Closure
	YURA CORPORATION (Cheongju AS Center)	Closure	Closure	Closure
	YURA CORPORATION (Jeondong)	5	242	246
	YURA CORPORATION (Osong)	0	11	11
	YURA CORPORATION (Gangdong)	0	49	49
	YURA CORPORATION (Seokgye)	12	242	253
	YURA CORPORATION (Seonghwan)	0	227	227
	YURA CORPORATION (Gojan)	0	124	124
YURA CORPORATION (Jeongnam)	0	136	136	
China	BEIJING YURA CORPORATION (Beijing Factory)	15	183	198
	LELING YURA CORPORATION (Leling Factory)	47	875	923
	SICHUAN YURA CORPORATION (Sichuan Factory)	Closure	Closure	Closure
	BAODING YURA CORPORATION (Baoding Factory)	Closure	Closure	Closure
	YANTAI YURA CORPORATION (Yantai Factory)	Closure	Closure	Closure
	WEIHAI YURA R&D CENTER COMPANY LIMITED (YURA R&D Center, China)	11	115	126
	WEIHAI YURA CORPORATION (Weihai Factory)	451	1,955	2,405
	RONGCHENG SHIYUAN ELECTRONIC EQUIPMENT CO., Ltd. (Rongcheng Factory)	70	811	881
	HEZE YURA CORPORATION (Heze Factory 1)	169	538	708
	HEZE YURA CORPORATION (Heze Factory 2)	0	780	780
	HEZE YURA CORPORATION (Heze Factory 3)	2	1,636	1,637
	HEZE YURA ELECTRONIC CORPORATION (Heze Electronic Factory)	25	199	224
	YURA CORPORATION VINA COMPANY LIMITED (Vietnam Factory 1)	110	2,082	2,192
	YURA CORPORATION VINA COMPANY LIMITED (Vietnam CKD Factory)	31	398	428
	YURA CORPORATION BACNINH COMPANY LIMITED (Vietnam Factory 2)	50	1,502	1,552
Slovakia	YURACORPORATION VINA COMPANY LIMITED (Production Technology Research Center, Vietnam)	0	12	12
	YURA CORPORATION SLOVAKIA (Slovakia Lednicke Factory)	385	229	614
	YURA CORPORATION SLOVAKIA (Slovakia Povazska Bystrica Distribution Center)	140	64	204
Czech	YURA ELTEC CORPORATION SLOVAKIA (Slovakia Sobota Factory)	193	110	303
	YURA CORPORATION CZECH (Czech Republic Distribution Center)	18	133	152
Serbia	YURA CORPORATION D.O.O RACA (Serbia Raca Factory)	242	831	1,073
	YURA CORPORATION D.O.O RACA (Serbia Nis Factory)	89	1,943	2,033
Albania	YURA CORPORATION D.O.O RACA (Serbia Leskovac Factory)	1,963	10,656	12,619
	YURA CORPORATION ALBANIA SHPK (Albania Factory)	27	7	34
Morocco	YURA CORPORATION MOROCCO SARLAU (Morocco Factory)	0	518	518
	YURA CORPORATION TUNISIA (Tunisia Factory 1)	151	668	819
Tunisia	YURA CORPORATION TUNISIA (Tunisia Factory 2)	1	64	65
	YURA CORPORATION TUNISIA (Tunisia Factory 3)	1	202	202
	YURA CORPORATION MEXICO (Mexico Factory)	195	2,584	2,779
Mexico	YURA CORPORATION MEXICO (Monterrey Distribution Center)	0	206	206
	<b>Total</b>	<b>4,725</b>	<b>47,409</b>	<b>52,134</b>

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015



# GHG Assurance Statement(Scope 3)



## Verification Objective

YURA Corporation's 2024 Scope3 GHG emissions

- Scope 3 GHG emissions for Purchased Goods and Services, Capital Goods, Upstream transportation and distribution, Waste generated in Operations, Business travel, Employee commuting.

## Verification Scope

The scope of this verification is the annual Scope3 GHG emissions for 2024 by YURA Corporation, and we verified Scope 3 GHG emissions based on activity data at domestic and overseas business sites provided by YURA Corporation.

## Verification level

Limited Level of Assurance(Materiality 5%)

## Data Verified

YURA Corporation's annual Scope 3 GHG emissions related to domestic and overseas business sites in 2024 are as follows.

Category	Emissions in 2024(tCO <sub>2</sub> eq)
C1. Purchased Goods and Services	431,768
C2. Capital Goods	837
C4. Upstream transportation and distribution	23,494
C5. Waste generated in Operations	926
C6. Business travel	1,737
C7. Employee commuting	15,661
<b>Total</b>	<b>474,422</b>

## Verification Criteria and Protocol

The verification was performed at the request of YURA Corporation using the following verification standards.

- The GHG Protocol of the WBCSD/WRI WBCSD/WRI corporate Value Chain(Scope 3) Accounting and Reporting Standard
- ISO 14064-1:2018 & ISO 14064-3:2019
- BSI Voluntary Greenhouse Gas Emission Verification Scheme

## Verification Opinion

BSI Group Korea's verification opinions on the result of carrying out verification in accordance with the GHG criteria and protocols mentioned above are as follows.

- Verification of Scope 3 greenhouse gas emissions for domestic business sites of YURA Corporation was performed with a limited assurance level, and the quality of the data conforms to important international principles for GHG verification.
- No material misstatement during the verification process for emissions was found, and no evidence could be found that the activity data and relevant evidence were not properly managed.
- Therefore, the BSI Group Korea Verification Team provides a verification opinion that is "appropriate".

Issue: 14/05/2025

For and on behalf of BSI: Managing Director Korea, **SeongHwan Lim**



# Third-party Assurance Statement



## Dear Stakeholders of Yura Corporation

### Assurance Outline

Korea Productivity Center Quality Assurance(hereinafter "KPCQA") was commissioned by Yura Corporation Industrial Co., Ltd(hereinafter "Yura Corporation") to conduct an independent assurance on the 2024 ESG Sustainability Report(hereinafter "the report") and issues an assurance statement. Yura Corporation has sole responsibility for the preparation of the data within the report. KPCQA's responsibility is to provide objective opinions on this report with the specified criteria and scope of assurance.

### Scope

This report describes Yura Corporation's sustainability efforts and performance. The scope of assurance was included on activities from January 1, 2024 to December 31, 2024. Activities through 2025 has also been used in some areas. The report was assured focusing on the reporting of sustainable management policies, strategies, goals, businesses, and performance, and conformity of data collection and analysis, and the report creation process.

### Criteria

The assurance was carried out in accordance with the following standards:

- AA1000AS v3
- KPCQA ESG Report Assurance Protocol

### Levels

Korea Productivity Center Quality Assurance(hereinafter "KPCQA") was commissioned by Yura The assurance of this report was conducted in line with the requirements of the AA1000AS v3 Type 1(Adherence to the AA1000 four principles) at moderate level of assurance. The assurance was applied by professional judgement about materiality.

The report has been produced in accordance with GRI Standards. We confirmed that the report was complied with reporting principles of GRI Standards, Universal Standards, and Topic Standards based on the data and information provided by Yura Corporation.

#### Universal Standards

Organizational and its reporting practices	2-1 ~ 2-5
Activities and workers	2-6 ~ 2-8
Governance	2-9 ~ 2-21
Strategy, policies and practices	2-22 ~ 2-28
Stakeholder engagement	2-29 ~ 2-30
Material topics	3-1 ~ 3-3

#### Topic Standards

Economic Performance	201-1, 201-2, 201-3, 201-4
Indirect Economic Impacts	203-1
Anti-corruption	205-2, 205-3
Anti-competitive Behavior	206-1
Energy	302-1, 302-3
Water and Effluents	303-1, 303-2, 303-3, 303-4, 303-5
Emissions	305-1, 305-2, 305-3, 305-4, 305-7
Waste	306-2, 306-3, 306-4, 306-5
Supplier Environmental Assessment	308-1, 308-2
Employment	401-1, 401-2, 401-3
Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5 403-6, 403-7, 403-8, 403-9, 403-10
Training and Education	404-1, 404-2, 404-3
Diversity and Equal Opportunity	405-1, 405-2
Supplier Social Assessment	414-1, 414-2
Customer Health and Safety	416-2



# Third-party Assurance Statement

## Methodology

- Review of Sustainability Performance Data and Management System
- Review of the reporting process and data management framework
- Review of materiality assessment process and Internal Analysis Procedure
- Review of media report on sustainability
- Interviews with executives and employees involved in material topics and report preparation
- Review of the overall report

## Limitations

This assurance is limited assurance in limited criteria with comparative review of data provided by Yura Corporation. It has its own limitations depending on the characteristics and calculation method of the data.

## Conclusions

KPCQA conducted assurance on the draft by review of the data, onsite verification and interview with the employees. It was confirmed that all errors identified during the assurance were corrected. As a result of the assurance of this report, no material errors or improper descriptions have been found and the conclusions are as follows.

### [ Inclusivity : Participation of stakeholders ]

Yura Corporation operates stakeholder communication channels to gather opinions from various stakeholders to derive material topics and ensure that they are reflected in decision-making.

### [ Materiality : Selection and reporting of material topics ]

Yura Corporation presented sustainability performance data without any material omissions. Relating to the material issues in the report, nothing had come to our attention that would cause problem in decision-making process.

### [ Responsiveness : Organizational response to issues ]

KPCQA checked and reviewed the data related to the internal and external stakeholders of Yura Corporation, we confirmed Yura Corporation identified the reporting scope and stakeholders' interests and reflected them. we confirmed Yura Corporation has management process of material topics through materiality assessment.

### [ Impact : Monitoring and measurement of business activities ]

KPCQA reviewed Yura Corporation identified and monitored the impact of Yura Corporation's business activities on stakeholders. we confirmed the impact associated with material issues have been properly measured.

## Independence of Assurance

KPCQA is a 3rd Party Conformity Assessment Body that conforms to ISO/IEC 17021:2015 and has documented policies, assessment processes, and quality assurance systems with assurance team of ESG experts.

KPCQA was not involved in any of the business operations of the Yura Corporation and the assurance was conducted with independence.

June 2025

Korea Productivity Center Quality Assurance

President **Jang Jean, Kang**



AA1000  
Licensed Report  
000-4/V3-PLAYC



# Award and Membership/Associations

## Awards(2021-2024)

Date	Details	Organizer
October 2024	Hyundai Motor-Kia 2024 R&D Partner Tech Day – Grand Prize	Hyundai Motor Group
September 2024	Excellent Company in Fair Trade Implementation Agreement of 2023	Hyundai Motor Group
April 2024	GM "Supplier Quality Excellence Award" in 2023	GM
March 2024	Excellent Partner for Initial Quality of New Cars	Hyundai Motor Group
October 2023	2023 R&D Partner Tech Day Excellent New Technology Award	Hyundai Motor Group
April 2023	Science and Technology Merit Medal on Science Day	Ministry of Science and ICT
March 2023	Hyundai Mobis Partner Day Outstanding company	Hyundai Mobis
November 2022	KBIZ Korea Federation of SMEs Chairman's Award on the 60th Anniversary of the Korea Auto Industries Coop. Association	Korea Auto Industries Coop. Association(KAICA)
November 2022	Minister's Commendation for Collaborative Growth during the Co-Growth Week	Korea Commission for Corporate Partnership
September 2022	Best Human Resources Developer	Ministry of Employment and Labor, etc.
August 2022	Excellent Company in the Fair Trade Implementation of 2021	Fair Trade Commission
May 2022	Authorized Economic Operator for Safe and Secure Import/ Export	Korea Customs Service
February 2022	Meritorious Award at the 60th Regular General Meeting	Korea Auto Industries Coop. Association(KAICA)
August 2021	Best Company in the Fair Trade Implementation Agreement of 2020	Fair Trade Commission
July 2021	Top 100 Global Automotive Parts Manufacturers in 2020	Automotive News
July 2021	Excellent Supplier for GL3 New Car Quality	Hyundai Motor Group
January 2021	Supplier of the Year for Overcoming COVID-19	Hyundai Motor Group
January 2021	Supplier of the Year in accompanied growth sector	Hyundai Motor Group

## Memberships and Associations

No.	Organization/Association	Membership Year
1	Federation of Middle Market Enterprises of Korea	2013
2	Korea International Trade Association	1995
3	Korea Auto Industries Coop. Association	2002
4	Foundation of Korea Automotive Components Industry Promotion	2007



# ESG Policies/Guidelines

YURA Corporation has established and adheres to policies and guidelines in accordance with domestic and international initiatives and standards to fulfill its responsibilities across all areas of environmental, social, and governance.

Environmental

Environmental Policy ✔ Shortcut

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Social

Human Rights Policy ✔ Shortcut

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Diversity, Equity and Inclusion Policy ✔ Shortcut

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Anti-Discrimination and Anti-Harassment Policy ✔ Shortcut

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Health and Safety Policy ✔ Shortcut

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Supplier Code of Conduct ✔ Shortcut

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Conflict Minerals Policy ✔ Shortcut

Governance

Ethics Management Policy ✔ Shortcut

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Code of Ethics ✔ Shortcut

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Employee Code of Conduct ✔ Shortcut

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Anti-Corruption Policy ✔ Shortcut

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Privacy Protection Guidelines ✔ Shortcut

