ENDLESS SUSTAINABLE GROWTH

Dongwon Metal Co., Ltd.
2025 Sustainability Report

DONGWON METAL CO.,LTD.

About this Report

Overview

This is the second edition of the ESG report published by Dongwon Metal Company Limited (hereinafter referred to as 'Dongwon Metal' or 'Dongwon Metal Co., Ltd.). Dongwon Metal is committed to issuing an ESG report annually, prioritizing transparency in communicating the company's sustainable management activities and fostering active engagement with stakeholders.

Reporting Standards

This report follows the 2021 Global Reporting Initiative Standards. The financial information included in this report is obtained from the Consolidated Financial Statements and complies with the international financial reporting standards adopted in Korea (K-IFRS). Any financial or non-financial information that has been aggregated based on different standards is specified in the annotation. Additionally, to ensure alignment with global sustainability disclosure standards and prepare for future integrated reporting, references to ISSB, ESRS, SASB, etc., are also provided in the notes.

Reporting Period

The reporting period is from January 1, 2024, to December 31, 2024, and includes content from the first half of 2025 for some activities. Quantitative data are provided for the past three years (2022-2024) to demonstrate annual trends.

Reporting Scope

The scope of the report includes all global business sites of Dongwon Metal (Gyeongsan·Asan in Korea, Alabama·Georgia in the U.S., Piracicaba·Canoas in Brazil, Mexico, Czech Republic, and Slovakia) as well as its subsidiary Dongwon Pipe Co., Ltd. If there are differences in the scope or boundary of specific data, such instances are noted separately.

Validation

To improve the objectivity and reliability of the report, it has been third-party assured by Quantified ESG Inc., an ESG assurance specialist, in accordance with the international assurance standard AA1000AS v3. For details on the validation process, refer to p.121.

Report Distribution

The sustainability report will be published as a downloadable PDF on the company's website (www.dwmic.com) and will be available in both Korean and English. If you have further inquiries or feedback related to Dongwon Metal Company Limited or this report, you can contact us by phone or email.

Inquiries

Dongwon Metal Co., Ltd. Management Planning Team

Address	69, 1-gil, Buk-ri, Jillyang-eup, Gyeongsan-si, Gyeongsangbuk-do, South Korea
Tel	+82-53-859-2272
e-mail	esg@dwmic.com
Website	www.dwmic.com

Issue Date
September 2025

Contents

INTRODUCTION

CEO & CSO MESSAGE 05
Company Profile 07
Our Business 14
Global Network 20

ESG MANAGEMENT

ESG Vision & Strategy 22
Stakeholder Commitment 23
ESG Performance 24
Materiality Assessment 25

ENVIRONMENTAL

Environmental Managemen 30
Climate Change Response 35
Sustainable Resource Management 43

SOCIAL

Human Resources 50
Human Rights Management 63
Health and Safety 67
Customer Delight 73
Co-prosperity 77
Community Engagement 85
Information Security 90

GOVERNANCE

Board Leadership 93
Enhancing Shareholder Value 98
Ethical Management 101
Risk Management 104

APPENDIX

Consolidated Financial Statements 108
GRI Index 109
TCFD Index 112
UN SDGs Index 113
ISSB Index 114
ESRS Index 115
SASB Index 119
Global Initiative & Network 120

INTRODUCTION

CEO & CSO MESSAGE 05

Company Profile 07

Our Business 14

Global Network 20

DONGWON METAL CO.,LTD.

CEO MESSAGE

Dongwon Metal will achieve sustainable growth by securing technological and cost competitiveness, strengthening future strategic businesses, and advancing the ESG management system.

Dear respected stakeholders,
Thank you for your continued support of Dongwon Metal.

Despite the challenging circumstances of 2024, including global geopolitical conflicts and domestic political instability, Dongwon Metal has achieved stable management performance thanks to the dedication of all our employees and the generous support from our valued stakeholders.

In 2025, external uncertainties are expected to persist due to the global economic slowdown, intensifying trade conflicts, and rapid foreign exchange fluctuations. In response, Dongwon Metal has designated 2025 as the second year of "Stable Growth." We aim to reinforce our fundamentals based on market insight and respond to changes through a more cautious and strategic approach, laying the foundation for a new leap forward.

We will secure technological and cost competitiveness to ensure stable growth.
By fostering outstanding talent and strengthening labor-management cooperation, we will establish unrivaled technological capabilities and cost competitiveness to maximize profitability. The profits we generate will be channeled into stable new investments, and we will flexibly respond to industrial paradigm shifts through open innovation in collaboration with academia, industry, and research institutes. In addition, we will enhance our manufacturing competitiveness by advancing quality and productivity based on automation.

We will strengthen future strategic businesses to achieve our growth vision.
This is a crucial time for Dongwon Metal to establish the foundation for the next generation of growth to realize our growth vision. Alongside company-wide efforts to reinforce manufacturing competitiveness, we will systematically prepare for future growth engines by expanding R&D investments in advanced technologies and strengthening organizational capabilities. We will also actively pursue technology-driven marketing activities to participate in the future automotive industry and diversify our business portfolio by discovering new global clients.

We will advance the ESG management system to achieve sustainable growth.
The year 2025 will mark a pivotal turning point as Dongwon Metal embarks on full-scale sustainable growth. To create unwavering value amid a rapidly changing business environment, we will further advance our ESG management system and solidify the foundation for sustainable growth, evolving into a company that grows together with all stakeholders.

Dongwon Metal will continue to meet your expectations by delivering stable financial performance and creating non-financial value centered on ESG, becoming a **'Global No.1 Business! ESG Leading Company!'** ESG Leading Company!' that contributes to a sustainable future for all.

Dongwon Metal Co., Ltd. CEO, Chairman Eunwoo Lee 李 垠雨

CSO MESSAGE

Dear respected stakeholders, warm greetings to all of you.

I am Seung-jae Lee, Head of the Planning Office, overseeing the sustainability management of Dongwon Metal. It is my sincere pleasure and honor to connect with you through this message and to share, albeit briefly, our ESG management performance and future plans.

Amid the ongoing uncertainty in the global business environment, we have positioned ESG as a core pillar of our corporate strategy to achieve the vision of 'Dongwon Metal ESG (Endless Sustainable Growth).' Based on the establishment of an environmental management system, leadership in social value creation, and sound governance, we are driving meaningful management innovation. As a result, Dongwon Metal achieved the highest 'AA' rating consecutively in the SUSTINVEST ESG assessment in the second half of 2024 and the first half of 2025.

Establishment of an Environmental Management System

In alignment with global clients and initiatives, we have reset the GHG base year to 2019 and established a greenhouse gas (Scope 1 & 2) inventory across all global business sites, securing the reliability of disclosed data through third-party assurance.
As of 2024, we have reduced total GHG emissions by 11% compared to the 2019 base year through continuous energy efficiency improvements, process optimization, and operation of solar power generation facilities. Going forward, we will continue to expand solar energy facilities, adopt eco-friendly equipment, and strengthen Scope 3 management to achieve 'Net-Zero by 2050.'

Leadership in Creating Social Value

With the voluntary participation of employees, Dongwon Metal launched the 'Dongwon Ulim Volunteer Group' and is actively engaged in social contribution activities that address real issues in local communities.
We also conducted human rights impact assessments across all global sites, taking the first step toward institutionalizing a culture of respect for human rights. To enhance customer experience management, we introduced NPS (Net Promoter Score)–based customer satisfaction surveys and established a regular monitoring system.
Furthermore, we have initiated responsible mineral management to address human rights risks throughout our supply chain, and we are working toward obtaining TISAX certification by the second half of 2025 to strengthen global competitiveness in information security.

Sound Governance

To establish a transparent and healthy governance structure, we have introduced an electronic voting system to protect shareholder rights and encourage participation, while also strengthening our risk response system through dedicated ESG-related organizations such as the ESG Committee.
In proactive response to evolving global disclosure standards, we are enhancing our management system by operating a global ESG management platform, and we aim to ensure effective execution by linking ESG strategies with KPIs.

Dongwon Metal does not regard ESG as a passive response to stakeholder demands, but as a strategic opportunity to realize sustainable growth.
We sincerely ask for your continued interest and support in Dongwon Metal's journey toward a better future for all of us.

Dongwon Metal will build a better future together through the establishment of an environmental management system, leadership in creating social value, and sound governance.

Dongwon Metal Co., Ltd. CSO (Chief Sustainability Officer)
Head of Planning Office Seungjae Lee
이 승 재

Company Profile

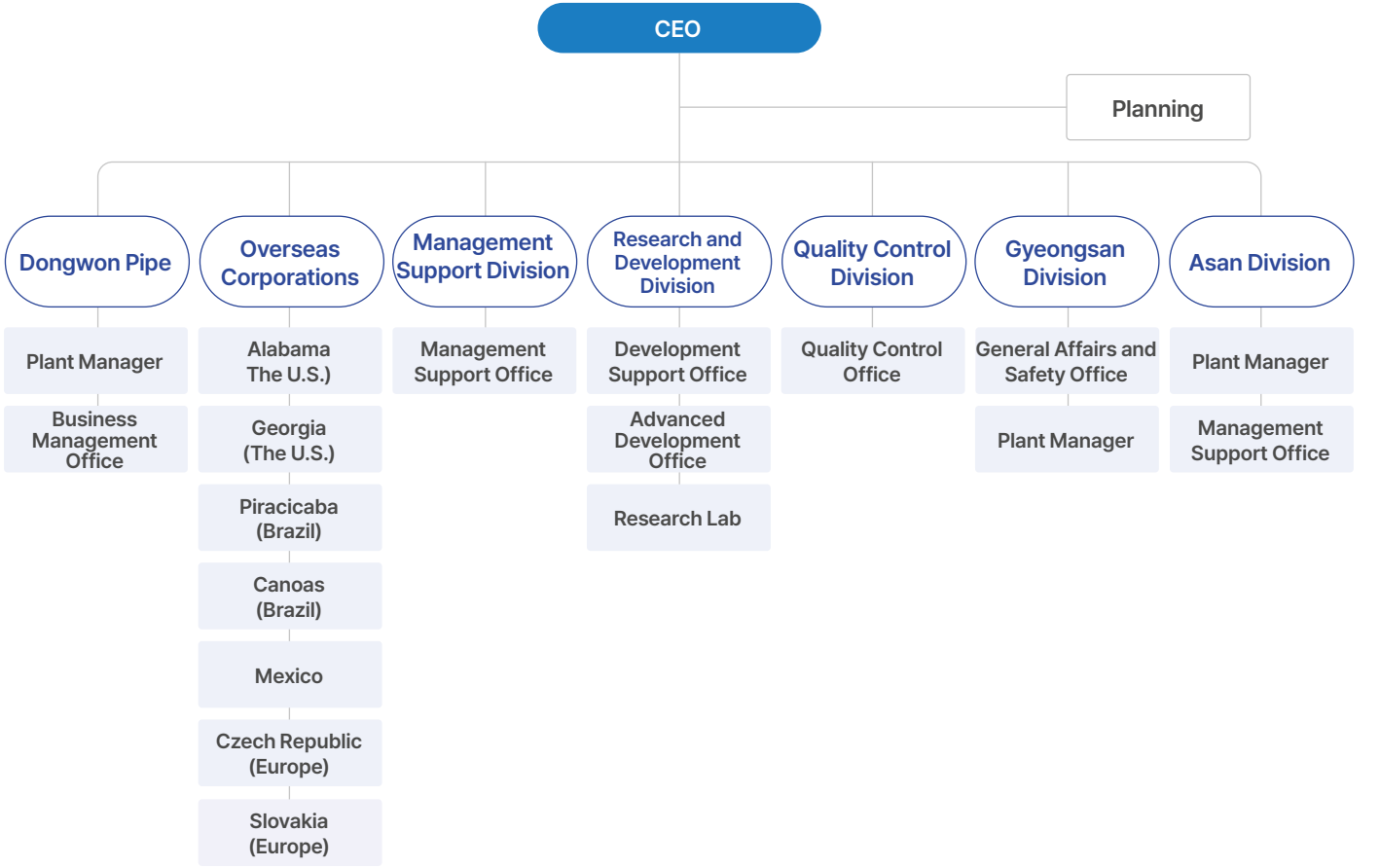
Company Profile

Since its establishment in 1971, Dongwon Metal has been a specialized manufacturing company in the global automotive parts industry, recognized for its innovative technologies and high-quality competitiveness. The company produces key car body components such as door frames, seat frames, and battery frames. Through continuous R&D and process innovation, Dongwon Metal is proactively responding to changes in the future automotive industry. In particular, it is contributing to the sustainable development of the automotive sector by strengthening the application of eco-friendly materials and lightweight technologies. Moving forward, based on technological innovation and ESG management, Dongwon Metal will continue to advance as a global leader in automotive parts.

Dongwon Metal Overview		
Company Name	KO	동원금속 주식회사
	EN	Dongwon Metal Co., Ltd.
Founding Date	1971.04.12.	
Date of Incorporation	1985.12.14.	
Listed Market	KRX Stock Market (KOSPI)	
Listing Date	1995.11.10.	
Address	69, 1-gil, Buk-ri, Jillyang-eup, Gyeongsan-si, Gyeongsangbuk-do, Korea	
Executives	Eunwoo Lee (CEO/Chairman), Sungyong Park (President)	
Core Business	Automotive parts (DR FRAME, etc.) manufacturing	
Number of Employees	2,340 (As of 2024.12.31.)	
Credit Rating	BB- (NICE Rating, 2024.07.)	
Website	https://www.dwmic.com	

Dongwon Metal Organizational Chart

(As of 2024.12.31.)



Company Profile

Vision & Strategy

Dongwon Metal's vision is to become 'a world-class company that earns respect from society and continues to thrive perpetually,' guided by core values including 'Talent Management, Ethical Management, Customer Satisfaction, and Technological Innovation.' To realize the vision of becoming a 'Global No.1 Business! ESG Leading Company!,' Dongwon Metal has set forth five strategic directions: 'ESG management system enhancement, maximization of customer satisfaction, exploration of future growth engines, operational management optimization, and activation of organizational culture.' The company is committed to pursuing continuous management innovation to achieve its strategic goals and long-term growth strategy.

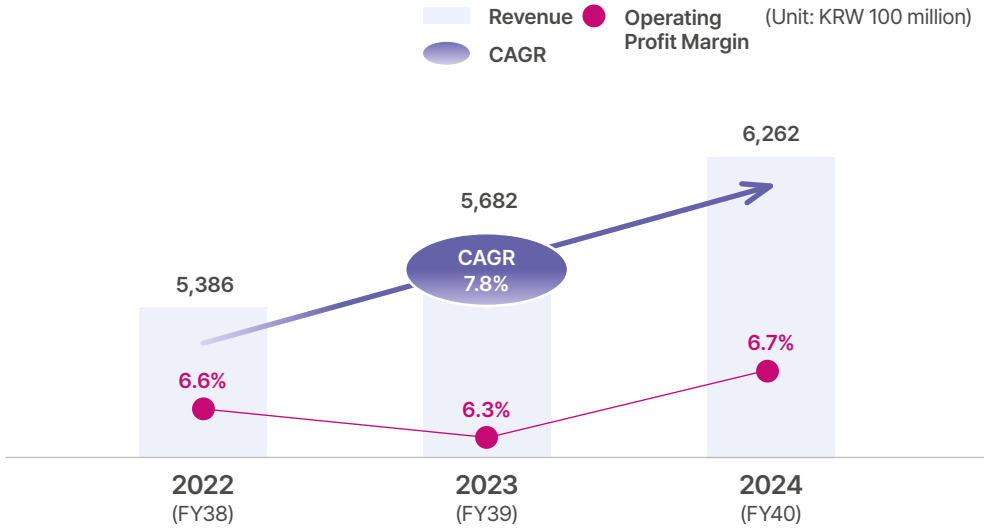
Mission	A world-class company that earns respect from society and continues to perpetually thrive				
Core Value	Talent	Integrity	Customer	Innovation	
Vision	Global No.1 Business! ESG Leading Company!				
Objectives	2027 No. 1! 1! 1! 1 Trillion Won in Revenue / Operating Profit margin of 10% / 100% Customer Satisfaction				
Approaches	ESG Management System Enhancement	Maximization of Customer Satisfaction	Exploration of Future Growth Engines	Operational Management Optimization	Activation of Organizational Culture
Tasks	Enhanced environmental management	Enhancing client relations	Enhanced environmental management	Optimal quality and productivity	Improved internal customers' satisfaction
	Creating social value	Sales initiative and R&D for new products	Fortifying future strategic initiatives	Company-wide innovative initiatives	Establishment of Performance evaluation and reward system
	Internalized ethical management	R&D in advanced material processing technology	Development of a new business model	Development of next-generation integrated system	Healthy labor-management relations and mutual prosperity

Company Profile

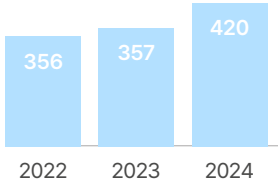
Profitability

Centered on its core products, Dongwon Metal achieved an average annual growth rate of 7.8% over the past three years (2022–2024), recording sales of KRW 626.2 billion in 2024. The operating profit margin increased by 0.4 percentage points compared to the previous year, reaching 6.7%, thereby continuously delivering stable management performance. As of 2024, the company's total assets exceeded KRW 500 billion, making Dongwon Metal subject to governance reporting requirements starting in 2026. This milestone not only reflects the company's external growth but also marks a turning point that imposes a new social responsibility, 'Advancement of Governance Structure.'

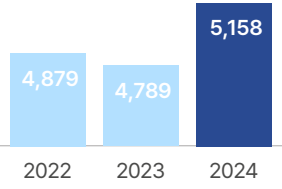
Key Financial Indicators*



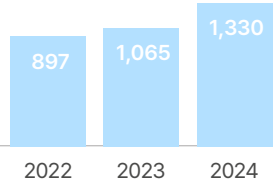
Operating Profit



Total Assets



Total Equity



Revenue by Segment

Category	Type	Product		Goods		Others		Total
	Business Segment	Automotive Components	Steel Pipe	Automotive Components	Steel Pipe	Automotive Components	Steel Pipe	
	Item	DR Frame, etc.	Industrial Steel Pipe, etc	DR Frame, etc.	Industrial Steel Pipe, etc	DR Frame, etc.	Industrial Steel Pipe, etc	
2022	Revenue (KRW 100 million)	4,921	284	43	76	54	8	5,386
	Ratio (%)	91.4	5.3	0.8	1.4	1.0	0.1	100
2023	Revenue (KRW 100 million)	5,222	268	67	71	47	7	5,682
	Ratio (%)	91.9	4.7	1.2	1.3	0.8	0.1	100
2024	Revenue (KRW 100 million)	5,799	291	54	73	41	4	6,262
	Ratio (%)	92.6	4.6	0.9	1.2	0.6	0.1	100

* Based on global consolidated data. Dongwon Metal's fiscal year ends in March, with each accounting year covering the period from April 1 of the reporting year to March 31 of the following year. (e.g., 2024 (FY40): April 1, 2024 – March 31, 2025)

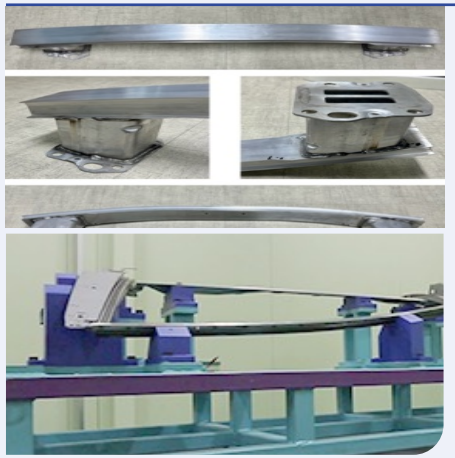
Company Profile

Research and Development

Progress of Technological Development

Dongwon Metal is striving to become the world's leading automotive parts manufacturer that leads a sustainable future through relentless commitment to customer satisfaction and continuous technological innovation.

- Established DR INR ASSEMBLY Line
- Established DR FRAME Line
- Established BEAM ASSEMBLY FRONT Bumper Line
- Established COWL CROSS BAR Line
- Established BATTERY FRAME(HEV) Line
- Established SEAT FRAME Line
- Established Automatic DR FRAME Finishing Line

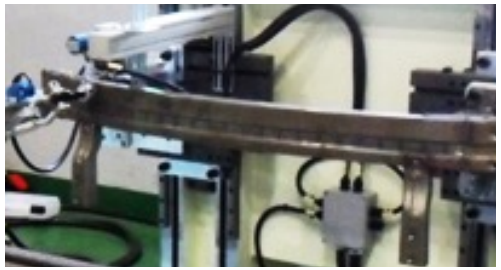


- Established SIDE SILL INR ROLL FORMING Line
- Developed and Established SLIDING DR RAIL Line
- Applied Twist Control Equipment to DR FRAME B PILLAR Section
- Developed Elliptical SIDE DR BEAM for Automotive Doors
- Developed High-Strength Steel ROLL FORMING BUMPER BEAM
- Developed SIDE DR BEAM for Automotive Doors

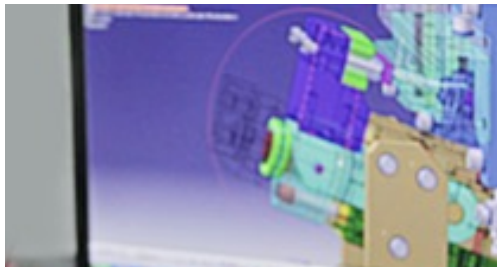
R&D Center

Dongwon Metal aims to lead the future automotive and steel industries through unyielding determination for technological advancement and continuous research and development. With top engineers, state-of-the-art equipment, and specialized R&D capabilities, the company supplies various types of jigs, dies, roll forming lines, and highly productive automotive part plant systems to the global market, earning global recognition. By providing customized products and services that fully meet customer needs, Dongwon Metal is committed to delivering customer satisfaction.

Cowl Cross Bar Rotational Durability Testing Equipment



Towing/Shipping Durability Testing Equipment



CAD/CAM/CAE System

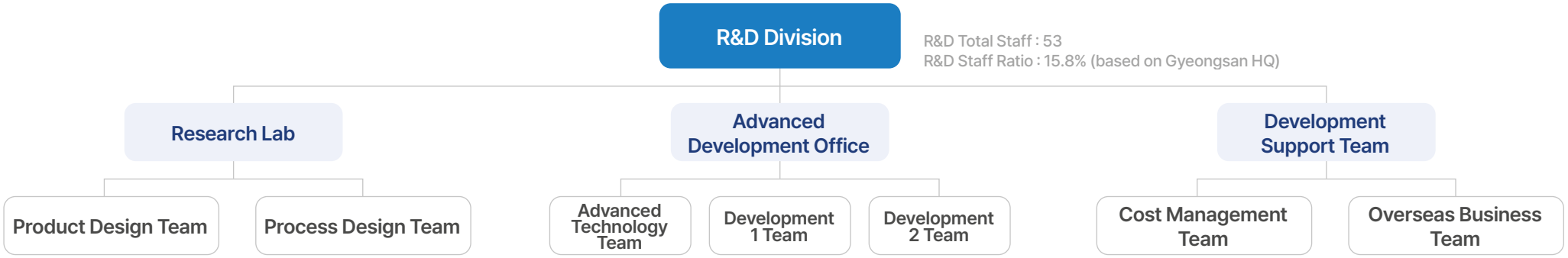
Roll Forming

Company Profile

Research and Development

R&D Organization

Dongwon Metal's R&D Division operates with three departments (Research Lab, Advanced Development Office, and Development Support Office) and seven teams (Product Design, Process Design, Advanced Technology, Development1, Development2, Cost Management, and Overseas Business). In particular, the company is increasing investments in R&D for eco-friendly vehicle (HEV, EV) parts and new materials to reduce greenhouse gas emissions.



Industrial Property Rights Ownership

Based on its accumulated knowledge and expertise, Dongwon Metal possesses numerous high-quality patents and continues to invest in R&D without complacency. With an unrelenting commitment to customer satisfaction, Dongwon Metal is realizing its vision to become a world-class automotive parts manufacturer that innovates new automotive safety technologies.

Category	Name	Registration Number	Registration Date
Patent	Manufacturing Method for LED Headlamp Heat Sink	No. 10-2672837	2024.05.31
	Welding Methods for Automotive Door Frames	No. 10-2518779	2023.04.03
	Device and Method for Piercing Holes in Automotive Cowl Pipes	No. 10-2376528	2022.03.15
	Manufacturing Method for Roll-Forming Door Impact Beams	No. 10-2063362	2019.12.31
	Hole Piercing Device for Automotive Cowl Pipes	No. 10-2049788	2019.11.22
	Mold for Hole Formation in Automotive Door Inner Assemblies	No. 10-2026908	2019.09.24

Category	Name	Registration Number	Registration Date
Patent	Welding Device for Automotive Door Frame Corners	No. 10-1550966	2015.09.01
	Grinding Device for Automotive Door Frame (FRONT)	No. 10-1546569	2015.08.17
	Grinding Device for Automotive Door Frame (REAR)	No. 10-1499797	2015.03.02
	Fixture Structure for Industrial Components/ Parts	No. 10-1275139	2013.06.10
	Bending Device and Method for Vehicle Door Frames	No. 10-1275140	2013.06.10
	Manufacturing Method for High-Strength Steel Bumper Beams for Vehicles	No. 10-1265285	2013.05.10

Company Profile

Research and Development

Industrial Property Rights Ownership

Welding Methods for Automotive Door Frames

Device and Method for Piercing Holes in Automotive Cowl Pipes

Manufacturing Method for Roll-Forming Door Impact Beams

Hole Piercing Device for Automotive Cowl Pipes

Mold for Hole Formation in Automotive Door Inner Assemblies

Welding Device for Automotive Door Frame Corners

Grinding Device for Automotive Door Frame (FRONT)

Grinding Device for Automotive Door Frame (REAR)

Fixture Structure for Industrial Components/Parts

Bending Device and Method for Vehicle Door Frames

Manufacturing Method for High-Strength Steel Bumper Beams for Vehicles

Manufacturing Method for LED Headlamp Heat Sink

Company Profile

Research and Development

R&D Based on Open Innovation

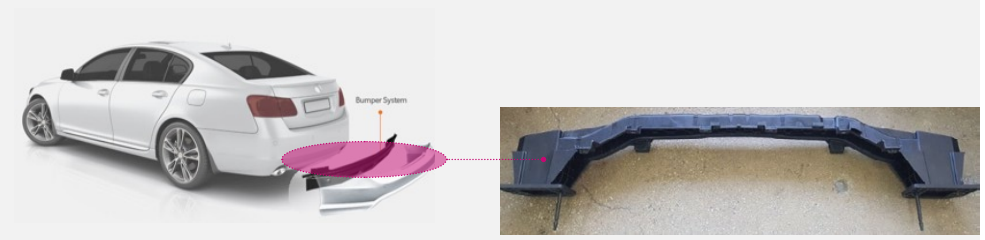
Dongwon Metal participates in policy-linked, industry-academia-research collaborative open innovation R&D programs, actively promoting a wide range of technology development projects and leading innovation in future industries. In particular, to respond swiftly to the rapidly changing mobility industry, the company is focusing on the development of lightweight and new material parts, continuing its relentless pursuit of technological advancement.

Year	Lead Organization	Project Title
2025	Ministry of Trade, Industry and Energy	Support Project for Convergence Innovation in Materials, Parts & Equipment
	Gyeongbuk Technopark, Regional Innovation Promotion Agency	Local Innovation Cluster Development (Non-R&D) Project
	Gumi Electronics & Information Technology Research Institute	Support Project for Digital Transformation in Root Industries
	Gyeongbuk Technopark	Advanced Lightweighting Support Project for Body/Chassis Parts
	Ministry of Trade, Industry and Energy	Support Project for Convergence Innovation in Materials, Parts & Equipment
2023	Gyeongbuk Hybrid Components Institute	Employment and Product Diversification Support Project for Automotive Parts
2022	Gyeongbuk Technopark	2nd-Year Corporate Support Project for Building Pilot Production Base for High-Strength Lightweight Materials in Transportation
	Gyeongbuk Institute of IT Convergence Industry Technology	Future Automotive Product Development Package Support Project
2021	Gyeongbuk Technopark	Regional Vitalization Project

Overview of the 2025 Materials, Parts & Equipment Convergence Innovation Support Project

Current Trends in Domestic Rear Bumper Beams

Application of GMT (Glass fiber Mat reinforced Thermoplastics) as the primary material
※ **GMT**(**G**lass fiber **M**at reinforced **T**hermoplastics)
: A composite sheet material in which glass fiber mats are used as reinforcements in polypropylene (PP) resin



HYUNDAI i30 GMT based rear bumper beam

Technology Development Details

Development of a lightweight rear bumper beam to replace GMT materials: STEEL + LFT
※ **LFT**(**L**ong **F**iber reinforced **T**hermoplastics)
→ Development of a hybrid rear bumper beam that combines lightweight composite materials with high-strength steel roll-forming technology

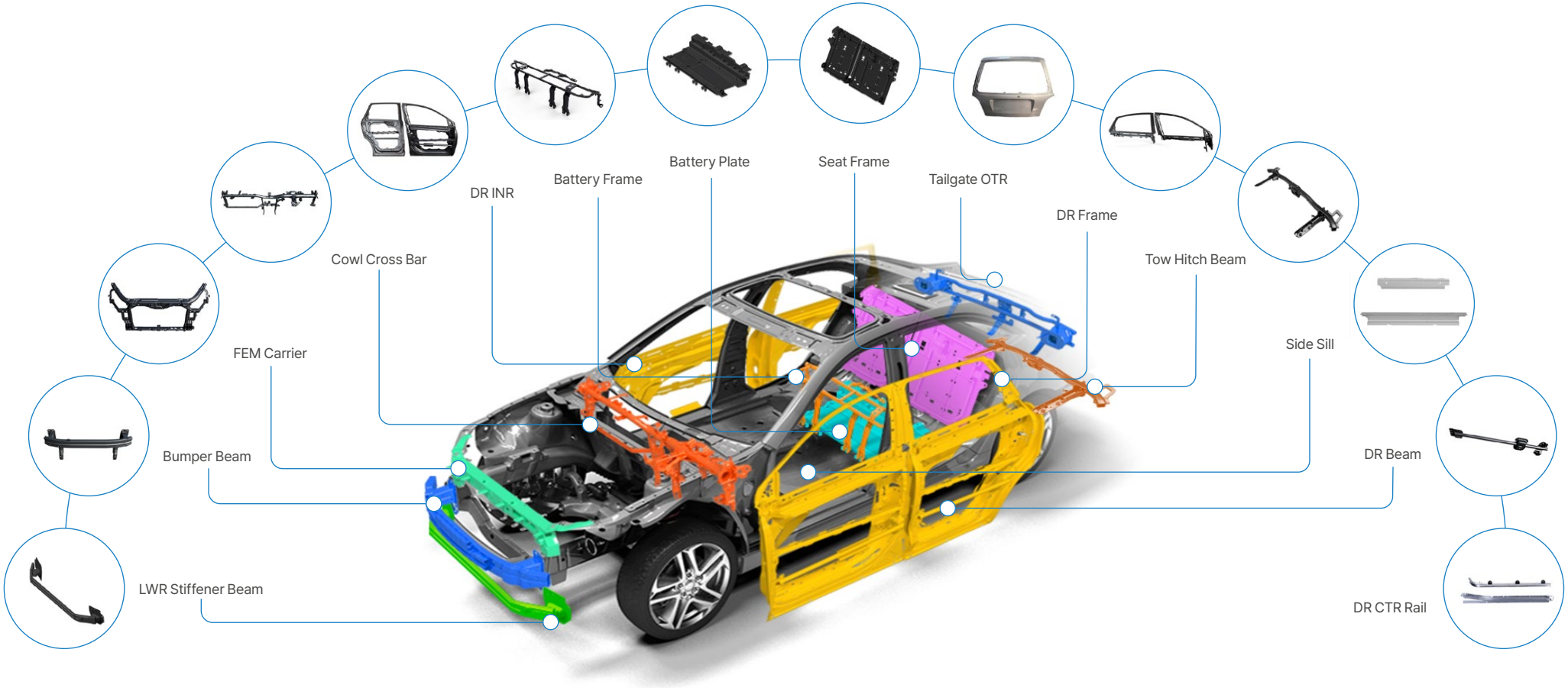
Hybrid rear bumper

Our Business

Primary Enterprises

Dongwon Metal has earned a strong reputation as a top-tier automotive parts and steel pipe company through its relentless R&D efforts in material innovation and product modularization, as well as customer-centered management in areas such as automotive frames, production equipment, and steel pipes. Keeping pace with the rapidly evolving automotive industry paradigm, the company is fully committed to developing new products and technologies such as DR INR, BATTERY FRAME, DR CTR RAIL, and SEAT FRAME. Backed by its accumulated know-how, excellent technology, and quality, Dongwon Metal supplies products to major global OEMs including Hyundai Motor, Kia, and GM. Moving forward, the company will continue expanding its global network by discovering new global customers.

Automotive Parts



Our Business

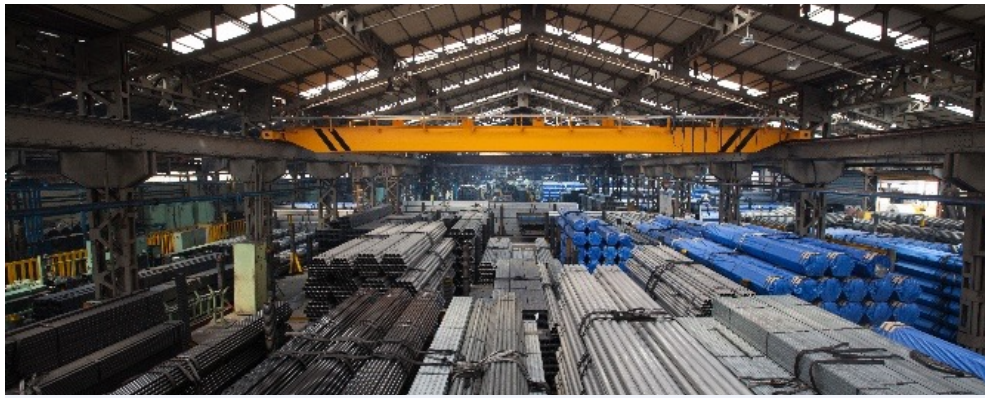
Primary Enterprises

Dongwon Metal has earned a strong reputation as a top-tier automotive parts and steel pipe company through its relentless R&D efforts in material innovation and product modularization, as well as customer-centered management in areas such as automotive frames, production equipment, and steel pipes. Keeping pace with the rapidly evolving automotive industry paradigm, the company is fully committed to developing new products and technologies such as DR INR, BATTERY FRAME, DR CTR RAIL, and SEAT FRAME. Backed by its accumulated know-how, excellent technology, and quality, Dongwon Metal supplies products to major global OEMs including Hyundai Motor, Kia, and GM. Moving forward, the company will continue expanding its global network by discovering new global customers.

Equipment PLANT

- Roll Forming Machine
- Bending Machine
- Welding Jig
- Saw Cutting Machine
- Automatic Production Line

Pipes



- **Automotive Steel Pipes**
  - Stainless Steel Pipe for Automobile Exhaust
  - Aluminum-Plated Steel Pipe for Automobile Structure
- **General Structure Steel Pipes**
  - Steel Pipes for Piping
  - Carbon Steel Pipes for Pressure Piping
  - Carbon Steel Pipes for General Structures
  - Carbon Steel Pipes for Machine Structures
  - Square Shape Steel Pipes for General Structures
  - Colored Square Shape Pipes
- **Other Products for Sale**
  - Hydroforming Steel Pipes
  - POSMAC Steel Pipes

Our Business

Key Products

Automotive Parts

Through its core roll forming technology, Dongwon Metal mainly manufactures and supplies automotive parts such as DR FRAME and BUMPER BEAM, earning strong customer trust based on outstanding quality and technology.

DR FRAME

- The door provides the necessary rigidity to support the window glass, reduce wind noise during driving, and serve as a waterproof barrier. It also helps to support the structure of the vehicle.

DR INR

- Dongwon Metal leads the industry with its door inner assemblies and modularization, leveraging our excellent door frame manufacturing technology to enhance our customers' competitiveness.

DR BEAM

- Installed within the door, it significantly contributes to shock absorption and increased rigidity, playing a crucial role in passenger safety during side-impact collisions..

DR CTR RAIL

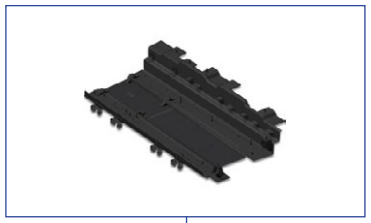
- This is located within the vehicle's sliding door and is part of the structure that enables the door to open and close. It also supports the body frame.

SEAT FRAME

- The seat frame serves as the fundamental skeleton within a car seat, providing support to occupants and crucial protection in the event of external collisions or accidents.

BATTERY FRAME

- The BATTERY FRAME is situated between the rear seat and the battery, providing protection to the battery module against shocks or vibrations.



BATTERY PLATE

- This is a reinforcing component that secures the battery module in place, protecting it from potential shocks and vibrations.

BUMPER BEAM

- As a key component in vehicles, it serves to protect the vehicle's chassis and crucial components in case of low- speed collisions between vehicles or with obstacles. It cushions passengers with softened shock and ensures pedestrian safety.

LWR STIFFENER BEAM

- The LOWER STIFFENER, located inside the front bumper, reduces pedestrian injury in collisions.

TOW HITCH BEAM

- This is mounted at the rear of the vehicle, enabling the towing of trailers and other loads. It is manufactured from high-strength materials to withstand heavy weight and absorb impact energy in the event of a collision.

Our Business

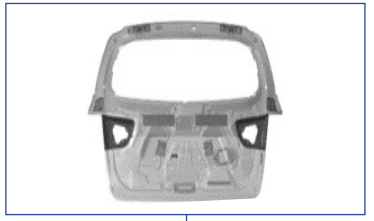
Key Products

Automotive Parts

Through its core roll forming technology, Dongwon Metal mainly manufactures and supplies automotive parts such as DR FRAME and BUMPER BEAM, earning strong customer trust based on outstanding quality and technology.

FEM CARRIER

- This acts as an essential frame for connecting the components of the FRONT END MODULE, strengthening the front.

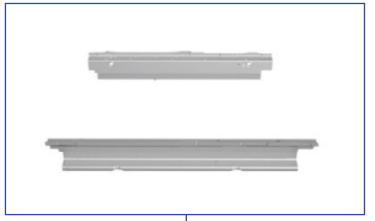


TAILGATE OTR

- This protects the vehicle from external impacts, while also allowing convenient access to the cargo space and enhancing usability at the rear of the vehicle.

COWL CROSS BAR

- This reinforces a vehicle's structure and prevents horizontal bending or twisting, thus ensuring passenger safety.



SIDE SILL

- This comprises the vehicle's floor and reinforces the side- bottom of the vehicle. It absorbs shock and reduces damage in the event of a side-impact collision.

Press Products

- Dongwon Metal manufactures press products using high-precision molds processed by the latest machinery, fully automated shuttle lines, and a press line with a wide range of capacities from small to large tonnage, enabling flawless production of automotive components.

CROSS MEMBER ASSEMBLY

PANEL ASSEMBLY

REAR PILLAR ASSEMBLY

Our Business

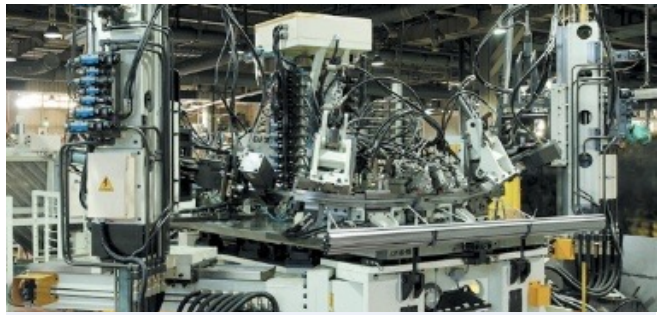
Key Products

PLANT

Based on accumulated production technology and expertise, Dongwon Metal provides production equipment and technical solutions including Roll Forming, Welding, Bending, Cutting, and Automated Production Lines.

ROLL FORMING MACHINE

- This is a method that utilizes COIL to produce various shapes that are automatically formed while passing through the forming roll. This method is applicable to DR FRAME, BUMPER Roll Forming for vehicles, pipe manufacturing machines, office equipment, furniture, etc..



BENDING MACHINE

- This machine is designed to handle rolls produced in straight lines from the Roll- Forming process. It transforms these straight rolls into three-dimensional shapes customized to fit the design of vehicles.

AUTOMATIC PRODUCTION LINE

- We established automated production lines to automate the production process of door frames, accommodating small-batch production of various models.

WELDING JIG

- We are equipped with various welding equipment tailored to SPOT welding, CO2 welding, TIG welding, MAG welding, LASER welding, etc..

SAW CUTTING MACHINE

- This equipment cuts Roll-Forming products without deforming either side, preparing them for butt-welding.

Our Business

Key Products

Steel Pipes

Dongwon Metal manufactures and supplies high-quality steel pipes using its advanced roll forming technology, delivering differentiated value through top-tier welding facilities and high value-added products.

Automotive Steel Pipes

Exhaust System Stainless Steel Pipe

- This contains titanium which enables it to be manufactured and welded with ease. It is used in automotive exhaust systems, heat exchangers, and high-temperature appliances.

Aluminum-Plated Steel Pipes for Structural Use

- This is coated with aluminum and used in automotive mufflers, heat exhaust pipes in power plants, etc..

Structural Steel Pipes

Carbon Steel Pipe for Plumbing

- This is used for piping with relatively low pressure, including steam, water (excluding potable water), oil, gas, air, etc..

Carbon Steel Pipe for Pressure Piping

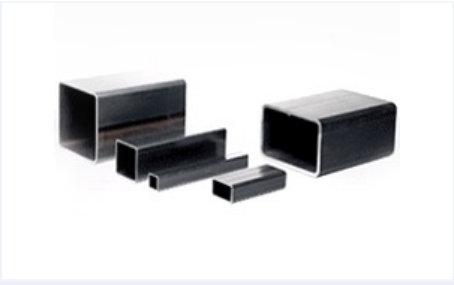
- This is used for pressure piping in boilers, steam pipes, hydraulic pipes and similar applications operating below 350°C.

Carbon Steel Pipe for General Structural Use

- This is used in civil engineering, steel towers, scaffolding, supports, ground anti-slip piles, etc..

Carbon Steel Pipe for Mechanical Structures

- This is used in various mechanical components such as machinery, automobiles, aircraft, bicycles, household appliances, furniture, and other equipment.



Angle-shaped Steel Pipe for General Structure

- This is used in civil engineering, construction, and various other structures, including building pillars, exteriors, fences, and mechanical equipment.

Color Pipes

- Color pipes are used in civil engineering, construction, and other structures. It is coated for rust prevention, simplifying on-site work and making labor cost effective.

Global Network

Dongwon Metal has established production bases and sales networks across major global hubs including Korea, the United States, Brazil, Mexico, Czech Republic, Slovakia, and China.
Based on its global manufacturing competitiveness and supply chain capabilities, the company has positioned itself as a competitive player that can respond swiftly and flexibly to the diversified needs of global customers.

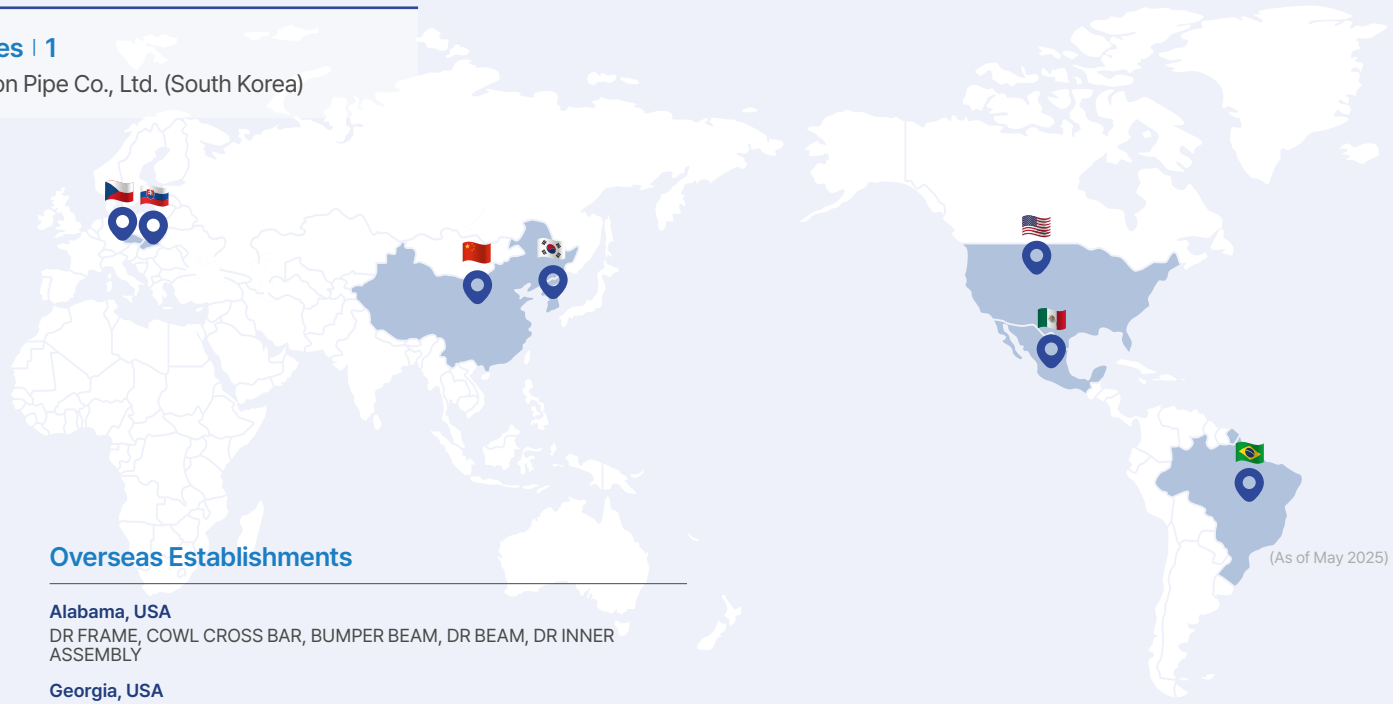
Headquarters | 1
Gyeongsan-si, Gyeongsangbuk-do, South Korea

Manufacturing Sites | 12
South Korea, USA, Brazil, Mexico, Czech Republic, Slovakia

R&D Center | 1
South Korea

Joint Ventures | 2
China

Affiliates | 1
Dongwon Pipe Co., Ltd. (South Korea)



(As of May 2025)

Domestic Establishments

Headquarters·Gyeongsan Plant
DR FRAME, SEAT FRAME, CHANNEL, DR CTR RAIL, PRESS Products

Jinryang Plant
New research, developed products, pre-mass production of new vehicle models T/O

Asan Plant
DR FRAME, BATTERY FRAME, BUMPER BEAM, FEM CARRIER, CHANNEL, PRESS Products

Yesan Plant*
DR FRAME, SUB LINE, A/S

Yeongcheon Plant
SIDE SILL, A/S

Dongwon Pipe Co., Ltd. (Subsidiary)
Steel Pipe, Stainless Pipe, Automotive Pipe

* Yesan Plant: Consolidated and operated as a new plant integrating the former Gunsan, Dunpo, and Cheonan plants (from June 2025)

Overseas Establishments

Alabama, USA
DR FRAME, COWL CROSS BAR, BUMPER BEAM, DR BEAM, DR INNER ASSEMBLY

Georgia, USA
DR FRAME, FEM CARRIER, BUMPER BEAM, DR BEAM, DR INNER ASSEMBLY, TOW HITCH BEAM

Piracicaba, Brazil
DR FRAME, DR BEAM, COWL CROSS BAR

Canoas, Brazil
DR FRAME

Mexico
DR FRAME, FEM CARRIER, COWL CROSS BAR, BUMPER BEAM, DR BEAM, DIVISION CHANNEL, DR INNER ASSEMBLY, SIDE SILL, A/S

Czech Republic
DR FRAME, BATTERY FRAME, BATTERY PLATE, FEM CARRIER, COWL CROSS BAR, BUMPER BEAM, DR BEAM

Slovakia
DR FRAME, COWL CROSS BAR, DR BEAM, BUMPER BEAM(TUBULAR)

Beijing Lingyun Dongwon_Joint Venture
DR FRAME, DR INNER ASSEMBLY, DR BEAM, BUMPER BEAM, CTR RAIL

Beijing Lingyun Dongwon Jiangsu_Joint Venture
DR FRAME, BUMPER BEAM

ESG MANAGEMENT

ESG Vision & Strategy 22

Stakeholder Commitment 23

ESG Performance 24

Materiality Assessment 25

ESG Vision & Strategy

With the aim of achieving the ESG management vision of 'Dongwon Metal ESG (Endless Sustainable Growth)', we will realize endlessly sustainable growth together with stakeholders by promoting ESG management centered on 'Institutionalized Environmental Management System, Leader in Creating Social Value, and Ethical Governance.'

Dongwon Metal's ESG Vision and Strategies

ESG Vision	Dongwon Metal ESG Endless Sustainable Growth		
ESG Strategic Objectives	Achieving Dongwon Metal's Endless Sustainable Growth through ESG Management		
Top 3 ESG Strategies	Environmental Institutionalized Environmental Management System	Social Leader in Creating Social Value	Governance Sound Governance
9 Key ESG Strategies	① Reduction in greenhouse gas emissions ② Active resource recycling ③ Pioneering eco-friendly products	④ Ensuring adherence to Human Rights ⑤ Cooperation and coexistence ⑥ Diversity·fairness & inclusivity	⑦ Practicing ethical management ⑧ Enhancing shareholder value ⑨ Risk management system established
UN SDGs			

Stakeholder Commitment

Communication Channel for Stakeholders

Category	Primary Concerns	Responsive Measures	Channels
Executives and Employees	• Improving the working environment and organizational culture • Enhancing competency	• Strengthening welfare benefits and enhancing organizational culture • Leadership and skills enhancement programs • Talent development through mandatory training	• Labor-Management Council • Collective bargaining
Customers	• Ensuring product quality competitiveness • Keeping transparency about products	• Gathering and incorporating customer feedback • Sales and marketing activities	• Customer satisfaction survey • Sales/marketing
Partners	• Promoting inclusive growth and collaboration • Preventing unfair practices and corruption	• Providing technical and quality education to partners • Regular quality meetings • Preventing unjust practices and corruption	• Partner meeting • Partner visits
Shareholders and Investors	• Diversification of business portfolio • Risk management for business risks	• Business performance reporting through regular disclosure • Advancement of mid/long-term business strategy	• Shareholder's meeting • Management disclosure • IR activities
The Government/ NGO	• Compliance with laws and regulation • Enhancing public private partnerships	• Engaging in communication with government and relevant groups • Preventing unfair practices and corruption	• Participation in government agency meetings • Engagement in government policies and investment
Local Community	• Enhancing environmental cleanup and safety initiatives • Revitalizing local economies and promoting social contributions	• Intensifying environmental and safety management • Operating social contribution programs	• Volunteering for the community

The Creation and Distribution of Economic Value through Stakeholder Involvement*

Category		Unit	2022	2023	2024
Executives and Employees	Wage	KRW Million	70,232	81,172	88,487
	Severance Pay	KRW Million	4,924	4,952	5,031
	Employee Benefits	KRW Million	19,699	21,058	23,327
	Total	KRW Million	94,855	107,182	116,846
Customers	Revenue	KRW Million	538,640	568,241	626,236
Partners	Purchase Cost**	KRW Million	194,168	141,044	190,427
Shareholders and Investors	Dividends	KRW Million	935	2,337	2,337
	Interest Expenses	KRW Million	12,275	13,991	13,424
	Total	KRW Million	13,210	16,328	15,761
The Government/ NGO	Taxes and Duties	KRW Million	3,631	3,563	3,890
	Corporate Tax Expenses	KRW Million	5,105	7,378	7,797
	Total	KRW Million	8,735	10,941	11,687
Local Community	Donation	KRW Million	32	54	53
	Social Contribution	KRW Million	0	0	0
	Total	KRW Million	32	54	53
Total Economic Value Created and Distributed* **		KRW Million	**849,640**	**843,790**	**961,010**

* Based on the connection of all global business sites (settled every March)
** Partner purchase costs: based on domestic business sites (Gyeongsan, Asan)
*** Total economic value created and distributed = Total economic value created + Total economic value distributed

ESG Performance

The Results of the Evaluation for ESG Performance

SUSTINVEST
SUSTINVEST 서스틴베스트 ESG RATING
2024 AA PLATINUM
2025 AA PLATINUM

한국ESG기준원
Overall Rating: C (KCGS 2024)
Environment: B (KCGS 2024)
Social: D (KCGS 2024)
Governance: B (KCGS 2024)

CDP
(Carbon Disclosure Project)
Awareness
C+

ecovadis
Business Sustainability Ratings
(Global Sustainability Assessment Platform)
COMMITTED ecovadis Sustainability Rating
56
COMMITTED Badge

Key Achievements by Category

Environmental
Institutionalized Environmental Management System

- Third-party verification completed for greenhouse gas emissions (Scope 1 & 2) at all global sites
  - 11% reduction compared to base year (2019)
- Installation of renewable energy (solar power) facilities
  - Installed and operated at Dongwon Pipe Co., Ltd.
  - Planned for headquarters and Gyeongsan Plant
- Implementation of Life Cycle Assessment (LCA) for key products
- ISO 14001 (Environmental Management System)
  - Certification completed/planned at all global sites (6 completed / 3 in progress)

Social
Leader in Creating Social Value

- Participation in UNGC (UN Global Compact)
- Human rights impact assessment conducted at all global sites
- Customer satisfaction management implemented at all global sites
- IATF 16949 (Quality Management System)
  - Certification completed at all 9 global sites
- ISO 45001 (Occupational Health and Safety Management System)
  - Certification completed/planned at all global sites (6 completed / 3 in progress)

Global Compact Network Ukraine

Governance
Sound Governance

- Introduction and implementation of electronic voting for shareholders
- Establishment and operation of global ESG management system
- ESG-dedicated organization operating in 2024
  - ESG Committee: 4 meetings
  - ESG Management Council: 6 meetings
  - Climate Change Response Council: 3 meetings
- Ongoing revision of ESG management policies and guidelines

Materiality Assessment

Overview of Materiality Assessment

Dongwon Metal conducted a materiality assessment to identify key issues in the field of sustainable management and to communicate transparently with various stakeholders. The assessment was conducted based on the GRI Standards materiality principle and the concept of double materiality. Double materiality evaluates key sustainability issues by considering both impact materiality (social and environmental significance) and financial materiality. Through this assessment, Dongwon Metal collected opinions from stakeholders and selected the top material issues, which will be actively reflected in company-wide management activities.

Double Materiality Assessment Process

Step1 Identifying Material Topics

In order to address sustainability management issues both internally and externally, 40 key material topics were identified, taking into account global standards, significant industry concerns, benchmarking, and media analysis.

Dongwon Metal's Internal Management Strategy

Research on International Standards and Major Industry Material Topics

- GRI[1] industry material topics
- ISO 26000 material topics
- SASB[2] industry material topics
- TCFD[3] material topics
- ESRS[4] material topics
- Material topics selected by the company for benchmarking

Media Analysis on Dongwon Metal Co., Ltd.

- From Jan 1, 2024 to the first half of 2025, a total of 364 valid article excerpts related to Dongwon Metal Co., Ltd. were identified and analyzed.

Step2 Prioritization/Assessment of Materiality

A categorical scoring survey was conducted among 205 stakeholders, including executives, customers, partners, local community members, and professional groups, to prioritize the 30 material topics. Subsequently, the top 10 topics were selected from the remaining 13 based on their financial impact, as assessed by financial staff, ESG TFT staff, and external experts.

Impact Materiality

Analysis and assessment of the potential impact on society and the environment due to Dongwon Metal Co., Ltd.'s management activities.

Financial Materiality

Analysis and assessment of the potential impact on Dongwon Metal Co., Ltd.'s corporate value and finances from an external perspective.

Prioritization

The 10 materiality topics were selected and prioritized based on the final evaluation of their impact and financial materiality.

Step3 Validation of Effectiveness

The top 10 material topics identified through stakeholder examination were validated for their validity and effectiveness. This validation process was overseen by both external experts and internal reviewers within Dongwon Metal Co., Ltd. As a result, this report has ensured credibility and transparency in its content regarding the materiality assessment.

External Expert Review

The review of sustainability management expert on material topics.

Internal Review and Final Selection

The Review of Dongwon Metal Co., Ltd's ESG management TFT.

The Third Party Verification

Securing credibility and transparency of the report through the third-party verification.

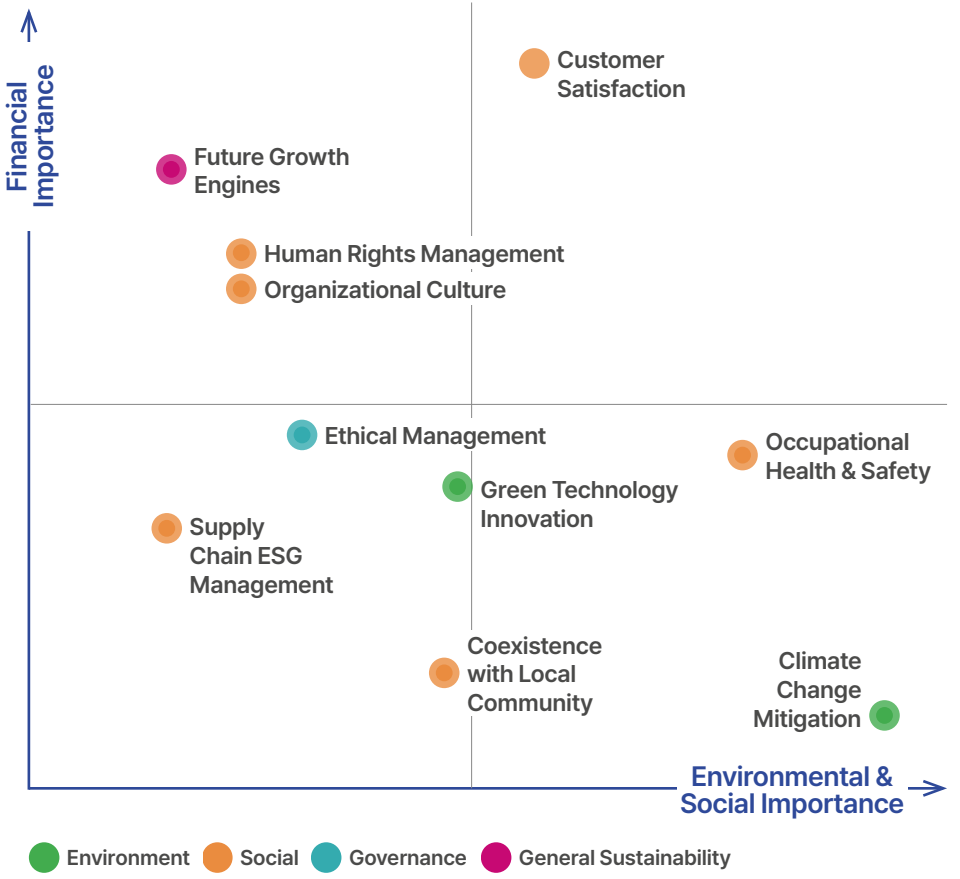
GRI (Global Reporting Initiative): An international guideline for transparently disclosing ESG-related performance and impact
SASB (Sustainability Accounting Standards Board): US-based standard-setting body identifying financially material sustainability issues by industry
TCFD (Task Force on Climate-related Financial Disclosures): Disclosure framework guiding companies to identify and report financial risks related to climate change
ESRS (European Sustainability Reporting Standards): Developed under EU's CSRD (Corporate Sustainability Reporting Directive)

Materiality Assessment

Double Materiality Assessment Results

Considering both environmental/social impact and financial impact, and through a validity review process, 10 issues out of 30 were selected as key material issues. Dongwon Metal transparently discloses sustainability activities and performance related to each issue throughout this report.

Double Materiality Assessment Results



No.	Issue	Environmental/ Social Impact	Financial Impact	Total
1	Customer Satisfaction	4.36	4.61	**8.97**
2	Future Growth Engines	4.21	4.52	**8.73**
3	Climate Change Mitigation	4.82	3.88	**8.70**
4	Human Rights Management	4.24	4.42	**8.66**
5	Occupational Health & Safety	4.43	4.23	**8.66**
6	Organizational Culture	4.24	4.39	**8.63**
7	Ethical Management	4.27	4.25	**8.52**
8	Green Technology Innovation	4.33	4.18	**8.51**
9	Supply Chain ESG Management	4.21	4.15	**8.36**
10	Coexistence with Local Community	4.32	3.97	**8.29**

Materiality Assessment

Management Approach

Ranking	Topic	Overview	Approach
1	**Customer Satisfaction**	Activities aimed at exceeding customer expectations and enhancing brand value by continuously improving the quality and reliability of products and services. Customer satisfaction in terms of quality, price, and delivery is a critical factor for corporate reputation. For Dongwon Metal, which has high customer dependence, insufficient satisfaction management could pose major risks. Therefore, it is essential to maintain strong customer satisfaction for sustainable growth.	• Securing competitiveness in quality, price, and delivery, and providing services that exceed customer expectations • Developing and executing competitive strategies through market and competitor analysis • Investing in R&D to secure technological capabilities • Obtaining IATF 16949 certification at all global sites • Operating customer complaint channels and managing customer satisfaction
2	**Future Growth Engines**	In a rapidly changing global industrial environment with rising demands for sustainability, relying solely on existing core businesses cannot ensure long-term survival and growth. There is a need to explore new technologies and businesses to respond to environmental changes and market demands and secure long-term competitiveness.	• Diversifying the customer portfolio by acquiring new global clients • Entering new industries using core technologies such as roll forming • Discovering new business models leveraging core competencies • Planning and promoting future strategic businesses considering ESG management
3	**Climate Change Mitigation**	Climate change is one of the most significant global environmental risks, affecting all aspects of corporate management. Major clients and global supply chains are demanding clear execution plans for carbon neutrality (Net-Zero) and GHG reduction, and related regulations are tightening. Activities to contribute to global warming mitigation and carbon neutrality through GHG reduction, energy efficiency improvement, use of renewable energy, and adoption of low-carbon technologies.	• Operating the Climate Change Response Council • Managing GHG inventories and establishing & executing reduction plans • Establishing and implementing the 2050 Net-Zero strategy (process/equipment improvements, renewable energy use, etc.) • Acquiring ISO 14001 certification at all global sites (to be completed by 2025) • Conducting product LCA (Life Cycle Assessment)
4	**Human Rights Management**	Respecting and protecting human rights throughout all business activities is a core requirement in global supply chains and an essential element of sustainable management. The international community is increasingly demanding the implementation of effective human rights due diligence and strengthening regulations. Dongwon Metal is committed to respecting and protecting the human rights of all stakeholders and preventing discrimination and forced labor, including in the supply chain.	• Conducting regular human rights risk assessments and due diligence • Operating grievance mechanisms for human rights violations • Providing human rights training for all employees • Managing human rights among suppliers • Establishing a responsible mineral sourcing system based on the RMI (Responsible Minerals Initiative) standards
5	**Occupational Health and Safety**	Inadequate management of occupational health and safety can lead to incidents affecting not only employees and their families but also neighboring communities, resulting in loss of life and property. It is crucial to prevent industrial accidents caused by hazardous work environments and respond appropriately and promptly when incidents occur.	• Obtaining ISO 45001 certification at all sites (to be completed by 2025) • Expanding occupational safety and health training for employees • Strengthening joint labor-management safety inspections • Enhancing regular safety inspections for partner companies

Materiality Assessment

Management Approach

Ranking	Topic	Overview	Approach
6	Organizational Culture	A healthy organizational culture based on trust and cooperation among employees is essential for the company's sustainable growth. A stable working environment and active communication directly impact corporate competitiveness. In multicultural settings such as overseas operations, an inclusive culture and fair HR/labor practices are increasingly necessary. It is also important to establish mature labor-management relations through a collaborative and mutually beneficial structure.	• Conducting regular organizational culture assessments and internal customer satisfaction surveys • Operating a fair performance evaluation and compensation system • Expanding communication channels for employees • Implementing leadership training by level and internal communication enhancement programs • Conducting regular collective bargaining and operating labor-management councils
7	Ethical Management	Ethical management, which is one of Dongwon Metal's core values, emphasizes 'doing the right thing based on principles.' Transparent and sound governance is essential for business growth, enhanced corporate value, and the protection of stakeholder interests. Anti-corruption, compliance, and internal control systems are key standards used by global stakeholders to assess a company's sustainability. It is crucial to maintain active organizational attention and establish advanced governance structures.	• Revision and implementation of the Code of Ethics and Code of Conduct • Providing ethics training to all employees at least once a year • Offering education to outside directors • Operating an internal whistleblower system with anonymity guarantees • Implementing fair trade guidelines for suppliers
8	Eco-Friendly Technological Innovation	As the automotive parts industry shifts toward electrification and electronic systems driven by eco-friendly and autonomous vehicle trends, innovation becomes essential. The rapid changes in the industry highlight the importance of developing core technologies and R&D to lead the new mobility ecosystem and expand the global portfolio. Technological innovations that improve energy efficiency, reduce raw material usage, apply recyclable materials, and minimize hazardous substances are key elements of corporate competitiveness.	• Accelerating the development and launch of eco -friendly vehicle technologies and products- Battery frame / plate, seat cross member - Aluminum door frame / bumper beam / door beam • Achieved KRW 111.7 billion in eco-friendly vehicle parts sales in 2024 (25% growth YoY) • Expanding open innovation through industry-academia-institute R&D collaboration on green technologies
9	Supply Chain ESG Management	As global supply chains become more complex, risks such as environmental pollution, human rights violations, and corruption by suppliers can directly affect corporate reputation and operations. It is essential to operate evaluation systems and supplier capacity-building programs to pre-identify and prevent ESG risks across the supply chain. Managing supply chain ESG is not just risk response, but a key strategy for creating a sustainable and cooperative value chain.	• Conducting regular supplier assessments based on ESG criteria (environment, human rights, safety, ethics) • Establishing and sharing supplier code of conduct with all suppliers • Providing ESG training and capacity-building programs for suppliers • Strengthening supply chain quality management • Conducting product life cycle assessments and reinforcing responsible mineral sourcing
10	Coexistence with Local Community	As a member of the local community, a company can build a sustainable business foundation by fostering harmonious relationships with the region. Plant operations are directly tied to residents' lives, requiring companies to move beyond basic CSR and build mutually beneficial relationships with local communities. With global production bases, Dongwon Metal must play the role of a responsible corporate citizen by supporting the local economy, conducting tailored CSR activities, and gathering community feedback.	• Listening to local community opinions on key issues such as environment, employment, and social contribution • Implementing region-specific social contribution activities • Supporting vulnerable groups in the local community through the Dongwon Ulim Volunteer Group

ENVIRONMENTAL

Environmental Management 30

Climate Change Response 35

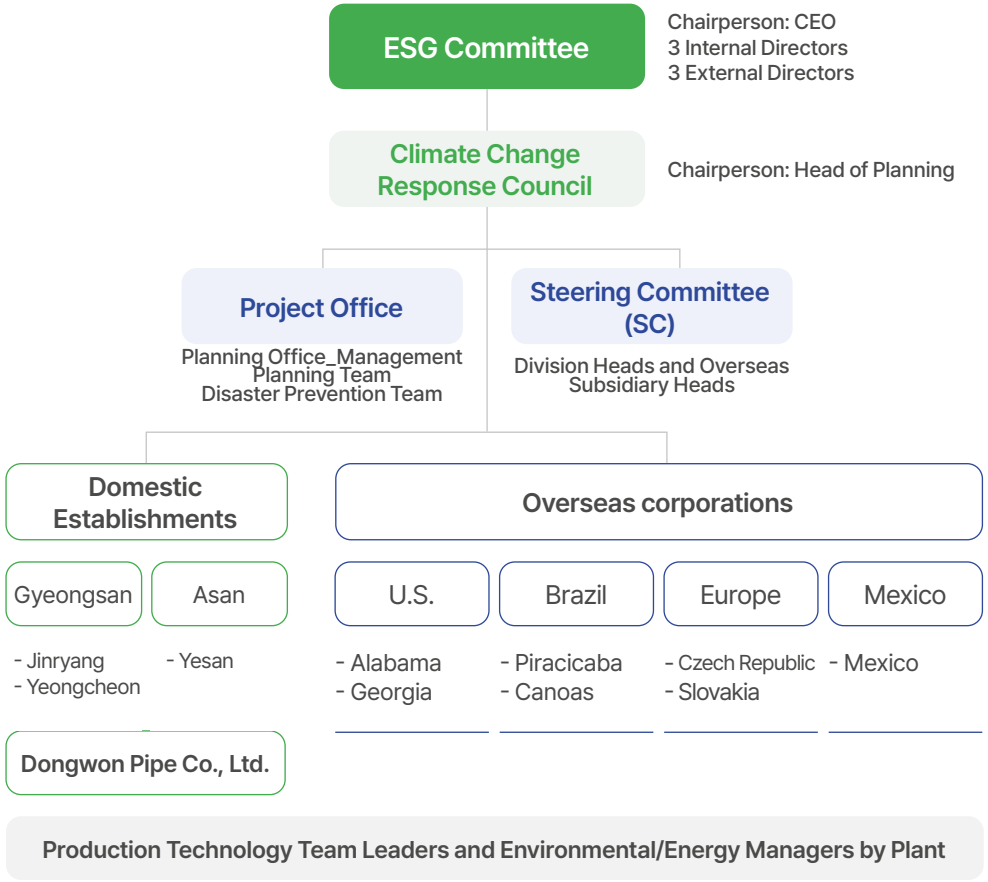
Sustainable Resource Management 43

DONGWON METAL CO.,LTD.

Environmental Management

Environmental Governance

Dongwon Metal has established an environmental management governance structure in which the highest decision-making body directly participates and operates an environmental management system to manage and monitor environmental activities across the entire company, based on its comprehensive environmental policies. Through environmental management, Dongwon Metal respects humanity, fulfills its social responsibilities, and pursues sustainable growth by actively communicating with various stakeholders. All global business sites operate an environmental management system in accordance with the international standard ISO 14001 and have obtained certification and undergone inspections to ensure systematic implementation.



Role of the Board of Directors

The Board of Directors and the ESG Committee under Dongwon Metal oversee environmental management by receiving regular reports from the Climate Change Response Council regarding environmental performance, key risk factors, and improvement activities. They review and approve essential matters such as the establishment of mid-to-long-term environmental management strategies and investments.

Role of Management

The ESG Committee, which includes direct participation by the CEO, manages key environmental management plans and implementation status, reviews improvement outcomes, discusses responses to major risks, and oversees other matters deemed necessary for the dissemination and promotion of environmental management. Environmental issues expected to have significant impacts are submitted as agenda items to the Board of Directors and the ESG Committee.

Company-wide Organization: Climate Change Response Council

Dongwon Metal's company-wide environmental governance is led by the Climate Change Response Council, which centers on the Task Force Office and Steering Committee. The Council plays a central role in implementing sustainable global environmental management. It is responsible for risk response, performance planning and management, regulatory compliance, and efforts to achieve Dongwon Metal's environmental vision and goals.

Site Management Organization: Production Technology Teams and Environmental/Energy Managers

Each global business site is managed by production technology team leaders and environmental/energy managers, who are responsible for establishing and operating the environmental management system, operating equipment to control pollutant emissions, implementing policies, identifying and improving environmental risks, and spreading environmental management practices.

R&D Organization

Dongwon Metal, centered on its corporate R&D center, is devoted to developing eco-friendly components for electrified vehicles. It engages in open innovation through networks with academia and research institutes to develop eco-friendly materials and products.

Environmental Management

Implementing Environmental Management

Environmental Management Guideline

Recognizing environmental management as a core corporate value, Dongwon Metal established its environmental policy in 2004 (with the adoption of ISO 14001 Environmental Management System). This policy is revised periodically (annually or as needed) to reflect current regulations and emerging issues.

Environmental Management Policy

Dongwon Metal and its subsidiaries strive to continuously improve performance and address environmental issues across the entire value chain in accordance with environmental policies. Dongwon Metal complies with each country's environmental laws and regulations where it operates, prioritizing these over internal policies when necessary. In the absence of specific laws, the company follows its internal policy. The policy is updated regularly to reflect changes in the external environment such as regulations and laws.

Scope of Dongwon Metal's Environmental Management Policy

[Overview] Purpose of Establishment, Scope of Application, Implementation Plan

1. Compliance with Environmental Laws and Regulations
2. Operation of Environmental Management System
3. Managing Environmental Impacts of Business Activities
4. Pollution Prevention and Environmental Protection
5. Transparent Environmental Management

Environmental Management Implementation Plan

Dongwon Metal applies the PDCA (Plan-Do-Check-Action) cycle to facilitate environmental management through legal compliance, policy declaration, EMS establishment, performance and data monitoring, risk identification and improvement activities, and ongoing improvements.

Establishment of the Environmental Management System (EMS)

All global sites of Dongwon Metal have established EMS according to ISO 14001 and other international standards. Domestic sites have obtained certification from a third-party agency, the Korean Foundation for Quality (KFQ), ensuring credibility. The company undergoes annual audits from certification bodies and takes corrective actions accordingly, with a recertification audit every three years.

Dongwon Metal 2024 ISO 14001 Corrective Action Status*

No.	Corrective Action Confirmation	Recurrence Prevention Confirmation	Result
1	Procedure was not revised following the change in air emission Category (Type 3 → Type 4); Category changed (Type 3 → Type 4) and revision completed.	In the event of future Category changes, ensure consistency between municipal reporting and internal procedures.	Appropriate
2	Environmental aspect identification conducted for key operations such as forklift operation and logistics transportation.	Clearly identify key operations during the environmental assessment planning stage to ensure no omissions.	Appropriate
3	Compliance evaluation conducted for the following customer environmental requirements.	Add relevant items to the checklist of the annual compliance evaluation.	Appropriate
4	Environmental impact assessment conducted for the recently installed LPG high-pressure gas tank.	Add newly established change items to the compliance checklist to prevent omission.	Appropriate
5	In some cases, emergency response plans based on the results of aspect identification and impact assessment were not implemented; the corresponding phrase in the procedure was deleted to resolve the excessive burden of preparing and managing the plan.	Continuously review and revise procedure contents that are difficult to implement due to excessive management requirements under the environmental management system.	Appropriate
6	At the designated waste storage area, the 'Designated Waste Storage Sign' required by relevant regulations was not posted / At the designated liquid waste storage area inside the plant, the 'Designated Waste' sticker was not attached.	Review relevant regulations, post the 'Designated Waste Storage Sign' at the storage location, attach the 'Designated Waste' sticker on the drum containers, and conduct annual legal reviews to apply any updates immediately upon identification.	Appropriate

* Reporting scope: Headquarters, Gyeongsan Plant, Asan Plant, Technical Research Center

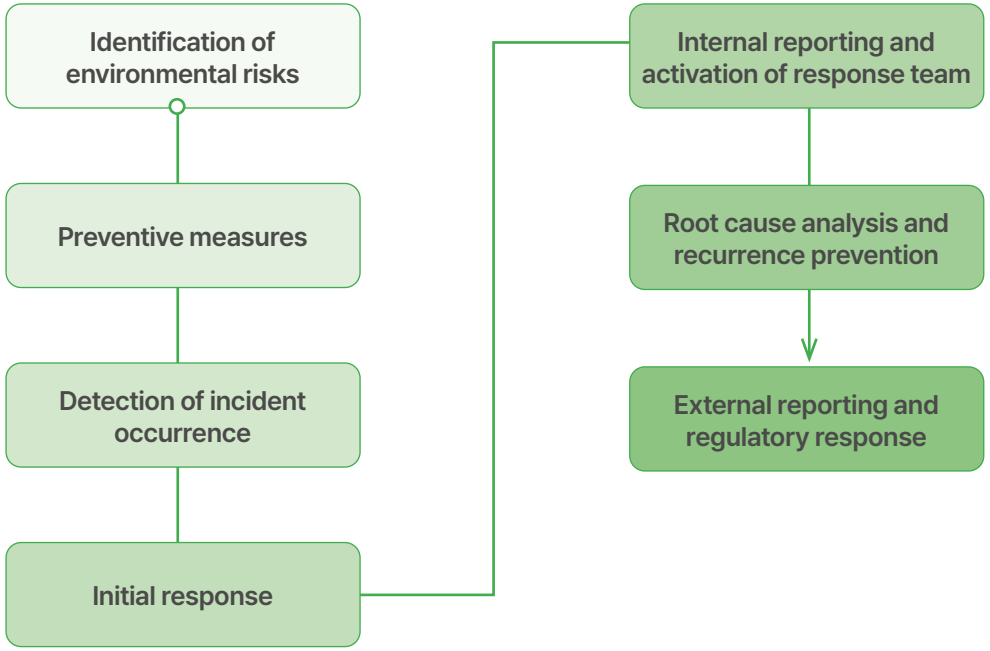
Environmental Management

Implementing Environmental Management

On-site Environmental Accidents and Regulatory Response

Dongwon Metal established the Climate Change Response Council in December 2023 as an environmental consultative body. The council is held twice a year (or more frequently if necessary) to systematically discuss how each site can respond to environmental regulations. Additionally, in accordance with international SH&E (Safety, Health & Environment) standards, Dongwon built and has been operating an emergency response system since 2018 to ensure immediate action in the event of environmental incidents such as air, water, or waste pollution, and chemical spills. All domestic and global sites have established emergency response teams and communication systems. Manuals have been developed to enable the identification of environmental risks in advance and to ensure quick and effective response in the event of an accident. Employees are required to be familiar with these procedures.

Dongwon Metal Environmental Accident Response Process



Establishments Certified with Environmental Management System (ISO 14001)*

Establishments		Status	Validity Term
Domestic	Gyeongsan Plant	Certified	2022 ~ 2025
	Jinryang Plant	Certified	2022 ~ 2025
	Asan Plant	Certified	2022 ~ 2025
	Dongwon Pipe Co., Ltd.	Under review	Expected 2026
The U.S.	Alabama	Certified	2024 ~ 2027
	Georgia	Certified	2024 ~ 2027
Brazil	Piracicaba	Certified	2023 ~ 2026
	Canoas	In progress	Expected by Oct. 2025
Mexico	Mexico	In progress	Expected by Nov. 2025
Europe	Czech Republic	In progress	Expected by Nov. 2025
	Slovakia	Certified	2025 ~ 2028

* Reporting Scope: All global sites, as of June 2025

Environmental Management

Eco-friendly R&D

Dongwon Metal is expanding financial resources and investments in research and development to develop eco-friendly parts for hybrid and electric vehicles (HEVs, EVs) that reduce greenhouse gas emissions.

The Status of Mass Production Development for Eco-friendly Vehicles (HEV, EV)

BATTERY FRAME for HEVs

- The battery frame for eco-friendly hybrid vehicles functions to protect the battery pack from vibrations and shocks.
- It is manufactured using high-strength pipes produced by Dongwon Pipe to ensure an optimal structural rigidity, thereby maximizing the safety of eco-friendly vehicles.

Part Name	Illustration	Applicable Vehicle Models / Construction Method
Battery Frame (for HEV)	HEV BATTERY PACK HEV BATTERY PACK	<Applicable Vehicle Models > • SX2 HEV, CN7 HEV • NX4 HEV, NQ5 HEV • DN8 HEV, DL3 HEV • GL3 HEV, GN7 HEV <Construction Method> Pipe Bending, CO2 Welding
Battery Base Plate (for HEV)	BATTERY BASE PLATE	<Applicable Vehicle Models > • NX4e HEV <Construction Method> Press / Hardware Assembly
Seat Cross Member (for EV)	SEAT CROSS MEMBER ROLL FORM'G SECTION	<Applicable Vehicle Models > • SX2 EV, SG2 EV <Construction Method> Roll Forming, Re-strike

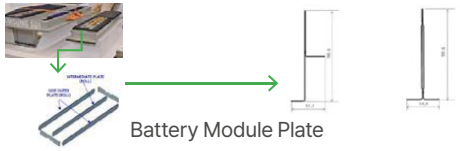
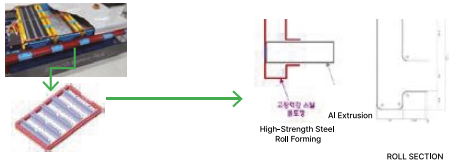
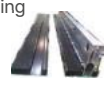
- BATTERY BASE PLATE for HEVs
  - The battery base plate for eco-friendly hybrid vehicles protects the battery pack from vibrations and shocks, thereby enhancing safety.

- SEAT CROSS MEMBER for EVs
  - As a structural component arranged at regular intervals on the floor panel of electric vehicles, it prevents torsion or bending of the vehicle body and enhances occupant safety by reinforcing the body structure during collisions.
  - By applying Dongwon Metal's core 'Roll Forming' technology, high-quality products can be mass-produced while achieving cost reduction.

The Status of R&D for Electric Vehicle Components

- BATTERY MODULE PLATE for EVs
  - Serving as the backbone of eco-friendly electric vehicle battery modules, this structural component protects and supports battery cells. By applying the Roll Forming process, mass production, high quality, and cost savings are realized.

- BATTERY PACK SIDE MEMBER for EVs
  - As a structural component of eco-friendly vehicle battery packs, it protects the battery pack during vehicle-to-object or vehicle-to-vehicle collisions to ensure safety.
  - The application of the Roll Forming process enables mass production, high quality, and cost savings.

Part Name	Illustration	Applicable Vehicle Models / Construction Method
Battery Module Plate (for EV)	 Battery Module Plate	• Product Info: Material SUS 290, Thickness 0.8t • Key Construction Methods: Roll Forming, Laser Trimming, Powder Coating
Battery Pack Side Member (for EV)	 Battery Pack Side Member	• Product Info: Material SGAFC 1470, Thickness 1.0t • Key Construction Methods: Roll Forming, Laser Piercing 

Environmental Management

Eco-friendly R&D

- **The Status of R&D for Lightweight Components**

- Aluminum DR FRAME
  - It ensures door stiffness to support the glass, reduce wind noise while driving, provide waterproofing, and support the door structure.
  - Compared to traditional steel doors, aluminum doors reduce the number of parts and achieve approximately 31% weight reduction due to the use of low-density aluminum, thereby lowering lifecycle greenhouse gas emissions.

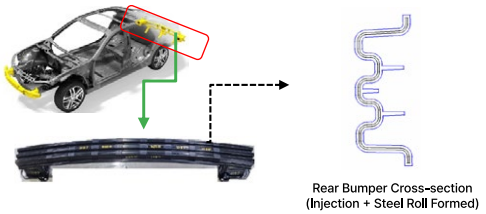
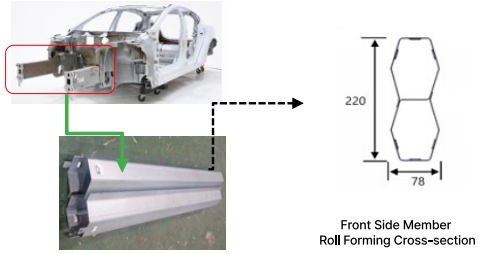
- Aluminum BUMPER BEAM
  - As a major safety component, the bumper beam protects vital vehicle parts and absorbs shock in the event of a collision.
  - Compared to steel bumper beams, aluminum ones reduce the number of parts, achieve about 35% weight reduction using low-density aluminum, and maintain collision safety performance with high-strength aluminum.

- Aluminum DR IMPACT BEAM
  - A critical safety component designed to protect vital vehicle parts and absorb impact to protect passengers in the event of a collision.
  - Compared to steel beams, aluminum beams are approximately 30% lighter due to their low density and use of high-strength aluminum, securing side-impact crash performance.

Part Name	Illustration	Applicable Vehicle Models / Construction Method
Aluminum Door Frame		• Product Info: Aluminum 6000 Series Extrusions • Key Construction Methods: Extrusion, Roll Bending, Stretch Bending
Aluminum Bumper Beam		• Product Info: Aluminum 6000-7000 Series Extrusions • Key Construction Methods: Extrusion, Stretch Bending
Aluminum Door Impact Beam		• Product Info: Aluminum 7000 Series Extrusions • Key Construction Methods: Extrusion, Roll Bending

- Multi-Material (MM) REAR BUMPER BEAM
  - The rear bumper beam absorbs and disperses shock during rear-end collisions to protect the vehicle structure and passengers, effectively distributing impact energy for enhanced safety.
  - Compared to conventional GMT bumper beams, the MM rear bumper beam, combining steel roll-forming and plastic, achieves about 20% weight reduction while improving crash performance by approximately 30%.

- EV-exclusive FRONT SIDE MEMBER
  - This component supports the front side structure of EVs and absorbs impact. Unlike traditional vehicles, EVs lack an engine and rely on batteries, making protection of the battery and electrical systems critical.
  - Compared to aluminum extrusion types, roll-formed front side members using 980-grade materials achieve approximately 10% weight reduction and maintain equivalent crash performance.

Part Name	Illustration	Applicable Vehicle Models / Construction Method
MM Rear Bumper Beam		• Product Info: Steel + Plastic Composite Product • Key Construction Methods: Roll Forming, Injection
Front Side Member (EV Only, Roll Formed)		• Product Info: Steel Grade 980 Roll Formed Product • Key Construction Methods: Roll Forming

Climate Change Response

Dongwon Metal continuously identifies, evaluates, and manages climate-related risks and opportunities. Through climate change response governance, strategies are established to proactively respond to macro-environmental changes such as evolving laws and regulations.

Climate Change Response Governance

The Roles of the Board and Executives

Dongwon Metal's ESG Committee under the Board of Directors meets semiannually (or more frequently if needed) to discuss and make decisions on ESG management issues, with a focus on climate change, under the supervision of the Climate Change Response Council.

The Role of a Dedicated Organization

Since December 2023, Dongwon Metal has operated the Climate Change Response Council to actively address climate issues. With collaboration between the Task Force Office, Steering Committee, and related departments, the Council formulates and implements climate response strategies. From 2024 to the first half of 2025, the Council has focused on establishing a greenhouse gas inventory, third-party verification, introducing renewable energy, and enhancing environmental management systems and GHG reduction initiatives.

Status of Climate Change Response Council Meetings from 2024 to 1H 2025

Category	Date	Key Agenda Items	Remarks
2024-01	2024.01.03.	Reconstruction of Environmental Management System	Referred to ESG Committee
2024-02	2024.05.29.	Solar Power Facility Installation at Dongwon Pipe Co., Ltd.	Referred to ESG Committee
2024-03	2024.07.17.	Projected Carbon Reduction from New Yesan Plant	Approved
2025-01	2024.03.04.	Report on Greenhouse Gas Inventory Results	Approved
2025-02	2025.03.07.	GHG Emission Reduction Goals and Plans	Referred to ESG Committee
2025-03	2025.04.16.	Completion of Third-party GHG Verification	Approved
2025-04	2025.05.15.	Report on HKMC GHG Report Contents	Approved

Climate Change Response

Climate Change Response Strategies

Climate Change Risk and Opportunity Response Measures

Dongwon Metal identifies transition and physical risks arising from the transition to a low-carbon economy and leverages them as new business opportunities. In order to minimize climate change risks and actively turn them into opportunities, Dongwon Metal has established a Scope 1 & 2 greenhouse gas inventory for all global sites and completed third-party verification from Lloyd's Register in April 2025 for its GHG emissions. All global sites monitor GHG reduction performance on a monthly basis, and enhance their management systems through performance tracking against targets. Additionally, the company has established a long-term goal of achieving carbon neutrality by 2050, reflecting the targets of the Paris Agreement and Korean government policies. In the short term, Dongwon Metal plans to measure and manage GHG emissions including Scope 3 by 2025, and in the mid-term, aims to obtain SBTi approval by 2030.

Type		Topic	Risk	Opportunity	Measures	Financial Impact
Transition Risk	Technology	Acceleration in competition for the technological development of eco-friendly auto parts	Failure to lead the market will result in a decline in market share	Increase in market share through the endorsement of the technology	• Extending investment in R&D for eco-friendly auto parts • Fortifying relations with automotive manufacturers • Venturing into new business with Roll Forming technology	High ●
	Market	Increase in sales due to the growing EV market	Decrease in revenue if new EV model's profitability is not ensured	• Securing large-scale clients/ customers • Increase in sales of EV-related products	• Diversified clients • Intensified monitoring of raw material prices • Extended investment in EV component business	High ◑
	Reputation	Heightened demand for action from customers, investors, and stakeholders regarding climate change	Impaired brand image, withdrawal of investments, and customer attrition due to inadequate actions and refusal to disclose	Enhancement of brand image and securing investments through proactive disclosure and response to climate change information	• Transparency in climate-related disclosure • Participating in global initiatives such as CDP • Joining RE100 • Pursuing carbon neutrality 2050 • Encouraging participation from partner companies in climate change response efforts	Mid-High ◕
	Laws	Calls for acceleration of mandatory climate-related disclosure	Impaired brand image, withdrawal of investments, and customer attrition due to violation of disclosure regulations	Enhanced brand image, secured investments, and attraction of new customers through proactive disclosure and response	• Review and preparations of disclosures according to international reporting criteria • Activation of communication channels for stakeholders	Mid ●
	Regulations – Present	Emission Trading System	The possibility of fines due to excessive emissions	Generating revenue through the sale of emission allowances	• Extending the use of renewable energy • Employing a comprehensive management system for emissions reduction and the entire processes	High ●
	Regulations – Future	Escalated EU CBAM	Customer attrition and deterioration of profitability due to increase in cost from tax increase	Securing price competitiveness through an increase in overseas purchases	• Life Cycle Assessment (LCA) for product evaluation across all stages • Practical measures for reducing greenhouse gas emissions	High ●
Physical Risk	Short-term	The frequency of extreme weather events such as typhoons, floods, heavy snow and such	• Damaged facilities, plant shutdowns, and delays • Establishments in coastal areas facing increased risks of damage and loss	Increasing market share through stable supply, outperforming competitors	• Climate change monitoring • Creating emergency response manual • Enhancing safety within the workplace	High ●
	Long-term	The accelerated rate of sea level rise	Increased risk of flooding for establishments located near coastal areas	Attracting potential customers through support for climate change adaptation for the local community	• Continued monitoring of sea level rise • Flood prevention solutions devised	High ●

Climate Change Response

Carbon Neutrality Strategy

Dongwon Metal considers environmental impacts to ensure a sustainable global environment for future generations, actively pursuing carbon neutrality as a new growth opportunity and aiming to establish a virtuous ecosystem. In December 2023, Dongwon Metal established a mid-to-long-term carbon neutrality strategy and is carrying out various initiatives to actively engage in assessments and initiatives such as CDP, EcoVadis, and M2030. To realize carbon neutrality by 2050, the company will build a foundation for sustainable green growth through maximizing energy efficiency, resource recycling, and R&D on eco-friendly products.

[Dongwon Metal's Three Net-Zero Strategies]

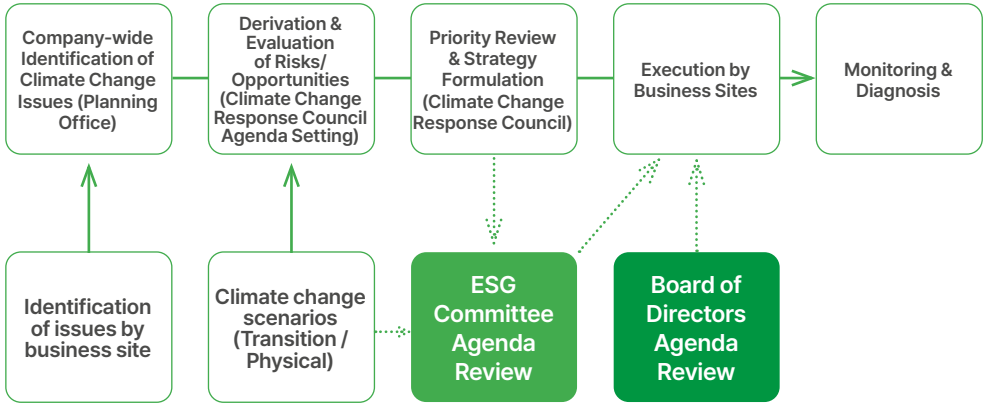
Maximization of Energy Efficiency	Resource Recycling	Eco-friendly Products
Creation of greenhouse gas inventory	Use of eco-friendly raw materials	R&D of new eco-friendly materials and technologies
Increased energy-saving activities	Waste recycling	Implementation of Product Life Cycle Assessment (LCA)
Enhancing greenhouse gas management in the supply chain	Introduction of renewable energy	Increased eco-friendly consumption

Incentives for Climate Change Management

From the end of 2024, Dongwon Metal includes climate-related indicators in the performance evaluation of executives such as the CEO and plant managers. This includes acquisition of ISO 14001 certification by site and GHG emission intensity (emissions/revenue). The results are linked to incentives and salary systems. By 2030, all employees will have key performance indicators (KPIs) related to GHG reduction applied, and these will be reflected in the performance-based compensation system.

Climate Change Risk and Opportunity

[Dongwon Metal's Climate Change Risk and Opportunity Management Process]



Dongwon Metal continuously identifies, evaluates, and manages climate-related risks and opportunities across the organization. Climate change issues identified at each global site are reported to the Planning Office at the Gyeongsan HQ, which derives risks and opportunities for each issue. The Climate Change Response Council, held biannually (or as needed), evaluates strategic and financial impacts and establishes company-wide response strategies.

Identification Stage

Through strategic management meetings, each site and organization identifies issues that may affect Dongwon Metal due to climate change.

Assessment and Reporting Stage

The Planning Office hosts the Climate Change Response Council to evaluate strategic and financial impacts and formulate response strategies. If the issue is material, it is reported to the ESG Committee involving the CEO, and decisions are made by the Board.

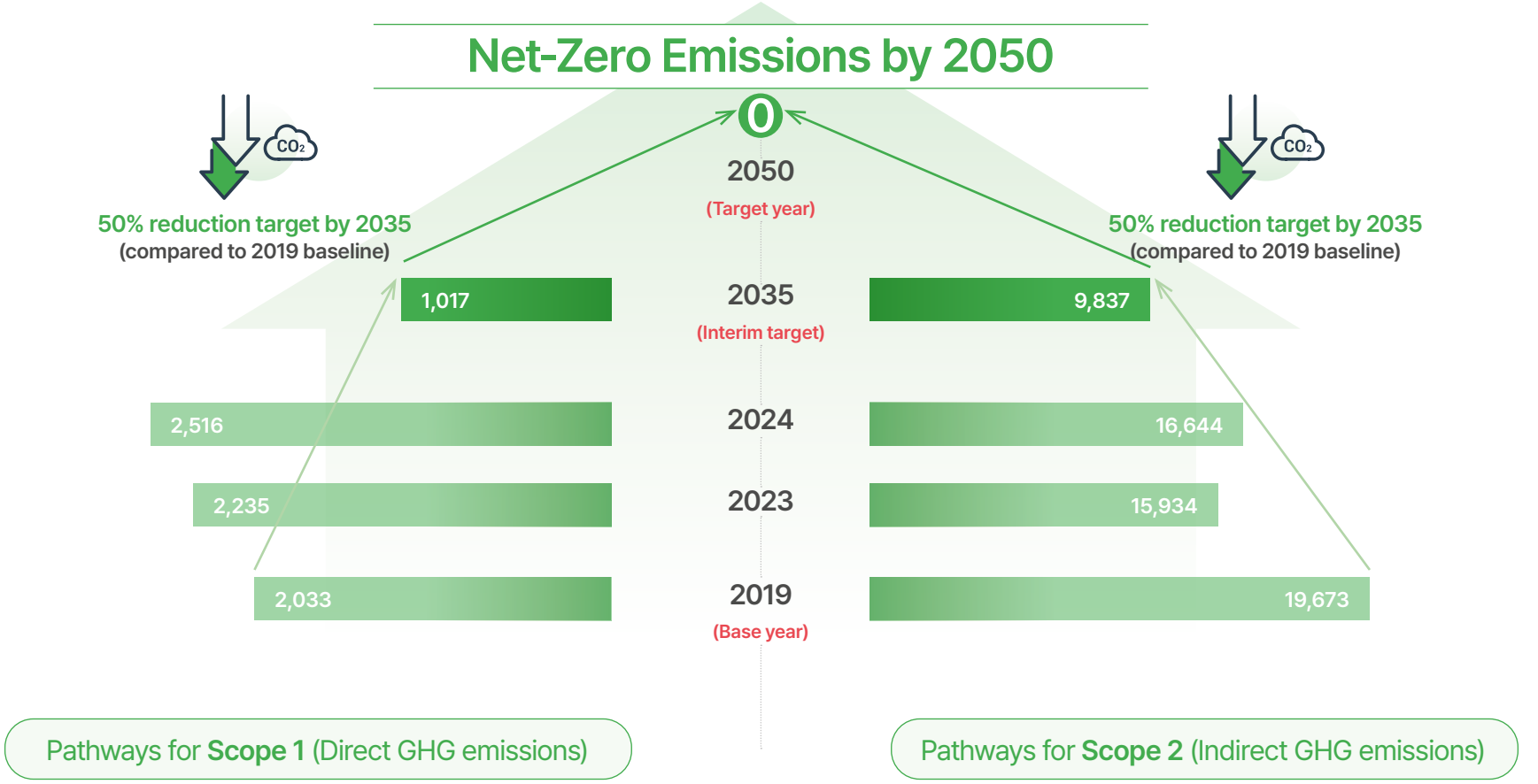
Management Stage

Critical climate issues are incorporated into the action plans of each relevant department. The Climate Change Response Council and related teams collaborate to manage various aspects of climate change systematically.

Climate Change Response

Climate Change Response Indicators and Targets

Dongwon Metal has established and is implementing a net-zero roadmap and reduction plans aligned with the Paris Agreement and Korea's '2050 National Carbon Neutrality Roadmap.' Considering alignment with national carbon neutrality strategies and major client companies' reduction goals, Dongwon Metal has reset the base year for calculating GHG emissions to 2019. This preemptive move responds to sustainability demands from global supply chains and lays the foundation for systematic target-setting. Dongwon Metal voluntarily manages data on GHG emissions, energy consumption, and GHG intensity, which are required by CDP (Carbon Disclosure Project). The company discloses its climate-related information annually through CDP, its sustainability report, and its official website.
In 2024, Dongwon Metal's Scope 1 & 2 GHG emissions amounted to 19,160 tCO_2eq, marking an 11% reduction compared to the base year (2019, 21,706 tCO_2eq). Third-party verification of Scope 1 & 2 emissions across all global sites has been completed to ensure the reliability of disclosed data. Through systematic climate indicator management, Dongwon Metal received a CDP score of C+ in 2024. Starting in 2024, Life Cycle Assessment (LCA) is being conducted for major products, and by 2025, the company plans to further enhance its GHG reduction framework by establishing an integrated budget plant, introducing solar power systems, and partnering with external experts to measure and manage Scope 3 emissions, ultimately supporting its goal of achieving net-zero by 2050.



Climate Change Response

• Total GHG Emissions and Intensity

Total GHG Emissions and Intensity						
Category		Unit	2019 (base year)	2022	2023	2024
GHG Emissions	Domestic	tCO_2eq	9,731	8,513	8,230	**8,303**
	Overseas	tCO_2eq	11,975	16,027	9,939	**10,857**
	Total	tCO_2eq	21,706	24,540	18,169	**19,160**
GHG Emission Intensity		tCO_2eq/100M KRW*	4.90	4.96	3.14	**3.19**
Reduction Rate vs. Base Year (2019)		%	-	(13.06)	16.30	**11.73**
GHG Reduction vs. Previous Year		tCO_2eq	-	(2,159)	6,371	**(991)**

• Energy Consumption and Intensity

Energy Consumption and Intensity					
Category	Unit	2019 (base year)	2022	2023	2024
Total Fuel Consumption	TJ	26	67	27	**30**
Electricity Usage	TJ	165	431	156	**160**
Total Energy Usage	TJ	191	498	183	**190**
Domestic Total Revenue*	100M KRW	4,428	4,949	5,782	**6,009**
Energy Intensity	TJ/100M KRW	0.04	0.10	0.03	**0.03**

* The above sales figures are calculated based on global consolidated revenue from January to December each year, and thus may differ from the previously disclosed Dongwon Metal sales figures (April–March).

Climate Change Response

Starting in December 2024, Dongwon Metal has systematically reconstructed its Scope 1 & 2 GHG inventory for the years 2019, 2023, and 2024 in cooperation with professional GHG agencies across all global sites. In April 2025, the company successfully completed third-party verification from Lloyd's Register (LRQA) for its GHG emissions at all global sites.
Through this process, Dongwon Metal has ensured the accuracy and reliability of its disclosed GHG emissions data, strengthening its transparent ESG information management system aligned with international disclosure standards.

• Direct GHG Emissions (Scope 1)

Scope 1 (Direct GHG Emissions)						
Category		Unit	2019	2022	2023	2024
Domestic	HQ·Gyeongsan Plant	tCO_2eq	463	428	415	409
	∟Jinryang Plant	tCO_2eq	7	49	15	10
	Asan Plant	tCO_2eq	141	236	177	203
	∟Cheonan Plant	tCO_2eq	52	-	33	49
	∟Dunpo Plant	tCO_2eq	23	-	14	9
	∟Gunsan Plant	tCO_2eq	71	7	35	14
	Dongwon Pipe Co., Ltd.	tCO_2eq	26	74	27	27
Domestic Scope 1 Total		tCO_2eq	783	794	716	721
Overseas	Dongwon Alabama	tCO_2eq	278	1,379	399	443
	Dongwon Georgia	tCO_2eq	135	563	287	448
	Dongwon Piracicaba	tCO_2eq	32	56	126	98
	Dongwon Canoas	tCO_2eq	-	16	63	51
	Dongwon Mexico	tCO_2eq	86	1,179	119	150
	Dongwon Czech	tCO_2eq	354	133	249	330
	Dongwon Slovakia	tCO_2eq	365	200	276	275
Overseas Scope 1 Total		tCO_2eq	1,250	3,526	1,519	1,795
Scope 1 Total		tCO_2eq	2,033	4,320	2,235	2,516

• Indirect GHG Emissions (Scope 2)

Scope 2 (Indirect GHG Emissions)						
Category		Unit	2019	2022	2023	2024
Domestic	HQ·Gyeongsan Plant	tCO_2eq	2,659	2,088	2,198	2,221
	∟Jinryang Plant	tCO_2eq	223	209	195	157
	Asan Plant	tCO_2eq	3,109	2,807	2,758	2,809
	∟Cheonan Plant	tCO_2eq	682	640	564	620
	∟Dunpo Plant	tCO_2eq	265	207	196	267
	∟Gunsan Plant	tCO_2eq	749	652	541	484
	Dongwon Pipe Co., Ltd.	tCO_2eq	1,261	1,116	1,062	1,024
Domestic Scope 2 Total		tCO_2eq	8,948	7,719	7,514	7,582
Overseas	Dongwon Alabama	tCO_2eq	2,934	2,961	2,535	2,421
	Dongwon Georgia	tCO_2eq	1,735	1,821	1,329	1,514
	Dongwon Piracicaba	tCO_2eq	173	1,691	126	166
	Dongwon Canoas	tCO_2eq	-	629	50	57
	Dongwon Mexico	tCO_2eq	2,153	1,885	1,817	1,942
	Dongwon Czech	tCO_2eq	3,348	2,679	2,324	2,706
	Dongwon Slovakia	tCO_2eq	382	835	239	256
Overseas Scope 2 Total		tCO_2eq	10,725	12,501	8,420	9,062
Scope 2 Total		tCO_2eq	19,673	20,220	15,934	16,644

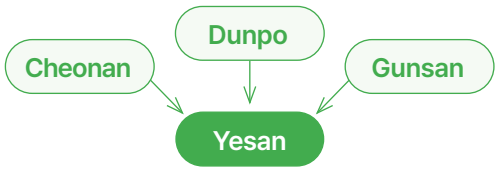
Climate Change Response

GHG Reduction Activities

Dongwon Metal actively promotes proactive investments and execution-based activities aimed at substantial GHG reduction, going beyond ongoing process improvements and energy efficiency enhancements. The newly established Yesan Plant, created by consolidating the existing Dunpo, Gunsan, and Cheonan plants, began full operation in June 2025. By applying high-efficiency equipment and eco-friendly operational systems, the plant is expected to reduce GHG emissions through optimized energy use. Additionally, in October 2024, Dongwon Pipe installed solar power generation facilities for self-consumption, establishing a green energy transition system based on renewable energy. Plans are also in place to expand solar power installations at the headquarters and Gyeongsan Plant by the second half of 2025, thereby gradually increasing the use of renewable energy.

• Establishment of Yesan Plant

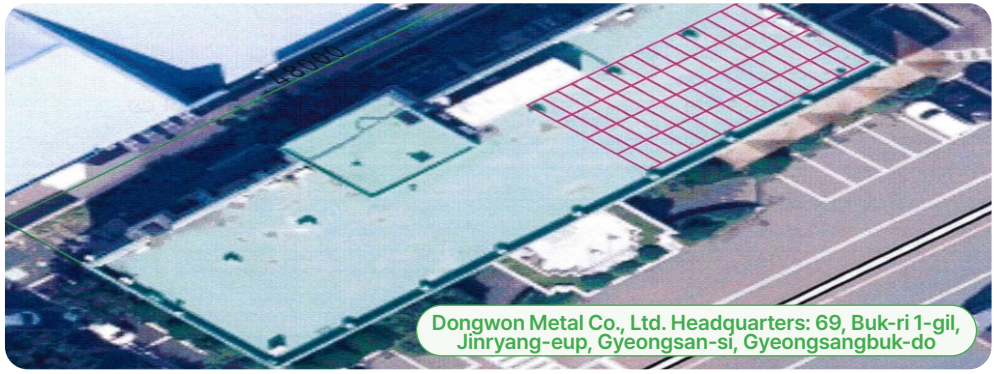
Dongwon Metal Yesan Plant



Integration of 'Cheonan / Dunpo / Gunsan' plants into the new 'Yesan' plant enhances operational and management efficiency, reducing GHG emissions

• Introduction of Solar Power Facilities

Solar power generation facility at Dongwon Pipe Co., Ltd.



Rendering of solar power facility at Dongwon Metal Co., Ltd.

Climate Change Response

Life Cycle Assessment (LCA)

Dongwon Metal conducts Life Cycle Assessments (LCA) based on ISO 14040 and ISO 14044 international standards to quantitatively analyze environmental impacts across the vehicle's life cycle, from raw material extraction to product manufacturing and transportation. In 2024, LCA was completed for two seat frame products at the Gyeongsan Plant. In 2025, the scope expanded globally to include CTR Rail (Gyeongsan), DR INR (Alabama, USA), UPR (Georgia, USA), DR FR and B/BEM (Czech Republic), and DR FR (Slovakia). This allows for both product-level carbon footprint analysis and scientific foundations for customer responses and eco-friendly product strategies.

LCA Stages for Products

Stage	Pre-Manufacturing		Transportation →	Manufacturing	Delivery →
	Raw Material Extraction	Primary Material			
Resource	●	●	●	●	●

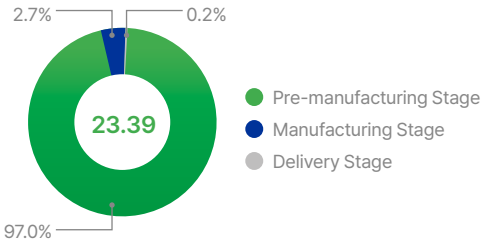
1) Pre-Manufacturing Stage (Raw Material Production Stage)
2) Transportation Process
3) Product Manufacturing Stage
4) Distribution (Delivery) Process

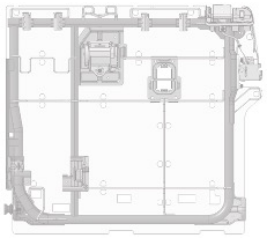
Application of LCA Results

Based on LCA results, Dongwon Metal comprehensively analyzes environmental impacts across all stages and drives improvements in product eco-friendliness.
At the raw material stage, carbon-reduced steel and aluminum are expanded; at the manufacturing stage, the company implements carbon neutrality through renewable energy and resource recycling. New products are developed considering LCA results to minimize environmental impacts.

2024 Seat Frame LH Product LCA Results

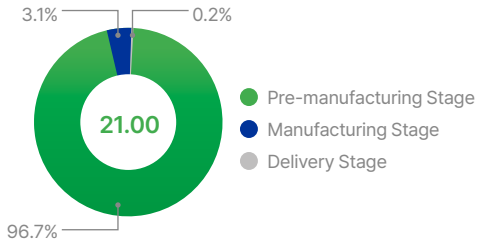
Stage	Pre-Manufacturing	Manufacturing	Delivery	Total	Unit
Per Unit Emissions	22.69	0.6423	0.0564	**23.39**	kg CO_2-eq./EA
Per kg Emissions	3.09	0.09	0.01	**3.19**	kg CO_2-eq./kg





2024 Seat Frame RH Product LCA Results

Stage	Pre-Manufacturing	Manufacturing	Delivery	Total	Unit
Per Unit Emissions	20.3136	0.6423	0.0413	**21.00**	kg CO_2-eq./EA
Per kg Emissions	3.7760	0.1194	0.0077	**3.90**	kg CO_2-eq./kg



Sustainable Resource Management

Resource Recycling

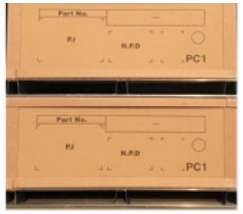
Dongwon Metal collects and promotes raw material plans from the research and development to production stages to achieve a virtuous cycle of resources and maximize efficiency. The company plans to further focus its capabilities on investment and technological R&D to expand the use of eco-friendly materials.

• Raw Material Usage

Category	Unit	2020	2021	2022	2023	2024
Headquarters·Gyeongsan Plant	ton	53,613	59,729	64,679	74,535	91,658
Asan Plant	ton	7,627	6,607	6,396	5,107	5,169
Dongwon Pipe	ton	23,772	30,538	25,435	26,021	27,247
Dongwon Alabama	ton	3,257	2,555	2,948	3,579	3,008
Dongwon Georgia	ton	1,140	894	1,032	1,253	1,663
Dongwon Piracicaba	ton	2,359	2,971	3,407	3,496	3,553
Dongwon Canoas	ton	1,052	604	1,113	1,125	965
Dongwon Mexico	ton	5,120	5,230	5,230	5,247	9,704
Dongwon Czech	ton	4,337	4,384	4,442	4,956	5,169
Dongwon Slovakia	ton	1,592	1,676	868	958	1,080
Total	ton	**103,870**	**115,188**	**115,550**	**126,277**	**149,216**

• Extended Use and Recycling of Eco-Friendly Packaging Materials

Since 2015, Dongwon Metal has been replacing conventional wooden pallets with steel pallets to reduce wood usage and promote resource circulation and recycling. Wooden pallets are incinerated after use, leading to deforestation and limitations in post-use recycling. On the other hand, steel pallets can be collected and sold as scrap or metal after use, facilitating the circular use of resources in other forms.

Category	Before Improvement (Wooden Pallet)	After Improvement (Steel Pallet)
Image		
After Use	Disposal & Incineration	Scrap & Metal Sale (Resource Circulation & Recycling)

The company ensures that production plans are not disrupted by managing the receipt, shipment, and inventory of purchased materials. For long-term inventory, strict management guidelines are established to prevent damage, ensuring thorough inventory management.

Sustainable Resource Management

Waste Management

Since 2000, Dongwon Metal has been managing a waste ledger monthly to ensure safe handling throughout the entire waste lifecycle, from generation to disposal. The company strictly monitors waste generation and reduction by integrating with the Korea Environment Corporation's 'Allbaro System.' To pursue zero landfill waste, Dongwon Metal prioritizes recycling over landfilling during disposal. When selecting consignment waste processors, resource recycling is given top priority.

• Waste Generation Volume

Category			Unit	2022	2021	2022	2023	2024
Designated waste	Domestic	Gyeongsan Plant	ton	10	12	11	15	12
		∟Jinryang Plant	ton	0	0	0	0	0
		∟Yeongcheon Plant	ton	0	0	0	0	0
		Asan Plant	ton	0	3	2	3	0
		∟Cheonan Plant	ton	0	0	0	0	0
		∟Dunpo Plant	ton	0	0	0	0	0
		∟Gunsan Plant	ton	0	0	0	0	0
		Dongwon Pipe Co., Ltd.	ton	37	22	31	33	25
	Total Domestic Designated Waste		ton	47	37	44	51	37
	Overseas	Dongwon Alabama (AL)	ton	0	0	0	0	0
		Dongwon Georgia (GA)	ton	0	0	0	0	0
		Dongwon Piracicaba (BRP)	ton	7	8	7	0	0
		Dongwon Canoas (BRC)	ton	0	0	0	0	0
		Dongwon Mexico (MX)	ton	3	3	3	3	3
		Dongwon Czech (CZ)	ton	22	18	15	14	35
		Dongwon Slovakia (SK)	ton	7	13	4	5	12
	Total Overseas Designated Waste		ton	39	42	29	22	50
	Total Designated Waste		ton	86	79	73	73	87
General waste	Domestic	Gyeongsan Plant	ton	57	49	45	59	52
		∟Jinryang Plant	ton	0	0	0	1	1
		∟Yeongcheon Plant	ton	7	6	7	7	0
		Asan Plant	ton	38	39	35	37	49
		∟Cheonan Plant	ton	6	8	9	10	10
		∟Dunpo Plant	ton	0	7	5	5	2
		∟Gunsan Plant	ton	12	12	12	12	12
		Dongwon Pipe Co., Ltd.	ton	50	50	50	50	50
	Total Domestic General Waste		ton	170	171	163	181	176
	Overseas	Dongwon Alabama (AL)	ton	0	0	55	57	46
		Dongwon Georgia (GA)	ton	0	0	0	0	79.6
		Dongwon Piracicaba (BRP)	ton	5	6	6	26	25
		Dongwon Canoas (BRC)	ton	2	2	4	8	6
		Dongwon Mexico (MX)	ton	39	32	35	34	44
		Dongwon Czech (CZ)	ton	127	70	48	52	80
		Dongwon Slovakia (SK)	ton	85	138	72	52	46
	Total Overseas General Waste		ton	258	248	220	229	327
	Total General Waste		ton	428	419	383	410	503
Total Waste Generated			ton	514	498	456	483	590

• Waste Recycling and Disposal Volumes

Category			Unit	2022	2023	2024
Waste Recycling Volume	Designated Waste		ton	12	13	**10**
	General Waste		ton	190	219	**264**
	Total		ton	202	231	**274**
Waste Disposal Volume	Designated Waste	Incineration (excluding energy recovery)	ton	54	56	**76**
	General Waste	Incineration (excluding energy recovery)	ton	38	38	**37**
		Other treatment processes	ton	102	112	**129**
	Total		ton	194	207	**243**

Sustainable Resource Management

Environmental Impact Monitoring

Water Resource Management

Dongwon Metal systematically manages water resources across all global sites. In particular, since 2020, domestic sites have implemented and operated a circulating cooling system to reuse water in the cooling process. All generated wastewater is consigned to external wastewater treatment facilities for proper disposal, and wastewater discharge facility surveys are submitted annually to ensure thorough monitoring. Dongwon Metal will continue to value water resources and lead in environmental protection.

• Water Withdrawal Volume

Category		Unit	2022	2023	2024
Designated waste	Gyeongsan Plant	ton	11,100	11,797	11,618
	∟Jinryang Plant	ton	-	1,351	1,232
	∟Yeongcheon Plant	ton	547	561	673
	Asan Plant	ton	8,692	8,138	7,988
	∟Cheonan Plant	ton	1,471	1,101	880
	∟Dunpo Plant	ton	390	226	323
	∟Gunsan Plant	ton	-	-	-
	Dongwon Pipe Co., Ltd.	ton	4,563	5,153	4,619
Domestic Subtotal		ton	26,763	28,327	27,333
General waste	Dongwon Alabama (AL)	ton	49,975	25,559	8,189
	Dongwon Georgia (GA)	ton	329	324	330
	Dongwon Piracicaba (BRP)	ton	4,641	5,552	5,783
	Dongwon Canoas (BRC)	ton	1,860	1,391	2,063
	Dongwon Mexico (MX)	ton	3,664	4,876	3,745
	Dongwon Czech (CZ)	ton	2,731	3,408	3,189
	Dongwon Slovakia (SK)	ton	1,594	1,782	1,740
Overseas Subtotal		ton	64,793	42,892	25,039
Total Water Withdrawal		ton	91,556	71,219	52,372

• Water Discharge Volume

Category		Unit	2022	2023	2024
Designated waste	Gyeongsan Plant	ton	8,420	8,973	9,456
	∟Jinryang Plant	ton	-	1,051	958
	∟Yeongcheon Plant	ton	426	436	524
	Asan Plant	ton	6,761	6,330	6,214
	∟Cheonan Plant	ton	1,144	856	685
	∟Dunpo Plant	ton	303	176	251
	∟Gunsan Plant	ton	-	-	-
	Dongwon Pipe Co., Ltd.	ton	3,550	4,008	3,593
Domestic Subtotal		ton	20,604	21,832	21,681
General waste	Dongwon Alabama (AL)	ton	38,875	19,882	6,370
	Dongwon Georgia (GA)	ton	256	252	257
	Dongwon Piracicaba (BRP)	ton	3,610	4,319	4,499
	Dongwon Canoas (BRC)	ton	1,447	1,082	1,605
	Dongwon Mexico (MX)	ton	2,850	3,793	2,913
	Dongwon Czech (CZ)	ton	2,124	2,651	2,481
	Dongwon Slovakia (SK)	ton	1,240	1,386	1,354
Overseas Subtotal		ton	50,402	33,365	19,478
Total Water Discharge		ton	71,006	55,197	41,158

• Water Usage Volume

Category		Unit	2022	2023	2024
Designated waste	Gyeongsan Plant	ton	2,680	2,824	2,162
	∟Jinryang Plant	ton	-	300	274
	∟Yeongcheon Plant	ton	121	125	149
	Asan Plant	ton	1,931	1,808	1,774
	∟Cheonan Plant	ton	327	245	195
	∟Dunpo Plant	ton	87	50	72
	∟Gunsan Plant	ton	-	-	-
	Dongwon Pipe Co., Ltd.	ton	1,013	1,145	1,026
Domestic Subtotal		ton	6,159	6,495	5,652
General waste	Dongwon Alabama (AL)	ton	11,100	5,677	1,819
	Dongwon Georgia (GA)	ton	73	72	73
	Dongwon Piracicaba (BRP)	ton	1,031	1,233	1,284
	Dongwon Canoas (BRC)	ton	413	309	458
	Dongwon Mexico (MX)	ton	814	1,083	832
	Dongwon Czech (CZ)	ton	607	757	708
	Dongwon Slovakia (SK)	ton	354	396	386
Overseas Subtotal		ton	14,391	9,527	5,561
Total Water Usage		ton	20,550	16,022	11,214

• Wastewater Discharge Volume

Category		Unit	2022	2023	2024
Domestic	HQ·Gyeongsan Plant Dongwon Pipe Co., Ltd.	ton	3	4	4
	Dongwon Pipe Co., Ltd.	ton	36	33	17
Total Domestic Wastewater Discharge		ton	39	36	21

* No wastewater is generated at the domestic Asan Plant and all overseas sites.

Sustainable Resource Management

Environmental Impact Monitoring

Chemical Hazard Management

Since 2016, Dongwon Metal has established and complied with chemical substance management guidelines to ensure strict management of the purchase, use, storage, and disposal of hazardous chemicals. The company systematically manages hazardous substances by monitoring analysis results for each product and component type in accordance with regulatory standards.
In addition, regular safety training is provided to employees who handle hazardous chemicals, and annual safety education is conducted for all employees to reinforce awareness of the severity of spill accidents.

Air Pollution Substances Management

Since 2006, Dongwon Metal has operated filtration-based dust collection systems to prevent air pollution. The filtration dust collector, installed at emission facilities in the deburring process, filters more than 95% of airborne pollutants such as dust using cartridge filters, making it a high-efficiency, energy-saving system.
Dongwon Metal will continue to strive for pollutant removal, reduction of carbon emissions and fuel costs, and maximized efficiency through the research and development of eco-friendly processing technologies.

- **Amount of Air Pollutant Emissions**

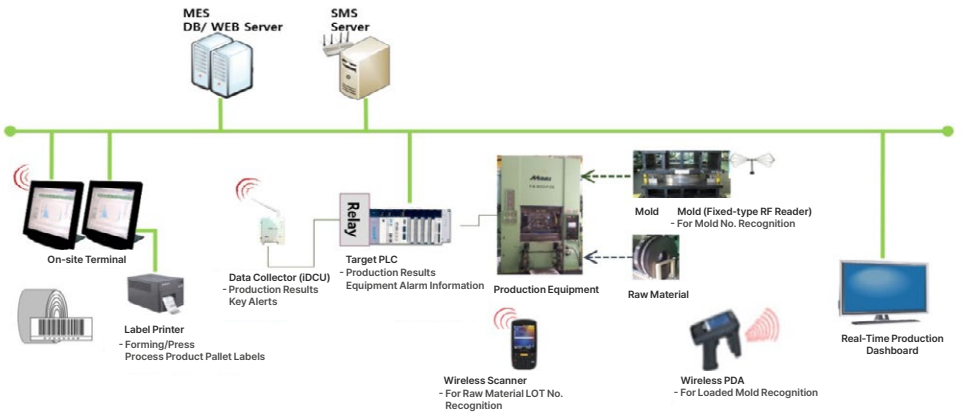
Category		Unit	2022	2023	2024
AIIE stablishments	THC	ppm	54.10	54.40	**55.00**
	Dust	mg/Sm³	15.11	16.46	**22.53**
	NOx	ton/year	3.94	3.99	**4.66**
	SOx	ton/year	6.38	6.34	**6.50**

Energy Conservation

Expansion of Smart Factory

Dongwon Metal maximizes energy efficiency in product manufacturing by efficiently managing operations on the production floor to minimize defects and failure costs.
To continuously improve manufacturing activities, the company collects, evaluates, and analyzes site data via the MES (Manufacturing Execution System), optimizing the use of human and material resources. Based on this system, Dongwon Metal continues to upgrade production systems for efficient factory operations, such as door frame vision monitoring, welding automation, and press automation.
MES was introduced at the Gyeongsan Plant in May 2014, at the Czech subsidiary in May 2015, and at the Alabama subsidiary in July 2023. Other global subsidiaries are also planning to implement and expand MES.

Dongwon Metal MES Overview



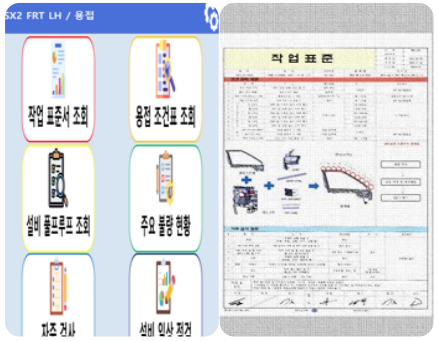
Door Frame Vision Monitoring

Sustainable Resource Management

Press Automation

Welding Automation

Introduction of Digital Work Instruction (DWI) System



As part of the smart factory initiative at the Gyeongsan Plant starting from the second half of 2024, Dongwon Metal has implemented the Digital Work Instruction (DWI) system, which digitizes paper-based work standards and documents related to equipment maintenance and quality management. The system has been in operation since the first half of 2025. Through this, workers can access the latest standard procedures and drawings in real time via on-site monitors and tablets. Any changes to the standards are immediately reflected, significantly enhancing quality and productivity. Dongwon Metal plans to expand this system to global sites in the future, thereby strengthening company-wide standardization and quality competitiveness.

Energy Reduction Initiatives

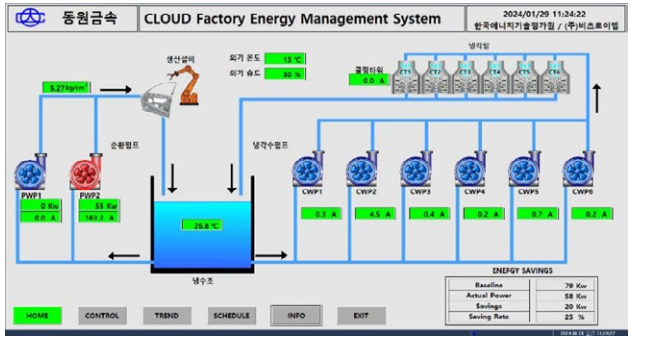
Dongwon Metal is making multifaceted efforts to reduce greenhouse gas emissions by improving energy efficiency at each of its business sites. The company will continue to maximize energy efficiency to achieve sustainable growth.

Key Energy Reduction Activities and Achievements in 2024

Site	Category	Reduction Effect (kWh/year)
Jinryang	• Introduction of smart cooling system	45,435
U.S. Georgia	• Improvement in trailer loading rate	6,041
	• Installation of high-efficiency HVAC in office	9,370
Gyeongsan	• Replacement with LED lights (cafeteria and lounge in main building) • Replacement with LED lights (high bay lighting by line in factory) • Replacement with LED lights (changing room in factory)	7,812
Dongwon Pipe, Co., Ltd.	• Installation of high-efficiency HVAC in electrical room	14,900
	• Introduction of new inverter-type compressor	20,619
	• Installation and operation of rooftop solar panels in office building	6,464

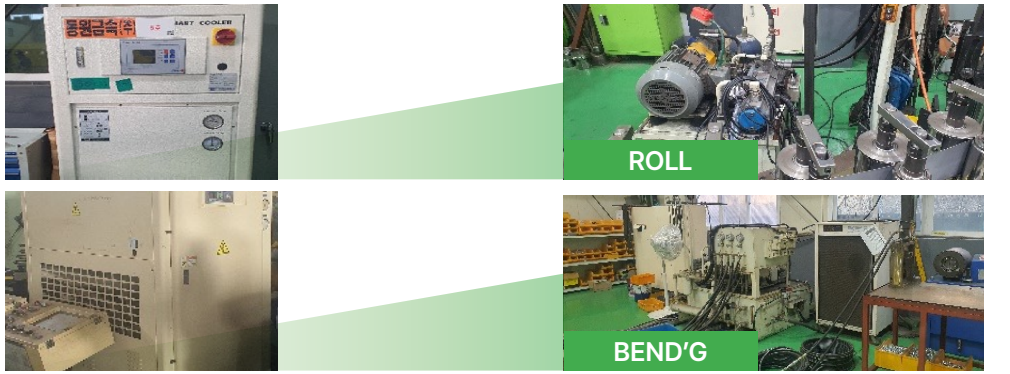
Since 2022, Dongwon Metal has introduced the cloud-based Factory Energy Management System (FEMS) to monitor coolant usage in real time and adjust supply based on demand, thereby maximizing energy management efficiency.

CLOUD Factory Energy Management System



As part of its smart cooling system initiative, Dongwon Metal's Jinryang Plant has improved cooling equipment to enhance the energy efficiency of production facilities. By replacing the smart cooler on the roll forming equipment and the oil chiller on the servo bender, the plant improved cooling efficiency and reduced unnecessary energy consumption. As a result of these equipment improvements, the plant saved 45,435 kWh of electricity annually as of 2024. The company will continue replacing outdated equipment with high-efficiency models and improving energy-saving processes to strengthen its eco-friendly production system and enhance its climate change response capabilities.

Introduction of Smart Cooling System at Jinryang Plant



Sustainable Resource Management

Biodiversity Conservation

To minimize the impact of business operations on local ecosystems, Dongwon Metal uses the Integrated Biodiversity Assessment Tool (IBAT), a global biodiversity assessment tool, to conduct preliminary evaluations of the biodiversity value around its key business sites. In November 2024, an IBAT report was analyzed for areas within a 50 km radius of the headquarters and Gyeongsan site*, and the following key findings were identified.

- A total of 556 species listed on the IUCN Red List were found to inhabit the area, including 26 species categorized as threatened species requiring international protection (10 endangered and 16 vulnerable).

IUCN Red List Species Status

Grade	Category	Definition	Number of Species
CR	Critically Endangered	Extremely high risk of extinction	0
EN	Endangered	Very high risk of extinction	10
VU	Vulnerable	High risk of extinction	16
NT	Near Threatened	Close to qualifying as threatened	27
LC	Least Concern	Widespread and abundant	489
DD	Data Deficient	Insufficient data to assess risk	14
Total	Total	—	556

- A total of 102 protected areas were identified, including 101 national protected areas and 1 Ramsar site.

Protected Areas

Type of Protected Area	Number
National Protected Areas	101
Ramsar Site	1
Others (World Heritage, Natura2000, etc.)	0

* Dongwon Metal Headquarters and Gyeongsan Site: 69, Bukri 1-gil, Jinryang-eup, Gyeongsan-si, Gyeongsangbuk-do, South Korea

- Two areas designated as Key Biodiversity Areas (KBAs), which are globally important for biodiversity conservation, were identified, indicating that these areas are ecologically significant.

Key Biodiversity Areas (KBA)

Category	Number
Alliance for Zero Extinction Area	0
Other KBAs	2

- The STAR (Species Threat Abatement and Restoration) metric, which measures potential contributions to the protection and restoration of threatened species, showed a Threat Abatement score of 0.0001 and a Restoration score of 0.007. This suggests relatively limited potential for direct contribution in this region.

STAR (Species Threat Abatement and Restoration Metric)

Item	Value
Threat Abatement	0.0001
Restoration	0.007

Dongwon Metal uses the information from IBAT analysis, including protected areas, KBAs, and distribution of IUCN-listed species, to understand the ecological impact of its business operations. The company recognizes that its sites may be located in areas where endangered or vulnerable species could exist. Therefore, during future development or expansion projects, Dongwon Metal will systematically review mitigation measures such as avoidance, minimization, and restoration through expert consultation and on-site assessments. Dongwon Metal considers biodiversity a core element of supply chain sustainability and will continue to engage in responsible business practices that contribute to the conservation of natural capital and ecosystem integrity.

SOCIAL

Human Resources 50
Human Rights Management 63
Health and Safety 67
Customer Delight 73
Co-prosperity 77
Community Engagement 85
Information Security 90

DONGWON METAL CO.,LTD.

Human Resources

Human Resource Management

Dongwon Metal strives to enhance employee satisfaction and engagement based on a flexible and healthy organizational culture. The company operates a variety of competency development programs with the goal of nurturing individuals who possess both character and capabilities. In all HR systems such as recruitment, promotion, and retirement, fairness and diversity are prioritized to prevent any form of discrimination based on gender, race, ethnicity, country of origin, nationality, or cultural background.

Talent Recruitment

Ideal Employee Profile at Dongwon Metal

Dongwon Metal defines its core talent as individuals who demonstrate responsibility and sincerity while practicing challenge and collaboration. To become a global company, the organization actively secures outstanding talent from various fields.

Recruitment Status

As of 2024, Dongwon Metal has a total of 2,373 employees and hired 1,096 new employees in 2024. The company continues to expand its recruitment efforts to support growth and enhance competitiveness as a global enterprise.

Ideal Employee Profile at Dongwon Metal

Responsible
A person with a strong sense of responsibility and initiative

Communicative · Cooperative
A person who achieves the best results through cooperation based on trust and respect

Integrity
A passionate person who never settles and continuously pushes oneself to learn and improve with a clear vision and objective

Visionary
A visionary who ventures into the future, making the impossible possible with passion and spirit

Dongwon Metal's Staff Composition

Category			Unit	2022 Number of personnel	2022 Percentage	2023 Number of personnel	2023 Percentage	2024 Number of personnel	2024 Percentage
Total Employees	Overall		Persons	2,550	100%	2,471	100%	2,359	100%
	Male		Persons	1,905	75%	1,826	74%	1,762	75%
	Female		Persons	645	25%	645	26%	597	25%
Gender	Male	Permanent	Persons	1,705	67%	1,596	65%	1,515	64%
		Contracted	Persons	200	8%	230	9%	247	10%
	Female	Permanent	Persons	553	22%	537	22%	508	22%
		Contracted	Persons	92	4%	108	4%	89	4%
Region	In-country	Permanent	Persons	639	25%	631	26%	631	27%
		Contracted	Persons	4	0%	5	0%	4	0%
	Overseas	Permanent	Persons	1,619	63%	1,502	61%	1,392	59%
		Contracted	Persons	288	11%	333	13%	332	14%

Dongwon Metal's Recruitment Status

Category		Unit	2022 Number of personnel	2022 Percentage	2023 Number of personnel	2023 Percentage	2024 Number of personnel	2024 Percentage
Overall		Persons	1,085	100.0%	1,191	100%	1,096	100%
Gender	Male	Persons	721	66.5%	742	62.3%	682	62.2%
	Female	Persons	364	33.5%	449	37.7%	414	37.8%
Age	Under 30	Persons	521	48.0%	552	46.3%	553	50.5%
	30–50	Persons	499	46.0%	531	44.6%	486	44.3%
	50–70	Persons	63	5.8%	101	8.5%	57	5.2%
	Over 70	Persons	2	0.2%	7	0.6%	0	0%
Region	Domestic	Persons	32	2.9%	40	3.4%	36	3.3%
	Overseas	Persons	1,053	97.1%	1,151	96.6%	1,060	96.7%

Dongwon Metal's Turnover Status

Category		Unit	2022 Number of personnel	2022 Percentage	2023 Number of personnel	2023 Percentage	2024 Number of personnel	2024 Percentage
Overall		Persons	809	100%	1,015	100%	1,064	100%
Type	Voluntary	Persons	351	43.4%	394	38.8%	246	23.1%
	Involuntary	Persons	458	56.6%	621	61.2%	818	76.9%
Age	Under 30	Persons	398	49.2%	516	50.8%	541	50.8%
	30–50	Persons	318	39.3%	419	41.3%	476	44.7%
	Over 50	Persons	93	11.5%	122	12.0%	75	7.0%
Gender	Male	Persons	590	72.9%	762	75.1%	717	67.4%
	Female	Persons	219	27.1%	351	34.6%	382	35.9%
Region	Domestic	Persons	55	6.7%	43	4.2%	36	3.4%
	Overseas	Persons	754	93.3%	972	95.8%	1,028	96.6%

Human Resources

Human Resource Management

Fair and Transparent Talent Recruitment

Dongwon Metal defines key talents as positive and passionate individuals with a spirit of challenge and creativity. To realize its vision as a global company, it continues to make efforts to recruit outstanding talent across various fields.

Dongwon Metal's Recruitment Strategy

Local University Collaboration Recruitment
- Recruitment of master's and doctoral-level professionals

Internship-to-Full-Time Program
- Selection of practical talents with job expertise through internships

Participation in Job Fairs
- Promotion of the Dongwon Metal brand

Global Talent Acquisition
- Activation of headhunting

Diverse Talent Sourcing Channels

Dongwon Metal continues to discover qualified talents suitable for each role through various channels such as regular and irregular public recruitment, rolling recruitment, and job fair participation. A systematic talent pool is managed to flexibly respond to workforce demand.
In addition, business departments directly participate in all stages, from document screening to performance evaluation, ensuring accurate verification of applicants' practical capabilities and job expertise.

Dongwon Metal's Talent Sourcing Channels

Regular Recruitment	Conducted annually in the second half of the year
Irregular Recruitment	Conducted when needed
Rolling Recruitment	Priority contact based on applications registered in the talent database

Dongwon Metal's Recruitment Process

Step1	Application Submission₩	• Recruitment portal • University career centers • Regional job fairs
Step2	Document Screening	• Review of job expertise and experience
Step3	Interview	• 1st: Practical interview • 2nd: Executive interview
Step4	Medical Check	• Medical examination to determine suitability
Step5	Final Acceptance	• Negotiation of compensation and joining date

Human Resources

Human Resource Management

Diversity

Dongwon Metal considers a fair and equal HR system as a core value and prohibits all forms of discrimination based on race, age, religion, disability, or social status. Special hiring opportunities are provided for persons with disabilities and veterans, and legal frameworks are used to prevent discrimination so all employees can work happily and unleash their potential. The company is also committed to fostering a culture of inclusion and harmony.

Employee Diversity Status

Dongwon Metal employs a total of 2,373 people, among which 611 are women, accounting for 25.7% of the workforce. Managers make up 8.8% of total employees, and female managers account for 0.7%. Although the ratio of female managers remains low, it has been gradually increasing since 2021.
As of 2024, the employment rate of individuals with disabilities stands at 1.6%, and special recruitment programs for them are continuously in place.

Employee Diversity Status

Category		Unit	2022		2023		2024	
			Number of personnel	Percentage	Number of personnel	Percentage	Number of personnel	Percentage
Total Employees		Persons	2,550	100.0%	2,471	100.0%	2,359	100.0%
Female Employees	Total Female Employees	Persons	645	25.3%	645	26.1%	611	25.9%
Female Managers	Total Managers	Persons	203	8.0%	195	7.9%	195	8.3%
	Female Managers	Persons	15	0.6%	15	0.6%	17	0.7%
Employees with Disabilities	Employees with Disabilities	Persons	43	1.7%	40	1.6%	39	1.7%

*Managers refer to employees at or above the responsibility manager level.
**All ratios are based on the total number of employees.

Ratio of Base Salary: Women vs. Men

Category	Unit	2022	2023	2024
Ratio of Women's Base Salary to Men's	%	87.4	95.6	82.2

*Scope of report: All global sites excluding the Alabama site in the U.S.

Diversity Training Status

Category		Unit	2022	2023	2024
Workplace Disability Awareness Training	Completion Hours	Hours	1,059	1,064	1,045
	Number of persons who completed the training	Persons	1,123	1,129	1,617
Workplace Sexual Harassment Prevention Training	Completion Hours	Hours	1,159	1,164	1,072
	Number of persons who completed the training	Persons	1,746	1,682	1,887
Workplace Bullying Prevention Training	Completion Hours	Hours	1,158	1,172	1,071
	Number of persons who completed the training	Persons	1,180	1,214	1,555

International Women's Day Event at Dongwon Metal's Overseas Plant

Local Workforce Employment

Dongwon Metal actively promotes local hiring to contribute to job creation in local communities and to realize sustainable management. As of 2024, a total of 1,138 local employees have been hired, of which 4.2% are in senior-level positions such as team leaders or higher.

Local Workforce Status at Main Business Sites

Category	Unit	2022	2023	2024
Local Hiring	Persons	1,187	1,149	1,138
Senior Members Among Recruits	Persons	81	77	48
Ratio of Senior Members Among Local Recruits	%	6.8	6.7	4.2

Discrimination Incidents

To prevent discriminatory behavior, Dongwon Metal includes anti-discrimination clauses in its Human Rights Charter and internal guidelines, and has established procedures for addressing human rights violations. In May 2023, an internal whistleblowing channel and a dedicated human rights task force with a formal handling process were introduced. Starting in 2024, the grievance counseling office operation plan is being enhanced to further prevent discrimination.

Discrimination Response Status

Company	Date	Main Issue	2024
Dongwon Metal, Canoas Establishment	2022.07.07	Sexual harassment by a superior against an employee	2022.07.07 Reported to labor union 2022.08.02 Internal education on violence against women (External lecturer invited) 2022.08.03 Installation of grievance box 2022.08.15 Perpetrator dismissed

Discrimination Incident Count

Category		Unit	2022	2023	2024
Number of discrimination cases occurred during the reporting period	Domestic	Case	0	0	0
	Overseas	Case	1	0	0

Human Resources

Employee Development Framework

Dongwon Metal is continuously introducing changes to its work methods and systems to achieve sustainable growth in the rapidly changing business environment. It operates a systematic HR and development system that enables all employees to fully demonstrate their expertise.

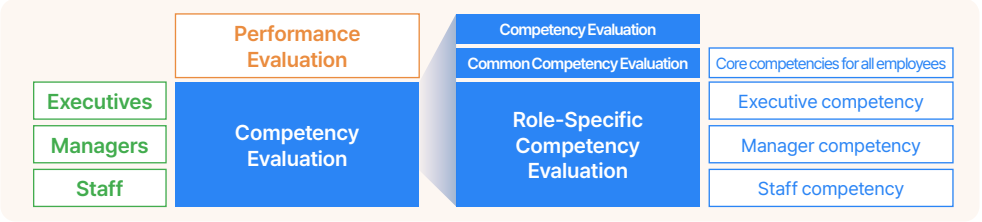
Performance Evaluation

Dongwon Metal fairly evaluates employees based on performance, competency, and work attitude, and reflects the results in promotions, compensation, and special promotions. The company is continuously working to establish clear evaluation criteria and procedures to support employee development.

Performance Evaluation System

All employees set Key Performance Indicators (KPIs) based on their individual core responsibilities and mutually agree on specific goals and achievement levels. Goals are flexibly adjusted when transferring departments or changing roles. Managers frequently evaluate short-term tasks to ensure timeliness and fairness of assessments.
Performance evaluations comprehensively measure both quantitative achievements and qualitative contributions by combining performance and competency results. Key competencies are applied differently by job level to ensure fair and rational evaluations that go beyond seniority.

Performance Evaluation Process



Rank System

To establish a proactive and autonomous organizational culture, Dongwon Metal has expanded its promotion-by-selection system and introduced a simplified job level structure to foster a more horizontal work environment

Dongwon Metal's Rank System

General Manager	Assistant General Manager to General Manager
Senior Manager	Assistant Manager to Manager
Manager	Entry-level

Reward System

To boost employee morale and promote voluntary participation in organizational activities, Dongwon Metal operates various reward systems that aim to motivate outstanding talent and invigorate the organization.

Current Reward System

- Long-term Service Award
- Exemplary Employee Award
- Safety Exemplary Employee Award
- 3J5S Department/Individual Awards
- Commendation Award

Regular Performance Evaluation Status

Category		Unit	2022	2023	2024
Number of Employees Subject to Evaluation	Male	Persons	927	953	832
	Female	Persons	409	423	431
Number of Employees Evaluated	Male	Persons	924	950	832
	Female	Persons	409	423	406
Evaluation Rate	Male	%	99.7	99.7	100
		%	100	100	94.2

Suggested Commendation Awards Status

Category	Unit	2022	2023	2024
Category	Case	109	128	155
Number of Commendations	KRW 1,000	14,233	17,195	17,246

*Scope of report: 1) Number of commendations: Headquarters·Gyeongsan Plant, Asan Plant, Dongwon Pipe, Piracicaba
2) Commendation amount: Headquarters·Gyeongsan Plant, Asan Plant, Dongwon Pipe

Human Resources

Employee Development Framework

Dongwon Metal continuously adapts its working methods and systems to achieve sustainable growth amid a rapidly changing business environment. The company also operates a structured human resources and development system that enables all employees to fully demonstrate their individual expertise.

Fostering Employee Development

Personalized Training for Each Position

Dongwon Metal has developed a customized training curriculum by job position (executives, managers, and staff) to ensure each employee receives the optimal training required for job performance and personal development.

Dongwon Metal's Position-Based Training Completion Requirements

Category	Leadership Training	Leadership Training	Self Improvement Training
Executives	1 course	-	-
Managers	1 course	1 course	-
Staff	-	1 course	1 course

Dongwon Metal Training Status

Category			Unit	2022	2023	2024
Training Hours	Total Training Hours		Hours	17,847	17,294	16,482
	Avg. per Employee	Total	Hours	7.0	7.0	7.0
	Total Training Cost		KRW 1,000	32,110	46,537	70,705
Training Cost	Avg. Training Cost per Employee		KRW 1,000	12.6	18.8	30.0

In addition, the mandatory training for executives and team leaders includes leadership, HR management, and cost/finance modules. Training for team members is designed based on competency assessments to identify areas for improvement and is implemented through an annual training plan. Onboarding courses for new hires and preparatory courses for expatriates are also offered. Dongwon Metal conducts annual employee satisfaction surveys to assess training needs and feedback, using the results to improve next year's training programs.

Mandatory Training by Position

Category	Course Information	Course Outline
Executives	Leadership Development Training	• Title: Improving Executives' Competencies • Objectives: To enhance executives' leadership and competencies
	Human Resource Development Training	• [HR Insight] Agile - Design the Best Team! • Objectives: To enhance team agility and creativity by balancing agile and traditional project management
	Financial Knowledge Training	• Title: Financial Statement Analysis and Management Diagnosis • Objectives: To learn financial statement analysis and management diagnosis
Managers	Leadership Development Training	• Title: Competency Development for Manager • Objectives: To develop competency as a manager
	Human Resource Development Training	• Title: Coaching • Objectives: To inspire and motivate team members to enact positive behavioral changes
	Cost Accounting Training	• Title: Cost Calculation and Price Determination - Cost Accounting • Objectives: Based on the principles of cost accounting, understanding of cost elements, analysis, and concepts of price determination
Staff	Job Training	• Enhancing one's knowledge and skills about his/her job
	Self-Development Training	• Foreign languages and business manners, business strategy education
	Onboarding Training for New Employees	• Strengthening the core competencies required for new hires
	Expatriate Training	• Understanding what an expatriate is and its necessary competencies

Human Resources

Organizational Culture and Work-Life Balance

Dongwon Metal continues to promote organizational culture innovation activities under the management's belief that 'employee satisfaction and happiness are the greatest competitive advantages for providing excellent products and services and achieving sustainable growth.' Through the establishment of strategic frameworks for improving the work environment and the enactment of motivation guidelines, the company presents a clear vision to its members and supports them in demonstrating their capabilities in a more creative and autonomous work environment. Additionally, by developing and operating various organizational culture programs, Dongwon Metal is taking the lead in creating a 'great place to work.'

Strategic Framework for Improving the Work Environment

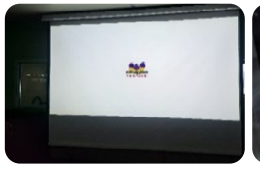
Dongwon Metal establishes and implements strategic frameworks for improving the work environment based on annual employee satisfaction surveys and suggestions from members. These efforts aim to create an enjoyable and highly engaging work environment while realizing the company's vision and values together with its employees.

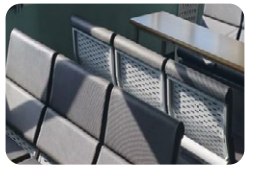
Strategic Framework for Improving the Work Environment in 2024

Improvement Direction	Work environment supporting talent development, policy improvement, change in mindset/behavior

Strengthen Collaboration / Create Synergy	Desirable Workplace	Improve External-Oriented Mindset	Improve Productivity and Engagement
- Eliminate silos between business units - Encourage interaction and collaboration between business units - Foster collaboration and synergy	- Recruit outstanding employees - Enhance competitiveness - Provide elements that make employees want to continue working at the company	- Increase sensitivity to customers - Strengthen capabilities to win in competition and dominate the market - Build relationships with stakeholders	- Enable efficient and productive work anytime, anywhere - Work smart and achieve greater results

Detailed Tasks	Spatial Changes	Policy and System Changes	Mindset and Behavior Changes
	• Improve aging facilities • Create workspaces suited to departmental characteristics • Enhance spatial efficiency	• Introduce flexible commuting system • Improve performance evaluation system • Establish a culture of flexible leave usage	• Promote interdepartmental/ team collaboration activities • Advance goal-setting and work management methods





Implementation Status of Strategic Tasks for Work Environment Improvement

Task Direction	Task Name	Implementation Status
Spatial Change	Improvement of aging facilities	• Replacement of old equipment (A/C units, LED lights, etc.) • Replacement of aging audio system and projector in auditorium • Improvement of rest areas in factory buildings
	Workspace tailored to department needs	• Main building office remodeling completed (Mar 2024) • Factory office remodeling completed (Nov 2024)
	Enhancing spatial efficiency	
Policy & System Change	Introduction of flexible commuting system	Pilot operation started (Jul 2024) Full implementation (Aug 2024)
	Performance evaluation improvement	Currently under progress
	Flexible leave usage culture	Lowered leave approval threshold, Designated days with no overtime
Mindset & Behavior Change	Promotion of team collaboration	Quarterly team dinners held to strengthen communication and cooperation
	Advancement of goal setting and work management	Currently under progress

Human Resources

3. Organizational Culture and Work-Life Balance

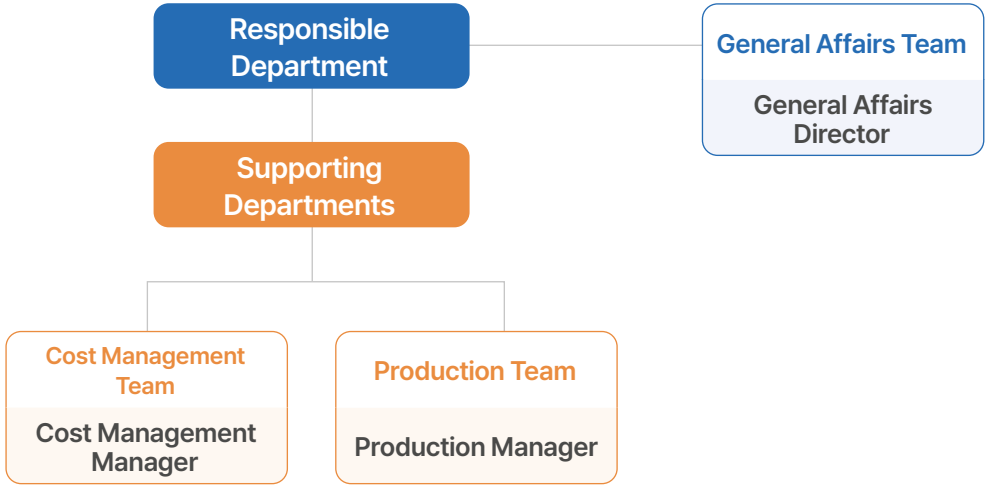
Motivation

In October 2004, Dongwon Metal enacted a motivation guideline to enhance employee happiness and welfare. This guideline clearly defines the operating standards and responsible departments for reward and motivation programs. The guideline is revised through a resolution process of the responsible team, based on employee satisfaction survey results and feedback collected throughout the year. It has been revised three times to date. Going forward, Dongwon Metal plans to continuously strengthen reward and welfare policies by reflecting on-site feedback, so that employees can enjoy a more satisfying working environment and lead balanced lives.

Revision History of the Motivation Guidelines

Date	Type	Reason for (Re)Enactment
2004.10.01	Enacted	Initial enactment
2013.10.28	Revised	Revision of motivation programs
2017.09.18	Revised	Revision due to establishment of Integrated Management System
2025.04.02	Revised	Change of responsible team name

Responsible Departments and Persons for the Motivation Guidelines



Major Activities of the Motivation Programs*

NO	Type	Program Name	Activity Description	Responsible Team
1	Reward	Long Service Award	Award upon long-term service	General Affairs Team
2	Reward	Exemplary Employee Award	Departmental recognition of exemplary staff	General Affairs Team
3	Reward	3J5S	Department and individual awards	Production Team
4	Reward	Safety Award	Safety model employee recognition	General Affairs Team
5	Reward	Proposal Award	Award for cost-saving proposals	Cost Management Team
6	Welfare	Medical Checkup	Comprehensive checkups for long-term service	General Affairs Team
7	Welfare	Sports Day	Hosting of athletic competitions	General Affairs Team
8	Welfare	Company Picnic	Hosting of company outings	General Affairs Team
9	Welfare	Shuttle Bus	Operation of commuter buses	General Affairs Team
10	Welfare	Staff Parking	Parking space provision	General Affairs Team
11	Welfare	Cafeteria	Operation of staff cafeteria	General Affairs Team
12	Welfare	Tuition Support	Financial aid for children's tuition	General Affairs Team
13	Welfare	Work Uniforms	Distribution of various uniforms	General Affairs Team
14	Welfare	Holiday Travel Allowance	Provided during Chuseok and New Year	General Affairs Team
15	Welfare	Birthday	Gift certificates for birthdays	General Affairs Team
16	Welfare	Family Event Leave/ Allowance	Leave and financial support for life events	General Affairs Team
17	Welfare	Club Support	Commuter bus for group activities	General Affairs Team
18	Welfare	Severance Bonus System	Bonus-based severance for long-term service	General Affairs Team
19	Welfare	Interim Severance	Interim severance payment	General Affairs Team
20	Welfare	Summer Vacation	5-day summer leave	General Affairs Team
21	Welfare	In-house Training	Support for training costs, etc.	General Affairs Team
22	Welfare	Lounge/Gym Facilities	Changing rooms, lockers, showers, equipment	General Affairs Team
23	Welfare	Holiday Gifts	Gifts for Chuseok and New Year	General Affairs Team
24	Welfare	Retirement Awards	Commendation for retiring employees	General Affairs Team

* Scope of Reporting: Headquarters and Gyeongsan Plant

Human Resources

Organizational Culture and Work-Life Balance

Employee Welfare

Status of Employee Welfare Program Operation

Category	Unit	2022	2023	2024
Anniversary Gifts	KRW 1,000	601,438	358,861	1,734,819
Birth Gifts	KRW 1,000	8,913	11,221	969
Housing Fund Loans	KRW 1,000	15,636	18,233	36,234
Serious Illness/Disability Support	KRW 1,000	50,389	69,370	80,628

* Commemorative Gifts: Holiday gifts, Labor Day gifts, anniversary gifts, long-service awards, birthday gifts, etc.

Employee Welfare Expenditure Status

Category	Unit	2022	2023	2024
Total Welfare Costs	KRW Million	11,244	13,057	14,212
Per Capita Cost	KRW Million	4.4	5.3	6.0

Maternity and Parental Working Hour Reduction Use Status

Category	Unit	2022	2023	2024
Users	Persons	4	7	6

* Scope: Headquarters and Gyeongsan Plant

Parental Leave Status

Category		Unit	2022	2023	2024
Male	Eligible Employees	Persons	645	637	524
	Leave Takers	Persons	107	111	15
	Returned Employees	Persons	106	110	15
Female	Eligible Employees	Persons	115	109	226
	Leave Takers	Persons	43	36	19
	Returned Employees	Persons	26	24	8

Maternity Protection Policies

Category	Policy	Description
Pregnancy	Reduced Working Hours During Pregnancy	- For applicants in the first 12 weeks or after 36 weeks of pregnancy - 2 hours/day reduction
Birth	Infertility Treatment Leave	- Up to 6 days/year (first 2 days paid)
	Miscarriage/ Stillbirth Leave	- 10 to 90 days based on pregnancy stage
	Maternity Leave	- 90 days total (100 days for premature birth, 120 for multiple births)
	Parental Leave	- For pregnant employees or those with children under 12 or in 6th grade or below - Up to 1 year (as per legal regulations)
Parenting	Reduced Working Hours for Childcare	- For employees with children under 12 or in 6th grade or below - 15–35 hours/week

* Other details follow local laws and regulations.

Human Resources

Organizational Culture and Work-Life Balance

Promotion of Organizational Culture

Dongwon Metal is operating various organizational development and activation programs to improve obstructive factors within the organization based on regular diagnostics of the organizational culture. Through direct employee experiences, we induce practical changes in the organizational culture and support members in effectively contributing to corporate performance.

Regular Outings, In-house Sports Competitions, Workshops, and Quarterly Team Dinners
To promote communication and strengthen teamwork among employees, Dongwon Metal conducts outings and in-house sports competitions at least once a year. As specified in the collective agreement, quarterly team dinners across departments are held to establish a culture of collaboration and enhance communication within the organization, thereby building intimacy and trust among employees.

Domestic Asan Plant Outing

Overseas Brazil Plant Workshop

Operation of Grievance Counseling Center

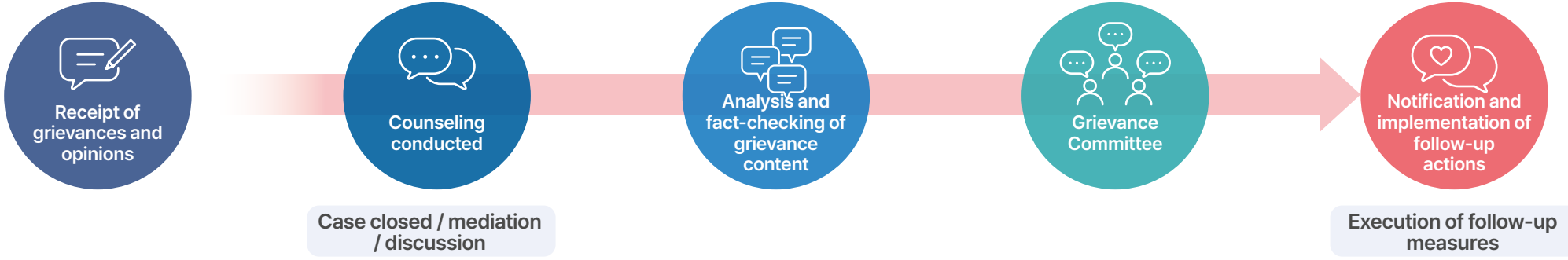
Dongwon Metal established a grievance counseling center in 1990 through labor-management consultations in accordance with relevant laws to resolve various employee grievances. The center provides consultations on human rights, HR systems, organizational culture, and general company life. When necessary, follow-up actions are taken through the Grievance Committee, composed of up to three members from the labor-management council. Confidential counseling spaces are set up in both labor and management offices. In 2024, a total of 29 grievances were filed and addressed across global business sites, and the counseling rooms at the headquarters and Gyeongsan Plant were remodeled to strengthen functionality. The company plans to restructure and enhance the operation of grievance handling further.

Grievance Handling Status

Category	2022	2023	2024
Number of grievance cases	60	64	29
Number of resolved suggestions	60	64	29

Grievance Counseling Room

Dongwon Metal Grievance Handling Process



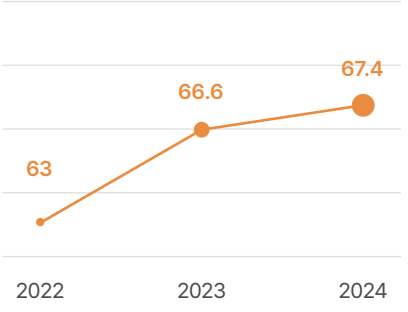
Human Resources

Organizational Culture and Work-Life Balance

Domestic Internal Customer Satisfaction

Since 2017, Dongwon Metal has conducted annual employee satisfaction surveys to enhance organizational engagement and improve the work environment. In 2024, a total of 165 employees from the headquarters and major business sites participated in the survey. The diagnosis covered six areas: job, workplace life, supervisor, HR policy, organizational culture, and welfare. The overall satisfaction score was 67.1%, marking a slight increase compared to the previous year, continuing the upward trend since 2021.
Based on category-specific analysis, Dongwon Metal plans to further improve employee-perceived satisfaction by diversifying communication channels, expanding leadership feedback systems, and reinforcing pre-surveys on welfare needs.

Employee Satisfaction Trend*



Category	2022	2023	2024
Job	69.2	72.6	73.0
Workplace Life	69.0	71.8	71.8
Supervisor	77.4	78.2	77.8
HR Policy	61.8	64.5	64.4
Compensation	47.2	51.4	53.8
Org. Culture	63.6	66.4	66.8
Welfare	53.6	61.6	62.0
Self-Dev.	62.4	66.4	69.6
Overall	63.0	66.6	67.4

- Scope: Domestic (HQ, Gyeongsan Plant, Asan Plant, Dongwon Pipe Co., Ltd.)
- Scale: 5-point Likert scale (5 = very satisfied, 1 = very dissatisfied), converted to 100-point scale

2024 Employee Satisfaction: Improvement Plans by Category

Category	Key Issue	Improvement Tasks
Job Workplace Life	Strengthen grievance channels	Listen to difficulties via town hall meetings; mutual communication through company vision sharing
Supervisor	High satisfaction levels	Strengthen leadership training for executives and managers
HR Policy	HR policy advancement	Link performance management with rewards; benchmark leading firms; review HR policy consulting
Compensation	Expand performance rewards	Review compensation positioning; assess overtime system
Org. Culture	Expand communication channels	Promote online surveys; collect employee feedback
Self-Dev.	Expand company support	Review education support; introduce mandatory role-based training
Welfare	Rising satisfaction with infra	Consider additional rest spaces

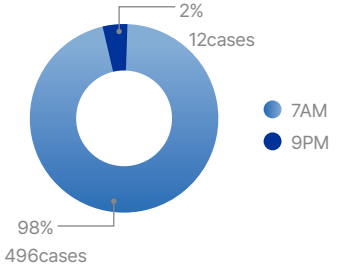
Introduction of Flexible Work Hours System

Dongwon Metal implemented a flexible work hours system in 2024 to support employees' work-life balance and increase work engagement, enabling employees to adjust work hours to fit their personal rhythms.
After the pilot program in 2024, the usage rate of the system increased by 55.3% from Q1 to Q2, reflecting both the actual demand and the effectiveness of the system in supporting work-life balance.
The company will continue to enhance flexibility in work styles to boost organizational engagement.

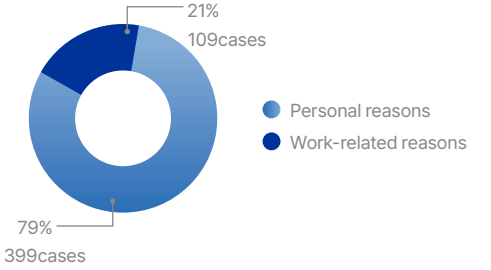
Flexible Work Hours System

Category	Type A	Type B
Regular Hours	07:00~16:00	09:00~18:00
Overtime	~17:00(1hr) ~18:00(2hr)	~19:00(1hr) ~20:00(2hr)
Application Reason	Personal or work-related reasons	

Flexible Work Hours Usage Status



By time



By reason

Human Resources

Organizational Culture and Work-Life Balance

Global Internal Customer Satisfaction

Dongwon Metal recognizes all global employees as key stakeholders and, starting from the first half of 2025, has conducted regular internal customer satisfaction surveys across all global business sites. The survey was conducted online based on a 5-point Likert scale (1: Very dissatisfied ~ 5: Very satisfied), and a total of 393 employees responded.
As a result, the overall average satisfaction score was 3.86. Among the sites, Canoas in Brazil recorded the highest score of 4.2, while Alabama in the United States showed a relatively lower satisfaction level of 3.66. Dongwon Metal plans to conduct comprehensive internal customer satisfaction surveys annually going forward. Based on the survey results, the company will continue efforts to improve organizational satisfaction and do its utmost to foster a working environment where employees can take pride in their work.

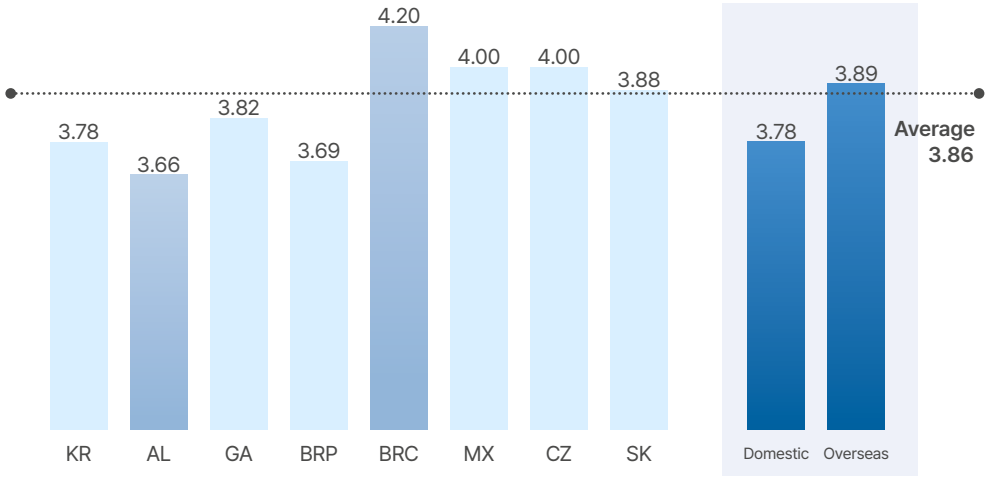
Global Internal Customer Net Promoter Score (NPS)

Dongwon Metal conducted a Net Promoter Score (NPS) survey in the first half of 2025 across all global business sites to improve internal customer experience.
This survey evaluated employees' willingness to recommend Dongwon Metal as a workplace on a scale from 0 (Not at all likely) to 10 (Extremely likely), providing an intuitive measure of employee satisfaction.
A total of 393 employees from global business sites participated in the 2025 survey. The result showed Dongwon Metal's internal customer NPS at +20.

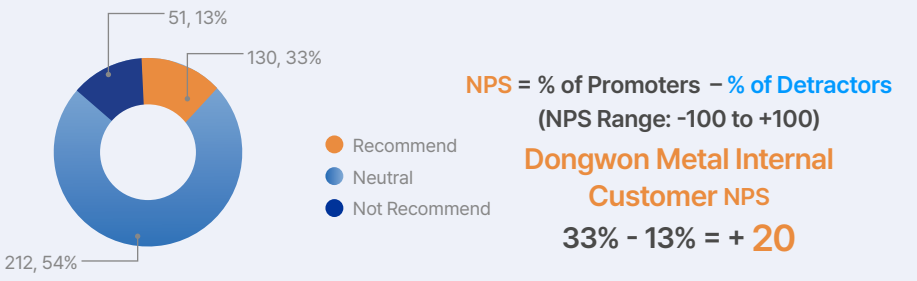
- Promoter group (9–10 points) : 33%
- Passive group (7–8 points) : 54%
- Detractor group (0–6 points) : 13%

By site, Canoas in Brazil recorded the highest score of +66, while Piracicaba in Brazil recorded -2, indicating room for improvement. Dongwon Metal will continue to regularly measure and manage NPS, actively listen to employee feedback, and drive improvement activities across major areas such as organizational culture, welfare, and communication to foster a working environment that enables shared growth with employees.

Global Internal Customer Overall Satisfaction Survey Results



Global Internal Customer Net Promoter Score (NPS) Survey Results



Human Resources

Healthy Labor-Management Relations

Employee Communication

Dongwon Metal has built a cooperative labor-management relationship based on mutual trust under the shared understanding that 'the company and employees are together.' To foster a corporate culture centered on mutual understanding and empathy, the company operates various communication channels.
Dongwon Metal practices transparent management grounded in trust through smooth communication and cooperation between the company and its employees.

Major Communication Activities in 2024

Communication Activities		Key Details
Negotiation and Consultation	Collective Bargaining	• Wage and collective agreement negotiations • Improvement of employee working environment
	Labor-Management Council	• Regular and ad-hoc labor-management meetings • Handling of grievances on environment/safety, improvement of employee welfare, productivity enhancement, etc.
	Employment Stability Committee	• Notification and consultation on business performance and plans by sector • Regular consultations on employment stability and production-related matters
Communication and Sharing	Labor-Management Communication	• Regular on-site meetings by union member level • Segmentation of communication channels between labor and management
	On-site Communication by Management	• On-site visits by management
	Information Sharing and Publicity	• Regular management briefings • Publication of internal newsletters
Organizational Culture Activation	Support for Club Activities	• Support and encouragement for in-house club activities
	Technical Training Support	• Provision of on-site training opportunities and information
	Joint Social Contribution Activities	• Joint labor-management participation in volunteer activities

Collective Bargaining

Dongwon Metal respects the three labor rights of workers and strictly adheres to relevant laws and collective agreements to maintain working conditions and protect the economic and social status of employees.
Accordingly, collective bargaining is held annually, and Dongwon Metal continues to strive for reasonable agenda proposals and constructive discussions to reach amicable agreements.

Application of Grievance Resolution Agenda
– Installation of Air Conditioners for Heatwave Preparation / Forklift Shipment

Human Resources

Healthy Labor-Management Relations

Operation of the Labor-Management Council

To enhance employee welfare through participation and cooperation and to foster sound corporate development, Dongwon Metal operates the Labor-Management Council on a quarterly basis, with a 100% coverage rate for applicable employees. Labor unions are established at each plant, where discussions are held based on site-specific characteristics. Going forward, Dongwon Metal will continue to establish a healthy labor-management culture grounded in collaborative relationships.

Labor-Management Council Agenda and Resolution Status

Category	Agenda Items	Resolutions
2024 4/4	4	4
2024 3/4	3	3
2024 2/4	4	4
2024 1/4	3	3
2023 4/4	5	5
2023 3/4	2	2
2023 2/4	3	3
2023 1/4	2	2
2022 4/4	3	3
2022 3/4	2	2
2022 2/4	1	1
2022 1/4	3	3

Dongwon Metal Labor-Management Council Agenda Items

2024	Q4	1. 2025 Summer Heat Countermeasures (2nd Floor Heat Insulation Construction)
		2. 2024 Q4 Departmental Dinners
		3. Use of Joint Labor-Management Fund (Retirement Ceremony)
		4. Team Leader Allowance Increase
	Q3	1. Substitution for Overlapping Holidays due to Temporary Holiday Declaration on Armed Forces Day (October 1)
		2. 2024 Autumn Company Outing
		3. 2024 Q3 Departmental Dinners
	Q2	1. Gift Certificates for 2024 Q2 Departmental Dinners
		2. Countermeasures for Heatwave
		3. Facility Improvements for Changing Rooms, Shower Rooms, Fitness Rooms
		4. Labor Union Office Facility Improvement
	Q1	1. Request and Execution of Interim Retirement Allowance Payment for Unpaid Balances
		2. Gift Certificates for 2024 Q1 Departmental Dinners
		3. Alternative Event for 2024 Spring Sports Day
2023	Q4	1. Gift Certificates for 2023 Q4 Departmental Dinners
		2. Execution of Collective Bargaining Agreement with Daegu Branch
		3. Use of Joint Fund for Retirement Ceremony
		4. Adjustment of Holidays in 2024 Work Calendar
		5. Relocation of Auditorium on 3rd Floor of Office Building
	Q3	1. Gift Certificates for 2023 Q3 Departmental Dinners
		2. 2023 Autumn Company Outing
	Q2	1. Designation of Holidays due to Expansion of Alternative Leave
		2. Revision of Scholarship Support Policy
		3. Gift Certificates for 2023 Q2 Departmental Dinners
	Q2	1. Promotion of Sports Day Event
		2. Gift Certificates for 2023 Q1 Departmental Dinners
2022	Q4	1. Matters Related to Retirement Ceremony
		2. Gift Certificates for 2022 Q4 Departmental Dinners
		3. Changes to Birthday Gift Certificates
	Q3	1. Departmental Dinners and Alternative Autumn Outing Event
		2. Holiday Adjustment
	Q2	1. Gift Certificates for 2022 Q2 Departmental Dinners
	Q1	1. Advance Payment of Gift Certificates for 2022 Q1 Departmental Dinners
		2. Spring Sports Day Event
		3. Holiday Adjustment

Human Rights Management

Human Rights Protection Management

To promote sustainable growth with various stakeholders, Dongwon Metal strives to establish a company-wide culture that respects their rights and values. A Human Rights Charter has been declared and implemented in accordance with international standards, and a Human Rights Guideline has been established to prevent and mitigate potential human rights violations during business operations. Based on this guideline, company-wide efforts are made to minimize human rights risks and practice responsible, human rights-focused management.

Human Rights Management System

Human rights management is implemented to respect the rights of all stakeholders, including employees, and prevent related risks. A human rights management roadmap has been established, and tasks are being executed step-by-step according to a detailed action plan.

Human Rights Management Roadmap

Introduction Stage (2023–2024)

- Declaration of Human Rights Charter
- Establishment of Human Rights Guideline
- Establishment of internal human rights management system

Development Stage (2025–2026)

- Advancement of human rights policies
- Implementation of human rights impact assessment
- Reinforcement of awareness programs
- Expansion of employee human rights training

Stabilization Stage (2027-)

- Incorporation of feedback and continuous improvement
- Support for human rights training of suppliers
- Advancement of human rights risk management system

Starting with the declaration of the Human Rights Charter and the establishment of the Human Rights Guideline in 2023, the internal management system was established in 2024. 2025 is defined as a leap year for human rights management, during which policies will be advanced, human rights impact assessments will be conducted, and awareness activities for employees will be strengthened. From 2026 onward, efforts will be made to stabilize and internalize human rights management across all sites.
All related activities and outcomes will be transparently disclosed through the Sustainability Report.

Implementation of Human Rights Charter

The Human Rights Charter has been established in accordance with international standards such as the Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights (UNGPs), and ILO core conventions.
The Charter applies to all domestic and international executives, employees (including non-regular workers), and related stakeholders across Dongwon Metal and its affiliates. It reflects global initiatives and stakeholder interests.

Dongwon Metal Human Rights Charter Key Principles

- Article 1. Respect for human rights
- Article 2. Prohibition of discrimination
- Article 3. Prohibition of forced and child labor
- Article 4. Compliance with labor laws and freedom of association and collective bargaining
- Article 5. Health and safety
- Article 6. Responsible supply chain management
- Article 7. Protection of stakeholder information
- Article 8. Guarantee of environmental rights
- Article 9. Human rights of local communities and indigenous peoples

Dongwon Metal Human Rights Risk Management Process

	Phase	Key Action
STEP 1.	Human Rights Impact Assessment	Identification of risks and impact through data research
STEP 2.	Identification of Influence	Verification of key human rights risks with stakeholders
STEP 3.	Goal Setting	Analysis of assessment results Development of mitigation plans for high-risk sites
STEP 4.	Grievance Handling	Execution of risk mitigation activities based on improvement goals
STEP 5.	Monitoring	Result Monitoring Ongoing monitoring of outcomes via stakeholder communication channels
STEP 6.	Public Disclosure	Disclosure of human rights management status

Human Rights Management

Human Rights Impact Assessment

Dongwon Metal conducts an annual self-assessment survey on human rights impact for all members of its global business sites. This survey utilizes a checklist independently developed based on internal human rights management indicators and international standards (such as UNGPs and OECD Guidelines), with the aim of regularly evaluating employee awareness of human rights and identifying any potential risks of human rights violations within the organization. According to the 2024 human rights impact assessment results, the overall risk of workplace human rights violations was assessed to be low, with most items receiving positive responses.

Dongwon Metal defines vulnerable groups based on global guidelines and pays particular attention to protecting them.

Overview of Dongwon Metal's Human Rights Impact Assessment

Category	Regular Assessment	Ad-hoc Assessment
Timing	Once a year	Upon occurrence of key risk factors
Conducted by	Dongwon Metal Co., Ltd. Planning Team, General Affairs Team	
Self-Assessment	• Online self-assessment conducted for all employees based on a checklist • Checklist composed of 20–30 items, developed and updated regularly	
On-site Inspection	• On-site inspection and one-on-one interviews related to key risk factors • Site inspections of key partner companies	
Vulnerable Groups (based on ILO guidelines)	① Female workers ② Child/adolescent workers ③ Refugees ④ Ethnic minorities ⑤ Indigenous peoples/immigrants ⑥ Workers with disabilities	

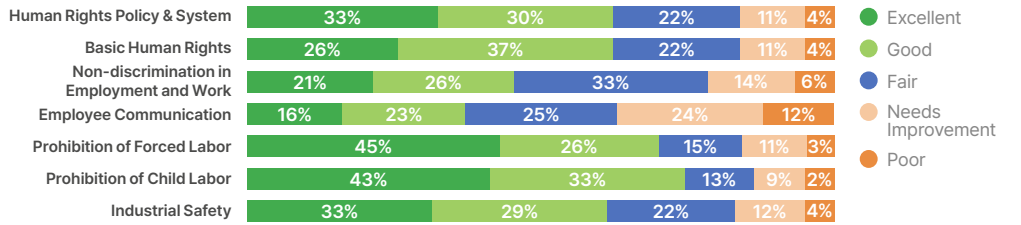
Key Issues Identified in Dongwon Metal's Human Rights Impact Assessment

Human Rights Policy & System	The company has appropriate policies and programs to enhance employee rights. There are remedy/support programs available for those in need of assistance with human rights issues.
Employees' Basic Human Rights	Employees refrain from verbal abuse, physical assault, personal attacks, or any coercive behavior toward one another. Employees are not subject to unjust treatment, verbal abuse, physical assault, or personal attacks from customers or stakeholders. Employees do not engage in unjust treatment or verbal abuse toward partner company employees or stakeholders. Employees refrain from any conduct that could cause sexual discomfort or be misinterpreted as such.
Non-discrimination in Employment and Work	No discrimination based on gender, religion, disability, age, social status, region of origin, or educational background in employment or work. Non-regular workers are not treated unfairly compared to regular employees. Foreign workers are not subject to discriminatory treatment.
Employee Communication	Various communication channels are in place to enhance employee rights and improve the working environment.
Prohibition of Forced Labor	All forms of forced labor are prohibited. The company strives to ensure all employees' working hours are respected. Appropriate measures are taken to prevent forced labor across subsidiaries and partner companies.
Prohibition of Child Labor	No employment of minors under the age of 15. For minors under 18, no assignment to tasks harmful to health, safety, or moral integrity.
Industrial Safety	The workplace is consistently maintained with safe and hygienic facilities. Employees are provided with essential protective gear and sufficient safety training. Regular health checkups are provided to protect and maintain employee health. Adequate support programs are in place for employees injured or suffering from work-related illness.

Dongwon Metal Human Rights Impact Assessment Results

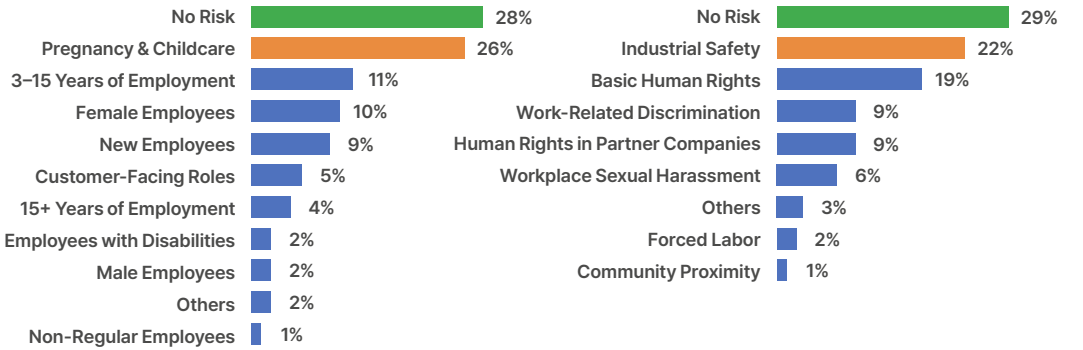
An online self-assessment survey was conducted across all 10 global sites, with a total of 864 participants. The overall results were favorable; however, areas for improvement were identified in employee communication and non-discrimination in employment and work execution.

Headquarters / Gyeongsan	Asan	Dongwon Pipe	Alabama	Georgia	Piracicaba	Canoas	Mexico	Czech Republic	Slovakia	Number of sites	Site coverage rate	Participants
O	O	O	O	O	O	O	O	O	O	10	100%	864 (Domestic: 266 / Overseas: 598)



While most responses indicated that there were 'no issues' with potential human rights vulnerabilities at Dongwon Metal, additional attention and improvement were deemed necessary regarding risks related to pregnancy and childcare, as well as industrial safety.

Dongwon Metal Potential Human Rights Vulnerability Risks



Human Rights Management

Human Rights Risks Management

Identification of Human Rights Risk Impact

Based on the results of the human rights impact assessment, Dongwon Metal systematically identifies and manages potential human rights risks. The key issues derived from major international guidelines (UNGPs, ILO Core Conventions, OECD Guidelines for Multinational Enterprises) include: '1) Working condition 2) Discrimination during work processes 3) Discrimination in hiring practices 4) Respect for freedom of association and collective bargaining 5) Prohibition of forced labor 6) Ensuring occupational safety and health 7) Human rights impacts in the supply chain 8) Potential human rights violations due to environmental impacts.'
Dongwon Metal preemptively identifies and mitigates these risks through regular assessments and follow-up procedures.

Dongwon Metal's Human Rights Risk Impact Identification

Risk Category Criteria

(1, 3)	(2, 3)	(3, 3)
(1, 2)	(2, 2)	(3, 2)
(1, 1)	(2, 1)	(3, 1)

Severity of risk ↑

Frequency of occurrence →

Risk levels are evaluated based on: "Frequency of Occurrence" × "Severity of Risk"

High Risk
Human rights threats significantly affecting worksites or stakeholders (most stakeholders are affected). The company is in serious conflict with vulnerable groups, and immediate remedy is difficult through on-site measures.

Medium Risk
Human rights violations affecting stakeholders caused by work processes or value chains (1st or 2nd tier).

Low Risk
Minor or potential human rights concerns raised by individuals or external groups.

Risk Severity	① Minor Risk ② Considerable Risk ③ Severe Risk
Frequency of Occurrence	① Rare (fewer than 2 times per year) ② Moderate (fewer than 6 times per year) ③ Frequent (fewer than 10 times per year)

Low Risk

- Potential or minor human rights violations raised by internal or external individuals or groups

Medium Risk

- Human rights violations affecting stakeholders caused by internal operations or the value chain, with impacts on stakeholders in the area of operation (or primary/secondary value chain)

High Risk

- On-site or stakeholder human rights risks (affecting the majority of stakeholders in the value chain)
- Serious human rights conflicts with vulnerable groups where immediate remediation through on-site action is difficult

Human Rights Management

Human Rights Risks Management

Human Rights Education

To realize human rights management, Dongwon Metal provides human rights training to all employees at its business sites and continues to promote a culture of respect for human rights. Currently, all sites conduct regular annual training on disability awareness and sexual harassment prevention, along with additional human rights education programs per site. Going forward, the company plans to expand training to include general human rights, multiculturalism, and women's rights to ensure all employees internalize the importance of human rights and the values of human rights management.

Human Rights Training Completion Status

2022	2023	2024
100%	100%	100%

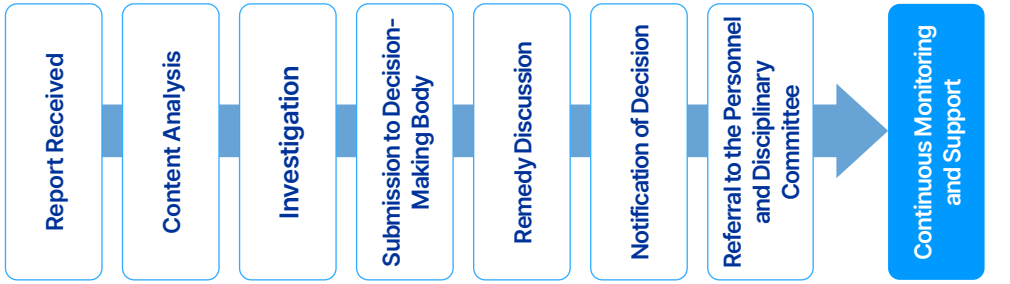
Date	Training Name
July 26, 2024	Sexual Harassment Prevention Training
July 25, 2024	Disability Awareness Training
June 5, 2024	Ethical & Human Rights Management Training
July 24, 2023	Disability Awareness Training
July 24, 2023	Sexual Harassment Prevention Training
Dec 29, 2022	Disability Awareness Training
Dec 29, 2022	Sexual Harassment Prevention Training

Handling Human Rights Violations

Dongwon Metal systematically manages the prevention of human rights violations through dedicated departments and internal regulations. Employees can report human rights violations through whistleblower procedures or the internal grievance system. Reported cases are fairly handled by a department under the direct supervision of the CEO, and the whistleblower's identity is protected in strict accordance with the 'Whistleblower Protection Guidelines' and 'Human Rights Guidelines.' The company plans to continuously enhance relevant standards to strengthen the protection of human rights.

Organization Responsible for Human Rights Violation Cases

Human Rights Violation Handling Process



Human Rights Impact Assessment

To identify and prevent actual and potential human rights risks that may arise from business activities, Dongwon Metal's Human Rights Guidelines stipulate that a human rights impact assessment be conducted annually. Since establishing its internal management system, the company has been conducting this self-assessment annually starting in 2024.

Health and Safety

Workplace Safety Management

Dongwon Metal strives to create a safe and healthy workplace in cooperation with stakeholders. This goal is reflected in the company's activities, products, and services. Dongwon Metal will continue to prioritize the safety and health of all employees and partner staff and will enhance its occupational health and safety policies to fulfill its responsibilities as a responsible member of society.

Occupational Health and Safety System and Organization

Dongwon Metal has established an Industrial Safety and Health Committee that meets quarterly to discuss safety-related issues such as accident status, amendments to health and safety regulations, and employee health promotion. The committee includes executives, safety managers, and labor union representatives, working together toward a safe workplace. The company sets annual health and safety goals, thoroughly analyzes accident causes, and conducts rigorous training to prevent recurrence. To support this, a practical task organization, the General Affairs and Safety Team, is in place. This team oversees all safety, health, and industrial accident-related matters and serves as the foundation of the company's sustainable management efforts. In addition, a dedicated Environmental Safety Team monitors compliance with the Serious Accidents Punishment Act.

Dongwon Metal Occupational Health and Safety Promotion Organization

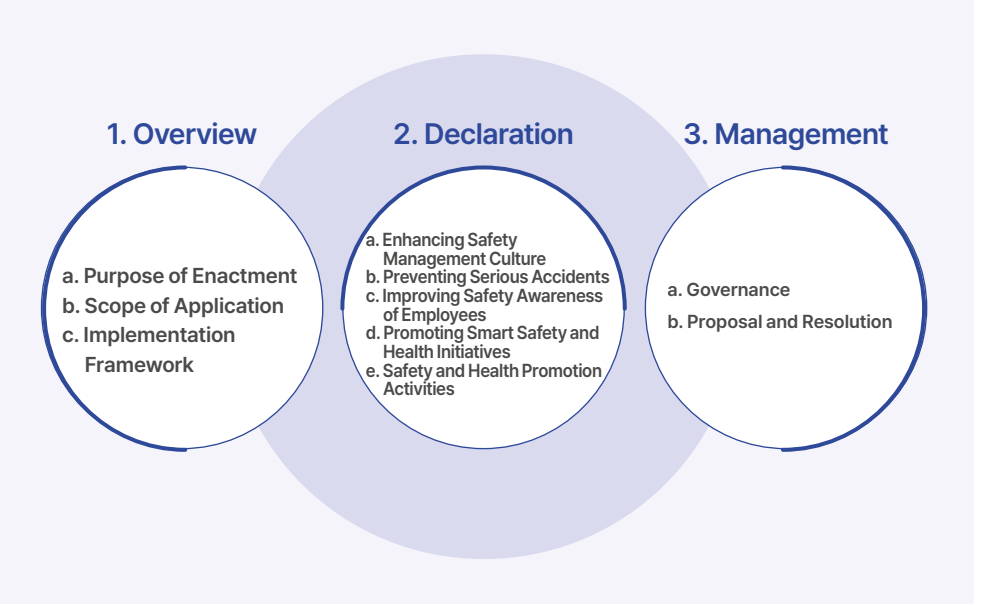
2024 Industrial Safety and Health Committee Meeting Records

Date	Meeting Name	Main Agenda
2024. 03. 25	Q1 Committee Meeting	Changes to safety bulletin boards
2024. 06. 26	Q2 Committee Meeting	Implementation of general/special health exams
2024. 09. 20	Q3 Committee Meeting	Influenza vaccination
2024. 12. 26	Q4 Committee Meeting	Approval of 2025 safety and health management plan

Occupational Health and Safety Policy

In 2024, Dongwon Metal enacted an occupational health and safety policy to prevent accidents and ensure a safe and healthy working environment across its supply chain, workplaces, distribution, and sales channels. The policy is based on domestic and international laws and regulations, management standards (such as ISO 45001), the company's internal health and safety principles, and strategic objectives. This policy applies to all domestic and international business sites and is recommended to all stakeholders, including suppliers, partners, and distribution networks. Dongwon Metal jointly promotes safety inspections, internalizing safety culture, and introducing new safety technologies. The company continues to pursue improvements in environment, health, and safety across various aspects of business operations.

Dongwon Metal Occupational Health and Safety Management Policy Framework



Health and Safety

Workplace Safety Management

Dongwon Metal Safety and Health Goals

Zero Serious Accidents
Zero Nonconformities from ISO 45001 Audits
Zero Safety and Industrial Accidents

Occupational Health and Safety Management System

Integrated Health and Safety Management System

Dongwon Metal operates an integrated management system based on the ISO 45001 international standard, sharing a variety of policies, processes, procedures, and work guidelines company-wide. Employees are guided to understand and comply with these standards. Taking into account applicable laws and regulations, market conditions, and industry characteristics, each business site is encouraged to obtain international certification for its occupational health and safety management system and to establish its own internal system.

Occupational Health and Safety Management System Certification Status

Region	Site	Certification	Validity Period
Korea	Gyeongsan	ISO 45001	2022-12-16 ~ 2025-12-15
	Jinryang	ISO 45001	2022-12-16 ~ 2025-12-15
	Asan	ISO 45001	2022-12-16 ~ 2025-12-15
	Dongwon Pipe Co., Ltd.	ISO 45001	Certification planned in 2026
USA	Alabama	ISO 45001	2022-12-20 ~ 2025-10-28
	Georgia	ISO 45001	2024-11-05 ~ 2027-11-04
Brazil	Piracicaba	ISO 45001	Certification expected by July 2025
	Canoas	ISO 45001	Certification expected by October 2025
Mexico	Mexico	ISO 45001	Certification expected by November 2025
Europe	Czech Republic	ISO 45001	2022-11-14 ~ 2025-11-13
	Slovakia	ISO 45001	2023-05-31 ~ 2026-06-12

Health and Safety Activities

Occupational Health and Safety Training

To promote an advanced safety culture, Dongwon Metal provides 6 hours of occupational safety and health training per quarter, totaling 24 hours annually. With the expansion of facilities, audiovisual training equipment has been installed and actively utilized. In addition to internal training, the company invites external lecturers quarterly to offer high-quality sessions. Beyond mandatory safety education, Dongwon Metal designs an annual safety training curriculum reflecting social trends and generational needs. Employee feedback is incorporated through continuous training needs assessments. Managers and above not only take part in safety education themselves but are also supported with specialized training on safety regulations, systems, digital safety tools, risk detection, and mitigation strategies, thereby strengthening employees' capacity for safety and health management.

Occupational Safety Training for Employees

Unit	2022	2023	2024
Hours	24,791	23,655	25,926
Persons	1,273	1,389	1,457

* Reporting Scope: All global business sites. Completion rate for domestic sites: 100%

Musculoskeletal Disorder Prevention Training

Safety Training

Health and Safety

Workplace Safety Activities

Strengthening Joint Labor-Management Safety Inspections

Dongwon Metal conducts company-wide safety inspections to identify and resolve potential on-site hazards. These inspections involve executives and employees from all departments, including production, maintenance, support, and safety, at every site.
When hazards are discovered, employees propose improvement plans based on field feedback and monitor the implementation results. Through this system, the company strengthens its prevention and response mechanisms against various workplace accidents and fosters a safety-first mindset, encouraging mutual responsibility among employees as part of a unified safety community.

Dongwon Metal Regular Safety Inspection Site

Safety Inspection Activity Overview

Category	Number of Inspections
2022년	12 times
2023년	12 times
2024년	12 times

Regular Safety Meetings with Partner Companies

Dongwon Metal hosts regular safety meetings with in-house contractors and partner firms to ensure the safety and address concerns of both its own and partner employees.

2024 Partner Company Safety Meeting Records

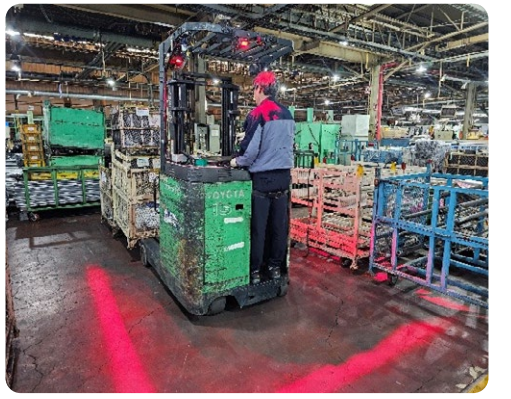
Date	Meeting Name	Main Agenda
2024. 03. 13	Face-to-face Contractors Council	Review of Serious Accidents Punishment Act compliance
2024. 06. 12	Face-to-face Contractors Council	Heat-related illnesses and personal health precautions
2024. 09. 12	Face-to-face Contractors Council	Sharing Hyundai-Kia Tier-1 Safety Inspection Results
2024. 12. 11	Face-to-face Contractors Council	Winter season fire prevention awareness

Creating a Safe Working Environment

To prevent accidents, Dongwon Metal prioritizes safety by establishing and enforcing work standards and safety guidelines for high-risk operations. Safety rules are posted in each work area to enable ongoing awareness and proactive accident prevention.
Facilities undergo continuous inspections and improvements. Access to hazardous areas is restricted to legally designated personnel. Workspaces and walkways are clearly separated, and lighting has been enhanced to ensure appropriate brightness. To prevent frequent forklift-related accidents in the industry, Dongwon Metal has installed protective devices such as forklift light beams to reduce serious incident risks.

Dongwon Metal Safety Rules

Forklift Light Beam



During extreme weather (heat/cold), the company mandates the installation of rest areas. For heatwaves, ice makers and cooling units are installed to alleviate fatigue and reduce risks of heat-related incidents. Given the high-noise processes involved in its operations, Dongwon Metal provides earmuffs to affected workers and implements a hearing conservation program that includes regular assessments to prevent noise-induced hearing loss.
Upholding the management's principle of 'No compromise on employee safety,' Dongwon Metal continues to invest heavily in safety every year to achieve zero workplace accidents.

Investment in Health and Safety

Category	Unit	2022	2023	2024
Investment	KRW 1,000	482,828	448,628	513,968

Health and Safety

Workplace Safety Activities

Incident Status

Site Name	Category	Unit	2022	2023	2024
All	Industrial Accident Cases	Case	76	45	90
	Number of Employees	Persons	2,553	2,474	2,359
	Accident Rate	%	2.98	1.82	3.82

Domestic Sites	Category	Unit	2022	2023	2024
Gyeongsan Plant	Industrial Accident Cases	Case	2	4	1
	Number of Employees	Persons	371	337	327
	Accident Rate	%	0.54	1.19	0.31
Asan Plant	Industrial Accident Cases	Case	20	11	12
	Number of Employees	Persons	209	205	204
	Accident Rate	%	9.57	5.37	5.88
Dongwon Pipe Co., Ltd.	Industrial Accident Cases	Case	1	-	1
	Number of Employees	Persons	63	59	56
	Accident Rate	%	1.59	0.00	1.79

Overseas Sites	Category	Unit	2022	2023	2024
USA - Alabama	Industrial Accident Cases	Case	32	5	7
	Number of Employees	Persons	182	186	180
	Accident Rate	%	17.58	2.69	3.89
USA - Georgia	Industrial Accident Cases	Case	-	-	7
	Number of Employees	Persons	230	223	240
	Accident Rate	%	0.00	0.00	2.92
Brazil - Piracicaba	Industrial Accident Cases	Case	-	-	37
	Number of Employees	Persons	431	393	321
	Accident Rate	%	0.00	0.00	11.53
Brazil - Canoas	Industrial Accident Cases	Case	7	11	4
	Number of Employees	Persons	224	179	150
	Accident Rate	%	3.13	6.15	2.67
Mexico	Industrial Accident Cases	Case	11	12	19
	Number of Employees	Persons	235	237	231
	Accident Rate	%	4.68	5.06	8.23
Czech Republic	Industrial Accident Cases	Case	3	2	2
	Number of Employees	Persons	409	418	409
	Accident Rate	%	0.73	0.48	0.49
Slovakia	Industrial Accident Cases	Case	-	-	-
	Number of Employees	Persons	199	202	207
	Accident Rate	%	0.00	0.00	0.00

* Reporting Scope: All global business sites

2024 Industrial Accident Action Status

Accident No.	Date	Site	Type	Accident Name	Cause of Accident	Recurrence Prevention Measures
2024-1	2024.02.28	Asan Plant	Illness	Right rotator cuff tear	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-2	2024.03.27	Asan Plant	Illness	Right rotator cuff tear	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-3	2024.05.14	Asan Plant	Accident	Right third finger fracture	While lifting a bumper during bumper process, fingers were caught between the product and the rack	Company-wide accident case sharing and preventive training
2024-4	2024.05.30	Asan Plant	Illness	Left rotator cuff tear	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-5	2024.06.20	Asan Plant	Accident	Right knee muscle and tendon injury	While stepping back to avoid oncoming forklift, tripped on a box and struck back of the knee	Company-wide accident case sharing and preventive trainingAdditional forklift buzzer installation (constant voice alert during operation)
2024-6	2024.08.31	Asan Plant	Accident	Left second toe fracture	While shaking off wet slippers in the locker room, hit toe against the wall	Company-wide accident case sharing and preventive trainingAttach impact-absorbing material (rubber, sponge, etc.) to hazardous contact points
2024-7	2024.10.15	Asan Plant	Illness	Cervical disc disorder	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-8	2024.10.15	Asan Plant	Illness	Carpal tunnel syndrome	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-9	2024.11.13	Asan Plant	Accident	Lumbar disc sprain and strain	Back pain while lifting a box using the back	Company-wide accident case sharing and preventive training Training on proper posture when handling heavy loads
2024-10	2024.11.19	Asan Plant	Accident	Lumbar disc sprain and strain	Back pain while lifting a single item with a bent back	Company-wide accident case sharing and preventive training Training on proper posture when handling heavy loads
2024-11	2024.12.09	Asan Plant	Illness	Trigger finger syndrome	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation
2024-12	2024.12.23	Asan Plant	Accident	Adductor muscle and tendon damage	Tripped on a wire connected to a hydraulic switch, fell and struck the thigh on a product rack corner	Company-wide accident case sharing and preventive training Check and improve wire conditions across processes, Attach impact-absorbing material (rubber) to edges
2024-13	2024. 07. 23	HQ & Gyeongsan Plant	Illness	Medial/lateral epicondylitis in both elbows	Prolonged repetitive work	Musculoskeletal prevention guideline training, use of in-house health center for those with symptoms, periodic job rotation

Health and Safety

Workplace Safety Activities

Operation and Support of Medical Facilities

Dongwon Metal operates a variety of health promotion programs to maintain the physical and mental health of its employees. Currently, programs include the prevention of musculoskeletal disorders, a hearing conservation program, general/special medical checkups, and comprehensive health screenings for long-serving employees. The company recently remodeled its health management room, purchasing state-of-the-art equipment and improving the treatment environment, continuously striving to enhance employee well-being. Moving forward, Dongwon Metal plans to develop health promotion programs that reflect employee feedback and expand the scope of their application.

Status of Health Promotion Programs

General/Special Medical Checkups

Musculoskeletal Hazard Factor Investigation

Comprehensive Health Screening

Hearing Conservation Program

Physical Therapy Equipment

Paraffin Therapy

InBody Measurement

사업장 보관용
보존기간 : 5년

건강을 충전하여 활력있는 미래를 지키겠습니다.
대한산업보건협회는 365일 언제나 함께 합니다.

근골격계 부담작업
유해요인조사 결과 보고서

동원금속(주)

조 사 번 호 2022-16-A92383-1
조 사 기 간 2022년 07월 18일 ~ 2022년 10월 11일
조 사 기 관 대한산업보건협회 대구경북지역본부
조 사 자 환경위생팀 측정과트 문소영 (053-592-4901)

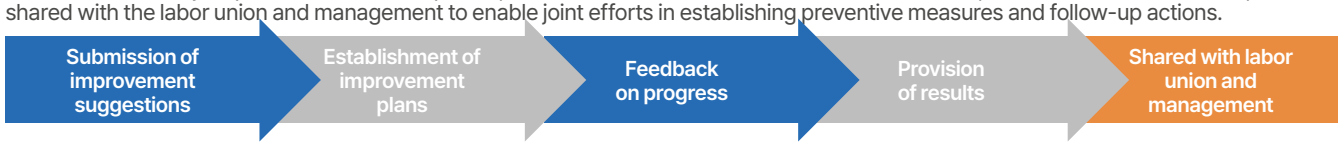
대한산업보건협회
KOREAN INDUSTRIAL HEALTH ASSOCIATION

Health and Safety

Workplace Safety Activities

Revitalization of the 'Safety Day' Program

Since 2022, Dongwon Metal has operated the 'Safety Day' initiative, which allows all employees to voice their opinions and promptly identify and address workplace hazards. Furthermore, in March 2025, the company launched its first 'Safety Culture Emphasis Day,' led by executive leadership, to raise safety awareness across the organization. Employees are encouraged to suggest safety improvements such as installing safety facilities, revising work procedures, improving work environments, and organizing workspaces. A dedicated department in charge of safety facility maintenance immediately establishes improvement plans and takes action on the proposals. During this process, the proposing employees can check the progress through ongoing communication between the safety facility maintenance team and the safety department. After completion, the results are communicated to the submitters, and if the matter is critical, it is also shared with the labor union and management to enable joint efforts in establishing preventive measures and follow-up actions.



Safety Awareness Enhancement Programs for Employees

Dongwon Metal conducts various programs to enhance employees' safety awareness, such as monthly safety newsletters, a reward system for safety quiz winners, and annual recognition of model safety employees. In addition, quarterly Zero-Accident Emphasis Periods are conducted to help internalize safety awareness among on-site workers. During these periods, site walkthroughs are conducted with on-site employees to gather suggestions for improvement. From October to December 2024, the company further emphasized safety awareness by selecting departments with outstanding safety awareness and conducting a safety slogan contest involving all employees

Safety Activity Status

Activity Name	Key Details
Risk Assessment	Identifying hazards such as working environment, machinery, equipment, raw materials, gas, fire, etc., to prevent risks and injuries
Safety and Health Signage	Posting visible warning signs and emergency instructions in hazardous areas or for dangerous substances and facilities
Work Environment Safety Measures	Establishing standards for managing areas with risk of falls, collapse, falling objects, natural disasters, etc., and conducting regular maintenance and inspections
Machinery/Equipment Safety Measures	Implementing safeguards considering the function and characteristics of equipment and conducting maintenance to eliminate potential risks
Health Impairment Prevention and Health Measures	Implementing necessary health and safety measures to prevent impairments caused by raw materials, gas, noise, etc
Provision of Personal Protective Equipment	Providing suitable protective gear and spare equipment, enforcing its use in work environments
Emergency Response Training	Conducting training based on scenarios such as falls, entrapments, slips, fires, explosions, and hazardous substance leaks, and regularly inspecting related equipment
Hazardous Substance Management	Listing and storing Material Safety Data Sheets (MSDS) and eliminating physical/chemical hazards
Accident Investigation	Investigating causes of incidents and establishing measures to prevent recurrence, regularly analyzing accident statistics, and applying findings to improve health and safety performance

'Safety Culture Emphasis Day' Event Photo

Customer Delight

Quality Management

Dongwon Metal's quality objective is to 'continuously supply high-quality products that meet specified requirements and satisfy customer needs and expectations.' This is stipulated through the company's quality policy and all employees are encouraged to understand and practice it. To achieve the quality policy, the company operates a Quality Management System (QMS) aimed at enhancing customer satisfaction and organizational performance. Dongwon Metal has acquired the global quality management certification IATF 16949* across all global sites, establishing and operating a comprehensive quality management framework. Under the leadership of top management, the company prioritizes quality advancement and internalization of the quality management system, ensuring strict quality control throughout the entire production process to deliver the best products to its customers.

* Automotive quality management system certification developed by the International Automotive Task Force (IATF) and the International Organization for Standardization (ISO)

Quality Management Activities

Dongwon Metal enforces strict quality control throughout the entire production process to achieve the ultimate goal of Zero Defect quality. The company is fully committed to stably providing customers with the highest quality products.

Establishment of Quality Management System (QMS)

The company has built a system that specializes in detailed quality control operations and performs practical quality management tasks. It enables real-time visualization of quality information from incoming inspection to finished product inspection, offering predictive systems and alarm mechanisms to establish a proactive quality assurance structure that reflects customer requirement data conveniently.

FMEA(Failure Mode Effective Analysis)

From the product design and development stage, Dongwon Metal applies FMEA to analyze past quality issues and failure modes, identifying and eliminating potential failures and defects in advance.

Manufacturing Execution System (MES) Implementation

To monitor and control production processes at the manufacturing site, Dongwon Metal has implemented MES, a software-based solution. Quality managers utilize MES to collect real-time data from the production site and take immediate action on any issues, thereby preventing quality problems.

Vision System Monitoring

Through the implementation of a Vision System, the company ensures consistent product quality. This measuring equipment maintains uniform quality even when variables arise in high-precision environments. Quality managers monitor trends by production line in real-time through in-line monitors and manage product quality accordingly.

Regular Quality Meetings

Regular quality meetings are conducted under the supervision of the CEO. These meetings are held weekly (or as needed) to share quality issues and develop improvement measures in collaboration with the management team, including the CEO, aiming to prevent recurrence and enhance preventive quality.

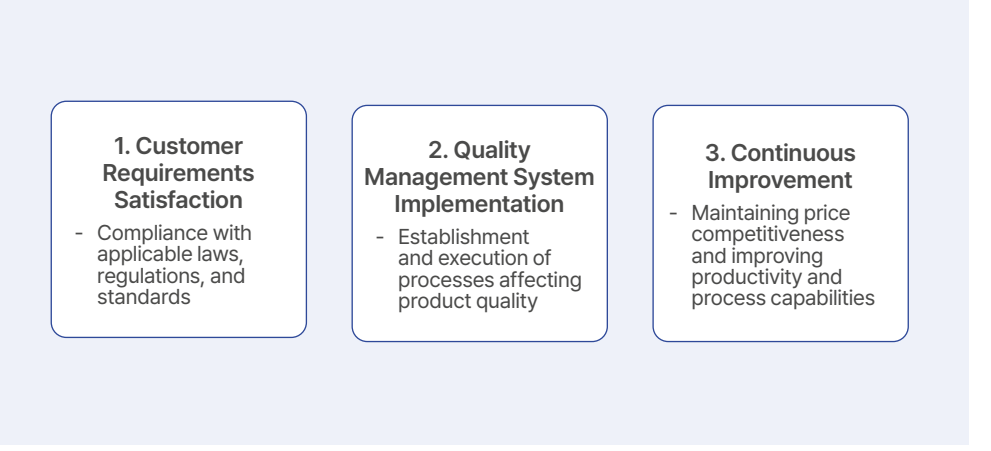
Defect Rate Management

Key quality indicators such as customer incoming defect rate, return defect rate, and field claims are monitored. Improvement actions are derived by item, and quality goals are established and executed accordingly.

Supply Chain Quality Management

To enhance quality throughout the supply chain and grow together with partners, Dongwon Metal operates a dedicated organization for strengthening partner quality capabilities. This group, composed of quality and partner management personnel from the Gyeongsan HQ and Asan plant, conducts regular activities such as partner quality audits, supplier evaluation, quality certification support, and training assistance.

Dongwon Metal Quality Policy



Customer Delight

Quality Management

Quality Management System Certification

To deliver reliable quality to customers, Dongwon Metal has established and manages a quality control system throughout the entire product process. The company has obtained IATF 16949 certification, the global quality management standard, at all its international sites, securing the highest level of global quality competitiveness.

Quality Management Certification Status by Site

Region	Site	Certification	Validity Period
Korea	Gyeongsan	IATF 16949	2023-12-13 ~ 2026-12-12
	Jinryang	IATF 16949	2023-12-13 ~ 2026-12-12
	Asan	IATF 16949	2023-12-13 ~ 2026-12-12
USA	Alabama	IATF 16949	2024-06-14 ~ 2027-06-13
	Georgia	IATF 16949	2024-08-29 ~ 2027-08-28
Brazil	Piracicaba	IATF 16949	2024-01-26 ~ 2027-01-25
	Canoas	IATF 16949	2025-01-31 ~ 2028-01-30
Mexico	Mexico	IATF 16949	2023-11-29 ~ 2026-11-28
Europe	Czech	IATF 16949	2024-05-16 ~ 2027-05-15
	Slovakia	IATF 16949	2024-09-04 ~ 2027-09-03

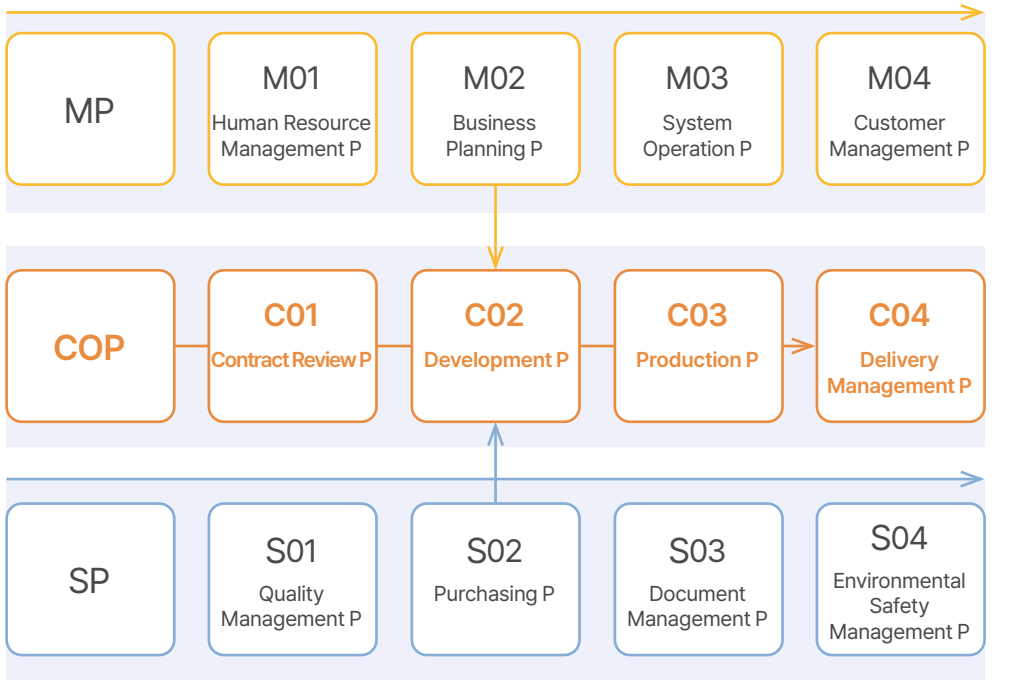
Employee Quality Competency Enhancement

Dongwon Metal supports various quality training programs to enhance product quality and employee capabilities. The company actively encourages participation in the Hyundai Motor Group's GPC (Global Partnership Center) quality enhancement programs and training. External training, participation in auto shows, and seminars are also supported to help employees gain diverse experience and improve their quality competence.

Quality Training Completion Status

Category	2022	2023	2024
Number of Participants	28	11	11

Dongwon Metal Quality Management PROCESS



Customer Delight

Customer Value

Dongwon Metal continuously pursues various customer satisfaction improvement activities to meet customer needs and strengthen cooperative relationships. Through thorough data collection and improvement actions regarding field claims, the company minimizes recurrence of complaints. Accumulated data and customer-specific requirements are reflected in quality and customer management processes, which are continuously upgraded to strengthen trust with customers.

Customer Satisfaction Enhancement

Field Claim Response

Dongwon Metal has established a dedicated field claim response team to enhance service quality. The team consists of regional representatives and support staff who are on standby to respond immediately when issues arise.
In 2024, a total of 85 field claims were received and all were resolved. The results are reported to top management and monitored through quality meetings to prevent recurrence.

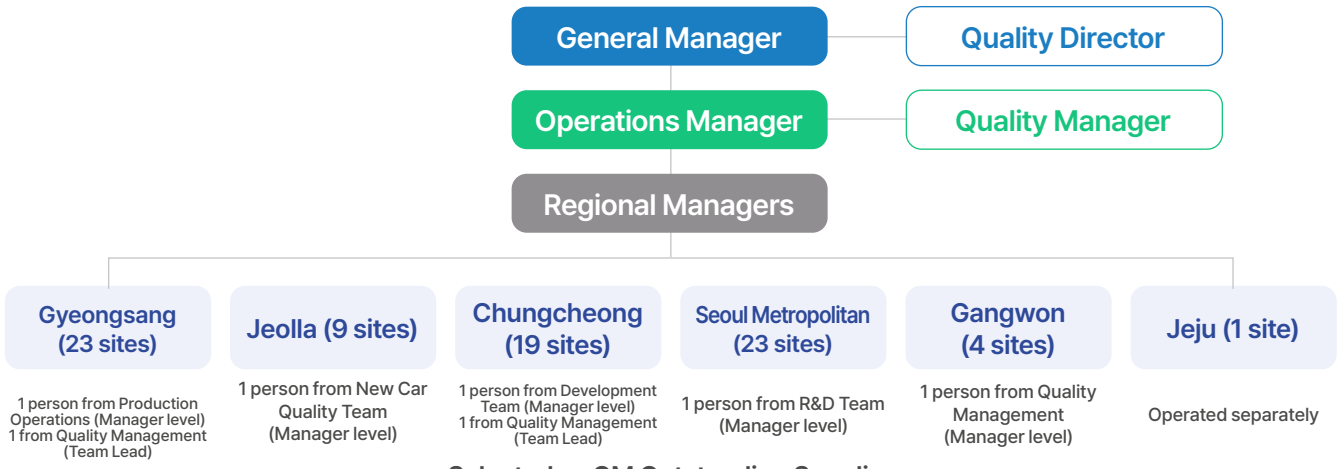
Field Claim Response Status

Category	2022	2023	2024
Received	43	50	85
Resolved	43	50	85
Resolution Rate	100%	100%	100%

Customer Awards

As a result of its excellent product quality and customer satisfaction activities, Dongwon Metal was selected as a GM (General Motors) Outstanding Supplier for three consecutive years from 2021 to 2023. Since being first selected in 2014, the company has received this honor five times in total. Additionally, in July 2023, Dongwon Metal received a plaque of appreciation from Hyundai Mobis for its contribution to A/S parts supply. These achievements highlight the company's efforts to strengthen trust with customers based on high-quality products and services.

Field Claim Response Team



Selected as GM Outstanding Supplier

Selected as GM Outstanding Supplier

Appreciation Plaque from Hyundai Mobis

Customer Delight

Customer Value

Customer Satisfaction Enhancement

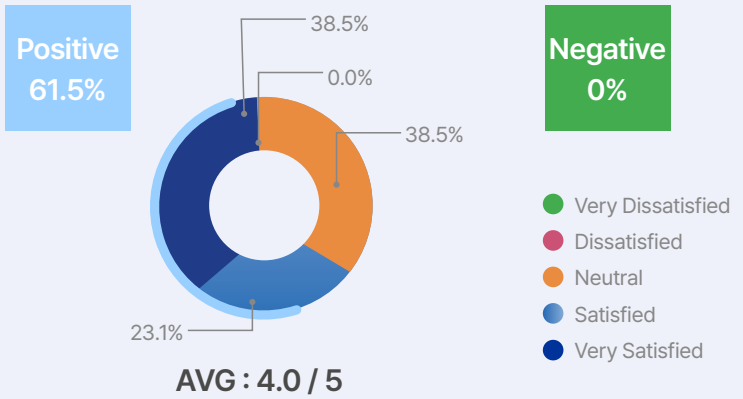
Customer Satisfaction

To build long-term partnerships based on trust, Dongwon Metal began conducting regular customer satisfaction surveys in the first half of 2025. Customer feedback is regarded as a key standard for improving product and service quality. An online survey was conducted with major clients, and 13 respondents participated. The average satisfaction score was 4.0 out of 5, with 61.5% of responses being in the positive range (4–5 points), indicating a generally favorable evaluation. Moving forward, Dongwon Metal aims to exceed customer expectations not only in quality, delivery, and cost responsiveness but also by advancing its ESG management framework and amplifying customer-centric management based on feedback.

Net Promoter Score (NPS)

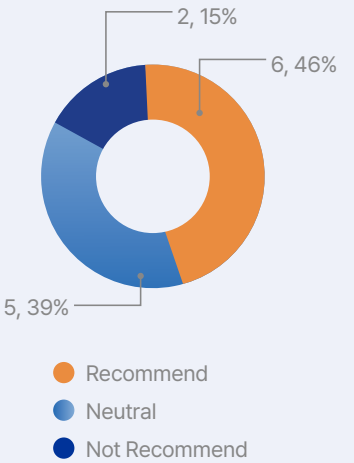
Dongwon Metal conducted an NPS (Net Promoter Score) survey in the first half of 2025 with key customer contacts to quantitatively measure trust and satisfaction and strengthen service improvement efforts. Customers were asked to rate their likelihood of recommending the company from 0 to 10. The resulting NPS was +31, indicating that a majority of customers perceive Dongwon Metal as a trustworthy business partner and maintain a positive collaborative relationship. The company will continue to diversify communication channels and promote ongoing innovation across all aspects of ESG management (quality, technology, delivery, and service) to enhance satisfaction and recommendation intentions.

Customer Satisfaction Survey Results



AVG : 4.0 / 5

Net Promoter Score (NPS) Survey Results



NPS = % of Promoters – % of Detractors
(NPS range: -100 to +100)

Dongwon Metal Customer NPS
46% - 15% = + 31

Co-prosperity

Supply Chain Management System

Dongwon Metal has established a supplier management system to maintain cooperative relationships for mutual growth. The company has enacted a Supplier Code of Conduct, recommending its observance to promote co-prosperity with suppliers and to encourage their growth as socially responsible companies. A supplier selection and evaluation system has been established, and performance is regularly monitored to preemptively manage supply chain risks. In addition, Dongwon Metal regularly visits and inspects suppliers to promote smooth communication and efficient collaboration.

General Status of Suppliers

Category		Unit	2022	2023	2024
Total Number of Suppliers	Domestic (Gyeongsan, Asan, Dongwon Pipe)	EA	411	409	411
	Overseas_Local	EA	32	34	34
Total Purchase Amount	Domestic (Gyeongsan, Asan, Dongwon Pipe)	KRW 100M	1,295	1,520	1,821
	Overseas_Local	KRW 100M	1,143	1,211	1,045
New Suppliers	Domestic (Gyeongsan, Asan, Dongwon Pipe)	EA	10	3	-
	Overseas_Local	EA	-	1	1
Key Suppliers	Domestic (Gyeongsan, Asan, Dongwon Pipe)	EA	70	68	66
	Overseas_Local	EA	20	20	21
Key Supplier Purchases	Domestic (Gyeongsan, Asan, Dongwon Pipe)	KRW 100M	1,273	1,494	1,794
	Overseas_Local	KRW 100M	1,127	862	1,040

* Reporting Scope: All global sites
** Key Suppliers: Components/Raw Materials

Supplier Code of Conduct

Dongwon Metal has enacted a Supplier Code of Conduct for all business partners that provide goods or services or sign contracts for transactions, considering mutual benefit and fostering a transparent and fair business environment. The code requires all suppliers to strictly comply with applicable laws and regulations in their business operations, and to adopt best practices in the areas of ethics, labor and human rights, health and safety, environment, and management systems.
In May 2025, to strengthen human rights management, the company revised the code to include regulations on conflict and responsible minerals. Dongwon Metal plans to enhance supplier human rights management to prevent human rights risks and build a responsible supply chain.

Components of the Supplier Code of Conduct

Management System

- Corporate policy disclosure
- Designation of responsible personnel
- Risk assessment
- Education and communication
- Information management
- Operation of grievance mechanisms
- Business partner management
- Compliance with the code

Environment

- Establishment of environmental management systems
- Management of energy use and GHG emissions
- Water resource management
- Air pollutant management
- Waste management
- Chemical management

Ethics

- Transparent management and anti-corruption
- Prevention of conflicts of interest
- Prevention of unfair trade
- Prevention of counterfeit parts
- Compliance with export controls
- Information protection
- Responsible material sourcing

Labor & Human Rights

- Prohibition of discrimination
- Provision of wages and benefits
- Work hour management
- Humane treatment
- Freedom of association
- Prohibition of child labor
- Prohibition of forced labor
- Conflict and responsible minerals management

Health & Safety

- Implementation of health and safety management systems
- Safety management of machinery/equipment/facilities
- Emergency response
- Incident management
- Safety inspections
- Health management

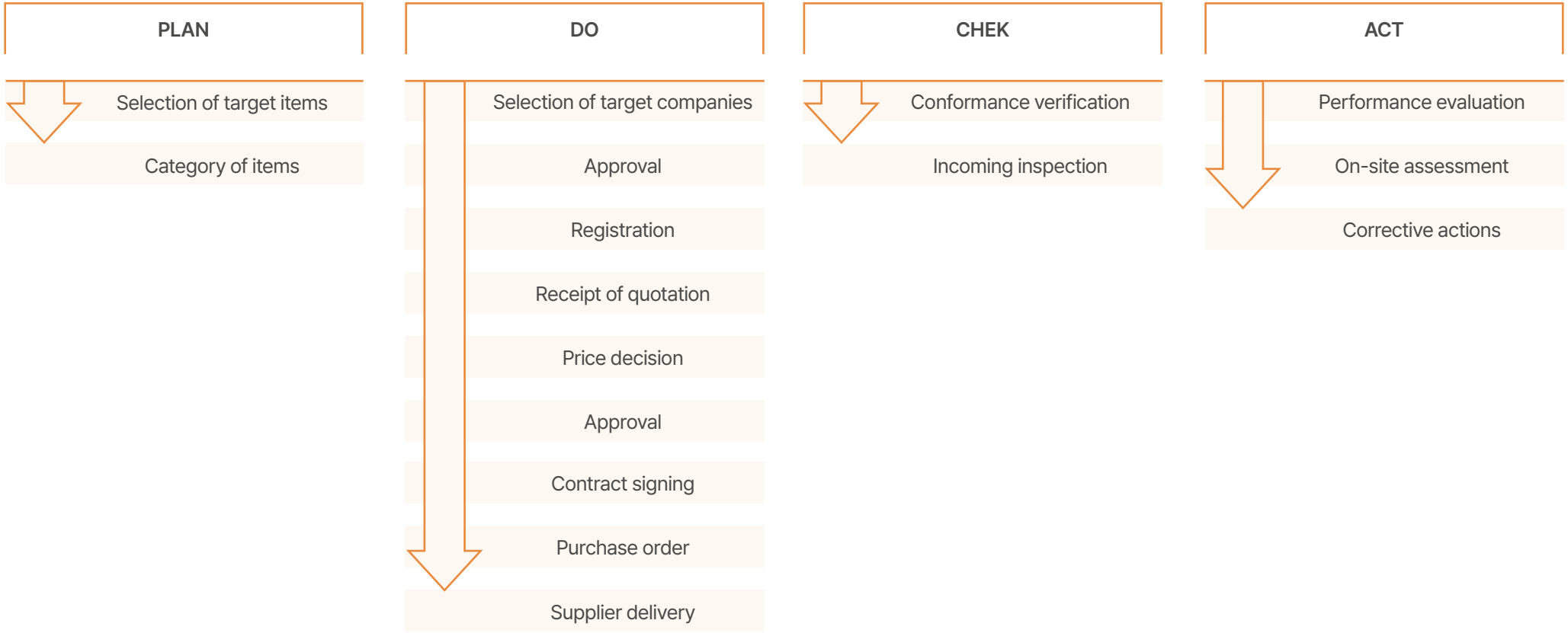
Co-prosperity

Supply Chain Management System

Supplier Performance Evaluation Process

Dongwon Metal has established a PDCA-based performance evaluation process to effectively assess supplier performance through regular evaluations. Activities include regular supplier audits (rating evaluation, supplier trend reporting), basic quality inspections (basic quality control, PPM management, claim management), and periodic on-site inspections of new and existing suppliers. Evaluation scores and grades are calculated by item to select outstanding suppliers. Outstanding suppliers are awarded plaques and encouraged to maintain high evaluation ratings. Suppliers with low ratings are required to establish corrective action plans, and their effectiveness is reviewed to strengthen supplier risk management.

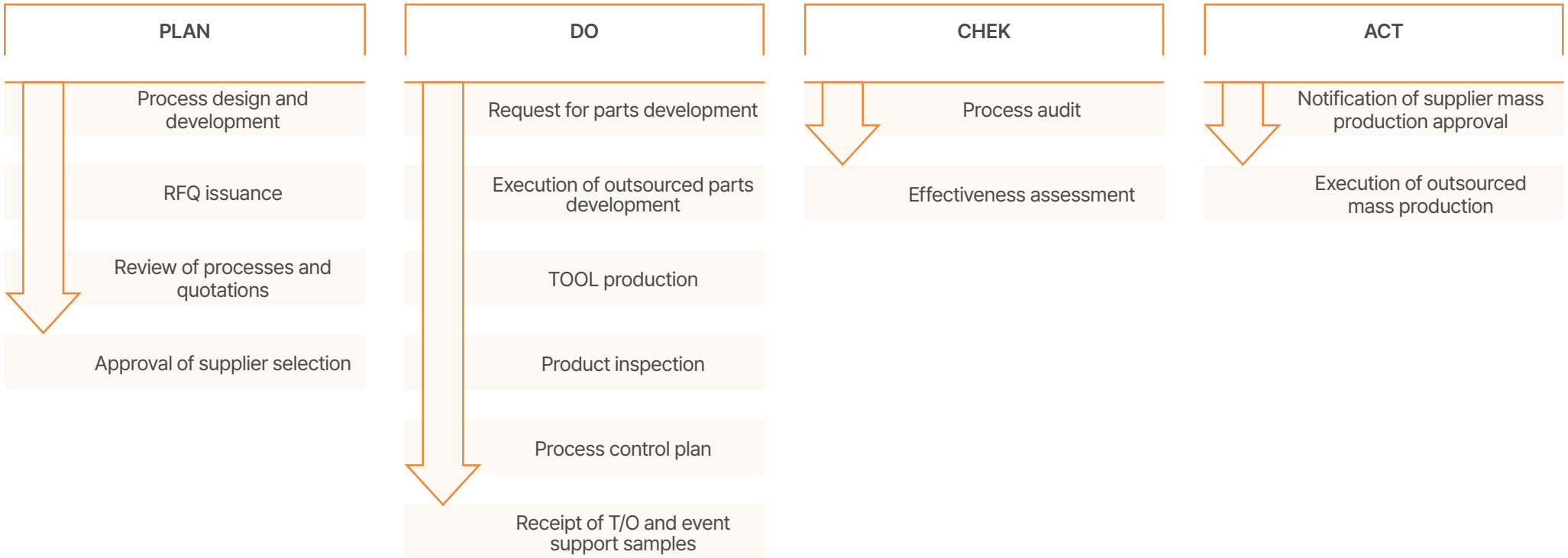
Workflow for Evaluation of New and Targeted Suppliers during Development Stage



Co-prosperity

Supply Chain Management System

Workflow for Guidance and Development of Suppliers in Mass Production Stage



Co-prosperity

Co-prosperity Activities

Fair Trade Agreement with Suppliers

To ensure fair trade with suppliers, Dongwon Metal signs a Fair Trade and Win-Win Cooperation Agreement upon selection of suppliers, thereby guaranteeing fair transactions. The company also defines fair trade with suppliers in its Code of Ethics, complies with the Fair Trade Act, enhances supplier support, respects the order of free competition, and provides training on supplier interactions. As of 2024, Dongwon Metal has signed win-win cooperation agreements with all suppliers and conducts transactions based on mutual trust and fairness.

Activation of Supplier Communication Channels

Dongwon Metal places the highest priority on transparent and smooth communication with suppliers and strives to build close relationships through diverse communication channels.
In January 2024, the company received a commendation plaque from the Hyundai Motor Group Supplier Council in recognition of its continuous efforts in win-win cooperation and shared growth. Furthermore, the regular exchange meetings that had been suspended since 2020 due to COVID-19 were resumed on February 6, 2024, with a supplier briefing session. The company plans to hold annual baseball games and regular meetings to facilitate communication for supplier operations and mutual growth. Dongwon Metal will continue to pursue smooth exchanges and sustainable co-prosperity through the expansion of communication channels and new programs.

Enhanced On-Site Safety Inspections of Suppliers

To build a cooperative system and fulfill its social responsibilities related to industrial safety, Dongwon Metal conducts on-site inspections (fire/safety/equipment) of suppliers. These safety inspections are carried out once annually. In addition to regular inspections, suppliers conduct self-assessments using fire and safety checklists, and submit grievances, based on which improvement plans are established.
conducts transactions based on mutual trust and fairness.

Supplier Safety On-Site Inspection Status

Category	Unit	2023	2024
On-site Inspections	EA	15	15
Supplier Self-Reports (2/yr)	EA	15	15

Status of Supplier Grievances Received in 2024

Year	Grievances Received
2024	2 cases

2024 Baseball Game with Suppliers

2024 Co-Prosperity Networking Event

Visit to Dongwon Metal Promotion Hall

Commendation from Hyundai Motor/Kia Supplier Council

Co-prosperity

Co-prosperity Activities

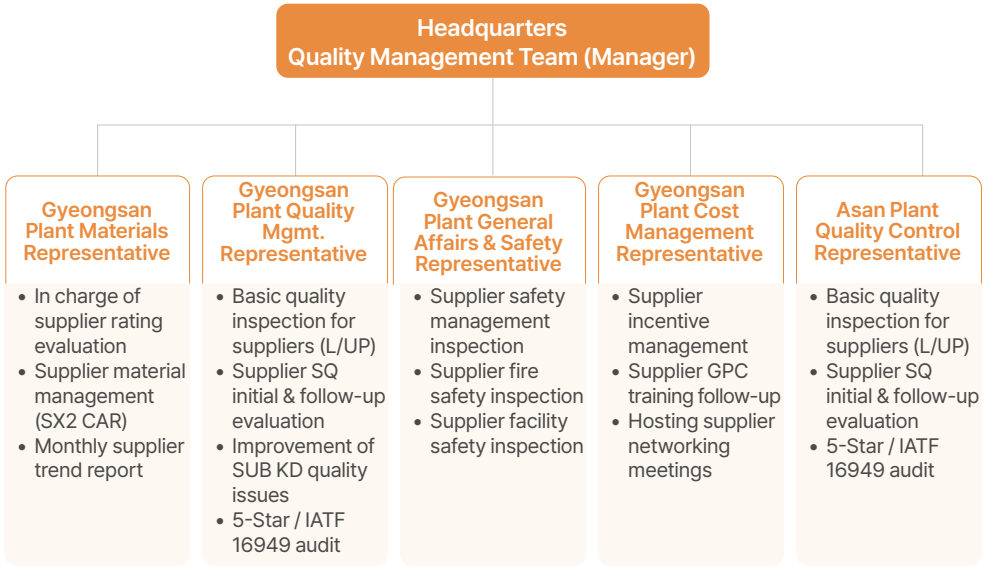
Dongwon Metal recognizes that the growth and development of suppliers serve as the foundation for its own growth and development. The company is committed to building a mutually beneficial management ecosystem in which all suppliers can grow together. An internal organization has been established to enhance suppliers' quality capabilities, supporting basic quality inspections and quality certification acquisition, while also providing related training information. In addition, fire/safety/facility-related on-site safety inspections are conducted to ensure that suppliers can work in safer environments. Furthermore, to strengthen collaboration with suppliers and identify their concerns regularly, Dongwon Metal resumed the regular exchange meeting in February 2024, which had been temporarily suspended due to COVID-19, and plans to reinforce the trial program for collecting and addressing supplier grievances.

Establishment of Growth Foundations for Suppliers

Operation of Supplier Quality Management Capacity Enhancement Organization

To improve suppliers' quality management capabilities and help them establish effective management systems, Dongwon Metal operates an internal organization dedicated to supplier quality enhancement. This organization consists of five members: one each from the materials, quality management, general affairs & safety, and cost management teams at the Dongwon Metal headquarters, as well as one quality control representative from the Asan Plant. The organization's key responsibilities include regular supplier rating audits, basic quality inspections, fire/safety/facility inspections, and planning for supplier GPC training programs. Through this initiative, the company builds close partnerships with suppliers and promotes an efficient business environment.

Status of Supplier Quality Management Enhancement Task Force



Basic Quality Inspection

The company conducts regular quality inspections to assess suppliers' basic quality levels and supports improvement where needed. These inspections not only help raise the quality level of suppliers but also serve to preemptively mitigate product quality risks.

Status of Basic Quality Inspections

Category	Unit	2022	2023	2024
Basic Quality Checks	EA	13	25	17

Support for Supplier Quality Management System Certifications

Dongwon Metal supports suppliers in acquiring quality management system certifications, thereby enhancing their quality capabilities and raising quality standards across the supply chain.

Status of Support for Quality Management Certifications

Category		Unit	2022	2023	2024
Quality Management System Certification	SQ-MARK	EA	16	16	15
	ISO 9001	EA	5	5	5
	IATF 16949	EA	4	4	4

Supplier Training

Dongwon Metal utilizes the 'Global Partnership Center', a training facility dedicated to suppliers under Hyundai Motor Group, to ensure suppliers receive timely training. An annual GPC training plan is established, and monthly training schedules are shared. In 2024, a total of 431 individuals from 24 suppliers participated in quality mindset training, supporting suppliers in strengthening their future technological capabilities.

Status of Supplier Quality Mindset Training

Category	Unit	2023	2024
Quality Mindset Training	No. of Suppliers	11	24
	No. of Trainees	199	431

* Reporting Scope: Gyeongsan Plant, Asan Plant

Co-prosperity

Sustainable Supply Chain

Dongwon Metal has begun conducting ESG evaluations for core suppliers starting in 2024 as part of its commitment to genuine shared growth. Beginning in 2025, the company plans to expand the scope of ESG evaluations and enhance the evaluation indicators to align with international standards. By gradually increasing the weighting of ESG criteria in the selection of new suppliers and the evaluation of existing ones, Dongwon Metal aims to strengthen sustainability and establish a responsible procurement system across the supply chain.

2024 Supplier ESG Evaluation Results

To build a sustainable supply chain, Dongwon Metal regularly conducts ESG (Environmental, Social, and Governance) evaluations of key suppliers. In 2024, a total of 10 suppliers were evaluated, focusing on ESG risk factors, and the following key results were derived.

Summary of 2024 ESG Evaluation

Category	Details
Evaluation Scope	10 key suppliers
Evaluation Method	Self-assessment, document review, on-site inspection
Evaluation Areas	- Environmental (E): energy/resource management, GHG emissions, hazardous chemicals - Social (S): human rights protection, occupational health and safety, labor environment, diversity - Governance (G): ethical management, fair trade, legal compliance system
Evaluation Result	- Average score: 58.5/100 - Excellent ESG performers: 20% - Improvement recommended: 33% - Major improvement items: safety & health management system, lack of environmental measurements
Follow-up Actions	- Feedback provided based on evaluation results - Follow-up inspections conducted for some suppliers - Provision of sample regulations and advisory on improvement plans

2025 Supplier ESG Evaluation Plan

Starting in 2025, Dongwon Metal plans to expand the evaluation scope, enhance evaluation expertise, and upgrade the evaluation system for supplier ESG assessments.
The number of target suppliers will be increased to approximately 30, and the company will utilize the online ESG diagnosis platform provided by the Korea SMEs and Startups Agency for a more efficient and systematic evaluation process. This aims to improve accessibility and operational efficiency.
To ensure evaluation expertise, the company is developing in-house ESG auditors. For specific suppliers in industries designated by key clients, in-house auditors will conduct in-depth on-site evaluations using the KAP (Korea Auto Parts Industry Promotion Foundation) supply chain ESG audit indicators.
This on-site approach is expected to more accurately identify supply chain risks and enhance practical response capabilities.
Furthermore, Dongwon Metal plans to gradually upgrade its internal ESG evaluation indicators to align with the KAP platform, improving the consistency and credibility of its ESG assessments.
The company will continue to enhance transparency and sustainability throughout the supply chain and expand a responsible, mutually beneficial partnership system with suppliers.

Korea SMEs and Startups Agency ESG Diagnosis Platform

https://kdoctor.kosmes.or.kr/esgplatform/service/intro_esg.do
This corporate diagnosis service allows companies to measure their ESG level based on an ESG checklist with the help of experts, analyze stakeholders, identify improvement tasks for ESG management innovation, and establish medium- to long-term strategies.

The 2025 KAP ESG audit indicators consist of 88 items:
41 for the social domain and 47 for the environmental domain.

Social		Environmental		
Human Rights Management	Supply Chain	Environmental Management	Climate Change	Pollution
Ethical Management	Safety Management	Water and Marine Resources	Biodiversity and Ecosystems	Resource Use and Circular Economy

Co-prosperity

Responsible Mineral Management

Responsible Mineral Management

Dongwon Metal is acutely aware of human rights violations arising in conflict-affected and high-risk areas and strives to eradicate such issues while protecting the health and safety of workers. To this end, the company has established a management system for responsible mineral sourcing and the fulfillment of social responsibility. The Cost Management Team, which oversees procurement, operates the responsible mineral management process. The Task Force Office continuously monitors risks and primarily collaborates with related departments such as the Materials Team, Partner Support Team, Development Team, Quality Management Team, and Quality Control Team.

Dongwon Metal Responsible Mineral Management Governance

Responsible Mineral Management Process

To ensure responsible sourcing of raw materials across the global supply chain, Dongwon Metal operates a structured responsible mineral management process. The company complies with international standards such as the OECD Due Diligence Guidance, the Responsible Minerals Initiative (RMI), and the EU Battery Regulation, and minimizes human rights risks in the supply chain through a phased approach.

Dongwon Metal Responsible Mineral Management Process

Dongwon Metal Conflict Minerals (Responsible Minerals) Policy

Dongwon Metal is actively engaged in prohibiting the use of conflict minerals and promoting responsible mineral sourcing, fulfilling its global corporate responsibility for a sustainable future. Building a responsible supply chain management system and encouraging supplier participation are crucial steps to minimize human rights violations and environmental destruction.

Dongwon Metal places human rights at the forefront and strives to respect and protect them through its Code of Conduct.

The company recognizes the serious issues of human rights violations and environmental degradation stemming from mineral mining in conflict-affected and high-risk areas. It endeavors to eradicate abuses such as child labor in the mining process and to protect the health and safety of miners.

Dongwon Metal complies with relevant laws and requirements and continuously improves its management system. Based on the OECD Guidelines, the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act, SEC* requirements, and the EU Conflict Minerals Regulation, the company maintains ethical and responsible management of conflict minerals and cobalt. It also informs suppliers of the Supplier Code of Conduct and encourages transactions with smelters certified under the RMAP** program.

The company continues to minimize the negative social and environmental impacts, such as human rights violations and environmental destruction, that may arise from mineral mining and actively shares reports on its activities with various stakeholders.

(Conflict Minerals) Dongwon Metal is aware of the existence of unethically mined and distributed conflict minerals in 10 African countries (including the Democratic Republic of Congo and its neighboring countries). The company prohibits the use of 3TG conflict minerals (Tin, Tantalum, Tungsten, Gold) mined unethically in these regions. It thoroughly investigates whether conflict minerals are included in its products and has established a supplier management process based on a principle of providing consumers with products that have gone through a legitimate and ethical supply chain. Dongwon Metal strives to raise supplier awareness about conflict minerals and conducts regular surveys.

(Responsible Minerals) Beyond the 3TG conflict minerals, Dongwon Metal includes in its scope of management minerals associated with human rights and environmental issues during mining. The company is also aware of the child labor issues in cobalt mines in the Democratic Republic of Congo and manages such concerns based on OECD guidelines. Furthermore, the company continuously monitors newly controversial minerals and reviews additional response measures.

Dongwon Metal will actively respond to global mineral issues and ensure that mineral sourcing does not fund conflicts. The company aims to promote mineral purchasing that fulfills social responsibility by respecting human rights and the environment.

(Dongwon Metal's Efforts) Currently, Dongwon Metal manages key responsible minerals such as Tin, Tantalum, Tungsten, Gold, and Cobalt. The company continues to investigate and monitor responsible mineral procurement by its suppliers and strives to expand the adoption of conflict-free and socially responsible mineral purchasing policies across its supply chain.

Responsible Mineral Survey Results

According to a responsible mineral (RMI) survey conducted on suppliers in the first half of 2025, Dongwon Metal's products were found to include the following raw materials.

- **CMRT**(Conflict Minerals Reporting Template): Tin
- **EMRT**(Extended Minerals Reporting Template): Cobalt, Copper, Graphite, Lithium, Mica, Nickel
- **AMRT**(Additional Minerals Reporting Template): Manganese, Aluminum, Iron Ore, Chromium, Zinc

Dongwon Metal plans to continuously manage and monitor the collection and verification of smelter & refiner information based on the due diligence results using RMI templates to verify transparency and ethical sourcing within the mineral supply chain. Through these efforts, the company aims to proactively prevent human rights and environmental risks across the entire supply chain and reinforce its responsible sourcing system.

*SEC : Securities and Exchange Commission
**RMAP : Responsible Minerals Assurance Process

Co-prosperity

Partnership Satisfaction

Supplier Satisfaction

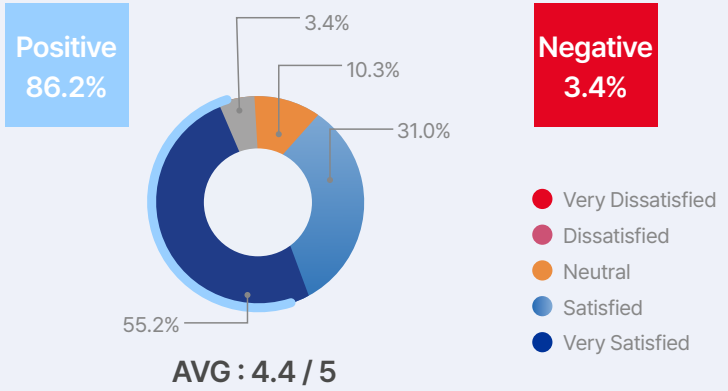
Dongwon Metal recognizes all suppliers as key stakeholders and, starting in the first half of 2025, conducted a satisfaction survey for suppliers across all global business sites. The online survey was based on a 5-point Likert scale (1: Very Dissatisfied ~ 5: Very Satisfied), and a total of 29 responses were received.
According to the results, the overall average satisfaction score was 4.4, indicating that Dongwon Metal is generally regarded positively in terms of its trust-based partnerships with suppliers. Moving forward, Dongwon Metal will continue to strengthen supply chain responsibility management from an ESG perspective and make practical improvements in areas such as transparent and fair trade practices, supplier capacity-building support, and ethical sourcing. The company is committed to further solidifying co-prosperity with its partners and improving satisfaction.

Supplier Net Promoter Score (NPS)

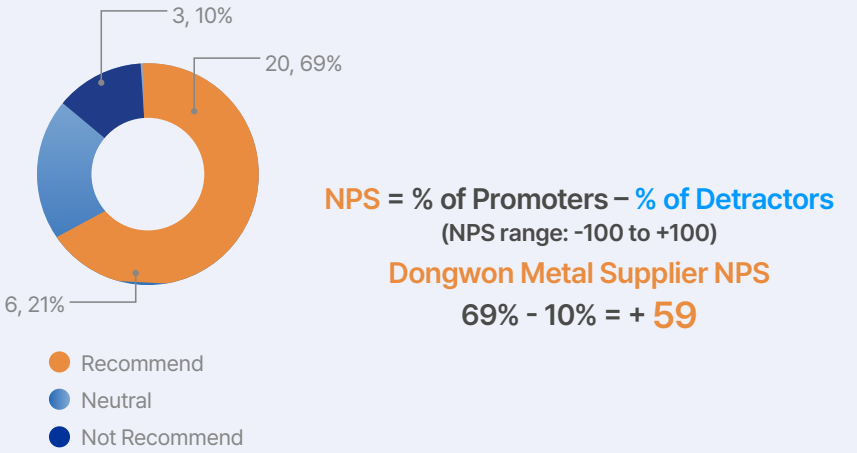
To enhance the sustainability of its global supply chain, Dongwon Metal has been strengthening trust-based partnerships with suppliers. In the first half of 2025, the company conducted a Net Promoter Score (NPS) survey of suppliers across all global business sites to objectively assess and improve the partnership. The NPS survey assessed suppliers' willingness to recommend Dongwon Metal to other companies based on their business experience. The result showed an NPS of +59, indicating that a majority of suppliers recognize Dongwon Metal as a trustworthy business partner. This outcome reflects the successful establishment of positive relationships throughout the supply chain. Going forward, Dongwon Metal will continue to enhance ESG-based supply chain management systems, establish a culture of fair trade, and strengthen win-win programs with suppliers to continuously increase satisfaction and trust.

- Promoter group (9–10 points): 69%
- Passive group (7–8 points): 21%
- Detractor group (0–6 points): 10%

Overall Supplier Satisfaction Survey Results



Supplier Net Promoter Score (NPS) Survey Results



Community Engagement

Community Contribution

Dongwon Metal declares its organizational mission as 'a globally leading company that earns the respect of society and achieves continuous growth.' In pursuit of this mission, the company fulfills its corporate social responsibilities and engages in a wide range of community contribution activities in partnership with local communities. By maintaining open communication with communities near its domestic and overseas sites, Dongwon Metal identifies region-specific needs and establishes annual social contribution plans. These plans serve as the foundation for ongoing sponsorships, donations, employee volunteer work, fundraising events, and partnerships with external organizations, all aimed at supporting marginalized groups. Furthermore, Dongwon Metal implements continuous sponsorships and customized programs that go beyond one-off donations to create meaningful and lasting change. Going forward, the company will continue to listen to the voices of its various stakeholders, including employees, partners, shareholders, and local communities, and promote social contribution initiatives that align with its ESG goals. Together, we will strive to create a sustainable future where everyone can grow.

Domestic Social Contribution Activities

Community Sponsorship Activities

Since July 2024, the Gyeongsan HQ of Dongwon Metal has been conducting regular sponsorships, amounting to approximately KRW 30 million annually, for local welfare centers serving individuals with disabilities and children's homes. Additionally, cultural support activities are being carried out in parallel. The focus lies not merely on material support but on enhancing the emotional well-being and quality of life for welfare facility users by offering opportunities for diverse cultural experiences.

A year-end fundraising campaign has also helped foster a culture of warm-hearted giving, with the company's executives and employees voluntarily participating. In 2023, a year-end donation of KRW 30 million was delivered to the local community, followed by KRW 40 million in 2024. Dongwon Metal's Asan Plant also participated in the 'Hope 2025 Sharing Campaign,' raising approximately KRW 7.53 million and donating it to the Community Chest of Korea in 2024. All business sites across the country are actively engaged in tailored community support activities.

Additionally, in collaboration with the Daegu Metal Workers' Union, a joint labor-management fund of KRW 85 million was established to support the livelihood and welfare of vulnerable groups in the region. Notably, annual donations continue to be made from this labor-management fund, with ongoing contributions of goods and financial support via the Community Chest of North Gyeongsang Province. These efforts contribute to creating a virtuous cycle of sustained coexistence with the local community, rather than providing only one-time assistance.

Dongwon Metal will continue to promote a sincere culture of sharing and lead the way in fulfilling its corporate social responsibility, practicing the values of a 'society where we live together.'

Year-End Fundraising at Gyeongsan HQ

Community Sponsorships at Gyeongsan HQ / Asan Plant

Community Engagement

Establishment of the Dongwon Ulim Volunteer Group

Establishment of the Dongwon Ulim Volunteer Group

In July 2024, Dongwon Metal launched the 'Dongwon Ulim Volunteer Group' to practice ESG management and deliver warm values to local communities through the voluntary participation of its employees. The group aims to systematically spread positive influence and address social issues through partnerships with local communities.
The name 'Dongwon Ulim Volunteer Group' symbolizes 'touching hearts and bringing inspiration,' expressing the company's intent to deliver heartfelt care and warmth to society through genuine acts of sharing.
The group's activities follow the plan outlined in the table below, and employees voluntarily participate through their respective departments.

Social Contribution Activity Plan

Category	Facility Volunteering	Environmental Cleanup	Community Support
Locations	Gyeongsan Yeorae House & Seongrim Orphanage	Gyeongsan/Jillyang area	Disaster-affected areas
Frequency	Once per quarter	Once per quarter	As needed
Notes	Leisure/welfare support	Trash collection, etc.	

Through this structured approach, the program ensures that volunteer activities offer real and practical support. It is becoming a model of continuous and sincere community engagement.
Dongwon Metal will continue to cultivate a sustainable culture of contribution centered around the Dongwon Echo Volunteer Group, growing alongside the local community as a reliable partner.

Volunteering at Welfare Facilities

The Gyeongsan HQ of Dongwon Metal regularly visits sponsored local facilities for people with disabilities on a quarterly basis, practicing warm solidarity with the community through hands-on volunteering. These activities are tailored to reflect the real needs of each welfare facility and offer meaningful experiences for both participants and residents.
Flagship activities include programs like the 'Green Campaign' and 'Singing Contest,' which provide emotional support and joyful entertainment. Employees participate as volunteers, spending time with residents and assisting in the programs to deliver warmth and encouragement.
For residents with limited mobility, such external programs bring new stimulation and energy, contributing significantly to improved daily well-being. Employees also strengthen their sense of community by engaging in local outreach and living the values of sharing.

Volunteer Group Logo

동원울림봉사단
DONGWON ULIM

Volunteer Group Vest

Volunteer Group Organizational Chart

ESG Management Council
(Chair: Head of Planning)

Dongwon Ulim Volunteer Group
(Leader: General Affairs & Safety Director)

Secretariat
(General Affairs Team)

Dongwon Ulim Volunteer Group Organization
※Volunteer group recruited from applicants

Green Campaign: 'Fan Making & Cypress Sachet Making'

Singing Contest with the Dongwon Ulim Volunteer Group

Community Engagement

Community Contribution

Environmental Cleanup Activities

To actively protect the environment, Dongwon Metal regularly conducts environmental maintenance activities, such as collecting litter and waste around its business sites.

These initiatives go beyond mere cleaning to strengthen ties with the local community while raising environmental awareness and voluntary participation among employees. They serve as a key foundation for the company's sustainable growth and fulfillment of social responsibility.

In particular, Gyeongsan HQ has formalized a quarterly 'Plogging Campaign' (picking up litter while jogging) around its premises. This campaign is achieving tangible improvements in everyday environmental cleanliness and fostering positive interaction with local residents.

Meanwhile, beginning in 2024, the Asan Plant launched a special cleanup campaign for 'biodiversity preservation.' This includes litter collection, removal of invasive species, and protection of native plants in nearby rivers and green ecosystems, contributing to local ecological balance and biodiversity enhancement.

Support for Local Public Institutions

As part of its effort to enhance local safety and welfare, Dongwon Metal carried out social contribution activities by donating daily necessities to local public institutions such as fire stations and police substations. This initiative reflects the company's commitment to coexistence with local communities and is part of its broader social value strategy to build a sustainable society in collaboration with public entities.

- Date/Location
  - Date : Before Lunar New Year (Feb 5, 2024)/Before Chuseok (Sep 13, 2024)/ Before Start of Summer (Jul 12, 2024)
  - Location : Jillyang 119 Safety Center / Jillyang Police Substation (near Gyeongsan HQ)
- Donated Items : Instant noodles, cup noodles, coffee mix, snacks, vitamin drinks, watermelon, etc.
- Method : These donations were made unofficially without formal ceremonies. Employees personally prepared and delivered the goods with sincerity to local public institutions. Moving forward, Dongwon Metal will continue to support sustainable coexistence through tailored aid that offers genuine assistance to local communities.

Gyeongsan Plant Environmental Cleanup in 2024

Donation of Daily Necessities to Local Public Institutions

Community Engagement

Overseas Social Contribution Activities

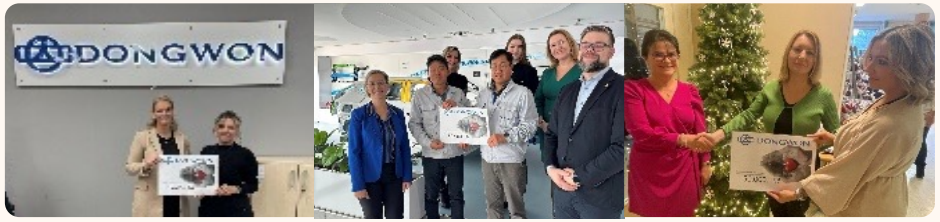
To fulfill its social responsibility and engage with local stakeholders worldwide, Dongwon Metal conducts a wide range of global community engagement activities across its overseas operations. During the reporting period, these activities included participation in regional events, support for disadvantaged groups, and collaboration with governments and NGOs. Moving forward, the company aims to improve local quality of life and foster strong bonds with communities through ongoing partnerships with governments, municipalities, and civic organizations.

Czech Operations

Category	Activities
Donations	Provision of welfare vehicles for the elderly and disabled
	Gifts to shelters for single mothers with children [St. Nicholas Day campaign with voluntary employee donations]
	Gift delivery to Mikasa (Autism Center)
	Participation in a children's charity donation campaign
	Donations to Český Těšín municipal welfare center (nursing home)
	Sponsorship for MaRoNiDa (Autism fund for children)

Donation of Social Welfare Vehicles

Gifts to Shelters for Single Mothers with Children



Support for Disadvantaged Children & Elderly

Brazil - Piracicaba & Canoas Operations

Category	Activities
Disaster Relief	Support for flood-stricken areas in Canoas (bottled water, daily essentials, clothing, etc.)
Donations	Monthly donation (R$5,000.00) to support children's dental care under a steel association-led CSR project
	Sponsorship of Children's Day event hosted by Rio das Pedras Police Station (donation of 100 balls)
	Donation of school supplies through Rio das Pedras City Hall's Department of Social Welfare
Community Engagement	Collaboration to address the stray dog issue near company facilities
Environmental Cleanup	Clean-up activities around Dongwon Brazil's Piracicaba Plant

Relief for Flood Victims in Canoas

Sponsorship of Children's Day Event

Donations to Public Schools

Cleanup near Piracicaba Plant

Community Engagement

Overseas Social Contribution Activities

USA / Mexico / Slovakia Operations

Category	Category	Activities
USA	Community Participation	Participated in “Friendliest City Festival” (Live music, food trucks, craft booths, children’s activities)
		Participated in “Tricks-on-Us” Halloween event hosted by Crenshaw County Chamber of Commerce (candy/snack giveaway)
Mexico	Community Participation	Hosted an internship program for local vocational high school students (recognized as excellent internship provider)
	Donations	Donated glucose meters to IMSS Hospital 19
		Donated toys and support to children at IMSS Hospital 67
Slovakia	Donations	Donated toys, books, food, and hygiene products to a pediatric oncology hospital in Bratislava as part of a Christmas campaign funded by employee contributions
	Sponsorship / Community Participation	Participated in and sponsored "Super Biker 2024" (Children’s cycling event in Nová Dubnica)
	Environmental Activities	Tree planting near the workplace

Participation in Local Events in Alabama

Medical Support & Donations in Mexico

Vocational Internship Program in Mexico

Tree Planting in Slovakia

Global Social Contribution Activities Status

Category			Unit	2022	2023	2024
Global Business Sites	Social Contribution Amount	Company Donations	KRW million	35	73	84
		Employee Contributions	KRW million	1	28	54
	Employee Volunteer Activities	Number of Participants	Persons	4	16	104
		Volunteer Hours	Hours	20	68	310
		Average Volunteer Hours per Person			5	14

Information Security

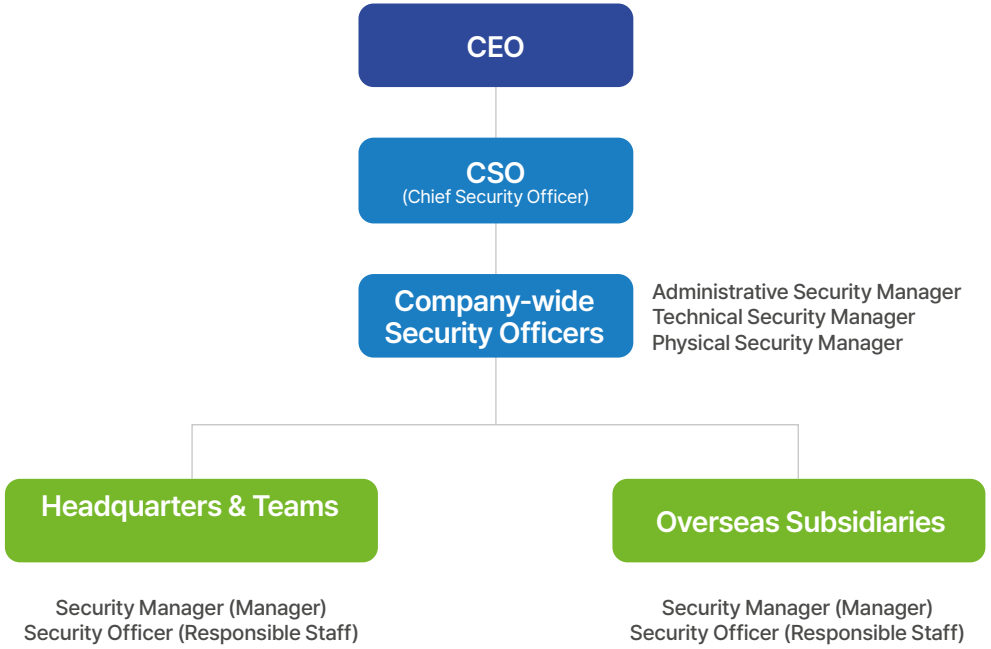
Information Security System

Information Security Strategy and Governance

Information Security Governance

To protect data across all business sites and safeguard personal information of employees, Dongwon Metal has established and operates a systematic information security governance system. A Chief Security Officer (CSO) is appointed to oversee industrial security and information protection. Security managers and officers are also assigned at the company-wide level and at each function/team.

Dongwon Metal Information Security Governance



Administrative Measures for Information Security

To protect business-related information as well as customer and employee data, Dongwon Metal implements various administrative measures. A manager-level administrative security manager is appointed, who is responsible for establishing and executing training plans, conducting security events, monitoring, and conducting regular inspections of information assets to prevent security incidents. The manager also investigates and responds to incidents when they occur.

Technical Measures for Information Security

For effective information protection, Dongwon Metal takes a range of technical measures under the leadership of an appointed technical security manager. This person oversees all security-related IT operations, implements security countermeasures for IT assets, addresses vulnerabilities, and conducts technical investigations and responses in the event of security incidents.

Physical Measures for Information Security

Dongwon Metal ensures information security by managing classified documents and confidential facilities through physical security measures. A manager-level physical security manager is appointed to review and approve security zones requested by departments and manage the operation of physical security systems.

Strengthening Information Security Competency

Security Training

Dongwon Metal provides regular security training to strengthen information protection capabilities. Training is held twice a year, and new employees are educated on administrative, physical, and technical security upon joining. Additional training is also conducted when security policies change, and departments may request specialized training if necessary, thereby enhancing overall organizational security competency.

Security Inspections and Audits

Dongwon Metal performs regular security inspections and audits at least once a year to ensure that established security controls are being properly implemented and to minimize potential security breaches.
All personnel and information assets are included in these evaluations. In response to CSO requests or potential incidents, ad-hoc inspections and audits are also conducted to minimize risks.

Dongwon Metal Security Training Status

Category	Unit	2022	2023	2024
Participants	Persons	99	110	172
Training Hours	Hours	87	94	78

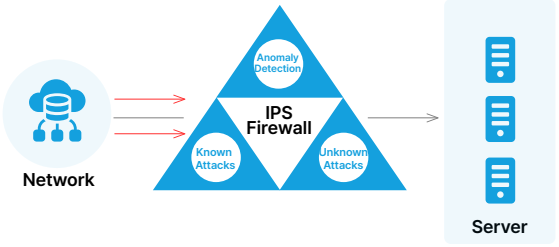
Information Security

Information Security System

Information Security Enhancement Activities

Network Security Enhancement

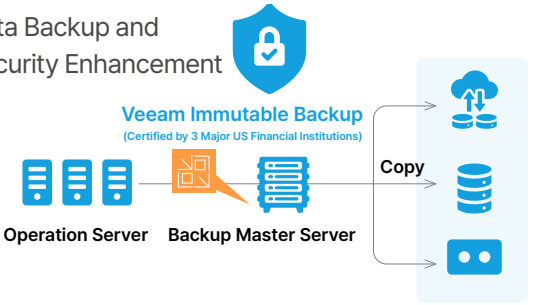
Dongwon Metal has established a robust defense system against various network security threats, including DDoS attacks, viruses, malware, and ransomware, by implementing next-generation firewalls equipped with Intrusion Prevention System (IPS) functionalities for both internal and external networks.



Category	Before Improvement	After Improvement
Intrusion Detection	Manual log analysis	Real-time detection and automatic blocking
Response Speed	Hours to days	Blocking and alert within seconds
Log Analysis	Unstructured storage	Monitoring via integrated dashboard
Security Policy	IP/Port-based restrictions	Application and user-based control
Threat Analysis	Manual response	AI-based threat intelligence with automatic integration

Through the adoption of advanced security solutions capable of real-time detection and blocking of intelligent threats, Dongwon Metal has significantly enhanced its overall security infrastructure.

Data Backup and Security Enhancement



With the growing threat of cyberattacks, the importance of securely storing internal data and enabling rapid recovery has increased. Dongwon Metal introduced a secure backup system to minimize potential damage from data breaches, ransomware attacks, or system failures. This system serves not only as a means of data storage but also as a critical foundation for safeguarding information assets and ensuring business continuity.

Information Security Certification

To raise the level of information security across its global operations and systematically respond to cyber risks, Dongwon Metal obtained the international information security certification ISO/IEC 27001 for its sites in Piracicaba and Canoas, Brazil.
ISO 27001 is a leading international standard in the Information Security Management System (ISMS) domain, ensuring confidentiality, integrity, and availability of information assets. This certification proves that Dongwon Metal's security governance aligns with global standards.
By protecting sensitive information of customers and stakeholders, the company is strengthening its foundation for business continuity and trust. Dongwon Metal will continue to build a sustainable and robust information security environment at all its global sites.

Region	Site Name	Certification	Validity Period
Brazil	Piracicaba Canoas	ISO 27001	2025.07.02 ~ 2028.07.01

TISAX Certification in Progress

TISAX (Trusted Information Security Assessment Exchange) is a global information security certification system developed by the German Association of the Automotive Industry (VDA) and managed by the European Network Exchange Association (ENX). It was created to standardize the various information security evaluation standards used by automotive manufacturers and their supply chains.

Dongwon Metal has begun professional security consulting in June 2025 to obtain TISAX certification, tailored for the automotive sector, to enhance its information security level and meet the security requirements of global OEMs. Through expert consulting, the company is reviewing and improving its comprehensive security management system, including information protection policies, human resource security, education, network and system access control policies, and the establishment of structured operational procedures.

Dongwon Metal plans to complete TISAX certification for its Gyeongsan headquarters, Jinryang plant, and R&D site (Jinryang) by November 2025. The certification scope will be gradually expanded to build an integrated information security system across all global sites

GOVERNANCE

Board Leadership 93

Enhancing Shareholder 98

Value Ethical Management 101

Risk Management 104

5 GENDER EQUALITY

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

DONGWON METAL CO.,LTD.

Board Leadership

Dongwon Metal strives to strengthen the independence and expertise of its Board of Directors to establish sound corporate governance.
The Board of Directors serves as the highest decision-making body of Dongwon Metal, responsible for making strategic decisions and overseeing management to foster company growth.
Dongwon Metal adheres to the principles of diversity, expertise, and independence in the composition of its Board, continuously working to enhance sustainability.

Board Composition

The Board

Dongwon Metal is committed to establishing sound and transparent governance to ensure sustainable growth, enhance corporate value, and protect the interests of stakeholders.
The Board is composed of experts in accounting, finance, quality, and production management, and strives to ensure diversity without discrimination based on gender, race, or religion. Given the need for swift decision-making based on industrial knowledge and leadership, the CEO concurrently serves as the Chair of the Board.

Appointment of Directors

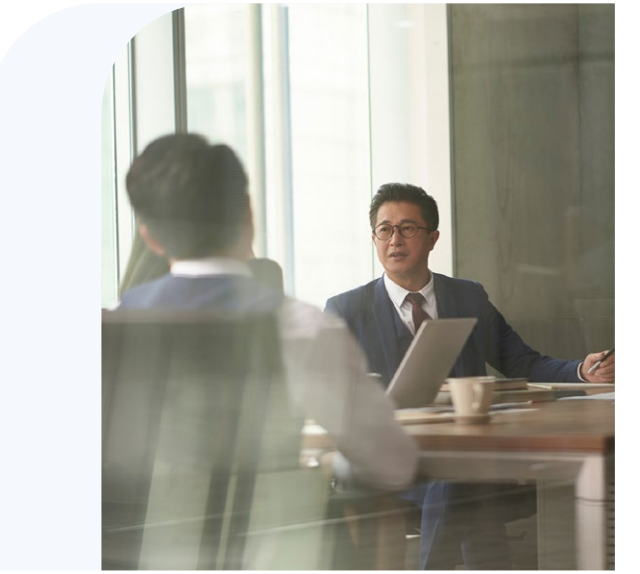
All directors of Dongwon Metal are appointed through resolutions at the General Meeting of Shareholders. Outside directors are selected from candidates recommended by the Board, aiming to enhance sustainability through reinforced expertise and diversity.

Independence and Expertise of the Board

To strengthen the independence of the Board, Dongwon Metal operates under strict guidelines. The Board complies with all legal requirements related to board governance as stipulated by the Korean Commercial Act. Outside directors are selected based on expertise in fields such as finance, accounting, law, economics, and governance, and must have no significant interests with the company.

Board Diversity

Dongwon Metal values the principle of board diversity to ensure that the Board does not represent the interests of a specific group or share a common background. During the appointment process, the company respects diversity in gender, race, religion, etc., and strives to avoid bias toward specific traits or backgrounds.
Among the total of six board members, one is a woman, making the proportion of female directors 16.7%. This reflects the company's efforts to ensure gender diversity within the Board, and we will continue to strengthen the balance of the Board to reflect various perspectives and expertise.



Board Composition

Category	Name	Position	Major Experience	Term Start - End	Gender	Specialty
Internal Director	Eunwoo Lee (Chair)	CEO	Current) Chairman of Dongwon Metal Co., Ltd. Former) Director of Planning, Dongwon Metal	2000.06.26~2027.06.28	Male	Management, Mech. Eng.
	Sungyong Park	CEO	Current) President of Dongwon Metal Co., Ltd. Former) Vice President, Dongwon Metal	2014.06.24~2026.06.28	Male	Management, Mech. Eng.
	Deukgyo Lee	Vice President	Current) Head of Planning/R&D/Business Support Div. Former) Head of R&D/Quality Div.	2023.06.29~2026.06.29	Male	Management, Mech. Eng.
Outside Director	Yekyung Kim	Outside Director	Current) Professor, Accounting & Tax, Gyeongsang National Univ. Former) Worked at Sandong/Angeon Accounting Firms	2024.06.27~2027.06.28	Female	Accounting
	Bosin Seo	Outside Director	Current) Outside Director, Motrex Former) President, Hyundai Motor Company	2025.06.26~2028.06.26	Male	Quality, Production
	Eunhoe Doh	Outside Director	Former) Head of Sales, iM Bank Gyeongsan Branch	2021.06.29~2027.06.28	Male	Finance

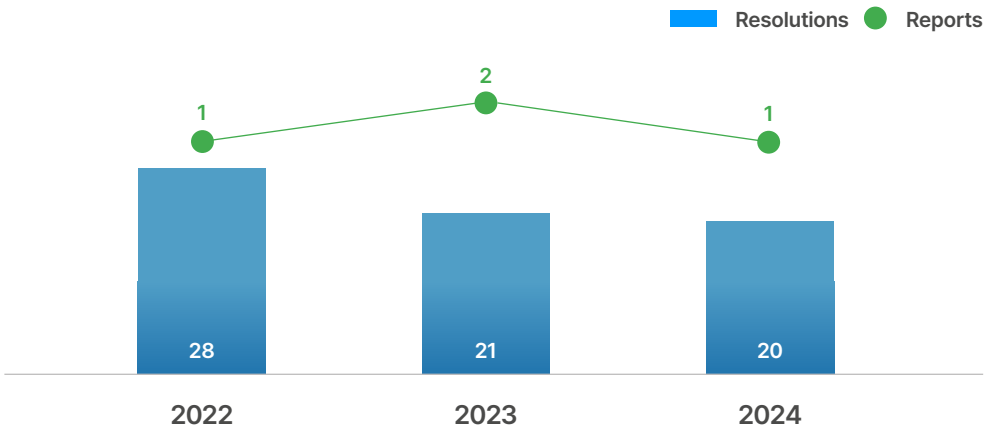
Board Leadership

Board Operations

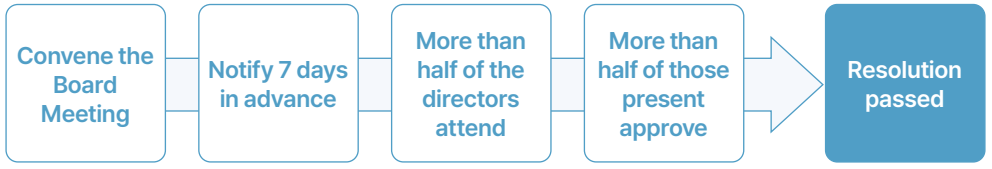
Board Meetings

The Board convenes once per quarter in principle, and holds extraordinary meetings when urgent matters arise. When convening a Board meeting, a notice must be given at least seven days in advance. Board resolutions require the attendance of more than half of the directors and the approval of more than half of those present, unless otherwise stipulated by law.
Meeting minutes must include details on agenda items, the summary of proceedings, the results, and the names and objections of opposing members. Attendance and voting results are disclosed according to the method and scope defined by applicable laws.

<Annual Number of Board Resolutions>



<Board Decision-Making Process>



Board Meeting Status in 2024

Type	Date	Agenda	Approval	Attendance Rate
Temporary	2024.01.04.	Borrowing KRW 1.5 billion general loan from Hana Bank	Approved	100%
Temporary	2024.03.20.	Issuance of 47th private placement bond (refinancing)	Approved	100%
Temporary	2024.03.26.	Report on Health and Safety Management Plan	Approved	100%
Temporary	2024.04.19.	Issuance of 48th private placement bond	Approved	100%
Temporary	2024.05.09.	Borrowing via accounts receivable-backed corporate operating loan	Approved	100%
Temporary	2024.06.03.	Joint guarantee for Dongwon Mexico INC's debt	Approved	100%
Regular	2024.06.12.	Convening of 39th Annual Shareholders' Meeting	Approved	100%
Temporary	2024.06.12.	Resolution for cash dividends on common shares	Approved	100%
Temporary	2024.07.23.	Extension of Export-Import Bank loan	Approved	100%
Temporary	2024.07.24.	Borrowing of industrial operating fund loan	Approved	100%
Temporary	2024.08.12.	Borrowing of KRW 2 billion trade bill loan from IBK	Approved	100%
Temporary	2024.08.28.	Joint guarantee for local subsidiary loan in Mexico	Approved	100%
Temporary	2024.08.29.	Extension of KRW 2 billion trade finance loan from iM Bank	Approved	100%
Temporary	2024.09.23.	Joint guarantee for U.S. subsidiary debt	Approved	100%
Temporary	2024.10.02.	Issuance of 49th private placement bond	Approved	100%
Temporary	2024.10.02.	Issuance of 50th private placement bond	Approved	100%
Temporary	2024.10.31.	Borrowing of operating fund loan from Woori Bank	Approved	100%
Temporary	2024.11.11.	Joint guarantee for Mexican subsidiary loan	Approved	100%
Temporary	2024.11.15.	Joint guarantee for American subsidiary debt	Approved	100%
Temporary	2024.12.02.	Borrowing of industrial facility and operating fund loans	Approved	100%

Board Leadership

Board Operations

Responsibilities of Directors

Directors of Dongwon Metal perform their duties faithfully in accordance with applicable laws and the Articles of Incorporation. Directors prioritize the development of the company and the interests of shareholders over those of third parties. If a director violates laws or the Articles of Incorporation or neglects their duties during the decision-making process, they are liable for damages to the company. If the director acts with willful misconduct or gross negligence, they may also be liable to third parties.

Evaluation of Board Operation and Activities

Dongwon Metal conducts annual board operation evaluations based on its internal criteria. Compensation for board members (executive and outside directors) is determined based on evaluation criteria, with payment limits approved by the General Meeting of Shareholders. Executive directors are evaluated quantitatively and qualitatively based on their roles as per internal regulations, and performance-based metrics are reflected in evaluations. Outside directors are assessed based on attendance rate, contribution to decision-making, and expertise. Evaluation results are reflected in director compensation within the limits approved at the shareholders' meeting. Evaluation results of outside directors are also considered in their reappointment and compensation decisions, which take into account responsibility, risk, and performance.
Furthermore, from 2024, ESG performance has been incorporated into board evaluations to reinforce ESG management.

Education for Outside Directors

Dongwon Metal supports capacity building for outside directors in areas such as accounting and auditing to enhance their understanding of business and professional competency.

Board Compensation Status

Category		Unit	2022	2023	2024
Internal Director	No. of Members	Persons	2	3	3
	Total Compensation	KRW million	404	576	688
	Avg. per person	KRW million	202	192	229
Outside Director	No. of Members	Persons	3	3	3
	Total Compensation	KRW million	57	57	57
	Avg. per person	KRW million	19	19	19

Education Status of Outside Directors

Unit	2022	2023	2024
No. of Sessions	6	6	6
Attendance Rate	100%	100%	100%
Training Content	• Product development direction • Disclosure standards and audit training • Internal controls, etc.	• Product development direction • ESG response and disclosure supervision • Internal controls, etc.	• Product development direction • ESG response and disclosure supervision • Internal controls, etc.

Board Leadership

Board Committees

To strengthen the independence and transparency of the Board of Directors, Dongwon Metal has established and operates an Audit Committee and an ESG Committee.
The Planning Office and Business Support Office provide administrative support to ensure the smooth operation of the committees.

Audit Committee

The Audit Committee serves as the internal audit body of the company. The Commercial Act stipulates strict regulations on the appointment and composition of committee members to ensure transparency and independence. Accordingly, Dongwon Metal has composed the Audit Committee of three outside directors appointed at the General Meeting of Shareholders.
To enhance the expertise of the Audit Committee, the company has appointed three experts in accounting, quality and production management, and finance. The committee supports the company's overall risk management.
The Audit Committee oversees the legality of management and directors' activities, the soundness and appropriateness of financial activities, and the accuracy of financial reporting. It also reviews matters related to the appointment, replacement, and dismissal of external auditors, as well as all other issues stipulated by laws, the Articles of Incorporation, and committee regulations.

ESG Committee

In December 2023, Dongwon Metal established the ESG Committee in conjunction with the implementation of its sustainable management framework. The committee has convened three times in 2024 and twice in the first half of 2025.
The ESG Committee is responsible for reviewing policies and issues related to Dongwon Metal's sustainability management and is operated to enhance the company's sustainability.
The ESG Committee holds responsibility and authority to deliberate and approve ESG-related policies, plans, and key activities. It serves as the practical control tower for ESG management. Additionally, the ESG Management Council and the Climate Change Response Council operate under the committee to support its activities.

<Status of Board Committees>

Composition of Committees under the Board

Category	Composition	Remarks
Audit Committee	Yekyung Kim Bosin Seo Eunhoe Doh	Includes Certified Public Accountant
ESG Committee	Eunwoo Lee (Chair) Sungyong Park Deukgyo Lee Yekyung Kim Bosin Seo Eunhoe Doh	Includes 2 working-level orgs

Committee Operation Status

Category		Unit	2022	2023	2024
Audit Committee	No. of Meetings	Times	4	4	4
	Attendance Rate	%	100	100	100
	Ratio of Outside Directors	%	60	50	50

ESG Committee Meetings

Date	Agenda	Result
2024. 01. 05.	Appointment of ESG Committee Chair	Resolved (Chair: Eunwoo Lee)
2024. 01. 05.	Establishment of ESG Committee Regulations	Approved
2024. 01. 05.	Implementation Plan for ESG Management System	Approved
2024. 06. 03.	Installation of Solar Power Facilities at Dongwon Pipe Co., Ltd.	Approved
2024. 07. 24.	Establishment and relocation of Yesan Plant	Approved
2025. 01. 14.	ESG Management Goals for 2025	Approved
2025. 03. 13.	GHG Emissions Reduction Targets and Plan	Approved
2025. 03. 13.	In-house Publication of 2025 Sustainability Report	Approved

Board Leadership

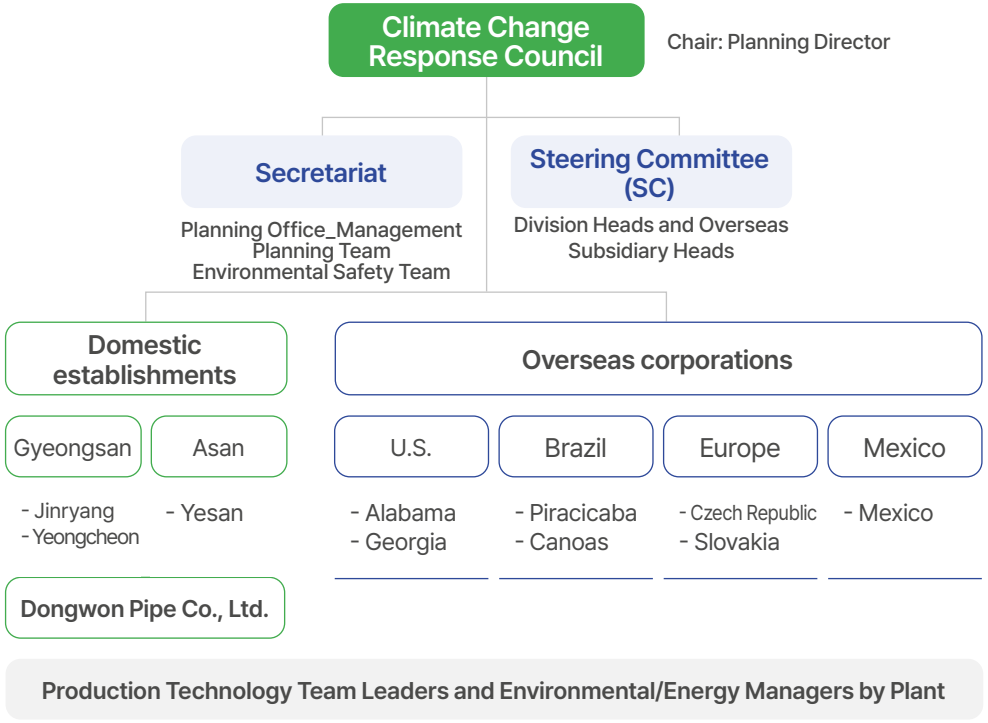
Board Committees

ESG Management Council

The ESG Management Council is a working-level body that supports systematic decision-making by the ESG Committee through the establishment of detailed implementation plans and pre-review processes for ESG management initiatives at Dongwon Metal.
The Council is chaired by the Head of the Planning Office, with the Corporate Planning Team serving as the Secretariat. The Operating Committee comprises heads of each business division and overseas subsidiaries.
The Council develops ESG strategies and implementation plans at the corporate and business division levels, striving to enhance the practical execution of ESG management.

Climate Change Response Council

The Climate Change Response Council, under the ESG Committee, is a working-level body responsible for formulating detailed plans and implementation directions related to Dongwon Metal's carbon neutrality initiatives, as well as managing performance.
The Council is chaired by the Head of the Planning Office, with the Corporate Planning Team and Environment & Safety Team as the Secretariat. The Operating Committee consists of the heads of business divisions and overseas subsidiaries.
The Climate Change Response Council continues to make efforts to systematically manage and implement Dongwon Metal's carbon neutrality targets.



Enhancing Shareholder Value

Shareholder Engagement

Dongwon Metal actively listens to shareholders' legitimate demands and proposals to protect their value and interests.
Dongwon Metal strives to ensure that shareholders' rights and interests are not unjustly infringed upon and that the company's value is properly assessed by maintaining integrity in the decision-making process and corporate management.

Transparent Disclosure of Information

To protect shareholders' rights and interests, Dongwon Metal provides information for exercising shareholder rights in a transparent and timely manner.

The date and venue of the general meeting of shareholders are announced at least two weeks in advance to ensure shareholders can exercise their voting rights. In addition, the company is committed to providing transparent information by disclosing quarterly performance and hosting institutional briefings.

Disclosure of Shareholder Voting Information
- Notice of convocation published two weeks prior to the general meeting

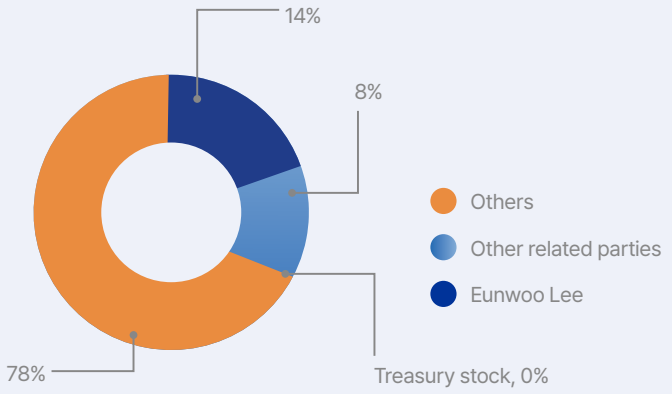
Dividend Information Disclosure
- Disclosure of record date and dividend amount (two weeks prior to record date)

Quarterly Performance Disclosure
- Fair disclosure of quarterly reports for shareholder and potential investor understanding

Shareholder Status

As of March 31, 2025, Dongwon Metal has issued 46,754,933 shares. The largest shareholder and related parties hold 10,344,164 shares, which account for 22.12% of the total issued shares. This includes shares owned by the largest shareholder, relatives, and affiliated companies.

Shareholder Composition



Enhancing Shareholder Value

Shareholder Engagement

Shareholder Returns

Dongwon Metal implements a consistent dividend policy to enhance shareholder value. In accordance with the Articles of Incorporation and relevant laws, the company grants one voting right per share to all shareholders and returns value to shareholders by executing cash dividends through board resolutions. Furthermore, with the introduction of the electronic voting system in June 2025, the company expects to expand participation of minority shareholders, increase the voting rate, and enhance the transparency of general meetings.

1) Guarantee of Shareholder Voting Rights
The notice of convocation for the general meeting is disclosed two weeks in advance, and proxy voting is allowed to facilitate smooth exercise of voting rights by shareholders.

2) Profit Distribution
- The company follows the principle of year-end settlement-based dividends and determines a record date via board resolution. The details are disclosed two weeks before the record date.
- The Articles of Incorporation allow the record date for dividends to be set after the dividend amount is determined, enhancing predictability for shareholders.

3) Performance Disclosure and Briefings
Quarterly performance is fairly disclosed, and the Finance Team of the Business Support Office holds briefings with institutions such as securities firms.

Shareholder-Friendly Policy Status

Category	Unit	2022	2023	2024
Total Cash Dividends	KRW million	935	2,337	2,337
Dividend Payout Ratio	%	5.15	12.78	11.04
Cash Dividend per Share	KRW	20	50	50

Voting System Status (As of : Mar. 31, 2026)

Voting System Type	Cumulative Voting	Written Voting	Electronic Voting
Adoption Status	Excluded	Not Adopted	Adopted
Implementation	-	-	40th General Meeting of Shareholders

Enhancing Shareholder Value

Safeguarding Shareholder Rights

Control of Insider and Self-Dealing Transactions

Dongwon Metal has established internal control procedures to prevent insider and self-dealing transactions involving executives, employees, major shareholders, and others for private interests.
In accordance with board regulations and the Commercial Act, transactions with major shareholders and stakeholders as defined in board approval matters, as well as transactions between the company and executives/employees, are subject to board resolution to control insider and self-dealing transactions.

Protection of Shareholder Interests in Ownership Structure or Business Changes

Dongwon Metal has specified in its Corporate Governance Charter that any major changes in the ownership structure or key business operations, such as mergers, business transfers, spin-offs (including physical spin-offs), comprehensive share exchanges, and transfers, must follow legal procedures to prevent infringement on shareholder rights.
The company strives to ensure that shareholders can actively exercise their rights by providing all shareholders with sufficient information and time for review. Going forward, Dongwon Metal will continue to collect opinions from minority shareholders, protect the rights of dissenting shareholders, and actively provide important information upon request. The company will strengthen diverse shareholder value enhancement policies.

Integrity Management

Dongwon Metal has established a Code of Ethics, Ethical Management Policy, and Code of Ethical Conduct as standards for all business activities and proper conduct of executives and employees, in order to fulfill its ethical responsibilities and build trust and cooperation with stakeholders.

Ethical Policies

Code of Ethics

Dongwon Metal has established and operates a Code of Ethics, Ethical Management Policy, and Code of Ethical Conduct to implement ethical business activities and behavior by executives and employees based on firm ethical awareness and a spirit of compliance.

Ethical Management Policy

Dongwon Metal reflects ethical decision-making in management by enacting a Code of Ethics and specific Ethical Management Policy based on transparency, fairness, and stakeholder-centered values, including customers, employees, and shareholders.
The company's Ethical Management Policy stipulates detailed ethical standards in connection with transparency in management, human rights respect, customer and partner relations, and social responsibility, based on the principles of the Code of Ethics.

Code of Ethical Conduct

Dongwon Metal operates a Code of Ethical Conduct to ensure practical implementation of ethical management. The Code is based on six core principles: work ethics, respect for human rights, work environment, customer value, fair trade, and sustainability. It provides specific behavioral guidelines for data protection, anti-corruption, labor relations, safety and accident prevention, product/service responsibility, fair trade practices, and climate change response. These are incorporated into management decisions and employee conduct.

Dongwon Metal Code of Ethics

1. We uphold ethical management as a core principle and pursue transparent management in all internal and external activities based on clear and fair decision-making processes.
2. We guarantee the human rights and freedom of association of all employees, prohibit all forms of human rights violations, and provide appropriate responses.
3. We continuously strive to maintain a safe and healthy work environment.
4. We provide safe and efficient products and services that meet customer needs and rigorously protect personal data collected in the course of business to maintain trust.
5. We promote mutual growth with partner companies through mutual respect and support fair trade practices.
6. As a member of the local community, we pursue sustainable development through social responsibilities and contribute to national economic and social advancement through rational business development.

Integrity Management

Enhancing Ethical Consciousness

Ethics Training for Employees

Dongwon Metal conducts systematic ethics training to help employees establish strong ethical awareness and carry out their duties transparently and fairly.
To strengthen ethics company-wide, ethics training is conducted not only at domestic sites but also overseas. The completion rate in 2024 was 65.3%.
Dongwon Metal will continue to enhance ethics awareness among employees through diverse training content and curriculum.

Plant Name	Category	Unit	2022	2023	2024
Total	Trainees Completed	Persons	731	820	1,549
	Completion Rate	%	28.7	33.2	65.7
	Total Employees	Persons	2,550	2,471	2,359
Gyeongsan	Trainees Completed	Persons	-	70	319
	Completion Rate	%	-	20	85
Asan	Trainees Completed	Persons	-	14	19
	Completion Rate	%	-	9	7
Dongwon Pipe Co., Ltd.	Trainees Completed	Persons	-	13	14
	Completion Rate	%	-	100	100
Alabama, USA	Trainees Completed	Persons	-	-	45
	Completion Rate	%	-	-	25
Piracicaba, Brazil	Trainees Completed	Persons	-	-	226
	Completion Rate	%	-	-	83
Canoas, Brazil	Trainees Completed	Persons	-	-	149
	Completion Rate	%	-	-	100
Mexico	Trainees Completed	Persons	230	223	240
	Completion Rate	%	100	100	100
Czech Republic	Trainees Completed	Persons	409	418	409
	Completion Rate	%	100	100	100
Slovakia	Trainees Completed	Persons	92	82	128
	Completion Rate	%	97	100	100

* Reporting Scope: All global sites excluding Georgia, USA

Whistleblowing Channels

Dongwon Metal operates both online and offline whistleblowing channels to reinforce ethical and legal awareness among employees and to achieve transparent management.
Offline reporting can be made to the Planning Office, Audit Office, or General Affairs Team via registered mail, phone, or fax. Online channels include email and groupware.
These channels support employee compliance and enable reporting of violations including unfair practices, bribery or improper hospitality, abuse of authority, and solicitation.
The Cyber Whistleblowing Platform has been operated since May 2023 to further reinforce ethical management.
To foster a safe environment for whistleblowers, Dongwon Metal has established a whistleblower protection system and operating guidelines that guarantee confidentiality, rewards, and mitigation of disciplinary action.

Ethics Pledge

To promote transparent and sound business operations, Dongwon Metal requires all employees and partner companies to sign an annual Transparent Management Pledge. The pledge includes clauses on gift prohibition, whistleblowing obligations, information protection, and customer-centric practices to enhance ethical awareness and foster an ethical culture.

Key Contents of Dongwon Metal Transparent Management Pledge (Partner Companies)

- Prohibition of solicitation and provision of benefits to Dongwon Metal employees
- Obligation to report employee misconduct
- Protection of information acquired during business operations

Key Contents of Dongwon Metal Transparent Management Pledge (Employees)

- Diligent job performance
- Capability development and performance creation
- Commitment to customer-centric management
- Transparent and fair treatment of partner companies
- Compliance with ethics and social norms

Status of Whistleblowing Program Operation

	Category	Unit	2022	2023	2024
Type	Welfare & Work Environment Improvement	Cases	2	6	7
	Work Attitude & Rule Violations	Cases	1	2	10
	Unethical Conduct & Speech	Cases	-	-	8
	Complaints on Employment & Compensation	Cases	-	-	6
	Process & Regulation Improvements	Cases	-	-	-
	Corruption Reports	Cases	-	-	1
	Others	Cases	-	-	7
	Total	Cases	3	8	39

* Reporting scope: ethical and corruption-related issues

Integrity Management

Compliance Management System

Compliance Management at Dongwon Metal

Dongwon Metal complies with all relevant laws and conducts business fairly and transparently, adhering to corporate ethics. Furthermore, as part of its commitment to sustainable management, the company has established strict internal control standards and is continuously working to enhance compliance awareness among employees.

Compliance Management System of Dongwon Metal

Compliance Policies and Standards

Through its transparent management regulations, Dongwon Metal defines the standards and procedures that the company and its employees must follow in business and job performance. The company performs compliance support and internal control activities based on these standards. Separate codes of ethics and behavioral guidelines are also in place for employee conduct. Dongwon Metal has also enacted an Anti-Corruption and Anti-Bribery Policy to ensure compliance among all staff.

Compliance Support Organization and Audits

Since 2010, Dongwon Metal has operated the 'Transparent Management Practice Committee' under the CEO to ensure compliance-based management.
The committee is composed of the CEO as chairperson, division heads as members, and team leaders as secretaries. It oversees key operations such as ethics and compliance policy decisions, disciplinary review, and maintenance/improvement of ethical regulations.
Additionally, the company conducts audits across all sites and subsidiaries to verify legal compliance. The Audit Committee reviews findings and implements improvements annually.

Number of Disciplinary Actions Due to Confirmed Corruption Cases

Category	Unit	2022	2023	2024
Resignation, Pay Cut, Reprimand, etc.	Cases	0	0	0

Anti-Corruption & Anti-Competitive Conduct

Category	Unit	2022	2023	2024
Total Sites	Sites	17	17	16
Sites Assessed for Corruption Risk	Sites	2	2	3
% of Sites Assessed	%	12	12	19
Legal Actions on Unfair Trade Practices such as Anti-Competitive Behavior, Monopoly, etc.	Cases	0	0	0
Fines & Penalties Due to Violations	KRW	0	0	0

Monetary/Non-Monetary Sanctions Due to Legal Violations

Category	Total Fine (KRW million)	Reason	Action Taken
2022	0.8	LPG Act violation fine	Relocated gas piping and storage facility
2023	0.8	Incorrect salary amount on post-retirement form	Added internal approval process before e-filing
2024	-	-	-

Risk Management

Dongwon Metal faces heightened risks due to rapid paradigm shifts in the automotive industry and the growing emphasis on ESG management, which demand agile responses to internal and external business environments. These changes present both new growth opportunities and uncertainties.
To minimize risks during adaptation and seize new opportunities, the company has established and operates a comprehensive risk management system.

Risk Management System

Company-Wide Risk Management

Dongwon Metal operates an enterprise-wide risk management system to address internal and external crises arising from a rapidly changing business environment.
The Corporate Planning Office leads the company-wide Strategic Management Committee, with the CEO serving as both the Chairperson and Chief Risk Officer.
The committee, as the highest decision-making body in the company, determines overall risk management policies, reviews divisional response systems, and prioritizes countermeasures

Divisional Risk Management

In addition to company-wide risk management, Dongwon Metal operates segmented risk management systems by division. Separate frameworks are in place for functions such as R&D, quality, procurement/materials, and production/manufacturing, as well as for overseas subsidiaries in the U.S., Europe, Brazil, and Mexico. Each business division head and subsidiary CEO assumes responsibility for managing risks within their respective areas.

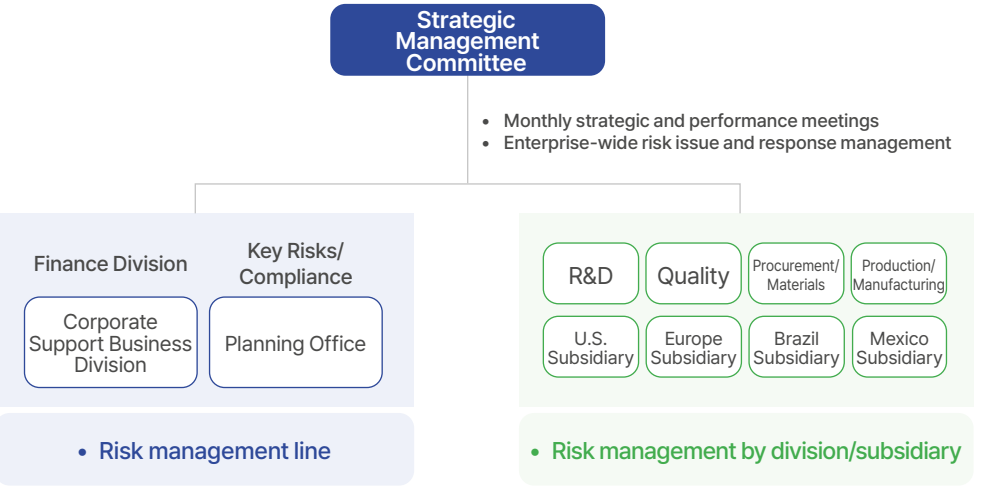
Company-Wide Risk Sharing

To ensure the smooth operation of risk management systems across business divisions and subsidiaries, Dongwon Metal actively shares issues and coordinates responses through weekly and monthly regular meetings, as well as ad hoc meetings in urgent situations. The company continues to manage risks by monitoring changes in internal and external business environments.

Strategic Management Committee Operations

Date	Agenda
2024.01.19.	Outlook for domestic and overseas clients/economy/industry,annual and mid-to-long-term business plan report
2024.02.21.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.03.22.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.04.22.	Domestic and overseas client/economic/industry trends, Q1 performance review, liquidity check, major quality issues
2024.05.31.	Domestic and overseas client/economic/industry trends, monthly performance review, liquidity check, revised business plan report
2024.06.21.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.07.25.	Domestic and overseas client/economic/industry trends, Q1 performance review, liquidity check, major quality issues
2024.08.23.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.09.20.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.10.31.	Domestic and overseas client/economic/industry trends, Q3 performance review, liquidity check, major quality issues
2024.11.22.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check
2024.12.20.	Domestic and overseas client/economic/industry trends, monthly business performance review, liquidity check

Dongwon Metal Risk Management System



Risk Management

Risk Management Types

Financial Risk Management

To mitigate increasing financial risks due to ongoing global financial market instability, Dongwon Metal strives to maintain an optimal capital structure.
The company monitors liquidity at the subsidiary level to manage interest rate risks and has established a currency hedging system through planned foreign borrowings and repayments. Furthermore, customized funding and tax strategies are established by subsidiary to manage liquidity and tax risks, and on-site audits are reinforced according to accounting standards to reduce accounting risks.

Non-Financial Risk Management

With the expansion of ESG management trends in the global business environment, customer requirements related to ESG have increased. As a result, managing emerging potential risks in areas such as environment, human rights, safety, and supply chains has become increasingly important. Dongwon Metal analyzes the potential impact and likelihood of these risk factors to identify key risk items, and manages them accordingly.
The company continuously monitors external changes and adjusts its response systems to alleviate or eliminate these risks.

Major Risks by Category

Category		Risk Details	Response Status
Financial Risk	Interest Rate Risk	• Increased borrowing costs due to high interest rates by country	• Liquidity monitoring by subsidiary and repayment management to mitigate rising interest rate risks
	Foreign Exchange Risk	• Volatility in key currencies such as USD and EUR	• Mitigation through managing foreign exchange inflows/outflows
	Liquidity Risk	• Exposure to insufficient cash and financial market fluctuations	• Formation of CFO Council to review funding and investment plans twice a month
	Tax Risk	• Country-specific tax-related risks by subsidiary	• Compliance with local tax laws and regulations • Strengthening expertise through local expert review processes
	Accounting Risk	• Errors or fraud related to internal accounting controls	• Enhanced management of accounting standard changes by subsidiary • On-site inspections of overseas subsidiaries
Non-Financial Risk	Environmental Risk	• Stricter GHG emissions regulations due to climate change	• Monitoring of potential GHG-related regulations
		• Rising demand for renewable energy adoption in carbon-neutral supply chains	• Review of solar and other renewable energy facilities
	Human Rights Risk	• Workplace harassment, forced labor, etc.	• Internal employee satisfaction surveys • Workplace harassment and sexual harassment prevention training for all employees
	Safety Risk	• Operational safety incidents	• Operation of safety and health management systems • Inspections for fire and accident prevention
	Supply Chain Risk	• Increased ESG evaluation requirements by clients	• Establishment and operation of ESG response teams
		• Supplier financial instability	• Ongoing monitoring of domestic and overseas sites
	Information Security Risk	• Hacking, viruses, malware, ransomware threats to personal and information assets	• Reinforcement and management of IT security systems • Preventive management with ransomware vaccines, etc.
	Ethical Management Risk	• Ethical violations involving stakeholders and partners	• Monitoring compliance with ethical standards • Ethical/transparency campaigns during holiday periods

Risk Management

Tax Risk Management

Tax Policy

Dongwon Metal recognizes that complying with tax laws and actively managing tax risks is essential for contributing to national finance, securing customer interests, maximizing shareholder value, and is a prerequisite for sustainable management. Accordingly, the company strives to comply with all relevant laws and regulations by establishing standards and procedures for tax risk management, while ensuring transparent tax payments.

Tax Risk Management

Dongwon Metal strictly complies with the laws and tax treaties of each country where it operates, faithfully fulfilling tax reporting and payment obligations as the guiding principle of its tax risk management.
The company strictly prohibits tax avoidance transactions that exploit international tax gaps or structures lacking commercial substance.

Dongwon Metal Tax Policy

- Employees faithfully comply with all tax reporting and payment obligations and perform duties in strict accordance with relevant laws.
- The company responds transparently and responsibly to audits and information requests from tax authorities.
- Any legal changes are shared within relevant departments, with risks reviewed and response measures established.
- Tax information is disclosed transparently through external filings. Basis of corporate tax costs, deferred tax assets and liabilities, tax expense composition, and tax rates are detailed in audited financial statements and notes, ensuring transparency and objectivity.
- The company fulfills tax reporting and payment obligations in all countries where it operates in cooperation with local tax authorities.
- Dongwon Metal does not engage in cross-border income shifting or tax avoidance practices using tax havens or international loopholes, and ensures taxable income is properly allocated in each country where value is created.
- No artificial tax structures lacking commercial substance are used for tax avoidance.
- Transfer pricing documentation is prepared and submitted in compliance with country-specific requirements, with the support of external experts.
- Transactions with affiliates are priced based on the arm's length principle (standard market prices between independent third parties).

APPENDIX

Consolidated Financial Statements 108

GRI Index 109

TCFD Index 112

UN SDGs Index 113

ISSB Index 114

ESRS Index 115

SASB Index 119

Global Initiative & Network 120

DONGWON METAL CO.,LTD.

Consolidated Financial Statements

Audit Report of Dongwon Metal Co., Ltd., the 40th Fiscal Year ↗

Summary of Consolidated Financial Statements

Category		Unit	2022	2023	2024	2022 ~ 2024 CAGR*
Financial Position	Total Assets	KRW 100M	4,879	4,789	5,158	2.8%
	Total Liabilities	KRW 100M	3,982	3,724	3,829	-1.9%
	Total Equity	KRW 100M	897	1,065	1,330	21.7%
Financial Performance	Revenue	KRW 100M	5,386	5,682	6,262	7.8%
	Operating Profit	KRW 100M	356	357	420	8.6%
	Selling & Administrative Expenses	KRW 100M	753	790	874	7.7%
	Net Income	KRW 100M	182	183	212	7.9%
Profitability Indicators	Operating Profit Margin	%	6.6	6.3	6.7	-
	Net Profit Margin	%	3.4	3.2	3.4	-

*CAGR (Compound Annual Growth Rate) is an indicator that shows the average annual growth rate over a given period.

GRI Standards Index

GRI 2: General Disclosures about the Reporting Organization

Dongwon Metal's Sustainability Management Report covers performance from January 1, 2024 to December 31, 2024, and has been prepared in accordance with GRI Standards 2021. The core concepts of GRI 1: Foundation 2021 were applied, and no sector-specific standards were applied.

Topic	GRI Standards		Report Location	Remarks
Organization & Reporting Practices	2-1	Organizational Details	7	
	2-2	Entities included in the Organization's Sustainability Reporting	About this Report	
	2-3	Reporting period, cycle, and point of contact	About this Report	
	2-4	Restatements of information	38	Change of base year for GHG
	2-5	External assurance	About this Report	
Activities & Workers	2-6	Activities, value chain, and business relationships	14~20	
	2-7	Employees	50	
	2-8	Workers who are not employees	50	
Governance	2-9	Governance structure and composition	93, 96, 97	
	2-10	Nomination and selection of the highest governance body	93	
	2-11	Chair of the highest governance body	93	
	2-12	Role of the highest governance body in overseeing the management of impacts	96, 97	
	2-13	Delegation of responsibility for managing impacts	96, 97	
	2-14	Role of the highest governance body in sustainability reporting	30, 96, 97	
	2-15	Conflicts of interest	93, 98~100	
	2-16	Communication of critical concerns	94, 96, 104	
	2-17	Collective knowledge of the highest governance body	93, 95	
	2-18	Evaluation of the performance of the highest governance body	95	
	2-19	Remuneration policies	95	
	2-20	Process to determine remuneration	95	
	2-21	Annual total compensation ratio	95	
Strategy, Policies & Practices	2-22	Statement on sustainable development strategy	5, 6	
	2-23	Policy commitments	31, 63, 77, 83, 101, 106	
	2-24	Embedding policy commitments	66, 102	
	2-25	Processes to remediate negative impacts	32, 58, 104	
	2-26	Mechanisms for seeking advice and raising concerns	66, 102	
	2-27	Compliance with laws and regulations	103	
	2-28	Membership of associations	120	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	23	
	2-30	Collective bargaining agreements	61, 62	

Topic	GRI Standards		Report Location	Remarks
Reporting on Material Topics	3-1	Process to determine material topics	25	
	3-2	List of material topics	26~28	
	3-3	Management of material topics	26~28	

Topic	GRI Standards		Report Location	Remarks
Economic Performance	201-1	Direct economic value generated and distributed	23	
	201-2	Financial implications and other risks and opportunities due to climate change	36	
	201-3	Defined benefit plan obligations and other retirement plans	-	
	201-4	Financial assistance received from government	-	
Market Presence	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	-	
	202-2	Proportion of senior management hired from the local community	52	
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	85~89	
	203-2	Significant indirect economic impacts	23	
Procurement Practices	204-1	Proportion of spending on local suppliers	77	
Anti-corruption	205-1	Operations assessed for risks related to corruption	103	
	205-2	Communication and training about anti-corruption policies and procedures	101~102	
	205-3	Confirmed incidents of corruption and actions taken	103	
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	103	
Tax	207-1	Approach to tax	106	
	207-2	Tax governance, control, and risk management	23	
	207-3	Stakeholder engagement and management of concerns related to tax	106	
	207-4	Country-by-country reporting	106	

GRI Standards Index

GRI 300 Environmental

Topic	GRI Standards		Report Location	Remarks
Environmental	301-1	Materials used by weight or volume	43	
	301-2	Recycled input materials used	-	
	301-3	Reclaimed products and their packaging materials	43	
Energy	302-1	Energy consumption within the organization	39	
	302-2	Energy consumption outside of the organization	-	
	302-3	Energy intensity	39	
	302-4	Reduction of energy consumption	39, 47	
	302-5	Reductions in energy requirements of products and services	34, 42	
Water & Effluents	303-1	Interactions with water as a shared resource	45	
	303-2	Management of water discharge-related impacts	45	
	303-3	Water withdrawal	45	
	303-4	Water discharge	45	
	303-5	Water consumption	45	
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	48	
	304-2	Significant impacts of activities, products, and services on biodiversity	48	
	304-3	Habitats protected or restored	-	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	48	
Emissions	305-1	Direct (Scope 1) GHG emissions	40	
	305-2	Energy indirect (Scope 2) GHG emissions	40	
	305-3	Other indirect (Scope 3) GHG emissions	-	
	305-4	GHG emissions intensity	39	
	305-5	Reduction of GHG emissions	38~39, 47	
	305-6	Emissions of ozone-depleting substances (ODS)	-	No business sites emit ozone-depleting substances.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	46	
Waste	306-1	Waste generation and significant waste-related impacts	44	
	306-2	Management of significant waste-related impacts	44	
	306-3	Waste generated	44	
	306-4	Waste diverted from disposal	44	
	306-5	Waste directed to disposal	44	
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	103	
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	81~82	
	308-2	Negative environmental impacts in the supply chain and actions taken	81~82	

GRI Standards Index

GRI 400 Social

Topic	GRI Standards		Report Location	Remarks
Employment	401-1	New employee hires and employee turnover	50	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	57	
	401-3	Parental leave	57	
Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	61	
Occupational Health & Safety	403-1	Occupational health and safety management system	68	
	403-2	Hazard identification, risk assessment, and incident investigation	72	
	403-3	Occupational health services	71	
	403-4	Worker participation, consultation, and communication on occupational health and safety	69	
	403-5	Worker training on occupational health and safety	68	
	403-6	Promotion of worker health	71	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	69, 72	
	403-8	Workers covered by an occupational health and safety management system	67	
	403-9	Work-related injuries	70	
	403-10	Work-related ill health	70	
Training & Education	404-1	Average hours of training per year per employee	54	
	404-2	Programs for upgrading employee skills and transition assistance programs	54	
	404-3	Percentage of employees receiving regular performance and career development reviews	53	
Diversity & Equal Opportunity	405-1	Diversity of governance bodies and employees	50, 52	
	405-2	Ratio of basic salary and remuneration of women to men	52	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	52	
Freedom of Association & Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	There are no business sites or suppliers where the freedom of association and collective bargaining is at risk
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	-	There are no business sites or suppliers with a high risk of child labor
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	There are no business sites or suppliers with a high risk of forced labor
Security Practices	410-1	Security personnel trained in human rights policies or procedures	66	Dongwon Metal provides human rights training for security personnel
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	-	No incidents of infringement on the rights of indigenous peoples
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	85~89	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	No business sites are expected to have significant actual or potential negative impacts on local communities
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	82	
	414-2	Negative social impacts in the supply chain and actions taken	82	
Public Policy	415-1	Political contributions	-	No political contributions
Customer Health & Safety	416-1	Assessment of the health and safety impacts of product and service categories	74	All global business sites are certified under IATF 16949
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	No violations related to the health and safety impacts of products and services
Marketing & Labeling	417-1	Requirements for product and service information and labeling	74	All global business sites are certified under IATF 16949
	417-2	Incidents of non-compliance concerning product and service information and labeling	-	No violations related to product and service information or labeling
	417-3	Incidents of non-compliance concerning marketing communications	-	No violations related to marketing communications
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	No significant complaints regarding customer privacy breaches or data loss
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	-	No violations of laws and regulations concerning social or economic aspects

TCFD Index

Category	Recommendations	Report Location
Governance	a. Describe the board's oversight of climate-related risks and opportunities	35
	b. Describe management's role in assessing and managing climate-related risks and opportunities	35
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	36
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	36
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	37~38
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks	37
	b. Describe the organization's processes for managing climate-related risks	37
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	37
Metrics & 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	38~39
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	38~39
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	38~40

UN SDGs

Dongwon Metal Co., Ltd. is promoting ESG activities that align our ESG strategic direction with the detailed goals of the SDGs. Moving forward, we aim to enhance the effectiveness of our initiatives by establishing specific action plans and implementation strategies for each goal.

Category	SDGs indicator	Report Location
1	End poverty in all its forms everywhere	85~89
2	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	85~89
3	Ensure healthy lives and promote well-being for all at all ages	55~59
4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	53~54
5	Achieve gender equality and empower all women and girls	52
6	Ensure availability and sustainable management of water and sanitation for all	45
7	Ensure access to affordable, reliable, sustainable, and modern energy for all	41, 46~47
8	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	50~51
9	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	13, 33~34, 41~47
10	Reduce inequality within and among countries	85~89
11	Make cities and human settlements inclusive, safe, resilient, and sustainable	50, 67~72, 85~89
12	Ensure sustainable consumption and production patterns	77~83
13	Take urgent action to combat climate change and its impacts	35~42
14	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	43, 45
15	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss	48
16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	52
17	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	117

ISSB Index

IFRS S1. General Requirements

Report Indicator	Key Items	Report Location
Governance	Individual or body responsible for oversight of sustainability-related risks and opportunities	93
	Role of management in governance processes, controls, and procedures used to monitor, manage, and oversee sustainability-related risks and opportunitie	95, 104
Strategy	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	105
	Current and expected impacts of sustainability-related risks and opportunities on the entity's business model and value chain	105
	Impacts of sustainability-related risks and opportunities on the entity's strategy and decision-making	105
	Impacts of sustainability-related risks and opportunities on the entity's financial position, financial performance, and cash flows in the short, medium, and long term Anticipated financial effects of sustainability-related risks and opportunities	105
	Resilience of the entity's strategy and business model to sustainability-related risks	8, 22
Risk Management	Processes and related policies used to identify, assess, and monitor sustainability-related risks and opportunities	104
	Processes used to identify, assess, and monitor priorities and mitigations for sustainability-related risks and opportunities	104
	How processes for identifying, assessing, and monitoring sustainability-related risks and opportunities are integrated into the entity's overall risk management process	104~105
Metrics and Targets	Sustainability-related goals and objectives set by the entity	27~28

IFRS S2. Climate-related Disclosures

Report Indicator	Key Items	Report Location
Governance	Individual or body responsible for oversight of climate-related risks and opportunities	35
	Role of management in governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities	35
Strategy	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	36
	Current and expected impacts of climate-related risks and opportunities on the entity's business model and value chain	36
	Impacts of climate-related risks and opportunities on the entity's strategy and decision-making	36
	Impacts of climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows in the short, medium, and long term	36
	Anticipated financial effects of climate-related risks and opportunities	36~38
Risk Management	Resilience of the entity's strategy and business model to climate-related risks	37
	Processes and related policies used to identify, assess, and monitor climate-related risks and opportunities	37
	How processes for identifying, assessing, and monitoring climate-related risks and opportunities are integrated into the entity's overall risk management proces	37
Metrics and Targets	Climate-related goals and objectives set by the entity	38~40

ESRS Index

General Information

ESRS 2. General Disclosures

Indicator Number	Indicator Name	Report Page
ESRS 2 BP-1	General basis for preparing the sustainability management report	2
ESRS 2 BP-2	Disclosure related to specific circumstances	Included in the main text
ESRS 2 GOV-1	Role of the highest governance body in sustainability topics	35, 95
ESRS 2 GOV-2	Information on the composition and key characteristics of the highest governance body	96
ESRS 2 GOV-3	Integration of the remuneration system and sustainability performance	95
ESRS 2 GOV-4	Statement on assurance	78
ESRS 2 GOV-5	Management and control process of the sustainability report	104~106
ESRS 2 SBM-1	Strategy, business model, supply chain	14~20
ESRS 2 SBM-2	Stakeholders' interests and perspectives	23
ESRS 2 SBM-3	Interaction of the company's strategy and business model with impacts, risks, and opportunities	27~28
ESRS 2 IRO-1	Material impacts, risks, and opportunities identification and assessment process	25
ESRS 2 IRO-2	ESRS disclosure requirements included in the company's sustainability management report	115

Environmental Information

ESRS E1. Climate Change

Indicator Number	Indicator Name	Report Page
E1-1	Transition plan for climate change mitigation	37
E1-2	Climate change mitigation and adaptation policies	37
E1-3	Corporate activities and plans related to climate change mitigation policies	35~36
E1-4	Climate change mitigation and adaptation targets	38
E1-5	Energy consumption, sales, and energy use intensity (consolidated)	39
E1-6	Scope 1, 2, and 3 greenhouse gas emissions, and emissions intensity based on sales (consolidated)	39~40
E1-7	Greenhouse gas reduction projects through energy efficiency	41, 47
E1-8	Internal carbon pricing	-
E1-9	Anticipated financial impacts from major physical and transitional climate risks and opportunities	36

ESRS Index

Environmental Information

ESRS E2. Pollution

Indicator Number	Indicator Name	Report Page
E2-1	Pollution-related policies	46
E2-2	Corporate activities and resources related to pollution	46
E2-3	Pollution-related corporate targets	-
E2-4	Air, water, and soil pollutants	46
E2-5	Hazardous substances and toxic chemicals	-
E2-6	Anticipated financial impacts from material pollution-related effects, risks, and opportunities	-

ESRS E3. Water and Marine Resources

Indicator Number	Indicator Name	Report Page
E3-1	Policies related to water and marine resources	45
E3-2	Corporate activities and resources related to water and marine resources	45
E3-3	Corporate targets related to water and marine resources	-
E3-4	Water use	45
E3-5	Anticipated financial impacts from material water and marine resource-related effects, risks, and opportunities	-

ESRS E4. Biodiversity and Ecosystems

Indicator Number	Indicator Name	Report Page
E4-1	Transition plans related to biodiversity and ecosystems within the strategy and business model	-
E4-2	Policies related to biodiversity and ecosystems	-
E4-3	Corporate activities and resources related to biodiversity and ecosystems	48
E4-4	Corporate targets related to biodiversity and ecosystems	-
E4-5	Impact on biodiversity and ecosystem changes	48
E4-6	Anticipated financial impacts from material biodiversity and ecosystem-related effects, risks, and opportunities	-

ESRS E5. Resource Use and Circular Economy

Indicator Number	Indicator Name	Report Page
E5-1	Policies related to resource use and circular economy	43
E5-2	Corporate activities, resources, and budgets related to resource use and circular economy	43
E5-3	Corporate targets related to resource use and circular economy	-
E5-4	Resource inflow	43
E5-5	Resource outflow	44
E5-6	Anticipated financial impacts from material resource use and circular economy-related effects, risks, and opportunities	-

ESRS Index

Social Information

ESRS S1. Own Workforce

Indicator Number	Indicator Name	Report Page
S1-1	Policies related to employees	50, 53
S1-2	Processes for employee and employee representative participation in decisions affecting them	58, 61~62
S1-3	Channels for raising concerns and processes for addressing negative impacts	58
S1-4	Major actions taken, risk management measures, and effectiveness of actions related to employees	50~62
S1-5	Goals related to managing material positive and negative impacts, risks, and opportunities	50~72
S1-6	Characteristics of employees within the company	50
S1-7	Characteristics of non-regular employees within the company	50
S1-8	Collective bargaining coverage and social dialogue	61~62
S1-9	Diversity indicators	52
S1-10	Fair wages	-
S1-11	Social protection	55~62
S1-12	Persons with disabilities	52
S1-13	Education and skills development indicators	54
S1-14	Health and safety indicators	70
S1-15	Work–life balance indicators	55~57
S1-16	Compensation indicators (wage levels and total compensation)	52
S1-17	Incidents, complaints, and severe human impacts	52

ESRS S2. Workers in the Value Chain

Indicator Number	Indicator Name	Report Page
S2-1	Policies related to workers in the value chain	77
S2-2	Processes for participation of value chain workers and their representatives in decisions affecting them	80
S2-3	Processes for addressing negative impacts and grievance mechanisms for value chain workers	80
S2-4	Major actions taken, risk management measures, and effectiveness of actions related to value chain workers	83
S2-5	Goals related to managing material positive and negative impacts, risks, and opportunities	77~84

ESRS Index

Social Information

ESRS S3. Affected Communities

Indicator Number	Indicator Name	Report Page
S3-1	Community-related policy	85
S3-2	Communication process with local communities affected	85~89
S3-3	Process for improving negative impacts and channels through which company activities may raise concerns in local communities	-
S3-4	Major impact measures on local communities, risk management and opportunity tracking plans, effectiveness of measures	85~89
S3-5	Management of major negative impacts, improvement of positive impacts, and key risks and opportunity-related goals	85~89

ESRS S4. Consumers and End Users

Indicator Number	Indicator Name	Report Page
S4-1	Customer and consumer-related policy	75
S4-2	Communication process with customers and consumers affected	75
S4-3	Process for improving negative impacts and channels through which customers and consumers may raise concerns	75
S4-4	Major impact measures on customers and consumers, risk management and opportunity tracking plans, effectiveness of measures	75~76
S4-5	Management of major negative impacts, improvement of positive impacts, and key risks and opportunity-related goals	75~76

Governance Information

ESRS G1. Business Conduct

Indicator Number	Indicator Name	Report Page
G1-1	Ethics regulations and corporate culture	101
G1-2	Management of relationships with business partners	77
G1-3	Anti-bribery or corruption measures	102~103
G1-4	Bribery or corruption incidents	103
G1-5	Political influence and lobbying activities	111
G1-6	Payment practices	80

SASB Index

Sustainability Disclosure Topics and Metrics

Topic	Metric	Code	Unit	Report
Energy Management	Total energy consumption	TR-AP-130a.1	Gigajoule (GJ), percentage (%)	39
	Grid electricity ratio			39
	Renewable energy ratio			-
Waste Management	Total waste generated	TR-AP-150a.1	Ton (t), percentage (%)	44
	Hazardous waste ratio			44
	Recycling ratio			44
Product Safety	Number of recalls issued, total recalls	TR-AP-250a.1	Count	-
Fuel Efficiency Design	Revenue from products designed to improve fuel efficiency and/or reduce emissions	TR-AP-410a.1	Reporting integration	28
Material Sourcing	Description of management of risks associated with critical materials	TR-AP-440a.1	Not applicable	83
Material Efficiency	Percentage of revenue from products containing recycled materials	TR-AP-440b.1	Percentage (%)	-
	Percentage of input materials that are recycled or renewable	TR-AP-440b.2	Percentage (%)	-
Anti-Competitive Behavior	Total monetary losses as a result of legal proceedings associated with anti-competitive behavior	TR-AP-520a.1	Reporting integration	103

Activity Metrics

Category	Code	Unit	Report
Total number of parts produced	TR-AP-000.A	Count	119
Total weight of parts produced	TR-AP-000.B	Ton (t)	119
Total manufacturing area	TR-AP-000.C	Square meters (m^2)	119

Category		Manufacturing Area(m^2)	2022		2023		2024	
			Total Parts Produced (Units)	Total Weight of Parts Produced (ton)	Total Parts Produced (Units)	Total Weight of Parts Produced (ton)	Total Parts Produced (Units)	Total Weight of Parts Produced (ton)
Domestic	Gyeongsan	21,103	3,220,238	7,665	3,696,813	10,046	3,809,407	10,911
	Asan	12,287	2,819,626	11,896	2,963,492	10,603	3,329,019	10,706
	Dongwon Pipe Co., Ltd.	8,353	1,154,428	23,256	1,102,347	23,328	1,266,185	24,106
USA	Alabama	11,283	1,504,071	13,009	1,650,452	14,428	1,598,688	17,371
	Georgia	27,769	2,605,117	11,542	2,620,448	12,019	2,852,713	13,987
Brazil	Piracicaba	9,571	1,876,007	5,537	1,839,494	5,351	1,973,208	5,605
	Caxias	3,926	839,798	2,315	822,162	2,263	700,338	1,930
Mexico		20,016	3,231,593	7,595	4,661,742	8,736	4,180,200	8,584
Czech Republic		18,315	4,550,818	11,773	5,457,355	12,413	5,661,637	13,776
Slovakia		8,458	314,386	5,250	350,546	6,348	352,647	6,400
Total		141,081	22,116,082	99,838	25,164,851	105,535	25,724,042	113,376

Global Initiative & Network

No.	Participation / Membership in Initiatives & Networks
1	UNGC (United Nations Global Compact)
2	CDP (Carbon Disclosure Project)
3	Ecovadis
4	M2030 (MANUFACTURE 2030)
5	KAP (Foundation of Korea Automotive Parts Industry Promotion)
6	Gyeongsan Chamber of Commerce and Industry
7	Médecins Sans Frontières
8	Daegu/Gyeongbuk Regional Safety Managers Association
9	Daegu-Gyeongbuk Machinery Cooperative
10	Daegu Employers Association
11	Daegu Business Association
12	Daegu Development Alumni Association
13	Daegu Crime Victims Support Center
14	Daegu Chamber of Commerce and Industry
15	Korea Industrial Safety Association

No.	Participation / Membership in Initiatives & Networks
16	Korean Red Cross
17	Fire Safety Council (Gyeongsan Fire Station)
18	Korea Intelligent Automotive Parts Promotion Institute
19	Korea International Trade Association
20	Korea Listed Companies Association
21	Korea Fire Safety Institute
22	Korean Society of Automotive Engineers
23	Korea Automotive Industry Cooperative
24	Korea Association of Mid-sized Enterprises
25	KCGS (Korea Institute of Corporate Governance and Sustainability) ESG Evaluation
26	KAP (Foundation of Korea Automotive Parts Industry Promotion) Supply Chain ESG Due Diligence
27	SUSTINVEST ESG Evaluation

Independent Assurance Statement

To the Valued Stakeholders of DONGWON METAL Co., LTD,
QuantifiedESG, Inc. (hereinafter "QESG" or "the Assurer") has conducted an independent third-party assurance engagement on the <DONGWON METAL 2025 Sustainability Report> issued by DONGWON METAL Co., LTD (hereinafter "Dongwon Metal" or "the Reporting Organization") and hereby submits its assurance opinion as follows.

Responsibilities of Reporting Organization's Management
The ultimate responsibility for the accuracy of the information and data disclosed in the Report rests with Dongwon Metal.

Assurance Target, Boundary, and Limitations
- Assurance Target: <DONGWON METAL 2025 Sustainability Report> (hereinafter "the Report")
- Boundary: As of September 10, 2025, the disclosures contained in the Report for the period January to December 2024 (For some sustainability-related performance, information from the first half of 2025 is included.)
- Limitations: Financial information audited by external auditors and all forward-looking statements presented by Dongwon Metal are excluded from the scope.

Independence and Internal Controls
As an independent assurance provider, QESG was not involved in the development or preparation of the Report and is responsible for providing an objective assurance opinion based on independent assurance procedures. QESG maintains no relationships that could impair its independence in performing this engagement.

Type of Assurance
QESG followed the procedures required to achieve a moderate level of assurance in accordance with the AA1000AS v3 Type 1 assurance type. Compliance with the four principles of AA1000AP (2018)—Inclusivity, Materiality, Responsiveness, and Impact—was reviewed, and both document-based verification and on-site interviews with Dongwon Metal were conducted.

Assurance Procedures
To assure the validity of the Report's content in accordance with the above criteria, QESG reviewed relevant procedures, systems, controls, and available performance data. Interviews were conducted with those responsible for preparing the Report to assess the validity of the materiality assessment process, issue selection considering stakeholders, data collection and management, the report preparation process, and the accuracy of the narrative content. QESG confirmed that any errors, inadequate information, or unclear expressions identified in the preceding steps were appropriately corrected prior to the publication of the Report.

Details of Assurance Activities
- Evaluation of written materials on a sampling basis to assess the Reporting Organization's procedures for collecting, analyzing, and synthesizing sustainability information
- Review of material topics determined through stakeholder engagement, external media, and peer sustainability reports
- Review of whether the Report was prepared in accordance with the GRI Standards 2021
- Interviews with those responsible for sustainability management strategy and the materiality matrix
- Interviews with those responsible for data collection and preparation procedures and internal controls for each GRI indicator
- Review of the overall quality of sustainability reporting

GRI Scope
(1) Universal Standard: All indicators of GRI 2 (General Disclosures 2021) and GRI 3 (Material Topics 2021)
(2) Topic Standard: 201-1~2, 202-2, 203-1~2, 204-1, 205-1~3, 206-1, 207-1~4, 301-1, 301-3, 302-1, 302-3~5, 303-1~5, 304-1~2, 304-4, 305-1~2, 305-4~5, 306-1~5, 307-1, 308-1~2, 401-1~3, 402-1, 403-1~10, 404-1~3, 405-1~2, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1, 413-1~2, 414-1~2, 415-1, 416-1~2, 417-1~3, 418-1, 419-1

Assurance Results and Opinion
Through the assurance engagement described above, QESG did not find any matters indicating that the Report is inappropriately stated or that the information or data is incorrect. The Report is considered to have been prepared in accordance with the GRI Standards 2021. The assurance opinion on the four principles set out in AA1000AP (2018) is as follows:

- **Inclusivity: Stakeholder Engagement**
Dongwon Metal defines its key stakeholders as six groups: Employees, Customers, Suppliers, Shareholders & Investors, Government/NGOs, Local Communities, and identifies the key issues and concerns of stakeholders. Dongwon Metal has established both online and offline communication channels for each group to actively engage with stakeholders and discloses relevant activities in the Report.

- **Materiality: Identification and Reporting of Material Topics**
Dongwon Metal identified its issue pool based on international sustainability guidelines, reports by leading domestic and global peers in the same industry, and media analysis. Each issue was quantitatively assessed in terms of its environmental/social materiality and financial materiality through surveys of internal and external stakeholders. Following reviews by relevant internal ESG departments and assurance by an independent third party, the top 10 material topics were derived from a total of 30 issues. The materiality assessment process and the full list of material topics are disclosed in the Report.

- **Materiality: Identification and Reporting of Material Topics**
Dongwon Metal identified its issue pool based on international sustainability guidelines, reports by leading domestic and global peers in the same industry, and media analysis. Each issue was quantitatively assessed in terms of its environmental/social materiality and financial materiality through surveys of internal and external stakeholders. Following reviews by relevant internal ESG departments and assurance by an independent third party, the top 10 material topics were derived from a total of 30 issues. The materiality assessment process and the full list of material topics are disclosed in the Report.

- **Responsiveness: Organizational Response to Material Topics**
Dongwon Metal has identified the impacts of the selected material topics on stakeholders and manages and responds to them within the sustainability context, which has been appropriately described in the Report. In particular, ESG management issues are discussed and decided on a semiannual or ad-hoc basis by the ESG Committee under the Board of Directors.

Recommendations for Improvement
Dongwon Metal has established monitoring systems centered on both domestic and overseas sites to manage environmental and social impacts, collecting both qualitative and quantitative data. It also provides three-year trend data for each site related to key impact indicators. Going forward, it is recommended that Dongwon Metal further enhance the definition and calculation methodologies of sustainability-related indicators at the headquarters level to improve the comparability of information and strengthen communication with stakeholders.

September 2025
Seoul, Korea
QuantifiedESG, Inc. CEO (ACSAP) Ikhyun Bae
QuantifiedESG, Inc. Sanggun Lee

AA1000 Licensed Report 000-314/V3-1UT5E
QUANTIFIEDESG Technology-Driven Sustainability

Greenhouse Gas Verification Statement

Relating to DONGWON METAL CO., LTD.'s GHG Emissions Inventory for the calendar years 2019, 2023 and 2024

This Assurance Statement has been prepared for DONGWON METAL CO., LTD. in accordance with our contract.

Terms of engagement

LRQA was commissioned by DONGWON METAL CO., LTD. to provide independent assurance on its GHG emissions inventory for the calendar years 2019, 2023 and 2024 (here after referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of DONGWON METAL CO., LTD.'s domestic sites and its overseas subsidiaries, and specifically the following requirements:

- Evaluating conformance with World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition1
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2).

The main activities of DONGWON METAL CO., LTD. include manufacturing of automotive parts and the GHG emissions have been consolidated using an operational control approach.
LRQA's responsibility is only to DONGWON METAL CO., LTD. LRQA disclaims any liability or responsibility to others as explained in the end footnote. DONGWON METAL CO., LTD.'s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of DONGWON METAL CO., LTD.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that DONGWON METAL CO., LTD. has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 ~ Table 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.
Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the head office and reviewed additional evidence made available by DONGWON METAL CO., LTD.;
- Verifying historical GHG emissions data and records at an aggregated level for the calendar years 2019, 2023 and 2024; and
- Reviewing whether DONGWON METAL CO., LTD. reflected the Greenhouse Gas Management Manual for Hyundai

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.
LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.
This verification engagement is the only work undertaken by LRQA for DONGWON METAL CO., LTD. and as such does not compromise our independence or impartiality.

LRQA reference: SEO00001875

LRQA Group Limited, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.
The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.
This Assurance Statement is only valid when published with the Report to which it refers. It may only be reproduced in its entirety.
Copyright © LRQA, 2025.

Dated: 14 April 2025 Tae-Kyoung Kim

LRQA Lead Verifier
On behalf of LRQA
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

Greenhouse Gas Verification Statement

Category		Summary of GHG Emissions Inventory 2019			Summary of GHG Emissions Inventory 2023			Summary of GHG Emissions Inventory 2024		
		Scope of GHG emissions (tCO_2e)			Scope of GHG emissions (tCO_2e)			Scope of GHG emissions (tCO_2e)		
Region	Corporate entity (Site)	Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total	Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total	Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, location-based)	Total
Korea	DONGWON METAL CO., LTD. (Gyeongsan Plant (Head office))	463	2,659	**3,122**	415	2,198	**2,613**	409	2,221	**2,630**
	DONGWON METAL CO., LTD. (Jinryang Plant)	7	223	**229**	15	195	**210**	10	157	**167**
	DONGWON METAL CO., LTD. (Asan Plant)	141	3,109	**3,250**	177	2,758	**2,935**	203	2,809	**3,012**
	DONGWON METAL CO., LTD. (Dunpo Plant)	23	265	**287**	14	196	**210**	9	267	**276**
	DONGWON METAL CO., LTD. (Cheonan Plant)	52	682	**734**	33	564	**596**	49	620	**669**
	DONGWON METAL CO., LTD. (Gunsan Plant)	71	749	**820**	35	541	**575**	14	484	**498**
United States	DONGWON AUTOPART TECHNOLOGY ALABAMA, L.L.C.	278	2,934	**3,212**	399	2,535	**2,934**	443	2,421	**2,865**
	DONGWON AUTOPART TECHNOLOGY GEORGIA, L.L.C.	135	1,735	**1,870**	287	1,329	**1,616**	448	1,514	**1,963**
Brazil	Dongwon Brasil Fabricacao de Auto Pecas Ltda. (Piracicaba)	32	173	**205**	126	126	**253**	98	166	**263**
	Dongwon Brasil Fabricacao de Auto Pecas Ltda. (Canoas)	0	0	**0**	63	50	**113**	51	57	**109**
Mexico	Dongwon Mexico S.de R.L. de C.V.	86	2,153	**2,240**	119	1,817	**1,937**	150	1,942	**2,091**
Czech	DONGWON CZ, s.r.o	354	3,348	**3,701**	249	2,324	**2,573**	330	2,706	**3,036**
Slovakia	DONGWON SK s.r.o	365	382	**747**	276	239	**515**	275	256	**531**
Total		**2,008**	**18,411**	**20,419**	**2,207**	**14,873**	**17,079**	**2,489**	**15,621**	**18,110**

Note 1: Scope 2, Location-based is defined in the GHG Protocol Scope 2 Guidance, 2015

soulbread
designed by
디자인스튜디오
소울브레드
soulbread.kr | hello@soulbread.kr

DONGWON METAL CO.,LTD.

2025

Endless Sustainable Growth

DONGWON METAL CO.,LTD.