2025 MCNEX ESG Report

2025
MCNEX ESG Report

MULTIMEDIA CORE OF THE NEXT... MCNEX

CONTINUOUS TECHNOLOGY DEVELOPMENT AND INNOVATION THROUGH THE CHALLENGE TO DRIVE CHANGE

Contents

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01
Overview

Overview

CEO Message

Driven by innovation and responsibility, MCNEX builds sustainable value.

To our valued stakeholders,

A heartfelt thank you to all of you for your unwavering interest and encouragement, which continue to power MCNEX's sustainable growth and development. This past year, even in a fluctuating business environment, we have pushed forward with relentless innovation and a challenger's spirit to achieve some truly meaningful milestones. We are proud to announce that for 2025, our consolidated sales grew to KRW 1.2792 trillion, a 21% increase from the prior year, while our operating profit rose to KRW 50.0 billion, a 17% increase. Beyond these financial achievements, we have been passionately working to bring our ESG vision to life with concrete results. We were recognized for our climate change risk managem ent capabilities by achieving a Management B rating in the CDP Global Climate Change Assessment. Furthermore, we achieved meaningful mil estones, such as securing the EcoVadis Silver medal (top 15%) for the second consecutive year. We are pleased to share MCNEX's ESG perfor mance through this Sustainability Report, which captures the fruits of these dedicated efforts.

First, we will deliver value that goes beyond satisfaction through customer-centric innovation.

Our top priority is listening closely to our customers, anticipating their needs in a rapidly changing market, and responding with the right produc ts and services. We are committed to continuous technological development and quality innovation, all aimed at delivering true customer satisf action. The adoption of a smart manufacturing system through our Digital Transformation has already improved the speed and precision of our customer response. Following our acquisition of the international standard for automotive cybersecurity, ISO/SAE 21434, we have also secured the ISO 27001 information security management system certification, further elevating our information security to the next level. Through these efforts, we will solidify our position as your most trusted partner.

Second, we will strengthen our ESG management system to lead the way toward a sustainable, green future.

MCNEX stands firmly by its commitment to green management. This includes eco-friendly processes, diligent emissions control, and water recycling to help meet national greenhouse gas reduction targets. We have successfully completed the planned installation of solar panels at our Songdo headquarters and have begun generating renewable energy in earnest, accelerating our transition to eco-friendly energy. Following the initial installation of solar panels at MCNEX Tower, our Incheon headquarters, in December 2024, we expanded our self-generation capacity in February 2026 by adding approximately 121.41 kW of solar power equipment. Furthermore, within 2026, we will accelerate our renewable energy transition by installing solar panels on the roofs of all buildings, including factories and dormitories, at MCNEX VINA, our major overseas subsidiary.

Third, we will build deep trust with all stakeholders by practicing transparent and ethical management.

To establish ethical management as the bedrock of our business, we have created a Code of Conduct and a Supplier Code of Conduct to proactively manage potential risks. We also diagnose our integrity levels through employee surveys to foster a clean organizational culture and build a foundation of trust. As part of our commitment to enhancing shareholder value, we raised our 2025 dividend per share from KRW 800 to KRW 1,000 and will continue to strengthen our dividend policy. We are also dedicated to fostering open communication with everyone we work with. Through responsible management and a transparent board of directors, we will fulfill our social responsibilities and earn your lasting trust as a corporate citizen.

We ask for your continued interest and support as MCNEX continues to develop and grow sustainably.

CEO, MCNEX Inc.
Dong-wook Min D. Min

Overview

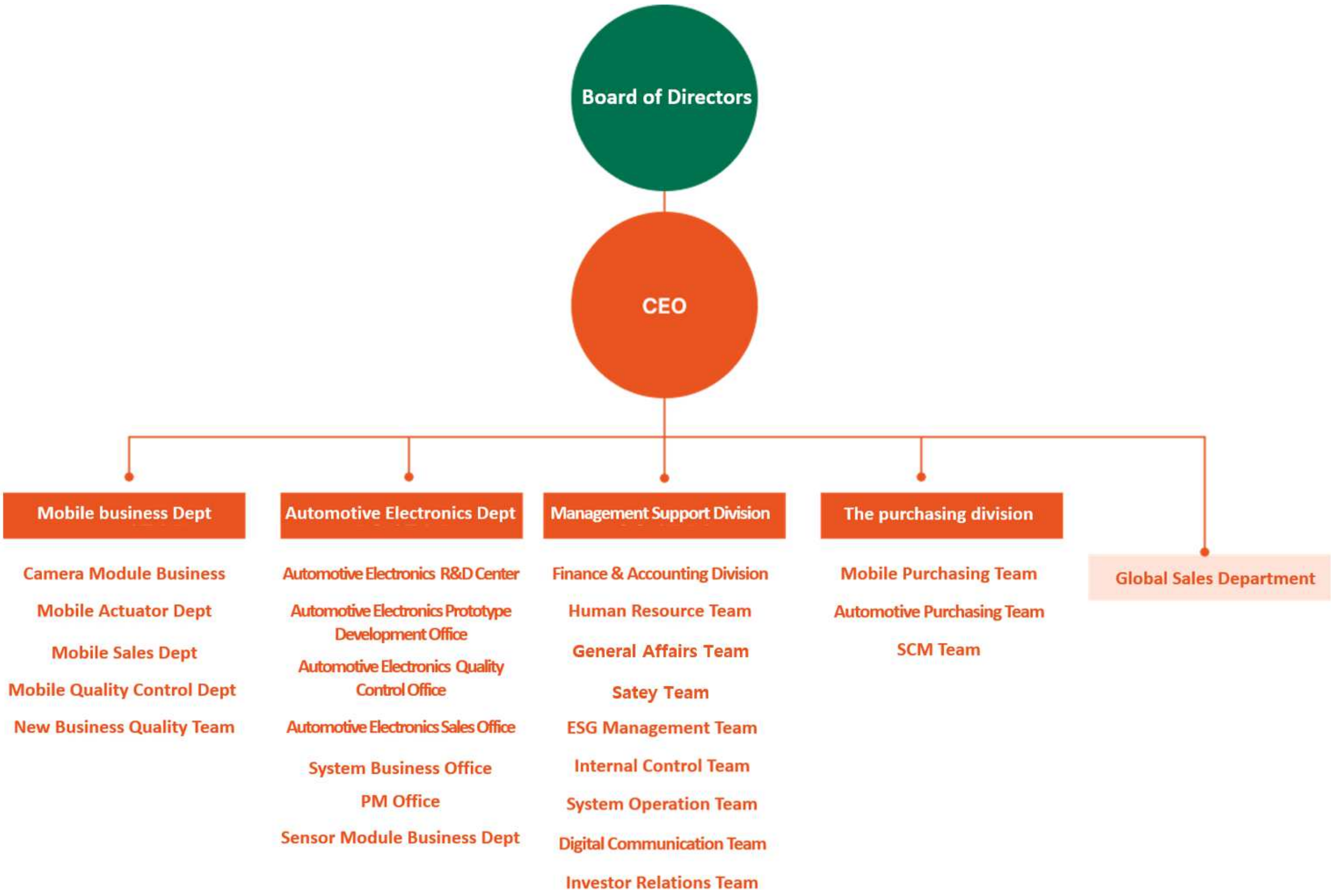
About MCNEX

Aiming to become a global Top 3 imaging solution company under its vision of "A company opening the next-generation IT world," MCNEX contributes to human happiness and the enhancement of people's lives. Through continuous R&D, MCNEX develops and commercializes a wide range of products—from ultra-slim, high-resolution, high-quality camera modules for mobile devices to various biometric recognition modules (e.g., iris, fingerprint, face), automotive ADAS (Advanced Driver Assistance System), stereo camera systems for autonomous driving, black boxes (dash cams), and IoT devices—thereby applying new technologies to provide greater convenience for application users. Going forward, we will continue to invest in R&D to lead advanced technologies such as AI and autonomous driving, and further strengthen our position in the global market.

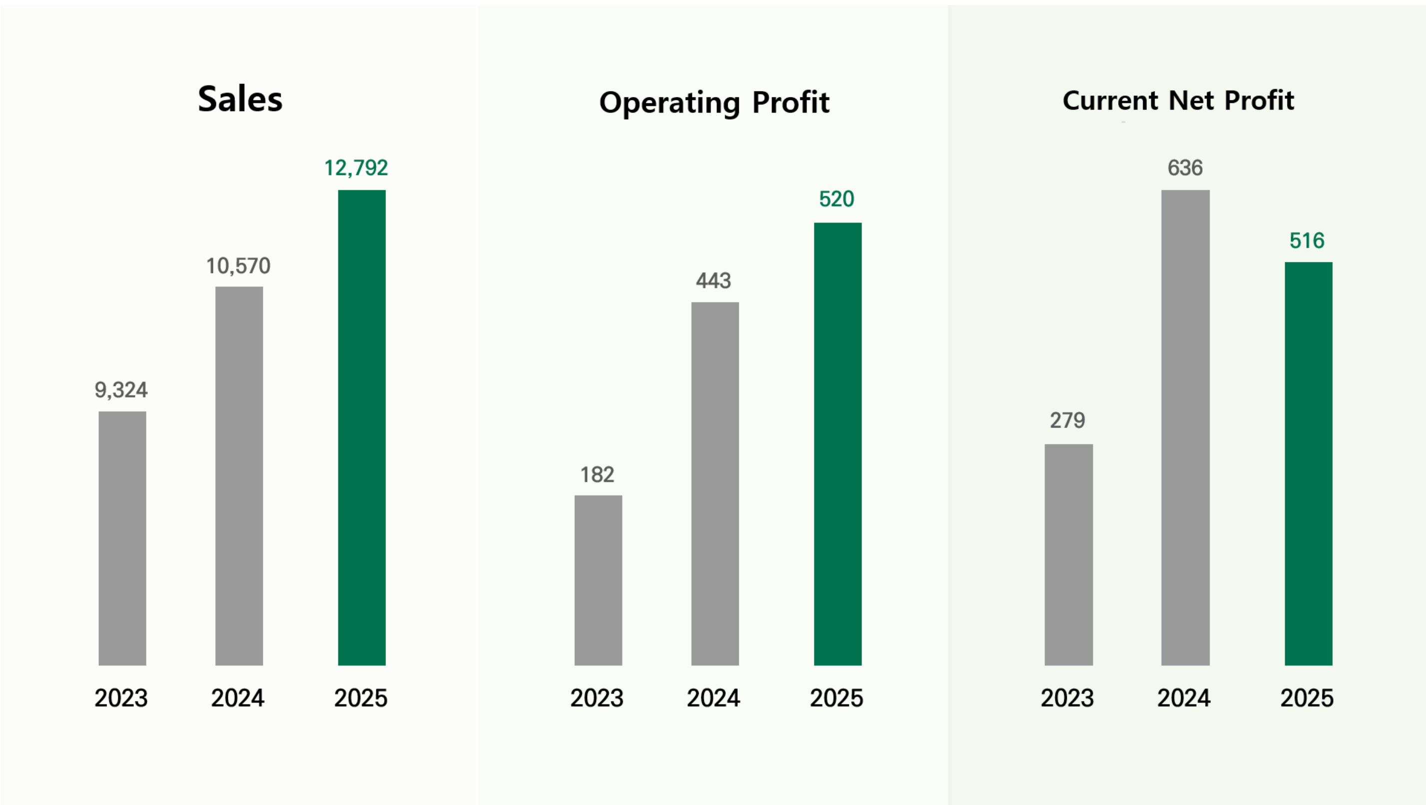
Company Introduction

Company Name	MCNEX Co., Ltd.
CEO	Min Dong-wook
Date of Establishment	December 22, 2004
Head Office Location	MCNEX TOWER. 13-39, Songdogwahak-ro 16beon-gil, Yeonsu-gu, Incheon, Republic of Korea
Main Business	Manufacturing of camera modules and electronic components
Employees	502 (As of December 31, 2025)

Organizational Chart



Major Financial Performance



UNIT : 100 Mil. KRW

Overview

MCNEX Vision

Management Policy

Vision and Slogan

MCNEX leads change through continuous technological development, fueled by a spirit of challenge and innovation. We strive to become a world-class company that enriches the world and contributes to the advancement of human culture.

A leap forward to be the best of the best

Management efficiency MAX

Profit-oriented innovative management

- Strengthen organizational competitiveness through managerial innovation
- Enhance work efficiency with system management
- Production cost improvement with technological prowess

Customer-centered management

Quality management for customer satisfaction

- Examine and manufacture products of a perfect quality
- Offer customer value ahead of others
- Achieve customer satisfaction through quality technology innovation

Organizational culture innovation

Innovative technology future management

- Enhance competitiveness by securing new technology
- Enhance professionalism by strengthening the competencies of individuals
- High value creation by strengthening new growth industry

Three Key Objectives

Key Strategies

Management Philosophy

Management Philosophy

A company of the highest order with the best core imaging solutions raising our customers' competitiveness.

01
People-centered management

02
Value-creating management

03
Technology leading

Human-centered management which takes people the greatest assets

Taking people the greatest assets to the company, we seek to manage and connect company's growth with our employees', resulting in mutual development.

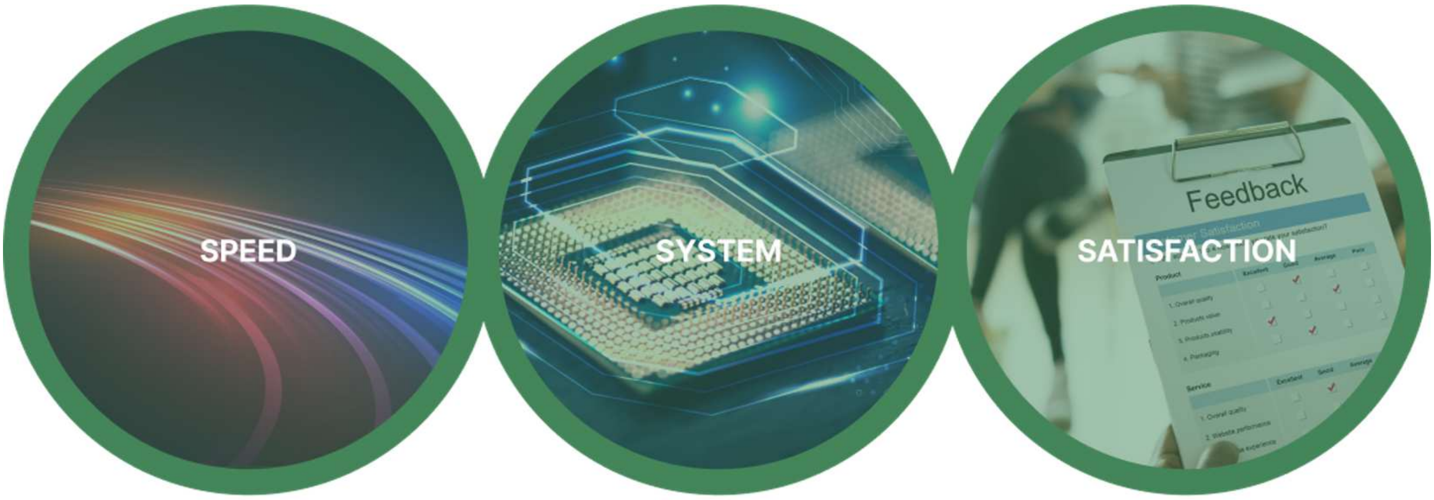
Seeking innovative value creation based on knowledge

We hope to create new value through ceaseless technological development and the improvement of service for the sake of the customer, and thereby contribute to the development of human culture.

Seeking technological innovation through future-oriented technological development

We will grow to be the world's one of the greatest technology-leading company while satisfying customer needs with future-oriented technology and customer-centered technological development.

Core Value



Quick decision making
Quick technological development
Quick response to change

System management
Organic organization reinforcement
Strengthening of network with customers

Impress customers
Realize corporate value
Give back to Society

Overview

Business Overview

MCNEX is an imaging expert company based on CCM (Compact Camera Module) technology, producing mobile camera modules and automotive camera modules as its main products. Based on its core technological capabilities in the compact camera module field, the company is planning sustainable growth by diversifying its business areas into mobile camera modules, automotive camera modules, actuators for mobile phones, biometric recognition modules (iris recognition, fingerprint recognition), multi-camera modules, camera modules for black boxes, camera modules for robots, camera modules for CCTV, and 3D camera modules.

What is CCM?

CCM technology, which originated from digital camera technology, is a compact camera technology characterized as an imaging-based, ultra-precision industry. As CCM technology was integrated into mobile phones and developed rapidly, it is now being applied to various industries, expanding into diverse fields such as automotive cameras, USB cameras, robot cameras, home DVRs, CCTV, and medical cameras.

Mobile Solution

Mobile Camera

Camera modules for mobile devices like smartphones are high-performance, miniaturized modules designed to provide features such as high-resolution image and video capture, various angles of view, and high-magnification zoom. They offer diverse experiences to maximize user convenience and versatility through capabilities such as delivering high-quality photos, ensuring distortion-free images, noise reduction, and the reproduction and enhancement of natural colors.

Actuator

Actuators for smartphones are key components that precisely adjust the position of the camera lens to achieve focus or control handshake. The Auto Focus (AF) function provides sharp images by quickly focusing on the subject, while the Optical Image Stabilization (OIS) function reduces and compensates for shake, even during low-light night photography and telephoto zoom shots These components enable professional-grade photo and video quality, ensuring, for example, that videos remain smooth and stable even when filmed on the move.

Fingerprint Sensing Module

Fingerprint recognition modules, installed in mobile devices such as smartphones, include optical, capacitive, and ultrasonic types, depending on their operating principle.
- Optical type: This method uses a light source to collect the contours of a fingerprint based on light and shadow; it is located underneath the display.
- Capacitive type: This method detects differences in electrical charge from the points of contact with a fingerprint's contours by arranging microscopic electrodes on the module's surface. It can be placed in various locations and is mainly mounted on the side key.
- Ultrasonic type: This method scans the fine features of the skin's epidermal layer using ultrasonic waves. Like the optical type, it is located underneath the display and is applied to premium product lines as it ensures a more accurate recognition rate.

Automotive Solution

Out-Cabin Solution

Out-Cabin cameras are solutions that enhance driving safety. Mounted in various external locations on a vehicle, they secure the driver's field of view and provide awareness of the vehicle's external environment. These components support and enhance autonomous driving technologies by providing features such as a 360-degree surrounding view through an around view system, offering convenience with parking assistance guides, and minimizing blind spots by replacing traditional side mirrors.

In-Cabin Solution

In-Cabin cameras are smart components designed to enhance the overall driving experience by monitoring the driver, passengers, and the vehicle's surroundings. They enable a suite of advanced features, from ADAS and object recognition to biometric authentication, driver drowsiness monitoring, child presence detection, and black box functions.

System Solution

Eyeclon

‘Eyeclon’is a specialized automotive black box brand created based on MCNEX's camera module production capabilities. For products that customers can use with peace of mind, Eyeclon conducts quality tests on 344 items and is continuously conducting research and development for quality and service improvement.

Buddyclon

'Buddyclon' is a golf rangefinder that utilizes GPS and laser-based hybrid measurement technology to provide fast and accurate distance data even on various terrains. Through features such as Slope Mode (elevation compensation), Pin Seeker, and vibration alerts, it enhances user convenience in actual play and contributes to improving golfers' performance.

Overview

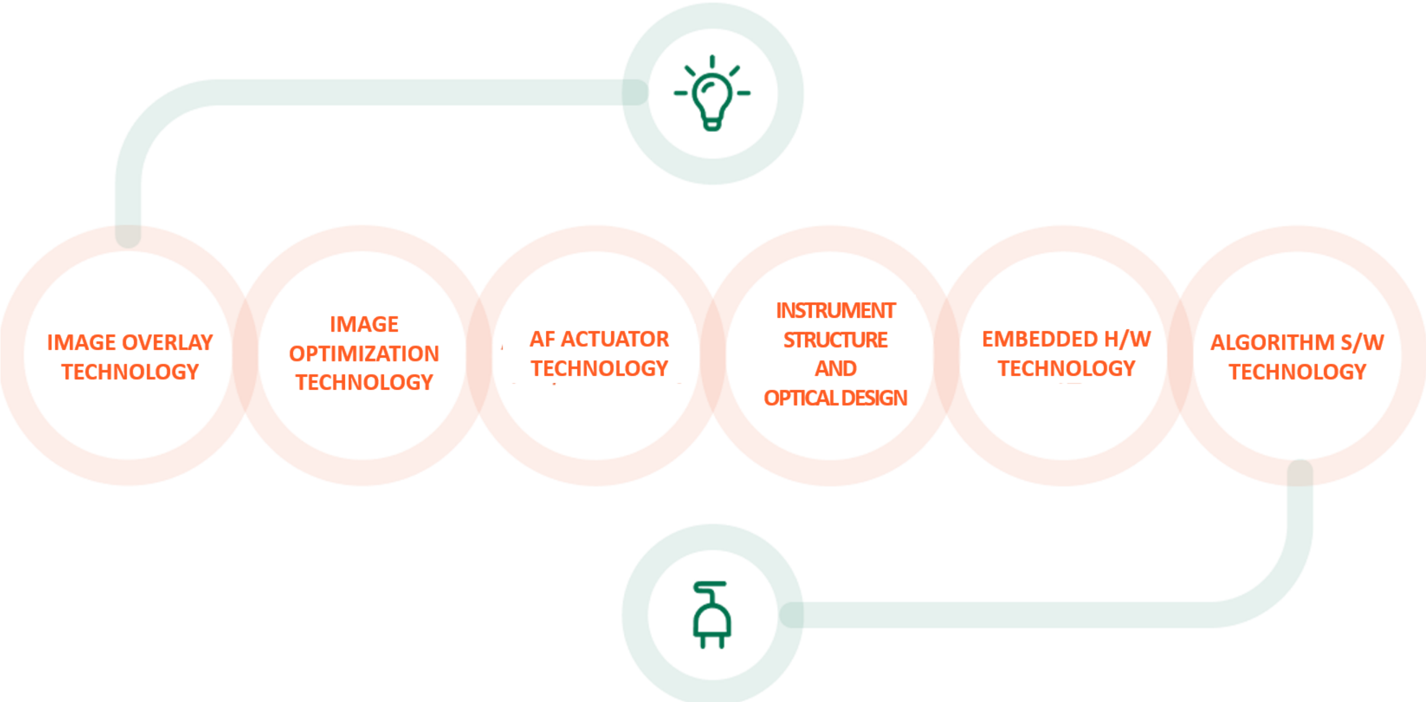
R&D

R&D Infrastructure

MCNEX relocated its headquarters to Songdo in 2022 and is operating the Songdo headquarters as a strategic hub for strengthening R&D in the mobile and autonomous driving electronics sectors. MCNEX Tower, built with one basement floor and 13 above-ground floors, has created an environment that generates research synergy for integrated camera solutions, ranging from mobile solutions and automotive electronics solutions to Actuator solutions. Notably, the company has established a comprehensive in-house reliability verification system for parts and products. This system includes environmental durability testers, cross-section analyzers, and various video monitoring systems such as LVDS, NTSC, and Ethernet.

MCNEX R&D Center

Securing Top Talent for New Model & Tech Development



TOTAL SOLUTION

Provide Total solution from H/W, Mechanical, optic to S/W design as own development of core image technology

Co-work with Microsoft for stereo camera development for AR, VR application

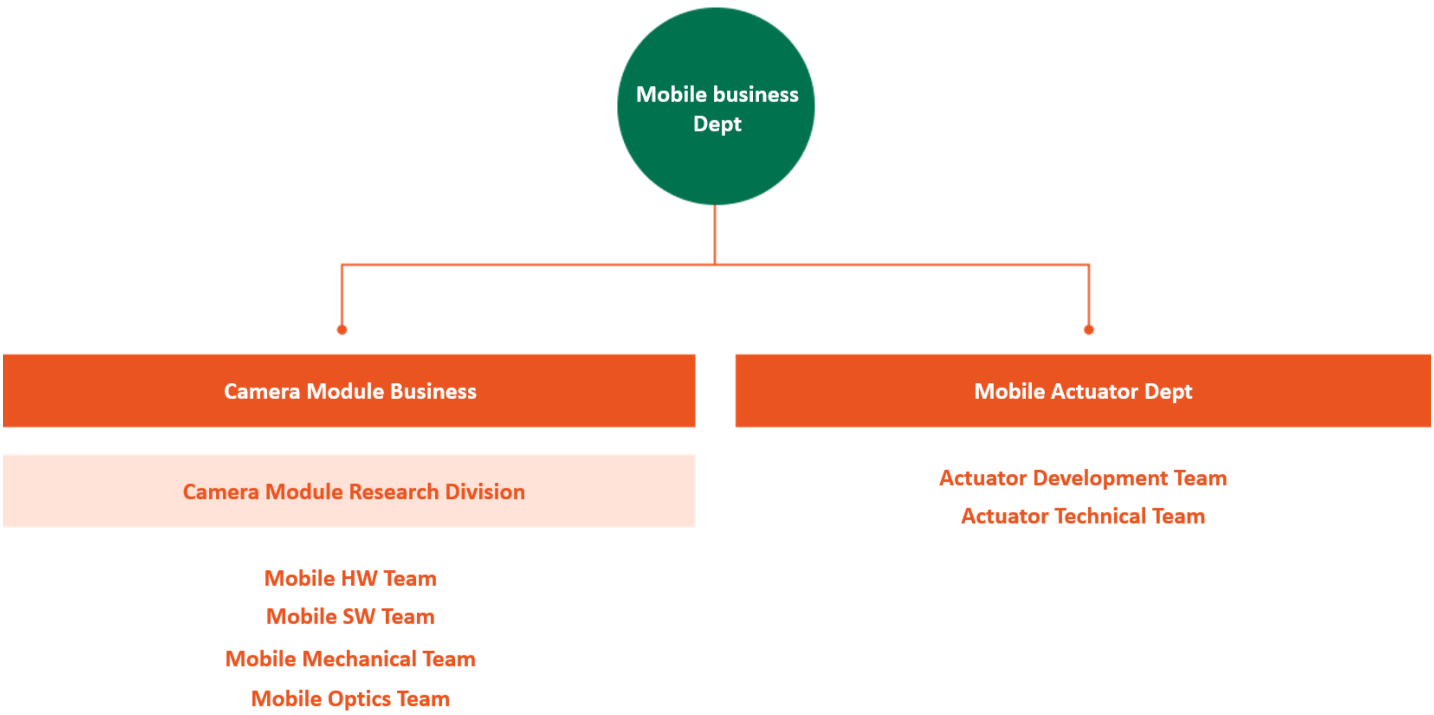
- Developing stereo cameras for AR and VR in collaboration with Microsoft
- Selected as a standard module of iris recognition camera system into Qualcomm AP chip
- Many experiences of manufacturing : Single to Quad cameras
- Development partner of autonomous driving level 4 camera module with M company
- Co-work with H/K company for ADAS camera system
- Development of camera system for autonomous driving application with NVIDIA AP
- Development of camera system for ADAS application with TI, NXP & Socio Next AP
- Many experience of government project for advanced technology

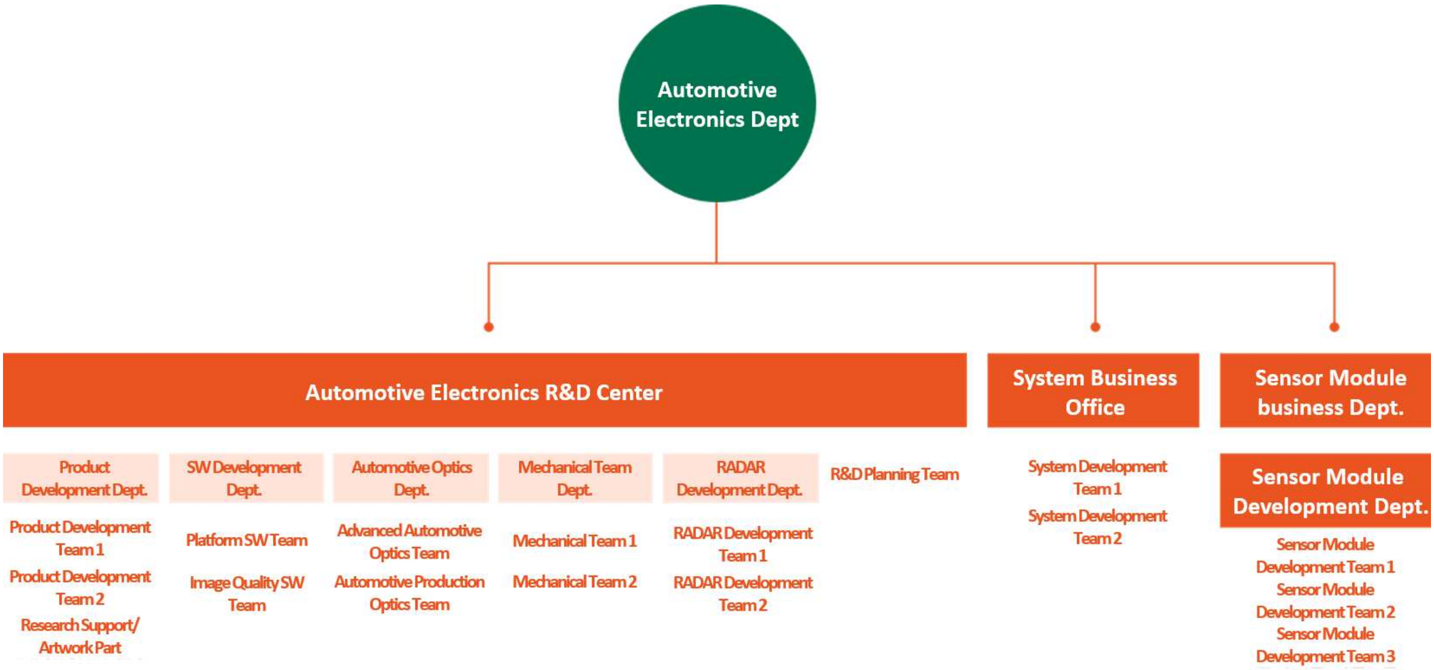
R&D expenses

Classification		Unit	2023	2024	2025
Capitalized	Material Costs	Tousands KRW	397,447	91,624	-
	Labor Costs	Tousands KRW	560,456	246,170	-
	Outsourced Development Costs	Tousands KRW	-	-	-
	Subtotal	Tousands KRW	957,903	337,794	-
Expensed	Manufacturing Costs	Tousands KRW	-	-	-
	SG&A (Selling, General & Admin, Expenses)	Tousands KRW	34,627,307	32,393,992	37,151,492
Total		Tousands KRW	35,585,211	32,731,786	37,151,492
Ratio to Sales		%	3.82%	3.10%	2.90%

R&D Capabilities

MCNEX has strived to secure excellent R&D talent since 2007, and as of 2025, its dedicated research personnel total 300, accounting for 59.8% of all employees at the MCNEX headquarters. Through the continuous acquisition of excellent research personnel, MCNEX is pursuing innovative projects—such as responding to new model development for mass production, new technology R&D, and the expansion of technological development into applied product groups—to lay the foundation for market leadership.





Enhancing Technological Competitiveness

MCNEX has successfully localized mobile camera modules that were previously highly dependent on foreign imports. They achieved the development of the world's smallest camera module and the world's first 2MP camera. Furthermore, by developing Korea's first automotive CMOS camera, MCNEX localized CCD cameras previously reliant on overseas imports, thereby leading the way in automotive camera technology.

Leveraging its core technological expertise in micro camera modules, MCNEX is expanding its business beyond mobile and automotive cameras. They are independently developing various products such as dashcam camera modules, USB camera modules, robot camera modules, CCTV camera modules, IP cameras, 3D camera modules, biometric modules, and golf rangefinders. With technological advancements, MCNEX is also pursuing new ventures in automotive semiconductor multi-chip packages (PKG) and video semiconductor PKG fields to meet the demand for high-performance AI semiconductors, planning for continuous growth in revenue and profitability.

For smartphone camera modules, MCNEX is proactively developing and producing ultra-compact, high-resolution, and high-functionality products. This includes 64MP/108MP high-resolution cameras, 20x optical zoom, 10x folded zoom actuators, and multi-camera systems (Dual, Triple, Quad, Penta Camera). In terms of automotive components, they are developing and producing SVM (Surround View Monitoring) systems, front/rear cameras, DSM (Driver State Monitoring) cameras for driver monitoring, and biometric modules. MCNEX is also dedicated to developing sensing cameras and video systems for autonomous driving. As of 2025, MCNEX has acquired a total of 122 patents.

Overview

History

Current - 2020

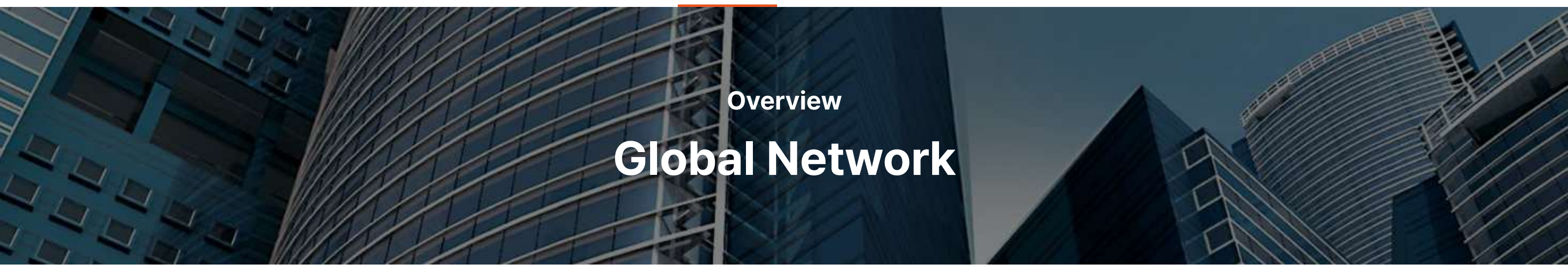
2025	02	Achieved 'Silver' rating from EcoVadis
2024	11	Achieved 'A' rating in Sustainvest ESG evaluation
	06	Acquired ISO/SAE 21434 certification
2023	03	Received Grand Prize as an Innovative Excellent Partner from Samsung Electronics
	12	Selected as a Leading Company in Materials, Parts, and Equipment
2022	03	Headquarters relocation
2021	07	Relisted on KOSPI
2020	12	Received the $400 Million Export Tower Award on Trade Day
	11	Received Samsung Electronics' GALAXY Top Quality Award
	01	Selected as an Excellent Technology Tier 1 Supplier by Hyundai-Kia Motors

2019 - 2014

2019	12	Completion of Vietnam 3rd Factory
2018	05	Received Grand Innovation Award from Samsung as an Excellent Partner
2017	12	Completion of Vietnam 2nd Factory
	03	Commenced supply and mass production of Dual camera modules
2016	11	Commenced supply of fingerprint recognition modules
	01	Commenced supply of OIS modules
2015	12	Selected as "Best Partner" by Samsung
	10	Received Grand Award in the Automotive Parts Industry
2014	06	Registered as SEV/SEVT supplier and started deliveries in July

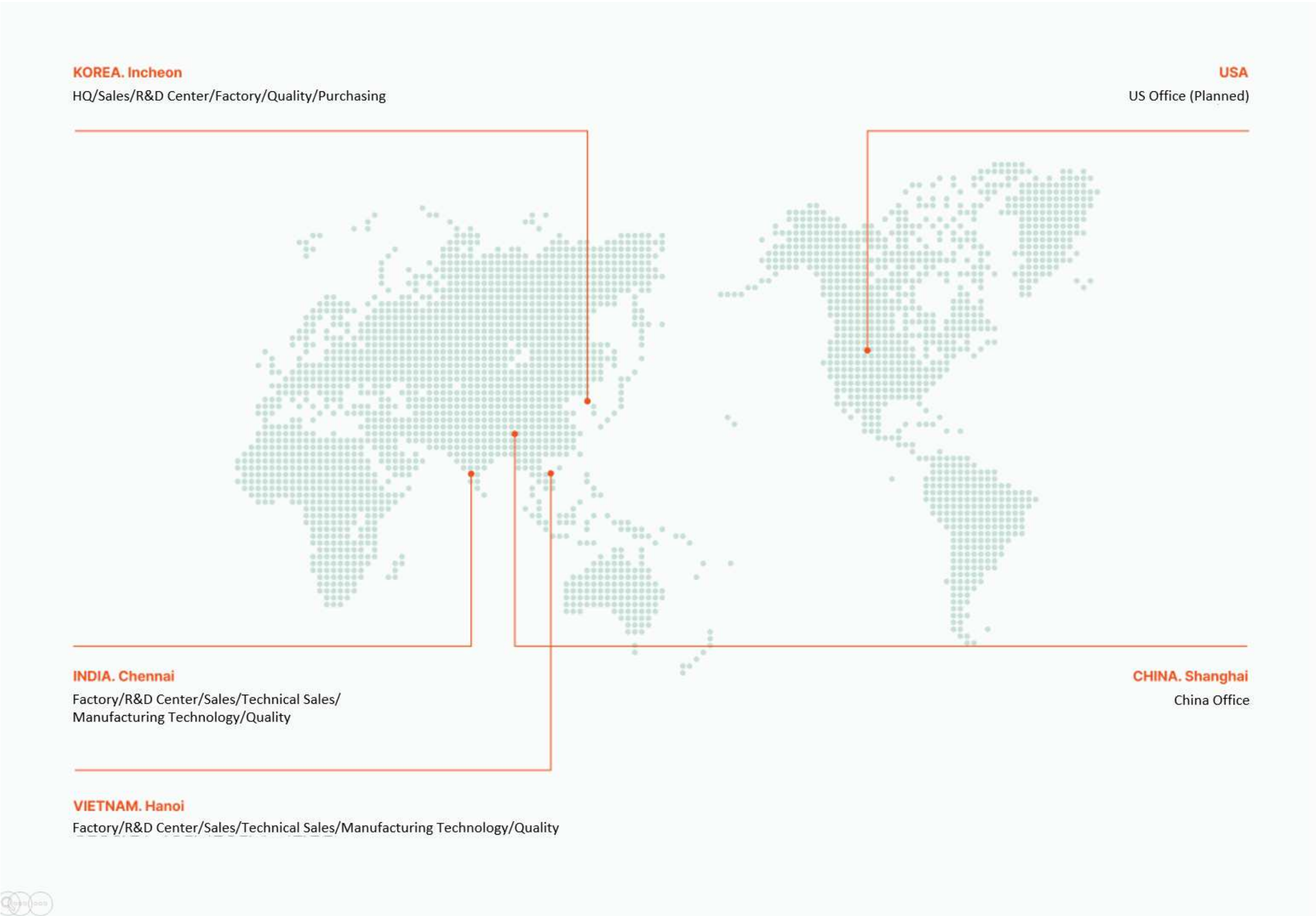
2013 - 2010

2013	12	Completion of Vietnam plant
2012	12	Selected as an Excellent Partner by Hyundai Mobis
	07	Listed on KOSDAQ
2011	12	Started business with Samsung Electronics' Mobile Communications Division



Global Network

As a leading imaging solution company, MCNEX is expanding its global network worldwide.



Business Site

Business Site Name	Location	Business Type
MCNEX Co., Ltd.	Songdo, Incheon	Headquarters
MCNEX VINA	Ninh Binh, Vietnam	Production Subsidiary
MCNEX CHINA	Shanghai, China	Sales Subsidiary
MCNEX INDIA	Sri City, India	Production Subsidiary
US Office (Planned)	California, USA	Sales Subsidiary

Global Network

MCNEX VINA

In particular, MCNEX VINA, its production subsidiary in Vietnam, was established in 2013 and has built a diversified production infrastructure through its three factories, manufacturing camera modules, Actuators, and automotive electronics components. MCNEX VINA is promoting DX (Digital Transformation) in its manufacturing processes and is operating a systematic production quality management system by establishing an integrated data management system, including the introduction of a Manufacturing Execution System (MES) and ERP integration.

Furthermore, the 125,400m² Ninh Binh plant produces products using robots in its main facilities. It maintains uniform quality through robots that autonomously produce products by calculating optimal assembly times, and this leads to high-mix low-volume production. The Ninh Binh plant manufactures over 820 types of automotive electronics products and an average of 52.5 million units of camera modules and driving system components per month.

Company Name	MCNEX VINA

President	Lee Joon-ho
Date of Establishment	March 2013
Location	Lô CN1, KCN Phúc Sơn, Phường Nam Hoa Lư, tỉnh Ninh Bình
Employees	4,293

02
ESG Management

ESG Management

ESG Highlights

ESG Highlights

Environmental

2025년 CDP Climate Change

Management **B**

HQ Self-Consumption Solar Power Introduction **96**kw

Water Recycling and Reuse Rate **54.36**%

MCNEX Headquarters
Conducted Climate Change Scenario and Risk Assessment
Conducted Biodiversity Impact Analysis

ISO 14001

All Operations **100**%

Social

ISO 45001

All Operations **100**%

Enhancing Supply Chain ESG

ESG Self-Diagnosis **24**Conducted

On-site Inspection **3**Conducted

ISO 27001

MCNEX HQ **Certification**

Governance

Sustained Growth in DPS

1,000원

Value-up Plan Disclosure

Establishment of Board Committees

MCNEX HQ **ESG Committee** Established

2025 Key ESG Results

KCGS	Sustinvest	CDP	EcoVadis
Integrated Scored **B+** (Environment B, Social A, Governance B+)	**A** Grade	Climate change **B** Water security **C**	**Silver**

Sustinvest

H1 2026 ESG Best Companies 100 Selection

ESG Management

ESG Management System

ESG Strategy

In 2024, MCNEX established its ESG management system, which includes its ESG strategy and a dedicated ESG organization, and designated Environment, Social, and Governance as its key implementation areas. Based on its ESG management, MCNEX will continue to build a system that allows it to periodically evaluate progress against its goals, identify areas for improvement, secure corporate sustainability, and respond swiftly to evolving global regulations.

Customer

Supplier

Employee

Community

Shareholder

ESG VISION

Increasing stakeholder value through
continuous innovation and challenges for a sustainable future

Environment

Achieving 2050 carbon neutrality

Eco-Friendly Factory Management

- Establishing a solar power generation system
- Improving energy efficiency at the Vietnam plant

Establishment of Emission Management System

- Conducting monitoring and risk analysis through regenerative management system
- Establishing a waste management system for resource recycling

Raising Environmental Awareness

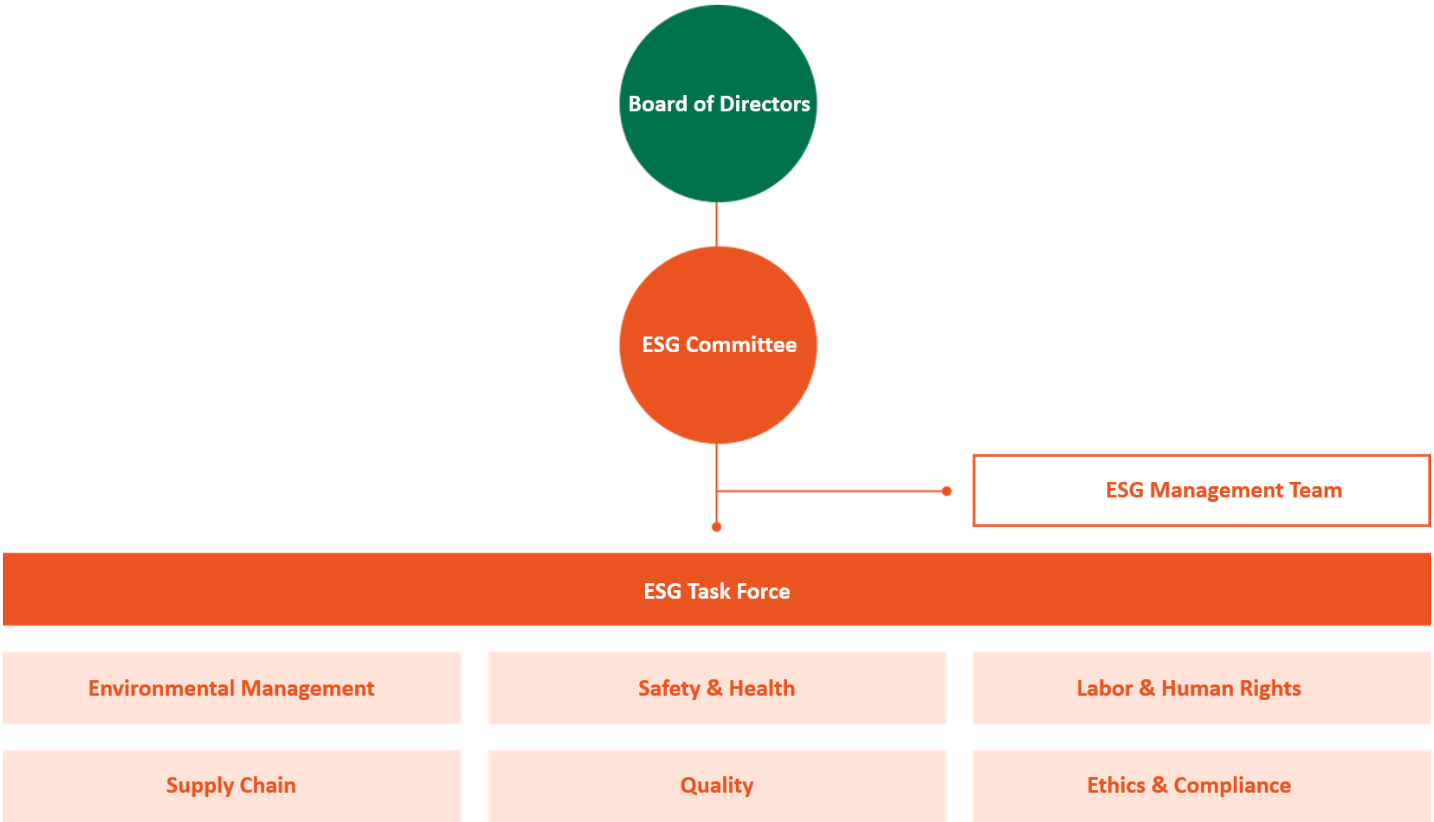
- Promoting the diversification of climate change and biodiversity conservation activities

Social

Creating social value for stakeholders

ESG Management Promotion Organization

To practice sustainability management, MCNEX established an ESG Committee under its Board of Directors in 2025. The ESG Committee receives information on agendas and related management issues concerning environmental, social, and governance (ESG) matters. It discusses improvement measures, shares updates on task execution status and activity performance, and is expected to further enhance the company's ESG management level. To ensure the smooth operation of the ESG Committee, it is supported by the ESG Management Team, a dedicated organization for sustainability management. Additionally, MCNEX operates an overarching ESG Task Force (TF) consultative body, in which ESG-related organizations participate.



ESG Management

Stakeholder Engagement

MCNEX aims for sustainable development in collaboration with all its stakeholders, defining its key stakeholders as customers, partners, employees, local communities, and shareholders & investors. To engage with these stakeholders, MCNEX operates diverse communication channels, actively gathering their opinions to incorporate into its management activities. The company then transparently discloses its performance and the outcomes of these activities through ESG report.

Stakeholder Communication Channel

Stakeholders	Key Issues	Communication Channels (Frequency)
Customers	• Enhancing customer satisfaction • Strengthening product safety and quality management • Incorporating customer feedback • Improving product price competitiveness	• Customer satisfaction survey • Sales channels (Ongoing) • Website • SNS (Ongoing) • Offline exhibitions
Partners/Suppliers	• Mutual growth and cooperation with partners • Supply Chain ESG Management • Improving working conditions • Fair trade	• Survey • Website (Ongoing) • Site visits (As needed) • Partner meetings/conferences
Employees	• Work-life balance • Strengthening workplace safety and health • Fair performance evaluation and compensation • Enhancing employee capabilities • Employee human rights and diversity • Labor-Management relations	• Labor-Management Council (Quarterly) • Occupational Safety and Health Committee (Qua • Internal intranet bulletin board (Ongoing) • Grievance handling channels (Ongoing)
Local Communities	• Social contribution activities such as donations and volunteering • Revitalizing the local economy	• Social contribution activities (Ongoing) • Local community organizations and groups (Ong • Listening to local opinions and recruitment prom
Shareholders & Investors	• Sound corporate governance • Protecting shareholder rights and interests • Clear value creation	• Corporate disclosures (Ongoing) • Regular general meeting of shareholders (Annual • IR site (Ongoing)

ESG Management

Double Materiality Assessment

MCNEX conducted a materiality assessment to identify issues considered important by its internal and external stakeholders and those significantly impacting its business operations. This assessment applied the double materiality concept, as recommended by frameworks such as the Global Reporting Initiative (GRI) standards and the EU's Corporate Sustainability Reporting Directive (CSRD). By comprehensively considering both the company's impact on society and the environment and the impact of sustainability-related issues on its financial performance, MCNEX identified its material ESG issues.

MCNEX plans to focus on improvement activities for the selected material issues over the next three years, while monitoring and disclosing their performance. These material issues were derived through the 2025 double materiality assessment and will be updated every three years.

Assessment Process

STEP 01

Issue Identification and Issue Pool Development

- Analysis of key issues of leading companies in the same industry
- Analysis of ESG evaluations and policy trends
- Analysis of domestic and international media issues
- Analysis of internal management materials

→ **Identification of a final pool of 21 issues**

STEP 02

Double Materiality Assessment

Financial Impact

- Benchmarking analysis of leading companies in the same industry
- Analysis of major ESG ratings and indices (e.g., MSCI, DJSI, KCGS)
- Analysis of internal management strategies and related materials
- Conducting surveys with internal stakeholders
- Analysis of regulations and policies

Social & Environmental Impact

- Analysis of global guidelines such as GRI, SASB, TCFD, ESRS
- Analysis of media issues
- Analysis of external stakeholders

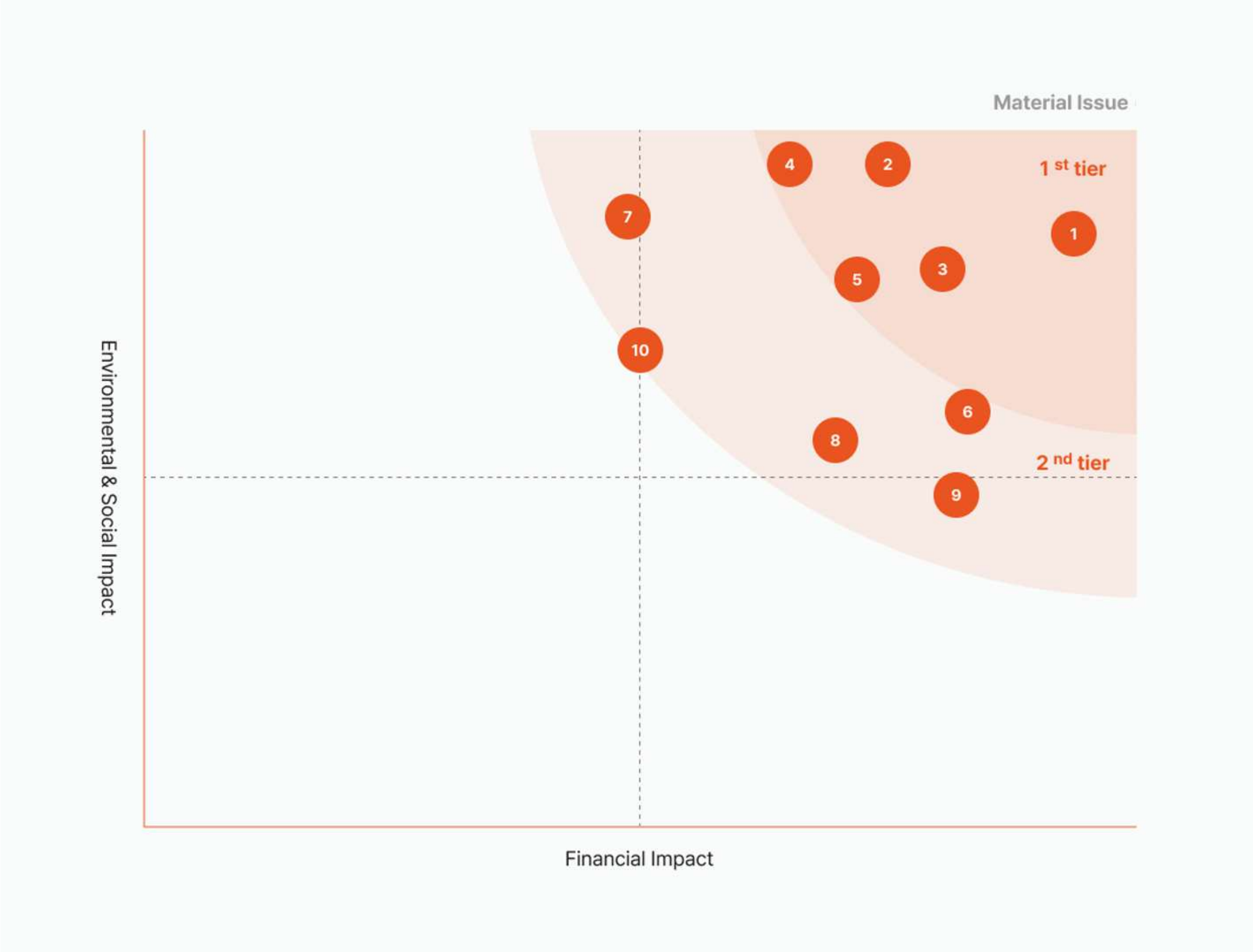
STEP 03

Confirmation of Material Issues

- Identification of material issues by comprehensively considering financial and socio-environmental impacts
- Review by the ESG Management Team and reporting to the ESG Committee
- Finalization of five material issues

Assessment Results

Materiality Map



Materiality Issues

Rank	Category	Issue
1	Social	**Talent development**
2	Social	**Product Quality and Safety**
3	Social	**Customer Satisfaction**
4	Environment	**Climate Change**
5	Environment	**Energy Management**
6	Social	Workplace Culture
7	Social	Protection of human rights and respect for diversity
8	Social	Information Security
9	Social	Occupational Health and Safety
10	Governance	Ethical Management
11	Governance	Risk Management
12	Environment	GHG management
13	Environment	Waste Management
14	Environment	Sustainable Business Development
15	Governance	Corporate Governance
16	Governance	Compliance
17	Social	Supply Chain ESG Management
18	Social	CSR
19	Environment	Water Management
20	Governance	Shareholder Rights
21	Environment	Biodiversity

Material Issues		Impact of a particular issue		Risk & Opportunity				
Rank	Issue	Level of Impact	Result	Potential Risks & Opportunities	Classification	Result	Response	GRI Index
1	Talent development	Providing continuous education and development opportunities for employees and supporting their growth and participation within the organization can foster a positive organizational culture	●	• Securing excellent talent and enhancing business competitiveness through systematic employee development programs • Improving job satisfaction and professionalism through competency development	Opportunity	●	Employee - Talent Management	GRI 404 Training and Education
2	Product Quality and Safety	The product manufacturing process can cause environmental pollution and worker health and safety issues; at the product use stage, consumers can be exposed to health, safety, and environmental problems, demanding high corporate responsibility for producing high quality products	●	• Loss of customer trust, contract termination, and sales decline due to quality and safety issues • Service dissatisfaction and accident occurrence	Risk	◐	Customer and Partner - Quality Management	GRI 416 Customer Health and Safety
3	Customer Satisfaction	User experience with products & services leads to positive impacts such as enhanced corporate value, customer acquisition, improved brand image, and secured market competitiveness, playing a crucial role in securing customer trust	◐	• Increase customer loyalty and strengthen brand image by enhancing customer satisfaction with services • Secure a competitive advantage and increase sales revenue through acquiring loyal customers	Opportunity	●	Customer and Partner - Quality Management	-
4	Climate Change	Greenhouse gas emissions from corporate activities negatively impact the environment, ecosystems, and human society.	●	• Increased regulatory costs associated with reducing greenhouse gases and responding to climate change • Increased greenhouse gas emissions due to corporate activities	Risk	◐	Climate Change Response	GRI 305 Emissions
5	Energy Management	Energy use is closely linked to corporate business activities, demanding sustainable practices through energy transition and improved energy efficiency	●	• Decreased corporate profits due to increased energy costs • Increased energy consumption within business sites.	Risk	○	Environmental Impact Reduction – Activities	GRI 302 Energy

03 Environment

Environment

Environment Management

Environmental Management

Environmental Management Implementation System

MCNEX has established an Environmental, Health, and Safety (EHS) policy and operates an environmental management implementation syste m to carry out its environmental management practices. The company runs a company-wide environmental management system, having acqui red ISO 14001 certification for its Incheon Songdo headquarters and its Vietnam manufacturing subsidiary. MCNEX also manages KPIs for key e nvironmental performance areas, including greenhouse gases, energy, waste, and water resources. Furthermore, its EHS policy encompasses energy consumption and greenhouse gas emissions, the management of air and water pollutants, and resource conservation, as MCNEX strive s to minimize the negative environmental impacts that may arise from its business activities.

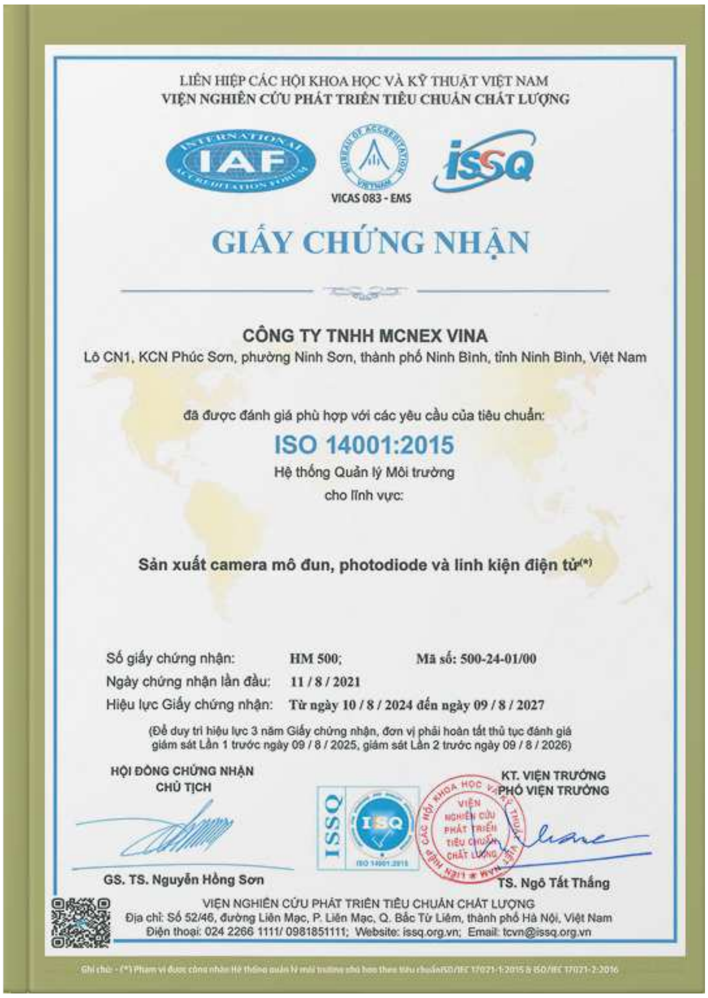
ENVRIONMENT HEALTH & SAFETY POLICY

MCNEX Co., Ltd. achieves its social responsibilities through respect for human beings, preservation of the natural environment and, practice environment-friendly and health & safety as the top priority in business activities in order to fulfil the management philosophy of customer and stakeholder satisfaction.

1. Establish and operate an Environmental Health & Safety Management System to foster an environmentally and safety-friendly culture, ensuring a safe and pleasant work environment that all stakeholders, including employees, local communities, customers, and partners, can trust.
2. Participates in international efforts to address climate change by expanding the use of renewable energy, establishing systems for measuring and disclosing greenhouse gas emissions, and optimizing energy efficiency to minimize greenhouse gas emissions.
3. Sets environmental management as a core priority through the assessment of environmental impacts and risks associated with products, facilities, activities, and services. It transparently discloses performance and systems to internal and external stakeholders.
4. Reduces subsidiary materials and energy in all processes such as product development, design, production, service and disposal in order to minimize the environmental impact caused by the emission of pollutants and hazardous substances.
5. Operating eco-friendly factories, Pursues the minimization of air pollutants and the sustainable use of water resources, collaborating with local communities to contribute to biodiversity protection.
6. Establish and thoroughly comply with management standards to prevent environmental and safety accidents by identifying relevant laws and other requirements and reflecting them in the environment and health & safety management system.
7. For disaster prevention and health promotion, risk factors are removed in advance, and damage is prevented and minimized when it occurs.
8. All executives and employees conduct education and training to recognize and achieve policy, and continue to improve by faithfully performing their respective responsibilities and roles.

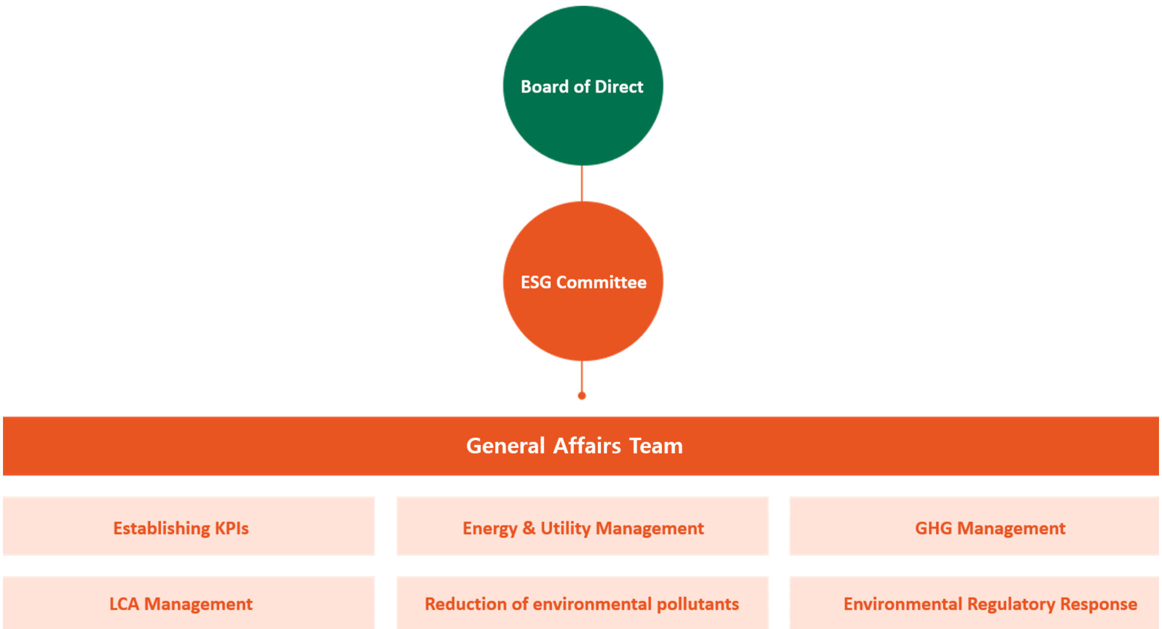
Environmental Management System

MCNEX has established a PDCA (Plan-Do-Check-Action) cycle based on its Environmental Management System (ISO 14001) to manage enviro nmental impacts in key areas such as climate change, energy, waste, and water usage, and accordingly sets environmental goals and plans. Fo r the goals, MCNEX monitors their implementation status through semi-annual performance reviews. In case of non-conformities, it formulates corrective actions and recurrence prevention measures, continuously improving its processes. In particular, MCNEX has set Net-Zero climate c hange goals and is actively participating in achieving carbon neutrality targets.



Environmental Management Organization

MCNEX established its ESG Committee in 2025. This committee reviews the status and performance of environmental management activities (such as greenhouse gas reduction, renewable energy transition, and Life Cycle Assessment - LCA) and discusses key decisions related to clim ate change. The formulation and implementation of strategies for company-wide environmental management activities are handled by the Gen eral Affairs Part of the General Affairs & Safety Team. This part, in close collaboration with relevant departments on each environmental task, is also enhancing the environmental management execution system.



Environmental Management Activities

Environmental Compliance Monitoring

As global ESG-related regulations—such as the Framework Act on Carbon Neutrality (Korea), the Carbon Border Adjustment Mechanism (CBAM), and Supply Chain Due Diligence Guidelines(CSDDD)—are being established, MCNEX strives to comply with all relevant environmental laws and regulations. The company identifies laws and regulations that could affect its operations, including the Waste Management Act, the Chemicals Control Act, the Framework Act on Carbon Neutrality, and the Act on the Promotion of Saving and Recycling of Resources. MCNEX then manages its environmental compliance by internally assessing its adherence to these legal and regulatory requirements.

Environmental Impact Assessment

MCNEX conducts an Environmental Impact Assessment every three years to evaluate the environmental impacts and risks of its production activities, processes, facilities, and services, and to make improvements. The assessment evaluates aspects such as air quality, water quality, waste, soil, energy, raw and subsidiary materials, and human health (including noise, vibration, and odor), and analyzes their environmental impacts and legal compliance status across past, present, and future timeframes. Furthermore, by conducting environmental impact assessments that cover product manufacturing, handling, storage, shipment, use, and disposal, as well as general business activities, MCNEX strives to minimize significant environmental impacts and risk factors arising from its corporate operations.

Environmental Education

MCNEX sets annual KPIs for each environmental sector and monitors them monthly. Additionally, MCNEX conducts activities, including environmental education, to enhance employees' environmental awareness. In the environmental education conducted in 2025, 487 employees from the domestic headquarters participated, recording a 95.7% participation rate. At the Vietnam subsidiary, all 4,293 employees took part, confirming the high level of interest in ESG among Mcnex employees.

HQ Environmental Training Records

Course Title	Date	Provider	Attendees	Hours	Method
In-house ESG Training (Carbon Neutrality Trends)	2025.11.11~13	In-house	487	1	In-person
CDP Supply Chain Response & Carbon Neutrality Frameworks	2025.02.21~03.24	KAP	2	3	Online
Practical Response to EU Supply Chain Due Diligence	2025.04.02	KFQ	2	3	In-person
Renewable Energy Transition Methodologies	2025.04.03	KAP	2	3	In-person
Understanding Carbon Neutrality for Supplier Leadership	2025.04.08	KAP	1	3	In-person
Global Carbon Regulations and Responses	2025.04.17	KAP	2	3	In-person
Carbon Neutrality Management in Sub-tier Supply Chains	2025.05.09	KAP	2	3	In-person
Methods for Establishing Carbon Reduction Roadmaps	2025.05.08	KAP	2	7	In-person
Understanding and Applying SBTi	2025.05.13	KSA	2	3	In-person
Establishing GHG Inventories & Calculating Carbon Emissions	2025.06.10	KSA	2	7	In-person
Facility Energy Efficiency Improvement Methodologies	2025.06.13	KAP	2	3	In-person
LCA Calculation: Methodology and Hands-on Practice	2025.08.26~27	KAP	2	14	In-person

Environment

Climate Change Response (TCFD REPORT)

Governance

Role of the Board of Directors

In 2025, MCNEX established an ESG Committee under its Board of Directors to serve as the decision-making body for managing and overseein g environmental management activities, including those related to climate change. The ESG Committee, composed of one internal director and three outside directors, deliberates on climate change-related agenda items and reviews the implementation status and performance of relate d activities. The ESG Management Team supports the smooth operation of the ESG Committee. The ESG Management Team identifies climate change-related issues and implements response measures in cooperation with relevant departments.

ESG Committee

No.	Date	Agenda	Resolution
1st	March 14, 2025	Appointment of ESG Committee Chairperson	Approved
2nd	March 28, 2025	Report on 2024 ESG Evaluation Results	Reported
		Report on Materiality Assessment Results and Climate Change Risk Analysis Results	Reported
		Approval of 2025 ESG Strategic Direction and Publication of the 2024 Sustainability Management Report	Approved
3rd	December 31, 2025	2024 Sustainability Report Publication	Reported
		Carbon Reduction Plan Status	Reported
		Non-Financial Risk Monitoring Results	Reported
		2025 Domestic & Global ESG Assessment Results	Reported
		ESG Strategic Direction & Future Plans	Reported

Role of Management

MCNEX systematically manages the climate change crisis by clearly defining the roles and responsibilities of its management in environmental management, which encompasses areas such as climate change response and biodiversity. The company's CEO holds overall responsibility for the environmental management system, including aspects related to climate change, and receives reports on key environmental issues like cli mate change through an annual Environmental and Safety meeting.
The company's CFO (Chief Financial Officer), who also serves as the Head of the Management Support Division, oversees ESG activities and th e relevant implementation organizations concerning climate change response, safety and health, and human rights & labor. This role includes e stablishing environmental management-related plans and monitoring the progress of goal implementation.

Environmental and Safety Meeting

Category	Details
Composition	Key executives centered around the CEO and heads of relevant departments
Purpose	Review of key issues related to environment, safety, and health, and establishment of management plans
Meeting	Annual regular meeting / Ad hoc meetings held as needed when significant environmental or safety issues arise

Strategy

Climate Risks and Opportunities

As climate change accelerates globally, the intensity and frequency of unpredictable natural disasters, such as typhoons and earthquakes, are increasing, and South Korea is no exception. Accordingly, MCNEX has conducted a climate change scenario analysis for the Incheon area in South Korea, where our domestic headquarters is located, to identify, assess, and manage climate-related risks and opportunities.
Climate change risks are categorized into acute physical, chronic physical, technology, market, policy/regulatory, and reputational risks. We evaluate their financial or strategic impacts to identify the specific risks and opportunities that significantly affect MCNEX. Through this risk analysis, we have identified three key issues as having a material impact: natural disasters like typhoons and earthquakes, the increase in extreme temperature events, and potential reductions in investment scale due to an inadequate response to climate change. We have established and are currently managing mid-to-long-term response strategies for these identified risks and opportunities.

Category		Type	Factor	Financial Impact	Short-term	Mid-term	Long-term	Rank
Risk	Physical Risk	Acute	Natural disasters such as typhoons, earthquakes	Damage to facilities and equipment due to natural disasters like typhoons and earthquakes	●	◐	○	3
		Chronic	Increased risk of water scarcity due to drought, etc.	Suspension of production activities due to water shortage and incurrence of additional water resource procurement costs	○	●	○	13
			Increase in abnormal temperature phenomena	Changes in energy consumption patterns due to abnormal temperature conditions	●	◐	○	2
	Transition Risk	Technology	Insufficient transition to low-carbon technology and substitution of services	Burden of initial investment costs for developing and transitioning to low-carbon technologies	○	◐	●	17
			Substitution with low-carbon camera modules and services	Changes in production and operation processes due to transition to low-carbon products and services	○	●	○	4
		Market	Changes in customer behavior	Decreased demand for existing products due to increased consumer interest in environmental protection	○	○	●	18
			Rise in electricity prices	Increased operating costs due to rising electricity prices	○	●	○	7
			Rise in raw material prices due to increased carbon pricing	Increased production costs and corporate operating expenses due to rising raw material prices	◐	○	●	5
			Increased demand from investors and stakeholders for climate change and biodiversity response	Incurrence of additional corporate costs to respond to climate change and biodiversity	◐	○	●	11
		Policy & Regulatory	Occurrence of climate change-related litigation	Incurrence of legal costs to respond to climate-related litigation and damage to corporate reputation	●	○	●	19
			Mandating and expansion of climate change disclosures	Costs for establishing systems and processes for climate change-related information disclosure	◐	●	○	9
		Reputation	Insufficient response to climate change leading to reduced investment scale	Decreased investment in corporate value by investors and increased cost of capital	◐	●	○	1
			Increased negative perception among stakeholders	Decline in corporate credibility among investors	◐	●	○	20

Short (Within 1Y) / Mid (1–3Y) / Long (3–5Y)

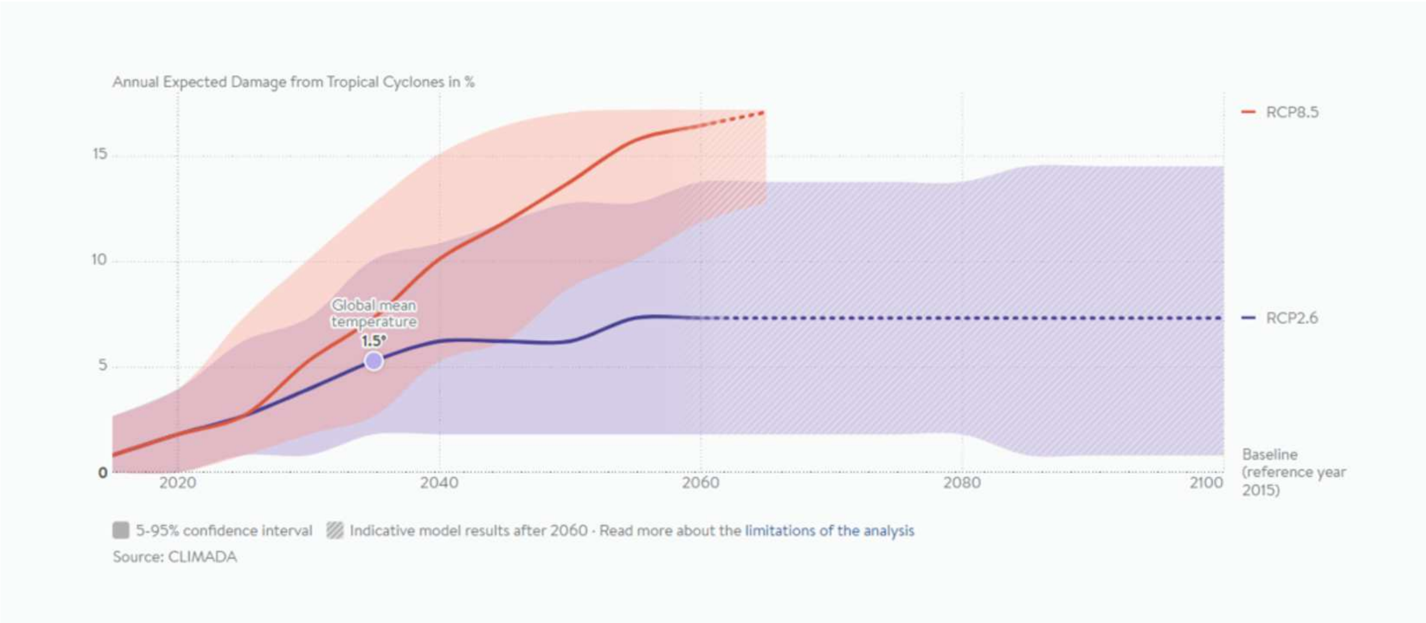
Category	Type	Factor	Financial Impact	Short-term	Mid-term	Long-term	Rank
Opportunity	Market	Access to new markets through development of low-carbon products and technologies	Proactive response to climate change and creation of new business opportunities	●	●	○	12
	Energy Saving	Use of and investment in low-emission energy sources	Reduction of environmental regulatory risks and corporate operating costs through use of low-emission energy sources	◐	◐	◐	10
	Resource Circulation	Enhancement of production and distribution process efficiency	Optimization of inventory levels and reduction of transportation costs through process improvement	◐	◐	●	16
		Establishment of eco-friendly factories	Optimization of energy consumption by introducing cutting-edge systems from the factory design stage	○	◐	●	14
	Products & Services	Development and expansion of low-carbon products and services	Enhancement of corporate brand value due to increased consumer preference for low-carbon products/services	○	●	◐	8
		Increased demand for low-carbon products	Realization of economies of scale due to increased demand for low-carbon products and services	○	◐	●	6
		Securing competitive advantage through reduction of product carbon emissions	Fulfilling environmental responsibilities and reducing compliance costs (fines/regulations) related to greenhouse gases	○	●	●	15

Short (Within 1Y) / Mid (1–3Y) / Long (3–5Y)

Physical Risk

Natural disasters such as typhoons, earthquakes

MCNEX identifies climate change-related physical risks for the Incheon region, where its headquarters is located, and is proactively responding to their major impacts. The climate change risk analysis applied the RCP 2.6 and RCP 8.5 scenarios. The RCP 2.6 scenario represents a case w here atmospheric greenhouse gas concentrations are limited through global reduction efforts, while the RCP 8.5 scenario signifies a case wher e no such efforts are made.
According to the physical risk analysis for natural disasters under the RCP 8.5 scenario, the projected annual increase in damage to tangible as sets and inventory assets, resulting from direct typhoon damage to facilities and supply chain disruptions, is expected to reach approximately 1 0% by 2060 and increase to 15% by 2100.
MCNEX is striving to minimize damages from extreme weather conditions by inspecting and repairing facility leaks and checking drainage syst ems.



Projected Relative Change in Annual Typhoon Damage

※ Short-term (2025) – Monitoring and Defending Against Indirect Severe Weather

Risk Factors – Occurrence of indirect damage due to typhoons and heavy rains

- **Current Status & Risks:** While there have been no direct typhoon strikes in the Incheon area over the past five years, strong winds an d heavy rainfall due to the indirect impacts of typhoons have consistently occurred every summer.
- **Financial Impact:** Anticipated 2–3% increase in damage costs compared to 2024 due to minor facility damage and repairs caused by strong winds.
- **Expected Loss:** Minimum KRW 5,100,000 – Maximum KRW 5,150,000

Opportunity Factors – Cost Reduction through Preemptive Preventive System Checks

- **Opportunity:** Based on short-term, small-scale damage data, the company can preemptively reinforce vulnerable facilities within our sites to prevent large-scale damage over the mid-to-long term.

※ Medium-term (2026–2027) – Intensification of Localized Disasters and Increased Asset Risks

Risk Factors – Damage to Facilities and Inventory due to Localized Flooding and Strong Winds

- **Current Status & Risks:** As the intensity of torrential downpours and typhoons escalates due to deepening climate change, the risk of localized flooding leading to inventory damage, facility destruction, and temporary supply chain disruptions within sites is rising.

- **Financial Impact:** Financial impacts arising from increased losses on disposal of property, plant, and equipment (PPE) and valuation losses on inventories.
- **Expected Loss:** Minimum approx. KRW 310 million – Maximum approx. KRW 620 million

Opportunity Factors – Implementation of Climate Risk Transfer Strategies

- **Opportunity:** By optimizing disaster insurance policy terms and expanding coverage, the company can secure financial soundness to buffer immediate financial shocks in the event of physical damage.

※ Long-term (2028–2030) – Accumulation of Climate Risks and Expansion of Structural Damage

Risk Factors – Structural Increase in Financial Damage Scale due to Routine Extreme Weather Events

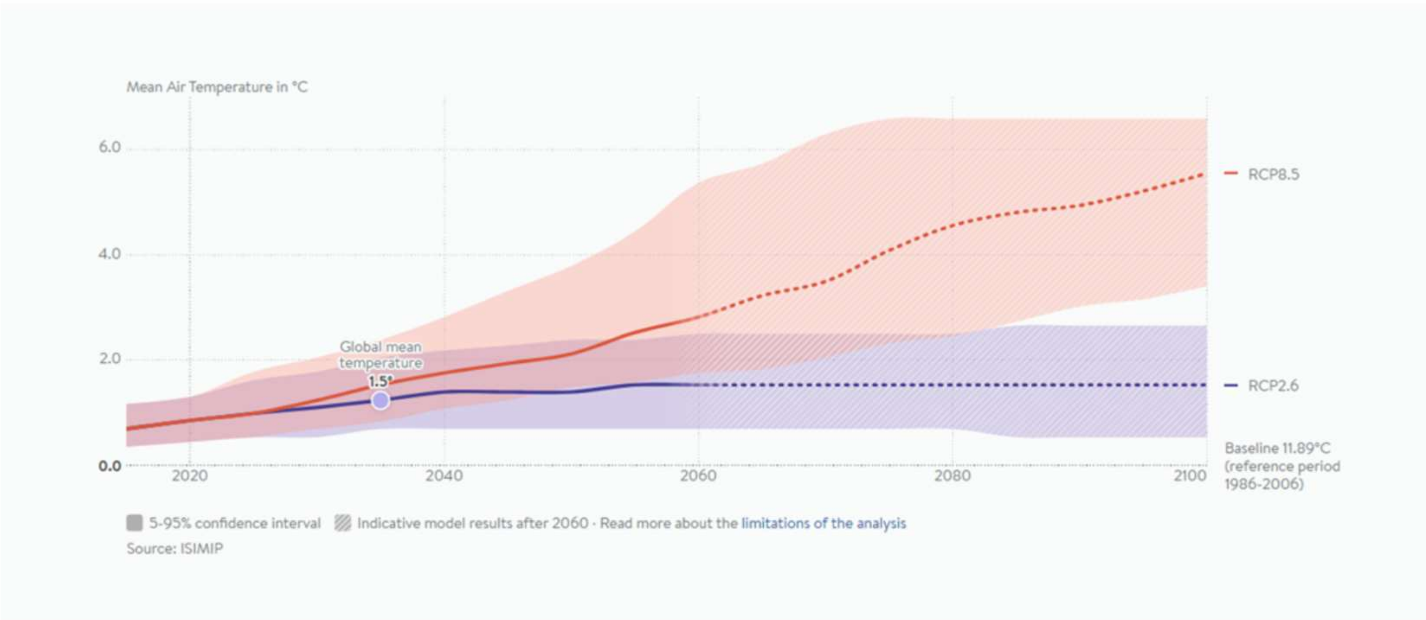
- **Current Status & Risks:** Following macro climate change trends, there is a risk that the scale of damage will accumulate and escalate by around 2030 compared to the medium term.
- **Financial Impact:** Cumulative losses incurred under the assumption that the expected increase in damage for 2030 rises by 5% compared to the medium term.
- **Expected Loss:** Minimum approx. KRW 320 million – Maximum approx. KRW 650 million

Opportunity Factors – Advancing the Enterprise-wide Business Continuity Plan (BCP)

- **Opportunity:** Minimizing production downtime during natural disasters through long-term investments in climate-resilient infrastructure and supply chain diversification. This will lead to a more stable supply capacity compared to competitors, thereby enhancing customer trust and creating competitive advantages.

Increase in abnormal temperature phenomena

In line with the global trend of rising average temperatures, MCNEX is monitoring the projected annual temperature increases for the Incheon region in South Korea, where our headquarters is located. The risk analysis utilizes the RCP 8.5 and 2.6 scenario models. Under the RCP 8.5 scenario, temperatures in the Incheon region rise sharply. This rise in atmospheric and sea surface temperatures acts as a fundamental driver, amplifying both the probability and severity of typhoon and heavy rain risks in the region.
Natural disaster risks, such as typhoons and localized torrential downpours, necessitate additional capital expenditure (CAPEX). Furthermore, the rise in average summer temperatures and the increasing number of heatwave days directly escalate cooling energy costs at our sites, while incurring maintenance expenses due to reduced equipment efficiency in high-temperature environments. These factors ultimately increase MCNEX's operating expenses (OPEX).
Following the installation of a 105 MWh solar panel system in December 2024, MCNEX plans to install additional solar panels in 2026 to expand its renewable energy utilization rate to 8%.



Analysis of Abnormal Temperature Phenomena

※ Short-term (2025) – Maintaining and Monitoring Energy Efficiency Achievements

Risk Factors – Short-term Increase in Cooling and HVAC Power Demand Due to Rising Temperatures

- **Current Status & Risks:** Energy consumption required to maintain optimal temperatures within sites is gradually increasing due to the rising number of heatwave days and higher average temperatures.
- **Financial Impact:** An annual increase of approximately 3.0% in energy costs is anticipated as of 2025.
- **Expected Loss:** Minimum approx. KRW 713 million – Maximum approx. KRW 716 million

Opportunity Factors – Cost Hedging Through Energy-Saving Activities

- **Opportunity:** Amid a 13% increase in revenue, the company successfully capped the energy cost growth rate at around 6% through p reemptive energy-saving activities. By continuously applying these internal efficiency capabilities in 2025, MCNEX can offset the cost increases driven by rising temperatures.

※ Medium-term (2026–2027) – Increased Burden of Electricity Costs Due to Accelerated Temperature Rise

Risk Factors – Acceleration of Energy Cost Growth Rates as Average Temperature Rise Begins in Earnest

- **Current Status & Risks:** As the annual average temperature increase in the Incheon region widens under the RCP 8.5 scenario, there i s a risk that energy consumption for cooling and equipment operations to offset this rise will accelerate beyond a conventional linear i ncrease.
- **Financial Impact:** Energy cost growth is expected to accelerate, with an annual average increase of 3.5% between 2026 and 2027.
- **Expected Loss:** Minimum approx. KRW 759 million – Maximum approx. KRW 772 million

Opportunity Factors – Preemptive Adoption of High-Efficiency HVAC/Cooling Facilities and Process Optimization

- **Opportunity:** By replacing aging equipment with high-efficiency devices or upgrading smart factory-based power control systems in alignment with the accelerating energy cost growth, the company can preemptively block structural cost increases and generate surpl us savings.

※ Long-term (2028–2030) – Deepening Climate Risks and Structural Cost Surge

Risk Factors – Structural Surge in Power Demand and Costs Due to Routine Extreme High-Temperature Events

- **Current Status & Risks:** In the long term, as temperature rises surpass critical thresholds, the demand for year-round cooling and equ ipment chilling will surge. This will impose a severe financial burden on the company's fundamental energy consumption structure.
- **Financial Impact:** An annual average cost increase of 4.0% is expected from 2028 to 2030, with the cumulative temperature rise dire ctly trickling down into expenditures.
- **Expected Loss:** Minimum approx. KRW 846 million – Maximum approx. KRW 876 million

Opportunity Factors – Achieving Energy Independence by Expanding Self-Generation of Renewable Energy

- **Opportunity:** Expanding renewable energy self-generation to hedge against the absolute increase in power usage caused by rising te mperatures. This will lower dependence on the external power grid, secure financial stability against long-term energy price volatility, and serve as a driving force for the transition to Net-Zero.

Transition Risk

Insufficient response to climate change leading to reduced investment scale

The climate change crisis goes beyond a simple environmental issue, establishing itself as a key indicator for evaluating a company's long-term financial stability and growth potential. Global investors are evaluating the climate change response levels of the companies they invest in, and climate change-related risks directly influence investment decisions.
MCNEX has been requested by CDP Capital to disclose information regarding climate change and water risks, and receives ESG ratings and sc ores from evaluation agencies such as KCGS, Sustinvest, and S&P. Through environmental improvement activities—such as expanding the use of renewable energy, third-party verification of greenhouse gas emissions, and TCFD reporting—MCNEX achieved a B rating in CDP Climate C hange in 2025.

※ Short-term (2025) – Establishing Environmental Foundation and ESG Framework

Risk Factors – Rising Electricity Costs at Domestic Sites

- **Current Status & Risks:** Increasing energy costs due to continuous electricity rate hikes and the expanded purchase of renewable en ergy, such as RECs (Renewable Energy Certificates) and PPAs (Power Purchase Agreements).
- **Financial Impact:** Additional annual cost burdens are expected in the event of a 10–15% increase in electricity rates.

Opportunity Factors – Energy Cost Reduction through the Adoption of Solar Self-Generation

- **Opportunity:** Following the completion of the solar self-generation system installation at the headquarters in 2024, the expansion of s olar facilities in 2025 is expected to reduce electricity costs and lower Scope 2 emissions.

※ Medium-term (2026–2027) – Full-scale Renewable Energy Transition and Carbon Reduction

Risk Factors – Stricter Supplier ESG Requirements from Major Clients

- **Current Status & Risks:** With major domestic and global clients increasingly mandating the disclosure of carbon footprints and the su bmission of reduction targets, failure to meet the required pace of the renewable energy transition may result in business disadvantag es.
- **Financial Impact:** There is a high probability of revenue decline and subsequent stock price drops if client supply chain ESG standard s are not met.

Opportunity Factors – Accelerating Global Renewable Energy Transition through Solar Panel Installation at MCNEX VINA

- **Opportunity:** With solar panels scheduled for installation at MCNEX VINA in 2026, the company will reduce Scope 2 emissions at its o verseas production subsidiary and improve the group-wide renewable energy transition rate.

※ Long-term (2028–2030) – Net Zero and Comprehensive Carbon Management

Risk Factors – Response Burden to Mandatory Scope 3 Disclosures

- **Current Status & Risks:** Mandatory measurement and management of carbon footprints across the entire supply chain are expected to be strengthened after 2030. It is necessary to establish a lifecycle carbon data management framework from parts procurement to product disposal.
- **Financial Impact:** Increased costs for implementing and operating Scope 3 measurement and management systems, along with conc erns over credit rating downgrades related to climate risks in the event of an inadequate response.

Opportunity Factors – Achieving a 60% Renewable Energy Transition Rate through REC Purchases in 2030

- **Opportunity:** Achieving a 60% renewable energy transition rate by 2030 through a combination of solar self-generation and REC purc hases will enable a preemptive response to RE100-level global ESG demands.

Climate Change Risk Management

Risk Identification

To identify climate change-related risks and opportunities, MCNEX analyzed leading ESG companies, ESG disclosure regulations (such as IFRS and ESRS), and global initiatives (like GRI and TCFD), from which it identified a total of 20 risks and opportunities.
to analyze physical risks, MCNEX utilized the RCP5-8.5 and RCP1-2.6 pathways, drawn from the SSP (Shared Socioeconomic Pathway) scenari o, MCNEX is preparing for potential for potential risks by analyzing factors in the Incheon region (where its headquarters is located), such as th e proportion of land exposed to wild fires, projected damage from typhoons, projected average temperatures, and projected rice production.
Additionally, for its transition risk analysis, MCNEX is applying NGFS (Network for Greening the Financial System) scenarios (including NDCs, B elow 2°C, and Net Zero 2050) to analyze items such as projected carbon prices and carbon emissions.

Risk Assessment

Key climate change-related risks and opportunities are identified by applying scenario analysis and materiality assessment to the initially derive d set of risks and opportunities.
In conjunction with climate change risk analysis -which involved examining environment-related policy trends, benchmarking industry peers, an d analyzing global ESG initiatives-surveys were conducted with stakeholders to assess financial and socio-environmental impacts.

As a result, the following were identified as key risk and opportunity factors: natural disasters (such as typhoons and earthquakes), the increasing phenomenon of abnormal temperatures, and the potential for reduced investment scale if climate change response is insufficient.

Risk Management

MCNEX conducts scenario analysis for key physical risks to proactively prepare for potential damages, and is addressing key transition risks through measures such as expanding its TCFD disclosures and participating in CDP.
In addition to these key factors, MCNEX further categorizes and manages factors requiring focused management and mid-to-long-term response factors. For each risk and opportunity factor, relevant departments, such as those for Environment Management and Technology Development, will establish and implement corresponding response strategies.

Monitoring and Improvement

The key risk and opportunity factors, identified from climate change-related material issues, are regularly monitored by the ESG Management Team (the company's dedicated sustainability management organization) for the status of responses and the implementation progress of improvement.
The results of the climate change risk assessment are reported to the ESG Committee.

Goals and Indicators

Scope 1

Out of its 2025 greenhouse gas (GHG) emissions, MCNEX emitted 32.6 tCO2eq from stationary combustion and 29.2 tCO2eq from mobile combustion as direct emissions (Scope 1), achieving an 18% reduction in emissions compared to the previous year.
In the case of MCNEX VINA, total Scope 1 emissions for 2025 reached 3,064.2 tCO2eq, representing a significant increase over the prior year. While the consumption of LNG, diesel, and gasoline generated from cafeterias, generators, and corporate vehicles showed no major changes compared to the previous year, the calculation of GHG emissions from refrigerant use in 2025 led to a substantial shift in Scope 1 emissions.

Scope 2

Indirect emissions (Scope 2) account for 92% of total GHG emissions and are entirely derived from electricity consumption. In 2025, MCNEX emitted 1,244.6 tCO2eq of Scope 2 emissions, while MCNEX VINA emitted 37,205.5 tCO2eq. To reduce Scope 2 emissions, which constitute the majority of the company's total emissions, solar panels were installed at the MCNEX headquarters and have been operational since 2025. These solar panels are scheduled for installation at the manufacturing subsidiary, MCNEX VINA, in 2026.

Greenhouse Gas Reduction Plan

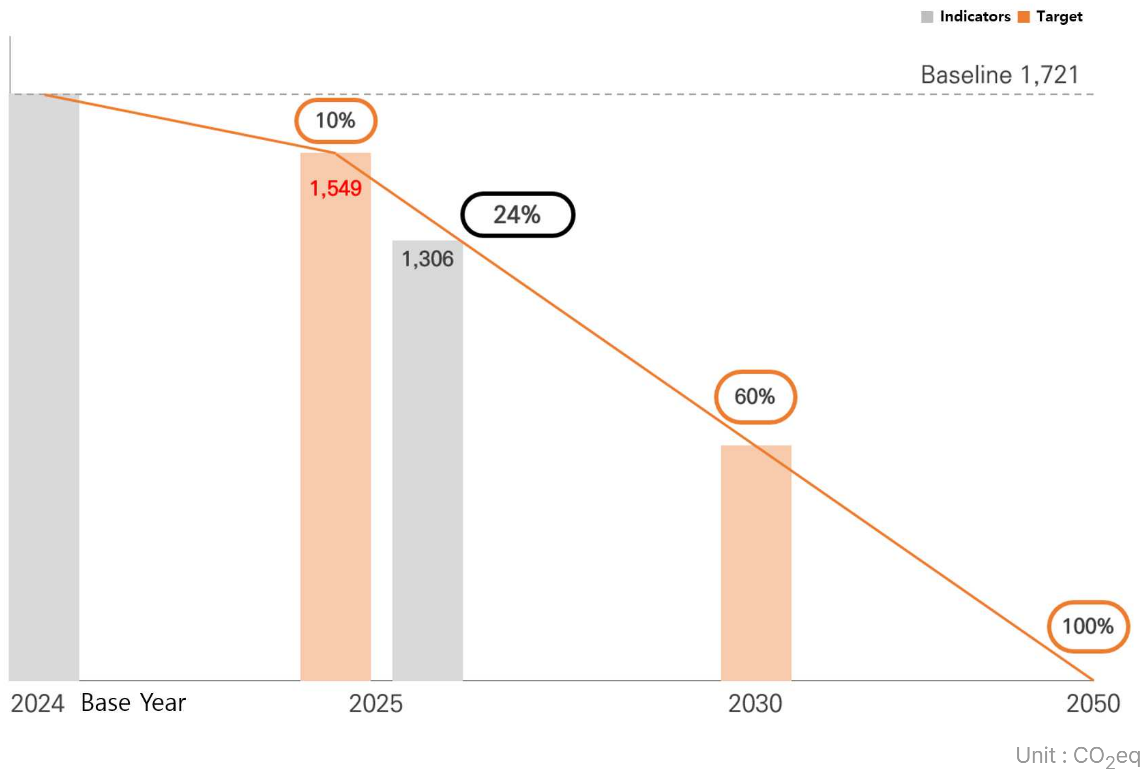
Short-term (2025)	Mid-term (~2030)	Long-term (~2050)
10% Reduction	60% Reduction	100% Reduction

MCNEX deeply recognizes the severity of the climate change crisis and its potential impacts on the company. Accordingly, MCNEX has upgraded and strengthened its existing greenhouse gas (GHG) reduction targets, which previously aimed for a 10% reduction in Scope 1 and 2 emissions by 2030 compared to 2019. Setting 2024 as the new base year, the enhanced plan outlines specific targets to reduce Scope 1 and 2 emissions by 60% by 2030. To achieve these goals, MCNEX is driving various GHG reduction initiatives, such as tracking emissions targets and performance, transitioning to eco-friendly energy, optimizing production processes, and improving energy efficiency.

GHG Reduction Rate

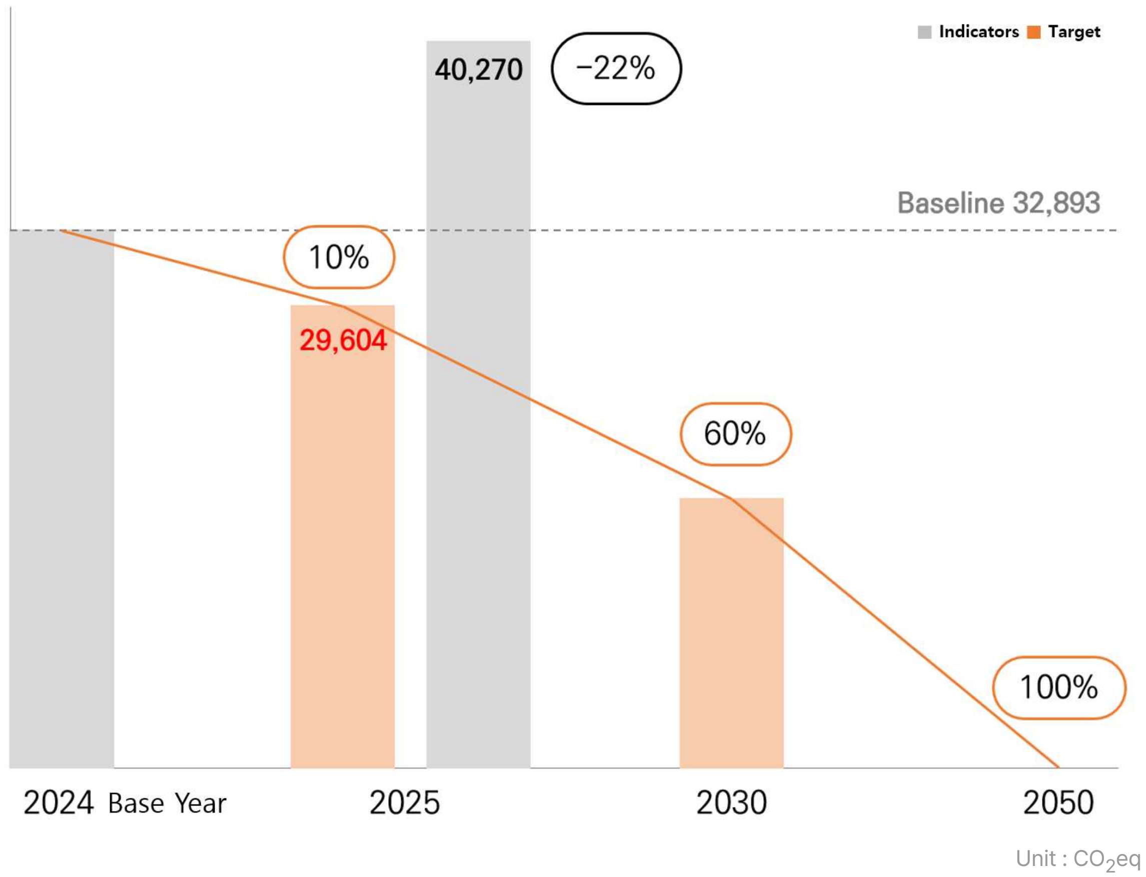
MCNEX

Through initiatives such as installing CHP (Combined Heat and Power) inverters, transitioning its corporate fleet to electric vehicles, and installing solar panels, MCNEX headquarters exceeded its 2025 carbon reduction target of 10%.



MCNEX VINA

MCNEX VINA faced challenges in achieving its 2025 carbon reduction target due to a surge in electricity consumption driven by expanded prod uction volume and rising factory utilization rates. To offset this, the subsidiary plans to establish a large-scale solar power generation facility in 2026, capable of producing approximately 7,680,000 kWh of electricity annually. Furthermore, MCNEX VINA intends to execute its carbon redu ction plan by leveraging diversified renewable energy procurement methods, such as purchasing RECs.



Environment

Environmental Impact Management

GHG Reduction Activities

Introduction and Expansion of Renewable Energy

Approximately 98% of MCNEX's total greenhouse gas emissions come from its electricity consumption. To reduce carbon emissions and energ y costs, MCNEX installed solar panels in unused spaces, such as the rooftop and rest areas of MCNEX Tower, in December 2024; these panels are now operational. In 2025, the electricity generated by these solar panels reached 110,086 kWh, representing a renewable energy utilization rate of 3.8%. Through this, the company reduced greenhouse gas emissions by approximately 45.9 tCO_2eq*. Furthermore, in February 2026, M CNEX expanded its solar self-generation capacity by adding a 121.41 kW system.
Additionally, MCNEX VINA plans to install solar panels across all facilities at its Plants 1, 2, and 3 in 2026.

*Based on the 2023 electricity emission factor

Solar panel installation

Third-Party Verification of Greenhouse Gas Emissions

To achieve its 2050 Net Zero target, MCNEX is striving to manage greenhouse gas emissions from its business sites. In 2025, the company obt ained verification from Intertek, a global certification body, for its direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions across the three years of 2019, 2023, and 2024, with the organizational boundary defined as its Incheon headquarters and MCNEX VINA. Subsequently in 2026, it measured and verified its greenhouse gas emissions for the years 2022 and 2025. To provide reliable information to stakeholders and t ransparently disclose ESG information, MCNEX plans to calculate its greenhouse gas emissions and undergo third-party verification annually.

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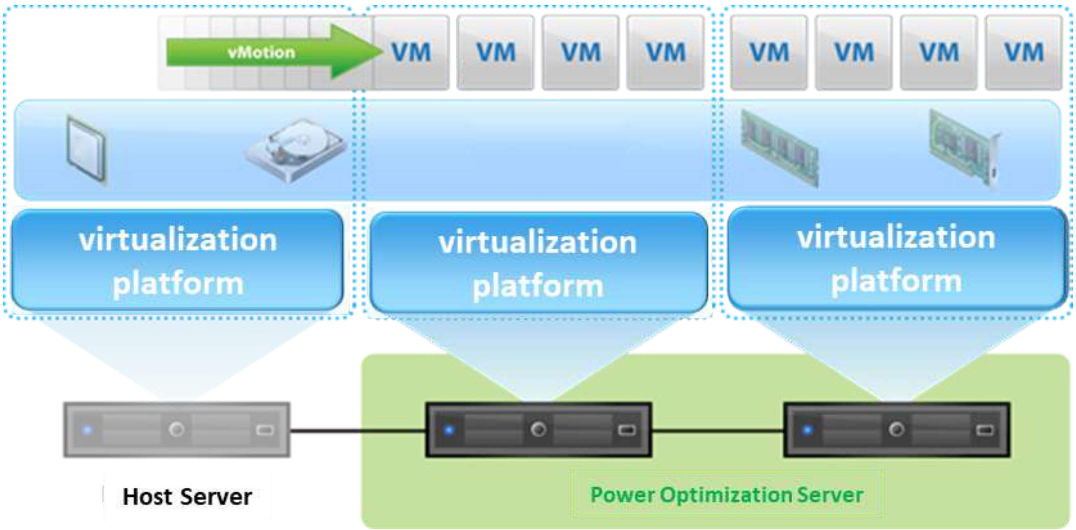
Energy Use Reduction Activities

Reducing Energy Use at Business Sites

MCNEX headquarters conducts energy-saving campaigns and encourages the participation of all employees to reduce energy consumption an d greenhouse gas emissions. Additionally, for effective electricity consumption reduction, the company is operating 42 virtual machine (VM) se rvers on 6 physical servers through virtualization. MCNEX expects this to reduce its electricity consumption by approximately 85% and plans to continue investing in energy reduction activities.

MCNEX VINA is undertaking various activities to reduce its energy consumption. Through energy reduction initiatives such as replacing fluores cent lights and streetlights on its premises with LEDs and installing inverters on the controllers of water supply pumps for water tanks, MCNEX VINA is actively reducing its energy consumption.

Power Resource Optimization through Server Virtualization



MCNEX VINA Office LED Replacement

MCNEX VINA Inverter Installation

Water Resource Management

Water Usage and Wastewater Management

At MCNEX's Songdo headquarters, wastewater is not generated during the development and development sample processing stages. Howeve r, at MCNEX VINA, wastewater is generated during its manufacturing processes. To recycle this, a water regeneration system has been introdu ced and is currently operational. In 2025, the volume of recycled water was 204,606 tons, achieving a recycling rate of 54%.

Additionally, MCNEX VINA conducts quarterly tests of its discharged wastewater quality, striving to ensure emissions remain below legal conce ntration standards. In particular, to enhance the monitoring of water usage and effluent in 2025, MCNEX VINA established a wastewater discha rge monitoring system this year. The monitoring system inspects wastewater discharge quality and allows for real-time checking of discharge v olumes. In addition, MCNEX strives to conserve water through company-wide water-saving campaigns.

Water recycling system

Wastewater Discharge Monitoring System

Water Resource Risk Management

MCNEX utilizes the WRI Aqueduct Water Risk Atlas to identify and systematically manage key water-related risk factors. A recent analysis cond ucted for its Incheon headquarters and the Vietnam Ninh Binh plant confirmed that the Vietnam Ninh Binh plant is located in a region with high water resource risk. Given that the Vietnam Ninh Binh plant is a major site responsible for producing key products, MCNEX plans to prioritize m anaging its water resource risks to ensure the continuation of stable operations. In 2025, MCNEX achieved the 'Awareness' Level in the CDP W ater Security assessment.

Classification	Details
Analysis Scope	• Time Horizon : Baseline, Future (2030, 2050) • Baseline Indicators : Physical water availability risk, physical water quality risk, regulatory and reputational risk
Subject of Analysis	Headquarters, 2 business sites of the Vietnam subsidiary
Scenarios Used	Pessimistic, Business as usual, Optimistic

Level of Risk
Low
Low-Medium
Medium-high
High
Extremely high

Risk Level		Songdo, Korea	Ninh Binh, Vietnam
Physical Water Availability Risk		High	High
Physical Water Quality Risk		Low-Medium	High
Regulatory and Reputational Risk		Low	High
Water Stress Change Outlook 2050	Pessimistic	Medium-high	Low-Medium
	Business as usual	Medium-high	Low-Medium
	Optimistic	Low-Medium	Low-Medium
Total Water Risk		Low-Medium	High

Waste Management

MCNEX accurately records and manages the waste it generates in accordance with the domestic Waste Management Act and Ministry of Envir onment guidelines. General waste is incinerated through designated waste treatment companies, while designated waste (primarily generated from cleaning solutions used in product washing) is consigned to specialized waste treatment companies for disposal.
MCNEX stores designated waste generated from its business activities in specified storage areas and manages it on a regular basis. Subseque ntly, this designated waste is collected and treated by the consigned companies, and MCNEX registers and discloses related performance dat a through the Allbaro System.

Waste Treatment Process

Waste Recycling

MCNEX headquarters has enhanced its disposal process for aging IT assets to mitigate environmental pollution and promote resource circulation. Previously, outdated IT assets were liquidated through simple sales; however, in 2025, the company established a structured recycling framework in partnership with Remann Co., Ltd., a specialized recycling firm. Under this process, IT assets are thoroughly inspected to screen and select reusable components, which are then recycled and donated to the Nonprofit IT Support Center. In 2025, the company's recycling performance recorded a total of 74 units—encompassing laptops, desktops, monitors, and servers—amounting to approximately 284 kg.

Hazardous Chemical Management

MCNEX complies with global standards for hazardous substances in products, such as EU RoHS, REACH, and IMDS. In 2023, the company sub mitted its chemical emissions report to Korea's Chemicals Safety Agency and continuously manages its chemical emissions to ensure they rem ain below 10 tons. For chemicals used in its laboratories, MCNEX prepares Material Safety Data Sheets (MSDS) and makes them readily accessi ble within the labs for all personnel.

MCNEX MSDS

Air Quality Management

MCNEX headquarters does not operate any air pollutant emitting facilities and does not emit air pollutants.
MCNEX VINA regularly measures the volume of pollutants emitted from its air pollution-emitting facilities and manages these emissions in compliance with legal standards.

Product Environmental Impact Management

Raw Material Management

MCNEX promotes sustainable resource use by efficiently utilizing raw materials in its production processes. As a result of continuous R&D investment, MCNEX unveiled an ultra-slim, high-resolution camera module at CES 2025 in January 2025. This module, featuring a slim-type actuator and packaging, significantly reduces thickness compared to existing products and is expected to contribute to smartphone lightweighting and a reduction in raw material consumption. Furthermore, MCNEX designs its products with modularity for easy disassembly, remanufacturing, and recycling, and strives during the design phase to use homogenous materials to facilitate these processes.

CES 2025

Promoting a Circular Economy

To promote a circular economy, MCNEX applies recycling marks to products from its ‘Eyeclon’ brand, under which it has launched items such as black boxes (dash cams) and golf rangefinders. Furthermore, for the collection, recycling, and recovery of waste electrical and electronic equipment (WEEE), the company also affixes the WEEE certification mark. Additionally, MCNEX arranges for external organizations to conduct analyses and evaluations of hazardous substances that may be generated from WEEE, thereby proactively preventing related risks.

Recycling · WEEE Marks

Life Cycle Assessment (LCA)

MCNEX conducts analyses of carbon emissions generated during the pre-manufacturing and manufacturing stages of its products and strives to reduce greenhouse gases generated during its product manufacturing processes. MCNEX conducted an LCA for two camera module products that were in production in 2024, and additionally evaluated two more camera module products in 2025. The assessment involved collecting data from the pre-manufacturing stage (raw material production) up to the transportation, product manufacturing, and distribution processes. It utilized a combination of direct and indirect investigation methods, depending on the supply chain management level for each component.

Life Cycle Assessment

Classification	Product A	Product B	Product C	부품 D
Pre-manufacturing	15.02	1.26	1.17	1.18
Manufacturing	3.44	0.06	40.52	5,36
Distribution	0.01	0.005	0.005	0.005
Total	18.47	1.33	41.70	6.55

Emissions per Component

Environmental Supply Chain Management

MCNEX conducts ESG evaluations for its major suppliers to enhance sustainability across the entire supply chain. The supply chain ESG evaluation includes environmental indicators across seven categories, which helps preemptively prevent environmental risks and enhance suppliers' environmental management capabilities.

The supply chain environmental evaluation conducted in 2026 covered 27 suppliers, with 23 companies achieving a grade of 'B' or higher. Furthermore, MCNEX conducted on-site audits for three of the high-risk suppliers that received 'C' or 'D' grades.

Supply Chain ESG Evaluation Indicators – Environmental Domain

Category	Detailed
Environmental Management System	Environmental policies and ISO 14001 certification status Compliance status with environmental laws and regulations
GHG & Energy	Establishment of GHG inventory and emissions status Energy consumption status
Water Resources	Water consumption and wastewater management
Air Pollutants	Air pollutant management
Waste	General and designated waste emissions management
Chemical Substances	Hazardous chemical substance management Traceability and management of hazardous substances
Environmental Impact of Products	Measures to reduce environmental impacts resulting from product use

Environment

Biodiversity

Biodiversity Activities

For sustainable forest management, MCNEX uses FSC (Forest Stewardship Council) certified materials in its products and for packaging. FSC certification is granted to products made from raw materials from sustainably managed forests under the stewardship of the Forest Stewardship Council, which discourages the use of raw materials obtained through illegal logging. MCNEX has entered into procurement contracts with FSC-certified companies for these raw materials and currently uses them for the packaging of some of its products. Going forward, MCNEX plans to increase its use of certified sustainable raw materials to meet the requirements of global sustainability reporting guidelines.

SGS

Certificate SGSHK-COC-340136

The Organization

TAILIM PACKAGING CO., LTD.

74, Gongdan 1-daero 379beonan-gil, Siheung-si, Gyeonggi-do, Korea, 15075

FSC® Chain-of-Custody

for the products detailed in the scope below

This certificate is valid from 20 September 2019 until 19 September 2024
and remains valid subject to satisfactory surveillance audits
Recertification audit due before 10 September 2024
Issue 1. Certified since September 2019

This is group certification scheme.
Additional site details are listed on the subsequent page.

Authorised by

FORESTRY SGS

FSC
www.fsc.org
FSC® A000523
The mark of responsible forestry

FSC-certified Products

Biodiversity Risk Assessment

MCNEX deeply recognizes the impact that the loss of natural capital has on corporate activities and, furthermore, on the sustainability of humanity. In response, MCNEX is striving to systematically manage natural capital risks, including those related to biodiversity. Across its overall business activities, MCNEX is strengthening the sustainability of natural capital through various initiatives such as water resource management, pollutant reduction, and biodiversity conservation.
In particular, to assess nature-related risks and opportunities, MCNEX has adopted and is conducting assessments using the LEAP(Locate, Evaluate, Assess, Prepare) approach proposed by the TNFD(Taskforce on Nature-related Financial Disclosures). Based on these assessments, the

company is developing management plans for the identified risks and opportunities. Going forward, MCNEX will continue to actively implement activities that minimize the loss of natural capital and contribute positively to nature for biodiversity conservation.

Identifying Ecologically Sensitive Areas (Locate)

MCNEX conducted an analysis focused on areas near its domestic headquarters to identify regions with high nature-related dependencies and impacts, as well as areas linked to specific ecosystems.
According to the statistical data on endangered wildlife species provided by the National Institute of Ecology (NIE, Korea), Yeonsu-gu, Incheon—where MCNEX's headquarters is located—is home to three Class I and fourteen Class II endangered wildlife species. Additionally, the Songdo Tidal Flat, designated as a Ramsar Protected Wetland[1], is located near the company's business site.
MCNEX recognizes the value of the ecosystems and biodiversity in the areas surrounding its business sites and is committed to doing its utmost for their conservation.

1) Ramsar Protected Wetland : A wetland designated under the Ramsar Convention for the protection of areas that possess unique biogeographical characteristics, or are important as habitats for rare animals and waterfowl.

Biodiversity Status of Areas Near Business Site

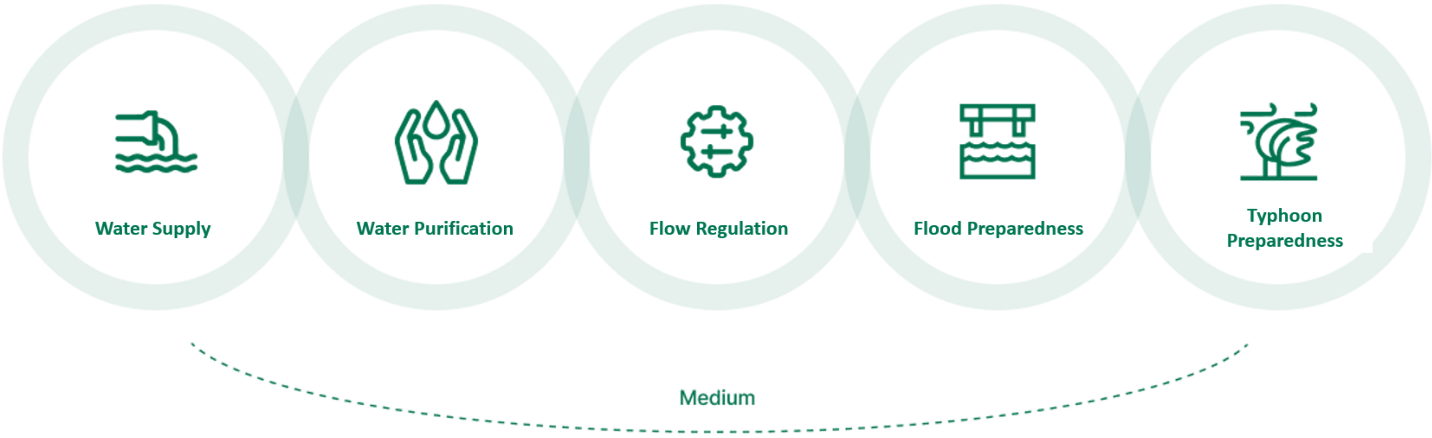
Species of Class 1 Endangered Wildlife (3 bird species)		
• Egretta eulophotes	• Platalea minor	• Haliaeetus albicilla
14 Species of Class 2 Endangered Wildlife		
Bird species	• Falco peregrinus • Larus saunders • Haematopus ostralegus • Platalea leucorodia • Calidris tenuirostris • Falco subbuteo	• Numenius madagascariensis • Circus cyaneus • Accipiter gularis • Accipiter gentilis • Cygnus cygnus • Anser fabalis
Amphibian & Reptile species	• Kaloula borealis	
Invertebrate species	• Austruca lactea	
Key Biodiversity Areas	• Sihwa Lake, Yeongjong Island, Yeongheung Island, Songdo Tidal Flat	

(Source: Statistical Data Book on Endangered Wildlife Species, National Institute of Ecology)

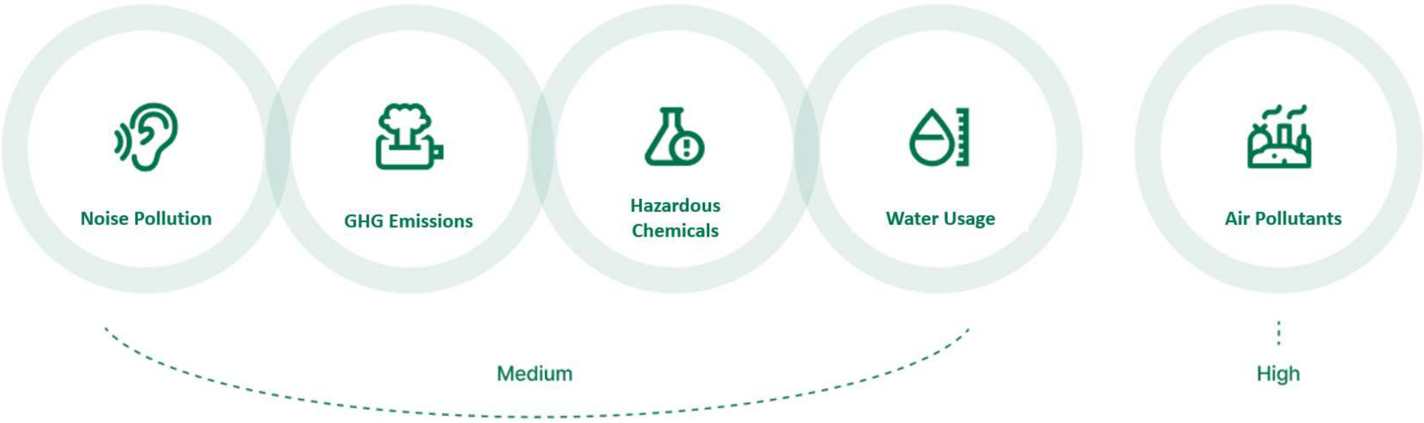
Dependency and Impact Assessment (Evaluate)

To assess nature-related dependencies and impacts, MCNEX utilized the ENCORE[2] Tool.
According to the results of the industry-specific dependency and impact assessment for its Incheon headquarters, MCNEX identified a relatively high dependency on water resources (including water supply, water purification, flow regulation, and flood preparedness). Among its impacts on nature, those from air pollutants were identified as high. After comprehensively considering these dependencies and impacts, MCNEX designated air quality and water resources as priority management areas.
2) ENCORE : A tool developed by the Natural Capital Finance Alliance to identify exposure to nature-related risks and to understand dependencies and impacts on nature.

Dependencies



Impacts



Risk and Opportunity Assessment (Assess)

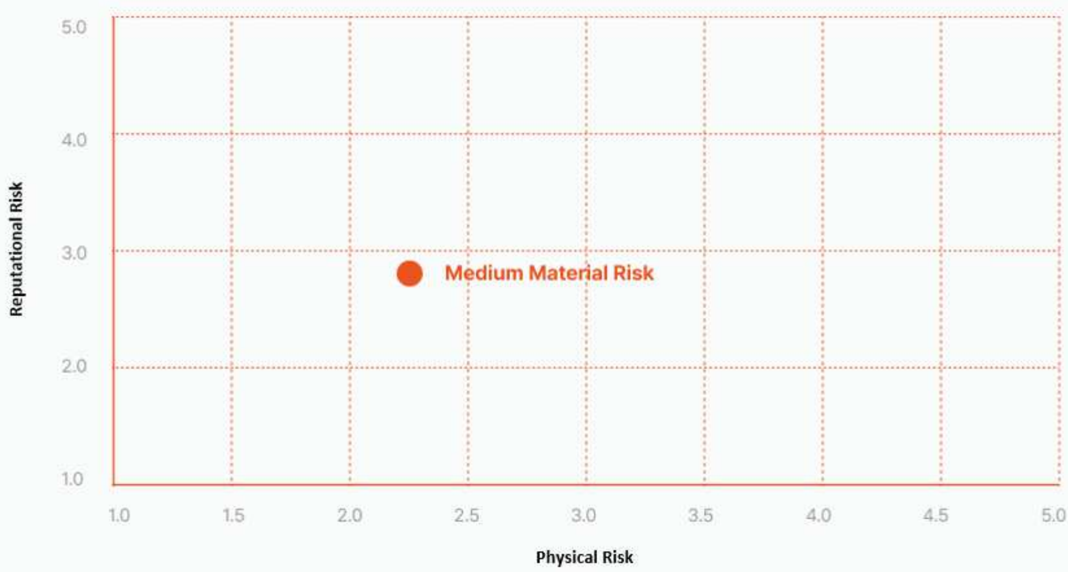
Based on the results of its nature-related dependency and impact assessment, MCNEX conducted a further assessment using the WWF Biodiv ersity Risk Filter Tool to identify risks and opportunities related to natural capital. The assessment confirmed that the biodiversity risk for MCNE X's Incheon Songdo headquarters is at a 'Medium' level.

Risk		Detailed Issues1)	Risk Level
Physical Risk	Resource Procurement	Water Resource Availability	High
	Ecosystem regulation and support	Water Quality Status	Low
		Air Quality Status	High
	Natural Disasters	Landslides	Low
		Wildfire Risk	Medium
		Heatwaves & Extreme Hea	High
		Tropical Cyclones	High
	Biodiversity Pressure	Terrestrial & Freshwater Ecosystem Use, Change	Very low
		Forest Resource Loss	Very low
		Pollution	Very high
Reputational Risk	Environmental Factors	Protected Conservation Areas	Low
		Key Biodiversity Areas	Low
		Other Important Areas	Very low
		Ecosystem Condition	Low
	Socioeconomic Factors	Range Rarity	Low
		Local Community Land and Territory	Medium
		Resource Scarcity (Food, Water, Air)	Low
		Labor Rights	Very low
		Economic Inequality	Low
	Other Factors	Media Scrutiny	Medium
		Political Regulation	Low
		Internationally Important Areas (World Heritage Sites, Ramsar Wetlands, etc.)	High
		Risk Preparedness	Very low

Very low (1.0~1.8) Low (1.8~2.6) Medium (2.6~3.4) High (3.4~4.2) Very high(4.2~5.0)

1) Based on assessment results, issues that are irrelevant or have a score of 0 are excluded from disclosure.

Biodiversity Risk



Response and Disclosure (Prepare)

Through its assessments, MCNEX has identified biodiversity factors that were assessed as high risk. The company plans to establish and imple ment management measures for these factors. Furthermore, MCNEX plans to expand the scope of its biodiversity risk assessment to include M CNEX VINA.

Key Risk	Mitigation Strategy	Management Plan	GBF[2] Target
Water Resource Av ailability	Minimize	· There is no wastewater generated from business activities at the Incheon headquarters. · Unnecessary water waste within business sites is prevented through water-saving campaigns.	Target 16
Air Quality Status	Minimize	· The Incheon headquarters has no facilities that emit air pollutants.	Target 11
Tropical Cyclones	Avoid	· Scenario analysis is conducted to prepare for potential damages arising from potential risks. · An emergency response manual has been created, and training is conducted for emergencies such as typhoons and heavy rain.	Target 8
Pollution	Restore	· Environmental cleanup activities are conducted in areas near business sites to minimize pollution damage resulting f rom business activities.	Target 7
Internationally Imp ortant Areas	Minimize	· MCNEX plans to monitor areas relevant to stakeholders (biodiversity), such as Songdo Tidal Flat and Sihwa Lake, an d conduct ongoing risk assessments.	Target 15

2) GBF (Global Biodiversity Framework): International goals for the conservation of biodiversity and its sustainable use by 2030.

04
Social

Talent Management

Talent Recruitment

The Right People for our Company

Talented people who match up to, people who realize and practice the core values that MCNEX members need to hold

CHALLENGE
Endeavoring people of talent

CREATIVE
Creative people of talent

PASSION
Passionate people of talent

Based on its desired talent attributes of "Challenge, Creative, and Passion," MCNEX conducts fair and competency-based recruitment, irrespective of gender, age, or race. Additionally, when new positions (T/O) or vacancies arise at its business sites, MCNEX operates an efficient recruitment process by utilizing an internal employee referral program.

Talent Development

MCNEX provides training to all employees to help them acquire job-related knowledge and skills, and offers ample educational opportunities along with a suitable work environment to support their competency development and improve their quality of life. The company enhances employees' job expertise (including skills, knowledge, and experience) by actively promoting internal and external training programs and seminar attendance, utilizing methods such as online education, in-house group training, and internal instructors. Furthermore, for the successful onboarding of new employees, MCNEX operates a mentoring program that includes financial support for mentoring activities. Outstanding mentors and mentees are selected and awarded annually.

Training Programs

Training by Level

- Position-specific Training
- New Employee Induction Training
- Training for Promoted Employees
- language education

Job Training

- Basic Process Course
- In-house inspection/correction training
- In-house Job Instructor Training Program
- Supervisor Training
- Internal Auditor Training Course (Quality & Environment)

Common Training

- ESG Training
- Security Training
- Ethics Training
- Privacy Training

Qualification Training

- Internal Auditor Training Course
- In-house inspection/correction training
- In-house inspection/correction training
- Inspector/Operator Training

Evaluation and Compensation

Performance Evaluation

MCNEX, which pursues flexible talent management enabling both individuals and the organization to grow together, conducts personnel evaluations that consider employees' career experience and work performance, irrespective of gender. This personnel evaluation comprises a performance evaluation, which assesses the degree of achievement and actual results against departmental and individual goals, and a competency assessment, which evaluates individual competency levels.

Personnel Evaluation Process

Evaluation Principles	• Evaluations are conducted considering employees' career experience and work performance for efficient and fair personnel management
Evaluation Cycle	• Twice a year (first half / second half)
Conduct Evaluation	• All regular employees.
Evaluation Methods	• Performance evaluation / Competency assessment • Includes multi-faceted feedback (e.g., 360-degree feedback), and evaluations concerning rewards, disciplinary actions, etc
Evaluation Results	• - Results are utilized for employee promotions, transfers, compensation, and other related purposes.

Compensation System

MCNEX provides the same corporate welfare benefits system to all its regular, temporary, and contract employees without discrimination. Going forward, MCNEX will continue to foster a healthy and vibrant organizational culture that enhances employees' quality of life and promotes work-life balance through various welfare benefit programs.
Additionally, MCNEX regularly monitors through its company-wide HR system to ensure no wage gap occurs between male and female employees at the same job level. As of the end of 2025, there have been no cases of wage discrimination between male and female employees of the same rank.

Corporate Culture

Work-Life Balance

Work-life balance (WLB) is an important factor in a company's sustainability management. MCNEX is responding to the changing mindset of employees who value WLB and promotes policies such as childcare leave and reduced working hours for pregnant employees to encourage the economic participation of female talent in an era of low birth rates and an aging population. MCNEX encourages both female and male employees to take childcare leave; in 2025, out of 8 employees who took childcare leave, 7 were male employees.
Additionally, MCNEX has introduced and operates a flexible working hours system (flextime system) where employees can autonomously choose their work start and end times. This system allows employees to work additional hours during peak periods and leave earlier during less busy times, leading to improved work efficiency. The company actively encourages the utilization of this system, enabling schedule adjustments that reflect individual needs such as increased leisure time and self-development, which in turn has enhanced employee satisfaction.

Work-Life Balance Systems

Flexible Working Hours System	A system allowing employees to autonomously choose their work start and end times within standard working hours.
Overtime Monitoring System	A monitoring system that automatically records employee work start and end times and tracks working hours in real-time.
Promotion of Leave Utilization	· Provision of summer leave · Encouraging the use of paid annual leave · Maternity leave, Parental Leave · Reduced working hours for employees during childcare periods
Other	· Data-driven HR management · A personnel system centered on performance and competency evaluation, rather than on hours worked.

Welfare Benefits

MCNEX implements various welfare benefit programs, striving to create an environment where employees can focus on their work. Starting with employee health initiatives like medical check-ups and smoking cessation funds, and extending to housing support, the provision of rest areas, long-term service awards, mentoring, as well as cultural activities including in-house clubs and workshops, MCNEX promotes the improvement of employees' quality of life and work-life balance.

Welfare Benefits

Company life

- Educational Support for Children of Executives
- Congratulatory/monetary awards provided
- Childbirth gifts and educational grants for children's elementary school entrance

Healthy life

- Comprehensive health checkups
- Health management program (Non-smoking Clinic)
- Counseling for Employees with Health Concerns
- Partnerships with Affiliated Hospitals

Cultural life

- Company club activities
- Workshops and cultural activities
- Company condo

Other

- Dormitory provided
- Long-Service/Model/Praiseworthy Employee Awards
- Provision of Anniversary Gifts

Employee Satisfaction Surveys

MCNEX conducts employee satisfaction surveys to understand the level of its corporate culture and, based on the results, strives to create a company where everyone wants to work. The satisfaction survey consists of three main areas—'Employee Well-being,' 'Sustainable Community,' and 'Organizational Culture'—along with 12 detailed sub-items. The survey results are also managed from a business sustainability perspective.

Employee Satisfaction Survey Results – Headquarters

MCNEX VINA also conducts annual employee surveys to prevent potential human rights and labor risks, and strives to improve the working environment by reflecting employee feedback. In the satisfaction survey conducted in 2025, all 4,293 employees participated, recording an average score of 70 points.

ESG Hotline System

MCNEX has established an ESG Hotline System, an integrated channel for reporting ESG issues, to enable internal and external stakeholders to express their opinions more conveniently and effectively. Through the ESG Hotline System, all stakeholders can anonymously report on all aspe cts of sustainability management, such as environment, labor and human rights, safety and health, and ethical management. The identity of the reporter and the content of the report are treated confidentially, and MCNEX thoroughly protects reporters from any disadvantages or discrimi nation by the company for making a report, statement, or submitting materials.
As a result of these proactive ESG management practices and efforts to build trust with stakeholders, zero issues were reported through the E SG Hotline System in 2025. Going forward, MCNEX will continue to strengthen communication with all stakeholders through transparent and su stainable management activities, and will realize social value as a responsible corporate citizen.

Taget	Type
Corruption and abuse against Supplier	Unfair bribery (including monetary gifts), acceptance of favors, provision of privileges, coercion to disclose trade s ecrets, unfair directives, human rights violations, etc.
Human rights violations	Discrimination, workplace harassment, labor conditions, humanitarian treatment, forced labor, and child labor, etc.
Corruption / Irregularities	Acceptance of money / hospitality, personal requests, equity investment, unfair instructions, verbal/physical abus e, etc.
Improvement of product and service quality	Issues related to inconvenience or necessary improvements when using the company's products and services.
Damage to social value	Non-compliance issues related to environment, health & safety, social vulnerability, customer information, etc.

Hotline Procedures

PROCESS 01

Receiving the report

- The whistleblower provides specific details regarding violations of ethical conduct according to the six-point principles, either by providing their real name or anonymously.

PROCESS 02

Identifying the contents and initiating the investigation

- Review: The manager verifies the contents of the report received.
- Initiation of Investigation: Based on the report, an investigation is commenced to ascertain the facts.

PROCESS 03

Checking the investigation results

- The length of the investigation may vary depending on the nature and scope of the investigation
- The outcome of the investigation is communicated on an individualized basis to protect whistleblowers.

Labor-Management Relations

MCNEX's Incheon headquarters holds regular Labor-Management Council meetings quarterly to foster sound labor-management relations, con vening additional meetings as needed. The Labor-Management Council operates with three representatives appointed by management and thr ee elected by employees, respectively. Through these council meetings, various topics are discussed, including productivity improvement, emp loyee grievance handling, safety and health, enhancements to the working environment, employee health promotion, and improvements to HR

and labor management systems. As a non-unionized workplace, MCNEX promotes labor-management cooperation, enhanced employee welfare, management of employee association funds, and an improved work environment through open communication via the council and direct dialogue between employees and management.
MCNEX VINA guarantees freedom of association and the right to organize. As of December 2025, 4,249 of its employees were members of and active in the labor union. The labor union holds regular meetings annually to discuss key agenda items aimed at protecting employees' rights and interests, such as improving working conditions and enhancing employee welfare.

Human Rights Management

Human Rights Policy

MCNEX complies with international human rights and labor standards and guidelines, such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), core conventions of the International Labor Organization (ILO), and the OECD Due Diligence Guidance for Responsible Business Conduct. To actively implement its human rights management and mitigate related risks, MCNEX has established a Human Rights Charter.
Furthermore, provisions concerning child labor and forced labor are specified in Article 6 of the Human Rights Charter, titled "Prohibition of Forced Labor and Child Labor." We verify the age of applicants before hiring, and as of 2025, there have been no cases of hiring workers under the age of 18 or any incidents of forced labor. Nevertheless, if any underage workers employed illegally are identified, support and remediation measures are implemented. For such underage workers, MCNEX conducts health check-ups and, if necessary, takes appropriate mandatory actions. It also provides support for the completion of their compulsory education and supports the child's income until they are legally eligible for employment. Moreover, in cases where underage workers are legally employed (but still require protection due to age), MCNEX, instead of resorting to dismissal or fines, transfers them to suitable training positions and restricts their working hours and types of work as appropriate.

Human Rights Charter

Article 1 Prohibition of Discrimination
Article 2 Prohibition of Harassment in the workplace
Article 3 Compliance with working hours
Article 4 Humane Treatment
Article 5 Freedom of Association and Collective Bargaining
Article 6 Prohibition of Forced Labor and Child Labor
Article 7 Industrial safety
Article 8 Protection of Human Rights of local residents
Article 9 Customer Human Rights protection
Article 10 Wages and Welfare

Human Rights Risk Management

Human Rights Risk Assessment

Pre-Human Rights Impact Assessment

MCNEX headquarters has been conducting Human Rights Impact Assessments since 2024. Since 2025, to identify potential human rights risks arising across various stakeholders, the company has been identifying vulnerable stakeholder groups for each human rights risk prior to conducting the assessment. The stakeholder groups are defined as employees, women, foreign nationals, suppliers, and local communities. Human rights-related risks were identified through comprehensive research, including human rights laws and regulations, academic literature and research data, and interviews with relevant departments.

Vulnerable Stakeholders by Human Rights Risk

Category	Human Rights Man agement System	Non-discrimination in Employment	Association & Coll ective Bargaining	Prohibition of Forc ed and Child Labor	Safety Assurance	Working Environment	Human Rights Protection
Employees	●	●	●	○	●	●	●
Women	●	●	○	○	○	●	○
foreigner	●	●	●	●	●	●	○
Suppliers				○	●	●	○
Local Communities				○	○	○	○

● Potential Risk ○ Low Risk

Human Rights Due Diligence

MCNEX's domestic headquarters conducted Human Rights Due Diligence, incorporating key human rights issues such as the establishment of a human rights management system and non-discrimination in employment, as recommended by the National Human Rights Commission of Ko rea. The Human Rights Due Diligence, conducted in 2025, was an online survey where a total of 90 employees, including female workers and fo reign workers (identified as groups vulnerable to human rights impacts), participated for one week.
Following the recommendations of the RBA (Responsible Business Alliance), a global initiative, MCNEX VINA conducted a human rights due dili gence survey. This survey covered 38 items on labor policies and business ethics, 4 items on stakeholder human rights, 6 items concerning reli gious practices, and 3 items on personal information.

Assessment Overview

Classification	Details
Assessment	Regular assessment (conducted annually)
Target	Conducted for employees of the domestic headquarters and Vietnam subsidiary
Assessment Items	Human rights management system, Non-discrimination in employment, Guarantee of freedom of association and collective barga ining, Prohibition of forced labor and child labor, Ensuring worker safety, Healthy working environment, Protection of human rights concerning client companies, etc.
Method	· Online self-assessment conducted using a 5-point scale checklist · Based on labor laws and human rights management guidelines; consists of 36 indicators across 7 areas
Potentially Vulnerable Groups	· Female workers, persons with disabilities, young workers, foreign workers, sexual minorities, etc

Assessment Results & Mitigation Measures

The Human Rights Due Diligence results confirmed positive responses in areas such as the prohibition of forced labor and child labor, non-discr imination in employment, and ensuring worker safety. Regarding areas identified for improvement, such as the internalization of its Human Righ ts Policy and workplace reporting channels, MCNEX revised the Human Rights Policy and established the ESG Hotline System, communicating these developments to all employees.

Key Human Rights Management Activities

Employee Human Rights Education

MCNEX provides all employees with legally mandated training, including sexual harassment prevention training, disability awareness training, and workplace harassment prevention training. In addition to this mandatory training, MCNEX conducts further human rights education in its effort to prevent human rights violations.
Since 2021, MCNEX VINA has been providing its employees with training regarding human rights policies, and it also conducts additional annual human rights training specifically for its security personnel. This human rights education encompasses all core elements of human and labor rights as defined by the ILO, including the prohibition of child and forced labor, non-discrimination, the guarantee of freedom of association, and the recognition of the rights to collective action and negotiation.

Diversity and Inclusion

MCNEX stipulates in Article 1 of its Human Rights Charter, "Non-Discrimination," that discrimination is prohibited in all personnel matters—including recruitment, promotion, wages, and welfare benefits—on grounds such as gender, race, nationality, religion, disability, age, family status, pregnancy and childbirth, social status, or political views. Furthermore, MCNEX strives to prevent discrimination by focusing on employee education.
At its domestic headquarters, MCNEX provides training to all employees on preventing sexual harassment and workplace bullying. MCNEX VINA also conducts quarterly training for all its employees annually, covering topics such as recruitment, training, evaluation, wages, human rights, prevention of harassment and abuse, and non-discrimination policies.
Through these efforts, there have been zero cases of discrimination in the last three years. Should any case of discrimination occur, MCNEX will respond by strictly applying its zero-tolerance policy. Going forward, to help female talent adapt well to the company and perform key roles, MCNEX will continue to strengthen practical support measures, such as its mentoring program pairing female employees and the operation of a lounge for female employees.

Social

Safety and Health

QEHS Management

MCNEX applies its QEHS management system across all its business sites, including overseas subsidiaries, to strictly manage environmental, safety and health, and quality aspects. Looking ahead, MCNEX aims to advance as a global leading company by protecting its employees from various risks through an integrated operating system and by making the creation of a safe and clean workplace environment its top priority.

QEHS Strategy

QEHS Management

QEHS management system to embed environmental health and safety and quality management activities into corporate culture

QEHS management system will be applied to all business sites, including overseas subsidiaries, to establish a strict quality management system and protect the company and employees from various disasters, which is the basic social responsibility of the company. With this in mind, we will create sustainable corporate competitiveness and increased customer value. We aim to become a global leading company by operating our business with the priority principle of creating a clean environment.

Quality

Environment

Health

Safety

MISSION

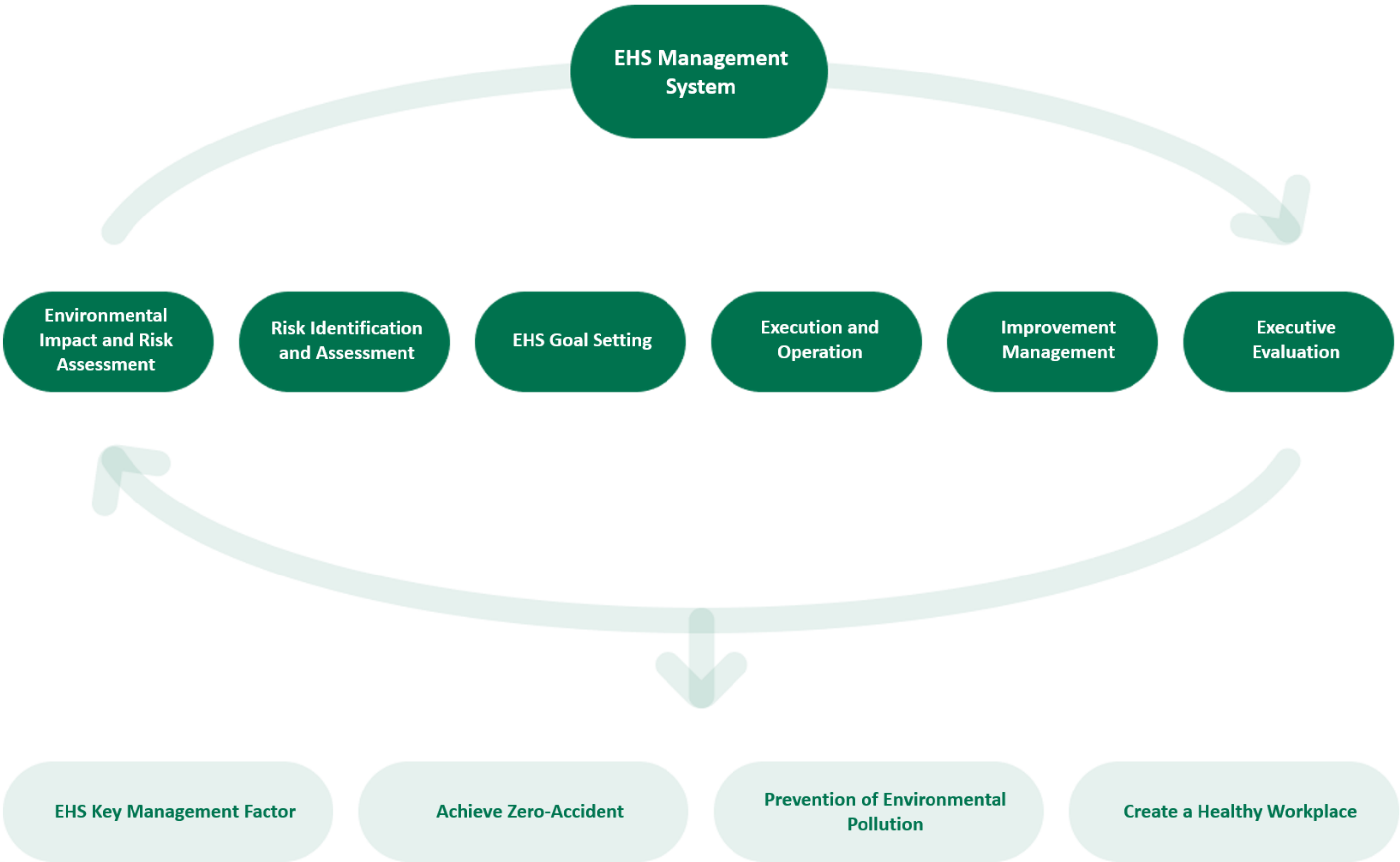
We contribute to a sustainable future society by fulfilling our social responsibility and continuous development through mature quality management and health & safety environmental activities.

VISION

Become a leading company through global health & safety environment and quality management.

ENVIRONMEN. HEALTH. SAFETY

The EHS management system satisfies both domestic and global standards as it covers the subjects of ISO14001 and ISO45001 audit standards.



Safety and Health Management System

MCNEX operates a safety and health management system compliant with global standards, having initially obtained OHSAS 18001 certification and subsequently transitioned to ISO 45001. Its Incheon Songdo headquarters and Vietnam subsidiary undergo regular surveillance and recertification audits for the stable management and continuous improvement of their safety and health management system.

Additionally, MCNEX operates its ESG Hotline System, which can be used to report accidents, risks, and concerns related to safety and health. Internal and external stakeholders, including employees and partners, can use this hotline system to report safety incidents or concerns. Such reports are promptly processed according to established procedures. In 2025, there were zero reported cases concerning safety and health via this channel.

MCNEX HQ_ISO 45001 (2025.07.11~2027.09.13)_KMR.pdf

MCNEX VINA_ISO 45001 (2024.08.10~2027.08.09).pdf

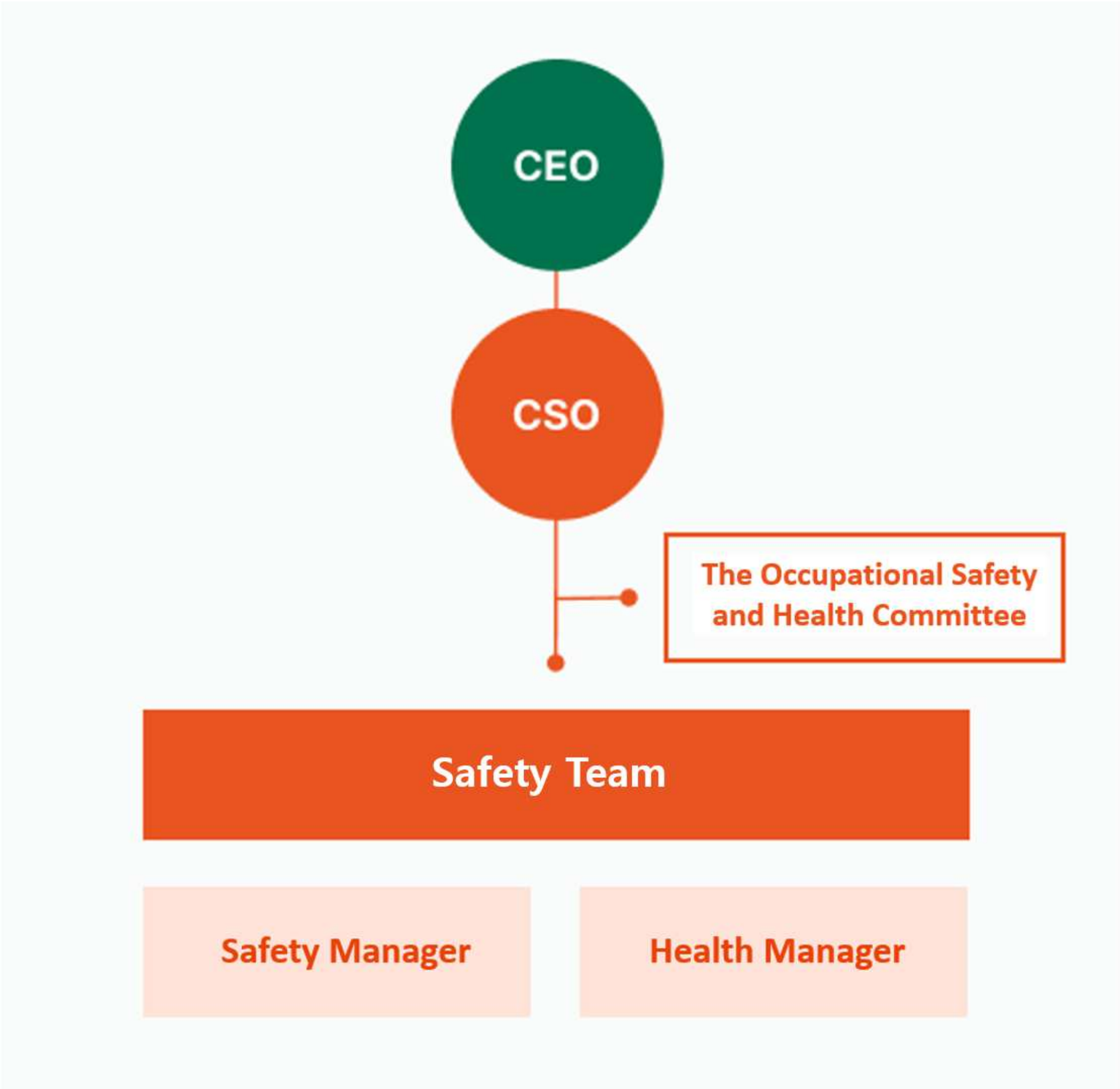
Safety and Health Organization

MCNEX has appointed the Head of its Management Support Division as its Chief Safety Officer (CSO), who oversees overall environment, safety, and health, and the company operates a dedicated occupational safety and health organization. The CSO plans and operates the integrated Environmental, Safety, and Health (ESH) management system, annually reviews operational performance, regulations, and legal compliance, and periodically reports these findings to the CEO. Furthermore, this dedicated organization ensures more professional and efficient work by appointing personnel specifically responsible for various safety and health tasks.

Additionally, MCNEX regularly deliberates and resolves important matters concerning safety and health through its Occupational Safety and Health Committee, composed of employee and company representatives. The Occupational Safety and Health Committee meets quarterly and supports employees in performing their duties within a safe working environment.

At the Occupational Safety and Health Committee meetings held in 2025, 100% of agenda items related to safety and health—such as ISO 45001 renewal, personal safety management, and personal hygiene management—were fully addressed and completed. Moreover, MCNEX operates an internal 'Safety and Health Feedback Channel' where employees can freely submit opinions on these topics. Through this channel, the company gathers information on safety and health incidents or errors and suggestions, and acts on them for improvement and ongoing management.

Organizational Chart



Safety and Health Risk Management

Safety and Health Risk Assessment

To proactively identify and mitigate risk factors within its business sites, MCNEX conducts risk assessments at all sites, including overseas sub sidiaries. This risk assessment involves classifying risk factors into four categories and then, for each factor, calculating the frequency and seve rity of associated hazards to determine a risk level. Improvement activities are subsequently implemented based on this risk grading. Furtherm ore, these risk assessments mandate the participation of at least one employee per task or process, and a 100% completion rate is maintained through annual regular assessments. Through this approach, MCNEX strives to empower employees to actively engage in safety management activities and enhance their safety management capabilities. The risk assessment conducted in 2025 identified a total of 27 risks, all of which h ave been addressed with corrective actions.
Additionally, MCNEX VINA conducts its risk assessments following the labor and business ethics risk assessment process of the RBA (Responsi ble Business Alliance), a global initiative.

Risk Assessment Process

PROCESS 01

Risk Assessment

- Regular assessment
- Irregular assessment is conducted when changes occur in facilities, processes, laws, etc.

PROCESS 02

Identifying risk factors

- Patrol inspection
- Risk assessment based on frequency/intensity of occurrence

PROCESS 03

Improvement

- Identify risk factors based on assessment results
- Establishment and continuous management of selected risk factor improvement measures

Management of Serious Accidents

MCNEX strives to prevent serious accidents that may occur at its business sites and to minimize any resulting damage. In the event of a serious accident, MCNEX promptly implements initial responses and first aid according to its established response process, and prepares an accident r eport. Through this, the company identifies the cause of the accident, formulates improvement measures, and carries out recurrence preventio n activities. Through such safety management processes, MCNEX minimizes damage with immediate responses when accidents occur at its sit es and prevents the recurrence of accidents from the same causes.
At MCNEX, there have been zero serious or fatal accidents in the past three years. There has been a total of one industrial accident (e.g., a fall), which represents a rate lower than the average accident rate in the same industry. For MCNEX VINA, there was no industrial accident in 2025, r esulting in an LTIFR (Lost Time Injury Frequency Rate) of 0.

Safety Accident Prevention Activities

When tasks such as installation, maintenance, inspection, and cleaning involve risks, MCNEX prevents safety accidents by conducting a prior s afety review to protect its employees before proceeding with the work. Before performing hazardous work, MCNEX mandates the completion o f a safety pledge form and a work permit (or work notification form). The work is then carried out only after a safety review by the designated s afety supervisor. Additionally, MCNEX provides workers with safety protective equipment (PPE) and devices, such as safety shoes, back suppo rt belts, and anti-electric shock devices, and conducts regular safety training. All hazardous tasks, including non-routine and high-risk operatio ns, are performed under the supervision of a safety supervisor. Immediate action is taken if any violation of safety rules is observed during wor k.
Furthermore, to prevent safety risks at its business sites, MCNEX conducts annual equipment inspections. The headquarters conducts safety i

es of on-site equipment, including compressed air tanks, oil separators, and compressed air pipes. These inspections are renewed periodically, thereby enhancing workplace safety and health.

Prior Safety Review Process

PROCESS 01

Preliminary Preparation

- Completion of Safety Pledge Form
- Completion of Work Permit
- Approval by Relevant Department Manager

PROCESS 02

Before Starting Work

- On-site Inspection
- Safety Review
- Conduct Work Risk Assessment
- Safety and Health Training

PROCESS 03

Work Execution

- Mandatory Use of PPE
- Patrol Inspection by Safety Supervisor

PROCESS 04

Work Completion

- Maintenance and Management

Accident Prevention Activities

Accident Response System

MCNEX maintains a systematic management plan where emergency scenarios are categorized into four stages: Plan, Execute, Check, and Act (PDCA). Each stage is further defined by areas such as input, activity, output, and responsibility. In an emergency, all relevant departments are organized to form two squads and one team under the leadership of a Chairperson and Vice-Chairperson, enabling a swift and coordinated res ponse.

Emergency Response Process

Emergency Confirmation → Disseminate Situation Information → Initial Response → Activate Emergency Contact Network → Command and Control → Evacuation & Containment → Guide Support Agencies & Coordinated Response → Aftercare

Emergency Response Training

To strengthen its accident response capabilities, MCNEX conducts regular annual training exercises based on various emergency scenarios. This emergency preparedness training assesses response capabilities using checklists tailored to specific scenarios, including earthquakes, typhoons, heavy rain, fires, infectious diseases, and cyberattacks. MCNEX records and archives the details of each training exercise. The company then identifies any issues or areas for improvement from these drills to implement enhancements.

Employee Safety and Health Training

MCNEX conducts safety and health training to enhance employees' awareness in these areas and to foster a strong safety culture. Additionally, MCNEX provides safety and health training to new hires upon recruitment and offers tailored, job-related training separately for office-based and non-office-based employees. This safety training extends not only to MCNEX's own employees but is also provided to the employees of on-site contractors, such as security and cafeteria staff.

Employee Health Management

To support the physical and mental well-being of its employees, MCNEX conducts annual general, special, and comprehensive health check-ups for all staff, as well as specific check-ups for employees traveling overseas, thereby aiming to prevent diseases. For employees identified with health concerns from these check-ups, MCNEX provides counseling and intensive follow-up management.
Additionally, to promote employee health and prevent/manage work-related illnesses and occupational diseases, MCNEX partners with local hospitals to provide medical services. In particular, it collaborates with local public health centers to operate smoking cessation clinics, emphasizing employee health management. To help employees quit smoking, MCNEX provides smoking cessation aids like vitamins and nicotine gum, periodically assesses their continued abstinence, and awards commemorative gifts for success. In 2025, 14 employees participated in the smoking cessation clinic, with 11 successfully quitting.
Beyond these, MCNEX supports in-house clubs for activities such as soccer, climbing, and golf, along with health promotion activities aimed at preventing cerebrovascular and cardiovascular diseases and metabolic syndrome. The company also provides rest areas, including lounges and sleeping rooms. Going forward, MCNEX will continuously strengthen its safety and health management capabilities to eliminate fundamental accidents by promoting employee health.

Supplier Health and Safety Management

MCNEX conducts ESG evaluations for major suppliers to enhance sustainability throughout the supply chain. The supply chain ESG evaluation includes safety and health evaluation indicators across six areas, proactively preventing safety and health risks of suppliers and improving their safety and health management capabilities.
The supply chain environmental evaluation conducted in 2025 was carried out for 27 suppliers, and among them, 23 suppliers achieved a grade of 'B' or higher. Site inspections were conducted for 3 of the high-risk suppliers that received grades C or D.

Supply Chain ESG Evaluation Indicators – Safety Domain

Category	Detailed
Safety and Health Management System	Safety and health management regulations / Certification of safety and health management standards Designation of safety and health management officers, managers, and personnel in charge / Safety and health education for executives and employees

Safety management for machinery, implements, and equipment	Facility safety and hazard evaluation Provision of personal protective equipment (PPE)
Emergency Response	Emergency preparedness and first aid
Accident management	Root cause analysis of serious accidents and establishment of improvement measures
Safety Diagnosis	Risk assessment Activities for risk control and mitigation
Health Management	Securing permits/declarations/qualifications for restrooms, rest areas, cafeterias, etc. Conducting health checkups for executives and employees

Social

Customers and Partners

Sustainable Supply Chain

Supplier Code of Conduct

To establish a sustainable supply chain, MCNEX enacted its Supplier Code of Conduct in May 2024. This Code of Conduct outlines principles that suppliers must adhere to in their business operations concerning overall sustainability, including areas such as human rights, safety and health, the environment, and ethics. As of 2025, a total of 73 suppliers have submitted the pledge of compliance with the Code of Conduct.

Human Rights & Labor

- Prohibition of Child Labor
- Prohibition of Forced Labor
- Prohibition of Discrimination and Harassment
- Freedom of Association and Collective Bargaining
- Provision of Wages and Welfare Benefits
- Working Hours Management
- Humane Treatment

Safety & Health

- SHE Management System
- Safety Management of Machinery & Equipment
- Emergency Response
- Accident Management
- Safety Audits
- Health Management

Environment

- Environmental Management System
- Water Management
- Air Pollutant Management
- Energy Use and GHG Emissions
- Waste Management
- Chemical Management
- Environmental Impact Management

Ethics

- Transparent & Anti-corruption
- Conflict of Interest Prevention
- Unfair Trade Practices
- Responsible Material Sourcing
- Counterfeit Parts
- Export Control Compliance
- Information Security

Management System

- Corporate Statement Disclosure
- Appointment of Personnel
- Risk Review
- Training and Communication
- Information Management
- Grievance Handling System
- Supplier Management
- Regulatory Compliance

Supplier Selection and Management

MCNEX selects and registers new suppliers by conducting comprehensive assessments in Management, Development, and Quality. This comprehensive assessment for new suppliers goes beyond mere product supply capabilities; it holistically reviews business and ESG aspects—such as managerial stability, environmental regulatory compliance, cybersecurity response systems, and potential for technological innovation—to evaluate the potential for mutual growth with MCNEX.

Registered suppliers undergo systematic annual evaluations on key items including quality levels, on-time delivery rates, environmental and safety management activities, and compliance with ethical management. Suppliers are graded A to C based on evaluation results. Follow-up measures are applied by grade—such as modified material assessments, requests for improvement plan submissions, business restrictions, or suspension of transactions—to encourage their continuous self-improvement of capabilities. In particular, for suppliers with unsatisfactory results, MCNEX assigns tailored improvement tasks along with a cause analysis, and, where necessary, offers support to enhance their quality, ESG management, and security response capabilities. Furthermore, for suppliers identified with high cybersecurity risks, MCNEX mandates separate cybersecurity interface reviews and the establishment of response plans. The company also strengthens the overall digital security framework by regularly inspecting their management levels.

Through this virtuous cycle of supplier management, MCNEX continuously enhances the quality and sustainability levels across its entire supply chain. The company actively promotes responsible purchasing activities to achieve win-win cooperation with suppliers and realize ESG values.

New Supplier Selection and Registration Process

PROCESS 01

New Supplier Registration & Evaluation

- **Management**
  Financial Soundness, Business Environment, Environmental Management System, Security Management System
- **Development**
  Technological Development Capabilities
- **Quality**
  Quality Management System

PROCESS 02

Regular Supplier Evaluation

- **Quality Assessment**
  Process Control, Quality, On-time Delivery, Training, etc.
  Environment, Safety, Supply Chain, etc.
- **Classification by Evaluation Grade**

PROCESS 03

Supplier ESG Assessment

- **Selection of Suppliers for Assessment**
- **Conducting ESG Self-Assessment**
- **Selection of Suppliers for On-site Audit**

PROCESS 04

Follow-up Management

- **Follow-up Measures**
  Modified material assessments, submission of improvement plans, business restrictions, suspension of transactions, etc.
- **Improvement Support and Monitoring**
  Tailored improvement tasks, ESG support, strengthening security capabilities, etc.

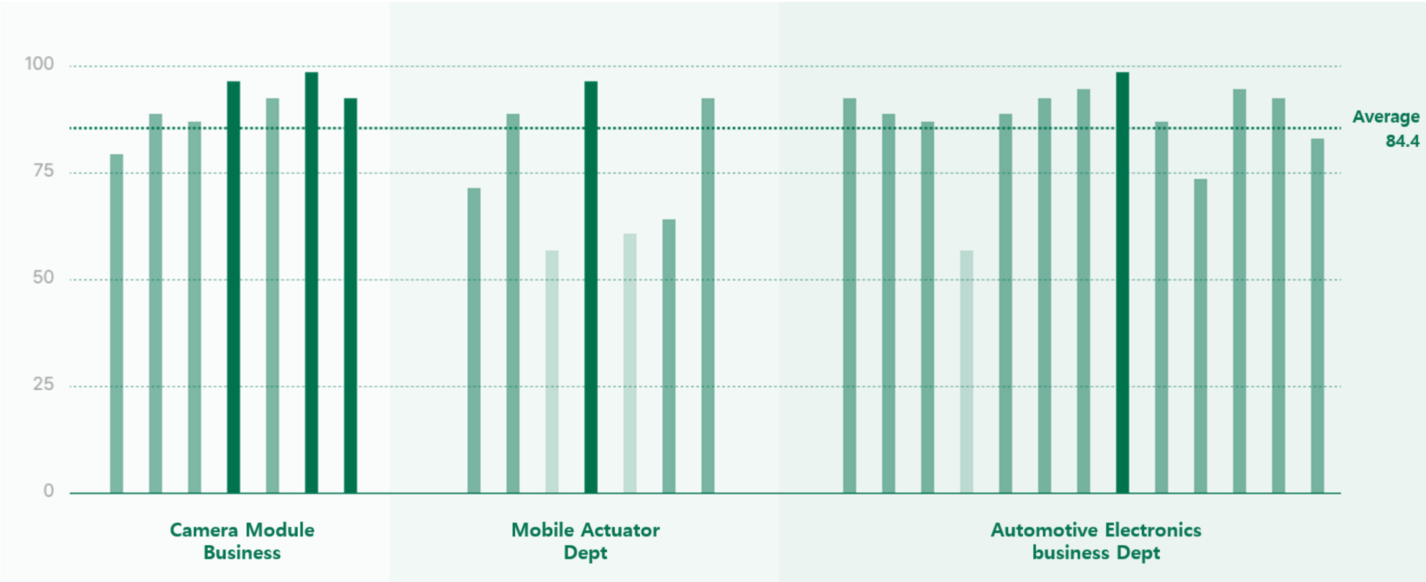
Supplier Quality Management Process

MCNEX evaluates the quality grade of its suppliers monthly by consolidating the results of incoming inspections. Evaluation criteria include def ect rates, the effectiveness of corrective actions, and occurrences of process and finished product quality issues. Suppliers are then classified i nto grades A to C based on their overall scores. For C-grade suppliers, MCNEX mandates the presentation of improvement measures and verifi cation of their effectiveness. The company promotes quality improvement for both domestic and international suppliers through video conferen ces and on-site inspections. All evaluations are conducted by qualified quality assessors, and the results are shared with the purchasing team f or consideration during supply contract renewals. All evaluation-related records are managed transparently and retained for a minimum of thre e years.

Supply Chain ESG Risk Management

To enhance sustainability across its entire value chain, MCNEX assesses ESG risks for its key suppliers. This supply chain ESG risk assessment is conducted annually using a comprehensive checklist that considers ESG factors such as quality management, human resource development, supply chain management, and environmental aspects. In particular, to strengthen its supply chain ESG management capabilities starting from 2024, MCNEX updated its existing ESG risk assessment to include 52 detailed items reflecting requirements from global initiatives in areas like environment, human rights, information security, and ethics, thereby diagnosing the ESG management environment of its suppliers.
The supplier ESG evaluation conducted in 2025 was carried out for 27 companies, resulting in an average score of 84 points, with 23 companies achieving a 'B' grade. Among the suppliers that received 'C' or 'D' grades, site inspections were conducted for 3 companies. During these inspections, MCNEX reviewed previous areas of deficiency, identified necessary areas for improvement, and provided recommendations. As a result, all companies subjected to the site inspections improved their grades to 'A' or higher and established their ESG management systems.
Additionally, MCNEX plans to enhance its supplier selection and management process to incorporate ESG factors when selecting new suppliers. In 2025, the company aims to achieve a sustainable supply chain by expanding the ESG risk assessment items and conducting these more broadly.

Supplier ESG Self-Assessment Results



Responsible Resource Sourcing

Conflict Minerals Policy

Conflict minerals are defined as minerals such as tin, tantalum, tungsten, and gold (3TG), produced in conflict-affected countries including the Republic of the Congo, the Democratic Republic of Congo (DRC), Sudan, and the Central African Republic, among others. As the production of these minerals raises concerns about funding armed groups and human rights violations, MCNEX prohibits the use of conflict minerals sourced from such regions.
MCNEX annually reviews all parts and raw materials procured for its products to determine if conflict minerals are used. If their use is identified, they are immediately replaced with conflict-free alternatives. MCNEX also encourages its suppliers of parts and raw materials to comply with this conflict minerals policy. If a supplier fails to provide necessary information for verifying the use of conflict minerals, or if it is confirmed that false information has been provided, MCNEX suspends business with that supplier.
Going forward, MCNEX, in collaboration with its suppliers and customers, will actively participate in international efforts to prohibit the use of conflict minerals and will fulfill its social responsibility to protect human rights in the Democratic Republic of Congo and adjoining countries.

Conflict Mineral Policy

1. Definition of Conflict Minerals

Natural resource that is mined through serious human rights violations and exploitation, and the profits are used for the activities of armed criminal groups.

Conflict Areas: Democratic Republic of Congo, Sudan, Central African Republic, Congo, Angola, Zambia, Tanzania, Burundi, Rwanda, Uganda
Conflict Minerals: Tin, tantalum, tungsten, gold and cobalt mined in the above areas.

2. Purpose of establishment of Conflict Minerals Management process

Mainly, it is to effectively mange use of conflict minerals to prevent the inflow of funds to the criminal armed rebel group that have profited from mining whiled contributing to violence and exploitation of human rights.

3. Scope of use of Conflict Minerals

All parts and raw materials used in the products MCNEX manufacture/produce

4. MCNEX's Conflict Mineral Policy

MCNEX Co., Ltd. prohibits the use of conflict minerals in disputed areas, and continues to induce its partners to use conflict-free minerals while complying with its policy of prohibiting the use of conflict minerals.

MCNEX Co., Ltd. reviews the use of conflict minerals every year in the supply and demand of all parts and raw materials supplied by its partners, and if the use of conflict minerals is confirmed, it will immediately be replaced with minerals free from conflict.

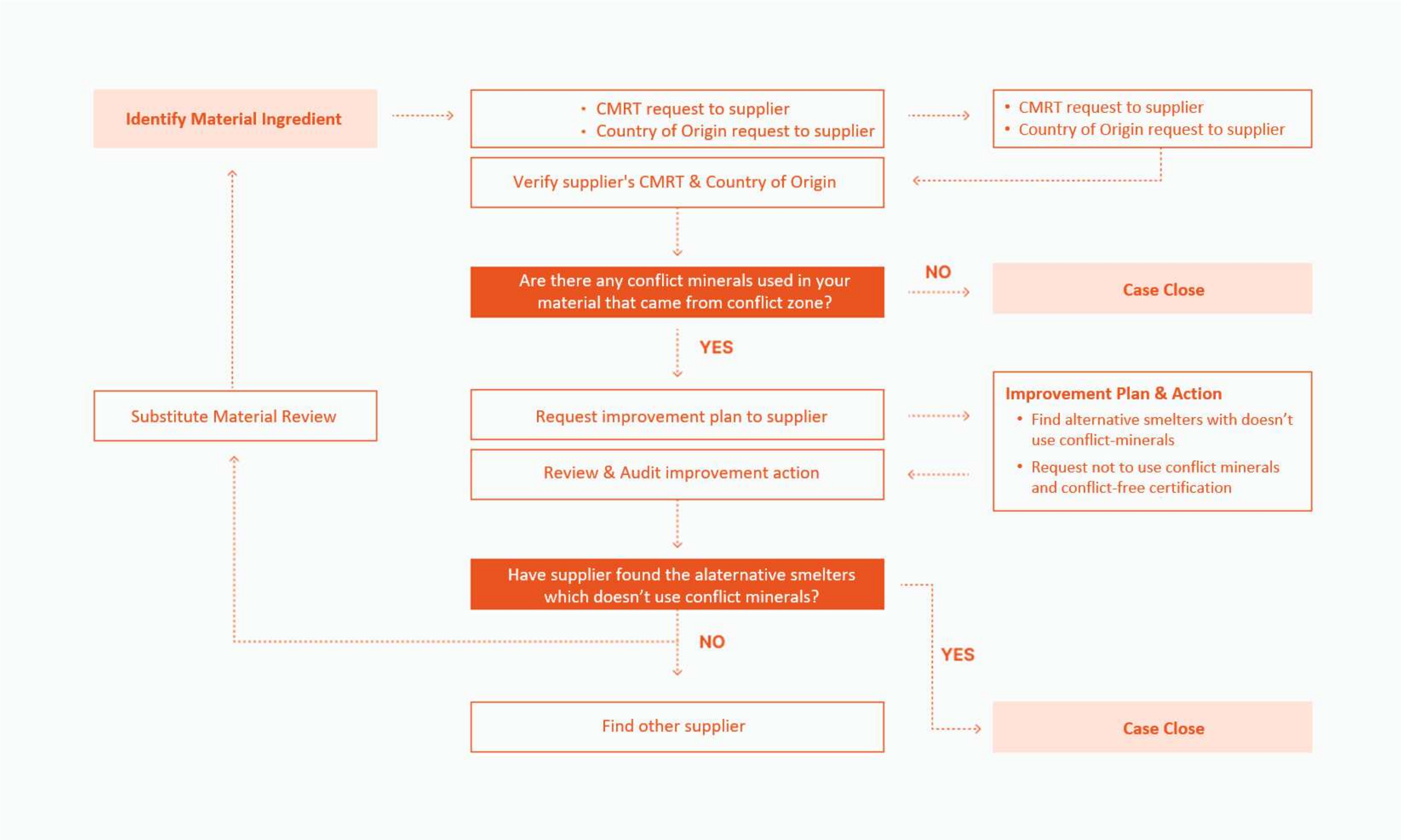
MCNEX Co., Ltd. may suspend the transaction with the partner if necessary information to confirm the use of conflict minerals are not provided, or delivers information that is different from the facts.

MCNEX Co., Ltd. will actively participate in international efforts to ban the use of conflict minerals with its partners and customers, thereby fulfilling its social responsibility to protect the human rights of the Democratic Republic of Congo and its neighboring countries.

Conflict Minerals Management Process

MCNEX recognizes the severity of serious human rights abuses associated with minerals mined in conflict regions and fully supports the vision, mission, and goals of the RMI (Responsible Minerals Initiative) concerning conflict minerals.
In accordance with the due diligence process recommended by the RMI, MCNEX implements traceability management for conflict minerals and responsible minerals using CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template). For the risk analy sis of conflict and responsible minerals, MCNEX utilizes its internal ERP system to compile lists of materials and parts required for product prod uction, and then identifies items containing these minerals. The risk analysis identified that MCNEX sources such minerals from two suppliers. Upon receiving their CMRT/EMRTs, it was confirmed that both suppliers use smelters conformant with responsible sourcing programs. Further more, to prevent risks associated with conflict and responsible minerals, MCNEX has established a Conflict Minerals Task Force (TF), comprisin g representatives from relevant departments including Purchasing, R&D, and Contracts, to carry out related duties.

Conflict Minerals Management Process



Organization	Details	Management Documents
Purchasing Team - Collaboration: Sales Team	- Leading company-wide conflict minerals compliance - Responding to client CMRT/EMRT requests - Annual checks of suppliers related to tin, gold, and cobalt - Receiving Certificates of Origin related to smelters/refiners	▶ CMRT/EMRT ▶ Smelter/Refiner-related Certificates of Origin
R&D Team - Collaboration: Quality Team	**Domestic New Purchases** - Verify conflict mineral inclusion & request KQIS CMRT registration - Confirm inclusion of 3TG minerals, review submitted content **Overseas New Purchases** - Request and receive CMRT documentation	▶ KQIS Registered Data (CMRT/EMRT) ▶ Overseas Company CMRT/EMRT
Contracts Team - Collaboration: ESG Team	**Outsourced Suppliers** - Addition of a 'Prohibition of Conflict Minerals Use' clause to standard transaction agreements - Annual regular receipt of Certificates of Origin from plating companies concerning smelters/refiners	▶ Contract Clause Management

Quality Management

Quality Management System

MCNEX prioritizes customer value and operates a systematic production quality management system to secure its unique competitiveness. Following the PDCA (Plan-Do-Check-Act) methodology, MCNEX annually establishes quality objectives for key initiatives and manages them intensively. Furthermore, for its increasingly diversified global network, MCNEX provides diverse sales and technical support services. While complying with the laws and regulations of each respective country, the company builds mutual trust and cooperative relationships to achieve customer satisfaction.

Quality Management System

Classification	Certification	
	ISO9001	IATF16949
Site	MCNEX VINA	MCNEX & MCNEX VINA
Scope	Headquarters and Plant	Headquarters and Plant & Vietnam Plant
	Production of camera modules and electronic components	Production of camera modules and electronic components

Data-Driven Quality Management

MCNEX has established and operates an information exchange system to foster organic communication with suppliers and enable preemptive quality management. In particular, the Automotive Dept has fully activated the supplier Quality Management System (QMS) with the aim of digitalizing quality management and enhancing work efficiency. The QMS creates a database by linking the entire process of quality management—such as product non-conformance management, performance evaluation, and reliability testing—with internal IT systems. Through this, MCNEX has eliminated human errors and communication lapses between global corporations that occurred in previous work methods, and is rapidly responding to supplier quality issues based on real-time data monitoring.

Advancing the Quality Verification Process

MCNEX has advanced its proprietary quality verification process to deliver the highest level of reliability to customers. By improving the actual vehicle testing, which was previously conducted as a one-time event, the company has strengthened its verification framework to evaluate products within a completed vehicle environment at each major stage, from product development to mass production. In addition, MCNEX has reinforced its pre-process diagnosis system to prevent issues caused by initial setup errors in the assembly process. Through this, the company intensively inspects electrostatic discharge (ESD) management at production sites and the status of inspection processes, thereby proactively responding to quality risks in the assembly stage.

Quality Training

To enhance company-wide quality competitiveness, MCNEX provides job-specific training for employees in quality-related departments. This quality training, aimed at strengthening job competency and professional expertise, consists of sessions led by invited external expert instructors as well as online courses.

Customer Satisfaction Management

MCNEX employees adhere to the Quality Policy and the ‘1:10:100 RULE’ in their work to achieve Zero Quality Defects. The 1:10:100 RULE is MCNEX's core quality principle: 'If a problem is not resolved at the development stage at a cost of "1," production costs will increase tenfold to "10," and if field defects occur, failure costs will escalate a hundredfold to "100."' In line with this principle, MCNEX identifies issues within the categories of prevention costs, appraisal/correction costs, and failure costs, and develops improvement measures.

Additionally, to support repairs for products under its ‘Eyeclon’ brand, MCNEX provides service parts and diagnostic programs. Instructions on how to request and use after-sales service (AS) are publicly available on the ‘Eyeclon’ website.

Quality Management Policy

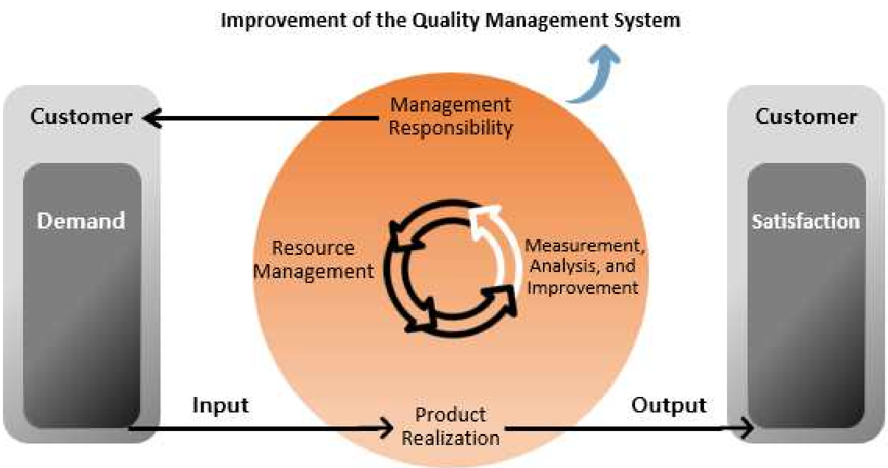
MCNEX, established in 2004 as a specialized manufacturer of Camera Modules and other products, hereby declares its Quality Policy as follows, to implement company-wide management system activities aimed at achieving quality excellence and customer satisfaction.

MCNEX establishes quality objectives each year in accordance with key initiatives outlined in its annual business plan and manages their performance. Furthermore, the company leads innovation through creative thinking.

All MCNEX employees must be thoroughly familiar with and adhere to this Quality Policy, striving for complete customer satisfaction. The company is responsible for managing the effective operation of its management system through regular annual management reviews. All employees are required to perform their duties in accordance with established procedures and uphold their respective responsibilities.

1. Enhance global market responsiveness.
2. Drive continuous quality innovation activities.
3. Ensure compliance with customer requirements and all relevant domestic and international laws and regulations.

Quality Management System



Social

Local Community

Social Contribution Strategy

Based on its social contribution vision, 'Looking Together,' MCNEX promotes social contribution activities and fulfills its corporate social responsibility. In particular, to enhance local community welfare and vitalize its social contribution efforts, MCNEX implements various programs targeting vulnerable and marginalized groups within the community.

Social Contribution Strategy

We will do our best as a corporate citizen based on the principle of social responsibility

Social Contribution Philosophy 'Grow Together'

MISSION

MCNEX creates a happy future where everyone grows together

VISION

A sustainable company that fulfills social responsibility

Social Contribution Mission

We will continue to carry out social contribution activities with the aim of a "sustainable company that fulfils social responsibility."

Contribution to Community

Shared growth with local communities through systematic and continuous social contribution activities

Participation and Interaction

Promoting social contribution with mutual understanding and participation

Sustainability

Pursuing social contributions that can always create social values

Social Contribution Activities

MCNEX regularly provides sponsorship to vulnerable groups within Yeonsu-gu, where its headquarters is located. Its regular sponsorship program for vulnerable groups, ongoing since 2019, has been directed towards 'Monica House' (a communal living home for unmarried mothers and their children) and 'Dongsimwon' (a residential facility for infants and young children with disabilities) since the company's headquarters relocated to Songdo, demonstrating its commitment to community support. Notably, in 2025, MCNEX visited Haeseong Orphanage and the Incheon Welfare Center for the Disabled, donating KRW 5 million to each, totaling KRW 10 million.

Additionally, in November 2025, MCNEX conducted an executive and employee volunteer activity to distribute briquettes for energy-vulnerable groups suffering from winter cold waves. The briquette sharing volunteer activity was carried out in partnership with Changemaker, a non-profit organization, with 22 MCNEX executives and employees participating. The volunteer group delivered a total of 2,400 briquettes—300 to each of the 8 households—struggling with the burden of heating costs. Furthermore, as part of environmental protection and community contribution, the company conducted 'plogging' activities in areas near the office.

Briquette Sharing Volunteer Activity

Environmental Cleanup Activity 'Plogging'

05
Governance

Board of Directors

The MCNEX Board of Directors serves as a key decision-making body that executes major business operations, provides opinions on significant management matters, and oversees the execution of business activities. Pursuant to Article 35 of the MCNEX Articles of Incorporation, the Board consists of three or more directors, and Independent Directors are appointed in accordance with relevant laws and regulations.
As of the end of March 2026, the Board consists of one Executive Director and three Independent Directors, including one female Independent Director currently serving. Effective from March 2026, the roles of the Chairman of the Board and the Chief Executive Officer (CEO) have been separated to enhance the independence of the Board. Additionally, MCNEX operates several committees within the Board: the Audit Committee, the Internal Transactions Committee, the Independent Director Candidate Nomination Committee, and the ESG Committee. To ensure the fairness and independence of the Board, these committees are structured entirely with Independent Directors.

Board of Directors

Classification	Name	Position & Expertise	Gender	Date of Appointment	Committee				Key Experiences
					Audit Committee	Internal Transaction Committe	Recommendation Committee	ESG Committee	
Executive Director	Dong-uk Min	CEO	Male	2024.03 ~ 2027.03					▶ Dongguk University ▶ Chairman, Korea Listed Companies Association
Independent Director	Eun-young Lee	Accounting, Finance	Female	2024.03 ~ 2027.03	●	○	○	○	▶ Pohang University of Science and Technology ▶ Echon&Co.
	Gil-jae Park	Future technology	Male	2025.03 ~ 2028.03	○	●	○	●	▶ Yonsei University ▶ SLK Co., Ltd.
	Seok-jin Yoon	Board Chair	Male	2026.03 ~ 2029.03	○	○	●	○	▶ Chung-Ang University ▶ Adjunct Professor,Chung-Ang University

● Chairman ○ Member (As of the end of March 2026)

Board of Directors Expertise

MCNEX stipulates in its Corporate Governance Charter that the Board's expertise must be considered when appointing directors. Accordingly, MCNEX appoints professionals with diverse experience and specialized knowledge as members of its Board of Directors. Furthermore, MCNEX provides stakeholders with a Board skills matrix detailing the areas of expertise of its members. As of March 26, 2026, its three Independent Directors are experts in fields such as finance, future technologies, and risk management.

Board of Directors skills matrix

Classification	Dong-uk Min	Eun-young Lee	Gil-jae Park	Seok-jin Yoon
Industry Expertise	●		●	
Management	●		●	
Finance & Accounting		●		●
Legal & Regulatory		●		
Compliance				●
Risk Management	●	●	●	●

Board of Directors Independence

In accordance with Article 35 of the company's Articles of Incorporation, MCNEX's Board of Directors is composed of one Executive Director and three Independent Directors. Independent decision-making is ensured as Independent Directors constitute at least one-fourth of the total Board members. Furthermore, the regulations of the Independent Director Candidate Nomination Committee and Article 77 of the Stock Market Listing Rules stipulate the criteria for assessing the independence of Independent Director candidates.

Grounds for Disqualification of Independence

1. A director, executive officer, or employee engaged in the company's regular business; or a former director, auditor, executive officer, or employee who was so engaged within the last two years.
2. If the largest shareholder is an individual: that person, their spouse, and their direct ascendants or descendants.
3. If the largest shareholder is a corporation: its directors, auditors, executive officers, and employees.
4. The spouse and direct ascendants or descendants of the company's directors, auditors, or executive officers.
5. A director, auditor, executive officer, or employee of the company's parent or subsidiary.
6. A director, auditor, executive officer, or employee of a corporation with a significant interest in the company, such as a business relationship.
7. A director, auditor, executive officer, or employee of another company where one of this company's directors, executive officers, or employees also serves as a director or executive officer.

Board of Directors Management

The MCNEX Board of Directors' meetings are categorized into regular meetings, held periodically, and extraordinary meetings, held when significant business matters arise. Additionally, based on the company's Articles of Incorporation, the Board has enacted the Board of Directors Regulations, which specifically define the Board's authority, composition, and operating procedures, and operates in accordance with these regulations.

As a general principle, resolutions of the Board are passed by a majority vote of the directors present, with a quorum being the attendance of a majority of all directors. However, for matters related to Article 397-2 (Prohibition on Usurpation of Corporate Opportunities) and Article 398 (Prohibition on Self-Dealing) of the Commercial Act, a resolution requires the affirmative vote of at least two-thirds of the total number of directors. The proceedings of every Board meeting are recorded in minutes, which are subsequently maintained and archived.

2025 Board of Directors Activities

Date	Agenda Details	Status
Jan 20, 2025	Acquisition of Treasury Shares	Approval
Feb 5, 2025	Approval of Financial Statements (Separate) for the 21st Fiscal Year	Approval
Feb 11, 2025	Approval of Consolidated Financial Statements for the 21st Fiscal Year	Approval
Feb 26, 2025	Implementation of the Electronic Voting System	Approval
Feb 28, 2025	Approval of IACS Operation Report by the CEO and the Internal Accounting Control Officer	Approval
Mar 5, 2025	Resolution to Convene the 21st Annual General Meeting of Shareholders	Approval
Mar 14, 2025	Establishment of the ESG Committee and Enactment of the ESG Committee Regulations	Approval
Mar 18, 2025	Approval of the Treasury Share Report	Approval
Jul 17, 2025	Establishment of a New Indian Subsidiary of MCNEX	Approval
Sep 25, 2025	Acquisition of Treasury Shares	Approval
Oct 1, 2025	Capital Increase for the MCNEX Indian Subsidiary	Approval
Nov 10, 2025	Retirement of Treasury Shares	Approval

Dec 8, 2025	Approval of Cash Dividend for the 22nd Fiscal Year	Approval

Committees under the Board of Directors

MCNEX operates the Audit Committee, the Internal Transactions Committee, the Independent Director Candidate Nomination Committee, and the ESG Committee as sub-committees under its Board of Directors. To ensure independence, all sub-committees—including the Audit Commit tee, the Internal Transactions Committee, the Independent Director Candidate Nomination Committee, and the ESG Committee—are compose d exclusively of Independent Directors, including their chairpersons.

Composition of Board Committees

Committee	Details	Composition	2025 Activities
Audit Committee	**Purpose:** Overseeing the company's financial reporting, internal controls, and audit operati ons, as well as monitoring management's compliance with laws and regulations. **Authority:** Monitoring and auditing the company's accounting and business operations.	**Independent Director Eun-young Lee, Chairperson** Independent Director Gil-jae Park, Member Independent Director Seok-jin Yoon, Member	Meetings Held: 7 Attendance Rate : 100%
Internal Transactions Committee	**Purpose:** Deliberating on and approving transactions involving major shareholders and spe cially related parties. **Authority:** Prior deliberation and approval of internal and capital transactions, and examini ng and overseeing the appropriateness of such transactions.	**Independent Director Gil-jae Park, Chairperson** Independent Director Eun-young Lee, Member Independent Director Seok-jin Yoon, Member	Meetings Held: 4 Attendance Rate : 100%
Recommend ation Committee	**Purpose:** Recommending independent and qualified Independent Directors. **Authority:** Sourcing, screening, and recommending candidates for Independent Directors, and reviewing the independence and eligibility of directors.	**Independent Director Seok-jin Yoon, Chairperson** Independent Director Eun-young Lee, Member Independent Director Gil-jae Park, Member	Meetings Held: 1 Attendance Rate : 100%
ESG Committee	**Purpose:** Establishing and overseeing Environmental, Social, and Governance (ESG) strate gies, and driving ESG initiatives. **Authority:** Monitoring ESG strategies and implementation status, and evaluating and revie wing ESG-related performance and risks.	**Independent Director Gil-jae Park, Chairperson** Independent Director Eun-young Lee, Member Independent Director Seok-jin Yoon, Member	Meetings Held: 3 Attendance Rate : 100%

Director Appointment

MCNEX prohibits discrimination in its director appointment process based on grounds such as gender, race, nationality, or cultural background. When appointing Independent Directors, the Independent Director Candidate Nomination Committee comprehensively reviews the qualificatio ns of candidates—including their expertise, ethics, and integrity—and their compliance with the company's independence requirements. The fi nal appointment is then made via a resolution at the General Meeting of Shareholders. For the appointment of Executive Directors, the most sui table candidates from among non-registered executives are recommended based on their expertise, vision, and leadership, with the final appoi ntment also made through the General Meeting of Shareholders.
On March 26, 2025, following its Independent Director appointment process and based on shareholder proposals, MCNEX appointed a total of two Independent Directors, Park Gil-jae and Yun Seok-jin, who possess expertise and experience that meet the candidate criteria.

Board Evaluation and Compensation

MCNEX evaluates its Independent Directors based on qualitative indicators that consider comprehensive aspects such as their Board meeting attendance rate, whether they provide expert opinions, and their engagement in proper decision-making processes. Currently, this evaluation i s not reflected in the decision for reappointment, but it is used as reference material by considering the Independent Directors' activities, level of participation, and proactiveness. Moving forward, the company is in discussions to introduce an objective and fair evaluation method based on the individual activities and performance of Independent Directors, and is reviewing how to reflect these evaluation results in reappointment decisions.
Director compensation is determined within the overall compensation limit approved at the General Meeting of Shareholders and is based on in ternal standards approved by the Board of Directors. It is calculated by comprehensively considering factors such as position, leadership, expe rtise, contribution to the company, and the level of legal responsibility. The compensation for Independent Directors is set at a reasonable level, taking into account compensation levels in the peer industry and the time commitment required for their Board activities. This is also determine d within the overall director compensation limit approved at the General Meeting of Shareholders.

Protection of Shareholder Rights

Stock Ownership Status

MCNEX stipulates in its Articles of Incorporation that the total number of shares authorized for issuance is 50,000,000, and that one vote is granted per share. As of December 31, 2025, the total number of MCNEX's issued shares is 17,401,500, and its treasury stock ratio is 6.90%.

Status of Issued Shares

Classification	Stocks	Number of Shares	Total Face Value
Total Issued Shares	Common Stock	17,401,500	₩ 8,700,750,000
Treasury Shares	Common Stock	1,200,428	₩ 600,214,000
Outstanding Shares	Common Stock	16,201,072	₩ 8,100,536,000

(2025.12.31)

Shareholder Return Policy

To enhance corporate value and maximize shareholder returns, MCNEX disclosed its Corporate Value-up Plan on the Electronic Disclosure System (DART) in March 2026. Its key medium-to-long-term development strategies are to achieve growth in scale—aiming for KRW 2 trillion in revenue by 2030—and solid profitability improvement, based on fostering high-value-added new businesses such as mobility and robotics, and strengthening cost competitiveness through process automation. In addition, by balancing investments for future growth and the enhancement of shareholder value, MCNEX plans to continuously maintain a dividend payout ratio of 25% or higher, while simultaneously enhancing its credibility within the capital market and its corporate value through professional IR activities and transparent information disclosure.

The dividend per share for 2025, deliberated by the Board of Directors, was set at KRW 1,000 after a comprehensive review of the year's profit levels, annual cash flow, and future strategic investments. A total of KRW 16.2 billion in dividends was paid out. The average dividend yield for the past three years was 3.2%, and MCNEX will continue to strive to maximize shareholder value going forward.

DIVIDEND INDICATOR

Classification	Unit	2021	2022	2023	2024	2025
The Sum of Cash Dividends	KRW million	8,915	8,842	10,571	13,494	16,201
Dividend per share	KRW	500	500	600	800	1,000
(Consolidated) Cash dividend payout ratio	%	22.6	38.5	37.9	21.2	31.4
Dividend Yield	%	0.9	1.8	2.0	4.0	3.5

Based on common stock (no preferred stock)

Governance

Ethical Management

Ethical Management System

To establish an ethical corporate culture through transparent management and continuous innovation, MCNEX has enacted its 'Corporate Code of Ethics' and 'Code of Ethics Practice Regulations.' The Corporate Code of Ethics and the Code of Ethics Practice Regulations serve as the standard for employee decision-making and value judgments, applying to all employees, including regular and contract staff. MCNEX strives to practice 'Righteous Management' (Jeongdo Gyeongyeong) by providing annual training on the content of these ethical regulations to all employees.

Ethical Management Activities

To establish an ethical corporate culture and grow together with all stakeholders through honest and fair business activities, MCNEX actively practices ethical management.

MCNEX mandates that new employees sign a Code of Ethics and an Integrity Pledge upon joining, and continuously monitors ethical risks by operating its ESG Hotline System on the company website. Through this monitoring, the company proactively identifies negative ethical risks to prevent incidents from escalating or spreading, and eradicates risk-generating factors by implementing improvement measures for any vulnerabilities found in its ethical management system. Furthermore, while fully committed to preventive training, MCNEX takes thorough and strict post-incident measures for any cases of corruption, based on rigorous standards. For employees involved in corruption, MCNEX takes disciplinary action. In addition, for any stakeholder who has provided cash or other valuables to an employee, measures such as suspension of business or demanding recurrence prevention plans are taken, depending on the severity of the matter.

Since 2022, MCNEX has provided ethics training for all employees (excluding those on childcare leave and expatriates at the Vietnam subsidiary) and has also conducted training for its Executive Directors. Additionally, the training curriculum includes topics such as the prohibition of anti-competitive practices and information security.

Ethics & Fair Trade Training

Title	Content	Organizer	Participants	Executive Director	Method

Internal Ethics Training	**1. Fair Trade Guidelines** - Code of Ethics and Employee Code of Conduct / Guidelines on Anti-Corruption, Anti-Solicitation, and Prevention of Conflicts of Interest - Case Analysis and Core Violation Types of the Fair Trade Act / Unfair Collaborative Activities / Unfair Trade Practices, etc. **2. Understanding the Code of Ethics** - Guidelines on Monetary Conduct / Guidelines on Gifts / Guidelines on Congratulatory and Condolence Money - Guidelines on Expense Burden / Guidelines on Entertainment and Hospitality - Guidelines on Provision of Conveniences (Business Trips, Vacation Support, Event Sponsorship, etc.) - Guidelines on Borrowing, Debt Repayment, and Guarantees - Guidelines on Joint Investment and Joint Asset Acquisition **3. Introduction of Reporting Methods for Unfair Demands and Misconduct**	Internal Training	487	2	In-person

Fair Trade Guidelines

In pursuit of fair competition with its competitors and mutual growth with its suppliers, MCNEX complies with the Fair Trade Act and strictly pro hibits unfair collaborative acts (cartels), unfair trade practices, and improper internal transactions. Furthermore, to ensure employees are fully a ware of these matters and do not commit violations during their work activities, MCNEX has established and distributed 'Fair Trade Guidelines' via its internal intranet.

The Fair Trade Guidelines contain key provisions on representative unfair practices, such as the prevention of collusion, prohibition of unfair tra de practices, regulation of improper internal transactions, and prevention of the abuse of a market-dominant position. In particular, they include specific examples of violations for each type of unfair practice, along with behavioral guidelines, to help employees easily understand the conte nt.

Ethical Management Risk Management

To proactively prepare for key ethical management risks, MCNEX conducted an integrity survey composed of a checklist covering items such as abuse of power (Gapjil), improper solicitation, conflict of interest, and personnel matters. A total of 142 headquarters employees participated in this survey. The results showed high performance ratings in areas like 'efforts to protect whistleblowers on corruption and public interest issues' and 'abuse of power (Gapjil) practices, including unfair demands, orders, and refusals.' Additionally, for areas requiring improvement, such as for-profit activities related to an employee's duties, MCNEX plans to establish and implement improvement tasks.
MCNEX VINA conducted a workplace ethics risk assessment following the labor and business ethics risk assessment process of the RBA (Responsible Business Alliance), a global initiative. The company evaluates and analyzes risks identified through this assessment based on factors including likelihood, risk level, frequency, and severity. MCNEX implements improvement activities for identified risks according to their priority, striving for their elimination. For risks that cannot be completely eliminated, the company makes utmost efforts for their minimization and prevention.

Ethical Management Reporting Channel

To respond to inquiries and requests regarding all aspects of sustainability management, including ethical management and human rights, MCNEX has introduced its ESG Hotline System. This hotline system allows stakeholders (such as employees, suppliers, customers, and local communities) to submit reports anonymously through various channels including email, mail, and telephone. The identity of the reporter and the content of the report are treated confidentially to guarantee anonymity.

Reporting Channels

To	ESG Management Team in MCNEX	TEL	070-8630-6804, FAX : 02-2025-3606
E-mail	ESG@mcnex.com	Post	MCNEX TOWER. 13-39, Songdogwahak-ro 16beon-gil, Yeonsu-gu, Incheon, Republic of Korea

Governance

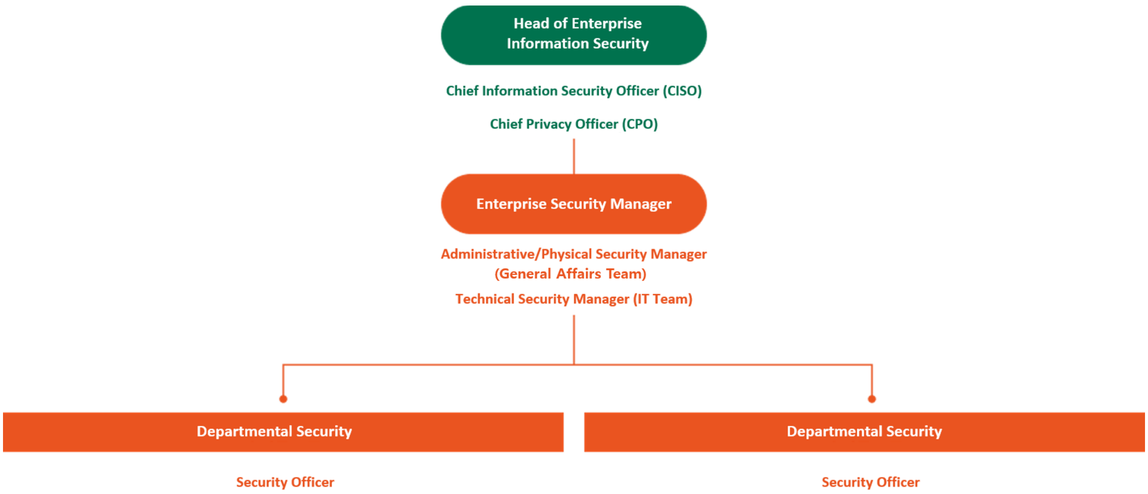
Information Security

Information Security Policy

MCNEX responds to information security threats by establishing security regulations, such as its 'Security Management Regulations' and 'Personal Information Handling Policy' (Privacy Policy), and by conducting regular information security training. Regarding its Security Management Regulations, MCNEX holds annual meetings for security personnel to promote the internalization of its security policies. The company also regularly reviews and revises these regulations to reflect legal amendments. In particular, reflecting the increasing trend of artificial intelligence (AI) usage in business operations in 2026, MCNEX established an AI service management policy to prevent security incidents such as indiscriminate use and data leakage. Security-related regulations and policies are posted on the company's internal groupware and website. MCNEX also announces security-related issues and strives to ensure all employees are prepared for information security threats. Furthermore, since 2022, MCNEX has fulfilled its information security disclosure obligations by publicly disclosing the status of its information security investments, personnel, and key security activities.

Dedicated Information Security Organization

MCNEX responds to various security threats by appointing a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO), and by assigning dedicated personnel for each security domain: administrative, physical, and technical. As the head of company-wide information security, the CISO establishes and amends security regulations and policies, while also monitoring the overall status of security management and compliance with these regulations.



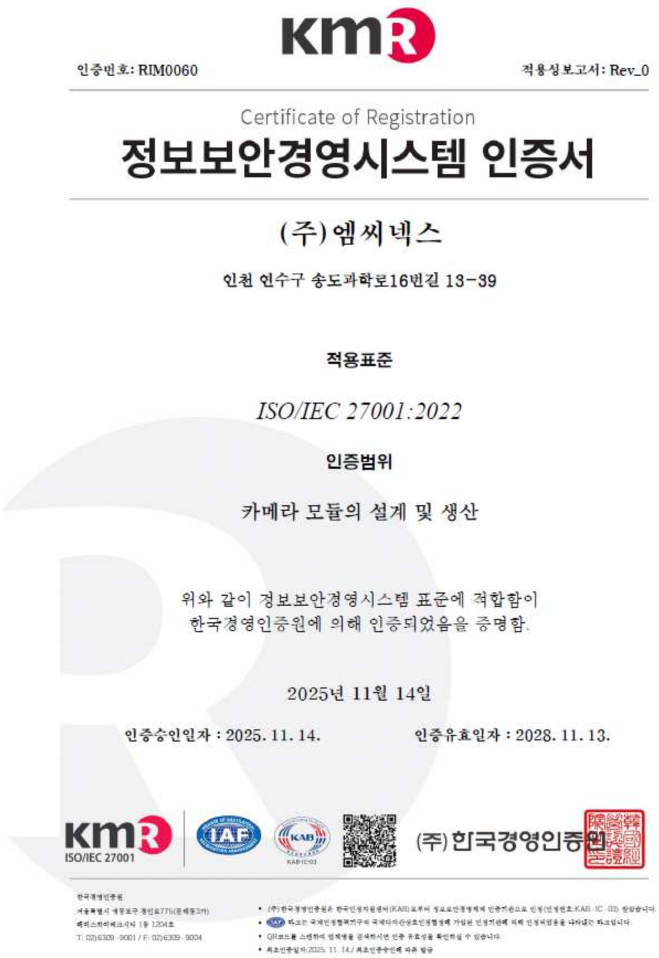
Information Security Management System

MCNEX responds to information security threats by mandating the installation of firewalls and antivirus software on all employee PCs and by implementing security systems such as NAC (Network Access Control) and IPS/IDS (Intrusion Prevention/Detection Systems). Furthermore, to prevent the leakage of important internal information, MCNEX utilizes IT systems like ERP, MES, and groupware, conducts business operations through a document centralization system, and prohibits the use of unauthorized media and the introduction of unapproved equipment.

In particular, to enhance the effectiveness of its Information Security Management System (ISMS), MCNEX conducts risk analysis and assessments. The assessment targets all information assets currently in use by the company—including servers, software, networks, and PCs—and involves conducting threat analysis, vulnerability diagnosis, and risk evaluations. The results of the 2025 risk analysis and assessment identified eight risks within systems such as groupware, ERP, and MES. For these identified risks, the company has implemented improvement measures focusing primarily on major vulnerabilities.

Information Security System

In June 2024, MCNEX obtained ISO/SAE 21434 certification, an international standard for automotive cybersecurity, covering specific automotive-related components and their associated processes. ISO/SAE 21434 defines cybersecurity processes and requirements throughout the vehicle lifecycle—from design, development, and testing to post-production stages—and consists of a total of 45 security categories.
Furthermore, in November 2025, MCNEX acquired the international standard Information Security Management System (ISO/IEC 27001) certification. Through achieving international information security certifications, MCNEX has established a cybersecurity management system compliant with advanced global standards. Going forward, the company will continue to do its utmost to prevent and resolve the safety and security issues of its domestic and international customers and partners.


인증번호: RIM0060

적용성보고서: Rev_0

Certificate of Registration

정보보안경영시스템 인증서

(주)엠씨넥스

인천 연수구 송도과학로16번길 13-39

적용표준

ISO/IEC 27001:2022

인증범위

카메라 모듈의 설계 및 생산

위와 같이 정보보안경영시스템 표준에 적합함이
한국경영인증원에 의해 인증되었음을 증명함.

2025년 11월 14일

인증승인일자 : 2025. 11. 14.　　인증유효일자 : 2028. 11. 13.

ISO/IEC 27001

KAB-IC-03

(주)한국경영인증원

T: 02)6309-9001 / F: 02)6309-9004

ISO 27001

Information Security Training

MCNEX provides Personal Information Protection Training to employees who handle customers' personal information. The training curriculum covers content for personal information handlers, including the Personal Information Protection Act and topics such as the collection and provision of personal data. Furthermore, to counter increasingly sophisticated cybersecurity threats, MCNEX conducts specialized security training for its information security personnel. This security training has provided education aligned with the latest information security trends, covering subjects ranging from recent cybersecurity threat case studies to updates on security-related regulations.

Governance

Risk Management

Risk Management Framework

To effectively respond to potential risks that may arise across its business operations, MCNEX has established and operates a risk managemen t policy. In accordance with its risk management regulations, the CEO has overall responsibility for company-wide risk management. Within the Board of Directors, the Audit Committee oversees policies centered on financial risks, while the ESG Committee oversees those centered on no n-financial risks. Operational teams for each risk area perform risk management duties—such as risk identification, analysis, evaluation, respon se, and monitoring—according to these regulations and report the results to the committee in charge.

These risk management activities and key pending issues are reported regularly to the Board of Directors at least once a year, following an in-d epth review by the relevant committee and final approval from the CEO. Additionally, in the event of an unforeseen significant risk or a sudden c hange in the business environment, MCNEX operates an ad-hoc reporting system to support the Board of Directors and management in makin g timely and rational decisions.

Risk Management Framework

Classification	Details	Status	Department
ESG	Climate change, water resource, and natural capital risks; human rights violation factors, etc	Regular Monitoring through the ESG Committee	ESG Management Te am
Safety & Health	Serious accidents, natural disasters, infectious disea ses, hazardous chemical spills, etc	Operation of a Dedicated OSH Organization Operation of the Occupational Safety and Health Committee Operation of the Safety and Health Council	General Affairs & Safety Team
Finance	Management of internal controls, foreign exchange r isk, domestic and global economic/market outlook, r eview of strategic investments, etc	Audit Committee, Internal Transactions Committee	Finance Team
Compliance	Violations of fair trade and anti-corruption laws; san ctions resulting from unethical conduct during busin ess activities, etc	Operation of the ESG Hotline System Ongoing Monitoring by Responsible Manager	Compliance Manager

Major Risk Management

The management status of financial and non-financial risks is reported to the Audit Committee and the ESG Committee, respectively, at least o nce a year. Non-financial risks are classified into environmental, social, and governance domains to define their specific details, and the compa ny analyzes the risk factors and their corresponding potential impacts. Major risks are identified through a matrix-based assessment that evalu ates each risk based on its likelihood (probability of occurrence, frequency, etc.) and severity (financial impact, external disclosure impact, et c.).

Non-Financial Risk Types and Countermeasures

Classification		Identification		Response
Domain	Type	Description	Potential Impact	Response

Environmental	Waste & Chemical Substances	Illegal discharge of chemical substances and waste	Fines and penalties due to violations of environmental regulations	① Acquisition and renewal of ISO 14001 certification ② Environmental emergency response training ③ Regular monitoring of environmental risks
	Energy Efficiency	Energy loss due to aging equipment	Increase in energy costs, decline in corporate competitiveness	① Replacement with high-efficiency equipment ② Monitoring of energy consumption
Social	Human Rights & Labor	Workplace harassment, forced labor, etc.	Occurrence of organizational conflict and imposition of fines for violations of relevant laws	① Conducting Human Rights Impact Assessments ② Conducting company-wide human rights training ③ Operating a PC-Off program
	Information Security	Technological, physical, and human security incidents	Leakage of core information assets, decline in corporate competitiveness	① Quarterly security inspections ② Introduction of ISO/IEC 27001 certification
	Health & Safety	Serious accidents due to safety violations	Loss of working days, human casualties, and legal penalties	①Acquisition and renewal of ISO 45001 certification ② Conducting occupational safety and health training
	Supply Chain	Tightening supply chain & CBAM regulations	Risk of supply restrictions to global customers	① Conducting supply chain ESG self-assessments ② Collecting Supplier Code of Conduct compliance pledges
	Conflict Minerals	Potential use of minerals from conflict-affected areas	Transaction restrictions with global customers	① Verification of Conflict Minerals Reporting Templates (CMRT) ② Strengthening responsible sourcing policies
Governance	Ethics	Bribery, embezzlement, fraudulent accounting, etc.	Violations of ethical management, decline in corporate credibility	① Conducting ethics training ② Collecting ethical pledges ③ Operating a whistleblowing channel
	Information Disclosure	Lack of transparency and inaccuracy of ESG information	Decline in ESG ratings and trustworthiness	① Establishing an ESG data management system ② Disclosing non-financial information based on global ESG standards

Emerging Risk Management

Emerging risks refer to factors that can significantly impact the business from a long-term perspective. MCNEX responds to emerging risks by regularly identifying and assessing risks and establishing countermeasures.

Climate Change

Non-Financial Risk Types and Countermeasures

As the intensity and frequency of natural disasters such as typhoons and earthquakes increase due to the acceleration of climate change, the t rend of countries strengthening policies and regulations aimed at carbon neutrality continues. As climate change emerges as a key variable det ermining a company's long-term financial stability and growth potential beyond a simple environmental issue, strategic responses such as gree nhouse gas (GHG) reduction and eco-friendly product development are required as essential tasks in corporate management. Accordingly, MC NEX has selected climate change as a major risk factor and is focusing its response.

Potential Impacts

① Increase in energy costs at business sites due to rising average summer temperatures and an increasing number of heatwave days.
② Decline in corporate competitiveness and reputation in the event of an insufficient response to climate change.
③ Potential disadvantages in competing for customer orders if the level of climate change response within the supply chain is not met.

Response Activities

① MCNEX has installed and is operating a solar self-generation system at its Incheon headquarters since December 2024, and additionally installed a solar self-generation system with an annual capacity of approximately 130,000 kWh in February 2026.
② Completed the measurement and verification of GHG emissions for the Incheon headquarters and MCNEX VINA for the years 2019, 2022, 2023, 2024, and 2025.
③ Establishment and execution of a roadmap to achieve RE100 by 2050.

Internal Accounting Management

To enhance the transparency of its financial information and provide responsible disclosures to external stakeholders, MCNEX operates its Inter nal Accounting Control System (IACS) as a key tool for company-wide risk response. This system operates based on internal accounting contro l regulations and work guidelines, which are grounded in relevant laws such as Korea's 'Act on External Audit of Stock Companies' and its enfor cement decree. It is managed overall by the Internal Control Management Team, a dedicated organization reporting directly to the CEO and the internal accounting manager. The Internal Control Management Team is formed independently, without its members holding concurrent positio ns, to institutionally secure its objectivity and effectiveness, and is responsible for the design and operation of the internal accounting control s ystem.

The internal accounting control system consists of Entity Level Controls (ELC), Transaction Level Controls (TLC), and Information Technology G eneral Controls (ITGC). In accordance with the Risk Control Matrix (RCM), it establishes and updates risk identification and response measures for each control. The RCM is updated annually in response to changes in the external environment and management strategy. The reliability an d effectiveness of the control operations are strengthened through self-assessment by the Internal Control Management Team and independe nt review by an external audit firm.

The internal accounting operational evaluation is conducted two times a year. To ensure the evaluation's reliability, a first-round assessment is performed by the Internal Control Management Team, followed by a second-round verification by an external audit firm. Any deficiencies identi fied during the evaluation are corrected through consultation among the external auditor, relevant operational departments, and the dedicated i nternal control team. MCNEX continuously enhances the system's operational effectiveness by concurrently implementing RCM-based, risk-fo cused process design and a continuous monitoring system. The annual operational results of the internal accounting control system are regular ly reported to the CEO and the Audit Committee. Looking ahead, MCNEX is establishing and preparing a mid-to-long-term roadmap with the g oal of introducing a consolidated internal accounting control system by 2030.

06
Appendix

Appendix

About This Report

Report Overview

MCNEX publishes an ESG report annually to communicate not only its financial performance but also its non-financial performance, including environmental, social, and governance (ESG) factors, with stakeholders.

Reporting Period and Scope

The reporting period for this report is from January 1, 2025, to December 31, 2025; however, for some qualitative ESG performance data, activities up to the first half of 2026 have also been included. For quantitative data, three years of data (from 2023 to 2025) are presented together to make it easier to identify annual trends. The reporting scope for financial data is consistent with the consolidated financial statements under K-IFRS. The scope for non-financial data includes the MCNEX Incheon headquarters and its overseas subsidiary, MCNEX VINA. Data for which the reporting scope differs or where there have been significant changes are indicated in separate footnotes.

Reporting Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021. Additionally, to reflect key issues appropriate to our industry characteristics, we have also referenced the SASB (Sustainability Accounting Standards Board) standard for the Electronic Equipment industry. Furthermore, this report incorporates indicators from other global frameworks such as the TCFD (Task Force on Climate-related Financial Disclosures), the UN Sustainable Development Goals (SDGs), and the Ten Principles of the UN Global Compact (UNGC).

Report Assurance

This report has undergone third-party assurance to ensure the reliability of its preparation process and the data it contains. The assurance was conducted by KMR, an independent external assurance provider, in accordance with the AA1000 Assurance Standard (AA1000AS, 2020, v3).

Contact Information for the Report

Department	MCNEX ESG Management Team
E-mail	ESG@mcnex.com
Website	www.mcnex.com

Economy

CONSOLIDATED FINANCIAL STATEMENT

Classification		Unit	2023	2024	2025
Total Assets		KRW	535,697,470,080	574,103,551,032	556,394,117,660
Current Assets		KRW	262,566,944,718	313,977,354,593	302,549,293,536
	Current inventories	KRW	96,321,510,192	106,617,234,089	91,226,626,773
	Trade and other current receivables	KRW	154,529,808,955	170,880,525,409	189,212,424,078
	Other current financial assets	KRW	350,000,000	597,992,666	350,000,000
	Cash and cash equivalents	KRW	9,217,698,108	35,881,602,429	21,760,242,685
	Current financial assets at fair value through profit or loss	KRW	2,147,927,463	-	-
Non-current Assets		KRW	273,130,525,362	260,126,196,439	253,844,824,124
	Non-current fair value financial asset	KRW	6,998,953,232	6,199,144,834	5,720,684,815
	Non-current net defined benefit asset	KRW	111,342,525	-	594,506,089
	Property, plant and equipment	KRW	217,170,687,961	204,805,989,657	203,622,795,557
	Intangible assets other than goodwill	KRW	8,952,770,033	9,303,317,283	7,063,096,296
	Investment property	KRW	34,484,886,227	31,389,309,074	29,422,005,091
	Non-current non-trade receivables	KRW	960,385,436	1,114,242,017	380,733,837
	Other non-current financial assets	KRW	576,300,000	246,300,000	356,300,000
	Deferred tax assets	KRW	3,875,199,948	7,067,893,574	6,684,702,439
Total liabilities		KRW	212,084,767,581	201,879,404,879	170,874,943,093
Current liabilities		KRW	209,611,357,651	197,258,255,686	166,670,475,601

	Trade and other current payables	KRW	156,910,411,723	141,118,513,737	128,484,248,178
	Current borrowings	KRW	39,623,164,000	44,402,388,000	31,440,184,200
	Current tax liabilities	KRW	2,881,575,466	8,723,639,467	4,185,467,115
	Current portion of non-current borrowings	KRW	8,703,450,000	-	-
	Current derivative financial liabilities	KRW	253,074,009	-	-
	Current provisions for product warranties	KRW	1,165,712,396	2,973,162,916	2,482,889,037
	Other current financial liabilities	KRW	73,970,057	40,551,566	77,687,071
Non-current liabilities		KRW	2,473,409,930	4,621,149,193	4,204,467,492
	Non-current portion of non-current borrowings	KRW	-	1,308,000,000	1,308,000,000
	Non-current net defined benefit liability	KRW	-	507,690,465	-
	Other non-current financial liabilities	KRW	2,283,700,111	2,616,546,724	2,566,603,717
	Other non-current liabilities	KRW	189,709,819	188,912,004	329,863,775
Total equity		KRW	323,612,702,499	372,224,146,153	385,519,174,567
	Equity attributable to owners of parent	KRW	323,612,702,499	372,224,146,153	385,519,174,567
	Issued capital	KRW	8,988,866,000	8,988,866,000	8,992,491,000
	Share premium	KRW	53,611,218,805	53,611,218,805	37,825,624,288
	Elements of other stockholder's equity	KRW	(5,405,718,482)	(21,195,290,786)	(24,503,348,049)
	Other Comprehensive income/loss accumulated amount	KRW	6,131,706,146	17,822,269,832	9,203,875,677
	Retained earnings	KRW	260,286,630,030	312,997,082,302	354,000,531,651
Non-controlling interests		KRW	-	-	-
Total equity and liabilities		KRW	535,697,470,080	574,103,551,032	556,394,117,660

Consolidated Balance Sheet

Classification	Unit	2023	2024	2025
Revenue	KRW	932,490,110,758	1,057,058,423,929	1,279,236,953,303

Cost of sales	KRW	854,790,510,703	943,159,188,406	1,165,428,884,610
Gross profit	KRW	77,699,600,055	113,899,235,523	113,808,068,693
Selling general administrative expenses	KRW	59,475,344,517	69,514,563,707	61,792,805,751
Operating income(loss)	KRW	18,224,255,538	44,384,671,816	52,015,262,942
Other gains	KRW	33,491,830,620	45,563,315,734	34,953,016,354
Other losses	KRW	20,975,284,180	26,823,022,174	27,506,950,517
Finance income	KRW	1,078,935,621	2,498,621,070	2,045,644,820
Finance costs	KRW	4,008,008,916	6,521,759,617	2,005,488,409
Profit (loss) before tax	KRW	27,811,728,683	59,101,826,829	59,501,485,190
Tax expense (income)	KRW	(111,962,144)	(4,503,103,317)	7,946,847,794
Profit (loss)	KRW	27,923,690,827	63,604,930,146	51,554,637,396
Profit (loss), attributable to				
Profit (loss), attributable to owners of parent	KRW	27,923,690,827	63,604,930,146	51,554,637,396
Other comprehensive income	KRW	(2,188,552,927)	11,366,725,012	(8,049,573,186)
Other comprehensive income that will be reclassified to profit or loss, net of tax	KRW	(1,465,184,602)	11,690,563,686	(8,618,394,155)
Gains (losses) on exchange differences on translation of foreign operations, net of tax	KRW	(1,465,184,602)	11,690,563,686	(8,618,394,155)
Other comprehensive income that will not be reclassified to profit or loss, net of tax	KRW	(723,368,325)	(323,838,674)	568,820,969
Other comprehensive income, net of tax, gains (losses) on remeasurements of defined benefit plans	KRW	(723,368,325)	(323,838,674)	568,820,969
Comprehensive income	KRW	25,735,137,900	74,971,655,158	43,505,064,210
Comprehensive income attributable to				
Comprehensive income, attributable to owners of parent	KRW	25,735,137,900	74,971,655,158	43,505,064,210
Earnings per share				

Basic earnings (loss) per share	KRW	1,585	3,661	3,145
Diluted earnings (loss) per share	KRW	1,582	3,659	3,141

Appendix

ESG Data - Environment

Environment - MCNEX

Greenhouse Gas Emissions

Classification		Unit	2023	2024	2025
GHG Emission (Scope 1 + Scope 2)		tCO2-eq	1,615.312	1,721.001	1,306.386
Scope 1		tCO2-eq	69.982	75.356	61.768
Scope 2	Location-based	tCO2-eq	1,545.330	1,645.645	1,244.618
	Market-based	tCO2-eq			1,244.618
Emission Intensity	Scope 1 + Scope 2	tCO2-eq/KRW 100 million	0.23	0.22	0.14
	Emission Intensity (Scope 1)	tCO2-eq/KRW 100 million	0.0099	0.0097	0.0064
	Emission Intensity (Scope 2)	tCO2-eq/KRW 100 million	0.2180	0.2110	0.1290
Emission Reduced (Scope 1 + Scope 2)		tCO2-eq	(216.4)	(105.7)	414.6

Energy Consumption

Classification			Unit	2023	2024	2025
Energy Consumption			MJ	13,193,599	14,073,431	12,115,673
Non-Renewable Energy Consumption	Total		MJ	13,193,599	14,073,431	11,719,364
Direct Energy Consumption	Subtotal		MJ	1,084,196	1,177,950	981,064
		Natural Gas (LNG)	MJ	567,123	648,152	579,921
		Diesel	MJ	242,954	212,096	87,342
		Gasoline	MJ	274,119	317,703	313,800
Indirect Energy Consumption	Electricity		MJ	12,109,403	12,895,481	10,738,300
Renewable Energy Consumption			MJ	-	-	396,310
Energy Consumption Intensity			MJ/KRW million	18.61	18.05	12.56

Air Pollutants*

Classification	Unit	2023	2024	2025

Air Pollutants	Total	Ton	-	-	-
	NOx Emissions	Ton	-	-	-
	SOx Emissions	Ton	-	-	-
	Dust Emissions	Ton	-	-	-
	CO Emissions	Ton	-	-	-
	Heavy Metal Emissions	Ton	-	-	-
	NH3 Emissions	Ton	-	-	-
	VOCs Emissions	Ton	-	-	-
	POPs Emissions	Ton	-	-	-

* MCNEX's headquarters does not own air pollutant emission facilities, resulting in zero emissions.

Water Pollutant Discharge

Classification		Unit	2023	2024	2025
Water Pollutant	Total	kg	-	-	-
	BOD	kg	-	-	-
	COD	kg	-	-	-
	TOC	kg	-	-	-
	SS	kg	-	-	-
	T-N	kg	-	-	-
	T-P	kg	-	-	-

MCNEX's headquarters does not own wastewater discharge facilities, resulting in zero discharge.

Waste Generation

Classification		Unit	2023	2024	2025
Waste Generated	Total	Ton	33.82	40.62	47.19
	General Waste	Ton	33.00	39.96	46.82
	Designated Waste	Ton	0.82	0.67	0.37
Waste Intensity		Ton/KRW 100 million	0.0048	0.0052	0.0037
Waste Disposed	Total	Ton	33.41	40.62	47.19
	Waste Disposed - Recycling	Ton	-	-	9.06
	Waste Disposed - Incineration	Ton	33.41	40.62	38.13
	Waste Disposed - Landfill	Ton	-	-	-
	Waste Disposed – Other	Ton	-	-	-

Water Consumption

Classification		Unit	2023	2024	2025
Water	Total Water Intake	Ton	12,286	12,587	13,952
	Water Use	Ton	12,286	12,587	13,952
	Surface Water Use	Ton	-	-	-
	Groundwater Use	Ton	-	-	-
	Rain Water Use	Ton	-	-	-
	Seawater Use	Ton	-	-	-
Water Intensity		Ton/KRW 100 million	1.73	1.61	1.45

Hazardous Chemicals

Classification	Unit	2023	2024	2025
Hazardous Chemical Use	Ton	-	-	-
Chemical Use	Ton			0.291

Environmental Investment

Classification		Unit	2023	2024	2025
Eco-friendly Vehicles	Total Number of Vehicles	Unit	38	38	44
	Number of Eco-friendly Vehicles*	Unit	5	7	7
	Ratio of Eco-friendly Vehicles	%	13.2	18.4	15.9
Eco-friendly Purchase	Eco-friendly Purchase	KRW million	-	105.7	-
	Cost of Investing in Eco-Friendly Business	KRW million	185.4	160.8	73.5

* Eco-friendly vehicles: Type 1 and Type 2 low-emission vehicles.

Environmental Education

Classification	Unit	2023	2024	2024
Training Hours	Hour	469	463	487
Number of Participants	Person	469	463	487
Participation Rate	%	99.4	95.5	95.7
Training Hours Per Person	Hour	1	1	1

Environmental Violations

Classification	Unit	2023	2024	2025
Number of Environmental Regulation Violations	Case	-	-	-
Fines Imposed	KRW	-	-	-

Business Sites Certified with Environmental Management System

Classification	Unit	2023	2024	2025
Number of Certified Sites	Site	1	1	1
Percentage of Certified Sites	%	100	100	100

Environment – MCNEX VINA

Greenhouse Gas Emissions

Classification		Unit	2023	2024	2025
GHG Emission (Scope 1 + Scope 2)		tCO2-eq	33,786.8	32,892.7	40,269.7
Scope 1		tCO2-eq	584.5	445.5	3,064.2
Scope 2	Location-based	tCO2-eq	33,202.3	32,447.1	37,205.5
	Market-based	tCO2-eq			37,205.5
Emission Intensity	Scope 1 + Scope 2	tCO2-eq/KRW 100 million	4.952	3.997	4.324
	Emission Intensity (Scope 1)	tCO2-eq/KRW 100 million	0.086	0.054	0.329
	Emission Intensity (Scope 2)	tCO2-eq/KRW 100 million	4.866	3.943	3.995
Emission Reduced (Scope 1 + Scope 2)		tCO2-eq	9,727.5	894.1	(4,758.3)

Energy Consumption

Classification		Unit	2023	2024	2025
Energy Consumption		MJ	259,750,889	251,902,587	283,398,501
Direct Energy Consumption	Subtotal	MJ	8,323,937	6,194,397	6,846,393
	Natural Gas (LNG)	MJ	2,659,759	1,407,553	1,529,256
	Diesel	MJ	2,301,536	3,414,397	3,710,291
	Gasoline	MJ	3,362,642	1,372,446	1,606,846
Indirect Energy Consumption	Electricity	MJ	251,426,952	245,708,190	276,552,108
Energy Consumption Intensity		MJ/KRW million	380.66	294.93	304.33

Air Pollutants

Classification	Unit	2023	2024	2025

Air Pollutants	Total	Ton	0.008	0.075	0.068
	NOx Emissions	Ton	0.003	0.030	0.019
	SOx Emissions	Ton	0.004	0.045	0.048
	Dust Emissions	Ton	-	-	-
	CO Emissions	Ton	-	-	-
	Heavy Metal Emissions	Ton	-	-	-
	NH3 Emissions	Ton	-	-	-
	VOCs Emissions	Ton	-	-	-
	POPs Emissions	Ton	-	-	-

Water Pollutant Discharge

Classification		Unit	2023	2024	2025
Water Pollutant	Total	kg	4,998	5,341	4,279
	BOD	kg	1,466	2,001	2,165
	COD	kg	2,013	1,908	776
	SS	kg	348	425	960
	T-N	kg	981	765	271
	T-P	kg	180	242	108

Waste Generation

Classification		Unit	2023	2024	2025
Waste Generated	Total	Ton	2,603.72	2,546.33	2,603.72
	General Waste	Ton	2,474.72	2,389.41	2,474.72
	Designated Waste	Ton	129.00	156.91	129.00
Waste Intensity		Ton/KRW 100 million	0.382	0.309	0.280
Waste Disposed	Total	Ton	2,603.72	2,546.33	2,603.72
	Waste Disposed - Recycling	Ton	16.94	16.09	16.94
	Waste Disposed - Incineration	Ton	123.24	121.13	123.24
	Waste Disposed - Landfill	Ton	2,410.74	2,232.59	2,410.74
	Waste Disposed – Other	Ton	52.79	76.52	52.79

Water

Classification	Unit	2023	2024	2025

Water	Total Water Intake	Ton	127,188	152,552	171,758
	Water Use	Ton	127,188	152,552	171,758
	Surface Water Use	Ton	-	-	-
	Groundwater Use	Ton	-	-	-
	Rain Water Use	Ton	-	-	-
	Seawater Use	Ton	-	-	-
Water Consumption	Total Consumption	Ton	329,342	364,771	376,364
	Non-recycled Water	Ton	127,188	152,552	171,758
	Recycled Water	Ton	202,154	212,219	204,606
Water Recycled Proportion		%	61.38	58.18	54.36
Water Intensity	Total Water Consumption / Separate Revenue	Ton/KRW 100 million	48.26	42.71	40.42
Wastewater Discharge		Ton	99,553	125,692	130,010

Hazardous Chemicals

Classification	Unit	2023	2024	2025
Hazardous Chemical Use	Ton	-	-	-

Environmental Investment

Classification	Unit	2023	2024	2025
Total Number of Vehicles	Unit		10	9
Number of Eco-friendly Vehicles	Unit		-	-
Ratio of Eco-friendly Vehicles	%		-	-

Environmental Education

Classification	Unit	2023	2024	2025
Training Hours	Hour	8,266	7,842	8,586
Number of Participants	Person	4,130	3,921	4,293
Participation Rate	%	100	100	100
Training Hours Per Person	Hour	2	2	2

Environmental Violations

Classification	Unit	2023	2024	2025
Number of Environmental Regulation Violations	Case	-	-	-
Fines Imposed	KRW	-	-	-

Business Sites Certified with Environmental Management System

Classification	Unit	2023	2024	2025
Number of Certified Sites	Site	1	1	1
Percentage of Certified Sites	%	100	100	100

Appendix

ESG Data - Social

Social - MCNEX

Employees

Classification		Unit	2023	2024	2025
Employees	Total	Person	472	485	502
	Regular	Person	425	459	472
	Short-term Contract	Person	47	26	30
By gender (Regular)	Male	Person	357	387	405
	Female	Person	68	72	67
	Ratio of Female	%	16.0	15.7	14.2
By age (Regular)	Under 30	Person	66	74	85
	Between 30 – 50	Person	337	366	356
	Above 50	Person	22	19	31
Employees in STEM (Regular)	Total	Person		160	172
	Female Employees in STEM	Person		5	5
	Ratio of Female Employees in STEM	%		3.1	2.9
Employees in Revenue-Generating Departments	Total	Person		406	417
	Female Employees	Person		61	56
	Ratio of Female Employees in Revenue-Generating Departments	%		15.0	13.4
Local Hires		Person	106	195	209

Employees Diversity (Regular)

Classification		Unit	2023	2024	2025
Executive	Female	Person	-	-	-
	Male	Person	25	23	30
	Ratio of Female Executives	%	-	-	-
Manager	Female	Person	3	3	3
	Male	Person	44	44	44

Non-manager	Female	Person	65	69	65
	Male	Person	288	320	337
Ratio of Female Managers		%	6.4	6.4	6.4
Social Minorities	Total	Person	9	14	19
	Employees with Disabilities	Person	8	6	9
	Elderly Employees (55 years and older)	Person		6	9
	Foreign Employees	Person	1	2	1
	Employees of National Merit	Person	-	-	-
Ratio of Employees with Disabilities		%	1.7	1.2	1.9
Ratio of Elderly Employees (55 years and older)		%		1.2	1.9
Ratio of Foreign Employees		%	0.2	0.4	0.2
Ratio of Employees of National Merit		%	-	-	-

Employees Pay Gap (Regular)

Classification	Unit	2023	2024	2025
Gender Pay Gap	%	35.1	33.5	32.7
Average Salary of Male	KRW	54,919,573	58,690,875	62,163,290
Average Salary of Female	KRW	35,667,271	39,019,889	41,856,131

Maternity and Parental Leave

Classification		Unit	2023	2024	2025
Maternity Leave	Used Maternity Leave	Person	2	-	1
	Returning After Maternity Leave	Person	2	-	-
	Ratio of Returning After Maternity Leave	%	100	-	-
Parental Leave	Total	Person	13	7	8
	Male	Person	11	6	7
	Female	Person	2	1	1
	Parental Leave Usage Rate (Total)	%	65	67	67
	Parental Leave Usage Rate (Male)	%	61	-	64
	Parental Leave Usage Rate (Female)	%	100	78	100
Parental Leave Return Rate		%	55.6	84.6	40.0

Employees Who Returned to Work After Parental Leave	Total	Person	5	13	2
	Male	Person	3	10	2
	Female	Person	2	3	-
Employees Remaining Employed for 12 Months or More After Returning from Parental Leave in the Previous Year	Total	Person	1	3	7
	Male	Person	1	3	5
	Female	Person	-	-	2
Number of Employees Using Spouse Paternity Leave		Person	18	11	13

Performance Evaluation

Classification	Unit	2023	2024	2025
Number of Employees with Performance Evaluations	Person	362	363	395
Ratio of Employees Who Performance Evaluations	%	85	75	78

New Hires and Turnover (Regular)

Classification		Unit	2023	2024	2025
New Hires	Total	Person	39	91	74
	Male	Person	38	88	71
	Female	Person	1	3	3
	Under 30	Person	18	40	35
	Between 30 – 50	Person	20	51	37
	Above 50	Person	1	0	2
Turnover	Total	Person	52	68	101
	Voluntary Turnover	Person	52	68	101
	Involuntary Turnover	Person	-	-	-
Turnover rate	Total Turnover rate	%	12.2	14.8	21.4
	Voluntary Turnover Rate	%	12.2	14.8	21.4
	Involuntary Turnover Rate	%	-	-	-

Talent Management

Classification	Unit	2023	2024	2025
Average Employee Tenure (Regular)	Year	7.1	7.3	7.3
Employees with over 5 Years of Service	Person	207	223	231

Ratio of Employees with over 5 Years of Service	%	44	46	45
Employees with over 12 months of service	Person	26	81	70

Employee Engagement

Classification	Unit	2023	2024	2025
Employee Engagement	Points		80	78
Employee Engagement Survey Respondents	Person		69	66
Engaged Employees	Person		86	75

Welfare Benefits

Classification		Unit	2023	2024	2025
Total Welfare Benefit Costs		1000 KRW	625,330	695,026	769,048
Average Welfare Benefit Costs Per Person		1000 KRW	1,325	1,433	1,517
Employees on Flextime		Person	380	405	430
Working Hours (Regular)	Total	Hour	881,450	872,046	917,764
	Annual Working Hours Per Person	Hour	2,074	1,900	1,916
	Average Daily Working Hours Per Person	Hour	8	8	8

Employee Training

Classification		Unit	2023	2024	2025
Job Training	Training Hours	Hour	3,199	1,541	4,281
	Number of Participants	Person	295	211	427
	Training Hours Per Employee	Hour/Person	10.84	7.30	8.41
	Training Costs	KRW	38,803,000	10,320,000	42,997,400
	Training Costs Per Employee	KRW/Person	131,536	21,061	84,474
	Employee Training Participation Rate	%	62.5	43.0	83.9
Sexual Harassment Prevention Training	Training Hours	Hour	469	463	481
	Number of Participants	Person	469	463	481
	Employee Training Participation Rate	%	99.4	95.5	94.5
Disability Awareness Training	Training Hours	Hour	469	463	481
	Number of Participants	Person	469	463	481
	Employee Training Participation Rate	%	99.4	95.5	94.5

Training on Prevention of Harassment of Persons with Disabilities	Training Hours	Hour	469	463	481
	Number of Participants	Person	469	463	481
	Employee Training Participation Rate	%	99.4	95.5	94.5
Human Rights Training	Training Hours	Hour	469	463	487
	Number of Participants	Person	469	463	487
	Employee Training Participation Rate	%	99.4	95.5	95.7
Personal Information Protection Training*	Training Hours	Hour	37	40	38
	Number of Participants	Person	37	40	38
	Employee Training Participation Rate	%	100	100	100
Information Security Training	Training Hours	Hour	469	463	487
	Number of Participants	Person	469	463	487
	Employee Training Participation Rate	%	99.4	95.5	95.7
ESG / Ethics Training	Training Hours	Hour	469	463	487
	Number of Participants	Person	469	463	487
	Employee Training Participation Rate	%	99.4	95.5	95.7
Safety Training	Safety Training Hours	Hour	13,915	7,139	8,772
	Number of Participants	Person	435	437	487

* Personal information protection training was conducted for 'personal information handlers' who process personal data.

Human Right

Classification		Unit	2023	2024	2025
Number of Labor-Management Council Meetings		Session	5	4	4
Human Rights-related Reports *	Total	Case		3	2
	Cases of Abuse	Case		-	-
	Cases of Sexual Harassment	Case		-	-
	Cases of Workplace Harassment	Case		-	2
	Cases of Safety Accidents	Case		3	0

Handling of Human Rights-related Reports	Total	Case		3	2
	Cases of Abuse	Case		-	-
	Cases of Sexual Harassment	Case		-	-
	Cases of Workplace Harassment	Case		-	2
	Cases of Safety Accidents	Case		3	-

* ESG Hotline System Established in 2024

Human Rights Due Diligence

Classification		Unit	2023	2024	2025
Human Rights Due Diligence	Assessed Sites	Site		1	1
	Ratio of Assessed Sites	%		100	100
Human Rights Due Diligence Survey	Assessed Sites	Site		27	27
	Ratio of Assessed Sites	%		11	10
Human Rights Issues	Number of Incidents of Child Labor, Forced Labor, and Human Trafficking	Case		-	-
	Number of Supplier Incidents of Child Labor, Forced Labor, and Human Trafficking	Case		-	-

OSH Management System

Classification	Unit	2023	2024	2025
Number of Employees Covered by the System	Person	472	485	502
Ratio of Employees Covered by the System	%	100	100	100
Number of Non-employee Workers Covered by the System	Person	9	9	10
Ratio of Non-employee Workers Covered by the System	%	100	100	100

Safety and Health

Classification	Unit	2023	2024	2025

Safety	Occupational Accident Rate	%	-	0.210	-
	Number of Injuries	Case	-	1	-
	Number of Fatalities	Case	-	-	-
	LTIFR	Cases / Million Hours Worked	-	1.1467	-
	Number of Deaths due to Non-occupational Illness	Case	-	-	-
	Number of Deaths due to Non-occupational Illness (Non-employees)	Case	-	-	-
	Number of Non-conformities Identified in Risk Assessments	Case		34	27
	Number of Improvement Measures from Risk Assessments	Case		34	27
Health	Number of Employees Receiving Health Counseling	Person	84	99	91
	Aftercare	Person	84	99	91

Contractor* Safety Management

Classification	Unit	2023	2024	2025
Total Hours of Safety Training for On-site Contractors	Hour		16	240
Total Number of Participants in Safety Training for On-site Contractors	Person		8	10
Supplier Occupational Accident Rate	%			-
Supplier LTIFR	Cases / Million Hours Worked			-

* Refers to contractors, including on-site and dispatched personnel.

Social Contribution

Classification	Unit	2023	2024	2025
Social Contribution - Donations	1000 KRW	15,250	22,250	25,500
Number of volunteers	Person	-	-	22

Supply Chain Management

Classification	Unit	2023	2024	2025

Suppliers	Total	Suppliers		246	251
	Number of Suppliers Covered by the Code of Conduct	Suppliers		42	73
	Supplier Code of Conduct Coverage Rate	%		17	29
Key Suppliers	Total	Suppliers		32	68
	Number of Key Suppliers Covered by the Code of Conduct	Suppliers		9	14
	Key Suppliers Code of Conduct Coverage Rate	%		28	21
Supplier Spend	Total	Mil. KRW		773,383	910,404
	Spend with General Suppliers	Mil. KRW		254,854	148.544
	Spend with Key Suppliers	Mil. KRW		518,529	761,860
Proportion of Spend with General Suppliers		%		33	16
Proportion of Spend with Key Suppliers		%		67	84

Responsible Minerals

Classification		Unit	2023	2024	2025
Number of Conformant Smelters	Tin	Site		57	169
	Tantalum	Site		32	94
	Tungsten	Site		33	111
	Gold	Site		81	202

Social - MCNEX VINA

Employees

Classification		Unit	2023	2024	2025
Employees	Total	Person	4,130	3,921	4,293
	Regular	Person	2,132	2,016	2,051
	Short-term Contract	Person	1,998	1,905	2,242
By gender*	Male	Person	490	1,264	1,584
	Female	Person	1,642	2,657	2,709
	Ratio of Female	%	77	68	63

By age	Under 30	Person		1,424	1,609
	Between 30 – 50	Person		2,463	2,632
	Above 50	Person		34	52
Employees in Revenue-Generating Departments	Total	Person		3,696	4,058
	Female Employees	Person		2,563	2,615
	Ratio of Female Employees in Revenue-Generating Departments	%		69	64

* 2023 is based on regular employment.

Employees Diversity

Classification		Unit	2023	2024	2025
Executive	Female	Person	-	-	-
	Male	Person	2	3	3
	Ratio of Female Executives	%	-	-	-
Manager*	Female	Person	85	111	117
	Male	Person	259	465	465
Non-manager*	Female	Person	1,555	2,546	2,590
	Male	Person	231	799	1,121
Ratio of Female Managers*		%	24.6	19.2	20
Social Minorities	Total	Person	23	24	22
	Employees with Disabilities	Person	-	-	-
	Elderly Employees (55 years and older)	Person		1	-
	Foreign Employees	Person	23	23	22
	Employees of National Merit	Person	-	-	-
Ratio of Employees with Disabilities		%	-	-	-
Ratio of Elderly Employees (55 years and older)		%		0.03	-
Ratio of Foreign Employees		%	0.6	0.5	0.5
Ratio of Employees of National Merit		%	-	-	-

* 2023 is based on regular employment.

Employees Pay Gap

Classification	Unit	2023	2024	2025

Gender Pay Gap	%	19.5	17.6	8.0
Average Salary of Male	VND		12,915,000	13,644,000
Average Salary of Female	VND		10,641,000	12,556,000

Maternity Leave

Classification		Unit	2023	2024	2025
Maternity Leave	Used Maternity Leave	Person		347	281
	Returning After Maternity Leave	Person		320	252
	Ratio of Returning After Maternity Leave	%		92	90

Performance Evaluation

Classification	Unit	2023	2024	2025
Number of Employees with Performance Evaluations	Person	544	544	570
Ratio of Employees Who Performance Evaluations	%	13	13	13

New Hires and Turnover

Classification		Unit	2023	2024	2025
New Hires	Total	Person		1,600	3,229
	Male	Person		696	1,816
	Female	Person		904	1,413
	Under 30	Person		1,107	2,196
	Between 30 – 50	Person		483	1,021
	Above 50	Person		5	12
Turnover	Total	Person		1,814	2,750
	Voluntary Turnover	Person		332	1,986
	Involuntary Turnover	Person		1,482	764
Turnover rate	Total Turnover rate	%		46	64
	Voluntary Turnover Rate	%		8	46
	Involuntary Turnover Rate	%		38	18

Talent Management

Classification	Unit	2023	2024	2025
Average Employee Tenure (Regular)	Year		4	4
Employees with over 5 Years of Service	Person		1,413	1,883

Ratio of Employees with over 5 Years of Service	%		36	44
Employees with over 12 months of service	Person		3,093	2,570

Employee Engagement

Classification	Unit	2023	2024	2025
Employee Engagement	Points		72	70
Employee Engagement Survey Respondents	Person		2,790	3,010
Engaged Employees	Person		3,860	4,293

Welfare Benefits

Classification		Unit	2023	2024	2025
Total Welfare Benefit Costs		1000 VND		33,247,586	33,640,191
Average Welfare Benefit Costs Per Person		1000 VND		4,083	7,836
Working Hours (Regular)	Total	Hour	4,421,768	4,870,656	4,297,329
	Annual Working Hours Per Person	Hour	2,074	2,416	2,073
	Average Daily Working Hours Per Person	Hour	8	8	8

Employee Training

Classification		Unit	2023	2024	2025
Job Training	Training Hours	Hour	116,556	62,736	68,688
	Number of Participants	Person	4,130	3,921	4,293
	Training Hours Per Employee	Hour/Person	17.2	16.0	16.0
	Training Costs	VND	176,932,282	483,000,000	533,974,028
	Training Costs Per Employee	VND/Person	26,123	123,182	124,382
	Employee Training Participation Rate	%	100	100	100
Sexual Harassment Prevention Training	Training Hours	Hour	4,130	3,921	4,293
	Number of Participants	Person	4,130	3,921	4,293
	Employee Training Participation Rate	%	100	100	100
Training on Prevention of Harassment of Persons with Disabilities	Training Hours	Hour	4,130	3,921	4,293
	Number of Participants	Person	4,130	3,921	4,293
	Employee Training Participation Rate	%	100	100	100

Human Rights Training	Training Hours	Hour	12,390	11,763	12,879
	Number of Participants	Person	4,130	3,921	4,293
	Employee Training Participation Rate	%	100	100	100
Information Security Training	Training Hours	Hour	4,130	3,921	4,293
	Number of Participants	Person	4,130	3,921	4,293
	Employee Training Participation Rate	%	100	100	100
ESG / Ethics Training	Training Hours	Hour	4,130	3,921	4,293
	Number of Participants	Person	4,130	3,921	4,293
	Employee Training Participation Rate	%	100	100	100
Safety Training	Safety Training Hours	Hour	70,332	52,884	44,217
	Number of Participants	Person	6,894	5,146	4,293

Human Right

Classification		Unit	2023	2024	2025
Labor Union	Unionized Employees	Person	3,915	3,763	4,249
	Union Membership Rate	%	96.4	96.5	99.0
Number of Collective Bargaining Agreements		Session	2	2	2
Human Rights-related Reports*	Total	Case	-	-	-
	Cases of Abuse	Case	-	-	-
	Cases of Sexual Harassment	Case	-	-	-
	Cases of Workplace Harassment	Case	-	-	-
	Cases of Safety Accidents	Case	-	-	-
Handling of Human Rights-related Reports	Total	Case	-	-	-
	Cases of Abuse	Case	-	-	-
	Cases of Sexual Harassment	Case	-	-	-
	Cases of Workplace Harassment	Case	-	-	-
	Cases of Safety Accidents	Case	-	-	-

Human Rights Due Diligence

Classification		Unit	2023	2024	2025
Human Rights Due Diligence	Assessed Sites	Site	1	1	1
	Ratio of Assessed Sites	%	100	100	100

Human Rights Issues	Number of Incidents of Child Labor, Forced Labor, and Human Trafficking	Case	-	-	-

OSH Management System

Classification	Unit	2023	2024	2025
Number of Employees Covered by the System (Regular)	Person	2,132	2,016	2,073
Ratio of Employees Covered by the System (Regular)	%	100	100	100
Number of Non-employee Workers Covered by the System	Person	75	75	-
Ratio of Non-employee Workers Covered by the System	%	100	100	-

Safety and Health

Classification	Unit	2023	2024	2025
Occupational Accident Rate	%	0.07	0.03	-
Number of Injuries	Case	3	1	-
Number of Fatalities	Case	-	-	-
LTIFR	Cases / Million Hours Worked	0.29	0.10	-
Number of Deaths due to Non-occupational Illness	Case	-	-	-
Number of Deaths due to Non-occupational Illness (Non-employees)	Case	-	-	-

Contractor Safety Management

Classification	Unit	2023	2024	2025
Total Hours of Safety Training for On-site Contractors	Hour	288	204	204
Total Number of Participants in Safety Training for On-site Contractors	Person	72	51	51

Procurement Practices

Classification	Unit	2023	2024	2025
Proportion of Spend on Local Suppliers	%	22	20	17

Appendix

ESG Data - Governance

Governance - MCNEX

Board of Directors

Classification		Unit	2023	2024	2025
Board Members	Total	Person	5	5	5
	Executive Director	Person	2	2	2
	Independent Director	Person	3	3	3
	Ratio of Independent Directors	%	60	60	60
	Female Director	Person	1	1	1
Board of Directors Activities	Number of Board Meetings	Time	4	11	20
	Agenda Items Tabled at Board Meetings	Case	7	11	20
	Agenda Items Opposed or Amended by Independent Directors	Case	-	-	-
	Overall Board Attendance Rate	%	100	100	100
	Executive Director Attendance Rate	%	100	100	100
	Independent Director Attendance Rate	%	100	100	100

Board Committee Activities	Total Number of Committee Meetings Held	Time	6	8	15
	Number of Recommendation Committee Meetings Held	Time	-	-	1
	Number of Internal Transactions Committee Meetings Held	Time	3	4	4
	Number of Audit Committee Meetings Held	Time	3	4	7
	Number of ESG Committee Meetings Held	Time	-	-	3
	Total Committee Agenda Items	Case	6	8	21
	Recommendation Committee Agenda	Case	-	-	1
	Internal Transactions Committee Agenda	Case	3	4	4
	Audit Committee Agenda	Case	3	4	9
	ESG Committee Agenda	Case	-	-	7
	Overall Committee Attendance Rate of Independent Directors	%	100	100	100
	Attendance Rate of Independent Directors at Recommendation Committee Meetings	%	-	-	100
	Attendance Rate of Independent Directors at Internal Transactions Committee Meetings	%	100	100	100
	Attendance Rate of Independent Directors at Audit Committee Meetings	%	100	100	100
	Attendance Rate of Independent Directors at ESG Committee Meetings	%	-	-	100

Audit Committee	Director	Person	3	3	3
	Independent Director	Person	3	3	3
	Ratio of Independent Directors	%	100	100	100

Board of Directors Compensation

Classification	Unit	2023	2024	2025
Total Board of Directors Compensation	Mil. KRW	743	766	872
Total Compensation for Executive Directors	Mil. KRW	671	694	794
Total Compensation for Independent Directors	Mil. KRW	72	72	78
Average Compensation Per Director	Mil. KRW	149	153	174

CEO and Employee Compensation

Classification	Unit	2023	2024	2025
CEO Compensation	Mil. KRW	504	524	582
Median Employee Compensation (Regular)	Mil. KRW	51	51	49
Ratio	Times	9.9	10.3	11.9
Average Employee Compensation (Regular)	Mil. KRW	52	55	59
Ratio	Times	9.7	9.5	9.9

Shareholder

Classification	Unit	2023	2024	2025
Total Shareholder Dividends	Mil. KRW	10,571	13,494	16,201
Dividend Per Share	KRW	600	800	1,000

Regulatory Violations

Classification	Unit	2023	2024	2025
Number of Violations of Regulations Concerning the Health and Safety Impacts of Products and Services	Case	-	-	-
Number of Violations of Laws and Regulations Concerning Marketing and Labeling	Case	-	-	-
Number of Data Privacy Breaches	Case	-	-	-
Number of Sanctions for Violations of Fair Trade Laws	Case	-	-	-
Number of Sanctions for Violations of Anti-corruption Laws	Case	-	-	-

Political Contributions

Classification	Unit	2023	2024	2025
Political Contributions	KRW	-	-	-

Grievance Handling

Classification	Unit	2023	2024	2025
Total Grievance Cases Reported	Case	1	-	2
Number of Grievances Handled	Case	1	-	2
Average Response Time	Day	9	-	6

Ethical Management Risk Management

Classification		Unit	2023	2024	2025
Corruption-related Risk Assessment	Assessed Sites	Site	1	1	1
	Ratio of Sites Assessed	%	100	100	100

Ethics Training

Classification		Unit	2023	2024	2025
Anti-corruption Policy	Board Members Trained on the Policy	Person	5	5	5
	Ratio of Board Members Trained on the Policy	%	100	100	100
	Employees Trained on the Policy	Person	472	485	502
	Ratio of Employees Trained on the Policy	%	100	100	100
Anti-corruption Training	Board Members Trained	Person	2	2	2
	Ratio of Board Members Trained	%	40	40	40
	Employees Trained	Person	469	463	487
	Ratio of Employees Trained	%	99.4	95.5	97.0

Governance - MCNEX VINA

Regulatory Violations

Classification	Unit	2023	2024	2025
Number of Violations of Regulations Concerning the Health and Safety Impacts of Products and Services	Case	-	-	-
Number of Violations of Laws and Regulations Concerning Marketing and Labeling	Case	-	-	-
Number of Data Privacy Breaches	Case	-	-	-
Number of Sanctions for Violations of Fair Trade Laws	Case	-	-	-
Number of Sanctions for Violations of Anti-corruption Laws	Case	-	-	-

Grievance Handling

Classification	Unit	2023	2024	2025
Total Grievance Cases Reported	Case	23	49	5
Number of Grievances Handled	Case	23	49	5

Average Response Time	Day	10	4	4

Ethical Management Risk Management

Classification		Unit	2023	2024	2025
Corruption-related Risk Assessment	Assessed Sites	Site	1	1	1
	Ratio of Sites Assessed	%	100	100	100

Ethics Training

Classification		Unit	2023	2024	2025
Anti-corruption Policy	Board Members Trained on the Policy	Person	-	1	1
	Ratio of Board Members Trained on the Policy	%	-	100	100
	Employees Trained on the Policy	Person	-	3,921	4,293
	Ratio of Employees Trained on the Policy	%	-	100	100
Anti-corruption Training	Board Members Trained	Person	2	3	3
	Ratio of Board Members Trained	%	100	100	100
	Employees Trained	Person	4,130	3,921	4,293
	Ratio of Employees Trained	%	100	100	100

GRI Index

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	2-23 Policy commitments	ESG Policy and Certification		
	2-24 Embedding policy commitments	Climate Change Response, Ethical Management		
	2-25 Processes to remediate negative impacts	ESG Hotline System, Ethical Management Reporting Channel		
	2-26 Mechanisms for seeking advice and raising concerns	ESG Hotline System, Ethical Management Reporting Channel		
	2-27 Compliance with laws and regulations	Environmental Compliance Monitoring, Environmental Violations, Regulatory Violations		
	2-28 Membership associations	Awards and Memberships		
	2-29 Approach to shareholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Labor-Management Relations		
Material Topic & Topic Standards				
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment		
	3-2 List of material topics	Double Materiality Assessment		
	3-3 Management of material topics	Double Materiality Assessment		
Material Topic 1	**Talent development**			

GRI 2 : General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Director Appointment		
	2-11 Chair of the highest governance body	Board of Directors		
	2-12 Role of the highest governance body in overseeing the management of impacts	Climate Change Response		
	2-13 Delegation of responsibility for managing impacts	Climate Change Response		
	2-14 Role of the highest governance body in sustainability reporting	Climate Change Response		
	2-15 Conflicts of interest	Board of Directors Independence		
	2-16 Communication of critical concerns	Climate Change Response		
	2-17 Collective knowledge of the highest governance body	Board of Directors Expertise		
	2-18 Evaluation of the performance of the highest governance body	Board Evaluation and Compensation		
	2-19 Remuneration policies	Board Evaluation and Compensation		
	2-20 Process to determine remuneration	Board Evaluation and Compensation		
	2-21 Annual total compensation ratio	CEO and Employee Compensation		
	2-22 Statement on sustainable development strategy	CEO Message		
	2-23 Policy commitments	ESG Policy and Certification		
	2-24 Embedding policy commitments	Climate Change Response, Ethical Management		
	2-25 Processes to remediate negative impacts	ESG Hotline System, Ethical Management Reporting Channel		
	2-26 Mechanisms for seeking advice and raising concerns	ESG Hotline System, Ethical Management Reporting Channel		
	2-27 Compliance with laws and regulations	Environmental Compliance Monitoring, Environmental Violations, Regulatory Violations		
	2-28 Membership associations	Awards and Memberships		
	2-29 Approach to shareholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Labor-Management Relations		
Material Topic & Topic Standards				

GRI 3 : Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment		
	3-2 List of material topics	Double Materiality Assessment		
	3-3 Management of material topics	Double Materiality Assessment		
Material Topic 1	**Talent development**			
GRI 404 : Training and Education	404-1 Average hours of training per year per employee	Employee Training		
	404-2 Programs for upgrading employee skills and transition assistance	Talent Development		
	404-3 Percentage of employees receiving regular performance and career development reviews	Evaluation and Compensation, Performance Evaluation		
Material Topic 2	**Product Quality and Safety**			
GRI 416 : Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	-	Incomplete data	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Regulatory Violations	Not applicable	
GRI 417 : Marketing and Labeling	417-1 Requirements for product and service information and labeling	Promoting a Circular Economy		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Regulatory Violations	Not applicable	
	417-3 Incidents of non-compliance concerning marketing communications	-	Not applicable	
Material Topic 3	**Customer Satisfaction**			
GRI 418 : Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Regulatory Violations		
Material Topic 4	**Climate Change**			
GRI 201 : Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Response		

GRI 305 : Emissions	305-1 Direct (Scope 1) GHG emissions	Climate Change Response		
	305-2 Indirect (Scope 2) GHG emissions	Climate Change Response		
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change Response		
	305-4 GHG emission intensity	Greenhouse Gas Emissions		
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions		
	305-6 Emissions of ozone-depleting substances	-	No emissions	
Material Topic 5	**Energy Management**			
GRI 302 : Energy	302-1 Energy consumption within the organization	Energy Consumption		
	302-2 Energy consumption outside of the organization	-	Incomplete data	
	302-3 Energy intensity	Energy Consumption		
	302-4 Reduction of energy consumption	Energy Consumption		
	302-5 Reductions in energy requirements of products and services	Product Environmental Impact Management		

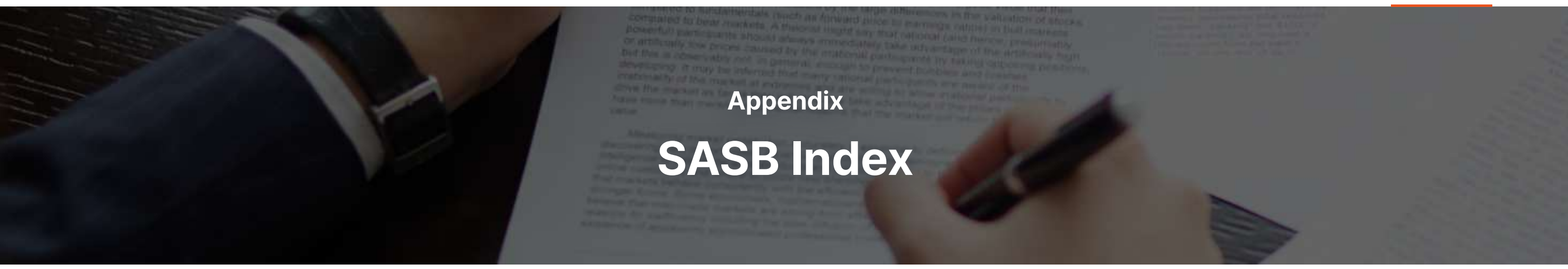
GRI	Disclosure	Reporting page	Explanation	Omission
Other GRI Index				
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity		
	101-2 Management of biodiversity impacts	Biodiversity		
	101-4 Identification of biodiversity impacts	Biodiversity		
	101-5 Locations with biodiversity impacts	Biodiversity		
GRI 201 : Economic Performance	201-1 Financial implications and other risks and opportunities due to climate change	Economy		
GRI 203 : Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Economy		
GRI 204 : Procurement Practices	204-1 Proportion of spending on local suppliers	Local Community		

GRI 205 : Anti-corruption	205-1 Operations assessed for risks related to corruption	Procurement Practices		
	205-2 Communication and training about anti-corruption policies and procedures	Ethical Management Risk Management		
	205-3 Confirmed incidents of corruption and actions taken	Ethical Management Activities		
GRI 206 : Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Regulatory Violations	Not applicable	
GRI 303 : Water and Effluents	303-1 Interactions with water as a shared resource	Water Resource Management		
	303-2 Management of water discharge-related impacts	Water Resource Management		
	303-3 Water withdrawal	Water Consumption		
GRI 305 : Emissions	305-7 Nitrogen oxides (NOx), sulfur dioxides (SOx), and other significant air emissions	Air Quality Management		
GRI 306 : Waste	306-1 Waste generation and significant waste-related impacts	Waste Management		
	306-2 Management of significant waste-related impacts	Waste Management		
	306-3 Waste generated	Waste Generation		
	306-4 Waste diverted from disposal	Waste Generation		
	306-5 Waste directed to disposal	Waste Generation		
GRI 308 : Supplier Environment Assessment	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		
GRI 401 : Employment	401-1 New employee hires and employee turnover	New Hires and Turnover		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Welfare Benefits		
	401-3 Parental leave	Maternity and Parental Leave		

GRI	Disclosure	Reporting page	Explanation	Omission
Other GRI Index				
GRI 402 : Labor-Management Relationship	402-1 Minimum notification periods regarding operation changes	-	We provide a 30-day advance notice for significant business changes in compliance with relevant laws and regulations	

GRI 403 : Occupational Health and Safety	403-1 Occupational health and safety management system	Safety and Health Management System		
	403-2 Hazard identification, risk assessment, and incident investigation	Safety and Health Risk Management		
	403-3 Occupational health services	Employee Health Management		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Health Organization		
	403-5 Worker training on occupational health and safety	Employee Safety and Health Training		
	403-6 Promotion of worker health	Employee Health Management		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety Accident Prevention Activities, Employee Health Management		
	403-8 Workers covered by an occupational health and safety management system	Safety and Health Management System		
	403-9 Work-related injuries	Management of Serious Accidents, Safety and Health		
	403-10 Work-related ill health	Management of Serious Accidents, Safety and Health		
GRI 405 : Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Board of Directors		
	405-2 Ratio of basic salary and remuneration of women to men	Employees Pay Gap		
GRI 406 : Anti-discrimination	406-1 Incidents of discrimination and corrective actions taken	Human Right	Not applicable	
GRI 407 : Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Right	Not applicable	
GRI 408 : Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights Policy	Not applicable	
GRI 409 : Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Policy	Not applicable	
GRI 413 : Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Local Community		

GRI 414 : Supplier Social Assess ment	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	414-2 Negative social impacts in the supp ly chain and actions taken	Sustainable Supply Chain		
GRI 415 : Public Policy	415-1 Political contributions	Political Contributions		



Appendix

SASB Index

SASB Index

Sector : ELECTRICAL & ELECTRONIC EQUIPMENT

Topics	SASB Code	Metric	Reporting page
Sustainability Disclosure Topics & Accounting Metrics			
Energy Management	RT-EE-130a.1	1) Total energy consumed	Energy Consumption
		2) Percentage grid electricity	Energy Consumption
		3) Percentage renewable	Introduction and Expansion of Renewable Energy
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Waste Generation
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Waste Generation
Product Safety	RT-EE-250a.1	No. of recalls issued, total units recalled	No Report
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	No Applicable Cases
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	No Report
	RT-EE-410a.2	Percentage of eligible products by revenue meeting ENERGY STAR® criteria	Not Applicable
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	No Report
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Procurement Practices
Business Ethics	RT-EE-510a.1	1) bribery and anti-competitive behavior	Regulatory Violations
		2) Description of policies and practices for prevention of corruption	Ethical Management
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Not Applicable
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Not Applicable
Activity Metrics			
Activity Metrics	RT-EE-000.A	No. of units produced by product category	Business Report_II. Description of Business_3. Raw Materials and Production Facilities
	RT-EE-000.B	No. of employees	Employees

Appendix

UNGC Index

UNGC Index

Category	Principles	Reporting page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Human Rights Management
	Principle 2: make sure that they are not complicit in human rights abuses	Human Rights Management
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Labor-Management Relations
	Principle 4: the elimination of all forms of forced and compulsory l abor	Human Rights Management
	Principle 5: the effective abolition of child labor	Human Rights Management
	Principle 6: the elimination of discrimination in respect of employm ent and occupation	Diversity and Inclusion
Environment	Principle 7: Businesses should support a precautionary approach t o environmental challenges	Environment Management
	Principle 8: undertake initiatives to promote greater environmental responsibility	Environment Management
	Principle 9: encourage the development and diffusion of environm entally friendly technologies	Introduction and Expansion of Renewable Energy
Anti-Corruption	Principle 10: Businesses should work against corruption in all its fo rms, including extortion and bribery	Ethical Management

Appendix

UN SDGs Index

Goals		Key Activities	Reporting page
Goal 1.	No Poverty	• Financial support for vulnerable groups in the local community	• Local Community
Goal 3.	Good Health And Well-Being	• Providing regular health check-ups for all employees • Operation of employee wellness programs • Operation of maternal protection programs	• Employee Health Management
Goal 4.	Quality Education	• Operating employee competency and development programs	• Talent Development
Goal 5.	Quality Education	• Employee and Board Diversity • Ensuring Equal Pay	• Governance • Diversity and Inclusion
Goal 6.	Clean Water And Sanitation	• Water Management • Water Risk Management	• Water Management
Goal 7.	Affordable and Clean Energy	• Expansion of Renewable Energy Use • Energy Management	• GHG Reduction Activities
Goal 8.	Decent Work And Economic Growth	• Talent Recruitment • Customers and Partners • R&D	• Talent Management • Customers and Partners • R&D
Goal 9.	Industry, Innovation And Infrastructure	• R&D Infrastructure • Information Security Management System	• R&D • Information Security
Goal 10.	Reduced Inequalities	• Human Rights Due Diligence • Diversity and Inclusion	• Human Rights Management
Goal 12.	Responsible Consumption And Production	• Product Environmental Impact Management • Hazardous Chemical Management • Sustainable Supply Chain	• Environmental Impact • Customers and Partners
Goal 13.	Climate Action	• Climate Change Response • Environmental Management	• Environmental Management • Climate Change Response
Goal 15.	Life on Land	• Biodiversity Risk Assessment • Waste Management	• Environmental Impact • Biodiversity
Goal 16.	Peace, Justice And Strong Institutions	• ESG Hotline System • Ethical Management	• Corporate Culture • Ethical Management
Goal 17.	Partnerships For the Goals	• Memberships in Key Organizations • artnerships with Social Contribution Organizations	• Local Community • Awards and Memberships

Appendix

Awards and Memberships

Certification Institution	Date	Details
Seoul Small and Medium Business Administration	February, 2008	Certified as a Technology Innovation SMB (INNOBIZ)
Military Manpower Administration	December, 2008	Designated as a company with expert research personnel for alternative milit ary service
Ministry of Knowledge Economy	May, 2009	Designated as an Advanced Technology Center (ATC)
Korea Occupational Safety and Health Agency	November, 2009	Achieved 660 days without accidents
Korea Occupational Safety and Health Agency	November, 2010	Achieved 940 days without accidents
Small and Medium Business Administration	February, 2011	Confirmation of Technology Innovation SMB
Ministry of Knowledge Economy	May, 2011	Designated as a WORLD CLASS 300 Company
The Export-Import Bank of Korea	August, 2011	Awarded as a "Korean Hidden Champion" company
Korea Trade Insurance Corporation, Kookmin Bank	February, 2012	Awarded as a "Trade Champs Club" member
Korean Foundation for Quality	May, 2019	IATF16949
Korean Foundation for Quality	August, 2020	ISO14001
Korean Foundation for Quality	August, 2020	ISO45001
DNV	June, 2024	ISO/SAE 21434
KMR	November, 2025	ISO 27001

Awarding Institution	Date	Details
Ministry of Science & Technology	September, 2006	Received the Minister of Science and Technology's Commendation on Science Day
Republic of Korea	January, 2006	Received the Presidential Commendation on Electronics Day
Ministry of Commerce Industry and Energy	January, 2006	Received the Minister of Commerce, Industry and Energy's Commendation
Ministry of Knowledge Economy	June, 2009	Awarded the 50 Million Dollar Export Tower
Republic of Korea	June, 2009	Received the Presidential Commendation at the Startup Business Competition
Ministry of Knowledge Economy	January, 2009	Received the Minister of Knowledge Economy's Commendation for a Venture Entrepr eneur
Ministry of Knowledge Economy	November, 2011	Awarded the 100 Million Dollar Export Tower
Ministry of Knowledge Economy	December, 2014	Awarded the 200 Million Dollar Export Tower
Ministry of Knowledge Economy	December, 2015	Awarded the 300 Million Dollar Export Tower
Republic of Korea	December, 2015	Received the Presidential Commendation for an Excellent Job-Creating Company
Republic of Korea	November, 2017	Awarded the Industrial Service Medal at the Materials & Components Technology Aw ards
Ministry of Economy and Finance	March, 2020	Received a Commendation for Exemplary Local Tax Payment
Ministry of Trade, Industry and Energy	December, 2020	Awarded the 400 Million Dollar Export Tower

Ministry of Trade, Industry and Energy	September, 2025	Awarded the Bronze Tower Order of Industrial Service Merit

Association/Organization	Year	Description
Samsung Electronics Supplier Council (Samsung Electronics)	2019	A group of Samsung Electronics and its primary suppliers, formed to create high-quality products and services through cooperation and to strengthen the commitment to mutual growth in business transactions.
Board of Directors, Korea International Trade Association (Korea International Trade Association)	2021	An organization that represents the trade industry during a period of great transformation in trade, seeks innovative growth for the industry by assisting the Korea International Trade Association, and participates in the association's board and subcommittees to deliberate on key matters related to the association's operations and to take part in improvement-related events on behalf of member companies and the industry.
Federation of Middle Market Enterprises of Korea	2022	An organization formed to contribute to the nation and society through the unity of middle-market enterprises. It was officially launched as a statutory economic organization in July 2014, based on the 'Special Act on the Promotion of Growth and Strengthening of Competitiveness of Middle-Market Enterprises'.
Hyundai-Kia Suppliers Association (Hyundai Motor Company/Kia Motors)	2023	A group of Hyundai-Kia Motors and their suppliers, formed to maintain a smooth cooperative relationship between Hyundai-Kia Motors and its partners and to promote mutual growth based on reciprocal cooperation.

Appendix

Greenhouse Gas Verification Statement

CORPORATE GREENHOUSE GASES VERIFICATION OPINION

MCNEX CO., LTD

MCNEX TOWER.13-39, Songdogwahak-ro 16beon-gil, Yeonsu-gu, Incheon, Republic of Korea

Intertek Korea has verified MCNEX CO., LTD's direct(Scope 1) and indirect(Scope 2) greenhouse gas emissions and confirms that the reported GHG emissions have been appropriately calculated in compliance with the relevant regulations and standards.

Reporting period : Year 2022, 2025 (Jan ~ Dec)

Year	Direct Emission (Scope 1)		Indirect Emission (Scope 2)		Total (tCO_2 eq)	
	Stationary Combustion	Mobile Combustion	Location	Market	Location	Market
2022	428.175	442.429	33,420.649	33,420.649	34,291.253	34,291.253
2025	2,708.472	417.469	38,450.095	38,450.095	41,576.036	41,576.036
SCOPE1, 2 Total (tCO_2 eq)					75,867.289	75,867.289

* Location-based: Scope 2 emissions calculated based on the average emission intensity of the national power grid.
** Market-based: Scope 2 emissions calculated by reflecting the emission characteristics of electricity actually purchased through 'contractual instruments'.

This verification has been conducted in accordance with ISO 14064-3:2019 and complies with the requirements of ISO 14064-1:2018, ISO 14065:2020, and ISO 14066:2023.

For details regarding the verification, you may refer to the corresponding this verification opinion.

Verification Opinion Number:
ITRKSKGHGV06109

Verification Opinion Issue Date:
27 Mar 2026

INTERTEK ISO/IEC 17029
VERIFIED
Corporate GHG Emissions

JACK KIM
General Manager

Intertek Testing Services Korea Ltd.
7, Achasan-ro 5-gil, Seongdong-gu
Seoul, 04793,
Korea

APPENDEX I: GREENHOUSE GAS INVENTORY

<Year 2022>

Region	Sites	GHG Emission(tCO_2 eq)					
		Direct Emission (Scope 1)		Indirect Emission (Scope 2)		Total	
		Stationary Combustion	Mobile Combustion	Location	Market	Location	Market
KOREA	HEADQUARTER	89.43	27.702	1,489.576	1,489.576	1,606.708	1,606.708
VIETNAM	MCNEX VINA	338.745	414.727	31,931.073	31,931.073	32,684.545	32,684.545
SCOPE1, 2 Total						34,291.253	34,291.253

<Year 2025>

Region	Sites	GHG Emission(tCO_2 eq)					
		Direct Emission (Scope 1)		Indirect Emission (Scope 2)		Total	
		Stationary Combustion	Mobile Combustion	Location	Market	Location	Market
KOREA	HEADQUARTER	32.565	29.203	1,244.618	1,244.618	1,306.386	1,306.386
VIETNAM	MCNEX VINA	2675.907	388.266	37,205.477	37,205.477	40,269.650	40,269.650
SCOPE1, 2 Total						41,576.036	41,576.036

APPENDEX II: VERIFICATION REPORT

Introduction

MCNEX CO., requested independent verification of "Greenhouse gas emissions from for the reporting 01.01.2022 to 12.31.2022, and 01.01.2025 to 12.31.2025" from Intertek Testing Services Korea Ltd. Intertek Testing Services Korea Ltd. conducted a third-party result verification of greenhouse gas emissions and this verification is based on the agreed-upon scope, purpose, and applied standards.

Objective

The purpose of this verification is to determine whether the information, data, and results included in the greenhouse gas emissions conducted by MCNEX CO., LTD are appropriate based on objective evidence. This verification confirms that MCNEX CO., LTD's reported direct and indirect greenhouse gas emissions have received reasonable verification for Scope 1 & Scope 2 emissions in accordance with the requirements of ISO 14064-3:2019.

Standards and Scope

This document is a verification opinion on the greenhouse gas emissions reported at the MCNEX CO., LTD business site.

- Criteria
  - Verification guideline for management of GHG Emissions Trading Scheme provided by Ministry of Environment, Republic of Korea
  - ISO 14064-1:2018 (Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals)
  - ISO 14064-3:2019 (Specification with guidance for the verification and validation of greenhouse gas statements)
  - 2006 IPCC Guidelines for National Greenhouse Gas Protocol
  - Hyundai Motors ·Kia Partners Greenhouse Gas Manual [Ver. 2.0, 2026.02.]

The scope of the verification included assessment of accuracy and reliability of the greenhouse gas emissions of MCNEX CO., LTD.

- Greenhouse gas Reporting period
  - Jan 2022 ~ 31 Dec 2022
  - 01 Jan 2025 ~ 31 Dec 2025

- Target locations of the verification

HEADQUARTER	MCNEX TOWER. 13-39, Songdogwahak-ro 16beon-gil, Yeonsu-gu, Incheon, Republic of Korea
MCNEX VINA	Lot Cn1, PhucSon, PhucSon, Hoa Lu, NinhBinh, VIETNAM

Level of assurance and materiality

- Level of assurance : Limited assurance

This verification was conducted at a limited guarantee level using the verification procedures of Intertek Testing Services Korea Ltd.

Note: In limited assurance verification, the scope of evidence collection is less than that of reasonable assurance verification. Limited assurance verification focuses on collected data rather than directly verifying raw data at the workplace. As a result, limited assurance verification has a significantly lower level of assurance than reasonable assurance verification.

- Materiality threshold: ± 5% for the total sum

This verification is considered materially misleading if the value of the error more than 5% of the total inventory for the subject matter of the verification.

Note: Materiality refers to the concept that individual or aggregate errors, omissions, or misstatements can impact your GHG emissions and inform your decision-making. Materiality is therefore used to identify information that, if omitted or incorrectly stated, could result in an overall incorrect estimate GHG emissions and ensure that such material inconsistencies are absent or minimized.

Methodology

This verification is conducted in accordance with the verification procedures of Intertek Testing Services Korea Ltd. The following activities were conducted as part of evidence collection.

- Agreement on verification level, objectives, criteria, organizational scope and materiality level;
- Review processes and procedures to establish organizational boundaries to ensure relevance of emissions reporting across direct and indirect sources;
- Ensure that secondary data is referenced from reliable or credible sources;
- Review of adequacy and suitability of greenhouse gas calculation procedures, including calorific value and emission coefficient, etc. applied to activity data and emission calculations;
- Interviews with employees of the target company or subsidiary within the scope of verification;
- Review data and information systems and methodologies for the collection, aggregation, analysis, and review of information used to determine greenhouse gas emissions;
- Random sample testing of evidence and data values to determine greenhouse gas emissions;
- Strategic analysis and risk assessment based on submitted Greenhouse Gas Report.

Limitations of Verification

This verification has inherent limitations that may arise in the process of applying the verification standards and methods to the emissions data shown in the MCNEX CO., LTD Greenhouse Gas Report, and there may be errors, omissions, or false entries that are not found.

Qualification and Independence

Intertek Testing Services Korea Ltd. implements and maintains a comprehensive management system and liability system that satisfies the accreditation requirements of IS0 14065:2020 and ISO/IEC 17029:2019. Additionally, we

intertek
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comply with the Code of Ethics for Certified Public Accountants of the International Ethics Standards Board for Accountants (IESBA).

Intertek Testing Services Korea, Ltd. ensures that appropriately qualified verification examiners are selected based on qualifications, training, and experience. The results of all verification and certification assessments are reviewed internally by management to ensure that the approach applied is rigorous and transparent.

Intertek Testing Services Korea, Ltd. has conducted only this verification review for greenhouse gas emissions of MCNEX CO., LTD, so it does not violate independence and fairness.

Conclusions

As a result of the verification based on Intertek Testing Services Korea Ltd.'s approach, MCNEX CO., LTD's greenhouse gas emissions were presented fairly and factually in all material respects and in accordance with the standards and standards applied and no errors, omissions, or false facts were identified within the assurance level.

No significant errors have been detected in the calculation of emissions during the verification process, and the related activity materials and evidence have been appropriately managed to ensure accurate calculation. Therefore, the verification team presents a final 'appropriate' opinion.

This opinion is based on verification at a limited assurance level and was derived based on the verification team's professional judgment.

Intertek Testing Services Korea Ltd. does not assume any obligation or responsibility to any other person or organization. MCNEX CO., LTD is responsible for collecting, compiling, and presenting analysis of all data and information related to carbon footprint emissions and maintaining effective internal controls. If this verification opinion is disclosed, it must be disclosed in complete form.

THIS VERIFICATION OPINION IS VALID ONLY FOR THE SCOPE OF APPLICATION, VERIFICATION PURPOSE, EXPLANATION, AND STANDARDS SPECIFIED IN THE VERIFICATION OPINION.

Reviewer : Kyrie Choi

Lead Verifier : Timothy Choi

Verification Opinion No.: ITRKSKGHGV06109 5 of 5

Appendix

Independent Assurance Statement

Independent Assurance Statement

To readers of 2025 MCNEX ESG Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2025 MCNEX ESG Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of MCNEX's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to MCNEX's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in MCNEX's report:

- 2025 MCNEX ESG REPORT

Reference Standard

- GRI Standards 2021

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance crit eria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusi vity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidim ensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 202 4 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
  - GRI 2 General Disclosures 2021
  - GRI 3 Material Topics 2021
- Topic Specific Standards
  - GRI 101: Biodiversity(101-1, 101-2, 101-4, 101-5),
  - GRI 201: Economic Performance(201-1, 201-2), GRI 203: Indirect Economic Impacts(203-1), GRI 204: Procurement Practices, GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior,
  - GRI 302: Energy, GRI 303: Water and Effluents(303-1, 303-2, 303-3), GRI 305: Emissions, GRI 306: Waste, GRI 308: Supplier Environmental Assessment,
  - GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor, GRI 413: Local Communities(413-1), GRI 414: Supplier Social Assessment, GRI 415: Public Policy, GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, GRI 418: Customer Privacy

As for the reporting boundary, the engagement excludes information external to MCNEX, such as financial information and greenhouse gas emissions data.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality asse ssment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls w as not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the pre vious period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows f or different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. I n a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are li mited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling bas ed on the assumption that the data and information provided by MCNEX are complete and sufficient. To overcome these limitations, we confirmed the quality and r eliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with MCNEX on the revision of the Report. We reviewed the Report's final version in ord er to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteri a presented by MCNEX, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opi nion. Our opinion on the principles is as follows:

Inclusivity

MCNEX has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Not hing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

MCNEX has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material top ics left out in the process.

Responsiveness

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

Impact

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

Reliability of Specific Sustainability Performance Information

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

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with MCNEX and did not provide any services to MCNEX that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of MCNEX for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of MCNEX. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 26, 2026

SRV1000 Sustainability Committee Assurance

AA1000 Licensed Report 000-129/V3-AL7ZG

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Appendix

ESG Policy and Certification

ESG Certifications

- ISO 14001
- ISO 45001
- ISO/IEC 27001
- ISO 9001
- ISO/SAE 21434
- IATF 16949
- Greenhouse Gas Verification Statement

ESG Standards

- Environment Health & Safety Policy
- Human Rights Policy
- Code of Ethics
- Code of Ethics Practice Guide
- Supplier Code of Conduct
- Conflict Mineral Policy
- Quality Policy