

An aerial photograph of a city, likely Seoul, showing a dense urban landscape with various buildings and streets. A large, semi-transparent diagonal overlay in shades of orange and yellow cuts across the image from the top left to the bottom right. The company logo and tagline are positioned on the left side, over the city image.

NAMYANG NEXMO
We make Next Mobility

Sustainability Report 2024

About This Report

Report Overview

NAMYANG NEXMO has published the "Sustainability Report 2024" to reinforce its commitment to sustainable management. Through this report, we transparently disclose ESG activities and achievements to enhance communication and collaboration with stakeholders. By providing valuable information to various stakeholders, including customers, investors, local communities, employees, and government agencies, we analyze the performance in environmental, social, and governance to help establish future strategies and goals. NAMYANG NEXMO is dedicated to securing transparency in managing and improving ESG performance.

Report Preparation Criteria

This report has been prepared concerning various international standards and guidelines. It complies with the core option of the Global Reporting Initiative (GRI), a global standard for sustainability reporting, and incorporates the indicators of the UN Sustainable Development Goals (SDGs).

Reporting Period and Scope

This report covers activities from January 1, 2024, to December 31, 2024. It includes NAMYANG NEXMO's headquarters and both domestic and international operations. Financial information has been prepared based on K-GAAP consolidated standards, with additional footnotes provided for certain details.

Report Distribution and Feedback

This report has been published in Korean, and stakeholders can submit feedback through various channels, including email, mail, fax, website, or social media.
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Website: www.nynexmo.com

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CEO Message

We will become a partner driving sustainable innovation in the future mobility industry.

Namyang Nexmo is committed to becoming a partner at the core of the automotive industry, focusing on steering and braking systems. We aim to lead the era of future mobility through technological competitiveness and sustainable value creation. During global supply chain restructuring, carbon neutrality practices, and rapid digital advancements, our ESG management is no longer a choice but the foundation for survival and growth.

Strengthening our goals and execution for climate action and eco-friendly transition

To achieve carbon neutrality by 2050, we are focusing on improving energy efficiency in our plants, expanding renewable energy use, and transitioning to eco-friendly components. In particular, we are advancing products for electric and hydrogen vehicles while strengthening carbon reduction solutions across the entire lifecycle—from raw material selection to product development, production, and logistics. We are enhancing our carbon measurement and management systems and working with our partners to improve sustainability throughout the supply chain.

Building a people-centered culture and an ethical supply chain ecosystem

Namyang Nexmo fosters an organizational culture that values diversity and inclusion, placing the highest priority on employee safety and rights. We have established fair trade standards to promote mutual growth with our partners and are building a trust-based collaborative ecosystem through ESG risk assessments and improvement activities. Through these efforts, we aim to deliver sustainable value and fulfill our social responsibility to customers, employees, investors, and other stakeholders.

Join us on our journey toward a sustainable future

Grounded in technology and ethics, Namyang Nexmo will proactively respond to the changing times, positioning ESG at the center of our management and turning industrial transformation into an opportunity. Through sustainable growth, responsible supply chains, and innovative technology development, we will evolve into a trusted mobility partner for all. Together with our stakeholders, we will continue to build a better tomorrow.

Thank you.

Namyang Nexmo CEO **Jinyong Hong**



About NAMYANG NEXMO

Founded in 1969, NAMYANG NEXMO is a leading automotive parts company in South Korea. Based on our exceptional technical expertise, we manufacture key components for steering and braking systems, working with major domestic and international car manufacturers, including Hyundai-Kia and BMW. NAMYANG NEXMO is committed to developing new technologies, including steering and braking systems as well as eco-friendly automotive parts, through continuous investment in research and development to actively enter the future automotive market. We have expanded our global presence, starting with establishing a subsidiary in China in 2003 and now operating local subsidiaries in Poland, Mexico, and India. Additionally, we operate offices in North America and Germany to strengthen overseas sales. We are actively pursuing overseas business to increase the global market share. NAMYANG NEXMO aims for sustainable growth by entering the future automotive market, expanding global market share, and developing new technologies. With our core values of safety, quality, innovation, and ethics, we are positioning NAMYANG NEXMO as a company that contributes to society.

Mission

Human

Prioritization of people and life under the philosophy of respecting life

Safety

Responsible for everyone's safety through technology and quality

Technology

Realization of value through cutting-edge technology

Vision

We make Next Mobility

Core Value

Better Way

We relentlessly challenge ourselves without giving up.

Better Speed

We think and act ahead of time, leading the era.

Better Value

We always prioritize our customers and strive to create new value.

ESG Goals

(Vision) Establish a sustainable corporate ecosystem through safe and eco-friendly company operations.
(Goals) Achieve zero environmental risks, major accidents, and corruption.

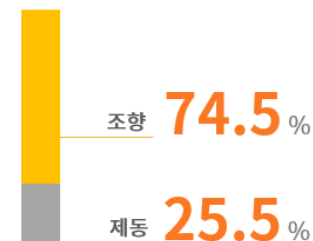
Company Name	Namyang Nexmo
CEO	Jin-yong Hong, In-kyu Cha, Jae-hyun Han
Establishment	May 9, 1969
Location	150, Mongnae-ro, Danwon-gu, Ansan-si, Gyeonggi-do, South Korea
Industry	Automotive Parts Manufacturing
Credit Rating	BB+

매출 (연결기준)



6,924 억원

매출비중

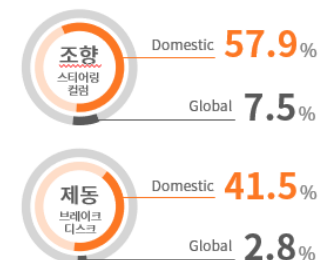


임직원



1,550+ 명

시장 점유율



About NAMYANG NEXMO

Awards and Certifications

NAMYANG NEXMO has received various awards related to quality and adheres to global standards in quality, environment, safety, and security.

Major Awards



Grand Quality 5-Star,
Hyundai Motor Group

2013



Quality 5-Star,
Hyundai Motor Group

2004 ~

※ Renewed annually



Supplier Quality Excellence Award
General Motors

2023

Major Certifications



Automotive Quality
Management System



Quality Management
System



Environmental
Management System



Safety and Health
System



Anti-Corruption
Management System



Automotive Information
Security Certification



International Software
Evaluation Certification

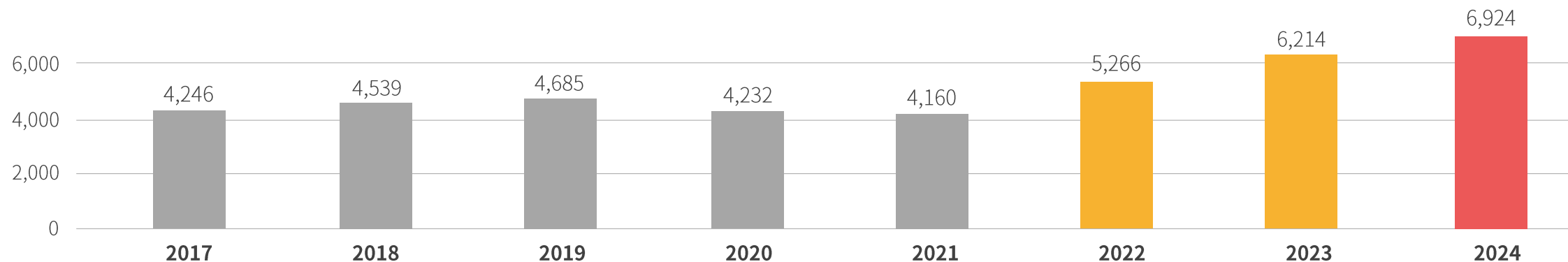


International Standard for
Software Development Process

About NAMYANG NEXMO

Sales Performance by Year

(Consolidated Basis / Unit: 100 Million KRW)



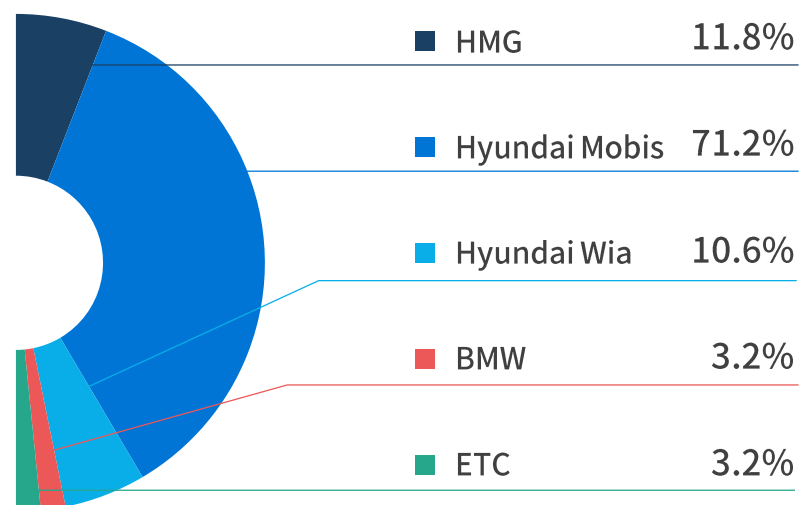
Key Financial Highlights

(Unit: 100 Million KRW)

Category	2022	2023	2024
Total Asset	3,850	4,379	4,791
Sales	5,266	6,214	6,924
Gross Profit of Sales	386	471	603
Operating Profit	17	36	54
Net Income	4	88	(41)

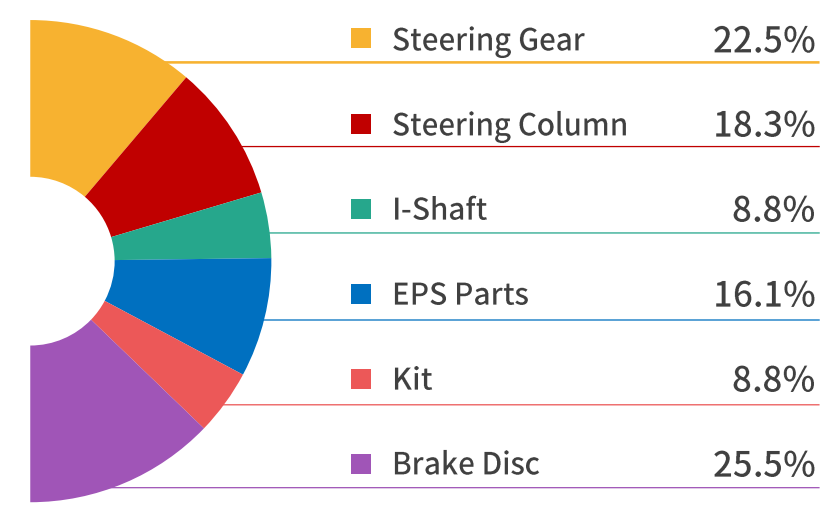
Sales Proportion by Customer

As of 2024



Sales Proportion by Product

As of 2024



About NAMYANG NEXMO

History

Since its establishment in 1969, NAMYANG NEXMO has grown into a specialized automotive parts company. Celebrating its 50th anniversary in 2019, we are now preparing for a new future as a mobility company.



NAMYANG
NEXMO



1969 – 1999

- 1969.05** Established Namyang Industries
- 1970.03** Production of Brake Drums
- 1979.09** Relocated headquarters to Ansan
- 1986.03** Production of Steering Column
Production of Brake Disc
- 1988.10** Production of Intermediate Shaft
- 1988.05** Launched new Plant 2
- 1992.04** Built the Technology Research Center



2000 - 2018

- 2003.11** Established Chinese subsidiary
- 2004.05** Production of Steering Column for Daimler
- 2004.12** Acquisition of KT Certification
- 2007.04** Certification for MDPS Column Design
- 2011.05** Production of Steering Column for GM
- 2011.10** Launched new Plant 3
- 2014.10** Established Polish subsidiary
- 2016.07** Launched new Hwasung Plant
- 2016.11** Production of Steering Column for BMW



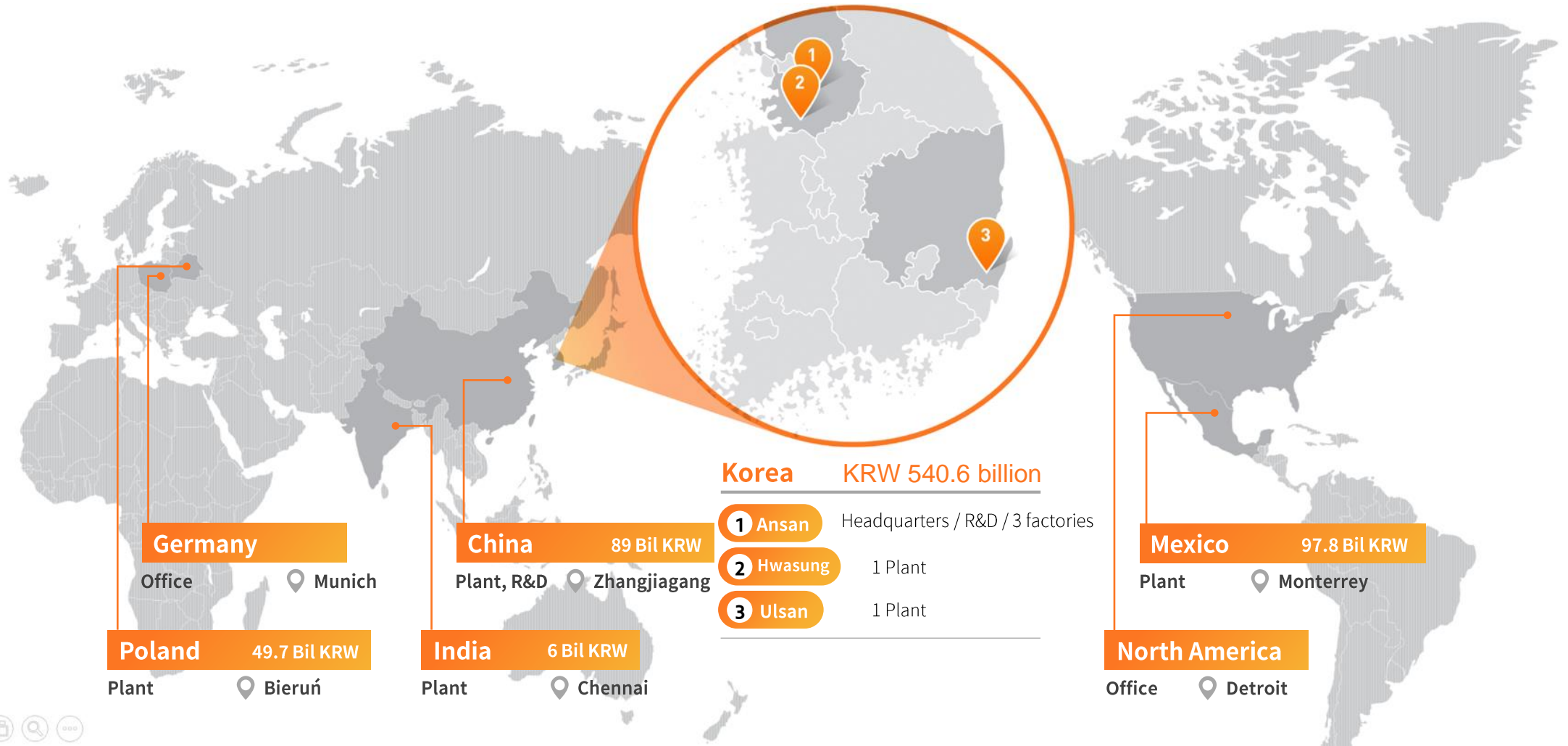
2019 ~

- 2019.01** Renamed to NAMYANG NEXMO
- 2021.04** Established Mexican subsidiary
- 2021.10** Launched new Ulsan Plant operations
- 2022.03** Production of Steering Gear Assembly
- 2023.05** Production of Sensor & Worm Wheel
- 2024.01** Established joint venture in India
- 2025.04** Launched Hawsung NEC

About NAMYANG NEXMO

Domestic and Global Business Locations

총 We operate 9 plants (5 domestic, 4 overseas), 2 R&D centers (Korea, China), and 2 overseas sales offices (Germany, USA).



About NAMYANG NEXMO

Customers

NAMYANG NEXMO counts Hyundai Motor Group, BMW, GM, and other global top brand companies as its clients and collaborates with numerous global Tier 1 parts suppliers.

OEMs: 14 companies Tier 1 suppliers: 12 companies



About NAMYANG NEXMO

Business Overview – Steering Parts

Steering parts such as steering columns and steering gears account for 74.5% of NAMYANG NEXMO's total sales.



About NAMYANG NEXMO

Business Overview – Braking Parts

NAMYANG NEXMO's braking parts, such as brake discs, account for 25.5% of total sales.

These parts function to slow down or stop a moving vehicle.



Brake Disc

A part where pads are pressed against both sides of a disc that rotates with the vehicle's wheels, creating friction to slow down and stop the vehicle



Hybrid Brake Disc

A hybrid brake disc that applies aluminum to the HAT portion (designed for hub mounting), improving the weight disadvantage of traditional brake discs



Brake Drum

A braking part that reduces rotational force by pressing the lining against the drum

ESG Management Framework

ESG Goals by Sector

We are making continuous efforts to establish an ESG management system for sustainable growth.



Environmental

- Establishment of Zero-Accident, Green Business Sites
- 10.7% Reduction in Electricity Consumption Compared to the Previous Year
- 11.0% Reduction in Total Greenhouse Gas Emissions
- Maintenance of Environmental and Occupational Health & Safety Management System Certifications (ISO 14001, ISO 45001)

Social

- Sustainable Employment of Persons with Disabilities
- Introduction of Flexible Work Arrangements
- Expansion and Improvement of Employee Welfare Programs
- Enhanced Community Contribution Activities (Volunteering and Donations)
- Operation of Win-Win Partnership Fund for Suppliers
- Management of Company Newsletter and Employee Communication Channels
- Strengthening Employee Training Programs

Governance

- Operation of ESG CFT Organization in 2021
- Acquisition of TISAX Information Security Certification
- Acquisition of Anti-Bribery Management System Certification (ISO 37001:2016) in 2024
- Zero Information Security Incidents for Three Consecutive Years
- Zero Cases of Fair Trade Violations

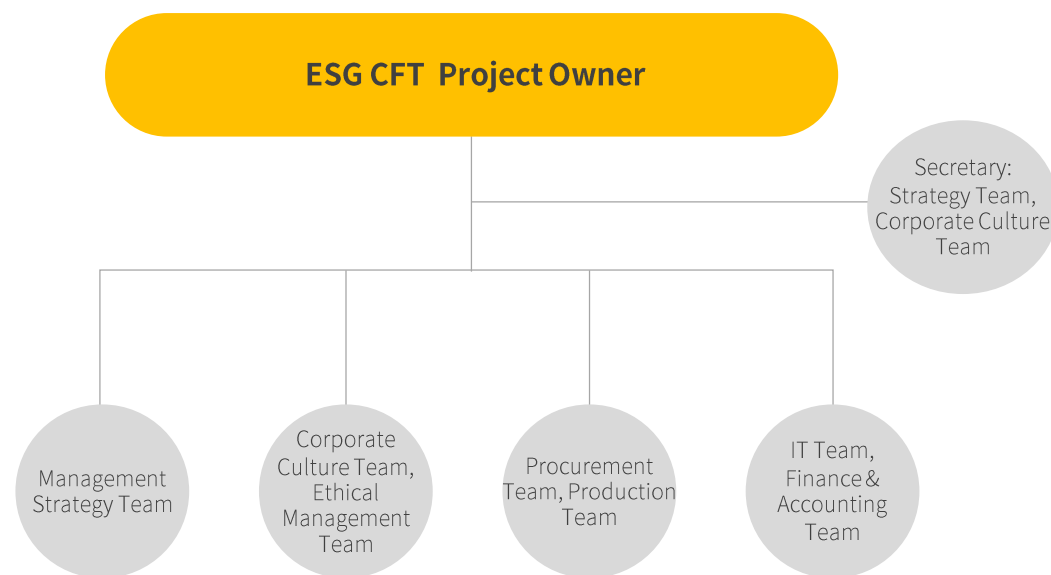
ESG Management System

ESG Management Governance

NAMYANG NEXMO strives to grow into a better company by managing its business based on ESG principles, working together with customers who use its products and services, as well as employees, shareholders, and partners, both internal and external stakeholders. We have established and comply with standards and regulations related to environmental safety during product manufacturing. Through sound business activities and transparent and fair corporate governance, NAMYANG NEXMO practices ESG management. Moreover, we focus on corporate social responsibility and sustainability, continuously contributing to the growth and development of individuals, society, and the nation.

ESG 경영 조직 체계

Organizational Goals	<ul style="list-style-type: none"> Contribute to the growth of the company, society, and the nation through ESG management
Basic Structure	<ul style="list-style-type: none"> Establish and operate a CFT (Cross-Functional Team) for ESG management Key Departments: Management Strategy Team (Lead), Corporate Culture Team, Procurement & Development Team, IT Team Supporting Departments: Production Team, Production Technology Team, Finance & Accounting Team, Research Planning Team, and other relevant teams
Operational Plan	<ul style="list-style-type: none"> Appoint key representatives from each department for prompt support and collaboration on ESG-related matters Major decisions will be presented and resolved at the management strategy meeting through the CFT leader



Stakeholder Engagement and Communication

Namyang Nexmo defines its key stakeholder groups as customers, employees, partner companies, shareholders, local communities, and government entities. The company engages with each group through diverse communication channels, gathering their input and actively reflecting it across all aspects of management.

Customer

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Satisfy the requirements of domestic and international finished cars and TIER 1 customers Product quality and safety management considering driver's safety Project progress and schedule 	<ul style="list-style-type: none"> Management and Customer Satisfaction Survey Participation in each automotive subcommittee Project updates reflecting customer feedback

Shareholders

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Maximize investment value through efficient management activities for shareholders Provide updates on financial performance Report on sustainability program goals 	<ul style="list-style-type: none"> Board meetings Attendance at technical briefings Production and updates catalogs Publication of sustainability reports

Employees

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Build a corporate culture of open communication Share corporate vision and mid- to long-term growth objectives Provide training and direction 	<ul style="list-style-type: none"> Executive messages, online/offline memos Labor-management negotiations Training sessions Employee clubs and union activities

Local Community

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Address safety issues Contribute to job creation Engage in social contribution and community programs 	<ul style="list-style-type: none"> Volunteer activities in cooperation Participation in community events Volunteer work by employees Community donation activities

Government

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Ensure compliance with project Fulfill social responsibility Implement environmental protection and safety policies 	<ul style="list-style-type: none"> Regular policy meetings and briefings Submission of compliance reports Regular updates to strengthen cooperation with government

Partner Companies

Communication Objectives	Channels & Tools
<ul style="list-style-type: none"> Share progress of joint projects Evaluate and share partner performance Cooperate on supply chain management and sustainability 	<ul style="list-style-type: none"> Partner meetings Training on quality, IT security, and communications Regular partner evaluations Technical guidance for partners

Sustainable Future Business

We operate R&D centers in Korea and China, with an integrated system that covers everything from preliminary research to development, testing and evaluation, mass production support, and technical management.

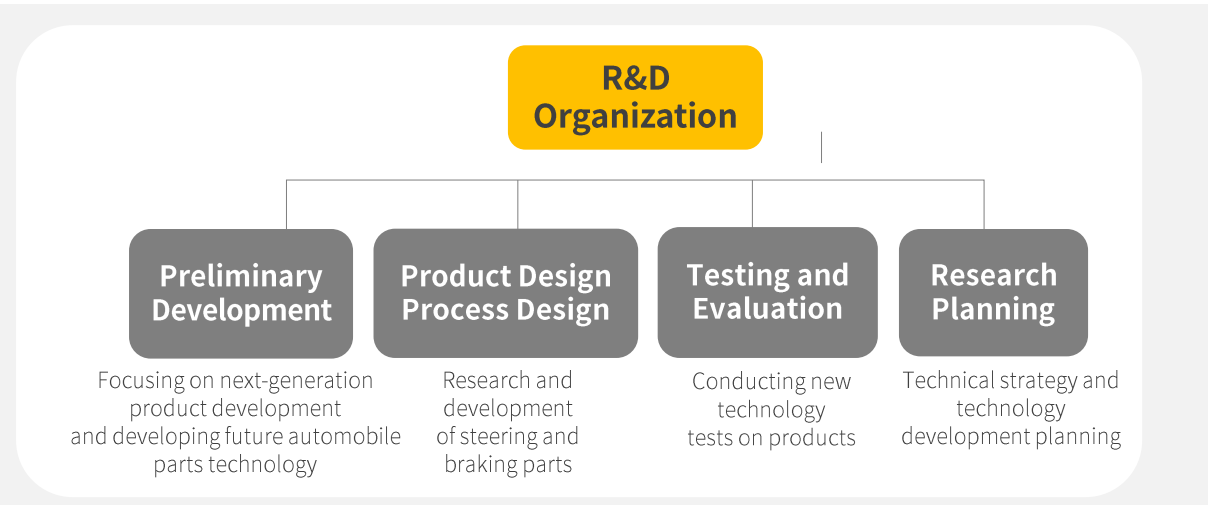
I Name : NAMYANG NEXMO Tech Center

I Date of Establishment: April 1992

I Research Staff: 130 Persons (as of 2023)

I Development Areas: Steering and braking technology, motors, etc.

I Location: 150, Mongnae-ro, Danwon-gu, Ansan-si, Gyeonggi-do, South Korea



Objective

Expanding future-oriented talents and reorganizing the organizational structure to lead future technologies

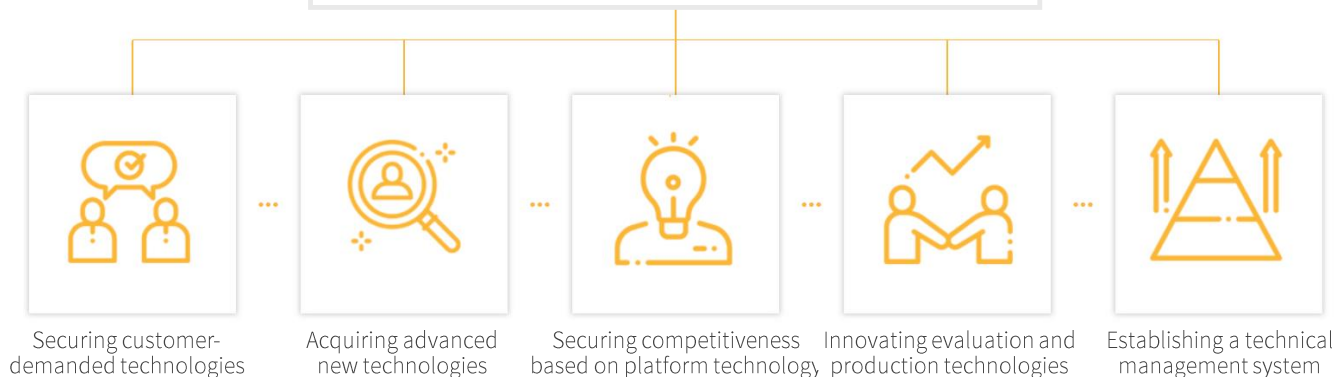
Expanding infrastructure in key future strategic areas, such as research facilities and equipment

Establishing a research network to promote the development of future automobiles and related industry parts

Improving the organizational culture to foster an open innovation ecosystem

Mission

Establishing an innovation system for research and development that leads to future technologies and building research governance

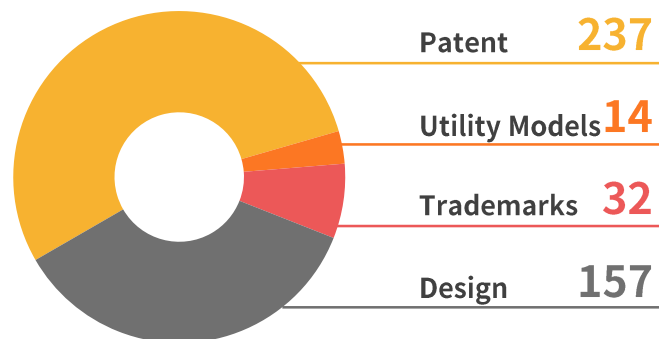


Sustainable Future Business

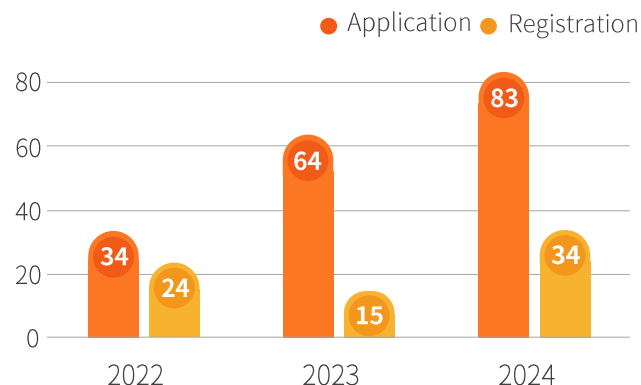
We operate R&D centers in Korea and China, with an integrated system that covers everything from preliminary research to development, testing and evaluation, mass production support, and technical management.



Intellectual Property Status



Status of Intellectual Property Applications and Registrations



Automotive Steering Parts

Developing futuristic steering technologies, such as a retractable electric column to secure space for driver comfort during autonomous driving and integration with Steer by Wire (SBW) systems



Automotive Braking Parts

Developing new disc materials with improved strength, corrosion resistance, and wear resistance, while reducing dust emissions, in line with carbon neutrality efforts and the expansion of electric vehicles



Future Mobility Products

Developing connected autonomous vehicles (CAVs) and mobile stations (ground control and battery charging units), based on proprietary electrification technology

Sustainable Future Business

We have a system to independently evaluate the performance of our products to meet all customer and government requirements.



Performance

Evaluating steering products for rotational torque, vibration, noise, and other required criteria

* Column performance tester, real vehicle angle rotational torque tester, anechoic chamber, etc.

Durability

Conducting various durability performance evaluations tailored to customer specifications and managing the data

* Complex environment rotational durability tester, steering gear durability tester

Environment

Evaluating performance requirements such as corrosion resistance and impact strength under various environmental conditions

* Temperature and humidity chamber, thermal shock tester, salt spray tester, etc.

Strength

Assessing the strength of steering parts, which are critical safety parts, by testing compression, torsion, and product durability in drop tests

* Dynamic compression tester, torsional strength tester, etc.

Regulation

Testing and evaluation to meet the mandatory specifications related to automotive regulations

* Steering impact tester, etc.

Others

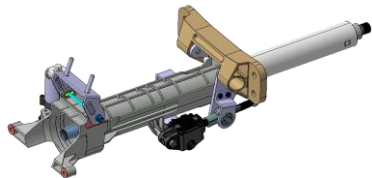
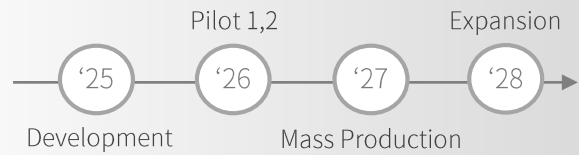
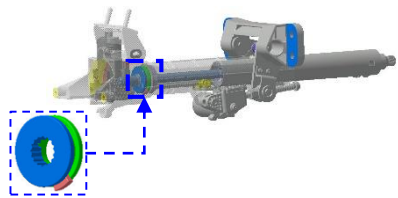
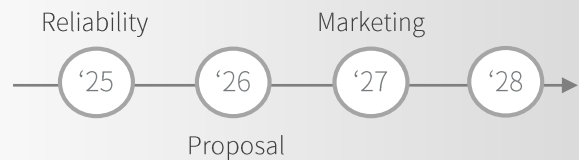
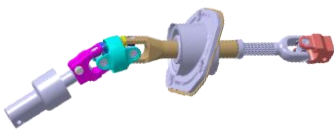
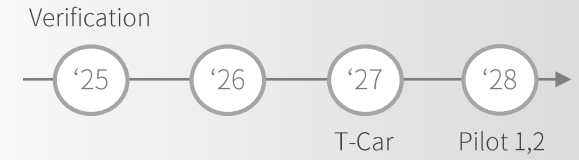

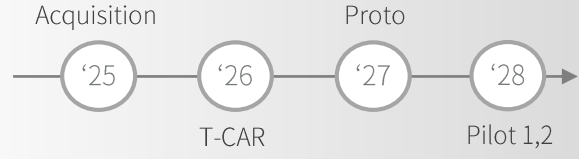
Equipped with evaluation devices that can simulate the same conditions as a real vehicle for testing steering electronic components

* HILS (Hardware in the Loop Simulation)



Sustainable Future Business









Mid to Long Term Product Development Plan

Product	Characteristics	Development schedule
Stowable Telescopic Column 	<ul style="list-style-type: none"> Telescopic column designed to secure driver comfort space (ensuring product competitiveness) for autonomous driving Future steering technology linked with Steer-by-Wire (SWB) 	
Angular End Stop for SFA 	<ul style="list-style-type: none"> Expansion of column performance through improved productivity and optimized design within SFA column Development of MES optimization required for Global Tier 1's SbW column 	
AL Forged Universal Joint 	<ul style="list-style-type: none"> Intermediate Shaft noise reduction and durability technology Customer SR review, benchmarking, and design in progress 	
Manual Steering Gear Assembly 	<ul style="list-style-type: none"> Independent steering gear development capability Optimized gear design (to reduce tooth contact stress), performance improvement (10% vibration reduction vs. PRT, RPF MQ4 baseline) 	

Sustainable Future Business

Motor Business – Portfolio

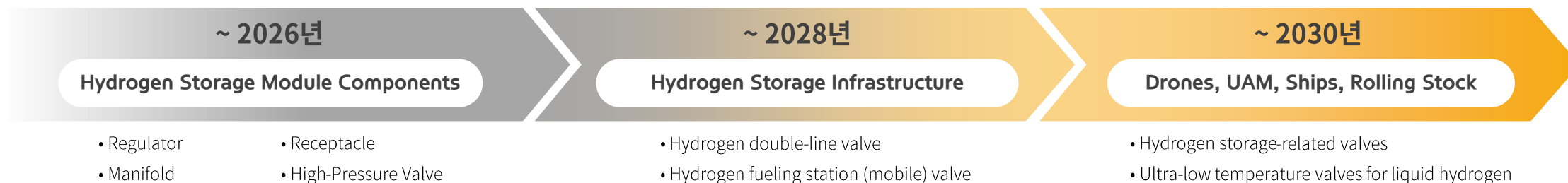
In line with the era of eco-friendly and electrified mobility, we are developing motors and controllers with specialized performance and functionality.

Product	Feature	Developed Products and Application Areas	
MSO Motor 	<ul style="list-style-type: none"> Maximizing the slot fill factor of electric motors up to 78% High-output motor with compact size and lightweight design Enhanced durability with improved cooling performance 	25~100kW Motor  Electric Boats / Vessels	
ED Motor 	<ul style="list-style-type: none"> Independent multi-phase structure enabling continuous operation even with partial winding damage Compliance with Navy defense EMC (electromagnetic compatibility) standards Noise and vibration optimized product 	ED Motor  Submarine	
Drone Motor 	<ul style="list-style-type: none"> Promoting 100% localization of drone motors Achieving weight reduction and maximizing efficiency Offering a wide range of motor specifications Coreless-type motors specialized for environmental durability (waterproof/dustproof) and rotational efficiency 	Controller Module 	Motors of 500W~2kW  Drone (2~13kg)
Motor Controller 	<ul style="list-style-type: none"> Motor control for electric ships and defense applications Drone motor control (FOC, with motor aging detection function) 	Development of Dedicated Controllers for Each Motor	

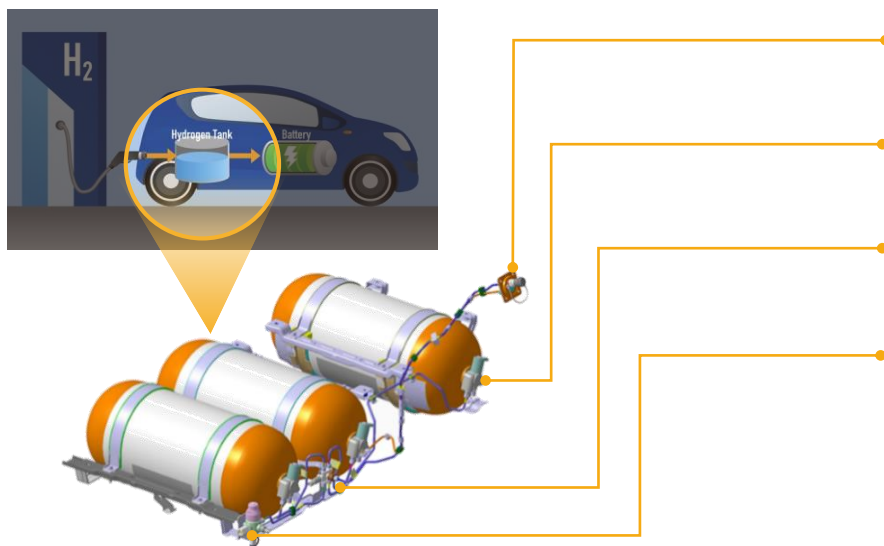
Sustainable Future Business

Hydrogen Business – Portfolio

In response to eco-friendly mobility and energy transition trends, we are proactively developing hydrogen storage components and valves.



Hydrogen Vehicle Storage System Components



Product	Feature	KC
Receptacle Filling	 <ul style="list-style-type: none"> Hydrogen charging fuel inlet, prevention of internal gas backflow 	2026
Hydrogen Tank Valve	 <ul style="list-style-type: none"> Hydrogen charging/discharge control, thermal pressure relief device (TPRD) 	2028
Manifold	 <ul style="list-style-type: none"> Supply of charging/discharging gas, prevention of internal gas backflow 	2026
Hydrogen Pressure Regulator	 <ul style="list-style-type: none"> Hydrogen pressure control device, prevention of outlet overpressure 	2027
Direct Pipe Fitting	 <ul style="list-style-type: none"> Medium/high-pressure pipe fitting component 	2026
Liquid Hydrogen PRVMFD	 <ul style="list-style-type: none"> Prevention of overcurrent in fuel cell power transmission 	2028

Environmental and Safety Management System

Namyang Nexmo establishes and operates an Environmental, Health, and Safety (EHS) management system and plans, while convening a quarterly Occupational Safety and Health Committee. Through this framework, the company reviews, monitors, and carries out key activities related to accident prevention and environmental safety. In addition, the CEO and relevant executives participate annually in formulating the Environmental and Safety Management Plan, which is then approved by the Board of Directors.

Environmental and Safety Management

- 01** Compliance with Environmental and Safety Regulations
- 02** Establishment of an Environmental and Safety Management System
- 03** Operation of an Environmental and Safety Organization
- 04** Continuous Improvement Activities for Environment and Safety
- 05** Strengthening Environmental and Safety Competence
- 06** Implementation of Environmental and Safety Policies

Category	Achievements
Safety/ Health	<ul style="list-style-type: none"> • Implementation of improvements related to the Serious Accidents Punishment Act and Industrial Safety and Health Act • Operation of revised methods for regular safety/health training- Improvement of risk assessment operations • Execution of comprehensive health checkups and management of high-risk groups (hypertension, diabetes, liver disease, vascular disorders, obesity, etc.)
Environment	<ul style="list-style-type: none"> • Identification and reduction of energy-saving items • Establishment of renewable energy usage plans • Maintenance and management of air pollution prevention facilities

Environmental Impact Management

▲ Prevention of Industrial Accidents

To prevent workplace accidents, Namyang Nexmo conducts monthly safety training and inspections, sharing identified issues during inspections to ensure corrective action and improvement. In particular, in 2022, the company carried out a comprehensive survey of hazardous substances used across all sites and established a database, thereby striving to build accident-free workplaces.

▲ Waste Management

All wastewater and waste generated by Namyang Nexmo are registered and processed through the government's official system to ensure full compliance. Waste is handled according to the appropriate treatment method for each type, while performance reporting is continuously carried out through systems such as the Waste Disposal Charge Program and the Resource Circulation Information System. These efforts minimize the risk of legal violations.



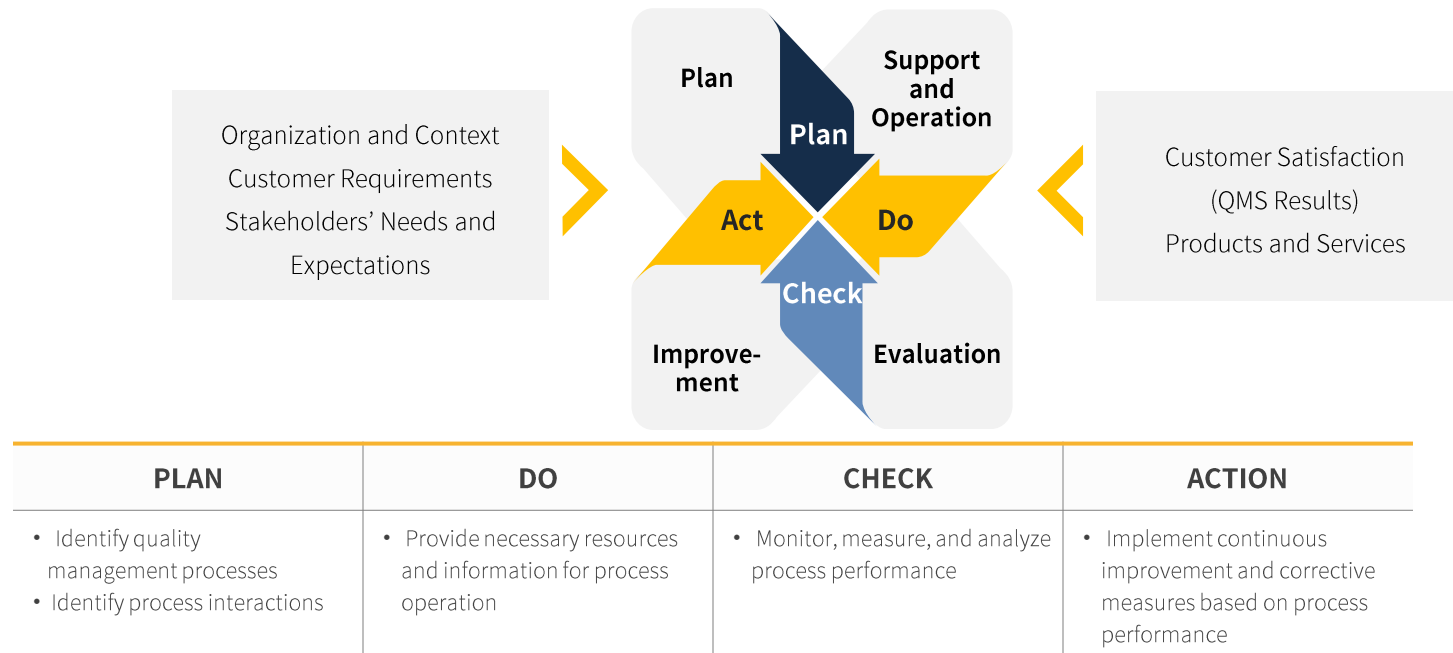
Quality Management

NamyangNexmo's quality management system is established based on the IATF 16949 standard and is implemented through the methodology of continuous improvement, with a focus on defect prevention as well as the reduction of variation and waste. The company adheres to the eight quality management principles of IATF 16949. In addition, with the goal of achieving customer delight, Namyang Nexmo actively promotes employee-driven proposals and innovation activities, thereby concentrating its capabilities on customer satisfaction, competitive advantage, and new technology development.

Quality Management Policy and Governance System

Namyang Nexmo establishes quality strategies and management standards and strives to secure strong quality competitiveness. The company operates a close collaborative system across relevant departments to maintain a comprehensive quality assurance framework that spans the entire product lifecycle—from development and mass production to phase-out. Centered on the Quality Assurance Team, regular quality innovation meetings are held to oversee the quality of all products, thereby driving continuous improvement and ensuring customer satisfaction.

Quality Management Process



Slogan for ZeroOne



IATF 16949



ISO 9001

Climate Change Response

NAMYANG NEXMO recognizes the government's greenhouse gas reduction policies and the global challenges of climate change and is implementing eco-friendly management. Each team conducts environmental impact assessments, setting annual environmental protection goals and managing their performance. We are also striving to establish and operate eco-friendly workplaces.

Energy Efficiency Improvement

To improve energy efficiency in both work sites and offices, we have enhanced energy efficiency by repairing plants and buildings. Efforts to improve energy efficiency are ongoing, including overhauling or replacing aging production lines and repairing heating and cooling systems.

Greenhouse Gas Emission Reduction Activities

We are actively working to reduce carbon emissions by replacing company vehicles with electric vehicles and encouraging using employee shuttle buses when commuting. To continuously use renewable energy, NAMYANG NEXMO is preparing to install solar panels in 2026.

Environmental Ecosystem Preservation Activities

Through voluntary participation of employees at each business site, NAMYANG NEXMO is conducting beautification activities around the facilities, fulfilling its responsibilities as a local community member.



ISO 14001

Safety and Health Management

NAMYANG NEXMO prioritizes the safety and health of its employees by establishing and operating a company-wide safety and health management system.

Employee Safety and Health Policy

To create a safe workplace, we identify and manage risk factors. Each team establishes and manages detailed action plans for environmental safety management, enhancing employees' safety awareness.

Employee Safety and Health Policy

To identify and manage risks within processes, we mark risk levels for each facility/location and assign special personnel to regularly, periodically, and specifically inspect high-risk areas. Preventive activities are also conducted, and specialized safety training for employees is provided annually.



ISO 45001

Autonomous Departmental Safety and Health Management Activities

All departments collaborate with the Environmental Safety Team to select safety and health inspection themes suitable for their specific characteristics. Through voluntary inspections, we identify and improve risk factors. Additionally, a site-line responsibility system has been introduced, where each department establishes and implements safety and health plans, and a reward system is in operation to recognize these efforts.

Safety and Health Management

Health Management Activities

NAMYANG NEXMO operates various employee health checkup programs to promote the health of both our employees and employees from partner companies. We run prevention programs for musculoskeletal and vascular diseases. We have hired professional medical staff members with nursing backgrounds to provide special management for employees with identified health concerns, enhancing their safety and health. Additionally, annual health checkups are offered to employees' spouses to ensure the health of employees' families. Moreover, by partnering with nearby hospitals, we reduce the burden of medical expenses for employees.

Item	Details
Employee Health Checkup	Annual health checkup for all employees
Health Management for Individuals with Abnormal Findings	Special health management for employees with conditions such as hypertension, overweight, suspected liver disease, diabetes, etc.
Spouse Health Checkup	Annual health checkup for spouses at a partnered hospital
Comprehensive Health Checkup Every 5 Years	Comprehensive health checkup conducted every five years
Smoking Cessation Program	Program for employees wishing to quit smoking

Workplace Environment Management

We are promoting improvements in the work environment to create a comfortable working space and prevent occupational diseases. Work environment measurements are conducted in accordance with occupational safety and health laws and internal regulations, with the results being disclosed on the company bulletin board after approval from the Occupational Safety and Health Committee. Through this process, we take appropriate measures such as facility improvements and the installation of safety equipment to protect the health of our employees

1. Measuring Agency: Hando Occupational & Environmental Health Center
2. Purpose of Measurement: In accordance with Article 125 of the Occupational Safety and Health Act, the purpose of the measurements is to assess how much workers are exposed to harmful factors such as noise, dust, and hazardous chemicals generated during work.
It is to improve facilities and equipment to create a clean working environment, thereby contributing to the protection of workers and improving productivity.
3. Measurement Frequency: Twice a year (every 6 months)
4. Target: Noise, oil mist, welding fumes, organic solvents, etc.

* No processes have exceeded 50% of the exposure limit for over five years.

Human Resource Management

We secure outstanding talent through a fair and transparent recruitment policy and enhance human competitiveness by systematically strengthening employee capabilities. Additionally, we foster a work-friendly environment so that employees can work happily, and we operate various welfare programs.

Ideal Talent

HRD Strategic Goals

Level-up enterprise-wide competency required for organizational survival/growth

Establish a foundation for capability enhancement and value investment to realize the organizational vision

Foster a continuous self-development atmosphere and enhance communication among employees



Passion

A person who does their best with affection and passion for their work



Creation

A person who actively embraces change through creativity and innovation in a rapidly changing competitive environment



Professional

A person who leads in their field, setting the standard for technical expertise

Personnel System

* KPI-Based Personnel System

Systematically connects individual goals with company-wide and department goals, setting individual and team objectives, and compiling monthly performance and progress

Evaluation of Individual Competencies and Abilities

Conducts performance and competency evaluations 1 to 2 times a year based on job performance / Conducts continuous observation and periodic monthly meetings to review work progress

Personal Performance Increment System

Encourages gradual performance improvement by recording and reflecting each individual's competencies and achievements annually

Promotion System

Through deliberation of the personnel evaluation committee, decisions are made after comprehensive evaluations, including individual performance appraisals, work attitude, years of service, career experience, and age.

Business Culture

Human Rights Education

NAMYANG NEXMO not only complies with relevant laws and regulations but also strives to respect the human rights of each employee. To this end, we conduct annual training and have established related provisions in our employment regulations.

Personnel Status

Category		2022	2023	2024
Status	Total	836	869	896
	Average	148 Months	159 Months	157 Months
	Disabled workers (Recognized by the Korea Employment Agency for the Disabled)	18	16	16
	Disabled workers Newly hired	2	1	3
Related Achievements	Training conducted	Conducted (December 2022) 생Respect for life, sexual harassment prevention, improvement of disability awareness, personal information protection, etc.	Conducted (December 2023)	Conducted (October 2022)
	Industrial Accidents	-	-	-

※ Relevant Regulations: [Chapter 12: Gender Equality in Employment and Maternity Protection],
[Chapter 13: Prohibition and Prevention of Sexual Harassment], [Chapter 14: Prohibition and Prevention of Workplace Bullying]



NAMYANG NEXMO has newly established roles such as "dormitory cleaning" that are suitable for disabled workers and continues to hire additional disabled workers to fulfill its corporate social responsibility actively.

Welfare Benefits

NAMYANG NEXMO secures outstanding talent through a fair and transparent recruitment policy and enhances human competitiveness by systematically strengthening employee capabilities. To make employees work happily, we have also introduced a flexible working system to create an autonomous work environment and operate various welfare benefit programs.

[Childcare and educational support for children]

[Support for vacation expenses and resort facilities]

[Rewards for long-term service, overseas trips with spouses]

[Honors for retirees]

[Health checkups for employees and their spouses]

[Birthday gifts for spouses]

Business Culture

Welfare Benefits

[Employee Loan Support Program]

- Available to employees with over 2 years of service
 - Loan limits and interest rates: KRW 30 million housing purchase loan
 - KRW 20 million housing rental deposit loan
 - KRW 15 million living stability loan / Interest rate: 1% per year

[Gifts, Bonuses, Company Dinners, and Sportswear Distribution]

- Gifts: Distributed during Lunar New Year, Chuseok, and the labor union general assembly (year-end)
- Bonus: Distributed on the company's anniversary (May 9)
- Support for company dinners and sportswear

[Various Employee Convenience Facilities]

- Cafeteria
- Commuter bus service
- Dormitory
- In-house café



Cafeteria



Shuttle Bus



Dorm



Cafe

Strengthening Employee Communication

NAMYANG NEXMO conducts an annual employeesatisfaction survey to improve staff satisfaction with the company and address any grievances. Additionally, to enhance communication between the company, employees, and staff, a company newsletter is published every other month, and for convenience, an online webzine is also in operation. To transparently and actively communicate the company's vision and management direction to employees, we plan and share a "Leader's Talk" message each month, written by the management team.



Newsletter: <http://webzine.nynexmo.com>

Category	Unit	2023	2024	Difference
Employee Satisfaction Survey (Positive response rate, %)	Welfare Benefits	51.8	52.0	▲ 0.2
	Work Environment	80.6	82.6	▲ 2.0
	Satisfaction	51.7	54.9	▲ 3.2
	Culture	61.9	66.5	▲ 4.6
	Training	52.8	52.8	-
	Relations	62.4	66.5	▲ 4.1
Overall Average		57.4	60.1	▲ 2.7

Sustainable Supply Chain Management

A	Co-Prosperity with Partner Companies	We promote fair and transparent contracts in all transactions and strictly apply the same standards in dealings with partner companies. We also require our partners to follow the same principles, thereby fostering a fair business environment.
B	Collaboration with Local Communities	Through cooperation with local communities, we contribute to regional economic development by fostering local talent, creating jobs, and operating economic revitalization programs, thereby pursuing mutual growth with society.
C	Symbiosis with Customers	We actively reflect customer demands and feedback in the development of new products and improvement of services. This helps maximize customer satisfaction and maintain long-term relationships. Through regular customer meetings, seminars, and workshops, we strengthen mutual trust and understanding.
D	Sustainable Supply Chain Management	To build a sustainable supply chain, we implement eco-friendly and ethical procurement policies and apply ESG standards throughout the supply chain, from environment and safety to governance, thereby creating a sustainable business environment.
E	Participation and Development of Internal Workforce	We ensure that all employees understand the company's shared growth goals and support their application in daily work. We also promote employees' personal expertise and growth, thereby reinforcing a culture of shared success within the organization.

Fair Partner Management System

- Establishment and operation of systems
- Induction of fair-trade agreements among partner companies



Competitiveness through Win-Win Cooperation

- Technical guidance and protection for partner companies.



Stable Procurement through Supply Chain Management

- Increase the proportion of eco-friendly raw material purchases



Co-Prosperity

NAMYANG NEXMO grows with partners and builds a framework for a sustainable future.

We support the growth of the partners and fosters mutually beneficial relationships, listening to various opinions such as partner issues, improvement suggestions, and dispute resolution.

- In all business dealings, tasks are always performed following fair and lawful procedures.
- No unjust or illegal actions are committed by abusing superior authority or a dominant position.
- Efforts are made to nurture globally competitive partners, and systematic programs are developed and operated to support them.
- Mutual respect and courtesy are maintained when conducting business with partners.

Listening to Partner's Opinions

NAMYANG NEXMO gathers and reviews various demands and opinions from its partners, providing feedback on the results. Through this process, we continuously strive to address and improve issues raised by our partners.

Procedure	Managing Department
Opinion Gathering	Purchasing Team
Review	Relevant Teams
Result Feedback	Purchasing Team

Operation of Meeting

NAMYANG NEXMO holds annual cooperation meetings to foster communication channels by sharing NAMYANG NEXMO's mid- to long-term vision and strategy, technical information, and updates on changes in the automotive market.

The cooperation meetings are held twice a year and are actively utilized as a communication channel between NAMYANG and its partners.

- 1) First Half: Sharing NAMYANG NEXMO's vision, mid- to long-term strategies, technical information, and awarding outstanding partners
- 2) Second Half: Holding outdoor events to enhance communication channels with representatives of partners

Regular Consultation Channels	Overview and Frequency
Cooperation Meeting	Sharing mid- to long-term vision, awarding outstanding partners, outdoor events (twice a year)
Partner Group Meetings	Introduction of the host company, line tour, and group-specific meetings (held once a year per group)
Drawing Review Meeting	Identifying challenges in the manufacturing process of products developed by partners (as needed)
Pre-Quality Assurance Meeting	Identifying and sharing solutions for quality issues in products developed by partners (as needed)
SQ Process Inspection	Inspecting and sharing process improvement plans for partners' processes (once a year per target company)

Co-Prosperity




Fair Trade with Partners

NAMYANG NEXMO signs a fair trade and co-prosperity agreement and a standard subcontract agreement annually with partners. Additionally, we request that first-tier partners comply with fair trade guidelines to ensure that second- and third-tier partners are also engaged in fair trade practices.

Fair Trade Guidelines	Key Contents	Contract Management	Management Cycle
Fair Selection of Partners	Partners are selected based on procedures and criteria for selecting suppliers.	Fair Trade and Co-prosperity Agreement	Annually
Prohibition of Child Labor Exploitation	No transactions are made with products involving child labor exploitation from developing countries.	Standard Subcontract Framework Agreement	Annually
Compliance with Parts Development Contract Terms	The volume, timeline, and transaction standards for developing parts are clearly defined when requesting development.		

Partner Support Activities

NAMYANG NEXMO is providing a coffee truck to encourage the employees of three awarded companies from the cooperation meeting.

Category	Ssangjin Corporation, Inc. (Grand Award)	Sebang (Co-Proseprity)	Youngwan (Quality Excellence)
Schedule	June 18, 2024	June 20, 2024	June 21, 2024
Photos of Event			

Co-Prosperity

Supporting Partner Productivity/Quality Improvement

NAMYANG NEXMO supports improving productivity and quality through on-site guidance, technical support in collaboration with HKMC, and quality assurance inspections.

No.	Category	Partners	Period	Remarks
1	On-site guidance and support for partners	28	2024 Feb ~ Nov	SQ Director & Purchasing Policy Target
2	Co-prosperity technical support for partners	3	2024 May ~ Aug	HKMC Small and Medium Co-prosperity Partner Co-prosperity Support Team & Namyang Nexmo Purchase Support Team
3	WORST partners quality assurance inspection	6	2024 March, October	
				First half of the year / Second half of the year (Director: CEO of Namyang Nexmo)

Partner Education Support

NAMYANG NEXMO guides its partners on the free HKMC GPC training and manages the training records.

Category	Target Companies	Training Records	Offline	Online
GPC Training	24Companies	138 Cases	30 Cases (22%)	108 Cases (78%)

Co-Prosperity Fund for Partner Companies

Namyang Nexmo operates a Shared Growth Fund to promote co-prosperity with its partner companies, providing continuous financial support to partners facing working-capital shortages—including assistance for liquidity constraints caused by revenue declines, funding for facility investment expenditures, and support for raw-material procurement in response to recent sharp increases in raw-material prices.

Category	2022	2023	2024	Total
Fund	180 Million KRW	210 Million KRW	170 Million KRW	560 Million KRW

Social Contribution

Donations and In-Kind Support

Provided financial contributions and in-kind support to the House of the Little Lamb, a welfare facility for persons with severe disabilities in Ansan, and to the Green Umbrella Children's Foundation.

Unit : 1 Mil KRW

Category		2023	2024
Volunteer Participation	Cash	20.0	20.0
	Expenses	-	-
	In-Kind Contribution	4.1	4.5



Participation in volunteer activities and blood donation

May 2024: Sponsored daily necessities for the residential facility for persons with severe disabilities.

October 2024: Donated funds to the Green Umbrella Children's Foundation.

November 2024: Sponsored daily necessities and organized employee volunteer activities at the residential facility for persons with severe disabilities.



Information Protection

Information protection is a key factor that determines the success or failure of a company and is a vital asset to the organization.

As a specialized automotive parts company, NAMYANG NEXMO rigorously protects and manages important customer information and internal business secrets and strengthens its information protection management system and related systems to prevent employees from leaking any information acquired during their duties to external parties.

Information Protection Management System

NAMYANG NEXMO operates an information protection management system to efficiently manage and protect the company's key information and assets. Through this system, the company complies with relevant domestic and international laws, such as the Information and Communications Network Act and the Personal Information Protection Act, effectively preventing and responding to security incidents. To prevent the leakage of customer information and internal business secrets, NAMYANG NEXMO has obtained the HKMC Information Security Management System (H-ISMS) certification and the TISAX certification, the information security certification for the European automotive industry. The company maintains a security governance system with the same information security processes at its overseas subsidiaries as it does at its domestic business sites.

1. Plan (Establish and manage information protection policies)	2. Do (Operate and manage security policies)	3. Check (Check information protection)	4. Act (Prepare improvement measures)
<ul style="list-style-type: none"> Establish information protection guidelines and standards Develop information protection strategies Formulate an annual information protection plan (including education/inspection plans) 	<ul style="list-style-type: none"> Implement information protection policies (execution and operation according to security standards) Conduct employee awareness training (information protection / personal information protection) Implement information protection improvements and initiatives 	<ul style="list-style-type: none"> Perform information protection inspections (personal information protection/infrastructure inspection, vulnerability diagnosis, penetration testing, etc.) Conduct employee awareness training exercises (e.g. simulated phishing email training) Assess information protection levels (measure security levels) 	<ul style="list-style-type: none"> Define improvement measures and initiatives for the following year Revise or establish information protection guidelines and standards

Information Protection Organization

NAMYANG NEXMO has appointed a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO) to actively address information security issues. In addition, the company has separated the technical and administrative security departments, organizing an information protection council to establish a response system that allows for immediate action in the event of a breach.

Information Protection Management Organization	
Chief Security Officer (Head of Business Support Division)	Administrative Security Manager (Management Strategy Team)
	Physical Security Manager (Corporate Culture Team)
	Technical Security Manager (IT Team)



Information Protection

Internal Information Leakage Prevention System

To prevent security incidents such as internal information leakage caused by malicious intent, NAMYANG NEXMO operates systems such as PC security, domain virtualization, and intelligent threat response systems. The company also enforces access control solutions and applies two-factor authentication to control unauthorized access to servers, databases, and devices. Access to the data center is strictly controlled, allowing only authorized personnel, and network usage is regularly monitored to prevent information leakage and security incidents.

Education and Management for External/Partner Companies' Information Protection

To prevent information security incidents caused by external personnel or partner companies, NAMYANG NEXMO provides information protection training and conducts regular internal inspections on related matters.

When working with external partners, we prioritize security issues and request NDAs and pledges to ensure compliance with security regulations.

Information Protection Training for Employees

To raise employee awareness of information security and personal data protection, NAMYANG NEXMO conducts online and offline training sessions for new hires and job-specific employee training. Additionally, the company hosts various activities to enhance employees' security awareness, such as requiring security pledge agreements, conducting information protection drills, ransomware prevention training, and holding "Security Day" events.

Backup Management

To ensure business continuity, NAMYANG NEXMO operates a backup center. We prepare for accidents by performing real-time backups of key internal systems and conducting regular recovery drills.

Certified as an Excellent Information Protection Company

NAMYANG NEXMO has been certified in the H-ISMS (Information Security Management System) audit, organized by the Hyundai-Kia Motor Group.

H-ISMS is an information security certification for Hyundai-Kia Motor Group partners and is only granted to companies that pass rigorous audits across all areas of information security, including information protection policies, physical security, and system access control.



Governance

In an increasingly uncertain business environment, attention is shifting toward long-term corporate growth and value creation. To achieve this, establishing a solid and transparent governance and management system is essential. Namyang Nexmo is enhancing its corporate value through timely measures such as forming a balanced Board of Directors, launching an ESG Committee, and ensuring transparent disclosure of information to shareholders and investors.

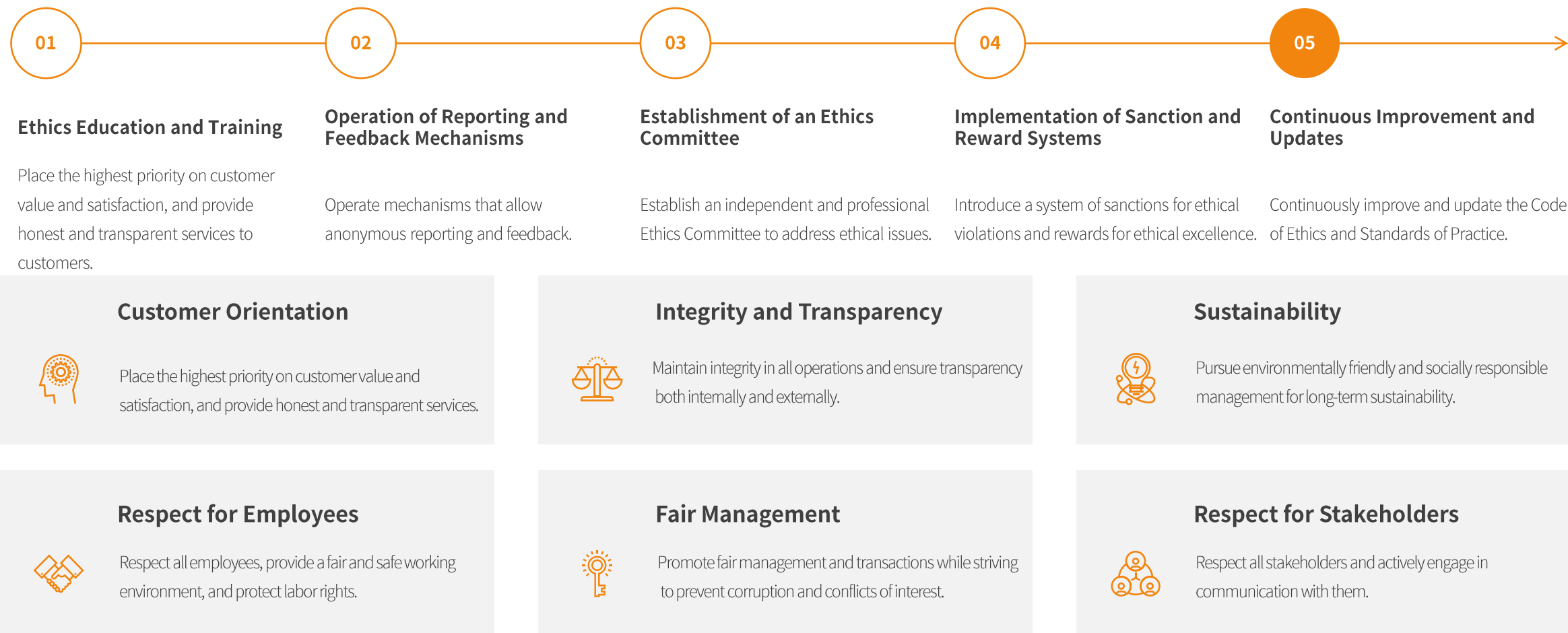
Board of Directors Operations

Regular board meetings are held in the first month of each quarter (January, April, July, and October), while extraordinary meetings are convened as needed. The standing directors are responsible for convening the board meetings. Decisions that are critically related to company management are formally registered as agenda items and resolved, thereby ensuring an integrated and systematic governance framework.

Category		Unit	2022	2023	2024	Name	Position	Term End Date
Board of Directors	Number of Meetings	Times	15	13	20	Yoo, Mikyung	Chairperson of the Board (Inside Director)	2025.03.30
	Attendance Rate	%	99%	100%	100%	Hong, Jinyong	CEO (Executive Director)	2025.08.30
	Inside Directors	Persons	4	4	4	Cha, Ingyu	CEO (Executive Director)	2025.08.30
	Outside Directors	Persons	1	1	1	Han, Jaehyun	CEO (Executive Director)	2024.03.30
	Total Agenda Items	Cases	18	18	20	Lee, Jiwon	Outside Auditor	2025.03.29

Ethical Management

Prevention System for Internal Information Leakage



Ethical Management

NAMYANG NEXMO practices ethical management to realize its management philosophy of value creation through innovation and respect for humanity. To this end, we have established an Ethical Charter to provide employees with standards for practicing ethical management. Based on this, it has also developed an Employee Code of Ethics and Ethical Action Guidelines.

Additionally, to prevent unethical behavior in advance, we distribute an ethical management notice twice a year to all employees and partner companies.

Violations can be reported through the company's ethical management website (www.ethics.nynexmo.com). Furthermore, to emphasize and raise awareness of the importance of ethical behavior within the organization, employees are required to sign an ethical management pledge. We also operate various ethics training programs to strengthen ethical awareness and disseminate it throughout the organization.

Establishment of Ethical Management Team

Recognizing the importance of ethical management, NAMYANG NEXMO established and began operating the Ethical Management Team in January 2024. This team reports directly to the CEO and is responsible for overseeing the company's overall ethical management operations.

Website ethics.nynexmo.com

Email ethics@nynexmo.com

Ethics Charter

In order to create new and infinite value in the future mobility market, we aim to be a respected company that contributes to customers, shareholders, partners, and local communities based on the core values of Namyang Nexmo in "Better Way, Better Speed, Better Value." Accordingly, we have established the following Charter of Ethics as a standard for corporate social responsibility and fulfill its original role.

- 1 We aim to be an ethical company by complying with domestic and international regulations and practicing rational and transparent management.
- 2 We commit to doing our best to protect the rights and interests of our customers, realizing customer value creation.
- 3 We strive to establish a fair trade order with our partners, creating a bright and healthy corporate culture.
- 4 We pursue being a company of top talent, respecting the diversity of our employees without discrimination, and providing a safe and pleasant working environment.
- 5 As members of the local community, we fulfill the social responsibilities and duties required of businesses, contributing to the development of the nation and humanity.

Ethical Management

NAMYANG NEXMO is committed to enhancing transparency in management and fulfilling social responsibilities through the Code of Ethics and Anti-Corruption Policy, which uphold fundamental principles. By doing so, we gain the trust of our stakeholders—customers, shareholders, partners, and the local community—and strive to grow and develop together.

Code of Ethics

- 1) We comply with laws and business standards as national and local community members.
- 2) We strive to monitor and prevent the occurrence of corrupt practices.
- 3) We do not solicit or accept any money, gifts, entertainment, compensation, requests, or conveniences from partners.
- 4) We must protect the company's physical assets, intellectual property, and trade secrets, and must not use the company's assets or confidential information for personal purposes.
- 5) We do not disclose or leak any confidential information obtained from customers, partners, or through work-related matters.
- 6) We respect each other and use polite language in interactions with partners and employees.
- 7) We maintain a healthy lifestyle and prevent any misconduct, such as unhealthy personal behavior or employee bullying.
- 8) We do not engage in any physical, verbal, or visual actions or remarks that may cause sexual discomfort.
- 9) We provide equal growth opportunities regardless of gender or background and take responsibility for the results of our work.
- 10) We make every effort to protect the environment, ensure customer safety, and prevent accidents.

Anti-Corruption Policy

- 1) All employees of NAMYANG NEXMO must not give or receive any money, entertainment, conveniences, or bribes that exceed established standards.
- 2) All employees of NAMYANG NEXMO must comply with all domestic and international laws related to corruption, such as the "Improper Solicitation and Graft Act," the "Act on the Protection of Public Interest Whistleblowers," the "Foreign Corrupt Practices Act," and the "Bribery Act," as well as NAMYANG NEXMO's internal regulations.
- 3) The CEO grants independent responsibility and authority to the Anti-Corruption Compliance Officer, who is responsible for overseeing the establishment, operation, and improvement of the anti-corruption management system.
- 4) If any employee of NAMYANG NEXMO becomes aware of a violation of anti-corruption laws or regulations, they must immediately report it to the Anti-Corruption Compliance Officer. The Anti-Corruption Compliance Officer must keep the identity of the whistleblower confidential, protect them from any disadvantages resulting from the report, and establish measures to prevent recurrence.
- 5) NAMYANG NEXMO applies a zero-tolerance policy in cases where employees violate this policy or related laws and regulations or if NAMYANG NEXMO fails to take reasonable steps to prevent such violations, once they are discovered, and disciplinary actions being taken in accordance with company regulations.
- 6) NAMYANG NEXMO continuously monitors, improves, and develops its anti-corruption management system to achieve the goals of this policy.

Ethical Management

Online Reporting System

This system targets unethical behaviors by all stakeholders related to the company.

- **Workplace bullying or sexual harassment that undermines a healthy organizational culture**
- Unfair trade practices, such as violations of the Fair Transactions in Subcontracting Act
- Violations of laws related to transactions with the company
- Embezzlement of company assets, leakage, or improper use of intellectual property
- Acts that cause economic loss to the company through improper means or intent
- Bullying and sexual harassment that impairs sound organizational culture
- Unethical acts, such as using one's position to make unreasonable demands or accepting money, gifts, or entertainment
- Illegal acceptance of money or unreasonable demands on partners

Reporting Process



Protecting Whistleblower's Confidentiality

- 1) The identity of the whistleblower and the details of the report will be kept strictly confidential.
- 2) No information that could reveal or infer the whistleblower's identity will be disclosed without their consent.
- 3) The company will take all necessary measures and make every effort to ensure that whistleblowers, those who indicate their intention to report, those who cooperate with the report, and those who participate or assist in the investigation (hereafter referred to as whistleblowers, etc.) do not face any disadvantages or discrimination due to the report.
- 4) If a whistleblower experiences any disadvantage or discrimination as a result of their report, he or she may request protection from the Ethical Management Team.
The company will ensure no further harm occurs and will take all measures to restore the whistleblower's situation.
- 5) Retaliation against whistleblowers is strictly prohibited, and any such acts will result in severe disciplinary action.
- 6) If someone was involved in a corrupt act but voluntarily reported it later, disciplinary measures may be mitigated.

Risk Management

Core Risk Management Process



Key Financial Status

Category	Unit	2022	2023	2024
Revenue	KRW million	438,817	540,606	536,207
Operating Profit (Loss)	KRW million	-2,095	11,234	5,010
Operating Profit Margin	%	-0.5%	2.1%	0.9%
Net Profit (Loss)	KRW million	193	8,650	-4,289
Net Profit Margin	%	0.0%	1.6%	0.0%
Total Assets	KRW million	324,074	356,410	377,407
Current Assets	KRW million	112,745	126,076	142,749
Non-Current Assets	KRW million	211,328	230,334	234,657
Total Liabilities	KRW million	205,719	226,082	250,616
Total Equity	KRW million	118,354	130,327	126,790

Performance Data

Social Contribution

Category		Unit	2022	2023	2024
Contributions to Social Contribution (by subject of creation)	Total donation amount	KRW million	22.2	24.1	24.5
	Company composition		11.7	13.8	13.7
	Compensation of executives and employees		10.5	10.3	10.8
Contributions to Social Contribution (by form of creation)	Cash		20.0	20.0	20.0
	Actual stocks		2.2	4.1	4.5
Social Contribution Performance	Participants	Persons	75	87	100
	Beneficiaries	Persons	100	100	100
Employees' volunteer activities	Number of Participants	Persons	15	29	19
	Volunteer hours per persons	Hours	4	4	4

Distribution of Economic Value

Category		Unit	2022	2023	2024
Employees	Salaries	KRW million	50,528	50,788	56,123
	Welfare Expenses		6,825	7,839	8,394
Government	Corporate Tax Expenses		2,122	-119	996
Community	Company Donations		10	11	18.1
	Employee Donations		11	11	6

R&D Investment

Category	Unit	2022	2023	2024
R&D Expenses	KRW million	9,328	8,798	8,796
Government Grants		880	705	823
R&D Expenses as of Revenue	%	2.5%	1.6%	1.6%
Cumulative Patent Registrations	Cases	208	220	237

Performance Data

Employee Safety and Health

Category	Unit	2022	2023	2024
Number of Industrial Accidents	Cases	1	-	-
Number of Injured Workers	Persons	1	-	-
Number of Lost Workdays	Days	150	-	-

Water Usage

Category	Unit	2022	2023	2024
Total Annual Water Usage	ton	32,577	34,086	32,577

Waste

Category			Unit	2022	2023	2024
Total Waste			ton	1,100	1,231	1,212
Treatment Costs			KRW million	136.3	164.1	187.4
Total Used Water			ton	941	1,001	858
Treatment Costs			KRW million	98.9	109.3	102.9
Total Used Oil			ton	159	230	354
Treatment Costs			KRW million	37.4	54.8	84.5
Methods	Recycling		ton	-	-	-
	Incineration	General		-	-	-
		Designated		1,100	1,231	1,212

Performance Data

Energy Usage

Category		Unit	2022	2023	2024
Energy	Electricity	KWh	20,686,626	22,523,460	20,103,696
	Gas	m ³	241,793	366,903	319,679
Renewable Energy	-	MWh	-	-	-

Greenhouse Gas Emissions



Category		Unit	2019	2023	2024
Total Emissions		tCO2eq	17,760.516	16,957.917	15,790.405
Scope 1	South Korea		1,131.694	1,054.839	907.384
	China		224.097	231.545	242.026
	Poland		71.345	90.863	87.869
	Mexico		-	71.322	71.039
	Total Direct Emissions		1427.136	1,448.569	1,308.318
Scope 2	South Korea		9,984.473	10,347.515	9,235.851
	China		5,947.677	3,887.155	3,005.069
	Poland		401.230	546.230	472.935
	Mexico		-	728.448	1,768.232
	Total Indirect Emissions		16,333.380	15,509.348	14,482.087

※ Acquisition of third-party certification for the base year (2019, 2023, 2024) by request of the customer's 2025 "third-party certification of emissions from partner business sites"

Performance Data

Personnel

Category		Unit	2022	2023	2024
Total		Persons	836	869	896
By Employment Type	Full-Time		813	851	875
	Non-Regular		23	18	22
Gender	Male		797	831	854
	Female		39	38	42
By Age	Under 30		54	66	68
	30 to 50		645	674	678
	Over 50		137	129	150
Years of Service	Full-Time	Years	15.1	13.5	13.1
	Non-Regular		6.7	5.8	6.1

Employment Status

Category	Unit	2022	2023	2024
Persons with Disabilities	Persons	16	16	16
	%	1.9%	1.8%	1.8%
Female General Managers ①	Persons	16	18	23
	%	5.7%	6.3%	7.4%
Female Executive Managers ②	Persons	1	1	1
	%	6.7%	5.6%	4.5%
Veterans	Persons	5	7	7
	%	0.6%	0.8%	0.8%

Performance Data

Turnover Rate and Years of Service

Category	Unit	2022	2023	2024
Total Turnovers	Persons	59	31	9
Overall Turnover Rate	%	7.1%	3.6%	2.5%
Voluntary Turnover Rate ①	%	7.1%	3.2%	2.5%
Average Years of Service, Based on Turnover (Regular Employees)	Years	10.7	4.7	3.1
Average Years of Service, Based on Turnover (Non-Regular Employees)	Years	18.5	1.1	9.5

New Hires

Category		Unit	2022	2023	2024
Total		Persons	78	69	46
Employment Type	Regular Employees		70	68	40
	Non-Regular Employees		8	1	6
Gender	Male		71	65	41
	Female		7	4	5

① Calculated as (Number of Female General Managers) / (Total Number of Managers), excluding executives
② Calculated as (Number of Female Executives) / (Total Number of Executives)

Employee Performance Evaluation

Category	Unit	2022	2023	2024
Number of Employees Who Received Regular Performance Evaluations	명	248	285	296
Percentage of Employees Who Received Regular Performance Evaluations	%	29.7%	32.8%	33.0%

Performance Data

Employees Training Status

Category		Unit	2022	2023	2024
Training Cost	Total	KRW million	119	213	189
Training Hours	Total	Hours	29,034	33,464	36,624
	Training Hours per Employee		35	40	43
General Training (Job Skills, Leadership, etc.)	Total	Hours	26,460	30,944	33,939
	Training Hours per Employee		32	37	39
Training on Preventing Sexual Harassment	Total	Hours	2,574	2,520	2,685
Human Rights Training (Workplace Bullying, etc.)	Training Hours per Employee		3	3	3

Maternity and Parental Leave

Category		Unit	2022	2023	2024
Parental Leave	Number of Employees Using Leave	Persons	20	19	21
	Number of Employees Returning from Leave		19	18	20
	Return Rate	%	95.0%	94.7%	95.2%
Maternity Leave	Number of Employees Using Leave	Persons	47	26	17
	Number of Employees Returning from Leave		47	26	17
	Return Rate	%	100%	100%	100%

Performance Data

Retirement Pension Status

Category	Unit	2022	2023	2024
Number of Participants (DC)	Persons	148	153	167
Fund Size - Separate (DC)	KRW million	3,082	3,554	4,225
Number of Participants (DB)	Persons	632	643	726
Fund Size - Consolidated (DB)	KRW million	24,334	28,338	29,745

Partner Company Status

Category	Unit	2022	2023	2024
Total Number of Partner Companies	Units	140	138	131
Total Purchase Amount from Partner Companies ①	KRW 100 million	4,170	5,471	5,645

Shared Growth Activities

Category		Unit	2022	2023	2024
Co-Prosperity Fund	Amount Raised by Financial Institutions (A)	KRW million	-	-	-
	Amount Raised by Namyang Nexmo (B)		1,300	-	-
	Total Fund Raised (A+B)		1,300	-	-
	Executed Amount		1,300	-	-
Early Payment of Holiday Funds	Executed Amount		38,902	40,819	-
Education Support	Number of Training Courses	Units	8	37	84
	Number of Participating Partner Companies		5	12	24
	Number of Graduates	Persons	9	58	138
Incentives for Outstanding Partners	Awards for Outstanding Companies	Units	3	3	3

Performance Data

Fines and Non-Monetary Sanctions for Legal and Regulatory Violations

Category		Unit	2022	2023	2024
Legal and Regulatory Violations	Total Fines Imposed	KRW million	-	-	-
	Number of Lawsuits Filed	Cases	-	-	-
	Number of Non-Monetary Sanctions	Cases	-	-	-
Fair Trade Violations	Number of Fair Trade Violations	Cases	-	-	-
	Amount of Fines Imposed	KRW million	-	-	-
Internal Ethics/Corruption and Compliance Checks	Number of Compliance Checks	Times	-	-	1

Information Protection Violations

Category		Unit	2022	2023	2024
Number of Information Security Violations/Incidents Related to Customer Personal Information		Cases	-	-	-
Number of Customers Affected by Data Breach Incidents		Persons	-	-	-
Total Amount of Fines or Penalties Paid Due to Information Security or Cybersecurity Violations		KRW million	-	-	-
Security Personnel	Number of Security Personnel	Persons	1	1	2
	Number of Security Personnel Who Completed Human Rights Training		1	1	1

THANK YOU

Sustainability Report 2024

We make Next Mobility
Better Way. Better Speed. Better Value.