

# ESG OPERATION REPORT OF SUNGWOO HITECH S.R.O

YEAR 2025 REV00 (15.04.2026)

## 1. BUSINESS OPERATION

### 1.1 FOREWORD

Dear colleagues, business partners and fellow citizens

In the year 2025, many new initiatives were established not only across automotive industry but in the global spectre aswell, with the goal of leaning towards sustainable living and operation of our presence on our planet earth. SUNGWO HITECH took the opportunity to show to the business and enviromental world, that we take our impact very seriously and fully endured opportunity to listen and adapt to the requirements of the ESG and other relevant directions.

SUNGWOO HITECH conducted many improvements in the sustainability field, learned new methods, identified important measurement areas and set up targets towards our enviromental, ethical and human rights areas.

We would like to declare our sincere desire to be part of the leading forces and exemplar entity within our supplier chain, both downstream and upstream. In this report you may see our operation results for the year 2025, our objectives and goals for the next years and development from the history.

Your feedback and also criticism is really important to us, so please, do not hesitate, if you may find any flaws or deficiencies. Help us to be better.

Thank you!



J.O. Kim  
CEO of SUNGWOO HITECH s.r.o.

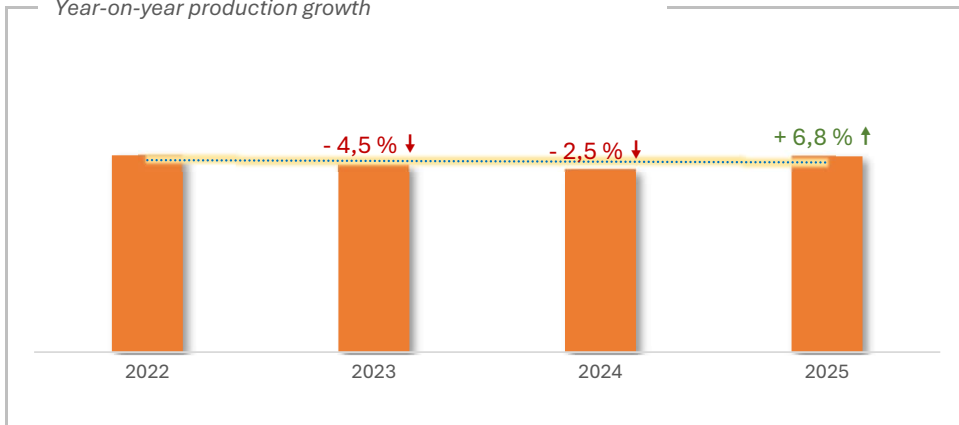
### 1.2 OPERATION RESULT

In 2025, the benefits of the strategic portfolio expansion and production realignment implemented in the preceding years became increasingly evident in overall production performance. After a period of moderate volume fluctuation and stabilization during 2023 and 2024, production quantities recovered and demonstrated a renewed growth trajectory. This development reflects not a short-term increase in output, but the maturation of earlier investments in product diversification, manufacturing capability, and process readiness.

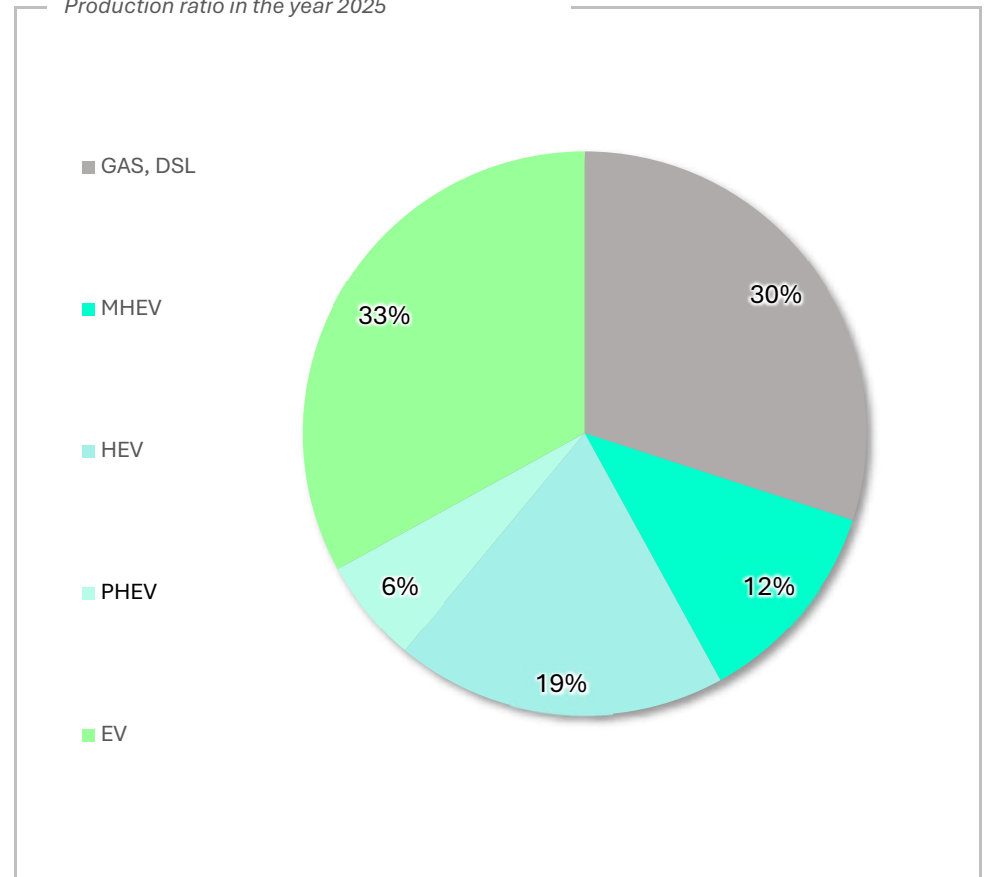
The recovery in production volumes in 2025 indicates that the expanded portfolio, particularly the inclusion of new EV projects, was effectively integrated into serial production. This confirms that the portfolio transformation carried out in earlier years strengthened the company's operational resilience and positioned its manufacturing footprint to respond more efficiently to evolving market conditions.

Importantly, this trend highlights a balanced approach to growth, where sustainability considerations, production stability, and long-term planning take precedence over short-term volume maximization.

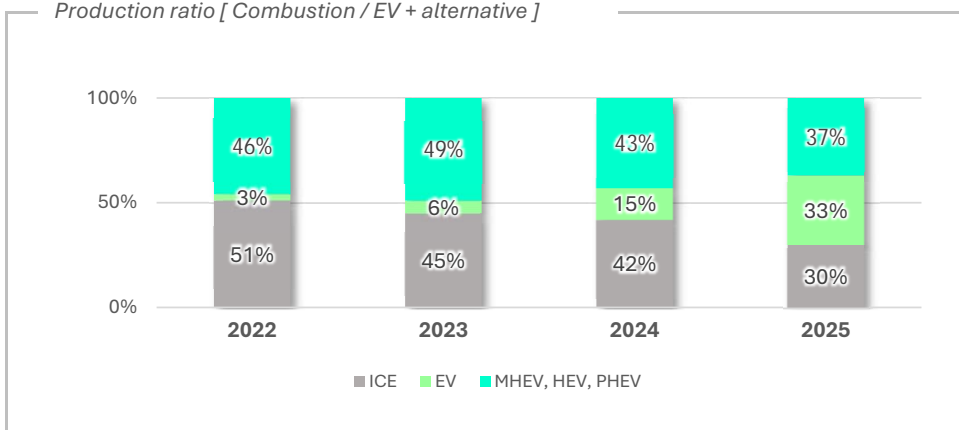
Year-on-year production growth



Production ratio in the year 2025



Production ratio [ Combustion / EV + alternative ]



## 2. ENVIRONMENT

SUNGWOO HITECH s.r.o. is aware of the importance of caring for our surroundings, both in terms of preserving natural resources and the impact of our company's operations on the environment. We constantly monitor the emissions and waste produced. With a responsible attitude, we apply modern solutions to minimize the waste produced, and their implementation can be clearly seen in the decreasing trend of waste produced per manufactured part.

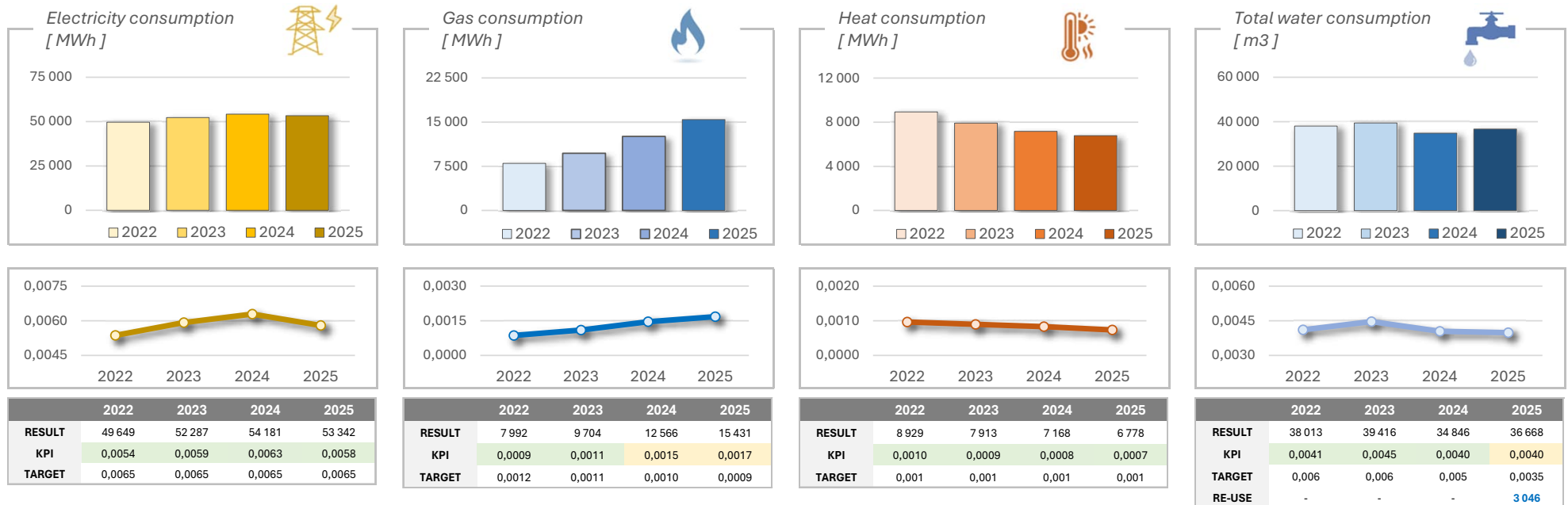
As a confirmation of this commitment, SUNGWOO HITECH s.r.o. is certified according to ISO 14001 Environmental management system from year 01/2023



$$\frac{\text{Consumption}}{\text{Delivered part qty}} = \text{KPI}$$

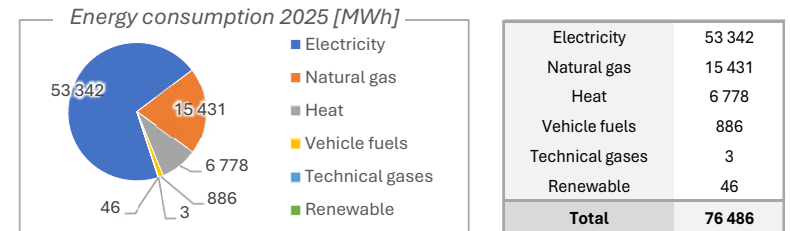
### 2.1 RESOURCES CONSUMPTION

Shown below are consumption results connected with production activity of our company. Each result (KPI) is then evaluated for consumption per one delivered part to the customer, to compensate increased values due to production scope increase.



#### 2.1.1 ENERGY CONSUMPTION

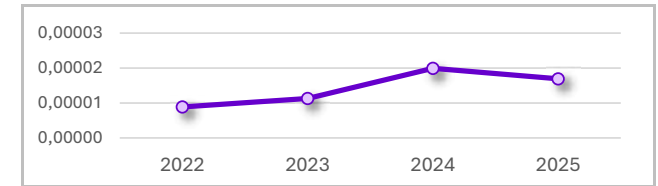
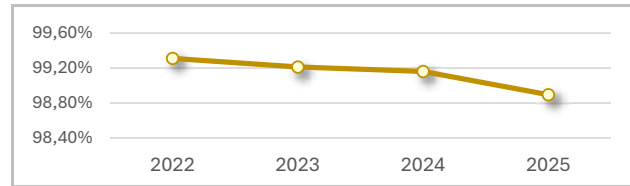
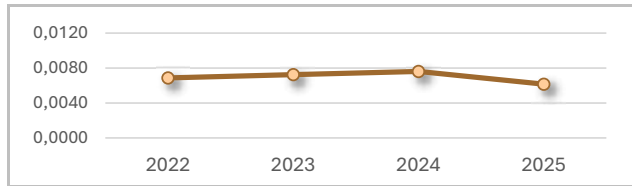
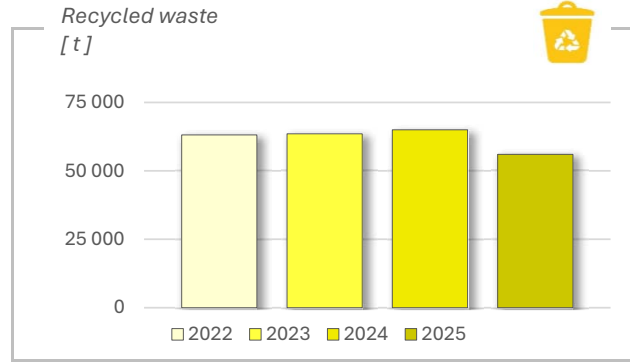
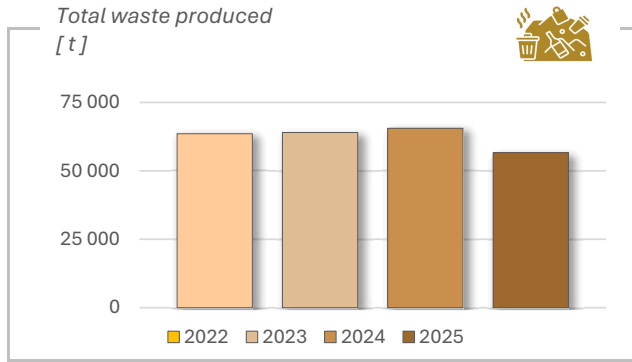
Due to operational and environmental considerations, we systematically monitor and evaluate our total energy consumption and its structure across all relevant activities. The following data provide a comprehensive overview of the composition of energy sources, overall consumption trends, and energy efficiency performance, including year-on-year developments and progress against internal targets within the reported period.



## 2.2 WASTE PRODUCTION

Shown below are waste production results connected with production activity of our company. Each result (KPI) is then evaluated for waste production per one delivered part to the customer, to compensate increased values due to production scope increase.

$$\frac{\text{Waste production}}{\text{Delivered part qty}} = \text{KPI}$$



	2022	2023	2024	2025
<b>RESULT</b>	63 556	64 022	65 561	56 641
<b>KPI</b>	0,0069	0,0073	0,0076	0,0062
<b>TARGET</b>	0,0075	0,0075	0,0075	0,0075

	2022	2023	2024	2025
<b>RESULT</b>	63 118	63 518	65 011	56 015
<b>KPI</b>	99,3%	99,2%	99,2%	98,9%
<b>TARGET</b>	98,5%	98,5%	98,5%	98,5%

	2022	2023	2024	2025
<b>RESULT</b>	82,11	99,75	171,51	155,70
<b>KPI</b>	0,00001	0,00001	0,00002	0,00002
<b>TARGET</b>	0,00005	0,00005	0,00005	0,00005

### 2.4.1 WASTE HANDLING

To act as a responsible producer we try to minimize the waste from operation, majority of waste is recycled. The small portion of non-recycled waste is handled by our partners and the waste treatment methods and amounts are monitored.

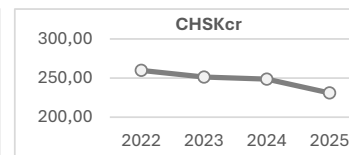
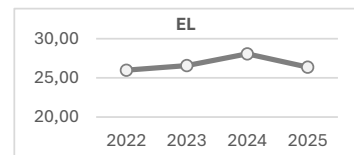
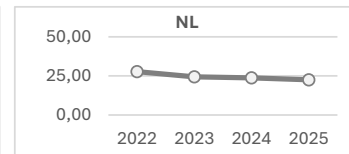
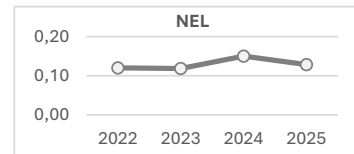
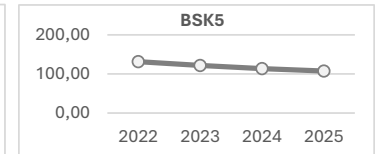
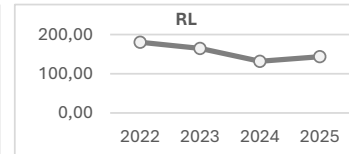
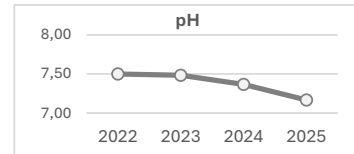
**SUNGWOO HITECH s.r.o. is recycling over 95% of total waste.**

	2023	2024	2025
<b>Recycled dangerous waste [t]</b>	7	8	4
<b>Landfilled waste [t]</b>	396	368	443
<b>Incinerated waste [t]</b>	62	62	70
<b>Other waste treatment [t]</b>	47	121	112

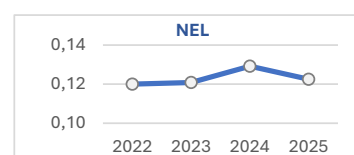
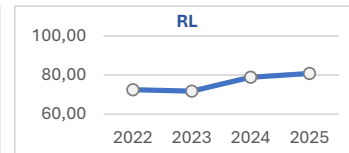
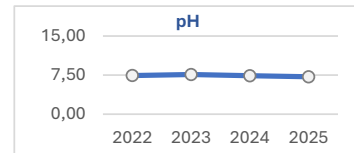
### 2.3 WASTE WATER QUALITY

Measurement and evaluation of outputting waste water are divided into two groups, SEWAGE WATER produced by our operation and water usage for ex. toilet, sink etc. and RAINWATER, which is collected from rain.

SEWAGE WATER					
PARAMETER	TARGET	2022	2023	2024	2025
pH	6 - 9	7,50	7,48	7,37	7,17
NEL	< 10	0,12	0,12	0,15	0,13
EL	< 60	25,98	26,57	28,07	26,37
RL	< 1000	180,50	164,67	131,87	143,67
NL	< 700	27,75	24,38	23,77	22,50
CHSKcr	< 1200	259,83	251,33	248,67	231,00
BSK5	< 600	131,50	121,77	113,62	107,45



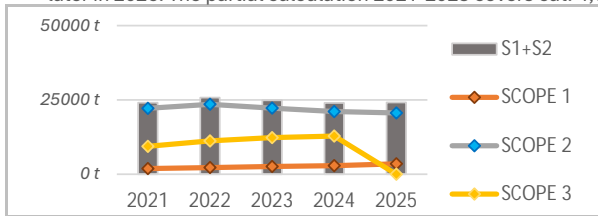
RAINWATER					
PARAMETER	TARGET	2022	2023	2024	2025
pH	6 - 9	7,43	7,63	7,38	7,18
NEL	< 0,2	0,12	0,12	0,13	0,12
RL	< 1000	72,52	71,82	78,94	80,87
NL	30; MAX 45	24,79	21,01	22,18	21,15



## 2.4 GHG INVENTORY

### 2.4.1 GHG INVENTORY RESULT

Evaluated are GHG equivalents in tons for the scope 1, scope 2 and the scope 3, with the remark, that scope 3 emissions will be calculated for year 2024 onwards, however Scope 3 Emissions will be published later in 2026. The partial calculation 2021-2023 covers cat. 4,6 and 7.



	2021	2022	2023	2024	2025
<b>S1+S2</b>	24 071	25 789	24 862	23 975	24 131
<b>SCOPE 1</b>	1 903	2 257	2 612	2 891	3 512
<b>SCOPE 2</b>	22 167	23 531	22 251	21 085	20 619
<b>SCOPE 3</b>	9 384	11 203	12 329	12 841	TBD

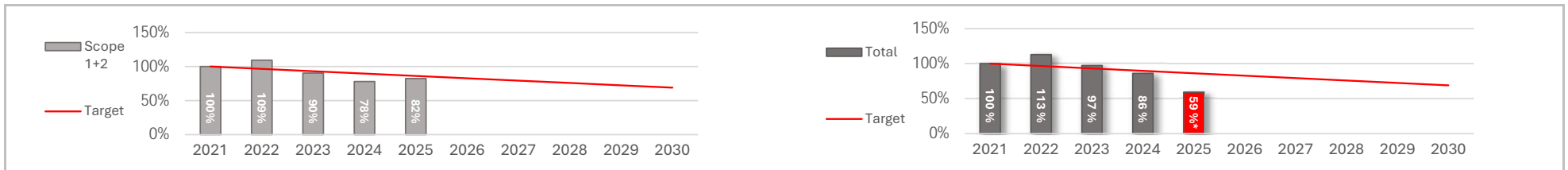
### 2.4.2 GHG INVENTORY COMPARSION EMISSION VALUE

To provide insight on ideal emission reduction value with the idea of reaching zero emission by the year 2050, following table demonstrate maximum volume of produced emissions of CO<sub>2</sub> eq. in tons per year to reach such target. However, this indicator may not fully demonstrate reduction of emissions, as production scope regularly changes. Due to this reason, following table shows only as reference and general targeting value of our operation for the following years. To determine real value of emission reduction, chapter 2.4.3 EMISSION REDUCTION GOAL explains approach method and official result.

YEAR	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2050
<b>COMPARE EMISSION VALUE [t]</b>											
<b>Total</b>	33454,8	32301,1	31147,5	29993,9	28840,3	27686,7	26533,1	25379,5	24225,9	23072,2	0,0
<b>Scope 1</b>	1903,4	1837,7	1772,1	1706,5	1640,8	1575,2	1509,6	1443,9	1378,3	1312,7	0,0
<b>Scope 2</b>	22167,2	21402,8	20638,4	19874,0	19109,6	18345,3	17580,9	16816,5	16052,1	15287,7	0,0
<b>Scope 3</b>	9384,2	9060,6	8737,0	8413,4	8089,8	7766,2	7442,6	7119,0	6795,5	6471,9	0,0

### 2.4.3 EMISSION REDUCTION GOAL

Targets were determined on the base year of 2021 with the commitment to reach zero emission by the year 2050. To evaluate the KPI, we monitor produced GHG eq. emissions against total company income in thousands of CZK to balance increased emissions due to increased production scope (Refer to chapter 1.1 Operation result). Values are deducted each year by coefficient value, which will result in zero emission in the year 2050, no matter what production increase or decrease will happen.



YEAR	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
<b>KPI Target</b>										
<b>Total</b>	1,521	1,468	1,416	1,364	1,311	1,259	1,206	1,154	1,101	1,049
<b>Scope 1 +2</b>	1,094	1,057	1,019	0,981	0,943	0,906	0,868	0,830	0,792	0,755
<b>Scope 1</b>	0,087	0,084	0,081	0,078	0,075	0,072	0,069	0,066	0,063	0,060
<b>Scope 2 (L)</b>	1,008	0,973	0,938	0,904	0,869	0,834	0,799	0,765	0,730	0,695
<b>Scope 3</b>	0,427	0,412	0,397	0,382	0,368	0,353	0,338	0,324	0,309	0,294
<b>KPI Result</b>										
<b>Total</b>	1,521	1,717	1,480	1,310	0,901	0,000	0,000	0,000	0,000	0,000
<b>Scope 1 +2</b>	1,094	1,197	0,989	0,853	0,901	0,000	0,000	0,000	0,000	0,000
<b>Scope 1</b>	0,087	0,105	0,104	0,103	0,131	0,000	0,000	0,000	0,000	0,000
<b>Scope 2 (L)</b>	1,008	1,092	0,885	0,750	0,770	0,000	0,000	0,000	0,000	0,000
<b>Scope 3</b>	0,427	0,520	0,490	0,457	0,000	0,000	0,000	0,000	0,000	0,000

\* FY 2025 Scope 3 calculation is in progress; The data unavailability influences the performance of FY 2025 Total emissions

### 3. LABOR & HUMAN RIGHTS

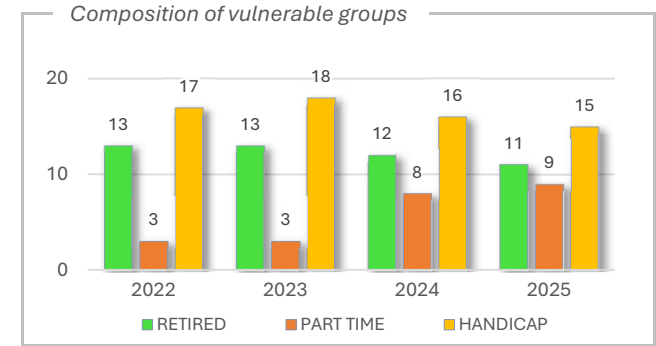
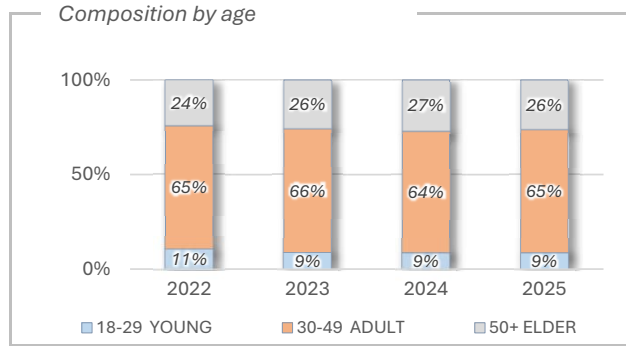
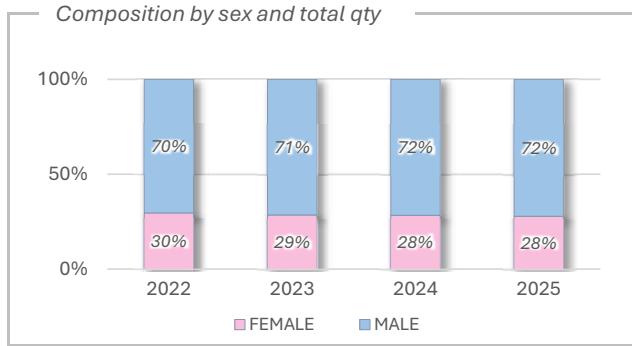
At SUNGWO HITECH, we are committed to upholding labor and human rights across all our operations. We ensure that all employees are treated with dignity, respect, and fairness, regardless of background, gender, ethnicity, or nationality, and that our practices align with high standards of human rights and responsible business conduct.

We promote fair wages, safe working conditions, reasonable working hours, and respect for freedom of association. We also foster an inclusive and supportive workplace focused on employee well-being and development. These principles extend to our supply chain, where we expect partners to uphold the same ethical and labor standards.



#### 3.1 EMPLOYEE COMPOSITION

Results shown below are informative and we do not set KPI to prevent discrimination based on sex, age or disability to fulfill set target. However, taking into account evaluated results and factor of company operation, shown results clearly demonstrate equal and adequate distribution and we are not discriminate, which is in compliance with our collective agreement and code of conduct.



	2022		2023		2024		2025	
<b>QUANTITY</b>	1 463		1 410		1 399		1 350	
<b>MALE</b>	1 030	70%	1 008	71%	1 003	72%	974	72%
<b>FEMALE</b>	433	30%	402	29%	396	28%	376	28%

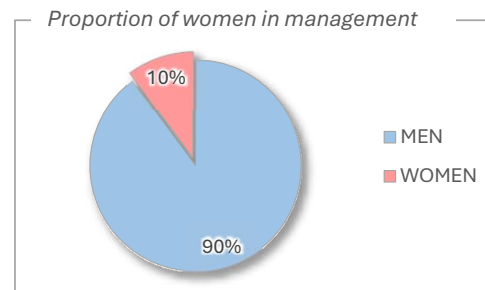
	2022		2023		2024		2025	
<b>18-29 YOUNG</b>	155	11%	124	9%	121	9%	117	9%
<b>30-49 ADULT</b>	955	65%	924	66%	901	64%	881	65%
<b>50+ ELDER</b>	353	24%	362	26%	377	27%	352	26%

	2022		2023		2024		2025	
<b>RETIRED</b>	13	0,9%	13	0,9%	12	0,9%	11	0,8%
<b>PART TIME</b>	3	0,2%	3	0,2%	8	0,6%	9	0,7%
<b>HANDICAP</b>	17	1,2%	18	1,3%	16	1,1%	15	1,1%

#### 3.1.1 WOMEN IN THE MANAGEMENT

Quantitative and percentual proportion of women at the management.

	2024		2025	
<b>TOTAL</b>	144		148	
<b>MEN</b>	130	90%	133	90%
<b>WOMEN</b>	14	10%	15	10%



### 3.1.2 MINORITIES

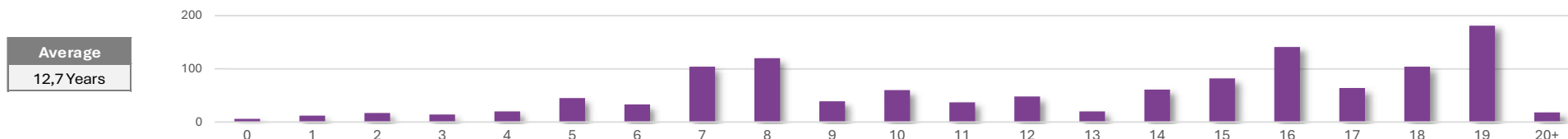
Due to legislative reasons, we are able to monitor only nationality of our employees. Following data demonstrate composition of our employee nationality in Czech (local) against other nationality and other nationality composition.

	2022		2023		2024		2025	
<b>CZECH</b>	1 341	92%	1 289	91%	1 269	91%	1 224	91%
<b>OTHER</b>	122	8%	121	9%	130	9%	126	9%

	2022		2023		2024		2025	
<b>BULGARIAN</b>	9	7%	10	8%	10	8%	9	7%
<b>KOREAN</b>	41	34%	41	34%	43	33%	45	36%
<b>POLISH</b>	9	7%	8	7%	8	6%	7	6%
<b>SLOVAKIAN</b>	53	43%	51	42%	50	38%	46	37%
<b>UKRAINIAN</b>	4	3%	4	3%	12	9%	12	10%
<b>OTHER</b>	6	5%	7	6%	7	5%	7	6%

### 3.2 EMPLOYEE TENURE

How demonstrate satisfaction of our employees better than providing information of our long term cooperation that we hope will go even further. Data was evaluated to the date of **01.01.2026**

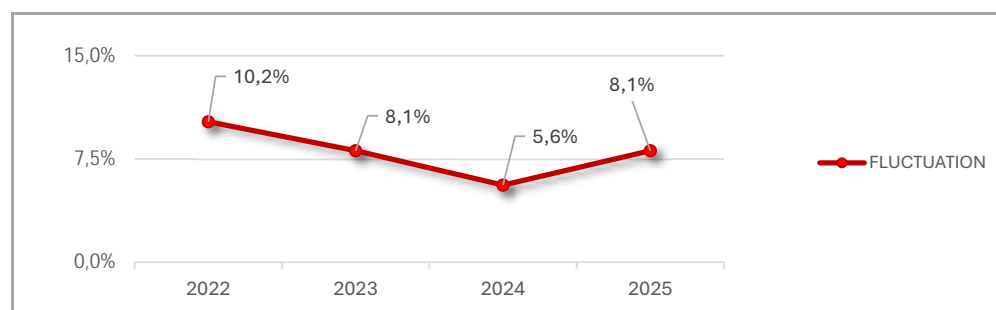


YEARS OF SERVICE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20+
Employees quantity 2024	73	44	47	39	32	88	75	125	41	49	49	31	38	66	128	102	108	152	97	2	0
Employees quantity 2025	6	12	17	14	20	45	33	104	120	39	60	37	48	20	61	82	141	64	104	181	18

### 3.3 EMPLOYEE TURNOVER RATE

While the departure of a valued employee is always a regrettable moment, we fully respect individual career decisions and support personal and professional development beyond our organization. As demonstrated by the data below, employee turnover has remained consistently low over the long term, reflecting our ongoing efforts to foster stable employment relationships. The results are evaluated at the beginning of each calendar year, while turnover data are monitored on a monthly basis.

	2022	2023	2024	2025
<b>FLUCTUATION</b>	10,2%	8,1%	5,6%	8,1%



### 3.4 EMPLOYEE HEALTH AND SAFETY

Safety of our employees is our number one priority. We continuously implement innovative methods and tools to greatly improve safety of production premises. Examples of our safety implementation is installation of line safety methods such as:

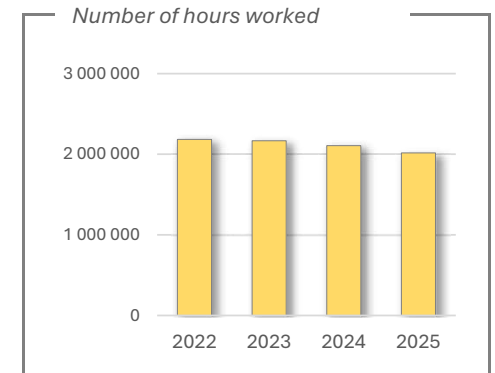
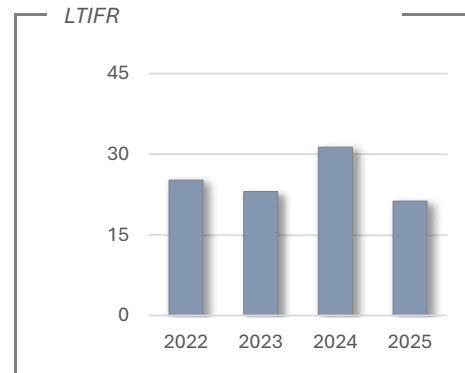
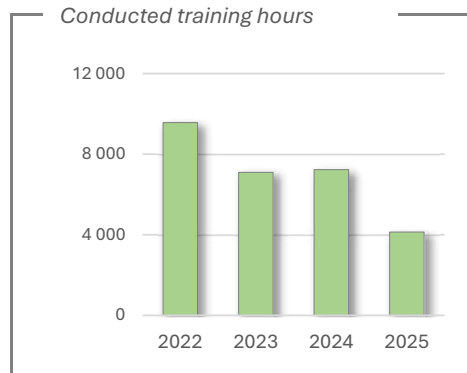
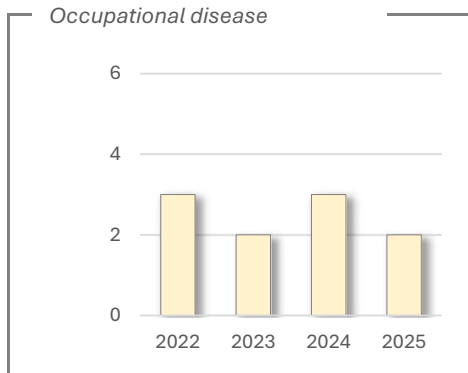
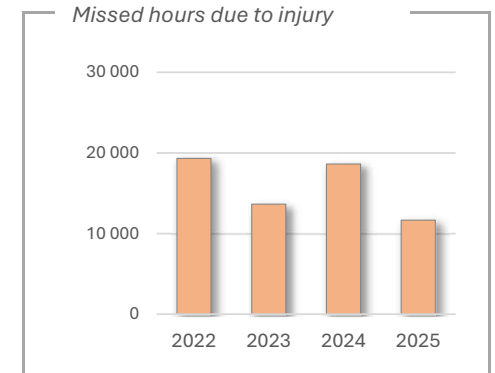
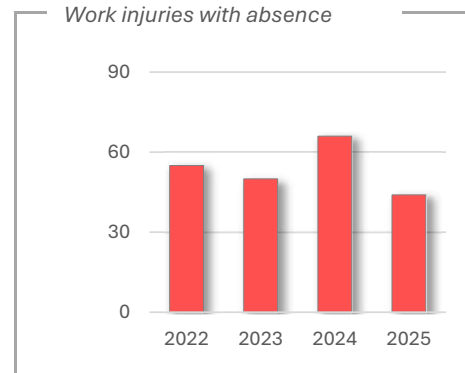
**INFRARED BARRIER** - Implemented on 100 % of production lines at all work entry (Input and output of parts)

**SAFETY PLUG** - Implemented on 100% of production lines at all line maintenance entry

**FORKLIFT INDICATION** - Implemented on 100% of operated forklifts. Usage of awareness lights indicating approaching forklift.

**EMERGENCY REACTION PLANS** - Implemented for all relevant emergency situations, such as Fire, Flood, Snow, Toxic substance leakage, Safety incident / Serious injury + regular first aid training for all leader positions (T/L, S/V + Management)

HEALTH AND SAFETY EVALUATION DATA				
	2022	2023	2024	2025
	TOTAL	TOTAL	TOTAL	TOTAL
Work injuries with absence	55	50	66	44
Missed hours due to injury	19 323	13 640	18 633	11 663
Occupational disease	3	2	3	2
Conducted training hours	9 568	7 098	7 234	4 136
LTIFR (lost time injury frequency rate)	25,18	23,06	31,32	21,28
Number of Hours worked (In thousands)	2 184 142	2 167 854	2 106 997	2 016 549



### 3.5 WAGE, MINIMUM AND THE LIVING WAGE

Fair and adequate financial compensation is a fundamental driver of employee motivation and well-being. Ensuring that wages meet both minimum and living standards is essential not only for supporting our workforce, but also for fostering inclusive and sustainable societal development. In alignment with our ESG commitments, the following sections examine minimum wage and living wage benchmarks in comparison with our organization’s lowest, average, and median wage levels, providing a transparent view of our approach to responsible remuneration.

#### 3.5.1 REFERENCE WAGES METHOD

To establish a basis for our calculations and comparisons, we have defined method for reference wages from:

- a) **Minimum wage** - based on local regulatory no. 230/2024.
- b) **Living wage** - based on methodology on the web portal <https://www.dustojnamzda.cz/>

		2023	2024	2025
REFERENCE WAGES	MINIMUM	17 300 CZK	18 900 CZK	20 800 CZK
	LIVING	45 573 CZK	45 865 CZK	48 336 CZK

#### 3.5.2 MINIMUM WAGE

SUNGWOO HITECH guarantee minimum wage to **100%** of our employees, with accordance to the local regulatory no. 230/2024 coll. This applies since the beginning of our operation in the year 2005.

Lowest base position with the minimum wage is Junior operator (Base salary without bonuses, etc.), however this position is occupied by **0 %** of our total employees at the moment.

AVERAGE wage without top management exceeds this value by **252%**

MEDIAN wage without top management exceeds this value by **243%**

	2023	2024	2025
AVERAGE WAGE COMPARED TO MINIMUM WAGE	280,29%	260,55%	<b>252,09%</b>
MEDIAN WAGE COMPARED TO MINIMUM WAGE	267,06%	248,74%	<b>243,46%</b>
AVERAGE WAGE COMPARED TO LIVING WAGE	106,40%	107,37%	<b>108,48%</b>
MEDIAN WAGE COMPARED TO LIVING WAGE	101,38%	102,50%	<b>104,77%</b>

#### 3.5.3 LIVING WAGE

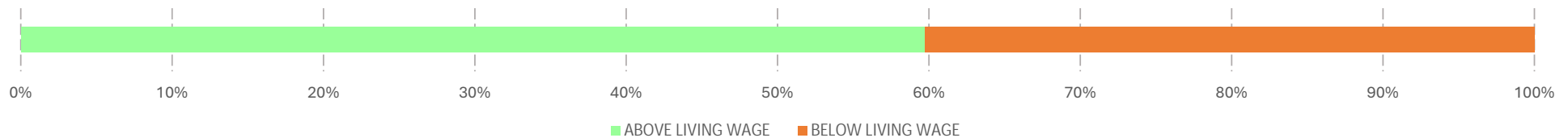
Derived from this value, in the year 2025 **59,75%** of our employees exceeded this value in net salary paid on their bank account.

AVERAGE wage without top management exceeds this value by **108%**

MEDIAN wage without top management exceeds this value by **104%**

	2023	2024	2025
PORTION OF EMPLOYEES ABOVE LIVING WAGE	55,77%	56,25%	<b>59,75%</b>
PORTION OF EMPLOYEES BELOW LIVING WAGE	44,23%	43,75%	<b>40,25%</b>
LIVING WAGE GAP (BELOW LIVING WAGE)	12,03%	12,18%	<b>11,08%</b>

PORTION OF EMPLOYEES ABOVE LIVING WAGE IN 2025



## 4. ETHICS

Ethics in business refers to the principles and standards that guide behavior within a business environment. It involves making decisions and acting in ways that align with values such as honesty, integrity, fairness, respect, and accountability. As businesses interact with employees, customers, suppliers, communities, and governments, ethical considerations play a crucial role in fostering trust, maintaining positive relationships, and ensuring long-term success.

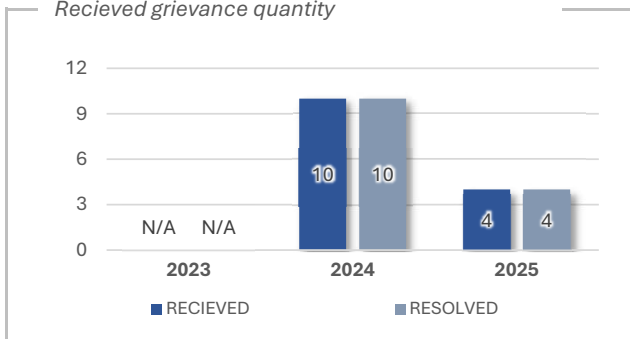
For any business, ethical practices go beyond just compliance with laws and regulations. They encompass a commitment to doing what is right, even when no one is watching. Ethical decision-making helps businesses create a culture of transparency, respect for individual rights, and a commitment to social and environmental responsibility.



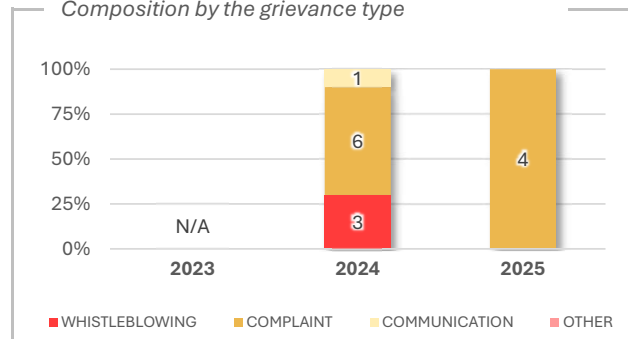
### 4.1 GRIEVANCE MANAGEMENT

Results shown below indicates total quantity of submitted grievances (Whistleblowing, complaints, communication and other notifications) and their management.

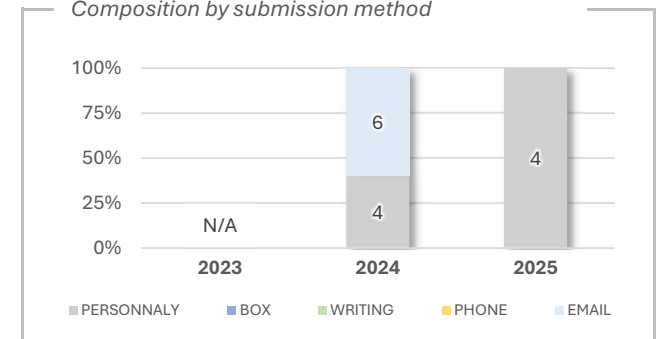
Received grievance quantity



Composition by the grievance type



Composition by submission method



	2023	2024	2025
<b>RECEIVED</b>	N/A	10	4
<b>RESOLVED</b>	N/A	10	4

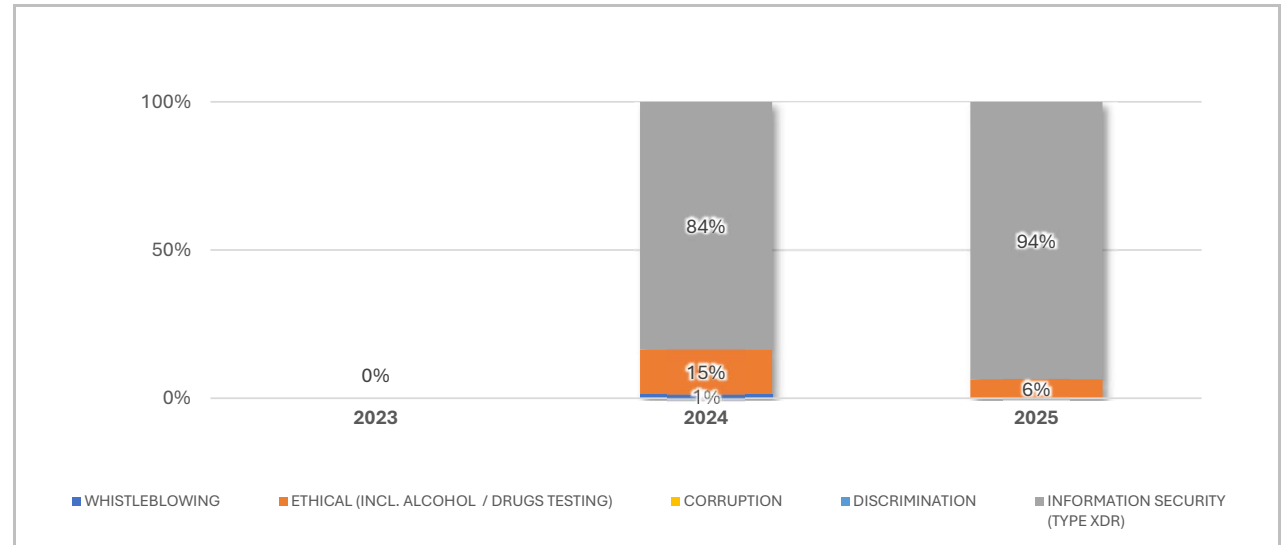
	2023		2024		2025	
<b>WHISTLEBLOWING</b>	N/A	N/A	3	30%	0	0%
<b>COMPLAINT</b>	N/A	N/A	6	60%	4	100%
<b>COMMUNICATION</b>	N/A	N/A	1	10%	0	0%
<b>OTHER</b>	N/A	N/A	0	0%	0	0%

	2023		2024		2025	
<b>EMAIL</b>	N/A	N/A	6	60%	0	0%
<b>PHONE</b>	N/A	N/A	0	0%	0	0%
<b>WRITING</b>	N/A	N/A	0	0%	0	0%
<b>BOX</b>	N/A	N/A	0	0%	0	0%
<b>PERSONNALLY</b>	N/A	N/A	4	40%	4	100%

## 4.2 INCIDENT MANAGEMENT

Results shown below indicates total quantity of resolved offences and incidents.

	2023		2024		2025	
<b>WHISTLEBLOWING</b>	N/A	N/A	3	1%	0	0%
<b>ETHICAL (INCL. ALCOHOL / DRUGS TESTING)</b>	N/A	N/A	31	15%	19	6%
<b>CORRUPTION</b>	N/A	N/A	0	0%	0	0%
<b>DISCRIMINATION</b>	N/A	N/A	0	0%	0	0%
<b>INFORMATION SECURITY (TYPE XDR)</b>	N/A	N/A	174	84%	279	94%



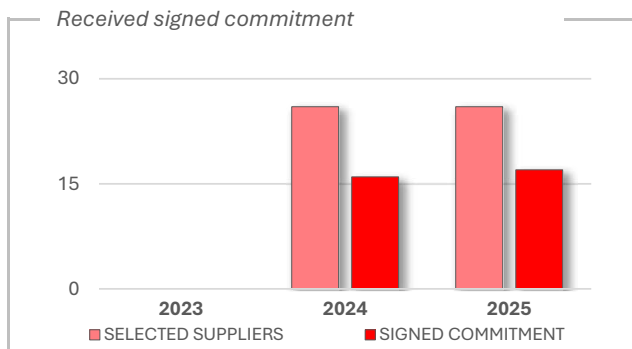
## 5. SUPPLIER

In today's business landscape, ensuring that our supply chain operates with integrity and responsibility is essential for long-term sustainability. As part of our commitment to environmental stewardship, social responsibility, and ethical governance, we are implementing robust ESG controls for all suppliers. This initiative aims to align our supply chain practices with global standards, promote transparency, and mitigate risks associated with environmental impact, labor practices, and corporate governance. By integrating ESG criteria into our supplier selection and monitoring processes, we are working towards creating a responsible and sustainable value chain that supports our core values and contributes to a better future for all stakeholders.



### 5.1 SUPPLIER COMMITMENT

We selected suppliers, that we require for official ESG commitment by signature of our Supplier Code of Conduct document including completing attached questionnaire based on internal selection criteria. Start of this activity begins in the year 2024. In the data below, you can see total quantity of selected suppliers against number of provided signed document + questionnaire.



	2023	2024	2025
<b>SELECTED SUPPLIERS</b>	N/A	26	26
<b>SIGNED COMMITMENT</b>	N/A	16	17

## 6. IMPROVEMENT

Our company is dedicated to advancing Environmental, Social, and Governance (ESG) performance as a foundation for long-term, sustainable success. We strive to promote responsible growth, encourage innovation with purpose, and deliver meaningful benefits to society, while continuously strengthening transparency, accountability, and open dialogue with stakeholders.

We embed ESG principles throughout our organization, establishing clear objectives and measurable targets to guide our progress. By working closely with partners, communities, and employees, we aim to generate lasting value and contribute to shared prosperity.

Through responsible leadership, forward-thinking innovation, and a strong commitment to environmental stewardship, we seek to support a more resilient planet, foster inclusivity, and uphold governance built on trust and integrity. ESG is not just an initiative for us—it is an essential part of how we operate and how we shape a better, more sustainable future.



### 6.1 COMMUNITY IMPROVEMENT

At SUNGWO HITECH, we believe in the power of community and the profound impact that positive change can have on both individuals and society. Our commitment to community improvement is deeply embedded in our values, driving us to actively contribute to the well-being and growth of the communities we serve.

#### 6.1.1 HELP DURING THE FLOOD REMEDIATION

The floods in the Czech Republic began on Friday, September 13, 2024, as a result of the collision of two frontal systems over the Central European region, which brought persistent rain. They affected most of the Czech Republic, its neighboring countries, as well as Croatia and Romania. In the Czech Republic, 262 streams reached one of the flood stages during the flood. The century-old water level was recorded at 55 measuring points.

SUNGWOO HITECH, s. r. o., provided the Hrabová Municipal District with a financial donation for the removal of material damage, the restoration of flooded rooms and their equipment at the Elementary School, Ostrava-Hrabová, Paskovská 46, a contributory organization, after the floods in September 2024. For the donation, the municipal district will purchase workshop cabinets for the janitor, wardrobes for cooks, a washing machine and dryer, a desk, a printer, and an office chair for the elementary school. The Hrabová Municipal District thanks you for the financial donation of CZK 100,000 and for your cooperation.

You can read more about this support for the Hrabová district in the November issue of Hrabovské listy (<https://hrabova.ostrava.cz/cs/o-hrabove/hrabovske-listy/2024/listopad-2024>) and on the website of the Ostrava Hrabová municipal district (<https://hrabova.ostrava.cz/cs/o-hrabove/aktualne/podekovani-spolecnosti-sungwoo-hitech-s-r-o-1>).



**6.1.2 EMPLOYEE GRANT PROGRAM**

In 2025, a total of 12 proposed projects were supported with a total subsidy amount of 120,000 CZK. We select 1 project per month and are dedicated to continue so.



**6.1.3 SPONSORING**

In 2025, we decided to sponsor total of 10 activities and projects with accumulated support of 533 830 CZK in sponsoring and as happiness and joy was rewarded to us, it filled us with sense of our purpose.



## 6.2 SUSTAINABILITY IMPROVEMENT

From implementing waste reduction initiatives to investing in renewable energy solutions and sustainable materials, we are actively working to minimize our footprint and create a positive impact within our organization and beyond. By embracing sustainability as a core value, we empower our team to innovate, collaborate, and contribute to a greener, more responsible future.

### 6.2.1 AWARENESS LABELS - WASTE REDUCTION

We implemented awareness labels for consideration of conservation of water or electricity in the office building and factory premises. Inclusion



### 6.3 IMPROVEMENT PLAN FOR YEAR 2026

At SUNGWOO HITECH, sustainability is at the heart of our operations, and we are continuously striving to enhance our internal practices to foster a more sustainable future. We are committed to reducing our environmental impact, improving energy efficiency, and optimizing the use of resources across all areas of our business. To achieve that we plan to implement following issues during the year 2026.

- Implement material sourcing to the raw material of our material suppliers.
- Involvement with the worldwide recognized initiatives. Officially apply and comply with initiatives such as UNGP, UNGC, GRI etc.
- Continue in waste reduction program such as training of employees of potential areas of improvement, share consumption results and provide comparison with familiar indicators.
- Increase company EV vehicle park
- Purchasing another EV cars.
- Increased transparency and implementation of due diligence process.
- Publication of full annual sustainability reports in accordance with the EU standards, with external assurance.
- Initiating dialogue with main stakeholders, to assess possibilities to improve further.
- Expansion of GHG reporting to the full Scope 3

## AFTERWORD

As we conclude this year's ESG report, we are proud of the progress we have made, but we recognize that our journey toward sustainability and responsibility is ongoing. The commitment to Environmental, Social, and Governance (ESG) principles remains a core focus at [Company Name], and we are dedicated to continuously improving and innovating in these areas. Our work is far from finished, but the foundation we've built through our collective efforts provides us with the momentum to drive lasting, positive change.

We understand the importance of transparency, accountability, and collaboration, and we are grateful for the support of our employees, partners, and stakeholders in achieving our ESG goals. As we look ahead, we remain focused on advancing our sustainability initiatives, enhancing social impact, and strengthening our governance practices, all while staying true to our mission of creating a better future for all. Together, we will continue to make meaningful strides toward a more sustainable, inclusive, and responsible world.

Thank you for your support and commitment.

