

# KOH YOUNG TECHNOLOGY

Sustainability Report 2024



# About This Report

## Report Overview

This document represents Koh Young Technology's sixth ESG Report. An ESG Report is published annually, and the 2024 edition was released in June 2025. Through this report, the company aims to share the activities undertaken and achievements made over the past year to fulfill its ESG management goals with a wide range of stakeholders. The report presents Koh Young Technology's quantitative and qualitative ESG management performance in 2024 across the areas of Environment, Social, Governance, and Economy, enhancing accessibility to relevant information. The company remains committed to maintaining active communication with stakeholders through the regular publication of ESG Reports.

## Report Scope and Period

This report covers Koh Young Technology's domestic operations (Headquarters, Gwanggyo R&D Center, Yeosu, Gwangmyeong) and overseas locations (United States, Germany, Japan, Singapore, China, Vietnam, Canada, Spain), with certain performance indicators limited to domestic sites only. Financial data are presented in accordance with the consolidated standards under the Korean International Financial Reporting Standards (K-IFRS), and the consolidated financial statements are also available through the independent auditor's report.

This report covers key ESG management achievements from January 1 to December 31, 2024, and includes over three years of quantitative data to enable trend analysis. Certain performance indicators include information up to March 31, 2025.

## Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the international guideline for sustainability reporting. The report also incorporates the disclosure standards recommended by global sustainability initiatives, including the United Nations Sustainable Development Goals (UN SDGs), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

## Report Assurance

To ensure the validity of the reporting process and the reliability of disclosed information, this report has undergone third-party assurance by the Korea Management Registrar, an independent external verification body. In addition, the 2024 greenhouse gas emissions data has undergone limited assurance by DNV Business Assurance Korea, a professional verification agency.

## Inquiries Regarding the Report

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### INTERACTIVE PDF User Guide

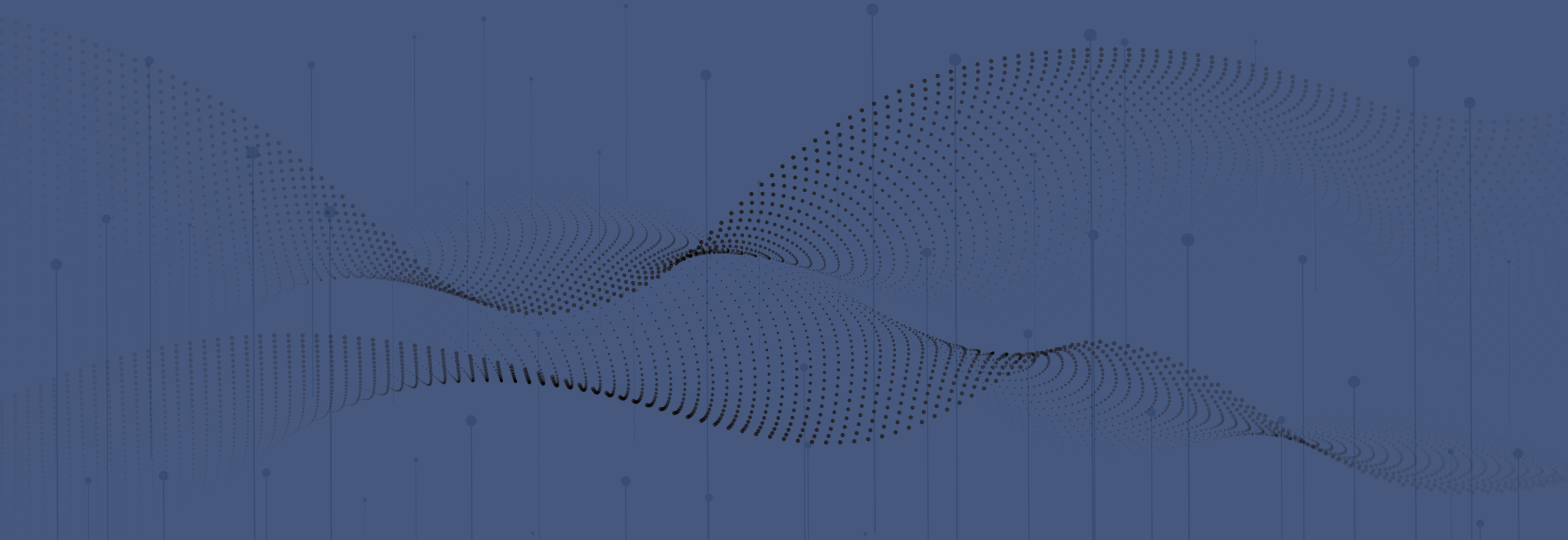
This report has been published as an interactive PDF, featuring functions such as navigation to related pages within the document.

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# CEO Message |

Dear Valued Stakeholders,

Since its establishment in 2002, Koh Young Technology has continuously strived to transform the world through innovative technology. As a global leader in inspection equipment, Koh Young Technology is at the forefront of Optomechatronics and machine vision technologies. By addressing complex inspection challenges across various industrial production sites, the company delivers unparalleled 3D measurement-based inspection solutions.

In 2024, the business environment remained challenging due to the overall downturn in the electronics industry and reduced capital expenditures by global clients. To respond to these conditions, Koh Young Technology focused on expanding its product lineup and acquiring new customers, striving to enhance its market competitiveness. In addition, the company is accelerating the intelligence of manufacturing processes by advancing its AI-powered smart factory platform, KSMART. Key solutions within KSMART, such as KAP, SMART REVIEW, and KPO, enable real-time monitoring, diagnostics, and analysis of production processes, leading to optimization and effectively addressing the advanced demands of global clients.

Meaningful achievements have also been made in the medical device sector. The neurosurgical robot KYMERO has been successfully supplied to major hospitals across Korea, securing over 500 surgical references—including sEEG (stereo-electroencephalography) and DBS (deep brain stimulation)—by the end of 2024, demonstrating its technological excellence. Furthermore, the neurosurgical robot Geniant Cranial received 510(k) clearance from the U.S. Food and Drug Administration (FDA) in January 2025, laying the foundation for global market entry. Efforts are also underway to expand into key markets such as Japan and China.

Beyond technological innovation, Koh Young Technology is also dedicated to advancing ESG management for sustainable growth. Under the ESG vision of “Creating a Better World through Relentless Innovation and Human-Centered Management,” the company is committed to systematically establishing and faithfully implementing strategies across environmental, social, and corporate governance domains.

**First, we will take the lead in environmentally responsible management.**

Climate change is one of the most critical challenges facing the global community. Koh Young Technology is actively expanding the use of renewable energy in pursuit of RE100 goals and is continuously managing emissions through greenhouse gas reduction initiatives and real-time monitoring systems. Furthermore, by fostering a culture of resource circulation, the company aims to further strengthen its environmentally sustainable management practices.

**Second, we will work to embed ESG management throughout the entire value chain.**

Practices must extend beyond internal operations to encompass the entire supply chain. Koh Young Technology prioritizes employee capacity building and human rights protection, while reinforcing occupational health and safety systems to ensure that all personnel work in a healthy and safe environment. In addition, the company is establishing a sustainable supply chain management system to promote shared growth with its partners.

**Third, we will uphold transparent and ethical management.**

Internally, Koh Young Technology is enhancing integrity and ethical awareness among employees through structured systems such as training programs and performance evaluation frameworks. Externally, the company is strengthening communication with stakeholders and fostering horizontal, trust-based partnerships.

Koh Young Technology places customers at the forefront and remains committed to creating a better future through continuous challenges and technological innovation driven by its differentiated capabilities.

We sincerely ask for your continued interest and support as we advance on our ESG management journey. Thank you.



June 2025

CEO **Kwangill Koh** 

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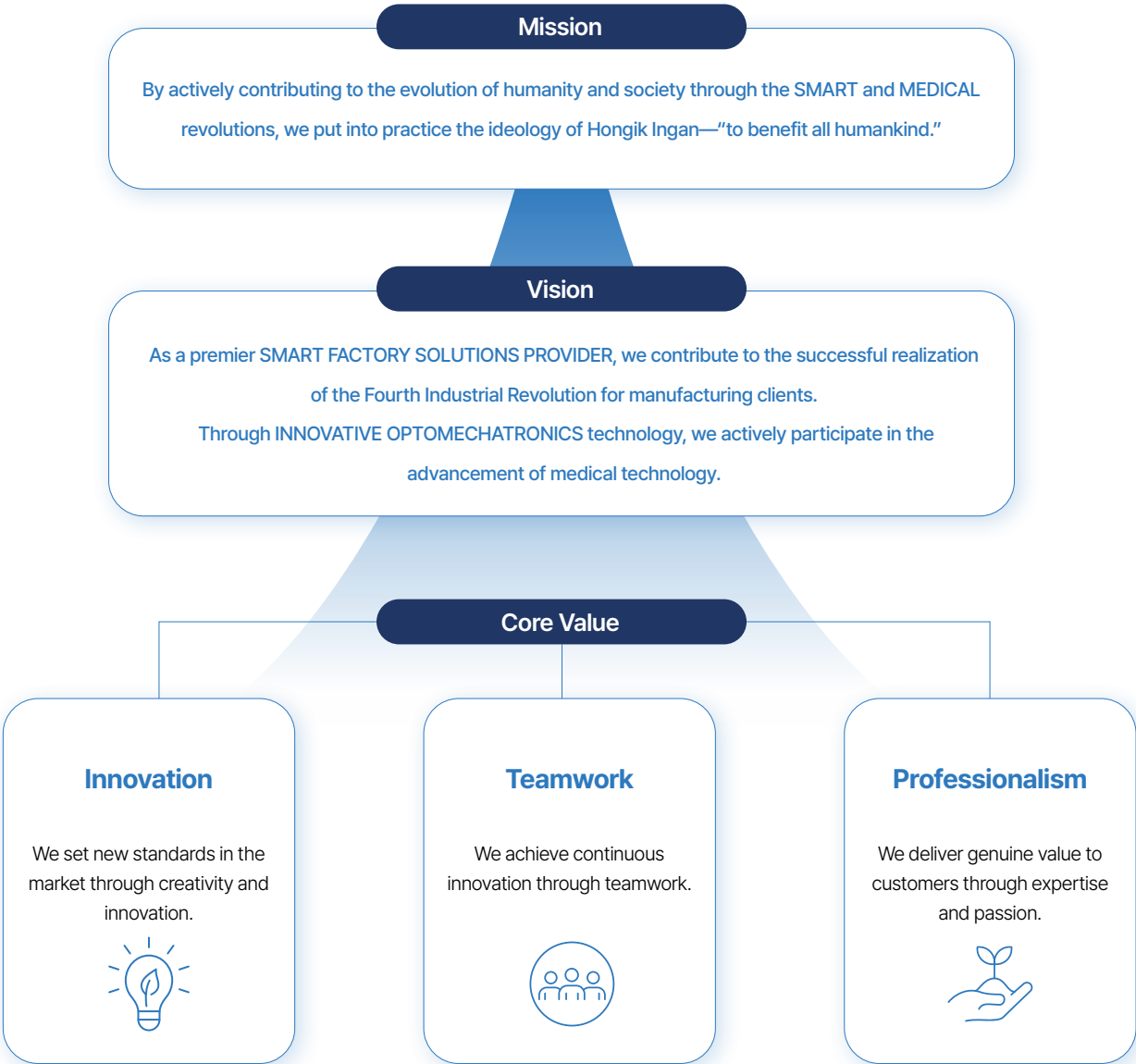
# Management Philosophy |

Founded under the mission of “actively contributing to the evolution of humanity and society through the SMART and MEDICAL revolutions, and putting into practice the ideology of Hongik Ingan,” Koh Young Technology has pursued a human-centered management philosophy since its inception.

It remains committed to responding swiftly to the needs of customers worldwide and delivering the highest level of customer satisfaction.

In addition, by leveraging world-class Optomechatronics and machine vision technologies, the company is leading technological innovation in the global market.

Core values are also being actively put into practice to promote shared growth not only for employees but also for customers, shareholders, and partners, in pursuit of sustainable development.



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Company Overview

Since its founding in 2002, Koh Young Technology pioneered a new market by launching 3D Solder Paste Inspection (SPI) equipment utilizing dual-projection moiré technology. Building on this foundation, the company has grown into a key player supporting quality control and process optimization across diverse industrial production sites by providing inspection equipment and solutions based on advanced 3D measurement technology.

Leveraging its differentiated technological capabilities, Koh Young Technology has secured over 3,900 clients worldwide to date. Its 3D Solder Paste Inspection (SPI) equipment has maintained the No. 1 global market share for 18 consecutive years, while its 3D Automated Optical Inspection (AOI) equipment has held the top position for 8 consecutive years.<sup>1)</sup> These achievements are the result of Koh Young Technology's unrivaled 3D measurement and inspection technologies, ongoing investment in research and development (R&D), and customer-centric solutions.

Koh Young Technology is expanding its business scope based on its core competencies in 3D vision and robotics technologies. The company will continue to introduce world-class innovative products and solutions in both industrial and medical sectors, establishing itself as a company that contributes to the advancement of humanity and society.

Company Name	Koh Young Technology Inc.
Address	Headquarters & Gwanggyo R&D Center   18, Poeun-daero 59beon-gil, Suji-gu, Yongin-si, Gyeonggi-do, Republic of Korea Yeoju Manufacturing Center   66-27, Gwangdae 2-gil, Sejongdaewang-myeon, Yeoju-si, Gyeonggi-do, Republic of Korea
CEO	Kwangill Koh
Date of Establishment	May 2002
Number of Employees	741 <sup>2)</sup>
Business Areas	Manufacturing and sales of precision inspection and measurement equipment, software development, medical device manufacturing
Key Businesses	3D Solder Paste Inspection Equipment (SPI) 3D Automated Optical Inspection (AOI) 3D Semiconductor Inspection Equipment (MEISTER series, ZenStar) 3D Dispensing Process Inspection (DPI) 3D Final Optical Inspection Equipment (FOI) Smart Factory Flatform (KSMART) Neurosurgical Medical Robots (KYMERO, Geniant Cranial)
Website	<a href="https://kohyoung.com/en/">https://kohyoung.com/en/</a>

Assets

KRW 377.9 billion

Equity

KRW 323.1 billion

Liabilities

KRW 54.8 billion

Revenue

KRW 202.5 billion

Operating Profit

KRW 3.3 billion

Net Profit

KRW 21.0 billion

1) Source: Market Insights Reports, 2023 SMT Inspection Market Research

2) Including employees at headquarters and overseas subsidiaries, as of December 2024



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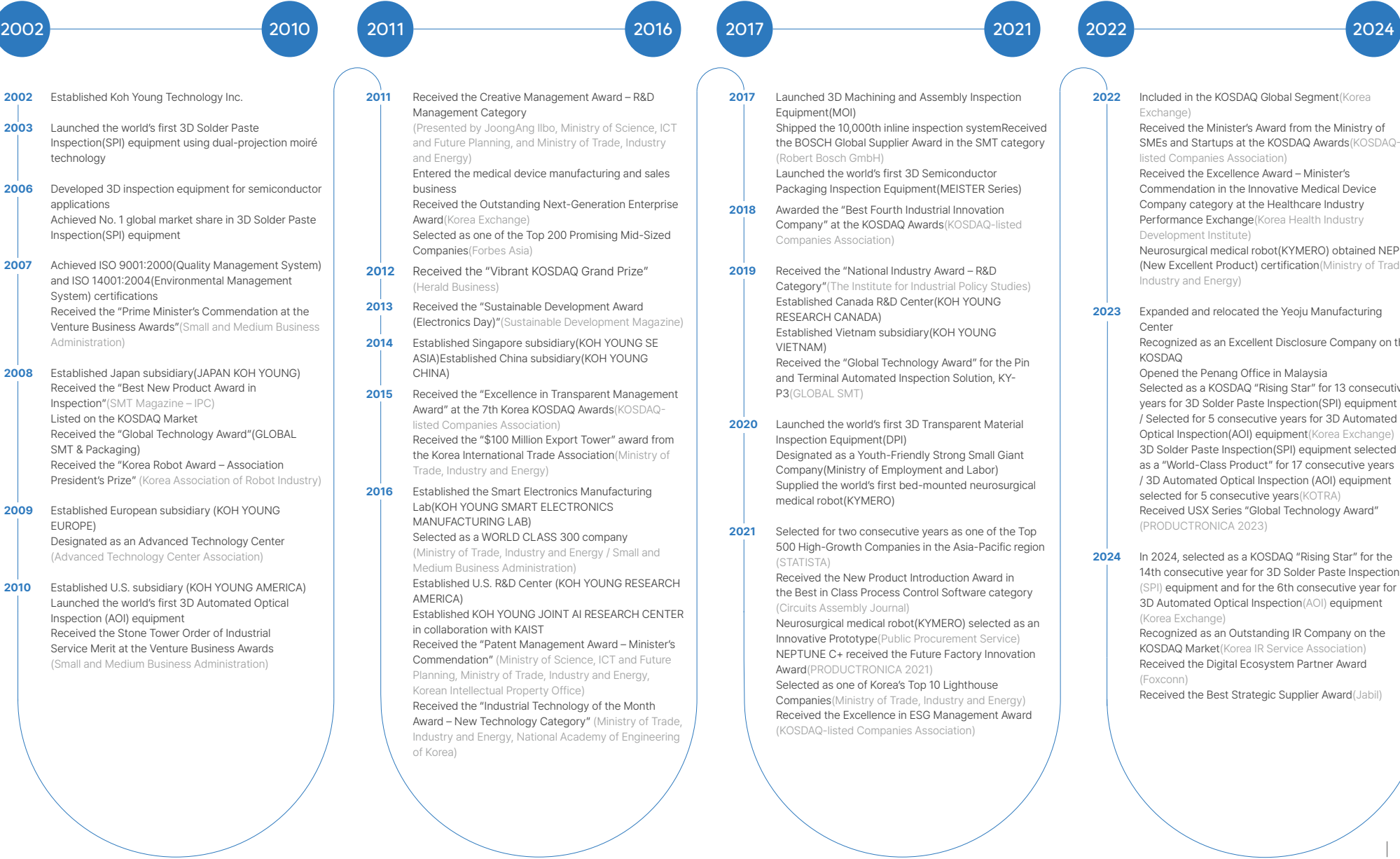
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Milestone





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# Global Network

To promptly respond to the diverse needs of customers worldwide, Koh Young Technology has established overseas subsidiaries in six countries— including the United States (Americas), Germany (Europe), Japan, Singapore, China, and Vietnam— as well as overseas branch offices in six additional countries, in addition to its headquarters in Korea.

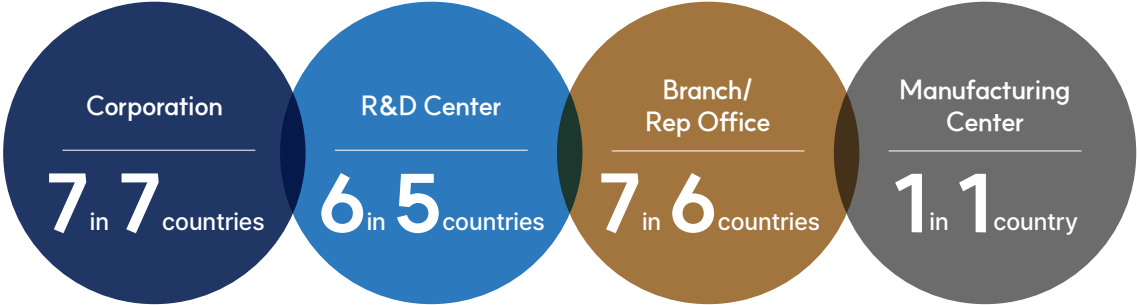
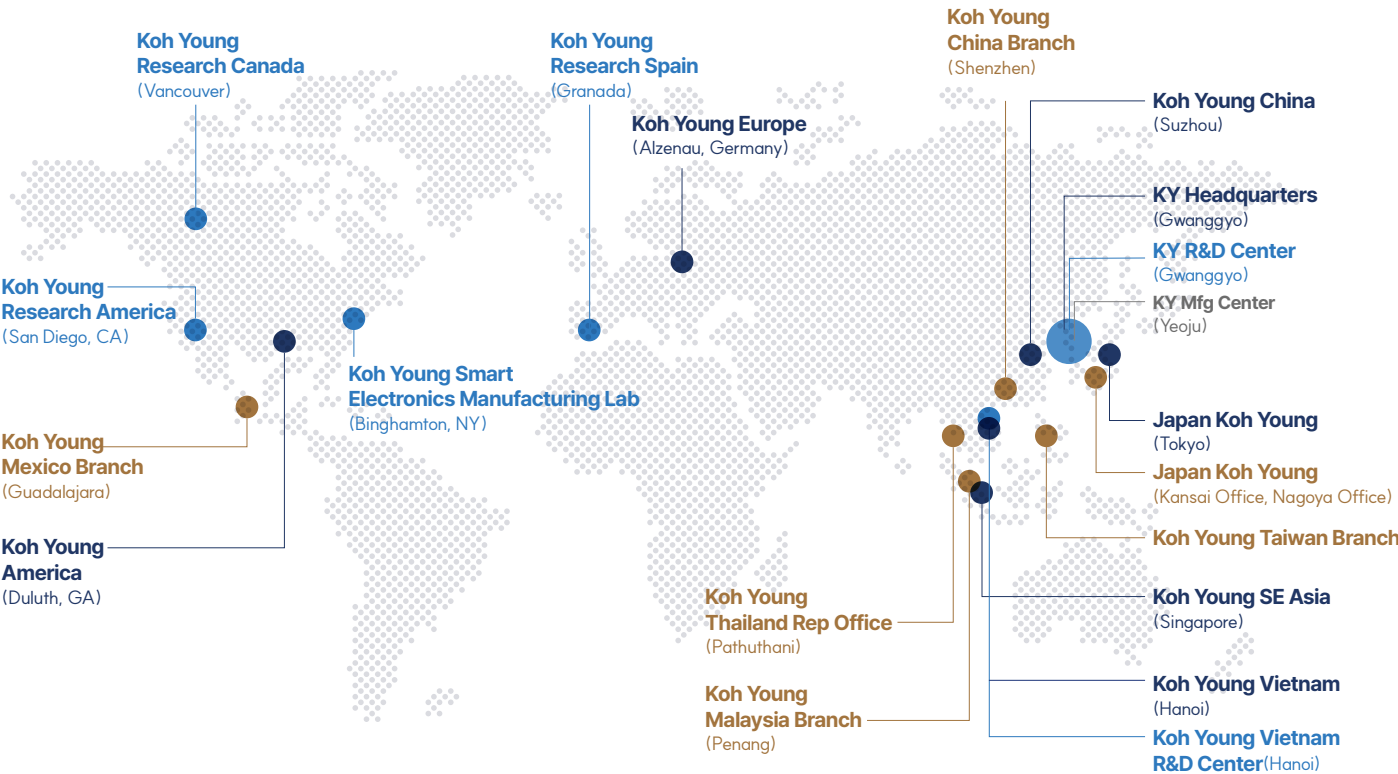
Each overseas subsidiary serves as a hub for building an integrated sales and service network, while also actively engaging in research and development tailored to the industrial environment and customer needs of each region. In 2025, the company established a branch office in Taiwan to leverage geographic advantages, strengthen technological competitiveness through localized strategies, and further expand collaboration with clients.

Moving forward, we will continue to lead the global market with industry-leading technological expertise, delivering even more innovative solutions and value to its customers.

Revenue by Region

(Unit: KRW 100 million, Consolidated Basis)

Region	Revenue
Korea	225
Americas	528
Europe	278
Asia	995
Total	2,025

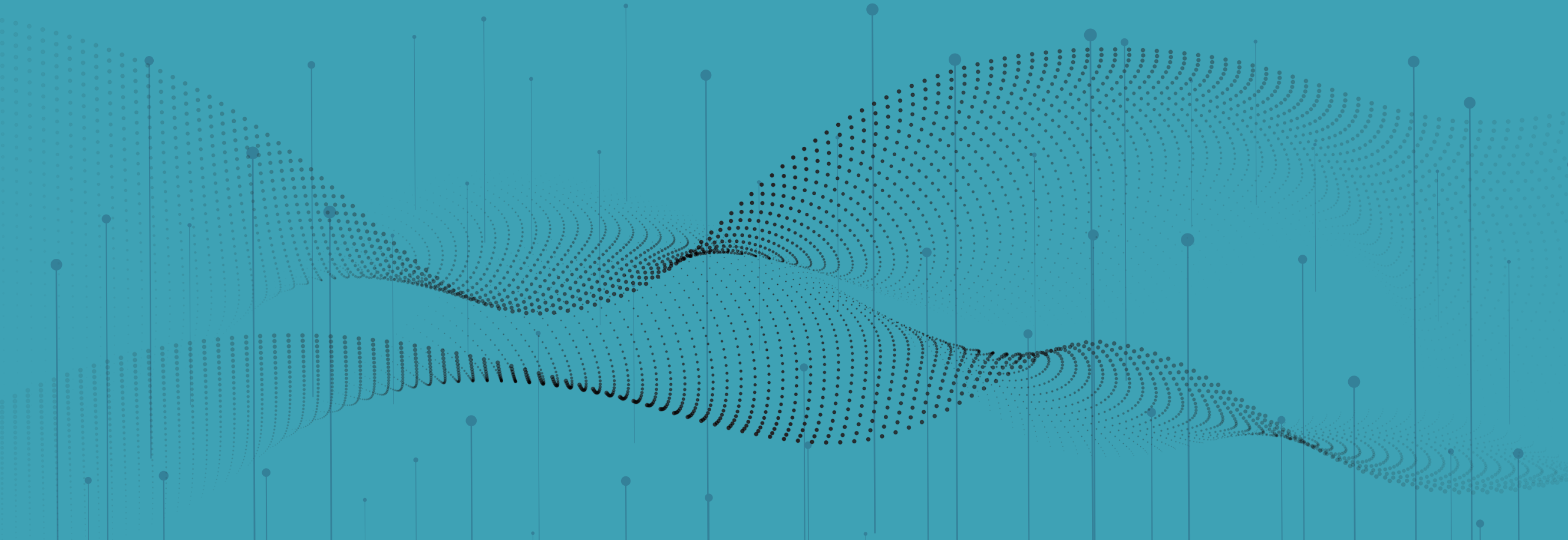


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# Product Portfolio |

Koh Young Technology, a leader in 3D measurement-based inspection equipment and solutions, is driving technological innovation across production sites in a wide range of industries, including semiconductors, automotive, telecommunications, smartphones, and healthcare. Koh Young Technology's flagship products—3D Solder Paste Inspection (SPI) and 3D Automated Optical Inspection (AOI) equipment—secured the No. 1 position in the global SMT inspection equipment market in 2023, with a market share of 38.03%, firmly maintaining industry leadership.

In addition, 3D Semiconductor Inspection Equipment (MEISTER Series, ZenStar), 3D Dispensing Process Inspection (DPI) equipment, and 3D Final Optical Inspection (FOI) systems are effectively addressing the diverse 3D inspection demands of customers. In addition, the AI-powered smart factory platform KSMART enables real-time process monitoring, diagnostics, analysis, and optimization through core solutions such as KAP, SMART REVIEW and KPO effectively meeting the advanced needs of global clients.

In the medical device sector, Koh Young Technology is also expanding its business scope by leveraging 3D vision and robotics technologies. The neurosurgical medical robot KYMERO, launched in 2020, offers high precision and reliability and has been adopted by major hospitals in Korea. It is utilized in a variety of brain surgeries, including Deep Brain Stimulation (DBS), stereo-electroencephalography (sEEG), biopsy, and shunt procedures.

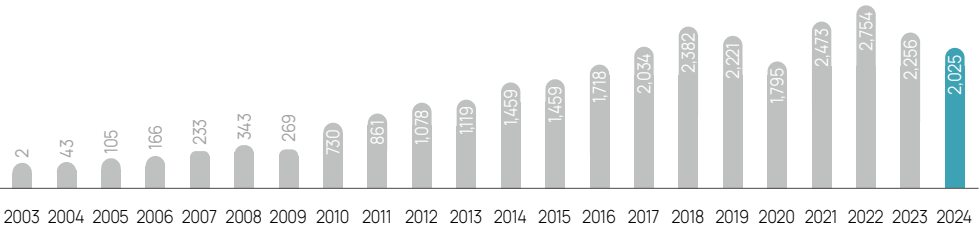
Recently, Koh Young Technology launched the Geniant Cranial, which offers enhanced precision and user convenience compared to its predecessor. In January 2025, it received 510(k) clearance from the U.S. Food and Drug Administration (FDA). The company is currently actively advancing regulatory and market entry procedures to expand into global medical device markets, including Japan, China, Europe, and Southeast Asia. Alongside these efforts, the company plans to continuously expand its medical product portfolio in the field of neurosurgery, including medical navigation systems and X-ray imaging systems.

Koh Young Technology will further strengthen its leadership in the SMT inspection equipment market based on its industry-leading product competitiveness. In addition, the company will drive sustained global growth through new growth engines such as semiconductor inspection equipment and neurosurgical medical robots.

1) Source: Market Insights Reports, 2023 SMT Inspection Market Research  
Based on the SMT inspection equipment market (including SPI and AOI, excluding AXI)

Annual Sales Trend

(Unit: KRW 100 million, Consolidated Basis)



Global Market Share in SMT Inspection Equipment <sup>1)</sup>

(Unit: %, Based on 2023 Data)



# Product Portfolio I

## 3D SPI (Solder Paste Inspection)



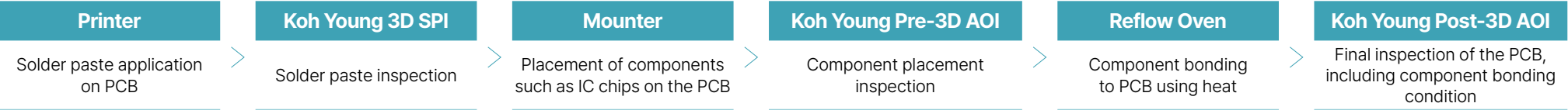
- Automated equipment that performs precise measurement and inspection of defects occurring in the printing process, the first stage of the Surface Mount Technology (SMT) printing process
- Equipment that performs precise 3D measurements of the solder printing condition on the surface of Printed Circuit Boards (PCBs), providing quantitative data to assess process quality. Based on this data, it detects defects and significantly improves yield
- In 2003, Koh Young Technology launched the world's first 3D Solder Paste Inspection (SPI) equipment utilizing dual-projection Moiré technology. As of 2023, the company held approximately 47% of the global SPI market share, maintaining the No. 1 position worldwide for 18 consecutive years.

## 3D AOI (Automated Optical Inspection)



- Pre-Reflow Automated Optical Inspection (AOI) Equipment:  
Automated equipment that performs precise 3D measurement and inspection to verify whether components have been properly placed on Printed Circuit Boards (PCBs) after component mounting
- Post-Reflow Automated Optical Inspection (AOI) Equipment:  
Automated equipment that performs precise 3D measurement and inspection after the reflow oven process—where solder is melted and solidified—to verify whether solder joints and mounted components are properly attached to the Printed Circuit Board (PCB)
- In 2010, Koh Young Technology became the first in the world to launch a 3D Automated Optical Inspection (AOI) equipment using 8-way projection. As of 2023, the company held over 30% of the global AOI market share, maintaining the No. 1 position worldwide for eight consecutive years.

### Surface Mount Technology (SMT) Process





# Product Portfolio I

## 3D Semiconductor Inspection Equipment

### MEISTER Series

- Automated equipment capable of simultaneously performing full 3D precision measurement and inspection of both component exteriors and mirror-finished die surfaces in the Advanced Packaging process of the semiconductor industry
- Provides precise print bump inspection solutions through True-3D measurement and proprietary Moiré technology
- Delivers exterior inspection solutions for semiconductor components such as Mini-LED chips, SiP, and FO-WLP
- Enables full 3D height and lift-off inspection of highly reflective die surfaces
- Enhanced inspection and measurement performance through proprietary AI and vision technologies



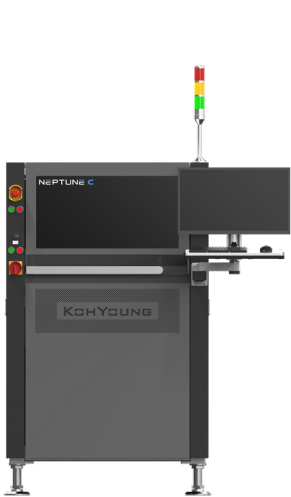
### ZenStar



- A True 3D inspection solution dedicated to wafer-level packaging applications, ZenStar has been adopted in mass production lines of leading semiconductor manufacturers. It enables simultaneous inspection of highly reflective, high-density wafer dies, bumps, balls, and passive components
- Enhanced inspection and measurement performance is achieved through high-resolution optical technology, proprietary AI, and advanced vision technologies

## 3D DPI (Dispensing Process Inspection)

- Automated equipment for high-precision 3D measurement and inspection of defects in the dispensing of transparent materials such as epoxy and silicone
- Provides a solution that delivers quantitative data by precisely measuring the thickness of transparent materials in 3D—used in applications such as conformal coating, LED lenses, displays, and semiconductor packaging—and automatically detects dispensing defects
- Equipped with a flipper option to enable inspection of both sides of the PCB
- Offers inline automated inspection solutions for large PCB applications



# Product Portfolio I

## 3D FOI (Final Optical Inspection)

KY-P3

- An innovative 3D automated pin inspection system chosen by leading global companies
- Built on proprietary high-resolution optical systems and advanced vision algorithm technologies, it enables precise inspection of complex Pin processes—including Single Pins, Press-fit, Fork Pins, and even Pins enclosed in housings.



Infy

- World-class 3D Machining and Assembly Inspection System
- Based on industry-leading True 3D measurement and inspection technology, Infy enables simultaneous precision dimensional measurement and visual inspection of parts, semi-finished products, and finished products at every stage of the machining and assembly process across all manufacturing sectors.
- It provides a total fully automated inspection solution—previously considered unfeasible—for mass production lines through high-speed inspection and flexible handling capabilities.

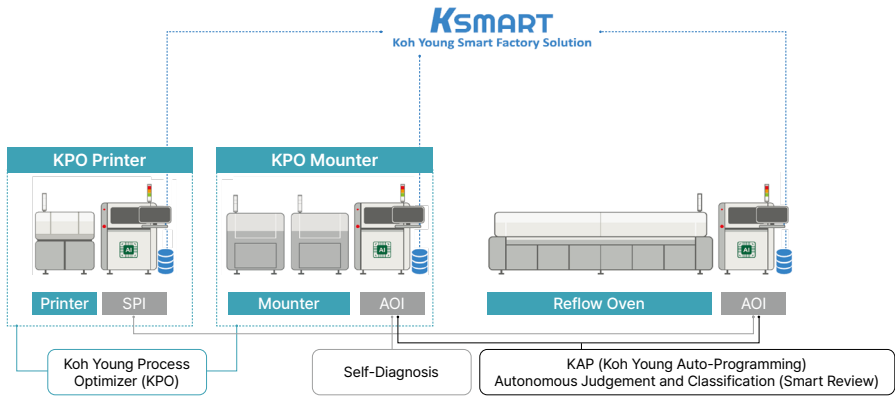


## Smart Factory Platform

### KSMART

KSMART combines True 3D measurement and inspection with AI technology to automatically optimize production processes and stabilize product quality.

- KAP: AI-based solution that automates programming by automatically recognizing component shapes
- Self-Diagnosis: A self-diagnostic solution that detects signs of abnormal equipment performance (e.g., errors, degraded measurement values), notifies the user, and suggests necessary actions
- Smart Review: An AI-based auto-judgment solution that automatically identifies and reviews inspection results (e.g., false calls, errors) in place of operators, enhancing efficiency and performance on the production line
- OPO: A cyber-physical system that uses 3D inspection and measurement data to optimize programs in a simulation environment
- KPO Printer: AI-based real-time printing process optimization solution that improves yield
- KPO Mounter: AI-based real-time mounting process optimization solution that improves yield



# Product Portfolio I

## Neurosurgical Medical Robot

Geniant Cranial

A neurosurgical medical robot received 510 (k) clearance from the U.S. Food and Drug Administration (FDA), capable of being used in various brain surgeries including epilepsy, Parkinson's disease, and brain tumors

- The system features an innovative compact and motorized design that optimizes the surgical environment, supports a wide range of surgical cases, and ensures safety for both patients and users.
- Enhanced with an intuitive interface and improved functionalities to support clinical decision-making, increase operational efficiency, and improve user convenience

### Intelligent Stereotactic Robot

Designed as a bed-mounted system to minimize workspace and automatically guide to precise surgical trajectory points.

### Markers

Track the real-time position and orientation of the patient and surgical instruments to enhance surgical accuracy

### Tracking Sensor

Equipped with a real-time tracking system using stereo camera-based optical sensors and markers

### Navigation Platform

Can be used either in conjunction with the robotic system or independently, featuring a user-friendly monitor and touchscreen interface

Reliability

Accuracy

Multiple Applications

Compact & Sleek Design

Ease of Use

# Strengthening R&D Capabilities |

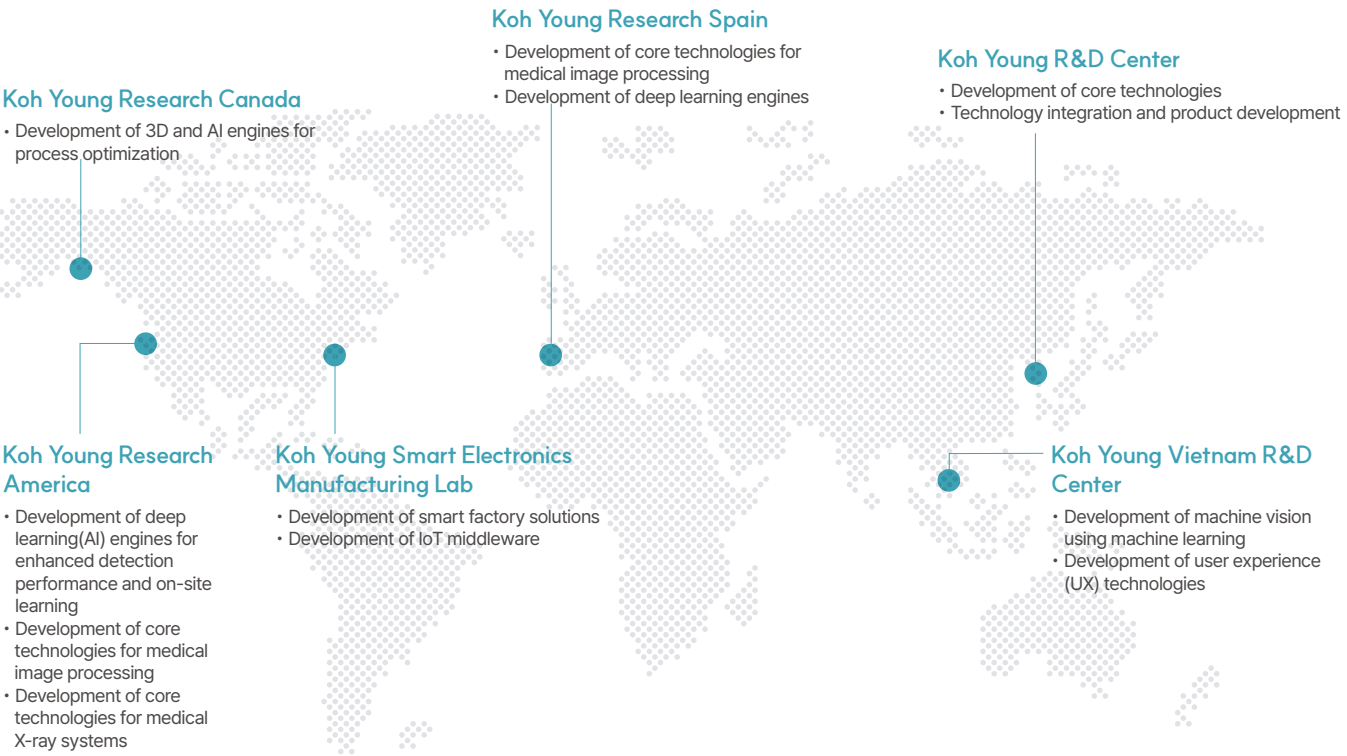
Koh Young Technology employs an outside-in strategy to plan and develop products and solutions that thoroughly reflect customer needs. Since its founding, the company has established a constant response system to swiftly address the needs of customers worldwide and has operated localized service and R&D support networks in each region.

In particular, Koh Young Technology’s flagship product, the 3D Solder Paste Inspection (SPI) system, was developed and launched to address a key customer challenge: approximately 70% of defects in the Surface Mount Technology (SMT) process are related to the solder paste printing stage. Moving forward, the company will continue to prioritize research and development (R&D) that reflects the practical needs of industrial sites, driving customer-centered innovation.

Koh Young Technology currently operates six R&D centers dedicated to the research and development of new products and solutions. Among them, the Gwanggyo R&D Center in Korea serves as the central hub, overseeing core technology development and global R&D initiatives.

Koh Young Technology’s headquarters R&D organization consists of three research institutes that simultaneously engage in the development of diverse products—such as precision measurement and inspection equipment and image-guided surgical robots—while conducting advanced technology research. We recognize the critical importance of core design and manufacturing technologies and, in 2024, invested more than 20% of our revenue in R&D to strengthen our technological competitiveness. We will continue to develop industry-leading products and solutions based on our differentiated R&D capabilities and lead the global market through ongoing technological innovation.

## Global R&D Center Overview

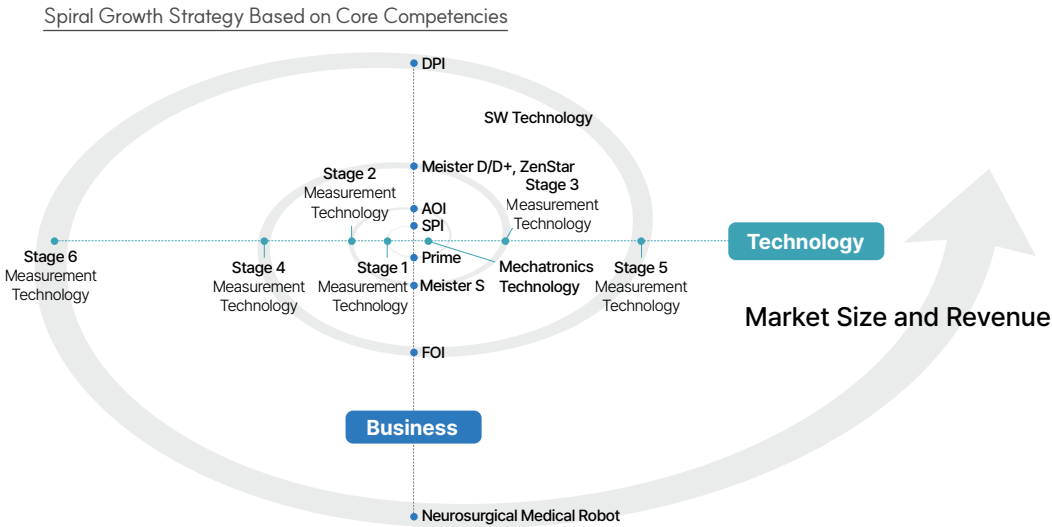




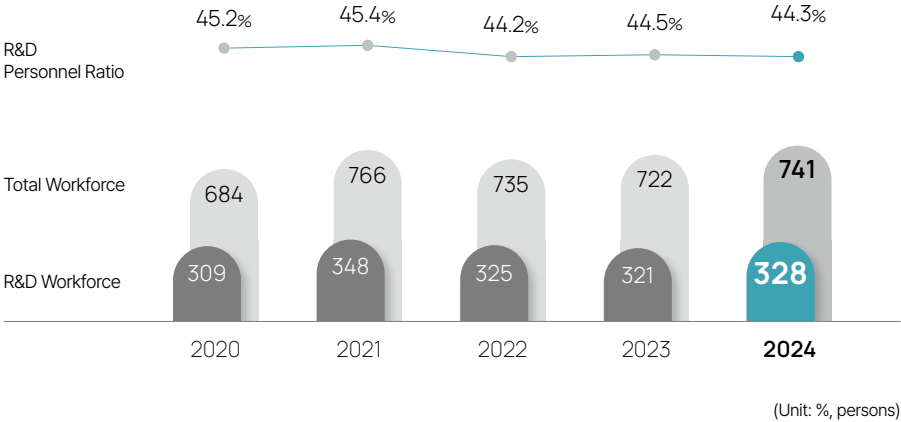
# Strengthening R&D Capabilities

## Mid- to Long-Term Technology Roadmap

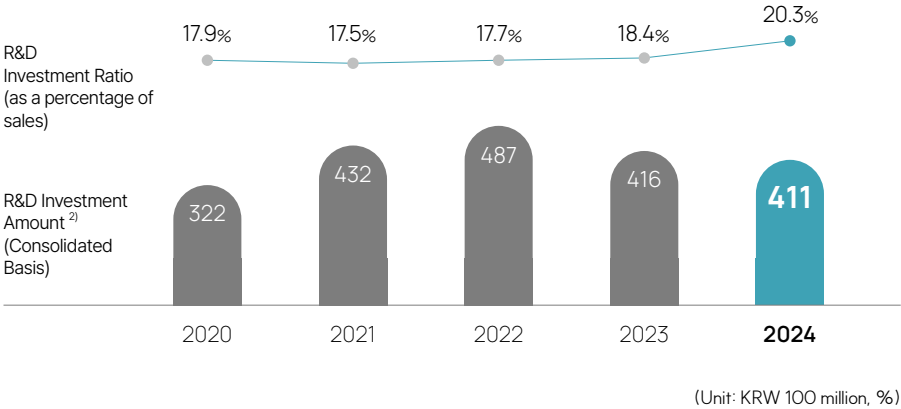
To respond swiftly and effectively to rapidly changing technological environments and customer demands, Koh Young Technology is implementing a Spiral Growth Strategy based on its core competencies and technologies. In its early years, the company began with the 3D Solder Paste Inspection (SPI) business, leveraging its mechatronics expertise. Since then, the company has continuously secured and strengthened core capabilities—such as software development—while expanding its business. Through this approach, Koh Young Technology has introduced a range of innovative products—including 3D Automated Optical Inspection (AOI) equipment, 3D Semiconductor Packaging Inspection Equipment (MEISTER Series, ZenStar), 3D Final Optical Inspection (FOI) solutions, 3D Dispensing Process Inspection (DPI) systems, Smart Factory Platform (KSMART), and Neurosurgical Medical Robots (KYMERO, Geniant Cranial)—accelerating its expansion into adjacent markets. This core competency-driven Spiral Growth Strategy serves as a key engine for maximizing synergy in new market entry and building a competitive product lineup. In 2024, the company further strengthened the function of the Business Steering Committee (BSC), which aligns and supports the execution of company-wide business strategies. By enhancing strategic operations across the entire process—from product planning to research and development—the BSC has advanced the company's capabilities in efficient resource allocation and prioritization of business initiatives.



R&D Workforce Overview<sup>1)</sup>



R&D Investment Overview



1) Includes full-time and non-regular employees

2) Figures have been updated based on the latest disclosures in the business report, and may differ in part from those presented in the previous ESG Report.

# Strengthening R&D Capabilities |

## Intellectual Property Protection

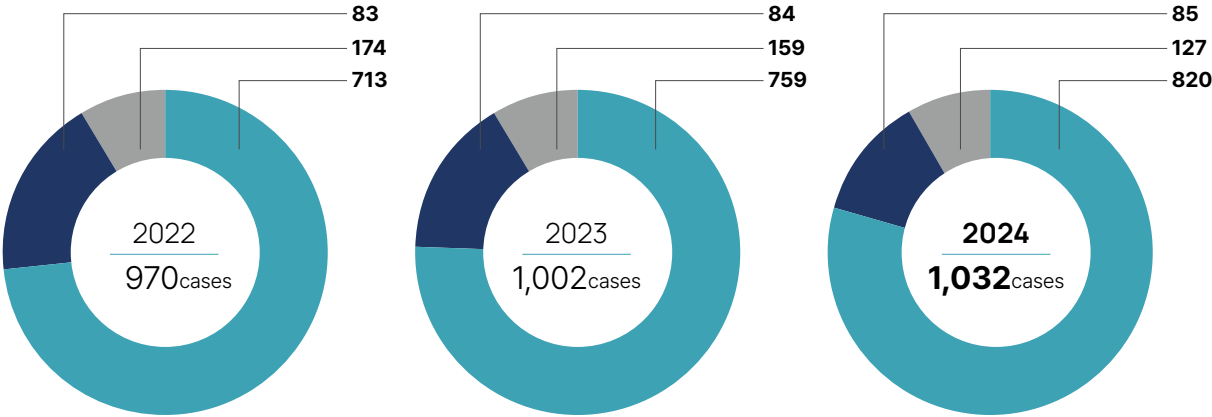
Koh Young Technology is committed to securing the competitiveness of its core technologies and protecting intellectual property—including patents, utility models, designs, trademarks, and licensing. To this end, the company continuously strengthens its research and development efforts and enhances its intellectual property management strategy. In addition, the company conducts regular training on employee inventions and trade secrets to raise awareness among employees regarding intellectual property and confidential information protection.

The company's patent portfolio is primarily built around 3D shape measurement technologies. In response to evolving market trends and business expansion, Koh Young Technology is now focusing on securing patents for next-generation technologies, including artificial intelligence (AI) and medical robotics. In particular, the company strategically files core technology patents in key countries while also focusing on maintaining and enhancing the qualitative value of its existing patent portfolio.

As of the end of 2024, we hold a total of 1,032 intellectual property rights, including patents, utility model rights, trademarks, and designs.

No. of Intellectual Property Registrations

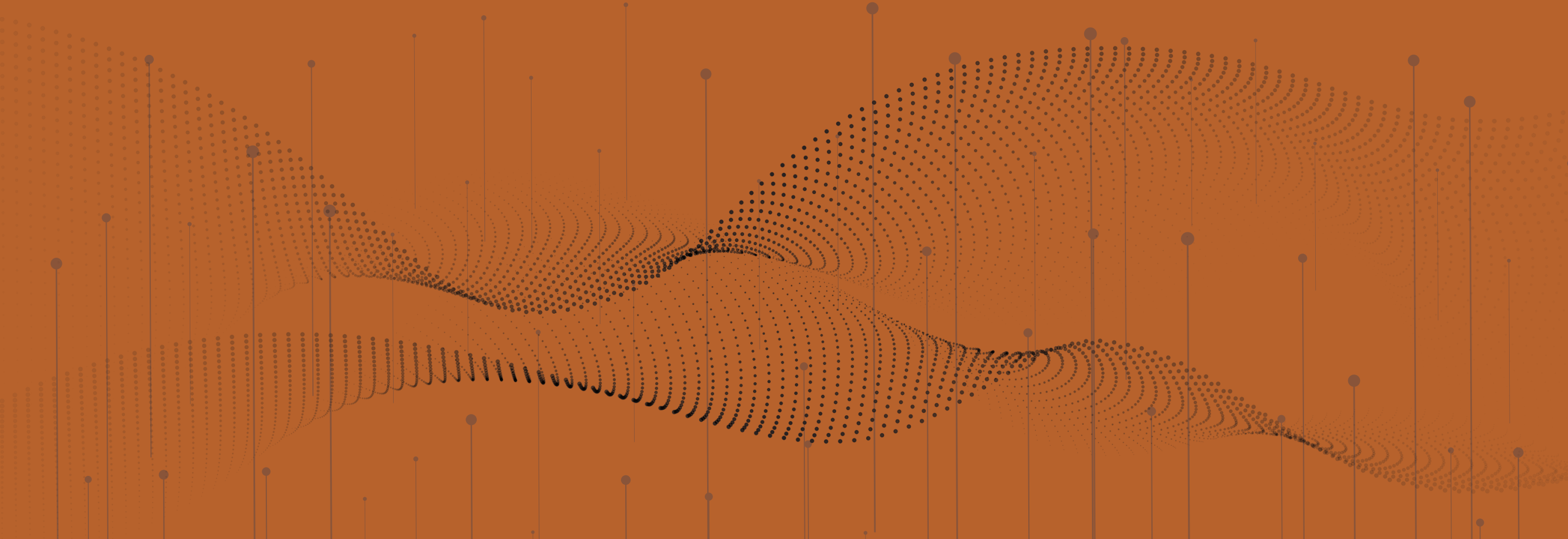
Registered Patents   Patent Applications   Registered Trademarks, Designs, and Utility Model Rights



# ESG Strategy

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# ESG Highlights |

Environmental	Environmental Regulation Violation Cases	Recycling of Waste Paper	Greenhouse Gas Reduction (vs. Target)	Greenhouse Gas Reduction (vs. Previous Year)	Renewable Energy Generation
					
	ZERO	100%	29tCO <sub>2</sub> eq	98tCO <sub>2</sub> eq	527MWh
	No. of Serious Industrial Accidents	Completion Rate of Information Security Training (Head Office Full-Time Employees) / Human Rights Training-Workplace Harassment, Sexual Harassment Prevention, the Enhancement of Disability Awareness, etc. (All Head Office Employees)	Average Training Hours per Employee	Supply Chain Quality Management	Social Contribution Expenditures
					
	ZERO	100%	75.5Hours	Enhanced / Advanced	KRW206Million
Governance	Incidents of Ethical Management Violations	Attendance Rate of Outside Directors at Board Meetings	Korea IR Awards	Transparent Procurement Process	
					
	ZERO	100%	Outstanding Company	21Times	



# ESG Management Framework

## ESG Management Strategy

As Koh Young Technology has grown into a global enterprise, it has pursued economic, social, and environmental sustainability based on the trust of its stakeholders. To implement systematic ESG management amid a rapidly changing business environment and to maximize corporate value, Koh Young Technology has established a clear ESG direction and identified nine key strategic tasks accordingly.

Since 2020, the company has been developing detailed action plans for the nine key strategic tasks and continuously advancing and refining them each year. Koh Young Technology will continue to strengthen its ESG management and grow as a responsible company committed to building a better future.

## External ESG Evaluations

### KCGS Evaluation Results (2024)



### SUSTINVEST Evaluation Results (Second Half of 2024)

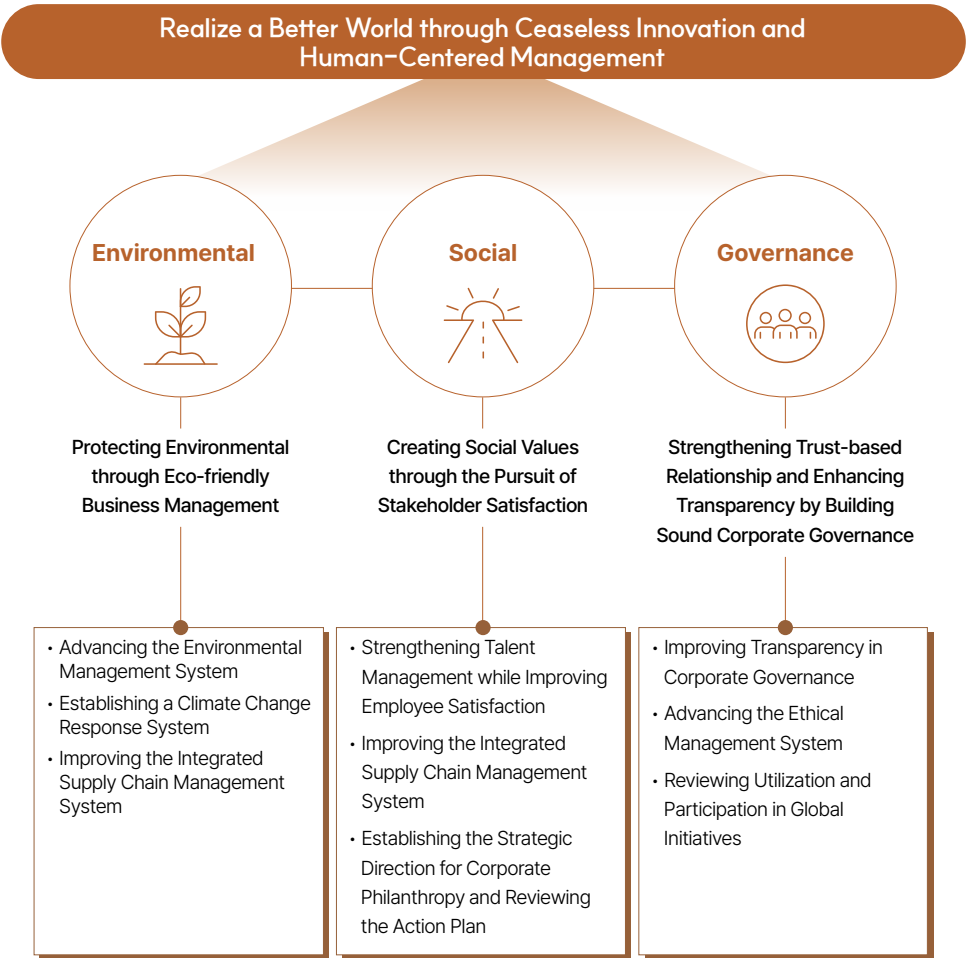


### ESG Management

#### Vision

### ESG Direction

### Key ESG Tasks



# ESG Management Framework

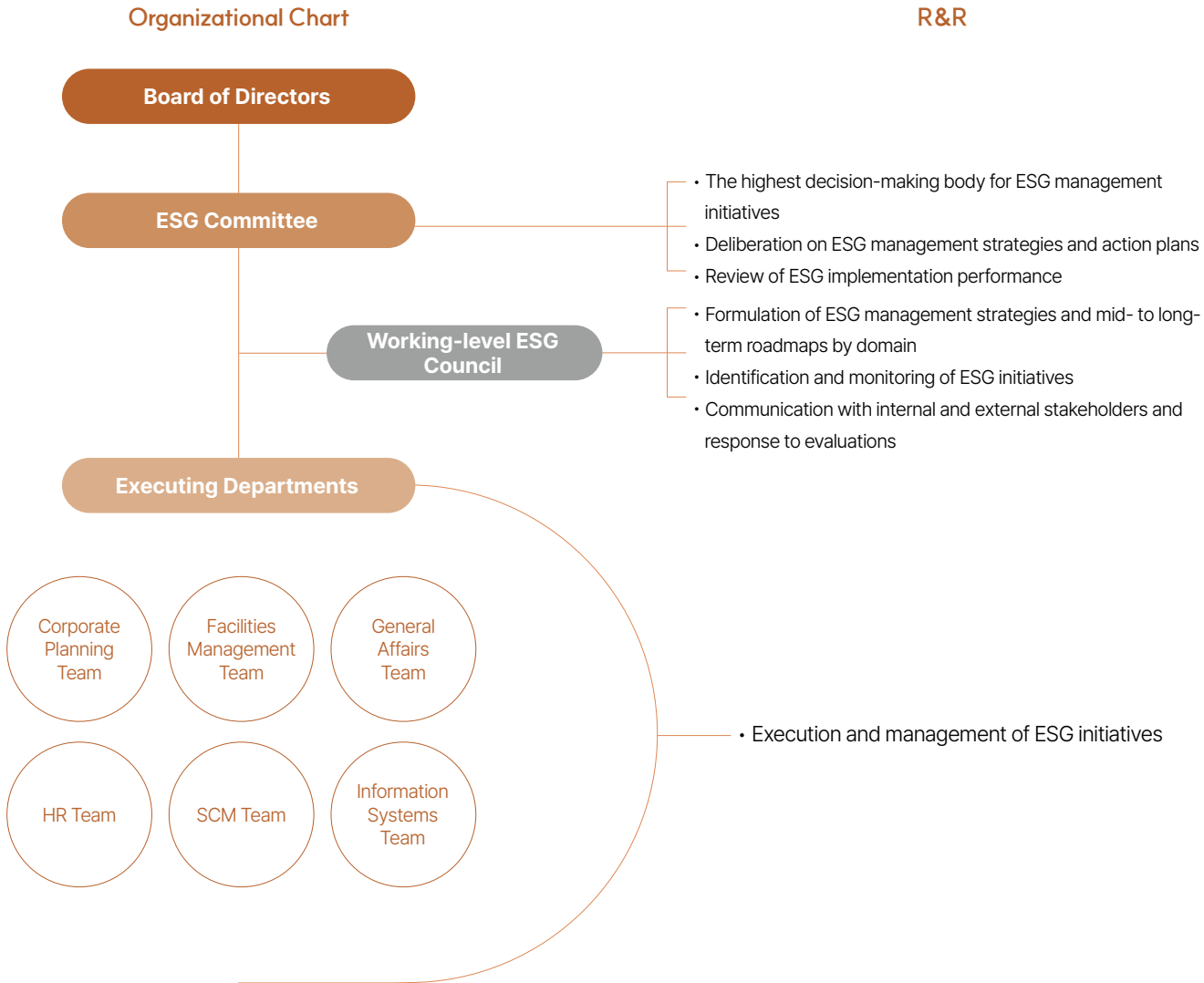
## ESG Management Implementation Framework

To create sustainable value and implement responsible ESG management, Koh Young Technology established an ESG Committee under the Board of Directors in 2021. Through this committee, ESG issues related to both domestic and global business operations are systematically reviewed and managed. The ESG Committee convenes regularly once a year to review ESG performance outcomes and deliberate on major policies and strategies.

In addition, the Working-level ESG Council plays a central role in formulating ESG management strategies, establishing mid- to long-term roadmaps for each domain, and identifying and monitoring ESG initiatives. Each executing department implements ESG initiatives aligned with the overall ESG management strategy and continuously identifies areas for improvement. Koh Young Technology will continue to strengthen its ESG management framework to contribute to building a sustainable future.



ESG Governance Structure Diagram



# Double Materiality Assessment

Koh Young Technology conducts a double materiality assessment each year in accordance with the recommendations of global sustainability reporting standards, including the GRI (Global Reporting Initiative) and ESRS (European Sustainability Reporting Standards).

The 2024 ESG Report includes a Double Materiality Assessment, which evaluates issue prioritization by considering both social and environmental significance as well as financial materiality.

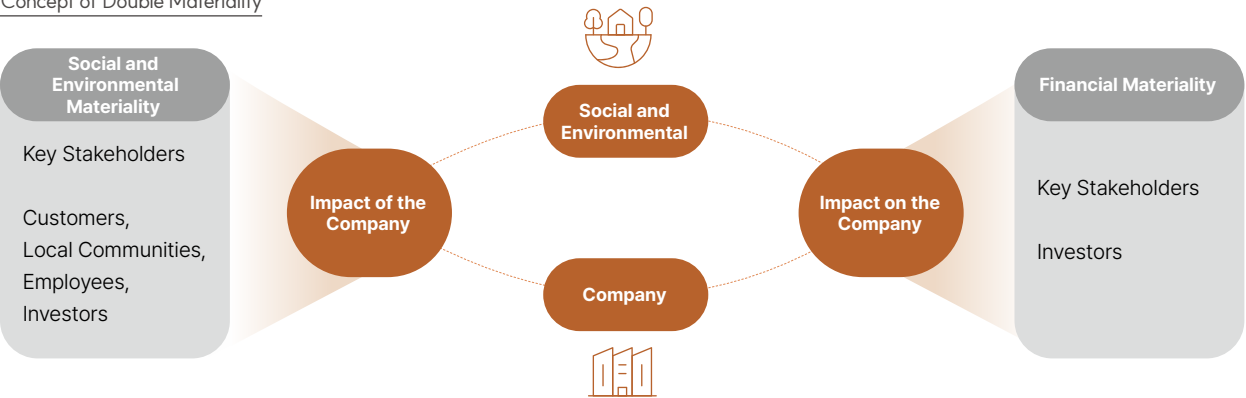
To conduct this assessment, the company analyzed international standards, reviewed industry issues, benchmarked leading companies, conducted media research, carried out stakeholder surveys, etc. to identify key sustainability-related issues.

The identified material issues will be prioritized in the implementation of ESG management going forward, and their progress and outcomes will be transparently disclosed each year through the Sustainability Report.

Double Materiality Assessment Process



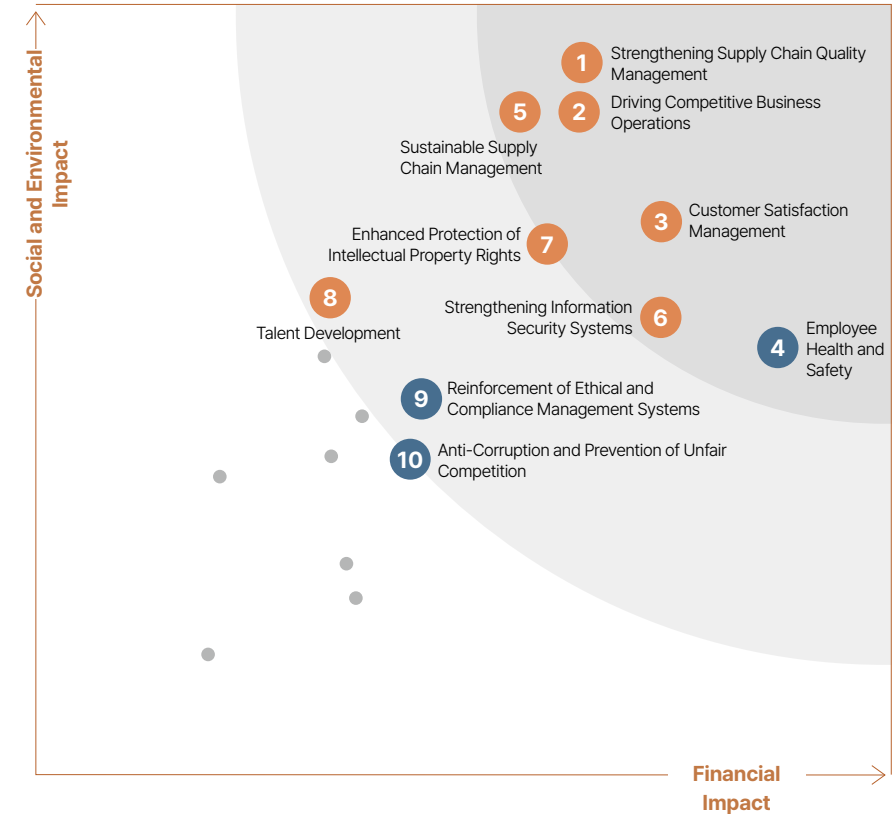
Concept of Double Materiality



# Double Materiality Assessment I

## Materiality Assessment Result

Assessment Result Matrix



Stakeholder Survey Overview

Survey Participants

Employees: All domestic employees  
Investors: Major shareholders and securities analysts  
Clients: Key customers with a purchase history  
Partners: Employees of major suppliers of semi-finished products and raw materials  
Government Agencies/Associations: Key government agencies and associations with frequent collaboration

Survey Period and Channel

February 24–28, 2025, conducted via an online survey platform

Measurement Method

5-point Likert scale used

Valid Sample Size

Total of 234 responses

Stakeholder Survey Overview

●○○ Low / ●●○ Medium / ●●● High

No.	Issue	Social and Environmental Impact	Financial Impact	GRI	UN SDGs	Reporting Location
1	Strengthening Supply Chain Quality Management	●●○	●●●	204-1, 414, 416-1	  	42
2	Driving Competitive Business Operations	●●○	●●●	201, 202, 203	 	16-17
3	Customer Satisfaction Management	●●○	●●●	416, 418		58
4	Employee Health and Safety	●●●	●●○	403		54-57
5	Sustainable Supply Chain Management	●●○	●●○	308, 414	  	40-41
6	Strengthening Information Security Systems	●●○	●●○	418		59-62
7	Enhanced Protection of Intellectual Property Rights	●●○	●●○	Non-GRI		18
8	Talent Development	●●○	●●○	404	  	48-49
9	Reinforcement of Ethical and Compliance Management Systems	●●○	●●○	205, 206		71-72
10	Anti-Corruption and Prevention of Unfair Competition	●●●	●●○	205, 206		70-72

# Double Materiality Assessment I

Detailed Results of the Double Materiality Assessment and Management Plan for Material Issues

Issue	Double Materiality Impact	Social and Environmental Impact / Financial Impact	Value Chain Impacted			Stakeholders Affected			Management Plan for Material Issues
			Company Business Operations	Products/ Services	Supply Chain	Environment	Society	Customers	
Strengthening Supply Chain Quality Management	●●●	◀ <sup>1)</sup> Enhanced product competitiveness and reduction in quality-related costs through strengthened supply chain quality management	●	●	●	●		●	Regular evaluations of partners and health & safety assessments conducted; training and financial support provided to promote shared growth
		▶ Mutual growth with partners by minimizing negative social and environmental impacts							
Driving Competitive Business Operations	●●●	◀ Securing profitability and increasing revenue by driving competitive business through technological innovation	●	●	●			●	Strengthening R&D capabilities and expanding new business areas
		▶ Providing profit opportunities for shareholders and investors, and new business opportunities for customers							
Customer Satisfaction Management	●●●	◀ Securing profitability and increasing revenue by responding swiftly to the needs of global customers	●	●	●			●	Strengthening R&D capabilities and advancing technologies
		▶ Providing customers with smart factory solutions for quality control and process optimization							
Employee Health and Safety	●●●	◀ Costs incurred due to safety incidents under relevant laws such as the Serious Accidents Punishment Act	●		●		●	●	Conducting occupational accident prevention and emergency response training
		▶ Minimizing negative impacts on employees, local communities, and partners through safe workplace operations							
Sustainable Supply Chain Management	●●○	◀ Securing export competitiveness by responding to international supply chain due diligence regulations such as the EU Supply Chain Due Diligence Act	●	●	●	●		●	Implementation of ESG supply chain management policies
		▶ Mutual growth with partners by minimizing negative social and environmental impacts							
Strengthening Information Security Systems	●●○	◀ Leakage of information assets related to overall business operations may weaken corporate competitiveness and incur costs	●		●			●	Implementation of information security enhancement measures
		▶ Minimizing negative impacts on internal and external stakeholders through continuous reinforcement of information security measures							
Enhanced Protection of Intellectual Property Rights	●●○	◀ Securing profitability and increasing revenue through core technology competitiveness	●		●			●	Conducting training on employee inventions and trade secrets
		▶ Minimizing negative impacts on internal and external stakeholders through intellectual property protection							
Talent Development	●●○	◀ Improved productivity, enhanced quality, and reduced risks	●	●	●		●	●	Employee competency development, performance management processes and compensation systems, organizational activation programs
		▶ Strengthening community capabilities and promoting diversity and inclusion							
Reinforcement of Ethical and Compliance Management Systems	●●○	◀ Ensuring transparency in corporate management and promoting long-term growth	●		●			●	Ethical management and compliance policies
		▶ Creating positive impacts on stakeholders such as shareholders and investors through continued ethical practices grounded in principled and shared growth management							
Anti-Corruption and Prevention of Unfair Competition	●●○	◀ Unfair trade practices or anti-competitive behavior may weaken corporate competitiveness and lead to additional costs	●		●			●	Implementation of transparent procurement processes and ethics training for partners
		▶ Promoting mutual growth through transparent transactions with suppliers							

1) ▶ : Impact outwards, ◀ : Impact inwards









# Double Materiality Assessment I

## Stakeholder Engagement

Koh Young Technology actively listens to the valuable opinions of internal and external stakeholders through both regular and ad-hoc communication activities.

Based on this approach, the company engages in active exchanges through key contact departments to ensure transparent management practices and build mutual trust with stakeholders. The feedback gathered is actively incorporated into the company's sustainability management policies.

In addition, we provide stakeholders with transparent and accurate information through various channels, including the ESG report and the corporate website. Through this ongoing communication, we will continue the efforts to fulfill our corporate social responsibility.

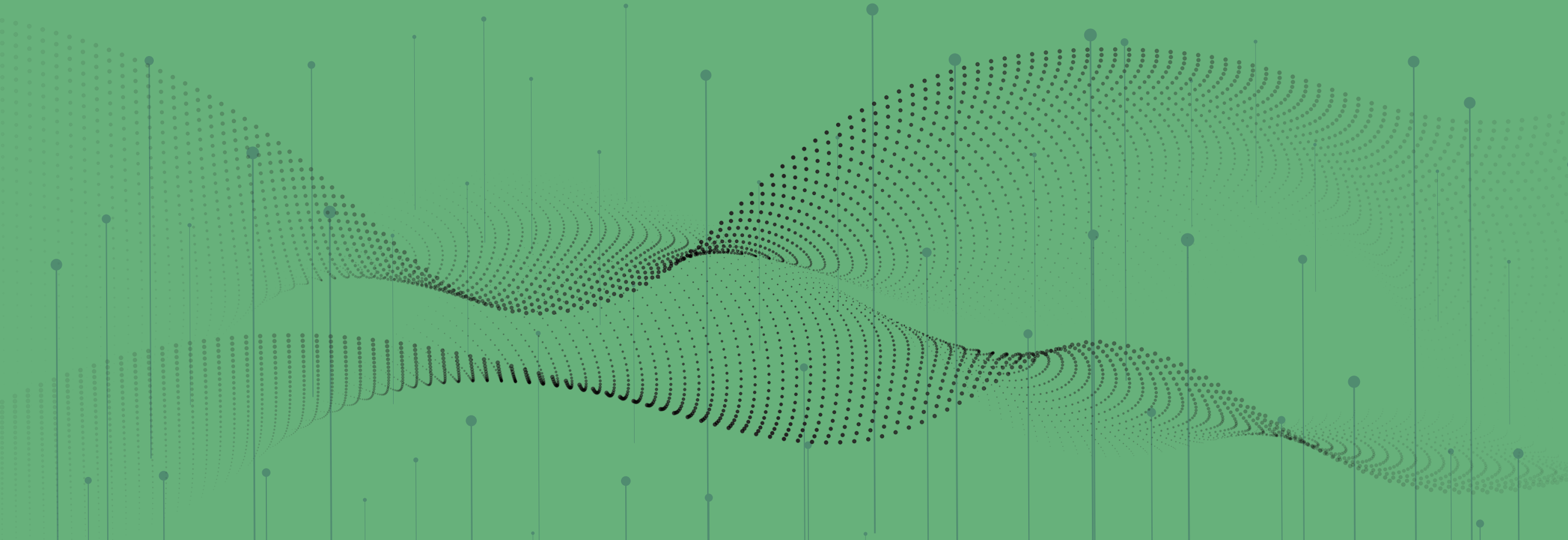
Stakeholders	Key Interests	Communication Channels
<div>Customers</div> <div></div>	<ul style="list-style-type: none"><li>• Technological Innovation and Product Development</li><li>• Customer Satisfaction Services</li><li>• Incorporation of VOC</li><li>• Transparent Communication</li></ul>	<ul style="list-style-type: none"><li>• Product Catalog</li><li>• VOC Surveys</li><li>• Domestic and International Exhibitions</li><li>• Corporate Website</li></ul>
<div>Shareholders &amp; Investors</div> <div></div>	<ul style="list-style-type: none"><li>• Financial Performance</li><li>• Enhancement of Mid- to Long-Term Shareholder Value</li><li>• Transparent Information Disclosure</li><li>• Improvement of Corporate Governance</li></ul>	<ul style="list-style-type: none"><li>• General Shareholders' Meeting</li><li>• Investor Relations Presentations, IR Meetings, Conference Calls</li><li>• Corporate Website</li><li>• Information Disclosure</li></ul>
<div>Employees</div> <div></div>	<ul style="list-style-type: none"><li>• Safe and Fulfilling Workplace</li><li>• Sound Labor-Management Relations</li><li>• Opportunities for Education and Growth</li><li>• Compensation and Benefits</li></ul>	<ul style="list-style-type: none"><li>• Koh Young CC<sup>2)</sup> Council</li><li>• Management Briefings</li><li>• Vision Sharing Sessions</li><li>• Ethical Management Training Programs</li></ul>
<div>Partners</div> <div></div>	<ul style="list-style-type: none"><li>• Establishment of Strategic Partnerships</li><li>• Fair Trade Practices</li><li>• Shared Growth</li><li>• Financial and Non-Financial Support</li></ul>	<ul style="list-style-type: none"><li>• SRM<sup>3)</sup> System</li><li>• Shared Growth Programs</li><li>• Offline Roundtable Meetings</li><li>• Ethical Management Training Programs</li></ul>
<div>Local Communities</div> <div></div>	<ul style="list-style-type: none"><li>• Revitalization of the Local Economy</li><li>• Corporate Social Contributions</li><li>• Environmental Protection in Local Communities</li></ul>	<ul style="list-style-type: none"><li>• Meetings with Local Governments</li><li>• Meetings with Social Welfare Organizations</li><li>• Volunteer Activities for Underprivileged Groups</li><li>• Participation in Environmental Conservation Events</li></ul>
<div>Government · Associations<sup>1)</sup> · Media</div> <div></div>	<ul style="list-style-type: none"><li>• Contribution to the National Economy</li><li>• Mid- to Long-Term Growth of the Company and Related Industries</li><li>• Transparent Information</li></ul>	<ul style="list-style-type: none"><li>• National Projects and Programs</li><li>• Various Roundtable Meetings and Seminars</li><li>• Press Releases</li></ul>

1) Korea Association of Robot Industry, Federation of Middle Market Enterprises of Korea, KOSDAQ-listed Companies Association, Korea Smart Healthcare Association, Korea World Class Enterprise Association, Optical Society of Korea, among others  
2) Koh Young Communication Channels  
3) Supplier Relationship Management

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# Environmental Management System

Koh Young Technology incorporates eco-friendly management principles into key decision-making processes across all business activities and continuously monitors current issues and matters related to environmental sustainability. In addition, to advance eco-friendly management, the company operates a dedicated Working-level ESG Council under the ESG Committee, ensuring systematic oversight and management.

The Working-level ESG Council is composed of field-level personnel from each department and holds regular and ad-hoc meetings to discuss current issues and matters related to the environmental domain. Discussions held within the Working-level ESG Council are reported to executive management and the Board of Directors. The Board deliberates and resolves relevant matters, while executive management makes decisions to advance the implementation of related initiatives.



## Environmental Management Governance



## Environmental Management Policy

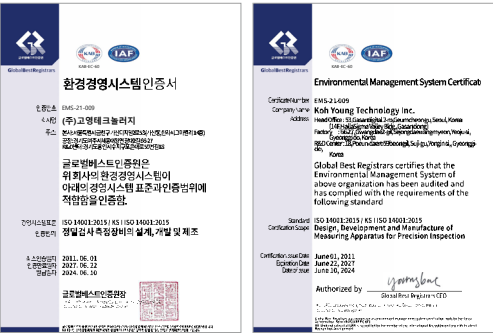
<div>Continuous Improvement of Environmental Management Performance</div> <div>Koh Young Technology systematically builds and advances its environmental management system, executing it effectively to continuously improve environmental performance.</div>	<div>Proactive Efforts to Address Climate Change</div> <div>Recognizing the climate crisis as a serious threat to humanity, the company is committed to overcoming this challenge through sustained efforts to reduce greenhouse gas emissions, minimize the use of hazardous substances, and enhance resource efficiency to establish an eco-friendly ecosystem.</div>	<div>Management Activities Based on Environmental Values</div> <div>At every stage of the business—from product planning and development to production, sales, and disposal—Koh Young Technology strives to optimize resource and energy usage while minimizing harmful environmental impacts.</div>	<div>Compliance with Environmental Regulatory Requirements</div> <div>Hazardous materials handled or generated during production processes are managed safely and effectively in accordance with international standards. The company also strictly complies with all applicable environmental laws, regulations, and standards.</div>	<div>Support for Stakeholder Participation</div> <div>Through environmental education, all employees are encouraged to raise awareness and adopt environmentally responsible practices in their daily work. To promote joint environmental efforts, Koh Young Technology shares its environmental policy and provides program support to partners, maintaining long-term collaborative relationships.</div>
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# Environmental Management System

## Environmental Management System

Environmental management is a core component of sustainable corporate management, and Koh Young Technology implements it through a structured and systematic approach. As part of its efforts to thoroughly manage, identify, assess, and improve environmental impacts across all business processes—such as procurement, development, manufacturing, and distribution—Koh Young Technology has obtained and maintained certification under ISO 14001, the global standard for environmental management systems.

In addition, Koh Young Technology regularly reviews its internal management system to prevent environmental risks in advance and ensure sustainable operations, while also conducting company-wide initiatives to raise environmental awareness. Based on this foundation, the company carries out a range of initiatives to minimize the environmental impact of waste and pollutants generated across all domestic and international sites, including headquarters, factories, research centers, and overseas subsidiaries.



ISO14001 Certificate (Korean/English)

## Compliance with Environmental Regulations

Koh Young Technology maintains rigorous controls to ensure that no violations of environmental regulations occur. To manage compliance risks in the environmental domain, the company conducts regular inspections of regulatory compliance and risk status across all business sites. As a result of these efforts, there have been no violations of environmental regulations over the past three years.

Category	Unit	2022	2023	2024
Environmental Regulation Violations	Cases	-	-	-
Fines/Penalties Paid	KRW	-	-	-

## 2024 Eco-Friendly Management Performance

Koh Young Technology has been continuously advancing eco-friendly management initiatives and operating a variety of programs to fulfill its environmental responsibilities. Active efforts are being made across various areas, including eco-friendly campaigns, greenhouse gas monitoring and reduction activities, and the expansion of renewable energy use. In particular, regular eco-friendly campaigns are conducted to encourage active participation from employees.

Category	Q1	Q2	Q3	Q4
Eco-Friendly Campaigns (Reduction of Disposable Items, Energy Saving Campaigns, etc.)	●	●	●	●
Greenhouse Gas Monitoring (Continuous by Business Site)	●	●	●	●
Greenhouse Gas Reduction Activities (Introduction of Electric Vehicles, Indoor Temperature Control, etc.)	●	●	●	●
Expansion of Renewable Energy (e.g., Installation of Solar Power Facilities)				●



# Climate Change Response

Koh Young Technology recognizes climate change response as a critical global issue that must be addressed collectively by humanity, and regards it as one of the most important considerations in its corporate activities.

To address climate change, Koh Young Technology is undertaking various initiatives, including the establishment and management of greenhouse gas reduction targets, investments in facilities for renewable energy transition, and company-wide efforts to reduce electricity consumption. Through these initiatives, the company aims to minimize its environmental impact and fulfill its responsibilities as a sustainable enterprise.

In 2022, Koh Young Technology strengthened its commitment to climate change response by joining the Carbon Disclosure Project (CDP), one of the leading global climate initiatives. In 2023, we conducted RE100 consulting to review our mid- to long-term greenhouse gas (GHG) reduction targets. In 2024, Koh Young Technology implemented strategic initiatives to expand the use of renewable energy, including the installation of solar power systems, and promoted various GHG reduction activities such as transitioning corporate vehicles to electric models and launching eco-friendly campaigns.

Through these efforts, Koh Young Technology is driving tangible progress in climate change response and will continue to strive for sustainable growth.

## Climate Change Risk Management

To establish effective climate change response strategies, Koh Young Technology analyzes and identifies both transitional and physical risks and opportunities in relation to its business strategy and financial impact, and derives corresponding response measures.

### Integrated Risk / Opportunity Management Process



### Types of Risks / Opportunities and Countermeasures

Category		Time of Impact	Financial Impact	Countermeasures
Physical Risk	Acute	Short-Term	<ul style="list-style-type: none"><li>Reduced production capacity and recovery costs due to typhoons, floods, etc.</li><li>Increased operating expenses from higher electricity usage during heatwaves</li></ul>	<ul style="list-style-type: none"><li>Cost reduction through improved energy efficiency (e.g., facility and process diagnostics)</li><li>Need to establish a strategic response to physical risks</li></ul>
	Chronic	Mid- to Long-Term	<ul style="list-style-type: none"><li>Increased operating costs due to higher electricity usage resulting from rising average temperatures</li><li>Increased labor costs associated with forming a dedicated organization for developing response strategies and implementing preventive measures</li></ul>	
		Mid- to Long-Term	<ul style="list-style-type: none"><li>Damage to and depreciation of tangible assets such as buildings, factories, and machinery</li><li>Growing public concern over waste disposal</li></ul>	
Transition Risk	Policy and Regulation	Short- / Mid- to Long-Term	<ul style="list-style-type: none"><li>Increased costs from purchasing emission allowances and potential implementation of carbon taxes</li><li>Rising electricity prices leading to higher product costs</li></ul>	<ul style="list-style-type: none"><li>Investment in renewable energy facilities</li><li>Reduction of electricity costs through lower power consumption</li></ul>
	Reputation	Short- / Mid- to Long-Term	<ul style="list-style-type: none"><li>Decreased investment due to lower ESG ratings as investor interest in climate action rises</li></ul>	<ul style="list-style-type: none"><li>Proactive disclosure of internal and external environmental information</li></ul>
	Market	Mid- to Long-Term	<ul style="list-style-type: none"><li>Decline in product demand and revenue if customer expectations for greenhouse gas reduction are unmet</li></ul>	<ul style="list-style-type: none"><li>Establishment of mid- to long-term greenhouse gas reduction targets and action plans</li><li>Acceleration of product development through adoption of eco-friendly components</li></ul>

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# Climate Change Response

## GHG Emissions Management

Since 2019, Koh Young Technology has been systematically managing greenhouse gas emissions data as part of its climate risk response strategy. Koh Young Technology has identified the level of greenhouse gas emissions and key emission sources from its domestic operations and, based on this analysis, developed data management tools to establish an effective emissions management system. Based on this data, Koh Young Technology has established a comprehensive database encompassing direct emissions (Scope 1), indirect emissions (Scope 2), and other environment-related information. In addition, the 2024 greenhouse gas emissions data has been transparently disclosed following third-party verification by an external professional agency. As a result of various initiatives to reduce greenhouse gas emissions, the total emissions in 2024 amounted to 3,051 tCO<sub>2</sub>eq, achieving a reduction of 29 tCO<sub>2</sub>eq compared to the target.

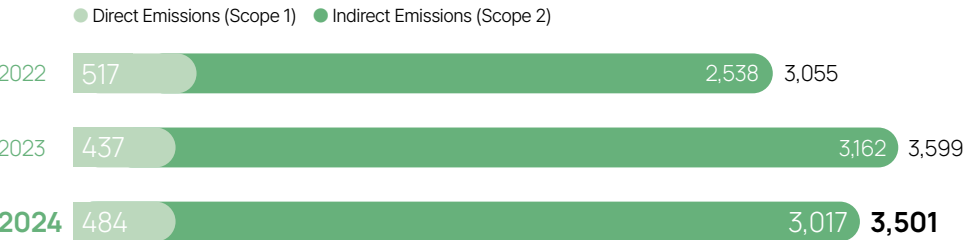
2024 Greenhouse Gas Emissions Target Achievement

Category	Unit	2023 Performance <sup>1)</sup>	2024 Target	2024 Performance	YoY Comparison	Compared to Target
Emissions	tCO <sub>2</sub> eq	3,589	3,530	3,501	(98)	(29)

1) Increase compared to the previous year due to the completion of the Yeosu manufacturing center in 2023

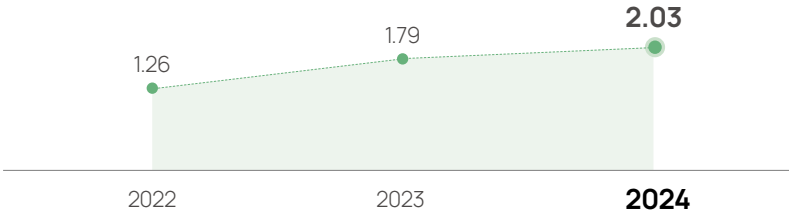
GHG Emissions Over the Past 3 Years

(Unit: tCO<sub>2</sub>eq)



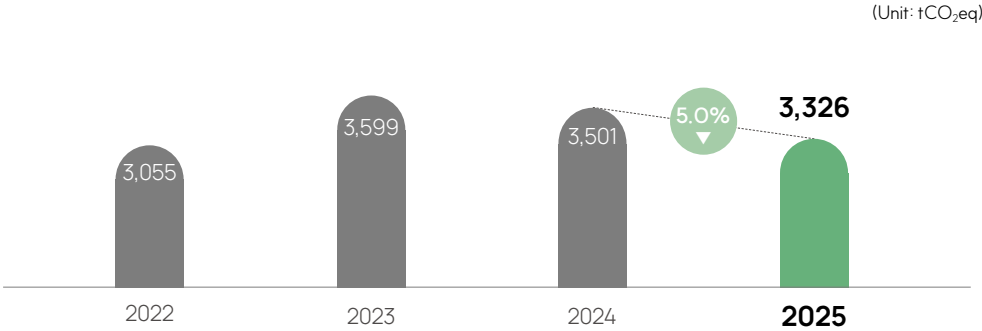
GHG Emission Intensity Over the Past 3 Years

(Unit: tCO<sub>2</sub>eq / KRW 100 million in Revenue)



## 2025 GHG Emissions Reduction Target

Koh Young Technology has set the 2025 greenhouse gas emissions reduction target at 175 tCO<sub>2</sub>eq, approximately 5.0% below the previous year's emissions. To achieve this goal, the company will continue to implement a range of emissions reduction initiatives.



# Climate Change Response

## GHG Reduction Activities

Koh Young Technology is continuously working to reduce greenhouse gas emissions across all its business sites. In 2024, we began actively implementing reduction measures with a strong focus on energy-saving initiatives and expanding the use of renewable energy.

To improve energy efficiency and reduce emissions, we have optimized the operating hours of equipment at each site, minimizing unnecessary energy use. In November 2024, we began full operation of a 75kW self-consumption solar power system installed on the rooftop of our Gwanggyo R&D Center. This installation is expected to save approximately 95,396 kWh of electricity annually.

In 2024, we converted six internal combustion vehicles to electric vehicles (EVs), achieving an annual reduction of 71 tCO<sub>2</sub>eq in greenhouse gas emissions. Out of a total fleet of 97 vehicles, 50 have now been transitioned to EVs. In 2025, we plan to convert an additional seven vehicles to further reduce emissions.

Looking ahead, Koh Young Technology aims to establish a more systematic and integrated approach to energy efficiency by obtaining ISO 50001 (Energy Management System) certification by 2025. This initiative will further enhance our energy performance while aligning with international standards for climate action and contributing to a more sustainable corporate image.

## Key Reduction Initiatives and Achievements

### Photovoltaic Power Generation Facility

- February / December 2023: Installation completed at Yeosu Manufacturing Center (151 kW / 100 kW capacity)
- November 2024: Installation completed at Gwanggyo R&D Center (75.6 kW)



### Corporate Vehicle Electrification

- 2024: 6 vehicles converted (50 vehicles converted in total to date)
- 2025: 7 additional vehicles scheduled for conversion



### Electricity Consumption Reduction

- Reduced operating hours of air handling units and chillers at Gwanggyo R&D Center
- Partial lighting operation in corridors on the 1st and 3rd floors of the production center
- Reduced operation of outdoor units and exhaust fans at the production center



### Energy Conservation Campaigns

- Indoor temperature control during summer, periodic operation and maintenance of HVAC systems
- Lights-off initiatives and reduced use of disposable products
- Installation of water-saving faucets in 26 restrooms at the production center



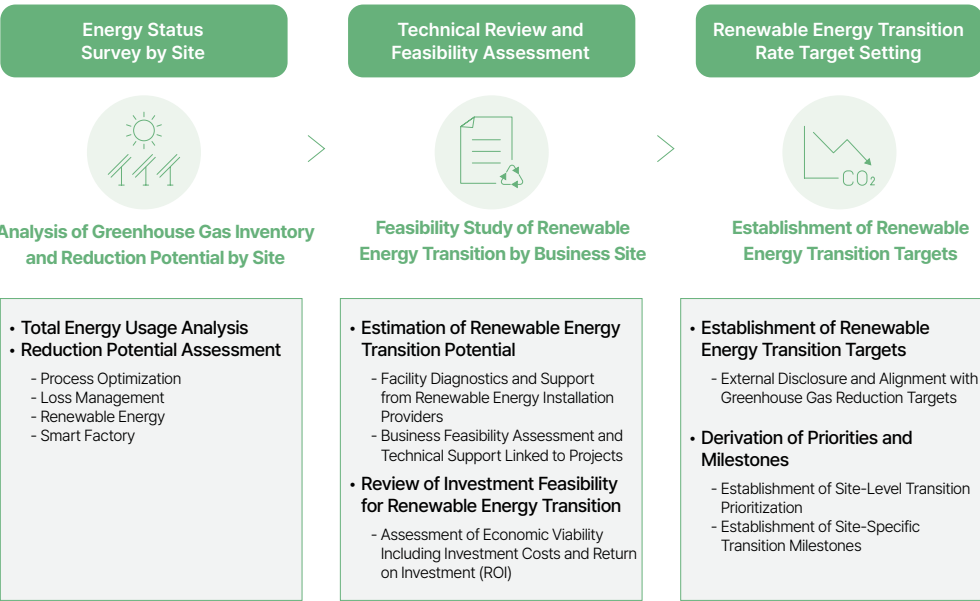
# Climate Change Response

## Expansion of Renewable Energy

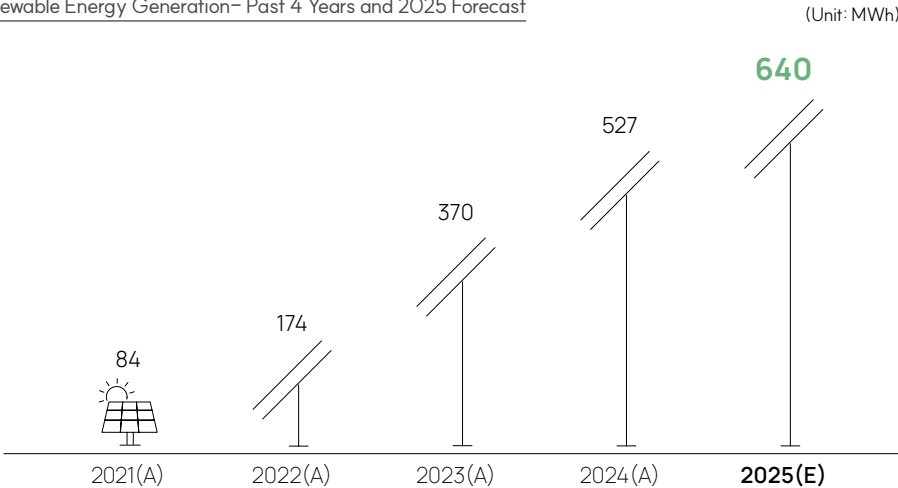
Koh Young Technology has established renewable energy transition targets and has introduced a variety of renewable energy systems to continuously manage and advance these goals. In 2021, a 132 kW solar power system was installed on the rooftop of the Gwanggyo R&D Center, followed by the addition of a 151 kW solar power system on the rooftop of the Yeosu Manufacturing Center in 2022.

Subsequently, in December 2023, a 100 kW solar power system was installed through a renewable energy building support program, and in November 2024, an additional 75 kW solar power system was installed at the Gwanggyo R&D Center. As a result, with the installation of 120 solar modules rated at 605W each, the system is expected to generate approximately 95,396 kWh of electricity annually, which is projected to reduce greenhouse gas emissions by around 44 tCO<sub>2</sub>eq. In 2025, Koh Young Technology plans to establish clear renewable energy transition targets, analyze energy consumption patterns, and further increase the share of renewable energy while intensifying efforts to reduce greenhouse gas emissions.

### Renewable Energy Target Setting Process



Renewable Energy Generation- Past 4 Years and 2025 Forecast



Proportion of renewable energy generation in total electricity consumption

Category		2021	2022	2023	2024
On-site generation	%	1.80	3.80	6.00	8.90

Photovoltaic Power Generation Facility Installation Status



Gwanggyo R&D Center Rooftop



Yeosu Manufacturing Center Rooftop

# Maximizing Resource Circulation

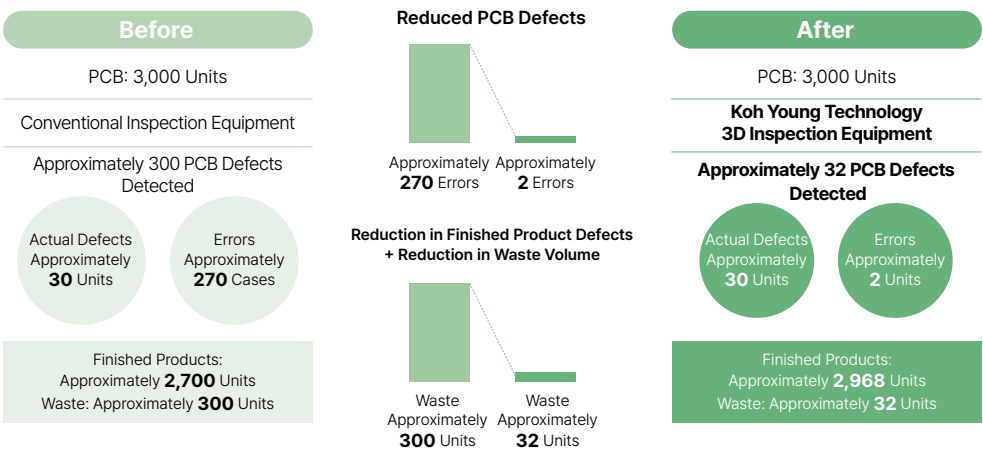
Koh Young Technology recognizes the severity of resource depletion and is continuously exploring ways to expand reuse and recycling. The company also designs products with resource efficiency in mind to minimize waste generation. Moving forward, it will remain committed to reducing waste emissions and the use of hazardous substances across its domestic and international business sites.

## Resource Efficiency Management

Koh Young Technology possesses advanced technological capabilities to prevent large-scale recalls and the resulting revenue loss that may occur if defects in the Surface Mount Technology (SMT) process are not detected early. In addition, the company minimizes raw material waste—such as printed circuit boards (PCBs) and electronic components—throughout the product lifecycle, while also addressing environmental pollution issues related to air, water, and soil that may arise during the disposal of defective products.

In particular, the 3D Solder Paste Inspection (SPI) equipment and 3D Automated Optical Inspection (AOI) systems accurately measure and detect defects at the early stages of the SMT process, significantly improving the defect detection rate for PCBs. Additionally, the smart factory platform KSMART monitors 3D measurement data from inspection equipment in real time and utilizes AI technology to automatically diagnose defects, thereby optimizing the SMT process. These advanced measurement and inspection solutions play a vital role in optimizing raw material usage, minimizing false errors, and reducing waste, thereby mitigating negative environmental impacts.

Environmental Contribution of Inspection Equipment<sup>1)</sup>

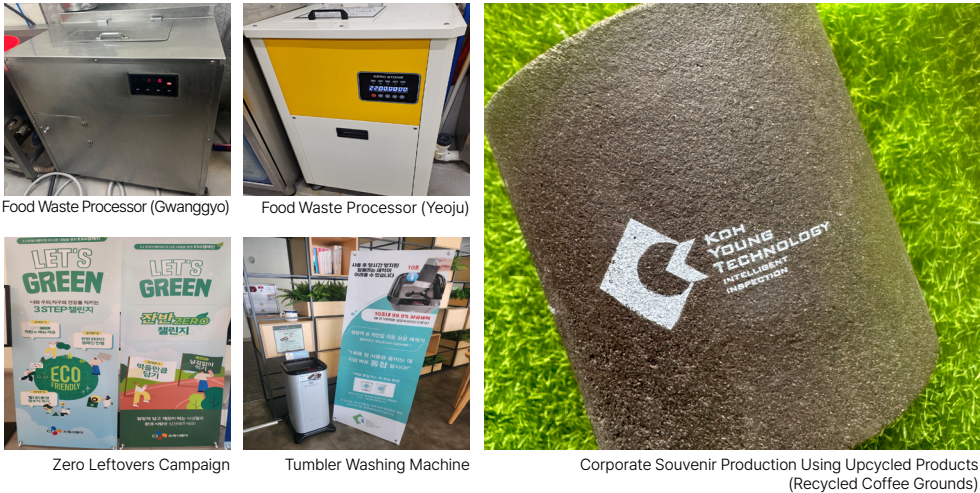


1) Sample data provided to illustrate the environmental benefits of inspection equipment

## Fostering a Culture of Resource Circulation

Since 2021, Koh Young Technology has been working to minimize waste by replacing disposable products used in the workplace with eco-friendly biodegradable alternatives and installing dedicated tumbler washing machines, thereby promoting a culture of resource circulation. All employees have discontinued the use of disposable cups when using in-house cafés and instead use personal cups (tumblers). At major business sites, eco-bags are distributed to all staff to further reduce the use of disposable products.

In addition, the company produces souvenirs made from recycled coffee grounds, using them at exhibitions and trade shows to promote environmental protection while also contributing to the creation of social value. The Code of Ethical Conduct explicitly emphasizes the importance of environmental management and includes provisions aimed at raising environmental awareness among employees. Environmentally friendly management at Koh Young Technology goes beyond simple practices and is being embedded throughout the organization. The company also extends continuous support to its partners through relevant assessments and training, enabling joint implementation of sustainable practices.





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# Hazardous Substances and Waste Management

Koh Young Technology manages hazardous substances and waste generated during the manufacturing process in accordance with international standards. To this end, the company has established detailed management procedures for all types of waste, strictly complies with applicable regulations, and continually strives to minimize environmental impact.

## Hazardous Substances Management


Koh Young Technology manages hazardous substances safely and effectively in accordance with international standards and continuously monitors any changes to ensure compliance. In particular, during the component selection process, the company rigorously verifies suppliers' compliance with the EU RoHS (Restriction of Hazardous Substances)<sup>1)</sup> directive to proactively eliminate hazardous and harmful substances at the source.

Furthermore, Koh Young Technology applies its internal Green & RoHS 2 policy across all production processes to minimize environmental impact. In addition, regular inspections are conducted for the storage, transportation, and handling of chemicals in accordance with GMP (Good Manufacturing Practice). Hazardous substances listed in the Material Safety Data Sheets (MSDS) are systematically managed with proper documentation in designated storage areas. Through this management system, Koh Young Technology maintains a safe and clean working environment, and to date, there have been no incidents or legal sanctions related to hazardous substances.


Status of RoHS 2 Compliance Application<sup>2)</sup>

Hazardous Substances	Status
Lead (Pb)	• All homogeneous materials within components are managed to ensure compliance with regulatory requirements for toxic or hazardous substances.
Mercury (Hg)	
Cadmium (Cd)	
Hexavalent Chromium (Cr6+)	
Polybrominated Biphenyls (PBB)	
Polybrominated Diphenyl Ethers (PBDE)	
Four types of phthalates (DEHP, BBP, DBP, DIBP)	

Status of Environmental  
Certifications



**SEMI S2**  
Defines the minimum environmental, safety, and health requirements for semiconductor manufacturing.



**CE**  
Indicates compliance with EU Council directives related to safety, health, environmental protection, and consumer protection.

## Waste Management

Koh Young Technology safely and efficiently disposes of industrial waste—such as steel and aluminum generated from product and component damage or repair—through certified waste management contractors. In addition, general waste generated from daily operations is properly handled in cooperation with specialized collection agencies, and all recyclable waste is fully recycled. These efforts contribute to reducing resource waste and minimizing environmental impact.

Additionally, at the company cafeterias of the Gwanggyo R&D Center and the Yeosu Manufacturing Center, we are continuously working to reduce greenhouse gas emissions generated from food waste by offering vegetarian meal options and introducing food waste processors to minimize leftovers.

### Waste Management Process

**Waste Separation and Storage**

- Waste is sorted and stored based on its type, recyclability, and whether it is combustible or non-combustible.
- Legal storage standards and retention periods are observed according to the type of waste.

**Waste Disposal and Performance Reporting**

- Legally commissioned waste disposal (collection, transportation, sorting, and shredding) conducted according to waste type.
- Monthly management of waste disposal performance.

**Management of Contracted Waste Disposal Companies**

- In the event of nonconformities during the commissioned waste disposal process, corrective actions are requested and followed by post-management.



Waste Disposal Contractor Permit



Waste is classified, inspected, and processed accordingly.

1) RoHS : Restriction of Hazardous Substances Directive  
2) Source: RoHS 2 Compliance Declaration for KY8030 Series and Zenith Series (c-platform) (December 2021)



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# Natural Capital Conservation

While Koh Young Technology's operations have limited direct impact on the surrounding natural environment, the company fully recognizes that biodiversity and water resource management are critical components in addressing climate change and safeguarding future generations. Accordingly, the company has established a biodiversity conservation policy and is actively identifying environmental risks associated with its business activities, undertaking a range of initiatives to support sustainable management.

## Biodiversity Management

Koh Young Technology maintains a thorough awareness of the ecological impact of its operations on the areas surrounding its facilities and is actively working to minimize any adverse effects on biodiversity. In 2023, a biodiversity conservation policy was established, laying the foundation for specific action plans aimed at contributing to ecosystem preservation.

### Biodiversity Conservation Policy

Fundamental Philosophy	Recognize the impact of biodiversity and actively promote ecosystem conservation efforts by minimizing negative effects on biodiversity.
Action Guidelines	<ul style="list-style-type: none"><li>• All employees shall recognize biodiversity conservation as a core value of management.</li><li>• We shall analyze and assess the impact on biodiversity and strive to minimize any negative effects.</li><li>• Biodiversity conservation activities shall be implemented in accordance with the characteristics of each business location.</li><li>• We shall maintain continuous communication with stakeholders and local communities to contribute to biodiversity conservation.</li><li>• We shall collaborate on the sustainable use of biological resources within the industry.</li><li>• Biodiversity conservation shall be considered in all business-related decision-making processes.</li></ul>

## Water Resource Management

Koh Young Technology monitors the water stress levels of its Yeosu Manufacturing Center and the surrounding area of the Gwanggyo R&D Center using the World Resources Institute (WRI)'s Water Risk Atlas as a reference. Both regions were identified as having a low to medium level of water stress; however, to support water conservation efforts, Koh Young Technology replaced the faucets at the Gwanggyo R&D Center with water-saving devices in 2023. Following this, in 2024, all washbasin faucets at the Yeosu Manufacturing Center were also replaced with water-saving devices, resulting in an annual reduction of 200 tons in water consumption.

## Biodiversity Monitoring and Conservation Activities

Koh Young Technology's domestic sites are not designated as ecological management areas based on the ecological and natural map provided by the National Institute of Ecology under the Ministry of Environment. However, the company deeply acknowledges the importance of biodiversity conservation and actively engages in initiatives such as plogging and river clean-up activities near its business sites to put this commitment into practice. Koh Young Technology will continue to implement and expand various ecological conservation activities, striving to contribute to sustainable environmental protection.



Plogging Activity Near the Business Site – April 2024



ESG Performance

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# Supply Chain Management |

Amid escalating global supply chain disruptions, Koh Young Technology is enhancing supply chain competitiveness with the goal of building a sustainable business ecosystem. To this end, the company is establishing collaborative systems with its partners and actively seeking mutually beneficial solutions through open communication. In addition, Koh Young Technology has established its own Supplier Code of Conduct based on supply chain-related regulations and the Responsible Business Alliance (RBA) Code of Conduct, and is supporting its partners in adhering to these standards. Building on this foundation, Koh Young Technology is developing and operating a sustainable supply chain system, continuously working to expand ESG management practices throughout the entire supply chain.

## Supplier Code of Conduct

Koh Young Technology emphasizes that not only the company itself but also its partners have a responsibility to fulfill their social obligations, and to this end, it issued the Ethical Conduct Guidelines in 2021. The company also conducts regular evaluations of key partners to continuously monitor their compliance with the Supplier Code of Conduct and their implementation of ethical and lawful business practices. In particular, in 2023, Koh Young Technology established the Koh Young Supplier Code of Conduct, which applies not only to domestic and international sites involved in product manufacturing but also to all partners. The code encourages the creation of safe working environments, respect for workers, and the operation of environmentally responsible and ethical businesses.

Key Provisions of the Koh Young Technology Supplier Code of Conduct<sup>1)</sup>

 Labor and Human Rights	✓ Voluntary labor, compliance with working hours, fair wages and benefits, humane treatment, and prohibition of discrimination.
 Occupational Health and Safety	✓ Industrial safety, emergency preparedness, prevention of occupational injuries and illnesses, and health and safety training.
 Environmental Protection	✓ Environmental permits and reporting, pollution prevention and resource conservation, energy use, and greenhouse gas emissions.
 Ethical Business Practices	✓ Compliance with fair and transparent management, information disclosure, protection of identity and prohibition of retaliation, and information security.
 Responsible Mineral Sourcing	✓ Prohibition of minerals originating from regions associated with human rights violations and environmental destruction.
 Management Systems	✓ Declaration of intent for voluntary compliance, clear assignment of management responsibilities, and awareness and monitoring of applicable laws and customer requirements.

1) The full text of the Supplier Code of Conduct is publicly available on the company website.

## Partner Grievance Handling

In addition to regular communication with its partners, Koh Young Technology operates an anonymous channel—Cyber Whistleblower Center—to gather and address grievances and complaints from its suppliers. The Cyber Whistleblower Center, established in 2021, is an active reporting system accessible to all stakeholders of the company. All reports received are handled with strict confidentiality, with the protection of the whistleblower's identity given the highest priority. In 2024, there were no cases of grievances or complaints submitted by partners through the Cyber Whistleblower Center.

## Conflict Minerals Management

Koh Young Technology takes the issues of human rights violations and environmental degradation resulting from mineral extraction in conflict-affected and high-risk areas seriously, and rigorously manages its supply chain to prevent the use of such minerals. To this end, the company conducts checks to ensure that partners do not use minerals sourced from conflict regions. If any risks are identified, immediate follow-up actions are taken to enhance transparency and stability within the supply chain. In addition, the company includes relevant items in its annual evaluations of partners to assess the use of conflict minerals and conducts ad hoc investigations upon request from customers.

### Conflict Minerals Management Policy within the Supplier Code of Conduct

#### Responsible Mineral Sourcing

Under no circumstances shall suppliers use raw materials within Koh Young Technology's supply chain that originate from specific regions or conflict-affected areas—such as tantalum, tungsten, tin, and gold—or illegally harvested timber, which are restricted due to serious concerns over human rights violations and environmental destruction raised by the international community. Suppliers must also trace the use of such materials across the entire supply chain, including their origin and associated vendors, and make every effort to verify the provenance of materials used in the production process. In addition, suppliers are required to provide relevant supporting documentation upon request from Koh Young Technology.

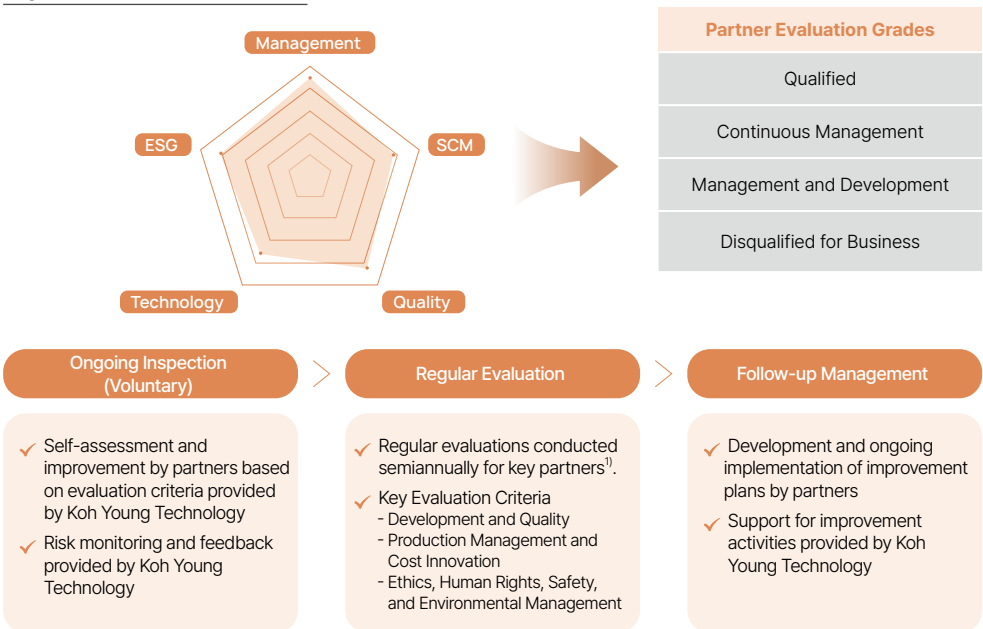


# Supply Chain Management

## Regular Partner Evaluation

Koh Young Technology conducts regular evaluations of key partners twice a year. The main evaluation criteria include general management status, supply chain management, quality, technology, and ESG. Personnel responsible for each area conduct the regular evaluations by comprehensively reviewing transaction data for the relevant period, along with materials submitted by partners, based on established evaluation criteria to assess potential risks. In particular, ESG risk assessment items have been added to enhance the evaluation of environmental and social responsibility factors. The results of the regular partner evaluation are presented using a five-grade scale (S, A, B, C, D), along with evaluator comments and identified areas for improvement. The grading system was revised from four to five levels to enable more structured management. Based on the evaluation grade, follow-up actions are taken accordingly, such as qualification, continuous monitoring, management and development, or termination of business engagement.

### Regular Partner Evaluation Process



1) Key partners are selected for evaluation by the SCM team based on transaction volume, strategic importance, and other relevant factors.  
2) The master supply agreement includes internationally recognized standards for fundamental human rights, labor practices, and social responsibility.

## Partner Occupational Health and Safety Assessment

Koh Young Technology conducts biannual regular inspections each year to enhance the occupational health and safety standards of its partners, continuously improving their safety management systems. In particular, the company focuses on verifying compliance with nine key provisions of the Serious Accidents Punishment Act and the Occupational Safety and Health Act, actively supporting legal adherence and the creation of a safe working environment. In 2024, Koh Young Technology conducted self-assessments in the first half and on-site evaluations in the second half for six key partners. The company will continue to work closely with its partners to systematically manage ESG risks related to occupational health and safety and to build a sustainable supply chain.

### Partner Occupational Health and Safety Assessment Criteria

Policy/Organization	Risk Assessment	Training	Health Checkups	Emergency Response
Occupational health and safety policy, organizational structure (organization chart, appointment letters, etc.), meeting minutes, inspection logs, etc.	Results of risk assessments and records of corrective actions for critical risks	Materials related to health and safety training (training logs, attendance sheets, etc.)	Records of general/special health checkups and follow-up management	Emergency contact lists, emergency response scenarios, etc.

### Assessment Process



## Selection of New Partners

When selecting new partners, Koh Young Technology follows a fair and objective process by conducting a comprehensive evaluation of purchasing, quality, financial status, and other relevant criteria. In 2025, Koh Young Technology plans to enhance its evaluation process by introducing ESG audit checklists and responsible minerals assessments. These additions aim to prevent conflicts of interest and maintain a transparent partner management system. In addition, Koh Young Technology signs a master agreement<sup>2)</sup> at the start of each business engagement to promote an ethical and sustainable management environment throughout the supply chain.

### Partner Selection Process



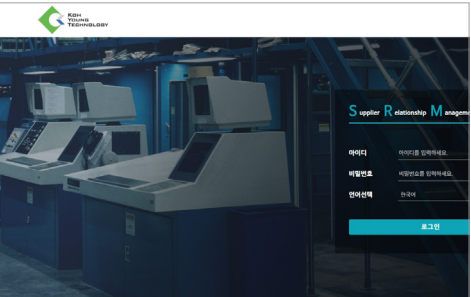
# Supply Chain Management

## Partner Relationship Management System

Koh Young Technology has developed a Supplier Relationship Management (SRM) system, enabling partners to access essential information related to manufacturing and delivery through a single platform. This system enhances productivity in collaboration with partners.

The SRM system was developed to support efficient data management for partners by consolidating information previously provided separately by individual departments within Koh Young Technology. Since the launch of the system, user training has been provided to key partners, and ongoing enhancements have been made by incorporating additional improvement requests, continuously upgrading its operational functionalities.

The current scope of the SRM system includes material management such as inbound and outbound logistics, order management, production management covering scheduling and processes, and quality control. Koh Young Technology will continue to enhance the functionality and usability of the SRM system, further developing it into a key platform for shared growth with its partners.



SRM Login Screen



SRM Main Dashboard

## Transparent Purchasing Process

Koh Young Technology operates a Transparent Purchasing Process not only to ensure fair transactions with its partners but also to prevent unfair trade practices or anti-competitive behavior that may arise during procurement activities. The core principle of the Transparent Purchasing Process is to enhance fairness by involving multiple committee members in the evaluation of procurement activities that exceed a certain monetary threshold.

To enhance the effectiveness of the Transparent Purchasing Process, Koh Young Technology has refined the composition and roles of committee members and applied revised operational guidelines—effective from January 2024—which streamline procedures and strengthen review functions for systematic implementation. In 2024, a total of 21 Transparent Purchasing Committee meetings were held.

### Transparent Purchasing Process



## Partner Satisfaction Survey

We conduct satisfaction surveys by selecting key partners in machinery, control, and sheet metal as target companies. The survey covers areas such as communication and information sharing, customer-oriented work attitude, professional responsiveness, and ethical business practices. Satisfaction levels are aggregated by partner, and follow-up actions are taken accordingly. The 2024 partner satisfaction survey was conducted with six key partners, and Koh Young Technology plans to continue its efforts to enhance partner satisfaction.

# Supply Chain Management

## Shared Growth (Manufacturing and Quality Innovation)

In May 2024, Koh Young Technology underwent an integrated surveillance audit for ISO 9001:2015 and ISO 14001:2015 and received a determination of “certification maintained.”

We are implementing innovation initiatives in manufacturing and quality to strengthen supply chain competitiveness and promote shared growth with its partners. The company conducts Quality System Audits (QSA) and Quality Process Audits (QPA) for key partners to support the enhancement of their quality management systems.

Beginning with a focus on on-site management inspections in 2015, Koh Young Technology transitioned in 2021 to an integrated Quality Management System (QMS) audit—combining QSA and QPA—to conduct assessments and improvement activities for machinery/electrical partners and key suppliers. A practical audit is conducted to verify the implementation of 14 quality-related systems—including nonconforming materials, incoming materials, quality management, preventive control, manufacturing quality, customer requirements handling, continuous improvement, material management, on-site quality activities, partner management, safety management, instrument calibration, training and education, and process control. Based on these findings, Koh Young Technology applies a comprehensive quality standard to operate its partner quality rating system.

In addition, we operate a 4M Change Management System—covering Man, Machine, Material, and Method—that includes an email notification feature to track changes in real time during the production process. To stabilize the quality of incoming partner materials, the company is strengthening corrective actions for nonconforming quality and supporting process improvements through on-site enhancements at partner facilities.

Category	Unit	2023 Performance	2024 Target	2024 Performance	Year-over-Year (YoY) Comparison	Compared to Target
Incoming Defect Rate	%	0.5	0.9	0.6	(+0.1)	(-0.3)

Target lowered from 1.1% to 0.9% in 2023, reflecting a 20% reduction in the supplier quality defect threshold

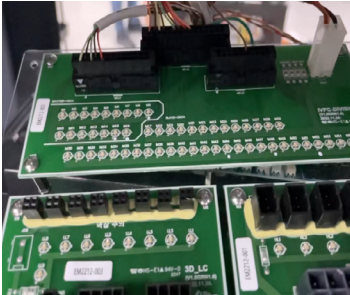
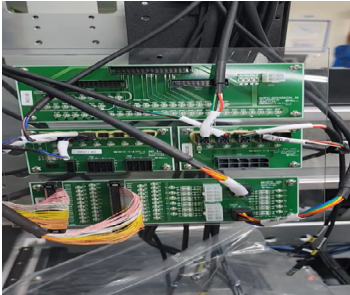
### Partner Quality Rating System

Purpose of Implementation	✓ To enhance the quality competitiveness of partners and strengthen their sustainability as core contributors to the supply chain.
Operating Entity	✓ Koh Young Technology Production Division IQC Part
Operation Method	✓ Grades are assigned based on a comprehensive evaluation of quality indicators (including defect rate), QMS audits, and preventive activities. ✓ Evaluation grades are categorized into six levels (S, A+, A, B+, B, C), and partners implement improvement activities based on their assigned grade.

### Partner Quality System Inspection Process



ISO 9001 Certificate



Partner Quality Management Activities  
(VPC Test Jig Development, Component Defect Reduction)



# Supply Chain Management |

## Shared Growth (Cost and Technology Innovation)

As part of its efforts to strengthen supply chain management, the company also pursues cost and technology innovation. Through process innovation, it has achieved cost savings and improved production efficiency. By omitting certain external surface machining steps during the production of the conveyor plate for the main frame and adjusting the machining tolerance, Koh Young Technology reduced material thickness and machining workload, achieving approximately 8% cost savings compared to the previous method.

The company also pursues cost innovation by enhancing productivity and delivery reliability through close collaboration with partners. Suppliers are selected based on factors such as minimum order quantity (MOQ), lead time, and market trends. For critical components like boards, servo motors/drivers, piezo motors, frame grabbers, lenses, and cameras, Koh Young Technology maintains safety stock to minimize supply risks. By placing orders in line with MOQ standards, the company helps partners improve mass production efficiency. Advanced and regular orders further reduce logistics and overall costs.

To support production capacity (CAPA) management, the company provides partners with forecast data twice a month. This enables suppliers to flexibly adjust their inventory and production schedules, and—when necessary—consider pre-purchasing or leveraging external inventory to prevent overstock and delivery delays. For core components such as ball screws, LM guides, and piezo motors, annual procurement contracts are established, and immediate consultations are held during sudden external disruptions such as pandemics to mitigate risks.

Through these comprehensive process improvements and productivity enhancement efforts with partners, Koh Young Technology continues to realize ongoing cost and technology innovations, ultimately strengthening competitiveness and elevating ESG value across the supply chain.

## Shared Growth (Training and Financial Support)

Koh Young Technology provides quality training during on-site inspections of its partners. The training covers topics such as quality standards and procedures, quality mindset, and quality cost management. After the training, inspection results are shared with the partner's management and team leaders to identify areas for improvement. In particular, for any unreasonable elements related to quality management processes, employee mindset, or workplace organization, a final inspection is conducted three months later.

Additionally, the company operates a financial support program to promote shared growth with its partners. By offering early payment for delivered goods to key suppliers, Koh Young Technology supports their stable operations and financial stability.



Partner Quality Training

## Partner Ethics and Compliance Training

Koh Young Technology upholds the principles of integrity and shared growth, striving to establish a sound ethical culture and build a sustainable supply chain. Accordingly, annual regular training is conducted for key partners on topics such as compliance, human rights, ethics, environmental standards, fair trade, and ESG management.

In December 2024, Koh Young Technology conducted an ethics training session for its suppliers. The program covered key topics such as recent ESG and business ethics trends, global developments, and the company's code of ethical conduct. In particular, practical guidance was provided to help suppliers apply ethical principles in their day-to-day operations, including fair trade practices, human rights protection standards, and compliance with environmental regulations.

We will continue to strengthen ethics training and sustainability support programs for our suppliers to promote mutual growth and enhance a more transparent and responsible supply chain management system.

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# Human Rights Management |

Koh Young Technology respects the freedom and human rights of all individuals and encourages its partners to uphold the same standards of labor and human rights for their employees. The company strives to foster a culture where employees of diverse backgrounds and perspectives can fully realize their potential. Furthermore, Koh Young Technology continuously gathers feedback from a wide range of stakeholders—including customers, shareholders, and investors—regarding diversity and inclusion.

## Human Rights Management Policy

To implement human rights management, Koh Young Technology adheres to and supports internationally recognized standards related to labor and human rights, including the UN Guiding Principles on Business and Human Rights (UNGPs)<sup>1)</sup>, the Universal Declaration of Human Rights (UDHR)<sup>2)</sup>, the OECD Guidelines for Multinational Enterprises<sup>3)</sup>, and the core conventions of the International Labour Organization (ILO)<sup>4)</sup>. Starting in 2024, Koh Young Technology initiated the completion of the SAQ<sup>5)</sup> via the Online for Suppliers to RBA<sup>6)</sup> Members platform to comply with the RBA Code of Conduct, and is currently reviewing membership in the UN Global Compact. Based on a management philosophy that respects human dignity and the principles of ethical conduct, Koh Young Technology has established Ethical Conduct Guidelines encompassing working conditions, legal freedoms, and the respect for human dignity and diversity. These guidelines are implemented jointly with its partners. Going forward, the company will continue to identify potential human rights risks across all business sites and partner organizations and work toward the systematic management of these risks.

## Human Rights Training

In 2024, Koh Young Technology conducted online human rights training for all employees, focusing on mutual respect and the prohibition of discrimination. The training included modules on sexual harassment prevention and disability awareness improvement. Additionally, the company has been running ongoing awareness campaigns by posting educational materials on workplace bullying and sexual harassment prevention throughout the organization.



1) UN Guiding Principles on Business & Human Rights  
2) Universal Declaration of Human Rights  
3) OECD Guidelines for Multinational Enterprises  
4) International Labor Organization  
5) Self Assessment Questionnaire  
6) Responsible Business Alliance  
7) Based on regular employees at headquarters, excluding those on leave or who have resigned mid-term.

## Human Rights Management within the Ethical Conduct Guidelines

**Principle 1. Comply with laws and ethical standards.**  
1-2. Koh Young Technology respects individual dignity and diversity.

- The company complies with the labor laws of the countries in which it operates.
- The company strives to protect the fundamental human rights of each individual and to treat workers with dignity and respect, in line with international consensus.
- The company does not discriminate in employment or work practices based on race, ethnicity, nationality, gender, religion, place of birth, disability, marital status, pregnancy, childbirth, political opinion, or sexual identity. It recognizes individual diversity and ensures equal opportunity.
- The company prohibits forced, bonded, or contract-bound labor, as well as involuntary labor.
- The company does not employ child laborers who are under the legal working age as defined by local regulations and the standards of the countries in which it operates.
- The company treats all workers—temporary, migrant, student, contract, directly hired employees, and job applicants—equally without discrimination, and determines wages and employment conditions fairly in accordance with anti-discrimination laws and regulations.
- The company provides a healthy working environment and complies with labor-related laws, policies, and standards regarding maximum working hours, minimum wage, overtime pay, and social insurance.
- The company engages in proactive preventive measures to ensure compliance with labor conditions and takes immediate action upon receiving any related complaints.

# Human Rights Management

## Diversity and Inclusion

Koh Young Technology fosters an organizational culture that respects diversity and inclusion, strictly prohibiting discrimination based on gender, race, nationality, ethnicity, sexual orientation, religion, or any other grounds. The company continuously strives to create a workplace where all members feel a sense of belonging and can realize their full potential through equal opportunities.

To that end, it operates systems to promote diversity and inclusion—most notably, maternity and parental support policies such as reduced working hours during childcare, paternity leave, and family care leave—helping employees of all genders maintain a healthy work-life balance.

Parental Leave Status Over the Past Three Years

Category		Unit	2022	2023	2024
Parental Leave <sup>1)</sup>	Employees on Parental Leave	Persons	2	6	4
	Returned to Work After Leave	Persons	0	6	3
	Retained for One Year Post-Return	Persons	0	0	0

1) Based on regular employees at headquarters.

In addition, under the Equal Pay Policy, Koh Young Technology does not discriminate based on gender and ensures equal pay for equal work, particularly for new employees.

To effectively meet global customer demands, provide technical services, and drive research and development across various product lines, the company actively recruits talented international professionals regardless of gender, race, nationality, or ethnicity. As of December 2024, foreign nationals accounted for approximately 37.38% of the company's total workforce.

## Grievance Handling

Koh Young Technology accepts and addresses not only issues defined in the UN Guiding Principles on Business and Human Rights (UNGPs)<sup>1)</sup>—such as causing or contributing to adverse human rights impacts—but also general proposals and requests related to the overall working environment. The company operates various grievance handling channels, including physical grievance boxes, an online grievance consultation office, and internal grievance counselors. It has also systematized the role of the Koh Young C.C. (Communication Channel) to regularly review grievance submissions and resolution outcomes with employee representatives and share the results transparently.

1) UN Guiding Principles on Business & Human Rights

Grievance Submission and Resolution Status

Category	Unit	2022	2023	2024
Grievances Received	Cases	12	6	4
Grievances Resolved	Cases	10	4	4

Grievance Handling Process

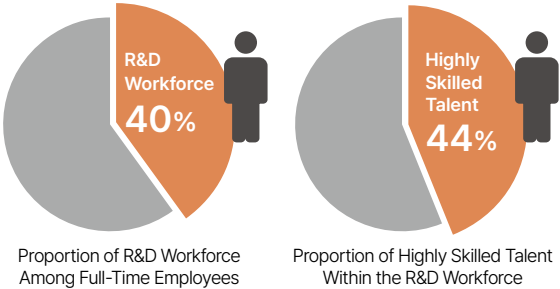


# Talent Management

Koh Young Technology firmly recognizes that securing top talent is a core driver of corporate competitiveness. Guided by the belief that “talent is the greatest asset,” the company fosters a healthy organizational culture that respects diversity and actively supports employees in realizing their full potential. To promote individual growth and motivation, Koh Young Technology has established various systems and environments, and it plans to continuously advance a corporate culture that encourages autonomy and creativity.

## Talent Acquisition

At the foundation of Koh Young Technology’s organizational culture lie the core values of innovation, teamwork, and expertise. The company actively recruits and nurtures individuals who embody these principles and provides various career development programs and a comfortable work environment to help employees realize their full potential. As of the end of 2024, the total number of regular employees reached 720, marking a 2.86% increase from the end of 2023. Among all regular employees as of the end of 2024, 40% are engaged in R&D, with 44% of them holding master’s or doctoral degrees.



Koh Young Technology Talent Profile

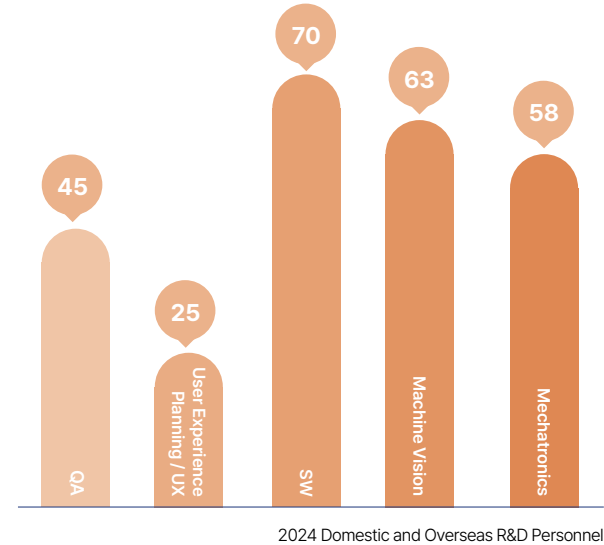


# Talent Management I

## Talent Recruitment

Since 2010, Koh Young Technology has continuously advanced its recruitment strategies in alignment with corporate growth, focusing on securing top talent with diverse areas of expertise. In particular, beginning in 2022, the company introduced AI competency assessments and data-driven recruitment systems to significantly enhance both the efficiency and fairness of the hiring process. These efforts aim to more accurately and effectively identify the right candidates, supporting the organization's growth by securing core talent.

Growing with Experts



2024 Domestic and Overseas R&D Personnel

## Talent Recruitment Roadmap



<b>2016</b> Recruitment of CV/ML Experts	<b>2017</b> Recruitment of Machine Vision Specialists	<b>2019</b> Recruitment of Global Software Experts	<b>2013</b> Recruitment of Software Experts
A CV/ML (Computer Vision/Machine Learning) R&D center was established in San Diego, USA, focusing on the development of software products for new business areas, including healthcare. Additionally, a Software Architect Team was formed to design the next-generation software platform.	Koh Young Technology established a new vision to develop versatile machine vision solutions that extend beyond surface-mount technology (SMT) inspection equipment. To realize this vision, the company continues to recruit top-tier experts in relevant fields.	A software center was established in Vietnam to carry out tasks such as Software Quality Assurance (QA), software coding, vision testing, and UI design. The company continues to recruit skilled professionals and top graduates from leading local universities.	To ensure software quality and strengthen development expertise, Koh Young Technology has significantly expanded its recruitment of software professionals, laying the groundwork for transitioning to a software-centric organization.
<b>2021</b> Strengthening Recruitment Capabilities and Employer Branding	<b>2022</b> Accelerating Recruitment of Talent for Emerging Technology Development	<b>2023</b> Focused Recruitment for Core R&D Roles	<b>2020</b> Globalization of R&D Operations
Koh Young Technology has leveraged a wide range of domestic and international talent sourcing channels to recruit top talent. In line with the COVID-19 environment and emerging trends, the company has conducted employer branding activities such as live online recruitment briefings, job-specific V-LOGs, metaverse-based recruitment consultations, and SNS-based job interviews.	Koh Young Technology established a local R&D lab in Spain to secure key talent in the field of medical software development. The company is actively participating in various academic conferences both domestically and internationally to support recruitment efforts. An AI-based competency assessment has also been introduced to identify and recruit top-tier candidates through data-driven evaluation.	To enhance the quality of R&D talent recruitment, Koh Young Technology has conducted detailed job analyses and established talent pipelines by participating in and sponsoring various academic conferences and competitions. The company is also actively recruiting top global talent in the fields of machine vision and artificial intelligence (AI).	At the R&D centers in the United States and Canada, Koh Young Technology is strengthening its software commercialization capabilities by securing additional specialized researchers in the fields of computer vision and machine learning. To acquire top talent and advanced technologies in optical and control hardware, the company has also dispatched personnel to Germany.
			<b>2024</b> Securing the Company's Future Competitiveness
			Aiming for sustained growth and market leadership in the rapidly evolving global inspection equipment industry, Koh Young Technology has recruited semiconductor experts in Taiwan and specialists for obtaining medical approvals from the U.S. FDA and Japan's PMDA. The company is also accelerating the recruitment of top domestic R&D talent for new business areas and advancing its AI-driven recruitment system to enable precise candidate selection and a customized hiring process.

# Talent Management I

## Talent Development System

Koh Young Technology provides a variety of educational opportunities to support the continuous growth and development of its employees. Through the establishment of learning objectives, planning, and year-end evaluations, the company actively supports capability enhancement and operates structured training programs encompassing core values, organizational culture, general competencies, global capabilities, and leadership development by level.

Each program is tailored to specific job levels. For new employees, the foundational onboarding program includes general competencies, company and departmental overviews, and essential workplace knowledge. Regardless of prior experience, all new hires are required to complete Domain Knowledge training to deepen their understanding of the company's core businesses. Through these efforts, Koh Young Technology enhances employee expertise and organizational alignment, fostering talent development for sustainable growth. Moving forward, the company will continue to build a self-directed learning environment and strengthen its competency-based training system.

Talent Development Program

	Value			Leadership		Professional					
	Common Values		Competency Training	Promotion Training	Core Competencies			Professional Competencies			
Executive	Core Values Internalization, Group Genius, Vision Sharing Sessions	New Executive Onboarding	Department Head Leadership Training (Leadership Assessment, Feedback Session, Training and Coaching, Special Lectures)	New Executive Leadership Training	Domain Knowledge Training	Planning Program	Cyber Learning Center / Book & Report Program / In-house Language Courses	Legally Required Training	Software Job Training	Marketing & Sales Job Training	Project Management Job Training
Manager		New Team Leader Onboarding		New Team Leader Leadership Training	<ul style="list-style-type: none"><li>SMT Technical Capability Enhancement Training</li><li>KPA Equipment Hardware Training &amp; TS Training Equipment Software Operation Training, etc.</li></ul>	<ul style="list-style-type: none"><li>Creative Thinking</li><li>Strategic Planning Skills Enhancement</li><li>Infographics</li><li>Presentation</li><li>Communication</li><li>Six Sigma Program</li></ul>	<ul style="list-style-type: none"><li>Over 3,000 e-learning and 500 book-and-report content programs available</li><li>Language learning support for English, Chinese, Japanese, German, Vietnamese, and Spanish</li></ul>	<ul style="list-style-type: none"><li>Sexual Harassment Prevention Training</li><li>Occupational Safety and Health Training</li><li>Disability Awareness Improvement Training</li><li>Personal Data Protection Training</li><li>Retirement Pension Education</li><li>Workplace Bullying Prevention Training</li><li>Ethical Management Training, etc.</li></ul>	<ul style="list-style-type: none"><li>Basic Software Training</li><li>Software Architect Development Program</li><li>Advanced Software Architect Program</li></ul>	<ul style="list-style-type: none"><li>B2B Marketing</li><li>B2B Sales</li><li>Business Negotiation</li><li>Customer Needs Management Program, etc.</li></ul>	<ul style="list-style-type: none"><li>Project Management Skills</li><li>Agile Project Management Methodologies, etc.</li></ul>
Senior		Experienced Hire Onboarding	Performance Leadership Training	New Manager Leadership Training							
Junior		New Employee Training	Self Leadership Training	New Assistant Manager Leadership Training							



# Talent Management I

## Employee Competency Development Status

Koh Young Technology continuously operates a wide range of training programs to support employee competency development. Leadership courses are offered to newly promoted team leaders and above to support their onboarding into managerial roles. In addition to role-specific training—such as software and LLM (Large Language Model) utilization—the company provides opportunities to strengthen common competencies, including document writing skills and creative thinking.

We support employee self-directed learning by offering access to the company’s online learning platform and monthly video-based foreign language courses, with full reimbursement of tuition fees for those who complete the programs. Additionally, the e-learning website established in 2021 provides training on the latest technologies and equipment, helping employees develop capabilities aligned with current industry trends. In 2024, employees participated in a total of 35,112 hours of training, with an average of 75.5 training hours per person.

Additionally, we offer a range of special lectures at the department level that align current work with future capabilities, including sessions on AI technology trends and software technology standardization. Koh Young Technology is also expanding leadership training hours through its early-stage leadership development program. Compared to 2023, the average training hours per employee—previously 66.7 hours—have increased significantly, and participation in external professional training programs is also being actively encouraged. To retain and attract core talent, Koh Young Technology supports employees in obtaining master’s and doctoral degrees from leading domestic universities. These efforts aim to enhance capabilities for talent development and drive sustainable growth. In addition, the company provides a flexible work environment to enable employees to balance their academic pursuits with professional responsibilities.



1) Total Internal/External Training Hours (35,112 hours) ÷ Number of Headquarters Employees (465) = 75.5 hours per person

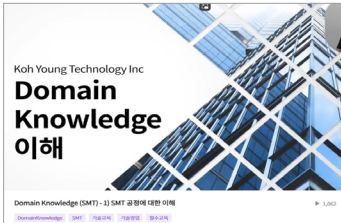
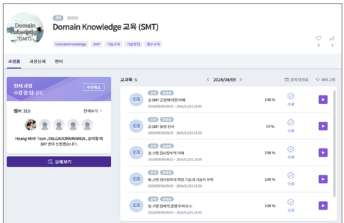
## New Employee Mentoring Program

A mentor/buddy system has been designed and implemented to support newly hired employees. A two-track care system is applied during the first three months of employment, consisting of career mentors for job-related guidance and social buddies for organizational integration. This system supports new hires across various areas, including workplace setup, basic program configuration, and network building.

Category	Career Mentor (Job Mentor)	Social Buddy (Lifestyle Mentor)
Roles	Provides guidance on macro-level job-related matters (career counseling, work direction, and advice)	Offers support for company adaptation, helps expand interpersonal networks, and assists with smaller task-level assignments
Selection	Department head or a direct supervisor designated by the department head	Department colleague or a peer/senior
Mentoring Frequency	At least once per month (mandatory)	At least twice per month (recommended)
Note	Mentoring session details must be updated in the eHR system.	-



KY e-Learning Center



Domain Knowledge Enhancement Training

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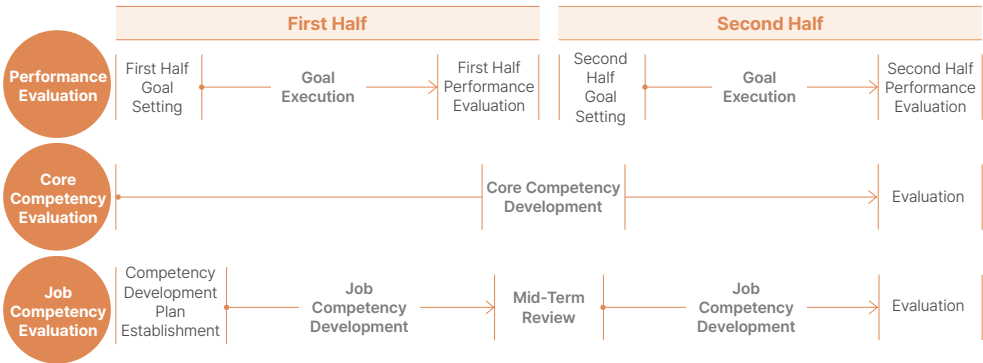
# Talent Management I

## Performance Management Process

Koh Young Technology conducts a semiannual performance evaluation to support individual development and enhance team outcomes. This evaluation serves as a key tool for achieving organizational goals by assessing each employee's contributions and capabilities, with results directly linked to the compensation system. In addition, an annual job competency assessment is conducted to measure individual development levels, serving as an important indicator for personal growth and professional development.

Performance evaluations are conducted based on the company's three core values—Innovation, Teamwork, and Professionalism—which reflect Koh Young Technology's talent philosophy. Through this approach, employees are encouraged to align their work with the company's core values and are motivated to pursue continuous growth. The evaluation process is conducted with strict fairness and transparency, providing all evaluators and evaluatees—regardless of gender—with prior explanations to ensure a clear understanding of competency levels. The performance evaluation system is structured into six performance-based grades, enabling systematic and organized management. This enhances the credibility of the evaluation process and minimizes uncertainty in how employees receive and accept the evaluation results.

In addition, the evaluation process is being advanced to make job competency assessments more objective and systematic. Through this effort, the company aims to objectively analyze each employee's expertise and provide meaningful feedback to support their development. As performance and competency evaluations are directly linked to compensation, ensuring fairness in the evaluation process strengthens employee motivation to achieve results.

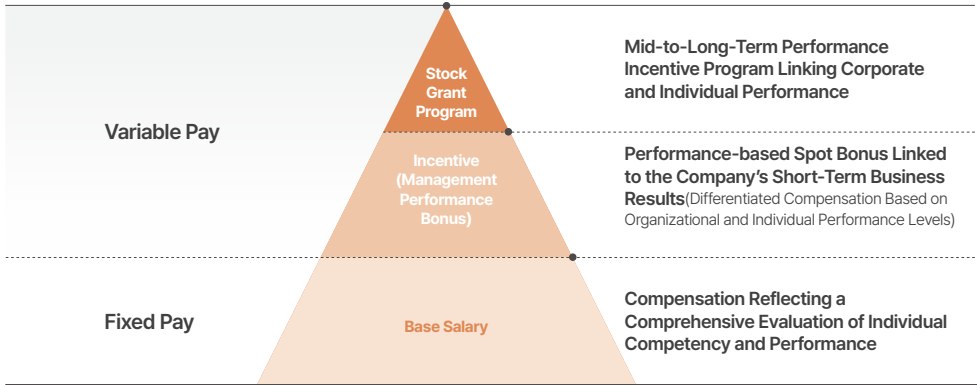


## Compensation System

Koh Young Technology actively utilizes performance evaluation results across various aspects of HR management, including compensation and promotion reviews, through its performance management process. Employees with outstanding performance may be granted promotion opportunities based on their capabilities, regardless of the regular promotion cycle. In particular, despite the minimum tenure requirements set for each position level, employees who consistently deliver exceptional performance are eligible for accelerated promotions, reinforcing a performance-driven evaluation culture. Through this approach, Koh Young Technology ensures fair compensation and promotion based on performance and competency, fostering an environment where capable talent can take the lead in their growth.

In addition, the company pursues selective compensation based on individual capabilities and performance. Outstanding employees are promoted through selective advancement, allowing high-performing individuals to assume higher positions within the organization. This principle plays a key role in driving organizational growth and innovation by ensuring that capable talent can contribute in the right roles at the right time.

Since 2021, Koh Young Technology has introduced a stock grant program as a long-term performance incentive, granting company shares to all employees and top performers. This initiative links individual performance with the company's mid- to long-term results, fostering a stronger sense of ownership among employees.



\*Data based on full-time employees at headquarters

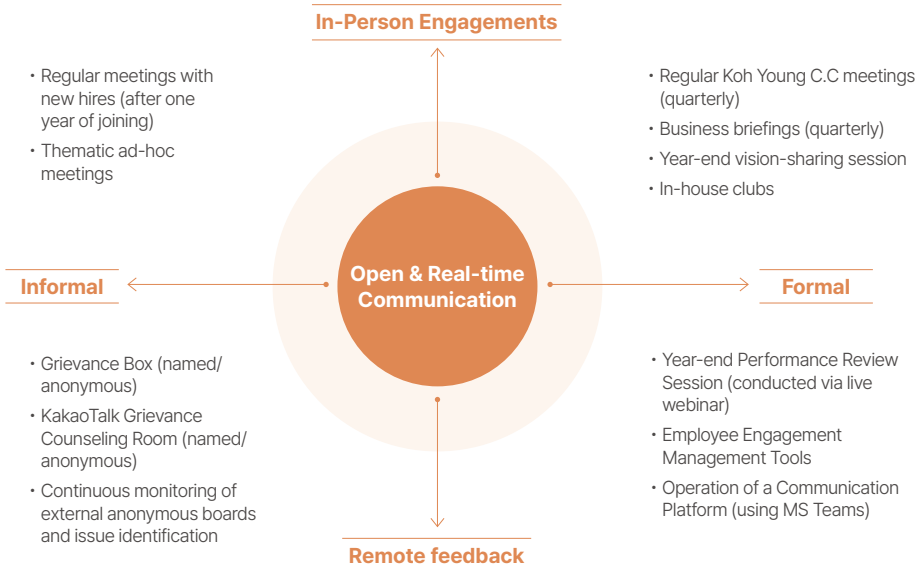
# Talent Management I

## Employee Satisfaction Management

### Internal Communication Enhancement Programs

Koh Young Technology operates Koh Young C.C (Communication Channel) to facilitate smooth communication between management and employees. Koh Young C.C aims to enhance mutual interests through collaborative engagement between management and employees, contributing to the company's growth and the improvement of employee welfare.

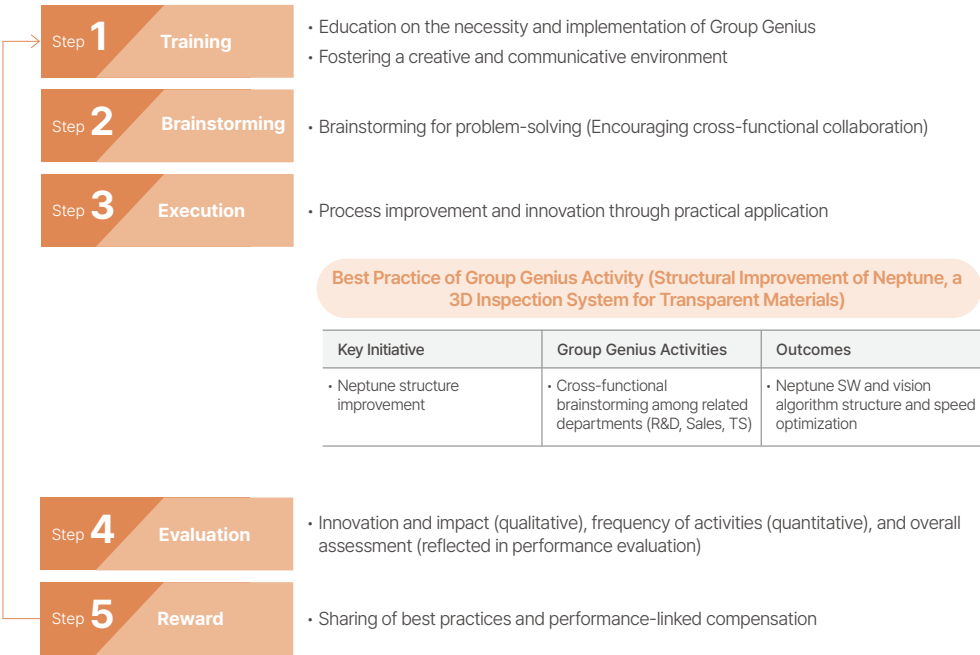
This channel is composed of elected representatives of both employees and management and holds regular quarterly meetings. During these meetings, key policy issues are continuously discussed and reflected in company operations. In addition, Koh Young C.C plays a vital role in promoting mutual understanding between management and employees and encouraging transparent communication. It serves as a key platform for listening to a wide range of employee opinions, significantly contributing to increased workplace satisfaction. The company also holds quarterly business briefings and year-end vision-sharing sessions to communicate its management status, mid- to long-term strategies, and vision with employees.



### Group Genius Activities

Koh Young Technology operates the Group Genius program as a unique working method and organizational culture. This program is an internal innovation initiative that leverages the collective intelligence of employees to address challenges. It encourages all employees to openly share current issues and engage in active dialogue to derive optimal solutions collaboratively.

Group Genius activities are carried out through a virtuous cycle of "Training–Brainstorming–Execution–Evaluation–Reward," grounded in cross-departmental and employee collaboration. In 2024, 3,785 out of a total of 4,042 Group Genius initiatives were applied directly to business operations. Going forward, the program will continue to evolve as a creative and innovative problem-solving approach closely integrated with day-to-day work.





# Talent Management I

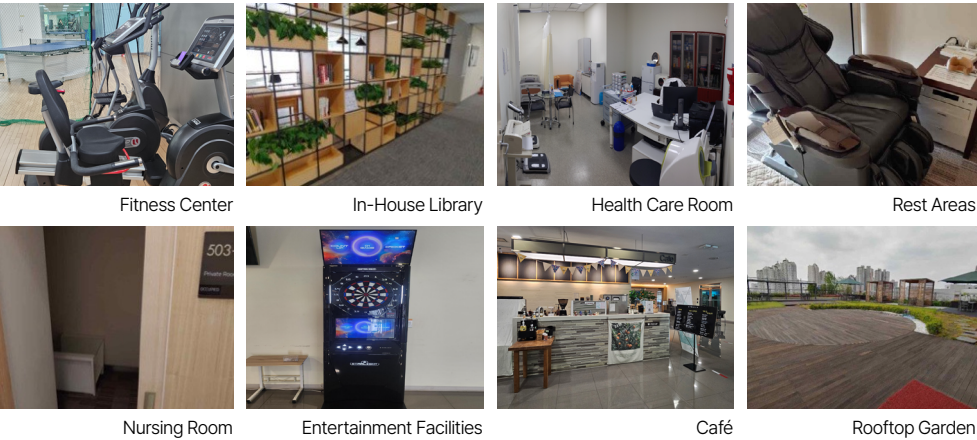
## Employee Benefits System

We operate a range of employee welfare programs to help staff maintain both physical and mental well-being and stay focused on their work. These initiatives support a higher quality of life and enable employees to perform in a healthy work environment.

### Overview of Employee Benefits System

 <div>Health Promotion</div>	<ul style="list-style-type: none"><li>• Biennial comprehensive health check-ups provided for all employees</li><li>• Enrollment in personal accident insurance</li><li>• On-site health care center operation</li><li>• In-house fitness center operation</li></ul>
 <div>Living Stability Support</div>	<ul style="list-style-type: none"><li>• Childcare subsidies for preschool-aged children • Dormitory support</li><li>• Provision of gifts, financial support, and leave for employees and their families in the event of life events (congratulations or condolences)</li></ul>
 <div>Customized Welfare</div>	<ul style="list-style-type: none"><li>• Financial support for in-house club activities</li><li>• Discounts and complimentary access to in-house food and beverages</li><li>• Flexible work hour system</li><li>• Dedicated rest areas for men and women within the workplace</li><li>• Gift vouchers provided for birthdays and special occasions</li></ul>

### Overview of On-Site Welfare Facilities



## Organizational Engagement Programs

To foster a positive working atmosphere and a culture of healthy collaboration, Koh Young actively supports in-house clubs. These clubs allow employees to step away from daily tasks, share hobbies and interests, strengthen teamwork, and deepen interpersonal bonds. As of the end of 2024, Koh Young Technology operates a total of 26 employee clubs. Currently, 290 employees are actively participating in various club activities, further solidifying a healthy and vibrant workplace culture.

Current in-house clubs include Takgu Chija Koh Young (table tennis), Book Discussion Society, Run Koh Young (running), Basketball Club, KY Climbing, and Brew Marble (coffee), offering programs that reflect a diverse range of hobbies and interests. Additionally, internal events such as the Coffee Brewing World Cup and photo exhibitions are held regularly, providing employees with opportunities to showcase their talents and creativity. These activities play a vital role in promoting positive communication and collaboration among employees and contribute significantly to improving the overall workplace atmosphere.

### Status of In-House Club Activities



Number of  
In-House Clubs

26

# Occupational Health and Safety

Koh Young Technology places the highest priority on the safety and health of its employees and is committed to continuously providing a safe and healthy working environment. In support of sustainable business practices, the company also applies its related policies comprehensively to all stakeholders within the scope of its business operations. Going forward, Koh Young will continue to manage risk factors and advance its occupational health and safety system through regular safety and health evaluations, workplace risk assessments, etc.

## Occupational Health and Safety System

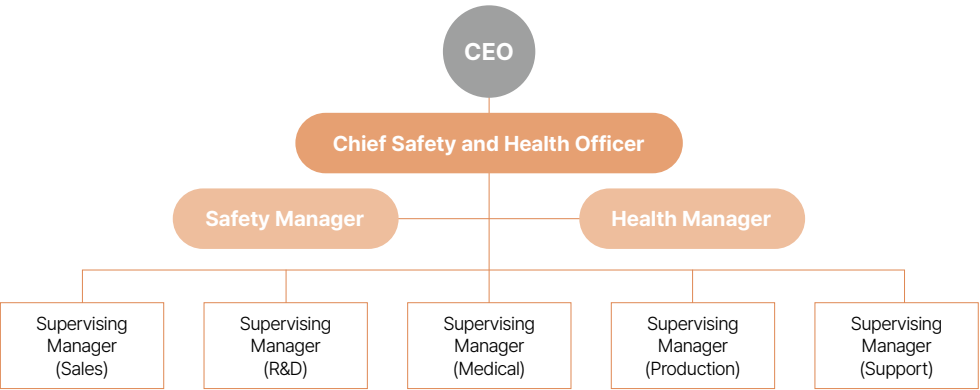
We have established safety and health policies and a dedicated management structure to create a safe working environment. A Chief Safety and Health Officer, reporting directly to the CEO, has been appointed to further strengthen the company's occupational health and safety framework. The dedicated safety and health organization not only ensures effective operation of accident prevention and response systems across all sites but also regularly reviews key issues and regulatory compliance to ensure strict adherence to safety and health standards. In 2024, each site established safety and health management regulations outlining key responsibilities, and detailed information is available on the company's website.

### Occupational Health and Safety Management Policy

**Koh Young Technology is committed to upholding human dignity throughout all corporate activities and has established the following occupational health and safety policies to promote healthy lives:**

- 1 Occupational health and safety take precedence over all other policies, and the company strives to protect the lives and safety of its employees.
- 2 Through continuous education, the operation of diverse communication channels, etc., the company leads efforts to foster a strong safety culture within the organization.
- 3 By strictly complying with health and safety laws and regulations, and eliminating all harmful risk factors at their source, the company aims to create a safe and comfortable work environment, thereby enhancing employee health and quality of life.

### Occupational Health and Safety Governance



### Industrial Safety and Health Committee

To ensure a safe and healthy workplace, Koh Young Technology operates an Industrial Safety and Health Committee. The committee is dedicated to complying with occupational safety and health regulations and preventing workplace accidents. As a result, there have been no work-related injuries or occupational illnesses reported over the past three years. The committee also plays a vital role in incorporating employee feedback. When discussing key issues and improvement measures, half of the committee's eight members are employee representatives, enabling timely reflection of employee perspectives on safety and health matters.

Organizing Department	Title	Department	Position Level
	Chairperson	Support Division	Executive Vice President
	Safety Manager	Safety & Health Part	Deputy General Manager
	Health Manager	Safety & Health Part	Staff
	Member	Support Part	Deputy General Manager
Participating Departments	Title	Department	Position Level
	Representative of Participating Departments	Sales Management	Executive Vice President
	Member	Mechatronics R&D Center	Deputy General Manager
	Member	Global Sales Division	Assistant Manager
	Member	Machine Vision R&D Center	Staff



# Occupational Health and Safety I

## Workplace Risk Assessment

Koh Young Technology conducts comprehensive risk assessments in accordance with Chapter 7 of its Occupational Health and Safety Regulations to thoroughly identify and minimize potential hazards within offices, laboratories, and other workplace environments. To ensure effective risk management, all work areas are evaluated regularly from the ground up, and additional assessments are conducted as needed whenever new machinery, equipment, raw materials, etc. are introduced or modified. Through this proactive approach, the company identifies potential risks in advance and establishes mitigation measures to prevent injuries and illnesses in the workplace.

Also, risk assessment personnel receive continuous training on risk assessment methodologies to acquire the expertise and experience necessary for conducting accurate and systematic evaluations. These efforts support more precise assessments and contribute to enhancing the overall level of safety management. Through these initiatives, Koh Young Technology is committed to maintaining a safe and healthy work environment, placing the utmost priority on employee safety.

### Hazardous Risk Factors Subject to Risk Assessment

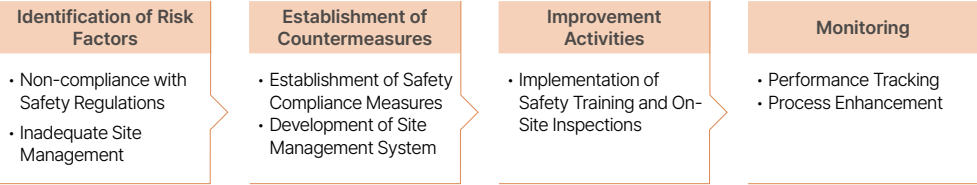
Hazardous Risk Factors	Key Details
Machinery (Equipment)	• Risk of entanglement or entrapment, falling or flying mechanical parts, tipping or overturning, fall hazards (openings), tripping hazards (slipping, tripping, missteps)
Electrical	• Electric shock risk (exceeding safe voltage levels)
Chemical Substances	• Fire or explosion due to liquid mist
Nature of Work	• Human error, risk of suffocation or oxygen deficiency, handling of heavy objects, repetitive tasks
Work Environment	• Extreme temperatures (heat or cold), lighting, confined spaces, and movement pathways

## Workplace Safety Management Activities

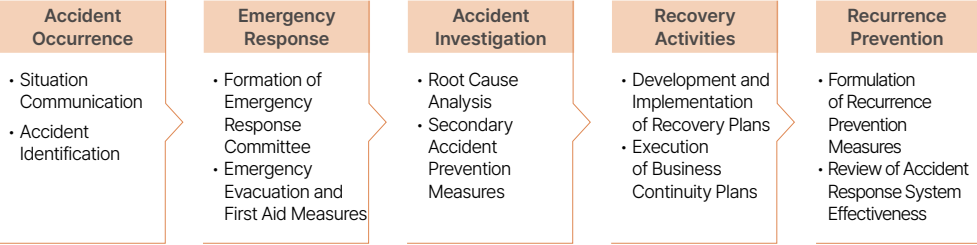
Koh Young Technology is continuously implementing a range of proactive measures to minimize the occurrence of serious industrial accidents and to ensure the creation of a safe workplace and working environment. To this end, the company monitors fire safety equipment, utility systems, weather conditions, and chemical substance data in an integrated manner, enabling the early detection of potential risks and the implementation of timely countermeasures.

In the event of an emergency, a structured incident response process is in place to ensure rapid communication and response. This process is specifically designed for effective emergency management and is supported by comprehensive manuals that enable immediate action under any circumstances. These initiatives play a critical role in preventing serious accidents and maintaining a safe working environment for all employees.

### Accident Prevention Process



### Accident Response Process



# Occupational Health and Safety |

## Occupational Health and Safety Training and Industrial Accident Prevention Activities

Koh Young Technology provides occupational health and safety training to all employees to ensure the creation of a safe working environment. New hires undergo on-site occupational safety and health training, while all employees are required to complete 12 hours of annual regular online occupational safety and health training. Special safety training is provided to workers assigned to high-risk processes before they begin their tasks, and separate job-specific training is offered to managers responsible for safety and health-related duties. Moving forward, Koh Young Technology will continue to prioritize workplace safety and deliver safety and health training programs tailored to field requirements.

Category	Key Details	Training Hours
First Half	•Understanding and Management of Personal Protective Equipment, Understanding the Occupational Safety and Health Act and the Industrial Accident Compensation Insurance Act, Understanding and Application of Risk Assessment, Prevention and Management of Musculoskeletal Disorders, Hazardous Chemicals and Workplace Safety, Housekeeping and Accident Prevention	6 hours
Second Half	•Rescue and First Aid in Case of an Accident, Understanding Safety and Health Signs and Preventing the Three Major Industrial Accidents, Management and Prevention of Cardiovascular and Cerebrovascular Diseases, Safety Psychology and Human Error, Workplace Safety Rules and Accident Prevention, Electrical Work Safety and Accident Prevention	6 hours

## CPR Training

In 2024, We are completed specialized Cardiopulmonary Resuscitation (CPR) training administered by Uri Emergency First Aid Education Center. The training focused on emergency response for adult and infant choking incidents, prevention of cardiac arrest, recognizing symptoms of cardiac arrest, hands-on CPR practice, etc.



## Emergency Response Training

Koh Young Technology enhances employees' initial fire response capabilities through fire extinguisher training and conducts emergency evacuation drills to strengthen overall emergency preparedness. These training programs help ensure that employees can respond quickly and effectively in the event of an actual fire or emergency, playing a vital role in maintaining a safe working environment. Regular training sessions also contribute to the continuous improvement of emergency response capabilities and promote heightened safety awareness among employees.



## Industrial Accident Prevention Activities

We are making continuous efforts to strengthen corporate safety management and prevent industrial accidents by promoting a worker-centered culture of self-discipline and safety awareness. This approach encourages employees to take personal responsibility for safety, helping to establish a proactive safety culture and improve overall workplace safety. Such efforts play a key role in preventing accidents before they occur and in building a sustainable safety environment.

Serious Accident Prevention		Remarks
Occupational Health and Safety Management Policy	Establishment of Safety and Health Objectives and Management Policy	
Evaluation of Safety and Health Personnel	Implementation of Evaluations for Safety and Health Personnel	At Least Once Per Half-Year
Evaluation of Subcontractors	Conducting Evaluations for Partner Companies	At Least Once Per Half-Year
Evaluation of Compliance with Occupational Safety and Health Laws	Implementation of Occupational Safety and Health Compliance Evaluation	At Least Once Per Half-Year
Implementation/Inspection of Risk Assessments	Regular Risk Assessment Implementation	At Least Once Per Year
Collection and Improvement of Worker Feedback	Operation of the Industrial Safety and Health Committee	At Least Once Per Quarter

# Occupational Health and Safety

## Employee Health Promotion Activities

### Provision of Psychological Counseling Services

Since 2021, Koh Young Technology has provided professional psychological counseling services to employees, available both in-person and remotely, with a licensed counselor on-site twice a week. In 2024, a total of 68 employees utilized the counseling service for a combined 588 hours, addressing topics such as job stress, career concerns, interpersonal relationships, self-understanding, and personality. These services have contributed to improved mental well-being and job satisfaction among employees.



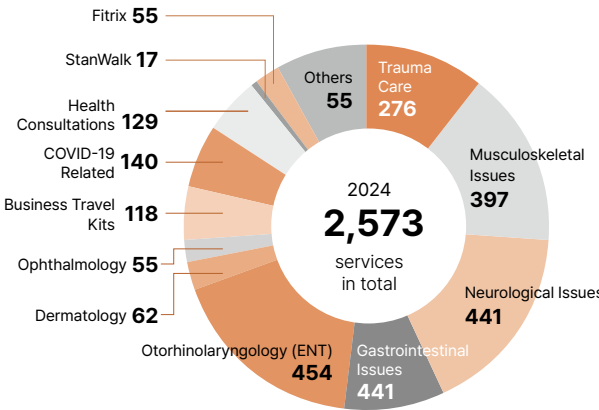
### Blood Donation Campaign

Koh Young Technology, in partnership with the Korean Red Cross, carries out its corporate social responsibility while also supporting employee health through basic blood tests. In 2024, a total of four blood donation campaigns were conducted, with participation from 84 employees.



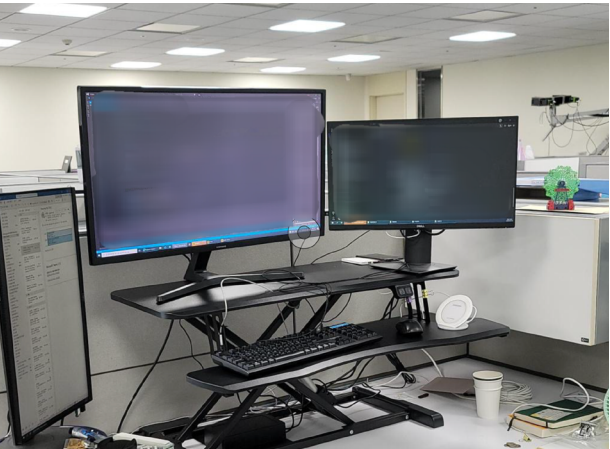
### Operation of On-Site Health Care Room

We operate an on-site health care room to promote employee health, staffed by a full-time nurse who provides services such as first aid, administration of over-the-counter medication, blood pressure and blood sugar checks, body composition analysis, travel kits for overseas business trips, height and weight measurements, and health consultations. In 2024, a total of 2,573 health care services were provided, demonstrating the company's active commitment to supporting employee well-being.



### Standing Desk Rental

We launched a motion desk rental service to support employees showing symptoms of musculoskeletal disorders. In 2024, a total of 17 rentals were recorded. This service promotes musculoskeletal health while offering greater flexibility in the work environment.



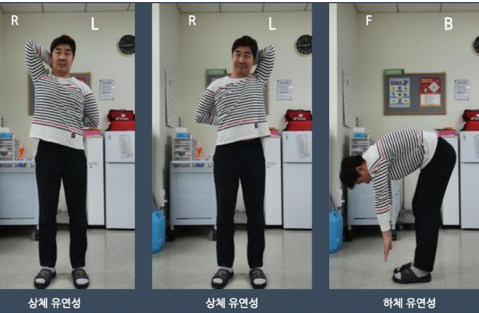


# Occupational Health and Safety |

## Employee Health Promotion Activities

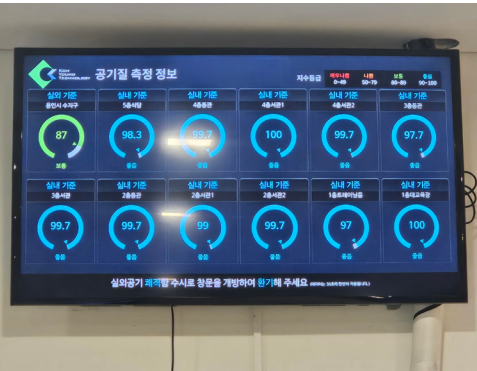
### Musculoskeletal Disorder Prevention Program

Koh Young Technology operates a musculoskeletal disorder prevention program to protect the health and safety of its employees. To prevent musculoskeletal issues that may arise from prolonged work hours and repetitive tasks, the program includes regular stretching sessions, guidance on maintaining proper posture, and personalized exercise plans.



### Indoor Air Quality Management

We rigorously manage indoor air quality on every floor of its buildings to create a comfortable work environment and protect employee health. This initiative is part of the company's efforts to prevent indoor air pollution and maintain optimal indoor conditions. Through regular air quality monitoring and HVAC system controls, the company continuously manages levels of fine dust, carbon dioxide, temperature, humidity, etc. When necessary, air purification devices are employed to ensure employees work in a cleaner, healthier environment.



### Operation of In-House Fitness Center

As part of its commitment to employee well-being, Koh Young also runs an in-house fitness center equipped with the latest exercise equipment, enabling employees to care for their health even during work hours. Through regular health management and physical activity, the company supports improved physical fitness, stress relief, and the creation of a more energetic work environment. Koh Young Technology remains committed to prioritizing the health and happiness of its employees and will continue to expand its various welfare policies to support work-life balance.



# Occupational Health and Safety |

## Product Safety Enhancement

Koh Young Technology conducts product safety evaluations to protect consumer safety and provides employee training to raise awareness of product safety. In particular, the Medical Business Division, which develops and manufactures medical devices directly related to patient lives, adheres to the latest international standard ISO 14971:2019 (Application of Risk Management to Medical Devices) by establishing and continuously advancing a rigorous Product Risk Management Procedure.

Additionally, for all medical devices handled by the company, the Product Lifecycle Process is followed from the development phase through the entire product lifecycle to identify, analyze, and evaluate foreseeable risks, ensuring appropriate risk mitigation measures are applied.

Each year, Koh Young Technology conducts safety evaluations to identify hazardous risk factors in the workplace and assess the likelihood and severity of injuries or illnesses that may result from them. When product defects or safety issues are identified, a Quality Committee—comprising personnel from Technical Support, Supply Chain Management, Quality, R&D departments, etc.—is convened to analyze risks by function and establish preventive measures and action plans.

Furthermore, on a quarterly basis, the company investigates and analyzes adverse events and recall cases related to similar products in the industry to identify and implement necessary control measures for proactive product safety management.

### Safety Evaluation Process





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# Information Security |

To realize sustainable management, Koh Young Technology is fully committed to safeguarding a wide range of information related to customers, employees, and business operations. To this end, the company has appointed a Chief Information Security Officer and established a dedicated information security team to ensure that sensitive data from both internal and external stakeholders is rigorously protected from unauthorized disclosure. In addition, regular monitoring and audits are conducted to proactively identify potential risks, and employee training is continuously strengthened to raise awareness of information security. Through these efforts, the company aims to prevent data breaches, maintain a robust enterprise-wide security system, and further enhance corporate trust.

## Information Security Policy

Koh Young Technology carries out a range of information security initiatives in accordance with its information security management policy to protect critical information assets related to its business operations. The company has established an information security management system based on the international standard ISO 27001 and undergoes annual certification audits for objective verification. During the certification process, the Information Security Committee is convened to gather input from operational departments, and these insights are incorporated into the company's information security policies and activities.



### Information Security Management Policy

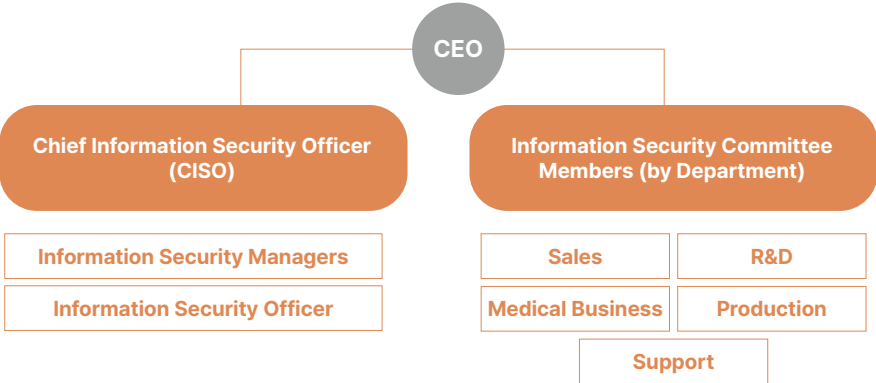
**Koh Young Technology Inc. establishes and declares the following Information Security Policy:**

- Protect information assets from unauthorized access and leakage.
- Maintain the confidentiality, integrity, and availability of information assets.
- Comply with all legal security requirements related to information protection and personal data.
- Ensure that all employees recognize the importance of information security and are capable of thoroughly preventing, detecting, and responding to incidents.
- Regularly perform risk analysis, inspections, and audits related to information security.

In line with its information security policy, all internal documents at Koh Young Technology are encrypted using a document security system based on Digital Rights Management (DRM<sup>1)</sup>). Document export requires approval from designated administrators to prevent unauthorized disclosure of company confidential information and ensure proper tracking of document transfers. Physically, each business site operates under designated security levels and restricted areas. Access is strictly controlled based on clearance levels, with entry records maintained rigorously.

Additionally, the company reviews changes in the business environment, technological advancements, and legal amendments related to security issues to update its information protection regulations annually. These updates are made readily accessible to all employees via the internal system.

### Information Security Governance



1) Digital Rights Management

# Information Security I

## Information Security Management System

Koh Young Technology continuously adopts and applies new technologies to protect internal critical information and customer data from increasingly sophisticated internal and external security threats and to strengthen overall information security. In particular, to prioritize the protection of sensitive internal and customer information, the company has implemented a Zero Trust Architecture integrated with its asset information system. This architecture enforces strict authentication and verification each time a user accesses the network, enabling the establishment of a more robust information security framework capable of responding to evolving threats.

○ Integration of IT Asset System with NAC<sup>1)</sup>

✓ Access control through the linkage of device identification information and the IT asset system for network-connected devices

○ SSL VPN Access<sup>2)</sup>

✓ Blocking access from unidentified devices when connecting to internal systems from external networks

○ BSC<sup>3)</sup> Attack Response

✓ Preventing financial and sensitive data breaches by effectively blocking spoofing and phishing emails

## Information Security Violation

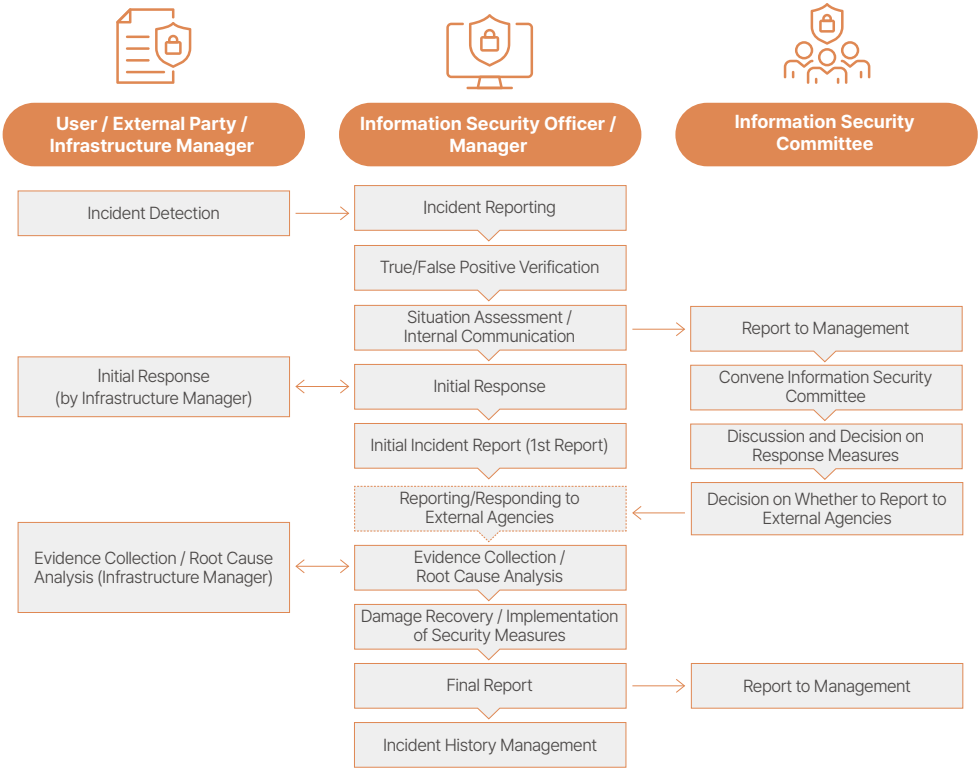
Koh Young Technology rigorously manages its Information Security Management System (ISMS) in accordance with the international standard ISO 27001. Through this framework, the company maintains the highest levels of control and safety in the field of information security, treating data protection as a core value and continuously reinforcing its systems.

To date, there have been no incidents of information security breaches or cyber-related incidents, and no fines or penalties have been imposed for security-related issues during the same period. There have been no cases of intrusion resulting from cyberattacks, including hacking or denial-of-service (DoS) attacks. Additionally, no personal data breaches, violations, or losses involving customer information have occurred. These results reflect Koh Young Technology's ongoing efforts to strengthen its information security policies and systems and to implement robust risk management practices.

1) Network Access Control 2) Secure Sockets Layer Virtual Private Network Access 3) Business Email Compromise

## Incident Response Process

Koh Young Technology conducts annual vulnerability assessments and penetration testing on its IT systems (including IT infrastructure and web applications) through external professional agencies. Identified vulnerabilities undergo risk evaluation and are addressed promptly to prevent security incidents. Additionally, the company performs semiannual incident response and backup/recovery drills to assess its preparedness and ensure rapid recovery in the event of system failures, thereby preventing data loss and maintaining business competitiveness.



# Information Security

## Information Security Enhancement Activities

Recognizing the critical importance of information security, Koh Young Technology operates a systematic information security management framework to respond swiftly to threats such as cyberattacks. Regular information security training is provided to employees and partners to raise awareness, while periodic vulnerability assessments are conducted. The company has also established a responsive system to promptly address and remediate security weaknesses, continuously enhancing its information security response capabilities.

## IT Infrastructure Inspection and Recovery Drills

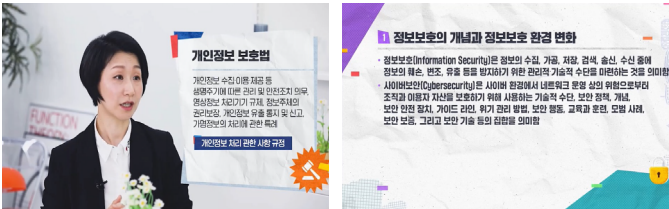
Koh Young Technology regularly conducts system inspections, backup exercises, and incident response drills to ensure the ongoing stability of its IT infrastructure. A robust recovery system is in place to enable rapid response in the event of a security incident, thereby strengthening the company's overall cyber resilience.

## Data Leakage Prevention System

Koh Young Technology actively utilizes firewalls, intrusion prevention systems (IPS), and digital rights management (DRM) systems as part of its data leakage prevention strategy. These measures are designed to block unauthorized external access and prevent internal data from being compromised.

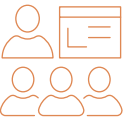
## Information Security Training

We have established comprehensive information security policies and regularly conduct company-wide training to raise security awareness among employees. In particular, security training for new hires and an annual information security program strengthens security awareness across the organization. In 2024, 100% of full-time employees at headquarters completed the required training. The company also collects security pledges from new employees and partners to ensure clear compliance with security standards, thereby promoting adherence to the information security management system among all stakeholders.



Personal Information Protection Training (Online)

Full-Time Employees at Headquarters



100% Completion

## Enhancement of Technical and Physical Security

We utilize an integrated log management system to centrally record and manage logs generated across all systems, while strictly controlling database access to protect critical information assets. Additionally, physical security is rigorously enforced through access control measures for both data centers and building facilities.



# Information Security |

## Personal Information Protection Management

Koh Young Technology collects and uses personal information transparently, ensures its secure handling, and respects users’ right to choose. The company also monitors changes in relevant laws and regulations and proactively identifies potential risks to strengthen personal data protection.

## Personal Information Protection Policy

Koh Young Technology’s personal information protection management system applies to all employees, service users, and partner company personnel. To safeguard the personal data of all stakeholders—including employees and customers—the company designates dedicated personnel for each department to oversee personal data protection, and establishes data processing policies based on applicable privacy laws. These policies are strictly enforced among employees and business partners, and are publicly available on the company’s official website.

### [Privacy Policy]

- Article 1 Purpose of Collecting and Processing Personal Information
- Article 2 Retention and Processing Period of Personal Information
- Article 3 Rights and Responsibilities of Data Subjects and Legal Representatives, and How to Exercise Them
- Article 4 Items of Personal Information Processed
- Article 5 Destruction of Personal Information
- Article 6 Measures to Ensure the Security of Personal Information
- Article 7 Matters Concerning the Installation, Operation, and Rejection of Automatic Data Collection Devices
- Article 8 Installation and Operation of Video Surveillance Systems
- Article 9 Personal Information Protection Officer
- Article 10 Request for Access to Personal Information
- Article 11 Remedies for Infringement of Rights
- Article 12 Amendments to the Privacy Policy

## Personal Information Protection Management Process



### Trend Monitoring

- Analysis of amendments and updates to personal information protection laws and regulations
- Monitoring domestic and international privacy trends through association memberships, etc.



### Policy Development and Implementation

- Development of policies including personal information protection and data breach response
- Operation of personal information protection programs



### Inspection and Improvement

- Audits on the implementation and enforcement of privacy policies
- Corrective actions based on identified findings



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# Social Contribution |

Koh Young Technology has aligned its social contribution vision with its management philosophy and core values, and continues to explore ways to expand programs that encourage active employee participation. The company is also committed to identifying and implementing social contribution initiatives that leverage its unique strengths. These activities play a vital role in fulfilling corporate social responsibility and instilling a sense of pride among employees.

## Social Contribution Strategy

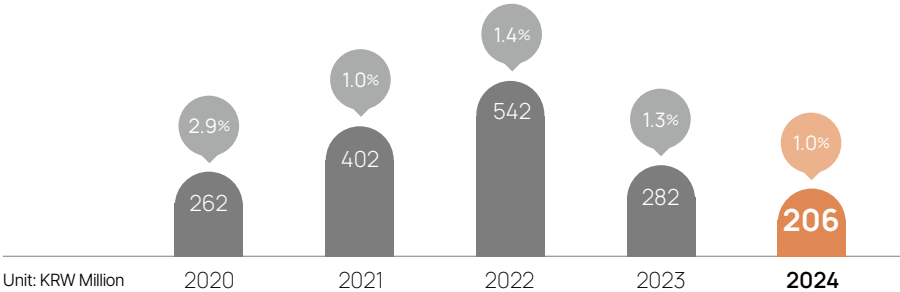


## Social Contribution Performance

In 2024, Koh Young Technology actively carried out a range of social contribution initiatives, allocating KRW 206 million—approximately 1.0% of its net profit—for related expenditures. To ensure transparent and effective execution of these activities, the company reports its previous year's performance and the upcoming year's plan to the ESG Committee on an annual basis. For 2025, the company plans to continue dedicating approximately 1% of its net profit to social contribution efforts.

Category	Unit	2020	2021	2022	2023	2024
Social Contribution Investment	KRW Million	262	402	542	282	206
Proportion of Net Profit	%	2.9%	1.0%	1.4%	1.3%	1.0%

\* Includes sponsorship for control, robotics, and systems societies to foster AI talent





# Social Contribution

## Social Contribution Activities

### Social Contribution Activities in the Field of Medical Welfare

#### Support for Brain Disease Surgery Costs

Koh Young Technology promotes medical welfare by supporting surgeries for patients with neurological disorders. The company provides financial assistance for surgeries and treatment costs to underprivileged patients burdened by high medical expenses, helping them regain their health promptly and improve their quality of life.



#### Support for Charitable Medical Institutions

Koh Young Technology consistently supports charitable medical institutions that provide free medical care to underserved and vulnerable populations.

#### Regular Blood Donation Campaigns (Life-Sharing Organization)

We have entered into a partnership with the Gyeonggi Blood Center of the Korean Red Cross and conduct regular blood donation campaigns to promote a culture of voluntary blood donation.



### Social Contribution Activities: Support for Educational Welfare

#### Scholarship Support for Talent Development

Koh Young Technology provides ongoing support to local scholarship foundations to help academically gifted students from economically disadvantaged backgrounds focus on their studies without financial burden.



## Voluntary Participation in Community Service Activities

### Establishment of Volunteer Club

#### Employee-Driven Volunteer Activities

In September 2024, Koh Young Technology launched its employee volunteer group, On (온) Koh Young. Formed voluntarily by employees, the group plans to carry out regular community-based social contribution activities, such as distributing care kits to underprivileged families with premature infants and single mothers in Yongin City.



### Social Contribution Activities: Support for Vulnerable Groups in Collaboration with Local Communities

#### Support for Community Care Activities for Vulnerable Groups

Koh Young Technology engages in volunteer activities aimed at fostering co-prosperity with the local community and supporting underprivileged neighbors. These ongoing employee-led efforts include mural painting in aging neighborhoods, assembling care kits for elderly individuals living alone, delivering Christmas gift boxes to underprivileged children, preparing holiday gift packages for families in need, and distributing coal briquettes to energy-vulnerable households in Yongin City.





# Governance

# Board of Directors and Committees

The Board of Directors of Koh Young Technology holds the authority to deliberate and make decisions on key management matters in accordance with applicable laws and the Articles of Incorporation, fulfilling its role as the company's highest decision-making body. The Board supports professional and transparent decision-making through the operation of two committees: the ESG Committee and the Outside Director Nomination Committee.

Koh Young Technology is committed to further strengthening the independence, expertise, and diversity of the Board to establish a transparent and sound governance structure. In addition, the company will continue to pursue responsible management through a sound governance framework that protects stakeholder interests and supports sustainable corporate growth.

### Board Composition

The Board of Directors of Koh Young Technology consists of five executive directors and two independent directors, performing both management decision-making and supervisory functions. Additionally, in consideration of changes in the business environment and to strengthen business expertise, the CEO concurrently serves as the Chair of the Board.

Category	Name	Gender	Date of Birth	Term	Key Career Experience	Area of Expertise
Executive Director (Chairperson)	Kwangill Koh	Male	Aug 1957	Mar 2023 - Mar 2026	· (Current) CEO, Koh Young Technology · Head of Research & SMT Business, MiraeCorp. · Head of Industrial Machines R&D Department, Central R&D Center, LG Electric · Ph.D. in Electrical Engineering, University of Pittsburgh	Overall management
	Injoon Hwang	Male	Jul 1965	Mar 2023 - Mar 2026	· (Current) Head of Management Support Division, Koh Young Technology · POSCO Special Steel · B.A. in Accounting, Chung-Ang University	Management Support
Executive Director	Jaeduk Shin	Male	Jan 1977	Mar 2023 - Mar 2026	· (Current) Head of Industrial Solutions Business Unit, Koh Young Technology · SK Teletech · B.S. in Electrical Engineering, Korea University	Sales
	Wooyoung Lim	Male	Nov 1971	Mar 2022- Mar 2025	· (Current) Head of Inspection Equipment PM, Koh Young Technology · Head of R&D Planning, Koh Young Technology · B.S. in Mechanical Engineering Design, Sungkyunkwan University	R&D
	Yuri Koh	Female	Dec 1980	Mar 2022- Mar 2025	· (Current) Head of Medical Solutions Business Unit, Koh Young Technology · Head of US & EU Business Division, Koh Young Technology · Ph.D. in Cognitive Science, Seoul National University (completion)	Medical Business
Independent Director	Youngbae Kim	Male	Jan 1958	Mar 2023 - Mar 2026	· (Current) Independent director, Koh Young Technology · Dean, KAIST College of Business · Ph.D. in Management Engineering, KAIST	Business Management
	Junghun Kang	Male	Jul 1956	Mar 2023 - Mar 2026	· (Current) Independent director, Koh Young Technology · Head of Human Resources Division, Citibank Korea · B.S. in Economics, Seoul National University	HR/Business Management

\* As of the end of 2024

# Board of Directors and Committees

## Director Appointment and Term

Directors of Koh Young Technology are appointed in compliance with the Commercial Act and other relevant laws, as well as the company's internal regulations and procedures. Executive directors are appointed at the General Meeting of Shareholders following review and resolution by the Board of Directors, while independent directors are nominated by the Independent Director Nomination Committee, reviewed by the Board, and then appointed at the General Meeting of Shareholders.

In this process, the Board of Directors and the Independent Director Nomination Committee assess each candidate's qualifications, including independence, expertise, and overall suitability for fulfilling the duties of a director. The term of office for directors is three years, with the possibility of reappointment through a resolution at the General Meeting of Shareholders. Pursuant to the Commercial Act, the term of office for independent directors is limited to six years.

## Board Independence and Diversity

In accordance with the requirements for independent directors, Koh Young Technology ensures that 29% of its board members are independent, thereby enabling effective oversight of executive management. To support independent directors in fulfilling their duties, the company verifies disqualification criteria under the Commercial Act and relevant laws during the appointment process. Given the need for ongoing strategic decision-making in a rapidly changing business environment, the company strives to form a board that reflects both diversity and expertise. Notably, in 2022, the appointment of a female executive director enhanced board diversity. The Board Skills Matrix is also available on the company website.

### Board Characteristics

Independence

Persons engaged in executive duties at the company, major shareholders, individuals with significant interests in the company, or those who have served as officers or employees within the past two years are restricted from serving as independent directors.

Transparency

When appointing directors, executive directors are selected from candidates recommended by the Board of Directors, while independent directors are nominated by the Independent Director Nomination Committee.

Expertise

Independent director candidates are selected based on their extensive knowledge or experience in areas such as management, economics, accounting, law, technology, or sustainable management.

Diversity

When selecting candidates for Independent Directors, Koh Young Technology does not limit consideration based on nationality, gender, place of origin, religion, or area of expertise. Priority is given to candidates who can exercise independent judgment from diverse perspectives.

BSM(Board Skills Matrix)

Category	Leadership	Financial	Global Business	Sales and Marketing	Technology	Independent	Gender Identity
Kwangill Koh	●		●	●	●		M
Injoon Hwang	●	●					M
Jaeduk Shin	●		●	●			M
Wooyoung Lim	●		●		●		M
Yuri Koh	●		●	●			F
Youngbae Kim	●		●			●	M
Junghun Kang	●	●				●	M



# Board of Directors and Committees |

## Board Operations

In accordance with Article 38 of the Articles of Incorporation and Article 15 of the Board Regulations, the company's executive management, including the CEO, reports to the Board at least once per quarter on business performance and key management issues. Additionally, the Board convenes on an ad hoc basis whenever significant matters requiring board resolution arise.

## Board Convening

Pursuant to Article 38 of the Articles of Incorporation and Article 10 of the Board Regulations, the Chairperson convenes the Board of Directors. If a director deems it necessary for the performance of duties, they may request the Chairperson to convene a meeting by stating the agenda and reasons. If the Chairperson refuses to convene the meeting without a valid reason, the requesting director may convene the Board directly.

## Board Resolutions

In accordance with Article 39 of the Articles of Incorporation and Article 12 of the Board Regulations, Board resolutions—unless otherwise specified by law—require the attendance of a majority of directors and approval by a majority of those present. Pursuant to Article 391 of the Commercial Act, all directors may participate in Board meetings via remote communication systems that allow simultaneous audio transmission and reception. Additionally, under Article 12 of the Board Regulations, directors with a special interest in the resolution matter are restricted from voting, thereby institutionally preventing potential conflicts of interest.

## Board Performance Evaluation and Compensation

Koh Young Technology evaluates executive performance based on financial indicators (such as revenue and operating margin) and non-financial indicators (including long-term and strategic business initiatives). Executive compensation is executed within the limit approved by the General Meeting of Shareholders, and performance-based bonuses are awarded based on the evaluation results. All compensation for independent directors is fairly determined and paid within the director compensation limit approved at the general shareholders' meeting.

## Board Activities

The Board of Directors makes resolutions on key matters and supervises the performance of duties by directors and executive management in accordance with applicable laws and internal regulations. In 2024, the Board convened a total of eight meetings, with attendance rates of 95% for Executive Directors and 100% for Independent Directors. To support directors in fulfilling their responsibilities and to promote accountable governance, the company maintains Directors and Officers (D&O) liability insurance coverage.

### 2024 Board Meeting Summary

Meeting No.	Date	Agenda	Approval Status	Attendance Rate	
				Executive Director	Independent Director
1	February 7, 2024	• Approval of Stock Compensation Plan • Approval of Director's Self-Transaction	Approved Approved	100%	100%
2	February 7, 2024	• Approval of Treasury Stock Disposal	Approved	100%	100%
3	February 14, 2024	• Approval of the 22nd Fiscal Year (2023) Financial Statements (including Consolidated Statements) and Proposed Statement of Appropriation of Retained Earnings • Convocation of the 22nd Annual General Meeting of Shareholders • Report on the CEO's Management of the Internal Accounting Control System	Approved Approved Reported	100%	100%
4	May 2, 2024	• Report on Q1 2024 Business Performance • Approval of Director's Self-Transaction	Reported Approved	100%	100%
5	September 4, 2024	• Report on Q2 2024 Business Performance	Reported	100%	100%
6	September 19, 2024	• Approval of Establishment of Taiwan Branch • Approval of Director's Self-Transaction	Approved Approved	100%	100%
7	November 20, 2024	• Approval of Treasury Stock Disposal	Approved	80%	100%
8	December 12, 2024	• Approval of Record Date for Annual General Meeting of Shareholders	Approved	80%	100%

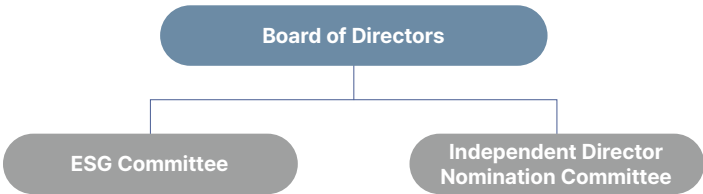


# Board of Directors and Committees

## Committees under the Board of Directors

To enhance operational efficiency, the Board of Directors of Koh Young Technology may delegate authority to committees in accordance with Article 38-2 of the Articles of Incorporation and Article 4 of the Board Regulations. The company operates the ESG Committee and the Independent Director Nomination Committee, although their establishment is not mandated by law. The organization, operation, and authority of each committee are formally defined in the committee regulations. Each committee is composed of at least half Independent Directors to ensure fairness and independence.

## Committee Overview



● Chairperson ○ Member \* As of the end of December 2024

Category	Name	Gender	Area of Expertise	ESG Committee	Independent Director Nomination Committee
Executive Director (Chairperson)	Kwangill Koh	Male	Overall management		○
Executive Director	Injoon Hwang	Male	Management Support	○	○
	Jaeduk Shin	Male	Sales	○	
	Wooyoung Lim	Male	R&D		
	Yuri Koh	Female	Medical Business		
Independent Director	Youngbae Kim	Male	Business Management	●	○
	Junghun Kang	Male	HR/Business Management	○	●

## ESG Committee

Koh Young Technology established the ESG Committee in 2021 to promote ESG management in a more systematic manner and to achieve long-term sustainable growth. The ESG Committee reviews core policies and strategies related to ESG management and monitors the planning and execution of ESG activities. The committee convenes once annually, and in 2024, attendance rates were 100% for both executive directors and independent directors.

## ESG Committee Meeting Summary

Meeting No.	Date	Agenda	Attendance Rate	
			Executive Director	Independent Director
1	May 2, 2024	<ul style="list-style-type: none"><li>Report on 2023 ESG Management Performance</li><li>Review of 2024 ESG Management Plan</li></ul>	100%	100%

## Independent Director Nomination Committee

Established in 2021, the Independent Director Nomination Committee evaluates candidates for independent director positions by reviewing their legal qualifications, potential conflicts of interest with the company, relationships with major shareholders, commitment to duties, and ethical standards before recommending them to the Board. The committee is convened as needed, and in 2023, attendance rates were 100% for both executive directors and independent directors. Although some candidate reviews were conducted in 2024, the committee did not convene during the year.

# Board of Directors and Committees |

## Audit

In accordance with Article 542-10 of the Commercial Act, Koh Young Technology appoints one full-time auditor to perform audit-related duties. The full-time auditor is responsible for auditing the company's accounting and major business operations, evaluating the effectiveness of the internal accounting management system, and inspecting the status of internal control mechanisms. The auditor also attends key meetings such as the Annual General Meeting of Shareholders, Board of Directors meetings, and management meetings to monitor transparency throughout the decision-making process.

### Audit Activity Summary

Meeting No.	Category	Date	Agenda	Attendance Status
1	Board of Directors	February 7, 2024	<ul style="list-style-type: none"><li>Approval of Stock Compensation Plan</li><li>Approval of Director's Self-Transaction</li></ul>	Attended
2	Board of Directors	February 7, 2024	<ul style="list-style-type: none"><li>Approval of Treasury Stock Disposal</li></ul>	Attended
3	Board of Directors	February 14, 2024	<ul style="list-style-type: none"><li>Approval of the 22nd Fiscal Year (2023) Financial Statements (including Consolidated Statements) and Proposed Statement of Appropriation of Retained Earnings</li><li>Convocation of the 22nd Annual General Meeting of Shareholders</li><li>Report on the CEO's Management of the Internal Accounting Control System</li></ul>	Attended
4	Board of Directors	May 2, 2024	<ul style="list-style-type: none"><li>Report on Q1 2024 Business Performance</li><li>Approval of Director's Self-Transaction</li></ul>	Attended
5	Board of Directors	September 4, 2024	<ul style="list-style-type: none"><li>Report on Q2 2024 Business Performance</li></ul>	Attended
6	Board of Directors	September 19, 2024	<ul style="list-style-type: none"><li>Approval of Establishment of Taiwan Branch</li><li>Approval of Director's Self-Transaction</li></ul>	Attended
7	Board of Directors	November 20, 2024	<ul style="list-style-type: none"><li>Approval of Treasury Stock Disposal</li></ul>	Attended
8	Board of Directors	December 12, 2024	<ul style="list-style-type: none"><li>Approval of Record Date for Annual General Meeting of Shareholders</li></ul>	Attended

## Internal Accounting Management System (K-SOX)

In 2022, recognizing the importance of ensuring transparency and reliability in financial reporting, Koh Young Technology established a dedicated internal accounting team and comprehensively redesigned its internal control activities. By applying the best practice standards for internal accounting management systems, the company has formalized its commitment to ethical values and is designing and operating internal controls to meet the components and principles of effective internal control.

In addition, the company regularly evaluates the operational status of its internal accounting management system and reports the results to the Audit Committee and the Board of Directors. The internal auditor and external auditor, Samil PwC, conduct independent evaluations and oversight of the system. As a periodically designated auditor, Samil PwC performed an independent assessment of the design and operation of the internal accounting management system and expressed an "Unqualified" opinion in the audit report.

In 2024, to strengthen systematic responses to financial risks, Koh Young Technology introduced additional operational-level controls to its existing framework. A total of 233 operational assessments were conducted during the year, enhancing the company's ability to identify and prevent risks more effectively through the internal control system. These efforts have improved the stability of financial risk management and established a stronger foundation for sustainable business operations.

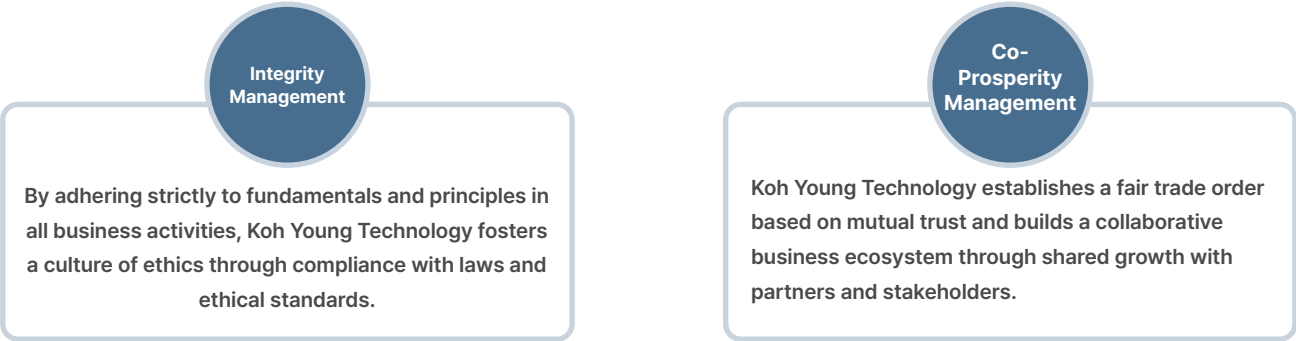
- Introduction
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# Ethical Management and Compliance

Koh Young Technology continuously practices ethical management, grounded in the principles of integrity and shared growth. To realize ethical management, the company regularly conducts ethics training for all employees and operates an internal whistleblower system to foster a transparent and fair corporate culture. Through these efforts, the company enhances transparency in corporate governance and further strengthens trust with stakeholders.

We will continue striving to be a respected and innovative company among all stakeholders—including customers, shareholders, employees, business partners, and local communities. The company also remains committed to fulfilling its role as a socially responsible enterprise, achieving sustainable growth through ethical management.

## Ethical Business Practices



## Code of Ethical Conduct

To promote ethical management, Koh Young Technology has established a Code of Ethical Conduct that all employees are required to follow, and this code is shared with all employees and partner companies. In 2024, all employees and key partners signed an ethics compliance pledge, agreeing to make a joint commitment to uphold the Code. The full text of the Code of Ethical Conduct is available on the company website.

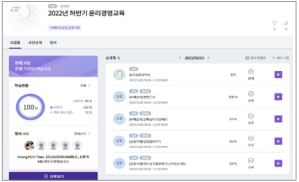
Principle 1 Comply with laws and ethical standards	Principle 2 Maintain a clean and transparent organizational culture	Principle 3 Respect customers, shareholders, and employees	Principle 4 Prioritize environment, safety, and health	Principle 5 Fulfill social responsibilities as a global citizen	[Appendix] Obligation to Comply with the Code of Ethical Conduct
<ul style="list-style-type: none"><li>• Compliance with Laws and Regulations</li><li>• Anti-Corruption</li><li>• Protection of Personal Information</li><li>• Fair Competition</li><li>• Fair Trade</li><li>• Avoidance of Conflicts of Interest</li></ul>	<ul style="list-style-type: none"><li>• Fundamental Ethics</li><li>• Integrity and Good Faith</li><li>• Transparent Performance of Duties</li><li>• Prohibition of Insider Trading</li></ul>	<ul style="list-style-type: none"><li>• Respect for Customers</li><li>• Creation of Customer Value</li><li>• Enhancement of Shareholder Value</li><li>• Fair Treatment</li><li>• Respect for Human Dignity</li><li>• Support for Competency Development</li></ul>	<ul style="list-style-type: none"><li>• Pursuit of Environmentally Friendly Management</li><li>• Minimization of Environmental Impact</li><li>• Emphasis on Health and Safety</li><li>• Business Continuity</li></ul>	<ul style="list-style-type: none"><li>• Contribution to Local Community Development</li><li>• Compliance with Civic Duties</li><li>• Shared Growth with Partners</li><li>• Quality Innovation</li></ul>	<ul style="list-style-type: none"><li>• Scope of Application</li><li>• Violation Reporting and Disciplinary Actions</li></ul>

# Ethical Management and Compliance

## Ethics Management Training

Koh Young Technology provides ethics management training for new domestic hires and current employees, while also reviewing potential violations of the Code of Ethical Conduct. New hires participate in a one-time, in-person training session upon joining, while current employees complete ethics management training twice a year through online modules. In 2024, the training covered topics including fair trade, anti-corruption, ethical management, and ESG management.

First Half	Second Half
Understanding ESG Management	Integrity and Ethical Dilemma Cases
Domestic and International Anti-Corruption Cases	Dilemmas Faced by Safety Sector Professionals
Case Studies and Implementation Models of Ethical Management	Dilemmas During Business Execution
	Dilemmas in Global Anti-Corruption Standards
	Domestic and International Anti-Corruption Cases



Ethics Management Training (Multicampus)

## Cyber Whistleblower System

Koh Young Technology accepts reports of violations related to ethical and compliance management through various channels, including phone, mail, and email, and operates a Cyber Whistleblower System to ensure continuous accessibility. The system also handles concerns raised by partner companies in relation to transactions with the company, and the reporting channels are open to all internal and external stakeholders. All reports and whistleblowers are strictly protected, and measures are in place to prevent any disadvantage to whistleblowers. In 2024, no reports were filed through the Cyber Whistleblower System.



## Compliance

Koh Young Technology identifies legal and regulatory requirements applicable to its business operations and systematically analyzes, evaluates, and manages risks that may arise across all areas of operation. To ensure effective compliance risk management, the company continuously monitors regulatory trends in key countries and operates a company-wide risk assessment framework.

In 2024, Koh Young Technology proactively mitigated risks in its medical business through legal consultations on the Medical Device Act and Japan's PMDA regulations, while continuously monitoring global regulatory trends related to inspection equipment in the United States. Additionally, the company enhanced its global regulatory compliance capabilities by updating its global personal data consent forms to reflect revisions in personal data protection laws across various countries.

We will continue to uphold responsibility and trust with its diverse stakeholders through compliance-driven management, striving to achieve sustainable growth and maximize corporate value.



# Risk Management |

## Risk Management

Koh Young Technology proactively identifies various risks that may arise during business operations and establishes response strategies to ensure the stable continuity of its management activities. Through this approach, the company is equipped to respond swiftly to unforeseen risks and maintain business continuity.

During normal operations, Koh Young Technology conducts thorough analyses of potential risk factors inherent in its business activities and strengthens preventive measures to mitigate risks. Continuous improvement efforts are carried out to prevent recurrence or preempt potential crises. In the event of a crisis, the company activates a pre-established, rapid, and transparent response system to contain the situation and restore business operations as quickly as possible. This risk management framework serves as a critical foundation for ensuring the company's stable and sustainable management.

Koh Young Technology continuously monitors not only business-related risks such as production interruptions but also operational risks including workplace safety incidents and the leakage of confidential information. The company provides regular training and education on key risks for employees and promotes awareness of everyday risk management through emails, internal bulletins, and announcements to cultivate a strong risk-aware culture. Moving forward, Koh Young Technology will continue to respond swiftly to the rapidly changing internal and external environment through front-line driven risk identification and management.

### Risk Management Areas and Key Potential Risks

Risk Management Areas	Key Risks
Finance/Tax	• Impact on profitability due to rapid fluctuations in interest and exchange rates; tax regulations in host countries; transfer pricing between headquarters and overseas subsidiaries
Geopolitical	• Revenue impact due to global political instability
Production	• Supply chain disruptions, logistics crises, utility outages
Environment/Health	• Climate change response, environmental pollution, chemical spills
Accidents/Disasters	• Industrial accidents, fires, explosions, pandemics, natural disasters
Human Resources	• Weakened competitiveness due to labor shortages
Information Security	• Leakage of trade secrets and core technologies
Information Systems	• System shutdowns, viruses, hacking incidents



# Shareholder Rights Protection

Koh Young Technology is committed to enhancing shareholder value through proactive Investor Relations (IR) activities, and was recognized as an Excellent IR Company in 2024 for its efforts. To ensure minority shareholders’ voices are heard, the company has implemented an electronic voting system and holds its Annual General Meeting on dates that avoid peak season to maximize shareholder participation. Koh Young Technology will continue striving to protect shareholder rights and enhance shareholder value.

## Shareholding Status

As of the end of 2024, Koh Young Technology has issued a total of 68,654,755 common shares and no preferred shares. Excluding 2,674,555 treasury shares with restricted voting rights under applicable laws, the number of voting-eligible common shares stands at 65,980,200. As of the end of 2024, the largest shareholder is Koh Young Holdings, which holds 13,731,160 shares, representing a 20.0% ownership stake.

### Major Shareholders

\* As of the end of December 2024

Shareholder Name	End of Current Period	
	Number of Shares Held	Ownership Percentage
Koh Young Holdings Co., Ltd.	13,731,160	20.00%
ALLIANZ GLOBAL INVESTORS	5,483,680	7.99%
BAILLIE GIFFORD	2,414,033	3.52%
ROBO GLOBAL	2,319,997	3.38%
FIRST SENTIER	2,090,126	3.04%
VANGUARD	2,088,944	3.04%

### Major Shareholders

\* As of the end of December 2024

Category	Shareholders			Shares Held		
	Number of Minority Shareholders	Total Number of Shareholders	Proportion (%)	Shares Held by Minority Shareholders	Total Shares Issued	Proportion (%)
Minority Shareholders	60,111	60,218	99.82	32,215,620	68,654,755	46.92

## Shareholder Return Policy

Koh Young Technology determines its dividend size by comprehensively considering business performance, cash flow, and investments for securing future growth drivers, with the aim of enhancing shareholder value and returns. In accordance with the Articles of Incorporation, the final decision is made through a resolution of the Board of Directors and approval at the General Meeting of Shareholders.

In 2024, the dividend per share was KRW 140, with a total cash dividend of KRW 9,237 million. Additionally, in line with the Korea financial authorities’ 2024 initiative to advance dividend practices, Koh Young Technology revised its record date so that it now follows the dividend resolution date. This change enhances predictability for investors.

Category	Unit	2022	2023	2024
(Consolidated) Net Income	KRW Million	39,284	21,926	20,999
Cash Dividend per Share <sup>1)</sup>	KRW	140	140	140
Total Cash Dividend	KRW Million	9,383	9,184	9,237
(Consolidated) Dividend Payout Ratio	%	23.9	41.9	44.0
Cash Dividend Yield	%	1.0	0.8	0.7

1) The company executed a stock split at a ratio of 1:5 in April 2021.

## Shareholder and Investor Communication

Koh Young Technology ensures transparency by providing shareholders and investors with key company information through regular and ad-hoc disclosures. In 2024, the company was recognized as an Excellent IR Company and actively promoted shareholder and investor engagement through various IR activities, including in-person and virtual IR meetings, quarterly earnings briefings, and domestic and overseas non-deal roadshows (NDRs).

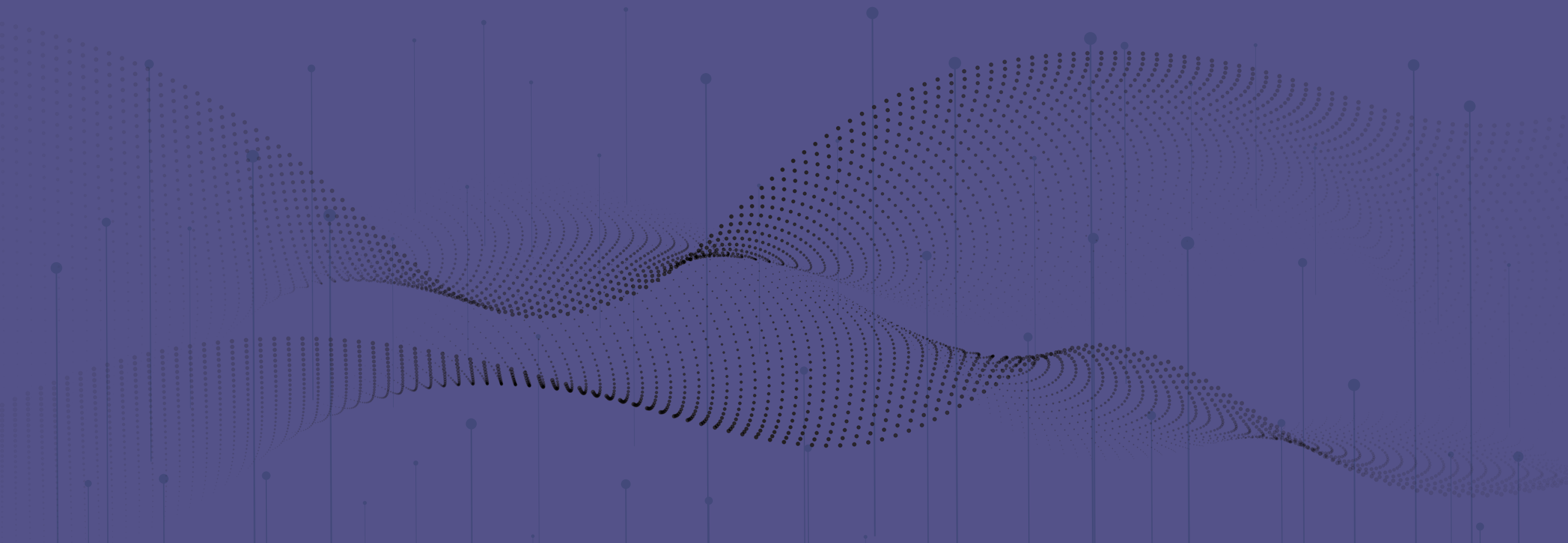


Selected as an Excellent IR Company

# ESG Data

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# Financial |

## Consolidated Statement of Financial Position

(Unit : KRW million)

Category	2022	2023	2024
Assets	391,686	367,212	377,932
Current assets	286,510	272,290	284,011
Cash and cash equivalents	49,881	28,145	53,545
Short-term financial instruments	86,757	97,971	97,908
Trade receivables and other receivables	99,175	82,975	72,724
Inventories	44,623	49,959	50,138
Current income tax assets	659	384	1,024
Other financial assets	2,386	2,548	569
Other assets	3,030	2,067	2,216
Non-current assets held for sale	-	8,240	5,886
Non-current assets	105,177	94,922	93,921
Financial assets measured at fair value through profit or loss	1,279	1,505	1,520
Tangible assets	54,460	45,564	46,735
Right-of-useassets	22,362	19,526	15,323
Intangible assets	9,355	10,740	12,253
Deferred income tax assets	12,459	13,523	12,408
Other financial assets	5,195	3,892	5,505
Other assets	67	173	177

(Unit : KRW million)

Category	2022	2023	2024
Liabilities	86,512	61,894	54,763
Current liabilities	58,306	39,821	36,095
Trade payables and other payables	32,741	26,739	24,515
Current portion of long-term borrowings	6,133	-	-
Current income tax liabilities	5,102	919	2,101
Provisions	1,129	1,028	816
Other liabilities	13,201	11,135	8,663
Non-current liabilities	28,206	22,073	18,668
Long-term trade payables and other payables	642	971	1,247
Net defined benefit liabilities	10,197	6,926	6,858
Non-current provisions	247	253	260
Other liabilities	17,120	13,923	10,304
Stockholders' equity	305,175	305,318	323,169
Controlling company shareholder's equity	305,175	305,318	323,169
Capital stock	6,865	6,865	6,865
Other paid-in-capital	22,060	8,352	13,090
Retained earnings	275,351	288,348	299,167
Other capital components	898	1,752	4,047
Non-controlling company shareholder's equity	-	-	-

# Financial

## Consolidated Statement of Comprehensive Income

(Unit : KRW million)

Category	2022	2023	2024
Sales	275,360	225,631	202,538
Cost of sales	98,697	80,118	76,686
Gross profit	176,663	145,512	125,852
Selling and administrative expenses	83,656	83,516	81,463
R&D expenses	48,748	41,625	41,066
Operating income	44,259	20,372	3,322
Financial revenues	1,476	4,550	5,421
Finance costs	599	694	504
Other non-operating income	17,024	13,378	24,205
Other non-operating expenses	11,740	7,023	4,307
Profit before income tax	50,419	30,584	28,137
Income tax expense	11,136	8,658	7,138
Net income	39,284	21,926	20,999

(Unit : KRW million)

Category	2022	2023	2024
Current net income attributable to:	-	-	-
Owners of the parent entity	39,284	21,926	20,999
Non-controlling interests	-	-	-
Other comprehensive income	376	1,308	1,298
Items that will not be reclassified to profit or loss (after-tax or other comprehensive income)	(142)	454	(996)
Remeasurements of defined benefit plans (after-tax or other comprehensive income)	(142)	454	(996)
Items that may be reclassified to profit or loss	518	854	2,294
Profit or loss on exchange differences on translation for overseas sites	518	854	2,294
Total comprehensive income	39,660	23,234	22,297
Total comprehensive income attributable to:	-	-	-
Owners of the parent entity	39,660	23,234	22,297
Non-controlling interests	-	-	-
Earnings per share	-	-	-
Basic earnings per share (Unit : KRW)	584	328	319
Diluted earnings per share (Unit : KRW)	583	325	317

# Environmental

## Response to Climate Change

### GHG Emissions (Korea and Overseas)

(Unit : tCO<sub>2</sub>eq)

Category			2022	2023	2024
Korea	Scope 1	Gasan Headquarters	-	-	-
		Gwangmyeong Manufacturing Center	5	-	-
		Gwanggyo R&D Center	375	274	213
		Yeoju Manufacturing Center	-	13	12
		Sub-total	380	287	225
	Scope 2	Gasan Headquarters	80	46	7
		Gwangmyeong Manufacturing Center	421	73	3
		Gwanggyo R&D Center	1,756	1,808	1,810
		Yeoju Manufacturing Center	-	942	863
		Sub-total	2,257	2,870	2,683
	Total		2,637	3,157	2,908
Overseas	Scope 1	US (KYA)	54	65	55
		Germany (KYE)	49	51	50
		China (KYC)	-	-	-
		Japan (JKY)	31	32	30
		Singapore (KYSEA)	3	2	2
		Vietnam (KYV)	-	-	122
		Spain (KYRS)	-	1	1
		Canada (KYRC)	-	-	-
		Sub-total	137	150	260
	Scope 2	US (KYA)	112	104	106
		Germany (KYE)	24	24	22
		China (KYC)	11	11	11
		Japan (JKY)	28	27	26
		Singapore (KYSEA)	18	19	21
		Vietnam (KYV)	81	96	126
		Spain (KYRS)	-	5	16
		Canada (KYRC)	5	5	6
		Sub-total	281	292	334
	Total		418	442	593
Total emissions			3,055	3,599	3,501

### Energy Consumption (Korea and Overseas)<sup>1)</sup>

(Unit : GJ)

Category		2022	2023	2024
Amount of gasoline (put into vehicles)	Gwangmyeong Manufacturing Center	68	-	-
	Gwanggyo R&D Center	3,302	1,999	1,194
	Yeoju Manufacturing Center	-	74	80
	Overseas sites	1,889	2,067	3,576
	Sub-total	5,258	4,140	4,850
Amount of gas/diesel (put into vehicles)	Gwangmyeong Manufacturing Center	4	-	-
	Gwanggyo R&D Center	1,785	1,635	1,400
	Yeoju Manufacturing Center	-	19	2
	Overseas sites	-	-	-
	Sub-total	1,789	1,654	1,402
Amount of electricity used	Gasan Headquarters	1,673	962	147
	Gwangmyeong Manufacturing Center	8,806	1,532	67
	Gwanggyo R&D Center	32,011	33,388	33,377
	Yeoju Manufacturing Center	-	19,694	18,025
	Overseas sites	2,160	2,345	2,770
Amount of renewable energy generated_ solar	Sub-total	44,650	57,921	54,386
	Gwanggyo R&D Center (LNG)	626	599	619
	Yeoju Manufacturing Center (propane)	-	732	1,277
	Sub-total	626	1,331	1,896
Amount of Liquefied Natural Gas (LNG) used	Gwanggyo R&D Center (LNG)	544	499	449
	Yeoju Manufacturing Center (propane)	-	112	111
	Overseas sites	-	-	-
	Sub-total	544	611	560
Amount of heat (hot water) used	Gwanggyo R&D Center	6,070	5,701	6,072
	Yeoju Manufacturing Center	-	-	-
	Overseas sites	164	90	57
	Sub-total	6,233	5,792	6,129
Total		59,100	71,449	69,223

1) All energy units converted to GJ for comparability; slight differences may exist from prior electricity ESG disclosures.



# Environmental

## Maximization of Resource Circulation

### Waste Discharge (Korea and Overseas)

(Unit: Ton)

Category		2022	2023	2024
Industrial waste	Gwangmyeong Manufacturing Center	-	2.6	-
	Gwanggyo R&D Center	-	-	-
	Yeoju Manufacturing Center	-	-	1.8
	Overseas sites	-	-	-
	Sub-total	-	2.6	1.8
Daily waste	Gwangmyeong Manufacturing Center	-	-	-
	Gwanggyo R&D Center	57.2	67.3	64.8
	Yeoju Manufacturing Center	-	47.3	59.8
	Overseas sites	23.2	7.3	8.0
	Sub-total	80.4	121.9	132.6
Total		80.4	124.5	134.4

\* Industrial wastes of the GwangmyeongManufacturing Center that were generated in 2022 were treated together in 2023 with wastes generated in 2023.  
\* No recycling rate available

### Amount of Water Consumption (Korea and Overseas)

(Unit: Ton)

Category		2022	2023	2024
Amount of water withdrawal	Gwangmyeong Manufacturing Center	69	22	-
	Gwanggyo R&D Center	18,981	22,855	21,927
	Yeoju Manufacturing Center	-	3,810	3,734
	Overseas sites	465	759	603
	Total	19,515	27,446	26,264
Amount of Water Consumption	All business sites	-	-	-

## Intensity

### GHG Intensity<sup>1)</sup>

(Unit : tCO<sub>2</sub>eq / KRW 100 million)

Category	2022	2023	2024
GHG Intensity (Scope 1&2)	1.3	1.8	2.0

1) Scope 1&2 emissions / Consolidated sales

### Energy Intensity<sup>1)</sup>

(Unit : GJ / KRW 100 million)

Category	2022	2023	2024
Energy Intensity	24.4	35.5	40.0

1) Amount of energy used /Consolidated sales

### Waste Intensity<sup>1)</sup>

(Unit : kg / KRW 100 million)

Category	2022	2023	2024
Waste Intensity	33.2	61.9	77.7

1) Waste Discharge / Consolidated sales

# Social

## Human Rights Management

### Human Rights Training

Category		Unit	2022	2023	2024
Human rights training <sup>1)</sup>	Hours of training per person	Hour	2	2	3 <sup>2)</sup>
	Percentage of employees who completed training	%	100.0	100.0	100.0

1) Based on full-time employees at headquarters. Excludes workers on leave and workers who have left the company.  
2) Training hours increased due to the addition of workplace harassment prevention training.

## Human Resource Management

### Employee Status

(Unit: Person)

Category			2022	2023	2024	
By form of employment <sup>1)</sup>	Full-time employees		683	700	720	
	Part-time employees		52	22	21	
	Total		735	722	741	
By Gender	Male		597	577	580	
	Female		138	145	161	
	Total		735	722	741	
By region	Asia	KOH YOUNG HQ	509	472	465	
		KOH YOUNG CHINA	31	30	29	
		JAPAN KOH YOUNG	16	13	14	
		KOH YOUNG SE ASIA	24	24	25	
		KOH YOUNG VIETNAM	75	79	87	
		KOH YOUNG TAIWAN	-	-	1	
	Americas	KOH YOUNG AMERICA	52	74	76	
		KOH YOUNG RESEARCH CANADA	-	-	11	
	Europe	KOH YOUNG EUROPE	25	26	26	
		KOH YOUNG RESEARCH SPAIN	3	4	7	
	Total		735	722	741	
	By nationality	Korean		476	463	464
		Foreign national		259	259	277
		Total		735	722	741

1) Including employees at both the headquarters and overseas sites

### Employee Diversity

Category			Unit	2022	2023	2024
BOD composition (Gender)	Male	40s	Person	1	1	1
		50s	Person	2	2	2
		60s	Person	2	3	3
		70s	Person	1	0	0
		Sub-total	Person	6	6	6
	Female	40s	Person	1	1	1
		Sub-total	Person	1	1	1
	Total		Person	7	7	7
Employee composition (gender) <sup>1)</sup>	Male	%		81.2	79.9	78.3
	Female	%		18.8	20.1	21.7
Employee composition (by age) <sup>2)</sup>	Under 30	%		19.3	21.0	15.7
	30-50	%		67.8	70.9	76.3
	Over 50	%		6.4	7.4	8.0
Employee composition (by nationality) <sup>3)</sup>	Korean	%		64.8	64.1	62.5
	Foreign national	%		35.2	35.9	37.5
Percentage of female personnel by position <sup>4)</sup>	Staff	%		19.9	22.6	22.1
	Officer	%		14.7	16.4	12.9
	Executive	%		4.8	8.7	8.6

1) Including employees at both the headquarters and overseas sites  
2) Based on employees at the headquarters (including part-time employees)  
3) Based on full-time employees at the headquarters and overseas sites  
4) Based on full-time employees at the headquarters

# Social

## Hiring of Employees

(Unit: Person)

Category			2022	2023	2024
By age <sup>1)</sup>	Under 30		68	29	26
	30-50		37	26	29
	Over 50		2	1	0
	Unknown <sup>2)</sup>		6	1	0
	Total		113	57	55
By region <sup>3)</sup>	Asia	KOH YOUNG HQ	113	57	55
		KOH YOUNG CHINA	1	0	0
		JAPAN KOH YOUNG	3	6	10
		KOH YOUNG SE ASIA	0	7	5
		KOH YOUNG VIETNAM	24	18	14
	Americas	KOH YOUNG AMERICA	11	22	11
	Europe	KOH YOUNG EUROPE	1	5	3
		KOH YOUNG RESEARCH SPAIN	3	1	6
	Total		156	116	104

## Employee Turnover

Category		Unit	2022	2023	2024
By age <sup>1)</sup>	Under 30	Person	45	15	15
	30-50	Person	74	50	26
	Over 50	Person	5	2	4
	Unknown <sup>2)</sup>	Person	5	0	3
	Total	Person	129	67	48
By Gender <sup>1)</sup>	Male	Person	97	47	38
	Female	Person	32	20	10
	Total	Person	129	67	48
Voluntary turnover	Number of voluntary turnover	Person	114	52	50
	Rate of voluntary turnover	%	23.2	11.6	11.0

1) Based on employees at the headquarters (including part-time employees)  
2) In the case of locally-hired personnel, their ages are not disclosed  
3) Including employees at both the headquarters and overseas sites

## Average Years of Continuous Service

Category		Unit	2022	2023	2024
Average years of continuous service <sup>1)</sup>	Male	Year	5.8	6.5	7.1
	Female	Year	4.1	4.6	4.7
	Average	Year	5.7	6.2	6.6

1) Based on employees at the headquarters (including part-time employees)

## Employee Training

Category		Unit	2022	2023	2024
Training Cases <sup>1)</sup>	Internal training (including online)	Case	5,054	5,388	8,847
	External training	Case	54	55	97
	Total	Case	5,108	5,443	8,944
Training hours <sup>1)</sup>	Internal training (including online)	Hour	33,104	29,425	33,072
	External training	Hour	1,112	1,005	2,040
	Total	Hour	34,216	30,430	35,112

1) Based on employees at the headquarters (including part-time employees)

## Performance Evaluation

Category			Unit	2022	2023	2024
Percentage of employees who received a performance evaluation <sup>1)</sup>	By form of employment	Full-time	%	100.0	100.0	100.0
	By Gender	Male	%	100.0	100.0	100.0
		Female	%	100.0	100.0	100.0
		Average	%	100.0	100.0	100.0

1) Based on eligible regular employees at the headquarters, excluding mid-year hires, employees on leave, and those reinstated during the year

# Social

## Health and Safety

### Accident Rate

Category		Unit	2022	2023	2024
Accident rate <sup>1)</sup>		%	0	0	0
Work-related injuries	Employee <sup>2)</sup>	Person	0	0	0
	Supplier employee <sup>3)</sup>	Person	0	0	0
	Total	Person	0	0	0
Work-related illnesses	Employee <sup>2)</sup>	Person	0	0	0
	Supplier employee <sup>3)</sup>	Person	0	0	0
	Total	Person	0	0	0

1) Accident rate = (Number of person in an accident/No. of workers) X 100

2) Based on full-time employees at headquarters

3) Employees of 4 suppliers who are stationed at domestic workplaces

### Supplier Health and Safety Evaluation

Category	Unit	2022	2023	2024
No. of suppliers that received a health and safety evaluation	EA	10	6	6

## Supply Chain Management

### Supplier Status

Category	Unit	2022	2023	2024
No. of suppliers	EA	196	215	216

### Supplier Sustainability Evaluation

Category	Unit	2022	2023	2024
No. of suppliers that received a risk assessment <sup>1)</sup>	EA	13	21	20
Percentage of suppliers that received a risk assessment	%	6.6%	9.8%	9.3%

1) Conducting a risk assessment on suppliers with a certain level or higher trade volume

## Information Security

### Information Security Violations

Category	Unit	2022	2023	2024
Information security violation/incident	Case	0	0	0
Violation/incident related to customer's personal information	Case	0	0	0
Customer who was impacted from infringement upon the company's data	Person	0	0	0
Fine/penalty paid due to an information security violation/incident	KRW	0	0	0

### Personal Information Protection Training Status

Category	Unit	2022	2023	2024
No. of employees who completed training <sup>1)</sup>	Person	462	443	460

1) Based on full-time employees at headquarters

# Governance |

## Board of Director

### Board Composition and Diversity

Category	Unit	2022	2023	2024
Female	Person	1	1	1
Persons with Disabilities	Person	0	0	0
Total	Person	1	1	1

### Board Meetings Convened

Category	Unit	2022	2023	2024
No. of Meetings convened	Case	6	8	8

### Board Compensation

Category	Unit	2022	2023	2024
Board Compensation <sup>1)</sup>	KRW million	1,894	1,356	1,822

1) Registered and Independent directors

## Ethical Management

### Reported Ethics Violations and Cases Addressed

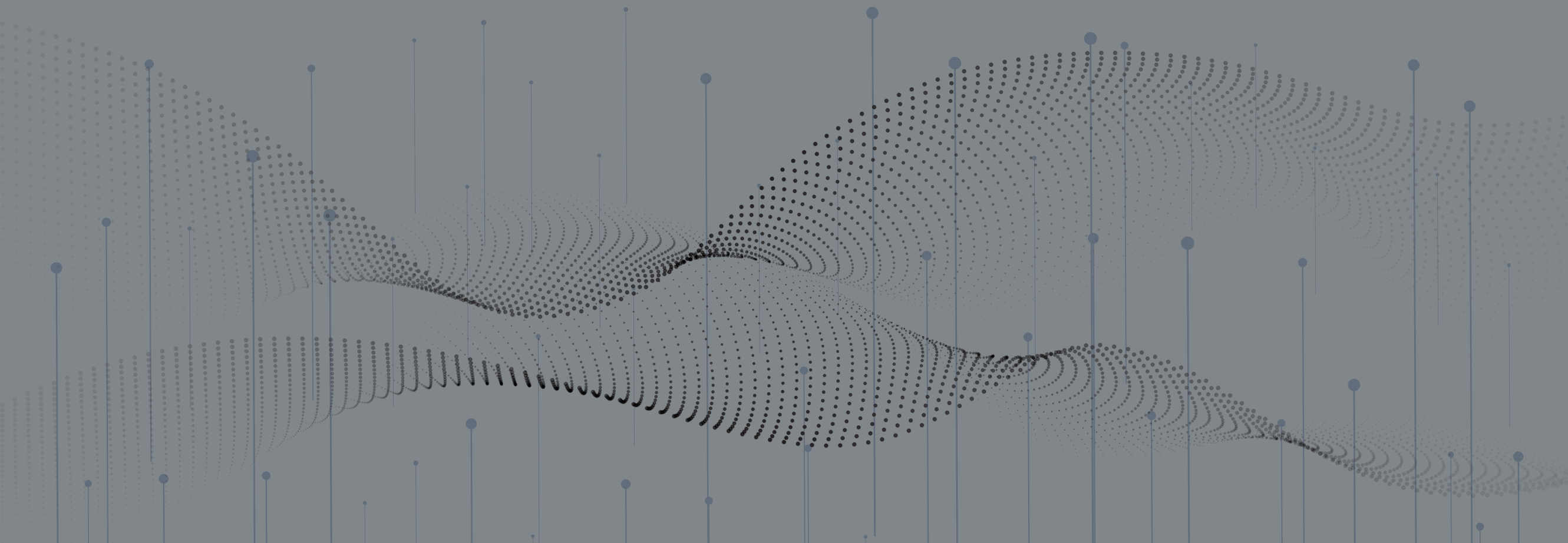
Category	Unit	2022	2023	2024
Reported Ethics Violations	Case	0	0	0
Ethics Violations	Case	0	0	0



# Appendix

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Appendix

# GRI Index |

## General Disclosure(GRI 2)

Topic	Index	Description	Page
The organization and its reporting practices	2-1	Organizational details	7
	2-2	Entities included in the organization's sustainability reporting	9
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	78
	2-5	External assurance	91-92
Activities and workers	2-7	Employees	80
	2-8	Workers who are not employees	80
Governance	2-9	Governance structure and composition	66-69
	2-10	Nomination and selection of the highest governance body	66-69
	2-11	Chair of the highest governance body	69
	2-12	Role of the highest governance body in overseeing the management of impacts	22, 68-69
	2-13	Delegation of responsibility for managing impacts	22, 66-69
	2-14	Role of the highest governance body in sustainability reporting	22, 68-69
	2-15	Conflicts of interest	66-68
	2-16	Communication of critical concerns	68-69
	2-17	Collective knowledge of the highest governance body	66-68
	2-18	Evaluation of the performance of the highest governance body	68
	2-19	Remuneration policies	68
	2-20	Process to determine remuneration	67
	2-21	Annual total compensation ratio	Not disclosed
Strategies, policies, practices	2-22	Statement on sustainable development strategy	5, 22
	2-23	Policy commitments	22, 31, 39, 44
	2-24	Embedding policy commitments	39-45, 55, 72
	2-25	Processes to remediate negative impacts	45, 72
	2-26	Mechanisms for seeking advice and raising concerns	45, 72
	2-27	Compliance with laws and regulations	72
	2-28	Membership associations	21
Stakeholder engagement	2-29	Approach to stakeholder engagement	26
	2-30	Collective bargaining agreements	51

## Material Topic(GRI 3)

Topic	Index	Description	Page
Material topics	3-1	Process to determine material topics	23
	3-2	List of material topics	24
	3-3	Management of material topics	25

## Economic Performance(GRI 200)

Topic	Index	Description	Page
Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	31
	201-3	Defined benefit plan obligations and other retirement plans	Disclosed in business report
	201-4	Financial assistance received from government	Disclosed in business report
Indirect economic impacts	203-1	Infrastructure investments and services supported	63-64
	203-2	Significant indirect economic impacts	63-64
Anti-corruption	205-1	Operations assessed for risks related to corruption	71-72
	205-2	Communication and training about anti-corruption policies and procedures	72
	205-3	Confirmed incidents of corruption and actions taken	None
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None

# GRI Index |

## Environmental Performance(GRI 300)

Topic	Index	Description	Page
Energy	302-1	Energy consumption within the organization	78
	302-3	Energy intensity	79
	302-4	Reduction of energy consumption	33-34
Water and Effluents	303-1	Interactions with water as a shared resource	37
	303-3	Water withdrawal	79
Emissions	305-1	Direct (Scope 1) GHG emissions	32, 78
	305-2	Energy indirect (Scope 2) GHG emissions	32, 78
	305-4	GHG emissions intensity	32, 79
	305-5	Reduction of GHG emissions	32~34
Waste	306-1	Waste generation and significant waste-related impacts	36
	306-2	Management of significant waste-related impacts	36
	306-3	Waste generated	36, 79
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	No such case

## Social Performance(GRI 400)

Topic	Index	Description	Page
Employment	401-1	New employee hires and employee turnover	81
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	50
	401-3	Parental leave	45
Labor	402-1	Minimum notice periods regarding operational changes	Announced at the time of change
Occupational Health and Safety	403-1	Occupational health and safety management system	53
	403-2	Hazard identification, risk assessment, and incident investigation	54-55
	403-3	Occupational health services	56
	403-4	Worker participation, consultation, and communication on occupational health and safety	53-54
	403-5	Worker training on occupational health and safety	54-55
	403-6	Promotion of worker health	55-57
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54-55

	403-8	Workers covered by an occupational health and safety management system	53
	403-9	Work-related injuries	82
	403-10	Work-related ill health <sup>1)</sup>	82
Training and Education	404-1	Average hours of training per year per employee	49
	404-2	Programs for upgrading employee skills and transition assistance programs	49
	404-3	Percentage of employees receiving regular performance and career development reviews	50, 81
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	67, 69, 80, 83
	405-2	Ratio of basic salary and remuneration of women to men	45
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	No such case
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No such case
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	No such case
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No such case
Security Practices	410-1	Security personnel trained in human rights policies or procedures	No such case
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	No such case
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	63-64
	413-2	Operations with significant actual and potential negative impacts on local communities	No such case
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	40
	414-2	Negative social impacts in the supply chain and actions taken	40
Public Policy	415-1	Political contributions	No such case
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	No such case
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No such case
Marketing and Labeling	417-1	Requirements for product and service information and labeling	No such case
	417-2	Incidents of non-compliance concerning product and service information and labeling	No such case
	417-3	Incidents of non-compliance concerning marketing communications	No such case
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	82

1) Occupational illnesses are included in the total number of occupational injury cases.

# SASB Index |

## Industry -Semiconductors

### Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Disclosure Item	Category	Unit	Page(contents)
Green house Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds <sup>1)</sup>	Quantitative	tCO <sub>2</sub> eq	32, 78
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance on those targets	Discussion and Analysis	n/a	30-32
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	GJ, %	78((2)100%,(3)2.74%)
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	1000m <sup>3</sup> , %	79
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	t, %	79
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	n/a	54
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	KRW or USD	None
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	%	80
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	%	None
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Unit by product category	Not applicable
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	36
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	KRW or USD	None

### Activity Metrics

Code	Disclosure Item	Category	Unit	Page
TC-SC-000.A	Total production <sup>2)</sup>	Quantitative	KRW 100 million	Year 2024 Business Report ( II. Business Details) p.19
TC-SC-000.B	Percentage of production from owned facilities	Quantitative	%	Year 2024 Business Report ( II. Business Details) p.19

1) Not applicable  
2) In accordance with Koh Young Technology's security policy, it is indicated as the amount of production performance, not the volume of production.

# TCFD Recommendations |

NO	Topic	Disclosure	Page
1	Governance	a) Describe the board's oversight of climate-related risks and opportunities.	22, 29, 69
2	Governance	b) Describe management's role in assessing and managing climate-related risks and opportunities.	29
3	Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	31
4	Strategy	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	31, 73
5	Strategy	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	-
6	Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	29, 31
7	Risk Management	b) Describe the organization's processes for managing climate-related risks.	31
8	Risk Management	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	73
9	Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	32
10	Metrics and Targets	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	32, 78
11	Metrics and Targets	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	32



# UN SDGs |

Sustainable Development Goals (SDGs) are the UN's specific objectives and indicators to promote sustainable development. They encompass 17 goals and 169 targets across economic, social, and environmental domains. Koh Young Technology supports the UN SDGs and practices sustainable management by conducting activities aligned with these goals throughout its domestic and international business operations. We plan to continue engaging in various activities to achieve many of these goals.

UN SDGs	Koh Young Technology's Activities	Page
<div><div>3GOOD HEALTH AND WELL-BEING</div><div>Ensure healthy lives and promote well-being for all at all ages</div></div>	<ul style="list-style-type: none"><li>• Establish a health and safety management system</li><li>• Conduct supplier health and safety evaluations</li><li>• Conduct workplace risk assessments and product safety assessments</li></ul>	53~57
<div><div>5GENDER EQUALITY</div><div>Achieve gender equality and empower all women and girls</div></div>	<ul style="list-style-type: none"><li>• Actively implement family-friendly management and female-friendly policies</li></ul>	45
<div><div>7AFFORDABLE AND CLEAN ENERGY</div><div>Ensure access to affordable, reliable, sustainable and modern energy for all</div></div>	<ul style="list-style-type: none"><li>• Adopt new &amp; renewable energy at domestic workplaces</li><li>• Review the status of monitoring energy consumption reduction measures and policies</li></ul>	33~34
<div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</div></div>	<ul style="list-style-type: none"><li>• Pursue performance-centered employee evaluation/compensation</li><li>• Implement various support measures for suppliers</li></ul>	39, 42-43, 46-52
<div><div>9INDUSTRY INNOVATION AND INFRASTRUCTURE</div><div>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</div></div>	<ul style="list-style-type: none"><li>• Launch market-leading products by expediting R&amp;D</li><li>• Establish technological alliances to secure new technologies</li></ul>	16-18
<div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>Ensure sustainable consumption and production patterns</div></div>	<ul style="list-style-type: none"><li>• Contribute to the manufacturing industry's productivity improvements and efficient use of resources</li><li>• Exclude harmful chemical substances and parts from the product development process</li></ul>	35-36
<div><div>13CLIMATE ACTION</div><div>Take urgent action to combat climate change and its impacts</div></div>	<ul style="list-style-type: none"><li>• Manage GHG emissions</li><li>• Execute GHG reduction activities</li><li>• Identify climate change risks by type and look into countermeasures</li></ul>	29-33
<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</div></div>	<ul style="list-style-type: none"><li>• Provide ethical management training to employees and suppliers</li><li>• Provide online human rights education to employees</li></ul>	44, 72
<div><div>17PARTNERSHIPS FOR THE GOALS</div><div>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</div></div>	<ul style="list-style-type: none"><li>• Strengthen social contribution programs</li><li>• Facilitate employee volunteer activities</li><li>• Take part in global initiatives</li></ul>	31, 63-64

# GHG Verification Statement

## Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by KOH YOUNG TECHNOLOGY Inc. ("Company") to perform third party verification for the Company's Greenhouse Gas Statement. The Company is responsible for the preparation of the GHG statement on the basis set out within Audit Standard, 'ISO 14064-1:2018', 'WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard', 'IPCC Guidelines: 2006'. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

## Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows;

- Organizational Boundary :
  - Domestic business sites: Gasan Headquarters, Gwangkyo R&D Centre, Gwangmyeong Manufacturing Centre, Yeosu Manufacturing Center
  - Overseas business sites: KOH YOUNG America/Germany/China/Singapore/Vietnam/Japan/Canada/Spain
- Reporting Boundary : Scope 1 (Direct emissions), Scope 2 (Indirect emissions)
- Reporting Period : 2024.01.01 ~ 2024.12.31

## Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the 'ISO 14064-3:2019', based upon a Limited Level of assurance. DNV planned and concluded our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows;

- Adequacy of GHG data control, collection and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

## Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

DNV represents "unmodified" opinion on Greenhouse Gas Emissions.

(Unit: ton CO<sub>2</sub> equivalent)

2024 Year	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total Emissions
Domestic business sites	225	2,683	2,908
Overseas business sites	260	334	593
Total	484	3,017	3,501

\* In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with ± 1 tCO<sub>2</sub>e.

2025. 4. 25

DNV Business Assurance Korea Ltd.

**Lee, Jang Sup** Country Representative



This Assurance Opinion is valid as of the date of the issuance. Please note that this Assurance Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions of the Company is subsequently brought to our attention.

# Independent Assurance Statement |

## To readers of KOH YOUNG TECHNOLOGY ESG Report 2024

### Introduction

Korea Management Registrar (KMR) was commissioned by Koh Young Technology to conduct an independent assurance of its ESG Report 2024(the “Report”). The data and its presentation in the Report is the sole responsibility of the management of Koh Young Technology. KMR’s responsibility is to perform an assurance engagement as agreed upon in our agreement with Koh Young Technology and issue an assurance statement.

### Scope and Standards

Koh Young Technology described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR’s assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

### GRI Sustainability Reporting Standards 2021

#### Universal standards

#### Topic specific standards

- |   |                                       |
|---|---------------------------------------|
| - GRI 205: Anti-Corruption                | - GRI 414: Supplier Social Assessment |
| - GRI 206: Anti-competitive Behavior      | - GRI 416: Customer Health and Safety |
| - GRI 403: Occupational Health and Safety | - GRI 418: Customer Privacy           |
| - GRI 404: Training and Education         |                                       |

As for the reporting boundary, the engagement excludes the data and information of Koh Young Technology’s partners, suppliers and any third parties.

### KMR’s Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report’s performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

### Limitations and Recommendations

KMR’s assurance engagement is based on the assumption that the data and information provided by Koh Young Technology to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

# Independent Assurance Statement |

## Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Koh Young Technology on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

## Inclusivity

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

## Materiality

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

## Responsiveness

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

## Impact

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

## Reliability of Specific Sustainability Performance Information

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

## Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with Koh Young Technology and did not provide any services to Koh Young Technology that could compromise the independence of our work.

May 2025 Seoul, Korea



CEO *E. J. Hwang*

