

Contents

GRI - 2 General Disclosures

- 1. The organization and its reporting practices
- 2. Activities and workers
- 3. Governance
- 4. Strategy, policies and practices
- 5. Stakeholder engagement

GRI - 3 General Disclosures

- 1. Disclosures on Material Topics

GRI 200

- 201 : Economic Performance **M**
- 202 : Market Presence
- 205 : Anti-corruption **M**

GRI 300

- 302 : Energy **M**
- 303 : Water and Effluents **M**
- 305 : Emissions **M**
- 306 : Waste **M**
- 308 : Supplier Environmental Assessment **M**

GRI 400

- 401 : Employment **M**
- 402 : Labor/Management Relations **M**
- 403 : Occupational Health and Safety **M**
- 404 : Training and Education **M**
- 405 : Diversity and Equal Opportunity **M**
- 406 : Non-discrimination **M**
- 408 : Child Labor **M**
- 409 : Forced or Compulsory Labor **M**
- 413 : Local Communities **M**
- 416 : Customer Health and Safety **M**
- 418 : Customer Privacy **M**

M:Material Topic

GRI Content Index

| | |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Statement of Use | YJ Link Co.,Ltd. has reported in accordance with the GRI Standards for the period '2024-01-01 ~ 2024-12-31' |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | Currently not applicable |

Universal Standards

GRI 2. General Disclosures


Disclosures

Disclosure Contents

 Data Tables

 Files

 URLs

 Business Cases

1. The organization and its reporting practices 2021

2-1

Organizational details

Company Overview

YJ Link is based on core values of mutual respect, integrity, and customer satisfaction. We prioritize active communication with employees to pay attention to even the smallest voices. With the philosophy that 'a company that satisfies its employees ultimately satisfies its customers,' we aim to lead YJ Link together with all former employees.

YJ Link values trust with customers as the highest priority, building relationships based on trust and mutual respect to grow and develop together with customers.

In addition, we continuously strive for global product development and customer acquisition, aiming to become a global leader in the SMT equipment field by expanding product lineups and establishing a global sales network. Currently recognized as a global top company in the PCB conveying equipment sector, including Conveyors, Buffers, Loaders, and Unloaders, we aim to leap to become the global No.1 company in the SMT equipment field by securing a full lineup of products for smartening SMT processes, such as PCB tracking equipment, SMT post-processing equipment, and Smart Factory Solutions.

We will strive to be YJ Link moving towards a better future. Thank you.

Listed on KOSDAQ

Overseas Network

With over 80% of exports, YJ Link is expanding worldwide, achieving overseas sales of 41,676 million won (85.8%) out of total sales of 48,533 million won in 2024 (consolidated basis).

6 overseas subsidiaries / 2 overseas logistics warehouses / 30 partner companies

YJ LINK VINA CO., LTD. / Manufacturing Corporation

SUZHOU YJ LINK CO., LTD. / Corporation

YJ LINK JAPAN CO., LTD. / Corporation

YJ LINK MEXICO S.A. DE C.V. / Corporation

YJ LINK EUROPE GmbH / Corporation

YJ LINK INDIA PRIVATE LIMITED / Corporation

 Company Overview

| division | detail |
|-----------------------|------------------------------------------------------------------------|
| Company name | YJ Link Co., Ltd. |
| CEO | Park Soon-il |
| Date of establishment | June 16, 2009 |
| location | 110 Secheon-ro 1-gil, Dasan-eup, Dalseong-gun, Daegu Metropolitan City |
| capital | 7,150,786,500 won |
| Industry | Manufacturing of machinery for other special purposes |
| Main product | SMT Smart Process Equipment |
| Employees | 99 people (December 2024) |
| Homepage | https://www.yjlink.com/ |

[Link to 2024 Business Report](#)

2-2

Entities included in the organization's sustainability reporting

The reporting scope is based on domestic business sites, and some employee status data includes information on overseas subsidiaries.

2-3

Reporting period, frequency and contact point

Reporting Period

This report covers the period from January 1, 2024, to December 31, 2024. The reporting cycle is annual, starting with the 2023 Sustainable Management Report and will be issued and disclosed annually thereafter.

- Report Inquiries

For inquiries regarding the report, please contact the ESG manager at the following Management Support Team.

- YJ Link Management Support Team: sangpil8412@yjlink.com

2-4

Restatements of information

I have noted any revisions to the existing information in the comments. This report aims to complement the previous report and provide additional information.

[2024 YJ Link Sustainability Report](#)

2-5

External assurance

This report was prepared in accordance with the Global Reporting Initiative (GRI) guidelines and also incorporates the principles of the UNGC Global Compact COP (Communication on Progress). To ensure the reliability of the report, verification procedures based on the four principles of AA1000AS (Inclusivity, Materiality, Responsiveness, Impact) were conducted by Quantified ESG.

[2025 YJ Link Sustainability Report Verification Opinion](#)

2. Activities and workers 2021

2-6
Activities, value chain and other
business relationships

We are a company that develops, manufactures, and sells equipment for the smartification of the Surface Mounting Technology (SMT) process. The SMT process involves attaching SMT components or Surface Mount Devices (SMD) components to Printed Circuit Boards (PCB) to manufacture PCB Assemblies. SMT process is necessary for the production of most products related to electronics such as smartphones, e-cigarettes, refrigerators, computers, electric cars, and aircraft.

Company Overview



2-7
Employees

Current status of head office staff

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|--------------------|-----------------------|------------------|------|------|------|
| By employment type | Full-time | number of people | 80 | 99 | 97 |
| | Contract worker | number of people | 1 | 2 | 2 |
| gender | male | number of people | 64 | 76 | 76 |
| | female | number of people | 17 | 25 | 23 |
| By age | under 30 years old | number of people | 15 | 7 | 13 |
| | 30s | number of people | 36 | 42 | 39 |
| | 40s | number of people | 26 | 40 | 40 |
| | 50s | number of people | 3 | 11 | 6 |
| | 60 years old and over | number of people | 1 | 1 | 1 |

*Written based on the worker list

accession

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|--------------------|-------------------------|------------------|------|------|------|
| By employment type | Full-time (new hire) | number of people | 8 | 19 | 6 |
| | Full-time (experienced) | number of people | 16 | 19 | 25 |
| | Contract worker | number of people | 1 | 1 | 1 |
| gender | other | number of people | 18 | 26 | 25 |
| | female | number of people | 7 | 13 | 7 |
| By age | Under 30 | number of people | 5 | 8 | 5 |
| | Under 30~40 years old | number of people | 15 | 19 | 11 |
| | Under 40~50 years old | number of people | 4 | 12 | 13 |
| | Over 50 | number of people | 1 | 0 | 3 |

 Status of Overseas Corporation Employees in 2024

| division | unit | Vietnam Corporation | Mexican Corporation | European Corporation | Chinese corporation | Japanese corporation | Indian Corporation |
|-----------|------------------|---------------------|---------------------|----------------------|---------------------|----------------------|--------------------|
| personnel | number of people | 194 | 18 | 7 | 3 | 2 | 2 |

 [YJ Link staff status](#)

 [YJ Link Organization Chart](#)

2-8

Workers who are not employees

 Workers who are not employees

| division | unit | 2024 | note |
|----------------------------|------------------|------|---------------------|
| Overseas dispatch position | number of people | 2 | Vietnam Corporation |
| Beautification personnel | number of people | 2 | Protect (Service) |
| In-house contract workers | number of people | 7 | Outsourcing partner |

 [YJ Link Organization Chart](#)

3. Governance 2021

2-9

Governance structure and composition

Composition and convocation of YJ Link's board of directors

1. The board of directors is composed and convened in accordance with Article 38 of the Articles of Incorporation, Article 4 and Article 8 of the Board of Directors' Operating Regulations, with a total of 4 inside directors and 3 outside directors.
2. Within the board of directors, committees such as the Audit Committee, Compensation Committee, Related Party Transactions Committee, and ESG Committee are operating in accordance with their respective operating regulations.
3. The current composition and operation of the board of directors are as shown in the table below.

Board of Directors Composition Status

| division | name | spot | gender | Term of office | Main career |
|------------------|-----------------|--------------------------|--------|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inside director | Park Soon-il | CEO Chairman | other | 2024.03.29~2027.03.28 | Current) CEO of YJ Link Co., Ltd. Former) Sales Manager of Panasonic Precision Korea |
| | Kim Jun-young | President | other | 2024.01.01~2026.12.31 | Current) President of YJ Link Co., Ltd. Former) DGB Innovation Finance Consulting Center |
| | Kim Seong-yeon | Managing Director | other | 2022.12.27~2025.12.26 | Current) Managing Director, YJ Link Co., Ltd. Former) Head of Management Support Team, Seungsan Industry Co., Ltd. |
| | Wicheonsook | move | other | 2024.03.29~2027.03.28 | Current) Director of YJ Link Co., Ltd. Former) Manager of Samsung Industrial Co., Ltd. |
| Outside director | Lee Seung Gi | Audit Committee Chairman | other | 2024.01.01~2026.12.31 | Current) Head of Hanaro Accounting Corporation Former) Hanul Accounting Corporation |
| | Park Kyung-chan | Audit Committee | other | 2022.12.27~2025.12.26 | Current) Law Firm Silla Former) Tax Law Advisor, Daegu Regional Tax Office |
| | Lee Ho | Audit Committee | other | 2022.12.27~2025.12.26 | Current) Professor, Department of Robotics and Smart Systems Engineering, Kyungpook National University Former) Researcher, Harvard Medical School |

 Board of Directors Operations

| division | Category 1 | unit | 2023 | 2024 |
|--------------------------------|-------------------------------|------------------|------|------|
| Board of Directors Meeting | Number of times held | episode | 16 | 22 |
| | Report and voting agenda | case | 16 | 22 |
| | Board Attendance (Average) | % | 68 | 96 |
| | Inside Director (Average) | % | 71 | 94 |
| | Outside Director (Average) | % | 64 | 97 |
| Board of Directors Composition | Total number of board members | number of people | 7 | 7 |
| | Inside director | number of people | 4 | 4 |
| | Outside director | number of people | 3 | 3 |
| Board Diversity | male | number of people | 7 | 7 |
| | female | number of people | 0 | 0 |
| Board expertise | Finance, Accounting | number of people | 2 | 2 |
| | Management, Economics | number of people | 4 | 4 |
| | lawyer | number of people | 1 | 1 |

 [Board of Directors Operating Regulations](#)

 [Audit Committee Operation Regulations](#)

 [Internal Transaction Committee Operating Regulations](#)

 [Compensation Committee Operating Regulations](#)

 [ESG Committee Operating Regulations](#)

 [YJ Link Articles of Association](#)

 [Board of Directors Meeting Minutes \(2022-2024\)](#)

2-10
Nomination and selection of the highest governance body

Independence, diversity, and expertise of the board of directors

The YJ Link board of directors is elected in accordance with the Commercial Act, articles of association, and internal regulations, and outside directors are recommended and verified for qualifications in various fields (finance, accounting, economics, management, law) and appointed through a shareholders' meeting. The board of directors consists of a total of 7 members, with 3 members serving as outside directors to ensure independence.

1. The board of directors shall consist of at least 3 but no more than 10 members, with at least one-fourth of the total number of directors being outside directors.
2. Appointment of directors and representative directors
 - Directors are appointed at the shareholders' meeting.
 - The appointment of directors shall be made by a majority vote of the attending shareholders, with at least one-fourth of the total number of issued shares.
 - The cumulative voting system prescribed in Article 382-2 of the Commercial Act does not apply when appointing two or more directors.
 - The representative director is appointed by the board of directors.

 [Board of Directors Operating Regulations](#)

 [YJ Link Articles of Association](#)

 [Regulations on the performance of duties by outside directors](#)

2-11
Chair of the highest governance body

YJ Link serves as the chairman of the top decision-making body and also holds a position as an executive within the organization.

 Board of Directors Composition Status

| division | name | spot | gender | Term of office | Main career |
|------------------|-----------------|--------------------------|--------|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inside director | Park Soon-il | CEO Chairman | other | 2024.03.29~2027.03.28 | Current) CEO of YJ Link Co., Ltd. Former) Sales Manager of Panasonic Precision Korea |
| | Kim Jun-young | President | other | 2024.01.01~2026.12.31 | Current) President of YJ Link Co., Ltd. Former) DGB Innovation Finance Consulting Center |
| | Kim Seong-yeon | Managing Director | other | 2022.12.27~2025.12.26 | Current) Managing Director, YJ Link Co., Ltd. Former) Head of Management Support Team, Seungsan Industry Co., Ltd. |
| | Wicheonsook | move | other | 2024.03.29~2027.03.28 | Current) Director of YJ Link Co., Ltd. Former) Manager of Samsung Industrial Co., Ltd. |
| Outside director | Lee Seung Gi | Audit Committee Chairman | other | 2024.01.01~2026.12.31 | Current) Head of Hanaro Accounting Corporation Former) Hanul Accounting Corporation |
| | Park Kyung-chan | Audit Committee | other | 2022.12.27~2025.12.26 | Current) Law Firm Silla Former) Tax Law Advisor, Daegu Regional Tax Office |
| | Lee Ho | Audit Committee | other | 2022.12.27~2025.12.26 | Current) Professor, Department of Robotics and Smart Systems Engineering, Kyungpook National University Former) Researcher, Harvard Medical School |

2-12
Role of the highest governance body in overseeing the management of impacts

The board of directors of YJ Link plays an important role in developing, approving, or updating the organization's purpose, values, mission statement, strategies, policies, and goals related to sustainable development. The board deliberates and decides on matters specified in laws and articles of association and supervises the execution of directors' duties. It also oversees processes to identify and manage the organization's economic, environmental, and social impacts, collaborates with stakeholders to support this, and considers the results of these processes. The board of directors of the company operates efficiently and reasonably to make the best management decisions for the benefit of the company and shareholders. It holds meetings at least five times a year and convenes ad hoc meetings as needed. The company prepares minutes for each meeting, maintains and preserves meeting contents, and publicly discloses individual directors' attendance rates at each meeting and their positions on key disclosure items in the corporate governance report annually. Additionally, the company establishes various committees under the CEO to discuss and decide on key management-related issues.

 Committee within the board of directors

| committee | role |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Insider Trading Committee | <ul style="list-style-type: none"> • Transactions with or for special related parties pursuant to the Act on Governance Structure and its Enforcement Decree or the Monopoly Regulation and Fair Trade Act and its Enforcement Decree shall be reviewed in advance and submitted to the Board of Directors. |
| Audit Committee | <ul style="list-style-type: none"> • Conduct an audit of the company's business and accounting • Request for convocation of a temporary general meeting of shareholders, request for business reports from subsidiaries, convocation of a board of directors meeting |
| Compensation Committee | <ul style="list-style-type: none"> • Deliberation and resolution on resolution matters • Report to the board of directors in case of compensation that seriously violates laws or regulations |
| ESG Committee | <ul style="list-style-type: none"> • Review of major management issues related to ESG and advice on business plans • Support for communication with external stakeholders |
| Grievance Committee | <ul style="list-style-type: none"> • Complaints regarding improvement of working environment and working conditions • Complaints regarding bullying and sexual harassment of employees in the workplace • Complaints regarding education and training of employees • Complaints regarding performance of employees' duties • Handling of other complaints |

* Refer to each committee's operating regulations

- [Audit Committee Operation Regulations](#)
- [Internal Transaction Committee Operating Regulations](#)
- [Compensation Committee Operating Regulations](#)
- [ESG Committee Operating Regulations](#)
- [Grievance Handling Committee Regulations](#)

2-13
Delegation of responsibility for managing impacts

YJ Link has established an ESG committee consisting of three external directors and one internal director to make decisions on ESG management strategies and key issues. Additionally, an ESG working group within the ESG committee supports the establishment and implementation of ESG management strategies and policies, as well as performance management. A dedicated team and personnel are in charge of ESG management. The ESG committee was newly established in January 2024 to establish and internalize the ESG management system. Operating under ESG operation regulations, the committee is chaired by an external director to ensure independence. The committee convenes quarterly or more to deliberate and resolve various matters related to the company's ESG policies and initiatives.

- [ESG Committee Operating Regulations](#)
- [ESG Management Council Regulations](#)

2-14
Role of the highest governance body in sustainability reporting

YJ Link discusses and reports important matters related to ESG management strategies, implementation tasks, ESG reports, and key disclosures through the ESG Committee established by the ESG Council. The operation of the council and committee follows internal regulations, and approval on matters is determined by the support of the majority of attending members. Approved matters by the committee are finalized with the approval of the CEO, who is the final approver, along with meeting minutes. Additionally, the company holds quarterly ESG Council meetings to review and resolve ESG management-related issues.

 Status of ESG Council and Committee Meetings in 2024

| division | Key Reports and Agenda Items | Date and time of the event |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| ESG Committee | <ul style="list-style-type: none"> Establishment of ESG Committee and Appointment of Chairperson | 2024-01-05 |
| ESG Council | <ul style="list-style-type: none"> Regarding the implementation of YJ Link's social contribution activities Regarding the formation of the ESG Council | 2024-06-25 |
| | <ul style="list-style-type: none"> Regarding the implementation of the 2nd term of YJ Link's social contribution activities Regarding the payment of UNGC Global Compact annual fees and submission of COP | 2024-09-02 |
| | <ul style="list-style-type: none"> Report on the results of the second phase of the YJ Link social contribution activities Regarding the 2024 ESG evaluation | 2024-12-16 |

 [ESG Committee Meeting_\(240105\)](#)

 [ESG Council Meeting Minutes_\(2nd to 4th quarters 2024\)](#)

2-15
Conflicts of interest

Approval of concurrent positions of outside directors of YJ Link was approved by the board of directors, and the minutes of the board meeting are being kept.

Details of transactions with related parties and stock ownership are detailed in the annual report and any changes are disclosed to stakeholders through Dart electronic disclosure.

When matters requiring resolution and reporting arise at the board meeting, the board is convened, and a notice of the meeting is sent three days before the meeting, sharing the agenda and related materials. Resolutions of the board are passed by a majority vote of the attending directors in accordance with Article 13 of the board's operating regulations.

YJ Link complies with regulations on transactions with stakeholders to prevent conflicts of interest, continuously analyzes and inspects to prevent conflicts of interest issues, and makes efforts to resolve and mitigate risks in advance if anticipated.

 [Regulations on Transactions with Interested Parties](#)

 [Board of Directors Approval Regarding Concurrent Positions of Outside Directors](#)

2-16
Communication of critical concerns

YJ Link has established regulations for the board of directors to function smoothly as the highest decision-making body of corporate operations, detailing matters for board deliberation. The company convenes board meetings and committees for management or important matters, striving to provide transparent information on corporate sustainability and responsible management to investors and stakeholders.

1. Important matters are reported according to the duties and contents of each board committee. Reporting methods are determined based on internal regulations and relevant laws.

2. A summary of the number and content of important matters reported to each board committee during the reporting period is provided. Detailed information can be confirmed by referring to relevant documents and reports.

3. Additionally, YJ Link is committed to upholding the 10 principles of the ESG global initiative "UNGC Global Compact" and fulfilling social responsibilities, submitting and publicly disclosing COP (implementation report) annually to communicate directly with stakeholders.

[List of Board of Directors Minutes](#)

[UNGC COP \(Implementation Report\)](#)

2-17
Collective knowledge of the highest governance body

YJ Link selects director candidates through the board of directors based on Article 382 of the Commercial Act (Appointment of Directors), Article 542-8 of the Commercial Act (Appointment of Outside Directors), and Article 33 of the Articles of Incorporation, appointing directors after approval at the shareholders' meeting. Efforts are made to enhance the expertise of the board of directors by appointing directors with professional knowledge and extensive experience in each field, including outside directors. Candidates' qualifications are assessed to ensure balanced decision-making and management oversight, and they are recommended to the shareholders' meeting after confirming compliance with disqualification reasons specified in relevant regulations. YJ Link appoints directors, including inside directors, who possess expertise, vision, and leadership to contribute substantially to corporate governance. The company also establishes ESG committees and councils to discuss and address various issues related to ESG management through the formation of committees composed of outside directors with expertise in each field. Plans are underway to encourage diverse educational participation of outside directors to enhance the board's expertise, enabling them to be more proactive and independent in their activities.

2-18
Evaluation of the performance of the highest governance body

YJ Link has compensation regulations for outside directors in accordance with Article 37, Paragraph 1 of the Articles of Incorporation and Article 9 of the Regulations on the Performance of Duties by Outside Directors. The limit of director's compensation is determined within the approved limit of director's compensation at the shareholders' meeting, and the specific amount and payment method are reported to the board of directors after deliberation and resolution by the compensation committee.

[Compensation Committee Operating Regulations](#)

[YJ Link Articles of Association](#)

[Regulations on the performance of duties by outside directors](#)

2-19
Remuneration policies

YJ Link has compensation regulations for outside directors in accordance with Article 37, Paragraph 1 of the Articles of Incorporation and Article 9 of the Regulations on the Performance of Duties by Outside Directors. The compensation limit for directors is determined within the range of the approved director compensation limit at the shareholders' meeting, and the specific amount and payment method are reported to the board of directors after deliberation and resolution by the compensation committee.

Board Compensation Policy

| item | unit | 2022 | 2023 | 2024 |
|---------------------------------------------|------|-------------|-------------|-------------|
| Fixed salary | one | 683,000,000 | 670,799,988 | 831,266,652 |
| Variable pay (performance pay, bonus, etc.) | one | 72,000,000 | 0 | 321,666,668 |
| Executive compensation refund | one | 0 | 0 | 0 |

[Compensation Committee Operating Regulations](#)

[YJ Link Articles of Association](#)

[Regulations on the performance of duties by outside directors](#)

2-20
Process to determine remuneration

WJ Link has compensation regulations for outside directors in accordance with Article 37, Paragraph 1 of the Articles of Incorporation and Article 9 of the Regulations on the Performance of Duties by Outside Directors.

The limit of director compensation is determined within the range of the approved director compensation limit at the shareholders' meeting, and the specific amount and payment method are reported to the board of directors after deliberation and resolution by the compensation committee.

[_ Compensation Committee Operating Regulations](#)

[_ YJ Link Articles of Association](#)

[_ Regulations on the performance of duties by outside directors](#)

2-21
Annual total compensation ratio

 **Maximum compensation ratio to average employee salary**

| division | unit | 2022 | 2023 | 2024 |
|-------------------------------------------------------|---------------|------|------|------|
| Maximum Contributor Amount | A million won | 565 | 280 | 461 |
| Average annual salary per employee | A million won | 41 | 44 | 58 |
| Maximum compensation ratio to average employee salary | ship | 13.7 | 6.3 | 7.9 |

* Total compensation excluding retirement benefits

* Calculation of the ratio of the highest paid to the average employee salary: Amount of the highest paid / Average annual salary of one employee

4. Strategy, policies and practices 2021

2-22

Statement on sustainable development strategy

Dear stakeholders of WJ Link, demands and expectations for corporate social responsibility are increasing rapidly in the rapidly changing environment. WJ Link has been able to grow by overcoming challenges with stakeholders like you in difficult environments. With the rapid climate change and environmental issues, companies are now expecting a higher level of role. Therefore, WJ Link is making efforts to move towards ESG sustainable management, establishing an ESG committee within the board to manage ESG activities and issues actively, and will publish sustainable reports annually to transparently disclose efforts and achievements in the environmental, social, and governance areas.

Based on world-class technological competitiveness and steady R&D investment, we aim to become the domestic No. 1 and global TOP 3 in the SMT equipment sector with stakeholders.

We will enhance transparent and fair management activities based on ESG management, contribute to the development of local communities through human rights, mutual cooperation, and social contributions.

Thank you.

Sincerely,

Park Soon-il, CEO of WJ Link Co., Ltd.

2-23

Policy commitments

WJ Link has made its sustainable management policy available on its website for all employees to transparently access. In terms of environmental, health, and safety management systems, WJ Link has established an environmental and safety management system (ISO 14001, ISO 45001) and is striving to implement it based on environmental and safety management policies. The company is making continuous efforts to develop eco-friendly products and technologies, achieve carbon neutrality, reduce carbon emissions, save energy consumption throughout its business activities, and promote the use of renewable energy.

Regarding safety and health, WJ Link is strengthening its safety and health system and activities for disaster prevention in response to the full enforcement of the Major Accident Punishment Act. The company is making overall efforts to enhance safety and health through reinforced safety and health education, strengthened risk assessment checks, and more.

In line with enhancing ESG management, WJ Link has established ethical standards to ensure that employees understand and practice them correctly. The company provides decision-making and behavioral criteria for ethical conflict situations that may arise during work processes, ensuring that all employees comply with these ethical regulations. Additionally, WJ Link aims to prevent violations of laws and ethical management by establishing a system for reporting ethical violations and planning company-wide ethics education to promote ethical awareness.

WJ Link is committed to ensuring that human rights violations do not occur in its business operations or relationships by exercising the utmost care and diligence. As a corporate citizen, the company strives to fulfill its social responsibilities and obligations by establishing recruitment and talent development strategies, safety and health environment policies, ethical standards, and strictly adhering to human rights protection principles in its management activities to grow into a respected company in society.

[Grievance Handling Committee Regulations](#)

[YJ Link Homepage](#)

[Industrial Safety and Health Management Regulations](#)

[YJ Link Code of Ethics](#)

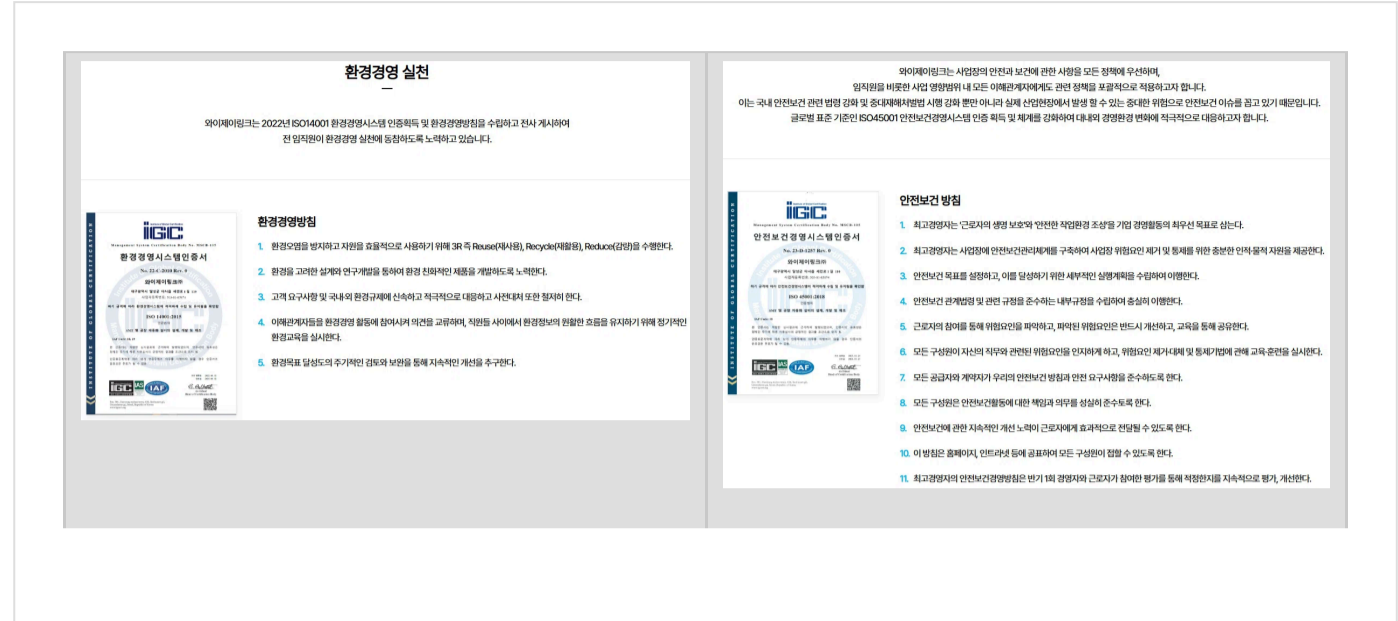
[YJ Link Human Rights Labor Standards and Policies](#)

[YJ Link Business Partner Code of Conduct](#)

[YJ Link Employment Rules](#)

[YJ Link Labor-Management Council Regulations](#)

Environmental management policy and safety and health management policy



2-24
Embedding policy commitments

YJ Link discloses its ESG management policy on its company website.

[YJ Link Homepage](#)

2-25
Processes to remediate negative impacts

YJ Link operates an internal reporting system and cyber whistleblowing system that ensures anonymity, providing a secure channel for internal and external stakeholders to communicate about issues that may threaten the organization's ethical management. It also obtains ethics compliance agreements from employees and partner companies to prevent any violations of laws and ethical standards in advance.

Complaints received and processing status

| division | unit | 2024 |
|-------------------------------|------|---------------|
| Number of complaints received | case | doesn't exist |
| Number of complaints handled | case | 0 |
| Disciplinary action | case | 0 |
| Warning and below processing | case | 0 |
| Complaint Resolution Rate | % | 0 |

[Cyber reporting on the YJ Link homepage](#)

2-26
Mechanisms for seeking advice and raising concerns

YJ Link has established and is operating internal reporting procedures and employee grievance handling procedures. Anyone can report compliance/ethical violations through the website, and anonymous reporting and confidentiality of the report content are maintained to protect the identity of the whistleblower.

When a report is received, it is processed according to the reporting procedures, and if the issue is significant, expert opinions are sought.

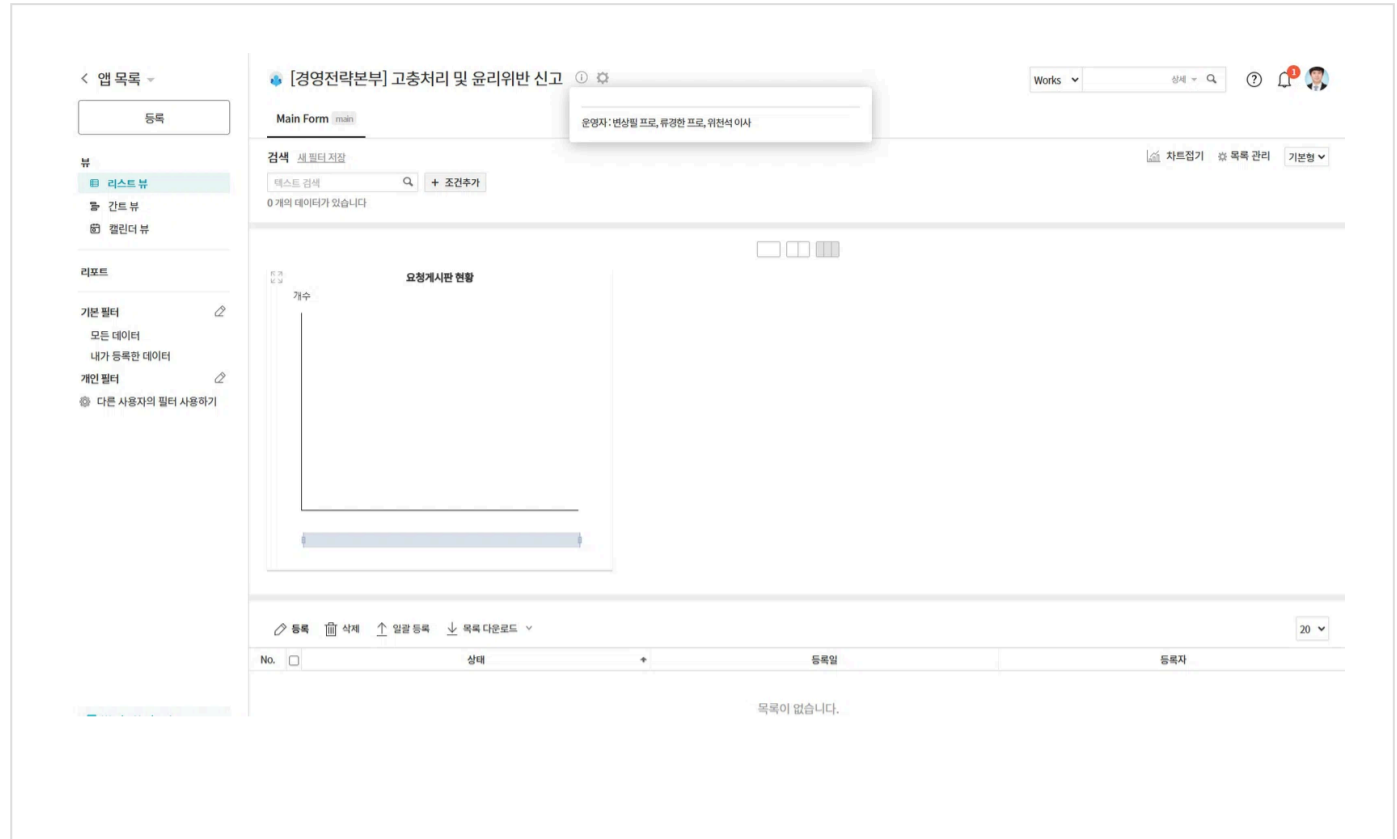
For the internal employee grievance handling system, processing procedures are carried out through the internal groupware. The board of directors establishes an audit committee, which meets at least once a year and as needed, to conduct management audits, operational audits, financial audits, compliance audits, and IT audits.

Furthermore, in accordance with the regulations on the composition and operation of the internal transactions committee, it is convened at least once a year and as needed to control and manage internal transactions.

[Cyber reporting on the YJ Link homepage](#)

[YJ Link Internal Reporting System Regulations](#)

Status of internal groupware complaints handling and ethics violation reporting



2-27
Compliance with laws and regulations

YJ Link monitors annually revised environmental, safety, health, tax, and other business-related laws to identify risks for the company's operations and business direction.

Compliance and Violation of Laws

| division | detail | unit | 2023 | 2024 |
|-------------------------------------|--------------------------------------------------------------------------------------------|-----------------|---------------|---------------|
| Violation of environmental laws | Violation of the law | Number of cases | doesn't exist | doesn't exist |
| | Number of actions | Number of cases | 0 | 0 |
| | Amount of sanctions | A million won | 0 | 0 |
| Violation of safety and health laws | Violation of the law | Number of cases | doesn't exist | doesn't exist |
| | Number of actions | Number of cases | 0 | 0 |
| | Amount of sanctions | A million won | 0 | 0 |
| Information security breach | Number of incidents of customer personal information violations | Number of cases | doesn't exist | doesn't exist |
| | Number of incidents of information security violations | Number of cases | 0 | 0 |
| | Total fines, penalties and fines resulting from violations related to information security | A million won | 0 | 0 |
| Other violations of law | Number of cases in which surcharges were imposed | Number of cases | doesn't exist | doesn't exist |
| | Amount of fine | A million won | 0 | 0 |

2-28

Membership associations

 Major Member Associations and Organizations

| No. | Member Association (Organization) | Date of joining | note |
|-----|------------------------------------------------------------------|-----------------|----------------------------------------------------------------------------|
| 1 | Korea-Gu Trade Association | 2018-12-26 | |
| 2 | Korea AEO Promotion Association | 2022-09-15 | Certificate of Excellent Export/Import Safety Management |
| 3 | Korea Institute of Industrial Technology Planning and Evaluation | 2023-11-06 | Certificate of Specialized Company in Materials, Components, and Equipment |
| 4 | UNGC UN Global Compact Korea Association | 2023-12-19 | ESG Global Initiative |

5. Stakeholder engagement 2021

2-29
Approach to stakeholder engagement

YJ Link defines stakeholders as employees, shareholders and investors, partners, overseas entities, customers, and local stakeholders, and strives for sustainable growth through mutual prosperity and diverse communication channels with all stakeholders.

 Stakeholder Engagement

| Stakeholders | Interests | Communication Channel | YJ Link Response Activities |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees | <ul style="list-style-type: none"> • Education and training and capacity development • Improving employee satisfaction (system) • Strengthening human rights management system • Expanding employee participation • Strengthening environment and safety and health | <ul style="list-style-type: none"> • Labor-Management Council • Weekly Communication Meeting • Internal Groupware • Executive Communication Meeting • Executive-Employee Meeting and Interview | <ul style="list-style-type: none"> • TFT to improve personnel system in progress • Planning of training program to develop employee capabilities • Consulting to strengthen the Serious Disaster Punishment Act in progress • Holding of workshops |
| Shareholders and Investors | <ul style="list-style-type: none"> • Improving corporate governance • Considering shareholder value, etc. | <ul style="list-style-type: none"> • Shareholders' Meeting and Board of Directors • Public Disclosure and IR • Homepage | <ul style="list-style-type: none"> • IR (conducting corporate briefing sessions) • Information disclosure and channel diversification • Diversification of business areas and expansion of overseas corporations |
| Overseas Corporation/Partner | <ul style="list-style-type: none"> • Strengthening product stability • Strengthening supplier quality management • Strengthening communication with overseas corporations/partners | <ul style="list-style-type: none"> • Video conferencing and in-house groupware • Partner cooperation council (council) | <ul style="list-style-type: none"> • Monthly implementation of the Partner Council • Partner ethics compliance pledge and confidentiality compliance pledge • Video education and participation of overseas partners |
| Client | <ul style="list-style-type: none"> • Enhancing product stability • Improving customer satisfaction and quality levels | <ul style="list-style-type: none"> • Exhibition • Information channels (homepage, news, SNS, ESG report) • Customer survey | <ul style="list-style-type: none"> • Identifying areas for improvement through customer surveys • Research to enhance product quality and technological competitiveness |
| Local Officials | <ul style="list-style-type: none"> • Participation in community social contribution activities • Vitalization of the local community economy | <ul style="list-style-type: none"> • Social contribution activities • Media reports and MOU • Information channels (homepage, SNS, ESG report) | <ul style="list-style-type: none"> • Implementing social contribution activities in conjunction with local volunteer organizations |

2-30
Collective bargaining agreements

YJ Link does not have a labor union. It regularly holds a labor-management council and strives to promote employee participation and cooperation in accordance with the labor-management council operating regulations.

[📄 YJ Link Labor-Management Council Regulations](#)

GRI 3. Material Topics

Disclosures

Disclosure Contents

Data Tables

Files

URLs

Business Cases

1. Disclosures on Material Topics 2021

3-1
Process to determine material topics

YJ Link conducted a significance assessment to identify key ESG issues and derive core topics that need to be managed. By gathering opinions from various internal and external stakeholders, key ESG issues considering financial and non-financial impacts were identified. The plan is to proactively manage the risks of identified key issues in advance and integrate and reflect them in corporate management activities.

Dual significance assessment method

| Step1 | Step2 | Step3 | Step4 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| ESG issue content composition | Social and environmental impact analysis | Financial Impact Analysis | Final ESG Material Issue Selection and Reporting |
| Analysis of international standards and ESG evaluation indicators Analysis of trends in similar industries Analysis of global companies and similar industries Domestic and international media issues, etc. | Review of standard guidelines requirements Gathering opinions from stakeholders Media analysis, benchmarking, etc. | ESG financial recommendations and rating agency analysis Internal management issues and financial importance analysis by ESG issue | Comprehensive analysis and final issue selection |

3-2
List of material topics

WJL identified six key issues through a criticality assessment, and the list of important topics is as shown in the table below.

| Ranking | Topic | GRI Topic Standards |
|---------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Occupational health and safety management | 3-3_403 3-3_416 |
| 2 | environmental management | 3-3_303 3-3_306 3-3_308 |
| 3 | Greenhouse gas reduction management | 3-3_302 3-3_305 |
| 4 | Ethical management | 3-3_205 |
| 5 | Create economic value. | 3-3_201 3-3_202 3-3_413 |
| 6 | Human rights management | 3-3_401 3-3_402 3-3_404 3-3_405 3-3_406 3-3_408 3-3_409 3-3_410 |
| 7 | Customer management and community relations | 3-3_413 3-3_416 3-3_418 |

3-3
Management of material topics

YJ Link aims to systematically manage important risks by identifying and analyzing them based on a criticality assessment.

📊 Important Topic Management

| Issue name | Risk Cause | Countermeasures | Execution tool |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Occupational safety and health management | <ol style="list-style-type: none"> 1. Strengthening the punishment law for serious accidents and responding 2. Strengthening corporate responsibility according to the strengthening of the Industrial Safety and Health Act | <ol style="list-style-type: none"> 1. Strengthening the ISO45001 Occupational Health and Safety Management System 2. Strengthening Occupational Health and Safety Education for Employees and Partners | <ol style="list-style-type: none"> 1. Maintaining and post-certification qualifications 2. Managing training completion rates |
| Environmental Management | <ol style="list-style-type: none"> 1. Strengthening global environmental regulations and issues 2. Expanding the use of eco-friendly products and eco-friendly materials | <ol style="list-style-type: none"> 1. Strengthening the ISO14001 environmental management system 2. Efforts to develop eco-friendly products and expand the use of eco-friendly raw materials 3. Creating LCA data for each product and establishing measures to reduce emissions | <ol style="list-style-type: none"> 1. Maintaining certification qualifications and post-management. 2. Collaborating and participating in research and development 3. Creating LCA data for products |
| Greenhouse Gas Reduction Management | <ol style="list-style-type: none"> 1. Global interest in climate change issues increases 2. EU and others strengthen carbon emissions regulations 3. Activation of renewable energy and expansion of corporate participation | <ol style="list-style-type: none"> 1. Establishing goals for active participation in renewable energy projects and increased utilization 2. Systematizing carbon emissions calculation and management system (real-time monitoring) 3. Preparing countermeasures related to carbon emissions regulations | <ol style="list-style-type: none"> 1. RE100 Implementation Roadmap 2. CBAM Training and Data Collection |
| Ethical Management | <ol style="list-style-type: none"> 1. Establishment of an ethical corporate culture for internal and external stakeholders 2. Prevention of corporate corruption and violation of ethics compliance issues | <ol style="list-style-type: none"> 1. Implement ethics education for all employees and strengthen ethical awareness 2. Strengthen ethical compliance pledges and practices for partner companies | <ol style="list-style-type: none"> 1. Ethics Compliance Pledge 2. Management of Ethics Education Completion Rate |

| Issue name | Risk Cause | Countermeasures | Execution tool |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Creating economic performance | 1. Risks of rapid changes in domestic and international economic environments and response to issues 2. Maintaining trust with customers and strengthening market competitiveness | 1. Customer satisfaction survey and customer needs identification | 1. Customer Satisfaction Survey Results |
| Human Rights Labor Management | 1. Strengthening corporate human rights policies and establishing a system | 1. Activate the operation of the employee grievance handling system 2. Seek to improve the employee welfare system 3. Familiarize yourself with the prohibition of forced labor, child labor, and discrimination | 1. Operation of grievance handling center 2. Conduct of employee satisfaction survey 3. Establishment of TFT team for personnel system improvement 4. Reinforcement of regular training for partner companies |

GRI Topic. 200

GRI 201 : Economic Performance 2016

3-3_201
Management of Economic Performance

YJ Link strives to create economic value annually through direct and indirect means.

201-1
Direct economic value generated and distributed

Creating and distributing economic value

| division | unit | 2022 | 2023 | 2024 | note |
|--------------------------------------------------------------|---------------|--------|--------|--------|--------------|
| take | A million won | 56,479 | 48,641 | 46,410 | Creation |
| Employee Salary and Welfare | A million won | 2,350 | 2,986 | 5,350 | Distribution |
| Dividends and Interest Payments (Shareholders and Investors) | A million won | 0 | 0 | 0 | Distribution |
| Corporate tax | A million won | 1,957 | 494 | (702) | Distribution |
| Service purchase cost | A million won | 5,767 | 5,807 | 4,480 | Distribution |
| Donations (Community) | A million won | 0 | 20 | 5.1 | Distribution |

*Service purchase costs (payment fees, transportation costs, advertising costs, packaging costs, warranty costs, etc.)

201-2
Financial implications and other risks and opportunities due to climate change

Climate change is emerging as a global issue, and YJ Link is reflecting it in decision-making based on the global issues and impacts of climate change. We analyze major risk management and impacts on our company to establish strategies and strive to address them gradually through collaboration with stakeholders. In addition, YJ Link will discuss matters related to climate change risks and opportunities through the ESG Committee to explore preventive activities and management strategies, and will strive to create stable climate change risk management and sustainable business performance.

Climate change risks and responses

| division | category | Risk factors | Influence | Countermeasure Strategy |
|---------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| environment | Physical impact | Risk of damage to human and material assets, including damage to facilities and human lives, due to natural disasters (heat waves, floods, storms, droughts, etc.) caused by climate change | LOW | <ul style="list-style-type: none"> Emergency response training based on continuous abnormal climate monitoring and situation-specific emergency scenarios Strengthening of checks such as periodic safety inspections and management |
| | Regulatory changes | Responding to strengthened environmental regulations and carbon emission trading systems (carbon tax) by country or region | HIGH | <ul style="list-style-type: none"> Establishing a strategy to utilize and expand renewable energy (RE100, PPA purchase, etc.) Establishing a carbon neutrality goal and establishing a plan to minimize greenhouse gas emissions (establishing a mid- to long-term plan) |
| society | Social Responsibility | Consumers, investors, local communities and other social stakeholders face trust risks due to inadequate response to climate change. | MEDIUM | <ul style="list-style-type: none"> Efforts to develop eco-friendly products (development of low-carbon products) Establishing climate change response measures through regular consultations with partners |
| | Supply Chain Risk | Risk of instability in the supply of raw materials due to natural disasters, resource shortages, price fluctuations, etc. | MEDIUM | <ul style="list-style-type: none"> Monitoring raw material price volatility and building a sustainable supply chain |
| Governing structure | Leadership and Decision Making | Risks of the impact of climate change on strategic decision-making by corporate boards and management | MEDIUM | <ul style="list-style-type: none"> Establish management policies for climate change and prepare measures to reduce legal and financial risks through the ESG Committee and Council |

201-3
Defined benefit plan obligations
and other retirement plans

 Retirement pension

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|----------------------------|--------------------------------|------------------|-------------|-------------|-------------|
| Retirement Pension Support | Subscription (DC) | number of people | 80 | 100 | 102 |
| | Subscription rate (DC) | % | 100 | 100 | 100 |
| | Pension management amount (DC) | one | 339,594,056 | 397,787,870 | 537,204,380 |

201-4
Financial assistance received
from government

 Government subsidy (grant)

| division | unit | 2022 | 2023 | 2024 |
|-------------------------------|---------------|------|------|------|
| R&D Government Subsidies | A million won | 542 | 555 | 522 |
| New deductions and reductions | A million won | 0 | 0 | 0 |

GRI 202 : Market Presence 2016

202-1

Ratios of standard entry level wage by gender compared to local minimum wage

 **Employee Salary Status**

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|------------------------------------------------------------------------|--------------------------------|----------------|------------|------------|------------|
| 1. Average basic salary by gender | | | | | |
| | Average basic salary for women | one | 34,755,692 | 37,330,000 | 39,630,435 |
| | Average basic salary for men | one | 52,419,950 | 55,959,494 | 70,792,105 |
| | Member compensation ratio | % | 66.3 | 66.7 | 56 |
| 2. Average basic salary by rank | | | | | |
| Executive position | male | A thousand won | 181,400 | 138,000 | 170,833 |
| | female | A thousand won | 0 | 0 | 0 |
| Manager or higher (excluding executives) | male | A thousand won | 51,673 | 57,034 | 63,138 |
| | female | A thousand won | 48,000 | 55,000 | 60,250 |
| Below the agent | male | A thousand won | 35,004 | 38,421 | 42,834 |
| | female | A thousand won | 32,300 | 34,920 | 35,289 |
| 3. Average compensation by rank (base salary + performance pay) | | | | | |
| Executive position | male | A thousand won | 185,360 | 138,000 | 176,982 |
| | female | A thousand won | 0 | 0 | 0 |
| Manager or higher (excluding executives) | male | A thousand won | 53,559 | 57,034 | 64,434 |
| | female | A thousand won | 49,850 | 55,000 | 62,391 |
| Below the agent | male | A thousand won | 36,232 | 38,421 | 43,287 |
| | female | A thousand won | 33,333 | 34,920 | 35,676 |

202-2

Proportion of senior management hired from the local community

 **Senior Executive Ratio**

| division | unit | 2022 | 2023 | 2024 |
|----------------------------------|------------------|------|------|------|
| Total number of workers | number of people | 81 | 101 | 99 |
| Registered/Unregistered Officers | number of people | 8 | 11 | 16 |
| Senior Executive Ratio | % | 9.9 | 10.9 | 15.2 |

* As of the end of the year in which the worker list is being processed

GRI 205 : Anti-corruption 2016

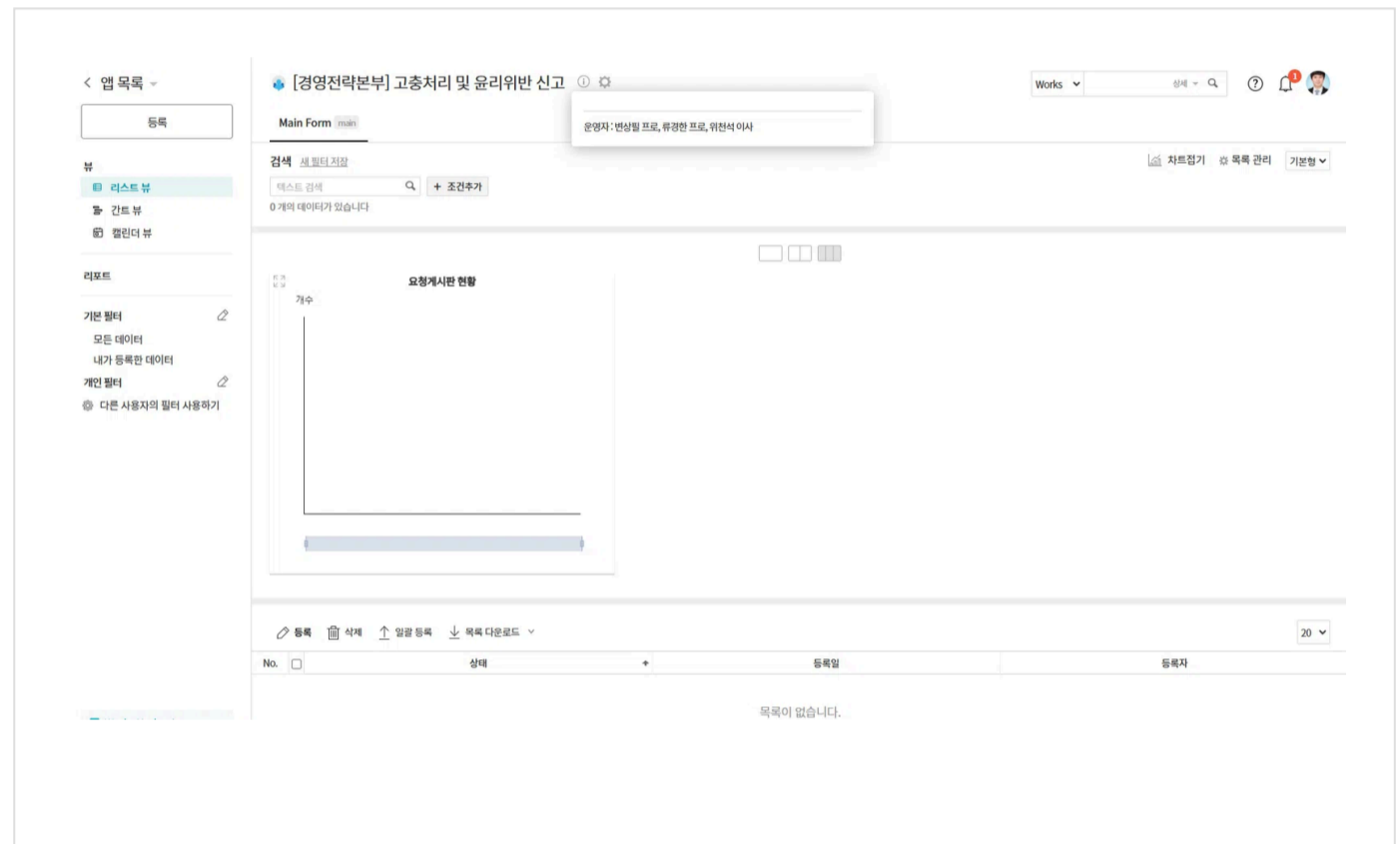
3-3_205
Management of Anti-corruption

YJ Link has established ethical management principles based on the management philosophy, "Transparent Management Practice," reflecting the basic principles of management. The ethical norms, developed considering various stakeholders, serve as the criteria for decision-making and behavior of members in all management activities.

YJ Link's members and partner companies have written and signed an ethics compliance pledge, containing ethical behavior guidelines and compliance obligations. All members are required to adhere to the contents of this ethics compliance pledge and actively encourage stakeholders to follow each guideline. The ethics regulations established in 2023 provide more specific and clear guidelines, and operate a reporting center through the use of an internal bulletin board and website to encourage active participation of members.

- [YJ Link Code of Ethics](#)
- [Cyber reporting on the YJ Link homepage](#)
- [Ethics Compliance Pledge](#)

Status of internal groupware complaints handling and ethics violation reporting



205-2
Communication and training about anti-corruption policies and procedures

YJ Link provides regular ethics education to all members, including contract workers, to ensure proper understanding and practice of ethical norms. In 2023, the company conducted company-wide ethics management education for all members to enhance ethical decision-making abilities.

Status of ethics education

| division | detail | unit | 2023 | 2024 | note |
|-------------------------|-----------------------------------|------------------|------|------|----------------------|
| Number of participants | Total target population | number of people | 68 | 23 | Excluding executives |
| | Number of attendees for training | number of people | 63 | 23 | |
| Completion of education | Membership rate | % | 92.6 | 100 | |
| Training hours | Ethics education hours per person | hour | 1 | 1 | |

* Training for all employees in 2023
* Training for new employees in 2024

- [Ethics training report and list of participants \(23 years\)](#)
- [Ethics Education Compliance Pledge_New Employees \(24 years\)](#)

205-3

Confirmed incidents of corruption and actions taken

 Status of violations of ethics compliance

| Status/Type/Processing | detail | unit | 2023 | 2024 |
|----------------------------------------------------------------|----------------------------------------------------------------------|------|------|------|
| Status of ethics-related reports | Number of violations reported within the reporting channel | case | 0 | 0 |
| | Number of cases received and processed within the reporting channel | case | 0 | 0 |
| | Number of violations reported outside of reporting channels | case | 0 | 3 |
| | Number of cases received and processed outside of reporting channels | case | 0 | 3 |
| | The ratio of processed cases to the number of applications received | % | 0 | 100 |
| Ethics related types | Corruption and abuse of power against partners | case | 0 | 0 |
| | Lack of respect for each other's personalities | case | 0 | 1 |
| | Improper handling of business | case | 0 | 1 |
| | Conflict of interest in the workplace | case | 0 | 1 |
| | Damage to social values | case | 0 | 0 |
| | Violation of the law | case | 0 | 0 |
| Ethics-related processing and disciplinary status (by subject) | fire | case | 0 | 0 |
| | honesty | case | 0 | 2 |
| | Salary cut | case | 0 | 0 |
| | reprimand | case | 0 | 4 |
| | Warning (verbal/written) | case | 0 | 6 |
| | Other (Unconfirmed/Dismissed) | case | 0 | 0 |

* Includes workplace bullying, workplace sexual harassment, violation of service regulations, etc.

* A total of 3 cases of ethics-related reports, a total of 3 cases when separated into ethics-related types, and the status of ethics-related processing and disciplinary actions is displayed by number of cases and number of people processed by type

GRI Topic. 300

Disclosures

Disclosure Contents

Data Tables

Files

URLs

Business Cases

GRI 302 : Energy 2016

3-3_302
Management of Energy

YJ Link is making continuous efforts to reduce energy consumption and carbon emissions. Efforts include installing rooftop solar panels (47kw), replacing office LED lighting, real-time monitoring of heating and cooling systems, managing Scope1 (direct) and Scope2 (indirect) carbon emissions, and conducting energy-saving campaigns to reduce carbon emissions in various ways. Additionally, through carbon footprint assessments and LCA consulting for equipment production, distribution, and sales, efforts are being made to reduce emissions at each stage of the product life cycle. YJ Link plans to gradually expand the use of renewable energy through initiatives like RE100 and PPA by 2030.

302-1
Energy consumption within the organization

Electricity usage

| division | unit | 2022 | 2023 | 2024 |
|----------------------|------|---------|---------|---------|
| Headquarters factory | GJ | 1,556.7 | 2,324.9 | 2,054.5 |
| Factory 2 | GJ | 1532.5 | 1,379.5 | 868.6 |
| Geomdan Factory | GJ | 0 | 0 | 22.9 |
| Suwon Office | GJ | 0 | 0 | 10.2 |
| total | GJ | 3,089.2 | 3,704.4 | 2,956.2 |

* Addition of new business locations and offices in 2024 (Geomdan Factory, Suwon Office)

302-2
Energy consumption outside of the organization

Vehicle fuel and heat output

| division | unit | 2022 | 2023 | 2024 |
|----------|------|--------|--------|--------|
| gas | GJ | 251.21 | 301.94 | 706 |
| Viaduct | GJ | 104.67 | 76.81 | 188.18 |
| total | GJ | 355.88 | 378.75 | 894.18 |

*Increased usage due to increase in corporate vehicles in 2024

302-3
Energy intensity

Energy usage status

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|-----------------------------|------------------|------|----------|----------|----------|
| Direct energy consumption | gas | GJ | 251.21 | 301.94 | 706 |
| | Viaduct | GJ | 104.67 | 76.81 | 188.18 |
| Indirect energy consumption | electricity | GJ | 3,099.1 | 3,704.4 | 2965.2 |
| Total energy consumption | total | GJ | 3,454.98 | 4,083.15 | 3,859.38 |
| Energy intensity | GJ/1 million won | GJ | 0.061 | 0.084 | 0.082 |

*Energy intensity (generation/sales)

302-4

Reduction of energy consumption

YJ Link is making efforts to reduce energy consumption by utilizing renewable energy for energy saving (operating 47kW solar power generation), replacing LED lighting fixtures, controlling cooling and heating air conditioning systems, conducting energy saving campaigns, and replacing invert-type compressors to increase power efficiency. Additionally, through greenhouse gas inventory consulting, we have analyzed and collected data on direct and indirect emissions generated by our company to calculate greenhouse gas emissions, and we aim to make efforts to reduce greenhouse gas emissions based on this.

 Energy usage status

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|-----------------------------|------------------|------|----------|----------|----------|
| Direct energy consumption | gas | GJ | 251.21 | 301.94 | 706 |
| | Viaduct | GJ | 104.67 | 76.81 | 188.18 |
| Indirect energy consumption | electricity | GJ | 3,099.1 | 3,704.4 | 2965.2 |
| Total energy consumption | total | GJ | 3,454.98 | 4,083.15 | 3,859.38 |
| Energy intensity | GJ/1 million won | GJ | 0.061 | 0.084 | 0.082 |

*Energy intensity (generation/sales)

 Energy Consumption Reduction Status (Scope 2)

| division | detail | unit | 2024 |
|----------------------------------------|------------------|---------------|--------|
| Solar power generation facility (47kW) | Power generation | KWh | 69,274 |
| | Cost savings | A million won | 7.4 |
| | CO2 reduction | kg | 32,233 |

 [Solar power generation facility status table](#)

302-5

Reductions in energy requirements of products and services

Energy saving efforts

YJ Link analyzed the air usage and efficiency on-site to reduce the electricity consumption of the most energy-consuming air compressor equipment on-site, replacing the existing 100HP air compressor with a 30HP (inverter type) to increase electrical efficiency and reduce electricity usage by over 68%.

Life Cycle Assessment (LCA) conducted

YJ Link selected the representative equipment group for 2024 and conducted a comprehensive LCA evaluation consulting. Calculated the carbon emissions generated from the manufacturing stage->transportation stage->manufacturing stage->usage stage->disposal stage, with the highest greenhouse gas emissions occurring during the usage stage, followed by a high proportion in the pre-manufacturing stage. YJ Link plans to continue research on increasing energy efficiency to reduce greenhouse gas emissions during the usage stage and conduct a carbon footprint impact assessment for all products in the SMT automation process equipment to take a leading role in global carbon reduction.

 [LCA Carbon Footprint Report](#)

GRI 303 : Water and Effluents 2018

3-3_303
Management of Water and Effluents

YJ Link Water and Wastewater Matters

- Water-related: Water is only used for domestic purposes such as restaurants and restrooms, not in the production process. Monitoring the appropriate amount of water usage within the business through monthly water usage data management.
- Wastewater-related: No wastewater is generated in the process. Wastewater is collected and treated by the Industrial Complex Management Corporation.

 **Water management (waterworks)**

| division | unit | 2022 | 2023 | 2024 |
|----------------------|------|-------|-------|-------|
| Headquarters factory | ton | 1,269 | 1,461 | 1,793 |
| Factory 2 | ton | 555 | 483 | 332 |
| Total water usage | ton | 1,824 | 1,944 | 2,125 |

303-2
Management of water discharge-related impacts

YJ Link applies for and receives approval for wastewater discharge to the Environmental Management Division of the relevant industrial complex management agency, and discharges it to the sewage and public wastewater treatment facilities operated by the agency, bearing the cost of use. YJ Link does not generate public wastewater, but discharges and treats wastewater. The agency monitors and manages the discharge basis and flow meters.

303-4
Water discharge

 **Status of discharge of sewage and public wastewater**

| division | Category 1 | unit | 2023 | 2024 |
|----------------------|------------|------|------|------|
| Headquarters factory | Sewage | ton | 38.4 | 47.1 |
| | wastewater | ton | 0 | 0 |
| | total | ton | 38.4 | 47.1 |
| Factory 2 | Sewage | ton | 13 | 9 |
| | wastewater | ton | 0 | 0 |
| | total | ton | 13 | 9 |

* Supporting data: Sewage and public wastewater treatment facility payment notice

303-5
Water consumption

 **Water management (waterworks)**

| division | unit | 2022 | 2023 | 2024 |
|----------------------|------|-------|-------|-------|
| Headquarters factory | ton | 1,269 | 1,461 | 1,793 |
| Factory 2 | ton | 555 | 483 | 332 |
| Total water usage | ton | 1,824 | 1,944 | 2,125 |

GRI 305 : Emissions 2016

3-3_305
Management of Emissions

YJ Link is making efforts to plan and manage key climate change-related risk management for recent climate change and greenhouse gas emission reduction efforts. YJ Link will proactively respond to climate change for everyone's sustainability and continue efforts to reduce greenhouse gas emissions. By 2030, YJ Link aims to reduce its total greenhouse gas emissions of Scope 1 and Scope 2 by more than 50% compared to the emissions in 2022 when it started ESG management. To achieve this, YJ Link plans to utilize and expand renewable energy.

 **Managing Key Risks Related to Climate Change**

| No. | Identification Risk | Management plan | period |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| 1 | Risk of damage to facilities and loss of life due to natural disasters such as typhoons, floods, and natural disasters | <ul style="list-style-type: none"> Implementation of emergency scenarios and emergency response training for each situation Periodical safety inspections and management and implementation of preventive activities | Quarterly/periodic |
| 2 | Risk of increased carbon emissions due to global warming and rapid climate change | <ul style="list-style-type: none"> Consulting in preparation for CBAM (Carbon Border Tax) Analysis and reduction of carbon emissions by stage through LCA (Life Cycle Assessment) | Medium to long term |
| 3 | Risks such as expansion of renewable energy and response to reduction of carbon emissions due to strengthening of domestic and international environmental policies and regulations | <ul style="list-style-type: none"> Expanding the use of renewable energy (Expanding solar power generation business) K-RE100 and PPA purchase plan | Medium to long term |

305-1
Direct (Scope 1) GHG emissions

 **Direct greenhouse gas emissions (Scope 1)**

| division | unit | 2022 | 2023 | 2024 |
|----------|---------|------|------|------|
| gas | tCO2-eq | 16.8 | 21.1 | 49.4 |
| Viaduct | tCO2-eq | 7.1 | 5.4 | 15.4 |
| total | tCO2-eq | 23.9 | 26.5 | 64.8 |

* Direct greenhouse gas emissions from corporate vehicle use
* Increase in emissions due to expansion of business areas and increase in corporate vehicles in 2024

305-2
Energy indirect (Scope 2) GHG emissions

 **Indirect greenhouse gas emissions (Scope 2)**

| division | unit | 2022 | 2023 | 2024 |
|----------------------|---------|-------|-------|-------|
| Headquarters factory | tCO2-eq | 206.6 | 296.7 | 262.2 |
| Factory 2 | tCO2-eq | 202.1 | 176.0 | 110.8 |
| Geomdan Factory | tCO2-eq | 0 | 0 | 2.9 |
| Suwon Office | tCO2-eq | 0 | 0 | 1.3 |
| total | tCO2-eq | 408.7 | 472.7 | 377.2 |

* 2024 Business Office Expansion (Geomdan Plant, Suwon Office)
* 2024 Headquarters Plant Solar Power Generation Operation (47kW)

305-4
GHG emissions intensity

 Greenhouse gas intensity (Scope 1, 2)

| division | range | unit | 2022 | 2023 | 2024 |
|-----------------------------------|-----------|------------------------|--------|--------|--------|
| Greenhouse gas emissions | Scope1, 2 | tCO2eq | 432.54 | 499.25 | 442.05 |
| Greenhouse gas emissions per unit | Scope1 | tCO2eq/100 million won | 0.042 | 0.055 | 0.140 |
| | Scope2 | tCO2eq/100 million won | 0.723 | 0.973 | 0.813 |
| | Scope1, 2 | tCO2eq/100 million won | 0.766 | 1.027 | 0.953 |

* Intensity calculation formula: Total greenhouse gas emissions ÷ Sales in the reporting year

305-5
Reduction of GHG emissions

Efforts to reduce greenhouse gas emissions:

1. Indirect emission reduction through the use of solar power in renewable energy projects (efforts to expand the use of renewable energy).
2. Efforts to expand the use of eco-friendly vehicles for corporate vehicles (replacing with 3 hybrid vehicles and 1 electric vehicle).
3. Efforts to reduce power consumption by replacing LED lighting fixtures in the office.
4. Replacement of main equipment facilities with energy-efficient equipment to minimize power consumption (replacing 100HP air compressor with 30HP inverter type).

 Energy Consumption Reduction Status (Scope 2)

| division | detail | unit | 2024 |
|----------------------------------------|------------------|---------------|--------|
| Solar power generation facility (47kW) | Power generation | KWh | 69,274 |
| | Cost savings | A million won | 7.4 |
| | CO2 reduction | kg | 32,233 |

305-6
Emissions of ozone-depleting substances (ODS)

Omission in report

Reason: [Not applicable] YJ Link has no emissions of substances that deplete the ozone layer.

305-7
Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

Omission in report

Reason: [Not applicable] YJ Link does not produce nitrogen oxides, sulfur oxides, or other air pollution-related emissions in its production process.

GRI 306 : Waste 2020

3-3_306
Management of Waste

YJ Link is generating general waste (household waste, ferrous and non-ferrous metals, waste wires, boxes, waste wood, sewage), and entrusting disposal through specialized collection and processing companies. Sewage is publicly entrusted for disposal in the relevant industrial complex. Waste reduction activities such as waste recycling and separate collection are being implemented.

306-1
Waste generation and significant waste-related impacts

YJ Link manages waste generation, storage, transportation, discharge, and treatment at the workplace through designated contractors based on the characteristics of the waste. Additionally, it complies with regulations by obtaining ISO 14001 environmental management system certification and following the relevant manual and procedures.

306-3
Waste generated

 **Status of waste disposal at business sites**

| division | category | unit | 2023 | 2024 | note |
|---------------|-----------------------------------------|------|--------|--------|------------------------|
| General waste | Waste wood | kg | 11,000 | 23,000 | Consignment processing |
| | Scrap iron (non-ferrous) and scrap wire | kg | 6,930 | 5,876 | Consignment processing |
| | total | kg | 17,930 | 28,876 | |

GRI 308 : Supplier Environmental Assessment 2016

| | |
|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3_308 Management of Supplier Environmental Assessment | YJ Link conducts regular evaluations of new and existing partner companies once a year to monitor quality, delivery time, financial status, security, etc. Starting in 2025, ESG evaluation factors (safety, health, environment, compliance, etc.) will be included in the regular assessments. |
|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 308-2 Negative environmental impacts in the supply chain and actions taken | YJ Link will conduct regular evaluations of partner companies starting from 2025, incorporating ESG evaluation criteria (safety, health, environment, society, compliance), and will proceed with improvement measures for insufficient areas based on the evaluation results. |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

GRI Topic. 400

Disclosures

Disclosure Contents

Data Tables

Files

URLs

Business Cases

GRI 401 : Employment 2016

3-3_401

Management of Employment

YJ Link is currently planning a mid- to long-term strategy to develop experts who will lead the future growth of the company, establish and implement various talent recruitment and development programs for individuals and organizations to work together, and is making efforts to recruit global talents with excellent capabilities and potential to secure global business expansion and future growth momentum.

Worker Information Status

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|---------------------------|----------------------------------------------|------------------|------|------|------|
| Total number of employees | Total (Year End) | number of people | 81 | 101 | 99 |
| By age group | under 30 years old | number of people | 15 | 7 | 13 |
| | 30 years old or older but under 50 years old | number of people | 62 | 82 | 79 |
| | 50 years old or older | number of people | 4 | 12 | 7 |
| By employment type | Full-time | number of people | 80 | 99 | 97 |
| | Contract worker | number of people | 1 | 2 | 2 |
| gender | other | number of people | 64 | 76 | 76 |
| | female | number of people | 17 | 25 | 23 |
| By job group | executive | number of people | 40 | 54 | 50 |
| | Technology/Production | number of people | 21 | 22 | 31 |
| By occupation | Research position | number of people | 20 | 25 | 18 |

* Prepared based on the year-end worker list

* Contract workers were omitted from the 2021-2023 reports, so they were re-reflected in the 2025 report.

401-1

New employee hires and employee turnover

accession

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|--------------------|-------------------------|------------------|------|------|------|
| By employment type | Full-time (new hire) | number of people | 8 | 19 | 6 |
| | Full-time (experienced) | number of people | 16 | 19 | 25 |
| | Contract worker | number of people | 1 | 1 | 1 |
| gender | other | number of people | 18 | 26 | 25 |
| | female | number of people | 7 | 13 | 7 |
| By age | Under 30 | number of people | 5 | 8 | 5 |
| | Under 30~40 years old | number of people | 15 | 19 | 11 |
| | Under 40~50 years old | number of people | 4 | 12 | 13 |
| | Over 50 | number of people | 1 | 0 | 3 |

Job change status

| division | unit | 2022 | 2023 | 2024 |
|--------------------------------|------------------|------|------|------|
| Retirees (all) | number of people | 21 | 19 | 34 |
| Turnover rate (annual average) | % | 2.1 | 1.8 | 2.7 |

401-2
Benefits provided to full-time employees that are not provided to temporary or part-time employees

YJ Link provides various welfare benefits to help employees maintain a healthy physical and mental state and focus on their work.

 Welfare system

| division | detail | note |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Health Care | In-house gym operation, men's and women's lounge operation, rooftop futsal court, general health checkup, comprehensive checkup support (for those aged 40 or older), etc. | |
| Motivation | In-house dormitory operation, in-house restaurant operation, long-term service award system, year-end awards, support for affiliated resort benefits (Sono Hotel & Resort) and vacation facilities, birthday gift certificates, holiday gifts, foundation anniversary gifts, performance-based pay, in-house cafeteria operation, support for employee tuition, 3 days of summer vacation (paid), leadership training by position | |
| Family happiness | Payment of bereavement leave and bereavement allowance, congratulatory money for children's admission, support for children's college tuition, family care leave, childcare leave, maternity leave, pregnant woman protection system, etc. | |

401-3
Parental leave

 Parental leave status

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|------------------------------------------------|---------------------|------------------|------|------|------|
| Spouse Parental Leave User | Number of users | number of people | 4 | 2 | 2 |
| | Returning Personnel | number of people | 4 | 2 | 2 |
| | Return rate | % | 100 | 100 | 100 |
| Parental leave users | male | number of people | 2 | 0 | 0 |
| | female | number of people | 0 | 1 | 1 |
| Person planning to return from childcare leave | male | number of people | 1 | 0 | 0 |
| | female | number of people | 0 | 0 | 1 |
| Returning to work after parental leave | male | number of people | 1 | 0 | 0 |
| | female | number of people | 0 | 0 | 1 |
| Return to work rate after parental leave | male | % | 100 | 0 | 0 |
| | female | % | 0 | 0 | 100 |

* Return to work rate after childcare leave (those who returned to work after childcare leave/those who plan to return after childcare leave)

* 2023 ~ 2024, 1 female employee used for 2 years

GRI 402 : Labor/Management Relations 2016

| | |
|--------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3_402 Management of Labor/Management Relations | YJ Link operates a labor-management council based on the Labor-Management Cooperation Act. Worker and employer representatives meet quarterly to enhance welfare benefits and working conditions through improved communication and write meeting minutes. |
|--------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

GRI 403 : Occupational Health and Safety 2018

3-3_403
Management of Occupational Health and Safety

YJ Link prioritizes safety and health matters in all policies at the workplace and aims to comprehensively apply relevant policies to all stakeholders within the scope of business impact, including employees. This is because safety and health issues are considered significant risks that can occur in actual industrial sites, not only due to the strengthening of domestic safety and health-related laws and the enforcement of the Act on the Punishment of Violences and Accidents. The company seeks to actively respond to changes in the domestic and international business environment by obtaining ISO 45001 certification for its safety and health management system and strengthening the system. Regular safety and health training, monthly safety and health improvement activities, quarterly industrial safety and health committee meetings, and quarterly subcontractor consultations are conducted to ensure thorough safety and health at the workplace.

403-1
Occupational health and safety management system

YJ Link actively responds to changes in domestic and international business environments by acquiring and strengthening ISO 45001 certification, a global standard for occupational health and safety management systems. Additionally, it makes efforts to discuss and improve workplace safety issues by holding quarterly industrial safety and health committee meetings and monthly subcontractor coordination meetings.

- [ISO 45001 Occupational Health and Safety Management System](#)
- [YJ Link Safety and Health Management Policy](#)
- [Safety Management Promotion Plan \(YJ Link\)](#)
- [YJ Link Health Management Business Plan](#)
- [YJ Link Industrial Safety and Health Management Regulations](#)

403-2
Hazard identification, risk assessment, and incident investigation

YJ Link conducts risk assessments involving all employees at least once a year for the health and safety of its employees, and identifies and improves harmful risk factors through monthly safety manager inspections.

Risk Assessment 2024

| division | Risk factors (risk scale score of 3 or higher) | Improvement points | Improvement rate |
|-----------------|------------------------------------------------|--------------------|------------------|
| Risk assessment | 5 cases | 5 cases | 100% |

Occupational Safety and Health Status

| division | unit | 2024 | note |
|------------------------------------|-----------------------------------|------|-------------------|
| Safety accident occurs | Number of cases | 0 | |
| Occurrence of a safety accident | Disaster rate | 0 | |
| Regular safety and health training | Implementation (case) | 12 | 2 hours per month |
| | Implementation rate (%) | 100% | |
| New Recruitment Training | Target audience | 29 | |
| | Implementation rate (%) | 100% | |
| Management and supervisor training | Target audience | 2 | |
| | Implementation rate (%) | 100% | |
| Health checkup | Subjects for examination (people) | 96 | |
| | Examinee (name) | 95 | |
| | Unidentified person (name) | 1 | |

- [YJ Link Risk Assessment](#)
- [Risk Assessment Implementation Plan](#)
- [YJ Link Education Management Ledger \(2024\)](#)
- [Industrial Accident Rate Certificate](#)

403-3
Occupational health services

YJ Link conducts basic health management counseling for employees by visiting a healthcare company every month to promote and maintain employee health. They also conduct annual employee health check-ups and provide various health benefits such as operating an in-house gym and futsal field, fully supporting comprehensive health check-ups for employees over 40, and offering partial cost support for those under 40. They strive to provide various programs and support benefits to continuously enhance employee welfare.

 Health Care Benefits and Support

| division | Key Contents | note |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Creating a healthy work environment | <ul style="list-style-type: none"> • Creating a pleasant environment in the office (installing air purifiers and air sterilizers, antibacterial agents) • Providing ergonomic comfort for office furniture and computer equipment to prevent musculoskeletal diseases | |
| Physical and health promotion space | <ul style="list-style-type: none"> • Operation of in-house gym to improve employees' physical strength • Operation and activities of in-house futsal court | |
| Nutritional Health Care | <ul style="list-style-type: none"> • In-house cafeteria provides balanced nutritional meals • Special meals provided at least once a month | |
| Health check-up provided | <ul style="list-style-type: none"> • Health management consultation once a month • Health checkups for employees once a year • Benefits of supporting the cost of comprehensive health checkups for employees | |

403-4
Worker participation, consultation, and communication on occupational health and safety

YJ Link holds quarterly and monthly committees through the operation of the Industrial Safety and Health Committee and subcontractor council to maintain a healthy and safe working environment for employees and partner companies. The main agenda includes discussions and reflections on industrial accident prevention, safety and health activities, and overall safety and health management. Additionally, it shares the safety and health management policy with internal partner companies, conducts safety inspections related to subcontracting, and holds meetings with partner companies at least once a month to promote communication and cooperation.

 2024 Industrial Safety and Health Committee held

| division | Episode (date) | Main agenda | Number of attendees | Attendance rate |
|-------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------|
| 1st quarter | 1st (2024.01.17) | <ul style="list-style-type: none"> Confirmation of the establishment of the 24-year annual safety and health plan Confirmation of changes to the industrial safety and health management regulations | <ul style="list-style-type: none"> Company side: 5 people Worker side: 5 people | 100% |
| 2nd quarter | 2nd (2024.04.24) | <ul style="list-style-type: none"> Conducting regular risk assessments for 24 years Construction work on the Severe Accident Punishment Act | <ul style="list-style-type: none"> Company side: 5 people Worker side: 5 people | 100% |
| 3rd quarter | 3rd (2024.07.18) | <ul style="list-style-type: none"> Summer heat-related illness prevention education Discussion of health management and safety management measures during the rainy season | <ul style="list-style-type: none"> Company side: 5 people Worker side: 5 people | 100% |
| 4th quarter | 4th (2024.10.16) | <ul style="list-style-type: none"> Planning and carrying out 24-year health checkups for office workers Strengthening and re-inspecting safety management in the workplace Inspecting the workplace of Plant 2 | <ul style="list-style-type: none"> Company side: 5 people Worker side: 5 people | 100% |

 2024 Partner Council to be held

| division | Target | Number of attendances at council meetings |
|--------------------|----------------|-------------------------------------------|
| Contractor | CEO of YJ Link | Held once a month (total of 12 times) |
| Supplier (partner) | Partner | Held once a month (total of 12 times) |

403-5
Worker training on occupational health and safety

YJ Link provides a safe workplace for workers and conducts annual safety and health education to raise awareness of potential workplace accidents.

 Safety and health training content

| division | Training hours | Number of training sessions | Target |
|------------------------------------|-------------------------------------------------------------|--------------------------------------------|----------------------------------------------|
| Regular safety and health training | 2 hours per month (6 hours per quarter) | 12 times (monthly) / 2 times per month | Full-time employee |
| New Recruitment Training | 8 hours a day when hired | Conducted every time a new hire is hired | New Employees |
| Special safety and health training | 12 hours within 3 months after the first 4 hours | Limited to the worker in question | Crane, pressure vessel users |
| Management and supervisor training | 16 hours once a year (8 hours for accident-free workplaces) | Once a year | Group training for 2 or more people per year |
| Forklift Operator Training | 21 hours or more per session | First time / Retraining once every 3 years | Forklift User (1 person) |

403-6
Promotion of worker health

YJ Link supports employee health management and promotion by providing an in-house gym, futsal field, dedicated rest area, monthly health counseling, etc. It selects and manages employees for follow-up based on the results of annual employee health check-ups to maintain their health management.

 Health Care Benefits and Support

| division | Key Contents | note |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Creating a healthy work environment | <ul style="list-style-type: none"> • Creating a pleasant environment in the office (installing air purifiers and air sterilizers, antibacterial agents) • Providing ergonomic comfort for office furniture and computer equipment to prevent musculoskeletal diseases | |
| Physical and health promotion space | <ul style="list-style-type: none"> • Operation of in-house gym to improve employees' physical strength • Operation and activities of in-house futsal court | |
| Nutritional Health Care | <ul style="list-style-type: none"> • In-house cafeteria provides balanced nutritional meals • Special meals provided at least once a month | |
| Health check-up provided | <ul style="list-style-type: none"> • Health management consultation once a month • Health checkups for employees once a year • Benefits of supporting the cost of comprehensive health checkups for employees | |

 Status of health checkup implementation

| division | unit | 2022 | 2023 | 2024 |
|---------------------------------------------------|------------------|------|------|------|
| All subjects | number of people | 76 | 84 | 95 |
| Examinee | number of people | 72 | 83 | 92 |
| Excluded (overseas long-term business trip, etc.) | number of people | 4 | 1 | 3 |

403-7
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

YJ Link is making efforts to identify the main risks of safety and health issues in the workplace in order to improve and reduce risks.

- We conduct safety and health education for all employees to ensure workplace health and safety, and conduct risk assessments to eliminate risk factors, focusing on ensuring workplace safety.
- We strive to visually inform workers of risk factors and provide protective equipment by attaching safety signs in each hazardous area.
- Through safety and health consulting according to the Occupational Safety and Health Act, we have identified and improved deficiencies in the workplace.
- By obtaining and maintaining ISO 45001 certification for the safety and health management system, we are committed to establishing a management system for safety and health management.

- [Safety Management Promotion Plan \(YJ Link\)](#)
- [YJ Link Health Management Business Plan](#)
- [YJ Link Risk Assessment](#)

403-8
Workers covered by an occupational health and safety management system

Occupational Health and Safety Management System (ISO 45001:2018) Certification

| division | Scope of certification | period |
|-------------------------------|-------------------------------------------------------------------------------|-----------------------|
| Certification validity period | Design, development and manufacturing of SMT and factory automation equipment | 2023.03.24~2026.03.23 |

- [ISO 45001 Occupational Health and Safety Management System](#)

403-9
Work-related injuries

Industrial Accident Status Table

| division | Target | unit | 2022 | 2023 | 2024 |
|------------------------------------------------------------|-------------|------------------|------|------|------|
| Number of disaster victims | Employees | number of people | 0 | 0 | 0 |
| | Partner | number of people | 0 | 0 | 0 |
| Number of injuries (death + serious injury + minor injury) | Employees | number of people | 0 | 0 | 0 |
| | Partner | number of people | 0 | 0 | 0 |
| Number of major disasters | Employees | number of people | 0 | 0 | 0 |
| | Partner | number of people | 0 | 0 | 0 |
| Industrial accident rate | head office | % | 0 | 0 | 0 |

403-10
Work-related ill health

Work-related disease status table

| division | Target | unit | 2022 | 2023 | 2024 |
|------------------------------------|-----------|------|------|------|------|
| Occurrence of occupational disease | Employees | case | 0 | 0 | 0 |
| | Partner | case | 0 | 0 | 0 |
| Incidence rate | Employees | % | 0 | 0 | 0 |
| | Partner | % | 0 | 0 | 0 |

GRI 404 : Training and Education 2016

3-3_404
Management of Training and Education

YJ Link provides education for employees such as legal compliance, ethics, ESG, and other training, and is in the preparatory stage to establish a systematic employee training program starting in 2025 to be reflected in future performance evaluations.

 2024 Employee Training Status

| division | Training name | period | unit | Number of trainees | note |
|----------------------------|------------------------------------------------------|-----------------------|------------------|--------------------|-----------------------------------------------------------------|
| Legally required education | Regular safety and health training | 24.01~24.12(12 times) | number of people | 1,197 | Self-education |
| | New Recruitment Training | 24.01~24.12 | number of people | 29 | Self-education |
| | Management and supervisor training | 24.05.09 | number of people | 2 | Educational institution: Industrial Safety Technology Institute |
| | Fire Safety Training | 24.11.25 | number of people | 98 | Educational institution: Barun Enterprise Education Association |
| | Sexual Harassment Prevention Training | 24.11.25 | number of people | 98 | Educational institution: Barun Enterprise Education Association |
| | Disability Awareness Improvement Training | 24.11.25 | number of people | 98 | Educational institution: Barun Enterprise Education Association |
| | Workplace Bullying Training | 24.11.25 | number of people | 98 | Educational institution: Barun Enterprise Education Association |
| | Personal information protection training | 24.11 | number of people | 21 | Online education |
| ESG Education | ESG School ESG General Education | 24.06~24.08(6 times) | number of people | 2 | Educational institution: Daegu Chamber of Commerce and Industry |
| Basic education | Internal Information Management Regulations Training | 24.04~24.12 | number of people | 121 | Self-education |
| | Listing Support Training | 24.03 | number of people | 3 | Online education |

404-1

Average hours of training per year per employee

📊 Employee training hours in 2024

| division | item | unit | 2024 |
|-----------------------------------|------------------------------|------------------|-------|
| Type of education | Total number of trainees | number of people | 1,767 |
| | Legally required education | number of people | 1,641 |
| | ESG Education | number of people | 2 |
| | Other Education | number of people | 124 |
| Training hours | Total training hours | hour | 3,239 |
| | Legally required education | hour | 3,041 |
| | ESG Education | hour | 44 |
| | Other Education | hour | 154 |
| Average training hours per person | Total average training hours | hour | 1.8 |
| | Legally required education | hour | 1.9 |
| | ESG Education | hour | 22 |
| | Other Education | hour | 1.2 |

* Excluding legal education and company basic mandatory education (ethics education, internal information education, listing-related education)

GRI 405 : Diversity and Equal Opportunity 2016

3-3_405
Management of Diversity and Equal Opportunity

YJ Link establishes an organizational culture that respects diversity and complies with relevant laws to ensure fair recruitment. There are no discriminatory requirements based on nationality, age, gender, disability, etc., and efforts are made to recruit talent suitable for the job. YJ Link is actively hiring people with disabilities to create job opportunities for socially disadvantaged individuals, with no discrimination against them in the recruitment process.

1. Respect for Diversity

- Providing equal opportunities for individuals with diverse characteristics such as race, gender, age, sexual orientation, etc.
- Making efforts to create an environment where all employees are respected and treated without discrimination.
- Having decision-making processes that reflect the perspectives of diverse individuals.

2. Equal Opportunity Provision

- Recruiting the most suitable person for the job without considering gender, age, race, disability, etc., in the recruitment process.
- Providing fair training and development opportunities to all employees.
- Planning to improve performance evaluation and reward systems by 2025 to ensure fairness.

3. Efforts to Prohibit Discrimination

- Complying with employment rules to ensure that individuals are not treated unfairly based on personal characteristics such as gender, race, age, religion, disability, etc.

4. Building an Inclusive Organizational Culture

- Making efforts to ensure that the voices of individuals with diverse backgrounds are reflected in job roles and responsibilities.

405-1
Diversity of governance bodies and employees

 **Current status of head office staff**

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|--------------------|-----------------------|------------------|------|------|------|
| By employment type | Full-time | number of people | 80 | 99 | 97 |
| | Contract worker | number of people | 1 | 2 | 2 |
| gender | male | number of people | 64 | 76 | 76 |
| | female | number of people | 17 | 25 | 23 |
| By age | under 30 years old | number of people | 15 | 7 | 13 |
| | 30s | number of people | 36 | 42 | 39 |
| | 40s | number of people | 26 | 40 | 40 |
| | 50s | number of people | 3 | 11 | 6 |
| | 60 years old and over | number of people | 1 | 1 | 1 |

*Written based on the worker list

 **accession**

| division | Category 1 | unit | 2022 | 2023 | 2024 |
|--------------------|-------------------------|------------------|------|------|------|
| By employment type | Full-time (new hire) | number of people | 8 | 19 | 6 |
| | Full-time (experienced) | number of people | 16 | 19 | 25 |
| | Contract worker | number of people | 1 | 1 | 1 |
| gender | other | number of people | 18 | 26 | 25 |
| | female | number of people | 7 | 13 | 7 |
| By age | Under 30 | number of people | 5 | 8 | 5 |
| | Under 30~40 years old | number of people | 15 | 19 | 11 |
| | Under 40~50 years old | number of people | 4 | 12 | 13 |
| | Over 50 | number of people | 1 | 0 | 3 |

405-2

Ratio of basic salary and remuneration of women to men

 Average salary and ratio of women to men

| division | unit | 2022 | 2023 | 2024 |
|--------------------------------------|---------------|------|------|------|
| Average salary per male | A million won | 41.2 | 46.1 | 52.7 |
| Average salary per woman | A million won | 36.6 | 41.4 | 42.3 |
| Average salary ratio of women to men | % | 88.8 | 89.8 | 80.2 |

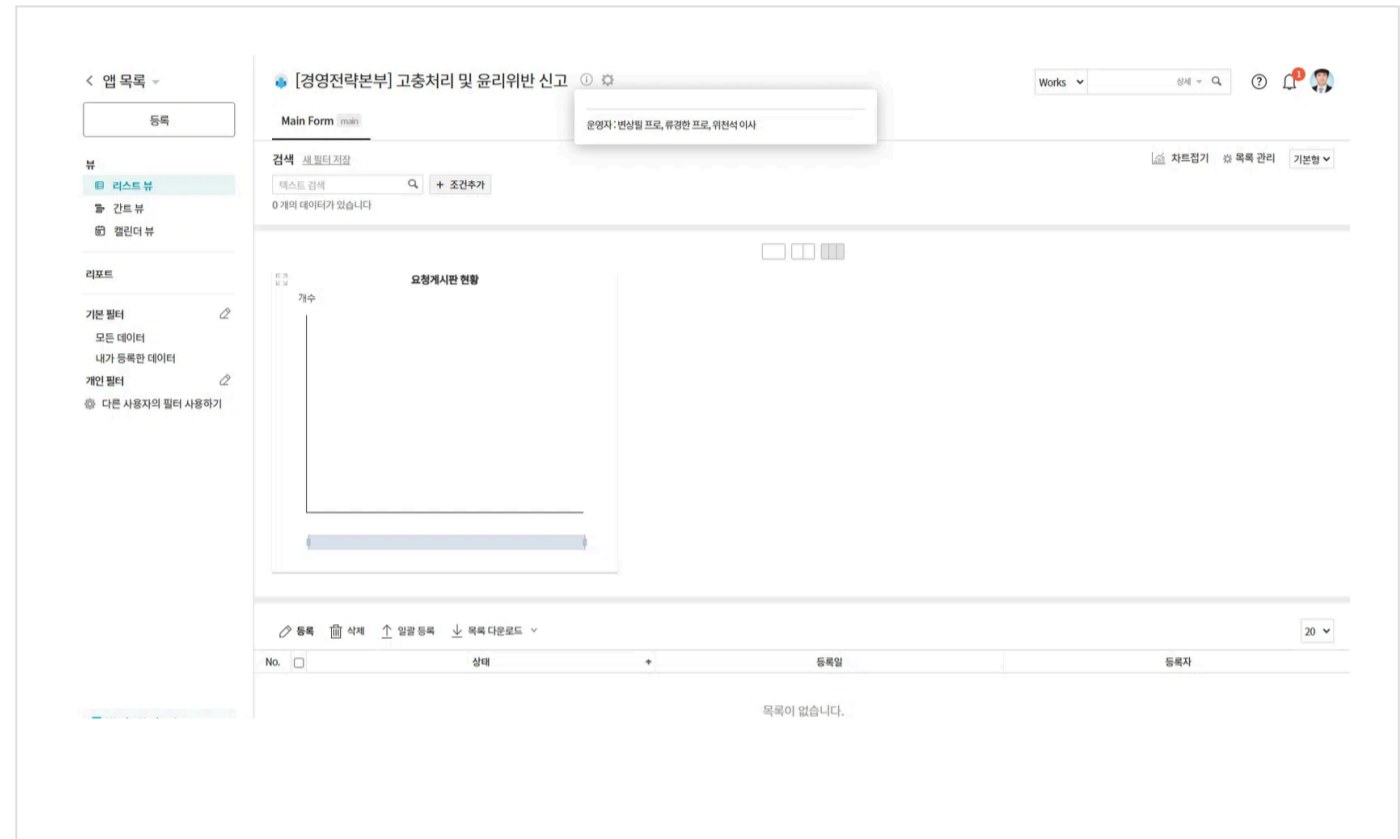
GRI 406 : Non-discrimination 2016

3-3_406
Management of Non-discrimination

YJ Link specifies its non-discrimination policy based on human rights labor standards, cooperation partner code of conduct, employment regulations, etc., and handles discrimination cases through internal complaint channels, internal website, and offline channels in accordance with procedures.

- [Grievance Handling Committee Regulations](#)
- [YJ Link Code of Ethics](#)
- [YJ Link Human Rights Labor Standards and Policies](#)
- [YJ Link Business Partner Code of Conduct](#)
- [YJ Link Employment Rules](#)

Status of internal groupware complaints handling and ethics violation reporting



406-1
Incidents of discrimination and corrective actions taken

YJ Link did not experience any incidents of discrimination during the reporting period.

Discrimination Cases in 2024

| division | unit | 2024 | note |
|------------------------------------------|------|------|------|
| Number of confirmed discrimination cases | case | 0 | |
| Number of actions | case | 0 | |

GRI 408 : Child Labor 2016

| | |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3_408 Management of Child Labor | YJ Link specifies a policy and regulations prohibiting child labor based on human rights labor standards, supplier code of conduct, and employment rules. |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 408-1 Operations and suppliers at significant risk for incidents of child labor | Omission in report Reason: [Not applicable] No issues reported during the reporting period. |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

GRI 409 : Forced or Compulsory Labor 2016

| | |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3_409 Management of Forced or Compulsory Labor | YJ Link specifies policies and regulations related to forced labor based on human rights labor standards, supplier code of conduct, and employment rules. |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Omission in report Reason: [Not applicable] No issues reported during the reporting period. |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

GRI 413 : Local Communities 2016

3-3_413
Management of Local Communities

YJ Link began its social contribution activities in collaboration with local community organizations and groups in 2024 to fulfill its corporate social responsibility of coexisting and prospering with the local community. The company continues to strive to coexist and prosper with the local community every year.

413-1
Operations with local community engagement, impact assessments, and development programs

Status of social contribution activities in 2024

| division | date | detail | unit | Number of participants | Sponsorship details |
|----------------|----------|--------------------------------------------------------|------------------|------------------------|----------------------------------------------------------------|
| Volunteer work | 24.07.06 | Support for free meal centers and donation of supplies | number of people | 26 | Food and beverage sponsorship (1.22 million won) |
| | 24.11.02 | Support and sponsorship of kimchi sharing events | number of people | 24 | Sponsorship of Kimchi Ingredients and Supplies (4 million won) |

2024 Social Contribution Activities



24.07.06
(대구 희망의집 경로 급식소)



24.11.02
(김장나눔 행사)

GRI 416 : Customer Health and Safety 2016

3-3_416

Management of Customer Health and Safety

YJ Link conducts thorough checks on commissioning and testing to ensure that equipment meets quality and safety standards for customer satisfaction. They supply equipment that meets quality and safety specifications by obtaining ISO 9001, ISO 45001, and ISO 14001 certifications, as well as CE certification for exporting to European companies. Additionally, they are insured with Product Liability Insurance (PL) to minimize customer damages and provide safe equipment.

 [ISO 45001 Occupational Health and Safety Management System](#)

 [ISO14001 Certificate](#)

 [ISO 9001 Certificate](#)

 [Product Liability Insurance \(PL\)](#)

GRI 418 : Customer Privacy 2016

3-3_418

Management of Customer Privacy

YJ Link values customers' personal information as a precious asset and utilizes technological and physical means to securely manage personal information. To enhance continuous information protection and security, security checks are periodically conducted through security management regulations and computer management regulations, and regular personal information protection and security education is provided to raise security awareness. In addition, internal databases are automatically encrypted, and documents exported are managed through trade secret regulations. Unauthorized external access is automatically blocked, and ransomware is monitored in real-time. As a result, there were no cases of personal information protection violations or data loss during the reporting period.

[Computer Management Regulations](#)

[Security Management Regulations](#)

418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

[Status of privacy breaches and data loss cases](#)

| division | unit | 2024 | note |
|-------------------------------------|------|------|------|
| Complaints about privacy violations | case | 0 | |
| Data Loss Complaint Cases | case | 0 | |
| Action details | case | 0 | |

