

YURA CORPORATION SUSTAINABILITY REPORT 2024



About This Report

Report Overview

YURA Corporation has published this sustainability report to communicate with various stakeholders. This is YURA Corporation's first sustainability report, and we plan to publish it annually to document our efforts and achievements in ESG (Environmental, Social, and Governance) management. We will continue to actively incorporate stakeholder feedback into our management practices.

Reporting Standards

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, a global reporting guideline. It also reflects indicators from global sustainability initiatives, including the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN SDGs). The financial information included in this report complies with Generally Accepted Accounting Principles (GAAP).

Reporting Period and Scope




This report covers financial and non-financial performance from January 1, 2023, to December 31, 2023. Quantitative data includes three years of data, from 2021 to 2023, for trend comparison. Important information that may affect stakeholders includes some content from the first quarter of 2024. The reporting scope includes all domestic business sites of YURA Corporation and its overseas subsidiaries, with specific items that require attention to reporting boundaries annotated separately.

Report Verification

To ensure the reliability of the reported information, we have undergone third-party verification by an external professional agency. The verification results are included on pages 79-80 of this report.

Interactive User Guide

This report is published as an interactive PDF, which includes features such as page navigation and direct links to webpages.

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Report Inquiries

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- **Publication Month:** July 2024

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CEO's Message

Dear valued stakeholders,

The era of future automobiles, characterized by eco-friendliness, autonomous driving, and connected vehicles, is rapidly approaching. YURA Corporation supplies products to leading global automakers from 16 locations, worldwide. Through proactive investments in advanced technologies and dedication to developing core components for future vehicles, the company continues to expand its presence in the automotive electric components sector.

As we move closer to the future automobile era, the global market increasingly demands that companies fulfill their social responsibilities. In response, YURA Corporation took its first step towards a sustainable future by officially announcing its commitment to ESG management in May 2023.

In line with international eco-friendly initiatives, we are committed to enhancing environmental awareness among employees and establishing environmental policies, demonstrating our commitment to environmental management.

Additionally, we have formulated a Code of Conduct for our suppliers to build a sustainable supply chain, encouraging them to practice ESG management and fostering shared growth to enhance competitiveness in the global market.

Finally, YURA Corporation upholds “Transparency and Principles” as its management philosophy, striving to fulfill its social responsibilities through fair and transparent management. In 2024, we plan to introduce an Anti-Bribery Management System to systematically manage, recognize, and prevent company-wide risks in advance.

YURA Corporation will continue to enhance its ESG management system, to create sustainable value for all stakeholders.

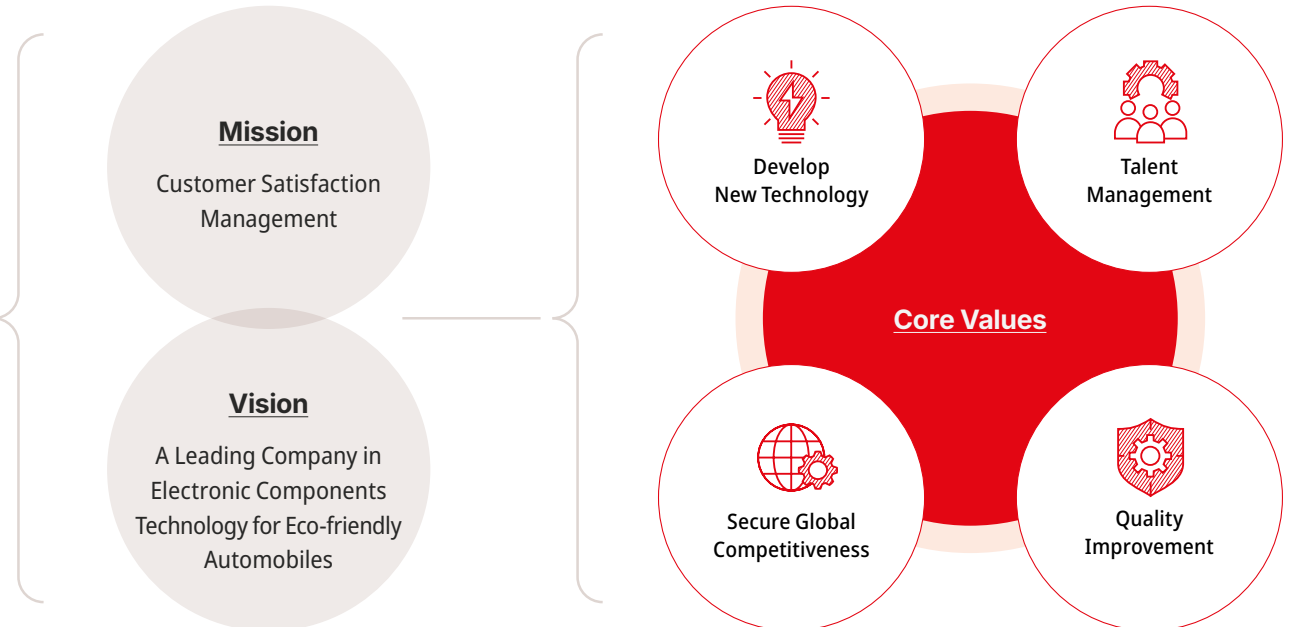
CEO
Ohm Dae Yeol



About YURA Corporation

Company Overview

Established in 1993, YURA Corporation is a global automotive components specialist, supplying various electronic components to automakers in 16 countries worldwide. Based on our proprietary technology and quality management capabilities, YURA Corporation has consistently expanded its range of automotive electronic components, building trust with our customers. Moving forward, we aim to lead the global market by developing core technologies for eco-friendly, autonomous driving, and connected cars.



Name of Company YURA Corporation	Date of Establishment September 22, 1993	Headquarters 308, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea	Number of Employees 26,420 (2,080 domestic / 24,340 overseas)	Main Business Manufacturing and sales of automotive components	Sales Volume KRW 2,520.7 billion	Credit Rating BBB0
--------------------------------------------	----------------------------------------------------	------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------	--------------------------------------------------------------------------	--------------------------------------------	------------------------------

About YURA Corporation

Management Philosophy

“Faster” signifies higher productivity and work efficiency, and “Better” signifies higher quality. Our expected result and management goal from our philosophy of “Faster and Better” is improved Quality, Cost and Delivery.

Faster & Better

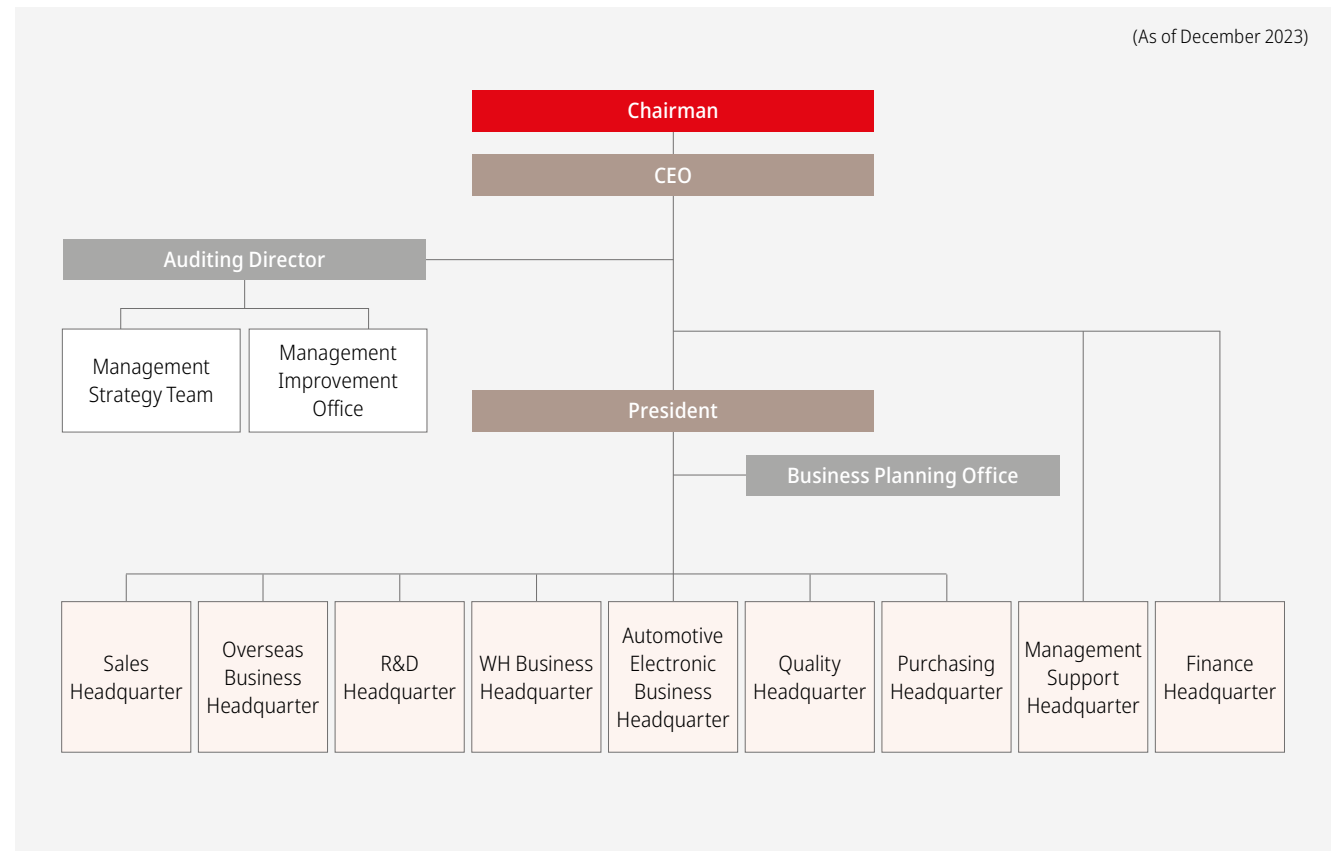
Catch Phrase

“Technology YURA” envisions YURA Corporation becoming a global leader in the automotive components industry through R&D of key components considering human, safety, and environment, along with innovation in manufacturing technology. Additionally, “Quality YURA” signifies YURA Corporation’s commitment to supplying zero-defect products that customers can rely on based on transparency and principles.

技術 YURA Quality 裕羅

Organizational Chart

As of December 2023, YURA Corporation’s organization comprises 9 divisions, 16 departments, 94 teams, and 21 domestic and international subsidiaries.



History

1992~

- Established body electronics division in Selim Industries and founded Sewon Co., Ltd.
- Acquired wiring harness division from Kia Electronics
- Entered into a technical partnership with YAZAKI in Japan
- Changed company title from Sewon to Sewon ECS
- Renamed to YURA Corporation (YURA Corp.)
- Established factories, logistics centers, and offices domestically and internationally
- Changed the headquarters to YURA R&D Center

2017~2018

- Established China R&D center
- Participated in the 11th Seoul Motor Show
- Selected as an excellent company in Shared Growth Index (2016)
- Awarded the Billion Dollar Export Tower
- Mass-produced the Vehicle Control Unit (VCU) and Charge Management Module (CMM), a first in Korea
- Obtained recognition from the Korea Laboratory Accreditation Scheme (KOLAS) in the LV Connector sector
- (Lelling YURA Corporation) Selected as an Excellent Institution for Labor-Management, AAA level
- Established subsidiaries in Albania and Poland
- Selected as an excellent R&D supplier by the Hyundai Motor Group
- Selected as an excellent shared growth supplier by Samsung SDI

2019~2020

- Established a subsidiary in the United Kingdom
- Mass-produced the Built-in Cam (YDCS), a world first.
- Established a subsidiary corporation for the automotive electronics plant in Heze, China
- Selected as a Top Companies in Environment Jobs (2019)
- Established a production technology research institute in Vietnam
- Selected as a Best Labor-Management Culture Enterprise (2019)
- Mass-produced the Vehicle Telematics Unit (VTU) for trucks, a first in Korea
- Received the Jang Young-shil Award for IR52 from the Korea Industrial Technology Association (KOITA)
- Received an award from the Chairman of the Fair Trade Commission
- Established an electronics production technology research institute
- Selected as a National Innovation Enterprise 1000

2021~2022

- Mass-produced the Electric Vehicle Charge Control System (EVCC), a first in Korea
- Received a Presidential Commendation on Worker's Day (2021)
- Established the France Office
- Selected as one of the Automotive News Top 100 Components Suppliers (2020)
- Selected as an excellent company in Shared Growth Index (2020)
- World's First trial application of 800V Wireless Charging Unit (WCCU) on mass-produced electric vehicles
- Received the "Best" corporate commendation for Fair Trade Agreement Compliance (2020)

2022~2024

- Selected as an excellent company in Fair Trade Agreement Compliance (2021)
- Certified as a Best Human Resources Developer (2022)
- Established Bacninh Yura Corporation in Vietnam
- Received a commendation on Science Day for contributions to science and technology (2022)
- Selected for the Excellent New Technology Award on 2023 MOBIS R&D Tech Day
- Opened a software research institute in Vietnam



OUR BUSINESS

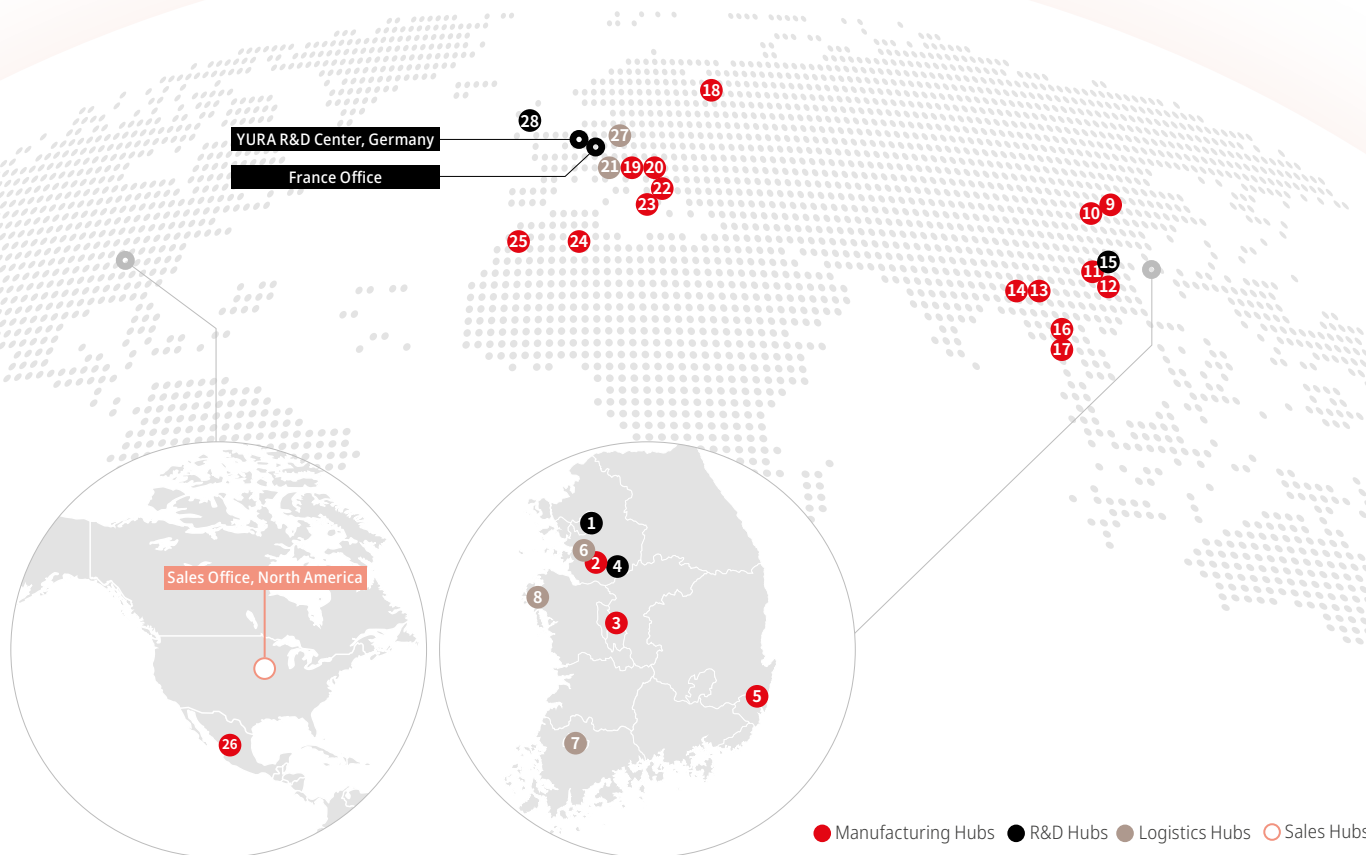


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YURA Corporation: Leaping into the World

YURA Corporation operates in 16 countries worldwide, securing global hubs for R&D, manufacturing, logistics, and sales through 21 subsidiaries and 54 business sites.

Overseas	15 Countries	20 Subsidiaries	46 Business Sites
Domestic	1 Subsidiary	8 Business Sites	



Overview of Domestic Business Sites

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

Overview of Overseas Subsidiaries

	9 YURA Beijing (Beijing YURA Corporation CO., LTD)
	10 YURA Leling (LELING YURA CORPORATION CO., LTD)
	11 YURA Weihai (Weihai YURA Corporation)
China	12 Rongcheng Sewon (Rongcheng Shiyuan Electronic Equipment CO., LTD)
	13 YURA Heze (Heze YURA Corporation)
	14 YURA Heze Electronic (HEZE YURA ELECTRONIC CORPORATION)
	15 Weihai YURA R&D (WEIHAI YURA R&D CENTER CO.,LTD)
Vietnam	16 YURA Vietnam (YURA CORPORATION VINA COMPANY LIMITED)
	17 YURA Vietnam Bacninh (YURA CORPORATION BACNINH COMPANY LIMITED)
Russia	18 YURA Russia (YURA Corporation RUS)
Slovakia	19 YURA Slovakia (YURA Corporation Slovakia, s.r.o)
	20 YURA ELTEC Slovakia (YURA ELTEC Corporation Slovakia, s.r.o)
Czech Republic	21 YURA Czech (YURA Corporation Czech, s.r.o)
Serbia	22 YURA Serbia (YURA Corporation D.O.O)
Albania	23 YURA Albania (Yura Corporation Albania shpk)
Tunisia	24 YURA Tunisia (YURA Corporation TUNISIA SARL)
Morocco	25 YURA Morocco (YURA CORPORATION MOROCCO SARLAU)
Mexico	26 YURA Mexico (YURA Corporation Mexico S. DE R.L. DE C.V.)
Poland	27 YURA Poland (YURA Polska Sp. Z O.o.)
UK	28 YURA UK (YURA Corporation UK Limited)

*The global hubs map is based on 8 domestic business sites and 20 overseas subsidiaries, with the North America Sales Office, Germany R&D Branch, and France Office marked as key overseas business sites.

● Manufacturing Hubs ● R&D Hubs ● Logistics Hubs ○ Sales Hubs

YURA Corporation: Leading Future Technology

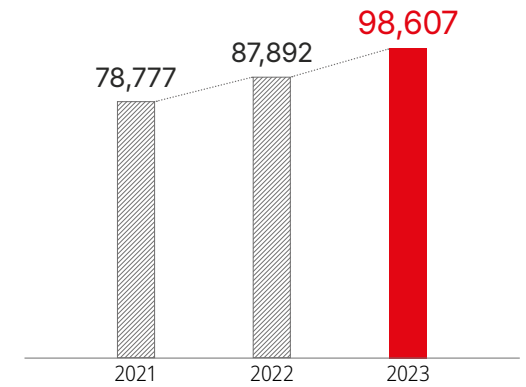
YURA Corporation leads the automotive electronic components industry by researching and developing various components and technologies used in automobile production, based on our technological prowess and expertise. YURA Corporation manages the quality of all processes, from product design to final product shipment, using the latest techniques. During the development of new products, we use advanced software programs for pre-simulations in the design phase. This allows us to identify potential problems and apply solutions before mass production of new products or technologies.

Our key products include low-voltage wiring harnesses, which function like the blood vessels of a vehicle, high-voltage wiring harnesses essential for eco-friendly cars, junction blocks, and Power Gateway Modules (PGM). We also develop EVCC and IC-CPD for electric vehicle charging and YURA Dash Cam System (YDCS), a core product in automotive imaging technology. These technological advancements have made us a notable player not only in the domestic market but also in the global arena. In 2020, we were selected as one of the top 100 global automotive components suppliers by Automotive News, a leading US automotive media outlet.

YURA Corporation is preparing to re-emerge stronger in the era of future automobiles. To generate new growth drivers, we focus on developing technologies related to electric vehicle battery sensing and next-generation charging systems. We are also dedicated to discovering new materials, innovative manufacturing methods, and standardizing components to secure cost competitiveness. With relentless challenges and innovations, we aim to secure future competitiveness.

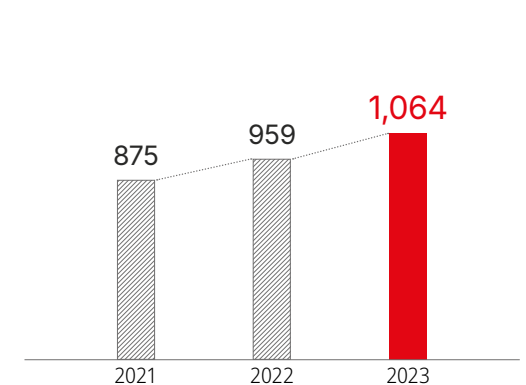
R&D Investment

(Unit: KRW million, domestic standard)



Cumulative Number of Patents

(Unit: cases, domestic standard)



R&D Center Registration

November **1997**



Total Area of R&D Center

9,089m²



Total R&D Staff

806 persons



Operation of In-House Testing Center

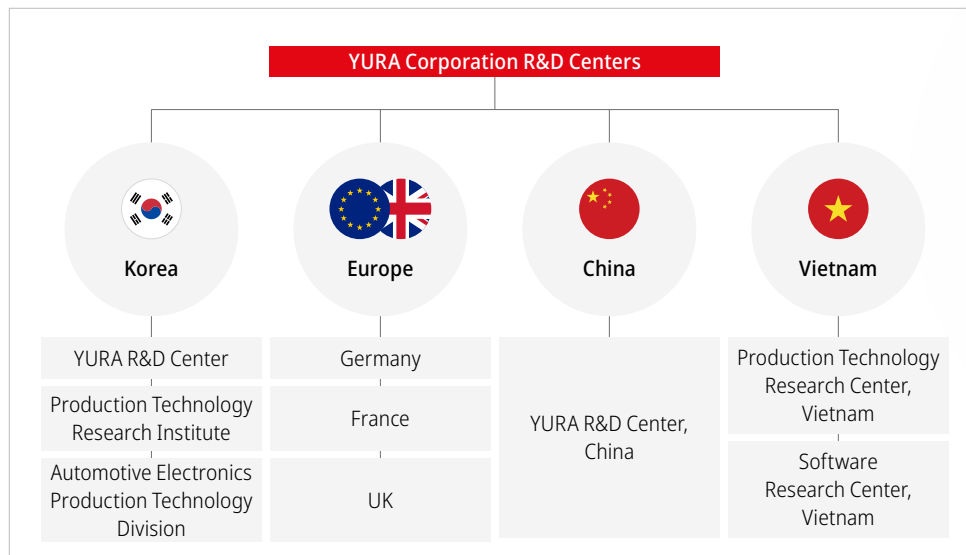
Over **1,900** items

YURA Corporation: Leading Future Technology

R&D Centers

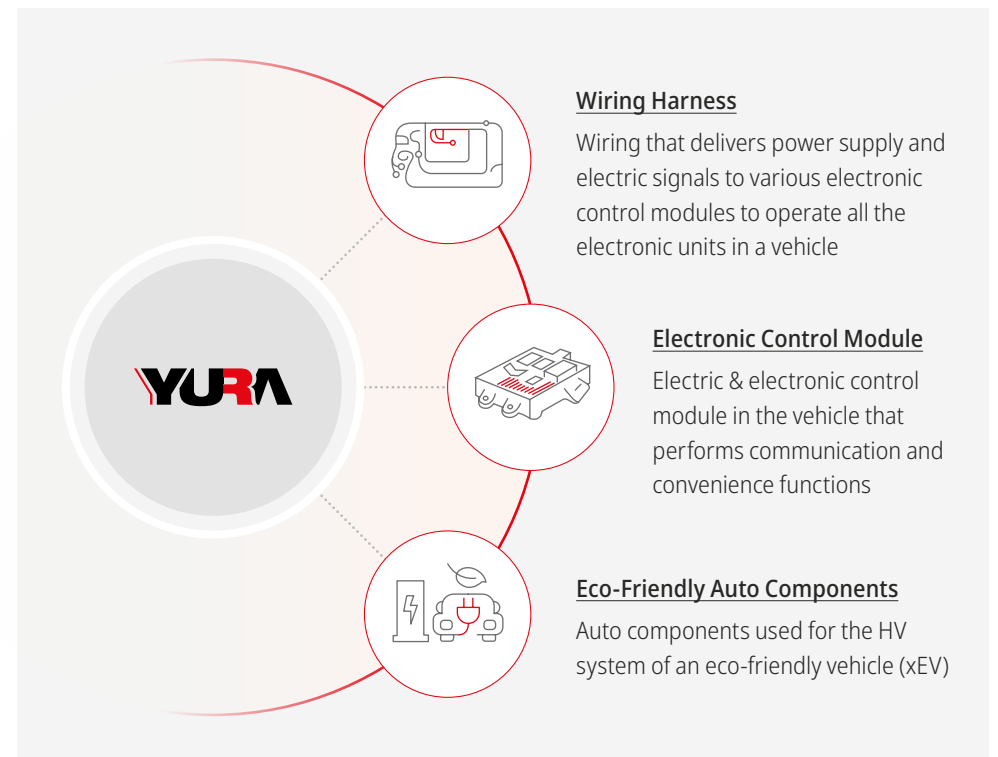
YURA Corporation operates three R&D centers in Korea, centered around the YURA R&D Center located in Pangyo Techno Valley. We also have six R&D hubs overseas in Europe, China, and Vietnam. Approximately 800 researchers at our nine domestic and international research institutes carry out design, testing, advanced development, and research planning.

The YURA R&D Center, the hub of automotive components technology research, is equipped with over 1,040 testing equipment across. It conducts reliability verification for various raw materials, components, and products. Other domestic and international research institutes continuously work on stabilizing and improving the efficiency of producing automotive components, such as wiring harnesses and other electronic products. Through our global expansion, YURA Corporation is securing key foundational technologies and advancing future automotive technologies through pioneering research.



Research Areas

YURA Corporation is expanding its research in automotive wiring system, such as wiring harnesses, key vehicle power control units like PGM, and automotive imaging technologies like YDCS and YURA Digital Mirror System (YDMS). In line with the transition to a carbon-neutral era, we are accelerating research into eco-friendly automotive components, including charging system, YURA Battery Sensing Assembly (YBSA), and lithium battery modules.

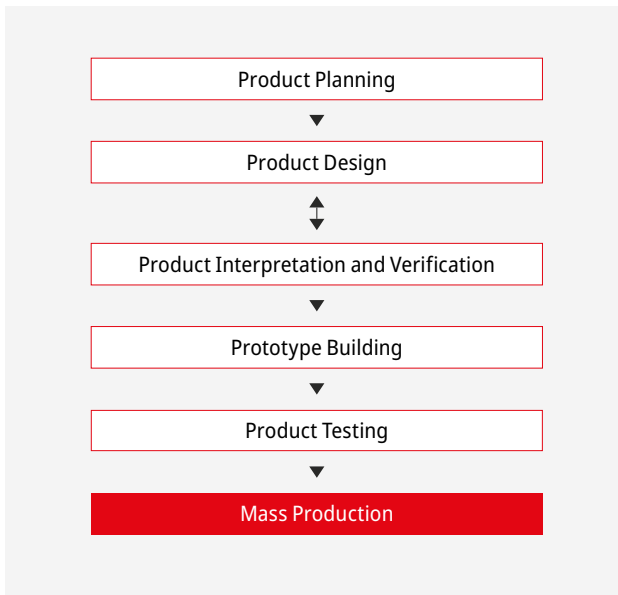


YURA Corporation: Leading Future Technology

Research Process

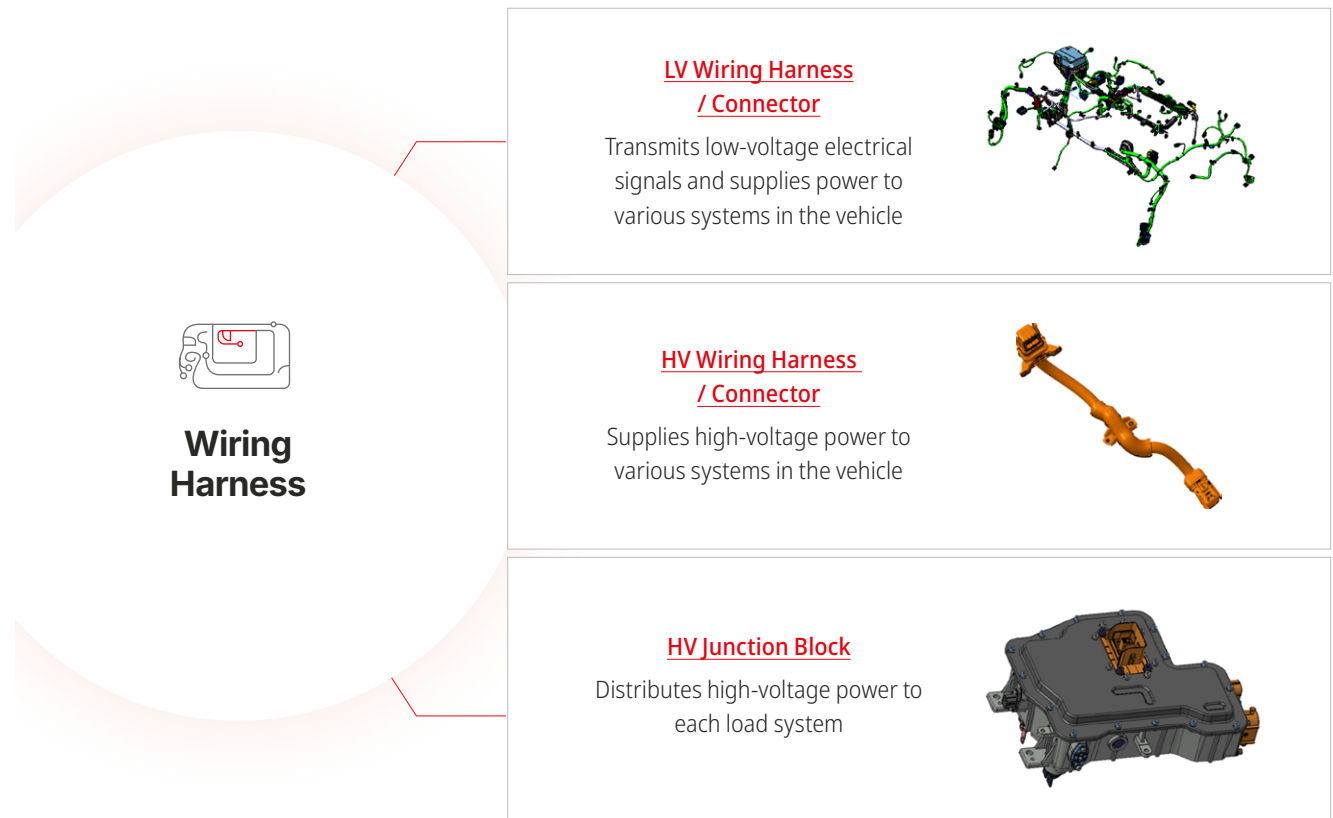
YURA Corporation evaluates the feasibility of developing targeted products, sets design, quality, and reliability goals, and proceeds with product design. Through simulation verification and proprietary design verification programs, we enhance design quality to ensure product reliability. Continuous experimentation and testing of production products play a crucial role in our research and development, contributing to the improvement of production quality.

Research Process



Wiring Harness

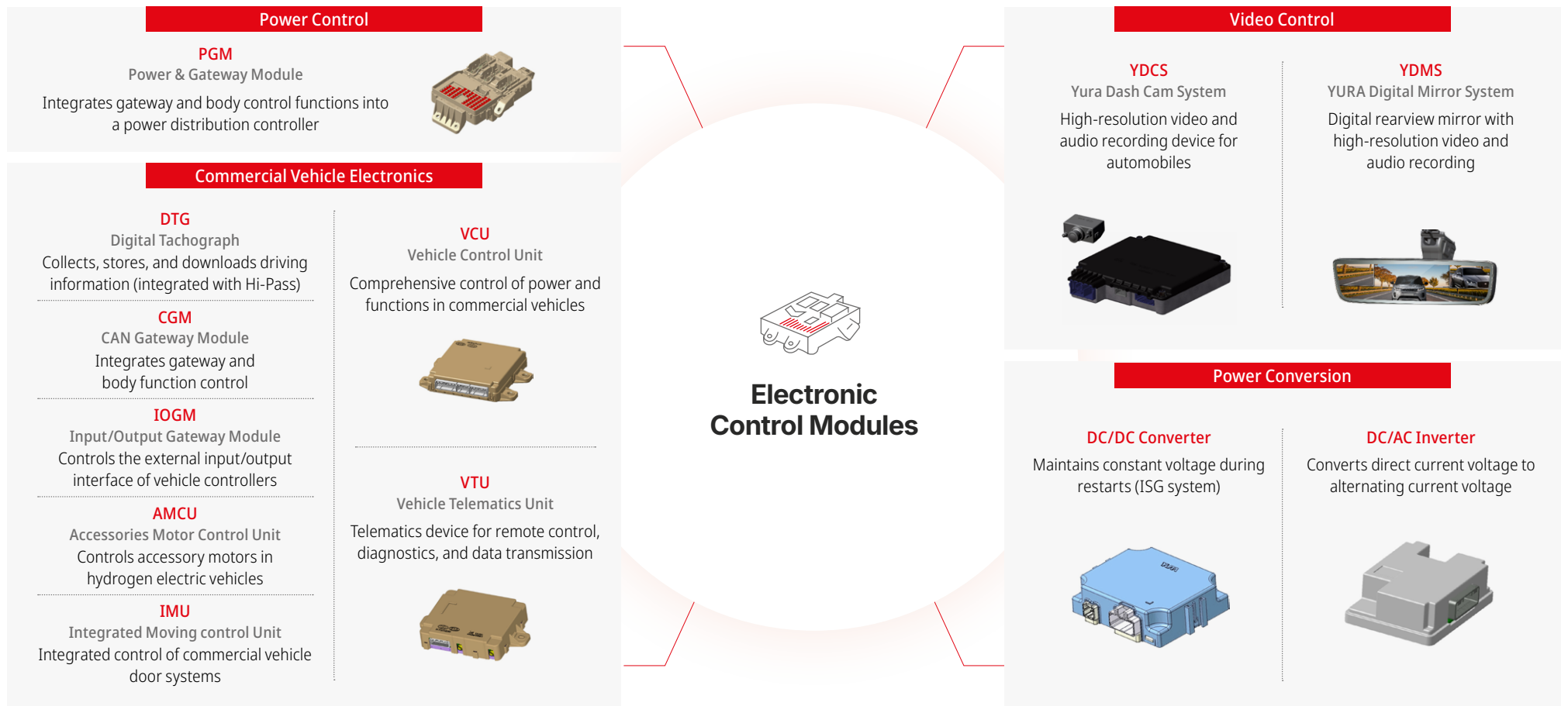
Wiring harnesses are a core business of YURA Corporation, supplying the power needed for all electronic components in automobiles and transmitting electrical signals to each component. They are categorized as Low Voltage (LV) Wiring Harnesses for low-voltage power transmission and High Voltage (HV) Wiring Harnesses for high-voltage power transmission.



YURA Corporation: Leading Future Technology

Electronic Control Modules

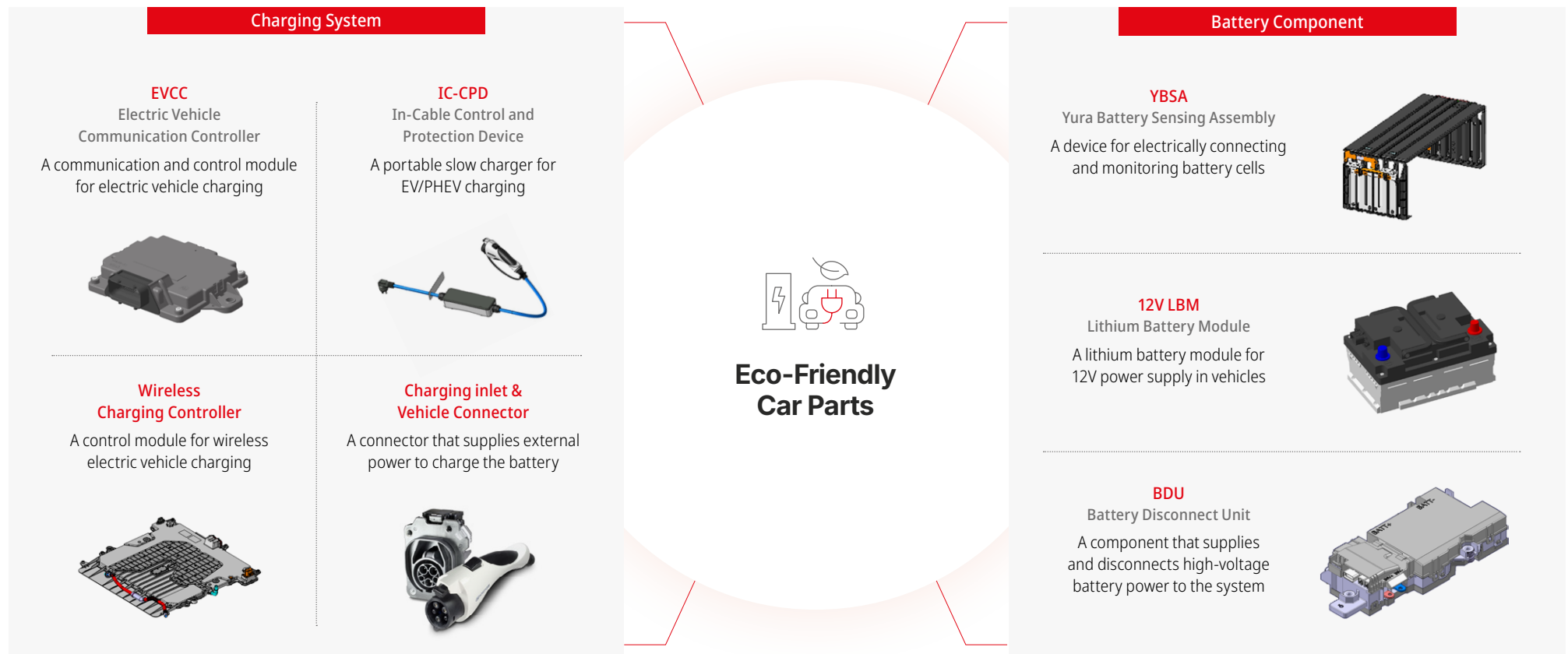
YURA Corporation researches and develops various mechanical and electronic control modules, including Power Gateway Modules (PGM) for vehicle power control, YURA Dash Cam Systems (YDCS) for recording real-time driving video and audio, and YURA Digital Mirror Systems (YDMS).



YURA Corporation: Leading Future Technology

Eco-Friendly Car Components

YURA Corporation is developing electronic components used in high-voltage system for eco-friendly vehicles to lead the future automotive market. We have secured technological capabilities related to eco-friendly vehicle components, including charging system that controls electric vehicle charging, YURA Battery Sensing Assembly (YBSA) that electrically connects battery cells, and 12V power supply Lithium Battery Modules (LBM). We are focused on enhancing our technological capabilities and developing innovative technologies in these areas.



YURA Corporation: Creating Sustainable Value

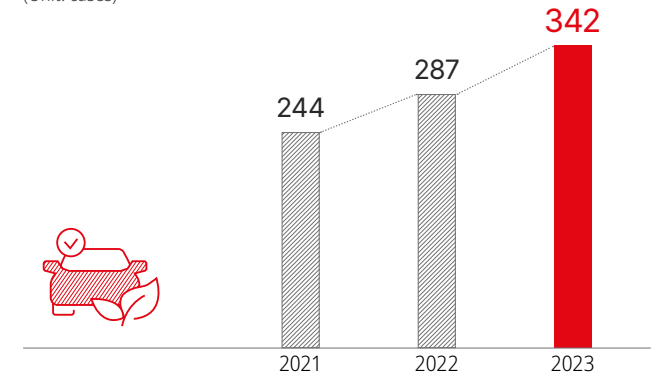
Leader in the Eco-Friendly Automotive Components Market

As the global demand for eco-friendly vehicles surges, the era of eco-friendly cars has arrived. YURA Corporation has been actively investing in advanced technology to research and develop eco-friendly automotive components. As a result, in 2021, we developed the Electric Vehicle Communication Controller (EVCC) domestically for the first time and achieved the world's first mass production of an 800V wireless charger (WCCU) using wireless power transmission in the same year.

Starting with the supply of high-voltage connectors for the mid-size hybrid sedan 'Sonata Hybrid,' YURA Corporation has been developing various advanced technologies related to eco-friendly vehicles and supplying core components for these vehicles. Notably, we are leading the supply of key electric vehicle components, such as wired and wireless charging modules that consider the stability and efficiency of the charging system and YBSA for electrically connecting and monitoring high-voltage battery cells. The high-voltage wiring system is also essential for developing eco-friendly vehicles, and we are continually researching ways to apply and expand this system to various eco-friendly vehicle models, focusing our development efforts on securing patents for eco-friendly products. Moving forward, we will continue to contribute to the expansion of the eco-friendly automotive market by developing advanced technologies applied to future vehicles.

Number of Eco-Friendly Car Components Patents (Cumulative)

(Unit: cases)



Key Eco-Friendly Patented Products

High-Voltage Junction Block

Capable of electromagnetic shielding for FCEV high-voltage junction blocks. Replacing with plastic materials reduces weight, improves fuel efficiency, and saves energy



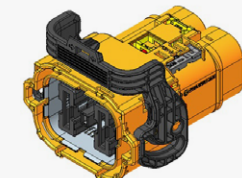
Battery Sensing Structure

Simplifying the voltage measurement structure of each cell in an EV battery reduces weight, improves fuel efficiency, and reduces the emission of harmful substances by shortening the soldering process

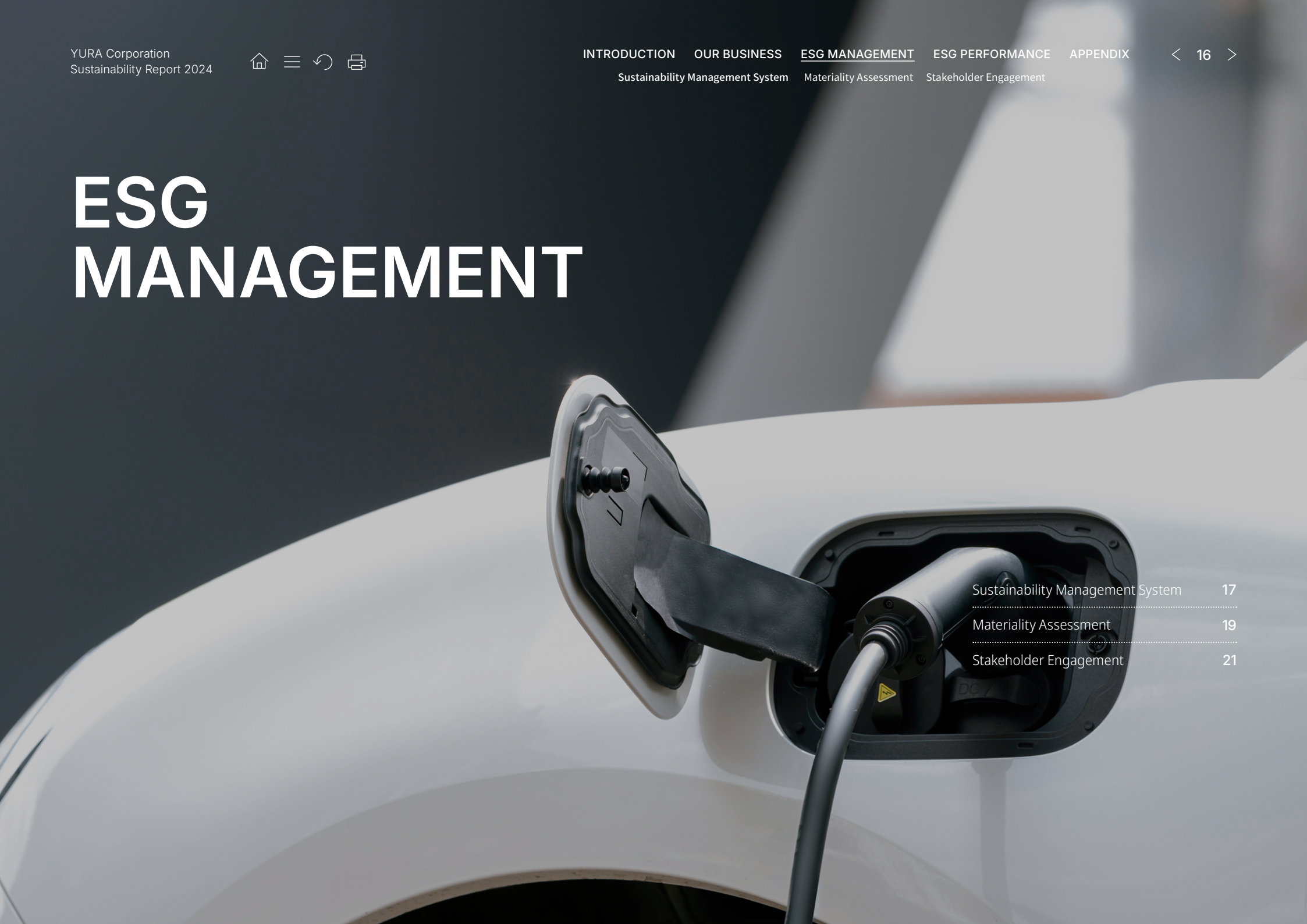


Connector

Reducing the number of circuits (wires) connected to vehicle electronic components lowers weight, improves fuel efficiency, and saves energy



ESG MANAGEMENT



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Sustainability Management System

ESG Management Declaration Ceremony

In May 2023, YURA Corporation held an ESG (Environmental, Social, and Governance) management declaration ceremony to announce our commitment to ESG management and expand it across the entire organization. Affiliates such as YURA Co., Ltd., YURA Harness, and YURA Tech participated in this event. Through the ESG Management Declaration, YURA Corporation pledged to promote a sustainable future by innovating eco-friendly automotive electronic components technologies.

Following this declaration, we have established the foundation for ESG management by creating an ESG implementation organization and developing an ESG strategic framework. As a leader in future automotive electronic components development, YURA Corporation plans to actively pursue ESG activities that meet global standards by linking them with our major business policies and strategies.



ESG Management Declaration

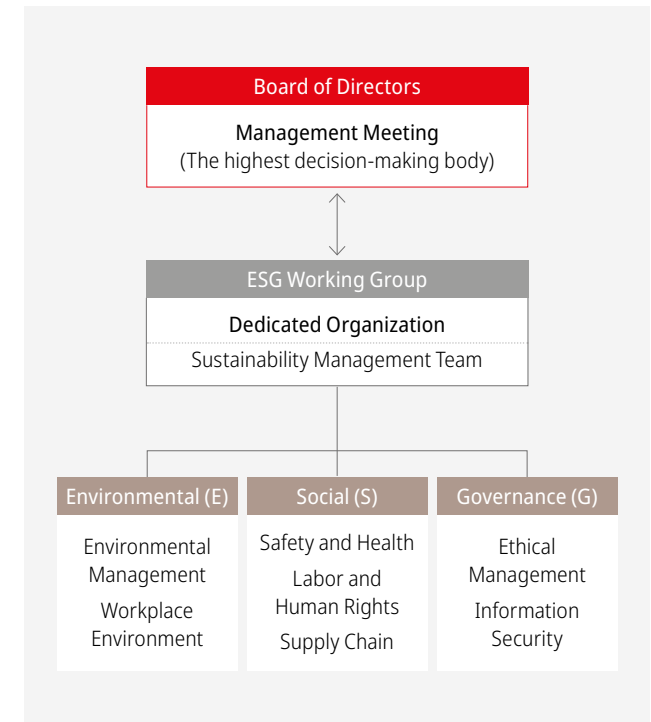
YURA Corporation declares ESG management to lead the technology of eco-friendly automotive electronic components and achieve a sustainable future.

- ❶ We will promote eco-friendly management for future generations, and participate in carbon-neutral activities such as energy saving and pollution prevention.
- ❷ We will establish and practice a transparent and responsible governance system.
- ❸ We will fulfill our corporate social responsibilities to create a safe workplace.

2023. 05. 26. All employees of YURA Corporation

ESG Implementation Organization

To promote company-wide sustainable management, YURA Corporation operates an ESG Working Group. The ESG Working Group consists of a dedicated Sustainability Management Team and various working subcommittees. Major ESG issues are reported to the Management Meeting and approved by the Board of Directors.



Sustainability Management System

ESG Strategic Framework

Implementation Direction

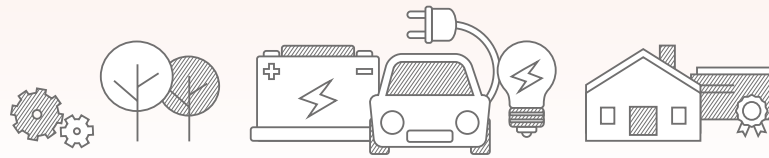
Incorporate stakeholder requirements into management through ESG management to secure customer trust and support

Establish an ESG data management system and improve item-specific performance to minimize risks associated with key issues

Build a sustainable management foundation that coexists with society

Management Goal

YURA aims to open a sustainable future through innovation in eco-friendly automotive electronic components technology



Strategic Directions

Environmental Eco-Friendly Management	Social Social Responsibility Management	Governance Compliance and Ethical Management
Achieve carbon neutrality and eco-friendly management	Create shared value and fulfill social responsibilities	Establish a transparent management system



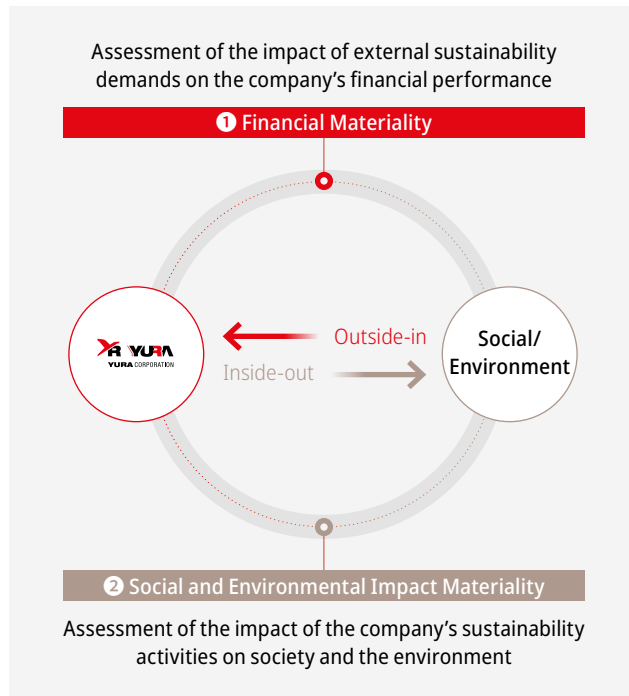
Implementation Tasks

Participate in carbon-neutral activities	Enhance safety management system	Promote ethical management
Expand eco-friendly investments	Create a great place to work	Upgrade the anti-corruption foundation

Materiality Assessment

Double Materiality Assessment

YURA Corporation has adopted the concept of Double Materiality, as outlined in the EU's Corporate Sustainability Reporting Directive (CSRD), to identify key issues. Double Materiality considers both the impact of a company's sustainability activities on society and the environment, as well as the impact of external sustainability demands on the company's financial performance.



Double Materiality Assessment Process












Through analysis of global disclosure standards and evaluation indicators, trends in domestic and international industries, and corporate management strategies, YURA Corporation identified a pool of 22 issues. The Double Materiality assessment considered both the financial impact and the social/environmental impact of each issue. The process included ESG evaluation indicator and initiative analysis, industry benchmarking, media analysis, and surveys of internal and external stakeholders. A total of 356 stakeholders participated in the survey (342 internal stakeholders, and 14 external stakeholders). Based on comprehensive consideration, eight key issues were selected. YURA Corporation plans to transparently disclose activities and outcomes related to these material issues through this report and incorporate them into our sustainability management practices.

STEP 1 Issue Identification and Pool Selection	STEP 2 Conducting Materiality Assessment	STEP 3 Identifying and Reporting Key Issues
<p>Selection of 22 issues considering YURA Corporation's characteristics</p> <p>Review of global standards and ESG evaluation indicators</p> <p>Analysis of ESG issues and trends in the automotive components industry (domestic and international)</p> <p>Reflection of internal issues and business characteristics of YURA Corporation</p>	<p>Evaluation of financial impact and social/environmental impact</p> <p>Financial Materiality</p> <ul style="list-style-type: none"> - Analysis of major evaluation indicators such as MSCI and DJSI - Analysis of global regulations and policy trends - Surveys of internal and external stakeholders <p>Social and Environmental Impact (Impact Materiality)</p> <ul style="list-style-type: none"> - Analysis of global guidelines such as GRI Standards and WEF-IBC - Industry benchmarking and media analysis - Surveys of internal and external stakeholders <p>※ Stakeholder Survey Period: March 28, 2024 - April 5, 2024</p>	<p>Selection and disclosure of eight key issues based on priority</p> <p>Identification of issue priority through comprehensive consideration of financial and social/environmental impacts</p> <p>Reporting to management and the Board of Directors</p> <p>Disclosure of activities and outcomes related to key issues</p>

Materiality Assessment

Materiality Assessment Results

Based on the Double Materiality assessment, the top eight issues were identified as the key material topics for 2023. Among them, “Improvement of Energy Efficiency and Reduction of Environmental Impact,” “Management and Reduction of Greenhouse Gas Emissions,” and “Creating a Safe and Healthy Workplace” were identified as having high impacts on both financial performance and social/environmental aspects. This report includes YURA Corporation’s responses and outcomes related to these key issues.

Ranking	Issues	Report Page	GRI Index	Ranking	Issues	Report Page	GRI Index
1	Improvement of Energy Efficiency and Reduction of Environmental Impact  	15 28~30 53~55	302 303 306	5	Climate Change Risk Management and Response 	27 68	201
2	Management and Reduction of Greenhouse Gas Emissions 	27 29 53~54	305	6	Supply Chain ESG Management 	41~43 63	308 414
3	Creating a Safe and Healthy Workplace 	37~39 65~66	403	7	Product Safety and Quality Management 	40	416
4	Ethical and Compliance Management  	47~49 67~68	205 206	8	Enhancing Global Competitiveness through R&D  	9~15	201

Stakeholder Engagement

Main Communication Channels

YURA Corporation defines its key stakeholders as employees, partner, customers (automakers), shareholders/investors, local communities, and government/associations/media. We communicate with each stakeholder group through various channels. We will continue to actively gather feedback from internal and external stakeholders, identify key interests and issues, and reflect them in our management activities.

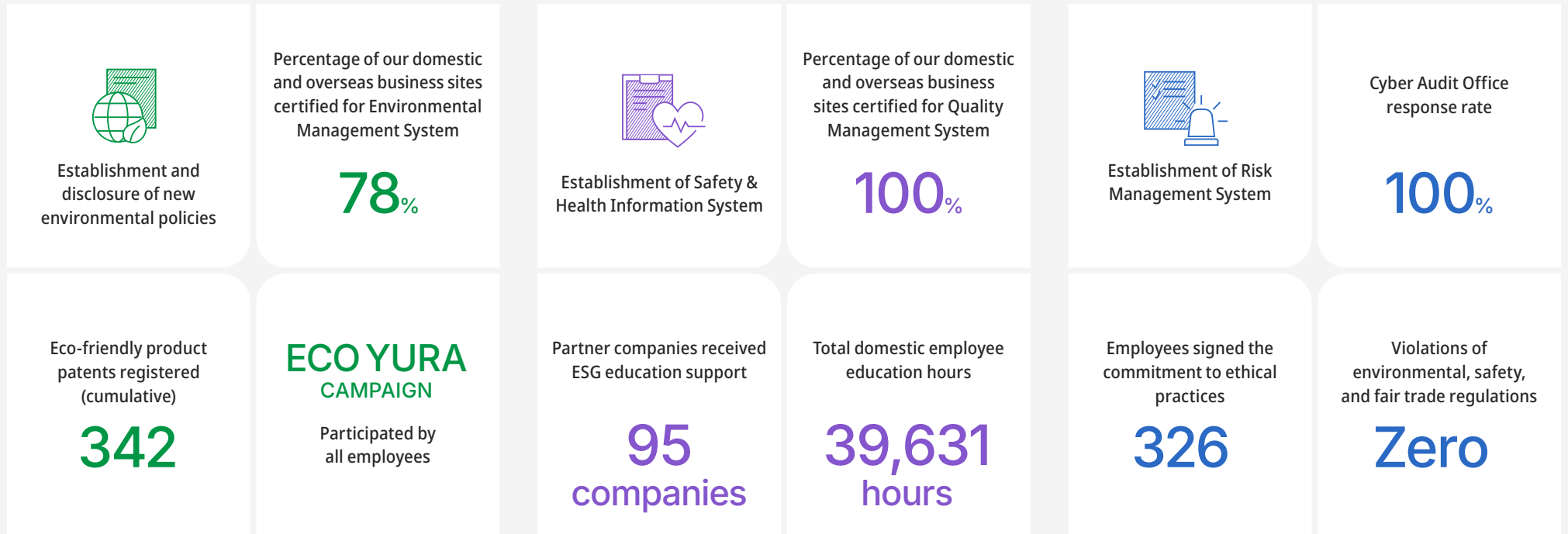
Stakeholder	Employees	Customers (Automakers)	Local Communities	Partner	Shareholders/Investors	Government/Associations/Media
	↓	↓	↓	↓	↓	↓
Communication Channels	<ul style="list-style-type: none"> · Hanmaeum Council (Labor-Management Council) · Intranet Portal for Employees · Grievance Handling System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

ESG PERFORMANCE



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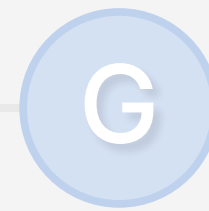
2023 ESG Key Achievements



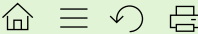
Environmental



Social



Governance



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Eco-Friendly Management

Environmental Management Strategy

YURA Corporation strives to prevent environmental pollution across all business operations, including own business sites, supply chains and logistics networks based on the relevant regulations and enhancing risk response capabilities. As part of our efforts, we established a new environmental policy in 2023. Based on this policy, we aim to contribute to environmental protection and climate crisis mitigation in collaboration with various stakeholders. Additionally, we formed a dedicated organization to systematically implement environmental management. The organization develops an environmental management plan to manage environmental data, and control internal and external environmental risks. Significant environmental management issues are reported to executive leadership for company-wide oversight.

Basic Principles of Environmental Policy

- 1— Compliance with Environmental Regulations and Impact Reduction
- 2— Climate Change Response
- 3— Biodiversity Conservation and Natural Environment Restoration
- 4— Management of Raw Materials and Water Resources
- 5— Waste and Wastewater Management
- 6— Hazardous Chemicals Management
- 7— Air Pollutant Emissions Management
- 8— Compliance with Product Environmental Regulations



Environmental Management System

YURA Corporation have obtained and maintained ISO 14001 certifications for its domestic and overseas business sites to establish an environmental management system that complies with global standards. We follow the PDCA (Plan-Do-Check-Act) cycle to set environmental goals and plans, continuously monitor progress, and implement corrective actions to minimize negative environmental impacts. Currently, 6 domestic and 8 overseas sites certified under the ISO 14001. We conduct regular audits to ensure consistent management of environmental performance and plan to expand number of ISO 14001 certified sites.

ISO 14001 Certification Status

Category	Certification Target	Certification Acquired	Certification Rate
Domestic	6	6	100%
Overseas	12	8	67%
Total	18	14	78%

Detailed Certification Status by Site

Category	Certification Status	Certification Body
Domestic	●	DNV
	●	DNV
	●	DNV
	●	DNV
	●	DNV
	●	DNV
Overseas	●	LL-C
	●	TUV NORD
	●	UKAS
	●	NYCE
	●	DNV
	●	DNV
	●	DNV
	●	DNV
	-	-
	-	-
-	-	
-	-	

Eco-Friendly Management

Environmental Education

To enhance the environmental management capabilities of our employees, YURA Corporation conducts annual environmental training for department-specific environmental managers. The training comprises two sessions, helping managers proactively respond to environmental regulations and manage environmental goals. We also include environmental education in the orientation program for new hires. By increasing employees' understanding of environmental management, climate change, and environmental issues, we encourage practices for carbon neutrality. In 2024, we plan to expand environmental education to all employees to contribute to the internalization of environmental management awareness throughout the organization.

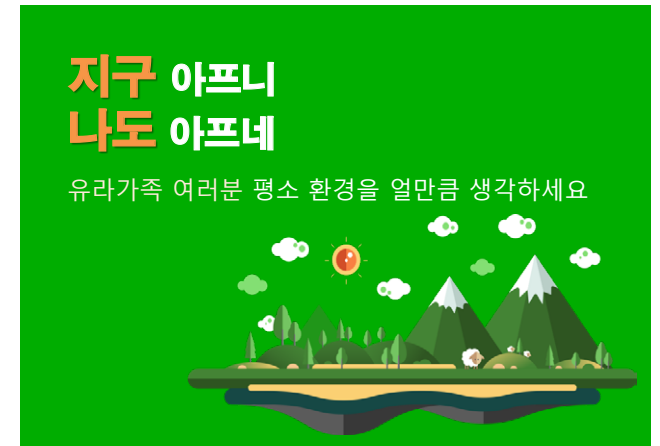
2023 Environmental Education Program

Education Title	Target Audience	Number of Participants	Duration
Environmental/Safety and Health Job Training	Environmental/Safety and Health Managers	47	16 hours
New Hire Orientation Training	New Employees	160	14 hours

Raising Environmental Management Awareness

YURA Corporation implements employee participation campaigns to raise awareness about environmental issues among all its employees. We conducted the 'ECO YURA Campaign' to encourage eco-friendly behaviors such as refraining from using printing paper, reducing the use of disposable items (paper and plastic etc), practicing waste separation, zero leftover food and minimizing electricity waste. We discontinued the provision of disposable paper cups in office spaces, actively promoting the use of personal tumblers and mugs. Environmental campaign posters were displayed in elevators to foster environmental awareness.

To spread eco-friendly culture, we plan to launch the "Join Eco Campaign" in 2024, involving all employees. This campaign will include signing the "Join Eco Pledge" and reducing the use of disposable items within the company, promoting broader participation and practice of environmental management.



Climate Change Response

Carbon Neutrality Strategy

YURA Corporation recognizes the severity of the global climate crisis and is actively working to reduce greenhouse gas emissions in response to climate change. As a priority, we plan to establish a greenhouse gas reduction plan based on Scope 1, 2, and 3 emissions from our domestic and international business sites. We will continuously monitor these emissions and implement reduction targets. To achieve these goals, we are exploring various methods, such as developing a carbon neutrality management IT system and optimizing the logistics for delivery vehicles. In the future, we aim to understand and manage the potential impacts and risks that climate change may have on our business operations and will introduce approaches to manage these risks.

Greenhouse Gas Emission Reduction Measures

Scope 1

Direct Emissions

- Mobile combustion: Considering the transition of corporate vehicles to eco-friendly vehicles (electric, hydrogen)
- Stationary combustion: Sequential replacement of outdated equipment and machinery with high-efficiency systems (inverters, thermo-hygrostat)

Scope 2

Indirect Emissions

- Gradual implementation of a Factory Energy Management System (FEMS)
- Expansion of the renewable energy transition through the implementation of solar power generators and the procurement of Power Purchase Agreements (PPA)

Greenhouse Gas Management

In 2024, YURA Corporation established a greenhouse gas inventory that includes all domestic, overseas sites and scope 3 to manage and calculate GHG emissions. In 2023, YURA Corporation's total GHG emission was 55,006 tCO₂eq with 69.5% of overseas and 30.5% of domestic emissions. Meanwhile, our Scope 3 emissions amounted to 445,915 tCO₂eq, with Category 1 purchased goods emissions from overseas operations making up approximately 88.6%. Moving forward, we will set company-wide reduction targets, manage performance, and transparently disclose our progress to stakeholders.

Domestic Business Sites Greenhouse Gas Emissions (Units: tCO₂eq)

Category	2021	2022	2023
Scope 1	351.53	353.87	355.91
Domestic Scope 2	15,451.36	15,719.61	16,423.88
Subtotal	15,802.89	16,073.49	16,779.80

Overseas Business Sites Greenhouse Gas Emissions (Units: tCO₂eq)

Category	2021	2022	2023
Scope 1	5,900.26	5,639.33	4,970.10
Overseas Scope 2	26,239.44	30,198.11	33,255.78
Subtotal	32,139.70	35,837.44	38,225.88

Detailed Scope 3 Emissions (Units: tCO₂eq)

Category 1	Category 2	Category 4	Category 5	Category 6	Category 7
Purchased Goods and Services	Capital Goods	Transportation and Distribution	Waste Generated in Operations	Business Travel	Employee Commuting
394,931.67	3,004.04	25,217.90	1,023.66	1,561.39	20,175.56

*The data for Scope 1, Scope 2, and Scope 3 greenhouse gas emissions has been verified by a third party.

Climate Change Response

Energy Management

YURA Corporation continuously monitors energy consumption at its domestic and international business sites through the greenhouse gas inventory. In 2023, domestic energy consumption was 349.7 TJ, while overseas consumption was 610 TJ, totaling 959.7 TJ. We will continue to identify energy load and waste factors in our operational processes, facilities, and equipment to improve energy consumption performance and enhance efficiency.

Energy Consumption

(Unit: TJ)

Category	2021	2022	2023
Domestic			
Direct Energy	5.5	5.6	5.6
Indirect Energy	323.8	329.3	344.1
Subtotal	329.3	334.9	349.7
Overseas			
Direct Energy	105.2	101.2	87.7
Indirect Energy	413.8	474.5	522.3
Subtotal	519.0	575.7	610.0
Total	848.3	910.6	959.7

Energy Saving Activities

YURA Corporation is undertaking various reduction initiatives to save energy and minimize environmental impact. Over four years, starting in 2020, we have replaced all indoor lights with high-efficiency LEDs. We are also investing in energy-saving facilities, such as expanding electric vehicle charging stations. Additionally, we have posted various energy-saving guidelines and posters in shared spaces like integrated offices and meeting rooms to encourage voluntary participation from employees. All employees are engaged in energy-saving campaigns by managing indoor temperatures and minimizing power wastage.



Electric vehicle charging facility

Transition to Renewable Energy

We installed solar power generation facilities to transit renewable energy. At the Pyeongtaek Cheongbuk Factory, we have installed and are operating solar panels on a trial basis. The electricity generated by these panels is used for factory sign lighting, contributing to the reduction of greenhouse gas emissions. In the future, we plan to expand the transition to renewable energy by pursuing Power Purchase Agreements (PPA) for high-power-load business sites.



Solar power generation facility

Environmental Impact Management

Waste Management

YURA Corporation try to reduce waste from our business activities. We monitor the entire waste process, from generation to transportation and disposal, ensuring compliance with legal procedures through professional outsourcing companies. Waste is sorted by type for storage to prevent secondary pollution, such as dispersion and leaching.

With the recent implementation of the Extended Producer Responsibility (EPR) system, the importance of resource conservation and recycling has been emphasized. In response to these societal demands, YURA Corporation is dedicated to recycling and reducing waste, including the use of reusable containers for product deliveries.



Waste treatment facility



Reusable delivery containers

Air Quality Management

To manage air pollutants, YURA Corporation monitoring and prevention facilities regularly based on the Clean Air Conservation Act and relevant regulations. Dust collectors are installed and operated at each manufacturing facility, and consumables like activated carbon are replaced periodically to enhance facility efficiency. Specialized contractors conduct biannual inspections of air pollutants at our business sites, and any issues identified are addressed promptly. We will continue to strengthen efforts to reduce air pollutants.

Air Pollutant Emissions (Domestic Business Sites)

(Unit: ton)

Category		2021	2022	2023
Air Pollutant	Nox	0	0	0
	Sox	0	0	0
	Dust*	0.6	1.0	1.0
	THC**	8.5	12.5	11.4

*Emissions data from Pyeongtaek Cheongbuk Factory and Cheongju Factory

**Emissions data from Pyeongtaek Cheongbuk Factory only

Environmental Impact Management

Hazardous Chemicals Management

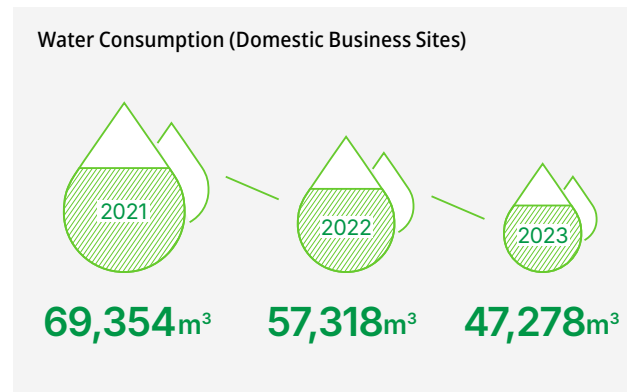
YURA Corporation meticulously manages hazardous chemicals used or contained in products throughout their lifecycle, from purchase, storage, and usage to transport and disposal. We maintain a ledger for chemical inventory to ensure quantities do not exceed designated limits and conduct daily inspections of facilities handling hazardous chemicals to prevent chemical accidents. Employees handling chemicals in each process, receive education on hazards, emergency response, and Material Safety Data Sheet (MSDS).



Emergency decontamination facility for hazardous chemicals

Water Consumption Management

YURA Corporation recognizes the need for sustainable water resource management and strives to reduce water consumption. We monitor water consumption and processing at each business site, implementing reduction measures when abnormalities are detected. Water-saving devices have been installed on faucets in break rooms and restrooms to conserve water, resulting in a total water consumption of 47,278m³ in 2023, a reduction of over 17% compared to the previous year. We will continue our efforts to minimize water consumption through ongoing water conservation activities.



Wastewater Discharge Management

YURA Corporation recycle water using cooling towers to minimize wastewater generated from research, development, and production processes. Wastewater generated at business sites is fully outsourced to specialized external companies for treatment, ensuring that discharged pollutants do not exceed allowable water quality standards. YURA Corporation stores and holds wastewater in storage tanks according to the wastewater treatment process. When the wastewater reaches 80% of the tank capacity, the water level is checked before processing. Additionally, we actively respond to water risks by conducting component analysis through external measurement agencies when new water pollutant discharge items or legal regulatory substances are designated.



Cooling tower for water reuse

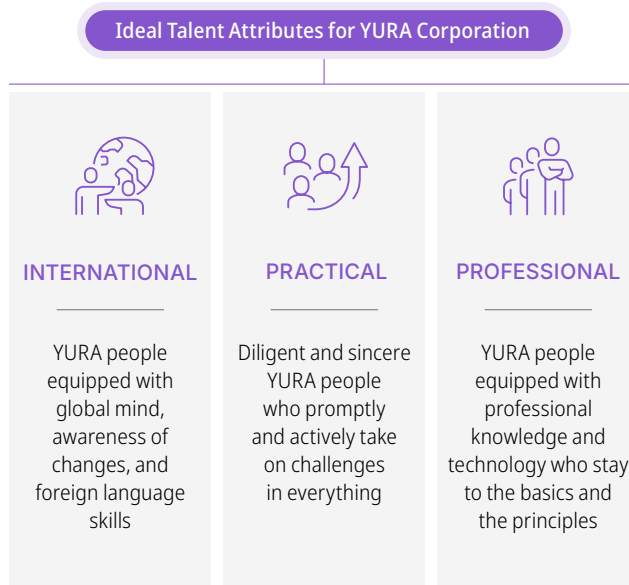
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Talent Management

Ideal Talent Attributes for YURA Corporation

The ideal talent that YURA Corporation strives for is a “YURA member who is faithful to the basics, adheres to principles, and advances toward the world with a challenging spirit.” YURA Corporation grows alongside talents who understand our corporate philosophy and possess the right character. The professionals who will lead the future of YURA Corporation are those who possess international capabilities and fulfill their assigned duties diligently.



Talent Recruitment

YURA Corporation recruits talents who fit our ideal profile through a fair and transparent HR system. In accordance with Article 1 (Non-Discrimination) of our Basic Principles of Human Rights Policy, we strictly prohibit any discrimination in the hiring process based on gender, race, ethnicity, nationality, religion, disability, age, family status, social status, or political views. Additionally, we implement employment policies that consider socially vulnerable groups, such as individuals with disabilities, in compliance with relevant laws and regulations.

To ensure fair recruitment, we have adopted a blind hiring process that does not require personal information unrelated to the job during the application process. During the hiring assessment process, we utilize a computerized system to review resumes and record evaluation scores to ensure fair, competency-based evaluations. Furthermore, to attract global talents, we participate in various job fairs, such as the Job Fair for Small and Medium Enterprises and the Samsung Multi-Campus Job Fair. We also explore various channels to secure excellent talents, such as recruitment presentations and the Hyundai Motor Group partnership internship program. For more detailed recruitment information, please visit the YURA Corporation website.

[YURA Corporation website recruitment information](#) ↗

Evaluation and Compensation

YURA Corporation's performance evaluation system is divided into performance evaluations and competency evaluations, which are linked to compensation, promotion, and advancement. Performance evaluations are conducted annually through Key Performance Indicator (KPI) management from the Balanced Score Card (BSC) perspective, while competency evaluations are conducted twice a year (first and second half) using a 360-degree multi-evaluation method. To foster employees' potential and enhance the reliability of evaluations, we operate a coaching feedback system. YURA Corporation provides appropriate compensation based on individual evaluations reflecting performance and competency. We have also established a fair and transparent compensation system that is free from discrimination based on factors such as gender or nationality. Additionally, we continuously promote performance-based reward policies through various reward programs such as overseas training programs for outstanding employees and idea contests.

2023 Reward System Operation

Category	Key Details
Profit Improvement Activity Rewards	· Rewards for corporation/headquarters/team/individual based on profit improvement amount, performance evaluation, and merit report
Best Employee Rewards	· Rewards for the best/excellent employees based on recommendations from each headquarters
Near-Miss Accident Reporting Rewards	· Rewards for excellent proposers and multiple proposers
IT System Excellent Proposal Rewards	· Rewards for discovering and proposing excellent IT system project

Talent Management

Talent Development

To cultivate talents that align with our ideal profile, YURA Corporation operates a comprehensive employee education system. We have developed a systematic learning roadmap that includes training on organizational culture, basic competencies, job competencies, and global competencies to help employees develop skills suited to their roles and positions, thus nurturing professional talent.

In 2023, we introduced a communication training course to foster a culture of communication within the organization. We also launched an online self-development education program to revitalize our learning culture impacted by COVID-19. In 2024, we aim to enhance the quality of education by developing a new roadmap for new hires, and running training programs for in-house instructors.

Total Training Hours _____ **39,631** hours

Total Training Costs _____ **KRW 695** million

	Executive Level	Team Leader	Senior Manager	Associate Manager
Mind-set 	Executive Leadership Training	Team Leader Leadership Training	Self-Understanding and Communication Training New	
			Team Communication Training New	
			Self-Development Online Education (Class101) New	
			Pre-Retirement Training	
Basic Competency Education 	New Executive Training	New Team Leader Training	Promotion Training	New Hire Retention Training New Hire OJT/ Mentoring
			New Employee Orientation	
			Common Competency Education (Postal Communication)	
Job Competency Education 			In-house Instructor Training (New Education/Competency Improvement)	
			In-house Job Training	
			External Job Training	
			GPC* Job Training Online Education	
			GPC* Job Training Classroom	
Global Competency Education 			Korea University of Technology and Education (KOREA TECH) Online Education	
			Preliminary Expatriate Training (Management Competency/Cross-Cultural)	
			Expatriate Training (IT/General Knowledge/Foreign Language)	
		Foreign Language Academy (Online/Classroom)		

*GPC: Global Partnership Center, an educational institution for partners established by Hyundai-Kia Motors Corporation (HKMC)
Designated Training for Target Participants Registration Mandatory Training

Talent Management

Welfare and Benefits Support

YURA Corporation operates a variety of welfare and benefits systems to enhance the quality of life for employees and support a harmonious balance between work and family. We provide a flexible working system that allows employees to choose efficient working hours. Additionally, we focus on improving employee satisfaction through support for childbirth and childcare, family care, vacation, and cultural activities, family event, self-development, housing, and health management.

Category		Detailed Contents
Work System	Flexible Working System	Employees can work autonomously within an average of 52 hours per week
Commuting Support	Commuter Bus Operation	Commuter buses are operated for different business sites during commute hours
	Exclusion from Overtime Work during Pregnancy	Pregnant employees are excluded from overtime, night, and holiday work.
Childbirth Support	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	10 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)
Childcare Support	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		Detailed Contents
Family Care Support	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
Vacation and Cultural Support	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)
Congratulations and Condolences Support	In-House Clubs	Financial support for clubs formed for specific purposes (e.g., sports, culture, arts).
	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
Self-Development Support	Long Service Awards	Presentation of long service awards, paid leave, and vacation support money for long-term employees
	Participation in Internal/External Education	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
Housing Support	Support for Pre-Retirement Education	Reemployment education for middle-aged employees nearing retirement
	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.
Health Care Support	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 and Human Rights

Labor-Management Relations

YURA Corporation operates a total of 17 “Hanmaeum Councils,” with 5 councils in South Korea and 12 overseas, in accordance with the Act on Promotion of Employee Participation and Cooperation. Employees directly elect their representatives through a confidential ballot. According to the labor-management council regulations, these councils, composed of worker representatives and employer representatives, convene at least once every quarter.

The labor-management councils at each business site hold regular meetings to discuss various issues aimed at improving employee working conditions, such as enhancing welfare benefits, repairing outdated facilities, increasing bonuses, and suggesting personnel policies. The outcomes of these meetings are shared across the company via the groupware and bulletin boards at each business site and are applied uniformly to all employees (100%).

2023 Hanmaeum Council Operations

(Unit: Cases)

Category		Q1	Q2	Q3	Q4
Number of Approved Agenda Items	Domestic	13	17	30	23
	Overseas	18	18	40	34

Activation of Labor-Management Communication

To build trust and harmony between labor and management, YURA Corporation operates various communication channels. In addition to regular labor-management councils, we share business performance and gather employee feedback through workshops. We also host support meetings for management staff and discussions with team leaders to address on-site concerns and provide timely support for necessary improvements.

Moreover, we strive to create a creative and horizontal labor-management culture through initiatives like the collaboration points system and in-house club activities. YURA Corporation plans to diversify and enhance communication channels to strengthen labor-management communication and harmony.

Expanding Diversity and Inclusion

YURA Corporation aims to embrace talents from diverse backgrounds and foster an organizational culture that respects individual dignity and value. We have established and implemented a diversity and inclusion policy to prevent unfair discrimination against any member based on gender, age, nationality, race, disability, status, or personal values without reasonable justification.

We consider gender diversity, age diversity, and racial/national diversity when recruiting and placing personnel, providing equal educational opportunities for all members. Additionally, we improve convenience by installing braille blocks at entrances and expanding facilities for the disabled, such as disabled restrooms and elevators. Moving forward, we will continue to treat all stakeholders equally and communicate with an open mind to contribute to a more inclusive society.

[Diversity and Inclusion Policy](#)

Basic Principles of Diversity and Inclusion Policy

- 1. Gender**
- 2. Race, Nationality, and Cultural Background**
- 3. Age**
- 4. Disability**
- 5. Veterans**

Labor and Human Rights

Human Rights Management

YURA Corporation has established and is implementing a human rights policy to proactively manage human rights and prevent violations associated with business operations. This policy adheres to international standards and guidelines related to human rights and labor, such as the Universal Declaration of Human Rights and the International Labor Organization Constitution. It presents nine basic principles for implementing human rights management. In accordance with the human rights policy, YURA Corporation strives to prevent human rights risks for all stakeholders, including employees, domestic and overseas production and sales corporations, partners, and affiliates.

[Human Rights Policy](#) ↗

Human Rights Education

YURA Corporation is dedicated to fostering a culture of respect for human rights across all its business sites. We provide education on sexual harassment prevention, disability awareness improvement, and workplace harassment prevention at all domestic business sites. Office workers receive this education through e-learning, with educational materials (e-books) distributed, while production workers receive offline training. Additionally, we conduct supplementary training for new employees, achieving a 100% completion rate for human rights education in 2023.

In 2023, we developed a “Human Rights Self-Check Checklist” to identify and prevent actual or potential human rights risks that may affect employees. We plan to use regular checklist diagnostics to monitor and manage human rights issues within the organization.

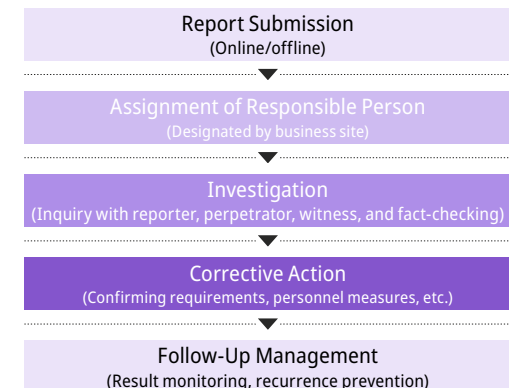
Human Rights Grievance Handling

YURA Corporation operates various channels for grievance reporting to ensure comprehensive accessibility for employees. Each business site has a grievance handling committee, and we receive grievance reports through grievance handling offices and grievance boxes. We also enhance accessibility for reporters by allowing online “workplace harassment reports” and submissions via mobile phone and email. We ensure the anonymity and confidentiality of whistleblowers and take swift action according to our procedures once a grievance is received. In 2023, we received a total of three grievances and provided prompt feedback on the reported matters.

Basic Principles of the Human Rights Policy

- | | | | |
|---------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------|
| <p>1. Non-Discrimination </p> | <p>2. Prohibition of Workplace Harassment/ Sexual Harassment </p> | <p>3. Compliance with Working Conditions </p> | <p>4. Humane Treatment </p> |
| <p>6. Prohibition of Forced Labor and Child Labor </p> | <p>7. Assurance of Occupational Safety </p> | <p>8. Protection of Local Community Rights </p> | <p>9. Protection of Customer Rights </p> |

Grievance Handling Process



Safety and Health

Safety and Health System

YURA Corporation prioritizes safety and health across all areas of operation, striving to create a safe and healthy environment for all employees and stakeholders. We have declared a Safety, Health, Environment (SHE) policy and conduct safety and health management activities based on domestic laws such as the Industrial Safety and Health Act and the Serious Accidents Punishment Act, as well as the Safety and Health Management System (ISO 45001). We operate a dedicated organization that reports directly to the CEO, overseeing all safety and health tasks, and assign safety and health management personnel to each business site to proactively address potential risks. The Board of Directors approves safety and health plans and budgets annually and oversees the management of major safety and health risks.

[Safety, Health, Environment Policy](#) ↗

Safety and Health Management

1 Globally Certified Standards Acquired

- Obtain international certifications (ISO 45001)
- Select and manage safety and health objectives and detailed tasks



2 Compliance with Law on Environment, Safety and Health

- Comply with domestic and international SHE laws and regulations
- Respond proactively to newly enacted or revised laws



3 Conducting Risk Assessments

- Identify harmful and hazardous factors through various risk assessments
- Conduct chemical substance risk assessments
- Establish employee health management systems



4 Cultivating a Safety Culture

- Implement systematic safety and health training for employees
- Establish safety system for partners
- Operate an Industrial Safety Committee



Safety and Health Activities

To achieve safety and health goals, YURA Corporation establishes and implements annual safety and health promotion plans. The key activities for 2023 include strengthening safety inspections for serious accidents, enhancing risk assessment management, and establishing disaster management standards. Detailed activities are as follows:

2023 Safety and Health Promotion Activities

Category	Activities
Strengthening Safety Inspections for Serious Accidents	<ul style="list-style-type: none"> - Intensive inspections and improvements in areas vulnerable to serious accidents - Semi-annual business site inspections by the dedicated organization
Enhancement of Risk Assessment Management	<ul style="list-style-type: none"> - Activation of participation across all functions and levels - Semi-annual rewards for near-miss accident reports - Revision and sharing of risk assessment processes
Establishment of Disaster Management Standards	<ul style="list-style-type: none"> - Management of minor injuries and incidents in addition to lost-time injury rates - Monthly management of domestic and international business site accident records (0 cases of concealment)
Building a Safety & Health Information System	<ul style="list-style-type: none"> - Establishment of Safety & Health Information System at all business sites - System training and implementation for all affiliates
Strengthening Competency of Qualification Managers	<ul style="list-style-type: none"> - Differentiated allowances for qualification managers based on expertise - Introduction of new qualifications (4 types), Revision of existing ones (3 types)
Managing Safety and Health Budget	<ul style="list-style-type: none"> - Simplification of procedures for increasing and reallocating safety and health budgets - Addition of KRW 173 million to the contingency budget

Safety and Health

Safety and Health Management System

YURA Corporation has established safety and health system at each business site, regularly inspecting the status of safety and health management and managing and improving related issues. Currently, six domestic and five overseas business sites have acquired the Safety and Health Management System (ISO 45001) certification, and we are expanding the scope of certification to all business sites.

Status of Safety and Health Management System Certification

Category	Certification Target	Certification Acquired	Certification Rate
Domestic	6	6	100%
Overseas	12	5	42%
Total	18	11	61%

ISO 45001 Certification Rate for Domestic Business Sites

100%

Domestic and Overseas ISO 45001 Certified Business Sites

11 sites

Business Site Safety and Health Management

To proactively prevent serious industrial accidents, YURA Corporation conduct on-site risk assessments tailored to the specific characteristics of our domestic and overseas business sites. In 2023, we identified and improved a total of 567 hazardous and risk factors. Additionally, we have established a Safety & Health Information System that comprehensively manages the hazardous and risk factors of various facilities, workplace safety accidents, and the safety capabilities of partners.

Furthermore, to ensure effective on-site risk management, we appoint safety and health management personnel at each business site and conduct regular safety inspections and serious accident inspections. We conduct bi-annual job evaluations for safety and health personnel and visit business sites to check the implementation of improvement measures. Through these efforts, we are committed to creating safe and healthy workplaces.

Safety & Health Information System



Support for Partner Safety and Health

YURA Corporation has formed a Safety and Health Council to share major safety and health issues with our partners on a monthly basis. The Safety and Health Council monitors the safety and health goals established at each site, contributing to the improvement of the safety and health environment at each site and the prevention of safety accidents. Additionally, we conduct quarterly joint safety inspections with our partner companies to identify and improve risk factors, aiming to prevent safety accidents at our partners' sites.

we regularly evaluate the safety and health performance of subcontractors and service providers. Based on the evaluation results, we monitor the improvement progress of companies identified as needing enhancement or supplementation. To strengthen the safety and health capabilities of our partners, we provide education on Safety and Health Management System and safety and health management structures, promoting mutual growth to ensure a safer working environment for all.

Safety and Health

Employee Safety and Health Education

YURA Corporation conducts safety and health education according to an annual plan tailored to different target groups. We strive to enhance employee safety awareness through specialized safety and health education, including training upon hiring, regular training, special safety training, and training when there are changes in work content.

2023 Safety and Health Education Operations

Education Title	Target	Frequency	Attendance Rate
Education upon Hiring	New Hires	Upon Hiring	100%
Regular Safety Education (Online/Offline)	All Employees	Quarterly	100%
Education for Changes in Work Content	Employees with Changes in Work Content	If Needed	100%
Special Safety Education	Workers Requiring Special Education	On Occurrence	100%
Safety and Health Personnel Training	Safety and Health Personnel	Quarterly	100%
Accident Case Education in the Same Industry	All Employees and Partners	If Needed	100%
Education on Relevant Laws	Personnel in Charge of Relevant Laws	If Needed	100%

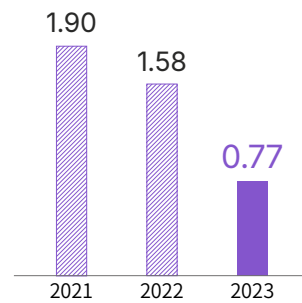
Spreading a Safety and Health Culture

YURA Corporation conduct CPR training and fire/evacuation drills for employees and partners to prepare for emergencies such as serious accidents and fires. We also equip buildings with automated external defibrillators (AEDs) and first aid kits for rapid response in emergency situations.

In 2023, we introduced a near-miss reporting system to prevent accidents in the workplace. We rewarded all employees who participated in identifying near-miss incidents, and the suggestions were linked to risk assessments for further inspection and improvement. In March 2024, we held a declaration ceremony for the prevention of serious accidents. We also organized a safety slogan contest to promote safety awareness, awarding the best entries. Safety slogans and posters were displayed throughout the workplace to foster a safety and health culture across the entire organization.

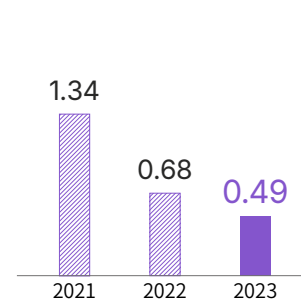
Domestic Lost Time Injury Rate (LTIR)

(Unit: Cases/Per 1,000,000 working hours)



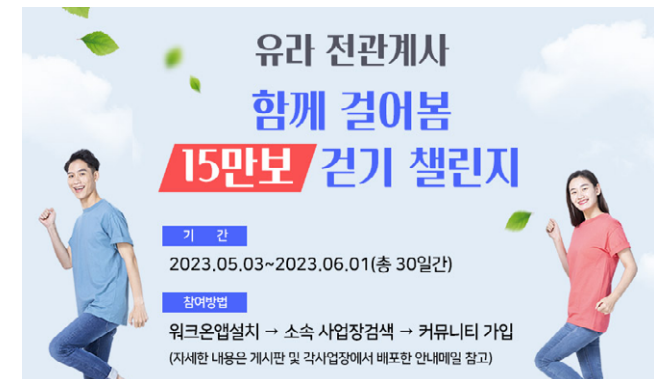
Overseas Lost Time Injury Rate (LTIR)

(Unit: Cases/Per 1,000,000 working hours)



Employee Health Management

YURA Corporation actively manages employee health by operating on-site health management office and arranging regular consultations with doctors and nurses. We support the costs of comprehensive medical examinations, blood tests, and flu vaccinations, and manage health check-up data to provide follow-up care for employees with findings related to cerebrovascular and cardiovascular conditions. To promote employee health, we conducted 150,000 Steps Walking Challenge in 2023. Using an application, we tracked the number of steps over 30 days and awarded prizes based on performance. Additionally, we continuously focus on employee health management by measuring harmful substances and fine dust in the workplace, operating musculoskeletal disorder programs, and implementing other health-related efforts.



Walking challenge

Quality Management

Quality Management

YURA Corporation has established a company-wide quality policy to achieve the quality goal of “Global TOP EEDS MAKER.” From product development to post-management, we are committed to ensuring quality based on our quality management processes.

Quality Policy

Transparency



We strictly adhere to agreed-upon promises to maintain beneficial relationships not only with our company but also with customers and partners.

Accuracy



All employees apply their tasks correctly from the start to achieve quality objectives and ensure that tasks are handled perfectly.

Global TOP EEDS MAKER

Promptness



We strive to ensure all tasks are completed by the promised time, remembering that promptness is the best competitive edge.

Value



All employees should perform self-management and continuous improvement to optimize time and tasks.

Quality Management System

YURA Corporation has established and manages a Quality Management System to produce top-quality products and achieve high customer satisfaction. We have achieved 100% certification of the IATF 16949, the automotive industry quality management system standard, for 3 domestic and 17 overseas business sites.

Status of Quality Management System Certification

Category	Certification Target	Certification Acquired	Certification Rate
Domestic	3	3	100%
Overseas	17	17	100%
Total	20	20	100%

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%



Supplier Quality Management

YURA Corporation conducts Supplier Quality (SQ) evaluations and training for domestic partners. Hyundai Motor Company operates the “Supplier Quality Mark” to improve the quality of automotive components suppliers. In line with customer requirements, YURA Corporation conducts SQ follow-up evaluations for partners and supports quality improvement through SQ level-up training.



For overseas partners, we have established the VDA (Verband Der Automobilindustrie) 6.3 evaluation electronic system (YQMS) to meet global requirements. Based on this system, we identified and addressed a total of 328 issues in 2023. In 2024, we plan to provide education on VDA 6.3 amendments for partners and expand the scope of evaluation targets.

Sustainable Supply Chain

Supplier Code of Conduct

To build a sustainable supply chain, YURA Corporation has established a Supplier Code of Conduct and operates with 224 domestic partners in accordance with this code. The Supplier Code of Conduct sets standards for labor and human rights, safety and health, environment, ethics, and management systems, encouraging domestic and international suppliers to practice social responsibility. We also comply with relevant laws such as the Fair Transactions in Subcontracting Act, striving to establish fair trade and a shared growth ecosystem among suppliers.

Supplier Code of Conduct [↗](#)

 Labor/Human Rights	 Safety/Health	 Environment	 Ethics	 Management System
<ul style="list-style-type: none"> • Prohibition of Discrimination • Provision of Wages and Benefits • Working Hours Management • Humane Treatment • Freedom of Association • Prohibition of Child Labor • Prohibition of Forced Labor 	<ul style="list-style-type: none"> • Establishment of Safety and Health Management System • Safety Management of Machinery, Equipment, and Facilities • Emergency Response • Accident Management • Safety Inspections • Health Management 	<ul style="list-style-type: none"> • Establishment of Environmental Management System • Management of Energy Consumption and Greenhouse Gas Emissions • Water Resource Management • Air Pollutant Management • Waste Management • Chemical Substance Management 	<ul style="list-style-type: none"> • 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 Material Procurement 	<ul style="list-style-type: none"> • Declaration of Compliance • Appointment of Responsible Personnel • Risk Assessment • Education and Communication • Information Management • Operation of Grievance Handling System • Partner Management • Compliance with the Code

Partner Selection and Operation

YURA Corporation has established guidelines for "New Partner Registration and Management" and incorporated them into company regulations to enhance transparency and fairness in supplier selection and management process. Partner are categorized as potential or transaction partners. When registering new potential suppliers, we evaluate both financial and non-financial factors, including environmental, social, and governance (ESG) criteria. Partner evaluations consist of 60 items, covering quality, delivery, environment, and safety.

For transaction partners who do not meet the supply performance indicators from the previous year, we conduct an annual management and sustainability assessment to proactively prevent supply chain issues. In 2023, we evaluated a total of 30 suppliers. Additionally, we support supply chain sustainability through ESG education for our partners. Moving forward, we will strengthen ESG management in the supply chain to improve risk factors, ensure the quality of components, maintain appropriate prices, and achieve stable supply of parts.

Sustainable Supply Chain

Partner Education

YURA Corporation offers various education programs to strengthen the competitiveness of its partners. To enhance partner quality, we conducted training on technology protection, 4M (Man, Machine, Material, Method) education, and fair trade practices between subcontractors and contractors. We also operated a partner education credit system, through which a total of 907 individuals from 33 companies completed training in 2023. In response to changes in the external environment, such as the expanded implementation of the Serious Accidents Punishment Act in 2024, we plan to introduce training courses and expand support designed to enhance the capabilities required by our partners.

2023 Partner Education Operations

Education Title	Number of Partners	Number of Participants
Technology Protection Education	38	306
4M Education	189	216
Subcontractor-Contractor Fair Trade Education	68	510
Partner Education Credit System	33	907
ESG Education	95	95
HSE Internal Auditor Course	4	6

ESG Support for Partners

In response to increasing societal demands for supply chain ESG management, YURA Corporation is expanding its ESG support for partners. In 2023, we held an ESG briefing session to educate 95 partner companies on ESG trends and policies. We are also committed to strengthening the ESG capabilities of our partners through education on global environmental regulations (chemical substance regulations) and safety industry laws. Additionally, to assess the ESG levels of our partners, we distributed an ESG self-assessment checklist to domestic partner, encouraging voluntary evaluation and implementation of ESG practices. Moving forward, we plan to conduct ESG evaluations for partners to enhance the sustainability of our supply chain.



Education for Partners

Partner Communication

YURA Corporation actively communicates with its partners and operates various communication channels to understand their concerns. We hold annual meetings with representatives of partner companies in different industries to listen to and address their suggestions. Furthermore, we distribute newsletters to components suppliers, sharing information on joint procurement (MRO), providing guidelines for writing SQ evaluation guidelines, and more. Additionally, to build a healthy supply chain, YURA Corporation operates a “Cyber Audit Office,” where partners can report unethical or unfair practices and unreasonable business handling. All reports are handled confidentially, and we work with relevant departments to ensure quick resolution.



YURA Partner Association

Sustainable Supply Chain

Support for Shared Growth with Suppliers

YURA Corporation pursues shared growth with its partners, aiming to enhance quality and customer satisfaction through strengthening partner capabilities. We engage in various support activities, including direct financial support as well as technical support, technology protection, manpower and recruitment support, consulting support, and welfare support.



Conflict Minerals Management

YURA Corporation has established a Conflict Minerals Policy to prevent issues such as human rights abuse, environmental destruction, and funding of conflict groups associated with mineral mining activities. Under this policy, we do not use minerals sourced unethically from conflict and high-risk areas, including the Democratic Republic of Congo. We verify the presence of conflict minerals in our components procurement process.

To promote the Conflict Minerals Policy, we require partners to sign the “Declaration of Commitment to Responsible Mineral Procurement” and recommend transactions with smelters certified by the Responsible Minerals Assurance Program (RMAP). Additionally, we use reporting templates such as the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) to assess smelter information within the supply chain and request improvements when dealing with non-RMAP certified smelters.

Conflict Minerals Policy

In response to The Conflict Minerals Regulations, YURA Corporation is working with all our suppliers to comply with the Conflict Minerals Regulation Policy.

- 1— YURA Corporation and our Suppliers will establish conflict minerals management policies and procedures to ensure that our products do not include the conflict minerals that contribute to the armed forces of the Democratic Republic of Congo and other covered countries.
- 2— YURA Corporation and our Suppliers will strive to identify the locations and names of all smelters that process conflict minerals in our Supply Chain Management (SCM) system.
- 3— YURA Corporation and our Suppliers will complete, maintain, and submit the CMRT and EMRT to identify and manage all relevant smelters.



Social Contribution

Domestic Social Contribution Activities

YURA Corporation conducts various social contribution activities to coexist with the local communities where our domestic business sites are located. We consistently provide financial support to local welfare facilities, including disability facilities, child care centers, orphanages, and nursing homes for the elderly. Additionally, we aim to realize social value through diverse donations, including contributions to the Korean Red Cross Disaster Relief Fund and the Korea Childhood Leukemia Foundation. Moreover, to stimulate the local economy, we participate in purchasing traditional market gift certificates and actively engage in initiatives to support the growth of venture businesses.



(Pyeongtaek Cheongbuk Factory)
Donation to Cheongbuk middle school development fund



(Cheongju Factory)
Donation to Osong nursing home



(Gyeongju Factory)
Donation to child care facility

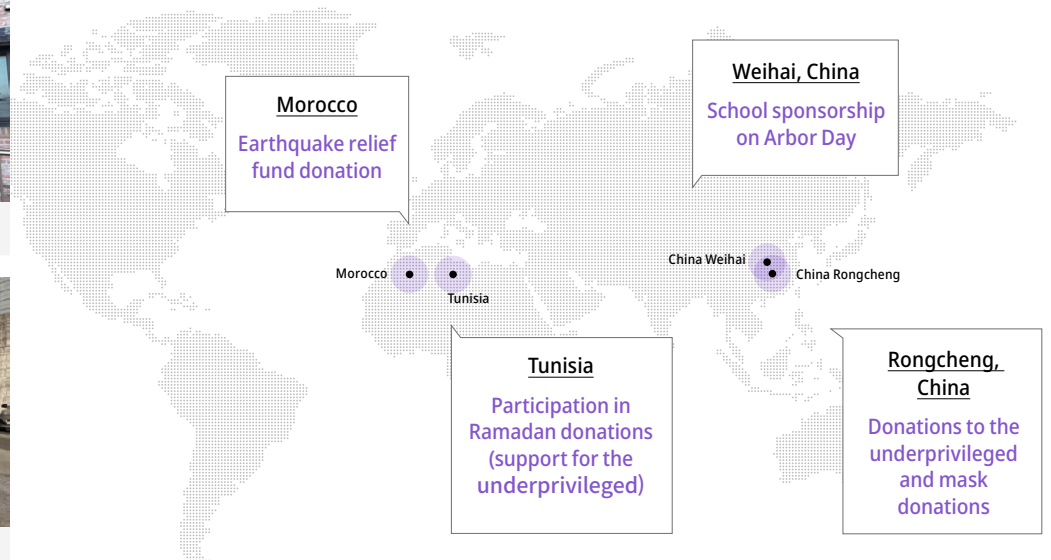


(Hwaseong Jangan Factory)
Donation to disability care facility

Global Social Contribution Activities

As a company with a global presence, YURA Corporation undertakes social contribution activities focused on our overseas business sites in countries such as China, Tunisia, and Morocco. In the event of international disasters, we actively participate in humanitarian aid efforts. We also make various types of donations, including contributions to the local community's underprivileged, sponsorships for local schools, and donations of masks during times of need.

2023 Global Social Contribution Activities



GOVERNANCE

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Sound Governance Structure

Board Composition

YURA Corporation has established and operates its Board of Directors in accordance with relevant laws and the articles of incorporation. The Board consists of three executive directors, with the CEO concurrently serving as the Chairperson to ensure efficiency in board operations and expertise in the automotive components industry. The Chairperson adheres to the Ethical Charter and the Code of Ethics, delegating functional authority and promoting communication with various stakeholders to prevent conflicts of interest. Additionally, to enhance sustainability competencies, the Chairperson participates in regular training, comprehensive vehicle development reports, and quality management seminars.

Current Composition of the Board of Directors

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

Board Operations

The Board of Directors is divided into regular and special meetings. YURA Corporation holds regular board meetings every March and convenes special meetings as needed. The Chairperson of the Board calls the meetings, and decisions are made by a majority attendance and majority approval of the attendees. As the highest decision-making body with voting rights on corporate management, the Board receives reports on sustainability management-related matters, as well as reviews and approves important issues. In 2023, a total of 32 board meetings were held, and 47 agenda items were resolved.

2023 Board Operations

Category	2021	2022	2023
Meetings Held	25 sessions	34 sessions	32 sessions
Reported and Resolved Agenda Items	36 items	49 items	47 items
Average Attendance Rate	97%	97%	97%

ESG-Related Agenda Items

Meeting Date	Agenda	Result
2023.03.31	Report on ESG Management System and Company Plan	Reported
2023.04.14	Report on Application for 'Partner Pilot Project' by Client	Reported
2023.04.28	Report on Changes to Partner components LCA Pilot Project	Reported
2023.05.02	Report on ESG Management Activity Promotion Plan	Reported
2023.05.26	ESG Management Declaration Ceremony	Approved
2023.10.30	Report on ESG Management Activities and Promotion Plan	Reported
2023.12.29	Report on ESG Evaluation Results and Work Promotion Plan	Reported
2023.12.29	Report on Anti-Bribery Management System Establishment Plan	Reported

Ethical Management

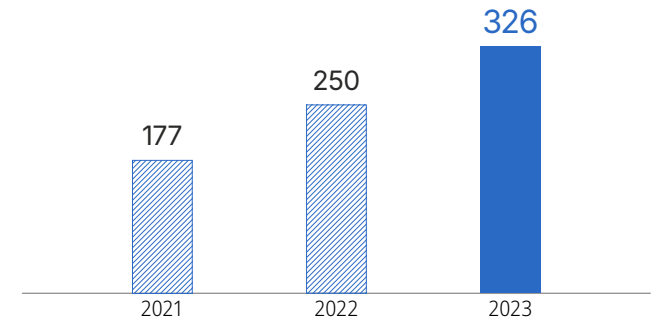
Ethical Management System

YURA Corporation has established an ethical management policy and regulations with the management philosophy of “transparency and principles,” aiming to fulfill its social responsibilities through fair and transparent management. The ethical management policy includes the Ethical Charter, which sets the standards for ethical judgment, and the Code of Ethics, which provides specific directions for practicing the Charter. YURA Corporation encourages not only its employees but also domestic and international partners to adhere to these ethical standards, and the details are disclosed on our website.

Commitment to Ethical Practices

To spread the commitment to ethical management, YURA Corporation requires new employees to sign an ethical pledge. In 2023, a total of 326 employees committed to this pledge. This pledge encourages voluntary ethical management practices concerning bribery, improper solicitation, conflict of interest, information security, workplace ethics, employee abuse, and document preparation and reporting. Furthermore, we require new partners entering into contracts to sign an ethical management pledge, striving to establish an ethical corporate culture. Starting in 2024, we plan to extend the ethics pledge to include all employees and partners with transactions exceeding KRW 50 million.

Employee Ethical Management Pledge
(Unit: Persons)



Ethical Charter

1— Technological Innovation and Contribution to Nation and Society

- By demonstrating an entrepreneurial spirit filled with creativity and vitality, we innovate management and technology and provide the best quality products and services through principled and ethical management.
- As a sound production entity in the national society, we take pride in our responsibility for national economic development and fulfill our social responsibilities as transparent and fair corporate citizens.



2— Customer Satisfaction and Growth Shared with Partners

- We prioritize customer satisfaction as our highest value and pursue mutual growth based on mutual trust and respect with our employees and partners as partners in creating new value.
- We respect the laws and customs of all regions where we conduct business activities and comply with regulations and ethics.



3— Respect for Human Dignity and Talent Development

- We do our best in our assigned duties with honesty and sincerity, fostering etiquette and morality. We create a healthy organizational culture that respects and considers each employee as an independent personality.
- We systematically support employees from a long-term perspective to nurture them into autonomous and creative talents.



4— Establishment of Transparent Management

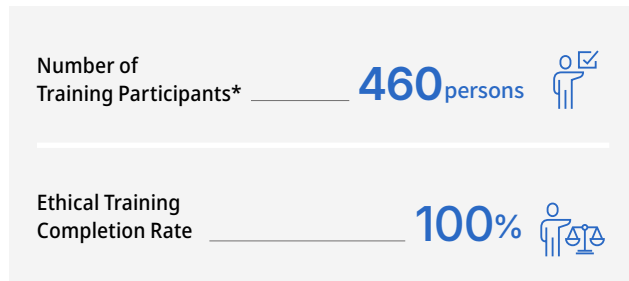
- We handle all tasks based on transparent standards and establish fair trading relationships with transparent trading conditions, fostering an honest and transparent corporate culture.
- We reject all solicitations related to duties and do not accept or give improper benefits.



Ethical Management

Ethical Education

YURA Corporation provides ethical education to all employees to strengthen their awareness and establish an ethical corporate culture. In 2023, we conducted CEO-led ethical management training for 460 employees in customer-facing departments (sales, quality, research center). This training covered the overall ethical policies, including the Ethical Charter and the Code of Ethics, and shared cases of violations to enhance employees' commitment to ethical management. Additionally, we continue to provide monthly ethical training for new employees, urging them to adhere to the Code of Ethics in their duties.

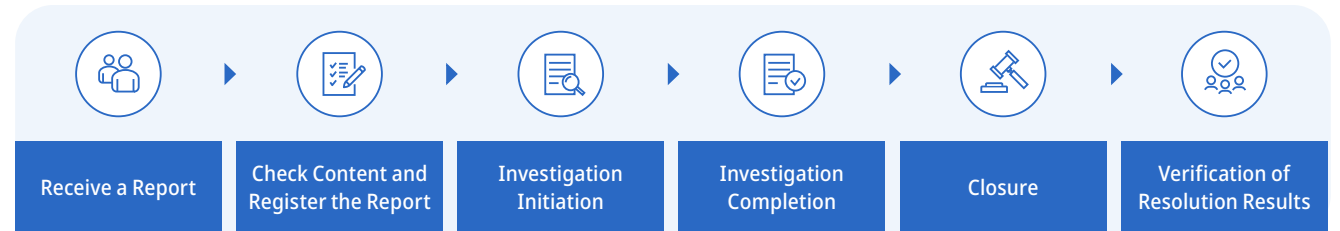


* Ethical management education supervised by the CEO

Cyber Audit Office

YURA Corporation operates a Cyber Audit Office to receive reports on any illegal or unethical activities occurring within the company. Employees and all stakeholders can report any actions that violate the Code of Ethics, such as unfair trade practices due to academic or regional connections, employee misuse and solicitation, workplace sexual harassment, and violations of fair trade laws. Reports can be made anonymously, and both the whistleblower and the report are protected under the whistleblower protection policy and anti-retaliation guidelines. We ensure that 100% of the reported cases are investigated transparently and fairly.

Reporting and Handling Procedures



Whistleblower Protection and Anti-Retaliation Guidelines

Protection Scope	We are committed to protecting the identity of whistleblowers, the evidence they present, information collected related to the report, indications of the suspected individuals, and all actions taken post-report throughout the entire reporting process with stringent security measures.
Protection Policy	Reports and their content are treated as confidential, and only a limited number of personnel, who have pledged to maintain strict confidentiality, handle the reports. We ensure that whistleblowers do not face any disadvantageous actions or punishments.
Anti-Retaliation Guidelines	We guarantee that reporting partners will not face any restrictions on order opportunities, suspension of transactions, or any other disadvantages because they reported violations of fair trade laws or applied for dispute mediation concerning transaction relations with us.

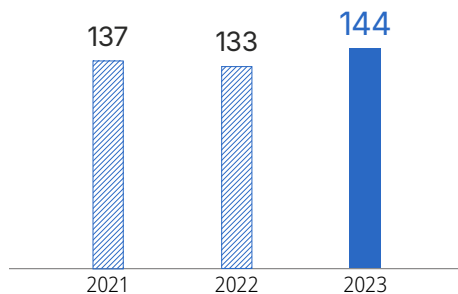
Ethical Management

Compliance with Fair Trade

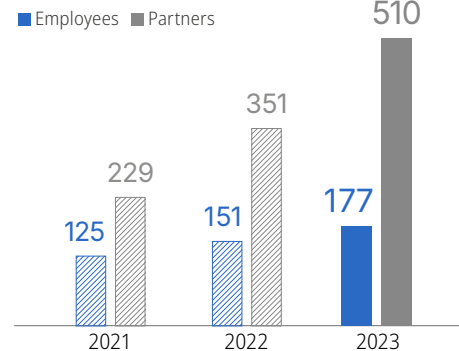
YURA Corporation ensures compliance with fair trade-related laws between partners by signing standard fair trade agreements during transactions. These agreements include the implementation of the four major guidelines of the Subcontracting Act, fair contract execution and performance, prevention of legal violations, compliance with laws, and support for shared growth. This helps prevent unfair trade risks in advance.

To enhance employees' awareness of fair trade, we include introductory fair trade education as a mandatory course during new employee training. For departments that frequently interact with fair trade matters, we provide education on major policies and legal trends related to fair trade and subcontracting to strengthen their expertise.

Number of Partners with Fair Trade Agreements
(Unit: Partners)



Number of Fair Trade Education Participants
(Unit: Persons)



Anti-Corruption Policy

YURA Corporation aims to establish a sound corporate culture by preventing corruption and bribery that hinder fair job performance by employees. As part of these efforts, we have established an anti-corruption policy and anti-corruption guidelines. These policies set ethical and moral standards concerning bribery, improper solicitation, gifts and entertainment, payments to public officials, facilitation payments, donations, and sponsorships, and we encourage our partners to adhere to similar standards. In 2024, we plan to introduce the Anti-Bribery Management System (ISO 37001) and conduct corruption risk assessments for our domestic business sites (headquarters) to identify and continuously improve and monitor corruption risks throughout the company.

Anti-Corruption Policy [🔗](#)

Bribery
We do not accept, provide, or promise any form of illegal or unethical monetary or non-monetary benefits or bribes from or to stakeholders.

Gifts and Entertainment
No acceptance of gifts or entertainment exceeding socially acceptable modest levels

Facilitation Payments
Prohibition of facilitation payments to government officials to expedite processes or avoid administrative delays

Improper Solicitation
Prohibition of improper solicitations between employees and stakeholders, or among internal employees

Solicitations to Public Officials
Compliance with the Anti-Graft Law when providing meals, lodging, or transportation to public officials during government-related duties

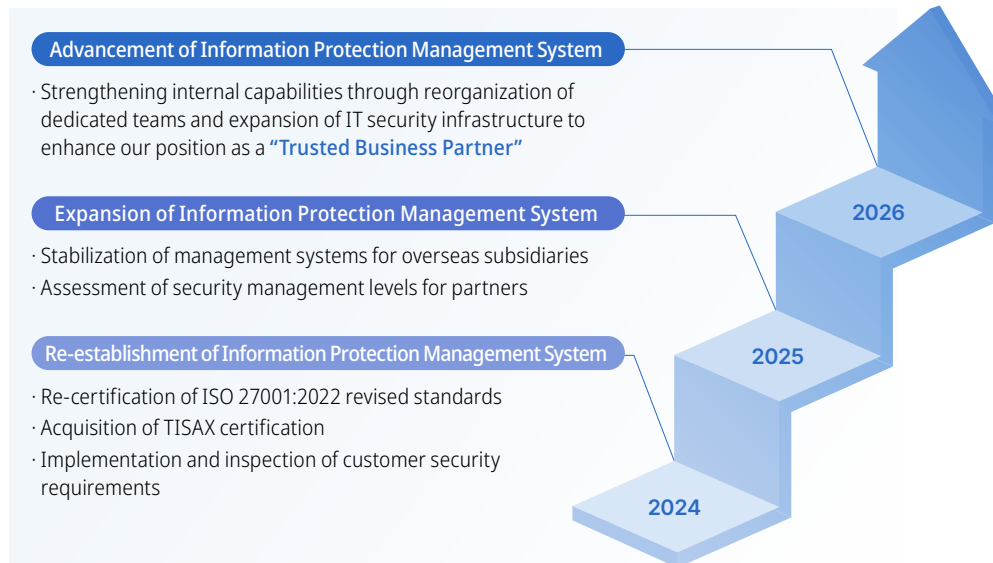
Donations and Sponsorships
Promotion of charitable donations and sponsorships fairly in accordance with internal execution standards and procedures, and prohibition of political donations and sponsorships

Information Security

Information Protection System

YURA Corporation has established and implemented information protection management guidelines and regulations based on laws related to information security and privacy protection. The information protection regulations apply to all employees and stakeholders and cover all tangible and intangible assets that the company possesses and operates. To prevent security incidents such as information leakage, we conduct information security awareness training. In 2023, we contributed to spreading a security culture under the theme “Every Employee is a Security Manager,” sharing guidelines on responding to phishing emails, case studies of information leakage incidents, and automotive cybersecurity regulations.

Information Protection Management Roadmap



Information Security Management System

Since 2012, YURA Corporation has obtained the ISO 27001 certification, the international standard for information security management system, and has operated a company-wide security management system based on this standard. As of 2023, we have achieved 100% certification for the information security management system for our domestic research centers and factories. In 2024, we aim to obtain TISAX (Trusted Information Security Assessment Exchange) certification, overseen by the German Association of the Automotive Industry (VDA), to establish an information security system that meets global requirements.

Information Security Management System Certification (ISO 27001)



Appendix to Certificate

Locations included in the certification are as follows:

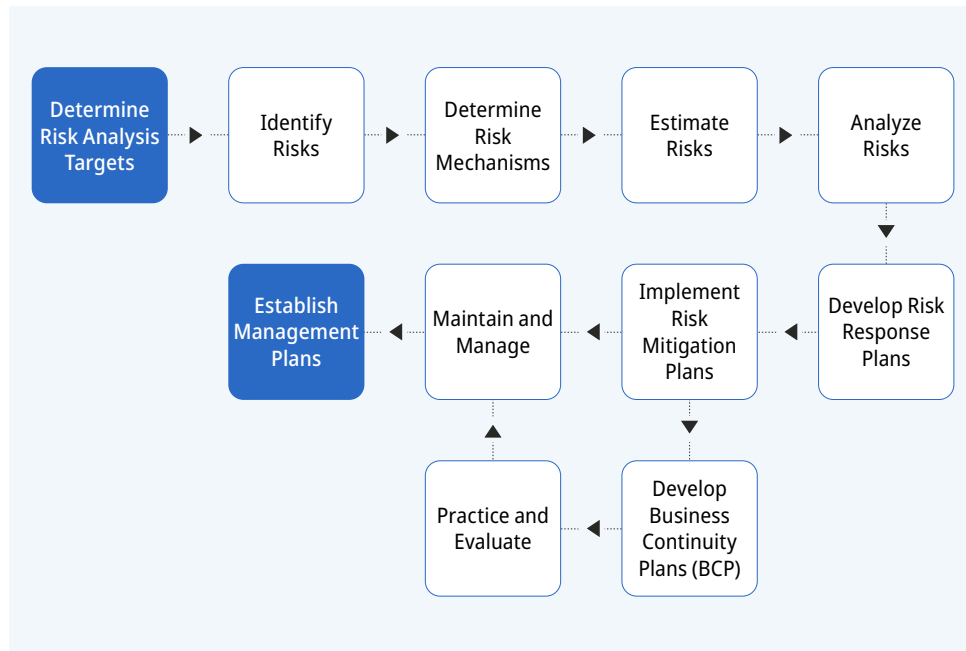
Site Name	Site Address	Site Scope
Yura Corporation Head Office & Yura R&D Center	308, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, 13494, Republic of Korea	The management of information security system in all activities providing production and sales for EEDS(Electrical, Electronic, Distribution System) and components. This is in accordance with the Statement of Applicability Version 2.2.
Yura Corporation Cheongju Factory	347, Cheongju-gyeong-ro, Cheongju-si, Cheongju-gu, Chungcheongbuk-do, 28160, Republic of Korea	The management of information security system in all activities providing production and sales for EEDS(Electrical, Electronic, Distribution System) and components. This is in accordance with the Statement of Applicability Version 2.2.
Yura Corporation Pyeongtaek Factory	68-1, Sijong-ro, Cheongju-si, Gyeongsangbuk-do, 77797, Republic of Korea	The management of information security system in all activities providing production and sales for EEDS(Electrical, Electronic, Distribution System) and components. This is in accordance with the Statement of Applicability Version 2.2.
Yura Corporation Cheongju Factory	25, Seongju-gyeongbuk-ro, Seongju-si, Gyeongsangbuk-do, 38177, Republic of Korea	The management of information security system in all activities providing production and sales for EEDS(Electrical, Electronic, Distribution System) and components. This is in accordance with the Statement of Applicability Version 2.2.
Yura Corporation Other Factory	129-2, Hwaseong-ro, Hwaseong-si, Gyeonggi-do, 17114, Republic of Korea	The management of information security system in all activities providing production and sales for EEDS(Electrical, Electronic, Distribution System) and components. This is in accordance with the Statement of Applicability Version 2.2.

Risk Management

Risk Management System

YURA Corporation has established a comprehensive risk management system to proactively address potential financial and non-financial risks in a rapidly changing business environment. We categorize risks into environment, social, safety, technology, economy, and legal types. By analyzing the severity of these risks, we identify key management items and focus on them. Additionally, we develop and manage Business Continuity Plans (BCPs) as needed, aligning them with our management plans to ensure continuous operations.

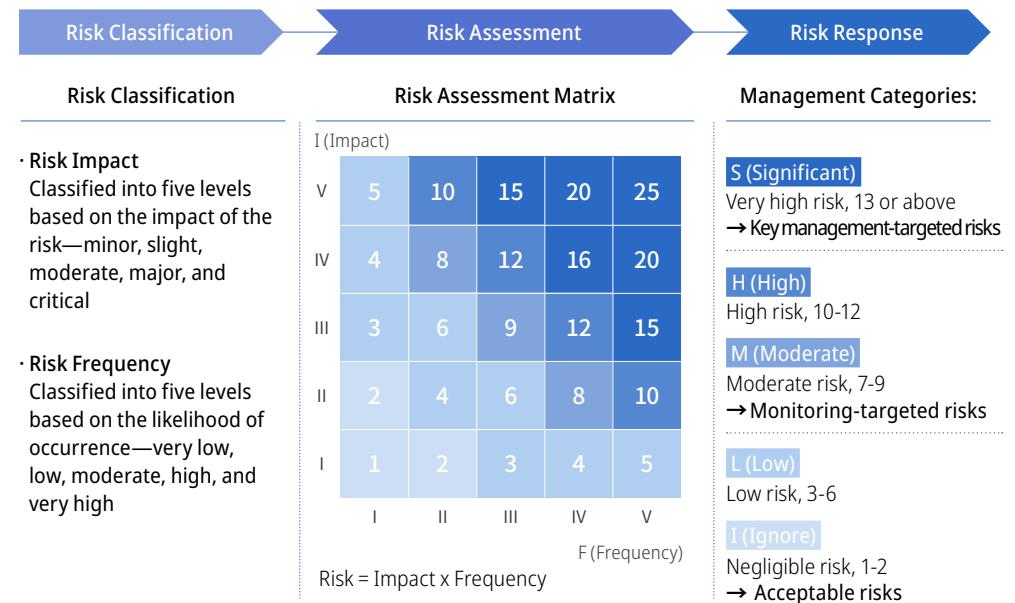
Risk Management Process



Risk Assessment and Response

YURA Corporation identifies high-priority risks through risk assessments. Risk levels are calculated based on the Impact and Frequency of the risks. Based on the risk assessment results, risks are categorized into acceptable risks, monitoring-targeted risks, or key management-targeted risks. We aim to minimize the impact of risks and respond to potential risks through thorough analysis and timely responses.

Risk Assessment



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ESG Data

Environment

Greenhouse Gas Emissions¹⁾

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Scope 1 & Scope 2 Emissions					
Total Greenhouse Gas Emissions (Scope 1 & 2)	tCO ₂ eq	47,942.59	51,910.92	55,005.67	
Scope 1	Domestic	tCO ₂ eq	351.53	353.87	355.91
	Overseas	tCO ₂ eq	5,900.26	5,639.33	4,970.10
	Subtotal	tCO ₂ eq	6,251.79	5,993.21	5,326.01
Scope 2	Domestic	tCO ₂ eq	15,451.36	15,719.61	16,423.88
	Overseas	tCO ₂ eq	26,239.44	30,198.11	33,255.78
	Subtotal	tCO ₂ eq	41,690.80	45,917.72	49,679.66
Greenhouse Gas Emission Intensity (Scope 1 & 2) ²⁾	tCO ₂ eq/KRW 100 million	2.37	2.39	2.18	
Scope 3 Emissions					
Total Greenhouse Gas Emissions (Scope 3)	tCO ₂ eq	-	-	445,914.22	
Scope 3	1. Purchased Goods and Services	tCO ₂ eq	-	-	394,931.67
	2. Capital Goods	tCO ₂ eq	-	-	3,004.04
	4. Transportation and Distribution	tCO ₂ eq	-	-	25,217.90
	5. Waste Generated in Operations	tCO ₂ eq	-	-	1,023.66
	6. Business Travel	tCO ₂ eq	-	-	1,561.39
	7. Employee Commuting	tCO ₂ eq	-	-	20,175.56

1) In 2023, 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) Greenhouse Gas Emission Intensity = Total Greenhouse Gas Emissions / Total Sales

Energy Consumption¹⁾

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Energy Consumption					
Total Energy Consumption	TJ	848.3	910.6	959.7	
Domestic	Direct Energy	TJ	5.5	5.6	5.6
	Indirect Energy	TJ	323.8	329.3	344.1
	Subtotal	TJ	329.3	334.9	349.7
Overseas	Direct Energy	TJ	105.2	101.2	87.7
	Indirect Energy	TJ	413.8	474.5	522.3
	Subtotal	TJ	519.0	575.7	610.0
Energy Intensity ²⁾	TJ/KRW 100 million	0.042	0.042	0.038	

1) In 2023, energy usage was calculated for all business sites (excluding closed sites and sites where data collection is difficult).

2) Energy Intensity = Total Energy Consumption / Total Sales

ESG Data

Environment

Air Pollutant Emissions

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Air Pollutant Emissions				
Total Air Pollutant Emissions	Ton	9.1	13.4	12.3
Air Pollutants	NOx	Ton	0	0
	SOx	Ton	0	0
	PM ¹⁾	Ton	0.6	1.0
	THC ²⁾	Ton	8.5	12.5

1) Domestic PM Emission Sites: Pyeongtaek Cheongbuk Factory, Cheongju Factory

2) Domestic THC Emission Sites: Pyeongtaek Cheongbuk Factory

Hazardous Chemical Emissions

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Hazardous Chemical Emissions				
Total Hazardous Chemical Emissions	Ton	4.3	1.7	1.2
Hazardous Chemicals ¹⁾	Lead ²⁾	Ton	3.2	0.4
	Methyl Ethyl Ketone	Ton	0.6	0.9
	Hexamethyldisiloxane	Ton	0.5	0.4

1) Hazardous Chemical Emission Sites: Pyeongtaek Cheongbuk Factory, Cheongju Factory

2) Lead emissions have decreased since 2022 due to the transition to lead-free processes

Waste Management

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Waste Generation¹⁾				
Total Waste Generation	Ton	372.2	368.9	402.3
General Waste	Incineration	Ton	10.7	6.9
	Landfill	Ton	0	0
	Recycling	Ton	348.8	353.5
	Subtotal	Ton	359.5	360.4
Designated Waste ²⁾	Incineration	Ton	0.4	0.5
	Landfill	Ton	0	0
	Recycling	Ton	12.3	8.0
	Subtotal	Ton	12.7	8.5
Waste Recycling				
Waste Recycling Amount	Ton	361.1	361.5	401.3
Waste Recycling Rate	%	97.0	98.0	99.7
Waste Disposal Cost	KRW million	99.1	99.0	122.1

1) Waste disposal such as incineration and landfilling is outsourced to specialized companies

2) Designated Waste Generation Sites: Pyeongtaek Cheongbuk Factory, YURA R&D Center

ESG Data

Environment

Water Management

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Water Consumption				
Total Water Withdrawal ¹⁾	m ²	69,354	57,318	47,278
Water Withdrawal	Groundwater	14,328	14,653	13,771
	Municipal Water	55,026	42,665	33,507

1) Water withdrawal and usage are managed under the same standards.

Eco-friendly Products

Category	Unit	2021	2022	2023
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
Eco-Friendly Product Patents				
Patents	Registered (Cumulative)	244	287	342
	New Applications	30	57	45

Environmental Management System Certification(ISO 14001)

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Environmental Management System (ISO 14001)					
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	2021	2022	2023
		Domestic	Domestic	Domestic
Environmental Education				
Number of Employees Participating in Environmental Education	Persons	42	63	207
Rate of Employees Participating in Environmental Education	%	2.0	3.1	10.0

ESG Data

Social

Total Employee Status

Category	Unit	2021	2022	2023
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
Total Employees				
Total Number of Employees	Persons	25,774	26,253	26,420
Employees	Domestic	2,075	2,018	2,080
	Overseas	23,699	24,235	24,340
Status of Regular Employees¹⁾				
Korea (8 business sites)	Persons	1,977	1,935	1,999
	YURA Beijing	62	61	64
	YURA Leling	179	496	405
	YURA Weihai	636	573	519
China	Rongcheng Sewon	334	281	262
	YURA Heze	798	824	879
	YURA Heze Electronic	151	156	143
	Weihai YURA R&D	24	24	24
Vietnam	YURA Vietnam	1,229	1,290	1,355
	YURA Vietnam Bacninh	-	113	1,264
Russia	YURA Russia	2,123	1,689	425
Slovakia	YURA Slovakia, YURA ELTEC Slovakia	2,370	1,942	1,602
Czech Republic	YURA Czech	77	77	91

1) Based on 21 domestic and overseas corporations

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Serbia	YURA Serbia	Persons	5,384	5,747	6,046
Albania	YURA Albania	Persons	1,593	1,685	1,876
Tunisia	YURA Tunisia	Persons	753	866	824
Morocco	YURA Morocco	Persons	561	587	636
Mexico	YURA Mexico	Persons	2,660	3,049	3,138
Poland	YURA Poland	Persons	1	1	1
UK	YURA UK	Persons	1	1	1
Total Number of Regular Employees		Persons	20,913	21,397	21,554
Status of Non-Regular Employees²⁾					
Korea (8 business sites)		Persons	98	83	81
	YURA Beijing	Persons	7	6	4
	YURA Leling	Persons	0	0	1
	YURA Weihai	Persons	26	27	24
China	Rongcheng Sewon	Persons	11	2	5
	YURA Heze	Persons	0	0	0
	YURA Heze Electronic	Persons	0	0	0
	Weihai YURA R&D	Persons	0	0	0
Vietnam	YURA Vietnam	Persons	7	109	16
	YURA Vietnam Bacninh	Persons	-	375	39

2) Based on 21 domestic and overseas corporations

ESG Data

Social

Total Employee Status

Category	Unit	2021			2022			2023		
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Russia	YURA Russia	Persons	0	0	0					
Slovakia	YURA Slovakia, YURA ELTEC Slovakia	Persons	919	702	692					
Czech Republic	YURA Czech	Persons	0	0	0					
Serbia	YURA Serbia	Persons	2,261	2,066	1,765					
Albania	YURA Albania	Persons	0	0	0					
Tunisia	YURA Tunisia	Persons	1,047	1,036	1,759					
Morocco	YURA Morocco	Persons	485	450	480					
Mexico	YURA Mexico	Persons	0	0	0					
Poland	YURA Poland	Persons	0	0	0					
UK	YURA UK	Persons	0	0	0					
Total Number of Non-Regular Employees		Persons	4,861	4,856	4,866					

Status of Indirect Employment

Category	Unit	2021			2022			2023		
		Domestic	Domestic	Domestic	Domestic	Domestic	Domestic	Domestic		
Indirect Employment										
Total Number of Indirect Employees		Persons	681	1,010	878					
Indirect Employment ¹⁾	YURA R&D Center	Persons	34	34	34					
	Pyeongtaek Cheongbuk Factory	Persons	77	75	194					
	Cheongju Factory	Persons	381	334	289					
	YURA Production Technology Research Institute	Persons	5	6	6					
	Gyeongju Factory	Persons	97	468	221					
	Hwaseong Jangan Factory	Persons	87	93	134					

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

ESG Data

Social

Employee Status by Gender and Age

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
By Gender					
Domestic	Male	Persons	1,535	1,496	1,554
	Female	Persons	540	522	526
Overseas	Male	Persons	6,642	6,952	6,765
	Female	Persons	17,057	17,283	17,575
By Age					
Domestic	Under 30	Persons	233	237	264
	30s	Persons	773	669	663
	40s	Persons	734	744	740
	50s	Persons	301	337	379
	60 and above	Persons	34	31	34
Overseas	Under 30	Persons	6,876	7,077	7,133
	30s	Persons	8,608	8,543	8,589
	40s	Persons	5,994	6,335	6,485
	50s	Persons	1,947	2,022	1,931
	60 and above	Persons	274	258	202

Employee Status by Job Function

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
By Job Function					
Domestic	Management	Persons	1,343	1,324	1,412
	Production	Persons	732	694	668
Overseas	Management	Persons	1,073	1,075	1,118
	Production	Persons	22,626	23,160	23,222

Status of Employees from Vulnerable Groups

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Vulnerable Group Status					
Disabled	Employees	Persons	34	28	27
	Rate	%	1.6	1.4	1.3
Veterans	Employees	Persons	13	10	8
	Rate	%	0.6	0.5	0.4
Foreign Nationals	Employees	Persons	1	1	1
	Rate	%	0.05	0.05	0.05

ESG Data

Social

New Employment Status

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
New Hires				
Total New Hires	Persons	141	222	283
By Employment Type	Regular	77	174	225
	Non-regular	64	48	58
By Gender	Male	101	172	231
	Female	40	50	52
By Age	Under 30	80	133	149
	30s	43	70	111
	40s	13	12	12
	50s	3	5	6
	60 and above	2	2	5

Length of Service

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Average Length of Service				
Regular	Years	11.6	12.5	12.1

Resignation Status

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Resignation Status				
Total Resignations	Persons	317	295	275
By Gender	Male	217	234	215
	Female	100	61	60
Resignation Rate ¹⁾	%	14.6	14.2	13.6
Voluntary Resignation Status				
Number of Voluntary Resignations	Persons	168	232	214
By Gender	Male	138	186	177
	Female	30	46	37
Voluntary Resignation Rate ²⁾	%	7.8	11.2	10.6

1) Resignation Rate = Number of Resignations in the Year / Total Number of Employees from the Previous Year

2) Voluntary Resignation Rate = Number of Voluntary Resignations in the Year / Total Number of Employees from the Previous Year

ESG Data

Social

Female Employee Status

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Female Employees				
Total Number of Female Employees	Persons	540	522	526
Female Employee Rate	%	26.0	25.9	25.3
Number of Female New Hires	Persons	40	50	52
Female New Hires Rate	%	28.4	22.5	18.4
Number of Female Managers	Persons	41	45	51
Female Manager Rate	%	5.3	5.8	6.4

Parental and Maternity Leave

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Parental Leave					
Number of Employees on Parental Leave	Persons	23	22	13	
By Gender	Male	Persons	8	12	4
	Female	Persons	15	10	9
Number of Employees Returning After Parental Leave	Persons	19	24	16	
By Gender	Male	Persons	6	10	8
	Female	Persons	13	14	8
Number of Employees Staying for 12 Months After Return	Persons	17	16	14	
12-Month Retention Rate After Return	%	89.5	66.7	87.5	
Maternity Leave					
Number of Employees on Maternity Leave	Persons	66	54	43	
By Gender	Male	Persons	56	47	35
	Female	Persons	10	7	8
Number of Employees Returning After Maternity Leave	Persons	57	48	34	
By Gender	Male	Persons	56	47	34
	Female	Persons	1	1	0
Number of Employees Staying for 12 Months After Return	Persons	52	41	27	
12-Month Retention Rate After Return	%	91.2	85.4	79.4	

ESG Data

Social

Employee Welfare

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Welfare Costs				
Total Welfare Costs	KRW million	11,418	10,724	13,357
Welfare Costs per Employee	KRW million	5.5	5.2	6.4

Labor-Management Cooperation

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Labor-Management Council				
Number of Council Meetings Held	Meetings	4	4	8
Number of Resolutions Passed	Cases	195	158	193

Employee Education

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Employee Education Hours¹⁾					
Education Hours	Total Education Hours	Hours	51,773	28,642	39,631
	Education Hours per Employee	Hours	25.0	14.2	19.1
Employee Education Costs					
Education Costs	Total Education Costs	KRW million	270.3	382.6	695.4
	Education Costs per Employee	KRW thousand	103.3	189.6	334.3

1) Excluding statutory education

ESG Data

Social

Human Rights Education

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Employee Human Rights Education					
Sexual Harassment Prevention Education	Number of Participants	Persons	1,213	1,328	1,275
	Education Hours per Participant	Hours	1	1	1
Disability Awareness Improvement Education	Number of Participants	Persons	1,213	1,177	1,275
	Education Hours per Participant	Hours	1	1	1
Workplace Harassment Prevention Education	Number of Participants	Persons	1,350	1,327	1,275
	Education Hours per Participant	Hours	1	1	1

Human Rights Grievance Handling

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Human Rights Grievance Handling Status					
Human Rights Grievance Handling	Number of Complaints Received	Cases	5	1	3
	Number of Complaints Resolved	Cases	5	1	3
	Resolution Rate	%	100	100	100

Social Contribution

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Donations					
Total Donations	KRW million	78.6	60.8	96.3	
Domestic	Cash	KRW million	47.2	52.2	72.2
	Cash	KRW million	5.9	6.7	23.9
Overseas ¹⁾	In-kind	KRW million	25.5	1.9	0.2
	Subtotal	KRW million	31.4	8.6	24.1
Investments					
Total Investments	KRW million	2.87	-	4.11	
Domestic	Community Investment	KRW million	-	-	-
	Business-related Social Contribution Activities	KRW million	-	-	-
	Subtotal	KRW million	-	-	-
Overseas ¹⁾	Community Investment	KRW million	1.64	-	-
	Business-related Social Contribution Activities	KRW million	1.23	-	4.11
	Subtotal	KRW million	2.87	-	4.11

1) Overseas subsidiaries conducting social contributions (donations/investments): Weihai YURA Corporation, Yeongseong Sewon, YURA Corporation VINA, YURA Corporation TUNISIA, YURA Corporation Morocco Sarlau

ESG Data

Social

Supply Chain Management

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Supply Chain Status					
Total Number of Partners	Companies	215	217	224	
Fair Trade Agreements	Partners with Agreement	137	133	144	
	Partners without Agreement	78	84	80	
Purchase Volume	KRW 100 million	14,749	15,963	17,355	
Support for Shared Growth					
Educational Support	Technology Protection Education	Persons	229	229	306
	Quality Education	Persons	28	41	216
	Fair Trade Education	Persons	229	351	510
	Job Training ¹⁾	Persons	144	759	907
Financial Support	Mold Development Cost Support	KRW million	15,910	14,895	21,356
	Advance Payment to Suppliers	KRW million	21,186	2,298	5,351
Technical Support	New Technology Seminars	Sessions	8	32	33
Technology Protection Support	Joint Patent Applications	Cases	2	2	4
Manpower Support	Companies	114	71	69	
Consulting Support	Companies	1	2	2	

1) Credit-based training system for suppliers

Supply Chain ESG Support

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
ESG Evaluation					
Number of Partners Assessed	Companies	-	-	25	
ESG Assessment Coverage Rate	%	-	-	11.2	
ESG Educational Support					
ESG Education	Number of Partners Educated	Companies	-	-	95
	ESG Education Coverage Rate	%	-	-	42.4
	Number of Participants	Persons	-	-	95

ESG Data

Social

Sustainable Procurement

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Sustainable Procurement Education				
Total Number of Procurement Managers	Persons	13	16	20
Number of Procurement Managers Educated	Persons	13	16	20
Rate of Procurement Managers Educated	%	100	100	100

Quality Management System (IATF 16949)

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Quality Management System Certification					
Domestic	Number of Target Business Sites	Sites	3	3	3
	Number of Certified Business Sites	Sites	3	3	3
	Certification Rate	%	100	100	100
Overseas	Number of Target Business Sites	Sites	22	17	17
	Number of Certified Business Sites	Sites	22	17	17
	Certification Rate	%	100	100	100
Overall Business Site Certification Rate	%	100	100	100	

Quality Management

Category	Unit	2021	2022	2023
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas
Product Defects				
Number of Defective Products ¹⁾	Units	95	109	73
Recalls				
Number of Recalls	Cases	0	0	0
Total Recall Volume	Units/Sets	0	0	0

1) Defective products upon receipt by customers

ESG Data

Social

Industrial Accident Status

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Industrial Accidents				
Total Number of Accidents	Persons	1	0	0
Industrial Accidents	Fatalities	0	0	0
	Injuries	1	0	0
	Occupational Diseases	0	0	0
Industrial Accident Rate	%	0.17	0	0

Occupational Safety and Health Performance

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Lost Time Injury Rate (LTIR)¹⁾²⁾					
Domestic	Number of Lost Time Injuries	Cases	6	6	3
	Lost Time Injury Rate	Cases/1,000,000 working hours	1.90	1.58	0.77
Overseas	Number of Lost Time Injuries	Cases	66	32	29
	Lost Time Injury Rate	Cases/1,000,000 working hours	1.34	0.68	0.49
Occupational Illness Frequency Rate (OIFR)³⁾⁴⁾					
Domestic	Number of Occupational Illnesses	Cases	1	0	1
	Occupational Illness Frequency Rate	Cases/1,000,000 working hours	0.21	-	0.26
Overseas	Number of Occupational Illnesses	Cases	7	3	3
	Occupational Illness Frequency Rate	Cases/1,000,000 working hours	0.15	0.06	0.26
Total Recordable Incident Rate (TRIR)⁵⁾					
Domestic	Number of Total Recordable Incidents	Cases	-	-	13
	Total Recordable Incident Rate	Cases/1,000,000 working hours	-	-	3.34
Overseas	Number of Total Recordable Incidents	Cases	-	-	45
	Total Recordable Incident Rate	Cases/1,000,000 working hours	-	-	0.76

1) Records of industrial accidents and incidents resulting in under 3 days of lost time
 2) Lost Time Injury Rate (LTIR) = (Number of Lost Time Injuries / Total Working Hours) * 1,000,000
 3) Occupational Illnesses include musculoskeletal disorders caused by repetitive tasks and working postures
 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

ESG Data

Social

Safety and Health Management System (ISO 45001)

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Safety and Health Management System Certification					
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	5	5	5
	Certification Rate	%	41.7	41.7	41.7
Overall Business Site Certification Rate		%	70.9	70.9	70.9

Employee Health Management

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Health Check-up Status					
Health Check-ups	Total	Persons	1,669	1,503	1,582
	Employees	Persons	1,669	1,503	1,582
	Spouses and Families ¹⁾	Persons	-	-	-

1) Starting in 2024, comprehensive health check-ups will be provided for the spouses of employees aged 40 and above

Safety and Health Education

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Employee Safety and Health Education					
Safety and Health Education for Management	Target	Persons	1,142	1,151	1,246
	Number of Participants	Persons	1,142	1,151	1,246
	Completion Rate	%	100	100	100
Safety and Health Education for Production Employees	Education Hours per Participant	Hours	6	6	6
	Target	Persons	675	704	698
	Number of Participants	Persons	675	704	698
Safety and Health Education for Production Employees	Completion Rate	%	100	100	100
	Education Hours per Participant	Hours	6	6	6

ESG Data

Governance

Board Composition and Operations

Category	Unit	2021	2022	2023
Board Composition				
Number of Executive Directors	Persons	3	3	3
Number of Independent Directors	Persons	0	0	0
Independent Director Ratio	%	-	-	-
Number of Female Directors	Persons	1	1	1
Female Director Ratio	%	33.3	33.3	33.3
Board Operations				
Number of Board Meetings Held	Meetings	25	34	32
Number of Board Agenda Items	Items	36	49	47
Board Attendance Rate	%	97	97	97

Ethical Education

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Employee Ethical Education					
Ethical Education for Customer-Facing Departments	Target ¹⁾	Persons	-	-	460
	Number of Participants	Persons	-	-	460
	Completion Rate	%	-	-	100
Ethical Education for New Hires ²⁾	Education Hours per Participant	Hours	-	-	0.5
	Target	Persons	62	236	327
Ethical Education for New Hires ²⁾	Number of Participants	Persons	62	236	296
	Completion Rate	%	100	100	91
	Education Hours per Participant	Hours	1	1	1

1) For managers in customer-facing departments (quality, sales, research center)

2) For new regular employees hired for management positions

Anti-corruption Management

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Anti-corruption Reporting					
Anti-corruption Reporting ¹⁾	Number of Anti-Corruption Reports	Cases	5	2	6
	Number of Complaints Resolved	Cases	5	2	6
	Resolution Rate	%	100	100	100

1) Reports received through the Cyber Audit Office

ESG Data

Governance

Compliance

Category	Unit	2021	2022	2023	
		Domestic/ Overseas	Domestic/ Overseas	Domestic/ Overseas	
Legal Violations					
Environmental	Number of Violations	Cases	0	0	0
Law Violations	Amount of Fines	KRW million	0	0	0
Safety Regulation Violations	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0
Fair Trade Law Violations	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0
Privacy Protection Violations	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0
Customer (Automotive OEMs) Information Security Violations	Number of Violations	Cases	0	0	0
	Amount of Fines	KRW million	0	0	0

Information Security Management System (ISO 27001)

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Information Security Management System Certification				
Number of Target Business Sites	Sites	5	5	5
Number of Certified Business Sites	Sites	5	5	5
Certification Rate	%	100	100	100

Information Security Education

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Information Security Education					
	Target ¹⁾	Persons	1,107	-	1,267
Information Security Education for Customer-Facing Departments	Number of Participants ²⁾	Persons	1,052	-	1,236
	Completion Rate	%	95.0	-	97.6
	Education Hours per Participant	Hours	2	-	2
Information Security Education for New Hires ³⁾	Target	Persons	62	236	327
	Number of Participants	Persons	62	236	327
	Completion Rate	%	100	100	100
	Education Hours per Participant	Hours	1	1	1
Privacy Protection Education					
	Target ⁴⁾	Persons	61	59	59
Privacy Protection Education	Number of Participants	Persons	61	59	59
	Completion Rate	%	100	100	100
	Education Hours per Participant	Hours	1	1	1

1) For managers in customer-facing departments

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

3) For new regular employees in management positions

4) For departments handling personal information (Management Support Headquarter)

ESG Data

Governance

Balance Sheet

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Assets	Current Assets	KRW million	889,894	1,063,960	1,139,431
	Non-Current Assets	KRW million	388,968	408,206	366,254
	Total Assets	KRW million	1,278,862	1,472,166	1,505,686
Liabilities	Current Liabilities	KRW million	838,543	1,046,265	1,052,171
	Non-Current Liabilities	KRW million	22,408	101,949	95,563
	Total Liabilities	KRW million	860,951	1,148,213	1,147,734
Equity	Total Equity	KRW million	417,911	323,953	357,952
	Total Liabilities and Equity	KRW million	1,278,862	1,472,166	1,505,686

Income Statement

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Sales Revenue	KRW million	2,022,216	2,169,959	2,520,716
Cost of Sales	KRW million	1,852,189	1,990,376	2,245,984
Gross Profit	KRW million	170,027	179,582	274,732
Selling and Administrative Expenses	KRW million	152,889	308,601	248,071
Operating Profit	KRW million	17,139	(129,019)	26,662
Profit Before Tax	KRW million	41,999	(127,888)	37,245
Income Tax Expense	KRW million	14,169	(38,927)	11,501
Net Profit	KRW million	27,831	(88,962)	25,743

Cash Flow Statement

Category	Unit	2021	2022	2023
		Domestic	Domestic	Domestic
Cash Flow from Operating Activities	KRW million	(91,747)	(53,937)	19,383
Cash Flow from Investing Activities	KRW million	(35,806)	(71,235)	(18,977)
Cash Flow from Financing Activities	KRW million	71,837	155,416	(7,251)
Increase in Cash	KRW million	(55,716)	30,243	(6,846)
Cash at the Beginning of Period	KRW million	70,829	15,112	45,356
Cash at the End of Period	KRW million	15,112	45,356	38,510

Research and Development & Patents

Category	Unit	2021	2022	2023	
		Domestic	Domestic	Domestic	
Research and Development	R&D Personnel	Persons	740	750	806
	R&D Investment	KRW million	78,777	87,892	98,607
	R&D Investment to Sales Ratio	%	3.90	4.05	3.91
Patents	Registered (Cumulative)	Cases	875	959	1,064
	New Applications	Cases	106	118	106

Awards and Memberships/Associations

Awards (2021-2023)

Date	details	Organizer
March 2024	Excellent Partner for Initial Quality of New Cars	Hyundai Motor Group
October 2023	Excellent New Technology Award on 2023 R&D Tech Day	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

GRI Index

GRI Content Index

Statement of use	The sustainability report for the period from January 1, 2023, to December 31, 2023, has been prepared in accordance with the GRI Standards 2021.
GRI 1 used	GRI 1 : Foundation 2021
Applicable GRI Sector Standards	As of the publication date in June 2024, the sector-specific standards for YURA Corporation are not available.

GRI 2: General Disclosures 2021

Topic	GRI Standards	Reported	Report Pages	Remarks	
Organization and Reporting Practices	2-1	Organizational details	●	5, 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	●	No corrections or changes as this is the first report	
	2-5	External Assurance	●	80~81	
Activities and Workers	2-6	Activities, Value Chain, and Other Business Relationships	●	7~15	
	2-7	Employees	●	56~57	
	2-8	Workers Who Are Not Employees	●	57	
Governance	2-9	Governance Structure and Composition	●	46, 67	
	2-10	Nomination and Selection of the Highest Governance Body	●	46	
	2-11	Chair of the Highest Governance Body	●	46	
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	●	17, 46	
	2-13	Delegation of Responsibility for Managing Impacts	●	17, 46	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	●	17, 46	
	2-15	Conflicts of Interest	●	Not applicable	Not disclosed due to non-public company status with no statutory disclosure obligations under the Commercial Act
	2-16	Communication of critical concerns	●	46	

GRI Index

Topic	GRI Standards	Reported	Report Pages	Remarks	
Governance	2-17	Collective Knowledge of the Highest Governance Body	●	46	
	2-18	Evaluation of the Performance of the Highest Governance Body	-		Not disclosed due to non-public company status with no statutory disclosure obligations under the Commercial Act
	2-19	Remuneration Policies	-	Not applicable	
	2-20	Process to determine remuneration	-		
	2-21	Annual Total Compensation Ratio	-	Confidentiality constraints	Future reporting considered due to internal confidentiality
Strategy, Policies, and Practices	2-22	Statement on Sustainable Development Strategy	●	4	
	2-23	Policy commitments	●	82	
	2-24	Embedding Policy Commitments	●	25~26, 35, 36, 37~39, 40, 41~42, 43, 47~48, 49	
	2-25	Processes to Remediate Negative Impacts	●	36, 51	
	2-26	Mechanisms for seeking advice and raising concerns	●	48	
	2-27	Compliance with Laws and Regulations	●	68	
	2-28	Membership of Associations	●	70	
Stakeholder Engagement	2-29	Approach to Stakeholder Engagement	●	21	
	2-30	Collective bargaining agreements	●	35, 61	

GRI 3: Material Topics 2021

Topic	GRI Standards	Reported	Report Pages	Remarks	
Disclosures on material topics	3-1	Process to determine material topics	●	19	
	3-2	List of Material Topics	●	20	
	3-3	Management of Material Topics	●	20	

GRI Index

Topic-Standards

Topic	GRI Standards		Reported	Report Pages	Remarks
Topic 1: Improvement of Energy Efficiency and Reducing Environmental Impact					
Material Topics Disclosure	3-3	Management of Material Topics	●	15, 28~30, 53~55	
	302-1	Energy Consumption within the Organization	●	28, 53	
	302-3	Energy Intensity	●	53	
	302-5	Reduction of Energy Requirements of Products and Services	●	15	
Topic 2: Managing and Reducing Greenhouse Gas Emissions					
Material Topics Disclosure	3-3	Management of Material Topics	●	27, 29, 53~54	
	305-1	Direct GHG emissions (Scope 1)	●	27, 53	
	305-2	Indirect GHG emissions (Scope 2)	●	27, 53	
	305-3	Other Indirect GHG emissions (Scope 3)	●	27, 53	
	305-4	GHG Emissions Intensity	●	53	
	305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	●	29, 54	
Topic 3: Creating a Safe and Healthy Workplace					
Material Topics Disclosure	3-3	Management of Material Topics	●	37~39, 65~66	
	403-1	Occupational health and safety Management System	●	37~38, 66	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	●	38	
	403-3	Occupational health services	●	38~39, 66	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	●	38~39	
	403-5	Worker Training on Occupational Health and Safety	●	39, 66	
	403-6	Promotion of Worker Health	●	39, 66	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	●	38, 66	
	403-9	Work-related Injuries	●	65	
	403-10	Work-related Ill Health	●	65	










GRI Index

Topic	GRI Standards		Reported	Report Pages	Remarks
Topic 4: Ethical and Legal Management					
Material Topics Disclosure	3-3	Management of Material Topics	●	47~49, 67~68	
Anti-corruption	205-2	Communication and Training about Anti-corruption Policies and Procedures	●	49	
	205-3	Confirmed Incidents of Corruption and Actions Taken	●	67	
Anti-competitive Behavior	206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	●	49, 68	
Topic 5: Climate Change Risk Management and Response					
Material Topics Disclosure	3-3	Management of Material Topics	●	27, 68	
Economic Performance	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	●	Inability to Provide Information	Future Development Plans for Estimating Financial Implications of Climate Change
Topic 6: Supply Chain ESG Management					
Material Topics Disclosure	3-3	Management of Material Topics	●	41~43, 63	
Supplier Environmental Assessment	308-1	New Suppliers That Were Screened Using Environmental Criteria	●	41	
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	●	42, 63	
Supplier Social Assessment	414-1	New Suppliers That Were Screened Using Social Criteria	●	41	
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	●	42, 63	
Topic 7: Product Safety and Quality Management					
Material Topics Disclosure	3-3	Management of Material Topics	●	40	
Customer Safety and Health	416-2	Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	●	68	
Topic 8: Enhancing Global Competitiveness through R&D					
Material Topics Disclosure	3-3	Management of Material Topics	●	9~15	
Economic Performance	201-1	Direct Economic Value Generated and Distributed	●	69	

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	36
	make sure that they are not complicit in human rights abuses.	• Human rights education and grievance handling	36
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	• Operation of labor-management councils and activation of labor-management communication	35
	the elimination of all forms of forced and compulsory labor,	• Prohibition of forced labor across all business sites (Human Rights Policy Principle 6)	36
	the effective abolition of child labor, and	• Prohibition of child labor across all business sites (Human Rights Policy Principle 6)	36
	the elimination of discrimination in respect of employment and occupation.	• Fair recruitment and prohibition of discrimination • Establishment and implementation of diversity and inclusion policies	32, 35
Environment	Businesses should support a precautionary approach to environmental challenges,	• Acquisition and maintenance of ISO 14001 certification • Environmental education and awareness	25-26
	undertake initiatives to promote greater environmental responsibility, and	• Establishment of carbon neutrality strategies and greenhouse gas management • Improvement of energy efficiency and transition to renewable energy • Management of environmental impacts such as waste and pollutants	27-30
	encourage the development and diffusion of environmentally friendly technologies.	• Expansion of environmentally friendly product development	14-15
Anti-corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	• Establishment and operation of anti-corruption policies • Acquisition of ISO 37001 certification and implementation of anti-corruption impact assessments (planned from 2024)	49

UN SDGs

UNSDGs Goals	Corresponding Activities	Report Pages
 <p>3 Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages</p>	Support for employee welfare and benefits, Declaration of safety, health, and environmental policies, Management of Safety and Health Management System (ISO 45001) certification, Implementation of safety and health assessments for partners, Safety and health education for employees and partners, Operation of Near Miss accident reporting system, Employee health management (operation of health management office, support for medical check-up, etc.)	34, 37-39
 <p>4 Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	Provision of fair educational opportunities for all members, including organizational culture education, basic competency education, job-specific education, and global competency education	33, 35
 <p>6 Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all</p>	Water use management, Water resource conservation, Water pollution control, Wastewater treatment process	30
 <p>7 Affordable and Clean Energy Ensure access to affordable, reliable, sustainable, and modern energy for all</p>	Energy usage management, Energy-saving activities (replacement with high-efficiency LEDs, expansion of electric vehicle charging facilities, etc.), Company-wide energy saving campaign, Expansion of renewable energy transition	28
 <p>8 Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all</p>	Fair and transparent HR policies, Employment of vulnerable groups, Participation in job fairs and recruitment fairs, Internship programs for partners	32
 <p>9 Industry, Innovation, and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</p>	Global market expansion of YURA Corporation, Enhancement of future automotive technology and development capabilities	9-15
 <p>10 Reduced Inequalities Reduce inequality within and among countries</p>	Establishment and implementation of human rights policy, Prohibition of discrimination, Prohibition of forced labor and child labor, Implementation of human rights education for employees, Freedom of association and collective bargaining, Diversity and inclusion policy	35-36
 <p>12 Responsible Consumption and Production Ensure sustainable consumption and production patterns</p>	Development of eco-friendly automotive components, Patents for eco-friendly products, Waste Management, Management of hazardous and chemical substances in the workplace, Product quality management, Supply chain ESG management, Implementation of ESG education for partners	14-15, 29-30, 40, 42
 <p>13 Climate Action Take urgent action to combat climate change and its impacts</p>	Establishment of carbon neutrality strategy, Development of greenhouse gas inventory (Scope 1, 2 & 3), Formulation of greenhouse gas emission reduction plans, Reinforcement of environmental management system, Management of Environmental Management System (ISO 14001) certification	25, 27
 <p>16 Peace, Justice and Strong Institutions 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>	Declaration of the Ethical Charter and Code of Ethics, Implementation of ethical management pledge, Implementation of ethics education for employees, Operation of Cyber Audit Office, Compliance with fair trade, Establishment of anti-corruption policy, Management of Information Security Management System certification (ISO 27001)	47-50

Greenhouse Gas Verification Statement (Scope 1, 2)



Verification Objective

YURA Corporation's 2023 Scope1, 2 GHG emissions

Scope

The GHG Emissions of all sites of YURA Corporation Company in the 2023 calendar year.

The GHG emissions of all sites are based on data of emissions calculating activities covered by the GHG Emissions Report for all sites of YURA Corporation and calculated direct and indirect GHG Emissions from all sites.

- Complying with the suggestion of WRI/WBCSD GHG Protocol, sources of emissions and quantity of GHG emissions are calculated utilizing operational control approach.
- For business sites, emissions were calculated based on fixed combustion, mobile combustion, and other emissions and indirect emissions.

Verification level

Limited Level of Assurance

Data Verified

GHG emissions of all sites for 2023 calendar year as follows.

Country	Plant	2023		
		Scope1	Scope2	Total
Korea	YURA CORPORATION	356	16,424	16,780
	BEIJING YURA CORPORATION	19	211	230
	LELING YURA CORPORATION	80	992	1,072
	WEIHAI YURA CORPORATION	591	2,129	2,721
China	RONGCHENG SHIYUAN ELECTRONIC EQUIPMENT CO., Ltd.	100	800	900
	HEZE YURA CORPORATION	274	3,579	3,853
	HEZE YURA ELECTRONIC CORPORATION	62	1,225	1,288
	WEIHAI YURA R&D CENTER COMPANY LIMITED	-	-	-
Vietnam	YURA CORPORATION VINA COMPANY LIMITED	150	3,886	4,036
	YURA CORPORATION BACNINH COMPANY LIMITED	43	1,936	2,005
Slovakia	YURA CORPORATION SLOVAKIA	775	304	1,079
	YURA ELTEC CORPORATION SLOVAKIA	203	98	301
Czech	YURA CORPORATION CZECH	3	103	106
Serbia	YURA CORPORATION D.O.O RACA	2,305	14,642	16,947
Albania	YURA CORPORATION ALBANIA SHPK	36	8	44
Tunisia	YURA CORPORATION TUNISIA	124	1,012	1,136
Morocco	YURA CORPORATION MOROCCO SARLAU	-	549	549
Mexico	YURA CORPORATION MEXICO	204	1,756	1,960
Poland	POLAND YURA CORPORATION	-	-	-
England	YURA CORPORATION (UK) LIMITED	-	-	-
Total		5,326	49,680	55,006

Verification Criteria and Protocol

This verification was performed at the request of YURA Corporation Company. using the followings.

- ISO14064-1:2018 & ISO 14064-3:2019
- WBCSD/WRI GHG Guidance - Revised March,2004
- IPCC GHG Guidance – Revised 2006
- Guideline for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme (2023-221)
- BSI Voluntary GHGEV Manual (KM007-2 R6)

The standard confidentiality principle of BSI Group Korea is applied to all verification activities.

Verification Opinion

As a result of the verification in accordance with the standards listed above, it is the opinion of BSI that:

- In conducting this verification, no visits to the verification target business site or verification of the authenticity of the data provided by YURA Corporation were carried out.
- This verification may be affected by limited factors such as the limitation of provided data, non-execution of on-site verification, and sampling. Due to the limitation of this verification, there is an unavoidable risk that important errors may not be found and exist.
- No material misstatement in the GHG emission calculations was detected, related records were maintained appropriately.
- The data quality was considered corresponding to the international key principles for GHG emissions verification.

Issue: 28/06/2024

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

Greenhouse Gas Verification Statement (Scope 3)



Verification Objective

YURA Corporation's 2023 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 2023 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

Data Verified

YURA Corporation's annual Scope 3 GHG emissions related to domestic and overseas business sites in 2023 are as follows.

Category	Emissions in 2023
C1. Purchased Goods and Services	394,932
C2. Capital Goods	3,004
C4. Upstream transportation and distribution	25,218
C5. Waste generated in Operations	1,024
C6. Business travel	1,561
C7. Employee commuting	20,176
Total	445,915

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 Technical Guidance for Calculating Scope 3 Emissions (version 1.0)
- ISO 14064-1:2018 & ISO 14064-3:2019
- BSI Voluntary Greenhouse Gas Emission Verification Scheme (KM007-2, Rev.6)

Verification Opinion

As a result of the verification in accordance with the standards listed above, it is the opinion of BSI that:

- In conducting this verification, no visits to the verification target business site or verification of the authenticity of the data provided by YURA Corporation were carried out.
- This verification may be affected by limited factors such as the limitation of provided data, non-execution of on-site verification, and sampling. Due to the limitation of this verification, there is an unavoidable risk that important errors may not be found and exist.
- No material misstatement in the GHG emission calculations was detected, related records were maintained appropriately.
- The data quality was considered corresponding to the international key principles for GHG emissions verification.

Issue: 28/06/2024

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

Third-Party Verification Statement



To: The Stakeholders of YURA Corp.

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the Sustainability Report 2023 (hereinafter referred to as the "Report"). The Assurer is independent of the YURA Corporation and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the YURA Corporation report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by the YURA Corporation and the assurance was carried out under the assumption that presented the information and data were complete and accurate.

YURA Corporation is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to YURA Corporation only.

The Assurer is responsible for providing YURA Corporation management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of YURA Corporation. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than YURA Corporation in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with YURA Corporation includes the following:

- Reporting contents during the period from January 1st to December 31st 2023 included in the Report, Some data included half of 2024.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- In Accordance with the four principles of AA1000 AccountAbility in the Report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the Report.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website and other report.

Assurance Level and Type

The assurance levels and types are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the assurer reviewed the following Disclosures based on the sampling of information and data provided by YURA Corporation.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

201-1-2, 205-2-3, 206-1, 302-1, 302-3, 302-5, 305-1-4, 305-7, 308-1-2, 403-1-7, 403-9-10, 414-1-2, 416-2

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staffs on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available.
- An assessment of the company's reporting and management processes concerning this report against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the of YURA R&D Center to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Third-Party Verification Statement

Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment certification body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with YURA Corporation. The Assurer has conducted this assurance independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Opinion Statement

The assurer was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that YURA Corporation's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

Inclusivity: Stakeholder Engagement and Opinion

YURA Corporation defined employees, customers(automakers), local communities, partner, shareholders/investors, and government/associations/media as a Key Stakeholder Groups. In order to collect opinions by each stakeholder groups in the context of sustainability, operated the stakeholder engagement process. YURA Corporation conducted a review of the stakeholder engagement process in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. YURA Corporation disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics

YURA Corporation implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. YURA Corporation conducted global reporting standards analysis, benchmarking and media analysis, identified financial impact and social/environmental impact, and determined key issues for the reporting year through expert review of the impact. YURA Corporation derived 8 key issues through the relevant process, and disclosed GRI topic standards related to material issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts

YURA Corporation operated a management process for key issues in the context of sustainability derived from the materiality assessment. The YURA Corporation established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. YURA Corporation disclosed the process including policy, indicator, activity and response performance on key issues in the Report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

YURA Corporation identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the key issues reported. YURA Corporation established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for key issues, disclosed mid- to long-term plans and strategic system in the Report.

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- It may be helpful to advance the sustainability management system by specifying the goals and detailed tasks for each major issue derived from the materiality assessment, and disclosing the achievement status and improvement performance annually.
- It may be helpful to advance the sustainability management system by upgrading the management system of sustainability performance indicators and strengthening the consistency of those performance indicators through internal control procedures
- It may be helpful to advance the sustainability management system by specifying sustainability governance structures such as ESG committees and ESG management teams, as well as clarifying roles and responsibilities for each function.

GRI-reporting

YURA Corporation provided us with their self declaration of compliance within GRI Standards. Based on our review, The Assurer confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by YURA Corporation and the sector standard was not applied.

Issue Date: 01/07/2024

For and on behalf of BSI (British Standards Institution):

BSI representative

Jungwoo Lee,
Lead Assurer, ACSAP

Seonghwan Lim,
Managing Director of BSI Korea



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