

ESG FACTBOOK

02	Financial Performance
05	Environmental Performance
20	Social Performance
40	Governance Performance

ESG FACTBOOK

Financial Performance

Sustainable Technology Development

R&D Expenses

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
R&D expenses	KRW 100 million	15,925	17,486	18,765
R&D to sales ratio	%	2.7	3.1	3.1

R&D Employees

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
R&D employees	Persons	5,718	~	1,516	7,234	5,899	~	1,558	7,457	6,143	~	1,688	7,831
R&D employees out of total employees ¹⁾	%	47.2	~	6.3	19.9	47.9	~	6.4	19.3	48.6	~	5.9	18.9

1) Excluding employees of domestic subsidiaries

Patent Applications¹⁾

Category	Unit	2023				2024				2025			
		Parent ³⁾	Domestic Subsidiaries	Overseas Subsidiaries ³⁾	Total	Parent ³⁾	Domestic Subsidiaries	Overseas Subsidiaries ³⁾	Total	Parent ³⁾	Domestic Subsidiaries	Overseas Subsidiaries	Total
Patents granted (cumulative ²⁾)	Cases	7,949	189	0	8,138	9,090	65	0	9,155	10,315	41	0	10,356
New patent applications filed	Cases	2,202	15	0	2,217	2,375	3	0	2,378	2,677	1	0	2,678

1) Based on the date of filing

2) Cumulative number of patents held at year-end

3) The 2023 and 2024 data were restated as all domestic and overseas patents are filed and managed by the headquarters.

Core Parts Orders Awarded

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Core parts ¹⁾ orders awarded	USD million	9,216	2,569	9,168

1) Core parts: Electronics, Lamps, Chassis, Electrification

Financial Performance

Corporate Governance

Business Performance and Distribution

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Assets	KRW million	58,585,845	66,596,905	70,400,532
Liabilities	KRW million	17,930,546	20,478,673	21,187,737
Equity	KRW million	40,655,299	46,118,232	49,212,795
Sales	KRW million	59,254,361	57,236,995	61,118,127
Ratio of sales from electrification parts	%	20.7	11.7	8.8
Gross profit	KRW million	6,762,174	8,062,628	8,829,921
Operating expenses	KRW million	56,959,077	54,163,539	57,760,671
Operating profit	KRW million	2,295,284	3,073,456	3,357,456
Profit before taxes	KRW million	4,444,854	5,264,476	5,115,158
Net income	KRW million	3,423,309	4,060,161	3,664,736
Income taxes	KRW million	1,021,545	1,204,315	1,450,422
Shareholder dividends	KRW million	407,320	539,545	579,773
Interest expenses	KRW million	150,110	129,284	176,539

Audit Committee

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Average attendance of independent directors at Audit Committee meetings	%	100	100	100
Hours of audit-related training provided by specialized organizations to the Audit Committee ¹⁾	Hours	7.5	9.0	6.0

1) Total training hours regardless of the number of attendees (1.5 hours × number of sessions)

External Audits

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Audit service fees	KRW million	2,610	2,666	2,080
Non-audit service fees	KRW million	54	85	273
Ratio of non-audit service fees to audit service fees	%	2.1	3.2	13.1

Financial Performance

Corporate Governance

Compensation for the Highest-paid Individual and the CEO

Category	Unit	2023 Parent	2024 Parent	2025 Parent
Total annual compensation for the highest-paid individual	KRW million	4,000	4,431	3,060
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees ¹⁾	Times	31	31	22
Percentage increase in annual total compensation for the highest-paid individual	%	10.3	10.8	(30.9)
Percentage increases in median annual total compensation for all employees	%	14.5	10.4	(3.7)
Total annual compensation for the CEO	KRW million	1,624	1,797	1,723
Average annual total compensation for all employees excluding the CEO	KRW million	123	136	137
Ratio of the annual total compensation for the CEO to the average annual total compensation for all employees	Times	13.2	13.2	12.6
Median annual total compensation for all employees excluding the CEO	KRW million	129	142	143
Ratio of the annual total compensation for the CEO to the median annual total compensation for all employees	Times	12.6	12.7	12.0

1) Median annual total compensation for all employees excluding two co-CEOs

Shareholder Value Enhancement

Category	Unit	2023 Consolidated	2024 Consolidated	2025 Consolidated
Shares outstanding	Shares	93,659,068	92,999,068	90,736,557
Common shares	Shares	90,668,643	90,490,640	89,176,783
Preferred shares	Shares	3,974	3,974	3,974
Treasury shares	Shares	2,986,451	2,504,454	1,555,800
Shares held by the Employee Stock Ownership Association	Shares	360,566	668,632	864,204
Percentage of shares held by the Employee Stock Ownership Association	%	0.38	0.72	0.95
Dividends	KRW 100 million	4,073	5,395	5,798
Shares repurchased	KRW 100 million	1,465	1,630	4,145
Shares cancelled	KRW 100 million	1,465	1,630	6,217
Shareholder return amount	KRW 100 million	5,538	7,025	12,015
Percentage of shareholder return ¹⁾	%	16.2	17.3	32.8
Voting rights present at the AGM	Shares	74,093,630	77,041,715	77,363,369

1) Amount of shareholder return (dividends paid + shares cancelled) / net income × 100

Environmental Performance

Environmental Management

Environmental Non-compliance¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Cases of regulatory non-compliance	Cases	0	0	0	0	1	0	0	1	0	0	0	0
Total penalties	KRW	0	0	0	0	800,000	0	0	800,000	0	0	0	0
Liabilities related to environmental regulations	KRW	~	~	~	~	~	~	~	~	~	~	~	~

1) Non-consolidated data; based on the same criteria as '3. Sanctions and Related Matters – A. Status of Sanctions by Investigative and Judicial Authorities' in the 2025 Business Report (p. 353).

Environmental Training

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Completion rate of environmental training ^{1), 2)}	%	55.87	43.82	45.06
Employees subject to training ²⁾	Persons	11,541	11,726	11,935
Employees who completed training	Persons	6,448	5,138	5,378

1) Number of employees who completed ESG mindset training / Total number of regular employees) x 100

2) 2023 and 2024 data restated due to updated calculation standards.

Environmental Performance

GHG Management

GHG Emissions (Scope 1+2)

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By scope	Scope 1 emissions	tCO ₂ eq	7,434	14,850	30,511	52,795	7,817	14,687	30,487	52,991	7,735	14,429	31,098	53,263
	Emissions subject to emissions trading regulations	tCO ₂ eq	7,434	8,409	~	15,843	7,817	8,322	~	16,139	7,735	7,795	~	15,530
	Percentage Subject to ETS Regulations	%	100	56.6	~	30.0	100	56.7	~	30.5	100	54.0	~	29.2
	Scope 2 emissions (location-based)	tCO ₂ eq	96,800	94,180	160,330	351,310	100,628	94,429	176,002	371,059	104,563	100,761	204,998	410,322
	Scope 2 emissions (market-based)	tCO ₂ eq	93,270	90,792	149,390	333,452	97,517	92,061	158,933	348,511	84,315	83,443	137,338	305,096
By country	Korea	tCO ₂ eq	100,704	105,618	~	206,322	105,334	106,722	~	212,056	92,050	97,843	~	189,893
	China	tCO ₂ eq	~	~	52,235	52,235	~	~	47,320	47,320	~	~	36,717	36,717
	US	tCO ₂ eq	~	23	45,723	45,746	~	25	46,789	46,814	~	26	51,977	52,003
	India	tCO ₂ eq	~	~	21,547	21,547	~	0.3	22,013	22,013	~	2.6	21,139	21,142
	Czech Republic	tCO ₂ eq	~	~	16,157	16,157	~	~	16,336	16,336	~	~	15,998	15,998
	Others	tCO ₂ eq	~	~	44,238	44,238	~	~	56,963	56,963	~	~	42,605	42,605
GHG emissions (Scope 1 + location-based Scope 2)		tCO ₂ eq	104,234	109,030	190,841	404,105	108,445	109,116	206,489	424,050	112,298	115,191	236,096	463,585
GHG emissions (Scope 1 + market-based Scope 2)		tCO ₂ eq	100,704	105,642	179,901	386,247	105,334	106,748	189,420	401,502	92,050	97,872	168,436	358,358
Total GHG emissions intensity (Scope 1+2) ¹⁾		tCO ₂ eq/KRW 100 million	0.26	~	~	0.65	0.29	~	~	0.70	0.25	~	~	0.59

1) Parent: parent Scope 1 + Scope 2 emissions / parent sales, Total: total Scope 1 + Scope 2 emissions / consolidated sales (total sales)

Environmental Performance

GHG Management

GHG Emissions (Scope 3)¹⁾

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Scope 3 GHG emissions ²⁾	tCO ₂ eq	16,867,245	15,738,065	16,811,903
Upstream	Upstream Total	tCO ₂ eq	14,682,803	14,791,722
	1. Purchased goods and services ³⁾	tCO ₂ eq	14,344,540	14,454,878
	2. Capital goods	tCO ₂ eq	22,712	19,666
	3. Fuel-and energy-related activities ⁴⁾	tCO ₂ eq	66,087	75,266
	4. Upstream transportation and distribution	tCO ₂ eq	230,570	220,684
	5. Waste generated in operations ⁴⁾	tCO ₂ eq	4,819	5,689
	6. Business travel ⁵⁾	tCO ₂ eq	11,990	13,270
	7. Employee commuting ⁶⁾	tCO ₂ eq	1,934	2,061
	8. Upstream leased assets ⁷⁾	tCO ₂ eq	151	208
Downstream	Downstream Total	tCO ₂ eq	2,184,442	2,020,181
	9. Downstream transportation and distribution	tCO ₂ eq	121,856	68,308
	10. Processing of sold products ⁴⁾	tCO ₂ eq	56,748	51,164
	11. Use of sold products ⁸⁾	tCO ₂ eq	1,676,190	1,563,865
	12. End-of-life treatment of sold products ⁸⁾	tCO ₂ eq	245,123	231,134
	13. Downstream leased assets ⁹⁾	tCO ₂ eq	~	~
	14. Franchises ⁹⁾	tCO ₂ eq	~	~
	15. Investments ⁴⁾	tCO ₂ eq	84,525	105,710
Total GHG emissions (Scope 1+2+3) - location-based		tCO ₂ eq	17,271,350	17,275,488
Total GHG emissions (Scope 1+2+3) - market-based		tCO ₂ eq	17,253,492	17,170,261
Total GHG emissions intensity (Scope 1+2+3) - market-based		tCO ₂ eq/KRW 100 million	29.12	28.09

1) Emissions were calculated in accordance with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. For categories where the calculation methodology or coverage changed, emissions for previous years were retroactively recalculated.

2) Proportion of Scope 3 emissions calculated using primary data from actual activities in 2025: 99% (Scope 3 emissions calculated using primary data / Total Scope 3 emissions × 100)

3) Historical data restated due to expanded calculation scope: Included raw material-related emissions in addition to those from existing domestic and overseas operations, Tier 1 suppliers, and contract manufacturing plants

4) Historical data restated due to refined emission factors and activity data

5) Emissions calculated by transportation mode (personal vehicle, bus, train, and domestic/international flights) for domestic and overseas business trips

6) Emissions calculated based on commuter bus usage

7) Based on leased sites within Car OEM facilities for domestic sales teams

8) Emissions from the use and end-of-life treatment of sold products are calculated by applying the proportion of our parts to the total emissions from vehicle operation and disposal

9) Not applicable to us

Environmental Performance

GHG Management

GHG Management Expenses

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Operating expenditure (OpEx) ¹⁾	Reporting year (current)	KRW million	981	~	1,053	2,034	992	~	1,376	2,368	1,550	395	502	2,447
	Beyond reporting year (future)	KRW million	865	~	~	865	2,889	~	2,791	5,680	3,788	563	1,877	6,228
Capital expenditure (CapEx)	Reporting year (current)	KRW million	1,287	~	834	2,121	655	~	750	1,405	12	~	1,540	1,552
	Beyond reporting year (future)	KRW million	1,656	~	~	1,656	12	~	1,480	1,492	62	~	2,386	2,448

1) Parent data for 2023 and 2024 were disclosed as a combined figure including domestic subsidiaries. From 2025 onward, parent and domestic subsidiary data are disclosed separately.

Energy Management

Energy Consumption

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Energy consumption ¹⁾	TJ	2,165	2,262	1,936	6,363	2,237	2,261	2,073	6,571	2,320	2,389	2,322	7,032
	MWh	251,485	287,008	537,905	1,076,398	260,196	285,940	575,797	1,121,932	268,747	298,304	645,050	1,212,101
Energy consumption intensity ²⁾	TJ/KRW 100 million	0.01	~	~	0.01	0.01	~	~	0.01	0.01	~	~	0.01

1) TJ data for overseas sites in 2023 and 2024 were restated due to a change in the conversion factors for overseas electricity and steam consumption.

2) Parent: Parent energy consumption / Parent sales; Total: Total energy consumption / Consolidated sales (Total sales)

Environmental Performance

Energy Management

Energy Consumption (non-renewable)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Non-renewable energy consumption ¹⁾	TJ	2,082	2,188	1,728	5,998	2,162	2,209	1,743	6,115	1,887	2,025	1,663	5,576
	MWh	241,104	279,009	480,076	1,000,190	250,734	280,225	484,227	1,015,187	221,926	260,011	462,076	944,013
Non-renewable energy consumption ratio	%	96.1	96.8	89.2	94.3	96.7	97.7	84.1	93.1	81.3	84.8	71.6	79.3
Fossil fuel consumption	TJ	139	290	567	997	147	285	567	998	146	282	578	1,006
	MWh	38,600	80,688	157,548	276,835	40,791	79,092	157,443	277,326	40,564	78,299	160,658	279,521
Percentage of fossil energy consumption	%	6.4	12.8	29.3	15.7	6.6	12.6	27.3	15.2	6.3	11.8	24.9	14.3
Consumption of coal and coal product fuels	TJ	0	0	0	0	0	0	0	0	0	0	0	0
	MWh	0	0	0	0	0	0	0	0	0	0	0	0
Consumption of crude oil and petroleum product fuels	TJ	20	5	78	102	19	11	76	106	17	6	77	99
	MWh	5,593	1,272	21,579	28,445	5,328	3,047	21,021	29,396	4,766	1,543	21,302	27,611
Consumption of natural gas and other fuels	TJ	119	286	489	894	128	274	491	893	129	276	502	907
	MWh	33,006	79,416	135,968	248,390	35,463	76,044	136,422	247,930	35,798	76,756	139,355	251,909
Nuclear power consumption	TJ	0	0	0	0	0	0	0	0	0	0	0	0
	MWh	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of nuclear energy consumption	%	0	0	0	0	0	0	0	0	0	0	0	0
Consumption of energy from unknown sources ¹⁾	TJ	1,943	1,898	1,161	5,002	2,015	1,925	1,176	5,116	1,741	1,743	1,085	4,570
	MWh	202,504	198,321	322,529	723,354	209,943	201,133	326,784	737,861	181,363	181,711	301,418	664,492
Purchased electricity	TJ	1,942	1,894	1,106	4,942	2,015	1,921	1,120	5,057	1,741	1,743	1,026	4,510
	MWh	202,258	197,338	307,166	706,763	209,943	200,081	311,198	721,222	181,363	181,608	285,003	647,973
Steam	TJ	1	4	55	60	0	4	56	60	0	0.4	59	59
	MWh	246	983	15,363	16,591	0	1,053	15,587	16,639	0	104	16,415	16,518

1) The 2023 and 2024 TJ data for overseas sites were restated due to changes in the conversion factors for overseas electricity and steam consumption.

Environmental Performance

Energy Management

Energy Consumption (renewable)

Category	Unit	2023				2024				2025				
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	
Renewable energy consumption and transition ¹⁾	TJ	83	73	208	365	75	51	330	456	433	364	659	1,456	
	MWh	10,381	7,999	57,829	76,209	9,461	5,715	91,569	106,745	46,821	38,293	182,975	268,088	
Percentage of renewable energy consumption and transition against total energy consumption ²⁾	%	4.9	3.9	15.8	9.7	4.3	2.8	22.7	12.9	20.5	17.4	39.1	29.3	
By means ¹⁾	Renewable energy consumption	TJ	10	2	17	29	10	2	31	43	10	2	37	49
		MWh	2,697	624	4,753	8,074	2,689	561	8,691	11,940	2,747	596	10,382	13,725
	Self-generation	TJ	10	2	0.4	12	10	2	3	15	10	2	4	16
		MWh	2,697	624	99	3,420	2,689	561	954	4,203	2,747	596	1,082	4,425
	Use of renewable raw materials as fuel ³⁾	TJ	0	0	0	0	0	0	0	0	0	0	0	0
		MWh	0	0	0	0	0	0	0	0	0	0	0	0
	Physical Power Purchase Agreement (P-PPA)	TJ	0	0	17	17	0	0	28	28	0	0	33	33
		MWh	0	0	4,654	4,654	0	0	7,737	7,737	0	0	9,300	9,300
	Renewable energy transition	TJ	74	71	191	336	65	49	298	413	423	362	621	1,406
		MWh	7,684	7,375	53,076	68,135	6,773	5,154	82,878	94,805	44,074	37,697	172,592	254,363
	Purchase of renewable energy certificates	TJ	55	19	182	256	0	0	281	281	0	0	340	340
		MWh	5,679	2,000	50,625	58,305	0	0	77,990	77,990	0	0	94,367	94,367
	Virtual power purchase agreement (vPPA)	TJ	19	0	0	19	65	0	0	65	231	0	41	272
		MWh	2,005	0	0	2,005	6,773	0	0	6,773	24,074	0	11,269	35,343
	Green pricing program (green electricity products)	TJ	0	52	9	60	0	49	18	67	192	362	241	795
		MWh	0	5,375	2,451	7,826	0	5,154	4,888	10,042	20,000	37,697	66,955	124,652
Renewable energy consumption and transition intensity ⁴⁾	TJ/KRW 100 million	0.0002	~	~	0.0006	0.0002	~	~	0.0008	0.0012	~	~	0.0024	

1) The 2023 and 2024 TJ data for overseas sites was corrected due to a change in the conversion factor for overseas consumption (self-generation, physical power purchase agreements, certificate purchases, virtual power purchase agreements, and Green Pricing).

2) (Total renewable energy consumption and transition in MWh / Total electricity consumption) × 100

3) Biomass, biofuel, biogas, etc.

4) Parent: Parent renewable energy consumption / Parent sales, Total: Total renewable energy consumption / Consolidated sales (Total sales)

Environmental Performance

Energy Management

Energy Consumption (electricity)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Electricity consumption ^{1), 2)}	TJ	2,025	1,967	1,314	5,307	2,090	1,972	1,450	5,512	2,174	2,107	1,685	5,966
	MWh	212,640	205,337	364,995	782,971	219,405	205,795	402,767	827,967	228,183	219,901	467,978	916,062
Non-renewable electricity ^{1), 2)}	TJ	1,942	1,894	1,106	4,942	2,015	1,921	1,120	5,057	1,741	1,743	1,026	4,510
	MWh	202,258	197,338	307,166	706,763	209,943	200,081	311,198	721,222	181,363	181,608	285,003	647,973
Renewable electricity ³⁾	TJ	83	73	208	365	75	51	330	456	433	364	659	1,456
	MWh	10,381	7,999	57,829	76,209	9,461	5,715	91,569	106,745	46,821	38,293	182,975	268,088

1) 2024 data for overseas subsidiaries restated due to decimal and rounding adjustments

2) 2023 and 2024 TJ data for overseas sites restated due to a change in the overseas consumption conversion factor

3) Includes renewable energy consumption and transition amounts

Energy Production and Sales ¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Direct energy production ²⁾	TJ	10	2	0.4	12	10	2	3	15	10	2	4	16
	MWh	2,697	624	99	3,420	2,689	561	954	4,203	2,747	596	1,082	4,425
Non-renewable energy production	TJ	0	0	0	0	0	0	0	0	0	0	0	0
	MWh	0	0	0	0	0	0	0	0	0	0	0	0
Renewable energy production ²⁾	TJ	10	2	0.4	12	10	2	3	15	10	2	4	16
	MWh	2,697	624	99	3,420	2,689	561	954	4,203	2,747	596	1,082	4,425
Energy sale	TJ	0	0	0	0	0	0	0	0	0	0	0	0
	MWh	0	0	0	0	0	0	0	0	0	0	0	0

1) Newly reported starting in 2023

2) 2023 and 2024 TJ data for overseas sites restated due to a change in the overseas production conversion factor

Environmental Performance

Air and Water Pollution Management

Air Pollutant Emissions¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Air pollutant emissions	ton	9.86	15.62	136.81	162.28	14.11	30.06	232.92	277.09	10.82	12.91	179.19	202.92
By substance	Nitrogen oxide (NOx)	ton	4.84	2.36	22.99	30.19	3.82	19.85	71.83	2.20	1.60	42.76	46.56
	Sulfur oxide (SOx)	ton	0.11	0	3.47	3.57	0.22	0.02	4.25	0.13	0.04	1.04	1.21
	Particulate matter (PM)	ton	1.05	2.34	10.49	13.88	1.06	1.87	4.14	1.70	3.14	4.55	9.40
	Total hydrocarbon (THC)	ton	3.86	10.92	99.86	114.64	8.78	8.33	76.10	6.51	8.13	77.35	91.98
	Volatile organic compounds (VOC) ²⁾	ton	~	~	~	~	0.22	~	76.60	0.28	0.01	53.49	53.77
Air pollutant emissions intensity ³⁾	ton/KRW billion	0.0003	~	~	0.003	0.0004	~	~	0.005	0.0003	~	~	0.003

1) Emissions are calculated using emission factors for representative gases in accordance with the Standard Test Methods for Air Pollution, including outsourced treatment volumes.

2) Newly reported from 2024

3) Parent: Parent air pollutant emissions / Parent sales; Total: Total air pollutant emissions / Consolidated sales (Total sales)

4) 2024 data was recalculated due to enhanced environmental data management for overseas subsidiaries.

Discharge of Water Pollutants

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ³⁾	Total ³⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water pollutant discharges ¹⁾	ton	0.006	5.92	761.47	767.39	0.008	8.97	398.82	407.80	0.007	0.49	131.11	131.60
Emissions By Pollutant	Biochemical oxygen demand (BOD)	ton	0	2.81	128.97	131.77	0	0.48	83.58	0	0.14	29.57	29.71
	Chemical oxygen demand (COD)	ton	~	2.11	318.10	320.21	~	0.07	220.64	~	0	70.35	70.35
	Total organic carbon (TOC)	ton	0.002	0.11	69.76	69.87	0.002	0.23	7.38	0.002	0	6.22	6.22
	Total nitrogen (TN)	ton	0.003	0.27	188.23	188.50	0.003	3.36	41.13	0.001	0.19	10.13	10.32
	Normal hexane (N-H)	ton	0	0.03	0.39	0.42	0	0.15	0.38	0	0	2.57	2.57
	Total phosphorus (T-P)	ton	0.0002	0.06	2.08	2.14	0.001	1.71	3.57	0.0003	0.01	1.23	1.24
	Suspended solids (SS)	ton	0.001	0.53	53.95	54.48	0.002	2.98	42.14	0.003	0.15	11.04	11.19
Water pollutant discharge intensity ²⁾	ton/KRW billion	0.0000002	~	~	0.013	0.0000002	~	~	0.007	0.0000002	~	~	0.002

1) Direct discharge only

2) Parent: Parent water pollutant emissions / Parent sales; Total: Total water pollutant emissions / Consolidated sales (Total sales)

3) 2024 data was recalculated due to enhanced environmental data management for overseas subsidiaries.

Environmental Performance

Air and Water Pollution Management

Pollution-related Expenses^{1), 2)}

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ³⁾	Total ³⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Operating expenditure (OpEx)	Reporting year (current)	KRW million	6,046	~	2,246	8,292	6,614	1,186	4,442	12,242	7,026	1,219	6,729	14,974
	Beyond reporting year (future)	KRW million	6,793	~	~	6,793	6,871	98	~	6,969	8,394	176	979	9,550
Capital expenditure (CapEx)	Reporting year (current)	KRW million	1,664	~	2,568	4,231	160	0	726	886	163	662	273	1,098
	Beyond reporting year (future)	KRW million	486	~	~	486	397	255	~	652	1,072	1,075	193	2,340

1) Includes costs related to air and water pollution management, substances of concern, and waste

2) Newly reported from 2023; disclosure expanded to include domestic subsidiaries from 2024

3) 2024 data revised following consistency verification of pollution-related costs for overseas subsidiaries

Pollution Incident-related Expenses

Category		Unit	2023	2024	2025
			Parent	Consolidated ¹⁾	Consolidated
Operating expenditure (OpEx)	Reporting year (current)	KRW million		0	449
Capital expenditure (CapEx)	Beyond reporting year (future)	KRW million		41	125
					~

1) Data collection scope expanded to include consolidated entities (manufacturing subsidiaries) from 2024

Environmental Performance

Chemicals / Substances of Concern Management

Substances of Concern in Products¹⁾

Category	Unit	2023	2024	2025	
		Consolidated (Partial)	Consolidated (Partial)	Consolidated (Partial)	
Inflow through purchased/procured parts	Hazardous chemicals	ton	146	266	308

1) Newly reported starting in 2023; excludes data from domestic subsidiaries; substances of concern are classified based on EU REACH.

Chemicals / Substances of Concern in the Workplace¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Chemicals received (handled) in the workplace	ton	2,787	~	~	2,787	1,731	349	~	2,079	690	1,722	~	2,413
Chemicals discharged / transported in the workplace	ton	147	99	~	246	128	47	~	176	54	1,224	~	1,277
Substances of concern received (handled) in the workplace ²⁾	ton	8	~	~	8	5	~	3	8	7	~	6	13

1) Classification of chemicals / substances of concern pursuant to Article 11 of the Chemical Substances Control Act

2) Newly reported starting in 2023

Environmental Performance

Water Resource Management

Water Consumption

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water consumed (withdrawn) ¹⁾		ton	556,961	379,056	760,081	1,696,098	623,648	555,898	926,820	2,106,366	608,244	596,248	950,022	2,154,514
By source	Tap water	ton	533,468	379,056	663,425	1,575,949	587,431	523,258	777,601	1,888,290	573,436	581,109	792,041	1,946,586
	Surface water	ton	0	0	71,475	71,475	0	0	55,647	55,647	0	0	63,163	63,163
	Groundwater	ton	23,493	0	25,181	48,674	36,217	32,640	93,572	162,429	34,808	15,139	94,819	144,766
	Total	ton	57,968	~	~	57,968	61,033	~	~	61,033	63,887	~	~	63,887
Headquarters	Tap water	ton	57,968	~	~	57,968	61,033	~	~	61,033	63,887	~	~	63,887
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Total	ton	101,280	~	~	101,280	97,517	~	~	97,517	103,091	~	~	103,091
Jincheon ²⁾	Tap water	ton	101,280	~	~	101,280	97,517	~	~	97,517	103,091	~	~	103,091
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Total	ton	47,710	~	~	47,710	48,230	~	~	48,230	46,667	~	~	46,667
Changwon	Tap water	ton	47,710	~	~	47,710	48,230	~	~	48,230	46,667	~	~	46,667
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Total	ton	13,455	~	~	13,455	11,059	~	~	11,059	11,131	~	~	11,131
Daegu	Tap water	ton	13,455	~	~	13,455	11,059	~	~	11,059	11,131	~	~	11,131
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Total	ton	16,891	~	~	16,891	16,120	~	~	16,120	11,857	~	~	11,857
Ulsan	Tap water	ton	16,891	~	~	16,891	16,120	~	~	16,120	11,857	~	~	11,857
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Total	ton	319,657	~	~	319,657	389,689	~	~	389,689	371,611	~	~	371,611
Other	Tap water	ton	296,164	~	~	296,164	353,472	~	~	353,472	336,803	~	~	336,803
	Surface water	ton	0	~	~	0	0	~	~	0	0	~	~	0
	Groundwater	ton	23,493	~	~	23,493	36,217	~	~	36,217	34,808	~	~	34,808
	Total	ton	319,657	~	~	319,657	389,689	~	~	389,689	371,611	~	~	371,611
Water consumption (withdrawal) intensity ³⁾		ton/KRW 100 million	1.43	~	~	2.86	1.70	~	~	3.68	1.68	~	~	3.53

1) Parent consigned wastewater volume: 722.52 tons (2023), 3,761.21 tons (2024), 4,774.48 tons (2025)

2) Including Autonicos

3) Parent: Water consumption / Parent sales, Total: Total water consumption / Consolidated sales

4) 2024 data was recalculated due to enhanced environmental data management at overseas subsidiaries.

Environmental Performance

Water Resource Management

Water Consumption and Water Pollutant Generation in Water Risk / Stress Areas¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water consumed in water risk/stress areas	ton	~	~	112,713	112,713	~	~	147,439	147,439	~	~	101,557	101,557
Water pollutants discharged in water risk/stress areas	ton	~	~	7	7	~	~	4.8	4.8	~	~	0	0
Percentage of water pollutants discharged in water risk/stress areas	%	~	~	0.92	0.92	~	~	1.19	1.17	~	~	0	0

1) Starting in 2025, the criteria were updated to apply to subsidiaries classified as 'High' and 'Very High' risk based on the WWF Water Risk Filter.

2) The business sites selected in 2025 treat and reuse all water used, so water pollutant emissions are calculated as 0

Water Recycling

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water recycled / reused	ton	0	0	76,179	76,179	0	0	114,884	114,884	0	0	95,294	95,294
Percentage of water recycled / reused ^{1), 2)}	%	0	0	10.0	4.5	0	0	12.4	5.5	0	0	10.0	4.4

1) Water recycled and reused / Total water usage (withdrawal)

2) Data for 2024 was recalculated due to enhanced environmental data management for overseas subsidiaries.

Environmental Performance

Resource Use Management

Raw and Packaging Materials Use (Procurement)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Raw and packaging materials used (purchased)	ton	44,760	10,013	39,381	94,154	46,921	11,111	44,430	102,462	44,357	11,002	45,716	101,075
Key raw materials ¹⁾	ton	36,835	10,013	39,381	86,229	38,476	11,111	41,504	91,091	35,310	10,999	43,572	89,881
By material	Plastic	ton	1,686	10,013	39,381	1,363	11,111	41,504	53,978	884	10,999	43,572	55,455
	Metal	ton	35,149	0	0	35,149	37,113	0	37,113	34,426	0	0	34,426
Packaging ²⁾	ton	7,925	0	0	7,925	8,445	0	2,926	11,371	9,047	3	2,144	11,194
Recycled raw and packaging materials used / purchased	ton	3,298	0	0	3,298	2,891	0	0	2,891	3,190	0	105	3,295
Recycled raw materials	ton	0	0	0	0	0	0	0	0	0	0	72	72
Recycled packaging materials	ton	3,298	0	0	3,298	2,891	0	0	2,891	3,190	0	33	3,223
Percentage of recycled raw and packaging materials used (purchased)	%	7.37	0.00	0.00	3.50	6.16	0.00	0.00	2.82	7.19	0.00	0.23	3.26

1) Based on direct purchases (domestic data includes CKD materials)

2) Based on petrochemical packaging materials

Product Remanufacturing ¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Products remanufactured	Units	3,735	~	30,516	34,251	3,710	~	35,984	39,694	3,644	~	45,157	48,801

1) Operational performance of MRCs (Multimedia Remanufacturing Centers)

Environmental Performance

Waste Management

Waste Generation

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Waste generation		ton	7,807	6,852	58,215	72,875	7,089	6,314	62,537	75,939	7,321	7,019	61,566	75,905
By type	General waste	ton	7,528	5,813	45,759	59,099	6,624	5,903	48,296	60,823	7,018	6,275	53,245	66,539
	Designated waste	ton	279	1,040	12,457	13,775	465	411	14,240	15,116	302	743	8,320	9,366
	Radioactive waste	ton	0	0	0	0	0	0	0	0	0	0	0	0
	Other waste	ton	279	1,040	12,457	13,775	465	411	14,240	15,116	302	743	8,320	9,366
Waste generation intensity ¹⁾		ton/KRW 100 million	0.02	~	~	0.12	0.019	~	~	0.13	0.02	~	~	0.12

1) Parent: Parent waste generated / Parent sales; Total: Total waste generated / Consolidated sales (Total sales)

2) 2024 data revised following consistency verification of waste generated by overseas subsidiaries

Environmental Performance

Waste Management

Waste Disposal

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ¹⁾	Total ¹⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Waste disposal (landfill, incineration, etc.)		ton	1,208	3,102	12,818	17,129	501	3,657	12,824	16,982	432	2,271	17,414	20,117
Waste disposal rate		%	15.5	45.3	22.0	23.5	7.1	57.9	20.5	22.4	5.9	32.4	28.3	26.5
By type	Designated waste	ton	242	754	2,524	3,520	191	349	2,903	3,443	124	371	4,614	5,108
	Incineration (zero energy recovered)	ton	234	65	319	619	188	65	1,353	1,606	0	323	2,203	2,526
	Incineration (energy recovered)	ton	8	0	1	8	0	0	281	281	124	2	335	461
	Landfill	ton	0	0	2,205	2,205	3	0	1,269	1,272	0	0	1,081	1,081
	Others	ton	0	688	0	688	0	284	0	284	0	46	994	1,040
	General waste	ton	966	2,348	10,295	13,609	310	3,308	9,921	13,539	309	1,900	12,800	15,009
	Incineration (zero energy recovered)	ton	676	1,057	594	2,327	4	1,501	694	2,199	303	1,570	104	1,977
	Incineration (energy recovered)	ton	283	137	0	420	293	137	987	1,417	2	296	826	1,124
	Landfill	ton	7	173	9,700	9,880	13	117	8,240	8,370	4	19	11,869	11,892
	Other	ton	0	981	0	981	0	1,553	0	1,553	0	15	0	15
By method	Total incineration	ton	1,201	1,260	914	3,374	485	1,703	3,315	5,503	429	2,191	3,468	6,088
	Zero energy recovered	ton	910	1,122	913	2,946	192	1,566	2,047	3,805	303	1,893	2,308	4,503
	Energy recovered	ton	291	137	1	429	293	137	1,268	1,698	126	298	1,161	1,584
	Total landfill	ton	7	173	11,905	12,085	16	117	9,509	9,642	4	19	12,951	12,973
	Total waste treated through other methods	ton	0	1,670	0	1,670	0	1,837	0	1,837	0	60	995	1,056
Waste treated without disposal (recycling, reuse)		ton	6,599	3,750	45,397	55,746	6,588	2,657	49,713	58,958	6,888	4,748	44,152	55,788
Percentage of waste treated without disposal (recycling, reuse)		%	84.5	54.7	78.0	76.5	92.9	42.1	79.5	77.6	94.1	67.6	71.7	73.5
By type	Designated waste	ton	37	286	9,933	10,255	274	62	11,337	11,673	179	373	3,707	4,258
	Recycling/reuse	ton	37	286	9,933	10,255	274	62	11,337	11,673	179	373	3,707	4,258
	Waste made reusable through other methods	ton	0	0	0	0	0	0	0	0	0	0	0	0
	General waste	ton	6,562	3,464	35,464	45,491	6,314	2,595	38,375	47,284	6,710	4,375	40,445	51,530
	Recycling/reuse	ton	6,562	3,341	35,464	45,367	6,314	2,595	38,375	47,284	6,710	4,375	40,445	51,530
	Waste made reusable through other methods	ton	0	123	0	123	0	0	0	0	0	0	0	0
By method	Total recycling/reuse	ton	6,599	3,627	45,397	55,623	6,588	2,657	49,713	58,958	6,888	4,748	44,152	55,788
	Percentage of recycling / reuse	%	84.5	52.9	78.0	76.3	92.9	42.1	79.5	77.6	94.1	67.6	71.7	73.5
	Total waste made reusable through other methods	ton	0	123	0	123	0	0	0	0	0	0	0	0

1) 2024 data was recalculated following a consistency verification of waste treatment volumes at overseas subsidiaries.

Social Performance

Grievance Handling and Human Rights Impacts

Human Rights Grievance Handling¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of total human rights grievances handled	%	91.7	83.3	92.6	91.1	100	100	99.2	99.3	91.7	100	99.2	98.4
Grievances submitted and substantiated	Cases	12	6	27	45	14	16	123	153	24	42	127	193
Grievances handled	Cases	11	5	25	41	14	16	122	152	22	42	126	190

1) Cases handled through Compliance Helpline, Hello HR, and grievance handling channels of respective domestic and overseas subsidiaries

Compliance Grievance Handling Channels¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries ³⁾	Overseas Subsidiaries	Total
Percentage of compliance grievances handled	%	92.5	83.3	90.3	90.5	90.0	100	95.0	95.1	88.9	100	93.7	94.2
Cases received	Cases	40	6	207	253	40	55	735	830	72	147	1,034	1,253
Cases handled	Cases	37	5	187	229	36	55	698	789	64	147	969	1,180

1) Cases handled through Compliance Helpline and grievance handling channels at respective overseas subsidiaries

2) Data restated due to changes in data calculation standards for certain domestic subsidiaries in 2024.

3) The number of grievances received increased compared to 2024 due to the inclusion of data from a domestic subsidiary (Unitus) starting in 2025.

Human Rights Training (Compliance Training)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of employees who completed human rights training	%	98.7	65.7	61.3	76.6	99.2	100	71.7	89.9	100	99.4	95.6	98.3
Number of employees who completed human rights training ¹⁾	Persons	9,581	3,456	6,277	19,314	9,761	5,079	5,596	20,436	12,314	5,371	9,816	27,501

1) 2023 and 2024: Parent; excludes production, contract, and dispatched workers;

2025: Includes production workers.

Social Performance

Grievance Handling and Human Rights Impacts

Human Rights Risk Management

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Desk-based assessment	Assessment rate	%	50.0	~	100	90.0	100	~	86.2	92.0	100	~	100	100
	Operation sites subject to assessments ¹⁾	Sites	4	~	16	20	21	~	29	50	21	~	28	49
	Operation sites assessed	Sites	2	~	16	18	21	~	25	46	21	~	28	49
Risk identification	Percentage of risks identified ²⁾	%	50.0	~	62.5	61.1	23.8	~	16.0	19.6	14.3	~	17.9	16.3
	Operation sites identified for risks	Sites	1	~	10	11	5	~	4	9	3	~	5	8
On-site assessment	On-site assessment rate	%	100	~	70.0	72.7	100	~	100	100	100	~	100	100
	Operation sites that received on-site assessments	Sites	1	~	7	8	5	~	4	9	3	~	5	8
Risks for which action was taken	Percentage of risks for which action was taken	%	35.7	~	75.0	70.2	96.7	~	80.5	84.8	100	~	100	100
	Identified risks	Risks	14	~	100	114	30	~	82	112	24	~	93	117
	Severe human rights violations ³⁾	Cases	0	~	0	0	0	~	0	0	0	~	0	0
	Risks for which corrective actions were completed	Risks	5	~	75	80	29	~	66	95	24	~	93	117

1) Based on production sites; excludes non-operational sites (e.g., pre-production, suspended operations)

2) Percentage of assessed sites where risks were identified

3) Cases of severe human rights violations, such as forced labor and child labor

4) Data corrected due to calculation errors in the 2024 written assessment rate and risk identification rate for overseas subsidiaries

Social Performance

Grievance Handling and Human Rights Impacts

Labor Management (Collective Bargaining)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Labor union membership rate ¹⁾	%	51.8	96.3	66.6	72.7	52.5	92.6	69.5	73.1	54.8	95.7	66.8	73.0
Percentage of employees covered by collective agreements ²⁾	%	100	100	99.9	100	100	100	100	100	100	100	99.9	99.9
Employees subject to collective agreements	Persons	11,572	9,380	11,700	32,652	11,393	10,128	12,286	33,807	11,378	10,227	13,342	34,947
Employees covered by collective agreements	Persons	11,572	9,380	11,691	32,643	11,393	10,128	12,286	33,807	11,378	10,227	13,339	34,944
By region	Korea	%	100	~	100	100	100	~	100	100	100	~	100
	China	%	~	~	99.8	~	~	100	100	~	~	100	100
	Americas	%	~	~	100	~	~	100	100	~	100	99.9	99.9
	Europe	%	~	~	100	~	~	100	100	~	~	100	100
	Asia-Pacific/Others	%	~	~	0	~	~	0	0	~	~	0	0
Labor-management consultations ³⁾	Times	74	174	59	307	52	190	37	279	75	193	45	313
Collective bargaining	Times	67	100	35	202	46	79	5	130	70	77	15	162
Labor-management consultation	Times	7	74	24	105	6	111	32	149	5	116	30	151

1) Percentage of unionized employees among eligible employees (those below senior manager level and others)

2) Certain programs vary in scope of application depending on job function or position

3) Labor-management communication on maintaining and improving working conditions

Social Performance

Work-Life Balance

Corporate Culture

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Culture Survey scores ¹⁾	Points	81.7	~	78.8	80.7	85.0	~	79.4	82.8	84.1	~	80.3	82.5

1) The same assessment is conducted for domestic subsidiaries, but the results are not disclosed.

Family-related leave

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total
Total employees eligible for parental leave	Persons	3,359	1,824	2,628	7,811	3,271	2,233	11,270	16,774	3,839	2,276	12,718	18,833
Percentage of male employees	%	88.9	98.1	60.8	81.6	89.7	98.3	60.3	71.1	89.7	98.4	60.6	71.1
Percentage of female employees	%	11.1	1.9	39.2	18.4	10.3	1.7	39.7	28.9	10.3	1.6	39.3	28.8
Percentage of other employees	%	0	0	0	0	0	0	0	0	0	0	0.1	0.1
Total employees who took parental leave	Persons	524	195	1,031	1,750	580	216	881	1,677	687	339	977	2,003
Percentage of total employees who took parental leave	%	15.6	10.7	39.2	22.4	17.7	9.7	7.8	10.0	17.9	14.9	7.7	10.6
Percentage of male employees	%	74.4	89.7	60.4	67.9	79.1	88.4	56.6	68.5	79.6	93.8	55.3	70.1
Percentage of female employees	%	25.6	10.3	39.6	32.1	20.9	11.6	43.4	31.5	20.4	6.2	44.7	29.9
Percentage of other employees	%	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of employees who returned to work after parental leave ¹⁾	%	~	~	~	~	96.4	~	~	96.4	98.8	~	~	98.8
Percentage of male employees	%	~	~	~	~	97.3	~	~	97.3	99.1	~	~	99.1
Percentage of female employees	%	~	~	~	~	90.5	~	~	90.5	97.9	~	~	97.9
Percentage of other employees	%	~	~	~	~	0	~	~	0	0	~	~	0
Percentage of employees who returned from parental leave and continued to work 12 months ¹⁾	%	~	~	~	~	94.8	~	~	94.8	96.9	~	~	96.9
Percentage of male employees	%	~	~	~	~	96.0	~	~	96.0	97.7	~	~	97.7
Percentage of female employees	%	~	~	~	~	89.1	~	~	89.1	91.3	~	~	91.3
Percentage of other employees	%	~	~	~	~	0	~	~	0	0	~	~	0

1) Newly reported in 2024

2) Change in data aggregation method due to the redefined scope of eligible employees at overseas subsidiaries

Social Performance

Employee Profile

Employment Status

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁵⁾	Total ⁹⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total employees ¹⁾		Persons	12,104	9,920	24,159	46,183	12,313	10,432	26,334	49,079	12,555	10,598	28,746	51,899
By gender	Male	Persons	10,464	9,238	17,138	36,840	10,637	9,747	18,637	39,021	10,797	9,924	20,137	40,858
	Female	Persons	1,640	682	7,000	9,322	1,676	685	7,697	10,058	1,758	674	8,384	10,816
	Other	Persons	0	0	21	21	0	0	0	0	0	0	225	225
	Percentage of female employees	%	13.5	6.9	29.0	20.2	13.6	6.6	29.2	20.5	14.0	6.4	29.2	20.8
By employment type ²⁾	Permanent employees ³⁾	Persons	11,541	9,215	18,871	39,627	11,726	9,338	21,276	42,340	11,935	9,396	21,865	43,196
	Male	Persons	10,130	8,591	12,819	31,540	10,257	8,719	14,342	33,318	10,389	8,789	14,526	33,704
	Female	Persons	1,411	624	6,045	8,080	1,469	619	6,934	9,022	1,546	607	7,153	9,306
	Other	Persons	0	0	7	7	0	0	0	0	0	0	186	186
	Temporary employees	Persons	563	705	5,036	6,304	587	1,094	3,835	5,516	620	1,188	5,353	7,161
	Male	Persons	334	647	4,149	5,130	380	1,028	3,125	4,533	408	1,121	4,227	5,756
	Female	Persons	229	58	887	1,174	207	66	710	983	212	67	1,125	1,404
	Other	Persons	0	0	0	0	0	0	0	0	0	0	1	1
	Percentage of temporary employees	%	4.7	7.1	20.8	13.7	4.8	10.5	14.6	11.2	4.9	11.2	18.6	13.8
	Employees with non-guaranteed working hours	Persons	0	0	252	252	0	0	1,223	1,223	0	14	1,528	1,542
	Male	Persons	0	0	170	170	0	0	1,170	1,170	0	14	1,384	1,398
	Female	Persons	0	0	68	68	0	0	53	53	0	0	106	106
	Other	Persons	0	0	14	14	0	0	0	0	0	0	38	38
By nationality	Korea	Persons	12,078	9,920	294	22,292	12,287	10,432	369	23,088	12,525	10,578	684	23,787
	China	Persons	7	0	3,581	3,588	5	0	3,399	3,404	6	2	3,529	3,537
	US	Persons	6	0	3,530	3,536	6	0	3,271	3,277	6	14	3,616	3,636
	India	Persons	5	0	5,297	5,302	4	0	5,653	5,657	4	4	6,155	6,163
	Czech Republic	Persons	0	0	2,586	2,586	0	0	2,550	2,550	0	0	2,954	2,954
	Slovakia	Persons	0	0	2,112	2,112	0	0	2,358	2,358	0	0	2,438	2,438
	Germany	Persons	2	0	387	389	2	0	286	288	0	0	424	424
	Mexico	Persons	0	0	2,597	2,597	0	0	4,282	4,282	0	0	4,120	4,120
	Other	Persons	6	0	2,318	2,324	9	0	3,497	3,506	14	0	3,563	3,577
	Unidentified ⁴⁾	Persons	0	0	1,457	1,457	0	0	669	669	0	0	1,263	1,263

1) The total number of employees in 2025 on a non-consolidated basis includes three executive directors (excluding the Chairman), differing from 'B. Status of Employees, etc.' in the FY2025 Business Report.

2) Includes part-time workers; excludes daily workers.

3) Includes executives.

4) For some overseas subsidiaries, employee nationality is classified as personal information. Where nationality data cannot be obtained, it is reported as "Unidentified".

5) The 2024 data were restated due to changes in the data calculation criteria applied by certain overseas subsidiaries.

Social Performance

Employee Profile

Employment Status

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ¹⁾	Total ¹⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By region	Korea	Persons	12,104	9,920	0	22,024	12,313	10,424	8	22,745	12,549	10,568	378	23,495
	Male	Persons	10,464	9,238	0	19,702	10,637	9,740	4	20,381	10,793	9,898	300	20,991
	Female	Persons	1,640	682	0	2,322	1,676	684	4	2,364	1,756	670	78	2,504
	Other	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	China	Persons	0	0	3,590	3,590	0	1	3,408	3,409	0	3	3,517	3,520
	Male	Persons	0	0	2,553	2,553	0	1	2,422	2,423	0	1	2,490	2,491
	Female	Persons	0	0	1,037	1,037	0	0	986	986	0	2	1,027	1,029
	Other	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	Americas	Persons	0	0	7,802	7,802	0	4	9,332	9,336	0	19	9,947	9,966
	Male	Persons	0	0	4,998	4,998	0	3	5,952	5,955	0	17	5,970	5,987
	Female	Persons	0	0	2,783	2,783	0	1	3,380	3,381	0	2	3,788	3,790
	Other	Persons	0	0	21	21	0	0	0	0	0	0	189	189
	Europe	Persons	0	0	7,343	7,343	0	2	7,899	7,901	0	2	8,703	8,705
	Male	Persons	0	0	4,550	4,550	0	2	4,976	4,978	0	2	5,575	5,577
	Female	Persons	0	0	2,793	2,793	0	0	2,923	2,923	0	0	3,128	3,128
	Other	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	Asia-Pacific/Other (excluding Korea and China)	Persons	0	0	5,424	5,424	0	1	5,687	5,688	6	6	6,201	6,213
	Male	Persons	0	0	5,037	5,037	0	1	5,283	5,284	4	6	5,802	5,812
	Female	Persons	0	0	387	387	0	0	404	404	2	0	363	365
	Other	Persons	0	0	0	0	0	0	0	0	0	0	36	36

1) Data restated due to changes in data calculation standards for some overseas subsidiaries in 2024

Social Performance

Employee Profile

Employment Status

Category			Unit	2023				2024				2025			
				Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By job position/ group	Executives	Persons	87	17	17	121	82	14	10	106	91	14	0	105	
		Male	Persons	87	17	17	121	82	14	10	106	89	14	0	103
		Female	Persons	0	0	0	0	0	0	0	0	2	0	0	2
		Other	Persons	0	0	0	0	0	0	0	0	0	0	0	0
		Percentage of female executives	%	0	0	0	0	0	0	0	0	2.2	0	0	1.9
	Management ¹⁾	Persons	9,352	1,395	5,805	16,552	6,094	819	3,289	10,202	6,397	887	4,146	11,430	
		Male	Persons	8,300	1,243	4,183	13,726	5,768	797	2,655	9,220	6,032	860	3,257	10,149
		Female	Persons	1,052	152	1,616	2,820	326	22	634	982	365	27	887	1,279
		Other	Persons	0	0	6	6	0	0	0	0	0	0	2	2
		Percentage of female employees in management positions	%	11.2	10.9	27.8	17.0	5.3	2.7	19.3	9.6	5.7	3.0	21.4	11.2
	Senior management positions	Persons	5,828	770	1,833	8,431	556	182	888	1,626	580	204	1,041	1,825	
		Male	Persons	5,552	750	1,459	7,761	547	182	738	1,467	572	204	870	1,646
		Female	Persons	276	20	371	667	9	0	150	159	8	0	171	179
		Other	Persons	0	0	3	3	0	0	0	0	0	0	0	0
		Percentage of female employees in senior management positions	%	4.7	2.6	20.2	7.9	1.6	0	16.9	9.8	1.4	0	16.4	9.8
	Junior management positions	Persons	3,524	625	3,972	8,121	5,538	637	2,401	8,576	5,817	683	3,105	9,605	
		Male	Persons	2,748	493	2,724	5,965	5,221	615	1,917	7,753	5,460	656	2,387	8,503
		Female	Persons	776	132	1,245	2,153	317	22	484	823	357	27	716	1,100
		Other	Persons	0	0	3	3	0	0	0	0	0	0	2	2
		Percentage of female employees in junior management positions	%	22.0	21.1	31.3	26.5	5.7	3.5	20.2	9.6	6.1	4.0	23.1	11.5
	Non-management positions	Persons	2,665	8,508	18,337	29,510	6,137	9,599	23,035	38,771	6,067	9,697	24,600	40,364	
		Male	Persons	2,077	7,978	12,938	22,993	4,787	8,936	15,972	29,695	4,676	9,050	16,880	30,606
		Female	Persons	588	530	5,384	6,502	1,350	663	7,063	9,076	1,391	647	7,497	9,535
		Other	Persons	0	0	15	15	0	0	0	0	0	0	223	223
		Percentage of female employees in non-management positions	%	22.1	6.2	29.4	22.0	22.0	6.9	30.7	23.4	22.9	6.7	30.5	23.6
By age group	Under 30	Persons	2,127	1,989	8,166	12,282	2,199	1,957	9,074	13,230	2,927	1,344	9,721	13,992	
	30 and over and under 50	Persons	7,340	7,106	13,111	27,557	7,334	7,519	14,230	29,083	7,463	8,123	15,566	31,152	
	50 and over	Persons	2,637	825	2,805	6,267	2,780	956	2,998	6,734	2,165	1,117	3,459	6,741	
	Unidentified	Persons	0	0	77	77	0	0	32	32	0	14	0	14	
	Percentage of employees under 30	%	17.6	20.1	33.8	26.6	17.9	18.8	34.5	27.0	23.3	12.7	33.8	27.0	
	Percentage of employees 30 and over and under 50	%	60.6	71.6	54.3	59.7	59.6	72.1	54.0	59.3	59.4	76.6	54.2	60.0	
	Percentage of employees 50 and over	%	21.8	8.3	11.6	13.6	22.6	9.2	11.4	13.7	17.2	10.5	12.0	13.0	
Percentage of employees with unspecified age	%	0	0	0.3	0.2	0	0	0.1	0.1	0	0.1	0	0		

1) 2023: (Management) Management/research staff; (Senior management) Senior managers and above among total office workers; (Junior management) Below senior manager level among total office workers; (Non-management) Contract workers, special category staff, field workers, etc.

Management categories redefined in 2024: (Senior management) Leadership positions and above; (Junior management) Senior managers and above; (Non-management) Below senior manager level

2) 2024 data has been restated due to changes in the calculation methodology for certain overseas subsidiaries.

Social Performance

Employee Profile

Employment Status

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total ⁴⁾	Parent	Domestic Subsidiaries ⁵⁾	Overseas Subsidiaries ⁴⁾	Total ^{4), 5)}	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By other categories	STEM ¹⁾ positions (permanent positions in the R&D Center)	Persons	4,499	150	1,466	6,115	4,592	148	1,581	6,321	4,789	140	1,594	6,523
	Male	Persons	3,925	122	1,082	5,129	3,990	119	1,167	5,276	4,155	112	1,203	5,470
	Female	Persons	574	28	382	984	602	29	414	1,045	634	28	391	1,053
	Other	Persons	0	0	2	2	0	0	0	0	0	0	0	0
	Percentage of female employees in STEM positions	%	12.8	18.7	26.1	16.1	13.1	19.6	26.2	16.5	13.2	20.0	24.5	16.1
	Profit-generating positions	Persons	1,254	19	2,652	3,925	1,298	20	728	2,046	1,311	58	733	2,102
	Male	Persons	1,109	15	1,912	3,036	1,137	15	516	1,668	1,135	48	529	1,712
	Female	Persons	145	4	734	883	161	5	212	378	176	10	203	389
	Other	Persons	0	0	6	6	0	0	0	0	0	0	1	1
	Percentage of female employees in profit-generating positions	%	11.6	21.1	27.7	22.5	12.4	25.0	29.1	18.5	13.4	17.2	27.7	18.5
Employees with disabilities by gender ²⁾	Total number of employees with disabilities	Persons	128	250	159	537	117	250	206	573	132	252	154	538
	Male	Persons	~	~	~	~	108	244	143	495	118	244	113	475
	Female	Persons	~	~	~	~	9	6	62	77	14	8	41	63
	Other	Persons	~	~	~	~	0	0	1	1	0	0	0	0
	Percentage of male employees with disabilities ³⁾	%	~	~	~	~	0.9	2.3	0.5	1.0	0.9	2.3	0.4	0.9
	Percentage of female employees with disabilities ³⁾	%	~	~	~	~	0.1	0.1	0.2	0.2	0.1	0.1	0.1	0.1
	Percentage of employees with disabilities ³⁾	%	1.1	2.5	0.7	1.2	1.0	2.4	0.8	1.2	1.1	2.4	0.5	1.0

1) STEM: Science, Technology, Engineering and Mathematics

2) Newly reported in 2024

3) Data restated due to changes in the calculation standard for the total number of employees at certain overseas subsidiaries in 2024

4) Data restated due to changes in the calculation standard at certain overseas subsidiaries for 2023-2024

5) Data restated due to changes in the calculation standard at certain domestic subsidiaries in 2024

Internal Recruitment

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Positions filled through open positions ¹⁾	Persons	18	10	153	181	26	23	344	393	0	41	382	423
Percentage of positions filled through open positions ²⁾	%	2.4	1.2	6.1	4.4	4.6	13.6	4.8	4.9	0	21.2	6.5	6.5

1) Data restated due to changes in the calculation standard at certain domestic subsidiaries in 2024

2) Employees transferred via the Open Position System / (Employees transferred via the Open Position System + New hires) × 100

Social Performance

Employee Profile

New Employee Hires

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
New employee hires in permanent positions (direct employment)	Persons	732	800	2,368	3,900	536	146	6,865	7,547	414	152	5,505	6,071
Percentage of new employee hires ^{1), 2)}	%	6.0	8.1	9.8	8.4	4.4	1.4	26.1	15.4	3.3	1.4	19.2	11.7
By gender	Male	Persons	614	755	1,547	2,916	450	136	4,187	4,773	327	142	3,377
	Female	Persons	118	45	819	982	86	10	2,678	2,774	87	10	2,124
	Other	Persons	0	0	2	2	0	0	0	0	0	4	4
	Percentage of males	%	83.9	94.4	65.3	74.8	84.0	93.2	61.0	63.2	79.0	93.4	61.3
	Percentage of females	%	16.1	5.6	34.6	25.2	16.0	6.8	39.0	36.8	21.0	6.6	38.6
	Percentage of other	%	0	0	0.08	0.05	0	0	0	0	0	0.1	0.1
By age group	Under 30	Persons	451	262	1,146	1,859	391	47	3,472	3,910	311	80	2,494
	30 and over and under 50	Persons	279	533	1,024	1,836	145	92	3,059	3,296	103	69	2,525
	50 and over	Persons	2	5	198	205	0	7	334	341	0	3	486
	Percentage of new employees under 30	%	61.6	32.8	48.4	47.7	72.9	32.2	50.6	51.8	75.1	52.6	45.3
	Percentage of new employees 30 and over and under 50	%	38.1	66.6	43.2	47.1	27.1	63.0	44.6	43.7	24.9	45.4	45.9
	Percentage of new employees 50 and over	%	0.3	0.6	8.4	5.3	0	4.8	4.9	4.5	0	2.0	8.8
By type	New employees in future new industry sectors	Persons	168	~	~	168	119	23	31	173	115	0	1,595
	Percentage of new employees in future new industry sectors	%	23.0	~	~	23.0	22.2	15.8	0.5	2.3	27.8	0	29.0
New employees in temporary positions	Persons	406	1,792	6,778	8,976	452	1,574	2,943	4,969	492	1,690	8,544	10,726
Recruiting costs	KRW million	2,931	198	4,492	7,620	3,298	316	5,350	8,963	3,452	272	19,346	23,070
Average recruiting costs per person ³⁾	KRW	2,575,572	76,237	491,098	591,814	3,337,759	183,646	545,437	716,141	3,810,185	147,536	1,377,031	1,373,442

1) Ratio of new hires to total employees (direct hires)

2) Data restated due to changes in the calculation standard for total employees at certain overseas subsidiaries in 2024

3) Average cost per hire: Total annual hiring expenses / Total new hires

Social Performance

Employee Profile

Turnover

Category	Unit	2023				2024				2025				
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	
Turnover	Persons	671	1,590	9,539	11,800	779	1,417	6,675	8,871	611	1,841	11,984	14,436	
Turnover rate ¹⁾	%	5.5	16.0	39.5	25.6	6.3	13.6	25.3	18.1	4.9	17.4	41.7	27.8	
By gender ²⁾	Male	Persons	520	1,510	7,966	9,996	603	1,345	4,374	6,322	454	1,756	9,535	11,745
	Female	Persons	151	80	1,560	1,791	176	72	2,290	2,538	157	85	2,438	2,680
	Other	Persons	0	0	13	13	0	0	11	11	0	0	11	11
	Turnover rate for males	%	4.3	15.2	33.0	21.6	4.9	12.9	16.6	12.9	3.6	16.6	33.2	22.6
	Turnover rate for females	%	1.2	0.8	6.5	3.9	1.4	0.7	8.7	5.2	1.3	0.8	8.5	5.2
	Turnover rate for other	%	0	0	0.1	0.03	0	0	0.04	0.02	0	0	0.04	0.02
By age group ²⁾	Under 30	Persons	225	825	6,971	8,021	235	644	3,634	4,513	270	1,073	8,133	9,476
	30 and over and under 50	Persons	134	693	2,217	3,044	235	648	2,616	3,499	142	662	3,168	3,972
	50 and over	Persons	312	72	351	735	309	125	425	859	199	106	683	988
	Turnover rate of age under 30	%	1.9	8.3	28.9	17.4	1.9	6.2	13.8	9.2	2.2	10.1	28.3	18.3
	Turnover rate of age 30 and over and under 50	%	1.1	7.0	9.2	6.6	1.9	6.2	9.9	7.1	1.1	6.2	11.0	7.7
	Turnover rate of age 50 and over	%	2.6	0.7	1.5	1.6	2.5	1.2	1.6	1.8	1.6	1.0	2.4	1.9
Voluntary turnover	Persons	181	400	6,178	6,759	153	250	5,550	5,953	141	342	8,554	9,037	
Voluntary turnover rate ³⁾	%	1.5	4.0	25.6	14.6	1.2	2.4	21.1	12.1	1.1	3.2	29.8	17.4	
By gender	Male	Persons	135	371	4,996	5,502	116	240	3,648	4,004	99	323	6,546	6,968
	Female	Persons	46	29	1,176	1,251	37	10	1,902	1,949	42	19	2,004	2,065
	Other	Persons	0	0	6	6	0	0	0	0	0	0	4	4
	Turnover rate for males	%	1.1	3.7	20.7	11.9	0.9	2.3	13.9	8.2	0.8	3.0	22.8	13.4
	Turnover rate for females	%	0.4	0.3	4.9	2.7	0.3	0.1	7.2	4.0	0.3	0.2	7.0	4.0
	Turnover rate for other	%	0	0	0.02	0.01	0	0	0	0	0	0	0.01	0.01
By age	Under 30	Persons	75	203	4,283	4,561	68	129	3,262	3,459	65	197	5,893	6,155
	30 and over and under 50	Persons	78	187	1,708	1,973	67	101	2,000	2,168	64	133	2,355	2,552
	50 and over	Persons	28	10	187	225	18	20	288	326	12	12	306	330
	Turnover rate of age under 30	%	0.6	2.0	17.7	9.9	0.6	1.2	12.4	7.0	0.5	1.9	20.5	11.9
	Turnover rate of age 30 and over and under 50	%	0.6	1.9	7.1	4.3	0.5	1.0	7.6	4.4	0.5	1.3	8.2	4.9
	Turnover rate of age 50 and over	%	0.2	0.1	0.8	0.5	0.1	0.2	1.1	0.7	0.1	0.1	1.1	0.6

1) Turnover rate = (number of total leavers) / (total number of employees) × 100, include fixed-term workers (contract workers, trainees, etc.) leaving due to contract termination

2) Ratio-related data has been restated due to a change in the calculation standard for the total number of employees at certain overseas subsidiaries in 2024.

3) Voluntary turnover rate = (total number of leavers-number of employees who voluntarily resign or resign upon company recommendation) / total number of employees, exclude retirement, fatalities, dismissals, relocation to Group affiliates, and contract termination

Social Performance

Training and Competency Development

Training Overview

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Employees who completed training		Persons	10,085	8,474	47,941	66,500	10,313	9,322	32,002	51,637	12,654	9,606	47,139	69,399
Total annual training hours		Hours	566,310	173,951	234,098	974,359	569,020	186,389	210,067	965,476	565,033	248,591	300,445	1,114,069
Average training hours per person ¹⁾		Hours/person	46.8	17.5	9.7	21.1	46.2	17.9	8.0	19.7	45.0	23.5	10.5	21.5
Gender	Training hours for male	Hours	482,910	164,605	155,171	802,686	485,235	175,762	141,404	802,401	472,330	231,439	193,390	897,159
	Training hours for female	Hours	83,400	9,346	75,739	168,485	83,785	10,627	68,044	162,456	92,703	17,152	87,910	197,765
	Training hours for other ²⁾	Hours	0	0	3,188	3,188	0	0	619	619	0	0	19,145	19,145
	Average training hours per male	Hours/person	46.1	17.8	9.1	21.8	45.6	18.0	7.6	20.6	43.7	23.3	9.6	22.0
	Average training hours per female	Hours/person	50.9	13.7	10.8	18.1	50.0	15.5	8.8	16.2	52.7	25.4	10.5	18.3
By job position ³⁾	Management positions (senior manager and higher level)	Hours	308,785	16,654	62,549	387,988	326,041	30,019	24,212	380,272	334,055	27,560	45,782	407,397
	Training hours for non-management positions (below senior manager level)	Hours	257,525	140,996	171,549	570,070	242,979	156,370	185,855	585,204	230,978	221,031	254,663	706,672
By type of training	Online training hours	Hours	393,374	140,196	51,111	584,681	424,571	157,004	46,661	628,236	386,942	119,982	122,525	629,449
	Offline training hours	Hours	172,936	33,755	182,987	389,678	144,449	29,385	163,406	337,240	178,091	128,609	177,920	484,620
Training expenses		KRW million	15,105	1,684	6,997	23,787	15,455	1,264	4,397	21,116	18,243	1,807	2,206	22,256
Average training expenses per person ^{4), 5)}		KRW/person	1,247,974	169,753	289,639	515,056	1,255,169	121,158	166,963	430,237	1,453,071	170,483	76,725	428,825

1) Average training hours per person: (Total training hours / Total employees)

2) Data for some overseas subsidiaries is included in 'Other' as training performance is not categorized by gender.

3) 2023: (Managerial) Management/research staff; (Non-managerial) Contract, special, and field staff, etc. Managerial positions redefined from 2024: (Managerial) Senior manager level and above; (Non-managerial) Below senior manager level

4) Average training expenses per person: (Total training expenses / Total employees)

5) Data restated due to changes in the calculation methodology for the total number of employees at certain overseas subsidiaries in 2024

Training Programs

Category		Unit	2023	2024	2025
			Parent	Parent	Parent
Certification acquisition		Cases	200	195	118
Learning Circle		Persons	1,531	1,912	1,983
Mentoring		Persons	1,317	710	395
Knowledge (year-round learning content)		Persons	59,569	47,897	145,784
SW Academy		Persons	2,521	2,289	3,339
Mobility SW learning platform		Persons	1,926	1,272	1,381
Retirement support training ¹⁾	Employees eligible for retirement support training	Persons	312	324	299
	Employees who received retirement support training	Persons	246	240	299

1) Retirement preparation training for prospective retirees, including life and financial planning (applicable to employees in their retirement year and the preceding year)

Social Performance

Evaluation and Compensation

Regular Performance Evaluation¹⁾

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Employees subject to performance evaluation ²⁾		Persons	9,920	1,294	11,977	23,191	10,042	1,126	12,660	23,828	10,360	1,421	13,405	25,186
By gender	Male	Persons	8,623	1,167	8,324	18,114	8,704	1,032	8,493	18,229	8,940	1,275	9,185	19,400
	Female	Persons	1,297	127	3,647	5,071	1,338	94	4,167	5,599	1,420	146	4,218	5,784
	Other	Persons	0	0	6	6	0	0	0	0	0	0	2	2
Employees who received performance evaluations		Persons	9,920	1,294	11,911	23,125	10,042	1,126	12,475	23,643	10,360	1,421	13,178	24,959
By gender	Male	Persons	8,623	1,167	8,286	18,076	8,704	1,032	8,374	18,110	8,940	1,275	9,054	19,269
	Female	Persons	1,297	127	3,620	5,044	1,338	94	4,101	5,533	1,420	146	4,122	5,688
	Other	Persons	0	0	5	5	0	0	0	0	0	0	2	2
Percentage of evaluations conducted		%	100	100	99.4	99.7	100	100	98.5	99.2	100	100	98.3	99.1
By gender	Percentage of evaluated male employees	%	100	100	99.5	99.8	100	100	98.6	99.3	100	100	98.6	99.3
	Percentage of evaluated female employees	%	100	100	99.3	99.5	100	100	98.4	98.8	100	100	97.7	98.3
	Percentage of evaluated employees with unspecified gender	%	0	0	83.3	83.3	0	0	0	0	0	0	100	100

1) MBO (Management By Objectives)-based evaluation

2) Domestic: Include executives, office staff, contract employees, and expatriates, exclude on-site staff (compensation is tied to performance evaluation results for employees at the senior manager or above level) Overseas: Based on the criteria set by each subsidiary

Multi-rater Evaluation¹⁾

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Target employees ²⁾		Persons	9,515	501	356	10,372	9,652	772	539	10,963	9,940	967	2,174	13,081
Evaluated employees		Persons	9,515	501	294	10,310	9,652	772	529	10,953	9,940	956	1,762	12,658
Percentage of evaluations conducted		%	100	100	82.6	99.4	100	100	98.1	99.9	100	98.9	81.0	96.8

1) 360-degree evaluation, etc.

2) Domestic: Include executives, office staff, and expatriates, exclude contract employees, on-site staff, dispatch workers, and basketball team members. Overseas: Based on the criteria set by each subsidiary

Social Performance

Evaluation and Compensation

Employee Compensation

Category			Unit	2023 Parent	2024 Parent	2025 Parent
Total compensation ¹⁾			KRW million	1,445,902	1,633,709	1,682,014
By gender	Male	Total	KRW million	1,297,409	1,460,102	1,497,959
		Average	KRW million	127	141	142
	Female	Total	KRW million	148,493	173,606	184,055
		Average	KRW million	91	104	105
	Average gender pay gap ratio (male/female) ²⁾		%	28.7	26.4	26.1
By job position (executives)	Average base salary	Male	KRW million	352	374	379
		Female	KRW million	0	0	223
	Average total pay ¹⁾	Male	KRW million	464	507	646
		Female	KRW million	0	0	279
By job position (managerial) ³⁾	Average base salary	Male	KRW million	80	98	106
		Female	KRW million	60	91	98
	Average total pay	Male	KRW million	135	164	236
		Female	KRW million	107	141	194
By job position (non-management) ³⁾	Average base salary	Male	KRW million	123	60	62
		Female	KRW million	92	54	67

1) Base salary + bonuses + benefits

2) $((\text{Average pay for males}) - (\text{Average pay for females})) / (\text{Average pay for males}) \times 100$

3) 2023: (Management) Management/research staff; (Non-management) Contract, special, and field staff, etc.

Management positions redefined from 2024: (Management) Senior manager level and above; (Non-management) Below senior manager level

Social Performance

Safety and Health Management

Employee Safety and Health Performance

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Work-related injuries	Fatalities	Persons	1	~	0	1	0	~	0	0	0	~	1	1
LTIFR ^{1), 2)}		Cases/million hours	0.747	~	4.263	3.007	1.543	~	2.924	2.484	1.035	~	4,140	3,196
		Cases/200,000 hours	0.149	~	0.853	0.601	0.309	~	0.585	0.497	0.207	~	0.828	0.639
	Lost-time injuries	Cases	18	~	185	203	38	~	154	192	26	~	238	264
	Lost workdays	Days	920	~	0	920	1,727	~	4,806	6,533	1,491	~	7,479	8,970
Work-related illnesses ³⁾	Fatalities	Persons	0	~	0	0	0	~	0	0	0	~	0	0
	OIFR ^{2), 4)}	Cases/million hours	0	~	~	0	0.20	~	0	0.06	0.28	~	0.64	0.533
	Recordable illnesses	Cases	0	~	~	0	5	~	0	5	7	~	37	44

1) LTIFR: Lost Time Injury Frequency Rate
Starting with 2024 data, the injury rate is calculated based on a standardized 2,000 working hours per year.

2) Data restated due to a change in the calculation methodology for the total number of employees at certain overseas subsidiaries in 2024.

3) Major types of work-related illnesses: acute musculoskeletal disorders, hearing loss, etc.

4) OIFR: Occupational Illness Frequency Rate

Social Performance

Profile of Non-employee Workers

Overview of Non-employee Workers¹⁾

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries ³⁾	Total ³⁾	Parent	Domestic Subsidiaries ⁴⁾	Overseas Subsidiaries	Total
Non-employee workers	Persons	2,956	6	1,240	4,202	2,942	837	5,299	9,078	2,961	1,368	4,970	9,299

- 1) Workers employed by staffing agencies (janitorial staff, direct production workers, etc.)
2) The headcount increased starting in 2024 due to the inclusion of data from the domestic subsidiary, MOTRAS.
3) Data for 2024 has been restated due to changes in the calculation methodology for certain overseas subsidiaries.
4) The headcount increased starting in 2025 due to the inclusion of data from the domestic subsidiary, Unitus.

Overview of Safety and Health for Non-employee Workers¹⁾

Category	Unit	2023				2024			2025			
		Parent		Domestic Subsidiaries		Parent	Domestic Subsidiaries ⁴⁾	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Fatalities	Persons	0		~		0	0	0	0	~	0	0
LTIFR ²⁾	Cases/million hours	2.999		~		1.869	0.755	1.153	1.351	~	1.610	1.513
	Cases/200,000 hours	0.600		~		0.374	0.151	0.231	0.270	~	0.322	0.303
Lost-time injuries	Cases	9		~		11	8	19	8	~	16	24
Work-related illnesses ³⁾	Fatalities	0		~		0	0	0	0	~	0	0
	Recordable illnesses	2		~		0	0	0	1	~	0	1

- 1) Workers employed by separate staffing agencies (direct production workers)
2) LTIFR: Lost Time Injury Frequency Rate
Starting from 2024 data, the injury rate is calculated based on a standardized 2,000 working hours per year.
3) Major types of work-related illnesses: Acute musculoskeletal disorders, hearing loss, etc.
4) The 2024 data (injury rate) was restated due to changes in the calculation methodology for certain overseas subsidiaries.

Social Performance

Profile of Suppliers

Supplier Overview

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total suppliers ¹⁾	Companies	3,280	~	748	4,028	3,332	~	776	4,108	3,253	~	876	4,129
Parts suppliers	Companies	1,438	~	748	2,186	1,332	~	776	2,108	1,303	~	876	2,179
Mass-production (*Excluding duplicate suppliers between mass production and non-mass production)	Companies	698	~	748	1,446	716	~	776	1,492	711	~	876	1,587
Suppliers directly involved in development	Companies	586	~	748	1,334	591	~	776	1,367	602	~	876	1,478
Operating structure (significant tier-1 supplier) ^{2), 3)}	Companies	401	~	517	918	409	~	536	945	418	~	617	1,035
Non-operational structure ⁴⁾	Companies	185	~	231	416	182	~	240	422	184	~	259	443
Direct transactions ⁴⁾	Companies	265	~	~	265	280	~	~	280	247	~	~	247
Non-mass production (A/S, accessories, packaging)	Companies	1,099	~	~	1,099	1,002	~	~	1,002	940	~	~	940
Non-parts suppliers	Companies	1,842	~	~	1,842	2,000	~	~	2,000	1,950	~	~	1,950
Core tier-1 suppliers ⁵⁾	Companies	57	~	12	69	44	~	25	69	60	~	39	99
Significant tier-2 suppliers ⁶⁾	Companies	43	~	~	43	22	~	~	22	26	~	~	26

1) Overseas data includes only direct-development suppliers and excludes suppliers overlapping across mass production, A/S parts, accessories, and packaging.

2) Based on the final decisions of the year-end Operational Structure Review Committee

3) Data for overseas subsidiaries from 2023 to 2024 is newly disclosed in accordance with the 2025 changes in supplier management standards.

4) Data is newly disclosed from 2025 in accordance with the 2025 changes in supplier management standards.

5) Core business operational structure suppliers include those with direct-development spend of KRW 1 billion or more for core parts (excluding electrification) on a non-consolidated basis, and spend of KRW 20 billion or more for overseas subsidiaries (Slovakia and Czech Republic).

6) All Tier 2 suppliers of key Tier 1 suppliers with individual contracts, and suppliers requesting on-site assessments

Procurement Overview

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total purchase amounts	KRW 100 million	332,968	~	187,791	520,759	291,918	~	217,606	509,524	278,419	~	269,458	547,877
Parts suppliers	KRW 100 million	325,057	~	178,887	503,944	285,573	~	210,525	496,098	272,463	~	262,003	534,466
Mass production (*Excluding overlapping suppliers between mass production and non-mass production)	KRW 100 million	289,677	~	167,681	457,358	246,087	~	199,309	445,396	231,030	~	250,309	481,339
Direct development	KRW 100 million	115,990	~	71,018	187,008	118,684	~	81,605	200,289	116,771	~	77,054	193,825
Operating structure (significant tier-1 supplier)	KRW 100 million	84,586	~	~	84,586	80,841	~	~	80,841	77,983	~	~	77,983
Proportion of operating structure (significant tier-1 supplier) ¹⁾	%	72.9	~	~	~	68.1	~	~	~	66.8	~	~	~
Non-operational structure ^{2), 3)}	KRW 100 million	31,404	~	~	31,404	37,843	~	~	37,843	38,788	~	~	38,788
Direct transactions ³⁾	KRW 100 million	173,687	~	96,663	270,350	127,403	~	117,705	245,108	117,148	~	144,523	261,671
Non-mass production (A/S, accessories, packaging)	KRW 100 million	35,380	~	11,206	46,586	39,486	~	11,215	50,701	41,432	~	11,694	53,126
Non-parts suppliers	KRW 100 million	7,911	~	8,904	16,815	6,345	~	7,081	13,426	5,956	~	7,455	13,411

1) Proportion of purchases from operational structure suppliers to total purchases from Tier 1 (direct-development) suppliers (as of year-end, non-consolidated basis)

2) (Non-operational structure spend) = (Total direct development spend) - (Operational structure spend)

3) Data is newly disclosed from 2025 in accordance with the 2025 changes in supplier management standards.

Social Performance

Supplier Sustainability Risk Management

ESG Assessments and Actions

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total
Supplier ESG assessment rate (self-assessment)		%	92.9	~	75.3	89.9	100	~	100	100	100	~	100	100
Assessment (desk-based)	Target suppliers	Companies	378	~	77	455	371	~	69	440	380	~	218	598
	Tier 1	Initial ¹⁾	399	~	104	503	401	~	89	490	409	~	216	625
		Final ²⁾	359	~	77	436	348	~	66	414	358	~	215	573
	Tier 2	Initial ³⁾	27	~	0	27	24	~	3	27	22	~	3	25
		Final ⁴⁾	19	~	0	19	23	~	3	26	22	~	3	25
	Suppliers that completed assessments		351	~	58	409	371	~	69	440	380	~	218	598
	Tier 1	Suppliers assessed	332	~	58	390	348	~	66	414	358	~	215	573
		Percentage of suppliers assessed	92.5	~	75.3	89.4	100	~	100	100	100	~	100	100
	Tier 2	Suppliers assessed	19	~	0	19	23	~	3	26	22	~	3	25
		Percentage of suppliers assessed	100	~	0	100	100	~	100	100	100	~	100	100
Identification	High-risk suppliers		16	~	1	17	68	~	8	76	72	~	35	107
	Percentage of high-risk suppliers ⁵⁾		4.6	~	1.7	4.2	18.3	~	11.6	17.3	18.9	~	16.1	17.9
	Tier 1	High-risk suppliers	12	~	1	13	67	~	8	75	72	~	35	107
		Percentage of high-risk suppliers	3.6	~	1.7	3.3	19.3	~	12.1	18.1	20.1	~	16.3	18.7
	Tier 2	High-risk suppliers	4	~	0	4	1	~	0	1	0	~	0	0
		Percentage of high-risk suppliers	21.1	~	0	21.1	4.3	~	0	3.8	0	~	0	0

1) All suppliers on a standalone basis

2) Target suppliers on a standalone basis (excluding inactive suppliers, agencies, etc.)

3) All Tier 2 suppliers of Tier 1 suppliers in core business groups, direct development (KRW 1 billion or more), and individual contracts

4) Target core Tier 2 suppliers (excluding inactive suppliers, closed businesses, etc.)

5) Percentage of assessed suppliers identified as high-risk

6) 2023-2024: Suppliers of Slovakia (MSK) and Czech (MCZ, MCZ-OS) subsidiaries

2025: Suppliers of Slovakia (MSK), Czech (MCZ, MCZ-OS), China (MJS, MTJ, MBJ, MWX), and Mexico (MMX) subsidiaries

Social Performance

Supplier Sustainability Risk Management

ESG Assessments and Actions

Category			Unit	2023				2024				2025			
				Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Supplier ESG due diligence rate (on-site assessment)			%	100	~	100	100	97.1	~	100	97.4	100	~	100	100
Due diligence (on-site assessment) ¹⁾	Tier 1	Suppliers assessed	Companies	12	~	1	13	65	~	8	73	72	~	35	107
		Percentage of suppliers assessed	%	100	~	100	100	97.0	~	100	97.3	100	~	100	100
	Tier 2	Suppliers assessed	Companies	4	~	0	4	1	~	0	1	0	~	0	0
		Percentage of suppliers assessed	%	100	~	0	100	100	~	0	100	0	~	0	0
	Suppliers that received corrective actions		Companies	16	~	1	17	66	~	8	74	72	~	32	104
	Suppliers subject to recommended actions		Companies	0	~	0	0	0	~	0	0	0	~	3	3
Supplier ESG performance improvement rate			%	100	~	100	100	100	~	100	100	97.0	~	100	97.3
Mitigation and improvement actions	Number of high-risk suppliers that established improvement plans for corrective and recommended actions		Companies	16	~	1	17	66	~	8	74	72	~	35	107
	Percentage of suppliers that established or submitted improvement plans for corrective and recommended actions		%	100	~	100	100	100	~	100	100	100	~	100	100
	Number of suppliers assisted in implementing corrective action plans		Companies	16	~	0	16	66	~	8	74	72	~	35	107
	Number of suppliers participating in capacity-building programs		Companies	378	~	20	398	371	~	87	458	380	~	138	518
Suppliers with which transaction was terminated due to negative impact			Companies	0	~	0	0	0	~	0	0	0	~	0	0
Completion rate of deliberation on sanctions ²⁾			%	100	~	100	100	100	~	100	100	100	~	100	100

1) Domestic on-site assessment period: September to December 2025; Overseas on-site assessment period: September 2025 to January 2026 (*Americas and Europe: October to December 2025; China: January 2026)

2) Applicable to suppliers with issues reported in the media (News Watches) regarding non-compliance with the Code of Conduct for Business Partners

Social Performance

Community Engagement

CSR Initiatives

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries ⁴⁾	Overseas Subsidiaries ⁵⁾	Total ^{4), 5)}	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of CSR expenses against revenue	%	0.06	~	~	0.04	0.08	~	~	0.06	0.07	~	~	0.05
Donation to charities	KRW million	21,970	27	3,715	25,712	27,911	271	5,122	33,304	23,148	387	6,572	30,107
Volunteering (converted to monetary value) ¹⁾	KRW million	770	~	~	770	620	~	~	620	668	~	~	668
Volunteer hours	Hours	13,249	~	1,795	15,044	9,237	1,075	2,671	12,983	10,414	1,170	4,198	15,782
Volunteer participants ²⁾	Persons	4,066	~	710	4,776	2,011	171	766	2,948	2,352	177	1,464	3,993
Volunteer hours per employee ³⁾	Hours/persons	1.09	~	0.07	0.33	0.75	0.10	0.10	0.26	0.83	0.11	0.15	0.30

1) Monetary value of employee volunteer hours during working hours (excluding weekends), calculated based on salary rates

2) Includes repeat participants (cumulative)

3) Volunteer hours per employee: Total volunteer hours / Total number of employees

4) Data restated due to changes in the calculation methodology for volunteer hours and the number of participants at certain domestic subsidiaries in 2024.

5) Data restated due to changes in the calculation methodology for the total number of employees at certain overseas subsidiaries in 2024.

Donations and Other Expenses

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Charitable donations	KRW million	21,970	27	3,715	25,712	27,911	271	5,122	33,304	23,148	387	6,572	30,107
Lobbying and lobbying associations (membership fees)	KRW million	0	~	~	0	0	~	~	0	0	~	~	0
Political donations	KRW million	0	~	~	0	0	~	~	0	0	~	~	0

Social Performance

Product Quality and Safety

Product Recalls

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Vehicles recalled	Vehicles	19,020	374,384	525,835
	Voluntary recalls	19,020	374,384	525,835
	Non-voluntary recalls	0	0	0

Warranty Provisions

Category	Unit	2023	2024	2025
		Consolidated	Consolidated	Consolidated
Provision warranty balance at the beginning of the period	KRW million	1,174,541	1,578,207	1,725,427
Warranty expenses (costs) incurred during the period	KRW million	254,089	348,723	530,033
Percentage of warranty costs against annual revenue	%	0.4	0.6	0.9

Customer Grievance Handling

VOC¹⁾ Management

Category	Unit	2023				2024				2025				
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total	
Number of VOC cases	Submitted	Cases	115,960	~	~	115,960	117,084	~	995,165	1,112,249	130,594	~	931,956	1,062,550
	Handled	Cases	115,347	~	~	115,347	115,410	~	992,515	1,107,925	129,532	~	931,471	1,061,003
	Ongoing	Cases	288	~	~	288	924	~	1,708	2,632	712	~	441	1,153
	Cases returned	Cases	325	~	~	325	749	~	942	1,691	350	~	44	394

1) VOC: Voice of Customer

2) Includes data from overseas subsidiaries starting in 2024

Governance Performance

Non-compliance and Compliance Culture

Investigation and Action Taken for Ethical Non-compliance (Cyber Auditor and Internal Review)

Category		Unit	2023				2024				2025			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Violations/Reports	Total incidents of non-compliance/whistleblowing ¹⁾	Cases	51	2	1	54	120	9	10	139	100	11	13	124
Actions taken	Total actions taken ²⁾	Cases	45	2	1	48	97	6	9	112	85	11	10	106
	HR actions ³⁾	Cases	20	1	1	22	13	4	9	26	2	1	1	4
	Internal training	Cases	10	~	~	10	19	2	~	21	21	1	~	22
	Others (mutual agreement, system improvement, etc.)	Cases	15	1	~	16	65	~	~	65	14	1	~	15

1) Includes duplicate reports starting in 2024.

2) Unresolved reports from previous years were resolved and included in the 2024 figures (6 cases carried over from 2023).

3) 2025 violation types resulting in disciplinary actions: Corruption/Bribery (1), Discrimination/Harassment (1), Others (2)

- Excludes cases cleared of suspicion due to changes in internal management standards in 2025.

Compliance Training (including anti-corruption and anti-bribery training)

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Compliance training completion rate ¹⁾	%	98.7	65.7	61.3	76.6	99.2	100	71.7	89.9	100	99.4	95.6	98.3
Employees who completed compliance training	Persons	9,581	3,456	6,277	19,314	9,761	5,079	5,596	20,436	12,314	5,371	9,816	27,501
Completion of training by functions at increased risk of corruption/bribery ²⁾	%	100	100	93.8	96.8	100	100	76.2	86.0	100	100	99.6	99.7

1) Training on the CP (Compliance Program) management system, ethics and anti-corruption, human rights, customs, sexual harassment prevention, disability awareness, contract risks, information security, safety and environment, and the whistleblowing system

2) Defined as procurement-related departments

Information Security

Category	Unit	2023				2024				2025			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Ratio of investments in information security ¹⁾	%	6.9	~	~	6.9	6.7	~	~	6.7	~	~	~	~
Completion of information security training ²⁾	Persons	9,581	~	~	9,581	9,761	~	~	9,761	9,805	~	~	9,805
Total incidences of information security breach ³⁾	Cases	0	0	0	0	0	0	0	0	0	0	0	0

1) Ratio of information security investment to the total IT budget (disclosing data up to the previous reporting year)

2) Number of employees who completed the information security module as part of compliance training

3) Data for domestic and overseas subsidiaries are disclosed from 2025

