



**NAMYANG NEXMO**  
We make Next Mobility

# Sustainability Report 2025

# 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 in accordance with various international standards and guidelines. It has been developed based on the Core option of the Global Reporting Initiative (GRI), the international standard for sustainability reporting, and incorporates indicators from the UN Sustainable Development Goals (SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD).

## Reporting Period and Scope

This report covers activities from January 1, 2025, to December 31, 2025. It includes NAMYANG NEXMO's headquarters and domestic and overseas operations. Financial information has been prepared on a consolidated basis in accordance with K-GAAP, with additional notes provided for certain information. ESG data was collected and calculated based on internal management standards for each area, including environment, safety, and human resources.

## Report Distribution and Feedback

The major ESG data included in this report has been prepared through internal verification procedures, and selected key indicators have undergone external assurance by an independent professional institution. Stakeholder feedback regarding this report is collected through various channels, including e-mail, mail, fax, the company website, and social media.

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

Website: [www.nynexmo.com](http://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.

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

## Sales (Consolidated)



**700.7** billion KRW

## Sales ratio

Steering **74.4** %

Braking **25.6** %

## Employees



**1,550+** persons

## Market share



# 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

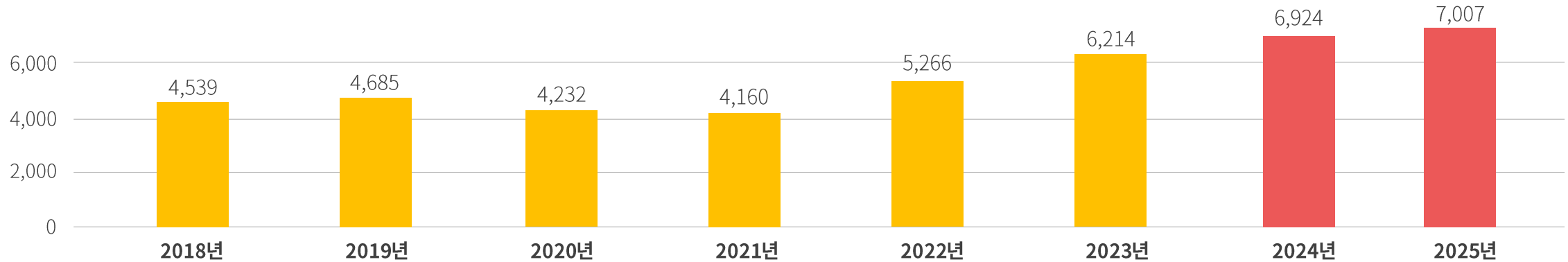


International Standard for  
Software Development Process

# About NAMYANG NEXMO

## Sales Performance by Year

(Consolidated Basis / Unit: 100 Million KRW)



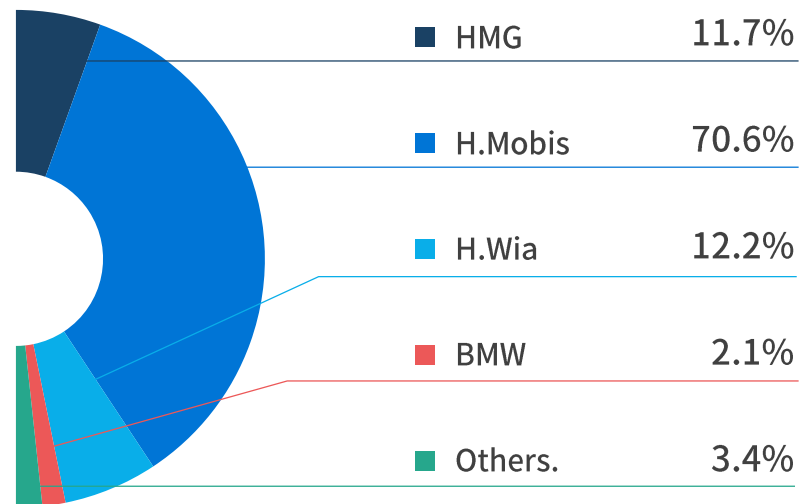
## Key Financial Highlights

(Unit: 100 Million KRW)

Category	2023	2024	2025
Total Asset	4,379	4,791	4,656
Sales	6,214	6,924	7,007
Gross Profit of Sales	471	603	566
Operating Profit	36	54	(27)
Net Income	88	(41)	(35)

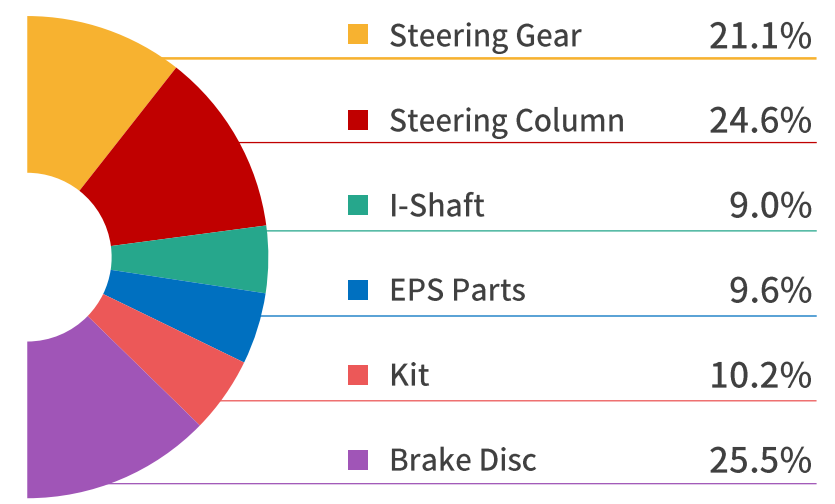
## Sales Proportion by Customer

As of 2025



## Sales Proportion by Product

As of 2025



# 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



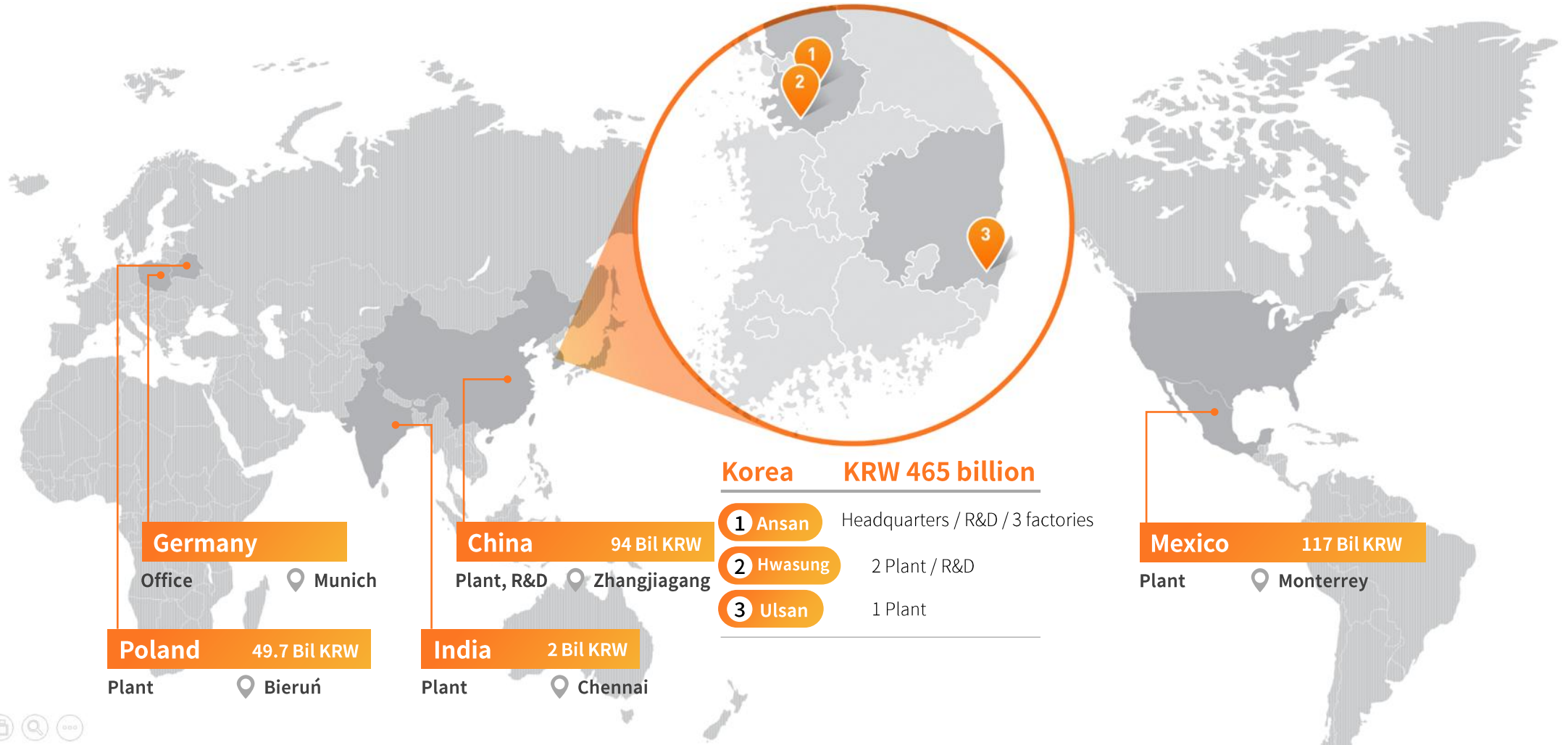
### 2019 ~

- 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

We operate 10 plants (6 domestic, 4 overseas), 3 R&D centers (2 Korea, 1 China), and 1 overseas sales offices (Germany).



# 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.

OEM : 21 Tier 1 : 13

### OEM



### Tier 1



BAIC Group



DFSK



MAZDA



HYUNDAI  
MOBIS



HYUNDAI  
WIA



HL Mando



BOSCH



nexteer  
AUTOMOTIVE



恒隆集团  
HENGLONG



世宝股份



HENGLONG  
芜湖恒隆汽车



拓普

LEEKR

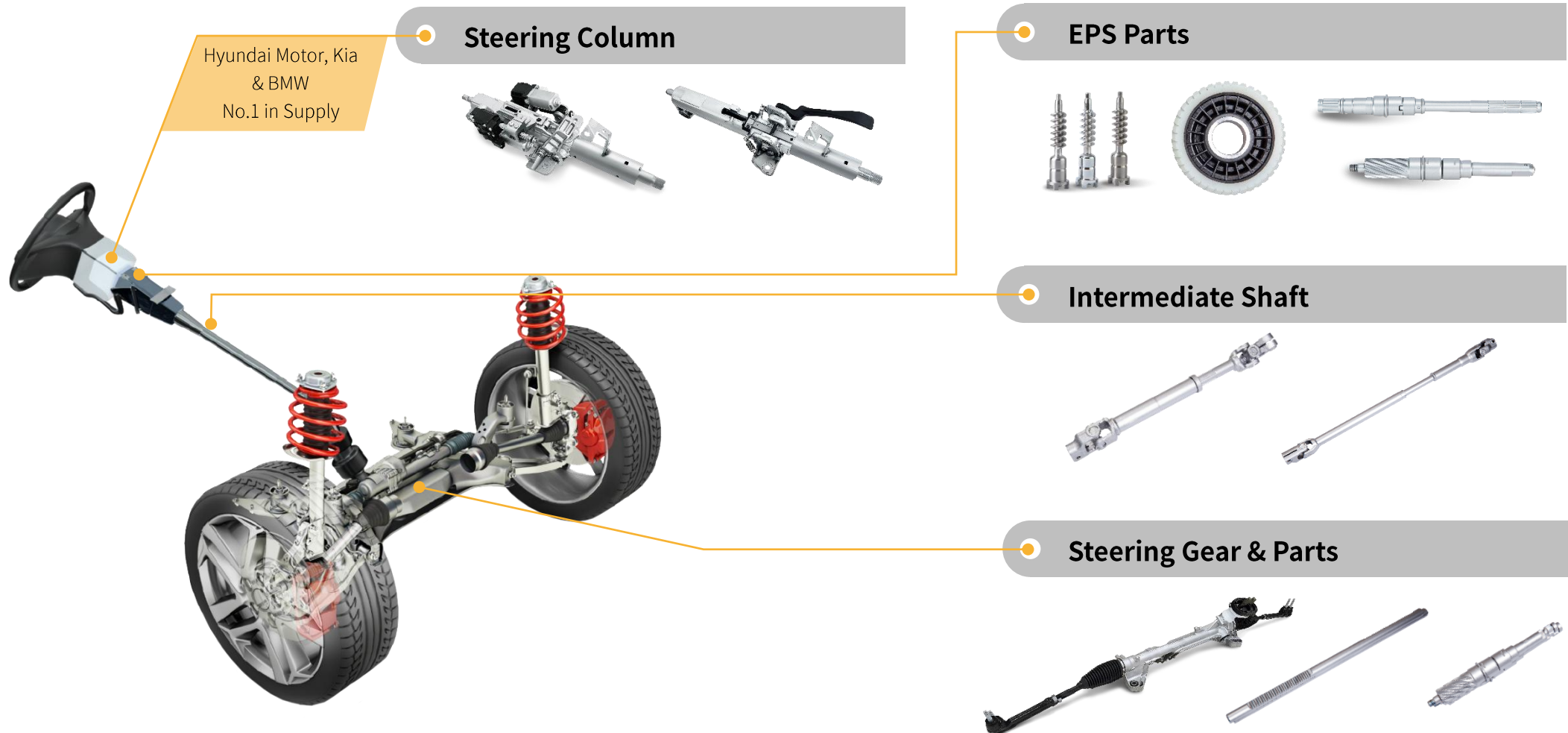


擎威科技

# 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.

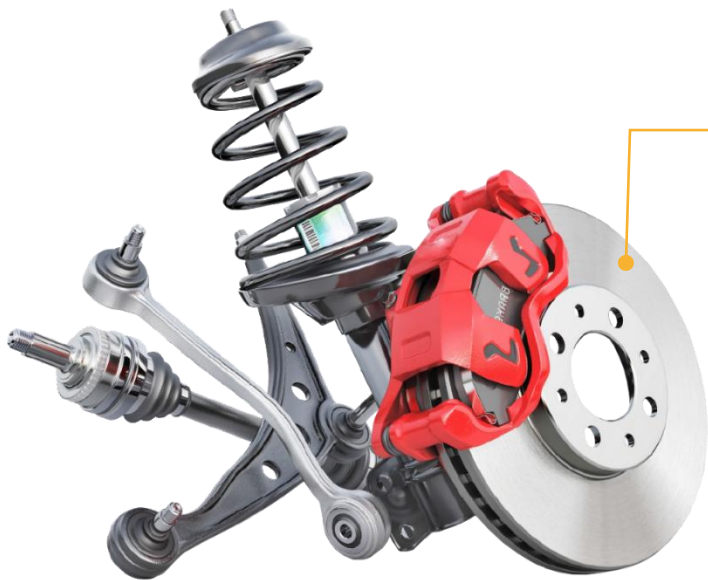


# About NAMYANG NEXMO

## 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
- 7.8% Reduction in Electricity Consumption Compared to the Previous Year
- 10% Greenhouse Gas Emissions Reduction Target by 2030
- 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
- Zero Cases of Fair Trade Violations
- Zero Information Security Breach Incidents for Three Consecutive Years
- Establishment of an ESG reporting system for the Board of Directors
- Acquisition of TISAX Information Security Certification
- Fair Trade and Shared Growth Agreement
- Acquisition of Anti-Bribery Management System Certification (ISO 37001:2016) in 2024

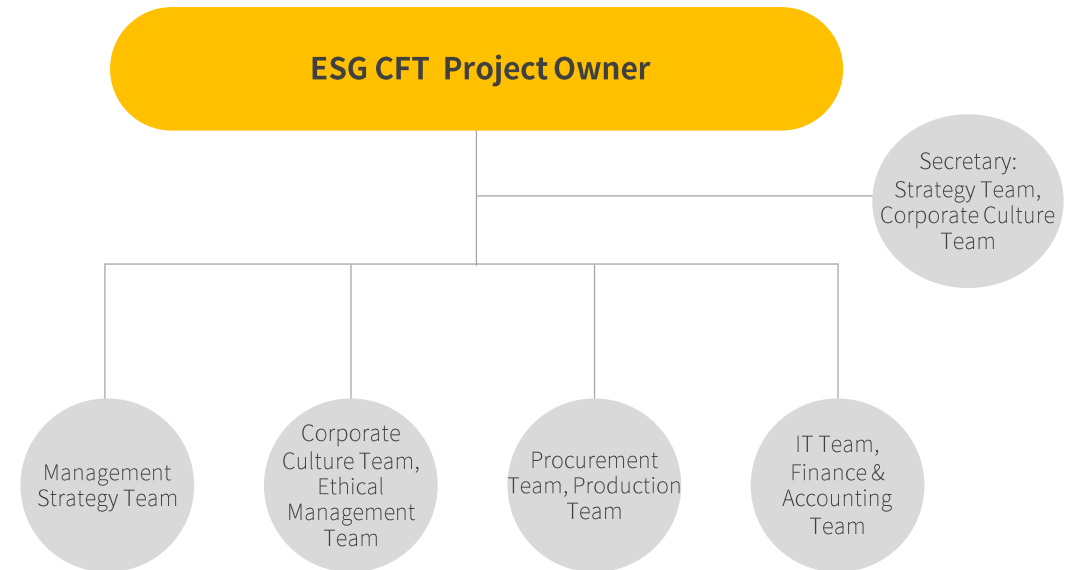
# ESG Management System

## 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 Management Organizational Structure

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



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

## Shareholders

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

## Employees

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

## Local Community

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

## Government

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

## Partner Companies

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

# 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.

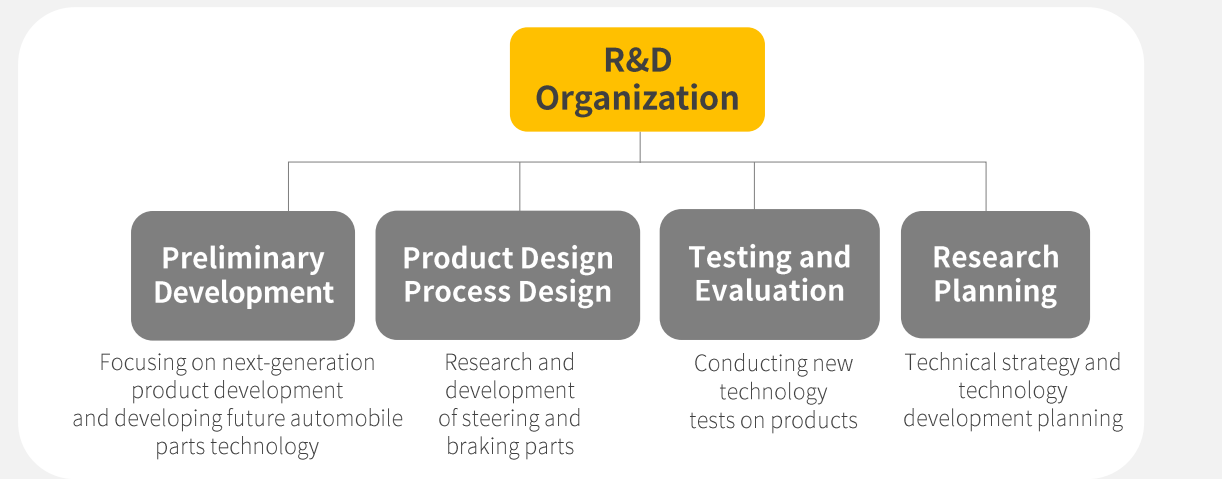
I Name: NAMYANG NEXMO Tech Center

I Date of Establishment: April 1992

I Research Staff: 127 Persons (as of 2025)

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



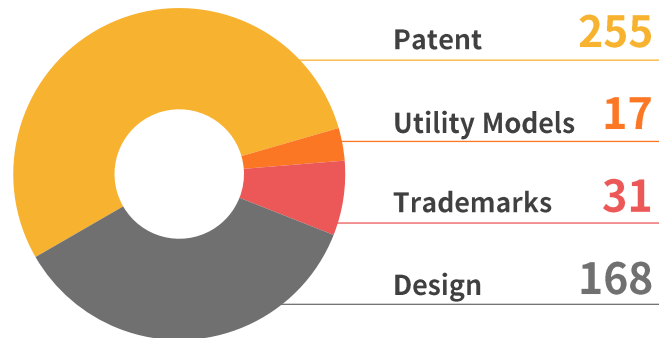
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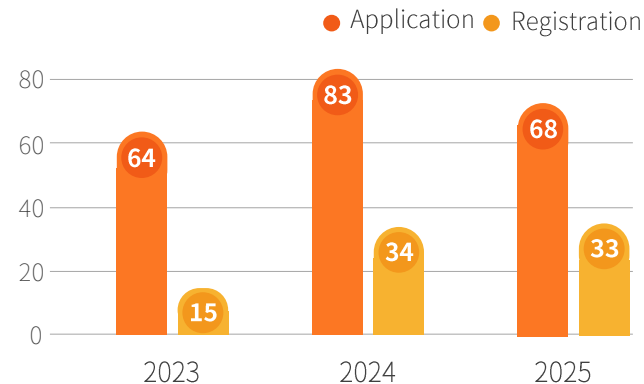


## Intellectual Property Status

2025.12



## 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

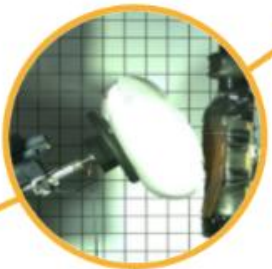


Future Mobility Products

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.

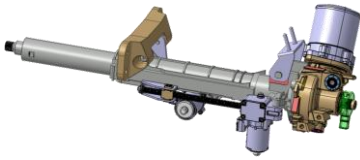
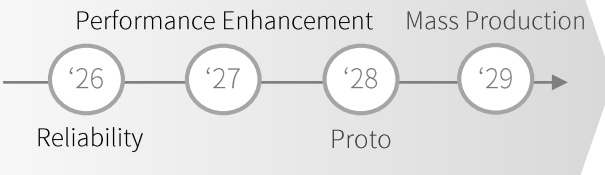
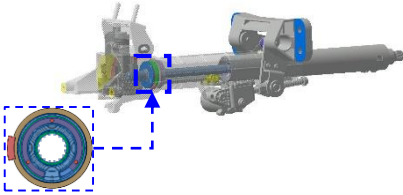

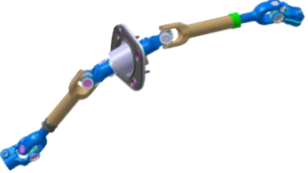
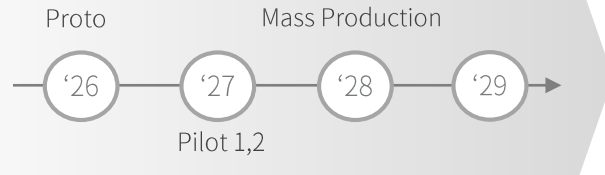

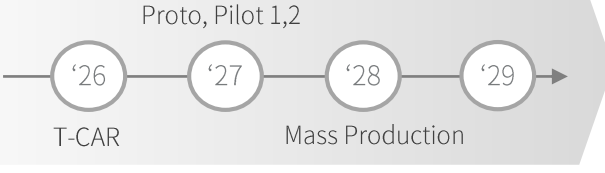
## Others

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
<b>Stowable Electric Column</b> 	<ul style="list-style-type: none"> <li>Stowable electric column designed to secure driver convenience space and enhance vehicle marketability during autonomous driving</li> <li>Future-oriented steering technology integrated with Steer-by-Wire (SbW)</li> </ul>	
<b>Angular End Stop (AES) Design for SFA</b> 	<ul style="list-style-type: none"> <li>Expanded column performance through improved manufacturability and optimized design within the SFA column</li> <li>Development of optimized AES required for Global Tier 1 SbW columns</li> </ul>	
<b>Multi-Link Universal Joint</b> 	<ul style="list-style-type: none"> <li>Multi-link universal joint designed for PBV (Purpose-Built Vehicle) applications</li> <li>Design development to meet customer performance requirements, including indoor and outdoor waterproof structures</li> </ul>	
<b>Manual Steering Gear Assembly</b> 	<ul style="list-style-type: none"> <li>Secured in-house development capability for steering gears</li> <li>Mass production development for awarded vehicle models</li> </ul>	

# Sustainable Future Business

## Motor Business – Portfolio

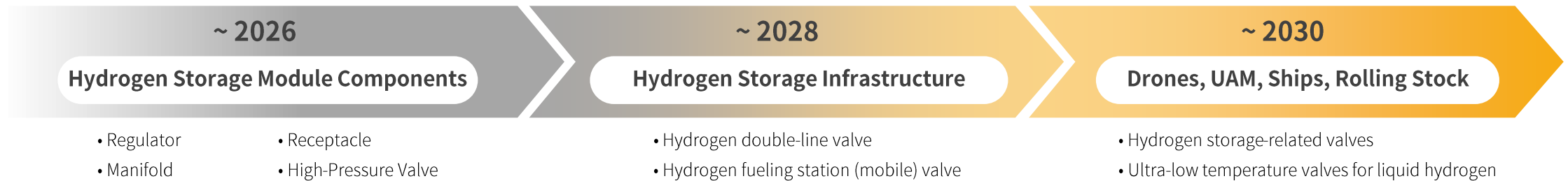
In line with the era of eco-friendly and electrified mobility, we are developing motors and controllers with specialized performance and functionality.

Product	Feature	Developed Products and Application Areas
<b>Drone Motor</b> 	<ul style="list-style-type: none"> <li>Pursuing 100% localization of drone motors through magnet supply chain diversification and de-China initiatives</li> <li>Reduced weight and maximized efficiency compared to equivalent competitor motors</li> <li>Various motor specifications tailored to customer requirements</li> </ul>	<b>130W ~ 12kW Class Motors</b> 
<b>ESC</b> 	<ul style="list-style-type: none"> <li>Localization development of ESC systems</li> <li>Reduced controller operating temperature through the application of heat dissipation structures</li> <li>Implementation of FOC, field weakening control, and motor aging monitoring technologies</li> </ul>	<b>Integrated Controller Modules</b> 
<b>MSO Motor</b> 	<ul style="list-style-type: none"> <li>Maximized slot fill factor of electric motors up to 78%</li> <li>Optimized heat generation and motor size through increased slot fill factor</li> <li>Improved resistance reduction and thermal performance</li> </ul>	<b>25~100kW Class Motors</b>  Electric Vessels
<b>ED Motor and Controller</b> 	<ul style="list-style-type: none"> <li>Independent multi-phase structure enabling continuous operation even in the event of partial winding damage</li> <li>Compliance with naval defense EMC (Electromagnetic Compatibility) standards</li> <li>Products specialized for noise and vibration reduction</li> </ul>	<b>Defense ED Motors</b>  Military Products

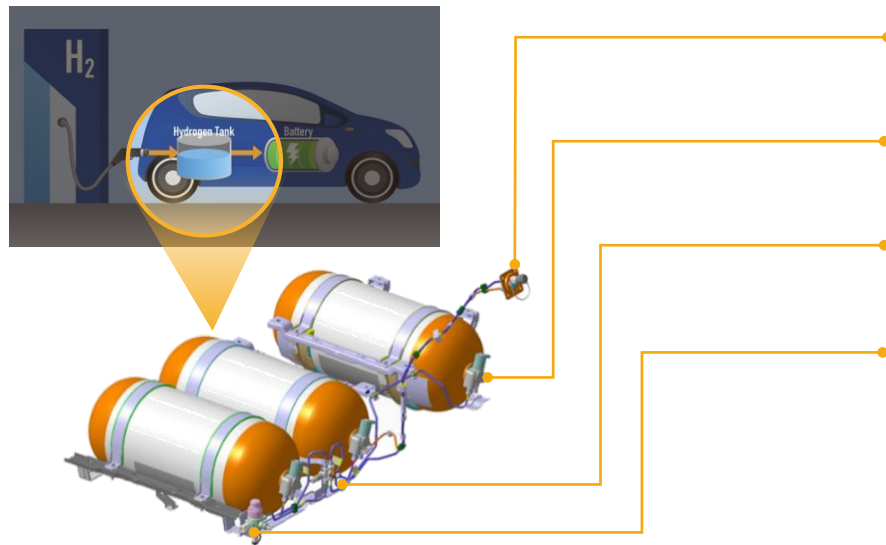
# Sustainable Future Business

## 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"> <li>Hydrogen charging fuel inlet, prevention of internal gas backflow</li> </ul>	2026
Hydrogen Tank Valve	<ul style="list-style-type: none"> <li>Hydrogen charging/discharge control, thermal pressure relief device (TPRD)</li> </ul>	2028
Manifold	<ul style="list-style-type: none"> <li>Supply of charging/discharging gas, prevention of internal gas backflow</li> </ul>	2026
Hydrogen Pressure Regulator	<ul style="list-style-type: none"> <li>Hydrogen pressure control device, prevention of outlet overpressure</li> </ul>	2027
Direct Pipe Fitting	<ul style="list-style-type: none"> <li>Medium/high-pressure pipe fitting component</li> </ul>	2026
Liquid Hydrogen PRVMFD	<ul style="list-style-type: none"> <li>Prevention of overcurrent in fuel cell power transmission</li> </ul>	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	Major Achievements in 2025
Safety/ Health	<ul style="list-style-type: none"> <li>• ISO 45001 Management System Certification</li> <li>• Safety inspections and Safety Day operations led by the CEO</li> <li>• Conducted musculoskeletal risk factor assessments</li> <li>• Operated health promotion programs for employees</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• ISO 14001 Management System Certification</li> <li>• Participated in environmental cleanup activities for industrial complex improvement</li> </ul>

## 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.



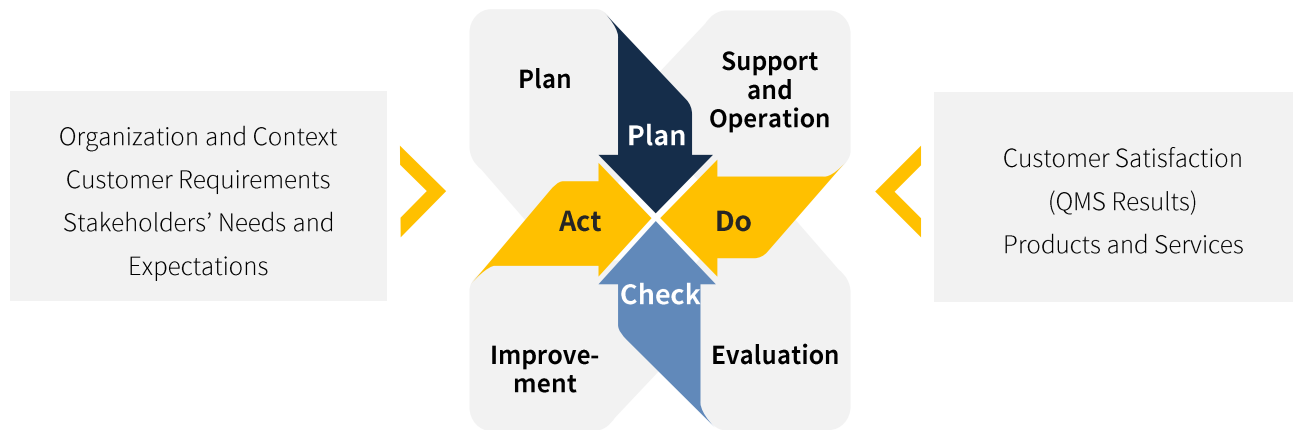
# Quality Management

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, NamyangNexmo 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



PLAN	DO	CHECK	ACTION
<ul style="list-style-type: none"> <li>Identify quality management processes</li> <li>Identify process interactions</li> </ul>	<ul style="list-style-type: none"> <li>Provide necessary resources and information for process operation</li> </ul>	<ul style="list-style-type: none"> <li>Monitor, measure, and analyze process performance</li> </ul>	<ul style="list-style-type: none"> <li>Implement continuous improvement and corrective measures based on process performance</li> </ul>



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		2023	2024	2025
Status	Total	869	896	887
	Average	159 Months	157 Months	160 Months
	Disabled workers (Recognized by the Korea Employment Agency for the Disabled)	16	16	16
	Disabled workers Newly hired	1	3	0
Related Achievements	Training conducted	Conducted (December 2023)	Conducted (October 2024)	Conducted (August 2025)
		Respect for life, sexual harassment prevention, improvement of disability awareness, personal information protection, etc.		
	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



Cafeteria

[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



Shuttle Bus



Dorm

[Various Employee Convenience Facilities]

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



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	2024	2025	Difference
Employee Satisfaction Survey (Positive response rate, %)	Welfare Benefits	52.0	53.3	▲ 1.3
	Work Environment	82.6	84.6	▲ 2.0
	Satisfaction	54.9	56.2	▲ 1.3
	Culture	66.5	64.1	▽ 2.4
	Training	52.8	65.6	▽ 0.9
Relations	66.5	63.9	▽ 0.6	
Overall Average		60.1	60.1	▲ 0.4

# 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.	Basic Transaction Agreement	One-time execution at Initial signing, Updated when necessary
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	Hyunjin Cast (Grand Prize)	Sewon Hitech (Shared Growth)	Daeshin Mold (Excellence in Quality)
Schedule	2025.05.28~2025.05.29 (Day/Night)	2025.05.27 (Day/Night)	2025.05.26
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	39	Feb – Nov	Conducted 53 guidance and inspection activities
2	Co-prosperity technical support for partners	3	May – Aug	Conducted joint technical support activities with HKMC, KAP, and NAMYANG NEXMO for partner companies (Daeshin Mold, Dreamtech, and Jeongwon Industrial)
3	WORST partners quality assurance inspection	15	Feb – Nov	Conducted effectiveness reviews on a total of 20 major quality issues at partner companies

## 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	31 Companies	227 Cases	38 Cases	189 Cases

## 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	2023	2024	2025	Total
Fund	2,100 Million KRW	1,700 Million KRW	800 Million KRW	4,600 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		2024	2025
Volunteer Participation	Cash	20.0	15.3
	Expenses	-	-
	In-Kind Contribution	4.5	0.7



## Participation in volunteer activities and blood donation

**May 2025:** Donation support and employee volunteer activities for a local residential facility for individuals with severe disabilities (Ansan House of Little Lambs)

**August 2025:** Donation support to the ChildFund Korea using proceeds from NN Market sales

**October 2025:** Donation support to the ChildFund Korea through employee fundraising activities

**December 2025:** Donation support and meal assistance for a local residential facility for individuals with severe disabilities (Ansan House of Little Lambs)



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

## 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

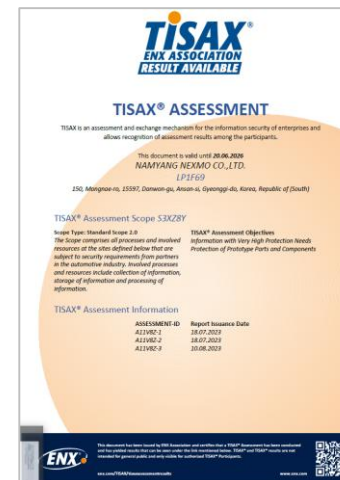
To ensure business continuity, NAMYANG NEXMO operates a backup center.

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

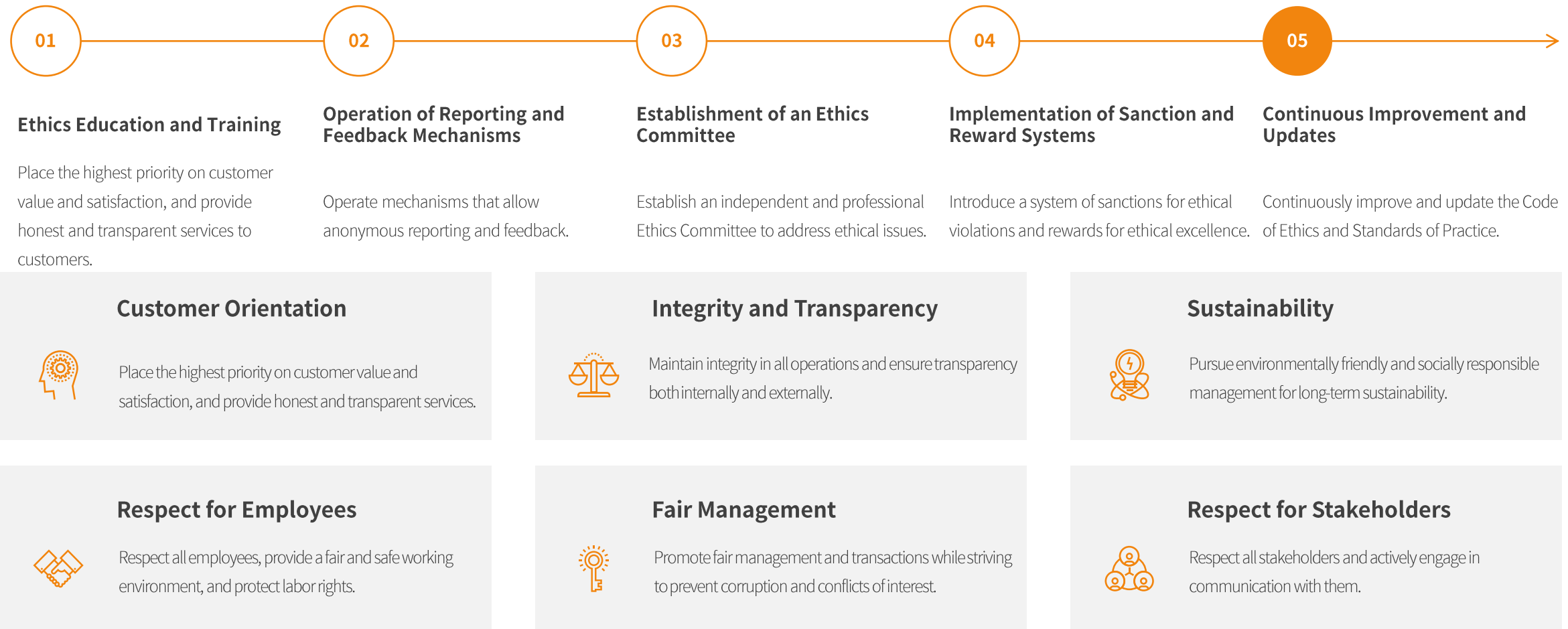
Regular board meetings are held in the first month of each quarter (January, April, July, and October), while extraordinary meetings are convened as needed. The standing directors are responsible for convening the board meetings. Decisions that are critically related to company management are formally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

Category		Unit	2023	2024	2025
Board of Directors	Number of Meetings	Times	13	20	16
	Attendance Rate	%	100%	100%	100%
	Inside Directors	Persons	4	4	3
	Outside Directors	Persons	1	1	1
	Total Agenda Items	Cases	18	20	16

Name	Position	Term End Date
Yoo, Mikyung	Chairperson of the Board (Inside Director)	2027.03.31
Hong, Jinyong	CEO (Executive Director)	2028.03.31
Han, Jaehyun	CEO (Executive Director)	2028.03.31
Lee, Jiwon	Outside Auditor	2028.03.27

# 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](http://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](http://ethics.nynexmo.com)

**Email** [ethics@nynexmo.com](mailto: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

## Protecting Whistleblower's Confidentiality

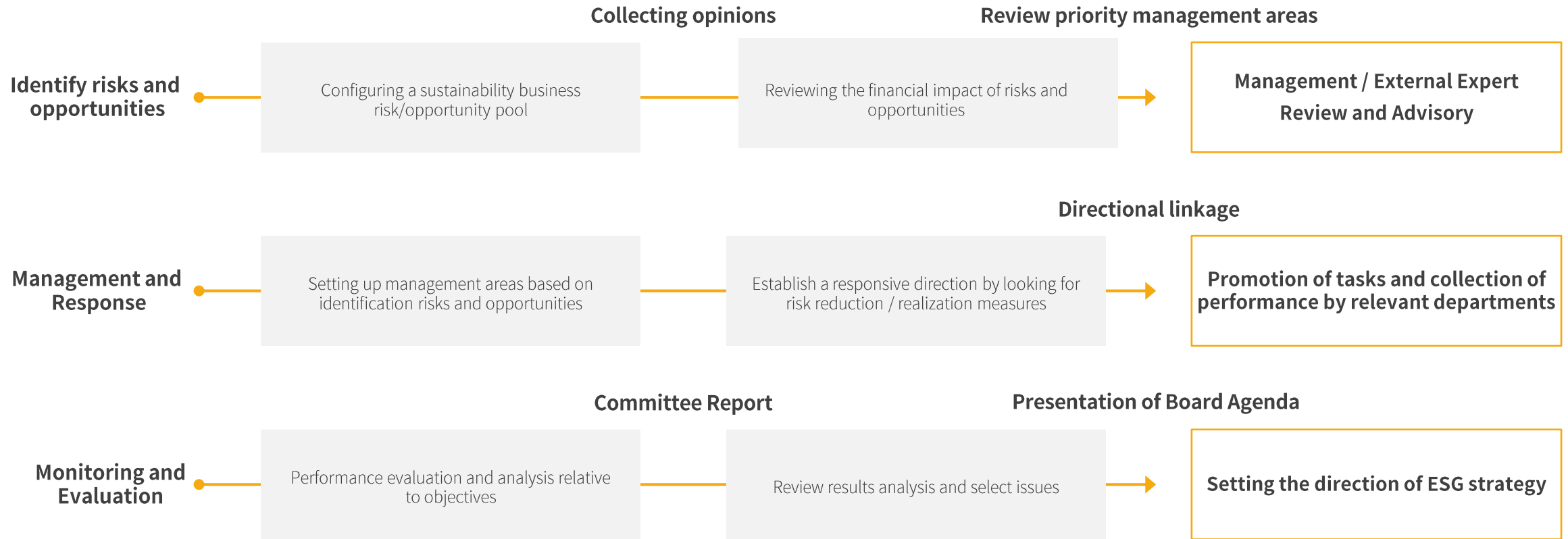
- 1) The identity of the whistleblower and the details of the report will be kept strictly confidential.
- 2) No information that could reveal or infer the whistleblower's identity will be disclosed without their consent.
- 3) The company will take all necessary measures and make every effort to ensure 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.

## Reporting Process



# Risk Management

## Core Risk Management Process



# Key Financial Status

Category	Unit	2022	2023	2024	2025
Revenue	KRW million	438,817	540,606	536,207	465,404
Operating Profit (Loss)	KRW million	-2,095	11,234	5,010	3,413
Operating Profit Margin	%	-0.5%	2.1%	0.9%	0.7%
Net Profit (Loss)	KRW million	193	8,650	-4,289	-4,528
Net Profit Margin	%	0.0%	1.6%	0.0%	-1.0%
Total Assets	KRW million	324,074	356,410	377,407	365,104
Current Assets	KRW million	112,745	126,076	142,749	132,133
Non-Current Assets	KRW million	211,328	230,334	234,657	232,971
Total Liabilities	KRW million	205,719	226,082	250,616	241,307
Total Equity	KRW million	118,354	130,327	126,790	123,797

# Performance Data

## Social Contribution

Category		Unit	2023	2024	2025
Contributions to Social Contribution (by subject of creation)	Total donation amount	KRW million	24.1	24.5	16
	Company composition		13.8	13.7	4.7
	Compensation of executives and employees		10.3	10.8	11.3
Contributions to Social Contribution (by form of creation)	Cash		20.0	20.0	15.3
	Actual stocks		4.1	4.5	0.7
Social Contribution Performance	Participants		Persons	87	100
	Beneficiaries	Persons	100	100	29
Employees' volunteer activities	Number of Participants	Persons	29	19	29
	Volunteer hours per persons	Hours	4	4	4

## Distribution of Economic Value

Category		Unit	2023	2024	2025
Employees	Salaries	KRW million	50,788	56,123	59,572
	Welfare Expenses		7,839	8,394	9,460
Government	Corporate Tax Expenses		-119	996	-2,096

## R&D Investment

Category		Unit	2023	2024	2025
R&D Expenses	KRW million	8,798	8,796	8,779	
Government Grants		705	823	315	
R&D Expenses as of Revenue	%	1.6%	1.6%	1.9%	
Cumulative Patent Registrations	Cases	220	237	255	

# Performance Data

## Employee Safety and Health

Category	Unit	2023	2024	2025
Number of Industrial Accidents	Cases	-	-	-
Number of Injured Workers	Persons	-	-	-
Number of Lost Workdays	Days	-	-	-

## Water Usage

Category	Unit	2023	2024	2025
Total Annual Water Usage	ton	34,086	32,577	27,294

## Waste

Category	Unit	2023	2024	2025	
Total Waste	ton	1,231	1,212	1,082	
Treatment Costs	KRW million	164.1	187.4	168.9	
Total Used Water	ton	1,001	858	753	
Treatment Costs	KRW million	109.3	102.9	90.3	
Total Used Oil	ton	230	354	329	
Treatment Costs	KRW million	54.8	84.5	78.6	
Methods	Recycling		-	-	-
	Incineration	General	-	-	-
		Designated	1,231	1,212	1,082

# Performance Data

## Energy Usage

Category		Unit	2023	2024	2025
Energy	Electricity	KWh	22,523,460	20,103,696	18,515,813
	Gas	m <sup>3</sup>	366,903	319,679	322,177
Renewable Energy	-	MWh	-	-	-

## Greenhouse Gas Emissions



Category		Unit	2023	2024	2025
Total Emissions			16,957.917	15,790.405	14,474.487
Scope 1	South Korea	tCO2eq	1,054.839	907.384	933.241
	China		231.545	242.026	246.442
	Poland		90.863	87.869	116.756
	Mexico		71.322	71.039	97.372
	Total Direct Emissions		1,448.569	1,308.318	1,393.811
Scope 2	South Korea		10,347.515	9,235.851	7,742.935
	China		3,887.155	3,005.069	2,708.230
	Poland		546.230	472.935	427.522
	Mexico		728.448	1,768.232	2,201.989
	Total Indirect Emissions		15,509.348	14,482.087	13,080.676

※ 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	2023	2024	2025	
Total			869	896	887	
By Employment Type	Full-Time	Persons	851	875	865	
	Non-Regular		18	22	22	
Gender	Male		831	854	844	
	Female		38	42	43	
By Age	Under 30		66	68	49	
	30 to 50		674	678	677	
	Over 50		129	150	161	
Years of Service	Full-Time		Years	13.5	13.1	13.6
	Non-Regular			5.8	6.1	4.9

## Employment Status

Category		Unit	2023	2024	2025
Persons with Disabilities	Persons	16	16	16	
	%	1.8%	1.8%	1.8%	
Female General Managers ①	Persons	18	23	26	
	%	6.3%	7.4%	8.3%	
Female Executive Managers ②	Persons	1	1	1	
	%	5.6%	4.5%	4.8%	
Veterans	Persons	7	7	6	
	%	0.8%	0.8%	0.7%	

# Performance Data

## Turnover Rate and Years of Service

Category	Unit	2023	2024	2025
Total Turnovers	Persons	31	15	17
Overall Turnover Rate	%	3.6%	1.8%	2.1%
Voluntary Turnover Rate <sup>①</sup>	%	3.2%	1.8%	2.1%
Average Years of Service, Based on Turnover (Regular Employees)	Years	4.7	5.9	6.2
Average Years of Service, Based on Turnover (Non-Regular Employees)	Years	1.1	9.2	3.3

## New Hires

Category	Unit	2023	2024	2025	
Total	Persons	69	46	30	
Employment Type		Regular Employees	68	40	27
		Non-Regular Employees	1	6	3
Gender		Male	65	41	25
		Female	4	5	5

<sup>①</sup> Calculated as (Number of Female General Managers) / (Total Number of Managers), excluding executives

<sup>②</sup> Calculated as (Number of Female Executives) / (Total Number of Executives)

## Employee Performance Evaluation

Category	Unit	2023	2024	2025
Number of Employees Who Received Regular Performance Evaluations	명	285	296	306
Percentage of Employees Who Received Regular Performance Evaluations	%	32.8%	33.0%	34.5%

# Performance Data

## Employees Training Status

Category		Unit	2023	2024	2025
Training Cost	Total	KRW million	213	189	262
Training Hours	Total	Hours	33,464	36,624	30,338
	Training Hours per Employee		40	43	36
General Training (Job Skills, Leadership, etc.)	Total	Hours	30,944	33,939	27,662
	Training Hours per Employee		37	39	33
Training on Preventing Sexual Harassment	Total	Hours	2,520	2,685	2,676
Human Rights Training (Workplace Bullying, etc.)	Training Hours per Employee		3	3	3

## Maternity and Parental Leave

Category		Unit	2023	2024	2025
Parental Leave	Number of Employees Using Leave	Persons	19	21	22
	Number of Employees Returning from Leave		18	20	21
	Return Rate	%	94.7%	95.2%	95.7%
Maternity Leave	Number of Employees Using Leave	Persons	26	17	22
	Number of Employees Returning from Leave		26	17	22
	Return Rate	%	100%	100%	100%

# Performance Data

## Retirement Pension Status

Category	Unit	2023	2024	2025
Number of Participants (DC)	Persons	153	167	176
Fund Size - Separate (DC)	KRW million	3,554	4,225	5,168
Number of Participants (DB)	Persons	643	726	663
Fund Size - Consolidated (DB)	KRW million	28,338	29,745	32,379

## Partner Company Status

Category	Unit	2023	2024	2025
Total Number of Partner Companies	Units	138	131	135
Total Purchase Amount from Partner Companies ①	KRW 100 million	5,471	5,645	5,430

## Shared Growth Activities

Category	Unit	2023	2024	2025
Education Support	Number of Training Courses	37	84	186
	Number of Participating Partner Companies	12	24	83
	Number of Graduates	58	138	168
Incentives for Outstanding Partners	Awards for Outstanding Companies	3	3	3

# Performance Data

## Fines and Non-Monetary Sanctions for Legal and Regulatory Violations

Category		Unit	2023	2024	2025
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	4

## Information Protection Violations

Category		Unit	2023	2024	2025
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	2	2
	Number of Security Personnel Who Completed Human Rights Training		1	1	1

# THANK YOU

Sustainability Report 2025

**We make Next Mobility**

Better Way. Better Speed. Better Value.