2024 Iljin Electric **Sustainability Report**

ILJIN Electric

About this report

2022~2024 REPORT

Cover Story

About this Report

This report provides a comprehensive analysis and evaluation of Iljin Electric's environmental, social, and governance (ESG) performance and strategy. ESG is a key element for the sustainable growth of a company, and this report has been prepared for the following purposes:

- To transparently disclose our ESG performance and secure the trust of stakeholders.
- To review our ESG strategy and identify areas for improvement.
- To actively respond to stakeholder needs and promote sustainable management.

Reporting Period

This report qualitatively and quantitatively describes financial and non-financial activities and performance from January 1, 2024 to December 31, 2024. It also includes information on certain key issues up to the first half of 2025 to aid stakeholder understanding. Quantitative performance covers three years of results in the areas of environment, society, and governance.

Publication Cycle

Annual

This report was prepared in compliance with international standards and criteria, and our ESG performance was objectively evaluated using various data and indicators.

Scope and Preparation Criteria of the 2024 ESG Report

① Scope: Economic performance includes all domestic and overseas business sites of Iljin Electric. Social and environmental performance is reported primarily for domestic sites, considering their size, nature, and influence.

② Preparation Criteria: This report was prepared in accordance with the following criteria:

- IFRS (International Financial Reporting Standards): Financial information was prepared in accordance with IFRS.
- Korea ESG Standards Institute (KCGS) Evaluation Model: Non-financial information was prepared with reference to the KCGS evaluation model.
- GRI Standards 2021: Prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, an international guideline for sustainable management.

Reliability of Information

The content of this report is continuously being improved, and we plan to further strengthen the reliability of information.

This report can be downloaded from the Iljin Electric website (https://www.iljinelectric.com). For inquiries, please contact:

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TEL +82-2-3777-8357

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COMPANY OVERVIEW

CEO Message

Dear stakeholders of Iljin Electric,

I am Soo Hwang, CEO of Iljin Electric.

The year 2024 was marked by persistent geopolitical risks due to the prolonged Russia-Ukraine war and the Israel-Hamas conflict, alongside continued concerns over global economic slowdown driven by high inflation and interest rates. At the same time, large-scale fiscal spending in the United States, accelerated power grid investments in the Middle East and Europe, and strengthened carbon neutrality policies created new growth opportunities for the power equipment industry.

Despite this complex environment, Iljin Electric achieved steady growth. In 2024, consolidated sales reached KRW 1.5772 trillion, a 27% increase year-on-year, while operating profit rose 31% to KRW 79.7 billion. These results were driven by strong domestic and international sales of core power equipment such as extra-high voltage transformers and cables, as well as enhanced cost competitiveness. A major milestone was the successful completion of the Hongseong Extra-High Voltage Transformer Plant expansion in October 2024, which expanded production capacity and further strengthened our global market position.

Looking ahead to 2025, while economic downturn risks and geopolitical uncertainties remain, global energy transition policies and expanded power grid investments will provide significant opportunities. Iljin Electric will strengthen its ESG framework, expand the supply of eco-friendly and high-efficiency power equipment, and contribute to long-term competitiveness and the global green transition.

Enhancing product reliability through strengthened quality management systems

We continue to pursue quality enhancement activities with a goal of zero product defects. This includes: ① Upgrading quality processes and IT systems, ② Strengthening process monitoring, improvement, and parts inspection, ③ Ongoing customer communication to improve products and quality from the customer's perspective.

Expansion of Hongseong Plant to meet transformer demand

In October 2024, we completed the expansion of the Hongseong Extra-High Voltage Transformer Plant. Equipped with cutting-edge manufacturing and testing facilities and a rigorous quality management system, this expansion enhances product performance and stability, solidifies global competitiveness, and provides a foundation for sustainable growth.

Establishing a sustainable management system

We closely monitor greenhouse gas emissions and have established a 2050 Net-zero plan, while continuously improving energy efficiency and minimizing environmental impact. In 2024, our global CDP[1)] rating was upgraded to "B", reflecting these efforts. We will continue to transparently disclose key environmental performance and risks. We also expand supply chain management to cover all ESG areas, and from 2025 onward, implement supplier ESG evaluations to foster mutual growth.

Furthermore, we will expand our product lineup with eco-friendly and high-efficiency solutions, including extra-high voltage transformers and cable systems, while strengthening the foundation for future energy solutions such as ESS and power converters.

Iljin Electric's management policy is "Discover new growth engines through active investment." Through bold investments and innovation, we aim to lay the foundation for Iljin Electric to become a centennial company.

All executives and employees will embrace a spirit of challenge and innovation, dedicating their full capabilities to securing new growth drivers.

Thank you.

Soo Hwang, Chief Executive Officer

1) CDP: Carbon Disclosure Project

Introduction of Iljin Electric

Iljin Electric was established in 1968 as a power equipment manufacturer and has led innovation in Korea's power technology for more than 50 years. Headquartered in Hwaseong, Gyeonggi-do, Iljin Electric is the only company in Korea that has established itself in both extra-high voltage cables and extra-high voltage transformers. Our main products include power cables, transformers, and circuit breakers. In particular, extra-high voltage cables and transformers are our core products, ensuring stable and efficient power supply. Through our Materials Division, we also produce copper wire, an essential raw material for power equipment, thereby enhancing product quality and reliability. Iljin Electric provides customers with the best power supply solutions through continuous research and development and quality improvement, and our value is recognized in the global market. Looking ahead, Iljin Electric will continue to grow into a Total Energy Solution company, creating a better future through safe and efficient power supply and the research and launch of eco-friendly products.

(As of December 2024)

Company Name	Iljin Electric Co., Ltd.	**Business Areas**	Transformers, circuit breakers, power cables, etc.
Date of Establishment	1968	**Headquarters**	905-17 Manyeon-ro, Hwaseong-si, Gyeonggi-do (Annyeong-dong)
Chief Executive Officer	Soo Hwang	**Employees**	1,025
Business Sites	Korea I Hwaseong, Hongseong, Ansan, Seoul Overseas I U.S. entity, UK branch, Singapore branch, Kuwait branch, Bahrain branch, Saudi Arabia branch, India branch		

As of December 2024

Total Assets

1,249,038

(Unit: KRW million)

Revenue

1,577,247

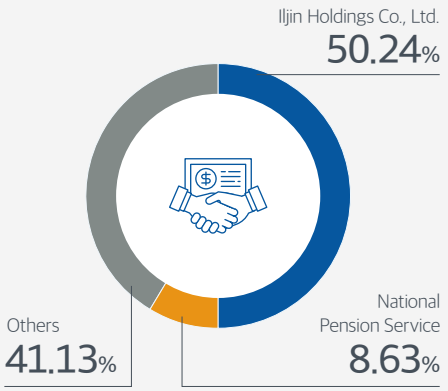
(Unit: KRW million)

Outstanding Shares

47,685,390

(Unit: shares)

Shareholders



Total Equity

500,310

(Unit: KRW million)

Operating Income

79,742

(Unit: KRW million)

Credit Ratings

CRETOP : A
NICE : A-

(As of December 2024, most recent evaluation rating)

Introduction of Iljin Electric

VISION

Iljin Electric seeks to advance into the global market through the development and production of new technologies based on proprietary expertise, and to become a company that practices sustainable management through constant challenges and change.

Founding Philosophy

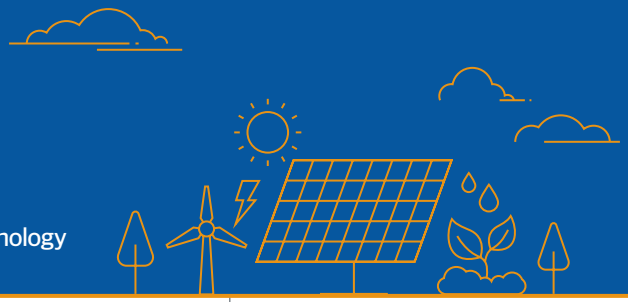
Contribute to national development by strengthening Korea's electric power industry through continuous challenges and growth.

Vision & System

VISION Iljin, a company that continues to grow through the convergence of technology and services

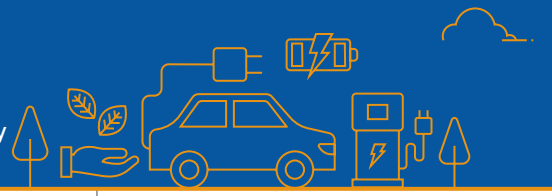
Introduction of Iljin Electric

History



Growth through New Technology Development

- **1968.06** Established Iljin Electric Co., Ltd.
- **1975.08** Localized distribution fittings (dead-end clamp)
- **1976.12** Localized 25.8kV COS (CUT OUT SWITCH)
- **1979.07** Localized lightning arrester (technical partnership with McGAW-EDISON, USA)
- **1981.04** Localized 345kV fittings (KEMA certification, Netherlands)
- **1983.03** Localized Automatic Sectionalizer & Load Interrupter Switch
- **1984.12** Localized Automatic Sectionalizing Breaking Reclosing Switch
- **1987.03** Developed and mass-produced SF_6 Gas Switch (technical partnership with YASKAWA, Japan)
- **1990.03** Technical partnership with M.G. (France) for ALTS development and production
- **1991.06** Localized 25.8kV circuit breaker for substations -technical alliance with ALSTOM (Switzerland)
- **1993.11** Developed PAD Switch and produced pilot product
- **1997.12** Developed 765kV transmission fittings and produced pilot products
- **1998.12** Developed Gas Insulated Switchgear (C-GIS)
- **2000.06** Merged with Iljin Cable Co., Ltd.
- **2001.05** Developed 170kV Gas Insulated Switchgear;
- **2001.08** Localized 345kV CV Cable
- **2001.09** Independently developed 22.9kV ACSR/AW-TR/OC cable
- **2002.07** Developed 72.5kV Gas Insulated Switchgear
- **2002.08** Obtained certification for high-efficiency energy facilities (200kW-4P/160kW-6P)
- **2003.10** Developed 154kV flame-retardant transformer
- **2003.10** Merged Iljin Co., Ltd.



A leap forward to become a total energy solution provider

- **2004.12** Qualified to supply extra-high voltage Scott transformer for electric railroads
- **2006.11** Awarded USD 100 million export tower
- **2007.08** Merged Iljin Heavy Co., Ltd.
- **2007.11** Awarded USD 300 million export tower
- **2008.07** Transitioned to holding company (Iljin Holdings)
- **2008.12** Awarded Gold Tower Order of Industrial Service Merit
- **2009.09** Obtained KEMA certification (220kV 125MVA transformer)
- **2010.12** Revenue exceeded KRW 1 trillion
- **2011.03** Developed 400kV HV Cable
- **2012.10** First in Korea, delivered 66kV smooth metal sheath cable (Australia)
- **2013.04** Completed a transformer factory in the Hongseong Industrial Complex
- **2013.06** Delivered first 345kV 448MVA transformer
- **2013.11** Developed 400kV smooth metal sheath cable system, first in Korea
- **2014.05** Obtained KERI certification (245kV 40kA GIS)
- **2017.12** Developed 362kV Gas Insulated Switchgear
- **2018.06** Signed technology agreement with Siemens (Germany) for eco-friendly GIS
- **2018.09** Completed Hongseong circuit breaker factory
- **2019.01** Developed export-type 420kV Gas Insulated Switchgear
- **2020.12** Developed 154kV Shunt Reactor
- **2020.12** Delivered first 500kV 350MVA transformer (USA)
- **2021.06** Developed 154kV air-cooled gas transformer, first in Korea
- **2021.11** Registered 400kV cable PQ with UK National Grid
- **2021.12** Completed HVDC 320kV cable system type test (KEMA)
- **2022.04** Developed eco-friendly 29kV GIS for railway applicationsDeveloped 154kV variable Shunt Reactor
- **2023.03** Developed KEPCO 154kV three-phase gas transformer
- **2024.02** Developed 500kV HVDC 3- and 6-conductor spacer dampers/aluminum pipe jumper devices
- **2024.06** Developed 72.5kV eco-friendly Gas Insulated Switchgear (EGIS) for offshore wind power
- **2024.07** Developed 154kV single-phase synthetic oil transformer
- **2024.10** Developed 154kV PP insulated cable
- **2024.10** Expanded Hongseong Extra-High Voltage Transformer Plant
- **2024.11** Developed 154kV single-phase seismic-resistant transformer
- **2025.10** Developed KEPCO 25.8kV standard air-insulated load break switch (underground type)
- **2025.10** Developed OLTC protection transformer (October 2025)

Introduction of Iljin Electric

Global Business

Overseas Entities and Branches

Iljin Electric USA Inc.
UK Branch
Singapore Branch
Kuwait Branch
Bahrain Branch
Saudi Arabia Branch
India Branch

Korea

Magok Innocenter
15 Magokjungang 14-ro, Gangseo-gu, Seoul

Transmission & Distribution Equipment Division

Hwaseong Plant 1 (Circuit Breaker)
905-17 Manyeon-ro, Hwaseong

Hongseong Plant (Transformer, Circuit Breaker)
467 Sandan-ro, Galsan-myeon, Hongseong-gun, Chungcheongnam-do

Cable Division

Hwaseong Plant 2 (Extra-High voltage cables/Accessories)
905-64 Manyeon-ro, Hwaseong

Ansan Plant (SCR, AL)
Neungan-ro 21, Danwon-gu, Ansan-shi, Gyeonggi-do

Introduction of Iljin Electric

Business Overview

Business Areas

Heavy Electric Division
Develops and produces core power grid equipment such as extra-high voltage and special transformers, shunt reactors, and extra-high voltage circuit breakers. These products ensure the stability and efficiency of power transmission networks.

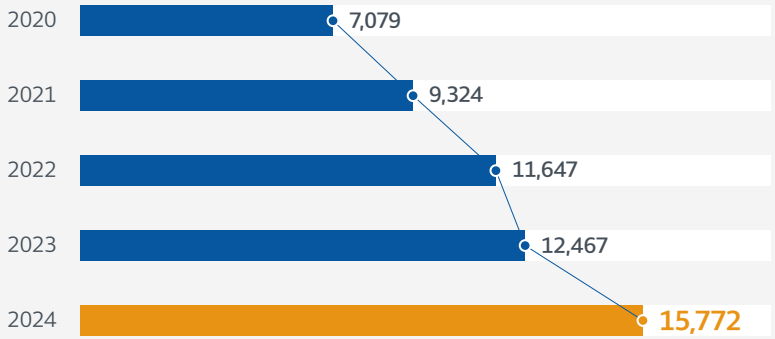
Cable Division
Provides total solutions in the transmission and distribution sector, covering cable production and installation including the laying and jointing of extra-high-voltage cables.

Materials Division
Produces and develops essential base materials with excellent mechanical and electrical properties,
including copper rod, aluminum rod, and aluminum alloy rod.

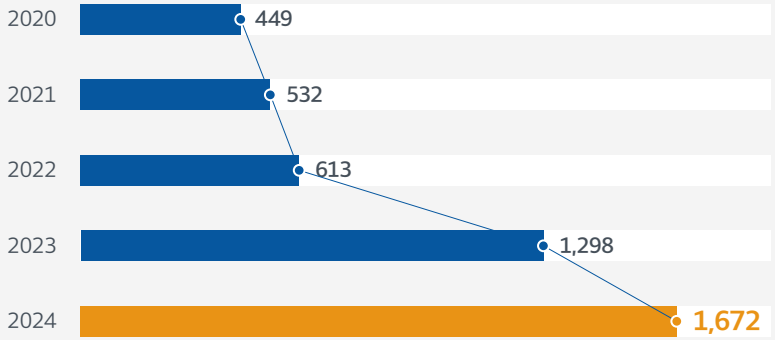
Energy Solutions Division
Supplies smart energy infrastructure solutions such as ESS (Energy Storage Systems), GFM (Grid Forming), and M/G (Microgrid) to support renewable energy expansion and grid stabilization.

Business Highlight

Revenue growth (Unit: KRW 100 Million)



Order backlog (Unit: USD 1 Million)



Business Portfolio

Heavy Electric

High-Voltage Transformer

Product Name	High-Voltage Transformer
Overview	• Leveraging decades of expertise and accumulated know-how, Iljin Electric designs and manufactures extra-high voltage transformers up to 765kV. We provide customized solutions tailored to diverse customer requirements. Our production environment is optimized through cleanroom operations equipped with air-conditioning systems featuring temperature, humidity, and dust control functions, thereby enhancing product quality and reliability.
Applications	• Converts electricity generated at power plants into extra-high voltage for long-distance transmission. • Converts extra-high voltage electricity at substations into usable voltage levels for stable supply.

Special Transformer

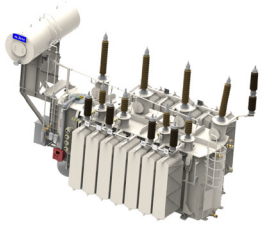
Product Name	Gas-Insulated Transformer, GIT
Overview	• The SF_6 gas-insulated transformer uses inert SF_6 gas as the insulating medium, enhancing fire safety. Its compact design allows installation even in confined spaces such as urban underground substations.
Applications	• Urban underground substations, building interiors, and other enclosed spaces.
Features	• High insulation, compact structure, easy maintenance, and reduced fire risk.

Product Name	Furnace Transformer
Overview	• Furnace transformers are designed to supply stable power under high current and fluctuating loads in electric furnaces and arc furnaces. To ensure durability against repeated short circuits, they are manufactured with a special figure-eight winding structure.
Applications	• Steel mills and metal smelting/heating processes.
Features	• Durability against high current and arc surges, with excellent voltage regulation performance.

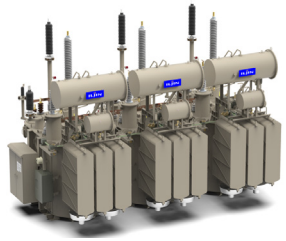
Business Portfolio

Heavy Electric

Special Transformer



Product Name	Scott Transformer
Overview	• Scott transformers convert three-phase power into two-phase, or vice versa. They are designed to minimize losses and heat generation caused by harmonics in railway systems.
Applications	• Railway systems and special two-phase load facilities.
Features	• Minimizes phase imbalance, enabling efficient power conversion.



Product Name	Eco-Friendly Transformer
Overview	• This transformer uses vegetable-based or synthetic ester oil to reduce environmental pollution and fire risk. Designed for high efficiency and low loss, it contributes to carbon reduction and represents a truly eco-friendly solution.
Applications	• Hospitals, schools, apartments, and other locations with strict environmental regulations or indoor installation requirements.
Features	• Superior flame resistance and biodegradability compared to mineral oil, safe for both people and the environment.

Shunt Reactor

Product Name	Shunt Reactor
Overview	• Iljin Electric's shunt reactors are essential for voltage stability and efficiency in power grids. • With precise design and advanced manufacturing technology, they effectively control voltage fluctuations and ensure stable power supply. • They apply the same insulation and cooling methods as transformers (oil-immersed), ensuring durability, stable operation, and easy maintenance. • Designed up to 400kV, they feature effective anti-vibration structures that minimize noise and vibration, making them environmentally friendly. • Provides optimal solutions tailored to the diverse requirements of domestic and international customers.
Applications	• This product plays a critical role in power systems by absorbing reactive power from transmission lines, thereby maintaining stable system voltage.

Business Portfolio

Heavy Electric

High-Voltage Switchgear

Product Name	72.5kV Gas Insulated Switchgear
Operation Method	• Motor-spring operating mechanism
Applications	• General indoor/outdoor substations
Features	• Motor-spring driven circuit breaker with up to 63kA breaking capacity • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

Product Name	145kV Gas Insulated Switchgear
Operation Method	• Motor-spring operating mechanism
Applications	• Overseas indoor/outdoor substations
Features	• Equipped with motor-spring driven circuit breakers • Maximum breaking capacity of 40kA • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

Product Name	170kV Gas Insulated Switchgear
Operation Method	• Hydraulic operating mechanism
Applications	• General indoor/outdoor substations and railway substations
Features	• Equipped with hydraulic circuit breakers • Maximum breaking capacity of 50kA • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

Business Portfolio

Heavy Electric

High-Voltage Switchgear

Product Name	245kV Gas Insulated Switchgear
Operation Method	• Motor-spring operating mechanism
Applications	• Overseas indoor/outdoor substations
Features	• Equipped with motor-spring driven circuit breakers • Maximum breaking capacity of 50kA • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

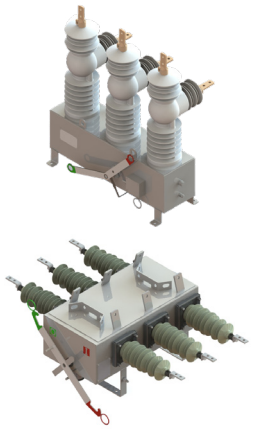
Product Name	362kV Gas Insulated Switchgear
Operation Method	• Hydraulic operating mechanism
Applications	• General indoor/outdoor substations
Features	• Equipped with hydraulic circuit breakers • Maximum breaking capacity of 63kA • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

Product Name	420kV Gas Insulated Switchgear
Operation Method	• Motor-spring operating mechanism
Applications	• Overseas indoor/outdoor substations
Features	• Equipped with motor-spring driven circuit breakers • Maximum breaking capacity of 63kA • Applicable to double busbars, transformer distribution panels, and coupling panels • Flexible configurations to meet customer layout requirements

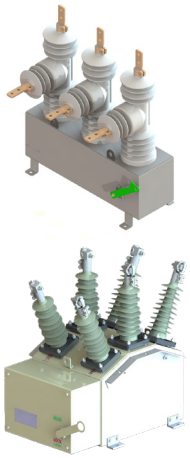
Business Portfolio

Heavy Electric

Power Distribution Equipment



Product Name	LBS(Load Break Switch)
Overview	• The load break switch is a three-phase, gang-operated single-tank type consisting of the switch body, mounting hardware, and control cabinet. • It is designed for stable installation on concrete utility poles or power line supports, with easy and simple maintenance after installation. • Manufactured with high-quality materials, the switch provides sufficient electrical and mechanical strength. Its components are simple and robust, enabling smooth operation. • The design prevents partial closing/opening states, accidental operation due to vibration or external factors, and water accumulation.
Applications	• Safe circuit switching under load conditions in distribution systems.
Features	• SF_6 gas or epoxy insulation enables switching under load conditions. • Manual, motorized, or remote operation available. • Lightweight design for easy pole installation and maintenance. • Microprocessor-based control unit supports measurement and remote control functions, compatible with SCADA systems.

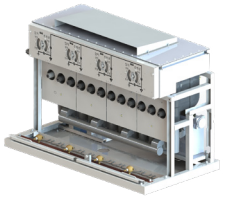


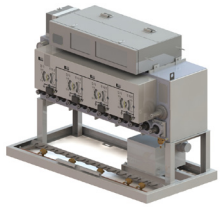
Product Name	Recloser
Overview	• The recloser is a phase-separated, single-control cabinet type consisting of the breaker body, control cabinet, and connecting control cable. It is designed for easy installation on outdoor concrete utility poles. • Both the breaker body and control cabinet are made of high-quality materials, ensuring smooth and reliable operation with excellent electrical and mechanical durability. • Current interruption is performed within the vacuum interrupter, which provides strong durability, safe interruption of rated fault currents, and airtight sealing.
Applications	• Automatically restores power supply in distribution systems after temporary faults.
Features	• SF_6 gas or epoxy insulation enables automatic reclosing during fault conditions. • Operates normally during transient faults; interrupts fault current during permanent faults according to defined duty cycles. • Permanent magnet actuator ensures reliable operation and easy maintenance. • Microprocessor-based control unit supports measurement and protection functions, compatible with SCADA systems.

Business Portfolio

Heavy Electric

Power Distribution Equipment





Product Name	PAD Mount type LBS
Overview	• The underground load break switch is a three-phase, gang-operated single-tank type consisting of the switch body, enclosure, and control cabinet. It is designed for easy installation above ground. • Manufactured with high-quality materials, the switch provides sufficient electrical and mechanical strength. Its components are simple and robust, enabling smooth operation. • The design prevents partial closing/opening states, accidental operation due to vibration or external factors, and water accumulation.
Applications	• Safe circuit switching under load conditions in distribution systems.
Features	• SF_6 gas or epoxy insulation enables automatic reclosing during fault conditions. • Operates normally during transient faults; interrupts fault current during permanent faults according to defined duty cycles. • Permanent magnet actuator ensures reliable operation and easy maintenance. • Microprocessor-based control unit supports measurement and protection functions, compatible with SCADA systems.

Product Name	ALTS(Autometic Load Transfer Switch)
Overview	• The ALTS is a three-phase, gang-operated single-tank type consisting of the switch body and control cabinet. • It is designed for stable installation on concrete foundations, with simple and convenient maintenance after installation. • Manufactured with high-quality materials, the switch provides sufficient electrical and mechanical strength. Its components are simple and robust, enabling smooth operation. • The design prevents partial closing/opening states, accidental operation due to vibration or external factors, and ensures that two power sources are never connected simultaneously.
Applications	• Automatically transfers load to an alternate power source when one source fails.
Features	• SF_6 gas insulation enables automatic transfer to backup power during outages or voltage anomalies. • Manual, motorized, or remote operation available. • Equipped with automatic transfer functions, multiple switching modes, and electrical/mechanical interlocks. • Microprocessor-based control unit allows configuration of transfer conditions, timing, and priority, and is compatible with SCADA systems.

Business Portfolio

Heavy Electric

Comprehensive solution for substation facilities

Overview

Iljin Electric manufactures key power equipment such as transformers, GIS, and power cables, and provides a one-stop substation package covering design, construction, commissioning, and maintenance.

Features and Advantages

In-house Production Capability

As the only company in Korea that manufactures all major power equipment (transformers, GIS, cables), Iljin Electric ensures stable supply and cost competitiveness.

Proven Package Experience

Based on extensive substation package construction projects, Iljin Electric delivers total solutions.

Rapid Emergency Response

With major plants located near the Seoul metropolitan area (Hwaseong, Gyeonggi-do and Hongseong, Chungcheongnam-do), Iljin Electric can respond quickly in urgent situations

Strict Quality Control

Comprehensive inspection processes—including import, intermediate, manufacturing, and on-site testing—ensure highly reliable products and construction quality

Eco-Friendly Technology

Development of products using vegetable-based insulating oil and eco-friendly gases, securing a portfolio of environmentally sustainable solutions.

Benefits of Adoption

Cost Reduction | Integrated procurement of transmission and substation equipment reduces construction costs

Process Efficiency | Unified design, supply, and commissioning streamline project management and shorten construction schedules

Risk Management | Centralized responsibility for construction and after-service minimizes maintenance risks and ensures accurate post-project support

Stable Operation | High-quality services enhance power system reliability

Business Portfolio

Power Cable

Transmission Cable

Product Name	Extra High Voltage XLPE Cable
Overview	• Iljin Electric's extra-high voltage XLPE cables are developed based on Korea's leading power technology and precision manufacturing processes, supporting voltages from 66kV to 500kV. They maintain stable performance under continuous operation at 90°C and fault conditions up to 250°C. Advanced technologies such as triple extrusion, tree-retardant design, and precision cross-linking deliver excellent insulation, thermal, and electrical properties. These high-quality transmission cables are widely applied in Korean and international power plants, large-scale industrial facilities, and national infrastructure networks, maximizing reliability and efficiency in power supply.
Types	• 66kV-500kV XLPE insulated cables • 154kV eco-friendly PP insulated cables
Applications	• Transmission between large-scale power plants and substations
Features	• Long-term insulation stability through triple extrusion and precision cross-linking control • Superior thermal and electrical performance under high-temperature continuous operation and overcurrent conditions • Optimized dielectric design reduces transmission losses and improves efficiency • High mechanical strength and resistance to external impact

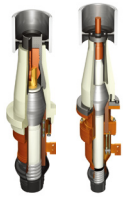
Product Name	HVDC (High Voltage Direct Current) Cable
Overview	• Optimized for long-distance, high-capacity transmission, Iljin Electric's HVDC cables are applied in submarine, underground, and renewable energy interconnection projects. • Compared to AC transmission, HVDC cables offer lower power losses, greater system stability, and excellent electrical and mechanical performance with ease of installation.
Types	• 320kV HVDC XLPE insulated cable • 525kV HVDC XLPE insulated cable (under development)
Applications	• Long-distance, high-capacity power transmission • Cross-border or interregional power network interconnections • Renewable energy integration • Urban underground transmission
Features	• Optimized for long-distance, high-capacity transmission • Superior insulation performance (using XLPE technology) • Suitable for renewable energy and international grid interconnection

Business Portfolio

Power Cable

Transmission Accessory

Product Name	EB-A, Outdoor termination
Overview	• Used to connect overhead lines and underground cables at outdoor substations. • Composed of porcelain or polymer insulators, rubber stress cones, conductor rods, and supporting insulators.
Features	• External insulation using porcelain or polymer insulators • Slip-on type (pre-molded) insulation structure • Oil-filled type using polybutene or silicone oil • Self-support type



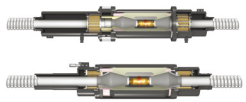
Product Name	EB-O, Oil immersed termination
Overview	• Used to connect underground cables with transformers. • Composed of epoxy insulators, rubber stress cones, spring compression devices, and conductor rods.

Product Name	PMJ, Pre Molded Joint
Overview	• Used to connect cables to cables. Manufactured in factories with integrated rubber sleeves that maintain insulation and field control, then assembled on-site. (Pre-molded type) • Normal joint and insulation joint are differentiated by whether the metallic sheath shielding layer is connected or insulated.
Types	• Normal Joint • Insulation Joint
Features	• Pre-molded type • Copper or FRP protective tubes • Categorized into PMNJ (Normal Joint) and PMIJ (Insulation Joint)

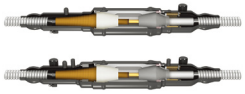
Business Portfolio

Power Cable

Transmission Accessory



Product Name	PJ, Pre Fabricated Joint
Overview	• Used to connect cables to cables. • Factory-molded components are assembled on-site, making installation easier compared to taped joints. • Composed of epoxy units, stress cones, and spring units.
Types	• Normal Joint • Insulation Joint



Product Name	Transition joint, Y-branch joint
Applications	• Used to connect cables of different types (insulation methods, outer diameters, etc.)

Overhead Transmission Conductor

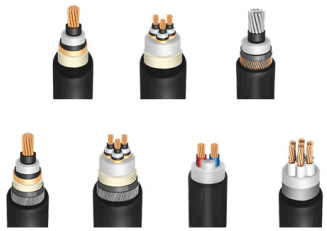
01 Copper Alloy 02 Aluminum Alloy

Product Name	copper alloy conductor, aluminum alloy conductor
Overview	• Overhead conductor refers to conductors installed overhead on utility poles or transmission towers, serving as essential components for power transmission and distribution. • Lightweight metallic conductors with excellent tensile strength, conductivity, and weather resistance are used, with materials and structures tailored to installation environments. • Representative types include aluminum conductors such as ACSR, AAAC, ACSR/AW, and copper-magnesium alloy conductors. For urban or low-voltage distribution, tree-retardant insulated overhead conductors are also applied. • Overhead conductor is designed consdiering mechanical loads, climate conditions, and electrical safety, enabling flexible adaptation to diverse power grid environments.
Types	• ACSR/AW, TACSR/AW, HTACSR/AW, HSTACIR/AW, ASCC, trolley wires, stranded conductors, 22.9kV ACSR/AW-TROC
Applications	• Transmission lines between towers • Short-distance distribution lines • Urban overhead service lines • Railway traffic signal lines
Features	• Lightweight structure with high conductivity improves transmission efficiency • Superior tensile strength, suitable for long-span installation • Excellent corrosion resistance and long-term durability in outdoor environments • Simplified structure for easy installation and cost efficiency

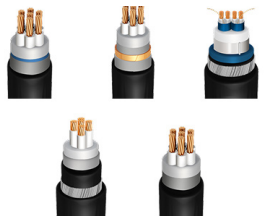
Business Portfolio

Power Cable

Distribution Cable



Product Name	Power Cable
Overview	• Distribution power cables supply electricity reliably at voltages from 1kV to below 30kV, and are used in urban underground networks, plants, and general facilities. • The 22.9kV KEPCO-standard cable meets requirements for flame resistance, water resistance, and ease of installation. For industrial and construction use, high-performance products with flame-retardant and flexible properties are applied. • Iljin Electric designs and manufactures eco-friendly distribution cables with excellent insulation and heat resistance, providing highly reliable solutions for domestic and international power grids.
Types	• 22.9kV : FR CNCO-W, TR CNCE-W • 1kV~30kV : TFR-CV, HF-CO
Applications	• Urban underground distribution networks, Factory service lines, Secondary connections at substations • Industrial, plant, and private distribution facilities
Features	• Tree-retardant insulation resistant to degradation and electrical stress • Flame-retardant and low-toxicity properties to reduce fire spread and harmful smoke • Structural shielding for electromagnetic interference suppression and grounding stability • Excellent installation performance and environmental durability for urban underground systems



Product Name	Control Cable
Overview	• Control cables are used in power plants, substations, and industrial plants to transmit remote operation and automatic control signals. • Depending on the operating environment, insulation, sheathing, and shielding structures are designed to block electromagnetic interference and ensure flame resistance. • Iljin Electric designs and supplies high-reliability control cables tailored to customer requirements.
Types	• 1kV CVV, CVV-S
Applications	• Equipment control in industrial plants and automation facilities • Control circuits in substations and distribution panels • Security and monitoring systems

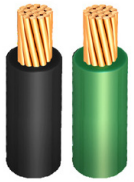
Business Portfolio

Power Cable

Distribution Cable

Product Name	Instrument Cable
Overview	• Instrument control Cables are low-voltage cables used in substations and distribution facilities to transmit protection, control, and measurement signals. • Optimized for communication between measuring instruments and control systems, they minimize electromagnetic interference with excellent insulation and shielding performance. • Flame-retardant and heat-resistant properties ensure stable operation in diverse environments.
Types	• 1kV CVV-I/C-AMS, CVV-S
Applications	• Signal transmission and monitoring within substations and distribution facilities

Product Name	Fire-Resistant Cable
Overview	• Fire-resistant cables ensure stable transmission of power and signals even during fire incidents, contributing to safety and minimizing damage. • They are used to supply power to fire detection systems, alarms, and emergency lighting, and are classified according to flame-retardant and fire-resistant performance. • With the increase in large buildings and underground industrial facilities, demand and importance for fire-resistant cables continue to grow.
Types	• 1kV TFR-8
Applications	• Fire detection and alarm system connections • Emergency lighting and backup power supply • Environments requiring flame-retardant and fire-resistant performance



Product Name	Insulated Cable
Overview	• Insulated Cables are copper conductor wires used for low-voltage indoor and outdoor wiring below 1kV. Insulated with PVC or XLPE, they ensure safety and reliability. Types include HFIX, HIV, IV, DV, and GV, depending on application. They provide stable insulation performance and ease of installation for buildings, facilities, and equipment wiring.
Types	• 750V : HFIX, HIV, IV • 1kV : TFR-GV
Applications	• Low-voltage distribution and wiring • Grounding for electrical equipment and installations

Business Portfolio

Power Cable

Distribution Cable

Product Name	Bare Copper Wire
Overview	• Bare copper wire is uninsulated pure copper wire used for grounding and stranded wire applications. • With excellent electrical conductivity and durability, it is widely applied in grounding, power supply, trolley wires, and various industrial and construction fields.
Types	• Stranded wire, Solid wire, Grounding wire
Applications	• Grounding and electrical connections

Power Infrastructure Deployment Solutions

Overview

Iljin Electric is a total energy solutions provider for power infrastructure with reliability and customized design. From transmission line and grid interconnection to permitting, design, and construction, Iljin Electric delivers turnkey projects that ensure stable and efficient power infrastructure.

Features and Advantages

Permitting and Administrative Support

Handles complex procedures such as road occupancy, dust emission and construction notifications, waste disposal, and roadwork reporting

Customized Design Capability

Provides tailored designs for KEPCO grid interconnection, underground transmission lines, and diverse project requirements

Civil and Conduit Construction Expertise

Experienced in advanced construction methods such as directional drilling and electromagnetic shielding installation

Electrical Construction Expertise

As a qualified contractor for KEPCO, Iljin Electric has proven experience in high-quality electrical construction, ensuring uninterrupted operation

Benefits of Adoption

Turn-Key Execution | Comprehensive project delivery from permitting to design, construction, and inspection

Risk Minimization | Customized electrical construction reduces project risks

Business Portfolio

Materials

Materials

Product Name	SCR
Overview	• Iljin Electric's copper rod is a fundamental raw material for the electrical industry, produced with over 30 years of experience and advanced expertise. Manufactured under strict process and quality control systems, it is a high-purity copper rod (99.99% or higher) used across a wide range of industries including power lines and communication cables.
Features	• Highest Quality : Produced exclusively with "GRADE A" raw materials using Southwire's trusted technology, ensuring uniform and stable quality. • Excellent Properties : Outstanding mechanical and electrical characteristics support smooth processing in all customer applications. • Wide Applications : Used as a core raw material in power lines, communication cables, enamel wires, shipboard cables, and automotive wires. • Customized Solutions : Tailored to diverse customer requirements with dedicated technical and quality management.

Product Name	Aluminium ROD
Overview	• Iljin Electric's aluminium rod combines over 30 years of SCR continuous casting experience with PROPERZI equipment's 80-year tradition, delivering lightweight yet strong performance. Beyond standard power line products, Iljin develops alloy and special-size products to meet diverse customer needs across industries.
Features	• Highest Quality : Produced exclusively with high-purity aluminium ingots, ensuring clean and consistent quality. • Diverse Possibilities : Beyond pure aluminum wire for general power lines, offers a wide range of alloys and special sizes carefully developed to meet specific customer requirements, providing broad options that enable clients to explore new markets and technologies. • Optimized Support : Provides differentiated technical services by analyzing each customer's unique environment and requirements, ensuring product characteristics are managed to fit specific applications.

Business Portfolio

Energy Solutions

ESS

Product Name	ESS(Energy Storage System)
Overview	• Energy Storage Systems (ESS) are a core technology that compensates for the intermittency of renewable energy and supports the stabilization of power grids. • Iljin Electric possesses diverse ESS technologies, including lithium-ion batteries, fire-safe lithium iron phosphate (LFP) batteries, and redox flow batteries (RFB). Based on these, we provide long- and short-duration ESS solutions, as well as renewable energy-linked ESS solutions tailored to customer needs. We also provide comprehensive services covering consulting, design, procurement, construction, and commissioning. In line with the expanding domestic and global renewable energy markets, Iljin Electric continues to strengthen competitiveness in the ESS business.
Applications	• Store renewable energy (solar, wind, etc.) and sell power during peak price periods, improving profitability of generation projects. • Reduce electricity costs and manage demand by dispersing peak-time consumption in factories and large buildings. • Support local energy independence and grid stability when integrated with distributed energy resources and microgrid systems.
Features	• Full-cycle ESS solutions including financing, insurance, construction, and O&M. • Integrated monitoring system (EMS) for real-time management, battery fire detection, and maintenance services.

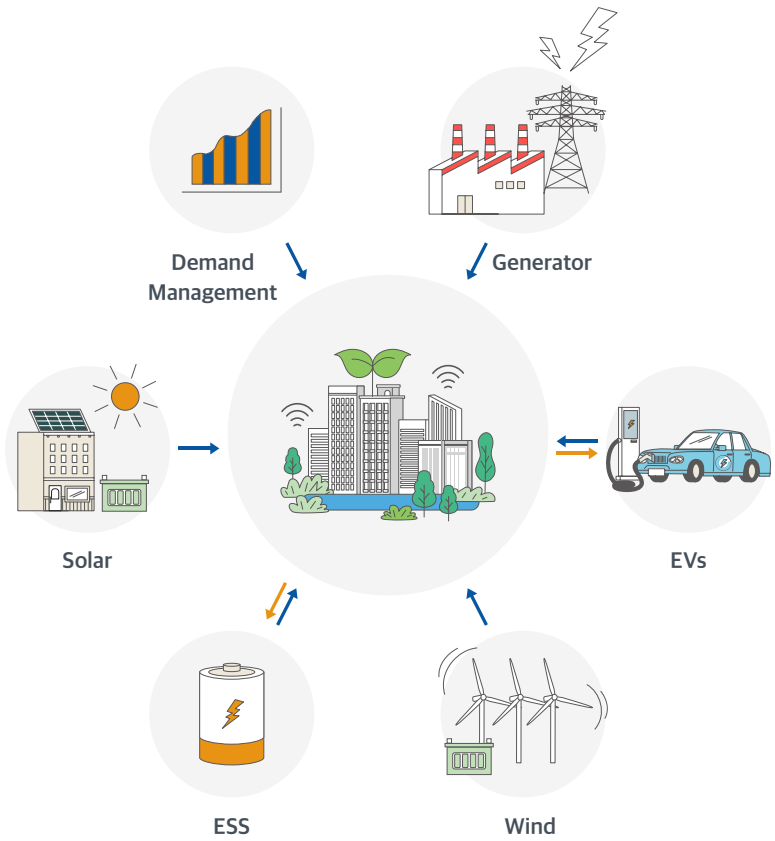
GFM

Product Name	GFM (Grid Forming Solution)
Overview	• According to Korea's 11th Basic Plan for Electricity Supply and Demand, the share of renewable energy generation is projected to increase from 9.0% in 2024 to 29.2% in 2038. With strengthened government policies to expand renewable energy, securing grid flexibility has become increasingly important. As fossil-fuel power plants based on synchronous generators are phased out, resources providing inertia and voltage to the grid are decreasing, accelerating grid instability. In response, Iljin Electric offers Grid-Forming (GFM) solutions for renewable energy developers, contributing to grid flexibility and stability in the era of expanded renewables.
Applications	• Provide virtual inertia to prevent rapid frequency drops caused by grid faults. • Enables power to be restored without synchronous generators through a black start function when the grid shuts down during emergencies.
Features	• System solutions including supercapacitors, PCS with GFM functionality, and GFM-dedicated energy management systems (G-EMS).

Business Portfolio

Energy Solutions

Microgrid



Product Name	Microgrid
Overview	• With global carbon neutrality initiatives and Korea's expanding renewable energy adoption, the importance of microgrids for decentralized power supply and demand is growing. Microgrids are recognized as key infrastructure that simultaneously achieve grid stabilization and energy cost reduction. In Korea, policies to activate distributed energy resources for climate crisis response and grid flexibility are accelerating microgrid adoption across industrial complexes, island regions, and public facilities. Iljin Electric provides integrated microgrid solutions that combine ESS, renewable energy, power conversion devices, and energy management systems (EMS). We support smart energy infrastructure by offering customized services across the entire lifecycle—from planning and design to construction and operation—contributing to carbon neutrality and grid stability.
Applications	• Support corporate RE100 achievement through renewable energy and ESS-based power networks. • Control peak loads through integration with renewable energy generation or existing power grids and optimize renewable energy resources to reduce electricity costs.
Features	• Integrate renewable energy (solar, wind), ESS, and transmission/distribution networks for reliable microgrid operation.

ESG MANAGEMENT

ESG Management System

Iljin Electric, as an Eco-friendly Total Energy Solution Provider, is committed to building and practicing a robust ESG management system. We strengthen ESG management by setting multiple initiatives, KPIs, and detailed objectives.

ESG Vision

Our Promise: Creating a Bright Future with Green Energy

Bright Your Life

ESG Goal

Environmental Value	With Employee	Social Value	Governance
Coexistence with the Future	Companion Together	Sustainable Co-prosperity	Responsible Leadership

ESG Progress Direction

Environmental Value	With Employee	Social Value	Governance
1 Establishing a climate change response system 2 Expanding eco-friendly place of business 3 Strengthening eco-friendly product portfolio	4 Safety and Health System Enhancement 5 Improvement/Internalization of Employee Competency 6 Work and Life, Harmony by Generation	7 Establishing a supply chain ESG system 8 Expanding regional social contributions 9 Maintaining customer satisfaction and quality competitiveness	10 Enhancement of the role of the governance structure 11 Internalization of compliance/ ethical management 12 Strengthening of grievance handling channels

Basis

13 Establishing an ESG management system | 14 Strengthening Global ESG Initiatives & Partnerships | 15 Advancement of ESG risk management system

Double Materiality Assessment

Iljin Electric conducted a Double Materiality Assessment to systematically identify core issues of sustainable management and to establish an ESG strategy that aligns with long-term corporate value creation and stakeholder expectations. The double materiality approach evaluates ESG issues from two perspectives simultaneously: Financial Perspective and Environmental and Social Perspective. For financial perspective, analyzes how external ESG issues such as climate change, regulations, and social demands impact the company's financial performance and business strategy. For environmental and social perspective, considers both the positive and negative impacts of the company's products and activities on the environment and society. Iljin Electric's double materiality assessment was carried out in accordance with global disclosure standards (GRI Standards 2021, ISSB, CSRD, TCFD) and tailored to industry characteristics. A pool of 30 ESG issues across environmental, social, and governance domains was identified, and their importance was evaluated through surveys of employees, customers, and partners.

Evaluation process

1. Analyzing issue data

Reviewed global standards and evaluation indicators
(GRI Standards, UN SDGs, SASB, TCFD, ISO 26000, KCGS, K-ESG)

2. Composing an Issue Pool

Compiled a pool of 30 sustainability issues through business analysis,
industry benchmarking, and media review

3. Deriving the final issue

Conducted surveys with employees, partners, and customers based on double materiality,
resulting in the identification of five key material issues

Double Materiality Assessment

Key Topic

Through stakeholder engagement, Iljin Electric identified the following priorities: As a result, in the environmental domain, sustainable product and technology development was identified as highly important. In the social domain, industrial safety and health, talent management and training, and product quality and safety were emphasized. In the governance domain, ethical management and compliance were evaluated as critical priorities. Iljin Electric will integrate these core issues across all management activities to grow as a truly sustainable company.

Environment Sustainable product & technology development I Climate change response

Social Industrial safety & health I Talent management & training I Product quality & safety I Labor relations I Supplier ESG management I Human rights management

Governance Ethical management & compliance I Information security

Impact : ●●● High ●●○ Medium ●○○ Low

No.	Domain	Issue	Response Activities	Financial Impact	Social/ Environmental Impact	GRI Topic	Report Page
1	S	Industrial safety & health	ISO 45001 certification, regular risk assessments, safety training, joint inspections, accident prevention	●●●	●●●	GRI 403	45~50
2	E	Sustainable Product & Technology Development	Development of eco-friendly PP cables, LCA and EPD certification, green technology certification	●●●	●●●	GRI 301, 417	36~39
3	G	Ethical Management & Compliance	Establishment of ethics code, employee training, Fair Trade Compliance Program (CP), internal reporting channels	●●○	●●●	GRI 205, 206	70~71
4	S	Talent Management & Training	Diverse competency development programs, enhanced welfare benefits	●●●	●●○	GRI 401, 404	52~58
5	S	Product Quality & Safety	ISO 9001 certification, strengthened quality and safety management	●●●	●●●	GRI 416	60~61
6	S	Labor Relations	Labor-management council operation, grievance-handling channels	●●○	●●○	GRI 402	58
7	G	Information Security	Information security management system, regular security audits	●●○	●●○	-	59
8	S	Supplier ESG Management	Establishment of supplier ESG code of conduct, supplier ESG evaluation, co-growth programs	●●○	●●○	GRI 308, 414	62~64
9	S	Human Rights Management	Guidelines to prevent forced labor and exploitation, prohibition of child labor, promotion of human rights culture	●●○	●●○	GRI 406, 407, 412	51
10	E	Climate Change Response	2050 Net-Zero roadmap, expanded LCA-certified products, energy audits and efficiency programs, CDP participation	●○○	●●○	GRI 302, 305	36~41

Stakeholder Engagement

Iljin Electric defines six stakeholder groups: shareholders and investors, employees, customers, local communities, partners, and the government, and operates communication channels for each group. Based on active dialogue, we identify key issues and reflect them in management improvements and sustainability strategies. By listening to stakeholder voices, we incorporate material issues into our business activities to realize sustainable management.

Stakeholders	Interests	Main communication channels	Response Activities
Shareholders and Investors	· Financial performance and profitability · Transparent corporate governance · Sustainable management information provision · Long-term growth potential	· Shareholders' Meeting · Management Disclosure · IR Activities	· Regular financial and performance reporting · Improvement of mid- to long-term business strategy · Establishment of future value creation · Enhancing ESG Disclosure
Officers and employees	· Job safety and fair performance evaluation · Working environment and welfare · Diversity and Inclusion	· Internal Portal · Complaint Handling Channel · Labor-Management Council · Groupware Community	· Providing education and training to strengthen capabilities · Enhancing welfare and improving organizational culture · Fair Recruitment and Performance Evaluation
Customers	· Product quality and price competitiveness · Environmental protection · Customer service and satisfaction · Smooth communication	· Regular meetings, emails · Strategy meetings · Face-to-face/non-face-to-face consultation channels · Sales/marketing activities	· Feedback on customer opinions · Efforts to improve quality · Expansion of sustainable product offerings
Community	· Minimize environmental impact · Vitalize local economy · Social impact	· Social Contribution Activities · Participation in social contribution events · Cooperation with municipalities and local organizations	· Donations and sharing activities · Participation in local events and environmental initiatives · Nurturing local talent and hiring persons with disabilities
Partner	· Fair trade and anti-corruption · Joint growth and cooperation between companies · Sustainable supply chain	· Email, phone	· Fair trade monitoring · Support for co-growth programs · Establishment of supplier ESG code of conduct · Supplier ESG evaluations
Government	· Compliance with laws and policies · Enhancing transparency in tax payments · Fulfilling social responsibility	· Government Agencies Meeting · Government Policy and Investment	· Government policy cooperation activities · Regulatory compliance and sustainable management practices

ESG PERFORMANCE

ENVIRONMENT

Environment Management

Environmental Management Policy

Iljin Electric has established an Environmental Management Policy to minimize negative environmental impacts that may arise from business activities and to faithfully fulfill all environmental responsibilities. We practice environmental management by building a systematic management system and implementing detailed action plans. Through energy efficiency improvement, waste reduction, and eco-friendly product development, we strive to minimize environmental impact and pursue sustainable growth.

1. Full compliance to environmental laws, regulations, and other applicable requirements
2. Establishment of environmental objectives and detailed targets. Minimization of harmful pollutants and waste generation
3. Expansion of recycling and resource regeneration
4. Promotion of efficient energy use and resource conservation

Environmental Management Promotion Goals

Based on the business divisions of the Transmission & Distribution Equipment Division and the Cable Division, we are establishing goals and plans for Environmental Management by Place of Business. Through Environmental Management activities such as waste reduction activities, environmental awareness raising activities, and energy conservation according to the plan that reflects the process environment, we are finally checking the progress and monitoring the results against the goals.

2024 Environmental Management Goals and Performance by Site

Business Division	Classification	Promotion Goals	Promotion Plan	Performance
Transmission & Distribution Equipment Division	Hwaseong Plant 1	· Reduce energy consumption by 2% YoY · Reduce waste emissions by 2% YoY	· Reduce electricity usage and improve facilities · Achieve zero environmental violations · Raise awareness of waste management monitoring	· Increase energy consumption by 10% YoY · Reduce waste emissions by 25% YoY · Reduce waste emissions by 25% YoY
	Hongseong Plant	· Reduce greenhouse gas emissions by 3% compared to the 2024 forecast	· Shorten unnecessary generator standby time · Manage peak load and expand nighttime electricity use · Strengthen waste storage management	· Reduce greenhouse gas generation by 1.2% compared to the 2024 forecast
Cable Division	Ansan Plant	· Save resources and reduce waste emissions by 2% YoY	· Post-management of the Integrated Management of Environmental Pollution Facilities Act · Achieve zero environmental violations · Raise awareness and monitoring through education and separation of recyclable waste	· Increase waste emissions by 26% YoY
	Hwaseong Plant 2	· Reduce waste emissions by 10% YoY · Ensure compliance with chemical substance registration	· Compliance with waste storage and legal reporting requirements · Compliance with the 'Act on Registration and Evaluation of Chemical Substances	· Increase waste generation by 175% YoY

Environment Management

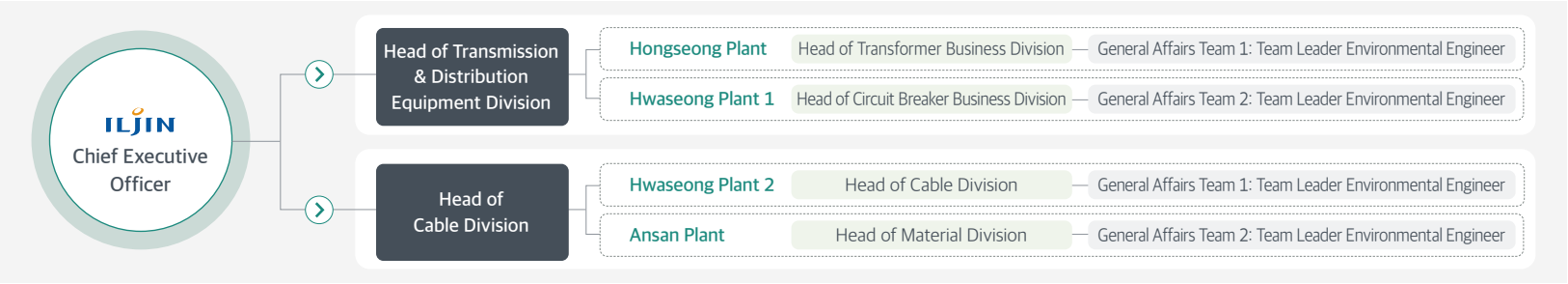
Environmental Management System Certification

Iljin Electric has continuously maintained ISO 14001 certification across all business sites, recognizing the excellence of its environmental management system. ISO 14001, established by the International Organization for Standardization (ISO), is the global standard for Environmental Management Systems (EMS). It provides essential guidelines for companies to systematically improve their environmental performance. This certification demonstrates that Iljin Electric places environmental protection as a top priority, establishes clear policies and objectives, and operates a structured environmental management system acknowledged at the international level. Looking ahead, Iljin Electric will continue to prevent environmental risks, enhance energy efficiency and operational effectiveness, and grow as a trusted company among customers, shareholders, and local communities. Furthermore, we will continuously improve our environmental management system and strengthen ESG practices to achieve sustainable development.


CERTIFICATE OF REGISTRATION
일진전기주식회사
KS I ISO 14001:2015 / ISO 14001:2015

ISO 14001(Environmental Management System) Certification

Environmental Management Organization Chart



Environmental Education

Iljin Electric faithfully fulfills its statutory obligation to provide training for environmental engineers in accordance with relevant laws and regulations. In 2024, we conducted training programs including waste discharger education, water environment engineer education, noise and vibration engineer education, and air environment engineer education, ensuring that each responsible employee acquired both regulatory knowledge and practical competencies. Through continuous completion of mandatory training, we will further strengthen employees' environmental management capabilities, ensure compliance with regulations, and contribute to environmental protection.

ESG Training

In 2024, Iljin Electric provided ESG training for executives and managers. This program reaffirmed the importance of human rights respect and ESG management in an environment where climate change response and social responsibility are increasingly emphasized. The curriculum covered compliance with labor-related regulations, building a fair and just society, emerging human rights trends, core concepts of ESG, and global regulatory developments and response strategies. Through this training, employees gained practical ESG measures and regulatory response strategies applicable to their daily work. As a result, the company strengthened ESG integration and enhanced its sustainable management capabilities. Moving forward, Iljin Electric will continue to provide regular training to ensure that all employees actively participate in practicing responsible management.


수 료 증

성 명 :
사 업 장 명 : 일진전기
교 육 과 정 : ESG 교육
((2024-11-25 ~ 2024-12-31 총 2시간)

위 사람은 위의 교육과정을 수료하였으므로
이 증서를 수여합니다.

2024년 12월 10일

2024 ESG Training Certificate

Climate Change Response

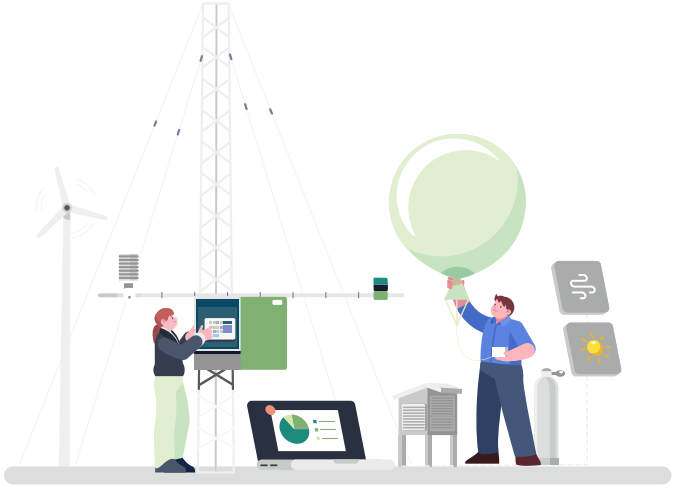
Iljin Electric has established and implemented systematic strategies to actively respond to climate change, including greenhouse gas reduction, energy efficiency improvement, and renewable energy adoption. We also reduce product environmental impacts through Life Cycle Assessment (LCA) and strengthen supply chain management to enhance company-wide response capabilities. In 2024, we achieved a "B" rating in the CDP (Carbon Disclosure Project) Climate Change evaluation, an improvement from the previous year's "C" rating. This result demonstrates that our efforts to strengthen climate change response and greenhouse gas management systems have been positively recognized at the global level, serving as a tangible indicator of ESG performance. Going forward, Iljin Electric will continue to reinforce climate risk management and greenhouse gas reduction activities, while transparently disclosing performance to enhance corporate sustainability and stakeholder trust.

Climate Risk and Opportunity Analysis

Iljin Electric conducted a climate risk and opportunity analysis to systematically assess the impact of climate change on overall business operations. Applying the IPCC's Representative Concentration Pathway (RCP) scenarios, we analyzed both physical risks (e.g., natural disasters) and transition risks (e.g., policy and market changes), and derived corresponding financial impacts and response strategies. This analysis enables us to manage not only direct risks such as typhoons and heavy rainfall, but also indirect risks such as strengthened overseas environmental regulations and increased demand for LCA information. At the same time, Iljin Electric actively pursues eco-friendly technology development and energy efficiency improvements, turning climate change into new growth opportunities. Based on these results, we integrate climate risk considerations into business strategy and investment decision-making, strengthening our capacity to respond to physical risks while creating new value through eco-friendly products and technological innovation. Iljin Electric will continue to embed climate risk management into its core corporate framework, enhancing systematic risk management and response capabilities to achieve sustainable growth.

CDP Climate Change Evaluation Rating

Year	Iljin Electric Co., Ltd.	Global Average	Asia Average	Industry Average
2023	C	C	C	C
2024	B	C	C	C



Climate Change Response

Climate Risks and Financial Impacts

Through climate scenario analysis, Iljin Electric identified up to KRW 37.89 billion in physical risks from typhoons and floods caused by extreme weather events and approximately KRW 100.3 billion in transition risks due to strengthened global environmental regulations. In response, Iljin Electric is implementing company-wide measures such as reinforcing disaster prevention infrastructure, strengthening LCA data management, and advancing emission management systems. We also plan to proactively respond to potential carbon pricing schemes to minimize risks.

Classification	Risk Type	Cause	Expected Timing	Likelihood	Financial Impact	Key Impacts	Countermeasure
Physical Risk	Acute physical risk (i.e. typhoons)	Extreme Weather Events - Typhoons and Floods	Short-term	Very low	Up to KRW 37.89 billion (RCP 6.0)	Plant flooding, power outages, production disruption, indirect losses	Reinforce drainage and flood prevention infrastructure, establish emergency power systems, conduct regular disaster drills
Transition Risk	Market risk (Increasing demand for LCA Data)	Increased requirements from overseas clients for carbon and LCA data	Short-term	Very high	Approx. KRW 100.3 billion (≈6% of sales)	Loss of competitiveness and reduced sales if environmental data is not provided	Expand product LCA analysis and EPD certification, operate environmental data management systems
Regulatory Risk	Policy risk (carbon pricing schemes)	Anticipated expansion of ETS and carbon taxes	Mid-term	Medium	Difficult to quantify (expected cost increase)	Carbon cost burden and higher compliance expenses	Participate in government/industry councils, strengthen emission management systems, set and implement reduction targets, secure emission allowances, invest in energy efficiency

Climate Opportunities and Financial Effects

Iljin Electric views climate change not only as a risk but also as a growth opportunity. We expanded eco-friendly product portfolio (green-certified cables, SF_6-free power equipment) generated KRW 24.68 billion in sales and invested KRW 5.03 billion in R&D for eco-friendly technologies. We also improved process efficiency and energy-saving activities delivered cost reductions and carbon mitigation benefits. Going forward, Iljin Electric will continue to strengthen the foundation for sustainable management through eco-friendly technological innovation and enhanced energy efficiency.

Classification	Opportunity Type	Details	Timing	Financial Effect	Investment	Key Benefits	Strategic Actions
Products & Services	Eco-friendly product sales expansion	Development and sales of green-certified cables and SF_6-free power equipment	Current	KRW 24.68 billion sales contribution	KRW 5.03 billion R&D investment	GHG reduction, enhanced brand value, increased market share	Expand green technology certifications, develop eco-friendly insulation technologies, strengthen high-efficiency product portfolio
Operational Efficiency	Energy savings and efficiency improvements	Process optimization and expanded use of renewable energy	Short-term	KRW 50 million annual savings	KRW 101 million investment in high-efficiency equipment	Improved energy efficiency, cost reduction, GHG mitigation	Continue efficiency improvements and equipment optimization, expand renewable energy adoption, strengthen GHG reduction management

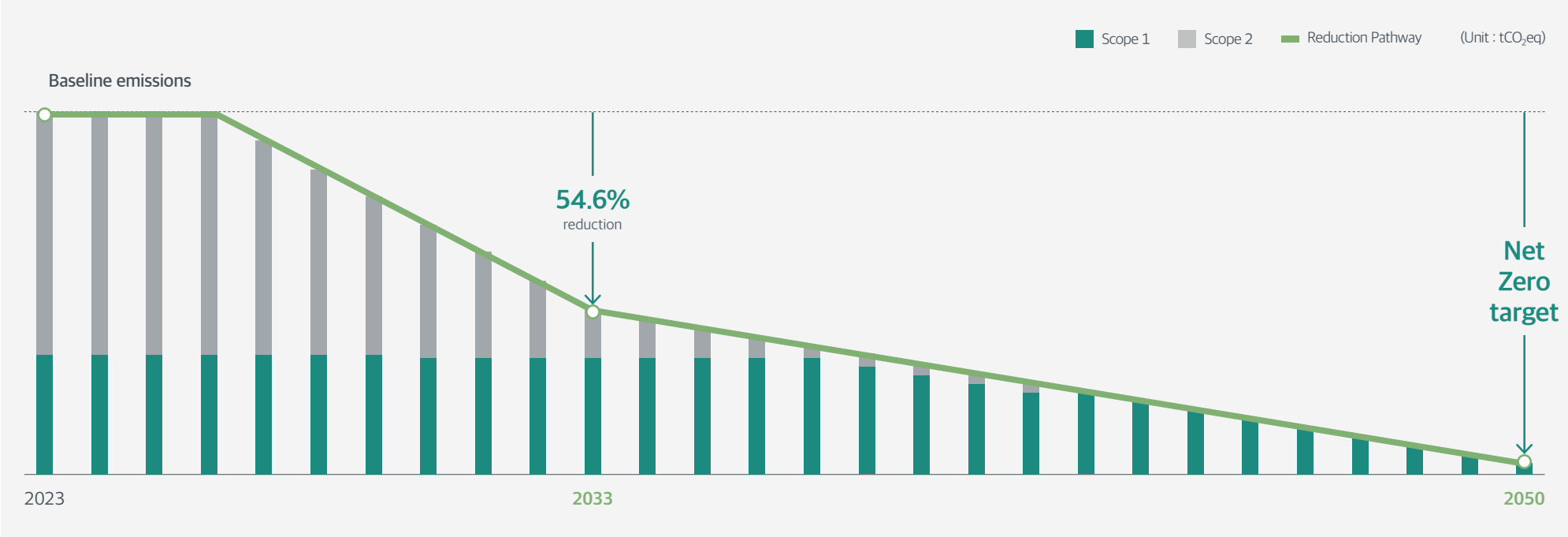
Climate Change Response

2050 Net Zero

Iljin Electric aims to achieve carbon neutrality (Net Zero) by 2050, in line with the Science-Based Targets (SBT) framework, to ensure a sustainable future. To realize this goal, we have established concrete plans to reduce greenhouse gas emissions through energy efficiency improvements, expansion of renewable energy adoption and introduction of low-carbon technologies. We rigorously monitor greenhouse gas emissions across all domestic and overseas sites and will implement phased reduction activities based on our roadmap. Through these efforts, Iljin Electric is committed to climate change response, environmental protection, and sustainable corporate growth.

2050 Net Zero Roadmap

Iljin Electric has established a carbon reduction roadmap based on 2023 Scope 1 & 2 greenhouse gas emissions (baseline year), which is to reduce emissions by approximately 54.6% compared to baseline by 2033 and to achieve full net zero by 2050.



Climate Change Response

Energy conservation efforts

To enhance energy efficiency, Iljin Electric conducts regular energy diagnostics and improvement activities at each plant. In 2024, ceiling and wall lighting of Hwaseong Plant 2 were replaced with LED fixtures, improving the work environment and expecting to reduce annual electricity consumption by approximately 0.9%. Furthermore, heating system was converted from steam to high-efficiency HVAC units in Ansan Plant, expecting to reduce annual energy costs by approximately 30%. Iljin Electric will continue to expand practical energy-saving initiatives across all sites, contributing to eco-friendly management and the realization of carbon neutrality.

Business Sites	Classification	Description
Hwaseong Plant 2	Details	Replaced ceiling and wall lighting with LED fixtures, improving the work environment and energy efficiency
	Investment Amount	KRW 79 million
	Expected effect	Expecting to reduce annual electricity consumption by approximately 0.9%
Ansan Plant	Details	Converted the winter heating system at the Battery Materials Research Center from steam to a high-efficiency HVAC system to improve energy efficiency.
	Investment Amount	KRW 22 million
	Expected effect	Expecting to reduce annual energy cost by approximately 30%

Green Technology Certificate

Iljin Electric has been awarded a Green Technology Certification by the Minister of Environment. This certification demonstrates our contribution to the transition toward a sustainable society. Moving forward, Iljin Electric will expand research and development of green technologies, broaden the application of certified technologies and strengthen climate change response and ESG management.

녹색기술 인증서

인 증 번 호 : 제 GT-21-01068 호

기 관 명 : 일진전기 주식회사

대 표 자 명 : 황수

주 소 : 경기 화성시 만년로 905-17 (안녕동) 일진전기 주식회사

기 술 명 칭 : 송전용량 증대 가능한 비가교 폴리프로필렌 절연 전력케이블 제조 기술

분 류 번 호 : T100503

「기후위기 대응을 위한 탄소중립·녹색성장 기본법」 제60조 및 「녹색인증제 운영요령」 제27조에 의거하여 위의 기술을 녹색기술로 인증합니다.

최초인증일자 : 2021.03.11
유효기간 : 2021.03.11 ~ 2027.03.10

환 경 부 장

비고 : 이 인증서의 유효기간은 인증서 발급일로부터 3년이므로 유효기간 연장을 희망할 경우에는 유효기간 만료일 3개월전까지 연장신청을 하여야 합니다.

Climate Change Response

Performance

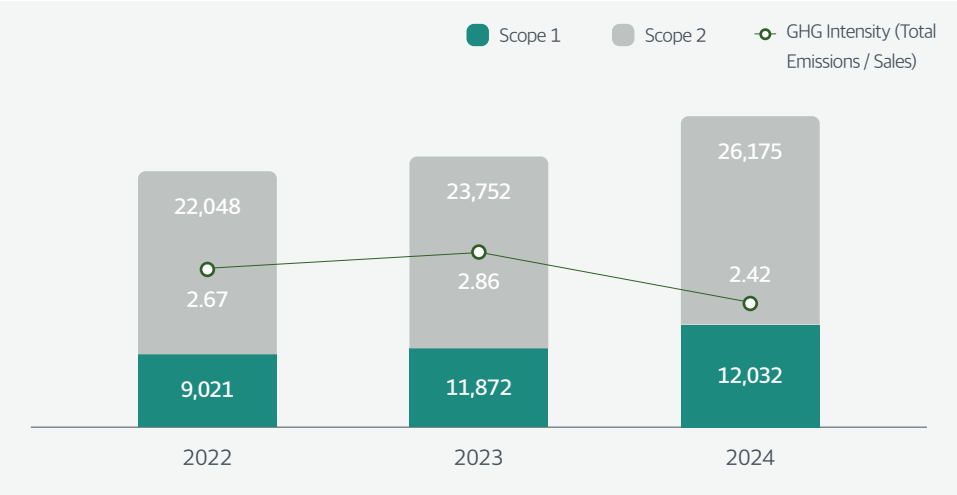
Iljin Electric has experienced an increase in greenhouse gas emissions and energy consumption due to recent market growth and sales expansion. However, through energy efficiency improvements and environmental management activities, the company strives to reduce emission intensity. In 2024, Iljin Electric strengthened transparency and comprehensiveness by including overseas subsidiaries and branches within organizational boundaries when calculating Scope 1 & 2 emissions and energy consumption.

Scope 1 & 2 Greenhouse Gas Emissions

Classification	Unit	2022	2023	2024
Total Emissions (Scope 1&2)	tCO_2eq	31,069	35,623	38,207
Direct Emissions (Scope 1)		9,021	11,872	12,032
Indirect Emissions (Scope 2)		22,048	23,752	26,175
GHG Intensity (Total Emissions / Sales)	tCO_2eq/KRW 100 million	2.67	2.86	2.42

* From 2024, Scope 1 & 2 emissions include overseas corporates and branches.

** 2024 Scope 1 & 2 emissions is 38,026 tCO_2eq, Scope 1 emissions is 11,970 tCO_2eq, Scope 2 emissions is 26,056 tCO_2eq, and GHG intensity is 2.41 tCO_2eq/KRW 100 million excluding overseas sites.



Scope 3 Greenhouse Gas Emissions

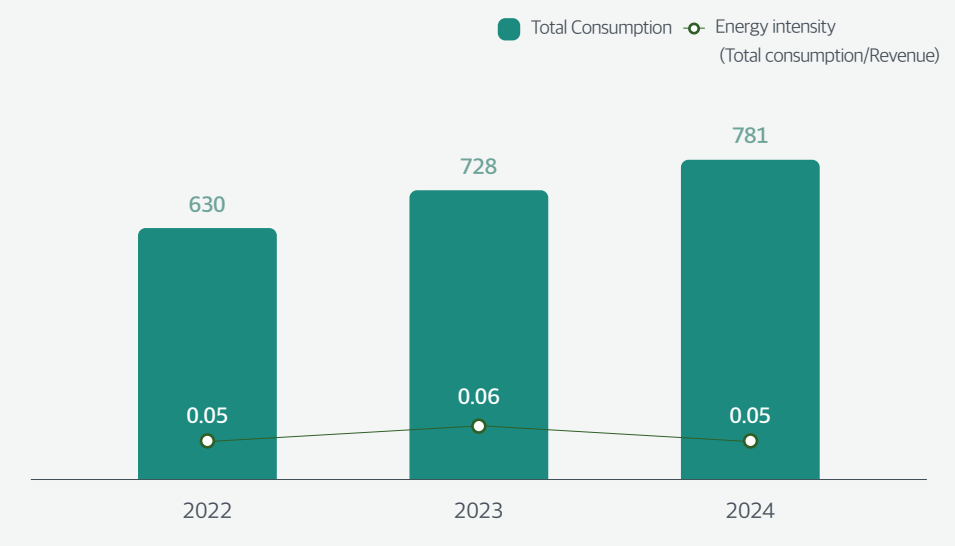
Classification	2024 Emissions (tCO_2eq)
Category 1. Purchased goods & services	694,942.396
Category 2. Capital goods (facilities, office equipment)	10,604.767
Category 3. Fuel & energy-related activities	5,221.965
Category 4. Upstream transportation & distribution	16,907.794
Category 5. Waste generated in operations	271.630
Category 6. Business travel	1,159.474
Category 7. Employee commuting	1,830.864
Category 8. Upstream leased assets	N/A
Category 9. Downstream transportation & distribution	3,011.692
Category 10. Processing of sold products	N/A
Category 11. Use of sold products	3,177,679.979
Category 12. End-of-life treatment of sold products	6,893.663
Category 13. Downstream leased assets	63.454
Category 14. Franchises	N/A
Category 15. Investments	N/A
Total	3,918,588

Climate Change Response

Energy consumption

Classification	Unit	2022	2023	2024
Total consumption	TJ	630	728	781
Energy intensity (Total consumption/ Revenue)	TJ/ KRW 100 million	0.05	0.06	0.05

* From 2024, energy consumption includes overseas corporates and branches.
** Energy consumption in 2024 is 779 TJ, and energy intensity is 0.05 TJ/KRW 100 million.



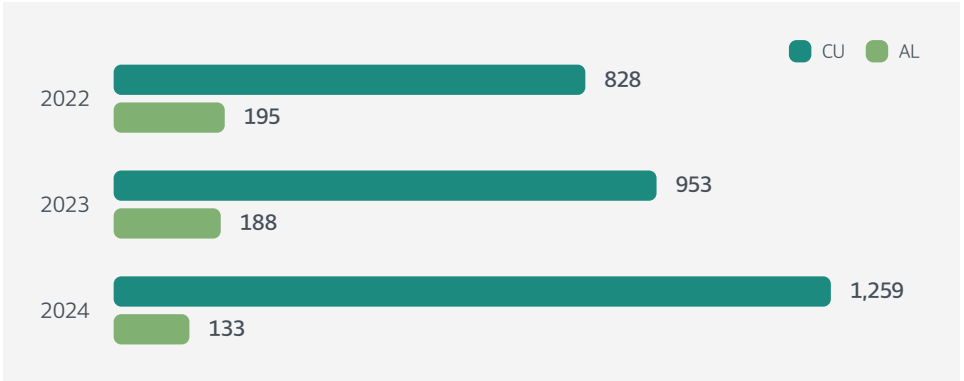
Use of Resources

Resource Circulation

During the cable manufacturing process, Iljin Electric generates insulated copper and aluminum by-products. These materials are sorted and stripped through subcontracted processing by external partners. The separated copper and aluminum are re-stocked and reused as raw materials. Other separated materials, including XLPE, are sold and recycled as resources.

Resource Circulation Performance - Copper & Aluminum

(Unit: t)



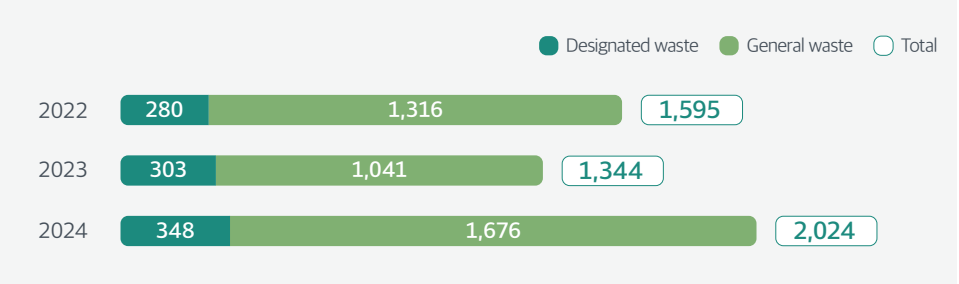
Use of Resources

Waste Management

Iljin Electric maintains a Waste Management Procedure to ensure efficient and systematic handling of waste, establish annual environmental management plans, and regularly reviews the performance. Waste is recorded and managed throughout its lifecycle — from generation to storage and treatment — using management ledgers and waste lists. All waste is registered in the Ministry of Environment's "Allbaro System", ensuring compliance with legal requirements. In addition, treatment performance by waste type is monitored periodically, enabling continuous improvement in waste reduction and recycling expansion.

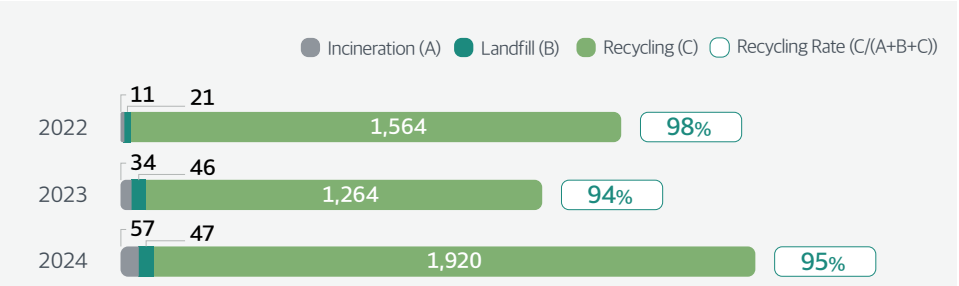
Waste Treatment

(Unit: t)



Waste Recycling Rate

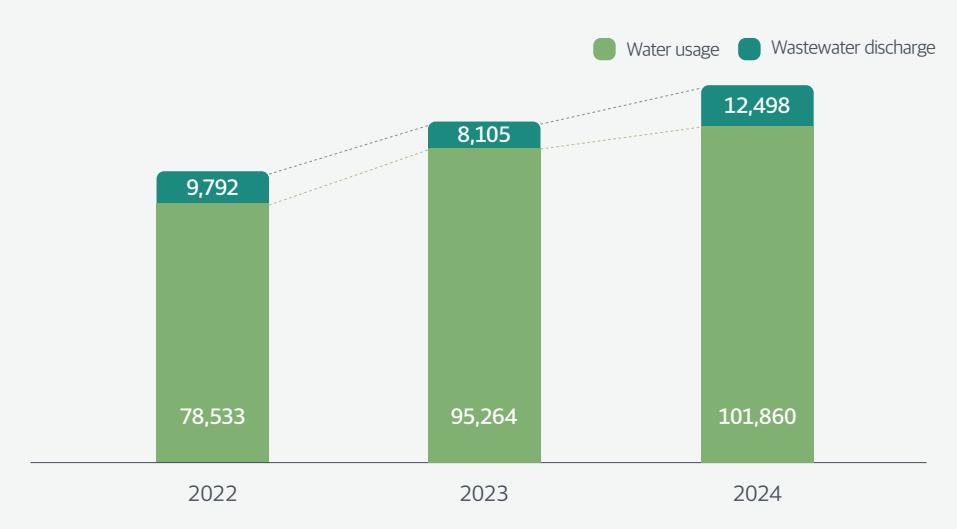
(Unit: t)



Water Management

Water usage, wastewater discharge

(Unit: m³)



Water Pollutant Emissions

(Unit: t)

Item	2022	2023	2024
BOD Biological Oxygen Demand	0.005	0.008	0.024
COD* Chemical Oxygen Demand	0.017	-	-
TOC* Total Organic Carbon	-	0.021	0.036
SS Suspended Solids	0.007	0.033	0.085
Total Phosphorus	0.009	-	-
Total Nitrogen	0.077	0.033	0.071

* changed to TOC (Total Organic Carbon) from 2023

Use of Resources

Product Life Cycle Assessment (LCA)

LCA (Life Cycle Assessment) is an international standard methodology that quantitatively analyzes environmental impacts across the entire product lifecycle — from raw material extraction, manufacturing, transportation, use, disposal, to recycling. As a manufacturer of power equipment, Iljin Electric recognizes the importance of life cycle assessment. To date, we have completed LCA for three extra-high voltage cable products and obtained domestic Environmental Product Declaration (EPD) certifications for two Aluminum Rod products. Going forward, Iljin Electric plans to expand the scope of LCA assessments, identify key environmental impact factors by product, and systematically implement impact reduction strategies. Iljin Electric is currently preparing to develop its own in-house LCA system, which will enhance data-driven management systems, improve efficiency and accuracy of assessments, enable systematic management of product-level environmental impacts, and support the achievement of carbon neutrality and actively respond to stakeholder requirements.

Obtained domestic EPD certification for two Aluminum Rod products

Biodiversity

Iljin Electric promotes biodiversity preservation to support the sustainable development of its business sites and local communities.

Tree Planting at Jeongjo Hyo Park, Hwaseong

In 2024, Iljin Electric participated in the tree planting event at Jeongjo Hyo Park in Hwaseong City, contributing to local ecosystem restoration and the expansion of green spaces.

Cleanup Activity Around Business Sites

Employees voluntarily engage in regular cleanup activities, including waste collection near facilities, helping to create a cleaner living environment and protect local ecosystems.

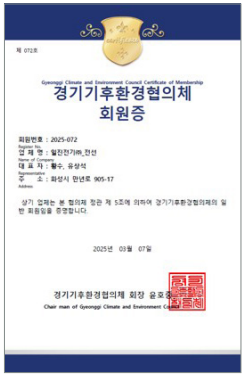
Community-Based Cleanup Activity Around Business Sites

Joined the annual environmental cleanup activity with the “Dolgojisarang Village Volunteer Group”, improving the surrounding environment and strengthening cooperation with local communities.

Participation in the Gyeonggi Climate & Environment Council

As a member of the council, Iljin Electric collaborates with local stakeholders to explore climate change response strategies and contribute to building a sustainable future.

Cleanup Activity Around Business Sites



Membership Certificate of the Gyeonggi Climate and Environment Council

SOCIAL

Health and Safety Management

Health and Safety Management Promotion System

Iljin Electric places the highest priority on creating a safe work environment and is making continuous efforts to eliminate hazardous and dangerous factors. In particular, it is strengthening on-site safety inspections to prevent major accidents and operating education programs to raise employees' safety awareness. It has obtained ISO 45001 (Health and Safety Management System) certification for all domestic facilities.

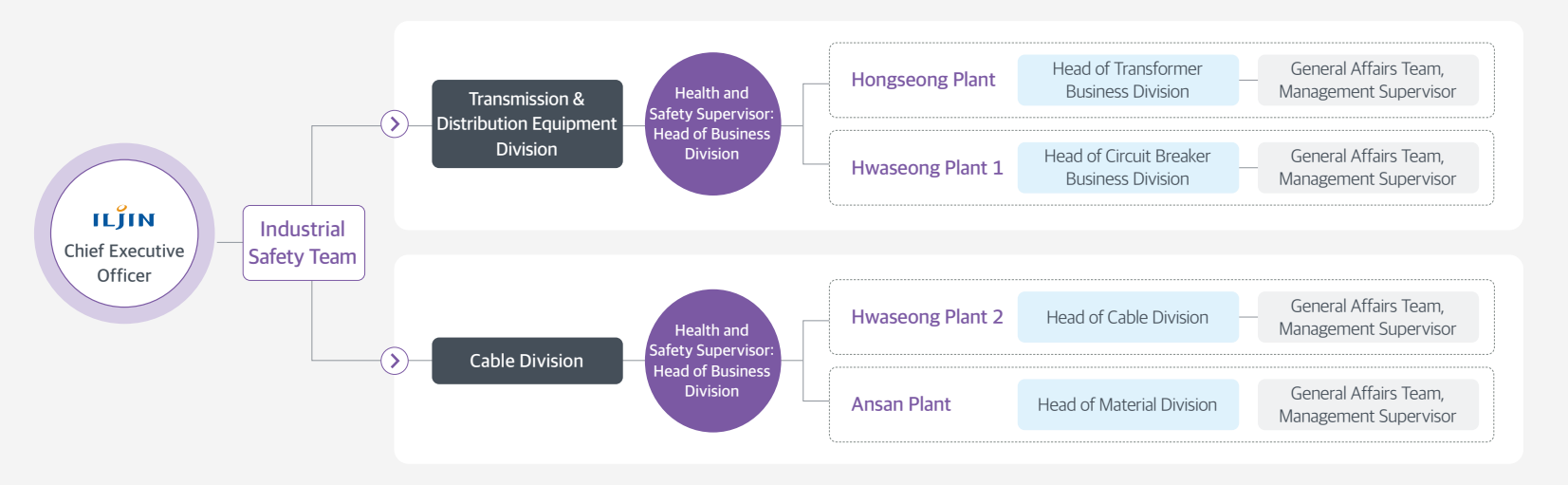
Health and Safety Management Organization

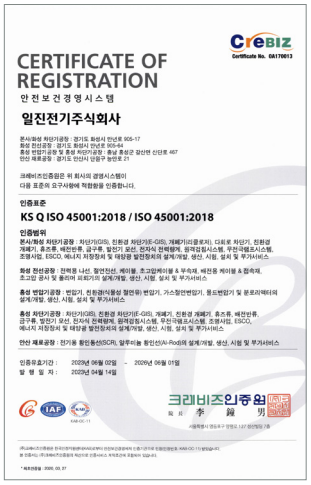
Iljin Electric is making various efforts to provide a safe working environment for its employees. It has established a safety and health management policy and obtained Health and Safety Management system certification (ISO 45001), and has established an industrial safety team under the Chief Executive Officer to carry out various safety activities to ensure a safe working environment for its employees.

Health and Safety Management Policy

1. Safety and health are recognized as a basic element of management, and we seek to establish proactive safety and health activities.
2. Safety and health are given priority at all stages, including product design, production, shipment, and installation.
3. We make appropriate investments to prevent potential accidents within the business and conduct activities to promote the health of employees.
4. We establish goals for achieving safety and health performance and promote continuous improvement of the safety and health management system through regular evaluations.
5. All employees actively participate in activities to achieve safety and health goals and faithfully fulfill their respective responsibilities to create a safe workplace.

Health and Safety Management Organization Chart




CERTIFICATE OF REGISTRATION
안 전 보 건 경 영 시 스 템
일진전기주식회사
KS Q ISO 45001:2018 / ISO 45001:2018

ISO 45001(Occupational Health and Safety Management) Certification

Health and Safety Management

Establishing safety management goals

Goal | Advancement of Occupational Health & Safety Management System

1	Advancement of management system	2	Industrial accident prevention	3	Raising safety awareness
·	Establish a computerized Occupational Health & Safety Management Platform	·	Enhance safety controls for high-risk tasks and frequent accident areas	·	Operate KPIs for safety management organization members
·	Strengthen the responsibilities of safety and health managers	·	Establish and revise task-specific safety guidelines	·	Strengthen education
·	Ensure full compliance with occupational safety and health regulations	·	Advance risk evaluation methods and reinforce TBM	·	Promote organizational safety culture

Measures to strengthen risk assessment

Advance preparation
↓
Identifying harmful and risk factors — · Discovering new risks
↓
Risk Determination — · Three-step judgment method
↓
Establish and implement risk reduction measures — · Raising the level of improvement implementation

2024 Risk Assessment and Safety Inspection Results

Classification	Number of hazardousand risk factors	Improvement count	Improvement performance rate
Risk assessment	272	272	100%
Regular safety inspection	1,313	1,313	100%
Joint safety inspection	407	407	100%

Risk assessment

Iljin Electric is conducting risk assessments to check and improve safety situations. A total of 1,992 improvement items were found through joint safety inspections conducted once every six months and risk assessments conducted periodically, and 100% of them were improved. In order to shorten the improvement period for risk factors, the Industrial Safety Team monitors whether safety inspections are conducted by place of business every month.

Some of the improvements to the 2024 Risk assessment

Forklift Light Installation + Cooling System & Temperature/Humidity Monitor Installation + Safety Guardrail Reinforcement

Health and Safety Management

Creating a safety management culture

Iljin Electric is improving or eliminating various risk factors to protect the health and safety of its members. To this end, it is creating a safety management culture that serves as the basis for Health and Safety Management, prioritizing the safety of its employees, and is identifying and taking action on issues related to safety, fire, disease, and natural disasters for each plant.

Safety	· All employees and external personnel must wear safety shoes and helmets when visiting the plant. · Create a list of protective equipment issued · Outsiders are prohibited from entering the plant without an in-house representative accompanying them.
Prevention (Facilities)	· Fire drills conducted at least once a year · Fire inspection conducted every half year · Inspection and improvement of facilities to prepare for heavy rains in summer · Working environment measurement conducted
Prevention(Staff)	· Possession of emergency treatment procedures · VR training for all plant workers

VR education and safety experience training

In 2024, VR training and safety experience training were conducted for all plant workers.

VR training for plant workers

Visitor Safety Helmet

Ensuring safety by establishing standards for passageways and layout areas

Health and Safety Management

Safety Management Plans

Item		Plan for 2025
1 Advancement of management system	Health and Safety Management Platform	Establish a computerized Health & Safety Management Platform
2 Industrial accident prevention	Safety	Smart Safety Equipment
	Risk assessment	Enhance risk evaluation and improve the level of TBM
	Safety Inspections	Monitoring inspection results (to ensure adequacy of corrective measures and prevent recurrence)
	Safety Rules	Establish and revise task-specific safety guidelines
	Health	① Chemical substances – Management measures during storage/handling (ventilation, protective gear, etc.) ② Musculoskeletal system – Improvement of work methods, application of preventive products ③ Health check-up – Participation in campaigns linked to public health centers (smoking cessation, drinking cessation, etc.)
	Fire/hazardous materials/ electrical utilities etc.	Conduct detailed inspections of fire, hazardous materials, and electricity
3 Raising safety awareness	Safety training	Strengthen supervisor competencies and expand experiential training programs
	Safety culture	Promote safety culture through awareness campaigns and expand recognition programs for outstanding safety organizations
	State of emergency	Establish response plans for specific situations such as fires and earthquakes, and conduct education and training

Health and Safety Management

Conduct safety training

Iljin Electric places safety as the top priority due to the nature of the manufacturing industry, and conducts systematic safety training for all employees in compliance with the legal training hours. We provide various customized trainings such as regular training, training upon hiring, and special training to prevent safety accidents among employees.

Regular training	Supervisory Training	Training upon hiring	Training when work content changes	Special Education
3 or 6 hours per quarter	More than 4 hours per quarter	8 hours or more	2 hours or more	16 hours or more

Safety education performance

Index Item	Unit	Year		
		2022	2023	2024
Total training hours	Hour	34,672	17,657	21,558
Total number of trainees	Person	637	713	877
Training hours per employee	Hour/ person	54.4	24.8	24.6

Conduct health checkups

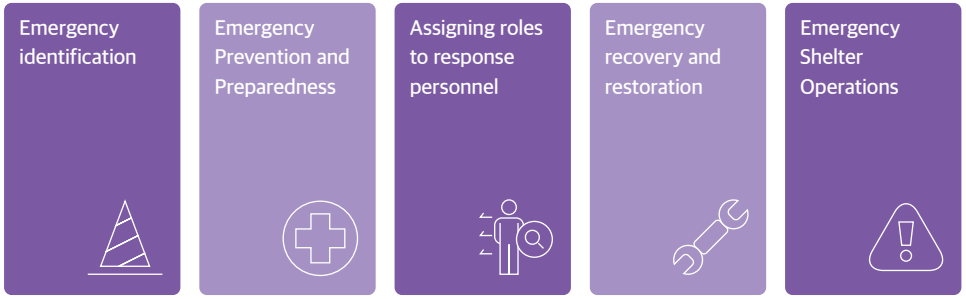
Iljin Electric pays attention to the health promotion of its employees by conducting a comprehensive health checkup once a year. In addition to the basic checkup items that meet the mandatory legal standards, additional checkups are conducted according to the individual's health status and interests. Both general and special checkups are being conducted. Accordingly, measures and health management are supported based on the results of the checkup. We encourage employees to voluntarily manage their health and conduct various health promotion programs.

Health and Safety KPI Management

Iljin Electric has established and manages KPIs related to safety and health for each employee in order to clearly establish responsibility for safety and health activities. We are conducting safety inspections based on the indicators and are striving to ensure that employees can work in a safe working environment.

Emergency response

To ensure the safety of our members and to enable quick evacuation in the event of an emergency, such as a fire or chemical leak, we conduct fire drills at least once every six months.



MSDS Management

Iljin Electric prevents accidents by providing workers with Material Safety Data Sheets (MSDS) for chemicals used in our company. When posting an MSDS, we post the original MSDS and warning signs in places where the chemicals are handled, including the product's intended use and usage, storage method, expiration date, first aid instructions, protective equipment for use, and warning labeling, so that workers can easily see them.

Health and Safety Management

Operation of Safety Suggestion System

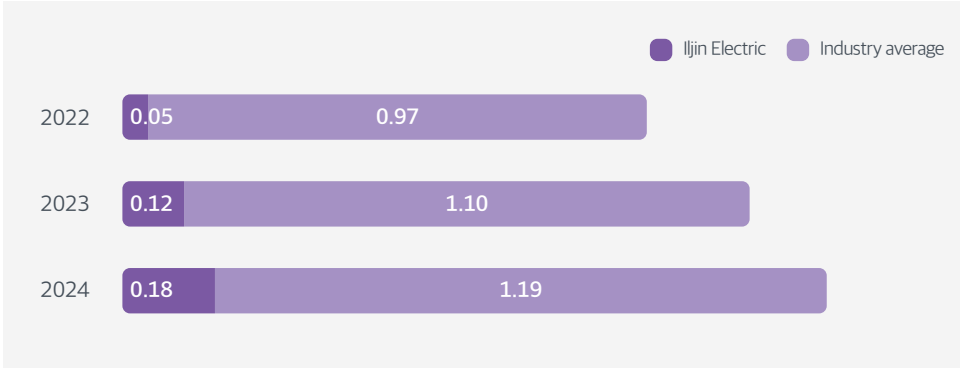
Iljin Electric listens to the opinions of its employees through the “Safety Suggestion Box.” In all business sites of Iljin Electric, the personal opinions of all employees and subcontractors are easily reflected, and measures to improve hazardous and dangerous factors are established and implemented, thereby preventing major accidents. In addition to the quarterly Industrial Safety and Health Committee meetings and the monthly Safety and Health Council, safety-related opinions from workplaces are collected on an ongoing basis. We plan to reward those who make excellent suggestions, and the results of improvement are announced in the safety news shared every month.

Iljin Electric’s Industrial Accident Rate

Iljin has maintained the lowest industrial accident rate in the industry for three consecutive years with one accidental industrial accident (traffic accident) in 2024. We will continue to strive to maintain a safer place of business through continuous industrial safety enhancement activities.

Industrial accident rate

(Unit: %)



2024 Safety and Health Performance

1 (fall-related accident)

fall accident

0

Ministry of Employment and Labor’s penalty disposition

Human Rights Management

Iljin Electric respects the rights of stakeholders through Human Rights Management, fulfills its social responsibility, and grows into a trustworthy company.

Human Rights Management Charter

As a corporate citizen who prioritizes human dignity and value, Iljin Electric declares the following "Human Rights Management Charter" to actively practice Human Rights Management.

We respect and honor international standards and norms on human rights, such as the UN Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises.

We do not discriminate against all stakeholders, including employees, on the basis of race, gender, education, age, disability, religion, place of birth, or political orientation.

We prevent human rights violations and inhumane acts, such as violence, coercion, harassment, and verbal abuse, in advance, and strive for active remedies.

We determine the working hours of employees in accordance with the nature of the work and the relevant laws and regulations of each country, and comply with laws, policies, and standards related to working conditions, such as minimum wage guarantees and social insurance.

We do not permit child labor and comply with the minimum working age set by the laws and regulations of the countries where we conduct business and international standards.

We guarantee free labor and do not unfairly restrict mental or physical freedom.

We manage and protect personal information acquired during management and business promotion. We guarantee collective bargaining and freedom of association in accordance with labor related laws and collective agreements.

We strive to prevent human rights violations and protect the environment in the communities where we do business.

We create a work environment that prioritizes the safety and health of our employees

Human Rights & Labor Policy

Iljin Electric actively practices human rights management and fulfills its social responsibility. We comply with internationally recognized principles such as the Universal Declaration of Human Rights, the ILO Constitution, and the Modern Slavery Act, and establish and enforce policies to prohibit all forms of forced labor and labor exploitation.

Forced labor and labor exploitation is prohibited

Child labor is prohibited

Efforts to prevent bullying and sexual harassment in the workplace

Iljin Electric supports all employees to maximize their potential by focusing on the values of diversity and inclusion. Ensuring the compliance with relevant laws and regulations, we put continuous efforts to prevent discrimination and harassment, including sexual harassment and sexual violence. In addition, A reporting center on the corporate website and an internal reporting system are operated to enable swift response to any issues. Regular preventive training and awareness campaigns are conducted to raise employee awareness and strengthen workplace culture.

Eradicate Discrimination

Iljin Electric strictly prohibits discrimination of any kind — including on the basis of gender, disability, religion, or origin — and actively strives to ensure that all employees have equal opportunities. To prevent discriminatory practices, Iljin Electric operates a reporting center on its corporate website, enabling employees to raise concerns promptly. We will continue to make every effort to establish a fair and inclusive workplace culture.

Reporting Center

Human Resource Management

Iljin Electric's Ideal Personnel

Iljin Electric is creating corporate sustainability with talents who share new values and changes. Based on the idea of "talents who are not bound by existing customs but seek new values and changes", we want to work with talents who have the Spirit of challenge, creative thinking, basic qualities as a global citizen, and four capabilities that aim to be the best in the world. We share our thoughts on the core values pursued by each talent type through our website, thereby providing information for future employees.

Proactive

A person who seeks new values and changes without being bound by existing customs

Spirit of challenge

A person with tireless passion

Creative thinking

Talented individuals with the spirit of challenge, creative thinking, and a passion to always be the best in the world

Basic qualities as a global citizen

Talented individuals with strong moral and ethical awareness and a flexible mindset toward diversity

Aiming for Global Excellence

Talent with the ability and will to win in an era of fierce, endless competition

Achievement Orientation

We maintain in-depth expertise and refined skills in specialized areas. We are committed to continuous learning and self-development to ensure accurate and efficient task performance

Professionalism

We act with honesty and fairness, prioritize the interests of the community over our own interests, and strive to uphold moral standards.

Ethical Behavior / Honesty

We are not afraid of change, actively explore new ideas, and pursue continuous development by solving problems through creative approaches that break the mold.

Will to innovate

We set high goals and work consistently to achieve them, gaining satisfaction and motivation through their accomplishments.

Human Resource Management

Talent Selection

Iljin Electric pursues sustainable management by securing excellent talent through fair procedures and non discriminatory recruitment. In the recruitment process, various procedures are established to fairly evaluate the capabilities and potential of applicants. The evaluation is conducted by thoroughly excluding discriminatory factors such as gender, age, and region of origin. In addition, talent is recruited at any time through continuous recruitment, and an online recruitment system is operated for the convenience of applicants. In order to minimize errors that may occur during the recruitment process, an internal audit is conducted, and fairness is continuously strengthened through this. Talents selected through the recruitment-linked internship implemented in early 2024 are currently working in each department.

New Employee Adaptation Training Program

Iljin Electric provides various programs to help talents selected through fair recruitment processes adapt to the company smoothly. We conduct systematic OJT (On the Job Training) for new employees to enhance their understanding of the work and help them gain practical field experience. This helps new employees quickly adapt to the work and contribute efficiently as a member of the team. In addition, we visit the plant site after joining the company to help new employees deeply understand the production process and experience the importance of product quality and work. Through such training programs, Iljin Electric creates an environment where all employees can work with professionalism and a sense of responsibility.

Human Resource Management

Talent Development

We are creating a corporate culture that supports continuous learning and growth, and are building a warm organizational culture through mentoring programs. We are mandating the completion of legally required education and introducing a credit system to systematically manage the development of employees' capabilities.

Classification		Educational content	Subject	Educational institution	Mandatory/Optional	Remark
Job training (STEP type operation)	Step.1	Leadership Course	Assistant Manager - General Manager	Corporate HR Team	Optional	Online/Offline
			Employee			Online
	Step.2	Basic job duties (in-house gathering)	Employee - Manager			Offline
	Step.3	Job Intensive (external training)	Deputy General Manager - Department Manager			Offline
Self-directed learning (Online/reading correspondence education)		General staff competency training	All employees	Group HR Team	Optional	Online/Offline
Promotion Training		Promoted Role Changes and Leadership Training	Promotee	Group HR Team	Mandatory	Offline
Legal mandatory education		Sexual harassment prevention education, etc	All employees	Corporate HR Team	Mandatory	Online/Offline
Special Education		Special training field education	Selected personnel		Optional	
Other education		Training tailored to employee needs	Targeted personnel			

Human Resource Management

Fair performance evaluation and growth support

Our company operates a system that fairly and transparently evaluates the performance of all employees. It reflects the efforts and achievements of each employee through objective and clear criteria, and ensures fairness. This performance evaluation aims to promote the growth and development of employees and ultimately contribute to the company. Through these efforts, Iljin Electric promotes sustainable development for both the company and its employees.

Compensation System

Iljin Electric operates a differentiated compensation system and the principle of putting people first that respects individual creativity and growth. The performance, achievements, abilities, and qualifications of members are evaluated fairly. This evaluation system, promotions, raises, and base and performance-based pay are differentially compensated.

Foundation Day Awards	*STAR Award
Rewards to employees who have contributed to the development of the company	A system that is shared with employees who are recognized for their contributions to generating profits through new business/products or improving existing processes

*Special Team for ADVANCED R&D Award

Certified company for job invention compensation

Iljin Electric operates a job invention compensation system to respect and actively encourage the creative ideas of its employees. Accordingly, it has been certified as an excellent company for job invention compensation by the Korean Intellectual Property Office. This means that our company provides fair compensation for employees' inventions and thereby strengthens the competitiveness of the company. We will continue to actively discover and utilize the creative ideas of our employees to pursue sustainable growth. In addition, through these efforts, we will fulfill our social responsibility and further solidify the trust of our customers and shareholders.


직무발명보상우수기업 인증서

인증번호 : 제2024-00211호
업 체 명 : 일진전기 주식회사
대표자명 : 황수
사업자번호 : 124-86-67922
유효기간 : 2024. 6. 18. ~ 2026. 6. 17.

「발명진흥법」 제11조에 의거하여 위의 기업을 직무발명보상 우수기업으로 인증합니다.

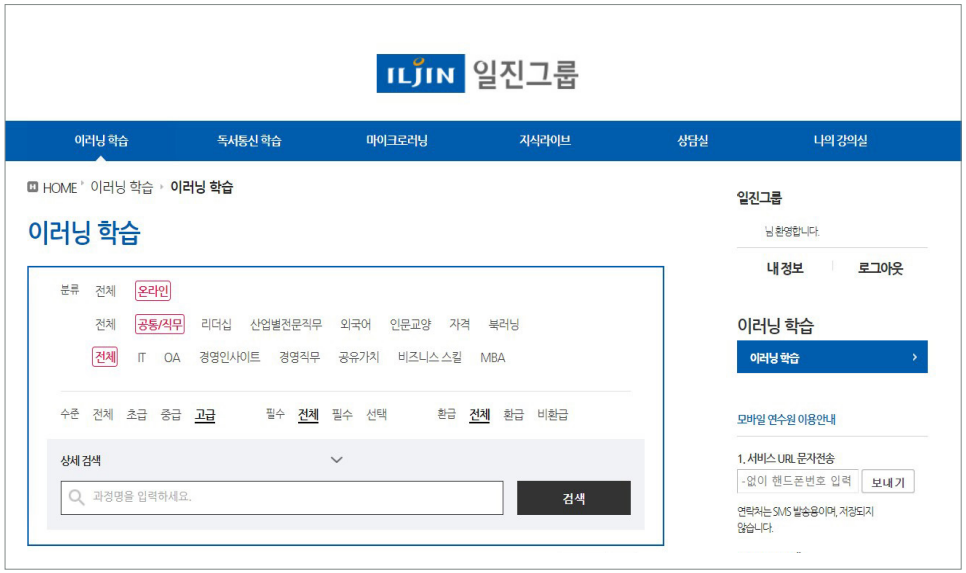
2024년 6월 18일

특 허 청

Korean Patent Office Certification for Excellence in Employee Invention Compensation

Support for Online Lectures to Strengthen Employee Capabilities

Iljin Electric provides cyber lectures for the growth and capacity enhancement of employees. There is a cyber lecture room and the system of taking one lecture per month are available. In addition to job-related lectures, various related courses such as humanities and languages are provided. Lectures in various fields are provided so that employees can choose optionally according to their interests and capabilities. Through cyber lectures, employees can improve their capabilities and increase their confidence in their work, and companies can strengthen the competitiveness of the organization and achieve sustainable growth by strengthening the capabilities of their employees.



Human Resource Management

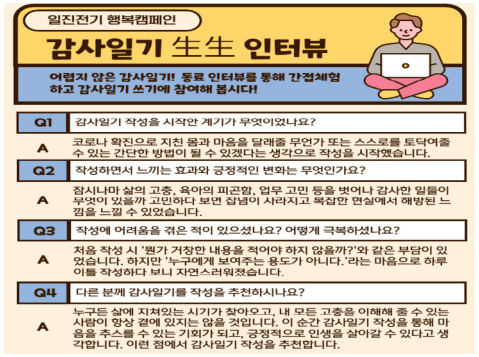
"Thank You" Campaign

Iljin Electric runs a gratitude campaign to promote the mental health of its employees. Think about and share things you are grateful for in your daily life to contribute to a positive organizational culture.

Gratitude bulletin board for employees and family

Happiness Campaign - Positive Words & Good Deeds

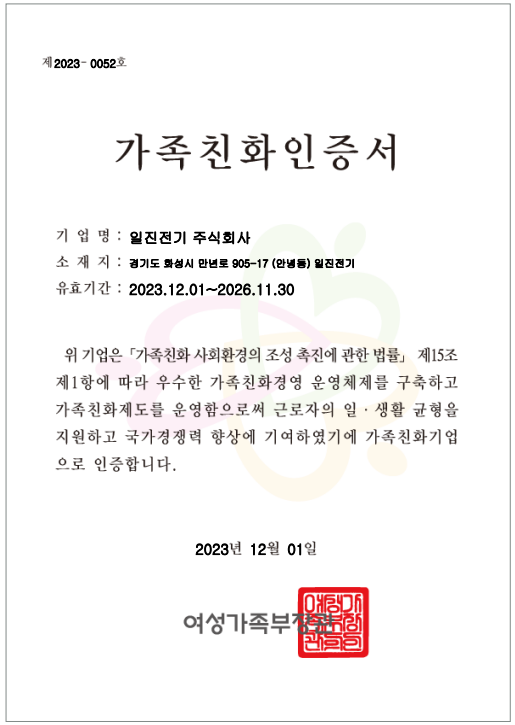
Embedding a Culture of Active Gratitude (2024)



Happiness Campaign - Gratitude Journal & Interviews

Family-friendly certified company

Iljin Electric strives to create a family-friendly work culture and operates systems such as childbirth and childrearing support. Accordingly, it has obtained the Family-Friendly Excellent Company Certification from the Ministry of Gender Equality and Family. In the future, we will further strengthen various family friendly and welfare systems to improve the quality of life of employees and their families.



제2023- 0052호

가족친화인증서

기 업 명 : 일진전기 주식회사
소 재 지 : 경기도 화성시 만년로 905-17 (안녕동) 일진전기
유효기간 : 2023.12.01~2026.11.30

위 기업은 「가족친화 사회환경의 조성 촉진에 관한 법률」 제15조 제1항에 따라 우수한 가족친화경영 운영체제를 구축하고 가족친화제도를 운영함으로써 근로자의 일 · 생활 균형을 지원하고 국가경쟁력 향상에 기여하였기에 가족친화기업으로 인증합니다.

2023년 12월 01일

여성가족부장관

Human Resource Management

Welfare

Iljin Electric places the highest priority on the growth and happiness of its employees and strives to enhance their sense of belonging to the company through various welfare benefits.

Nursing room	Parental leave	Children's tuition
Condolences & congratulations	Housing financing support	Health checkup
Convenient facilities	Support for obtaining qualifications and licenses	Support for communication cost
Self-driving support	Dormitory for plant worker	Support for employee vacation facilities and resorts

Employee Lounge at the Plant

Pantry at the Plant

Magok Innocenter's Indoor Gym

Hongseong Plant's Outdoor Gym

Human Resource Management

Education on sexual harassment prevention, personal information protection, etc.

Iljin Electric faithfully carries out legal mandatory education every year to ensure that all executives and employees comply with legal mandates and perform their duties ethically and responsibly. Accordingly, the following education is provided to all employees once a year.

Sexual Harassment Prevention Training

This is an essential training to create a health

Privacy Protection Training

This training is to thoroughly protect the personal information of customers and employees and to comply with related laws and regulations.

Such training enhances employees' awareness of legal compliance and serves as an important foundation for achieving the company's sustainable management goals.

Index Item		Unit	Year		
			2022	2023	2024
Sexual Harassment Prevention Training	Training Hours	Hour	773	839	1,029
	Participating personnel	Person	773	839	1,029
Disability Awareness Improvement Training	Training Hours	Hour	773	839	1,029
	Participating personnel	Person	773	839	1,029

Cooperative Labor-Management Relations

Iljin Electric complies with relevant laws and regulations, does its best to protect the rights and interests of its employees, and builds transparent and fair labor-management relations.

268 people

Number of union members (2024)

21 sessions

Labor-Management Council (2024)

Labor Union office

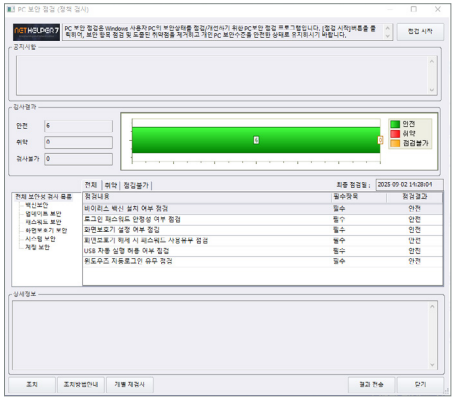
Information Security

Information Security System

Iljin Electric has established and is continuously strengthening the Information Security system. Through a systematic security management process, we have secured the ability to prevent Information Security accidents and respond quickly when they occur. Regular security inspections are conducted to check employee PCs and office spaces, proactively identifying vulnerabilities. A business continuity plan has been established to prepare for emergencies, supported by internal control standards to minimize risks. What's more, regular employee security training enhances awareness, and Iljin Electric will continue to advance its security framework to build a safe and trustworthy working environment.

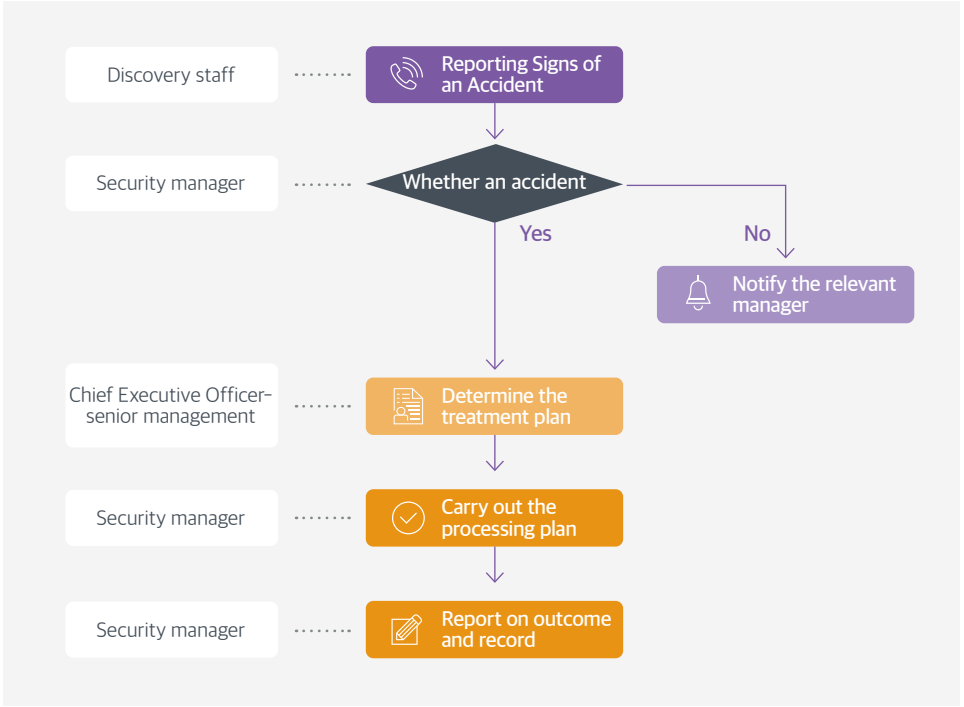
Clean Day Security Inspections

Iljin Electric operates an Information Security management system to protect the valuable information of employees and customers. Through the monthly "Clean Day" program, employees conduct both online PC security checks and offline office inspections, achieving self-directed security monitoring and heightened awareness. This initiative has delivered results in preventing cyber incidents, strengthening employee awareness, and improving workplace vulnerabilities. Iljin Electric will continue regular inspections and training to build a safe and reliable information security environment.



Security Inspection System Interface

Accident handling process



Creation of Customer Values

Quality Management

Quality is one of Iljin Electric's core values, and in the power equipment manufacturing industry, product reliability is a critical factor that directly leads to customer satisfaction. Iljin Electric promotes systematic management and continuous improvement to enhance quality. A quality assurance system has been established to quickly identify and resolve issues that may arise during production, ensuring safe and reliable products for customers. All domestic sites continuously acquire and renew ISO 9001:2015 Quality Management System certification, maintaining a global-level quality management framework. Iljin Electric will continue to invest in and innovate quality management to further increase customer satisfaction.

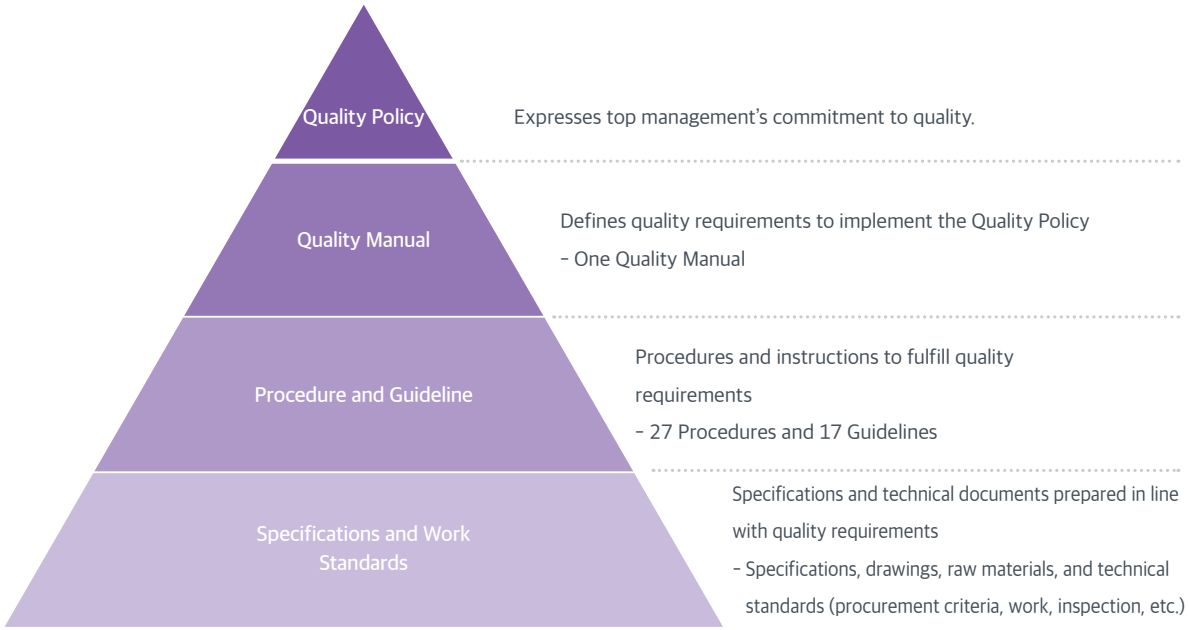

CERTIFICATE OF REGISTRATION

일진전기주식회사

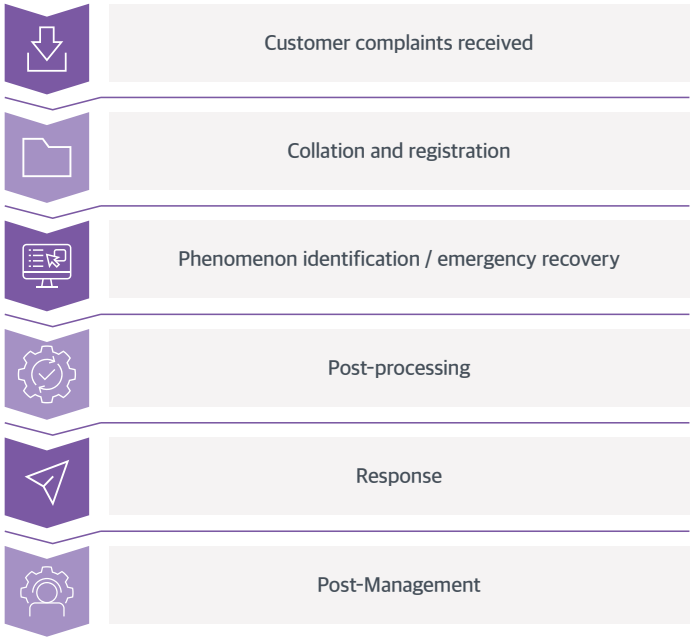
KS Q ISO 9001:2015 / ISO 9001:2015

ISO 9001(Quality Management) Certification

Quality Management System Composition



Quality Assurance System Framework



Creation of Customer Values

Quality seminar held to promote quality mindset

Iljin Electric recognizes the importance of quality and holds quality seminars every quarter to enhance employees' quality awareness and strengthen their capacity for quality innovation. It consists of content on quality concepts and changes in the times, quality mindset dimensions and components, the latest trends in quality innovation and establishment of countermeasures, and changes in quality awareness. All employees participate in the seminars every time. Through these efforts, Iljin Electric enhances employees' capabilities and raises their awareness of quality, enabling the Company to provide high-quality products and services to its customers. Quality seminars play a big role in enhancing our company's quality competitiveness, and we will continue to hold them in the future to enhance employees' quality capacity and increase customer satisfaction.

Quality seminar conducted for executives and employees

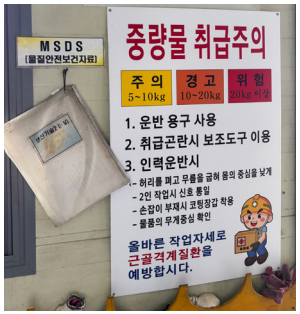
Enhanced customer safety

Iljin Electric strives to manage safety throughout the entire value chain, including handling, storage, packaging, preservation, and delivery of all products. We aim to protect customer safety by indicating the following product precautions.

Cautionary handling label attached to the product

MSDS Management and Placement

Iljin Electric posts MSDS in the plant to prevent safety accidents. We post original MSDS and warning signs so that workers can easily see them.



MSDS(Material Safety Data Sheet)

Supply Chain Management

Supply Chain Management

Purchasing managers must conduct their business in an open and fair manner based on honesty and trust in their relationships with business partners or potential business partners. They must always pursue purchases that comply with promises and laws with an attitude of fairness and integrity. Purchasing managers must act legally and play the role of market watchdogs to ensure fair trade.

Purchaser's Code of Conduct

- We faithfully and fairly comply with all laws and regulations within the authority granted to us by the company.
- We select partner companies through transparent and fair procedures and strive to develop each other under the principle of mutual benefit.
- We do not accept any unfair acts that violate business ethics and conduct sound and reasonable purchasing activities.
- We listen to the opinions of partner companies with an open mind, strive for sincere and smooth communication, and keep our promises.
- As purchasing agents representing a Korean company, we take pride in maintaining honor and dignity and always strive with a sense of mission as a leader in the purchasing sector.

Compliance with purchasing ethics

Iljin Electric complies with the Fair Trade Act and the Subcontracting Act.

Compliance with the Fair Trade Act

- Prohibition of unfair trade
- Prohibition of abuse of position
- Prohibition of unfair interference with business activities of new/other businesses
- Prohibition of pressure and coercion on suppliers

Compliance with the Subcontracting Act

- Application of standard subcontract agreement
- Delivery and preservation of written documents
- Mandatory payment of advance payment
- Prohibition on forced purchase of goods
- Prohibition on retaliation
- Opening of domestic letter of credit
- No delay in payment
- Payment of customs duty refund
- Payment of subcontracting fee directly
- Prohibition of illegal activities
- Payment of design change adjustment fee

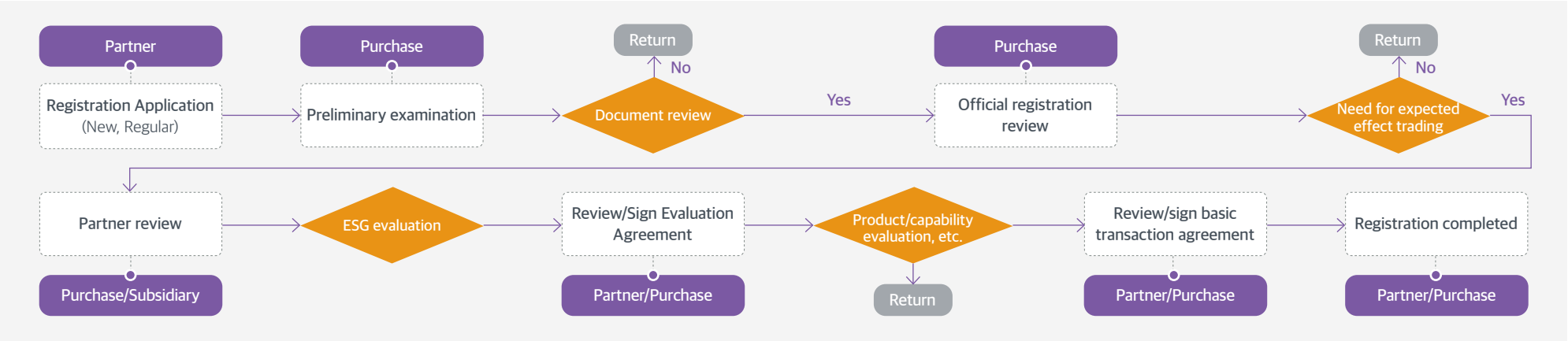
Five Themes of Purchasing Ethical Management

Use of Purchase Rights | Supply Line Selection and Maintenance | Sound and rational purchasing activities | Open communication | A leader in the development of the purchasing sector

Supply Chain Management

Partner Selection Process

Iljin Electric carries out procedures based on transparent criteria when selecting partners, including purchasing requirements. The evaluation items include sustainable items such as the environment, safety, and human rights, and through this, we aim to constantly practice mutual growth with our partners.



Area of evaluation		Key item of diagnosis				
Environment	Environmental Management System	Environmental Management Regulation	Establishment of Environmental Management Goals	Obtaining of environmental permits	Violation of environmental laws/ regulations	
	Energy and Greenhouse Gases	Energy usage	Greenhouse gas emissions			
	Resource Recycling and Hazardous Substances	Raw material usage	Waste emissions			
	Water Resources and Pollutants	Water management system establishment	Water usage			
Society	Labor and Human Rights	Establishment of human rights policy	Human rights education	Equal Employment	Working environment	Terms and Conditions of Employment
	Health and Safety System	Establishment of safety management policy	Listening to the opinions of employees	Health and Safety Budgeting		
	Health and Safety Management	Risk assessment implementation status	Industrial accident occurrence level	Establishment of an Emergency Response System	Conducting Safety and Health Training	
	External stakeholders	Intellectual property protection	Customer satisfaction management			
Governance	Ethics and Transparent Management	Establishment of ethical management policy	Conducting of ethics training			

Supply Chain Management

Partner's Code of Conduct

Iljin Electric has established the 'ESG Partner Code of Conduct' to strengthen the social responsibility of the supply chain and is sharing it with ESG Partners to ensure compliance. We evaluate the compliance of each ESG Partner with the Code of Conduct and support improvement activities by referring to the standards presented by international organizations such as RBA and market requirements.

Partner 's Code of Conduct by Area

Area	Key Indicators
Environment Management	· Partner Environmental System Construction · Management of Energy Use and Greenhouse Gas Emissions · Reduction of Use of Resources, etc.
Labor Rights	· Guarantee freedom of association, prohibition of forced labor · Prohibition of child employment · Compliance with working hours · Prohibition of discrimination, etc.
Health and Safety	· Health and Safety Management System Construction · Workplace Safety Management · Safety Diagnosis and Risk Assessment, etc.
Ethical Health	· Transparent management and anti-corruption · Protection of whistleblowers · Information protection · Responsible material purchase, etc.
Management System	· Demonstration of the company's commitment to compliance · Management's Mandatory and Responsibilities · Complaint Handling and Communication, etc.

Sustainable supply chain

Iljin Electric fosters and develops suppliers so that they can contribute to society while also pursuing profits.

- Find strategically important suppliers partnerships
- Purchaser-led cultivation and training of suppliers' various capabilities including management, quality, and cost
- Mutual sharing of performance based on supplier training and improvement
- Helping suppliers to do this consistently

Responsible Minerals

Iljin Electric aims to establish a sustainable supply chain by prohibiting the use of conflict minerals and participating in responsible mineral purchase. As responsible purchase is demanded from companies around the world, we aim to improve regulations to meet the needs of society and customers. Various minerals are used in various electric equipment products such as Extra-High voltage cables and transformers produced by Iljin Electric. Accordingly, we strictly prohibit the use of conflict minerals mined illegally in accordance with the Financial Regulatory Reform Act. In addition, we are actively responding to mineral issues such as the mineral supply chain to prevent human rights violations and minimize environmental destruction. We are constantly informing you about conflict minerals in our purchase system through the code of conduct for our partners. We will strive to become Iljin Electric that protects human rights and the environment together by sharing education and policies to improve awareness of both Iljin Electric and its partners.

Social Contribution

Donations and sharing activities

Iljin Electric conducts clothing and daily goods donation campaigns for community development and participates in group blood donation events organized by the Korean Red Cross. We also support domestic and international disaster relief, education, and welfare through contributions to Community Chest of Korea, Hongseong Scholarship Foundation, Turkey earthquake relief fund, and special fundraising for wildfire victims in Yeongnam.

Talent Development

Since 2017, Iljin Electric has operated an industry-academia apprenticeship program with Hongseong Technical High School, and since 2019, has expanded to include a high-skill work-study program with Woosong Information College to foster local youth talent. In partnership with Hongseong County and the Korea Employment Agency for the Disabled, the company has hired 12 athletes with disabilities, enabling them to focus on training with stability. Notably, the weightlifting team has achieved outstanding results, winning multiple medals.

Support for Local Events and Environmental Activities

Iljin Electric sponsors various events such as tree planting at “Jeongjo Hyo Park”, “Hwasan-dong Hyo Culture Festival”, and the “Global Barbecue Festival”, contributing to cultural development and community harmony. Together with the “Dolgoji Love Volunteer Group”, we conduct annual environmental clean-up activities, leading efforts to build a clean community where residents and businesses coexist. Iljin Electric also actively participates in climate crisis response as a member of the Gyeonggi Climate and Environment Council, a voluntary private-led initiative, practicing eco-friendly management.

Group blood donation events by the Korean Red Cross

Donation of Neighborly Love Funds and Scholarships

Delivery of Sponsored Goods to Sarangsaem Childcare Facility

Factory Visit by Sarangsaem Children

Employment and Support for Athletes with Disabilities

GOVERNANCE

Board of Directors

Iljin Electric operates a balanced decision-making body to strengthen transparent and sound governance. The Board of Directors determines the major policies of the company's overall management and strives to secure expertise and diversity in the operation of the Board of Directors.

Board of Directors' composition

The Board of Directors operates independently and objectively from the management. As of the end of March 2025, the Board of Directors consists of three executive directors and one outside director. The Chief Executive Officer concurrently serves as the Chairman of the Board of Directors, and in the absence of the Chairman, the next in line acts as the Chairman, thereby operating a decision-making structure.

Board of Directors' expertise

Strengthening the expertise of the Board of Directors helps them make strategic and effective decisions in a complex management environment. In the case of outside directors, they provide an independent perspective in their respective fields, making the decision-making process of the Board of Directors more balanced and comprehensive. The expertise and capabilities of the Board of Directors enhance the transparency and reliability of the company and serve as a foundation for providing solid trust to stakeholders.

Classification	Name	Area of Activity
Internal director	Soo Hwang	Iljin Electric Co., Ltd. Chief Executive Officer (Chairman of the Board of Directors)
	Sangseok You	Iljin Electric Co., Ltd. Head of Cable Division
	Jaechan Yang	Iljin Electric Co., Ltd. Head of Management Support Office, CFO
Outside director	Woonggi Cho	Iljin Electric Co., Ltd. Outside director, Mirae Asset Securities Management Advisor
Standing auditor	Donggun Lee	Iljin Electric Co., Ltd. auditor

Role of the Board of Directors

Board of Directors' independence

Iljin Electric prioritizes the independence of the Board of Directors in order to solidly establish governance. The Board of Directors monitors the operation of the company from an independent position from the company's management to ensure objectivity and fairness in the major decision-making process, and focuses on creating long-term value by protecting the interests of stakeholders. The Board of Directors establishes policies and procedures to realize transparent and responsible management. In addition, it operates an independent audit committee to enhance the reliability of financial reporting and internal control and promote ethical management. In this way, it contributes to strengthening trust with stakeholders and laying the foundation for sustainable growth of the company.

Board of Directors	Unit	2022	2023	2024
Regular	Number of times	12	11	8
Extraordinary	Number of times	12	20	12
Agenda for resolution	case	29	33	26
Report agenda	case	29	33	26
Pre-review rate	%	100	100	100
Average attendance rate	%	100	100	100

Status of salary payment

In accordance with the Board of Directors regulations, we transparently pay internal director and outside director compensation. We disclose the total compensation amount through the business report.

Risk Management

Governance, which plays a key role in corporate sustainability, clarifies the roles and responsibilities of the Board of Directors and management, strengthens the internal control system, and ensures transparency and fairness in all decision-making processes. Through these efforts, the company complies with legal and ethical norms and protects the rights and interests of its stakeholders. Therefore, we are strengthening trust with stakeholders by establishing transparent and responsible governance. Iljin Electric identifies and evaluates various management risks including legal, financial, and non-financial risks, and analyzes their impact. In particular, we are establishing preemptive countermeasures by closely examining risks across the business, including quality, environment, and safety and health. In addition, we are actively collecting opinions from internal and external stakeholders to continuously improve the risk management system. We have established a sustainable risk management system, not a one-time thing, by documenting and systematically managing all risk-related information. Through these efforts, Iljin Electric is turning risks into opportunities and laying the foundation for long-term growth.

Risk Management Process

1 Risk Identification

- Define potential risk factors that hinder the achievement of corporate goals as risks
- Classify and identify risks that may cause financial loss and non-financial damage
- Consider key issues and major stakeholder requirements
- Comprehensively analyze the causes of risk occurrence, possible events, and potential outcomes
- Evaluate the existing risk management system and understand the management status

2 Risk Assessment and Analysis

- Comprehensively evaluate the likelihood and impact of identified risks
- Perform objective quantitative and qualitative assessments by relevant stakeholders
- Quantify the likelihood of risk based on analysis of past data
- Evaluate the degree of impact on risk-related management systems and processes
- Risk classification of risks that comprehensively consider likelihood and impact

3 Risk Response & Monitoring

- Seek and implement alternatives to mitigate risks
- Set key performance indicators to achieve risk management objectives
- Risk management strategies: Utilize various approaches such as improvement, risk avoidance, and risk transfer
- Continuously monitor and evaluate risk management activities
- Revise and supplement risk response strategies based on monitoring results

4 Risk Communication & Reporting

- Support customized reporting system based on risk assessment results
- Establish efficient decision-making system centered on top management and strengthen execution capability
- Establish improvement foundation through risk management history records

Risk Management

ESG Risk and Opportunity Analysis

Classification	Key Issue	Opportunity	Risk	Opportunity and risk factors	Response activities
Regulation	Strengthening climate-related laws and increasing carbon neutrality requirements		●	Potential increase in facility investment and management costs	Monitor climate-related regulations, establish and implement GHG reduction targets
	Introduction of EU CBAM (Carbon Border Adjustment Mechanism) and strengthened Scope 3 supply chain management	●	●	Expanded requirements for supply chain emissions management, potential decline in export competitiveness, develop low-carbon technologies and overseas market expansion with CBAM response	Build supply chain carbon management system, operate partner capability enhancement programs
	Reinforcement of ethical and compliance management	●	●	Risk of reputational damage and sanctions from violations or unfair trade; strengthening ethical and compliance management enhances transparency and stakeholder trust	Strengthen ethical management policies, provide employee ethics training, introduce Fair Trade Compliance Program (CP), and operate internal reporting channels
Technology / Business	Development of eco-friendly technologies and expansion of product portfolio	●		Creation of new markets driven by rising demand for eco-friendly products	Expansion of R&D for eco-friendly technologies and products
	Improvement of energy efficiency and transition to renewable energy	●	●	Burden from rising energy prices; expanded investment in energy audits and efficiency improvements; increased use of renewable energy	Conduct energy audits, expand efficiency improvement investments, and increase renewable energy use
	Strengthening occupational safety and health management		●	Potential human and financial losses from industrial accidents and stricter safety regulations	Operate ISO 45001, conduct regular risk assessments, strengthen safety training, and continue accident prevention activities
Market	Supply chain ESG risk management and co-growth with partners	●	●	Strengthened requirements for supply chain ESG evaluation; risk of transaction restrictions if unmet; opportunity to spread sustainable management and enhance partner competitiveness	Strengthen supplier ESG evaluation and feedback systems, expand co-growth programs
	Reinforcement of information security management		●	Increased risk of data leakage and hacking due to digital expansion	Strengthen information security framework, conduct regular inspections, and enhance employee security training
Reputation	Strengthening human rights management and protection		●	Rising risk of human rights violations in global supply chains and increasing social demands	Conduct human rights impact assessments and operate grievance channels
	Response to mandatory ESG disclosure and reinforcement of transparent management	●	●	Increased compliance burden from mandatory ESG disclosure; risk of credibility loss if disclosure is insufficient; opportunity to enhance stakeholder trust through expanded disclosure	Publish sustainability reports regularly, expand ESG disclosure, and strengthen stakeholder communication
	Intensified corporate evaluations on sustainability management	●	●	Risk of changes in corporate image and credit ratings depending on evaluation results; opportunity to attract investment and enhance brand value through strong evaluations	Respond to global evaluations such as CDP, manage improvement activities and performance
Physical	Natural disasters and abnormal climate events		●	Facility damage, increased recovery costs, and potential production disruptions due to typhoons and heavy rainfall	Reinforce climate disaster response infrastructure, strengthen waterproofing and drainage systems, and conduct regular emergency drills

Ethical Management

Ethical Management Policy

Iljin Electric has established an Ethical Management system and is applying ethical standards to all management activities. Through the Code of Ethics, we are establishing a transparent and fair corporate culture for employees and external stakeholders, and are strictly managing unethical behavior by applying the principle of zero tolerance.

Code of Ethics

- We believe that "the company exists because of the customers" and provide the best products and services by prioritizing customer value in management.
- We will not engage in any form of illegal activity, such as unfairly requesting favors or demanding money from business partners or stakeholders, by using our jobs, and we will actively take the lead in becoming dignified Iljin people who eradicate unethical behavior that may damage the company's reputation.
- We guarantee equal opportunities to our partners and aim for mutual growth with the company through fair competition and trade among partners.
- We actively protect the company's assets and do not leak or use trade secrets of the company and customers that we learn in the course of our jobs.
- We respect the personalities of our colleagues and take the lead in creating an organizational culture of mutual trust.
- We comply with laws and regulations, respect the order of the free market, and fulfill our social responsibility through fair trade.
- We pursue shared prosperity by strengthening trust relationships through transparent management activities and mutual cooperation that value shareholders, investors, and business partners.

Ethical Conduct Guidelines

Acceptance of Money and Gifts	Receipt of hospitality and convenience	Receipt of money for condolences and congratulations
Establishing of work discipline	Guidelines for using security guards	Prohibition of direct or indirect transactions with the company

Ethical standards

Compliance Management

Compliance Management Policy

Iljin Electric recognizes that the practice of Compliance Management is a core principle for implementing ethical management, a means for achieving a first-class company, and a prerequisite for the self realization of each employee In addition, all employees are required to sign a Compliance Management practice pledge to comply with the code of conduct in the course of performing their duties.

Compliance Management Practice Pledge

1. I understand the management values and compliance philosophy of Iljin Electric and will perform my duties fairly and transparently based on a high level of compliance awareness.
2. I will comply with domestic and international laws and internal regulations during the course of my duties, and will not engage in any acts that violate or may be suspected of violating laws and internal regulations, and will not instruct, approve, assist, or condone such acts.
3. I will respect the free and fair market economic order, comply with fair trade laws, and will not engage in acts that hinder free competition such as collusion.
4. I will recognize Partners as business partners and entities with whom I must coexist, and will comply with relevant laws such as the Subcontracting Act and will not abuse my superior position by making unfair demands or retaliatory acts.
5. I will consult with the legal team and other relevant departments in advance to reduce the risk of violating the law when performing company duties such as promoting major businesses and concluding contracts.
6. If I become aware of any act that violates or may violate domestic or international laws, internal regulations, or this Code of Conduct, I will immediately report it to the legal department or other relevant departments.
7. I will actively participate in the company's activities to practice Compliance Management, such as employee education, monitoring, on-site inspections, and follow-up measures.

Fair Trade Compliance

Iljin Electric recognizes that respecting fair and free market competition and establishing a fair and transparent trading culture are the core foundations of sustainable growth. Accordingly, we comply with all fair trade regulations in its business activities and strengthens its compliance management system to prevent any acts that may undermine them. Starting in 2025, Iljin Electric is introducing a Fair Trade Compliance Program (CP) and pursuing certification for ISO 37301 (Compliance Management System) and ISO 37001 (Anti-Bribery Management System) to respond to the rapidly changing regulatory environment and growing compliance requirements. Through the operation of the CP system and acquisition of international anti-bribery and compliance certifications, Iljin Electric plans to strengthen employees' compliance awareness and internal control capabilities, thereby solidifying a culture of compliance management. These efforts will enable Iljin Electric to grow into a company trusted not only by employees but also by all stakeholders.

Ethics and compliance related training

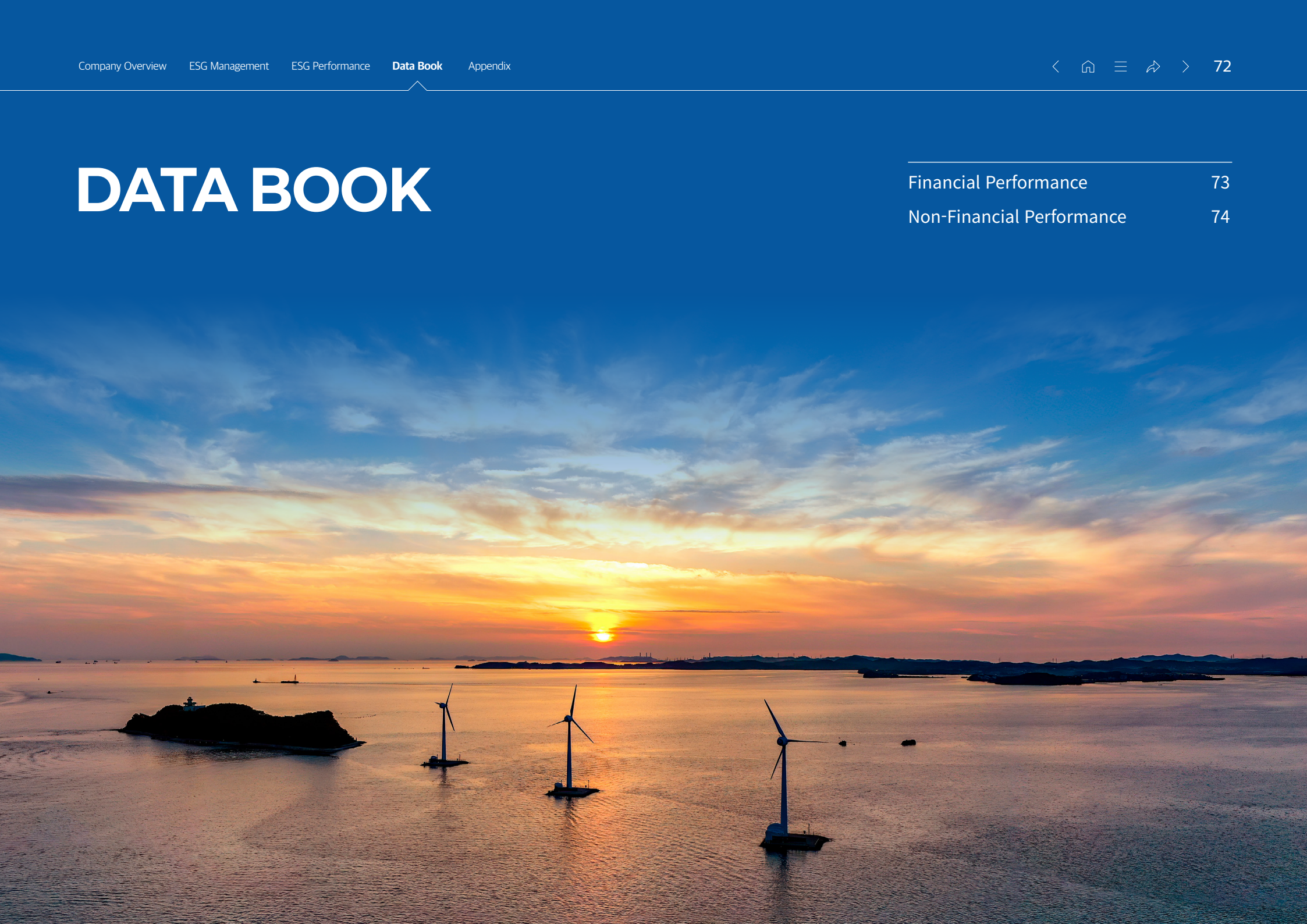
In order to create a transparent corporate culture, our company is providing ethics and compliance education to all employees. Through this, we are supporting employees to comply with legal mandates and acquire the ability to perform their work in compliance with the law. We will establish related plans and make continuous efforts to ensure that ethics and compliance education is conducted regularly every year in the future.

Operation of Human Rights, Ethics, and Fair Trade Reporting Channels

As part of its ethical management, Iljin Electric operates a reporting center on its website to investigate unethical conduct and realize transparent management. Employees can anonymously report unethical behavior or unfair trade practices through this channel, with procedures in place to freely raise concerns. All reports are thoroughly investigated, and appropriate measures are taken, contributing to the creation of a fair working environment. The identity of all whistleblowers is strictly protected, and the content of reports is kept strictly confidential. The website reporting center serves as an important tool to ensure employees can carry out their work fairly and transparently. Iljin Electric will continue to make every effort to realize sustainable management and fulfill its social responsibilities.

Reporting Center

DATA BOOK



Financial Performance

Classification	Unit	2022	2023	2024
Assets				
Current assets	KRW million	360,680	433,758	702,238
Non-current assets		478,833	495,131	546,800
Total assets		839,513	928,888	1,249,038
Liabilities				
Current liabilities	KRW million	321,655	384,893	606,534
Non-current liabilities		172,956	172,853	142,195
Total liabilities		494,611	557,746	748,729
Equity				
Total equity	KRW million	344,902	371,142	500,310
Total capital and liabilities		839,513	928,888	1,249,038

Classification	Unit	2022	2023	2024
Revenue	KRW million	1,164,706	1,246,732	1,577,247
Cost of sales		1,068,497	1,129,403	1,421,604
Gross profits		96,209	117,329	155,643
Operating Income		31,491	60,757	79,742
Net income (loss) before income tax expense		27,729	43,593	63,753
Net income				
Owner's share of the controlling company	KRW million	24,222	34,540	46,193
Other comprehensive income		1,308	(3,525)	(1,828)
Total comprehensive income (loss)				
Owner's share of the controlling company	KRW million	25,530	31,015	44,365
Earnings per share				
Basic earnings (loss) per share	KRW	653	879	983
Diluted earnings (loss) per share		653	879	982

Classification	Unit	2022	2023	2024
Total cash dividends	KRW million	4,819	8,156	14,303
(Consolidated) Cash dividend payout ratio	%	19.90	23.61	30.96
Cash dividend per share	KRW	130	220	300

Non-Financial Performance

Environmental Data

Greenhouse gas emissions

Classification		Unit	2022	2023	2024
Greenhouse gas emissions	Scope 1	tCO_2eq	9,021	11,872	12,032
	Scope 2		22,048	23,752	26,175
	Total emissions		31,069	35,623	38,207
Green-house gas emissions intensity	Greenhouse gas emissions per revenue	tCO_2eq/ KRW 100 million	2.67	2.86	2.42

* From 2024, emissions from overseas corporates and branches are included / Facility-specific emissions corrected from the previous report

Greenhouse gas emissions by business location

Magok Innocenter	Unit	Scope 1	Scope 2	Total emissions
2022	tCO_2eq	47	426	473
2023		58	381	439
2024		58	378	436

※ Iljin Group Headquarters in Mapo → relocated to Magok Inno Center before September 2022

Hwaseong Plant 1	Unit	Scope 1	Scope 2	Total emissions
2022	tCO_2eq	95	962	1,057
2023		50	913	963
2024		45	1,035	1,081

Hwaseong Plant 2	Unit	Scope 1	Scope 2	Total emissions
2022	tCO_2eq	189	10,460	10,649
2023		182	10,658	10,840
2024		226	12,376	12,602

Hongseong Plant	Unit	Scope 1	Scope 2	Total emissions
2022	tCO_2eq	746	5,556	6,302
2023		824	6,231	7,055
2024		914	6,696	7,610

Ansan Plant	Unit	Scope 1	Scope 2	Total emissions
2022	tCO_2eq	7,943	4,645	12,588
2023		10,758	5,568	16,326
2024		10,726	5,571	16,297

Energy consumption

	Unit	2022	2023	2024
Scope 1	TJ	175	232	235
Scope 2		455	496	547
Energy intensity (Energy usage per revenue)	TJ/KRW 100 million	0.05	0.06	0.05

* From 2024, energy consumption from overseas corporates and branches are included / Bussines site-specific energy consumption corrected from the previous report

Energy Consumption by Site

	Unit	Magok Innocenter	Hwaseong Plant 1	Hwaseong Plant 2	Hongseong Plant	Ansan Plant
2022	TJ	8	21	221	130	249
2023		9	20	225	146	327
2024		10	22	262	158	327

Non-Financial Performance

Environmental Data

Water usage

Business Sites	Unit	2022	2023	2024
All	tCO₂eq	78,533	95,264	101,860
Magok Innocenter		3,539	5,182	4,633
Hwaseong Plant 1		2,354	2,178	4,736
Hwaseong Plant 2		3,671	4,134	4,169
Hongseong Plant		23,296	24,212	29,451
Ansan Plant		45,673	59,558	58,871

* Business site-specific water usage corrected from the previous report

Wastewater discharge

Business Sites	Unit	2022	2023	2024
Total	tCO₂eq	9,792	8,105	12,498
Hwaseong Plant 1		28	8	7
Hwaseong Plant 2		144	129	275
Hongseong Plant		48	61	65
Ansan Plant		9,573	7,908	12,150

Waste Generation

Classification	Unit	2022		2023		2024	
		Designated waste	General waste	Designated waste	General waste	Designated waste	General waste
Total	tCO₂eq	280	1,316	303	1,041	348	1,676
Hwaseong Plant 1		0	60	21	70	15	53
Hwaseong Plant 2		87	619	69	233	68	761
Hongseong Plant		41	312	43	417	22	487
Ansan Plant		151	325	170	321	244	375

Air pollutant emissions

Item	Business Sites	Unit	2022	2023	2024
Dust	Total	t	6.63	0.56	0.42
	Hwaseong Plant 1		0.22	0.10	0.12
	Hwaseong Plant 2		0.00	0.00	0.00
	Hongseong Plant		0.03	0.05	0.03
	Ansan Plant		6.38	0.41	0.27
Nitrogen oxide	Total		14.43	12.21	7.00
	Hongseong Plant		0.66	0.30	0.29
	Ansan Plant		13.77	11.91	6.71
Sulfur oxide	Total		0.80	0.06	0.01
	Hongseong Plant		0.04	0.00	0.00
	Ansan Plant		0.76	0.06	0.01

* Air pollutant emissions of Ansan Plant corrected from the previous report

Water Pollutant Emissions

Item	Unit	2022	2023	2024
BOD Biological Oxygen Demand	t	0.005	0.008	0.024
COD Chemical Oxygen Demand		0.017	-	-
TOC Total Organic Carbon		-	0.021	0.036
SS floating matter		0.007	0.033	0.085
Total Phosphorus		0.009	-	-
Total Nitrogen		0.077	0.033	0.071

* changed to TOC (Total Organic Carbon) from 2023 ** Unit: Ansan Plant

Non-Financial Performance

Social Data

Classification	Index Item		Unit	Year		
				2022	2023	2024
Safety management	Disaster rate		%	0.05	0.12	0.2
	Disaster count	Number of casualties	case	1	1	1
		Number of deaths	case	0	0	0
	LTIFR(Disaster rate of work loss)		Number of incidents per million hours	0.6	0.53	0.5
Safety training ovarall performance	Total training hours		Hour	34,672	17,657	23,575
	Total number of trainees		Person	637	713	935
	Training hours per employee		Hour/person	54.4	24.8	25.2
Safety training performance Hwaseong Plant 1	Total training hours		Hour	2,952	2,785	2,529
	Total number of trainees		Person	72	80	80
	Training hours per employee		Hour/person	41	34.8	31.6
Safety training performance Hwaseong Plant 2	Total training hours		Hour	18,816	5,514	8,138
	Total number of trainees		Person	262	268	297
	Training hours per employee		Hour/person	71.8	20.6	27.4
Safety training performance Hongseong Plant	Total training hours		Hour	7,228	7,660	11,038
	Total number of trainees		Person	246	305	487
	Training hours per employee		Hour/person	29.4	25.1	22.7
Safety training performance Ansan Plant	Total training hours		Hour	5,676	1,698	1,870
	Total number of trainees		Person	57	60	71
	Training hours per employee		Hour/person	99.6	28.3	26.3

※ Disaster count corrected from previous report

2024 Safety training performance

Classification	Unit	Training Hours				
		Hwaseong Plant 1	Hwaseong Plant 2	Hongseong Plant	Ansan Plant	Total
Regular	Hour	1,920	5,610	6,288	1,188	15,006
Supervisor		208	208	896	84	1,396
Upon hiring		136	520	888	96	1,640
When changing work details		0	0	0	0	0
Special		238	1,296	2,808	502	4,844
Others		27	504	158	0	689
Total		2,529	8,138	11,038	1,870	23,575
Performance rate (%)		100%	100%	100%	100%	100%

Non-Financial Performance

Social Data

Index Item		Unit	Year		
			2022	2023	2024
General status*	Male	Person	743	809	971
	Female	Person	30	30	58
	Total	Person	773	839	1,029
By position	Manager	Person	75	72	78
Diversity	People with disabilities	Person	11	14	19
	Patriots and veterans	Person	3	3	3
	Temporary workers (including contract workers)	Person	43	44	78
Jobs created and changes	New hires	Person	149	213	322
	Number of job changers	Person	68	96	212
	Turnover Rate	%	8.8	11.4	20.6
	Average number of years of service (based on employees at the end of the year)	Year	11.4	10.1	8.3
	Number of the dismissed	Person	1	-	-
Total welfare expenses		KRW million	8,422	9,079	12,067
Average welfare expenses per employee		KRW million	10.9	10.8	11.7
Use of parental leave and reinstatement status	Number of people on parental leave	Person	16	12	8
	Number of people returning from parental leave	Person	5	12	8
	12-month employment rate after returning from parental leave	%	100	67	63

Index Item		Unit	Year		
			2022	2023	2024
Total training status (Including mandatory education)	Total training hours	Hour	20,659	24,081	27,286
	Hours of training per employee	Hour	27	29	27
	Total number of trainees (excluding duplicates)	Person	773	839	1,029
	Officer and employee training participation rate	%	100	100	100
	Total training expenses for employees	KRW million	174	212	288
	Training costs per employee	KRW 1,000	225	254	288
Sexual harassment prevention education	Training Hours	Hour	773	839	1,029
	Participating personnel	Person	773	839	1,029
Disability Awareness Improvement Training	Training Hours	Hour	773	839	1,029
	Participating personnel	Person	773	839	1,029
Number of people eligible for union membership		Person	285	292	333
Number of union members**		Person	242	246	268
Union membership rate		%	85	84	80
Holding of labor-management council**		Number of times	13	13	21
Number of complaints received**		case	37	43	77
Number of complaints received and processed**		case	21	33	69
Average number of days of response**		day	23.8	23.5	37.3

* General status: Limited to executives and regular employees

** The number of people, the number of holdings of labor-management councils, and the number of complaints received are all totals for 4 plants, and the average number of days of response uses the average value of 4 plants.

Non-Financial Performance

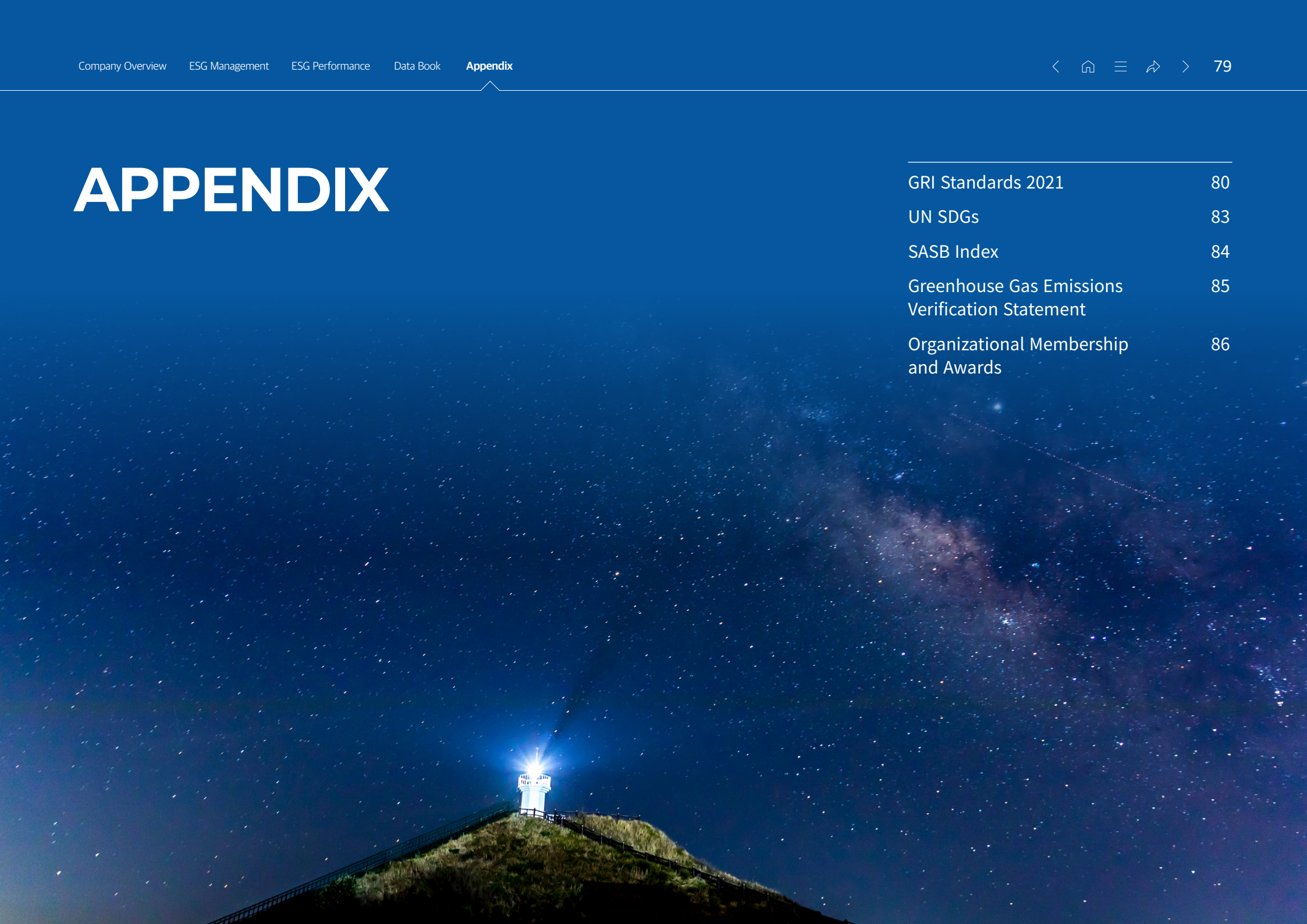
Board of Directors

Classification	Unit	2022	2023	2024
Regular	Number of times	12	11	8
Extraordinary	Number of times	12	20	12
Agenda for resolution	case	29	33	26
Report agenda	case	29	33	26
Pre-review rate	%	100	100	100
Average attendance rate	%	100	100	100

Sanctions and lawsuits related to violations such as anti-competitive behavior

Item	Unit	Year		
		2022	2023	2024
Total amount of fines and damages	KRW million	-	-	-
Non-monetary sanctions count	case	-	-	-
Number of lawsuits filed	case	-	-	-

APPENDIX



GRI Standards 2021

GRI 2: General Disclosures 2021			
Topic	Index	Item of disclosure	Page
Organization and reporting practices	2-1	Organizational details	6
	2-2	Entities included in the organization's sustainability report	2
	2-3	Reporting period, cycle and contact information	2
	2-4	Correction report	2
Activities and workers	2-6	Entities with business activities, value chains and business relationships	6
	2-7	Officers and employees	6
	2-8	Workers other than officers and employees	77
Governance	2-9	Governance structure and composition	67
	2-10	Nomination and selection of the highest decision-making body	67
	2-11	Chairman of the highest decision-making body	67
	2-12	Role of the highest decision-making body overseeing impact management	67
	2-13	Delegation of responsibility for impact management	67
	2-14	Role of the highest decision-making body in sustainability reporting	67
	2-15	Conflict of interest	67
	2-16	Communication on important issues	67
	2-17	Collective knowledge of the highest decision-making body	67
	2-18	Performance evaluation of the highest decision-making body	67
	2-19	Remuneration policy	67
	2-20	Remuneration determination process	67
		Annual total compensation ratio	67
Governance	2-22	Statement on sustainable growth strategy	5
	2-23	Policy promises	5, 7, 28
	2-24	Internalization of policy promises	5, 7, 34, 45, 62, 70, 71
	2-25	Process for addressing negative impacts	68
	2-26	Mechanisms to seek advice and raise concerns	68
	2-27	Compliance with laws and regulations	71
	2-28	Membership association	86
	2-29	Stakeholders' participation and communication	31
	2-30	Collective bargaining agreement	51, 58

GRI 3: materiality Topic Material Topics 2021			
Topic	Index	Item of disclosure	Page
Materiality	3-1	Materiality topic determination process	29
	3-2	List of materiality topics	30
	3-3	Management of materiality topics	30

GRI 200: Economic Performance			
Topic	Index	Item of disclosure	Page
Economic performance	201-1	Direct economic value generation and distribution	73
	201-2	Financial impact and other risks and opportunities due to climate changes	37
Anti-corruption	205-1	Place of business corruption risk assessment	71
	205-2	Communication and education on anti-corruption policies and procedures	71
Anti-competitive practices	206-1	Litigation related to violation of anti-competitive and anti-monopoly laws	78

GRI Standards 2021

GRI 300: Environmental Performance			
Topic	Index	Item of disclosure	Page
Energy	302-1	Energy consumption within the organization	41, 74
	302-2	Energy consumption outside the organization	N/A
	302-3	Energy intensity	41, 74
	302-4	Reduced energy consumption	39
	302-5	Reduced energy requirements of products and services	34, 36, 38, 39
Water	303-3	Intake	42, 75
	303-4	Discharge	42, 75
	303-5	Water consumption	42, 75
Biological diversity	304-1	Place of business owned/leased/operated within or near protected areas and areas of high biodiversity value	N/A
	304-2	Significant impacts of an organization's activities, products, and services on biodiversity	43
	304-3	Protected or restored habitat	43
	304-4	IUCN Red List and list of nationally protected species living within areas affected by the organization's work	N/A
Emission	305-1	Direct GHG Emissions (Scope 1)	40, 74
	305-2	Indirect GHG Emissions (Scope 2)	40, 74
	305-3	Other Indirect GHG Emissions (Scope 3)	40
	305-4	Green-house gas emissions intensity	40, 74
	305-5	Reduction of GHG emissions	38, 40
	305-7	NOx, SOx and other important atmospheric emission	75
Waste	306-1	Total discharge by water quality and destination	42, 75
	306-2	Waste by type and treatment method	42, 75
	306-3	Waste generation	42, 75
	306-4	Recycled Waste	42
	306-5	Waste to be disposed	42, 75

GRI Standards 2021

GRI 400: Social Performance			
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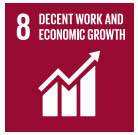
Employment	401-1	Hiring and transfer of new employees	53, 77
	401-3	Parental leave	57, 77
Workplace health and safety	403-1	Workplace Health and Safety Management System	45, 46, 47, 48, 49, 50, 57
	403-2	Identification of Risk Factors and Risk Assessment Accident Investigation	46
	403-3	Workplace Medical Services	49
	403-4	Employee Participation and Communication on Workplace Health and Safety	50
	403-5	Employee Training on Workplace Health and Safety	47, 49
	403-6	Promotion of Employee Health	49, 57, 58
	403-7	Prevention and Mitigation of Workplace Health and Safety Impacts Directly Related to Business Relationships	46, 47
	403-8	Employees Covered by the Workplace Health and Safety Management System	45
	403-9	Work-related injuries	50, 76
	403-10	Work-related illness	N/A
Training and education	404-1	Average annual training hours per officer and employee	76, 77
	404-2	Programs to strengthen the capacity and support the transition of officers and employees	53, 54, 55
Diversity and Equal Opportunity	405-1	Diversity of Governance Agencies and Staff	53, 67, 77
	406-2	Base salary and compensation ratio of women to men	Undisclosed
Anti-discrimination	406-1	Discrimination Count and Corrective Action	N/A
Freedom of association and collective bargaining	407-1	Freedom of association and collective bargaining	58
Child labor	408-1	Operations and suppliers at significant risk of child labor incidents	N/A
Forced labor	409-1	Operations and suppliers at significant risk of forced labor	N/A
Community	413-1	Community engagement, impact assessment and development program operations	43, 65
	413-2	Businesses that have a real and potentially negative impact on the community	N/A
Supplier Social Impact Assessment	414-1	New suppliers who have been screened against social criteria	63
	414-2	Negative social impacts in the supply chain and countermeasures	62, 64
Public policy	415-1	Political donations	N/A

UN SDGs

Iljin Electric is engaging in various sustainable activities to achieve the UN's Sustainable Development Goals (SDGs).

	**End poverty in all its forms everywhere** Education and welfare support, and domestic and international disaster relief	p. 65		**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all** Prohibition of forced labor and child labor, prohibition of discrimination, and development of young talent	p. 51, 65
	**Ensure healthy lives and promote well-being for all at all ages** Blood donation campaigns, operation of employee sports facilities, and general and specialized health examinations	p. 49, 57, 65		**Ensure sustainable consumption and production patterns** Greenhouse gas, energy, and resource management; green technology certification; and product life cycle assessment (LCA)	p. 38, 39, 40, 41, 42, 43
	**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all** Support for cyber classrooms to strengthen capabilities	p. 54, 55		**Take urgent action to combat climate change and its impacts** Analysis and response to climate-related risks and opportunities	p. 36, 37, 38, 39, 40, 41
	**Achieve gender equality and empower all women and girls** Operation of nursing room and women's lounge, operation of parental leave system	p. 57		**Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss** Conducting environmental cleanup activities	p. 43
	**Ensure access to affordable, reliable, sustainable and modern energy for all** Development of renewable energy-based power grid solutions	p. 25, 26		**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels** Ethical management and compliance management	p. 70, 71

SASB Index

Classification	SASB Code	SASB Index	Page
Energy management	RT-EE-130a.1	Total energy consumption	41, 74
		Grid power ratio	-
		Renewable energy ratio	-
Hazardous waste management	RT-EE-150a.1	Hazardous waste generation volume, recycling rate	42, 75
	RT-EE-150a.2	Number and total amount of hazardous material spills	N/A
Product safety	RT-EE-250a.1	Number of recalls announced, total number of products recalled	-
	RT-EE-250a.2	Total monetary loss resulting from legal proceedings related to product safety	-
Product life cycle management	RT-EE-410a.1	Revenue ratio from products containing substances subject to IEC 62474 notification	-
	RT-EE-410a.2	Revenue from eligible products that meet ENERGY STAR® criteria	-
	RT-EE-410a.3	Revenue from renewable energy and energy efficiency related products	37
Procurement of materials	RT-EE-440a.1	Technology for managing risks associated with the use of critical materials	64
Corporate ethics	RT-EE-510a.3	Total monetary loss resulting from legal proceedings related to anti-competitive conduct regulations	78
Activity Metrics	RT-EE-000.B	Number of officers and employees	77

Greenhouse Gas Emissions Verification Statement

KMR-VCV-25-112

Verification Opinion Statement

ILJIN ELECTRIC
ISO 14064-1:2018

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") emission in 2024 of ILJIN ELECTRIC

SCOPE

Verification of places of business and emissions facilities under the control of ILJIN ELECTRIC.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for reporting and certification of the Greenhouse Gas emissions trading scheme (Ministry of Environment, 2025-64)
- WRI/WBCSD GHG Protocol (2013)

GHG emissions & Energy consumption

Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total (tCO_2 eq)
12,032.089	26,175.148	**38,207**

Fuel	Electricity	Steam	Total (TJ)
234.554	544.385	2.711	**781.413**

※ Note: The company's total emissions are rounded to three decimal places and reported based on integer digits

Jul 10, 2025

Authorized By E J Hwang

CEO Eun Ju, Hwang

National Institute of Environmental Research

KMR has been recognized as a greenhouse gas verification period by the National Institute of Environmental Research (NIER) (Accreditation number: 2023-EV-05).
The IAF mark is a mark that indicates recognition by an accreditation body that has joined the Multi-lateral Recognition Agreement of the International Accreditation Forum.

Korea Management Registrar
#1204, Acehightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea T:02)6309-9001 / F:02)6309-9004

KMR-VCV-25-112

Verification Opinion Statement

ILJIN ELECTRIC
ISO 14064-1:2018

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (hereinafter "GHG") Scope 3 emission in 2024 of ILJIN ELECTRIC

SCOPE

Verification of places of business and emissions facilities under the control of ILJIN ELECTRIC.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Operational guidelines for reporting and certification of the Greenhouse Gas emissions trading scheme (Ministry of Environment, 2025-64)
- WRI/WBCSD GHG Protocol (2013)

GHG emissions(Scope 3)

Scope 3 emissions(tCO_2 eq.)
3,918,588

※ Note : Total volume and the sum of emissions by item may differ due to decimal point processing by business establishment.

Aug 25, 2025

Authorized By E J Hwang

CEO Eun Ju, Hwang

National Institute of Environmental Research

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Korea Management Registrar
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Memberships and Awards

Organizational Membership

- Korea Electric Wire Industry Cooperative
- KOEMA
- Green Energy Institute
- Korean Institute of Electrical Engineers
- CIGRE
- Korea Institute of Science and Technology (KIST)
- KEPCO Research Institute, KEPRI
- Korea Electrotechnology Research Institute
- CESI(KEMA)
- Korea Electrical Contractors Association
- Korea Battery Industry Association (Battery R&D Association of Korea)
- Korea Institute of Industrial Technology
- Korean Battery Society
- Korean Electrochemical Society
- Korean Powder Metallurgy & Materials Institute
- Korea Electronics Technology Institute
- Korea Electric Power Industry Technology Research Association
- Korea Institute of Energy Technology Evaluation and Planning
- Power Transformer Research Association
- Korea M&A Exchange
- Korea Electric Power Corporation Energy New Industry Office
- Jeonbuk Technopark
- Korean Register
- Korea Chamber of Commerce and Industry
- Fire Safety Management Center
- Korea Wind Energy Industry Association
- Korea ESS Industry Development Association

Awards

Date & Time	Details of award	Conferred by
2021.11	Certificate of Appreciation (Power Transformer 154kV or higher)	Korea Electric Power Corporation
2021.12	Award	Ministry of Trade, Industry and Energy
2023.06	Minister's Award (Contribution to Electrical Equipment Technology Standards)	Ministry of Trade, Industry and Energy
2023.11	Award	Ministry of SMEs and Startups

Preparation of the Report

Executive Producer

Corporate Planning Team Jung Dae-cheol, Park Jin-hee

Deep appreciation goes out to

HR Team | Moon Min-sik, **Industrial Safety Team** | Lee Chang-ho, **Wire Administration Team** | Lee Jang-hyun, Kim Dong-wook, **Materials Administration Team** | Kim Joo-seok, Cho Min-yeop, **Transformer Administration Team** | Lim Dong-il, **Circuit Breaker Administration Team** | Lee Kyung-sik, Lee Jung-woo, **Marketing Strategy Team** | Lee Do-eun, **Procurement Strategy Team** | Hwang Jae-in, **Transformer QA Team** | Park Ga-young, **Finance Team** | Han Young-jae, **Legal Team** | Cho Hwi-an, **Business Development Team** | Ban Hyun-tae