
CREATING SOLUTIONS FOR
SUSTAINABLE TOMORROW
SOLUM 2026 ESG Report
SOLUM

About this report

SOLUM 2026 ESG Report

This report is SOLUM's third ESG Report, published to transparently share its sustainability performance and ESG management activities with stakeholders. SOLUM will continue to publish an ESG report annually and maintain transparent communication with stakeholders.

Reporting Scope

This report includes qualitative performance data for SOLUM's headquarters in Korea (Yongin, Gyeonggi-do) and five overseas production subsidiaries in Vietnam, Mexico, China, India, and Indonesia. It also includes quantitative performance data for the headquarters in Korea and three overseas production subsidiaries in Vietnam, Mexico, and China. Information regarding subsidiaries is limited to certain quantitative performance data. Any differences in reporting scope are separately indicated in the footnotes.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and reflects IFRS S2, KSSB No. 2 Climate-related Disclosures, and the Sustainability Accounting Standards Board (SASB) Standards. All financial information in this report has been prepared in accordance with Korean International Financial Reporting Standards (K-IFRS).

Assurance

To ensure the reliability and fairness of the reporting process and disclosed information, this report has undergone third-party assurance by Korea Management Registrar (KMR), an independent external assurance provider with no interests in SOLUM. The assurance results are available in the Third-party Assurance Statement on pages 116–117.

Reporting Period

This report details SOLUM's ESG performance from January 1 to December 31, 2025. For certain key achievements, data from the first half of 2026 has also been included. For quantitative performance, three years of data from 2023 to 2025 are provided to enhance comparability.

About this Publication

Publication date: June 29, 2026
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Cover Story

The light illuminating the night sky symbolizes SOLUM's vision of expanding new possibilities and value toward a sustainable future. The vast universe and natural landscape represent our growth potential in the global market and our forward-looking direction. Using the motif of light, this imagery also reflects SOLUM's commitment to creating sustainable value through technological innovation.

Part 1

INTRODUCTION

05 CEO Message
06 Business Overview

CEO Message

CEO Jun Sung-ho

Dear stakeholders,
From all of us at SOLUM, I would like to extend our heartfelt thanks for your continued support and trust.

The year 2025 was marked by transformation and achievement.
We accelerated our transition from an ESL hardware-centered business structure to a retail solutions provider based on SoluM Solution Platform (SSP), while expanding into new markets such as AI data center power infrastructure and EV charging. We also strengthened our supply capabilities by expanding our global production network. At the heart of these changes was our commitment to fulfilling our responsibilities we owe to our stakeholders.

First, we kept our promise to shareholders.
SOLUM put its commitment to shareholder returns into action by paying our first-ever cash dividend since our founding and retiring all treasury shares. We also significantly strengthened our Board-centered responsible management structure by establishing a majority-independent Board and creating the Internal Transactions Committee.

This process was never just a series of simple decisions. Amid evolving market conditions and diverse stakeholder expectations, management continued to make important decisions with corporate value and shareholder trust as its highest priorities. These changes are not short-term responses, but reflect our determination to build a virtuous cycle of growth and returns, as well as our promise that management will take direct responsibility for delivering it.

Second, we kept our promise to our customers and the market.
From products to solutions, and from individual products to platforms, we are turning this direction into tangible business results, not just a declaration. Based on SSP (SoluM Solution Platform), we are strengthening our ability to provide integrated solutions that meet customer needs, while continuing to advance our business structure by expanding into new markets such as AI data center power infrastructure and EV charging. We have also recognized ESG not simply as a matter of responsibility, but as an important source of competitiveness in the global market.

By aligning our quality and supply chain management with global standards and embedding ESG factors across our business, we are building a foundation for sustainable business relationships with our customers. This is our response to a market where ESG has become an important factor in selecting business partners. It is also part of SOLUM's ongoing transition from a product supplier to a partner that creates value together with its customers.

Third, we delivered on our ESG promise through tangible results.
SOLUM received the Grand Prize at the K-ESG Management Awards, gaining formal recognition for our ESG management capabilities. We also earned a Bronze medal in the EcoVadis assessment, demonstrating meaningful progress in meeting global standards. In addition, we obtained ISO 37001 certification for our anti-bribery management system and published our ESG Report for the second consecutive year. Through these efforts, we are embedding ESG as a systematic management framework, not a one-time activity. These achievements show that ESG is now integrated into our overall management practices, going beyond simple declarations or responses to external demands.

Now, SOLUM is preparing for its next commitment.
Our transition from products to solutions is only the beginning. Based on its global production network, SOLUM aims to become the partner of choice for customers across a wide range of industries, including AI data centers, electric vehicles, retail, and life care. As our business grows, we will also continue to raise our standards of responsibility across our supply chain, products, and governance. A business where growth and responsibility go hand in hand — this is the next chapter SOLUM will write.

"Creating Solutions for Sustainable Tomorrow"
This vision is SOLUM's promise to our stakeholders.
We will continue to make commitments, put them into action, and prove them through tangible results.

We ask for your continued interest and support as we move forward together.
Thank you.

Business Overview

Company Overview

SOLUM specializes in the R&D and manufacturing of core electronic-device components. Since spinning off from Samsung Electro-Mechanics in 2015, we have focused on strengthening the technological competitiveness and quality of our flagship products, including electronic shelf labels (ESLs), 3in1 boards, and power modules. To build a differentiated position in the global electronic components and smart retail solutions markets, we have continued to strengthen our in-house technological capabilities and drive product innovation. Based on our high-efficiency power conversion, communication, and display technologies, we provide a wide range of high value-added components while expanding our business in response to structural industry changes, including retail digitalization, data-driven operational efficiency, and improved energy efficiency. Going forward, we will continue to strengthen our business competitiveness by enhancing both the operational efficiency and sustainability of our global customers based on our technological competitiveness.

Company name	SOLUM CO., LTD.
CEO	Jun Sung-ho
Founding Date	July 2015
Address	2354 Yonggu-daero, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea
Core Business	Manufacturing of electronic products and components, ICT business
Employees[1)]	Total of 3,507, including 538 at our headquarters in Korea, as of 2025

1) Registered executives are excluded from the total employee count.

Core Values

Usefulness	Our customers are at the heart of every business decision we make.	We address problems quickly by stepping into our customers' shoes, and we go the extra mile to ensure an unbeatable customer experience.
Excellence	"Good enough" is not in our vocabulary.	We relentlessly drive ourselves to improve and innovate, constantly refining our technology and enhancing our service.
Innovativeness	We cultivate a strong entrepreneurial mindset.	Through mutual trust in our expertise, we consistently brainstorm new ideas and stretch our limits to advance our technology further than ever before.

2025 Financial Performance

Sales	Operating Profit	Net Income
KRW **1,700,246** million	KRW **46,500** million	KRW **14,187** million

Sales by Region

Korea	China	The United States
KRW **241,352** million	KRW **59,015** million	KRW **471,507** million

Germany	Vietnam	Other Regions
KRW **140,805** million	KRW **150,095** million	KRW **637,472** million

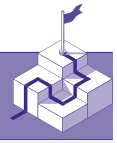
Total

KRW **1,700,246** million

Business Overview

Chronology

SOLUM's Launch

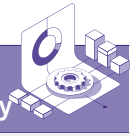


2015
- July SOLUM founded
- Aug. Established production subsidiary in China
- Nov. Opened U.S. sales subsidiary
- Dec. Opened European sales subsidiary
- Dec. Certified as a venture enterprise

2016
- Feb. Established production subsidiary in Vietnam
- Apr. Established research subsidiary in India
- July Awarded the USD 10 Million Export Tower in the venture enterprise category
- Oct. Completed construction of Vietnam production subsidiary, Plant 1

2015 - 2016

Increased Production Capacity



2017
- Commercialized 3in1 Board for the first time in Korea
- Feb. Began adapter production at the Vietnam production subsidiary
- Apr. Began SMPS (Switching Mode Power Supply) production at the Vietnam production subsidiary

2018
- Aug. Completed construction of Vietnam production subsidiary, Plant 2

2017 - 2019

Global Expansion

2020
- Sept. Established production subsidiary in India
- Nov. Acquired production subsidiary in Mexico
- Dec. Surpassed KRW 1 trillion in sales

2021
- Feb. Listed on the Korea Exchange (KOSPI)
- Oct. Received the Prime Minister's Achievement Award for Excellence in New Technology (Smart specialized power supply and related technology)
- Nov. Established subsidiary SOLUM Healthcare
- Dec. Established production subsidiary in the United States[1)]

1) The US production subsidiary is currently not in actual production.

2020 - 2021

Strengthening New Businesses

2022
- Mar. Established subsidiary SOLUM Sensor
- Sep. Successfully developed an ultra-thin sensor semiconductor

2023
- Jan. Achieved No. 2 global market position in ESL sales
- May Opened Japan sales subsidiary
- Dec. Opened Latin America sales subsidiary
- Dec. Recorded highest-ever sales of KRW 1.9 trillion

2024
- Apr. Opened Singapore sales subsidiary
- June Opened Brazil sales subsidiary
- Sep. Opened Australia sales subsidiary
- Oct. Opened Vietnam sales subsidiary

2025
- Feb. Opened Canada sales subsidiary
- May Established production subsidiary in Indonesia
- June Acquired GDK Cosmetics
- Dec. Opened Dubai sales subsidiary
- Dec. Opened Italy sales subsidiary

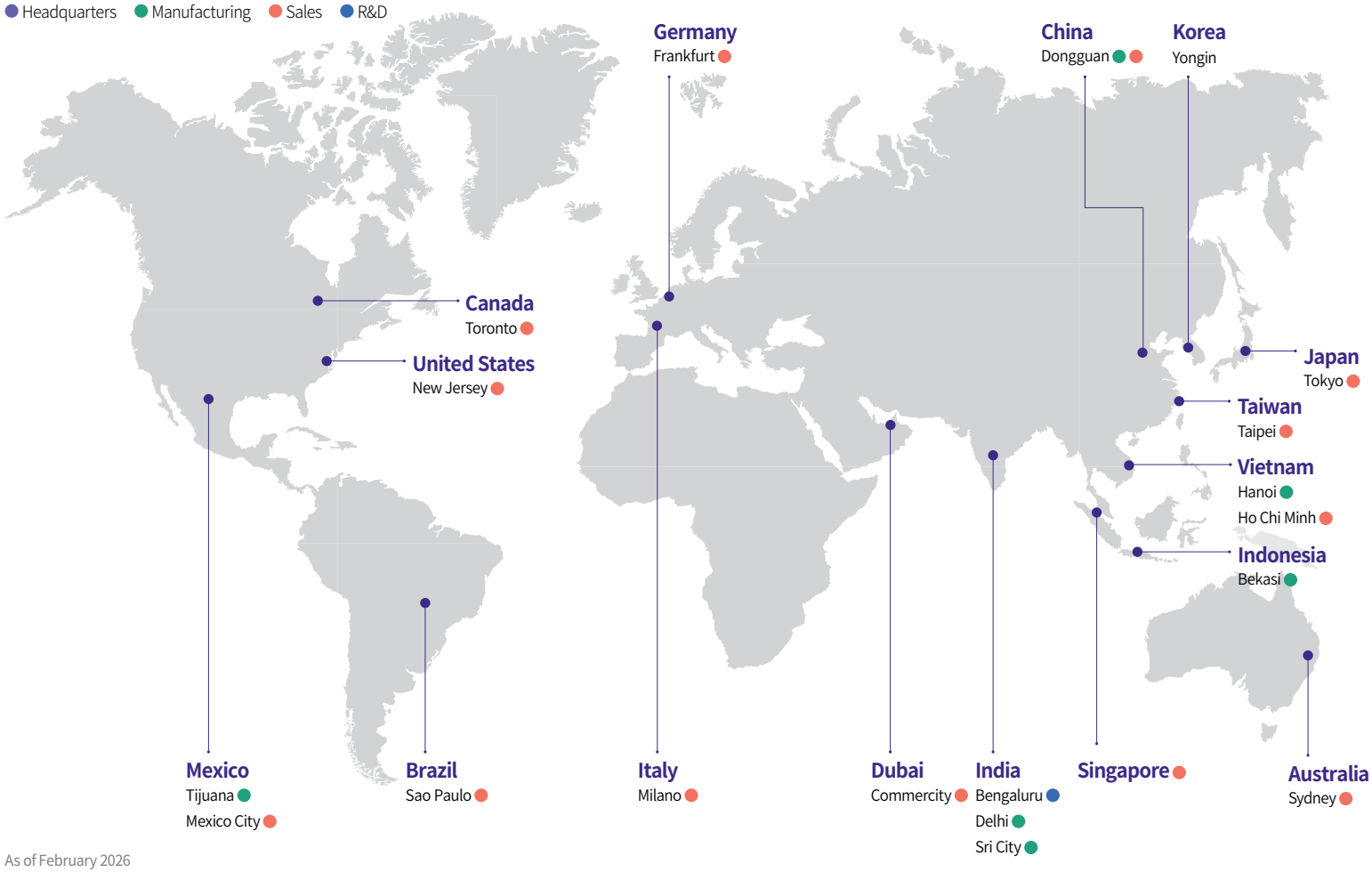
2026
- Feb. Opened Taiwan sales subsidiary

2022 - 2026

Business Overview

Global Network

SOLUM has established a stable supply system based on its global production and sales network. The company operates a customer response system centered on key regional hubs and has secured global operational capabilities that enable it to respond flexibly to market changes.



Headquarters

1 location

Korea (Yongin, Gyeonggi-do)

Production Sites

5 locations

Vietnam, China, Mexico, India, Indonesia

Sales Offices

13 locations

Germany, United States, Japan, Mexico, Singapore, Brazil, Vietnam, Australia, China, Dubai, Italy, Canada, Taiwan

Research Centers

2 locations

Korea, India

As of February 2026

Business Overview

Key Products and Business

The digital transformation of physical retail stores and industrial sites, together with the optimization of energy infrastructure for the AI era, has become one of the most critical challenges facing today's industrial ecosystem. Leveraging its accumulated power electronics technology and ICT capabilities, SOLUM is responding to these challenges through data-driven smart retail platforms, next-generation high-efficiency power solutions, and AI-integrated display technologies. At the same time, SOLUM is improving customers' operational efficiency and helping them save energy, while creating environmental and social value across our business activities by reducing consumable resources and carbon emissions.

ESL (Retail Solutions)

From Hardware to a Data-driven Platform

SOLUM is a major player in the global ESL market and has supplied electronic shelf labels to many stores around the world. Building on this foundation, the company launched SSP (SoluM Solution Platform), an integrated store management platform, and is accelerating its transition from a hardware-centered business to a data-driven platform business. Through real-time price and inventory management, we improve store operational efficiency while reducing the use of consumable resources and waste generation by replacing paper price tags. With a long-life design that can be used for up to 10 years without battery replacement, we minimize the environmental impact associated with maintenance. We are also expanding the scope of application beyond retail to logistics and industrial sites, while strengthening our SSP-based platform service revenue model.

Power & Energy Solutions

The Core of Next-generation Power Infrastructure

Based on its high-power, high-efficiency power electronics technologies, SOLUM offers a comprehensive lineup covering the entire power conversion process, from power supply units (PSUs) to DC-DC modules. With ultra-high-efficiency power conversion technology of 97% or higher, high-density designs, and liquid-cooling solutions, we contribute to stable power supply and improved energy efficiency for next-generation digital infrastructure, including AI data centers. The company is also expanding its business into the automotive sector with integrated charging control units (ICCUs) for electric vehicles and automotive head-up displays(HUDs), establishing itself as a key power solution provider that contributes to the transition to sustainable mobility and the achievement of carbon neutrality.

Display Solutions

The Convergence of AI and Eco-friendly Technology

SOLUM supplies core display components and solutions to the global market, including 3in1 boards, digital signage, and flat panel displays (FPDs). We are expanding our business into the retail, media, and public sectors through a differentiated product portfolio that includes AI-powered interactive signage and full-color E-Paper signage. These solutions help replace conventional print-based advertising and information media in commercial and public spaces, while improving operational efficiency through real-time information delivery. In particular, ultra-low-power E-Paper technology can significantly reduce energy consumption compared to conventional printed materials and illuminated signage. At the same time, we are working to minimize environmental impact in the manufacturing process through an integrated quality management system across our global production subsidiaries.

Business Overview

Value Creation Process

SOLUM has built an integrated value chain spanning the entire product lifecycle, from raw material sourcing based on its global supply chain to R&D, production, sales, after-sales service, and resource circulation. Based on our technological competitiveness in electronic components and ICT products, we develop and supply ESL and IoT solutions, providing optimized products and services to global customers. Even after sales, we continue to strengthen both customer value and environmental responsibility across the entire product lifecycle through systematic after-sales service and resource circulation activities. Through our sustainable portfolio, we also improve resource efficiency and operational efficiency at the product use phase.

Input

Financial Capital

Assets	KRW **1,267.5** billion
Liabilities	KRW **562.8** billion
Equity	KRW **713.7** billion

Intellectual Capital

R&D Expenses	KRW **40,523** million

Human Capital

Employee training hours[1)]	**40,141** hours
Number of employees	**3,507** employees

1) Based on headquarters and production subsidiaries in Vietnam, Mexico, and China

Natural Capital

Energy consumption	**199** TJ
Environmental and safety investment	KRW **1,051** million

Manufactured Capital

Number of production sites	**5** sites
Major raw material purchases	KRW **1,235.2** billion

Social and Relationship Capital

ESG management for partner companies

Training and meetings

Business Flow

Upstream

Raw Material Sourcing

Sourcing core electronic components through global partner companies

Key Raw Materials and Components

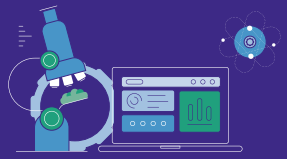
- Semiconductors
- Passive components
- Magnetic materials
- PCBs
- EPDs
- Mechanical components
- Other electronic components

Raw Material Transportation

Raw material sourcing by air, land, and sea

Own Worksite

R&D / Product Manufacturing / Quality Management



Building an integrated operating system from R&D to production and quality management

Main Businesses

- R&D and manufacturing of electronic components and ICT products
- ESL-based retail automation solutions and IoT device business
- AI-based healthcare and sensor business

Key Processes

- Circuit design and implementation based on electronic components
- Assembly of display modules and mechanical components
- Final product inspection and quality verification
- Manufacturing and supply operations centered on global production sites

Product Transportation

Product transportation by air, land, and sea

Downstream

Customers and Consumers

Building an integrated value delivery system covering global sales, customer applications , after-sales service, and resource circulation

Distribution and Sales Channels

- Direct B2B sales to global retail customers

Customers and End Users

- Global retail and distribution companies

After-sales Service and Resource Circulation

- Provision of after-sales services and technical support
- Collection and treatment in accordance with e-waste regulations

Output

Financial Capital

Sales	KRW **1,700.2** billion
Operating profit	KRW **46.5** billion
Net income	KRW **14.2** billion

Intellectual Capital

Total Intellectual Property Registrations and Applications	**1,037** cases

Human Capital

Average training hours per employee	**39** hours
Ratio of female employees	**52** %

Natural Capital

GHG emissions	**25,965** tCO_2eq
Waste recycling rate	**67** %

Manufactured Capital

Production Volume	**118,490,000** units

Securing production efficiency and cost competitiveness

Social and Relationship Capital

Number of partner companies completing ESG assessments **96 companies**
(2 companies subject to on-site due diligence)

Fair Trade Agreement implementation evaluation **Highest grade**

Business Overview

Sustainable Business Portfolio

Based on our accumulated power electronics technology and ICT capabilities, SOLUM is transforming offline retail stores into data-driven operating platforms, while providing integrated technology solutions that maximize the efficiency of power infrastructure in the AI era. Through our three core businesses — ESL (Retail Solutions), Power & Energy Solutions, and Display Solutions — we are building a sustainable business structure that improves customers' operational efficiency and helps them save energy, while contributing to the creation of environmental and social value, including reduced consumable resource use and lower carbon emissions.

Step 1 Core Capabilities

Power Electronics Technology

High-efficiency power conversion and thermal management design technology

Wireless Communication and IoT

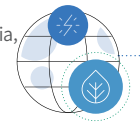
Large-scale device communication and control technology

SW and Data Platform

Proprietary SSP and API-based open platform architecture

Global Infrastructure

Production sites in five countries (India, Indonesia, China, Vietnam, and Mexico)
and sales networks in more than 10 countries



Quality and Certification System

ISO 9001 · IATF 16949 · ISO 14001 · ISO 50001 · ISO 45001 · ISO 37001 · SOC 2 Type II · ISO/IEC 27001, etc.

Step 2 Products and Solutions

ESL(Retail Solutions)

Electronic Shelf Labels (1.6"–32"), SSP integrated store management platform, and open partner ecosystem establishment

Power & Energy Solutions

AI data center PSUs, DC-DC modules, EV charger power modules, full lineup of power conversion solutions, and liquid cooling solutions

Display Solutions

Digital signage, full-color E-Paper signage, AI interactive signage, and ultra-low-power E-Paper

Step 3 Customer Value

Maximizing Store Operational Efficiency

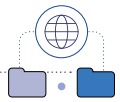
Reducing operating time and costs through real-time automated management of prices, inventory, and promotions
Related Business: ESL

Reducing Energy Costs

Reducing power costs through ultra-high-efficiency power conversion of 97% or higher
Related Business: Power

Supporting Data-driven Decision-making

Demand forecasting and price optimization through integrated analysis of store data
Related Businesses: ESL, Display



Accelerating Digital Transformation

Transitioning analog operating systems into digital infrastructure
Across all business areas

Step 4 E&S Impact

Contributing to Reduced Use of Consumable Resources
Contributing to reduced use of consumable resources by replacing printed materials such as paper and ink with ESL and E-Paper signage

Minimizing Energy Loss
Minimizing energy loss at large-scale power-consuming facilities by applying ultra-high-efficiency power conversion technology of 97% or higher.

Contributing to Reduced Carbon Emissions
Minimizing product replacement cycles through ultra-low-power E-Paper operation (zero power consumption when maintaining the display) and battery life of 10 years or longer

Supporting the Minimization of Excess Inventory and Waste
Supporting waste minimization through SSP-based real-time inventory management and automatic price adjustment for products nearing expiration

Improving the Store Work Environment
Reducing the workload of store employees by automating manual tasks, such as replacing paper price tags

Creating Local Employment
Creating local employment and transferring technology through the operation of global production sites

Part 2

ESG MANAGEMENT

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40 Focus Area 3. Anti-corruption

ESG Management System

ESG Vision and Goals

Based on its ESG vision and strategic direction, SOLUM is advancing its management system across all areas of environmental, social, and governance.

Vision

Management Vision: **Global No.1 Solution Provider**

ESG Vision: **Creating Solutions for Sustainable Tomorrow**

Strategic Direction

Climate Action and Establishment of a Low-Carbon Management System

Detailed Tasks

- Manage and reduce GHG emissions
- Expand renewable energy adoption, focusing on overseas production subsidiaries
- Establish a product carbon footprint calculation system
- Improve energy efficiency and advance monitoring

Strengthening Social Responsibility Across the Supply Chain, Products, and Talent

- Operate a supply chain ESG assessment, due diligence, and management system
- Manage product safety and quality based on a globally integrated QMS
- Secure and develop talent and strengthen organizational culture
- Strengthen information security and data protection systems

Enhancing Shareholder Value and Strengthening a Transparent Responsible Management Framework

- Expand shareholder returns and strengthen market communication
- Advance BOD-centered responsible management and committee operations
- Operate an anti-corruption and ethical management system based on ISO 37001
- Operate the compliance officer system and strengthen internal controls

Central Management System

SOLUM ESG Management System

ESG Data Management System Establishment (Based on Salesforce Net Zero Cloud)

Integrated ESG Data Management Across Global Operations

ESG Performance Dashboard Operation and Monitoring

ESG Management System

ESG Governance

ESG Management System

In March 2024, SOLUM declared its commitment to ESG management as its first step toward a sustainable future and established the ESG Committee under the BOD to define a vision and mid- to long-term direction that reflect its core values. In 2025, to strengthen the execution and governance of ESG management, SOLUM appointed an independent director as Chair of the ESG Committee, enhancing BOD-centered independence. In addition, SOLUM converted the ESG Working Group into an official organization, conducted company-wide training, established company-wide ESG task definition sheets, and revised relevant policies and regulations to improve its management system. SOLUM also strengthened external communication by publishing its ESG report and producing brochures. Going forward, based on its ESG vision of "Creating Solutions for Sustainable Tomorrow," SOLUM will further advance sustainable management through company-wide collaboration and systematic performance management.

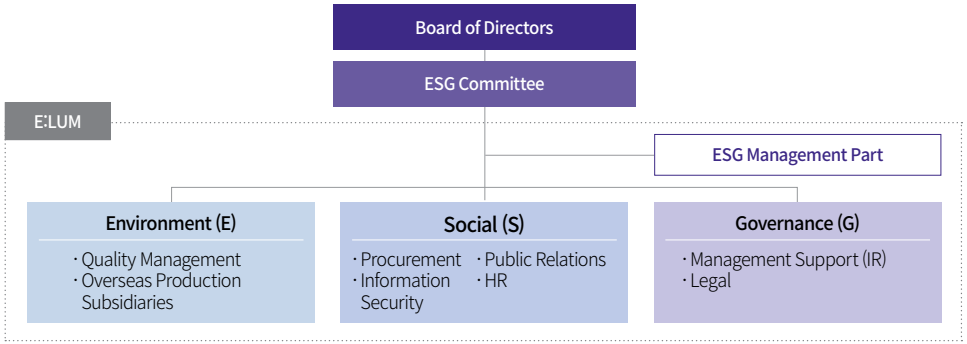
ESG Committee

The ESG Committee consists of four independent directors and one internal director, and oversees the company's overall sustainable management based on BOD-centered ESG governance framework. The Committee comprehensively reviews key policies and risks across environmental, social, and governance (ESG) matters and supports systematic decision-making. Its key functions include setting the strategic direction for ESG, approving policies, reviewing shareholder return policies, and deliberating on the impact of ESG issues on overall management. Through these efforts, SOLUM strengthens sustainability and responsible management while enhancing trust and transparency among stakeholders.

ESG Working Group (E:LUM)

SOLUM operates E:LUM, its internal ESG Working Group, to strengthen ESG execution. The name E:LUM combines the concepts of ESG and SOLUM. It plays a role in organically connecting and implementing ESG activities across SOLUM. The group consists of E, S, and G divisions, with working-level staff from each department collaborating throughout the entire process, from identifying key tasks to managing implementation. In particular, E:LUM has established a working-level response system for ESG disclosures and global assessments, enabling SOLUM to respond proactively to evolving requirements. Going forward, SOLUM plans to strengthen cross-departmental collaboration centered on E:LUM and advance its operating framework so that ESG activities can be naturally embedded across domestic and global business operations.

ESG Organizational Chart



ESG Committee Members

As of May 2026

Category	Name	Role
Independent Director	Kim Jun-sang	Chair
Independent Director	Lee Byung-kuk	Member
Independent Director	Na Young-ho	Member
Independent Director	Seo Young-jae	Member
Internal Director	Yu Dong-gyun	Member

ESG Committee Activities

As of May 2026

Meeting Date	Agenda
Mar. 31, 2025	Appointment and Dismissal of SOLUM ESG Committee Members and Election of Chair
Jun. 26, 2025	Plan and Report on the Publication of SOLUM's ESG Report
Sept. 19, 2025	Enactment and Revision of SOLUM's ESG Policies and Regulations

2025 E:LUM Milestone

January	Official appointment of ESG Working Group (E:LUM) members and kickoff meeting held	July	Supply chain ESG training conducted for the Procurement Department (EcoVadis, supply chain management)
February	E:LUM regular meetings launched and ESG training conducted	September	ESG policies and regulations enacted/revised and reported to the ESG Committee
April	Company-wide ESG task definition sheets established and mid- to long-term roadmap finalized	November	ESG brochure published
June	SOLUM ESG Report disclosed for the second consecutive year	December	Supply chain ESG risk management system established, with document-based assessments and on-site due diligence conducted

ESG Management System

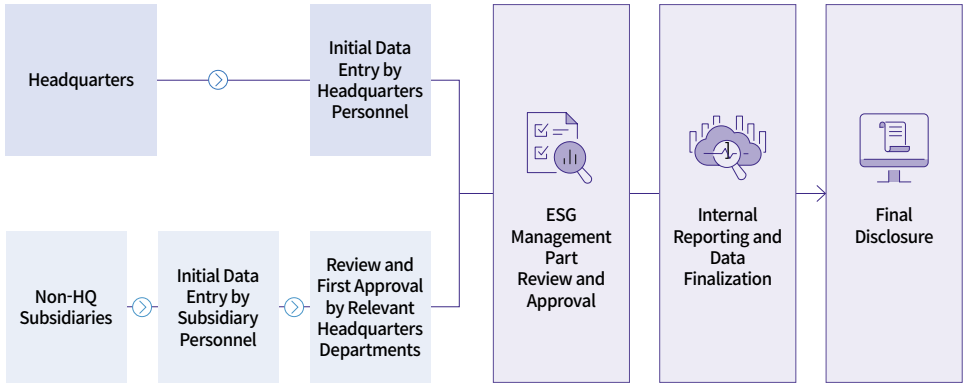
ESG Data Management System

SOLUM continues to advance its integrated management system to enhance the sophistication of its ESG management and strengthen its response capabilities. Using the Salesforce Net Zero Cloud platform, SOLUM has built a system that enables ongoing ESG data management and has developed it into a customized system that reflects the operating environments of overseas production subsidiaries and customer requirements. In particular, as the system entered its second year of operation, a standardized process was firmly established in which each production subsidiary enters ESG data as the first step, while the headquarters reviews the data and provides feedback. This has further strengthened the consistency and accuracy of the entire process, from data collection to verification, while continuously improving operational efficiency. Going forward, SOLUM plans to expand the scope of data management to cover the entire value chain by adding Scope 3 emissions management items. In addition, by using the system's reporting functions, SOLUM can conduct analyses tailored to the needs of various stakeholders and generate results quickly. This enables SOLUM to respond flexibly not only to disclosure requirements but also to customers' ESG information requests. SOLUM will continue to advance its data-driven ESG management system to improve the reliability of internal decision-making and proactively respond to changes in global disclosure and regulatory requirements.

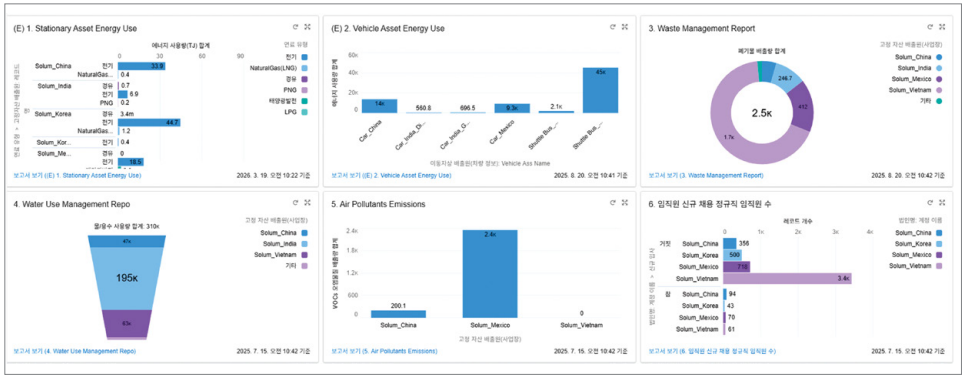
ESG Data Collection Categories

Environment	Social	Governance
Third Friday of Every Month - Data from Two Months Before the Input Month	Second Friday of the First Month of Each Quarter - Data from the Quarter Immediately Preceding the Input Month	Annually (February) - Based on Data from the Previous Year
• Energy Consumption of Fixed and Mobile Assets • Waste and Water • Air Pollutant Emissions	• Employee Status • Talent Development • Social Contribution • Labor-Management Relations • Safety and Health • Diversity and Inclusion • Information Security	• BOD Activities and Committee Operations • Jeong-Do Management (Corruption)

ESG Data Management Process



SOLUM ESG Data Management System



▲ Salesforce Net Zero Cloud

ESG Management System

ESG Highlights

Environmental

- **Completed Installation of 500kWp Solar PV Facilities**
  India Production Subsidiary
- **Newly Established Energy Monitoring System**
  India Production Subsidiary
- **First Calculation of Scope 3 Emissions**
- **Newly Obtained ISO 14001 (Environmental Management System) Certification**
  Indonesia Production Subsidiary
- **Completed Pilot Installation of Solar PV Facilities and ESS at the Security Office**
  Vietnam Production Subsidiary

Social

- **Established Supply Chain ESG Management System and Conducted Due Diligence**
- **Established Human Rights Impact Assessment System**
- **Established Company-wide Information Security Environment**
- **Newly Obtained ISO 45001 (Occupational Health and Safety Management System) Certification**
  India and Indonesia Production Subsidiaries
- **Obtained EcoVadis Bronze Medal**
  Environment, Labor and Human Rights, Ethics, and Procurement areas

Governance

- **Newly Obtained ISO 37001 (Anti-bribery Management System) Certification**
  Headquarters
- **Newly Established the Internal Transaction Committee, Evaluation and Compensation Committee, and Independent Director Nomination Committee**
- **Strengthened Shareholder-friendly Policy**
  Implemented Cash Dividends
- **Strengthened Ethics Management**
  Held Ethics Management Proclamation Ceremony
- **Won the Grand ESG Award**
  2025 K-ESG Management Awards

Double Materiality Assessment

Double Materiality Assessment Process

SOLUM conducted a double materiality assessment to identify sustainability issues that require focused management. This approach selects key issues by considering both the impact of social and environmental factors on SOLUM's financial performance (financial materiality) and the impact of SOLUM's business activities on society and the environment (impact materiality). The 2026 assessment was conducted in accordance with the materiality assessment implementation guidance set out in ESRS[1] 1 and EFRAG IG2) 1 under the European Sustainability Reporting Standards. In particular, unlike the previous reporting period, the assessment was conducted based on individual IROs[3] rather than individual issues. In the IRO assessment process, SOLUM reflected the opinions of various stakeholders, including external sustainability experts, suppliers, employees from relevant departments, and customers, to identify key IROs and derive material issues. SOLUM systematically manages non-financial risks by having the materiality assessment results reviewed and approved by the BOD and relevant decision-making bodies, and has established sustainability management indicators to effectively respond to the material issues identified.

1) European Sustainability Reporting Standards
2) European Financial Reporting Advisory Group
3) Impact, Risk, Opportunity

Materiality Assessment Process

Issue Pool Development

SOLUM identified a potential issue pool (long list) based on ESRS 1 and the materiality assessment implementation guidance. In developing the long list, SOLUM identified material topics mainly based on the ESRS and further defined them by expanding them into detailed sub-topics. To reflect industry characteristics, SOLUM also reviewed industry-specific global issues and assessed their alignment with SOLUM's existing material issues. In addition, SOLUM cross-analyzed the material issues identified by benchmark companies to further reflect industry-specific material topics.

IRO Identification

Based on the shortlisted issues, risks and opportunities that the Company may face were identified from a financial materiality perspective, while the positive and negative impacts of the Company's business activities on society and the environment were identified from an impact materiality perspective. Based on these results, IROs with high relevance to SOLUM's business characteristics were selected.

IRO Assessment

SOLUM conducted a survey of internal and external stakeholders to assess the identified IROs. For financial materiality and impact materiality, the likelihood of occurrence and the magnitude of impact were assessed using a five-point scale. The survey included not only internal employees but also external experts in the environmental, social, and governance (ESG) fields, as well as suppliers and customers.

Material Issue Selection

Based on the IRO assessment results, a total of six issues that exceeded the threshold in either financial materiality or impact materiality were selected as material issues. The threshold was set at 15% or more above the average score for financial and impact materiality.

Assessment Factors

Financial Impact		Social and Environmental Impact	
Risk	Opportunity	Positive	Negative
Magnitude and Likelihood	Magnitude and Likelihood	Magnitude, Scope, and Likelihood	Magnitude, Scope, Likelihood, and Irremediability

Double Materiality Assessment

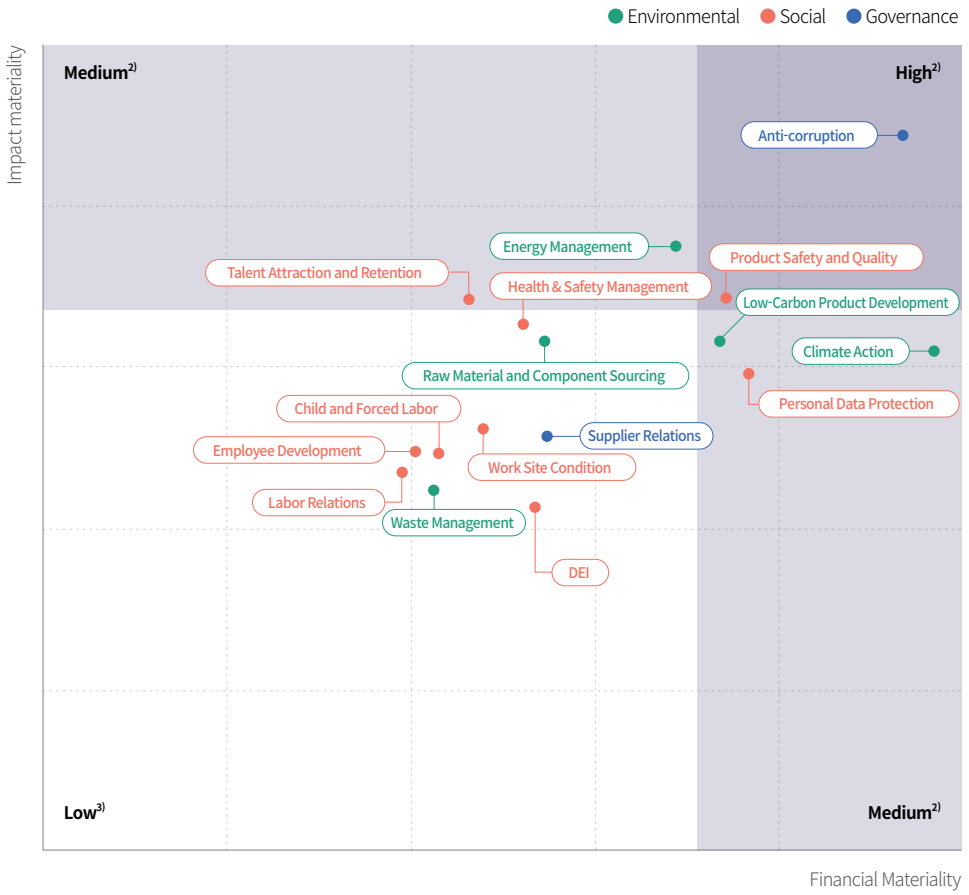
Materiality Assessment Results

Based on the results of the double materiality assessment, SOLUM selected six High- and Medium-rated issues as material issues that exceeded the threshold in either financial materiality or impact materiality. Talent Attraction and Retention, Product Safety and Quality, and Personal Data Protection were confirmed as material issues requiring continued management from the previous year, while Climate Action, Low-Carbon Product Development, and Anti-corruption were newly identified as material issues. These results reflect SOLUM's industry characteristics, changes in the regulatory environment, and stakeholder expectations. Based on these results, SOLUM is implementing management and response activities centered on the identified material issues.

2025 Material Issues

Category	Issue	Selection Rationale	YoY Comparison	Focus Issue[1]
E	Climate Action[2]	Climate risks affect the stability of production and supply chains, increasing the need to transition to renewable energy and strengthen emissions management.	Newly Added	O(23~31p)
E	Low-Carbon Product Development	High-efficiency power solutions are a key growth business, and low-carbon product development capabilities are becoming an important factor in responding to the market and securing competitiveness.	Newly Added	-
S	Talent Attraction and Retention	As SOLUM expands its technology-centered businesses, securing key talent has become increasingly important. Failure to do so may affect business competitiveness, making this a material issue.	Maintained	-
S	Product Safety and Quality	Product safety and quality management are directly linked to consumer safety and corporate trust. Insufficient management may lead to increased business risks.	Maintained	O(32~39p)
S	Personal Data Protection	The importance of managing personal data and information protection is increasing, and security incidents may result in legal and reputational risks.	Maintained	-
G	Anti-corruption	Inadequate anti-corruption management may result in legal, financial, and reputational risks, highlighting the need for a systematic management framework.	Newly Added	O(40~46p)

1) Focus Issue: All six material issues identified are subject to management. Considering business impact and external stakeholder expectations, SOLUM selected three issues as Focus Areas. Among them, “Climate Action” and “Low-Carbon Product Development” are presented together from the perspective of “Climate Action,” taking into account their connection to climate risk and opportunity management. Other material issues are disclosed separately in the detailed sections for each area.
2) Due to the similarity of content, the energy management issue has been included under Climate Action.



1) High: Material issues that exceed the threshold in both financial and impact materiality
2) Medium: Strategic response issues that exceed the threshold in either financial or impact materiality
3) Low: Mid- to long-term response issues that are below the threshold in both financial and impact materiality

Double Materiality Assessment

Stakeholder Engagement

SOLUM strengthened the participation of internal and external stakeholders to enhance the objectivity of the assessment, and selected material issues by reflecting their opinions. In the IRO identification stage, IROs relevant to SOLUM were selected through reviews by working-level staff from responsible departments. In the IRO assessment, internal employees and external stakeholders participated in evaluating financial and social and environmental impacts. Based on the assessment results, the selected material issues were finalized after reporting to management and undergoing final review.

Stakeholder Engagement Approach

IRO Identification	
Method	Review by Responsible Departments
Participants	Working-level Staff from Responsible Departments
Details of Participation	Review of the validity of positive and negative impacts, risks, and opportunities related to the shortlisted issues

IRO Assessment	
Method	Stakeholder Survey
Participants	Internal and External Stakeholders - Employees from Relevant Departments, Suppliers, Customers, and External Experts in Each ESG Area
Details of Participation	Materiality Assessment and Prioritization of Identified IROs, Collection of Opinions on Material Issue Management and Improvements in Sustainable Management

Selection of Key IROs and Material Issues	
Method	Review by Supervising Department
Participants	ESG Management Part
Details of Participation	Reporting of Materiality Assessment Results, Including IRO Identification and Assessment

Stakeholder Voices

DX Group

As global personal data protection regulations continue to tighten, it is recommended that SOLUM proactively respond by obtaining the ISO/IEC 27001, 27017, and 27018 certifications currently being pursued and achieving GDPR (General Data Protection Regulation) compliance. These efforts are expected to enhance external trust and continuously strengthen the Company's information security management capabilities.

External Environmental Expert

SOLUM is transforming its business structure to become an integrated solution provider. With mass production for North American retailers approaching, it is necessary to conduct a prior assessment of environmental risks at its overseas operations. In particular, as extreme weather events such as heatwaves and heavy rainfall become more frequent, India—where SOLUM's production facilities are located—is considered a climate-vulnerable region, making it necessary to assess the associated physical and financial risks.

External Governance Expert

SOLUM needs to strengthen communication with shareholders and expand disclosures related to BOD independence and management transparency. It is important to enhance trust in the market through these efforts. In addition, as SOLUM operates a global supply chain, it needs to continue advancing the level of ESG investment and management.

Double Materiality Assessment

Response Measures for Material Issues

R Risk O Opportunity N Negative P Positive

Category	Material Issue	Type		Key Impacts and Risk/Opportunity	Materiality[1]		Time Horizon	Location of Occurrence[2]	Response Measures	2026 Targets
					Likelihood	Impact				
E	Climate Action	Financial	O	Respond to demand for low-carbon products and secure market opportunities by expanding products with eco-friendly certifications, such as Green Certification and carbon footprint certification	High	Medium	Short-term	Own Operation	• Proactively respond to market demand by expanding eco-friendly certified products and developing low-carbon products	• Increase the number and share of products with eco-friendly certifications
		Financial	R	Disruptions to production and logistics operations due to acute and chronic physical risks from climate change, such as heatwaves, heavy rainfall, temperature rise, and surface water flooding	High	Medium	Mid- to long-term	Own Operation	• Invest in facilities and advance operating manuals to respond to physical climate risks at major production sites	• Achieve a rate of at least 50% of major operating sites with a Business Continuity Plan (BCP) established and in operation for physical climate risks.
		Impact	P	Reduction of GHG emissions from energy use through the increased use of renewable electricity and expanded solar self-generation	Medium	Medium	Short-term	Own Operation	• Expand renewable energy adoption, focusing on overseas production subsidiaries, and establish an energy monitoring system	• Achieve renewable energy facilities at 70% of overseas production subsidiaries
	Low-Carbon Product Development	Impact	P	Extended product life of electronic components and ESL products and reduced resource waste and disposal through resource-efficient and long-life design	Medium	Low	Mid- to long-term	Own Operation, Upstream, Downstream	• Calculate carbon emissions for ESL and electronic components based on LCA and expand ISO-based certifications • Minimize environmental impact during the use and disposal stages through eco-friendly product design	• Expand the number of products subject to product carbon emissions calculation and management
S	Talent Attraction and Retention	Impact	P	Attraction of outstanding talent and expanded youth employment opportunities through advanced ATS-based recruitment metric management	Medium	Medium	Short-term	Own Operation	• Improve ATS-based recruitment efficiency and expand strategic recruitment through industry-academia cooperation and professional research personnel programs • Enhance talent retention by expanding capability-building training and operating a fair evaluation and compensation system	• Reduce the average time to hire compared to the previous year and increase the share of strategic recruitment, including industry-academia cooperation and professional research personnel programs • Expand job-specific, digital, and global training programs and increase the average training hours per employee
	Personal Data Protection	Financial	R	Increased risk of fines, legal sanctions, and compliance costs in the event of non-compliance with personal data protection regulations, as global regulations such as GDPR continue to strengthen	Medium	Medium	Short-term	Own Operation	• Strengthen system-based access-rights management and improve data processing processes	• Maintain zero information security incidents and breaches
		Financial	R	Risk of fines and decline in brand trust in the event of digital data leakage or IoT hacking risks	Medium	High	Mid- to long-term	Own Operation	• Strengthen the personal data protection system through regular security training and internal inspections	• Conduct regular personal data protection training at least once a year

1) Low: 0.00–3.20 points, Medium: 3.21–3.79 points, High: 3.80–5.00 points (out of 5 points)
2) Possible Locations of Key Impacts, Risks, and Opportunities

Double Materiality Assessment

Response Measures for Material Issues

R Risk O Opportunity N Negative P Positive

Category	Material Issue	Type		Key Impacts and Risk/Opportunity	Materiality[1]		Time Horizon	Location of Occurrence[2]	Response Measures	2026 Targets
					Likelihood	Impact				
S	Product Safety and Quality	Impact	P	Securing product safety, protecting consumer safety, and reducing environmental impact by lowering the use of hazardous substances through GPMS-based hazardous substance management	Low	Medium	Short-term	Own Operation	• Advance the PDCA-based product safety management process and supply chain hazardous substance control using GPMS	• Maintain zero major incidents related to product safety and hazardous substances • Reduce the cost of poor quality rate compared to the previous year
		Financial	O	Expansion of adoption by global customers and revenue growth through the acquisition of global safety and quality certifications, such as UL, CE, and IEC	Medium	Medium	Short-term	Own Operation, Downstream	• Expand product reliability and markets by obtaining global certifications, such as UL, CE, and IEC	• Increase the number of global certifications, such as UL, CE, and IEC
		Impact	N	Threats to consumer health and safety due to increased risk of exposure to hazardous substances caused by insufficient hazardous substance management or the use of parts that do not meet standards	Low	Medium	Mid- to long-term	Own Operation, Downstream	• Ensure consistency in quality management by establishing a globally integrated QMS and gradually applying it to overseas production subsidiaries	• Apply the integrated QMS to overseas production subsidiaries (4 cases) • Achieve one or fewer parts quality incidents
G	Anti-Corruption	Impact	R	Legal sanctions, financial losses, and damage to corporate trust due to misconduct if organizational awareness and internal controls related to anti-corruption and anti-bribery are insufficient	High	High	Short-term	Own Operation	• Advance the internal control and risk management system centered on the compliance officer	• Maintain zero violations of laws and regulations related to corruption and bribery • Maintain the highest grade in the Fair Trade Agreement Implementation Evaluation
		Financial	O	Strengthened sustainable corporate competitiveness by mitigating risks of legal violations and enhancing stakeholder trust through the establishment of an ethical and anti-corruption culture	Medium	Medium	Mid- to long-term	Own Operation	• Provide ethics and anti-corruption training and operate internal reporting channels	• Conduct anti-corruption training at least four times a year
		Impact	N	Delays in decision-making by customers and investors, disadvantages to transaction participants, and cases of social unfairness due to insufficient anti-corruption controls	Medium	High	Short-term	Own Operation	• Regularize corruption risk assessments based on ISO 37001 (Anti-Bribery Management System)	• Maintain ISO 37001 certification and conduct regular corruption risk assessments

1) Low: 0.00–3.20 points, Medium: 3.21–3.79 points, High: 3.80–5.00 points (out of 5 points)
2) Possible Locations of Key Impacts, Risks, and Opportunities

Double Materiality Assessment

Stakeholder Engagement and Communication

Stakeholders	Communication Channels	Key Topics of Interest	Response Activities
Employees	• Labor-management council and labor union • Website • Internal communication channels • Reporting system (compliance and ethics)	• Safe and healthy work environment • Training and career development • Employment and benefits • Labor-management relations • Great workplace	• Management of workplace working conditions • Improvement of an organizational culture based on trust and communication • Comprehensive health checkups for all employees • Tuition support for employees' children in kindergarten, elementary, middle school, high school, and university • Quarterly meetings of the Hamseong Council (labor-management council) • Fully flexible working hours system
Shareholders/Investors	• General Meeting of Shareholders • Non-deal roadshows and investor meetings • Earnings presentations • Corporate Day • IR website	• Business performance • Risk management • Information disclosure • ESG information (environment, social, governance, etc.)	• Presentation of business performance and outlook • Disclosure of corporate governance information • Collection of opinions from shareholders and investors
Suppliers	• Meetings • Website	• Fair trade • Protection of workers' human rights • Improvement of environmental, safety, and health conditions • Environmental and social issues	• Financial and technical support • Responsible management of working conditions • Receipt and resolution of grievances
Local Communities	• Website	• Local hiring, revitalization of the local economy, etc. • Indirect economic impacts (derived effects such as investment and employment) • Environmental protection in local communities • Social contribution activities, such as donations and volunteering	• Social contribution programs for education and employment
Customers	• Customer satisfaction surveys • SOLUM website/newsroom • Sustainability management website • Sales channels • Product Environmental Reports	• Quality of products and services • Safe product use • Environmental impacts across the product life cycle • Accuracy of product information • Transparent communication	• Strengthening of the quality and safety management system • Provision of product information by country • Listening to and resolving customer VOCs • Designation of personnel responsible for due diligence at each subsidiary and business division
Media	• Press releases • Website • Media outlets • Social media • Newsroom	• Key product information and business strategies • Eco-friendly strategy and ESG progress • Future investment strategies	• Global IT exhibitions and product launch events, such as CES • Interviews and planned PR campaigns

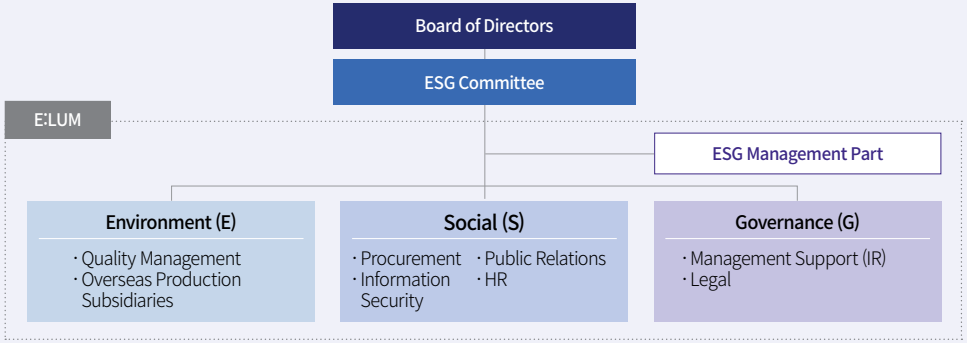
Focus Area

Climate Action

Governance

SOLUM has established and operates a climate action governance structure that connects the BOD, ESG Committee, and a working-level organization to systematically manage climate-related risks and opportunities. The ESG Committee under the BOD is the highest decision-making body that deliberates and decides on major policies and strategies across ESG. It consists of four independent directors and one internal director, and is chaired by an independent director. Through the revision of its regulations in 2026, agenda items were reorganized into three categories: resolution, deliberation, and reporting. ESG policy matters and approval of ESG report publication are handled as resolution items, while key ESG strategies and response measures for non-financial risks are handled as deliberation items. Major climate-related matters are reported to the Committee during the ESG report deliberation and approval process, and the results of external ESG assessments are also included as reporting items to strengthen the Committee's climate-related oversight function. The ESG Management Part serves as the key working-level organization for climate action governance, overseeing GHG emissions calculation and management, climate scenario analysis, and the establishment of reduction strategies. It also collects and manages climate-related data from domestic and overseas worksites through the ESG data management system, and ensures data reliability through third-party verification. The ESG Working Group (E:LUM), which includes the Quality Management, Procurement, HR, Public Relations, Information Security, Management Support (IR), and Legal departments at the domestic headquarters, as well as four overseas production subsidiaries in Vietnam, China, Mexico, and India, carries out detailed tasks under the climate action strategy and manages implementation progress, contributing to the achievement of company-wide climate action goals. Going forward, SOLUM plans to operate a regular reporting system for climate risks and opportunities through the ESG Committee and periodically review and manage its climate action performance.

Climate Action Governance



Key Roles and Responsibilities

Board of Directors ESG Committee

- Resolve on Company ESG policies and approve the publication of the ESG Report
- Deliberate on key ESG strategies and response measures for non-financial risks
- Receive reports on external ESG assessment results and major sustainable management activities
- Oversee key performance and risk management

ESG Management Part

- Identify climate risks and opportunities and establish response strategies
- Oversee GHG emissions calculation, management, and third-party verification
- Operate the ESG data management system
- Serve as secretary to the ESG Committee

Working Group E:LUM

- Carry out detailed tasks under the climate action strategy
- Manage implementation progress by worksite and support the achievement of targets
- Respond to stakeholder requirements and conduct disclosure activities

Focus Area

Climate Action

Strategy

Climate Risk Identification

SOLUM conducted climate scenario analysis for its overseas production subsidiaries to systematically identify and respond to risks arising from climate change. The analysis used the Climate Impact Explorer developed by Climate Analytics[1], and with the support of an external ESG expert organization, SOLUM compared and reviewed the low-emissions scenario (NGFS Net Zero 2050, Low Demand) and the high-emissions scenario (NGFS Current Policies) developed by the Network for Greening the Financial System (NGFS)[2]. Physical risks were analyzed by categorizing them into acute and chronic risks.

For acute risks, SOLUM focused on heatwaves and tropical cyclones, while for chronic risks, it focused on surface water flooding and temperature changes. Transition risks were identified through internal analysis that considered external factors such as policy and technological changes, market conditions, and reputational factors.

1) Climate Analytics: A transnational climate science and policy institute that promotes and supports climate action
2) NGFS: A global network of central banks and supervisors that supports climate-related financial risk management and the transition to a sustainable economy

Linkage Between Strategic Decision-Making and Planning Periods

SOLUM analyzes climate-related risks by classifying them into short-, medium-, and long-term time horizons to proactively manage the impact of climate change on its business operations and financial performance. The short term covers the period through 2030 and focuses on policy and market changes expected in the process of implementing national greenhouse gas reduction targets (NDCs). The medium term covers the period through 2040, while the long term considers the timeframe through the achievement of the 2050 carbon neutrality target, reviewing mid- to long-term business impacts and response directions. Based on this time horizon analysis framework, SOLUM comprehensively reviews changes in the business environment, regulatory trends, technological changes, and customer requirements. In addition, SOLUM considers climate-related risks and opportunities when developing business strategies and investment plans, and plans to strengthen their linkage with future operational decision-making processes.

Climate Risks

Risk Category	Item		Description	Impact		
				Short Term	Medium Term	Long Term
Physical Risk	Acute	Heatwaves	Increase in electricity consumption and cooling costs, decline in productivity, and greater burden on facility operations due to heatwaves and rising average temperatures.	Low	Medium	High
		Cyclone	Production disruptions and recovery costs due to damage to worksites and logistics infrastructure in the event of typhoons, strong winds, and heavy rainfall.	Low	Medium	Medium
	Chronic	Temperature Rise	Increase in operating costs for cooling and HVAC facilities and decline in operating efficiency in some production processes due to rising temperatures	Low	Medium	High
		Surface Water Flooding	Damage to worksite facilities and inventory assets and increased risk of production shutdowns in the event of inundation or flooding	Low	Low	Low
Transition Risk	Policy and Legal		Increase in GHG reduction investments and regulatory compliance costs due to stricter carbon emissions regulations and disclosure requirements	Low	Medium	Medium
	Technology Changes		Increased investment burden for developing low-carbon products and processes due to growing demand for transition to eco-friendly technologies	Low	Medium	High
	Market		Increase in operating costs due to fluctuations in energy and raw material prices and growing customer demand for carbon neutrality	Low	Medium	Medium
	Reputation		Decline in customer and investor trust due to inadequate responses to climate change	Low	Low	Low

Focus Area

Climate Action

Strategy

Climate Scenario Analysis

The climate scenario analysis found that heatwaves and temperature rise represent physical risks at a medium or higher level across all production subsidiaries. In particular, temperature rise was rated High at all subsidiaries, while heatwaves were rated High at three production subsidiaries, excluding Mexico. The Vietnam and India production subsidiaries were analyzed as being relatively more exposed to operational impacts from rising temperatures and increased heatwave exposure. Cyclone risk was rated Medium or higher across all production subsidiaries, with Mexico rated High in particular. Surface water flooding was rated Medium for the Vietnam and India production subsidiaries and Low for the China and Mexico production subsidiaries, indicating a relatively manageable level of risk. Under the low-emissions scenario, transition risks, including policy and technology changes, were relatively more significant, while under the high-emissions scenario, physical risks, including heatwaves and temperature rise, were found to be dominant. These findings indicate that the impact of climate change on production and operations is gradually increasing, and that securing response capabilities for high-temperature environments has emerged as an important task. Accordingly, SOLUM continues to monitor climate risks by production site and is gradually implementing various response strategies, including improving energy efficiency and expanding renewable energy. Going forward, SOLUM also plans to review facility improvement measures to respond to high-temperature environments.

Scenario Analysis Results and Impact Levels

Physical Risk	China	Vietnam	India	Mexico
Heatwaves	High	High	High	Medium
Temperature Rise	High	High	High	High
Cyclone	Medium	Medium	Medium	High
Surface Water Flooding	Low	Medium	Medium	Low

* The scenario analysis results above are based on the NGFS Current Policies (high-emissions) scenario. Under the low-emissions scenario (Net Zero 2050, Low Demand), the impact of physical risks was relatively lower.
* Impact levels were calculated through a qualitative assessment that comprehensively considered likelihood and the level of business and financial impact.
* Impact levels were assessed based on the degree of change in each climate risk indicator and classified as High for significant changes, Medium for moderate changes, and Low for limited changes.

Climate Scenario Overview

NGFS
Net zero 2050

A pathway that achieves carbon neutrality by 2050 and limits the increase in global average temperature to 1.5°C or less compared to pre-industrial levels.

NGFS
Low demand

A pathway that achieves carbon neutrality by 2050 amid a sharp decline in energy demand driven by energy savings and improved energy efficiency.

NGFS
Current Policies

A pathway in which global warming intensifies as no additional policies are introduced beyond existing climate policies.

Focus Area

Climate Action

Strategy

Reduction of GHG Emissions and Energy Consumption

Renewable Energy Transition | SOLUM continues to expand activities to reduce indirect GHG emissions by transitioning the electricity used in product manufacturing to renewable energy. In particular, SOLUM is accelerating the adoption of renewable energy, mainly at its overseas production subsidiaries, and generating tangible reduction results.

The Mexico production subsidiary generated a total of 641,382 kWh of electricity in 2025 through the operation of solar self-generation facilities. This is approximately double the previous year's level, representing a significant expansion in renewable energy use.

The China production subsidiary secures renewable energy-based electricity through Green Electricity Certificates (GECs). In 2025, it procured 5,100 MWh of renewable electricity, converting 54% of its total energy consumption to renewable energy.

The Vietnam production subsidiary has piloted the installation and operation of a 25.8 kWp rooftop solar PV system on the security office. It also operates an ESS facility with a daily capacity of 90 kWh to complement the intermittent nature of solar power generation and efficiently manage energy use during peak hours. In addition, it is reviewing the expanded adoption of solar power generation facilities in 2026.

The India production subsidiary has introduced a 500 kWp solar power generation facility and an energy monitoring system.

Based on these renewable energy transition achievements, SOLUM is pursuing both energy efficiency improvement and GHG emissions reduction. SOLUM will continue to strengthen sustainable management by systematically operating implementation strategies for each worksite.

Solar Modules and ESS Facilities at the Vietnam Production Subsidiary

▲Solar Modules at the Vietnam Manufacturing Subsidiary

▲Energy Storage System(ESS) at the Vietnam Manufacturing Subsidiary

GHG Reduction Strategy and Roadmap Development | SOLUM is taking a phased approach to establishing strategies for achieving carbon neutrality. First, SOLUM identified energy sources and GHG emission sources across domestic and overseas worksites and established an inventory for calculating emissions. SOLUM also continuously monitors energy consumption and GHG emissions through its ESG data management system, while advancing its data management system. Going forward, SOLUM plans to forecast mid- to long-term GHG emissions and develop an effective reduction strategy and implementation roadmap by reflecting reduction potential.

Focus Area

Climate Action

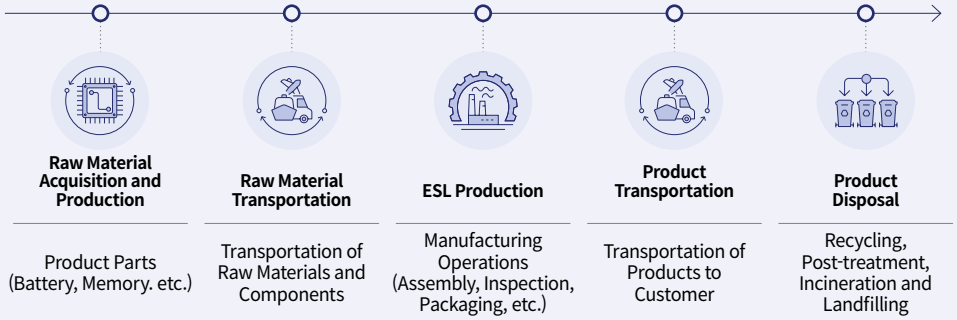
Strategy

Expansion of Product Carbon Footprint Calculation and Verification | SOLUM quantitatively analyzes environmental impacts from a life cycle perspective for its major products and is expanding the scope of product carbon footprint calculation and verification. For seven NEWTON PRO ESL models, ten NEWTON CORE ESL models, and four Power Rail models, SOLUM calculated product carbon footprints by assessing energy consumption, resource use, and GHG emissions across the entire process, from raw material acquisition and processing to production, transportation, use, and disposal. The assessment was conducted in accordance with ISO 14040, ISO 14044, and ISO 14067, thereby securing the reliability of product-level environmental impact data.

In particular, ESL products can be used for up to 10 years without battery replacement, meaning that no additional GHG emissions occur during the product use stage. In the disposal stage, waste treatment guidelines in the United Kingdom and Europe were applied to increase recyclability, while emissions from unavoidable waste were calculated based on assumptions of landfill and incineration. Batteries are designed to be recyclable through post-treatment without landfill or incineration, minimizing environmental impacts across the entire life cycle.

In 2026, SOLUM plans to expand the scope of product-level environmental impact management by including the NEWTON CORE PLUS models in its product carbon footprint assessment. The Company leverages product carbon footprint assessments not merely as a quantitative measurement tool but as a key management tool for improving environmental performance at the product design stage and advancing its resource circulation system.

ESL Life Cycle System



ESL Products Certified for Carbon Footprints

Product	Type	Size and Options
NEWTON CORE	10models	1.6”, 2.2”, 2.6”, 2.9”, 3.5”, 4.2”, 5.8”, 7.5”, 9.7”, 11.6”
NEWTON PRO	7models	1.6”, 2.2”, 2.6”, 2.9”, 4.2”, 7.5”, 11.6”
Power Rail	4models	1.6”, Power Rail 1m, Power Rail 1.25m, Battery pack
Total	**21models**	

Focus Area

Climate Action

Risk Management

SOLUM operates a climate risk management process to systematically manage the impact of climate change on its business operations and financial performance. SOLUM identifies major climate risks and opportunities, assesses their likelihood and level of impact, and selects priority areas for management. SOLUM also establishes response strategies based on climate scenario analysis and GHG emissions, and continues to advance its climate response system through regular monitoring and performance reviews.

Climate Risk Management Process

Climate Risk and Opportunity Identification	• Analyze domestic and overseas climate change policies, regulations, market changes, and stakeholder requirements • Identify physical and transition risks across worksites • Analyze mid- to long-term climate risks and opportunity factors using climate scenarios
Risk Impact Assessment	• Assess likelihood and the level of financial impact • Prioritize risks using qualitative and quantitative assessment criteria
Establishment and Implementation of Response Strategies	• Establish response strategies and implementation tasks for high-priority climate risks • Operate targets and management indicators for each response activity
Monitoring and Advancement	• Conduct regular reviews and monitoring of key climate risks and response performance • Manage GHG emissions, energy consumption, and progress toward climate-related targets • Periodically identify climate risks and opportunities and conduct scenario analysis

Metrics & Targets

SOLUM is establishing a company-wide management system covering domestic and overseas operations to systematically manage GHG emissions. The Company identifies Scope 1 and Scope 2 emission sources at its major subsidiaries and affiliated companies and operates a GHG inventory, while expanding the management boundary to include GDK Cosmetics, a second-tier subsidiary. In 2025, SOLUM calculated Scope 3 emissions for the first time, expanding its management scope across the overall supply chain. The headquarters and overseas production subsidiaries periodically manage emissions and energy consumption through the ESG data management system, while internalizing data collection and management processes. In addition, SOLUM secures the reliability of GHG emissions data through annual third-party verification and transparently discloses the results.

Climate Action Metrics

GHG Emissions[1)]

Category		Unit	2023	2024	2025
SOLUM	Total Emissions	tCO_2eq	1,036	1,126	2,265
	Scope 1 Emissions	tCO_2eq	81.988	119.476	182.554
	Scope 2 Emissions	tCO_2eq	954.807	1,006.798	2,082.457
SOLUM Sensor	Total Emissions	tCO_2eq	14	10	35
	Scope 1 Emissions	tCO_2eq	0.055	0.041	-
	Scope 2 Emissions	tCO_2eq	13.903	10.111	35.554
SOLUM Healthcare	Total Emissions	tCO_2eq	6	8	41
	Scope 1 Emissions	tCO_2eq	0.119	0.087	-
	Scope 2 Emissions	tCO_2eq	6.206	8.412	41.946
Total Emissions		tCO_2eq	1,057	1,144	2,342
Emissions Intensity[2)]		tCO_2eq/ KRW 100 million	0.110	0.131	0.285

1) Totals may differ from the sum of emissions by category due to rounding.
2) GHG emissions intensity = Total GHG emissions / Revenue (revenue in the separate financial statements of each entity)

Focus Area

Climate Action

Metrics & Targets

Climate Action Metrics

GHG Emissions by Production Subsidiary[1) 2)]

Category		Unit	2023	2024	2025
Vietnam	Scope 1 Emissions	tCO_2eq	472.186	365.452	318.042
	Scope 2 Emissions	tCO_2eq	18,882.087	18,689.214	14,936.155
	Total Emissions	tCO_2eq	19,354	19,054	15,254
	Scope 1+2 Intensity	tCO_2eq/ KRW 100 million	1.990	2.197	1.732
Mexico	Scope 1 Emissions	tCO_2eq	140.405	74.802	69.314
	Scope 2 Emissions	tCO_2eq	1,955.430	1,559.773	1,538.152
	Total Emissions	tCO_2eq	2,096	1,634	1,607
	Scope 1+2 Intensity	tCO_2eq/ KRW 100 million	8.155	0.506	0.381
China	Scope 1 Emissions	tCO_2eq	92.740	80.068	69.220
	Scope 2 Emissions	tCO_2eq	5,405.477	5,907.876	5,254.112
	Total Emissions	tCO_2eq	5,498	5,987	5,323
	Scope 1+2 Intensity	tCO_2eq/ KRW 100 million	2.671	2.383	3.662
India	Scope 1 Emissions	tCO_2eq	43.444	63.871	62.701
	Scope 2 Emissions	tCO_2eq	1,181.523	1,146.229	1,375.177
	Total Emissions	tCO_2eq	1,225	1,210	1,437
	Scope 1+2 Intensity	tCO_2eq/ KRW 100 million	1.146	1.108	1.228

1) Totals may differ from the sum of emissions by category due to rounding.
2) GHG emissions intensity = Total GHG emissions / Revenue (revenue in the separate financial statements of each entity)

2025 Scope 3 Emissions

Category	Unit	Emissions
Category 1 Purchased Goods and Services	tCO_2eq	178,327
Category 4 Upstream Transportation and Distribution	tCO_2eq	18,808
Category 9 Downstream Transportation and Distribution	tCO_2eq	25
Category 11 Use of Sold Products	tCO_2eq	1,505,497
Category 12 End-of-Life Treatment of Sold Products	tCO_2eq	22
Total Emissions	**tCO_2eq**	**1,702,679**

Renewable Energy Consumption and Transition Rate

Category	Unit	2023		2024		2025	
		China[1)]	Mexico[2)]	China	Mexico	China	Mexico
Worksite Energy Consumption (Electricity)	GWh	9.7	6.5	10.6	5.5	9.4	5.8
Renewable Energy Consumption	GWh	-	-	5.2	0.3	5.1	0.6
Renewable Energy Transition Rate	%	0	0	49.1	5.5	54.3	10.3

1) Renewable energy consumption at the China production subsidiary was purchased through Green Electricity Certificates (GECs), and the electricity is based on a renewable energy source (solar power).
2) Renewable energy consumption at the Mexico production subsidiary was procured through self-generation using solar power facilities.

Focus Area

Climate Action

Metrics & Targets

GHG Emissions and Emissions Intensity

In 2025, SOLUM's company-wide GHG emissions (Scope 1 and 2) totaled 25,965 tCO_2eq, down 10.6% year on year, while revenue-based emissions intensity improved to 1.089 tCO_2eq/KRW 100 million. As the rate of emissions reduction exceeded the rate of sales decrease, carbon efficiency improved across overall business operations. The Mexico Production Subsidiary reduced emissions by 1.7% despite a 30.4% increase in sales, improving emissions intensity by 24.7% year on year and achieving decoupling between economic growth and environmental performance. The Vietnam Production Subsidiary reduced emissions by 19.9% year on year due to the outsourcing of some production processes, while the China Production Subsidiary reduced emissions by 11.1% through the use of Green Electricity Certificates. The India Production Subsidiary recorded an 18.8% increase in emissions due to business expansion; however, the 500 kWp solar power generation facility currently under construction is expected to support greater use of renewable energy and reduce emissions going forward.

Climate Action Targets

SOLUM is gradually building a management system to reduce GHG emissions. To date, we have identified Scope 1 and 2 emission sources and established a GHG emissions inventory for our major domestic and overseas worksites. In 2025, we also conducted initial calculations for major Scope 3 categories (Categories 1, 4, 9, 11, and 12). Going forward, we plan to set a base year and establish mid- to long-term Scope 1 and 2 reduction targets based on emissions data and reduction potential analysis. We will also enhance our management system for major Scope 3 emission categories and strengthen carbon management across the value chain. In terms of energy management, we are monitoring energy consumption by worksite and promoting energy efficiency improvements and the transition to renewable energy. We also plan to establish quantitative reduction targets and manage them systematically.

Emissions Calculation Methodology

SOLUM calculates GHG emissions from its domestic and overseas worksites based on the Operational Control Approach under the GHG Protocol, an international standard for GHG accounting. For Scope 1 emissions, SOLUM applies the default emission factors from the IPCC 2006 Guidelines and country-specific net calorific values (NCVs). For Scope 2 emissions, country-specific electricity emission factors are applied. Scope 3 emissions are calculated based on activity data across the value chain, while some data are calculated using industry averages and officially recognized emission factors.

Measurement Approach

Scope 1 / Scope 2	Scope 3
• ISO 14064 • Guidelines on the Reporting and Certification of Emissions under the GHG Emissions Trading Scheme • IPCC Guidelines for National Greenhouse Gas Inventories (2006)	• GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard • IPCC Guidelines for National Greenhouse Gas Inventories (2006)

Measurement Inputs

Category		Base Inputs	
		Activity Data	Other Emission Factors
Scope 1	Stationary Combustion Mobile Combustion	• Consumption of city gas (LNG), diesel, and kerosene • Apply country-specific calorific values by fuel	Default stationary combustion emission factors under the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (Korea-specific net calorific values applied uniformly)
Scope 2	Purchased Electricity	• Electricity consumption	Apply country-specific electricity emission factors • Vietnam: Department of Climate Change, Ministry of Natural Resources and Environment of Vietnam (2023) • Countries other than Vietnam: Country-specific electricity emission factors from Climate Transparency • Korea: National electricity emission factor from the Ministry of Environment
Scope 3	Category 1. Purchased Goods	• Material purchase records and amounts in ERP	USEEIO v2.6 (Published 2025.10.28)
	Category 4. Transportation	• Logistics costs in ERP	USEEIO v2.6 (Published 2025.10.28)
	Category 9. Logistics	• Outbound shipment records in ERP	Emission factors by transportation mode (GLEC)
	Category 11. Use of Products	• Global sales data in ERP	IEA (2025), Electricity 2025 – Emissions, International Energy Agency
	Category 12. Product Disposal	• Global sales data in ERP	Emission factors by waste treatment method (UK DEFRA)

Special Page

Installation of Solar Power Generation Facilities and an Energy Management System at the India Production Subsidiary

(Location: Central Express Way, Sri City)

SOLUM has introduced solar power generation facilities and an energy management system at the India Production Subsidiary to strengthen its climate action capabilities while expanding its global production hubs. The solar power system was built to meet part of the worksite's electricity demand through self-generation and is expected to serve as an important turning point in establishing a stable foundation for renewable energy use.

The facilities have a total generation capacity of 500 kWp and are expected to effectively reduce GHG emissions from worksite operations. Along with the solar power generation facilities, SOLUM has introduced an energy monitoring system to manage power generation and electricity consumption data in real time. Based on this system, we will continue to improve energy efficiency. The installation of solar power generation facilities at the India Production Subsidiary is more than a way to reduce energy costs. It is a strategic investment to respond to the carbon reduction requirements of global customers and strengthen eco-friendly production competitiveness. Going forward, SOLUM plans to gradually expand the use of renewable energy to other overseas production hubs based on the operational performance of the India Production Subsidiary. Through this, we will accelerate the energy transition across global production operations and continue to strengthen our execution capabilities to achieve carbon neutrality.

Solar Power Generation Capacity

500 kWp

Energy Management System Introduced

▲ Solar Modules

▲ Energy Management System

Focus Area

Product Safety and Quality

Governance & Policy

Product Safety and Quality Organization

SOLUM operates dedicated organizations to systematically manage product safety and quality. The quality management organization under top management establishes company-wide quality strategies and policies and oversees decision-making on major quality and safety issues. Based on these strategies, the dedicated quality control department sets quality standards across the entire process, from product planning, design, production, and shipment to after-sales management, and monitors their implementation. The testing and verification organization operates an assessment system to identify product safety risks in advance and manages compliance with domestic and international safety standards and regulations. These organizations work closely together to continuously improve product safety and quality.

Organizational Chart

Quality Management Guidelines

SOLUM has established the prevention of defect outflow through strict compliance with rules and processes and field-oriented improvement activities as the core direction of its quality management. Each global subsidiary establishes and operates tailored quality management standards that reflect its business environment and operating structure. SOLUM is also working to ensure that all employees clearly understand this direction and actively participate in quality innovation activities. In the product development stage, SOLUM has established detailed milestone-based quality flow charts to enhance reliability and quality throughout the entire development process.

Quality Innovation Internalization Activities

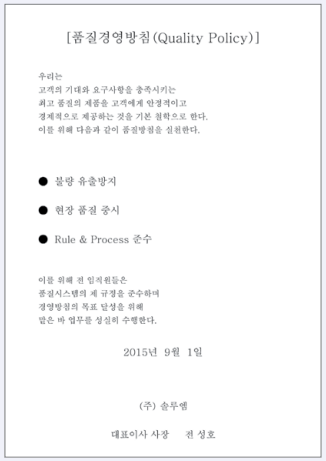
Establishing a Global Integrated Quality Management System (QMS)
Building an SAP-based integrated QMS that connects the headquarters and overseas production subsidiaries under a single system

Expanding Internal Testing and Evaluation Infrastructure
Reducing certification lead time by establishing an internal EV Lab and strengthening reliability testing infrastructure at overseas production subsidiaries

Proactive Quality Risk Management at the Design Stage
Strengthening activities to identify and improve potential quality risks in advance during the product design stage

Strengthening Quality Management of Outsourcing Partners and Suppliers
Managing quality risks from expanded outsourcing by establishing a three-party collaboration system among the headquarters, production subsidiaries, and outsourcing partners, and by conducting regular on-site audits and quality data monitoring

Performance Management Based on Quality Targets
Setting annual quantitative targets for key indicators, such as the quality failure cost rate and number of customer claims, and conducting regular reviews


[품질경영방침(Quality Policy)]

우리는
고객의 기대와 요구사항을 충족시키는
최고 품질의 제품을 고객에게 안정적이고
경제적으로 제공하는 것을 기본 철학으로 한다.
이를 위해 다음과 같이 품질방침을 실천한다.

- 불량 유출방지
- 현장 품질 중시
- Rule & Process 준수

이를 위해 전 임직원들은
품질시스템의 제 규정을 준수하며
경영방침의 목표 달성을 위해
맡은 바 업무를 성실히 수행한다.

2015년 9월 1일

(주) 솔루엠

대표이사 사장 전 성호

▲ Quality Policy

Focus Area

Product Safety and Quality

IRO(Impact, Risk, Opportunity)

IRO(Impact, Risk, Opportunity)

	IRO	Description
Financial Opportunity	Expanded adoption by global customers and revenue growth through obtaining global safety and quality certifications, including UL, CE, and IEC	In the global electronics market, safety and quality certifications such as UL, CE, and IEC are essential requirements for product sales and delivery to customers. They also serve as key criteria when customers select suppliers. Accordingly, securing these certifications can lead to sales growth by supporting entry into new customers and expanding business with existing customers.
Positive Impact	Ensuring product safety, protecting consumer safety, and reducing environmental impacts by reducing the use of hazardous substances through GPMS-based hazardous substance management	The chemicals and raw materials used in the manufacturing of electronic products are directly linked to product safety. Inadequate hazardous substance management may result in various risks, including consumer safety issues, product recalls, and regulatory non-compliance. In addition, as global environmental regulations continue to tighten, requirements for restricting and managing hazardous substances are becoming increasingly stringent. Accordingly, implementing a GPMS-based hazardous substance management system to control hazardous substances contained in products and reduce environmental impacts is considered increasingly important.
Negative Impact	Increased risk of exposure to hazardous substances due to inadequate hazardous substance management or the use of components that do not meet required standards, which may threaten consumer health and safety.	The chemicals and raw materials used in the manufacturing of electronic products are directly related to product safety. If hazardous substances are not properly managed or components that fail to meet applicable standards are used, the risk of hazardous substance exposure may increase. This may pose a direct threat to consumer health and safety and could lead to product recalls, regulatory non-compliance, and legal liabilities.

Strategy

In the global electronics market, safety and quality certifications such as UL, CE, and IEC serve as essential requirements for customer selection and product supply, while increasing environmental regulations continue to raise expectations for the management of hazardous substances. Reflecting these industry trends, SOLUM identified opportunities to expand its market presence through the acquisition of global certifications, as well as product safety risks associated with inadequate hazardous substance management, as its key IROs. While obtaining such certifications directly affects access to new customers and revenue growth, failures in hazardous substance management may result in consumer safety issues, product recalls, and regulatory non-compliance, leading to financial losses and damage to corporate credibility. Accordingly, product safety and quality have become critical management priorities directly linked to business continuity. In response, SOLUM has established a product safety management process and a GPMS-based hazardous substance management system to ensure safety throughout the product lifecycle. We are also advancing our quality management system based on global certifications to maintain quality levels that meet international standards, while strengthening customer trust through verification and information disclosure. Through these efforts, SOLUM is enhancing both product competitiveness and market responsiveness beyond regulatory compliance.

Response Strategy

Strategy 01

Establishing a product safety and hazardous substance management system and strengthening transparent information disclosure

1 Establishing a Product Safety Management Process
2 Hazardous Substance Management
3 Verification and Transparent Information Disclosure

Strategy 02

Building and advancing a quality management system based on global certifications

1 Establishing a Quality Management Process
2 Global Management System Certifications
3 Advancing Quality Management

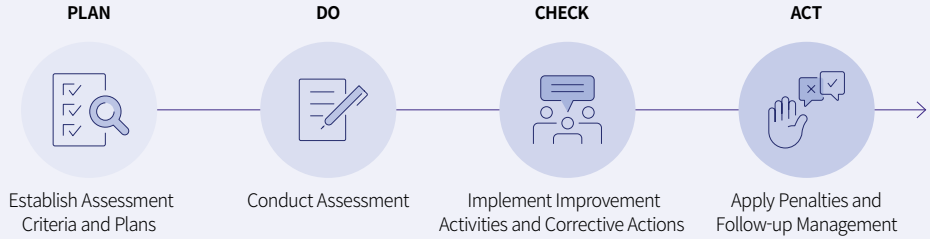
Focus Area

Product Safety and Quality

Strategy 1-1 Establishing a Product Safety Management Process

SOLUM has established a company-wide product safety management process map to ensure product safety and is continuously advancing its management level based on this system. The process map is structured around the Plan–Do–Check–Act (PDCA) framework and covers the entire process from planning and execution to monitoring and improvement of product safety assessments. Across the manufacturing process, SOLUM proactively identifies potential risks through safety analysis and implements improvement measures. It also continues to strengthen the effectiveness of its product safety management system through prompt issue response and ongoing monitoring.

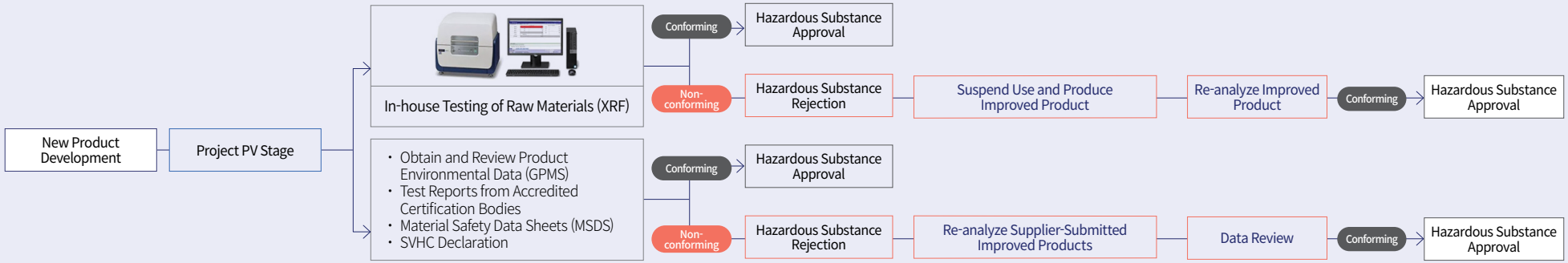
Product Safety Management Process Map



Strategy 1-2 Hazardous Substance Management

Hazardous Substance Analysis and Management | Even before international environmental regulations such as EU RoHS came into effect, SOLUM has proactively managed all components to ensure compliance with relevant standards. Building on this foundation, SOLUM operates a process for managing environmentally hazardous substances in products to minimize potential impacts on the environment and human health. SOLUM has installed X-Ray Fluorescence (XRF) analyzers at its headquarters and overseas production subsidiaries to closely review the potential presence of hazardous substances from the early stages of product development. During production, SOLUM conducts lot-based analyses to thoroughly check whether components contain hazardous substances. In particular, SOLUM applies the Homogeneous Material standard, which is based on materials of uniform composition, to enhance the accuracy and reliability of its analyses. In accordance with product safety impact assessment requirements, the Company follows a policy of conducting a 100% comprehensive analysis of all components. When new Substances of Very High Concern (SVHCs) are designated, SOLUM obtains and reviews certificates of compliance from all suppliers for the relevant components. It also conducts preliminary reviews of the possible use of alternative materials that exclude regulated substances such as lead, thereby strengthening its prevention-focused response system.

Product Environmental Hazardous Substance Management Process



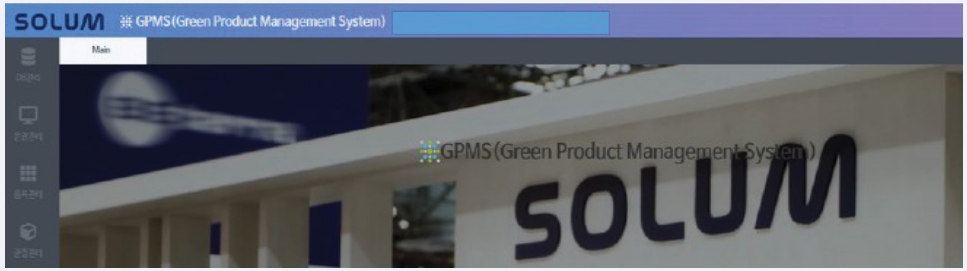
Focus Area

Product Safety and Quality

Strategy 1-2 Hazardous Substance Management

GPMS-Based Management of Hazardous Substances in Products | SOLUM has established and operates the Green Product Management System (GPMS) to manage hazardous substances across its supply chain. GPMS is a system that systematically collects and manages information on hazardous substances in each component supplied by suppliers. Based on data provided by more than 500 suppliers, SOLUM transparently verifies the environmental compliance of components.

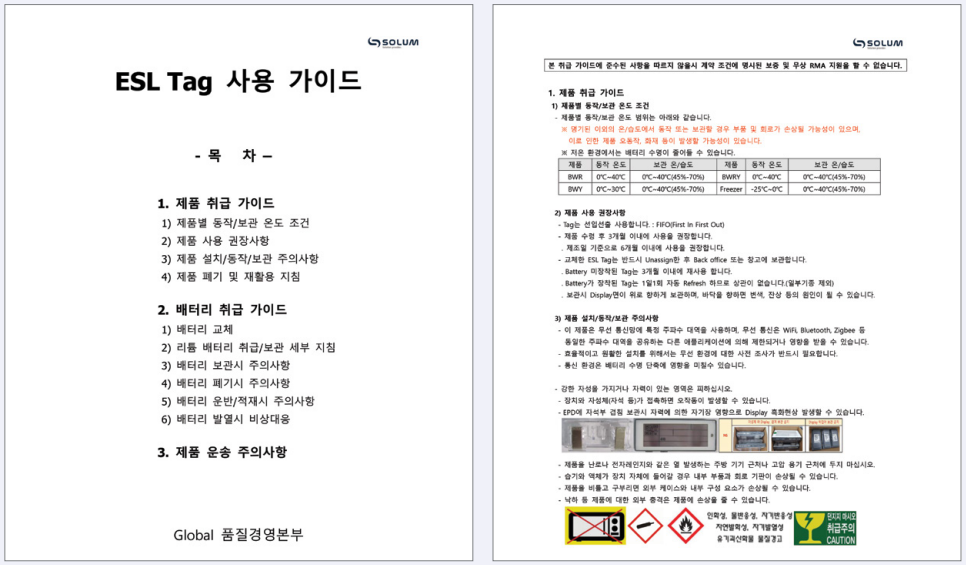
To this end, SOLUM obtains various types of environmental information, including hazardous-substance analysis reports for homogeneous materials, Material Safety Data Sheets (MSDS), and Substances of Very High Concern (SVHC) declarations, and thoroughly reviews the environmental performance and regulatory compliance of components. Information on hazardous substances registered in GPMS is managed company-wide, allowing SOLUM to transparently track their use status. When components containing hazardous substances are identified, SOLUM takes prompt action by immediately discontinuing their use and prioritizing eco-friendly alternatives. In addition, SOLUM strictly complies with international environmental regulations such as RoHS and REACH, and regularly reviews the reliability and effectiveness of its management system through internal audits and external certifications. Going forward, SOLUM will continue to manage the entire hazardous substance management process in a transparent and responsible manner to strengthen a sustainable supply chain.



▲GPMS SITE

Strategy 1-3 Verification and Transparent Information Disclosure

Providing Product Guidelines | SOLUM provides transparent product information to customers to strengthen a trust-based user experience. To support safe product use and efficient management, SOLUM systematically provides safety guidelines and user manuals, helping customers better understand and use its products safely. In particular, SOLUM has established and operates the ESL Tag User Guide, which integrates the safety guidelines and individual user manuals for existing ESL products. This has created an information system that is easier to understand from the user's perspective and improved customer convenience.


ESL Tag 사용 가이드

- 목 차 -

1. 제품 취급 가이드
1) 제품별 동작/보관 온도 조건
2) 제품 사용 권장사항
3) 제품 설치/동작/보관 주의사항
4) 제품 폐기 및 재활용 지침

2. 배터리 취급 가이드
1) 배터리 교체
2) 리튬 배터리 취급/보관 세부 지침
3) 배터리 보관시 주의사항
4) 배터리 폐기시 주의사항
5) 배터리 운반/적재시 주의사항
6) 배터리 발열시 비상대응

3. 제품 운송 주의사항

Global 품질경영본부

▲ESL Tag User Guide

Focus Area

Product Safety and Quality

Strategy 1-3 Verification and Transparent Information Disclosure

Establishing Safety Standards Testing Infrastructure (EV Lab) | To respond to the rapidly growing EV charging infrastructure market and proactively meet the safety standards for power modules used in EV chargers, SOLUM has established EV Lab, an in-house testing infrastructure. Although EV Lab is not an accredited testing body, it is equipped to conduct safety standards testing and evaluation under the WTDP1) method. It is operated to perform preliminary verification and secure testing data before certification.

EV Lab can create various testing environments, including high-temperature, low-temperature, and constant temperature and humidity conditions. It also incorporates safety design measures to prevent fire and accident risks that may occur during high-power device testing, ensuring stability throughout the testing process. In addition, it is designed to conduct power testing for power modules of up to 100 kW, enabling SOLUM to verify key safety risks in advance, such as electric shock, overcurrent, overheating, and fire.

Through EV Lab, SOLUM systematically manages safety requirements from the product development stage and internalizes verification capabilities before certification testing. Going forward, the Company will continue to enhance certification readiness while further strengthening product safety and quality reliability.

1) WTDP (Witnessed Test Data Program): A program operated by UL (Underwriters Laboratories) in which testing is conducted by the customer or a third-party laboratory under the supervision of UL personnel, and the results are directly approved and certified by UL.

▲EV Test Chamber

Focus Area

Product Safety and Quality

Strategy 2-1 Establishing a Quality Management Process

Building a Global Integrated QMS | SOLUM has established an integrated quality management system (QMS) that connects its headquarters and global production subsidiaries under a single system, strengthening the standardization and consistency of company-wide quality operations. The headquarters defines and manages global quality standards and work processes within the system and applies them consistently across all production subsidiaries, enabling an integrated quality system regardless of region or plant.

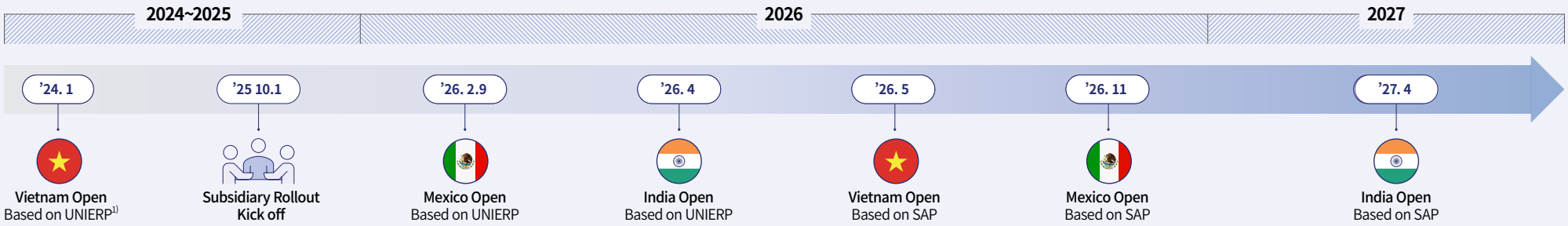
At the same time, the characteristics of each production site and customer requirements are flexibly reflected through system settings, allowing SOLUM to secure both global standardization and local responsiveness. By integrating the QMS with external systems, SOLUM has also unified master data—including items, suppliers, processes, and inspection standards—thereby improving data consistency. In addition, a redundant server-based uninterrupted operating structure supports stable quality operations across global sites.

The web-based QMS includes supplier quality management functions and enables real-time sharing of quality standards and changes, strengthening response speed and collaboration across the supply chain. It is also designed to manage customer- and industry-specific requirements within the system, allowing SOLUM to respond quickly to changing global quality requirements and continuously enhance its quality competitiveness.

Core Functions of SOLUM QMS

- Nonconformity Analysis-Based Improvement Activities (8D Report)
- Tracing raw material and product inspection history when quality issues occur
- Customer/Supplier PPAP Management
- Design Change and Mass Production 4M Change Management
- Management of Standard Documents for Core Tools (FMEA, CP, MSA, etc.)

Global QMS System Roadmap



1) UNIERP, SAP: An ERP system that integrates and manages a company's business and operational data.

Focus Area

Product Safety and Quality

Strategy 2-2 Global Management System Certifications

SOLUM has obtained international certifications in quality, environment, occupational safety and health, energy, automotive, and healthcare that align with the global business environment. Based on these certifications, SOLUM continues to enhance the reliability and operational efficiency of its company-wide management system. SOLUM has also established a foundation to proactively respond to global customer requirements and regulatory changes, strengthening its capabilities for sustainable growth.

Establishing Quality, Environmental, Occupational Safety and Health, and Energy Management Systems | SOLUM has obtained ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO 45001 (Occupational Health and Safety Management System) certifications across all production subsidiaries, establishing an integrated management system that covers quality, environment, and occupational safety and health. Through this system, SOLUM maintains consistent quality levels across its global worksites and systematically manages environmental and occupational safety and health risks. In addition, the Vietnam and Mexico Production Subsidiaries have obtained ISO 50001 (Energy Management System) certification, enabling systematic management of energy use and efficiency.

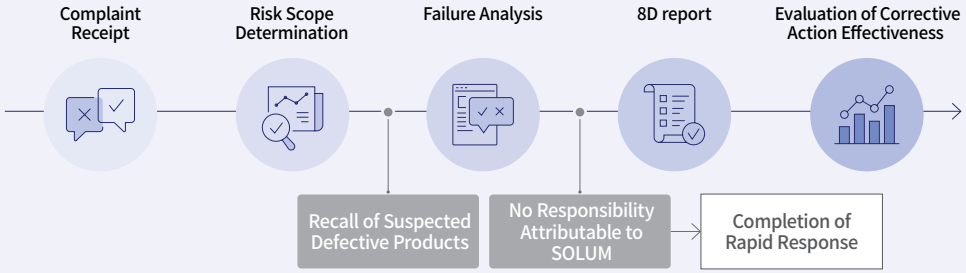
Expansion of Automotive Quality Management and Functional Safety Management System Certifications | SOLUM is expanding IATF 16949 (Automotive Quality Management System) certification to proactively respond to the requirements of the global automotive supply chain. The Vietnam, Mexico, and India Production Subsidiaries have obtained this certification. IATF 16949 is a quality management system specialized for the automotive industry, with a focus on defect prevention and minimizing process variation. By obtaining this certification, SOLUM is responding reliably to the quality requirements of global automakers and Tier 1 customers. In addition, SOLUM plans to obtain ISO 26262 (Automotive Functional Safety), an international standard for automotive functional safety, to systematically meet product safety requirements and customer needs.

Healthcare Quality Management System Certification | To secure quality competitiveness in the medical device field, where safety and reliability are critical, SOLUM has obtained ISO 13485 (Medical Device Quality Management System) certification and established a systematic management framework. ISO 13485 defines quality requirements across the entire product lifecycle of medical devices, from design and development, production, storage, distribution, installation, and service to disposal.

Strategy 2-3 Quality Management Advancement

Customer VOC Response System | SOLUM operates a systematic customer response process to minimize customer impact and maintain trust when potential or actual quality issues related to products occur. Depending on the situation, SOLUM applies a rapid response process and RMA (Return Material Authorization) procedures to ensure prompt product return, replacement, and issue resolution, while minimizing customer inconvenience and immediately reflecting findings in quality improvements. SOLUM also operates a VOC (Voice of Customer) response process to effectively manage customer feedback and requirements. Received VOCs are analyzed to identify root causes, followed by improvement actions, and are shared with relevant departments and used for recurrence prevention activities. SOLUM has introduced and operates QMS (Quality Management System), strengthening the foundation for systematically collecting, analyzing, and managing customer claims. Through this, SOLUM is advancing its proactive response system to improve customer satisfaction and enhance quality competitiveness.

SOLUM QMS Key Functions



2025 VOC Performance

Number of VOCs Received	Number of VOCs Resolved
18cases	18cases

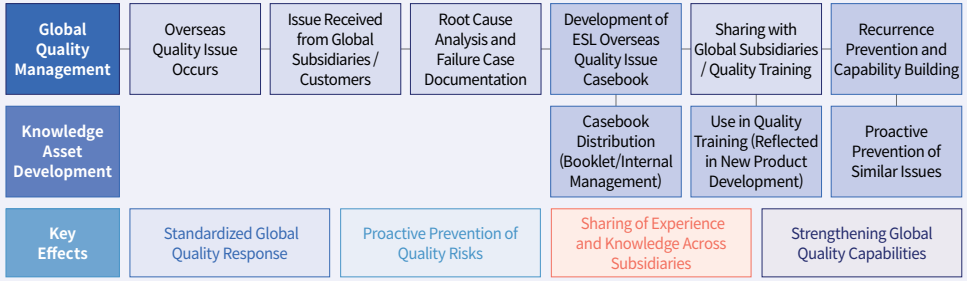
Focus Area

Product Safety and Quality

Strategy 2-3 Advancing Quality Management

Global Quality Risk Management | SOLUM has developed the "ESL Overseas Quality Issue Status" casebook, which summarizes major quality issues and failure cases of ESL products in global markets, and uses it as a quality guide for preventive activities and the development stage. The casebook comprehensively organizes the root causes, response processes, improvement measures, and recurrence prevention activities based on actual quality issues that occurred at domestic and overseas subsidiaries and customer sites, supporting quick and accurate responses when similar issues arise.
SOLUM also shares case information among global subsidiaries in a standardized format to improve the consistency and accessibility of quality data. The casebook is also used as training material to strengthen employees' quality awareness and problem-solving capabilities. This case-based quality management system helps prevent global quality risks in advance and improve the stability and reliability of ESL products.

Global Quality Issue Response Process



CASE Study

Gateway (G/W) Falling Issue

A gateway (G/W) installed at an overseas SOLUM customer site fell from the ceiling. According to the headquarters' analysis, the incident was presumed to have occurred when external vibrations, such as those caused by an earthquake or ceiling maintenance work, affected the slide locking section between the bracket and the G/W, causing detachment. It was also identified that the existing vibration tests primarily focused on transportation under boxed packaging conditions and verification of the product's inherent durability, while verification of the fastening strength between the mounting bracket and the gateway under actual installation conditions was not included. Accordingly, SOLUM plans to repeat the gateway vibration tests under conditions that reflect customers' actual operating environments to more rigorously verify the stability of the bracket fastening.

Metrics & Targets

SOLUM has established product safety and quality as key management metrics and systematically manages them throughout the entire product lifecycle, from product planning and design to manufacturing, shipment, and after-sales service. In terms of product safety, SOLUM uses the status of global safety and quality certifications and product safety testing and verification results as key indicators, regularly checking whether certification requirements are met and whether the level of preliminary verification is sufficient. In the area of hazardous substance management, SOLUM manages the hazardous substance management levels of suppliers and components based on GPMS, while ensuring compliance with global environmental regulations and securing product safety. In terms of quality, SOLUM has established key indicators such as the quality failure cost rate, number of component quality incidents, and incoming inspection lot rejection rate, and regularly reviews company-wide quality levels. In particular, the quality failure cost rate is an indicator that manages quality-related losses as a ratio of sales, with the ongoing goal of reducing it year on year.
SOLUM is expanding the integrated QMS across its production subsidiaries to strengthen data consistency and its management system, and reflects the analysis results in identifying improvement tasks and carrying out preventive activities. Going forward, SOLUM plans to continue enhancing product safety and quality competitiveness by expanding certifications, strengthening preliminary verification, advancing hazardous substance management, and achieving zero customer claims.

Metrics and Targets

Category	Indicator	2025 Performance	2026 Target	Management Direction
Quality Costs	Quality Failure Cost Rate	0.23%	0.21%	Reduce quality-related loss costs, including returns and disposal
Component Quality	Number of Component Quality Incidents	4 cases	1 case or fewer	Reduce failure costs by stabilizing component quality
Incoming Inspection	Incoming Inspection Lot Rejection Rate	0.19%	0.15%	Strengthen the quality of incoming components
Quality System	Number of Global QMS Expansions Operated	0 cases	4 cases	Establish an integrated management system for overseas subsidiaries

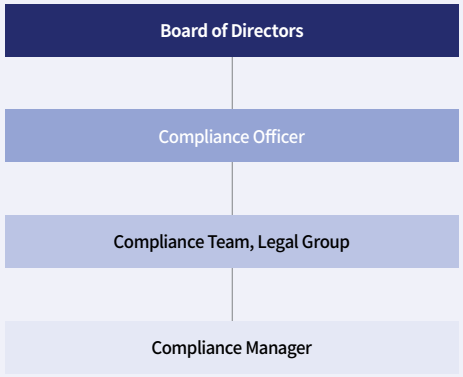
Focus Area

Anti-corruption

Governance & Policy

SOLUM has established and operates a company-wide governance structure to strengthen anti-corruption and ethical management. The relevant committee under the Board of Directors reviews and approves the key direction and policies for ethical management and oversees the management of major ethics risks. Management regularly reviews key issues and activity performance based on its responsibility for implementing ethical management, while establishing company-wide directions. The working-level organization, centered on legal and compliance functions, identifies risks, operates internal controls, and conducts monitoring and improvement activities. It also works with each department to implement ethical management tasks and manage their progress, supporting the integration of ethical management across the organization. In 2025, SOLUM also officially appointed a Compliance Officer to oversee the implementation and monitoring of major compliance activities and establish a stronger foundation for systematically managing compliance risks across the organization.

Ethical Management Organizational Chart



Code of Ethics

SOLUM has established compliance control standards, revised its ethics regulations, and newly established operating regulations for the Anti-bribery Management System (ABMS) Operating Regulations and ethical conduct guidelines. Through these efforts, SOLUM has built trust with stakeholders and established ethical standards of conduct that all employees must follow. SOLUM has also improved its ethical standards and operational transparency by raising employees' awareness of corruption and strengthening their sense of vigilance. In addition, SOLUM continues to enhance its internal systems and training programs to strengthen the practical implementation of ethical management. Going forward, SOLUM will continue to practice ethical management and grow as a trusted organization.

Structure of the Code of Ethics

I Fostering a Healthy Organizational Culture	Article 1 Employees shall respect one another. Article 2 Employees shall foster a sound working environment and conduct themselves with dignity. Article 3 Employees shall perform their duties fairly. Article 4 Employees shall maintain political neutrality.
II Compliance with Laws and Ethics	Article 5 Employees shall comply with laws and ethics. Article 6 Employees shall protect SOLUM's assets and information. Article 7 Employees shall accurately record information and maintain transparency. Article 8 Employees shall build fair cooperative relationships.
III Economic and Social Contribution	Article 9 Employees shall do their best to ensure customer and shareholder satisfaction. Article 10 Employees shall fulfill their social responsibilities.
IV Compliance Obligations	Article 11 Compliance Obligations of Employees Article 12 Operation of the Regulations

Focus Area

Anti-corruption

Governance & Policy

Anti-corruption Policy

SOLUM has established and operates an anti-corruption policy, with corporate ethics and transparency as core management principles. We apply the same level of ethical standards to all business partners, including employees, suppliers, vendors, and agents, and publishes its Anti-corruption Policy while requiring compliance with it. The Anti-corruption Compliance Officer who has been delegated independent authority by the CEO, oversees all aspects of the anti-corruption management system, including corruption risk assessments, the operation of reporting and investigation processes, the management of standards for gifts, hospitality, and donations, and anti-corruption education and training. The Board of Directors reviews the operation status of the anti-corruption system and strengthens its oversight function by receiving immediate reports on significant matters.

As a global leader in advanced components and solutions, SOLUM places ethical and transparent management as a top priority in all business activities. In accordance with the requirements of ISO 37001:2016 Anti-bribery Management System (ABMS), we have established and operate a systematic framework to prevent, detect, and respond to bribery and corruption, thereby earning the trust of our customers, shareholders, employees, and society.

1 All SOLUM employees shall neither offer nor accept money, valuables, entertainment, convenience, or bribes.

2 All SOLUM employees shall comply with all applicable domestic and international anti-corruption laws and regulations, including the Act on the Prohibition of Improper Solicitation and Graft, the Public Interest Whistleblower Protection Act, the Foreign Corrupt Practices Act, and the Bribery Act, as well as SOLUM's internal regulations.

3 The CEO grants independent responsibility and authority related to anti-corruption to the Anti-corruption Compliance Officer. The Anti-corruption Compliance Officer has the duty to oversee the establishment, operation, and improvement process of the Anti-bribery Management System.

4 If any employee of SOLUM becomes aware of a violation of anti-corruption laws or regulations, they shall immediately report it to the Anti-corruption Compliance Officer. The Anti-corruption Compliance Officer shall keep the reporter's personal information confidential, protect the reporter from any disadvantage resulting from the report, and establish measures to prevent recurrence.

5 SOLUM applies a zero-tolerance principle if an employee violates this policy or related laws and regulations, or fails to take reasonable measures to prevent a violation after becoming aware of it. SOLUM may take disciplinary action in accordance with its regulations.

6 SOLUM continuously monitors, improves, and advances its Anti-bribery Management System to achieve its anti-corruption objectives.

*** Addendum This Policy shall take effect on September 19, 2025.**
CEO Jun Sung-ho

Focus Area

Anti-corruption

IRO(Impact, Risk, Opportunity)

IRO(Impact, Risk, Opportunity)

	IRO	Description
Financial Risk	Legal sanctions, financial losses, and damage to corporate credibility due to misconduct arising from insufficient organizational awareness and internal controls related to anti-corruption and anti-bribery	Corruption and bribery-related risks that may arise across SOLUM's overall activities have a high possibility of leading to violations of laws and regulations. If employees lack ethical awareness or the control system is insufficient, the likelihood of misconduct may increase. In the event of misconduct, legal risks and financial losses, such as fines, sanctions, and litigation, may occur, and this may further lead to damage to SOLUM's credibility and reputation.
Financial Opportunity	Strengthening sustainable corporate competitiveness by mitigating the risk of legal violations and enhancing stakeholder trust through the establishment of an ethical and anti-corruption culture.	When ethical awareness is embedded across the organization and the anti-corruption management framework operates effectively, SOLUM can proactively prevent the risk of legal and regulatory violations and have a positive impact on securing the trust of key stakeholders, including customers and investors. These factors can lead to long-term business stability and enhanced corporate value.
Negative Impact	Delayed decision-making by customers and investors, disadvantages to transaction participants, and occurrence of socially unfair practices due to insufficient anti-corruption controls	If the anti-corruption control system is insufficient, fairness and transparency in business transactions may decline, which may delay or distort decision-making by customers and investors and create potential disadvantages among transaction participants. Such situations may also lead to unfair transactions in the market and undermine social trust.

Strategy

As anti-corruption and anti-bribery regulations are strengthened in the global business environment and social expectations for ethical management continue to rise, SOLUM identified the risk of misconduct caused by insufficient internal controls and lack of ethical awareness as a key IRO. If corruption or bribery-related activities occur, legal risks and financial losses, such as fines, sanctions, and litigation, may arise, which may lead to damage to corporate credibility and reputation. In addition, if the control system is insufficient, transaction fairness may be undermined, negatively affecting overall management through delayed decision-making by customers and investors and disadvantages among transaction participants. On the other hand, when an ethical and anti-corruption culture is embedded, SOLUM can proactively prevent the risk of legal violations and enhance stakeholder trust, leading to long-term competitiveness. Accordingly, SOLUM is advancing its ethics and compliance system based on corruption risk assessments and preventing and managing misconduct through the operation of its Anti-bribery Management System and internal reporting channels. SOLUM is also strengthening ethical standards across the organization and supply chain by establishing a fair trade-based mutually beneficial cooperation system and spreading a culture of compliance among suppliers.

Response Strategy

Strategy 01

Corruption Risk Management and Advancement of the Ethics and Compliance System

1. Corruption Risk Assessment
2. Ethics and Compliance Activities and Anti-bribery Management System Certification
3. Operation of Reporting Channels for Ethical Management Violations

Strategy 02

Establishing a Fair Trade-Based Mutually Beneficial Cooperation System and Spreading a Culture of Compliance

1. Establishing a Virtuous Cycle for Fair Trade-Based Mutually Beneficial Cooperation
2. Supporting Suppliers to Spread a Culture of Compliance

Focus Area

Anti-corruption

Strategy

Strategy 1-1 Corruption Risk Assessment

SOLUM conducted a comprehensive corruption risk assessment of 19 departments and identified a total of 149 risk items. Based on frequency and impact, SOLUM quantitatively classified inherent and residual risks. For tasks where inherent risks rated "moderate or higher" were identified, relevant business stakeholders were designated for due diligence, and employees in departments with high-risk scores were also included in the due diligence scope to strengthen the accuracy and execution of risk response. The results of the risk assessment are also regularly reported to the Board of Directors. High-priority risks were mainly concentrated in contract processes with external stakeholders. Accordingly, SOLUM manages these risks through compliance with the internal accounting management system, collection of ethics pledges, and anti-corruption and ethics training. As a result, SOLUM confirmed an overall reduction in risk levels, with the number of risks rated moderate or higher decreasing from 72 to 47.

Types of Corruption Risk Assessment and Participating Departments

Types of Corruption Risk	Participating Departments
1 Violations related to gifts, entertainment, and donations	• Compliance Team • VD Development Team
2 Unfair competition / solicitation for personnel favors	• ANP Sales Team • Marketing Team
3 Neglect of duty	• Development Planning Group • Management Support Team (DX Group)
4 Conflict of interest	• ESL Development Team • Sourcing Planning Group
5 Violation of corporate card usage standards	• ESL Sales Team • HR Team
6 Occupational embezzlement and breach of trust	• Module Solution Sales Team • Finance and Accounting Team
7 Violation of the duty to protect the confidentiality of public interest whistleblowers	• Power Development Team • Quality Team
8 Violation of the prohibition on disadvantageous measures	• U1 Business Team • ESL Purchasing Team
9 Violation of the prohibition on using material non-public information	• Strategic Purchasing Business Division (Purchasing Innovation Group)
10 Violation of the prohibition on market disruption activities	• EV Charging Application Team
	• Display Solution Sales Team

Corruption Risk Due Diligence | SOLUM selected 225 employees from high-risk departments with an average inherent risk score of 9 or higher as subjects for due diligence. For external stakeholders, SOLUM selected 34 companies with at least one inherent risk rated moderate or higher and a transaction volume of KRW 100 million or more in 2024 as due diligence targets. For the corruption risk due diligence process, SOLUM requested the relevant targets to complete due diligence assessment forms. A total of 224 internal stakeholders and 27 external stakeholders submitted the assessment forms. As a result of the due diligence assessment, no notable issues were identified among either internal or external stakeholders.

Strategy 1-2 Ethics and Compliance Activities and Anti-bribery Management System Certification

SOLUM is strengthening its company-wide management system and carrying out execution-focused activities to establish and internalize ethics and compliance management. SOLUM has established a foundation for internal control by revising standard contracts and improving key regulations and systems, while strengthening the effectiveness of its systems through various activities such as ethics training, corruption risk assessments, and due diligence. In addition, SOLUM held an ethical management declaration ceremony and implemented employee ethics pledges to spread ethics and compliance awareness across the organization. Going forward, SOLUM will continue to advance its ethics and compliance management system to proactively respond to corruption risks and further strengthen stakeholder trust through transparent management.

▲ Ethical Management Declaration Ceremony (May 22, 2025)

Number of Ethics Pledges Received

Total Target	Number of Submissions
579people	564people

* Of the total target group, 15 people were excluded due to reasons such as leave of absence or resignation.

Focus Area

Anti-corruption

Strategy

Anti-corruption Training | SOLUM conducted training for employees, relevant department personnel, and internal auditors to strengthen the operation of its Anti-bribery Management System and risk management capabilities. Each course was designed to enhance compliance capabilities across the organization by covering practical topics such as general anti-corruption matters, corruption risk assessment criteria, response procedures, and standards of conduct, as well as in-depth training for department personnel. In addition, SOLUM strengthened the competencies of its ISO 37001 internal auditors through specialized internal auditor training.

Training Program	Target	Completed	Completion Rate
Anti-corruption Training for Employees	533people	520people	97.50%
Anti-corruption Training for Department Representatives	19people	19people	100%
Corruption Risk Assessment Training	19people	19people	100%
ISO 37001 Internal Auditor Training	28people	22people	78.57%

Obtaining ISO 37001 (Anti-bribery Management System) Certification | SOLUM obtained ISO 37001 certification for its Anti-bribery Management System from the International Organization for Standardization (ISO). ISO 37001 is an international standard that evaluates whether an organization has established a system to identify, prevent, and control corruption risks that may arise in the course of business operations. Through this audit, SOLUM was recognized for its strong management practices across all areas, including the establishment of an anti-corruption policy, ethics training for employees, and the development of a real-time monitoring system, and obtained the certification.

▲ISO 37001 Certification

Strategy 1-3 Operation of Reporting Channels for Ethical Management Violations

SOLUM operates reporting channels for ethical management violations to prevent employee misconduct and unethical behavior and establish a transparent organizational culture. SOLUM protects the identity of reporters and the contents of reports in accordance with the principle of reporter protection, and conducts thorough fact-finding investigations and necessary follow-up actions on reported cases to strengthen its recurrence prevention system. SOLUM has also established a system for receiving reports and improvement proposals related to violations of the Code of Ethics and implementation guidelines, encouraging active participation by employees and stakeholders and continuously managing ethical management so that it can take root as part of the organizational culture.

Ethical Management Violation Reporting

Reportable Matters

Violation of the Code of Ethics or Implementation Guidelines

- Illegal business activities
- Internal irregularities
- Accounting fraud
- Acts that obstruct, conceal, or aid the reporting of the above violations
- Other illegal or unethical acts

Report Handling Procedure

Report Receipt → Content Review → Investigation Initiation → Investigation Completion → Closure → Response on Handling Results

Reporting Method

Email
ethics@solum-group.com

Phone
1588-1057

Focus Area

Anti-corruption

Strategy

Strategy 2-1 Establishing a Virtuous Cycle for Fair Trade-Based Mutually Beneficial Cooperation

SOLUM operates a fair trade-based mutually beneficial cooperation system based on standardized guidelines and internal control procedures to ensure fairness and transparency in all transactions with suppliers, customers, and affiliates. SOLUM has established management standards to prevent unfair practices in advance at key transaction stages, such as contract execution, pricing, and information exchange, and strengthens execution through internal review and monitoring procedures. SOLUM also continues to advance its prevention-focused management system, including the distribution of guidelines to suppliers and affiliates, the operation of checklists, and compliance training, thereby building a sound transaction ecosystem.

Fair Trade Compliance Process Framework

Suppliers	Proper Subcontract Transaction Process	1 Distribution of guidelines on desirable contract execution, written document issuance, and fair supplier selection 2 Establishment and distribution of subcontract transaction guidelines 3 Execution of the KFTC standard subcontract agreements for subcontract transactions 4 Execution of the KFTC standard agreements under the Delivery Price Indexation System
Customers	Process to Prevent Improper Collusion	1 Establishment and distribution of fair trade guidelines (Collusion Dos and Don'ts, employee guidelines, collusion checklist, etc.) 2 Strict restrictions on meetings with competitors in the same industry and internal price information exchange 3 Internal management according to the approval line when determining prices 4 Operation of an internal review committee that reviews the fairness and legality of subcontract transactions before and after execution
Affiliates	Prohibition on Providing Improper Benefits to Affiliates	1 Establishment and distribution of an approval line for margins in affiliate transactions 2 Establishment and distribution of guidelines for transactions between affiliates (Dos and Don'ts for transactions between affiliates, basic guidelines, checklist of key considerations, etc.)

Strategy 2-2 Support for Suppliers to Spread a Culture of Compliance

SOLUM provides fair trade training for employees and suppliers to establish a transparent and fair transaction order. SOLUM conducts training on fair trade and technology protection for all members of its Purchasing Department, and provides training on fair trade and the Delivery Price Indexation System for suppliers. In 2025, a total of 19 suppliers participated in the training, where they received updates on SOLUM's business status and discussed key tasks to expand supplier sales and build a foundation for mutually beneficial cooperation. SOLUM plans to provide this training regularly twice a year and will continue to strengthen a fair trade culture based on mutual growth and trust through ongoing collaboration with suppliers. In addition, SOLUM conducts an annual Fair Trade Agreement Implementation Evaluation to enhance the effectiveness of fair transaction principles. In 2025, SOLUM received the highest grade and was selected as a model business for subcontract transactions. SOLUM was also selected as one of Samsung Electronics' "2025 Outstanding Suppliers of the Year" and received the ESG Special Award, recognizing its efforts to build transparent and responsible business relationships. In addition, SOLUM obtained ISO 22301 (Business Continuity Management System) certification to maintain a stable transaction environment with suppliers. Through this certification, SOLUM secures the continuity of key operations even in crisis situations such as disasters and disruptions, minimizes operational disruptions across the supply chain, and further strengthens transaction stability and trust with suppliers.

▲ Training for Suppliers in 2025

Fair Trade Training for Employees in 2025

Training Program	Training Target	Frequency	Completion Rate
ESG Fair Trade Specialist Training	1 person	Annually	100%
Fair Trade and Technology Protection All members of the Purchasing	Department (35 people)	Annually	100%

Focus Area

Anti-corruption

Metrics & Targets

SOLUM recognizes anti-corruption and ethical management as key elements for sustainable growth and trust-building, and establishes and manages key performance indicators to review company-wide corruption risk management and internal control levels. For corruption risk management, the Company monitors key indicators such as the completion of periodic corruption risk assessments and the implementation of inspections and due diligence for high-risk areas, while proactively identifying potential corruption risks and continuously reviewing its response level. SOLUM also manages the completion rate of ethics and anti-corruption training to raise employees' ethical awareness, and monitors the number of reports on ethical violations and the handling rate through its reporting channels to verify the effectiveness of its internal control system. In addition, SOLUM continuously reviews the maintenance and operation level of Anti-bribery Management System certifications, including ISO 37001, to maintain an ethical management system that meets global standards. Going forward, SOLUM plans to regularly provide fair trade compliance training for suppliers twice a year to promote awareness of ethics and compliance management among suppliers and establish a fair trade culture across the supply chain. At the same time, SOLUM will continue to advance its ethics and compliance management system by enhancing corruption risk assessments, strengthening training and awareness-raising activities, and activating its reporting system.

Metrics and Targets

Category	Indicator	2025 Performance	2026 Target	Management Direction
Corruption Risk Management	Corruption Risk Assessment	1 time	1 time	Conduct regular company-wide corruption risk assessments.
Training	Number of Ethics and Anti-Corruption Training Sessions	4 sessions	4 sessions	Conduct anti-corruption-related training at least four times a year.
	Fair Trade Compliance Training for Suppliers	2 times	2 times	Provide training regularly twice a year.
Reporting System	Ethical Violation Report Handling Rate	100%	100%	Maintain a 100% report handling rate and process reports within the designated internal deadline after receipt.
Certification	ISO 37001 Certification	Maintain	Maintain	Continue to maintain ISO 37001 certification and conduct internal inspections at least once a year.

Part 3

ESG PERFORMANCE

48 Environmental
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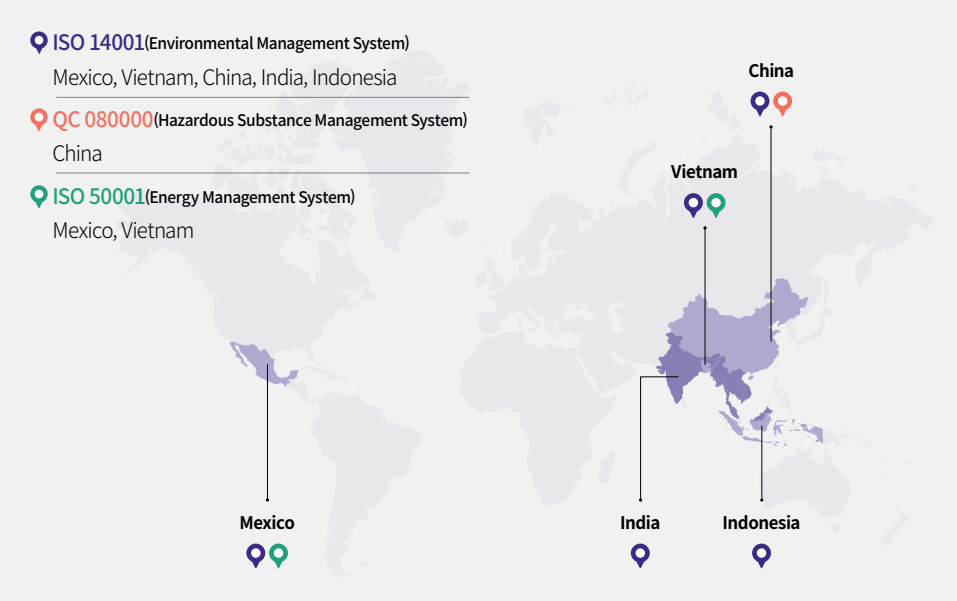
Environmental

49 Environmental Management

Environmental Management

Environmental Management System

SOLUM manages the environmental impacts generated across all business processes based on a company-wide environmental management system. To respond to increasingly stringent global environmental regulations and stakeholder expectations, we have established environmental risk management processes centered on our key production subsidiaries and manage resource use and pollutant emissions through our environmental management system. Our overseas production subsidiaries operate ISO 14001 (Environmental Management System) and regularly inspect environmental risks at each worksite. We also manage waste and pollutants by type and continue to enhance management standards to minimize environmental impacts. While our headquarters and affiliates have limited direct environmental pollution risks, we are also managing environmental impacts at the product level and undergoing carbon footprint verification, thereby establishing a foundation for managing environmental impacts throughout the product lifecycle. In addition, we are expanding the scope of environmental management across the supply chain by managing hazardous substances through GPMS and checking partner companies' compliance with environmental standards.



Environmental-Impact Reduction Activities

Air Pollutant Management

SOLUM's headquarters and affiliates do not have product manufacturing processes and therefore do not directly emit air pollutants. However, our overseas production subsidiaries operate facilities based on internal management standards that are more stringent than legal requirements in order to reduce pollutants that may be generated during production processes. In particular, we continue to expand investments in environmental facilities that reflect the characteristics of each worksite. The Mexico production subsidiary installed high-efficiency filters in its emission/dust collection system to improve the collection efficiency of fine dust and pollutants, while the Vietnam production subsidiary installed a dust scrubber to prevent air pollution and applied covers and exhaust ducts to moisture-proof oil facilities to minimize fugitive and volatile substance emissions. In addition, to respond to increasingly stringent global environmental regulations, we conduct regular monitoring of pollutant emissions and facility inspections, and systematically collect and manage related data through our internal management system. We will continue to introduce eco-friendly technologies and improve facilities to minimize environmental impacts and strengthen the foundation for a sustainable production environment.

Air Pollutant Emissions from Overseas Production Subsidiaries[1)] (Unit: kg)

Category		2023	2024	2025
Vietnam	Nitrogen Oxides	358	331	400
	Sulfur Oxides	172	201	175
	Hazardous Air Pollutants	9	2	0
	Particulate Matter	546	699	865
	Carbon Monoxide	298	278	309
Mexico	Volatile Organic Compounds	2,062	2,358	2,943
	Total Suspended Particulates	1,393	266	171
China	Volatile Organic Compounds	256	200	201
	Tin and Its Compounds	31	2	3

1) The India and Indonesia production subsidiaries do not separately report emissions for these items as the amounts are minimal, but plan to expand the scope of data collection going forward.

Environmental Management

Environmental-Impact Reduction Activities

Water and Wastewater Management

SOLUM does not generate wastewater in Korea as we do not have domestic production processes. Our overseas production subsidiaries strengthen water resource and wastewater management by complying with local regulations and applying internal management standards tailored to the characteristics of each worksite. The Vietnam production subsidiary prevents pollutant leakage in advance by operating its own wastewater treatment plant and establishing a rainwater drainage system. In 2025, its water consumption was 56,936 tons, achieving a 10% reduction from the previous year and exceeding the target of 5%. The China and Mexico production subsidiaries maintain a structure that does not generate process wastewater and manage environmental impacts around their worksites through regular water quality monitoring. We will continue to minimize environmental impacts through water resource management and ongoing monitoring that reflect the characteristics of each worksite.

Water and Wastewater Management by Production Subsidiary

Production Subsidiary	Activity
Vietnam	Operation of Wastewater Treatment Plant
	Establishment of Rainwater Drainage System
China	Water Pollution Monitoring Twice a Year

Water Resource Risk Analysis

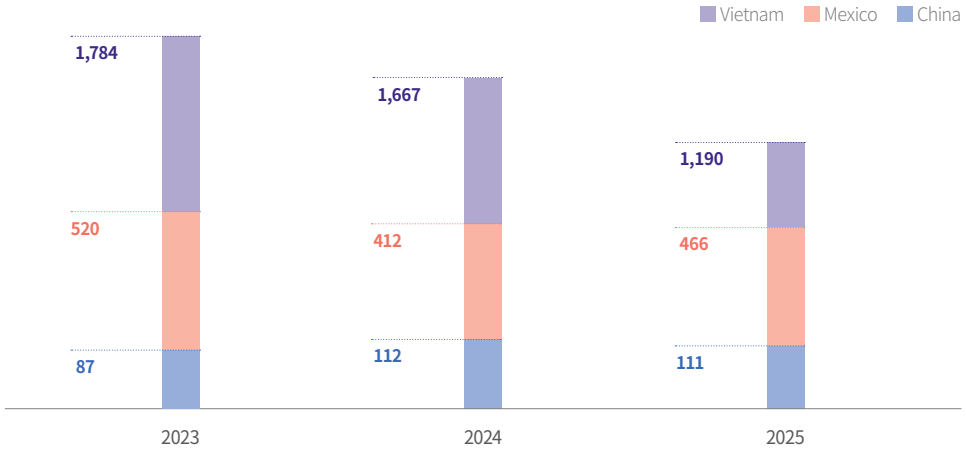
SOLUM is advancing its water resource management system to ensure the stable supply and efficient use of water used in production processes, and monitors water withdrawal at certain overseas production subsidiaries. Based on an analysis using WRI's Water Risk Atlas, the China production subsidiary was found to be located in an area with medium water stress, while the Vietnam, Mexico, and India production subsidiaries were found to be located in areas with high water stress. Accordingly, we are promoting measures to improve water use efficiency and reuse water, centered on production subsidiaries in high-risk areas, while enhancing customized water resource management strategies that reflect the characteristics of each worksite. SOLUM will continue to strengthen its management system by reflecting regional water resource risks and build a sustainable production foundation through responsible water use.

Waste Management

At SOLUM, we have established a company-wide management system for waste reduction and resource circulation, and continuously manage waste generated at our domestic and overseas worksites. In Korea, we fulfill our environmental responsibility through recycling obligations and the waste charge system, while our overseas production subsidiaries promote waste reduction activities based on local regulations and internal standards. In particular, the Vietnam production subsidiary has established a packaging material reuse system and operates a circular structure of supply, collection, cleaning, and reuse, thereby minimizing the generation of single-use waste. SOLUM also conducts WEEE certification for major products to strengthen resource circularity throughout the product lifecycle. In addition, we set a target to reduce waste generation in 2025 by 5% compared to the previous year and achieved reductions exceeding this target. In 2025, SOLUM's headquarters and overseas production subsidiaries in Vietnam, Mexico, and China recycled 67% of total waste. Going forward, we will continue to advance our resource circulation system and promote waste reduction activities.

Waste Generated by Production Subsidiary

(Unit: ton)



Environmental Management

Sustainable Ecosystem Management

SOLUM recognizes the importance of biodiversity protection and is establishing a foundation to systematically manage the impacts and dependencies of our business activities on natural capital. In 2025, we applied the LEAP approach recommended by the Taskforce on Nature-related Financial Disclosures (TNFD) to conduct a pilot analysis of biodiversity-related risks and opportunities at key worksites. The analysis identified natural capital dependencies and environmental impacts and derived key risks by reflecting the ecological characteristics of the regions where our worksites are located, as well as the results of the biodiversity survey conducted at our existing domestic worksite in Yongin, Gyeonggi-do. Going forward, we plan to expand the scope of analysis to our global worksites and continue strengthening our biodiversity management capabilities by enhancing the assessment framework in collaboration with external experts.

LEAP Approach

Locate

Ecosystem Analysis Near Worksites

This step analyzes the interface between key worksites and natural capital to identify the connection between business activities and natural capital.

Evaluate

Analysis of Dependencies and Impacts on Natural Capital

This step assesses the impact of SOLUM's business activities on natural capital and the extent to which SOLUM depends on natural capital.

Assess

Analysis of Risks and Opportunities Related to Natural Capital

This step analyzes natural capital-related risks and opportunities that may arise for SOLUM based on its dependencies and impacts on natural capital.

Prepare

Response and Disclosure

This step establishes response strategies for identified risks and opportunities and prepares disclosures in accordance with the TNFD disclosure recommendations.

LOCATE

SOLUM used IBAT[1] to assess site-specific biodiversity issues at four overseas production subsidiaries in order to manage the impact of its business activities on ecosystems. Through this process, we identified key biodiversity areas, protected areas, and the distribution of endangered species near each production site, and analyzed their relationship with natural ecosystems. As a result, the Mexico production subsidiary was found to have a larger number of protected areas near the worksite compared to other subsidiaries, while the China production subsidiary was found to have a relatively higher presence of endangered species.

Key Ecosystem Status Near Overseas Production Subsidiaries (Unit: EA)

Production Subsidiary	Number of Protected Areas[2]	Number of Key Biodiversity Areas[3]	Number of Endangered Species[4]
Vietnam	6	3	170
Mexico	95	5	136
China	1	0	277
India	1	6	93

1) IBAT: The Integrated Biodiversity Assessment Tool
2) Number of nearby protected areas: Number of protected areas within 50 km
3) Number of nearby key biodiversity areas: Number of Key Biodiversity Areas within 50 km
4) Number of endangered species: Number of IUCN Red List species classified as Near Threatened or higher within 50 km

EVALUATE

Using the ENCORE[5] tool, SOLUM analyzed the natural capital dependencies and impacts of the "electronic components manufacturing" industry group to which SOLUM belongs. The analysis found that SOLUM has high dependencies on water supply and flow regulation, and a significant impact related to pollutant emissions.

Dependency		Impact
Water Supply	Flow Regulation	Pollutant Emissions

5) ENCORE: Exploring Nature Capital Opportunities, Risks and Exposure

Environmental Management

Sustainable Ecosystem Management

ASSESS

SOLUM used the WWF Biodiversity Risk Filter tool to analyze nature-related physical and reputational risks at its overseas production subsidiaries. Among physical risks, biodiversity threats were identified as a high-risk factor, while among reputational risks, higher risks were found to stem from other factors such as media scrutiny and areas of high international interest. SOLUM aims to systematically respond to these key nature-related risk factors by assessing them from multiple perspectives.

Very Low (1.0 or higher and 1.8 or lower) Low (higher than 1.8 and 2.6 or lower) Medium (higher than 2.6 and 3.4 or lower) High (higher than 3.4 and 4.2 or lower) Very High (higher than 4.2 and 5.0 or lower)

Production Site	Physical Risk					Reputational Risk			
	Resource Provision	Decline in Ecosystem Function	Weakening of Regulating Services	Biodiversity Threats	Overall[1)]	Environmental Factors	Socioeconomic Factors	Other Factors	Overall[1)]
Vietnam	3.6	2.5	3.8	3.0	3.6	3.0	3.0	2.5	3.0
Mexico	4.2	2.0	3.3	2.4	3.3	3.0	3.0	3.1	3.1
China	3.5	2.8	3.5	3.0	3.5	3.0	3.1	3.1	3.1
India	2.2	3.0	2.9	3.0	3.0	2.0	3.0	3.6	3.3

1) Overall scores are values calculated using the WWF Biodiversity Risk Filter's own methodology and may differ from the simple average of individual items.

Prepare

SOLUM recognizes biodiversity and natural capital conservation as important values. Going forward, we plan to establish relevant indicators and set mid- to long-term targets based on global standards such as the Science Based Targets Network (SBTN). In addition, we will regularly disclose biodiversity-related business activities in accordance with the TNFD framework and progressively enhance the scope and content of disclosure.

Social

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59 Human Resource Management
63 Occupational Safety and Health
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Human Rights Management

Human Rights Management Policy

Based on the value of respect for people, SOLUM is strengthening human rights management to help employees build a healthy organizational culture in a safe work environment that supports horizontal communication. We support international human rights standards presented by the United Nations (UN) and the International Labour Organization (ILO), and reflect them across our overall business management. In particular, we revised its Human Rights Management Policy on September 2, 2025 to enhance the effectiveness of its human rights management system. The revision aims to more clearly define the scope of human rights protection and strengthen implementation in response to global business expansion and changing stakeholder expectations. The revised Human Rights Management Policy added “Competency Development and Education” and “Health and Safety” to the existing 14 basic principles of human rights management, expanding the total to 16 principles. Through this, SOLUM clarified its responsibility to guarantee employee growth opportunities and create a safe working environment, while further specifying the scope of human rights management. We also enhanced the effectiveness of the policy by improving key management systems, including the prevention of human rights violations, grievance handling, and stakeholder protection. Based on the revised Human Rights Management Policy, wewill respect the human rights of all stakeholders, including employees, customers, partner companies, and local communities, and will continue to advance the level of human rights management by preventing human rights risks in advance and conducting ongoing monitoring and improvement.

16 Basic Principles of Human Rights Management	
1 Respect for Human Rights	9 Prohibition of Workplace Sexual Harassment and Harassment
2 Prohibition of Forced Labor	10 Freedom of Association
3 Prohibition of Child Labor	11 Health and Safety
4 Protection of Young Workers	12 Responsible Mineral Sourcing
5 Working Hours	13 Environmental Responsibility
6 Wages	14 Privacy Protection and Freedom of Expression
7 Competency Development and Education	15 Respect for Human Rights Defenders
8 Prohibition of Discrimination and Inclusion of Diversity	16 Partner Company Responsibility

Human Rights Management Organization

SOLUM has established and operates company-wide governance to systematically promote human rights management. The ESG Committee under the Board of Directors reviews and resolves major human rights-related policies and strategies, and manages and oversees the direction of company-wide human rights management. The HR Group and ESG Management Part serve as departments related to human rights management, identifying human rights risks, establishing policies, monitoring implementation, and planning related tasks. In addition, the working group (E:LUM) works with each department to review human rights-related issues, carry out implementation tasks, and support field-oriented improvement activities. Through this organic collaboration system, we prevent human rights risks in advance and continues to strengthen the execution of human rights management.

Human Rights Management Organization Chart

Human Rights Management

Human Rights Impact Assessment

Human Rights Impact Assessment

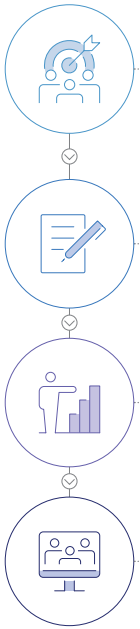
Based on the value of respect for people, SOLUM is strengthening human rights management to help employees build a healthy organizational culture in a safe work environment that supports horizontal communication. We support international human rights standards presented by the United Nations (UN) and the International Labour Organization (ILO), and reflect them across our overall business management. In particular, we revised our Human Rights Management Policy on September 2, 2025 to enhance the effectiveness of its human rights management system. The revision aims to more clearly define the scope of human rights protection and strengthen implementation in response to global business expansion and changing stakeholder expectations. The revised Human Rights Management Policy added "Competency Development and Education" and "Health and Safety" to the existing 14 basic principles of human rights management, expanding the total to 16 principles. Through this, SOLUM clarified its responsibility to guarantee employee growth opportunities and create a safe working environment, while further specifying the scope of human rights management. We also enhanced the effectiveness of the policy by improving key management systems, including the prevention of human rights violations, grievance handling, and stakeholder protection. Based on the revised Human Rights Management Policy, we will respect the human rights of all stakeholders, including employees, customers, partner companies, and local communities, and will continue to advance the level of human rights management by preventing human rights risks in advance and conducting ongoing monitoring and improvement.

Overview of Human Rights Impact Assessment

Assessment Name	Human Rights Impact Assessment
Assessment Type	Written Assessment
Cycle	Once a Year
Assessment Target	Departments in charge of human rights management and departments responsible for each area
Assessment Items	183 items across 11 areas, including the establishment of a human rights management system
Assessment Method	Self-assessment by the person in charge of each item, followed by comprehensive analysis of the results

11 Areas of Human Rights Impact Assessment		
1 Establishment of a Human Rights Management System	5 Prohibition of Child Labor	9 Guarantee of Environmental Rights
2 Non-discrimination in Employment	6 Guarantee of Occupational Safety	10 Customer Protection and Employee Information Protection
3 Guarantee of Freedom of Association and Collective Bargaining	7 Responsible Supply Chain and Partner Company Management	11 Protection of Employee Rights
4 Prohibition of Forced Labor	8 Protection of Stakeholder Human Rights	

Human Rights Impact Assessment Process



Human Rights Impact Assessment Planning

- Analyze business characteristics and key stakeholders
- Identify human rights risks and key assessment areas
- Develop assessment criteria and checklists
- Establish an operation plan, including assessment targets and schedule

Human Rights Impact Assessment Implementation

- Conduct stakeholder surveys
- Conduct self-assessments by the department in charge of human rights management and related departments
- Conduct onsite inspections, if necessary

Human Rights Impact Assessment Result Analysis

- Comprehensively analyze and review assessment results
- Analyze key human rights risks and their causes
- Select issues requiring priority response
- Establish improvement tasks and response directions

Implementation and Monitoring of Improvement Tasks

- Establish and implement action plans for improvement tasks
- Monitor the implementation status of improvement tasks
- Report key results and improvement status

Human Rights Management

Human Rights Impact Assessment

Human Rights Impact Assessment Results

This year, SOLUM introduced its first human rights impact assessment and conducted the assessment through self-assessments centered on relevant departments, thereby establishing a foundation for building a human rights risk management system. The assessment focused on proactively identifying human rights-related issues across the organization and securing baseline data to further advance the assessment system going forward. As a result, areas requiring relatively greater improvement were identified in responsible supply chain and partner company management, establishment of a human rights management system, and guarantee of occupational safety. Based on the results of this assessment, SOLUM plans to gradually improve related policies and management systems, expand the assessment scope across the entire organization and supply chain, and continue advancing its human rights risk management level.

Detailed Results by Area

Area	Assessment Results and Improvement Opinions	Achievement Rate(%)
Establishment of a Human Rights Management System	Although human rights management policies and grievance handling systems are in place, company-wide performance management and regular monitoring systems need to be strengthened.	69.1
Non-discrimination in Employment	SOLUM applies non-discrimination principles in recruitment, evaluation, and compensation processes, and related systems are operating stably.	91.2
Guarantee of Freedom of Association and Collective Bargaining	SOLUM guarantees workers' freedom of association and collective bargaining, and no related risks were identified.	100
Prohibition of Forced Labor	SOLUM carries out forced labor prevention activities based on its employment contract and attendance management systems, but some management procedures need to be advanced.	79.2
Prohibition of Child Labor	SOLUM complies with child labor prevention principles in recruitment and HR operations, and no related risks were identified.	100
Guarantee of Occupational Safety	Although an occupational health and safety management system is in place, field-oriented prevention activities and regular training need to be expanded.	73.7
Responsible Supply Chain and Partner Company Management	SOLUM partially operates ESG and human rights management systems for partner companies, but supply chain due diligence and monitoring systems need to be expanded.	54.2
Protection of Stakeholder Human Rights	SOLUM operates grievance handling systems for employees and key stakeholders and continues to improve response processes.	80
Guarantee of Environmental Rights	Although worksite environmental management activities are in place, environmental risk prevention and management systems need to be continuously advanced.	75
Customer Protection and Employee Information Protection	SOLUM is stably carrying out related risk prevention activities based on its personal information protection and information security management systems.	90.6
Protection of Employee Rights	SOLUM systematically operates systems related to working conditions and welfare benefits, and maintains an excellent level of employee rights protection.	100

Human Rights Impact Assessment Improvement Tasks[1)]

Area	Indicator	Areas Requiring Improvement	Improvement Implementation Plan
Establishment of a Human Rights Management System	Level of establishment of the human rights management system	Insufficient company-wide performance management and regular review system for human rights management	Establish a regular monitoring system for the implementation status of the human rights management policy, and periodically report key issues and improvement results to the ESG Working Group and management.
Guarantee of Occupational Safety	Level of industrial safety management	Need to strengthen site-centered preventive activities and the occupational safety and health training system	Strengthen workplace risk assessments and safety inspection activities, and reinforce regular occupational safety and health training and campaigns for employees.
Responsible Supply Chain and Partner Company Management	Partner companies' ESG and human rights management maturity	Insufficient human rights risk checks and supply chain management systems for partner companies	Operate the Supplier Code of Conduct and ESG assessment process, and gradually expand human rights and ESG due diligence and improvement monitoring for key suppliers

1) Selection of the Bottom Three Areas by Achievement Rate in the Human Rights Impact Assessment Results

Human Rights Management

Human Rights Management Activities

Human Rights Training

SOLUM operates a structured human rights training program to raise employees' awareness of human rights and embed a respect-based organizational culture. We provide company-wide training on key human rights-related topics, including prevention of workplace sexual harassment, disability awareness, personal information protection, and prevention of workplace bullying, in accordance with our annual training plan. In 2025, all employees completed the relevant training. This training goes beyond simply fulfilling legal requirements and aims to enhance employees' human rights sensitivity and support decision-making that takes human rights into account in daily work. Going forward, SOLUM plans to strengthen linkage with ethical management training and expand case-based content and participatory training methods to continue preventing human rights violations and embedding a human rights-centered organizational culture.

Human Rights Breach Reporting

SOLUM operates an integrated reporting channel to prevent human rights breaches and respond promptly when they occur. This channel is open to all stakeholders, including employees, partner companies, and customers. The identity of the reporter and the details of the report are strictly protected, and retaliation against reporters is strictly prohibited. Reports received are transferred to relevant departments depending on the significance and nature of the matter, and fact-checking and follow-up measures are carried out through an internal review process. The results are transparently communicated to the reporter to ensure credibility. In addition, SOLUM manages human rights-related reports in an integrated manner within the "compliance support" framework in connection with the Compliance Team, and continues to strengthen prevention and response activities linked to the internal reporting system.

Human Rights Breach Reports Received in 2025

Number of cases	0cases

Human Rights Training Participants

Sexual Harassment Prevention, Disability Awareness Improvement, and Workplace Bullying Prevention

Target Participants	Participants
518persons	518persons

Human Rights Breach Reporting and Handling Process

1	Reporting and Receipt	· Operate various channels, including online, email, phone, and mail · Allow all employees and external stakeholders to submit reports · Provide guidance on the handling process and expected timeline after receipt
2	Receipt Review and Classification	· Review the clarity of the report and whether supporting materials have been submitted · Classify the type of human rights breach
3	Investigation and Fact-checking	· Conduct investigations by the responsible department and relevant departments · Complete handling within 14 days of receipt, with possible extension · Consider international standards, including the UNGPs and ILO conventions
4	Review and Decision-making	· Determine the need for action, improvement measures, and whether any laws have been violated · Confirm disciplinary action and improvement measures, if necessary
5	Notification of Results and Closure	· Notify the reporter within seven days after the investigation is completed.

Human Rights Management

Human Rights Management Activities

Promoting DEI

SOLUM recognizes diversity and inclusion as key elements of organizational competitiveness and is building a DEI (Diversity, Equity, and Inclusion)-based organizational culture that respects the diverse backgrounds and perspectives of our employees. Across all HR processes, including recruitment, placement, evaluation, and compensation, we consistently apply the principle of eliminating discrimination based on background, race, nationality, gender, age, disability, or other factors, and ensuring fair opportunities. In 2024, we established a DEI policy, shared it across our global worksites, and laid the foundation for each organization to implement it autonomously. Based on this, in 2025, we strengthened execution for creating a fair work environment by not only complying with the labor laws of each country, but also providing compensation above the minimum wage.

Hamseong Council

SOLUM complies with the Constitution, labor-related laws, and the fundamental principles of the International Labour Organization (ILO), and respects workers' rights to organize, bargain collectively, and take collective action. Based on this, we continue to build sound labor-management relations grounded in mutual trust and cooperation. To facilitate smooth communication with employees, SOLUM operates the Hamseong Council, a labor-management consultative body. The Council consists of four employee representatives and four management representatives, and is held regularly on a quarterly basis. In particular, the CEO directly participates in the Council to share key issues such as business direction, organizational culture, HR, and welfare systems, and to engage in in-depth discussions. Employee representatives secure representativeness through direct election by employees, and agreements reached through the Council are shared company-wide and applied fairly. Through this, we reflect employees' opinions in management and strengthens a participatory labor-management culture.

SOLUM DEI Policy

Commitment to Diversity, Equity, and Inclusion Compliance

SOLUM recognizes Diversity, Equity, and Inclusion (DEI) as a core foundation for driving continuous organizational innovation. With employees as our top priority, SOLUM has established and operates a DEI policy to create an environment where talent with diverse backgrounds and experiences can demonstrate creativity and a spirit of challenge.

SOLUM does not discriminate without reasonable grounds on the basis of gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, social status, or other factors, and applies the principles of fair opportunity and respect across all HR practices. SOLUM is also committed to creating an inclusive work environment where diverse employees respect one another's differences and fully demonstrate their capabilities.

In addition, SOLUM recognizes the diversity and inclusion of various stakeholders, including customers, partner companies, and local communities, as important values, and plans to continue expanding our responsibilities as a company that respects these values.

2025 Gender Diversity

Female Employees	Gender Diversity
1,723persons	52.9%

* The number of female employees and gender diversity were calculated based on the total number of employees, including the Korean headquarters and the Vietnam, China, and Mexico production subsidiaries.

Human Resource Management

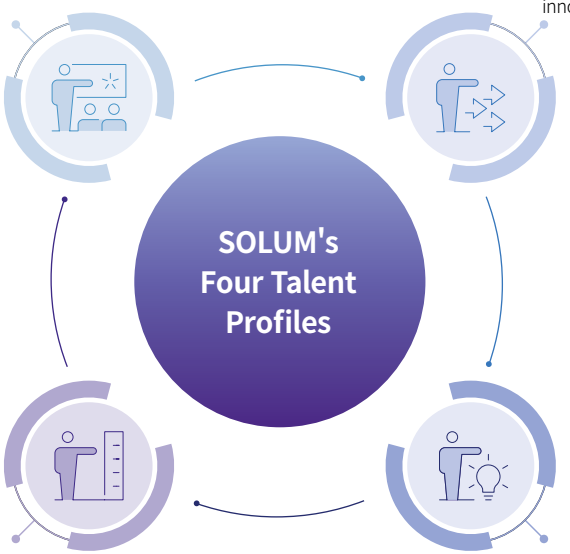
Talent Acquisition

Talent Profile

At SOLUM, we view passionate, forward-thinking individuals as the key drivers of our growth and the foundation for accelerating our global business expansion and new business initiatives as we pursue our vision of becoming “the best strategic partner.” We believe that people are the most important foundation for growing into a company with industry-leading technological excellence and global competitiveness, and that people are also the driving force that makes this possible. We regard talent as our most valuable asset and provides structured growth opportunities so that employees can fully realize their potential. In particular, we are actively attracting outstanding global talent under the four talent profiles of Ownership, Innovation, Passion, and Future, thereby strengthening our sustainable growth and organizational competitiveness.

Ownership
A person with a sense of ownership

Innovation
A person who embraces innovation and change



Passion
A person filled with passion for challenges

Future
A person who decides and acts for a better future

Recruitment System

SOLUM operates a variety of recruitment systems, including year-round recruitment, to secure outstanding talent who will lead global business expansion and technological innovation. Year-round recruitment by job function is conducted through interviews in which both department heads and team members participate, enhancing the reliability of selection by reviewing candidates’ job expertise and organizational fit. SOLUM also systematically fosters talent in future technology fields through an industry-academia scholarship program for master’s and doctoral students and a technical research personnel program for master’s degree holders. In addition, SOLUM expands both external talent sourcing and internal growth opportunities through an employee referral program, in which employees directly recommend outstanding talent, and a job posting system that supports internal job transfers. Incentives are provided to both referred hires and referrers, while the personal information of job posting applicants is managed confidentially until hiring is confirmed to ensure fairness.
To enhance the structure and efficiency of recruitment operations, SOLUM has introduced an Applicant Tracking System (ATS) and is working to recruit outstanding talent based on various recruitment indicators, including applicant management, recruitment lead time, and conversion rates by stage. In 2025, SOLUM introduced an interviewer evaluation form to ensure consistent interview operations and conducted qualitative evaluations based on five criteria: practical experience, key performance and achievements, job relevance and expected contribution, areas requiring improvement, and overall comments.

2025 Recruitment Performance

Employee Referral Program	Internal Job Transfer	Technical Research Personnel Program
11 persons	2 persons	2 persons

Human Resource Management

Talent Development

Employee Training

SOLUM operates structured training programs to strengthen employees' job expertise and global capabilities. We provide specialized training by job function, including circuit design, software, quality, and manufacturing, as well as high-quality external training opportunities through partnerships with professional education institutions such as Korea University of Technology and Education, Ajou University, and the Korea Electronics Technology Institute. We also support a learning environment that enables employees to learn anytime, anywhere through the online platform "Hunet." In line with the expansion of our global business, SOLUM is also significantly strengthening language training. We have introduced small-group training for all employees and telephone interview training for executives, while utilizing video-based learning and AI-based language learning systems to enhance capabilities in various languages, including English and Spanish. In addition, SOLUM is fostering technical talent by sending three ANP (Automotive & Power) employees to the Hyundai Mobis Bootcamp for approximately six months of intensive training to strengthen mobility software capabilities. Alongside these efforts, SOLUM plans to expand AI utilization training in response to the spread of AI technologies and establish a performance management system based on language test scores. SOLUM also plans to systematize methods for evaluating training effectiveness and continuously advance the direction of training in alignment with our corporate strategy.

Education and Training System

<table>
<tr><th rowspan="2">Competency Level</th><th rowspan="2">Statutory Training</th><th colspan="6">Common Training (Leadership / Common Business Skills)</th><th colspan="4">Specialized Training (Job Competencies)</th><th rowspan="2">Self-directed Learning</th></tr>
<tr><th colspan="2">Required Competencies</th><th colspan="3">Training Category</th><th>Level</th><th>Development</th><th>Quality / Production / Manufacturing</th><th>Procurement / Logistics / Sales / Marketing</th><th>Support</th></tr>
<tr><td>LV 3 (8+ years of experience) SM</td><td rowspan="3">Sexual harassment prevention
Personal information protection
Retirement pension
Disability awareness
Health & safety</td><td>Change Awareness Leading by Example</td><td>Awareness of Others Conflict Management</td><td rowspan="2">New Employee Onboarding Training (Organizational Understanding, Integration, Followership)</td><td>Newly Appointed Position Holder Training (Teamwork, Leadership, Negotiation Skills)</td><td>Executive Leadership Training (Vision Sharing, Value Realization)</td><td>Advanced</td><td rowspan="3">Development</td><td rowspan="3">Quality
Production
Manufacturing</td><td rowspan="3">Procurement
Logistics
Sales
Marketing</td><td rowspan="3">Legal Affairs
Finance
HR Planning
Strategy</td><td rowspan="3">Self-paced Learning</td></tr>
<tr><td>LV 2 (3–8 years of experience) SE~SM</td><td>Strategic Thinking
Cost Awareness</td><td>Goal Management
Professionalism</td><td>Promotion Training (Professionalism, Goal Management)</td><td></td><td>Intermediate</td></tr>
<tr><td>LV 1 (0–3 years of experience) SS</td><td>Self-management
Reporting Skills</td><td>Customer Awareness (Kindness)</td><td></td><td></td><td>Beginner</td></tr>
</table>

Securing Digital Talent and Strengthening R&D Capabilities

SOLUM is pursuing the securing of digital talent and the enhancement of R&D capabilities as key strategies. In 2025, SOLUM operated programs in collaboration with external professional training institutions, including an advanced course on generative AI and Azure OpenAI prompting, a basic electronics hardware circuit design course, and basic training on ISO 26262 (automotive functional safety), thereby strengthening professional capabilities aligned with the latest technology trends in AI, digital, and automotive electronics. SOLUM also collaborates with more than 10 graduate schools in Korea and abroad to select outstanding researchers at the master's and doctoral levels, and continues to foster core technical talent by providing scholarships and research support so that they can focus on their studies and research. SOLUM is focusing on securing talent in global business and R&D fields. By 2025, SOLUM had continuously operated the industry-academia scholarship program, supporting a total of 10 participants, five of whom joined SOLUM. In addition, SOLUM is stably securing outstanding talent for R&D positions through the technical research personnel program, and based on this, continues to expand the core R&D talent base that will lead future new businesses and technological advancement.

Human Resource Management

Employee Evaluation and Compensation

SOLUM pursues both employee growth and organizational development based on a fair and consistent performance management system. We conduct HR evaluations once a year for all employees at the Korean headquarters, and enhance the objectivity and acceptability of evaluations by combining self-evaluation and multi-rater evaluation. Evaluation results are directly reflected in annual salary and incentives, and performance bonuses are paid differentially based on Economic Value Added (EVA), maintaining a compensation system centered on actual performance. In 2025, SOLUM introduced an "Evaluation Management System" to strengthen the consistency of feedback records and the objectivity of evaluations. Based on this system, SOLUM operates a framework that provides compensation commensurate with performance while supporting the development of high performers and performance improvement.

Advancing the Performance Evaluation Operation Method

Evaluation Management System Features

- Structuring the evaluation process through the platform
- Integrated management within a single system
- Stable cloud-based data management
- Automatic evaluation schedule notification system
- Evaluations led by employees themselves

Effects of Introducing the Evaluation Management System

Evaluator

- Accumulate evaluation history and advance management
- Strengthen the quality and consistency of feedback records
- Expand linkage with supporting evidence/materials

Evaluatee

- Efficiently accumulate continuous evaluation records
- Ensure continuity of performance history
- Enhance transparency in the evaluation process

Organizational Culture

Organizational Culture Initiatives

SOLUM actively supports a variety of employee club activities to create a vibrant organizational culture based on organic communication among employees. A total of 10 in-house clubs are currently operated, including futsal, bowling, tennis, table tennis, screen golf, and shooting, helping strengthen bonds and emotional exchange among employees. All employees are free to participate in or create new clubs, and SOLUM encourages voluntary participation by providing monthly activity expenses. In addition, SOLUM offers welfare programs that add enjoyment to everyday life, such as birthday gifts for employees and discount benefits at affiliated resorts.

SOLUM Employee Club Activities

▲ Badminton Club

▲ Shooting Club

▲ Futsal Club

▲ Table Tennis Club

Human Resource Management

Employee Benefits

SOLUM actively supports a work-life balance environment to help employees maintain a balance between work and personal life through a wide range of employee benefits. SOLUM operates a fully flexible working hours system that allows employees to freely adjust their commuting hours and work flexibly according to their personal schedules within the total monthly working hours. SOLUM also provides long-term employees with up to 30 days of paid sabbatical leave at the 7th, 15th, and 30th years of service, and encourages the active use of annual leave through the annual recommended leave system. In addition, SOLUM provides group accident insurance covering not only employees, but also their spouses and children, and supports the reduction of actual medical expenses by linking it with personal indemnity insurance. SOLUM also provides small birthday gifts to employees, continuing a culture of care and celebration for employees. In addition, the newly established headquarters, "SOLSQUARE," completed in 2025, is a complex space equipped with medical and daily convenience facilities. It improves both the work environment and daily convenience for employees, effectively supporting work-life balance. Going forward, SOLUM plans to further strengthen internal communication by expanding programs in which employees and their families can participate together, such as family invitation events.

Childcare and Family Care Support

SOLUM operates various family-friendly programs to help employees focus on work based on a stable family life. To ease the burden of child education expenses, SOLUM provides educational support for employees' children from kindergarten through university, and offers full support for children with disabilities. SOLUM also allows employees to freely use childcare leave and reduced working hours during the childcare period, regardless of gender, and supports flexible adjustment of commuting hours through a fully flexible working hours system. In addition, SOLUM supports a stable work environment for employees by operating family care-related programs, including congratulatory and condolence leave and financial support.

2025 Childcare Leave Status

Total Number of Employees Who Took Childcare Leave	Return-to-Work Rate after Childcare Leave
Female 111 persons / Male 9 persons 120persons	66.7%

* The total number of employees who took childcare leave and the return-to-work rate were calculated based on the combined total of the Korean subsidiary and the Vietnam, China, and Mexico production subsidiaries.

Provision of Breakfast, Lunch, and Dinner
SOLUM provides healthy and delicious meals, like home-cooked meals.

In-house Cafeteria Operation
SOLUM provides coffee and space where employees can recharge.

Long-term Service Sabbatical Leave (Up to 1 Month)
SOLUM provides up to one month of paid leave for employees who have worked for a certain period of time.

Educational Support for Children
SOLUM provides tuition support for employees' children from kindergarten through middle school and university.

Comprehensive Health Checkup Support
SOLUM supports regular health checkups for employees and their spouses.

Corporate Condo Operation
SOLUM offers employees access to affiliated condos at affordable rates through corporate membership.

Group Accident Insurance Support for Employees
SOLUM helps reduce employees' medical expenses by providing group accident insurance coverage for employees, their spouses, and children.

Holiday Gift Provision
SOLUM provides Lunar New Year and Chuseok holiday gifts to express appreciation during major holidays.

Congratulatory and Condolence Support
SOLUM provides congratulatory and condolence leave, financial support, and wreaths. In the case of bereavement, SOLUM also supports funeral goods through a bereavement support company.

In-house Club Operation
SOLUM supports in-house club activities so that employees can enjoy a variety of hobbies.

Casual Dress Code
SOLUM strives to eliminate unnecessary formality and foster a free and creative culture.

Private Pension Support
SOLUM provides a certain level of monthly pension support to help employees prepare for post-retirement life and ensure risk protection.

Birthday Gift Provision
SOLUM provides small gifts to employees on their birthdays.

Occupational Safety and Health

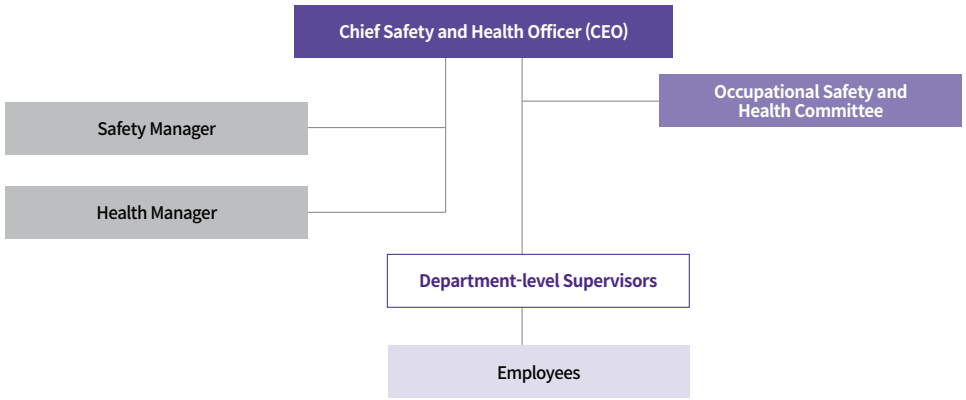
Occupational Safety and Health Promotion System

Occupational Safety and Health Governance

SOLUM operates an occupational safety and health management system centered on the Occupational Safety and Health Committee, which reports directly to the CEO. The Occupational Safety and Health Committee is an official consultative body in which employees and the CEO participate together. It reviews key occupational safety and health issues at worksites, discusses improvement tasks, and makes decisions to create a safe working environment.

The Committee holds regular meetings on a quarterly basis. In 2025, it continued to discuss key issues such as employee health checkups and occupational safety and health training. It also reviewed agenda items related to detailed laboratory safety inspections and the appointment of safety management officers, establishing directions for strengthening the laboratory safety system. In addition, the Committee discussed facility safety matters, including measurements of laboratory duct airflow velocity, reviewed the need for improvements to ensure appropriate airflow and minimize the risk of exposure to hazardous substances, and derived specific action directions to secure the safety of the laboratory environment. The discussion results are shared with relevant departments and reflected in worksite operations and safety management activities.

Occupational Safety and Health Committee Organizational Chart



Occupational Safety and Health Committee Meetings Held (Held Four Times Annually)

2025. 03. 21
- Conducting occupational safety and health training in the first half of the year
- Conducting Samsung Electronics Global EHS Consulting
- Conducting health checkups in 2025

2025. 07. 03
- Completion of on-site employee health checkups in 2025
- Appointment of supervisors in 2025
- Completion of statutory occupational safety and health training in the first half of 2025

2025. 09. 26
- Conducting statutory occupational safety and health training in the second half of 2025
- Measuring duct airflow velocity in the SOLSQUARE laboratory
- Planned additional duct installation on the 1st floor of Building C at Yongin Techno Valley

2025. 12. 16
- Completion of occupational safety and health training in the second half of 2025
- Completion of detailed laboratory safety inspections and risk assessments
- Completion of duct airflow velocity measurements for the SOLSQUARE laboratory
- Appointment of laboratory safety management officers and personnel for 2026

Occupational Safety and Health

Occupational Safety and Health Promotion System

Occupational Safety and Health Management Policy

SOLUM has established and implements an Occupational Safety and Health Management Policy across the organization to create a safe working environment where all employees and partner companies can work with confidence. All worksites operate a management system that prioritizes occupational safety and health, identifies harmful and hazardous factors in advance, and continuously improves them. This policy applies equally to all members, including employees and partner companies, and SOLUM continues to provide the necessary support, management, and supervision to ensure strict compliance with relevant rules.

Occupational Safety and Health Management Policy

All SOLUM employees recognize occupational safety and health as their foremost responsibility and strive to prevent accidents and improve quality of life by creating a safe and pleasant working environment through continuous improvement.

1. Comply with occupational safety and health laws and relevant regulations, and pursue continuous improvement.
2. Strive to establish a safety culture that follows basic principles and create a healthy and safe working environment.
3. Actively support education and training so that all employees can enhance their understanding of occupational safety and health.
4. Ensure that all employees actively participate in occupational safety and health activities and faithfully fulfill their assigned responsibilities and obligations.
5. Communicate sincerely with stakeholders and fulfill SOLUM's corporate social responsibility through transparent information disclosure.

Occupational Safety and Health Management System Certification

SOLUM has established an occupational safety and health management system by obtaining ISO 45001 (Occupational Health and Safety Management System), an international standard, at all production subsidiaries. Based on this system, SOLUM identifies and manages harmful and hazardous factors at worksites in advance and has secured an operating environment that enables continuous improvement. Currently, the production subsidiaries in Vietnam, Mexico, China, India, and Indonesia have obtained ISO 45001 certification, securing global-level occupational safety and health capabilities. SOLUM will continue to advance its occupational safety and health management system to create a working environment where all employees can work with confidence.

ISO 45001 (Occupational Health and Safety Management System) Certification Status

Worksite	Issue Date	Validity Period
Vietnam	2026-04-04	2029-04-03
Mexico	2023-12-01	2026-11-30
China	2024-02-03	2027-02-02
India	2025-06-12	2028-06-11
Indonesia	2025-09-26	2028-09-25

Occupational Safety and Health

Occupational Safety and Health Promotion System

Overseas Occupational Safety and Health

SOLUM is strengthening company-wide occupational safety and health management, including at overseas worksites, by promoting site-centered preventive activities, facility and process improvements, and the introduction of smart safety systems. In particular, overseas production subsidiaries have set the establishment of a proactive safety management system focused on accident prevention as a key direction, and continue to carry out improvement activities across the work environment, facilities, and organizational culture.

Occupational Safety and Health Improvement Cases

1 Improving On-site Accident Risk Factors and Ensuring a Safe Working Environment

- Established safe workplaces for robotic processes and applied safety interlocks
- Introduced vacuum-type cranes for heavy-load handling processes
- Promoted improvement activities based on safety and environmental KPIs
- Provided personal protective equipment and uniforms

2 Reducing Industrial Safety Risks by Strengthening Control of Areas Where Hazardous Substances Are Generated

- Installed local exhaust ducts and equipment covers
- Improved the working environment of dust scrubbers for air pollution prevention
- Installed safety covers and exhaust ducts for equipment used in the moisture-proof oil coating process

3 Minimizing Damage by Establishing a Fire Prevention and Emergency Response System

- Operated smoke control facilities and fire blocking systems
- Established and visualized the fire-fighting facility inspection process
- Established an environment to prevent the spread of fire and ensure safe evacuation
- Regularly conducted first aid and fire-fighting drills

4 Minimizing Working Environment Risks by Expanding Real-time Safety Monitoring

- Operated AI-based fire and safety detection systems
- Conducted real-time environmental and facility monitoring with automatic alerts
- Established a smart safety management system focused on accident prevention

Special Page

Vietnam Production Subsidiary Demonstrates "Global Manufacturing Competitiveness" through EHS Innovation

SOLUM's Vietnam production subsidiary is strengthening both productivity and sustainability through structural improvements across all areas of environment, health, and safety. Based on these achievements, it received the Samsung Electronics EHS Best Partner Excellence Award in September 2025.

Environment

Energy Savings and Greenhouse Gas Reduction

The Vietnam production subsidiary is pilot-operating a 25.8 kWp solar power generation facility and is reviewing the introduction of an ESS and the expansion of solar facilities. It is also continuously promoting activities to improve energy efficiency and reduce greenhouse gas emissions, such as establishing a shared air piping system for the pneumatic room to minimize compressor failures, and reducing air loss and electricity consumption through improvements to piping and ducts.

Health

Worker Protection and Productivity Improvement

The Vietnam production subsidiary is working to create a safe and efficient working environment through activities to prevent musculoskeletal disorders among workers and manage fatigue. In particular, it is promoting both working environment improvements and productivity enhancement by minimizing the emission and external spread of hazardous substances through the installation of safety covers for moisture-proof oil coating equipment, local exhaust ducts, and washer covers.

Safety

Building a "Predictive Safety System" Beyond Facility Response

The Vietnam production subsidiary is improving fire-fighting facilities and operating an AI-based CCTV detection system with 64 cameras to prevent fires and establish a rapid response system. It has also strengthened its emergency response system, including the installation of multi-directional evacuation stairs, reducing evacuation time in the event of a fire from approximately five minutes to around two minutes.

Samsung EHS Best Partner Award

Occupational Safety and Health

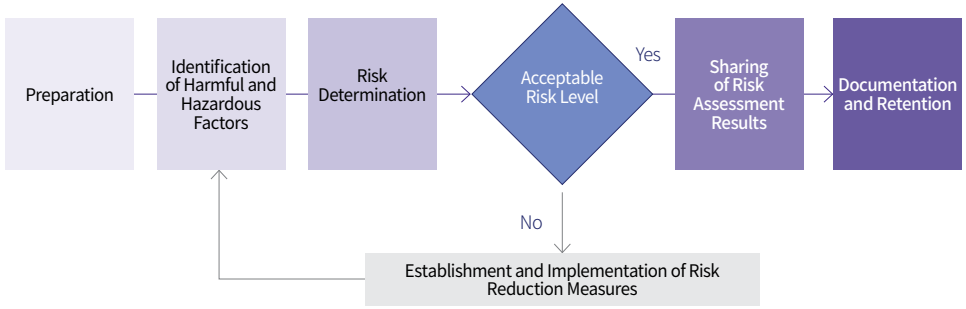
Occupational Safety and Health Risk Management

Risk Assessment

SOLUM operates internal guidelines that specify risk assessment procedures, implementation standards, and assessment timing in order to identify and systematically manage potential harmful and hazardous factors at worksites in advance. Based on these guidelines, SOLUM conducts regular assessments through external professional organizations. SOLUM also conducts ad hoc risk assessments internally and analyzes near-miss[1)] cases collected by each department to strengthen prevention-centered safety management activities. For improvement tasks identified through assessment results and accident case analysis, SOLUM periodically checks implementation status and, when necessary, additionally allocates budget and personnel to ensure practical, site-centered measures are carried out.

In 2025, SOLUM conducted risk assessments for each research center and carried out safety inspections across electrical facilities. In addition, SOLUM conducted an EHS (Environment, Health & Safety) assessment covering 35 items that reflected RBA (Responsible Business Alliance) standards, thereby reviewing its occupational safety and health management level against global standards. SOLUM also conducts regular risk assessments for overseas production subsidiaries in accordance with each country's occupational safety and health regulations, and systematically manages occupational safety and health risks by continuing inspection and improvement activities.

Risk Assessment Process



1) Near miss: A situation that could have led to injury or illness at the worksite.

Risk Assessment Results by Worksite

(Unit: Points, out of 5 points)

Category	Risk Factor	Improvement Measures	Risk Level Before Improvement	Risk Level After Improvement
Semiconductor Research Center	High-temperature work risks associated with the use of soldering irons were identified as a major factor.	Attach high-temperature caution signs in work areas.	3.2	3.0
Smart Solution Research Center	Complex risk factors were identified, including the handling of chemicals, generation of hazardous vapors, and use of soldering irons and air guns.	Attach chemical hazard labels, strengthen guidance on high-temperature caution signs and safety rules, and establish standards for wearing protective equipment.	3.8	2.7
Power Research Center	Risk factors were identified not only in the use of soldering irons, air guns, and heavy-load handling, but also in electrical facilities such as distribution boards and multi-outlets.	Strengthen electrical safety measures, including attaching electric shock caution signs, installing insulation covers, and securing multi-outlets.	3.9	2.8

Risk Assessment Improvement Cases

Risk Situation

1 Risk of electric shock from exposed primary live parts in the distribution board

2 Risk of fire and electric shock due to electrical leakage caused by dust accumulation in multi-outlets.

Improvement

1 Installed insulation covers on exposed primary live parts.

2 Improved the structure to prevent dust from entering multi-outlets.

Occupational Safety and Health

Occupational Safety and Health Risk Management

Occupational Safety and Health Feedback Channels

SOLUM places the safety and health of employees as a top priority and operates various feedback channels, including the Occupational Safety and Health Committee, the improvement suggestion system, and phone-based suggestions. Feedback collected through these channels is actively reflected in improvements to the working environment and facilities, enabling employees to work in a safer and more pleasant environment. In particular, SOLUM is implementing various facility and process improvement measures to reduce hazardous factors that may arise during research and production processes and to prevent potential accidents related to movement routes and facility use within worksites.

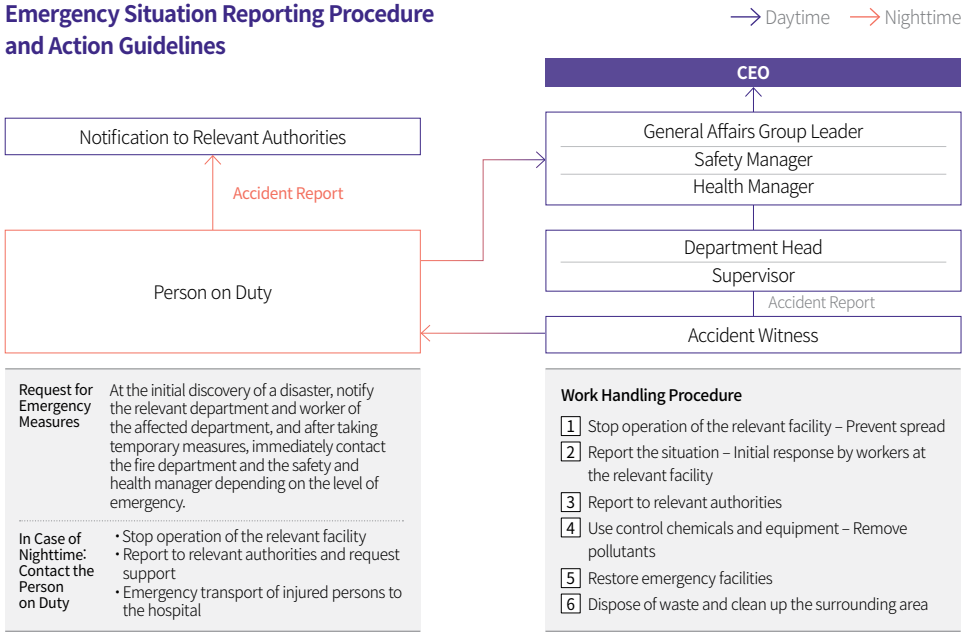
Occupational Safety and Health Feedback Improvement Cases

1 Potential risk of chemical exposure and occupational injuries during research and development work	Operation of Research and Office Work Zones Separately
2 Soldering fumes and fine hazardous substances generated during soldering work need to be removed.	Improved suction efficiency of local exhaust devices for soldering work.
3 Need to ensure vehicle and pedestrian safety in the worksite, and secure safety at major traffic routes and intersection points in the underground parking lot.	Installed safety signs in the parking lot.
4 Strong wind is entering the parking lot entrance and vehicle movement area.	Installed wind guards in the parking lot.

Emergency Response System

SOLUM has established and operates an emergency response system to effectively respond to various emergency situations that may occur across its worksites. Based on the procedures required under the Serious Accidents Punishment Act and the Occupational Safety and Health Act, SOLUM clearly defines key response processes, including first aid, rescue activities, prevention of secondary damage, suspension of work, and worker evacuation. For research center-related operations, SOLUM also operates separate accident reporting and response procedures in accordance with the Laboratory Safety Act. To ensure prompt and consistent response in the event of an emergency, SOLUM has specified first-aid guidelines and work handling procedures, and provides guidance so that on-site workers and relevant departments can immediately implement them. In addition, SOLUM regularly conducts emergency response drills twice a year to review the effectiveness of its response system and strengthen emergency response capabilities.

Emergency Situation Reporting Procedure and Action Guidelines



Occupational Safety and Health

Occupational Safety and Health Activities

Occupational Safety and Health Training

SOLUM establishes an annual SHEE (Safety, Health, Environment, Energy) training plan to raise employees' safety awareness and embed prevention-centered safety management, and operates customized occupational safety and health training according to job duties and roles. In 2025, mandatory training was provided to 116 new employees and 13 supervisors, while 503 and 524 employees participated in regular training for all employees in the first and second half of the year, respectively. The training curriculum focuses on strengthening practical safety capabilities, including emergency response, Material Safety Data Sheets (MSDS), and the use of safety equipment, thereby contributing to employee safety. SOLUM also operates training at overseas production subsidiaries in accordance with local regulations, supporting the establishment of a global safety culture.

2025 Occupational Safety and Health Training Performance[1)]

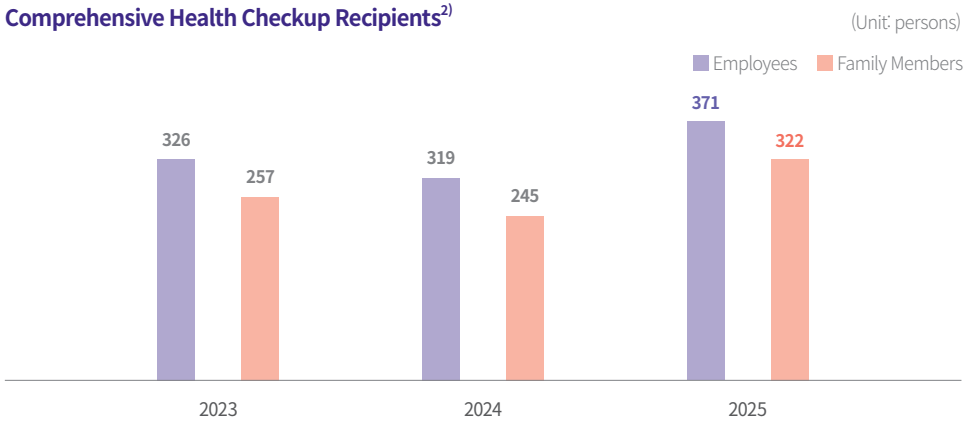
Period	Training Name	Target Participants	Number of Participants Completed (persons)
March	2025 Statutory Occupational Safety and Health Training for New Employees	New Employees	32
May–June	2025 Statutory Occupational Safety and Health Training for New Employees	New Employees	36
May–June	2025 First-half Statutory Occupational Safety and Health Training for Current Employees	All Employees	503
August–September	Statutory Occupational Safety and Health Training for New Employees	New Employees	19
November–December	Statutory Occupational Safety and Health Training for New Employees	New Employees	12
November–December	2025 Second-half Statutory Occupational Safety and Health Training for Current Employees	All Employees	524
November–December	2025 Statutory Occupational Safety and Health Training for New Employees	New Employees	17
November	2025 Occupational Safety and Health Training for Supervisors (Group Training)	Supervisors	13

1) Occupational safety and health training is provided for the Korean headquarters and includes statutory training that must be completed in accordance with domestic laws related to the manufacturing industry.

Employee Health Management

SOLUM operates prevention-centered health management programs and various welfare systems to promote employee health and create a safe living environment. Employees aged 30 and older are provided with comprehensive health checkups every two years, while employees aged 40 and older are provided with detailed health checkups every year. General health checkups are also provided to employees under the age of 30, supporting balanced health management for employees of all age groups. In addition, SOLUM enhances employees' access to medical care by covering medical expenses incurred from inpatient and outpatient treatment within a certain limit through group indemnity insurance. SOLUM also regularly operates training programs to raise awareness of occupational safety and health, and supports in-house club activities, contributing to employees' voluntary physical activity and the creation of a healthy organizational culture.

Comprehensive Health Checkup Recipients[2)]



2) Comprehensive health checkups are provided for the Korean headquarters.

Information Security

Information Security Management System

Information Security Policy

SOLUM recognizes the importance of information security as a core element of sustainable management amid digital transformation and global business expansion. We place the highest priority on ensuring the confidentiality, integrity, and availability of information assets, and have established and operate a security management system based on international standards. By strengthening security capabilities across all areas of information security, including internal IT security, products, services, personal information, cloud, and operational technology, SOLUM is reinforcing customer trust and responding to global regulatory requirements.

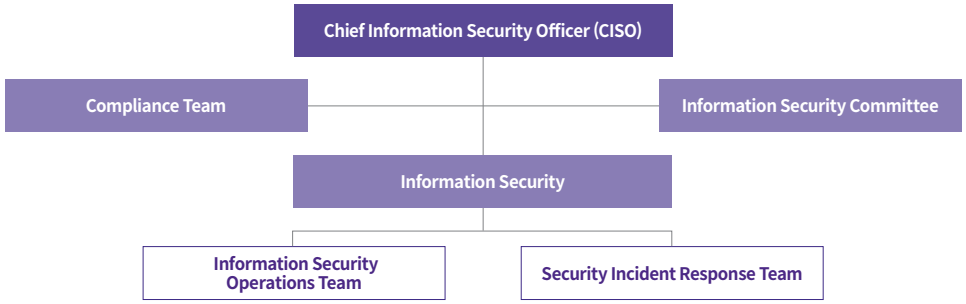
Key Principles in the Information Security Policy

1. Information Security Management System and Governance
2. Global Information Security Certifications and Compliance
3. Transition to an MS365-based Information Security System
4. Document Classification and External Transfer Control
5. AI Use and Information Security Principles
6. Cybersecurity Response for the Automotive Components Business
7. Continuous Improvement and Future Direction

Information Security Governance

SOLUM operates an Information Security Committee directly under the CEO to systematically reflect information security requirements that arise across overall corporate management. The Committee is a company-wide governance body in which key organizations, including Compliance, IT, General Affairs, and Development, participate, and oversees major decision-making related to information security.
The Information Security Committee comprehensively manages key security activities, including the establishment and revision of company-wide security policies, introduction of security solutions, operation of international information security certifications, security incident response, and monitoring. It also continues to advance security governance to respond to changes in the global business environment. In particular, to practically verify and respond to regional security requirements, SOLUM visited the European subsidiary in February 2025 and January 2026, and the Vietnam production subsidiary in April 2025, to conduct on-site audits against key information security and personal information protection certification standards, including ISO/IEC 27001 and GDPR.

Information Security Organizational Chart



Information Security

Information Security Management System

Information Security Promotion System

SOLUM recognizes information security as a core element of sustainable management and systematically manages company-wide security levels, including risk assessment, security management procedures, personal information protection, cloud security, and security incident response, centered on an information security system based on international standards. SOLUM also secures operational continuity by preparing for potential threats through an emergency response system and mock drills for hacking attempts and operational disruptions. In addition, SOLUM continuously improves its service infrastructure and personal information protection system in line with international standards, maintaining a stable information protection environment. Based on this information security promotion system, SOLUM has established and is implementing an annual information security and certification management roadmap in stages.

Information Security Roadmap

		2025	2026	2027 and Beyond
Strengthening Information and Cybersecurity Management	Task	Review current information/cybersecurity response status and establish a response process for information security incidents	Establish an investment plan for IT infrastructure and information security-related facilities	Conduct information/cybersecurity risk assessments and promote investment in IT infrastructure and information security-related facilities
	KPI	Qualitative: Establish a response process for information security incidents Quantitative: Number of information security incidents	Qualitative: Investment plan for IT infrastructure and information security-related facilities Quantitative: Number of information security incidents	Qualitative: Results of information/cybersecurity risk assessments Quantitative: Performance of investment in IT infrastructure and information security-related facilities
Establishment of IT Infrastructure and Information Security Management System	Task	Establish a plan to pursue certifications related to IT infrastructure and information security, prepare a list of required certifications, establish a certification management system, and obtain information security certifications	Obtain information security certification	Obtain information security certification
	KPI	Qualitative/Quantitative: Obtain certifications for IT infrastructure and information security management systems Qualitative: List required certifications	Qualitative/Quantitative: Obtain certifications for IT infrastructure and information security management systems	Qualitative/Quantitative: Obtain certifications for IT infrastructure and information security management systems

Global Information Security Certifications

SOLUM continues to maintain information security certifications to operate a company-wide information security framework aligned with international standards. We hold SOC 2 Type II attestation, which verifies the adequacy of internal controls, as well as ISO/IEC 27001 certification for our Information Security Management System (ISMS), which systematically assesses the overall level of company-wide information security management. We have also secured ISO/IEC 27017, ISO/IEC 27018, and CCM (Cloud Controls Matrix) Version 4 certification to strengthen security controls in cloud environments, and have established and maintained a response framework for the European Union's General Data Protection Regulation (GDPR)1). In addition, we have been pursuing certifications for the Cyber Resilience Act (CRA) and ISO/SAE 21434 (automotive cybersecurity) since May 2026, with the goal of obtaining them in the second half of 2026.

1) GDPR: General Data Protection Regulation, a European Union regulation on data privacy in the European Union (EU) and the European Economic Area (EEA)

Information Security Certifications and Assurance Status

Category	Certification Name	Validity Period
1	Data Privacy Certification (GDPR)	2023.11.02 ~ 2026.11.01
2	Cloud Controls Matrix (CCM) Version 4	2023.11.02 ~ 2026.11.01
3	ISO/IEC 27001:2022	2023.12.07 ~ 2026.11.01
4	ISO/IEC 27017:2015	2023.11.02 ~ 2026.11.01
5	ISO/IEC 27018:2019	2026.03.29 ~ 2026.11.01
6	SOC 2 Type II(2025 Report)	2025.01.01 ~ 2025.12.31 (Report Publication: 2026.03.20)

Information Security

Information Security Initiatives

Penetration Testing Drills

SOLUM regularly conducts penetration testing drills to identify vulnerabilities in critical information assets and establish security response measures, based on various cyberattack scenarios such as external attempts to exfiltrate information, unauthorized access, malware infection, and hacking. From November 30 to December 5, 2025, we conducted a checklist-based web penetration testing vulnerability assessment. As a result, one vulnerability related to system operation information exposure was identified under one information leakage assessment item among a total of 28 checklist items. Specifically, detailed error messages were exposed on error pages, which could potentially lead to secondary attacks exploiting such error messages. As a security measure, we recommended configuring separate error messages and error pages to prevent the disclosure of system operation information. In addition, in April 2026, we conducted a phishing simulation drill to strengthen employees' phishing response capabilities and raise cybersecurity awareness.

Information Security Training for Employees

SOLUM provides annual information security training for employees to raise awareness of the importance of information protection. The training covers information security policies, standards for protecting work-related information, information security incident cases and response procedures, personal information handling standards, compliance with the Personal Information Protection Act, violation cases, and response procedures. Through this training, we continue to strengthen employees' awareness of information security.

Employee Information Security Training Attendance Status

Total Target Participants	Participants
518persons	518persons

Advancement of Information Security Infrastructure

SOLUM is advancing its integrated information security infrastructure based on Microsoft 365 (M365) to proactively respond to increasing cyber threats and information leakage risks amid accelerating digital transformation and global business expansion. Rather than introducing a single solution, we are working to establish an end-to-end security framework covering all areas, including identity, endpoints, data, collaboration, AI, cloud, and monitoring. By building infrastructure that simultaneously strengthens personal information protection, secures customer trust, and ensures compliance with global regulations such as GDPR and NIS2, we continue to enhance company-wide information security capabilities.

Details of Information Security Infrastructure Advancement

ID and Access Control

Company-wide MFA and conditional access are applied, while device- and environment-based automated permission controls help prevent account takeover and unauthorized access.

Endpoint and Threat Detection

Real-time endpoint security monitoring and automated detection and response to malicious activities are carried out based on Microsoft Defender for Endpoint.

Email and Collaboration Security

Microsoft Defender for Office 365 has been adopted to block phishing emails, malicious attachments, and malicious links, while protecting collaboration environments such as Exchange, Teams, SharePoint, and OneDrive.

Data Protection and Data Loss Prevention

Based on Purview and DLP, data protection is centered on sensitivity labels, document and email encryption, and blocking transfers to endpoints and USB devices.

AI and Next-generation Work Environment Security

Copilot Enterprise has been adopted and AI governance has been established, with controls over sensitive information input and a pre-approval system for external generative AI use.

Integrated Security Monitoring and Auditing

SIEM/XDR monitoring is conducted based on Defender XDR and Sentinel, including correlation analysis of abnormal signs, automated alerts, and audit log management.

Information Security

Personal Information Protection

Personal Information Protection Operating System

SOLUM has designated a Chief Privacy Officer to oversee the systematic operation of personal information protection, including the establishment and implementation of personal information protection and training plans, inspections of personal information processing practices, and the protection, management, and supervision of personal information files. In addition, the Personal Information Protection Manager reports personal information protection plans and measures taken in the event of a breach to the Chief Privacy Officer, while the personnel in charge of personal information protection report the results of personal information protection activities to the Personal Information Protection Manager.

Personal Information Breach Response | SOLUM operates an incident response system based on a clear reporting structure and step-by-step execution process to ensure a swift response to personal information breaches. Led by the Chief Privacy Officer, the Personal Information Protection Manager and relevant personnel systematically carry out the entire response process according to their respective roles, from incident detection, reporting, severity classification, investigation and analysis, response and recovery, to reporting to supervisory authorities. After an incident occurs, we also establish recurrence prevention measures to continuously strengthen the level of personal information protection.

Number of Personal Information Processing Violations and Incidents (Unit: cases)

2023	2024	2025
0	0	0

SOLUM informs individuals of the purpose of collecting and using personal information and the items of personal information to be collected when seeking to use personal information. We also inform them of the retention and use period of the collected information, their right to refuse consent, and any disadvantages that may result from such refusal, and obtain their consent.

Product Information Security

SOLUM operates a company-wide product security framework centered on compliance with international regulations, embedded product security design, lifecycle-based security management, and supply chain security to meet the level of product cybersecurity required in the global market. Through this framework, we continue to strengthen the safety and reliability of major product lines, including ESL, digital signage, and gateways.

Compliance with Global Product Security Regulations | SOLUM operates a product security compliance framework based on international regulations to ensure that major product lines, including ESL and digital signage, meet global market requirements. To respond to changes in country- and region-specific security regulations such as the Cyber Resilience Act (CRA), Radio Equipment Directive (RED), and NIS2, we operate a management process covering regulatory analysis, application, and verification, and regularly check whether product-specific security requirements are properly implemented. In addition, we are pursuing ISO/SAE 21434 certification to enhance the security level of automotive products in line with international standards.

Embedded Product Security Design | SOLUM applies Security by Design principles from the product and information system development stages, reflecting key security requirements such as authentication, permission management, and encryption at the design stage. During development, we strengthen product security by operating checklist-based controls that incorporate AES-128[1)]-based data encryption, data anonymization, and customer requirements. Before product launch, we also conduct preliminary verification based on a cybersecurity checklist to confirm whether essential security requirements have been met.

1) AES-128: Advanced Encryption Standard-128, a type of the Advanced Encryption Standard that uses a 128-bit (16-byte) secret key for symmetric-key block encryption.

Product Lifecycle Security Management | SOLUM operates a product security management framework across the entire product lifecycle, covering the development, verification, operation, and end-of-support stages. During the development stage, we conduct vulnerability assessments and secure coding reviews, while penetration tests are performed during pre- and post-launch verification. In the operation stage, we maintain a framework that includes security patches and firmware integrity verification. We also clearly define security update policies through the end of product support to continuously maintain security throughout the product lifecycle. In particular, the ESL Gateway product line has met the RED Article 3.3(d) network protection requirements as a result of the security management framework established across the development, verification, and operation stages, demonstrating that SOLUM's lifecycle-based product security framework aligns with international regulatory standards.

Product Supply Chain Security Risk Management | SOLUM recognizes that the final security level of products depends on security capabilities across the entire supply chain, and requires all suppliers, including ODMs, to apply security requirements aligned with global regulations and standards such as ISO/IEC 27001, RED, CRA, NIS2, and ISO/SAE 21434. During the production stage, we verify whether vulnerability assessments and security updates have been applied to major product lines, including ESL and automotive products. In the event of a security issue, we operate an immediate response system linked across the entire supply chain.

Supply Chain Management

Supply Chain ESG Management

Supply Chain Policy

Sustainable Purchasing Policy | SOLUM operates a sustainable purchasing policy with the goal of building a supply chain that considers environmental and social impacts, based on healthy mutual growth with partner companies. This policy focuses on minimizing environmental impacts by improving energy efficiency, conserving resources, reducing greenhouse gas emissions, and minimizing waste, while systematically promoting the fulfillment of social responsibilities, including respect for human rights, compliance with fair labor practices, and the creation of safe working environments. Established based on global standards and frameworks, the policy applies to all partner companies that supply raw materials, auxiliary materials, and equipment used in SOLUM products, as well as stakeholders across the supply chain.

Sustainable Purchasing Organization

ESG Committee	Procurement Division	Relevant Departments
• Approval of the Sustainable Purchasing Policy • Response to key tasks by area related to policy revisions and the supply chain (purchasing and procurement) • Review of reports on progress and key achievements related to supply chain sustainability	• Oversees the implementation and operation of the Sustainable Purchasing Policy • Manages supply chain ESG risks and carries out improvement activities • Monitors supply chain sustainability performance and identifies improvement tasks	• Carry out supply chain management in collaboration with the Procurement Division • Support ESG risk management and improvement activities from quality, technology, and sales perspectives

Partner Company Code of Conduct | SOLUM has established and operates a Code of Conduct that partner companies providing products and services, as well as their lower-tier supply chains, must comply with across the areas of labor and human rights, occupational safety and health, environment, business ethics, and management systems. This Code of Conduct reflects global standards such as the ILO, OECD, and Responsible Business Alliance (RBA). Through this, SOLUM encourages partner companies to establish safe working environments, respect workers' rights and dignity, and practice environmentally responsible and ethics-based management.

Partner Company Code of Conduct Structure

Labor and Human Rights	Occupational Safety and Health	Environment	Business Ethics	Management System
• Voluntary labor • Wages and benefits • Freedom of association • Underage workers • Humane treatment • Job education and training • Compliance with working hours • Prohibition of discrimination • Grievance handling system	• Emergency preparedness • Prevention of occupational injuries and diseases • Safety management of hazardous equipment • Industrial safety • Physically demanding work • Occupational safety and health training	• Environmental permits and approvals • Water resource management • Green purchasing • Pollution prevention	• Corporate integrity • Information disclosure • Information protection • Prohibition of improper benefits • Protection of intellectual property rights • Identity protection	• Statement of commitment to compliance • Responsible management and accountability • Training • Corrective action • Laws, regulations, and customer requirements • Communication • Documentation and records • Risk management • Employee participation and grievance handling • Supplier responsibility • Responsibility for external sourcing of materials • Establishment of improvement objectives • Audits and assessments

Supply Chain Management

Supply Chain ESG Management

Supply Chain ESG Management Framework

SOLUM has established and operates a supply chain ESG management framework to systematically manage ESG risks across the supply chain by considering ESG factors from the partner company selection stage and linking them to subsequent assessment and improvement activities. Based on the Sustainable Purchasing Policy and Partner Company Code of Conduct, this management framework aims to gradually incorporate ESG standards throughout the entire transaction process with partner companies.

Partner Company ESG Management Framework

1	Policy-based Management	• Establish ESG management principles based on the Sustainable Purchasing Policy and Partner Company Code of Conduct.
2	Partner Company Selection	• Conduct preliminary ESG risk reviews for new partner companies • Joint participation by development, quality, and procurement departments
3	ESG Assessment	• Conduct ESG self-assessments focused on core and major partner companies • Identify key risks based on assessment results
4	ESG Due Diligence and Improvement Management	• Conduct pilot onsite due diligence for partner companies in high-risk areas • Establish corrective action plans and monitor improvement progress
5	Phased Expansion of Management	• Apply CoC signing and basic management to partner companies that have not yet participated • Gradually expand the scope of ESG assessments and due diligence going forward

Supply Chain Management Roadmap | SOLUM is gradually advancing supply chain ESG management from short-, mid-, and long-term perspectives to build a sustainable supply chain. In the initial stage, we are focusing on establishing the foundation for a partner company ESG management framework and identifying and reviewing supply chain ESG risks through self-assessments and pilot due diligence. In the mid-term stage, we plan to gradually expand management coverage by regularizing ESG assessments for partner companies and broadening the scope of participation, while strengthening onsite due diligence and follow-up improvement management, particularly for major partner companies and high-risk partner companies. Through these efforts, we aim to progressively enhance ESG response capabilities across our partner companies. In the long term, we will link the results of supply chain ESG assessments and due diligence to the overall management framework, further advance a data-driven supply chain ESG management system, and establish a sustainable supply chain management framework that can proactively respond to changes in the global business environment and the requirements of key stakeholders.

Mid- to Long-term Supply Chain ESG Management Roadmap

Foundation-building Stage (~2026)	Implementation and Expansion Stage (2027~)	Advanced Stage (2030~)
Establishing the Management Framework	Expanding Management Coverage	Performance-based Management
- Introduce an ESG assessment system - Embed the Partner Company Code of Conduct - Conduct self-assessments and pilot due diligence	- Regularize ESG assessments - Strengthen management of core and high-risk partner companies - Expand training and improvement support	- Data-driven management - Apply to global supply chains - Manage performance-based risks

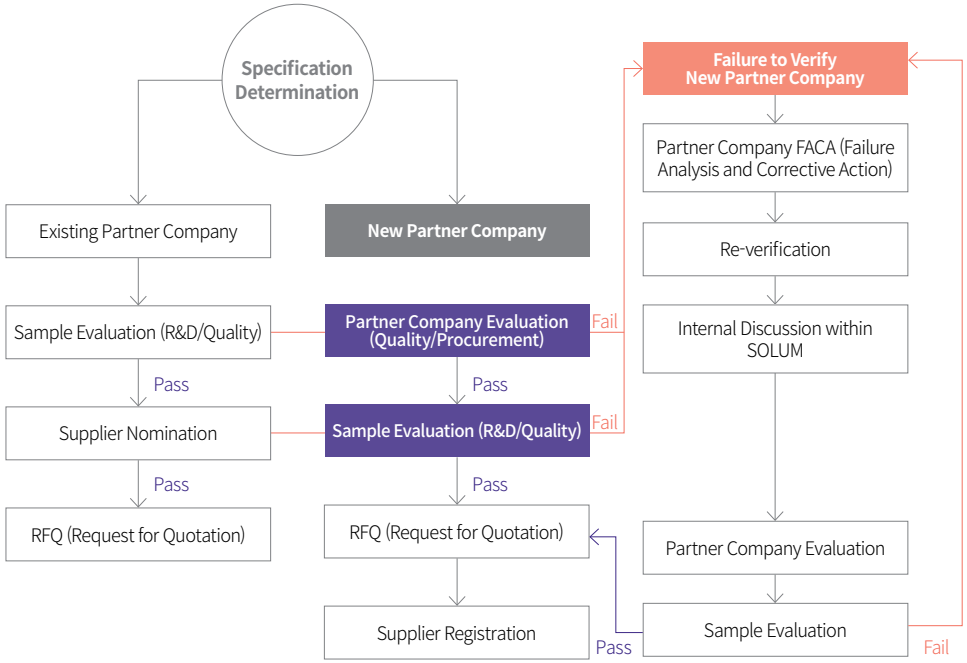
Supply Chain Management

Supply Chain ESG Management

Supply Chain ESG Management Framework

Partner Company Selection | In the partner company selection process, SOLUM involves the development, quality, and procurement departments to closely review not only quality, but also sustainability risks in the areas of labor and human rights, environment, safety, and ethics. In particular, new partner companies are subject to a risk assessment, and strict criteria are applied so that contracts can be signed and suppliers can be registered only when they achieve a score above a certain threshold. At the contract signing stage, we also conduct a preliminary review process to ensure that partner companies clearly understand contract terms, obligations, payment criteria, and confidentiality clauses, thereby creating a transparent and responsible transaction environment. Based on these standards and procedures, SOLUM selected 26 major parts partner companies in 2025.

Partner Company Component Selection Process



Partner Company Management Status | SOLUM classifies partner companies into Core Partners, Key Partners, and Pool of Suppliers based on transaction value and business importance, and applies differentiated ESG management approaches tailored to the characteristics of each group. Based on 2024 transaction records, we selected a total of 167 partner companies for ESG assessment by comprehensively considering transaction value, procurement items, and whether they are domestic or overseas business partners among 651 partner companies. These partner companies are major supply chain partners that account for approximately 80% of total transaction value, representing a group whose ESG risks may have a relatively significant impact on our business. Accordingly, SOLUM conducts ESG self-assessments for 96 Core and Key Partners and proactively identifies supply chain ESG risks based on the assessment results. For key issues identified during the assessment process, we continue to support partner companies in strengthening their ESG management capabilities by providing ESG training, identifying improvement tasks, and carrying out follow-up management activities. Meanwhile, for the Pool of Suppliers, we do not conduct direct ESG assessments, but review basic ESG management requirements through the signing of and compliance with the Partner Company Code of Conduct (CoC).

Partner Company Classification and ESG Assessment

Total Partner Companies	Partner Companies Subject to ESG Assessment		Other Partner Companies
Total of 651 companies (100%)	167 companies (approximately 80% based on transaction value)		484 companies
Selected based on transaction value and importance	Core Partners 18 companies	Key Partners 149 companies	Direct ESG assessments will be excluded, but they will be managed through the signing of the Partner Company Code of Conduct (CoC).
	Hapseonghoe members and fair trade agreement partners	Selected based on transaction share, industry, procurement items, and other factors	

Supply Chain Management

Supply Chain ESG Management

Supply Chain ESG Management Framework

Partner Company ESG Assessment | SOLUM is gradually implementing ESG assessments to systematically identify and manage ESG risks across the supply chain. The 2025 partner company ESG assessment was conducted as a self-assessment to establish a supply chain ESG management framework, with the aim of introducing ESG management practices across partner companies and embedding the assessment system. The assessment was carried out through an online self-diagnosis process after designing ESG self-assessment questions and providing preliminary training for partner companies. In particular, considering that this was the initial stage of the assessment, the process was structured to encourage the participation of Core and Key Partners with high transaction value and business importance. Based on the assessment results, SOLUM will proactively identify supply chain ESG risks and gradually expand ESG training for partner companies, regular ESG assessments, and follow-up improvement management activities to increase participation rates and broaden the scope of management going forward.

2025 Partner Company ESG Assessment Results | The 2025 partner company ESG assessment was conducted for the first time among 167 partner companies selected based on transaction value and business importance, as part of the initial stage of establishing a supply chain ESG management framework. Despite being the first year of the assessment, a total of 96 companies, or 57.5%, participated voluntarily, with relatively high participation among Core Partners and key domestic partner companies. For partner companies that did not participate in this assessment, SOLUM is reviewing basic ESG management requirements by checking whether they have signed and comply with the Partner Company Code of Conduct (CoC), while continuing to provide prior guidance and communication to encourage future participation. Based on the assessment results and current management status, SOLUM plans to gradually expand the scope of ESG assessment participation and continue strengthening supply chain-wide ESG management coverage through regular ESG assessments and training for partner companies.

Partner Company ESG Assessment Process

2025 Partner Company ESG Assessment Performance

Category	Details
Partner Companies Subject to ESG Assessment	167 companies
Number of Participating Partner Companies	96 companies
Participation Rate	57.5%
Assessment Method	Online ESG Self-assessment
Assessment Period	2025.10.17 ~ 2025.11.7

Supply Chain Management

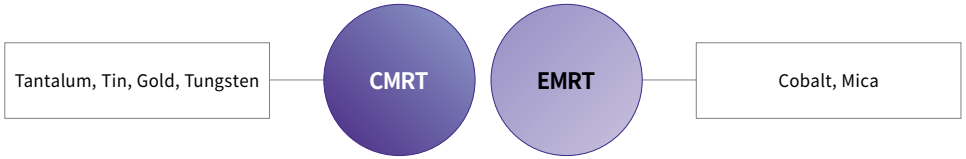
Supply Chain ESG Management

Supply Chain ESG Management Framework

Partner Company ESG Due Diligence | Based on the results of partner company ESG assessments, SOLUM conducted ESG onsite due diligence on a pilot basis to verify assessment reliability and establish criteria for future due diligence expansion. Partner companies subject to due diligence were selected by considering representativeness among those identified through self-assessment result analysis as having relatively high needs for improvement in environmental management, occupational safety and health, human rights, and labor. In 2025, SOLUM conducted ESG onsite due diligence on a total of two partner companies. This was carried out prior to large-scale due diligence to confirm consistency between self-assessment results and actual operating conditions, and to verify the suitability of the due diligence process and assessment criteria. As a result of the onsite due diligence, issues identified during the self-assessment process, including insufficient environmental management systems, inadequate implementation of occupational safety and health operating procedures, and insufficient documentation related to human rights and labor, were similarly confirmed at actual operating sites. In some partner companies, additional areas requiring improvement, such as inconsistencies in waste management records, were also identified. Accordingly, SOLUM has established and delivered corrective action plans for each due diligence target partner company in the areas of environmental management, occupational safety and health, human rights, and labor, and continues to monitor improvement activities. Based on the results of this pilot due diligence, SOLUM plans to gradually expand the scope of ESG onsite due diligence, focusing on high-risk ESG partner companies and Core Partners, while continuously advancing ESG risk management across the supply chain.

Conflict Minerals Management | SOLUM recognizes the serious issues that may arise from the illegal mining and trading of natural resources, including human rights violations, child labor, corruption, and environmental destruction. To fulfill our responsibilities as a member of the international community, we have established and operate a Conflict Minerals Policy, and in 2025, we revised the policy to add content on responsible minerals and expand the scope of management. SOLUM clearly prohibits the extraction, transport, and trade of minerals associated with human rights violations, and maintains a zero-tolerance principle toward corruption, money laundering, and bribery. We also require partner companies to submit CMRT[1)] and EMRT[2)] to regularly review the use of minerals and ensure that minerals linked to armed groups in conflict-affected areas are not used in our products. If the use of conflict minerals is identified, we operate a proactive response system by immediately restricting such use and requiring improvements. Through these activities, SOLUM continues to enhance transparency across the supply chain and build a responsible sourcing system.

1) CMRT: Conflict Minerals Reporting Template
2) EMRT: Extended Minerals Reporting Template



Partner Company ESG Due Diligence

Purpose of Due Diligence	Due Diligence Method	Due Diligence Targets	Due Diligence Criteria	Follow-up Measures
Verification of ESG self-assessment and establishment of due diligence criteria	Pilot Onsite Due Diligence	Two partner companies	High-risk areas based on self-assessment results	Establishment of corrective action plans and monitoring of improvements

Conflict Minerals Management Process

1 Policy Establishment	2 Partner Company Review	3 Risk Management Measures
Establishment and Revision of the Conflict Minerals Policy	Review of conflict minerals use through CMRT and EMRT submission	Proactive response, including prohibition of use, if use is confirmed

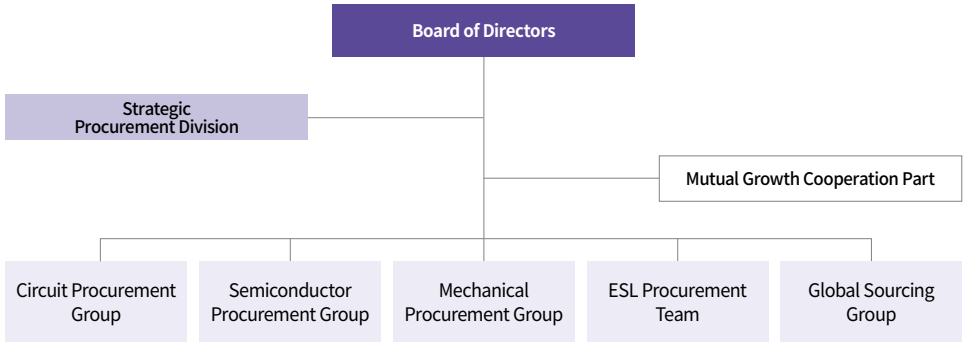
Supply Chain Management

Mutual Growth

Mutual Growth Promotion Framework

SOLUM considers building a sustainable mutual growth ecosystem with partner companies an important management principle, and focuses on enhancing partner companies' self-sufficiency and competitiveness beyond short-term support. To this end, we operate systematic support programs across various areas, including education, management support, compliance, and purchasing policies, centered on a dedicated organization for mutual growth. In particular, to strengthen the financial stability of partner companies, SOLUM complies with the principle of 100% cash payment for all partner companies. Through this, we increase predictability in the procurement of raw materials and equipment, and provide practical support that enables partner companies to focus on their business activities based on stable cash flows. As a result of these efforts, SOLUM has been recognized for excellence in its mutual growth activities by continuously receiving an "Excellent" rating from 2021 to 2023 and an "Outstanding" rating from 2024 to 2025 in the Fair Trade Commission's Fair Trade Agreement Implementation Evaluation.

Mutual Growth Organization Chart



Mutual Growth Support Programs

Strengthening Partner Company Competitiveness and Global Technology Cooperation | SOLUM provides ESG training for the CEOs and key executives of each partner company to help establish a foundation for their stable growth. We also conduct training on fair trade and the Supply Price Indexation System, as well as roundtable meetings to identify sales expansion opportunities for partner companies. Through these activities, SOLUM supports the financial stability and business expansion of partner companies, thereby helping strengthen their practical competitiveness.

SOLUM also holds the "Global Partner Company Partners Day" to expand the foundation for technology exchange and R&D cooperation with global partner companies and strengthen strategic partnerships. In 2024, the first event was held with the participation of 15 semiconductor and E-Paper partner companies from major regions, including the United States, Japan, Europe, Taiwan, and China. The event contributes to further reinforcing the cooperation framework with global partner companies by sharing SOLUM's mid- to long-term vision and business roadmap, holding technology development meetings by business area, and introducing new products. At the 2026 "Global Partner Company Partners Day," SOLUM shared its business performance, as well as the vision and technology roadmaps of key business divisions, including ESL, display, and next-generation power (ANP). We also discussed mid- to long-term strategies to respond to uncertainties in the global market and ways to promote technology cooperation and joint development with partner companies. A total of approximately 90 participants from 35 companies attended the event.

▲ Fair Trade and Supply Price Indexation Training, and Roundtable to Identify Sales Expansion Opportunities

▲ 2026 Global Partner Company Partners Day

Supply Chain Management

Mutual Growth

Mutual Growth Support Programs

Partner Company Export Expansion Seminar | SOLUM continues to provide practical support to help partner companies expand their market entry opportunities. To support sales expansion and market development in Vietnam, we operated an export expansion seminar with the participation of 13 companies, including Transon and ATUM. Key topics discussed during the seminar included a briefing on the local market situation in Vietnam, discussions on market application plans for SOLUM's and partner companies' products and solutions, and the sharing of soft-landing know-how for partner companies entering Vietnam. Through these activities, SOLUM contributes to strengthening partner companies' capabilities to enter overseas markets and expanding the foundation for export growth.

▲Vietnam Market Entry Seminar

Partner Company Engagement | SOLUM has appointed the Head of the Management Support Team as Chair of the Partner Company Grievance Committee to build a fair and transparent transaction environment with our partner companies, and operates a dedicated response system for various issues, including fair trade, shared growth, and ethical management. Partner companies can submit grievances through SOLUM's official website, and all submissions are promptly reviewed to provide the necessary actions and support for resolution. In addition, we regularly operate the "Hamseong Council (Partner Company Council for Mutual Growth)," attended by the CEO, key executives, and CEOs of partner companies, and held a total of four meetings in 2025. The Hamseong Council serves as an official communication channel for sharing business updates and new product information, receiving proposals from partner companies, providing ethics and compliance training, and listening to and resolving partner company grievances. SOLUM will continue to actively gather feedback from partner companies and strengthen sustainable partnerships based on mutual trust and respect.

2025 Partner Company Grievance Handling Results (unit: cases)

No. of Grievance Contacts	No. of Grievances Handled
0	0

▲2025 Hamseong Council Regular Meeting

Local Community

Local Community Engagement

Expanding Employment Opportunities for People with Disabilities in Arts and Culture

SOLUM provides ongoing support to Art Museum VERSI, located in Yongin-si, Gyeonggi Province, to support the artistic and economic activities of persons with disabilities. VERSI is operated with the aim of providing stable and sustainable jobs for underprivileged groups, while Art Museum VERSI discovers and nurtures the artistic talents of artists with mental impairments through the VERSI Art Festival and Living Museum. From the design stage, the museum incorporated the concept of Barrier-Free accessibility to ensure that socially vulnerable groups can enjoy art without discrimination, and was created as a space that is easily accessible to both people with disabilities and those with limited mobility, such as the elderly and children. In addition, SOLUM offers free admission to employees, contributing to the spread of social value.

▲Art Museum VERSI

Local Community Engagement

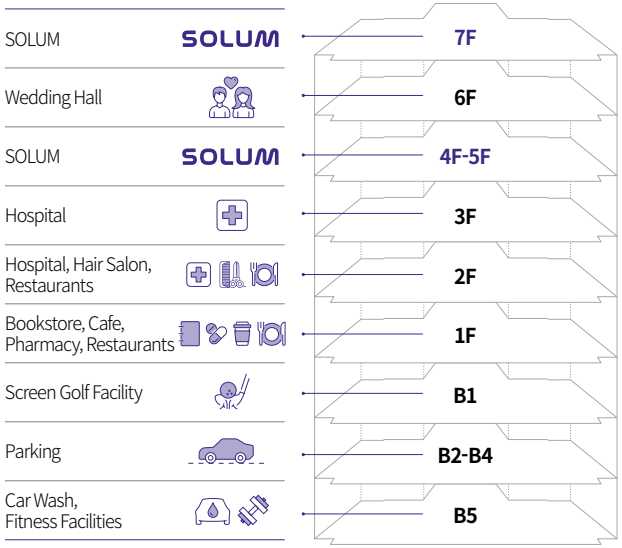
SOLUM continues to engage in various mutual-growth activities with Hakil Village in Yongin-si, Gyeonggi Province, with which we have established a “one company-one village” sisterhood partnership. We provide employees with opportunities to participate in a variety of activities, including rural volunteer work and eco-friendly ecological farming experiences. We also purchase eco-friendly agricultural products from the partner village and offer them at reasonable prices, contributing to increased income for local farms. In addition, we support the village’s economic revitalization by participating in local experience programs, including strawberry picking, traditional Korean sauce making and sauce separation, sweet potato harvesting, and natural skincare workshops. In 2025, SOLUM donated 360 smartphone chargers through social welfare organizations to support wildfire-affected areas and vulnerable groups. Through these efforts, we are strengthening our solidarity with local community members and continuing to fulfill our social responsibility through disaster recovery and support for vulnerable groups.

▲Rural Experience Programs at Hakil Village

Creating a Community-Centered Cultural Complex

SOLUM is operating its headquarters with consideration for openness and points of connection with the local community. Completed in 2025, SOLUM’s new headquarters, “Sol Square,” was created as a complex space open not only to employees but also to local residents, offering a range of everyday convenience functions, including medical facilities, commercial facilities, cultural spaces, and community areas. Through Sol Square, SOLUM is sharing its corporate infrastructure with the local community, enhancing accessibility and convenience for local residents, and laying the foundation for mutual growth between business and community. Moving forward, we will continue our efforts to build sustainable relationships with local communities by considering our impact across all aspects of site operations.

Sol Square Floor Guide



Governance

82 Governance

Governance

Board Structure

Board Composition

As of May 2026, SOLUM's Board of Directors consists of seven members: three inside directors and four independent directors. In accordance with the Board Operation Regulations, the CEO serves as Chair of the Board, and all directors hold equal voting rights. To ensure fairness in decision-making, SOLUM also applies procedures to restrict the voting rights of directors with conflicts of interest on specific agenda items. As SOLUM's highest decision-making body, the Board reviews and resolves on management strategies and major issues, playing a central role in setting the fundamental direction of management. In addition, the participation of independent directors with diverse expertise strengthens independent oversight of management and contributes to objective decision-making.

Board Structure

(As of May 2026)

Category	Name	Board Term	Key Career History
Inside Director (Chair of the Board)	Jun Sung-ho	2015.07.02~2027.03.29	Current) CEO, SOLUM Former) Head of Digital Module (DM) Business Division, Samsung Electro-Mechanics Former) Head of CIS, Samsung Electronics
Inside Director	Yu Dong-gyun	2022.03.29~2028.03.28	Current) Inside Director, SOLUM Current) Head of ANP Solution Biz, SOLUM Former) Principal Researcher, Power Development, Samsung Electro-Mechanics
	Seo Bo-il	2026.03.31~2029.03.30	Current) Inside Director, SOLUM Current) Deputy Head of ESL Business Division, SOLUM Former) Head of India Research Center, Samsung Electro-Mechanics
Independent Director	Kim Jun-sang	2025.03.29~2028.03.28	Current) Independent Director, SOLUM Former) Head of Quality Division, Hyundai Mobis Former) Head of Quality Division, Hyundai Motor Company
	Lee Byoung-guk	2025.03.29~2028.03.28	Current) Independent Director, SOLUM Current) Professor, College of Information and Communication Engineering, Sungkyunkwan University Current) Member, Energy Technology Infrastructure Expert Committee, Ministry of Trade, Industry and Energy
	Seo Young-jae	2026.03.31~2029.03.30	Current) Independent Director, SOLUM Current) Advisor, QT Group and Angel Robotics Co., Ltd. Former) Head of IT Business Division, BS Business Headquarters, LG Electronics Inc.
	Na Young-ho	2026.03.31~2029.03.30	Current) Independent Director, SOLUM Current) CEO, CTK E-Vision Global Networks Co., Ltd. Former) Head of E-commerce Business Division, Lotte Shopping Co., Ltd.

Governance

Board Structure

Board Expertise

SOLUM is continuously developing measures to strengthen the diversity and expertise of its Board of Directors (BOD). The BOD includes four independent directors, accounting for 57.14% of its seven members, thereby meeting the legal requirement that independent directors comprise at least one-third of all directors. This structure enables checks and balances within the BOD to function effectively.

Comprising experts from various fields, the BOD provides professional insights across overall management activities, helping ensure that key matters are decided in a balanced and prudent manner. In addition, SOLUM provides all directors with relevant materials and key information in advance of each BOD meeting, creating an environment for practical and responsible decision-making.

SOLUM operates regular and ad-hoc training programs to further strengthen the expertise of BOD members. Training on business understanding and key management issues is provided at the headquarters for both inside directors and independent directors, while directors are also informed of opportunities to participate in training programs offered by external professional organizations such as the Korea Listed Companies Association. Through these efforts, the BOD continues to enhance its professional capabilities to respond proactively to the changing business environment.

Board Training Status

(As of May 2026)

Training Date	Training Provider	Training Participants	Training Content
2025. 03. 31	SOLUM	Independent Directors (Kim Jun-sang, Lee Byoung-guk)	Gathering opinions on key business issues
2025. 09. 19			Training on the introduction of the Anti-Bribery Management System and prevention measures
2026. 03. 16			Explanation of key issues by agenda item and gathering of opinions
2026. 04. 23		Independent Directors (Kim Jun-sang, Lee Byoung-guk, Seo Young-jae, Na Young-ho)	Explanation of management status

Board Independence

SOLUM is working to strengthen fair and objective management oversight and enhance corporate value and stakeholder trust by establishing an independent decision-making structure separate from management. In recommending director candidates, the Board conducts sufficient verification of candidates in accordance with relevant laws and regulations. For independent directors, the Board closely reviews disqualification criteria, accountability, and other relevant factors before recommending candidates to the General Meeting of Shareholders.

For candidates recommended by the Board, SOLUM publicly discloses relevant information, including the nominator, relationship with the largest shareholder, and transaction history with SOLUM, through electronic disclosures to the Financial Services Commission and the Korea Exchange at least two weeks before the General Meeting of Shareholders. This enables shareholders to sufficiently review candidate information and enhances the transparency of the director appointment process. In addition, SOLUM provides equal opportunities to all candidates without restrictions based on gender, age, or region when appointing directors.

In addition, two full-time auditors who maintain independence from management and the largest shareholder and meet the legal qualifications under the Commercial Act perform audit duties prescribed in Article 32 of the Articles of Incorporation. The auditors may attend Board meetings and independently supervise the duties of SOLUM and its directors. When necessary, they have the authority to receive business-related reports from subsidiaries and access management information. They also receive and review reports on the operating status of the internal accounting management system.

Auditor Composition

(As of May 2026)

Category	Name	Board Term	Key Career History
Full-time Auditor	Lee Sang-heon	2025.03.28~ 2028.03.27	Current) Auditor, SOLUM Former) Standing Judge and Head of Administrative Office, Tax Tribunal
	Lim Sung-yeol	2026.03.31~ 2029.03.30	Current) Auditor, SOLUM Current) Independent Director, Hanwha Life Insurance Co., Ltd. Former) Auditor, Soulbrain Holdings Co., Ltd.; Former) Director, Korea Deposit Insurance Corporation

Governance

Board Operations

Board Activities

(As of the end of 2025)

In 2025, SOLUM held a total of 72 Board meetings, comprising 50 regular meetings and 22 extraordinary meetings, and all agenda items were approved. Attendance records confirmed that all directors attended the meetings, excluding those who were unable to attend due to unavoidable circumstances. In principle, Board agenda items are notified one week prior to the meeting date, and when public holidays are included, prior notice is provided on the preceding business day to ensure consistency in Board operations. Based on a high attendance rate, the Board makes prompt and efficient decisions and contributes to strengthening a responsible management system for SOLUM's sustainable growth.

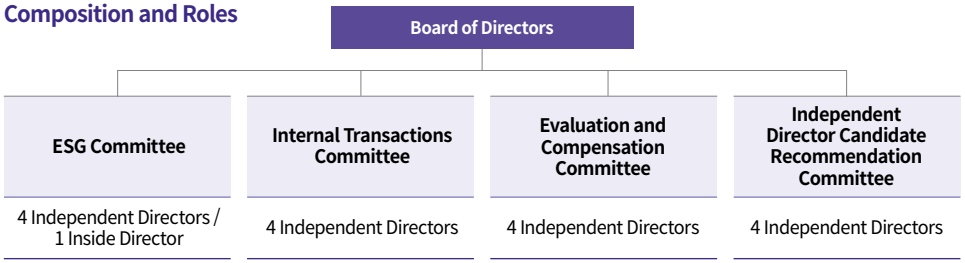
Board Meetings Held	Inside Director Attendance Rate
72times	91.2%
Independent Director Attendance Rate	**Average Attendance Rate**
100%	94.7%

Board Committees

(As of May 2026)

Starting with the establishment of the ESG Committee in 2024, SOLUM sequentially established the Internal Transactions Committee in 2025, followed by the Evaluation and Compensation Committee and the Independent Director Candidate Recommendation Committee in 2026 as committees under the Board. Through these committees, SOLUM is strengthening the Board's oversight and checks-and-balances functions while enhancing the transparency and accountability of corporate governance.
The ESG Committee was established to review and systematically manage key matters related to environmental, social, and governance policies for sustainable management. The Internal Transactions Committee was established to ensure fairness and transparency in internal transactions and enhance governance transparency. The Evaluation and Compensation Committee was established to ensure the appropriateness and fairness of executive compensation, while the Independent Director Candidate Recommendation Committee was established to strengthen the objectivity and independence of the director appointment process and further reinforce a transparent governance structure.

Committee Composition and Roles



Committee Activities

Committee	Meeting Date	Agenda Item
ESG Committee	2025. 03. 31	Appointment and Dismissal of SOLUM ESG Committee Members and Election of Committee Chair
	2025. 06. 26	Publication Plan and Reporting of SOLUM ESG Report
	2025. 09. 19	Enactment and Revision of SOLUM ESG Policies and Regulations
Internal Transactions Committee	2026. 04. 23	Revision of Internal Transactions Committee Regulations and Change of Committee Members

Governance

Board Evaluation and Compensation

Board Remuneration Policy

SOLUM strengthens the independence of the Board and auditors, as well as its responsible management system, based on a transparent and fair remuneration policy. SOLUM's registered directors consist of three inside directors and four independent directors, and remuneration for directors and auditors is strictly managed within the remuneration limit approved at the General Meeting of Shareholders in accordance with Article 33 of the Articles of Incorporation. Independent directors are paid fixed remuneration based on the industry average, and no separate allowances or expenses are provided, except for actual expenses incurred in connection with Board activities, thereby minimizing potential conflicts of interest between remuneration and decision-making independence. In addition, SOLUM does not grant additional compensation attributable to individuals, such as stock options, maintaining a structure that enables directors to perform their roles based on independent and objective judgment.

Remuneration Policy and Calculation Criteria

Category		Remuneration Policy Criteria
Registered Directors (excluding Independent Directors and Audit Committee Members)	Salary	Remuneration is determined based on position, nature of delegated duties, performance results, and other factors in accordance with the Executive Remuneration Regulations resolved by the Board.
	Performance-based Remuneration	Performance-based remuneration may be paid based on management performance, taking into account annual revenue and operating profit margin, and the payment limit for performance-based remuneration is determined by Board resolution in accordance with evaluation criteria.
Independent Directors (excluding Audit Committee Members)	Salary	Remuneration is determined based on the nature of delegated duties and other factors in accordance with the Independent Director Compensation Regulations.
Auditors	Salary	Remuneration is determined based on the nature of delegated duties and other factors in accordance with the Auditor Compensation Regulations.

Independent Director Operation and Remuneration System

SOLUM operates institutional measures to help independent directors maintain independence and responsible decision-making. Independent directors perform their management oversight and advisory roles under a system that is not linked to individual performance evaluations, supporting active opinion-sharing and consensus-based decision-making. Independent director remuneration is structured independently of evaluation results, and Board activity details are transparently disclosed through regular reporting. This operating system serves as a foundation for reviewing the role performance and contributions of independent directors and enhancing accountability in corporate management. Whether an independent director is reappointed is determined through a comprehensive review of factors such as business relevance, expertise, and responsibility, after which the Board selects candidates and final approval is obtained at the General Meeting of Shareholders. Based on these procedures, SOLUM operates a governance structure that maintains independence while supporting sustainable corporate growth. Going forward, SOLUM will continue to comply with relevant laws and guidelines and further enhance its operating system to ensure that independent directors can effectively fulfill their roles.

Governance

Shareholder Policy

Shareholder Structure

(As of the end of 2025)

At SOLUM, our top priority is ensuring balanced rights for all shareholders. As of the end of 2025, our largest shareholder is Jun Sung-ho, CEO of SOLUM, who owns a 13.05% stake. The total number of issued shares is 54,816,236, and minority shareholders hold more than half of the shares in addition to major shareholders holding 5% or more. To facilitate shareholders' exercise of voting rights, the Board is working to lower barriers to shareholder participation by allowing proof of proxy authority to be submitted not only in writing but also in electronic form.

Status of Shareholders Holding 5% or More

(As of the end of 2025)

Category	Shareholder Name	Number of Shares Held (shares)	Ownership Percentage (%)	Remarks
1	Jun Sung-ho	7,153,999	13.05	
2	Sophus First Co., Ltd.	4,959,300	9.05	Preferred Shares
3	Align Partners Capital Management Inc.	4,405,658	8.04	
4	VIP Asset Management Co., Ltd.	3,144,387	5.74	

Status of Minority Shareholders

(Unit: shares / As of the end of 2025)

Category	Shareholders			Shares Held		
	Number of Minority Shareholders	Total Number of Shareholders	Ratio (%)	Number of Shares Held by Minority Shareholders	Total Number of Issued Shares (※)	Ratio (%)
Minority Shareholders	37,923	37,935	99.9	28,294,075	54,816,236	51.6

* During the current period, the total number of issued shares changed to 54,816,236 shares, including 7,000,000 preferred shares, following the cancellation of 2,189,315 treasury shares and the issuance of 7,000,000 redeemable convertible preferred shares.

Enhancing Shareholder Value

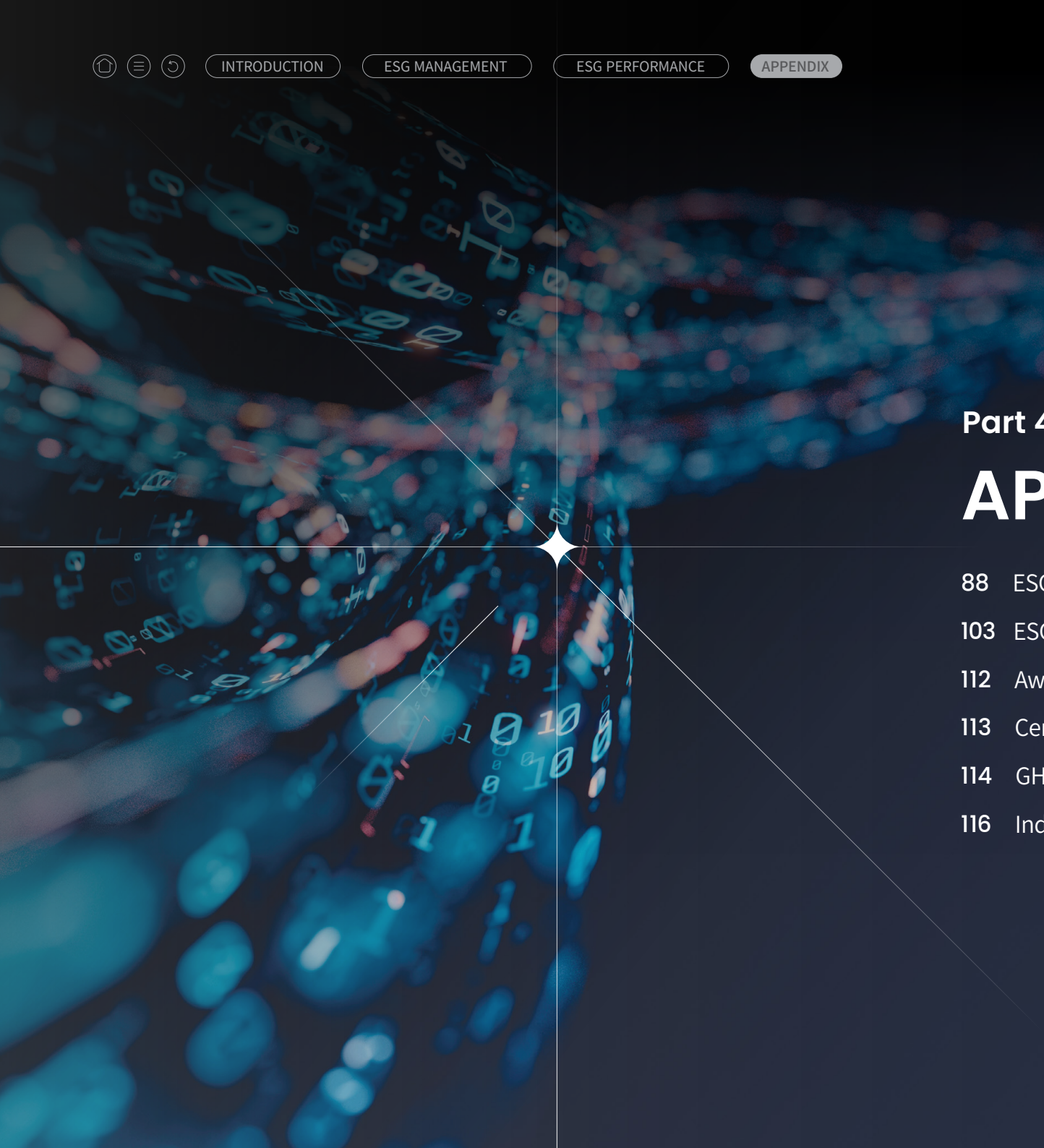
SOLUM recognizes enhancing shareholder value as a key management priority and is gradually expanding shareholder returns while strengthening communication with the market.

Shareholder Returns | In 2025, SOLUM canceled all treasury shares worth KRW 42.5 billion, equivalent to 4.4% of total issued shares. In April 2026, following a Board resolution and approval at the Annual General Meeting, SOLUM also paid its first cash dividend since establishment. This measure further strengthened shareholder returns following the treasury share cancellation and reflected SOLUM's commitment to delivering practical shareholder returns based on growth and profitability. Going forward, SOLUM plans to review the establishment of a sustainable dividend policy by comprehensively considering financial performance, investment plans, and the business environment, thereby strengthening long-term trust with shareholders.

Expanding Communication with Shareholders and the Market | SOLUM is systematically strengthening communication with shareholders and the capital market. We are enhancing communication by disclosing quarterly earnings materials and holding ongoing investor relations (IR) briefings. In February 2026, SOLUM disclosed its sales outlook for the first time, further improving the transparency and predictability of corporate information. In addition, SOLUM has newly established a dedicated PR organization to strengthen its external communication system based on closer PR and IR alignment.

Enhancing Profitability and Market Communication

Strengthening Profitability and Capital Efficiency	• Normalizing ROE-focused profitability through the recovery of fixed-cost leverage • Reducing low-margin legacy businesses and shifting toward a high-value-added product mix • Improving the quality of investments, internal transactions, and capital allocation through the establishment of the Internal Transactions Committee • Improving capital turnover by enhancing working capital and cash flow efficiency • Building a virtuous cycle of capital efficiency by linking earnings recovery to shareholder returns
Plans to Expand Communication with Shareholders and the Market	• Reviewing plans to enhance corporate value • Newly establishing a dedicated PR organization in Q4 2025 to strengthen external communication through PR and IR alignment



Part 4

APPENDIX

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ESG Data

Economic Performance Data

Consolidated Statements of Financial Position

Category	Unit	2023	2024	2025
[Current Assets]	KRW	653,057,000,914	604,792,948,813	760,407,199,214
Quick Assets	KRW	256,895,374,200	259,763,309,780	341,809,074,712
Inventories	KRW	267,942,214,783	329,184,567,255	395,782,547,341
Other Financial Assets	KRW	122,791,600,932	7,247,085,431	8,027,796,801
Other Current Assets	KRW	5,427,810,999	8,597,986,347	14,787,780,360
[Non-current Assets]	KRW	285,587,553,470	377,937,866,804	516,113,694,388
Trade and Other Receivables	KRW	-	181,143,000	2,000
Investments	KRW	12,877,000,000	13,482,678,308	5,779,278,377
Tangible Assets	KRW	227,297,769,151	313,949,143,283	346,589,726,405
Intangible Assets	KRW	13,339,638,073	15,239,444,079	35,421,086,834
Leased (Right-of-use) Assets	KRW	9,335,082,843	7,907,435,508	11,720,151,315
Investment Property	KRW	-	6,434,130,072	81,465,688,484
Other Non-current Financial Assets	KRW	7,964,789,865	11,947,987,307	22,362,187,625
Other Non-current Assets	KRW	14,773,273,538	8,795,905,247	12,775,573,348
Total Assets	KRW	938,644,554,384	982,730,815,617	1,276,520,893,602
[Current Liabilities]	KRW	505,168,682,791	529,170,284,044	573,669,583,508
[Non-current Liabilities]	KRW	33,543,583,917	19,207,448,386	140,080,525,471
Total Liabilities	KRW	538,712,266,708	548,377,732,430	713,750,108,979

Category	Unit	2023	2024	2025
[Capitalization]	KRW	25,002,775,500	25,002,775,500	28,002,775,500
[Capital surplus]	KRW	76,161,916,037	1,489,824,952	88,463,428,661
[Capital Adjustments]	KRW	-21,641,687,649	36,233,163,497	90,832,853,287
[Accumulated Other Comprehensive Income]	KRW	-16,178,374,468	-3,543,638,276	-7,181,642,265
[Retained Earnings]	KRW	336,855,462,862	374,504,058,197	347,900,827,100
Equity Attributable to Owners of Parent	KRW	400,200,092,282	433,686,183,870	548,018,242,283
Non-controlling Interests	KRW	-267,804,606	666,899,317	14,752,542,340
Stockholders' Equity	KRW	399,932,287,676	434,353,083,187	562,770,784,623
Sales	KRW	1,951,087,864,184	1,594,442,254,779	1,700,246,425,329
Operating Income (Loss)	KRW	154,515,562,835	69,087,394,974	46,500,186,977
Net Income (Loss)	KRW	119,406,604,562	37,687,785,051	14,186,712,359
Profit (Loss), Attributable to Owners of Parent	KRW	120,357,591,528	39,515,509,849	13,443,384,959
Profit (Loss), Attributable to Non-controlling Interests	KRW	-950,986,966	-1,827,724,798	743,327,400
Basic Earnings Per Share	KRW	2,464	812	281
Diluted Earnings per Share	KRW	2,463	812	281
Number of Companies Included in the Consolidation	firms	13	18	31

* The reference date for ESG data in the Appendix is as of the end of 2025.

ESG Data

Environmental

Energy Consumption[1)]

Category	Unit	Korea			Vietnam			Mexico			China			India		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Energy Consumption[2)]	TJ	21.6	23.2	48.1	100.9	107.3	86.1	25.5	21.0	21.8	36.4	39.5	35.1	6.6	6.8	7.9
Subtotal Direct Energy Consumption	TJ	1.2	1.8	3.0	6.8	5.2	4.6	2.0	1.1	1.0	1.5	1.3	1.1	0.6	1.0	1.0
Gasoline	L	-	51,954.8	54,225.6	-	9,661.9	5,021.0	-	24,588.9	24,364.0	-	27,750.3	22,989.1	-	2,214.8	1,625.1
Diesel	L	-	974.7	1,072.0	-	127,044.4	113,584.0	-	7,826.1	5,939.0	-	68.6	89.8	-	19,266.1	18,705.7
LNG	L	-	1,289.6	27,705.2	-	2,458.1	1,965.0	-	-	-	-	8,647.5	8,446.8	-	3,885.9	4,640.6
Subtotal Indirect Energy Consumption	TJ	20.4	21.4	45.1	94.1	102.1	81.6	23.5	19.9	20.8	34.9	38.2	33.9	6.0	5.8	6.9
Electricity	kWh	-	2,186,990.8	4,701,584.0	-	28,351,356.0	22,658,002.0	-	5,526,817.9	5,768,553.5	-	10,602,793.0	9,429,490.0	-	1,607,163.6	1,928,178.0
Renewable Energy Consumption	TJ	-	-	-	-	-	-	-	1.2	2.3	-	18.7	18.4	-	-	-
Energy Intensity[3)]	TJ/KRW 100 million	0.002	0.003	0.006	0.010	0.012	0.010	0.099	0.006	0.005	0.018	0.016	0.024	0.006	0.006	0.007

1) Energy consumption indicators are based on Korean entities (headquarters, Gumi Warehouse, SOLUM Sensor, and SOLUM Healthcare) and production sites in Vietnam, Mexico, China, and India.
2) Due to rounding, totals may not match the sum of individual items.
3) Energy intensity = total energy consumption ÷ sales (sales in each company's separate financial statements)

ESG Data

Environmental

GHG Emissions (Scope 1, 2)[1)]

Category	Unit	Korea			Vietnam			Mexico			China			India		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total GHG Emissions (Scope 1+2)[2)]	tCO_2eq	1,057.1	1,144.9	2,342.5	19,354.3	19,054.7	15,254.2	2,095.8	1,634.6	1,607.5	5,498.2	5,987.9	5,323.3	1,225.0	1,210.1	1,437.9
Direct GHG Emissions (Scope 1)	tCO_2eq	82.2	119.6	182.6	472.2	365.5	318.0	140.4	74.8	69.3	92.7	80.1	69.2	43.4	63.9	62.7
Gasoline	tCO_2eq	-	114.2	119.2	-	21.2	11.0	-	54.0	53.6	-	61.0	50.5	-	4.9	3.6
Diesel	tCO_2eq	-	2.6	2.8	-	337.0	301.3	-	20.8	15.8	-	0.2	0.2	-	50.5	49.0
LNG	tCO_2eq	-	2.8	60.5	-	7.2	5.7	-	-	-	-	18.9	18.5	-	8.5	10.1
Indirect GHG Emissions (Scope 2)	tCO_2eq	974.9	1,025.3	2,160.0	18,882.1	18,689.2	14,936.2	1,955.4	1,559.8	1,538.2	5,405.5	5,907.9	5,254.1	1,181.5	1,146.2	1,375.2
Electricity	tCO_2eq	974.9	1,025.3	2,160.0	18,882.1	18,689.2	14,936.2	1,955.4	1,559.8	1,538.2	5,405.5	5,907.9	5,254.1	1,181.5	1,146.2	1,375.2
GHG Emissions Intensity[3)]	tCO_2eq/KRW 100 million	0.110	0.131	0.285	1.990	2.197	1.732	8.155	0.506	0.381	2.671	2.383	3.662	1.146	1.108	1.228
Scope 1 Emissions Intensity	tCO_2eq/KRW 100 million	0.009	0.014	0.022	0.049	0.042	0.036	0.546	0.023	0.016	0.045	0.032	0.048	0.041	0.060	0.054
Scope 2 Emissions Intensity	tCO_2eq/KRW 100 million	0.101	0.117	0.263	1.942	2.155	1.696	7.609	0.483	0.365	2.626	2.351	3.614	1.105	1.050	1.175

1) GHG emissions indicators are based on Korean entities (headquarters, Gumi Warehouse, SOLUM Sensor, and SOLUM Healthcare) and production sites in Vietnam, Mexico, China, and India.
2) Due to rounding, totals may not match the sum of individual items.
3) GHG emissions intensity = total GHG emissions ÷ sales (sales in each company's separate financial statements)

GHG Emissions (Scope 3)

Year	Unit	Category 1	Category 4	Category 9	Category 11	Category 12	Total Emissions	Scope 3 Emissions Intensity[1)]
2023	tCO_2eq	-	-	-	-	-	-	-
2024	tCO_2eq	-	-	-	-	-	-	-
2025	tCO_2eq	178,327	18,808	25	1,505,497	22	1,702,679	207.426

1) Scope 3 emissions intensity = total GHG emissions ÷ sales (sales in each company's separate financial statements)

ESG Data

Environmental

Air Pollutant Emissions Management[1)]

Category	Unit	Korea			Vietnam[2)]			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Air Pollutant Emissions	Kg, mg/Nm^3	-	-	-	1,382	1,511	1,748	3,456	2,624	3,113	287	202	204
Nitrogen Oxides (NOx)	Kg, mg/Nm^3	-	-	-	358	331	400	-	-	-	-	-	-
Sulfur Oxides (SOx)	Kg, mg/Nm^3	-	-	-	172	201	175	-	-	-	-	-	-
Hazardous Air Pollutants (HAP)	Kg, mg/Nm^3	-	-	-	9	2	-	-	-	-	-	-	-
Particulate Matter (PM)	Kg, mg/Nm^3	-	-	-	546	699	865	-	-	-	-	-	-
Carbon Monoxide (CO)	Kg, mg/Nm^3	-	-	-	298	278	309	-	-	-	-	-	-
Volatile Organic Compounds (VOCs)	Kg, mg/Nm^3	-	-	-	-	-	-	2,062	2,358	2,943	256	200	201
Total Suspended Particulates (TSP)	Kg, mg/Nm^3	-	-	-	-	-	-	1,393	266	171	-	-	-
Tin and Its Compounds (Tin Compounds)	Kg, mg/Nm^3	-	-	-	-	-	-	-	-	-	31	2	3

1) Air pollutant emissions management indicators are based on Korean entities (headquarters, SOLUM Sensor, and SOLUM Healthcare) and production sites in Vietnam, Mexico, and China, and cover air pollutants managed under the local laws and regulations of each country where the entities are located.
2) The Vietnam production site manages air pollutant emissions in mg/Nm^3.

Water Pollutant Discharge Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Chemical Oxygen Demand (COD)	mg/L	-	-	-	-	-	61.4	-	-	-	-	-	306.8
Biochemical Oxygen Demand (BOD)	mg/L	-	-	-	-	-	23.8	-	-	-	-	-	149.1
Suspended Solids (SS)	mg/L	-	-	-	-	-	14.1	-	-	-	-	-	61.5

1) Water pollutant discharge management indicators represent the average concentrations of COD, BOD, and SS, and are based on production sites in Vietnam and China.

ESG Data

Environmental

Water Management[1) 2)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Water Withdrawal	ton	948	1,208	23,261	63,223	63,125	56,936	3,637	3,465	4,505	52,480	47,021	37,333
Water Withdrawal by Source	ton	948	1,208	23,261	63,223	63,125	56,936	3,637	3,465	4,505	52,480	47,021	37,333
Surface Water	ton	-	-	-	-	-	-	-	-	-	-	-	-
Municipal Water	ton	948	1,208	23,261	63,223	63,125	56,936	3,637	3,465	4,505	52,480	47,021	37,333
Total Water Consumption	ton	948	1,208	23,261	63,223	63,125	56,936	3,637	3,465	4,505	52,480	47,021	37,333

1) Water used by each entity is discharged as domestic wastewater, and the discharge volume of the Vietnam production site partially includes domestic wastewater in accordance with local laws and regulations.
2) Water management indicators are based on Korean entities (headquarters, SOLUM Sensor, and SOLUM Healthcare) and production sites in Vietnam, Mexico, and China.

Waste Discharge Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Waste Generated	ton	24	37	85	1,784	1,667	1,190	520	412	466	87	112	111
Total General Waste Generated	ton	24	37	85	1,717	1,598	1,058	506	389	422	70	87	83
Landfilled	ton	24	23	-	20	30	-	-	-	-	-	-	-
Incinerated	ton	-	-	53	453	565	501	-	-	-	-	-	-
Recycled	ton	-	14	32	1,244	1,003	557	506	389	422	70	79	79
Other	ton	-	-	-	0.1	-	-	-	-	-	-	8	5
Total Designated Waste Generated	ton	-	-	-	67	69	132	14	23	44	17	25	28
Landfilled	ton	-	-	-	-	-	37	-	7	-	1	3	-
Incinerated	ton	-	-	-	67	69	43	-	7	-	16	22	-
Recycled	ton	-	-	-	-	-	49	-	-	-	-	-	6
Other	ton	-	-	-	-	-	3	-	9	44	-	-	22
Waste Recycling Rate	%	0	38	37.6	69.7	60	50.9	97.3	94	90.5	80.8	71	75.9

1) Waste discharge management indicators are based on Korean entities (headquarters, SOLUM Sensor, and SOLUM Healthcare) and production sites in Vietnam, Mexico, and China.

ESG Data

Environmental

Worksite Environmental Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Environmental Safety Investment[2)]	KRW million	105	341	598	135	746	89	-	169	96	54	62	268
Number of Environmental Law Violations	Cases	-	-	-	-	-	-	-	-	-	-	-	-
ISO 14001 (Environmental Management System)	Cases	-	-	-	1	1	1	1	1	1	1	1	1
Number of Certified Worksites	EA	-	-	-	1	1	1	1	1	1	1	1	1
Implementation Rate	%	-	-	-	100	100	100	100	100	100	100	100	100

1) Worksite environmental management indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.
2) Environmental safety investment amounts for the Vietnam, Mexico, and China production sites were converted into KRW by applying the annual average exchange rates (basic exchange rates) announced by Hana Bank.

ESG Data

Social

Human Resource Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Employees (Regular + Contract)	persons	484	485	553	2,045	1,856	1,496	498	370	885	423	399	318
Male	persons	388	375	431	556	558	513	266	211	415	230	231	170
Female	persons	96	110	122	1,489	1,298	983	232	159	470	193	168	148
Contract Employees	persons	12	17	26	0	0	0	0	0	0	0	0	0
Regular Employee Ratio	%	97.5	96.5	95.3	100	100	100	100	100	100	100	100	100
Contract Employee Ratio	%	2.5	3.5	4.7	0	0	0	0	0	0	0	0	0
Regular Employees	persons	472	468	527	2,045	1,856	1,496	498	370	885	423	399	318
Male	persons	380	369	420	556	558	513	266	211	415	230	231	170
Female	persons	92	99	107	1,489	1,298	983	232	159	470	193	168	148
Regular Employees by Age Group	persons	472	468	527	2,045	1,856	1,496	498	370	885	423	399	318
Age 29 and Under	persons	69	30	24	938	660	481	210	124	377	152	100	59
Male	persons	44	16	7	297	220	194	108	71	179	91	60	33
Female	persons	25	14	17	641	440	287	102	53	198	61	40	26
Age 30 to 49	persons	312	312	350	1,092	1,167	984	256	210	458	260	277	234
Male	persons	247	233	266	250	328	310	139	119	209	128	154	118
Female	persons	65	79	84	842	839	674	117	91	249	132	123	116
Age 50 and Older	persons	91	126	153	15	29	31	32	36	50	11	22	25
Male	persons	89	120	147	9	10	9	19	21	27	11	17	19
Female	persons	2	6	6	6	19	22	13	15	23	0	5	6
Total Employees by Position	persons	484	485	553	2,045	1,856	1,496	498	370	885	423	399	318
Professional Staff	persons	392	417	458	1,912	1,713	1,378	450	331	849	391	310	232
Male	persons	-	313	342	-	470	438	-	177	384	-	175	114
Female	persons	-	104	116	-	1,243	940	-	154	465	-	135	118
Managers	persons	65	38	59	132	142	117	47	39	35	32	88	85
Male	persons	-	35	55	-	87	74	-	34	30	-	55	55
Female	persons	-	3	4	-	55	43	-	5	5	-	33	30
Executives	persons	27	30	36	1	1	1	1	-	1	0	1	1
Male	persons	-	27	34	-	1	1	-	-	1	-	1	1
Female	persons	-	3	2	-	0	0	-	-	0	-	0	0

ESG Data

Social

Human Resource Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Turnover[2)]	persons	48	58	67	1,796	1,635	594	857	418	344	650	51	181
Voluntary Turnover	persons	48	52	67	1,796	1,635	594	857	418	341	650	51	174
Involuntary Turnover	persons	0	6	0	0	0	0	0	0	3	0	0	7
Turnover by Age Group	persons	48	58	67	1,796	1,635	594	857	418	344	650	51	181
Age 29 and Under	persons	12	14	10	990	1,056	310	443	201	140	422	20	65
Male	persons	-	7	5	-	430	149	-	97	79	-	17	39
Female	persons	-	7	5	-	626	161	-	104	61	-	3	26
Age 30 to 49	persons	31	30	46	804	575	279	398	203	197	226	31	115
Male	persons	-	24	31	-	177	104	-	105	87	-	23	86
Female	persons	-	6	15	-	398	175	-	98	110	-	8	29
Age 50 and Older	persons	5	14	11	2	4	5	16	14	7	2	0	1
Male	persons	-	14	11	-	3	0	-	9	3	-	0	0
Female	persons	-	0	0	-	1	5	-	5	4	-	0	1
Total New Hires	persons	49	99	116	794	1,446	445	838	322	841	565	157	100
New Regular Employee Hires	persons	45	77	91	794	1,446	445	838	322	841	565	157	100
New Non-regular Employee Hires	persons	4	22	25	0	0	0	0	0	0	0	0	0
New Hires by Age Group	persons	49	99	116	794	1,446	445	838	322	841	565	157	100
Age 29 and Under	persons	9	29	22	515	1,010	311	449	173	408	380	82	41
Male	persons	3	13	7	183	453	194	272	97	195	218	64	21
Female	persons	6	16	15	332	557	117	177	76	213	162	18	20
Age 30 to 49	persons	36	64	80	279	434	134	373	142	424	185	74	58
Male	persons	29	51	61	68	157	85	222	75	165	127	59	42
Female	persons	7	13	19	211	277	49	151	67	259	58	15	16
Age 50 and Older	persons	4	6	14	0	2	0	16	7	9	0	1	1
Male	persons	4	5	14	0	2	0	12	5	3	0	1	1
Female	persons	0	1	0	0	0	0	4	2	6	0	0	0
Average Monthly Employee Salary													
Ratio of Female Wages to Male Wages[3)]	%	67.0	64.3	69.7	-	-	-	-	-	-	-	-	-

1) Human resource management indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China, and the number of employees was calculated as of the end of the reporting year based on internal HR standards.
2) The Mexico production site has a characteristic where local workers resign at the end of the year to spend time with family and apply for re-employment at the beginning of the following year.
3) Ratio of wages of minimum wage earners to the statutory minimum wage = (average salary per female employee ÷ average salary per male employee) × 100

ESG Data

Social

Talent Development[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Training Hours by Age Group	Hours	8,544	10,965	10,563	-	33,716	19,304	3,675	1,545	7,243	21,225	11,997	3,601
Age 29 and Under	Hours	1,408	640	1,716	-	14,648	8,424	1,970	820	4,236	13,111	5,947	1,646
Age 30 to 49	Hours	5,620	7,690	6,836	-	18,975	10,826	1,630	695	2,959	8,060	5,970	1,937
Age 50 and Older	Hours	1,516	2,636	2,011	-	93	55	75	30	48	54	80	19
Training Hours by Position	Hours	8,544	10,965	10,563	-	33,716	19,304	3,675	1,545	7,243	21,225	11,997	3,601
Professional Staff	Hours	6,964	9,648	8,006	-	22,304	16,099	3,675	1,545	7,243	20,923	11,693	3,565
Part Leaders, Group Leaders	Hours	1,148	818	1,482	-	11,387	3,181	0	0	0	302	304	36
Executives	Hours	432	499	1,075	-	24	24	0	0	0	0	0	0
Total Training Hours for Regular Employees	Hours	8,315	10,965	9,993	4,769	33,716	19,304	3,675	1,545	7,243	21,225	11,997	3,601
Male	Hours	6,752	8,459	7,786	-	17,394	10,527	2,105	850	3,104	12,507	8,371	2,329
Female	Hours	1,563	2,506	2,207	-	16,322	8,777	1,570	695	4,139	8,718	3,627	1,272
Statutory Mandatory Training Hours for Regular Employees[2)3)]	Hours	7,552	8,658	6,999	-	8,841	5,632	0	981	1,932	16,088	6,200	2,402
Male	Hours	6,080	6,825	5,455	-	3,789	3,001	0	337	878	9,552	4,896	1,580
Female	Hours	1,472	1,833	1,544	-	5,052	2,631	0	249	1,054	6,536	1,304	823
Non-statutory Training Hours for Regular Employees	Hours	763	2,307	2,994	-	24,875	13,672	3,675	1,305	5,311	5,137	5,797	1,199
Average Training Hours per Employee	Hours/ person	19.5	22.5	19.1	-	4.1	2.4	5.0	3.0	8.2	19.3	6.7	11.3

1) Talent development indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.
2) Statutory mandatory training hours include occupational safety and health training, which is legally required.
3) The Mexico production site does not have statutory mandatory training hours and provides training to newly hired employees who work on-site.

ESG Data

Social

Work Environment[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Labor Union Operation													
Labor Union Membership Rate	%	-	-	-	100	100	100	69	0	0	100	100	100
Number of Employees Eligible for Labor Union Membership	persons	-	-	-	2,045	1,856	1,496	498	291	772	423	399	318
Number of Labor Union Members	persons	-	-	-	2,045	1,856	1,496	342	0	0	423	399	318
Percentage of Employees Covered by Collective Agreements	%	-	-	-	100	100	100	100	0	0	100	100	100
Number of Employees Eligible for Collective Agreement Coverage	persons	-	-	-	2,045	1,856	1,496	342	0	0	423	399	318
Number of Employees Covered by Collective Agreements	persons	-	-	-	2,045	1,856	1,496	342	0	0	423	399	318
Parental Leave													
Total Employees Taking Parental Leave	persons	2	4	6	131	148	94	24	8	6	13	4	14
Male Employees Taking Parental Leave	persons	1	3	2	0	0	0	12	5	5	6	1	2
Female Employees Taking Parental Leave	persons	1	1	4	131	148	94	12	3	1	7	3	12
Total Employees Returning from Parental Leave[2)]	persons	1	2	1	101	148	59	24	8	6	13	4	14
Male Employees Returning from Parental Leave	persons	1	2	0	0	0	0	12	5	5	6	1	2
Female Employees Returning from Parental Leave	persons	0	0	1	101	148	59	12	3	1	7	3	12
Parental Leave Return Rate	%	50	50	17	77.1	100	63	100	100	100	100	100	100
Male Return Rate after Parental Leave	%	100	67	0	0	0	0	100	100	100	100	100	100
Female Return Rate after Parental Leave	%	0	0	25	77.1	100	63	100	100	100	100	100	100

1) Work environment indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.
2) Employees returning from parental leave were calculated based on the year in which parental leave was taken, and female employees of the Korean entity (headquarters) who took parental leave in 2025 were still on parental leave as of January 2026, when the report was disclosed.

ESG Data

Social

Human Rights Impact Assessment

Category	Unit	Korea		
		2023	2024	2025
Human Rights Impact Assessment Implementation				
Total Employees	persons	-	-	523
Number of Employees at Worksites Subject to Human Rights Impact Assessment	persons	-	-	523
Human Rights Impact Assessment Implementation Rate	%	-	-	100
Human Rights Impact Assessment Results				
Number of Employees at Worksites Where Risks Were Identified	persons	-	-	523
Risk Identification Rate	%	-	-	100
Number of Employees at Worksites Where Mitigation Measures Were Completed among Worksites with Identified Risks	persons	-	-	-
Completion Rate of Mitigation Measures among Worksites with Identified Risks	%	-	-	-
Number of Worksites Where Risks of Child Labor, Forced Labor, or Human Trafficking Were Identified	sites	-	-	0

Human Rights Grievance Handling System

Category	Unit	Korea		
		2023	2024	2025
Human Rights-related Reports				
Number of Human Rights-related Reports Received through External Stakeholders	cases	-	-	0
Number of Human Rights-related Reports Received through External Stakeholders and Confirmed as Valid	cases	-	-	0
Number of Human Rights-related Reports Received through External Stakeholders, Confirmed as Valid, and Addressed	cases	-	-	0
Human Rights-related Report Resolution Rate	%	-	-	-

ESG Data

Social

DEI[1)]

Category	Unit	Korea			Vietnam[2)]			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Gender Diversity													
Male	%	80.2	77.3	77.9	27.2	30.1	34.3	53.4	57.0	46.9	54.4	57.9	53.5
Female	%	19.8	22.7	22.1	72.8	69.9	65.7	46.6	43.0	53.1	45.6	42.1	46.5
Gender Diversity among Executives													
Male	%	96.3	90.0	94.4	28	100	100	100	0	100	0	100	100
Female	%	3.7	10.0	5.6	72	0	0	0	0	0	0	0	0
Employment of Persons with Disabilities (Direct Employment)													
Employees with Disabilities	persons	2	2	2	0	0	0	4	4	3	0	0	0
Male	persons	2	2	2	0	0	0	1	1	0	0	0	0
Female	persons	0	0	0	0	0	0	3	3	3	0	0	0
Employment Rate of Persons with Disabilities	%	0.4	0.4	0.4	0	0	0	0.8	1.1	0.3	0	0	0
Male	%	0.5	0.5	0.4	0	0	0	0.4	0.5	0	0	0	0
Female	%	0	0	0	0	0	0	1.3	1.9	0.3	0	0	0

1) DEI indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.
2) The Vietnam production site collected data only for employees who self-identified their disability status.

ESG Data

Social

Occupational Safety and Health[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
ISO 45001 (Occupational Health and Safety Management System)													
Number of Certified Worksites	sites	-	-	-	1	1	1	1	1	1	1	1	1
ISO 45001 Implementation Rate	%	-	-	-	100	100	100	100	100	100	100	100	100
Total Working Hours	Hours	934,800	1,007,760	1,060,000	7,475,080	6,950,293	5,154,564	1,726,080	1,020,936	1,525,200	838,632	661,344	627,480
Lost Time Injury Frequency Rate (LTIFR)	persons/ million hours	0.0	0.0	0.0	0.1	0.0	0.0	1.0	0.4	0.8	0.5	0.0	0.3
Lost Time Injuries (LTI)	cases	0	0	0	3	0	1	9	2	6	2	0	1
Lost Workdays	days	0	0	0	118	0	7,500	517	20	57	42	0	16
Work-related Ill Health (Employees)													
Employee Fatalities	persons	0	0	0	0	0	1	0	0	0	0	0	0
Employee Work-related Ill Health Cases	persons	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Illness Frequency Rate (OIFR)	cases/ million hours	0	0	0	0	0	0	0	0	0	0	0	0

1) Occupational safety and health indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.

Information Security[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of Information Security Training Sessions	Times	1	1	TBD	-	-	-	-	-	-	-	-	-
Investment in Information Security	KRW 100 million	4.08	8.52	TBD	-	-	-	-	-	-	-	-	-
Number of Information Security Training Participants	persons	432	460	TBD	-	-	-	-	-	-	-	-	-

1) Information security indicators are based on the Korean entity (headquarters).

ESG Data

Governance

Board of Directors[1)2)]

Category	Unit	Korea		
		2023	2024	2025
Board Operations				
Number of Board Meetings Held	EA	51	61	72
Average Board Meeting Attendance Rate	%	99.6	94.8	94.7
Number of Board Resolutions	EA	56	67	75
Number of Dissenting or Modified Opinions Presented by Outside Directors	EA	0	0	0
Average Board Tenure	months	49	61	46
Board Composition				
Total Number of Directors	persons	5	5	5
Number of Inside Directors	persons	3	3	3
Number of Independent Directors (Male)	persons	2	2	2
Number of Female Directors	persons	0	0	0
Number of Other Non-executive Directors	persons	0	0	0
Number of Directors with Industry Expertise	persons	5	5	5
Board Expertise	%	100	100	100
ESG Committee Status				
Total Number of Committee Members	persons	3	3	3
Number of Committee Meetings Held	times	1	2	2
Number of Agenda Items Reported to the Committee	cases	1	2	1
Number of Agenda Items Approved by the Committee	cases	1	2	1

1) Governance indicators are based on the Korean entity (headquarters).
2) There are no restrictions on director qualifications in terms of gender, region, or other factors.

ESG Data

Governance

Ethical Management[1)]

Category	Unit	Korea			Vietnam			Mexico			China		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Worksite Corruption Risk													
Number of Reports on Ethical Management Violations	cases	1	-	-	-	-	-	-	-	-	-	-	-
Number of Ethical Management Violations Addressed	cases	1	-	-	-	-	-	-	-	-	-	-	-
Confirmed Corruption Cases and Actions Taken	cases	-	-	-	-	-	-	-	-	-	-	-	-
Confirmed Disciplinary Cases and Actions Taken	cases	-	-	-	30	15	3	-	-	-	-	-	-
Number of Cases Where Contracts with Suppliers Were Terminated Due to Reports of Corruption Violations	cases	-	-	-	-	-	-	-	-	-	-	-	-
Cases Where Contracts with Suppliers Were Not Renewed Due to Reports of Corruption Violations	cases	1	-	-	-	-	-	-	-	-	-	-	-
Number of Cases Where Contracts with Suppliers Were Terminated Following Actions Taken on Corruption Violations	cases	-	-	-	-	-	-	-	-	-	-	-	-
Cases Where Contracts with Suppliers Were Not Renewed Following Actions Taken on Corruption Violations	cases	-	-	-	-	-	-	-	-	-	-	-	-
Percentage of Worksites Assessed for Corruption Risk	%	100	-	-	-	-	-	-	-	-	-	-	-
Number of Worksites with Corruption Risk	sites	1	0	0	1	1	1	-	-	-	-	-	-
Discrimination and Harassment													
Number of Reports Related to Discrimination and Harassment	cases	-	-	-	-	-	-	-	-	-	-	-	-
Number of Training Sessions on Discrimination and Harassment	times	2	-	-	2	2	2	1	1	1	1	1	1
Number of Participants in Training on Discrimination and Harassment	persons	-	-	-	2,594	2,213	1,787	569	285	778	425	318	349
Legal Violation Cases													
Number of Legal Violations	cases	-	-	-	-	-	-	-	-	-	-	-	-
Amount of Legal Violation Fines	KRW 100 million	-	-	-	-	-	-	-	-	-	-	-	-
Employee Grievance Handling (Domestic)													
Number of Grievances Received	cases	-	-	-	-	-	-	28	9	1	-	-	-
Grievance Response Rate	%	-	-	-	-	-	-	100	100	100	-	-	-

1) Ethical management indicators are based on Korean entities (headquarters) and production sites in Vietnam, Mexico, and China.

ESG Index

GRI Index

Statement of Use	GRI 1 Used	Applicable GRI Sector Standards
SOLUM reports sustainability management information in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025, including some 2026 performance data.	GRI 1: Foundation 2021	As of June 2026, the GRI Sector Standards for Household Durables have not been published and are therefore not applicable.

* GRI 102: Climate Change 2025 was early adopted, replacing disclosures under GRI 305: Emissions 2016, and GRI 103: Energy 2025 was early adopted, replacing disclosures under GRI 302: Energy 2016

GRI	Disclosure	Location	Remarks
General disclosures			
GRI 2: General disclosures 2021	2-1 Organizational details	6	
	2-2 Entities included in the organization's sustainability reporting	2	
	2-3 Reporting period, frequency and contact point	2	
	2-4 Restatements of information	-	Separate notes are provided within the data.
	2-5 External assurance	114-117	
	2-6 Activities, value chain and other business relationships	9-11	
	2-7 Employees	6, 95	
	2-8 Workers who are not employees	95	
	2-9 Governance structure and composition	82	
	2-10 Nomination and selection of the highest governance body	82, 84	
	2-11 Chair of the highest governance body	82	
	2-12 Role of the highest governance body in overseeing the management of impacts	82	
	2-13 Delegation of responsibility for managing impacts	14, 82	
	2-14 Role of the highest governance body in sustainability reporting	14, 82	
	2-15 Conflicts of interest	83	
	2-16 Communication of critical concerns	14, 84	
	2-17 Collective knowledge of the highest governance body	83	
	2-18 Evaluation of the performance of the highest governance body	85	
	2-19 Remuneration policies	85	
	2-20 Process to determine remuneration	85	

ESG Index

GRI Index

GRI	Disclosure	Location	Remarks
General disclosures			
GRI 2: General disclosures 2021	2-21 Annual total compensation ratio		Not disclosed due to external confidentiality restrictions.
	2-22 Statement on sustainable development strategy	5	
	2-23 Policy commitments	32, 40, 54, 63-64, 69-70, 73-77	
	2-24 Embedding policy commitments	32, 40, 54, 63-64, 69-70, 73-77	
	2-25 Processes to remediate negative impacts	55-56, 76	
	2-26 Mechanisms for seeking advice and raising concerns	44, 57	
	2-27 Compliance with laws and regulations	102	
	2-28 Membership associations	112	
	2-29 Approach to stakeholder engagement	22	
	2-30 Collective bargaining agreements	97	
Material Topic & Topic Standards			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17	
	3-2 List of material topics	18	
	3-3 Management of material topics	20-21	
Material Topic 1 Climate Change Mitigation & Low-carbon Product Development			
GRI 102: Climate Change	102-1 Transition plan for climate change mitigation	24	
	102-2 Climate change adaptation plan	25	
	102-4 GHG emissions reduction targets and progress	30	
	102-5 Scope 1 GHG emissions	28-29, 90	
	102-6 Scope 2 GHG emissions	28-29, 90	
	102-7 Scope 3 GHG emissions	29, 90	
	102-8 GHG emissions intensity	30, 90	
	102-9 GHG removals in the value chain	26-27	

ESG Index

GRI Index

GRI	Disclosure	Location	Remarks
Material Topic 1 Climate Change Mitigation & Low-carbon Product Development			
GRI 103: Energy	103-1 Energy policies and management approach	23-27	
	103-2 Energy consumption within the organization and self-generated energy	26-27	
	103-3 Upstream and downstream energy consumption	89	
	103-4 Energy intensity	89	
	103-5 Reduction of energy consumption	26-27	
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	24	
Material Topic 2 Talent Attraction and Retention			
GRI 401: Employment	401-1 New employee hires and employee turnover	59, 94-95	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	62	
	401-3 Parental leave	62, 97	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	96	
	404-2 Programs for upgrading employee skills and transition assistance programs	60	
	404-3 Percentage of employees receiving regular performance and career development reviews	61, 96	
Material Topic 3 Product Safety and Quality			
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	34-36	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	34-36	No incidents of non-compliance concerning the health and safety impacts of products and services.
Material Topic 4 Personal Information Protection			
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	72	
Material Topic 5 Anti-corruption			
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	43-44, 102	
	205-2 Communication and training about anti-corruption policies and procedure	40-44	
	205-3 Confirmed incidents of corruption and actions taken	102	

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GRI Index

GRI	Disclosure	Location	Remarks
Non-material Topics			
GRI 101: Biodiversity	101-4 Identification of biodiversity impacts	51-52	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	88	
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report, p.296	
GRI 303: Water	303-3 Water withdrawal	92	
GRI 305: Emissions	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	91	
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	50	
	306-2 Management of significant waste-related impacts	50	
	306-3 Waste generated	92	
	306-4 Waste diverted from disposal	92	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	74-76	
	308-2 Negative environmental impacts in the supply chain and actions taken	74-76	
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	64	
	403-2 Hazard identification, risk assessment, and incident investigation	66-67	
	403-3 Occupational health services	68	
	403-4 Worker participation, consultation, and communication on occupational health and safety	67	
	403-5 Worker training on occupational health and safety	68	
	403-6 Promotion of worker health	68	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66-67	
	403-8 Workers covered by an occupational health and safety management system	100	
	403-9 Work-related injuries	100	
	403-10 Work-related ill health	100	

ESG Index

GRI Index

GRI	Disclosure	Location	Remarks
Non-material Topics			
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	58, 94-95, 99, 101	
	405-2 Ratio of basic salary and remuneration of women to men	94-95	
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	102	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	74-76	
	414-2 Negative social impacts in the supply chain and actions taken	74-76	

ESG Index

SASB Index

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metrics	Disclosure	Location
Product Safety	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	72
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage representation of (1) gender and (2) diversity group for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	94-95, 99
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	-
	TC-HW-410a.2	Percentage of eligible products by revenue meeting EPEAT registration requirements or equivalent requirements	-
	TC-HW-410a.3	Percentage of eligible products by revenue certified for energy efficiency	-
	TC-HW-410a.4	Weight and recycling rate of end-of-life products and recovered e-waste	-
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited under the RBA Validated Audit Process (VAP) or equivalent, for (a) all facilities and (b) high-risk facilities	-
	TC-HW-430a.2	Rate of (1) non-conformance with the RBA Validated Audit Process (VAP) or equivalent among Tier 1 suppliers and (2) related corrective action rate for priority non-conformances and (b) other non-conformances	-
Materials Procurement	TC-HW-440a.1	Description of risk management related to the use of critical materials	34-36

Table 2. Activity Metrics

Topic	Unit	Metrics	Response
Production Volume by Product Group	EA	TC-HW-000.A	118,490,000
Manufacturing Facility Area	m^2	TC-HW-000.B	-
Percentage of Production from Owned Facilities	%	TC-HW-000.C	100%

TCFD Index

Topic	Disclosure	Location
Governance	a) Description of the Board's activities in overseeing climate-related risks and opportunities	23
	b) Description of management's role in assessing and managing climate-related risks and opportunities	23
Strategy	a) Description of climate-related risks and opportunities over the short, medium, and long term	24
	b) Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	24
	c) Description of the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	25
Risk Management	a) Description of processes for identifying and assessing climate-related risks	28
	b) Description of processes for managing climate-related risks	28
	c) Description of how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system	28
Metrics and Reduction Targets	a) Disclosure of the metrics used to assess climate-related risks and opportunities in line with the organization's strategy and risk management process	28-30
	b) Disclosure of Scope 1, Scope 2, and, if applicable, Scope 3 GHG emissions and related risks	28-30
	c) Description of the targets used to manage climate-related risks and opportunities and performance against targets	28-30

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ESRS Index

ESRS 2. General Disclosures

Metrics	Disclosure	Location
BP-1	General Requirements for Sustainability Reporting	2
BP-2	Disclosures in Specific Circumstances	98, 101
GOV-1	Role of the Board	82-84
GOV-2	Information Provided to the Board and Sustainability Matters	84
GOV-5	Risk Management and Internal Controls over Sustainability Reporting	40
SBM-1	Strategy, Business Model and Value Chain	10
SBM-2	Interests and Views of Stakeholders	22
SBM-3	Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model	20-21
IRO-1	Process for Identifying and Assessing Sustainability-related Impacts, Risks and Opportunities	17
IRO-2	Location of ESRS Disclosure Requirements in the Sustainability Report	18
MDR-A	Actions and Resources Related to Material Sustainability Matters	20-21
MDR-M	Metrics Related to Material Sustainability Matters	20-21
MDR-T	Tracking the Effectiveness of Policies and Actions through Targets	20-21

Environment Metrics

Metrics	Disclosure	Location
ESRS E1 Climate Change		
E1-1	Transition Plan for Climate Change Mitigation	26-27
E1.SBM-3	Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model	20
E1.IRO-1	Process for Identifying and Assessing Material Climate-related Impacts, Risks and Opportunities	24
E1-3	Climate Change Policies, Related Actions and Resources	23
E1-5	Energy Consumption and Mix	89
E1-6	Scope 1, 2, 3 and Total GHG Emissions	28-29
ESRS E2 Pollution		
E2-2	Pollution-related Actions and Resources	49-50
E2-4	Air, Water, and Soil Pollution	91
ESRS E3 Water & Marine Resources		
E3-2	Water and Marine Resources-related Actions and Resources	50
E3-4	Water Consumption	92
ESRS E4 Biodiversity & Ecosystems		
E4.IRO-1	Management of Material Biodiversity and Ecosystem-related Impacts, Risks and Opportunities	51-52
E4-5	Impact Metrics Related to Biodiversity and Ecosystem Change	51-52
ESRS E5 Resource Use & Circular Economy		
E5-2	Resource Use and Circular Economy-related Actions and Resources	50

ESG Index

ESRS Index

Social Metrics

Metrics	Disclosure	Location
ESRS S1 Own Workforce		
S1.SBM-3	Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model	20
S1-1	Own Workforce-related Policies	54
S1-2	Engagement with Own Workforce and Workers' Representatives	58
S1-3	Grievance Channels and Processes	57
S1-4	Actions and Management of Material Impacts on Own Workforce and Approaches to Pursuing Opportunities	57-58, 60-62
S1-6	Key Characteristics of Employees in Own Workforce	94-95
S1-7	Key Characteristics of Non-employee Workers in Own Workforce	94-95
S1-9	Diversity Metrics	94-95, 99
S1-10	Adequate Wages	95
S1-11	Social Protection for Workers	62
S1-12	Percentage of Employees with Disabilities	99
S1-13	Training and Skills Development	60
S1-14	Health and Safety Management System	64-68
S1-15	Work-life Balance Metrics	97
S1-16	Pay Gap	95
S1-17	Human Rights Violations and Incidents	98
ESRS S2 Workers in the Value Chain		
S2-1	Value Chain Worker Policies	73
S2-2	Engagement with Value Chain Workers	78-79
S2-3	Grievance Mechanisms for Value Chain Workers	79
S2-4	Actions to Address and Mitigate Material Risks and Impacts on Value Chain Workers, and Approaches to Pursuing Material Opportunities	78-79

Metrics	Disclosure	Location
ESRS S4 Consumers & Users		
S4.SBM-3	Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model	21
S4-1	Consumers and End-users-related Policies	32
S4-2	Processes for Engaging with Consumers and End-users about Impacts	38-39
S4-3	Processes for Consumers and End-users to Raise Concerns and Have Negative Impacts Remediated	38-39
S4-4	Approaches to Advancing Material Positive Impacts on Consumers and End-users, Mitigating Material Risks, and Pursuing Opportunities, and Effectiveness of Related Actions	34-39

Governance Metrics

Metrics	Disclosure	Location
ESRS G1 Business Conduct		
G1.GOV-1	Role of Administrative, Supervisory and Management Bodies Related to Business Conduct	14, 82
G1.SBM-3	Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model	21
G1-1	Corporate Culture and Business Conduct Policies	40-41
G1-2	Management of Relationships with Suppliers and Information on Supply Chain Impacts	73-79
G1-3	Prevention and Detection of Corruption or Bribery	43-45
G1-4	Confirmed Cases of Corruption/Bribery	102

ESG Index

UN Global Compact

Ten Principles of the UN Global Compact			Location
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	54
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	54-58
Labor Standards	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	58
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	54
	Principle 5	Businesses should uphold the effective abolition of child labor.	54
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	54
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	49
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	49-50
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	11
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	40

UN SDGs

UN SDGs	Key Activities	Location
Goal 1. No Poverty	• Financial and service support for local underserved groups and areas affected by natural disasters, among others.	80
Goal 3. Good Health and Well-being	• Provision of comprehensive health checkups, meals, and other benefits for employees • Creation of economic value for individuals through employment • Creation of a great workplace culture, including employee satisfaction • Management of pollutants and hazardous substances at worksites and in products	34-36, 60-62
Goal 4. Quality Education	• Employee training and development programs covering job skills, language, and competencies • Identification and development of outstanding talent through industry-academia scholarship programs	60
Goal 7. Affordable and Clean Energy	• Expanded use of renewable energy • Culture of practicing energy conservation	26-27, 31
Goal 8. Decent Work and Economic Growth	• Introduction of an ATS (Applicant Tracking System) • Welfare benefits, childcare support, and family care support • Global Partners Day and Vietnam Market Development Seminar	59, 62, 78-79
Goal 9. Industry, Innovation and Infrastructure	• Continued ownership of core technologies and ongoing R&D • Operation and management of GPMS • Investment in information security infrastructure solutions	9-11, 35, 71
Goal 11. Sustainable Cities and Communities	• Climate change response and environmental impact risk analysis • Enhancement of eco-friendliness in urban environments through products such as EV chargers and ESL	23-31, 51-52
Goal 12. Responsible Consumption and Production	• Purchase of renewable energy-based electricity • Operation and management of GPMS • Sustainable supply chain management	26-27, 35, 73-79
Goal 13. Climate Action	• Carbon footprint certification and transition to renewable energy	23-31

Awards and Memberships

Awards

2025. 02
- Outstanding Supplier at KT Partners Day

2025. 03
- ESG Special Award (Samsung Electronics)

2025. 09
- Selected as Samsung Electronics EHS[1] Best Partner

2025. 10
- Grand Prize in Overall ESG at the K-ESG Management Awards

2025. 11
- RTIH[2] Innovation Awards 2025 in the Digital Transformation Project Category
- Selected as the No. 1 Premium Brand in Customer Trust 2025 (selected by JoongAng Ilbo / Forbes Korea, ESL brand “Newton”)

2025. 12
- Grand Prize in Public-Private Open Innovation by the Ministry of SMEs and Startups
- Received the highest rating, “Excellent,” for two consecutive years in the 2025 Fair Trade Agreement Implementation Evaluation hosted by the Korea Fair Trade Mediation Agency
- Received the Bronze Medal in the EcoVadis Assessment

2026. 02
- Selected as an Outstanding Company in 2025 Open Innovation Performance by SBA[3]

Memberships

- FOMEK 한국중견기업연합회 Federation of Middle Market Enterprises of Korea
- 한국상장회사협의회 KOREA LISTED COMPANIES ASSOCIATION
- WORLD CLASS 월드클래스기업협회
- 한국무역협회
- 서울지방변호사회
- KIPE 사단법인 전력전자학회 THE KOREAN INSTITUTE OF POWER ELECTRONICS
- 대한상공회의소
- IoT 한국지능형사물인터넷협회 Korea Intelligent IoT Association
- KEC 한국전기공사협회
- KMDIA 사단법인 한국의료기기산업협회 Korea Medical Devices Industry Association

1) EHS: Environment Health Safety
2) RTIH: Retail Technology Innovation Hub
3) SBA: Seoul Business Agency

Certifications

Category	Certification	Korea	Vietnam	Mexico	China	India	Indonesia
Environment and Safety	ISO 14001 (Environmental Management System)	-	2029-04-03	2026-11-26	2027-02-02	2027-03-29	2028-09-25
	ISO 50001 (Energy Management System)	-	2027-08-09	2027-08-29	-	-	-
	ISO 14067 (Carbon Footprint Quantification)[1]	-	2024-08-22 2025-08-28	-	-	-	-
	ISO 45001 (Occupational Health and Safety Management System)	-	2029-04-03	2026-11-30	2027-02-02	2028-06-11	2028-09-25
Quality and Product	ISO 9001 (Quality Management System)	2027-08-07	2029-04-03	2026-11-26	2027-09-25	2027-03-29	2028-09-25
	IATF 16949 (Automotive Quality Management System)	-	2028-07-14	2026-09-08	-	-	-
	ISO 13485 (Medical Devices Quality Management System)	-	2027-09-26	-	-	-	-
	QC 080000 (Hazardous Substance Process Management System)	-	-	-	2026-09-05	-	-
Ethics and Social	ISO 37001 (Anti-bribery Management System)	2028-12-28	-	-	-	-	-
	ISO 22301 (Business Continuity Management System)	-	2027-01-08	-	-	-	-
	SA 8000 (Social Accountability Management)	-	2028-10-19	-	-	-	-
Information Security	ISO/IEC 27001 (Information Security Management System)	2026-11-01	-	-	-	-	-
	ISO/IEC 27017 (Cloud Information Security)	2026-11-01	-	-	-	-	-
	ISO/IEC 27018 (Cloud Personal Data Protection)	2026-11-01	-	-	-	-	-
	CCM (Cloud Controls Matrix)	2026-11-01	-	-	-	-	-

1) Figures are based on the certification issuance date when carbon footprint certification was confirmed for each model (8 models: 2024-08-22; 13 models: 2025-08-28).

GHG Verification Statement

SOLUM CO., LTD.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(here in after "GHG") emission(Scope 1,2,3) and solar power generation in 2025 of SOLUM CO., LTD.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.
- Verification of places of business and emissions facilities under the control of SOLUM CO., LTD.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation.The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that SOLUM CO., LTD. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions, Energy Consumption & Solar power generation

	Direct emissions(Scope 1)	Indirect emissions(Scope 2)	Total(tCO_2eq)
2025	701.831	25,263.553	25,965

Fuel(TJ)	Electricity(TJ)	Total(TJ)	Solar power generation(MWh)
10.665	188.359	199	641

* Total amount and sum of emissions by item may differ by rounding
* Diesel exhaust fluid (DEF) consumption is not included in the calculation of mobile combustion emissions for 2025

Scope 3 Emissions

Category	Scope 3	Emissions(tCO_2eq)
CAT 1	Purchased goods and service	178,327
CAT 4	Upstream transportation and distribution	18,808
CAT 9	Downstream transportation and distribution	25
CAT 11	Use of sold products	1,505,497
CAT 12	End-of-life treatment of sold products	22
Total		1,702,679

* Total amount and sum of emissions by item may differ by rounding
* Inflation is not reflected in the application of expenditure-based emission factors, and only exchange rate fluctuations are considered

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.
As a result, we express "unmodified" opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

KMR ISO 14064-1 IAF National Institute of Environmental Research

May, 19, 2026
KMR CEO E J Hwang

GHG Verification Statement

GHG emissions, Energy Consumption and Solar power generation by business sites

No.	Sites	GHG emissions(tCO_2eq)			Energy consumption(TJ)			Solar power generation (MWh)
		Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total	Fuel	Electricity	Total	
1	SOLUM Head office	182.554	2,082.457	2,265	3.008	43.516	46	-
2	SOLUM Sensor	-	35.554	35	-	0.743	-	-
3	SOLUM Healthcare	-	41.946	41	-	0.877	-	-
4	Mexico	69.314	1,538.152	1,607	1.021	20.767	21	641
5	China	69.220	5,254.112	5,323	1.119	33.946	35	-
6	Vietnam	318.042	14,936.155	15,254	4.557	81.569	86	-
7	India	62.701	1,375.177	1,437	0.960	6.941	7	-
Total		701.831	25,263.553	25,965	10.665	188.359	199	641

* Total amount and sum of emissions by item may differ by rounding
* SOLUM Sensor and SOLUM Healthcare are located within the SOLUM head office building,
  and their GHG emissions and energy consumption are calculated based on the proportion of occupied floor area (LNG is not used)
* For the entities in Mexico, China, and India, emission factors based on CO_2 (not CO_2e) are applied
* Diesel exhaust fluid (DEF) consumption is not included in the calculation of mobile combustion emissions for 2025

Independent Assurance Statement

To readers of SOLUM 2026 ESG Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of SOLUM 2026 ESG Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of SOLUM's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to SOLUM's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in SOLUM's report:

- SOLUM 2026 ESG Report

Reference Standard

- GRI Standards 2021

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 - Type 2/moderate

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
  - GRI 2 General Disclosures 2021
  - GRI 3 Material Topics 2021
- Topic Specific Standards
  - GRI 101: Biodiversity(101-4), GRI 102: Climate Change(102-1, 102-2, 102-4, 102-5, 102-6, 102-7, 102-8, 102-9), GRI 103: Energy,
  - GRI 201: Economic Performance(201-1, 201-2), GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior,
  - GRI 303: Water and Effluents(303-3), GRI 305: Emissions(305-7), GRI 306: Waste(306-1, 306-2, 306-3, 306-4), GRI 308: Supplier Environmental Assessment,
  - GRI 401: Employment, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 414: Supplier Social Assessment, GRI 416: Customer Health and Safety, GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by SOLUM are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Independent Assurance Statement

Conclusion and Opinion
Based on the document reviews and interviews, we had several discussions with SOLUM on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by SOLUM, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity
SOLUM has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality
SOLUM has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness
SOLUM prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of SOLUM's actions.

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

Reliability of Specific Sustainability Performance Information
In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including economic, environmental, and social performance data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control
Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with SOLUM and did not provide any services to SOLUM that could compromise the independence of our work.

Limitations of Use
This assurance statement is made solely for the management of SOLUM for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of SOLUM. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

KMR SRV1000 Sustainability Committee Assurance AA1000 Licensed Report 000-129/V3-OPUKD

June 4, 2026
KMR CEO E J Hwang

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