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UN GLOBAL COMPACT

Since december 2023
YJ Link Joins the UN Global Conpact.

We have complied whth ptincilpes in the areas of human rights, labor, environment and anti-corruption.

2026 YJ LINK

Sustainability Report

2025-01-01 ~ 2025-12-31

YJ LINK

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Statement of Use	YJ Link Co.,Ltd. has reported in accordance with the GRI Standards for the period '2025-01-01 ~ 2025-12-31'
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently not applicable

Universal Standards

GRI 2. General Disclosures

Disclosures	Disclosure Contents
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. 2026 YJ LINK Sustainability Report_Independent Assurance Statement_ENG_vfin 2026 와이제이링크 지속가능경영보고서_검증의견서_KOR_vfin

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.
	Wicheonseok	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.
	Wicheonseok	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	• 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	• 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	• Deliberation and resolution on resolution matters • Report to the board of directors in case of compensation that seriously violates laws or regulations
ESG Committee	• Review of major management issues related to ESG and advice on business plans • Support for communication with external stakeholders
Grievance Committee	• 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	• Establishment of ESG Committee and Appointment of Chairperson	2024-01-05
ESG Council	• Regarding the implementation of YJ Link's social contribution activities • Regarding the formation of the ESG Council	2024-06-25
	• 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
	• 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

Grievance Handling Committee Regulations

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.

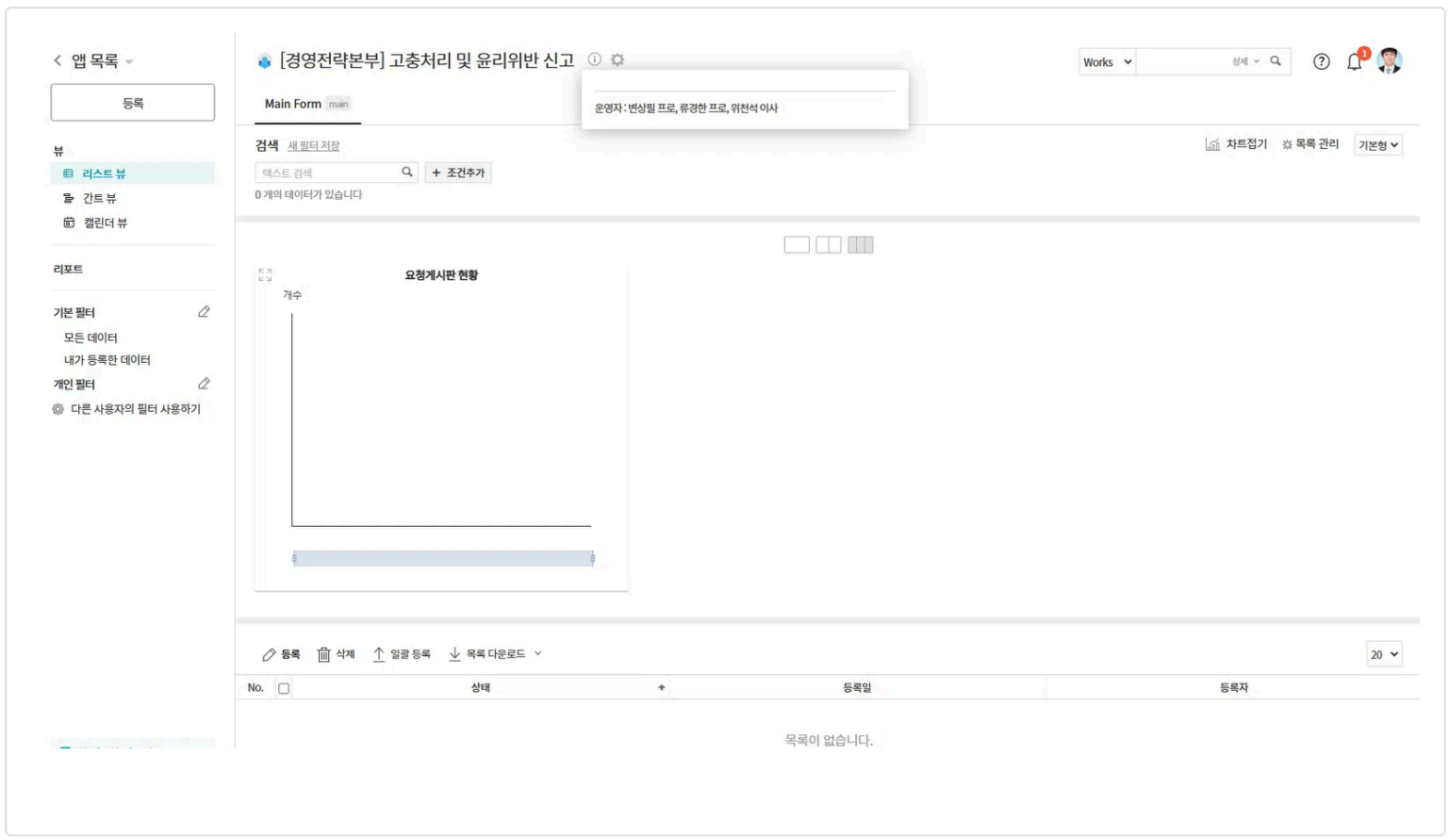
For the internal employee grievance handling system, processing procedures are carried out through the internal groupware. The board of directors establishes an audit committee, which meets at least once a year and as needed, to conduct management audits, operational audits, financial audits, compliance 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	• Education and training and capacity development • Improving employee satisfaction (system) • Strengthening human rights management system • Expanding employee participation • Strengthening environment and safety and health	• Labor-Management Council • Weekly Communication Meeting • Internal Groupware • Executive Communication Meeting • Executive-Employee Meeting and Interview	• 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	• Improving corporate governance • Considering shareholder value, etc.	• Shareholders' Meeting and Board of Directors • Public Disclosure and IR • Homepage	• IR (conducting corporate briefing sessions) • Information disclosure and channel diversification • Diversification of business areas and expansion of overseas corporations
Overseas Corporation/Partner	• Strengthening product stability • Strengthening supplier quality management • Strengthening communication with overseas corporations/partners	• Video conferencing and in-house groupware • Partner cooperation council (council)	• Monthly implementation of the Partner Council • Partner ethics compliance pledge and confidentiality compliance pledge • Video education and participation of overseas partners
Client	• Enhancing product stability • Improving customer satisfaction and quality levels	• Exhibition • Information channels (homepage, news, SNS, ESG report) • Customer survey	• Identifying areas for improvement through customer surveys • Research to enhance product quality and technological competitiveness
Local Officials	• Participation in community social contribution activities • Vitalization of the local community economy	• Social contribution activities • Media reports and MOU • Information channels (homepage, SNS, ESG report)	• 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

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.

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	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	1. Strengthening the ISO45001 Occupational Health and Safety Management System 2. Strengthening Occupational Health and Safety Education for Employees and Partners	1. Maintaining and post-certification qualifications 2. Managing training completion rates
Environmental Management	1. Strengthening global environmental regulations and issues 2. Expanding the use of eco-friendly products and eco-friendly materials	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	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	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	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	1. RE100 Implementation Roadmap 2. CBAM Training and Data Collection
Ethical Management	1. Establishment of an ethical corporate culture for internal and external stakeholders 2. Prevention of corporate corruption and violation of ethics compliance issues	1. Implement ethics education for all employees and strengthen ethical awareness 2. Strengthen ethical compliance pledges and practices for partner companies	1. Ethics Compliance Pledge 2. Management of Ethics Education Completion Rate
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

Topic Standards Disclosures

Disclosures	Disclosure Contents

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	• 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	• 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	• 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	• 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	• 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

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 Compliance Pledge

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

Disclosures	Disclosure Contents

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 (Geumdan 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	• 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	• 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	• 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 (Geumdan 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]

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

Omission in report

Reason: [Not applicable]

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.

ISO14001 Certificate

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.

Disclosures | Disclosure Contents

GRI 401 : Employment 2016

3-3_401
Management of Employement

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

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

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

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.

ISO 45001 Occupational Health and Safety Management System

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	• 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	• Operation of in-house gym to improve employees' physical strength • Operation and activities of in-house futsal court	
Nutritional Health Care	• In-house cafeteria provides balanced nutritional meals • Special meals provided at least once a month	
Health check-up provided	• 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)	• Confirmation of the establishment of the 24-year annual safety and health plan • Confirmation of changes to the industrial safety and health management regulations	• Company side: 5 people • Worker side: 5 people	100%
2nd quarter	2nd (2024.04.24)	• Conducting regular risk assessments for 24 years • Construction work on the Severe Accident Punishment Act	• Company side: 5 people • Worker side: 5 people	100%
3rd quarter	3rd (2024.07.18)	• Summer heat-related illness prevention education • Discussion of health management and safety management measures during the rainy season	• Company side: 5 people • Worker side: 5 people	100%
4th quarter	4th (2024.10.16)	• 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	• 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	• 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	• Operation of in-house gym to improve employees' physical strength • Operation and activities of in-house futsal court	
Nutritional Health Care	• In-house cafeteria provides balanced nutritional meals • Special meals provided at least once a month	
Health check-up provided	• 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

Industrial Accident Rate Certificate

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	24.1125	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

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

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

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

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	YJ Link Business Partner Code of Conduct

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.

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	

2026 YJ LINK Sustainability Report