2025 Korea Circuit Sustainability Report



Korea Circuit

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Introduction

Report Overview

Korea Circuit Co., Ltd.(hereinafter referred to as 'Korea Circuit') is a leading domestic electronic component company in the field of printed circuit boards (PCB), established in Ansan, Gyeonggi-do in 1972. This **[2025 Korea Circuit Sustainability Management Report]** is intended to publicly disclose Korea Circuit's economic, environmental, social, and governance ESG performance to the public and to serve as a channel for communication and cooperation with stakeholders.

Reporting Period

The reporting period is from January 1, 2025, to December 31, 2025. Quantitative performance includes data from the last three years (2023-2025) to allow for year-by-year comparative analysis.

Scope of Report

The scope of this report includes the three domestic business sites (P1(1st Plant), P2(2nd Plant), P3(3rd Plant)) operated by Korea Circuit as of 2025.

※ P4 (4th Plant/former Terranix) merged in 2026 is not included in this report.

Report Preparation Standards

This report was prepared according to the GRI (Global Reporting Initiative) Standards 2021 and the SASB (Sustainability Accounting Standards Board) to reflect the requirements of stakeholders.

In addition, to select the reporting topics, contents of KCGS (Korea Institute of Corporate Governance and Sustainability), UN SDGs (Sustainable Development Goals), and RBA (Responsible Business Alliance) are reflected. Financial information is prepared according to K-IFRS (Korean-International Financial Reporting Standards).

Inquiries about the Report

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CEO Message

Turning change into opportunity, from promises to action – building sustainable future competitiveness.

Dear stakeholders, hello?

We sincerely thank you for your unwavering trust and support for Korea Circuit throughout 2025. Despite the rapidly changing industrial environment, Korea Circuit was able to strengthen the foundation for sustainable growth based on the trust of stakeholders, taking another meaningful step forward.

2025 was a time when the expansion of AI technology led to structural changes across industries, creating a new turning point in the semiconductor and electronic components market. The rapid expansion of demand for AI servers and high-performance computing(HPC) drove growth in the advanced semiconductor packaging and HDI PCB markets, while the advancement of electric vehicles(EV) and autonomous driving technologies also provided new growth opportunities in the high-reliability PCB market.

The domestic PCB industry also faced increased demand for high-specification products with the growth of the AI semiconductor and data center markets, leading to intensified technological competition centered on semiconductor package substrates and high-density/high-integrity products. On the other hand, the recovery of traditional demand for smartphones and IT devices appeared somewhat limited, and rising costs and intensifying global competition became major management challenges for the domestic manufacturing industry.

In this complex market environment, Korea Circuit recognizes sustainability as a core competitiveness that directly correlates with corporate financial value, beyond simply regulatory compliance. Particularly with the full implementation of the EU's Corporate Sustainability Reporting Directive(CSRD) in 2025, it is continuously strengthening transparent information disclosure and supply chain management systems to meet the demands of global customers and investment institutions.

We are enhancing management systems across all areas of environment, society, and governance through the ESG Promotion Team. In particular, we completed our first Scope 3 greenhouse gas emissions calculation and announced joining the SBTi(Science Based Targets initiative), actively building a scientific roadmap for carbon reduction to address climate change. Additionally, we formalized ESG evaluations for partners to establish a responsible supply chain management system, and are continuously strengthening global management capabilities through operations based on RBA(Responsible Business Alliance) standards in all areas of labor, safety and health, environment, and ethics.

If 2025 was a year of building and implementing Korea Circuit's sustainability management system, 2026 will be a critical turning point in refining this and linking it to tangible results. We plan to further integrate ESG management throughout corporate operations, and to develop systems for climate change response, supply chain ESG management, and ethical · compliant management more sophisticatedly.

Korea Circuit will continue to strengthen both technological competitiveness and sustainability management capabilities, moving towards becoming a sustainable company that grows together with stakeholders through responsible management and continuous innovation.

Thank you.



CEO/Vice-Chairman

Chang Se Joon



Company Overview

Company Overview

The invisible force leading the digital world is being created by Korea Circuit.

Korea Circuit Co., Ltd., a pioneer in the Korean printed circuit board(PCB) industry, has specialized solely in producing printed circuit boards(PCBs) for the past 53 years, growing alongside Korea's electronic industry.

From PCBs for household appliances like digital TVs and computers to PCBs for mobile communication devices like mobile phones and PDAs wi th cutting-edge features, and even semiconductor-mounting PCBs, a core of the IT industry, we have been developing world-class PCBs base d on advanced technology. We prioritize customer satisfaction and continuously strive to become a trusted company by our customers through producing the highest quality products.

In the future, Korea Circuit promises to grow as a top-tier electronic product company leading not only the global PCB market but also the digital world, conducting transparent management for customers and shareholders, and becoming a true 21st-century global leader by leveraging core t echnology and accumulated know-how.

Current Status

Company Information			Korea Circuit Co., Ltd.
CEO			Chang Se Joon
Establishment Date			April 11, 1972
Number of Employees			1,306 (as of December 31, 2025)
Business Type			PCB(Printed Circuit Board)
Business Locations	**Headquarter and 1st Plant (P1)**		9, Gangchon-ro 139beon-gil, Danwon-gu, Ansan-si, Gyeonggi-do (Seonggok-dong)
	2nd Plant (P2)		25, Gangchon-ro, Danwon-gu, Ansan-si, Gyeonggi-do (Singil-dong)
	3rd Plant (P3)		149, Gangchon-ro, Danwon-gu, Ansan-si, Gyeonggi-do (Seonggok-dong)
Financial Performance	**Consolidated**	**Revenue**	1,509.7 billion KRW
		Operating Profit	53.8 billion KRW
	Separate	**Revenue**	863 billion KRW
		Operating Profit	53.1 billion KRW



Headqurter and 1st Plant(P1)



2nd Plant(P2)



3rd Pland(P3)

Management Philosophy



Customer Satisfaction

We always think from our client's perspective first, and do our best to keep the commitment in any circumstances to satisfy our valued clients.

HR Development

We makes every effort to cultivate excellent professionals who are active and creative. The talents will enhance the global competitiveness and realize the ultimate satisfaction for our clients.

Ethical Management

We fulfill our social responsibilities as a global company by promoting the welfare of employees, observing environmental and safety regulations, and implementing transparent management in accordance with international standards.

Membership Organizations

한국무역협회 한국상장회사협의회 KOREA LISTED COMPANIES ASSOCIATION 안산상공회의소

KPCA (사)한국PCB&반도체패키징산업협회 안산HR부서장협의회

Awards History

Year	Description
2025	Commendation for Exemplary Taxpayer
2023	Commendation for Outstanding Taxpayer
2015	52nd Trade Day: 4 Million Dollar Export Tower Award
2014	Commendation for Exemplary Environmental Management Business
	51st Trade Day: 3 Million Dollar Export Tower Award
2012	Commendation for Quality Management Promotion
	Gyeonggi-do Quality Management Contest 6 Sigma Grand Prize
	Commendation for Excellent Business in Carbon Emission Reduction
2011	37th National Quality Circle Contest



Business Overview

Business Introduction

Leading the Future IT Industry with PCB Technology.

Korea Circuit is a specialized company in printed circuit boards (PCB) and has built a business portfolio centered around high value-added prod ucts such as high-density interconnects (HDI), semiconductor package substrates, and PCBs for communication and automotive use. Even in t he rapidly changing global technology environment, Korea Circuit is recognized for its technology and quality by major clients at home and abro ad by stably supplying key components for next-generation IT and automotive industries. The main product groups are as follows.



Mobile

Smart Phone / Tablet



Memory Module

DIMM / SODIMM



SSD



Display

LCD / OLED

HDI

Mobile (Smart Phone / Tablet)

Miniaturization, slim, high density, high-quality Build-Up PCBs aligning with the trend of

Memory Module (DIMM / SODIMM)

Customer customized high-quality PCBs used as main memory in PCs

SSD

High-density, high-quality PCBs used in eco-friendly and next-generation storage d

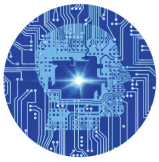
Display (LCD / OLED)

Customized, high-density, and light PCBs meeting customer requirements for hig

Package Substrate

FCBGA

Package Substrate of large body size and high-density technology applied to server



FCBGA



PBGA

PBGA

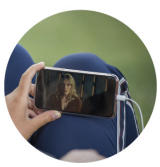
SMD Package Substrate with solar balls arranged in a row applied to game console p

CSP (CSP / UT-CSP / FCCSP)

- CSP: High wiring density Package Substrate applied to PCs, mobile device products, etc.

- UT-CSP: Even thinner ultra-small Package Substrate among CSPs

- FCCSP: Ultra-small, high-performance CSP without wire bonding



CSP / Sip

CSP / UT-CSP / FCCSP

Sip

Package Substrate for standalone system with independent functions through mul



Smart Device

Wearable Device / Display



Storage

SSD

Rigid-Flex

Smart Device (Wearable Device / Display)

High-density, high-quality Rigid-Flexible PCBs suitable for the latest smart devices

Storage (SSD)

High-layer, high-reliability Rigid-Flexible PCBs applicable for high-capacity, high-speed storage

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Approach



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ESG Management

ESG Strategy

Korea Circuit has established the ESG vision of **"Steps Toward a Sustainable Future"** along with an ESG framework of **"Printing the Future, Creating with Purpose, Building Sustainability"** and ESG goals of **"Plant, Community, Behave"** to emerge as a pioneer in ESG management in the PCB industry. This is a commitment that includes the direction for Korea Circuit to simultaneously achieve technology, responsibility, and sustainable development for future generations, and it is a message to global customers and stakeholders.

ESG Vision

Steps Toward a Sustainable Future

ESG Framework

Printing the Future

Creating with Purpose

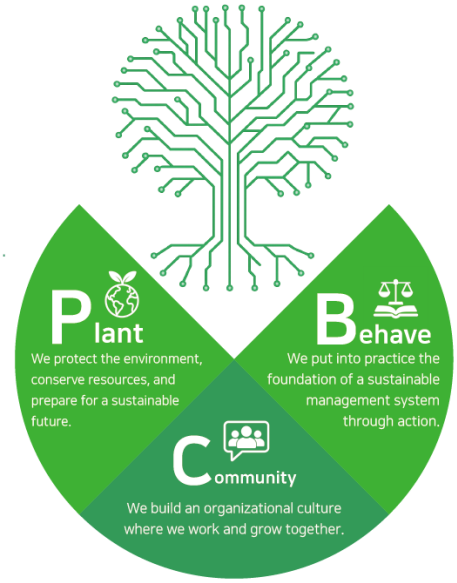
Building Sustainability

Korea Circuit is designing the future of the electronics industry through its core technology, PCB. "Printing" signifies more than simple manufacturing—it represents our role in etching sustainable innovation onto every circuit. Through the introduction of eco-friendly processes, the establishment of carbon-reduction facilities, and the adoption of circular materials, we are leading the foundation of future technology from an ESG perspective.

We realize "purposeful creation" in every aspect of our management activities and product manufacturing process. This means making decisions that consider social, environmental, and economic value beyond short-term profit, and we put ESG core values into practice across multiple areas—including the responsible use of materials, fair trading practices, and the building of an inclusive organizational culture.

Sustainability is Korea Circuit's long-term strategy and fundamental competitiveness. Through sustainable management that encompasses both the environment and society—including achieving carbon neutrality (NET-ZERO), fostering shared growth with stakeholders, and engaging in biodiversity conservation activities—we aim to grow into a company trusted by customers and society worldwide.

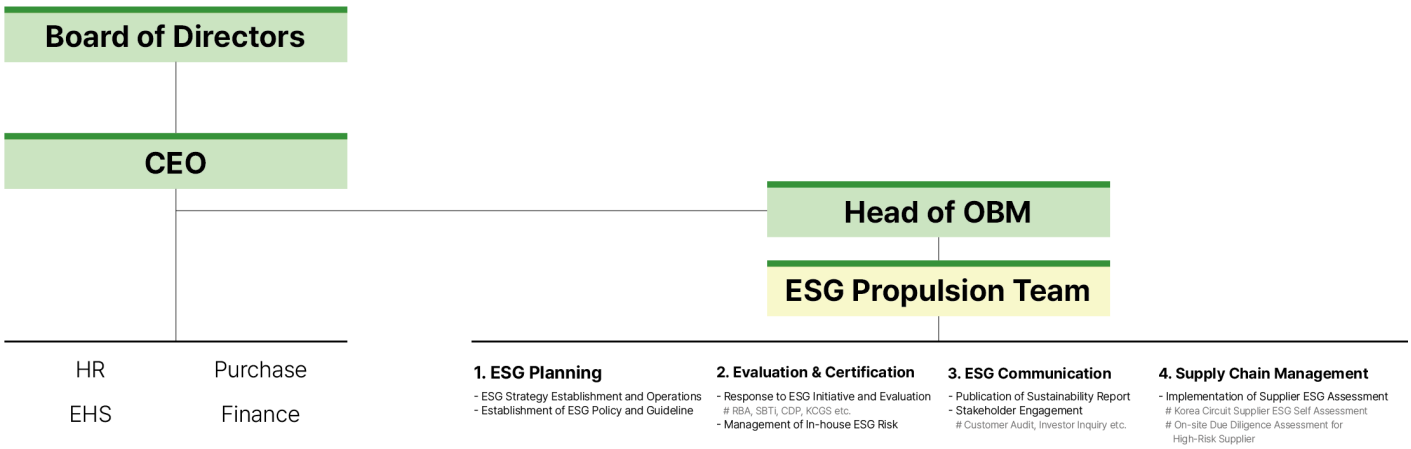
ESG Target



ESG Dedicated Organization

To more systematically and consistently promote ESG management, Korea Circuit has established an ESG Promotion Team under the management office chief, who belongs to the C-Level. Focusing on this team, an organic ESG response system has been established through collaboration with existing HR support/safety environment/purchasing/financial departments. In the future, the ESG Promotion Team will continue to discover and carry out new ESG tasks for a sustainable future of our company — such as preparing for RBA VAP, obtaining SBTi Target approval, and enhancing supply chain evaluation — in addition to performing existing tasks such as publishing sustainable management reports, responding to ESG evaluations, and measuring Scope 3.

Sustainable Management Organization Chart



ESG Activities

ESG Evaluation and Initiatives

Korea Circuit actively responds to domestic and international ESG evaluations and initiatives, considering them as a measure of the level of sus tainable management and using them as an opportunity for further development. Korea Circuit aims to strengthen trust with stakeholders and solidify a sustainable supply chain and eco-friendly management base, not merely by formally implementing ESG, but by using objective evalua tions and initiative activities as its foundation.

KCGS

Total	Environmental	Social	Governance
C	B	B+	D

한국ESG기준원 Korea Institute of Corporate Governance and Sustainability

Sustinvest

2025 ESG RATING B SILVER

SUSTINVEST

CDP

Climate	Water
C	B-

CDP

RBA

· Conducted CMA at the same level as RBA VAP in H1 2025

· Target to conduct RBA VAP between H2 2026 and H1 2027

VAP (Validated Assessment Program) : Official audit hosted by RBA
CMA (Customer Managed Audit) : Audit hosted by a member company affiliated with RBA

Responsible Business Alliance
Advancing Sustainability Globally

SBTi

· SBTi Commitment Declaration (2025. 09)

· SBTi Target approval goal based on 2025 Data

SCIENCE BASED TARGETS

ESG Education

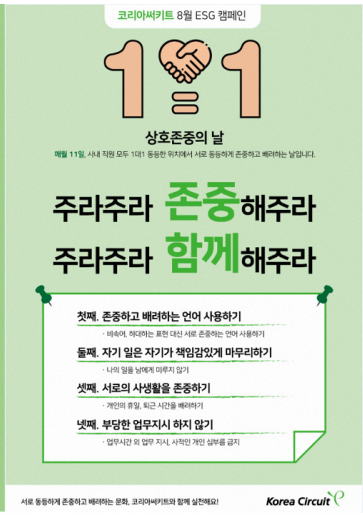
To enhance the understanding and response capabilities of executive s toward ESG management, Korea Circuit conducted [ESG education f or executives in the electronics affiliate] under the leadership of the C EO. This education was a comprehensive training involving executives from Korea Circuit, Young Poong Electronics, Interflex, and Terranics, which are electronics affiliates of Young Poong Corp., aimed at buildin g shared understanding of ESG management and strengthening execu tion capabilities. Through this, Korea Circuit shared its commitment to enhance the ESG management system at the electronic affiliate level of Young Poong Corp, going beyond individual companies, and strengt hen sustainable management. Along with this, the ESG Promotion Tea m has consistently completed ESG-related education such as RBA co de of conduct and greenhouse gas calculation methodology, conduct ed by customers, to strengthen ESG expertise and practical capabilitie s. In the future, Korea Circuit plans to continuously strengthen the ESG response system and expand the sustainable management foundation capable of proactively responding to global ESG requirements, based on the capabilities and experience gained through education.



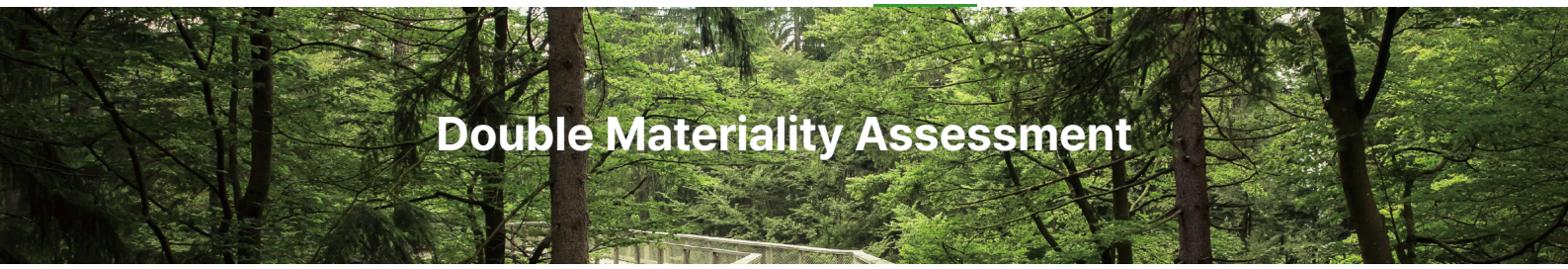
ESG Campaign

To enhance employees' ESG activities and awareness, Korea Circuit continuously conducted an ESG campaign through the internal homepage from Q2 to Q4 of 2025. This activity was operated to share the role and direction of the newly established ESG Promotion Team with employee s and to expand internal consensus on ESG management. The campaign provided easy-to-understand information on the concept and importa nce of ESG, major activity cases in the environmental, social, and ethical fields, and ESG behavior guidelines that employees can practice in the ir daily work. Through regular content posting, employees' interest and participation were encouraged. Korea Circuit aims to naturally inform e mployees of the role and function of the ESG Promotion Team within the organization while sharing that ESG management is a common task th at all employees should practice together, not just activities of a specific department. In the future, Korea Circuit plans to continuously expand t he internalization of ESG culture and enhance employee awareness through various internal activities and education.









Double Materiality Assessment

Double Materiality Assessment Process

Korea Circuit conducts an annual Double Materiality Assessment to identify sustainability management issues that may significantly impact stakeholders and to develop an effective response strategy that comprehensively considers impacts on not just financial resources but also on the environment and society. This system is proactively applied following an evolving evaluation framework that is gradually spreading among major corporations and ESG-leading groups. Our company has adopted this double materiality assessment system under strategic judgment considering both sustainability and corporate value enhancement.

To identify key issues in sustainability management and strengthen strategic responses, Korea Circuit adopts various standards as references for materiality assessment, including the most widely accepted global standard GRI (Global Reporting Initiative), the industry-specific financially-focused SASB (Sustainability Accounting Standards Board), the RBA (Responsible Business Alliance) code of conduct for our ESG activities, and the UN SDGs (Sustainable Development Goals) which are universally pursued by the international community. This methodology aims to analyze topics that significantly affect the corporation's sustainability and financial value from a double materiality perspective, and to derive core issues.

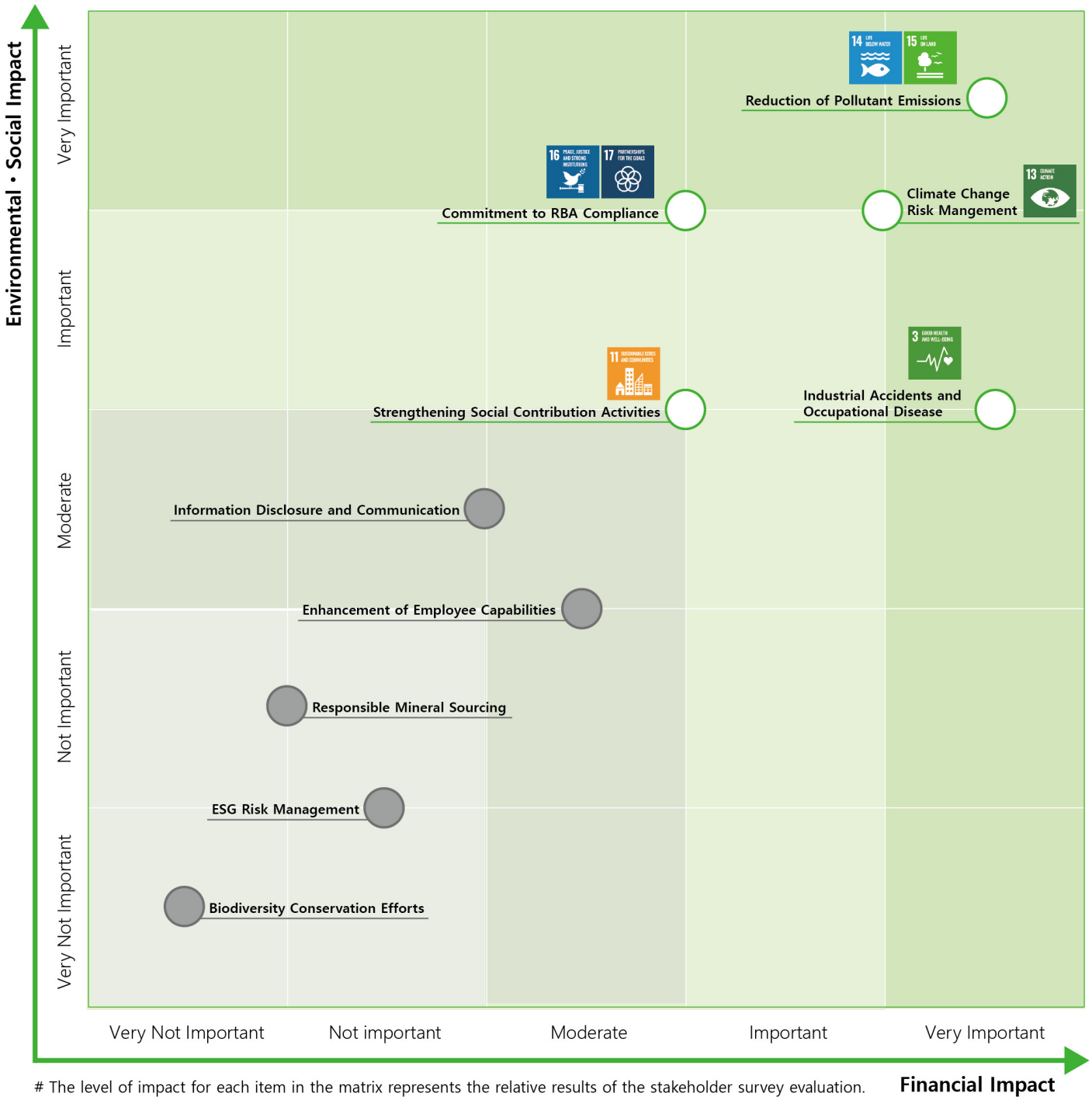
Issue Identification and Materiality Assessment Process

Korea Circuit has carried out the double materiality assessment through a five-stage process involving issue pool formation, issue identification, stakeholder survey, final issue derivation, and issue strategy/direction disclosure as follows. Initially, 55 ESG-related issues were identified, and among them, 10 items expected to be key concerns for stakeholders were selected for the survey. Subsequently, the opinions of stakeholders and the financial, environmental, and social impacts of each issue were comprehensively reviewed to derive 5 final material issues.

Issue Pool Composition	Issue Identification	Stakeholder Survey	Final Issue Derivation	Issue Strategy/Direction Disclosure
Global Standards Analysis - GRI, SASB, RBA, UN SDGs **Internal Status Analysis** - Business Report, prior-year KCGS evaluation results, etc. **Peer Case Analysis** - Domestic companies in the same industry	**Issue Derivation and 1st Identification** - Selection of 1st-round issues within the Issue Pool, considering materiality and likelihood of Korea Circuit's financial/environmental/social impacts **2nd Identification for Stakeholder Engagement** - Selection of anticipated/condensed issues based on key stakeholder interests among 1st-round issues	**Conducting Stakeholder Survey** - Collection of *internal/*external stakeholder opinions on the condensed, selected issues *Internal stakeholders: In-house employees *External stakeholders: Supply chain(suppliers), customers, related parties, etc.	**Double Materiality Assessment Matrix Development** - Final issue selection through stakeholder surveys - Visualization of survey data statistics in a graph-based matrix format (x-axis: Financial Impact, y-axis: Environmental /Social Impact)	**Sustainability Management Report Disclosure** - Preparation and disclosure of the Sustainability Report, including strategies and direction for the selected final issues

Double Materiality Assessment Results

The 2025 ESG final issues for Korea Circuit have been ultimately derived as follows, based on the aforementioned [Issue Identification and Mat eriality Assessment Process].



The level of impact for each item in the matrix represents the relative results of the stakeholder survey evaluation.



Stakeholder Communication

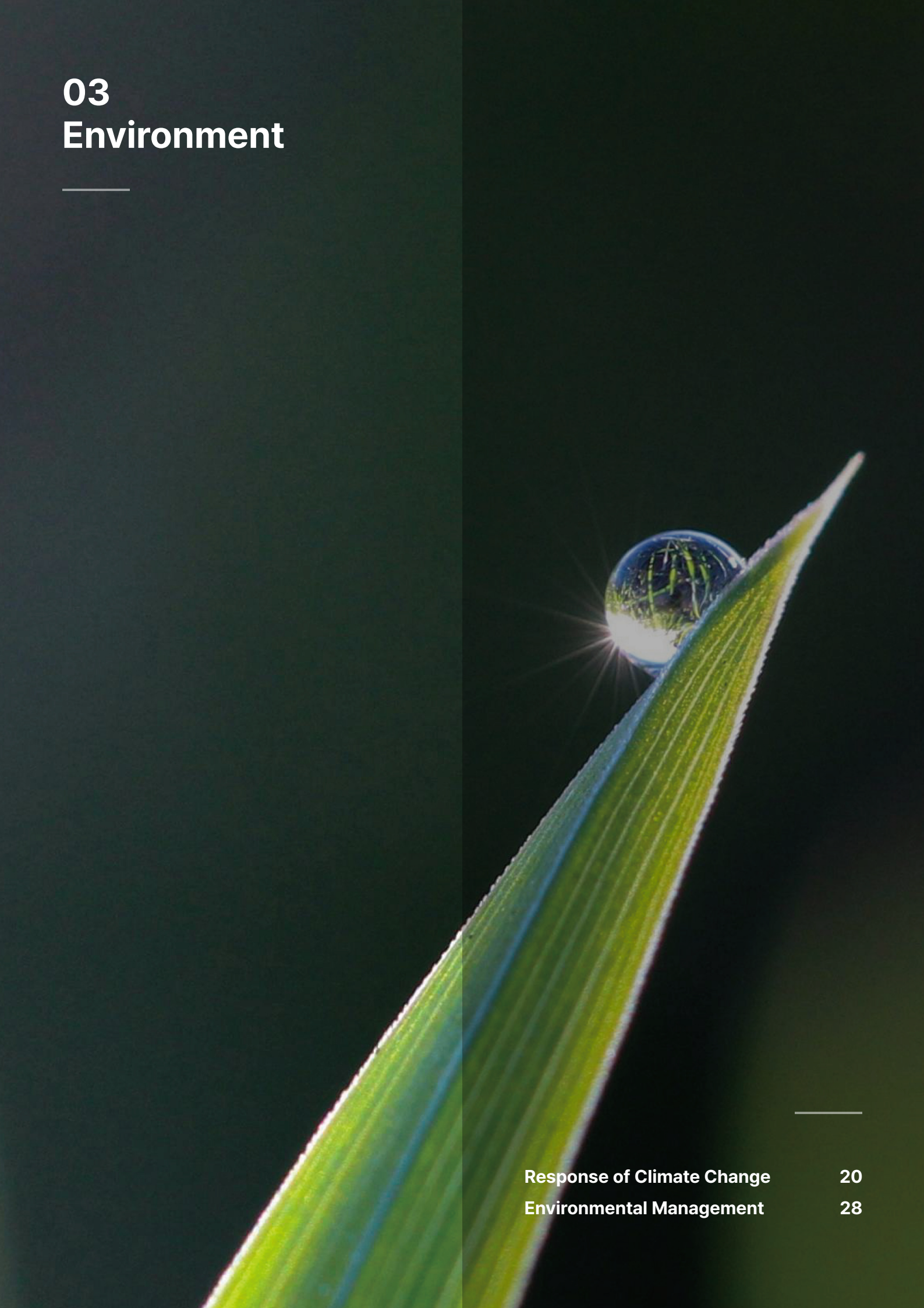
Stakeholder Communication

Korea Circuit divides key stakeholders into five categories: clients, shareholders and investors, employees, partners, and government and community, and establishes communication channels for each. These channels are used to identify and manage the major concerns of various stakeholders by subdividing them, and to collect and reflect requests. We will continue to expand communication channels to strengthen transparent communication and collaborative relationships with stakeholders.

Stakeholder	Main Interest	Communication Channel	Activity Status
Client	· Customer Needs Product Development Status · Improvement of Product Quality · Compliance with ESG Activities	· Korea Circuit Website · Related Department Email and Extension Phone · Sustainability Report	· Receipt of Customer Opinions through Related Department Email and Extension Call · Improvement of Product Quality and Working Environment through Related Departments · Disclosure of ESG Activity Compliance through the Sustainability Report
Shareholder and Investor	· Financial Performance · Stable Business Operations · Transparent Information Disclosure · Compliance with ESG Activities	· General Shareholders' Meeting · DART Disclosure · Korea Circuit Website · Sustainability Report	· Regular General Shareholders' Meetings · Quarterly Performance Disclosure on Website and DART · Operating IR Inquiry Page on the Website to Collect Inquiries · Disclosure of ESG Activity Compliance through the Sustainability Report
Employee	· Improvement of Work Environment · Welfare and Compensation · Talent Acquisition and Development · Fair Performance Evaluation	· Internal Employee Website · Korea Circuit Website · Labor-Management Council · Internal Messenger	· Operation of Internal Employee Website · Anonymous Grievance Reporting through the [Consultation and Reporting] Page on the Website · Dissemination of Management Changes through Quarterly Labor-Management Council Meetings · Free Communication among Employees Using Internal Messenger

Stakeholder	Main Interest	Communication Channel	Activity Status
Partners	· Improvement of Work Environment · Technical Support · Internal Worker Safety Management · Fair Trade · Partner ESG Self-Evaluation	· Korea Circuit Website · Related Department Email and Extension Phone · Win-Win Council · Partner Technical Support Activities · Delivery Management System · Korea Circuit Supply Chain Due Diligence Platform	· Receipt of Partner Opinions through Related Department Email and Extension Phone · Quarterly Operation of the Win-Win Council to Facilitate Internal Partner Communication and Grievance Reception · Strengthening Productivity and Quality through Partner Technical Support Activities · Automation of Transaction Statements Issuance through Delivery Management System · ESG Compliance Check of Partners through Partner ESG Self-Evaluation
Government and Community	· Environment, Safety, and Health-Related Permit Management · Submission of Personnel-Related Documents · Participation in Training and Surveys	· Government Agencies · Korea Listed Companies Association, Ansan Chamber of Commerce	· Reporting and Filings (Permits, Government Submission Documents, etc.) · Response to Requests from Government Agencies · Response to Participation in Training and Surveys

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Response of Climate Change

Climate Change Scenario

Korea Circuit has developed a long-term climate change scenario to establish and review the implementation of its 2050 carbon neutrality goal. This scenario has been analyzed in three phases (High, Medium, Low) to assess the risks of climate change and examine response strategies.

Risk Category	Reason	Financial Impact	Duration	Response Strategy
Pollutant Emission Reduction	· Strengthening standards for environmental pollutant management · Increasing demand for eco-friendly production from customers	High	Short Term	· Expanding waste recycling and improving treatment efficiency · Strengthening activities to replace and reduce hazardous chemical emissions · Transitioning to eco-friendly raw materials and processes · Responding to eco-friendly certifications and global initiatives
Climate Change Risk Management	· Increase in greenhouse gas burdens · Strengthening energy and greenhouse gas management · Increasing risk of natural disasters	High	Long Term	· Analyzing and strategizing for *emissions trading cost · Promoting greenhouse gas reduction and high-efficiency equipment investment · Operating energy efficiency task force and managing based on FEMS · Establishing management systems for Scope 1, 2, and 3 emissions · Developing renewable energy transition strategies · Operating monitoring and response systems for natural disasters · Conducting facility inspections and emergency response drills
Biodiversity Conservation Efforts	· Damages to biodiversity and ecosystem changes	High	Long Term	· Analyzing and managing environmental impact on surrounding business areas · Promoting environmental purification and ecological preservation activities

*emissions trading cost: Estimated average amount of 15,000 KRW in 2025

Climate Change Risk

Greenhouse Gas Management

Korea Circuit is committed to participating in the international climate goal of limiting the increase in global average temperature to within 1.5°C above pre-industrial levels. Accordingly, it has set the long-term goal of achieving Net-Zero by 2050, and is pursuing company-wide reduction activities to cut Scope 1 and 2 greenhouse gas emissions by 65.5% within ten years based on 2025 levels. Key reduction strategies include converting old facilities to high-efficiency facilities, expanding energy efficiency projects, applying eco-friendly chemicals, and improving production processes to reduce direct emissions. Additionally, the company is considering expanding the introduction of renewable energy PPA and establishing carbon-neutral certification systems to gradually reduce indirect emissions and strengthen the low-carbon transition foundation across the business.

In September 2025, Korea Circuit officially announced its commitment to join the SBTi (Science Based Targets initiative), a global initiative that scientifically verifies corporate greenhouse gas reduction targets, and is working on refining the calculation of Scope 1 and 2 greenhouse gas emissions, as well as calculating and analyzing key emission sources of Scope 3 emissions to establish Near-term (within 10 years from the base year) Targets. Furthermore, by continuously responding to CDP and reviewing participation in global climate initiatives such as RE100, the company aims to enhance transparency in greenhouse gas reduction and international credibility.

Meanwhile, Korea Circuit is proactively addressing the financial risks associated with carbon pricing and increasing greenhouse gas-related costs. The company is continuously reducing energy consumption and greenhouse gas emissions by replacing old facilities within processes with high-efficiency facilities and operating a dedicated task force for energy consumption reduction. It is also preparing for the 4th phase of the emissions trading scheme by analyzing financial impacts based on carbon pricing scenarios and establishing phased response strategies. Korea Circuit will strengthen its data-based greenhouse gas management capabilities to systematically respond to climate change-related risks and opportunities, and faithfully implement mid- to long-term carbon neutrality goals.

Greenhouse Gas Emission Status

(Unit: tCO_2eq)

Categoty	2023	2024	2025
Scope 1	4,528	3,374	5,510
Scope 2	121,656	127,973	133,380
Scope 3	N/A	N/A	379,230
Total	**126,184**	**131,347**	**518,120**

Greenhouse Gas Scope 1, 2 Third-party Verification Statement (Korean)

Greenhouse Gas Scope 1, 2 Third-party Verification Statement (English)

(Unit: tCO_2eq)

Scope 3 Detailed Emissions (by Category)	2023	2024	2025
Purchased goods and services	N/A	N/A	305,709
Capital goods	N/A	N/A	3,860
Fuel and energy-related activities (not included in Scope 1 or 2)	N/A	N/A	8,355
Upstream transportation and distribution	N/A	N/A	2,805
Waste management	N/A	N/A	21,505
Business travel	N/A	N/A	319
Employee commuting	N/A	N/A	18,079
Upstream leased assets	N/A	N/A	50
Downstream transportation and distribution	N/A	N/A	1,747
Processing of sold products	N/A	N/A	15,667
Use of sold products	N/A	N/A	N/A
End-of-life treatment of sold products	N/A	N/A	1,117
Downstream leased assets	N/A	N/A	14
Franchises	N/A	N/A	N/A
Investments (GHG emissions from subsidiaries and associated investments)	N/A	N/A	3
Total	**N/A**	**N/A**	**379,230**

* Scope 3 calculations will begin in 2025 / No third-party verification undertaken.

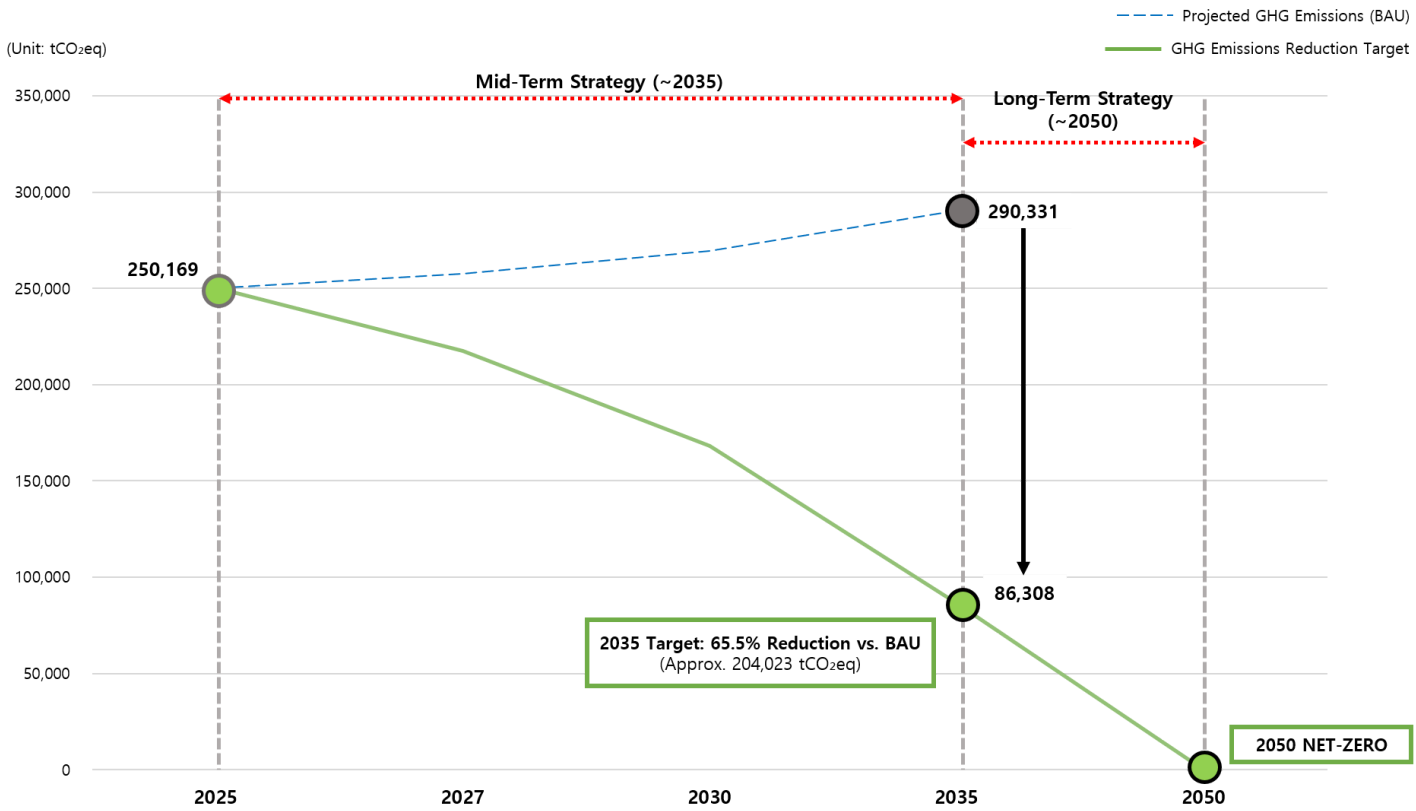
Greenhouse Gas Emission Near-Term Strategy

Category	Short-Term(~2027)	Phase 2(~2030)	Phase 3(~2035)
Strategic Direction	· Infrastructure Building · Establishing energy transition foundations	· Procuring renewable energy · Expanding eco-friendly materials	· Completing a low-carbon supply chain · Achieving near-term goals
Scope 1 & 2	**#1. Installation of self-consumption solar power facilities (rooftop)**	· Purchase of RECs	· Gradual transition to PPA **(#2. 65.5% reduction compared to 2025)**
Scope 3	· Preparing for the introduction of recycled metals (Cu, Au)	· Expanding the introduction of recycled metals (Cu, Au)	· Increasing conversion of raw materials (30% reduction compared to 2025)

#1. Greenhouse Gas Emission Reduction Item: Solar Power Installation

Plan	Capacity	Operating Time	20-year Reduction Effect	
			Electricity	Carbon
Solar power Installation	953 kW	3.4 hours/day	23,652 MWh	11,228 tCO_2eq

#2. Long-term Greenhouse Gas Emission Goals



* Greenhouse Gas Emissions Projection (BAU): Assumes annual sales growth of 1.5%

Reduction of Pollutant Emissions

Strengthening Environmental Pollutant Management Standards

Korea Circuit has set internal management standards at a level below 30% of legal permissible limits to manage air and water pollutants more stric tly during the operation of its facilities, and operates internal environmental management guidelines based on this. This is part of Korea Circuit's en vironmental management principle aimed not only at mere legal compliance but also at proactively preventing environmental risks and minimizing i mpacts on the local community and surrounding environment. Additionally, environmental measuring devices and real-time monitoring systems ar e applied throughout the production process to continuously check for pollutant emission statuses and abnormalities. If any irregularities are dete cted, causes are immediately analyzed, necessary corrective actions are taken, and efforts are made to continuously enhance management levels through regular on-site inspections and equipment improvements. Korea Circuit will continue to minimize the possibility of pollutant emissions and leaks based on strengthened internal standards and a prevention-centered management system, and advance a stable environment, health, and safety (EHS) management infrastructure.

Eco-Friendly Production

Korea Circuit is pursuing eco-friendly transition activities across the entire production process, from raw material procurement, in response to customer demands for eco-friendly production and strengthened global environmental standards, and to minimize environmental impact during the product manufacturing process. The standards and purchasing requirements for eco-friendly production are being expanded across the supply chain and shared with partners, and environmental risks are systematically managed from the raw material procurement stage by verifying whether raw material suppliers hold third-party and eco-friendly certifications.

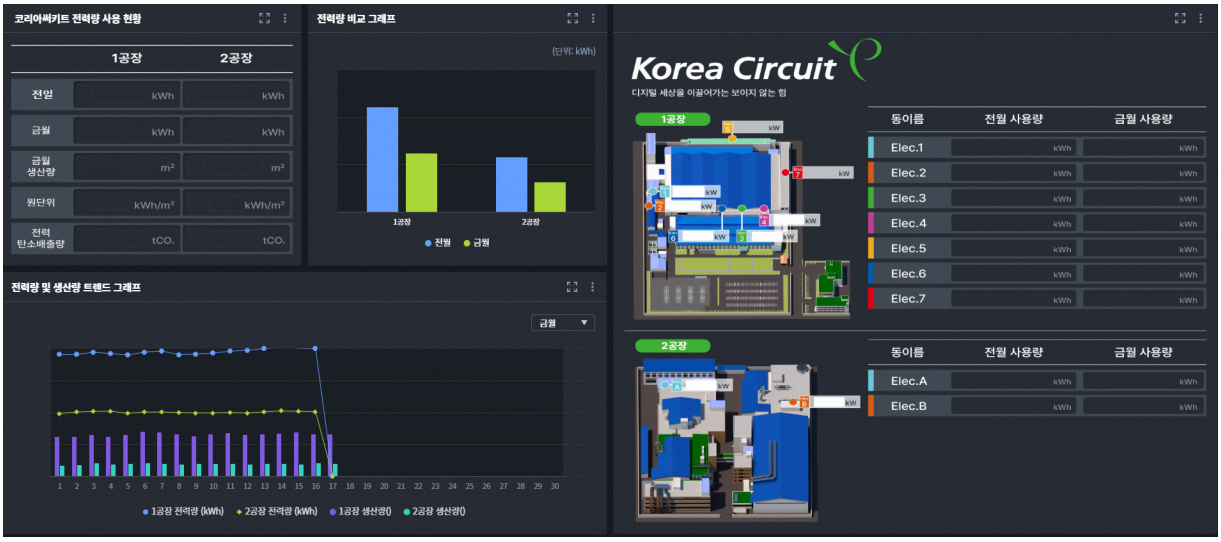
To strengthen a resource-circulating production system, a portion of key raw materials like copper and gold is being replaced with recycled metals, and the purchase ratio of recycled raw materials and eco-friendly certified products is continuously being expanded. This reduces the environmental burden of new resource extraction and raw material production processes and promotes the efficient cyclical use of resources. In the production process, the usage of chemicals is continuously monitored, and hazardous chemicals are being converted into safer general chemicals or eco-friendly alternatives to reduce the types and total amount of substances handled. Furthermore, by optimizing process conditions and equipment operation methods, the cycle of preventive maintenance (PM) is extended, and the amount of chemicals used and waste generated during the maintenance process is minimized, thereby increasing resource efficiency throughout the process. Korea Circuit will continue to identify improvement tasks covering the entire process from raw material supply to chemical use and process operation, to enhance a responsible production system in line with customer demands and global environmental standards.

Supply Chain Copper Foil Environmental Third-Party Certification

Climate Change Risk Management

Energy Management

Korea Circuit is undertaking regular energy diagnostics and facility improvement activities to minimize energy loss and improve operational efficiency in production and support facilities. Utilizing FEMS(Facility Energy Management System), the company monitors energy usage of key facilities and processes in real time, analyzing usage trends and anomalies to identify energy-saving opportunities and enhance performance management. Utility facilities have reduced mechanical losses and power usage by replacing old blowers and repairing impellers with high-efficiency compressors. Cooling and heating systems maintain heat exchange efficiency and mitigate peak power loads in the summer by cleaning chillers, cooling towers, managing circulating water quality, and inspecting key components. Additionally, outdated fluorescent lights in factories and office buildings have been replaced with high-efficiency LED lighting to reduce continuous power consumption. Korea Circuit plans to continuously improve energy efficiency and greenhouse gas reduction across its operations by integrating FEMS-based data analysis with the transition to high-efficiency facilities.

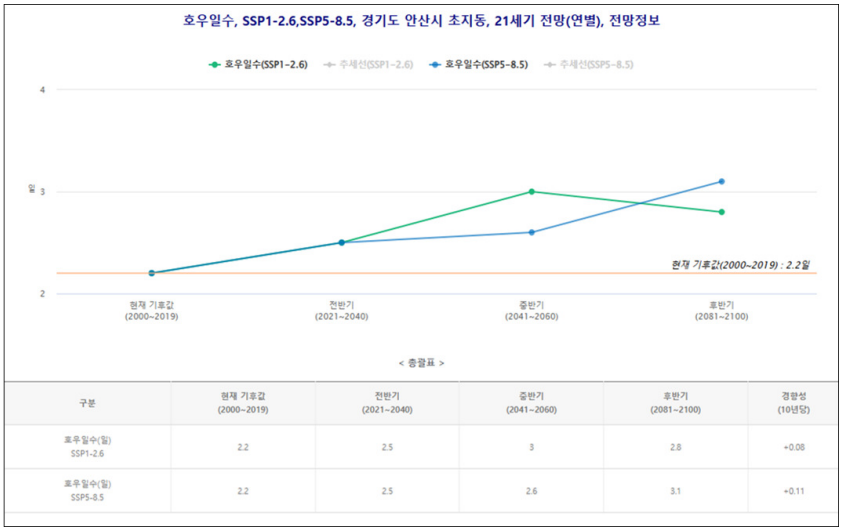


Increase in Natural Disaster Risks

To prepare for physical risks due to climate change, Korea Circuit analyzes the impact of natural disasters on business operations using the Korea Meteorological Administration's national climate change standard scenarios SSP1-2.6 and SSP5-8.5, along with Munich Re's NATHAN program. The climate change scenario analysis shows that the number of heavy rain days in Danwon-gu, Ansan, Gyeonggi-do, is expected to increase from the current 2.2 days per year to a maximum of 3.1 days per year, leading to an increase of up to 0.9 days in localized heavy rain occurrences. In response, Korea Circuit has identified major physical risks such as overloading of drainage facilities due to torrential rain, building leaks, flooding of substation and production facilities, and operational disruptions of wastewater treatment facilities, which could potentially lead to business interruptions. It is estimated that the initial direct losses could amount to hundreds of millions of won due to disruptions in power supply and production facilities, leading to waste of in-process products. This estimate does not include sales and opportunity losses, equipment damage and repair costs, and additional costs due to customer delivery delays, so the actual financial impact could be more significant if the operation is halted for a prolonged period.

To minimize these risks, Korea Circuit conducts preventive maintenance activities including inspections of drainage and stormwater pipes, safety diagnostics and waterproof repairs of buildings, checks on flood risks to substations and key power facilities, and verification of emergency power supply systems. Additionally, the company regularly conducts emergency response drills to ensure rapid response and minimize damage during natural disasters. Moving forward, Korea Circuit will continue to monitor the level of natural disaster risks and the impact on business sites according to climate change scenarios, strengthening mitigation measures based on analysis results to ensure business continuity.

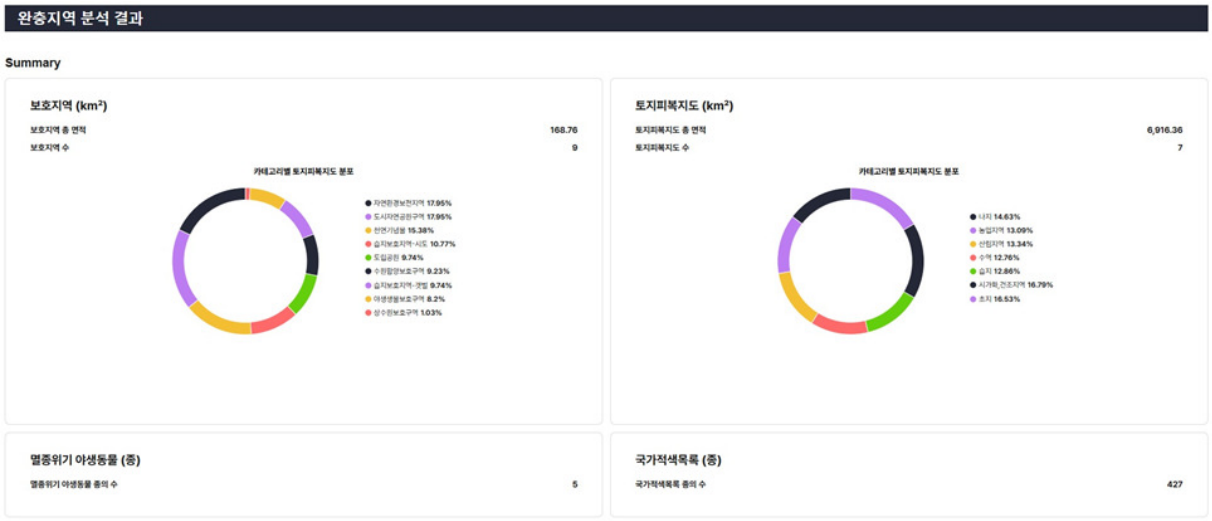




Biodiversity Conservation

Biodiversity Analysis

Korea Circuit is located in the Ansan Banwol National Industrial Complex, where no protected areas or endangered species have been identified wi thin a 2km radius. To protect the environment, the company has established a buffer zone of 20km to identify protected areas and, based on anal ysis results, is implementing biodiversity conservation activities and developing medium- to long-term strategies as follows.



멸종위기 야생동물

Grade	Name	Name (En)	출현빈도
멸종위기 야생생물 해제종	말똥가리	Buteo buteo	22
멸종위기 야생생물Ⅱ급	쇠제비갈매기	Sterna albifrons	2
멸종위기 야생생물 해제종	개구리매	Circus spilonotus	1
멸종위기 야생생물 해제종	사슴몸뎅이	Dicronocephalus adamsi	1
멸종위기 야생생물Ⅱ급	수련	Nymphaea tetragona	1

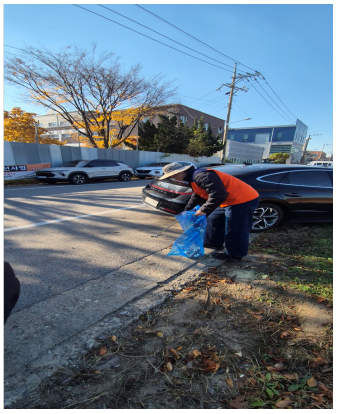
국가적색목록

Grade	Name	Name (En)	출현빈도
(LC)	말똥가리	Buteo buteo	22
(LC)	아시아실잠자리	Ischnura asiatica	16
(DD)	치리	Hemiculter eigenmanni	15
(LC)	무당벌레	Harmonia axyridis	13
(LC)	털두꺼비하늘소	Moechotypa diphysis	12
(NE)	큰흰줄나비	Pieris melete	12
(NE)	네발나비	Polygonia c-aureum	12
(LC)	벌논병아리	Podiceps cristatus	12
(NE)	애기세줄나비	Neptis sappho	12
(NE)	별박이세줄나비	Neptis pryeri	11

Biodiversity Conservation Activities

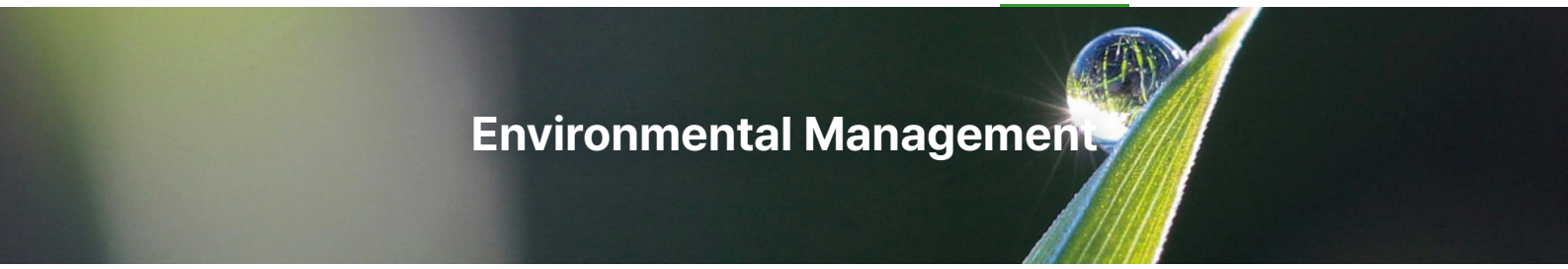
As part of a strategic approach to biodiversity conservation, Korea Circuit analyzes the status of endangered species and habitats in Ansan and Siheung and plans and carries out activities to protect them. Specifically, as part of the "Beautiful Industrial Complex" campaign, the company regularly conducts environmental clean-up activities along the Singil Stream on the second Friday of every month, which helps prevent water pollution from inflowing into Sihwa Lake and contributes significantly to restoring the health of the local ecosystem. The Ansan Reed Wetland, located at the uppermost stream of Sihwa Lake, is home to various species including the Class 2 endangered red-footed crab and Class 1 otters and spoonbills, underscoring the importance of protection. The company plans to establish and implement 'Medium- to Long-term Biodiversity Conservation Goals and Roadmap (2026–2035)' to further systematize and enhance biodiversity management from a comprehensive and long-term perspective.





Medium- to Long-term Biodiversity Goals

Category	Phase 1(~2027)	Phase 2(~2030)	Phase 3(~2035)
Goal Type	· Initiation and Establishment	· Strengthening Practice and Capacity	· Continuity and External Collaboration
Main Direction	· Identifying the status of local ecological environments and systematizing regular conservation activities	· Strengthen ecological impact reduction and self-management capabilities centered on Singil Stream	· Build external collaboration systems with local governments and environmental organizations
Key Task	· Conduct Singil Stream clean-up activities at least once a month · Establish a system to manage cumulative employee participation · Manage indicators to minimize internal ecological impact	· Conduct annual self-ecological monitoring of Singil Stream · Publish reports on the status of species around the business site · Actively participate in joint clean-up activities led by industrial complexes	· Regularly participate in ecological conservation activities connected with Singil Stream and Sihwa Lake, at least once a year · Engage in long-term local ecosystem monitoring with local governments and environmental organizations · Cooperate with relevant institutions for maintaining the ecosystem of Sihwa Lake
Performance Aim	· Establish a foundation for preventing ecological pollution and environmental purification	· Secure data and realize ecological impact reduction	· Contribute to the health recovery of Sihwa Lake and local ecosystem



Environmental Management

Environmental Management Operation

Korea Circuit has established an environmental management policy based on the RBA Code of Conduct and ISO 14001, and operates an environmental management system to systematically manage environmental impacts that may arise throughout its business activities.

To enhance transparency and build stakeholder trust, the company discloses key environmental information, such as greenhouse gas emissions, waste generation, and air and water pollutant emissions, through its website, environmental information disclosure system, and sustainable management report. This ensures transparent communication of the direction and key achievements of environmental management to stakeholders and consistently shares the commitment to responsible environmental practices.

The company continuously monitors and manages energy usage at each business site, optimizing facility operations and improving energy efficiency to minimize environmental impacts. Additionally, it expands the use of recycled raw materials, such as gold and copper, to strengthen the resource circulation system and reduce environmental burdens from raw material extraction and use.

Korea Circuit is committed to continuously enhancing its environmental management system and expanding site-centered environmental improvements and reduction activities. This will strengthen its capacity to respond to climate crises and practice responsible environmental management for a sustainable future.

Environmental Management Organization

Korea Circuit has established an environmental management system based on the RBA Code of Conduct and ISO 14001, systematically operated by a dedicated organization at the company-wide level. Key agendas related to environmental management are driven under the supervision of the Board of Directors and management, with regular inspections conducted by the safety management department to continuously manage the system's operational status and implementation level. The environmental team within the Safety Environment Team handles core environmental management tasks, including air and water pollutant management, waste management, energy and resource usage management, and hazardous chemical responses. Furthermore, it strictly complies with relevant regulations and internal standards, pre-emptively checking and improving workplace environmental risks to practice responsible environmental management and sustainable business operations.



Environmental Management Policy

Korea Circuit has established an environmental management policy based on the RBA Code of Conduct and ISO 14001 environmental management system to protect the environment and realize a sustainable future. This policy serves as a key operational principle of the company. We do not merely comply with domestic and international environmental laws but set stricter internal management standards compared to legal requirements. This ensures efficient use of resources and energy, reduction of pollutant emissions, management of circular waste, and reduction of greenhouse gases, thereby minimizing environmental impact across all business processes. Furthermore, we strive to internalize these environmental management values in the daily lives of all employees by strengthening continuous education and internal communication. We focus all our efforts on enhancing organizational execution capabilities by raising individual environmental awareness.

Korea Circuit EHS Management Policy(KR)

Understanding and Responding to Environmental Laws/Regulations

Category	Key Law/Regulation	Response Strategy
Pollutant Emissions Reduction	· Act on the Integrated Control of Pollution-Emitting Facilities	· Internal Management Standards Operations · Resource Circulation Operations Based on 3R (Reduce, Recycle, Reuse) · Promotion of Waste-to-SRF (Solid Refuse Fuel) Conversion
Chemicals	· Chemicals Control Act	· Process Safety Management (PSM) Operations ▶ Achieve "S" Grade in 2024 and Maintain for 4 Years · Strengthen Chemical Accident Alert Systems
Energy	· Greenhouse Gas Emissions Trading Scheme · Rationalization of Energy Use Act	· Strengthen Waste Heat Recovery Operations · Promote Conversion to Eco-friendly Corporate Vehicles · Promote Energy Savings and Reduction of Scope 1, 2 Emissions · Procure External Renewable Energy (PPA)

Environmental Management Activity

Eco-friendly Vehicle

Korea Circuit is gradually transitioning to eco-friendly mobility to reduce greenhouse gases and air pollutants generated during business operations. Following the establishment of electric vehicle charging infrastructure last year, two internal combustion engine logistics vehicles were converted to electric vehicles in March 2025, achieving a reduction of fossil fuel usage by about 56% compared to the previous year. However, some temporary internal combustion vehicles were used to address seasonal logistics demands during the summer. Korea Circuit plans to continuously expand the conversion to eco-friendly vehicles by considering the characteristics and demand changes in logistics operations.

(Unit: Number of Vehicle)

Status of Eco-friendly Vehicles	2023	2024	2025
Number of Eco-friendly Vehicles	-	-	2
Total Number of Vehicles	19	19	17
Ratio of Eco-friendly Vehicles	**0%**	**0%**	**11.8%**

* Total vehicles consist of 17 executive vehicles and 2 logistics vehicles (Total 19 vehicles)



Water Resource Management Policy

Korea Circuit systematically manages the entire process of water intake, use, treatment, and discharge within its business sites. The water used in the facilities is sourced from externally supplied municipal and industrial water. Wastewater generated after use in processes is treated appropriately at in-house wastewater treatment facilities and discharged according to relevant legal standards. To efficiently use water resources, RO concentrate from pure manufacturing processes is recovered and reused as makeup water for scrubbers and cooling towers. This approach reduces the use of new water and expands water circulation within the business site. Water usage and wastewater discharge status are managed site-wide, with municipal water usage being continuously monitored through daily inspections. Real-time monitoring systems are operated to ensure stable management of wastewater discharge quality, with quarterly self-measurements by external specialized agencies and biannual specific pollutant measurements to regularly check management levels. Wastewater is treated and discharged according to internal management standards, which are stricter than legal requirements, to minimize impacts on local communities and surrounding watersheds. Korea Circuit aims to continuously reduce water usage by improving water use efficiency and expanding wastewater reuse. The company will also develop additional reuse plans considering process characteristics to enhance water resource management systems further.

Waste Recycling

Korea Circuit has fundamentally improved the handling of general waste to enhance its resource circulation value. In March 2025, the company completed a comprehensive overhaul of the existing incineration practices, adopting a method that converts waste into Solid Refuse Fuel (SRF) for recycling. This change has significantly increased the energy recovery from general waste and minimized the environmental impact of waste treatment processes. As a result of this successful improvement, the incineration volume of general waste decreased by approximately 81% compared to the previous year. Korea Circuit plans to continue reinforcing management to fully resource all potential residual incinerated waste, aiming to achieve 'zero incineration of general waste' within its operations. Thanks to these proactive efforts, the overall waste recycling rate has increased significantly from 80% to 91%, representing an 11% improvement. The company also consistently maintains a zero landfill level and reinforces a resource circulation system focused on waste reduction, reuse, and recycling. Korea Circuit will continue to reduce waste generation, expand the discovery of recyclable resources, and consolidate its leadership in eco-friendly resource circulation through continuous process improvement.



Waste Heat Recovery System

Korea Circuit operates a heat exchange system that recovers and recycles waste heat from wastewater effluent and RO concentrate, saving approximately 10,000 tons of steam annually. In 2025, the company improved the concentrate supply line, where heat exchange efficiency was insufficient due to reduced operation rates of some connected facilities, and optimized process conditions. As a result, the daily heat exchange processing capacity of the concentrate increased from 100 tons to 500 tons, achieving an additional annual reduction of approximately 695 tons of steam. This corresponds to a bout a 7% efficiency improvement over previous heat exchange operations. Korea Circuit will continue to identify unused energy from processes and enhance the integration of waste heat recovery facilities to reduce both energy consumption and greenhouse gas emissions.



Environmental Education

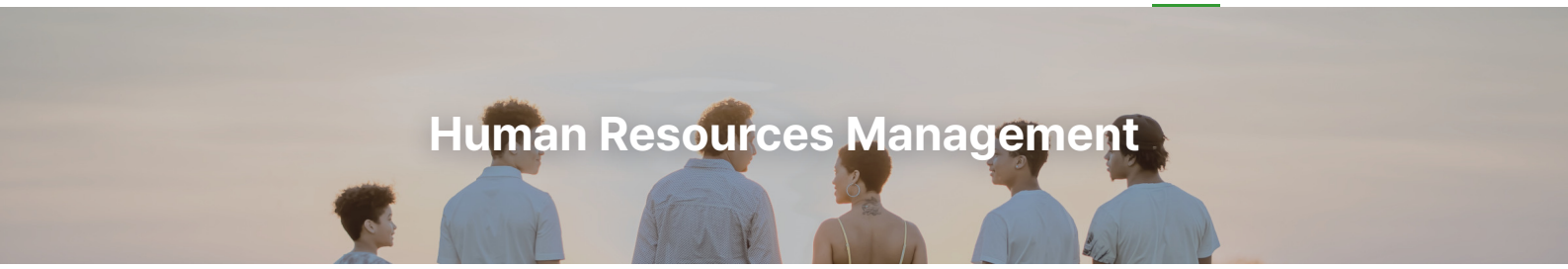
Korea Circuit provides environmental education to new employees upon hiring to enhance the effectiveness of environmental management and st rengthen the environmental management capabilities of its employees. The company plans to expand field- and role-centered environmental edu cation to further integrate environmental management into the corporate culture and all aspects of work.

Category	Method	Target	Personnel	Frequency
Orientation Environmental Education	Group Training	New Employees in 2025	1,082	50

04
Social



Human Resources Management 33
Safety and Health Management 38
Human Rights Management 43
Social Contribution 47
Supply Chain Management 51

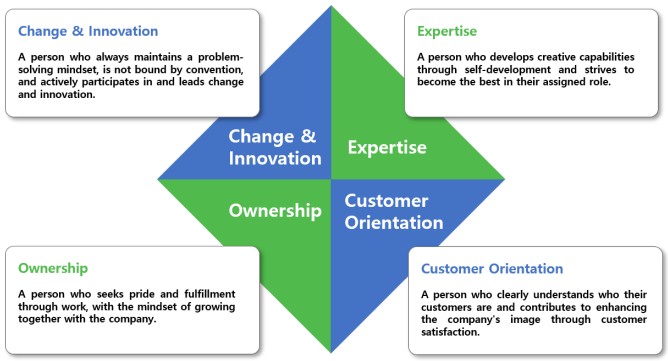


Human Resources Management

Direction of Talent Management

Korea Circuit aims to hire and nurture outstanding professionals who possess proactive and creative thinking. The company supports continuo us employee growth through recruitment based on clear HR policies and an ideal talent profile aimed at building international competitiveness, and by offering systematic educational programs and opportunities for skill development.

Ideal Talent



HR Policy



Korea Circuit establishes its HR system based on three key policies, ai ming to support and motivate all employees to enjoy a prosperous life through cooperation. Additionally, the company seeks to recruit future leaders based on four main keywords.

Employee

Worker Status

As of December 31, 2025, Korea Circuit employs a total of 1,306 staff across all its operations, with over 90% working as full-time employees. The company maintains a stable employment policy centered on regular positions to ensure responsible employment and organizational sustainability. It operates a workforce management system that takes into account diverse organizational configurations. Additionally, Korea Circuit continually e xpands its tenure-based reward systems and welfare benefits to enhance job stability and organizational loyalty.

Status of Regular Employee

(Unit: Persons)

Category	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Regular	1,101	96%	1,145	98%	1,184	91%
Non-Regular	46	4%	26	2%	122	9%
Total	**1,147**	**100%**	**1,171**	**100%**	**1,306**	**100%**

* Executive directors and advisors are excluded

Worker Diversity

In addition to a stable employment policy, Korea Circuit has a diverse workforce comprising individuals of various genders, ages, and nationalities. This diversity strengthens balanced perspectives and a collaborative foundation within the organization. Across executives, managers, and non-managers, women, young professionals, foreign nationals, and workers with disabilities are working together. The company maintains a workforce management system that reflects this diversity.

2025 Worker Diversity Status

(Unit: Persons)

Gender	Total	By Position						By Age					
		Executive		Manager		Non-Manager		Under 30		30 to 50		Over 50	
		Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Male	1,155	32	100%	250	95%	873	86%	355	82%	727	92%	73	91%
Female	151	-	0%	14	5%	137	14%	80	18%	64	8%	7	9%
Total	**1,306**	**32**	**100%**	**264**	**100%**	**1010**	**100%**	**435**	**100%**	**791**	**100%**	**80**	**100%**

* Executive directors and advisors are excluded / 2025 includes 20 disabled workers, 16 foreign workers, and 3 national veterans

The Long-term Goals for Workforce Diversity

Korea Circuit is setting long-term diversity goals to provide fair opportunities for individuals from various backgrounds, such as women, persons with disabilities, and foreign nationals, enabling them to demonstrate their abilities. By 2030, the company aims to gradually increase the proportion of female managers and maintain stable employment for disabled workers, while continuing efforts to create a discrimination-free working environment for foreign workers. To achieve this, Korea Circuit is improving recruitment policies, strengthening internal training, and enhancing organizational culture. The company plans to continuously pursue strategies that align with global standards for diversity and inclusion.

Employee Ratio	2023	2024	2025	2030 Target
Female	11.7%	11.8%	11.9%	**15%**
Disabled	0.5%	0.4%	1.6%	**3.1%**
Foreign	0.7%	1.6%	1.2%	**2%**
Age 50 and Over	7.7%	7.3%	6.4%	**10%**

New Hires and Turnover

Korea Circuit actively pursues new hiring annually to expand its business and secure future talent. In 2025, a total of 447 new employees were hired, with approximately 10% being women, reflecting efforts to enhance diversity. The company seeks talents suitable for the necessary competencies across managerial (administrative and technical) and non-managerial (production and support) roles, planning to expand recruitment focused on young and regional talents. In contrast, there were 353 resignations in 2025, all voluntary. Most were natural voluntary turnovers due to career changes or personal reasons. Based on turnover trends, the company continues to pursue strategies for preventing early departure and improving retention rates through analysis of resignation reasons and monitoring of tenure. Through diverse workforce retention policies—including strengthened introductory training and expanded welfare systems—the company is enhancing organizational stability.

2025 New Hires and Turnover Overview

(Unit: Persons)

Category	New Hire						Turnover					
	Manager (Administrative, Technical)		Non-Manager (Production, Support)		Total		Manager (Administrative, Technical)		Non-Manager (Production, Support)		Total	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Male	92	87%	312	91%	404	90%	62	86%	258	92%	320	91%
Female	14	13%	29	9%	43	10%	10	14%	23	8%	33	9%
Total	**106**	**100%**	**341**	**100%**	**447**	**100%**	**72**	**100%**	**281**	**100%**	**353**	**100%**

* New Hire: Excludes transfers from affiliates, resignations within 3 months for managerial positions, and resignations within 7 days for non-managerial positions

* Turnover: Excludes transfers to affiliates, resignations within 3 months for managerial positions, and resignations within 7 days for non-managerial positions

Capacity Enhancement Training

Korea Circuit operates systematic training programs for both new and existing employees to cultivate talent capable of actively responding to a rapidly changing industrial environment. This includes not only enhancing job performance skills but also establishing a company-wide stage-by-stage training system that covers leadership, general competencies, and ethical awareness to improve the professionalism of members and promote the sustainable growth of the entire organization.

Job Competency Training

Korea Circuit has established and operates a structured job competency training system to enable employees to excel in their respective job areas. The company provides foundational, intermediate, and advanced level training programs in major job sectors such as process, quality, equipment, and technology, supporting customized learning based on individual skill levels and job experience. In particular, practical talents are fostered through problem-solving focused education immediately applicable to the field, case-based practice, and quality improvement workshops, striving to enhance company-wide quality competitiveness and productivity. Additionally, the company regularly updates educational content in line with technological changes and industrial trends, continuously enhancing the professionalism and effectiveness of education through collaboration with internal and external experts. Korea Circuit also operates foreign language education programs to support seamless operations with overseas clients and sites as the company grows into a global business. It provides foreign language learning opportunities considering the employee's job roles and business needs to strengthen global communication skills and improve practical language utilization abilities required in international business processes, including overseas customer support, technical consultation, and international business negotiations. The education system will continuously expand and advance to nurture professionals with both job expertise and global competencies.

General Competency Training

Korea Circuit operates systematic general competency training programs to cultivate employees into responsible corporate citizens with ethical responsibility and basic qualities as organizational members, in addition to professional competencies required for job performance. Particularly, the company regularly conducts educational programs reflecting Korea Circuit's code of conduct, encompassing ethical management, respect for human rights, industrial safety, and environmental protection, based on the global sustainability management standards of the Responsible Business Alliance (RBA). Furthermore, legal mandatory training according to relevant laws such as the Occupational Safety and Health Act and the Personal Information Protection Act is strictly implemented at least once a year for all employees. This general education goes beyond mere compliance training, serving as a key means to establish a fair organizational culture and create a safe and trustworthy working environment. It also contributes to building a sustainable management ecosystem based on ESG by being expanded to employees of cooperative companies.

Leadership and Talent Development

To strategically cultivate key talents leading sustainable organizational growth, Korea Circuit operates customized leadership development programs according to job rank and competency level. Especially, aiming to foster the next generation of leaders equipped with leadership skills adaptable to a rapidly changing management environment, education is structured around major core competencies such as organization management, change management, and performance creation. Programs are designed to systematically internalize required leadership behaviors and strategic thinking at each stage through hierarchy-specific leadership programs for new managers, middle managers, and senior managers. The leadership enhancement courses focused on the field (Level-up courses) also practically improve the problem-solving abilities, communication skills, and teamwork capabilities of field managers. Additionally, to develop leadership connected to job expertise, the company concurrently operates job-linked education, mentoring, and coaching programs while maximizing the learning effect through experiential learning based on practice and simulation. In the future, a customized competency development system based on leadership diagnosis and individual growth roadmaps will be strengthened to progressively advance the leadership competencies of the entire organization.

Training Result

(Unit: %)

Training Performance		2023	2024	2025
PCB Certification	Acquisition Rate	-	5.9	2.3
	Retention Rate	6.1	11.9	12.7
New Employee Orientation TEST Pass Rate		100	100	100
Completion Rate of Legal and Compliance/Ethics Training		100	100	100

Welfare Policy

Korea Circuit runs a comprehensive welfare system to support employees in achieving work-life balance in a stable working environment. This includes supporting leisure activities, in-house club activities, long-service awards, seasonal events, and care activities for field workers to boost employees' sense of belonging and job satisfaction. It also provides practical support such as educational assistance, event support, health check-ups, welfare malls, commuter buses, and dormitories.

Furthermore, a family-friendly working support system is in place to allow employees to balance work and family without the burden of career interruption during pregnancy, childbirth, and childcare. This includes various systems such as reduced working hours during pregnancy, parental leave, childbearing and spousal leave, reduced working hours during childcare, infertility treatment leave, workplace nurseries, and lactation rooms to create a family-friendly working environment.

Korea Circuit will continue to enhance the effectiveness of the welfare system by reflecting diverse employee opinions and changes in living environments, aiming to strengthen an organizational culture that supports stable lives for members and their families.

Employee Welfare Benefit System

Category	Program	Details
Employees Encouragement	Leisure Support	In-house condo operation
	Hobbies and Leisure Support	In-house club operation and support (fishing, basketball, soccer, futsal, bowling)
	Long-term Service Awards	Provide long-term service employee bonuses and leaves based on years of service
	Seasonal Activities	Host seasonal events for employee refreshment
	In-House Care Activities	Conduct care events for night workers
Life Support	Employee Tuition Support	Support for Ministry of Education-approved (professional) university tuition
	Health Management	Conduct employee health check-ups
	Congratulations and Condolences Support	Provide monetary gifts, items, and leaves for personal events
	Welfare Mall Operation	Operates KPCA member company and Samsung Electronics partner member mall
	Work Convenience	Provide commuter bus and dormitory
Childcare Support	Childcare Support	Provide childbirth congratulatory items, childbirth leave support
	Workplace Nursery Operation	Operate a joint workplace nursery school contract in Ansan

Family-friendly Work Support System

Category	Program	Details
Pregnancy Period	Work Hour Reduction	2 hours per day reduction during pregnancy
	Maternity Leave During Pregnancy	Use of maternity leave during pregnancy possible (No limit on divisions, up to 1 year including childbirth)
Childbirth Period	Childbirth Leave	90 days of leave before/after childbirth (120 days for multiple births)
	Spouse	20 days of leave for spouse (Excluding holidays, can be divided up to 3 times)
	Childbirth Supplies	Selection of either walker or baby carrier provided
Childcare Period	Childcare Leave	Up to 1 year per child (1 year and 6 months for multiple children) (Extension of 6 months if both parents use more than 3 months)
	Childcare Work Hour Reduction	Possible reduction to 15-35 hours per week (1 year basic, up to 3 years)
	Lactation Room Operation	Lactation rooms operated in each plant
Infertility Treatment	Infertility Treatment Leave	6 days per year, with 2 paid days guaranteed initially



Safety and Health Management

Operation of Health and Safety Management

Health and Safety Management Organization

Korea Circuit has established a health and safety management system based on the RBA Code of Conduct, ISO 45001, and Process Safety Manag ement (PSM) to operate a management system that prevents health and safety risks at workplaces in advance. The Safety and Environment Team is in charge of health and safety management by establishing related policies and operational standards, and promoting the creation of a safe wor king environment through inspection and improvement activities of on-site risk factors. Since 2022, we have been operating a dedicated Safety M anagement Unit to systematically manage major health and safety risks and inspect the operation status of the health and safety management sy stem. The Safety Management Unit performs management and supervision functions such as conducting regular audits and managing serious dis asters, and continuously inspects the implementation level of the health and safety management system. Korea Circuit will continue to enhance th e health and safety management system to create a safe workplace where employees and partners can work with peace of mind.



Long-term Goals of Health and Safety Management

To realize the management policy of "Safety First," Korea Circuit has established long-term goals for health and safety management up to 2035. E ach goal is managed around key performance indicators in the fields of safety performance, training, partner management, and legal compliance. The progress is continuously monitored through regular check-ups and implementation performance reviews. Additionally, identified risks and defi ciencies in the goal achievement process are analyzed, and improvement actions are conducted to prevent recurrence, continually enhancing the health and safety management system. Korea Circuit is committed to creating a safe workplace where employees and partners can work with pea ce of mind by linking performance indicators (KPI) with preventive safety management and company-wide participation.

Category	Long-term Goal	Management Plan	Performance Indicator (KPI)	Target Outcomes			
				'25	'27	'30	'35
Safety Performance	Zero Major Accidents Maintenance	· Risk factors identified through semi-annual inspections under the Serious Accident Punishment Act · Analysis of causes and establishment and implementation of prevention measures in case of accidents	Number of Major Accidents	0	0	0	0
	Safety Risk Assessment and Improvement of High-Risk Factors	· Identification and improvement of high-risk factors stage 4 or above in internal safety assessments (1-5 stages)	Number of improvements for high-risk factors stage 4 or above	3	6	9	12
Training	Enhancement of BCP Training	· Expansion of training scope through rotational application of BCP scenarios at each plant	Number of BCP-related training sessions	3	6	9	12
Partners	Establishment of Safety Management System for Partners	· Regular safety evaluations for partners · Monitoring and management of compliance with improvement requirements	Partner safety evaluation completion rate	100	100	100	100
Legal Compliance	Zero Correction Orders	· Quarterly compliance inspections and identification of deficiencies · Monitoring of improvement actions and compliance	Number of occupational health and safety law violations	0	0	0	0

Worker Health and Welfare Policy

Korea Circuit is committed to safeguarding employees' health and creating a safe working environment by adhering to relevant regulations and int ernal health management standards. We operate preventive health management and welfare programs, including regular health check-ups, work environment measurements, and hazard inspections, to manage the risk of occupational diseases in advance. Through health counseling and well ness activities, we continuously support the physical and mental health of our employees. Korea Circuit will continue to systematically manage wo rking conditions and employees' health and expand preventive health management activities and support programs to foster a healthy and safe w orking environment.

1. Health Checkup Operations

- Conducting health checkups for new hires
- Conducting general health checkups once a year for all employees
- Operating special health checkups for workers handling hazardous substances

2. Working Environment and Occupational Disease Prevention Activities

- Conducting working environment measurements twice a year (H1/H2)
- Conducting surveys on musculoskeletal burden work and job stress

3. Health Counseling and Health Management Activities

- Providing health counseling by occupational health nurses and physicians
  * Nurse: Once a month / Physician: Once a quarter
- Supporting follow-up management for employees with health abnormalities or findings

4. Health Welfare and Support Activities

- Supporting discounted comprehensive health checkup and vaccination costs through partner hospitals

Health and Safety Management Activity

Current Status

Enhance of Safety Management System

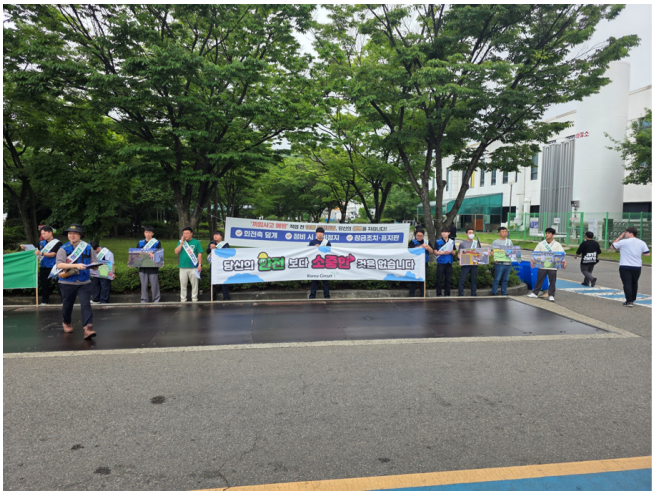
Korea Circuit conducts joint safety inspections with contractors once every quarter and operates a "Safety Inspection Day" monthly to identify potential hazards and prevent industrial accidents. These inspections evaluate the overall safety management, including work environment, eq uipment conditions, protective gear usage, and compliance with safety rules. Identified deficiencies are addressed through improvement plans with relevant departments and partners. Starting in 2025, qualified personnel from the Safety and Environment Team have been appointed as s afety managers for internal partners, shifting from external agencies to internal expertise. This enhances partner safety management by under standing site-specific hazards, and identified risk factors and deficiencies are managed so that internal partners can proactively carry out impr ovement activities. The continuous monitoring of improvement results strengthens the safety management execution and response capabilities of partners.

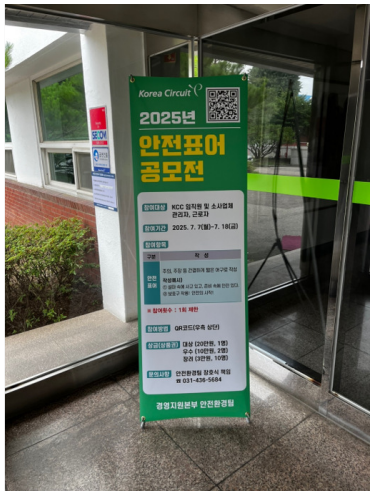




Enhancement of Safety Culture and Response Capability

Korea Circuit promotes various safety culture activities to integrate safety into daily work practices through voluntary employee participation. D uring safety emphasis periods, safety slogan contests and safety knowledge quizzes are held to increase employee interest and participation. Accident-free achievement boards are installed on-site to share safety goals and progress, fostering a collective sense of responsibility. Additi onally, training on response procedures for different types of industrial accidents and emergency action guidelines are provided. Practical first aid training, including CPR and AED use, is conducted to improve employees' initial response capabilities.

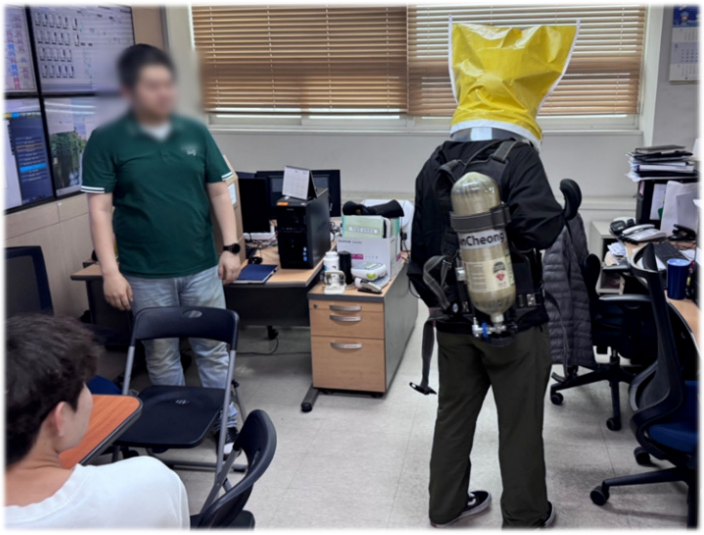




Worker Health Protection

Korea Circuit actively manages the work environment and supports health initiatives to protect employee health and prevent occupational diseases. Through biannual assessments, we monitor exposure levels to hazards within the workplace and continuously track and manage employee health based on regular medical check-up results. Additionally, we conduct surveys to identify health risks associated with repetitive tasks and improper working postures, improving work environments and methods as necessary. Customized health management, such as hearing protection testing, is implemented to enhance the effectiveness of protective equipment and strengthen the prevention of occupational health issues.





Education and Training

Korea Circuit has established a comprehensive safety and health education and training system to ensure all employees work in a safe and healthy environment. We conduct regular safety education in accordance with relevant laws to prevent industrial accidents and enhance safety awareness. Tailored training is provided based on roles and work characteristics, including for new employees, on-site workers, supervisors, safety officers, and partner personnel. Specialized practical training is offered in areas closely related to workplace hazards, such as chemical handling, high-risk tasks, and emergency response, to improve understanding of work procedures and safety rules. Scenario-based training simulating actual emergencies such as fires and chemical spills, along with practice sessions based on real accident cases, further enhances response capabilities. We continuously refine our response systems by addressing deficiencies identified through training outcomes. Our focus remains on expanding preventive education and tangible on-site training, reinforcing safety as a core principle of all operations while supporting employees' physical and mental well-being.

Current Status of Safety and Health Education

Training Name	Participant	Session	Remark
Safety Training at Hiring	1,082	50	
Regular Safety Training	15,722	12	
Special Training	1,082	50	Confined Spaces, Equipment Maintenance (etc)
Supervisor Training	43	3	
Special Safety Training for Internal Project Managers	25	1	
Safety Training for Equipment Maintenance	123	1	
Safety Training for Confined Space Work	13	1	
Risk Assessment Training	25	1	
Online Training on Material Safety Data	2,253	30	
Chemical Handling Training	36	1	
총 계	**20,404**	**150**	



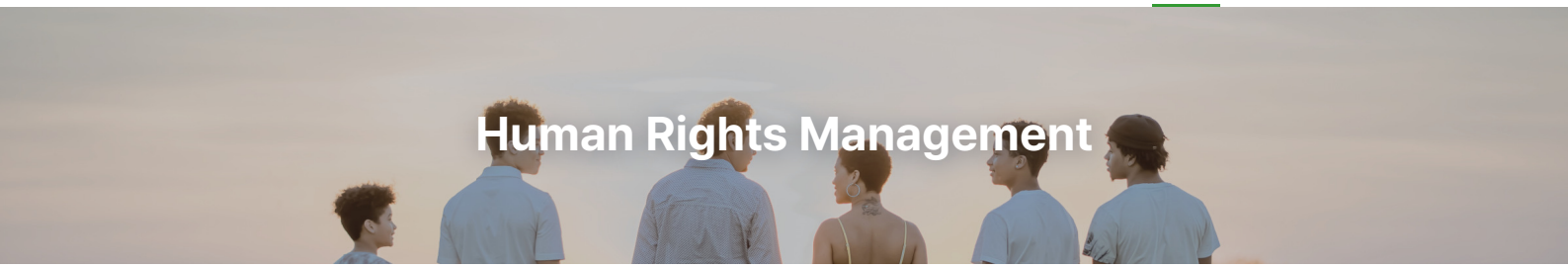
Current Status of Safety and Health Training

Training Name		Target Group	Participant	Session	Remark
Quarter 1	Emergency Response Training	Safety Officers	20	2	CPR & AED Theory and Practice
Quarter 2	Emergency Evacuation Training	Employee	1,518	15	Includes 3 night drills
Quarter 3	Firefighting Drill	Self-Firefighting Brigade	159	1	Conducted joint training with firefighters
Quarter 4	BCP Training	Emergency Response Team	56	3	Verified procedure execution by scenario
Total			**1,753**	**21**	









Human Rights Management System

Human Rights and Labor Policy

Korea Circuit has established a Human Rights and Labor Policy to create a management environment where the dignity and rights of all employees and stakeholders are respected, operating it as the fundamental principle of company-wide human rights management. The policy is based on international and domestic human rights and labor standards, including key conventions of the International Labour Organization (ILO), the United Nations Global Compact (UNGC), national labor-related laws, and the Responsible Business Alliance (RBA) Code of Conduct. It includes responsible labor practices such as the prohibition of forced and child labor, prevention of discrimination, assurance of fair working conditions, and respect for freedom of association. In 2025, to clarify the management's responsibility and commitment to human rights management, a Human Rights Management Pledge was established in the name of the CEO. This formalizes the principles of responsible management, including human rights and labor, safety and health, environment, ethical management, supply chain management, and remedies for human rights violations, as core values of corporate management. It also publicly declares the intention to respect all stakeholders and support international human rights standards. Additionally, Korea Circuit has established and published the Korea Circuit Code of Conduct based on the RBA Code of Conduct to educate employees on core labor principles through management activities. We will continue to enhance related systems and implementation frameworks so that human rights management principles are practically integrated into business operations and organizational culture.



인권노동방침

코리아써키트는 사회적 책임과 신뢰로 보다 아름다운 세상을 열어 가겠습니다.

첫째 코리아써키트는 지속가능한 행복 실현을 위해 모든 구성원의 인간으로서 존엄과 가치를 존중한다.

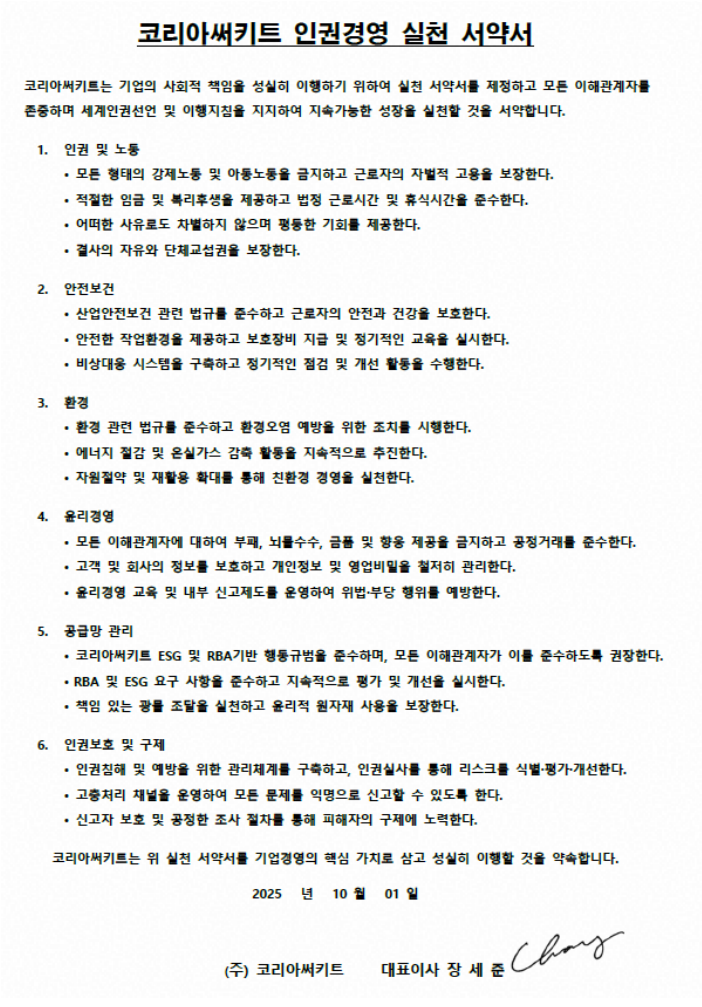
둘째 코리아써키트는 인본정신을 바탕으로 모든 구성원이 행복을 추구할 수 있도록 일하기 좋은 근로 환경 유지를 위해 최선의 노력을 다한다.

셋째 코리아써키트는 UN, ILO 등 노동 관련 국제 기구의 인권보호 및 노동기준을 지지하고 존중하며, 성별 인종·국적 종교 연령 등 어떤 사유로도 차별하지 않는다.

넷째 코리아써키트는 RBA 행동규범 및 사업장이 있는 각 국가 또는 지역의 노동 관계 법규를 준수하며, 본 방침은 당사와 거래하는 모든 협력사가 준수해야 할 기본 의무임을 확인한다.

세부운영지침

- **인권존중**
  모든 구성원을 인간으로서 존중하며, 인권 침해에 해당하는 어떠한 행위도 발생하지 않도록 노력한다.
- **강제노동 금지**
  노예제도, 인신매매를 포함한 정신적·신체적 구속에 의한 구성원의 자유 의사에 어긋나는 근로를 강요하지 않으며, 고용을 조건으로 정부가 발행한 신분증, 여권 또는 노동 허가증의 양도를 요구하지 않는다.
- **아동노동 금지**
  15세 미만의 아동 및 청소년을 고용하지 않는다.
- **연소자 근로**
  18세 미만 연소자의 경우, 노동관계 법규를 준수하여 고용하며, 위험·유해 업무에 종사하지 않도록 한다.
- **근로시간**
  정규 근로시간 및 초과근로 시간은 각 국가 또는 지역의 노동관계 법규에서 정하고 있는 기준을 따르며, 초과근무 시, 국가 또는 지역의 노동관계 법규에서 정하는 기준에 의거하여 초과근로수당을 지급한다.
- **임금**
  구성원의 임금은 각 국가 또는 지역의 노동관계 법규에서 정하는 최저 수준을 상회할 수 있도록 정한다.
- **차별금지**
  성별·인종·국적·민족·종교 등 어떠한 사유로도 고용에 있어 차별하지 아니하며, 동일한 이유로 임금·승진 등 근로조건에 대한 차별을 하지 않는다.
- **결사의자유**
  각 국가 또는 지역의 노동관계 법규에 의한 결사의 자유 및 단체 교섭 권리가 보장되며, 노동조합 가입 및 활동 또는 결성 등을 이유로 불이익한 처우를 하지 않는다.



코리아써키트 인권경영 실천 서약서

코리아써키트는 기업의 사회적 책임을 성실히 이행하기 위하여 실천 서약서를 제정하고 모든 이해관계자를 존중하며 세계인권선언 및 이행지침을 지지하여 지속가능한 성장을 실천할 것을 서약합니다.

1. 인권 및 노동
   - 모든 형태의 강제노동 및 아동노동을 금지하고 근로자의 자발적 고용을 보장한다.
   - 적절한 임금 및 복리후생을 제공하고 법정 근로시간 및 휴식시간을 준수한다.
   - 어떠한 사유로도 차별하지 않으며 평등한 기회를 제공한다.
   - 결사의 자유와 단체교섭권을 보장한다.
2. 안전보건
   - 산업안전보건 관련 법규를 준수하고 근로자의 안전과 건강을 보호한다.
   - 안전한 작업환경을 제공하고 보호장비 지급 및 정기적인 교육을 실시한다.
   - 비상대응 시스템을 구축하고 정기적인 점검 및 개선 활동을 수행한다.
3. 환경
   - 환경 관련 법규를 준수하고 환경오염 예방을 위한 조치를 시행한다.
   - 에너지 절감 및 온실가스 감축 활동을 지속적으로 추진한다.
   - 자원절약 및 재활용 확대를 통해 친환경 경영을 실천한다.
4. 윤리경영
   - 모든 이해관계자에 대하여 부패, 뇌물수수, 금품 및 향응 제공을 금지하고 공정거래를 준수한다.
   - 고객 및 회사의 정보를 보호하고 개인정보 및 영업비밀을 철저히 관리한다.
   - 윤리경영 교육 및 내부 신고제도를 운영하여 위법·부당 행위를 예방한다.
5. 공급망 관리
   - 코리아써키트 ESG 및 RBA기반 행동규범을 준수하며, 모든 이해관계자가 이를 준수하도록 권장한다.
   - RBA 및 ESG 요구 사항을 준수하고 지속적으로 평가 및 개선을 실시한다.
   - 책임 있는 광물 조달을 실천하고 윤리적 원자재 사용을 보장한다.
6. 인권보호 및 구제
   - 인권침해 및 예방을 위한 관리체계를 구축하고, 인권실사를 통해 리스크를 식별·평가·개선한다.
   - 고충처리 채널을 운영하여 모든 문제를 익명으로 신고할 수 있도록 한다.
   - 신고자 보호 및 공정한 조사 절차를 통해 피해자의 구제에 노력한다.

코리아써키트는 위 실천 서약서를 기업경영의 핵심 가치로 삼고 성실히 이행할 것을 약속합니다.

2025 년 10 월 01 일

(주) 코리아써키트 대표이사 장 세 준

Download Code of Conduct

Korea Circuit Code of Conduct(KR)

Long-term Goals for Human Rights Management

Korea Circuit has established step-by-step long-term goals to ensure that human rights management is not just a one-time declaration but is substantially integrated into overall business operations. From the initial stage of laying the foundation for the human rights management system to enhancing human rights risk management across the supply chain and establishing a globally aligned human rights management system, we intend to systematically implement these goals through the detailed annual direction and key tasks. In the short term, we will focus on establishing the human rights management process and constructing a management system for workplace human rights risks. In the medium term, we plan to expand the application scope of human rights management through regular assessments of supply chain risks and improvements with high-risk partners. In the long term, by building a response system that meets the international standards and global customers, and continually enhancing human rights impact assessments and supply chain human rights management, we aim to secure capabilities for human rights management at a global level. Korea Circuit will continuously check the implementation status of these long-term goals and derive improvement tasks to strengthen a responsible management system that respects the human rights of all stakeholders, including employees, partners, and the local community.

Establishing Human Rights Management System (2025~2030)	Advancing Supply Chain Management (2030~2035)	Securing Global-level Human Rights Management Leadership (2035~2050)
• Introduction and formalization of human rights management processes • Regular site risk assessments	• Regular supply chain risk assessments • Advancing sustainable management across the supply chain • Operating improvement programs for high-risk suppliers	• Establishing response systems for global customers and international standards • Expanding global supply chain human rights management systems • Advancing human rights impact assessments

Human Rights Management Activity

Grievance Handling

Korea Circuit operates grievance counseling and reporting channels to prevent and address human rights violations and unfair treatment within the organization. These channels allow anyone to consult or report various issues such as work complaints, organizational culture problems, workplace harassment, sexual harassment, discrimination, and human rights violations. All submissions are handled with anonymity, confidentiality, and security, and processed promptly and fairly. The actual operation achieves a 100% resolution rate annually, contributing to the protection of member rights and the enhancement of organizational trust.

Grievance Handling Process

Grievance Receipt	Grievance Hearing	Content Verification and Handing	Notification of Handling Results
- Employees submit anonymous consultation requests through the grievance handling channel Website → Ethical Management → Grievance Counseling and Reporting	- The grievance handling department (person in charge) hears the grievance Identity confidentiality is guaranteed before hearing	- Verification of the employee's grievance and proceeding with corrective action	- Notification of handling results to the employee, followed by protective measures for the employee and discussion of recurrence prevention

Grievance Reporting Channel

Grievance Counseling and Reporting >

Grievance Handling Status

(Unit: Cases)

Year	2023	2024	2025
Grievance Occurred	7	12	9
Grievance Resolved	7	12	9
Resolution Rate	**100%**	**100%**	**100%**

* Including internal partners

Human Rights Risk Assessment

Korea Circuit conducts an annual human rights risk assessment across all business sites. This assessment proactively identifies human and labor-related risk factors that may arise during business operations and systematically examines their impact on key stakeholders such as employees and partners. The evaluation incorporates internal operations, stakeholder feedback, and external assessment results to set priorities based on the severity and need for improvement of identified risks. Subsequently, we collaborate with relevant departments to establish and implement improvement tasks, continuously monitoring the outcomes to enhance the effectiveness of human rights risk management. Korea Circuit will continue to conduct regular human rights risk assessments and improvement activities to prevent potential human rights violations, consistently strengthening a responsible human rights management system across all business operations and supply chains.

Human Rights Risk Assessment Process

Establishing Evaluation Indicators
- **Setting evaluation objectives and scope**
  * Identification of key stakeholders
- **Establishing evaluation indicators**

Materiality Assessment
- **Stakeholder identification and survey implementation**
  * Internal stakeholders: Employees
  * External stakeholders: Suppliers, customers, local communities

Risk Assessment
- **Prioritizing risk level and corrective actions**
- **Assessment and risk identification**
  * Internal or third-party institutional review, SAQ, etc.

Human Rights Risk Improvement
- **Establishing direction for corrective actions**
  * Collecting and reflecting feedback
- **Designating responsible department and personnel, and implementing corrective actions**

Results Reporting
- **Monitoring corrective actions and evaluating effectiveness**
- **Stakeholder communication**
  * Disclosure via website/sustainability management report, notice distribution, etc.

Human Rights Risk Assessment Results

Risk Category		Risk Name	Improvement Actions	Status
Internal	Human Rights	Inadequate human rights management policy	Establishment of human rights management policy	Completed
	Labor	Inadequate working hours management	Introduction of working hours monitoring system	Completed
External	Human Rights	Unverified commitment of management to human rights management	Establishment of [Human Rights Management Pledge]	Completed
	Labor	Inadequate working hours management	Introduction of working hours monitoring system	Completed
	Supply Chain Management	Lack of supply chain ESG evaluation	Establishment of partner code of conduct and implementation of supply chain ESG self-assessment	Completed

* Internal assessment led by: ESG Promotion Team, HR Support Team, Safety and Environment Team, etc.

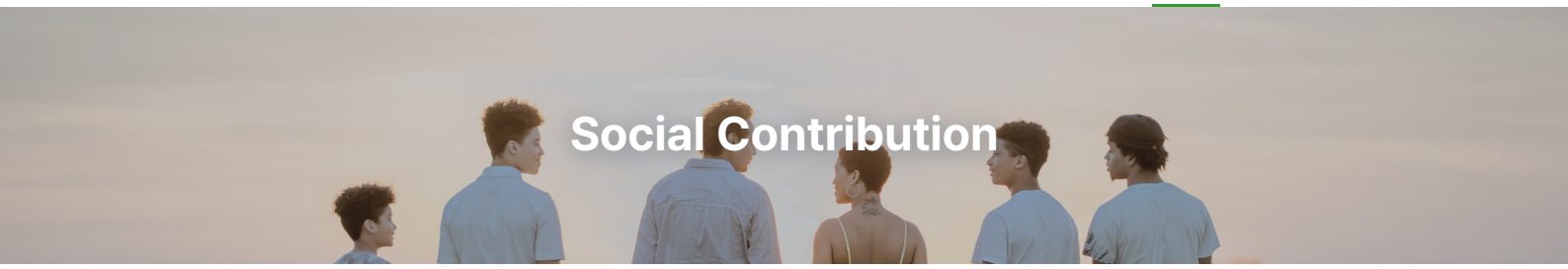
* External assessment led by: RBA evaluation organizations, ISO evaluation organizations, client ESG evaluation managers, etc.

Operation of Labor-Management Council

Korea Circuit does not operate a separate labor union but actively utilizes the labor-management council, Hanmaum Council, as a major communication and consultation body between employees and management. The Hanmaum Council is an official committee where management and employee representatives participate to discuss key issues such as working conditions, wages, benefits, health and safety, organizational culture, and management status on a quarterly basis. The opinions and suggestions of employees gathered during consultations are thoroughly reviewed and reflected in the improvement of systems and working environments, and the status of agreements is continuously monitored. Through this, Korea Circuit aims to enhance mutual understanding and trust between labor and management, prevent internal conflicts, and continuously strengthen a cooperative labor-management culture where all members are respected and can grow together.

Operation Status of Hanmaum Council

Category	Quarter 1 (2025. 01. 18)	Quarter 2 (2025. 04. 23)	Quarter 3 (2025. 08.28)	Quarter 4 (2025. 10. 01)
Key Topics	· Wage increase negotiations for hourly employees (by position /grade)	· Salary adjustment negotiations for managerial staff (annual salary system)	· Discussions on concurrent operation of retirement pension (DC)	· Negotiations on work schedule during Chuseok holidays
	· Negotiations on Seol special incentive payments	· 2nd quarter business environment briefing	· Negotiations on plans for community contribution activities	· 4th quarter business environment briefing



Pursuit of Social Contribution

Korea Circuit perceives social contribution as a major management activity to realize corporate social responsibility and create sustainable value with the community. In 2025, based on the plans established in the previous year, we refined our social contribution policies and implementation frameworks, setting mid- to long-term goals to concretize the direction and foundation of our activities. We promoted diverse social contribution and win-win activities, including community support, environmental conservation, and assistance for vulnerable groups, involving employees and related departments. Beyond one-time support, we expanded activities that connect the real needs of the community with the company's capabilities. By continuously monitoring the progress and outcomes of each activity, we enhanced the effectiveness and sustainability of our social contributions and strengthened the foundations for systematic planning, operation, and performance management. Korea Circuit will continue to explore and enhance social contribution programs based on communication and collaboration with employees, partners, and the community, spreading the value of co-growth with the community.

Social Contribution Policy

Korea Circuit builds a sustainable future together with local communities, based on the values of trust and shared growth.

1. Community Shared Growth
As a member of the Ansan local community, we support underprivileged groups, promote a culture of sharing, and contribute to building a social safety net.

2. Leading an Inclusive Employment Culture
We lead an inclusive employment culture that creates jobs respecting diversity by expanding the employment of and internship opportunities for people with disabilities and athletes with disabilities.

3. Responsible Environmental Management
We regard preserving the environment of the industrial complex and local community we operate in as our duty and continuously carry out environmental cleanup activities.

Mid- to Long-term Social Contribution Strategy

Category	Phase 1 (2025~2026)	Phase 2 (2027~2028)	Phase 3 (2029~2030)
Goal Type	Establishment and Foundation	Practice and Expansion	Continuation and Branding
Main Direction	Structuring the Volunteer System	Strengthening Community Cooperation Programs	Branding ESG Management
Key Task	· Establishing the "Donghaeng" volunteer club · Setting up an annual regular donation system · Achieving a 50% mandatory employment rate for individuals with disabilities	· Participating in customized support programs for vulnerable groups · Expanding activities in conjunction with local governments · Achieving a 100% mandatory employment rate for individuals with disabilities	· Announcing social value creation results · Completing local government cooperation brand projects · Achieving a 120% mandatory employment rate for individuals with disabilities
Performance Goal	**Establishing a social contribution foundation**	**Achieving co-growth with the community**	**Achieving a leading model of social value**

Social Contribution Activity and Status

Donghaeng Volunteer Club

In 2025, Korea Circuit established an official volunteer club, **Donghaeng**, with the voluntary participation of employees and in-house partners. Embodying the spirit of walking and growing together with community members, **Donghaeng** continues to promote social contribution activities that address diverse needs within the community and provide practical assistance. Employees actively support vulnerable groups, including children and the elderly, and participate in sharing activities, environmental conservation, and community co-prosperity initiatives, practicing social responsibility as members of the community. In particular, we enhance the effectiveness of our social contributions by engaging in regular and sustainable activities in collaboration with local welfare and related organizations, going beyond one-time support. Korea Circuit will continue to develop and enrich various volunteering programs centered on **Donghaeng** and spread the culture of sharing and coexistence through communication with the community.

Community Co-prosperity

The **Donghaeng** Volunteer Club at Korea Circuit does not limit itself to conventional volunteer activities but rather pursues customized support considering the circumstances and seasonal needs of the community. We provide opportunities for cultural experiences and emotional exchange for children and families, and offer regular meal support to the elderly to ensure stable meal provision and welfare checks. Additionally, during the summer, we deliver encouragement items to essential local workers, and during holidays and kimchi-making season, we conduct seasonal sharing activities targeting vulnerable groups. These activities focus on understanding the real demands and providing appropriate support at the necessary times, based on continuous cooperation with local welfare institutions and related organizations, rather than one-time sponsorship.



[Emotional Support Excursion for Koryoin Families and Children from Vulnerable Groups]



[Regular Volunteering at Senior Welfare Centers and Free Meal Centers]



[Summer Support Item Delivery Event for Local Sanitation Workers]



[Winter Kimchi Sharing Event for Vulnerable Groups in the Community]

Responsible Environmental Management

Korea Circuit promotes various environmental protection activities involving employees to foster a pleasant living environment in the community and spread the value of environmental conservation. Employees regularly carry out plogging and environmental cleanup activities around green areas near the workplace and Banwol National Industrial Complex, collecting unattended waste and household trash, contributing to local environmental improvement. These activities go beyond mere environmental cleanup, allowing employees to directly observe and practice the importance of environmental protection through participatory social contribution activities. Furthermore, by continuously managing shared spaces with the community, we fulfill our environmental responsibilities as a manufacturing company and strengthen the foundation for co-existence with the community.



[Plogging Activities Near the Workplace]



[Plogging in the Green Zones of Banwol National Industrial Complex]

Investment in Social Infrastructure and Service Support

The Korea Circuit volunteer club, "**Donghaeng**," collaborates with the Ansan Volunteer Center to discover necessary volunteer activities in the community and continues to provide human and material support for smooth operation. Based on continuous communication with relevant local institutions, we identify the subjects and timing needed for support and develop sharing activities that meet community demand through voluntary participation of employees. Furthermore, we contributed 3 million won to support the smooth operations of the Ansan Corporate Volunteer Group and supported 6 million won for seasonal sharing campaigns, such as holidays and kimchi-making seasons, to help more vulnerable people in the community. Korea Circuit will continue to strengthen its cooperative system with community organizations and link employees' participation with financial support to continue win-win activities that substantially contribute to the community.

Leading Inclusive Employment Culture

As mentioned in the [2024 Korea Circuit Sustainability Report], Korea Circuit is focusing on expanding employment for persons with disabilities and strengthening the IPP internship program to foster young talents as part of realizing an inclusive employment culture based on ESG.

Expansion of Employment for Persons with Disabilities

Korea Circuit actively promotes improvements in the relatively weak area of employment for persons with disabilities to create an employment environment embracing diversity and inclusiveness. By discovering suitable jobs for persons with disabilities and establishing a stable work environment, we achieved the target of employing 20 disabled workers in 2025 — equivalent to 100% of the mandatory employment number — surpassing the initial goal of achieving 50% of the mandatory employment standard (3.1% of all employees) set in the first phase of the mid- to long-term social contribution strategy up to 2026. Korea Circuit plans to continue supporting the stable employment and job adaptation of disabled workers and expand possible employment positions and hiring linkage foundations. Our future goal is to expand employment to 120% of the mandatory employment number for persons with disabilities, supporting their economic independence and further strengthening an inclusive organizational culture where all members are respected.

Support for Disabled Athletes

Korea Circuit supports disabled athletes to train in a stable environment and fully develop their capabilities and potential. By providing a stable income base and ongoing activity conditions to disabled athletes, we not only improve their performance but also support their long-term economic independence and social participation. This support represents a social investment that helps disabled athletes grow into professionals and continuously pursue their goals. Furthermore, by sharing the activities of affiliated athletes with employees, we enhance understanding and empathy for disabilities and spread an inclusive organizational culture that respects differences between members. Korea Circuit plans to continue providing sustained interest and support for disabled athletes to freely demonstrate their abilities. We aim to extend support to other fields such as culture, arts, and technology, where disabled individuals with remarkable talents and potential can demonstrate their capabilities and grow stably. Through these efforts, we strive to expand opportunities for independence and social participation for people with disabilities and spread the values of diversity and inclusion throughout the organization and the community.


NEWSLETTER

(주)WE하다가 전하는 소식

(주)코리아써키트의 박민석 선수를 소개합니다.

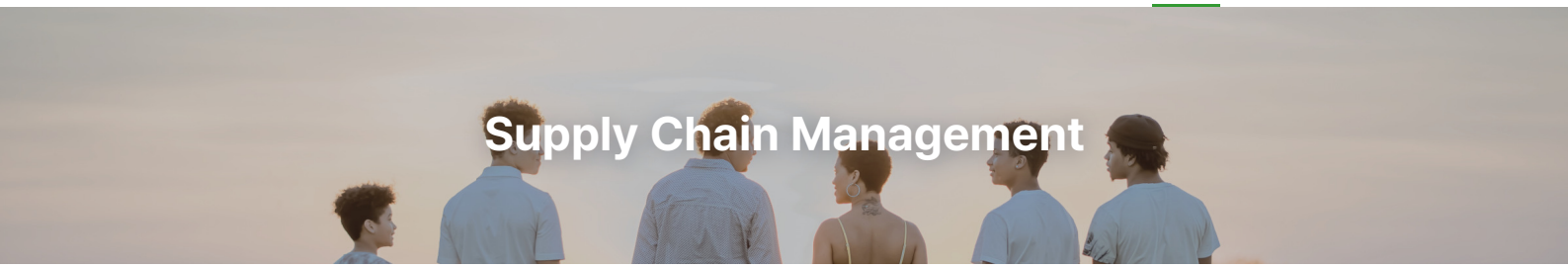
박민석 선수는 (주)코리아써키트 소속 탁구 선수로, 성실한 노력과 꾸준한 훈련으로 자신의 가능성을 넓혀가고 있는 선수입니다. 매 훈련마다 땀을 흘리고 나면 스스로에게 큰 뿌듯함을 느끼며, 한 번의 연습도 헛되이 하지 않겠다는 마음가짐으로 코트 위에 서고 있습니다. 이러한 꾸준함은 박민석 선수의 가장 큰 강점입니다.

Fostering Young Talents

Korea Circuit operates the IPP internship program to provide practical experience and employment opportunities to local youths and to discover outstanding talents early for the company's needs. The program offers field-based internship opportunities linked to job roles for graduates and prospective graduates of local universities, allowing participants to experience actual work and develop job competencies through combined education and practice. In 2025, we set a goal to hire 5 young interns and achieved 80% of the target by hiring 4. During the internship, job training and field practice are provided to enhance participants' understanding and practical skills, supporting them to adapt stably to the organizational and work environment. Korea Circuit plans to continue gradually expanding internship participation opportunities for young talents in partnership with local universities and strengthen practice-centered education and adaptation support programs to improve the employability of local youths and contribute to sustainable talent development.

(Unit: People)

Category	2025			2026	2030
	Performance	Goal	Achievement Rate	Goal	Goal
IPP Intern Recruitment	4	5	80%	10	16



Supply Chain Management

Strengthening Supply Chain Management

Policy and Guideline

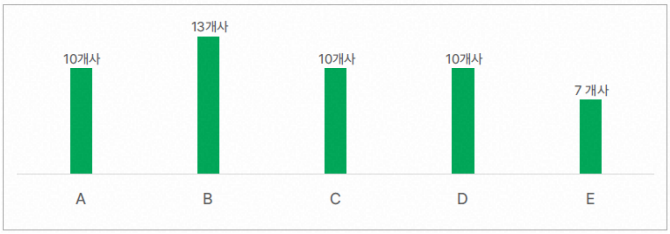
Korea Circuit has established a Supplier Code of Conduct to promote sustainable co-prosperity with our partners, ensuring compliance with product quality, distribution management, legal requirements, and ethical standards related to social responsibility. This code is publicly available on the sustainability management section of the Korea Circuit website for all partner company personnel to access. Based on the Responsible Business Alliance (RBA) Code of Conduct, it encompasses five areas: labor rights, safety and health, environment, ethics, and management systems. The Code applies to all partner companies and is included as a mandatory compliance clause in supplier contracts. New partners must submit a compliance agreement to enhance the effectiveness of supply chain management.

Korea Circuit Supplier Code of Conduct

Partner ESG Self-Assessment

Korea Circuit conducts an [ESG Self-Assessment for Partners] annually in the second half of the year, following the process outlined below. In the 2025 assessment, a total of 50 primary partners participated, and the distribution of partner ratings is as follows: closer to grade A indicates higher sustainability, while closer to grade E indicates critical sustainability issues. In the future, Korea Circuit plans to conduct on-site evaluations for supply chains rated at a critical level (grade E) based on the self-assessment results. Additionally, they will plan ESG education and support initiatives to further strengthen the ESG management system of their supply chain.

협력사 등급 분포



Partner ESG Self-Assessment Process

Selection of Tire-1 Suppliers

- **Selection of assessment targets based on Tier-1 supplier criteria**
  * Tier-1 supplier selection criteria
    1) In-house suppliers
    2) In-house service providers
    3) Raw material trading suppliers (considering scale/sales)

Distribution of Self-Assessment Guidebook

- **Distribution of Self-Assessment Guidebook**
  * Self-assessment conducted based on the [Korea Circuit Supplier Code of Conduct], grounded in the RBA Code of Conduct

Conducting Self-Assessment

- **Assessment method**
  * Scoring based on the 5 major categories of the RBA Code of Conduct
  - 5 major categories: Labor & Human Rights, Health & Safety, Environment, Ethics, Management System
  - Based on a maximum score of 100 points

Self-Assessment Review

- **Assessment grades**
  * A, B, C, D, E / classified into a total of 5 grades

Issuance of Assessment Report

- **Activation of the assessment report download system function through the digital solution**
  * Additional on-site due diligence assessment conducted for suppliers rated at the severe level (Grade E)

Responsible Minerals

Responsible Minerals refer to minerals that are mined and sourced through ethical and transparent supply chains from areas not associated with f unding armed groups, human rights abuses, or environmental destruction. The primary minerals include 3TG (Gold, Tin, Tungsten, Tantalum) and Cobalt, often referred to as Conflict Minerals, which are essential in various manufacturing processes, including the electronics and machinery ind ustries. The U.S. government has implemented regulations to curtail the utilization of minerals mined in the Democratic Republic of the Congo (DR C) and its nine adjacent countries, as they may fund armed groups. Consequently, the U.S. Securities and Exchange Commission (SEC) mandates publicly listed companies to investigate the origin of such minerals used in their products and disclose the information transparently. Korea Circuit collaborates with suppliers to strengthen the transparency and accountability of our supply chain and establish a sustainable mineral sourcing sys tem in alignment with these international regulations and ethical responsibilities.

Korea Circuit Responsible Minerals Policy(KR) >

Responsible Minerals Policy and Management

Korea Circuit has established and actively implemented a responsible minerals procurement policy that aligns with global ethical standards, contri buting to the construction of an ethical and sustainable supply chain. To prevent the use of minerals sourced from conflict-affected and high-risk areas, we regularly verify the responsible use of minerals by our suppliers and systematically manage related reports. Korea Circuit requests its su ppliers to submit international standard forms, such as the CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template) as suggested by the Responsible Minerals Initiative (RMI). These forms are made accessible on the Korea Circuit website to facilitate ea sy access and use by partners. Moving forward, Korea Circuit is committed to expanding responsible mineral sourcing activities, enhancing transp arency and accountability across the supply chain, and developing systems that meet the demands of global stakeholders.

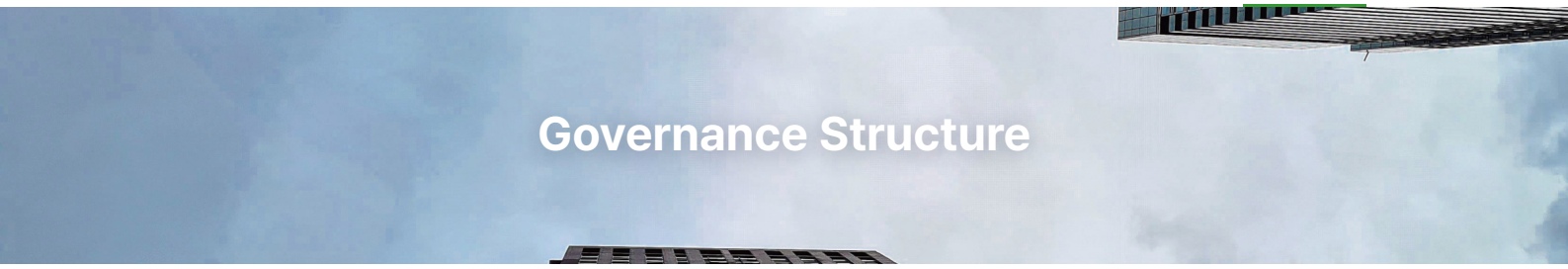
CMRT Catalog

EMRT Catalog

05
Governance



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Governance Structure

Board of Directors

Korea Circuit operates a board-centered responsible management system to protect the rights and interests of all stakeholders, including shar eholders, and to create sustainable corporate value, by establishing a transparent and independent governance framework. The Board of Direct ors is the company's highest decision-making body, responsible for reviewing and deciding on major strategies and policies in accordance with la ws and articles of incorporation, as well as overseeing the management's execution of duties.

Korea Circuit Board Regulation(KR)

Board Composition

As of December 31, 2025, Korea Circuit's Board of Directors consists of a total of four members: three internal directors, including the CEO, and on e external director. The Board is composed of directors who decide on matters stipulated by laws or articles of incorporation, delegated issues fro m the general meeting of shareholders, and other major company policies and business executions.

Category	Name	Gender	Position	Responsibility	Transaction with the Company	Term
Internal Directors	Chang Se Joon	Male	CEO / Vice Chairman	Overall Management	None	2024.03 ~ 2026.03 (2 years, 2 terms)
	Yoo Wan Joon	Male	President	Head of HDI Division	None	2025.03 ~ 2027.03 (2 years, 1 term)
	Yoon Young Sun	Male	President	Head of PKG Division	None	2025.03 ~ 2027.03 (2 years, 1 term)
External Directors	Choi Chang Won	Male	-	-	None	2025.03 ~ 2026.03 (1 year, 1 term)

Board Operation

The board holds regular quarterly meetings, and convenes special meetings as needed to ensure strategic and agile decision-making.

Category	Unit	2023	2024	2025
Board Meeting	Time	6	11	16
Board Attendance Rate	%	100	96	91
Report	Case	2	2	6
Decision Item	Case	9	19	22
Approval Rate	%	100	100	100

Board Independence and Expertise

Korea Circuit carefully considers candidates' ethics, independence, expertise, industry understanding, and job performance capabilities when selecting board members. This selection process is conducted through shareholder meeting resolutions, based on legal and constitutional procedures, to ensure that the board functions as an independent and professional decision-making body for the company's sustainable growth and shareholder value enhancement. To increase transparency and protect shareholder voting rights, Korea Circuit introduced electronic voting at annual general meetings starting in 2020. This enables shareholders who cannot attend meetings in person to participate in decision-making processes, thereby expanding their opportunities for involvement in management. Additionally, the company shares information on major business conditions, growth, and profitability with employees quarterly, enhancing their understanding of management direction. In the future, Korea Circuit plans to further strengthen the board's expertise and diversity by continuously improving systems and operations to include individuals with diverse backgrounds, such as gender, age, and industry experience.

Support and Expertise for External Directors

Although Korea Circuit does not operate a separate external director nomination committee, it conducts a comprehensive review of candidates' expertise, independence, and job performance capabilities through a board-centered recommendation process to appoint external directors. A support system is in place to enable appointed external directors to make independent and professional decisions based on their understanding of board activities and management issues. Long-serving employees with a deep understanding of the company’s business and internal operations assist external directors in their duties. Additionally, related training and information are provided as needed to enhance the expertise of external directors and support their effective participation in the board.

Subcommittee

Current Status of Board Subcommittees

Korea Circuit currently does not have separate committees such as an Audit Committee, External Director Nomination Committee, Compensation Committee, or ESG Committee. However, the company plans to establish mandatory committees as required by relevant laws. To systematically promote ESG management and risk management, an ESG organization has been formed under the internal management office. Major ESG issues are directly reported and resolved by the board as needed.

Audit System

Korea Circuit has not established a separate Audit Committee. Instead, an appointed full-time auditor, selected based on the resolution of the general shareholders' meeting, performs audit tasks. The auditor attends board meetings to express opinions, requests special general meetings, and can demand business reports from the company and subsidiaries to investigate the company's operations and financial status. The company ensures the auditor’s access to management information within its articles of association and operates an audit support organization to assist the full-time auditor’s duties.



Ethical/Compliance Management

Policy and Guidelines

Korea Circuit practices responsible management by providing honest value to customers, protecting shareholders' rights, and engaging in fair transactions with partners beyond mere corporate growth and profit generation. The company establishes and operates ethical and compliance policies and behavior standards to create an organizational culture where employees feel rewarded and proud, and to fulfill social responsibilities and obligations to all stakeholders. Particularly, all employees and partners are prohibited from engaging in actions that may harm fair and transparent transactions, such as hospitality, bribes, gifts, inappropriate notifications of family events, and receiving congratulatory or condolence money. Furthermore, the "Korea Circuit Code of Conduct," based on the "Coexistence Ethical Management Guidelines" and the RBA Code of Conduct, is published on the website to clearly communicate ethical and compliance principles both internally and externally, continuously enhancing awareness and voluntary practices among employees and partners.

Code of Ethics



Code of Ethics(KR) >

Ethical Commitment Guidelines



Ethical Commitment Guidelines(KR) >

Download Code of Conduct

Korea Circuit Code of Conduct(KR)

Ethical Management

Korea Circuit practices ethical management across the organization, holding trust with all stakeholders as a core value beyond mere profit. We believe that a corporation's sustainable growth stems from ethical responsibility and conduct all decision-making and business activities based on honesty, fairness, and transparency. By strictly excluding corruption and unethical behaviors, we aim to position ourselves as a robust comp any that adheres to principles, prioritizing partnership with collaborators, employee respect, and fostering customer trust. Korea Circuit is com mitted to opening a more beautiful world with social responsibility and trust.

Anti-Corruption

Anti-Corruption Policy and Management

Korea Circuit strictly prohibits corruption actions such as bribery, improper solicitations, monetary and hospitality offers, and conflicts of interes t to foster a culture of integrity and transparency. The company shares anti-corruption policies and guidelines with employees and partners, cle arly presenting ethical judgment standards to be followed in performing duties and interactions with stakeholders. Furthermore, we identify cor ruption risks in advance, focusing on high-risk operations and vulnerable areas, conducting inspections, and enhancing employees' awareness through regular ethics training and case-based learning. We also operate an anonymous and non-anonymous reporting channel called the "Re port Center," continuously instructing on the internal website to report violations and conducting necessary disciplinary measures and follow-u ps according to the principles of reporter protection and fair investigation. Major inspection and action results are reported to management and the board, and policies and guidelines are supplemented as needed to embed anti-corruption principles throughout organizational culture and operations.

Compliance Management

Korea Circuit operates a company-wide compliance management system to establish a global-level compliance culture by preventing legal risks, e nsuring transparent decision-making, and establishing anti-corruption and fair trade practices.

Compliance Officer

In April 2024, Korea Circuit appointed a Compliance Officer via a board resolution to prevent legal risks across management activities and enhanc e responsible decision-making systems. The Compliance Officer operates directly under the CEO and continuously checks compliance with laws r elated to the company's major management activities, providing advice and improvement measures on compliance risks. Main roles include diagn osing internal controls and legal risks, pre-reviewing significant contracts and disclosures, dealing with issues related to fair trade, subcontracting, and capital markets, reporting to the board, and supporting insider reporting and whistleblowing management. This structure helps pre-identify p otential legal risks and ensures that compliance standards are consistently applied in critical decision-making processes. Although there is current ly no dedicated compliance support organization, compliance checks, advice, and follow-up actions are performed based on collaboration with rel ated departments. Korea Circuit will continue to expand the company-wide voluntary compliance system and further internalize compliance awar eness within organizational culture and overall business activities.

Integrated Compliance

Korea Circuit has set a mid-to-long-term goal to adopt the international standard ISO 37301 compliance management system, building and operating the necessary management systems step by step. To identify and prevent compliance risks in advance, the company conducts self-inspections of internal controls, pre-reviews significant contracts, and manages high-risk business risks. It also establishes clear principles and procedures for compliance with ethics codes and compliance behavior guidelines that employees must follow. Additionally, online compliance management training and related communications are conducted for all employees to raise compliance awareness, and an anonymous reporting system is operated to ensure that violations can be reported and investigated fairly. The company manages disciplinary and follow-up procedures based on the principles of protecting informants and insiders, reporting key results to management, and evaluating operational effectiveness to prevent recurrence and improve systems. Korea Circuit will further enhance the compliance management system, where risk identification, policies and procedures, training, reporting and investigations, improvements, and feedback are organically linked, to establish a voluntary and sustainable compliance culture that meets ISO 37301 standards.

Fair Trade

Korea Circuit prohibits any actions that hinder fair competition, such as unfair trade, collusion, and abuse of transactional authority, to ensure fairness and transparency in all transactional relationships and adhere to a healthy market order. To achieve this, internal standards related to fair trade have been established and specified in ethics codes and ethical commitment guidelines, clearly guiding employees and partners on the principles they must adhere to during business and transactional processes. In particular, transactions with partners prioritize fair contract execution and mutual cooperation, with pre-reviews of significant contracts and inspections of high-risk transaction areas to manage potential unfair practices and legal violations in advance. Additionally, fair trade-related education and compliance inspections are conducted, and an anonymous and non-anonymous reporting channel called the "Report Center" is maintained, continuously announced on the internal website to encourage the reporting and prevention of unfair or anti-competitive practices. For confirmed shortcomings, improvement and prevention measures are implemented to continuously reinforce a responsible trading culture.

Whistleblower Center

As part of ethical and compliance management, Korea Circuit operates a Whistleblower Center that allows employees and stakeholders to safely report misconduct, unethical behavior, human rights violations, unfair trade, and fraud within the organization. The center is continuously promoted on the internal website each quarter to ensure that reports can be made at any time. Whistleblowers can report anonymously or with their identity via online, email, or offline methods, and reported cases are swiftly and fairly investigated by the audit office or related departments. The top priority is protecting the identity of the whistleblower and preventing any secondary damage, applying a zero-tolerance policy towards retaliation. Korea Circuit is committed to continuously improving the trustworthiness and accessibility of the reporting process to lead in cultivating a healthy and transparent organizational culture.

Whistleblowing Process



Employees submit anonymous consultation requests through the Report Center channel
* Website → Report Center

Classification of received reports
* Received matters classified as "Received" or "Transferred to Responsible Department"
* Anonymity principle maintained when transferring to the responsible department

Verification of the reported content
* Interview with the reporter, if necessary
* Communication with the responsible department and review of related materials

Verbal or written response provided depending on the case

Handling results documented and retained in audit records
* Protective measures, recurrence prevention, and system improvement, if necessary

Whistleblowing Channel

Report Center >

Current Status of Whistleblowing Reports

(Unit: Cases)

Category		2023	2024	2025
Internal (Employee + In-house Partner)	Reports Received	7	12	6
	Reports Processed	7	12	6
External	Reports Received	2	2	1
	Reports Processed	2	2	1
Grievance Handling Rate		**100%**	**100%**	**100%**



Risk Management

Commitment to RBA Compliance

RBA Code of Conduct

Korea Circuit adheres to the Code of Conduct of the Responsible Business Alliance (RBA), a global responsible business initiative, as a fundamental principle of practicing ESG management. Based on this, we have established the "Korea Circuit Code of Conduct," which contains responsible management standards in areas such as labor, health and safety, environment, ethics, and management systems, enabling employees to implement the relevant principles in their work. In addition, we have independently established the "Korea Circuit Supplier Code of Conduct" to expand the scope of ESG management practices across the entire supply chain. Through this, we provide standards and directions for responsible management activities that suppliers must comply with, and we strive to internalize ESG principles throughout the supply chain with continuous communication and inspections.

Korea Circuit Code of Conduct(KR)

Korea Circuit Supplier Code of Conduct(KR)

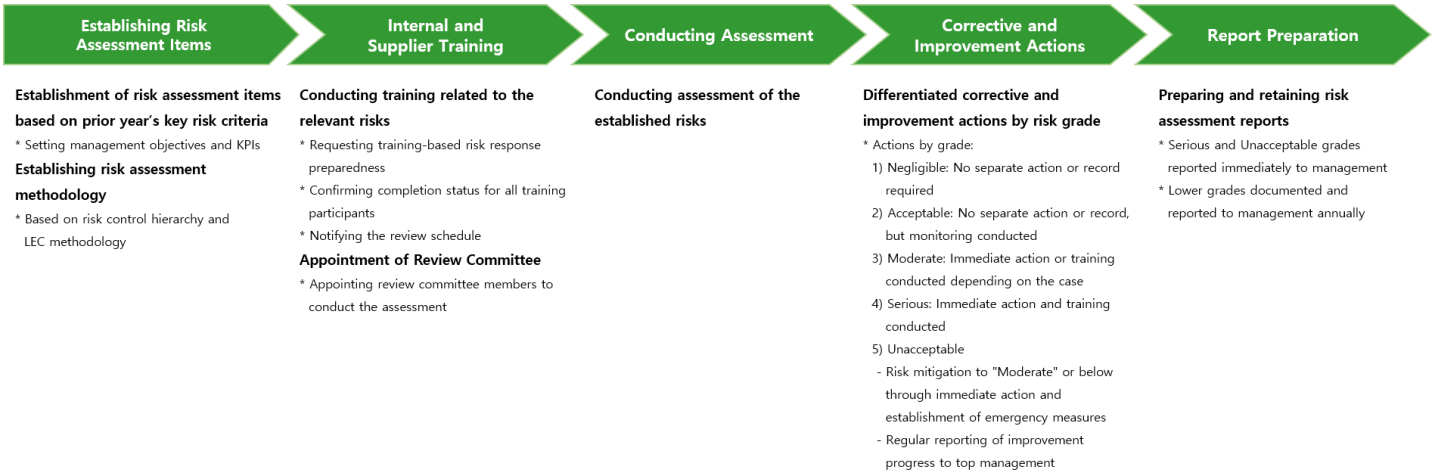
Implementation of RBA CMA

In the first half of 2025, at the request of our clients, we conducted a Customer Managed Audit (CMA) based on the RBA VAP (Validated Assessment Program) standards, assessing the operational levels across labor, health and safety, environment, ethics, and supply chain management systems. Korea Circuit is continuously improving on identified areas from the audit and enhancing our management system. We plan to conduct the RBA's official evaluation program, VAP, from the second half of 2026 to the first half of 2027. Through this, we aim to objectively verify the operational level of our ESG management system according to global standards and transparently present Korea Circuit's commitment and performance in responsible management to stakeholders.

2025 RBA CMA Report_Korea Circuit

RBA Risk Management Process

Korea Circuit identifies risks based on the RBA Code of Conduct to effectively respond to environmental changes occurring internally and externally. We plan to operate an enterprise-wide risk management system alongside the following management processes for impact analysis and response planning. The risk management areas are categorized into finance, human resources, health and safety, environment, quality, customer response, manufacturing, technology (intellectual property), and information systems (IT). We establish and manage specific criteria reflecting the characteristics of each area and conduct evaluations accordingly.



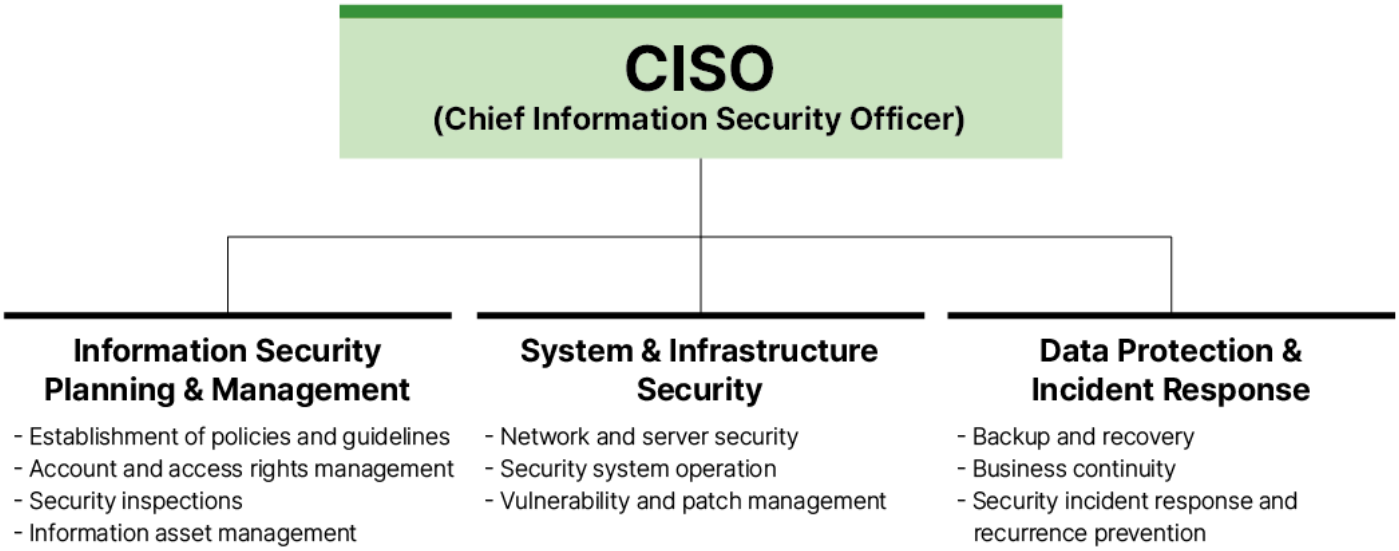
Non-Financial Risk

Information Security Management

Korea Circuit safeguards key technical, managerial, customer, and employee-related information assets and complies with relevant laws and internal and external security requirements through the establishment and operation of a company-wide information protection system. To achieve this, we establish related policies and guidelines based on information protection governance, implementing administrative, technical, and physical protection measures across all areas of information protection, such as access rights and system security, data protection and business continuity, and response to security incidents. Additionally, we continuously improve and check these measures to proactively prevent security threats and enhance our level of information protection and response capabilities.

Information Protection Governance

Korea Circuit operates information protection governance to securely protect key information assets and systems and to systematically respond to information security risks. The Chief Information Security Officer (CISO), who is the head of the IT division, oversees the overall information protection policies and directions and manages and supervises related tasks. The dedicated information protection team carries out comprehensive tasks related to information protection based on policies and guidelines, including account and access management, server and network security, data backup and recovery, asset management, and security incident response. Furthermore, the team continuously monitors the operational status of key systems and security infrastructure, and in the event of a security incident, minimizes damage by implementing pre-established procedures for initial response, root cause analysis, recovery, and recurrence prevention.



Information Security Management System

Korea Circuit operates a company-wide information security management system to protect key technologies, management information, and important information related to customers and employees. We establish policies and guidelines for overall information security, including servers, networks, data backup, user accounts, IT equipment, and security incident response. These guidelines are continuously reviewed and revised to address changes in the IT environment and security threats. Additionally, we regularly inspect the operational status of major information systems and physical security facilities, reporting on management outcomes to identify and mitigate security vulnerabilities in advance. Employees and in-house partner employees commit to protecting important information, such as trade secrets, upon joining. Contracts with vendors also include obligations to protect trade secrets and intellectual property rights, extending the scope of information protection to external stakeholders. We conduct regular training on personal information protection and cybersecurity for all employees and in-house partner staff, monitoring training completion and the implementation of internal standards.

Access Rights and System Security

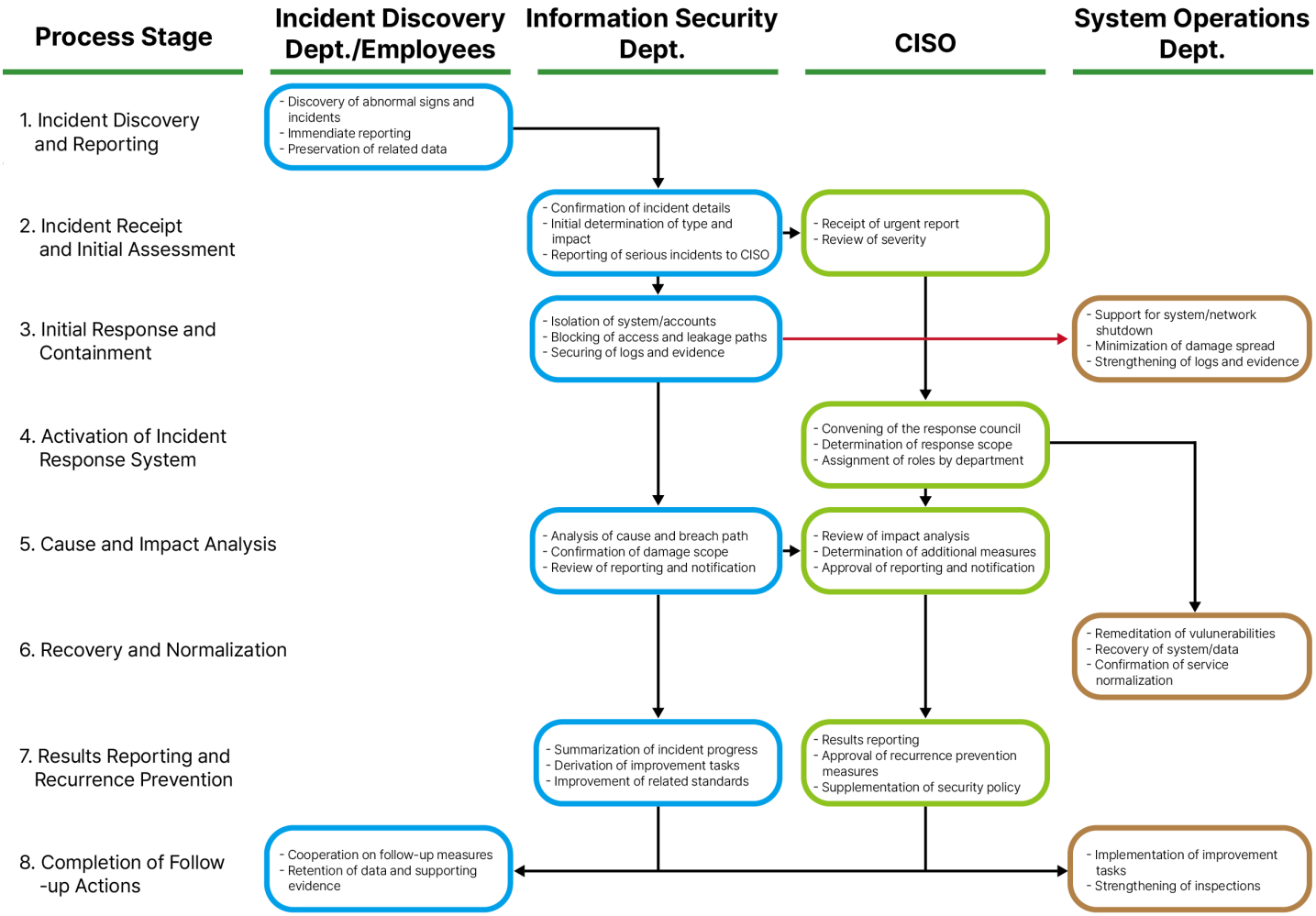
Korea Circuit systematically manages user accounts and access rights to prevent unauthorized access and external leaks of important information. Access rights to information systems are granted differentially based on employees' roles and responsibilities. When reasons for changing permissions, such as job changes or retirement, arise, accounts and permissions are promptly adjusted or revoked to minimize unnecessary information access. We utilize information security systems such as ECM (K-DOC), NDLP, and DB-i to control the storage, output, screen capture, external dissemination, and database access of documents and data. Prior approval procedures are applied for external dissemination of important documents, and the validity period of security URLs and download limits are set to ensure safe management after dissemination. Firewalls and access control policies are implemented in server and network zones, with continuous checks on security settings and operational status to counter external intrusions and unauthorized access risks.

Data Protection and Business Continuity

Korea Circuit operates a systematic backup and recovery system to prevent data loss due to system failures, disasters, and security threats, ensuring the continuity of essential business operations. Backup targets and schedules are set based on the importance and operational characteristics of major information systems and business data, with ongoing checks on backup results and storage status to manage data security and availability. Backup data is securely stored separately from the original data, and in the event of a system failure or data corruption, is managed to allow for rapid recovery following pre-established procedures. Procedures for device failure and system downtime, including reception, cause identification, repair, and normalization processes, are in place to minimize the scope and duration of business interruptions.

Security Incident Response and Response Procedure

Korea Circuit has established and operates security incident response procedures to promptly and systematically handle various incidents such as information leaks, system breaches, malware infections, and service disruptions. A reporting system enables employees to immediately report security incidents or signs of anomalies to the responsible organization, and reported incidents are swiftly addressed according to type and impact scope. In case of a security incident, initial actions such as system isolation and access blocking are taken to prevent damage escalation, with analysis of causes and impact scope to facilitate data and system recovery and normalization. Incident outcomes and causes are shared with relevant organizations, and measures to improve security weaknesses and management processes are established and implemented to minimize the recurrence of similar incidents.



Quality Certification Management

Korea Circuit operates a quality management system based on global standards such as ISO 9001 (Quality Management System), IATF 16949 (Automotive Quality Management System), VDA 6.3 (German Automotive Industry Association Quality Audit Standard), and SQ Certification (Supplier Quality Certification System) to strengthen quality management. We continuously acquire and maintain qualifications for each certification and actively support training courses for employees to become auditors for internal quality risk management. Additionally, we make organizational investments to enhance capabilities in responding to quality risks.

ISO 9001 Certification

- ISO 9001_Headquarter and 1st Plant
- ISO 9001_2nd Plant
- ISO 9001_3rd Plant

IATF 16949 Certification

- IATF 16949_Headquarter and 1st Plant
- IATF 16949_2nd Plant
- IATF 16949_3rd Plant

Financial Risk

Internal Accounting Management

Korea Circuit operates an internal accounting management system to enhance the transparency of financial information and provide reliable information to external stakeholders. We comply with relevant laws and regulations, such as the Act on External Audit of Stock Companies and its enforcement decree, and operate based on internal accounting management regulations and guidelines. A dedicated team leads inspections and management of the internal accounting management system, conducting design and operational evaluations and reporting the results to the audit committee, board of directors, and shareholders' meeting. Issues identified during evaluations are continuously improved through collaboration among auditors, the dedicated team, and field personnel. We strive to establish a stable management environment and effective internal accounting risk management, maintaining a transparent and robust financial management system to provide highly reliable information.

Korea Circuit Internal Accounting Management Regulations

Korea Circuit Internal Accounting Management Guidelines

Tax Management

Korea Circuit strictly adheres to tax laws as a fundamental principle, handling all tax-related matters accordingly. We continuously monitor the latest tax law information and respond swiftly to legal changes. We actively support external training to enhance our employees' tax skills, encouraging systematic acquisition of tax-related knowledge. For important issues where tax interpretation is unclear, we engage professional external tax advisors to receive objective and expert advice, identifying and preventing potential tax risks beforehand. Through these multifaceted efforts, we minimize tax risks, achieve stable financial operations, and realize transparent management. We will continue to focus on tax risk management by complying with laws, enhancing internal capabilities, and collaborating with external experts.

Global Stakeholder Communication

Korea Circuit transparently discloses key management information to domestic stakeholders through the Financial Supervisory Service's Electronic Disclosure System (DART). To enhance information accessibility for global stakeholders, we also post business and audit reports on the company's global website. This supports various stakeholders, including domestic and international investors, customers, and partners, in conveniently accessing the company's financial status and management performance. Starting from 2026, beginning with the [2025 Korea Circuit Sustainability Management Report], we plan to publish English translations of the Sustainability Management Report on our global website, transparently conveying key policies and achievements in environmental, social, and governance areas to overseas stakeholders. Korea Circuit will continue to improve the accessibility and utility of disclosed information and strengthen trust-based communication with domestic and international stakeholders.

2025 Korea Circuit Sustainability Report(EN)

2025 Business Report

2025 Audit Report & Consolidated Audit Report



06
Appendix

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Environment

ESG Factbook

Environment

Water Resource Management

※ The difference between water usage and wastewater discharge is attributed to evaporation during processes, inclusion in products, operation o f cooling equipment, and other process losses

(Unit: m^3)

Water Usage	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Industrial Water	2,936,498	1,720,620	308,941	**4,966,059**	3,575,747	1,638,358	431,026	**5,645,131**	3,604,542	1,693,525	458,568	**5,756,635**
Tap Water	164,682	101,601	-	**266,283**	226,384	28,361	-	**254,745**	370,271	69,756	-	**440,027**
Recycled Water	202,595	10,214	-	**212,809**	228,506	38,952	-	**267,458**	237,216	53,536	-	**290,752**
Total	**3,303,775**	**1,832,435**	**308,941**	**5,445,151**	**4,030,637**	**1,705,671**	**431,206**	**6,167,334**	**4,212,029**	**1,816,817**	**458,568**	**6,487,414**
Reuse Rate	**6%**	**1%**	**-**	**4%**	**6%**	**2%**	**-**	**4%**	**6%**	**3%**	**-**	**4%**
Target Usage				6,807,000				6,230,000				6,800,000
Performance Against Target				**80%**				**99%**				**95%**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Water usage is measured based on the total site usage, including production processes, cooling equipment, and domestic water use

(Unit: m^3)

Water Discharge	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Wastewater Discharge	3,153,235	1,535,190	279,955	**4,968,380**	3,840,530	1,364,735	394,565	**5,599,830**	3,884,040	1,496,880	417,240	**5,798,160**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Wastewater discharge is measured based on process wastewater treated and discharged through on-site wastewater treatment facilities

/ Domestic sewage may be excluded

Energy Management

(Unit: TJ)

Category		2023				2024				2025			
		P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Electricity	Non-renewable	1,097	666	415	2,178	1,278	613	443	2,334	1,285	636	516	2,436
	Renewable	-	-	-	-	-	-	-	-	-	-	-	-
Electricity Energy Consumption		**1,097**	**666**	**415**	**2,178**	**1,278**	**613**	**443**	**2,334**	**1,285**	**636**	**516**	**2,436**
Fuel	Non-renewable	23	3	0	26	29	2	-	31	29	4	-	33
	Renewable	-	-	-	-	-	-	-	-	-	-	-	-
Fuel Energy Consumption		**23**	**3**	**0**	**26**	**29**	**2**	**-**	**31**	**29**	**4**	**-**	**33**
Steam	Non-renewable	71	75	85	230	67	67	81	215	69	71	85	225
	Renewable	-	-	-	-	-	-	-	-	-	-	-	-
Steam Energy Consumption		**71**	**75**	**85**	**230**	**67**	**67**	**81**	**215**	**69**	**71**	**85**	**225**
Total Energy Consumption		**1,191**	**744**	**500**	**2,435**	**1,374**	**682**	**523**	**2,579**	**1,383**	**711**	**601**	**2,695**
Targey Energy Consumption					2500				2500				2700
Energy Reduction					**65**				**-79**				**5**
Energy Intensity					**0.38**				**0.36**				**0.31**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Energy Intensity: Energy Performance / Revenue (Billion KRW) ▶ Revenue: 2023 - 6,344 billion KRW / 2024 - 7,207billion KRW / 2025 - 8,630billion KRW

Greenhouse Gas Management

(Unit: tCO_2eq)

Scope 1, 2 Emissions	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Scope 1 Performance	2,956	773	798	**4,528**	2,136	606	632	**3,374**	1,814	1,326	2,369	**5,510**
Scope 2 Performance	57,834	37,543	26,279	**121,656**	66,237	34,418	27,319	**127,973**	66,645	35,682	31,054	**133,380**
Total Performance	**60,790**	**38,314**	**27,077**	126,184	**68,373**	**35,024**	**27,951**	131,347	**68,459**	**37,008**	**33,423**	138,890
Scope 1 Target				4,600				3,411				3576
Scope 2 Target				124,139				130,585				135,651
Total Target				**128,739**				**133,996**				**139,227**
GHG Reduction				**2,555**				**2,649**				**337**
Performance vs Target				**98%**				**98%**				**99%**
Scope 1 Intensity				0.71				0.47				0.64
Scope 2 Intensity				19.18				17.76				15.46
Total Intensity				**19.89**				**18.23**				**16.10**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* GHG Intensity: GHG Performance / Revenue (Billion KRW) ▶ Revenue: 2023 - 6,344 billion KRW / 2024 - 7,207billion KRW / 2025 - 8,630billion KRW

(Unit: tCO_2eq)

Scope 3 Detailed Emissions (by Category)	2023	2024	2025
Purchased goods and services	N/A	N/A	305,709
Capital goods	N/A	N/A	3,860
Fuel and energy not included in Scope 1, 2	N/A	N/A	8,355
Upstream transportation and logistics	N/A	N/A	2,805
Waste treatment	N/A	N/A	21,505
Business travel	N/A	N/A	319
Employee commuting	N/A	N/A	18,079
Upstream leased assets	N/A	N/A	50
Downstream transportation and logistics	N/A	N/A	1,747
Processing of sold products	N/A	N/A	15,667
Use of sold products	N/A	N/A	N/A
End-of-life treatment of sold products	N/A	N/A	1,117
Downstream leased assets	N/A	N/A	14
Franchises	N/A	N/A	N/A
Investments (Affiliates and investee greenhouse gases)	N/A	N/A	3
Total	**N/A**	**N/A**	**379,230**

* Scope 3 calculations will begin in 2025 / Third-party verification has not been conducted yet

Waste Management

(Unit: ton)

Emissions Status	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
General Waste	5,994	1,836	49	**7,879**	8,143	1,647	35	**9,825**	7,923	1,871	60	**9,854**
Hazardous Waste	3,080	951	86	**4,116**	3,813	861	125	**4,799**	3,662	1,001	185	**4,848**
Total	**9,074**	**2,787**	**135**	**11,995**	**11,956**	**2,508**	**160**	**14,623**	**11,585**	**2,872**	**245**	**14,702**
Target Emissions				9,500				15,000				15,000
Performance vs Target				**126%**				**97%**				**98%**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

(Unit: ton)

Recycling Status	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Waste Generation	9,074	2,786	135	**11,995**	11,956	2,508	160	**14,623**	11,585	2,872	245	**14,702**
Waste Recycling	7,262	2,351	49	**9,663**	9,604	2,107	50	**11,761**	10,627	2,608	176	**13,412**
Recycling Performance	**80%**	**84%**	**36%**	**81%**	**80%**	**84%**	**31%**	**80%**	**92%**	**91%**	**72%**	**91%**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

Waste Recycling Details

(Unit: ton)

General Waste	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Recycling	4,737	1,427	49	**6,213**	6,424	1,301	35	**7,760**	7,609	1,786	60	**9,455**
Incineration	1,257	408	-	**1,665**	1,719	345	-	**2,064**	314	85	-	**399**
Landfill	-	-	-	**-**	-	-	-	**-**	-	-	-	**-**
Others	-	-	-	**-**	-	-	-	**-**	-	-	-	**-**
Total	**5,994**	**1,835**	**49**	**7,878**	**8,143**	**1,646**	**35**	**9,824**	**7,923**	**1,871**	**60**	**9,854**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Others: Crushing, Grinding, etc

(Unit: ton)

Hazardous Waste	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
Recycling	2,525	924	-	**3,449**	3,180	806	15	**4,001**	3,018	822	116	**3,956**
Incineration	420	27	86	**533**	363	11	110	**484**	237	13	55	**305**
Landfill	3	-	-	**3**	-	-	-	**-**	-	-	-	**-**
Others	132	-	-	**132**	270	44	-	**314**	407	166	14	**587**
Total	**3,080**	**951**	**86**	**4,117**	**3,813**	**861**	**125**	**4,799**	**3,662**	**1,001**	**185**	**4,848**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Others: Crushing, Grinding, etc

Pollutant Management

※ Managed according to the Integrated Environmental Management Act, adhering to permitted emission standards and self-measurement criteria

(Unit: ton)

Water Pollutant Emissions	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
BOD	80	1,427	49	**6,213**	102	71	18	**191**	163	56	7	**226**
TOC	75	33	9	**117**	122	345	-	**177**	106	44	14	**164**
COD	-	-	-	**-**	-	-	-	**-**	-	-	-	**-**
SS	21	6	2	**29**	36	8	0	**44**	27	6	4	**38**
T-N	19	26	3	**48**	31	17	4	**52**	20	16	3	**39**
Y-P	3	0	0	**3**	4	0	0	**4**	4	-	-	**4**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* The legal measurement item will change from COD to TOC in 2024, excluding COD

(Unit: ton)

Air Pollutant Emissions	2023				2024				2025			
	P1	P2	P3	Total	P1	P2	P3	Total	P1	P2	P3	Total
NOx (Nitrogen Oxides)	3	0	-	**3**	2	0	-	**2**	1	0	2	**3**
SOx (Sulfur Oxides)	0	-	-	**0**	4	-	-	**4**	0	-	-	**0**
Dust	8	3	4	**15**	5	3	3	**11**	3	2	2	**7**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

Chemical Management

(Unit: ton)

Category	2023	2024	2025
Hazardous Chemicals Usage	20,252	24,252	25,745
Chemical Emissions	10	6	3

Raw(Sub) Materials Usage

(Unit: KRW)

Monetary Basis	2023	2024	2025
Non-renewable Materials	206,643,871,077	252,086,502,111	243,948,859,737
Renewable Materials	8,392,937,289	10,492,852,468	94,952,135,892
Total	215,036,808,366	262,579,354,579	338,900,995,629
Renewable Materials Ratio	**3.9%**	**4.0%**	**28.0%**

* Renewable Materials: Existing - Copper Foil, New - Copper Oxide, Copper Balls / Non-renewable Materials: Other Raw(Sub) Materials

Mass Basis	Unit	2023	2024	2025
Non-renewable Materials	KG	18,354,135	20,152,932	20,349,242
	M	70,445	38,773	30,478
	PNL	18,657,563	23,028,657	24,182,746
	*MAL	36,669	38,394	37,394
	Kea	233,620,000	203,740,000	217,760,000
	L	1,897,764	2,265,814	2,458,772
	G	655,500	800,700	868,600
	EA	1,055,899	1,304,038	827,460
	SHT	65,896	84,838	71,358
	RL	75,333	89,244	61,864
	PCS	1,454	1,323	1,216
Renewable Materials	KG	12,197,212	15,338,146	15,796,123
	M	7,644,513	10,690,840	12,403,409
	PNL	-	2,572	5,098
	*MAL	19,298	40,042	-

* Renewable Materials: Existing - Copper Foil, New - Copper Oxide, Copper Balls / Non-renewable Materials: Other Raw(Sub) Materials

* MAL: Korean traditional volume unit / 1MAL=18.039L



Social

ESG Factbook

Social

Employee Status

(Unit: Persons)

Category	2023			2024			2025		
	Regular	Temporary	Total	Regular	Temporary	Total	Regular	Temporary	Total
P1	579	37	**616**	639	10	**649**	662	75	**737**
P2	399	6	**405**	377	11	**388**	343	38	**381**
P3	123	3	**126**	129	5	**134**	179	9	**188**
Total	**1,101**	**46**	**1,147**	**1,145**	**26**	**1,171**	**1,184**	**122**	**1,306**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

In-house Workforce Status

(Unit: Persons)

Category	2023	2024	2025
Employee	1,147	1,171	1,306
In-house Partner	912	960	1,023
Total	**2,059**	**2,131**	**2,329**

Employee Diversity

(Unit: Persons)

Position Category		2023	2024	2025
Executive	Male	36	37	32
	Female	-	-	-
Subtotal		**36**	**37**	**32**
Manager	Male	216	250	250
	Female	11	13	14
Subtotal		**227**	**263**	**264**
Non-Manager	Male	761	746	873
	Female	123	125	137
Subtotal		**884**	**871**	**1010**
Total		**1,147**	**1,171**	**1,306**

(Unit: Persons)

Age Category		2023	2024	2025
Under 30	Male	277	307	355
	Female	64	71	80
Subtotal		**341**	**378**	**435**
30 to 50	Male	655	647	727
	Female	63	60	64
Subtotal		**718**	**707**	**791**
Over 50	Male	81	79	73
	Female	7	7	7
Subtotal		**88**	**86**	**80**
Total		**1,147**	**1,171**	**1,306**

(Unit: Persons)

Other Diversity	2023	2024	2025
Disabled	6	5	20
Foreign	8	19	16
National Merit	3	3	3
Minor	-	-	-
Total	**17**	**27**	**39**

New Hiring Status

(Unit: Persons)

Category	2023						2024						2025					
	Manager (Administrative, Technical)			Non-Manager (Production, Support)			Manager (Administrative, Technical)			Non-Manager (Production, Support)			Manager (Administrative, Technical)			Non-Manager (Production, Support)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
P1	37	5	**42**	97	14	**111**	49	10	**59**	143	24	**167**	58	9	**67**	185	15	**200**
P2	25	7	**32**	32	4	**36**	48	6	**54**	75	6	**81**	24	2	**26**	101	9	**110**
P3	9	2	**11**	35	5	**40**	11	4	**15**	36	3	**39**	10	3	**13**	26	5	**31**
Total	**71**	**14**	**85**	**164**	**23**	**187**	**108**	**20**	**128**	**254**	**33**	**287**	**92**	**14**	**106**	**164**	**23**	**341**

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Managerial Position: Excludes transfers to affiliates and those who resigned within 3 months of joining

* Non-Managerial Position: Excludes those who resigned within 7 days of joining

Turnover Status

(Unit: Persons)

Turnover		2023	2024	2025
Voluntary Turnover	Male	289	329	320
	Female	62	44	33
Subtotal		**351**	**373**	**353**
Involuntary Turnover	Male	-	-	-
	Female	-	-	-
Subtotal		**-**	**-**	**-**
Involuntary Resignation	Male	-	-	-
	Female	-	-	-
Subtotal		**-**	**-**	**-**
Total		**351**	**373**	**353**

* Excludes transfers to affiliates, executives, contract expiration, dismissed or voluntary resignation

(Unit: Persons)

Voluntary Turnover Details	2023			2024			2025		
	Regular	Temporary	Total	Regular	Temporary	Total	Regular	Temporary	Total
P1	140	25	**165**	168	25	**193**	186	18	**204**
P2	89	30	**119**	117	18	**135**	107	12	**119**
P3	60	7	**67**	44	1	**45**	27	3	**30**
Total	**289**	**62**	**351**	**329**	**44**	**373**	**320**	**33**	**353**
Turnover Rate	**31%**			**33%**			**27%**		

* Plant Names: P1 (Head Office and Plant 1) / P2 (Plant 2) / P3 (Plant 3)

* Excludes transfers to armfja ffiliates, executives, contract expiration, dismissed or voluntary resignation

* Turnover Rate: Number of leavers/Number of regular employees (Number of regular employees: Refer to ESG Factbook(Social) - [Employee Status])

Parental Leave Status

(Unit: Persons)

Eligible for Parental Leave	2023	2024	2025
Male	157	160	194
Female	6	9	17
Total	**163**	**169**	**211**

(Unit: Persons)

Number of Employees on Parental Leave	2023	2024	2025
Male	8	14	30
Female	5	5	5
Total	**13**	**19**	**35**

(Unit: Persons)

Number of Employees Returning from Parental Leave	2023	2024	2025
Male	4	8	21
Female	3	3	3
Total	**7**	**11**	**24**

(단위: 명)

Number of Employees Working 12 Months after Returning	2023	2024	2025
Male	5	3	9
Female	2	3	1
Total	**7**	**6**	**10**

* Prepared based on the day following the 12-month anniversary of return

Training Status

(Unit: Persons)

Job Competency		2023		2024		2025	
		Number	Training Hour	Number	Training Hour	Number	Training Hour
Job Competency	Office Worker	10	110	129	655	181	802
	Technical Worker	418	8,092	462	6,118	126	1,463
	Production+Support Worker	978	2,445	933	8,868	1,454	20,960
Subtotal		**1,406**	**10,647**	**1,524**	**15,641**	**1,761**	**23,225**
Common Competency	Mandatory and Compliance/Ethics Training (Fair Trade)	2,174	15,218	2,169	13,014	2,393	14,358
	Language Training	-	-	334	2,514	268	1,708
Subtotal		**2,174**	**15,218**	**2,503**	**15,528**	**2,661**	**16,066**
Total		**3,580**	**25,865**	**4,027**	**31,169**	**4,422**	**39,291**
Average Training Hours per Person (hours)			**12.56**		**14.63**		**16.87**

* Includes in-house partner training personnel

* Average training hours: Total training hours/Number of trainees (employees + in-house partners)

* Mandatory training: Sexual harassment, workplace bullying, disability awareness, personal data protection

Training Result

(Unit: %)

Category		2023	2024	2025
PCB Certification	Acquisition Rate	-	5.9	2.3
	Retention Rate	6.1	11.9	12.7
New Employee Orientation TEST Pass Rate		100	100	100
Completion Rate of Legal and Compliance/Ethic Training		100	100	100

Proportion of Entry-Level Salary to Minimum Wage

(Unit: %)

Category	2023	2024	2025
Male	170	166	165
Female	170	166	165

Labor-Management Council Meeting

(Unit: Cases)

Category	2023	2024	2025
Meeting Held	6	4	4
Agenda Item	7	6	6
Processed Item	7	6	6
Item Processing Rate	**100%**	**100%**	**100%**

Status of Responsible Minerals Management

(Unti: Cases)

Category	2023	2024	2025
CMRT	N/A	29	38
EMRT	N/A	27	38
Total	**N/A**	**56**	**76**

* Starting from 2024, Recording of CMRT and EMRT Receipts

* CMRT: Report on the usage of 3TG (Gold, Tin, Tungsten, Tantalum) / EMRT: Report on the usage of extended minerals beyond 3TG (Cobalt, Mica, etc.)

Expenditure on Local Suppliers

(Unit: 100 Million KRW)

Country	2024		2025	
	Number	Rate	Number	Rate
Republic of Korea	2,284	86%	2,880	85%
China	44	2%	149	4%
Japan	323	12%	179	5%
Vietnam	-	-	181	5%
Europe	-	-	0	0%
Total	**2,651**	**100%**	**3,389**	**100%**

* Based on Countries with Direct Payment

* Data Measurement Starting from 2024



Governance

ESG Factbook

Governance

Board Composition

(Unit: Persons)

Category	2023	2024	2025
Internal Director	3	3	3
External Director	1	1	1
Total	**4**	**4**	**4**
Male	4	4	4
Female	-	-	-
Total	**4**	**4**	**4**

Grievance and Report Status

(Unit: Cases)

Internal Report Status		2023	2024	2025
Grievance Handling (Including In-house Partners)		7	12	9
Report	Internal (Employee+In-house Partner)	7	12	6
	External (External Partner)	2	2	1
Total		**16**	**26**	**16**
Report Handling Rate		**100%**	**100%**	**100%**

* Including In-house Partners

Information Security Status

(Unit: Thousand KRW)

Information Security Investment Status	2023	2024	2025
IT Sector Investment	3,396,171	6,337,307	6,129,484
Information Security Investment	513,787	1,038,665	1,444,862
Information Security Investment Ratio Compared to IT	**15.1%**	**16.4%**	**23.6%**

(Unit: Persons)

Information Security Personnel Status	2023	2024	2025
IT Sector Personnel	14	23	27
Dedicated Information Security Personnel (Internal+Outsourced)	2	5	4
Information Security Investment Ratio Compared to IT	**15.7%**	**23.5%**	**16.3%**

(Unit: Cases)

Violation of Customer Privacy Protection and Information Loss Regulations	2023	2024	2025
Fine and Penalty	-	-	-
Warning	-	-	-
Voluntary Code Violation	-	-	-

Government Financial Support

(Unit: Thousand KRW)

Government Subsidy Benefits		2023	2024	2025
Domestic	Support Related to Tangible Asset	14,709	-	-
	R&D Support	31,104	-	-
Oversea	Support Related to Tangible Asset	-	-	-
	R&D Support	-	-	-

(Unit: Thousand KRW)

Political Contribution	2023	2024	2025
	-	-	-

Non-Audit Service Fees

(Unit: Thousand KRW)

Category	2023	2024	2025
Audit Service Fee	394,000	394,000	394,000
Non-Audit Service Fee	-	-	-
총 계	**394,000**	**394,000**	**394,000**

Tax Report

(Unit: Thousand KRW)

Category	2023	2024	2025
Profit Before Tax	-43,649,282	-164,924,540	47,300,152
*Corporate Tax at Statutory Rate	-9,166,349	-38,097,568	10,926,335
Adjustments Related to Prior Corporate Tax	-196,258	37,601	-
Adjustment of Prior Temporary Differences	6,667,821	-	-
Unrecognized Deferred Tax	8,561,010	10,003,996	-161,971
Tax Credits and Additional Payments	896,261	-	-4,737,318
Non-Taxable Income	-1,679,885	-108,184	-
Non-Deductible Expenses	47,835	190,404	115,452
Others (Rate Difference, etc.)	-4,080,914	-748,042	-1,030,986
Corporate Tax Expense	1,049,521	-28,721,793	5,111,513
Effective Tax Rate (Temporary Not Displayed)	-	-	-

*Corporate Tax at Statutory Rate: The tax liability calculated based on the statutory rate if pre-tax profit is considered taxable income under tax law



Financial Statements

State of Financial Position

Consolidated Statement of Financial Position

(Unit: Thousand KRW)

Category	2023	2024	2025
Current Asset	522,355,071	576,776,532	652,869,010
Non-Current Asset	714,101,940	678,605,617	739,679,094
Total Assets	**1,236,457,011**	**1,255,382,149**	**1,392,548,104**
Current Liability	242,749,231	291,371,897	383,831,360
Non-Current Liability	283,817,464	282,814,746	218,122,713
Total Liability	**526,566,695**	**574,186,643**	**601,954,073**
Capital Stock	13,684,570	13,684,570	13,684,570
Capital Surplus	83,952,700	83,952,700	83,952,700
Other Capital Components	3,651,464	77,561,373	93,504,122
Retained Earnings	330,705,704	203,815,933	248,678,276
Non-Controlling Interests	277,895,878	302,180,930	350,774,363
Total Equity	**709,890,316**	**681,195,506**	**790,594,031**
Total Liabilities and Equity	**1,236,457,011**	**1,255,382,149**	**1,392,548,104**

Separate Statement of Financial Position

(Unit: Thousand KRW)

Category	2023	2024	2025
Current Asset	291,621,914	315,144,445	376,976,019
Non-Current Asset	531,364,589	458,265,759	470,675,794
Total Assets	**822,986,503**	**773,410,204**	**847,651,813**
Current Liability	132,120,394	168,311,133	245,046,076
Non-Current Liability	287,708,345	290,158,584	217,724,866
Total Liability	**419,828,739**	**458,469,717**	**462,770,942**
Capital Stock	13,684,570	13,684,570	13,684,570
Capital Surplus	83,952,700	83,952,700	83,952,700
Other Capital Components	6,253,476	55,196,953	83,916,327
Retained Earnings	299,267,018	162,106,264	203,327,274
Total Equity	**403,157,764**	**314,940,487**	**384,880,871**
Total Liabilities and Equity	**822,986,503**	**773,410,204**	**847,651,813**

Statement of Income

Consolidated Statement of Income

(Unit: Thousand KRW)

구분	2023	2024	2025
Sales Revenue	1,332,234,444	1,406,956,574	1,509,725,133
Cost of Sales	1,306,344,406	1,388,940,028	1,399,879,586
Gross Profit	25,890,038	18,016,546	109,845,547
Selling and Administrative Expenses	57,991,263	51,170,164	56,029,294
Operating Profit	-32,101,225	-33,153,618	53,816,253
Other Income	61,778,315	68,283,221	60,321,031
Other Expenses	58,945,150	181,306,488	51,377,923
Finance Income	10,809,545	11,023,287	7,718,575
Finance Expenses	9,166,471	20,334,325	14,552,495
Equity Method Gain/Loss	1,174,812	-2,909,269	-388,880
Profit Before Tax	-26,450,173	-158,397,193	55,536,561
Corporate Tax Expense	1,816,186	-29,382,886	1,741,790
Net Profit	-28,266,359	-129,014,307	53,794,771

Seperate Statement of Income

(Unit: Thousand KRW)

Category	2023	2024	2025
Sales Revenue	634,387,851	720,690,160	862,984,261
Cost of Sales	655,886,647	739,026,482	782,868,808
Gross Profit	-21,498,796	-18,336,322	80,115,453
Selling and Administrative Expenses	20,413,846	23,907,670	27,020,375
Operating Profit	-41,912,641	-42,243,992	53,095,078
Other Income	24,230,995	36,851,276	36,546,311
Other Expenses	23,480,465	146,706,019	32,642,699
Finance Income	6,558,612	7,891,984	4,630,415
Finance Expenses	9,045,782	20,717,789	14,328,953
Profit Before Tax	-43,649,282	-164,924,540	47,300,152
Corporate Tax Expense	1,049,521	-28,721,793	5,111,513
Net Profit	-44,698,803	-136,202,747	42,188,640



Index

GRI

GRI 2: General Disclosures 2021 (Universal Standards)

Topic	Number	Indicator Name	Location	Note
The organization and its reporting practices	2-1	Organizational details	Company Overview >	· Current Status
	2-2	Entities included in the organization's sustainability reporting	Introduction >	· Scope of Report
	2-3	Reporting period, frequency and contact point	Introduction >	· Reporting Period
Activities and workers	2-6	Activities, value chain and other business relationships	Business Overview >	
	2-7	Employees	Company Overview > Human Resources Management > ESG Factbook(Social) >	· Current Status · Employee · Employee Status
	2-8	Workers who are not employees	ESG Factbook(Social) >	· Employee Status
Governance	2-9	Governance structure and composition	Governance Structure >	· Board of Directors
	2-10	Nomination and selection of the highest governance body	Governance Structure >	· Board of Directors
	2-11	Chair of the highest governance body	Governance Structure >	· Board of Directors
	2-12	Role of the highest governance body in overseeing the management of impacts		· Refer to the Corporate Governance Report
	2-13	Delegation of responsibility for managing impacts		· Refer to Business Report
	2-14	Role of the highest governance body in sustainability reporting	ESG Management >	· ESG Dedicated Organization
	2-15	Conflicts of interest	Governance Structure >	· Board of Directors
	2-16	Communication of critical concerns	Governance Structure >	· Board of Directors
	2-17	Collective knowledge of the highest governance body	Governance Structure >	· Board of Directors

Topic	Number	Indicator Name	Location	Note
Strategy, policy and practices	2-22	Statement on sustainable development strategy	CEO Message >	
	2-23	Policy commitments	Response of Climate Change > Environmental Management > Human Resources Management > Safety and Health Management > Human Rights Management > Social Contribution > Ethical/Compliance Management > Risk Management >	· Mid-to-long term strategy for each location
	2-24	Embedding policy commitments	Response of Climate Change > Environmental Management > Human Resources Management > Safety and Health Management > Human Rights Management > Social Contribution > Ethical/Compliance Management > Risk Management >	· Process for each location
	2-25	Processes to remediate negative impacts	Human Rights Management > Ethical/Compliance Management >	· Human Rights Manangement Activity · Ethical Management
	2-26	Mechanisms for seeking advice and raising concerns	Supply Chain Management >	· Strengthening Supply Chain Management
	2-27	Compliance with laws and regulations	Ethical/Compliance Management > Environmental Management >	· Compliance Management · Environmental Management Operation
	2-28	Membership associations	Company Overview >	· Membership Organizations
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Communication >	
	2-30	Collective bargaining agreements	Human Rights Management >	· Operation of Labor-Management Council

GRI 3: Material Topics 2021 (Universal Standards)

Topic	Number	Indicator Name	Location	Note
Disclosures on material topics	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 >	

Topic Standards: GRI200 Economy

Topic	Number	Indicator Name	Location	Note
GRI201: Economic Performance	201-1	Direct economic value generated and distributed	Financial Statements >	· Statement of Income
	201-2	Financial implications and other risks and opportunities due to climate change	Response of Climate Change >	· Climate Change Scenario
	201-4	Financial assistance received from government	ESG Factbook(Governance) >	· Government Financial Support
GRI202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESG Factbook(Social) >	· Proportion of Entry-Level Salary to Minimum Wage
	202-2	Proportion of senior management hired from the local community	ESG Factbook(Social) >	· Employee Status
GRI203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Social Contribution >	· Social Contribution Activity and Status
	203-2	Significant indirect economic impacts	Social Contribution >	· Social Contribution Activity and Status
GRI204: Procurement Practices	204-1	Proportion of spending on local suppliers	ESG Factbook(Social) >	· Expenditure on Local Supplier
GRI205: Anti-corruption	205-1	Operations assessed for risks related to corruption		· N/A
	205-2	Communication and training about anti-corruption policies and procedures	Ethical/Compliance Management > ESG Factbook(Social) >	· Policy and Guidelines · Training Status
	205-3	Confirmed incidents of corruption and actions taken		· N/A
GRI206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		· N/A
GRI207: Tax	207-1	Approach to tax	Risk Management >	· Tax Management
	207-2	Tax governance, control, and risk management	Risk Management >	· Tax Management
	207-3	Stakeholder engagement and management of concerns related to tax	Risk Management >	· Tax Management
	207-4	Country-by-country reporting		· Refer to Business Report

Topic Standards: GRI300 Environment

Topic	Number	Indicator Name	Location	Note
GRI301: Materials	301-1	Materials used by weight or volume	ESG Factbook(Environmental) >	· Raw(Sub) Materials Usage
	301-2	Recycled input materials used	ESG Factbook(Environmental) >	· Raw(Sub) Materials Usage
	301-3	Reclaimed products and their packaging materials		· N/A
GRI302: Energy	302-1	Energy consumption within the organization	ESG Factbook(Environmental) >	· Energy Management
	302-2	Energy consumption outside of the organization	ESG Factbook(Environmental) >	· Energy Management
	302-3	Energy intensity	ESG Factbook(Environmental) >	· Energy Management
	302-4	Reduction of energy consumption	ESG Factbook(Environmental) >	· Energy Management
	302-5	Reductions in energy requirements of products and services	Response of Climate Change >	· Climate Change Risk
GRI303: Water and Effluents	303-1	Interactions with water as a shared resource	Environmental Management >	· Environmental Management Activity
	303-2	Management of water discharge-related impacts	Environmental Management >	· Environmental Management Activity
	303-3	Water withdrawal	ESG Factbook(Environmental) >	· Water Resource Management
	303-4	Water discharge	ESG Factbook(Environmental) >	· Water Resource Management
	303-5	Water consumption	ESG Factbook(Environmental) >	· Water Resource Management
GRI304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected area	Response of Climate Change >	· Climate Change Risk
	304-2	Significant impacts of activities, products and services on biodiversity	Response of Climate Change >	· Climate Change Risk
	304-3	Habitats protected or restored	Response of Climate Change >	· Climate Change Risk
	304-4	IUCN Red List species and national conservation list species with habitats in area affected by operations	Response of Climate Change >	· Climate Change Risk

Topic	Number	Indicator Name	Location	Note
GRI305: Emissions	305-1	Direct (Scope 1) GHG emissions	Response of Climate Change > ESG Factbook(Environmental) >	· Climate Change Risk · Greenhouse Gas Management
	305-2	Energy indirect (Scope 2) GHG emissions	Response of Climate Change > ESG Factbook(Environmental) >	· Climate Change Risk · Greenhouse Gas Management
	305-3	Other indirect (Scope 3) GHG emissions	Response of Climate Change > ESG Factbook(Environmental) >	· Climate Change Risk · Greenhouse Gas Management
	305-4	GHG emissions intensity	ESG Factbook(Environmental) >	· Greenhouse Gas Management
	305-5	Reduction of GHG emissions	ESG Factbook(Environmental) >	· Greenhouse Gas Management
	305-6	Emissions of ozone-depleting substances (ODS)		· N/A
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Factbook(Environmental) >	· Pollutant Management
GRI306: Waste	306-1	Waste generation and significant waste-related impacts	Environmental Management >	· Environmental Management Activity
	306-2	Management of significant waste-related impacts	Environmental Management >	· Environmental Management Activity
	306-3	Waste generated	ESG Factbook(Environmental) >	· Waste Management
	306-4	Waste diverted from disposal	ESG Factbook(Environmental) >	· Waste Management
	306-5	Waste directed to disposal	ESG Factbook(Environmental) >	· Waste Management
GRI308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management >	· Strengthening Supply Chain Management
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management >	· Strengthening Supply Chain Management

Topic Standards: GRI400 Social

Topic	Number	Indicator Name	Location	Note
GRI401: Employment	401-1	New employee hires and employee turnover	Human Resources Management > ESG Factbook(Social) >	· Employee · New Hiring Status · Turnover Status
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources Management >	· Welfare Policy
	401-3	Parental leave	Human Resources Management > ESG Factbook(Social) >	· Welfare Policy · Parental Leave Status
GRI402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	Human Rights Management >	· Operation of Labor-Management Council

Topic	Number	Indicator Name	Location	Note
GRI403: Occupational Health and Safety	403-1	Occupational health and safety management system	Safety and Health Management >	· Operation of Health and Safety Management
	403-2	Hazard identification, risk assessment, and incident investigation	Safety and Health Management >	· Operation of Health and Safety Management
	403-3	Occupational health services	Safety and Health Management >	· Worker Health and Welfare Policy
	403-4	Worker participation, consultation, and communication on occupational health and safety	Safety and Health Management >	· Health and Safety Management Activity
	403-5	Worker training on occupational health and safety	Safety and Health Management >	· Health and Safety Management Activity
	403-6	Promotion of worker health	Safety and Health Management >	· Health and Safety Management Activity
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health Management >	· Health and Safety Management Activity
	403-8	Workers covered by an occupational health and safety management system	ESG Factbook(Social) >	· In-house Workforce Status
RI404: Training and Education	404-1	Average hours of training per year per employee	ESG Factbook(Social) >	· Training Status
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources Management >	· Capacity Enhancement Training
	404-3	Percentage of employees receiving regular performance and career development review	Human Resources Management > ESG Factbook(Social) >	· Capacity Enhancement Training · Training Result
GRI405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Human Resources Management > ESG Factbook(Social) > Governance Structure > ESG Factbook(Governance) >	· Employee · Employee Status · Board of Directors · Board Composition
	405-2	Ratio of basic salary and remuneration of women to men	ESG Factbook(Social) >	· Proportion of Entry-Level Salary to Minimum Wage
GRI406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken		· Confidential — Not Disclosed
GRI407: 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	Supply Chain Management >	· Strengthening Supply Chain Management
GRI408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management >	· Strengthening Supply Chain Management
GRI409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management >	· Strengthening Supply Chain Management
GRI411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		· N/A

Topic	Number	Indicator Name	Location	Note
GRI413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Social Contribution › Supply Chain Management ›	· Social Contribution Activity and Status · Strengthening Supply Chain Management
	413-2	Operations with significant actual and potential negative impacts on local communities		· N/A
GRI414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Supply Chain Management ›	· Strengthening Supply Chain Management
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management ›	· Strengthening Supply Chain Management
GRI415: Public Policy	415-1	Political contributions	ESG Factbook(Governance) ›	· Government Financial Support (N/A)
GRI416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories		· To be included in the 2026 SR
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		· N/A
GRI417: Marketing and Labeling	417-1	Requirements for product and service information and labeling		· N/A
	417-2	Incidents of non-compliance concerning product and service information and labeling		· N/A
	417-3	Incidents of non-compliance concerning marketing communications		· N/A
GRI418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		· N/A

SASB

Electrical & Electronic Equipment

1) Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Location or Response Status
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	ESG Factbook(Environmental) >
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	· Compliant with global regulations such as EU RoHS and REACH SVHC (Substance of Very High Concern), and currently digitizing and monitoring chemical substance information for raw and subsidiary materials (To be included in the 2026 SR)
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	· N/A
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	· N/A

2) Activity Metrics

Topic	Code	Metric	Location or Response Status	
Activity Metrics	RT-EE-000.A	Number of units produced by product category	· Business Report - Sales and Order Status	
	RT-EE-000.B	Number of employees	Company Overview > Human Resources Management > ESG Factbook(Social) >	· Current Status · Employee · Employee Status

SASB_Electrical & Electronic Equipment



Archive

Policy

Articles of Incorporation

Korea Circuit Articles of Incorporation(KR)

Board of Directiors Regulations

Korea Circuit Board of Directors Regulations(KR)

Human Rights & Labor Policy / Human Rights Management Pledge

Korea Circuit Human Rights & Labor Policy(KR)

Korea Circuit Human Rights Management Pledge(KR)

Code of Ethics / Ethics Pledge Guidelines

Korea Circuit Code of Ethics(KR)

Korea Circuit Ethics Pledge Guidelines(KR)

Code of Conduct

Korea Circuit Code of Conduct(KR)

Supplier Code of Conduct

Korea Circuit Supplier Code of Conduct(KR)

EHS Management Policy

Korea Circuit EHS Management Policy(KR)

Quaility Policy

Korea Circuit Quality Policy (EN) >

Responsible Minerals Policy

Korea Circuit Responsible Minerals Policy (KR) >

CMRT / EMRT Catalog

CMRT Catalog

EMRT Catalog

Regulations on the Duties of Auditors and Standing Auditors

Korea Circuit Auditor Regulations

Korea Circuit Standing Auditor Regulations

Compliance Control Standards Regulations

Korea Circuit Compliance Control Standards Regulations

Internal Accounting Control Regulations and Operational Guidelines

Korea Circuit Internal Accounting Control Regulations

Korea Circuit Internal Accounting Control Operational Guidelines

Certification

ISO 14001

ISO 14001

ISO 45001

ISO 45001

ISO 9001

ISO 9001_Headquarter and 1st Plant

ISO 9001_2nd Plant

ISO 9001_3rd Plant

IATF 16949

IATF 16949_Headquarter and 1st Plant

IATF 16949_2nd Plant

IATF 16949_3rd Plant

Greenhouse Gas Third-party Verification Statement (2023~2025)

Greenhouse Gas Scope 1, 2 Third-party Verification Statement (Korean)

Greenhouse Gas Scope 1, 2 Third-party Verification Statement (English)

SQ Certificate

SQ Certificate (2025~2026).pdf

RBA CMA Report

2025 RBA CMA Report_Korea Circuit

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2025 Korea Circuit Sustainability Report(KO)

2025 Korea Circuit Sustainability Report(EN)

2024 Korea Cicuit Sustainability Report (KR)

Korea Circuit

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