

# CSR

# REPORT



**Corporate Social Responsibility  
Report**

## 2024 ILJIN Slovakia CSR Report

Date: 9th of May, 2025

# About this Report

## ◆ Overview

This is sustainability report by ILJIN Slovakia. (hereinafter also referred to as “ILJIN” or “we”) published by ILJIN, and includes the performances and plans for our economic, environmental, and social governance. We intend to communicate transparently with various stakeholders by publishing annual sustainability reports from 2024.

## ◆ Scope and Boundary of the Report

The scope of this report is all domestic establishments of ILJIN Slovakia. Environmental, Social and Governance performance is based on data collected from the factory as a place of business.



## ◆ Reporting Standards

This report has been prepared in reference with the GRI (Global Reporting Initiative) Standards (2021), IWA 48:2024 Framework for implementing environmental, social and governance (ESG) principles, and collected in accordance with ILJIN's internal standards and processes related to sustainability management.

## ◆ Reporting Period

This report covers the period from 1.Jan 2024 to 31.Dec 2024, with part of the content associated with activities conducted in prior to 2024. Quantitative data includes data from the last three years to enable time series trend analysis.

## ◆ Contact

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# Content

## INTRODUCTION

CEO'S Message	3
Management Philosophy	5
Company Profile	6

## SUSTAINABILITY PERFORMANCE

Governance	19
Risk Management	20
Ethic & Legal Management	21
Supplier Win-Win Growth	32
Communication with Stakeholder	33
Sustainable Growth for a Greener Future: Strengthening Our ESG Commitment	34
Double materiality topics	38
Environment Management	40
Social Contribution and community value creation	51
Friendly Coexistence	52
Activities to increase awareness about ILJIN Slovakia	54
Safety and Health Management	55
Responsible value chain performance	67

## KPI

Performance	68
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## APPENDIX

GRI INDEX	70
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## ◆ ILJIN Corp President Message



ILJIN Corp.  
President & CEO Gyung-Soo Lee

“ Dear Respected Stakeholders, We extend our gratitude to each and every one of you for your unwavering trust and support for ILJIN Corp. as we have issued the 2023 Sustainability Report accordingly.”

Dear Respected Stakeholders, the world has been suffering as COVID-19 persistently lingers globally. Also global semiconductor supply issues, inflation of raw material prices and logistics disruptions heightens uncertainties. These coexist with unpredictable economic variables and challenges. To pursue sustainable growth in the face of such headwinds and external uncertainties, we have created the economic, environmental and social values and tried to make a better future in partnership with all our stakeholders.

We are establishing a transparent governance structure through strict ethical and compliance management and has acquired the Environmental Management System Certification (ISO 14001) as a company wide attempt for eco-friendly management. We have put an effort into reducing carbon emissions and managing harmful materials for environment. Especially we have established the road-map of carbon neutrality “up to 2030 60%, up to 2040 100%”and built the governance to plan and implement it. To manage integrated and preemptive management as well as reflect E.S.G Management, we keep endeavoring on challenges and transitions.

We ask our respectable stakeholders to continue supporting and paying attention to our challenges aiming at expanding social value through ESG Management and actively practicing eco-Friendly with , social responsibility, ethical management for coexistence. With the supports, we shared growth not only between humans and nature but the communities. Sincerely appreciate your unwavering trust and support once again. Thank you.

ILJIN Corp, President & CEO Gyung-Soo Lee

## ◆ ILJIN Slovakia executive managing director Message



ILJIN SLOVAKIA  
CEO Ye-Hwan KIM

Dear shareholders and valued customers,

Since its establishment in 2005, Iljin Slovakia has been striving to satisfy customers, shareholders, and employees, while fostering cooperation with the local community.

Currently, we are adopting ESG (Environmental, Social, Governance) management as a core strategy to achieve responsible management for a sustainable future.

In the Environmental sector, we are implementing eco-friendly management by reducing carbon emissions, increasing resource efficiency, and utilizing eco-friendly products to lead the fight against climate change. We have established and are progressing with a roadmap to achieve 100% carbon neutrality by 2039, creating sustainable value for future generations.

In the Social sector, we prioritize mutual prosperity with our partners, local communities, and employees. We are building a Good Working Place to create a safe and happy company together with our stakeholders, and we are expanding various social contribution activities to create social value.

In terms of Governance, we are enhancing corporate credibility through transparent decision-making and responsible management. With the trust of our stakeholders and valued customers, we aim to maximize long-term corporate value.

Our company is committed to establishing a foundation for sustainable growth through ESG management and to evolving into a company that grows together with future generations. We sincerely ask for your continued interest and support.

ILJIN SLOVAKIA s. r. o. C.E.O. YE-HWAN KIM



# ◆ ILJIN Slovakia Management Philosophy

## ◆ WORLD CLASS ILJIN

ILJIN Corp. produces and supplies Chassis and Suspension components of vehicles such as Control Arm, Stabilizer Link, Ball Joint etc. to world wide clients. Especially ILJIN has expanded its R&D centers with a network connecting Korea, the U.S. and Germany. This network allows us to respond to our customers on a 24/7 real time basis.

We aim at World Class ILJIN by striving for the highest level of customer with innovative technologies, creative and promising thinking through ESG Management.

**More Creative  
More Innovative,  
Excellence in Chassis**

## ◆ CULTURE OF ILJIN

### ✓ Innovation

- Creative activities to pioneer new fields
- New ideas and practices to inspire market change
- Future-oriented thinking for continuous improvement

### ✓ Teamwork

- Spirited teamwork to achieve our common objectives
- Sharing information amongst team members, departments and within the corporation
- Mutual cooperation and collaboration facilitate rapid, high quality solutions

### ✓ Make it happen

- Perform all work with professionalism and commitment
- Challenge ourselves to achieve organizational goals
- Do our utmost towards customer satisfaction



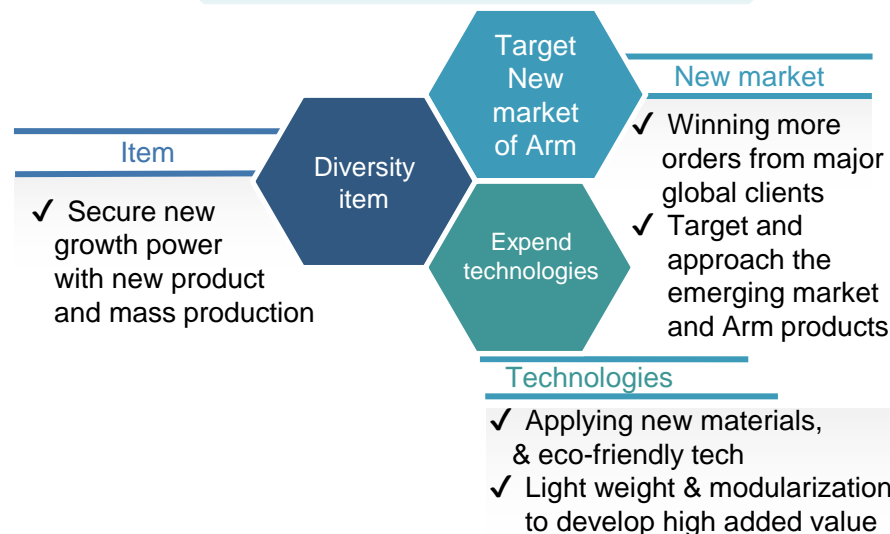
## ◆ VISION

We are taking a step forward to become a world-class corporation that actualizes the best customer values through fostering creative Persons, developing innovative technology, communication and cooperation.



### Goals for Growth

Consolidated Sales  
**KRW 1.5 trillion** (2027Y)



# ◆ Company Profile [ILJIN Group]

## 1. ILJIN Group Headquarters (Samseong-dong, Seoul)



- Establishment : 1973. 7. 1
- Number of corporations : 5 Domestic, 13 Overseas
- Sales plan: KRW 3.9 trillion (2023)
- Number of employees : 6,172

### • Key History

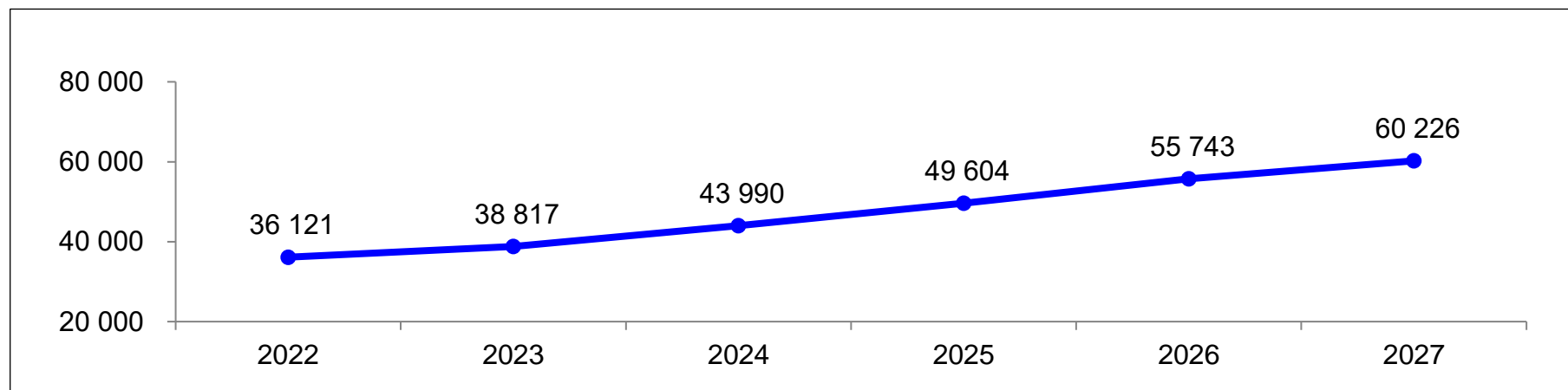
- 73. 07. Establishment of ILJIN Trading
- 78. 12. Establishment of Iljin Forging (currently Iljin Bearing)
- 94. 01. Started wheel bearing business (2nd generation)
- 00. 04. Independent development of 3rd generation wheel bearings
- 01.11. 3rd generation wheel bearing selected as next-generation first-class product
- 13. 06. Completion of Bearing Art Yeongju Factory
- 14. 09. Establishment of ILJIN USA R&D Center
- 16. 01. Establishment of ILJIN GmbH R&D Center
- 18. 12. Establishment of FRANKFURT R&D & Sales Office

### • Recent Awards Status

- 02. 05. Received the Gold Tower Order of Industrial Service Merit (Small and Medium Enterprise Category)
- 04. 01. Received the Jang Young-sil Award (independent development of 3rd generation wheel bearings)
- 08. 02. Received the Minister of Commerce, Industry and Energy Award
- 12. 01. Received 5 Star for Quality'from Hyundai and Kia Motors
- 15. 12. Received the \$500 million export tower award (Iljin Global)
- 16. 05. Received FORD 'World Excellence Awards'
- 19. 03. Received FCA 'Excellent Supplier Award'
- 23. 01. Received GM Supplier of the year Award
- 23. 06. Received GM Supplier Quality Excellence Award

## 2. Annual sales target

[Unit: KRW 100 million]



### 3. Group overseas corporations (5 countries, 13 corporations)

1) Our company has 13 corporations established in 5 countries

: the United States, China, India, Slovakia, and Germany.

2) Our company operates 9 sales offices and 4 research centers in 8 countries

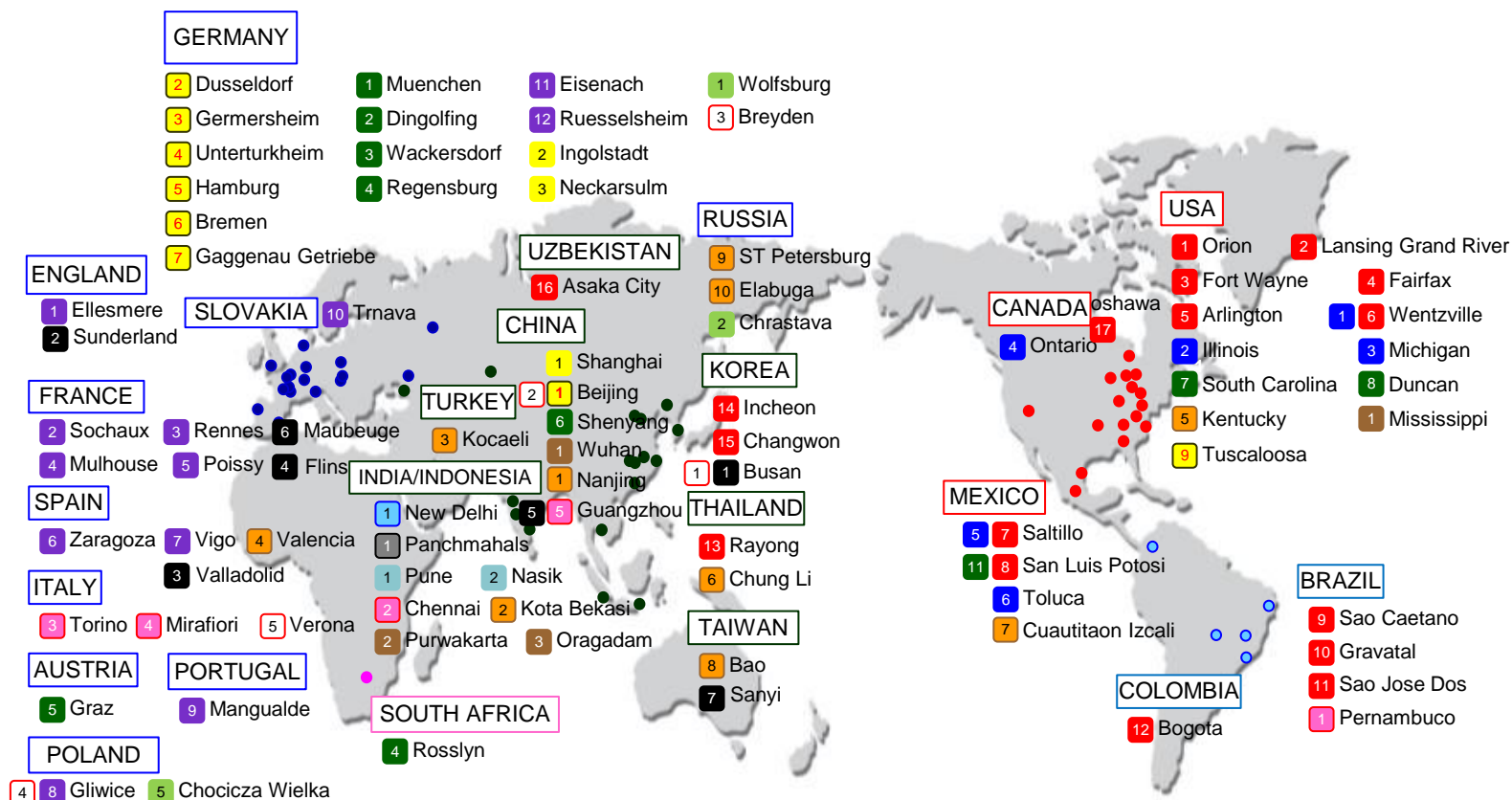
: the United States, Germany, Japan, China, India, Italy, France, and Brazil.





## 4. Group Customers (Suppliers)

: Supplied to 98 factories of global automobile and module companies



1 2 3 4  
5



1 2 3 4  
5 6 7 8  
9 10 11 12  
13 14 15 16  
17



1 2 3 4  
5 6 7 8  
9 10 11



1 2 3 4  
5



1 2 3 4  
5 6 7 8  
9 10



1 2 3 4  
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1 2 3 4  
5 6 7



1 2



1

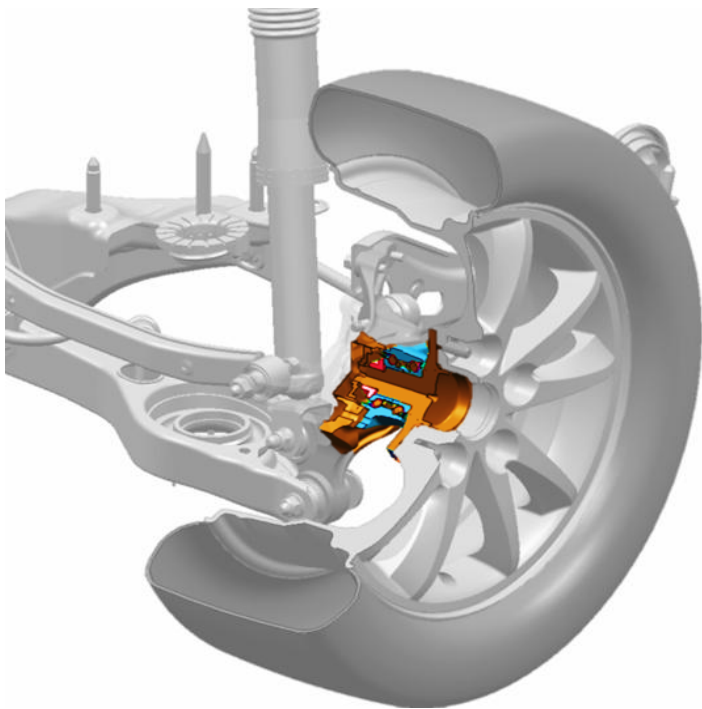


1 2 3 4  
5 6

## 5-1. Group Main Products (Bearing Series)

### Hub Unit Bearing

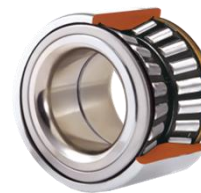
A part that is mounted on a car wheel and plays a role in transmitting power while supporting the load on the axle (divided into Ball and Taper Type)



Gen.  
1



Ball Bearing



Tapered Roller Bearing

Gen.  
2



Ball Bearing



Tapered Roller Bearing

Gen.  
3



Ball Bearing



Tapered Roller Bearing

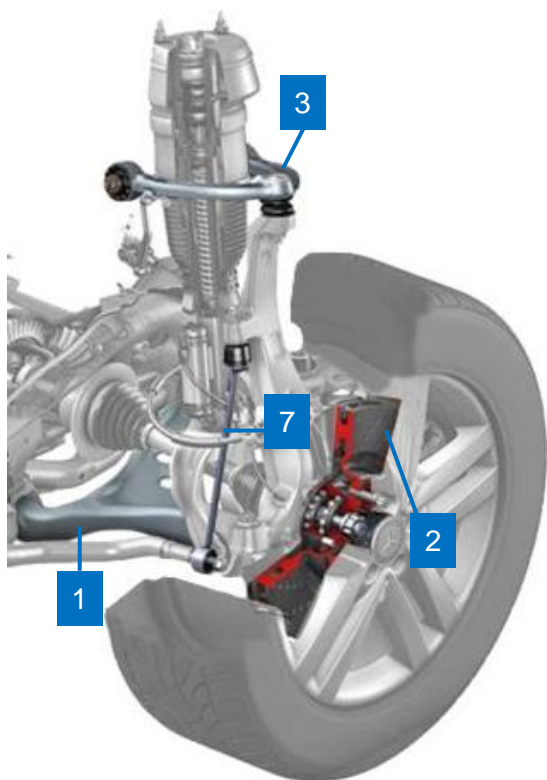
## 5-2. Group Main Products (IJ Corp. Chassis Series)

### Suspension / Steering system

Maintain appropriate rigidity in each direction by connecting the car body and tires (road wheels)

Relieves the shock transmitted to the car body by road surface irregularities

Improves ride comfort by appropriately adjusting the movement of the car body



#### Steering & Suspension



1. Lightweight  
Lower Control Arm



2. Corner Module



3. Upper  
Control Arm



4. Ball Joint



5. CABJ



6. Hybrid Ball  
Joint/ CABJ



7. Stabilizer Link



8. Door Checker

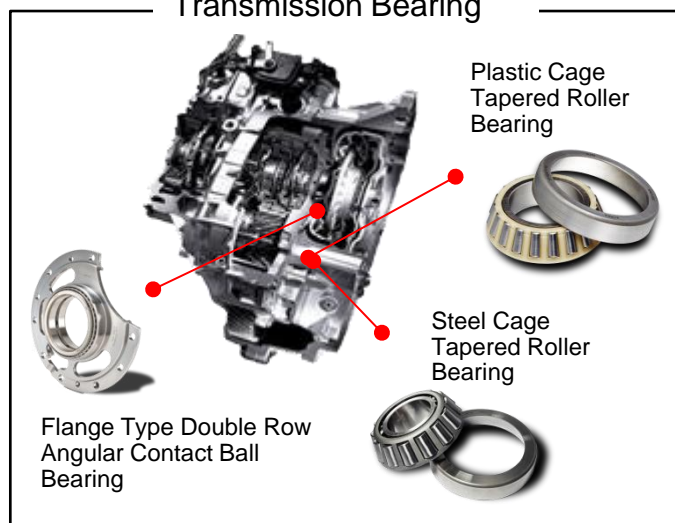
## 5-3. Group Main Products (Bearing Art - For Automotive)

### Bearings for automotive power transmission systems

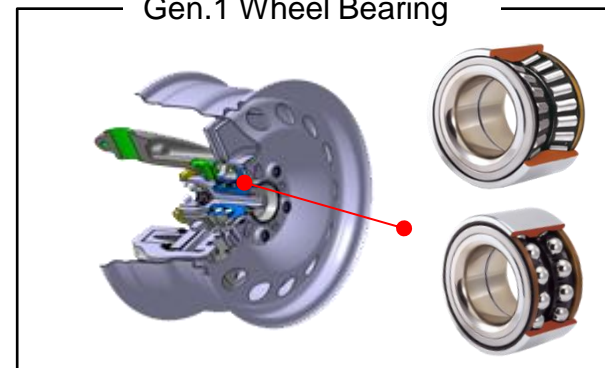
Supports radial and axial loads generated by gears

Recently, as the demand for improving automobile fuel efficiency has increased, bearings with low bearing rotational torque and high wear resistance and rolling fatigue strength have been developed.

#### Transmission Bearing



#### Gen.1 Wheel Bearing



#### Electric Vehicle Bearing



#### Axle Tapered Roller Bearing





## 5-4. Group Main Products (Bearing Art - For Industrial)

Bearings for robots, construction machinery, railway vehicles, trucks & trailers, and tunnel boring machines

Industrial bearings play the role of fixing the axis of a rotating machine to a certain position. Industrial bearings support heavy loads of machinery, demonstrate high performance even at high speeds, and are used in construction machinery, railroad vehicles, robots, etc

### Bearing For Robots



### Railway Bearing



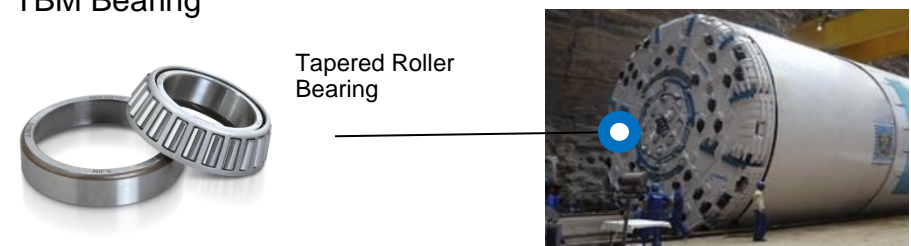
### Truck & Trailer



### Excavator Travel Reducers



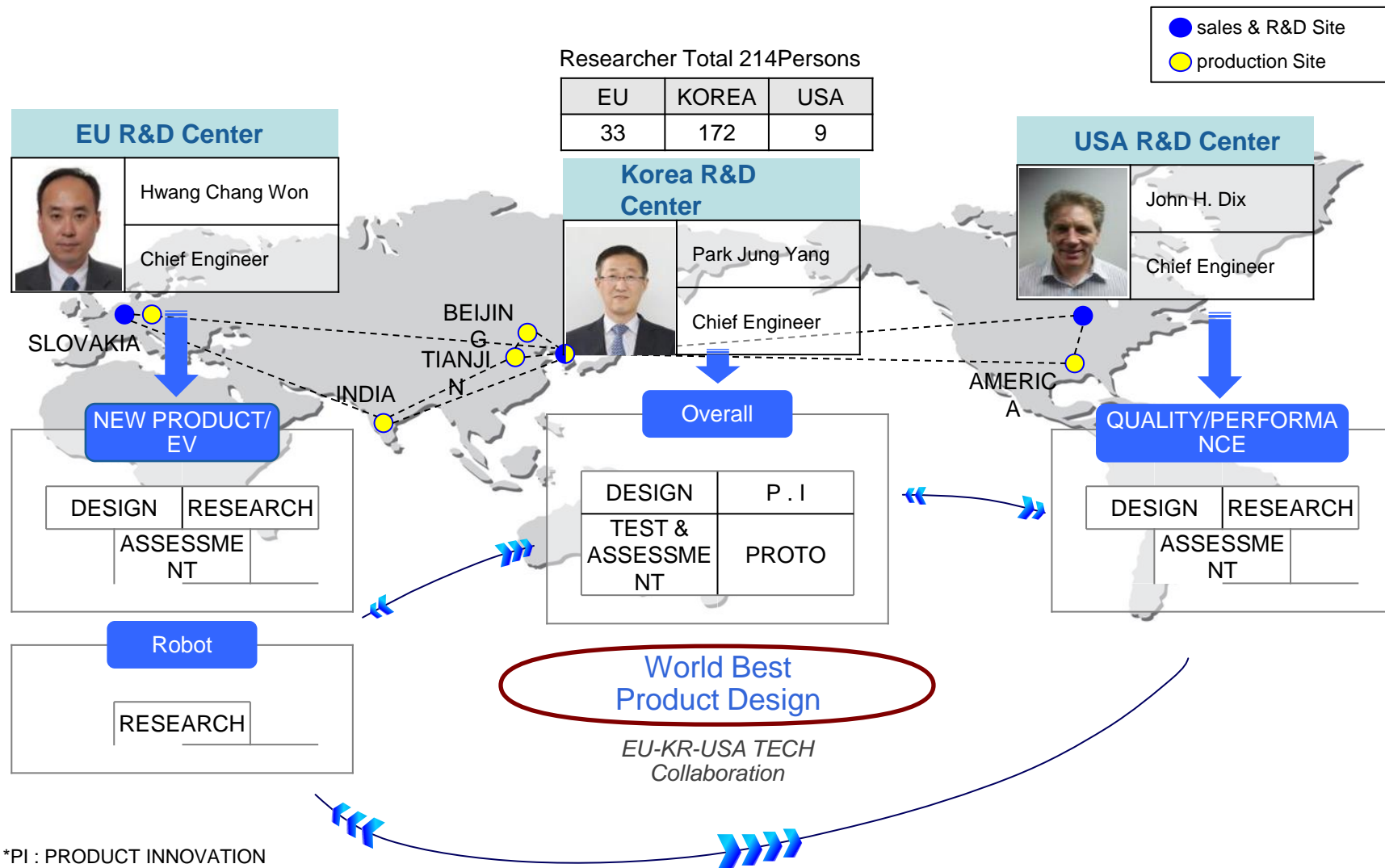
### TBM Bearing





## 6. Global Network Management

24/7 basis ► responds to customers real time basis



## 7. ILJIN Business Overview

Group	Sales (KRW, Billion)		Employees 2024Y	Location
	2023 Y	2024Y		
ILJIN Corp. (HQ)	303,1	291,8	349	45 13Bun-jil Yurim ro, Gyeong-ju, Gyeong sang buk do. South Korea
BEIJING ILJIN	84,1	87,9	177	Xinggu Industrial Zone Pinggu, Beijing, China
ILJIN INDIA	226,3	248	627	B1&B2, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur Taluk, Kancheepuram District, TamilNadu, India
ILJIN SLOVAKIA	214,3	229	288	Pravenec 422, 972 16 Pravenec Slovakia
ILJIN AMERICA	69,7	86,4	141	1705 Poplar Drive Extension Greer, South Carolina 29651-6518, USA

1980s	1986. 01. Established DONG-A Industrial(current. ILJIN Corp.) & Launched the processed STRUT BAR
1990s	1996. 01. Launch Bevel Gear 1997. 07. Established ILJIN INDIA
2000s	2002. 01. Acquired <a href="#">ISO-14001 Certification</a> (← FROM UL) 2002. 10. Established BEIJING ILJIN 2002. 12. Established the second factory of ILJIN Corp. 2003. 07. Acquired <a href="#">TS 16949 Certification</a> (IATF16949) 2005. 01. Established ILJIN SLOVAKIA 2007. 03. Awarded Ford Q1 2008. 02. Established USA Greer manufacturing factory.
2010s	2011. 06. Awarded <a href="#">the Chrysler "Supplier of the year"</a> 2012. 07. Korean import & export Bank chose ILJIN Corp as "the Hidden champion for promoting company" 2013. 02. Acquired <a href="#">ISO-45001 Certification</a> 2013. 11. Awarded "the Best Creation" from KOITA (CABJ) 2014. 12. Awarded "the Export Tower of 100million dollar & the Silver Industrial medal" 2015. 05. Awarded "the Prime minister medal" on the 12 <sup>th</sup> Day of Car 2017. 07. Awarded "the Excellent technical institute" from Minister of Commerce, Industry and Energy 2018. 05. Awarded <a href="#">the FCA "Outstanding Quality Award"</a> 2019. 07. Acquired <a href="#">TISAX information security certification</a> 2019. 09. Established ILJIN AMERICA
2020s	2020. 06. Awarded "Bronze Tower Industrial medal in the model taxpayer" on the 54 <sup>th</sup> Day of taxpayers 2021. 04. Awarded "Quality 5 star" from Hyundai-Kia Automotive Group

# ◆ Company Profile [ILJIN Slovakia]

## 1. ILJIN Slovakia (Pravenec, Slovakia)



- Establishment : 2005. JAN. 1
- Sales plan :189M Euro (2025)
- Number of employees : 288
- Size (Land) : 66,000 m<sup>2</sup>
- Size (Building) : 5,800 m<sup>2</sup>

### ● Key History

2005. JAN Established ILJIN EU s.r.o  
 2005. OCT Completion of FRT/RR AXLE ASSY PLANT  
 2006. OCT Start of production for AXLE ASSY  
 2008. JAN Get Certification of ISO/TS 16949  
 2023. MAR Get Certification of ISO 14001  
 2023. JULY Get Certification of ISO 45001  
 2024, JULY Establishment of ESG TEAM  
 2025. MAR Completion of CONTROL ARM PLANT  
 2025. DEC Completion of AIR SPRING PLANT  
 2026. APR Start of production for CONTROL ARM  
 2026. JUNE Start of production for AIR SPRING

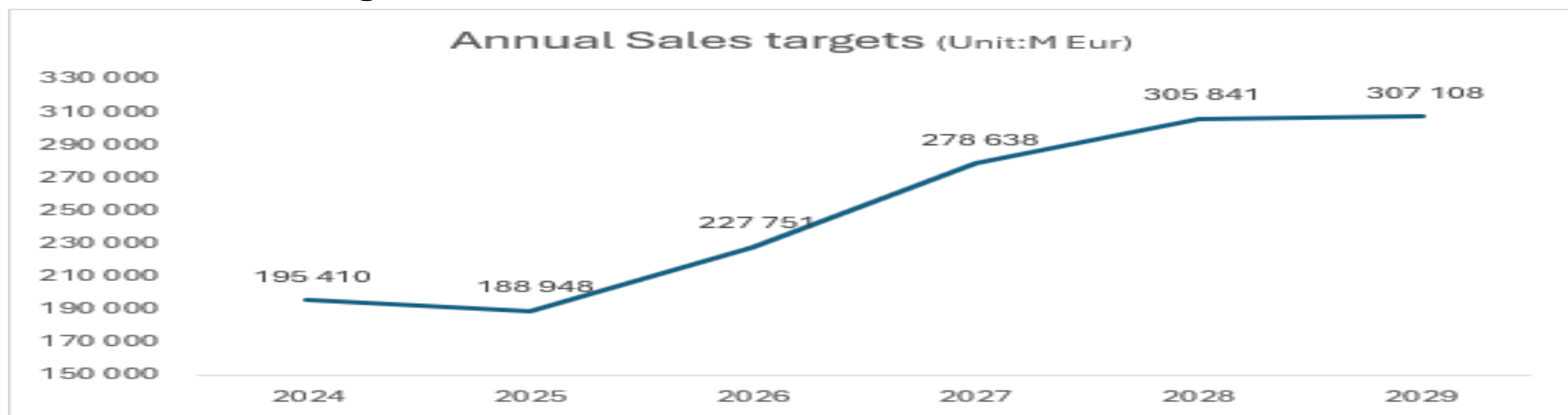
### ● Certification

1. IATF 16949 ( Quality management )
2. ISO 14001 ( Environment )
3. ISO 45001 (Health & Safety )

### ● Future plan

1. Implement EDI system - Y2025
2. Evaluate MMOG/LE V6 – Y2025
3. VDA 6.3, 6.5 Auditor - Y2025
4. ISO 50001 (Energy ) - Y2026
5. ISO 27001/TISAX (Security) - Y2026

## 2. Annual sales target



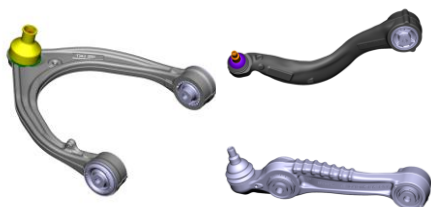
### 3. ILJIN Slovakia Introduction

The history of ILJIN Slovakia s.r.o. began with the establishment in 2005, and over the past 20 years, it has grown into a world-class auto parts company under the management policy of 'highest quality, lowest cost'. ILJIN Slovakia will continue to innovate to grow into a world class company.

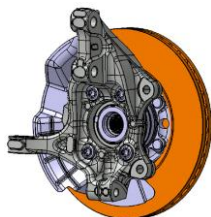
#### ◆ Basic company profile

Name	ILJIN Slovakia s.r.o
Address	Pravenec 422, 97216 Pravenec, Slovakia
Product	Control Arm, AXLE Assy
Sales amount	191 Million EURO (2024Y)
Employees	288
Certification	IATF 16949, ISO 14001, ISO 45001

#### ◆ Main Product



[Control arm]

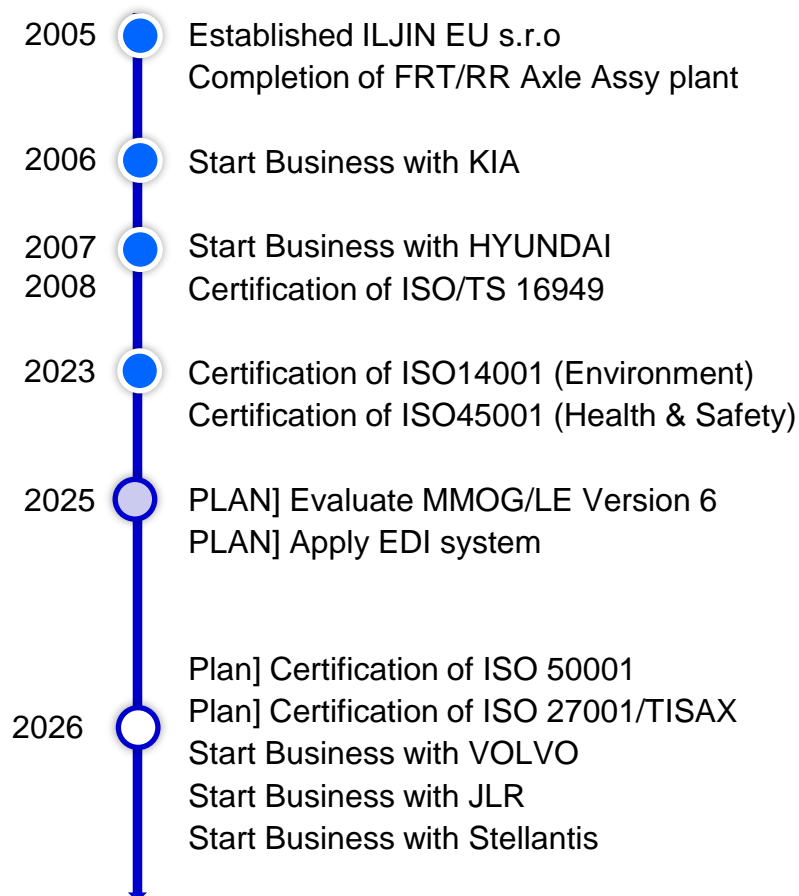


[AXLE Assy]

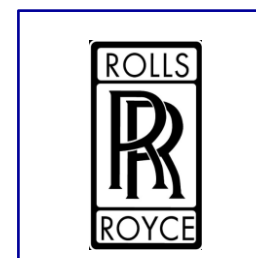
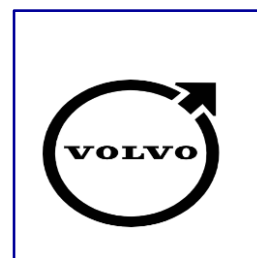
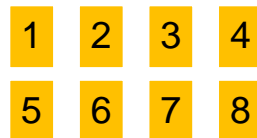
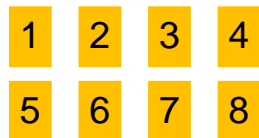
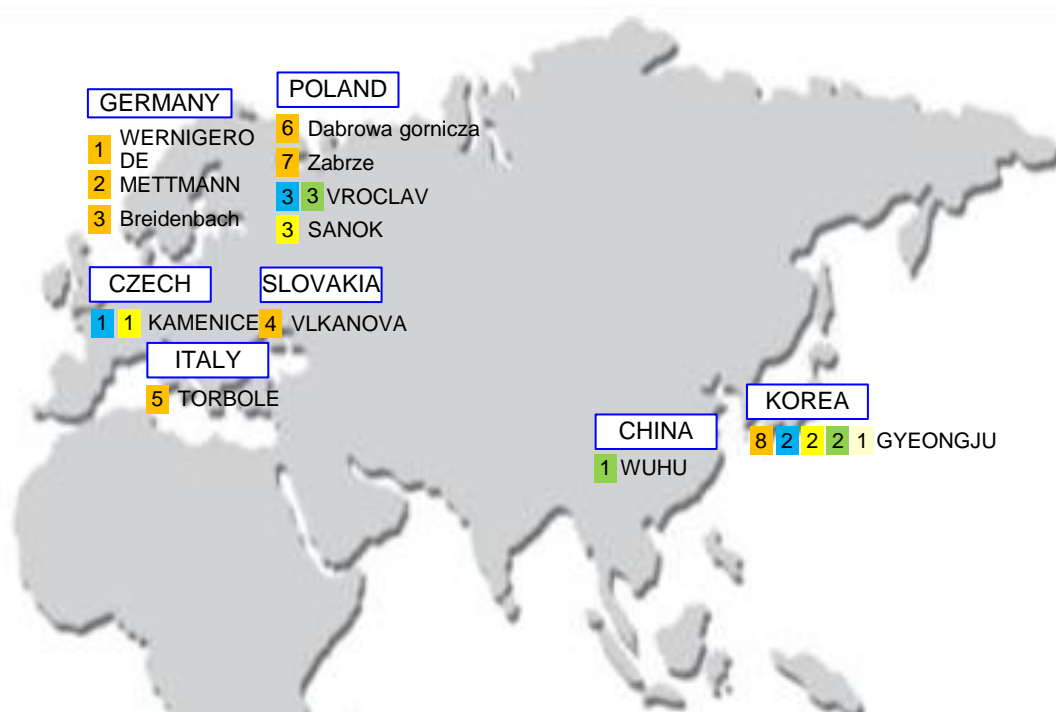


[Air Spring]

#### ◆ Company History



## 4. ILJIN Slovakia Customers (Suppliers)



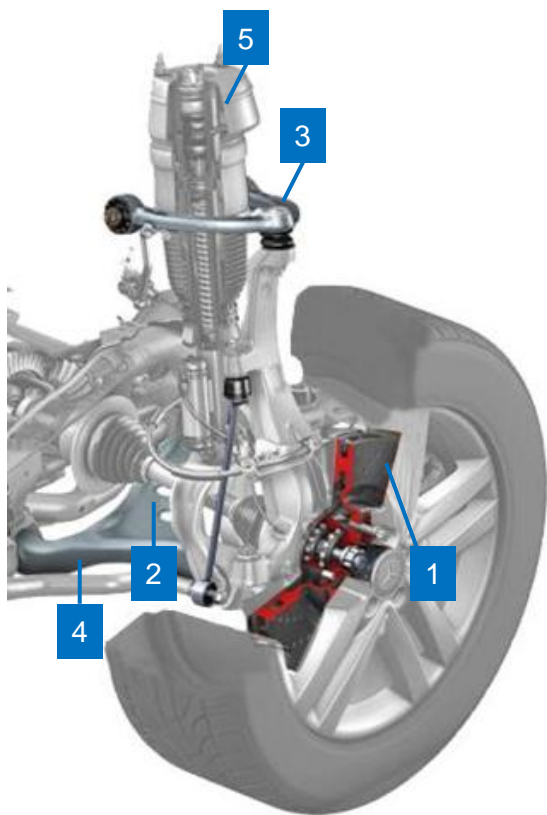


## 5. ILJIN Slovakia Main Products

### Suspension / Steering system

Maintain appropriate rigidity in each direction by connecting the car body and tires (road wheels).

Relieves the shock transmitted to the car body by road surface irregularities Improves ride comfort by appropriately adjusting the movement of the car body.



#### Steering & Suspension



1. Corner Module



2. Lower Control Arm



3. Upper Control Arm



4. Lateral ARM



5. Air suspension

# ◆ Governance

## ◆ BOD-Centered management

Our Board of Directors (BOD) is the highest decision-making body aiming to listen to the opinions of various stakeholders, including shareholders, and to promote transparent and effective management. It is comprised of the registered executives and the auditor. BOD holds regular board meetings to achieve management goals and to strive CSR (Corporate Social Responsibility).

## ◆ Independence of the BOD

BOD operates a governance structure that can secure transparent and independent decision-making authority of the board of directors and carry out efficient management activities based on checks and balances. BOD will do its best to promote sustainable growth to protect the interests of stakeholders such as shareholders and customers and maintain an independent and transparent governance structure to achieve corporate social responsibility.

## ◆ Organization of the BOD

### 1. Organization

Title	Position	Name	Period	Tenure		ACTIVITY
				From	To	
CEO	Chairman	Lee Dong-Seob	3year	2024-03-28	2027-03-27	Chairman of the Board
CEO	President	Lee Gyung-Soo	3year	2023-11-06	2026-11-05	CEO of ILJIN Corp.
Inside director	Director	Woo Sang-Hyuk	3year	2023-11-06	2026-11-05	Factory Manager of ILJIN Corp.
Auditor	-	Lim Hyo-Jin	3year	2024-03-28	2027-03-27	-

### 2. Remunerations

Category	Status
Number of Person	4
Amount of Remunerations (Unit: M. KRW)	1,027
Remunerations per person (Unit: M. KRW)	257

※ There are no Independent directors except for auditor

# ◆ Risk Management

## ◆ Internal Control over Financial reporting

The Company enhances the confidence of the accounting information that prepares and discloses in the financial statements which may cause distortion of the financial statements. The Company conducts effective operation and control of the internal accounting management system to prevent errors or misconduct in advance. The year end inventory is carried out with the participation of an external financial auditor according to obligations. In accordance with the law the auditing company annually verifies accuracy of the company bookkeeping.

## ◆ Tax Risk Management

The company owns overseas subsidiaries subject to consolidation such as the United States, China, India and Europe, and it is reasonable monitor and following the legislation for transfer price transactions with overseas subsidiaries in accordance with the International Tax Adjustment Act.

Legal compliance is carried out using the normal price calculation method.

In addition, we are establishing countermeasures to reduce international tax and domestic tax risk through the tax issue, explanation and application of the revised tax law, and collection, use, and analysis of major tax precedents.

## ◆ Transparent Disclosure

Important financial and tax information that may affect the decision-making of various stakeholders are transparently disclosed through the electronic disclosure system.

## ◆ Whistleblowing Reporting System

## ◆ Cyber Reporting System

The headquarter operates a cyber audit office for the reason of prevention of job-related irregularities, securing fairness in transactions with partners, and establishing a proper corporate culture.

# ◆ Ethic & Legal Management

## 1. Sustainability Management

All employees minimize the environmental impact of our products and workplaces through environmental/health & safety management, practice ethical and law-abiding management in our business activities, respect the dignity and value of all employees, and maintain and improve a work environment that is conducive to work.

For this purpose, environmental, health & safety, ethical management & labor human rights policies are established as follows.

### ◆ Environment commitment

Our Company establishes the following environmental commitments to lead a pleasant and comfortable life for stakeholders through continuous efforts to improve the environment. “It aims to be an environmental leading company that continuously pursues harmony with the environment.”

1. Environmentally conscious management activities
2. Compliance with environmental regulations and continuous improvement
3. Develop environmental friendly technologies
4. Empathy and voluntary participation of employees

### ◆ Health & Safety commitment

In order to create a healthy and safety working environment for executives and employees through continuous efforts to improve the working environment, we establish safety and health commitments as follows, and the CEO and all executives and employees to establish and implement a safety and health management system.

“ It aims to be a disaster-free workplace that continuously pursues a safe working environment ”

1. Safety-health-oriented management activities
2. Compliance with health and safety regulations and continuous improvement
3. Minimize worker risk through risk assessment
4. Establishing a safety culture that values the basics.

## ◆ Business Ethics Management Commitment

Company executives and employees maintain the best professional and personal ethical standards and respect workers in relationships with customers, colleagues, partners, competitors, government and social organizations, regularly check compliance with the Code of Conduct, and take appropriate sanctions for violations.

All employees,

1. We follow the company culture of “Innovation, Teamwork, Make It Happen” to promote creative management innovation.
2. As an “ILJIN member”, we possess confidence and pride while demonstrating honest and fair attitude.
3. We always strive to demonstrate dignity and honor while maintaining high ethical values.
4. We draw a clear distinction between company and private assets, maintain efforts to prevent waste, theft, and / or unauthorized use of any company property and resources.
5. It actively protects the highest level of ethical and moral behavior culture that serves as an example for the development of the country and society.

## ◆ Labor & Human Rights Commitment

In order to realize human rights management that values human dignity and values, ILJIN Group establishes the standards for correct behavior and value judgment that executives and employees must comply with. Our human rights commitment reflects international human rights standards, including the ten principles of UNGPs and the Global Compact (UNGC), and we pledge to make efforts to establish and spread human rights management as well as protect human rights of all stakeholders, including employees.

1. All stakeholders, including executives and employees, are not discriminated against on the grounds of race, religion, disability, gender, educational background, age, physical condition, region and country of origin, political views, pregnancy/birth, etc.
2. Any form of forced labor or child labor is not allowed.
3. We ensure freedom of association and collective bargaining for the protection and promotion of human rights of employees.
4. We provide a safe and hygienic working environment to executives and employees, and guarantees industrial safety and health rights.
5. We respect and protects the human rights of local residents in areas where business activities are conducted.



## 2. Sustainability Management System

### ◆ Company Statement Disclosure

- 1) The CEO discloses this manual, or our commitment to fulfilling corporate social responsibilities, internally and externally
- 2) This manual or our commitment to fulfilling corporate social responsibilities is shared, through internal channels or the in-house bulletin board. Moreover, it is disclosed to the outside via websites and publications.

### ◆ Appointment of Social and Environmental Sustainability Management

- 1) The head officer of each company appoints a person who manages the planning and implementation of corporate social and environmental sustainability activities.
- 2) The appointed manager of each company appoints a supervisor who is responsible for corporate social and environmental sustainability activities.

### ◆ Risk Assessment

- 1) All responsible departments endeavor to identify environmental, ethical, labor/human rights, and safety/health risks associated with their business operations.
- 2) All responsible departments develop and implement measures to mitigate risks if significant risks are discovered.

### ◆ Training and Communication

- 1) The responsible department for sustainability management trains their employees in the provisions of this manual, as well as the matters governed by the relevant laws and policies.
- 2) The responsible department for sustainability management shares implementation plans and progress concerning the matters governed by this manual.

### ◆ Information Management

- 1) All responsible departments accurately record and manage information concerning status and risk information for each field specified by this manual.
- 2) All responsible departments strive to disclose information in a transparent matter when local laws, industrial associations, and important customers with contractual obligations request such information unless the disclosure is prohibited by law.

### ◆ Grievance Mechanisms for Advice & Concerns about Ethics

- 1) The human resources department operates a grievance mechanism allowing employees who confirm or identify violations of environmental, ethics, labor /human rights, safety/health laws, and regulations to seek advice and raise concerns.
- 2) Our company protects employees who report ethical concerns relating to unreasonable actions such as layoffs, threats, retaliation, and mockery. Employees who report such concerns should have their identities protected.

### ◆ Management of Trade Partners (Subcontractors)

- 1) The responsible department for the contract recommends that subcontractors contracted to plan, design, sell, and manufacture goods and services should manage environmental, ethical, labor/human rights, and safety/health factors and strive to reduce energy consumption and greenhouse gas emissions.
- 2) The responsible department for the contract strives to recommend that their subcontractors improve violations or risks concerning ethical, environmental, labor/human rights, and safety/health laws and provisions when they identify such violations or recognize such risks.

### ◆ Monitoring

- 1) All responsible departments write and manage appropriate documents to prove their compliance with this manual. Such documents should be based on facts and reflect business operations
- 2) All responsible departments strive to establish and implement plans for timely improvement of defects or violations derived through regular evaluation of compliance with this manual.

### 3. Business Ethics

#### ◆ Transparency and Anti-Corruption

- 1) All employees comply with the highest standards of integrity of the country where we maintain business operations.
- 2) All employees do not engage in bribery, extortion, embezzlement, solicitation or graft through abuse of their status, nor gain unfair benefits by taking advantage of weaknesses

#### ◆ Conflicts of Interest

- 1) All employees handle their work with a sense of responsibility in accordance with the established work regulations.
- 2) All employees do not promise, offer, authorize or give anything that may lead to the gain of undue or improper benefits.  
This prohibition covers incurring damage to our company for the benefit of an executive or employee and promising individual benefits through a third party.

#### ◆ Fair Trade and Competition

- 1) All employees comply with the relevant anti-corruption laws and standards of the countries where we maintain business operations.
- 2) All employees do not engage in activities that would disrupt fair competition through the pursuit of unfair transactions, such as abusing their market dominance or trading position.
- 3) All employees do not engage in activities that unfairly restrict competition in the marketplace with regards to the price, supply volume, area, and terms of trade of goods or services.
- 4) All employees do not obtain information improperly. And we should not use or disclose information obtained illicitly by our company or third parties.

#### ◆ Export Controls

- 1) All employees comply with the domestic laws & international agreements applicable to export controls.
- 2) All employees do not engage in business direct transactions with countries, regions, and individuals under export controls or economic sanctions.
- 3) Our company periodically checks compliance with relevant laws and conventions.

### ◆ Counterfeit Parts

- 1) All employees do not manufacture nor use unauthorized raw materials and parts, nor use or sell counterfeit raw materials and parts.
- 2) All employees periodically check that forged raw materials and parts are used or produced in the workplace, and if nonconformity is found, report it in accordance with the “Delegation & Approval Procedure” and notify the government or the customer.
- 3) All employees confirm that the materials and parts we manufacture are used and distributed to fulfill business objectives and in accordance with contractual obligations

### ◆ Information protection

- 1) All employees do not disclose trade secrets and information relating to their customers or business partners without consent, nor store or use the information we have obtained through performing business duties.
- 2) All employees respect the intellectual property rights of customers and business partners, take appropriate measures to protect the intellectual property rights owned by the company, and periodically check whether intellectual property rights are being infringed.
- 3) All departments in charge shall collect and use personal information within the scope prescribed for the purpose of collecting and using personal information, retention, and usage period, and shall obtain prior consent if there is any change.

### ◆ Responsible Sourcing of Materials

- 1) The purchasing department, in accordance with the purchasing processes, verifies the source regions and refineries of all minerals contained in their products, including conflict minerals such as tin, tungsten, tantalum, to gold etc.
- 2) The purchasing department, in accordance with the relevant processes, strives to verify social and environmental issues, including gross human rights abuses, violations of ethics, and negative environmental impacts on the source regions and refineries of minerals and raw materials

### ◆ Raw material management

- 1) Our company recognizes that the process of handling raw materials may have a negative impact on society and the environment, and comply with the OECD requirements in handling minerals (lithium, cobalt, nickel, etc.) other than conflict minerals.

## 4. Labor and Human Rights

### ◆ Non-Discrimination

- 1) The employees who perform the same task are not engaged in any form of discrimination based on gender, race, ethnicity, nationality, religion, disability, age, marital/family status, social identity, pregnancy/birth and political affiliation in hiring and employment practices and access to training.
- 2) The employees are not engaged in any form of discrimination in providing wages and workers' benefits.
- 3) The human resources department does not include requirements that are not relevant to the job description when recruiting and hiring

### ◆ Wages and Benefits

- 1) The human resources department compensates workers in accordance with the applicable laws and regulations of the countries.
- 2) The general affairs department ensures pleasant working conditions and strives to provide all employees with benefits to improve their quality of life.
- 3) The human resources department and relevant departments provide mandatory training in accordance with the laws and regulations of the countries where they maintain business operations. Moreover, the human resources department strives to help all employees build their careers and strengthen their capabilities

### ◆ Working Hours

- 1) The human resources department complies with all applicable laws, regarding legally defined working and resting hours, of the countries.
- 2) The human resources and relevant department ensures that any hours worked beyond normal work hours are voluntary, and provides lawful compensation for overtime if employees work overtime under unavoidable circumstances.

### ◆ Human Treatment

- 1) The privacy of all employees is respected and refrained from assigning unnecessary overtime tasks.
- 2) The related department notifies employees in advance and obtains voluntary agreement when collecting their personal information.
- 3) All employees do not commit mental and physical coercion or abuse against their fellow employees.



### ◆ Workplace harassment

- 1) It prohibits harassment in the workplace, which is an act that causes physical/mental pain or deteriorates the working environment to other workers by taking advantage of the superiority of the position or relationship between executives and employees.
- 2) Our company does not engage in sexual harassment that makes you feel humiliated or disgusted by sexual behavior between executives and employees.
- 3) Employees affected by bullying in the workplace shall take necessary measures, such as changing workplaces and changing arrangements upon request, and executives and employees who are injured shall take necessary measures, such as disciplinary action and changing workplaces, etc.

### ◆ Freedom of Association

- 1) Our company guarantees the freedom of association and collective bargaining among executives and employees, and allows the establishment and operation of a legitimate bargaining organization in accordance with laws and internal regulations.
- 2) Our company sincerely consults with the representatives of the executives and employees on collective bargaining matters.
- 3) Our company does not treat unreasonable things due to labor union membership and activities.

### ◆ Child Labor

- 1) Our company bans any and all forms of child labor under the age of 15 years old in principle, verifying the age of all employees and applicants through legitimate documents such as identification cards and birth certificates.
- 2) If hiring young workers, our company does not employ them in high-risk jobs as defined by safety and health standards and has appropriate measures in place to ensure educational opportunities.
- 3) Our company does not receive goods and services from businesses that are engaged in child labor or that violate applicable laws and shall take necessary action if such violations are confirmed.

## ◆ Forced labor

- 1) In accordance with the Labor Standards Act of each country, our company puts employees into work and prohibits any form of forced labor or compulsory work against the will of employees.
- 2) Our company does not, restrict employees' activities, requires employees to submit their identification cards or visas, nor engage in activities such as assault, intimidation, or confinement for forced labor.
- 3) Our company does not receive goods or services from businesses that either restrict the mental and physical freedom of employees or that engage in forced labor due to debt relations and takes necessary measures if such violations are confirmed.

## 5. Whistleblowing procedure and method about the unethical illegal activities

### ◆ Procedure and method

- Responsible person: Iveta Botlů
- Reporting channel:
  - in written, personally, by email or mail to Iveta Botlů (HR dept.)
  - Electronic channel: [iveta.botlo@iljinslovakia.sk](mailto:iveta.botlo@iljinslovakia.sk)
  - in written, by postal mail: ILJIN SLOVAKIA, s. r. o., 972 16 Pravenec 422 with clearly written on envelope “Do not open – Anti-social activity act.”
- A notice is understood to be:
  - 1) A report, including an anonymous report, which means a statement of facts of which a person has become aware in connection with the performance of his/her employment, profession, position or function and which may or has significantly contributed to the clarification of serious anti-social activity or to the identification or conviction of the offender in accordance with the applicable laws of the Slovak Republic.
  - 2) a non-anonymous submission by a person about an anti-social activity other than a serious anti-social activity of which he or she became aware in connection with the performance of his or her employment, profession, position or function.
  - 3) An anonymous complaint is understood as a complaint in which the name, surname and address of residence of the person submitting the complaint are not stated.

### ◆ Anti-social activity

A conduct that is a criminal offence as well as conduct that is an offence or other administrative offence; An anti-social activity is also considered to be an act that is not an offence or other administrative offence, but has a negative effect on society.

## ◆ Verification of complaints

- 1) The responsible person shall be obliged to receive any suggestion.
- 2) The investigation of a complaint shall be based on its content, irrespective of its designation.
- 3) If it is apparent from the content of the submission that only part of that submission is the complaint, only the relevant part of the submission shall be investigated under Internal Directive. The remaining parts of the submission are dealt with according to the regime under which they fall. (e.g. a complaint under Act No. 9/2010 Coll. on Complaints.
- 4) If it is apparent from the content of the submission that the complaint is not within the meaning of the Internal Directive but that another authority is competent to deal with the submission, the responsible person shall forward the submission to that authority without delay. It shall immediately inform the submitter of this fact.
- 5) The responsible person shall be obliged to verify the complaint within 90 calendar days of its receipt at the latest.
- 6) The responsible person and his/her employer are obliged to maintain confidentiality about the identity of the complainant.
- 7) The submission of a complaint must not become an incentive or a reason for drawing consequences that would cause any harm to the complainant.

## ◆ Employees Ethics Training

We conduct regular ethics training (once a year) for executives and employees under the supervision of the management team to establish ethical values and share the Code of Ethics and anti-corruption policies.

Category	Unit	Ethics Awareness ensurance		
		2022	2023	2024
Code of Ethics	Number of employees	-	279	288

# ◆ Supplier Win-Win Growth

## ◆ Implementation of win-win cooperation activities

ILJIN is conducting a number of win-win cooperation activities with its partners to take the lead in shared growth with its partners.

1<sup>st</sup>. we pay 100% cash to subcontractors within 30 days.

2<sup>nd</sup>. we minimize violations of the law, create balanced transaction conditions, improve unfair subcontracting practices, and prevent disputes through the use of standard subcontracts.

3<sup>rd</sup>. we are conducting win-win cooperation support activities such as support activities for productivity/quality improvement of suppliers, seminars, management support and other support activities, and operation of secondary company cooperation associations.

## ◆ Sustainable purchasing policy

1<sup>st</sup>. we manage our partners to conduct eco-friendly management.

2<sup>nd</sup>. It manages the labor and human rights management of our partner companies.

3<sup>rd</sup>. we manage our suppliers to conduct ethical management.

4<sup>th</sup>. for this policy, the purchasing department conducts systematic education and training for purchasing managers and suppliers to understand and implement this policy.

## ◆ Sustainable Purchasing Goals

1<sup>st</sup>. reduce our partner's environmental pollutant emissions. [waste water, waste, air pollutants, etc.]

2<sup>nd</sup>. reduce greenhouse visible emissions by reducing our partner energy usage and increasing the proportion of eco-friendly energy usage.

3<sup>rd</sup>. development of our partner's eco-friendly products.

4<sup>th</sup>. our Sustainable Purchase Ratio increases.

5<sup>th</sup>. the number of violations of labor rights laws and anti-ethics accidents of our partners is reduced.

# ◆ Communication with Stakeholders

ILJIN Corp. defines customers, shareholders, partners, communities, governments, and executives and employees as key stakeholders and strives to reflect them in sustainable management activities by listening to stakeholders' opinions through various communication channels.

Category	Customers	Partners	Government/ Community	Employees	Selection of key issues		
Communi- cation Channel	•Homepage •Customer Meetings •Tech Day •Business activities	•Seminar •Society for collaboration •ISCM, QMS	•Government & Local Government MOU •Local Community	•Newsletter •Training of employees •Cyber Audit Office •Team meeting	ILJIN Corp has analyzed the sustainable management reports of major companies in the automobile industry in accordance with the ESG management stance of the automobile industry. Five key reporting issues were selected according to customers and partner demands		
Expecta- tions	•Products and Technologies •Cost & Quality Competitiveness	•Win-Win cooperation •coexistent cooperation	•Payment of taxes •Compliance with laws and regulations •Revitalizing local •Social Contribution	•Benefits •Rise in pay •A child-policy	▶ Key issue status and GRI Topic		
Major Activities	•New order •Technical Introduction •Meet with customer' needs	•Level Up Partners' Activities •Compliance with subcontracting	•National and local tax •New recruitment •Community contribution •Performing coo- perative tasks •Scholarship	•Financial support for one's •Improving a culture of worker & Organization	NO	Core Topics	GRI Topic
					1	Development of environmentally friendly products and services	GRI 306-1
					2	Strengthening Safety and Health Management	GRI 403-1
					3	Strengthening the Ethical Management System	GRI 205-2,4
					4	Securing job generation and job security	GRI 401-1
5	Community participation and social contribution activities	GRI 203-1					



# ◆ Sustainable Growth for a Greener Future: Strengthening Our ESG Commitment

## 1. ESG PROJECT IMPLEMENTATION

Independent ESG Gap Analysis performed by external consultancy company

Output of GAP analysis with  
recommendations for  
improvement of ESG aspects  
and Rating assessment

**Iljin Slovakia Company**



Date: 27.11.2024

Analysis of the current state

Current level of ESG rating based on results from GAP analyse:



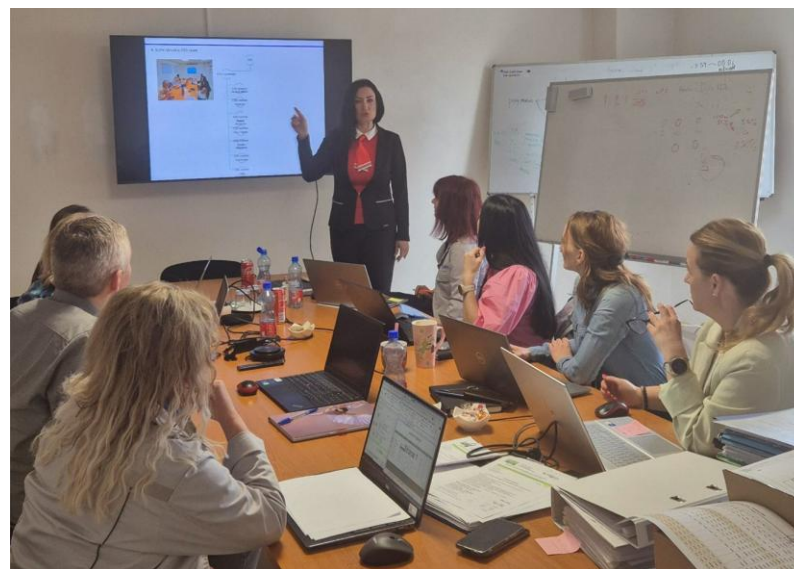
The ratings are categorised into five buckets:

Weak	Below average	Adequate	Strong	Leader
0-40	41-50	51-60	61-70	71-100

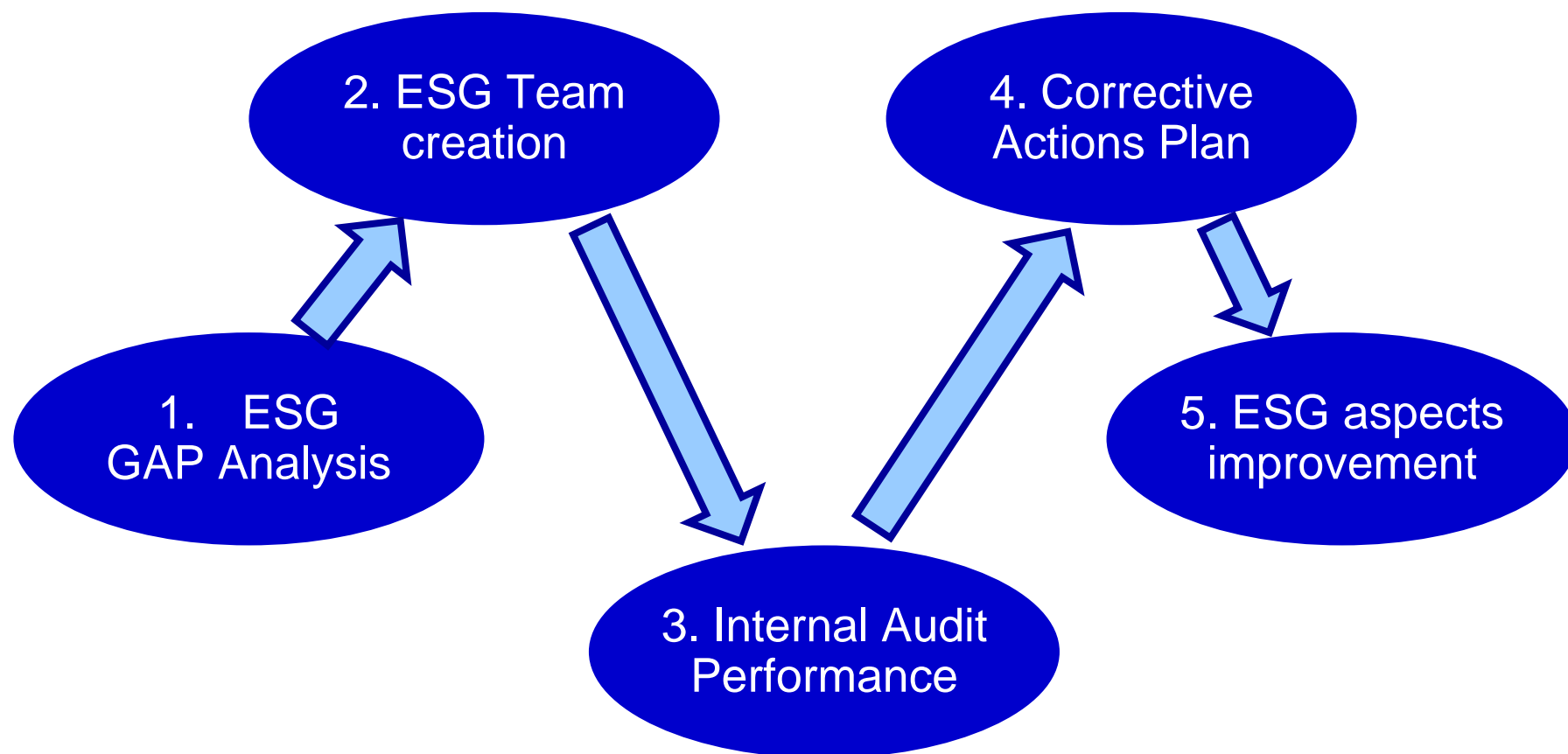
## Our Dedicated ESG Team Since 1.9. 2024



## ESG Audit performed by external auditor



## 2. ESG PROJECT ROAD MAP



### 3. Actions for Continuous ESG aspects Improvement!



## NOTIFICATION OF ANTI-SOCIAL ACTIVITIES (WHISTLEBLOWING)

### WHAT IS ANTISOCIAL ACTION?

*administrative offences, misdemeanours and other conduct that has a negative impact on society and therefore threatens public interest.*

For example:

- an offence against the financial interests of the European Union
- the offence of procurement and public auction rigging
- offences of bribery or accepting bribes
- offences against the environment
- the offence of endangering health by defective food and other products
- the administrative offence of waste management to the law
- violation of rules on prevention of money laundering, etc.

**www.nahlas.to**

## HOW TO FILE ANNOUNCEMENT?

Application: Nahlas.to

**Login via:**

- PIN - P9B9 (via the website loud.to)
- QR code
- via a link on the company's website

Responsible person:  
**Iveta Botlů, BSBA**  
Representative of the responsible person:  
**Martina Weissová, BSBA**



## ◆ Double materiality topics

**ILJIN Slovakia, s.r.o.**, as part of the international ILJIN Group, operates in the automotive component manufacturing industry. Applying GRI 3, the company identified the following material topics:

### **1. Energy Efficiency and Greenhouse Gas Emissions.**

Reason: The manufacturing process consumes a significant amount of energy, contributing to greenhouse gas emissions. Relevant standards: GRI 302 (Energy), GRI 305 (Emissions)

### **2. Waste Management**

Reason: Production generates various types of waste that need to be properly managed. Relevant standards: GRI 306 (Waste)

### **3. Occupational Health and Safety**

Reason: Ensuring safe working conditions is crucial for employees. Relevant standards: GRI 403 (Occupational Health and Safety)

### **4. Business Ethics and Integrity**

Reason: Adhering to ethical business principles and preventing corruption is important for maintaining stakeholder trust. Relevant standards: GRI 205 (Anti-Corruption), GRI 206 (Anti-Competitive Behavior)

### **5. Stakeholder Engagement**

Reason: Collaboration with suppliers, customers, and the community affects the company's reputation and success. Relevant standards: GRI 102 (Stakeholder Engagement), GRI 413 (Local Communities)

# Double materiality evaluation

Material Topic	Significance to Stakeholders	Impact on Business
Energy Efficiency and GHG Emissions	High	High
Waste Management	Medium	High
Occupational Health & Safety	High	High
Business Ethics & Anti-Corruption	High	Medium
Stakeholder Engagement	Medium	Medium

**This materiality matrix visualize and prioritize material topics based on:**

- Significance to stakeholders
- Impact on the company's business and environment



# ◆ Environmental Management

## Environmental Policy

Through our continuous efforts to improve the environment, we have established the following environmental policy to ensure a pleasant and comfortable life for our stakeholders

**We aim to be an environment-leading company that continuously pursues harmony with the environment**

### Environmental Objective

- 1** Management activities considering the environment
- 2** Compliance with environmental laws and continual improvement
- 3** Development of environmentally friendly technologies
- 4** Consensus formation and voluntary participation of employees

**ILJIN**

1. ILJIN Corp. considers the environment as the top priority for the next generation and fulfills its social responsibilities through compliance with environmental laws and eco-friendly management.
2. ILJIN Corp. will keep its eyes on the future and create a sustainable future by strictly following the principles for the environment.

- ◆ Environmental impact response management
- ◆ Self-measurement management of air emission facilities
- ◆ Carbon neutral environmental management
- ◆ Eco-friendly project
- ◆ Campaign to save the beautiful earth

# 1. Environmental impact response management

Interest in environmental preservation continues to grow around the world, and Korea is also concentrating its efforts on strengthening climate and environmental policies to create a sustainable future. In addition, recently, eco-friendly management has been emphasized through the introduction of the E.S.G system, and companies as well as the government are participating in environmental preservation through eco-friendly operation.

Representative environmental pollution is the indiscriminate discharge of waste. More than 200 million tons of plastic waste is emitted every year, and it is increasing by more than 10% per year. A more serious problem is how to handle it.



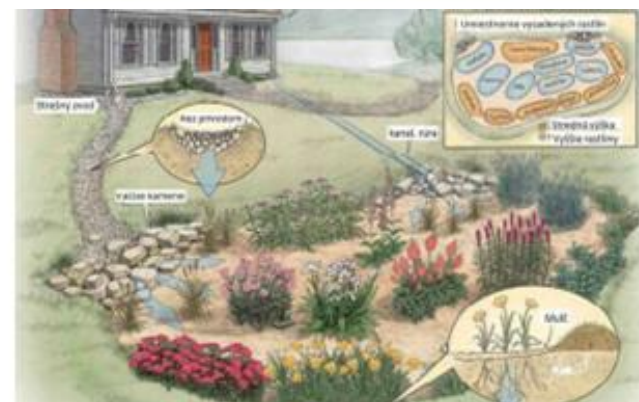
More than 90% of this is landfilled, incinerated or abandoned. If a thin plastic bag is thrown away, it takes more than 500 years to decompose, and when burned, toxic substances such as dioxins that are harmful to the human body are generated. If it ends up in the ocean, plastic waste will take much longer to decompose than on land. Environmental issues are no longer individual issues. This is where individuals, governments and businesses must come together.

Employees of ILJIN Corp. are actively contributing to eco-friendly activities by not only reducing waste through internal communication channels to recognize the seriousness of such waste and raising awareness but also adopting recycling as a top priority when dealing with industrial waste. Accordingly, ILJIN Corp. is creating and implementing a corporate culture in which corporate sustainability and environmental sustainability coexist.

ILJIN Corp. is striving to continuously improve environmental management performance by establishing and operating an environmental management system and is enhancing the reliability of the environmental management system by acquiring and maintaining ISO 14001 system certification. In order to prepare for and realize Net Zero in the near future, we will actively practice mid- to long-term goals and seek innovative contributions unique to ILJIN for the environment.

## 2. Impact on Biodiversity

At ILJIN Slovakia, we recognize the importance of protecting and preserving biodiversity as an essential component of sustainable development. Our operations are conducted with full awareness of their potential environmental impacts, including those affecting local ecosystems and species. In 2024, we continued to monitor and evaluate the environmental aspects of our production processes, ensuring compliance with applicable national and EU environmental legislation. Although our manufacturing activities are located within an industrial zone with limited direct interaction with natural habitats, we remain committed to minimizing any indirect effects on biodiversity. Additionally, ILJIN Slovakia implements measures to reduce emissions, waste, and water consumption, contributing to the overall protection of the surrounding environment. Moving forward, we aim to enhance our biodiversity strategy by collaborating with local environmental organizations and integrating biodiversity considerations more formally into our environmental management system.

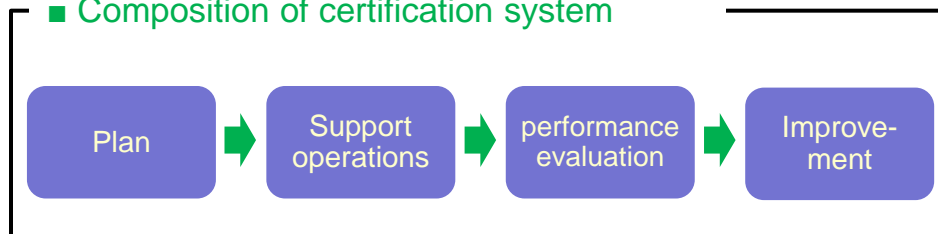


### 3. Maintain ISO 14001 certification

The movement to establish an environmental management system in all companies around the world is gradually spreading. Evaluate the temporary and long-term impact of internal processes on the environment in providing services and producing products, and assess whether the decomposition of resources, practical authority, work performance methods, process improvement methods, and management methods are effectively operated. You will be certified if you meet the management system standards.

By continuing to maintain ISO14001, we will maintain a friendly relationship with the public and local communities, and strive to become a company that can fulfill its social responsibilities through sharing solutions to environmental problems and promoting development activities.

#### ■ Composition of certification system



Through continuous monitoring of the environmental management system, expectations and issues of various stakeholders are reflected and improved.



ISO14001

(Environment management system international certification)

## 4. Self-measurement management of air emission facilities

- 1) Air emission from heating system and fluorinated greenhouse gases are regulated by the Law No.146/2023 Coll. Air Act
- 2) ILJIN Slovakia complies with the Decree no. 254/2023 Coll. Decree of the Ministry of the Environment of the Slovak Republic implementing some provisions of the Air Protection Act . Every year we calculate emissions from our heating system and report electronically to the Environment office
- 3) Based on Decree 314/2009, Iljin Slovakia is obliged to submit a Notification of data on fluorinated greenhouse gases. Every year our external company makes a special report for Environment office according to the law.
- 4) Authorized measurement of emissions Decree no. 249/2023 Coll. - every 5 years Iljin Slovakia request a certificated company for this measurement.

### ■ Environment management plan for 2024

Emergency Situations/ Aktivita	Jan	Feb	March	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Accompanying waste document Sprievodný list odpadu	☆ (10.01.2024)	☆ (09.02.2024)	☆ (08.03.2024)	☆ (09.04.2024)	☆ (07.05.2024)	☆	☆	☆	☆	☆	☆	☆
Authorized measurement of emissions Oprávnené meranie emisií												☆ (2025)
Notification of air pollution Hlásenie o znečistení ovzdušia		☆ (14.02.2024)										
The announcement of data on fluorinated greenhouse gases Oznámenie údajov o fluovaných skleníkových plynov (vyhl.314/2009)		☆ (14.02.2024)										
			PLAN		☆	ACTUAL			(date.month.year)			



## Official announcement for inspection of emission



SLOVENSKÁ INŠPEKCIA ŽIVOTNÉHO PROSTREDIA  
Útvar inšpekcie ochrany ovzdušia  
Stále pracovisko technických činností – skúšobné laboratórium

### PLÁN KONTROLNÉHO EMISNÉHO MERANIA

#### PREVÁDZKOVATEĽ KONTROLOVANÉHO ZDROJA

Názov: ILJIN SLOVAKIA, s.r.o.	IČO: 35 920 050
Sídlo: Pravenec 422, Pravenec 972 16	
Prevádzka: Pravenec 422, Pravenec 972 16	
Štatutárny zástupca (funkcia): p. Ye Hwan Kim (konateľ spoločnosti)	
Zodpovedný pracovník (funkcia): Ing., Renáta Dudášová (manažér environmentu)	@: 0907 736 888 renata.dudasova@iljinslovakia.sk

#### SUBDODÁVATEĽ (analýza odberových vzoriek)

I.	IČO:	
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#### CIEĽ A ÚČEL MERANIA:

Kontrolné meranie emisií bude vykonané podľa § 42 ods. 1 a ods. 2 písm. b) zákona č. 146/2023 Z. z. o ochrane ovzdušia a o zmene a doplnení niektorých zákonov.

Vykonávanie kontrolných diskontinuálnych emisných meraní za účelom kontroly dodržiavania emisných limitov znečisťujúcich látok: tuhé znečisťujúce látky TZL, oxidy dusíka NO<sub>x</sub>, celkový organický uhlík TOC, oxid uhľový CO.

#### PLÁNOVANÝ DÁTUM MERANIA:

29.01.2024

#### OSOBA ZODPOVEDNÁ ZA MERANIE:

Ing., Stanislav Košíth, PhD., vedúci technik.

#### MENÁ OSÔB PRACUJÚCICH NA ODBERE VZORIEK:

Ing., Stanislav Košíth, PhD., vedúci technik, 0949 006 531,

Ing., Vladimír Lalík, PhD., technik,

Ing., Andrej Bohdaň, technik.

#### DÁTUM POSLEDNÉHO OPRAVNENÉHO/KONTROLNÉHO MERANIA:

Posledné oprávnené meranie bolo vykonané dňa 15.01.2020 oprávnenou osobou Národná energetická spoločnosť a.s., Laboratórium emisných meraní Zvolenská cesta 1, 974 05 Banská Bystrica. Evidenčné číslo správy z merania je 11/004/2020 zo dňa 03.02.2020.

#### NÁZOV, UMIESTNENIE A ČLENENIE MERANÉHO ZDROJA(OV), URČENÝ EMISNÝ LIMIT:

Názov zdroja: Kotelňa na drevný odpad

Umiestnenie zdroja: ZZOV sa nachádza v areáli spoločnosti ILJIN SLOVAKIA, s.r.o. katastrálne územie Pravenec.

Členenie meraného zdroja: Kotel TSP 60 ELBH.

Určené emisné limity: TZL: 250 mg.m<sup>-3</sup>, TOC: 100 mg.m<sup>-3</sup>, NO<sub>x</sub>: 650 mg.m<sup>-3</sup>,  
CO: 850 mg.m<sup>-3</sup> pri hmotnostnom toku > 5 kg.hod<sup>-1</sup>

- podmienky platnosti emisných limitov: 0 °C, 101,3 kPa, suchý plyn, O<sub>2</sub> ref: 11 % objemu

Dátum aktualizácie: 03.07.2023

Schválil: Ing. Erika Bakšová – HI ÚIOO

Z\_05\_Plán merania

Strana 1 z 4

## Results from measurement of air pollutants (2023)



SLOVENSKÁ INŠPEKCIA ŽIVOTNÉHO PROSTREDIA

INŠPEKTORIÁT ŽIVOTNÉHO PROSTREDIA  
BANSKÁ BYSTRICA  
JEGOROVA 29 B, 974 01 BANSKÁ BYSTRICA

ODBOR INŠPEKcie  
OCHRANY OVZDUŠIA

ILJIN SLOVAKIA, s.r.o.  
Pravenec 422  
Pravenec 972 16

Váš list číslo/zo dňa

Naše číslo

Vybavuje

Banská Bystrica

1/43-4/2024-8847/2024

01.03.2024

#### Vec: Oznámenie o vlastnom kontrolnom meraní emisií

Zamestnanci Slovenskej inšpekcie životného prostredia, Inšpektorátu životného prostredia Banská Bystrica, odboru inšpekcie ochrany ovzdušia, Pracoviska technických činností, vykonali dňa 29.01.2024 vlastné kontrolné meranie emisií znečisťujúcich látok za účelom kontroly dodržiavania emisných limitov zdrojov podľa ustanovenia § 42 ods. 2, písm. b), bod 1 zákona č. 146/2023 Z. z. o ochrane ovzdušia a o zmene a doplnení niektorých zákonov (ďalej aj ako „zákon o ochrane ovzdušia“) vykonané u prevádzkovateľa ILJIN SLOVAKIA, s.r.o., Pravenec 422, Pravenec 972 16 na strednom zdroji znečisťovania ovzdušia.

Názov zdroja:

Kotelňa na drevný odpad

Kategorizácia zdroja:

1. PALIVOVO-ENERGETICKÝ PRIEMYSEL

1.1.2 Technologické celky obsahujúce spaľovacie zariadenia vrátane plynových turbín a stacionárnych piestových spaľovacích motorov, s nainštalovaným súhrnným menovitým tepelným príkonom 0,3 MW a vyšším až do 50 MW.

Názov zariadenia:

Kotel TSP 60 ELBH

Kontrolu vykonali:

Ing. Stanislav Košíth - číslo služobného preukazu: 545

Ing. Andrej Bohdaň - číslo služobného preukazu: 437

Ing. Vladimír Lalík - číslo služobného preukazu: 426

Vlastným kontrolným meraním emisií znečisťujúcich látok TZL, CO, TOC a NO<sub>x</sub> bolo preukázané dodržiavanie ustanovených emisných limitov na vyššie uvedenom zdroji znečisťovania ovzdušia podľa vyhlášky MŽP SR č. 248/2023 Z. z. o požiadavkách na stacionárne zdroje znečisťovania ovzdušia.

Namerané hodnoty emisných veličín sú uvedené v tabuľkovej forme v prílohe č.1 tohto oznámenia.

Pozn.: Zároveň Vám oznamujeme, že výsledky vlastného kontrolného merania emisií nie je možné použiť v konaniach pred orgánom ochrany ovzdušia.

JUDr. Denisa Masná

riaditeľka inšpektorátu

Príloha č. 1: Výsledky merania a posúdenie zhody s požiadavkou dodržiavania EL

Príloha č. 2: Správa o diskontinuálnom meraní emisií č. 02/BB/2024 (nedoručuje sa).

Slovenská inšpekcia životného prostredia | Jegorova 29B | 974 01 Banská Bystrica | Slovenská republika  
tel.: +421 48 471 96 63 | e-mail: upob@szp.sk | www.szp.sk | IČO: 00156906



## 5. Carbon neutral environmental management

- 1) ILJIN Corp. identifies, records, calculates, and operates all greenhouse gases emitted for production in each Factory for systematic greenhouse gas management.
- 2) Based on systematic safety, health, and environmental management, including strict compliance with environmental laws, we set annual GHG reduction targets for each business site.
- 3) Although we are not a company subject to the Ministry of Environment's regulations such as target management system and emission trading, the total amount of carbon generated from electricity, oil in 2023 is 479tons. We plan to install photovoltaic power generation modules to procure electricity, and we are promoting the replacement of old vehicles for business use by purchasing electric vehicles.
- 4) In order to prepare for and realize Net Zero in the near future, we will actively implement mid- to long-term goals and seek innovative contributions unique to ILJIN for the environment.



[Alternative energy use]



[Purchasing electric car for business]

❖ Carbon neutrality – SCOPE 1, 2	2024
Direct CO2 emissions (Scope 1) in millions of metric tons of CO2	0,00006594
Indirect CO2 emissions (Scope 2) in millions of metric tons of CO2	0,00060372
Total own CO2 emissions (Scopes 1 and 2) in millions of metric tons of CO2	0,00066966

❖ Definitions in accordance with the GHG Protocol:

Scope 1 includes emissions from the burning of fossil fuels as part of Iljin's own processes, and Scope 2 includes emissions from purchased electricity.

❖ CO2 emission factors correspond to CO2 equivalents (CO2 e).

❖ Excluding emissions from refrigerants.

# Carbon neutrality plan










## 6. Eco-friendly project

### ◆ Establishment of an Eco-friendly workplace

As global warming, which is a rise in the average temperature of the earth due to greenhouse gases and methane gases, such as production activities of companies around the world and the use of internal combustion engine vehicles, is becoming more serious, companies are being urged to respond.

In response, ILJIN Slovakia plans to convert its business vehicles from internal combustion engine vehicles to eco-friendly electric vehicles in order to start with small things.

Country	Promotion Status
 Norway	- Agreed policy target to eliminate gasoline & diesel car sales by 2025 - In Oslo, banning diesel vehicles from 2017
 France	- Announce the policy goal to ban sales of greenhouse gas emitting vehicles by 2040 - Diesel cars banned in Paris by 2025
 UK	- Policy to ban sales of traditional internal combustion engine vehicles by 2040
 Germany	- Some German cities are promoting a ban on diesel vans.
 Israel	- Announce the policy to allow only elec. & natural gas vehicles by 2030 - Inducement of electric vehicles and gas vehicles according to the utilization of natural gas produced in gas fields in the country
 China	- Undecided when to discontinue internal combustion locomotive
 India	- Announce the policy to sell only electric vehicles from 2030 (If the price of an electric car is economical enough)

### ◆ Using Eco-friendly vehicles

Production of vehicles with internal combustion engines is limited worldwide, and automakers in each country are already announcing the end of vehicles with internal combustion engines.

In line with this, ILJIN Slovakia is changing internal combustion engine vehicles, which are used for business purposes, to electric vehicles, and plans to install electric vehicle charging stations in the workplace.

Year	Number of cars	Number of eco-friendly cars	Rate	EV charging station
2024	9	1	11%	0
2025	9	2	22%	1
2026	9	2	22%	2



## 7. Campaign to save the beautiful earth

Climate change is recognized as a human-caused disaster, not a natural disaster. Now, ILJIN Slovakia is seriously aware of green energy production and recycling of resources, and is carrying out various activities to save the global environment to enable sustainable development. If small actions are accumulated, we can create a beautiful and healthy earth that can deliver hope to future generations.

### ◆ Installation of hand dryer in the new locker room

ILJIN Slovakia is planning to install hand dryers to new locker rooms to reduce wasted paper hand towels.



### ◆ Environmental management

Separation of normal waste and separation of dangerous waste and marking for disposal



### ◆ Designated Waste Reduction Activity

Eco-friendly continues to be a hot topic in recent years.

Air/water pollutants and hazardous chemicals generated from factories are also a problem, but waste generated by 5 billion Persons around the world is also a big problem.

ILJIN Slovakia recognizes the seriousness of these wastes and actively participating in eco-friendly activities by recycling (paper boxes, vinyl, plastics, etc.) when handling designated wastes in order to raise awareness.

### ◆ Waste recycling performance [2024]

Category	Waste	Recycling	
		Amount	Ratio
Plastic	156,39	156,39	100%
Paper	163,71	163,71	100%
Wood	267,88	267,88	100%
Total	587.98	587.98	100%

[ Unit : Ton ]

### ◆ Activities to reduce power consumption through installation and operation of LED lights

We are working to reduce power consumption by changing the capacity of lighting by 45%. Currently, about 129 LED lamps were changed in offices. Capacity of old one was 720W and these are changed to 320W LED lamps to reduce carbon emissions by reducing power consumption. Annual power consumption is reduced by about 45%. Old lamps were not according to STANDARD EN 12-464-1, was dangerous for our health.



Electrodeless Light



LED light



**Reduced  
45% of power  
consumption**

### ◆ High-efficiency compressor facility

We changed air compressor for reduce power consumption. Old model consumption was 0.1199 kw/m<sup>3</sup>/Hour, New model compressor consumption is 0.1055 kw/m<sup>3</sup>/Hour. Because Old model didn't have Inverter controller. Due to this reason, The power consumption reduced 12%.



Old Model



New Model



**Reduced  
12% of power  
consumption**



## ◆ Social contribution and community value creation

Every year ILJIN SLOVAKIA donates 1% of its corporate tax from previous tax year, to support disabled citizens, local sports clubs, charities and schools to improve their conditions and make the world to be a better place. In year 2024, totally 20 184 Eur has been distributed to 12 organizations.

In addition to donating a percentage of taxes, the company allocated other funds in the amount of 3 172 Eur to support the communities in the region, for example event for disabled kids "Rainbow in the heart" where disabled kids can learn new skills and enjoy the cultural programme or local volley-ball club which has a large base of young athletes.





# ◆ Friendly Coexistence

## ◆ Welfare System

ILJN SLOVAKIA was one of the first companies in the region which provided generous system of optional employee benefits to support work-life balance of all employees.

1) Welfare programme is granted to all employees and offers wide scale of benefits in health, culture, sports, recreation and hobbies, education and shopping

(Yearly budget 111 600 Eur in 2024)

2) ILJIN SLOVAKIA is aware of importance of good mental and physical health of employees and it supports it also through Multisport programme.

3) Preventive medical checkings are provided to all employees in ambulance in our company.

4) ILJIN DAY for employees and their family members and Joint sightseeing tours (one-day trips) are strengthening relationships in company



Cestovanie (1136)	Karta Benefit Plus (2)	Kráša (310)
Kultúra (126)	Nakupovanie (321)	Poistenie (5)
Šport (749)	Vzdelávanie (470)	Zdravie (1862)

## ◆ Compatible work & family balance

ILJIN SLOVAKIA supports the childcare of male and female workers to protect workers' labor rights and maternal rights to actively support gender equality and work-family balance.

- 1) Prohibiting of overtime work for women during pregnancy, and convertible work at their request
- 2) application for reducing of working hours and work time
- 3) day offs related to medical checkings during gravidity without limitations
- 4) supporting the leave for maximum of 3 years after giving birth to a child (maternity/parental leave)
- 5) paternal leave for fathers in duration of 14 days after birth of child
- 6) Child care time : 30 minutes of nursing time are guaranteed twice a day in addition to the company regulations' rest time if there is a child under one year of age.
- 7) Family care leave, day-offs, home office, flexible working hours to support taking care of family members





## ◆ Activities to increase awareness about ILJIN Slovakia

Company representatives regularly participate in job fairs, conferences and exhibitions. The company also organizes activities for family members who have the opportunity to get to know how ILJIN operates. Another important activity is the cooperation with the local school in the village of Nedožery in the framework of the project "Live in the skin).



# ◆ Safety and Health Management

## ◆ Safety and Health Management Policy

We strive to improve the working environment for our employees to create a healthy and pleasant work environment as follow:

Establish a policy, and the CEO and all executives and employees strive to establish and implement a safety and health management system.

It aims to become a disaster-free workplace that continuously pursues a safe working environment.

## ◆ Safety and Health Management Goal

- 1) Safety-health-oriented management activities
- 2) Compliance with health and safety regulations and continuous improvement
- 3) Minimize workplace risk through risk assessment
- 4) Equipped with a safety culture that emphasizes the basics

All employees understand the above safety and health policies and goals and do their best to implement and improve the safety and health management system.

## ◆ Industrial Safety and Health

In order to realize our safety and health management policy, "We aim to be a disaster-free workplace that continuously pursues a safe working environment," we put safety and health as our top priority.

To this end, we are conducting preemptive safety and health activities to establish a safety culture and to prevent major industrial accidents. In addition, old facilities and protective devices in the safety, fire, and health sectors were improved to establish a safe working environment. and we are strengthening the on-site safety management system by conducting according to Slovakia law accident prevention inspections to enhance executives' safety and health awareness.

## ◆ Prevention of Serious Disaster at Workplaces

Through risk assessment, we analyze major types of work at high risk of serious accidents in the workplace and establish appropriate safety management countermeasures & systems to prevent serious accidents. According to the current status of serious disasters in the domestic manufacturing industry over the past 10 years, entrapment and car crashes have occurred the most, and serious accidents are more likely to occur during unstructured work than accidents during daily work.

We promote and manage dangerous areas in our company's workplace and conduct safety inspections to continuously check the risks.

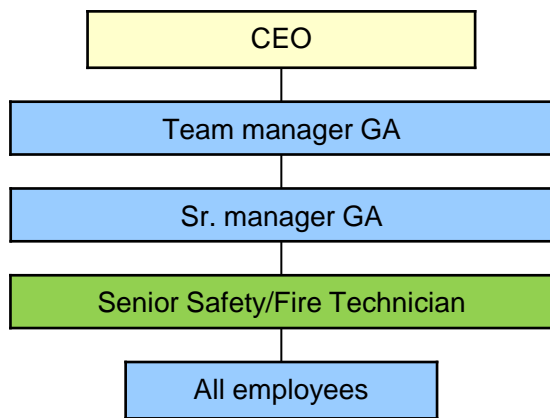
In addition, LOTO (Lock Out, Tag Out) work procedures are carried out during unstructured work, and management supervisors of each department conduct occasional risk assessments to prevent serious disasters in the workplace.

## ◆ Organization of Safety and Health Management

Since 2010, our company has an internal security and fire technician. The company launched a general management system to manage safety and fire protection.

Together with the executive, we try to manage the real safety and health protection, fire protection of workers and prevent accidents. fire. Each is operated according to Slovak law in accordance with the Act on Safety and Health Protection at Work, Fire protection and plans and measures are developed to prevent risks or injuries to workers and a pleasant working environment is maintained by taking into account the opinions of workers. According to the law, the company is supervised by an external accredited company BOZPO Prievidza.

- Organization chart



✂ Supervision: Occupational health service and safety service of the company BOZPO s.r.o.

## ◆ Management of Safety and Health and Fire protection

### Main activity and frequency according to Slovak law

## ■ Health and safety protection management plan

[illegible]

- Fire protection management plan

[illegible]

## ◆ Response to the Industrial Safety and Health

ILJIN Corp is creating a safety and health culture by judging and implementing laws and principles in all areas of safety and health. In order to faithfully implement the Industrial Safety and Health Act, safety and health education was conducted according to the working environment for each job function, and safety inspections of dangerous machinery were conducted.

In order to respond to the Act on the Punishment of Severe Disasters, which was newly established in 2022, a dedicated organization was formed and new responders were hired.

In addition, in order to raise executives' safety awareness, we conduct accident prevention inspections for executives and team leaders once a week to prevent industrial accidents.

ILJIN Corp will strengthen the safety and health system in line with the changing trend of the times and strive to make safety culture a part of daily life for all employees through company-wide safety and health activities.

## ◆ Major activities in compliance with industrial safety and health principles

1. Implementation of the Occupational Safety and Health Act
  - 1) Implementation of safety and health education
  - 2) Work environment measurement is carried out(1/half year)
  - 3) Conducting special and general health checkups
  - 4) Safety inspection of dangerous machinery and equipment (once /2year)
2. Response to the Serious Accident Punishment Act
  - 1) Recruitment of new responders
  - 2) Establishment of countermeasures supervised by head office
3. ISO 45001 certification
  - 1) SKQS certification inspection and maintenance of certification

## ◆ Safety and Health Management & Risk Assessment

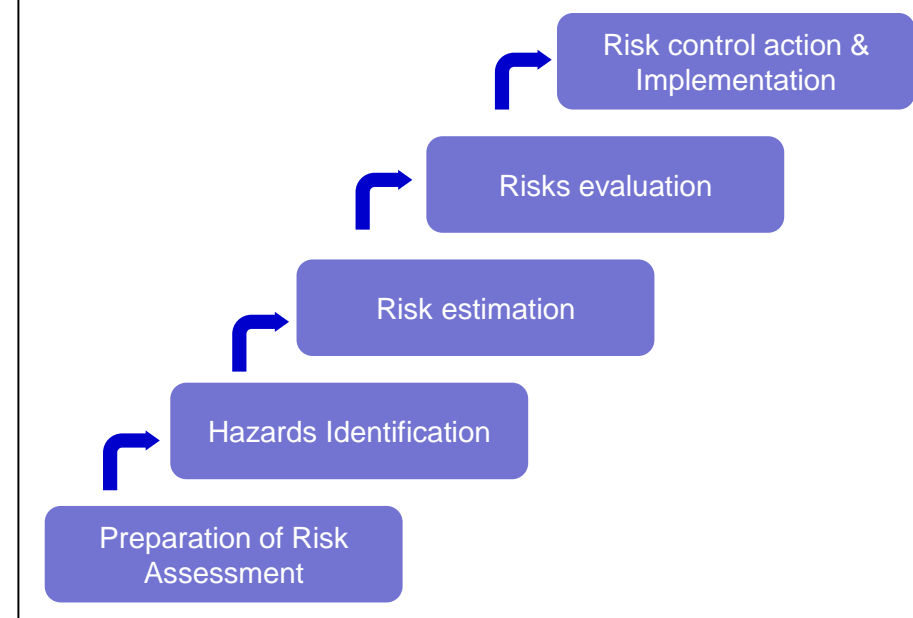
ILJIN Corp conducts regular evaluations in accordance with the safety and health risk assessment guidelines for each department to implement global level of safety and health management.

High-risk work is classified according to risk, and improvement measures are established for work that corresponds to dangerous work.

Risk is reevaluated after the action and risk reduction is continuously managed.

ILJIN Corp. operates both regular and occasional evaluations to identify possible accidents and predict industrial accidents. We will make efforts to create a more pleasant and safe working environment through the evaluation results.

### ■ Risk assessment procedures and criteria





## ◆ Safety and health education

Employees themselves are aware of the importance of safety and are conducting safety and health education focusing on safety knowledge to raise awareness.

Legal safety education is divided into new, regular, and special safety and health education according to the working situation.

In the case of regular safety and health education, all employees are strengthening their safety and health capabilities by conducting according to Slovak law under the supervision of each department's management supervisor.

### ■ Operation status of safety and health education

Category	Target	Timing
Recruitment training	new employee	More than 4 hours
Special safety and health education	special trainings	More than 2 hours
Periodical safety and health education	All employees	More than 4 hours



## ■ Management of safety and health education

Alica Schmidová - trainer	<b>Training - new worker</b> Školenie - nový operátor (1.-st day at work)	Special trainings from external companies	<b>Training - forklifts drivers</b> Školenie - VZV (PPC) (licence - 1X+3 years, gass - 1X3 years) - plan from PPC
	<b>Training - periodical</b> Školenie - periodické (1X2 years)		<b>Training - forklifts drivers</b> Školenie - mot.vozík (pal.)-PROD. (licence - 1X 3years, gass - 1X2 years) - plan from PROD.
	<b>Training - external members</b> Školenie - externí zamestnanci (before work)		<b>Training - reference vehicles</b> Školenie - referenské vozidlá (1X3 years)
	<b>Training of representatives of employees for safety</b> Školenie zástupcov zamestnancov pre bezpečnosť (1X 1 year)		<b>Operation of low pressure boilers</b> Obsluha nízkotlakových kotlov do 100 kW (1X 5years)
	<b>Training - SBS security members</b> Školenie - SBS pracovníci (1X year)		<b>Operating Pressure Equipment</b> Obsluha tlakových zariadení nad 100 kW (1X 5years)
	<b>Training - Mapal members, MNT traders</b> Školenie - Mapal pracovníci, živnostníci (1X year)		<b>Training of binders</b> Kurz viazačov bremien (1X 3 years)
	<b>Training - work at heights</b> Školenie - práce vo výškach (1X year)		<b>Kurz zváračov</b> Course of welders (1X2 years)
<b>Training - Fire Patrol members</b> Odborná príprava - protipožiarna hliadka (1X12 months)			<b>Kurz prvej pomoci</b> First aid course (1X3 years)
			<b>Verification of electrical engineers</b> Overenie spôsobilosti elektrotechnikov (1x 2 years)
			<b>Updating preparation of electrical engineers</b> Aktualizačná príprava elektrotechnikov (1x 4 years)
			<b>Handling lifting equipment</b> Obsluha vyhrad. zdvíhacích zariadení brána Bf, rampa a mostík Bd1 (1 X 24 months)
			<b>Training of scaffolder, auto lift</b> Školenie lešnárov (1 X 12 months)
			<b>Training auto lift</b> Školenie zdvíhacej plošiny (1 X 12 months)

- In accordance with Act No. 124/2006 Coll. on safety and health protection at work and on amendments to certain laws and in accordance decree no. 121/2002 Coll.
- Decree of the Ministry of the Interior of the Slovak Republic on fire prevention are performed trainings internally or by external trainers.

## ◆ Safety and Health Incident Action Process

ILJIN Corp guarantees worker protection measures such as suspension and evacuation of work after checking.

If a worker is in a dangerous working environment. In the event of an accident, we report it quickly and operate ISO45001 disaster investigation & reporting guidelines for accurate investigation and improvement.

Measures are presented for each type of accident, such as serious and industrial accidents, and if a disaster occurs, we report it to the management immediately and respond quickly.

After an accident, we prevent similar disasters and prevent the expansion of disasters by preparing a plan to prevent recurrence and human & material measures. In the case of a disaster, compensation for physical, economic, and mental damage is supported for a quick return to daily life.

## ◆ Executing the comprehensive training in preparation for emergency situations

In order to quickly respond to emergency situations, we conduct practical training for each members, fire hydrant training and fire extinguisher training one time per year – practical training of Fire Patrol members.

We plan to train executives and employees on a regular basis so that they can quickly perform their duties, and establish training evaluation standards to ensure effectiveness and continuously improve the level of training.



Practical training of Fire Patrol members  
(1time/year)



General training – new members  
[Every 2 years]

## ◆ Safety and Health Management System (ISO 45001)

ILJIN SK recognizes the importance of employee safety management, complies with safety and health laws and other matters, and strives to continuously improve and develop through detailed goals, planning, implementation, monitoring, and evaluation.

In addition, we have obtained a safety and health management system certificate in compliance with the International Standard (ISO45001) guidelines – 6.7.2023.

Through the continuous maintenance of ISO45001 certification and communication with various stakeholders. we are enhancing our expertise in safety and health and creating an optimal level of management for our company.

## ◆ Supporting Safety and Health for Business partners

In accordance with the Act on Safety and Health Protection at Work, we conduct inspection and familiarization of supplier companies and partners.



[ ISO45001 Certification ]

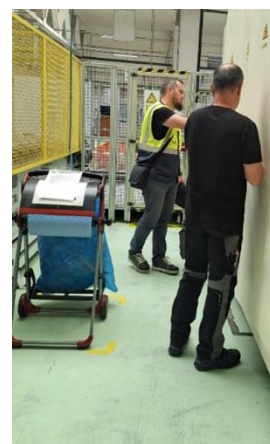
## ◆ Discovery and Improvement of Accidents

In order to create a culture of safety, ILJIN Slovakia participated in investigation and improvement activities with the aim of evaluating risks and eliminating potential risk factor.

Safety measures such as robots, lifting devices, Brake disc manipulators, electric pallet trucks, conveyors, operator rotation were implemented and the working environment was improved: Project Heavy work.

In cooperation with an authorized legal entity, we assess the technology in terms of security with the aim of meeting all Slovak regulations and technical standards.

The technical accompanying documentation must be in the Slovak language. After removing the shortcomings and introducing measures, we obtained positive expert opinions and Safety Certificates.



[ Safety Inspection/Approval ] [ Safety Certificate ]



## ◆ Worker health care program

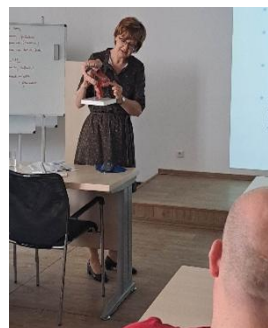
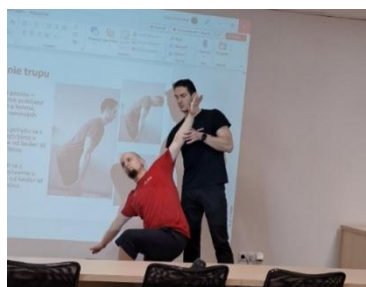
The company ILJIN SK is equipped with its own ambulance for the performance of preventive medical checkups.

They are carried out every year in accordance with the applicable legislation. Initial, output and special checkups are carried out in the occupational medicine clinic in the BOZPO ambulance.

In addition, in order to help prevent various serious diseases, support presentations are made by the workers of the regional public health office.

The physiotherapist showed the production employees exercises for the prevention of long-term and excessive load on the upper limbs.

### ■ Health Check up



Category	Checkup items	Targets	Institution in Charge
Initial regular Special output	General and acc. to requests	All employees	BOZPO ambulance, ILJIN SK ambulance

## ◆ Safety campaign and activities to create safety culture

ILJIN SK is promoting safety awareness to employees through activities such as producing and posting safety slogan banners, notice boards and promoting safety rules when commuting, and all employees have set a goal of continuing a disaster-free workplace and expressed a strong commitment to safety and health.

ILJIN SK is making various efforts to establish the safety culture of its employees, and will continue to do so in the future. We will try to internalize the safety consciousness of our employees by expanding the program.



[ Visual management ]

Placed gatehouse, entrance, production line  
for internal and external workers

## ◆ Heavy work and preventive actions

ILJIN SK wants to retain permanent employees, so it is making their work easier and replacing it with assistive technology. To this end, robots, collaborative robots and lifting devices have been introduced.

It also introduced more frequent safety breaks to increase work efficiency.

To prevent monotony in the work, workers rotate to a different work step every half hour. To keep the work from getting monotonous, workers rotate every half hour to a different work step on the production lines. In the CNC process, they rotate every day. One day, the operator operates the CNC machine and the next day, he is on the robotic line.

## ■ Robotics automatic lines, Collaborative robots, lifting devices, disc manipulators, etc..



## ◆ Personal protective equipment

ILJIN SK ensures that employees are safely and nicely dressed, that protective equipment is comfortable and does not harm health.

Employees continuously suggested changing their work shoes and as a bonus - Gel orthopedic insoles for work



◆ Lighting, extraction, chemicals, noise, ergonomics and other factors of the working environment - protecting employee health and preventing occupational diseases

ILJIN SK Working environment factors are regularly measured and evaluated in cooperation with the Regional Public Health Office and the Occupational Health Service, and people's working conditions are improved.

Measuring the concentration of chemical substances, improving extraction and ventilation.

Noise measurement and appropriate corrective measures. The CNC process is declared as a risky workplace and workers have rehabilitation stays, earmuffs, incentives for risk work, etc. .

During inspections by inspectors from the Regional Office of Public Health - Hygiene, our company ILJIN SK was evaluated as safe and healthy in terms of employee care and quality of working conditions.

■ Lighting replacement, adding ergonomic aids to offices as well, measuring the concentration of chemical substances, inspections by workers from the Regional Office of Public Health - Hygiene

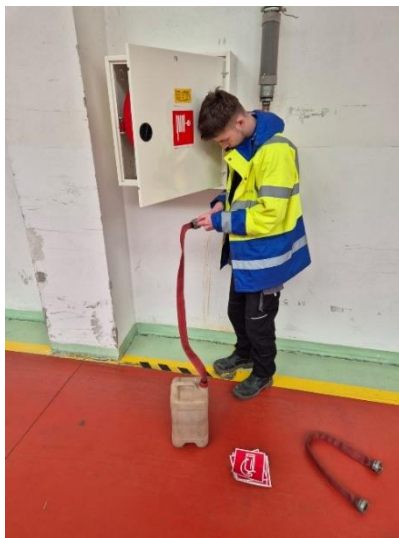




## ◆ INSPECTION OF FIRE EQUIPMENTS

Fire Protection management system is very important to implement, perform, check and improve in our company. The main responsibility has our CEO - Mr. Ye Hwan Kim and for all activities, representatives in case of Fire Inspection from fire office has Senior Fire Technician - Mrs. Alica Schmidtová in our company. According Slovak laws is necessary to perform INSPECTION OF FIRE EQUIPMENTS (fire extinguishers and hydrants, pressure tests), CLOSURES (fire doors and windows) every 12 months in ILJIN Slovakia company. This inspection was performed in December 2024 and January 2025. The results was good.

### ■ Specialists from BOZPO and from Korigo companies.



## ◆ Special measurement - Specialists from OPTIKA and Regional Public Health Office

During 2022 - 2023 was performed special MEASUREMENT OF VISION for our employees in ILJIN SLOVAKIA. This checking performed 2 specialists from company - OPTIKA, Banska Bystrica. The place was our training room. The process of vision measurement was: 1. The refractometer (special measuring instrument) measured the physiological value. 2. The correction of vision by various methods and tests. 3. Important informations were available to stop current values for the longest period of time that eyewear is appropriate for the employee, taking into account his working process, condition, etc.. In case that employee decided to solve the replacement of lenses in their own frame and purchase new dioptric glasses, the specialists made based on customer requirements.

On February 2023 was World Cancer Day in Slovakia. RÚVZ (Regional Office of Public Health) Prievidza, based in Bojnice, as part of the National Oncology Program against Cancer, performed a free presentation directly in our company on the topic: Preventive activities mainly dedicated to breast, colon, rectal cancer and their prevention. As part of the presentation, an additional examination unrelated to oncological disease was performed: Blood sampling from the finger–cholesterol, Blood pressure measurement





## ◆ Conferences

On 13.-15 of May 2024 was organized **INTERCLEAN trade show in Amsterdam**. Renata Dudasova, Sr. Manager of GA department visited the world's largest trade fair for professional cleaning, and discover what's new in the cleaning and hygiene industry. Kärcher has experience and innovation at its best.



**BOZPO company organized the 9th edition of the INCOBOZ - excellent International Conference** of health and safety protection at work in cooperation with the Ministry of Labour and Social Affairs. It was in MERIDIANA hotel, 2 days. The program was very interesting. Presentation of National Labour Inspectorate, State Office Labour Inspectorate, actual status of legislation, protection and promotion of health in the workplace, presentation of good practice in the field of health and safety, the safe building site, professional technical program, discussion and conclusion. Hot topic in the field of health and safety, coordination in buildings, Health service, analysis of the outcomes and proposals for concrete solutions Czechoslovak seminar on "safe workplace", discussion and conclusion..... From our company participated was Alica Schmidtová - Safety Technician.



On 18th and 19th March 2024 the **EPI conference Waste Management 2024** was held at the Strbské pleso in the Patria hotel. Our company was represented by Renata Dudasova and Alica Schmidtová from GA department. Legislators and representatives from practice had interesting lectures - trends and options for waste management. They were also very interesting and extensive panel discussions.



## ◆ Responsible value chain performance

### LP key supplier's certificates list

Nation	Division	Country	IATF	14001 Enviro	45001 Health	5001 Energy	27001 Tisax	SUPPLIER AUDIT	
Europe Region	Disc	Germany	yes	Yes	Yes	Yes	x	JAN 24	95%
	Disc	Italy	yes	X	Yes	yes	yes	JUL 24	96%
	Disc	Poland	yes	yes	yes	x	yes	JUL 24	95%
	Steel Casting	Germany	yes	yes	yes	yes	X	JUL 24	93%
	PRESS	Poland	yes	Yes	Yes	x	x	JUL 24	92%
	Aluminium Casting	Germany	yes	Yes	Yes	Yes	X	AUG 24	94%
	Aluminium Casting	Slovakia	yes	x	x	x	x	MAR 24	93%

64 % of suppliers are from EU, 36 % of suppliers are from Asia in order to minimize our carbon foot print within transportation.

Most of Europe region suppliers are certified according to reference standards listed in table above. Average evaluation of supplier audits in 2024 was at level of 94%.

All packages from local suppliers are 100% recycled.

## ◆ Performance

### ◆ Energy Usage (Electricity)

(Unit: Mwh)

Category	2022	2023	2024
ILJIN SK	3558,047	3893,612	4024,795

### ◆ Water usage (Waterworks)

(Unit: m3)

Category	2022	2023	2024
ILJIN SK	4009	3714	4119

### ◆ Heating (Wooden chips, sawdust)

(Unit: m3)

Category	2022	2023	2024
ILJIN SK	433,5	510	433,5

### ◆ Cutting emulsion indicator

(Unit: t)

Category	2022	2023	2024
ILJIN SK	84,440	116,925	202,14

### ◆ Labor-Management Council

(Unit: Person)

Category	2022	2023	2024
Employees' council	5	5	6

※ There is no labor union or collective agreement, but the labor-management council operates since 2016.

## ◆ Employees

(Unit: Person)

Category		2022	2023	2024
Employee Type	Permanent	273	279	288
	temporary	1	0	1
	Total	274	279	289
Gender	Male	216	219	219
	Female	58	60	70
Diversity	Local	265	271	281
	Expatriates	9	8	8

### ◆ Sickness ratio

(Unit: %)

Category	2023	2024
ILJIN SK	4,19	3,43

### ◆ Fluctuation ratio

(Unit: %)

Category	2022	2023	2024
ILJIN SK	0,84	0,75	0,61

### ◆ Maternity / Paternity / Parental Vacation

(Unit: Person)

Category		2022	2023	2024
Drawdown during the year	Male	5	6	7
	Female	2	2	2

(Unit : Persons, Hour]

※ In accordance with Act No. 124/2006 Coll. on safety and health protection at work and on amendments to certain laws and in accordance decree no. 121/2002 Coll. Decree of the Ministry of the Interior of the Slovak Republic on fire prevention are performed special trainings.

( Unit : %, Case)

(Unit: EUR]

(Unit : Persons)

## ◆ Legal Violations

※ No legal violations exist, we have not received any fines from state control authorities.

[illegible]

[ Control of the regional public health office ]

[ Control of District  
directorate of the fire  
department ]



# ◆ GRI Index

## ◆ General Disclosures (GRI 1, GRI 2)

Topic	No	Title	Page	Explanation
GRI2: General Disclosures 2021				
Organization Profile	2-1	Organizational details	5-18	Basic information about the organization
	2-2	Entities included in the organization's sustainability reporting	1-2	Legal entities covered by the sustainability report.
	2-3	Reporting period, frequency and contact point	1	Timeframe covered by the report, publication frequency, responsible contact.
	2-4	Restatements of information	1-2	1 <sup>st</sup> . Report
	2-5	External assurance	32-38, 38, 62	Information on independent verification or assurance of the sustainability report.
Activities and Employees	2-6	Activities, value chain and other business relationships	6-19, 32 47, 63	Description of main business activities, supply chain, and partnerships.
	2-7	Employees	15,49	Basic information about employees of company.
Governance	2-9	Governance structure and composition	19	Composition and structure of the company's highest governance body.
	2-11	Chair of the highest governance body	3-4, 13	Identification of the chair of the company's highest governance body.
	2-19	Remuneration policies	27-29, 30-33, 63	Policies on executive and employee remuneration, including performance criteria.
	2-22	Statement on sustainable development strategy	3, 4, 5, 34-38	Declaration of company's sustainability vision, priorities, and strategy.
	2-26	Mechanisms for seeking advice and raising concerns	21-33	Procedures for employees and stakeholders to raise ethical or legal concerns.
	2-27	Compliance with laws and regulations	21-26, 30-31	Description of company's compliance management and reporting of legal violations.
Stakeholder Engagement	2-29	Approach to stakeholder engagement	32-33, 43, 39, 67	Identifying and engaging with key stakeholders.
	2-30	Collective bargaining agreements	27-29, 30-33, 63	Stakeholder agreements

## ◆ Economic Performance (GRI 200)

Topic	No	Title	Page	Explanation
GRI 201 Economic Performance 2016				
Indirect Economic Effect	203-1	Infrastructure investments and services supported	47-50	Company's investments in infrastructure or services for public benefit.
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	31-33, 50, 59, 69	Programs and communication about anti-corruption rules for employees and partners.
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	21-33, 68	Prevention of anti-competitive or monopolistic practices

## ◆ Environment Performance (GRI 300)

Topic	No	Title	Page	Explanation
GRI 300 Environment Performance 2016				
Energy	302-1	Energy consumption within the organization	44-48, 50, 68	Energy consumed within the organization from all sources.
	302-2	Energy consumption outside of the organization	32, 38-39, 46, 68	Energy consumed from activities outside the organization (e.g. supply chain).
Water and Effluents	303-3	Water withdrawal	68	Total volume of water withdrawn by source.
	303-5	Water consumption	32, 49, 68	Total volume of water consumed within the organization.
Emissions	305-1	Direct (Scope 1) GHG emissions	38-39, 44, 40-42, 46-47	Direct greenhouse gas emissions from owned or controlled sources.
Waste	306-1	Waste generation and significant waste-related impacts	38-39, 41, 49, 68	Overview of waste generation and its environmental impacts.
	306-3	Waste generated	38-39, 41, 49, 68	Total quantity of waste generated by the organization.
	306-4	Waste diverted from disposal	38-39, 41, 49, 68	Quantity of waste diverted from landfill by recycling, recovery, etc.
	306-5	Waste directed to disposal	38-39, 41, 49, 68	Quantity of waste sent to landfill, incineration or other disposal methods.

## ◆ Social Performance (GRI 400)

Topic	No	Title	Page	Explanation
GRI 400 Social Performance 2016				
Employment	401-1	New employee hires and employee turnover	68-69	Number and rate of new hires and employee turnover.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	25, 27, 33, 52	Employee benefits exclusive to full-time employees.
	401-3	Parental leave	53, 68	Number of employees eligible for and using parental leave.
Occupational Health and Safety	403-1	Occupational health and safety management system	55-66, 68-69	Description of the health and safety management systems in place.
	403-2	Hazard identification, risk assessment, and incident investigation	55-66, 68-69	Hazard identification, risk assessment, and incident investigation.
	403-3	Occupational health services	55-66,	Occupational health services provided to employees.
	403-4	Worker participation, consultation, and communication on occupational health and safety	55-66	Employee involvement in health and safety processes and decision-making.
	403-5	Worker training on occupational health and safety	58-59	Training provided to employees on health and safety topics.
	403-6	Promotion of worker health	55-66	Health promotion programs and initiatives for employees.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55-66	Actions to mitigate safety impacts from business partnerships and supply chain. Number and rate of work-related injuries.
	403-9	Work-related injuries	69	Number and rate of work-related injuries.
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	19, 68	Diversity indicators for governance bodies and employees.

## ◆ Material topic (GRI 3)

Topic	No	Title	Page	Explanation
GRI 3 Material Topics Process				
Double materiality	3-1	Process to determine material topics	38-39	Stakeholder survey internal workshop
	3-2	List of material topics	39	See Material. Matrix