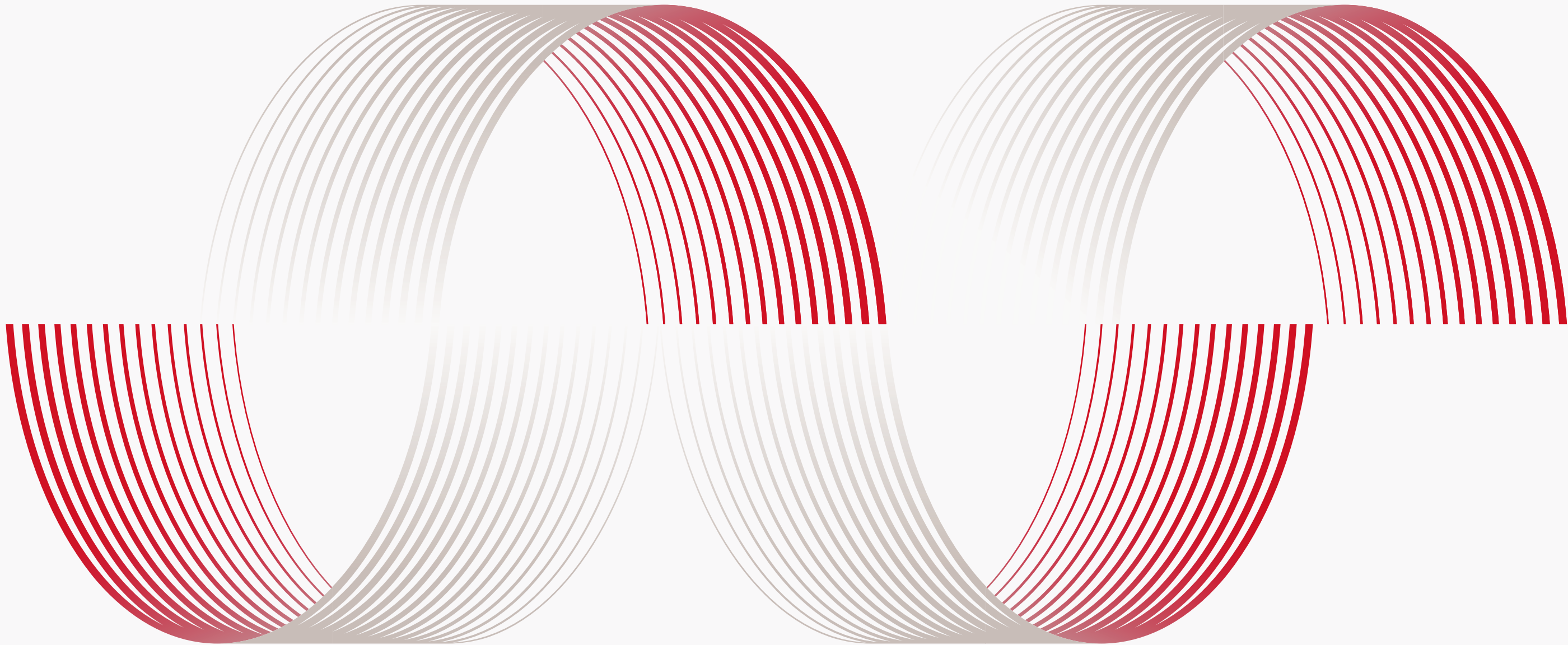


2025-2026 Sustainability Report





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INTERACTIVE GUIDE

This report has been published as an interactive PDF with navigation features that allow readers to move easily between relevant pages within the report and link directly to related webpages.

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About This Report

This is the fourth Sustainability Report of DRB Holding Co., Ltd. (hereinafter "DRB"). The report has been prepared to transparently disclose to stakeholders the direction of our sustainability management initiatives and our economic, environmental, and social performance. In developing the report, we conducted a double materiality assessment to gather stakeholder perspectives. The report presents our sustainability management efforts and achievements, with focus on identified material topics and general issues. Going forward, DRB plans to continue transparently disclosing and managing its mid- to long-term strategies, targets, and operational status through Sustainability Reports.

Reporting Period

This report presents financial and non-financial performance related to key ESG management activities for the period from January 1, 2025, through December 31, 2025. Some data include information from the first half of 2026. Quantitative performance data span three years, from January 1, 2023, through December 31, 2025, to illustrate performance trends. The reporting cycle is annual; the previous report was published in July 2025.

Reporting Scope

This report encompasses DRB Holding and its consolidated subsidiaries, considering DRB Holding's operational control and the magnitude of its influence on material issues. Financial performance has been prepared in accordance with K-IFRS (Korean International Financial Reporting Standards). ESG performance is reported across five key production subsidiaries that conduct manufacturing operations and have significant environmental and social impacts: DRB Industrial, DRB Automotive, DRB Qingdao, DRB Slovakia, and DRB Vietnam. As our business scale expands and certain subsidiaries increase in materiality, we plan to review a phased approach to incorporating such entities into the reporting scope. For data disclosed on a standalone basis, figures have been calculated for a

total of five subsidiaries. Supplementary notes have been provided where the reporting scope differs or where year-on-year changes in reported data occur.

* Key Subsidiaries in Reporting Scope: DRB Industrial, DRB Automotive, DRB Qingdao, DRB Slovakia, DRB Vietnam

Reporting Standards

This report has been prepared in accordance with GRI (Global Reporting Initiative) Standards 2021, the international sustainability reporting guidelines, and reflects the disclosure guidelines of ISSB (International Sustainability Standards Board), TCFD (Task Force on Climate-Related Financial Disclosures), SASB (Sustainability Accounting Standards Board), and ESRS (European Sustainability Reporting Standards). Financial information in our sustainability disclosures complies with K-IFRS (Korean International Financial Reporting Standards). Both quantified financial and non-financial information is presented on a fiscal-year basis.

Report Reliability

This report has undergone independent third-party verification by Marcspoon Co., Ltd., an external independent assurance provider, to ensure the fairness and reliability of its reporting content and data. The assurance process and opinions are presented on the Independent Assurance Statement page of this report.

Additional Information

To provide transparent information to investors and stakeholders, DRB periodically publishes materials related to its business status and management performance on the websites of DRB and its subsidiaries. Additional information related to this report is available on our company websites, business reports, audit reports, and the Financial Supervisory Service disclosure website.

Report Notice

This report contains material and relevant information for our stakeholders and has been prepared in accordance with information disclosure practices designed to ensure appropriateness for stakeholder needs, comparability, and reliability. The report may include forward-looking statements based on estimates and assumptions regarding future business environments, in addition to information regarding current or past periods. Forward-looking information—including events, circumstances, and plans based on such estimates or assumptions—may change due to shifts in domestic and international regulations, market conditions, industry structure, and other business environment factors. Many of these elements are beyond our control or cannot be estimated with certainty. Additionally, certain quantitative information in this report represents estimates measured using proxy indicators and methodologies currently available in the market and may differ from actual measurements conducted using alternative methodologies by information users. DRB publishes sustainability reports annually to transparently share the company's sustainability management implementation status and performance with stakeholders. Going forward, we will strengthen communication with stakeholders and continue to advance sustainability management.

Publisher	DRB Holding Co., Ltd. (www.drbworld.com)
Publication Month	August 2026
Report Prepared By	Sustainability Management Team Compliance Division DRB Holding Co., Ltd.
Inquiries	28 Gongdan-dong-ro 55beon-gil, Geumjeong-gu, Busan 051-520-9019 esg@drbworld.com



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CEO Message

Dear Valued Stakeholders,

The year 2025 marked a historic milestone for DRB — our 80th anniversary — and a year in which we built a stronger foundation for the future, even as global supply chain realignments and trade uncertainties continued to define the operating environment.

Three achievements stand out as particularly meaningful. We further consolidated our position as a global leader in the rubber track sector. DRB Automotive earned aerospace quality management system certification (KS Q 9100). And Vietnam Plant 2 was successfully brought into full operation. Each of these outcomes reflects our sustained commitment to advancing technological competitiveness and sustainability management in concert.

Building on this progress, DRB enters 2026 with clear purpose: to expand our presence in global markets and to place sustainability management at the core of our business strategy — ensuring that our growth remains both durable and responsible.

First Priority: Advancing Toward Carbon Neutrality

Climate change is a core management imperative that DRB must address directly. Guided by our targets of a 28% reduction in GHG emissions by 2030 and carbon neutrality by 2050, we will implement tailored reduction plans across each business division, refine our Scope 3 emissions accounting framework, and lead the low-carbon transition across the supply chain. At the same time, we will develop low-carbon, high-efficiency solutions and apply eco-friendly design practices to proactively address our customers' decarbonization requirements — building market confidence and strengthening our competitive position for new orders.

Second Priority: A Workplace Built on People and Safety

At DRB, people are our most valuable asset. With zero serious accidents as our foremost priority, we will establish proactive occupational health and safety systems across all domestic and international sites, and expand well-being programs that support the physical and mental health of our employees — creating an environment where everyone can work with confidence and peace of mind. We will also broaden opportunities for open communication and professional development, enabling our employees to grow as active contributors in shaping DRB's future.

Third Priority: Governance Built on Trust

In an increasingly uncertain business environment, risk management is the cornerstone of sustainability management. DRB will operationalize an integrated risk management framework spanning climate, human rights, supply chain, and cybersecurity — consolidating dispersed risk responses into a single, unified approach. In parallel, we will expand the disclosure of both financial and non-financial information and advance our ethical management and compliance framework, reinforcing a governance foundation that stakeholders can rely on.

What has sustained DRB through eight decades is not technology or products alone, but the shared values and culture held by every one of our employees. We believe that sustainability management is built through the accumulation of daily choices and practices. As a company that upholds its responsibilities to the environment and to society, we will not stop until that belief is fully embedded in every aspect of DRB's business and culture — and until every stakeholder who is part of this journey can share in the sustainable value we create together.

Thank you.

Cho Hyun Min CEO, DRB Holding

H.M. Cho





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Business Overview

Founded in 1945 as Dongil Chemical Works, DRB has grown alongside South Korea's industrialization by pioneering the domestic production of rubber belts. Over more than 80 years of continuous technological innovation, DRB has expanded its business scope from rubber manufacturing to automotive components and advanced technologies for future industries, evolving into a global diversified materials group. In 2022, DRB transitioned to a pure holding company structure and now contributes to global industrial development and improved quality of life through economic value creation and the integration of ESG management into its operations.



Company Name	DRB Holding Co., Ltd. (Abbreviation: DRB Holding)	Revenue	KRW 802.7 billion
Founded	September 30, 1945	Operating Income	KRW 24.8 billion
Listed	May 21, 1976	Total Assets	KRW 974.9 billion
CEO	Cho Hyun Min	Total Liabilities	KRW 445.9 billion
Headquarters Address	28 Gongdan-dong-ro 55-beon-gil, Geumjeong-gu, Busan	Total Shareholders' Equity	KRW 529.0 billion
Employees	116 (2,733 on a global consolidated basis)	ESG Rating	Overall Grade B+ (Korea Institute of Corporate Governance and Sustainability)
		Credit Rating	BBB- (NICE Information Service)

Core Value

DRB recognizes the fundamental importance of conducting business with Honesty·Integrity·Trust. We have long believed these principles are the most valuable bridge connecting us to our customers. As we enter the next century of our history, we remain committed to nurturing these core values and leaving a legacy of earned trust through steadfast honesty and integrity in all our endeavors.

Pioneering Tomorrow's Infinite Possibilities

We promote mutual growth of companies and individuals through products and services powered by technological innovation,creating a sustainable future for society and our planet.
As a company that nurtures infinite possibilities for tomorrow, we shape the present and the future through continuous change and challenge.



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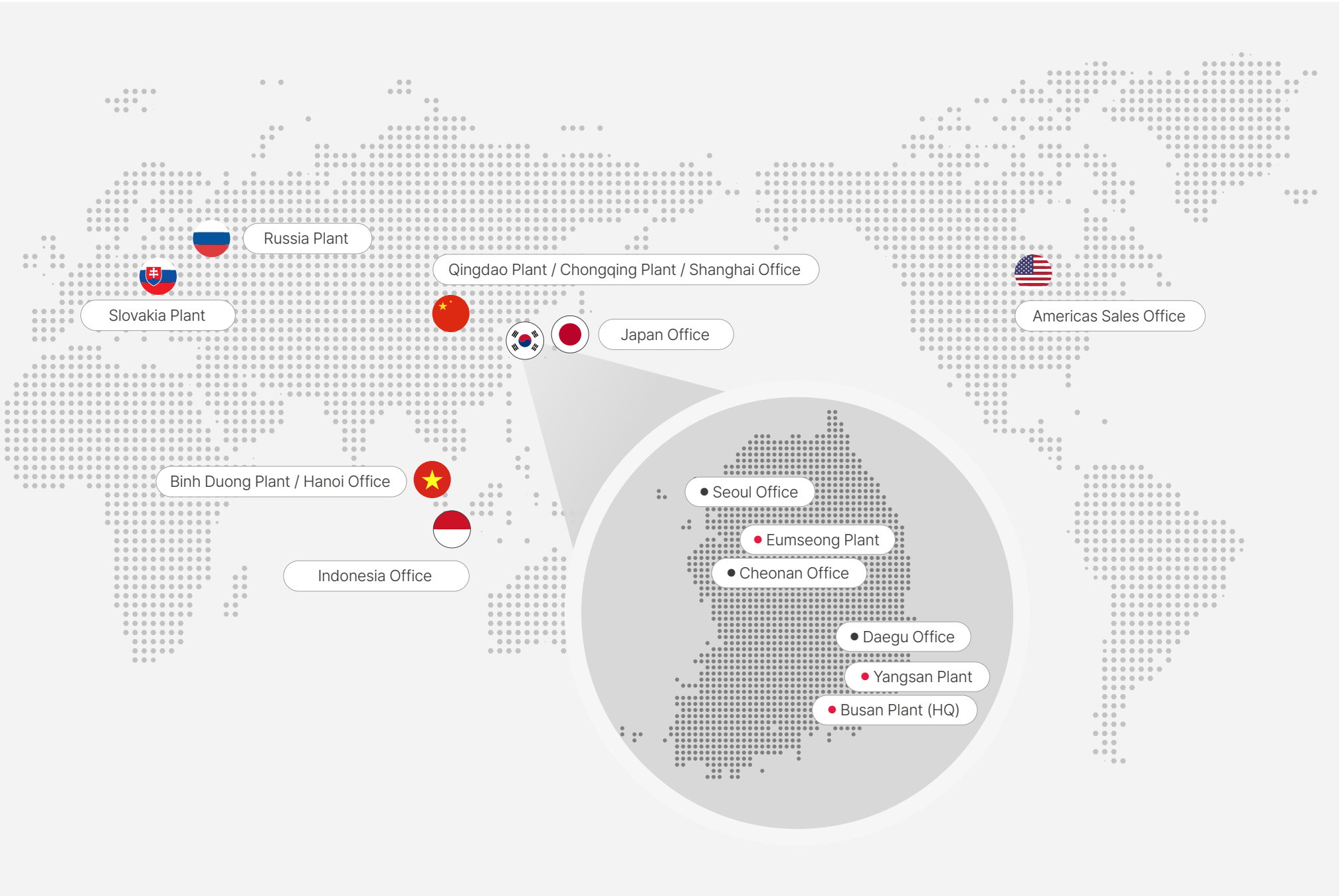
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Global Network

Since the 2000s, DRB has steadily expanded its overseas manufacturing and sales operations, establishing itself as a truly global enterprise. We continue to pursue localization strategies to secure our competitive advantage in world markets.



	Korea	<div><div>· DRB Holding Co., Ltd.</div><div>· DRB Industrial Co., Ltd.</div><div>· DRB Automotive Co., Ltd.</div><div>· DRB Automation Co., Ltd.</div><div>· DRB Healthcare Co., Ltd.</div><div>· DRB International Co., Ltd.</div></div>
	United States	<div><div>· Dongil Rubber Belt America Inc.</div></div>
	Japan	<div><div>· Dongil Rubber Belt Japan Co., Ltd.</div></div>
	China	<div><div>· Qingdao Dongil Rubber Belt Co., Ltd.</div><div>· Shanghai Dongil Rubber Belt Co., Ltd.</div></div>
	Vietnam	<div><div>· Dongil Rubber Belt Vietnam Co., Ltd.</div></div>
	Indonesia	<div><div>· PT. Dongil Rubber Belt Indonesia</div></div>
	Slovakia	<div><div>· Dongil Rubber Belt Slovakia s.r.o</div></div>
	Russia	<div><div>· DRB RUS LIMITED LIABILITY COMPANY</div></div>

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Industrial Rubber Products Division

DRB Industrial Co., Ltd. is the core operating company of DRB. Since achieving the first domestic rubber belt localization in 1945, the company has been a leader in the industrial rubber sector for over 80 years. Its product portfolio encompasses transmission belts, conveyor belts, rubber tracks, and engineering products, supported by a global production system spanning Korea, China, and Vietnam. DRB Industrial has further strengthened its industry-leading position in sustainability management through an EcoVadis Platinum rating.

DRB Industrial

General Overview



Company Name

Location

CEO

Number of Employees

DRB Industrial Co., Ltd.

28 Gongdan-dong-ro 55beon-gil, Geumjeong-gu, Busan

Taniyama Ken

540 employees (as of December 31, 2025)

Overseas Subsidiaries: Industrial Rubber Products Manufacturing

DRB Qingdao

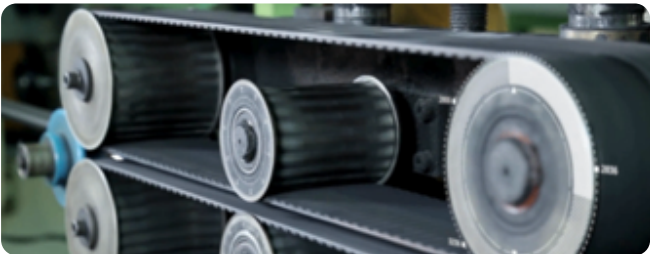


DRB Vietnam



Key Products

Transmission Belt



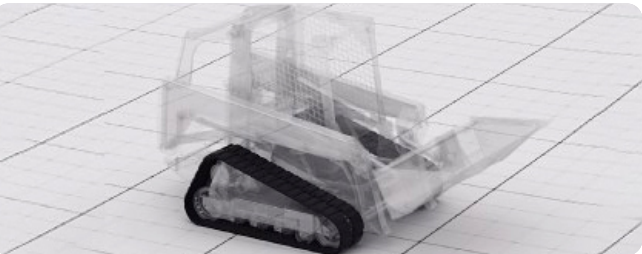
Transmission belts provide power-transmission solutions across diverse industrial sectors, including industrial machinery, automotive, agricultural equipment, and home appliances. Drawing on accumulated manufacturing expertise and superior durability, the products deliver stable operational performance and enhanced productivity. Their extended service life reduces maintenance requirements and contributes to resource efficiency.

Conveyor Belt



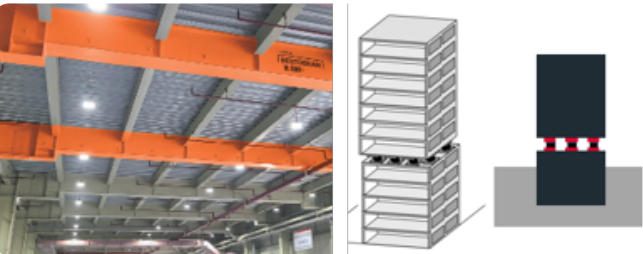
Conveyor belts deliver material transport solutions across mining, steel, power generation, port, and logistics industries. Drawing on the technological expertise behind Korea's first domestically produced rubber belt, these products maximize transport efficiency and support sustainable industrial operations.

Rubber Track



Rubber tracks are critical endless track components that determine the operational stability of construction and agricultural machinery, delivering superior traction and durability on all terrain types. Rubber pads, which can be easily mounted on steel tracks, meet both functional and economic requirements, addressing the diverse needs of the global construction and agricultural machinery market.

Engineering



The engineering business originated from rubber application technologies such as railway vibration isolation and seismic isolation for buildings. We have expanded this foundation into structural applications, including composite beams and composite columns for construction. Leveraging this expertise, we design, develop, and manufacture civil and architectural products that provide safe and comfortable environments.

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Automotive Rubber Products Division

DRB Automotive Co., Ltd. is a specialized company supplying original equipment manufacturers with product lines that enhance vehicle quietness and safety, including vehicle sealing and battery gaskets. The company builds on technological expertise and specialized knowledge accumulated in the automotive rubber components field. Operating a global production system across Korea, China, Slovakia, and Russia, DRB Automotive actively responds to the future automotive market through Life Cycle Assessment (LCA) for electric vehicle products and achievement of EcoVadis Gold rating.

DRB Automotive

General Overview



Company Name	DRB Automotive Co., Ltd.
Location	28 Gongdan-dong-ro 55beon-gil, Geumjeong-gu, Busan
CEO	Taniyama Ken
Number of Employees	210 employees (as of December 31, 2025)

Overseas subsidiaries producing automotive rubber products

DRB Qingdao



DRB Slovakia



DRB Russia



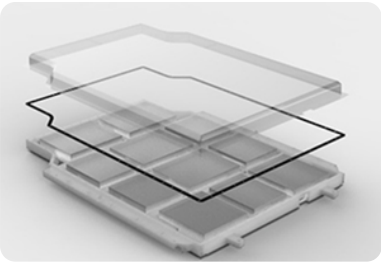
Key Products

Vehicle Sealing



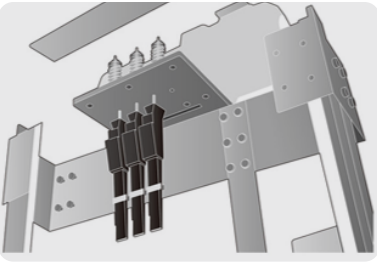
Vehicle sealing components enhance vehicle quietness and comfort by blocking water, dust, and noise from the vehicle exterior. Applied at door, glass, and body panel joints, they prevent foreign material intrusion, reduce friction for smooth operation, and suppress vibration and noise. DRB Automotive achieves differentiated quality through comprehensive process technology covering material formulation, molding, and quality control.

Battery Gasket



The battery gasket is a component assembled at the contact surface between the battery pack housing and cover to maintain a seal and protect the battery pack from external water and dust infiltration. We have established and met our own standards for flame retardancy and cleanliness, ensuring compliance with safety requirements in the electric vehicle battery market.

Elevator Flat Belt



The elevator flat belt delivers high flexibility and enhanced traction force, enabling the use of smaller pulley diameters and reducing energy costs. With its extended service life and easy replacement, the product minimizes maintenance requirements while its low vibration and quiet operation enhance user satisfaction.

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Other Products Division

DRB Automation Co., Ltd. is a specialized automation solutions provider serving the automotive and industrial sectors. Since its establishment in 1989, the company has built deep technical expertise and delivers integrated solutions encompassing robot systems, laser and friction stir welding (FSW), press automation, and logistics systems. As industrial automation demand expands, DRB Automation continues to broaden its business scope to capture emerging opportunities in the sector.

DRB Automation

General Overview



Company Name	DRB Automation Co., Ltd.
Location	130 Geumsa-ro, Geumjeong-gu, Busan
CEO	Kook Bin Yong
Number of Employees	107 employees (as of December 31, 2025)

Key Products

Robot Systems



Robot systems are welding and handling automation solutions deployed on automotive body and component production lines. In SPOT and ARC welding applications, DRB Automation delivers optimized automation systems built on its accumulated proprietary welding expertise.

Logistics System



Logistics System is an integrated logistics automation solution designed to maximize efficiency in production and transport processes. Built on automated warehouse systems and supported by integrated management information systems, it delivers comprehensive process automation across operations. Through integration with press automation, laser, and friction stir welding (FSW) technologies, it delivers customized solutions tailored to the characteristics of each industry.

DRB Healthcare Co., Ltd. is a specialized medical device company developing safe and sustainable medical solutions for patients and medical professionals. Leveraging its proprietary drug adsorption-prevention IV set, Olefusion, and AI-powered material analysis technology, DRB Healthcare delivers precise drug delivery and environmentally friendly medical solutions, advancing innovation in healthcare.

DRB Healthcare

General Overview



Company Name	DRB Healthcare Co., Ltd.
Location	77-35 Daegeum-ro, Daeso-myeon, Eumseong-gun, Chungcheongbuk-do
CEO	Shim Jung-seon
Number of Employees	19 employees (as of December 31, 2025)

Key Products

Medical Devices



Olefusion is an infusion set designed to maximize patient safety and treatment efficacy by preventing drug adsorption. It adopts eco-friendly polyolefin material to overcome the limitations of conventional PVC and PU materials and effectively addresses the loss of special medications—such as anticancer and antibiotic agents—that adhere to the inner wall of tubing. The product incorporates an Air Block system that automatically prevents air entry when infusion delivery is complete, and a needleless port that eliminates needle-stick injury risk, creating a safe environment for both patients and healthcare professionals. Featuring UV-blocking capability, Olefusion is a next-generation infusion solution that integrates data-verified non-adsorption technology with proven safety features.

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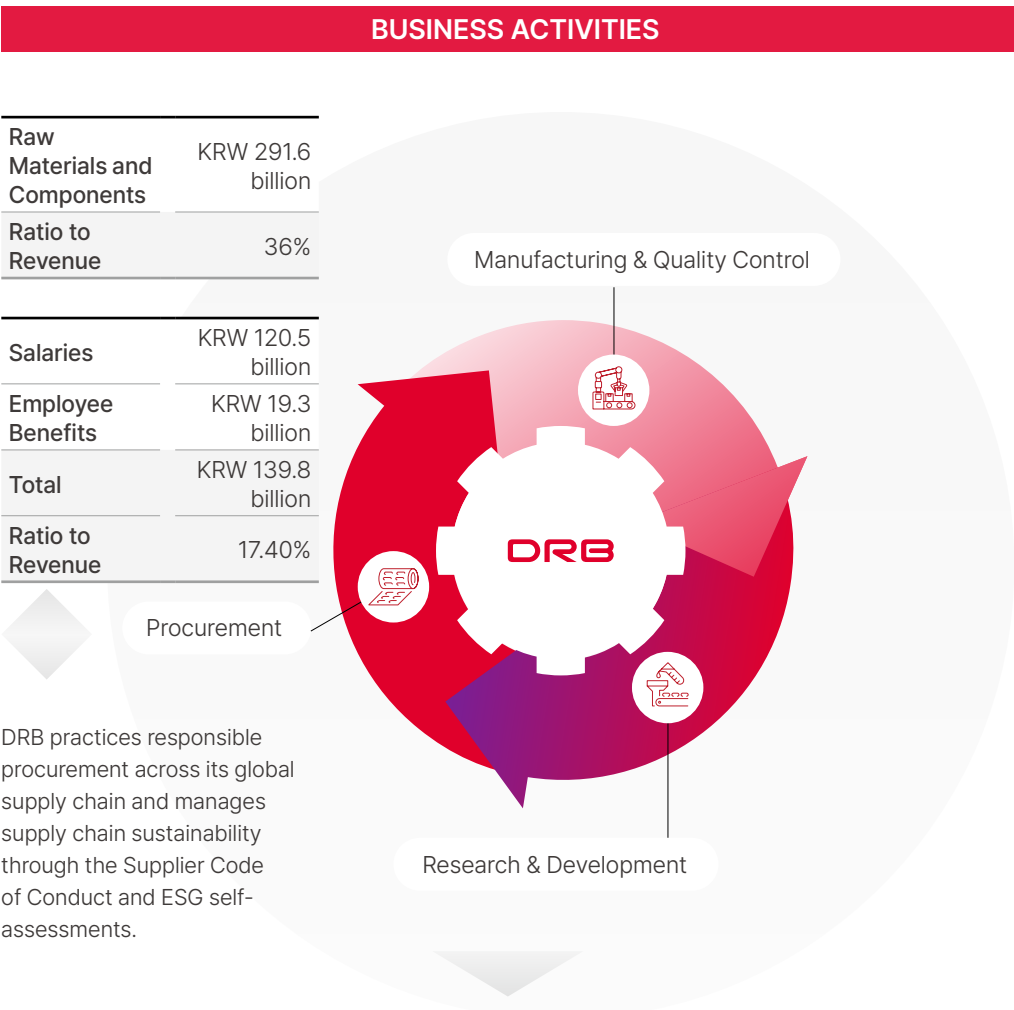
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Value Creation

DRB Holding and its subsidiaries deploy six forms of capital across all business activities to create economic, environmental, and social value through a value chain encompassing research and development, procurement, manufacturing, and sales. We deliver meaningful outcomes to all stakeholders and contribute to the realization of the UN Sustainable Development Goals (SDGs)—the direction of sustainable growth we pursue.

INPUT	
Financial Capital	
Total Assets	KRW 974.9 billion
Total Equity	KRW 529 billion
Productive Capital	
Key Raw Material Purchases ¹	KRW 285.6 billion
Production Capacity ²	KRW 1,231.1 billion
Human Capital	
Number of Employees	2,733
Compensation (Salaries and Benefits)	KRW 139.8 billion
Intellectual Capital	
Research and Development Personnel	122 individuals
Research and Development Expenses ³	KRW 14.6 billion
Social Capital	
Social Contribution Investment and Donations ⁴	KRW 45.4 million
Employee Volunteer Hours ⁵	338 hours
Environmental Capital	
Energy Consumption	1,019,517GJ
Water Intake ⁶	438,394ton

1. Based on average unit price of each raw material
2. Calculation basis: Production capacity = production output / actual operating days × total operating days
3. Amount after deduction of government subsidies
4. Based on domestic entities (including operating expenses for social contribution platforms and programs)
5. Volunteer activity hours of employees at domestic entities
6. Based on entities within reporting scope



DRB practices responsible procurement across its global supply chain and manages supply chain sustainability through the Supplier Code of Conduct and ESG self-assessments.

Research & Development

In response to strengthening environmental regulations and customer requirements, we are developing low-carbon process technologies and conducting research on material substitution to reduce hazardous chemical. We are also pursuing research on bio-based materials as replacements for petrochemical-based raw materials.

Raw Material

We are progressively expanding the use of recycled and renewable raw materials. To comply with international regulations such as EUDR (EU Deforestation Regulation), we operate a supply chain due diligence system that verifies deforestation prevention measures at external suppliers' raw material sources.

Manufacture

Our production subsidiaries maintain ISO 14001 certification and operate environmental management systems. We manage risks across greenhouse gas, waste, water, and energy, and continuously advance improvement initiatives.

Economic Value Distribution	
Dividends	KRW 1.9 billion
Interest Expense	KRW 13.0 billion
Total	KRW 14.9 billion
Ratio to Revenue	1.80%
Corporate Tax ⁷	KRW 4.9 billion
Donations ⁸	KRW 3 billion
Total	KRW 5.2 billion
Ratio to Revenue	0.60%

7. Corporate tax payment (based on the cash flow statement)
8. Sum of statutory and designated donations (on a consolidated basis)

OUTPUT	
Financial Capital	
Revenue	KRW 802.7 billion
Net Income	KRW 9 billion
Production Capital	
Product Manufacturing	KRW 648.1 billion
Product Sales	KRW 802.7 billion
Human Capital	
Productivity per Employee	2.40%
Proportion of Women and Socially Disadvantaged Groups	21.30%
Intellectual Capital	
Patents	67
Utility Models and Design Rights	20
Trademarks	95
Social Capital	
Number of external suppliers ⁹	1,388
Number of Social Contribution Beneficiaries ¹⁰	3,099
Environmental Capital	
GHG Emissions	65,289tCO ₂ eq
Water Recycling Rate ¹¹	39.90%

9. Total Number of External Suppliers of Entities Within Reporting Scope
10. Cumulative number of beneficiaries through the operation of the social contribution platform in 2025
11. Based on entities within reporting scope

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ESG Key Highlights

2025 ESG Highlights

01. ENVIRONMENT



Expansion of Renewable Energy Use

- Construction of solar power generation facilities at DRB Slovakia in 2025 and power supply contracts
- Priority-based expansion of renewable energy generation facility installation and contracting

02. ENVIRONMENT



Expansion of Eco-Friendly Raw and Auxiliary Materials

- Substitution of hazardous chemicals and development of recycled carbon underway

03. ENVIRONMENT



First Biodiversity Risk Assessment Conducted

- First biodiversity risk assessment performed across 27 major domestic and overseas business sites using the LEAP methodology recommended by TNFD

04. SOCIAL



2025 CSR in the Community certification

- Recognized as a certified company for two consecutive years for contributing to the revitalization of local communities (Awarded by the Ministry of Health and Welfare and the Korea National Council on Social Welfare)

05. SOCIAL



Health, Family, and Leisure-Friendly Company Certification

- Maintained health, family, and leisure-friendly company certifications tailored to the circumstances of each corporation

06. SOCIAL



Strengthened On-Site Participatory Smart Safety Management

- Identified 759 enterprise-wide risk factors and achieved an 86% improvement rate through SAFE+ TF operations
- Established real-time anomaly detection system based on AI and IoT, and operated special fire prevention initiatives

07. GOVERNANCE



Supplier Code of Conduct Compliance Commitment

- Expanded commitment to compliance with revised external suppliers Code of Conduct

08. GOVERNANCE



ISO 37001 Certification Acquired

- DRB Slovakia acquired ISO 37001 (Anti-Bribery Management System) certification

09. GOVERNANCE



EcoVadis Platinum Medal for Three Consecutive Years

- DRB Industrial achieved Platinum rating in supply chain sustainability assessment (Top 1% within the same industry and company size category)



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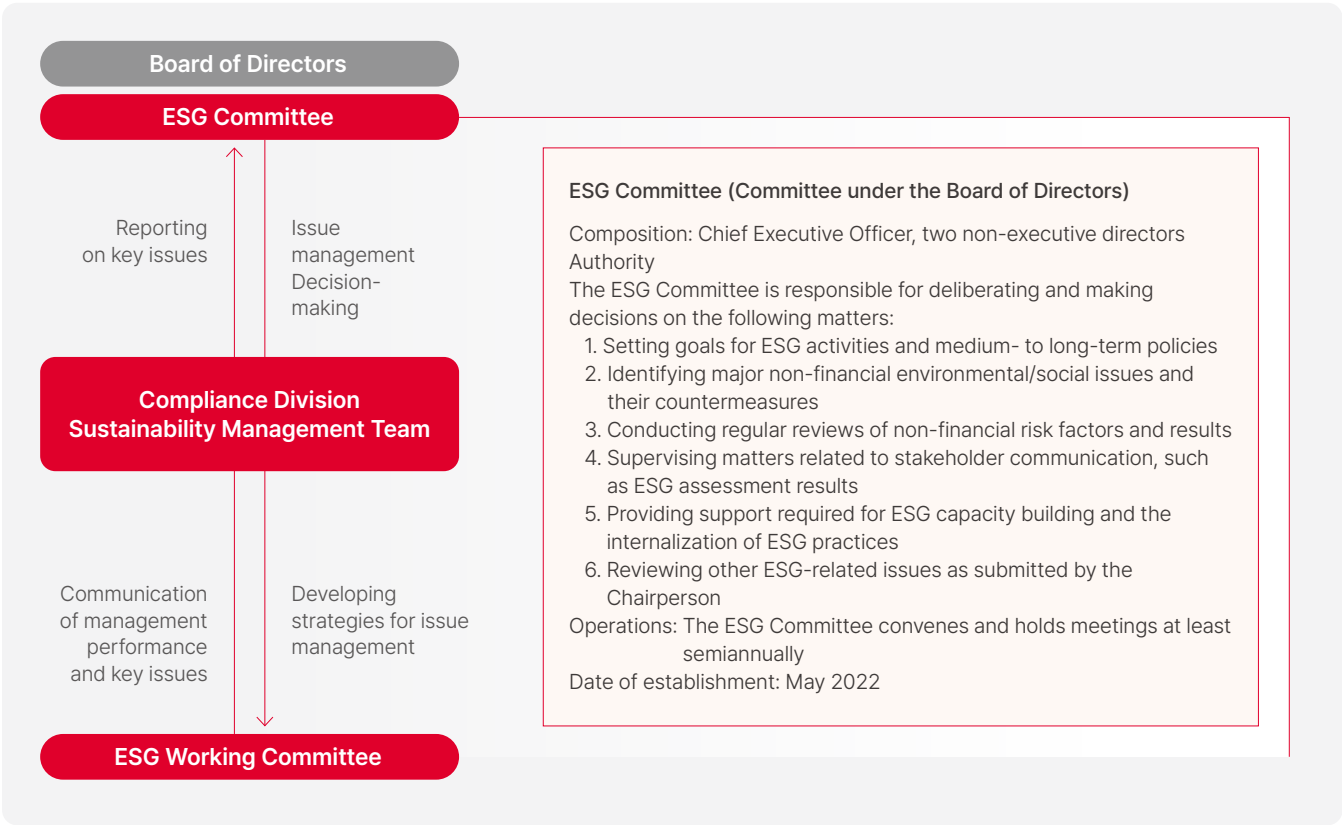
Sustainability Governance

DRB places sustainability at the core of corporate management through a company-wide implementation framework that connects each employee's daily work and responsibilities to environmental, social, and economic accountability. Guided by the vision that "all activities at DRB contribute to sustainable growth in the future," we pursue sustainability management to create new market opportunities and proactively manage risk. We remain committed to translating these efforts into tangible business performance.

1. Sustainability Management Structure

DRB operates a three-tier Sustainability Governance framework comprising the ESG Committee under the Board of Directors, functional working committees, and a dedicated ESG organization. The dedicated organization establishes company-wide sustainability initiatives, which are executed through the functional working committees, with performance results reported regularly to executives and the ESG Committee. Through this structure, we strategically manage material issues across environmental, social, and governance dimensions and embed sustainability management throughout the organization.

DRB Sustainability Governance



Board of Directors and ESG Committee

The Board of Directors deliberates and decides on key corporate governance matters, including review of internal accounting control systems, establishment of compliance control standards, and approval of the Compliance Program. The ESG Committee, established under the Board, comprises the Chief Executive Officer and two non-executive directors. It deliberates and decides on ESG mid- to long-term targets and policies, and reviews response strategies for major non-financial risks. The committee convenes at least once every half-year and performs oversight functions to ensure that sustainability management direction remains aligned with corporate strategy. In 2025, the Committee actively contributed to establishing company-wide sustainability management direction by reviewing key sustainability management matters—including the Double Materiality Assessment, identification of sustainability risks, and greenhouse gas reduction plans—and by deliberating on the outcomes of a climate change response strategy roadmap.

ESG Working Committees

DRB Holding and major domestic subsidiaries, DRB Industrial and DRB Automotive, operate five working committees across environment, health and safety, mutual cooperation, compliance, and social contribution. Each working committee establishes implementation initiatives on key issues within its domain, manages performance progress, and regularly shares updates with overseas production subsidiaries' sustainability management organizations. Through educational programs and seminars, we strengthen our collaborative foundation, enabling the organization to align around our sustainability management vision and advance toward shared objectives.

Dedicated Organization for Sustainability Management

The Sustainability Management Team operates under the Compliance Division and oversees all company-wide sustainability management activities, including strategy development, stakeholder communication, and ESG Committee operations. The team supports working committees in coordination with relevant departments across subsidiaries and serves as a coordination function to ensure the entire organization pursues sustainability management in a unified direction. Currently, we manage 28 key action tasks for sustainability management: 10 environmental, 11 social, and 7 governance key action tasks. Among these, five action tasks have been designated as priorities: (1) establishing strategies for climate change response; (2) establishing a human rights management system; (3) managing supply chain sustainability risks; (4) promoting a culture of compliance; and (5) enhancing communication with stakeholders. Major subsidiaries are also building capability through their own sustainability management organizations and establishing systems to proactively respond to increasingly stringent global ESG disclosure standards.



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2. Sustainability Management Policy

DRB Sustainable Management Policy

DRB contributes to sustainable growth by fulfilling social responsibilities as a member of the global civil society, providing innovative products and services, and creating economic, social, and environmental values and economic growth.

- DRB communicates with stakeholders and strives to create social and environmental values as well as economic values.
- DRB respects the dignity and value of employees and partners.
- DRB complies with business ethics such as laws, international standards, and internal regulations with an honest and fair attitude.
- DRB strives for continuous improvement in safety, health, energy and environmental management activities.
- DRB fulfills corporate social responsibilities for sustainable development with business partners and local communities.

 [DRB Sustainable Management Policy Quick Link](#)

DRB Code of Conduct

All employees shall recognize the company's value and reputation hinge on each individual. Adherence to ethical conduct based on company core values and compliance with the law is imperative. The Code of Conduct supports employees in making sound judgments and appropriate actions.

Ethics Charter and Code of Ethics

DRB recognizes that not only the performance of economic and legal responsibilities but also the performance of ethical responsibilities constitute its basic corporal duties, and it adheres to corporate ethics by taking a proactive stance, avoiding anti-corruption and unfair transactions, and implementing management that follows the right paths.

Green Management Policy

DRB is striving to minimize the environmental impact caused by corporate activities and improve products and services to transform into an eco-friendly and low-carbon company.

Human Rights Management Principles

DRB complies with global human rights conventions, which encompass the expansion of diversity, prohibition of discrimination, and protection of children's rights, and aims to protect the human rights of its employees, customers, and all stakeholders.

Declaration of Responsible Mineral Sourcing

DRB strictly prohibits the use of conflict minerals throughout the entire supply chain, including DRB subsidiaries and external suppliers.

Health and Safety Management Policy

DRB continuously strengthens its health and safety management system to ensure all employees work in a healthy and safe environment.

Mutual Growth Policy

DRB is building a sustainable supply chain through mutual growth with external suppliers.

Green Procurement Policy

DRB prioritizes the purchase of eco-friendly products to prevent resource waste and pollution and contribute to greenhouse gas reduction.

Supplier Code of Conduct

Through the Supplier Code of Conduct, DRB requires the best practices in ethics, environment, labor and human rights, occupational health and safety, and management systems throughout the supply chain.

Social Contribution Charter

DRB fulfills the role as a corporate citizen through local community revitalization, talent development, environmental protection, support for underprivileged populations, and cultural and arts support.



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3. Strategic Framework

DRB specifies its sustainability management direction through three mid- to long-term strategic pillars—eco-friendly transition, shared growth, and trusted management—across 16 management areas.



As a holding company, DRB strengthens sustainability management capabilities across all subsidiaries and pursues sustainable growth for DRB as a whole. We enhance individual entity value through transparent and efficient management systems, building stakeholder trust while creating both business results and positive social impact.

Establishing a Governance System	Setting Organizational Performance Indicators (KPIs)	Disclosing and Responding to External Assessment
<div>· Committees, dedicated organizations, and working committees</div> <div>· Integrated sustainability data management platform</div> <div>· Subsidiary-specific management units</div>	<div>· KPIs incorporating key sustainability areas, including quality, environment, safety, products, labor, service, sales, risks (regulation), production performance, and technology development</div>	<div>· Strategic communication with stakeholders</div> <div>· Diversifying content related to sustainability management</div> <div>· Enhancing alignment with corporate and product brands</div>



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[Table 1-1] Strategic Initiatives: Implementation Status

	Strategic Initiatives	2025 Key Achievements	2030 Implementation Target
 Eco-Friendly Transition for Future Generations	Establishing and implementing carbon neutrality target by 2050	1. Enhancement of GHG management system 2. Scope 3 upstream pilot calculation	<ul style="list-style-type: none">• Scope 3 emissions calculation and reduction target setting• 28% reduction by 2030 (baseline 2021)• Expansion of LCA product groups and system establishment
	Advancing continuous energy transition	1. Phased PPA implementation utilizing on-site facilities Completion of solar power installation at DRB Slovakia	<ul style="list-style-type: none">• Prioritization and implementation of Energy transition by business segment• Expansion of PPA and REC purchases (financial impact assessment procedure established)• Transition of fossil fuel equipment within organizational boundaries
	Advancing hazardous substance and pollution management	1. Advancing development of chemical substance alternatives 2. Completion of wastewater treatment facility renovation at DRB Vietnam (Plant 1)	<ul style="list-style-type: none">• 80% reduction in hazardous chemical use (baseline 2021)• Achieving and maintaining zero environmental regulatory violations across all entities
	Establishing circular resource systems	1. Expansion of used packaging material recovery and recycling 2. Expansion of paperless operations (paper-free manufacturing) 3. Advancing development of products using recycled raw materials	<ul style="list-style-type: none">• Expanding recycled raw material usage ratio (15%)• Expanding water recycling rate across all entities• Expanding packaging material recycling within the company
 Growth for Employees and Society	Spreading human rights-respecting organizational culture	1. Operation of human rights grievance handling channel 2. Human rights awareness improvement training 3. Development of human rights management policy at DRB Qingdao	<ul style="list-style-type: none">• Conducting regular (annual) human rights impact assessments• Establishing risk management system for supply chain and overseas subsidiary human rights risks
	Implementing healthy and safe operations	1. Regular convening of Occupational Health and Safety Committee 2. Occupational disease and accident prevention activities 3. Operation of employee health promotion programs	<ul style="list-style-type: none">• Maintain zero serious accidents across all entities• Maintain zero violations of safety regulations
	Responsible Supply Chain Operations	1. Expansion of on-site due diligence for external suppliers based on ESG self-assessments 2. DRB Industrial selected as Fair Agency Partner Company	<ul style="list-style-type: none">• Expand regular training support and evaluation (due diligence) of external suppliers• Expand implementation of green procurement processes
	Expand Contribution to Local Communities	1. Obtain recognition as a corporate contributor under the social contribution recognition program 2. Establish regional coexistence councils with local communities	<ul style="list-style-type: none">• Provide emergency relief and support cultural exchange programs according to disaster conditions• Overseas: Conduct contribution activities centered on regions where subsidiaries are located
 Trusted, Responsible, and Transparent Management	Strengthen Ethical and Compliance Management	1. Select Fair Agency Partner Company recognized by the Fair Trade Commission 2. Conduct compliance training and assess awareness improvement 3. Host compliance culture dissemination events and publish regular newsletters	<ul style="list-style-type: none">• Establish a global-standard compliance management system
	Internal Control and Risk Management	1. Enhance operational efficiency of the internal accounting management system	<ul style="list-style-type: none">• Advance the internal control system• Establish a non-financial risk management framework
	Enhance Information Reliability	1. Progress in constructing an ESG data management system	<ul style="list-style-type: none">• Advance the data system• Establish standards and processes for non-financial data management
	Expand Stakeholder Communication	1. Publish sustainability reports 2. Conduct company-wide sustainability management training and issue newsletters	<ul style="list-style-type: none">• Expand disclosure channels for stakeholder information needs• Advance website and information channel operations

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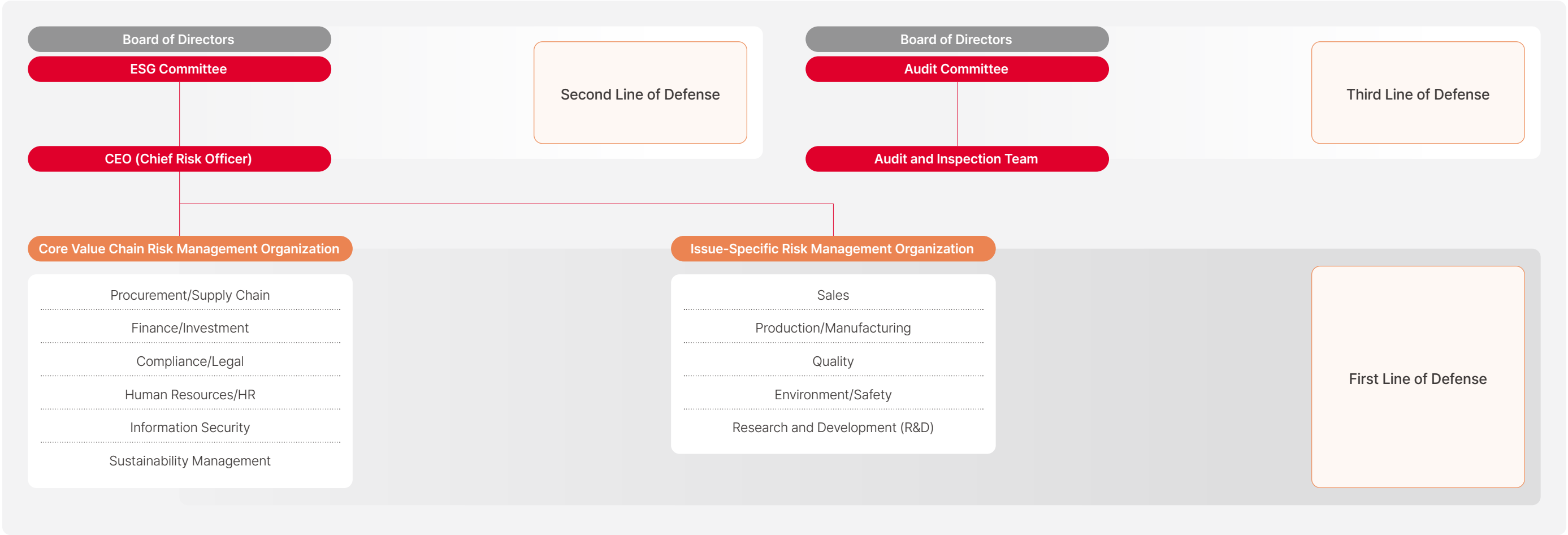
Risk Management

1. Risk Management Framework

DRB operates an integrated management system to address financial and non-financial risks arising across business operations. Risk Management follows a hierarchical structure anchored by the ESG Committee, a Board of Directors-level body, with authority cascading through the CEO, business-unit management organizations, and operational departments. Each organizational level has distinct roles and responsibilities in risk identification, assessment, response, and monitoring. Material risks are reported immediately to the ESG Committee through the CEO, while periodic risk updates are presented as agenda items at committee meetings.

DRB structures its risk management organization into three tiers aligned with functional responsibilities. The first tier comprises domestic and overseas production entities and operational departments, which directly identify and manage risks arising from their respective business activities. The second tier consists of business segment risk management organizations that oversee business continuity, operational, financial, and compliance risks. The third tier is the audit function, which independently assesses the adequacy of risk management processes and the effectiveness of internal controls. The ESG Committee deliberates on major risks identified and their response strategies, and reviews the operational status of the company-wide risk management system. Material issues derived from the double materiality assessment are integrated into the company-wide risk management system. Once confirmed through assessment, issues are registered in the risk register with assigned responsible departments and management indicators, and their response status is included in regular review activities.

[Table 2-1] DRB Risk Management Organization Chart





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DRB operates proactive risk prevention and responsive risk management procedures. The proactive procedure comprises four stages: objective setting, identification and analysis, prevention and mitigation, and evaluation and improvement. Each stage designates responsible departments and defined deliverables, cycling on an annual basis. The responsive procedure establishes the processing flow from risk detection through resolution, with reporting escalation determined by issue materiality.

DRB classifies risks into financial and non-financial categories. Financial risks include market, credit, liquidity, and raw material price risks; non-financial risks encompass business continuity and operational risks. Departmental risk management organizations continuously monitor assigned risks and report findings periodically to the CEO. Reports on material risks include the implementation status of response plans; if implementation is delayed, the report specifies root causes and remedial actions.

[Table 2-2] DRB Proactive Risk Management Framework

Stage	01. Establishing Risk Management Goals	02. Risk Identification and Analysis	03. Risk Prevention and Mitigation	04. Evaluation and Identification of Improvement Tasks
Key Activities	Establish risk management goals annually by reflecting internal and external issues and stakeholder expectations Incorporate prior-year assessment results and unresolved issues into goal-setting process	Identify threat factors that could negatively affect business operations and measure their likelihood and impact Utilize the double materiality assessment results and company-wide risk register as the basis for risk identification	Classify the identified risks into financial and non-financial risks, and assign priorities for management based on significance Manage high-priority risks proactively by establishing action plans	Review and evaluate the results of action plans and the effectiveness of the management system Analyze the root causes of the materialized risks, establish measures to prevent recurrence, and incorporate them into the following year's goals.
Deliverables	Annual risk management goals	Company-wide risk register Risk assessment results	List of key risks Action plans for each risk	Results of the action plans Improvement tasks

[Table 2-3] DRB Post-Event Risk Management Framework

Stage	01. Detection and Immediate Reporting	02. Situation Analysis	03. Risk Assessment and Reporting	04. Response Strategy Decision	05. Implementation and Monitoring	06. Closure and Recurrence Prevention
Key Activities	Report the identified risk occurrence immediately to the responsible management organization	Determine the cause of occurrence, scope of impact, and potential for spread	Assign a severity level based on materiality criteria and determine recipients of the report (Material risks are reported directly to the CEO)	Determine the direction of response and scope of resource allocation Establish stakeholder communication approach accordingly	Execute the response plan and monitor implementation progress	Analyze root causes and establish recurrence prevention measures Revise management frameworks and manuals as needed
Deliverables	Initial report	Situation analysis results	Risk assessment Report	Response plan	Progress report	Recurrence prevention manual



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2. Management by Major Risk Type

DRB distinguishes between financial risks and non-financial risks—including business continuity and operational risks—and establishes systematic response strategies for each category. On this foundation, we identify and effectively manage enterprise-wide integrated risks to enhance the company's sustainability and operational stability.

Financial Risk (Internal Accounting, Investment Review, Foreign Exchange, Liquidity)

Category	Risk Description	Management Activities
Market	Foreign exchange risk	<ul style="list-style-type: none">Foreign exchange risk management against functional currency¹
Credit	Counterparty or customer inability to fulfill contractual obligations	<ul style="list-style-type: none">Setting and managing credit limits for trade receivable counterparties in compliance with internal receivables management regulationsConducting credit assessments and managing recovery methods such as collateral for investments and loans
Liquidity	Unexpected deterioration in liquidity	<ul style="list-style-type: none">Maintaining an appropriate level of cash reserves through periodic forecasting of future cash flowsEstablishing agreements with financial institutions regarding emergency liquidity provisions
Raw material prices	Supply volatility and price surge of naphtha-based raw materials due to international conflicts, resulting in deteriorated cost structure	<ul style="list-style-type: none">Continuous monitoring of major raw material prices and supply conditionsIncreasing safety stock target days for critical materials and securing additional volumesOperating a coordinating body to reflect cost increases in selling prices

1. Foreign exchange risk management for U.S., European, and Japanese currencies

Non-Financial Risk: Business Continuity

Category	Risk Description	Management Activities
Supply Chain	Product delivery delays due to failure to secure raw material supply and production continuity	<ul style="list-style-type: none">Development and implementation of scenario-based response systems for supply chain emergency situations and regular training exercisesRegular quality and environmental assessments of raw material external suppliers in accordance with IATF 16949, ISO 9001, and ISO 14001Consulting support to enhance ESG management capabilities of external suppliers and regular performance evaluationsRisk management of unfair trade practices in the supply chain through PSM and grievance handling for external suppliersOrder acceptance review
Disaster and Safety	Occurrence of disasters such as earthquakes and fires or workplace safety accidents	<ul style="list-style-type: none">Dedicated enterprise-wide safety risk management organizationEstablishment of emergency response systems for accidents and safety incidents, with scenario-based procedures and recovery measuresRegular joint public-private training exercises based on workplace accident scenarios involving fires and explosions



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Non-Financial Risk: Business Continuity

Category	Risk Description	Management Activities
Environmental	Legal sanctions and fines resulting from environmental regulations	<div><div></div><div>Dedicated environmental Risk Management organization</div><div>Periodic potential risk assessment and prevention through environmental impact evaluations</div><div>ISO 14001 certification renewal and internal verification activities</div><div>Regular scenario-based response drills for environmental incidents such as chemical and wastewater spills</div></div>
Product Regulation	Market entry restrictions due to strengthened regulations including EU packaging regulations (PPWR ¹) and deforestation prevention legislation (EUDR ²)	<div><div></div><div>Development of regulation-specific response roadmaps and assignment of roles and responsibilities by relevant departments</div><div>Management of recyclable packaging structures and recycled material content</div><div>Establishment of natural rubber origin due diligence and supply chain traceability systems</div><div>Operation of a customer-facing channel for addressing regulatory requirements</div></div>

1. PPWR: Packaging and Packaging Waste Regulation
2. EUDR: EU Deforestation Regulation

Non-Financial Risk: Operations, Compliance

Category	Risk Description	Management Activities
Climate Change	Regulatory risk related to emissions; business transition related to physical risk	<div><div></div><div>Operation of dedicated climate change risk management organization; monitoring of relevant regulations; establishment and implementation of reduction targets</div><div>Monitoring of GHG emissions at operational sites</div></div>
Quality Management	Risk from 4M changes; risks affecting continuous supply or delivery	<div><div></div><div>Assessment of 4M change impact and quality level monitoring</div><div>Management according to nonconformance handling process</div><div>Establishment and training of quality management risk emergency scenarios</div></div>
Human Rights	Human rights violations; human resource management	<div><div></div><div>Periodic human rights impact assessments and improvement initiatives</div><div>Establishment and distribution of human rights policy and guidelines</div><div>Training on human rights protection and non-discrimination; operation of reporting system</div><div>Supply chain human rights due diligence and risk assessments of external suppliers</div></div>
Information Security	External cyber attacks; internal data breach and information loss	<div><div></div><div>Operation of dedicated security organization and establishment of security policies and operating standards</div><div>Knowledge Management through Enterprise Content Management (ECM) system</div><div>Regular internal security training; security training for departmental security personnel; company-wide security training</div></div>
Legal and Ethics	Unfavorable contract execution; litigation; unfair trade; corruption	<div><div></div><div>Prevention of legal risk through compliance with contract review regulations and use of standard contracts; awareness raising through case studies of litigation</div><div>Enhanced understanding through practical training on foreign exchange, patents, and contract management</div><div>Anti-corruption and ethics training on Improper Solicitation and Graft Act, Subcontracting Act, Fair Trade Act</div></div>
Brand / Reputation	Corporate image decline due to misinformation or negative communication	<div><div></div><div>PR risk response training for new hires, promoted employees, and newly appointed Team Leaders</div><div>Brand marketing and stakeholder communication through diverse channels</div></div>



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Stakeholder Communication

1. Communication Channel

1-1. Stakeholder Engagement

DRB proactively identifies material topics and risks surrounding the company and seeks to create shared value with the environment and society. To incorporate stakeholder voices across all business operations, we have defined six stakeholder groups—customers, employees, external suppliers, local communities, government and related institutions, and shareholders and investors—and operate tailored communication channels and programs for each group.

Through regular dialogue with diverse stakeholders, we continuously identify key concerns and internal and external issues, actively integrating them into our business operations. By embedding stakeholder engagement in our operations, we strengthen the transparency and credibility of our business activities.

[TABLE 3-1] Key Issues and Stakeholder Communication Channels by Stakeholder Group

	Customers 	Employees 	External Suppliers 	Local Communities 	Government and Related Institutions 	Shareholders and Investors 
Definition	Core stakeholders who optimize their procurement experience and receive world-class products and services.	Internal stakeholders involved in product development, production, and sales support. The capabilities of our employees are the capabilities of our company.	Suppliers of raw materials for superior product production. Their quality, technical capabilities, and sustainability practices have a material impact on DRB's growth.	Local residents, civic organizations, and local government authorities. We fulfill our commitment to their sustainable development and social responsibility.	Stakeholders who directly impact our business operations through the enactment of relevant laws and the setting of regulatory standards.	Entities that provide financial capital to advance future business strategies and maintain sustainable growth momentum.
Key Issues	<ul style="list-style-type: none">Development of eco-friendly products and product qualityCompliance with global standards, external certifications, and requirements	<ul style="list-style-type: none">Fair personnel evaluation and performance compensationSafe working environment and employee healthTalent development programsWork-life balance	<ul style="list-style-type: none">Building cooperative relationships for mutual growthFair trade complianceIndustrial safetySupply chain ESG managementSustainable supply chain development	<ul style="list-style-type: none">Contribution to community developmentCorporate social contribution and volunteer activitiesLocal economic revitalization	<ul style="list-style-type: none">Compliance with laws and regulationsParticipation in policy developmentClimate change responseHuman rights and labor practices improvement	<ul style="list-style-type: none">Enhancement of corporate value and business performanceEstablishment of sound corporate governanceTransparent information disclosureCompliance with ethics and business conduct standards
Key Channels and Communication Frequency	<ul style="list-style-type: none">Customer satisfaction surveysCustomer supply chain assessmentsSocial media channels	<ul style="list-style-type: none">Labor union and labor-management consultation councilReporting and grievance handling channels	<ul style="list-style-type: none">PSM (DRB Partner Cooperation and Procurement Portal)Training program operationRegular assessmentsReporting channel (DRB Cyber Audit Department)	<ul style="list-style-type: none">DRB Social Contribution PlatformCommunication with NGOs and local community organizationsAffected communities councilYouth and social enterprise partnershipsCommunity needs assessment	<ul style="list-style-type: none">Policy forumsParticipation in global initiatives (UN Global Compact, etc.)	<ul style="list-style-type: none">Board of Directors and shareholder meetingsCorporate disclosuresWebsiteSocial media channelsReporting channel (DRB Cyber Audit Department)Sustainability report



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Double Materiality Assessment

1. Double Materiality Assessment

DRB conducts an annual double materiality assessment to proactively identify shifts in the business environment and pursue sustainable growth. The assessment is conducted in accordance with the Global Reporting Initiative (GRI) Standards and evaluation guidelines established by the European Financial Reporting Advisory Group (EFRAG). We comprehensively analyze both the impact of our business activities on the environment and society (Impact Materiality) and the impact of external environmental factors on our financial performance (Financial Materiality) to identify material topics. Material issues identified through active engagement with internal and external stakeholders are integrated into our company-wide sustainability management strategy and risk management framework. This integration enhances reporting credibility and improves decision-making effectiveness.

1-1. Material Topics Selection Process

Step1.	Step2.	Step3.	Step4.
Understanding Business Context and Value Chain Analysis	Issue Pool Composition and IRO Identification	In-Depth Double Materiality Assessment (Impact & Financial)	Confirmation of Material Topics and Integration into Company-Wide System
<div><div>1-1. Analysis of Business and Operating Context</div><div>- Identification of direct and indirect impacts based on DRB's business characteristics (industrial and automotive rubber products)</div><div>1-2. Value Chain Analysis</div><div>- Mapping of the entire value chain from raw material and component procurement through product disposal; identification of key external suppliers and customer types</div><div>1-3. Stakeholder Identification and Engagement</div><div>- Identification and prioritization of key stakeholder groups; design of engagement methods and channels; consideration of vulnerable groups</div></div>	<div><div>2-1. Development of Issue Long-List</div><div>- Topic derivation based on global standards (CSRD/ESRS, KSSB, etc.)</div><div>- Integration with company-wide risk pool (235 items, 8 categories)</div><div>- Incorporation of requirements from customers and assessment agencies (EcoVadis, Korea Institute of Corporate Governance and Sustainability, MSCI, etc.)</div><div>- Incorporation of regulatory, media, and peer industry trends</div><div>- Finalization of long-list</div><div>2-2. IRO Identification and Documentation</div><div>- Specification and mapping of Impact, Risk, and Opportunity for each issue</div><div>2-3. First-Round Screening and Confirmation of Short-List</div><div>- Consolidation of duplicate and similar issues</div><div>- Screening based on business relevance</div><div>- Confirmation of short-list (8 environmental, 9 social, 4 governance, 2 company-specific)</div></div>	<div><div>[Environmental and Social Impact]</div><div>Evaluation based on scale, scope, recoverability, and likelihood of occurrence</div><div>[Financial Impact]</div><div>Cross-check of financial impact magnitude and likelihood of occurrence</div><div>3-1. Stakeholder Survey</div><div>- Survey design and two-tiered respondent structure</div><div>- Distribution of multilingual survey reflecting global operations</div><div>- Participation of external stakeholders</div><div>3-2. Result Integration and Verification</div><div>- Application of weights by respondent group</div><div>- Review of consistency between survey results and in-depth assessment</div><div>- Development of double materiality assessment matrix (X-axis: Financial materiality; Y-axis: Impact materiality)</div></div>	<div><div>4-1. Confirmation of Material Topics</div><div>- Threshold setting and finalization of material topics through internal review and expert consultation</div><div>4-2. Reporting and Approval by Highest Decision-Making Authority</div><div>- Report on methodology, results, and year-over-year changes to executives</div><div>- Report on material topics to the ESG Committee under the Board of Directors of DRB Holding and DRB Industrial</div><div>4-3. Company-Wide System Integration</div><div>- Linkage with Company-wide Risk Management process</div><div>- Alignment with management strategy and targets</div><div>- Assignment of responsible departments and key performance indicators</div></div>



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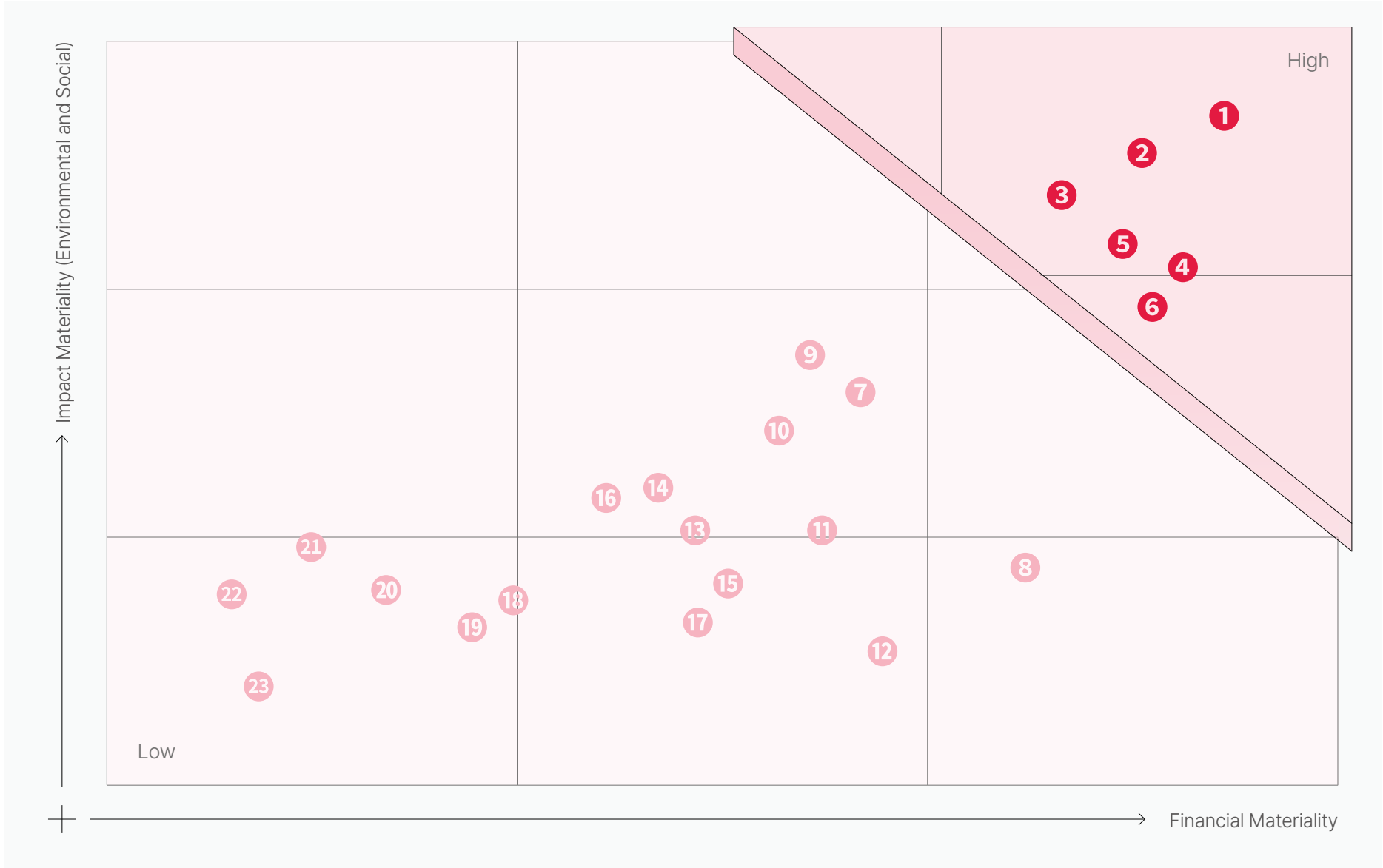
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Double Materiality Assessment

2. Double Materiality Assessment Results

DRB completed its double materiality assessment and conducted an in-depth review of identified issues through reporting to the ESG Committee of the Board of Directors. Material topics were selected by evaluating both financial impact and environmental and social impact. The materiality of each issue was identified based on financial factors affecting revenue, costs, risks, and opportunities, as well as environmental and social impacts across the value chain. The assessment also considered impacts on stakeholder groups.

DRB Material Topics



Rank	Topic
1	Health and Safety
2	Energy
3	Climate Change Mitigation
4	Supply Chain Management
5	Climate Change Adaptation
6	Cybersecurity
7	Pollution
8	Anti-Corruption and Anti-Bribery
9	Hazardous Substances
10	Corporate Culture and Ethics
11	Circular Economy
12	Digital Transformation and AI Ethics
13	Consumers and End-Users
14	Water
15	Workforce Development
16	Working Conditions
17	Workers in the Value Chain
18	Social Dialogue
19	Protection of Whistleblowers
20	Work-Life Balance
21	Affected Communities
22	Diversity, Equity and Inclusion
23	Biodiversity



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2-1. Double Materiality Assessment Results

	Topic		Environmental and Social Impact	Impact Level	Financial Impact	Financial Level
Material Topics	Health and Safety	Worker Safety and Health Management Management systems to protect worker safety and health in the workplace	Serious human losses including worker injuries and fatalities from industrial accidents	●●●●○	Legal risks such as the Serious Accidents Punishment Act; compensation costs Reduced accident rates and insurance cost savings through establishment of a safety culture	●●●●○
	Energy	Energy Efficiency and Renewable Energy Transition Types and efficiency of energy used by the company; renewable energy conversion rates	Fossil energy consumption contributes to air pollution and climate change	●●●●○	Operating cost uncertainty due to energy price volatility Cost reduction through renewable energy transition and RE100 alignment	●●●●○
	Climate Change Mitigation	Greenhouse Gas Emissions Management (Scope 1, 2, 3) Assess how greenhouse gas emissions from corporate activities intensify climate change and how regulatory changes affect financial performance.	GHG emissions from fossil fuel use contribute to global warming	●●●●○	Increased operating costs from strengthened carbon regulations; rising carbon credit prices Market competitiveness secured through low-carbon technology transition	●●●○○
	Supply Chain Management	Fair Payment Practices and Supplier Relationships We assess fair trading practices with suppliers, timely payment practices, and long-term relationship building status.	Unfair payment practices undermine the financial stability of small and medium suppliers	●●●○○	Raw material supply disruptions due to supply chain instability Enhanced supply chain resilience through strengthened partnerships	●●●●○
	Climate Change Adaptation	Physical Climate Risk Response We identify the impacts of physical climate risks from climate change on our facilities, supply chain, and assets, and establish adaptation strategies.	Intensified impacts on vulnerable affected communities and ecosystems from climate change	●●●○○	Asset losses and supply chain disruptions from extreme climate events such as heat waves and floods Climate adaptation solution development and resilient infrastructure building	●●●○○
	Cybersecurity	Information Security and Cybersecurity Threat Response We assess the company's information asset protection framework, cybersecurity threat response capabilities, and recovery procedures in the event of incidents.	Unauthorized disclosure of customer and employee personal information due to cyberattacks and resulting social harm	●●●○○	Business interruption and damages from ransomware and hacking attacks Establish a digital trust foundation through robust security systems	●●●○○



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	Topic		Environmental and Social Impact	Impact Level	Financial Impact	Financial Level
General Issues	Pollution	Management of Air, Water, and Soil Pollution We manage the impact of pollutants emitted from our production activities on the environment and affected communities.	Negative impact of facility emissions on the surrounding environment and the health of affected communities	●●●○○	Risk of penalties and litigation in case of environmental regulatory violations Proactive response to regulations and operational efficiency through clean technology adoption	●●●○○
	Anti-Corruption and Anti-Bribery	Corruption Prevention Policy and Case Management We review policies, training, and internal monitoring systems to prevent corruption and bribery.	Corruption and bribery undermine fair market competition and societal trust	●●○○○	Severe penalties for violations of the Foreign Corrupt Practices Act (FCPA) and similar laws Strengthened anti-corruption framework to secure foundation for global market entry	●●●○○
	Hazardous Substances	High-Risk Substances (SVHC) and Microplastics We review the management of high-risk substances and evaluate alternative material development and supply chain management.	Hazardous chemicals pose chronic negative impacts to ecosystems and human health	●●●○○	Raw material substitution costs due to strengthened regulations such as REACH Product differentiation through transition to safe materials	●●○○○
	Corporate Culture and Ethics	Code of Ethics and Integrity Culture We assess the company's ethical management system, code of conduct, and integrity culture level.	Unethical corporate culture undermines societal trust	●●●○○	Risk of fines, investigations, and reputational damage in case of ethics violations Improved ESG assessments and investment attraction through transparent and ethical management	●●○○○
	Circular Economy	Resource Use Efficiency and Waste Management We review resource efficiency and waste minimization throughout our operations.	Landfill disposal and incineration of waste contribute to environmental pollution and resource depletion	●●○○○	Rising raw material costs and strengthened waste regulations Cost reduction and new revenue streams through circular business models	●●○○○
	Digital Transformation and AI Ethics	Social Impact from AI Utilization We evaluate the impact of AI, automation, and digital technologies on workers, consumers, and society.	AI decision-making bias leads to unfair outcomes for individuals and groups	●●○○○	Non-compliance with AI-related regulations (EU AI Act, etc.) may constrain business operations Responsible AI deployment to establish innovation leadership	●●●○○
	Consumers and End-Users	Product Safety and Data Privacy We assess the safety of products and services, consumer data protection, and information accessibility.	Product defects and data breaches pose risks to consumer safety and privacy	●●○○○	Product recalls and data breaches may result in substantial compensation and penalties Strengthen brand loyalty through building consumer trust	●●○○○
	Water	Water Use, Discharge, and Quality Management We manage the impact of the company's water intake, use, and discharge on local water resources and aquatic ecosystems.	Large-scale water extraction may deplete regional water resources and damage aquatic ecosystems	●●●○○	Risk of operational suspension in water-scarce regions Improve water resource management efficiency	●●○○○
	Workforce Development	Education, Training, and Capability Development We assess investments in education and training programs to strengthen employee job competencies.	Limited capability development opportunities may restrict employee growth and employability	●●○○○	Workforce capability gaps in responding to technological change may weaken competitiveness Accelerate digital transformation through reskilling and upskilling	●●○○○



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Double Materiality Assessment

	Topic		Environmental and Social Impact	Impact Level	Financial Impact	Financial Level
General Issues	Working Conditions	Secure Employment, Fair Compensation, and Working Hours We evaluate the level of employment stability, fair compensation, and reasonable working hours provided to our employees.	Unstable employment and low wages diminish employee quality of life	●●●○○	Rising turnover increases recruitment and training costs Improve productivity through attracting and retaining top talent	●●○○○
	Workers in the Value Chain	Supply Chain Working Conditions and Human Rights We assess labor conditions and human rights protection levels for workers in our supply chain.	Risks including poor working conditions, forced labor, and child labor within the supply chain	●●○○○	Brand damage and transaction termination if supply chain human rights issues arise Strengthening partnerships through responsible supply chain development	●●○○○
	Social Dialogue	Labor-Management Relations and Collective Bargaining We evaluate dialogue with worker representatives and labor unions, collective bargaining structures, and participation mechanisms.	Disregarding worker opinions results in labor rights violations and erosion of social trust	●●○○○	Production stoppages and strikes resulting from labor-management conflict Stable business operations through constructive labor-management relations	●○○○○
	Protection of Whistleblowers	Internal Reporting Channels and Retaliation Prevention We assess the operation of internal channels and systems for whistleblower protection.	Inadequate whistleblower protection results in concealment of misconduct and organizational integrity deterioration	●●○○○	Internal misconduct proliferation and legal penalties if protection systems are absent Early risk detection through effective reporting systems	●○○○○
	Work-Life Balance	Flexible Work Arrangements and Family Support We assess policies and culture that support balance between work and personal life for employees.	Extended working hours negatively affect employee health and family life	●●○○○	Productivity decline and increased turnover due to burnout Enhanced employee satisfaction and recruitment competitiveness through flexible work arrangements	●○○○○
	Affected Communities	Community Rights and Economic and Social Impact We evaluate the economic and social impacts of our business operations on communities where our facilities are located.	Business activities impact the economic, social, and cultural rights of affected communities	●●○○○	Permit cancellation and reputation loss due to community conflict Securing social license to operate (SLO) through community co-prosperity programs	●○○○○
	Diversity, Equity and Inclusion	Gender Equality, Non-Discrimination, and Persons with Disabilities Employment We evaluate fair opportunity provision without discrimination and inclusive organizational culture.	Discriminatory practices undermine opportunities and dignity for minority worker groups	●●○○○	Litigation and reputational risk related to discrimination Strengthening innovation capacity through diversity, equity and inclusion	●○○○○
	Biodiversity	Ecosystem Impact and Natural Capital Dependence We assess the direct and indirect impacts of our business activities on biodiversity and ecosystems.	Contributing to biodiversity loss through land-use changes, pollution, and other activities	●●○○○	Potential supply chain disruption due to natural capital dependence Enhancing brand value through investment in Nature-Based Solutions (NbS)	●○○○○



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2-2. Material Topics: Impact Identification

Material	Impact Identification		Business and Environmental Analysis			
Topic	Impact Type	Key Detailed Impacts	Expected Timing	Affected Value Chain	Affected Stakeholders	Resource Dependency
Health and Safety	Environmental and Social	(Negative) Inadequate safety management systems and absence of safety training lead to workplace accidents, threatening employee safety and causing fatalities. (Positive) Strengthened safety management systems and expanded training prevent workplace accidents and protect employee safety.	Short to Medium Term	Own operations	Employees, external suppliers, government/agencies, investors	Human assets, health and safety management systems, organizational culture
	Financial	(Risk) Workplace accidents and serious injuries create legal liability, increased compensation and treatment costs, creating financial burden. (Opportunity) Prevention of workplace accidents and strengthened safety management systems reduce compensation and recovery costs and mitigate legal risks, preventing production disruptions.				
Energy	Environmental and Social	(Negative) Energy-intensive, high-heat operations increase dependence on fossil fuel-based energy and environmental burden. (Positive) Expanded renewable energy and improved energy efficiency reduce energy consumption, enhance resource efficiency, and decrease environmental burden.	Medium to Long Term	Own operations, downstream	Affected communities, customers, investors	Energy resources, process operating capabilities, carbon emissions management capabilities
	Financial	(Risk) Inadequate response to renewable energy expansion may hinder adaptation to market demand for eco-friendly products, reducing competitiveness (Opportunity) Expanded investment in energy efficiency reduces energy costs, and improved competitive advantage in order fulfillment aligned with global OEM customers' eco-friendly policies				
Climate Change Mitigation	Environmental and social	(Negative) Energy-intensive production structure and insufficient greenhouse gas emissions management across the supply chain accelerate climate change, increasing extreme weather phenomena (Positive) Expanded renewable energy adoption and energy efficiency improvements reduce greenhouse gas emissions, contributing to Climate Change Mitigation	Medium to long term	Own operations, upstream	Government/ins titutions, Affected communities, customers, investors	Energy resources, process operating capabilities, carbon emissions management capabilities
	Financial	(Risk) Failure to comply with greenhouse gas emission regulations and emission trading scheme obligations during process and production facility operations may increase emission credit purchase costs and penalties (Opportunity) Implementation of efficiency and greenhouse gas reduction technologies reduces emission credit purchase costs, and improved international market responsiveness expands revenue				
Supply Chain Manageme nt	Environmental and Social	(Negative) When delayed payments or non-transparent practices occur in transactions with external suppliers, external suppliers' management stability deteriorates and fair trading order is compromised (Positive) Through fair practices and transparent trading culture with external suppliers, external suppliers' management stability is secured and a collaborative supply chain ecosystem is created	Short to medium term	Own operations, upstream, downstream	External suppliers, government/ins titutions, customers	Financial resources, supply chain management capabilities, collaborative partnership assets
	Financial	(Risk) Occurrence of unfair trade practices may result in violations of the Fair Trade Act and the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises, leading to increased fines, sanctions, and litigation costs (Opportunity) Establishment of a responsible Supply Chain Management system strengthens supply chain reliability and cooperation stability, expanding customer contract opportunities				
Climate Change Adaptation	Environmental and Social	(Negative) Inadequate response systems to extreme weather events may result in facility accidents and Hazardous Substances leakage caused by heavy rain or extreme heat, harming Affected Communities (Positive) Strengthening investments in climate crisis response and disaster management systems prevents facility accidents and minimizes harm to Affected Communities when disasters occur	Short to Medium Term	Own operations, upstream	Affected communities, employees, investors, customers	Environmental management capability, process operation capability, disaster response system
	Financial	(Risk) Production disruptions, inventory losses, and recovery costs may occur when equipment shutdowns result from climate change impacts such as extreme heat and flooding across global production facilities (Opportunity) Proactive investment in climate risk response equipment reduces operational discontinuity risk from climate disasters and strengthens business continuity, resulting in cost savings				
Cybersecu rity	Environmental and Social	(Negative) Inadequate information security systems may result in customer and external suppliers' data breaches from external cyberattacks, leading to privacy violations (Positive) Strengthening company-wide information security policies and technical defense systems protects customer and external suppliers' data and establishes a secure and trusted environment	Short to Medium Term	Own operations	Customers, external suppliers, investors	IT infrastructure assets, information security management system, data protection capability
	Financial	(Risk) Cyberattacks or internal control failures may result in system disruptions and data breaches, increasing incident response and recovery costs and compromising operational continuity (Opportunity) Strengthening information security systems prevents related risks and builds a stable revenue foundation by enhancing customer and external suppliers' trust				



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3. Material Topics Management

Material Topics	Response Strategy / Implementation Initiatives	KPI	2025 Performance	Target (~2050)
Health and Safety Page 97	<ul style="list-style-type: none">ISO 45001 certification maintained across all manufacturing subsidiariesPDCA-based Health and Safety management system operationPeriodic and non-periodic risk assessments and identification and improvement of workplace hazardsSmart Safety Management System based on AI and IoTQuarterly operation of Occupational Health and Safety Committee and the Environment and Safety CouncilMonthly operation of Health and Safety Council for In-House External SuppliersMaintenance of Health-Friendly Company Certification and implementation of customized health management and smart health management initiatives	<ul style="list-style-type: none">Serious Accidents (cases)Lost Time Injury Frequency Rate (LTIFR)Health and Safety Regulatory Violations (cases)Health and Safety Training Implementation Rate (%)Health Screening Rate (%)Health-Friendly Management Program Participation Rate (%)	<ul style="list-style-type: none">Serious Accidents maintained at 0Health and Safety Regulatory Violations: 8 casesSAFE+ Task Force identified 759 risk factors (86% improvement completed)Health and Safety Training Implementation Rate: 100%Health Screening Rate: 100%DRB Industrial acquired Health-Friendly Company Certification	<ul style="list-style-type: none">Serious Accident 'Zero' and Process Safety Incidents maintained at 0Expansion of Smart Safety Management System across all subsidiariesHealth and Safety Regulatory Violations 'Zero' and completion of proactive prevention system
Energy Page 52	<ul style="list-style-type: none">Identification of Energy Reduction Initiatives by subsidiary and optimization of equipment improvement and operationsAI-based process optimizationImplementation of Smart Energy Management and real-time monitoring systemsExpansion of renewable energy (PPA, etc.) and REC purchasesBiomass fuel utilization	<ul style="list-style-type: none">Energy Consumption (GJ)Renewable Energy Usage Ratio (%)	<ul style="list-style-type: none">Company-wide renewable energy consumption (GJ): 50,680Solar energy generation introduced at DRB Slovakia	<ul style="list-style-type: none">(2030) Renewable energy ratio of 30% or higherPriority setting and implementation of energy transition by business segmentExpansion of PPA and REC purchasesTransition of fossil fuel equipment within organizational boundaries(2050) Achievement of RE100 across all subsidiaries
Climate Change Mitigation (Greenhouse Gas Management) Page 41	<ul style="list-style-type: none">Establishment and execution of emission source-specific reduction strategies in accordance with 2050 carbon neutrality targetEnhancement of greenhouse gas inventory and Scope 3 calculationSetting of carbon neutrality roadmaps and reduction targets by subsidiaryEstablishment of Carbon Management Committee and Working GroupsExpansion of product lifecycle assessment (LCA) scope and expansion of low-carbon raw material application	<ul style="list-style-type: none">GHG Emissions (Scope 1+2)GHG Reduction Rate (compared to 2021, %)Scope 3 Management	<ul style="list-style-type: none">Company-wide GHG emissions: 65,289 tCO₂eq (location-based)Scope 3 (5 upstream categories) pilot calculationThird-party verification completed for GHG emissions (Scope 1+2) across all subsidiariesExpanded LCA scope for automotive components	<ul style="list-style-type: none">(2030) GHG emissions reduction of 28% compared to 2021Expansion of LCA product portfolio and system developmentScope 3 calculation framework establishmentExpansion of low-carbon raw materials and green procurement process(2050) Company-wide carbon neutrality



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Material Topic	Response Strategy / Implementation Tasks	KPI	2025 Performance	Target (~2050)
Supply Chain Management Page 113	<ul style="list-style-type: none">Apply ESG criteria across entire supplier registration and post-management processAnnual written assessments and on-site audits for high-risk external suppliers with improvement plan managementMandate compliance with Supplier Code of ConductStrengthen green procurement and responsible mineral managementIntroduce Letter of Commitment on Responsible Minerals and establish monitoring systemOperate external supplier ESG capacity-building training and partnership collaboration programs	<ul style="list-style-type: none">External supplier ESG assessment (written evaluation) implementation rate (%)Proportion of external suppliers subject to ESG assessment (%)Number of external supplier on-site audits (cases)Supplier Code of Conduct signature compliance rate (%)	<ul style="list-style-type: none">Conduct external supplier ESG written evaluationExternal supplier ESG capacity-building training for 199 companies8 external supplier on-site audits	<ul style="list-style-type: none">Apply ESG assessment to all external suppliers including overseas operationsEstablish 3-year on-site audit cycle for domestic external suppliersAdvance low-carbon and responsible mineral management systems across the supply chain
Climate Change Adaptation (Physical Risk, Transition Risk, Opportunities) Page 49	<ul style="list-style-type: none">Conduct climate risk analysis by material location and country based on IPCC AR6 and IEA WEO 2025 SSP scenarios, and respond to TCFD requirementsOperate 4-stage climate change risk management processPeriodic inspection of manufacturing and logistics facilities; establish emergency response manuals and conduct response drillsDevelop heat wave preparedness facility plans (cooling fan systems, ventilation ducts) and employee health management	<ul style="list-style-type: none">Climate physical risk response equipment investment implementation rate (%)Climate risk scenario analysisNumber of production halts due to extreme weather events (cases)	<ul style="list-style-type: none">Conduct climate risk and opportunity analysis by SSP scenario and in four material countries, and assess financial impactInstall heat illness prevention facilities (roof-mounted powered ventilation ducts, oxygen sensors, etc.)Diversify raw materials (develop African natural rubber sourcing)	<ul style="list-style-type: none">Implement climate change adaptation planning across all entities and establish business continuity systemMinimize production halt due to climate disasters (target: Zero)
Cybersecurity (Information Security) Page 127	<ul style="list-style-type: none">Execute six major strategies for intelligent cybersecurity systemImplement short-, medium-, and long-term information security roadmapOperate integrated administrative, physical, and technical security systems with 24-hour security monitoringDesignate CISO and CPO, operate security council, and revise the Personal Information Protection PolicyConduct company-wide security training and operate Security Day	<ul style="list-style-type: none">Information breach cases (cases)Information security violation and regulatory violation cases (cases)Information protection training completion rate (%)	<ul style="list-style-type: none">Information breaches and regulatory violations: 0 cases (including personal data)Information protection training completion: 388 employeesPrepare for integrated security monitoring solution implementationEstablish document security anomaly monitoring system	<ul style="list-style-type: none">AI-based intelligent detectionAutomated response systemBuild AI-based data governance systemMaintain zero information breaches

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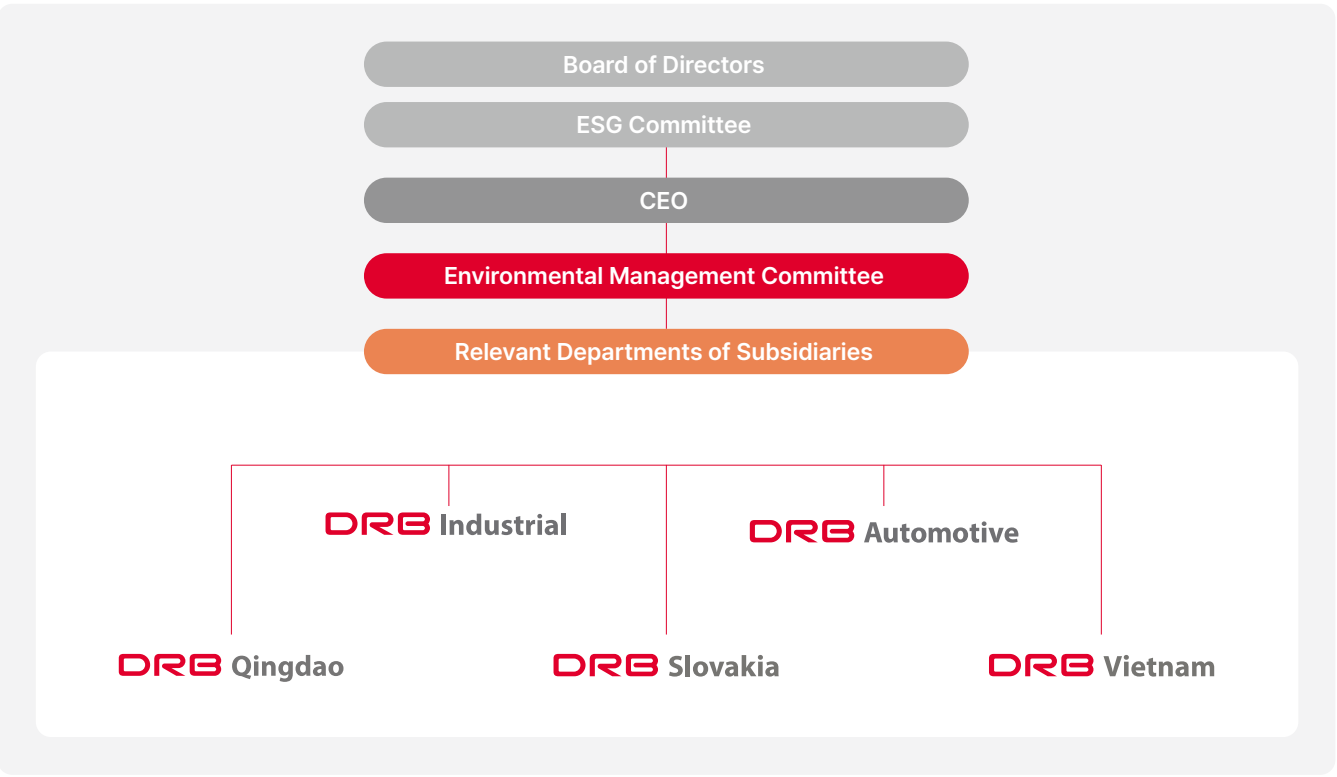
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1. Environmental Management Governance

1-1. Environmental Management Framework

DRB systematically identifies, evaluates, and improves environmental impacts across all business operations. We recognize climate change as both a material business risk and opportunity and have established a mid- to long-term investment roadmap for greenhouse gas reduction. We are advancing carbon neutrality implementation in phases, while strengthening our environmental risk management capabilities through the development of resource circulation systems that account for the full product lifecycle and through biodiversity assessments. These activities are governed by the ESG Committee, which operates under the Board of Directors.

[E1-1] DRB Environmental Management Organization Chart



* DRB's subsidiaries maintain dedicated environmental management organizations. The CEO (or head of entity) serves as the officer responsible for environmental management and periodically reviews the status of environmental management operations.

ESG Committee

The ESG Committee, which operates under the Board of Directors, serves as the highest decision-making body for DRB's environmental management. Through regular quarterly meetings, the Committee establishes the direction of company-wide environmental strategy. The Committee deliberates on and approves material matters including the carbon neutrality roadmap and climate change response strategy, mid- to long-term environmental investment plans, Environmental Management Policy amendments, and environmental management risks.

Environmental Management Committee

DRB operates the Environmental Management Committee on a quarterly basis, comprising managers from key environmental departments. The Committee monitors implementation progress on priority initiatives and performance based on the management strategy established by the ESG Committee. It deliberates on major environmental matters including climate change response, resource circulation promotion, and eco-friendly product development, and formulates concrete response strategies for risks that may arise in operations.

Dedicated Environmental Management Organization

DRB's dedicated environmental management organization is responsible for disseminating environmental strategy and policy to operational sites and implementing them. The core functions of this dedicated organization are as follows.

- Environmental Management System Operations: Strengthening the rigor of ISO 14001-based Environmental Management System operations and ensuring compliance with global standards
- Environmental Risk Management: Proactive assessment of licensing and environmental regulatory risks, identification of potential risks within operational processes, and promotion of improvement activities
- Integrated Management of Environmental Burden: Control and reduction of air and water pollutants, noise and vibration, odors, waste, and hazardous chemical emissions generated during business operations
- Protection of Biodiversity and Natural Capital: Implementation of conservation activities for water resources and ecosystems surrounding operational sites
- Cultural Dissemination and Stakeholder Communication: Enhancement of employees' environmental awareness through education and campaign initiatives, and management of internal and external stakeholder environmental concerns and information disclosure
- Cooperation Framework Among Subsidiaries: Risk sharing and technical support through integrated working groups and inter-departmental exchange meetings among major subsidiaries



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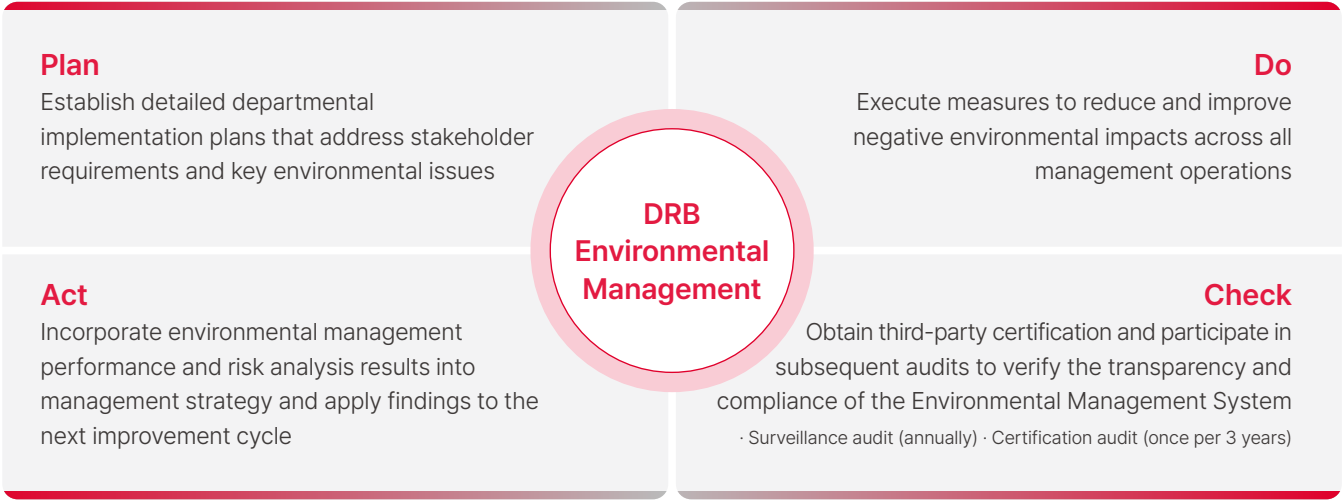
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1-2. Environmental Management Operating Process

DRB manages environmental impacts across climate change, energy, waste, and water through a PDCA (Plan-Do-Check-Act) framework. We establish environmental targets and implementation plans in an integrated manner across all impact areas. Established targets are reviewed semiannually to assess implementation progress. When non-conformities or target shortfalls occur, we conduct root cause analysis, implement corrective actions, and establish recurrence prevention measures, thereby continuously improving our environmental management operating process.

[E1-2] Environmental Management PDCA Cycle



1-3. Environmental Management System (ISO 14001)

DRB has obtained ISO 14001 certification and operates an Environmental Management System that conforms to international standards. To maintain certification validity, we conduct annual post-audit processes comprising internal audits, management reviews, risk assessments based on changes in internal and external environmental conditions, and corrective actions for identified non-conformities. The system's continued conformance is verified through renewal audits on a three-year cycle.

[E1-3] ISO 14001 (Environmental Management System) Certification Status

Entity	Business Site	Validity Period	Certification Scope
DRB Industrial	Busan Plant	2024.12.11 ~ 2027.12.10	Design, development, and manufacturing of transmission belts, conveyor belts, plants, crawlers, industrial rubber products, civil engineering and construction rubber products, and railway vehicle rubber products
DRB Automotive	Yangsan Plant	2025.05.12 ~ 2028.05.11	Design, development, and manufacturing of automotive rubber products (weather strips)
DRB Qingdao	Qingdao Plant	2025.12.01 ~ 2028.11.30	Design, manufacturing, and related management activities for automotive weather strips and side glass assemblies; manufacturing of transmission belts (wrapped belts) and crawlers, and related management activities
	Chongqing Plant	2024.02.21 ~ 2027.02.20	Related environmental management activities for the manufacturing of automotive weather strips
DRB Slovakia	Slovakia Plant	2024.01.20 ~ 2027.01.19	Manufacturing of automotive rubber products (weather strips)
DRB Vietnam	Vietnam Plant 1	2025.03.26 ~ 2028.03.25	Manufacturing and sales of industrial machinery rubber conveyor belts and crawlers
	Vietnam Plant 2	2025.03.26 ~ 2028.03.25	Manufacturing and sales of industrial machinery crawlers



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2. Environmental Management Strategy

2-1. Environmental Management Strategy and Targets

DRB has established four core areas of focus—climate change response, circular economy, leading eco-friendly materials, and water protection—to achieve carbon neutrality by 2050 and reduce environmental pollutants. To accomplish these objectives, DRB is implementing detailed plans. We systematically manage key performance indicators including greenhouse gas emissions, air pollution, waste generation and recycling rates, and water consumption. We periodically monitor implementation progress across subsidiaries against established environmental targets to ensure sustained effort toward company-wide goal achievement.

[E1-4] DRB Environmental Management Vision, Mission, and Targets

VISION	Realize a sustainable, low-carbon, green growth economy
MISSION	Contribute to improving the quality of life for humanity and preserving the ecosystem by responding to climate change and protecting the earth's environment
GOAL	To pursue continuous reduction of environmental pollutants and attain Net-Zero by 2050

[E1-5] DRB Environmental Management Focus Areas: Direction and Quantitative Management Targets

Long-Term Vision ¹	Response to Climate Change Achieve Carbon Neutrality Transition to 100% Renewable Energy	Establishment of a Circular Economy Zero Waste to Landfill Zero Dependence on Virgin Raw Materials 100% Recycling Rate	Development of Eco-Friendly Materials Zero Hazardous Substances Transition to Eco-Friendly Materials Acquisition of Technologies and Certifications	Water Protection 100% recycling of water resources Reduction in water usage Securing purification technology and infrastructure
Quantitative Management Targets ²	[CO₂] 2030: Reduce by 28% or more 2040: Reduce by 62% or more 2050: Reduce by 95% or more	[Waste] Emissions: Reduce by 5% year-over-year Recycling Rate: Achieve 85%	[Hazardous Substances] Consumption: Reduce by 5% year-over-year	[Wastewater] Emissions: Reduce by 5% year-over-year

1. The long-term vision statements in this table represent aspirational values that DRB ultimately seeks to achieve. Target years and detailed roadmaps will be progressively developed and disclosed in accordance with DRB's company-wide environmental management strategy.

2. For quantitative management targets, greenhouse gas emissions are managed under a mid- to long-term carbon neutrality reduction roadmap applicable to all domestic and overseas subsidiaries through 2050. Waste, hazardous substances, and wastewater are managed through annual short-term targets based on domestic subsidiaries' standards.

2-2. Environmental Management Policy

DRB has established and operates a Green Management Policy to fulfill its environmental responsibilities. In principle, the policy applies internal standards that are stricter than the local regulations of the countries where DRB's domestic and overseas subsidiaries operate, as well as those of its major export markets. The policy undergoes an annual review and revision process. Material amendments are reported to and deliberated by the ESG Committee of the Board of Directors.

[E1-6] DRB Green Management Policy

DRB Green Management Policy

DRB recognizes global environmental protection and climate change response as major agendas for management activities, and we practice the following to realize a sustainable, low-carbon, eco-friendly economy as responsible corporate citizens.

- DRB leads the response to climate change based on the green management strategy system and creates the foundation for green management.
- DRB recognizes the importance of protecting the global environment and minimizes greenhouse gas emissions from products and services while striving to protect water resources, preserve marine ecosystems, secure forests/biodiversity, reduce air pollution,hazardous substances, and waste, and expand energy conservation and recycling.
- DRB complies with domestic and international laws, international initiatives, and international standards (ISO) related to the environment. We will establish and improve our own standards to a global level.
- DRB provides differentiated value to customers by operating an eco-friendly system that minimizes environmental load throughout the entire business process.
- DRB establishes a company-wide environmental management system and conducts regular inspections and diagnoses to create a pleasant working environment and contribute to the company's sustainable growth.
- DRB actively supports the green management improvement programs of partner companies and local communities, faithfully fulfills corporate social responsibilities, and transparently discloses related information to stakeholders.

* DRB employees perform their duties in accordance with this Environmental Management Policy. We also encourage external suppliers, outsourcing partners, and other vendors as well as sales and service providers to comply with this Environmental Management Policy.



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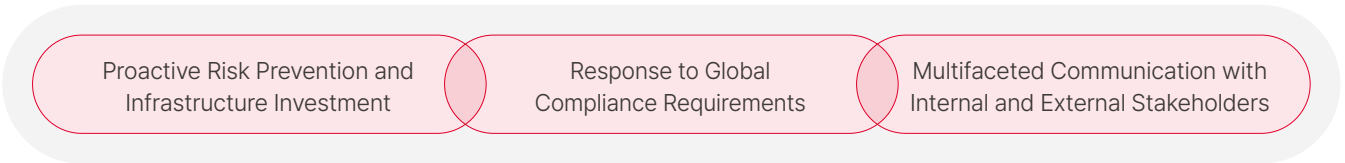
3. Risk Management

3-1. Risk Management Process

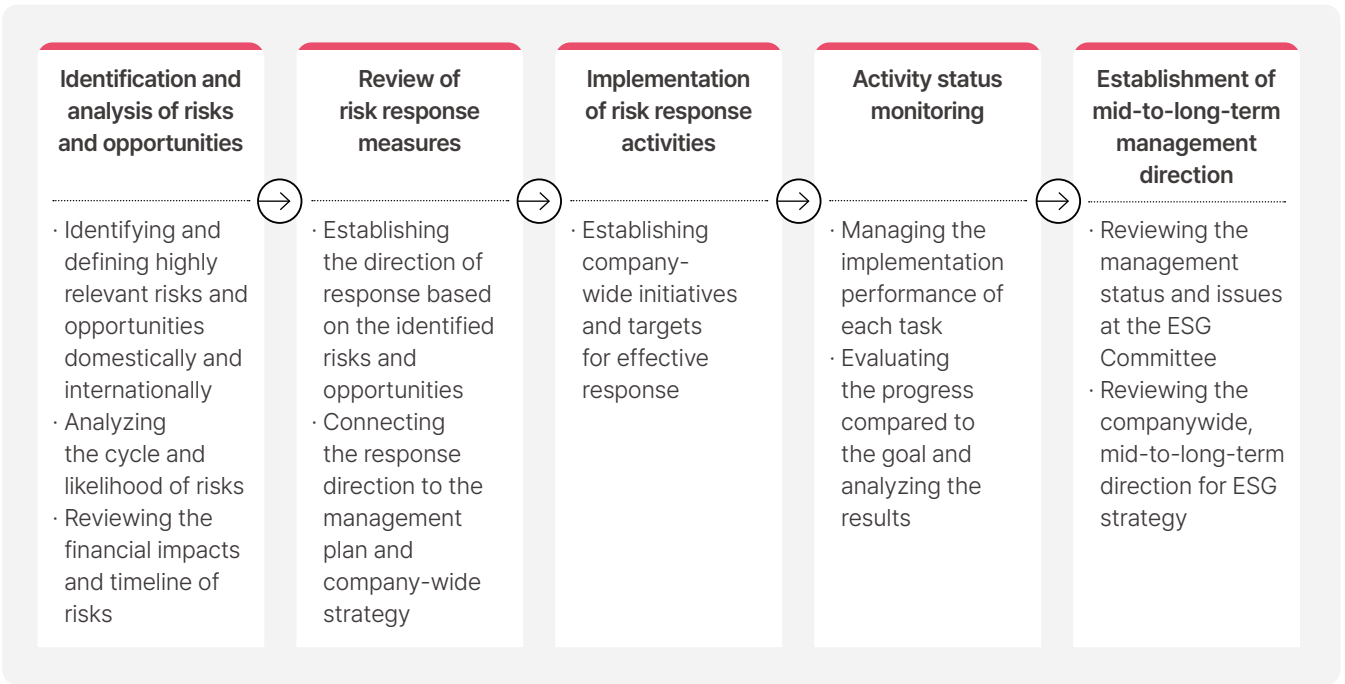
DRB operates a risk management process to assess environmental impacts occurring throughout the entire value chain, from raw material procurement through product completion, and to mitigate them. We identify factors that influence the business environment—including climate change, strengthened global regulations, and requirements from internal and external stakeholders—and integrate them into our enterprise-wide business strategy.

DRB's environmental Risk Management extends beyond reactive measures and is pursued as an integrated strategic framework. Identified risks and opportunities are reflected in our mid- to long-term business priorities through periodic review by the ESG Committee and serve as a core driver of sustainable growth.

[E1-7] DRB Environmental Risk Management Implementation Direction



[E1-8] DRB Environmental Risk Management Process



3-2. Risk Prevention and Mitigation Measures

DRB implements measures to prevent and mitigate environmental management risks. We introduce eco-friendly technologies in production processes to improve energy efficiency and minimize waste generation. Simultaneously, we advance the use of renewable resources to reduce environmental impact throughout the manufacturing process. We prevent potential supply chain risks by sharing ESG standards with external suppliers and conducting regular assessments, while expanding partnerships with eco-friendly certified companies. We provide customized job-specific and safety training to environmental management staff and employees at our subsidiaries. Environmental targets and implementation plans are established to evaluate performance, and we are fostering an employee-driven environmental management culture through field-centered participation programs. We operate integrated working groups and inter-departmental exchange meetings on a quarterly basis, with participation from key subsidiaries including DRB Holding, DRB Industrial, and DRB Automotive. These forums enable us to share risk information by subsidiary and manage high-risk processes. We also identify best practices in environmental improvement, roll them out across the organization, and strengthen technical support.

[E1-9] Environmental Management Capacity Building Training for DRB Employees

Subsidiary	Training Name	Target Participants	Training Period (Hours)
DRB Industrial	Hazardous Chemical Supervisors and Technical Staff Training	Hazardous chemical supervisors and technical staff	March 20–November 27, 2025 (16 hours)
	Hazardous Chemical Handlers Training	Hazardous chemical handlers	April 16–December 4, 2025 (16 hours)
	Hazardous Chemical Handling Facility Workers Training	Hazardous chemical handling facility workers	November 6–December 22, 2025 (2 hours)
	Air Environmental Technician Job Training	Environmental management staff	March 4–17, 2025 (28 hours)
	Water Environmental Technician Job Training	Environmental management staff	March 18–31, 2025 (28 hours)
DRB Automotive	Waste Generator Training	Environmental management staff	March 25–31, 2025 (4 hours)
	Hazardous Chemical Supervisor and Technical Staff Training	Hazardous chemical supervisor and technical staff	March 20–21, 2025 (16 hours)
	Hazardous Chemical Handler Training	Hazardous chemical substance handlers	February 5–August 29, 2025 (16 hours)
	Hazardous Chemical Handling Facility Employee Training	Hazardous chemical substance handling facility employees	January 6–13, 2025 (2 hours)
	Hazardous Waste Safety Management Training	Production management officers and on-site staff	January 12–13, 2026 (2 hours)
			July 7, 2025 (2 hours)



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[E1-9] Environmental Management Capacity Building Training for DRB Employees

Subsidiary	Training Name	Target Participants	Training Period (Hours)
DRB Slovakia	Waste Management Act Training	Environmental Management	December 3, 2025 (7 hours)
	Waste Management Training	Officers	January 7–December 1, 2025 (1
		New Employees and On-Site Staff	hour)
DRB Vietnam	Environmental Protection Act Training	Environmental Management Officers	June 11, 2025 (4 hours)

[E1-10] DRB Environmental Facilities Investment Status

Entity	Project Name (Equipment Name)	Key Function	Investment Cost
DRB Industrial	<ul style="list-style-type: none">Installation of temperature and pressure sensors and HMI¹ system for air pollution control facility	<ul style="list-style-type: none">Enhanced monitoring and surveillance of air pollution control facility operations	KRW 68,832 thousand
DRB Automotive	<ul style="list-style-type: none">Installation of air pollution control facility for joint process	<ul style="list-style-type: none">Reduction of air pollutant emissions	KRW 90,200 thousand
DRB Qingdao	<ul style="list-style-type: none">Installation and modification of air pollution control facility at Qingdao Plant	<ul style="list-style-type: none">Enhancement of air pollutant treatment capacity and emission reduction	KRW 213,602 thousand
	<ul style="list-style-type: none">Maintenance of air pollution control facility at Chongqing Plant		KRW 6,427 thousand
DRB Slovakia	<ul style="list-style-type: none">Installation of photovoltaic generation facility (PPA) at Plant 2Installation of air pollution control facility for coating process	<ul style="list-style-type: none">Renewable energy generation and greenhouse gas reductionReduction of odor and air pollutant emissions	No cost (facility lease) KRW 72,898 thousand
DRB Vietnam	<ul style="list-style-type: none">Plant 1 Wastewater Treatment Facility Capacity Expansion and TMS² Installation	<ul style="list-style-type: none">Increased treatment capacity to address rising wastewater generationReal-time monitoring of water quality pollutants	KRW 281,998 thousand

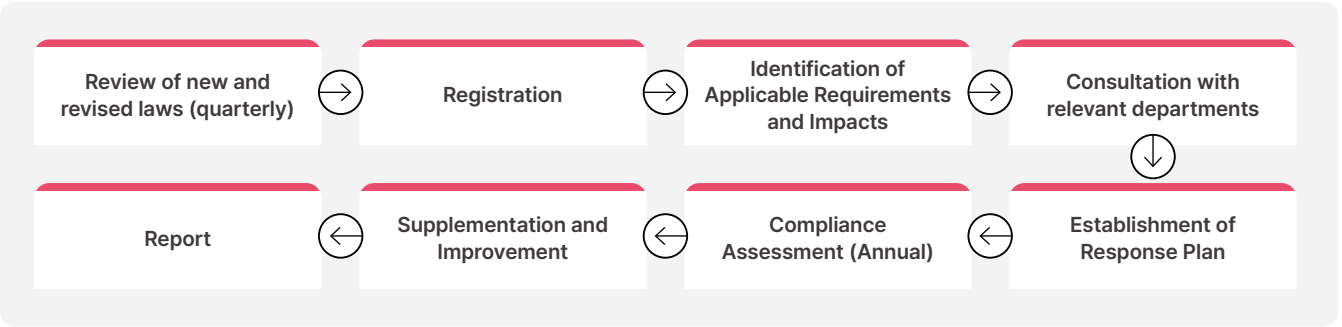
1. HMI : Human-Machine Interface
2. TMS: Tele Monitoring System, automated water quality monitoring system

3-3. Environmental Regulations and Compliance Management

DRB operates an internal regulatory management process to ensure compliance with global environmental regulations and local laws. We periodically review newly enacted and amended regulations to assess our compliance status.

- Proactive regulatory response: When new regulations are introduced, we identify the specific requirements applicable to our business sites. Led by our dedicated environmental organization, we collaborate with relevant departments to develop and implement advance response plans.
- Compliance Risk Management: When regulatory violations or deficiencies are identified, we conduct root cause analysis and implement corrective measures and process improvements. To prevent similar risks from recurring at other business sites, we horizontally deploy the findings across all domestic and overseas subsidiaries for review and monitoring.

[E1-11] DRB Environmental Regulatory Risk Management Process



[E1-12] DRB Environmental Regulatory Compliance Status

Category		Unit	DRB Holding	DRB Industrial	DRB Automotive ¹	DRB Qingdao	DRB Slovakia	DRB Vietnam
Environmental Regulatory Violation	Number of Violations	Cases	0	0	1	0	0	0
	Administrative Fine	Thousand KRW	0	0	480	0	0	0

1. In 2025, DRB Automotive received an administrative fine for non-compliance with Article 33(2) of the Water Environment Conservation Act (notification of changes to discharge facilities). To prevent recurrence of this incident, we conduct regular testing of all water pollution substances and monitor the results rigorously.



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3-4. Stakeholder Communication

Employees

DRB operates diverse communication channels to enable all employees to become agents of environmental responsibility. Through organic two-way communication, we strengthen our environmental management infrastructure.

Awareness Raising and Capability Enhancement 	We advance environmental awareness by internalizing our environmental policy and Code of Conduct. Through the DRB Forum and environmental volunteer activities, we foster a participatory culture. We enhance environmental management execution capabilities through specialized training programs for environmental personnel.
Grievance Processing Channel Diversification 	We operate a grievance process to proactively manage environmental risks and gather feedback from operational sites. Environmental concerns and issues are received through the DRB Cyber Audit Department, subsidiary-specific environmental organizations, the Environmental Management Committee, and the Manufacturing Council, and are addressed according to established criteria.
Transparency in Performance Disclosure 	To strengthen the credibility of our environmental management activities, we regularly disclose quantitative and qualitative performance data. We share information transparently through our annual sustainability report, official website, and internal collaborative systems.

Customers

DRB complies with the Supplier Code of Conduct and environmental and climate change response policies of major customers domestically and internationally. We actively cooperate to address climate risks and achieve carbon neutrality.

Supply Chain Climate Risk Response 	DRB Automotive has established and is implementing a mid- to long-term plan to reduce greenhouse gas emissions by 10% from the 2019 baseline year, aligned with major customers' carbon neutrality roadmaps by 2030. Additionally, we conduct Life Cycle Assessment (LCA) ¹ to quantify the full-lifecycle environmental impact of our manufactured products.
Initiative Participation 	DRB Automotive participates in the CDP Climate Change Response assessment and shares performance results with customers. DRB Qingdao is reviewing voluntary participation in the CDP ² .
Climate Change Response Performance Communication 	DRB Industrial regularly communicates energy savings performance and plans with customers. DRB Qingdao is implementing renewable energy adoption and energy transition plans aligned with major customers' carbon neutrality objectives.

1. LCA : Life Cycle Assessment
2. CDP : Carbon Disclosure Project

External Suppliers

DRB supports external suppliers in establishing independent environmental management capabilities by providing guidelines and conducting environmental training to build a cooperative partnership framework.

Guideline Dissemination and Training 	To establish environmental compliance practices, we share the Supplier Code of Conduct and Green Procurement Policy with external suppliers and conduct periodic environmental training for relevant personnel.
Environmental Risk Communication 	Through DRB PSM ¹ , we provide advance notice of climate change impacts and significant environmental incidents. We also strengthen engagement by communicating key environmental issues and technical guidance.
Grievance Processing Channel 	We independently operate the DRB Cyber Audit Department with guaranteed anonymity to enable external suppliers to report environmental concerns and unfair practices without fear of retaliation.

1. PSM : Purchasing & Supply Management, DRB Partner Cooperation and Procurement Portal

Government and Local Communities

DRB complies with environmental regulations of national and local governments in the jurisdictions where we operate. Through partnerships with government agencies and local communities, we contribute to creating shared value.

Immediate Response to Environmental 	Environmental concerns raised by government agencies and local communities are addressed by our dedicated environmental team, which conducts root-cause analysis, implements corrective measures, and reports results transparently to stakeholders.
Local Environmental Stewardship 	We maintain collaborative relationships with residents and civil society organizations in areas surrounding our subsidiaries' facilities. We conduct environmental conservation activities and operate eco-friendly programs with local community participation.
Environmental Compliance 	We monitor evolving environmental regulations to prevent legal risks and fulfill reporting obligations required by local authorities. We disclose our compliance status and environmental performance achievements to stakeholders.



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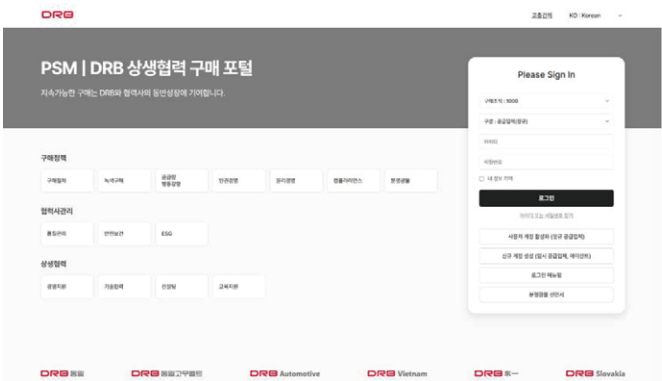
[E1-13] Environmental Grievance Channel Operation (Reception and Resolution Status)

Category		Unit	DRB Industrial			DRB Automotive		
			2023	2024	2025	2023	2024	2025
Employees	Grievances Received	cases	14	19	17	0	0	0
	Resolved	cases	14	19	17	0	0	0
	Resolution Rate	%	100	100	100	-	-	-
External Stakeholders ¹	Grievances Received	cases	6	1	0	2	10	9
	Resolved	cases	6	1	0	2	10	9
	Resolution Rate	%	100	100	-	100	100	100

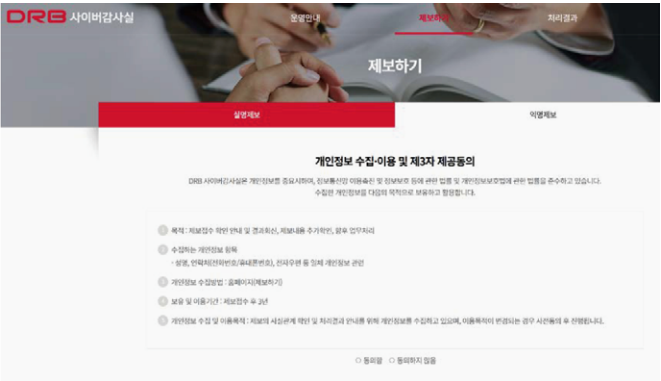
1. External Stakeholders: customers, external suppliers, government, local communities, etc.

DRB operates communication channels to receive environment-related grievances from diverse stakeholders, including employees, and addresses and communicates resolutions according to established procedures and standards. Environment-related grievances may be submitted to the dedicated environmental organization of each subsidiary, DRB PSM, or the DRB Cyber Audit Department.

DRB PSM



DRB Cyber Audit Department



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4. Global Initiatives

Carbon Disclosure Project (CDP)



DRB Automotive has participated in the CDP Climate Change category since 2023, responding to key stakeholder requests. Through this participation, we assess the climate impacts of our production and business operations and establish and report our climate response plans. In 2024 and 2025, we achieved an SME B rating, demonstrating performance that exceeds foundational levels in climate change response. We recognize climate-related risks and have established and implemented response strategies. We plan to continue strengthening our performance through ongoing improvement.

Corporate Renewable Energy Initiative (CoREi)



DRB Holding, DRB Industrial, and DRB Automotive joined CoREi in 2022. This initiative is jointly led by UN Global Compact Network Korea, World Wildlife Fund (WWF), Korea Sustainability Investing Forum, and the Korean Society for New and Renewable Energy. It aims to raise awareness of renewable energy transition and drive tangible environmental progress. DRB actively supports sustainable energy transition by participating in this initiative.

Task Force on Climate-related Financial Disclosures (TCFD)



DRB implements response activities based on TCFD recommendations to effectively identify and manage financial risks arising from climate change. We disclose climate-related risks transparently across key TCFD recommendation areas—governance, response strategy, risk management, and metrics and emissions reduction targets—to provide investors and stakeholders with material information. Through this approach, we strengthen the transparency and credibility of our climate risk management.

Forward Faster



DRB Industrial joined the Climate Action track of Forward Faster in April 2024, an initiative led by UN Global Compact Network Korea to accelerate progress toward the Sustainable Development Goals (SDGs). Forward Faster focuses on five areas: Climate Action, Gender Equality, Living Wages, Water Resilience, and Sustainable Finance. Participating companies develop and implement action plans aligned with the Forward Faster Action Guide to achieve targets in each focus area. Through this initiative, DRB Industrial is creating meaningful progress in climate change response and sustainable development.

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1. Climate Change Response Governance

1-1. Climate Change Response Framework

DRB manages its climate change response through a structured decision-making system anchored by the ESG Committee under the Board of Directors, extending through the Environmental Management Committee to the Environment and Safety organizations of each subsidiary. The ESG Committee holds authority to deliberate and decide on climate change response strategy, greenhouse gas reduction targets, and key policies. The Environmental Management Committee reviews risks and oversees performance improvement activities at the stage before agenda items are submitted to the ESG Committee. Each subsidiary's Environment and Safety Team establishes and executes carbon neutrality implementation tasks tailored to its specific operational and business characteristics. Implementation progress is reported regularly through each subsidiary's CEO to the ESG Committee. Based on this reporting, the ESG Committee determines the direction of emissions reduction activities and mid- to long-term strategy for each subsidiary. This entire process operates as a cyclical system conducted on a quarterly basis.

[E2-1] DRB Climate Change Response Organization Chart



ESG Committee

The ESG Committee is the highest-level decision-making body responsible for establishing ESG policies including environmental management, approving implementation plans, and deliberating and deciding on key initiatives. Through quarterly meetings, the Committee discusses strategic directions for core issues such as climate change response, carbon emission reduction, product life cycle assessment (LCA), expansion of eco-friendly product lines, and supply chain ESG management, and establishes mid- to long-term implementation plans. During 2025, the Committee deliberated on priority issue selection based on Double Materiality Assessment, sustainability management risk identification, and approval of greenhouse gas emission reduction plans. In the first half of the year, it reviewed accumulated implementation results and sustainability report publication status. In the second half, the Committee received a report on research service findings for establishing a climate change response strategy roadmap and conducted final deliberation, thereby performing strategic decision-making that extends beyond single-year activities to mid- to long-term strategy development.

Environmental Management Committee

The Environmental Management Committee manages risks across all environmental areas, including carbon neutrality, and oversees activities to improve environmental performance. The Committee regularly reviews risk factors and distinguishes between urgent matters and those that need to be reflected in mid- to long-term business strategies. Matters deemed to require company-wide decision-making are reported to the ESG Committee, the highest-level decision-making body, for deliberation and approval. Through this review process, the Environmental Management Committee enhances the completeness of agenda items submitted to the ESG Committee while ensuring that risks identified at business sites are communicated to the higher-level decision-making framework without omission.

Dedicated Climate Change Response Organization

The subsidiaries' climate change response organizations identify carbon neutrality implementation status across diverse operational areas, including production processes, business site operations, and supply chains. These organizations identify and advance climate change response initiatives within each relevant domain. Each subsidiary implements differentiated strategies tailored to its specific production environment and business conditions, encompassing detailed initiatives such as improving energy efficiency, expanding renewable energy use, and creating eco-friendly work environments. Throughout this process, energy consumption and greenhouse gas emissions data are continuously monitored across all operational areas, and substantive improvement measures are identified and implemented.



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Carbon Management Committee and Working Group

To strengthen substantive carbon management capabilities, DRB Automotive and DRB Slovakia have established and are operating entity-level Carbon Management Committees as of 2025. The committees regularly monitor greenhouse gas emissions at business sites, review and manage detailed implementation tasks for achieving reduction targets, and identify carbon-related regulatory trends and risk factors in advance. The committees report these findings to the Environmental Management Committee, helping ensure that DRB's carbon neutrality implementation framework operates effectively at the site level. Both entities independently operate Working Groups at each business site to strengthen execution capability on the ground. Working Groups translate strategies and tasks established by the Carbon Management Committee to fit each entity's business environment and lead substantive implementation at the site level. The groups autonomously perform energy data collection and analysis, identify and advance emission reduction initiatives, and conduct on-site improvement activities, with results regularly shared with the Carbon Management Committee. DRB plans to progressively expand this entity-level carbon management system to major production entities.



2. Climate Change Response Strategy

2-1. GHG Reduction Strategy

DRB has established and is implementing a phased strategy to reduce GHG emissions across Scopes 1, 2, and 3, with the objective of achieving carbon neutrality (Net-zero) across all subsidiaries by 2050. This target is transparently disclosed to all stakeholders, including customers and external suppliers, and is grounded in reduction strategies aligned with global standards.

Scope 1 (Direct Emissions)

We analyze major emission sources and develop tailored reduction measures for each source. We continuously improve thermal energy efficiency through equipment operating optimization, boiler air ratio adjustment, combustion efficiency control to minimize energy losses, heat recovery from exhaust gas and heat medium boilers, and energy reuse via cooling water circulation. In 2025, we reduced greenhouse gas emissions by enhancing production efficiency and lowering energy consumption through Manufacturing Division automation.

Scope 2 (Indirect Emissions)

We pursue improvements in power consumption efficiency and the transition to renewable energy in parallel. We reduce electricity consumption through high-efficiency equipment replacement for lighting and air-conditioning systems and operational optimization. We are continuously expanding long-term power purchase agreements (PPAs) for solar energy, utilizing idle company sites and factory rooftops. In 2025, DRB Automotive substituted approximately 10% of its electricity consumption with renewable energy through solar installations, and DRB Slovakia has completed the installation of solar equipment on its roof and commenced full-scale operations. DRB aims to achieve 100% renewable energy-based power consumption across all subsidiaries by 2050 and will implement various measures in phases, including the expansion of long-term PPAs and the purchase of renewable energy from external suppliers.



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Scope 3 (Other Indirect Emissions)

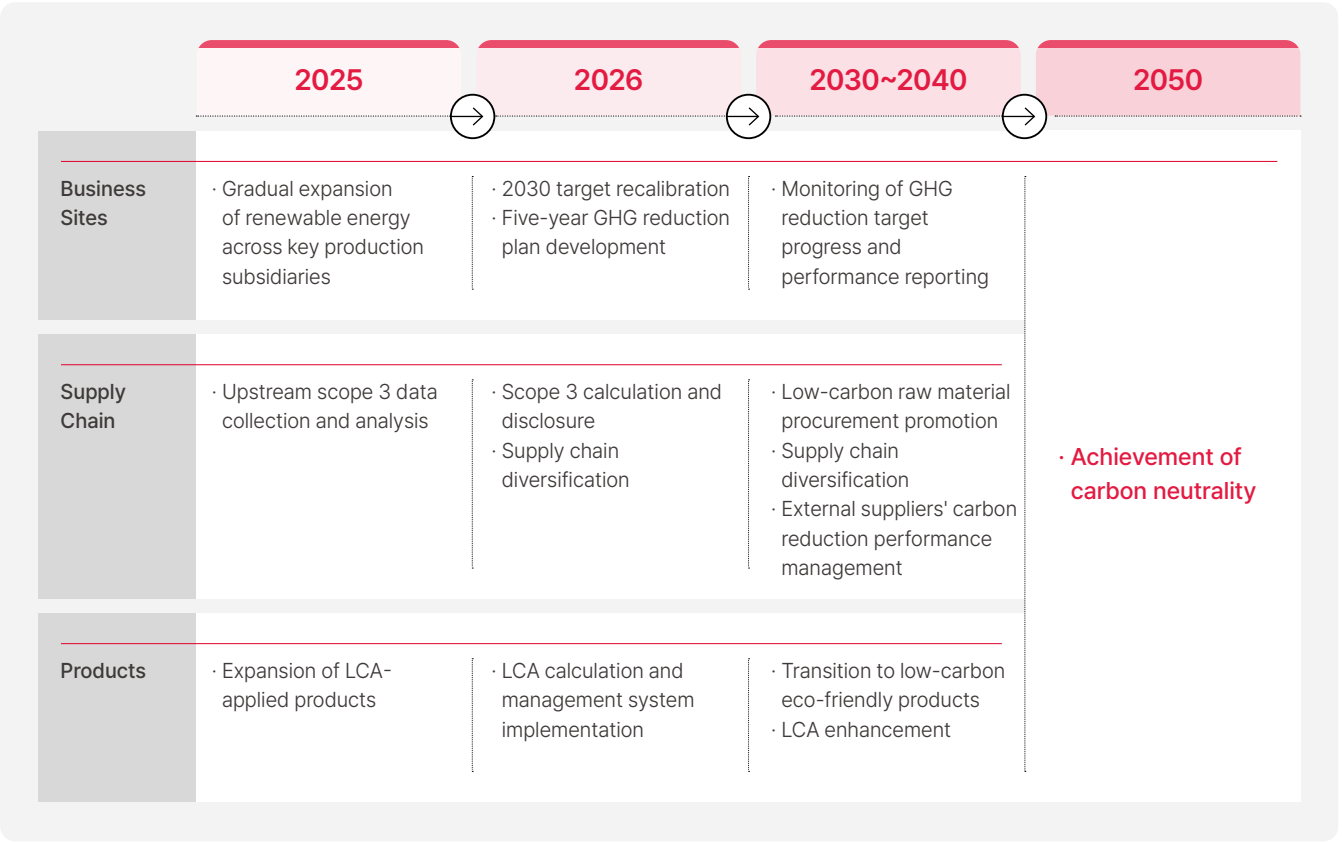
DRB develops emissions calculation methodologies that reflect the value chain characteristics of the chemical and rubber industries, based on the GHG Protocol Scope 3 accounting standard. We select items from the 15 categories that align with our business characteristics and pursue emissions quantification accordingly. In 2025, we conducted our first pilot calculation of upstream emissions across purchased goods and services (Cat. 1), capital goods (Cat. 2), energy-related activities not included in Scope 1 and 2 (Cat. 3), upstream transportation and distribution (Cat. 4), and waste generated at business sites (Cat. 5). Based on the pilot calculation results, we are reviewing the appropriateness of our data collection methods and verifying the completeness and accuracy of reported figures. We plan to progressively expand the calculation categories, continuously improve data quality, and advance our Scope 3 emissions management framework. Building on strategic approaches tailored to the characteristics of each emissions source, DRB will establish science-based targets (SBT) and execute staged reductions aligned with global standards.

[E2-2] DRB Scope 3 Measurement Plan

Item	Description
Calculation Methodology	<ul style="list-style-type: none">Development of industry-specific calculation methodology in accordance with GHG Protocol Scope 3 calculation standards and guidance
Category Selection	<ul style="list-style-type: none">Selection of categories from Scope 3's 15 categories that align with business characteristics (taking into account the value chain of the chemical and rubber industries)
Calculation Process	<ul style="list-style-type: none">Calculation of GHG emissions by category using internal and external indicators
Data Collection Plan	<ul style="list-style-type: none">Initial data collection in 2025, verification of calculation results and error checking
Accuracy Verification	<ul style="list-style-type: none">Verification of accuracy for collected data, confirmation of material errors and omissions
Calculation Methodology Transparency	<ul style="list-style-type: none">Transparent disclosure of calculation formulas and estimation procedures, assurance of reliability through data verification
Mid- to Long-Term Target	<ul style="list-style-type: none">Establishment of strategy to minimize Scope 3 emissions and continuous improvement efforts to achieve carbon neutrality targets

Scope 3 Category	
1. Purchased goods and services	1. Data Collection Priority Setting Establish criteria to prioritize categories, and collect more precise data for high-priority categories
2. Capital goods	2. Data Selection Select activity data and emission factors to be collected by considering the characteristics of items to be calculated and the company's situation
4. Upstream transportation and distribution	3. Data Collection and Supplementation Collect necessary data, and supplement with alternative data when data collection is difficult
5. Waste generated at business sites	4. Data Quality Enhancement Review data quality, and improve data that is relatively low quality over time
6. Business travel of employees	
7. Commuting of employees	

[E2-3] DRB Carbon Neutrality Implementation Plan





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2-2. Climate Change Response Strategy by Major Production Subsidiaries

DRB has established a target to reduce greenhouse gas emissions by 28% compared to 2021 levels by 2030. To achieve this goal, we develop optimal reduction strategies that reflect each operating entity's business characteristics, the energy policies of their respective host countries, and the applicable regulatory environment. Implementation is driven through four core pillars: energy efficiency improvement, process optimization, raw material enhancement, and transition to renewable energy. We regularly analyze emissions status and reduction potential by operating entity to systematically manage near-term action items and mid- to long-term targets. Progress at each operating entity is reported to the Environmental Management Committee and ESG Committee, enabling continuous monitoring of company-wide emissions reduction implementation.

DRB Industrial has set a target to reduce greenhouse gas emissions by 28% compared with 2021 by 2030, positioning improvements in energy efficiency and automation of production processes as core reduction measures. We analyze energy consumption data by process to identify unnecessary operating periods and are progressively expanding the replacement of high-efficiency motors and inverters to reduce power consumption.

In 2025, we are advancing vulcanization process optimization using artificial intelligence technology in conjunction with government support programs. We conduct precision analysis of energy conditions input to the vulcanization process based on data, improving the process to reduce energy that was unnecessarily consumed while maintaining quality. By using AI to scientifically optimize process conditions that had previously been managed conservatively to minimize quality risk, we are achieving both energy savings and quality stability. We are also concurrently advancing automation of the grinding process. By converting the existing manual grinding method to automated equipment, we increase production efficiency while achieving reductions in heat generated during the process and power consumption. In particular, the high surface temperature issue that occurred in the existing method has been improved through automation conversion, which has also enhanced worker safety. We are currently expanding full-scale application in phases and plan to further expand the scope of automation and energy savings effects through additional equipment deployment in the future. In terms of renewable energy transition, we analyze domestic power market conditions and renewable energy conversion feasibility while advancing the implementation of external renewable energy procurement (PPA). Over the mid- to long-term, we will progressively increase the renewable energy usage ratio to achieve the 2030 reduction target by detailing our implementation plan.

DRB Automotive has established a target to reduce greenhouse gas emissions by 20% compared to 2021 levels by 2030. DRB Automotive enhances energy efficiency by combining manufacturing process automation with real-time energy monitoring. Through the adoption of automated equipment, we minimize unnecessary energy consumption, and based on real-time process data, we continuously identify and address energy waste factors. At the raw materials stage, we are progressively expanding our use of recycled rubber and low-carbon materials. In response to increasingly stringent environmental requirements from automotive OEM customers, we are also expanding our sustainable raw materials sourcing. Regarding the transition to renewable energy, solar power generation facilities established through a leasehold arrangement at our business site currently supply approximately 10% of our electricity consumption as renewable energy as of 2025. Going forward, we plan to expand our renewable energy usage ratio continuously through the purchase of RECs and execution of additional PPAs to support RE100 commitments. We will monitor changes in the domestic renewable energy market continuously and select optimal timing and methods for transition.

DRB Qingdao is pursuing a reduction strategy targeting a 30% decrease by 2030 compared to 2021 levels, combining efficiency improvements and low-carbon raw materials with a focus on energy-intensive processes. Through expanded process automation, the company eliminates unnecessary electricity consumption during production and continuously enhances energy use efficiency through optimal equipment operation and production schedule adjustments. DRB Qingdao also monitors energy consumption data by process on a regular basis, identifies waste factors early, and integrates findings into improvement activities. On the raw materials side, the Company is progressively increasing the use of recycled rubber while strengthening carbon emissions reduction activities across the supply chain through collaboration with key external suppliers. Regarding renewable energy transition, building on the on-site solar power purchase agreement (PPA) concluded in 2023, DRB Qingdao used 1,037.36 MWh of solar electricity generated from factory roofs in 2025 and additionally purchased renewable energy certificates (REC) totaling 11,100 MWh to expand renewable energy use. Aligned with China's carbon neutrality policy direction, the Company is reviewing additional cooperation opportunities with local renewable energy generation facilities and will continue to respond to evolving regulatory environments, such as strengthened carbon emissions trading mechanisms in China, while advancing its emissions reduction implementation system at the corporate level.



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DRB Slovakia is advancing a reduction strategy to proactively respond to the European Union's strengthening carbon regulatory environment, targeting a 28% reduction by 2030 compared to 2021. The company is implementing energy conservation activities at the business site level, including optimization of air conditioning system operations, replacement of all facility lighting with high-efficiency LEDs, and elimination of unnecessary energy consumption during idle periods. In parallel, DRB Slovakia is expanding the application of low-carbon raw materials and enhancing the proportion of recycled rubber use. Production process efficiency improvements are also underway. Multiple drying equipment units previously used in the coating process have been consolidated into a single, integrated conveyor-type system, reducing energy consumption. To respond to the European Union's Carbon Border Adjustment Mechanism (CBAM) implementation and the acceleration of RE100 transition, DRB Slovakia is strengthening the carbon management system across its supply chain and establishing a foundation for calculating product-level carbon footprints. On the renewable energy front, in 2025 the company completed the installation of solar power generation equipment on the roof of Plant 2 through an on-site power purchase agreement (PPA) approach, which commenced full operations in September and generated approximately 75.303 MWh of electricity. Building on this progress, DRB Slovakia is pursuing external power purchase agreements (PPAs) for renewable energy and examining the potential for utilizing green financing and support programs offered by the European Union, with the objective of gradually increasing the self-sufficiency ratio for renewable energy.

DRB Vietnam is pursuing a reduction strategy that combines production process optimization with renewable energy transition, targeting a 34% reduction by 2030 compared to the 2021 baseline, building on the successful operation of Plant 2. Through deployment of a smart energy management system, the company continuously monitors energy consumption by process in real time and optimizes equipment operation schedules and production timelines to reduce unnecessary energy consumption. As part of the transition to environmentally friendly energy, DRB Vietnam reduces fossil fuel consumption by leveraging locally sourced biomass resources—including rice husk pellets and sawdust firewood—as primary fuels, thereby contributing to circular resource utilization and activation of local supply sources. On the raw materials side, the company is expanding the use of recycled rubber to reduce carbon emissions in the production phase and is strengthening supply chain carbon management through collaboration with key external suppliers. Regarding renewable energy transition, DRB Vietnam is reviewing the execution of solar power purchase agreements (PPAs) utilizing idle land within the facility, reflecting Vietnam's rapidly growing solar and wind energy market. The company will incrementally strengthen energy independence through linkage with energy storage systems (ESS¹) as needed.

1. ESS : Energy Storage System

Entity	2030 Emission Reduction Target	Key Reduction Strategy	Renewable Energy Transition
DRB Industrial	28%	<ul style="list-style-type: none">AI-based vulcanization process optimization (linked with government support program)Automation transition in grinding processHigh-efficiency motor and inverter replacementLED lighting conversionHVAC system optimization	Analysis of domestic renewable energy market conditions and promotion of external PPA adoption
DRB Automotive	20%	<ul style="list-style-type: none">Manufacturing process automation and real-time energy monitoringExpansion of recycled rubber and low-carbon material applications	On-Site solar PPA generating 1,865.28 MWh in 2025 (covering approximately 10% of electricity consumption); future promotion of REC purchases and additional PPA contracts in response to RE100
DRB Qingdao	30%	<ul style="list-style-type: none">Expansion of process automationEquipment operation optimization and production schedule adjustmentExpanded application of recycled rubberSupply chain carbon emission reduction collaboration with external suppliers	On-Site solar PPA concluded in 2023, generating 1,037.36 MWh on-site in 2025 plus additional REC purchase of 11,100 MWh
DRB Slovakia	28%	<ul style="list-style-type: none">Energy conservation activities for HVAC and lightingCoating process drying equipment integrationExpanded application of low-carbon raw materialsCarbon footprint calculation foundation development (CBAM compliance)	On-Site solar PPA in 2025 with Plant 2 solar facility completion (operational in September), generating approximately 75.303 MWh annually
DRB Vietnam	34%	<ul style="list-style-type: none">Smart energy management system implementationEquipment and production schedule optimizationBiomass fuel utilization (rice husk pellets and sawdust firewood)	Solar PPA contract negotiation under review; energy independence strengthening through ESS integration planned when needed



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2-3. Life Cycle Assessment (LCA)

DRB performs Life Cycle Assessment (LCA) to quantify greenhouse gas emissions across the entire product manufacturing process. For automotive components, the Company calculates emissions throughout the full value chain—from raw material procurement through manufacturing and delivery—in response to global greenhouse gas LCA regulations established by the United Nations and implemented in Europe and other regions. Through process-level emission contribution analysis, we identify areas where emissions can be reduced. In 2025, we expanded the scope of LCA assessment beyond existing product categories to include automotive components as a primary focus, thereby strengthening the data foundation for low-carbon product design.

[E2-4] Automotive Components LCA Assessment Process

Phase	Key Activities	Application Example: Sealing (Weather Strip) Component
Goal and Scope Definition	<ul style="list-style-type: none">Establish LCA purpose and subjectDefine function and functional unitSet system boundaryDetermine allocation method and factors	<ul style="list-style-type: none">Purpose: Assess and analyze environmental impact of key raw materials for weather stripsFunctional unit: Production weight (kg) or production quantity (units) of weather stripSystem boundary: Raw materials → Processing → Extrusion → Joining → Delivery (Cradle to Gate)Allocation method and factors: Set allocation factors using physicochemical properties (weight, volume, surface area, etc.)
Inventory Analysis (LCI ¹)	<ul style="list-style-type: none">Quantify energy flowsIdentify and collect data on inputs and outputs for each process stage	<ul style="list-style-type: none">Raw materials: Identify weather strip raw materials (material verification through MDS², BOM³, etc.)Manufacturing process: Electricity consumption from extrusion molding equipment, thermal energy consumption in rubber curing processTransportation: Collect data on transportation distance of raw materials and finished products, fuel consumption (Product use and disposal stages excluded)
Impact Assessment (LCIA ⁴)	<ul style="list-style-type: none">Select environmental impact categories and assessment methodsPerform classification and characterization of inventoryApply normalization and weighting, if applicable	<ul style="list-style-type: none">Impact categories: Resource Footprint, Carbon Footprint, AcidificationTPE exhibits superior performance in the resource footprint impact category due to high recyclabilityEPDM demonstrates greater carbon footprint impact due to higher manufacturing energy consumption
Interpretation	<ul style="list-style-type: none">Analyze derived LCI or LCIA resultsIdentify improvement opportunities and recommendationsConduct sensitivity analysis	<ul style="list-style-type: none">EPDM use results in significant carbon footprint impact → manufacturing process improvement needed to enhance energy efficiencyTPE exhibits excellent recyclability but has mechanical property limitationsImprovement measures: optimize rubber molding temperature, expand recycled material ratioConclusion: TPE-based products may offer greater environmental advantage across overall impact categories

1. LCI : Life Cycle Inventory
2. MDS : Material Data Sheet
3. BOM : Bill of Materials
4. LCIA : Life Cycle Impact Assessment



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3. Risk Management

3-1. Climate Change Scenario Analysis

DRB operates major subsidiaries in South Korea, Vietnam, China, and Slovakia. We develop response strategies grounded in analysis of climate-related risks and opportunities across each country. Our analysis draws on the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6), the International Energy Agency (IEA) World Energy Outlook 2025, the United Nations Framework Convention on Climate Change (UNFCCC), and government policy reports from each country. We assess key climate-related indicators including temperature rise, CO₂ emissions, and sea-level rise. As Task Force on Climate-related Financial Disclosures (TCFD) recommendations are reflected in International Financial Reporting Standards (IFRS) S2 and domestic climate disclosure standards from the Korea Sustainability Standards Board (KSSB) move toward mandatory implementation, demand for climate-related information disclosure is intensifying. In response, we distinguish between physical risks and transition risks, evaluate the financial impact of each risk and opportunity on our business, and integrate these findings into our response strategy.

[E2-5] Risk Identification by Scenario

Category	Outlook	Temperature Rise	Sea Level Rise	Risk	Opportunity	Response Strategy
SSP 1-1.9 Successful Low-Carbon Transition (1.5°C Maintained)	<ul style="list-style-type: none">Strong global carbon-neutral policy implementationRapid growth in renewable energy and eco-friendly technology marketsStrengthened ESG regulations and assessment standards	Below 1.5°C	0.3~0.6 m	<ul style="list-style-type: none">Increased costs of eco-friendly transitionTechnology innovation and investment requiredExisting business model transformation necessary	<ul style="list-style-type: none">Capture first-mover advantage in the eco-friendly marketEstablish position as an ESG leaderUtilize government support and green finance	<ul style="list-style-type: none">100% renewable energy transition (expanded power purchase agreements; solar and wind investment)Strengthened Scope 3 GHG management (ESG assessment of external suppliers)Eco-friendly product development (electric vehicle component technology)Activated carbon credit trading (participation in international carbon markets)
SSP 1-2.6 Partial Reduction (2°C Target Maintained)	<ul style="list-style-type: none">Gradual greenhouse gas reduction policy applicationPotential increase in carbon emission costsDifferentiated reduction targets by industry	Below 1.8~2.0°C	0.4~0.7 m	<ul style="list-style-type: none">Rising costs from phased carbon tax implementationInvestor confidence changes through ESG rating reflectionReduced competitiveness if low-carbon transition pace lags	<ul style="list-style-type: none">Opportunity to secure low-carbon technology transitionFinancial burden alleviated through gradual transitionExpanded demand for eco-friendly products	<ul style="list-style-type: none">Adoption of GHG reduction technology (improved energy efficiency, low-carbon fuel transition)Establishment of carbon emission reporting system (Scope 1, 2 data management)Expanded eco-friendly investment (R&D, etc.)
SSP 3-7.0 Mitigation Failure (3°C or Greater Rise)	<ul style="list-style-type: none">Weakened climate change agreementsInadequate carbon-neutral implementation in some marketsExpanded supply chain instability due to increased climate disasters	Below 3.5~4.5°C	0.8~1.2 m	<ul style="list-style-type: none">Increased disruptions in production and logisticsIncreased physical climate risks (flooding, heat waves, typhoons, etc.)Reduced investor interest in ESG	<ul style="list-style-type: none">Maintain existing industrial structureMitigate environmental regulatory burdenExpand business opportunities for climate change adaptation	<ul style="list-style-type: none">Climate change adaptation strategy (natural disaster response planning, insurance system development)Supply chain diversification (review of production facility relocation from high-risk areas)Cost reduction strategy for environmental regulations (carbon tax and environmental regulation simulation)Strengthen social responsibility (support local communities' climate change adaptation)



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[E2-6] Risk Identification by Material Country

Country	Key Climate Risks	Key Transition Risks	Key Opportunities	Response Strategy
South Korea	<ul style="list-style-type: none">Increased frequency of heat waves and heavy rainfall due to rising average temperatures (IPCC AR6)Risk of damage to coastal cities and industrial facilities from sea level riseWorsening fine particulate matter and air pollution (Korean Climate Crisis Assessment Report, 2025)	<ul style="list-style-type: none">Introduction and strengthening of carbon tax (IEA Energy Policy Review Korea, 2025)Increased burden of industrial structural transition in response to government's carbon neutrality targetsStrengthened emissions trading system and rising corporate compliance costs	<ul style="list-style-type: none">Advancement in renewable energy technology and industry development (IEA World Energy Outlook, 2025)Opportunities for carbon reduction technology innovation and export expansionExpansion of eco-friendly vehicle and battery markets	<ul style="list-style-type: none">Development of carbon reduction roadmaps and establishment of greenhouse gas reduction targetsTransition to renewable energy (solar and wind)Development of carbon reduction technologies and eco-friendly processesStrengthened ESG disclosure and corporate sustainability assessment response
Vietnam	<ul style="list-style-type: none">Increased risk of inundation in major coastal cities due to sea level rise (IPCC AR6)Risk of infrastructure damage from increased typhoon and flood frequencyReduced labor productivity and increased energy consumption due to rising average temperatures	<ul style="list-style-type: none">Increased trade barriers resulting from strengthened global supply chain ESG standardsIntroduction of regulations requiring expanded renewable energy usePotential introduction of carbon tax and emissions trading systems	<ul style="list-style-type: none">Participation opportunities in international carbon emissions trading marketsExpanded investment opportunities in renewable energy (solar, wind)Potential development of eco-friendly agriculture and sustainable tourism industries	<ul style="list-style-type: none">Development of climate change adaptation facilities (waterproofing and cooling system enhancement)Implementation of eco-friendly processes and energy efficiency technologiesDevelopment and execution of carbon neutrality policies in collaboration with governmentInfrastructure investment to expand renewable energy use
China	<ul style="list-style-type: none">Severe air pollution and increased greenhouse gas emissionsReduced agricultural productivity from increased flood and drought frequencyIncreased industrial power consumption due to rising temperatures	<ul style="list-style-type: none">Strengthened regulations to achieve national carbon neutrality targets (2060)Cost burden from implementation of China's ETSPressure on factories and manufacturers to transition to low-carbon technologiesExpanded requirements for renewable energy and battery technology investment	<ul style="list-style-type: none">Expanded investment opportunities in eco-friendly technologies and carbon reduction solutionsAccelerated growth in electric vehicle and battery industriesAvailability of global green finance support	<ul style="list-style-type: none">Implementation of eco-friendly processes and carbon reduction technologiesExpanded use of renewable energy (solar and wind)Development of sustainable supply chains and ESG assessment responseParticipation in government-supported eco-friendly projectsMonitoring of China's ETS trends and proactive response measures
Slovakia	<ul style="list-style-type: none">Increased volatility in energy production due to changing precipitation patternsDecline in agricultural productivity and food supply chain disruption	<ul style="list-style-type: none">Strengthened carbon reduction targets and enhanced environmental regulations from the European UnionIncreased trade costs due to full implementation of EU CBAM²Strengthened mandatory renewable energy use and industry-specific emission reduction targetsIncreased corporate burden from rising carbon credit prices	<ul style="list-style-type: none">Development opportunities in sustainable energy industries and technology investmentExpansion of carbon credit trading markets and increased corporate participationAccess to European Union green finance and research support programs	<ul style="list-style-type: none">Participation in carbon credit trading markets and establishment of low-carbon production systemsDevelopment of eco-friendly products and processes meeting European standardsAdvancement of energy efficiency and power consumption optimizationUtilization of EU green funding and support programs

1. ETS : Emissions Trading System
2. CBAM : Carbon Border Adjustment Mechanism



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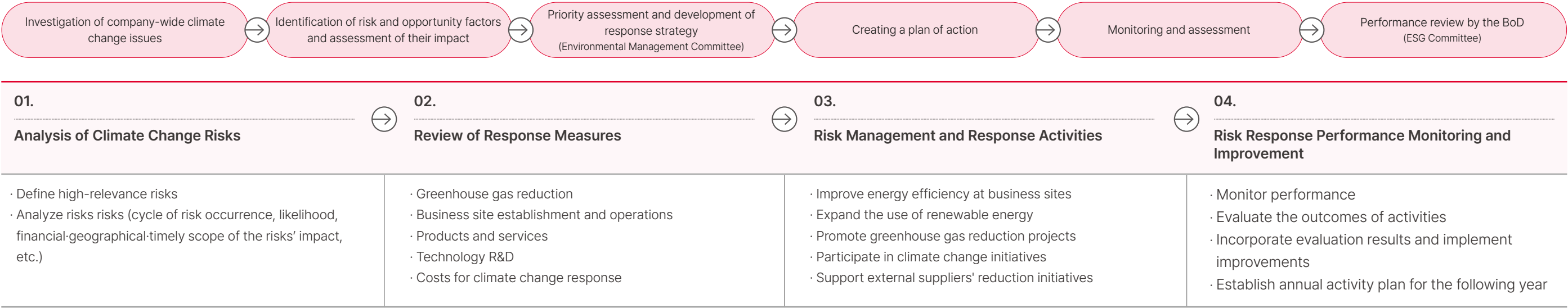
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E2. Climate Change Response

3-2. Climate Change Risk Management Process

DRB manages climate-related risks through an integrated four-stage risk management process: risk analysis, review of response measures, response activities, and monitoring and improvement. Periodic risk analysis results are reported through the Environmental Management Committee to the ESG Committee, where they inform strategic decision-making. We continuously advance our risk management framework through systematic review of performance and development of improvement measures. Based on this integrated risk management system, DRB proactively responds to climate change, pursues carbon neutrality targets, and strengthens long-term organizational resilience.

[E2-7] DRB Climate Change Risk Management Process



[E2-8] DRB's Identified Risks and Opportunities Related to Climate Change

Risk/Opportunity		Impact	Financial Impact		Likelihood	Response Measures
Physical Risk	Acute	Increased weather-related risk in key production facility regions (flooding, typhoons, wildfires)	Asset losses and increased recovery costs from damage to manufacturing facilities and logistics installations	High	Short-term	<div>· Periodic inspections of manufacturing facilities and logistics installations</div> <div>· Development and implementation of emergency response manuals, drills, and training</div> <div>· Establishment of specialized crisis response teams across multiple disciplines (firefighting, gas, electricity, etc.)</div>
	Chronic	Supply chain disruption for raw materials due to climate change	Increased procurement costs and supply chain disruption due to abnormal climate conditions in natural rubber supply regions	High	Medium to Long-term	<div>· Natural rubber Supply Chain Management and participation in sustainable natural rubber initiatives</div> <div>· Development of facility and employee health management plans to address extreme heat</div>
		Reduced labor productivity due to extreme heat	Revenue loss from reduced labor productivity			



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[E2-8] DRB's Identified Risks and Opportunities Related to Climate Change

Risk/Opportunity		Impact	Financial Impact		Likelihood	Response Measures
Transition Risk	Policy/ Regulation	Carbon credit price increases due to strengthened climate-related regulations	Increased compliance costs arising from carbon credit purchases and related facility investments	High	Short- to medium-term	<ul style="list-style-type: none">Execute GHG emissions reduction activities and expand renewable energy adoptionIdentify regulations and implement improvement initiativesUpon issuance of new laws or regulations, share information across departments and establish response strategies
		Acceleration of binding laws and regulations such as the Carbon Neutrality Act and EUDR ¹	Increased compliance costs and additional expenses from potential fines for non-compliance	Mid	Short- to medium-term	
	Technology	Expanded transition to low-carbon products	Market share capture by leading companies in low-carbon products and reduced profitability due to increased R&D costs	High	Short- to medium-term	<ul style="list-style-type: none">Expand use of sustainable raw materials and develop products with reduced environmental impactIncrease technology development investment and secure talent
		Infrastructure and workforce expansion needed for technology development	Financial losses from technology development failures and increased labor costs from workforce expansion	High	Medium- to long-term	
	Market	Rising electricity and fuel prices	Direct cost increase due to rising prices for electricity and fossil fuels (LNG, diesel, gasoline, etc.)	High	Short- to medium-term	<ul style="list-style-type: none">Expansion of renewable energy adoption and implementation of fuel switchingExpansion of electric vehicle-specific eco-friendly component sales and market leadership through research and development
		Expansion of low-carbon and eco-friendly component markets in line with growing electric vehicle market	Increased costs for new production facilities and process development	High	Medium- to long-term	
Opportunities	Market	Increasing Climate Change Response demands from customers and investors	Decline in corporate value and sales revenue due to sourcing restrictions if demands are not met	High	Medium- to long-term	<ul style="list-style-type: none">Implementation of improvement measures identified through sustainability assessmentEnhancement of climate disclosure framework
		Increased stakeholder expectations resulting from improved sustainability performance	Expanded investment and increased revenue	Mid	Medium- to long-term	<ul style="list-style-type: none">Implementation of sustainability assessment improvement activitiesExpansion of electric vehicle-specific eco-friendly component sales and development of low-carbon products through R&D
		Creation of new market opportunities driven by electric vehicle market expansion	Revenue growth through production and sales of electric vehicle-specific eco-friendly components	High	Short- to medium-term	<ul style="list-style-type: none">New business review and implementation
	Technology	Reduced climate change impact through business diversification	Revenue growth through business diversification	Mid	Medium- to long-term	
		Reduction of resource input through technology development	Yield improvement and resource circulation expansion (waste reduction initiatives, end-of-life product recovery, etc.)	High	Medium- to long-term	<ul style="list-style-type: none">Resource Conservation and Efficient Use EffortsInvestment in AI-Based Process Optimization Technology Development

1. EUDR: European Union Deforestation Regulation, deforestation prevention law

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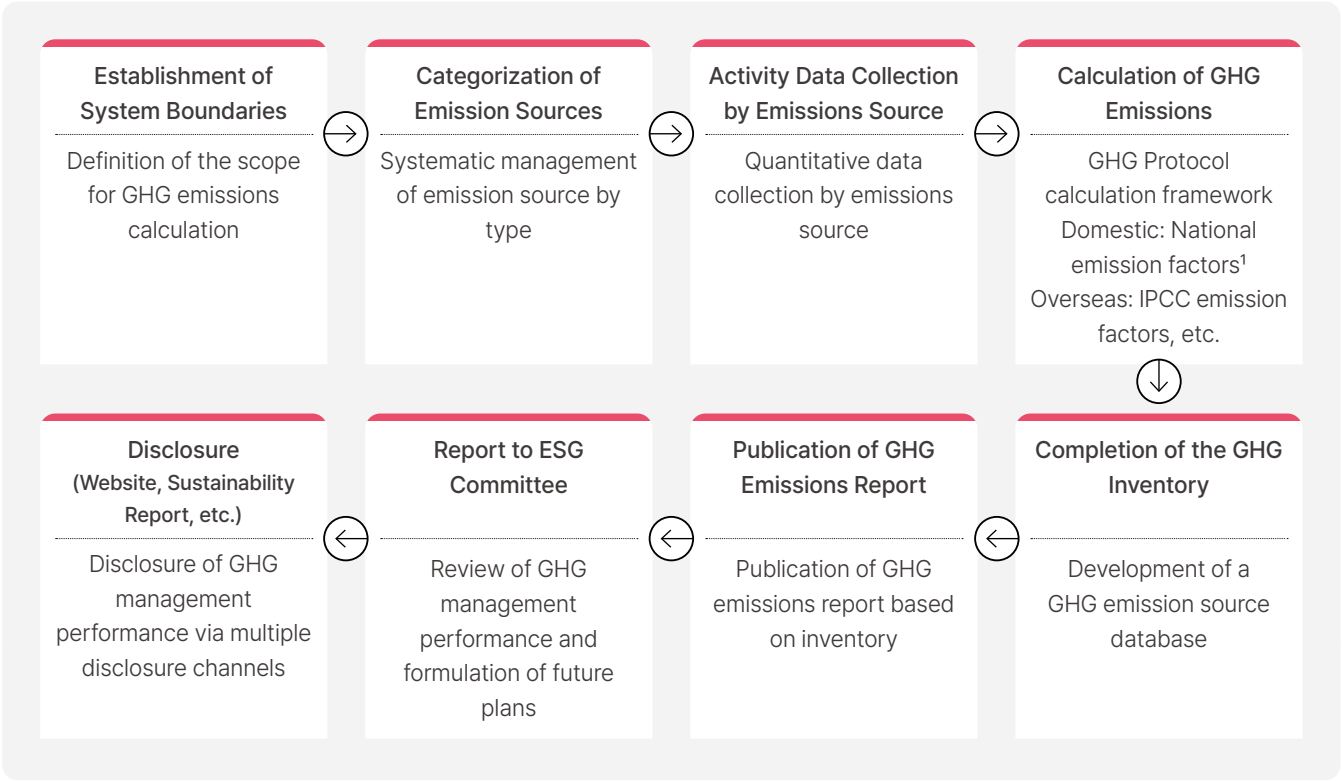
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3-3. Greenhouse Gas Management

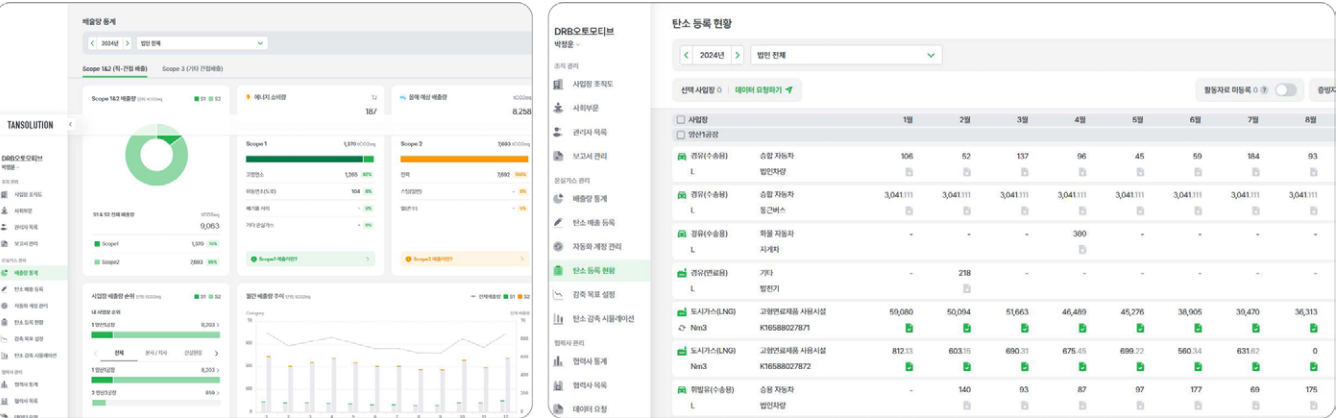
DRB manages its greenhouse gas emissions through a standardized framework that covers the entire process from data collection to reporting. Each subsidiary designates greenhouse gas management personnel responsible for identifying emissions status by entity and managing data quality. Emissions are calculated using the DRB Greenhouse Gas Inventory, which is based on the IPCC Guidelines and Korea's greenhouse gas emissions calculation guidelines. Data is classified by emission source type and consolidated according to consistent standards. The collected data is automatically aggregated monthly through the DRB Greenhouse Gas Management System, enabling real-time monitoring and analysis of emissions trends and reduction performance by subsidiary. Based on this system, DRB regularly monitors progress against greenhouse gas reduction targets and strengthens performance management linked to its company-wide carbon neutrality strategy.

[E2-9] DRB GHG Inventory Development Process



1. Application of “Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading System”

[E2-10] DRB GHG Management System



Third-Party Verification of GHG Emissions

DRB conducts annual third-party verification of Scope 1 and Scope 2 emissions from its subsidiaries in accordance with ISO 14064-1 and ISO 14064-3 standards. Verification is performed by an independent external expert organization, which reviews the appropriateness of the emissions calculation methodology and the accuracy of the data. In 2025, DRB conducted a pilot calculation of Scope 3 Upstream emissions, expanding management scope to include indirect emissions from the supply chain beyond direct operational emissions. DRB progressively expands the targets and scope of verification and discloses verification results transparently through its sustainability report and disclosure materials.



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[E2-11] DRB Greenhouse Gas Emissions Third-Party Verification Status

Subsidiary	Verification Scope	Subsidiary Category	Reporting Period	Emission Calculation Standard	Verification Level	Verification Body
DRB Industrial	Scope 1+2	100% (Busan Plant, Dongrae Plant, field test sites, Seoul Office, Daegu Office, Bucheon Logistics Center)	2025.01.01	Guidelines on Reporting	Limited	Korea
			~2025.12.31	and Certification of Emissions under the Greenhouse Gas Emissions Trading System	Verification	Quality Assurance
DRB Automotive	Scope 1+2	100% (Yangsan Plant 1, Yangsan Plant 2, Mobility Lab)	2025.01.01	Guidelines on Reporting	Limited	
			~2025.12.31	and Certification of Emissions under the Greenhouse Gas Emissions Trading System	Verification	
DRB Qingdao	Scope 1+2	100% (Qingdao Plant, Chongqing Plant)	2025.01.01	2006 IPCC Guidelines,	Limited	
			~2025.12.31	CaDi national emission factors	Verification	
DRB Slovakia	Scope 1+2	100% (Slovakia Plant)	2025.01.01	2006 IPCC Guidelines,	Limited	
			~2025.12.31	CaDi national emission factors	Verification	
DRB Vietnam	Scope 1+2	100% (Vietnam Plant 1, Vietnam Plant 2, Hanoi Office)	2025.01.01	2006 IPCC Guidelines,	Limited	
			~2025.12.31	CaDi national emission factors	Verification	

3-4. Energy Management

Each of our subsidiaries identifies energy-reduction opportunities tailored to the characteristics of its business site and production process, advancing reduction initiatives through equipment improvements and operational optimization.

[E2-12] Energy Consumption Reduction Activities at Major Production Subsidiaries

Entity	Activity	Energy	Key Initiatives and Expected Results
DRB Industrial	AI-Based Vulcanization Process Optimization	LNG	Reduction of unnecessary LNG consumption and simultaneous assurance of product quality stability
	Automation of grinding processes	Electricity	Reduction of heat and power consumption during manufacturing and improved workplace safety
DRB Automotive	Manufacturing Process Automation and Real-Time Energy Monitoring	Electricity	Continued identification and improvement of energy waste factors by process
	Solar power facility operations (On-Site PPA)	Electricity	Replacement of approximately 10% of electricity consumption with renewable energy as of 2025
DRB Qingdao	Process automation and production schedule optimization	Electricity, LNG	Prevention of unnecessary power consumption and improved energy use efficiency
	Solar power facility operations (On-Site PPA)	Electricity	Continued expansion of renewable electricity use based on a contract in 2023
DRB Slovakia	HVAC system operations optimization	Electricity	Power consumption reduction during idle periods and energy savings
	Consolidation of coating process drying equipment	Electricity	Integration of multiple drying units into a single unified system to reduce energy consumption
	Solar power generation facility operations (On-Site PPA)	Electricity	Full operations commence in September 2025, generating approximately 75.303 MWh of electricity
DRB Vietnam	Equipment operations scheduling and production plan optimization	Electricity and thermal energy	Reduction of unnecessary energy consumption
	Biomass fuel utilization	Thermal energy	Reduction of fossil fuel consumption through local biomass sources such as rice husk pellets and sawdust firewood

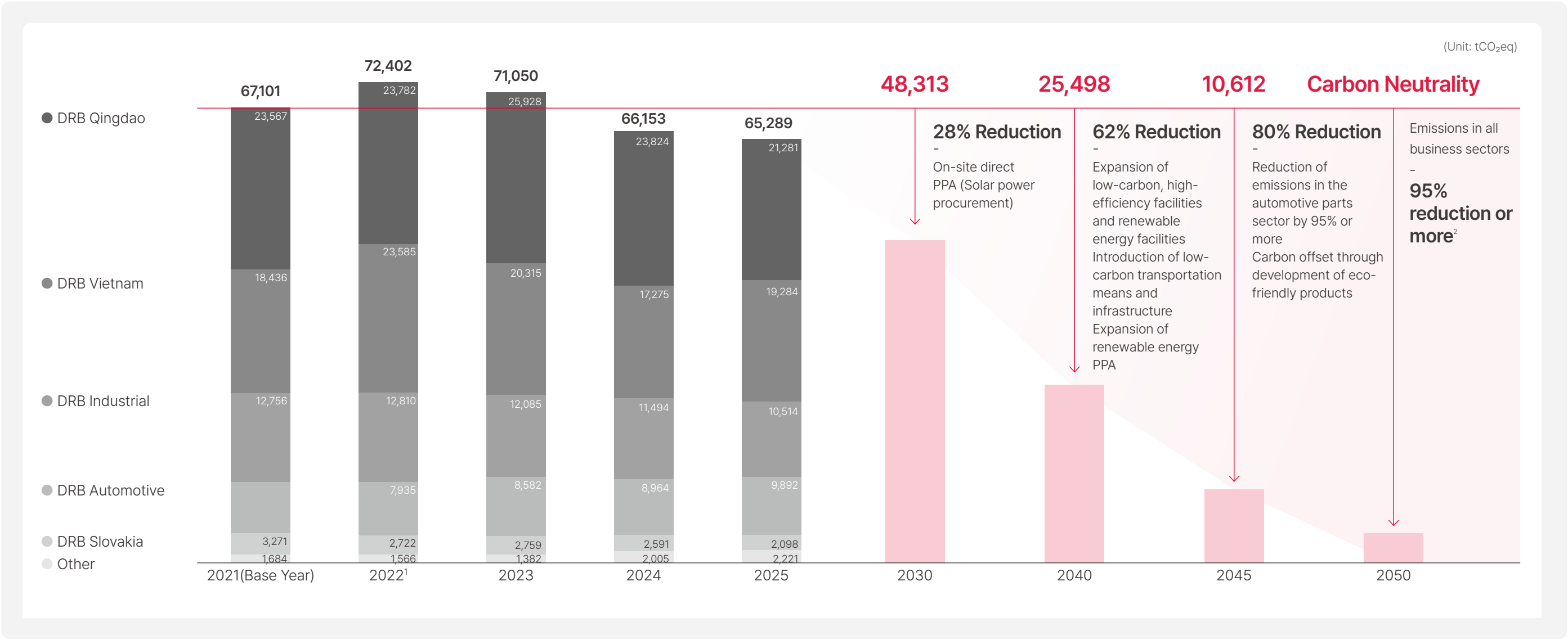
E2. Climate Change Response

4. Targets and Indicators

4-1. DRB Carbon Neutrality Roadmap

DRB is establishing carbon neutrality roadmaps for each subsidiary, with priority given to those with significant carbon emissions. Based on company-wide emissions reduction targets (Scope 1+2), the following implementation pathways have been established for each subsidiary. Our carbon neutrality targets are as follows: approximately 28% reduction in emissions by 2030, 62% reduction by 2040, achievement of carbon neutrality in the automotive components sector by 2045, and company-wide carbon neutrality by 2050, with 2021 as the baseline year.

[E2-13] DRB Greenhouse Gas Emissions Overview and Carbon Neutrality Roadmap



1. DRB Holding and DRB Automotive were separated into a holding company and operating company through a spin-off in 2022. From 2022 onward, emissions of DRB Holding are included in Other.
2. After achieving 95% or greater reduction in greenhouse gas emissions, remaining emissions (5% or less) that inevitably occur will be addressed through carbon offset and removal to achieve carbon neutrality.

E2. Climate Change Response

4-2. Renewable Energy Transition Plan

DRB is establishing a carbon-free energy procurement system to meet customers' low-carbon requirements and achieve our 2050 carbon neutrality target. In the near term, we reduce indirect emissions through the purchase of Renewable Energy Certificates (REC) and power purchase agreements (PPA) for solar power generation, leveraging subsidiaries' land leasing arrangements. As of 2025, renewable energy usage at DRB Automotive through solar power generation reaches approximately 10% of total electricity consumption, and Plant 2 at DRB Slovakia has entered full-scale operations with its solar facilities, delivering tangible results in our renewable energy transition. Over the mid- to long-term, we will sequentially replace fossil fuel-based processes and equipment to minimize direct emissions. Concurrently, we will monitor emerging technologies such as high-efficiency equipment and energy storage systems and develop investment plans to continuously strengthen the foundation for energy transition.

[E2-14] Solar Energy Facilities at Major Production Subsidiaries



DRB Automotive



DRB Qingdao



DRB Slovakia



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E3. Environmental Impact

1. Chemical Substances Management

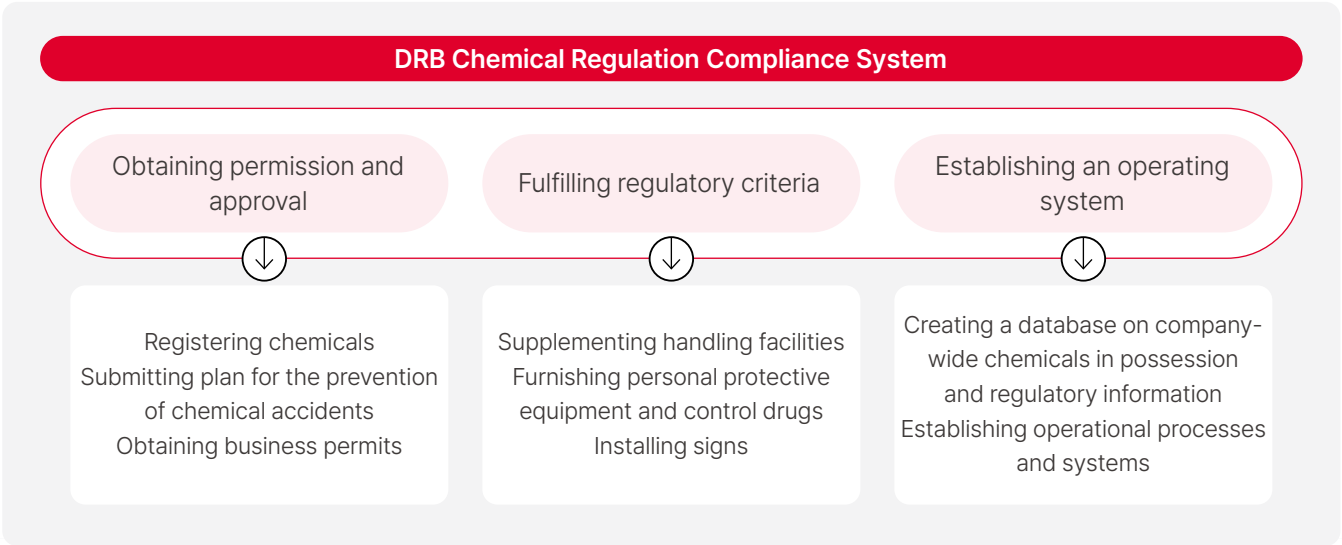
1-1. Chemical Substances Management System

DRB complies with the chemical substances control laws and the occupational health and safety regulations in countries where its subsidiaries operate. We support international regulations and initiatives, including the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and the End-of-Life Vehicles (ELV) directive. To prevent exposure to high-risk chemicals, we implement internal restriction measures that exceed regulatory requirements and advance the development and deployment of technologies to replace substances of concern with environmentally friendly alternatives.

This management approach operates as a company-wide system through our subsidiaries' chemical substances management regulations. We screen environmental risks across the entire lifecycle of chemical substances—from procurement through handling, storage, transportation, and disposal. We secure on-site safety through regular facility inspections and provide chemical information, technical support, and safety training to external suppliers.

Through these measures, we operate a continuous monitoring system to manage emissions of hazardous substances, ensuring the safety and health of our employees and the protection of local communities' ecosystems.

[E3-1] DRB Chemical Substances Regulatory Compliance Process



[E3-2] DRB Chemical Safety Management Policy

DRB recognizes that environmental and health impacts from all stages of chemical handling directly affect product quality and corporate competitiveness. To create a safe workplace environment, we have established the following DRB Chemical Safety Management Policy.

1. We continuously reduce the use of hazardous substances to prevent health risks to employees and local communities and to minimize environmental impact.
2. We pursue innovative technological approaches, including research into substitute materials that can fundamentally replace high-risk chemicals and development of environmentally friendly new products.
3. We establish rigorous facility management standards that exceed legal requirements and foster a safety-conscious chemical handling culture through employee education and transparent information sharing within our supply chain.

[E3-3] DRB Chemical Substances Management Items

Management Items
<ul style="list-style-type: none">• Mandatory procurement of MSDS¹ upon purchase of chemical substances and chemical formulations, with prior verification of hazards
<ul style="list-style-type: none">• Compliance with statutory inspections in the jurisdictions where each subsidiary operates and self-inspection activities of hazardous chemical handling facilities (at least once weekly)
<ul style="list-style-type: none">• Development of chemical accident prevention management plans and risk management across all stages of hazardous chemical handling through risk assessments
<ul style="list-style-type: none">• Compliance with hazardous chemical handling standards in accordance with the Chemical Substances Control Act and other applicable laws, and operation of handling facilities that meet such standards
<ul style="list-style-type: none">• Conduct of emergency response drills for rapid response to emergency situations such as chemical leaks (at least once annually)
<ul style="list-style-type: none">• Provision of customized training for workers at hazardous chemical handling operations, including MSDS training and Health and Safety training (at least once annually)

1. MSDS : Material Safety Data Sheet



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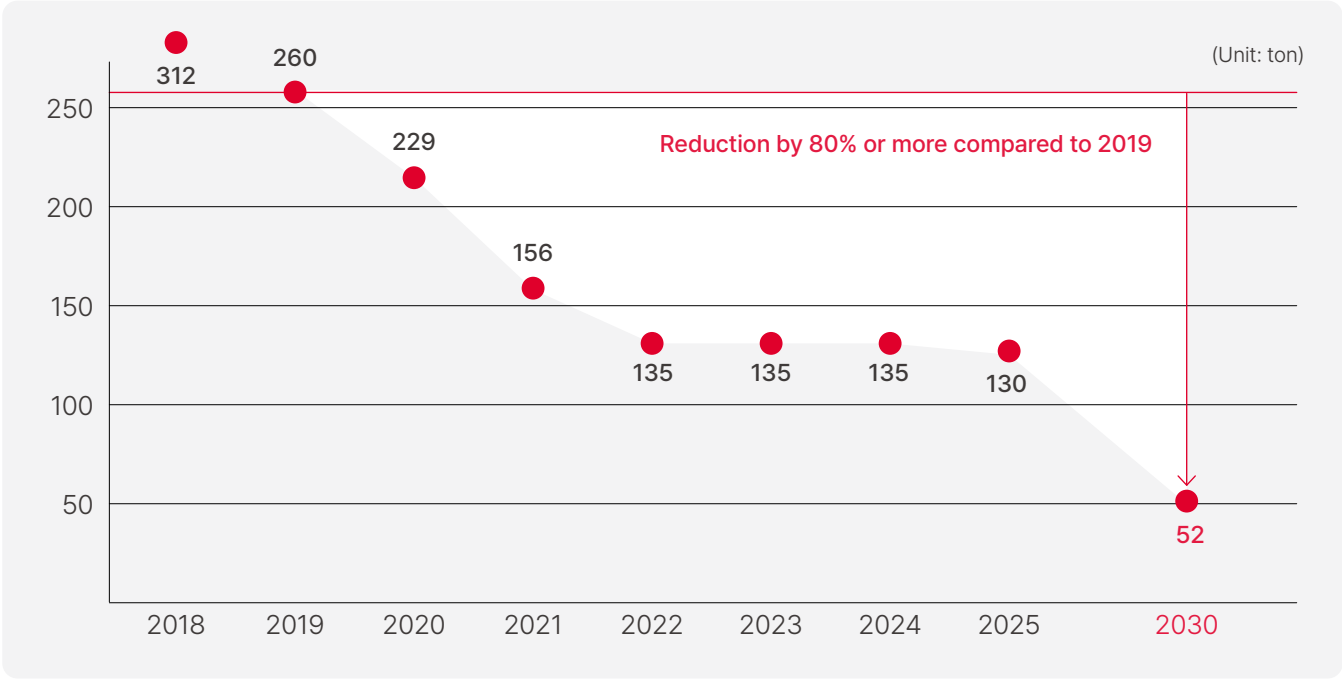
1-2. Hazardous Chemical Substance Use Reduction Target

DRB establishes and implements reduction and substitution plans focused on high-risk substances to minimize direct and indirect exposure risks to employees and environmental impacts arising from hazardous chemical substance use.

Toluene has been designated as a key target substance, and we are advancing systematic reduction activities. In semi-finished product manufacturing, toluene is used during the pretreatment process in traditional oil-based workflows. We are pursuing research and development to transition this process to water-based methods and substitute toluene with non-hazardous alternative materials.

Dimethylacetamide (DMAC), used as an emulsifier in product coating formulation, has been transitioned to water-based processes, achieving a 19% reduction compared to 2024. Building on our phased reduction targets for toluene, we plan to establish quantitative targets for other high-risk chemical substances, including DMAC, in the coming years.

[E3-4] Hazardous Chemical Substance (Toluene) Use Reduction Target¹



1. The reduction target currently applies to domestic operations only. Gradual extension to overseas operations is planned.

1-3. Chemical Substances Management Training

DRB operates regular training programs for employees and external suppliers to strengthen compliance with domestic and international chemical substance regulations and to create a safe workplace environment. The Company delivers periodic training on global regulatory trends, supply chain compliance obligations, and risk response measures focused on product and chemical substance control. For business sites handling hazardous chemicals, practical, site-based training is provided in parallel. Key topics include emergency response procedures and proper personal protective equipment usage. Specialized safety courses are also offered for site managers and handlers.

DRB Industrial and DRB Automotive fulfill mandatory statutory training requirements under the Chemical Substances Control Act, including courses for managers and technical personnel, as well as handler training. Safety training is conducted for all employees at business sites that handle hazardous chemicals.

[E3-5] DRB Chemical Substances Management Training Status

Entity	Key Content
DRB Industrial	Target: Hazardous chemical substance managers and technical personnel (4 persons) Period: March 20 – November 27, 2025 (16 hours) Training: Job training for hazardous chemical substance managers and technical personnel
	Target: Hazardous chemical substance handlers (8 persons) Period: April 16 – December 4, 2025 (16 hours) Training: Safety training for hazardous chemical substance handlers
	Target: Employees at hazardous chemical substance handling workplaces (728 persons) Period: November 6 – December 22, 2025 (2 hours) Training: Safety training for employees at hazardous chemical substance handling workplaces DRB Automotive
	Target: Hazardous chemical substance managers and technical personnel (1 person) Period: March 20 – March 21, 2025 (16 hours) Training: Job training for hazardous chemical substance managers and technical personnel
DRB Automotive	Target: Hazardous chemical substance handlers (4 persons) Period: February 5 – August 29, 2025 (16 hours) Training: Safety training for hazardous chemical substance handlers
	Target: Employees at hazardous chemical substance handling workplaces (197 persons) Period: January 6 – January 13, 2025 (2 hours) Training: Safety training for employees at hazardous chemical substance handling workplaces



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1-4. Chemical Substance Management Activities

DRB integrates environmental and occupational safety and health regulations applicable in each material's country of origin from the chemical selection and research and development stages. We conduct hazard and human health impact assessments prior to introduction. When introducing new substances, we perform environmental impact assessments and chemical risk evaluations, selecting only materials that meet our established standards. Control systems are maintained throughout all processes involving chemical substance handling.

Chemical Storage and Management System Based on Substance-Specific Properties

All production subsidiaries of DRB operate optimal storage and management environments by strictly considering the physical and chemical properties of chemicals. Hazardous chemicals and dangerous substances are segregated and stored in designated facilities that have passed legal inspection. Security has been strengthened through locking mechanisms to prevent unauthorized external access and continuous CCTV-based monitoring. Additionally, to prevent accident escalation during receipt, shipment, and storage operations, each storage area is equipped with containment tools and fire suppression equipment matched to the specific properties of the materials stored.

Strengthening Management of Hazardous Chemical Handling Processes

DRB operates its facilities in compliance with applicable technical standards when handling hazardous chemicals. Workers in each process complete mandatory safety training before handling hazardous chemicals, wear personal protective equipment, and work in areas equipped with supply and exhaust ventilation systems. The Company has appointed a qualified chemical manager to oversee all operational aspects, including facility improvements, maintenance inspections, and chemical management records. For the disposal stage, DRB contracts with specialized hazardous waste management companies to ensure safe final treatment and operates an emergency response system within the workplace.

Specialized Approaches by Global Location

We implement customized safety enhancement activities tailored to the environmental and process characteristics of each subsidiary. DRB Industrial and DRB Qingdao operate overfill prevention and leak detection alarm systems to prevent fires and health hazards that may arise from handling toluene, a high-risk chemical substance. DRB Industrial has strengthened the physical safety of storage tanks by installing ultrasonic level gauges, containment curbs, and collection sumps, and has deployed oxygen sensors to prevent asphyxiation risks in chemical incidents. Both subsidiaries are equipped with emergency shower facilities at each process area, enabling immediate emergency response in the event of employee exposure to chemicals. DRB Qingdao conducts regular training on emergency response procedures, including washing methods and other first-response measures, and updates emergency response scenarios on a three-year cycle. DRB Vietnam has constructed a dedicated storage facility for hazardous chemicals at Plant 2, ensuring compliance with Vietnamese regulations (QCVN 05A:2020/BCT) throughout production, storage, and transportation.

The increase in hazardous chemical usage at certain subsidiaries results primarily from the expansion of regulated substances under strengthened environmental requirements and increased production capacity. DRB manages the environmental impact of its operations by continuously introducing waste reduction technologies and maintaining management capabilities that exceed legal requirements.

[E3-6] DRB Chemical Substance Management

Category	Unit	DRB Industrial			DRB Automotive			DRB Qingdao			DRB Slovakia			DRB Vietnam		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Hazardous chemical consumption	ton	162	161	310	118	189	132	246	234	227	146	90	100	2,251	2,440	4,129
Hazardous chemical usage intensity	ton/KRW 1 billion	0.5	0.5	0.9	1.1	1.6	0.9	1.8	1.9	2.0	1.9	1.1	1.2	14.5	16.5	21.4
Hazardous chemical spill incidents	incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



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2. Air Quality Management

2-1. Air Quality Management System

DRB recognizes air quality protection as a corporate responsibility and operates an integrated management system that spans from design through ongoing operations. We minimize the use of fuels and raw materials that generate air pollutants and are transitioning to cleaner fuels and raw materials. When introducing new processes, we analyze input materials to predict emissions and volumes, then design and install corresponding prevention facilities.

We manage air emission sources in two categories: point-source emissions via stacks and fugitive emissions within processes. For stack emissions, we establish and maintain internal standards that exceed the regulatory requirements of each host country. Each business site conducts regular self-monitoring in accordance with internal monitoring standards, performs daily inspections of prevention facility operations, and manages emission concentrations according to annual maintenance plans. We also apply standards to fugitive emission management within processes. We maintain proper air velocity to enable local exhaust devices to capture pollutants effectively.

When storing materials, we apply sealed containers and permanent covers as standard practice to prevent fugitive emissions. At key points where fugitive emissions are anticipated—including pipe fittings and pumps—we conduct leak inspections annually.

2-2. Air Pollutant Emission Reduction Targets

DRB controls air pollutant emissions from its subsidiaries within the legal standards set by relevant national and local governments and operates monitoring and prevention frameworks to support this objective. We have established a mid- to long-term reduction strategy for air quality improvement, with an annual target to reduce emissions by 5% year-on-year.

To achieve this target, we are advancing pollution control facilities at each business site and transitioning to cleaner fuels. We enhance management efficiency through regular inspections and maintenance activities based on annual plans. These efforts contribute to improving air quality throughout local communities, including the areas where our business sites are located.

2-3. Air Pollutant Management Activities

DRB pursues continuous on-site improvement activities to achieve its air environment management framework and pollution reduction targets. We analyze pollution characteristics by process and introduce prevention technologies to minimize pollutant generation and enhance treatment efficiency.

Enhanced Environmental Monitoring Through Integrated Data Systems

DRB Industrial advanced its technology-based environmental monitoring system. We added sensors within the regenerative thermal oxidizer (RTO) and established a Human Machine Interface (HMI) system to integrate and control operational data in real time. Additionally, we introduced an RTO master sheet to restructure equipment maintenance and inspection procedures. Through these measures, we established a system to detect anomalies promptly and respond immediately to critical situations, with plans to expand this system to other environmental facilities in the future.

Process Structure Innovation and Proactive Infrastructure Response

DRB Automotive focuses on reducing pollution generation through the transition to eco-friendly raw materials. We have reduced volatile organic compound (VOC) emissions by converting the coating process to a water-based system. In response to recent increases in process operating rates, we are proactively expanding pollution control facilities and establishing air emission lines aligned with the new joint molding facility and Mobility Lab, thereby minimizing environmental load.

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Optimization and Maintenance of Facility Equipment Across Global Operations

Our overseas subsidiaries are actively advancing their equipment capabilities. DRB Qingdao's Qingdao Plant has introduced a high-efficiency catalytic combustion system (RCO, Regenerative Catalytic Oxidizer) and replaced existing UV equipment with activated carbon adsorption facilities to enhance treatment efficiency. The Chongqing Plant has improved reduction effectiveness through low-temperature plasma equipment and repairs to its wet scrubbing dust collection system. DRB Slovakia has incorporated a multi-stage filtration VOCs treatment system during construction of its integrated process conveyor coating line to minimize odor and pollution emissions, while DRB Vietnam continues to expand activated carbon adsorption facilities within its vulcanization process and operates specialized equipment tailored to each business site.

All subsidiaries maintain treatment efficiency by replacing essential consumables such as filters and activated carbon according to annual maintenance plans and manage exhaust gas concentration through periodic self-monitoring.

[E3-7] DRB Air Pollution Assessment Overview

Entity	Frequency	Testing Organization	Latest Testing Date	Test Result
DRB Industrial	Twice per month	GH Environment, Seyoung E&P	2025.12	Compliant
DRB Automotive	Once per half year	Igreeneng	2025.10	Compliant
DRB Qingdao	Once per half year	Qingdao Zhihe Environmental Technology	2025.12	Compliant
DRB Slovakia	Once per 6 years	MM Team	1) 2026.02 2) 2025.04	1) Coating line: Compliant 2) Extrusion line: Compliant
DRB Vietnam	Once per quarter	NAVITEK Food & Environmental Testing	2025.12	Certain items exceeded standards; corrective measures completed (currently compliant)

[E3-8] DRB Air Pollution Prevention Facilities

Subsidiary	Key Air Pollution Control Facilities and Management Activities	
DRB Industrial		<ul style="list-style-type: none">• Conversion to water-based materials in semi-finished product preprocessing and VOC reduction• RTO sensor enhancement and HMI control system implementation• Improved equipment operation precision through RTO master sheet introduction
DRB Automotive		<ul style="list-style-type: none">• Conversion to water-based materials in coating process• Installation of filtration dust collection facility in mixing process• Proactive construction of control facilities when expanding new processes
DRB Qingdao		<ul style="list-style-type: none">• Expanded installation of high-efficiency RCO control facilities• Enhanced pollution treatment efficiency by replacing UV treatment equipment with activated carbon adsorption facility
DRB Slovakia		<ul style="list-style-type: none">• Installation of multi-stage filtration VOC treatment facility in coating process• Completed air quality assessment at installation stage (Compliant)
DRB Vietnam		<ul style="list-style-type: none">• Installation of centrifugal dust collection facility (Cyclone) in shot process• Expanded installation of activated carbon adsorption facility in vulcanization process



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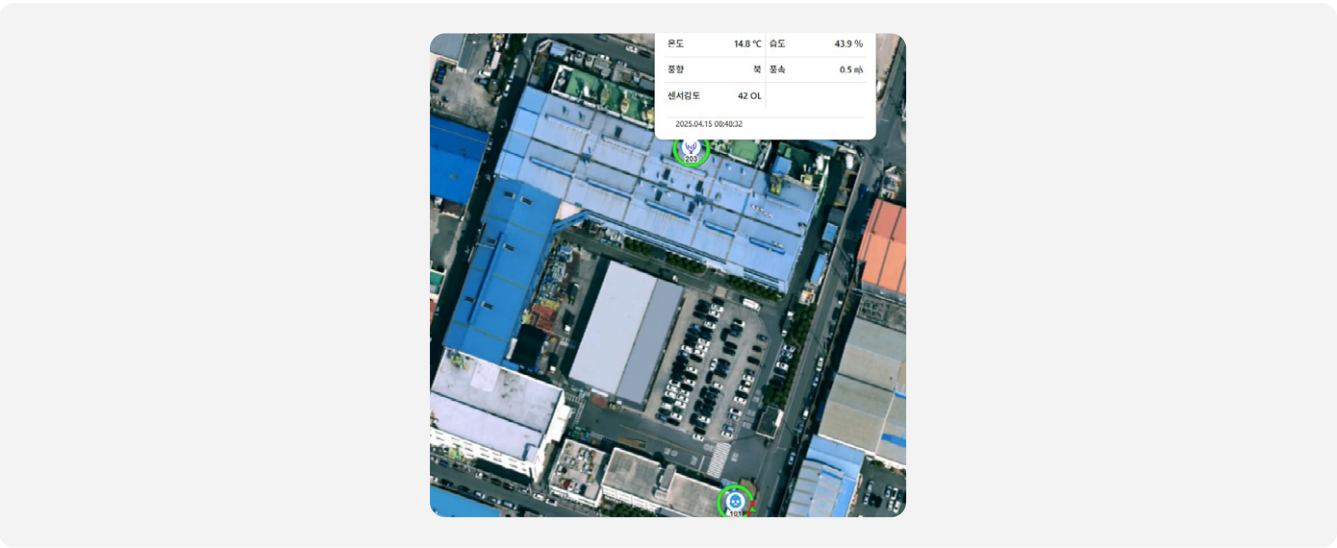
2-4. Noise and Odor Management

DRB recognizes noise and odor as material issues directly affecting the health and quality of life of local communities and employees at its facilities. All business sites conduct periodic environmental impact assessments on a three-year cycle to monitor noise and odor impacts. When operational changes, equipment installation or expansion, changes in raw or auxiliary materials, regulatory updates, or stakeholder requests occur, we perform unscheduled assessments to establish appropriate response measures.

To minimize noise propagation, we have installed dedicated protective covers on high-noise equipment and constructed noise barriers at facility boundaries. We identify locations in surrounding areas where impacts are most significant, conduct periodic noise measurements, and use the resulting data as a basis for communication with local communities.

For odor reduction, we maintain deodorization products and barrier covers at all times and promptly dispose of and treat odor-causing substances. We operate air pollution control facilities by production process to manage odor along with hazardous substances, smoke, and dust as an integrated environmental system. DRB Automotive has installed and operates fixed odor monitoring equipment inside the facility in collaboration with Yangsan City. Through this system, we improve the internal environment of the facility and contribute to creating a pleasant environment for the surrounding community.

From an employee protection perspective, we promptly provide appropriate personal protective equipment such as earplugs, earmuffs, and respiratory protection to prevent occupational health impacts from noise and odor exposure. We also conduct follow-up health investigations for related occupational diseases.



DRB Automotive Real-Time Odor Monitoring

3. Water Quality and Water Management

3-1. Water Quality and Water Management Framework

DRB applies internal management standards that exceed environmental regulations in each country to protect water resources. We have established wastewater reuse and minimization of water intake as core principles and built a water circulation system that purifies and manages wastewater generated in production processes, thereby minimizing environmental impact on local ecosystems.

To achieve this, DRB operates systematic water quality management infrastructure across all production subsidiaries. Dedicated management personnel at each business site continuously monitor wastewater and stormwater. When water quality anomalies are detected, we immediately conduct root-cause analysis and risk assessment. We also prioritize the fundamental reduction of pollutant discharge across all facility management operations through physical and chemical purification treatment and periodic replacement of filtration media.

These efforts have resulted in concrete infrastructure enhancements at each business site. DRB Qingdao has collaborated with the regional environmental authority in China to establish an online water quality monitoring system that manages and transparently shares data in real time, and actively supports joint environmental improvement efforts in local communities. DRB Vietnam completed a comprehensive overhaul of the wastewater treatment facility at Plant 1 to comply with strengthened wastewater regulations (QCVN 40:2025/BTNMT) effective in 2025. As part of this project, we expanded treatment capacity and installed an automatic water quality monitoring system (TMS, Tele Monitoring System) to achieve real-time monitoring of pollution in discharged water. This data-driven precision management prevents environmental burden from increased production volume and ensures stable treatment infrastructure.

DRB is committed to continuously advancing water quality and water management standards and expanding wastewater reuse rates.

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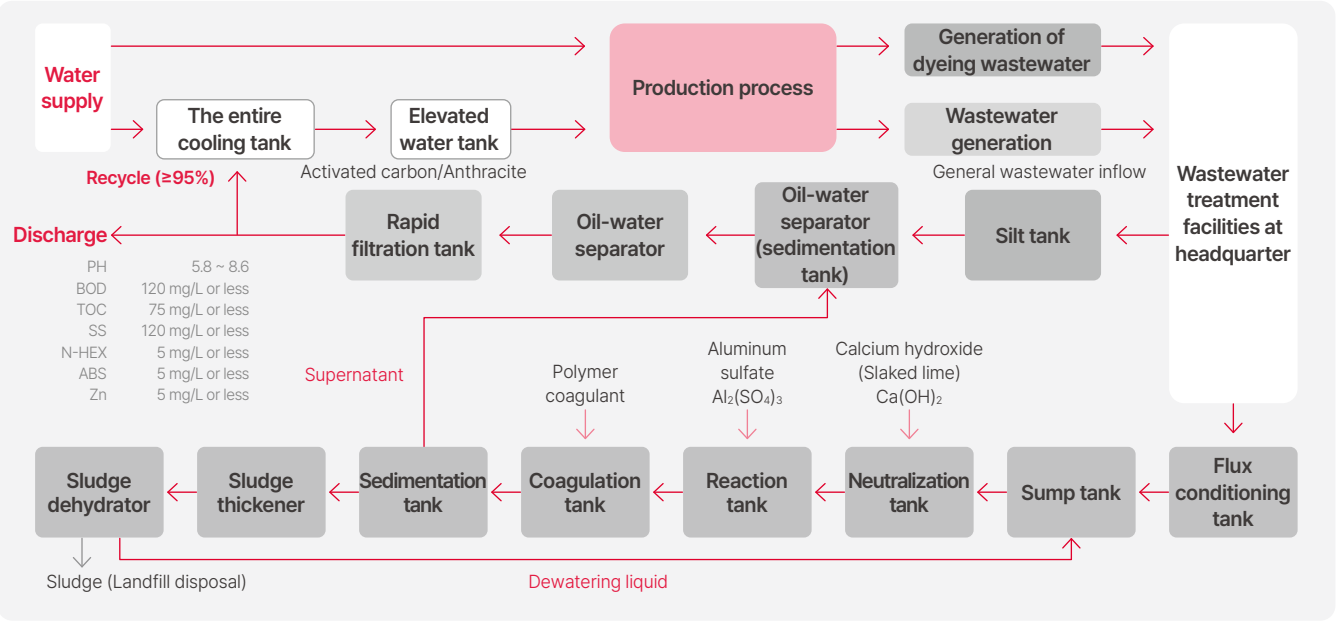
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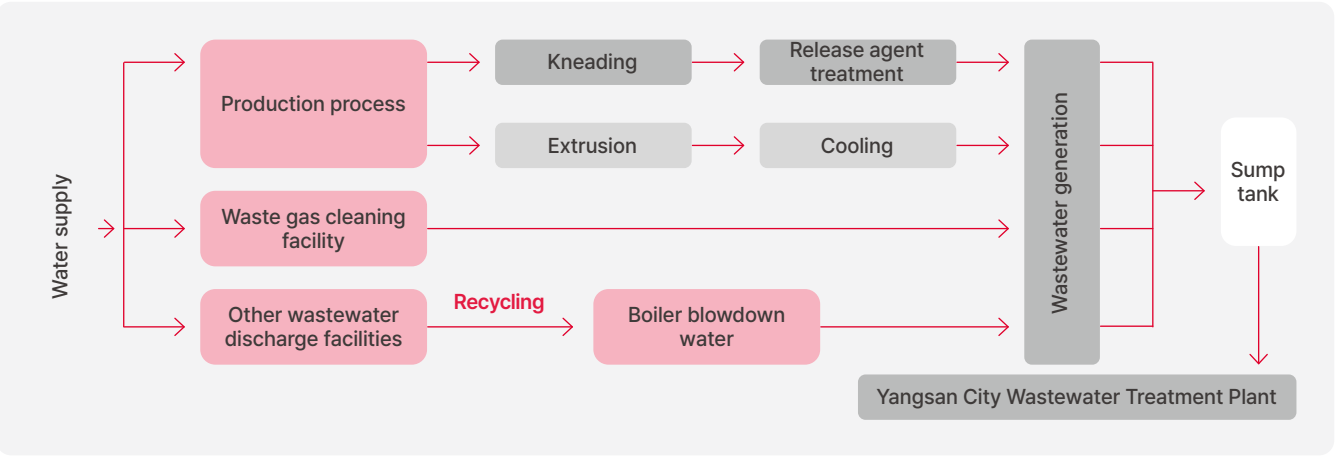
[E3-9] DRB Wastewater Assessment Overview

Entity	Frequency	Testing Organization	Latest Test Schedule	Test Result
DRB Industrial	Twice yearly	Korea Testing & Research Institute (Ulsan Branch)	H2 2025	Compliant
DRB Automotive	Twice yearly	Korea Testing & Research Institute (Yangsan Branch)	H2 2025	Compliant
DRB Qingdao	Twice yearly	Qingdao Zhihe Environmental Technology	H2 2025	Compliant
DRB Slovakia	Not applicable	GGE distribúcia (Management Organization)	None	Emissions only managed
DRB Vietnam	Quarterly	NAVITEK Food &Environmental Testing	H2 2025	Certain items exceeded standards; corrective measures completed (currently compliant)

[E3-10] DRB Industrial Wastewater Treatment Process Diagram



[E3-11] DRB Automotive Wastewater Treatment Process Diagram



3-2. Water Risk Analysis and Mid- to Long-Term Strategy

DRB recognizes that water consumption, water pollution, resource depletion, and climate change represent global threats. The Company has positioned water management as a core element of sustainability management. Each year, DRB reviews water stress and high-risk areas in the regions where its subsidiaries operate and establishes response strategies accordingly.

DRB systematically identifies water stress and high-risk areas by subsidiary using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas and strengthens site-level response frameworks based on these findings. The Company investigates priority water issues by region and actively participates in addressing urgent challenges through collaboration with local governments and civil society organizations. Concurrently, DRB is developing its mid- to long-term water strategy by referencing the UN Global Compact's (UNGC) water management principles (the CEO Water Mandate), the Net Positive Water Impact Technical Guidance, and Step-in-Practice. The Company continues to advance efforts to realize Net Positive Water Impact.



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DRB Holding, DRB Industrial (Busan Region)¹

The Busan region faces significant flood risk. Recent increases in rainfall coupled with accelerating urbanization have resulted in sustained growth in urban flooding damage. Capacity constraints in the drainage system have created an urgent need for additional flood prevention measures, particularly in low-lying areas. Industrial wastewater discharge has also contributed to water quality pollution in some cases, necessitating advancement of purification systems and strengthened monitoring frameworks. As a coastal city, Busan is recognized as capable of securing stable water supply through seawater desalination technology to address water scarcity risks associated with climate change. (Sources: Korea Environment Institute (KEI) 2023, K-water 2024 Water Resources Report, WRI Aqueduct 2025)

2040 Strategy: DRB aims to reduce urban flooding risk by improving drainage systems in the regions where our production facilities operate. To overcome limitations in existing drainage infrastructure, we are implementing structural measures including expansion of retention ponds, thereby establishing a foundation to minimize damage during concentrated rainfall and extreme weather events. As part of our strategy to secure stable water supply, we plan to actively adopt seawater desalination technology. Through these initiatives, we will obtain water resources for industrial operations and daily use independently from external risks, creating a climate-resilient and sustainable production environment. To address water quality pollution, we are also modernizing our wastewater treatment systems. By introducing advanced purification technology and strengthening management standards, we proactively comply with environmental regulations while building an eco-friendly production system based on resource circulation.

1. We reviewed the DRB Industrial water resources risk response strategy [E3-13], distinguishing between physical risks and regulatory and reputational risks.

[E3-12] Water Risk in DRB Business Site Locations (Source: WRI, Aqueduct Water Risk Atlas)

Region	Busan	Gyeongnam	Shandong	Chongqing	Trenčiansky	Binh Dương
Entity	DRB Industrial	DRB Automotive	DRB Qingdao		DRB Slovakia	DRB Vietnam
Overall Water Risk	2.44	1.55	4.34	1.96	1.70	3.38
Physical Risks Quantity	3.45	2.95	4.49	1.09	3.07	3.36
Water Stress	2.33	2.45	5.00	0.00	1.79	1.70
Water Depletion	1.15	1.12	5.00	0.05	1.17	1.14
Interannual Variability	0.74	1.08	2.97	2.57	1.53	1.07
Seasonal Variability	0.87	0.87	1.90	1.37	1.27	2.33
Groundwater Table Decline	Insignificant Trend	Insignificant Trend	2.67	Insignificant Trend	Insignificant Trend	Insignificant Trend
Riverine flood risk	4.00	1.09	1.01	2.04	2.08	3.80
Coastal flood risk	1.73	0.00	0.61	0.00	0.00	3.03
Drought Risk	2.54	2.06	3.52	2.80	3.06	2.17
Physical Risks Quantity	1.57	1.87	3.58	3.41	2.30	4.13
Untreated Connected Wastewater	1.09	1.09	3.28	3.28	1.80	5.00
Coastal Eutrophication Potential	3.45	4.12	3.76	3.31	3.64	1.94
Regulatory and Reputational Risk	2.06	0.55	3.01	3.05	0.47	2.82
Unimproved/No Drinking Water	0.00	0.00	1.21	1.15	0.00	1.75
Unimproved/No Sanitation	2.96	0.00	4.65	4.81	0.00	3.33
Peak RepRisk Country ESG Risk Index	1.48	1.48	1.92	1.92	1.28	2.60
LowLow - MediumMedium - HighHighExtremely High						



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[E3-13] DRB Industrial Water Resources Risk Response Strategy

Category	Risk	Status	DRB 2040 Response Strategy	Management Indicator Data
Physical Risks	Drought	DRB Industrial, located in Geumjeong-gu, Busan, draws water from Hoedong Dam. Current drought conditions are normal, and there are no issues regarding industrial and domestic water supply. (Source: National Drought Information Portal of the MCEE https://www.drought.go.kr/menu/m50/m54.do#)	DRB will actively adopt seawater desalination technology to ensure stable supply of industrial and domestic water. (Recommended Action) Installation of water storage tanks capable of operating production facilities for an average of one day and water reuse facilities	Water Consumption Water Reuse Volume
	Flooding	The Busan region where DRB Industrial is located is classified as a high-risk flood area. In recent years, increased rainfall has led to rising urban flooding damage. The drainage system is reaching its capacity limits, and additional flood prevention measures are required in low-lying areas. (Source: Korean Environment Institute (KEI) 2023 Report, K-water 2024 Water Resources Report, WRI Aqueduct 2025 Data)	DRB will improve the drainage system in the area where production facilities are located and prevent flooding damage through retention pond expansion. (Recommended Action) Construction of wetlands and levees around the business site to prepare for river overflow, annual renewal of disaster compensation insurance and regular inspection of flood prevention equipment, establishment of emergency response systems and regular drills	Not applicable
	Water Quality Degradation	In addition, wastewater discharge from industrial areas has caused some water pollution issues, highlighting the need to strengthen water treatment systems. As a coastal city, Busan is highly likely to actively utilize seawater desalination technology. (Source: Korean Environment Institute (KEI) 2023 Report, K-water 2024 Water Resources Report, WRI Aqueduct 2025 Data)	DRB 2040 Response Strategy : DRB will modernize its wastewater management system to maintain sustainable production processes while complying with environmental regulations. (Recommended Action) Increase the frequency of in-house water quality analysis and improve the efficiency of water treatment facilities	Wastewater Discharge
	Ecosystem Resilience	According to the biological assessment results from Suyeong Riverside in Geumjeong-gu, Busan, where DRB Industrial is located, habitat and riparian environment were rated Grade D (poor), riparian vegetation was rated Grade E (very poor), and fish were rated Grade D (poor). (Source: Water Environment Information System of the MCEE https://water.nier.go.kr/web)	(Recommended Action) In coordination with local government, promote regular environmental cleanup activities and expand efforts to reduce environmental burden	Not applicable
Regulatory and Reputational Risks	Policy and Legislation	DRB Industrial is subject to the Water Environment Conservation Act, Framework Act on Water Management, Water Supply and Waterworks Installation Act, Sewerage Act, and other applicable laws in Korea.	(Recommended Action) Continuous monitoring and compliance with local environmental policies and regulations (Recommended Action) Management to standards more stringent than national legal emission limits	Number of Legal Violations
	Infrastructure & Investment	DRB Industrial operates rainwater storage facilities for water conservation and wastewater treatment systems capable of chemical and physical treatment. The company recycles and reuses more than 95% of the treated water.	(Recommended) In-house treatment of wastewater at the business site and final treatment at the industrial complex (Recommended) Continued expansion of facility investment to measure and manage site effluent quality and secure clean water resources	Environmental Investment Costs
	Policy and Governance	DRB Industrial reports and deliberates annually on key environmental management agenda, including water risk, through the Board of Directors' ESG Committee, Environmental Management Committee, and ESG working groups. The company provides guidance on obligations to protect water resources through its Environmental Management Policy, employees Code of Conduct, and Supplier Code of Conduct.	(Recommended) Active communication with local governments and regional communities (Recommended) Implementation of environmental protection activities	Not Applicable



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DRB Automotive (Gyeongnam Region)

Gyeongnam Province is classified as a region with high potential for groundwater depletion and drought. Continuous decline in groundwater levels has been observed over recent years. Water use efficiency has emerged as a critical management priority, given the high dependence on water resources in the agricultural and industrial sectors. Some areas are experiencing water supply restrictions due to scarcity, and establishing stable water resource supply systems is recognized as an urgent priority. (Source: K-Water National Water Resources Status 2023, Ministry of Climate, Energy and Environment Water Resources Policy Report 2024, WRI Aqueduct 2025 Data)

2040 Strategy: DRB will advance its groundwater management policy to establish a sustainable production system and implement an integrated management framework to enhance industrial water use efficiency. To proactively address drought and water scarcity risks arising from climate change, we will deploy reservoirs and rainwater harvesting systems across factory operations and establish contingency plans to secure alternative water resources during emergencies. Additionally, we will build water reuse systems within manufacturing processes to strengthen circular resource utilization and reduce water consumption over the long term, thereby minimizing environmental impact.

DRB Qingdao Plant (Shandong Region)

The Shandong region faces severe water scarcity and the risk of groundwater depletion. Annual precipitation is insufficient, and water quality pollution from industrial activities presents a serious challenge. Government-level water quality management regulations are being strengthened. DRB is establishing a systematic water management strategy to address these evolving regulatory and environmental conditions. (Source: Ministry of Ecology and Environment of the People's Republic of China (MEE) 2024 Report, WRI Aqueduct 2025 Data)

2040 Strategy: To address severe water scarcity, DRB will expand seawater desalination and wastewater reuse technologies. This will establish a reliable water supply chain and implement rigorous water conservation policies to achieve efficient resource management and protection. We will mandate wastewater reuse to improve water quality and maximize resource recycling simultaneously. The Company will modernize water treatment systems at production facilities to optimize water utilization efficiency and actively respond to government regulations.

DRB Chongqing Plant (Chongqing Region)

The Chongqing region faces mixed flood and drought risks, characterized by high annual precipitation variability and significant water management challenges due to intense seasonal rainfall. Urban expansion has strained drainage infrastructure, creating operational risks for production facilities. Watershed management and drainage system improvements are essential to ensure stable facility operations. (Source: Ministry of Water Resources of the People's Republic of China 2023 Report, WRI Aqueduct 2025 Data)

2040 Strategy: DRB will strengthen flood preparedness infrastructure and restructure drainage systems to secure operational stability of our production facilities. To prepare for drought events, we will expand water storage capacity, enhance wastewater treatment systems, and establish watershed management protocols to ensure reliable water supply.

DRB Slovakia (Trenčiansky Region)

The Trenčiansky region faces moderate water depletion risk. Low annual and seasonal variability supports relatively stable water supply. However, industrial and domestic water demand continues to increase, and current reservoir capacity may prove insufficient to meet future demand. (Source: WRI Aqueduct 2025 Data)

2040 Strategy: DRB plans to expand rainwater collection facilities and increase reservoir capacity to secure stable water supply. We will introduce technologies to enhance water use efficiency and establish a sustainable water supply system through collaboration with regional government and water resource management authorities.

DRB Vietnam (Binh Dương Region)

The Binh Dương region faces significant water scarcity, water quality deterioration, and elevated flood risk. Rapid urbanization has intensified pollution of surface water and groundwater. Frequent flooding caused by high precipitation presents an ongoing challenge, and long-term strategic approaches are required to ensure stable supplies of industrial and municipal water. (Source: Vietnam Ministry of Climate, Energy and Environment 2024 Report, WRI Aqueduct 2025 Data)

2040 Strategy: DRB will expand wastewater reuse and rainwater harvesting systems to maximize water use efficiency. To minimize flood damage, we will improve urban drainage systems and develop flood prevention infrastructure. We will manage industrial wastewater discharge rigorously and expand treatment systems to prevent pollution of surface water and groundwater. Through partnerships with government and local communities, we will implement sustainable water management policies.



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3-3. Water Reuse

DRB optimizes production processes to reduce wastewater generation and increase process water reuse rates. This strategy enhances water resource efficiency and promotes resource circulation in operations, extending beyond regional environmental regulatory compliance.

The Company's major manufacturing subsidiaries operate wastewater treatment facilities and have successfully implemented water reuse practices. DRB Industrial operates a closed-loop system at its on-site wastewater treatment plant, where water purified through physical and chemical processes is returned to production at a rate exceeding 95%. DRB Qingdao likewise reduces fresh water consumption by continuously supplying treated water from its water purification system to boiler makeup water and cooling tower operations.

DRB shares these operational success cases across the Company and plans to systematically expand water reuse technologies tailored to the process environment of each manufacturing subsidiary through multi-faceted technical review.

[E3-14] DRB Water Usage and Wastewater Discharge Overview

		DRB Industrial ²			DRB Automotive ²			DRB Qingdao			DRB Slovakia			DRB Vietnam		
Category	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Water Usage	ton	323,167	309,335	241,536	37,708	36,319	38,293	142,688	142,054	138,117	33,073	50,317	35,196	86,497	117,239	160,033
Intensity	ton/KRW 1 billion	270.3	299.9	204.0	356.8	299.8	262.6	1,195.9	1,094.0	1,198.1	428.2	602.0	430.1	556.5	792.3	829.6
Recycled Volume	ton	229,078	210,462	168,781	0	0	0	8,833	8,654	6,000	0	0	0	0	0	0
Recycling Rate	%	70.9	68.0	69.9	0	0	0	6.2	6.1	4.3	0	0	0	0	0	0
Wastewater Discharge ¹	ton	87	1,211	102	10,782	9,861	9,185	35,064	36,242	29,125	48,339	66,772	52,306	60,548	79,042	127,328
Discharge Intensity	ton/KRW 1 billion	0.2	3.4	0.3	102.0	81.4	63.0	313.3	297.2	252.6	625.8	798.9	639.1	389.5	534.1	660.1

1. Wastewater discharge volume includes both direct wastewater discharge and outsourced wastewater treatment volume.
2. Figures have been adjusted due to changes in the data collection scope and methodology for water intake volume. Consequently, the figures differ from those disclosed in the previous year's report.



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4. Soil Environmental Management

DRB considers the prevention of soil contamination at operational sites and the conservation of healthy soil environments as a critical priority in environmental management. At our subsidiaries' facilities for oil and chemical storage, we have installed leak prevention facilities such as containment walls and trenches to block pollutants from entering the soil. We continuously monitor manufacturing processes for potential leaks or accumulation of hazardous substances that could contaminate soil.

We also implement activities tailored to each subsidiary's local environmental conditions and process characteristics. DRB Industrial and DRB Automotive conduct regular soil contamination testing and leak inspections to verify the absence of contamination at operational sites and the structural integrity of facilities. When any abnormal signs are identified, we operate a management procedure that leads to root cause analysis and corrective action. Additionally, we maintain environmental liability insurance to ensure our capacity to fulfill compensation obligations for environmental damage that may arise during facility operations. DRB Qingdao and DRB Vietnam regularly update their spill response plans to reflect changing site conditions and conduct emergency response drills based on spill scenarios to maintain our capability for immediate response and containment in the event of an incident. DRB will continue to strengthen prevention activities and internal management standards at each operational site while maintaining environmental management practices that proactively block ecosystem impacts from pollution sources.

[E3-15] DRB Soil Pollution Assessment Overview

Entity	Frequency	Agency	Most Recent Inspection Date	Inspection Result
DRB Industrial	Biennial	Dong-Ui Analysis Center	2024.07.17	Compliant
DRB Automotive	Biennial	Circular Economy Research Institute	2026.01.15	Compliant



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E4. Resource Circulation

1. Raw and Subsidiary Materials Management

DRB monitors inventory levels and consumption of raw and subsidiary materials throughout the production process with precision, operating an optimized procurement system. Through data-driven real-time inventory management, we prevent material waste at its source. We also conduct technical research to minimize process losses, thereby maximizing resource utilization efficiency. Additionally, we have converted materials used in product storage and logistics to high-strength, durable alternatives, significantly increasing reuse cycles. This approach enables us to achieve material cost reduction and resource circulation simultaneously, establishing a sustainable production process.

1-1. Introduction of Natural Raw Materials and Reduction of Hazardous Substances

DRB is advancing eco-friendly initiatives from the raw material stage. DRB Industrial has developed technology to convert toluene, a hazardous substance used in the semi-finished product preprocessing process, into a water-based material. DRB Automotive has undertaken process improvements to substitute dimethylacetamide (DMAC) in the coating process with a water-based alternative.

These successful eco-friendly conversion cases are being deployed horizontally across all domestic and overseas production subsidiaries to advance technical standards. Furthermore, DRB continues to pursue research into plant-derived biomaterials such as rice bran and nanocellulose to replace conventional petrochemical-based raw materials. Through these efforts, DRB plans to establish a production system that minimizes environmental burden across the entire manufacturing process.

1-2. Expanding Procurement and Use of Recycled Materials

DRB is strengthening its strategy for procuring recycled raw and subsidiary materials through the supply chain. We collaborate with specialized companies that process waste resources into high-value recycled materials to secure renewable feedstock. In parallel, we are conducting research to expand our application scope beyond recycled rubber to include recycled carbon.

We carry out industry-academia joint research with partner companies and universities to standardize quality and advance domestic localization of recycled materials. By substituting externally sourced materials with recycled alternatives and reconfiguring raw material composition in an environmentally responsible manner, we contribute to carbon neutrality in the global rubber industry.

[E4-2] DRB Natural and Renewable Raw Materials Research and Development: Implementation Status

Category	Project	Research and Development Implementation Status and Plans
Natural Raw Materials	Rice Bran Extract	• Replacement of conventional silica with rice bran byproduct
	Reinforcing Agent	• Basic property evaluation and applicability assessment completed
	Development	• Plans include mixing evaluation through production scale-up, prototype manufacturing, and durability verification testing in field applications
	Nanocellulose	• Wood-derived natural material
	Reinforcing Agent	• Prototype manufacturing and durability reliability verification completed for specific formulations
	Development	• Plans include field testing by formulation and long-term monitoring
Renewable Raw Materials	Recycled Carbon	• Carbon black recycled material
	Formulation	• Application evaluation and mass production system established for specific formulations
	Development	• Plans include expansion of recycled carbon formulation ratio and performance verification of new grades

[E4-1] DRB Raw Materials and Recycled Raw Materials Usage

		DRB Industrial			DRB Automotive ²			DRB Qingdao			DRB Slovakia			DRB Vietnam ²		
Category	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total consumption of raw material (purchased)	ton	3,727	3,830	3,573	9,924	11,213	12,301	19,095	20,690	15,177	6,243	6,817	6,353	46,538	43,289	53,841
Consumption of renewable raw material (purchased) ¹	ton	593	599	570	18	31	24	707	710	791	0	0	0	152	153	156
Renewable raw material usage ratio (purchased)	%	15.9	15.6	16.0	0.2	0.3	0.2	3.7	3.4	5.2	0.0	0.0	0.0	0.3	0.4	0.3

1. Recycled raw materials include both post-consumer recycled materials and materials reused within production processes.

2. Figures have been adjusted due to changes in the scope of renewable raw material (purchased) data collection. As a result, figures differ from those reported in the prior year.

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2. Circular Economy-Based Waste Management

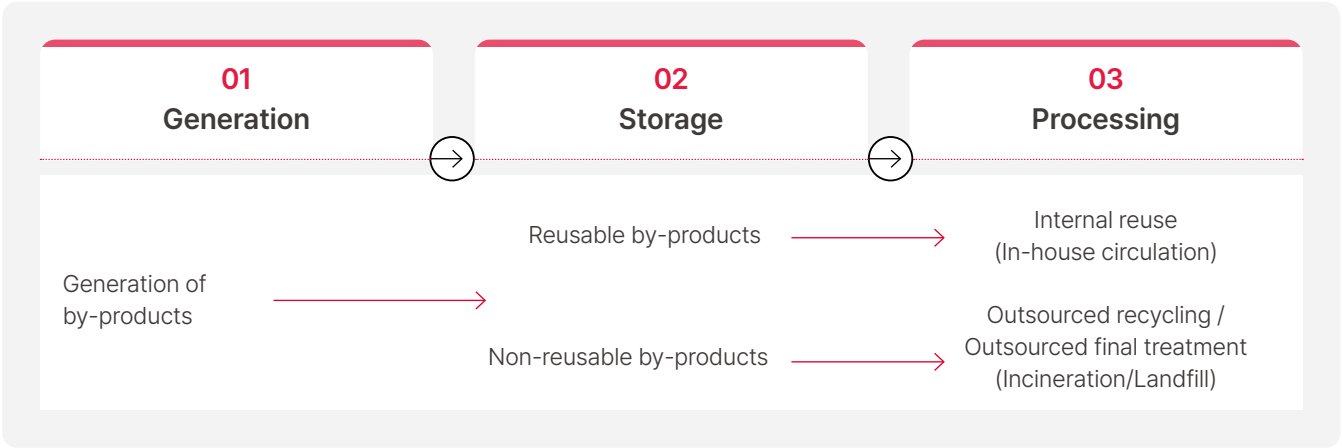
2-1. Circular Resource Management System

DRB recognizes waste not as a disposal matter alone, but as a resource capable of circulation. The Company has established circular resource management as a foundational direction for environmental management. Across the full product lifecycle—from raw material and component procurement, design, production, and logistics through use to final disposal—we pursue company-wide waste reduction activities that minimize waste generation while prioritizing in-house reuse and external recycling to minimize final disposal volumes. All subsidiaries classify waste by composition and type (general business waste, construction waste, designated waste, and others), implementing separate collection, storage, and treatment. We comply with environmental regulations in each country of operation and international waste management standards.

DRB prioritizes in-house reuse of byproducts generated at operational sites as its primary principle. Materials that cannot be recycled internally and are released externally are recycled through authorized specialized service providers. Only residual items for which resource recovery is not feasible are ultimately incinerated or landfilled.

To further minimize waste reaching the disposal stage, we enhance separation efficiency based on emission source analysis by process and practice site-driven waste reduction through treatment process research, internal suggestion programs, and small-group improvement activities. In parallel, DRB identifies new recycling service providers and evaluates energy recovery options, progressively transitioning existing disposal practices centered on incineration and landfilling toward a circular structure centered on recycling.

[E4-3] DRB Resource Circulation and Waste Management Process



[E4-4] DRB Resource Circulation and Waste Recycling Program

Subsidiary	Key Activity	
DRB Industrial	Waste Synthetic Rubber Outsourced Recycling	Transition from incineration disposal of waste synthetic rubber (RT scrap, repair rubber, etc.) to outsourced processing by specialized recycling companies
	Packaging Material Circulation Management	Collection and reuse of used packaging materials
	Rubber Powder Raw Material Recovery	Rubber powder generated in the polishing process is partially reused as raw material in the mixing process
DRB Automotive	TPV Scrap Raw Material Recovery	Scrap generated during TPV semi-finished material production is ground and reused as raw material in the corresponding process
	Bristle Pile Raw Material Recovery	Bristle pile collected by a filtration dust collector during the bristle process is recovered and reused as raw material in the corresponding process
DRB Qingdao	TPV Scrap Raw Material Recovery	Scrap generated during TPV semi-finished material production is ground and reused as raw material in the corresponding process
	Trimming Scrap Raw Material Recovery	Scrap waste generated in the trimming process is ground and reused as raw material in the corresponding process
DRB Vietnam	Hydraulic Oil Purification Circulation	Used hydraulic oil is collected, purified, and reused



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2-2. Resource Circulation and Waste Management Activities

Circular Economy Performance Management

DRB Industrial and DRB Automotive establish waste recycling rates and final disposal rates as key performance indicators under the circular economy performance management system. Both companies manage annual performance against their targets. As of 2025, analysis of performance results shows that both companies exceeded their initially established targets across all indicators for waste recycling rates and final disposal rates.

[E4-5] DRB Circular Economy Performance Management Targets and Achievement Rates

DRB Industrial	Waste recycling rate target	Performance	DRB Automotive	Waste recycling rate target	Performance
	65.35%	83.84% <small>(Achievement rate 128.3%)</small>		76.92%	96.25% <small>(Achievement rate 125.1%)</small>
	Final disposal rate target	Performance		Final disposal rate target	Performance
	27.74%	6.78% <small>(Achievement rate 175.6%)</small>		23.08%	1.25% <small>(Achievement rate 194.6%)</small>

Waste Permit Monitoring

Our subsidiaries monitor waste streams through dedicated waste management organizations, regularly tracking waste type, generation volume, disposal frequency, and source pathways. When new waste streams emerge or existing disposal conditions change, we obtain and renew required permits in accordance with applicable laws in each country of operation. We prepare waste management reports periodically and submit them to relevant national and local government authorities to manage legal risks.

Safety Management of Waste Collection, Transportation, and Storage Facilities

DRB operates a segregated collection and storage system optimized for waste characteristics, based on root-cause analysis of emissions by process. Collected waste is stored by type in designated on-site storage areas and managed with safety equipment suited to material properties—including containment berms and collection sumps—to prevent secondary environmental impact from leakage. During transportation to external facilities, we operate dedicated vehicles equipped with sealed covers and fire-suppression equipment to prevent accidents including airborne dust dispersion, water discharge, soil pollution, and fires.

Waste Contractor Inspection

DRB enters into waste management contracts exclusively with legally licensed operators to prevent secondary pollution during waste disposal and to promote resource circulation. DRB Industrial and DRB Automotive monitor the proper treatment of entrusted waste through the Allbaro System, a government-operated comprehensive waste management platform, and conduct on-site inspections as needed to verify contractor operational status, treatment capacity, and detailed processing procedures. DRB Qingdao registers hazardous waste discharge and treatment records through the local solid waste management information system and oversees the entire process.

Strengthening Waste Accident Prevention and Emergency Response Capabilities

DRB implements preventive measures to mitigate risks during waste discharge and storage, including abnormal heat generation, carbonization from chemical reactions, and material leakage. We operate a company-wide emergency response manual to ensure prompt initial response and containment in the event of a crisis, and validate our response capabilities through regular emergency drills.

Expanding Resource Circulation R&D and Professional Training

DRB invests in research and development of circular economy technologies, including eco-friendly raw material development and process byproduct reuse. We provide capacity-building programs, global environmental compliance training, and hazardous waste safety management education to waste management personnel and field operational staff, enhancing our compliance standards and expertise in resource circulation management.



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[E4-6] DRB Waste Management Status (General and Designated)

		DRB Industrial			DRB Automotive			DRB Qingdao			DRB Slovakia			DRB Vietnam		
Category	Unit	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Waste Generated	ton	1,405	1,435	1,274	2,280	2,677	3,377	1,789	1,688	1,615	1,182	1,280	1,205	715	827	3,073
Amount Recycled	ton	1,212	1,277	1,094	2,208	2,605	3,292	1,623	1,546	1,486	1,064	1,189	806	0	0	63
Recycling Rate	%	86.3	88.9	85.9	96.8	97.3	97.5	90.7	91.6	92.0	90.0	92.9	66.9	0.0	0.0	2.0
Total Treated	ton	193	158	180	72	72	85	166	142	129	118	91	399	715	827	3,010
• Incineration with Energy Recovery	ton	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
• Incineration without Energy Recovery	ton	177	151	156	52	54	73	127	97	102	0	0	0	715	827	2,860
• Landfill	ton	16	7	25	20	18	12	39	45	27	0	0	255	0	0	0
• Other Treatment Methods	ton	0	0	0	0	0	0	0	0	0	118	91	144	0	0	150
Total Waste Generated Intensity	ton/KRW 1 billion	4.0	4.4	3.6	21.6	22.1	23.2	13.1	13.8	14.0	15.3	15.3	14.7	4.6	5.6	15.9



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1. Biodiversity Management System

DRB recognizes the potential impact of manufacturing and business operations at our subsidiaries on biodiversity and implements systematic efforts to prevent and minimize ecosystem damage. We support the biodiversity conservation goal among the United Nations Sustainable Development Goals (SDGs) and advance business activities aligned with global standards and principles, including the Convention on Biological Diversity (CBD) and the International Union for Conservation of Nature (IUCN) Protected Area Management Category application guidelines.

To ensure substantive implementation of biodiversity protection, we have established an environmental policy incorporating relevant provisions and provide employees with a code of conduct containing action items for biodiversity conservation. To strengthen supply chain responsibility, we operate the Supplier Code of Conduct and Green Procurement Policy for external suppliers and work to embed biodiversity conservation obligations into operations. We also periodically assess material dependencies on and impacts to natural capital across our corporate activities and report related risks and opportunities to the ESG Committee under the Board of Directors, thereby integrating them into strategic decision-making. DRB strictly complies with relevant laws and regulations of the international community and countries of operation and continues to realize responsible business practices for the sustainable use and conservation of natural capital.

[E5-1] Biodiversity Impact Assessment Indicators

Category	Natural Resources	Ecosystem
Low	Minimal use of depletable and non-depletable resources	<ul style="list-style-type: none">Minimal impact on ecosystem and workers
↓	Substantial or higher consumption of non-depletable resources	<ul style="list-style-type: none">Impact on ecosystem and workers, but recovery possible within a short timeframeMinor occupational health and safety effects from prolonged worker contact or inhalation
High	Substantial or higher consumption of depletable resources	<ul style="list-style-type: none">Results in ecosystem destruction or natural recovery is not feasibleWorker contact or inhalation prohibited or requiring immediate protective measuresSignificant occupational health and safety effects from prolonged worker contact or inhalation

2. Biodiversity Risk Management

Biodiversity has emerged as a critical environmental risk alongside climate change response in global corporate management. Following the adoption of the Kunming-Montreal Global Biodiversity Framework (GBF) in 2022 and the release of the final recommendations by the Taskforce on Nature-related Financial Disclosures (TNFD) in 2023, disclosure requirements and regulatory pressure regarding corporate dependencies on and impacts to natural capital are strengthening rapidly.

DRB operates business activities across diverse segments—rubber manufacturing, automation, and healthcare—that depend on natural ecosystem services, including water and soil resources. Biodiversity loss can affect overall business operations through rising raw material procurement costs and restricted business licensing, with direct implications for the Company's long-term sustainability. To proactively identify and systematically manage nature-related risks, DRB conducted its first biodiversity assessment in 2025, covering major domestic and international subsidiaries and business sites.

2-1. Biodiversity Impact Assessment Overview

DRB has systematically identified and assessed biodiversity risks across 27 business sites of major domestic and overseas subsidiaries by applying the LEAP (Locate, Evaluate, Assess, Prepare) methodology recommended by TNFD. In each stage of the assessment, we utilized internationally recognized specialized analytical tools including IBAT, ENCORE, and WWF BRF. The assessment results provide a foundation for natural capital information disclosure aligned with global reporting standards, including GRI Topic 101 (Biodiversity) and ESRS E4.

LEAP Methodology

The LEAP methodology is a four-stage procedural framework that discovers touchpoints with nature (Locate), evaluates dependence on and impacts to ecosystem services (Evaluate), analyzes risks and opportunities (Assess), and prepares response measures and disclosure (Prepare). Through this methodology, TNFD enables companies to recognize their relationship with natural capital and integrate related risks and opportunities into strategy and disclosure.



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[E5-2] LEAP Methodology and Toolkit

Stage	Name	Description	Toolkit
L	Locate (Location Identification)	Identify interfaces with nature based on operational location	IBAT
E	Evaluate (Dependency and Impact Assessment)	Assess ecosystem service dependencies and impacts by business activity	ENCORE
A	Assess (Risk and Opportunity Assessment)	Analyze nature-related physical risks and reputational risks	WWF BRF
P	Prepare (Disclosure Preparation)	Consolidate assessment results and establish Risk Management strategy	Integrated Analysis

Assessment Scope

DRB selected 27 business sites across its major domestic and overseas subsidiaries for assessment, based on a business importance score that combines revenue, environmental impact, and site characteristics.

[E5-3] Assessment Scope

Domestic		Overseas	
Subsidiaries	Business Sites	Subsidiaries	Business Sites
DRB Holding	headquarters	DRB Qingdao	Qingdao Plant, Chongqing Plant
DRB Industrial	Busan Plant, Seoul Office, Daegu Office, field test sites	DRB Slovakia	Plant 1, Plant 2
DRBDRB Automotive	Yangsan Plant, Yangsan Plant 2, Mobility Lab	DRB Vietnam	Plant 1, Plant 2
DRB Automation	headquarters, Cheonan Office	DRB Shanghai	headquarters
DRB Healthcare	headquarters	DRB America	headquarters, America Office
DRB International	headquarters, Campus D Seoul, Suan Coffee Company	DRB Japan	headquarters
DRB Union Beltinno	Seoul Plant	DRB Indonesia	headquarters
		DRB Russia	headquarters

2-2. Biodiversity Sensitivity Assessment (Locate)

Using IBAT, we identified biodiversity-sensitive areas based on the location of each operational site. We conducted a comprehensive analysis of endangered species distribution (IUCN Red List), proximity to protected areas (PA), contact with key biodiversity areas (KBA), and species threat reduction indicators (STAR) within the operational radius of each site. Potential intersections between business operations and natural ecosystems were classified into three levels: High, Medium, and Low.

[E5-4] Locate Stage Assessment Results (Using IBAT)

Grade	Number of Business Sites	Business Sites	Key Characteristics
High	13	DRB Holding headquarters, DRB Industrial Busan Plant, Seoul Office, field test sites; DRB Automation headquarters; DRB International headquarters, Campus D Seoul; DRB Union Beltinno Seoul Plant; DRB Slovakia Plant 1, Plant 2; DRB Vietnam Plant 2; DRB Japan headquarters; DRB Indonesia headquarters	Business sites adjacent to or in direct contact with Protected Areas (PA) or Key Biodiversity Areas (KBA), with high ecological sensitivity due to the distribution of multiple protected species
Medium	5	DRB Automotive Yangsan Plant, Yangsan Plant 2, Mobility Lab; DRB International Suan Coffee Company; DRB Vietnam Plant 1	Business sites in proximity to Protected Areas or with partial distribution of protected species, showing partial ecological sensitivity
Low	9	DRB Industrial Daegu Office; DRB Automation Cheonan Office; DRB Healthcare headquarters; DRB Qingdao Qingdao Plant, Chongqing Plant; DRB Shanghai headquarters; DRB America headquarters (including track test sites), America Office; DRB Russia headquarters	Business sites with no contact to Protected Areas or Key Biodiversity Areas and limited distribution of protected species



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2-3. Natural Capital Dependency and Impact Assessment (Evaluate)

DRB identifies how operational activities at each business site connect with natural ecosystem services and systematically assesses natural capital dependency and impact using ENCORE. Following industry classification based on the International Standard Industrial Classification (ISIC), we evaluated ecosystem service dependency and impact across seven business types using a six-point scale ranging from VH (Very High) to ND (No Data). This assessment identified the connections between each business type and natural capital, as well as potential environmental impacts.

[E5-5] Evaluate Stage Assessment Results (Using ENCORE)

Business Type	Key Ecosystem Services	Major Impact	Overall Assessment
Food & Beverage (F&B)	Natural Landscape, Spiritual & Cultural, and Recreation Services (VH); Water Purification (VH); Water Supply (M)	Solid Waste (M)	High
Healthcare & Medical	Natural Landscape (VH); Education & Scientific Services (VH); Water Purification (VH); Solid Waste Management (M)	Solid Waste (M)	High
Rubber Product Manufacturing	Water Purification (M); Water Flow Regulation (M); Flood Mitigation (M)	Ecosystem Disruption (M); GHG and Air Pollution Emissions (M); Solid Waste (M); Toxic Pollution (M)	Medium
Automation & Machinery Manufacturing	Water Supply (M); Water Purification (M); Water Flow Regulation (M); Flood Mitigation (M)	Ecosystem Disruption (M); Air Pollution Emissions (M); Toxic Pollution (M); Water Consumption (M)	Medium
Real Estate & Leasing	Natural Landscape (VH); Spiritual, Artistic & Symbolic Services (VH)	Solid Waste (M)	Low
Wholesale & Trading Water Flow Regulation	Water Flow Regulation (M); Water Supply (M, partial)	GHG Emissions (M)	Low
Technology Testing & R&D	Education and Science Services (VH)	Land Use (M)	Low

Dependence on natural capital varies significantly by business type. The Food & Beverage (F&B) and Healthcare sectors demonstrate high dependence on ecosystem services, including landscape and cultural services and water purification, and have been identified as business units with the greatest interface with natural capital. The rubber products manufacturing and automation and machinery manufacturing sectors show moderate dependence on water resources; however, due to the nature of the manufacturing process, multiple impact categories—including ecosystem disruption, air pollution, and toxic pollutant emissions—are rated as moderate, identifying these as business units for which impact management is critical. The wholesale and sales subsidiaries and technology testing and R&D sectors demonstrate overall low dependence on natural capital and direct impacts.

2-4. Assessment of Nature-Related Risks and Opportunities (Assess)

Drawing on the analysis of biodiversity sensitivity (Locate) and natural capital dependency and impact (Evaluate) identified in previous phases, we conducted a quantitative assessment of nature-related risks across 27 business sites using the World Wildlife Fund (WWF) Biodiversity Risk Filter (WWF BRF).

The assessment is structured along two dimensions: physical risk (Spatial Physical Hazard, SPH) and reputational risk (Spatial Reputational & Policy Risk, SRP). Physical risk is evaluated across four domains—natural resource availability, ecosystem regeneration capacity, hazard prevention, and direct ecosystem disruption—each scored on a 5-point scale. Reputational risk is similarly assessed across three domains: environmental, socioeconomic, and other considerations, also scored on a 5-point scale.

Based on the results of this LEAP assessment, we qualitatively identified opportunity factors arising from natural capital management. Improved water use efficiency and reduced ecosystem impacts can drive operational cost savings and enhance production stability. Proactive biodiversity management systems at our EU sites create opportunities to reduce ESRS E4 regulatory compliance costs and deepen relationships with European customers. Additionally, systematic TNFD-based disclosure establishes a foundation for transparently communicating our sustainability management performance to stakeholders.



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[E5-6] Assess Phase Assessment Results (Using WWF BRF)

Company	Business Site	Physical Risk					Reputational Risk				Total
		SPH	1. Natural Resources	2. Self-Purification Capacity	3. Disaster Prevention	4.Direct Ecosystem Destruction	SRP	5. Environmental Aspects	6. Socioeconomic Aspects	7. Other Aspects	
DRB Holding	headquarters	2.8	1.2	2.8	3.5	2.2	2.3	2.3	2.0	2.3	Low
DRB Industrial	Busan Plant	3.2	3.2	3.0	3.4	2.6	3.3	3.3	3.0	3.6	Medium
	Seoul Office	2.7	1.0	2.7	3.3	2.3	2.1	2.1	2.0	2.1	Low
	Daegu Office	3.1	1.2	3.1	3.4	2.3	2.1	1.6	2.0	2.1	Medium
	field test sites	3.2	3.2	3.0	3.5	3.2	3.5	3.5	3.5	2.6	Medium
DRB Automotive	Yangsan Plant	3.3	3.3	3.0	3.4	2.4	3.1	2.5	2.3	3.8	High
	Yangsan Plant 2	3.3	3.3	3.0	3.4	2.4	3.1	2.5	2.3	3.8	High
	Mobility Lab	3.3	3.3	3.0	3.4	2.4	3.1	2.5	2.3	3.8	High
DRB Automation	headquarters	2.8	1.2	2.8	3.5	2.0	2.3	2.3	2.0	2.1	Low
	Cheonan Office	3.4	3.6	2.9	3.4	2.7	2.9	2.5	2.6	3.1	Medium
DRB Healthcare	headquarters	3.3	3.2	3.3	3.5	3.0	2.6	2.1	2.6	2.6	Medium
DRB International	headquarters	2.8	1.2	2.8	3.5	2.2	2.3	2.3	2.0	2.3	Low
	Campus D Seoul	2.7	1.0	2.7	3.3	2.3	2.1	2.0	2.0	2.1	Low
	Suan Coffee Company	3.5	4.0	3.0	3.5	2.5	3.4	3.0	2.6	3.8	High
DRB Union Beltinno	Seoul Plant	2.9	2.9	3.2	2.9	2.7	3.2	2.0	2.5	3.8	Medium
DRB Qingdao	Qingdao Plant	3.5	3.7	3.5	3.5	3.0	3.1	2.0	3.1	3.0	High
	Chongqing Plant	2.9	2.9	3.5	2.9	2.8	3.1	3.0	3.1	3.0	Medium
DRB Slovakia	Plant 1	2.5	2.8	2.5	2.5	1.7	3.2	2.0	2.0	3.1	Medium
	Plant 2	2.5	2.8	2.5	2.5	1.7	3.2	2.0	2.0	3.1	Medium
DRB Vietnam	Plant 1	3.4	3.3	3.0	3.5	3.4	3.0	2.5	3.0	2.9	High
	Plant 2	3.4	3.3	3.0	3.5	3.4	3.0	2.5	3.0	2.9	High
DRB Shanghai	headquarters	3.0	1.1	3.0	3.8	2.5	2.6	1.0	2.8	2.5	Medium
DRB America	headquarters & track test sites	2.2	1.0	2.2	3.4	2.1	2.1	2.0	2.1	2.1	Low
	America Office	3.0	1.7	3.0	3.9	2.4	2.1	2.0	2.1	2.1	Medium
DRB Japan	headquarters	2.5	1.0	2.5	3.5	1.9	2.0	2.0	2.0	2.0	Low
DRB Indonesia	headquarters	2.5	1.0	2.8	2.5	1.9	2.5	1.5	2.5	2.5	Low
DRB Russia	headquarters	2.5	1.0	2.5	2.8	2.3	2.6	1.5	2.4	2.9	Medium



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2-5. Natural Capital Disclosure Response (Prepare)

DRB conducted a LEAP assessment to quantify, for the first time, the interface and risk level between natural capital and its key domestic and overseas business sites. This assessment established the foundation for integrating natural capital considerations into our sustainability management strategy. A comprehensive risk rating for 27 business sites across DRB was calculated by applying weighted criteria: Business Importance (40%), Location Identification (10%), Dependence and Impact Assessment (20%), and Risk Assessment (30%).

[E5-7] LEAP Comprehensive Assessment Results

Grade	Number of Business Sites	Major Business Sites	Management Direction
High	4	DRB Industrial Busan Plant, DRB Qingdao Plant, DRB Vietnam Plant 1·Plant 2	High nature-related risk levels require immediate management measures and priority response plans
Medium	11	DRB Holding headquarters, DRB Industrial field test sites, DRB Automotive Yangsan Plant 1·Yangsan Plant 2, DRB Automation headquarters·Cheonan Office, DRB Healthcare headquarters, DRB International Suan Coffee Company, DRB Qingdao Chongqing Plant, DRB Slovakia Plant 1·Plant 2	Conduct periodic monitoring and establish biodiversity KPI measurement system
Low	12	Seoul Office·Daegu Office, gDRB Automotive Mobility Lab, DRB International headquarters·Campus D Seoul, DRB Union Beltinno Seoul Plant, DRB Shanghai headquarters, DRB America headquarters (including track test sites)·America Office, DRB Japan headquarters, DRB Indonesia headquarters, DRB Russia headquarters	Maintain annual routine inspections and monitor changes in regulatory environment

DRB will formally reflect the results of this LEAP assessment in its sustainability report. The Company plans to establish biodiversity KPIs centered on high-risk business sites, build a quantitative monitoring system, and integrate natural capital conservation into DRB’s sustainability management strategy.

[E5-8] DRB Biodiversity Implementation Plan

Area	Short-Term (2026–)	Medium-Term (2028–)	Long-Term (2030–)
Policy and Guidelines	Development of DRB Biodiversity Conservation Policy	Adoption and Distribution of DRB Biodiversity Operation Principles to Subsidiaries	TNFD formal disclosure registration; declaration of GBF Target 15 implementation
Indicators and Targets	Initiation of biodiversity KPI setting and measurement for high-priority facilities	Expansion of KPIs across all subsidiaries according to global guideline	KPI implementation monitoring and improvement management
Conservation Activities	Planning of ecosystem restoration program	Implementation of habitat conservation and restoration activities	Quantification of biodiversity footprint
Disclosure Response	First formal disclosure of LEAP assessment results; establishment of GRI Topic 101 reporting framework	Development of dual disclosure system for ESRS E4 and GRI Topic 101	Nature-related risk scenario analysis based on TNFD

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3. Biodiversity Conservation and Natural Capital Management Activities

3-1. Biodiversity Conservation Activities

Education and Capacity Building

DRB incorporates understanding of biodiversity and natural capital into regular ESG and compliance training programs across all subsidiaries and systematically delivers education on international agreements, country-specific regulations, and the Company's responsible response approaches. We strengthen ESG capacity among external suppliers through dedicated training programs that communicate export-import regulations related to biodiversity, industry-specific requirements, and strategic directions of key customers. Through these initiatives, we foster mutual understanding and joint action to build a sustainable value chain with external suppliers.

Biodiversity Exploration Activities

DRB participated in a national park biodiversity exploration program led by local communities to develop a concrete understanding of ecosystem conditions in areas near business sites classified as high risk in biodiversity assessments and to contribute to local biodiversity conservation.

This activity reflects our commitment to collaborate with local communities on biodiversity conservation while enabling verification of nature-related risks identified in assessment results through direct site observation. The program clarified the interface between our operations and local ecosystems based on actual field conditions. Through these exploration activities, our employees gained direct experience with ecosystem sensitivity near our business sites and heightened their awareness of how corporate activities affect the local natural environment. DRB is committed to working with local communities to identify and manage nature-related risks grounded in our biodiversity assessments.



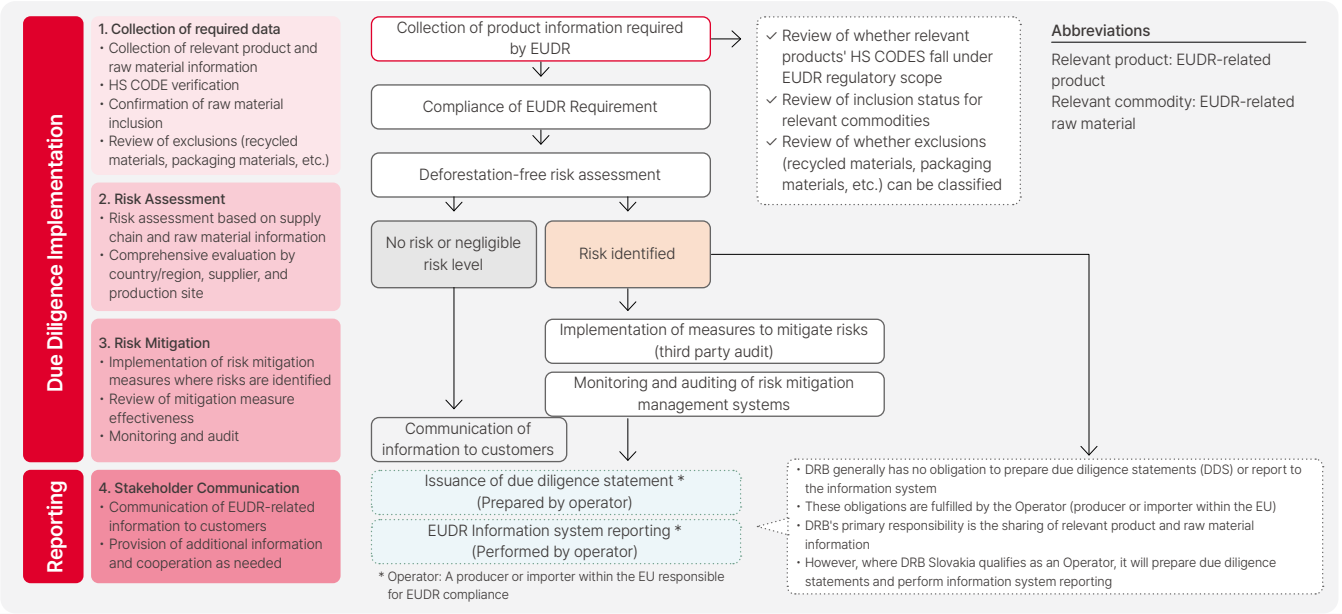
3-2. EUDR Response Plan

The European Union Deforestation Regulation (EUDR) regulates the distribution of certain raw materials and products associated with deforestation within the EU market. Because DRB uses natural rubber as a key raw material, the regulation directly impacts our operations. To fulfill due diligence requirements demonstrating that deforestation and land degradation have not occurred throughout the supply chain, we are establishing supply chain traceability systems and strengthening response capabilities. Through these efforts, we advance beyond regulatory compliance to deliver environmental value through biodiversity conservation and sustainable raw material sourcing.

EUDR Response Framework

DRB operates a four-stage response process to ensure EUDR compliance: required data collection, risk assessment, risk mitigation, and reporting. We manage all supply chain stages with full transparency, systematically evaluate environmental impact at each stage, and have implemented a data management system to enhance cooperation with external suppliers.

[E5-9] EUDR Response Process





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EUDR Compliance Status

DRB assessed operational status by facility and systematically reviewed target products and supply chains to address EUDR requirements. Based on this assessment, we conducted proactive assessment of potential risks within the supply chain, established phased response frameworks and implementation processes, and built management foundations to meet EUDR requirements. We verified EUDR obligations by entity and confirmed the scope of response. The assessment confirmed that DRB Industrial, DRB Vietnam, and DRB Qingdao supply products containing natural rubber to global customers and are obligated to provide information on origin and supply chain upon customer request. Additionally, we reviewed classification codes for EU export items and raw material composition to determine regulatory applicability and designated natural rubber as a material subject to due diligence, finalizing the supply chain due diligence scope. We established phased response guidelines to conduct EUDR due diligence systematically. For our written evaluation, we developed a risk assessment checklist containing key items aligned with EUDR requirements. For on-site due diligence, we prepared a separate preliminary checklist and distributed it together with risk assessment and risk mitigation guidance, thereby strengthening the effectiveness of due diligence.

Based on these guidelines, we collected relevant information from suppliers subject to due diligence and conducted written assessment, followed by direct visits to natural rubber production sites to perform on-site due diligence. The on-site due diligence focused on verifying forest certification program compliance, confirming non-origin from forest clearing and degradation areas, and assessing plantation establishment timing. We used GIS data and satellite imagery to verify the reliability of production site location information. We evaluated risk factors by consolidating the results of written and on-site due diligence and developed risk mitigation action plans.

Future Plans

Building on EUDR compliance activities conducted in 2025, DRB plans to operationalize a comprehensive implementation system in 2026. We will establish a management framework that enables traceability from raw material intake through product launch, and will operate an integrated document management system to respond promptly to customer requests. Additionally, we will strengthen internal capacity through the distribution of a company-wide response manual and the establishment of departmental work processes. We also plan to secure additional EUDR-compliant suppliers to strengthen supply chain stability.

[E5-10] Supplier Site Assessment





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[E5-11] EUDR Due Diligence Checklist

Category		Check Items (7 Clauses)	Checklist (21 Clauses)
Document Review	Production Site Compliance Verification (Common)	Confirmation of Ownership Status by Production	<ul style="list-style-type: none">Availability of Ownership Documentation for Production Sites
		Verification of Afforestation Clearance Date	<ul style="list-style-type: none">Availability of Regulated Commodity Clearance Date Documentation by Production SiteVerification of Afforestation Clearance Date Existence of Production Sites with Clearance Date After December 30, 2020, by Location
		Confirmation of Unregistered Production Site Ownership	<ul style="list-style-type: none">Segregated Management of Raw Material Receipts by Production Site in Inventory RecordsConfirmation of Unregistered Production Site Ownership Consistency Between Total Raw Material Receipts and Sum of Shipment Quantities by Production Site
		Verification of Production Country Regulatory Compliance	<ul style="list-style-type: none">Confirmation of Unregistered Production Site Ownership Segregated Inventory Management of Raw Materials from Production Sites Cleared After December 30, 2020Forestry: Regulatory compliance verification (CoC certificate, etc.)Environment: Compliance with regulations and environmental impact assessment (EIA) (Environmental Impact Assessment Report, PEFC CoC, etc.)Labor and Human Rights: Compliance with applicable regulations and human rights protection (Affected Communities Impact Assessment, etc.)Financial: Verification of tax, fee, and other statutory payment fulfillment
On-Site Inspection	Supply Chain Compliance Review (Common)	Verification of storage management by production site	<ul style="list-style-type: none">Verification of shipment volume management for natural rubber produced at the production siteVerification of alignment between production site shipment information and headquartersReview of transport process from production site to storage facilityPotential for Mixing with Other Raw Materials During Transport from Production Site to Storage Facility
		Verification of Segregated Management by Production Site During Product Manufacturing	<ul style="list-style-type: none">Ability to Distinguish Raw Materials by Production Site at Storage LocationAbility to Distinguish Input Raw Materials by Production Location During Product ManufacturingPotential for Mixing of Raw Materials by Production Site During Pre-Production Storage
		Verification of Consistency with Supply Chain Submitted During Document Review	<ul style="list-style-type: none">Management of Raw Material Receipt and Usage Quantities at Product Manufacturing SiteConsistency Between Quantities Recorded in headquarters Inventory Ledger and Actual QuantitiesPotential for Mixing of Finished Products Using Other Raw Materials During Storage
			<ul style="list-style-type: none">Whether Manufactured Finished Products Are Delivered and Shipped Through Disclosed external suppliers

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- S1. Human Rights 
- S2. Employees 
- S3. Health and Safety 
- S4. Supply Chain 
- S5. Product Safety and Quality 
- S6. Information Security 
- S7. Social Contribution 



S1. Human Rights

1. Human Rights Management Governance

1-1. Human Rights Management Framework

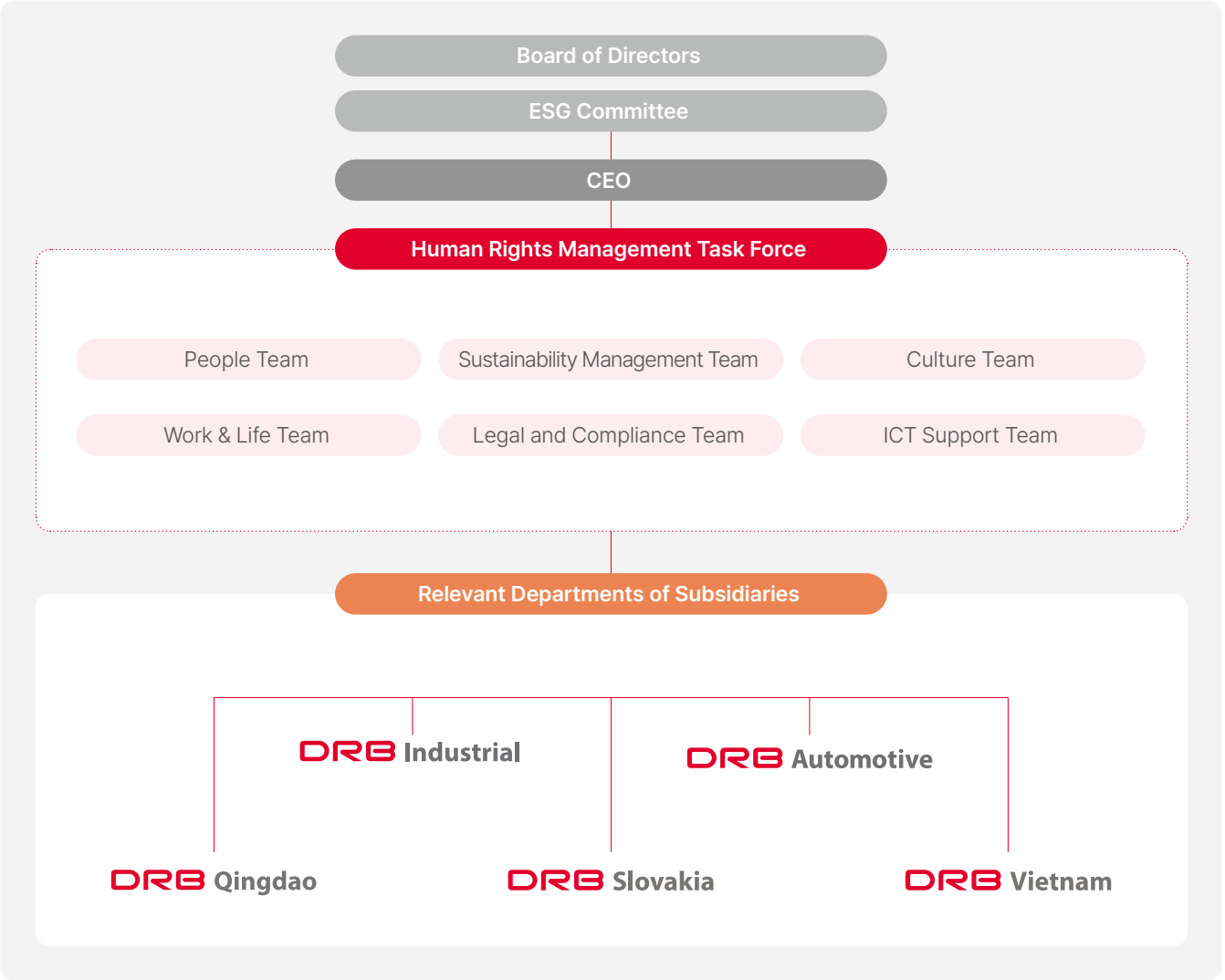
Board of Directors (ESG Committee)

DRB has established a human rights management framework centered on the ESG Committee, which operates under the Board of Directors. Through this structure, we set labor and human rights policy directions and mid- to long-term initiatives, review and decide on material human rights matters, and provide strategic oversight. The ESG Committee monitors the status of human rights management implementation and key risks while overseeing the operation of related policies and systems to ensure human rights are embedded throughout our business operations. Based on this governance structure, we continuously strengthen our management framework to prioritize human rights across all domestic and international business sites. We also operate a comprehensive management system to protect the human rights of diverse stakeholders, including employees, external suppliers, customers, and local communities.

Human Rights Management Organization

The organizational culture and human resources departments of each subsidiary continually monitor human rights management implementation progress and key performance indicators, and conduct human rights training, system improvements, grievance handling, and prevention activities. We also manage human rights risks throughout the supply chain by sharing human rights policies and codes of conduct with external suppliers and conducting sustainability assessments. Through this governance and operating framework, we are creating a safe and inclusive business environment where the rights and dignity of all stakeholders are respected.

[S1-1] DRB Human Rights Management Organizational Structure





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2. Human Rights Management Strategy

2-1. Human Rights Management Policy

DRB recognizes the protection of human dignity and rights as a core corporate responsibility under its management philosophy of Honesty·Integrity·Trust. We implement human rights management that respects all stakeholders, including employees, external suppliers, customers, and local communities. In 2023, we established our Human Rights Management Policy and Human Rights Policy, which apply consistently across all domestic and overseas business operations. We have developed standards that reflect human rights values throughout our management practices, including recruitment, compensation, promotion, and working conditions. We also share our Human Rights Management Policy and code of conduct with external suppliers to foster a culture of human rights respect across our supply chain.

DRB fosters an inclusive organizational culture free from discrimination and harassment and continuously strengthens systems and procedures to protect employees' rights and interests. To ensure human rights management translates into substantive practice, we conduct employee training and awareness activities on key human rights issues—including the prohibition of child labor and forced labor, prevention of workplace harassment, and advancement of diversity and inclusion. We share global human rights regulations and labor and human rights requirements with external suppliers to strengthen human rights risk management capabilities throughout our supply chain. Moving forward, we will continue to advance our human rights management framework to create a management environment where the rights of all stakeholders are respected and where respect for human rights is naturally embedded in daily work and decision-making processes.

[S1-2] DRB Human Rights Management Policy

DRB Human Rights Management Declaration

DRB is guided by its core values of Honesty·Integrity·Trust and pursues a responsible approach to society. We advance respect for human rights and human dignity—fundamental rights of all people—as a practical expression of this responsibility. To this end, DRB supports the human rights principles of the Universal Declaration of Human Rights (UDHR) and the UN Guiding Principles on Business and Human Rights (UNGPR). We seek to embed the UN Global Compact Ten Principles within this Human Rights Management Policy.

DRB applies this Human Rights Management Policy to all entities and employees worldwide in the conduct of our business operations. We establish operating systems and implement monitoring activities to realize this policy and manage potential human rights risks. We treat risks that could result in serious human rights violations as material business matters and share this policy with all stakeholders, including customers and external suppliers affected by our business activities.As a company that fulfills its social responsibility and pursues the well-being of all employees and stakeholders, DRB complies with applicable laws in every jurisdiction, respects and protects human rights, and contributes to the sound development of society.

[S1-3] DRB Human Rights Policy (*DRB's 11 Core Principles for Human Rights Management)

1. Respect for Human Rights

2. Respect for Diversity and Anti-Discrimination

3. Prohibition of Forced Labor

4. Prohibition of Child Labor

5. Freedom of Association

6. Health and Safety

7. Wages

8. Working Hours

9. Protection of Local Residents' Human Rights

10. Protection of Customers' Human Rights

11. Guarantee of Environmental Rights

Quick Link

2-2. Human Rights Management Direction

DRB establishes a mid- to long-term roadmap to strengthen the effectiveness of human rights management. We continuously advance our human rights management system based on phased implementation tasks and performance indicators. We develop an annual human rights management plan and identify and analyze key human rights risks across business sites and the supply chain based on human rights impact assessment results. These findings are incorporated into our mid- to long-term strategy and annual implementation tasks.

We also continuously benchmark our key human rights policies and principles against domestic and international regulations and stakeholder expectations. We gather input from diverse stakeholders—including employees, external suppliers, and local communities—and improve relevant policies and systems where necessary. Through systematic management and continuous improvement, we embed respect for human rights throughout our corporate culture and advance responsible human rights management practices.



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[S1-4] DRB Human Rights Management Roadmap



[S1-5] DRB Key Human Rights Principles and Stakeholder Mapping

Scope of Application	Stakeholder				Key Topics	DRB Policy
	Employees	Supply Chain	Customers	Local Communities		
Non-Discrimination	●	●	●	●	1. Non-discrimination in employment (gender, religion, age, race, disability, etc.) 2. Fair compensation including equal pay for equal work	Human Rights Management Policy / Collective Agreement / Ethics Charter and Code of Ethics / Code of Conduct / Supplier Code of Conduct
Humane Treatment	●	●	●	●	1. Support for work-life balance and maternity protection	Sustainability Management Policy / Human Rights Management Policy / Collective Agreement / Ethics Charter and Code of Ethics / Code of Conduct / Supplier Code of Conduct
Working Conditions	●	●			1. Employee health management and support	Human Rights Management Policy / Collective Agreement / Ethics Charter and Code of Ethics / Code of Conduct / Supplier Code of Conduct
Compliance						
Prohibition of Workplace Harassment	●	●			1. Prevention of workplace harassment and sexual harassment 2. Establishment of response system when incidents occur	Human Rights Management Policy / Collective Agreement / Ethics Charter and Code of Ethics / Code of Conduct / Supplier Code of Conduct
Freedom of Association	●	●			1. Protection of freedom of association and collective bargaining rights	Human Rights Management Policy / Collective Agreement / Code of Conduct / Supplier Code of Conduct
Prohibition of Forced Labor and Child Labor	●	●		●	1. Establish and implement monitoring framework 2. Prevent human rights violations by subsidiaries and external suppliers	Human Rights Management Policy / Code of Conduct / Supplier Code of Conduct / Responsible Minerals Procurement Declaration
Guaranteeing Workplace Safety	●	●	●	●	1. Create safe and hygienic working conditions 2. Support industrial accident victims	Sustainability Management Policy / Health and Safety Management Policy / Health Management Policy / Code of Conduct / Supplier Code of Conduct
Protection of Personal Information	●	●	●	●	1. Protect personal information of employees and customers	Personal Information Protection Guideline / Code of Conduct / Supplier Code of Conduct
Protection of Local Communities' Human Rights	●	●		●	1. Respect property rights of local residents 2. Protect environmental rights	Sustainability Management Policy / Social Contribution Charter / Code of Conduct / Supplier Code of Conduct



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3. Human Rights Risk Management

DRB proactively identifies and addresses human rights risks that could adversely affect employees and stakeholders. In 2024, we conducted a human rights impact assessment of domestic entities to evaluate human rights risks across the organization. Based on these results, we plan to establish a human rights management framework in 2026 and progressively expand human rights impact assessments to encompass both domestic and overseas entities. In 2026, we will also implement human rights training for employees to enhance understanding of human rights and build practical capability, thereby laying the foundation to strengthen the effectiveness of future assessments and improvement initiatives.

The assessment scope extends beyond internal stakeholders—employees and labor unions—to external stakeholders including external suppliers, local communities, and customers, enabling comprehensive identification of human rights risks. Human rights impact assessment serves as a core activity to strengthen the organization's human rights protection standards. We plan to advance both training to enhance assessor capability and refinement of assessment indicators. DRB will continue to strengthen its sustainable human rights management framework and create a safe and equitable operating environment in which all stakeholders are respected.

[S1-6] Human Rights Impact Assessment Process



[S1-7] Human Rights Impact

Number	Category	Item
1	Human Rights Declaration and Internalization	Establishment and disclosure of human rights policy / Executive support and initiative participation
2	Human Rights Policy Development	Integration of international standards and stakeholder requirements / Due diligence procedures, multilingual access, and policy updates
3	Human Rights Management System Establishment	Systematization and strategy alignment / Risk management and budget allocation
4	Human Rights Impact Assessment	Definition of assessment procedures and scope / Implementation, prioritization, and stakeholder engagement / Results reflection and continuous improvement
5	Sanctions and Incentives	Sanctions procedures, appeal opportunities, and incentives / Disciplinary policy on forced labor
6	Communication and Training	Regular human rights training / Advanced training and new employee training / Information sharing and effectiveness assessment
7	Supply Chain Management	Due diligence implementation and compliance requirements / Actions in response to violation, incentives, and transparency
8	Elimination of Child Labor	Minimum age and recruitment procedure regulations / Safe job duties and inspection systems / Monitoring and policy sharing
9	Prohibition of Forced Labor	Employment contracts and compensation management / Freedom of movement and contract termination guarantees / Policy training and outsourcing inspections
10	Migrant Worker Rights Protection	Contract, treatment, and anti-discrimination / Termination of employment, resignation, and support systems / Remediation procedure reviews
11	Working Conditions and Compensation	Working hours management and targets / Recruitment guidance and overtime management / Working hours recording and wage assurance / Prohibition of wage deduction, career development, and gap analysis
12	Elimination of Employment Discrimination	Anti-discrimination policy and evaluation system / Recruitment guidelines, support for vulnerable groups, and respect for diversity / Support and remediation procedures for harassment
13	Gender Equality	Equal pay and evaluation system / Expansion of work-life balance and target management
14	Recognition of Freedom of Association and the Right to Collective Bargaining	Recognition of union establishment and representative election / Collective bargaining consultation and facilitation
15	Health and Safety Assurance	Health and safety policy and leave system / Warning signs, health management, and personal protective equipment / Safety training and emergency response / Incident management, supplier management, and environmental inspection
16	Protection of Indigenous and Local Community Rights	Consultation channels and Prior Informed Consent (EPIC) / Land and resource protection and compensation
17	Consumer Rights Protection	Information disclosure and responsible marketing / Quality management and safety response / Sustainability and remediation procedures
18	Digital Security and Privacy Protection	Security policy and personal information management / Consent procedure for information collection and training / Encryption and third-party data sharing management / AI human rights protection and remediation
19	Environmental Protection and Environmental Rights	Environmental policy, targets, and protection of vulnerable group / Communication, technology diffusion, and impact assessment
20	Supply Chain Human Rights Management	Policy verification and due diligence support / Assessment, training verification, and remediation monitoring / Selection criteria and wage management
21	Grievance Handling	Grievance channel establishment and whistleblower protection / Consideration of vulnerable group and supplier management / Multilingual support and improvement
22	Remediation and Mitigation	Remediation procedures and cooperation / Supplier remediation support system
23	Monitoring	Performance monitoring and metrics management / Root cause analysis and periodic review / Results reporting and policy integration
24	Disclosure	Assessment and grievance results disclosure / Supplier, due diligence, and sanction disclosure



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4. Human Rights Management Activities

4-1. Human Rights Training

DRB operates an annual human rights training program to establish a culture of respect for human rights and strengthen employees' capacity to translate these principles into practice. The curriculum addresses key human rights issues, including the prohibition of child labor and forced labor, prevention of workplace harassment and sexual harassment, awareness improvement regarding persons with disabilities, and promotion of diversity and inclusion. DRB engages external human rights experts and lawyers to deliver specialized training on these topics. Through this program, employees develop a proper understanding of human rights and learn to apply these principles in their daily work.

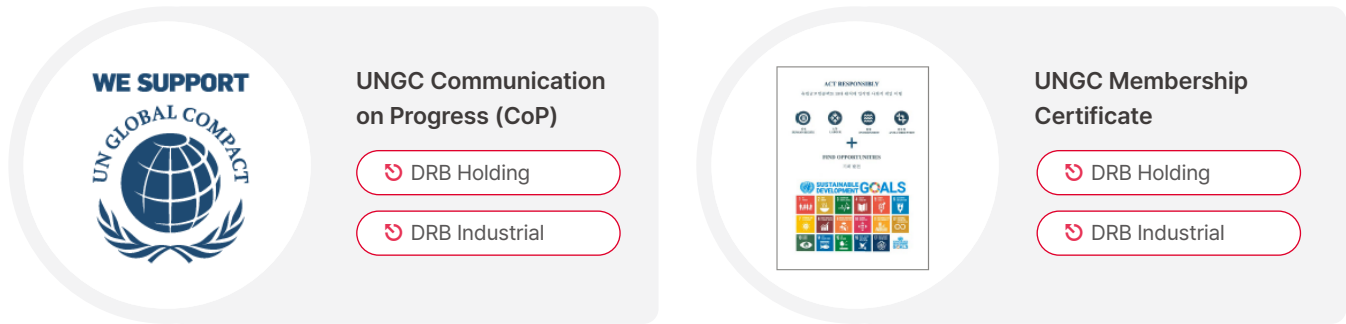
Additionally, DRB conducts human rights training for external suppliers' employees at least once per year across both domestic and international operations. The training encompasses labor and human rights laws and regulations applicable to each country and region, covering topics such as gender equality in employment, work-life balance support, working conditions, and consumer protection. The curriculum also addresses global supply chain human rights regulations and corresponding response measures, including the Conflict Minerals Regulation, the Uyghur Forced Labor Prevention Act, the EU Regulation on Prohibiting Products Made with Forced Labor, and the EU Corporate Sustainability Due Diligence Directive (CSDDD). Through this training, DRB enhances external suppliers' human rights risk management capacity and continues to build partnerships to develop a responsible supply chain.

4-2. Human Rights Initiatives

DRB adopts internationally recognized human rights standards as fundamental principles of management and integrates the intent of the Universal Declaration of Human Rights (UDHR) and the UN Guiding Principles on Business and Human Rights (UNGPR) throughout its business operations. The Company adheres to the UN Global Compact's Ten Principles and practices responsible corporate management across human rights, labor, environment, and anti-corruption.

Following DRB Holding and DRB Industrial's accession to the UN Global Compact in April 2022, we continuously monitor implementation of the relevant principles. Through collaboration with UNICEF, we have established policies and systems aligned with the Children's Rights and Business Principles (CRBP) and integrated child rights protection into our human rights management framework. We also conduct awareness-raising training on children's rights for our employees in partnership with Save the Children. As a global corporate citizen, DRB is committed to respecting human rights and creating sustainable value.

*Children's Rights and Business Principles (CRBP): UNICEF, together with Save the Children and the UN Global Compact, released the Children's Rights and Business Principles in 2012. It provides a comprehensive framework for understanding and addressing the impact of business activities on children's rights and quality of life.



4-3. Prevention of Discrimination and Harassment

DRB is committed to creating a work environment where all employees can exercise their capabilities and enjoy equal opportunities based on respect and trust. Across all human resources processes—including recruitment, placement, compensation, promotion, training, and benefits—we strictly prohibit discrimination based on factors unrelated to job duties, including gender, race, ethnicity, nationality, religion, age, marital status, sexual orientation, gender identity, social status, disability, pregnancy status, military service, genetic information, and political opinion. We apply rational and fair human resources principles consistently. Furthermore, we embed the intent of ILO Convention No. 100 and Convention No. 111 into our business operations to realize equal opportunities and fair treatment.

DRB establishes a clear principle that we do not tolerate any form of harassment or violence that infringes upon the dignity and personal integrity of employees. We explicitly prohibit conduct that creates discomfort or offense, including sexual harassment, sexual abuse, abusive language, threats, and physical or verbal assault. We operate prevention training and grievance handling procedures to foster a healthy organizational culture. Since 2019, we have established a workplace harassment prevention and response system that systematically manages the entire process from complaint receipt through investigation, corrective action, and follow-up monitoring. We continuously review related performance. Going forward, DRB is committed to building a safe and inclusive work environment where the rights and dignity of all employees are protected, grounded in mutual respect and trust.

*ILO Convention No. 100 (Equal Remuneration Convention): A core ILO convention that establishes the principle that when male and female workers perform work of equal value, equal wages and remuneration must be paid without gender-based discrimination.

*ILO Convention No. 111 (Anti-Discrimination Agreement in Respect of Employment and Job): A core ILO convention that prohibits all forms of discrimination based on race, color, gender, religion, national origin, or social status in employment, occupational training, and working conditions..



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[S1-8] DRB Non-Discrimination Policy

Category	Policy Document	Key Provisions
DRB Employees	Human Rights Management	Article 1 (Respect for Human Rights), Article 2 (Respect for Diversity and Prohibition of Discrimination)
	Policy	
	Collective Bargaining Agreement (CBA)	Chapter 3, Article 17 (Personnel Management)
	Employment Rules	Chapter 1, Article 4 (Anti-Discrimination), Chapter 4, Article 24 (Assignment, Transfer, Promotion), Chapter 10, Article 81 (Education and Training), Chapter 13 (Prevention of Workplace Bullying)
	Code of Conduct	Chapter 2 Human Rights (a. Equality and Diversity), Chapter 2 Human Rights (b. Prohibition of Discrimination and Prevention of Bullying)
External Suppliers	Supplier Code of Conduct	Chapter 5 Labor Rights (c. Prohibition of Discrimination and Bullying)

4-4. Diversity and Inclusion

DRB recognizes diversity and inclusion as drivers of innovation and sustainable growth. The Company fosters an organizational culture in which employees with different backgrounds and experiences grow together based on mutual respect and trust. At the recruitment stage, we expand fair employment opportunities by applying preferential criteria for talent requiring social consideration, such as persons with disabilities and national merit awardees.

DRB Industrial and DRB Automotive actively promote employment of persons with disabilities through partnerships with specialized disability employment agencies. To enable diverse talent, including those with severe disabilities, to work stably, we have established remote work arrangements and online collaboration environments that enhance work convenience and operational efficiency. These measures support a workplace where all employees can demonstrate their capabilities.

DRB also strengthens supply chain diversity by expanding partnerships with enterprises owned by persons with disabilities, women-owned enterprises, and leading regional companies. We systematically manage procurement performance in these categories. Concurrently, we operate education and capacity-building programs for local communities—including women, persons with disabilities, and ethnic minorities—to expand opportunities for economic and social participation. DRB will continue to embed the values of diversity and inclusion across all business operations, building a sustainable environment where employees and local communities grow together.

[S1-9] DRB Employee Diversity Status (as of December 31, 2025)

Category			Unit	DRB	DRB	DRB	DRB	DRB	DRB
				Holding	Industrial	Automotive	Qingdao	Slovakia	Vietnam
Total Employees			persons	116	540	210	545	417	758
Total Female Employees			persons (%)	38(32.8)	48(8.9)	12(5.7)	144(26.4)	253(60.7)	60(7.9)
Gender Diversity	Female Executives	Management	persons (%)	0(0)	0(0)	0(0)	0(0.0)	0(0.0)	0(0.0)
		Senior Management	persons (%)	0(0)	0(0)	0(0)	0(0.0)	1(25.0)	0(0.0)
		Middle Management	persons (%)	3(27.2)	2(14.2)	0(0)	1(7.7)	2(22.0)	5(8.3)
		STEM Departments	persons (%)	3(12.0)	12(16.2)	3(13.6)	3(4.9)	5(25.0)	0(0.0)
		Revenue-Generating	persons (%)	0(0)	14(24.1)	3(14.2)	1(33.3)	1(50.0)	1(20.0)
Other Diversity	Employees with Disabilities ¹	persons (%)	1(0.9)	10(1.9)	5(2.4)	6(1.1)	36(8.6)	0(0.0)	
	Veterans	persons (%)	0(0)	9(1.7)	3(1.4)	0(0.0)	0(0.0)	0(0.0)	

1. Employees with disabilities are reported without distinguishing between severity levels, which may result in differences from official employment reporting rates.

4-5. Maternity Protection and Work-Life Balance

DRB operates a range of programs to support maternity protection and work-life balance, enabling employees to pursue stable career development without the burden of childbirth and childcare responsibilities. Each business site complies with applicable laws and regulations in its country and region of operation, while safeguarding employee rights through the "Respect for Diversity and Non-Discrimination" principle embedded in our human rights management policy and maternity protection programs defined in the Employment Rules.

We provide diverse support mechanisms, including prenatal and postnatal leave, parental leave, and flexible work arrangements, allowing employees to access these benefits according to their life-stage needs. We are committed to fostering a workplace environment in which female employees can continuously contribute their capabilities without facing disadvantage due to pregnancy, childbirth, or childcare. Looking ahead, DRB plans to strengthen family-friendly organizational culture and create a work environment where all employees can develop and grow while maintaining balance between work and family responsibilities.



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[S1-10] DRB Maternity Protection Programs

	Pre- and Post-Pregnancy Support	Pre- and Post-Childbirth Support	Childcare Support
Support Details	<ul style="list-style-type: none">• Restriction on overtime work (weekdays, nights, holidays)• Flexible work arrangements• Infertility treatment leave• Reduced working hours during pregnancy• Fetal checkup support	<ul style="list-style-type: none">• Paid maternity leave• Paternity leave• Leave for miscarriage• Paid nursing time for female employees• Women's rest facilities• Childbirth congratulatory allowance	<ul style="list-style-type: none">• Reduced working hours during childcare• Childcare leave• Kindergarten entrance congratulatory allowance• Childcare facility subsidy and educational financial support for children

*The above support programs apply to subsidiaries located in Korea. For overseas subsidiaries, certain programs are operated differently in accordance with the laws and regulations of their respective jurisdictions.

4-6. Child Labor Prohibition

DRB recognizes the protection of children's rights as a core principle of human rights management and prohibits all forms of child labor throughout its operations and supply chain. To fulfill this commitment, the Company complies with the UN Convention on the Rights of the Child, the Children's Rights and Business Principles (CRBP), the International Labour Organization (ILO) Conventions No. 138 and No. 182, and applicable laws and regulations in each country and region.

DRB Human Rights Management Policy and Code of Conduct explicitly prohibit the employment of individuals under 15 years of age (or under 14 where permitted by local law). During recruitment, the Company verifies applicants' ages by means of official documents such as identity cards and birth certificates. Young workers under 18 years of age are not assigned hazardous, dangerous, or night-shift work. Instead, DRB provides safe working conditions and learning and development opportunities to support healthy career development.

Through its Mutual Cooperation Policy and Supplier Code of Conduct, DRB applies the same standards to external suppliers. The Company conducts sustainability assessments of external suppliers to identify and manage human rights risks within the supply chain. Based on the principles of responsible mineral sourcing, DRB strives to prevent child labor, human rights violations, environmental damage, and financing of conflict groups that may occur in conflict-affected regions. Going forward, the Company will continue monitoring and improvement activities to ensure the protection of children's rights across its global supply chain.

*UN Convention on the Rights of the Child: An international human rights treaty established in 1989, the UN Convention on the Rights of the Child affirms that all children are entitled to equal rights and defines these rights in the convention text.
*Children's Rights and Business Principles (CRBP): Save the Children, together with UNICEF and the UN Global Compact, published the Children's Rights and Business Principles in 2012. The framework provides comprehensive guidance for companies to understand and consider the impact of their activities on children's rights and quality of life.
*ILO Convention No. 138: A multilateral labor rights convention on the elimination of child labor, including the Minimum Age Convention.
*ILO Convention No. 182: A convention concerning immediate action for the elimination of the worst forms of child labor.

4-7. Prohibition of Forced Labor and Compliance with Working Conditions

DRB respects the freedom and dignity of all employees and maintains the principle that no form of forced labor is permitted throughout its business operations and supply chain. To uphold this commitment, we comply with domestic and international laws and international standards, including the California Transparency in Supply Chains Act, the Uyghur Forced Labor Prevention Act (UFLPA), the UK Modern Slavery Act, the EU Regulation on Prohibiting Products Made with Forced Labor, and International Labour Organization (ILO) Convention No. 29.

Our human rights management policy and Code of Conduct explicitly prohibit forced labor and forbid all forms of mental and physical coercion, including slavery, human trafficking, and debt bondage. All workers enter into employment contracts voluntarily in accordance with local law, and contract terms are provided in their native language to ensure full understanding. DRB guarantees employees' freedom of movement and their right to resign. We conduct ongoing management and monitoring to prevent forced labor.

Furthermore, through our Mutual Cooperation Policy and Supplier Code of Conduct, we apply equivalent standards to external suppliers and conduct sustainability assessments of external suppliers to manage forced labor and human rights risks within the supply chain. DRB will continue to work to prevent human rights violations throughout our global supply chain and to establish a culture of responsible supply chain practices.

*California Transparency in Supply Chains Act (CATSCA): Effective January 1, 2012, this legislation requires manufacturers with annual revenue of USD 100 million or more conducting business in California to disclose their efforts to ensure that their product supply chains are free of forced labor and human trafficking.
*U.S. Forced Labor Prevention Act (UFLPA): Effective June 22, 2022, this act prohibits in principle the importation into the United States of all goods produced through forced labor in the Xinjiang Uyghur Region of China, including cotton and polysilicon.
*UK Modern Slavery Act: Enacted by the U.K. Parliament on March 26, 2015, this legislation covers unlawful conduct related to human trafficking, slavery, and servitude.
*EU Regulation on Prohibiting Products Made with Forced Labor: Effective December 13, 2024, this EU regulation prohibits the importation, sale, or exportation from the EU of all products associated with forced labor in their production or supply chain, regardless of business sector, country of origin, or industry (with a three-year transition period before enforcement begins in 2027).
*ILO Convention No. 29: The Convention Concerning Forced or Compulsory Labour, adopted in 1930, prohibits all forms of forced labor.



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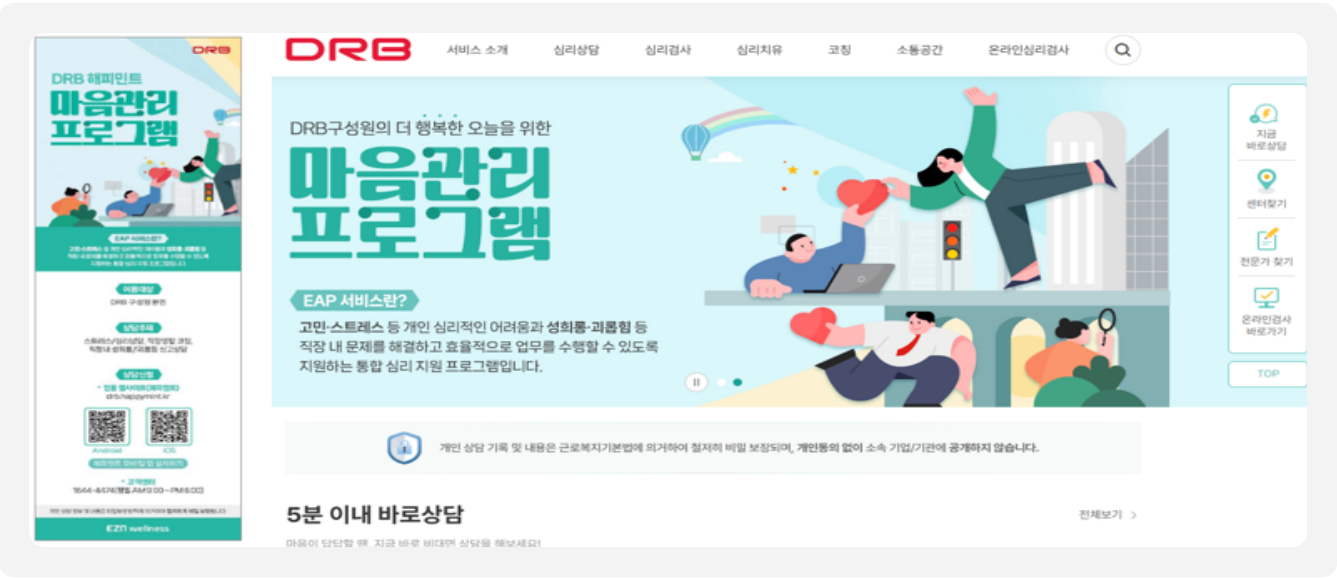
5. Human Rights Grievance Management

5-1. Human Rights Grievance Channels

DRB operates a human rights violation prevention and remediation system to protect employee rights and foster a healthy organizational culture. To respond promptly to diverse human rights issues—including psychological distress, sexual harassment, and harassment—we maintain open consultation and reporting channels through the DRB Healthy Workplace Culture Center (counselling@drbworld.com) and DRB HappyMint (https://drb.happymint.kr/). Reports can be submitted through multiple channels—telephone, email, mobile application, and dedicated website—on both named and anonymous bases. We regularly communicate the availability and procedures of these channels to encourage active employee use.

All submitted matters are systematically classified and reviewed according to their nature and type. Investigations and resolutions are conducted promptly and fairly in accordance with established procedures. Following case closure, we analyze root causes and establish preventive measures to reduce recurrence risk and strengthen the safety of working environments. For serious human rights violations, we engage external specialists to implement necessary legal and professional measures. Through these efforts, we ensure that the human rights and safety of all employees are substantively protected.

[S1-11] Specialized Counseling for Employee Grievance Resolution



5-2. Grievance Mechanisms for External Stakeholders

DRB operates multiple grievance channels to protect the human rights and safety of external stakeholders—including external suppliers, customers, and local communities—and to provide effective remedies for rights violations. For external suppliers, we maintain the DRB Partner Cooperation and Procurement Portal (https://psm.drbworld.com) as a dedicated reporting and consultation channel. For customers and civil society, we provide the DRB Cyber Audit Office (http://old.drbworld.com/audit) on an ongoing basis.

We conduct continuous outreach and promotion to ensure that external stakeholders can readily access these channels. We support multilingual services in Chinese, English, Vietnamese, and other languages to enhance accessibility. Reported matters are handled fairly and promptly, and appropriate corrective and remedial measures are implemented as needed to restore harm and prevent recurrence. DRB will continue to strengthen our communication and grievance resolution systems to ensure that the human rights and safety of external stakeholders are substantively protected.

5-3. Whistleblower Protection and Remediation Procedures

DRB operates a victim-centered remediation framework to ensure that human rights violations are addressed swiftly and effectively. All stakeholders—including employees, external suppliers, customers, and local communities—are encouraged to report violations with confidence. When a report is received, we prioritize victim recovery and prevention of recurrence.

During grievance processing, we implement immediate protective measures to safeguard reporters and victims, including workplace reassignment, paid leave, and referral to counseling services. The reporter's identity and the content of the report are managed according to strict security protocols and are not disclosed without explicit consent. We prohibit retaliation, discrimination, adverse treatment, and harassment by third parties in response to a report and conduct ongoing monitoring to prevent further harm.

We provide appropriate corrective and restorative measures based on investigation findings and connect root-cause analysis to system improvements and preventive activities to prevent similar cases from recurring. Even when a reporter bears partial responsibility, we give due consideration to mitigating circumstances to ensure fair judgment. All procedures operate under the principle of victim rights recovery and human rights protection. DRB remains committed to fostering an environment in which the human rights and safety of all stakeholders are secured, grounded in an effective remediation system.



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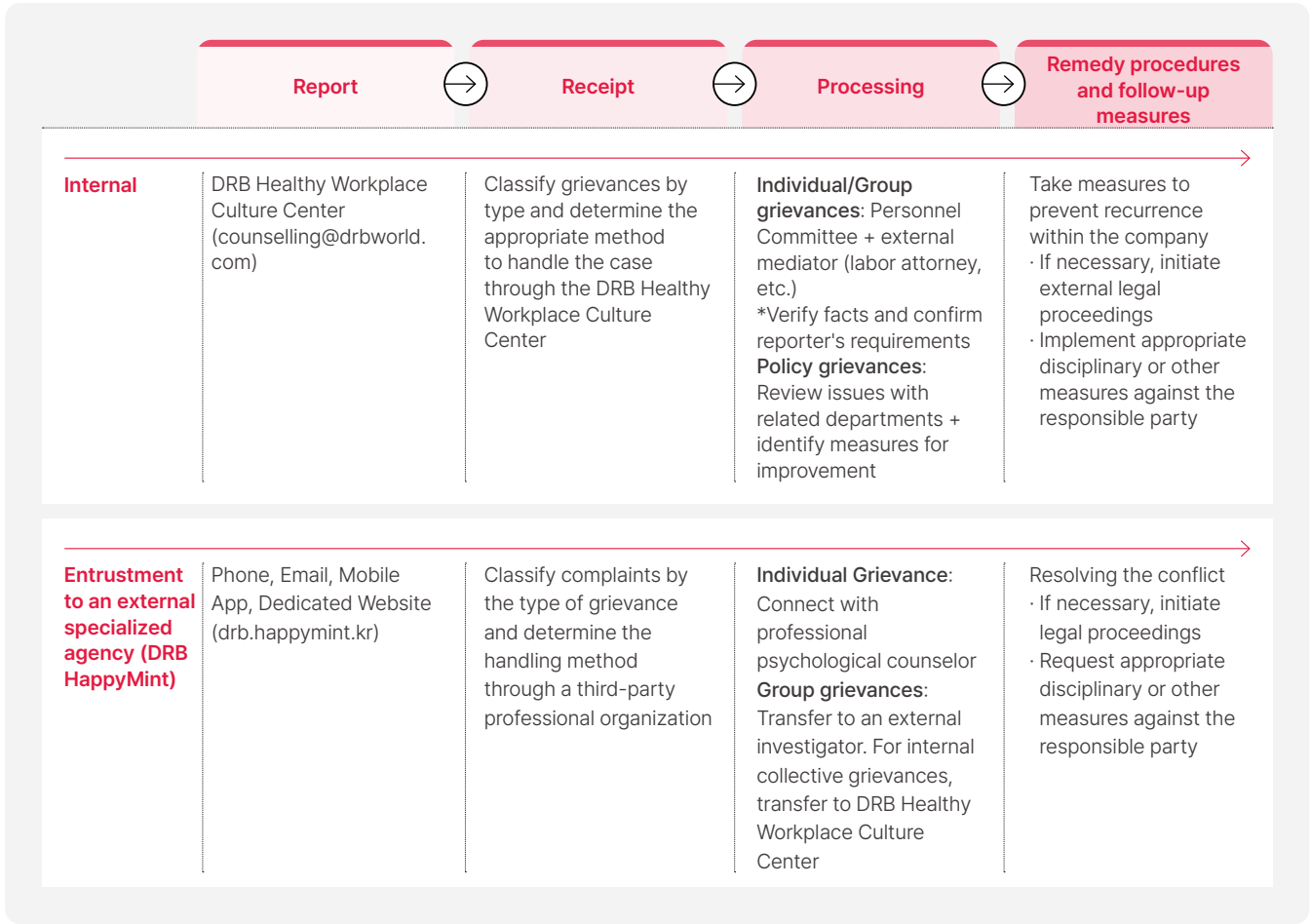
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[S1-12] DRB Grievance Resolution Process



[S1-13] Grievance Receipt and Resolution¹

Category		Unit	2023	2024	2025
Employees	Receipt (Report)	Cases	0	0	0
	Resolution	Cases	0	0	0
	Resolution Rate	%	100	100	100
External Stakeholders	Receipt (Report)	Cases	-	-	-
	Resolution	Cases	-	-	-
	Resolution Rate	%	-	-	-

1. Grievance resolution refers to the procedure of receiving, investigating, and resolving all grievances arising from workplace harassment, bullying, and other conduct that impairs the working environment and organizational culture, as well as unreasonable or unfair operation of systems relating to working conditions, employee benefits, and other matters. (Personal grievances excluded)

[S1-14] Human Rights Violations: Reports and Breaches

Category		Unit	2023	2024	2025
DRB	Reports	Cases	0	0	0
	Incidents	Cases	0	0	0
	Resolved	Cases	0	0	0
	Regulatory Violations	Cases	0	0	0
External Suppliers	Reports	Cases	0	0	0
	Incidents	Cases	0	0	0
	Resolved	Cases	0	0	0
	Regulatory Violations	Cases	0	0	0

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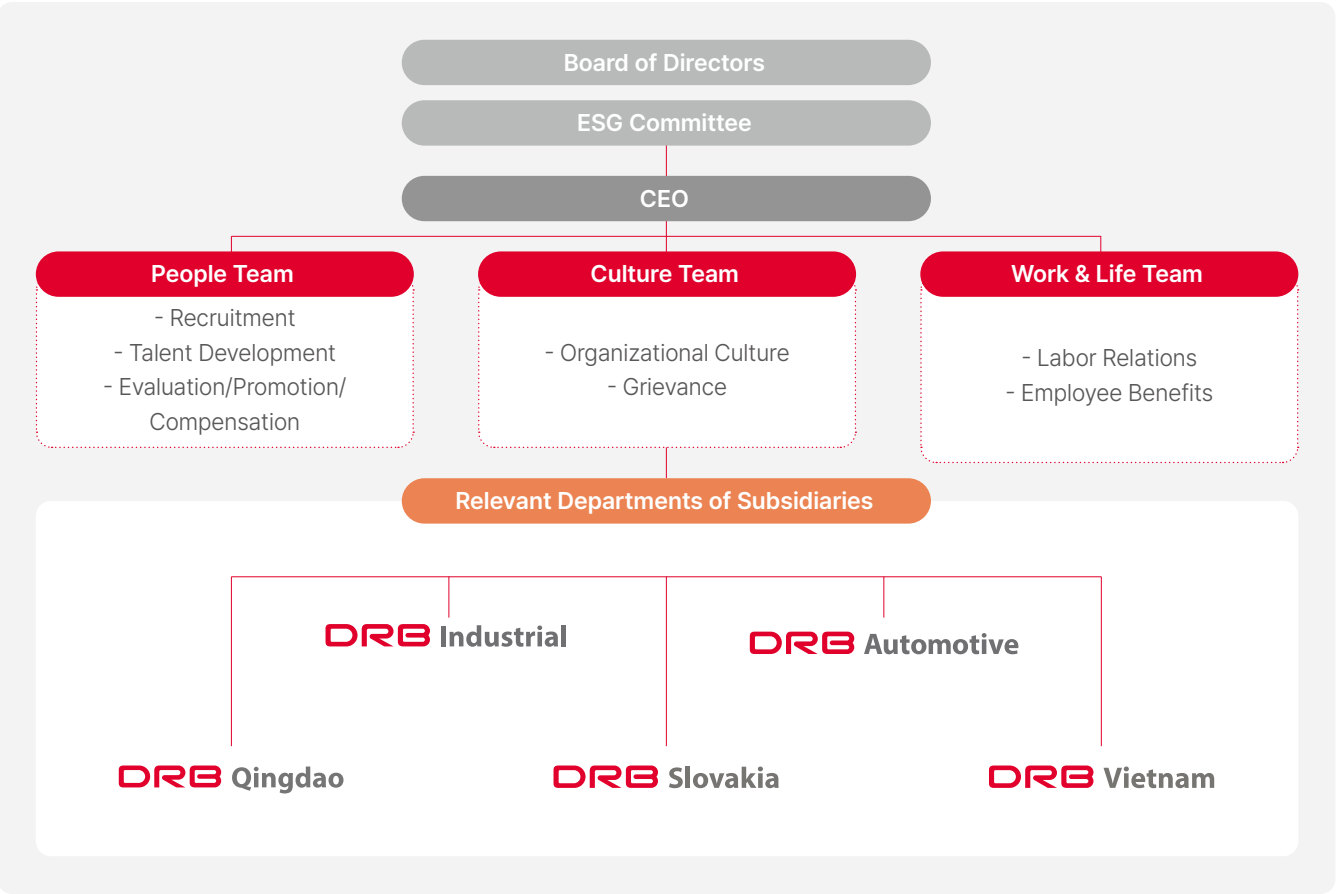
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1. Employee Management Governance

1-1. Employee Management Framework

DRB establishes a dedicated human resources organization to support the sustainable growth of its employees and builds a corporate culture where individuals and the company grow together. This foundation enables the Company to secure the momentum for change and innovation. The employee management framework operates through a three-tier governance structure: the Board of Directors (ESG Committee) at the apex as the highest decision-making body; the CEO and executive management who implement strategy into operational reality; and the dedicated employee management organization responsible for execution. The Sustainable Growth Division and Management Division, functioning as talent management specialists, execute and embed the ESG strategic direction established by the Board of Directors and executive management. Building on this framework, we operate various systems and programs to establish an equitable and flexible organizational culture, support employee work-life balance, and foster a culture of mutual prosperity between labor and management.

[S2-1] DRB Human Resources Management Organization



Board of Directors (ESG Committee)

The ESG Committee serves as the highest decision-making body for human resources management. It approves major policies, deliberates on mid- to long-term talent development direction and human resources investment plans, and oversees management of critical talent-related risks.

CEO (Executive)

The CEO and executive management oversee the recruitment and development of top talent and operate fair evaluation and compensation systems based on the human resources management strategy approved by the ESG Committee. They are responsible for allocating budget and organizational resources to advance these initiatives. Additionally, they monitor implementation performance in human resources management and report results to the ESG Committee under the Board of Directors.

Dedicated Employee Management Organization

The dedicated organization responsible for operational implementation is structured into three specialized teams under the Sustainable Growth and Management divisions, enabling professional and systematic talent management. The People Team manages core processes in recruitment, evaluation and compensation, and talent development. It monitors recruitment of top talent and diverse candidates, operates fair evaluation systems and performance-based promotion and compensation programs, and plans and executes mid- to long-term training programs to strengthen employees' competencies and capabilities. The Culture Team builds a horizontal organizational culture and creates a healthy communication environment through employee grievance management and organizational engagement programs. The Work & Life Team focuses on establishing a stable work environment and sound labor-management relationships. Based on collaborative labor-management relations, it manages labor-management council operations and communication channels, and plans and operates welfare programs to enhance employees' quality of life and support work-life balance.



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2. Employee Management Strategy

2-1. Talent Recruitment

DRB conducts an annual workforce demand assessment that reflects the company's business structure and characteristics. We operate recruitment systems designed to support mid- to long-term business strategies and secure new growth drivers.

Fair Talent Recruitment Based on Job Competency

DRB continuously enhances our recruitment process to select talent based on candidates' actual job performance capabilities and growth potential, rather than standardized credentials. During the recruitment planning phase, we define the key responsibilities of each position, required competencies, and evaluation criteria in detail, and apply them consistently across all selection stages.

We verify candidates' problem recognition, analytical ability, and the feasibility of proposed solutions through job-simulation tasks that reflect real work situations. In the first interview, we assess job expertise and problem-solving capability based on submitted assignments. In the second interview, we conduct a comprehensive evaluation of candidates' alignment with DRB's strategic direction, organizational culture fit, communication skills, leadership qualities, and values. DRB operates each selection stage according to predetermined criteria and ensures that personal information unrelated to the position does not influence evaluation outcomes. Going forward, we will continuously strengthen our job-focused evaluation system to enhance the objectivity and fairness of recruitment, and will expand merit-based open hiring.

Building a Pipeline for Future Talent Acquisition

DRB is accelerating development of a future talent pipeline equipped with artificial intelligence (AI) and digital capabilities to drive technological innovation and ensure business sustainability in a rapidly evolving global market. To respond proactively to digital transformation trends spreading across the manufacturing sector, we have introduced specialized IT and developer recruitment platforms as new sourcing channels and are expanding outreach to high-caliber technical talent. On the basis of this advanced recruitment pipeline, we are actively attracting full-stack developers to lead digital transformation, along with AI solution specialists who will drive data asset optimization and process intelligence. We are also concentrating our efforts on securing key automation engineers to support smart factory implementation and expansion into the future mobility market. By securing specialized technical talent strategically to drive our future core growth businesses, we plan to further strengthen our global technological competitiveness.

Talent Recruitment Based on Diversity and Inclusion

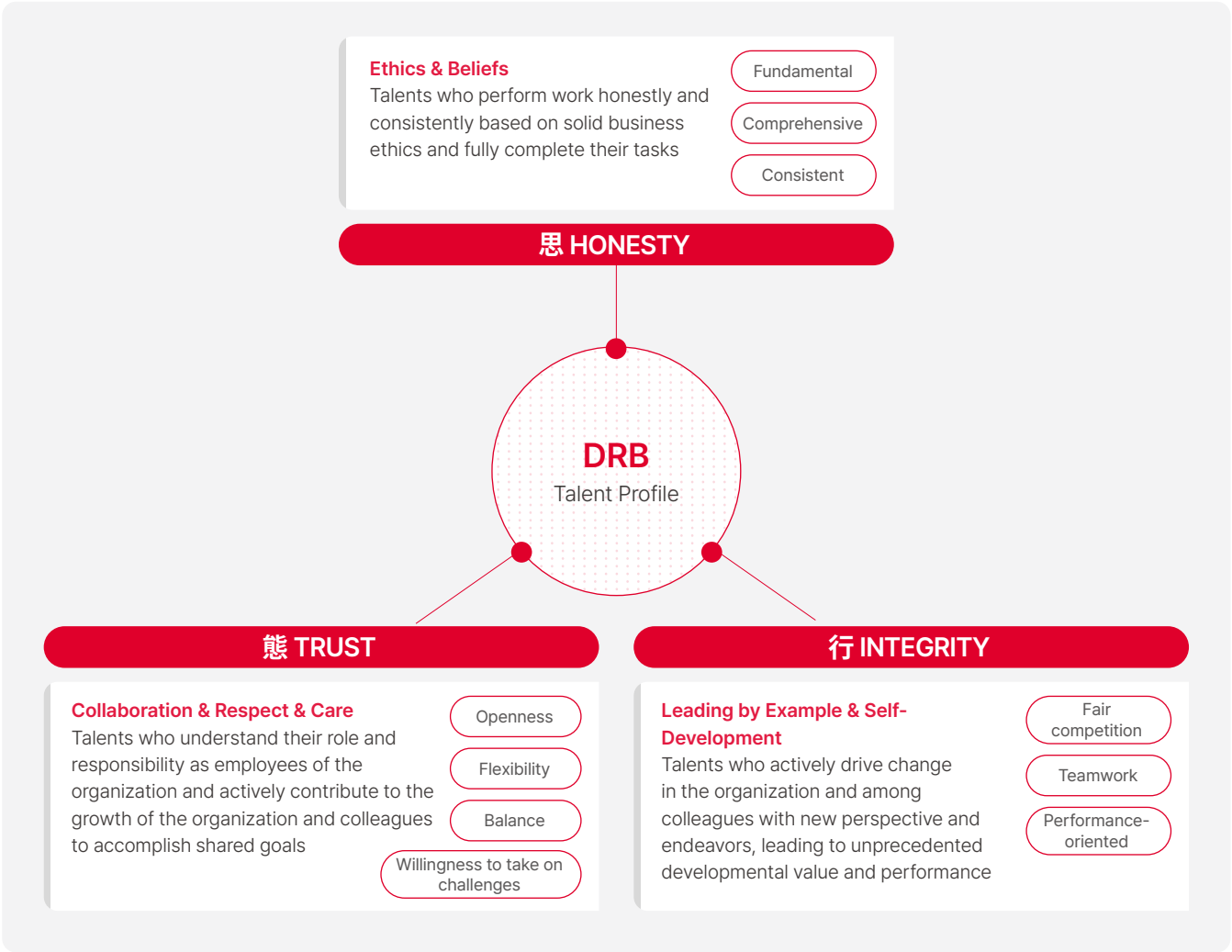
DRB aspires to build an inclusive workplace where talented individuals with diverse backgrounds and capabilities compete fairly and grow without discrimination. To fulfill our corporate social responsibility and strengthen the diversity of our human capital, we are expanding specialized recruitment channels for employees with disabilities and continuously creating merit-based opportunities through close collaboration with relevant institutions. We have proactively established remote work infrastructure to overcome spatial limitations and ensure that physical and geographic constraints do not become barriers to recruitment. Through this flexible work environment, we enable diverse talent, including employees with disabilities, to reliably exercise their capabilities. DRB will continue to advance our inclusive recruitment system by removing prejudice and barriers, thereby strengthening a sustainable organizational culture in which all employees are respected and develop together.

[S2-2] Recruitment Process

1	Recruitment Planning and Talent Acquisition	Based on staffing requirements identified by operational departments, we define key responsibilities, required competencies, and qualifications for each position. We recruit talent through diverse recruitment channels and collect only the minimum personal information required by applicable law.
2	Document Review	We comprehensively evaluate candidates' job-related experience, professional expertise, and growth potential based on application materials and self-introduction documents. Qualified candidates are selected according to criteria established in advance by the People team and the relevant operational department.
3	AI Competency Assessment	For candidates who pass the document review, we assess personality traits, behavioral characteristics, and situational response patterns. Assessment results are used as reference materials to develop a multifaceted understanding of applicants and to structure interview questions.
4	First Interview	Candidates submit a job-related assignment reflecting real-world work scenarios in advance. Through presentation of the assignment and in-depth questioning, we comprehensively evaluate the candidate's job expertise, problem-solving ability, logical thinking, and communication skills.
5	Second Interview	Based on results from the first interview, we comprehensively evaluate the candidate's alignment with DRB's direction, fit with organizational culture, values, and communication skills.
6	Offer Confirmation	We determine final candidates by consolidating evaluation results from all stages of the recruitment process. We provide clear notification of results to applicants and proceed with onboarding schedules and subsequent procedures according to the circumstances of selected candidates.

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[S2-3] DRB Talent Profile



2-2. Talent Development

DRB has established a three-pillar training framework for office employees: core competencies (DRB Way, onboarding, compliance), leadership competencies (role-based and advancement programs by level), and job competencies (AX, foundational and advanced modules). We enhance the quality of education and training through an unlimited, continuous self-directed learning platform and seek to maximize employees' growth potential to create sustainable human capital value.

Integrated Digital Learning Platform

To provide employees with a flexible learning environment unrestricted by time and location, we redesigned our digital education infrastructure. We consolidated previously dispersed training systems into a unified platform, enabling convenient access to all training categories—statutory compliance training, job-specific education, leadership development, and language programs—through a single integrated system.

Leadership and Expert Development

DRB operates a dedicated customized platform to provide senior executives and management with high-level business insights on a continuous basis. Through our graduate degree support program, we cultivate leadership capabilities, secure future core technologies, and build competencies to strengthen our foundational competitive advantages. Through these initiatives, we develop in-house experts who drive the Company's innovation-led growth.

Advancing Global Talent Development and Localization Strategy

To establish sustainable growth at key global subsidiaries and strengthen operational self-reliance, DRB is transitioning from an expatriate-centered operating model to a global HR localization strategy that develops local employees as future leaders. In support of independent management at overseas subsidiaries, we have designed customized career development paths (CDP) for local employees and are aligning training systems through competency gap analysis. We also provide advanced Korean language training programs and create opportunities for strategic reassignment and local leadership appointments to strengthen global leader development.



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2-3. Evaluation, Promotion, and Compensation

Evaluation

DRB operates an individual salary system for office staff, establishing a compensation framework that fairly reflects each employee's professional competencies and performance. The Company also maintains a performance incentive system for all employees based on organizational contribution and job role execution, which strengthens employee accountability and sustains motivation for continuous performance improvement.

[S2-4] Performance Evaluation Process



Promotion

DRB operates a competency-based promotion system that transcends traditional seniority-driven advancement based on standardized credentials such as tenure and background. The system comprehensively evaluates employees' accumulated practical expertise and substantive organizational contribution, providing all employees with equal and fair opportunities for motivation and advancement.

To ensure fairness and transparency in promotion reviews, DRB has formalized objective multi-rater assessment and rigorous deliberation by the Promotion Review Committee, an independent internal governance body. We apply structured evaluation criteria to prevent subjective factors—personal connections, academic ties, or gender bias—from influencing decisions. Final promotion appointments are determined through multi-dimensional verification that candidates have attained the competency levels required for their target positions.

DRB views promotion not simply as rank advancement or reward, but as a career transition point where individuals assume new responsibilities and growth challenges within the organization. Accordingly, we operate a mandatory onboarding program for all promoted employees—including those advancing in rank and those appointed to leadership roles such as new Team Leaders and executives. We support this with a leader mentoring program that pairs newly appointed leaders with existing Team Leaders in one-on-one relationships, enabling the transfer of accumulated organizational knowledge and providing mentoring support. Additionally, we regularly hold promotion celebration ceremonies for confirmed promotees, fostering a corporate culture in which executives and colleagues together recognize and celebrate professional growth.

Compensation

DRB prohibits all forms of discrimination in compensation systems based on employees' gender, age, race, nationality, disability status, or any other factor. We operate a rational compensation system based exclusively on employees' performance and competencies. Through fair and equitable compensation mechanisms, we advance a merit-based performance culture across the organization.

Living Wage

DRB prioritizes a welfare system that ensures subsistence-level income to enhance employees' quality of life and work engagement. Beyond statutory minimum wage compliance, we conduct annual wage-level monitoring and implement appropriate compensation improvements to support the economic stability of all employees. In practicing inclusive and mutually beneficial management, we provide a living wage to 100% of our workforce, encompassing both regular and non-regular staff.



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3. Employee Management Activities

3-1. Talent Development Programs

DRB operates a systematic, diversified talent development framework spanning four core areas—Common, Functional, Leadership, and Global—to support employee growth and corporate growth. The Common and Functional areas offer platform-based self-directed learning, supplemented by specialized functional training and external education/degree support to build expertise. The Leadership area embeds practical leadership skills in newly appointed Team Leaders, alongside customized training for promoted employees and executives to strengthen business sensing and strategic decision-making.

To lead future business growth and drive intelligent manufacturing and digital transformation, DRB runs practice-focused AI and digital training that goes beyond concepts to build real data analysis and application skills. This will connect organically with the "AX Hackathon," where short-term, focused collaboration on real business challenges produces PoC (Proof of Concept) results—helping employees adopt AI not just as a tool, but as a core driver of everyday process innovation.

DRB has also introduced the "Window Project" to build flexible trust across the organization and drive company-wide collaboration. By bringing together employees from diverse roles and networks to share new spaces and experiences, it deepens cross-department understanding and fosters a culture of creative problem-solving through diverse perspectives.

[S2-5] Key Talent Development Programs

Category	Program Name	Content	Type	Partici-pants ¹
Common	New Employee Onboarding	<ul style="list-style-type: none">Embedding DRB core values and talent profile; understanding business value chainsFostering organizational commitment through networking sessions	Mandatory	78
	DRB FLEX	<ul style="list-style-type: none">Continuous learning platform with approximately 3,900 online content modules available for self-directed learningEstablishing a self-directed learning culture and creating a company-wide learning environment	Voluntary	74
Functional	Job Fundamentals/ Advanced Courses	<ul style="list-style-type: none">Common foundational courses in planning, data analysis, financial accounting, and cost managementPhased advanced courses in job-specific expertise	Voluntary	218
	External Education Support Program	<ul style="list-style-type: none">Support for self-directed participation in external training programsCustomized competency development and enhanced job-specific expertise for employees	Voluntary	299

Category	Program Name	Content	Type	Partici-pants ¹
Functional	Degree Support Program	<ul style="list-style-type: none">Support for job-linked degree programsStrategic talent development through expert workforce cultivation	Voluntary	3
	Digital Capability Enhancement Program	<ul style="list-style-type: none">Embed expected roles and required competencies for promoted employeesFoster a supportive corporate culture through celebration ceremonies and growth recognition	Required/ Voluntary	96
Leadership	Promoted Employee Program	<ul style="list-style-type: none">Embed expected roles and required competencies for promoted employeesFoster a supportive corporate culture through celebration ceremonies and growth recognition	Required	20
	New Team Leader Onboarding	<ul style="list-style-type: none">Clarify expected roles and establish organizational management plans based on onboarding kitSupport early integration through one-on-one mentoring with incumbent leaders	Required	4
	Team Leader Leadership Program	<ul style="list-style-type: none">Integrated learning in performance management, feedback, relationship management, and communicationEmbed leadership execution capability and foster collaborative culture (continuous operations)	Required	362
	Executive Leadership Program	<ul style="list-style-type: none">Enhance strategic decision-making capability and global business acumenProvide customized content on global trends, insights, and technologies	Required	5
Global	Future Expatriate Program	<ul style="list-style-type: none">One-on-one interview-based customized training in job responsibilities, language, cross-cultural understanding, and local livingSupport for successful local adaptation and role performance of expatriate employees	Required	3
	Language Program / E-Learning	<ul style="list-style-type: none">Online courses in English, Chinese, and second foreign languages (Russian, Vietnamese, etc.)Unlimited self-directed learning support	Voluntary	49
	Language Program / Telephone English	<ul style="list-style-type: none">One-on-one customized AI-based conversation-focused telephone English programStrengthening global communication capabilities	Voluntary	130

1. 2025 Cumulative Participants from Domestic Subsidiaries (Subsidiaries: DRB Holding, DRB Industrial, DRB Automotive, DRB Automation, DRB International, DRB Healthcare)



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3-2. Benefits and Welfare

DRB operates benefits and welfare programs designed to foster genuine work-life balance. We continuously refine our policies and systems to address the evolving lifecycle needs and lifestyle changes of our employees and have expanded flexible work infrastructure to enable employees to work with commitment and autonomy.

We have implemented flexible work arrangements centered on staggered work hours, which support flexible time management aligned with individual productivity needs. We encourage the voluntary use of annual paid leave and operate summer vacation and leave allowance programs to support employee rest and renewal, establishing a healthy refresh culture across the organization.

[S2-6] DRB Employee Benefits Program

1. Family

- Maternity leave and childcare leave
- Assistance for entrusted care expenses and children's tuition fee
- Congratulation and condolence allowances
- Family-friendly programs

2. Refresh

- Summer vacation (5 days) and vacation allowance
- Club activity support
- Corporate discounts on hotels and plane tickets

3. Health

- Regular health checkups (employee and spouse)
- Group accident insurance
- In-house fitness facility
- HappyMint (professional psychological counseling) / DRB Healthy Workplace Culture Center

4. Work

- Collaborative work environment (collaboration solutions, video conferencing)
- Co-working space
- In-house dining and wellness food (ready-to-eat meals, salads, etc.)
- Commuter bus service

Family-Friendly Workplace

DRB operates tailored support programs across life stages—including childbirth, childcare, and family care—enabling employees to balance work and family responsibilities. We have established a family-friendly organizational culture by guaranteeing voluntary use of parental leave and maternity/paternity leave, and by expanding flexible work arrangements. To foster communication and learning between employees and their families, we operate a variety of family engagement programs, including the Children's Song Creation Program, Eco Racer, Family Cooking Class, and support for cultural, artistic, and educational activities at the Busan National Science Museum. Through these programs, we share the values of culture, environment, and science in everyday life. In recognition of these work-life balance efforts, DRB Holding and DRB Industrial have successfully renewed their Family-Friendly Company Certification (2026–2028) under the auspices of the Ministry of Gender Equality and Family. DRB plans to continue advancing these programs to support employee well-being and foster a healthy workplace environment.

Leisure-Friendly Initiatives

DRB supports employees in recharging their physical and mental well-being and fostering creativity through leisure support programs and cultural activities. We have established an environment for employees to recharge both at work and outside the workplace by promoting flexible annual leave usage, encouraging on-time departures, and supporting in-house clubs. In particular, we operate in-house one-day classes reflecting current trends—including tufting, traditional liquor making, and fragrance and leather craft production—to foster emotional stability and create opportunities for communication among our employees. Additionally, we provide regular activity funding and special grants to in-house clubs across various interests, including literature, fishing, soccer, and scuba diving, supporting healthy leisure activities. DRB Holding and DRB Industrial have been recertified for the Leisure-Friendly Company Certification (2026–2028) under the Ministry of Culture, Sports and Tourism, earning external recognition for a corporate culture that balances work and leisure.

DRB Holding DRB Industrial

3-3. Labor-Management Relations

DRB recognizes that mutual trust and respect between labor and management are core assets underpinning the Company's sustainable growth. We build a labor-management culture grounded in shared prosperity and cooperation. The Company complies with ILO (International Labour Organization) Core Conventions No. 87 and No. 98 and fulfills labor regulations established by governments in each country and region where we operate. Based on this commitment, DRB institutionally guarantees employees' freedom of association and the right to legal representation of their interests through elected representatives by codifying these rights in our Code of Conduct and Collective Agreement. We conduct regular collective bargaining negotiations annually to ensure that employees' three labor rights—the right to organize, the right to collective bargaining, and the right to collective action—operate effectively in practice. Through these negotiations, we continuously improve working conditions for our employees.

*ILO Convention No. 87: A multilateral labor rights agreement that guarantees the establishment and activities of labor unions, including provisions on freedom of association and protection of the right to organize.
*ILO Convention No. 98: A multilateral labor rights agreement that guarantees collective bargaining rights between labor and management, including the application of principles concerning the right to organize and collective bargaining.

Labor-Management Council

The Labor-Management Council serves as an official communication channel for gathering employee input and promoting labor-management cooperation. It operates transparently according to established operating regulations. The Council comprises eight members total: employer representatives and employee representatives, with four employee representatives elected through direct, secret, and anonymous ballot. Through regular quarterly meetings, the Council deliberates and makes decisions on key matters including improvements to working conditions, employee benefits, and workplace environment. The Company actively reflects diverse employee voices in its systems and policies based on Council discussions and outcomes.

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[S2-7] Labor-Management Council: Key Activities and Outcomes

Quarter	Key Agenda Items Deliberated and Decided	Outcomes and Measures Implemented	Other Shared Information and Initiatives
1Q	Provision of training opportunities for production employees at leading domestic and international companies	Completed coordination on internal and external benchmarking and specialized training programs	Enhanced management transparency through advance sharing of anticipated Q2 order volume
2Q	Review of efficient work arrangements in light of designated temporary holidays	Completed adjustment of work schedule to prevent operational disruptions in staffing and production	Shared implementation status of 'SAFE+ Task Force' to strengthen company-wide health and safety
3Q	Coordination on 2026 work calendar preparation criteria and increase in exemplary employee recognition bonuses	Implemented increase in exemplary employee recognition bonuses and finalized 2026 work calendar	Recognition of emergency response and fire suppression achievement to establish a safety culture
4Q	Revision of retirement extension deliberation bylaws in response to changes in the labor environment	Completed establishment of substantive and efficient deliberation methods capable of flexible adaptation to regulatory changes	No significant items

Labor-Management Culture

DRB focuses on building a collaborative culture and strengthening frontline capabilities through trust-based labor-management communication. It maintains healthy labor relations through regular leadership engagement centered on union representatives, alongside participatory communication programs tailored to multigenerational production sites. Grounded in close intergenerational dialogue and strict adherence to core principles, DRB is building sustainable, resilient competitiveness on the shop floor.

[S2-8] Labor-Management Cooperation: Key Programs

Program	Key Activities	Expected Outcomes
Representative Leadership Development (Building Cooperative Labor-Management Relations)	<ul style="list-style-type: none">Regular communication training program for representatives (Two-day intensive training)Communication development through teamwork activitiesBusiness vision and environment sharing	<ul style="list-style-type: none">Development of proactive leadershipLeading smooth communication and collaboration upon return to the workplaceServing as a bridge for healthy labor-management relations

Program	Key Activities	Expected Outcomes
Building a Strong Workplace (Cross-Generational Communication and Fundamental Standards Compliance)	<ul style="list-style-type: none">Implementing participatory cross-generational communication programs for all age groups from 20s to 60sEstablishing a culture of compliance with core workplace principles and standards	<ul style="list-style-type: none">Respecting differences across generationsStrengthening teamwork by processMaximizing quality and safety capabilities

3-4. Organizational Culture

Organizational Culture Management System

DRB defines organizational culture as a core competency driving sustainable growth, evolving it flexibly to match a fast-changing environment. To help all employees understand and actively drive this change, DRB embodies the value of "communication and connection," strengthening execution through three focus areas: building shared understanding of organizational values and communication, reinforcing change management, and diagnosing and improving the work engagement environment. 2025 marks DRB's 80th anniversary—a meaningful milestone for employees worldwide to reflect together on the heritage and core values built over eight decades.

Organizational Culture Activities

DRB fosters a healthy, employee-centered culture through initiatives like "DRB Forum" and "Change Agents (CA)/Change Supporters (CS)," incorporating employee feedback from regular surveys into its programs. In 2025, DRB launched the "Global Organizational Culture Internalization Program" to help overseas employees understand the Company's history and cultural direction, establishing a shared cultural foundation and a basis for ongoing exchange across entities. The program has three core components: "DRB History & Culture," sharing DRB's legacy and values to build pride and commitment; "Piece & Peace," a subsidiary-tailored team-building initiative fostering harmony across cultural backgrounds; and "DRB Way," guiding DRB's management values and behavioral philosophy—together building global alignment.

DRB Forum (Company-Wide Communication Platform)

DRB Forum is the company's primary communication platform for transparent sharing of business performance, expertise exchange, and connection among employees. In 2025, DRB Forum convened eight times, featuring content spanning major business updates, special lectures, DRB's history, and future growth initiatives. To deepen engagement, we diversified lecture and discussion formats through "Deep Talk" sessions, author meetings, and outside experts, strengthening satisfaction and participation. We also distributed the DRB Forum Recap Newsletter to expand information access and shared updates from domestic and overseas subsidiaries to strengthen connection among employees.

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Change Agents (CA)

Change Agents (CA) are facilitators who build a growing team culture. These leader-level employees collaborate with their teams to review how work is conducted, relationships are built, and communication takes place, naturally creating opportunities for change within their teams. In 2025, we improved the CA operating framework. We transitioned from a middle-management-centered model to direct participation by Team Leaders, introduced an in-team Assistant program to support execution, and provided recognition to high-performing CA teams. This improvement reflected employee input that leader engagement is a substantive driver of change, and aimed to enhance both the positive impact and flexibility of CA activities. CFR (Conversation-Feedback-Recognition) similarly broadens participation to enable conversation, feedback, and recognition to occur organically within teams, while sharing diverse activity examples across the organization.

Change Supporters (CS)

Change Supporters (CS) is DRB's organic organizational culture practice group, which launched its first cohort in 2021 and has progressed to its fifth cohort by 2025. CS selects new employees each year to serve as practitioners at the core of DRB's organizational culture. Through chance encounters and mutual interaction among employees, the group cultivates an engaging workplace culture and supports the onboarding of new employees. Originally started across major domestic subsidiaries, CS activities have expanded to include overseas subsidiaries and regional business sites. In 2025, we conducted two company-wide culture programs—one each in the first and second half of the year. The first-half program centered on the Company's 80th anniversary, while the second-half program focused on the timely corporate issue of safety, both designed to strengthen employee participation. The second-half program engaged 652 participants, including representation from five overseas subsidiaries.

[S2-9] DRB Organizational Culture Programs



DRB Forum

Change Supporters(CS)



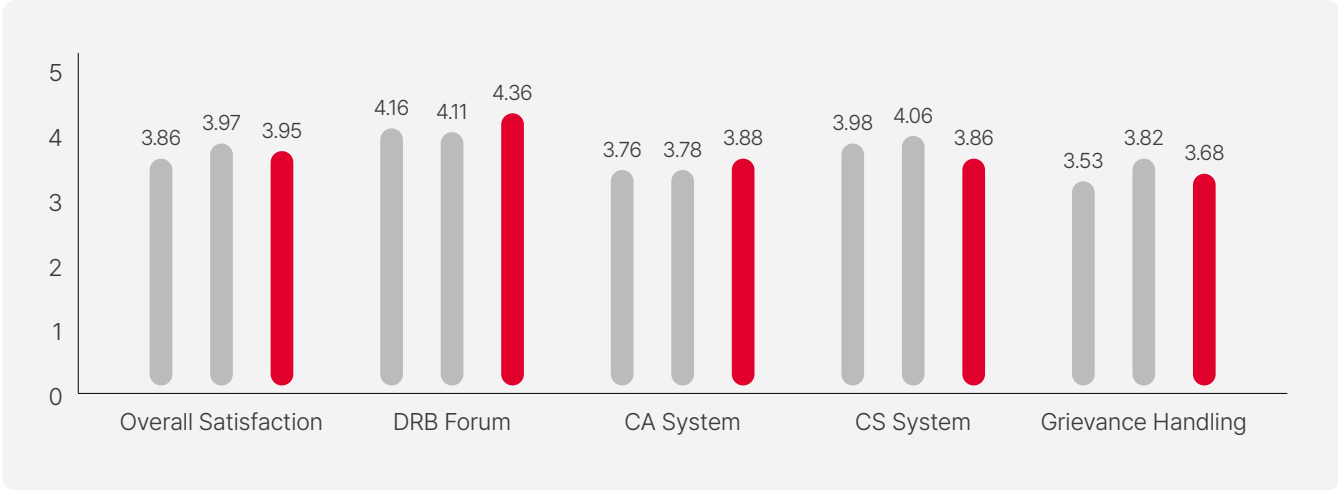
Family-Friendly Programs

Communication and Collaboration Environment

Organizational Culture Program Awareness Survey

DRB conducts an annual survey to assess awareness of organizational culture programs. We analyze the results, develop improvement plans, and execute them through a structured process, ensuring that survey findings translate into targeted improvement activities. The 2025 survey identified three priorities: ① advancing communication systems, ② strengthening enterprise-wide connectivity for "One DRB," and ③ enhancing the significance of organizational culture activities (CA-CS). We will continue to actively incorporate employee feedback and advance organizational culture innovation.

[S2-10] DRB Organizational Culture Program: Employee Awareness Survey



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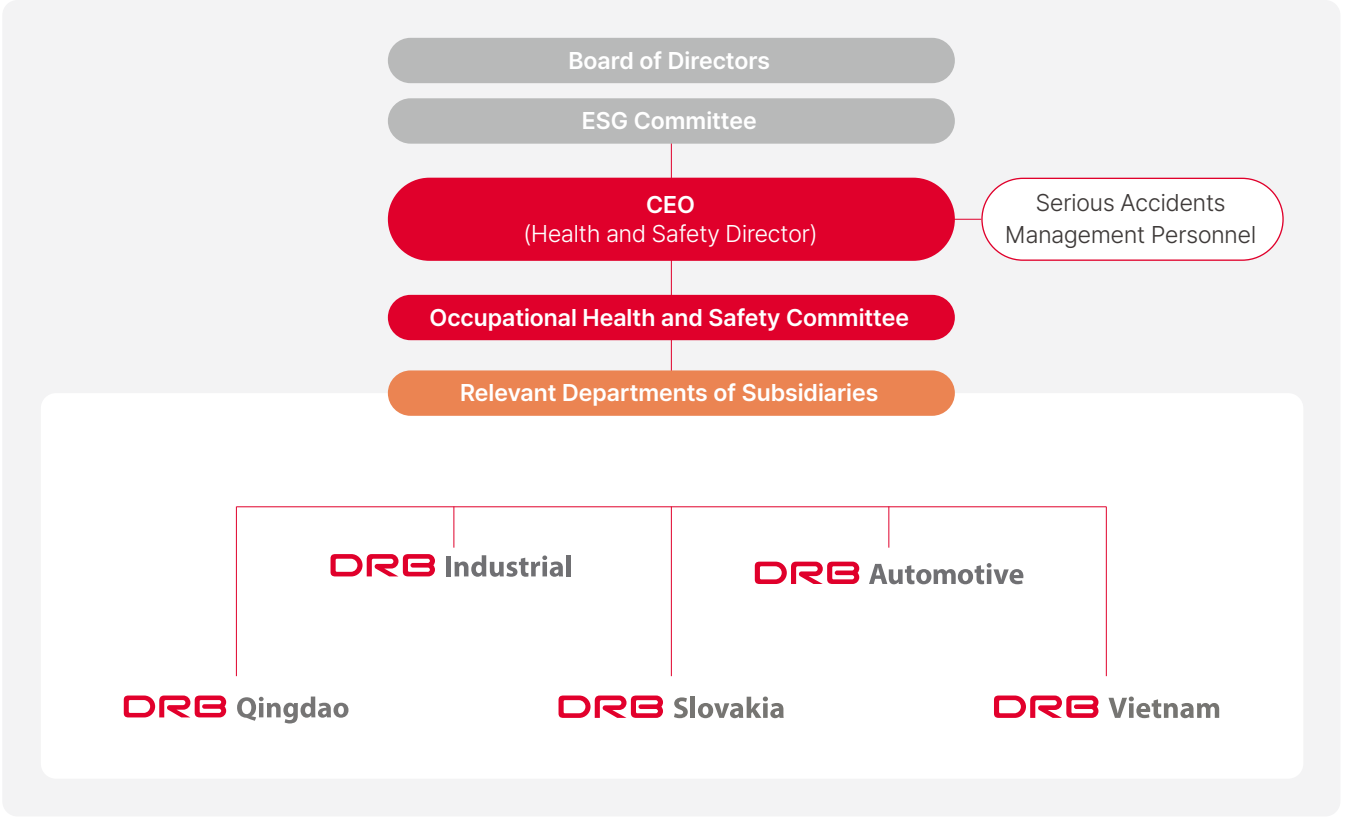
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1. Health and Safety Governance

1-1. Health and Safety Management System

All subsidiaries of DRB operate a health and safety management system with the CEO serving as the Health and Safety Director. Key health and safety status and performance are reported to the ESG Committee within the Board of Directors, establishing a governance structure that integrates health and safety issues into management decision-making.

[S3-1] DRB Health and Safety Management Organization Chart



* DRB's subsidiaries maintain dedicated health and safety management organizations. The CEO (or entity head), acting as the management responsible party, periodically reviews the health and safety management status across their operations

Occupational Health and Safety Committee

DRB Industrial and DRB Automotive operate the Occupational Health and Safety Committee on a quarterly basis, with the CEO serving as the Health and Safety Director and chairperson. The committee brings together labor and management representatives to consolidate health and safety requirements and discuss improvement initiatives. Key agenda items include industrial accident prevention plans, establishment and revision of health and safety management regulations, training plans, workplace environment inspections and improvements, and health screening matters. Committee decisions and resolutions are communicated to each business site through a dedicated organization, and implementation status is monitored and managed.

[S3-2] Occupational Health and Safety Committee: Deliberations and Resolutions

Appointment and designation of supervising manager	Autonomous safety reporting and autonomous inspection programs	Risk assessments
Accident analysis and response measures	Serious accident prevention and response measures	Compliance review with Health and Safety regulations
Emergency response measures for heat stress and cold stress work-related health hazards	Evacuation procedures for fire and explosion incidents	Performance evaluation of the Chief Safety and Health Officer and supervising manager
Alignment of Occupational Health and Safety Committee terminology with the Occupational Safety and Health Act and Health and Safety regulations	Enhancement of work history management for safety and health managers	Amendments to Health and Safety Management regulations



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[S3-3] Occupational Health and Safety Committee Meetings

Quarter	Date	Details
Q1 (1st Meeting)	2025.03.27	<ul style="list-style-type: none">Q1 joint management–labor safety inspectionInstallation of forklift traffic sensorsFire safety equipment operation checksFirst-half workplace environment measurementAnalysis and management plan sharing for employees with findingsHealth promotion program implementationImprovement plan shared for all-electric factory cooling system (workplace environment improvement and heat illness prevention)
Q2 (2nd Meeting)	2025.06.24	<ul style="list-style-type: none">Q2 joint management–labor safety inspectionImplementation of master plan for accident preventionSafety measures for in-plant vehicle trafficMusculoskeletal disorder hazard assessmentSecond-half heat illness prevention activity planSharing of results and countermeasures from joint management–labor investigation into fire accident causes
Q3 (3rd Meeting)	2025.09.18	<ul style="list-style-type: none">Q3 joint management–labor safety inspectionHazardous materials inspectionFire safety equipment inspection and improvementRegular health checkupsStatutory periodic laboratory inspectionHealth-Friendly Company Certification renewal review for DRB Industrial
Q4 (4th Meeting)	2025.12.31	<ul style="list-style-type: none">Q4 joint management–labor safety inspectionRisk assessment implementationSelf-inspection of workplace safety projectExplosion-proof fire protection equipment workSecond-half workplace environment measurementHealth-Friendly Company Certification acquired from Ministry of Health and WelfareJob stress management program implementationHealth promotion program results sharing2026 Health and Safety Management Policy and key targets sharing

Dedicated Health and Safety Management Organization

Our subsidiaries maintain dedicated health and safety departments and designated personnel. We implement comprehensive health and safety management activities, including the establishment and operation of health and safety management systems, facility installation and permitting, occupational injury management, identification and improvement of health and safety risks, dissemination of health and safety management practices, grievance resolution, and external collaboration. The CEO of each subsidiary, as the responsible manager, periodically reviews health and safety management status. Key matters are reported to the ESG Committee within the Board of Directors to inform management decision-making.

Serious Accidents Management Organization

DRB operates a dedicated organization responsible for establishing and operating a Health and Safety management system in compliance with the Serious Accidents Punishment Act. This organization conducts comprehensive compliance assessments across all subsidiaries and ensures that Health and Safety management systems operate effectively at operational sites. Additionally, DRB continuously monitors changes in relevant laws and regulations to address legal risks proactively.

Environment and Safety Council

DRB operates the Environment and Safety Council on a quarterly basis. The Council collects issues specific to each subsidiary, shares and disseminates best practices, and discusses Health and Safety inspection planning, regulatory compliance review, and management approaches for high-risk processes. Through this mechanism, we share Health and Safety information across subsidiaries and collectively strengthen our capabilities.



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2. Health and Safety Management Strategy

2-1. Health and Safety Management Policy

DRB establishes and publicly discloses its Health and Safety Management Policy, grounded in a management philosophy centered on human dignity. Our internal regulations—including Chapter 4 (Health and Safety) of the Code of Conduct, Chapter 7 (Health and Safety and Accident Compensation) of the Collective Agreement, and Chapter 12 (Health and Safety) of the Employment Rules—explicitly recognize the right of employees to work in safe and hygienic conditions. We provide a safe and healthy work environment to all stakeholders, including employees, contractors, and customers, and implement diverse health and wellness activities. To operationalize the Health and Safety Management Policy, we ensure consultation and participation with workers and worker representatives, identify issues from both internal and external stakeholders, and continuously improve our practices.

[S3-4] Health and Safety Management Policy

Health and Safety Management Policy

DRB establishes a safety and health management system based on the management philosophy of respect for human dignity, provides a safe and pleasant environment to all stakeholders including employees, partners, and customers, and carries out various activities to promote health.

Establishment and Implementation of the Health and Safety Management System

DRB creates an accident-free and pleasant working environment with the employees by establishing and implementing a health and safety management system, and periodically checks and continuously improves the safety and health activity process and implementation status.

Compliance with Health and Safety Regulations

DRB strictly complies with all domestic and international laws, regulations, and agreements related to health and safety. We do not perform work in a state where the health and safety of workers is not guaranteed under any circumstances.

Health and Safety Inspection and Preparedness

DRB regularly inspects health and safety factors such as hazardous chemical conditions, workplace noise and vibration. Additionally, we prepare for immediate response in case of an emergency.

Health and Safety Training and Awareness Enhancement

DRB continuously conducts training for effective health and safety management and enhances employee awareness on health and safety.

Implementation of Health Management

DRB prioritizes the health of all stakeholders, including customers, employees, and partners, and practices health management through a corporate culture of human respect.

For the concrete implementation of the health and safety management policy, we will encourage active participation from our employees and employee representatives, identify issues from both internal and external stakeholders, and continuously strive for improvements with a sense of responsibility in our work.

2-2. Health and Safety Management Process

DRB operates its Health and Safety Management through a PDCA (Plan-Do-Check-Act) Cycle. The Company systematizes the entire process—from policy establishment through performance monitoring to corrective action for nonconformities—in accordance with internal regulations. Activities at each stage are tailored to the characteristics of each business entity, and inspection results inform the subsequent cycle to drive continuous improvement in health and safety management performance.

[S3-5] Health and Safety Management PDCA Cycle





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2-3. Health and Safety Management System (ISO 45001)

DRB holds and maintains ISO 45001 certification across all production subsidiaries. ISO 45001 is an international standard for systematically managing occupational health and safety risks and protecting worker safety and health. ISO 45001 provides a systematic framework for health and safety management, covering hazard identification and risk assessment, legal compliance, and performance monitoring. DRB conducts annual third-party audits through accredited certification bodies. Based on audit findings, we diagnose system vulnerabilities and implement corrective measures to continuously strengthen health and safety management standards across all subsidiaries. Beyond certification acquisition, DRB integrates ISO 45001 requirements into operational procedures at each facility, enabling employees to practice health and safety standards in their daily work.

[S3-6] ISO 45001 (Occupational Health and Safety Management System) Certification Status

Entity Name	Business Site	Certification Validity Period	Certification Scope
DRB Industrial	Busan Plant	2024.12.11.~ 2027.12.10	Design, development, and manufacturing of transmission belts, conveyor belts, plant equipment, crawlers, industrial rubber products, civil engineering and construction rubber products, and railway vehicle rubber products
DRB Automotive	Yangsan Plant	2025.11.03.~ 2028.11.02	Design, development, and manufacturing of automotive rubber products (weather strips)
DRB Qingdao	Qingdao Plant	2025.12.01.~ 2028.11.30	Design, manufacturing, and related management activities for automotive weather strips and side glass assemblies; manufacturing of transmission belts (wrapped belts) and crawlers, and related management activities
	Chongqing Plant	2024.02.21.~ 2027.02.20	Environmental management activities related to automotive weather strip manufacturing
DRB Slovakia	Slovak Plant	2025.12.10.~ 2028.12.09	Manufacturing of automotive rubber products (weather strips)
DRB Vietnam	Vietnam Plant	2023.10.20.~ 2026.10.19	Manufacturing and sales of industrial machinery rubber conveyor belts and crawlers

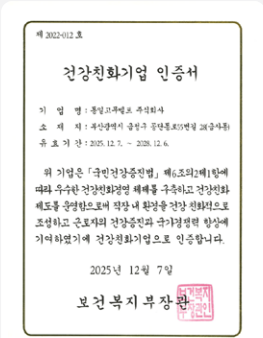
2-4. Health-Friendly Company Certification

DRB Industrial obtained Health-Friendly Company Certification from the Ministry of Health and Welfare in 2021 and successfully renewed the certification through the 2025 renewal assessment. The certification is awarded on a three-year cycle to companies that demonstrate outstanding performance across three domains: health-friendly management, health-friendly culture, and health-friendly activities. The assessment comprehensively evaluates whether an organization has systematically established a health-friendly culture and environment throughout its operations, extending beyond conventional employee welfare benefits.

[S3-7] Health-Friendly Company Certification Assessment Criteria

Assessment Area	Key Assessment Content
Health-Friendly Management	Executive efforts to create a health-friendly culture and environment, awareness of employee health significance, presence of dedicated organization for health-friendly programs
Health-Friendly Culture	Incorporation of employee feedback in health-friendly program operations, implementation of health equity programs for vulnerable populations
Health-Friendly Activities	Assessment of employee health status, analysis of risk factors, planning and implementation of health promotion programs tailored to company characteristics

DRB Industrial met benchmark scores across all assessment categories in the 2025 renewal review—including health-friendly management, organizational culture, health promotion activities, and employee satisfaction. Among mid-sized enterprises eligible for certification renewal, DRB Industrial was the only company to achieve successful recertification. In recognition of these health management initiatives, the company received the Korea Health Promotion Institute Director's Award (2025) and commendations from the Ministry of Health and Welfare (2021/2022). DRB Industrial is committed to expanding health promotion programs and institutional support for employees' wellness.



DRB Industrial Health-Friendly Company Certification



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2-5. Health and Safety Management Targets

Safety Management Objectives

DRB's safety management vision is "Harmonizing business operations with safety and strengthening safety management execution." To protect employee lives and health as our highest priority and to realize a safe workplace, we have established four core objectives: Zero serious accidents, enhanced safety awareness, Zero violations of safety regulations, and establishment of proactive prevention systems. For each objective, we have developed and implemented corresponding execution strategies. These four objectives extend beyond numerical targets and align with specific strategic pillars—establishment of safety management systems, embedding safety management, strengthening safety management communication, and innovating safety management business—which translate into concrete implementation activities.

Zero Serious Accidents

We prevent accidents from occurring through the establishment of comprehensive safety management systems and systematically manage safety risks. We have set specific performance targets of zero major accident incidents, zero occupational disease incidents, and zero fines and surcharges, and monitor these through detailed performance indicators.

Enhanced Safety Awareness

Under our strategy to embed safety management into daily operations, we continuously advance education and organizational culture improvement initiatives so that individual employee safety behaviors become a natural part of daily work.

Zero Violations of Safety Regulations

Through our strategy of strengthening safety management communication, we engage in continuous dialogue with employees to reinforce the importance of regulatory compliance and foster voluntary participation.

Establishment of Proactive Prevention Systems

We execute our strategy of innovating safety management business by improving hazardous and harmful factors across processes and equipment, introducing new technologies and methods, and strengthening our proactive safety management system.

VISION	Harmonizing DRB business and safety and strengthening the ability to execute safety management			
GOAL	Zero serious accident	Enhancing safety awareness	Zero violation of safety regulation	Developing preventive systems
STRATEGY	Developing a safety management system	Internalizing safety management	Enhancing safety management communication	Innovating the safety management business

Health Management Goals

DRB's health management vision is "A Healthier DRB Together." Recognizing that employee health and wellness form the essential foundation for corporate competitiveness and sustainable growth, we have established three goals: securing sustainable management through disease prevention, establishing a culture of voluntary health management through expanded customized services, and ensuring systematic health solutions through smart health management. We operate corresponding strategies aligned with each goal.

Securing Sustainable Management Through Disease Prevention

We embed health management as an essential element of corporate operations and establish a management philosophy that encompasses vision, mission, objectives, and mid- to long-term plans. We systematically build health management infrastructure—including systems, organizational structures, expertise, and budgets—to establish foundations for proactive disease prevention.

Establishing a Culture of Voluntary Health Management

Through expanded customized services, we support personalized health management that reflects each employee's health status and individual needs. We enhance employee participation in health management initiatives and strengthen activity effectiveness through regulatory compliance, industrial risk reduction, and external network engagement.

Ensuring Systematic Health Solutions Through Smart Health Management

We develop digital healthcare systems leveraging advanced information and communication technology and establish health management databases. We create an environment where employees can access health management support anytime and anywhere while strengthening their self-care capabilities.

[S3-9] DRB Health Management: Objectives and Strategy

VISION	Together, DRB becomes healthier		
GOAL	Secure Sustainable Management Through Disease Prevention	Create a Voluntary Health Management Culture Through Expanded Customized Services	Secure Systematic Health Solutions Through Smart Health Management
STRATEGY	Establishing a health management system	Enhancing customized health management	Securing Smart Health Management
	Establishing a management philosophy (vision, mission, goal, mid-to-long-term plan) Building the necessary infrastructure for health management (system, organization, expertise, budget, etc.)	Responding to regulations and reducing industrial risks Securing diversity and increasing voluntary participation Utilizing external networks and enhancing the efficiency of resources	Developing a digital healthcare system Creating health management DB and managing performance Supporting employees' self-care



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3. Health and Safety Risk Management

3-1. Risk Assessment

DRB conducts both periodic and as-needed risk assessments in parallel to systematically identify and manage hazards and risks at its operations.

Periodic Risk Assessment

Conducted annually, the periodic risk assessment aims to identify potential hazards and risks in operating equipment and facilities and implement root-cause improvements. The assessment follows a five-step procedure: review of process analysis data, employee surveys, identification and documentation of hazards and risks, risk rating calculation, and establishment of corrective measures. Risk is classified into five levels based on likelihood and severity: acceptable (1–3), minor risk (4–8), moderate risk (9–12), significant risk (13–15), and unacceptable (16–25). Items classified as significant risk or higher are registered as critical risks and addressed immediately or managed through specific response plans ranked by risk priority. Implementation results are monitored periodically and shared company-wide to inform future health and safety activities. Risks identified during the assessment are reported immediately to the Health and Safety department and subsequently managed through integration with the near-miss incident reporting system and improvement processes.

As-Needed Risk Assessment

Additional assessments are conducted whenever changes occur in the work environment. Triggers include introduction of new equipment or facilities, enactment or revision of health and safety-related regulations, changes in risk assessment criteria, emergence of inspection requirements under related laws such as the Serious Accidents Punishment Act, personnel transfers involving employees requiring maternity protection, and executive judgment. As-needed assessments are conducted immediately upon occurrence of change, with the objective of minimizing the time that risk factors persist in the workplace.

[S3-10] Risk Determination Matrix

Severity (Intensity)	Maximum(5)	High(4)	Medium(3)	Low(2)	Minimum(1)
Likelihood (Frequency)					
Highest(5)	25	20	15	10	5
High(4)	20	16	12	8	4
Medium(3)	15	12	9	6	3
Low(2)	10	8	6	4	2
Lowest(1)	5	4	3	2	1

Risk Level		Management Criteria	Remarks
16~25	Unacceptable Risk	Risk requiring immediate corrective action; investment is needed to modify improvement measures if risk does not decrease after corrective action	Hazardous Work Not Permitted
13~15	Significant Risk	Risk requiring work to proceed only after implementing temporary safety measures, with engineering improvements to be implemented within a planned timeframe	Conditional Risk Acceptance (After establishing and implementing corrective measures)
9~12	Moderate Risk	Risk requiring implementation of administrative or engineering improvements within a planned timeframe	
4~8	Minor Risk	Risk requiring training on work instructions, work procedures, and safe work practices	Acceptable Risk
1~3	Tolerable Risk	Maintain current health and safety measures	



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3-2. Industrial Accident Management

DRB systematically aggregates and analyzes industrial accident data by legal entity and uses the findings to inform accident prevention activities. The Company establishes key performance indicators for the number of serious accidents, occupational diseases, and fines and administrative penalties, monitors progress against targets on a regular basis, and reports results to the Occupational Health and Safety Committee and the ESG Committee.

Accident Cause Analysis

When an accident occurs, DRB identifies root causes using a 4M analysis framework. The Company analyzes causes across four dimensions—People (human factors), Machine (mechanical and equipment factors), Work (work and environmental factors), and Management (management factors)—and develops and implements corrective measures to prevent recurrence of similar accidents. For human factors, the Company improves work methods and provides training. For mechanical and equipment defects, the Company upgrades equipment and reviews operational manuals. Where necessary, psychological support is provided to help workers overcome trauma.

Occupational Disease Management

To prevent occupational diseases, DRB conducts regular specialized health examinations for employees engaged in hazardous or dangerous work. When symptoms suggesting occupational diseases such as occupational asthma or dermatitis, or relevant medical findings, are identified, the Company promptly conducts interim or ad hoc medical examinations to assess health status closely. For employees identified with findings during medical examinations, the Company implements appropriate measures aligned with medical recommendations, including work location changes, job transfer, reduction in working hours, and facility and equipment improvements, to enable continued healthy job performance. Additionally, before assigning general workplace employees to positions requiring specialized health examinations, the Company conducts pre-placement health examinations to prospectively evaluate fitness for the assigned duties.

[S3-11] Specific Targets for Zero Major Incidents

	Unit	DRB Industrial				DRB Automotive			
		Actual		Target		Actual		Target	
		2025	2026	2027	2028	2025	2026	2027	2028
Health and Safety Regulatory Training Completion Rate	%	100	100	100	100	100	100	100	100
Employee Health Screening Participation Rate	%	100	100	100	100	100	100	100	100
Health Consultation Participation Rate for Employees with Findings	%	100	100	100	100	100	100	100	100
Administrative Agency Improvement Recommendation Implementation Rate	%	100	100	100	100	100	100	100	100
Risk Assessment Improvement Implementation Rate	%	100	100	100	100	100	100	100	100
Safety Audit Improvement Implementation Rate	%	100	100	100	100	100	100	100	100
Employee Health-Promoting Management Program Participation Rate	%	52	55	55	55	30	45	45	45

3-3. Emergency Response and Accident Management

DRB has established and operates emergency response plans and accident management systems to address various types of emergency situations, including personal injuries, fires, and hazardous substance leaks. When an emergency occurs, the Company uses multiple communication channels—emergency notification systems, wired and wireless telephones, in-house broadcasting, and CCTV—to rapidly disseminate information to affected parties. We maintain coordination frameworks with key stakeholders and relevant authorities, ensuring we can respond effectively from initial response through resolution.

Emergency Response Drills

To enable employees to respond swiftly and appropriately to emergency situations, we conduct emergency response drills at least once annually. Drills are based on realistic scenarios likely to occur, such as fires and hazardous substances releases. All drill results are documented and managed. Improvement measures identified from drill outcomes are incorporated into subsequent drills, enabling us to continuously enhance our response capabilities.



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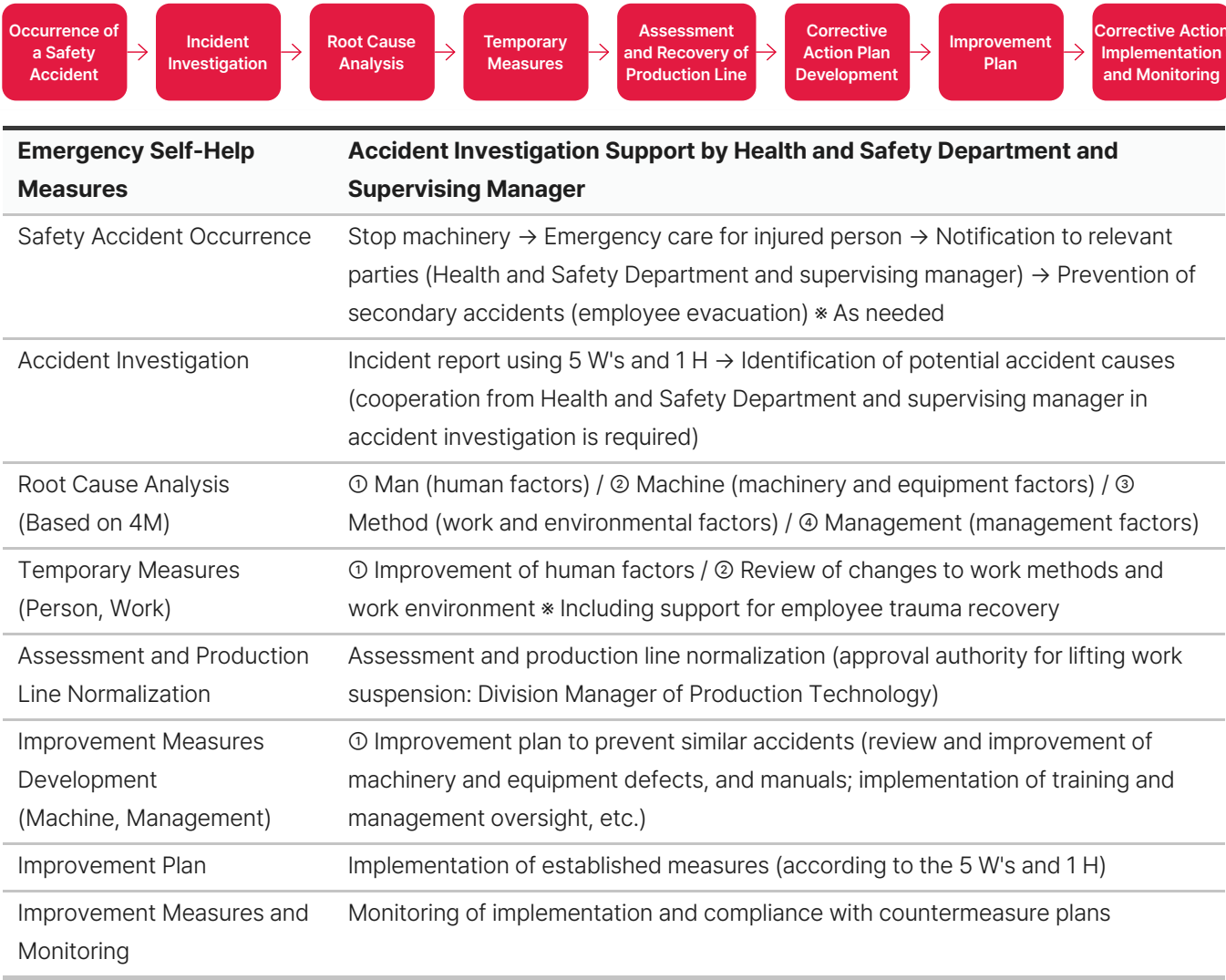
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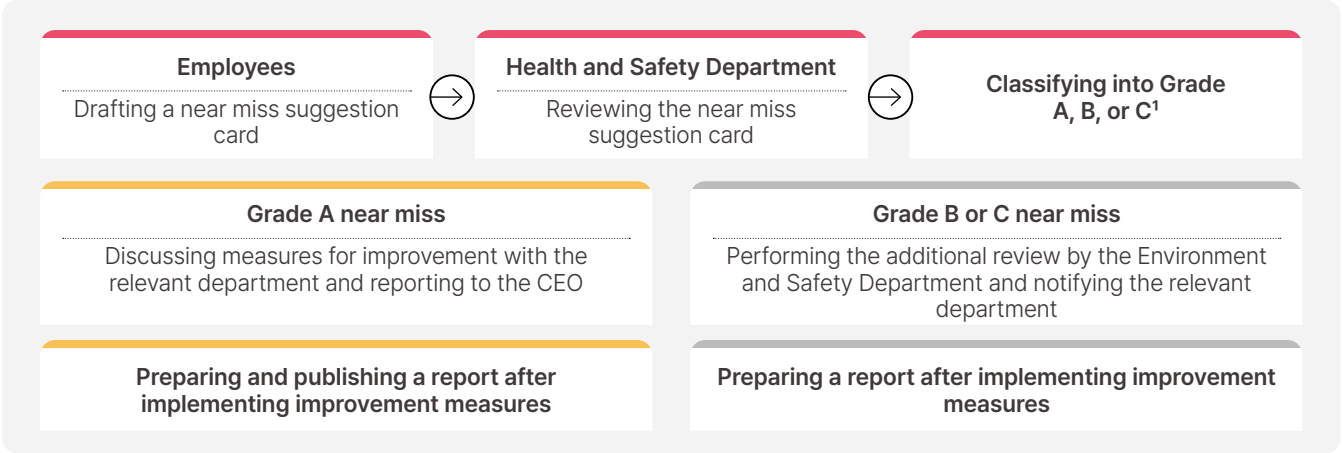
Near Miss Reporting System

DRB operates a near miss reporting system to identify potential hazards before they develop into actual incidents. Near misses are classified into three severity levels: Grade A (matters difficult for a department to address independently or that could lead to serious accidents or environmental incidents), Grade B (matters requiring action by the site or entire department), and Grade C (matters that can be resolved on-site). Grade A near misses are reviewed for corrective action and reported to the CEO. Grade B and C near misses are reviewed by the Health and Safety department and communicated to the responsible department to ensure corrective measures are implemented. The identity of employees who report near misses is kept confidential, and any adverse treatment or personnel-related disadvantage is strictly prohibited. Additionally, employees who suggest or report near misses receive monetary rewards to encourage their voluntary participation.

[S3-12] Health and Safety Incident Response Process



[S3-13] Near-Miss Incident Response Process



1. Near-Miss Incident Classification

Classification Level	Application Criteria
Level A	<ul style="list-style-type: none">Matters that are difficult for the department to improve independently or apply company-wideCases where inadequate safety measures could directly lead to serious accidents or environmental incidents
Level B	<ul style="list-style-type: none">Matters to be improved independently at the operational line (responsibility area) or implemented across the department
Level C	<ul style="list-style-type: none">Matters that can be resolved independently by the operational line (supervising manager, operator) and are resolved by those involved

3-4. Health and Safety Management for External Suppliers

DRB operates a health and safety management system for external suppliers to protect the safety of external suppliers' workers at the same level as that of our employees. During the external supplier selection phase, we evaluate each contractor's capacity for industrial accident prevention and require compliance with DRB's health and safety standards when work is performed in hazardous or dangerous locations.

Joint Consultation Committee Operations

DRB strengthens health and safety communication with external suppliers through a joint consultation committee that meets once a month. The committee addresses current Health and Safety issues in the workplace, improvements in risk factors, and response measures to regulatory changes. We also provide educational support to enhance the Health and Safety competency of external suppliers' workers. Beyond the monthly regular meetings, we communicate as needed when work environment changes or special circumstances arise, ensuring that safety risks do not remain at the workplace.



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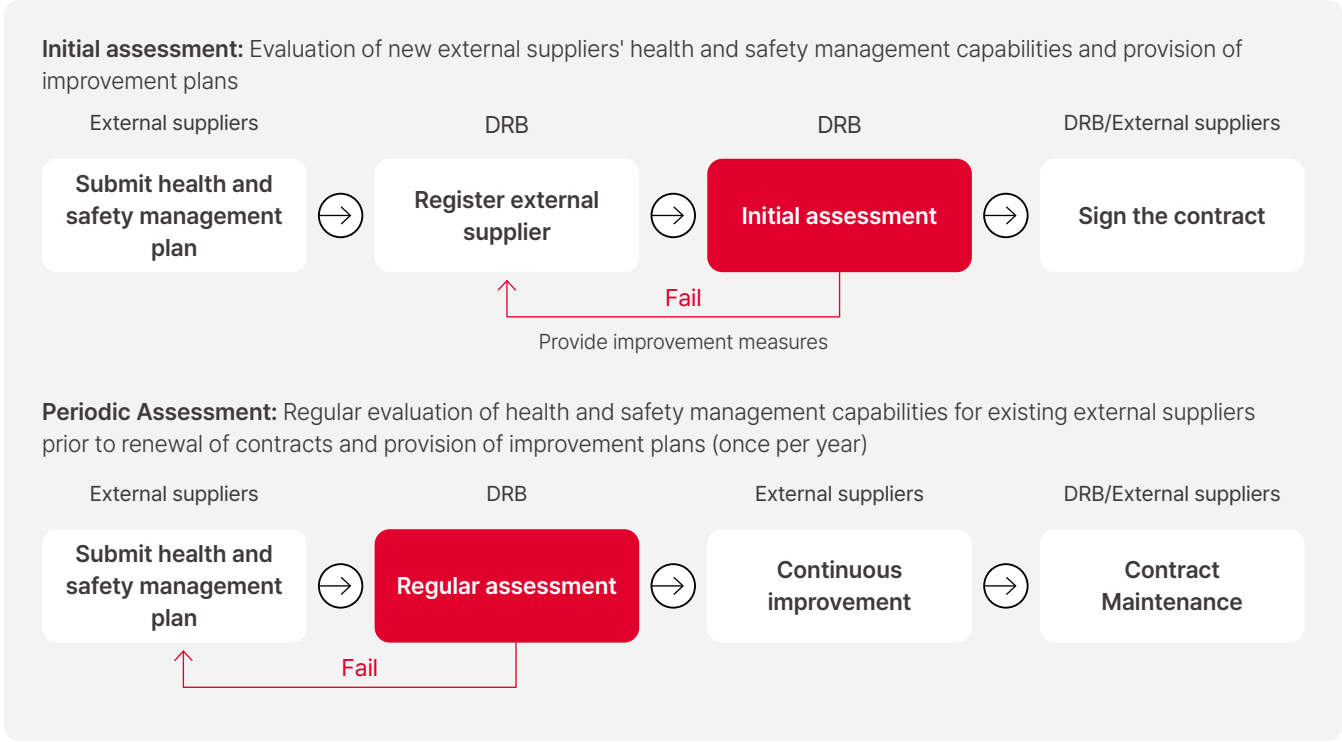
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Joint Safety Inspections

DRB and external suppliers conduct regular and ad hoc joint safety inspections to identify and address potential hazards in the workplace. Improvement measures identified during joint inspections are developed and implemented collaboratively with the relevant supplier, and implementation results are shared through the Manufacturing Council to enhance the effectiveness of improvement activities. Through Manufacturing Council operations and joint inspections, DRB continuously strengthens the health and safety standards of external suppliers and reinforces collaborative relationships grounded in safety.

[S3-14] External Suppliers' Health and Safety Management Capability: Assessment and Evaluation Process



3-5. Health and Safety Compliance

DRB maintains strict compliance with Health and Safety regulations across all domestic and international subsidiaries. The Company continuously monitors changes in Health and Safety regulations by country of operation and promptly communicates new regulations and requirements to relevant departments to ensure implementation frameworks are in place at operational sites.

Domestic subsidiaries operate their health and safety management systems in accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act. International subsidiaries

identify the health and safety legal requirements applicable in their respective countries of operation and apply operating standards that align with those requirements. Compliance status is reviewed on a periodic basis, and review findings are reported to executive management through the Health and Safety function.

[S3-15] 2025 DRB Health and Safety Regulatory Compliance Status

Category	Unit	DRB Industrial	DRB Automotive	DRB Qingdao	DRB Slovakia	DRB Vietnam
Number of Regulatory Violations	Cases	7	1	0	0	0

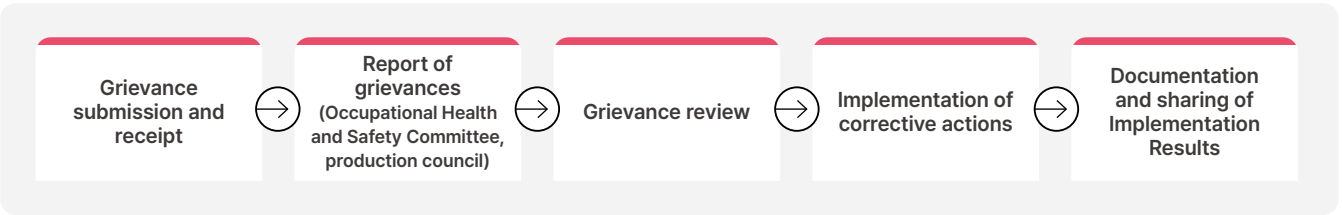
* In 2025, DRB Industrial (7 cases of inadequate installation and posting of occupational health and safety signage, etc.) and DRB Automotive (1 case of failure to provide MSDS training during process layout) reported violations of the Health and Safety Act. Corrective measures have been completed.

3-6. Management of Health and Safety Grievances

DRB operates multiple communication channels to enable all stakeholders, including employees, to freely raise concerns regarding hazardous and dangerous elements in the work environment, gaps in safety management, and health-related issues. In addition to formal channels through the Occupational Health and Safety Committee and Manufacturing Council, we receive grievances through various methods, including anonymous reporting, and ensure that employees are protected from any adverse consequences for raising concerns.

Received grievances are immediately forwarded to relevant departments for prompt and impartial investigation and review. For identified issues, we analyze root causes and establish corrective or preventive measures to prevent recurrence. The handling process and outcomes are documented and managed according to applicable regulations. We provide clear feedback to the employee who raised the grievance regarding the resolution and improvements made, thereby maintaining transparency. We operate on the principle of addressing 100% of all received grievances and regularly compile and review handling status data to inform our health and safety management activities.

[S3-16] DRB Health and Safety Grievance Management Process





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[S3-17] DRB Health and Safety Grievances: Reception and Resolution Status

			DRB Industrial			DRB Automotive		
Category		Unit	2023	2024	2025	2023	2024	2025
Employees	Received (Reported)	Cases	18	17	16	2	2	3
	Resolved	Cases	18	17	16	2	2	3
	Resolution Rate	%	100	100	100	100	100	100
External Stakeholders	Received (Reported)	Cases	4	4	22	4	2	5
	Resolved	Cases	4	4	22	4	2	5
	Resolution Rate	%	100	100	100	100	100	100

4. Safety Management Activities

4-1. Safety Training

DRB operates systematic health and safety training across its subsidiaries, tailored to employee roles and organizational levels. The Company delivers regular Health and Safety training to all employees, off-site training for supervising managers, and risk assessment training programs aligned with the legal requirements of host countries and local or regional governments. For employees working in high-risk environments, we conduct specialized health and safety training separately to strengthen their safety capabilities by addressing the specific characteristics and hazards of their roles.

Departments and personnel handling chemicals receive professional training based on Material Safety Data Sheets (MSDS), ensuring they understand the hazardous properties and risks of materials they handle, precautions during handling, and emergency response procedures. To effectively prepare for various emergency scenarios that may arise from manufacturing process characteristics—including fires, natural disasters, and hazardous substance leaks—we conduct scenario-based emergency response drills at all business facilities at least once per year. Gaps identified during drills are addressed through corrective actions, and results are incorporated into subsequent drills, enabling us to continuously enhance employee emergency response competency.

[S3-18] 2025 DRB Employees Health and Safety Training Overview

Category	Unit	DRB Holding	DRB Industrial	DRB Automotive	DRB Qingdao	DRB Slovakia	DRB Vietnam
Total Training Hours	hours	2,592	14,860	6,242	2,489	1,500	6,344
Participants ¹	persons	220	9,580	2,649	570	500	469

1. Participants are calculated as cumulative headcount



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[S3-19] DRB Employees Health and Safety Training Program

Company	Training Program	Target Participants	Training Period (Hours)
DRB Industrial	Hazardous Chemical Management: Job-Specific Training for Managers and Technical Personnel	Hazardous chemical managers and technical personnel	2025.03.20~11.27 (16 hours)
	Hazardous Chemical Handling: Safety Training for Operators	Hazardous chemical handling personnel	2025.04.16~12.04 (16 hours)
	Hazardous Chemical Handling Facility: Safety Training for On-Site Employees	On-site employees at hazardous chemical handling facilities	2025.11.06~12.22 (2 hours)
	Emergency Response Drill: Fire	Production employees	2025.11.27 (1 hour)
	Emergency Response Drill: Confined Space	Confined space entrants and supervising managers	2025.05.29, 10.31 (1 hour)
	Supervising Manager External Training	Supervising manager	2025.04.16 ~ 12.04 (16 hours)
	Risk Assessment Coordinator Training	Supervising manager	2025.03.26 ~ 11.20 (16 hours)
	Regular Health and Safety Training	All employees	2025.01 ~ 12 (6 hours per half-year for office staff / 12 hours per half-year for production staff)
	Hazardous Chemical Management: Job-Specific Training for Managers and Technical Personnel	Hazardous chemical managers and technical personnel	2025.03.20~03.21 (16 hours)
	Hazardous Chemical Handling: Safety Training for Operators	Hazardous chemical handling personnel	2025.02.05~08.29 (16 hours)
DRB Automotive	Hazardous Chemical Handling Facility: Safety Training for On-Site Employees	On-site employees at hazardous chemical handling facilities	2025.01.06~01.13 (2 hours)
	Emergency Response Training for Accident Occurrence	Supervising managers, office and production workers	2025.06.02, 06.09, 11.10, 11.17 (2 hours)
	Emergency Response Drill: Fire	Supervising managers, office and production workers, in-house partners	2025.06.09 (0.5 hours) 2025.11.10, 11.17 (2 hours) 2025.11.19 (1 hour)

Company	Training Program	Target Participants	Training Period (Hours)
DRB Automotive	Emergency Response Drill: Confined Space	Confined space entrants and supervising managers	2025.11.19 (1 hour)
	Supervising Manager External Training	Supervising manager	2025.03.25~2025.12.17 (16 hours)
	Regular Health and Safety Training	All employees	2025.01~12 (12 hours/half-year)
DRB Qingdao	Safety Training for Production and Operations Resumption	All employees	2025.02 (2 hours)
	Hazardous Work Safety Training	Employees performing hazardous work	2025.03 (2 hours)
	Key Executive and Safety Production Manager Training	Key executives, safety production managers	2025.04 (16 hours)
	Forklift Safety Training	Forklift operators	2025.06 (2 hours)
	Specialized Training for Safety Activity Month	All employees	2025.06 (2 hours)
	Emergency Training	All employees	2025.06 (1 hour)
	Safety Incident Training	Field employees	2025.06, 10 (4 hours/half-year)
	Key Personnel and Occupational Hygiene Manager Training	Key personnel, occupational hygiene managers	2025.10 (16 hours)
DRB Slovakia	Hazardous Substance Handling Training	Hazardous chemical handlers	2025.08.15~20 (35 hours)
DRB Vietnam	Group Health and Safety Statutory Training	All employees	2025.08.15~10.30



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4-2. Safety Awareness Enhancement

DRB operates a range of safety awareness enhancement initiatives to ensure employees understand the importance of safety and consistently adopt safe practices in their daily work. We place priority on embedding a culture in which employees proactively identify hazards in the workplace and participate in improvement efforts, rather than limiting our approach to formal training alone.

SAFE+ Task Force Operations

In 2025, DRB operated the SAFE+ Task Force to conduct hazard identification activities systematically across the Company. The initiative operated through a model in which employees directly identified and reported workplace hazards. A total of 759 hazards were identified, and corrective actions for 86% were completed. Identified hazards are classified by process and hazard type, and improvement activities are pursued systematically according to priority. We have also established a smart safety management system that integrates AI and IoT technology to detect and respond to operational anomalies in real time, enhancing our safety management capabilities by combining employee-driven efforts with digital technology.

Escape the Crisis: DRB

In 2025, under the leadership of the Culture Team, we operated the Escape the Crisis: DRB program, a culture stimulation initiative. Designed to help employees naturally embrace safety as a topic for everyday conversation, the program featured various experiential activities including escape-simulation scenarios and safety quiz shows, alongside a safety-themed slogan contest. Winners of outstanding slogans received incentives, and winning slogans were shared company-wide through internal communication channels. The program promoted open dialogue on safety among employees and elevated safety awareness. Participation by overseas subsidiaries extended this effort into a company-wide safety culture initiative.

Special Fire Prevention Safety Enhancement Period Operations

DRB operates a special fire prevention safety enhancement period to strengthen employee awareness of fire prevention risks. During this period, we conduct concentrated fire prevention training, fire protection system inspections, and fire response drills to proactively identify and correct fire hazards across all business sites. We also screen industrial accident prevention videos in common areas such as cafeterias and break rooms at each facility and post safety rules and guidance materials, ensuring employees naturally encounter safety information throughout their daily routines.

[S3-20] Culture-Stimulation Program: Escape the Crisis: DRB



4-3. Chemical Management

DRB systematically manages chemicals in the workplace to prevent employee health risks and maintain a safe work environment. We maintain Material Safety Data Sheets (MSDS) in all departments that handle chemicals and conduct regular specialized training for handlers covering hazard and risk information, handling precautions, and emergency response procedures. This approach minimizes the risk of chemical-related incidents. For new chemical introductions, we operate a systematic assessment procedure that evaluates hazard and risk before use. We analyze and manage exposure potential and hazard levels for each handling process through chemical risk assessments. We continuously monitor hazard information for chemicals in use through the Ministry of Climate, Energy and Environment's National Chemicals Information System (NCIS). We also strictly comply with domestic and international regulations and standards related to chemical management to protect employees' health and maintain a safe work environment.

We are currently implementing an MSDS management automation system. Our goal is to transition from manual MSDS document management to integrated system management, enabling rapid updates of current information and improving departmental accessibility. Once system implementation is complete, handlers will be able to immediately access required MSDS information for on-site use, and we expect to conduct more systematic verification of chemical regulation compliance. DRB will continue to advance our chemical management framework based on this foundation to protect employees' safety and health more effectively.



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4-4. Work Environment Management

DRB manages hazardous and risk factors in the workplace systematically to ensure employees work in a safe and healthy environment. In workplaces handling hazardous substances, the Company posts information about substance names, health effects, handling precautions, required personal protective equipment, and emergency response procedures in locations easily accessible to employees, and maintains safe handling environments by complying with relevant regulations. For processes with frequent noise generation, the Company has installed noise prevention equipment and conducts periodic noise measurements to prevent occupational diseases. For work in confined spaces, appropriate ventilation facilities are installed and operated to prevent suffocation accidents caused by oxygen deficiency or hazardous gases. Based on work conditions and characteristics, the Company provides necessary personal protective equipment such as hard hats, dust and chemical respirators, earplugs, face shields, safety glasses, and heat-resistant gloves, and designates mandatory areas for their use. Exposure levels to hazardous factors such as chemicals and noise are measured semi-annually through specialized external institutions, and measurement results are shared with all employees through workplace bulletin boards and regular training sessions.

Work Environment Improvement Through Process Automation

DRB protects employees from hazardous and risk factors through automation of high-risk processes. The Company has introduced robotic equipment into high-risk processes such as high-temperature summer environments and crane operations to ensure employee safety and intends to continue improving work environments in hazardous processes through phased expansion. DRB Industrial has implemented process changes in the ribbed grinding process to reduce the high surface temperatures and fire risks inherent in previous methods and is expanding mass production applications. The Company is also developing automated systems to replace manual transfer operations with robots and conveyor systems. Additionally, DRB Industrial is pursuing further automation development to achieve work efficiency improvement and burn risk reduction simultaneously.

Work Environment Management in Chemical Handling Areas

For chemical handling areas, the Company pursues environmental improvement activities tailored to each area's characteristics, in addition to conducting work environment measurements semi-annually. In 2025, DRB Industrial installed oxygen sensors to prevent suffocation accidents caused by oxygen concentration reduction when fire suppression equipment operates, and enhanced existing fire suppression equipment. The Company also added roof-mounted powered ventilation units to prevent heat-related illnesses. For the stirrer area, the Company continues work environment improvement activities to eliminate fire and explosion risks, including equipment modifications to meet explosion-proof standards.

4-5. Safety Inspections

DRB conducts systematic safety inspections to ensure employee safety and proactively eliminate potential hazards at business sites. Inspection results drive the development of improvement plans by each department and are monitored for implementation, with key findings reported to executives through the Occupational Health and Safety Committee.

[S3-21] Key Health and Safety Inspection Management Items

Category	Key Content
Health and Safety Inspections and Diagnostics	<ul style="list-style-type: none">Conduct joint labor-management Health and Safety inspections quarterly and precision self-directed safety diagnostics annuallyEstablish improvement plans based on inspection and diagnostic results and monitor implementationReport to the Health and Safety Director and CEO through the Occupational Health and Safety Committee
Health and Safety Management Competency Assessment	<ul style="list-style-type: none">Conduct internal assessments to periodically evaluate Health and Safety management capabilitiesContinuously strengthen the Health and Safety management system through improvement activities
Fire Prevention and Fire Protection System Management	<ul style="list-style-type: none">Conduct periodic inspections of fire protection systemsMaintain fire protection systems in optimal condition
Hazardous Agents Management	<ul style="list-style-type: none">Measure and disclose the degree of Hazardous Agents exposure by work processPrevent and manage exceedances of standard thresholdsContinuously improve working environment safety
Musculoskeletal Disorder Prevention	<ul style="list-style-type: none">Conduct periodic hazard surveys for work processes with high risk of musculoskeletal disordersImprove processes based on survey results
Hazardous Machinery and Equipment Safety Inspection	<ul style="list-style-type: none">Conduct periodic safety inspections of hazardous machinery and equipment including industrial robots, pressure vessels, cranes, rollers, and lifts
Safety Management for New Equipment and Processes	<ul style="list-style-type: none">When establishing new equipment and processes, prepare and implement hazard prevention plans to proactively eliminate potential risks



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Key Improvement Examples

DRB conducts quarterly labor-management joint inspections to identify workplace hazards and implement improvement activities. In 2025, we identified pinch-point hazards and installed interlocks and guards, establishing a system in which rotating equipment automatically stops when covers are opened to prevent pinch-point accidents. We also secured additional emergency evacuation routes to enable rapid evacuation in the event of fire or other emergencies, and installed anti-slip mats in areas identified as slip hazards to enhance safety.

We raise the safety level of work environments by executing improvement measures derived from site risk assessments. We replaced all spring-type mold lifting devices with handle-type devices to reduce wrist strain on workers and improve safety, and installed transfer rails to prevent collision accidents and musculoskeletal strain. In certain processes, we fabricated and installed specialized guarding tools with integrated protective devices to prevent cutting accidents, and installed safety mats equipped with pressure sensors that automatically stop rotating equipment when workers approach, preventing pinch-point injuries.

DRB Patrol Log Program

To enhance the systematization and effectiveness of field patrol activities, we have developed a digital-based Patrol Log Program and are preparing for full-scale operations beginning in 2026. The program enables our Health and Safety organization to document field patrol results in real time via mobile application, with integrated management of all recorded data. Key capabilities include patrol schedule management, item-specific inspection guidelines, monitoring of patrol findings and corrective actions, and comprehensive historical record tracking. Through this initiative, we plan to eliminate gaps in field patrol coverage and strengthen our data-driven safety management system.

5. Health Management Activities

5-1. Health Screening

DRB operates a systematic health screening program organized by screening type to continuously assess and manage employee health status. Annual comprehensive health examinations are conducted for all employees. For employees engaged in hazardous or dangerous work, specialized health screenings are performed at intervals determined according to applicable regulations and tailored to the characteristics of each hazardous substance handled. When symptoms suggestive of occupational health conditions such as occupational asthma or dermatitis, or medical findings indicating potential health risks, are identified, interim or periodic health screenings are promptly administered to carefully evaluate health status. Before assigning employees from general manufacturing roles to positions involving specialized health screening work, health screenings are conducted to prospectively assess their fitness to perform the assigned duties. For employees identified as having occupational disease findings through screening results, we implement appropriate measures based on medical recommendations—including workplace reassignment, job transfer, reduction of working hours, and facility and equipment improvements—to enable employees to continue their work safely and healthily.

We are also establishing digital systems to enhance the efficiency of health screening operations and employee accessibility. We have introduced an automated system to identify production employees who require specialized health screenings, improving the accuracy of screening schedule management and preventing oversights in advance. A chatbot guidance system has been established to allow employees to easily check comprehensive health screening schedules and their eligibility status anytime and anywhere. Through these digital systems, we reduce administrative burden on managers while creating an environment in which employees can proactively manage their own health screenings.

[S3-22] DRB Health Checkup Implementation Status

Category	Entity	Unit	2023	2024	2025
General Checkup	DRB Holding	persons	86	77	94
	DRB Industrial	persons	517	508	508
	DRB Automotive	persons	117	131	124
	DRB Qingdao	persons	133	143	154
	DRB Slovakia	persons	360	448	409
	DRB Vietnam	persons	580	584	711



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[S3-22] DRB Health Examination Implementation

Category	Entity	Unit	2023	2024	2025
Comprehensive Checkup	DRB Holding	persons	37	37	52
	DRB Industrial	persons	249	277	232
	DRB Automotive	persons	85	99	84
	DRB Qingdao	persons	-	-	-
	DRB Slovakia	persons	-	-	-
	DRB Vietnam	persons	-	-	-
Special Checkup	DRB Holding	persons	-	-	-
	DRB Industrial	persons	347	308	317
	DRB Automotive	persons	78	76	83
	DRB Qingdao	persons	259	229	212
	DRB Slovakia	persons	109	71	77
	DRB Vietnam	persons	-	-	-

5-2. Employee Health Management

DRB operates a customized health support system tailored to the individual health status and needs of its employees. During the planning phase of health support programs, we conduct preference surveys among all employees to identify actual demand and incorporate findings into program operations. We provide incentives to high-performing program participants and share success stories across the organization to foster a culture of voluntary health management. Additionally, we operate sports facilities offering various forms of exercise such as yoga and fitness, along with health and hygiene facilities including baths and a health management room, providing employees with an environment to manage their health in their daily routines.

Health Support Programs

In 2025, DRB operated five health support programs: the Anti-Smoking Clinic, body composition management, Healthy Lifestyle Campaign, Walking Program, and Heart Hero. The Heart Hero program, developed in partnership with external specialized institutions, provides training in cardiopulmonary resuscitation, airway obstruction emergency response, and automated external defibrillator (AED) usage. All participants successfully completed the program. A satisfaction survey conducted after program implementation showed overall satisfaction ratings exceeding 96%. A follow-up survey of employees' interest in health management areas identified the following priority areas in descending order: exercise and fitness improvement, weight management, musculoskeletal health, sleep and fatigue recovery, and stress and mental health management. DRB plans to incorporate these employee priorities into the design and implementation of future health promotion programs.

Customized Health Management for Employees with Health Findings

DRB implements customized health management programs for employees with health findings based on health screening results. The Company operates a disease-specific management framework covering hearing loss, hypertension and diabetes, liver disease, and respiratory conditions, ensuring that employees with health findings receive appropriate health management support.

Hearing Conservation and Heat-Related Illness Prevention

We systematically identify noise generation levels across noise-emitting processes by developing noise maps and assessing risk levels and priorities. Based on these findings, we install earplug dispensers in major noise-generation areas and operate a hearing conservation program to strengthen prevention of noise-induced hearing loss. We have also implemented a system that automatically monitors ambient temperature by process and provides immediate alerts when abnormal conditions are detected, enabling us to prevent heat-related illnesses during summer months.

Smart Health Management

DRB continuously enhances its health management system through digital technology. The Company has built an employee health management database to systematically monitor individual health status and support self-care initiatives. In 2026, DRB plans to deploy an AI-based health management tool to deliver more precise and personalized health management support to each employee.



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[S3-23] Employee Health Management Activities

Health Checkups	<ul style="list-style-type: none">Annual general health checkups and comprehensive health examinations conducted once every two yearsPeriodic specialized health examinations tailored to the characteristics of hazardous substances handled
Health Management	<ul style="list-style-type: none">In-house health support programs for body composition management, walking program, smoking cessation, and other initiativesCustomized health management with employee health management database development, performance management, and self-care support
<ul style="list-style-type: none">Health Support Programs	<ul style="list-style-type: none">Body composition management program designed to improve body composition scoresWalking program utilizing the 'WalkOn' app to foster healthy lifestyle habits among employees
<ul style="list-style-type: none">Smoking Cessation Program	<ul style="list-style-type: none">Smoking cessation program to prevent cardiovascular and cerebrovascular diseases and promote employee healthStrengthened stress coping skills for smoking cessation participants; monetary incentives provided to successful participants
<ul style="list-style-type: none">Mental Health Promotion Program	<ul style="list-style-type: none">Professional counseling service 'HappyMint' program to prevent issues arising from depression and work-related stress

2025 Health Support Program Participant Survey		
Health Support Program Satisfaction	Assessment of Healthy Lifestyle Habit Improvement	Assessment of Health Indicator Improvement
96%	81%	77%

DRB 하트히어로
심폐소생술 교육 프로그램 참여자 모집

교육 신청QR

신청기간 : 10/14~22

일정 : 1차수 : 10월 24일(금) / 16:00 ~ 17:00
2차수 : 10월 30일(목) / 16:00 ~ 17:00

장소 : 부산공장 삼의관 열의실

대상 : 부산공장 DRB 임직원 및 협력사 임직원

내용 : 심폐소생술, 기도폐쇄 응급처치, AED사용법

신청 : 큐알코드 신청, 환경안전팀 신해인으로 메일신청

PHYSICAL
2025년 건강을 향한 새로운 출발

대상 : DRB 부산 연구개발 (DRB개발, 동양고구려제, DRB오트제) 등
운영 기간 : 11월24일(금) ~ 01월22일(금)

사전등록 기간

측정종	측정기간	측정대상
B조, 주간근무자	11월18일(화) ~ 11월17일(금) > 오전 : 08시 ~ 12시30분 > 오후 : 14시 ~ 18시30분	건강관리실 (부산공장)
A조, 시간제, 주말근로자	11월21일(화) ~ 11월23일(목) > 오전 : 08시 ~ 12시30분 > 오후 : 14시 ~ 18시30분	

※ 건강보험료 구분 없이 측정기간내 방문 가능합니다.

대상 및 상급

구분	사전 등록분	현수	미연상급 기준	상급
A	40명 이하	20명 이상 상급		
B	40 ~ 49명 이하	15명 이상 상급		
C	50 ~ 59명 이하	8명 이상 상급		
D	60 ~ 69명 이하	6명 이상 상급		신체계 상급권 52명
E	70 ~ 79명 이하	6명 이상 상급		
F	80 ~ 89명 이하	4명 이상 상급		
G	90 ~ 99명 이하	3명 이상 상급		
H	100명 이상	2명 이상 상급		

유치사항

(1) 별첨지 사항은 DRB구상원에 의하여 결정됩니다.
(2) 사전등록 기간내 측정이 어려울 경우 환경안전팀 신해인으로 개별문의.
(3) 내부 측정결과에 따라 유급제정.
(4) 별첨지 사항은 별도 상급지 (1.2.3.4) 사항은 별도 상급지.

문의 : 환경안전팀 신해인 (shin.hae.in@drbtworld.com)
환경안전팀 김재형 (kim.jae.hyung@drbtworld.com)

당배없이, 건강한 삶으로
DRB 건강캠페인
금연클리닉 참여자모집

모집일정 : 7월21일(월) ~ 8월 8일(금)

대상자

- 부산공장 흡연자 중 희망자

신청기간

- 08월 07일(목) ~ 11월 13일(목)
- 08월 : 집중 관리기간 (1회/2주)
- 11월 : 금연여부 집중 관리(1회/월)

장소

- 삼의관 3번 (상담시간 개별안내)

성공자 기준

- 4개월 동안 니코틴 검사 후 음성 확인자
- 최종 니코틴 검사일: 11월 중 안내 예정

23년~24년 금연클리닉 성공자

- 니코틴 검사 음성 확인자, 복화경 상동권 5만원 증정
- ※ 대상자 10명 이내
- ※ 니코틴 검사일: 25.08~11월 중 (8~18시)

신청방법 (택1)

- 환경안전팀 신해인 메일 or 전화
- 건강관리실 직접 방문 신청
- 온라인 QR신청

혜택

- 백화점 상품권 10만원 등
- ※ 1인당 상품권 지급 한도: 10만원 (50만원 지급 한도 초과 시 초과분은 지급되지 않음)

문의

- 환경안전팀 신해인 (9262)
- 환경안전팀 김재형 (9188)

DRB 건강캠페인
건강 생활 실천 캠페인

날짜 : 3월 14일(금), 21일(금) 총 2일

시간 : 11시 30분 ~ 13시 30분

장소 : 부산공장 식당 앞 공터 (우천시 TPM 교육장)

캠페인 내용 (부스)

- 식생활관 예방관리 (내일관을 맞춰봐!)
- 점주 (가상 읍주체임), 구강건강 캠페인

부스 체험 후 단배할 쿠키 받아가지!

SETP 1. 건강생활부스를 1개 이상 체험 후 스티커를 받는다.
SETP 2. 소독기/손/장갑/물/티슈를 적시에 제공 후 단배할 쿠키를 받는다.
※ 모든 이벤트는 순차적 수행이 소진되면 종료됩니다.

문의 : 환경안전팀 신해인 (shin.hae.in@drbtworld.com)
환경안전팀 김재형 (kim.jae.hyung@drbtworld.com)

새로운 여정의 출발
240일 걷기 프로그램
1,700,000 만보

대상 : DRB 전 법인 (DRB 오토모티브는 개별 실시로 별도 공지 예정)

기간 : 2월3일(월) ~ 9월30일(월)

참여방법

- 워크온 앱 설치 후 회원가입
- 금영구 걷기 커뮤니티 가입 후 DRB 그룹 가입
- 별첨지 메뉴에서 DRB 240일 걷기 프로그램 클릭
- 참여 (예약)하기 클릭 (예약 후 2월3일 자동 참여)

※ 직장에 참여하신분은 별첨지 메뉴에서 바로 참여(예약) 가능

걷기 미션

기간내 170만보 달성

걷기 상급

2만명 상급의 음료 & 디저트 기프티콘

유의사항

1일 최대 20,000보 인정

문의

환경안전팀 김재형 (kim.jae.hyung@drbtworld.com)
환경안전팀 신해인 (shin.hae.in@drbtworld.com)

하루에 약 7000보만 걸으면 된다??

Walk Walk Wa
Walk Walk Wa
Walk Walk Wa

DRB 1530



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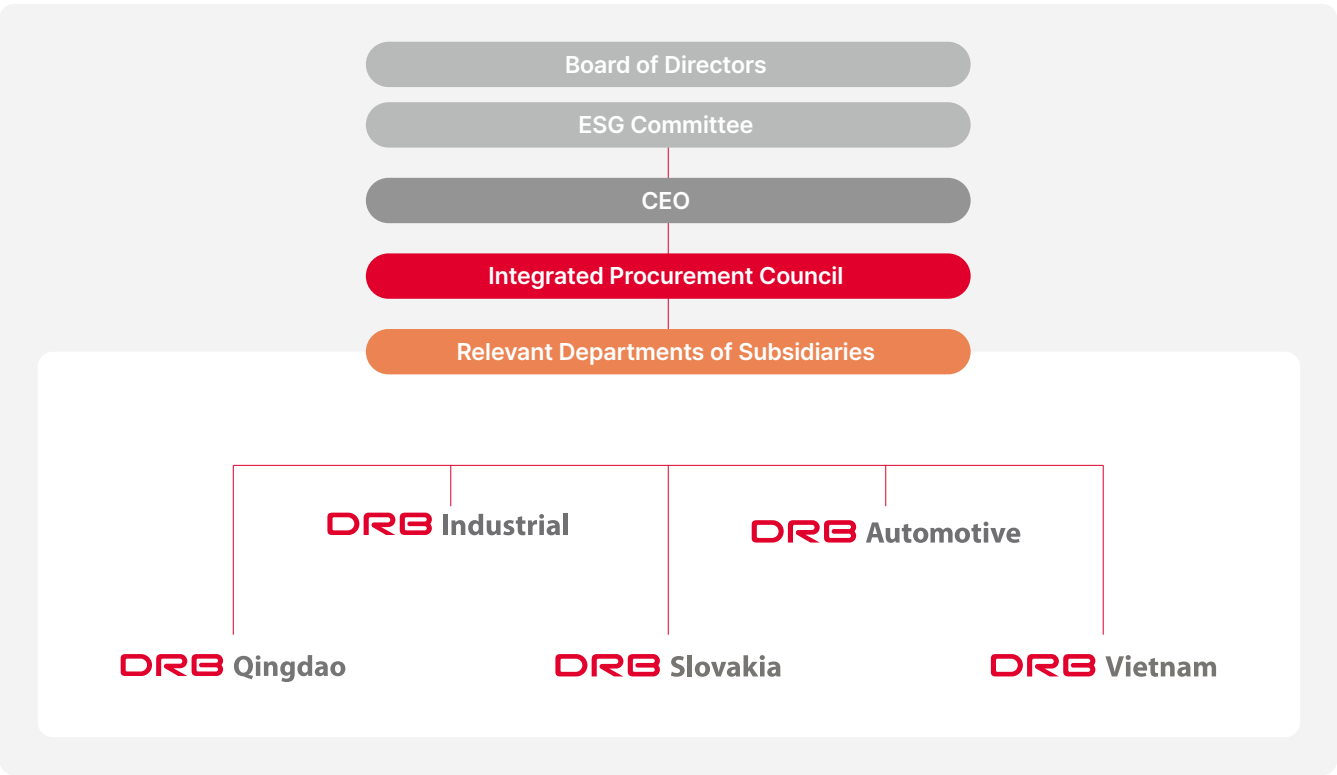
S4. Supply Chain

1. Supply Chain Governance

1-1. Supply Chain Management Framework

DRB's supply chain management governance operates through a tiered structure. The ESG Committee serves as the highest decision-making body, overseeing the Integrated Procurement Council and the procurement and sourcing departments of each subsidiary. This framework encompasses policy decisions, allocation of responsibilities, and operational procedures to manage environmental, social, and ethical risks across the supply chain and strengthen the sustainability capabilities of external suppliers.

[S4-1] DRB Supply Chain Management Organizational Chart



ESG Committee (Board of Directors)

As the highest decision-making body for supply chain management and sustainable procurement, the ESG Committee establishes and approves key policies and strategic direction. The Committee receives regular performance reports on supply chain management activities and exercises oversight of overall risk management and improvements to sustainability levels across the supply chain.

Integrated Procurement Council

The Integrated Procurement Council comprises the procurement and sourcing departments of each subsidiary. It determines core supply chain strategy matters, including response to global trade and commerce regulations, development of integrated procurement strategy, review of major procurement policies, and identification of procurement process efficiency improvements. The Council communicates its decisions to each subsidiary's procurement department for implementation planning. The Council convenes annually to systematically address major supply chain matters. Sustainable procurement initiatives—including evaluation of eco-friendly alternative raw materials—are priority agenda items. The Council shares procurement status and issues by subsidiary, aligning on response directions. Beyond regular meetings, the Council conducts ad hoc consultations to maintain supply chain stability and competitiveness. Through exploration and evaluation of new raw materials, analysis of current-year procurement needs, and early-year supply chain trend assessment, the Council responds proactively to evolving market conditions and customer requirements.

Dedicated Supply Chain Management Organization

The procurement and sourcing departments of each subsidiary serve as core implementation units for supply chain management. Based on policies and strategies established by the ESG Committee and Integrated Procurement Council, these departments plan, execute, and oversee all supply chain management activities. Their responsibilities include operating the external supplier selection process, conducting sustainability assessments, identifying and managing risks, establishing and monitoring improvement plans, and maintaining communication and relationships with external suppliers. Through coordination with relevant departments responsible for quality, environment, and occupational health and safety, the procurement and sourcing department ensures integrated supply chain management across the organization.



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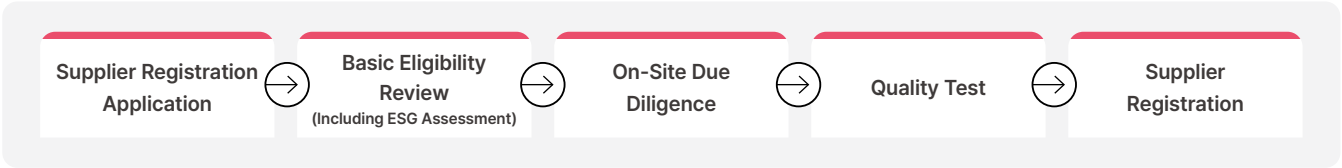
2. Supply Chain Management Strategy

DRB operates its supply chain management by applying ESG criteria throughout the entire process, from supplier registration to post-engagement management. The Company establishes a sustainable and responsible procurement system by proactively identifying and managing environmental, social, and ethical risks across the supply chain.

When registering new external suppliers, DRB conducts an initial ESG assessment that evaluates compliance with environmental regulations, use of eco-friendly and renewable materials, non-discrimination practices (including gender, religion, disability, age, and origin), and conflict mineral usage. The Company then performs a qualification review based on three core areas with 12 evaluation items: human rights, labor practices, and ethical management; health and safety, environment, and greenhouse gas emissions; and sustainable procurement, emergency response, and external supplier management. Registration is finalized following quality testing.

After registration, DRB conducts ongoing regular ESG evaluations across environment, health and safety, labor and human rights, ethical management, information security, and sustainable procurement. The Company prioritizes enhancing external suppliers' ESG management capabilities. Suppliers achieving the highest rating (Grade 1) receive exemption from the next year's regular evaluation and priority negotiation rights for new and replacement raw material development, strengthening long-term partnerships with top-performing external suppliers. Additionally, the Company supports education and consulting programs to enhance external suppliers' ESG competitiveness, thereby strengthening sustainability and risk response capacity across the supply chain.

[S4-2] DRB Supplier Registration Process



[S4-3] DRB Supplier Registration Basic Qualification Assessment (ESG Diagnostic Items)

Human Rights, Labor Practices/Ethical Management	Does the supplier have policies covering labor practices and human rights issues? Are there documented records of training, implementation measures, and actions related to labor practices and human rights issues? Does the supplier have policies prohibiting all forms of unethical conduct, including bribery, improper related-party transactions, and similar violations? Are communication channels established for reporting unethical conduct and addressing grievances?
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Health and Safety / Environment and Greenhouse Gas	Does the supplier have policies on environment and safety? Has an environment and safety officer been designated? Are periodic inspection plans for working environments and safety equipment established and implemented? Are appropriate controls in place for air and water Pollution, and waste management? Are activities being conducted to reduce Energy consumption or greenhouse gas emissions?
Sustainable Procurement / Emergency Response / External Supplier Management	Does the supplier have purchasing policies on sustainable procurement? Are external supplier selection and evaluation criteria established, with sustainable procurement requirements incorporated? Are external supplier evaluations being conducted according to established criteria, and are improvement requirements being communicated? Are emergency response scenarios documented, and are training and educational programs planned and implemented?

* ESG assessments are conducted for all new external suppliers.

2-1. Supplier Code of Conduct

DRB has committed to building a sustainable supply chain based on fair and transparent business relationships. To this end, the Company has mandated compliance with the Supplier Code of Conduct for all external suppliers. The Code has been established based on standards set by the Responsible Business Alliance (RBA) and Drive Sustainability's sustainability guidelines, and actively incorporates global regulatory requirements for human rights, environment, and ethics, including the EU Corporate Sustainability Due Diligence Directive (CSDDD). Through this framework, all external suppliers must comply with applicable laws and regulations in the countries and regions where they operate and must thoroughly implement DRB's sustainability guidelines across all areas, including ethics, environment, human rights, health and safety, and supply chain management.

DRB regularly monitors external suppliers' implementation of the Code of Conduct and implements improvement measures through on-site consultation when risks are identified. The Code applies to all first-tier external suppliers and DRB employees, and the scope of compliance is being extended across the entire supply chain, including sub-suppliers. Through the establishment of the Supplier Code of Conduct, DRB has made supply chain implementation standards visible. Going forward, the Company plans to continuously advance its responsible supply chain management system to align with global ESG standards.

*Drive Sustainability : A global initiative established in 2012 by major automotive manufacturers worldwide to build a sustainable supply chain in the automotive industry.



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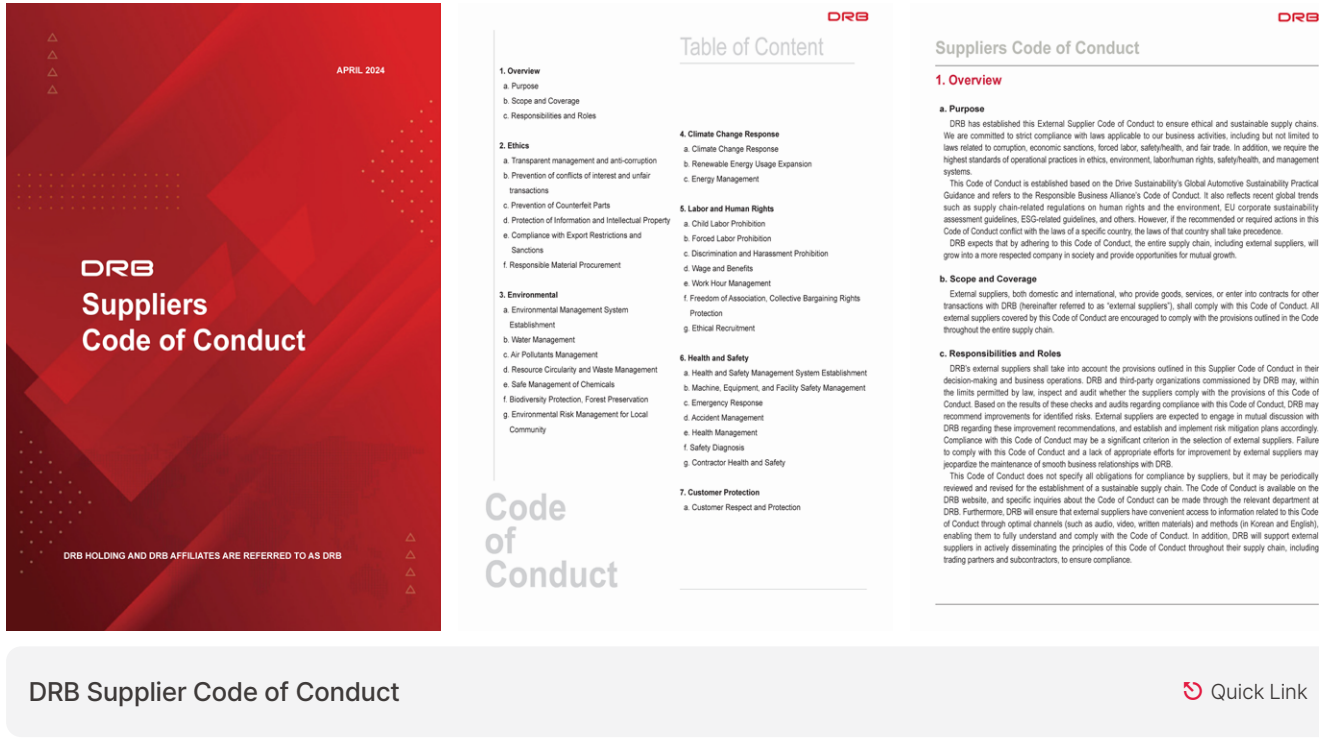
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[S4-4] DRB Supplier Code of Conduct



2-2. Green Procurement Policy

DRB implements its Green Procurement Policy according to three core principles. We conduct green procurement activities guided by our corporate values of Honesty·Integrity·Trust, prioritize eco-friendly product purchases by considering environmental impact across all processes—including supply, transportation, and handling—and actively promote green procurement products, including auxiliary materials, to strengthen environmental management practices.

In accordance with these principles, we prioritize the purchase of auxiliary materials that carry environmental certification marks and examine the feasibility of eco-friendly materials as the primary consideration during new product development. In 2025, we updated our Green Procurement Policy along with related policies covering external suppliers' fair trade principles and procurement operations regulations to enhance policy effectiveness. We plan to progressively expand the scope and scale of green procurement and strengthen collaboration with external suppliers that possess eco-friendly technological capabilities and expertise, thereby establishing a sustainable foundation for long-term growth.

[S4-5] DRB Green Procurement Policy

DRB Green Procurement Policy

DRB contributes to society by fulfilling corporate social responsibilities for environmental preservation and natural resource conservation through green procurement activities, and practices eco-friendly management and promotes sustainable growth by gradually increasing the scale of green procurement.

1. DRB performs green procurement activities under the corporate philosophy of honesty, sincerity, and trust.
2. DRB's green procurement activities consider eco-friendliness throughout the entire process including supply, transportation, and unloading. We prioritize eco-friendly products whenever possible.
3. DRB strongly recommends eco-friendly products (subsidiary materials, consumables, etc.) to strengthen environmental management activities.
4. DRB monitors green procurement performance and discovers eco-friendly products for company-wide application to reduce environmental risk and contribute to sustainable growth.
5. DRB leads green procurement activities including discovery and introduction of eco-friendly materials for sustainable environmental development.

2-3. Responsible Minerals Management

Certain minerals, including tin, tantalum, tungsten, gold, and cobalt, can cause human rights violations and environmental damage during extraction in conflict-affected regions. DRB prohibits the use of such unethical conflict minerals (3TG, cobalt, and others) and has established a conflict minerals management policy based on the Responsible Minerals Initiative (RMI) and the OECD Due Diligence Guidance, thereby implementing responsible sourcing across the entire supply chain.



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The management process begins with a survey of external suppliers’ conflict minerals status. DRB reviews whether external suppliers use conflict minerals through standard reports such as the CMRT, EMRT, and AMRT*, and encourages the external suppliers surveyed to submit the relevant documentation. Based on the documentation submitted, DRB verifies whether external suppliers trade with smelters certified under the Responsible Minerals Assurance Process (RMAP), and requests suppliers trading with non-certified smelters to transition to certified smelters. Where conflict minerals are still supplied from non-certified smelters, DRB requires the submission of a mid- to long-term improvement plan, proactively resolving conflict minerals management risks across the supply chain.

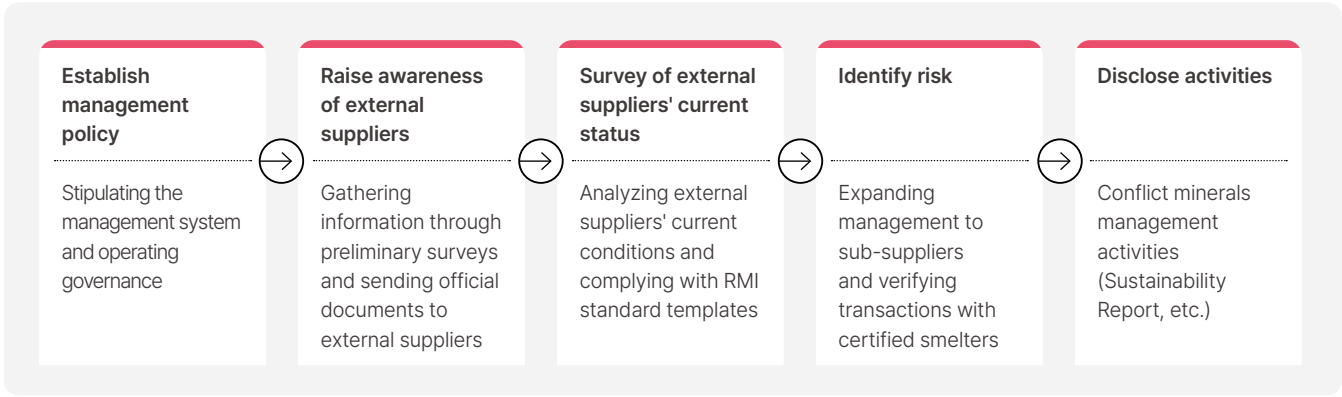
To strengthen the effectiveness of this management framework, DRB newly introduced the Letter of Commitment on Responsible Minerals in 2026, establishing a system to confirm external suppliers’ implementation of responsible minerals management in documented form and to monitor it on an ongoing basis. DRB also conducts training for key external suppliers covering the importance of conflict minerals management, related regulatory trends, and DRB’s management policy, supporting stakeholders across the supply chain in joining the effort to build a responsible minerals sourcing ecosystem.

* CMRT / EMRT / AMRT: Conflict / Extended / Additional Minerals Reporting Template

[S4-6] DRB Responsible Minerals List

Category	Minerals List
CMRT ver.6.6	Tantalum, tin, gold, tungsten
EMRT ver.2.11	Cobalt, copper, graphite, lithium, mica, nickel, aluminum, silver, chromium, iridium
AMRT ver.1.31	Platinum, palladium, rhodium, iron ore, zinc, manganese, titanium, ruthenium, osmium

[S4-7] DRB Conflict Minerals Management Process



2-4. Fair Trade Principles for External Suppliers

DRB adheres strictly to laws and principles governing subcontracting transactions to ensure fairness and establish a transparent trading culture. Through the Purchasing and Supply Management portal (PSM) system, we continuously distribute fair trade guidance to external suppliers and conduct regular fair trade training for procurement personnel to support equitable transaction practices.

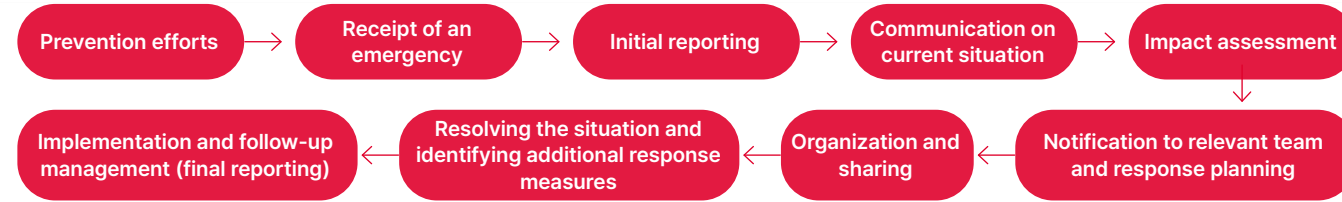
DRB has established a system through standard contracts to comply with mutual cooperation and subcontracting principles, and we consistently apply these principles when entering into agreements with new suppliers each year. In 2025, we completed a comprehensive update of all policies related to fair trade principles for external suppliers. Going forward, we plan to introduce and implement four key initiatives for fair trade and mutual growth, ensuring rigorous compliance with subcontracting fairness and legal requirements. On this foundation, DRB will establish a fair and reasonable trading culture and build sustainable transaction relationships.

2-5. Emergency Response

DRB has established an emergency response process to secure stability in the raw material supply chain in response to procurement challenges stemming from shifts in the international landscape. When an emergency occurs, we respond swiftly through a structured, stage-by-stage process: prevention activities, incident reception, initial reporting, situation dissemination, impact assessment, notification of relevant teams and exploration of response measures, situation consolidation and establishment of additional response measures, and implementation and post-management.

Emergency response is managed through continuous collaboration with the Global Procurement Council, enabling us to respond dynamically to various risk factors, including market volatility and supply disruptions. Response status is shared company-wide through monthly executive briefings. We also engage relevant departments to diversify raw material sourcing and have identified objectives and priorities related to African natural rubber development. Through these initiatives, we are establishing a raw material procurement system that remains resilient to unpredictable external variables.

[S4-8] Emergency Response Process





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[S4-9] Response Measures for Emergency Situations

Category	Emergency Situation	Response Measures
Natural Disasters (Uncontrollable)	Earthquakes, tsunamis, volcanic eruptions, floods	Rapid information sharing, verification of internal and supplier inventory and review of alternative materials, assessment of production plan adjustments
Natural Disasters (Controllable)	Monsoons, typhoons, extreme heat, severe cold, wildfires	Timely advance preparation [vendor inspections in preparation for disasters], request for additional inventory or agent inventory, response identical to uncontrollable natural disasters if they occur
International Circumstances	War, terrorism, trade disputes, pandemic outbreaks	Rapid information sharing, adjustment of safety stock levels and other procurement Risk Management measures
Internal Errors	Missing orders, demand forecasting errors, system failures, etc.	Rapid information sharing; securing expedited procurement routes and assessing production plan adjustments; thorough post-incident root cause analysis and corrective action implementation
Supplier Issues	Fire, supply disruption, defective products, delivery delays, etc.	Rapid information sharing; verification of internal and supplier inventory and review of alternative materials, assessment of expedited procurement options and emergency supply arrangements
Domestic Transportation	Freight union strikes, general labor federation strikes, etc.	Verification of strike scope (by region/industry participation), assessment of supplier logistics strike participation, adjustment of incoming volume during the relevant period, rapid information sharing
Overseas Transportation	Vessel capacity shortage, port closure, border closure	Identification of relevant materials and verification of inventory levels, confirmation of available supply routes (air, sea, rail, etc.), rapid information sharing

2-6. Mutual Cooperation

Strengthening the capabilities of external suppliers is a cornerstone of DRB's Mutual Cooperation Policy. We enable suppliers to build competitive strength through diverse support programs, including executive leadership training and Health and Safety training. At the external supplier selection stage, we prioritize local leading enterprises, women-owned businesses, and businesses owned by persons with disabilities, embedding the value of mutual cooperation throughout our procurement process.

DRB conducts annual supplier site visits in partnership with specialized institutions to assess and support external suppliers on quality, technology, supply stability, eco-friendly production systems, and fair trade practices aligned with our strategic direction. Upon initial registration, external suppliers execute the Ethics Pledge, Eco-Friendly Parts Supply Agreement, Quality Pledge, and Information Protection Pledge to formalize

our mutual cooperation principles. We plan to continually identify new external supplier support programs to build a sustainable Supply Chain Management and strengthen successful partnership relationships.

[S4-10] DRB Mutual Cooperation Policy

DRB Mutual Cooperation Policy

Under the management philosophy that 'competitiveness of suppliers contributes to DRB's growth', we promote mutual cooperation based on company core values and corporate citizenship to build a sustainable supply chain.

- (Expansion of Sustainable Management) To realize a sustainable society, DRB makes joint efforts in environmental protection, human rights protection, industrial safety, and compliance and ethical management with suppliers.
- (Practice of Ethical Procurement) DRB pursues fair trade starting from the initial contract- signing stage to the entire fulfillment stage to comply with the basics and principles of fair trade.
- (Enhanced Communication) DRB establishes a system to prevent and audit suppliers' grievances and unfair trade practices.
- (Expansion of a Shared Growth Culture) DRB provides various supports to enhance the competitiveness of external suppliers and manage potential risks.

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3. Supply Chain Risk Management

DRB's sustainability risk assessment management operates through five stages: risk analysis, written assessment, on-site assessment, improvement and monitoring, and capacity building support. We identify high-risk external suppliers based on assessment results, establish improvement measures, and continuously monitor implementation progress by supplier. DRB also provides education and consulting support to strengthen the sustainability management capabilities of external suppliers.

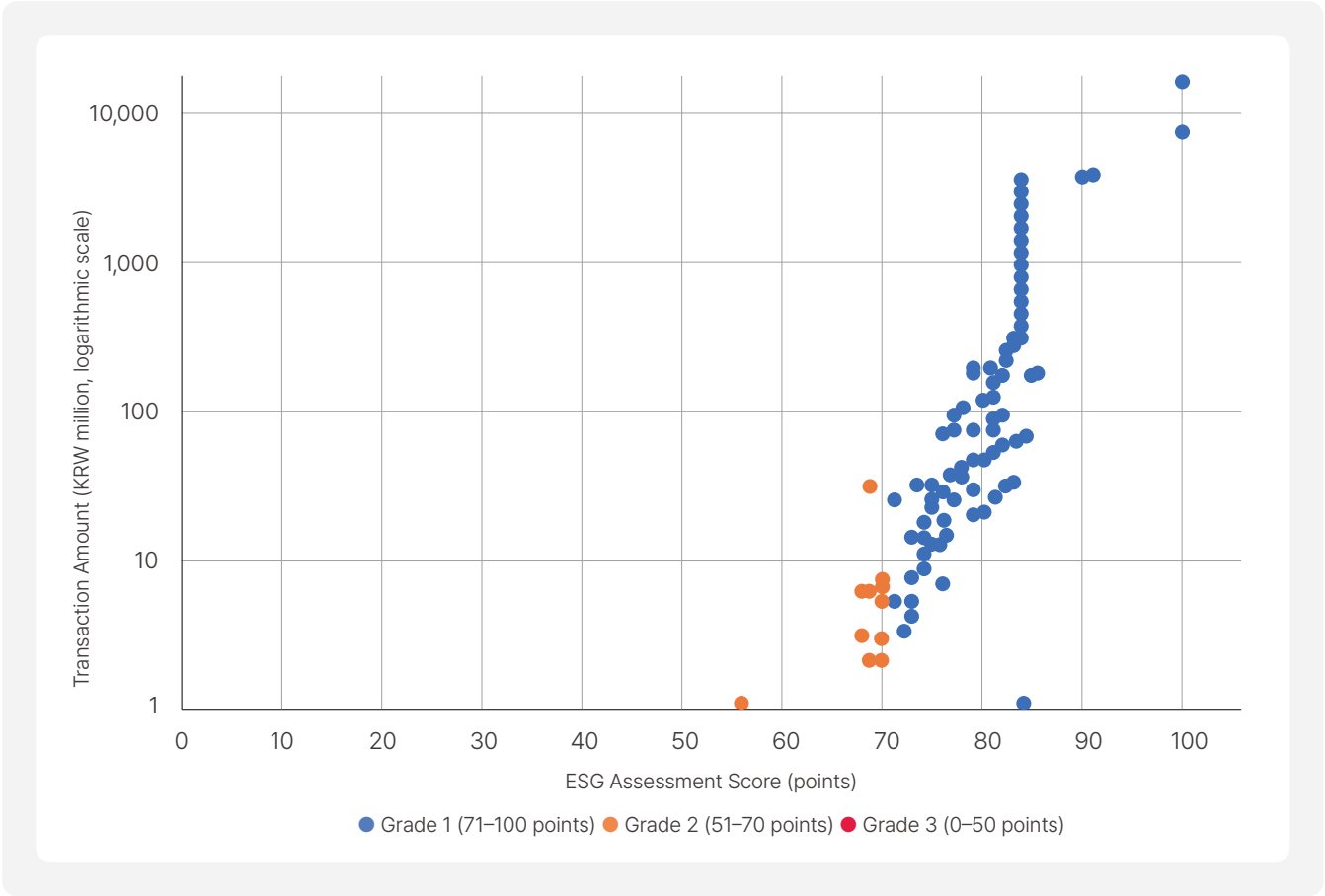
[S4-11] Supply Chain Sustainability Assessment Process

01	Risk Analysis	<ul style="list-style-type: none">ESG Risk Analysis by CountryProcurement Analysis: Transaction Scale, Frequency, and Critical Raw Materials
02	Written Assessment	<ul style="list-style-type: none">ESG Written Evaluation of Key external suppliersIdentification of High-Risk external suppliers Based on Written Assessment Results
03	On-Site Audit	<ul style="list-style-type: none">Identification of Improvement Measures Based on On-Site Inspection Results
04	Improvement and Monitoring	<ul style="list-style-type: none">Request for Improvement Plans from High-Risk external suppliers in Human Rights and Environmental AreasLong-Term Improvement Monitoring for High-Risk external suppliers from Previous Year
05	Capability Enhancement Support	<ul style="list-style-type: none">ESG Management Training and Consulting Support to Strengthen Capability of Under-Performing external suppliers

3-1. Risk Management Analysis

Prior to conducting supply chain sustainability risk assessments and due diligence, DRB analyzes risks that are anticipated or already occurring in its supply chain. This analysis is based on country-specific ESG risk profiles and procurement characteristics, including transaction volume and frequency, as well as critical raw materials and components.

[S4-12] Supply Chain: Transaction Volume and ESG Risk Assessment Results (Unit: KRW million)



*2025 DRB Industrial and DRB Automotive external suppliers basis (individual external supplier unit); transaction amount on logarithmic scale

3-2. Written Assessment

The first step in identifying sustainability risks among external suppliers is a written evaluation. DRB conducts a written assessment once annually using a 20-item questionnaire covering sustainability risk factors including environment, health and safety, and labor rights. Assessment results provide the foundation for identifying sustainability risks, selecting sites for on-site assessments, and classifying high-risk external suppliers.



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[S4-13] External Suppliers ESG Written Assessment Items

Area	Key Items
Environmental Management	<ul style="list-style-type: none">• Possession of environmental policies (regulations) and acquisition of environmental management system certifications such as ISO 14001• Measurement and management of Energy consumption, greenhouse gas emissions, and air Pollution emissions• Management of general and designated waste generation and chemical substance import/export information (Chemical Substance Registration and Evaluation Act/Chemicals Control Act)• Traceability management of Hazardous Substances in raw materials, parts, and products (REACH management)
Health and Safety	<ul style="list-style-type: none">• Possession of health and safety management regulations and manuals and acquisition of certifications such as ISO 45001• Designation of health and safety management responsibility and implementation of periodic inspection of working environments and safety equipment• Maintenance of statutory permits and qualifications for facility operations and implementation of health and safety training for employees
Labor and Human Rights	<ul style="list-style-type: none">• Possession of sustainable procurement policy and traceability management of conflict minerals in raw materials and parts• Establishment of ESG evaluation criteria for external suppliers, implementation of assessments, and fulfillment of improvement requirements
Sustainable Procurement	<ul style="list-style-type: none">• Possession of sustainable procurement policy and traceability management of conflict minerals in raw materials and parts• Establishment of ESG evaluation criteria for external suppliers, implementation of assessments, and fulfillment of improvement requirements• Establishment of emergency response scenarios and periodic conduct of training and education
Ethical Management	<ul style="list-style-type: none">• Possession of policies prohibiting unethical conduct such as bribery and improper transactions and operation of reporting channels
Information Protection	<ul style="list-style-type: none">• Possession of trade secrets, confidential information, and Personal Information Protection Policy (regulations)

[S4-14] 2025 External Suppliers ESG Written Assessment Results

Entity	Assessment Scope	Grade 1 (71–100 points)	Grade 2 (51–70 points)	Grade 3 (0–50 points)
DRB Industrial	99	89	10	0
DRB Automotive	56	53	3	0
DRB Qingdao	9	9	0	0
DRB Slovakia	8	8	0	0
DRB Vietnam	46	41	5	0

* Scope of external suppliers assessment: raw materials and equipment/mold external suppliers (agents excluded)
* Includes duplicate external suppliers across entities

3-3. On-Site Assessment

External suppliers whose written assessment responses are insufficient or for whom potential or actual sustainability risks have been identified are selected for on-site assessment. The on-site assessment is conducted through close collaboration between sustainability management and procurement organizations. Through supplier interviews, on-site assessment, and document reviews, external suppliers are evaluated for compliance with ethical standards, proper handling of waste and pollution, labor law-based management of working hours and wage payments, hazard assessments, and emergency response planning. We also verify consistency between on-site findings and previous written assessment responses to identify material risks. Following on-site assessments, we conduct in-depth analysis through additional data collection or telephone and email interviews when necessary. Assessment results are integrated with written assessment findings and shared with external suppliers and internal stakeholders. Through this process, DRB strengthens sustainable Supply Chain Management and maintains transparent communication with all stakeholders.

3-4. Improvement and Monitoring

DRB requests improvement plans from external suppliers identified as high-risk for human rights and environmental matters through written assessment and on-site due diligence. We monitor ongoing implementation of long-term improvement measures by high-risk external suppliers from the prior year. For suppliers classified as high-risk in regular assessments, we conduct on-site due diligence evaluations to identify specific risk factors and implement improvement procedures. We are also reviewing the expansion of incentive and penalty frameworks tied to future assessment outcomes.

3-5. Capacity Building Support

DRB provides training to Supply Chain Management personnel on global supply chain regulations (such as EUDR¹ and EU CSDDD²) and sustainability assessment of suppliers, deepening understanding of regulatory trends and assessment criteria. We also conduct ESG management capacity-building training for external suppliers to enhance their environmental, social, and governance operational capabilities. For external suppliers classified as high-risk, we deliver training tailored to their needs, such as quality and sustainability management, through on-site due diligence assessments. We actively introduce various support programs by material-sourcing country and regional governments to external suppliers and encourage participation. In 2026, we plan to operate external supplier ESG training as advanced education designed to address suppliers' specific needs. By providing in-depth, practical information that Supply Chain Management personnel and external suppliers can directly apply in their operations, we will continue to support capacity building to ensure external suppliers comply with global regulations and ESG standards.

1. EUDR : EU Deforestation Regulation
2. EU CSDDD : Corporate Sustainability Due Diligence Directive



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4. Supply Chain Management Activities

4-1. Mutual Growth

DRB operates various initiatives to foster sustainable mutual growth with external suppliers. To strengthen the capabilities of external supplier employees, we provide comprehensive support programs including executive leadership training and occupational health and safety training. Going forward, DRB plans to continuously identify and develop external supplier support programs to build a sustainable supply chain and establish successful mutual growth partnerships.

[S4-15] DRB External Supplier Support Program

Category	Content
Executive Leadership Training	• Training to strengthen management strategy and leadership capabilities for external supplier executives • Support for developing leadership competencies to respond flexibly to rapidly changing business environments
Health and Safety Training	• Regular health and safety training to prevent workplace accidents and create a safe working environment • Support to ensure external supplier employees recognize safety as the top priority within the workplace
Technical and Quality Management Training	• Training support to strengthen quality management systems and technical capabilities of external suppliers • Enhancement of overall product and service quality levels
ESG and Sustainability Management Training	• Training to strengthen corporate activities from a sustainability management (ESG) perspective • Support for building sustainability management systems and enhancing capabilities of external suppliers
Joint Research and Development (R&D) Collaboration Enhancement	• Promotion of product innovation and new technology development through joint research and development with external suppliers • Securing mutual competitive advantage in the market through enhanced technical competitiveness
Expansion of Customized Support Programs for External Suppliers	• Development of new customized support programs reflecting the characteristics and requirements of individual external suppliers • Strengthening practical and systematic support to meet the field needs of each supplier

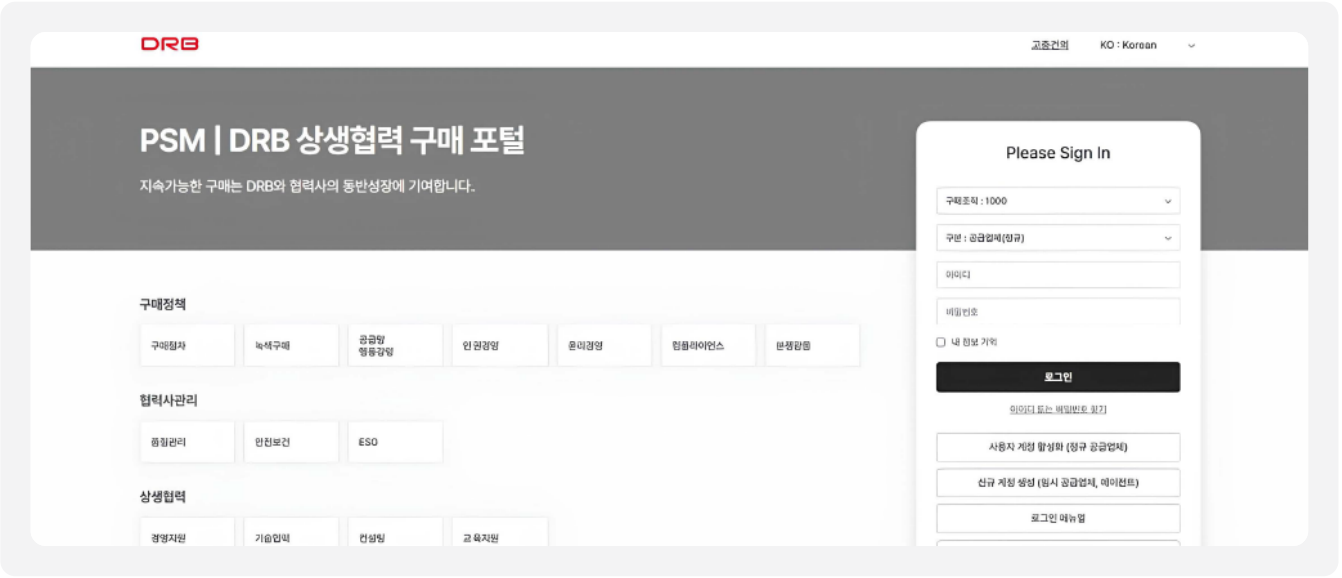
[S4-16] 2025 DRB External Suppliers Sustainability Management Capacity Building Training Status

Entity	External Suppliers	Training Method	Training Content
DRB Industrial	93	Online	Climate Change and ESG Disclosure, Carbon Neutrality, Biodiversity and ESG Management, Grievance Handling Mechanism, Serious Accidents Punishment Act, Compliance Management, Supply Chain ESG Due Diligence, Supplier Code of Conduct
DRB Automotive	32		
DRB Qingdao	30		
DRB Slovakia	12		
DRB Vietnam	32		

4-2. Strengthening Communication with External Suppliers

Communication channels with external suppliers are consolidated through the PSM system. The system provides real-time access to key information, including bidding, purchase order inquiries, inventory status, and procurement specifications. In addition, it functions as an emergency notification channel in the event of disasters or supply chain disruptions. Through the communication and grievance resolution channel within the system, external suppliers can freely raise concerns related to unfair trade practices or submit recommendations. All inquiries received are reviewed in consultation with relevant departments and resolved within seven days.

[S4-17] DRB Partner Cooperation and Procurement Portal



[S4-18] External Suppliers Communication (Grievance Handling)

Category	2023	2024	2025
Grievance Cases Received	3	1	0
Grievance Cases Resolved	3	1	0



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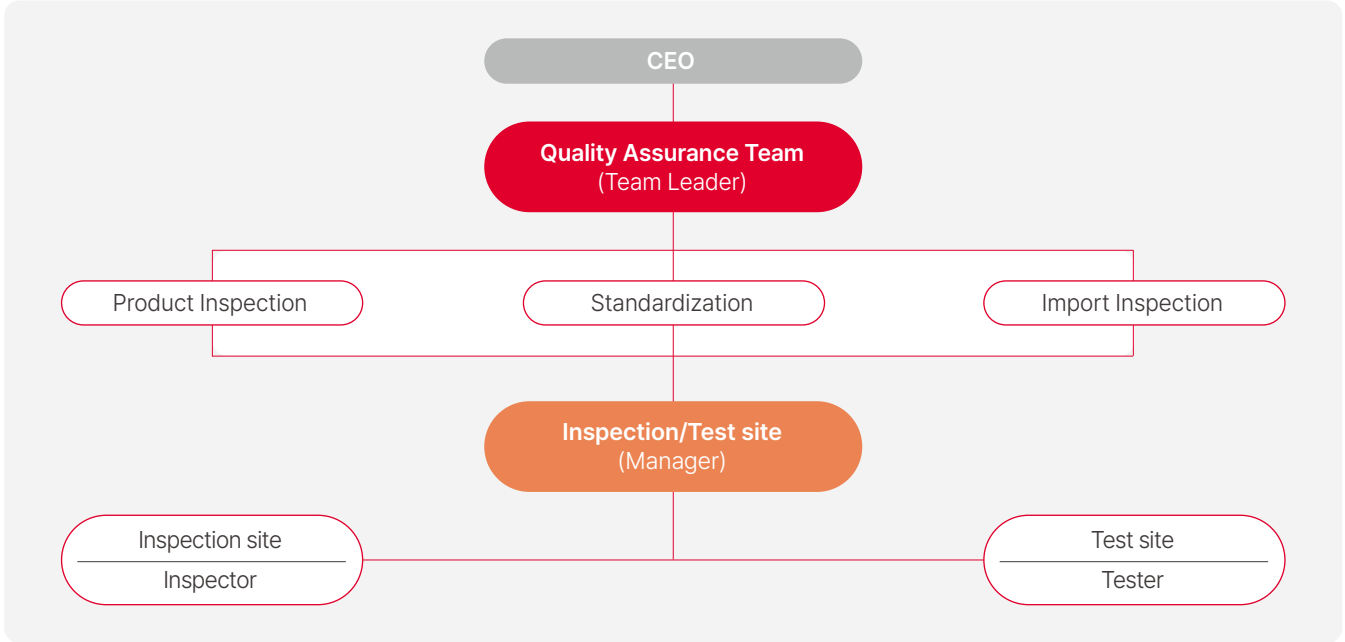
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1. Quality Management Governance

1-1. Quality Management System

DRB establishes quality management governance by operating quality management organizations that report directly to the CEO of each subsidiary. The quality management organization oversees target setting, quality planning and deployment, quality control, and improvement activities across each entity. The Company has built a data collection and analysis framework to support decision-making and drive quality performance improvement. Quality reliability is assured through multiple verification processes, including internal audits, external audits, and customer evaluations. Verification results are reported to the executive team and used to continuously strengthen the effectiveness and suitability of the quality management system.

[S5-1] DRB Quality Management Organization Chart



*DRB's subsidiaries maintain dedicated quality management organizations, and the CEO (or head of entity) serves as the management representative and periodically reviews quality management operations.

[S5-2] Quality Management Dedicated Organization Headcount by Major Subsidiary

Category	Unit	DRB	DRB	DRB	DRB	DRB
		Industrial	Automotive	Qingdao	Slovakia	Vietnam
Total Headcount	persons	36	37 ¹	57	44	96
• Management	persons	6	12	14	7	8
• Inspector	persons	22	7	32	33	67
• Tester	persons	8	4	11	4	21

1. DRB Automotive Quality Management Headcount: includes Claims (2 personnel), On-site Representatives (12 personnel)

1-2. Quality Review Meeting

DRB convenes regular Quality Review Meetings to respond to quality issues promptly and systematically. During these meetings, we review key quality indicators and current status, analyze quality problems in detail to understand their root causes and progression, and share findings across the organization. We apply a problem-solving process that links root cause analysis with corrective and preventive measures. Through this systematic approach, we strengthen our company-wide quality monitoring framework and advance continuous quality improvement.

1-3. External Supplier Quality Exchange Meeting

DRB convenes monthly External Supplier Quality Exchange Meetings to foster quality improvement awareness among external suppliers and encourage independent quality improvement activities. Through these meetings, we evaluate the actual management standards at external supplier sites, including compliance with work standards, product storage conditions, and equipment maintenance status. When areas for improvement are identified, we work with external suppliers to develop corrective measures and request prompt implementation. This collaborative approach supports external suppliers in establishing and maintaining quality standards autonomously.

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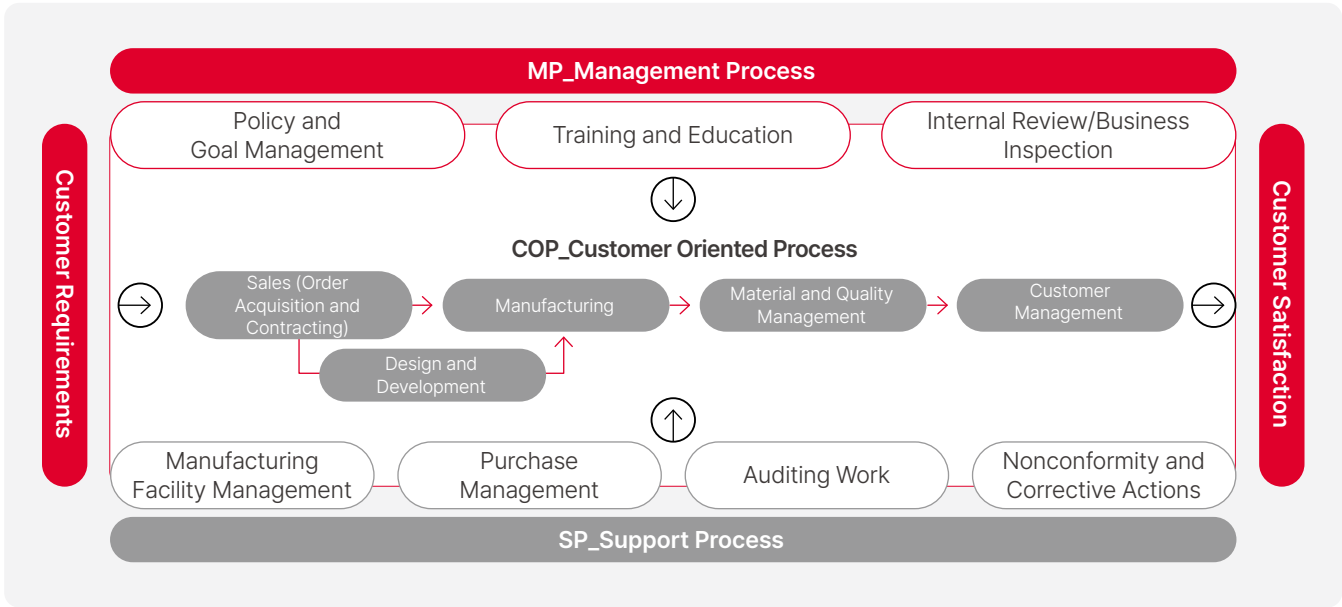
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2. Quality Management Strategy

2-1. Quality Management

DRB operates a proprietary quality management system grounded in the core values of Honesty·Integrity·Trust to lead the industrial rubber products and automotive components markets. We continue to strengthen company-wide quality capabilities while focusing on enhancing quality levels across the supply chain. To foster mutual growth with external suppliers, we are advancing our quality management assessment framework for external suppliers.

[S5-3] Quality Management Process



2-2. Global Quality Certifications

DRB operates a comprehensive inspection and testing management system covering raw materials, finished products, merchandise, and contract manufacturing to ensure consistent delivery of products meeting customer quality requirements. Based on the ISO 9001 international standard, we perform quality management across all processes, from incoming inspection through final product and reliability testing. To respond to the requirements of the global automotive industry, we have obtained and maintain IATF 16949 certification. Building on this foundation, we continuously advance our systems in process-centered operations, risk-based thinking, and Supply Chain Management.

We are also pursuing the establishment of a quality management system for business expansion into the aerospace sector. DRB Automotive newly acquired aerospace quality management system certification (KS Q 9100) in June 2025. DRB Industrial is pursuing KS Q 9100 certification to strengthen competitiveness in the aerospace sector and is systematically developing related processes and enhancing internal capabilities in stages.

DRB is raising company-wide quality capabilities based on the implementation of these global quality standards and the advancement of quality systems across our business entities.

[S5-4] ISO 9001 (Quality Management System) Certification Status

Corporation	Business Site	Certification Validity Period	Certification Scope
DRB Industrial	Busan Plant	2025.06.01. ~ 2028.05.31.	Design, development, and production of transmission belts, conveyor belts, plants, crawlers, industrial rubber products, civil and construction rubber products, and railway vehicle rubber products
DRB Automotive	Yangsan Plant	2025.09.02. ~ 2028.09.07.	Design, development, and manufacturing of elevator components (flat belts and others)
DRB Qingdao	Qingdao Plant	2025.12.01. ~ 2028.12.02.	Manufacturing of transmission belts (wrapped) and crawlers
DRB Vietnam	Vietnam Plant 1	2025.03.19. ~ 2028.03.18.	Manufacturing and sales of industrial rubber conveyor belts and crawlers
	Vietnam Plant 2	2025.03.19. ~ 2028.03.18.	Manufacturing and sales of industrial crawlers



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[S5-5] IATF 16949 (Automotive Industry Quality Management System) Certification Status

Legal Entity	Business Site	Certification Validity Period	Certification Scope
DRB Industrial	Busan Plant	2024.08.09. ~ 2027.08.08	Design and Manufacturing of Transmission Belts (Raw Edge Belts, V-Belts, Timing Belts)
DRB Automotive	Yangsan Plant	2024.05.29. ~ 2027.05.28	Design and Manufacturing of Weather Strips
DRB Qingdao	Qingdao Plant	2025.10.05. ~ 2028.10.04	Design and Manufacturing of Weather Strips
	Chongqing Plant	2024.07.23. ~ 2027.07.22	Design and Manufacturing of Rubber Sealing Strips and Rubber Engineering Plastic Sealing Strips
DRB Slovakia	Slovak Plant	2024.10.17. ~ 2027.10.16	Production of Automotive Rubber Products (Weather Strips)

[S5-6] KS Q 9100 (Aerospace Quality Management System) Certification Status

Legal Entity	Business Site	Certification Validity Period	Certification Scope
DRB Automotive	Yangsan Plant	2025.06.27. ~ 2028.06.26	Manufacturing of industrial non-vulcanized products (rubber and plastic)

3. Quality Management Activities

DRB operates a company-wide quality process built on global quality management system certifications. We implement management and support processes centered on customer requirements to advance stable product manufacturing and enhance customer satisfaction. Quality management activities are executed across five core areas: quality planning, quality control, external supplier quality management, quality training and infrastructure development, and customer satisfaction surveys. On this foundation, we conduct integrated quality assurance from prevention through close post-delivery follow-up, creating a comprehensive quality ecosystem.

[S5-7] Quality Planning

- Quality Management Strategy and KPI Operations to Realize Optimal Value
- Management System Enhancement Through Periodic Quality Management Diagnostics
- Global Management Systems Maintenance and Operations

[S5-8] Quality Management

- Preventive Quality Management through Product Expert Training Program
- Customer Service Activities: Visiting customer sites to identify needs and establish rapid improvement systems
- On-Site Quality Inspections: Identifying and addressing potential quality issues before product delivery
- Global Quality Management System (GQMS) Implementation

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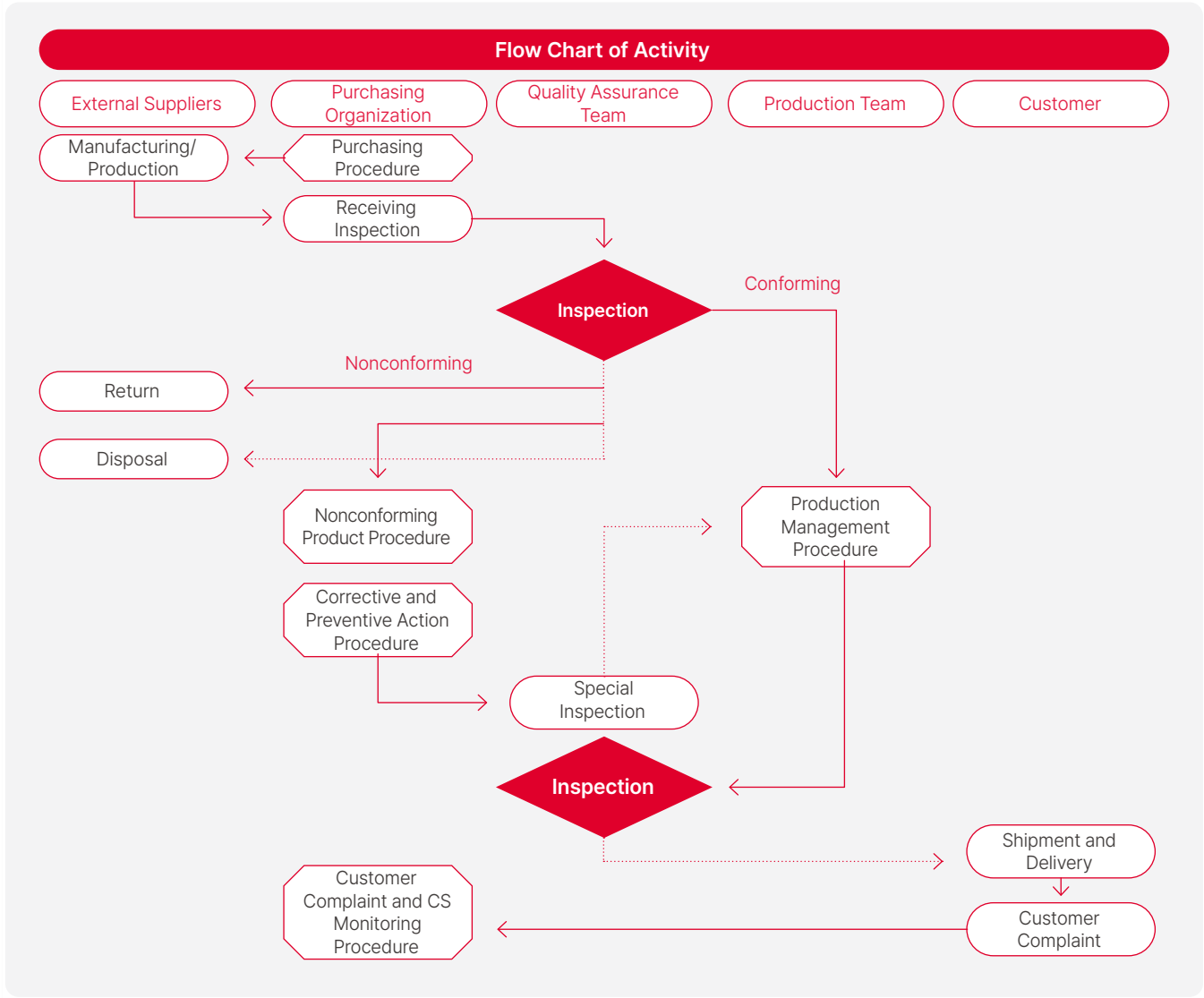
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S5. Product Safety and Quality

3-1. Quality Inspection

DRB conducts stage-by-stage inspections on all manufactured products, including incoming and product inspections, to strictly determine product conformance. Products identified as nonconforming undergo detailed analysis by the Quality Assurance Team. Based on identified root causes, we implement prompt corrective and preventive actions to prevent recurrence of quality issues. For nonconforming products that can be reworked or used without treatment, we consult with customers to determine final disposition in accordance with customer requirements.

[S5-9] Quality Inspection and Defect Evaluation Process



3-2. Quality Management System

DRB operates a Global Quality Management System (GQMS) to address quality issues across all business stages—development, production, sales, and after-sales service. Through GQMS, the Company registers and manages global quality issues and shares relevant information with overseas subsidiaries through an integrated company-wide management framework. To enhance data reliability and compatibility, we have deployed identical Mooney viscometers and rheometers across all global business sites and standardized test specifications, methods, and equipment company-wide. Based on this standardization, we execute company-wide problem response and continuous quality improvement.

To ensure effective field-level operation of integrated management, each subsidiary operates data-driven quality management systems in close coordination. DRB Industrial manages raw material incoming inspection, rubber compound testing, finished product physical properties and appearance inspection, and durability test results in real time through its DRB Quality Management System (DQMS), with transparent data sharing among relevant stakeholders. Internal quality issues such as annual product defects are reviewed and improvement measures developed through quality review meetings, while customer complaints are addressed and resolved through Occurrence Report (OR) meetings. DRB Automotive operates an identical Quality Management System (QMS) and conducts continuous real-time quality monitoring based on field data.



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3-3. Quality Management Training

DRB implements regular training programs to cultivate a quality-oriented culture across the organization and strengthen employee capabilities. We operate specialized programs—including quality engineer technical training and internal auditor development—by engaging in-house subject matter experts and external specialists. We also activate proposal systems and small-group activities to encourage all employees to participate in quality improvement, and we operate a professional certification support program, such as ISO 9001 auditor certification, to develop quality professionals who meet global standards. In 2025, DRB Automotive conducted quality guidance task force activities with external suppliers, reviewing management processes by supplier and continuously advancing supplier quality performance through periodic assessments.

[S5-10] Quality Training

Quality Training for External Suppliers	Quality Training and Infrastructure Development
<ul style="list-style-type: none">Component and Process Quality ManagementRoot Cause Analysis and ImprovementQuality Technology Training	<ul style="list-style-type: none">Development of QMS Experts and Internal AuditorsMaintenance of Standard Documentation System and Certified Quality Standards; Support for Certification Acquisition

[S5-11] DRB Automotive 2025 External Suppliers Qualitative Quality Guidance Task Force

Target	Activities
DRB Automotive External Suppliers	<ul style="list-style-type: none">Increasing external suppliers' capability levels through periodic assessmentsReviewing external suppliers' management processesImproving processes and verifying effectiveness to prevent inline defect recurrence

3-4. Customer Satisfaction Survey

DRB conducts regular customer satisfaction surveys to understand customer opinions and improvement needs regarding its products and services. Survey items cover product quality, technical capabilities, delivery performance, price, packaging condition, and corporate image. Analysis of survey results indicates that DRB received high ratings in delivery performance, quality, and reliability, with particular strength demonstrated in product quality. Price competitiveness was identified as an area requiring attention, as rising raw material costs and logistics risks have constrained performance in this segment. DRB integrates customer feedback into its business operations and implements improvement initiatives to strengthen areas of weakness.

[S5-12] Customer Satisfaction Survey

- Conducted across all completed projects in all business divisions
- Collection of client and partner feedback; analysis of customer satisfaction results
- Strengthened feedback by business division

[S5-13] Customer Satisfaction: Overall and Item-Specific Survey Results

Category	Overall	NPS	Quality	Technology	Delivery	Price	Packaging	Overall
Industrial Rubber Products Segment (DRB Industrial)	81.4	45	84.9	84.6	80.1	59.0	84.6	86.3
Automotive Components Segment (DRB Automotive)	82.9	54.8	84.7	83.9	85.1	77.4	81.5	81.2



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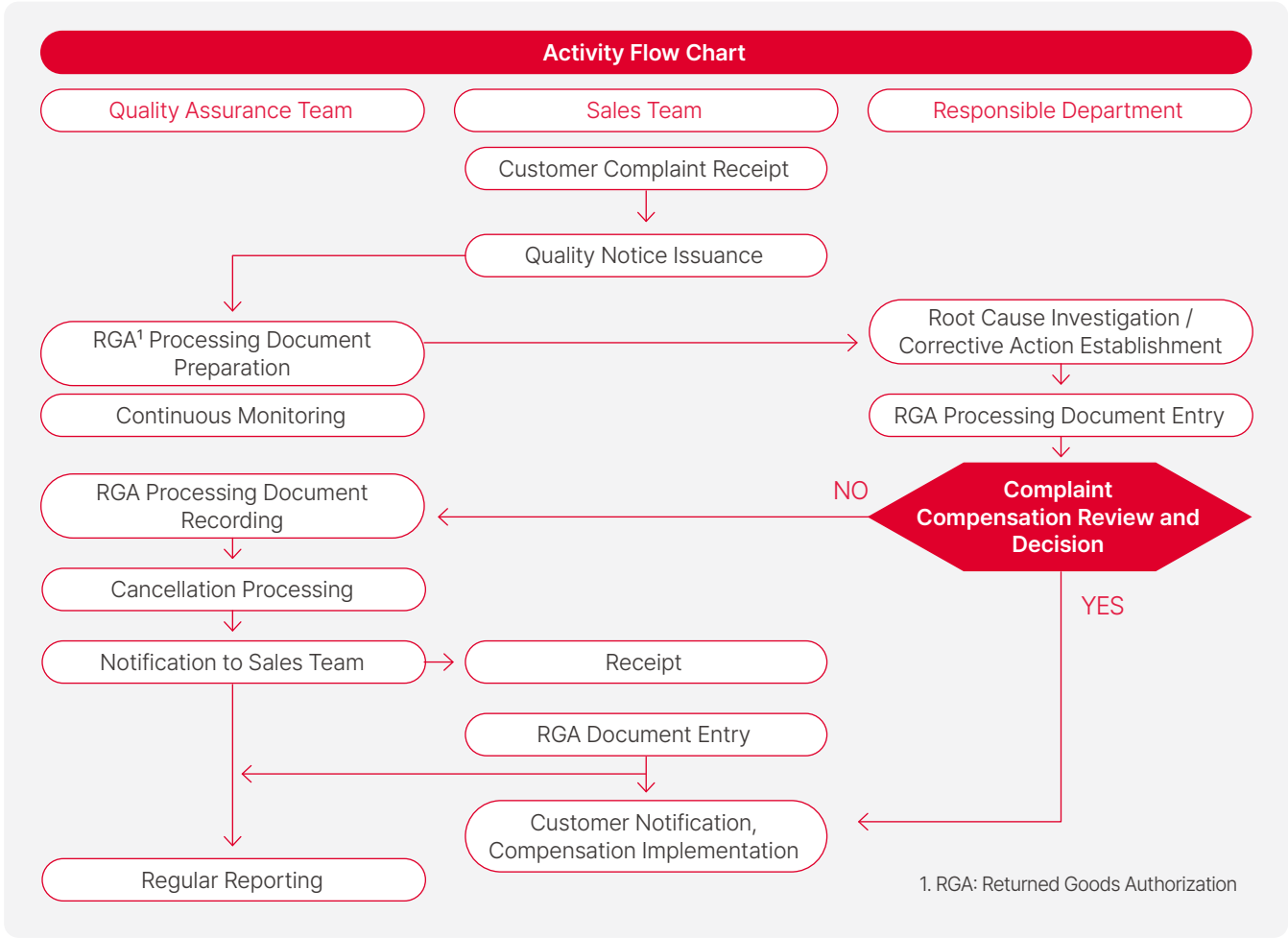
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3-5. Complaint Resolution

DRB operates a systematic customer complaint intake and resolution process to address customer concerns and feedback regarding products and services, and to prevent recurrence of similar issues. When customers submit feedback, relevant departments—including Sales, Research and Development, Quality Assurance, and Production—collaborate closely to respond promptly and resolve the issue. The process comprises three stages: rapid intake, thorough root cause analysis, and establishment of effective preventive measures. Through this coordinated response system, we maintain strong customer trust, proactively address quality concerns, and pursue continuous improvement.

[S5-14] Customer Complaint Receipt and Resolution Process



[S5-15] Customer Complaint Reception and Resolution¹

Category	2023	2024	2025
VOC Complaints Received	67	65	56
VOC Complaints Resolved	60	50	54

1. Management of Customer Requests in the Industrial Rubber Products Sector

3-6. Quality Improvement Activities for External Suppliers

DRB strengthens quality stability across its supply chain by conducting direct audits of external suppliers' production processes and supporting substantive process improvements. In 2025, DRB Industrial identified and resolved an issue involving foreign material detected in reinforcing fiber raw materials. Through detailed root-cause analysis, we developed measures to improve the filtration process conditions at external suppliers' facilities. Test results confirmed a meaningful reduction in foreign material content. This improvement was formally implemented in external suppliers' production processes, becoming a key example of strengthening supply chain quality reliability. We are committed to managing quality through ongoing monitoring and strict adherence to inspection standards.

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1. Information Security Governance

1-1. Information Security Framework

DRB establishes and operates a systematic information security governance framework to protect critical information assets and to comply thoroughly with applicable laws, regulations, and customers' security requirements. The scope of security management encompasses all employees, external suppliers, and visitors, as well as all systems and data assets held by the Company.

We implement systematic information protection activities grounded in internal security management regulations and operational guidelines. In accordance with the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act, we designate a Chief Information Security Officer (CISO) and a Chief Privacy Officer. These officers oversee information security framework operations, prevent information leakage, and protect personal information.

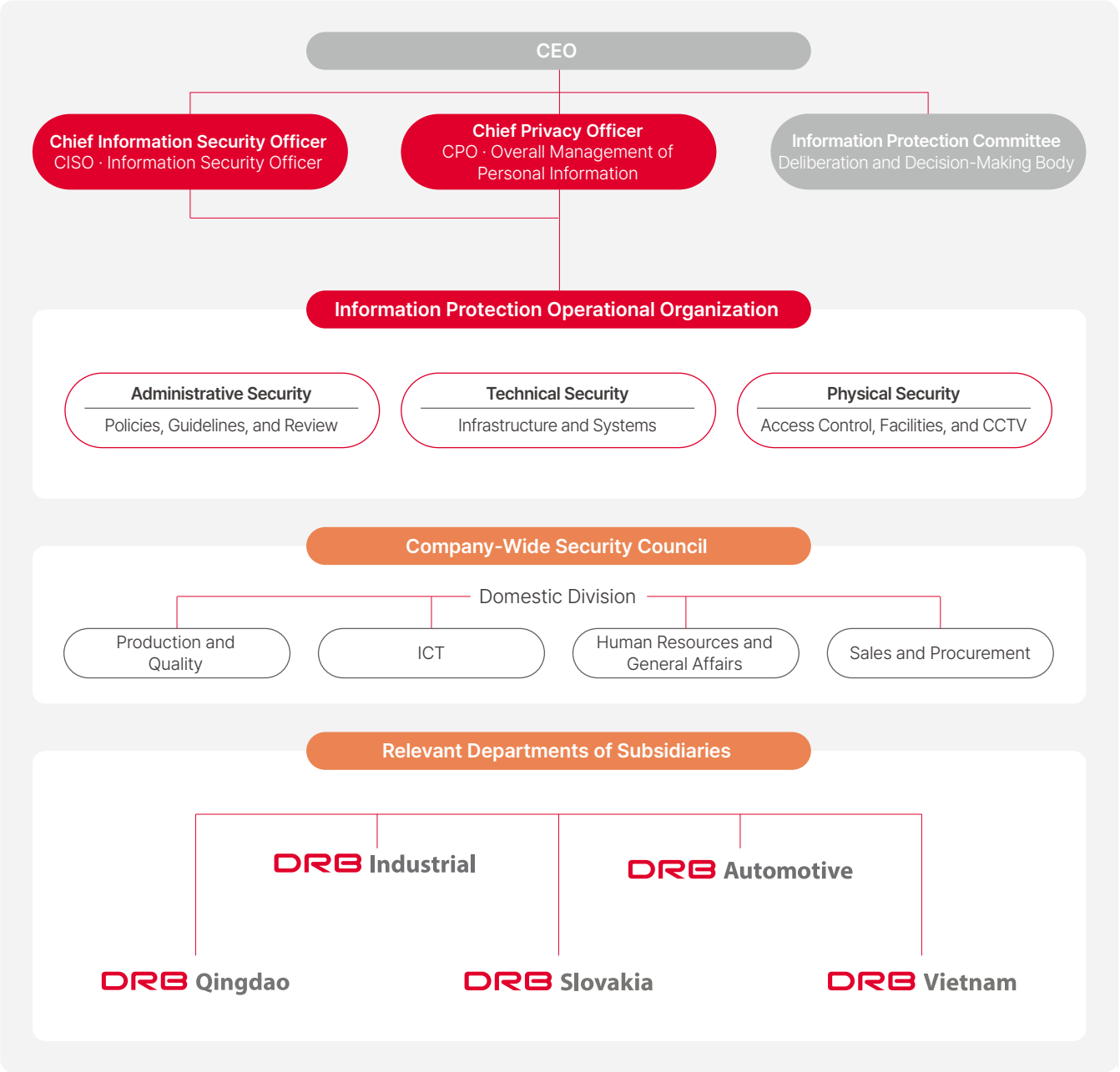
Security Council

DRB operates a Security Council composed of relevant department managers to strengthen enterprise-wide security execution. The Security Council is chaired by the head of Business Management Division, with Team Leaders from key departments—Production, Equipment Technology, Research, and Business Support—serving as members. The Council deliberates and resolves material security matters, including the establishment of in-house security policies, security clearance review for external visitors, and the designation and revocation of protected areas. Decisions made through the Council are immediately incorporated into meeting minutes and procedures, ensuring systematic enterprise-wide implementation.

Enterprise-Wide Security Organization

The enterprise-wide security organization operates under the head of Business Management Division as the overall security officer and comprises administrative security personnel, physical security personnel, and technical security personnel organized by functional area, along with team security personnel assigned within each department. Operating under authority delegated by the CEO, the overall security officer finalizes enterprise-wide security policies and provides overall direction and supervision. At the operational level, administrative security personnel establish security policies, manage regulatory compliance, coordinate company-wide security training, and develop audit plans. Physical security personnel manage restricted area designation, access control, and visitor management. Technical security personnel oversee information system security management, address infrastructure vulnerabilities, and respond to security incidents. Team security personnel within each department closely manage document security and training implementation, strengthening information protection standards across the enterprise.

[S6-1] DRB Information Security Organization





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2. Information Security Strategy

2-1. Information Security Objectives and Strategy

DRB is building an intelligent cybersecurity framework to establish a secure and sustainable digital work environment. We are pursuing enterprise-wide initiatives to position security as a core operational foundation that supports corporate growth, moving beyond its traditional role as a risk management tool.

DRB Information Security Vision, Objectives, and Strategy

DRB has established six strategic pillars to achieve its vision of building an advanced cybersecurity framework. We systematically execute detailed initiatives aligned with these strategic priorities.

[S6-2] DRB Information Security Vision, Goals, and Strategy

VISION	Establishment of an intelligent Cybersecurity framework that supports a secure and sustainable digital work environment, grounded in integrated visibility and security metrics across all domains—IT, OT, Cloud, and AI
GOAL	Development of an AI-based security strategy to realize DRB's sustainable growth and protection of enterprise value
STRATEGY	Visibility – Secure company-wide security visibility Control – Strengthen Zero Trust-based access controls Automation – AI-driven threat detection and automated response Security Capability – Strengthen security capabilities through a dedicated organization Security Scoring – Apply risk management based on security metrics Governance & Compliance – Establish security governance grounded in international standards

DRB Information Security Roadmap

DRB has established and is executing a systematic Information Security Roadmap structured across short-term, medium-term, and long-term phases. This roadmap enables the Company to respond proactively to the rapidly evolving digital environment and emerging cybersecurity threats.

[S6-3] DRB Information Security Roadmap

Short Term	Medium Term	Long Term
Asset and AI Visibility Establishment & Security Operating Foundation Development	Core Defense System Enhancement & AI Security Control Execution	AI-Based Intelligent Threat Response System Implementation & Company-Wide 'Zero Trust' Implementation
Information Asset Modernization Production Network (OT) Access Control Status Analysis Security Log Visibility Establishment AI Asset Identification & AI Security Policy Development	Production Network (OT) Separation and Access Control Enhancement AI-Based Threat Detection and Response System Strengthening Security Risk-Based Operating System Implementation (Security Portal) AI Security Policy Execution & LLM Control Enhancement	AI-Based Intelligent Threat Detection and Automated Response system Implementation Zero Trust-Based Intelligent Access Control Data Protection System Enhancement (Database Encryption + DLP) AI-Based Data Governance Framework Development

2-2. Personal Information Protection Policy

DRB discloses its Personal Information Protection Guideline to ensure that all stakeholders, including customers, clearly understand the Company's Personal Information Protection Policy. Through this disclosure, we provide specific guidance on the purposes of personal information collection, the methods of use, and procedures for destruction. We continuously monitor amendments and enactments of relevant laws and regulations, including the Personal Information Protection Act, and plan to comprehensively revise company-wide information protection policies by 2026 to proactively respond to the evolving regulatory environment. Going forward, DRB will continuously advance its internal management systems to strengthen personal information protection standards and ensure that stakeholders' information is processed securely.

[S6-4] Personal Information Protection Policy

DRB discloses its Personal Information Protection Guideline to enable stakeholders, including customers, to understand our Personal Information Protection Policy with full transparency. Through this disclosure, we provide clear guidance on how personal information is collected, how it is used, and how it is deleted. We actively monitor amendments to the Personal Information Protection Act and other applicable regulations, conducting continuous reviews and updates to ensure our personal information processing policies remain in compliance with legal requirements. We maintain our commitment to advancing proactive measures for personal information protection.



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2-3. Information Security Guidelines

DRB has established Information Security Guidelines that all employees must follow to proactively respond to cyber threats and strengthen information security awareness. These guidelines cover fundamental security practices, ranging from password management and email security to data backup and power management. We emphasize ongoing promotion and implementation of these essential security standards across the organization. Through training and targeted guidance, we are creating a practical information security environment where employees can actively detect and respond to security threats.

[S6-5] DRB Information Security Guidelines

- Set passwords to a minimum of 8 characters combining letters, numbers, and special characters; change them regularly
- Use two-factor authentication (mobile phone login verification) when using Teams and email
- Use only licensed software
- Never open emails from unknown senders
- Make routine data backup and storage a practice for critical information
- Maintain desk organization (do not store notebooks or confidential documents on desks)
- Power computers on and off once daily; turn off power when computers are not in use
- Verify file extensions when opening documents (pptx, xlsx, docx, etc.)
- Decrypt only documents necessary for business purposes
- Turn off computers before leaving the office

2-4. Integrated Security Management Framework

DRB operates an integrated security management framework that systematically connects administrative, physical, and technical security measures to strengthen company-wide information security and ensure business stability.

From an administrative security perspective, we establish organization-wide security standards and reinforce the management foundation for information security through security policy development and revision, establishment of security classification systems, and operation of internal security councils. In physical security, we implement strict access control measures—including designated protected areas, access management, and confidential document handling—to safeguard critical company assets and information. We apply rigorous identity verification and advance approval procedures for external visitors to minimize physical security risks. For technical security, we deploy advanced defense systems across all information

technology infrastructure used by employees—including email, internet, and mobile devices. Through multiple technical measures such as data loss prevention, malware detection and blocking, and system access controls, we respond proactively and effectively to evolving cyber threats.

To verify the effectiveness of our integrated security management framework, DRB conducted a proactive security assessment. Through this assessment, we precisely identified exposed information assets and potential vulnerabilities. We completed thorough remediation of identified vulnerabilities by concentrating internal and external security expertise. As part of these efforts, in December 2025 we enhanced document security encryption methods to improve user convenience while strengthening security standards. We implemented a system that automatically monitors usage patterns during document decryption and regularly transmits results to administrators. We established a mechanism that immediately notifies administrators of anomalous activities—such as excessive usage or large-file decryption—further enhancing security. Additionally, we are preparing to deploy an integrated security monitoring system to consolidate existing security solutions into a unified security control platform.

Through this integrated security framework, DRB strengthens company-wide information security and continuously builds security capabilities to maintain stakeholder trust.

[S6-6] Information Security Management by Security Domain





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[S6-7] Security Framework Enhancement Activities

Administrative	Security Committee Operations	Establishment of security policies, review of security classifications, designation of protected areas, and conduct of other security-related meetings
Physical	Visitor Access Control to Secure Areas	Implementation of pre-approval system for external visitors
	Document Security	Assignment of management numbers to confidential documents and periodic inspections
Technical	Email Security	Company-wide email distribution to employees and malicious email simulation training Individual management of sensitive and critical information emails through password protection or document encryption Implementation of security systems to prevent hacking, malware, and payment fraud attempts
Technical	Mobile Device and Internet Security	Prohibition of company information storage on personal mobile devices and blocking of unauthorized access and external connections Operation of pre-approval process for FTP and web storage to prevent information leakage

2-5. Information Asset Management System

DRB operates a systematic information asset management framework to ensure the secure use and stewardship of business software and IT equipment.

Regarding software management, we strictly observe intellectual property rights and deploy only licensed software across the organization. Installation and use of unauthorized and illegal software are prohibited. Unauthorized software installation on employees' computing devices is prevented through systematic technical controls, and company-wide security programs and antivirus software are continuously maintained through automatic updates and regular inspections to ensure current security standards at all times.

We also maintain rigorous security controls for hardware and personal computing equipment. Personal computing devices such as laptops and external storage media are generally restricted from workplace use. Exceptions are permitted only when business necessity requires it, following strict prior approval procedures. When IT equipment reaches end of life or is disposed of, we comply with designated technical security deletion methods such as Low Level Format to ensure complete data elimination, thereby preventing information leakage risks at the source.

2-6. Information Security Risk Management

Assessment of Information Security Operations Level

DRB measures and evaluates IT system service levels monthly to ensure efficient operation of information

systems and reliable IT service delivery. Service level assessment is calculated as the sum of converted scores derived by applying weighted factors to evaluation scores for each key management indicator. Each management indicator is assigned differential weighting based on the importance of the relevant item, establishing a systematic approach that ensures quantitative and objective evaluation. This assessment framework promotes efficient utilization of IT resources and serves as a foundation for swift and accurate decision-making by executives. Through this systematic approach, DRB continuously manages IT service quality.

[S6-8] DRB Information Security System and Information Security Service Performance Metrics

	Information Security System Assessment	Information Security Service Assessment
Availability Management	1. Server Equipment Uptime 2. Security Equipment Uptime 3. Storage Uptime 4. Network Equipment Uptime 5. VM Uptime 6. Hyper-V Uptime	1. Groupware Uptime 2. File Server Uptime 3. ERP Uptime 4. MES (POP) Uptime 5. PLM Uptime
Fault Management	1. Average Monthly Downtime per Equipment 2. Average Monthly Downtime per Business Process 3. Fault Root Cause Identification Rate 4. Number of Fault Recovery Time Limit Exceeded Cases 5. Number of Duplicate Faults 6. Number of Security Breach Incidents 7. Total Number of Faults	1. Groupware Average Monthly Downtime 2. File Server Average Monthly Downtime 3. SAP Average Monthly Downtime 4. MES (POP) Average Monthly Downtime 5. PLM Average Monthly Downtime
Operations Management	1. Intrusion Detection Rate 2. Firewall Security Policy Compliance Rate 3. Security Violation Cases 4. Backup Success Rate 5. Change Request Target Time Compliance Rate 6. Change Implementation Success Rate 7. Change Procedure Compliance Rate 8. Periodic Preventive Inspection Execution Rate 9. Service Desk Satisfaction 10. Service Desk Response Rate	

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Information Breach Response Framework

DRB has established and maintains proactive breach incident response guidelines and processes to strengthen information security capabilities. Building on this foundation, we operate a continuous process that enables swift detection and response to incidents. Through an integrated log repository, we efficiently collect, process, and store security logs generated across multiple servers, communications equipment, firewalls, and other infrastructure. This data-driven management approach enables us to respond proactively to increasing log volumes while strengthening the stability and reliability of our information security environment. We continue to invest in expanding repository capacity and improving processing speed, and we enhance security management effectiveness by ensuring the accuracy and integrity of log data. Additionally, we operate a 24-hour security monitoring system to prevent breach incidents proactively and maintain a real-time response capability that enables immediate detection and response when anomalies are identified.

We have also systematically established and operate security procedures across all stages of network system management—from asset introduction and configuration through operation to decommissioning. We conduct regular reviews and corrective measures for critical security items including account management, access controls, encryption, and password policies. We simultaneously operate detailed protective measures such as blocking malicious sites, controlling wireless communications, and securing internet telephony.

To respond proactively to potential security threats, we operate a security reporting channel through which employees can internally report anomalies and suspicious cases. We encourage all employees to actively participate in security risk monitoring as part of their daily work and strengthen company-wide security awareness.

[S6-9] Information Disclosure and Information Security Violation Management Status

Category		2023	2024	2025
Information Disclosure and Security Violations	Total Information Disclosure	0	0	0
	Total Information Security Violations	0	0	0
	Personal Identification Information Disclosure	0	0	0
	Customer Information Protection Regulations	0	0	0
	Information Security Violation Fines	0	0	0

[S6-10] Information Disclosure Reporting Channel (DRB Cyber Audit Department)



Disaster Recovery Management

DRB has established and operates a systematic disaster recovery (DR) strategy to protect information assets and data and ensure business continuity in unexpected emergency situations arising from natural disasters, system failures, or similar events. This policy aims to develop optimal recovery strategies by comprehensively analyzing the quantitative and qualitative impacts of business interruptions—including financial losses, productivity declines, and erosion of stakeholder trust.

The incident response procedure classifies system disasters into four levels based on impact and urgency: Level 1 (Critical), Level 2 (High), Level 3 (Medium), and Level 4 (Low). Upon a disaster, we have established an emergency reporting system requiring immediate notification to the Chief Information Security Officer (CISO) within 10 minutes. We then proceed to restore normal operations swiftly by following predefined Emergency Recovery and Normalization processes. To strengthen functional response coordination across the organization, we operate an Emergency Response Team comprising system, network, and Business Recovery Team members, along with supporting departments.

DRB defines in advance the recovery priority and Recovery Time Objective (RTO) for critical information systems, clarifying response responsibilities by scenario. This ensures that systematic measures can be executed without confusion during actual emergencies. To secure global business continuity, we designate the headquarters data center as the disaster recovery hub for overseas production subsidiaries. By implementing redundancy for critical data and establishing a remote recovery system, we ensure global-level business continuity spanning both the headquarters and overseas entities.



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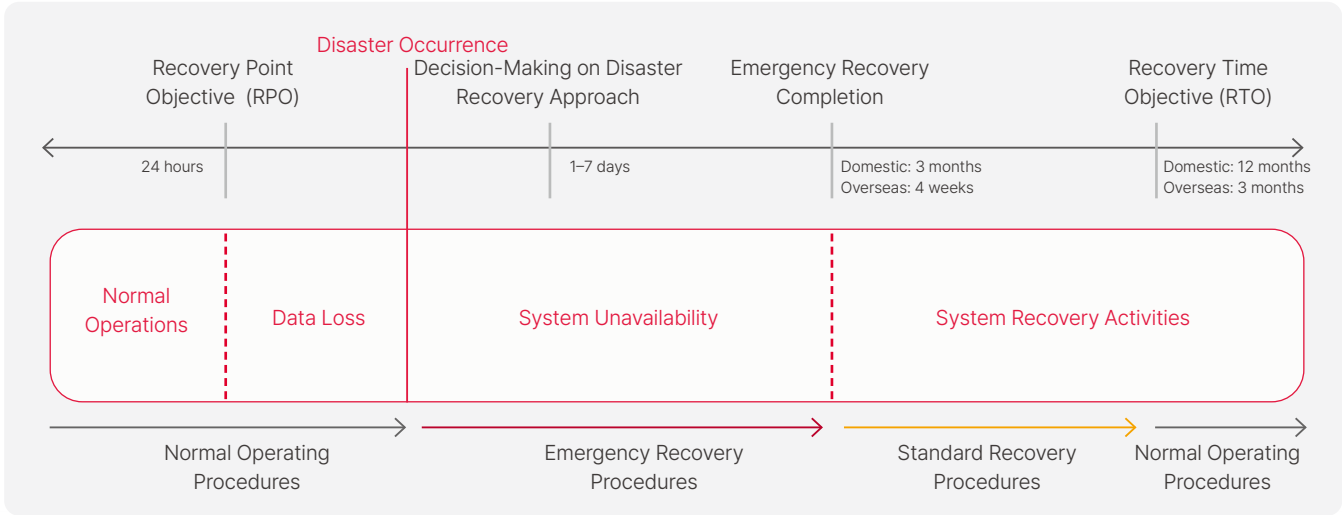
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[S6-11] DRB Information System Disaster Recovery Process



[S6-12] DRB Disaster Recovery Organization: Structure and Roles

Category		Activities	Responsible Department
Management Organization	Emergency Response Team	<ul style="list-style-type: none">Highest-level deliberation body for emergency measuresIdentification of disaster statusDecision on disaster recovery system switchoverVerification of service restart/Data center recovery	Team Leader
	System Recovery Team	<ul style="list-style-type: none">Identification of disaster cause and estimated recovery timePreparation and execution of disaster recovery system switchoverAssessment of data center damage/Development of recovery measuresSystem monitoring after switchover	ICT Support Team
Technical Organization	Network Recovery Team	<ul style="list-style-type: none">Communication network switchover and monitoringAssessment of data center damage/Development of recovery measures	ICT Support Team
	Business Recovery Team	<ul style="list-style-type: none">Verification of disaster recovery system operabilityIdentification and reporting of available/unavailable operationsVerification of lost data and application functionalityResponse to exceptional situations	ICT Support Team Relevant Team

Category		Activities	Responsible Department
Support Organization	Support Department	<ul style="list-style-type: none">Systematic external communication and promotional activitiesProcurement and authorization of emergency supplies and required resourcesProcurement of necessary personnel for recovery and personnel management measures	Business Administration Division
	external suppliers	<ul style="list-style-type: none">Supply of resources and technical support necessary for system maintenance and recovery	external suppliers

3. Information Security Activities

3-1. Security Training

DRB establishes a systematic training plan each year to strengthen employees' ability to implement information protection practices and delivers customized security training to all employees. The training program operates through a dual-track structure: regular and ad-hoc sessions. Regular training for all office staff is currently conducted once annually; however, to respond proactively to evolving security environments and strengthen company-wide security awareness, we plan to significantly expand regular training to two to three times per year beginning in 2027. Additionally, ad-hoc training is provided for new hires, temporary workers, and promoted employees, offering diverse learning methods including in-person and online sessions as well as self-directed learning, tailored to each participant's profile and role.

To enhance training effectiveness, all training records are managed centrally by the information security management department. Completion of training requires employees to execute the Information Protection Pledge and a Security Incident Liability Pledge, fostering accountability and responsibility for security practices. In parallel, we provide Personal Information Protection Act compliance training to ensure all employees clearly understand and practice the Personal Information Protection Guideline. Furthermore, we conduct information security campaigns each month through email and internal bulletin boards, cultivating an organizational culture in which employees naturally integrate security practices into their daily work.

[S6-13] 2025 Information Security Training Operations

Category	Unit	DRB Holding	DRB Industrial	DRB Automotive
Total Training Hours	hours	112	196	80
Number of Participants	persons	112	196	80
Training Hours per Person	hours	1	1	1



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3-2. Security Day

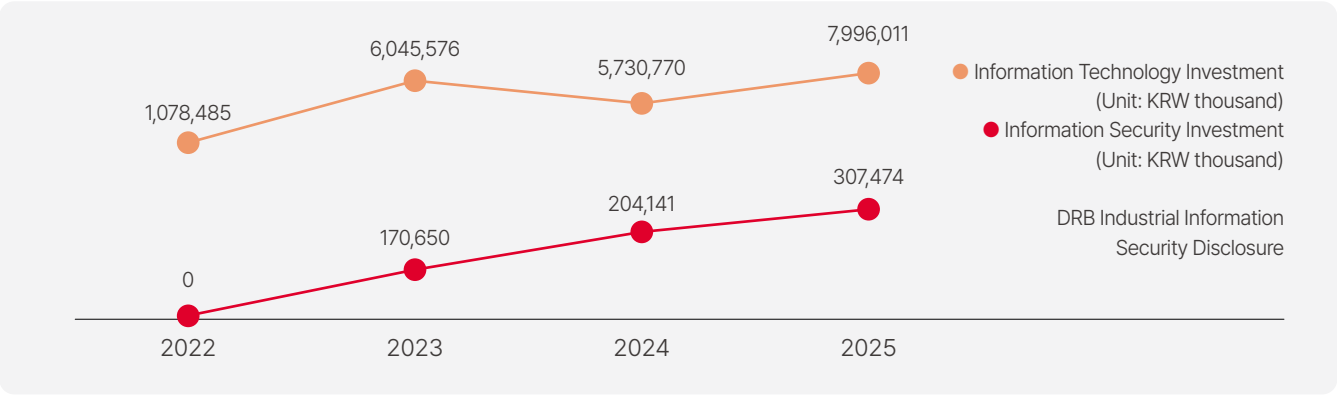
DRB operates Security Day four times annually to embed security awareness among employees and minimize security risks in daily operations. On Security Day, the Company conducts company-wide security inspections and launches various campaigns that encourage employees to naturally acquire and practice security measures.

On Security Day, security policy materials are distributed and awareness-building videos are screened. Simultaneously, departments conduct independent security reviews. Each department inspects classified document management, verifies the functionality of security equipment, and proactively identifies and addresses latent security vulnerabilities within the work environment. Employees also review their individual workspaces—organizing desks and files, disposing of unnecessary documents and digital files, and verifying the proper classification and storage of confidential materials. Through these routine practices, security practice becomes habitual and a sound security culture takes root throughout the organization. We will continue to expand voluntary employee participation in security initiatives and strengthen ongoing training and inspection activities to establish a comprehensive security culture across the Company.

3-3. Information Security Disclosure

DRB Industrial discloses information on internet user protection activities, information security investments and staffing, and certification, assessment, and inspection records annually through the Comprehensive Portal for Information Security Disclosure operated by KISA, in accordance with the information security disclosure mandate system effective since 2022. To ensure accuracy and reliability of disclosed information, we conduct preliminary reviews through third-party specialized institutions, fulfilling legal requirements and strengthening transparency in information security management.

[S6-14] DRB Industrial Information Security Investment



3-4. Information Security Risk Management Activities

Security Threat Assessment

In November 2025, signs of unauthorized external access attempts were detected on the production development server at Yangsan. In response, DRB conducted an immediate security threat assessment across all production servers at Yangsan and Busan. The assessment included detailed analysis of database logs and objects, system artifacts, firewall logs, and internal and external access control status. Based on the findings, we implemented immediate remediation measures and recommendations, including removal of malicious CLR, enhancement of database configuration, and strengthening of database access controls. These actions secured visibility into threats across the production network management servers and mitigated potential risks.



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1. Social Contribution Governance

1-1. Social Contribution Framework

DRB operates a dedicated social contribution team to systematically create social value. The organization manages the entire process from strategy development through project planning, implementation, and performance management. It proactively identifies the issues and needs of local communities and, based on these findings, develops and implements location-customized key agendas. DRB measures the social outcomes and impact of its initiatives using both quantitative and qualitative indicators, identifies improvement areas, and feeds these back into the following year's initiatives. Through this cycle, DRB continuously strengthens the effectiveness of its social contribution activities.

[S7-1] DRB Social Contribution Council

DRB has established a collaborative governance framework with diverse external partners, including public institutions, welfare organizations, research institutions, nonprofit organizations, and corporations. Through these partnerships, DRB strengthens solidarity with local communities and builds a sustainable social contribution ecosystem in which diverse stakeholders actively engage.

2. Social Contribution Strategy

2-1. Social Contribution Policy

DRB pursues a sustainable future where corporate growth and societal advancement occur in tandem, guided by the vision "Better Together, Better Tomorrow." We embed environmental protection, local community development, future talent cultivation, and the promotion of the next generation's well-being as core values of our social responsibility, integrating these throughout our business operations and creating long-term value together with stakeholders. We also actively align our activities with the United Nations Sustainable Development Goals (SDGs), a shared global objective.

Our social contribution initiatives extend beyond one-time or charitable support, advancing through a creating shared value (CSV) perspective that addresses communities' substantive challenges. We operate customized programs reflecting regional characteristics and priorities, and maximize social impact through partnerships with diverse stakeholders—including government agencies, nonprofit organizations, research institutions, and companies—leveraging our social contribution platform, "Campus D," as a strategic hub.

[S7-2] DRB Core Initiatives and Implementation Strategy

Community Coexistence	Environmental Protection	Talent Development	Human Rights Protection and Health Promotion	Expanding Communication and Participation
Strengthening Community-Focused Support Activities	Achieving Carbon Neutrality and Preserving Ecological Ecosystems	Talent Development	Addressing Social Issues	Promoting Voluntary Sharing Culture
Implementation Tasks				
<ul style="list-style-type: none">Support for Economic RevitalizationSupport for Culture and Arts (Education)Local Revitalization FestivalsOperation of Social Contribution Council	<ul style="list-style-type: none">Biodiversity ActivitiesRenewable Energy EducationRecycling Campaign SupportClimate Action Support Activities	<ul style="list-style-type: none">Support for Creative Talent DevelopmentSupport for Science Talent DevelopmentSupport for Technology Talent DevelopmentSupport for Global Talent Development	<ul style="list-style-type: none">(Human Rights) Support for Socially Disadvantaged Groups(Health) Activities for Mental and Physical Well-being(Safety) Safety ImplementationManual Operations	<ul style="list-style-type: none">Employee Volunteer ActivitiesSupport for Volunteer Network ActivationSupport for Volunteer Capacity BuildingSupport for Volunteer Activity SpacesOperation of Communication Channels for Vulnerable Populations



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[S7-3] DRB Social Contribution Charter

DRB Social Contribution Charter	
DRB recognizes that the realization of a sustainable society through eco-friendliness, coexistence and mutual growth with local communities, global talent development, and the pursuit of happiness for future generations is an important role for corporate citizens. We aim to create a sustainable society by joining the global effort to achieve the UN SDGs (Sustainable Development Goals).	
1. Active Social Contribution	DRB recognizes social contribution (corporate citizenship) activities as the basic role of corporate management and strives to fulfill our social responsibilities as a corporate citizen.
2. Global Environmental Protection	DRB strives for sustainable safety of local community and global environmental protection.
3. Community Contribution	DRB contributes to the quality-of-life improvement of local community by performing CSR activities (corporate social responsibility) demonstrating our professional capabilities.
4. Cultivation of Human Resources	DRB contributes to building an enriched and healthy society by providing learning opportunities without discrimination and making efforts for future generations.
5. Needs-Based Contribution	DRB takes the lead in CSR activities which are customized based on community needs using our CSR platform (Campus D) and network.
6. Continued Effort Promise	DRB will devote our attention to the sustainable CSR activities in a continuous and good way rather than a temporal social contribution activity.

2-2. Contribution Framework

DRB strengthens the operational foundation of its social contribution activities and incorporates the evaluation framework of the CSR in the Community program—jointly administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare—into its social contribution operations to ensure objective performance management. Based on this framework, DRB manages the entire process from strategy development through program implementation, performance evaluation, and improvement according to consistent criteria, thereby enhancing program effectiveness and transparency.

On the basis of this operational framework, DRB Holding was selected as a recognized company in the CSR in the Community program for 2024 and 2025. Going forward, we will continue to advance our social contribution operational processes and systematically manage program outcomes to strengthen the foundation for social contribution that creates substantive change in local communities.

1. CSR in the Community: A system recognizing and acknowledging businesses and institutions that have established partnerships with nonprofit organizations and engaged in steady social contribution activities in the local communities. The program promotes social value and addresses social challenges through coordinated collaboration among residents, nonprofit organizations, local governments, and government, thereby contributing to the development of a social contribution ecosystem.

2-3. Social Contribution Objectives

DRB pursues social contribution initiatives grounded in Community Collective Impact (CCI), working with diverse stakeholders to identify core community priorities and implement programs to address them in local communities. The Company has established a collaborative network with corporations, government agencies, social welfare institutions, research organizations, educational institutions, and non-profit organizations, defining shared roles and objectives while operating social contribution programs tailored to local contexts.

We are also expanding employees' voluntary participation and continuously strengthening our collaboration foundations with local communities, thereby building a social contribution ecosystem in which diverse stakeholders engage together in addressing social challenges. Moving forward, DRB plans to create sustainable social value through partnerships with local communities and expand the foundation for shared growth where all stakeholders thrive together.

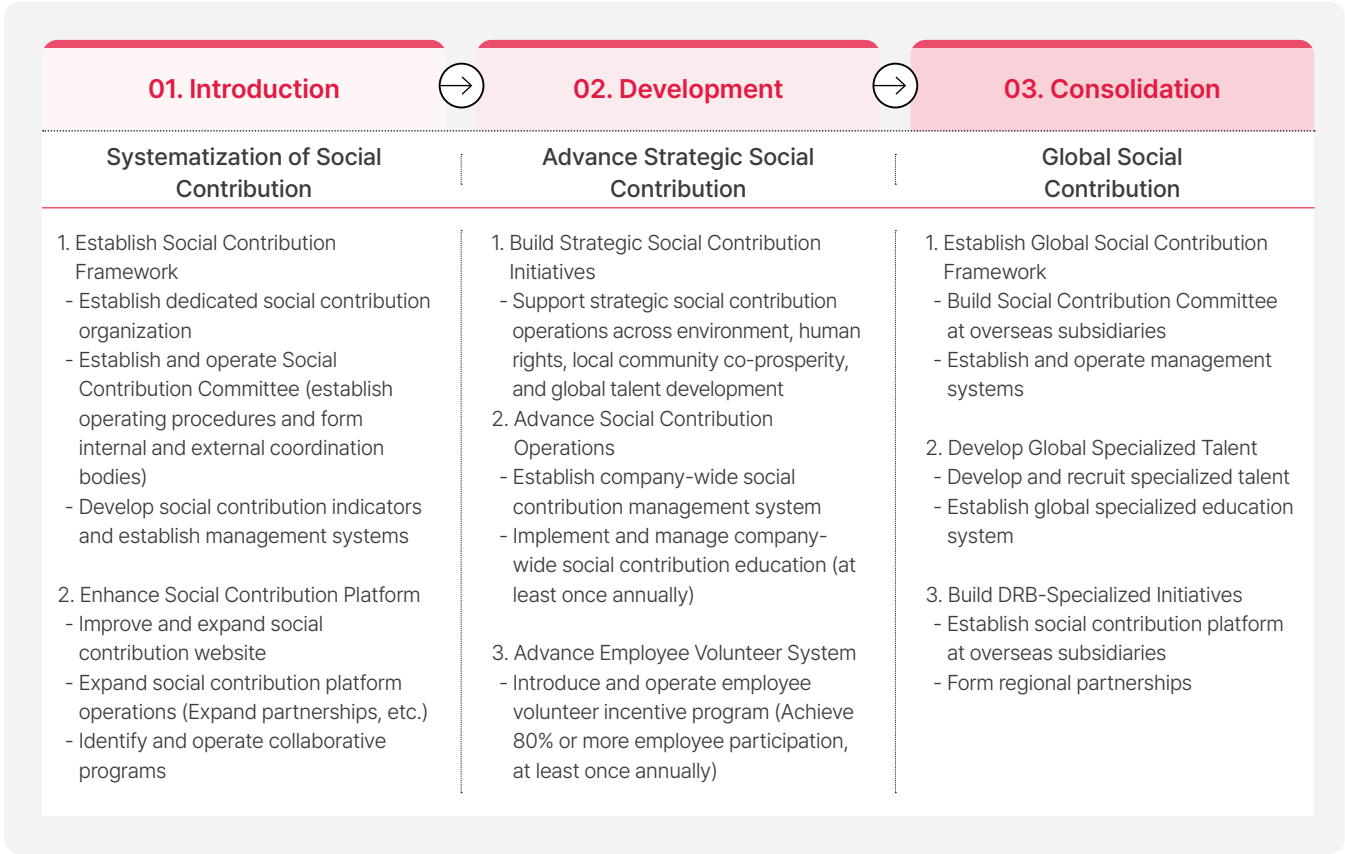
[S7-4] DRB Social Contribution Targets

01	02	03
Addressing Community Issues Through Community Collective Impact Partnership Development	Advancing Activities for ESG Management Implementation	Contributing to the Local Communities Through Employees' Awareness Transformation and Volunteer Participation
To address complex community issues, we establish partnerships grounded in collective impact principles with diverse stakeholders. Under shared objectives, we develop concrete and measurable performance indicators and phased roadmaps to concentrate our resources on tangible problem-solving.	We actively advance carbon reduction initiatives aligned with the UN SDGs, including energy conservation, recycling, and Biodiversity preservation in response to climate crisis. Furthermore, we continue to develop health management and work-life balance improvement programs for our employees, thereby practicing ESG management that considers both environment and people.	Through internal education, we enhance employee awareness of social contribution and encourage voluntary participation in volunteer activities in partnership with relevant organizations to address community issues. Additionally, we will pursue the introduction of effective reward systems such as volunteer incentives to encourage active employee engagement and establish a mature culture of sharing.

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[S7-5] DRB Social Contribution Roadmap



3. Social Contribution Activities

3-1. Priority Social Contribution Programs

In 2025, DRB implemented diverse social contribution programs centered on community co-prosperity, environmental protection, future talent development, human rights protection and health promotion, and expanded communication and participation. The Company creates social value through these initiatives in partnership with local communities.

Based on the Community Needs Assessment conducted in 2024, we identified key local communities priorities and developed social contribution programs that reflect local needs. We established the Geumjeong-gu Regional Coexistence Council, bringing together local enterprises, social welfare organizations, and social welfare research institutions to discuss local communities issues and collaborate on joint initiatives.

We operate the Doran Doran Support Program for Isolated Middle-Aged Adults to prevent social isolation and foster relationship-building among single-person middle-aged households, and the Kimchi Sharing Program to support vulnerable populations. These programs contribute to community care and strengthen a culture of sharing. In collaboration with Save the Children, we implement the Stepping Seed Support Program for Children in Care, which supports self-reliance development and builds future capabilities for children in care.

Educational and environmental activities for future generations have expanded steadily. We operate the Climate Crisis Special Program for Youth During School Breaks to deepen understanding of climate crisis and sustainability. The DRB Impact Challenge, a university student social contribution idea competition, provides young people with opportunities to directly address community challenges.

Moving forward, DRB will continue to expand social contribution programs that respond to local communities needs and priorities, working in close partnership with local communities. We will pursue social contribution activities that generate meaningful change in local communities through collaboration with diverse stakeholders.



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[S7-6] DRB Overseas Subsidiaries Social Contribution Activities

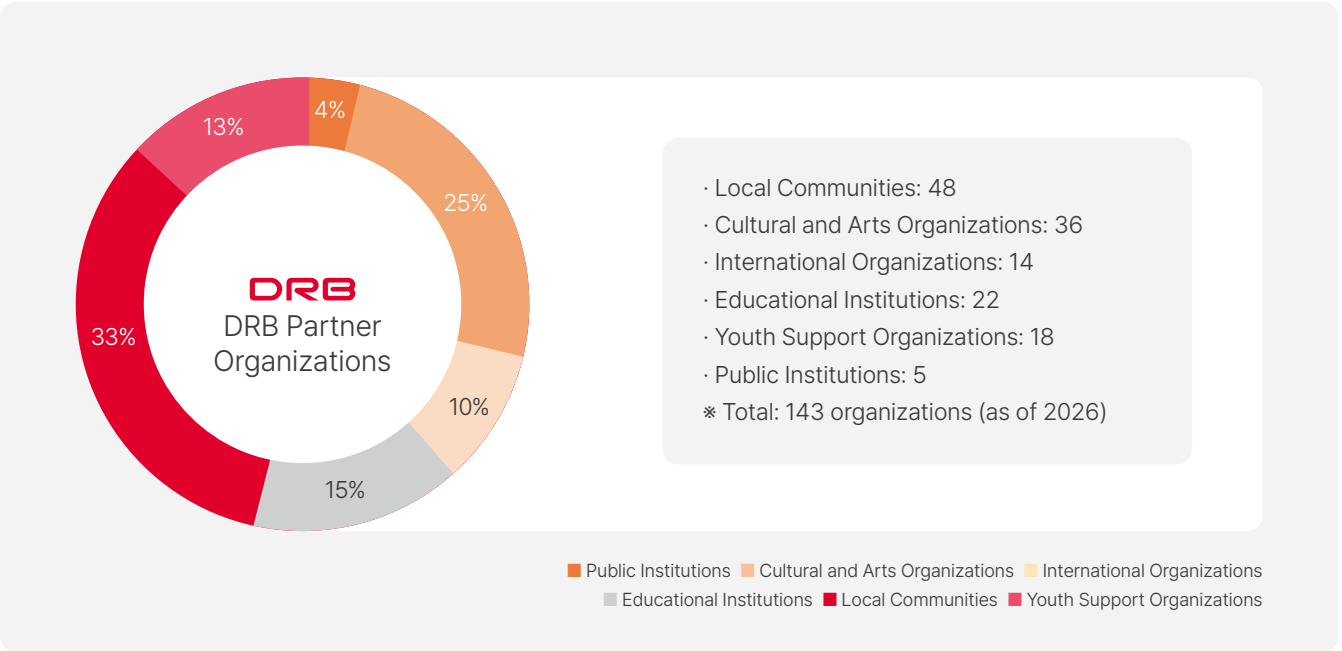
Subsidiary	Activity Name	Period	Key Content	Beneficiaries	Budget
DRB Qingdao	Support for Multicultural Family Exchange Activities	June 2025	DRB facility tour and leisure activity support at culture center	Elementary and middle school students in the region	¥4,176
	Blood Donation Campaign	March 2025	Support for regional blood donation activities	Local residents	-
	Donation of Goods to Children in Care Facilities	May 2025	Provision of children's sports equipment	Children in the region	240€
DRB Slovakia	Interaction and Support for Elderly at Care Facilities	June 2025	Nursing Home Visit and Exchange Activities	Local residents	122€
	Donation of Supplies to Children's Care Facilities	June 2025	Children's Books and Toys Donation	Children in the region	-
	Elementary School Volunteer Activities	July 2025	School Environment Improvement Activities	Children in the region	110€
	Donation of School Supplies to Vulnerable Children	August 2025	School Supplies Sharing Activities for Children	Children in the region	100€
	Rainbow in My Heart	September 2025	Support for Children and Adults with Emotional and Physical Disabilities	Local residents	450€
	Red Cross Sponsorship	February 2026	Blanket Donation for Children	Children in the region	-
	Support for Binh Duong KOCHAM Charitable Activities	November 2025	Binh Duong Communities Support	Local residents	20,000,000 VND
DRB Vietnam	Binh Duong KOCHAM Scholarship	December 2025	Scholarship Support	Thu Dau Mot University Students	20,000,000 VND

3-2. Social Contribution Network

DRB continuously expands its collaborative foundation with diverse stakeholders to maximize the expertise and effectiveness of its social contribution activities. The Company has established organic partnerships with government and public institutions, local welfare organizations, research institutions, nonprofit organizations (NGOs), international organizations, and social enterprises. By combining the specialized capabilities of each organization, DRB actively participates in addressing complex local communities’ challenges.

In particular, in 2025, DRB established the Geumjeong-gu Regional Coexistence Council by joining forces with local businesses and specialized welfare and research institutions. Through this platform, we jointly identify key regional agendas and proactively plan and implement multi-stakeholder collaborative projects. Building on continuous communication with local communities and robust networking, we sustain mutual cooperation throughout the entire process—from program planning and implementation to performance management. Moving forward, we plan to enhance the sustainability of our social contribution activities and create tangible value that addresses the needs of local communities, grounded in this solid collaborative governance framework.

[S7-7] DRB Social Contribution Network





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3-3. DRB Social Contribution Platform Campus D

Campus D was established in 1995 to commemorate the 50th anniversary of DRB Industrial's founding and serve as a welfare and education space for our employees and local communities. In 2017, on the occasion of the 100th birthday of founder Chairman Gochon Kim Do-Geun, Campus D underwent a significant evolution. Transcending its role as a physical space, it was repositioned as DRB's core Social Contribution Platform and entered a new phase of development. Operating from Seoul and Busan as principal hubs, Campus D now functions as an active communication center with local communities, contributing to improved quality of life for local residents and sustainable mutual growth.

Campus D operates as an educational and cultural infrastructure supporting multifaceted development of future generations—children, youth, and young adults. The facility provides diverse spaces open to the public, including Gochon Hall (performance venue), forum spaces, and rehearsal studios, creating opportunities for learning, creative expression, and community exchange. Campus D has also established robust partnerships with youth startups, social enterprises, nonprofits (NGOs), and cultural arts organizations through residency, co-residence, and collaborative arrangements. These partnerships generate community-centered social impact and foster a sustainable cooperation ecosystem. DRB will continue to enhance Campus D as an open Social Contribution Platform that grows alongside local communities, steadily expanding its role and social value.

[S7-8] Campus D Seoul and Busan

Campus D is an educational and cultural space for DRB, its employees, their families, and local communities to grow together.



Campus D Seoul

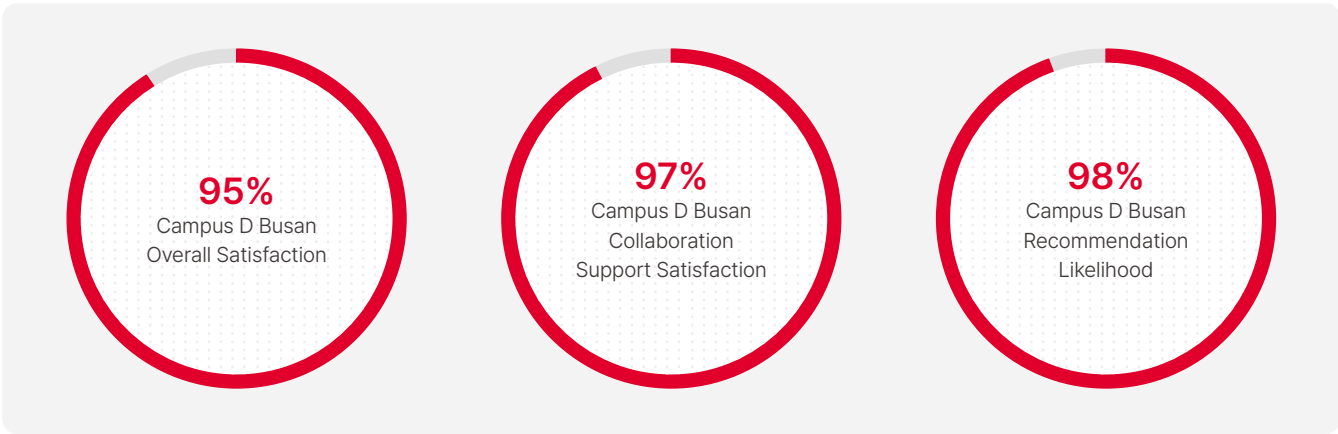


Campus D Busan

In 2025, a user satisfaction survey of Campus D Busan, DRB's Social Contribution Platform, found that 95% of respondents rated their overall experience as "satisfied" or higher. The satisfaction score for partnership and operational support reached 97%, demonstrating the establishment of stable and systematic collaboration infrastructure. In addition, 98% of all respondents indicated they would actively recommend Campus D to others.

This quantitative performance reflects Campus D's success in building strong trust with local communities and partner organizations. On this foundation, DRB continues to strengthen Campus D's value and position as a core Social Contribution Platform that drives mutual prosperity with local communities.

[S7-9] Social Contribution Platform Campus D User





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4. Social Contribution Performance

4-1. Social Contribution Performance Management System

DRB designs and operates social contribution initiatives based on the Theory of Change, applying a systematic logic model structured around Input–Activity–Output–Outcome–Impact. This framework enables us to rigorously manage every phase of our programs and establish clear objectives and expected outcomes for each initiative. Beyond short-term outputs, we conduct comprehensive assessments that integrate long-term social value creation and fundamental change.

We gather quantitative data—including budget allocation, beneficiary scale, and program execution results—alongside satisfaction surveys and detailed feedback from program participants and partner organizations. This multidimensional approach allows us to thoroughly evaluate program effectiveness and stakeholder satisfaction. Findings from each evaluation are immediately incorporated into the planning and implementation processes for the following year. Through this integration of quantitative and qualitative social impact analysis, we have established a virtuous cycle of performance management, continuously advancing program outcomes and systematically addressing improvement priorities.

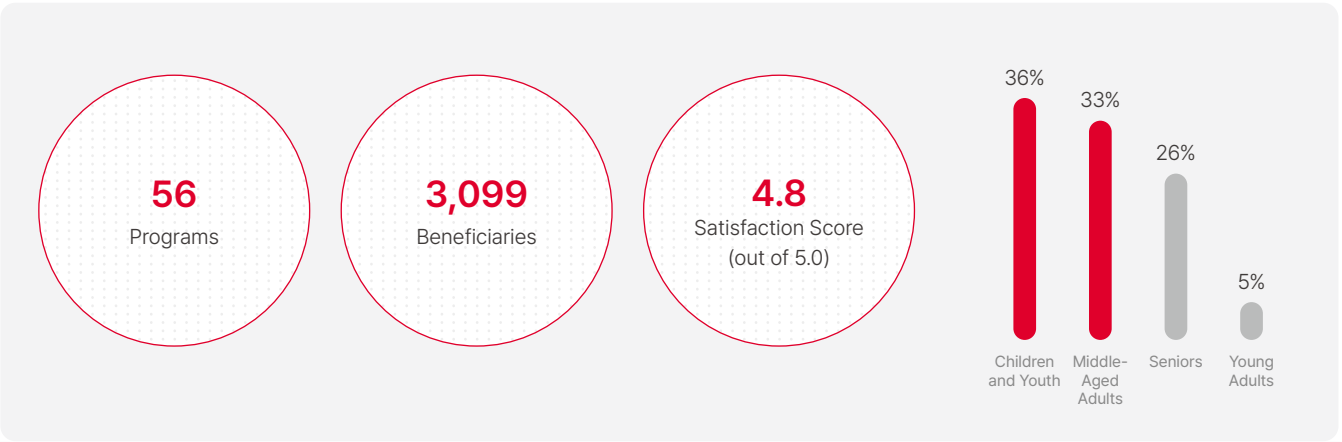
4-2. Social Contribution Operations and Performance

In 2025, DRB expanded its engagement with local communities through diverse social contribution programs. The company operated 56 programs throughout the year, with 3,099 stakeholders participating in efforts to address community issues and advance social value creation. A satisfaction survey conducted following program completion recorded an average score of 4.8 out of 5.0, reflecting strong participant satisfaction and positive feedback.

Based on these operational results, DRB was recognized as a certified company for two consecutive years—2024 and 2025—under the CSR in the Community initiative, jointly administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. This recognition reflects the sustained operation of DRB's social contribution framework and its ongoing engagement activities with local communities.

Going forward, DRB will continue to monitor social contribution program outcomes and, through collaboration with diverse stakeholders, expand programs that deliver tangible benefits to local communities. We will advance social contribution activities that foster shared growth with local communities.

[S7-10] Social Contribution: Operations Performance (As of December 31, 2025)



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4-3. Social Contribution Partnership Performance

DRB enhances the professionalism and sustainability of social contribution activities by establishing robust collaborative governance with a broad range of stakeholders, including government and public institutions, local welfare and research organizations, nonprofit organizations (NGOs), international organizations, and social enterprises. Building on close engagement with local communities, we design and operate tailored programs while advancing collaborative initiatives with multiple stakeholders that generate tangible social impact.

As a result of these efforts, DRB Holding was selected as a recognized company for the second consecutive year in the "2025 CSR in the Community," jointly administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. Following recognition in 2024, the company received a recognition plaque. This outcome demonstrates our commitment to our social contribution strategy and operational excellence, built on consistent practice and partnerships for shared prosperity with local communities.

Our subsidiaries are actively advancing diverse social contribution initiatives to achieve shared growth with local communities abroad. For example, DRB Qingdao received a commendation plaque from the local Red Cross on the occasion of the 78th World Red Cross and Red Crescent Day, in recognition of the factory's pioneering and sustained public service activities. Moving forward, we plan to expand sustainable social contribution activities across all domestic and overseas business sites based on strong collaboration with local communities, while leading the creation of social value at a global standard.

[S7-11] Social Contribution Certifications and Awards



DRB Holding designated as "CSR in the Community" recognition company for two consecutive years

DRB Qingdao commendation from Qingdao Red Cross

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G1. Board of Directors

1. Board Composition

Responsibility Management Centered on the Board of Directors

DRB establishes advanced Board of Directors governance aligned with global ESG disclosure standards and best practices of the Korea Institute of Corporate Governance and Sustainability to enhance corporate transparency and maximize shareholder value. The Company continues structural innovation to strengthen Board independence, expertise, and accountability, thereby realizing a governance structure trusted by stakeholders. To substantiate the Board's supervisory function over management, DRB stipulates that the chairperson of the Board of Directors shall be directly elected from among non-executive directors. This ensures that by presiding over the Board from an independent position separate from management, the Board can effectively challenge executive decisions and prioritize shareholder value in all deliberations. Additionally, DRB maintains a stable succession system for emergency duty delegation to ensure uninterrupted Board decision-making capacity under any exceptional circumstances. Emergency succession procedures and flexible interim chairperson appointment processes are established in the articles of incorporation, enabling the Company to respond proactively to emergencies. The Company continues to enhance this system to ensure the Board-centered accountability framework remains steadfast and operational at all times.

Board of Directors Composition (As of March 2026)

DRB strengthens decision-making expertise by appointing non-executive directors with extensive experience and specialized knowledge in investment, financial accounting, ESG, legal affairs, and related fields. As of March 2026, DRB Holding’s Board of Directors consists of four directors—three non-executive directors and one executive director—fulfilling the Board's independent judgment and management oversight responsibilities effectively. DRB Industrial’s Board of Directors consists of five directors—four non-executive directors and one executive director—establishing a transparent and equitable decision-making framework through the participation of multiple non-executive directors.

[G1-1] DRB Holding Board of Directors Composition (as of March 31, 2026)

Classification	Name	Gender	Appointment Date (Expiration Date)	Position	Key Career Background
Executive Director	Cho Hyun Min	Male	26.03~29.03	Overall Board Operations ESG Committee member	CEO, DRB Holding Master's Degree in Arts Management, Graduate School, Pusan National University Executive Leadership Program in ESG, Korea Advanced Institute of Science and Technology
	Park In-suk	Female	22.03~28.03	Audit Committee chairperson Non-Executive Director Candidate Recommendation Committee chairperson Compensation Committee chairperson ESG Committee member	Member of the 19th and 20th National Assembly Honorary Director, Woori Children's Hospital Honorary Professor, Department of Pediatric Cardiology, Seoul Asan Medical Center, University of Ulsan College of Medicine
Non-Executive Director	Heo Tae Wook	Male	26.03~29.03	Audit Committee member Non-Executive Director Candidate Recommendation Committee member Compensation Committee member ESG Committee chairperson	Ph.D. in Policy Studies, University of Bristol, England Director and Chairperson, The Korean Association for Policy Studies Committee Member, Management Evaluation Team for Public Institutions, Ministry of Finance and Economy Specialist Committee Member, Commission on Sustainable Development, Ministry of Climate, Energy and Environment Research Committee Member, Institute for Energy Economics and Financial Analysis
Non-Executive Director	Yoo Hee-chan	Male	22.03~25.03	Audit Committee member Non-Executive Director Candidate Recommendation Committee member Compensation Committee member	Formerly with Samil PricewaterhouseCoopers and PwC Consulting Regular Auditor, Cheil Worldwide Inc. Current Audit Committee Member, KISCO Holdings



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G1. Board of Directors

[G1-2] DRB Industrial Board of Directors Composition (as of March 2026)

Category	Name	Gender	Date of Appointment (Term Expiration)	Current Position	Key Career Experience
Executive Director	TANIYAMA KEN	Male	25.03~28.03	Overall board operations ESG Committee Member	CEO, DRB Industrial Co., Ltd. Bachelor's degree, University of Missouri Columbia, USA CEO, DRB Automotive Co., Ltd.
Non-Executive Director (Chairperson)	Park Ki Hong	Male	24.03~27.03	Audit Committee member Chairperson, Non-Executive Director Candidate Recommendation Committee and Compensation Committee	Ph.D. in Economics, Graduate School, State University of New York Visiting Professor, Korea University Business School Vice President, Korea Institute for Industrial Economics and Trade Division Manager, POSCO Planning & Finance Division CEO, POSCO Co., Ltd. and POSCO Energy
Non-Executive Director	Min Hyun Ju	Female	25.03~28.03	Audit Committee Chairperson ESG Committee Member	Ph.D. in Sociology, Cornell University, USA Member of the 19th National Assembly Member, Generational Affairs Subcommittee, Presidential Committee on Social Cohesion Research Fellow, Korean Women's Development Institute Professor, Graduate School of Occupational Studies, Kyonggi University
Non-Executive Director	Son Dong-wun	Male	26.03~29.03	Non-Executive Director Candidate Recommendation Committee and Compensation Committee member ESG Committee Chairperson	Deputy Chief, Kookje Daily News Editorial Department and Science & Technology Correspondent Director General, Federation of Busan Science and Technology Director, Exhibition Research Division, Busan National Science Museum Core Cooperation Professor, Industry-University Cooperation Foundation, Pukyong National University
Non-Executive Director	Kim Ki Bum	Male	26.03~29.03	Audit Committee member Non-Executive Director Candidate Recommendation Committee and Compensation Committee member	Master's degree in Public Administration, Pusan National University Member, Geumjeong-gu Council, Busan Metropolitan City Member, Planning, Finance & Economic Affairs Committee, Busan Metropolitan Council, Vice Chairperson, Special Accounting Committee, Busan Metropolitan Council Professor, Industry-University Cooperation Foundation, Busan University of Foreign Studies

*Directors are appointed by shareholder resolution at the General Meeting of Shareholders. Executive director candidates are selected through Board of Directors recommendation, and non-executive director candidates are selected through recommendation by the Non-Executive Director Candidate Recommendation Committee.
*Directors serve a term of three years and may be re-elected at the General Meeting of Shareholders upon expiration of their term.
*The Board of Directors makes efforts to ensure composition that considers diversity in gender, ethnicity, regional origin, nationality, and other factors.

Board Expertise

DRB constitutes its Board of Directors with verified experts selected through transparent procedures to enable strategic and responsible decision-making in a rapidly evolving business environment. To align with industry paradigm shifts and growing sustainability management requirements, we systematically manage our Board Skills Matrix.

We appoint executive directors who drive efficient business execution through deep understanding of operational realities, alongside non-executive directors with core competencies in management and leadership, finance, accounting, and investment, law and policy, risk management, and ESG. These non-executive directors provide objective counsel and serve as a substantive check and balance on board decisions.

[G1-3] Board Skills Matrix

Classification	Name	Gender	Expertise				
			Management / Leadership	Finance/Accounting /Investment	Legal/ Policy	Risk Management	ESG
DRB Holding	Executive Director	Cho Hyun Min	●			●	●
	Non-Executive Director	Park In-suk			●		●
	Non-Executive Director	Heo Tae Wook			●		●
	Non-Executive Director	Yoo Hee-chan		●		●	
	Executive Director	TANIYAMA KEN	●			●	●
DRB Industrial	Non-Executive Director	Park Ki Hong			●		●
	Non-Executive Director	Min Hyun Ju			●		●
	Non-Executive Director	Son Dong-wun			●		●
	Non-Executive Director	Kim Ki Bum		●		●	



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G1. Board of Directors

We provide institutional support for the Board of Directors to perform its duties with expertise and continuously enhance its knowledge and expertise. To continuously strengthen Board expertise, we support the costs of professional advisory services and specialized training for directors as needed, in accordance with Section 3, Paragraph 5 of the Board of Directors Operational Regulations. We operate a systematic educational program to enhance non-executive directors' understanding of operational practice and site-level conditions. We provide ongoing support to deepen familiarity with business operations and briefings on current portfolio transition strategies, while regularly engaging external experts to address governance topics essential to board activation, including the roles and responsibilities of non-executive directors and global ESG management trends. Through these efforts, we strengthen directors' professional competence and understanding of sustainable management.

[G1-4] Non-Executive Director Training Status

Training Date	Training Provider	Attending Non-executive Directors	Key Training Content
2025.05.30	Korea Listed Companies Association	Park Jin-su, Son Dong-wun, Park In-suk, Yoo Hee-chan, Min Hyun Ju, Park Ki Hong, Kwon Young Dae	Professional Training Program for Non-Executive Directors of Listed Companies
2025.09.26	Ministry of Climate, Energy and Environment	Heo Tae Wook	Korea ESG Eco-Friendly Expo
2025.09.30	KPMG Samjong Accounting Corp.	Park Jin-su, Son Dong-wun, Park In-suk, Yoo Hee-chan, Min Hyun Ju, Park Ki Hong	Questions for Non-executive Directors (Key Issues for the Audit Committee, Roles and Legal Responsibilities of Non-Executive Directors, etc.)
2025.11.12	Korea Environmental Industry & Technology Institute	Heo Tae Wook	GHG Emissions Calculation (November 12–14, 2025)

* Consolidated basis of director training completion for DRB Holding and DRB Industrial

Board of Directors Independence

DRB operates under strict independence standards to ensure the Board of Directors performs substantive oversight of executive management and makes transparent, objective decisions. By maintaining independence from executives and controlling shareholders, we protect the interests of diverse stakeholders. We separate the positions of Board chairperson and CEO, maintain non-executive directors at two-thirds or more of Board composition, and appoint all Board committee chairpersons from among non-executive directors, enabling independent judgment and substantive institutional checks on executive management.

To prevent conflicts of interest, the Non-Executive Director Candidate Recommendation and Compensation Committee review disqualification grounds under applicable laws including the Commercial Act, assess potential conflicts of interest, and exclude candidates with such conflicts. Following appointment, transactions between directors and the Company are restricted under applicable law, and voting rights are restricted under the Board of Directors Operational Regulations when special conflicts of interest arise. Agenda materials are provided in advance to support non-executive directors' access to key information and preserve the Board of Directors' independent decision-making system.

We also disclose conflicts of interest to stakeholders, including directors' concurrent board positions at other companies, the existence and ownership structure of controlling shareholders (largest shareholders), relationships and transaction details and balances with related parties through business reports, audit report notes, and sustainability management reports. This information is continuously available on the Financial Supervisory Service electronic disclosure system and our website. We maintain no cross-shareholding (mutual investment) with suppliers or other stakeholders. Shareholder meeting notices include recent transaction details between director candidates and the Company, as well as information on relationships with the largest shareholder, enabling shareholders to exercise voting rights based on complete information.

Board of Directors Diversity

DRB pursues a governance structure that respects the diversity of Board of Directors members, ensuring that the Board does not represent the interests of any particular stakeholder, does not concentrate on a specific background, and can respond flexibly to the rapidly changing global environment. In appointing non-executive directors, we adhere to selection principles that prohibit discrimination based on gender, age, nationality, educational background, religion, disability, political belief, race, or ethnicity. This approach provides equitable opportunities to talent with diverse perspectives and cultural backgrounds and maintains a balanced Board of Directors without bias toward any particular background or field. The diversity-oriented policy enables the Board of Directors to objectively reflect the perspectives of multiple stakeholders, including shareholders, in its decision-making.

DRB is taking a leading role in securing substantive gender diversity within the Board of Directors. As of 2026, DRB Holding has appointed one female director among four board members, and DRB Industrial has proactively strengthened gender diversity by appointing one female non-executive director among five board members. These efforts encourage directors with varied backgrounds to review management issues from an objective and balanced perspective and contribute to a multifaceted decision-making system in the complex global business environment. Going forward, DRB will continue to pursue Board of Directors composition without particular bias and flexible governance structures, maintaining diversity policies that enhance shareholder and corporate value.



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2. Board of Directors Operations

2-1. Committees Under the Board of Directors

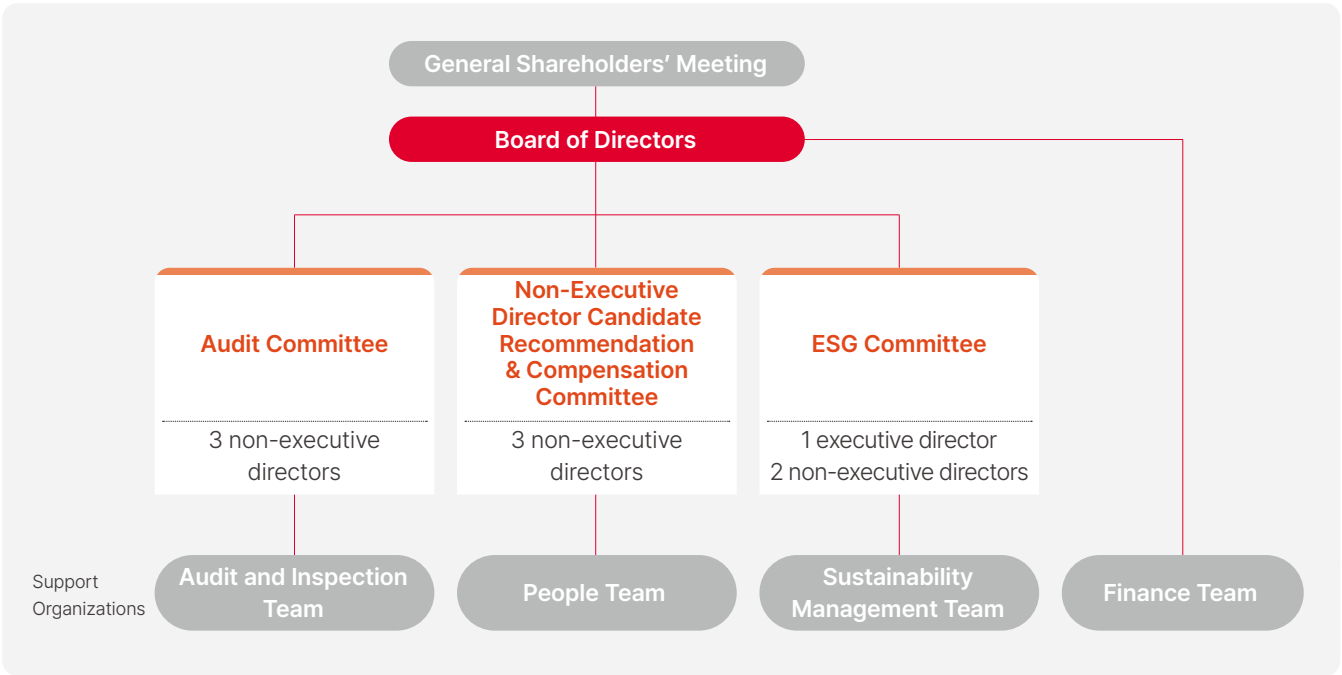
DRB Holding and DRB Industrial operate three committees under the Board of Directors—the Audit Committee, Non-Executive Director Candidate Recommendation & Compensation Committee, and ESG Committee—to enhance Board expertise and operational efficiency. Each committee operates under both statutory mandates and written charters that define roles, authorities, and responsibilities. Through this governance structure, we ensure that each committee executes its functions with substance and proactivity. The Audit Committee reviews financial risks and performs management supervision and oversight of the executive management. The ESG Committee systematically addresses non-financial risks, including environmental and social responsibilities. The Non-Executive Director Candidate Recommendation & Compensation Committee secures fairness and independence in director selection, strengthening Board expertise and diversity.

The Audit Committee, composed primarily of non-executive directors, performs continuous internal control monitoring and conducts rigorous financial risk assessment and strict oversight of business execution, thereby maximizing transparency in corporate management. The Non-Executive Director Candidate Recommendation & Compensation Committee is central to securing fairness and independence in the director nomination and appointment process. Through objective verification procedures independent of conflicts of interest, the Committee carefully selects non-executive director candidates, materially strengthening Board expertise and diversity. The ESG Committee, established to create sustainable long-term corporate value, systematically reviews and deliberates on non-financial risks and opportunities—including eco-friendly management, social responsibility implementation, and customer trust enhancement—from an enterprise-wide perspective, thereby advancing our integrated ESG management framework. Matters deliberated and decided by the committees are organically linked to the Board of Directors to enhance the quality of final decision-making. We remain committed to strengthening transparent and accountable governance through substantive activation of Board committees.

[G1-5] Board Committee Key Roles (as of March 31, 2026)

Committee	Composition	Key Roles
Audit Committee	3 non-executive directors *Chairperson DRB Holding: Park In-suk DRB Industrial: Min Hyun Ju	1. Auditing of the Company's accounting and operations 2. Requesting reports on operations and investigating the Company's financial status 3. Handling matters provided for in laws, bylaws, and regulations, and matters delegated by the Board of Directors
Non-Executive Director Candidate Recommendation & Compensation Committee	3 non-executive directors *Chairperson DRB Holding: Park In-suk DRB Industrial: Park Ki Hong	1. Recommending non-executive director candidates for appointment at the General Shareholders Meeting 2. Reviewing the appropriateness of registered officer compensation levels 3. Other matters delegated by the Board of Directors
ESG Committee	1 executive director, 2 non-executive directors *Chairperson DRB Holding: Heo Tae Wook DRB Industrial: Son Dong-wun	1. Establishing ESG activity targets and mid- to long-term policies 2. Reviewing key non-financial issues and response measures related to environment and society 3. Periodic review of non-financial risk factors 4. Deliberation of matters related to stakeholder communication, including major ESG assessment results domestically and internationally

[G1-6] Board of Directors Organization Chart (As of March 31, 2026)





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2-2. Board of Directors and ESG Committee Activities

Key Board of Directors Activities

During 2025, the Board of Directors of DRB Holding and DRB Industrial engaged in substantive deliberation and decision-making on both financial and non-financial management priorities to realize responsible management and enhance corporate value. The Board led critical financial decisions to ensure financial soundness, including approval of regular financial statements, determination of dividend policy, and establishment of business plans. Through evaluation of the internal accounting control system's operational status and revision of related operating regulations, the Board further advanced its Risk Management framework. By approving the results and plans of the Compliance Program and compliance activities, the Board strengthened the foundation for compliance-based management. To establish transparency in governance structures, the Board established plans for disclosure of the corporate governance report. The Board also performed its role as the highest decision-making body for creating non-financial value and building a sustainability management system through final approval of priority issues identified in the Double Materiality Assessment and annual activity plans, which determine the core strategic direction of ESG management.

[G1-7] DRB Holding Board of Directors: Key Resolutions

Meeting Number	Date of Convening	Agenda Item	Passage Status	Attendance /Quorum
1	2025.02.04	Approval of Separate Financial Statements	Approved	5/5
		Approval of Extension of Borrowings, etc.		
		Approval of Extension of Payment Guarantee for Subsidiary Borrowings, etc.		
		Report on 2025 Business Plan	Report	
		Report on 2024 Internal Accounting Management System Operational Status		
2	2025.02.18	Approval of 2024 Dividend Distribution	Approved	5/5
		Approval of Consolidated Financial Statements		
		Approval of Convening of the 59th Regular Shareholders' Meeting and Agenda		
		Establishment of Lifelong Education Institution	Report	
		Report on 2024 Internal Accounting Control System Operational Status Evaluation		

Meeting Number	Date of Convening	Agenda Item	Passage Status	Attendance /Quorum
3	2025.03.21	Appointment of committee members to Board of Directors Committee	Approved	5/5
4	2025.05.07	Selection of Priority Material Topics for the Double Materiality Assessment	Approved	5/5
		Approval of 2025 Activity Plan (Targets)		
		Approval of Extension of Payment Guarantees for Subsidiary Borrowings		
		Report on 2025 First Quarter Consolidated Financial Statements		
		2024 Compliance Program Performance Results		
5	2025.08.07	Plan for Corporate Governance Report Disclosure	Approved	5/5
		Approval of Extension of Borrowings		
		Approval of Extension of Payment Guarantees for Subsidiary Borrowings		
		Report on 2025 First Half Consolidated Financial Statements		
		Operations and Plans for Compliance Program		
6	2025.11.06	Approval of Extension of Borrowings	Approved	5/5
		Approval of Extension of Payment Guarantees for Subsidiary Borrowings		
		Revision of Internal Accounting Management Operating Regulations		
		Revision of Audit Committee Operating Regulations		
		Report on 2025 Third Quarter Consolidated Financial Statements		
		Future Growth Seed Investment	Report	



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[G1-8] DRB Industrial Board of Directors: Key Resolutions

Meeting Number	Date of Convening	Agenda Item	Passage Status	Attendance /Quorum
1	2025.02.05	Approval of Separate Financial Statements	Approved	4/5
		Approval of Extension of Borrowings and Similar Obligations		
		Report on 2025 Business Plan	Reported	4/5
		Report on Internal Accounting Management System Operations		
2	2025.02.19	Approval of Consolidated Financial Statements	Approved	4/5
		Approval of Convening the 13th Regular Shareholders' Meeting and Agenda Items		
		Approval of 2024 Dividend (Proposal)		
		Approval of New Loan (Refinancing)		
		Approval of Payment Guarantee for New Loan of Affiliated Company		
		Internal Accounting Control System Operations: Assessment Report	Report	4/5
3	2025.03.20	Appointment of CEO	Approved	3/5
		Appointment of Board of Directors Committee Members		
4	2025.05.08	Selection of Priority Material Topics for the Double Materiality Assessment	Approved	4/5
		Approval of 2025 Activity Plans and Targets		
		Approval of 2025 Occupational Health and Safety Plan		
		Approval of Extension of Borrowings and Similar Obligations		
		2025 Q1 Financial Statements Report	Report	4/5
		Publication of DRB Compliance Annual Report		
		Corporate Governance Report Disclosure Plan		
5	2025.08.06	Approval of Extension of Borrowings and Similar Obligations	Approved	5/5
		Approval of Payment Guarantee Extension on Borrowings		

Meeting Number	Date of Convening	Agenda Item	Passage Status	Attendance/ Quorum
5	2025.08.06	Approval of New Borrowing Facility Agreement	Approved	5/5
		2025 Mid-Year Financial Statements Report	Report	5/5
		Compliance Program Operations and Plans		
6	2025.09.17	Setting the Record Date for an Extraordinary General Shareholders Meeting	Approved	4/4
7	2025.09.29	Convening an Extraordinary General Shareholders Meeting and Approval of Agenda Items	Approved	4/4
8	2025.11.05	Approval of Extension of Borrowings and Similar Obligations	Approved	4/4
		Approval of Payment Guarantee for New Borrowings by Affiliate		
		Amendment to Internal Accounting Control Operating Rules		
		Amendment to Audit Committee Operating Rules		
		Report on Financial Statements for Q3 2025	Reported	4/4
		DRB Healthcare Business Status		

*Executive director Lee Yun Hwan's term expired on March 20, 2025.
*Executive director TANIYAMA KEN was newly appointed at the Regular Shareholders' Meeting held on March 20, 2025.
*Non-executive director Kwon Young Dae resigned on August 21, 2025 (reason: death).

ESG Committee Key Activities

The ESG Committee serves as the top governing body driving company-wide sustainability management. It conducts specialized review, deliberation, and resolution of mid- to long-term policies and major non-financial issues across environmental (E), social (S), and governance (G) domains. In 2025, the ESG Committee held three meetings, deliberating and resolving 11 agenda items concerning the company's overall sustainability management direction.

The ESG Committee identified priority issues based on Double Materiality Assessment and formalized four core activity plans and targets through resolution. Through sustainability risk identification reporting and global ESG trend analysis, the committee established a proactive Risk Management foundation. In particular, to address climate change, the committee deliberated on adjusting greenhouse gas emissions reduction plans and commissioned research for a climate change response strategy roadmap, delivering final results. The committee also reviewed the DRB Vietnam On-site PPA (solar) plan and pursued substantive and advanced environmental management strategies, strengthening the company's overall ESG management capabilities.



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[G1-9] DRB Holding ESG Committee Activities

Session	Date of Meeting	Agenda Item	Board of Directors Reported	Resolution Status	Attendance /Quorum
1	2025.05.07	Selection of Priority Material Topics for Double Materiality Assessment	O	Approved	3/3
		Approval of 2025 Activity Plan (Targets)	O		
		1. GHG Emissions Reduction Target			
		2. Enhancement of Industrial Safety Risk Monitoring			
		3. Establishment of Supply Chain (external suppliers) Data Collection System			
		4. Expansion of Sustainability Management Communication Channels			
		Sustainability Management Risk Identification Report	X	Reported	3/3
		2025 Customer and Global Trend Report	X		
		GHG Emissions Reduction Plan Adjustment Report	X		
2	2025.08.07	First Half Key Performance Report	X	Reported	3/3
		Sustainability Report Publication Completion Report	X		
		2025 Activity Plan (Targets) Review Report	X		
		1. GHG Emissions Reduction Target			
		2. Enhancement of Industrial Safety Risk Monitoring			
		3. Establishment of Supply Chain (external suppliers) Data Collection System			
		4. Expansion of Sustainability Management Communication Channels			
		Climate Action Strategy Roadmap Development Research Service Report	X		
		DRB Vietnam On-Site PPA (Solar) Plan Report	X		
3	2025.11.06	Climate Action Strategy Roadmap Research Service Results Report	X	Reported	3/3

[G1-10] DRB Industrial ESG Committee Activities

Session	Date of Meeting	Agenda Item	Board of Directors Reported	Resolution Status	Attendance /Quorum
1	2025.05.08	Appointment of ESG Committee Chairperson	O	Approved	3/3
		Selection of Priority Issues for Double Materiality Assessment	O		
		Approval of 2025 Activity Plan (Targets)	O		
		1. GHG Emissions Reduction Targets			
		2. Enhancement of Industrial Safety Risk Monitoring			
		3. Establishment of Supply Chain (external suppliers) Data Collection System			
		4. Expansion of Sustainability Management Communication Channels			
		Sustainability Management Risk Identification Report	X	Reported	3/3
		2025 Customer and Global Trend Report	X		
		GHG Emissions Reduction Plan Adjustment Report	X		
2	2025.08.07	First Half Key Performance Report	X	Reported	3/3
		Completion Report on Sustainability Management Report Publication	X		
		2025 Activity Plan (Targets) Review Report	X		
		1. GHG Emissions Reduction Targets			
		2. Enhancement of Industrial Safety Risk Monitoring			
		3. Establishment of Supply Chain (external suppliers) Data Collection System			
		4. Expansion of Sustainability Management Communication Channels			
		Climate Action Strategy Roadmap Development Research Engagement Report	X		
		DRB Vietnam On-site PPA (Solar) Plan Report	X		
3	2025.11.06	Climate Action Strategy Roadmap: Research Findings Report	X	Reported	3/3



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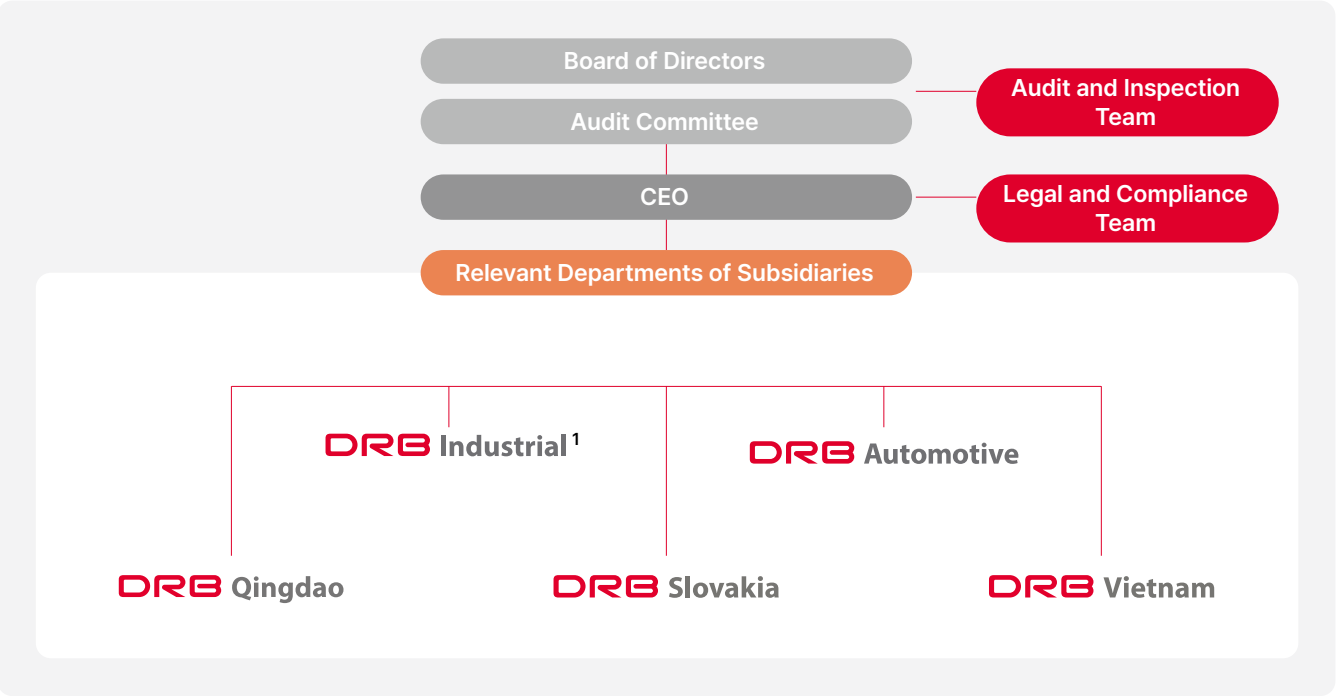
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1. Ethics Governance

1-1. Ethics Management Framework

DRB operates an Audit and Inspection Team supporting the Audit Committee and a Legal and Compliance Team reporting directly to the CEO, establishing a transparent and accountable management framework. These organizations manage ethics and corruption risks, continuously monitoring internal risks to strengthen corporate transparency and accountability.

[G2-1] DRB Ethics Management Organization



1. DRB Industrial operates an independent Audit Committee.

2. Ethics Strategy

2-1. Ethics Policy

DRB recognizes ethical management as an essential element for sustainable development with all stakeholders and is committed to internalizing ethical values. As a foundation, we established and promulgated our Code of Ethics in 2016, setting behavior guidelines for all employees. Beginning in 2020, we institutionalized the annual preparation of the Code of Ethics Pledge to encourage voluntary ethical practice. In 2023, we newly established an Ethics Charter and Code of Conduct, reaffirming ethical standards and our commitment to ethical practice across the enterprise. In 2024, we revised our Code of Ethics, Practice Guidelines, and Code of Ethics Pledge to reflect the evolving internal and external ethics management environment, strengthened sustainability management requirements, and enhanced legal obligations. Through these efforts, we have reestablished effective conduct standards aligned with the changing business environment and continue to strengthen our ethics management system so that all employees can practice ethical values concretely in their daily work.

[G2-2] DRB Code of Ethics

DRB Ethics Charter

1. We will comply with all laws and regulations in all areas of DRB's activities and aim to create a transparent and sound corporate culture through ethical business execution.
2. We will keep in mind that the growth of our customers is our development, and strive for customer satisfaction by providing products and services that customers can trust.
3. We will respect the free market economic order and pursue common development through fair competition and fair trade.
4. We will actively participate in social contribution activities to fulfill our responsibilities and obligations as a member of the country and local community.



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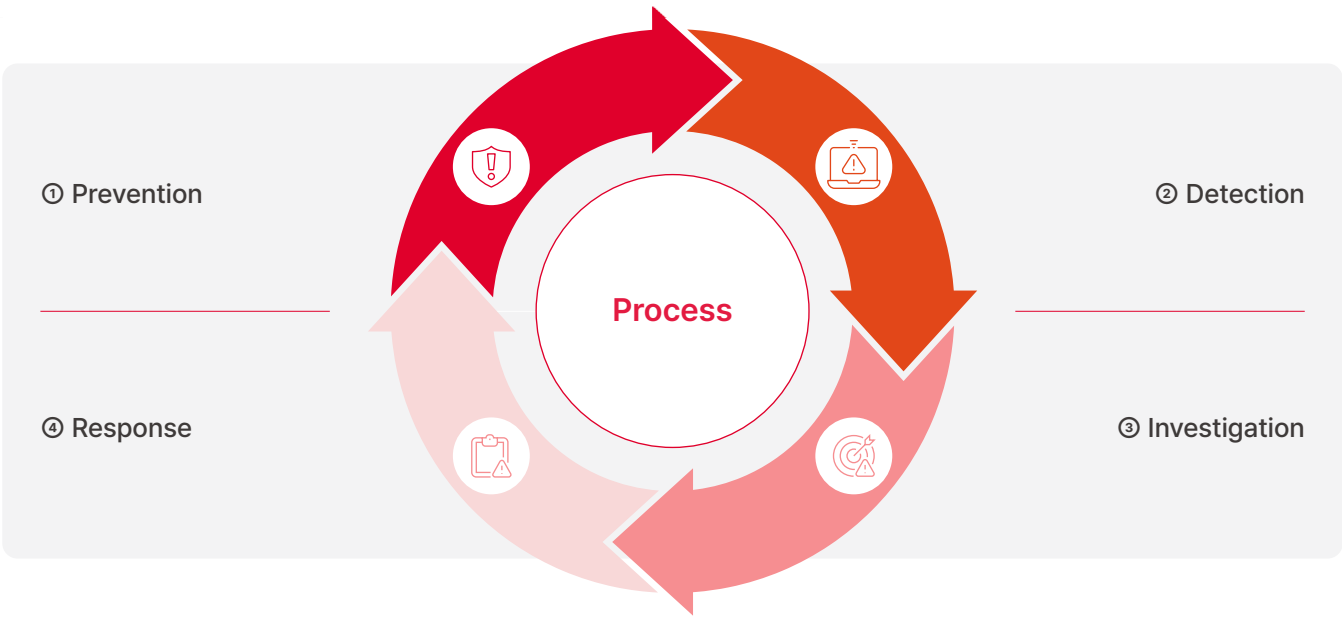
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G2. Ethics

2-2. Ethics Risk Management

DRB operates an ethics management system structured in four sequential phases—preventive measures, monitoring and detection, audit and diagnosis, and corrective action—to proactively manage ethical risks and maintain a sound corporate culture.

In the preventive phase, DRB strengthens employee compliance awareness and prevents risk occurrence through regular ethics pledges and customized anti-corruption and ethics training. Potential violation indicators are identified through the monitoring and detection phase, supported by confidential internal and external reporting channels available continuously. During the audit and diagnosis phase, the Legal and Compliance Team and the Audit and Inspection Team conduct regular and ad hoc audits to verify ethics management implementation and identify vulnerabilities. In the corrective action phase, DRB establishes and implements corrective orders and recurrence prevention measures for identified issues, and undertakes system improvements and follow-up actions as necessary to ensure the effectiveness of ethics management.



2-3. Internal Audit and Internal Control

DRB conducts regular audits of its subsidiaries covering all management and operational activities. Through these audits, we review compliance with internal regulations, the appropriateness and efficiency of business processes, and the presence of any unethical conduct. Audit results are reported to the CEO and the Audit Committee, supporting executive decision-making and governance strengthening.

Additionally, we implement annual internal control activities to protect corporate assets and prevent fraud risk. DRB analyzes key business processes across the organization in detail to identify quantitative and qualitative risk information. Based on these findings, we conduct quarterly internal control assessments on critical control items, maintaining continuous Risk Management capabilities.

[G2-3] DRB Control System

Business Process	Control Items
Control Environment	<ul style="list-style-type: none">Accountability for ethics and ethical valuesOversight responsibility for internal accounting control systems (establishment of expertise, independence, and oversight responsibilities of the Board of Directors and Audit Committee)Establishment of organizational structure, authority, and responsibilityMaintenance of competence (development of policies and operational procedures, personnel recruitment, development, and retention)Assignment of responsibility for internal control
Risk Assessment	<ul style="list-style-type: none">Establishment of specific objectives (compliance with accounting standards, reflection of actual company activities)Risk identification and analysisFraud risk assessmentIdentification and analysis of significant changes
Control Activities	<ul style="list-style-type: none">Selection and design of control activitiesSelection and design of information technology general controlsImplementation through policies and procedures
Information and Communication	<ul style="list-style-type: none">Use of relevant information (identification and evaluation of information requirements)Internal and external communication
Monitoring	<ul style="list-style-type: none">Performance of ongoing monitoring and independent evaluationAssessment of deficiencies and improvement activities

DRB identifies inappropriate conduct through internal audit and internal control processes and implements corrective measures or establishes remediation plans accordingly. The Company monitors implementation progress regularly to prevent recurrence of similar risks. For serious violations, we apply a Zero Tolerance principle without exception, issuing strict disciplinary decisions through the Personnel Committee and taking corresponding firm enforcement measures to strengthen our compliance culture.



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3. Ethics Activities

3-1. Employee Ethics Pledges

DRB communicates its Code of Ethics, Ethics Charter, and Practice Guidelines at the beginning of each year, ensuring that all employees understand and become familiar with corporate ethics standards. All employees electronically sign the Code of Ethics Pledge, thereby committing to align with DRB's ethics management direction and uphold ethical principles.

To raise ethical standards throughout the supply chain, DRB also obtains pledges from external suppliers regarding compliance with the Supplier Code of Conduct. Through these measures, DRB strengthens its proactive prevention framework for ethics management implementation.

[G2-4] Code of Ethics and Supplier Code of Conduct Pledge Status¹

Category		Unit	2023	2024	2025
Pledge Status	Internal Code of Ethics Pledge ²	Persons (%)	1,404(57.8)	1,086(43.5)	1,291(47.2)
	Supplier Code of Conduct	%	100	100	93
	Compliance Pledge				

1. Pledges are being renewed based on the revised Code of Ethics, and pledge ratios may fluctuate depending on the timing of revisions

2. Pledge receipts target domestic office employees and overseas representatives, as well as production staff

3-2. Ethics Training

DRB conducts annual ethics training for all employees to advance awareness of ethical management across the organization. Through these programs, we embed ethical awareness among individual employees and foster an ethical culture in day-to-day business operations.

[G2-5] Ethics Training Overview

Category		Unit	2023	2024	2025
Ethics Training	Total Training Hours	Hours	990	1,084	1204
	Participants	Persons	1,233	1,348	922

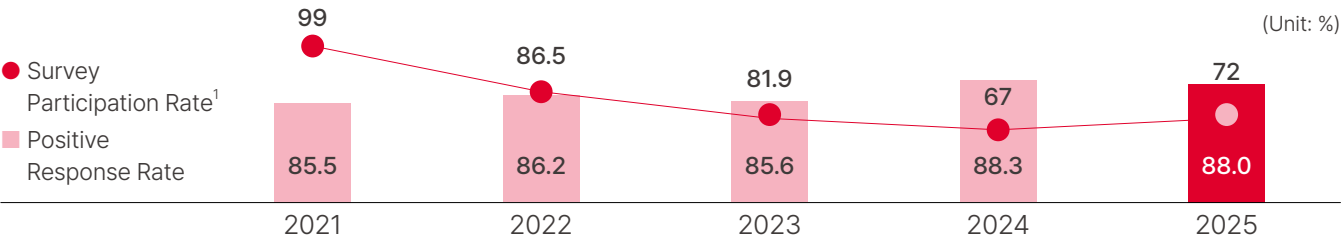
3-3. Ethics Awareness Survey

DRB has conducted an Ethics Awareness Survey targeting external suppliers since 2016 to identify ethical risks that may arise during business operations and prevent recurrence. The survey serves as a foundation for building an ethical culture of mutual prosperity by sharing DRB's ethics management policies with external suppliers and examining grievances or unfair practices in the transaction process.

Since 2021, the survey scope has expanded to include domestic office employees and overseas expatriates, assessing awareness of unethical practices such as receipt of money or favors, information leakage, workplace sexual harassment, and undue influence. In 2022, DRB relaxed the transaction amount threshold and expanded participant eligibility to include consumables suppliers, thereby increasing the number of participating external supplier. In 2025, the survey was enhanced with more detailed and concrete questions, strengthening the capacity to detect potential risks and improving the effectiveness of ethics management diagnostics. To address declining employee survey participation rates due to increased response burden, DRB is pursuing multiple approaches to boost participation, including adjusting question difficulty and providing incentives to participants.

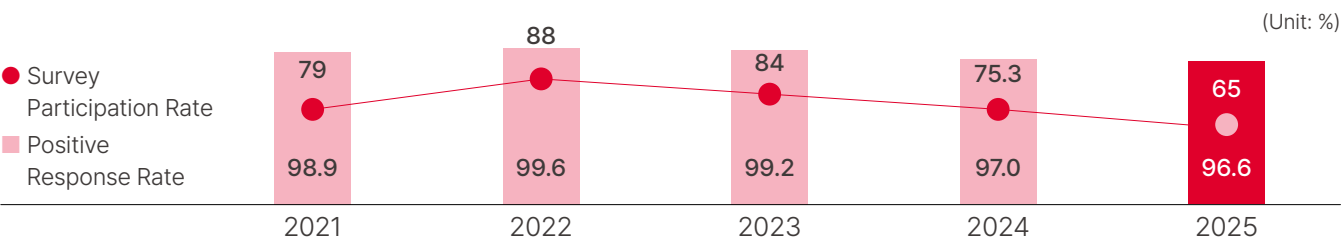
[G2-6] 2025 DRB Ethics Management

External Suppliers Ethics Awareness Survey Results



1. Survey scope expanded from 2022 to increase participation among external suppliers

Employees Ethics Awareness Survey Results²



2. Strong Awareness of Unfair Trade Prevention and Ethics Management Compliance

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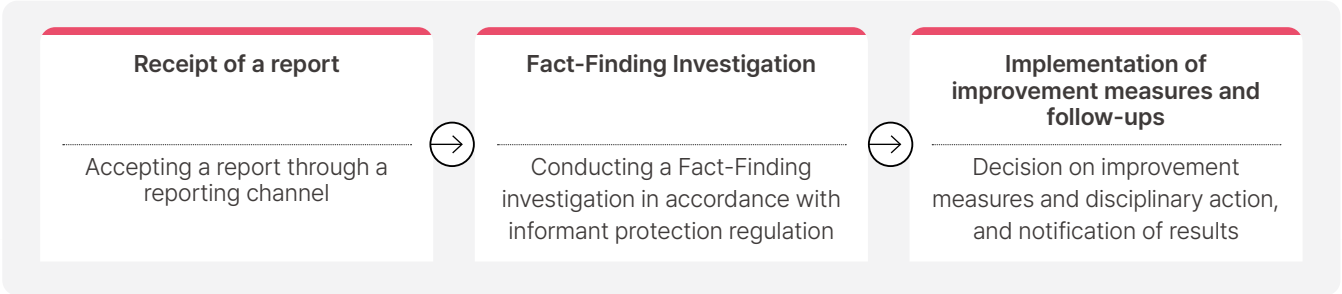
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3-4. Reporting Channel

Since 2021, DRB has operated a continuous reporting channel to institutionalize transparent management practices and foster a fair business environment, complementing regular monitoring through surveys. The channel prioritizes the safety and identity protection of reporters and complies with all applicable laws and internal regulations. We ensure both named and anonymous reporting methods for all stakeholders, including employees and external suppliers, so they can participate without concern about retaliation or disadvantage. Through these mechanisms, we continue to establish a healthy and sound reporting culture.

[G2-7] Reporting Channels and Process



DRB Cyber Audit Department



Mail	28 Gongdan-dong-ro 55-beon-gil, Geumjeong-gu, Busan (Audit and Inspection Team)	Email	cyber@drbworld.com / compliance@drbworld.com
Phone/Fax	051-520-9270 / 0502-289-9601	Internet	DRB Cyber Audit Department Website

[G2-8] Violations: Occurrence and Resolution

Category		Unit	2023	2024	2025
Violation Resolution	Reports/Notifications	cases	2	2	2
	Violations	cases	2	2	2
	Resolutions ¹	%	100	100	100

1. The ratio of received cases for which related actions were concluded through factual investigation. One Code of Ethics violation from the second half of 2024 was carried forward and resolved in the first half of 2025.

3-5. Ethics Management Enhancement

DRB established the institutional foundation for ethics management and internal audit operations through the proclamation of the Code of Ethics in 2016, the enactment of the Audit Work Regulation in 2017, and the establishment of the Ethics Charter and Code of Conduct in 2023.

Building on this foundation, since the first half of 2025, DRB has regularly issued the Ethics Newsletter and conducted communication activities to strengthen employee ethical awareness. In particular, DRB Slovakia enhanced internal and external credibility by obtaining ISO 37001 certification, the international standard for anti-corruption management systems, to establish an anti-corruption framework aligned with global standards. Looking forward, DRB will continue to advance its ethics management system.

[G2-9] ISO 37001 (Anti-Corruption Management System) Certification Status

Legal Entity	Business Site	Certification Validity Period	Certification Scope
DRB Slovakia	Slovak Plant	2025.12.10. ~ 2028.12.09	Manufacturing of Automotive Rubber Products (Sealing)

G3. Compliance

1. Compliance Governance

DRB strengthens its compliance management system to align with global standards and support responsible management and sustainable growth. We are establishing a compliance culture based on company-wide practice. Under executive leadership, we operate a three-stage compliance management system that links preventive measures, continuous monitoring, and corrective action.

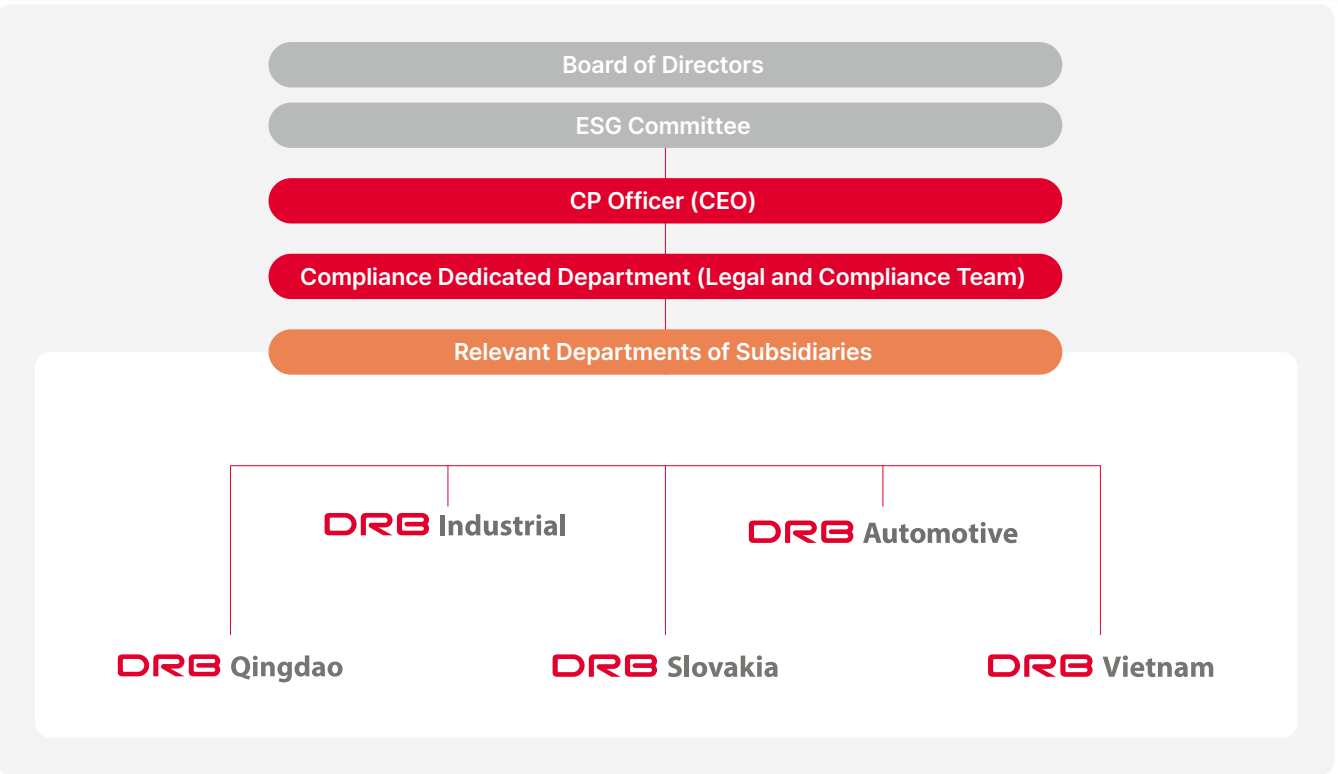
To comply with fair trade regulations, we operate and publicly disclose a Compliance Program. We establish and execute compliance policies to strengthen employees' compliance capabilities. Through field-focused training programs, we build a transparent and fair organizational culture.

1-1. Compliance System

DRB develops its compliance system by benchmarking global standards against current capabilities and progressively enhancing our framework. We conducted internal due diligence and employee awareness surveys to assess our current state and incorporated recommendations from external experts to improve our governance structure. In 2022, we established the Legal and Compliance Team as a foundational step and formed a coordination body comprising executives and Relevant Departments of Subsidiaries to develop compliance management policies applicable across all subsidiaries. In 2023, to enhance policy implementation, we introduced the Compliance Program for fair trade practices and appointed Compliance Managers and dedicated compliance organizations in each subsidiary to establish the operational foundation. This created a collaborative structure in which the holding company's specialized organization provides strategic direction while each subsidiary's operational team drives implementation in the field. In 2024, we adopted and distributed the Ethical and Compliance Management Manual as a practical guideline for employees and expanded tailored compliance training programs covering overseas subsidiaries. We continue to strengthen our compliance system.

DRB integrates this compliance system throughout all business processes. Through ongoing compliance training and monitoring activities, we advance compliance management implementation and drive continuous improvement of our system.

[G3-1] DRB Compliance Organization





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2. Compliance Strategy

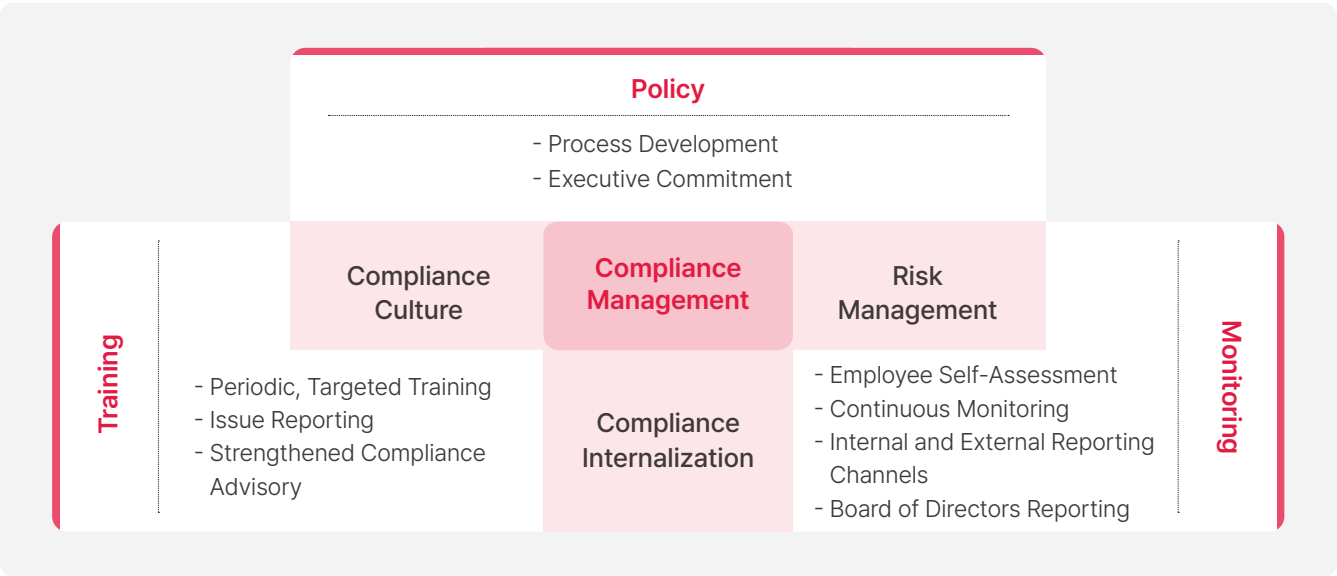
2-1. Compliance Operations

DRB builds a compliance culture by embedding ethical and lawful business practices into employees' daily work processes. To prevent risk, we have implemented external transaction self-assessment activities and a prior consultation system. We are strengthening targeted employee training, revising and distributing the Autonomous Compliance Manual, and establishing regular compliance issue-sharing mechanisms.

In tandem, we conduct due diligence and inspection activities centered on key business regulations, including the Subcontracting Act, Fair Agency Transactions Act, and Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises. We provide legal advice and consulting on individual operational issues and operate a continuous reporting channel to maintain monitoring capabilities. To ensure program effectiveness, we apply disciplinary procedures when regulatory violations occur and provide incentives for compliance best practices to encourage voluntary adherence.

Building on continuous monitoring results, we revise the Autonomous Compliance Manual, supplement training content, and establish recurrence prevention measures to sustain continuous compliance improvement. We will continue to strengthen internal audit capabilities, secure external expert consultation, and strengthen employee compliance awareness.

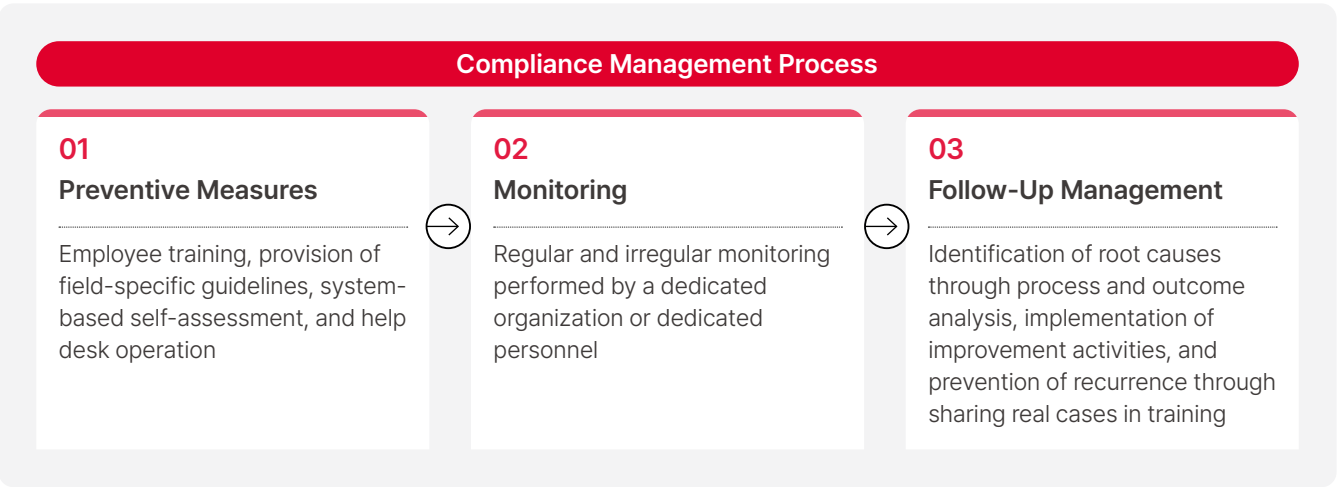
[G3-2] DRB Compliance Operations



2-2. Compliance Management System

DRB operates a compliance management system to ensure adherence to domestic and international business regulations, including anti-corruption and fair competition. We conduct company-wide compliance risk mapping to identify and prevent risks and have established internal control processes grounded in the Ethical and Compliance Management Manual and the Autonomous Compliance Manual as standard guidelines. Compliance management is implemented through integrated on-site inspections, continuous monitoring, and coordinated education and training programs.

[G3-3] DRB Compliance Management System



[G3-4] 2025 DRB Compliance Report

DRB Compliance Report 2025

🔗 View Report



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2-3. Standard Subcontract Agreements

DRB has adopted and applies standard subcontract agreements published by the Fair Trade Commission to establish fair and transparent transaction practices. The Company complies with all applicable laws, including the Subcontracting Act and the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises. To protect the intellectual property and tangible assets of external suppliers, we have embedded explicit contractual provisions addressing the prohibition of coercive technical material disclosure, technical material leasing arrangements, intellectual property licensing, and warranties. We also promptly incorporate newly introduced institutional changes—such as the subcontracting price linkage system—to translate the intent of legislation into operational practice.

In parallel, DRB has established a cooperative agreement framework that aligns with the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises and the Fair Agency Transactions Act, enabling co-growth with external suppliers. We have developed standardized compliance contract templates customized by business type and apply them systematically across all contracting activities. This approach mitigates legal risk and establishes trust-based transaction relationships for a sustainable supply chain.

2-4. Compliance Checklist, Prior Consultation System, and Internal Reporting Operations

DRB operates an integrated compliance checklist, prior consultation system, and internal reporting system across transactions with external suppliers to build a transparent and responsible supply chain. Through these systems, DRB prevents unlawful conduct and unfair trade practices and implements post-transaction management. Before entering into transactions, DRB uses a self-assessment checklist and prior consultation procedures to review whether written contracts are issued, subcontracting prices are determined unfairly, purchases of goods are coerced, or unfair transaction terms are imposed before concluding contracts. After transactions are completed, DRB monitors compliance through the Compliance Help Desk's internal reporting system, focusing on areas with a high risk of legal violations, such as delayed payments, unfair payment reductions, and improper requests for technical data. The Compliance Help Desk also monitors other unlawful conduct, including violations of anti-corruption laws and labor laws, consumer protection requirements, and personal information protection requirements.

Through this management framework, DRB prevents unlawful conduct before it occurs. By identifying and addressing potential legal violations early, we mitigate unfair trade risks and strengthen the overall transparency and fairness of the supply chain. We are committed to establishing a sustainable trading culture in partnership with external suppliers.

2-5. Compliance Program

DRB has established and operates a Compliance Program as a core pillar of its compliance management system. The program ensures voluntary adherence to fair trade regulations and prevents unlawful conduct. Building on an internal compliance framework, we provide employees with clear conduct standards to establish fair competition practices, including cartel prevention. This approach reduces the likelihood of risk occurrence and establishes a crisis management system capable of responding swiftly to potential issues. Going forward, we will continue operating an effective Compliance Program and strengthen employee training to advance a fair trading culture across the organization.

[G3-5] DRB Compliance Program Implementation Process

Stage	Detailed Procedures
Stage 1 [Implementation Framework Establishment]	1. Executive declaration of commitment to the Compliance Program – published on company website
	2. Designation and operation of Compliance Manager within the company * Appointment of one registered director per legal entity (CEO designation: reported to and approved by the Board of Directors) 3. Development of annual Compliance Program implementation plan
Stage 2 [Compliance Program Promotion]	4. Organization of compliance function • Holding company oversight and policy development (Legal and Compliance Team) • Designation of responsibility at DRB Industrial, DRB Automotive • Reflected in internal organizational chart and position assignment table
	5. Revision and distribution of handbook 6. Conduct training 7. Establishment of monitoring system
Stage 3 [Efficient Operations]	8. Systematic management of relevant documents 9. Efficient operation of the Compliance Program



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[G3-6]

Fair Trade Compliance Declaration



[G3-7]

Fair Trade Compliance Manual Revision



3. Compliance Activities

3-1. Compliance Activities

DRB conducts Compliance activities to ensure adherence to domestic and international laws and regulations and to proactively prevent risks.

[G3-8] 2025 DRB Compliance Activities

Period	Activities
2025. 1Q	Revision of Autonomous Compliance Manual Publication and distribution of revised Autonomous Compliance Manual Fair Agency Transactions Act Mutual Growth Agreement Due Diligence Review
2025. 2Q	Comprehensive revision of standard contracts and distribution of standard contract forms Compliance annual report to Board of Directors and publication on website Distribution of standard contract explanatory materials
2025. 3Q	Disclosure of Compliance Program operations and plans Intellectual property rights training Establishment of Fair Trade Compliance Council Introduction of department-level management system for regulatory monitoring Investigation of internal and external compliance issues
2025. 4Q	Compliance review across all entities Self-assessment of overseas entities' compliance Development of in-house fair trade LLM Training on revised standard contracts Reporting of Fair Trade Compliance Council operations results Standard contract training for Vietnam entity

3-2. Compliance Education

DRB implements foundational Compliance training and role-specific compliance education to strengthen legal awareness among employees. Through these initiatives, we establish a company-wide compliance culture and enhance employee capabilities to ensure that legal compliance and ethical judgment are exhibited in daily business operations. We regularly issue Compliance Letters to help employees understand key compliance issues, thereby raising awareness of legal compliance and embedding a practical compliance culture throughout the organization.



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To strengthen compliance cooperation with external suppliers, DRB shares global regulatory trends and its Compliance policies with external suppliers and builds relationships to foster a culture of fair trade.

[G3-9] 2025 DRB Compliance Training

Category	Training Program	Target Audience	Number	Key Content
Foundational	Compliance Fundamentals Training	All employees	1,283	Compliance and Ethics training
	Statutory Training	All employees	2,992	Sexual harassment and harassment prevention, disability awareness, and personal information protection enhancement training
Advanced	Fair Trade Practice Course (Subcontracting Act, Fair Agency Transactions Act)	Relevant departments	475	Practical training on the Subcontracting Act, Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises, and Fair Agency Transactions Act
	Safety, Health, and Environment Job and Statutory Training	Relevant departments	452	Statutory job competency training for relevant departments
Special	Executive and Leader Training	executives	57	Compliance Awareness Training for Leaders
	New Hire and Manager Special Training	New hires	77	Compliance Special Training for New Hires and Managers
	Intellectual Property Risk Management Training	Research and Development departments	52	Intellectual Property Risk Mitigation Training (WIPS ON Training)
	Management System Compliance Training	Related departments	-	Internal Auditor Training on Overall Management Systems Including ISO Quality, Environment, Compliance, and Audit
	High-Risk Department Training	By training category	12	Department-Specific Training for High-Risk Areas in Alignment with Regulatory Changes and Legal Updates

[G3-10] Compliance Training Implementation

Category		Unit	2023	2024	2025
Compliance Training	Total Training Hours	hours	4,773	25,174	14,662
	Participants	persons	4,277	7,499	5,812
	Training Hours per Person	hours	1.12	3.36	2.52

3-3. Internal Monitoring and Audit Enhancement Activities

DRB recognizes Ethics and Compliance as core values in corporate management and operates a systematic approach to prevent and remediate related risks through ongoing internal monitoring and periodic audit activities. Building on a self-assessment framework centered on fair trade regulations—including the Subcontracting Act and Fair Agency Transactions Act—we implement self-assessment checklists, on-site inspections, and external professional consulting to reduce the likelihood of legal violations.

In parallel, we activate both internal and external reporting channels based on robust whistleblower protection policies and conduct audit activities in accordance with our internal audit regulations. Compliance violations identified through audits are addressed by a dedicated department, which establishes and manages process improvements and recurrence prevention measures. DRB operates a disciplinary system for violators and an incentive program for public interest whistleblowers concurrently, while strengthening post-audit management systems to embed a culture of legal compliance.

[G3-11] Compliance Inspection Activities

Period	Description
2025. 1Q	Fair Agency Transactions Act Mutually Beneficial Cooperation Due Diligence Inspection
2025. 2Q	Fair Trade and Mutually Beneficial Cooperation Agreement Implementation Inspection
2025. 3Q	Compliance Program Operations Inspection
2025. 4Q	Company-wide Compliance Inspection Overseas Subsidiary Compliance Self-Inspection

[G3-12] Regulatory Violation Management

Category		Unit	2023	2024	2025
Regulatory Violations ¹	Unfair trade practices, including monopoly and oligopoly	cases	0	0	0
	Product/service information and labeling violations	cases	0	0	0
	Related-party transaction regulatory violations	cases	0	0	0
	Subcontracting Act violations	cases	0	0	0
	Litigation related to legal and regulatory violations	cases	0	1	0

1. Based on entities within the reporting scope

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G3. Compliance

3-4. Fair Agency Partner Company Selection

DRB Industrial has been recognized for its commitment to autonomous fair trade practices built on trust with its agency partners. In November 2025, the company was selected as the sole new Fair Agency Partner Company for that year by the Fair Trade Commission. The selection reflects outstanding performance across comprehensive evaluation criteria, including contract fairness, transaction transparency, and the operation of a voluntary compliance program. With an average business relationship tenure of 21 years and 5 months among its agencies and a 94.5% rate of contracts maintained for five years or longer, DRB Industrial maintains a solid partnership relationship that supports mutual growth beyond transactional dealings. DRB Industrial plans to expand compliance management and mutual cooperation initiatives as a benchmark for responsible partnership practices in the manufacturing sector.

[G3-13] DRB Industrial 2025 Fair Agency Partner Company Selection



3-5. External Partnerships

DRB participates in global initiatives to strengthen corporate ethics and integrity. Since 2022, we have engaged with the Business Integrity Society (BIS), jointly organized by the United Nations Global Compact (UNGC) Korea Association and the Korea Sustainability Investing Forum. We are advancing public-private collaboration to promote an anti-corruption culture and practice responsible management.

In December 2023, we committed to the "Call-to-Action" pledge under the United Nations Convention against Corruption (UNCAC), formally declaring to the international community our commitment to combat corruption across the global economy and society. This reflects our commitment to implementing ethical and compliant management aligned with global standards and to creating a transparent and sustainable business environment.

[G3-14] Participation in BIS Anti-Corruption Pledge



[G3-15] Participation in UNCAC Call-to-Action Pledge



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(Unit: 1,000 KRW)

Category	2023	2024	2025
[Current Assets]	508,096,734	478,727,560	457,151,783
Cash and Cash Equivalents	152,563,890	130,671,547	140,587,804
Short-term Financial Instruments	37,870,614	19,129,435	3,059,836
Trade Receivables	162,349,978	144,847,211	127,666,365
Other Receivables	17,945,546	27,025,208	25,682,894
Inventories	123,096,765	140,677,454	147,664,496
Financial Assets Measured at Fair Value Through Profit or Loss	516,508	-	-
Other Current Assets	13,753,433	16,376,705	12,490,387
[Non-current Assets]	455,554,858	503,686,624	517,758,078
Long-term Financial Instruments	7,481	7,690	7,546
Investment Assets	16,114,709	15,662,518	17,691,971
Other Receivables	10,653,120	10,371,913	12,908,288
Property, Plant, and Equipment (PPE)	403,744,029	455,281,029	463,741,657
Intangible Assets	1,857,277	2,840,818	3,467,033
Investment Properties	15,854,129	14,973,480	14,857,194
Other Non-current Assets	2,141,950	2,068,267	1,081,943
Defined Benefit Assets	5,182,163	2,480,909	4,002,446

Category	2023	2024	2025
[Total Assets]	963,651,592	982,414,184	974,909,860
[Current Liabilities]	396,123,601	408,506,837	368,702,700
[Non-current Liabilities]	69,418,137	53,270,382	77,203,638
[Total Liabilities]	465,541,738	461,777,219	445,906,338
Capital Stock	9,965,000	9,965,000	9,965,000
Capital Surplus	35,238,137	35,657,606	35,657,606
Other Capital	(96,390,340)	(96,390,340)	(96,390,340)
Accumulated Other Comprehensive Income	(3,345,717)	11,766,704	11,486,214
Retained Earnings	433,508,043	439,417,847	443,347,805
Non-controlling Interests	119,134,731	120,220,148	124,937,237
[Total Equity]	498,109,854	520,636,965	529,003,522
[Total Equity and Liabilities]	963,651,592	982,414,184	974,909,860



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(Unit: 1,000 KRW)

Category	2023	2024	2025
Revenue	737,777,768	752,688,128	802,745,959
Operating Profit	35,845,945	21,870,058	24,894,015
Net Profit	21,854,908	13,209,672	8,989,892
Total Comprehensive Income for the Period	21,854,908	13,209,672	8,989,892
Equity Attributable to Owners of the Parent	15,372,362	9,469,647	4,468,124
Non-controlling Interests	6,482,546	3,740,025	4,521,768
Other Comprehensive Income	(1,814,705)	11,990,148	2,468,841
Total Comprehensive Income	20,040,203	25,199,820	11,458,733
Earnings Per Share (EPS)			
Basic and Diluted Earnings Per Share	798	491	232
Number of Subsidiaries Included in Consolidation	17	17	18

General information of subsidiaries

(Unit: 1,000 KRW)

Name of Company	Assets	Liabilities	Equity	Revenue	Profit(Loss)
DRB Industrial Co., Ltd.	347,018,149	107,460,200	239,557,949	356,658,349	11,686,074
DRB International Co., Ltd.	102,053,870	5,894,691	96,159,180	730,884	1,620,500
DRB Automation Co., Ltd.	80,662,431	49,770,495	30,891,936	89,020,352	3,075,806
Saeil Enterprise Co.,Ltd.	13,650,416	8,117,608	5,532,808	4,504,719	-1,530,015
DRB Union Beltinno Co., Ltd.	5,099,701	490,781	4,608,921	3,165,444	-231,087
Wired Corporate Financial Stability Private Equity Fund(PEF)	12,396,538	181,650	12,214,888	-	-95,894
Wired Corporate Financial Stability Private Company (SPC)	16,588,468	3,442,000	13,146,468	-	757,779
DRB Healthcare Co.,Ltd.	20,077,475	10,262,739	9,814,737	5,254,887	-2,566,308
DRB Automotive Co.,Ltd.	113,699,632	54,750,277	58,949,356	145,806,402	4,010,391
Qingdao Dongil Rubber Belt Co., Ltd.	133,914,342	52,489,972	81,424,370	115,279,265	650,999
Dongil Rubber Belt Slovakia s.r.o	80,368,546	59,977,949	20,390,597	81,840,226	-4,747,293
Dongil Rubber Belt Vietnam Co., Ltd	169,343,616	110,991,328	58,352,288	192,897,181	1,955,609
Dongil Rubber Belt America Inc.	99,771,805	90,543,580	9,228,225	161,439,122	137,289
Dongil Rubber Belt Japan Co., Ltd.	17,544,221	13,821,528	3,722,693	50,277,130	1,088,277
Shanghai Dongil Rubber Belt Co., Ltd.	3,298,449	48,507	3,249,942	5,209,466	-7,497
Shanghai DRB Dongil International Trade Co., Ltd.	4,570,443	1,393,625	3,176,818	4,390,519	101,824
PT. Dongil Rubber Belt Indonesia	1,275,475	901,493	373,982	3,630,957	374,417
DRB RUS LIMITED LIABILITY COMPANY	7,642,500	8,686,099	-1,043,599	7,491,940	1,471,293



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1-1. Greenhouse Gas (Scope 1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse gas (Scope 1&2) emissions	Total emissions	tCO ₂ eq	90	95	117
	Scope 1	tCO ₂ eq	7	11	12
	Scope 2 (location-based)	tCO ₂ eq	82	84	104
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	5.3	5.9	5.6

* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.
* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total energy consumption			GJ	1,875	1,943	2,388
Total non-renewable energy consumption	Total		GJ	1,875	1,943	2,388
	Direct energy	Total	GJ	155	175	196
		LNG	GJ	155	36	24
		LPG	GJ	0	0	0
		Gasoline	GJ	0	139	172
		Diesel	GJ	0	0	0
		Kerosene	GJ	0	0	0
		Biomass	GJ	0	0	0
	Indirect energy	Total	GJ	1,720	1,768	2,191
Electricity		GJ	1,720	1,768	2,191	
Other		GJ	0	0	0	
Energy consumption intensity			GJ/one billion KRW	109.2	120.6	114.9

1-3. Environmental Training

Category		Unit	2023	2024	2025
Total training hours		Hours	142	128	180
Number of participants		Persons	71	64	90

1-4. Environmental Regulation Violations

Category		Unit	2023	2024	2025
Number of environmental regulation violations		Cases	0	0	0
Fines and penalties		One million KRW	0	0	0

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	86	92	116
Employment type	Regular	Persons	80	90	112
		%	93.0	97.8	96.6
	Non-regular	Persons	6	2	4
		%	7.0	2.2	3.4
External employees		Persons	0	1	4
Social insurance coverage rate		%	91.9	94.6	94.8
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	6	13	14
		%	7.0	14.1	12.1



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2-1. Employees

Category		Unit	2023	2024	2025
Age	30 to under 50 years old	Persons	61	61	80
		%	70.9	66.3	69.0
	50 years old and over	Persons	19	18	22
		%	22.0	19.6	19.0

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.

2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	12	12	14
Employment type	Regular	Persons	6	12	13
	Non-regular	Persons	6	0	1
Gender	Male	Persons	6	7	10
	Female	Persons	6	5	4

2-3. Turnover

Category		Unit	2023	2024	2025
Total		Persons	3	9	11
		%	3.5	9.8	9.5
Turnover type	Voluntary	Persons	2	4	4
		%	2.3	4.3	3.4
	Involuntary	Persons	1	5	7
		%	1.2	5.4	6.0

2-4. Tenure

Category		Unit	2023	2024	2025
Average tenure		Years	10.4	10.7	10.2
Gender	Male	Years	11.6	11.8	10.8
	Female	Years	7.3	8.0	8.8

2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	25	27	38
			%	29.1	29.3	32.8
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
		Senior management	Persons	1	0	0
			%	12.5	0	0
		Junior management	Persons	2	2	3
			%	16.7	20.0	27.2
		STEM departments	Persons	3	3	3
			%	15.8	18.7	12.0
		Revenue-generating departments	Persons	0	0	0
			%	0	0	0
Other	Disabled employees		Persons	0	0	1
			%	0	0	0.9
	Veteran employees		Persons	0	0	0
			%	0	0	0

* The number of employees with disabilities is based on the actual headcount, and the percentage of employees with disabilities is calculated as a ratio to the total workforce of the relevant year (as of December 31, excluding registered directors).



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2-6. Wage

Category		Unit	2023	2024	2025
Ratio of actual wage to average wage	Male	%	110.0	112.1	111.9
	Female	%	73.1	70.9	75.4
Ratio of hourly base wage to minimum wage	Male	%	149.5	160.2	161.2
	Female	%	104.7	107.2	114.2
Equal pay	Ratio of average base wage between male and female	%	65.8	63.3	67.4
	CEO-to-employee wage gap (median)	%	371.3	379.5	432.4

* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	1	1	3
	Male	Persons	0	0	1
	Female	Persons	1	1	2
Employees scheduled to return from parental leave	Total	Persons	1	0	2
	Male	Persons	0	0	1
	Female	Persons	1	0	1
Employees returning after parental leave	Total	Persons	1	0	2
		%	100	0	100
	Male	Persons	0	0	1
		%	0	0	100
	Female	Persons	1	0	1
		%	100	0	100

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees who worked for 12 months or more after parental leave	Total	Persons	0	0	0
		%	0	0	0
	Male	Persons	0	0	0
		%	0	0	0
	Female	Persons	0	0	0
		%	0	0	0

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	4,069	4,529	6,203
Total costs		1,000 KRW	158,106	269,018	210,464
Training hours per employee		Hours	45.2	46.7	53.5
Training costs per employee		1,000 KRW	1,757	2,773	1,814

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0

2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0



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2-11. Human Rights Training

Category		Unit	2023	2024	2025
Human rights training	Total training hours	Hours	313	327	336
	Number of participants	Persons	231	327	336

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	181,120	179,457	225,155
	Number of employees	Persons	86	92	116
	Lost time injury cases (LTI)	Cases	0	0	0
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	0	0	0
	Number of injured persons	Persons	0	0	0
	Occupational injury rate	%	0	0	0
	Severity rate	Cases per Thousand Work Hours	0	0	0
	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	0	0
	Number of process safety incidents	Cases	0	0	0
	Number of violations of occupational health and safety laws	Cases	0	0	0

* Process safety incidents are defined as accidents involving fire, explosion, or toxic substance leaks, as well as similar incidents that have the potential to escalate into such accidents.

2-13. Occupational Health and Safety Training

Category		Unit	2023	2024	2025
Total training hours		Hours	1,456	1,519	2,592
Number of participants		Persons	869	905	220

2-14. Employees Health Check-Ups

Category		Unit	2023	2024	2025
Employee health examinations participants	General health check-up	Persons	86	77	94
	Comprehensive health check-up	Persons	37	37	52

2-15. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total amount	100 million KRW	4.14	1.23	0.96
	Cash donations	100 million KRW	0.84	0.73	0.85
	In-kind donations	100 million KRW	0.33	0	0
	Operating expenses	100 million KRW	2.97	0.50	0.11
Political contributions		100 million KRW	0	0	0
Major association fees and contributions		100 million KRW	0.01	0.14	0.16
Volunteer work	Total hours	Hours	84	104	114
	Volunteer hours per employee	Hours	0.98	1.13	0.98

* Figures for social contribution expenditures have been restated due to a clerical error, and the resulting data may not be directly comparable to those reported in prior periods.

2-16. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0



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2-17. Information Security Training

Category		Unit	2023	2024	2025
Information Security Training	Total training hours	Hours	86	35	112
	Number of participants	Persons	86	79	112

3-1. Ethics Training

Category		Unit	2023	2024	2025
Ethics training	Total training hours	Hours	67	99	198
	Number of participants	Persons	67	90	99

3-2. Compliance Training

Category		Unit	2023	2024	2025
Total training hours		Hours	838	1,119	3,770
Number of participants		Persons	583	369	895

3-3. Ethics Management Reports & Actions

Category		Unit	2023	2024	2025
Number of employees who signed the code of ethics	Persons		68	82	109
	%		79.1	89.1	94.0
Code of ethics violations / reports		Cases	0	0	0
Number of actions taken for code of ethics violations		Cases	0	0	0

3-4. Compliance

Category		Unit	2023	2024	2025
Violation of anti-competitive practices, monopolistic behavior, and unfair trade practices		Cases	0	0	0
Violation of product/service information and labeling regulations		Cases	0	0	0
Violation of internal transaction regulations		Cases	0	0	0
Violation of subcontracting regulations		Cases	0	0	0
Lawsuits related to legal and regulatory violations		Cases	0	1	0

3-5. Board Independence

Category		Unit	2023	2024	2025
Ratio of non-executive directors		%	60.0	60.0	80.0
Limit on the number of additional positions held by executives		Numbers	1	1	1

3-6. Board Diversity

Category		Unit	2023	2024	2025
Female executives	Persons		1	1	1
	%		20.0	20.0	20.0



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3-7. Board Operation

Category		Unit	2023	2024	2025
Average tenure of non-executive directors		Years	3.1	4.1	5.1
Number of board meetings		Numbers	6	5	6
Board meeting attendance rate		%	96.6	96.0	100
Board agenda items	Total	Cases	21	30	27
	Report	Cases	6	14	10
	Resolution	Cases	15	16	17
Opinions on agenda items	Total	Cases	15	16	17
	In favor	Cases	15	16	17
	Against	Cases	0	0	0
	Amendments	Cases	0	0	0
	Abstentions	Cases	0	0	0
Training for non-operating directors		Cases	4	1	2
Participation of non-executive directors in internal training		Y/N	Y	Y	Y
Training for non-executive directors		Cases	2	1	2

* Figures have been adjusted due to a change in rounding methodology, which may result in discrepancies compared to the prior year's report.



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1-1. Greenhouse Gas (Scope 1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse gas (Scope 1&2) Emissions	Total emissions	tCO ₂ eq	12,084	11,494	10,513
	Scope 1	tCO ₂ eq	6,207	5,603	4,949
	Scope 2	tCO ₂ eq	5,877	5,895	5,563
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	34.7	34.9	29.5

* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.
* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total energy consumption			GJ	232,437	228,161	211,504
Total non-renewable energy consumption	Total		GJ	232,437	228,161	211,504
	Direct energy	Total	GJ	109,617	104,961	95,244
		LNG	GJ	31,382	71,503	88,847
		LPG	GJ	75,206	31,786	3,564
		Gasoline	GJ	226	370	411
		Diesel	GJ	2,693	1,281	2,355
		Kerosene	GJ	110	21	67
	Indirect energy	Total	GJ	122,820	123,200	116,261
		Electricity	GJ	122,820	123,200	116,261
		Other	GJ	0	0	0
Energy consumption intensity			GJ/one billion KRW	667.7	692.1	593.0

1-3. Raw Material Consumption

Category	Unit	2023	2024	2025
Total raw material consumption (purchased)	ton	3,727	3,830	3,573
Renewable raw material consumption (purchased)	ton	593	599	570
Renewable raw material usage ratio (purchased)	%	15.9	15.6	16.0

* Figures for the usage (purchase) volume and ratio of renewable raw materials have been restated due to a clerical error, and the resulting data may not be directly comparable to those reported in prior periods.

1-4. Hazardous Chemical Management

Category	Unit	2023	2024	2025
Total hazardous chemical usage	ton	162	161	310
Hazardous chemical usage intensity	ton/one billion KRW	0.5	0.5	0.9
Major hazardous chemical spill incidents	Cases	0	0	0

1-5. Waste Management

Category			Unit	2023	2024	2025
Total waste generation (general + designated)	Total		ton	1,405	1,435	1,274
	Recycled		ton	1,212	1,277	1,094
	Recycling rate		%	86.3	88.9	85.9
	Processed	Total	ton	193	158	180
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	177	151	156
		Landfilled	ton	16	7	25
		Other methods	ton	0	0	0
	Waste generation intensity		ton/one billion KRW	4.0	4.4	3.6
General waste	Total		ton	1,359	1,405	1,221
	Recycled		ton	1,176	1,248	1,056
	Recycling rate		%	86.6	88.8	86.5



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1-5. Waste Management

Category			Unit	2023	2024	2025
General waste	Processed	Total	ton	183	157	165
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	177	150	153
		Landfilled	ton	6	7	11
		Other methods	ton	0	0	0
Designated waste	Total		ton	46	30	53
	Recycled		ton	36	29	38
	Recycling rate		ton	77.9	96.7	71.2
	Processed	Total	ton	10	1	15
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	0	1	2
		Landfilled	ton	10	0	13
		Other methods	ton	0	0	0

* Basis for Reporting on Corporate Waste Generation and Treatment Performance
* Criteria for Distinguishing Incineration and Recycling : Recycling and incineration are classified based on an energy recovery efficiency threshold of 75%.

1-6. Water Intake and Usage

Category		Unit	2023	2024	2025
Total water usage		ton	323,167	309,335	241,536
Water intake	Total	ton	94,089	98,873	72,755
	Surface water	ton	94,089	98,873	72,755
	Groundwater	ton	0	0	0
Water usage intensity		ton/one billion KRW	270.3	299.9	204.0
Total water recycled		ton	229,078	210,462	168,781
Water recycling rate		%	70.9	68.0	69.9

* Total water usage is calculated by summing total water withdrawal and total water recycled.
* Figures have been adjusted due to a change in the scope and methodology of water withdrawal data collection, and may not be directly comparable to those reported in prior periods.

1-7. Wastewater Discharge

Category		Unit	2023	2024	2025
Wastewater discharge	Total	ton	87	1,211	102
	Direct wastewater discharge	ton	0	1,112	0
	Third-party treated wastewater	ton	87	99	102
Wastewater discharge intensity		ton/one billion KRW	0.2	3.4	0.3

1-8. Water Pollutants Emissions

Category		Unit	2023	2024	2025
Total water pollutants emissions		kg	0	79	0
BOD		kg	0	2	0
SS		kg	0	5	0
TOC		kg	0	8	0
T-N		kg	0	3	0
T-P		kg	0	1	0
N-H		kg	0	0	0
Other water pollutants		kg	0	60	0
Water pollutants emissions intensity		kg/one billion KRW	0	0.2	0

* Figures have been adjusted due to a change in the management indicators for water pollutants, and the resulting data may not be directly comparable to those reported in prior periods.

1-9. Air Pollutants Emissions

Category		Unit	2023	2024	2025
Total air pollutants emissions		kg	3,552	3,086	2,570
NOx		kg	2,413	2,222	1,913
SOx		kg	0	0	0
POP		kg	0	0	0
VOCs		kg	24	83	68
PM		kg	757	626	238
Other air pollutants		kg	358	155	351
Air pollutants emissions intensity		kg/one billion KRW	10.2	9.4	7.2



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1-10. Environmental Training

Category	Unit	2023	2024	2025
Total training hours	Hours	1,372	1,332	1,220
Number of participants	Persons	531	534	526

1-11. Environmental Regulation Violations

Category	Unit	2023	2024	2025
Number of environmental regulation violations	Cases	1	0	0
Fines and penalties	One million KRW	0.48	0	0

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

1-12. Environmental Management System

Category	Unit	2023	2024	2025
ISO 14001 certification rate	%	100	100	100

1-13. Eco-Friendly Products

Category	Unit	2023	2024	2025
Eco-friendly procurement amount	One million KRW	84	42	264
Eco-friendly product revenue	100 million KRW	0	4	1

* Eco-friendly purchase amounts and eco-friendly product sales revenue were calculated based on products that have obtained eco-friendly certification from an accredited third-party organization, in accordance with the "Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis" and the "Environmental Technology and Environmental Industry Support Act."

* Figures have been adjusted due to a change in the calculation methodology for eco-friendly product revenue, and may not be directly comparable to those reported in prior periods.

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	545	554	540
Employment type	Regular	Persons	536	534	514
		%	98.3	96.4	95.2
	Non-regular	Persons	9	20	26
		%	1.7	3.6	4.8
External employees		Persons	34	32	32
Social insurance coverage rate		%	85.0	88.1	89.1
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	17	38	42
		%	3.1	6.9	7.8
	30 to under 50 years old	Persons	272	310	313
		%	49.9	56.0	58.0
	50 years old and over	Persons	256	206	185
		%	47.0	37.2	34.3

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.



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2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	22	60	53
Employment type	Regular	Persons	20	25	12
	Non-regular	Persons	2	35	41
Gender	Male	Persons	14	52	48
	Female	Persons	8	8	5

2-3. Turnover

Category		Unit	2023	2024	2025
Total		Persons	37	67	54
		%	6.8	12.1	10.0
Turnover type	Voluntary	Persons	13	23	14
		%	2.4	4.2	2.6
	Involuntary	Persons	24	44	40
		%	4.4	7.9	7.4

2-4. Tenure

Category		Unit	2023	2024	2025
Average tenure		Years	18.7	17.5	16.9
Gender	Male	Years	19.3	18.0	17.4
	Female	Years	13.5	12.4	11.3

2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	55	53	48
			%	10.1	9.6	8.9
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
		Senior management	Persons	0	0	0
			%	0	0	0
		Junior management	Persons	1	1	2
			%	10.0	8.3	14.2
		STEM departments	Persons	9	10	12
			%	24.3	12.9	16.2
		Revenue-generating departments	Persons	13	20	14
			%	39.4	32.7	24.1
Other	Disabled employees		Persons	12	9	10
			%	2.2	1.6	1.9
	Veteran employees		Persons	12	11	9
			%	2.2	2.0	1.7

* Figures have been adjusted due to a change in rounding methodology, which may result in discrepancies compared to the prior year's report.
* The number of employees with disabilities is based on the actual headcount, and the percentage of employees with disabilities is calculated as a ratio to the total workforce of the relevant year (as of December 31, excluding registered directors).



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2-6. Wage

Category		Unit	2023	2024	2025
Ratio of actual wage to average wage	Male	%	102.9	102.5	101.6
	Female	%	73.5	76.6	82.7
Ratio of hourly base wage to minimum wage	Male	%	102.9	102.8	101.2
	Female	%	104.7	102.1	111.3
Equal pay	Ratio of average base wage between male and female	%	71.4	74.7	81.4
	CEO-to-employee wage gap (median)	%	399.3	391.0	411.3

* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	8	13	9
	Male	Persons	6	9	7
	Female	Persons	2	4	2
Employees scheduled to return from parental leave	Total	Persons	5	7	12
	Male	Persons	4	6	10
	Female	Persons	1	1	2
Employees returning after parental leave	Total	Persons	5	7	11
		%	100	100	91.7
	Male	Persons	4	6	9
		%	100	100	90.0
	Female	Persons	1	1	2
		%	100	100	100

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees who worked for 12 months or more after parental leave	Total	Persons	4	4	8
		%	100	80.0	100
	Male	Persons	3	3	6
		%	100	75.0	100
	Female	Persons	1	1	2
		%	100	100	100

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	12,182	22,537	23,564
Total costs		1,000 KRW	120,176	77,556	57,415
Training hours per employee		Hours	22.1	40.3	43.7
Training costs per employee		1,000 KRW	219	139	107

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0



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2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0
Human rights violation (External supplier)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0
	Child labor	Cases	0	0	0
	Forced labor	Cases	0	0	0

* External suppliers refer to raw material and component manufacturers (makers) and exclude intermediaries (agencies).

2-11. Human Rights Training

Category		Unit	2023	2024	2025
Total training hours		Hours	1,403	1,225	1,266
Number of participants		Persons	1,403	1,225	1,266

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	1,233,727	1,416,110	1,181,408
	Number of employees	Persons	545	554	540
	Lost time injury cases (LTI)	Cases	1	3	2
	Lost time injury frequency rate(LTIFR)	Cases per Million Work Hours	0.81	2.12	1.69
	Number of Injured Persons	Persons	1	4	2
	Occupational injury rate	%	0.18	0.72	0.37
	Severity rate	Cases per Thousand Work Hours	0.07	0.39	0.22

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	1	0
	Number of Process Safety Incidents	Cases	0	0	1
Contractor*	Total working hours	Hours	81,642	76,236	87,387
	Number of employees	Persons	34	34	37
	Number of Work-Related Fatalities	Persons	0	0	0
	Lost time injury cases (LTI)	Cases	0	0	0
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	0	0	0
	Number of violations of occupational health and safety laws	Cases	0	0	7

* Process safety incidents are defined as accidents involving fire, explosion, or toxic substance leaks, as well as similar incidents that have the potential to escalate into such accidents.

* Contractors : Refers to on-site external companies contracted to perform specific tasks or services—such as operations, cafeteria services, and security—through direct contracts. Companies under dispatch contracts are excluded.

* Figures have been adjusted to reflect updates to the follow-up status of occupational accidents, and may not be directly comparable to those reported in prior periods.

2-13. Occupational Health and Safety Management System

Category	Unit	2023	2024	2025
ISO 45001 implementation rate	%	100	100	100

2-14. Occupational Health and Safety Training

Category	Unit	2023	2024	2025
Total training hours	Hours	12,540	13,308	14,860
Number of participants	Persons	6,540	6,669	9,580



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2-15. Employees Health Check-Ups

Category		Unit	2023	2024	2025
Employee health examinations participants	General health check-up	Persons	517	508	508
	Comprehensive health check-up	Persons	249	277	232
	Special health check-up	Persons	347	308	317

2-16. Union

Category		Unit	2023	2024	2025
Number of union members		Persons	340	355	314
Union membership rate		%	62.4	64.1	58.1
Collective bargaining agreement coverage rate		%	100	100	100
Number of labor-management committee meetings		Cases	4	4	4

* Union membership rate is calculated as the ratio of actual union members to the total number of employees.

2-17. External Suppliers Status

Category		Unit	2023	2024	2025
Total number of external suppliers		Numbers	96	82	99
Number of new external suppliers		Numbers	1	1	1

2-18. Supply Chain ESG Assessment

Category		Unit	2023	2024	2025
ESG risk assessment conducted	Document	Numbers	33	27	99
	On-site	Numbers	9	5	5
ESG risk assessment result	Number of external suppliers with identified risks	Numbers	0	0	0
	Number of external suppliers with established improvement plans	Numbers	0	0	0
	Number of external suppliers with suspended transactions	Numbers	0	0	0
Supplier code of conduct signing rate		%	100	100	93.3

2-19. Mutual Cooperation

Category		Unit	2023	2024	2025
Total amount of mutual cooperation procurement		100 million KRW	4	10	13
Number of ESG support projects		Cases	2	1	3

2-20. External Suppliers Grievance Process

Category		Unit	2023	2024	2025
External Suppliers Grievance Process	Number of grievances received	Cases	0	0	0
	Number of grievances processed	Cases	0	0	0



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2-21. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total	100 million KRW	2.42	1.22	1.11
	Cash donations	100 million KRW	0.66	0.52	0.52
	In-kind donations	100 million KRW	0.06	0.06	0.06
	Operating expenses	100 million KRW	1.70	0.64	0.53
Political contributions		100 million KRW	0	0	0
Major association fees and contributions		100 million KRW	0.50	0.55	0.48
Volunteer work	Total hours	Hours	122	214	164
	Volunteer hours per employee	Hours	0.22	0.39	0.30

2-22. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0

2-23. Information Security Training

Category		Unit	2023	2024	2025
Total training hours		Hours	545	77	196
Number of participants		Persons	545	176	196

3-1. Ethics Training

Category		Unit	2023	2024	2025
Total training hours		Hours	492	538	657
Number of participants		Persons	492	523	489

3-2. Compliance Training

Category		Unit	2023	2024	2025
Total training hours		Hours	2,662	17,872	7,277
Number of participants		Persons	2,337	4,877	2,565

3-3. Ethics Management Reports & Actions

Category		Unit	2023	2024	2025
Number of employees who signed the code of ethics		Persons	156	177	190
		%	28.6	31.9	35.2
Code of ethics violations/reports		Cases	1	0	1
Number of actions taken for code of ethics violations		Cases	1	0	1

* Figures for violations and reports of the code of ethics have been restated due to a clerical error, and the resulting data may not be directly comparable to those reported in prior periods.



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3-4. Compliance

Category	Unit	2023	2024	2025
Violation of anti-competitive practices, monopolistic behavior, and unfair trade practices	Cases	0	0	0
Violation of product/service information and labeling regulations	Cases	0	0	0
Violation of internal transaction regulations	Cases	0	0	0
Violation of subcontracting regulations	Cases	0	0	0
Lawsuits related to legal and regulatory violations	Cases	0	0	0

3-5. Board Independence

Category	Unit	2023	2024	2025
Ratio of non-executive directors	%	60.0	60.0	75.0
Limit on the number of additional positions held by executives	Numbers	1	1	1

3-6. Board Diversity

Category	Unit	2023	2024	2025
Female executives	Persons	1	1	1
	%	20.0	20.0	25.0

3-7. Board Operation

Category		Unit	2023	2024	2025
Average tenure of non-executives		Years	2.1	1.6	2.3
Number of board meetings		Numbers	5	5	8
Board meeting attendance rate		%	92.0	96.7	84.7
Board agenda items	Total	Cases	17	30	32
	Report	Cases	6	14	10
	Resolution	Cases	11	16	22
Opinions on agenda items	Total	Cases	11	16	22
	In favor	Cases	11	16	22
	Against	Cases	0	0	0
	Amendments	Cases	0	0	0
	Abstentions	Cases	0	0	0
Training for non-operating directors		Cases	0	1	4
Participation of non-executive directors in internal training		Y/N	Y	Y	Y
Training for non-executive directors		Cases	5	4	4

* Figures have been adjusted due to a change in rounding methodology, which may result in discrepancies compared to the prior year's report.



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1-1. Greenhouse Gas (Scope 1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse gas (Scope 1&2) Emissions	Total emissions	tCO ₂ eq	8,582	8,964	9,892
	Scope 1	tCO ₂ eq	1,256	1,272	1,474
	Scope 2	tCO ₂ eq	7,325	7,692	8,417
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	81.2	74.0	67.8

* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.
* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total energy consumption			GJ	163,908	188,571	211,061
Total non-renewable energy consumption	Total		GJ	163,908	185,816	204,346
	Direct energy	Total	GJ	24,204	25,071	28,445
		LNG	GJ	22,693	24,959	26,740
		LPG	GJ	0	0	0
		Gasoline	GJ	29	43	182
		Diesel	GJ	1,482	69	1,520
		Kerosene	GJ	0	0	3
		Biomass	GJ	0	0	0
Indirect energy	Total	GJ	139,704	160,745	175,901	
	Electricity	GJ	139,704	160,745	175,901	
	Other	GJ	0	0	0	
Energy consumption intensity			GJ/one billion KRW	1,551.0	1,565.9	1,447.5

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total renewable energy consumption	Renewable energy	Total	GJ	0	2,755	6,715.012
		Solar	GJ	0	2,755	6,715.012
		REC	GJ	0	0	0
Renewable energy usage ratio			%	0	1.5	3.2

1-3. Raw Material Consumption

Category		Unit	2023	2024	2025
Total raw material consumption (purchased)		ton	9,924	11,213	12,301
Renewable raw material consumption (purchased)		ton	18	31	24
Renewable raw material usage ratio (purchased)		%	0.2	0.3	0.2

* Figures have been adjusted due to a change in the scope of aggregation for renewable raw material consumption (purchased), and may not be directly comparable to those reported in prior periods.

1-4. Hazardous Chemical Management

Category		Unit	2023	2024	2025
Total hazardous chemical usage		ton	118	189	132
Hazardous chemical usage intensity		ton/one billion KRW	1.1	1.6	0.9
Major hazardous chemical spill incidents		Cases	0	0	0



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1-5. Waste Management

Category		Unit	2023	2024	2025	
Total waste generation (general + designated)	Total	ton	2,280	2,677	3,377	
	Recycled	ton	2,208	2,605	3,292	
	Recycling rate	%	96.8	97.3	97.5	
	Processed	Total	ton	72	72	85
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	52	54	73
		Landfilled	ton	20	18	12
		Other methods	ton	0	0	0
Waste generation intensity		ton/one billion KRW	21.6	22.1	23.2	
General waste	Total	ton	2,145	2,541	3,157	
	Recycled	ton	2,125	2,523	3,145	
	Recycling rate	%	99.1	99.3	99.6	
	Processed	Total	ton	20	18	12
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	0	0	0
		Landfilled	ton	20	18	12
		Other methods	ton	0	0	0
Designated waste	Total	ton	135	137	220	
	Recycled	ton	82	82	147	
	Recycling rate	ton	60.7	60.2	66.8	
	Processed	Total	ton	52	54	73
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	52	54	73
		Landfilled	ton	0	0	0
		Other methods	ton	0	0	0

1-6. Water Intake and Usage

Category		Unit	2023	2024	2025
Total water usage		ton	37,708	36,319	38,293
Water intake	Total	ton	37,708	36,319	38,293
	Surface water	ton	37,708	36,319	38,293
	Groundwater	ton	0	0	0
Water usage intensity		ton/one billion KRW	356.8	299.8	262.6
Total water recycled		ton	0	0	0
Water recycling rate		%	0	0	0

* Figures have been adjusted due to a change in the scope and methodology of water withdrawal data collection, and may not be directly comparable to those reported in prior periods.

1-7. Wastewater Discharge

Category		Unit	2023	2024	2025
Wastewater discharge		ton	10,782	9,861	9,185
Wastewater discharge intensity		ton/one billion KRW	102.0	81.4	63.0

1-8. Water Pollutants Emissions

Category		Unit	2023	2024	2025
Total water pollutants emissions		kg	2,804	2,940	4,137
BOD		kg	480	529	466
SS		kg	1	19.722	101
TOC		kg	474	523	526
T-N		kg	151	166	216
T-P		kg	5	2	14
N-H		kg	0	0	0
Other water pollutants		kg	1,693	1,701	2,814
Water pollutants emissions intensity		kg/one billion KRW	26.5	24.3	28.4

* Figures have been adjusted due to a change in the management indicators for water pollutants, and the resulting data may not be directly comparable to those reported in prior periods.



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1-9. Air Pollutants Emissions

Category	Unit	2023	2024	2025
Total air pollutants emissions	kg	2,040	693	17,789
NOx	kg	0	0	0
SOx	kg	260	148	1,190
POP	kg	0	0	0
VOCs	kg	0	0	0
PM	kg	1,780	544	1,055
Other air pollutants	kg	0	0	15,544
Air pollutants emissions intensity	kg/one billion KRW	19.3	5.7	122.0

1-10. Environmental Training

Category	Unit	2023	2024	2025
Total training hours	Hours	926	1,126	550
Number of participants	Persons	396	385	206

* Figures have been adjusted due to a change in the data scope for environmental training, and may not be directly comparable to those reported in prior periods.

1-11. Environmental Regulation Violations

Category	Unit	2023	2024	2025
Number of environmental regulation violations	Cases	0	2	1
Fines and penalties	One million KRW	0	0.96	0.48

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

1-12. Environmental Management System

Category	Unit	2023	2024	2025
ISO 14001 certification rate	%	100	100	100

1-13. Eco-Friendly Products

Category	Unit	2023	2024	2025
Eco-friendly procurement amount	One million KRW	58.7	1.6	1.0
Eco-friendly product revenue	One billion KRW	0	0	0

* Eco-friendly purchase amounts and eco-friendly product sales revenue were calculated based on products that have obtained eco-friendly certification from an accredited third-party organization, in accordance with the "Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis" and the "Environmental Technology and Environmental Industry Support Act.

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	199	208	210
Employment type	Regular	Persons	197	198	198
		%	99.0	95.2	94.3
	Non-regular	Persons	2	10	12
		%	1.0	4.8	5.7
External employees		Persons	16	15	15
Social insurance coverage rate		%	92.0	92.3	93.3
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	2	16	22
		%	1.0	7.7	10.5
	30 to under 50 years old	Persons	121	131	127
		%	60.8	63.0	60.5
	50 years old and over	Persons	76	61	61
		%	38.2	29.3	29.0

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.



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2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	11	28	23
Employment type	Regular	Persons	6	12	8
	Non-regular	Persons	5	16	15
Gender	Male	Persons	11	26	21
	Female	Persons	0	2	2

2-3. Turnover

Category		Unit	2023	2024	2025
Total		Persons	10	16	24
		%	5.0	7.7	11.4
Turnover type	Voluntary	Persons	5	9	10
		%	2.5	4.3	4.8
	Involuntary	Persons	5	7	14
		%	2.5	3.4	6.7

2-4. Tenure

Category		Unit	2023	2024	2025
Average tenure		Years	16.4	15.6	15.1
Gender	Male	Years	16.7	16.0	15.5
	Female	Years	9.9	9.1	8.6

2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	9	11	12
			%	4.5	5.3	5.7
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
		Senior management	Persons	0	0	0
			%	0	0	0
		Junior management	Persons	0	0	0
			%	0	0	0
		STEM departments	Persons	1	3	3
			%	5.6	13.6	13.6
		Revenue-generating departments	Persons	4	4	3
			%	23.5	19.0	14.2
Other	Disabled employees		Persons	6	6	5
			%	3.0	2.9	2.4
	Veteran employees		Persons	6	5	3
			%	3.0	2.4	1.4

* Figures have been adjusted due to a change in rounding methodology, which may result in discrepancies compared to the prior year's report.
* The number of employees with disabilities is based on the actual headcount, and the percentage of employees with disabilities is calculated as a ratio to the total workforce of the relevant year (as of December 31, excluding registered directors).



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2-6. Wage

Category		Unit	2023	2024	2025
Ratio of actual wage to average wage	Male	%	101.5	101.6	102.1
	Female	%	66.9	71.2	64.8
Ratio of hourly base wage to minimum wage	Male	%	110.0	101.1	101.2
	Female	%	100.7	108.2	115.1
Equal pay	Ratio of average base wage between male and female	%	65.9	70.0	63.5
	CEO-to-employee wage gap (median)	%	418.8	424.7	212.1

* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	5	4	4
	Male	Persons	4	4	4
	Female	Persons	1	0	0
Employees scheduled to return from parental leave	Total	Persons	5	0	5
	Male	Persons	4	0	5
	Female	Persons	1	0	0
Employees returning after parental leave	Total	Persons	5	0	3
		%	100	0	60.0
	Male	Persons	4	0	3
		%	100	0	60.0
	Female	Persons	1	0	0
		%	100	0	0

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees who worked for 12 months or more after parental leave	Total	Persons	2	4	1
		%	100	80.0	100
	Male	Persons	2	3	1
		%	100	75.0	100
	Female	Persons	0	1	0
		%	0	100	0

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	3,928	5,242	5,174
Total costs		1,000 KRW	9,689	11,354	14,111
Training hours per employee		Hours	19.7	25.2	24.6
Training costs per employee		1,000 KRW	49	55	67

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0



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2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0
Human rights violation (External supplier)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0
	Child labor	Cases	0	0	0
	Forced labor	Cases	0	0	0

* External suppliers refer to raw material and component manufacturers (makers) and exclude intermediaries (agencies).

2-11. Human Rights Training

Category		Unit	2023	2024	2025
Total training hours		Hours	542	475	494
Number of participants		Persons	542	475	494

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	439,643	500,371	516,169
	Number of employees	Persons	199	208	210
	Lost time injury cases (LTI)	Cases	0	0	0
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	0	0	0

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Number of injured persons	Persons	0	0	0
	Occupational injury rate	%	0	0	0
	Severity rate	Cases per Thousand Work Hours	0	0	0
	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	0	0
	Number of process safety incidents	Cases	0	0	0
Contractors*	Total working hours	Hours	241,552	659,784	200,202
	Number of employees	Persons	154	229	87
	Number of Work-Related Fatalities	Persons	0	0	0
	Lost time injury cases (LTI)	Cases	0	0	0
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	0	0	0
	Number of violations of occupational health and safety laws	Cases	0	0	1

* Process safety incidents are defined as accidents involving fire, explosion, or toxic substance leaks, as well as similar incidents that have the potential to escalate into such accidents.
* Contractor: Refers to on-site external companies contracted to perform specific tasks or services—such as operations, cafeteria services, and security—through direct contracts. Companies under dispatch contracts are excluded.

2-13. Occupational Health and Safety Management System

Category	Unit	2023	2024	2025
ISO 45001 implementation rate	%	100	100	100



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2-14. Occupational Health and Safety Training

Category		Unit	2023	2024	2025
Total training hours		Hours	5,112	5,262	6,242
Number of participants		Persons	2,229	2,281	2,649

2-15. Employees Health Check-Ups

Category		Unit	2023	2024	2025
Employee health examinations participants	General health check-up	Persons	117	131	124
	Comprehensive health check-up	Persons	85	99	84
	Special health check-up	Persons	78	76	83

2-16. Union

Category		Unit	2023	2024	2025
Number of union members		Persons	119	125	116
Union membership rate		%	59.8	60.1	55.2
Collective bargaining agreement coverage rate		%	100	100	100
Number of labor-management committee meetings		Cases	4	4	4

* Union membership rate is calculated as the ratio of actual union members to the total number of employees.

2-17. External Suppliers Status

Category		Unit	2023	2024	2025
Total number of external suppliers		Numbers	52	55	56
Number of new external suppliers		Numbers	5	0	0

2-18. Supply Chain ESG Assessment

Category		Unit	2023	2024	2025
ESG risk assessment conducted	Document	Numbers	22	21	56
	On-site	Numbers	3	7	5
ESG risk assessment result	Number of external suppliers with identified risks	Numbers	0	0	0
	Number of external suppliers with established improvement plans	Numbers	0	0	0
	Number of external suppliers with suspended transactions	Numbers	0	0	0
Supplier code of conduct signing rate		%	100	100	95.4

2-19. Mutual Cooperation

Category		Unit	2023	2024	2025
Total amount of mutual cooperation procurement		100 million KRW	3.41	2.25	2.38
Number of ESG support projects		Cases	2	1	3

2-20. External Suppliers Grievance Process

Category		Unit	2023	2024	2025
External Suppliers Grievance Process	Number of grievances received	Cases	0	0	0
	Number of grievances processed	Cases	0	0	0



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2-21. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total amount	100 million KRW	0	0	0
	Cash donations	100 million KRW	0	0	0
	In-kind donations	100 million KRW	0	0	0
	Operating expenses	100 million KRW	0	0	0
Political contributions		100 million KRW	0	0	0
Major association fees and contributions		100 million KRW	0	0.11	0
Volunteer work	Total hours	Hours	0	53	60
	Volunteer hours per employee	Hours	0	0.25	0.29

2-22. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0

2-23. Information Security Training

Category		Unit	2023	2024	2025
Total training hours		Hours	199	30	80
Number of participants		Persons	199	69	80

3-1. Ethics Training

Category		Unit	2023	2024	2025
Total training hours		Hours	172	185	244
Number of participants		Persons	172	181	179

3-2. Compliance Training

Category		Unit	2023	2024	2025
Total training hours		Hours	1,063	755	973
Number of participants		Persons	937	353	881

3-3. Ethics Management Reports & Actions

Category		Unit	2023	2024	2025
Number of employees who signed the code of ethics		Persons	67	74	79
		%	33.7	35.6	37.6
Code of ethics violations/reports		Cases	1	2	0
Number of actions taken for code of ethics violations		Cases	1	1	1

* Of the ethics code violation cases received in 2024, one case was carried over and processed in the first half of 2025.

3-4. Compliance

Category		Unit	2023	2024	2025
Violation of anti-competitive practices, monopolistic behavior, and unfair trade practices		Cases	0	0	0
Violation of product/service information and labeling regulations		Cases	0	0	0
Violation of internal transaction regulations		Cases	0	0	0
Violation of subcontracting regulations		Cases	0	0	0
Lawsuits related to legal and regulatory violations		Cases	0	0	0



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1-1. Greenhouse Gas (Scope1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse Gas (Scope 1&2) Emissions	Total emissions	tCO ₂ eq	25,927	23,824	21,280
	Scope 1	tCO ₂ eq	5,494	5,208	4,388
	Scope 2 (Location-based)	tCO ₂ eq	20,433	18,615	16,892
	Scope 2 (Market-based)	tCO ₂ eq	-	14,187	9,532
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	190.5	195.4	184.6

* The weight conversion and density calculation for petroleum fuels were based on international quality standards provided by the Korea Petroleum Quality & Distribution Authority (KPQDA) until 2023. From 2024 onward, the GHG Protocol's Emission Factors for Cross-Sector Tools have been applied to the calculation.

* The weight conversion and density calculation for natural gas (LNG) were based on data from California Gas Transmission and air density references until 2023. From 2024 onward, the GHG Protocol's Emission Factors for Cross-Sector Tools have been applied to the calculation.

* Electricity emission factors were calculated using the GHG Protocol's GHG Emissions Calculation Tool until 2023. From 2024 onward, emission factors from the Carbon Database Initiative (Generation category) have been applied to the calculation.

* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.

* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total energy consumption			GJ	193,419	206,559	220,388
Total non-renewable energy consumption	Total		GJ	189,428	202,770	176,693
	Direct energy	Total	GJ	98,003	101,355	84,980
		LNG	GJ	96,235	99,714	83,306
		LPG	GJ	0	0	0
		Gasoline	GJ	1,124	909	876
		Diesel	GJ	644	732	799
		Kerosene	GJ	0	0	0
		Biomass	GJ	0	0	0

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total non-renewable energy consumption	Indirect energy	Total	GJ	91,425	101,415	91,713
		Electricity	GJ	91,425	101,415	91,713
		Other	GJ	0	0	0
Energy consumption intensity			GJ/one billion KRW	1,421.1	1,693.9	1,911.8
Total renewable energy consumption	Renewable energy	Total	GJ	11,191	27,909	43,694
		Solar	GJ	3,991	3,789	3,734
		REC	GJ	7,200	24,120	39,960
Renewable energy usage ratio			%	5.8	13.5	19.8

* From 2024 onward, the calculation of direct energy consumption was based on emission densities derived from the GHG Protocol's Emission Factors for Cross-Sector Tools, and the resulting figures may differ slightly from those reported in the previous year.

* From 2024 onward, the calorific value for indirect energy (electricity) was calculated using the GHG Protocol guidance value of 3.6 MJ/kWh. Therefore, the data may not be directly comparable to those reported in prior periods, which were based on the domestic gross calorific value of 9.6 MJ/kWh.

1-3. Raw Material Consumption

Category		Unit	2023	2024	2025
Total raw material consumption (purchased)		ton	19,095	20,690	15,177
Renewable raw material consumption (purchased)		ton	707	710	791
Renewable raw material usage ratio (purchased)		%	3.7	3.4	5.2

1-4. Hazardous Chemical Management

Category		Unit	2023	2024	2025
Total hazardous chemical usage		ton	246	234	227
Hazardous chemical usage intensity		ton/one billion KRW	1.8	1.9	2.0
Major hazardous chemical spill incidents		Cases	0	0	0



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1-5. Waste Management

Category		Unit	2023	2024	2025	
Total waste generation (general + designated)	Total	ton	1,789	1,688	1,615	
	Recycled	ton	1,623	1,546	1,486	
	Recycling rate	%	90.7	91.6	92.0	
	Processed	Total	ton	166	142	129
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	127	97	102
		Landfilled	ton	39	45	27
Other methods		ton	0	0	0	
Waste generation intensity		ton/one billion KRW	13.1	13.8	14.0	
General waste	Total	ton	1,750	1,643	1,588	
	Recycled	ton	1,623	1,546	1,486	
	Recycling rate	%	92.7	94.1	93.6	
	Processed	Total	ton	127	97	102
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	127	97	102
		Landfilled	ton	0	0	0
Other methods		ton	0	0	0	
Designated waste	Total	ton	39	45	27	
	Recycled	ton	0	0	0	
	Recycling rate	%	0.0	0.0	0.0	
	Processed	Total	ton	39	45	27
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	0	0	0
		Landfilled	ton	39	45	27
Other methods		ton	0	0	0	

1-6. Water Intake and Usage

Category		Unit	2023	2024	2025
Total water usage		ton	142,688	142,054	138,117
Water intake	Total	ton	133,855	133,400	132,117
	Surface water	ton	133,855	133,400	132,117
	Groundwater	ton	0	0	0
Water usage intensity		ton/one billion KRW	1,195.9	1,094.0	1,198.1
Total water recycled		ton	8,833	8,654	6,000
Water recycling rate		%	6.2	6.1	4.3

* Total water usage is calculated by summing total water withdrawal and total water recycled.

1-7. Wastewater Discharge

Category		Unit	2023	2024	2025
Wastewater discharge		ton	35,064	36,242	29,125
Wastewater discharge intensity		ton/one billion KRW	313.3	297.2	252.6

1-8. Water Pollutants Emissions

Category		Unit	2023	2024	2025
Total water pollutants emissions		kg	4,273	2,652	5,207
COD		kg	2,180	803	2,687
BOD		kg	460	188	759
SS		kg	820	740	874
T-N		kg	780	665	670
T-P		kg	9	8	26
N-H		kg	2	0	9
Other water pollutants		kg	22	248	182
Water pollutants emissions intensity		kg/one billion KRW	31.4	21.7	45.2



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1-9. Air Pollutants Emissions

Category		Unit	2023	2024	2025
Total air pollutants emissions		kg	15,028	15,400	7,595
NOx		kg	1,127	1,165	1,207
SOx		kg	0	0	167
VOCs		kg	8,405	8,646	3,953
PM		kg	5,496	5,589	2,268
Other air pollutants		kg	0	0	0
Air pollutants emissions intensity		kg/one billion KRW	134.3	126.3	65.9

1-10. Environmental Training

Category		Unit	2023	2024	2025
Total training hours		Hours	816	840	1,040
Number of participants		Persons	408	420	520

1-11. Environmental Regulation Violations

Category		Unit	2023	2024	2025
Number of environmental regulation violations		Cases	0	0	0
Fines and penalties		One million KRW	0	0	0

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

1-12. Environmental Management System

Category		Unit	2023	2024	2025
ISO 14001 certification rate		%	100	100	100

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	508	537	545
Employment type	Regular	Persons	492	514	503
		%	96.9	95.7	92.3
	Non-regular	Persons	16	23	42
		%	3.1	4.3	7.7
External employees		Persons	17	20	36
Social insurance coverage rate		%	96.9	95.7	92.3
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	39	51	27
		%	7.7	9.5	5.0
	30 to under 50 years old	Persons	446	463	464
		%	87.8	86.2	85.1
	50 years old and over	Persons	23	23	54
		%	4.5	4.3	9.9

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.
* Due to a change in the calculation criteria for the social insurance coverage rate, the related data have been adjusted starting from 2024.
* Figures have been adjusted due to a change in rounding methodology, which may result in discrepancies compared to the prior year's report.

2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	45	66	109
Employment type	Regular	Persons	36	57	80
	Non-regular	Persons	9	9	29
Gender	Male	Persons	39	52	70
	Female	Persons	6	14	39



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2-3. Turnover

Category			Unit	2023	2024	2025
Total			Persons	34	37	101
			%	6.7	6.9	18.5
Turnover type	Voluntary		Persons	32	33	99
			%	6.3	6.1	18.2
	Involuntary		Persons	2	4	2
			%	0.4	0.7	0.4

2-4. Tenure

Category			Unit	2023	2024	2025
Average tenure			Years	6.6	7.3	7.7
Gender	Male		Years	6.4	7.5	7.8
	Female		Years	6.9	7.2	7.3

2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	120	126	144
			%	23.6	23.5	26.4
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
	Senior management		Persons	0	0	0
			%	0	0	0
	Junior management		Persons	1	1	1
			%	7.1	7.1	7.7
	STEM departments		Persons	4	4	3
			%	7.0	6.6	4.9

2-5. Diversity

Category			Unit	2023	2024	2025
Gender diversity	Female	Revenue-generating departments	Persons	2	1	1
			%	50.0	25.0	33.3
Other	Disabled employees		Persons	6	6	6
			%	1.2	1.1	1.1
	Veteran employees		Persons	0	0	0
			%	0	0	0

* The number of employees with disabilities is based on the actual headcount, and the percentage of employees with disabilities is calculated as a ratio to the total workforce of the relevant year (as of December 31, excluding registered directors)

2-6. Wage

Category			Unit	2023	2024	2025
Ratio of actual wage to average wage	Male		%	107.5	106.1	108.1
	Female		%	75.9	80.0	77.0
Ratio of hourly base wage to minimum wage	Male		%	100.0	100.0	100.0
	Female		%	100.0	100.0	100.0
Equal pay	Ratio of average base wage between male and female		%	70.6	75.4	71.2
	CEO-to-employee wage gap (median)		%	717.2	753.9	754.3

* Figures have been adjusted due to a change in the payroll calculation criteria for members, and the resulting data may not be directly comparable to those reported in prior periods.
* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.



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2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	7	6	8
	Male	Persons	4	4	4
	Female	Persons	3	2	4
Employees scheduled to return from parental leave	Total	Persons	7	6	8
	Male	Persons	4	4	4
	Female	Persons	3	2	4
Employees returning after parental leave	Total	Persons	7	6	8
		%	100	100	100
	Male	Persons	4	4	4
		%	100	100	100
	Female	Persons	3	2	4
		%	100	100	100
Employees who worked for 12 months or more after parental leave	Total	Persons	6	7	6
		%	85.7	100	100
	Male	Persons	3	4	4
		%	100	100	100
	Female	Persons	3	3	2
		%	75.0	100	100

* In the case of DRB Qingdao, a parental leave system is not in place. Therefore, the data have been compiled based on maternity leave and paternity leave.

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	7,735	7,998	9,321
Total costs		1,000 KRW	66,373	109,055	99,772
Training hours per employee		Hours	15.2	14.9	17.1
Training costs per employee		1,000 KRW	131	203	183

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0

2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0

2-11. Human Rights Training

Category		Unit	2023	2024	2025
Total training hours		Hours	0	211	0
Number of participants		Persons	0	503	0



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2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	1,011,936	1,078,296	1,611,571
	Number of employees	Persons	508	537	545
	Lost time injury cases (LTI)	Cases	5	5	3
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	4.94	4.64	1.86
	Number of injured persons	Persons	5	5	4
	Occupational injury rate	%	0.98	0.93	0.73
	Severity rate	Cases per Thousand Work Hours	0.71	0.27	0.07
	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	0	0
Contractors*	Number of process safety incidents	Cases	0	0	0
	Total working hours	Hours	582,620	746,968	409,500
	Number of employees	Persons	161	222	125
	Number of work-related fatalities	Persons	0	0	0
	Lost time injury cases (LTI)	Cases	2	2	0
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	3.43	2.41	0.00
Number of violations of occupational health and safety laws		Cases	0	0	0

* Process safety incidents are defined as accidents involving fire, explosion, or toxic substance leaks, as well as similar incidents that have the potential to escalate into such accidents.
* Contractor: Refers to on-site external companies contracted to perform specific tasks or services—such as operations, cafeteria services, and security—through direct contracts. Companies under dispatch contracts are excluded.

2-13. Occupational Health and Safety Management System

Category		Unit	2023	2024	2025
ISO 45001 Implementation rate		%	100	100	100

2-14. Occupational Health and Safety Training

Category		Unit	2023	2024	2025
Total training hours		Hours	2,018	2,328	2,489
Number of participants		Persons	532	582	570

2-15. Employees Health Check-Ups

Category		Unit	2023	2024	2025
Employee health examinations participants	General health check-up	Persons	133	143	154
	Special health check-up	Persons	259	229	212

2-16. Union

Category		Unit	2023	2024	2025
Number of union members		Persons	400	421	503
Union membership rate		%	78.7	78.4	92.3
Collective bargaining agreement coverage rate		%	100	100	100
Number of labor-management committee meetings		Cases	1	1	1

* Union membership rate is calculated as the ratio of actual union members to the total number of employees.



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2-17. External Suppliers Status

Category		Unit	2023	2024	2025
Total number of external suppliers		Numbers	383	467	442
Number of new external suppliers		Numbers	0	56	37

2-18. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total amount	100 million KRW	0.07	0.04	0.05
	Cash donations	100 million KRW	0.07	0	0
	In-kind donations	100 million KRW	0	0	0
	Operating expenses	100 million KRW	0	0.04	0.05
Political contributions		100 million KRW	0	0	0
Major association fees and contributions		100 million KRW	0	0	0
Volunteer work	Total hours	Hours	0	0	0
	Volunteer hours per employee	Hours	0	0	0

* Figures for social contribution expenditures have been restated due to a clerical error, and the resulting data may not be directly comparable to those reported in prior periods.

2-19. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0

2-20. Information Security Training

Category		Unit	2023	2024	2025
Total training hours		Hours	49	0	0
Number of participants		Persons	82	0	0

2-21. Employee Satisfaction

Category		Unit	2023	2024	2025
Overall Employee Satisfaction (Average)		%	83.3	89.0	88.0
Male Employees (Average)		%	82.4	88.5	87.5
Female Employees (Average)		%	84.2	89.5	88.5

3-1. Ethics Training

Category		Unit	2023	2024	2025
Total training hours		Hours	48	211	49
Number of participants		Persons	96	503	99

3-2. Compliance Training

Category		Unit	2023	2024	2025
Total training hours		Hours	2,662	5,377	2,586
Number of participants		Persons	2,337	1,849	1,415



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3-3. Ethics Management Reports & Actions

Category	Unit	2023	2024	2025
Number of employees who signed the code of ethics	Persons	90	96	99
	%	17.7	17.8	18.2
Code of ethics violations / reports	Cases	0	0	0
Number of Actions Taken for Code of Ethics Violations	Cases	0	0	0

3-4. Compliance

Category	Unit	2023	2024	2025
Violation of anti-competitive practices, monopolistic behavior, and unfair trade practices	Cases	0	0	0
Violation of product/service information and labeling regulations	Cases	0	0	0
Violation of internal transaction regulations	Cases	0	0	0
Violation of subcontracting regulations	Cases	0	0	0
Lawsuits related to legal and regulatory violations	Cases	0	0	0



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1-1. Greenhouse Gas (Scope1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse Gas (Scope 1&2) Emissions	Total emissions	tCO ₂ eq	2,759	2,591	2,097
	Scope 1	tCO ₂ eq	651	631	638
	Scope 2	tCO ₂ eq	2,107	1,959	1,459
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	35.7	12.2	25.6

* The weight conversion and density calculation for petroleum fuels were based on international quality standards provided by the Korea Petroleum Quality & Distribution Authority (KPQDA) until 2023. From 2024 onward, the GHG Protocol's Emission Factors for Cross-Sector Tools have been applied to the calculation.

* The weight conversion and density calculation for natural gas (LNG) were based on data from California Gas Transmission and air density references until 2023. From 2024 onward, the GHG Protocol's Emission Factors for Cross-Sector Tools have been applied to the calculation.

* Electricity emission factors were calculated using the GHG Protocol's GHG Emissions Calculation Tool until 2023. From 2024 onward, emission factors from the Carbon Database Initiative (Generation category) have been applied to the calculation.

* Steam greenhouse gas emissions were calculated based on the LNG emission factors from the 2006 IPCC Guidelines until 2023. From 2024 onward, the steam emission factor established in accordance with the "Guideline for Greenhouse Gas Emission Reporting and Verification (Notification by the Ministry of Environment)" has been applied to the calculation.

* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.

* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category		Unit	2023	2024	2025
Total energy consumption		GJ	50,220	52,683	48,754
Total non-renewable energy consumption	Total	GJ	50,220	52,683	48,483
	Direct Energy	Total	GJ	11,350	11,970
		LNG	GJ	9,944	10,846
		LPG	GJ	4	9
		Gasoline	GJ	929	774
		Diesel	GJ	473	341

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total non-renewable energy consumption	Indirect energy	Total	GJ	38,870	40,714	36,373
		Electricity	GJ	33,005	34,911	31,725
		Other	GJ	5,865	5,803	4,648
Energy consumption intensity			GJ/one billion KRW	650.1	630.3	595.7
Total renewable energy consumption	Renewable energy	Total	GJ	0	0	271
		Solar	GJ	0	0	271
		REC	GJ	0	0	0
Renewable energy usage ratio			%	0	0	0.6

* From 2024 onward, the calculation of direct energy consumption was based on emission densities derived from the GHG Protocol's Emission Factors for Cross-Sector Tools, and the resulting figures may not be directly comparable to those reported in prior periods.

* From 2024 onward, the calorific value for indirect energy (electricity) was calculated using the GHG Protocol guidance value of 3.6 MJ/kWh. Therefore, the data may not be directly comparable to those reported in prior periods, which were based on the domestic gross calorific value of 9.6 MJ/kWh.

1-3. Raw Material Consumption

Category		Unit	2023	2024	2025
Total raw material consumption (purchased)		ton	6,243	6,817	6,353
Renewable raw material consumption (purchased)		ton	0	0	0
Renewable raw material usage ratio (purchased)		%	0	0	0

1-4. Hazardous Chemical Management

Category		Unit	2023	2024	2025
Total hazardous chemical usage		ton	146	90	100
Hazardous chemical usage intensity		ton/one billion KRW	1.9	1.1	1.2
Major hazardous chemical spill incidents		Cases	0	0	0



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1-5. Waste Management

Category		Unit	2023	2024	2025
Total waste generation (general + designated)	Total	ton	1,182	1,280	1,205
	Recycled	ton	1,064	1,189	806
	Recycling rate		%	90.0	92.9
	Processed	Total	ton	118	91
		Incinerated with energy recovery	ton	0	0
		Incinerated without energy recovery	ton	0	0
		Landfilled	ton	0	255
Waste generation intensity	Other methods		ton	118	91
	Waste generation intensity		ton/one billion KRW	15.3	15.3
General waste	Total	ton	1,046	1,149	1,024
	Recycled	ton	1,046	1,149	806
	Recycling rate		%	100	100
	Processed	Total	ton	0	0
		Incinerated with energy recovery	ton	0	0
		Incinerated without energy recovery	ton	0	0
		Landfilled	ton	0	218
Designated waste	Other methods		ton	0	0
	Total	ton	136	131	181
	Recycled	ton	18	40	0
	Recycling rate		%	13.4	30.3
	Processed	Total	ton	118	91
		Incinerated with energy recovery	ton	0	0
		Incinerated without energy recovery	ton	0	0
		Landfilled	ton	0	37
	Other methods		ton	118	91

1-6. Water Intake and Usage

Category		Unit	2023	2024	2025
Total water usage		ton	33,073	50,317	35,196
Water intake	Total	ton	33,073	50,317	35,196
	Surface water	ton	33,073	50,317	35,196
	Groundwater	ton	0	0	0
Water usage intensity		ton/one billion KRW	428.2	602.0	430.1

* Due to a change in the calculation criteria for water withdrawal, the related data have been adjusted starting from 2024.

1-7. Wastewater Discharge

Category		Unit	2023	2024	2025
Wastewater discharge		ton	48,339	66,772	52,306
Wastewater discharge intensity		ton/one billion KRW	625.8	798.9	639.1

* Due to a change in the calculation criteria for wastewater discharge, the related data have been adjusted starting from 2024.

1-8. Air Pollutants Emissions

Category		Unit	2023	2024	2025
Total air pollutants emissions		kg	4,181	5,488	4,726
TOC (Total Organic Carbon)		kg	2,478	4,187	3,677
TZL (Total Dust)		kg	1,703	1,301	1,049
Air pollutants emissions intensity		kg/one billion KRW	54.1	65.7	57.7

* Due to a change in the calculation criteria for air pollutant emissions, the related data have been adjusted starting from 2024.

1-9. Environmental Training

Category		Unit	2023	2024	2025
Total training hours		Hours	816	838	534
Number of participants		Persons	408	501	499



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1-10. Environmental Regulation Violations

Category		Unit	2023	2024	2025
Number of environmental regulation violations		Cases	0	0	0
Fines and penalties		One million KRW	0	0	0

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

1-11. Environmental Management System

Category		Unit	2023	2024	2025
ISO 14001 certification rate		%	100	100	100

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	510	502	417
Employment type	Regular	Persons	448	430	382
		%	87.8	85.7	91.6
	Non-regular	Persons	62	72	35
		%	12.2	14.3	8.4
External employees		Persons	56	81	31
Social insurance coverage rate		%	100	100	100
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	66	70	48
		%	12.9	13.9	11.5
	30 to under 50 years old	Persons	268	263	213
		%	52.6	52.4	51.1
	50 years old and over	Persons	176	169	156
		%	34.5	33.7	37.4

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.

2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	49	43	24
Employment type	Regular	Persons	2	1	1
	Non-regular	Persons	47	42	23
Gender	Male	Persons	27	23	14
	Female	Persons	22	20	10

2-3. Turnover

Category		Unit	2023	2024	2025
Total		Persons	85	83	121
		%	16.7	16.5	29.0
Turnover type	Voluntary	Persons	80	79	62
		%	15.7	15.7	14.9
	Involuntary	Persons	5	4	59
		%	1.0	0.8	14.1

* Figures have been adjusted due to a change in the turnover rate calculation criteria, and the resulting data may not be directly comparable to those reported in prior periods.

2-4. Tenure

Category		Unit	2023	2024	2025
Average tenure		Years	7.8	8.7	10.5
Gender	Male	Years	4.8	6.6	8.4
	Female	Years	10.3	10.1	11.9



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2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	314	304	253
			%	61.6	60.6	60.7
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
		Senior management	Persons	0	0	1
			%	0	0	25.0
		Junior management	Persons	1	2	2
			%	25.0	25.0	22.0
		STEM departments	Persons	6	8	5
			%	25.0	30.8	25.0
		Revenue-generating departments	Persons	1	1	1
			%	50.0	50.0	50.0
Other	Disabled employees		Persons	31	40	36
			%	6.1	8.0	8.6
	Veteran employees		Persons	0	0	0
			%	0	0	0

* The number of employees with disabilities is based on the actual headcount, and the percentage of employees with disabilities is calculated as a ratio to the total workforce of the relevant year (as of December 31, excluding registered directors).

* Figures for the number and proportion of employees with disabilities have been restated due to the correction of a clerical error and a change in the calculation criteria, and the resulting data may not be directly comparable to those reported in prior periods.

2-6. Wage

Category		Unit	2023	2024	2025
Ratio of actual wage to average wage	Male	%	112.2	114.1	114.5
	Female	%	92.4	90.8	90.3
Ratio of hourly base wage to minimum wage	Male	%	114.9	115.9	102.2
	Female	%	114.9	115.9	102.2
Equal pay	Ratio of average base wage between male and female	%	82.3	79.6	78.9
	CEO-to-employee wage gap (median)	%	399.3	435.0	411.5

* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.

2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	13	6	10
	Male	Persons	2	2	1
	Female	Persons	11	4	9
Employees scheduled to return from parental leave	Total	Persons	9	10	12
	Male	Persons	2	2	1
	Female	Persons	7	8	11
Employees returning after parental leave	Total	Persons	9	10	12
		%	100	100	100
	Male	Persons	2	2	1
		%	100	100	100
	Female	Persons	7	8	11
		%	100	100	100



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2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees who worked for 12 months or more after parental leave	Total	Persons	7	1	4
		%	38.9	11.1	40.0
	Male	Persons	1	1	1
		%	33.3	50.0	50.0
	Female	Persons	6	0	3
		%	40.0	0	37.5

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	1,018	2,755	2,119
Total costs		1,000 KRW	9,705	44,020	40,074
Training hours per employee		Hours	2.0	5.5	5.1
Training costs per employee		1,000 KRW	19	88	96

* Figures for training expenses have been restated due to a clerical error, and the resulting data may not be directly comparable to those reported in prior periods.

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0

2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0

2-11. Human Rights Training

Category		Unit	2023	2024	2025
Total training hours		Hours	210	0	0
Number of participants		Persons	420	0	0

2-12. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	848,836	824,491	743,085
	Number of employees	Persons	510	502	417
	Lost time injury cases (LTI)	Cases	9	4	8
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	11.00	4.85	10.77
	Number of Injured Persons	Persons	9	4	8
	Occupational injury rate	%	1.76	0.80	1.92
	Severity rate	Cases per Thousand Work Hours	0.70	0.17	0.31
	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	0	0
Number of violations of occupational health and safety laws	Number of Process Safety Incidents	Cases	0	0	0
		Cases	0	0	0

* Process safety incidents are defined as accidents involving fire, explosion, or toxic substance leaks, as well as similar incidents that have the potential to escalate into such accidents.



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2-13. Occupational Health and Safety Management System

Category		Unit	2023	2024	2025
ISO 45001 implementation rate		%	100	100	100

2-14. Occupational Health and Safety Training

Category		Unit	2023	2024	2025
Total training hours		Hours	3,755	185	1,500
Number of participants		Persons	363	123	500

2-15. Employees Health Check-Ups

Category		Unit	2023	2024	2025
Employee health examinations participants	General health check-up	Persons	360	448	409
	Special health check-up	Persons	109	71	77

2-16. Union

Category		Unit	2023	2024	2025
Number of union members		Persons	-	-	-
Union membership rate		%	-	-	-
Collective bargaining agreement coverage rate		%	100	100	100
Number of labor-management committee meetings		Cases	4	4	7

* In Slovakia, labor unions are structured at the industrial level, and verifying individual union membership is prohibited by law. Nevertheless, employee representatives are appointed to safeguard workers' rights.

2-17. External Suppliers Status

Category		Unit	2023	2024	2025
Total number of external suppliers		Numbers	266	336	379
Number of new external suppliers		Numbers	92	136	134

2-18. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total	100 million KRW	0.05	0.02	0.10
	Cash donations	100 million KRW	0.05	0.02	0.01
	In-kind donations	100 million KRW	0	0	0.01
	Operating expenses	100 million KRW	0	0	0.09
Volunteer work	Total hours	Hours	0	53	83
	Volunteer hours per employee	Hours	0	0.11	0.20

2-19. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0

3-1. Ethics Training

Category		Unit	2023	2024	2025
Total training hours		Hours	210	51	56
Number of participants		Persons	420	51	56



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3-2. Compliance Training

Category	Unit	2023	2024	2025
Total training hours	Hours	210	51	56
Number of participants	Persons	420	51	56

3-3. Ethics Management Reports & Actions

Category	Unit	2023	2024	2025
Number of employees who signed the code of ethics	Persons	420	51	56
	%	82.4	10.2	13.4
Code of ethics violations / reports	Cases	0	0	0
Number of Actions Taken for Code of Ethics Violations	Cases	0	0	0

3-4. Compliance

Category	Unit	2023	2024	2025
Violation of anti-competitive practices,monopolistic behavior, and unfair trade practices	Cases	0	0	0
Violation of product/service information and labeling regulations	Cases	0	0	0
Violation of internal transaction regulations	Cases	0	0	0
Violation of subcontracting regulations	Cases	0	0	0
Lawsuits related to legal and regulatory violations	Cases	0	0	0



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DRB Vietnam

1-1. Greenhouse Gas (Scope1&2) Emissions

Category		Unit	2023	2024	2025
Greenhouse Gas (Scope1&2) Emissions	Total emissions	tCO ₂ eq	20,315	17,275	19,283
	Scope 1	tCO ₂ eq	621	2,633	717
	Scope 2	tCO ₂ eq	19,692	14,642	18,566
Greenhouse gas emissions intensity		tCO ₂ eq/one billion KRW	130.7	116.7	100.0

* From 2024 onward, greenhouse gas emissions have been calculated based on the relevant laws and emission factors of the Vietnamese government.
* The weight conversion and density calculation for petroleum fuels were based on international quality standards provided by the Korea Petroleum Quality & Distribution Authority (KPQDA) until 2023.
* Electricity emission factors were calculated using the GHG Protocol's GHG Emissions Calculation Tool until 2023.
* Due to the truncation of decimal places in individual emission categories, the sum of individual figures may differ from the reported total, which may also result in discrepancies with the figures stated in the GHG Emission Verification Statement.
* Figures have been adjusted due to a change in the decimal handling methodology (from rounding to truncation), which may result in discrepancies compared to the prior year's report.

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total energy consumption			GJ	306,537	295,276	314,247
Total non-renewable energy consumption	Total		GJ	306,537	295,276	314,247
	Direct energy	Total	GJ	228,887	215,313	212,854
		LNG	GJ	0	0	0
		LPG	GJ	0	0	0
		Gasoline	GJ	690	1,921	771
		Diesel	GJ	2,447	2,376	3,910
	Kerosene		GJ	0	0	0
	Biomass		GJ	225,750	211,016	208,173

1-2. Energy Consumption

Category			Unit	2023	2024	2025
Total non-renewable energy consumption	Indirect energy	Total	GJ	77,650	79,963	101,393
		Electricity	GJ	77,650	79,963	101,393
		Other	GJ	0	0	0
Energy consumption intensity			GJ/one billion KRW	1,972.1	1,995.4	1,629.1

* From 2024 onward, the calculation of direct energy consumption was based on emission densities derived from the GHG Protocol's Emission Factors for Cross-Sector Tools, and the resulting figures may not be directly comparable to those reported in prior periods.
* From 2024 onward, the calorific value for indirect energy (electricity) was calculated using the GHG Protocol guidance value of 3.6 MJ/kWh. Therefore, the data may not be directly comparable to those reported in prior periods, which were based on the domestic gross calorific value of 9.6 MJ/kWh.

1-3. Raw Material Consumption

Category		Unit	2023	2024	2025
Total raw material consumption (purchased)		ton	46,538	43,289	53,841
Renewable raw material consumption (purchased)		ton	152	153	156
Renewable raw material usage ratio (purchased)		%	0.3	0.4	0.3

* Figures for the usage (purchase) volume of recycled raw materials have been adjusted due to a change in calculation criteria, which may result in discrepancies compared to the prior year's report.

1-4. Hazardous Chemical Management

Category		Unit	2023	2024	2025
Total hazardous chemical usage		ton	2,251	2,440	4,129
Hazardous chemical usage intensity		ton/one billion KRW	14.5	16.5	21.4
Major hazardous chemical spill incidents		Cases	0	0	0



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1-5. Waste Management

Category		Unit	2023	2024	2025	
Total waste generation (general + designated)	Total	ton	715	827	3,073	
	Recycled	ton	0	0	63	
	Recycling Rate	%	0	0	2.0	
	Processed	Total	ton	715	827	3,010
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	715	827	2,860
		Landfilled	ton	0	0	0
		Other methods	ton	0	0	150
Waste generation intensity		ton/one billion KRW	4.6	5.6	15.9	
General waste	Total	ton	94	269	2,337	
	Recycled	ton	0	0	0	
	Recycling Rate	%	0	0	0	
	Processed	Total	ton	94	269	2,737
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	94	269	2,296
		Landfilled	ton	0	0	0
		Other methods	ton	0	0	41
Designated waste	Total	ton	621	558	736	
	Recycled	ton	0	0	63	
	Recycling Rate	%	0	0	8.5	
	Processed	Total	ton	621	558	673
		Incinerated with energy recovery	ton	0	0	0
		Incinerated without energy recovery	ton	621	558	564
		Landfilled	ton	0	0	0
		Other methods	ton	0	0	109

1-6. Water Intake and Usage

Category		Unit	2023	2024	2025
Total water usage		ton	86,497	117,239	160,033
Water intake	Total	ton	86,497	117,239	160,033
	Surface water	ton	86,497	117,239	160,033
	Groundwater	ton	0	0	0
Water usage intensity		ton/one billion KRW	556.5	792.3	829.6

1-7. Wastewater Discharge

Category		Unit	2023	2024	2025
Wastewater discharge		ton	60,548	79,042	127,328
Wastewater discharge intensity		ton/one billion KRW	389.5	534.1	660.1

1-8. Water Pollutants Emissions

Category		Unit	2023	2024	2025
Total water pollutants emissions		kg	8,843	9,329	8,810
COD		kg	3,996	2,968	2,877
BOD		kg	1,862	1,235	1,289
SS		kg	1,726	2,573	1,145
T-N		kg	808	2,144	3,027
T-P		kg	247	225	145
N-H		kg	195	124	312
Other water pollutants		kg	10	59	16
Water pollutants emissions intensity		kg/one billion KRW	56.9	63.0	45.7

* Figures have been adjusted due to a change in the calculation methodology for water pollutant emissions, and the resulting data may not be directly comparable to those reported in prior periods.



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1-9. Air Pollutants Emissions

Category		Unit	2023	2024	2025
Total air pollutants emissions		kg	87,779	152,740	222,335
NOx		kg	13,014	34,003	70,587
SOx		kg	6,163	219	5,201
VOCs		kg	9,436	2,553	97,416
PM		kg	21,063	27,970	18,954
Other air pollutants		kg	38,102	87,995	132,442
Air pollutants emissions intensity		kg/one billion KRW	564.7	1,032.2	1,682.8

* Figures have been adjusted due to a change in the categorization of air pollutants, and the resulting data may not be directly comparable to those reported in prior periods.

1-10. Environmental Regulation Violations

Category		Unit	2023	2024	2025
Number of environmental regulation violations		Cases	0	0	0
Fines and penalties		One million KRW	0	0	0

* Environmental law violations are recorded based on the final confirmation date of the administrative disposition.

1-11. Environmental Management System

Category		Unit	2023	2024	2025
ISO 14001 certification rate		%	100	100	100

2-1. Employees

Category		Unit	2023	2024	2025
Total		Persons	581	606	758
Employment type	Regular	Persons	581	606	758
		%	100	100	100
	Non-regular	Persons	0	0	0
		%	0	0	0
External employees		Persons	10	13	37
Social insurance coverage rate		%	98.1	98.6	98.8
Age	Under 18 years old	Persons	0	0	0
		%	0	0	0
	18 to under 30 years old	Persons	247	233	267
		%	42.5	38.4	35.2
	30 to under 50 years old	Persons	330	369	485
		%	56.8	60.9	64.0
	50 years old and over	Persons	4	4	6
		%	0.7	0.7	0.8

* Prepared based on the total number of employees, excluding registered directors, as of December 31 of the respective year.

* Due to a change in the calculation criteria for non-employee workers, the related data have been adjusted starting from 2024.

2-2. New Employees

Category		Unit	2023	2024	2025
Total		Persons	107	236	492
Employment type	Regular	Persons	107	236	492
	Non-regular	Persons	0	0	0
Gender	Male	Persons	106	227	443
	Female	Persons	1	9	49



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2-3. Turnover

Category		Unit	2023	2024	2025
Total		Persons	142	210	341
		%	24.4	34.7	45.0
Turnover type	Voluntary	Persons	142	210	341
		%	24.4	34.7	45.0
	Involuntary	Persons	0	0	0
		%	0	0	0

2-4. Tenure

Category		Unit	2023	2024	2025
Average tenure		Years	5.2	5.5	5.0
Gender	Male	Years	5.1	5.4	5.1
	Female	Years	8.7	8.0	4.6

2-5. Diversity

Category			Unit	2023	2024	2025
Total number of female employees			Persons	27	30	60
			%	4.6	5.0	7.9
Gender diversity	Female	Top management	Persons	0	0	0
			%	0	0	0
		Senior management	Persons	0	0	0
			%	0	0	0
		Junior management	Persons	5	5	5
			%	18.5	16.5	8.3
		STEM departments	Persons	0	0	0
			%	0	0	0
		Revenue-generating departments	Persons	1	1	1
			%	20.0	20.0	20.0

2-6. Wage

Category		Unit	2023	2024	2025
Ratio of actual wage to average wage	Male	%	98.4	98.0	100.3
	Female	%	137.0	152.2	99.1
Ratio of hourly base wage to minimum wage	Male	%	102.6	105.0	105.0
	Female	%	131.4	105.0	105.0
Equal pay	Ratio of average base wage between male and female	%	188.2	216.2	175.9
	CEO-to-employee wage gap (median)	%	214.0	280.0	226.8

* Starting this reporting year, the calculation methodology for the ratio of standard entry level wage has been segmented by gender (male/female). To enhance year-over-year comparability, historical data has been retroactively recalculated and restated to reflect these updated criteria.



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2-7. Parental Leave

Category		Unit	2023	2024	2025
Employees on parental leave	Total	Persons	45	46	33
	Male	Persons	44	44	29
	Female	Persons	1	2	4
Employees scheduled to return from parental leave	Total	Persons	45	46	33
	Male	Persons	44	44	29
	Female	Persons	1	2	4
Employees returning after parental leave	Total	Persons	45	45	31
		%	100	97.8	93.9
	Male	Persons	44	44	29
		%	100	100	100
	Female	Persons	1	1	2
		%	100	50.0	50.0
Employees who worked for 12 months or more after parental leave	Total	Persons	45	44	31
		%	100	97.8	68.9
	Male	Persons	44	44	30
		%	100	100	68.2
	Female	Persons	1	0	1
		%	100	0	100

* In the case of DRB Vietnam, a parental leave system is not in place. Therefore, the data have been compiled based on maternity leave and paternity leave.
* In accordance with local laws in Vietnam, female employees are entitled to six months of paid maternity leave, while male employees are granted up to 14 days of paternity leave.

2-8. Training

Category		Unit	2023	2024	2025
Total hours		Hours	5,788	4,305	10,328
Total costs		1,000 KRW	7,263	16,328	90,621
Training hours per employee		Hours	10.0	7.1	13.6
Training costs per employee		1,000 KRW	13	27	120

2-9. Grievance

Category		Unit	2023	2024	2025
Grievance	Received (report)	Cases	0	0	0
	Processed	Cases	0	0	0
	Processing rate	%	0	0	0

2-10. Human Rights

Category		Unit	2023	2024	2025
Human rights violation (DRB)	Reported	Cases	0	0	0
	Processed	Cases	0	0	0
	Law violation	Cases	0	0	0

2-11. Occupational Accident Rate

Category		Unit	2023	2024	2025
Employees	Total working hours	Hours	1,669,557	1,708,561	2,087,986
	Number of employees	Persons	581	606	758
	Lost time injury cases (LTI)	Cases	9	6	8
	Lost time injury frequency rate (LTIFR)	Cases per Million Work Hours	5.39	3.51	3.83
	Number of Injured Persons	Persons	27	23	20
	Occupational injury rate	%	4.65	3.80	2.64
	Severity rate	Cases per Thousand Work Hours	0.03	0.02	0.03
	Number of occupational diseases	Cases	0	0	0
	Occupational disease frequency rate (OIFR)	Cases per Million Work Hours	0	0	0
	Number of work-related fatalities	Persons	0	0	0
	Number of Process Safety Incidents	Cases	0	0	0
	Number of violations of occupational health and safety laws	Cases	0	0	0

* Process safety incident criteria : Accidents such as fires, explosions, and toxic substance leaks, as well as similar incidents that could escalate into such accidents.
* Figures have been adjusted due to changes in the data collection period for occupational injury rates, as well as the calculation criteria for Lost Time Injuries (LTI) and the number of injured persons. Therefore, the resulting data may not be directly comparable to those reported in prior periods.



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2-12. Occupational Health and Safety Management System

Category	Unit	2023	2024	2025
ISO 45001 implementation rate	%	100	100	100

2-13. Occupational Health and Safety Training

Category	Unit	2023	2024	2025
Total training hours	Hours	3,755	4,056	6,344
Number of participants	Persons	363	507	469

2-14. Employees Health Check-Ups

Category	Unit	2023	2024	2025
Employee health examinations participants	Persons	580	584	711

2-15. Union

Category	Unit	2023	2024	2025
Number of union members	Persons	570	592	740
Union membership rate	%	98.9	97.7	97.6
Collective bargaining agreement coverage rate	%	100	100	100
Number of labor-management committee meetings	Cases	3	4	4

* The union membership rate is calculated as the ratio of actual union members to the total number of employees.

2-16. External Suppliers Status

Category	Unit	2023	2024	2025
Total number of external suppliers	Numbers	261	293	412
Number of new external suppliers	Numbers	50	73	119

2-17. Supply Chain ESG Assessment

Category		Unit	2023	2024	2025
ESG risk assessment	document	Cases	8	8	9
conducted	on-site	Cases	8	8	7
Signature Rate of External Supplier Code of Conduct		%	100	100	100

2-18. Social Contribution

Category		Unit	2023	2024	2025
Social contribution amount	Total	100 million KRW	0.07	0.35	0.05
	Cash donations	100 million KRW	0.07	0.35	0.05
	In-kind donations	100 million KRW	0	0	0
	Operating expenses	100 million KRW	0	0	0
Major association fees and contributions		100 million KRW	0.23	0.06	0

2-19. Information Security Status

Category		Unit	2023	2024	2025
Substantiated complaints concerning breaches of customer privacy	Total	Cases	0	0	0
	Complaints from outside parties, including regulatory bodies	Cases	0	0	0
	Complaints from customers and other stakeholders	Cases	0	0	0
Identified customer data breaches	Leaks, thefts, or losses of customer data	Cases	0	0	0



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3-1. Ethics Management Reports & Actions

Category	Unit	2023	2024	2025
Number of employees who signed the code of ethics	Persons	581	606	758
	%	100	100	100
Code of ethics violations / reports	Cases	0	0	0
Number of Actions Taken for Code of Ethics Violations	Cases	0	0	0

3-2. Compliance

Category	Unit	2023	2024	2025
Violation of anti-competitive practices,monopolistic behavior, and unfair trade practices	Cases	0	0	0
Violation of product/service information and labeling regulations	Cases	0	0	0
Violation of internal transaction regulations	Cases	0	0	0
Violation of subcontracting regulations	Cases	0	0	0
Lawsuits related to legal and regulatory violations	Cases	0	0	0



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GRI Standards Index

Statement of use	DRB has prepared the "DRB Sustainability Report" in accordance with the GRI Standards, covering ESG performance from January 1, 2025, to December 31, 2025. (The report also includes some achievements prior to 2022 and during the first half of 2026.)		
GRI 1 used	GRI 1: Foundation 2021		
Applicable GRI sector standard(s)	As of the publication date of the report in August 2026, no applicable GRI Sector Standards are available for DRB.		

Universal Standards

GRI 2 General Disclosures			
The organization and its reporting practices	GRI 2-1	Organizational details	6-10
	GRI 2-2	Entities included in the organization’s sustainability reporting	4
	GRI 2-3	Reporting period, frequency and contact point	4
	GRI 2-4	Restatements of information	The relevant details are addressed in separate annotations
	GRI 2-5	External assurance	227
Activities, value chain and other business relationships	GRI 2-6	Activities, value chain and other business relationships	8-11
	GRI 2-7	Employees	162-163, 170, 179, 187, 195, 202
	GRI 2-8	Workers who are not employees	162-163, 170, 179, 187, 195, 202
Governance	GRI 2-9	Governance structure and composition	142-144
	GRI 2-10	Nomination and selection of the highest governance body	142
	GRI 2-11	Chair of the highest governance body	142
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	14, 145-148
	GRI 2-13	Delegation of responsibility for managing impacts	14, 145-148

Governance	GRI 2-14	Role of the highest governance body in sustainability reporting	14, 145-148
	GRI 2-15	Conflicts of interest	144
	GRI 2-16	Communication of critical concerns	145-148
	GRI 2-17	Collective knowledge of the highest governance body	143-144
	GRI 2-18	Evaluation of the performance of the highest governance body	Information insufficient
	GRI 2-19	Remuneration policies	Information insufficient
	GRI 2-20	Process to determine remuneration	Annual Report 224, 236~237
	GRI 2-21	Annual total compensation ratio	164, 172, 181, 188, 196, 203
Strategy, policies and practices	GRI 2-22	Statement on sustainable development strategy	5
	GRI 2-23	Policy commitments	81
	GRI 2-24	Embedding policy commitments	81-86, 114-117
	GRI 2-25	Processes to remediate negative impacts	18-21
	GRI 2-26	Mechanisms for seeking advice and raising concerns	22, 87, 120, 126
	GRI 2-27	Compliance with laws and regulations	153-158, 166, 175, 184, 192, 199, 206
	GRI 2-28	Membership associations	225
Stakeholder engagement	GRI 2-29	Approach to stakeholder engagement	22
	GRI 2-30	Collective bargaining agreements	103-104, 174, 183, 190, 198, 205

GRI 3 Material Topics			
Disclosures on material topics	GRI 3-1	Process to determine material topics	23
	GRI 3-2	List of material topics	24-28
	GRI 3-3	Management of material topics	29-30



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Material Topic: Occupational Health and Safety				
Material Topics	GRI 3-3	Management of material topics		29-30
Occupational Health and Safety	GRI 403-1	Occupational health and safety management system		100
	GRI 403-2	Hazard identification, risk assessment, and incident investigation		102-104
	GRI 403-3	Occupational health services	110-112, 174, 183, 190, 198, 205	
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		104, 105-106
	GRI 403-5	Worker training on occupational health and safety		106-107
	GRI 403-6	Promotion of worker health		100, 110-112
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		104-105
	GRI 403-8	Workers covered by an occupational health and safety management system		100
	GRI 403-9	Work-related injuries	165, 173, 182, 190, 197, 204	
	GRI 403-10	Work-related ill health	165, 173, 182, 190, 197, 204	
Material Topic: Energy				
Material Topics	GRI 3-3	Management of material topics		29-30
Energy	GRI 302-1	Energy consumption within the organization	162, 168, 177, 185, 193, 200	
	GRI 302-2	Energy consumption outside of the organization	162, 168, 177, 185, 193, 200	
	GRI 302-3	Energy intensity	162, 168, 177, 185, 193, 200	
	GRI 302-4	Reduction of energy consumption		52
	GRI 302-5	Reductions in energy requirements of products and services		46

Material Topic: Climate Change Response				
Material Topics	GRI 3-3	Management of material topics		29-30
Economic Performance	GRI 201-2	Financial implications and other risks and opportunities due to climate change		49-50
Emissions	GRI 305-1	Direct (Scope 1) GHG emissions	162, 168, 177, 185, 193, 200	
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	162, 168, 177, 185, 193, 200	
	GRI 305-4	GHG emissions intensity	162, 168, 177, 185, 193, 200	
	GRI 305-5	Reduction of GHG emissions		44-45, 52
Material Topic: Supply Chain Management				
Material Topics	GRI 3-3	Management of material topics		29-30
Supplier Environmental Assessment	GRI 308-1	New suppliers that were screened using environmental criteria		114
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	118-119, 174, 183	
Supplier Social Assessment	GRI 414-1	New suppliers that were screened using social criteria		114
	GRI 414-2	Negative social impacts in the supply chain and actions taken	118-119, 174, 183	
Material Topic: Cybersecurity				
Material Topics	GRI 3-3	Management of material topics		29-30
Customer Privacy	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	165, 175, 184, 191, 198, 205	
General Issue				
Economic Performance	GRI 201-1	Direct economic value generated and distributed		11, 160-161
Market Presence	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	164, 172, 181, 188, 196, 203	



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	GRI 303-3	Water withdrawal	65, 169, 178, 186, 194, 201
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Emissions	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	169, 179, 187, 194, 202
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	GRI 306-4	Waste diverted from disposal	68-70, 168-169, 178, 186, 194, 201
	GRI 306-5	Waste directed to disposal	68-70, 168-169, 178, 186, 194, 201
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	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	94
	GRI 401-3	Parental leave	94, 164, 172, 181, 189, 196-197, 204
Training and Education	GRI 404-1	Average hours of training per year per employee	93, 164, 172, 181, 189, 197, 204
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	93
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ESRS S1-6	Characteristics of the undertaking's employees	163, 171, 180, 188, 196, 203
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ESRS S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	120
ESRS S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	117, 119-120
ESRS S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	29-30

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TCFD

This report has been prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which call for the disclosure of climate-related risks and opportunities and their financial impacts.

Category	TCFD Recommendations	Contents	Page	CDP Reference
Governance	a. Describe the board of directors’ oversight of climate-related risks and opportunities.	<ul style="list-style-type: none">ESG Committee under the Board of Directors - Decision-making on environmental management and climate change response - Review of energy-saving and renewable energy (e.g., solar power) usage plans	14, 33, 41	CDP_C1.1b
	b. Describe management’s role in assessing and managing risks and opportunities.	<ul style="list-style-type: none">ESG Committee under the Board of Directors - Discussion of strategic direction and action plans for climate change response - Monitoring of implementation progress and performance	14, 33, 41	CDP_C1.2, C1.2a
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<ul style="list-style-type: none">Increasing demand from global customers (including Scope 3) for emissions reduction, highlighting the need for carbon management across the supply chainPotential for indirect carbon costs due to regulations such as the EU CBAM and expansion of the Korean ETSRising energy prices (electricity, fuel, etc.) increasing cost burdenNeed for improved energy efficiency in energy-intensive manufacturing processes (e.g., mixing, extrusion)Energy saving and transition to renewable energy can contribute to long-term cost savings and enhancement of brand image	23-28	CDP_C2.1, C2.2b, C2.3, C2.3a, C2.4, C2.4a
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<ul style="list-style-type: none">Indirect impacts (e.g., stricter customer requirements, bidding restrictions) outweigh the direct burden of carbon taxesCosts associated with carbon emissions measurement, third-party verification, and response strategy developmentEmissions accounting and reduction strategies required in response to customer demands; energy cost burden also presentPotential future costs from inclusion in emissions trading schemes; efficiency improvements can reduce operating costsInvestment risks associated with growing renewable energy demandRegional increases in industrial energy tariffs may raise production costs	23-28	CDP_C2.5, C2.6, C3.1, C3.1c
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<ul style="list-style-type: none">Introduction of GHG reduction technologies (e.g., energy efficiency improvements, transition to low-carbon fuels)Establishment of carbon emissions reporting system (Scope 1 & Scope 2 data management)Expansion of eco-friendly investments (e.g., R&D)	47	CDP_C3.1a, C3.1d
Risk Management	a. Describe the organization’s processes for identifying and assessing climate-related risks.	<ul style="list-style-type: none">Double materiality assessment covering climate change response, GHG emissions, and energy managementThe ESG Committee identifies key climate-related risks and opportunitiesScenario-based risk identification (1.5°C, 2°C, 3°C scenarios)Risk identification by country of operation (Korea, Vietnam, China, Slovakia)Identification of climate-related risks (physical and transition risks) and opportunitiesNon-financial risks (environmental)	20-21, 23, 57-50	CDP_C2.2b, C2.2c
	b. Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none">Reporting of key risk response strategies and plans to the ESG Committee under the Board of Directors and to the executivesRisk management through the department responsible for climate change response and the Carbon Management Committee	41-42	CDP_C2.2c, C2.2d
	c. Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization’s overall risk management.	<ul style="list-style-type: none">Non-financial risks (including climate change), as well as operational and financial risks, are integrated into business decision-making through the ESG Committee and risk management governance	20-21, 41-42	CDP_C2.2



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Category	TCFD Recommendations	Contents	Page	CDP Reference
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<ul style="list-style-type: none">GHG emissions (Scope 1: direct emissions, Scope 2: indirect emissions) by domestic and overseas entities, emissions intensity, energy consumption (conventional and renewable), energy intensity, renewable energy usage ratio	53, 162, 168, 177, 185, 193, 200	CDP_C4.2
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<ul style="list-style-type: none">2025 GHG Emissions: 65,289 tCO₂eq - Scope 1 12,793 tCO₂eq - Scope 2 52,495 tCO₂eqRisks: (Policy/Legal) Rising carbon credit prices driven by stricter climate regulations, and the acceleration of binding laws and regulations such as the Carbon Neutrality Act and the EU Deforestation Regulation; (Technology) · Expanding transition to low-carbon products; need to enhance infrastructure and workforce for technology development; (Market) · Rising fuel and electricity prices; expanding market for low-carbon/eco-friendly parts due to growth of EV market; (Reputation) Growing demands from customers and investors for climate action	49-50, 162, 168, 177, 185, 193, 200	CDP_C6.1, C6.3, C6.5
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none">DRB's Carbon Neutrality Roadmap<ul style="list-style-type: none">- Approximately 28% reduction by 2030 (company-wide total target emissions: 48,313 tCO₂eq)- Approximately 62% reduction by 2040 (company-wide total target emissions: 25,498 tCO₂eq)- Carbon neutrality in the automotive parts division by 2045 (company-wide total target emissions: 10,612 tCO₂eq)- Company-wide carbon neutrality by 2050 (Base year: 2021)	53	CDP_C4.1, C4.1a, C4.1b



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SASB

The Sustainability Accounting Standards Board (SASB) is a nonprofit organization that develops non-financial reporting standards, presenting industry-specific sustainability topics of high relevance so that companies can consistently report on them and communicate with stakeholders, including investors. DRB has reported the following in accordance with the Chemicals and Industrial Machinery & Goods industry standards.

Chemicals Industry Standard

Category	Code	Accounting Metric	Unit	Contents	Page
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions	tCO ₂ eq	12,545	53
		Percentage covered under emissions-limiting regulations	%	0	-
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	-		42-46, 52
Air Quality	RT-CH-120a.1	(1) NOx emissions	ton	73,707 (DRB Slovakia is excluded from the total, as it measures and manages emissions using TOC and TZL in accordance with applicable legal standards)	169, 179, 187, 194, 202
		(2) SOx emissions	ton	6,558 (DRB Slovakia is excluded from the total, as it measures and manages emissions using TOC and TZL in accordance with applicable legal standards)	
		(3) Volatile organic compounds (VOCs) emissions	ton	101,437 (DRB Slovakia is excluded from the total, as it measures and manages emissions using TOC and TZL in accordance with applicable legal standards)	
		(4) Hazardous air pollutants (HAPs) emissions	ton	Figures are based on amounts reported to the government under the "Chemical Emissions Survey" pursuant to the Chemical Substances Control Act. Emissions of HAPs chemicals that do not meet the reporting criteria are not included.	-
Energy Management	RT-CH-130a.1	(1) Total energy consumed	GJ	486,640	162, 168, 177, 185, 193, 200
		(2) Percentage grid electricity	%	99.11	
		(3) Percentage renewable	%	9.68	
		(4)Total self-generated energy	GJ	-	-



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Category	Code	Accounting Metric	Unit	Contents	Page
Water Management	RT-CH-140a.1	(1) Total water withdrawn	m³	438,394	169, 178, 186, 194, 201
		(2) total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress	m³, %	Total water withdrawal in DRB Qingdao and DRB Vietnam — regions with high water stress index — was 292,150 m³, approximately 67% of DRB's total global withdrawal.	
		total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	m³, %	Total water consumption in DRB Qingdao and DRB Vietnam — regions with high water stress index — was 298,150 m³, approximately 49% of DRB's total global consumption.	
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Cases	1	37
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	-	-	60-65
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated	ton	1,217	70
		Percentage recycled	%	20.29	70
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	-	-	22
Workforce Health & Safety	RT-CH-320a.1	(a-1) Total recordable incident rate (TRIR) for direct employees	%	0	165, 173, 182, 190, 197, 204
		(a-2) Fatality rate for direct employees	%	0	
		(b-1) Total recordable incident rate (TRIR) for contract employees	%	0	
		(b-2) Fatality rate for contract employees	%	0	
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	One million KRW	Not managed	-
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	%	Not managed	-
		(2) percentage of such products that have undergone a hazard assessment	%	Not managed	-



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Category	Code	Accounting Metric	Unit	Contents	Page
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.2	(1) Discussion of strategy to manage chemicals of concern	-	-	55-57
		(2) Discussion of strategy to develop alternatives with reduced human and/or environmental impact	-	-	55-57
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	%	Not applicable	-
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	-	-	38, 76-77, 101, 105
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC)	Cases	0	165, 173, 182, 190, 197, 204
		Process Safety Total Incident Rate (PSTIR)	%	0	
		Process Safety Incident Severity Rate (PSISR)	%	0	
	RT-CH-540a.2	Number of transport incidents	Cases	0	-

Industrial Machinery & Goods Industry Standard

Category	Code	Accounting Metric	Unit	Contents	Page
Energy Management	RT-IG-130a.1	(1) Total energy consumed	GJ	486,640	162, 168, 177, 185, 193, 200
		(2) Percentage grid electricity	%	99.11	
		(3) Percentage renewable	%	9.68	
Workforce Health and Safety	RT-IG-320a.1	(a-1) Total recordable incident rate(TRIR) for direct employees	%	0	165, 173, 182, 190, 197, 204
		(a-2) Fatality rate for direct employees	%	0	
		(a-3) Near miss frequency rate for direct employees	%	0	
		(b-1) Total recordable incident rate(TRIR) for contract employees	%	0	
		(b-2) Fatality rate for contract employees	%	0	
		(b-3) Near miss frequency rate for contract employees	%	0	
Fuel Economy and Emissions in Use-Phase	RT-IG-410a.1	Sales-weight fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons/ 1,000 ton-miles	Not managed(Not applicable)	-



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Category	Code	Accounting Metric	Unit	Contents	Page
Fuel Economy and Emissions in Use-Phase	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons/ Hour	Not managed(Not applicable)	-
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts/ Gallon	Not managed(Not applicable)	-
	RT-IG-410a.4	(1) Sales-weighted emissions of nitrogen oxides (NOx) (a) marine diesel engines (b) locomotive diesel engines (c) on-road mediumand heavy-duty engines (d) other non-road diesel engines	Grams/ Kilowatt hour	Not managed(Not applicable)	-
		(2) Sales-weighted emissions of particulate matter (PM) (a) marine diesel engines (b) locomotive diesel engines (c) on-road mediumand heavy-duty engines (d) other non-road diesel engines	Grams/ Kilowatt hour	Not managed(Not applicable)	-
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	-	DRB has established a quality management infrastructure to minimize risk throughout the use of raw materials and the product manufacturing process. The company operates an integrated management system that logs, resolves, and shares issues arising at every stage — from development and production to sales and after-sales service.	67
Remanufacturing Design	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	KRW	DRB does not generate any revenue from remanufactured products or services.	-



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S1			
Governance		Role of governance bodies, organizations, and management responsible for oversight of sustainability-related risks and opportunities	14
Strategy	Sustainability-related risks and opportunities that could reasonably be expected to affect the Company's prospects over the short, medium, and long term		18-21, 23-30
	Current and anticipated effects of sustainability-related risks and opportunities on the business model and value chain		23-30
	Current and anticipated effects of sustainability-related risks and opportunities on financial position, financial performance, and cash flows		47-50
	Resilience of the strategy and business model to sustainability-related risks		47-50
Risk management		Process for identifying, assessing, prioritizing, and monitoring sustainability-related risks and opportunities, and their integration into enterprise-wide risk management	18-21, 23-30
Metrics and targets		Metrics used to measure performance in relation to sustainability-related risks and opportunities (with reference to applicable IFRS Standards, SASB Standards, etc.) and progress toward the targets set	35, 53, 103, 135-136
S2			
Governance		Role of governance bodies, organizations, and management responsible for oversight of climate-related risks and opportunities	14, 41-42
Strategy	Climate-related risks (physical and transition) and opportunities that could reasonably be expected to affect the Company's prospects over the short, medium, and long term		47-50
	Current and anticipated effects of climate-related risks and opportunities on the business model and value chain		47-50
	Effects on strategy and decision-making, including the climate-related transition plan		47-50
	Current and anticipated financial effects of climate-related risks and opportunities on financial position, financial performance, and cash flows		47-50
	Assessment of the climate resilience of the strategy and business model using climate-related scenario analysis		47-50
Risk management		Processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities, and their integration into enterprise-wide risk management	18-21, 47-50
Metrics and targets	Cross-industry Metrics	Absolute gross greenhouse gas emissions: Scope 1, Scope 2 (location-based), and Scope 3 (15 categories, including financed emissions)	53, 162, 168, 177, 185, 193, 200
		Amount and percentage of assets or business activities vulnerable to climate-related transition risks	-
		Amount and percentage of assets or business activities vulnerable to climate-related physical risks	-
		Amount and percentage of assets or business activities aligned with climate-related opportunities	-
		Amount of capital expenditure, financing, or investment deployed toward climate-related risks and opportunities	-
		Internal carbon price (whether applied, how it is incorporated into decision-making, and price per metric tonne)	-
		Percentage of executive management remuneration linked to climate-related considerations and how such considerations are incorporated	-
	Industry-based Metrics	Reference to and consideration of industry-specific metrics in the industry-based guidance (based on SASB Standards)	215-218
	Climate-related Disclosure Targets	Climate-related targets (including greenhouse gas emissions reduction targets), methods for setting and reviewing targets, and performance against the targets	53



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DRB joined the United Nations Global Compact (UNGC) in April 2021 and has been continuously strengthening its voluntary compliance efforts with the 10 Principles in the four key areas of human rights, labor, environment, and anti-corruption.

The 10 Principles of UN Global Compact		DRB Policies and Systems	Activities	Page
Human Right	1. Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none">DRB Human Rights Management Principles (Article 1: Respect for Human Rights)DRB Sustainability Management Policy	<ul style="list-style-type: none">Adherence to UN SDGs and UNGC 10 Principles* DRB Holdings and DRB Industrial became members of the UN Global Compact on April 15, 2021.Compliance with labor-related International regulations such as ILO, OECD	5, 14, 80
	2. Businesses should make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none">DRB Code of Ethics (Chapter 1, Article 2: Reporting and Action on Violations of the Code of Ethics)DRB Win-Win Cooperation Policy		
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none">DRB Human Rights Management Principles (2. Respect for Diversity and Prohibition of Discrimination, 3. Prohibition of Forced Labor, 4.Prohibition of Child Labor, 5. Guarantee of Freedom of Association)	<ul style="list-style-type: none">DRB's Human Rights Management Principles ensure the freedom of association and the right to collective bargaining for all employees.Prohibit unjust labor practices in the Human Rights Management Principles, DRB Code of Conduct, and Supplier Code of Conduct strictlyEliminate child labor and protect children's rights following UNICEF's Child Rights and Business PrinciplesProhibit discrimination in employment and workplace practices based on race, religion, disability, gender, educational background, age, physical condition, nationality, region of origin, or political opinion followed by DRB's Human Rights Management Principles and Employment Regulations, and promote respect for diversity.	80-120
	4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none">DRB Code of Conduct (2. Human Rights, 3. Working Conditions, 4.Health and Safety)		
	5 Businesses should uphold the effective abolition of child labour.	<ul style="list-style-type: none">DRB Code of Conduct for External Suppliers (5. Labor/Human Rights, 6. Safety/Health, 10. Supply Chain Management)		
	6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none">DRB Responsible Mineral Sourcing Declaration		
Environment	7 Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none">DRB Green Management Policy (Article 5: Management/Commitment, Article 6: Win-Win Cooperation/Transparency)DRB Green Purchasing Policy	<ul style="list-style-type: none">Training programs to enhance the capacity of employees responsible for managing air, water, waste, chemicals, soil, energy reduction, and climate action.Educational and promotional activities for external suppliers on waste management, chemical handling, energy reduction, and climate action to encourage sustainable practices throughout the supply chain.Report Concerns raised by internal/external stakeholders, environmental issues with significant impacts to the company's highest decision makers, and developed as Improvement plans.Promote environmental management by actively developing sustainable products and technologies.	33-78, 114, 134-135
	8 Businesses should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none">DRB Code of Ethics (Chapter 4, Article 1: Environmental Protection)DRB Code of Conduct (7. Climate Change Response, 8. Green Management, 14. Supply Chain Management)		
	9 Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none">DRB Code of Conduct for External Suppliers (3. Environment, 4. Climate Change Response, 10. Supply Chain Management)DRB Social Contribution Charter		
Anti-Corruption	10 Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none">DRB Code of Ethics (Chapter 2: Ethics for Executives and Employees)DRB Code of Conduct (11. Fair Competition, 12. Anti-Corruption, 13. Prevention of Conflicts of Interest)DRB Code of Conduct for External Suppliers (1. Ethics, 9. Management Systems, 10. Supply Chain Management)Fair Trade Compliance Manual	<ul style="list-style-type: none">Establish processes for stakeholders to report concerns related to anti-corruption and human rights violations through regulations on legal compliance, internal accounting management, and the operation of the Cyber Audit Department.Operate a grievance handling system for employees and a Cyber Audit Department.Participate in the Business Integrity Society hosted by the UNGC Korea Network and the Korea Sustainability Investing Forum. (Since 2022)* DRB has committed to pledges aimed at enhancing ESG capabilities and fostering an anti-corruption corporate culture.	149-158



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SDGs	Targets	DRB's Contributions	Page
3. Ensure healthy lives and promote well-being for all at all ages	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<ul style="list-style-type: none">Regular health check-ups for employees and support for health management programs.	55, 94, 100,
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	<ul style="list-style-type: none">Certified as a health-friendly company (DRB Holding, DRB Industrial) and a leisure-friendly company (DRB Holding)Programs to prevent musculoskeletal disorders, address obesity, and promote smoking cessation.	111-112
	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	<ul style="list-style-type: none">Job stress assessments, including mental health evaluations.Continuous reduction in the use of hazardous chemicals by applying alternative solvents for toluene.	
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	<ul style="list-style-type: none">Operates a global awareness expansion program through expert lectures at the DRB Forum.Strengthens professional competencies through technical training utilizing internal and external experts.	93-95, 136-140
	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	<ul style="list-style-type: none">Provides various educational programs in culture and arts for children in local communities (DRB Holding, DRB Industrial, DRB Automotive).	
	4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	<ul style="list-style-type: none">Offers scholarships to intellectually disabled youth and underprivileged or marginalized adolescents abroad.	
	4.b By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrollment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries		
5. Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere	<ul style="list-style-type: none">Ensures maternity protection and gender equality through internal regulations and welfare systems.	84-86, 114
	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	<ul style="list-style-type: none">Explicitly prohibits discrimination in the DRB Code of Conduct and the Supplier Code of Conduct.	
	5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels		
6. Ensure availability and sustainable management of water and sanitation for all	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	<ul style="list-style-type: none">Conducts semi-annual water quality management through external agencies, establishes an internal monitoring system, and continuously measures all water pollutants in accordance with the Water Environment Conservation Act.	60-65
	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	<ul style="list-style-type: none">Expands the use of recycled water, such as washing water, cleaning water, and firefighting water, by improving recycling facilities and processes.	
7. Ensure access to affordable, reliable, sustainable and modern energy for all	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	<ul style="list-style-type: none">Aims to transition 100% of electricity usage to renewable energy by 2050 (Solar On-Site PPA established at DRB Qingdao in 2022, DRB Automotive in 2024, and DRB Slovakia in 2025).	40, 52, 54
	7.3 By 2030, double the global rate of improvement in energy efficiency	<ul style="list-style-type: none">Energy Consumption Reduction Initiatives at Major Production Sites	
	7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	<ul style="list-style-type: none">Participates in global initiatives	
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	<ul style="list-style-type: none">Reduce negative environmental impacts through resource circulation and expanded waste recycling	68, 85-86,
	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year framework of programmes on Sustainable Consumption and Production, with developed countries taking the lead	<ul style="list-style-type: none">Explicitly prohibits forced labor and child labor through codes of conduct.	102-105
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	<ul style="list-style-type: none">Improved systems to create a working environment for employees with severe disabilities, including the introduction of remote work (DRB Industrial, DRB Automotive).	
		<ul style="list-style-type: none">Conducts safety management activities through risk assessments, provides training to raise safety awareness and minimize safety risks, and conducts regular and ad hoc inspections.	



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SDGs	Targets	DRB's Contributions	Page
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<ul style="list-style-type: none">Reduce negative environmental impacts through resource circulation and expanded waste recycling	68,
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	<ul style="list-style-type: none">Explicitly prohibits forced labor and child labor through codes of conduct.Improved systems to create a working environment for employees with severe disabilities, including the introduction of remote work (DRB Industrial, DRB Automotive).	85- 86, 102-
		<ul style="list-style-type: none">Conducts safety management activities through risk assessments, provides training to raise safety awareness and minimize safety risks, and conducts regular and ad hoc inspections.	105
12. Ensure sustainable consumption and production patterns	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	<ul style="list-style-type: none">Implements the DRB Green Purchasing Policy.	22,
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none">Establishes and executes goals to reduce environmental pollutant emissions while continuously increasing recycling and reuse rates.	35,
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none">Expands information sharing through diversified communication channels.	55-
	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	<ul style="list-style-type: none">Adds and upgrades facilities to reduce air pollutant emissions.	70,
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	<ul style="list-style-type: none">Publishes the 2023–2024 DRB Sustainability Report.Operates the DRB Sustainable Procurement Policy.	114- 115
13. Take urgent action to combat climate change and its impacts	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	<ul style="list-style-type: none">Identifies risks and opportunities related to climate change.	47-
	13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none">Conducts water risk (water stress) analysis for major production entities in each country.	53,
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<ul style="list-style-type: none">Establishes phased carbon neutrality goals by business segment (Automotive Parts Division by 2045, Industrial Rubber Products and other divisions by 2050)Prepares capacity-building training for climate change response and plans for improving energy management.	61-64
15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	<ul style="list-style-type: none">Plans to establish a supply chain management process to prevent deforestation and degradation in the sourcing of natural rubber.	76-78
	15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species	<ul style="list-style-type: none">Participates in the National Park Biodiversity Exploration Program to support ecosystem conservation activities	
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.5 Substantially reduce corruption and bribery in all their forms	<ul style="list-style-type: none">Established an ESG Committee to discuss key decisions related to sustainable management.	14-15,
	16.6 Develop effective, accountable and transparent institutions at all levels	<ul style="list-style-type: none">Conducts annual ethical management surveys for external suppliers and employees to gather feedback on anti-corruption and other issues.	149-
	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	<ul style="list-style-type: none">Ensures the accessibility of the Compliance Declaration, Code of Ethics and Implementation Guidelines, and DRB Code of Conduct, while fostering ethical awareness through regular training.Strengthens preventive policies by establishing compliance control standards and fair trade operation regulations.Regularly shares updates on compliance issues through the publication of Compliance Reports.	150, 153- 155
17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	<ul style="list-style-type: none">UN Global Compact membership and participation in related activities (DRB Holding, DRB Industrial).Joined the UNGC Forward Faster initiative to accelerate the achievement of SDGs (DRB Industrial).Participates in the Business Integrity Society initiative.	40, 135- 136,
	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	<ul style="list-style-type: none">Signed the Call-to-Action pledge under the United Nations Convention Against Corruption (UNCAC).Develops and implements joint programs through social contribution partnerships.	158



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CRBP

ALL BUSINESS SHOULD			
1	Meet their responsibility to respect children’s rights and commit to supporting the human rights of children	6	Use marketing and advertising that respect and support children’s rights
2	Contribute to the elimination of child labour, including in all business activities and business relationships	7	Respect and support children’s rights in relation to the environment and to land acquisition and use
3	Provide decent work for young workers, parents and caregivers	8	Respect and support children’s rights in security arrangements
4	Ensure the protection and safety of children in all business activities and facilities	9	Help protect children affected by emergencies
5	Ensure that products and services are safe, and seek to support children’s rights through them	10	Reinforce community and government efforts to protect and fulfil children’s rights

Children’s Rights Assessment	Indicators	Page
GOVERNANCE AND COMMITMENT Company has a policy that commits to respecting children’s rights across its operations and activities. Company Board has oversight of policy to respect children’s rights.	1.1 Commitment to respect	15
	1.2 Board oversight	15
MANAGING IMPACTS ON CHILDREN’S RIGHTS Company integrates children’s rights considerations into its risk and impact assessments. Company identifies children as a stakeholder group and engages with children and/or representative stakeholders on children’s rights topics. Company has an operational-level grievance mechanism that is focused on children’s rights and designed to be accessible by children and/or their representatives. All of company’s personnel and business partners receive training on children’s rights.	2.1 Due diligence	83
	2.2 Stakeholder consultation	83
	2.3 Grievance mechanism	87-88
	2.4 Training	84
REPORTING AND DISCLOSURE Company includes children’s rights topics in its materiality assessment. Company communicates externally on its children’s rights impacts and how they are being addressed and/or remediated.	3.1 Materiality assessment	83
	3.2 Transparency and reporting	83
COLLABORATION AND PARTNERSHIPS Company integrates SDGs that support children’s rights into its sustainability/ CSR strategy. Company participates in initiatives and partnerships to support the realisation of children’s rights or a relevant SDG.	4.1 Support for the SDGs	221-222
	4.2 Initiatives and partnerships	84, 225
CHILDREN’S RIGHTS IN BUSINESS RELATIONSHIPS Company requires suppliers and/or contractors to respect children’s rights, and the commitment is a part of the company’s contract with its suppliers/ contractors. Company conducts ongoing compliance monitoring/ auditing of suppliers and contractors on respect for children’s rights and family friendly policies	5.1 Supplier commitment	114
	5.2 Supplier assessment	118-119
CHILD LABOUR AND DECENT WORK FOR YOUNG WORKERS Company commits not to use child labour and to respect the minimum age of employment in line with ILO conventions and national standards (whichever is higher), and discloses actions taken to ensure it does not contribute to child labour. Company has a child labour prevention and remediation policy or plan that is led by best interests of the child and ensures that children are enrolled in a remediation / education programme rather than dismissed from employment; if young workers are found to be in hazardous work, they are removed immediately and given age-appropriate work. Company has special health and safety protections in place for young workers to protect them from hazardous work and excessive hours in all operations. Company has a defined approach to employing young workers that ensures they have access to skills development and vocational training (e.g. apprenticeships/ internships)	6.1 Child labour commitment	86
	6.2 Child labour remediation	86
	6.3 Working conditions for young workers	86



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Children's Rights Assessment	Indicators	Page
CHILD LABOUR AND DECENT WORK FOR YOUNG WORKERS Company commits not to use child labour and to respect the minimum age of employment in line with ILO conventions and national standards (whichever is higher), and discloses actions taken to ensure it does not contribute to child labour. Company has a child labour prevention and remediation policy or plan that is led by best interests of the child and ensures that children are enrolled in a remediation / education programme rather than dismissed from employment; if young workers are found to be in hazardous work, they are removed immediately and given age-appropriate work. Company has special health and safety protections in place for young workers to protect them from hazardous work and excessive hours in all operations. Company has a defined approach to employing young workers that ensures they have access to skills development and vocational training (e.g. apprenticeships/ internships)	6.4 Skills development and training	-
DECENT WORK FOR PARENTS AND CAREGIVERS Company commits to equal opportunities and non-discrimination on the basis of gender, pregnancy, maternity/paternity and family responsibilities. Company provides at least 6 months of paid maternity leave, and/or at least six months of paid parental leave, across all its operations. More than 75% of parents return to work after taking maternity, paternity or parental leave. Company has clear and effective occupational health and safety policies and procedures, conducts special health and safety risk assessments for pregnant and breastfeeding employees, and puts in place protections where required. Company supports breastfeeding employees by providing paid breastfeeding breaks during working hours and dedicated nursing facilities in the workplace. Company has a flexible working policy that covers all operations. Company supports workers' children to access good quality childcare and early childhood education across all operations. Company commits to paying all employees living wages across all operations.	7.1 Equal opportunities 7.2 Parental leave 7.3 Job security 7.4 Health and safety 7.5 Breastfeeding support at work 7.6 Flexible working 7.7 Childcare support 7.8 Living wages	84-86 85-86, 94 85-86 97-112 85-86 85-86 85-86 -
CHILD PROTECTION AND SAFETY Company has a child safeguarding / protection policy that covers all operations and activities. Company has comprehensive measures in place to protect children using digital services. Company has comprehensive standards on privacy and collection of personal data from children. Company has a policy to ensure that products are safe for children and all protects are labelled with safe information for children. Company has a policy in place on the procurement of security services that incorporates respect for children's rights.	8.1 Child safeguarding / protection 8.2 Child Online Protection 8.3 Data privacy 8.4 Product safety 8.5 Security arrangements	86 - 127-133 121-126 127-133
MARKETING TO CHILDREN Company has a responsible marketing policy that is specific to marketing to children. Company has a responsible marketing policy that comprehensively restricts all forms of marketing of unhealthy foods to children under 18 and uses independent nutritional criteria. Company has a responsible digital marketing policy affording special consideration and comprehensive protections to all users under the age of 18.	9.1 Responsible marketing commitment 9.2 Digital marketing 9.3 Unhealthy foods	- - -
ENVIRONMENT AND LAND USE Company has a policy on land acquisition and resettlement that considers children's unique vulnerabilities. Company has a process for assessing, identifying and monitoring special environmental risks to pregnant women and children.	10.1 Land acquisition and use 10.2 Environmental assessments	- 55-66



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Affiliated Associations (Organizations) and Awards

DRB continues to strengthen its partnerships with major domestic and international associations and organizations to systematically manage environmental and social issues arising across its industrial rubber products, general rubber products, automation, and healthcare businesses.

Associations and Organizations	
Korea Industrial Safety Association	Korea Energy Engineers Association
Korean Standards Association	Busan Chamber of Commerce & Industry
Korea Fire Safety Institute	Yangsan Chamber of Commerce & Industry
Korea Testing & Research Institute	Korea Automobile & Mobility Association
KEF Busan Enterprises Federation	Hyundai Kia Automotive Suppliers Association
Korea Construction Engineers Association	Korean Society of Steel Construction
Korea Specialty Contractors Association	Geumjeong Association
The Institute of Internal Auditors Korea	Korea National Council on Social Welfare
Korea Electric Engineers Association	Korean Nursing Association
Korea Mech. Const. Contractors Association	UN Global Compact(UNGC)
Korea Industrial Technology Association (KOITA)	Corporate Renewable Energy Initiative (CoREi)
Korea International Trade Association	Volvo Construction Equipment Suppliers Association

Awards
DRB Holding Co., Ltd. – Recognition under Corporate Social Responsibility in the Community
DRB Industrial Co., Ltd. – Health-Friendly Company Certification
DRB Qingdao – Certificate of Appreciation from the Qingdao Red Cross Society



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GHG Emissions Verification Statement

Verification Subject

Korea Quality Assurance Co., Ltd. (KQA) has conducted a verification of the “2025 Greenhouse Gas Emissions” reported by DRB Holding Co., Ltd. and its consolidated subsidiaries.

Responsibility and Authority

This opinion constitutes an independent third-party verification of the greenhouse gas emissions inventory report of DRB Holding Co., Ltd., covering the emission activities listed below for the period from January 1, 2025, to December 31, 2025.

- Scope1: Stationary Combustion, Mobile Combustion, Waste Incineration, Fugitive/Process Emissions
- Scope2: Purchased electricity

In accordance with the contractual reporting requirements for greenhouse gas (GHG) emissions, the responsibility for the preparation and fair presentation of the Scope1 and Scope2 GHG emissions inventory report lies with DRB Holding Co., Ltd. Korea Quality Assurance Co., Ltd. is responsible solely for issuing this verification opinion in compliance with the established verification criteria and procedures.

Verification Scope

The verification was conducted for the facilities and emission sources under the operational control of the consolidated subsidiaries of DRB Holding Co., Ltd.

- Reporting scope: Direct and indirect emissions corresponding to Scope1 and Scope2

Standards and Guidelines

The verification was conducted to obtain limited assurance that the reported GHG emissions were appropriately calculated and presented in accordance with the applicable principles and standards.

- Guidelines for Reporting and Certification under the Emissions Trading Scheme (ETS)
- KS I ISO 14064-3 : Specification with guidance for the validation and verification of greenhouse gas statements
- Other references : Guidelines for Preparing Emissions Reports under the Emissions Trading Scheme (ETS), Verification Guidelines for the Operation of the Greenhouse Gas Emissions Trading Scheme, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, GHG Protocol, Carbon Database Initiative (CaDI DB), National Emission Factors calculated/issued by the Ministry of Natural Resources and Environment (MONRE)

Verification Opinion

DRB Holding Co., Ltd. has calculated its GHG emissions in accordance with the applicable verification criteria and has fully implemented all required corrective actions. No significant errors were identified during the verification process, and the activity data and supporting evidence were appropriately managed and accurately quantified. Accordingly, we issue a final opinion of “appropriate.”

2025 Scope 1 +2 GHG Emissions

(Unit: tCO₂eq)

Company Name	Scope 1	Scope 2		Total	
		Location-based	Market-based	Location-based	Market-based
DRB Holding Co., Ltd.	12.805	104.86	-	117.665	-
DRB Industrial Co., Ltd.	4,949.933	5,563.688	-	10,513.621	-
Union Beltinno Co., Ltd.	6.825	62.732	-	69.558	-
DRB Healthcare Co., Ltd.	3.576	422.476	-	426.053	-
DRB Automotive Co., Ltd.	1,474.311	8,417.773	-	9,892.084	-
DRB Automation Co., Ltd.	36.574	470.223	-	506.796	-
DRB International Co., Ltd.	36.925	198.282	-	235.207	-
Qingdao Dongil Rubber Belt Co.,Ltd.	4,388.434	16,892.278	9,532.201	21,280.712	13,920.635
Shanghai Dongil Rubber Belt Co.,Ltd.	2.060	2.297	-	4.356	-
Dongil Rubber Belt Slovakia s.r.o	638.176	1,459.689	-	2,097.865	-
Dongil Rubber Belt Vietnam Co., Ltd.	717.730	18,566.183	-	19,283.914	-
DRB RUS LIMITED LIABILITY COMPANY	464.721	280.691	-	745.412	-
Dongil Rubber Belt America Inc.	53.972	36.643	-	90.616	-
PT. Dongil Rubber Belt Indonesia	7.040	10.117	-	17.157	-
Dongil Rubber Belt Japan Co., Ltd.	0.830	7.508	-	8.337	-
Total	12,793.912	52,495.441	-	65,289.352	-



KOREA QUALITY ASSURANCE

Jong Cheol Song
President



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Independent Assurance Statement

To the Stakeholders of DRB Holding Co., Ltd.

Marcspoon (hereinafter "Assurance Provider") has been engaged by DRB Holding Co., Ltd. to conduct an independent assurance engagement on the “2025-2026 DRB Sustainability Report” (hereinafter "Report"). This Independent Assurance Statement presents the results of the independent assurance to the management of the management of DRB Holding.

Scope of Assurance

1. Assurance Boundary:

- Sustainability management activities and performance information for the period from January 1, 2025 to December 31, 2025 as presented in this report (certain performance data includes the first half of 2026)
- Operations of internal processes and management systems for the collection, analysis, and reporting of sustainability management information
- Compliance with the principles of Inclusivity, Materiality, Responsiveness, and Impact as defined in AA1000 AccountAbility (2018) in accordance with AA1000 Assurance Standard v3

2. Assurance Items (GRI Standards 2021):

Category	GRI Standards	
Universal Standards	2-1 ~ 2-5 (The organization and its reporting practices)	
	2-6 ~ 2-8 (Activities and workers)	
	2-9 ~ 2-21 (Governance)	
	2-22 ~ 2-28 (Strategy, policies, and practices)	
	2-29 ~ 2-30 (Stakeholder engagement)	
Topic Standards	3-1 ~ 3-3 (Material Topics Disclosures)	
	GRI 201-2 (Economic Performance)	GRI 403-1~10 (Occupational Health and Safety)
	GRI 302-1~5 (Energy)	GRI 414-1~2 (Supplier Social Assessment)
	GRI 303-5 (Water and Effluents)	GRI 418-1 (Customer Privacy)
	GRI 305-1~2, 4~5 (Emissions)	
	GRI 308-1~2 (Supplier Environment Assessment)	

* Topic Standards were reviewed based on disclosure items related to material issues disclosed in the Report.

Assurance Standards

Assurance activities were conducted in accordance with AA1000AS v3, AccountAbility's international sustainability assurance standard, using Type 2 methodology and moderate level of assurance.

Assurance Results and Opinion

Based on the assurance conducted, the assurance provider found that DRB Holding's report has been prepared in accordance with GRI Standards 2021 and identified no instances where the disclosed information is inappropriately presented against the four principles of AA1000AP (2018). The assurance provider's opinion on each principle is presented below.

Inclusivity DRB Holding defines customers, employees, external suppliers, local communities, government and relevant authorities, shareholders and investors as its key stakeholders, and implements stakeholder engagement through communication channels for each group. We confirm that opinions and expectations identified through these channels are appropriately reflected in the organization's strategy and materiality assessment process.

Materiality DRB Holding conducts a double materiality assessment to identify sustainability material topics. The topic pool is structured based on ESG disclosure standards and trends; material topics are selected through stakeholder engagement and reported in detail in the report.

Responsiveness DRB Holding has established a company-wide ESG framework and is responsible for planning and decision-making across ESG initiatives. The report discloses approaches, plans and targets, activities, performance, and case studies related to material topics.

Impact DRB Holding identifies and monitors external stakeholder impacts and business value impacts related to material topics. Performance indicators have been selected based on these impacts, and performance results and targets are presented.

Limitations

The assurance provider performed assurance of data collected by DRB Holding based on the assumption that the data and information provided by DRB Holding are complete and sufficient. Accordingly, errors or irregularities may be inherent due to future assumptions, sampling, internal control procedures, and other limitations related to systems. This opinion is prepared for the management of DRB Holding, and we assume no responsibility for third-party use.

Competence, Independence, and Quality Management System

The assurance provider maintained independence and complied with ethical requirements throughout the assurance process. Assurance of this report was conducted by an independent assurance team with sustainability assurance experience and expertise. The assurance provider applies its own quality management standards to ensure consistency and reliability in assurance quality.

August 21, 2026

Jiyeong Yu
Chief Consultant, ACSAP

유지영

Jeongwon Han
Chief Executive Officer

정정원



DRB