

CSR

REPORT



**Corporate Social Responsibility
Report**

2025 ILJIN Slovakia CSR Report

Date: June 29, 2026

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.

◆ 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 2025 to 31.Dec 2025, with part of the content associated with activities conducted in prior to 2025. Quantitative data includes data from the last three years to enable time series trend analysis.

◆ Contact

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◆ ILJIN Slovakia executive managing director Message



ILJIN SLOVAKIA
CEO Ye-Hwan KIM

To our shareholders and valued customers,

Since its establishment in 2005, Iljin Slovakia has worked with the satisfaction of customers, shareholders, and employees as its top priority, while also fostering cooperation to contribute to the local communities in which it operates.

Currently, we have adopted ESG (Environmental, Social, and Governance) management as a core strategy for our operations, realizing responsible management for a sustainable future.

In the environmental sector, we practice eco-friendly management by reducing carbon emissions, increasing resource efficiency, and using eco-friendly products, taking the lead in responding to climate change. We have established a roadmap to achieve 100% carbon neutrality by 2039 and are steadily pursuing it. We are 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 corporate environment together with our stakeholders. Furthermore, we are expanding various social contribution activities to create social value as a member of the local community.

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

Through ESG management, we intend to build a foundation for sustainable growth and evolve into a company where present and future generations grow together.

We ask for your continued interest and support. Thank you.

YE-HWAN KIM

◆ 20th Anniversary Celebration: A Milestone for ILJIN Slovakia

In 2025, ILJIN SLOVAKIA proudly celebrated the 20th anniversary of its establishment. Over the past two decades, the company has grown from a newly established production facility into a stable and trusted partner in the automotive industry.

This milestone reflects the dedication, professionalism, and teamwork of our employees, as well as the strong cooperation with our customers, suppliers, and business partners.

The 20-year anniversary represents not only an important achievement in the company's history, but also a motivation for further growth, innovation, and sustainable development in the future.



◆ ILJIN Group Profile

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



- Establishment : 1973. 7. 1
- Number of corporations :
5 Domestic, 13 Overseas
- Sales volume: 3,52 billion Eur
- Number of employees: 6 642

● 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. ILJIN Group overseas

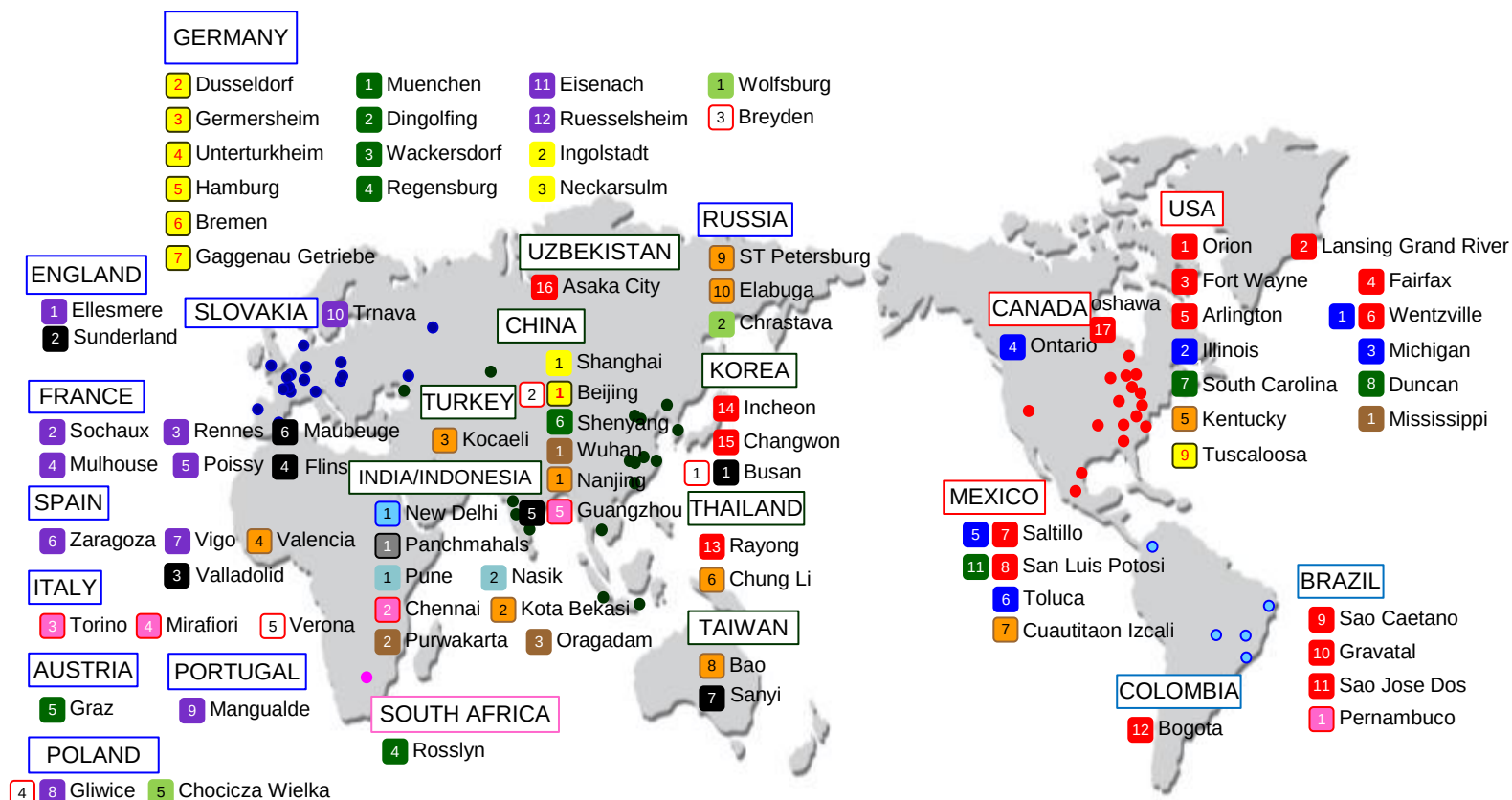
In overseas, ILJIN operates:

- 13 corporations established in 5 countries: the United States, China, India, **Slovakia**, and Germany.
- 9 sales offices and 4 research centers in 8 countries: the United States, Germany, Japan, China, India, Italy, France, and Brazil.



3. 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



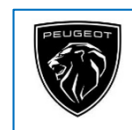
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5 6 7



1 2



1

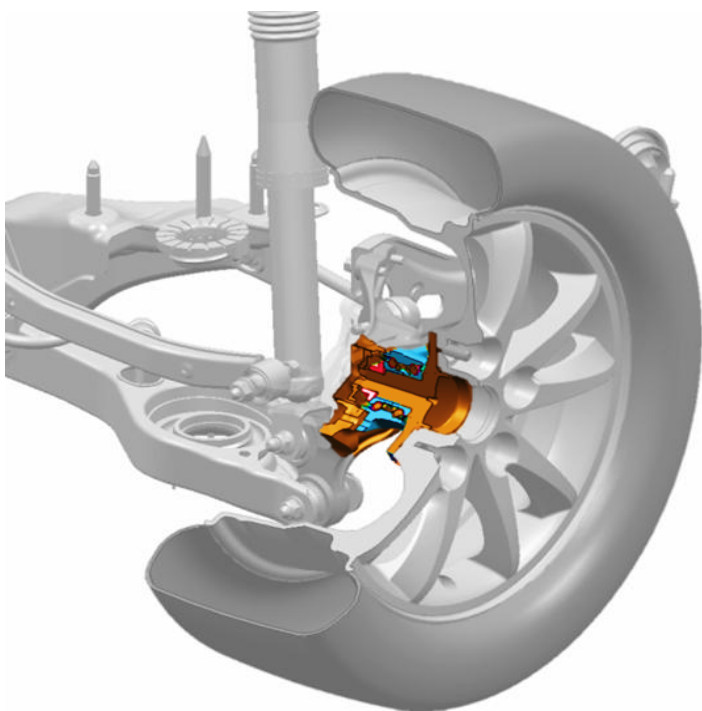


1 2 3 4
5 6

4. 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

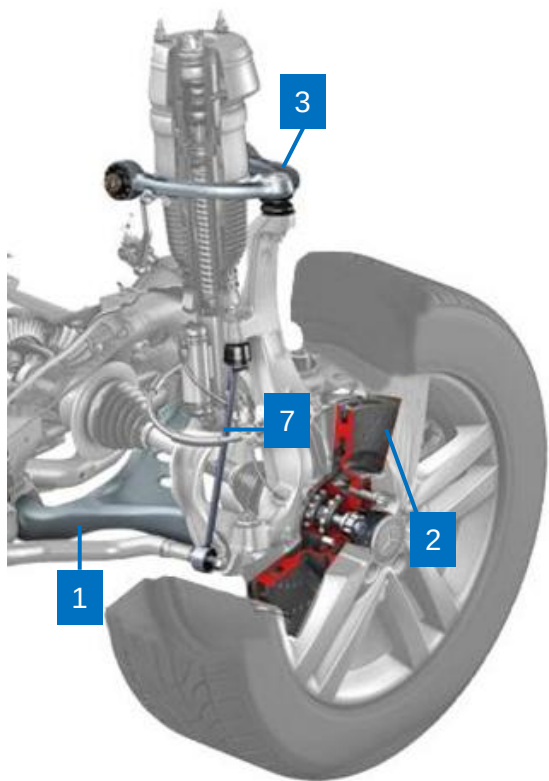
4. Group Main Products (IJ Corp. Chassis Series)

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

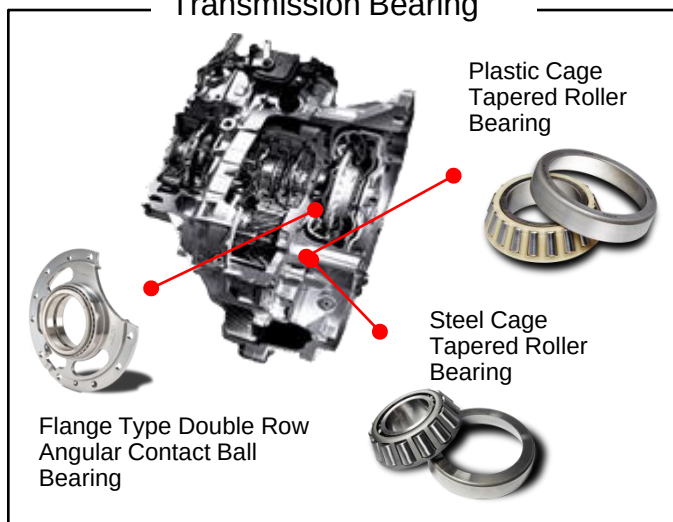
4. Group Main Products (Bearing Art - For Automotive)

Bearings for automotive power transmission systems

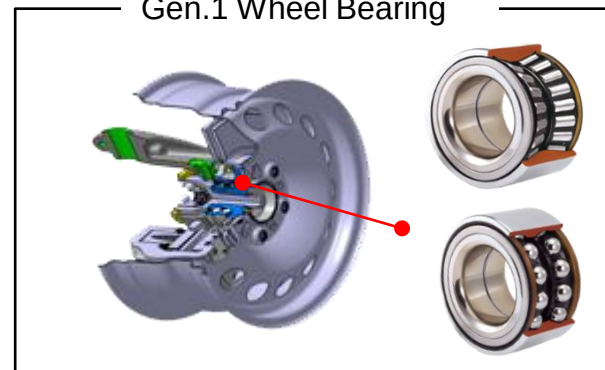
Supports radial and axial loads generated by gears

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



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

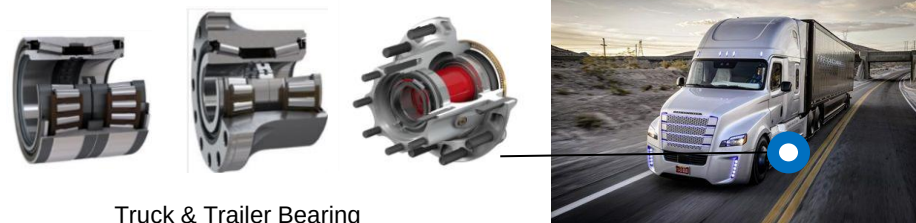
Bearing For Robots



Railway Bearing



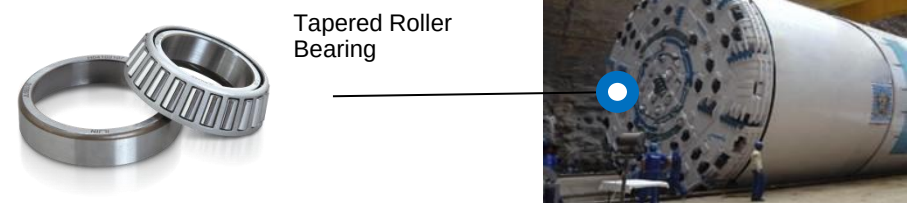
Truck & Trailer



Excavator Travel Reducers



TBM Bearing



◆ ILJIN Slovakia Management Philosophy

◆ WORLD CLASS ILJIN

ILJIN SLOVAKIA produces and supplies Chassis and Suspension components of vehicles such as Corner Module and Control Arm, to world - wide clients.

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

◆ 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 people, developing innovative technology, communication and cooperation.

VENDOR RATING 2025

for

Iljin Slovakia

Under consideration of your performance in 2025
your company has been assessed to

A - Supplier

with the following detail rating

Criteria	Result	Rating
Delivery reliability	100,00%	A
Quantity reliability	100,00%	A
Quality	100,00%	A
Subjective evaluation	100,00%	A
Certificates	95,00%	A
TOTAL	99,50%	A

High Tech | High Speed | High Quality

◆ ILJIN Slovakia Company Profile



Name	ILJIN Slovakia s.r.o
Address	422 Pravenec 972 16, Slovakia
Est.	2005, Jan. 1
Product	AXLE ASSY, CONTROL ARM
Sales amount	178 Million EURO (2025Y)
Employees	291
Size (Land)	66 000m2
Size (Building)	5 800 m2
Certification	IATF 16949, ISO 14001, ISO 45001

● 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 Certification of ISO/TS 16949
 2023. MAR Certification of ISO 14001
 2023. JULY Certification of ISO 45001
 2024, JULY Establishment of ESG TEAM
 2025. MAR Completion of CONTROL ARM PLANT
 2026. FEB Completion of new warehouse D
 2026. APR Start of production for CONTROL ARM
 2028. Start of production for AIR SPRING

● Future plan

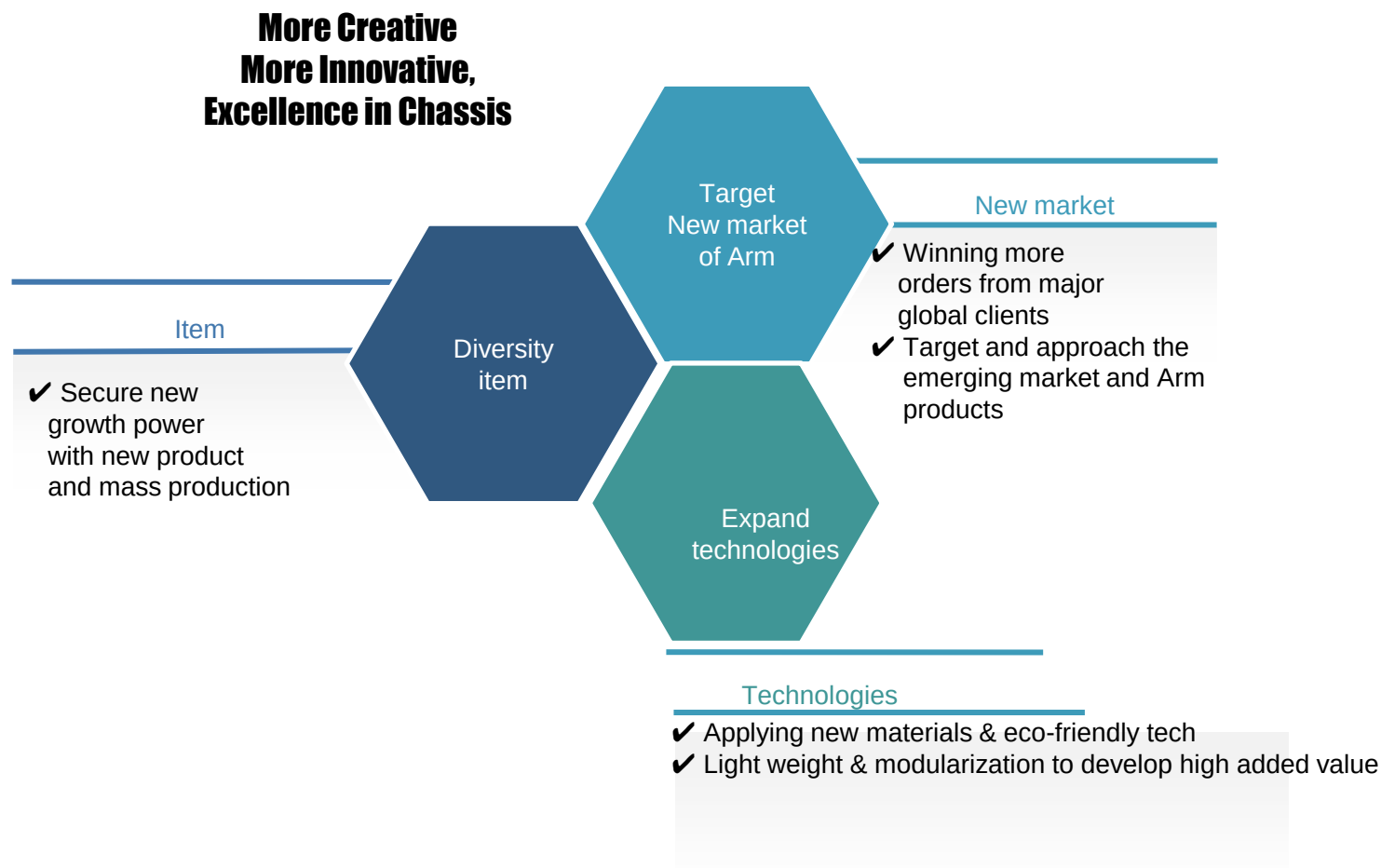
1. Implement EDI system - Y2025
2. Evaluate MMOG/LE V6 – Y2025
3. VDA 6.3, 6.5 Auditor - Y2025
4. ISO 50001 (Energy) - Y2026
5. ISO 27001 - Y2026
6. TISAX – Y2027

● Certification

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

◆ ILJIN Slovakia Introduction

ILJIN Slovakia s. r. o. was founded in 2005 and, over the past two decades, has developed into a world-class automotive parts manufacturer guided by its management philosophy of “highest quality, lowest cost.” The company remains committed to continuous innovation in its pursuit of further growth and global excellence.



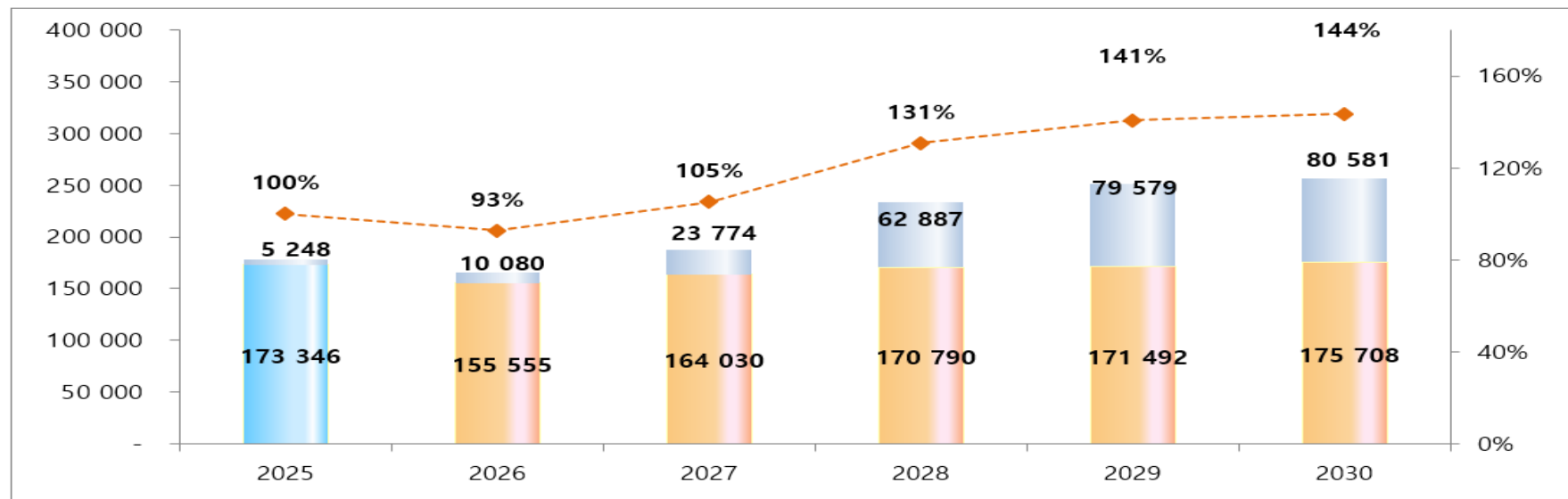
◆ ILJIN Slovakia Sales Targets

The year 2025 was marked by stable business performance and continued cooperation with key customers in the automotive industry. Despite challenging market conditions, ILJIN SLOVAKIA maintained steady sales results and focused on operational efficiency, quality improvement, and sustainable growth.

Throughout the financial year 2025, the company continued to strengthen its market position through customer-oriented solutions, ongoing process optimization, and investments in employee development and production capabilities.

(unit: million EUR)

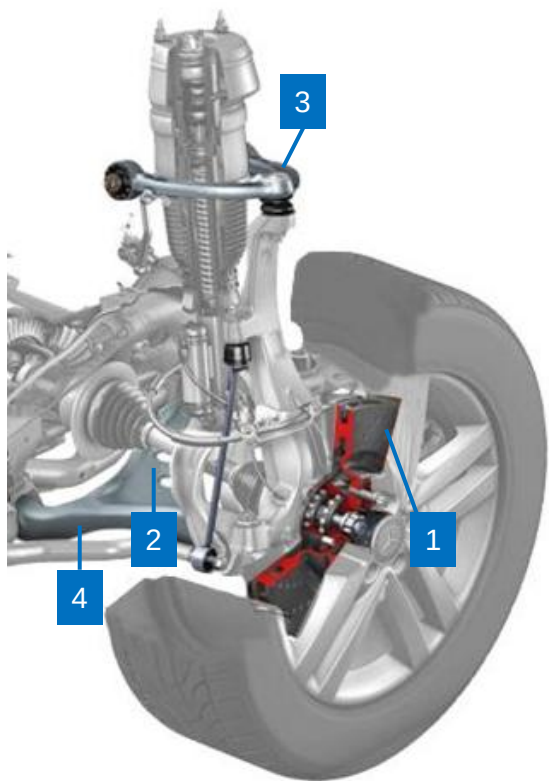
■ Long-term sales plan for 2025~2030



◆ ILJIN Slovakia Main Products

Steering system

Ensures optimal stiffness in all directions by linking the vehicle body with the wheels and enhances ride comfort by effectively controlling the movement of the vehicle body.



Steering



1. Corner Module



2. Front Lower Control Arm

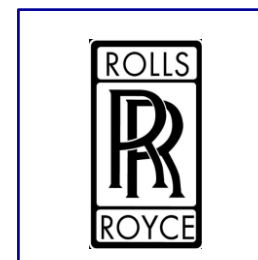
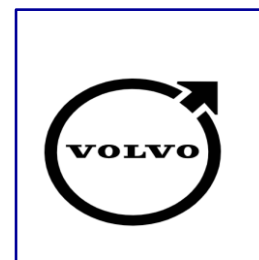
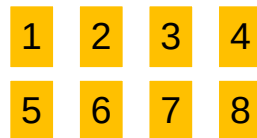
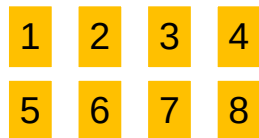
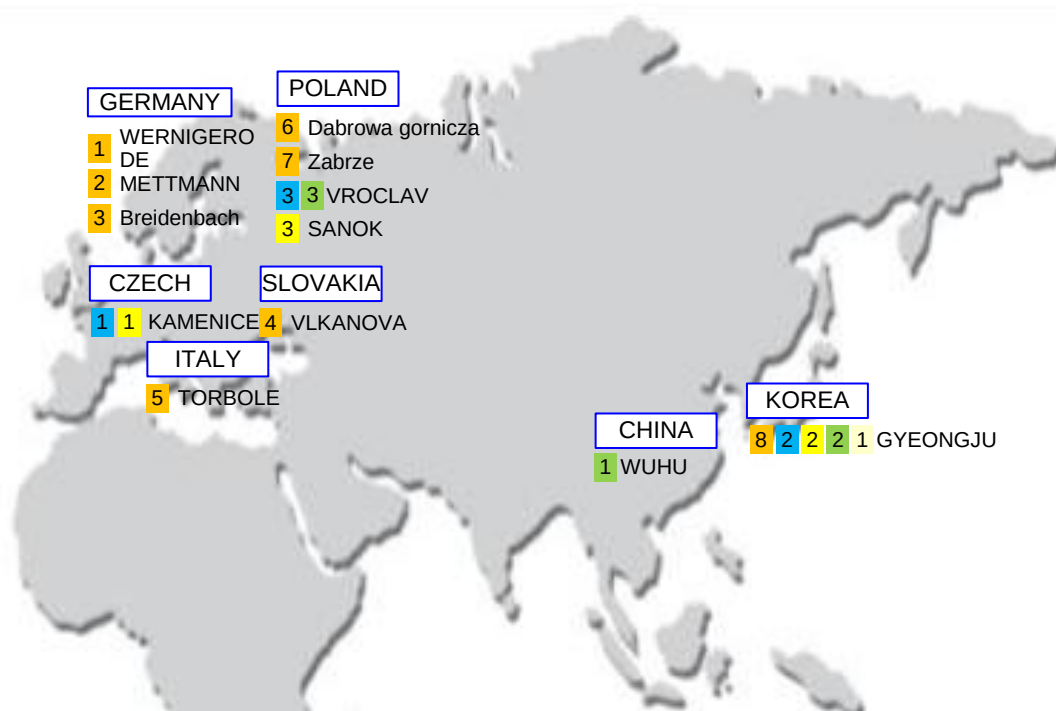


3. Front Upper Control Arm



4. Lateral Arm

◆ ILJIN Slovakia Customers (Suppliers)



◆ Governance

◆ Managing Director Centered management

Managing director is the highest decision-making body aiming to listen to the opinions of its only partner and to promote transparent and effective management. Managing director is the authorised representative of the company.

ILJIN SLOVAKIA, s. r. o. has one managing director. Managing director holds board meetings to achieve management goals and to strive CSR (Corporate Social Responsibility).

◆ Managing Director

Managing director operates a governance structure that can secure transparent and independent decision-making authority of the managing director and carry out efficient management activities based on checks and balances. Managing director will do its best to promote sustainable growth to protect its only partner and maintain an independent and transparent governance structure to achieve corporate social responsibility.

◆ Managing Director of the company

Ye Hwan Kim, since August 2016

◆ 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 annual year end inventory taking 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 book-keeping.

◆ Tax Risk Management

The company owns no subsidiaries. ILJIN SLOVAKIA is a part of ILJIN CORP. Group, therefore it is subject to consolidation consisting of legal entities in South Korea, the United States of America, China, India and Slovakia. It is reasonable to monitor and follow—the legislation for transfer price transactions with related companies 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 the only partner are transparently disclosed through the electronic disclosure system.

◆ Whistleblowing Reporting System for the reason of prevention of job-related irregularities, securing fairness in transactions with partners, and establishing a proper corporate culture.



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



◆ Ethic & Legal Management

1. Sustainability Management

All employees are committed to minimizing the environmental impact of our products and workplaces through effective environmental, health & safety management and fire protection practices. In all business activities, we uphold ethical and lawful management principles, respect the dignity and value of every employee, and continuously maintain and improve a safe and supportive working environment.

To support these commitments, the following policies on environmental management, health & safety, fire protection, ethical management, labor practices, and human rights have been established.

◆ Integrated Management System (IMS) Policy



Integrated Management System (IMS) Policy

At ILJIN Slovakia s.r.o., we consider **quality, environmental protection, occupational health and safety, fire protection, and sustainable development within the ESG strategy** to be the cornerstones of our business and long-term success. Our goal is to provide a **safe and healthy working environment**, take a responsible approach to the protection of natural resources, and minimize the negative impact of our activities on the environment and society.

Therefore, as a company, we are committed to:

- Comply with all applicable legal, regulatory, and other requirements to which we are committed, including IATF 16949:2018, ISO 45001:2018, ISO 14001:2015, and IWA 48:2024 standards.
- Meet the requirements of customers and interested parties, **review them regularly, evaluate them and implement measures to ensure compliance and satisfaction.**
- Identify and manage risks, opportunities and environmental aspects in **all areas of our business, from concept, development and production to logistics, and ensure preventive measures to support the achievement of the company's objectives.** (see Attachment No. 5, IMS 01 QA, Attachment No. 6, IMS 01 QA and Attachment No. 6, IMS 01 QA).
- **Ensure the prevention of accidents, damage to health and the occurrence of extraordinary events** and promote a culture of safe work with the aim of continuously improving performance in the field of OHS and fire protection.
- Provide the necessary resources to ensure quality, OHS, environmental protection, and **compliance with IMS requirements.**
- **Regularly measure, evaluate, and communicate the results of process parameters** at all levels of the organization and implement corrective and preventive measures based on the findings.
- **To use all resources, means and handling equipment efficiently and responsibly**, and to implement measures to prevent pollution and minimize the adverse effects of our activities on individual components of the environment.
- Evaluate the environmental and social impacts of our activities, including logistics and supply processes, and take measures to **eliminate or mitigate them.**
- Actively contribute to measures to mitigate climate change by **introducing environmentally friendly solutions in operations, transport and logistics, including route optimization, CO₂ reduction and promotion of green alternatives.**
- Ensure that the company's logistics processes are efficient, safe, environmentally friendly and support the quality of deliveries, while **minimizing the negative impact on the environment and contributing to sustainable logistics.**
- Support continuous training and development of employees in the areas of quality, occupational health and safety, fire protection, environmental protection, ESG, and IMS.

This policy is binding for all employees and stakeholders of ILJIN Slovakia s.r.o. and is regularly reviewed and updated to ensure its relevance and effectiveness.

Date of preparation

9th July 2024

Signature of CEO

[Handwritten Signature]

2. 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.

◆ Business Ethics Management Commitment

Company executives and employees uphold the highest professional and personal ethical standards while fostering respectful relationships with customers, colleagues, business partners, competitors, government authorities, and local communities. Compliance with the Code of Conduct is regularly monitored, and appropriate measures are taken in cases of non-compliance.

All employees shall:

1. Embrace the company values of “Innovation, Teamwork, and Make It Happen” to drive continuous improvement and management innovation.
2. Demonstrate confidence, pride, honesty, and fairness as members of ILJIN.
3. Act with integrity, dignity, and professionalism while maintaining high ethical standards.
4. Clearly distinguish between company and personal assets and actively prevent waste, theft, misuse, or unauthorized use of company property and resources.
5. Contribute to building and promoting a strong culture of ethics and moral responsibility that positively supports the development of society and the community.

Business Ethics Management Evaluation

During the reporting period, no incidents related to violations of business ethics, corruption, fraud, or non-compliance with the Code of Conduct were identified or reported. The company maintained its commitment to ethical and law-abiding business practices across all operations.

3. 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.
- 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.

Labor & Human Rights Commitment

To promote a management culture that respects human dignity and fundamental values, ILJIN Group establishes clear standards of conduct and ethical decision-making for all executives and employees. Our commitment to human rights is aligned with internationally recognized standards, including the UN Guiding Principles on Business and Human Rights (UNGPs) and the United Nations Global Compact (UNGC). We are dedicated to strengthening and promoting human rights management while protecting the rights of all stakeholders, including our employees.

Labor & Human Rights Evaluation

During the reporting period, no incidents related to violations of labor standards, human rights, discrimination, forced labor, child labor, or workplace harassment were identified or reported. The company continued to uphold and promote a fair, respectful, and safe working environment for all employees and stakeholders.

◆ 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.

1st. we pay 100% to subcontractors within due date.

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

3rd. 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

1st. we manage our partners to conduct eco-friendly management.

2nd. It manages the labor and human rights management of our partner companies.

3rd. we manage our suppliers to conduct ethical management.

4th. 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

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

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

3rd. development of our partner's eco-friendly products.

4th. our Sustainable Purchase Ratio increases.

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

◆ RESPONSIBLE VALUE CHAIN

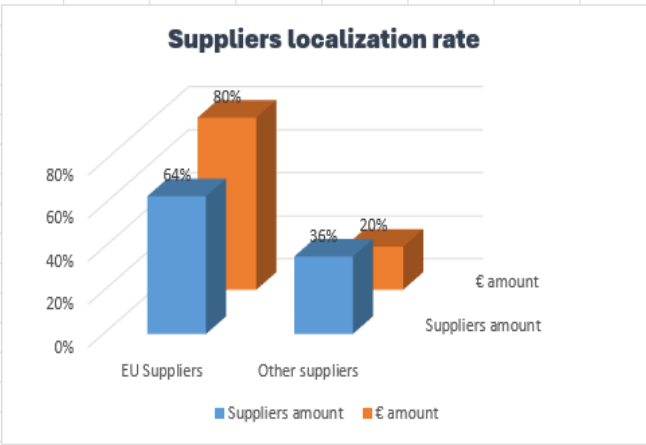
▣ LP key supplier's certificates list

										Date : 11 Feb, 2026	
Items	No	Supplier	Certification Expire date							SUPPLIER AUDIT	
			IATF 16949	ISO 14001	ISO 50001	ISO 9001	ISO 45001	TISAX	Ect	Date	Score
Disc	1	Germany	July 2027	Nov 2028	Apr 2028	x	Nov 2028	Nov 2027		Nov 2025	95%
	2	Italy	Apr 2027	Mar 2027	June 2026	Apr 2027	Sep 2027	x	ISO 27001 July 2027	Sep 2025	97%
	3	Poland	Sep 2027	Feb 2027	Jan 2028	x	May 2028	x		Apr 2025	91%
Aluminium Casting	4	Germany	Feb 2027	Feb 2029	Jan 2029	Jan 2029	part of IATF	Jan 2028		Nov 2025	98%
	5	Slovakia	Oct 2026	x	x	Oct 2026	x	x		Sep 2025	92%
Steel Casting	6	Germany	Feb 2028	Dec 2027	Dec 2027	x	Dec 2027	Dec 2027		Nov 2025	93%
PRESS	7	Czech Republic	Nov 2028	Oct 2027	x	x	Oct 2027	Feb 2028		Aug 2025	88%
	8	Slovakia	Oct 2026	Aug 2027	x	Aug 2027	Dec 2026	x		Aug 2025	91%
Forging	9	Czech Republic	May 2027	Mar 2027	x	May 2027	Feb 2027	x		TBD	

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 2025 was at level of 93%.

All packages from local suppliers are 100% recycled.



When possible, Ijin tries to prioritize local suppliers. Sourcing goods nearby drastically cuts transportation costs, fuel consumption, and delivery times.

From an environmental perspective, reduced transit lowers the overall carbon footprint and greenhouse gas emissions. Ultimately, supporting local businesses strengthens the community while promoting a greener planet.

◆ Communication with Stakeholders

ILJIN defines customers, shareholders, partners, communities, government/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	Suppliers	Government/ Community	Employees
Communication Channel	•Customer portal •Customer Meetings •Business activities	•Teams meetings •Audits	•Government & Local Community through e-mails, portals, visits	•Training of employees •Team meetings • Intranet • Employees council
Expectations	•Products and Technologies •Cost & Quality Competitiveness	•Win-Win cooperation •Coexistent cooperation	•Payment of taxes •Compliance with laws and regulations •Revitalizing local •Social Contribution	•Benefits and incentives •Equal remuneration •Rise in pay •Social program
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 cooperative tasks •Scholarship	- Regular revision of benefits, incentives, wage benchmarking •Improving culture & organization

◆ 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: ISO 14001 (Waste management system)

3. Occupational Health and Safety

Reason: Ensuring safe working conditions is crucial for employees. Relevant standards: ISO 45001 (Occupational Health and Safety management system)

4. Fire protection

Reason: Preventing fires and minimizing fire-related risks are essential to protect employees, assets, and business continuity. Relevant standards: ISO 45001

5. 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)

6. 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 topics

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
Fire Protection	High	High

This materiality matrix visualize and prioritize material topics based on:

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

Carbon neutral management

The Company monitors and reports its greenhouse gas emissions in accordance with the GHG Protocol. Scope 1 emissions include direct emissions from fuel consumption and refrigerant leakage, while Scope 2 emissions cover indirect emissions associated with purchased electricity. The Company continuously monitors energy consumption and seeks opportunities to reduce its carbon footprint through energy efficiency initiatives."



[Using hybrid cars for business]

❖ Carbon neutrality – SCOPE 1, 2	2025
Direct CO2 emissions (Scope 1) of metric tons of CO2	142,12
Indirect CO2 emissions (Scope 2) of metric tons of CO2	0
Total own CO2 emissions (Scopes 1 and 2) of metric tons of CO2	142,112

Confirmation of usage Green Energy

Príloha č.1 – Konfirmácie prevodu Záruk pôvodu
KONFIRMÁCIA PREVODU ZÁRUK PÔVODU ELEKTRINY Z OBNOVITEĽNÝCH ZDROJOV ENERGIE
 podľa § 8b 6 zákona č. 309/2009 Z. z. o podpore obnoviteľných zdrojov energie a vysoko účinnej kombinovanej výroby a o zmene a doplnení niektorých zákonov v platnom znení
 (ďalej len „zákon o podpore OZE“)
 vystavená na základe Rámcovej zmluvy č. ZP/2025/35920050 uzatvorenej dňa 30.3.2025
 medzi:

Predávajúcim: PASPOL SK spol. s r.o.
 Sídlo: Pravenec 420, 972 16 Pravenec
 IČO: 36307530
 IČ DPH: SK2020077367
 Bankové spojenie: Československá obchodná banka, a.s.
 Číslo účtu: 0040 0421 5680
 IBAN: SK24 7500 0000 0040 0421 5680
 BIC: CESK0300
 Zastúpená: Ing. Ján Dráb
 Zapsaná v: Okresného súdu Trenčín, Oddiel: SRO, vložka číslo: 11435/R

a
Obchodné meno: ILIJIN Slovakia, spol. s r.o.
 Sídlo: Pravenec 422, 972 16 Pravenec
 IČO: 35920050
 IČ DPH: SK2021947092
 Bankové spojenie: VUB
 Číslo účtu: SK52 0200 0000 0019 5889 3059
 IBAN: Ye Hwan Kim
 Zastúpená: Ye Hwan Kim
 Zapsaná v: Okresného súdu Trenčín, Oddiel: SRO, vložka číslo: 15883/R
 („Kupujúci“)

Toto potvrdenie preukazuje nasledujúcich záruk pôvodu elektriny z obnoviteľných zdrojov energie podľa § 8b zákona o podpore OZE z Predávajúcim na Kupujúceho na základe vyššie uvedenej Rámcovej zmluvy, a to pre účely registrácie takého u OZE:

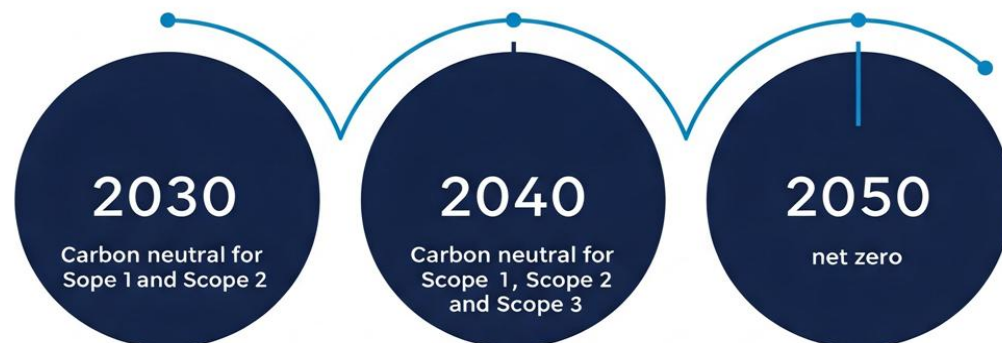
Výrobné zariadenie / technológia:	VE Gabčíkovo – Vodné dielo Gabčíkovo/ voda SR
Dátum začatia výroby elektriny:	1.10.2025 (ku ktorej sa prevod záruk vzťahuje)
Dátum skončenia výroby elektriny:	31.10.2025 (ku ktorej sa prevod záruk vzťahuje)
Dátum prevodu	01/2026
Množstvo elektriny vyrobenej z OZE:	2 400 MWh (ku ktorej sa prevod záruk vzťahuje)
Jednotková cena za záruku pôvodu	1,55 €/MWh

Dátum: 6.1.2026
 Podpis:  
 Dátum: 6.1.2026
 Podpis: 

Paspol SK, spol. s r.o.
 Meno: Ing. Ján Dráb
 Funkcia: konateľ spoločnosti
 IČO: 36307530, IČ DPH: SK2020077367

ILIJIN SLOVAKIA, s.r.o.
 Meno: Mr. Ye Hwan Kim
 Funkcia: konateľ spoločnosti
 IČO: 35920050, IČ DPH: SK2021947092

Carbon neutrality plan



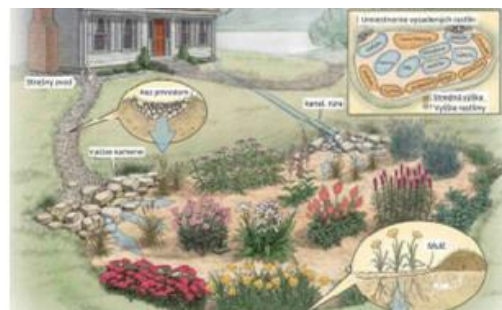
◆ Biodiversity

At ILJIN Slovakia, we acknowledge the importance of biodiversity protection and preservation as a key element of sustainable development. We conduct our operations with careful consideration of their potential environmental impact, including any effects on local ecosystems and wildlife.

Although our facilities operate within an industrial area with limited direct impact on natural habitats, we remain committed to minimizing any potential indirect impacts on biodiversity.

Furthermore, ILJIN Slovakia continuously implements initiatives aimed at reducing emissions, waste generation, and water consumption, thereby supporting the protection of the surrounding environment.

For 2026 was approved project related to water management – Installation of retention tank to reduce consumption of water in company.



◆ Continuous ESG improvements

1. Installation of press machine for aluminium chips

Briquetting of **Aluminum Chips** – [Why It Pays Off](#) : Aluminum chips are bulky, lightweight, and often soaked with coolant. Briquetting aluminum is typically one of the fastest-return investments in metal waste management.

Key Benefits for Aluminum :

- 1 ☐ **Significant Volume Reduction** : Up to **85–90% reduction**, Lower storage space requirements, Fewer waste collection pickups.
- 2 ☐ **Higher Scrap Value** : Briquettes have higher density, Lower oil/coolant content, Better selling conditions to smelters
- 3 ☐ **Coolant Recovery** : The press squeezes out cutting fluid, Coolant can be reused in production, Reduced purchasing and disposal costs.
- 4 ☐ **Improved Safety** : Reduced risk of spontaneous combustion (fine aluminum chips), Cleaner and safer workplace.
- 5 ☐ **Easier Logistics** : Simple handling (forklift, palletizing), Compact and stable shape.



2. Equipment renewal and improvements

In 2025, we added a new biomass (wood chip) boiler due to the expansion of production areas (Hall B) and exchanged led lights. Furthermore, in the renovated Hall B, air conditioning was installed consisting of climate control devices intended for cooling the space for operators, and the second part of the air conditioning system is for ventilating the heat load in Hall B. These devices are expected to provide higher comfort for operators while performing their work, as well as improve the air cleanliness in Hall B.

We changed air compressor for reduce power consumption. Old model consumption was 0.1199 kw/m³/Hour. New model compressor consumption is 0.1055 kw/m³/Hour. The Old model didn't have Inverter controller. Due to this reason, the power consumption has been reduced for 12%.



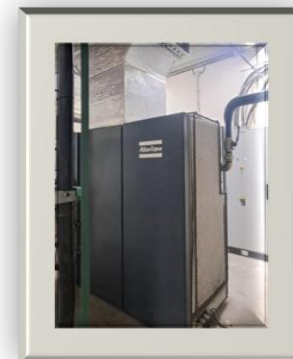
New wood chip boiler



New LED lights



Climate control devices



New compressor

Savings Summary

Compressed Air Leak Detection Savings (2022–2025)

Year	Savings (€)
2022	20,845
2023	15,724
2024	11,916
2025	7,620

Detection of Compressed Air Leaks by special measurement

Total Savings: €56,105

◆ Industrial Safety, Health, Fire protection ◆ Safety, Health and Fire Protection Management & Risk Assessment

ILJIN creates a culture of safety, occupational health, and fire protection by thoroughly reviewing and implementing applicable laws and principles across all areas of safety management. In order to fully comply with the Industrial Safety and Health Act and fire protection regulations, regular occupational health and safety and fire protection training is conducted according to the working conditions of each job function, and safety and fire inspections of hazardous machinery, equipment, and workplaces are carried out. To enhance safety awareness among executives, accident and fire prevention inspections are conducted daily with the participation of executives and team leaders in order to prevent industrial accidents and emergency incidents.

ILJIN will continue to strengthen its occupational health, safety, and fire protection system in line with changing social and regulatory trends and, through company-wide safety activities, strives to make a strong safety culture an integral part of the daily lives of all employees.

◆ Major Activities in Compliance with Occupational Health, Safety, and Fire Protection Principles

1. Implementation of the Occupational Safety and Health Act

- Provision of occupational health, safety, and fire protection training
- Regular measurement and monitoring of the work environment
- Conducting special and general medical checkups for employees
- Safety and fire inspections of hazardous machinery and equipment

2. Response to the Serious Accident Punishment Act

- Recruitment and appointment of additional responsible personnel
- Establishment and implementation of preventive and corrective measures under the supervision of headquarters

3. ISO 45001 Certification

- SKQS certification audits and continuous maintenance of ISO 45001 certification

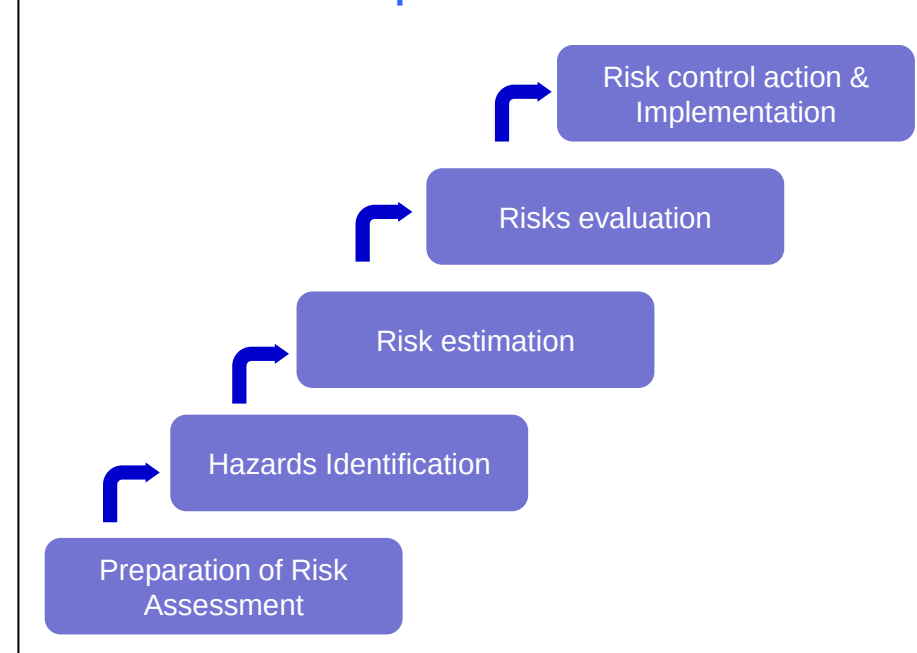
ILJIN conducts regular risk assessments in accordance with safety, occupational health, and fire protection risk assessment guidelines for each department to implement a global-level safety, health, and fire protection management system.

High-risk tasks, including activities with increased fire risk, are classified according to their risk level, and improvement measures are established for work identified as hazardous.

After corrective and preventive actions are implemented, risks are re-evaluated, and risk reduction is continuously monitored and managed.

ILJIN carries out both regular and occasional evaluations to identify potential occupational accidents, fire hazards, and emergency situations, and to predict industrial accidents. Based on the evaluation results, the company strives to create a safer, healthier, and more pleasant working environment.

■ Risk assessment procedures and criteria



◆ Industrial Safety, Health, Fire education

Employees of the company are aware of the importance of occupational health and safety, fire protection, and environmental protection. The company ensures systematic training and awareness-raising of employees through occupational health and safety, fire protection, and environmental management training, with a focus on the identification and evaluation of risks, prevention of occupational accidents, protection of health, prevention of fires, and minimization of negative environmental impacts, in compliance with the requirements of ISO 45001 and ISO 14001 standards.

Mandatory training in the areas of occupational health and safety, fire protection, and environmental protection is conducted in accordance with applicable legal requirements and is divided into induction, regular, and special training, depending on working conditions, the nature of work performed, and identified risks and environmental aspects.

Regular occupational health and safety, fire protection, and environmental training is carried out in accordance with the legislation of the Slovak Republic under the supervision of line managers of the respective organizational units, who are responsible for ensuring employee competence, awareness, and compliance with established safety, fire protection, and environmental measures. In this way, the company systematically strengthens employees' safety and environmental awareness and supports the prevention of occupational accidents, fires, emergency situations, and negative environmental impacts.

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



◆ First aid course

- When to call Emergency Medical Services and what to tell the operator,
- How to recognize real breathing vs. agonal gasps
- CPR – resuscitation made simple and without fear ➔ **Hands-on CPR practice** directly on a training manikin and monitor
- AED – your most valuable helper,
- How to stop massive bleeding even without a first aid kit,
- How to distinguish collapse, diabetes, stroke, or intoxication... and many other life-saving procedures

◆ Specialized courses

The company places strong emphasis on compliance with all applicable legislative requirements, including those related to employee training and professional qualifications. Maintenance workers, as technical specialists, are required to complete mandatory initial training, periodic re-training, and refresher professional courses, such as work at heights, scaffolding, operation of lifting platforms, load rigging, boiler operation (boiler operators/firemen), electrical qualifications, crane operation, and other relevant certifications.



◆ Safety, Health, and Fire Protection, Environment Incident Action Process

ILJIN 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.

◆ Implementation of Comprehensive Emergency Preparedness Training

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/12 months)



Using a hand crank siren - loud portable hand siren in case of FIRE : beyond the framework of fire prevention legislation.



◆ Work accidents

We are pleased to report that in 2025 no serious or reportable occupational accidents were recorded. A total of 11 minor occupational accidents were reported during the year.

These results demonstrate that consistent compliance with occupational health and safety regulations by employees, together with the responsible approach of line managers, leads to positive and measurable outcomes.

Managers at all levels of the organization regularly supervise work activities, ensure the proper use of personal protective equipment, and actively cooperate in improving work procedures, working conditions, and the safety of machinery and equipment.

We would like to thank all employees and managers for their responsible approach, cooperation, and continued commitment to workplace safety.

◆ 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.

1. WORK ACCIDENTS		JAN	FEB	MARCH	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
A: SERIOUS	0	0	0	0	0	0	0	0	0	0	0	0	0
B: MINOR - operator ill more than 4 days	0	0	0	0	0	1	0	0	0	0	0	0	0
C: MINOR - without absence or operator ill max. 3 days	11	0	0	1	1	2	2	1	1	1	1	1	0
TOTAL QTY :	11	0	0	1	1	2	2	1	1	1	1	1	0

◆ Heavy work PROJECT 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.

New type of pallet electric trolley



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 shoes:

New type of working shoes - 2025



◆ NEW technologies: assembly and machining process



New technologies have been installed in Hall B: the assembly line SCM1 and the machining process SCA1.

◆ Special measurement

The program included cardio prevention with artery diagnostics and consultations to help prevent heart attacks and strokes.

◆ MULTIONT Work Drinks.

To support hydration and recovery during summer work, we provided MULTIONT Work Drinks. The initiative was met with great satisfaction from our employees.



◆ HEALTH DAY



Employees also benefited from blood pressure checks by our partner UNION Insurance.

◆ INSPECTIONS :

Safety Approval/Certification of technology – NEW TECHNOLOGIES :

Regular inspection by an authorized legal entity

Throughout the year, we underwent an increased number of inspections carried out by **authorized legal entity**. Assessment of machines by an Authorized Person, inspectors for the new technology, as our priority is to ensure that all machines are safe and properly evaluated without the risk of injury.

Our company continues with this highly important project – **“Reassessment of the technology by the authorized legal entity.”**

The purpose is to ensure the protection of our employees and prevent workplace accidents or injuries. We are pleased to announce that ILJIN Slovakia has achieved **THE HIGHEST LEVEL OF SAFETY.**



◆ EXTERNAL audits and certification

During 2025 we improved a lot of issues within implemented Integrated Management System according to **IATF 16949**, **ISO 14001**, ISO 9001, **ISO 45001** and **MMOG**.

During 2025 we successfully completed the recertification audits conducted by external certification body.



Key infrastructure investments

In February 2025, we launched the construction of a new fully automated warehouse, where material handling will be carried out using AGV forklifts. The warehouse area is 1,032 square meters.



◆ Conferences and article publishing

During 2025 we attend following conferences

Incoboz – an international conference focused on health and safety protection at work organized by bozpo company.

Epi waste management - trends and options for waste management..



Spoločnosť ILJIN Slovakia, s.r.o., patriaca do nadnárodnej skupiny ILJIN Group, pôsobí od roku 2005 v obci Právenec pri Prievidzi. Vďaka dôrazu na precíznú výrobu automobilových komponentov sa postupne vypracovala na stabilného dodávateľa pre popredných výrobcov v automobilovom priemysle.

Firma sa špecializuje najmä na výrobu dielov ako kontrolné ramená („control arms“), nápravy („axle assemblies“) či súčiastky zavesenia kolies – s certifikáciami v súlade s normami IATF 16949, ISO 14001 a ISO 45001, čo podčiarkuje jej záväzok k vysokej kvalite, bezpečnosti a environmentálnym štandardom. Vďaka inovatívnemu prístupu, globalizovanému manažmentu a firemnej vízi je ILJIN Slovakia spoločnosťou svetovej triedy.

Pri príležitosti 20. výročia fungovania spoločnosti sme sa rozprávali s Alicou Schmidtovou, ktorá sa v oblasti bezpečnosti práce a ochrany zdravia pohybuje 15 rokov a v ILJIN Slovakia pôsobí už od roku 2007. Za dve dekády firma zaznamenala

výsledok, ktorý v priemyselnej výrobe patrí k raritám – 0 závažných pracovných úrazov a 0 požiarov.

Pani Schmidtová, automobilový priemysel je náročné prostredie. Ako ste sa k BOZPO dostali?

Automotive je mojou profesiou už 30 rokov, z toho 15 rokov sa naplno venujem bezpečnosti práce a požiarnej ochrane. V ILJIN Slovakia pôsobím od roku 2007 – začínala som ako manažérka kvality, zavádzala systém ISO/TS 16949. Postupne som sa vyprofilovala ako technik BOZP a PO. Na svoje začiatky spomínam s úsmevom – bola som „prváčka v lavici“, keď som absolvovala svoje prvé školenie v spoločnosti BOZPO, s.r.o.. Netušila som, aká cesta ma čaká. Vedela som iba jedno: že zodpovednosť za ľudí je veľká.



Article published in the nationwide professional magazine **Safe Work** in cooperation with BOZPO company

◆ Social contribution and community value creation

Each year, ILJIN SLOVAKIA donates a percentage of the company's income tax and also spends additional financial resources to support people with disabilities, local sports clubs, charities, schools, and cultural organizations, helping to improve community conditions and contribute to a better society.

In 2025, a total amount of EUR 28 820 was distributed among 19 organizations supporting people with disabilities, sports activities, education, and cultural development.

In October 2025, we launched the Four-Leaf Clover project, which aims to support disadvantaged communities through a collection.

The first collection was intended for the local retirement home, aimed at providing hygiene supplies for the elderly. The project will continue in the new year with a clothing collection for single-parent families as well as a collection of glasses for Africa.

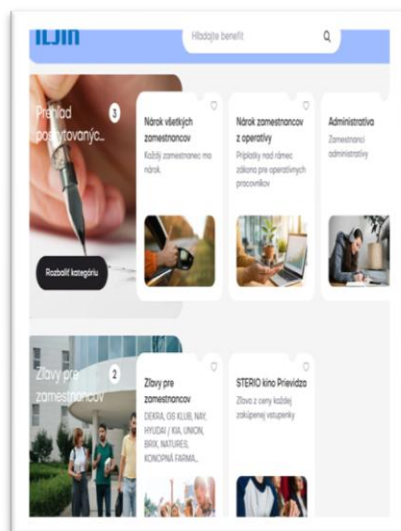


◆ SUSTAINABILITY IN EMPLOYMENT

We believe that our employees are the key to our success. That is why we provide a wide range of benefits designed to support their well-being, professional growth, and work-life balance.

Our employees can benefit from: financial bonuses and rewards, meal and transportation support, contributions for sports, culture, and leisure activities, contribution to supplementary pension savings, flexible working hours, training and professional development opportunities, company events and team-building activities, support for employee health and wellbeing, stable employment in an international automotive company, a modern and safe working environment.

We aim to create a motivating workplace where employees feel valued, supported, and encouraged to grow together with the company. The fact that we are successful is also evidenced by the long-term low employee voluntary turnover rate below 1%.



◆ CONTINUOUS DEVELOPMENT OF EMPLOYEES

As part of our continuous development strategy, ILJIN SLOVAKIA implemented a **comprehensive employee training plan** focused on improving professional knowledge, technical competencies, and awareness of customer and regulatory requirements.

The training activities in 2025 were primarily focused on:

- ✓ Customer-specific requirements,
- ✓ Core Tools in automotive quality management,
- ✓ Internal Auditor training for ISO 14001 and ISO 45001 management systems,
- ✓ IATF 16949 requirements and quality standards,
- ✓ Cybersecurity awareness and information protection,
- ✓ GDPR and personal data protection requirements.

Through these training programs, the company aims to strengthen employee expertise, enhance process quality and operational efficiency, ensure compliance with customer and legal requirements, and support the continuous improvement culture across the organization.



Importance of IMS Certification for the Organization

The Integrated Management System (IMS), based on the ISO 9001, IATF 16949, ISO 14001, and ISO 45001 standards, is a key element in ensuring the responsible, efficient, and sustainable operation of the company. These certifications provide a structured framework for managing quality, environmental performance, and occupational health and safety while supporting compliance with customer-specific, legal, and regulatory requirements.

ISO 9001 and IATF 16949 certifications support the delivery of high-quality products and services, enhance customer satisfaction, promote process efficiency, and drive continuous improvement throughout the organization. In the automotive industry, IATF 16949 is particularly important as it strengthens quality management practices, risk prevention, defect reduction, and supply chain performance.

ISO 14001 enables the organization to systematically manage the environmental aspects of its activities, minimize negative impacts on the environment, and promote the efficient use of resources. ISO 45001 contributes to creating a safe and healthy workplace, preventing work-related injuries, and protecting the health and well-being of employees.

The implementation and maintenance of the IMS foster a culture of continuous improvement, strengthen stakeholder confidence, support effective risk management, and contribute to the organization's long-term competitiveness and sustainability. By integrating quality, environmental, and occupational health and safety management into daily operations, the IMS also supports the achievement of the company's Environmental, Social, and Governance (ESG) objectives.



Certificate

SKQS - Slovenská spoločnosť pre systémy riadenia a systémy kvality, s.r.o.
Alexandra Rudnaya 23, 010 01 Žilina

SKQS confirms on the basis of the audit that:



ILJIN SLOVAKIA, s.r.o.

Pravenec 422
972 16 Pravenec

scope of application

**Manufacturing of knuckle and carrier.
Manufacturing of axle assembly.**

has implemented and maintained the management system
in conformance with the requirements of the international standard

**ISO 14001:2015
ISO 45001:2018**

Environmental management system

Occupational health and safety management system

Certificate No.: 670/25
Validity: 17.04.2025 – 16.04.2028
Issue: 17.04.2025

zas40_anglicky
08/2024

Schmotzerová
Lubica Schmotzerová
Head of Certification Body SKQS



CERTIFICATE



This is to certify that

ILJIN SLOVAKIA, s.r.o

Pravenec 422
972 16 Pravenec
Slovakia
IATF US1 LA2WEC

has implemented and maintains a **Quality Management System**.

Scope:

Design and manufacturing of knuckle and carrier. Manufacturing of axle assembly

An audit, conducted and documented in a report, has verified that this quality management system fulfills the requirements of the following international automotive standard and IATF Rules 6th Edition:

IATF 16949:2016

(with product design)

Certificate registration no.	20001329 IATF25
Issuing date	2023-12-19
This certificate is valid until	2026-12-18
Date of revision	2026-01-18
IATF No.	0492524



For and on behalf of DQS

Ingo M. Rübenach
Managing Director, DQS Holding GmbH

Nurani S. Venkatachalam
Director-Corporate Automotive Program, DQS Holding GmbH



IATF Contract Office: DQS Holding GmbH, Konrad-Adenauer-Allee 8-10, 61118 Bad Vilbel, Germany
The validity of the certification can only be verified by the QR-code.

1 / 2

2025-03-01



CERTIFICATE



This is to certify that

ILJIN SLOVAKIA, s.r.o

Pravenec 422
972 16 Pravenec
Slovakia

has implemented and maintains a **Quality Management System**.

Scope:

Design and manufacturing of knuckle and carrier. Manufacturing of axle assembly

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 9001 : 2015

Certificate registration no.	20001329 QM15
Valid from	2023-12-15
Valid until	2026-12-14
Date of certification	2023-12-15



DQS GmbH

DQS IS A MEMBER OF



Christian Gerling
Managing Director



Accredited Body: DQS GmbH, August-Schanz-Straße 21, 69433 Frankfurt am Main, Germany
Administrative Office: DQS Holding GmbH, Konrad-Adenauer-Allee 8-10, 61118 Bad Vilbel, Germany
The validity of this certificate can only be verified by the QR-code.

◆ Performance

◆ Energy Usage (Electricity)

(Unit: Mwh)

Category	2023	2024	2025
Energy Usage	3893,612	4024,795	3665,70

◆ Water usage (Waterworks)

(Unit: m3)

Category	2023	2024	2025
Water Usage	3714	4119	4073

◆ Heating (Wooden chips, sawdust)

(Unit: m3)

Category	2023	2024	2025
Heating	510	433,5	854

◆ Cutting emulsion indicator

(Unit: ton)

Category	2023	2024	2025
Cutting emulsion	116,925	202,14	228.34

◆ Waste recycling 2025

(Unit: t)

Category	Waste	Recycling	
		Amount	Ratio
Plastic	109,27	109,27	100%
Paper	132,66	132,66	100%
Wood	234,63	234,63	100%
Total	476,56	476,56	100%

◆ Safety and Health Education

(Unit : Persons, Hour]

Items	2023	2024	2025
No. of trainers	921	910	950
Training hours	2100	2074	2166

※ 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.

◆ Legal Violations

(Unit: EUR]

Year	Violations	Sanctions
2025	0	0

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

◆ Safety and Health Performance

(Unit Case)

Year	2023	2024	2025
Industrial Accident	0	0	0
Occupational Disease	0	0	0
Fatal workplace accidents	0	0	0
Serious Work Injuries	0	0	0

◆ Performance

◆ Generational diversity

Age group	No. of employees	Percentage representation
upto 25 years	31	10,65%
26 - 35 years	63	21,65%
36 - 45 years	102	35,05%
46 - 55 years	73	25,09%
56 and older	22	7,56%
ALL	291	100,00%

◆ 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.

(Unit: Employee)

Category	Unit	Ethics Awareness ensurance		
		2023	2024	2025
Code of Ethics	Number of employees	279	288	291

◆ Labor-Management Council

(Unit: Employee/Representative)

Category	2023	2024	2025
Employees' council	5	5	6

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

◆ Performance

◆ Employees

(Unit: Person)

Category		2023	2024	2025
Employee Type	Permanent	279	288	291
	temporary	0	1	1
	Total	279	289	292
Gender	Male	219	219	220
	Female	60	70	72
Diversity	Local	271	281	283
	Expatriates	8	8	9

◆ Health-related absence ratio

(Unit: %)

Category	2023	2024	2025
ILJIN SK	4,19	3,43	4,42

◆ Fluctuation ratio

(Unit: %)

Category	2023	2024	2025
ILJIN SK	0,75	0,61	0,69

◆ Maternity / Paternity / Parental Vacation

(Unit: Person)

Category		2023	2024	2025
Drawdown during the year	Male	6	7	5
	Female	2	2	0

◆ GRI Index

◆ General Disclosures (GRI 1, GRI 2)

Topic	No	Title	Page	Explanation
GRI2: General Disclosures 2021				
Organization Profile	2-1	Organizational details	6-18	Basic information about the organization
	2-2	Entities included in the organization's sustainability reporting	2	Legal entities covered by the sustainability report.
	2-3	Reporting period, frequency and contact point	2	Timeframe covered by the report, publication frequency, responsible contact.
	2-4	Restatements of information	1-2	2nd Report
	2-5	External assurance	46	Information on independent verification or assurance of the sustainability report.
Activities and Employees	2-6	Activities, value chain and other business relationships	5, 8, 18, 29-31, 49	Description of main business activities, supply chain, and partnerships.
	2-7	Employees	14-15, 56-57,	Basic information about employees of company.
Governance	2-9	Governance structure and composition	4, 19	Composition and structure of the company's highest governance body.
	2-11	Chair of the highest governance body	4, 13	Identification of the chair of the company's highest governance body.
	2-19	Remuneration policies	26	Policies on executive and employee remuneration, including performance criteria.
	2-22	Statement on sustainable development strategy	4, 22-28, 33-35	Declaration of company's sustainability vision, priorities, strategy, double materiality and carbon neutral management.
	2-26	Mechanisms for seeking advice and raising concerns	22-28	Procedures for employees and stakeholders to raise ethical or legal concerns.
	2-27	Compliance with laws and regulations	34-45	Description of company's compliance management and reporting of legal violations.
Stakeholder Engagement	2-29	Approach to stakeholder engagement	7-8, 18, 29-31	Identifying and engaging with key stakeholders.
	2-30	Collective bargaining agreements	18, 29-31	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	16, 36-37, 47	Company's investments in infrastructure or services for public benefit.
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	21-25, 56	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	21-25, 56	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	32-34, 36-37, 54	Energy consumed within the organization from all sources.
	302-2	Energy consumption outside of the organization	32-34, 54	Energy consumed from activities outside the organization (e.g. supply chain).
Water and Effluents	303-3	Water withdrawal	54	Total volume of water withdrawn by source.
	303-5	Water consumption	54	Total volume of water consumed within the organization.
Emissions	305-1	Direct (Scope 1) GHG emissions	34, 54	Direct greenhouse gas emissions from owned or controlled sources.
Waste	306-1	Waste generation and significant waste-related impacts	32-33, 54	Overview of waste generation and its environmental impacts.
	306-3	Waste generated	32-33, 54	Total quantity of waste generated by the organization.
	306-4	Waste diverted from disposal	32-33, 54	Quantity of waste diverted from landfill by recycling, recovery, etc.
	306-5	Waste directed to disposal	32-33, 54	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	48-51	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	44, 49	Employee benefits exclusive to full-time employees.
	401-3	Parental leave	57	Number of employees eligible for and using parental leave.
Occupational Health and Safety	403-1	Occupational health and safety management system	38-46	Description of the health and safety management systems in place.
	403-2	Hazard identification, risk assessment, and incident investigation	38-46	Hazard identification, risk assessment, and incident investigation.
	403-3	Occupational health services	38-46	Occupational health services provided to employees.
	403-4	Worker participation, consultation, and communication on occupational health and safety	38-46	Employee involvement in health and safety processes and decision-making.
	403-5	Worker training on occupational health and safety	38-46	Training provided to employees on health and safety topics.
	403-6	Promotion of worker health	38-46	Health promotion programs and initiatives for employees.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45-46	Actions to mitigate safety impacts from business partnerships and supply chain. Number and rate of work-related injuries.
	403-9	Work-related injuries	55	Number and rate of work-related injuries.
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	56	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	32-33	Stakeholder survey internal workshop
	3-2	List of material topics	33	See Material. Matrix