

Hanwha Vision's Sustainability Report 2026

GLOBAL VISION SOLUTION PROVIDER

ABOUT THIS REPORT



Cover Story

The cover visualizes Hanwha Vision's future vision, expanding faster and more flexibly through digital technology and AI.

Report Inquiries

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Interactive User Guide

Hanwha Vision's 2026 Sustainability Report is available as an interactive PDF that includes navigation to relevant pages within the report, search functions, and direct access to related webpages.

 [Go to Cover](#)  [Go to Contents](#)  [Visit Website](#)

Report Overview

Hanwha Vision publishes an annual Sustainability Report to transparently disclose its sustainability management activities and performance and strengthen communication with stakeholders. This report comprehensively presents the economic, environmental, and social values created through Hanwha Vision's business activities, along with its major achievements. In particular, a materiality assessment based on stakeholder engagement is conducted during the report preparation process to identify key issues and systematically present management priorities, implementation strategies, and performance outcomes. In addition, for our core material issues, a dedicated chapter titled "Focus on Material Issues" has been included to provide a more in-depth review of the management approach and key achievements for each issue. Going forward, Hanwha Vision remains committed to publishing its Sustainability Report on an annual basis to continuously share its responses and performance regarding key issues.

Reporting Period

This report covers Hanwha Vision's economic, environmental, and social performance from January 1, 2025, to December 31, 2025, and includes certain performance data from the first half of 2026 to provide timely disclosure. In addition, quantitative data for the most recent three years (2023–2025) is included to enable trend analysis.

Reporting Scope

For non-financial information, this report covers Hanwha Vision's headquarters (Pangyo R&D Center), major overseas subsidiaries (Americas, Europe, and Vietnam), other overseas subsidiaries (Mexico and the Middle East), and its subsidiary, Hanwha Semitech Co., Ltd. The reporting scope was set to cover more than 95% of revenue before consolidation adjustments. Financial information was prepared on a consolidated basis in accordance with K-IFRS (Korea International Financial Reporting Standards). Where the reporting scope or boundary differs, the relevant details are clearly indicated in separate footnotes.

Reporting Standards

This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, an international sustainability reporting framework. It reflects KSSB (Korea Sustainability Standards Board) Sustainability Disclosure Standard No. 2, Climate-related Disclosures, and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), while also considering major global standards and indicators such as SASB (Sustainability Accounting Standards Board), ESRS (European Sustainability Reporting Standards), and the UN SDGs (Sustainable Development Goals).

Report Verification

This report underwent verification by KMR, an independent third-party verification institution, to ensure the reliability and accuracy of the reported information. The verification was conducted based on the international standard AA1000AS, and the third-party verification statement, including the detailed verification opinion, is included in the Appendix.

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OVERVIEW

As a global leader in the video security industry, Hanwha Vision is driving intelligent security innovation based on its core optical, AI, and edge technologies. Through continuous technological advancement and trusted solutions, we enhance both safety and operational efficiency across diverse industrial environments.



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CEO MESSAGE



Dear Stakeholders,

Amid a rapidly changing global environment, Hanwha Vision is driving sustainable growth through technological innovation and responsible management. We recognize the climate crisis, supply chain risks, and cybersecurity threats as critical challenges directly linked to business continuity and address them systematically through our mid- to long-term strategies. Through this Sustainability Report, we share Hanwha Vision's economic, environmental, and social achievements resulting from these efforts.

Reducing the Environmental Impact of Product Operations in Response to Climate Change

Hanwha Vision is committed to minimizing environmental impacts across product operations. Energy-efficient product design and video compression technologies reduce power consumption and data-processing burdens during operation, helping customers lower operating costs and carbon emissions. We also extend product lifespans and improve maintenance efficiency from a resource circulation perspective. By strengthening product stability and durability based on customer feedback, we go beyond regulatory compliance to enhance sustainable product competitiveness.

Strengthening Product Reliability through Integrated Quality Verification Across the Entire Lifecycle

Hanwha Vision integrated its development verification organizations and transitioned to a product- and solution-oriented QA system to strengthen global market responsiveness and quality competitiveness. We are also pursuing enhancement strategies for our products and solutions based on objective quality indicators and global standards. To this end, we have established an AI-based system enabling integrated verification from both hardware and software perspectives across the entire process, from development to operation, validating reliability in diverse environments.

World-Class Cybersecurity and Vision Solution Provider

Hanwha Vision applies global-level cybersecurity and AI ethics as a Vision Solution Provider. Expanding beyond product-centric security, we strengthen security across solutions and services, ensuring consistent controls and monitoring across global sites and remote environments. Our dedicated organization responds to cyber threats 24/7,

while continuous international certifications validate our internal systems and technology reliability. In February 2026, Hanwha Vision obtained ISO/IEC 42001 (AI Management System) certification, confirming that the operational processes and management systems for our AI-based video security solutions are applied in line with global standards.

Pursuing a Sustainable and Mutually Beneficial Supply Chain

Hanwha Vision recognizes suppliers as key partners and has realigned its management framework to enhance supply chain stability and accountability. When selecting new suppliers, we conduct comprehensive evaluations of their financial health and quality capabilities, ensuring stability through preemptive risk assessments via credit rating agencies. Furthermore, we are transitioning toward a sustainable supply chain by establishing a compliance framework for the Supplier Code of Conduct. Through regular internal supply chain management meetings, we proactively address issues related to supply capability, inventory, and risk. Each year, through the Win-Win Cooperation Council, we select and recognize outstanding partners, share best practices in quality improvement and technology trends, and continue our efforts to build a sustainable supply chain.

By driving sustainable technological innovation, Hanwha Vision will continue to build a safer and more efficient society across every part of our daily lives. We look forward to your continued interest and support on this journey.

Thank you.

June 2026

CEO Kim Ki-chul



COMPANY OVERVIEW

COMPANY PROFILE

Company Overview

As a Global Vision Solution Provider, Hanwha Vision has grown into a global leader in video security, built upon the world-class optical design, manufacturing, and video processing technologies it has cultivated over the past 30 years. Through our high-performance, highly reliable products and solutions, together with industry-leading cybersecurity policies, we help protect safety and well-being across a wide range of sites and communities around the world. As a responsible member of society, Hanwha Vision remains committed to providing fundamental solutions to economic, environmental, and social challenges through our business, technologies, and social initiatives, while driving continuous, positive change. By enhancing competitiveness through innovation and practicing the value of sharing, we will take the next step forward as a Vision Solution Provider to shape a better future.

Overview

Company Name	Hanwha Vision Co., Ltd.
CEO	Kim Ki-chul
Headquarters	6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea
Established	Entered the video security business in 1990 (Spin-off Date: April 1st, 2018)
Employees	2,617 (as of year-end 2025, including overseas employees)
Business Areas	Manufacturing and sales of video security devices and video recorders

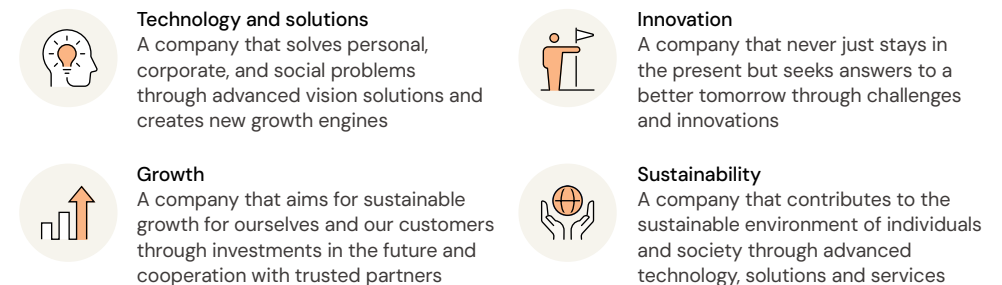
Hanwha Vision's Core Values

Hanwha Spirit | At the heart of Hanwha's growth lies the Hanwha Spirit of "trust and loyalty." Building on this foundation, the core values of "Challenge, Dedication, and Integrity" serve as the guiding principles for the thoughts and actions of all executives and employees, strengthening their sense of unity as members of Hanwha. These core values act as the driving force behind corporate culture innovation aimed at achieving our vision.

Hanwha's Core Values



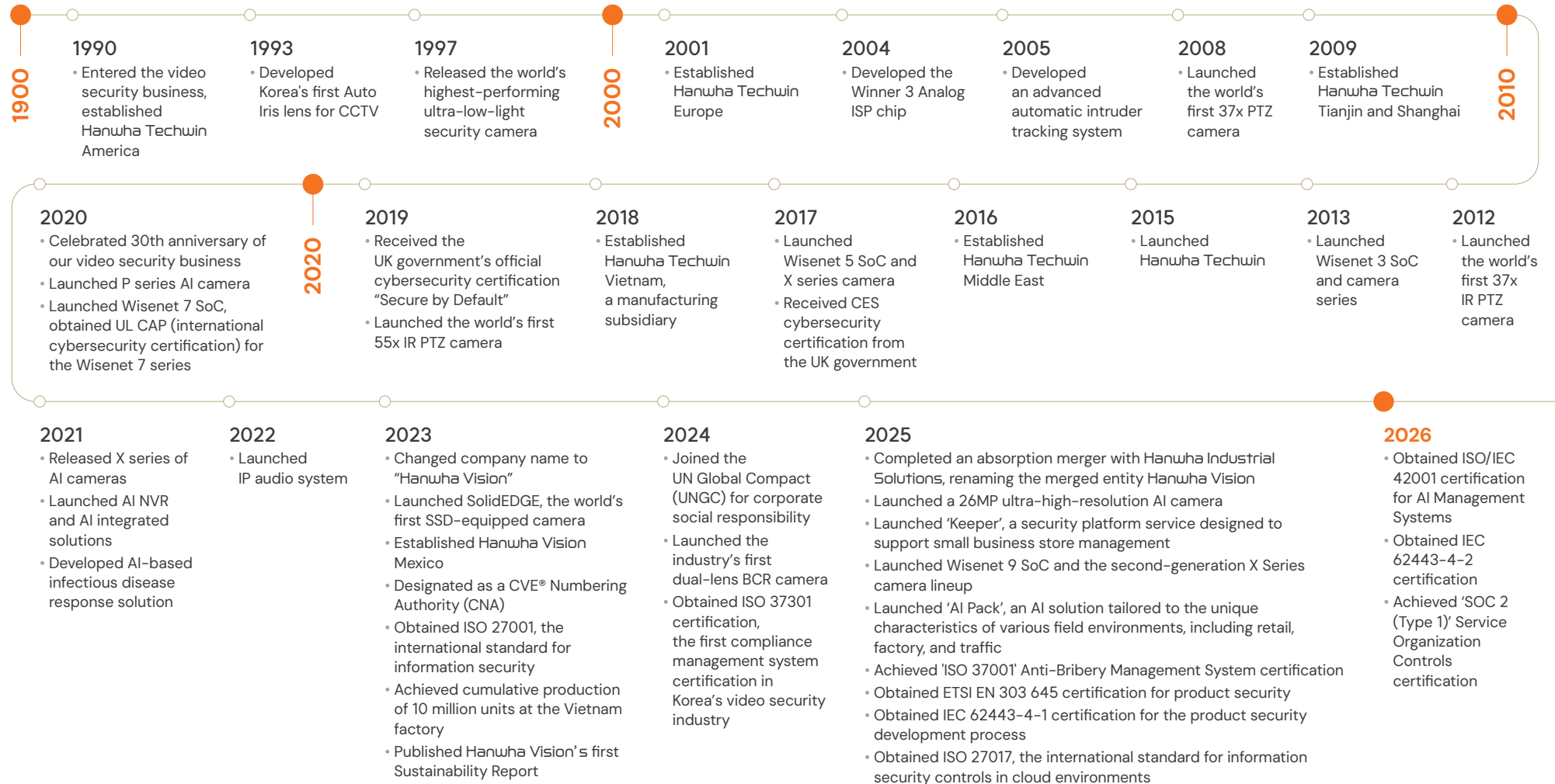
Hanwha Vision's Core Values



COMPANY OVERVIEW

COMPANY PROFILE

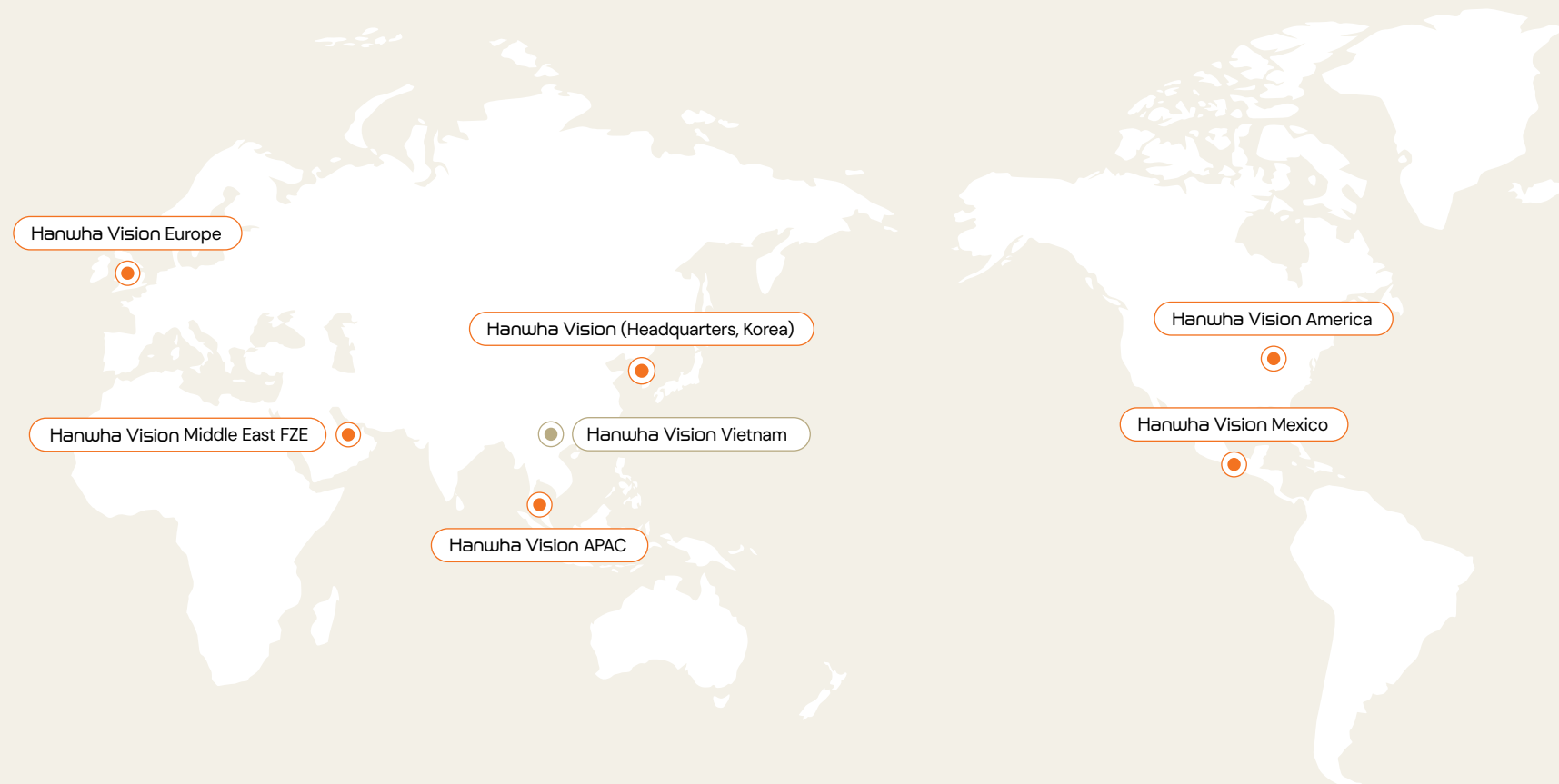
Our History



COMPANY OVERVIEW

GLOBAL NETWORK

Hanwha Vision maintains a close network with customers and partners worldwide through its global R&D, manufacturing, and sales bases, with 6 subsidiaries and 17 branches and offices as of year-end 2025.



Sales Subsidiaries

United States Mexico
United Kingdom United
Arab Emirates Singapore

Manufacturing Subsidiary

Vietnam

Branches/Offices

Australia (Melbourne) United Kingdom (Manchester) France (Paris) Germany (Frankfurt) Italy (Milan) Spain (Madrid) Poland (Warsaw)
Czech Republic (Prague) Turkey (Istanbul) Denmark (Aarhus) Saudi Arabia (Riyadh) Qatar (Doha) Japan (Tokyo) South Korea (Busan,
Daegu, Daejeon, Gwangju)

COMPANY OVERVIEW

OVERVIEW OF MAJOR GLOBAL SUBSIDIARIES

Hanwha Vision Vietnam Manufacturing

Established in Bac Ninh, Vietnam, in March 2017, Hanwha Vision Vietnam operates with the goal of achieving global top-tier manufacturing competitiveness by building a Just-In-Time supply response system, delivering exceptional quality that delights customers, and securing total cost competitiveness. It is driving manufacturing excellence through automation foundations, quality innovation, and operational advancement, while offering an integrated solution lineup that includes network models, multi-directional models, analog models, PTZ Camera, and lens modules.



2025 Key Business Achievements

Strengthening Production Efficiency and Quality

- **Advancement of Automated Lines** | Achieved an equipment utilization rate of 96% for MAIN and SMD lines, continued process innovation through optimizing the precision inspection process for lens assemblies and automating assembly and unit processes
- **Quality Stabilization** | Maintained product quality and reduced defect rates utilizing SCM-based process management and automated inspection equipment

Expanding Cumulative Production Volume

- Achieved cumulative production of 10 million units (October 2023) and 15 million units (October 2025)
- Secured a maximum monthly production capacity of 300,000 units, providing an integrated solution lineup(A to Z) that reflects diverse customer needs

Supply Chain and Operational Optimization

- Operating an efficient logistics and supplier network by leveraging its strategic location in Bac Ninh Province, near Hanoi
- Optimizing the linkage between raw material and component supply and production schedules, while operating a system for urgent order response
- Promoting win-win cooperation through supplier quality patrols and guidance on process improvement

Key ESG Achievements



ENVIRONMENTAL

- Achieved energy savings by optimizing high-efficiency equipment and utility operations
- Promoted environmental monitoring (wastewater, air, etc.), regulatory compliance, and recycling/waste reduction activities



SOCIAL

- Supported facilities for children with disabilities and vision/hearing impairments, and provided kindergarten safety education
- Operated employee-led CSR activities(blood donation, environmental cleanup campaigns) and provided scholarships for Vietnamese university students



GOVERNANCE

- Established a framework for risk management and regular audit response

COMPANY OVERVIEW

OVERVIEW OF MAJOR GLOBAL SUBSIDIARIES

Hanwha Vision America Sales

Established in 1989 in Teaneck, New Jersey, Hanwha Vision America serves as a key hub connecting the North and Latin American markets. Since the founding of its California R&D Center in 2021, the subsidiary has expanded its range of solutions, including AI video analytics, Cloud VMS, and Edge-AI devices, with a focus on developing Cloud-Native and Edge-AI technologies.

By delivering data-driven customized services, it responds swiftly to customer needs and continues to build market trust. Based on technological innovation and localization strategies, Hanwha Vision America is driving its transformation toward an AI- and cloud-centric business model while pursuing sustainable growth.



2025 Key Business Achievements

Accelerating Cloud Transformation and Expanding AI Solutions

- Projected market growth from USD 7,721M in 2024 to USD 10,559M by 2028, based on market research (CAGR 8.1%)
- Expanded adoption of Cloud-based VMS and AI analytics driven by increasing demand for efficient data processing and operational automation
- Reduced project lead times by establishing a customization process tailored to local customer requirements

Securing Best-in-Class Cybersecurity Reliability

- Expanded market share in the U.S. federal and public sectors by complying with the U.S. NDAA and using FIPS 140-3-certified security elements
- Positioned as a global benchmark for security standards by applying a security-first process from the product design stage
- Strengthened security capabilities by operating an integrated security verification system for cloud-based AI solutions and IoT devices

Technology and Service Innovation

- **Strengthening R&D collaboration** | Developing cloud-edge integrated AI algorithms and new modules, centered on the California R&D Center
- **Customer-centered development** | Improving ease of use through intuitive UX/UI design based on usage pattern analysis
- **Expanding support content** | Enhancing product setup and operation convenience by creating how-to videos and KB articles
- **Expanding field application** | Improving performance and optimizing maintenance processes by converting installation cases into data

Key ESG Achievements

ENVIRONMENTAL

- Supplied products designed with eco-friendly design principles, such as low-power, high-efficiency cameras and Edge-AI analytics, to help reduce energy consumption and improve IT infrastructure efficiency

SOCIAL

- Expanded local workforce development and job training hours
- Promoted mutual respect and strengthened employee bonding through Cross-Cultural events

GOVERNANCE

- Achieved a 100% completion rate for regional anti-corruption and ethics training and strengthened cybersecurity governance

COMPANY OVERVIEW

OVERVIEW OF MAJOR GLOBAL SUBSIDIARIES

Hanwha Vision Europe Sales

Hanwha Vision Europe provides AI-powered cameras, VMS, and integrated security platforms across Europe, helping improve safety and operational efficiency in a wide range of environments, including cities, airports, and industrial facilities. It is also expanding its business into diverse areas such as smart cities through video analytics and data-driven solutions, while providing highly reliable, tailored services in compliance with European data protection and cybersecurity regulations such as the GDPR and NIS2.



2025 Key Business Achievements

Expansion of the Vision AI Solutions Market

- Delivered advanced capabilities, including object detection, attribute classification, and abnormal situation detection, through AI-powered cameras and video analytics technologies
- Carried out projects and secured references across large-scale retail, industrial facilities, and public infrastructure, such as airports and railways

Business Expansion Based on Regulatory Compliance and Trust

- Secured trust with public and corporate customers through products and services that reflect data protection requirements and network/information systems security standards
- Met market entry requirements and strengthened customer trust by aligning with the certifications and requirements of individual European markets

Technology and Service Innovation

- Developing solutions that reflect global core technologies (CCTV, AI analytics, and VMS) and the needs of the European market
- Providing real-time monitoring and data-driven insights through an integrated platform that combines VMS and AI analytics

Key ESG Achievements



ENVIRONMENTAL

- Promoted the reuse and repurposing of furniture and end-of-use electrical and electronic products in office operations



SOCIAL

- Conducted compliance, safety, and ethics training for all employees



GOVERNANCE

- Reviewed internal management systems and applied relevant operating standards reflecting European data protection and cybersecurity requirements such as the GDPR and NIS2

COMPANY OVERVIEW

OVERVIEW OF MAJOR GLOBAL SUBSIDIARIES

Hanwha Vision Middle East Sales

Hanwha Vision Middle East was established in Dubai in November 2016 and provides advanced video security solutions to customers in key markets across the Middle East and Africa. It supplies comprehensive security solutions, including CCTV, video recorders (NVR/DVR), video management software (VMS), and peripheral equipment, and strengthens safety and reliability across diverse environments, including public, commercial, and industrial facilities, through localized sales and technical support. Based on its local regulatory compliance and project execution capabilities, the Middle East subsidiary has established stable revenue and strong customer trust across six key markets: the UAE, Saudi Arabia, Qatar, Egypt, Morocco, and South Africa.



2025 Key Business Achievements

Business Expansion for Sustainable Growth

- Middle East revenue recorded a CAGR of 18% from 2020 to 2025
- Driving growth through smart city and national infrastructure projects
- The Africa region has also grown, recording a CAGR of 9% from 2020 to 2025, expanding its business foundation in key countries

Strengthening Early-Stage Project Sales (A&E) and Expanding Spec-In Activities

- Securing early-stage pipelines by strengthening sales activities based on consultant and A&E (Architect & Engineering) networks
- Strengthening the mid- to long-term order base by participating in the design stage of major projects and expanding Spec-In activities
- Strengthening collaboration with major consultants in the Middle East and enhancing the local sales structure centered on Saudi Arabia

Enhancing Supply Stability and Operational Efficiency

- Strengthening the MTS (Make to Stock) supply system based on the UAE logistics warehouse
- Shortening project lead times through operational improvements and reducing logistics costs by expanding ocean freight
- Securing stable product supply through local inventory and strengthening long-term competitiveness through the logistics hub

Technology and Service Innovation

- Developing technical professionals and building a partnership-based technology ecosystem
- Enhancing smart city safety in the Middle East through AI-based video analytics and metadata
- Enhancing customer satisfaction and building a foundation for regional cooperation through the Saudi Service Center

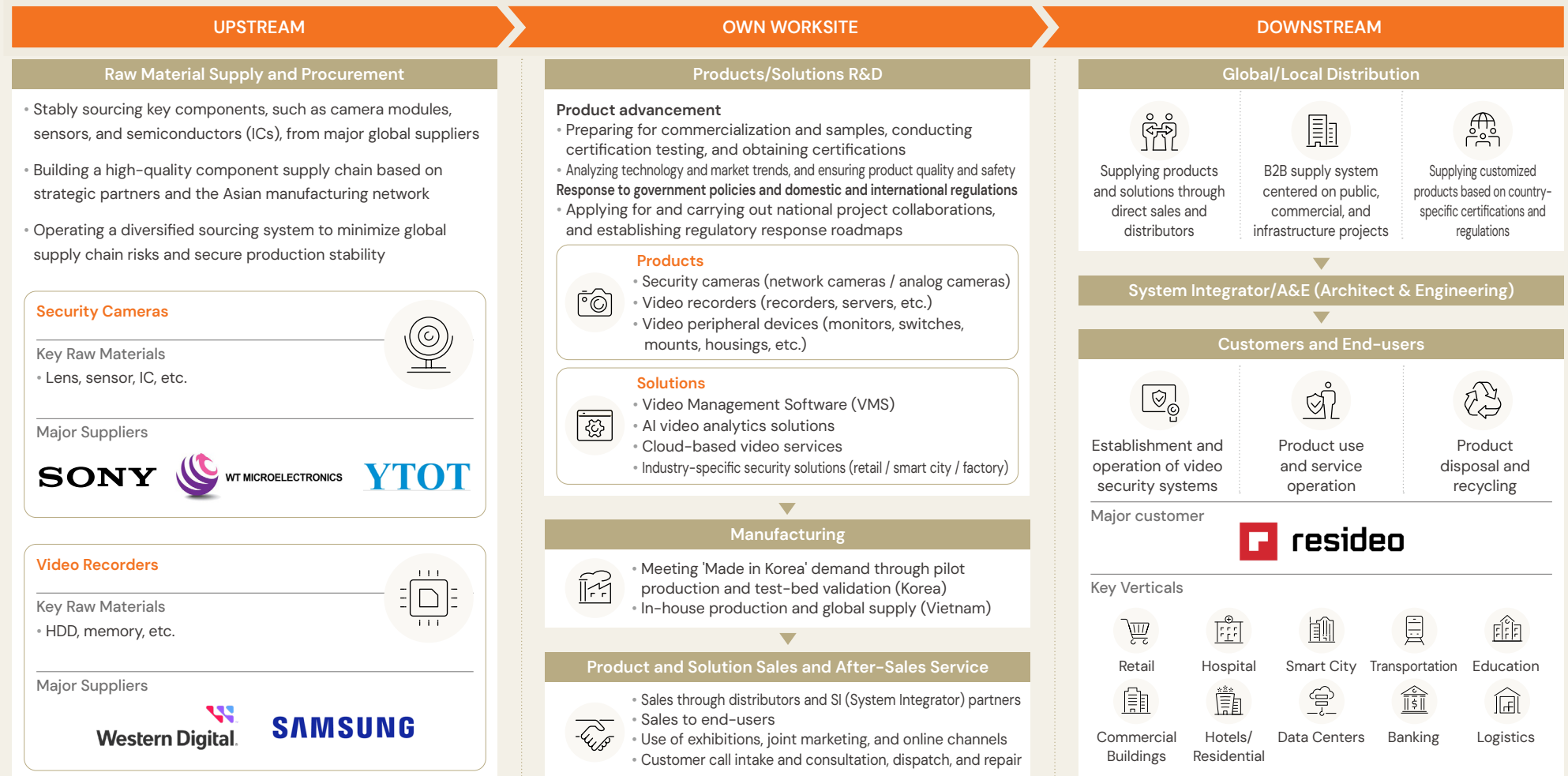
Key ESG Achievements

 ENVIRONMENTAL	• Reducing power consumption through the use of LED lighting, high-efficiency HVAC systems, and automatic power-saving devices
 SOCIAL	• Providing and operating health insurance, flexible working hours, and mental health support programs • Strengthening social responsibility by conducting training on ESG, ethical management, and job competencies
 GOVERNANCE	• Strengthening anti-corruption and ethical management training and management, and operating data protection and personal information security policies

BUSINESS OVERVIEW

VALUE CREATION PROCESS

Hanwha Vision is a Vision Solution Partner that delivers integrated insights from past to future through advanced vision technology, AI, and big data analytics to support a safe, efficient life and business performance. As a responsible member of society, we contribute to resolving economic, environmental, and social challenges and pursue a sustainable future under the philosophy of “Going Further Together.”



BUSINESS OVERVIEW

BUSINESS PORTFOLIO

Mid- to Long-Term Portfolio Strategy

Hanwha Vision is moving beyond its traditional CCTV-centered hardware business and pursuing a transition to a “Total Security Solution Provider” that combines software, cloud, and AI technologies. To this end, we are building an integrated portfolio that connects Device, Software, Analytics, and Operation, while advancing our business structure from a product-centered model to a service- and platform-centered model. We also aim to strengthen the foundation for sustainable growth by driving globalization across our entire business.

Core Competencies



Vision Technology

Based on world-class optical and video processing technologies, Hanwha Vision provides stable video quality and accurate vision information across a wide range of environments. Through continuous technological advancement, we are also strengthening our capabilities in high-resolution imaging and precise object recognition.



AI-based Intelligent Analytics

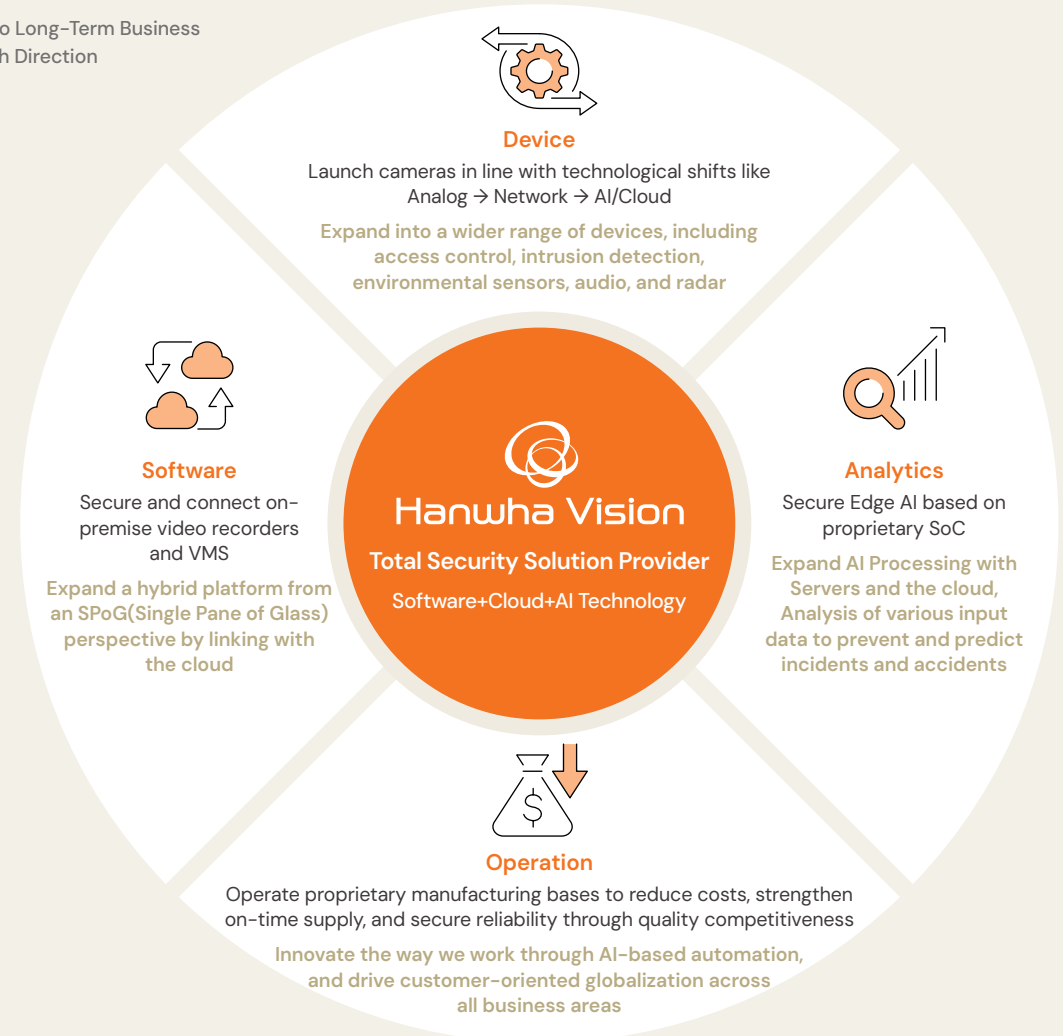
Through AI-based intelligent solutions built on proprietary analytics algorithms, Hanwha Vision efficiently analyzes large volumes of video data and provides optimized information to customers. We also continue to develop AI technologies applicable across diverse industrial environments, expanding both the accuracy and scope of video analytics.



Cybersecurity

Centered on S-CERT, its dedicated security organization, Hanwha Vision carries out regular security management and vulnerability inspections to strengthen the security and stability of our products and services. We also maintain trusted cybersecurity capabilities through participation in the international CVE® Program as a designated CVE® Numbering Authority (CNA), along with global certifications including ETSI EN 303 645, IEC 62443-4-1, IEC 62443-4-2, ISO 27001, ISO 27017, and TTA.

Mid- to Long-Term Business Growth Direction



BUSINESS OVERVIEW

BUSINESS PORTFOLIO

Security Cameras

A wide range of video information can be collected through cameras. The lineup is broadly divided into network and analog categories based on the video transmission method. For network cameras, the lineup consists of the P, X, Q, and T series, depending on product features, performance, and intended use.

- P series : Premium single-sensor and multi-sensor cameras equipped with a wide range of advanced AI features
- X series : Mid- to high-end cameras with outstanding image quality and essential AI features
- Q series : Cost-effective cameras that provide high-quality video with basic analytics features
- T series : Special-purpose cameras, including multispectral thermal cameras and explosion-proof cameras



Key Products

Hanwha Vision provides a video-based integrated security environment through a diverse product portfolio that includes cameras, audio systems, video recorders, and installation solutions. By combining high-performance hardware with intelligent software, we deliver both tailored security and operational efficiency.

Video Recorders

Video information collected through cameras is stored on video recorders, enabling integrated management software or dedicated monitoring software to support both real-time monitoring and review of recorded footage and events.

- Simultaneously processes multiple high-resolution camera feeds, providing efficient storage and search functions
- Offers a wide range of video recorders for both network cameras and analog cameras
- Provides a PC viewer and mobile app for remote monitoring
- Supports AI-based object detection for real-time event confirmation and storage



Audio System

Through an IP network-based audio system, messages can be delivered quickly and efficiently. When used together with a video security system, it can also serve as a tailored security solution in a wide range of environments.

- Enables two-way communication through integration with IP microphones
- Offers a diverse product lineup for both indoor and outdoor installation
- Compatible with various VMS systems, such as Wave, Milestone, and Genetec



Installation Solutions & Peripherals

These solutions are required for the installation, connection, and expansion of products. By building systems that can flexibly respond to a wide range of installation environments, they help reduce customers' installation time and costs while enhancing product value and usability.

- Camera mounting accessories for diverse sites
- Diverse peripherals, including encoders, decoders, monitors, controllers, switches, and HDDs
- Compatible with various VMS systems, such as Wave, Milestone, and Genetec



BUSINESS OVERVIEW

BUSINESS PORTFOLIO

Key Solutions

Hanwha Vision provides customized integrated security environments for each industry through a diverse portfolio that includes integrated monitoring (VMS), cloud-based video services, AI-based analytics, logistics solutions, and access control solutions. These solutions contribute to building an intelligent security system that strengthens both data-driven operational efficiency and safety.

① Integrated Monitoring and Operation Solutions

BLAZE

BLAZE is a “next-generation AI hybrid VMS” that combines the powerful performance of on-premise systems with the scalability of the cloud, providing intuitive integrated monitoring and innovative AI-powered search.

- Seamless ecosystem integration with Hanwha Vision’s video security, access control, and network audio equipment
- Tracking similar object movement via AI search
- Integrated multi-site management via Hanwha Vision Cloud
- Rapid system deployment based on a BLAZE-dedicated appliance



OnCloud (VSaaS)

OnCloud is a cloud-based video security service (VSaaS) that provides video monitoring and data management functions in an internet environment. It can be integrated with various devices and enables stable video management even in remote environments.

- Device and user management through an integrated dashboard
- AI-based video search and filtering functions
- Various alerts and incident report functions
- Video backup function in the event of a network failure



HealthPro

HealthPro is a device operation management solution that supports the integrated management and maintenance of hundreds to thousands of devices. It ensures stable system operation through device status monitoring and firmware management.

- Integrated device status management through a centralized dashboard
- Real-time alerts and task management functions when abnormalities occur
- Remote firmware update and schedule management support
- Integrated management of device warranty and license information



WAVE/SSM (VMS)

Wave and SSM are video management software (VMS) solutions that support integrated management and monitoring of small and medium-sized or distributed sites. They enable integrated management of various equipment, including cameras, video recorders, and speakers, and support building an integrated security environment through integration with external systems.

- Integrated monitoring and management of distributed sites and multiple devices
- Server clustering-based failover and stable operation functions
- Remote alerts and monitoring functions



② Logistics Solution

Hanwha Vision’s logistics solution utilizes video-based analysis to enhance cargo tracking, safety management, and centralized monitoring within logistics centers.

- Dual-Sensor Fixed Barcode Recognition Camera : Improves cargo management efficiency by performing barcode recognition and video recording simultaneously
- Vision Logistics Tracking Software : Supports integrated management of video and logistics systems
- Packing Video Management : Supports rapid claims response by linking work records with video
- Dock Safety Solution : Enhances worker safety and improves dock operation efficiency



③ Access Control Solution

The access control solution is adaptable to a wide range of environments, from small to large facilities, and maximizes security by supporting the efficient operation of access management.

- Access Management : Manages access based on user permissions and prevents unauthorized access
- Visitor Management : Supports visitor pre-registration and access history management
- Integrated Management Solution : Enables integrated security operations connected with video systems
- Flexible Scalability : Provides a scalable structure applicable to various environments



BUSINESS OVERVIEW

BUSINESS PORTFOLIO

1 Retail

In retail environments, it is important to ensure both store security and operational efficiency. Hanwha Vision's intelligent video security solutions support overall store operations, including customer behavior analysis, theft prevention, store layout optimization, and employee safety management. In addition, AI-based video analytics proactively identify potential risks and facilitate rapid response, contributing to the creation of a safe and efficient store operational environment.



CASE

Fast-Food Restaurants

Supports fast service, optimized store operations, theft prevention, and customer behavior analysis

Convenience Stores / Gas Stations

Strengthens security and prevents losses across small stores and large franchise locations, while improving customer experience and providing sales insights

Large Retail Stores (Shopping Centers, Major Apparel Brands, etc.)

Protects assets at shopping centers and major apparel brands, increases operational efficiency, and secures new business insights

Luxury Retail (Luxury Brand Stores, etc.)

Uses video security as a strategic driver of business growth in luxury stores, securing both strong security and operational efficiency

Vision's Key Strengths Diverse Retail Expertise

Hanwha Vision provides customized video security solutions optimized for a wide range of retail environments, including large supermarkets, quick-service restaurants (QSRs), gas stations, and convenience stores, demonstrating proven expertise in the retail sector. We accurately identify and support the unique monitoring challenges of each retail business, from layout management in large supermarkets and operational optimization in fast-service QSRs to security and efficiency in convenience stores and gas stations with frequent customer traffic.

KEY FUNCTIONS



Reducing damage through the prevention of theft and safety incidents

Detects external intrusions and internal risk factors in advance to reduce losses and damage caused by theft, facility damage, and safety incidents, while creating a safe and comfortable retail environment



Real-time identification of potential risks and operational issues

Detects various risks, including unauthorized access, suspicious behavior, hazardous material leaks, obstacle accumulation, and customer bottlenecks



Supporting rapid and accurate response

AI cameras and the central management system provide real-time alerts, enabling swift situation awareness and immediate response



Providing easy investigation and actionable insights

High-resolution video and AI-based analytics make incident investigations and forensic searches more efficient

Comprehensive Support Across All Stages of Monitoring



BUSINESS OVERVIEW

BUSINESS PORTFOLIO

2 Smart City

In smart city environments, integrated management of traffic, public facilities, and urban infrastructure is essential. Hanwha Vision supports traffic flow management, accident response, and public safety management by leveraging AI-based video analytics and data visualization technologies, thereby enhancing urban operational efficiency and contributing to citizen safety.



CASE

The GALE Project



The GALE Project in Texas, U.S., transforms existing infrastructure into autonomous drone hubs, redefining public safety, security, and environmental monitoring. Using Hanwha Vision's AI-based cameras, it supports traffic monitoring, incident response, license plate recognition, and environmental detection, including early flood warnings based on water level and flow analysis. Its modular design enables flexible combinations of cameras, sensors, and drones for diverse purposes, expanding applications in defense security and asset management. The GALE system has accelerated the shift toward real-time, AI-based proactive public safety.

The Edinburgh Project



The City of Edinburgh Council strengthened city-wide security and modernized its video security system by integrating traffic and transportation platforms based on real-time data, improving operational management and urban planning. Hanwha Vision's solutions process analytics directly on the camera, including loitering, directional detection, audio detection, and sound classification, reducing server load. The "Hallway View" function also enables effective monitoring of narrow spaces. WiseStream video compression technology reduces bandwidth by up to 75% while maintaining high image quality. NDAA compliance, UL CAP certification, and S-CERT operations further strengthen cybersecurity, providing an optimized video security solution for smart cities.

KEY FUNCTIONS



Crime deterrence and prevention

Uses AI analytics and high-visibility cameras to deter crime and create safe communities



Operational efficiency

Supports urban planning, traffic flow optimization, and public service enhancement through real-time detection of traffic congestion, safety incidents, and infrastructure anomalies



Rapid incident response and forensic support

Reduces response times by providing real-time alerts through AI cameras and intelligent audio systems



Mitigation of traffic accidents and congestion

Uses license plate recognition (LPR), speeding and sudden braking detection, and traffic flow analytics to prevent accidents and ease congestion

Vision's Key Strengths

Wisenet 9, Setting a New Standard for Next-Generation Video Security

Wisenet 9 is a next-generation solution that redefines security standards across all industries. Unlike most camera manufacturers that rely on third-party chips, Hanwha Vision has continuously developed its own SoC (System on Chip) to enhance both performance and security. This enables the design of AI algorithms specialized for video security, while delivering low power consumption, high-speed processing, and advanced privacy protection features such as DPM (Dynamic Privacy Masking). Wisenet 9 is a proprietary SoC that brings together more than 20 years of innovation in Hanwha Vision's in-house chipset development. Cameras powered by Wisenet 9 are optimized for environments that require a high level of security and sophisticated intelligent analytics, such as smart cities, while delivering significantly enhanced cybersecurity.

BUSINESS OVERVIEW

BUSINESS PORTFOLIO

3 Factory

Hanwha Vision's AI-based solutions analyze diverse vision data collected from factories and worksites to monitor worker non-compliance with safety gear and the occurrence of workplace anomalies in real time. Furthermore, the solutions provide critical data for factory optimization through statistical analysis of operational status, thereby maximizing operational efficiency, reinforcing stability, and realizing safer, smarter factories.



CASE

Hanwha Vision supports cost-effective operations across various industries through its security solutions.



Aerospace



Apparel



Automotive



Chemicals



Electronics



Energy



Food & Beverage



Machinery Plant



Marine



Paper



Pharmaceuticals



Steel

Consulting Support and Training Across All Stages of Security Projects



OPERATIONAL SUPPORT SOLUTION CASES

Function	Application Cases
Inventory Tracking / Management	3PL, fulfillment logistics, cargo management
Logistics Equipment Monitoring	Equipment performance analysis, logistics innovation
Safety Incident Prevention	Slip and fall detection, rapid response
Worksite Operation Analysis	Production statistics, operational efficiency optimization, improved equipment/workforce allocation

KEY FUNCTIONS



Strengthening perimeter security

Strengthens boundary and perimeter security with AI and thermal cameras to accurately detect people and vehicles even at night and in extreme environments, while tracking vehicles and monitoring suspicious behavior using PTZ and LPR technologies



Building a safe working environment:

Detects slip-and-fall incidents, helps prevent forklift accidents, and analyzes the proximity between workers and equipment to provide proactive alerts for collision risks



Maximizing productivity

Monitors large spaces efficiently with multisensor and panoramic cameras, reduces installation and maintenance costs, and minimizes false alerts through AI object detection



Optimizing manufacturing facility operations:

Improves operational efficiency, reduces costs, increases ROI through AI-based analytics, while minimizing downtime through equipment health monitoring

2025 BUSINESS HIGHLIGHTS

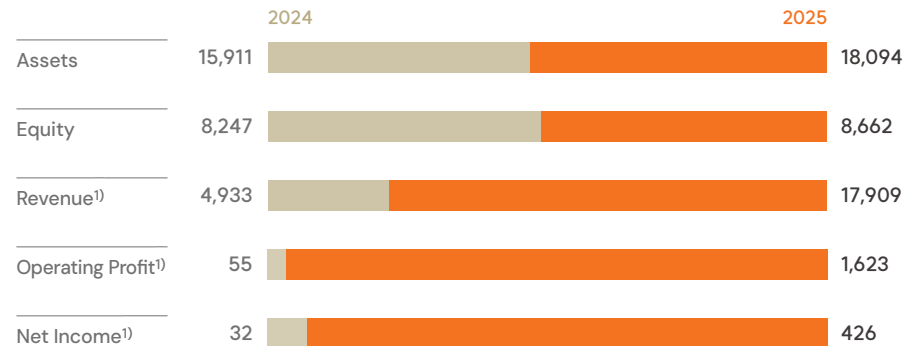
High Growth through AI- and Cloud-based Business Expansion

In 2025, Hanwha Vision recorded significant year-on-year growth across major financial indicators, further strengthening its business competitiveness in the global video security and industrial equipment markets. In particular, Hanwha Vision achieved balanced growth across both the Security Business and the Industrial Equipment Business, proving the stability of its growth structure underpinned by a well-diversified business portfolio.

In the Security Business, all product categories, including security cameras, video recorders, and peripherals, grew evenly to drive sales expansion, while profitability also improved through the expansion of AI-based high-performance product lineups. This growth was strongly supported by the rising global demand for AI-based video security, contributing to enhanced business competitiveness. The Industrial Equipment Business recorded steady growth across SMT, semiconductors, and machine tools, effectively responding to the increasing demand for automation and high-precision manufacturing. These achievements demonstrate that the strategic focus on expanding AI- and cloud-based solutions, strengthening global market responsiveness, and prioritizing high-value-added products is translating into tangible business outcomes.

Financial Information (Consolidated Financial Statements)

(Unit: KRW 100 million)



1) Performance since IPO in September 2024.

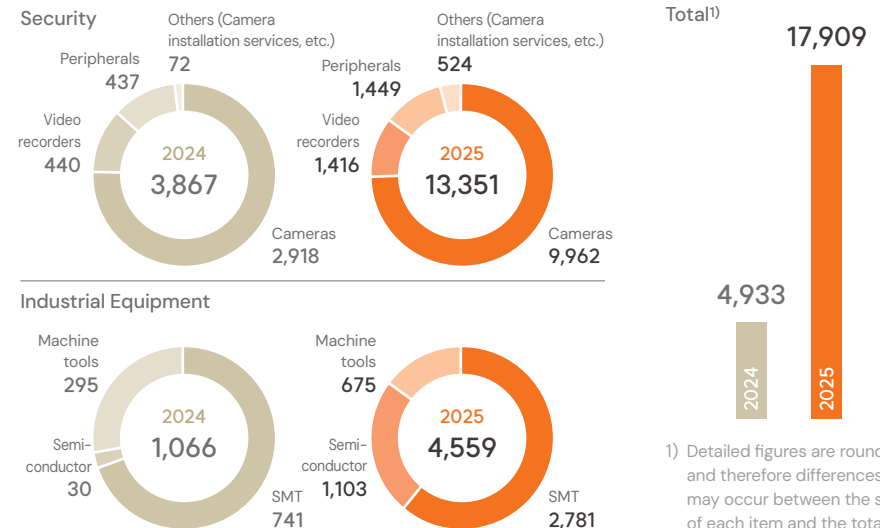
Balanced Growth Across Business Segments

The Security Business achieved balanced growth across all product categories, supported by growing demand for AI-based video security in the global market. The Industrial Equipment Business also recorded stable growth across SMT, semiconductors, and machine tools. In particular, increased demand for semiconductor and SMT equipment served as key growth drivers for the Industrial Equipment Business.

Hanwha Vision continuously pursues the development of next-generation intelligent vision solutions centered on AI, cloud, and edge computing technologies. Hanwha Vision plans to expand its business scope into various industry sectors—such as smart cities, manufacturing, and logistics—by enhancing its video data analytics capabilities that combine generative AI with edge AI technologies. In addition, the company is strengthening its Industrial Equipment Business portfolio by expanding the semiconductor equipment business and securing front-end process equipment technologies.

Revenue Performance by Business Segment

(Unit: KRW 100 million)



1) Detailed figures are rounded, and therefore differences may occur between the sum of each item and the total.

2025 BUSINESS HIGHLIGHTS

Strengthening Global Market Competitiveness

Hanwha Vision strengthened its global market competitiveness by expanding sales of AI-based high-performance products, particularly in major advanced markets such as North America and Europe. In particular, the company accelerated its transition toward a high-value-added profit structure by expanding its AI camera product line powered by its proprietary System on Chip (SoC). In addition, the company is securing both supply stability and price competitiveness by optimizing its global supply chain operations, expanding local partnerships, and strengthening manufacturing competitiveness centered on its production base in Vietnam.

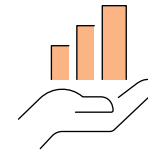
Full-Scale Expansion of Cloud-based New Businesses

Hanwha Vision secured new growth engines by accelerating its transition from a hardware-centric business to a cloud-based platforms and services. In 2025, we began full-scale operation of a subscription-based service model centered on our cloud-based video security service, OnCloud. We also launched OnCAFE, a cloud-based access control service, completing our integrated security platform lineup. The expansion of these service-based solutions serves as a key strategy for securing a recurring revenue base. In addition, we launched Keeper, a store operation management solution, and proved the market potential of its new businesses by expanding project orders, primarily from global franchise customers.

2025 Key Achievements

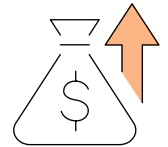
Revenue

Achieved
KRW 1,790.9 billion
in revenue



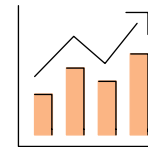
Operating Profit

Recorded
KRW 162.3 billion
in operating profit



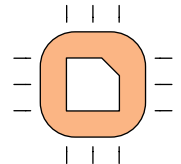
All Product Categories in the Security Business

Achieved
balanced growth
across all areas



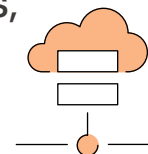
Led by Semiconductor and SMT Equipment

Growth in the industrial
equipment business



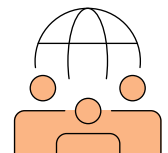
Cloud-based Services

Newly expanded
cloud-based services,
including OnCloud
and OnCAFE



Store Operation Solution

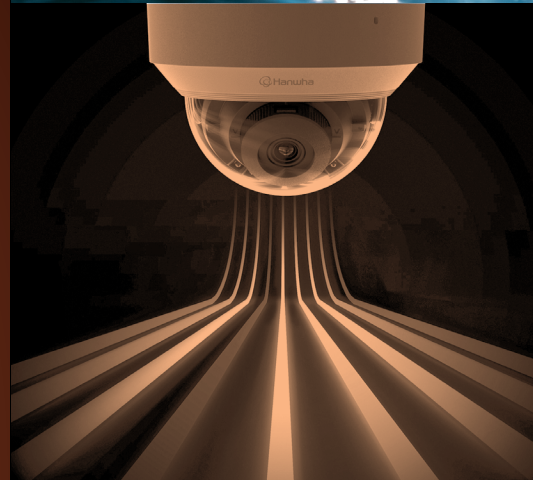
Launched Keeper
and secured
global customers



ESG STRATEGY

Hanwha Vision integrates ESG across all areas of environmental, social, and governance management as a core management system, placing sustainability at the center of its corporate strategy.

Based on cooperation with global stakeholders, we pursue both long-term corporate value and responsible growth.



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ESG GOVERNANCE & STRATEGY

ESG MANAGEMENT GOVERNANCE

Hanwha Vision has established an organic implementation framework anchored by the ESG Committee, linking the dedicated ESG organization (the ESH Team) and its working-level consultative body. In February 2026, Hanwha Vision established the ESG Committee under the Board of Directors to strengthen the Board’s ESG management and oversight functions. The committee consists of three independent directors and has secured both expertise and diversity by appointing a female director with deep financial accounting expertise as the Committee Chair. The committee serves as the highest decision-making body responsible for establishing, approving, managing, and overseeing ESG strategies and policies. It operates under a system that convenes regular meetings once per quarter, with extraordinary meetings held ad hoc as deemed necessary. The ESH Team oversees the establishment and implementation of company-wide ESG strategies, while the ESG working-level consultative body is responsible for establishing and managing ESG KPIs for each division and executing related strategies. Through this structure, Hanwha Vision is systematically advancing ESG management across the entire organization.

2025 Board Reports and Resolutions on ESG Matters

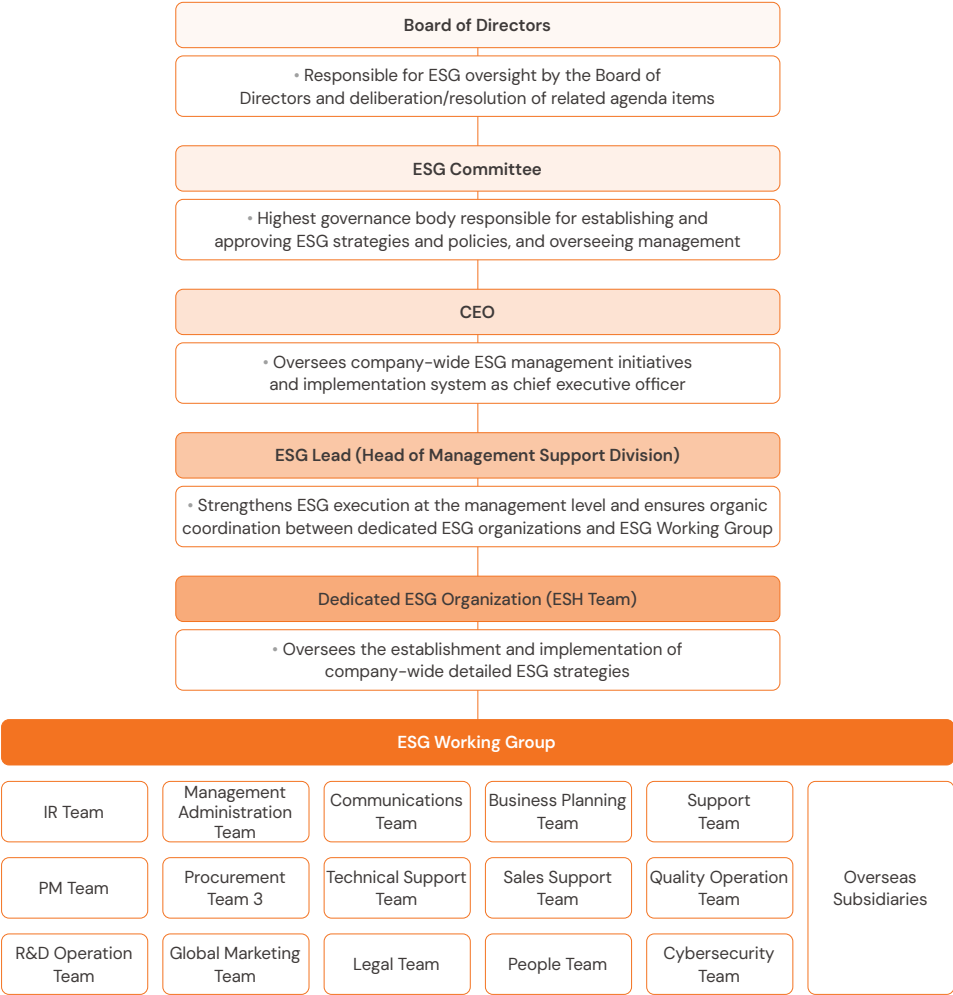
In 2025, Hanwha Vision’s Board of Directors received reports on ESG-related agenda items, which were subsequently deliberated and resolved.

2025 Board of Directors ESG-Related Agenda Items

#	Date	Agenda Item	Status	Attendance Rate
1	2025.01.02	Subscription to D&O Liability Insurance	Approved	100%
3	2025.02.05	Approval of the Safety and Health Plan	Approved	100%
3	2025.02.05	Report on the Operational Status of the Internal Accounting Control System	Reported	100%
4	2025.02.21	Introduction of the Electronic Voting System	Approved	100%
10	2025.05.28	Establishment of the Independent Director Nomination Committee	Approved	100%
14	2025.12.24	Enactment of Corporate Governance Improvement Regulations	Approved	100%

ESG Management Organizational Chart

(as of March 2026)



ESG GOVERNANCE & STRATEGY

ESG STRATEGY

Direction and Strategic Tasks

Under Hanwha Group's ESG vision of "Realizing sustainable development that enhances the value of human life," Hanwha Vision connects technology with social responsibility. By considering people, the environment, and society together, we will practice responsible decision-making across all business activities and create economic, environmental, and social value in a balanced manner.

ESG Vision

Realizing sustainable development that enhances the value of human life

ESG Strategic Directions



Sustainable Products & Operations



Shared Growth & Culture



Responsible Foundation

Key Strategic Tasks

Climate Action

- Strengthen low-carbon management based on the GHG management system
- Expand Scope 3 calculation categories
- Increase the use of renewable energy

Product Environmental Impact Management

- Implement eco-friendly product design and environmental labeling

Business Site Environmental Impact Management

- Strengthen the environmental management system based on ISO 14001 certification
- Manage biodiversity and water resources in areas adjacent to the business sites

Safety and Trust-based System Operations

- Strengthen regular and ad hoc risk assessments at business sites
- Operate the safety and health management system based on ISO 45001 certification
- Strengthen the quality management system based on ISO 9001 certification

Win-Win Cooperation and Mutual Growth

- Establish a supply chain ESG management system (Evaluation & Support)

Responsible Talent Management

- Operate systematic training based on the Learning Journey Map
- Build a flexible organizational culture

Governance System Enhancement

- Operate the ESG Committee
- Establish a compliance management system
- Operate the Compliance Committee

2025 ESG HIGHLIGHTS

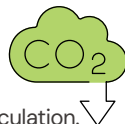
Establishment of a Company-Wide Greenhouse Gas Management System Including Scope 3

In 2026, Hanwha Vision calculated its Scope 3 emissions for the first time and expanded the coverage of Scope 1 and 2 emissions calculations to include overseas entities and subsidiaries, thereby advancing its company-wide carbon emissions management system. In addition, Hanwha Vision established mid- to long-term carbon neutrality targets and a transition plan, laying the foundation for systematic implementation of emissions reduction initiatives.



E-Waste Collection Campaign Achieves a Cumulative Reduction of 462.2 tCO₂eq

Hanwha Vision received a GHG reduction certificate by reporting its collection and recycling performance for waste electrical and electronic equipment (WEEE) through E-Cycle Governance under the Ministry of Environment. In 2024, we collected and recycled 158.7 ton of waste electrical and electronic equipment, reducing approximately 459.7 tCO₂eq. In 2025, we conducted an employee-led e-waste collection campaign, where a total of 450 employees participated to collect an additional 920 kg of electronic waste, resulting in a carbon reduction of approximately 2.53 tCO₂eq. As of 2025, the cumulative GHG reduction reached approximately 462.2 tCO₂eq. The collected products were processed through E-Cycle Governance, contributing to the expansion of resource circulation.



Achieved an Employee Training Satisfaction Score of 4.81

Hanwha Vision operates a Learning Journey Map that systematizes learning pathways tailored to specific jobs and positions, strengthening the foundation for self-directed learning. The company has enhanced learning efficacy by establishing a structured educational framework spanning from onboarding to leadership development, while expanding practical, hands-on training led by internal subject matter experts. As a result, the overall satisfaction score for the 2025 training programs reached 4.81, demonstrating high levels of learning engagement and participation.

As I was not very familiar with system development terms such as CI and CD, the concepts were somewhat challenging to grasp at first. However, the course helped me gain an overall understanding of our company's development system architecture.

<Git Fundamentals/Advanced> Training Participant Feedback

The course gave me an opportunity to revisit challenges I had faced at work from a cognitive psychology perspective, which I believe will significantly improve work efficiency. I plan to reflect on and apply these insights regularly in my work.

<Understanding the Psychology of High Performers>
Soft Skills Training Participant Feedback



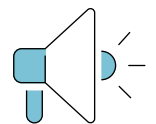
KRW 50 Million in Medical Expense Support for Children with Disabilities and Rare Diseases

Through its medical expense support program for children with disabilities and rare diseases, Monthly Han Mogeum, Hanwha Vision contributed to enhancing healthcare accessibility by providing practical treatment costs of up to KRW 5 million per child, benefiting a total of 24 children.



Company-Wide ESG Awareness-Raising Activities

Hanwha Vision organized an ESG slogan contest for employees in September 2025 to realize sustainable management through employee participation. The contest was designed to help all employees internalize their commitment to ESG practices based on Hanwha Vision's vision and mission. A total of 87 employees submitted 280 ESG slogans and ESG ideas. Through an internal online voting process, three outstanding submissions were selected and awarded.



DOUBLE MATERIALITY ASSESSMENT

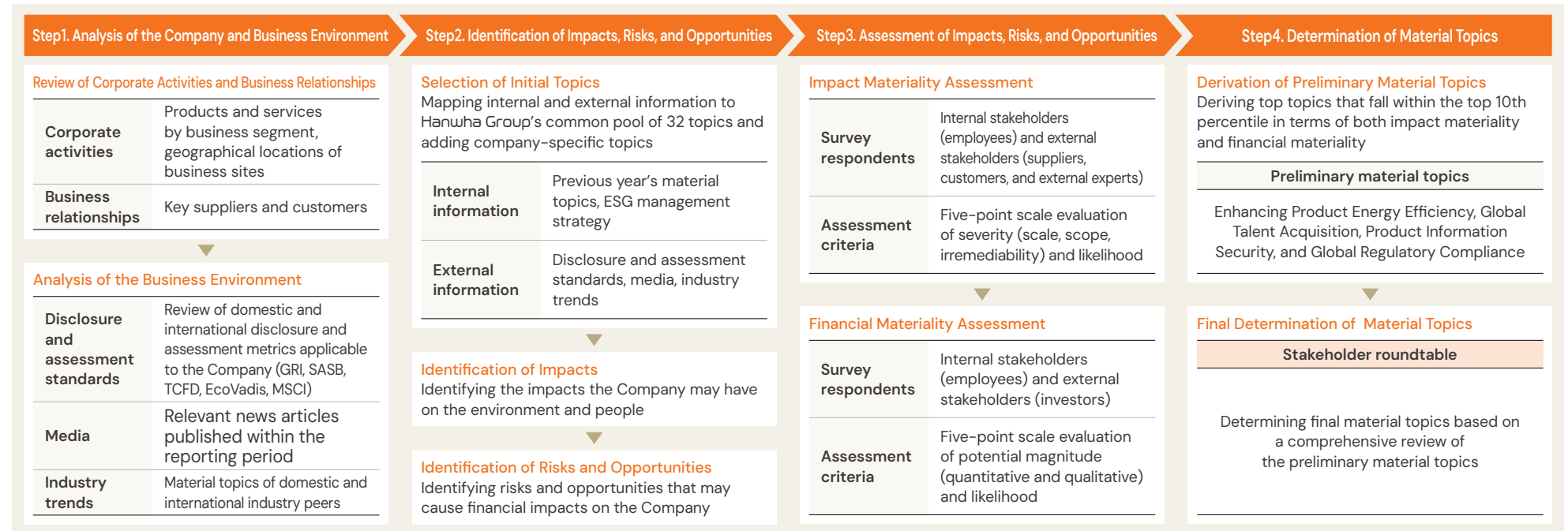
DOUBLE MATERIALITY ASSESSMENT PROCESS

Hanwha Vision systematically identifies significant Impacts, Risks, and Opportunities (IROs) and derives relevant disclosure topics based on a standardized, group-level double materiality assessment methodology, integrating both financial impacts and environmental/social impacts. We conducted a practical double materiality assessment by reflecting our business characteristics and actual operating conditions. This assessment was conducted with reference to the amendments to the European Sustainability Reporting Standards (ESRS) announced in July 2025 and the 2024 EFRAG Implementation Guidance 1: Materiality Assessment. A total of 37 participants, including 25 internal employees and 12 external stakeholders, took part in the assessment of IROs and evaluated both financial materiality and impact materiality.

Double Materiality Concept



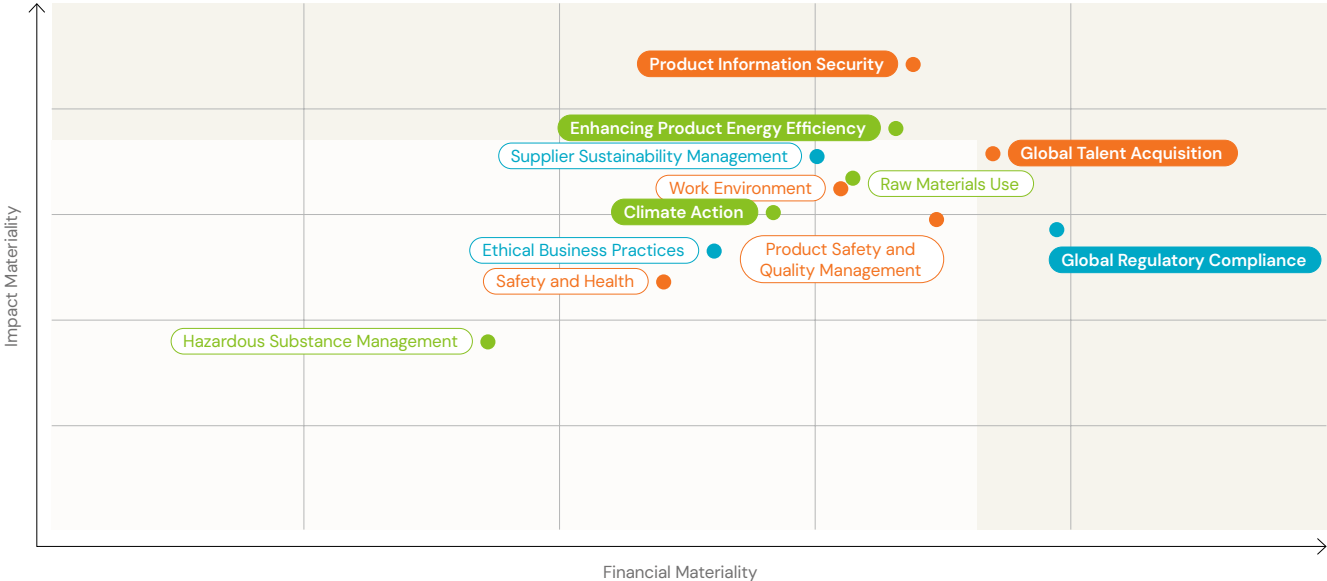
2026 Double Materiality Assessment Process



DOUBLE MATERIALITY ASSESSMENT

DOUBLE MATERIALITY ASSESSMENT RESULTS

Hanwha Vision identified 25 impacts, risks, and opportunities (IROs) based on the selected preliminary topics. Following the double materiality assessment, 5 topics were determined as material topics.



Category	Material Topic ¹⁾	Changes from Previous Year
Environmental	Climate Action	Maintained
	Enhancing Product Energy Efficiency	Maintained
Social	Global Talent Acquisition	Maintained
	Product Information Security	Maintained
Governance	Global Regulatory Compliance	Maintained

1) Although Climate Action fell below the threshold in the materiality assessment, it was selected as a material due to its strategic importance under the KSSB (Korea Sustainability Standards Board) guidelines and stakeholder demands. Several of the previous year's material topics—including Product Quality Management and Customer Satisfaction, Safety and Health Management, and Supplier ESG Management—were excluded this year. This was due to a reassessment of their relative importance following an upward adjustment of the threshold criteria. Meanwhile, Integrated Risk Management and Stakeholder Communication were removed from this year's issue pool. Because these activities are already embedded across the company-wide management system, it was determined that managing them comprehensively within the broader governance framework was more appropriate than treating them as isolated issues.

2026 Hanwha Vision Material Topics

Material Topic		Materiality Assessment Score		Type	Key IROs ¹⁾	Report Page
		Financial Materiality	Impact Materiality			
Environmental	Climate Action	●●●○○	●●●○○	Positive	Contributing to driving carbon neutrality across the supply chain by optimizing shipping and distribution routes and accelerating low-carbon transition throughout the entire value chain	44-56
	Enhancing Product Energy Efficiency	●●●●○	●●●●○	Positive	Reducing energy consumption during the product use phase and mitigating environmental burden through low-power design, low-light imaging technology, and improved AI-based video processing efficiency	32-35
Social	Global Talent Acquisition	●●●●○	●●●●○	Opportunity	Maximizing solutions competitiveness by securing global tech talent with expertise in AI and cloud technologies	38-43
	Product Information Security	●●●●○	●●●●○	Positive	Officially verifying the cybersecurity level of products and services through security certifications, and strengthening the protection of customer personal information and systems	32-33, 36-37
Governance	Global Regulatory Compliance	●●●●○	●●●●○	Opportunity	Leveraging regulatory compliance advantages, such as adhering to the US NDAA ²⁾ , to capture replacement demand for Chinese products and benefit from windfall gains	32, 114

1) Key IROs: The IRO that received the highest score in the materiality assessment results among the IROs related to each material topic.

2) NDAA (National Defense Authorization Act): In the United States, NDAA regulatory requirements prohibit the use of products and components from certain Chinese companies in the public procurement market.

DOUBLE MATERIALITY ASSESSMENT

ROUNDTABLE ON MATERIAL ISSUES

On April 8, 2026, Hanwha Vision hosted a roundtable on material issues, engaging key stakeholders to evaluate the appropriateness of the identified material issues and discuss response directions. The roundtable was attended by management, representatives from key departments, and external ESG experts, who reviewed the appropriateness of the Impacts, Risks, and Opportunities (IROs) associated with each material topic and shared diverse perspectives on future response strategies. In light of intensifying global ESG disclosure mandates and industry-specific risk factors, the roundtable focused on driving actionable response directions and establishing mid- to long-term action plans, moving beyond a superficial status check. Through this process, Hanwha Vision reflected diverse stakeholder perspectives on its material issues and laid the foundation for improving the execution and reliability of its sustainability management strategy.

Roundtable Overview

Category	Details
Purpose	Reviewing the strategic importance of material issues and discussing mid- to long-term management directions
Participants	Employees from relevant departments, departments in charge, risk management departments, and external ESG experts
Key Discussion Topics	Climate Action, Enhancing Product Energy Efficiency, Global Talent Acquisition, Product Information Security, Global Regulatory Compliance
Discussion Agenda	• Reviewing impact, risk, and opportunity (IRO) factors for each material issue • Sharing the response status of key internal departments • Gathering feedback and insights from external experts • Deriving future response directions and action plans

Key Stakeholder Opinions on Material Topics



Enhancing Product Energy Efficiency

[Device PM Team] We integrate low-power design from the product planning stage. Since power overloads during camera installation affect customer operating costs and carbon emissions, we prioritize power efficiency early on. With our proprietary SoC (System on Chip) technology, we incorporate power-saving features directly into initial designs and lower energy use via low-light imaging without external lighting. Beyond individual products, we offer system-level power management solutions to monitor energy usage and switch to low-power modes when needed. We also advance resource circulation by replacing PE foam packaging with recyclable bubble wrap and paper.



Climate Action

[ESH Team] Without domestic manufacturing plants, Hanwha Vision centralizes production at its Vietnam subsidiary, identifying local climate disasters and community impacts as key physical risks. Growing customer demands for carbon regulation compliance also drive the need for transparent GHG data, while potential cost increases from future emissions are managed as key transition risks. Meanwhile, solar facilities at the Vietnam plant are under review for expansion to reduce GHG emissions. Additionally, low-power product development presents a key opportunity to help customers lower Scope 2 emissions, boosting future sales and competitiveness.

[Expert] For electronic products, emissions often peak during use and disposal rather than production, making a supply chain-inclusive approach essential. Production bases also require deeper physical risk analysis, assessing potential operational disruptions across various climate change trends.



Product Information Security

[Cybersecurity Team] Cybersecurity is a critical industry issue requiring protection across complex environments, including cloud services and internal infrastructure. Addressing this begins with identifying and managing all security assets, especially in cloud settings. Furthermore, internal security alone cannot gain global customer trust, making objective security certifications essential. In markets like India, certification is mandatory for customs clearance and entry. This landscape poses both risks and opportunities. Accordingly, we are obtaining security certifications sequentially, prioritizing latest products to manage time and cost effectively rather than certifying all legacy products.

DOUBLE MATERIALITY ASSESSMENT

ROUNDTABLE ON MATERIAL ISSUES

Global Talent Acquisition



[People Team] As our business expands from devices to solutions, AI, and cloud-based platforms, securing and continuously nurturing specialized talent in AI and cloud technologies has emerged as a top priority. In particular, moving beyond mere recruitment, the focus on talent retention has intensified. Consequently, we have designated core talent retention as a critical HR risk within our internal risk management manual and are managing it systematically. To secure and develop core talent, we establish a succession plan every year to manage our leadership pipeline. We are also setting global HR standards to prevent institutional risks in overseas hiring and workforce management. In addition, we are expanding our key talent management system from Headquarters to overseas subsidiaries and aligning talent identification with selection and compensation systems. Through the A-Player program, which extends beyond C-level leaders to include key talent at the working level, we are strengthening our ability to develop and retain core talent across the organization.

[Expert] Gender balance and diversity are areas that investors and rating agencies continue to watch closely, so they need to be considered not only as hiring issues but also from the perspective of organizational culture and leadership. In Europe, certain companies are legally required to meet female executive ratio standards, and in Korea, companies with assets of KRW 2 trillion or more cannot have a board composed only of one gender. This means companies need to prepare from a long-term perspective. Moreover, true diversity is not merely about achieving a certain percentage of female representation; the core lies in ensuring that diverse perspectives actively function within the organization. Numerous studies demonstrate that such inclusivity directly drives organizational innovation and corporate competitiveness. As competition for top-tier AI talent is expected to intensify significantly, fostering 'a culture where people want to stay' may become just as important as compensation in retaining talent.

Global Regulatory Compliance



[Legal Team] Because a large share of our revenue comes from overseas markets, we continuously monitor new regulations in key markets such as the United States. When identifying vendors or signing contracts, we review whether they meet regulatory requirements. We are also preparing applications to respond to new regulations in markets such as the U.S., and we are actively managing sanctions-related issues that could affect exports. Additionally, we successfully obtained the ISO 37301 (Compliance Management Systems) certification for our headquarters and passed the subsequent surveillance audit, with preparations currently underway for the upcoming review cycle. Recognizing the criticality of FCPA (Foreign Corrupt Practices Act) compliance due to our substantial North American market share, we secured the ISO 37001 (Anti-Bribery Management Systems) certification and have scheduled its upcoming surveillance audit. Lastly, as we expand our global business, human rights considerations are no longer optional but essential. Accordingly, we began conducting human rights risk assessments this year.

External Expert Opinions on ESG Management Strategies



ESG Disclosure and Regulatory Response

[Expert] The recent revisions in global climate disclosure and GHG accounting methodologies show that the boundaries between Scope 1, 2, and 3 are becoming more integrated. Notably, emissions from the product use phase are also increasingly being viewed as part of a company's responsibility. To respond to these changes, managing emissions during the use phase and improving energy efficiency will be very important. The most important factor in disclosure is data reliability. Therefore, companies need to calculate data based on internationally recognized standards and methodologies and continue improving it over time.

Industry-Specific ESG Risk Management



[Expert] Due to the nature of security technologies, the video and AI-based industries carry inherent human rights risks. Therefore, companies need to consider not only information security and privacy protection, but also the broader human rights risks that may arise from the industry itself. Global supply chain management is also important, especially risk management at production bases such as China and Vietnam. Furthermore, as business expands into public procurement and large-scale project sectors, compliance and anti-corruption systems are expected to become even more important.

STAKEHOLDER ENGAGEMENT

Hanwha Vision defines customers, suppliers, employees, investors/shareholders, and local communities as its key stakeholders.

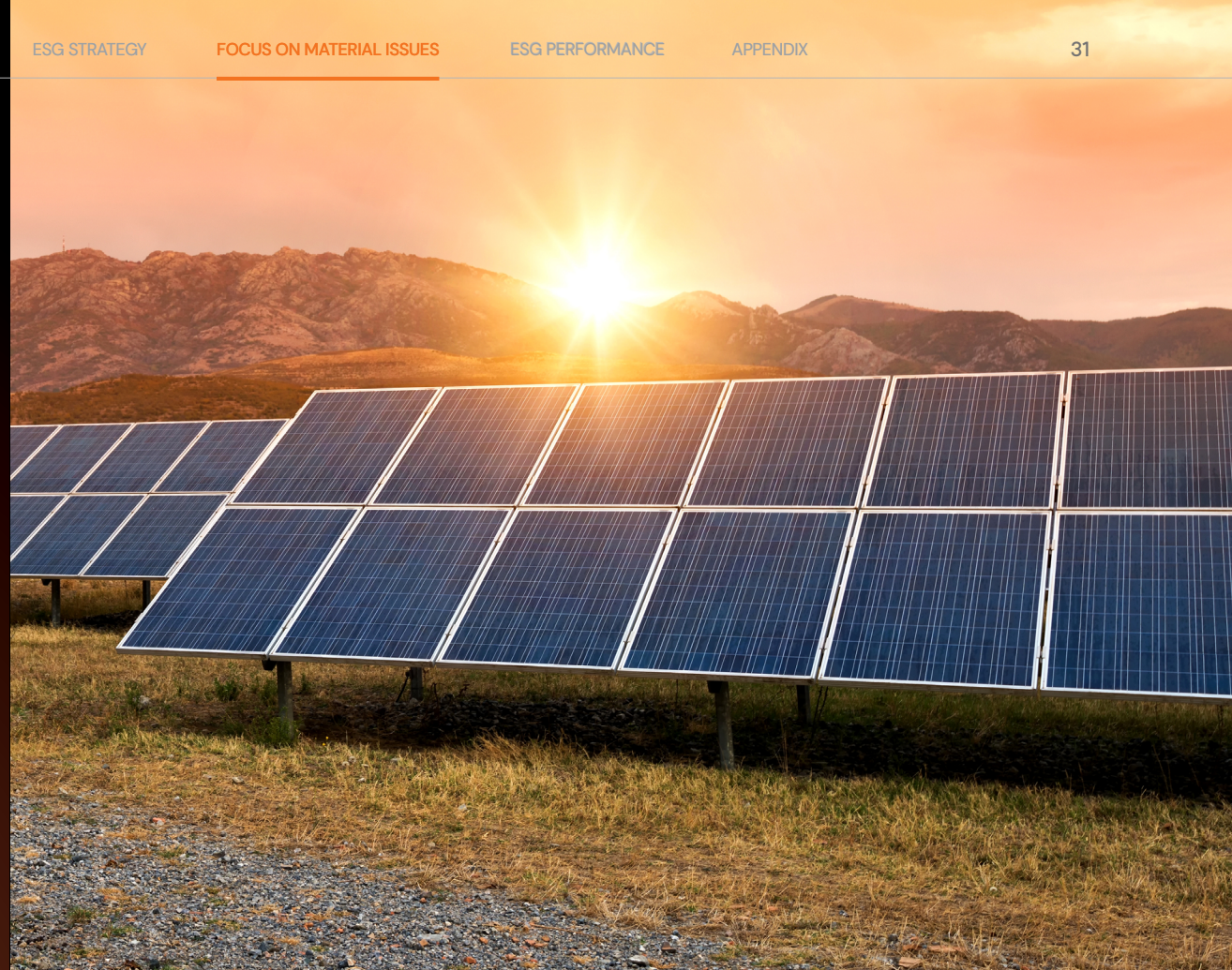
We strive to integrate key stakeholder feedback, collected through various communication channels, into our overall management activities.

Hanwha Vision's Five Key Stakeholder Groups

Category	Customers	Suppliers	Employees	Investors·Shareholders	Local Communities
Stakeholder Definition	Individuals and groups that use our products and services	Partners that cooperate in the operation of products and services	Domestic and overseas employees of Hanwha Vision	Individuals and groups that hold shares issued by Hanwha Vision	Residents and local organizations in areas where our business sites are located
Key Communication Channels	• Customer visits and technical support (as needed) • Sales channels (as needed) • Customer satisfaction survey (annually) • Customer VOC and Contact Center (as needed) • Hanwha Vision online website and social media channels (as needed)	• Supplier councils and meetings (quarterly) • Supplier VOC (as needed) • Operation of fair trade and anti-corruption reporting channels (as needed)	• Corporate culture diagnostic survey (quarterly) • Labor union and labor-management council (quarterly) • Grievance and reporting channels (as needed) • Employee meetings and town hall meetings (semi-annually)	• Website (as needed) • NDR (quarterly) • Corp-day (quarterly) • One-on-one company visits (as needed)	• Website and social media channels (as needed) • Employee volunteer group (as needed) • Local community welfare organizations and associations (as needed) • Corporate social responsibility activities (as needed)
Areas of Interest	• Quality of products, solutions, and services • Accurate information provision • Safe product use • Latest technologies and trends • Environmental impact of the value chain	• Creation of a fair trade and win-win cooperation ecosystem • Supply chain ESG management	• Employee competency development • Employment and benefits • Training and career development • Healthy labor-management relations • Employee human rights and diversity	• Strengthening disclosure and transparency • Response to internal and external risk management • Expanding communication	• Local community development • Local community safety • Corporate social responsibility activities • Environmental protection near business sites
Hanwha Vision's Response Activities	• Operating an ISO 9001-based quality management system • Operating quality management meetings and the internal auditor system • Conducting customer satisfaction surveys and managing VOC channels	• Conducting regular supplier evaluations (Quality, Delivery, Cost, Compliance, etc.) • Operating the Win-Win Cooperation Council and offering quality and technical support • Introducing fair trade guidelines and operating the Open Procurement Service	• Organizational culture diagnosis and labor-management council operation • Operating safety and health management systems and the ESH organization • Risk assessments and safety culture programs • Operating human rights grievance channels and the Smart Grievance Center	• Publication of the Sustainability Report and information disclosure • Conducting IR activities, including NDRs and company visits • Operating company-wide risk management system and reporting to the Board • Compliance control and compliance program operation	• Operating corporate social responsibility activities and employee volunteer groups • Executing business site environmental management and environmental impact assessments
Stakeholder Value Distribution	Revenue KRW 1,790,922 million	Supplier procurement expenditures KRW 711,104 million	Total employee wages KRW 434,044 million	Total issued shares 50,488,390 shares	Donations and CSR expenditures KRW 6,571 million

FOCUS ON MATERIAL ISSUES

Hanwha Vision systematically identifies key issues that have a significant impact across its business activities and strengthens its sustainability management execution based on strategic priorities such as products, employees, and the environment. We also enhance the practical effectiveness of ESG management by reflecting both risk response and opportunity creation perspectives.



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FOCUS ISSUE 3. CLIMATE ACTION	44

FOCUS
ISSUE 1.

SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

Policy & Governance

POLICY AND ISSUE MANAGEMENT FRAMEWORK

Policy

Hanwha Vision recognizes video security solutions as long-term core infrastructure and has established design policies to comprehensively manage product performance and safety, environmental impact, and security reliability. We apply design standards addressing both energy efficiency and information security systematically throughout product development.

Sustainable Product Design Principles

- **Application of Low-Power and High-Efficiency Design Principles**
We apply low-power and high-efficiency design from early product development to minimize energy use during product use.
- **Product Management Based on the Full Product Lifecycle**
We extend product lifespan and continuously reduce environmental impact through designs that consider product use and operation.
- **Embedding Security Based on “Secure by Design”**
We reflect security requirements from the product planning stage through long-term support (LTS) to establish a comprehensive security framework across the entire product lifecycle.

Governance

Hanwha Vision has established a multi-layered governance structure. The ESG Committee under the Board reviews and approves mid- to long-term sustainability strategies, including product energy efficiency improvements and information security enhancement, and receives quarterly progress reports. This enables management to integrate climate and cybersecurity risks into business strategies and effectively oversee them. Accordingly, the organization in charge of product development and technology strategy mandates energy efficiency and security requirements from the initial design stage. Centered on the R&D Center, we are developing low-power SoCs, high-efficiency AI algorithms, and security architectures, while a consultative body involving R&D, procurement, and quality assurance manages the entire process from component procurement to certification acquisition. Engineers and quality/security personnel conduct product specification reviews, energy efficiency testing, and security vulnerability checks, with verification at each development stage ensuring consistent application of established design standards across all products.

Highlight

Dedicated Product Information Security Management Framework

Hanwha Vision operates S-CERT (Security Computer Emergency Response Team), a dedicated organization for professional and prompt cybersecurity response. S-CERT establishes company-wide security policies, conducts final reviews and approvals of product security quality, and applies consistent security standards from product development through operation. When a security vulnerability is reported, we immediately activate a response consultative body for relevant departments to jointly determine the response direction. As a general rule, we provide an initial response within two business days and establish countermeasures within ten business days, ensuring promptness and accountability.

Management of Global Standards and Regulations

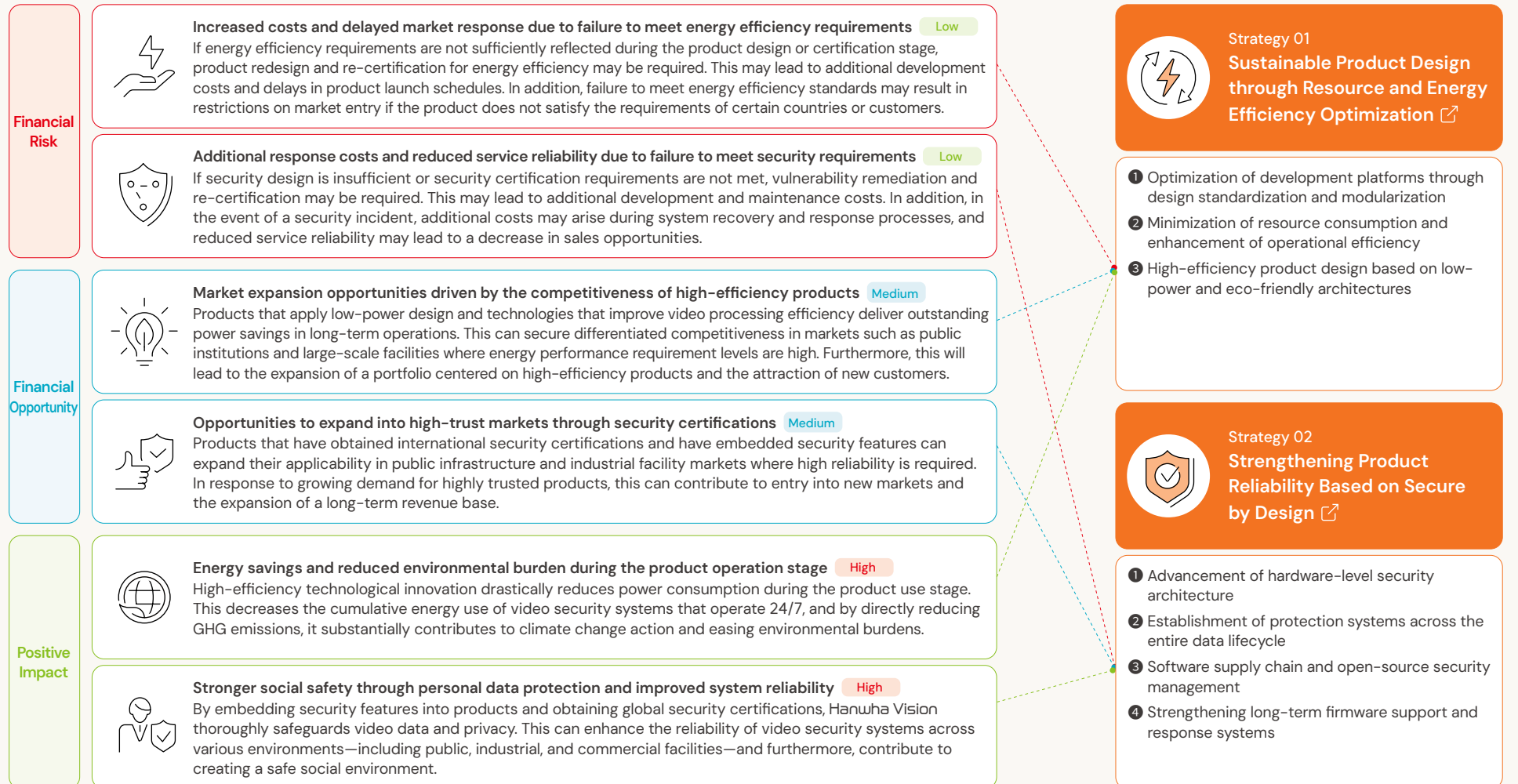
Hanwha Vision proactively complies with security and energy efficiency regulations and standards required in global markets, and operates its product security management framework based on key international standards, including ISO/IEC 27001 and IEC 62443-4-1. We also continuously monitor region-specific regulatory and certification requirements to strengthen product reliability and sustainability.

Product Certification and Regulatory Compliance Status

Certifications and Regulations	Key Requirements
CE Marking	Meets safety and energy-related design requirements for electrical and electronic products
EU RoHS, REACH	Eco-friendly product design by restricting the use of hazardous substances in electrical and electronic products
EU WEEE Directive	Minimizes environmental impact and promotes resource recycling by establishing product disposal and collection systems
ISO/IEC 27001	Standardizes the company-wide information asset management system
ISO/IEC 27017	Standardizes the cloud service security management system
IEC 62443-4-1	Complies with requirements for secure development processes for industrial control systems
IEC 62443-4-2	Complies with technical security requirements for components of industrial control systems
ETSI EN 303 645	Complies with IoT security standards, restricts default passwords, and strengthens personal data protection features
NDAА Compliance	Ensures reliability for public institutions and critical infrastructure

FOCUS ISSUE 1. SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

IRO HANWHA VISION'S VIEW OF RISKS, OPPORTUNITIES, AND IMPACTS



FOCUS ISSUE 1. SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

Strategy 01 SUSTAINABLE PRODUCT DESIGN THROUGH RESOURCE AND ENERGY EFFICIENCY OPTIMIZATION

Direction ① Optimization of Development Platforms through Design Standardization and Modularization

Promoting Component Standardization, Commonization, and Modularization | Hanwha Vision promotes standardization, commonization, and modularization as a key strategy for eco-friendly product planning. In 2025, we formed a Product Standardization, Commonization, and Modularization Task Force to assess commonization potential for key products and components. Components suitable for common application are standardized and applied at the design stage. This minimizes redundant development of components with identical functions and lays the foundation for more efficient product structures. At the design stage, we optimized component layout to enhance spatial efficiency and improved temperature specifications at exterior contact points to secure flexibility in material selection and installation structures. In tandem, we have fundamentally enhanced product energy efficiency by applying low-power designs to core components and modules. In manufacturing, optimizing assembly for new models reduced screw usage and manual work with electric screwdrivers, thereby advancing production efficiency. Furthermore, by continuously identifying lightweight materials to reduce product weight, we directly lower carbon emissions from transportation and logistics.

Operation of the Product Life Cycle Assessments (LCA) | Hanwha Vision conducts product Life Cycle Assessments (LCA) to quantitatively analyze environmental impacts from raw material procurement to manufacturing, use, disposal, and recycling. LCA analysis revealed that video security devices generate the highest proportion of GHG emissions during the product use stage, and we actively reflect these findings in energy efficiency improvement activities across product design and operations. In 2025, following the existing carbon footprint assessments for CCTV cameras and video recorders, we conducted carbon footprint assessments for the Encoder/Decoder product categories, establishing a carbon footprint assessment framework for all product categories, excluding accessories. Moving forward, we plan to strengthen data-driven management of emissions by stage and continuously expand high-efficiency technological innovations for the use stage, where emissions are concentrated.

Product Carbon Footprint Declaration Letter

Product Name: HVS-12345
 Quantity: 10,000 units
 Declaration Period: January 1, 2025 to December 31, 2025
 Declaration Category: Encoder/Decoder

Category	Unit	Carbon footprint (kg CO ₂ e)
Production	kg	12.50
Transportation	kg	2.00
Use	kg	85.00
Disposal	kg	0.50
Total	kg	100.00

Product Carbon Footprint Declaration

Direction ② Minimization of Resource Consumption and Enhancement of Operational Efficiency

Development of UI Common Components for Software Commonization | Based on its SPoG¹⁾ strategy, Hanwha Vision has developed UI Common Components, establishing a software structure that enables the reuse of common modules. Through this approach, we prevent redundant development of identical functions and minimizes digital resource consumption arising from development and operational processes, thereby creating an efficient development environment. The component supports the integrated operation of various products and solutions, including cameras, AI analytics, and alerts—within a single UI, and is designed for seamless interoperability and scalability across product lines. In particular, even when new functions or lineups are added, necessary modules can be flexibly introduced without fully modifying the existing UI, drastically reducing the development and operational resources required for system changes. This software commonization-based design enhances resource efficiency across the entire product lifecycle and contributes to building a sustainable digital operating environment.

1) SPoG (Single Pane of Glass): A concept for managing and monitoring multiple systems and data through a single integrated interface.

Environmental Contributions of UI Common Components

Design of a Common UI Component Library

Sharing a common UI system across products and solutions

- Reduced computing resource consumption during build and testing processes by minimizing redundant development of identical functions
- Reduced server power consumption required for development infrastructure operations
- Reduced digital resource consumption through module reuse

Design of a SPoG-based Integrated Management Structure

Integrated operation of multiple systems through a single screen

- Reduced unnecessary simultaneous program execution and redundant data processing
- Optimized system resources and power use for video monitoring operational software
- Reduced energy use during the operation of displays and workstations

Design of an Expandable Modular UI Structure

Support for expansion of new products and services

- Minimized the scope of UI redevelopment when adding new functions and products
- Reduced development resource use during system modification processes
- Extended system lifespan and improved operational efficiency based on a scalable structure

Hanwha Vision's Pursuit of Eco-Friendly, High-Efficiency, and Human-Centered Technology Beyond Technical Efficiency

FOCUS ISSUE 1. SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

Reducing Resource Use | Hanwha Vision is pursuing a resource efficiency strategy focused on product structure miniaturization and material optimization to minimize resource use and improve efficiency from the product development stage. In addition, through software commonization (SPoG-based UI Common Component), we are reducing resource use in the development and operation processes and lowering the overall environmental burden.

In product design, materials are simplified in accordance with the EU WEEE¹⁾ Directive to enable achievement of a Recycling Rate of 70% and a Recovery Rate of 80%. Products are designed for easy disassembly and dismantling at the disposal stage to enable resource circulation.

As part of this design strategy, in 2025, Hanwha Vision improved the structure of eight products by reducing the wall thickness of die-casting²⁾ components and decreasing the height of Vandal and Dome camera products. Through these efforts, we are reducing product weight and contributing to lower resource consumption.

Examples of Camera Miniaturization

Type	Before Improvement	After Improvement
Vandal	Ø120 × H97.8	Ø120 × H85
Dome	Ø110 × H90.3	Ø120 × H85

1) WEEE (Waste Electrical & Electronic Equipment) Directive: 2002/96/EC, the European Economic Community directive on the disposal of waste electrical and electronic equipment.

2) Die Casting: A casting process in which molten metal is injected into a mold under high pressure to mass-produce precision components.

Direction ③ High-Efficiency Product Design Based on Low-Power and Eco-Friendly Architectures

Hanwha Vision advances technologies that consider both resource efficiency and energy savings across its products and solutions. We focus on reducing unnecessary resource consumption and operational burdens by maximizing use of existing equipment and applying equipment integration and energy efficiency-based functions. Through this, we aim to minimize environmental impact during the product use stage, improve customers' operational efficiency, and contribute to resource circulation and carbon emissions reduction over the long term.

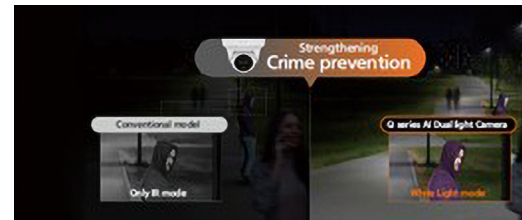
Product Design Direction

- Improving Energy Efficiency
- Extending Equipment Lifespan
- Minimizing Resource Use

Key Solutions

Solution

Q AI Dual Light Camera



Key Features

Energy-Efficient Smart Security Camera

Q AI Dual Light Camera is an AI-based camera equipped with technology that enables effective object identification in low-light conditions. By activating white light only when needed, it reduces unnecessary power use and improves energy efficiency.

ESG Value

- Saves power by activating lighting only when needed
- Enhances safety in low-light environments
- Optimizes operation based on efficient energy use

Dual Sensor BCR Camera



Resource Efficiency through Equipment Integration

Dual Sensor BCR Camera is a solution that integrates barcode reader camera and CCTV functions into a single device. Through this equipment integration, it reduces the resources required for installation and the maintenance burden, while minimizing power consumption and environmental impacts related to equipment production.

- Reduces resource use by decreasing the number of devices
- Improves maintenance efficiency
- Reduces carbon emissions from manufacturing and transportation

FOCUS
ISSUE 1.

SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

Strategy 02 Strengthening Product Reliability Based on Secure by Design

Direction ① Advancement of Hardware-Level Security Architecture

Hardware-based Security Design | Hanwha Vision designs its own SoC (System on Chip), a core component of its video security solutions, to preemptively block threats at the hardware level, including those that are difficult to address through software alone. Products based on Wisenet 7 and Wisenet 9 are designed with security features embedded in the chipset from the design stage, providing fundamental protection against external attacks and system tampering.

Inside the chipset, there is an independent area that separately stores critical encryption information and device certificates, ensuring protection against external intrusion or unauthorized access attempts. In addition, during device booting, the system automatically verifies whether the system software is running securely, preventing unauthorized programs or tampered code from running. Through this, the device always operates in a trusted state and can effectively defend against security threats from the earliest stage.



Wisenet 9 SoC

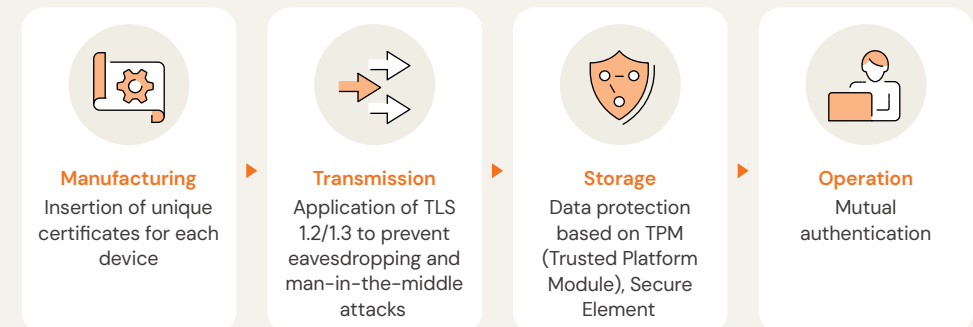
Security Structure for Operational Environments | Hanwha Vision also applies a multi-layered security framework across operational environments. For the processing of sensitive data and cryptographic operations, we operate a separate Secure OS that is isolated from the main operating system, thereby preventing intrusion attempts that exploit vulnerabilities in general-purpose operating systems.

This dual security structure, which combines hardware and software, further strengthens security across our products and provides a trusted environment in which customers can reliably use our products and services. This dual protection framework for operational environments represents Hanwha Vision's unique, differentiated core technological capability that realizes its 'Secure by Design' philosophy throughout the entire product lifecycle.

Direction ② Establishment of Protection Systems across the Entire Data Lifecycle

End-to-End Data Protection Technology | Hanwha Vision securely protects customers' video data throughout the entire process, from creation to transmission, storage, and maintenance, while maintaining confidentiality and integrity. At the manufacturing stage, we insert a unique certificate into each device and perform mutual authentication between devices, fundamentally preventing unauthorized devices from accessing the network. At the transmission stage, we apply advanced encryption technologies to protect data from eavesdropping and hacking while it is in transit. At the storage stage, we apply encryption to external storage media so that video information is not leaked even in the event of physical theft. At the maintenance stage, authentication procedures are required for internal device access, allowing access only to entities possessing the manufacturer's secret key. This prevents unauthorized intrusion or tampering attempts and ensures system stability. Hanwha Vision's End-to-End data protection technology goes beyond simple encryption. It is a core capability that ensures reliability and safety so that customers can use our products and services with confidence anytime, anywhere.

Encryption Technologies and Security Measures by Stage



FOCUS
ISSUE 1.

SUSTAINABLE TECHNOLOGY AND PRODUCT RESPONSIBILITY

Direction ③ Software Supply Chain and Open-Source Security Management

Supply Chain Security and Open-Source Risk Management

Hanwha Vision has adopted the CycloneDX standard as the distribution format for SBOM (Software Bill of Materials), providing a machine-readable structure easily integrated with customers' security management systems. SBOM includes key security information such as the name, version, source, functional description, license, copyright holder, and vulnerability patch history of open-source software, ensuring transparency and traceability across the software. When generating SBOMs, we verify compliance with international standards and data completeness and accuracy through regular internal audits. Through this process, we proactively identify potential software supply chain security risks and provide customers with a secure product environment. We also continuously monitor open-source components. When known vulnerabilities (CVEs) are identified, we assess their impact on our products and likelihood of exploitation to determine response priorities. Critical vulnerabilities are promptly addressed through patches or open-source version updates. For lower-risk vulnerabilities or cases customers can address directly, we provide security hardening guides to support safe action. We also strictly respect intellectual property rights related to open-source software. We comply with license obligations such as GPL and LGPL and follow legal requirements when combining proprietary software with open-source software to prevent legal risks. This enables customers and partners to operate services reliably in a safe and transparent software environment while we contribute to a healthy open-source ecosystem.

Direction ④ Strengthening Long-Term Firmware Support and Response Systems

Firmware Long-Term Support Policy (LTS)

| Hanwha Vision operates a cybersecurity firmware Long-Term Support (LTS) policy so customers can safely use our products over the long term after launch. Firmware updates are managed in stages to maximize customer trust and safety. For up to two years after launch, we operate an "Active Improvement Stage" that promptly reflects initial security vulnerability fixes and functional enhancements. Until product discontinuation, we operate a "Proactive Improvement Stage" that provides continuous security monitoring and functional optimization. For up to five years after discontinuation, we operate a "Continuous Management Stage," providing the latest firmware when critical security vulnerabilities are identified. Through this approach, we take responsibility for both hardware durability and software safety.

Transparent Information and Enhanced Communication

| Hanwha Vision continuously discloses Vulnerability Reports through the security vulnerability notification portal on our website. These reports include detailed vulnerability information, scope of impact (products and versions), risk level (CVSS score), and specific response measures to support prompt customer response. We also regularly publish cybersecurity technical white papers and network device hardening guides to strengthen users' security capabilities. These guides include practical security rules on password settings, separation of account privileges, and network configuration optimization. Through this systematic communication, we ensure customers' right to know and strengthen practical security execution in system operations.

Targets & Metrics

GOALS AND KPIs

Security vulnerability resolution rate

2025 Performance

80%

Goal

Prevent recurrence of remediated vulnerabilities

2028 Target

90%



Number of CVEs¹⁾ published

2025 Performance

5 cases

Goal

Minimize CVE publication

2028 Target

0 cases



Ratio of products with SBOM²⁾ applied

2025 Performance

30%

Goal

Expand SBOM adoption across products

2028 Target

50%



Number of open-source license violations

2025 Performance

0 cases

Goal

Maintain zero violations

2028 Target

0 cases



1) CVE (Common Vulnerabilities and Exposures) refers to a publicly identified and managed system for software security vulnerabilities.

2) Products with SBOM (Software Bill of Materials) applied refer to products for which the software components and open-source lists included in the product are systematically documented.

FOCUS
ISSUE 2.

TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

Policy & Governance

POLICY AND ISSUE MANAGEMENT FRAMEWORK

Policy

Based on its “GREAT CHALLENGER” talent profile, Hanwha Vision seeks to attract and develop globally competitive talent through responsible challenges and openness to change. To this end, we objectively evaluate candidates based on their competencies under a job-based recruitment principle while maintaining fairness and equity throughout all hiring processes. In addition, in accordance with our human rights management policy, we operate a human rights-based talent management framework that includes non-discrimination, compliance with fair working conditions, and the creation of a respectful organizational culture. Based on these principles, Hanwha Vision aims to create an environment where employees can fully demonstrate their capabilities and strengthen the talent foundation that will drive sustainable growth.

Hanwha Vision Talent Profile

Talent Profile	GREAT CHALLENGER		
Mindset	Ownership Embracing Responsibility and Engagement	Exceptional Distinction Exceeding Established Norms	Adaptability Seizing Future Opportunities
9 Behavioral Guidelines	① Long-Term Perspective ② Full Responsibility and Decision-Making ③ Immediate Execution	④ Creative Destruction ⑤ Focus on the Essentials ⑥ Attention to Detail and Persistence	⑦ Humility toward Performance ⑧ Clear Recognition of Harsh Realities ⑨ Proactive Preparation for Change

Hanwha Vision Recruitment Principles

1	Recruitment shall be conducted based on job requirements, and applicants shall be evaluated based on their competencies.
2	All recruitment processes shall maintain fairness and equity and provide equal opportunities without discrimination.
3	All recruitment-related procedures shall comply with applicable laws and regulations, including the Fair Hiring Procedure Act.

Hanwha Vision Human Rights Management Policy

Category	Policy Item	Key Details
Fair Recruitment	Non-Discrimination and Respect for Diversity	Prohibits discrimination and respects diversity across all employment practices, including recruitment, promotion, training, and compensation, regardless of gender, age, nationality, disability, or any other status
Work Environment	Prohibition of Workplace Harassment	Prohibits all forms of inappropriate conduct, including sexual harassment, workplace harassment, and violence, while fostering an organizational culture based on respect
Working Conditions	Compliance with Working Conditions	Complies with labor-related laws and regulations on working hours, wages, employee benefits, and other matters while maintaining reasonable working conditions

Governance

Hanwha Vision manages a talent management system connecting the CEO, the Head of the Management Support Division, and working-level organizations, we align related strategies with our mid- to long-term business direction. Major matters are reviewed and approved by the CEO.

Management

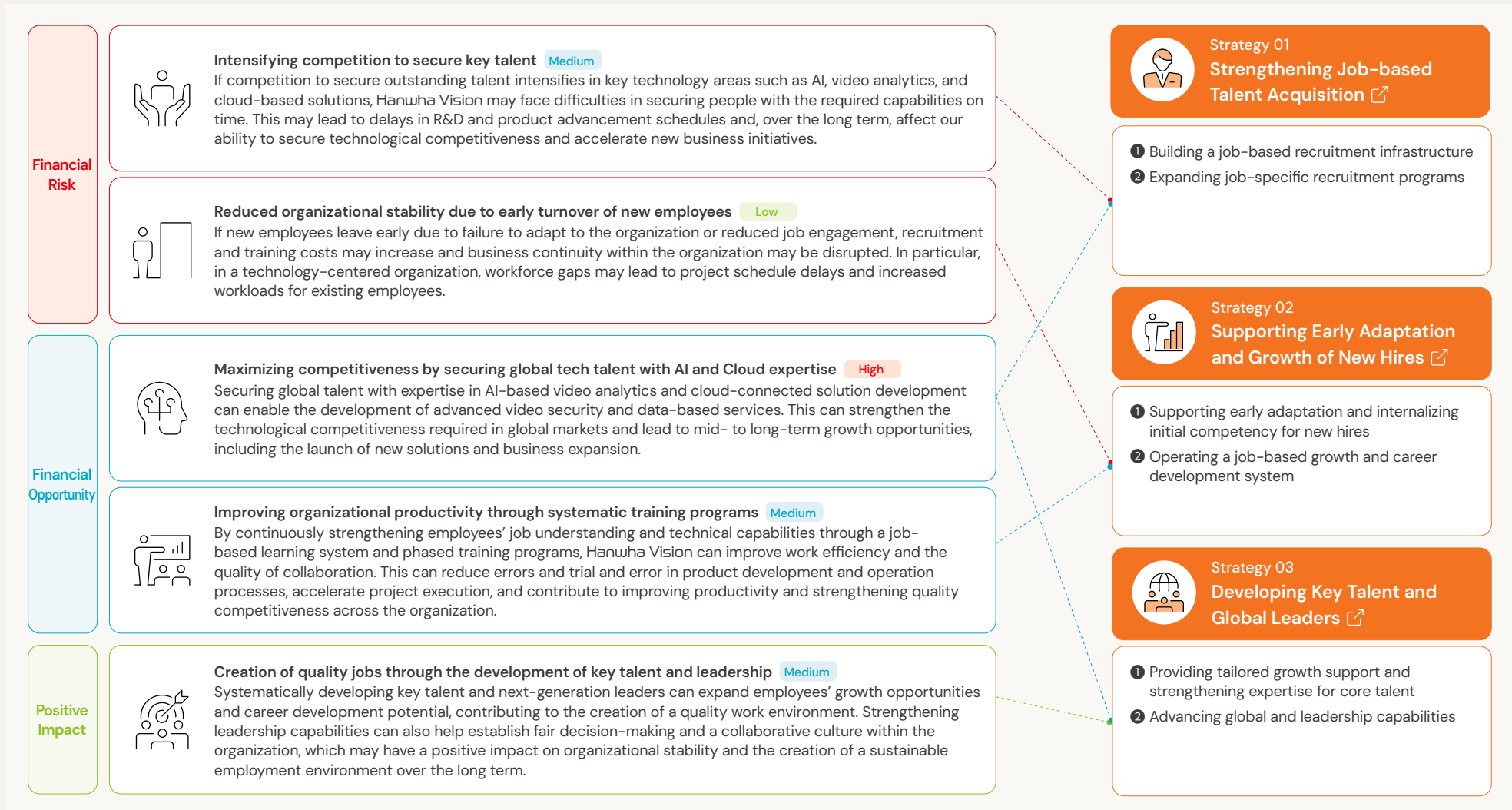
Management develops mid- to long-term workforce operation plans aligned with business strategies and sets talent acquisition and development directions based on workforce needs for organizational growth and new business expansion. Management also approves systems and standards for the consistent operation of the job-based recruitment system and fair recruitment process, while supporting education and development systems that strengthen employee capabilities and organizational competitiveness.

Working-Level Organization (People Team)

The People Team implements talent acquisition and development policies, oversees the entire recruitment process, and plans and executes talent development programs. In collaboration with each business division, the team establishes recruitment plans reflecting organizational workforce needs and operates fair and objective procedures based on job-based evaluation criteria. The People Team also supports employee capability development through phased training programs, including onboarding for new hires, job competency enhancement training, and leadership development programs. It also manages and analyzes key recruitment and training indicators to improve related systems and operational efficiency.

FOCUS ISSUE 2. TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

IRO HANWHA VISION'S VIEW OF RISKS, OPPORTUNITIES, AND IMPACTS



FOCUS ISSUE 2. TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

Strategy 01 STRENGTHENING JOB-BASED TALENT ACQUISITION

Direction ① Building Job-based Recruitment Infrastructure

Operating a Systematic Recruitment Management System | Hanwha Vision has established and operates an ATS¹⁾ that manages recruitment processes, to provide a consistent and positive experience for all applicants while enabling transparent tracking of individual application progress. The system improves operational efficiency by automating repetitive tasks for recruiters, while providing applicants with a two-way individual communication channels so that their questions can be addressed quickly.

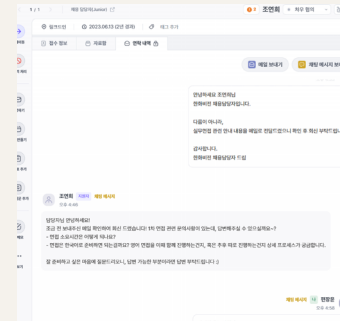
1) ATS (Applicant Tracking System): A system for managing applicants.

Hanwha Vision Recruitment Branding Channels (Social Media)

Recruitment Website	https://hanwhavision.ninehire.site
LinkedIn	https://www.linkedin.com/company/hanwha-vision/?viewAsMember=true
Instagram	https://www.instagram.com/hanwha_vision
YouTube	https://www.youtube.com/user/STWSecuritySolution

Establishing Job-based Recruitment Criteria | As a company engaged in both hardware and software R&D, Hanwha Vision applies a job competency assessment process in recruitment. For hardware positions, applicants participate in presentation-based interviews focused on their assigned job areas, while software candidates complete coding tests to assess their development capabilities. Hanwha Vision also plans and carries out various recruitment activities to secure outstanding talent.

Direct Sourcing | Hanwha Vision also conducts Direct Sourcing recruitment, where recruiters directly communicate with candidates to proactively secure outstanding talent. Before starting the recruitment process, recruiters collaborate with relevant employees to discuss open positions and define criteria for the ideal candidate. Based on these criteria, they search for suitable talent on recruitment platforms optimized for the characteristics of each role.



Recruitment Management System

Direction ② Expanding Job-specific Recruitment Programs

VEDA (Vision's Edge Device Academy) | Hanwha Vision operates VEDA (Vision's Edge Device Academy) to attract outstanding software talent. VEDA is Hanwha Vision's unique curriculum designed to develop device software capabilities, and is open to college students, graduates, job seekers, and current employees seeking careers in related fields. In 2025, Hanwha Vision strengthened the program by adding 12 hours of special lectures by Hanwha Vision developers on video technologies currently used in practice, and by expanding the project hours for planning and developing applications using Hanwha Vision AI CCTV to 97 hours. Since its launch in 2024, the VEDA Academy has produced an average of 43 program completers, with a target of 58 program completers in 2026.

Employment-linked Internship Program | Hanwha Vision offers an internship program for graduates or soon-to-be graduates. Participants enhance their practical skills and adaptability through team-led projects during the internship. In 2025, a total of 34 interns were converted to full-time positions through the program, continuing to strengthen employment continuity.

FOCUS
ISSUE 2.

TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

Strategy 02

SUPPORTING EARLY ADAPTATION AND GROWTH FOR NEW HIRES

Hanwha Vision operates a systematic talent development system based on Common Competency, Job Competency, Global, and Leadership tracks to help employees grow into Great Challengers and top experts in their respective fields. We support employees in leading change and innovation and driving performance based on a strong sense of responsibility.

Talent Development Strategy at Hanwha Vision

Category	Common Competency Enhancement Track		Job Competency Track			Global Competency Track	Leadership Competency Track
ALL			Self-Directed Learning	Online Training ① Job ② Language			Leader Competency Enhancement Program
			CoP	① Job Competency Learning Group ② Global Competency Learning Group			New Team Leader Training
Team Leaders					External Training		Team Leader Leadership Training
	Onboarding	Soft Skill			Science & Engineering Academic Training		Team Leader 1:1 Coaching Program
			Development Roles	General Roles			Middle Manager (Part Leader) Leadership Training
							Team Leader Leadership Workshop
Team Members	Retention Onboarding (12M)	Change Management & Stress Management	Performance Optimization Strategy	Project Management Methods	Mandatory Training		
		Job Engagement & Mindset Management	Object-Oriented Design Patterns	Marketing Strategy, Financial Analysis & Planning A to Z	SW Competency Training	Key Talent Development	Promotion Program
	Growth-up Onboarding (6M)	Understanding High Performer Characteristics	• Embedded • AI • DevOpsAdvance Tech Stack	Data Analysis (Application)		Language Training for Expatriate Candidates	Coaching Leadership
	Welcome Onboarding (3M)	Motivation	• Embedded • AI • DevOpsBasic Tech Stack	Data Analysis (Basics)	Product Training	Native-Speaker Language Training for A-Players	Problem-Solving Leadership
						Language Training for Global Talent	Follower Leadership
							Self-Leadership

Direction ①

Supporting Early Adaptation and Internalizing Initial Competency for New Hires

Onboarding Program | Hanwha Vision helps new hires quickly settle into the organization and focus on their roles, while providing Soft Skill training to strengthen the communication, attitude, and relationship-building capabilities needed for collaboration. In 2025, we expanded our one-time training into three sessions and strengthened the onboarding program into a three-stage structure focused on sense of belonging, retention, and loyalty to support new hires' early settlement and embed our core values. Based on Hanwha Group's core values, the program provides training on the organization, job functions, products, and services required for employees' roles, along with Action Learning, mentoring, and stress relief activities to increase engagement. In particular, the average onboarding satisfaction score for experienced hires in the second half of 2025 reached 4.79 out of 5, helping improve their understanding of the business and products.

Onboarding Program Overview

Enhancing Sense of Belonging and Loyalty		Strengthening Job Competencies		Emotional Well-being and Organizational Adaptation	
Within 3 Months of Joining		Within 6 Months of Joining		Within 12 Months of Joining	
Category	New Hires			Experienced Hires	
Timing	Once a year (three sessions)			Twice a year (three sessions)	
Components	• Welcome: Enhancing sense of belonging and loyalty			• Welcome: Enhancing sense of belonging and loyalty	
	• Growth up: Competency training and mentoring			• Growth up: Supporting organizational adaptation and competency demonstration	
	• Retention: Improving organizational engagement, etc.			• Retention: Improving organizational engagement, etc.	

FOCUS
ISSUE 2.

TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

Direction ② Operating a Job-based Growth and Career Development System

Operating the Learning Journey Map | Hanwha Vision designs personalized learning experiences that reflect each employee’s career vision and competency gaps, moving beyond one-way, standardized training. To this end, we have planned and operate the Learning Journey Map, which visualizes the entire learning process so that learners can systematically acquire specific competencies or skills in a self-directed manner. We provide learning design guidelines by stage—including entry, growth, expert, and leadership levels—to strengthen customized competencies based on job functions and positions. We have also strengthened a practice-oriented learning structure by organizing job training led by in-house technical experts and key talent, or A-Players, as in-house trainers. In addition, Hanwha Vision provides training in onboarding, organizational learning, job competency building, leadership building, and Soft Skill enhancement. At year-end, outstanding learners are selected and rewarded based on attendance, training participation, and mini-tests conducted during training.

In 2025, the overall satisfaction score for training through the Learning Journey Map reached a high level of 4.81 out of 5, demonstrating positive outcomes in learning engagement. Hanwha Vision plans to firmly establish the Learning Journey Map to build an internal expert group and strengthen organizational competitiveness.

Learning Journey Map Overview

Category	Key Details	Key Programs in 2025
Onboarding	Soft Landing and internalization of Hanwha Vision’s core values	Welcome(3M), Growth up(6M), Retention(12M)
Organizational Learning	- Operation of CoP(Community of Practice) (job/language groups) - Support for learning and networking	(Language) Business Conversation, Advanced Course, Beginner Conversation (Job) AI Deep Learning Fundamentals to Algorithms, Computer Vision
Job Competency	- Competency mapping by job and position - Sharing tacit knowledge and strengthening competencies	(Development – Embedded) Hanwha Vision Developer Coding, Wisenet Platform (Development – Cloud) Basics of Cloud Architecture, Understanding the Role of Scrum Master (Non-development – General) Enhancing data-based practical capabilities, Planning and project management
Leadership Competency	- Leadership competency mapping by position level - Mandatory leadership programs for promoted employees	- Follower Leadership - Problem-Solving Leadership - Coaching Leadership
Soft Skill	- Organizational engagement activities by position level - Soft Skills for performance enhancement	- Motivation and self-awareness for high performers - Emotional well-being management and mindset for embracing change

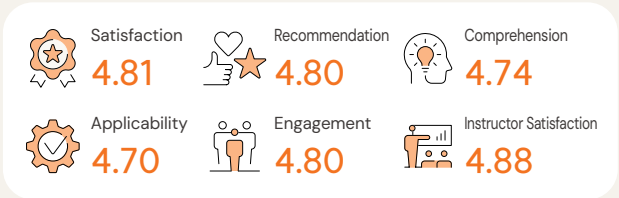
Self-Directed Learning and Competency Enhancement Programs |

Hanwha Vision operates a variety of self-development support programs to help employees take ownership of their growth and strengthen their expertise. First, we support online self-directed learning so that employees can enhance their job competencies and foreign language skills. Employees can complete monthly training courses according to their own schedules. Training expenses are fully covered by Hanwha Vision, and learning progress is systematically managed.

Hanwha Vision also provides ongoing support for external training so that employees can apply the latest technologies and job competencies in practice. Depending on their individual needs, employees may apply for special lectures or external training, and Hanwha Vision fully covers the training expenses once they report their completion results.

In addition, Hanwha Vision operates CoP (Community of Practice) learning communities to encourage employees to share their knowledge and strengthen organizational problem-solving capabilities. Through CoPs focused on job competencies and global competencies, we hold quarterly result presentations and recognize outstanding learning groups. In this way, we are fostering a culture that expands individual learning into organizational learning.

Average Training Satisfaction Based on the Learning Journey Map (out of 5)



FOCUS ISSUE 2. TALENT ACQUISITION AND ORGANIZATIONAL STRENGTH

Strategy 03 DEVELOPING KEY TALENT AND GLOBAL LEADERS

Direction ① Providing Tailored Growth Support and Strengthening Expertise for Core Talent

Core Talent Development Program | Hanwha Vision operates tailored programs for core talent, or A-Players, selected based on performance and potential, strengthening their leadership, expertise, and global experience. Through these programs, we help them grow into talent capable of performing critical roles within the organization. Core talent, or A-Players, are selected based on performance evaluations and organizational recommendations and managed for two years. Selected employees receive various growth opportunities, including role recognition workshops, leadership training, special lectures by renowned speakers, and CEO meetings. Hanwha Vision also prepares them for critical roles, including succession to key positions and overseas assignments.

R&D Academic Training and Participation in Global Conferences | Hanwha Vision operates the Science and Engineering Academic Training system for outstanding in-house R&D personnel to support our expanding AI business. Selected employees participate in master's degree programs and conduct advanced research, strengthening technical expertise and contributing to the organization's mid- to long-term technological competitiveness. We also provide outstanding next-generation R&D talent with opportunities to participate in global conferences and technology events, helping them gain exposure to the latest technology trends and global insights. Through these efforts, we expand employees' expertise and growth experience while enhancing their loyalty to the organization.

Direction ② Advancing Global and Leadership Capabilities

Language Training for a Globally Competitive Workforce | Hanwha Vision supports language training for roles that require global competencies. Programs are offered in various formats—including one-on-one phone-based English training, virtual classes, e-learning programs, AI tutors, and CoPs (Communities of Practice)—allowing employees to learn according to their capabilities and preferred methods.

Training for Expatriate Candidates | Hanwha Vision provides competency training for expatriate candidates before deployment to support smooth operations at its overseas locations, including subsidiaries and offices. Each year, employees selected as expatriate candidates participate in one-on-one or group lectures, helping them develop the capabilities required as global talent.

Leadership Training | Hanwha Vision strategically operates a Leadership Track for organizational performance and sustainable growth. Through promotion and leadership capability-building programs, we strengthen role awareness and intrinsic motivation, while systematically providing coaching- and problem-solving-focused training, training and coaching for team leaders, and leadership workshops. For new team leaders, we support the early development of capabilities to understand their roles and set a team vision. Through regular training, one-on-one coaching, and business strategy workshops, we strategically strengthen leadership capabilities across all leadership positions.

Targets & Metrics GOALS AND KPIs

Onboarding Program Satisfaction (out of 5.0)



Job Training Participation Ratio (Unit: %)



Learning Journey-based Training Satisfaction (out of 5.0)



Self-Directed Learning Participation Ratio (Unit: %)



Leadership Training Completion Ratio (Unit: %)



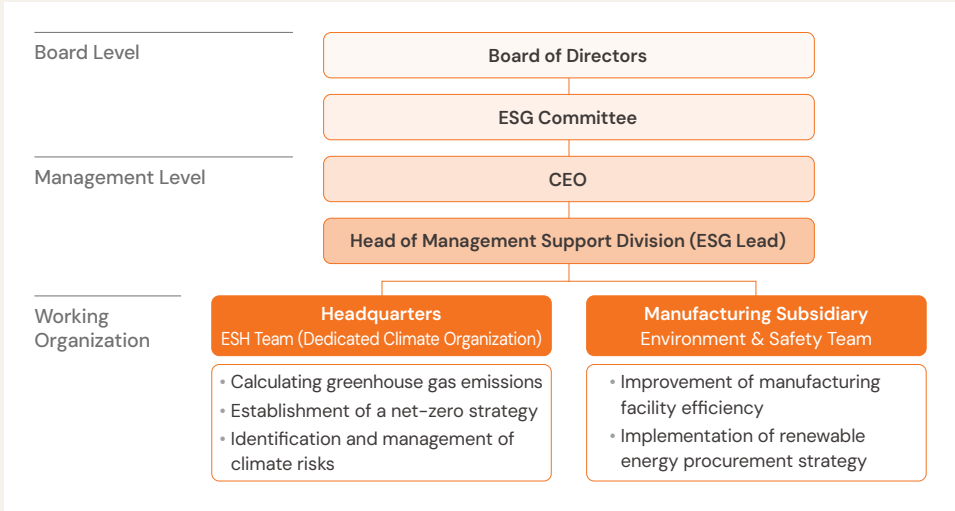
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GOVERNANCE

Governance Body for Managing and Overseeing Climate-related Risks and Opportunities

Governance Body Responsible for Managing and Overseeing Risks and Opportunities | Hanwha Vision recognizes the impact of climate change across its business as a factor in strategic decision-making, and manages and oversees related matters through a Board-centered governance system. The ESH Team is responsible for the practical management of climate-related matters. It collects and analyzes climate-related risks and opportunities, regulatory trends, progress in GHG reduction, and key response tasks, and reports them to the ESG Committee. Based on the ESG Committee Regulations, the ESG Committee reviews these matters and reports key details to the Board, ensuring that climate-related issues are reflected in strategic and investment decision-making. Based on the ESG Committee’s review results, the Board reviews the impact of climate-related risks and opportunities on business strategy, financial planning, and operations, and manages and oversees key matters such as GHG reduction, energy efficiency improvements, and climate response investments.

Climate Action Implementation Organization



Assessment and Development of Capabilities to Manage and Oversee Risks and Opportunities

Hanwha Vision is strengthening expertise and capabilities at the Board level to effectively manage and oversee risks and opportunities arising from climate change. To enhance understanding of climate change and ESG, we are also seeking advice from external expert institutions, monitoring industry trends, and sharing relevant information. Going forward, we plan to expand expert-led training sessions and participation in external seminars on topics such as industry-specific carbon regulation trends, global climate disclosure standards, management of Scope 1, 2, and 3 emissions, renewable energy, and reduction strategies. In addition, we will continue to enhance our reporting system for major changes in climate regulations and market trends, and strengthen our management and oversight framework so that climate-related risks and opportunities can be reviewed more systematically in our business strategy and investment decision-making processes.

ESG Committee Regulations

Category	Article	Details
Authority	Article 3	- The Committee shall deliberate on all matters necessary for the company’s ESG policies, ESG activities, and ethical management. However, the Board of Directors may re-examine the results of the Committee’s deliberation. - The Committee may report the results of its deliberation to the Board of Directors.
Agenda Items	Article 11 Matters for Resolution	- The matters to be resolved by the Committee shall be as follows. - Deliberation on major investment decisions based on ESG - Establishment of mid- to long-term ESG goals and strategies - Establishment of ESG-related basic policies for compliance management - Other matters deemed necessary by the Board of Directors and the Committee
	Article 11 Matters for Reporting	- The matters to be reported by the Committee shall be as follows. - Mid- to long-term ESG plans and key activity plans for the current year - Results of domestic and international ESG evaluations and areas for ESG Improvement - Major non-financial issues and response measures - Report on the publication of the Sustainability Report - Safety and health plan pursuant to Article 14 of the Occupational Safety and Health Act - Other matters deemed necessary by the Board of Directors and the Committee

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Methods and Frequency of Reporting to the Governance Body | Hanwha Vision’s ESH Team operates regular and ad hoc reporting systems for climate risks and opportunities. Annual reports are submitted to the ESG Committee alongside ESG activity plans and performance reviews. For critical climate risks or material business impacts such as major regulatory shifts, the team immediately reports to the ESG Committee and the Board of Directors. The Committee evaluates significance and escalates issues to the Board as needed to inform strategic and investment decisions.

How Climate-related Risks and Opportunities Are Considered in Key Decision-making and Oversight Processes | Hanwha Vision integrates climate risks and opportunities into key decisions and oversight. The Board of Directors and the ESG Committee ensure these impacts guide strategic, investment, and operational choices. In product development and R&D investments, we evaluate energy efficiency, lifecycle carbon reduction, and global environmental regulations to boost competitiveness and compliance. In supply chain management, we assess supplier climate risks and raw material procurement stability to mitigate disruption. Consequently, climate factors are embedded into our decision-making, balancing short-term efficiency with sustainable long-term growth.

Management and Oversight of Target Setting and Progress | Hanwha Vision oversees climate target setting, implementation, and progress through the ESG Committee under the Board of Directors. In 2026, we established a carbon neutrality target and climate transition plan. The Committee reviewed key goals and direction and will oversee ongoing progress and key outcomes. Its oversight includes regular reviews of target adequacy, implementation, and improvement areas, taking into account domestic and international regulatory changes, market conditions, and business strategy.

Results of Management and Oversight of Target Setting and Progress

Agenda Item	Date	Key Details
Report on 2026 ESG Strategic Tasks and KPIs for Related Departments	March 2026	• Report on the ESH Team’s KPI: Establishing a company-wide GHG inventory and carbon neutrality transition plan • Report on the direction and implementation schedule for developing the transition plan selected as a key strategic task for 2026

Delegation of Roles to Management and Oversight Methods | Hanwha Vision operates a phased role delegation and management system led by management to ensure effective climate action. Environmental management teams at headquarters and overseas manufacturing subsidiaries handle working-level tasks, including GHG emissions, energy use, and climate risk and opportunity analysis. They also lead site-level tasks such as facility efficiency and renewable energy adoption. The Head of Management Support Division oversees these initiatives, monitors GHG reduction progress, and reflects key issues in management decisions. As the final accountable person for climate strategies, the CEO reviews climate risks and opportunities in business and investment decisions, managing the overall implementation direction.

Controls and Procedures Used by Management | Hanwha Vision operates control procedures based on its environmental policy and ISO 14001 system to systematically manage environmental and climate risks. Grounded in policy, target management, training, emergency response, and supplier oversight, site-level execution is managed with the headquarters ESH Team providing overall inspection. In particular, continuous monitoring of domestic and international environmental laws and global product regulations is analyzed by site and product to inform annual environmental plans. Key indicators are regularly reported to management, and we identify improvement tasks through environmental impact assessments and internal audits for follow-up action. Both Hanwha Vision Vietnam manufacturing subsidiary and Hanwha Semitech strengthen risk management through ISO 14001-based site operations.

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STRATEGY

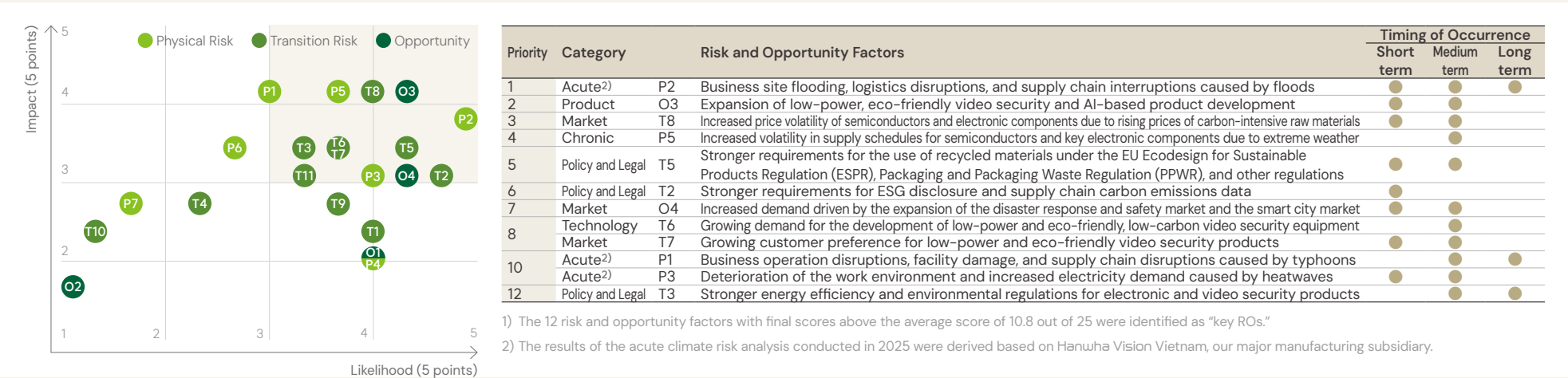
Climate-related Risks and Opportunities

Identification of Risks and Opportunities | Hanuha Vision identified 22 climate-related risk and opportunity factors based on the TCFD framework and peer industry analysis. We then conducted a materiality assessment, including surveys of stakeholders and climate change experts. And 12 key factors were selected based on their likelihood and impact.

Linkage between the Time Horizons for Identified Risks and Opportunities and Planning Horizons for Decision-Making | Hanuha Vision manages the anticipated timing of climate-related risks and opportunities by classifying them into short-term (up to 2026), medium-term (2027–2030), and long-term (2031–2050), in line with the national carbon neutrality target timeline. Carbon neutrality planning horizons are defined separately based on the timing of reduction strategies at each business site, while business strategy horizons reflect each portfolio and market conditions. Climate-related risks and opportunities are reviewed during external environment analysis and internal assessment and reflected in strategy development.

Impact Assessment Based on Scenario Analysis | Considering the characteristics of manufacturing sites, where production disruptions are directly linked to business continuity, Hanuha Vision selected the Vietnam subsidiary as the priority target for physical risk analysis and conducted scenario analysis accordingly. We assessed the likelihood of acute physical risks to business operations and the supply chain by using the results of future climate scenario analysis based on IPCC RCPs from 「Climate Risk Country Profile: Vietnam」, as well as hazard and vulnerability analysis results from INFORM Risk 2026. It analyzes medium- to long-term risks such as heatwaves, floods, and droughts using CMIP5 projections from the Climate Change Knowledge Portal (CCKP) and IPCC RCP 2.6, 4.5, 6.0, and 8.5 scenarios. The scenario analysis results are reflected in Hanuha Vision’s climate response strategy and mid- to long-term business plans, focusing on physical risks and opportunity factors. For transition risks and opportunity factors, we mapped their qualitative impacts through global benchmarking. Going forward, we plan to further conduct additional scenario-based financial impact analysis and progressively enhance our quantitative assessment framework.

Key Risk and Opportunity Factors by Priority¹⁾



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Business Model and Value Chain

Current and Anticipated Impacts on the Business Model and Value Chain | Hanwha Vision operates a business model spanning design, development, production, sales, and maintenance of video security equipment, with climate risks and opportunities affecting the entire value chain. Current impacts arise mainly from responding to stricter global environmental regulations and growing customer demands for carbon data. At the product development stage, we have expanded Life Cycle Assessments (LCA)-based carbon footprint calculation, eco-design energy efficiency improvements, and eco-friendly material application, increasing system development and certification costs. Additionally, given our supply chain structure focused on semiconductors and electronic components, climate-driven raw material price volatility places a practical burden on manufacturing costs and production scheduling. Going forward, as AI-based video security solutions expand and data processing surges, developing low-power, high-efficiency products to control electricity use during product operation becomes increasingly critical. Furthermore, as regulations on energy efficiency and carbon become stricter, the transition toward an eco-friendly product portfolio will accelerate. Hanwha Vision Vietnam manufacturing subsidiary, as our production base, is also expected to face rising mid- to long-term costs for supply chain diversification and resilience to withstand acute physical risks such as floods and heatwaves.

Current and Anticipated Impacts on the Business Model and Value Chain

Category		Risk and Opportunity Factors		Occurrence Location ¹⁾	Current and Anticipated Impacts on the Business Model and Value Chain
Physical Risk	Acute	P1	Business operation disruptions, facility damage, and supply chain disruptions caused by typhoons	Up + Own	Risks related to customer contracts, revenue decline, and increased facility restoration costs
		P2	Business site flooding, logistics disruptions, and supply chain interruptions caused by floods	Up + Own	Expanded logistics and component procurement risks due to globalized supply chains, and increased costs for multi-sourcing and inventory management
		P3	Deterioration of the work environment and increased electricity demand caused by heatwaves	Own	Greater burden from electricity costs, increased pressure on manufacturing costs, and revenue decline
	Chronic	P5	Increased volatility in supply schedules for semiconductors and key electronic components due to extreme weather	Up + Own	Greater uncertainty in the supply capabilities of key components, and increased costs for strategic procurement and inventory management
Transition Risk	Policy/Legal	T2	Stronger requirements for ESG disclosure and supply chain carbon emissions data	Own	Continued increase in costs for enhancing data verification and disclosure systems and securing response personnel
		T3	Stronger energy efficiency and environmental regulations for electronic and video security products	Own	Increased R&D and certification costs for eco-friendly and high-efficiency design
		T5	Stronger requirements for the use of recycled materials under the EU Ecodesign for Sustainable Products Regulation (ESPR), Packaging and Packaging Waste Regulation (PPWR), and other regulations	Own + Down	Increased operating costs due to product design requirements, raw material procurement constraints, and greater export response burden
	Technology	T6	Growing demand for the development of low-power and eco-friendly, low-carbon video security equipment	Up + Own	Increased computing loads due to the spread of AI agents and digital twins, requiring greater investment in high-efficiency semiconductors and software optimization
	Market	T7	Growing customer preference for low-power and eco-friendly video security products	Down	Weakened competitiveness of low-efficiency products and growing need to accelerate portfolio transition
		T8	Increased price volatility of semiconductors and electronic components due to rising prices of carbon-intensive raw materials	Up	Unstable cost structure and increased volatility in profitability
Opportunity	Product	O3	Expansion of low-power, eco-friendly video security and AI-based product development	Down	Expanded sales of high-value-added products, stronger market competitiveness, and more opportunities to win public and global projects centered on eco-friendly certified products
	Market	O4	Increased demand driven by the expansion of the disaster response and safety market and the smart city market	Down	Entry into new markets and expansion of long-term maintenance revenue

1) Up(upstream): Raw material supply and procurement | Own (Own Operations): Product and solution R&D, Products and solutions, product and solution sales and after-sales service | Down(Downstream): Global distribution, customers, and end users.

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Strategy and Decision-making

Current and Anticipated Actions for Direct Mitigation and Adaptation

Category		Risk and Opportunity Factors	Current and Anticipated Actions
Physical Risk	Acute	P1 Business operation disruptions, facility damage, and supply chain disruptions caused by typhoons	• (Current) Conduct energy infrastructure inspections and maintenance to reduce facility and operational risks at business sites, and secure power stability by operating solar power facilities at the Vietnam manufacturing subsidiary
		P2 Business site flooding, logistics disruptions, and supply chain interruptions caused by floods	• (Anticipated) Conduct flood response drills and regular facility inspections to prepare for flooding
		P3 Deterioration of the work environment and increased electricity demand caused by heatwaves	• (Current and anticipated) Optimize electricity use through energy efficiency improvement activities and the operation of high-efficiency facilities, while promoting LED conversion and utility facility efficiency improvements • (Anticipated) Gradually expand renewable energy procurement for electricity use at business sites through self-generation, RECs, PPAs, and other measures
	Chronic	P5 Increased volatility in supply schedules for semiconductors and key electronic components due to extreme weather	• (Current) Reduce fossil fuel use through the electrification of processes and facilities, fuel switching, and the transition of internal vehicles to electric and hydrogen vehicles • (Anticipated) Establish an eco-friendly logistics operation system by improving carriers' fuel efficiency and switching to low-carbon fuels
Transition Risk	Policy/Legal	T2 Stronger requirements for ESG disclosure and supply chain carbon emissions data	• (Current) Establish a GHG inventory system for domestic and overseas business sites and consolidated subsidiaries • (Current) Calculate GHG emissions on a consolidated basis, including Scope 3 emissions • (Anticipated) Enhance the data management system by expanding the collection of suppliers' GHG emissions data
		T3 Stronger energy efficiency and environmental regulations for electronic and video security products	• (Current and anticipated) Expand product planning and R&D in consideration of global environmental regulations
		T5 Stronger requirements for the use of recycled materials under the EU Ecodesign for Sustainable Products Regulation (ESPR), Packaging and Packaging Waste Regulation (PPWR), and other regulations	• (Current) Operate an internal LCA and carbon footprint management system to calculate carbon emissions across the full product life cycle, and manage product carbon data to respond to EU standards and EPD requirements
	Technology	T6 Growing demand for the development of low-power and eco-friendly, low-carbon video security equipment	• (Current and anticipated) Develop eco-friendly products by promoting parts standardization, commonality, and modularization, and by reducing resource use
		T7 Growing customer preference for low-power and eco-friendly video security products	• (Current and anticipated) Enhance the system for providing product environmental information and carbon emissions-related data
	Market	T8 Increased price volatility of semiconductors and electronic components due to rising prices of carbon-intensive raw materials	• (Anticipated) Operate GHG emissions reduction programs for suppliers
Opportunity	Product	O3 Expansion of low-power, eco-friendly video security and AI-based product development	• (Current) Apply designs that reduce consumer electricity consumption during product use • (Anticipated) Expand product lines and business segments applying energy-efficiency technologies, including video recorders server replacement and AI adoption
	Market	O4 Increased demand driven by the expansion of the disaster response and safety market and the smart city market	• (Current) Strengthen Hanuwa Vision's eco-friendly corporate image by improving energy efficiency and establishing a sustainable operating system

Current and Anticipated Actions for Indirect Mitigation and Adaptation

Category		Current Actions	Anticipated Actions
Physical Risk	Acute/Chronic	• Operate internal training and employee awareness-raising activities related to disaster response	• Update business site response manuals for each type of climate risk, including typhoons, floods, and heatwaves, with stages for prevention, response, and recovery, and strengthen implementation through a regular inspection system
Transition Risk	Policy/Legal	• Manage product carbon emissions data and establish a customer response system to address EU standards and EPD requirements	• Enhance internal guidelines by product and region to respond to global environmental regulations, such as EU RoHS, REACH, and ESPR, and establish a proactive response system for regulatory changes
		• Carry out ESG awareness-raising activities for suppliers	• Expand the carbon emissions data management system for major suppliers, and gradually advance supply chain management by standardizing calculation criteria and establishing a data verification process
Opportunity	Product	• Promote internal campaigns and training related to eco-friendly products and low-power technologies	• Expand the sustainable product portfolio in line with the development direction for low-power and eco-friendly video security products, and strengthen the system for embedding environmental performance considerations from the product planning stage
		• Respond to global customer ESG requirements by providing product carbon emissions information and strengthening environmental communication	
Opportunity	Market	• Operate shuttle buses and optimize operations based on usage rates to reduce Scope 3 emissions by shifting employees' commuting methods	• Strengthen customer response by using carbon reduction effects and energy efficiency data for eco-friendly products in response to growing global ESG and carbon neutrality requirements, and expand the foundation for creating new demand

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Climate-related Transition Plan

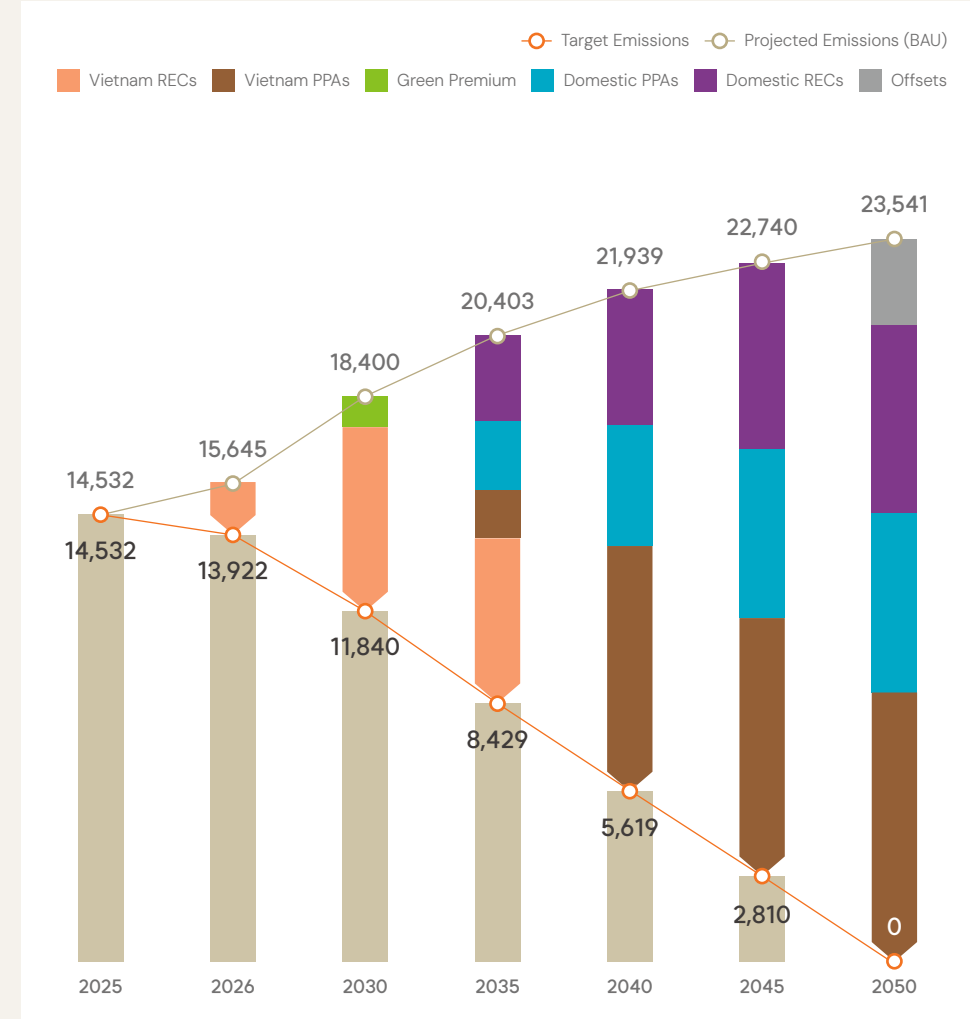
Key Transition Plan | To respond to climate change and stronger global carbon neutrality policies, Hanwha Vision has established a renewable energy transition roadmap for each business site and is pursuing RE100 and Net Zero over the mid- to long-term. We are gradually expanding renewable energy use, improving energy efficiency, and transitioning to eco-friendly facilities at major domestic and overseas business sites, while working to reduce GHG emissions across overall business operations.

In particular, the renewable energy transition will be carried out in phases, taking into account the characteristics of each business site and regional electricity procurement conditions. The Hanwha Vision Pangyo site plans to achieve RE100 by 2036 by using RECs (Renewable Energy Certificates) and other measures, while Hanwha Semitech plans to achieve RE100 by 2047 by gradually expanding solar- and wind-based PPAs (Power Purchase Agreements). Hanwha Vision Vietnam manufacturing subsidiary plans to establish an initial renewable energy base through self-generated solar power, secure renewable energy certification through i-RECs (International Renewable Energy Certificates), and expand the adoption of solar- and wind-based PPAs to achieve RE100 by 2034. Through these efforts, Hanwha Vision will establish a renewable energy use system across major domestic and overseas business sites and continue to reduce Scope 2 emissions from electricity use.

Key Assumptions and Dependencies

Category	Details
Key Assumptions Used to Develop the Climate-related Transition Plan	- Current status and outlook for renewable energy generation supply and demand - Current status of carbon neutrality-related policies and regulations - Facility investment plans, including new construction and expansion of business sites - Hanwha Vision's business strategy and low-carbon product development plans, etc.
Factors on Which the Climate-related Transition Plan Depends	- Internal conditions: Gradual transition of electricity use to renewable energy, use of carbon credits to offset Scope 1 emissions expansion of self-generated solar power, etc. - External conditions: Continued increase in domestic renewable energy supply based on the Basic Plan for Renewable Energy, the Basic Plan for Long-term Electricity Supply and Demand and other plans, and securing the market viability of Scope 1 reduction technologies, such as CCUS and hydrogen use

Hanwha Vision and Hanwha Semitech 2050 Carbon Neutrality Roadmap (Based on Scope 1 and 2) (Unit: tCO₂eq)



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Plan to Achieve Climate-related Targets

Use and Procurement of Renewable Energy | Hanwha Vision is working to reduce GHG emissions by transitioning electricity used at domestic and overseas business sites to renewable energy. We installed a 20.5 kW solar power generation system on the rooftop of the headquarters (Pangyo R&D Center) to supply eco-friendly electricity for some lighting. At the Vietnam manufacturing subsidiary, we have also installed solar panels on the rooftops of office, plant, cafeteria, and parking buildings, reducing approximately 912 tCO₂ of GHG emissions each year. Currently, about 17–22% of the electricity used by the Vietnam subsidiary is supplied by renewable energy, and Hanwha Vision regularly manages its solar power facilities to increase the share of renewable energy. Hanwha Vision plans to expand the share and scope of renewable energy use to achieve carbon neutrality. Furthermore, Hanwha Vision plans to gradually expand renewable electricity procurement to reduce GHG emissions from business site operations. First, the Vietnam manufacturing subsidiary, which accounts for the largest share of emissions, has been selected as a priority site for the renewable energy transition, and Hanwha Vision plans to purchase solar- and hydro-based i-RECs. In addition, Hanwha Semitech's Changwon site is pursuing a renewable energy transition through hydro- and wind-based PPAs, while the headquarters of Hanwha Vision and Hanwha Semitech plan to secure renewable electricity by purchasing RECs. Hanwha Vision is also reviewing the introduction of direct PPAs and pursuing a stable renewable energy procurement structure based on long-term contracts. Going forward, Hanwha Vision plans to continue expanding the share of renewable energy use by combining various procurement methods, including RECs and PPAs.

Energy Efficiency Improvement and Reduction | Hanwha Vision continues to carry out employee participation-based energy-saving activities to reduce energy use at the headquarters (Pangyo R&D Center). We encourage daily energy-saving practices by turning off lights during lunch breaks and after work and placing energy-saving reminder stickers on light switches. Hanwha Vision also operates a policy to maintain appropriate indoor temperatures during summer and runs a campaign to encourage employees to wear cool and comfortable clothing, minimizing cooling energy use. In addition, Hanwha Vision participates in the annual Earth Day lights-off event by turning off indoor and outdoor lighting at its business sites for 60 minutes, helping raise employee awareness of climate action.

Hanwha Vision Vietnam is implementing an energy efficiency improvement strategy focused on facilities and electricity use, which account for a significant share of energy consumption at its business sites. It has established an energy use monitoring system based on an integrated disaster prevention center to manage real-time electricity consumption and optimize the load of energy-intensive facilities through peak load management. It is also making investments in facility improvements centered on key reduction measures, including the sale of idle business equipment, replacement of aging equipment, conversion to high-efficiency LED lighting, installation of power timers, improvement of building insulation performance, and enhancement of utility facility efficiency. Through these activities, Hanwha Vision Vietnam reduced electricity consumption in 2025 by 864,577kWh compared to the previous year, and plans to continue investing in facility improvements to achieve additional energy savings and GHG



Solar Panels at Headquarters (Pangyo R&D Center)



Solar Panels at Hanwha Vision Vietnam

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emissions reductions. Following the installation of machine inverters in 2024, Hanwha Vision Vietnam installed automatic shutters at loading and unloading docks in 2025 to prevent indoor air leakage, minimizing cooling energy waste and improving overall building energy efficiency. In addition, it completed the installation of HVAC inverters and glass wall insulation panels in office areas, achieving an energy use reduction of 1.48 TJ.

In addition, Hanwha Vision outsources the operation of major software systems, including ERP and HR systems, to Hanwha Systems, and its major server rooms are located in the Jukjeon IDC Center operated by Hanwha Systems. To minimize energy consumption and environmental impact from IT infrastructure operations, Hanwha Vision is carrying out energy efficiency improvement activities in connection with the Jukjeon IDC Center. To improve the efficiency of server room cooling systems, the Jukjeon IDC Center is adjusting the humidity levels of precision air conditioning units, suspending the operation of cooling tower spray pumps during winter, and improving airflow in server rooms. It is also expanding the use of renewable energy for building electricity through solar power generation, while carrying out activities to reduce diesel fuel and water use and waste generation. In addition, it is improving data center operational efficiency and reducing electricity use by operating server room lighting on an alternating basis, adjusting lighting hours, and replacing aging UPS equipment with high-efficiency UPS systems. Going forward, the Jukjeon IDC Center plans to replace aging precision air conditioning units and cooling towers with energy-saving inverter-based equipment and establish an energy-saving operating system based on automatic BMS (Building Management System) controls. It will also continue to reduce energy use and GHG emissions from IT infrastructure operations by replacing lighting in the data center with LED lighting.

Greenhouse Gas Emissions Management and Reduction Activities | Hanwha Vision conducts regular leak inspections of refrigerants used in refrigeration, cold storage, and HVAC equipment to reduce fluorinated GHG (F-gas) emissions. These inspections are conducted once a month, with an additional annual inspection carried out by an external service provider. If any leaks are identified, immediate repair measures are taken to minimize refrigerant emissions into the atmosphere and manage GHG emissions. Hanwha Vision also systematically records and manages inspection results and maintenance histories to enhance the reliability of emissions management. Going forward, Hanwha Vision plans to gradually

transition to refrigerants with a low global warming potential (GWP), with the goal of completing replacement within approximately five years.

Hanwha Vision is carrying out GHG reduction activities focused on employee commuting and the full product life cycle to reduce Scope 3 emissions. To reduce GHG emissions from employee commuting, Hanwha Vision operates commuter shuttle buses, and approximately 14% of all employees at the headquarters (Pangyo R&D Center) use the shuttle buses instead of commuting by personal vehicles. Hanwha Vision designs routes based on an analysis of commuting routes and usage patterns and regularly adjusts operating efficiency. Based on employee commuting distance data, the shuttle buses replace approximately 1.35 million km of personal vehicle travel each year. Through this, Hanwha Vision is estimated to have achieved an annual GHG emissions reduction effect of approximately 251 tCO₂eq. Hanwha Vision also operates Life Cycle Assessments (LCA)-based carbon emissions calculation system to manage carbon emissions generated across the full product life cycle. Using its internal carbon footprint calculation tool, Hanwha Vision quantitatively manages the environmental impact of each product and enhances the reliability of product carbon information by applying emissions factors aligned with global standards and advancing its data system. Based on this, Hanwha Vision is gradually expanding the scope of carbon emissions data management, mainly for key product groups, while strengthening its response to customer requirements and the provision of product environmental information. More details can be found on pages 34–35 of this report, in the strategy section on “Optimizing Resource and Energy Efficiency Across the Full Product Lifecycle.”

Resource Procurement Plan | Hanwha Vision is establishing a resource procurement plan to respond to carbon neutrality and environmental regulations by setting budgets for related costs and securing funding in advance for phased investments. In particular, Hanwha Vision plans to proactively reflect the financial resources needed to carry out energy efficiency improvement and GHG reduction initiatives, thereby responding to mid- to long-term cost burdens.

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Financial Position, Financial Performance, and Cash Flows

Impacts on Financial Position, Financial Performance, and Cash Flows over the Reporting Period and the Short, Medium, and Long Term

Category		Risk and Opportunity Factors		Pathways Affecting Financial Position, Financial Performance, and Cash Flows	Related Account Items
Physical Risk	Acute	P1	Business operation disruptions, facility damage, and supply chain disruptions caused by typhoons	- Increased repair and maintenance expenses due to facility inspections and recovery activities for disaster response - Losses on disposal of property, plant, and equipment and restoration CAPEX in the event of facility damage	Increase in repair expenses, increase in property, plant, and equipment
		P2	Business site flooding, logistics disruptions, and supply chain interruptions caused by floods	- Delayed revenue recognition due to delays in production and shipment - Inventory impairment and increased emergency logistics costs	Decrease in inventories, increase in logistics costs
		P3	Deterioration of the work environment and increased electricity demand caused by heatwaves	- Higher electricity costs and manufacturing costs due to increased cooling and facility operation - Higher unit costs due to lower production efficiency	Increase in electricity costs, increase in cost of sales
	Chronic	P5	Increased volatility in supply schedules for semiconductors and key electronic components due to extreme weather	Production disruptions and inventory shortages caused by supply delays, higher raw material costs due to emergency procurement, and greater revenue volatility	Increase in raw material costs, decrease in inventories
Transition Risk	Policy/ Legal	T2	Stronger requirements for ESG disclosure and supply chain carbon emissions data	Increased IT investment (CAPEX), outsourcing service costs, and internal management personnel costs due to the establishment of a carbon data management system	Increase in property, plant, and equipment and intangible assets; increase in service fees
		T3	Stronger energy efficiency and environmental regulations for electronic and video security products	Increased costs for product redesign and certification response, and higher R&D expenses due to expanded eco-friendly design R&D	Increase in service fees, increase in R&D expenses
		T5	Stronger requirements for the use of recycled materials under the EU Ecodesign for Sustainable Products Regulation (ESPR), Packaging and Packaging Waste Regulation (PPWR), and other regulations	Higher raw material unit prices and cost of sales due to the transition to eco-friendly materials, and CAPEX for changes in product structure	Increase in raw material costs, increase in R&D expenses
	Technology	T6	Growing demand for the development of low-power and eco-friendly, low-carbon video security equipment	Increased R&D expenses and development assets due to expanded investment in next-generation low-power product development	Increase in R&D expenses
	Market	T7	Growing customer preference for low-power and eco-friendly video security products	Changes in the revenue structure due to lower demand for existing high-power products, and changes in inventory turnover due to changes in the product mix	Decrease in revenue, inventory valuation losses
		T8	Increased price volatility of semiconductors and electronic components due to rising prices of carbon-intensive raw materials	Higher cost of sales and lower profitability due to higher raw material unit prices	Increase in raw material costs
Opportunity	Product	O3	Expansion of low-power, eco-friendly video security and AI-based product development	Increased revenue from expanded sales of high-value-added eco-friendly products and stronger export competitiveness through product certification	Increase in revenue
	Market	O4	Increased demand driven by the expansion of disaster and safety response and smart city markets	Expanded long-term revenue and increased contract assets from growth in public and infrastructure project orders	Increase in revenue

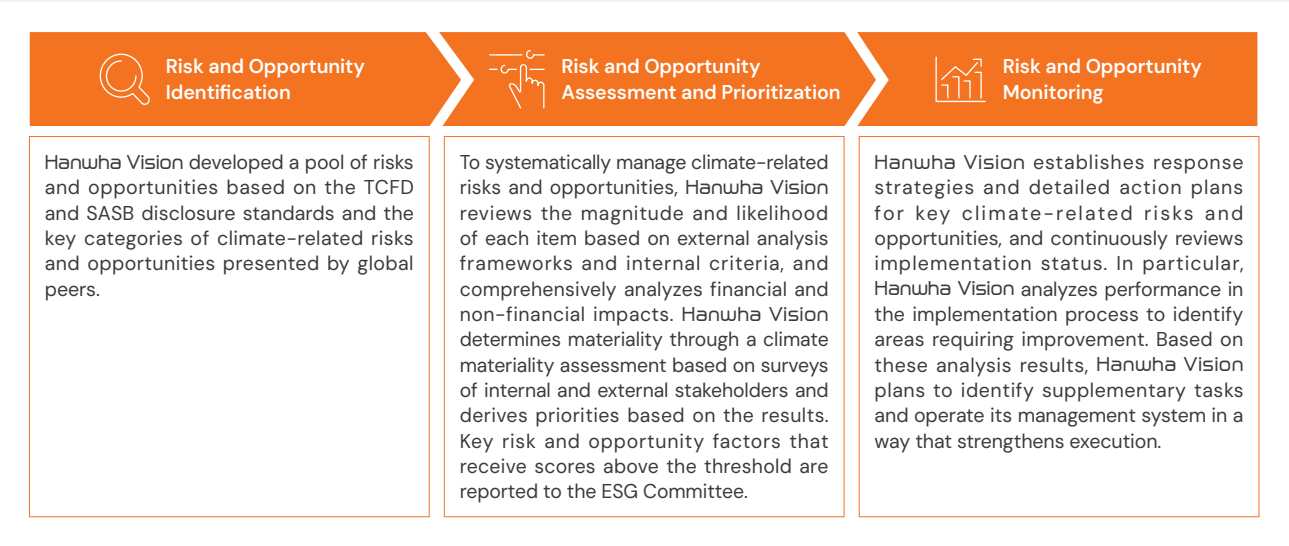
FOCUS ISSUE 3. CLIMATE ACTION

RISK MANAGEMENT

Management of Climate-related Risks and Opportunities

Climate-related Risk and Opportunity Management Process and Policy | Hanwha Vision identifies climate-related risks and opportunities and operates an assessment process to systematically manage the potential impacts of climate change. For identified climate-related risks and opportunities, Hanwha Vision comprehensively analyzes financial and non-financial impacts to determine priorities and monitor related changes.

Climate-related Risk Management Process



Integration with the Enterprise Risk Management Framework | Hanwha Vision manages the impacts of climate change within its enterprise risk management framework. Key items identified through the climate-related risk and opportunity identification and assessment process are linked to the existing enterprise risk management framework based on their impact and materiality, and are managed in connection with the response systems of relevant departments by classifying them into financial and non-financial risks. Climate-related risks are reviewed and managed according to the same standards and procedures as other key management risks, considering their impacts on business operations, financial performance, supply chains, and regulatory response. In this process, Hanwha Vision sets priorities by comprehensively considering likelihood, financial impact, the level of regulatory changes, and stakeholder requirements. Climate-related risks with high materiality are selected as key enterprise-level management items and regularly reported to management and the ESG Committee. In addition, when major climate-related issues or unexpected incidents occur, Hanwha Vision responds promptly through a phased reporting system linked to the existing company-wide crisis response and reporting framework, including initial, detailed, and follow-up reporting. This enables timely response and follow-up management of related risks.

Inputs and Parameters Used in the Climate-related Risk Management Process



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METRICS AND TARGETS

Climate-related Metrics

Total Greenhouse Gas Emissions | Hanwha Vision calculated its Scope 1, 2, and 3 GHG emissions for 2025.

2025 Scope 1 and 2 Emissions

(Unit: tCO₂eq)

Category		Total Emissions (Scope 1 + 2)	Scope 1	Scope 2 ¹⁾
Hanwha Vision Domestic Business Sites	Headquarters	2,844.933	108.041	2,736.892
	Domestic Offices	46.408	7.922	38.486
Subtotal for Hanwha Vision Domestic Business Sites		2,891.341	115.963	2,775.378
Hanwha Vision Overseas Subsidiaries	HVV	4,898.596	785.174	4,113.422
	HVA	90.807	3.311	87.495
	HVE	265.158	220.144	45.014
	HVMX	16.736	1.474	15.262
	HVME	37.817	0.997	36.819
Subtotal for Hanwha Vision Overseas Subsidiaries		5,309.113	1,011.101	4,298.012
Hanwha Semitech	Headquarters	1,201.508	71.809	1,129.699
	Future Research Institute	1,976.892	-	1,976.892
	Changwon Site	3,114.545	339.268	2,775.277
Subtotal for Hanwha Semitech		6,292.945	411.077	5,881.868
Total (Scope 1 and 2)		14,493.399	1,538.141	12,955.258

1) Scope 2: Emissions calculated based on the location-based measurement method.

2025 Scope 3 Emissions

(Unit: tCO₂eq)

Category		Total	Hanwha Vision	Hanwha Semitech
Scope 3	C1. Purchased Goods and Services	44,617.000	25,499.000	19,118.000
	C2. Capital Goods	3,354.000	3,354.000	-
	C3. Fuel- and Energy-related Activities	1,477.264	1,477.264	-
	C4. Upstream Transportation/Distribution	141,948.331	141,599.331	349.000
	C5. Waste Generated in Operations	176.891	173.546	3.345
	C6. Business Travel	1,871.040	732.227	1,138.813
	C7. Employee Commuting	1,156.011	819.000	337.011
	C9. Downstream Transportation/Distribution	48,078.460	47,954.188	124.272
	C11. Use of Sold Products	493,131.344	393,159.000	99,972.344
	C12. End-of-Life Treatment of Sold Products	46.000	46.000	-
Total (Scope 3)		735,856.341	614,813.556	121,042.785

Approach to Measuring Greenhouse Gas Emissions | Hanwha Vision calculated its emissions based on global guidelines and completed third-party verification to ensure the reliability and comparability of its emissions data. For indirect emissions from electricity use (Scope 2), Hanwha Vision applied the location-based method. The organizational boundary was set based on operational control and includes domestic and overseas business sites and subsidiaries over which Hanwha Vision has operational control. There were no material changes in the calculation approach, key inputs, or assumptions for the reporting year.

Measurement Approach

Category		Guideline
Scope 1, 2	Domestic Business Sites (Hanwha Vision, Hanwha Semitech)	Guidelines for Reporting and Certification of Emissions under the GHG Emissions Trading Scheme
	Overseas Business Sites (Hanwha Vision Overseas Subsidiaries)	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard; 2006 IPCC Guidelines for National Greenhouse Gas Inventories
Scope 3	-	The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

FOCUS ISSUE 3. CLIMATE ACTION

Inputs and Assumptions

Category	Activity Data		Parameters	Key Assumptions and Rationale
Scope 1	Stationary Combustion	Fuel consumption, including gasoline, diesel, and kerosene Amount of refrigerants (F-gases) refilled	(Domestic) Guidelines for Reporting and Certification of Emissions under the GHG Emissions Trading Scheme (Overseas) 2006 IPCC Guidelines	-
	Mobile Combustion	Gasoline and diesel fuel consumption	(Domestic) Guidelines for Reporting and Certification of Emissions under the GHG Emissions Trading Scheme (Overseas) 2006 IPCC Guidelines	-
Scope 2	Purchased Electricity	Electricity consumption	Apply country-specific emission factors	-
	Purchased Steam	Steam consumption	Apply country-specific emission factors	-
Scope 3	Category 1	Use of supplier data • Product carbon footprint, GHG emissions, and energy consumption	(Domestic suppliers) Guidelines for Reporting and Certification of Emissions under the GHG Emissions Trading Scheme (Overseas suppliers) 2006 IPCC Guidelines	• Among suppliers from whom Hanwha Vision purchased products in the reporting year, major component suppliers selected and submitted the activity data they were able to provide • Major suppliers are suppliers that account for the top 73% based on cumulative sales Assets acquired during the reporting year that fall under the following categories: • Tangible assets: Buildings, assets under construction, tools and equipment, structures, machinery, assets in transit, fixtures and furniture, IT equipment, and vehicles • Intangible assets: Development costs, assets under construction, industrial property rights, and software
	Category 2	Asset register managed by the Accounting Team	US EPA EEIO emission factors Average exchange rate from the Bank of Korea Economic Statistics System	
	Category 3	Fuel consumption in the Scope 1 and 2 inventory	Korea Environmental Product Declaration evaluation factors (Steam, electricity) Apply country-specific emission factors (Domestic) Korea Environmental Product Declaration evaluation factors	-
	Category 4	SCM management data	(European subsidiaries) UK Government GHG Conversion Factors for Company Reporting (2025) (Americas subsidiaries/Vietnam subsidiary) US EPA GHG Emission Factors Hub (2025)	Logistics activities related to exports/imports by domestic and overseas subsidiaries for which Hanwha Vision pays transportation costs
	Category 5	Waste treatment performance at production plants during the reporting period	-	Based on average values
	Category 6	Business travel data in the ERP system • Data on air travel and other modes of transportation • Number of nights stayed during business travel • Number of shuttle bus users and fuel consumption	Korea Environmental Product Declaration evaluation factors Greenviue Hotel Footprint Calculator	For overseas subsidiaries, the use of transportation other than air travel and accommodation is excluded from the calculation scope
	Category 7	• For other employees: Average values based on national commuting statistics	Korea Environmental Product Declaration evaluation factors US EPA GHG Emission Factors Hub (2025)	Emissions generated from employees' remote work are excluded
	Category 9	SCM management data	(Domestic) Korea Environmental Product Declaration evaluation factors (European subsidiaries) UK Government GHG Conversion Factors for Company Reporting (2025) (Americas subsidiaries/Vietnam subsidiary) US EPA GHG Emission Factors Hub (2025)	Logistics activities related to exports/imports by domestic and overseas subsidiaries for which Hanwha Vision does not pay transportation costs
	Category 11	Expected product life, power consumption, and sales volume by country	Country-specific electricity emission factors	-
	Category 12	Materials used in major components of sold products	Average carbon emission factors by waste type and treatment method under the Environmental Product Declaration emission factors	-

FOCUS
ISSUE 3.

CLIMATE ACTION

Climate-related Targets

Information on Targets | Hanwha Vision has set science-based targets (SBTs) as strategic milestones for climate action and manages specific, quantitative targets to achieve them.

Climate Targets (Metrics, Purpose, Scope, Period, etc.) | Hanwha Vision set its targets with reference to the criteria recommended by the Science Based Targets initiative (SBTi) to support the Paris Agreement goal of limiting global warming to within 1.5°C. These absolute targets were established by benchmarking reduction levels among global peers and industry groups, with 2025 set as the base year. Hanwha Vision also established the targets on a consolidated basis, including overseas subsidiaries and controlled subsidiaries. Among industry-wide indicators, Hanwha Vision currently manages targets for Scope 1 and Scope 2 emissions. Hanwha Vision is developing a transition plan that considers the full value chain, and plans to set quantitative targets including Scope 3 emissions after reviewing their appropriateness and feasibility.

Mid- to Long-Term GHG Reduction Targets (Scope 1 and 2)

Category	Target Year	Reduction Target (Compared to Base Year)	Scope	Target Type	Purpose
Interim Target	2035	42% reduction	Overseas subsidiaries and other subsidiaries	Absolute Target	Alignment with the 1.5°C Scenario
Final Target	2050	100% reduction (Net Zero)	Overseas subsidiaries and other subsidiaries	Absolute Target	Climate mitigation through carbon neutrality

Alignment of Set Targets with International Agreements and Jurisdictional Requirements | Hanwha Vision's climate-related targets are aligned with the following external commitments to proactively respond to changes in the global and domestic policy environment.

Alignment of Climate-Related Targets with Global and Domestic Standards

Alignment with the Paris Agreement (1.5°C Target)	This target follows a science-based pathway to limit the increase in global average temperature to 1.5°C above pre-industrial levels. By applying the SBTi methodology, Hanwha Vision ensures that its reduction pathway goes beyond a simple declaration and is aligned with internationally recognized climate science.
Compliance with the Nationally Determined Contribution (NDC) and Jurisdictional Regulations	Hanwha Vision is not currently directly subject to Korea's greenhouse gas emissions trading scheme or target management system. However, recognizing the urgency of the climate crisis, Hanwha Vision is voluntarily reducing and managing GHG emissions. Hanwha Vision's transition plan is based on jurisdictional commitments under the Korean government's 2050 Carbon Neutrality Scenario and the Framework Act on Carbon Neutrality and Green Growth. In particular, the target to reduce absolute GHG emissions by 42% by 2035 is a proactive level that exceeds the national NDC implementation pathway. This is a strategic choice to financially mitigate potential policy risks, such as the introduction of a carbon tax and the expansion of regulatory scope, and to secure climate resilience.
Response to Global Supply Chain Requirements	To meet the low-carbon product requirements of major customers and investors in the global security solutions market, Hanwha Vision's reduction targets serve as a key strategy for securing the sustainability of its export-driven business structure.

Review of Targets

Target Review Process | Hanwha Vision calculates emissions every year based on its GHG inventory and discloses the results through its Sustainability Report. In 2026, we set 2050 Net Zero as its final target and established an interim reduction target for 2035. We also analyzed the gap between its reduction trajectory and BAU emissions. Going forward, we plans to regularly oversee and review the appropriateness of its reduction targets and implementation progress every year through the ESG Committee under the Board of Directors, newly established in 2026. Emissions have been verified by an independent third-party verification body, but the reduction targets are not currently included in the scope of external verification. There are no target revisions or performance analysis details for the reporting period (2025).

Information on Greenhouse Gas Emissions Reduction Targets

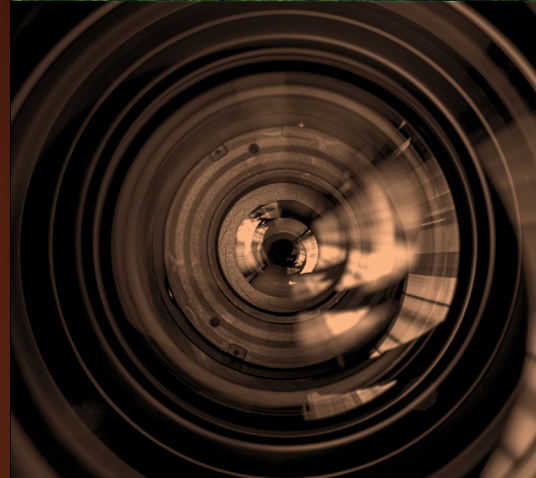
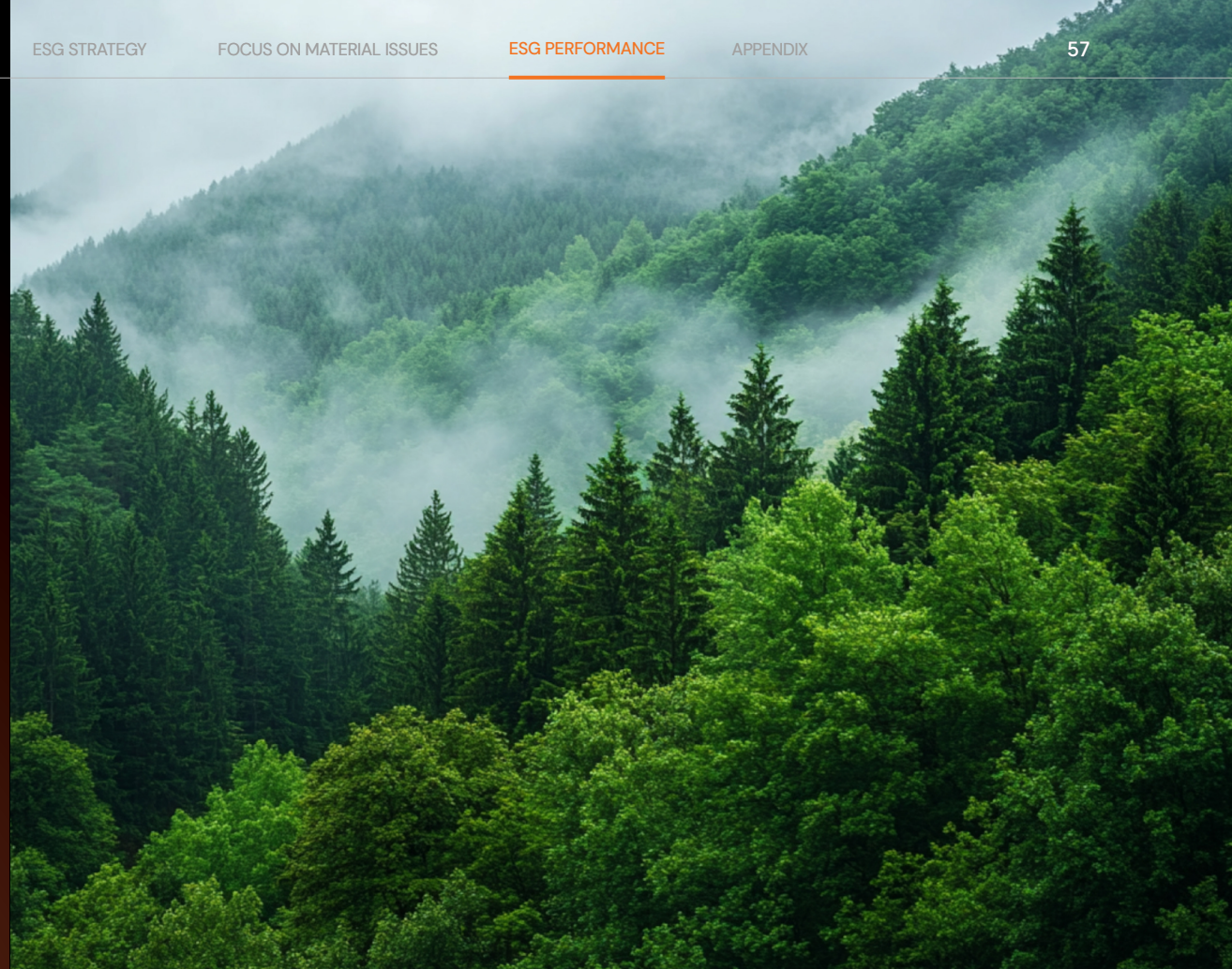
Types and Scope of Greenhouse Gases Included in the Targets | Among the seven major GHGs, the GHGs generated across Hanwha Vision's full value chain are CO₂, CH₄, N₂O, HFCs. Hanwha Vision's climate-related targets are also set based on the total emissions of these four GHGs.

Greenhouse Gases Generated Across Hanwha Vision's Full Value Chain

Category	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
Scope 1	●	●	●	●	N/A	N/A	N/A
Scope 2	●	●	●	N/A	N/A	N/A	N/A

ESG PERFORMANCE

Hanwha Vision creates tangible results across environmental protection, social responsibility, and transparent governance, while continuously advancing its ESG management system in line with global standards.



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ENVIRONMENTAL

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ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT FRAMEWORK

Environmental Management Organizational Chart

To proactively practice carbon neutrality, Hanwha Vision has established an ESG Committee and operates a working-level consultative body. In addition, we have designated environmental officers at the Headquarters (Pangyo R&D Center) and Hanwha Vision Vietnam to manage environmental management initiatives and performance, including climate action. Environmental officers are responsible for reviewing stakeholder requirements, including compliance with domestic and international environmental regulations, as well as establishing and implementing environmental targets and building and operating environmental management systems.

Environmental Management Organizational Chart



Environmental Management Policy

[Environmental Management Policy](#)
[Environmental Policy](#)

Hanwha Vision established its Environmental Management Policy in March 2026 to minimize the environmental impact of its business activities and create environmental value. Centered on this policy, we have established an Environmental Policy and an Environmental Management Manual, and operates our company-wide environmental management system accordingly. To ensure transparent communication with stakeholders, these documents are also disclosed on our official website.

Key Details of the Environmental Management Policy

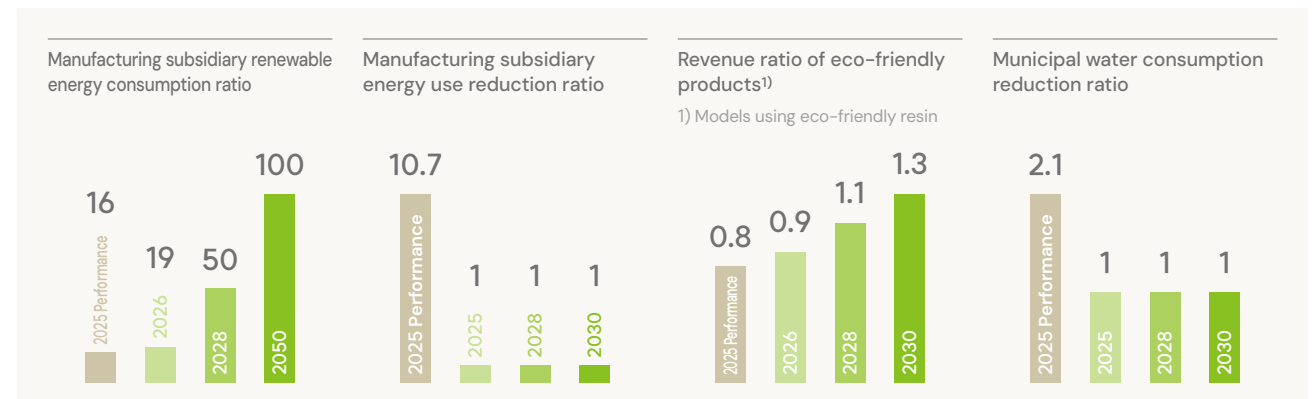
Fundamental Principles of Environmental Management			
a. Climate Action and Energy Management	b. Water Resource Management	c. Air Pollutant Management	d. Hazardous Chemical Management
e. Waste Management	f. Raw Material Management	g. Product Environmental Performance Management	h. Biodiversity Conservation
Environmental Management System			
a. Environmental Management Guidelines	b. Environmental Goal Management	c. Environmental Training	d. Emergency Response System
e. Environmental Performance Evaluation	f. Stakeholder Communication	g. Supplier Management	

Environmental Management Goals

Hanwha Vision has established environmental management goals and continues to implement them. Based on these goals, we plan to pursue strategic tasks to manage key environmental risks and enhance resource efficiency.

Mid- to Long-Term Environmental Management Goals

(Unit: %)



ENVIRONMENTAL MANAGEMENT

IMPLEMENTATION OF ENVIRONMENTAL MANAGEMENT

Compliance with Environmental Regulations

Hanwha Vision continuously monitors and complies with domestic and international environmental laws and regulatory trends. For business site operations and product manufacturing, we identify major Korean environmental laws—including the Clean Air Conservation Act, the Water Environment Conservation Act, the Wastes Control Act, the Chemical Substances Control Act, and the Act on the Promotion of Saving and Recycling of Resources—and global product environmental regulations applicable to overseas business sites and exported products, such as RoHS, EU REACH, and EU WEEE, as key management targets. We also systematically manage applicable laws covering environmental pollutant emissions, waste management, chemical handling, and hazardous substances in products. We assess regulatory risks and opportunities for each business site and product, establish response strategies, and incorporate them into annual plans. We also conduct improvement activities for deficiencies identified through annual inspections. In 2025, there were zero violations of environmental regulations.

Regulatory Management Process

1 Regulation Identification	Continuous Monitoring of Domestic and Global Environmental Regulations
2 Impact Assessment	Analyzing Applicability, Risks, and Opportunities by Site and Product
3 Implementation Management	Integrating Requirements into Annual Environmental Plans
4 Inspection and Improvement	Remediating Deficiencies through Regular Inspections

Environmental Management System

Hanwha Vision responds to climate change and environmental regulations based on ISO 14001, the international standard for environmental management systems, and systematically manages environmental risks through regular environmental impact assessments, internal audits, and third-party verification. In particular, Hanwha Vision Vietnam has implemented and operated an ISO 14001-based environmental management system since the establishment of its manufacturing facility to minimize its environmental impact. The subsidiary actively implements environmental management practices by installing solar power generation facilities to increase the share of renewable energy used in manufacturing processes and by carrying out activities to reduce environmental pollutants generated during process development and operations. Hanwha Vision reports its environmental implementation status, including environmental management system certification, to management every year.



ISO 14001 Certification
(Hanwha Vision Vietnam)



ISO 14001 Certification
(Hanwha Semitech)

Implementation of Environmental Risk Assessments

Hanwha Vision conducts environmental risk assessments¹⁾ at operational sites to reassess risks on air, water, soil, waste, and energy consumption when new equipment or materials are introduced or major environmental changes occur. In particular, we review abnormal situations outside normal operating conditions and identify “significant environmental aspects” that may affect the environment.

1) Environmental risk assessments were completed for 100% of operational sites subject to assessment, consisting of Hanwha Vision's Vietnam manufacturing subsidiary and Hanwha Semitech's Changwon site, two sites in total.

Environmental Training

Hanwha Vision strengthens training effectiveness and regulatory compliance by providing separate company-wide training, including mandatory and specialized training. We provide all employees with training on energy conservation and climate action. We encourage voluntary participation by introducing energy-saving activities and eco-friendly practices applicable to office environments and daily work. To manage environmental risks at business sites, we also provide mandatory environmental training for employees responsible for environmental tasks. Employees handling hazardous substances receive training on handling and storage standards and emergency response procedures under relevant laws and regulations. Hanwha Vision Vietnam provides statutory training under local regulations for employees responsible for waste and wastewater management. The training focuses on proper waste separation and storage standards, waste reduction measures, and wastewater treatment and management procedures. Through this training, we minimize environmental impacts and improve waste and wastewater management at the business site.

ENVIRONMENTAL MANAGEMENT

Participation in Community Biodiversity Conservation Activities

Hanwha Vision actively participates in environmental cleanup activities in partnership with local communities to conserve the local environment and protect biodiversity. In particular, we participate in Seongnam City's Tancheon Section Assignment volunteer program and continue to carry out various cleanup activities to help maintain the health of the stream ecosystem and contribute to local biodiversity conservation. Employees collect waste in designated sections of Tancheon Stream and remove household waste and floating debris that have entered the areas around the stream, helping prevent water pollution and improve habitat conditions for aquatic organisms. In addition, we work to protect native vegetation and maintain healthy ecosystems through the removal of harmful plant species that may affect the balance of the river ecosystem, as well as environmental maintenance activities around walking trails.



Seongnam City Premium Tancheon Keeper Initiative Launch Ceremony

Highlight Collection of Waste Electrical & Electronic Products and Resource Circulation Campaign

Hanwha Vision received a GHG reduction certificate by reporting its collection and recycling performance for waste electrical and electronic equipment (WEEE) through E-Cycle Governance under the Ministry of Environment. In 2024, we collected and recycled 158.7 ton of waste electrical and electronic equipment, reducing approximately 459.7 tCO₂eq. In December 2025, we signed a memorandum of understanding (MOU) with the Korea Environment Corporation to establish a resource circulation system for waste electrical and electronic products. Through this agreement, we laid the foundation for cooperation to promote a proper disposal culture for waste electrical and electronic products and contribute to achieving national GHG reduction targets. We also carried out an e-waste collection campaign for employees based at the Headquarters (Pangyo R&D Center). A total of 450 employees participated in the campaign, collecting 920 kg of e-waste and achieving an estimated GHG reduction effect of approximately 2.53 tCO₂eq. Going forward, we plan to expand employee-participatory resource circulation programs to raise environmental awareness.

Scope 3 GHG Reduction Certification Details¹⁾

		Collection and Recycling Volume (kg)	GHG Reduction (kgCO ₂ eq)
Display Devices	328		690
General Electrical and Electronic Products	158,392		459,001
Total	158,719		459,691

¹⁾ Subject to the collection, transport, and recycling of waste electrical and electronic products (January 1, 2024 – December 31, 2024).



E-waste Collection Campaign



Resource Circulation Activity Certificate



Scope 3 GHG Reduction Certificate

ENVIRONMENTAL IMPACT MANAGEMENT

WATER RESOURCE MANAGEMENT

Reducing Water Use

Hanwha Vision carries out water reduction activities tailored to the characteristics of each business site to ensure efficient water use and conserve water resources. In particular, we continuously monitor water usage at our business sites and manage the entire process, from water use to discharge, in compliance with applicable laws and in consultation with local governments.

At Hanwha Vision Vietnam, where production activities are carried out, unnecessary water consumption is minimized by improving the water treatment methods of the cooling system and enhancing process efficiency. In addition, water treatment processes are operated to enable the reuse and recirculation of water generated during manufacturing processes and facility operations, supporting water conservation through water reuse and recycling efforts. Furthermore, during the wastewater treatment process, existing biochemical treatment methods have been improved through the use of probiotics to minimize sludge generation and enhance treatment efficiency.

In addition, to encourage water conservation practices in office and research environments, we provide water-saving education for employees and carry out practical conservation activities, including water pressure adjustments through facility improvements, operation of water-saving equipment, and reducing the use of water for defrosting ingredients in the employee cafeteria.

Wastewater Management

Hanwha Vision manages wastewater generation and treatment methods according to each business site's characteristics and maintains a system for compliance with relevant laws and regulations. We also operate wastewater quality testing and monitoring systems throughout treatment to prevent water pollution and maintain stable discharge water quality. We generate a small amount of wastewater during R&D at the Headquarters (Pangyo R&D Center). We outsource its proper treatment to specialized service providers in accordance with relevant laws and regulations. Before treatment, we verify wastewater characteristics and apply appropriate methods to minimize environmental risks during wastewater management. Hanwha Vision Vietnam has installed and operates its own sewage treatment facility. To comply with local water quality regulations, we have established and apply internal "Water Treatment Operation Guidelines and Standards." We also conduct regular water quality testing and monitoring to manage major pollutant concentrations in wastewater and operate treatment procedures, including a heavy metal removal process, to keep hazardous substances such as heavy metals below applicable standards. We continuously verify compliance with water quality standards during discharge and validate discharge water quality through regular wastewater quality assessments. Through these activities, we prevent potential water pollution during discharge and maintain a stable water quality management system.

AIR POLLUTION MANAGEMENT

At Hanwha Vision Vietnam manufacturing subsidiary, low concentrations of air pollutants are generated from seven SMD¹⁾ production facilities. Taking into account the characteristics of the raw and subsidiary materials and chemicals used, a pollutant reduction system equipped with activated carbon filters is installed to purify contaminated air before it is released into the atmosphere. We systematically manage the exhaust system and conducts quarterly monitoring to verify regulatory compliance. In addition, air pollutant concentrations are strictly managed to remain below local regulatory standards through measures such as the regular replacement of activated carbon filters.

1) SMD (Surface Mount Devices)

WASTE MANAGEMENT

Waste Management System

Hanwha Vision operates a systematic waste management process to legally treat waste generated at its business sites and minimize environmental impacts. Waste is classified and managed by type from the point of generation, with internal sorting and treatment procedures established according to waste flows. Waste is treated by licensed waste disposal service providers selected through preliminary screening. When selecting providers, we review their permits and treatment capabilities and give contracting priority based on a comprehensive assessment that includes the use of eco-friendly treatment technologies. We also regularly review waste generation volumes, treatment methods, and final results to continuously monitor proper waste management and compliance with relevant laws and regulations.

ENVIRONMENTAL IMPACT MANAGEMENT

Waste Reduction and Recycling

Hanwha Vision carries out internal waste reduction activities through material reuse, recovery, and repurposing to reduce waste generation. Reusable packaging materials and supplies generated during business operations are recovered and either reused or repurposed, thereby minimizing waste generation and improving resource utilization efficiency. Hanwha Vision Vietnam operates various employee engagement campaigns to encourage voluntary participation in waste reduction activities. The company cafeteria conducts a food waste reduction campaign aimed at reducing leftover food waste, while also converting the reduced waste volume into financial support for employees in need. These activities not only reduce waste generation but also help raise employees' awareness of resource circulation.

In 2025, Hanwha Vision expanded employee training and participation-based campaigns on waste reduction and waste separation to encourage resource circulation practices in daily life. In addition, when electronic products such as IT equipment reach the end of their useful life, we evaluate their condition and identifies assets suitable for reuse. Where appropriate, we prioritize internal redeployment before disposal, thereby minimizing e-waste generation. E-waste that cannot be reused is collected, recycled, or disposed of through designated specialized service providers, thereby ensuring proper treatment and transparent management of electronic waste generated at business sites.

Waste Management Process

Waste Type	Source of Generation	Internal Classification	Temporary Storage	Transfer	Final Treatment
General Waste	Office activities	Separation of general waste	Designated storage location	Regular collection by outsourced waste treatment company	Incineration or landfill disposal
Recyclable Waste	Office activities	Separation of recyclable resources	Dedicated recycling bin	Collection by recycling company	Recycling treatment
Food Waste	Cafeteria operations	Separation into dedicated food waste containers	Dedicated food waste storage facility	Collection by outsourced waste treatment company	Resource recovery
Electronic Waste	Replacement of IT equipment	Classification based on reusability	Asset storage area	Reuse or transfer to specialized company	Reuse or recycling
Designated / Hazardous Waste	Production and research activities	Classification based on designated waste standards	Dedicated storage facility	Collection by specialized treatment company	Treatment in accordance with legal standards

HAZARDOUS CHEMICAL MANAGEMENT

Hanwha Vision systematically assesses the environmental impacts of all chemicals and conducts pre-assessments before product introduction. To prepare for potential incidents, we have established a Chemical Accident Response Command Team, designated hazardous chemical managers and personnel, and keep protective equipment and response materials readily available. We also engage specialized external service providers for legally compliant waste treatment and recordkeeping. Hazardous chemical managers, personnel in charge, and users receive annual training from specialized institutions on transportation, storage, handling, and disposal. We develop site-specific emergency response scenarios and conduct regular emergency response drills and process-specific facility safety inspections. All personnel responsible for chemicals inform users of relevant legal requirements, and users manage, handle, and dispose of chemicals accordingly.

Procedures for Hazardous Chemical Management

1 Pre-Approval Prohibition on purchase of non-approved chemical materials	- Review of legal and internal standards - Mitigation of regulatory compliance risks by reporting use before and after introduction
2 Facility Management Management of chemical handling facilities	- Compliance with legal standards for storage, usage, and holding facilities - Regular inspections to manage risks
3 Material Improvement Improvement of materials with high hazard or accident risks	- Identification of target substances and review of substitutes - Comparative analysis of hazards and risks → substitution with safer alternatives
4 Environmental Improvement Improvement of chemical usage environments	- Installation of local exhaust systems - Improvement of similar environments through the rollout of best practices

PRODUCT ENVIRONMENTAL RESPONSIBILITY

MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

Design Stage

Hanwha Vision operates verification processes during development to ensure that hazardous substances are not included in products in line with global market requirements. All parts are managed by verifying conformity based on MSDS¹⁾, and we require hazardous substance information when purchasing parts. We also evaluate environmental management capabilities during supplier selection and supply chain procurement to prevent hazardous substances from being included in products.

1) MSDS (Material Safety Data Sheet): A document containing information necessary for the safe use and management of chemical substances.

Hazardous Substance Verification Process at the Product Development Stage

Step	Details	Purpose
1. Collecting Information	Obtaining and classifying substance information on raw and subsidiary materials	Securing data for regulatory and hazard assessments
2. Regulatory and Risk Review	Reviewing country-specific regulations, substances and quantities, and the supply chain	Assessing regulatory compliance and exposure risks
3. Assessment and Verification	Conducting human health risk assessments, verifying hazardous substances, and applying internal standards	Ensuring product safety and confirming conformity with standards
4. Integrated Management	Integrated Information Management through the H-PLM System	Improving the efficiency of hazardous substance management from a life cycle perspective
5. Continuous Improvement	Monitoring, reflecting new information, and setting reduction targets	Proactively responding to regulatory changes and risks

Global Regulatory Response

Compliance with EU REACH Regulations | The EU REACH Regulation is a system established to ensure the safety of chemical substances manufactured or imported within the European Union and protect human health and the environment. Hanwha Vision identifies and fulfills compliance obligations for major product groups under EU REACH and provides relevant information in accordance with the substance information disclosure obligation under Article 33. We also fully meet registration obligations for substances intended for release from products. Cameras, video recorders, and other finished products either contain no SVHCs (Substances of Very High Concern) or contain them at concentrations not exceeding 0.1% of product weight.

Compliance with RoHS Regulations | The RoHS Directive restricts the use of ten specified hazardous substances¹⁾ in electrical and electronic products and components distributed in the European Union. Hanwha Vision actively responds to EU RoHS regulations by restricting brominated flame retardants such as PBDEs, applying halogen-free flame retardant designs, and continuously reducing hazardous substances, including Persistent Organic Pollutants (POPs). Through these efforts, we manufacture products that comply with global hazardous substance standards and disclose environmental information on our products.

1) 10 RoHS restricted substances: lead, cadmium, mercury, hexavalent chromium, PBB, PBDE, and four phthalates.

Cases of Reducing and Replacing Hazardous Chemicals | Hanwha Vision replaced cleaning agents and flux removers used in laboratories with less hazardous chemicals. The previous cleaning agent contained isopropyl alcohol (IPA), a hazardous substance subject to management under the Occupational Safety and Health Act, and was replaced with 'NTC-379,' which provides equivalent cleaning performance. The flux remover used on PCB surfaces was also replaced with an n-hexane-free product, minimizing health risks for workers.

Environmental Labeling

For products with outstanding environmental characteristics, Hanwha Vision attaches a self-declared environmental label to help consumers easily recognize the product's eco-friendly features. ECO Marks are displayed on the exterior packaging of lead-free products, RoHS-compliant products, products with reduced hazardous substances, and products that meet our internal eco-design standards.

ECO Mark Criteria

- Pb-Free Product
- RoHS Compliant
- Eco Information
 - Halogen-free flame retardant design
 - Application of lead-free solder technology
 - 20% weight reduction compared to Product A
 - 15% improvement in recyclability



The letter 'e', representing Environment and Ecology, is shaped like a leaf, a symbol of green nature. The inner and outer curves are left open to express the formation of an organic relationship with the external environment.

PRODUCT ENVIRONMENTAL RESPONSIBILITY

REDUCING PRODUCT ENVIRONMENTAL IMPACTS

Application of Eco-Friendly Materials

Hanwha Vision is expanding the use of eco-friendly materials in consideration of product resource circulation and environmental impacts. In particular, we reduced the environmental burden associated with raw material use by applying resin based on recycled plastic. In 2025, we applied recycled materials mainly to WN9 series products, including Vandal and Dome types, incorporating recycled plastic at levels ranging from approximately 4.49% to a maximum of 10.63% by product. This information is specified in product specifications and transparently disclosed to customers. We also separately manage sales performance for products utilizing recycled plastics. As of 2025, sales of products using recycled resin amounted to approximately KRW 6.58 billion, accounting for about 0.8% of total sales on a separate basis. Going forward, we plan to continuously expand product lines incorporating eco-friendly materials to strengthen product competitiveness based on resource circulation.

Models Applying Eco-Friendly Resin

Category		Model name	Recycled Plastic Content
WN9	Vandal	XNV-A6084R / A8084R / A9084R	4.49%
	Dome	XND-A6084RV / A8084RV / A9084RV	10.63%

Product Packaging

Hanwha Vision simplifies material composition and designs packaging using recyclable paper materials to facilitate recycling and collection throughout the product lifecycle, from development to disposal. In collaboration with raw material suppliers, we recommend the use of recyclable paper materials when discussing packaging specifications for components. We also package and sell our products using packaging materials made from recycled base paper (corrugated cardboard) with a recycled content of 50% or higher. In addition, recycling marks and waste separation guidance icons are applied to product packaging to encourage consumers to properly separate, dispose of, and recycle packaging materials.

External Collaboration for Resource Circulation

Hanwha Vision has established collaborative frameworks with external stakeholders to minimize environmental impacts arising at the product End-of-Life stage. In cooperation with relevant organizations such as the Korea Environment Corporation, we faithfully implement the Extended Producer Responsibility (EPR) system and comply with annual recycling obligations for products and packaging materials. To support these efforts, we pay officially mandated contributions each year and transparently report recycling performance, thereby contributing to the promotion of high-value recycling of waste resources.

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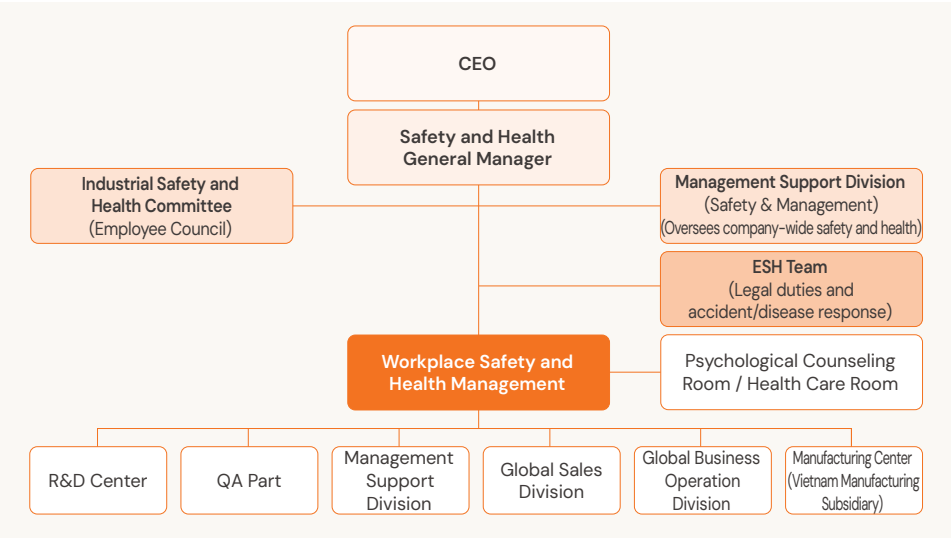
SAFETY AND HEALTH MANAGEMENT

SAFETY AND HEALTH MANAGEMENT SYSTEM

Safety and Health Organization

With the goal of becoming a Risk Zero Company, Hanwha Vision complies with the safety and health obligations prescribed under the Serious Accidents Punishment Act and other safety and health laws and regulations. The Head of the Management Support Division has been appointed as the Safety and Health Management Officer for business sites. Under the Management Support Division, we have established the Safety Management Part, which oversees company-wide safety and health management, and the ESH Team, which handles statutory obligations and responds to internal and external accidents and illnesses. For proactive management, Hanwha Vision checks the implementation system for on-site safety training for department members, self-inspections, and risk assessments through operational units that carry out statutory safety and health obligations at the business site level. The results are reported to the CEO semi-annually. Hanwha Vision establishes a safety and health plan every year and reports it to the Board of Directors. Records of safety and health activities are required to be retained for at least five years.

Safety and Health Organizational Chart



Safety and Health Management Policy

[Safety and Health Management Policy](#)

Hanwha Vision has established a Safety and Health Management Policy and sets safety and health goals and specific targets based on this policy. The Safety and Health Management Policy consists of Safety and Health First, Safety and Health Compliance, Enable Safe and Healthy Workplace, and Practicing Win-Win Management. The policy is provided in both Korean and English and is widely communicated across domestic and overseas business sites as well as partner companies, encouraging all employees to easily access, understand, and comply with the policy. The policy may be revised based on the results of periodic safety and health management reviews and changes in business operations, and is publicly disclosed on our website.

Safety and Health Management Policy

	1. Safety and Health First	- We place safety and health as a top management priority and strive to create a safe and healthy work environment. - We provide continuous training to ensure that all employees understand and practice the safety and health management policy.
	2. Safety and Health Compliance	- We comply with national and international laws and conventions related to safety and health and fulfill our corporate social and ethical responsibilities. - As a trusted corporation, we establish and enforce the enhanced internal standards to all work and faithfully adhere to it.
	3. Enable Safe and Healthy Workplace	- We create a culture of voluntary participation of all employees in safety and health management activities through active communication. - We provide continuous safety and health education to employees and periodically conduct risk assessment and emergency response drills to prevent accidents and disasters.
	4. Practicing Win-Win management	We actively support our partner companies in establishing a safety and health management system by establishing a continuous cooperation system.

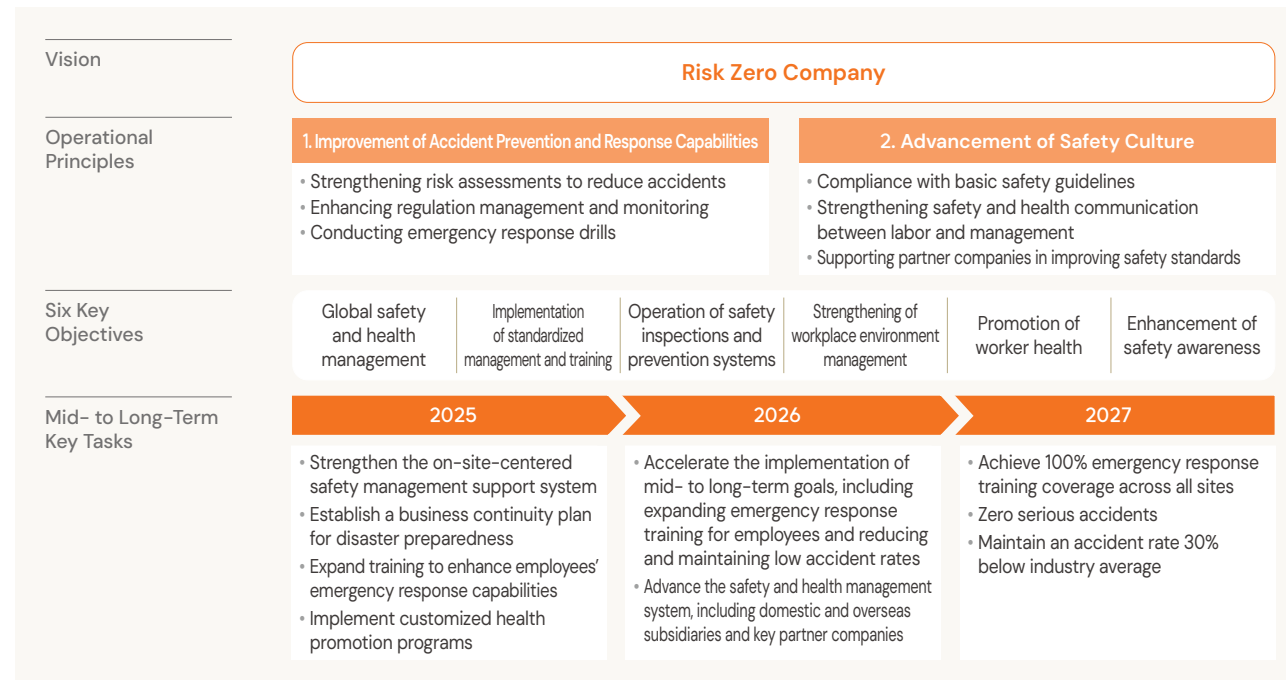
Hanwha Vision Co., Ltd. CEO **Kim Ki-chul** *Kim Ki-chul*

SAFETY AND HEALTH MANAGEMENT

Safety and Health Strategy

Hanwha Vision has declared its vision of becoming a Risk Zero Company to place safety and health as a top management priority, and promotes key tasks each year based on its operational principles and six key objectives. To improve accident prevention and response capabilities, we conduct risk assessments, regulation management and monitoring, and emergency response drills. To advance our safety culture, we emphasize compliance with basic safety guidelines, strengthen safety culture communication between labor and management, and support partner companies in improving their safety standards. In 2025, Hanwha Vision expanded its safety and health budget compared to 2024 to strengthen safety and health activities. We selected and implemented key tasks, including support for on-site safety management to achieve zero accidents in projects and the strengthening of accident response capabilities for the company and employees in the event of disasters, life-threatening incidents, and other emergencies.

Global Safety and Health Strategy



Safety and Health Management System

Hanwha Vision Vietnam, Hanwha Vision's manufacturing subsidiary, obtained ISO 45001 certification, the international standard for safety and health management systems, in 2018 and has maintained it to date. The safety and health management system undergoes an annual audit by a third-party certification body to evaluate its implementation, and Hanwha Vision addresses improvement tasks identified through this process. In 2024, Hanwha Vision Vietnam identified a total of 13 improvement tasks through environmental and safety facility inspections covering offices, assembly processes, materials warehouses, the wastewater treatment facility, the waste treatment facility, and worker dormitories. In 2025, 100% of these improvement tasks were completed. Hanwha Semitech has also obtained ISO 45001 certification and operates a safety and health management system. Through regular third-party audits and improvement activities, it continues to enhance its safety and health standards.



ISO 45001 Certification
(Hanwha Vision Vietnam)



ISO 45001 Certification
(Hanwha Semitech)

SAFETY AND HEALTH MANAGEMENT

SAFETY AND HEALTH RISK MANAGEMENT

Safety and Health Assessment and Inspection

Regular Safety and Health Evaluations | Hanwha Vision conducts safety and health evaluations twice a year to assess compliance with legal requirements and identify improvement tasks. Evaluation items include hazard and risk management, feedback on workplace safety and health, safety and health training, budget execution, and the performance of safety and health management officers and supervisors. In 2025, the company scored 95.6 points in the first half and 94.3 points in the second half and completed corrective actions for identified issues. When administrative agencies request improvements, we establish action plans and submit the results by deadline.

Business Site Safety and Health Inspections | Hanwha Vision conducts safety and health inspections at each business site to prevent occupational accidents and ensure regulatory compliance. Regular inspections and evaluations identify hazards and risks, determine improvement tasks, and enable immediate corrective actions to manage company-wide safety and health risks.

2025 Business Site Safety and Health Inspections

Category	Inspection and Evaluation Details	Schedule	Annual Performance
Serious Accidents Punishment Act	Safety and health management system assessments for suppliers in the first and second half of the year	May, November	2 times
Act on the Establishment of Safe Laboratory Environment	Regular laboratory inspections by an external organization	July	1 time
Internal Standards	Operation of Safety Inspection Day at the R&D Center	Monthly	12 times
	On-site inspections of Suwon/Yongin warehouses	Monthly	12 times
	Quarterly on-site inspections for projects	Ongoing	-
	On-site safety and health inspection and evaluation of overseas subsidiary (HVV)	July	1 time
	Fire safety evaluations of major domestic component suppliers	May, September	2 times
	Self-assessment of safety and health regulatory compliance	December	1 time

Proactive Risk Management

Risk Assessment | In accordance with the Occupational Safety and Health Act, Hanwha Vision conducts semi-annual risk assessments. The assessments classify potential risk factors and assess risk levels by harmful and risk factor, covering a total of 19 locations, including laboratories, partner companies, and off-site workplaces. Each department conducts self-assessment, while on-site evaluations are also conducted under the ESH Team. To ensure objectivity, process-specific teams of supervisors, workers, and safety and health managers assess risks and classify hazardous factors by risk level. In 2025, we identified six key improvement items in each semi-annual assessment and completed all corrective actions. No safety and health law violations were found in any process.

Risk Assessment Process



Key Risk Assessment Results¹⁾

Category	Unit	2023	2024	2025
Processes Evaluated	Cases	139	158	166
Processes Subject to Corrective Actions	Cases	13	19	32
Corrective Action Completion Rate	%	100	100	100

1) Due to a change in the internal aggregation criteria (scope) for risk assessment processes, 2023 and 2024 data have been restated for trend comparison.

Highlight Strengthening Global Safety and Health Management

Hanwha Vision has established 28 safety and health standard work documents and registered them in the standard document system so that they can be accessed at any time. The standard documents are regularly updated every two years, while major changes are reflected promptly whenever they occur. In 2026, we completed the English translation of key standard documents, including those related to risk assessments, enhancing management capabilities.

Key Categories of Safety and Health Standard Work Documents



SAFETY AND HEALTH MANAGEMENT

Near-Miss Incident¹⁾ Identification and Improvement | Hanuha Vision identifies and proactively addresses potential incidents (near misses) in laboratories and workplaces twice a year. In 2025, Hanuha Vision identified 45 near-miss incidents across 11 departments in the first half of the year and 53 near-miss incidents across 13 departments in the second half, completing corrective actions for all identified cases. With the introduction of new equipment and expansion of product development, potential accident types have diversified. We installed safety equipment in work processes and proactively eliminated accident risks during development.

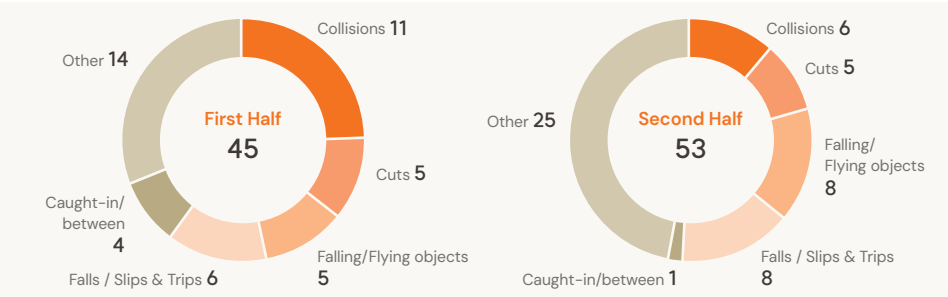
1) Near-Miss Incident: An incident in which an accident nearly occurred due to worker inattention or equipment malfunction, but resulted in no direct human injury or property damage.

Near-Miss Incident Identification and Improvement Process

Category	Details	Responsible Department
1. Case Identification	- Submission of at least three cases from departments subject to line evaluation and off-site warehouses - Other departments: managed by the ESH Team	Relevant departments and ESH Team
2. Type and Statistical Analysis	- Statistical analysis by accident type - Notification and training on near misses and statistical results (semi-annually)	ESH Team
3. Potential Risk Assessment	- Review need for near-miss risk assessments - Risk assessments considering severity and frequency, and establishment of improvement measures	Relevant departments and ESH Team
4. Verification of Improvement Results	Verification of implementation and appropriateness of corrective actions	ESH Team

2025 Near-Miss Incident Identification Status

(Unit: Cases)

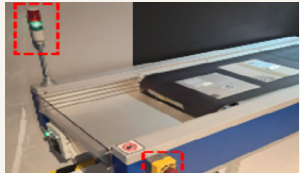


Work Environment Safety Management | Hanuha Vision manages hazardous factors in its processes and applies this to all employees and on-site suppliers. We conduct safety reviews before introducing materials and equipment. If any hazards are identified, their introduction is not approved. For safety supplies, we purchase only products with verified safety certification. In addition, based on the results of risk assessments, PPE is provided individually according to the characteristics of each task, including safety helmets, earplugs, safety glasses, safety shoes, and respirators. We also check whether they are subject to work environment measurements in accordance with the Occupational Safety and Health Act. When equipment or chemicals are changed, we conduct temporary work environment measurements. We monitor exposure levels to hazardous factors such as dust, noise, and chemicals at workers' workplaces. If any process exceeds the standards, the ESH Team issues a corrective action request and conducts reassessments following improvement measures. We produce and install safety signs, and use lighting and luminous materials to make them easier to identify during nighttime operations.

Case Example of Facility Safety Improvement Based on Near-Miss Incidents

Accident Type	Risk of caught-in/entanglement accident – conveyor equipment
Situation Overview	Risk of worker entanglement by conveyor equipment identified during a barcode recognition demonstration
Actions and Improvements	- Installed work indicator lights to visualize equipment operating status - Installed an emergency stop button to establish an emergency response system - Attached safety signs to strengthen worker awareness
Improvement Result	Reduced the possibility of exposure to risk when accessing the equipment

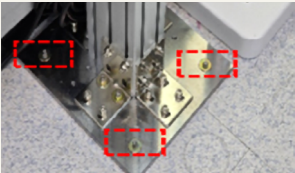
Key Near-Miss Incident Improvement Activities



Additional installation of conveyor safety devices



Prevention of exposed wiring in product live parts



Additional bolting of floor steel plates

SAFETY AND HEALTH MANAGEMENT

Emergency Response and Incident Management

Emergency Response | Hanwha Vision has established and operates an emergency response system and Emergency Management Operating Regulations. In the event of an emergency, the Safety and Health Management Officer is designated as the person in overall charge, and an incident investigation committee, including safety and health personnel, is convened to thoroughly investigate the cause and establish improvement measures. Emergencies are defined as potential environmental, safety, and health risk situations and incidents that may pose risks to health, life, property, and the environment. They include natural disasters, fires, explosions, personal injuries, and property damage. Each year, we identify potential risk factors by department and conduct training and drill based on emergency response simulation scenarios. A company-wide drill is conducted once a year, while departments related to laboratories conduct emergency drills and training semi-annually and report the results to department heads. Based on the results of these drills, we address any deficiencies and conducts root cause analyses and corrective actions to prevent recurrence. In 2025, we conducted a rapid emergency evacuation and headcount drill for all resident personnel at the headquarters, involving 2,444 people, based on a simulated fire in a hydrogen laboratory. All employees safely evacuated to designated evacuation areas, and the headcount was completed within 15 minutes. The drill also included hands-on training in CPR and the use of fire extinguishers.

Safety Incident Management | Hanwha Vision has established and operates an incident management process. The process clearly defines procedures and responsibilities for each stage, including incident notification, reporting, investigation, analysis, and record management. This enables the organization to consistently carry out its roles and response measures in the event of incidents.



Initial Fire Suppression



Employee Evacuation



Fire Extinguisher Practice

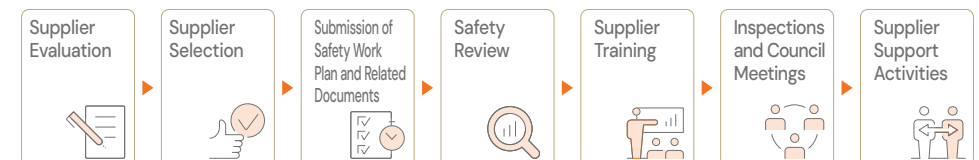
Safety Incident Response Process

1 Incident Occurrence	- Report the incident and take emergency measures when an incident occurs - Carry out emergency response activities for property damage, legal violations, and similar cases
2 Incident Reporting	- Identify the cause of the incident and the process by which the incident occurred - Conduct internal reporting and report to external agencies as required depending on the case
3 Incident Investigation	- Organize an incident investigation committee and conduct the investigation - Investigate the detailed causes of the incident and establish measures to prevent recurrence
4 Incident Investigation Reporting	- Report the incident investigation report to management - In the case of a serious incident, submit an incident investigation report in accordance with the Occupational Safety and Health Act
5 Incident Analysis	Conduct incident analysis and distribute the results to relevant departments
6 Record Management	Maintain records related to the incident and manage as part of safety education

Supplier Safety and Health Management

In accordance with its Environmental and Safety Management Regulations for Suppliers, Hanwha Vision enhances the safety management level of all suppliers, including resident and non-resident contractors, on-site outsourced construction contractors, and waste treatment suppliers. Before entering into a supplier contract, we verify the required environmental and safety documents and reflects the results in the contract process. When selecting suppliers, we give priority to companies with no regulatory violations and strong environmental and safety management systems. For selected suppliers, we provide safety training tailored to the characteristics of the work before work begins. For resident contractors, we operate a Safety and Health Council and conducts ad hoc and joint inspections in accordance with the Occupational Safety and Health Act. We also comply with the statutory cycle for joint inspections. For any deficiencies identified through joint inspections, we establish inspection plans and, when necessary, discusses and proceeds with support for suppliers' safety and health training and supplies.

Supplier Environmental Safety Management Process



SAFETY AND HEALTH MANAGEMENT

EMBEDDING SAFETY AND HEALTH PRACTICES

Safety and Health Training

Hanwha Vision establishes annual plans for safety and health education, training, and qualification management to strengthen the safety and health capabilities of all employees and relevant personnel. We provide training by level and function. In particular, safety and health personnel regularly manage training to prevent any omissions by considering the type, target participants, frequency, hours, and qualifications required under relevant laws and regulations. Safety and health training records and performance are reported to management at least semi-annually.

In addition, monthly themes are selected to raise employee awareness of safety and health, and related promotional content is produced and shared through the company's internal online bulletin boards.

2025 Safety and Health Training Status

Training Program	Training Target	Training Hours
Safety and health training upon hiring	85 new hires	8 hours / once upon hiring
First-half regular training	318 office workers 585 non-office workers	6 hours / semi-annual 12 hours / semi-annual
Second-half regular training	358 office workers 603 non-office workers	6 hours / semi-annual 12 hours / semi-annual
Supervisor training	41 personnel in charge / department heads	8 hours / annual
Job-specific training	1 safety manager	24 hours / 2 years
	1 health manager	24 hours / 2 years
	1 safety and health management officer	6 hours / 2 years

Performance Evaluation of Safety and Health Management Officers and Supervisors

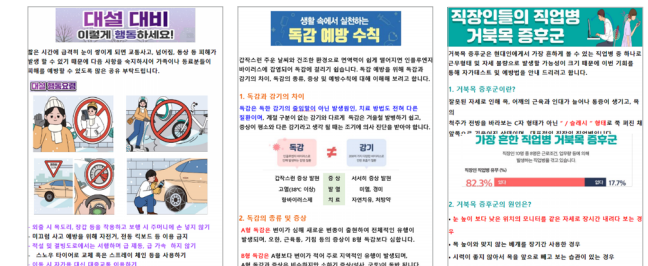
To embed a safety and health culture across the organization, Hanwha Vision clearly defines the roles and responsibilities of relevant personnel and operates a performance evaluation system based on them. We establish evaluation criteria for safety and health personnel and conducts regular assessments to continuously monitor the implementation of safety and health practices. In 2025, Hanwha Vision conducted evaluations at least semi-annually for a total of 41 safety and health management officers and supervisors, and reviewed their performance in fulfilling the obligations prescribed under Article 15 of the Occupational Safety and Health Act.

Evaluation Items for Safety and Health Management Officers and Supervisors

- Establishment of occupational accident prevention plans
- Investigation of occupational accident causes and prevention of recurrence
- Management of Safety and Health Regulations
- Management of safety devices and protective equipment
- Safety and health training
- Prevention of worker hazards and risks
- Inspection and improvement of working environments
- Emergency response
- Worker health management
- Measures to prevent occupational accidents during contracted work (duties of the person in overall charge)

Safety and Health Feedback Channels

Hanwha Vision operates various participation channels to ensure that employee feedback is meaningfully reflected in safety and health management. Worker representatives collect employee feedback related to the prevention of serious accidents and deliver it to the Industrial Safety and Health Committee. We also discuss safety- and health-related incidents, risk factors, and areas requiring improvement through quarterly Industrial Safety and Health Committee meetings. Agenda items submitted through the committee are reviewed by relevant departments, followed by the establishment of improvement plans and management of action results. In 2025, a total of 14 safety and health improvement suggestions were received. Key measures, including the provision of protective gear for cold-weather operations and the establishment of battery fire safety standards, were promptly implemented in coordination with on-site personnel in charge. In addition, Hanwha Vision receives various suggestions and requests, including those related to safety and health, through Zerotalk, a standing feedback channel. For submitted feedback, we provide employees with responses on the handling results.



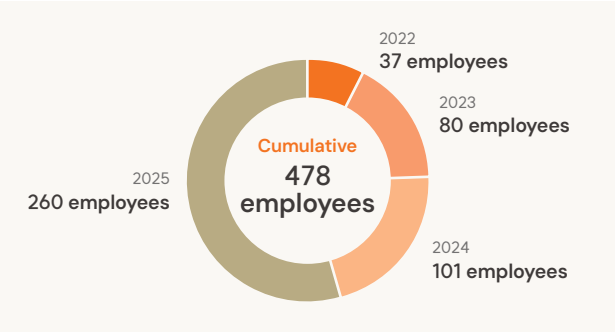
Theme-based Safety and Health Promotional Content

SAFETY AND HEALTH MANAGEMENT

Employee Health Management

Hanwha Vision conducts regular health check-ups for employees and operate health management programs based on the results. In 2025, we launched campaigns to improve lifestyle habits, including reducing alcohol consumption, quitting smoking, and weight loss, and provided tailored guidance. Employees identified as being at high health risk were given priority access to health promotion programs. In particular, we operate an on-site rehabilitation center to help prevent and treat issues such as forward head posture and herniated discs that may occur due to prolonged PC use. We also provide counseling and educational programs for psychological well-being through Maeumnuri Counseling, our in-house psychological counseling office. We conduct an annual instructor-led CPR training program with the goal of achieving 100% employee completion by 2027 to strengthen emergency response capabilities. In 2025, 260 employees participated in training on CPR and the use of automated external defibrillators (AEDs), bringing the cumulative number of employees who completed the training to 478.

Employee CPR Training Completion Status

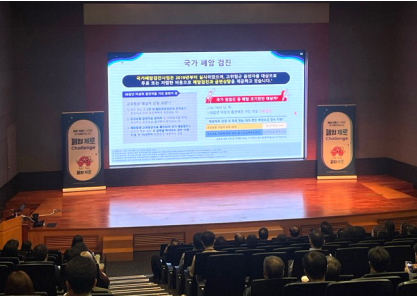


2025 Health Program Status

No.	Program	Participants	Details
1	Alcohol Moderation Campaign	7 employees	• Alcohol sensitivity risk assessment and alcohol awareness quiz
2	Smoking Cessation Campaign (Smoking Cessation Fund)	10 employees	• Counseling and behavioral therapy coaching for applicants (6 succeeded)
3	Family Month Health Event	15 families	• Maeumnuri counseling (based on family counseling) • Exercise coaching for children by the rehabilitation center (gym ball) • Family experience program (cake making)
4	Musculoskeletal Counseling Program	18 employees	• Posture counseling, gait analysis, and exercise coaching, including group exercise sessions
5	Weight Loss Program	10 employees	• BMI measurement and exercise coaching for employees identified as overweight (3 succeeded)
6	Walking Campaign	221 employees	• Goal of achieving at least 280,000 cumulative steps over four weeks (151 succeeded)
7	Lung Cancer Zero Special Lecture	25 employees	• Learning about the importance of early lung cancer screening and cancer prevention methods
8	Instructor-Led CPR Training	260 employees	• Hands-on training on CPR and AED use (completed by 49.3% of current employees)
9	Brain & Me Special Lecture	30 employees	• Learning about brain health management, including prevention of mild cognitive impairment



Alcohol Moderation Campaign



Lung Cancer Zero Special Lecture



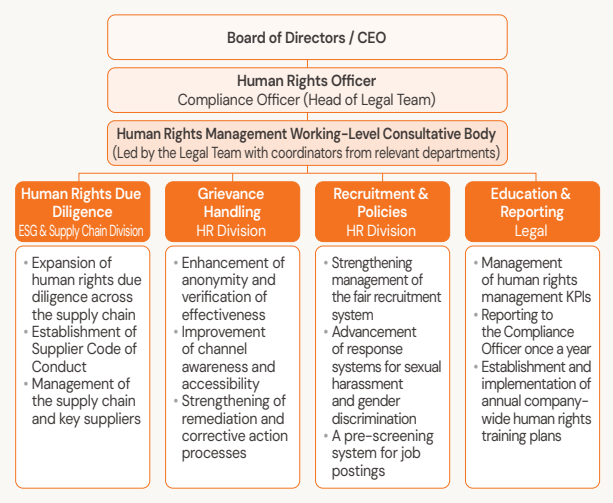
CPR Training

HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS MANAGEMENT GOVERNANCE

Human Rights Management Organization

Hanwha Vision operates the company-wide decision-making system. The ESG Committee, the highest decision-making body, and top management deliberate on and approve human rights management strategies and key issues. The Legal Team, as the responsible department, oversees and coordinates policy establishment, human rights risk assessments, and company-wide human rights management implementation plans. Representatives from relevant departments regularly coordinate risk identification and management and share implementation tasks through consultative meetings, supporting the integrated management of company-wide human rights activities. This governance framework clearly defines departmental roles and responsibilities, enabling proactive risk prevention and prompt decision-making when needed.



Human Rights Management Policy

[Human Rights Management Policy](#)
[Human Rights Management Charter](#)

Hanwha Vision complies with international standards related to human rights and labor, as well as domestic and international laws and regulations, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child (UNCRC). In October 2025, we established the Human Rights Management Charter, affirming our commitment to respecting the human rights of all stakeholders. In May 2026, we established a Human Rights Management Policy, which includes our basic principles and human rights management system, as well as internal processes for human rights due diligence and grievance handling.

Key Details of the Human Rights Management Policy

Basic Principles of Human Rights Management

A. Implementation of Human Rights Management B. Non-Discrimination and Respect for Diversity C. Prohibition of Workplace Harassment
D. Freedom of Association and Collective Bargaining E. Compliance with Working Conditions
F. Prohibition of Forced Labor and Human Trafficking G. Prohibition of Child Labor H. Ensuring Occupational Safety
I. Responsible Supply Chain Management J. Protection of Customer Human Rights K. Protection of Human Rights in Local Communities

Establishment of Mid- to Long-Term Goals for Human Rights Management | Hanwha Vision systematically manages the implementation status and performance of various activities to embed human rights management throughout the organization. We have established mid- to long-term goals to proactively manage potential risks and advance the management framework.

Mid- to Long-Term Human Rights Management Goals

Category	Unit	2025 Performance	2026 Target	2028 Target	2030 Target
Living wage application ratio	%	–	100	100	100
Employee benefits cost per person	KRW thousand	15,760	15,000	15,500	16,000
Training cost per person	KRW thousand	597	600	650	680
Collective bargaining agreement coverage ratio	%	100	100	100	100
Number of child labor, forced labor, and human trafficking cases	Cases	0	0	0	0
Organizational Culture Improvement	–	Conduct organizational culture diagnosis	Establish and communicate Vision Way (set organizational culture direction)	Apply Vision Way and carry out internalization activities	Review and improve Vision Way
Establishing an Employee Competency Development System	–	Operate the Learning Journey Map	Improve training participation rate	Measure on-the-job application of training	Enhance the skill-based Learning Journey Map
Expansion of human rights impact assessment scope	–	Preliminary work for human rights impact assessment	Internal employees	Suppliers	Suppliers

HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS RISK MANAGEMENT

Human Rights Risk Identification and Assessment

Following the SMETA-based human rights impact assessment at Hanwha Vision Vietnam, Hanwha Vision conducted a human rights impact assessment of the Headquarters (Pangyo R&D Center) and key suppliers from November 2025 to February 2026. Using the CSR Risk Check tool and stakeholder interviews, we identified key risks, including discrimination and workplace harassment, freedom of association and collective bargaining, forced labor, occupational safety and health, personal information protection, and child and forced labor at suppliers. The identified issues were assessed for materiality based on impact severity and likelihood and reported to management. They will be reflected in the establishment of key improvement tasks and we plan to conduct regular human rights impact assessments.

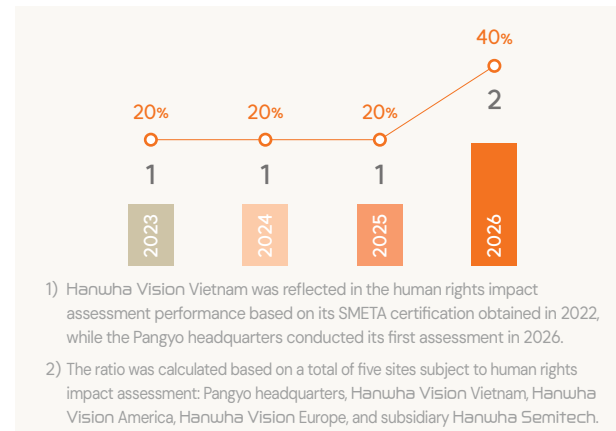
Human Rights Risk Monitoring

Hanwha Vision establishes improvement action plans identified areas requiring improvement, focusing on key human rights-related items such as the operation of the grievance handling system, fairness in recruitment procedures, and work environment management. Each task is prioritized and managed by considering the severity and likelihood of potential human rights impacts. Each department has designated personnel in charge and implementation schedules for each item requiring improvement and has established specific improvement action plans. Key improvement tasks are managed as major agenda items to be reported to management. The monitoring process for these improvement tasks also includes inspection items related to the occurrence of child labor and forced labor within the supply chain, including suppliers. Based on the inspection results, we continuously check whether improvement actions have been implemented and whether any risks have occurred, and operate a preventive management system. We systematically manage human rights-related risks by regularly checking the implementation status and completion of improvement actions.

Child and Forced Labor Prevention Activities

Hanwha Vision applies relevant management standards across recruitment, work environment management, and business site operations to prevent child labor and forced labor from occurring in the course of business operations, and carries out prevention-focused management activities to proactively prevent human rights risks. Through these efforts, we strive to ensure that all employees can work in a safe and respectful work environment based on voluntary employment relationships.

Human Rights Impact Assessment Implementation Performance^{1, 2)} (Unit: Sites)



Key Human Rights Risks Identified and Improvement Measures

Key Human Rights Issue	Improvement Task	Improvement Measures and Response Direction
Grievance Handling System	Strengthening the accessibility and reliability of the grievance handling system	- Strengthen the anonymous reporting system and formalize personal information protection principles - Review the introduction of external counseling channels - Raise awareness of the system through regular training and communication - Establish a prevention-focused management system through analysis of grievance types
Prevention of Discrimination in the Recruitment Process	Establishing a system to prevent discrimination in the recruitment process	- Introduce a pre-screening process for job postings - Conduct bias prevention training for interviewers - Establish response procedures in the event of discrimination during the recruitment process - Review the establishment of recruitment-related grievance procedures
Supply Chain Human Rights Management	Expanding the supplier human rights management system	- Expand participation of key suppliers in human rights impact assessments - Share the Supplier Code of Conduct and establish a self-assessment system - Establish a system to monitor suppliers' human rights management levels

Key Activities to Prevent Child and Forced Labor

Management Area	Key Activities
Recruitment Management	Verify legal working age by checking official documents, such as identification cards, during recruitment
Protection of Young Workers	Manage working hours and provide safety training for young workers
Prevention of Forced Labor	Apply the principle of prohibiting the company from retaining employees' personal documents, such as passports and identification cards
Worker Management	Guarantee workers' freedom of movement and voluntary resignation
Business Site Operations	Apply human rights protection standards and provide related training for security personnel operations

HUMAN RIGHTS MANAGEMENT

Human Rights Training

Hanwha Vision regularly conducts statutory mandatory training to protect human rights in the workplace and foster a healthy organizational culture. We provide annual training on workplace sexual harassment prevention, workplace harassment prevention, and disability awareness. All employees, excluding those on leave or stationed overseas, complete these training programs every year. In addition, we provide diversity, equity, and inclusion (DE&I) training to prevent workplace discrimination and raise awareness of an inclusive organizational culture, thereby fostering a workplace where employees from diverse backgrounds are respected. We also provide separate human rights training for executives and managers, including the CEO, to further spread a culture of respect for human rights across the organization.

Human Rights Grievance Handling

Hanwha Vision operates grievance reporting channels. Employees and stakeholders may report issues such as human rights violations, discrimination, workplace harassment, child labor, and forced labor through the online ethics reporting

channel, email, and internal counseling channels. Anonymity is guaranteed for reports, and protective measures are taken to prevent retaliation, such as personnel disadvantages or unfair treatment, against reporters and stakeholders who cooperate with investigations. In particular, we operate the Smart Grievance Center, an online-based platform, to systematically manage the reporting and handling process for cases involving violations of human rights management principles, such as workplace sexual harassment, verbal abuse, discrimination, and workplace harassment. Reports are handled through fair and independent investigations under relevant regulations to verify the facts, with confidentiality for reporters and victims prioritized throughout. If child or forced labor-related human rights violations, discrimination, or harassment are confirmed, victim protection measures are considered first, followed by personnel or disciplinary action depending on the severity. We also work with relevant departments on policy improvements, preventive training, and other organization-wide measures to prevent recurrence. We also provide protection and remedies, such as workplace adjustments and counseling.

Smart Grievance Center Operating Process

Case Intake	Intake of workplace harassment cases
Counseling and Investigation	- Provide immediate and prompt counseling - Conduct fair and careful investigations and keep records (with confidentiality maintained)
Fact Confirmation and Action	- Confirm the investigation findings and the victim's wishes - Review measures to protect the victim
HR Measures and Disciplinary Action	Take disciplinary action in serious cases
Result Notification and Recurrence Prevention	- Notify the parties of the action results - Conduct ongoing management of perpetrators and victims

DIVERSITY, EQUITY, AND INCLUSION (DE&I)

Fair HR Practices

Hanwha Vision applies objective, competency-based standards across recruitment, evaluation, promotion, and compensation. Candidates are assessed on job fit and capabilities without discrimination based on gender, age, nationality, disability, or other personal characteristics. Job postings clearly state qualifications and roles, while standardized criteria and recorded results ensure transparent, objective hiring. Diverse interview panels also help minimize bias. Promotion and compensation are based on performance and competencies, with a diverse promotion review committee supporting fairness. We follow equal pay for the same job and position level, regularly review wage levels, and address unjustified gaps.

Inclusive Work Environment

To foster a non-discriminatory organizational culture, Hanwha Vision prohibits workplace harassment and provides regular employee training. Anonymous reporting and counseling channels support systematic handling from report receipt and investigation to notification of results, with victim protection measures such as work separation or workplace adjustments when needed. To expand employment of people with disabilities, we work with the Korea Employment Agency for Persons with Disabilities to identify talent and support job competency development in development, QA, and design through SIAT and Happiness Foundation programs. We also provide stable employment to national wheelchair rugby team members and the same benefits as regular employees.



Disability Awareness Training

TALENT MANAGEMENT

PERFORMANCE EVALUATION AND COMPENSATION

Working Hours and Compensation Management

Hanwha Vision manages employee working hours in accordance with the Labor Standards Act and internal regulations. Employees record start and end times through the company-wide attendance management system, and the Support Team regularly reviews working hours and overtime. Where long working hours occur, we adjust workloads or workforce operations to promote reasonable working-hour management. Overtime is limited to pre-approved work. Allowances are paid for weekday overtime, night work, and holiday work in accordance with applicable laws and internal regulations, and compensatory leave is also provided. We guarantee all employees wages at or above the statutory minimum wage.

Operation of a Performance-based Compensation System

Hanwha Vision sets individual goals aligned with corporate and departmental objectives and manages performance through supervisor feedback. Evaluation results are classified on a five-grade scale according to performance level, and standards are applied regardless of gender or rank to ensure fair evaluation. If employees have objections to evaluation results, they may request a review through the appeal process, ensuring transparency in the evaluation and compensation process. Evaluation results are linked to a job-based compensation system that considers the roles and responsibilities of each position, as well as the level of expertise required. This ensures fair compensation for work of equal value. We also regularly review compensation levels by organization and job to prevent excessive pay gaps. When necessary, we improve the compensation system or adjust salaries to maintain a reasonable compensation structure.

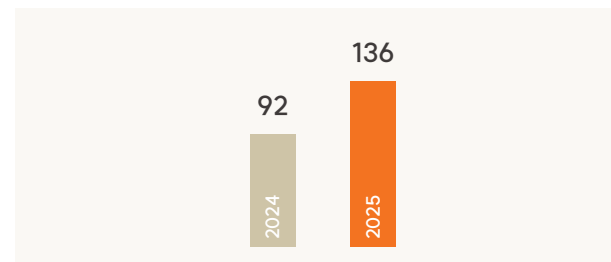
Communication on Compensation

Hanwha Vision provides information on HR policies and compensation standards through its internal bulletin board to help employees clearly understand the compensation system. In the performance evaluation and compensation process, we share evaluation results and compensation standards with employees. When needed, employees may also receive compensation-related consultations through the People Team or their department heads.

Operation of the Ongoing Award System

Since 2024, Hanwha Vision has operated an ongoing award system to identify and reward employees with outstanding performance throughout the year. Award recipients are selected based on recommendations from team leaders and approval by center heads, with awards granted to approximately 15% of employees. In 2025, a total of 136 employees received awards, including a food and beverage gift voucher worth KRW 290,000 and a custom glass printed with each recipient's name.

Annual Recipients of the Ongoing Award System (Unit : employees)



Application of Living Wage Standards

Hanwha Vision conducted a compensation review reflecting living wage standards for regular and full-time contract workers. The living wage standard was based on the 2025 living wage public notice for the region where each business site is located, calculated by converting the hourly rate announced by the local government into a monthly equivalent based on 209 working hours. The basis for comparison was set as total monthly salary, including base salary and fixed allowances. For Gyeonggi Province, where our business sites are located, KRW 12,520 was applied, which exceeds the 2025 statutory minimum wage of KRW 10,030. The review confirmed that 100% of all employees subject to the review received compensation above the applicable living wage level. Going forward, we plan to expand the scope of reviews to overseas business sites and establish a living wage management system aligned with global standards.

TALENT MANAGEMENT

ORGANIZATIONAL CULTURE AND EMPLOYEE COMMUNICATION

Employee Benefits and Support

Hanwha Vision offers integrated benefits covering health, family, self-development, and leisure to support employees' quality of life and continued growth. Flexible work arrangements and lifecycle-based support also promote work-life balance, employee engagement, and trust in the organization.

Employee Benefits System | Hanwha Vision operates a wide range of employee benefit programs, including family support, health management, leisure activities, and self-development. To alleviate the financial burden on employees with children from kindergarten through elementary, middle, high school, and university, we provide child education support. For kindergarten expenses, we provide KRW 200,000 per month for the three years before elementary school enrollment, and for university students, we provide full tuition support. Since 2016, we have operated a flexible working hour system, allowing employees to manage their own start and end times and improve work productivity. More recently, we have introduced life planning education programs for employees subject to the peak wage system to help them maintain positive vitality within the organization, while building emotional stability and a culture of trust.

Customized Benefits System

Category	Key Benefits
Health Management	Medical expense support, health check-ups, operation of the Health and Wellness Center, infertility treatment support
Leisure	Resort access, club activities, summer vacation, sabbatical leave, benefits points, personal pension support
Self-Development	Self-development leave, in-house/external/online training support

Legal Consultation Support for Employees | Hanwha Vision operates Legal Day once a year to protect employees' rights and interests and improve their access to legal support. Legal Day is a program in which in-house lawyers provide free consultations to employees who need personal legal advice. Through this program, employees can receive professional advice on legal issues that may arise in daily life, including labor, contract, and family matters. All consultations are conducted one-on-one and kept confidential. If legal action is required, we provide guidance on standard forms for necessary documents, how to complete them, and follow-up procedures. Through this program, Hanwha Vision helps employees prevent legal risks in advance and stably resolve issues.

Corporate Culture Improvement Initiatives

Hanwha Vision operates participatory programs to foster a culture of respect and trust among employees. Communication campaigns and activities help create an enjoyable, flexible workplace and strengthen a culture where employees can connect and build shared understanding.

Good Place Campaign | To promote a culture of respect among employees, Hanwha Vision emphasizes business etiquette through the Good Place Campaign. To help create a respectful workplace, we regularly update and share campaign posters that introduce the attitudes and practices needed in the workplace.



Good Place Campaign

Cherry Blossom Walk Week | To promote organizational engagement and strengthen communication, Hanwha Vision operates Cherry Blossom Walk Week and holds a photo and review contest. In 2025, a total of 423 employees participated, recording a participation rate of 45%, an increase of 149 participants compared to the previous year. We will continue to expand activities to strengthen communication.

Vision Crew | Hanwha Vision operates the Vision Crew program to encourage employee-led internal communication. Through voluntary participation, employees directly propose various activities and produce online content, while the program serves as a channel for employee communication.

Year-End Event | Every December, Hanwha Vision operates Decorate My Tree, an online year-end event where employees share appreciation and encouragement with one another. Through the dedicated website, we provide a communication platform where employees can exchange anonymous messages expressing thoughts that may have been difficult to share in daily work. In 2025, a total of 604 employees participated and sent 3,412 messages, recording a satisfaction score of 4.56 out of 5. Going forward, we plan to enhance the event by reflecting employee feedback, including the introduction of notification features.

TALENT MANAGEMENT

Highlight A Workplace Supporting Work-Life Balance

Hanwha Vision complies with the Labor Standards Act and the Equal Employment Opportunity and Work-Family Balance Support Act to support employees in achieving a healthy work-life balance. Beyond fulfilling legal requirements, we offer enhanced benefits to provide meaningful support for balancing work and family responsibilities. We provide support across the full process of pregnancy, childbirth, infertility treatment, childcare, and family care, and continue to strengthen these programs each year. Parental leave is available for up to 24 months, exceeding the statutory maximum of 18 months by offering an additional six months. Under the paternity leave program, employees are also granted up to 30 days of paid leave upon their spouse's childbirth. In addition, we support reduced working hours throughout the entire pregnancy and offer infertility leave of up to 90 days, including up to 30 days of paid leave. Employees are also provided with a childbirth allowance, a childcare support benefit, and various maternity gifts. In 2025, Hanwha Vision expanded the grounds for family care leave so that employees can also use it when their children enter elementary school. We will continue to strengthen both our support programs and workplace culture to help reduce the financial and emotional burden on employees preparing for childbirth and childcare.

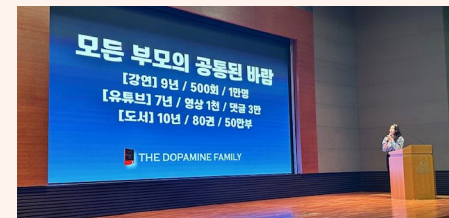
Work-Life Balance Support System

 Pregnancy Support	 Childbirth Support	 Infertility Treatment Support	 Childcare Support	 Family Care Support
• Pregnancy registration and Mom's Package program • Reduced working hours during pregnancy • Pregnancy leave • Paid time off for prenatal checkups • Nursing time support	• Pre- and postnatal maternity leave • Spouse childbirth leave • Paternity leave • Miscarriage or stillbirth leave • Childbirth congratulatory gifts • Childcare support benefit	• Infertility treatment leave • Leave of absence for infertility treatment • Infertility treatment expense support	• Paternity leave • Parental leave • Reduced working hours during childcare periods • On-site daycare • Child education support	• Flexible working hours • Family care leave of absence • Family care leave • Reduced working hours for family care • Congratulatory and condolence support • Remote work support

Educational Support for Employees' Children with Disabilities | Hanwha Vision provides education support for employees' children, with additional assistance for children with disabilities. For children aged 4 to under 19 with a disability registration certificate or welfare card, we reimburse monthly treatment and education expenses paid to welfare institutions, counseling centers, and related organizations, up to the applicable limit.

Parenting Seminar | Hanwha Vision holds an annual parenting seminar led by parenting education specialists. In 2025, the seminar provided practical information and parenting solutions for raising to 127 employees and spouses with school-age children. Hanwha Vision plans to expand the topics beyond childrearing to cover various areas needed at different life stages, helping employees better balance work and family life.

Family Day | Hanwha Vision holds "Family Day" twice a year, inviting employees' families to the workplace. In May 2025, we hosted an event for employees' parents from 15 families, offering tours of the headquarters (Pangyo R&D Center) and Experience Center, a communication lecture, dinner, and accommodation. The event received an average satisfaction score of 4.84 out of 5. In December 2025, we held an event inviting employees' children, with a total of 622 participants from 172 families visiting the company. The event featured a magic show, play zone, baby zone, and Experience Center tour for children of various age groups, recording an average satisfaction score of 4.69. Based on participant feedback, Hanwha Vision will continue to improve the program to provide meaningful memories for employees and their families.



Parenting Seminar



Family Day

TALENT MANAGEMENT

Internal Communication

Hanwha Vision operates a variety of communication channels, including labor-management meetings, Townhall Meetings, and employee VOC channels, to build a healthy corporate culture and trust-based labor-management relations while reflecting employee opinions in management activities. In particular, we continue to strengthen a communication-centered corporate culture by expanding opportunities for interaction and participation among employees.

Building Trust-based Labor-Management Relations | Hanwha Vision adheres to the three core labor rights protected under the Korean Constitution — freedom of association, collective bargaining, and collective action — ensuring the basic rights of employees. Through annual wage and collective bargaining negotiations, we gather opinions needed to maintain and improve employees' working conditions and listen to employee feedback. In addition, we hold quarterly labor-management meetings to share updates on business conditions and safety and health matters, while working to build healthy labor-management relations.

Vision Letter | Hanwha Vision publishes the Vision Letter, a monthly company newsletter that shares key internal and external news and information. The Vision Letter covers major announcements, including business performance, product launches, industry trends, introductions of new employees, and ESG activities, helping reduce information gaps among employees.

Zerotalk | Hanwha Vision operates Zerotalk, a standing employee VOC channel. Through a dedicated Zerotalk email account, we continuously receive employee suggestions and feedback. Submitted opinions are reviewed in cooperation with relevant departments, and the results are shared with the employees who submitted them.

In 2025, a total of 13 cases were received across various areas, including workplace environment improvements, environmental campaigns, and system improvements. Necessary actions and responses have been completed for each case, and Hanwha Vision discloses the submitted opinions and action results every month through the Vision Letter.

Employee Satisfaction Survey | Hanwha Vision conducts an organizational culture diagnostic survey once a year to continuously improve the working environment and corporate culture, while enhancing employee participation and engagement. The survey covers a wide range of areas, including vision sharing, strategy, leadership, systems, purpose of work, ways of working, and job competencies. It is conducted anonymously to encourage employees to share their honest opinions. Survey results are analyzed by organization and rank to identify improvement tasks. The findings are then reflected in practical improvement initiatives, including HR policies, employee benefits, training programs, and health and safety management. Through this process, Hanwha Vision works to improve employee satisfaction and enhance organizational performance.

Townhall Meeting | Hanwha Vision shares the organization's strategy and vision through townhall meetings held twice a year, while conducting two-way communication at the division and center levels. These meetings provide opportunities to encourage goal achievement through the sharing of organizational objectives and performance results, while also collecting employee feedback to improve collaboration and operational efficiency across organizations.



Townhall Meeting

SUSTAINABLE SUPPLY CHAIN

SUPPLY CHAIN MANAGEMENT GOVERNANCE

Supply Chain Management Organization

Hanwha Vision has established a collaborative system in which the procurement, development, and quality departments work closely together to ensure stable supply chain operations and strengthen risk response. Through this system, we manage supply stability and product quality in an integrated manner. The CEO serves as the highest decision-making authority for supply chain management, overseeing company-wide supply chain stability and making final decisions on major supply capability issues and response strategies. In addition, monthly staff meetings chaired by the CEO are conducted to manage supply chain performance focused on Quality, Cost, and Delivery (QCD), while reporting major supply and inventory issues and related response measures to support company-wide decision-making. In the event of supply disruptions or major risks, we share the situation promptly through ad hoc reporting to enable immediate response.

Responsibilities and Authorities by Supply Chain Management Organization

Development Procurement Department	- Conduct evaluations related to the development and registration of new suppliers - Hold authority and responsibility for identifying and managing new suppliers
Development Department	Review new parts and design changes, and decide whether to apply them (However, new parts cannot be developed with unregistered suppliers without prior agreement from the procurement department)
Quality Department	- Conduct quality (QPA) evaluations of suppliers subject to new supplier evaluation and registration - Hold authority to agree on the registration of new suppliers that have undergone quality evaluations

Supply Chain Management Policies and Regulations

[Supply Chain Sustainability Management Policy](#)
[Supplier Code of Conduct](#)

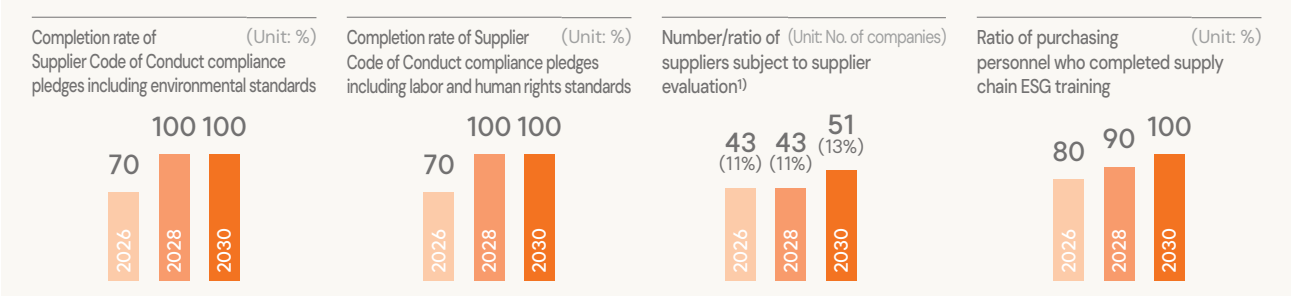
To practice responsible management, Hanwha Vision established the Supply Chain Sustainability Management Policy in March 2026. Based on international standards and relevant domestic and international laws and regulations, including the EU Corporate Sustainability Due Diligence Directive (CSDDD), the Corporate Sustainability Reporting Directive (CSRD), and the German Supply Chain Due Diligence Act (LkSG), this policy serves as a standard for fair and transparent supply chain operations. Based on this policy, we also operate detailed management frameworks, including the Supplier Code of Conduct, Supplier Registration Management Regulations, and Supplier Evaluation and Follow-up Management Regulations.

Supply Chain Sustainability Management Policy and Regulations

Supply Chain Sustainability Management Policy		
Supply Chain ESG Due Diligence	Supply Chain Support and Communication	
a. Principles of Supply Chain ESG Management	a. Mutual Growth	b. Grievance Identification and Handling
b. Supply Chain ESG Due Diligence Process	c. Representative Communication Channel	
Supplier Code of Conduct	Supplier Registration Management Regulations	Supplier Evaluation and Follow-up Management Regulations
Standards of conduct for labor and human rights, safety and health, environment, ethics, responsible procurement and supply chain management, and management systems	Detailed processes covering purpose, scope of application, related standards, definitions of terms, etc.	Detailed processes covering purpose, scope of application, related standards, definitions of terms, organization, responsibilities and authorities, and work procedures

Establishing Mid- to Long-Term Supply Chain Management Goals | Hanwha Vision has set mid- to long-term goals to comprehensively manage suppliers' fulfillment of environmental and social responsibilities and the overall level of its supply chain management system.

Mid- to Long-Term Goals for Supply Chain Management



SUSTAINABLE SUPPLY CHAIN

SUPPLY CHAIN RISK MANAGEMENT

Supplier Selection

Hanwha Vision selects suppliers based on fair and transparent standards and procedures. All newly registered suppliers enter key corporate information, including finance and quality data, through our online supplier channel, Open Procurement Service. Based on this information, the Development Procurement Department conducts qualification screening and registration evaluations. The evaluation results are finalized through consultation with the Quality Department, and we also conduct financial soundness reviews through credit rating agencies to proactively manage supply chain risks. In addition, we consider environmental, social, and ethical factors from the supplier selection stage to strengthen sustainability across the supply chain. These standards are consistently applied at the contract stage with suppliers, and from 2026, standard contracts will include clauses requiring compliance with the Supplier Code of Conduct.

Overview of Hanwha Vision’s Suppliers

Hanwha Vision’s Supplier Composition	
Key Vendors	Suppliers with high annual transaction volumes that maintain direct transactions and stable cooperative relationships with Hanwha Vision
Small-volume suppliers	Suppliers with smaller transaction volumes whose orders and administrative tasks are efficiently handled through purchasing agencies
Makers and sub-tier suppliers	Lower-tier supply chain partners, including ODMs and raw material suppliers, that provide parts and resources required for product manufacturing
Key Suppliers	
Key suppliers that collectively account for approximately 70% of Hanwha Vision’s total procurement spending	

Supplier Evaluation and Management

Supplier Evaluation System | Hanwha Vision conducts annual evaluations of key suppliers and classifies suppliers into five tiers based on the evaluation results. In addition, comprehensive evaluations are conducted by reflecting factors such as financial stability, AEO certification status, technological competitiveness, and shared growth performance as bonus or penalty criteria. In particular, Hanwha Vision reviews suppliers’ management levels in areas such as compliance management, fire safety, human resource management, and information security, and identifies social and ethical risks that may arise across the supply chain. Evaluation results are notified to suppliers, and suppliers with identified deficiencies are required to submit improvement plans within one month. Relevant departments then work together to check whether improvements have been implemented and continue monitoring progress, thereby supporting the enhancement of suppliers’ capabilities. In particular, suppliers involved in violations of integrity management principles are strictly managed by being assigned the lowest grade (Grade E) regardless of their evaluation scores. In 2025, we conducted regular evaluations of 25 suppliers, including on-site due diligence for six key suppliers. We also expanded the scope of evaluation to overseas suppliers to strengthen our global supply chain management.

Post-evaluation Management | Hanwha Vision manages suppliers by grade based on evaluation results and applies differentiated incentives and improvement measures accordingly. For outstanding suppliers, we provide expanded opportunities to participate in new development projects, increased volume allocation, awards, and mutual growth support. For underperforming suppliers, we encourage capability improvement by requiring the establishment of improvement plans and checking their implementation. In particular, lower-grade suppliers are subject to stricter follow-up measures, including procurement volume adjustments, restrictions on council participation eligibility, and transaction suspension, enabling systematic management of supply chain risks.

Supplier Evaluation Process

Step	Key Details	Detailed Activities	
Establish Evaluation Plan	Set evaluation targets and criteria	• Select key suppliers	• Confirm evaluation items and criteria
Conduct Regular Evaluation	Evaluate supplier performance and risks	• Evaluate quality, technology, cost, delivery, performance, and compliance management	• Reflect bonus and penalty factors, including financial stability, AEO certification, and technological competitiveness
Derive Evaluation Results	Determine grades and finalize results	• Classify suppliers into five grades (A–E) based on evaluation results	• Finalize comprehensive evaluation results
Notify Results and Request Improvements	Share evaluation results and request corrective actions	• Notify suppliers of evaluation results	• Request submission of improvement plans for identified deficiencies within one month
Check Improvement Implementation	Monitor improvement activities	• Check implementation status through collaboration with relevant departments	• Provide continuous monitoring and feedback
Follow-up Management and Sanctions	Manage suppliers by grade and respond to risks	• Provide incentives to outstanding suppliers	• Manage improvement activities for underperforming suppliers

SUSTAINABLE SUPPLY CHAIN

Conflict Minerals Management

To fulfill its corporate social responsibility, Hanwha Vision prohibits the use of conflict minerals and systematically manages conflict mineral risks across its raw material supply chain. Conflict minerals management is intended to prevent human rights violations and the flow of funds caused by mining activities linked to armed groups. We assess whether minerals are associated with conflict-affected areas based on information on smelters and refiners. In particular, as related regulations are being strengthened mainly in the United States and the EU, we prohibit the use of the four major minerals¹⁾ mined in conflict-affected areas and operate a management system aligned with international standards.

Based on the international standards and guidelines of the Responsible Minerals Initiative (RMI), Hanwha Vision conducts conflict mineral identification and supply chain risk management activities while utilizing internationally recognized standard reporting templates such as the EMRT²⁾ and CMRT³⁾. In addition, we perform detailed risk analyses based on the use of conflict minerals and smelter information within the supply chain in response to customer requirements. We also conduct annual surveys and due diligence on suppliers regarding the use of conflict minerals, and operate phased document submission requests and supplementary procedures for suppliers that fail to submit required information or respond to requests. In addition, when conflict mineral risks are identified for certain suppliers during the review process, we request corrective actions. As of 2025, all suppliers subject to corrective action requests have completed improvement actions.

Hanwha Vision also operates a grievance handling system through which suppliers and other stakeholders can raise concerns and submit grievances, including issues concerning conflict minerals. Relevant matters are received through Open Procurement Service, our online supplier channel, and the online reporting channel. Submitted matters are reviewed and fact-checked, and necessary actions are taken accordingly. Through this process, we identify potential conflict mineral risks at an early stage and reflect them in supply chain management.

1) Four major conflict minerals: tin, tantalum, tungsten, and gold.

2) EMRT (Extended Minerals Reporting Template): A standard reporting template used to verify the use, country of origin, and smelter information of extended minerals such as cobalt (Co) and mica within the supply chain.

3) CMRT (Conflict Minerals Reporting Template): A standard reporting template used to verify the use of conflict minerals, also known as 3TG, including tin (Sn), tantalum (Ta), tungsten (W), and gold (Au), and smelter information within the supply chain.

Supplier ESG Implementation Support

Hanwha Vision plans to support suppliers to strengthen ESG capabilities across the supply chain. In 2025, we visited major suppliers in Vietnam to assess their ESG practices and identify needs and vulnerabilities in labor conditions, safety and health, and environmental management. Based on the results, we plan to fully implement supplier ESG evaluations in 2026 to secure quantitative performance data, objectively identify vulnerable suppliers with high levels of risk exposure, and prioritize suppliers requiring intensive technical support and training. Furthermore, from 2027, we plan to provide tailored consulting and support for improvement initiatives to selected suppliers based on the evaluation framework, thereby generating tangible outcomes that transform ESG values within the supply chain from simple regulatory compliance into sustainable competitiveness.

Supplier REACH Compliance Management | Hanwha Vision operates a supplier REACH compliance process to manage hazardous substances across the supply chain. Before delivery, all suppliers must submit hazardous substance documentation, including MSDS, during the part approval process. We review the documents to verify compliance with EU REACH regulations and restrict the procurement of non-compliant parts and products. We also continuously monitor suppliers' REACH compliance and implementation results.

Supply Chain ESG Management KPIs | Hanwha Vision incorporates ESG management activities of the purchasing organization into key performance indicators (KPIs) to strengthen sustainability management across the supply chain. To achieve the objective of establishing a procurement ESG sustainability process, the Procurement Department carries out activities including establishing and announcing the Supplier Code of Conduct and Supply Chain ESG Management Policy, collecting Supplier Code of Conduct compliance pledges, and conducting supplier ESG on-site inspections. In particular, we manage supplier ESG on-site inspection performance and ESG evaluation implementation rates as key KPI items and operate a scoring system that applies differentiated scores by stage based on ESG evaluation implementation rates. Through these efforts, we continuously monitor suppliers' ESG management levels while proactively identifying and managing environmental, social, and ethical risks across the supply chain.

SUSTAINABLE SUPPLY CHAIN

SUSTAINABLE PROCUREMENT

Strategic Materials Management

Hanwha Vision strictly complies with relevant laws and regulations, including the Foreign Trade Act, and practices responsible trade activities that support international security. To this end, we faithfully implement Self-Compliance Traders operated by the Korea Strategic Trade Institute, and ensure transparency and safety throughout the entire process of strategic materials export and import.

We have adopted the Statement on the Implementation of Autonomous Export Control of Strategic Materials, and have established internal organizations and systems to ensure that employees share responsibility for international security and world peace. We also actively cooperate with government policies to prevent illegal exports and create an environment in which corporate trade activities can be carried out safely.

Through these systematic management activities, we contribute to international peace and national security, while also achieving business protection and support for safe exports.

Statement on the Implementation of Autonomous Export Control of Strategic Materials

Hanwha Vision Co., Ltd. declares its commitment to implementing autonomous export control of strategic materials, recognizing that this responsibility contributes to international security and the maintenance of world peace, and is integral to our sustainable business practices. We affirm the following:

First,
we recognize that compliance with strategic materials export control systems is essential for fulfilling the corporate responsibility towards international security and peace. We strive to instill this understanding among all employees.

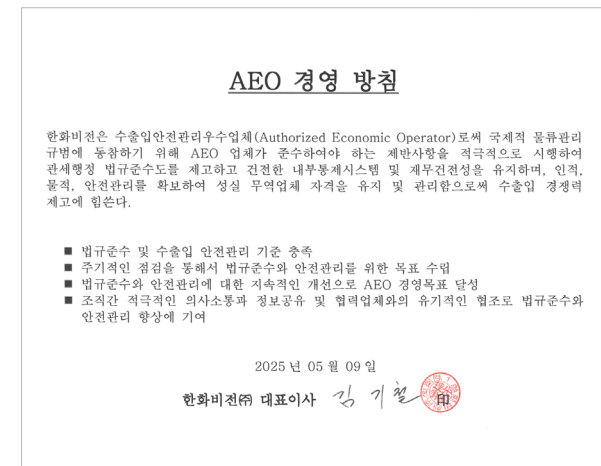
Second,
we work proactively to establish the necessary organizational structures and systems within the company to autonomously manage strategic materials.

Third,
we fully cooperate with the government's strategic materials export control policies and make every effort to prevent illegal exports and any violations related to strategic materials.

AEO¹⁾ Certification

As a global manufacturer and importer/exporter of video security equipment, Hanwha Vision has acquired AEO certification to provide safer and higher-quality products and services to domestic and international partners. Through AEO management, we comply with regulatory requirements and import/export security management standards while establishing goals for compliance and safety management through periodic inspections and continuous improvement activities. We contribute to enhancing compliance and safety management through active communication and information sharing across organizations and close cooperation with suppliers.

1) AEO (Authorized Economic Operator): Certified companies with excellence in export/import safety management, approved by customs authorities based on compliance with legal and safety standards.



AEO Management Policy



AEO Certificate

SUSTAINABLE SUPPLY CHAIN

Training for Procurement Personnel

Hanwha Vision has established the Procurement Code of Conduct and Procurement Pledge to practice Value Creation, Mutual Purchasing, and Ethical Purchasing. In particular, we strengthen procurement capabilities by providing training that helps employees in procurement roles pursue mutual growth with suppliers, our business partners, based on trust and integrity. Every year, the Legal Team provides procurement compliance training semiannually. In 2025, to strengthen supply chain management, we conducted two training sessions on understanding AEO, including import and export customs clearance practices, response to risk situations, and understanding access control systems for managing external visitors, as well as understanding strategic materials. In the second half of 2026, we plan to expand the training content to include social and environmental issues that may arise in supplier operations, such as human rights and labor, occupational safety, and environmental regulations, so that procurement personnel can recognize and manage sustainability risks across the supply chain. We will continue striving to maintain a culture of mutual growth and cooperation while responding flexibly to industry trends.

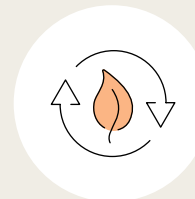
Procurement Pledge

- First.** We approach our work with pride and a proactive attitude as leaders in generating profit for the company.
- Second.** We uphold a sound professional ethic that does not, under any circumstances, accept any wrongdoing that is inconsistent with good business practices.
We abide by ethics and the law and maintain our objectivity.
- Third.** We always consider how to best support our customers, striving to respond creatively and proactively to change.
- Fourth.** We listen to our suppliers with an open mind, respect their dignity, and strive for smooth communication.
- Fifth.** With honesty and sincerity, we continuously strive for improvement and self-development, and uphold the etiquette to maintain our dignity as purchasers.

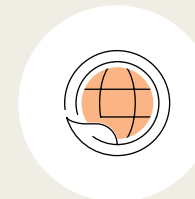
Green Procurement

Hanwha Vision implements its Green Procurement Policy to provide safe and healthy products and services to people and strengthen global competitiveness. To fulfill our corporate social responsibilities and meet the environmental demands of the market, we have put in place a verification process at the development and design stages to ensure that no hazardous substances are included in products. We have also established a system requiring the submission of hazardous substance information for materials supplied when procuring parts for product manufacturing. In addition, we encourage the purchase of environmentally certified products during supplier selection and procurement processes. Furthermore, for subsidiary materials consumed in production activities, we prioritize the purchase of environmentally certified products. To improve product recyclability, we simplify materials and have established and implemented procedures to enable product take-back and recycling by registering with recycling agencies in each European country.

Green Procurement Policy



We prioritize the environment by adopting a sustainable corporate environmental management system, contributing to a clean environment where human beings can enjoy healthy lives.



We are committed to minimizing environmental pollutants throughout the product life cycle, from raw material extraction to disposal, focusing all efforts on the production of eco-friendly products.



We contribute to the shared well-being of the community by expanding environmental management through green purchasing with our suppliers and clients.

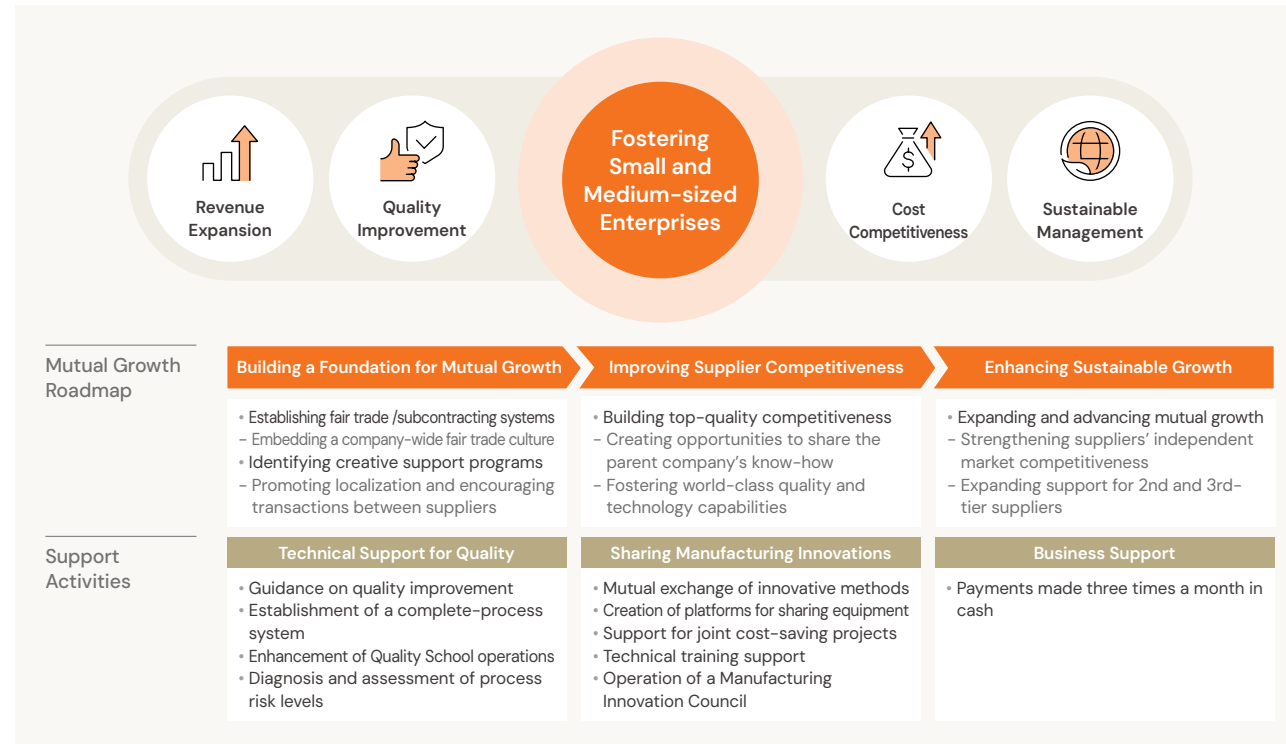
SUSTAINABLE SUPPLY CHAIN

MUTUAL GROWTH

Mutual Growth System

Based on its mutual growth roadmap, Hanwha Vision aims to contribute to creating a business ecosystem guided by the spirit of “Going Further Together.” To this end, we are strengthening suppliers’ quality and technological competitiveness, while laying the foundation to practice sustainable management together. In particular, we support supplier growth across various areas, including technical support for quality, sharing manufacturing innovations, and management support, thereby promoting practical mutual growth.

Mutual Growth System



Mutual Growth Collaboration Program

Hanwha Vision promotes a variety of programs for mutual growth with suppliers, including the operation of the Win-Win Cooperation Council, FTA consulting, and financial support. By strengthening communication and sharing information, while supporting export competitiveness and financial stability, we are building sustainable partnerships with suppliers.

Operation of the Win-Win Cooperation Council | Hanwha Vision operates the Win-Win Cooperation Council, a representative consultative body for suppliers. In 2025, we held a total of three regular council meetings, where we shared our business updates and introduced best practices for quality improvement among suppliers. We also recognized suppliers with outstanding quality performance and presented appreciation plaques commemorating 20 years of partnership. In addition, we operate various communication channels, including regular general meetings and business briefings, to listen to the practical difficulties faced by suppliers and support improvements.



Win-Win Cooperation Council

SUSTAINABLE SUPPLY CHAIN

FTA Consulting Support for Suppliers | Hanwha Vision provided FTA consulting support to suppliers that provide Hanwha Vision with export items in finished-product form. This program was designed to strengthen suppliers' ability to utilize and respond to FTAs and to secure export competitiveness through systematic and accurate management of certificates of origin. In May 2025, Hanwha Vision selected 10 suppliers and provided customized FTA rules-of-origin management training. We also conducted in-depth consulting for five of them.

Financial Support for Suppliers | To help improve the financial health of suppliers, we have improved their payment conditions by providing full cash payments, shortening payment cycles, and making early payments ahead of major holidays. In particular, we make payments three times a month to support suppliers' financial stability.

Payment Schedule

Category	10 th	20 th	30 th
Based on tax invoice issuance date	21st–30th of the previous month	1st–10th of the current month	11th–20th of the current month



Awards for Suppliers with Outstanding Quality

Compliance with Fair Trade Regulations

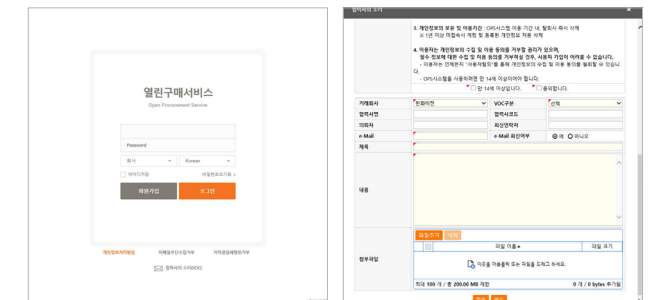
Hanwha Vision has adopted the Four Major Fair Trade Guidelines established by the Fair Trade Commission to ensure compliance with subcontracting laws. The Four Major Fair Trade Guidelines consist of best practices for contract conclusion, supplier selection and management, the establishment and operation of an internal review committee for subcontracting transactions, and the issuance and retention of written documentation. We also operate an internal transaction review system to proactively identify risks related to internal transactions when carrying out joint projects with affiliates. All relevant transactions undergo an internal legal review process to verify their appropriateness and are carried out after approval by the Internal Transaction Review Committee. Through these efforts, we work to ensure legal compliance and establish a fair transaction order in the course of internal transactions and subcontracting transactions.

Four Major Fair Trade Guidelines



Supplier Communication Channels

Hanwha Vision holds regular supplier meetings and operates an online channel called Open Procurement Service, which is available to all suppliers. Through this channel, we provide information necessary for supplier selection and registration, contracts, and other related processes, while also receiving various on-site opinions, concerns, and suggestions. In addition, through our ethics and fair trade reporting channel, suppliers can anonymously report cases such as employee embezzlement or bribery, unfair business practices by employees, requests for or provision of gifts and entertainment, and improper equity participation in unlisted business partners. On average, fewer than five simple inquiries are received each year. Submitted opinions are reviewed by the relevant departments, followed by improvement measures where necessary, and the results are shared with suppliers.



Open Procurement Service Interface

PRODUCT QUALITY AND CUSTOMER SATISFACTION

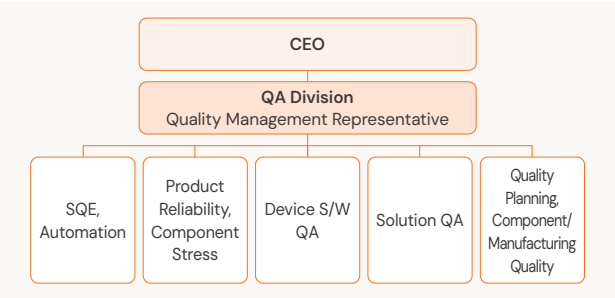
QUALITY MANAGEMENT SYSTEM

Quality Management Implementation System

In June 2025, Hanwha Vision reorganized its structure to strengthen market responsiveness and quality competitiveness. We integrated previously dispersed development verification organizations to maximize synergy and transitioned to a product- and service-centered quality assurance system. To verify new products and changes and manage risks, we operate integrated weekly meetings by project and development quality review meetings. We have also clarified customer response roles, including claim handling and reporting systems, to improve market quality. In addition, we have strengthened our system to enable real-time sharing of VOCs, claims, and process-related issues.

Hanwha Vision has designated the executive in charge of QA as the quality management representative to ensure close quality oversight. Each month, we hold a CEO-led quality and manufacturing meeting to report KPI performance by division, the status of major issues, innovation activities, and the status of key initiatives, thereby strengthening our quality competitiveness.

Quality Management Organization Chart



Quality Management Strategy

To practice quality management at a higher level, Hanwha Vision is focusing on expanding the market competitiveness of its products and securing competitiveness in new solution businesses by advancing quality verification. To this end, we objectively analyze the strengths and weaknesses of our products and solutions based on a competitor benchmarking evaluation system, and carry out improvement activities in line with our quality management strategy. We are also continuously strengthening our verification responsiveness and accuracy by automating the evaluation process.

Quality Management Strategy



PRODUCT QUALITY AND CUSTOMER SATISFACTION

Quality Management System

Hanwha Vision has secured global-level quality competitiveness based on ISO 9001 certification, an international standard for quality management systems, and minimizes quality risks through systematic management. We operate our ISO 9001-based quality manual as the highest-level internal work standard, and under the leadership of the CEO, we strive to go beyond customer satisfaction and deliver customer delight. In addition, through annual internal audits and surveillance and renewal audits, we review the suitability of our quality assurance system and processes across all stages, from product planning to development, manufacturing, marketing, and service, and carry out continuous improvement activities. In the surveillance audit conducted in March 2026, the conformity and effectiveness of the quality management system requirements were confirmed, and the system was assessed as operating stably, with no nonconformities identified.



ISO 9001 Certification

Highlight Operation of the Internal Auditor Expertise Program

Hanwha Vision operates an internal auditor program to embed the quality management system across the organization. Internal auditors are required to complete the Internal Auditor Expertise Program conducted by a professional institution, and only those who meet the required qualification standards are appointed. To date, Hanwha Vision has secured a total of 18 qualified internal auditors. Internal auditors are selected from diverse functions, including product planning, marketing, development, manufacturing, and quality, enabling detailed reviews of each stage of the quality management system. Every year, internal auditors maintain and manage their qualifications through pre-audit training and accumulated audit experience. To further strengthen quality competitiveness, we plan to enhance the Internal Auditor Expertise Program.

PRODUCT AND TECHNOLOGY DEVELOPMENT AND VERIFICATION

Product and Technology Development

Hanwha Vision quantifies potential failures and defect risks from a quality perspective through Design Failure Mode and Effects Analysis (DFMEA), and identifies and implements priority improvement actions accordingly. We evaluate the functions and key technologies of mechanical design, hardware, and software based on severity, occurrence, and detection, and apply action guidelines according to risk level.

At our headquarters (Pangyo R&D Center), we develop a range of vision technology-based solutions for commercialization, while conducting advanced research aligned with our future technology strategies centered on AI and cloud. The U.S. Innovation Center focuses on developing core technologies for future businesses, including AI and cloud, which will serve as key capabilities for Hanwha Vision.

Based on our headquarters, U.S. R&D Center, and AI Data Lab, Hanwha Vision has established a global AI R&D system and secured full-stack capabilities, ranging from AI strategy formulation and data processing to commercialization and the development of future key technologies. Through these efforts, we are proactively strengthening our future technology competitiveness.

Criteria for Prioritizing Improvement Actions

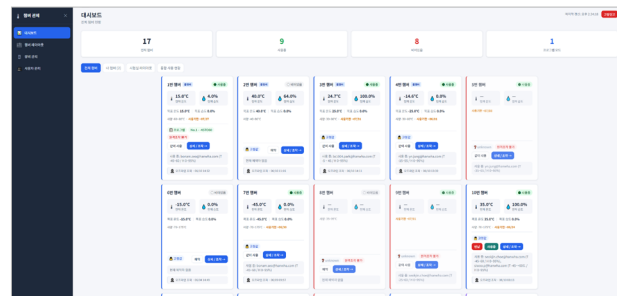
Evaluation Score Range				
	Severe (High)	Medium	Low	Negligible
Risk Level	200 or above	100~199	40~99	Negligible
Action Guidelines	Immediate design modification required; cannot proceed without corrective actions	Improvement recommended; additional test items or design supplementation required	Monitoring required; maintain the current verification procedures	No additional action required

PRODUCT QUALITY AND CUSTOMER SATISFACTION

Product Reliability and Stability Verification

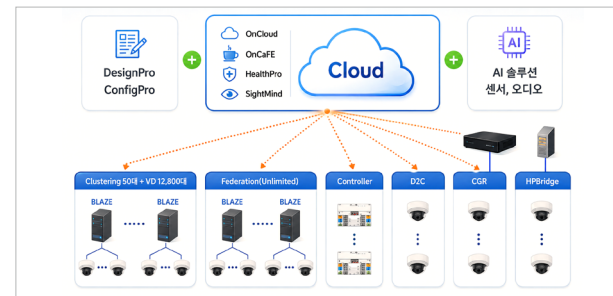
Hanwha Vision operates an integrated hardware and software verification system and tools that consider the full product life cycle (PLC). Through an AI-based automated verification process, we have shortened verification time, which has led to improvements such as shorter lead times, reduced manpower requirements, prevention of human errors, and enhanced verification accuracy. In addition to improving the automation and efficiency of the verification process, we have strengthened our technological competitiveness by enhancing product stability and performance quality.

Quality Verification for Hardware Reliability | Hanwha Vision conducts systematic reliability verification. During new product development, we verify product quality from the initial design and design review stages to secure flawless quality from the customer's perspective. We then conduct reliability evaluations at each stage of development, including design verification, development verification, and pilot



Integrated Hardware Reliability Management System

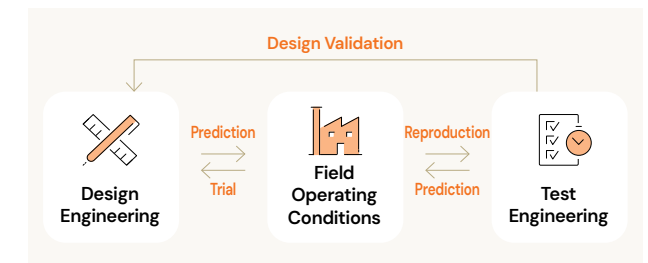
production verification. In particular, we have established verification standards aligned with international certifications such as IP66, IP67, and IK10, and apply them across a multifaceted verification framework. We use vibration and drop simulations replicating actual transportation conditions to verify durability against shocks during logistics and assess mechanical reliability against operating vibrations and external impacts. Tests under low-temperature, high-temperature, and humid storage and transportation conditions, together with long-term durability assessments reflecting actual use, verify physical stability and long-term reliability. CERT (Combined Environmental Reliability Test) identifies and addresses vulnerabilities under combined extreme conditions, while electrical reliability evaluations verify resistance to voltage fluctuations, noise, and static electricity across global power environments. Waterproof and dustproof testing confirms sealing and environmental resistance, and stress analysis and accelerated life testing (HALT/ALT) assess product life and failure characteristics.



Integrated Solution Verification System

Software Quality and Stability Verification | Hanwha Vision systematically verifies the quality of its software and systems to provide customers with stable and reliable services. We conduct tests at each stage, from requirements analysis to design and coding, while verification specialists directly participate in the development process for cloud and solution services to conduct frequent quality checks. In 2025, we established a cloud-based integrated verification system to comprehensively check the stability of the overall system, including the integration of AI solutions and devices. We conduct performance and load tests on VMS and Appliance systems under various operating conditions, and continuously monitor and verify key functions using automated tools. We also manage changes by classifying them into regular, security, and emergency changes. Regular changes are verified to support functional improvements and performance enhancement, while security changes are carried out promptly to respond to vulnerabilities. Emergency changes are addressed immediately to minimize service disruption, followed by post-verification to prevent recurrence. Through this system, we continue to strengthen our software quality and security level.

Hardware Quality Verification Process



PRODUCT QUALITY AND CUSTOMER SATISFACTION

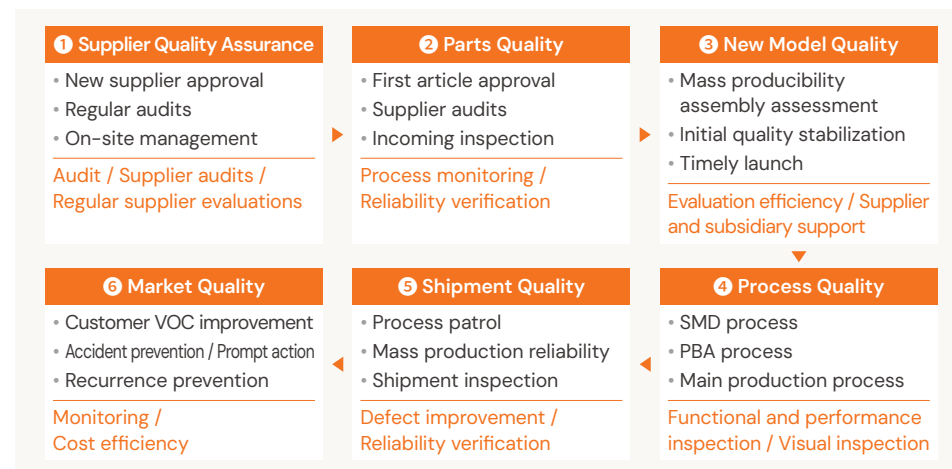
PRODUCT QUALITY AND SUPPLIER MANAGEMENT

Manufacturing Quality Management

Hanwha Vision promotes market-wide quality stability by strengthening quality expertise and advancing product quality. We secure quality competitiveness from the component stage by stabilizing the mass-production quality of key components and localizing first-article inspections for new models. We also create synergy in quality management by clearly defining the roles of headquarters and each subsidiary. To strengthen supplier quality, we have digitalized our 4M¹⁾ change management system. Through this system, we prevent quality risks associated with first samples following changes and systematically manage change histories, thereby strengthening suppliers' self-quality assurance systems. In addition, to ensure shipment quality and maintain market quality stability, we conduct regular on-site quality inspections and improvement activities at manufacturing sites, including those of suppliers and contract manufacturers, and manage related production processes. By establishing quality assurance processes and refining standards and manuals related to quality evaluation and management, we maintain a consistent level of quality and enhance quality competitiveness across the supply chain.

1) 4M refers to the four key factors that determine quality in manufacturing and production sites: Man, Machine, Material, and Method.

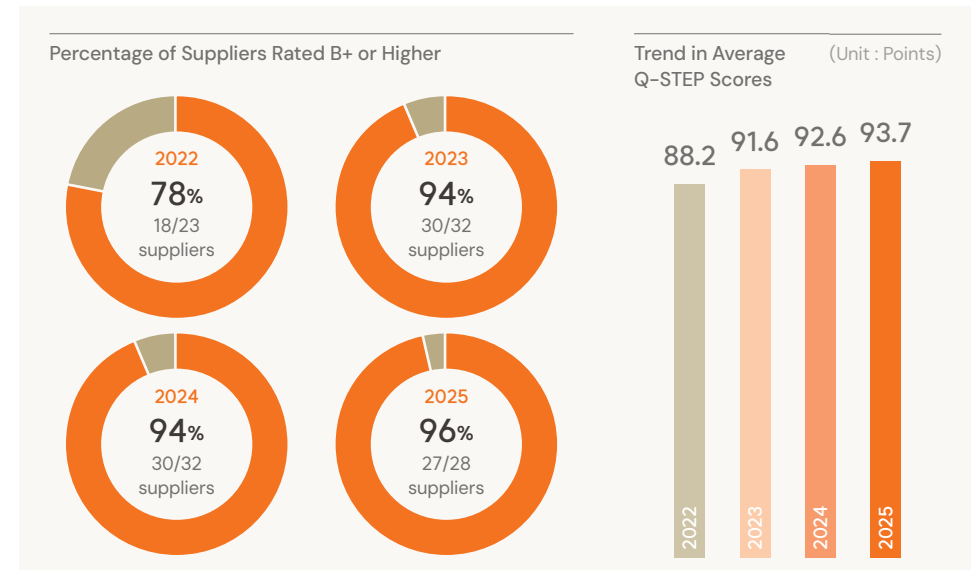
Mass Production and Manufacturing Quality Stabilization Process



Supplier Quality Management

Hanwha Vision shares supplier quality status and quality improvement best practices through its annual Win-Win Cooperation Council, and selects and recognizes suppliers with outstanding quality performance. In 2025, we worked with suppliers to continuously improve the defect rate with the goal of achieving zero-defect quality. As a result, suppliers rated B+ or higher accounted for 96% of all suppliers, and the overall average Q-STEP¹⁾ score has continued to improve. In addition, four suppliers were recognized as outstanding quality partners and received awards. By the first half of 2026, Hanwha Vision plans to build a digitalized system for exchanging and verifying quality information. We will continue improvement activities to raise and standardize the overall level of quality management across suppliers.

1) Q-STEP (Smart Technology Excellent Program for Supplier Quality): Hanwha Vision's proprietary quality program designed to systematically improve areas requiring enhancement based on each supplier's characteristics and strengthen suppliers' overall quality performance.



PRODUCT QUALITY AND CUSTOMER SATISFACTION

Highlight 2025 Partners Day

In November 2025, Hanwha Vision held the 2025 Partners Day with its outstanding partners. Partners Day is an annual supplier engagement event where Hanwha Vision employees and representatives of key partners come together to reaffirm the value of win-win cooperation and align on shared goals. In 2025, a total of 54 partners from Korea and 13 partners from Japan participated, and the event was organized separately for the public and private sectors. Hanwha Vision introduced its major new products, including the Wisenet 9 AI chipset, as well as key technology trends, while also sharing annual business performance and perspectives on changes in the internal and external business environment. At the public sector event, attended by officials from Seoul City Hall and the Future Hangang Headquarters, Hanwha Vision showcased a variety of successful AI application cases, including its AI cameras. In 2025, Hanwha Vision also invited its Japanese partners to its headquarters (Pangyo R&D Center) in Korea, where they toured the Technology Experience Center, explored AI camera application cases, and learned about development and quality management operations at the Korean headquarters. Hanwha Vision also shared its mid- to long-term strategy with them. By maintaining long-term and constructive relationships with partners leading the video security markets in Korea and Japan, Hanwha Vision will continue to support partners in strengthening their quality competitiveness and technology development.



2025 Partners Day

CUSTOMER VOC AND SATISFACTION MANAGEMENT

VOC Management

Hanwha Vision operates an integrated VOC system that enables customers, sales teams, business partners, and other relevant functions to respond in a coordinated manner and incorporate diverse customer feedback. VOCs received in Korea and overseas are classified as defect-related, improvement-related, or other, and relevant departments manage lead times for prompt resolution. Handling procedures and corrective actions are shared by email, while closed cases are reflected in departmental KPIs and management standard revisions to advance quality management.

VOC Management Process



Case Product Improvement Case Based on VOC

Hanwha Vision actively reflects customer feedback in product improvements. In response to a camera dome cover discoloration issue reported by an overseas subsidiary, we analyzed the main causes as scratches and contamination buildup resulting from high-temperature and strong UV environments, as well as material characteristics. In particular, we found that discoloration was more noticeable in smoke-type dome covers due to their color characteristics under the high-UV environment and climate conditions of the Middle East. To address this issue, we applied a new material with enhanced UV stability and hard coating, thereby improving product durability. As part of our proactive customer service efforts, we replaced approximately 600 dome covers for previously installed products and additionally provided 300 covers in response to customer requests. These activities not only improve product quality but also help extend product life and reduce resource waste, contributing to the minimization of environmental impact. Hanwha Vision will continue to provide responsible products and services through continuous quality improvement that reflects the voice of customers.



Before Improvement: Dome Cover Discoloration from Weather Exposure



After Improvement: Enhanced UV Stability and Durability

PRODUCT QUALITY AND CUSTOMER SATISFACTION

Service Personnel Training

Hanwha Vision conducts systematic service training every year for technicians at designated service points and representatives of business partners to provide prompt response and a positive customer experience. In particular, we operate an award system based on the evaluation results of designated service points, and also provide regular training for overseas service technicians and business partners. In the first half of 2025, we provided training for domestic service center staff on key new products, repair methods by situation, improvement measures based on major domestic complaint cases, and customer response manuals. In the second half of the year, we provided hands-on training for staff at the Saudi service center, covering the hardware structure of major products, the use of software service tools, and repair methods. We also provide training at all times through our online training platform, establishing a system that enables service personnel to strengthen their capabilities anytime, anywhere.



Training for Domestic Service Center Personnel



Training for Saudi Service Center Personnel

Highlight Strengthening VOC Handling Regulations

Hanwha Vision has strengthened its VOC handling regulations to clarify the processing procedures and information-sharing framework for customer VOCs both domestically and internationally, while ensuring that information necessary for quality improvement is communicated promptly across departments. The handling regulations apply to all products manufactured, introduced, and sold in both domestic and international markets. Departments responsible for improvement actions are designated as the owners of VOC resolution and are accountable for addressing the relevant VOCs. In particular, we have strengthened its grade-based reporting system to respond closely to quality incidents and defect-related VOCs. VOCs are managed under a five-grade system based on the scale of customer damage, tangible asset losses to the company, and level of impact. We have reinforced the reporting targets for each grade and specified target lead times to enable prompt action. Through the VOC management system, Hanwha Vision transparently and comprehensively manages the entire process, from VOC registration and receipt to action. Cases are closed in accordance with closure criteria established for each VOC category, and supporting documentation, such as approval forms and meeting minutes, must be included as evidence of closure and submitted for internal approval.

Quality Incident Grade Criteria and Reporting System

Grade	Impact	Reporting Target	Remarks
Grade S	Personal injury or property damage caused by explosions, fire, etc. (Customer damage amount: KRW 100 million or more)	CEO	
Grade A	Frequent defects in core functions that may lead to claims, such as product shutdown or recording failure (Customer damage amount: KRW 50 million or more)	Head of Management Support Division	- Initial report within 1 day - Temporary action within 3 days - Root cause analysis and countermeasure establishment within 5 days
Grade B	Frequent defects in core functions that may lead to claims, such as product shutdown or recording failure (Customer damage amount: KRW 10 million or more)	Head of Management Support Division	
Grade C	- Frequent defects requiring general service response - Compatibility issues with discontinued products and widely used general-purpose products - Malfunctions in additional features of PC and mobile software (Customer damage amount: KRW 3 million or more)	Head of QA	- Initial report within 1 day - Temporary action within 3 days - Root cause analysis and countermeasure establishment within 7 days
Grade D	Frequent defects requiring general service response; compatibility issues with discontinued products and widely used general-purpose products; malfunctions in additional features of PC and mobile software (Customer damage amount: KRW 1 million or more)	Quality Team Leader	
Defect-Related VOC (D Grade)	Other general defect-related VOCs (Customer damage amount: KRW 1 million or less)	Technical Support Team Leader	Managed in the same manner as D Grade, led by the Technical Support Team Leader

PRODUCT QUALITY AND CUSTOMER SATISFACTION

Customer Communication

Hanwha Vision provides sufficient information to help customers use its products safely and efficiently, and operates systematic awareness programs to minimize safety and health risks that may arise during product use. To this end, we provide guidance on installation, usage, maintenance, and precautions through product manuals. We also offer various training programs so that customers can recognize and respond to health and safety precautions in advance. In addition, we disclose manuals, certificates, specifications, and test reports on product-specific pages of our official website. By making safety and health information, product functions, usage environments, and precautions easily accessible to customers, we help customers use products safely and prevent potential risks.

Customer Health and Safety Management

Hanwha Vision places the highest priority on protecting customer health and safety throughout the entire product life cycle. We identify and reflect potential safety risks from the product planning and design stages and operate a rapid quality incident reporting and response process for product liability (PL) incidents that may occur during product use, classified into grades S to D. We manage quality incidents with the goal of maintaining zero major PL incidents.

To prevent misuse and installation-related accidents, we include a printed Safety Installation and Use Quick Guide (Safety Information) with product shipments. Moving beyond text-based instructions, the guide incorporates illustrations and visual explanations to support intuitive understanding.

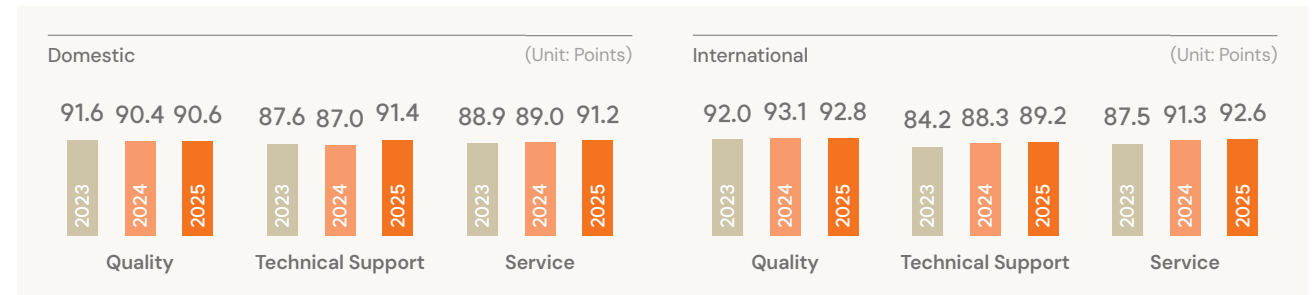
Customer Satisfaction Management

Hanwha Vision conducts an annual customer satisfaction survey of users of its products and services. Through the survey, we compare our quality and service satisfaction levels against competitors, identify improvement tasks in areas requiring further enhancement, and carry out improvement activities. In 2025, we conducted an online survey in Korea, the United States, Europe, Africa, and the Middle East, while also conducting distributor visit surveys in Korea. A total of 3,692 customers participated in the survey on quality, technical support, and service. According to the 2025 customer satisfaction survey results, satisfaction among domestic customers with technical support improved significantly compared to the previous year. We selected seven key improvement tasks by area and carried out related improvement activities. In 2026, we plan to expand agency visit surveys overseas to proactively identify customers' hidden needs and inconveniences.

Official Recall Procedures and Emergency Response System

Hanwha Vision operates official recall procedures. When a situation requiring a recall is identified, the Quality Team or the department responsible for receiving VOCs evaluates potential defects and safety risks through customer reports, internal inspections, and on-site investigations. If there is a possibility of personal injury or property damage, the recall grade is immediately determined. Once the need for a recall is confirmed, we finalize the recall plan with approval from the Management Support Division and the CEO. The plan includes the target products, quantities, corrective actions, and schedules. Customers are then notified through email, website announcements, and distributor communications, and appropriate actions, such as product collection, replacement, or free repair services, are carried out promptly. After the recall is completed, we prepare a results report and conduct an internal review to record the process, identified issues, and improvement measures. When necessary, these findings are reflected in product design, manufacturing, and quality management standards to prevent recurrence of similar incidents.

Customer Satisfaction Survey Results



CORPORATE SOCIAL RESPONSIBILITY

CSR SYSTEM

CSR Goals

Based on the Hanwha Spirit of “Trust and Loyalty,” Hanwha, which has built strong trust with local communities, seeks to fulfill its social responsibility as a corporate citizen under the CSR philosophy of “Going Further Together” rather than “alone, faster.” To realize Hanwha Vision’s CSR vision of “Creating a Happy Tomorrow Together,” we operate CSR activities in alignment with the UN SDGs (United Nations Sustainable Development Goals), including eco-friendly social contribution activities and volunteer programs for diverse beneficiaries in local communities.

CSR System

Vision	Creating a Happy Tomorrow Together Hanwha envisions a “happy tomorrow” where everyone moves “further together.”		
Mission	A happy life our employees make together	A society growing together through sharing and caring	A bright and healthy future created through eco-friendly values
Slogan	Energy for life Energy that builds tomorrow	“Further Together” Sharing, social investment	Sharing the Energy of Life
Key Programs	Local Community Engagement - Plogging Day - Blood Donation Campaign	Support for Child and Youth Development - Support for children from culturally underserved groups: “The Vision I Made” - Support for children and youth in Vietnam - Medical expense support for children with disabilities and rare diseases(Monthly Han Mogeum)	Care for Vulnerable Groups - Support for the Parents’ Day Carnation Festival for seniors living alone - Special meal support for Day of People with Disability - Production of Braille practice notebooks for people with visual impairments - Support for installing security systems at residential facilities for infants and toddlers with disabilities: VISION Zone
Aligned with UN SDGs			

KEY SOCIAL CONTRIBUTION ACTIVITIES

Local Community Engagement

Hanwha Vision practices community-engaged social contribution through environmental cleanup activities, including plogging, and blood donation campaigns. Based on the voluntary participation of employees at domestic and overseas business sites, we continue to expand the value of mutual growth with local communities.

Plogging Day | As part of its smoking cessation awareness campaigns, Hanwha Vision organizes Plogging Day, a regular environmental cleanup activity conducted in areas near its business sites where people frequently smoke. In 2025, a total of 60 employees voluntarily participated in the activity, which was held twice during the year. Hanwha Vision Vietnam manufacturing subsidiary also carries out local environmental cleanup activities every June during Environmental Month, with the participation of approximately 50 employees.

Blood Donation Campaign | Hanwha Vision operates a quarterly blood donation campaign together with five resident companies at the headquarters (Pangyo R&D Center). We encourage employees to participate in the campaign to help address blood supply shortages caused by low birth rates, an aging population, and expanded blood donation restrictions in malaria-risk areas. In 2025, a total of 48 employees participated, and an average of 57 employees take part in blood donation each year. Group blood donation activities are also carried out at overseas business sites. In 2025, a total of 141 employees from the Hanwha Vision Vietnam participated, contributing to the stabilization of blood supply in the local community.



Environment Month Clean-up Activity at Hanwha Vision Vietnam



Plogging Day at the Headquarters

CORPORATE SOCIAL RESPONSIBILITY

Support for Child and Youth Development

Hanwha Vision supports the healthy growth of children and youth by helping the emotional development of children from culturally underserved groups and providing treatment support for children with disabilities and rare diseases. Through tailored social contribution activities, including cultural experiences, goods donations, and medical expense support, we contribute to improving the quality of life of children and their families and spreading the value of inclusion in local communities.

Support for Children from Culturally Underserved Groups: ‘The Vision I Made’ | Hanwha Vision provides cultural experiences and goods twice a year to support the emotional development of children from culturally underserved groups¹⁾, including low-income families, and to help bridge the cultural divide. In 2025, together with the Seongnam City Community Child Center Association and Good Neighbors, an NGO, 17 employee volunteers held a cultural experience activity called Camcnic (camping + picnic) for 70 elementary school students from 10 community child centers. In addition, Hanwha Vision provided back-to-school supplies to 30 children in the first half of the year, and winter clothing and snacks for 83 children, including children from group homes, in the second half. Throughout the year, a total of 113 children were provided with necessary goods and cultural experience opportunities. Hanwha Vision will continue to carry out activities that support children’s holistic growth and emotional well-being.

1) Culturally underserved groups: Groups that face difficulty enjoying cultural activities due to spatial or economic constraints.

Support for Children and Youth in Vietnam | Hanwha Vision Vietnam carries out various social contribution activities focused on improving educational and living environments so that local children and youth can grow in a safer and more stable environment. In particular, we work with local institutions to provide tailored support for children who need care and educational assistance.

In 2025, Hanwha Vision Vietnam visited an orphanage for children with disabilities and created flower beds to help the children live in a more pleasant environment. Employees also prepared and shared meals with the children. In addition, we donated food and craft materials to support the children’s daily needs and emotional development. We also provided fire safety education for children at a local kindergarten in cooperation with a fire station, helping them strengthen their emergency response capabilities and safety awareness. Hanwha Vision Vietnam also contributed to creating a safer educational environment by providing educational materials and fire extinguishers. We also provide scholarships to university students in Vietnam, helping expand educational opportunities for students facing financial challenges and supporting the development of future talent within local communities.



Camcnic



School Bag Support



Local Kindergarten Visit



CORPORATE SOCIAL RESPONSIBILITY

Highlight Medical Expense Support for Children with Disabilities and Rare Diseases: Monthly Han Mogeum

Hanwha Vision operates the Monthly Han Mogeum program together with Hanwha Galleria, Hanwha Hotels & Resorts, and Ourhome to support medical expenses for children with disabilities or rare and intractable diseases in Korea. The program was designed to help ease the physical and financial burden of caring for children with disabilities, and to ensure that they can receive appropriate treatment and rehabilitation in a timely manner. Eligible beneficiaries include children and youth aged 19 or under who are from low-income vulnerable groups and have disabilities, or who have been diagnosed with rare and intractable diseases. Hanwha Vision works in partnership with the Miral Welfare Foundation, an NGO, to operate the program. In 2026, we plan to expand the program to support the families of beneficiaries. The funds will be prioritized for the recovery of children facing difficulties due to facial disabilities, including cleft lip and palate, burn scar removal, and neurofibromatosis. In addition, a meal-kit support initiative is being prepared in collaboration with Ourhome to provide encouragement to families exhausted from caring for children with disabilities. The meal kits will be distributed once a half-year to 200 households raising children with disabilities. We will continue to strengthen cooperation with various companies and institutions to spread the values of solidarity and inclusion in local communities.



Monthly Han Mogeum CSR Partnership Agreement Signing Ceremony

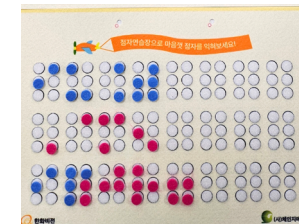
Care for Vulnerable Groups

Hanwha Vision promotes care and inclusion through tailored social contribution programs for vulnerable groups, including seniors living alone, people with disabilities, and infants and toddlers. We continue to expand emotional support, educational access, and safety infrastructure initiatives to improve quality of life and strengthen the social safety net.

Carnation Delivery for Seniors Living Alone in Celebration of Parents' Day | In celebration of Family Month, Hanwha Vision held an event to deliver carnations to seniors living alone who face emotional difficulties due to physical and financial challenges, as well as disconnection from their families. In May 2025, in cooperation with Sujeong Jungang Senior Welfare Center in Seongnam, we packed gift packages for 40 low-income seniors living alone in the local area and delivered them to each household together with social workers. The gift packages included daily necessities such as toothpaste, wet wipes, fruit, and snacks, and were delivered together with carnations. Six employee volunteers participated in the activity for approximately four hours, spending time with the seniors and practicing care and respect for seniors in the local community.

Participation in Making Braille Practice Notebooks for People with Visual Impairments

Hanwha Vision plans and operates volunteer activities during the summer vacation period that employees can participate in together with their children. In 2025, we took part in an activity to make 'Braille Practice Notebooks' to support Braille education so that people with visual impairments, including those with acquired visual impairments, can have equal access to educational opportunities. In Korea, approximately 88% of people with visual impairments acquired their disability later in life. The Braille Practice Notebooks help users learn Braille, reduce Braille illiteracy, and access essential education and information. A total of 46 employee volunteers participated in making Braille Practice Notebook kits, which will be delivered to 100 people with visual impairments. Through this activity, employees and their children had the opportunity to recognize various social issues and reflect on the value of sharing.



Braille Practice Notebook Production for People with Visual Impairments

CORPORATE SOCIAL RESPONSIBILITY

A Special Meal Delivered by Employees on National Day of Persons with Disabilities | In April 2025, in celebration of National Day of Persons with Disabilities on April 20, Hanwha Vision, together with the Seongnam Welfare Center for the Disabled and Hanwha Semitech, delivered specially prepared side-dish meal packages to 20 low-income households of persons with disabilities living independently in Seongnam. Employee volunteers personally visited each household to deliver meals, while also checking for any inconveniences in daily life and offering companionship. Through this activity, we provided both practical support and emotional care. Hanwha Vision also continues to operate the Happy Table program, which provides three side-dish meals once a week for low-income households with disabilities, going beyond one-time support. We also contribute to food security and community welfare through various initiatives, including winter support programs and kimchi-sharing activities.



Visit to an Orphanage for Children with Disabilities

Support for Disability Care Institutions in Vietnam | Hanwha Vision Vietnam continues to carry out support activities in cooperation with local care facilities to help create a stable living environment for vulnerable groups. In particular, considering the characteristics of care facilities for people with disabilities, where education and rehabilitation environments are especially important, we focus on providing practical support so that facility users can live in a more pleasant and safe environment. In 2025, Hanwha Vision Vietnam visited a care facility for people with hearing and speech impairments and supported rehabilitation programs to help users strengthen their social integration and independent living skills. Employees also prepared and shared meals with them. In addition, Hanwha Vision Vietnam donated items needed for education and daily life, including air conditioners, printers, desks, and chairs, thereby improving the learning and living environments. Through these efforts, we helped facility users continue their education and rehabilitation activities in a more stable environment.



Visit to a Care Facility for People with Hearing and Speech Impairments

“VISION Zone”: Creating Safer Spaces with Hanwha Vision | Starting in 2026, Hanwha Vision is promoting VISION Zone, a social contribution program that installs security cameras at social welfare facilities in Korea and places signage at facility entrances to designate them as safe zones. This program was designed to improve the environment of welfare facilities with relatively vulnerable safety infrastructure and to strengthen the safety of facility users. In particular, we selected residential facilities for infants and toddlers with disabilities as the first beneficiaries, considering that staff shortages may create gaps in care despite the high level of support required, and that facilities located in remote areas may be particularly vulnerable to safety incidents such as unauthorized entry or residents leaving the premises unattended. Starting with security system support for three residential facilities for infants and toddlers with disabilities in 2026, we plan to gradually expand the scope of support to various welfare facilities that need safety infrastructure improvements.



VISION Zone Plaque Unveiling Ceremony

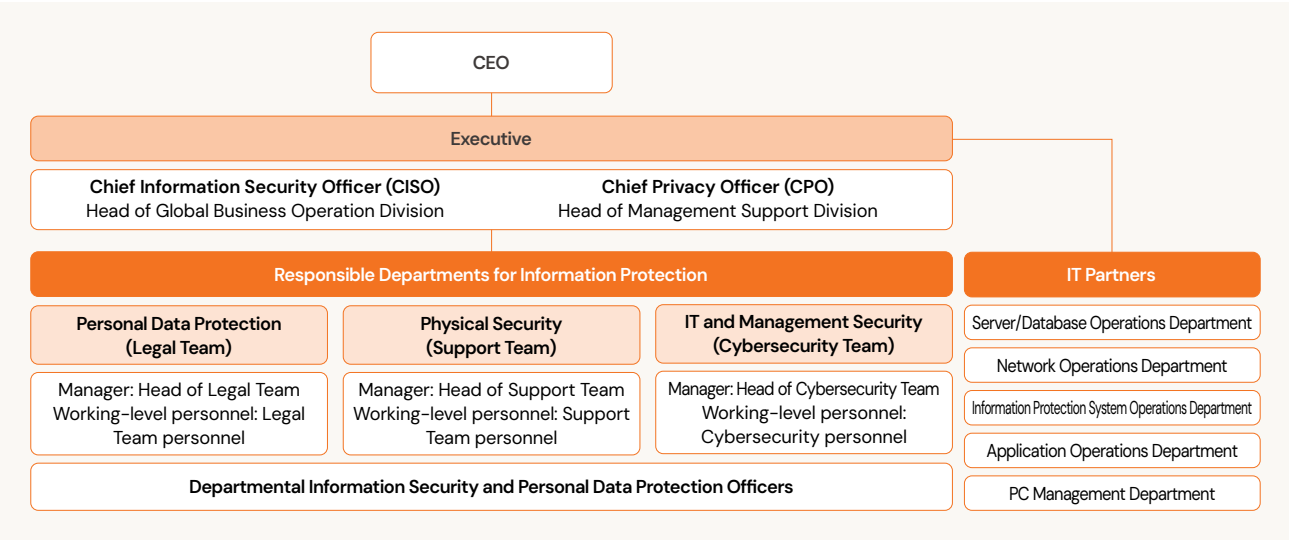
INFORMATION SECURITY

INFORMATION SECURITY MANAGEMENT SYSTEM

Information Security Governance

Hanwha Vision has strengthened its information security governance structure to proactively address growing cyber threats, personal data breaches, and other potential information security risks. Previously, the Head of Global Business Operation Division concurrently served as both the Chief Information Security Officer (CISO) and Chief Privacy Officer (CPO). To separate these roles and strengthen professional expertise, Hanwha Vision appointed the Head of Management Support Division as the CPO. In accordance with its information protection policies and regulations, Hanwha Vision operates its information protection governance system by designating responsible departments and personnel across three areas: personal data protection, physical security, and IT and management security. The Information Protection Committee, led by the CISO, consists of the CPO, the Head of Legal Team, the Head of Support Team, the Head of Cybersecurity Team, and other relevant members. The committee meets at least once a year to deliberate and resolve major company-wide information protection matters. In addition, the Working Council for Information Protection, composed of working-level personnel from each area, is held on an ongoing basis to support practical discussions on information protection. The council reviews matters deliberated and resolved by the Information Protection Committee, establishes detailed implementation plans, and coordinates activities necessary for smooth information security operations.

Information Security Management Organizational Chart



Information Security Policies

As Hanwha Vision expands its business from product sales to a Vision Solution Provider, we are strengthening our information security policies and management. In response to the rapidly changing environment, we have established and revised our Information Protection Guidelines and Privacy Policy. We also distributed the Information Security Declaration company-wide under the CEO's name, emphasizing that all employees must comply with and faithfully practice information security guidelines, thereby embedding an information security culture. We classify information assets into electronic information, information systems, information protection systems, and physical facilities, and implements systematic information security policies and activities based on management standards established for each asset category.

Hanwha Vision Information Security Policies

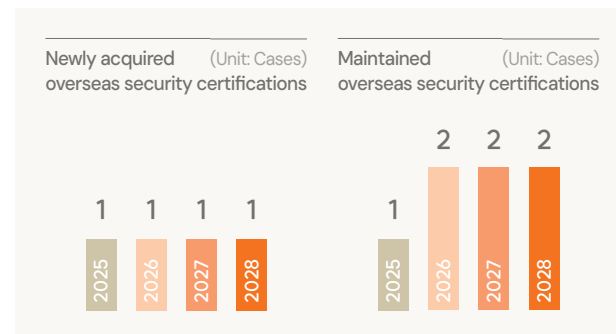
Category	Information Security	Personal Data Protection
 Guidelines	Information Protection Guidelines	Privacy Policy
 Management Standards	Information Protection Management Standards	Personal Data Protection Handling Regulations
 Forms and Checklists	Information Protection Forms and Procedures	Personal Data Protection-related Application and Record Forms

INFORMATION SECURITY

Information Security Goals

Hanwha Vision is transitioning from a product-oriented information security framework to a product- and service-centric security model aligned with its strategic direction as a solutions and services provider. Through this approach, we aim to provide a consistent level of security control and monitoring across global business sites and remote working environments, while achieving a 100% security policy compliance rate. In particular, in 2025, Hanwha Vision secured reliability by having its internalized information security level certified by an external third-party institution. We also established a system to prevent security incidents by applying security solutions, such as DLP and V3, to overseas business sites. From 2026 onward, Hanwha Vision plans to further strengthen these controls and monitoring activities and establish procedures for reviewing the security of information systems. In the long term, we aim to build a globally integrated information security operating environment and establish a proactive security response system.

Mid- to Long-Term Information Security Roadmap



Information Security Management System Certification

To systematically protect and manage information assets, including data, systems, and infrastructure, Hanwha Vision has obtained and maintained ISO/IEC 27001 (Information Security Management System)¹⁾ certification, an international standard, since October 2023. In 2025, Hanwha Vision also obtained ISO/IEC 27017 (Cloud Service Information Security Management System)²⁾ certification to strengthen data protection, access control, and service operation stability in cloud environments, and to manage cloud-specific security requirements in a more systematic manner. In particular, for overseas branches, Hanwha Vision applies the security control standards of ISO/IEC 27001 (Information Security Management System) as its standard policy and implements administrative, physical, and technical protection measures.

- 1) ISO/IEC 27001(Information Security Management System): An international standard that certifies an organization has established and operates its information security management system in accordance with international standards.
- 2) ISO/IEC 27017(Cloud Service Information Security Management System): An international cloud security management standard that defines information security controls and responsibilities in cloud environments.



ISO/IEC 27001 Certificate



ISO/IEC 27017 Certificate

INFORMATION SECURITY ACTIVITIES

Information Security Assessment and Inspection

Hanwha Vision conducts annual information security assessments to review its management system and compliance with relevant laws and regulations. Based on the findings, we develop improvement plans and maintain our information security activities and standards.

Self-Assessment of Information Security Levels | Hanwha Vision conducts an annual self-assessment of information security levels. In 2025, we conducted a self-assessment of 57 items across four areas, including management and physical security, information system security and operations, and personal data protection. We manage these areas to maintain a score of 4 or higher out of 5. We plan to strengthen the regular operation of security councils and committees to promote more active discussions on the latest threat trends, security policies, and legal compliance measures. By actively reflecting these discussions in practice, we will continue to enhance our information security level.

Group-Wide Security Management Inspection | Hanwha Vision conducts annual group-wide security management reviews to identify vulnerabilities and strengthen preventive measures against security incidents, including malware infections and personal data breaches. In July 2025, we conducted an on-site inspection covering the personal data and information protection management system, including administrative and technical controls for IT infrastructure security, threat detection, and internal information leakage prevention. Identified vulnerabilities are being addressed in phases through investments and improvement activities.

INFORMATION SECURITY

Themed Information Security Inspections | Hanwha Vision selects an information security theme each month and conducts inspection activities accordingly. After a pilot operation at overseas business sites in 2024, we regularized and expanded the program in 2025. In particular, in 2025, we reviewed document security decryption logs and USB storage device usage records across both domestic and overseas operations to assess employees' compliance with information security practices. The review confirmed that these tools were being used appropriately for legitimate business purposes in accordance with company policies. In addition, Hanwha Vision reviewed the purpose and usage status of non-work-related software, while continuously monitoring whether files are uploaded through unauthorized applications. Through these and other inspection activities, we are working to embed information security across the organization.

Case Detection of External Data Transfers

Finding	Detected an activity involving the transmission of data to an external party
Action	Provided a detailed report on the detected external data transfer, required submission of a post-incident explanation approved by the department head, deleted the relevant files, and conducted recurrence prevention training
Effect	Reduced the risk of data leakage and strengthened users' security awareness

Information Security Audit

Internal Audit | In 2026, Hanwha Vision conducted an internal audit to verify the appropriateness of its information security management system and improve its security level. In particular, in preparation for the renewal of ISO/IEC 27001 (Information Security Management System) and ISO/IEC 27017 (Cloud Service Information Security Management System) certifications, we reviewed the compliance of control items and related legal requirements. The internal audit ensured independence through the participation of external experts, and nonconformities and audit results were reported to the CISO. For the identified findings, responsible personnel were designated to discuss response measures, establish corrective action plans, and complete the necessary actions.

Cloud Service Internal Control Audit | In 2026, Hanwha Vision newly established a cloud service internal control audit to secure the security and stability of cloud solution and service management. A total of 110 items were reviewed across four services: OnCloud, Cloud Portal, HealthPro, and OnCAFE. Through this audit, we reviewed the appropriateness of control operations and identified potential risks. We continue to reflect the identified improvement items to strengthen the overall security level of its services.

Supplier Security Inspection

Hanwha Vision plans to introduce a diversified supply chain security inspection system in 2026 to manage company-wide security risks across its cloud service supply chain. The system is designed as a multi-layered defense framework in which the relevant business department first evaluates the operational appropriateness of control items based on supporting data submitted by suppliers, and the supervising security department independently re-verifies the results. For vulnerabilities and deficiencies identified through the inspection, we plan to request immediate corrective actions and conduct in-depth verification, including additional interviews and on-site inspections, when necessary.

Cloud Service Supplier Security Inspection Process

① Distribution of inspection checklist	The Cybersecurity Team provides inspection items and criteria to the relevant business departments.
② Inspection	Personnel in the relevant business departments evaluate the design and operational appropriateness of control activities based on supporting documents submitted by suppliers.
③ Final review	The Cybersecurity Team independently reviews the inspection results and supporting documents submitted by the relevant business departments.
④ Feedback and action	The Cybersecurity Team requests corrective actions for deficiencies, and the relevant business departments manage the implementation status.

Incident Prevention and Response

Hanwha Vision systematically operates technical and administrative security activities to protect information assets and strengthen its capabilities to respond to cyber threats. In particular, we expanded its phishing email response training to overseas operations in 2025, further enhancing its ability to proactively respond to increasingly sophisticated cyber threats.

INFORMATION SECURITY

Operation of the Integrated Security Operations Center |

Hanwha Vision operates an Integrated Security Operations Center (SOC) at the Jukjeon IDC, staffed with expert monitoring personnel to continuously detect and respond to security events. To prevent internal information leakage, access to servers and databases is granted only when the purpose is deemed appropriate through a pre-application process. We also prevent and manage information security incidents through periodic status reviews and reporting.

Phishing Email Response Training | Hanwha Vision conducts regular training and simulations to ensure compliance with Group and company information security regulations and to respond to phishing email threats. Based on the training results, we continue to strengthen employees' security awareness and apply the same system to overseas business sites.

Phishing Response Training

Target	All employees at headquarters and five overseas business sites
Frequency	Twice a year
Purpose	Strengthening phishing email response capabilities and raising security awareness

Security Incident Response Procedure | Hanwha Vision operates a security incident response process to minimize business impacts and prevent recurrence through swift and systematic responses to security incidents, such as information leakage, data tampering, and unauthorized access.

Security Incident Response Process

Step	Details
Incident Recognition	Employees and stakeholders report suspected security incidents through internal security channels, or suspicious events are identified through security equipment.
Incident Verification	Confirm the scope of the incident and scale of damage, take initial response measures, and issue a crisis alert.
Data Collection	Collect data related to the incident, identify leaked data, and analyze the impact of damage.
Incident Analysis	Analyze the cause of the incident and relevant logs, and seek support from external experts when necessary.
Action and Recovery	Minimize damage by recovering or deleting leaked information and resetting access rights, while strengthening policies, improving systems, and providing training and awareness programs.
Analysis Reporting	Incident analysis reports are prepared at the initial, interim, and final stages, with target reporting timelines established for each stage. Reporting and communication channels vary depending on the crisis alert level. Reports include incident progress, actions taken, and measures to prevent recurrence.

Information Security Training

From 2026, Hanwha Vision is working to build global confidence in its information security and establish consistent security controls and monitoring across overseas and remote workplaces. We aim to achieve 100% employee compliance with information security policies through awareness and implementation initiatives. In accordance with the Information Protection Guidelines, we provide information security training for new employees upon hiring. In this training, the department in charge of information protection explains relevant laws and systems related to information protection, as well as mandatory requirements under the Information Protection Guidelines and real-world information security incident cases. Particular emphasis is placed on cybersecurity and personal information protection, including policies and precautions designed to prevent data leakage, alteration, and destruction, while encouraging employees to practice information security in their daily work. Information protection training is developed by reflecting the latest trends and information. The content covers changes to the Information Protection Guidelines, relevant laws and penalties, security incident response procedures and cases, reward and disciplinary regulations and legal responsibilities for violations, and key issues identified during inspections and audits. Depending on the target audience, content, and training period, the training is delivered in various formats, including classroom training, online training, and cascade training. We also share the latest security issues and response measures across all operations through various channels, such as bulletin boards and newsletters.



Information Security Newsletter

INFORMATION SECURITY

Information Security Reporting System

Hanwha Vision operates reporting channels that allow stakeholders to report information security-related concerns in a safe and reliable manner. Reports can be submitted through various channels, including a dedicated email address, an anonymous reporting webpage, phone calls to the responsible department, or direct reporting. All reports received are recorded and managed, and the anonymity and identity protection of reporters are guaranteed. The department responsible for information security and relevant departments jointly review and assess the reported matters. When necessary, they take immediate action and establish policy improvements and recurrence prevention measures.

Information Security Report Handling Process

Step	Description	Key Details
Recognition of Information Security Concerns	Recognize concerns related to information security violations, vulnerabilities, data leakage, and other issues	—
Selection of Reporting Channel	Submit a report through a dedicated email address, responsible department email or phone, or direct reporting	Provides various reporting channels
Report Receipt and Documentation	Securely record and manage the reported details	Strictly maintains anonymity and confidentiality
Review and Assessment	The department responsible for information security and relevant departments jointly review the report	Assign crisis alert levels based on impact assessment
Reporting	Conduct reporting in accordance with established reporting systems	Report through relevant channels
Action and Improvement	Take relevant responses, and implement measures to prevent recurrence	Establish and implement improvement measures

PERSONAL DATA PROTECTION ACTIVITIES

Personal Data Protection Management System

Hanwha Vision has established Personal Data Protection Handling Regulations and a Privacy Policy to securely manage the personal data of customers and employees. The Handling Regulations clearly define the roles and responsibilities of employees and personal data handlers, and also apply to personal data processed through means other than information and communications networks, such as documents and paper forms.

Hanwha Vision has designated the Head of Management Support Division as the Chief Privacy Officer (CPO), and reports and submits the annual personal data protection work plan for approval at the beginning of each year. The CPO oversees the formulation and implementation of personal data protection policies. When regulations are revised, we post notices on the company bulletin board to ensure that all employees are informed and remain compliant.

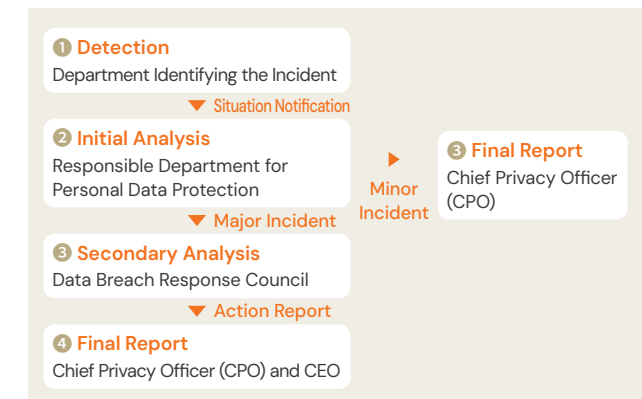
Response Guidelines by Type of Personal Data Breach

Category	Description	Responsible Department and Reporting Obligation
Minor Incident	Refers to a case where personal data was leaked due to a mistake by a personal data handler, but the leak was immediately identified, the leaked information was recovered, and no damage occurred to the relevant individual.	Handled by the department responsible for personal data protection(Immediately reported to the CPO)
Major Incident	Refers to a personal data breach caused by the intent or gross negligence of a personal data handler or other insider, or a breach caused by an external party, that has a critical impact on the company or the relevant individual.	The department responsible for personal data protection immediately convenes the Data Breach Response Council for response(Immediately reported to the Chief Privacy Officer and CEO)

Personal Data Breach Response

Hanwha Vision operates a Personal Data Breach Response Manual for swift and systematic action in the event of a breach. Incidents are classified as minor or major. When a breach occurs, an ad hoc Data Breach Response Council is formed to take prompt action and minimize damage. Led by departmental personal data protection managers, the council works with the Head of Cybersecurity Team, Head of Support Team, Head of Legal Team, and Head of Marketing Team to investigate the breach route, take emergency system measures, assess damage and impact, notify data subjects, report to relevant authorities, announce progress, monitor media coverage, and review legal responses. It then establishes a comprehensive response plan and reports it to the CPO. In addition, the Legal Team leads training for employees to prevent recurrence. We post notice of the breach on our website for 30 days.

Personal Data Breach Response Process



INFORMATION SECURITY

Personal Data Protection Training

Hanwha Vision provides regular personal data protection training to employees, outsourced staff, and other relevant personnel. New hires receive separate training. We manage completion records and training materials by target group and provide tailored training with support from relevant Group departments.

Personal Data Protection Training

Training Target	Training Content and Method	Frequency
Executives	Raising management's awareness of personal data protection(Use of internal and external instructors)	Once a year
Personal Data Protection Personnel	Strengthening professional expertise and personal data protection awareness(Use of internal and external instructors and professional training institutions)	As needed
Personal Data Handlers	Enhancing awareness of personal data protection among personal data handlers, including on-site outsourced personnel (Use of internal and external instructors, training websites, and videos)	Once a year
Employees of Entrusted Parties	Raising personal data handlers' awareness of personal data protection(Training conducted by the entrusted party; training materials provided by the entrusting party when necessary)	Once a year

Personal Data Protection Management and Inspection

Hanwha Vision inspects personal data management practices to ensure compliance with internal regulations, guidelines, and laws. Headquarters and business sites are inspected semiannually, while personal data processing contractors undergo on-site inspections at least once a year. Based on the findings, we request corrective actions and provide training to contractors when necessary. We maintain personal data protection liability insurance and receive expert advice.

AI ETHICS

AI Ethics Compliance

Hanwha Vision complies with the EU Artificial Intelligence Act (AI Act), which entered into force in August 2024, and has established AI policies and internal guidelines to ensure that employees and relevant departments comply with them. In particular, by defining and managing key risks such as data bias and discrimination, as well as personal data protection, we proactively prevent ethical and security issues in the course of AI operations.

AI Management System Certification

Hanwha Vision formed a task force in 2025 to obtain an AI certification and obtained ISO/IEC 42001 (AI Management System) certification in February 2026. The certification included document reviews and audits covering the AI system life cycle, from planning and design to development, operation, and retirement. The audits verified that our internal controls, risk management, and continuous improvement framework meet standard requirements and confirmed the reliable application of operating processes and management systems for AI-based video security solutions.



AI Management System Certification Award Ceremony



ISO/IEC 42001 Certificate

AI Design and Development Management

Hanwha Vision reviews model training data and algorithms to eliminate bias and discriminatory elements, while integrating personal data protection and security measures. By identifying risks that arise during the development process in advance and establishing improvement plans, we have built an AI ethics and security management system from the initial stages.

AI Operations and Internal Controls

At the operation stage, Hanwha Vision ensures the stability of its AI systems through real-time monitoring and internal inspections. We have established a control system for immediate response to abnormal behavior, errors, or security incidents, and verify the fairness and performance of AI models through regular log analysis. These activities are reflected in our operating guidelines and control procedures. As of 2025, there were zero error response cases or security incidents during the operation of AI-based video security solutions.

AI and Cloud Security

Hanwha Vision is working to secure next-generation security technologies. We are advancing an intelligent security framework that detects abnormal access patterns and anomalies across system and network domains in real time, enabling threats to be identified and addressed in advance. For cloud service security, we apply global-standard encryption technologies during data transmission and strengthen data protection and privacy through access control, authentication systems, and security monitoring. We strive to provide customers with a safe and trusted service environment through regular third-party security audits and inspections.

GOVERNANCE

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TRANSPARENT GOVERNANCE

COMPOSITION OF THE BOARD

Board Composition

Under Article 26 of the Articles of Incorporation, Hanwha Vision’s Board of Directors comprises five members: two executive directors and three independent directors with the CEO serving as the Chairperson of the Board. The Board was appointed on May 9, 2025, in accordance with the Articles of Incorporation and Board regulations. The independent directors meet the independence requirements of Article 542-8 of the Korean Commercial Act and make decisions independently of management. The Board’s diverse expertise and experience ensure diversity, while internal support units and dedicated committees facilitate effective decision-making discussions. The Board also complies with Article 397, Paragraph 2 of the Korean Commercial Act to prevent conflicts of interest and enhances transparency and accountability by managing and disclosing key decisions and activities.

Director Appointment Process

Hanwha Vision’s directors are appointed at the General Meeting of Shareholders through a transparent process. Executive director candidates are selected based on their suitability for corporate management and appointed following a comprehensive assessment of their capabilities, understanding of management, expertise, and experience. For independent directors, the Independent Director Nomination Committee, composed entirely of independent directors, reviews candidate’s qualifications under the Korean Commercial Act, expertise, and independence. Qualified candidates are submitted to the General Meeting of Shareholders, and a Statement of Eligibility is filed with the Korea Exchange.

Board Composition

★ (Chairperson), as of March 2026

Category	Name	Gender	Position	Board Term	Expertise	Key Career History
CEO	Kim Ki-chul	Male	- Chairperson of the Board - Compensation Committee ★ - Executive Committee ★	2025.05.09 ~2028.05.08 (3 years)	Overall Corporate Management	(Former) Head of Hanwha Vision America (Former) Head of Sales & Marketing Division, Hanwha Vision (Former) Head of Strategy & Planning Division, Hanwha Vision (Current) CEO and Head of Global Sales Division, Hanwha Vision
Independent Director	Lee Kyu-chul	Male	- Audit Committee ★ - Compensation Committee - Independent Director Nomination Committee ★ - ESG Committee	2026.03.24 ~2029.03.23 (3 years)	Legal	(Former) Judicial Researcher, Supreme Court (Former) Chief Judge, Wonju Branch, Chuncheon District Court (Current) Managing Partner, DR & AJU LLC
	Kim Kwang-su	Male	- Audit Committee - Independent Director Nomination Committee - ESG Committee	2026.03.24 ~2029.03.23 (3 years)	Technology	(Former) Administrative Officer, Presidential Secretariat for Information and Communications (Former) Director general, Industrial Policy Bureau, Ministry of Science and ICT (Current) Director, Sungkyun Artificial Intelligence Research Institute(SAIRI), Sungkyunkwan University
	Jung Su-mi	Female	- Audit Committee - Compensation Committee - Independent Director Nomination Committee - ESG Committee ★	2026.03.24 ~2029.03.23 (3 years)	Accounting	(Former) Assistant Professor of Accounting, The Chinese University of Hong Kong (Former) Commissioner, Financial Services Commission (Current) Associate Professor of Accounting, Yonsei University School of Business
Executive Director	Kim Hyun-seop	Male	Executive Committee	2026.03.24 ~2029.03.23 (3 years)	General Corporate Management	(Former) Head of Business Planning Team, Hanwha Vision (Former) Head of Global Business Operation Division, Hanwha Vision (Current) Head of Management Support Division, Hanwha Vision

TRANSPARENT GOVERNANCE

Board Expertise

Hanwha Vision's Board of Directors is composed of experts with professional capabilities in various fields and extensive on-site experience, based on the Board Skills Matrix. In particular, directors are selected to ensure balanced oversight and decision-making across areas such as corporate management and leadership, strategy and M&A, legal affairs, accounting, technology, and business understanding.

Board Skills Matrix

Category	Kim Ki-chul	Lee Kyu-chul	Kim Kwang-su	Jung Su-mi	Kim Hyun-seop	Remarks
Corporate Management and Leadership	●				●	Expertise in managing large-scale organizations
Strategy / M&A		●		●	●	Expertise in corporate investment activities, including M&A
Legal / Policy and Risk Management	●	●				Expertise in legal affairs and public policy
Finance and Accounting				●	●	Expertise in finance and accounting for corporate management and oversight
Core Business Expertise (Video Security)	●		●		●	Expertise in the video security equipment manufacturing industry
Core Business Expertise (Industrial Equipment)	●		●			Expertise in the industrial equipment manufacturing industry
Independence		●	●	●		Ability to perform duties impartially and rationally, independent of company interests and the largest shareholder

Support for Independent Director Training

In 2025, Hanwha Vision conducted a total of four training sessions for independent directors in collaboration with professional institutions, and all independent directors completed the training. In addition, pursuant to Article 10 of the Board Regulations, we have established a procedure that allows the Board to seek advice from external experts at our expense when necessary to support Board activities.

Independent Director Training Status

Date of Training	Training Provider	Participants	Completion Rate	Key Topics
2025. 05.30	Korea Listed Companies Association	Lee Kyu-chul, Kim Kwang-su, Jung Su-mi	100%	Job Training for Independent Directors of Listed Companies
2025. 08.27	In-house	Lee Kyu-chul, Kim Kwang-su, Jung Su-mi	100%	Response Strategies for the 2025 Amendments to the Korean Commercial Act
2025. 09.11	Deloitte Korea Group	Jung Su-mi	100%	2025 Boardroom Skills Enhancement Program
2025. 09.26	Samil PwC	Jung Su-mi	100%	Seminar on the Capital Markets Act and Governance

Support for Independent Directors in Performing Their Duties

Hanwha Vision supports independent directors in performing their duties by providing relevant materials in advance of Board meetings for sufficient review. We provide information on key internal matters on an ongoing basis. When necessary, independent directors are supported in conducting site visits to domestic and overseas business operations and receiving status reports.

Independent Director Support Organization

Department	Number of Employees	Position (Tenure)	Key Activities
IR Team	4	1 Team Leader, 2 Managers, 1 Assistant Manager (Average tenure: 1 year and 4 months)	- Supporting independent directors in their duties - Providing information for independent directors' decision-making - Providing administrative support for meetings - Recording and maintaining Board meeting minutes

TRANSPARENT GOVERNANCE

Board Committees

Hanwha Vision operates a total of five committees under the Board of Directors: the Audit Committee, Compensation Committee, Executive Committee, Independent Director Nomination Committee, and ESG Committee. Each committee consists of a chair and committee and we newly established the ESG Committee in 2026, strengthening sustainability.

Status of Board Committees

(As of March 2026)

Committee	Composition	Members	Roles and Responsibilities	No. of Meetings	No. of Resolutions
Audit Committee	3 Independent Directors	• Lee Kyu-chul, Independent Director • Kim Kwang-su, Independent Director • Jung Su-mi, Independent Director	• Enhancing management transparency and independence • Conducting internal audits and management audits	9	6
Compensation Committee	1 Executive Director, 2 Independent Directors	• Kim Ki-chul, CEO • Lee Kyu-chul, Independent Director • Jung Su-mi, Independent Director	• Reviewing the remuneration limit and compensation framework for registered directors	1	2
Executive Committee	2 Executive Directors	• Kim Ki-chul, CEO • Kim Hyun-seop, Executive Director	• Enhancing the speed and efficiency of management decision-making	2	2
Independent Director Nomination Committee	3 Independent Directors	• Lee Kyu-chul, Independent Director • Kim Kwang-su, Independent Director • Jung Su-mi, Independent Director	• Reviewing and recommending candidates for independent director appointment at the General Meeting of Shareholders	-	-
ESG Committee	3 Independent Directors	• Jung Su-mi, Independent Director • Lee Kyu-chul, Independent Director • Kim Kwang-su, Independent Director	• Systematically managing key ESG matters • Enhancing shareholder value and pursuing sustainable growth • Establishing and approving ESG strategies and policies, and overseeing implementation	1	2

BOARD OPERATION

Board Operation

Hanwha Vision holds regular Board meetings every month and may convene extraordinary Board meetings as needed. In 2025, the Board held a total of 14 meetings, with an average attendance rate of 90%. The Board faithfully deliberated on and resolved agenda items and reviewed reports, totaling 52 items. To ensure reasonable and transparent Board operations, minutes are prepared for each meeting and maintained and preserved.

Board Meeting Overview

No.	Date	Agenda	Resolution Status	Approval Rate	Attendance Rate
1st	2025.01.02	Approval of substituting public notice for the merger completion report, and 7 other agenda items	Approved	100%	100%
2nd	2025.01.31	Approval of concurrent positions held by directors	Approved	100%	80%
3rd	2025.02.05	Approval of the safety and health plan, and 3 other agenda items	Approved	100%	100%
4th	2025.02.21	Approval of the 7th financial statements and business report of former Hanwha Vision, and 7 other agenda items	Approved	100%	100%
5th	2025.03.14	Re-approval of the 1st financial statements of Hanwha Vision (formerly Hanwha Industrial Solutions), and 1 other agenda item	Approved	100%	80%
6th	2025.03.24	Determination of the chairperson appointment order for the Annual General Meeting of Shareholders	Approved	100%	80%
7th	2025.03.27	Paid-in capital increase of Hanwha Semitech Co., Ltd., and 7 other agenda items	Approved	100%	80%
8th	2025.04.30	Revision of executive remuneration regulations, and 1 other agenda item	Approved	100%	80%
9th	2025.05.09	Appointment of CEO (Executive Director Kim Ki-chul), and 2 other agenda items	Approved	100%	80%
10th	2025.05.28	Guarantee for HVA borrowings, and 3 other agenda items	Approved	100%	100%
11th	2025.06.24	Approval of transaction limits between the Company and directors, major shareholders, etc., and 1 other agenda item	Approved	100%	100%
12th	2025.08.27	Guarantee for HVA borrowings	Approved	100%	80%
13th	2025.11.26	Approval of the establishment of an overseas subsidiary and closure of branches, and 2 other agenda items	Approved	100%	100%
14th	2025.12.24	Establishment of regulations to improve corporate governance, and 4 other agenda items	Approved	100%	100%

TRANSPARENT GOVERNANCE

BOARD REMUNERATION

Board and Executive Remuneration Policy

Remuneration for Hanwha Vision's Board members and executives is paid in accordance with the company's executive remuneration regulations, within the remuneration limit approved by the General Meeting of Shareholders. Executive remuneration consists of base salary, bonuses, and various allowances, and is determined by considering the nature of delegated responsibilities and performance outcomes. Additional remuneration may also be provided based on factors such as compensation level, contribution to performance, and the importance of each role. When determining remuneration, registered directors are evaluated comprehensively based on their contribution to management performance, while independent directors are assessed based on factors such as their expertise in their respective fields and participation in committees. Performance-based bonuses may be paid at the company's discretion, taking into account business performance. Details regarding executive remuneration are governed by separate internal regulations.

Director Remuneration Status

(As of the end of December 2025, Unit: KRW million)

Category	Number of Persons	Total Remuneration	Average Remuneration per Person
Registered Directors (excluding Independent Directors and Audit Committee members)	3	3,656	1,219
Independent Directors (excluding Audit Committee members)	-	-	-
Audit Committee members	3	262	87
Auditors	-	-	-

AUDIT ORGANIZATION

Audit Committee

Hanwha Vision operates an Audit Committee composed entirely of independent directors to ensure that audit duties are performed fairly and independently from the company, its management, and controlling shareholders. The Audit Committee consists of at least three directors, and at least one member has professional expertise in audit-related matters. The Audit Committee audits the legality of duties performed by directors and management, the soundness of corporate financial activities, and the appropriateness of financial reporting processes, while also approving the appointment and dismissal of external auditors. Members of the Audit Committee have free access to information necessary to perform their audit duties and may seek advice from external experts when necessary.

Audit Committee Composition

(As of March 2026)

Category	Name	Position	Background for Appointment	Relationship with the Largest Shareholder or Major Shareholders
Independent Director	Lee Kyu-chul	Chair	Legal Expert	None
	Kim Kwang-su	Member	Technology Expert	None
	Jung Su-mi	Member	Finance and Accounting Expert	None

Status of Audit Committee Operations

Date	Agenda	Resolution Status	Approval Rate	Attendance Rate
2025.01.02	Revision of Internal Accounting Management Regulations	Approved	100%	100%
2025.02.05	Report on the 1st financial statements, and 1 other agenda item	Approved	100%	100%
2025.02.21	Approval of the evaluation report on the Internal Accounting Management System, and 4 other agenda items	Approved	100%	100%
2025.03.27	Review of agenda items for the Extraordinary General Meeting of Shareholders	Approved	100%	100%
2025.04.30	Report on financial results for Q1 2025	-	-	100%
2025.07.30	Report on financial results for the first half of 2025	-	-	100%
2025.10.29	Report on financial results for Q3 2025	-	-	100%
2025.11.26	Communication between the external auditor and the Audit Committee	-	-	100%
2025.12.24	Establishment of an organization to support the Audit Committee	Approved	100%	100%

TRANSPARENT GOVERNANCE

SHAREHOLDER-FRIENDLY MANAGEMENT

Protection of Shareholder Rights and Interests

Hanwha Vision has introduced various measures to encourage shareholders to actively exercise their voting rights. To support the efficient exercise of voting rights by minority shareholders at the General Meeting of Shareholders, we adopted an electronic voting system and an electronic proxy system at the 1st Annual General Meeting of Shareholders in 2025. At the 2nd Annual General Meeting of Shareholders, we amended the Articles of Incorporation to allow dividend amounts to be determined before the dividend record date, thereby enhancing shareholders’ ability to predict cash dividends. In addition, to ensure that minority shareholders have sufficient time to understand the agenda items submitted to the General Meeting of Shareholders and exercise their voting rights, Hanwha Vision issued the meeting notice four weeks before the General Meeting of Shareholders. Going forward, we will continue to actively protect the rights of minority shareholders by adopting relevant systems on an ongoing basis.

Dividend Policy and Outlook

Hanwha Vision places shareholder value enhancement as a top priority while pursuing global market leadership and sustainable growth. However, following its establishment through a spin-off in September 2024, we required time to secure stable cash flows. In addition, growing uncertainty in the global business environment, including recent tariff changes, required proactive measures. As a result, Hanwha Vision did not pay dividends in 2025. Although dividends were withheld for the reporting year, Hanwha Vision will actively review the implementation of a shareholder return policy once stable free cash flow (FCF) is secured and visibility into profitability-driven growth is established. In doing so, we will comprehensively consider the business environment and distributable profits under the Korean Commercial Act. In addition, we amended the Articles of Incorporation to allow the dividend record date to be set after the dividend amount is finalized, thereby establishing a procedural foundation to protect shareholder rights and interests. Going forward, when a specific shareholder return policy is established, we will transparently disclose the relevant details after a resolution by the Board of Directors.

Shareholder Communication

Hanwha Vision operates various IR channels to provide investors with timely and accurate information. We conduct NDRs (Non-Deal Roadshows), where we directly visit domestic and international institutional investors to explain our business performance and mid- to long-term strategies, while also listening to market feedback. We also participate in securities firm-hosted Corp-day events to present our current status and growth strategies to a broad range of investors. In addition, we hold one-on-one meetings to regularly share key management issues and performance with institutional investors through individual or small-group meetings. In 2025, Hanwha Vision expanded its contact points with domestic and international investors by conducting three NDRs, participating in 13 conferences, and holding 130 one-on-one meetings. We also continue to ensure fair and transparent disclosure by operating English-language channels for international shareholders and keeping IR materials up to date.

Key IR Activities

(Unit: sessions)

Activity	Key Details	2024	2025
NDR	Conducted IR activities for non-deal purposes by directly visiting domestic and international institutional investors to explain business performance and mid- to long-term strategies, and to listen to market feedback	2	3
Corp-day	Participated in securities firm-hosted events to present the Company’s current status and growth strategies to a broad range of investors and communicate with them	2	13
One-on-One / Small-Group Meetings	Operated ongoing communication activities to share key management issues and performance through individual and small-group meetings with institutional investors	53	130

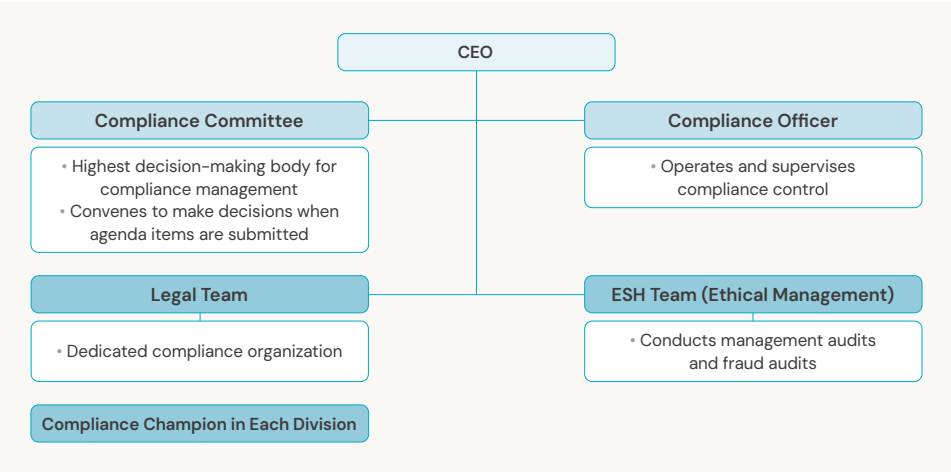
ETHICS AND COMPLIANCE

ETHICS AND COMPLIANCE MANAGEMENT SYSTEM

Ethics and Compliance Governance

Hanwha Vision practices transparent, reliable, and responsible management. We operate the Compliance Committee, the highest decision-making body for compliance management, which is composed of senior executives, including the CEO and heads of business divisions. The Committee convenes as needed to deliberate on agenda items, review the status of compliance control activities, make key decisions, and approve compliance-related policies and regulations. To ensure professional compliance management and response, the Legal Team, a dedicated organization, has been strengthened as an organization directly under the CEO. In 2025, Hanwha Vision newly established the ESH Team under the Management Support Division as a dedicated organization for ethical management. The ESH Team conducts management and fraud audits, while a dedicated compliance officer oversees and monitors adherence to compliance standards through regular or ad-hoc inspections and reporting. Matters decided by the dedicated ethics and compliance organization are communicated to compliance practitioners in each division across the company. Through this, Hanwha Vision is working to ensure that ethical management and compliance management become firmly embedded in its corporate culture.

Ethics & Compliance Organizational Chart



Basic Philosophy and Principles

As a global company leading the video security industry, Hanwha Vision is expected to uphold a higher level of compliance management and ethical responsibility. We emphasize that this is not an option, but an essential standard for sustainable growth, and that all employees must strictly comply with laws and regulations and conduct business in an honest and fair manner. Hanwha Vision has established an ethical management mission and applies it across various activities, including training, inspections, evaluations, and system operations, to encourage employees to enhance their compliance awareness and fulfill their responsibilities for ethical management.

Ethical Management Mission

	We are committed to creating a fair and transparent company	- Establishing a clean, corruption-free corporate culture - Providing regular anti-corruption training to support a proactive audit framework
	We improve organizational structures and systems to maximize efficiency	- Reducing waste in inefficient processes - Eliminating operational gaps caused by departmental self-interest
	We are dedicated to increasing company value	- Offering management consulting in weak areas and sharing success stories - Introducing proactive audit measures to diagnose and prevent potential issues early on

Ethical Management Practice Guidelines

Use of Company Assets	Receiving Gifts and Hospitality	Prohibition on Unlawful Solicitations and Gift-Giving
- Use of company assets for unauthorized purposes - Leakage of information and personnel resources - Embezzlement and misuse of funds	- Gifts - Entertainment and hospitality - Provision of conveniences	- Unlawful solicitation activities - Providing gifts or benefits
Selection of Business Partners and Fair Trade	Manipulation of Documents/Figures and False Reporting	Other Basic Employee Ethics
- Selection of business partners - Transactions with business partners - Equity investment	- Manipulation and alteration of documents and figures - False reporting	- Prohibition of sexual harassment - Prohibition of financial transactions and gift exchanges between employees - Proper use of social media (Social Media Guidelines)

ETHICS AND COMPLIANCE

Ethical Management Policies and Guidelines

Establishment of Ethical Management Policy | In accordance with the principles of integrity management and compliance management, Hanwha Vision operates an ethics and compliance system to support proper decision-making by employees at all domestic and overseas business sites and subsidiaries. We support the anti-corruption principles of the UN Global Compact (UNGC) and make related policies and standards available at all times through the internal compliance support system. In addition, through the Ethical Management Policy established in May 2026, we have clarified our corporate responsibilities and principles of conduct in relationships with stakeholders, including customers, suppliers, shareholders, and local communities, while also considering language accessibility for global employees.

Ethics and Compliance Policies and Guidelines

Policy	Ethical Management Policy ↗	
Employee Code of Conduct and Practice Guidelines	Employee Code of Conduct ↗	Compliance Control Standards ↗
Detailed Rules for Legal Compliance and Implementation	Anti-Corruption Compliance Regulations ↗	Anti-Corruption Compliance Implementation Rules

Key Elements of the Ethical Management Policy

Responsibilities to Stakeholders	
A. Responsibility to Customers	Hanwha Vision provides reliable products and services based on respect for customers and value creation, and protects customers' rights and interests through fair trade and thorough information protection.
B. Responsibility to Competitors and Suppliers	Hanwha Vision manages relationships with suppliers based on transparent transactions and practices ethical business transactions without providing improper benefits or exerting undue pressure.
C. Responsibility to the Nation and Society	Hanwha Vision contributes to national and social development through legal compliance and responsible management, while protecting the interests of stakeholders, including shareholders, local communities, and the environment, in a balanced manner.
D. Responsibility to Employees	Hanwha Vision creates a safe and fair working environment, provides fair opportunities based on capabilities and performance, and supports employee growth and autonomy.
Basic Ethics for Employees	
Compliance with laws and regulations, prevention of conflicts of interest, information protection and confidentiality, and anti-corruption.	

Establishment of Mid- to Long-Term Goals for Ethical Management | Hanwha Vision aims to embed a culture of ethical management and compliance throughout the organization and maintain zero incidents of violations related to corruption, conflicts of interest, fraud, money laundering, and other compliance-related misconduct. To achieve these goals, we have established a systematic set of mid- to long-term objectives and are managing and implementing execution strategies in phases based on a detailed roadmap.

Mid- to Long-Term Ethical Management Goals

Category	Unit	2025 Performance	2026 Targets	2028 Targets	2030 Targets
Anti-corruption violations	Cases	0	0	0	0
Compliance violations ¹⁾	Cases	0	0	0	0
Employees receiving business ethics training ²⁾	%	100	100	100	100
Employees receiving personal data protection training ³⁾	%	5 ⁴⁾	100	100	100
Expansion of corruption risk assessment coverage	Americas subsidiary	Headquarters and major overseas subsidiaries	Headquarters and major overseas subsidiaries	All Global Operations	
Promotion of an ethical management culture	Compliance commitment activities	Compliance commitment activities	Compliance commitment activities	Expansion across global operations	

1) Compliance violations: Includes violations of laws, regulations, and internal policies, such as conflicts of interest, fraud, and money laundering.

2) Business ethics training: Refers to all business ethics training programs, including mandatory compliance training for all employees and training related to conflicts of interest and anti-corruption.

3) Information security training: Includes training on information asset management, personal data protection principles, employee responsibilities, and security compliance obligations.

4) In 2025, the training target audience was temporarily reduced due to the implementation of intensive in-person training focused on personnel in charge of personal data processing systems and new hires.

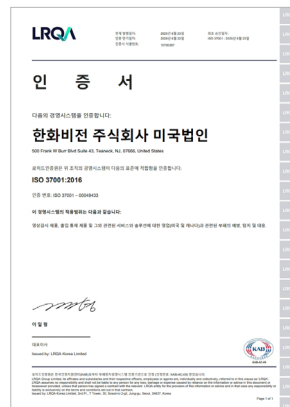
ETHICS AND COMPLIANCE

Legal Compliance and Anti-Corruption Certifications

Hanwha Vision applies international standards to strengthen its ability. In 2024, we became the first company in Korea's video security industry to obtain and maintain ISO 37301 certification, an international standard for compliance management systems for our four domestic business sites (headquarters and branch offices). To expand the scope of certification, we also obtained ISO 37001 certification, an international standard for anti-bribery management systems, for our Americas subsidiary in June 2025. ISO 37301, the Compliance Management System standard, requires organizations to establish a systematic management framework to comply with applicable laws, regulations, contracts, voluntary standards, and ethical standards. ISO 37001, the Anti-Bribery Management System standard, aims to prevent bribery and corruption in advance and promote ethical management.



ISO 37301 Certificate



ISO 37001 Certificate

ETHICS AND COMPLIANCE RISK MANAGEMENT

Ethics and Compliance Training

Hanwha Vision operates a variety of training and awareness programs to strengthen employees' ethics and compliance capabilities and enhance compliance awareness by position and target group. In 2025, we carried out awareness-building activities for all employees, including the signing of compliance commitment pledges, fundamental compliance management training, system-based self-assessments, and statutory mandatory training. We also provided customized training for executives, managers, new hires, and employees in charge of personal data processing. In addition, through our on-site customized training programs, which consist of 10 themes, we encouraged all employees to complete at least one course and achieved an average annual training participation rate of 97%. The training included the Improper Solicitation and Graft Act and the prevention of embezzlement and breach of trust as key topics. By focusing on standards prohibiting the receipt of money, goods, or other benefits, sanctions for violations, and major practical cases that may arise in the workplace, the training helped improve employees' understanding and strengthen practical compliance awareness to prevent inappropriate conduct.

For managers (team leaders), Hanwha Vision also conducted in-person training sessions covering disciplinary cases and response experiences related to compliance incidents. Participants subsequently shared the training content with their teams. This activity, which is conducted on a non-regular basis and was held once in 2025, was linked to our compliance commitment initiatives and supported practical compliance practices in day-to-day operations, while promoting a culture of compliance throughout the organization. By continuously strengthening training and related activities, we strive to embed compliance awareness into employees' day-to-day operations.

Ethics and Compliance Training Programs

Schedule	Training Program	Key Details	Participation Rate
March	Compliance Commitment Pledge	Employees accessed the compliance support system and signed the pledge	100%
April	Compliance Training	Fundamental compliance management training for all employees (online)	98%
May	Compliance Commitment Promotion	Compliance-themed training for executives and managers to share with their subordinate organizations (online)	94%
May	System-based Self-Assessment	Self-assessment via system access (online)	99%
June-August	On-site Customized Training	Department-specific themed training selected from 16 training themes (online)	92%
August	Compliance Training	Training for managers on trade secrets and other topics (in-person)	100%
September	Sexual Harassment Prevention Training	Training provided by a certified labor consultant (in-person)	100%
November	Personal Data Protection Training	Basic personal data protection training (online)	97%
December	Personal Data Processing System Training	Training for employees in charge of personal data processing (in-person)	97%
	Personal Data and Security Training	Security training for new hires in 2025 (in-person)	90%

ETHICS AND COMPLIANCE

Compliance Index Assessment for Managers

Hanwha Vision conducts an annual compliance index assessment for managers to spread a culture of compliance management. This system is designed to encourage managers to declare and put their commitment to compliance into practice, with the objective of cascading a strong Tone at the Top throughout the organization. In 2025, the evaluation covered a total of 87 managers, including 14 executives and 73 team leaders. The evaluation consisted of eight items and was divided into department evaluations and individual evaluations. Department evaluations focus on practical activities at the unit department level, such as completion of compliance training, internal inspection and monitoring activities, and participation in voluntary compliance activities. Individual evaluations reflect each manager's own compliance practices, including completion of training programs. As a result of the 2025 evaluation, executives achieved an average score of 105, receiving Grade S, while managers achieved an average score of 103, receiving Grade A. These results indicate that compliance awareness and participation have become well established across the organization. We will continue to operate the Compliance Index Assessment program to strengthen the foundation for responsible management.

Compliance Index Assessment Results for Managers¹⁾

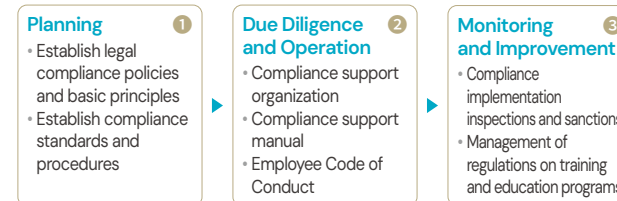
Category	2024	2025
Average for Executives	-	105 points (Grade S)
Average for Managers	100.3 points (Grade A)	103 points (Grade A)

1) Compliance index assessment is based on a maximum score of 100 points; however, scores may exceed 100 points when additional points are applied.

Compliance Program

Hanwha Vision operates a Compliance Program (CP), an internal compliance system, to embed a culture of voluntary legal compliance and minimize tangible and intangible losses the company-wide. Based on the key elements of each stage, we carry out systematic compliance management activities aligned with global standards.

Key Elements by CP Stage



CP Management Areas

Fair Trade and Subcontracting	Unfair trade practices, collusive behavior, unfair subcontracting, etc.
Environment and Safety	Green management, workplace environmental and safety management, compliance with regulations, etc.
Product Liability	Compliance with standards under the Product Liability Act and the Framework Act on Consumers, compliance with internal quality standards, etc.
Labor-Management Relations and Organizational Culture	Recruitment, disciplinary action, dismissal, employee benefits, equal employment, compliance with labor standards, prohibition of sexual harassment, etc.
Intellectual Property and Trade Secrets	Protection of intellectual property rights, prohibition of unauthorized use of competitors' intellectual property rights, protection of trade secrets and prevention of leakage, personal data protection, etc.
Anti-Corruption	Provision of bribes, anti-corruption, FCPA, etc.
Finance and Accounting	Transparent management control(including disclosure systems and insider trading), compliance with proper procedures under the Korean Commercial Act, etc.

Highlight

Promoting Our Compliance Commitment

Hanwha Vision conducts activities to promote compliance commitment every year, targeting executives and managers. In these activities, executives and managers identify and select compliance-related themes, communicate them to their team members through online and offline channels, and document the outcomes of their activities. In 2025, the initiatives were carried out twice, with 94% of employees participating, thereby enhancing compliance awareness across the organization.

Key Themes for Promoting Compliance Commitment



ETHICS AND COMPLIANCE

Corruption Risk Assessment

Hanwha Vision conducts an annual corruption risk assessment for sales activities involving video security products, access control products, and related services and solutions in the United States and Canada. The assessment analyzes the likelihood and impact of corruption risks across key business interactions, including transactions with public and private sector customers, the operation of partners and distributors, and bidding and contracting processes. During the assessment process, we also review the adequacy and operational effectiveness of relevant internal controls, including approval procedures, third-party due diligence, contract reviews, completion of training, and the operation of reporting channels. As a result of the 2025 assessment, no significant violations were identified. For certain areas requiring improvement, corrective measures have been established and are being implemented. Through regular assessments and improvement activities, we continue to strengthen our framework.

Operation of the Anti-Corruption Compliance Implementation Rules

Hanwha Vision has established and operated the Anti-Corruption Compliance Implementation Rules since 2017 to provide standards for decision-making and comply with anti-corruption laws and regulations. These implementation rules apply to all employees, including those at domestic and overseas subsidiaries, branches, and legal entities. The same standards also apply to third parties that have business relationships with us, including business partners, agents, consultants, representatives, joint ventures, and partner companies. To prevent corruption risks that may arise in external business activities, we have established control standards governing expenses related to external interactions, including hospitality expenses, gifts, and congratulatory and condolence expenses. We manage these expenses so that they are executed only within the scope permitted under the Improper Solicitation and Graft Act. In addition, we conduct self-assessments covering guidelines on the provision of meals, gifts, and congratulatory or condolence expenses to public officials and other relevant persons, as well as the key details of the Improper Solicitation and Graft Act, to help employees understand and recognize the relevant requirements. In particular, for transactions conducted through third parties such as distributors, agents, and consultants, employees are required to complete a counterparty due diligence form and a contract risk checklist before entering into a contract. Even after a contract is signed, we monitor compliance throughout the transaction process through a monitoring checklist.

REPORTING, REMEDY, AND PROTECTION

Operation of Reporting Channels

Hanwha Vision operates reporting channels through which employees can report unfair business practices, improper requests made through the misuse of authority, or acts of corruption. Reports can be submitted through the official website or by email, and English-language services are also provided so that global stakeholders can easily submit reports. The identity of the reporter and the details of the report are strictly kept confidential, and any retaliation or adverse treatment resulting from reporting is strictly prohibited. As a general principle, we provide the results of reported cases as promptly as possible by phone or email.

Subjects of Reporting through Reporting Channels

Misappropriation of company funds and bribery by employees	Improper handling of tasks by employees	Requests for or provision of gifts and entertainment	Unfair equity participation in unlisted business partners
Cases of dual employment by employees	Cases of misconduct due to sexual harassment	Instances of workplace harassment	Other violations of the Code of Ethics

Handling Process of Reporting Channel



Reporting Channel Submission Methods

Website	https://audit.hanwhavision.com:1443/?COMP=T
Email	audit.techwin@hanwha.com
Mail Address	6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea Legal Team and ESH Team, Hanwha Vision

INTEGRATED RISK MANAGEMENT

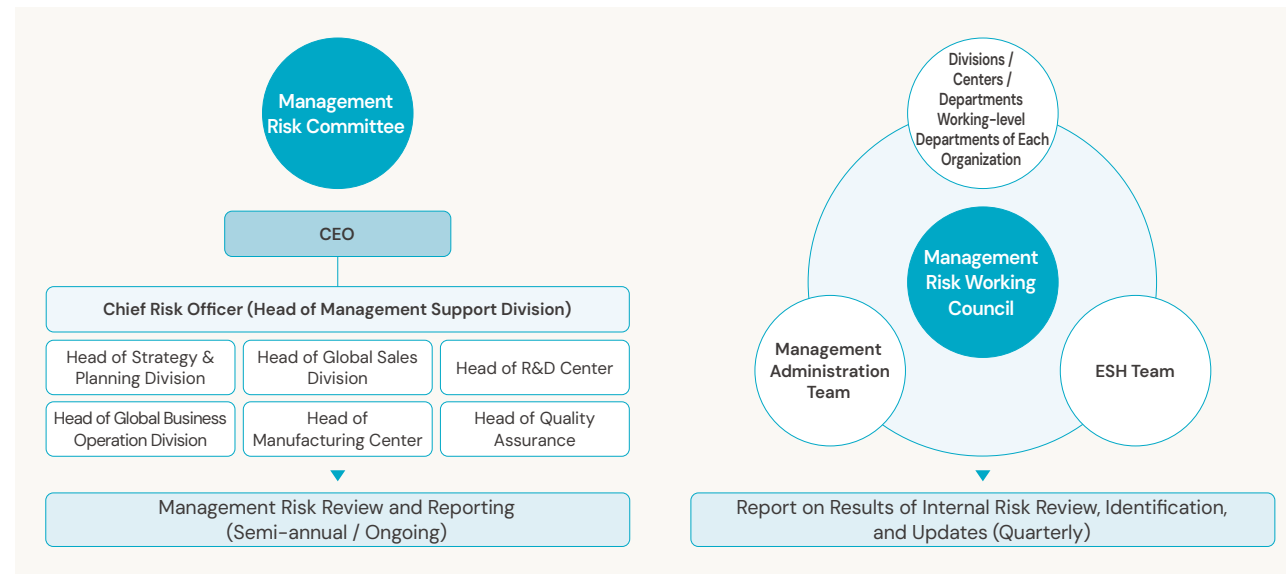
INTEGRATED RISK MANAGEMENT SYSTEM

Risk Management Governance

Hanwha Vision operates a risk management governance system under the CEO to systematically manage company-wide risks. In 2026, to strengthen the risk management system, we established the Management Risk Committee and the Management Risk Working Council, and advanced the company-wide risk management process. The Head of Management Support Division serves as the Chief Risk Officer (CRO) for company-wide management risks and oversees risk management activities. Each department regularly reviews risks and shares risk management status, while risk response strategies are discussed from a company-wide perspective

through the working council and committee. The Management Risk Working Council is operated quarterly to review risks identified by each organization and update the response status. The results are reported to the Management Administration Team and the ESH Team and reflected in the company-wide risk management system. The Management Risk Committee is composed of organizational heads and meets semi-annually. The committee reviews the status of major risks and discusses company-wide response directions, while significant management risks are reported directly to the CEO. In particular, key risk issues are designated as mandatory reporting items to the CEO and are managed with close attention.

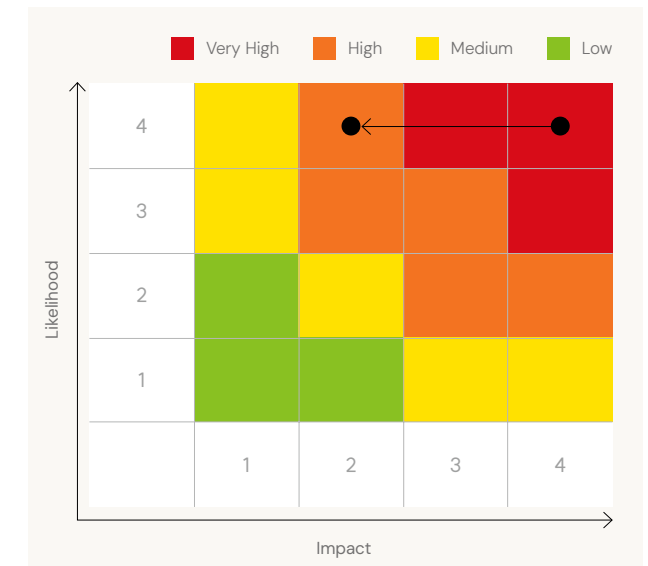
Risk Management Organizational Chart



Risk Identification and Assessment

Hanwha Vision systematically identifies and assesses various risks under its company-wide risk management process. We identify risks related to strategy, operations, finance, regulations and compliance, and ESG, and assess the identified risks based on their likelihood and impact. Likelihood is determined based on the frequency of risk occurrence and potential probability of occurrence, while impact is assessed by comprehensively considering factors such as financial loss, operational disruption, and reputational impact. Based on these criteria, risk scores are calculated and classified into Very High, High, Medium, and Low levels to set management priorities.

Risk Assessment Matrix



INTEGRATED RISK MANAGEMENT

Risk Response

Hanwha Vision operates a prevention-focused management system for identified risks and responds systematically through preventive management, ongoing monitoring, response manuals, and recurrence prevention activities. In the event of a risk occurrence, we respond promptly and systematically through a step-by-step reporting system consisting of initial reports, detailed reports, and follow-up reports.

Risk Reporting System

Mandatory Reporting Items to the CEO	- Sudden incidents and risks: safety, environment, utilities, security, labor-management crises, and others - Structural issues: quality issues, including product defects, and unethical corporate conduct - Legal and media-related matters: litigation disputes, intellectual property disputes, and media-related issues - Other management risks: urgent matters requiring decision-making that may have a significant impact on management
① Initial Report	- Submit a brief report based on the 5W1H principle within 30 minutes of the occurrence of the situation - Reporting party: The team leader of the department where the situation occurred reports directly - Reporting method: Report through available methods, such as email, mobile phone, or text message * Mandatory reporting recipients: CEO, Head of Management Support Division * Mandatory notification recipients: Head of Legal Team, Head of Business Planning Team, Head of IR Team, Head of ESH Team
② Detailed Report	- Submit a detailed report within 12 hours of the occurrence of the situation - Report details: Include detailed investigation findings on the accident status and countermeasures following the initial report
③ Follow-up Report	- Track, manage, and report until completion - Manage and respond in real time under the supervision of the responsible department

Financial Risk Management | Hanwha Vision systematically manages financial risks arising from changes in the market environment, including exchange rates, interest rates, liquidity, credit, and raw material price fluctuations. The Management Support Division monitors key financial risks, and the status of related management activities is reported regularly to management and the Board of Directors. The Board oversees the risk management policies of the company and its consolidated subsidiaries, and regularly reviews these policies by reflecting changes in the market environment and business strategies. In addition, to mitigate financial risks arising from exchange rate fluctuations, we implement a foreign exchange hedging strategy using currency forward contracts. Related valuation gains and losses are recognized as gains or losses on derivative financial instruments. In addition, we provide risk management standards and procedures, as well as related materials, through the company bulletin board so that all employees can recognize industry trends and potential risks.

Non-Financial Risk Management | Hanwha Vision systematically manages various non-financial risks to strengthen corporate sustainability. Key management areas include health and safety, information security, quality, labor-management relations, legal compliance, reputation, and the supply chain. Each risk area is managed by the responsible department, which identifies company-wide risk cases, establishes response manuals, and registers and manages them in the Standard Work System. In addition, we use a risk assessment matrix to evaluate likelihood and impact, and establishes preventive and follow-up response measures, which are jointly managed by the responsible departments and relevant departments.

Responsible Departments by Risk Area

Health and Safety / Disasters	ESH Team	Unethical Corporate Conduct	Business Planning Team, Legal Team
Information Security	Cybersecurity Team	Legal and Regulatory Response	Legal Team
Quality (Product Defects)	Quality Operation Team	Media Response and Reputation	Communications Team
Labor-Management Relations	Support Team	Other Management Risks	Business Planning Team, Management Administration Team

APPENDIX

Hanwha Vision strengthens the transparency and reliability of this report by providing data and assurance information on our ESG activities and performance.

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ESG DATA PACK

FINANCIAL/ECONOMIC

The financial/economic data in this report has been prepared based on the following criteria.

• 2023: Hanwha Vision's performance before the merger / 2024: Hanwha Industrial Solutions' consolidated performance / 2025: Hanwha Vision's performance

Financial Information

Category	Unit	2023	2024	2025
Assets				
Current assets	KRW million	403,719	996,234	1,131,828
Cash and cash equivalents ¹⁾		87,912	153,755	248,757
Other financial assets		-	55,340	19,704
Derivative financial assets		-	-	2,681
Trade and other receivables		280,024	456,150	554,250
Inventories		34,627	308,813	286,436
Current corporate tax assets ¹⁾			10,763	4,400
Other current assets		1,156	11,413	15,600
Non-current assets		273,764	594,912	677,566
Long-term trade and other receivables		1,581	8,460	8,127
Right-of-use assets		2,102	40,427	28,604
Property, plant and equipment		88,529	304,803	360,297
Intangible assets		73,299	85,624	81,708
Other financial assets		1,536	3,567	4,001
Other non-current assets		2,557	7,658	8,017
Deferred tax assets		25,104	144,373	186,812
Investments in subsidiaries and affiliates		79,056	-	-
Total assets		677,483	1,591,146	1,809,394

Category	Unit	2023	2024	2025
Equity				
Equity attributable to owners of the parent ¹⁾	KRW million	398,469	822,870	865,881
Issued capital		10,000	25,244	25,244
Capital surplus		171,250	698,566	700,877
Capital adjustments		-	-3,924	-3,924
Accumulated other comprehensive income		18,075	90,682	86,388
Retained earnings ¹⁾		199,144	12,302	57,296
Non-controlling interests		-	1,857	339
Total equity		398,469	824,726	866,220
Total equity and liabilities		677,483	1,591,146	1,809,394

1) 2024 data have been restated.

Credit Rating

Category	Unit	2023	2024	2025
NICE Credit Rating	Grade	A0	A2+	A+

ESG DATA PACK

Economic Value Distributed to Stakeholders

Category	Unit	2023	2024	2025
Customers	Revenue	722,756	493,322	1,790,922
	Employee wages ^{1, 2)}	133,196	134,162	434,044
Employees	Wages and employee welfare benefits ¹⁾	143,017	147,000	472,266
Partner Companies	Cost of purchasing from suppliers ³⁾	163,201	169,055	711,104
Shareholders	Total cash dividends	0	0	0
Investors	Interest expense on borrowings	5,674	3,922	13,763
Government	Corporate tax ⁴⁾ and other taxes and dues	11,748	2,415	10,163
Local Communities	Donations ⁵⁾ and CSR expenditures	1,576	577	6,571

1) Historical data have been restated.

2) Employee wages are based on the 'Salary and wages' line item under 'Breakdown of Expenses by Nature' (Note 28) in the consolidated financial statements.

3) Figures for 2023 reflect supplier purchase costs related to core operations and production, including current-period purchases and subcontracted processing fees.

Figures for 2024 are based on 'purchase of merchandise + raw materials and consumables used + outsourcing fees' in the consolidated financial statements, and may include prior-period purchases.

4) Current corporate tax expense was excluded as it resulted in a tax benefit (KRW -9,828 million), and only taxes and dues were included.

5) Donations refer to the amounts recorded as donations in the income statement.

R&D Investment¹⁾

Category		Unit	2023	2024	2025
R&D Investment Cost ¹⁾	Research expenses (ordinary development costs)	KRW million	136,606	169,872	186,130
R&D Personnel ^{2, 3)}		Persons	444	468	535
No. of Patent and Trademark Registrations (cumulative) ⁴⁾	Domestic	Cases	995(980/15)	1,026(1,003/23)	1,050(1,023/27)
	Overseas	Cases	974(765/209)	996(782/214)	1,025(813/212)

1) Data are compiled on a separate basis for Hanwha Vision headquarters.

2) Historical data have been restated.

3) R&D personnel count is based on the number of development personnel submitted for the R&D tax credit in the corporate tax filing.

4) Includes only currently held rights, and figures are presented as "total (patents/trademarks)."

Share Ownership Status

Category		Unit	2023	2024	2025
Ownership Percentage	Hanwha Aerospace Co., Ltd.	%	100	0	0
	Hanwha Corporation	%	-	33.95	33.95
Total Shares	Total number of shares authorized	Shares	2,000,000	200,000,000	200,000,000
	Outstanding shares ¹⁾	Shares	0	50,377,542	50,377,542

1) Not applicable as Hanwha Vision was an unlisted corporation in 2023.

Stock and Dividend Status

Category		Unit	2023	2024	2025
Total cash dividends		KRW million	0	0	0
Dividend payout ratio		%	-	0	0
Cash dividend per share (common shares)		KRW	-	0	0
System Adoption	Written voting system	-	Yes	Yes	Yes

Contributions and Other Expenses

Category	Unit	2023	2024	2025
Trade associations/tax-exempt organizations	KRW million	-	40	24
Regional and national political campaigns	KRW million	-	-	0
Lobbying and advocacy	KRW million	-	-	0
Others	KRW million	-	38	48

ESG DATA PACK

ENVIRONMENTAL

The environmental data in this report includes Hanwha Vision’s domestic operations (headquarters), Hanwha Vision’s overseas operations (Vietnam manufacturing subsidiary), and Hanwha Semitech.

Greenhouse Gas Emissions

Category	Unit	Total			Hanwha Vision		Hanwha Semitech	
		2023	2024	2025	2025		2025	
Scope 1, 2 ¹⁾	Scope 1, 2 emissions	7,310.6	8,706.1	14,493.4	8,200.5		6,292.9	
	Direct GHG emissions (Scope 1)	546.5	1,110.8	1,538.1	1,127.1		411.1	
	Indirect GHG emissions (Scope 2)	6,764.1	7,595.3	12,955.3	7,073.4		5,881.9	
	Scope 1, 2 emissions intensity ²⁾	tCO ₂ eq/KRW 100 million	-	-	0.8		-	
Scope 3 ³⁾	Scope 3 emissions	-	-	735,856.3	614,813.6		121,042.8	

- 1) Total data for 2023 and 2024 were prepared based on the previous reporting scope, which included Hanwha Vision’s headquarters and Vietnam manufacturing subsidiary. From 2025, data from Hanwha Vision’s domestic and overseas operations and Hanwha Semitech were newly included, resulting in an increase in total emissions compared to the previous year.
- 2) Due to the expanded reporting scope, Scope 1, 2 emissions intensity cannot be compared continuously with past data. Therefore, only 2025 data were calculated and disclosed.
- 3) Scope 3 emissions were calculated for the first time in 2025 to address climate change across the value chain. Detailed data by category can be found on page 54 of this report.

Energy

Category	Unit	Total			Hanwha Vision	Hanwha Semitech
		2023	2024	2025	2025	2025
Total Energy Consumption ^{1, 2)}	TJ	87.48	98.13	234.97	102.53	132.43
Energy Consumption Intensity ³⁾	TJ/KRW 100 million	-	-	0.013	-	-

- 1) Total data for 2023 and 2024 were prepared based on the previous reporting scope, which included Hanwha Vision’s headquarters and Vietnam manufacturing subsidiary. From 2025, data from Hanwha Vision’s domestic and overseas operations and Hanwha Semitech were newly included, resulting in an increase in total energy consumption compared to the previous year.
- 2) Historical data have been restated to reflect changes in the calculation criteria beginning with the 2025 report, including the sum of non-renewable and renewable energy consumption, and the exclusion of gasoline consumption from leased vehicles at Hanwha Vision’s overseas sites, as they are not Hanwha Vision assets and have been reclassified as Scope 3.
- 3) Due to the expanded reporting scope, energy consumption intensity cannot be compared continuously with past data. Therefore, only 2025 data were calculated and disclosed.

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic) ¹⁾			Hanwha Vision (Overseas) ²⁾			Hanwha Semitech ³⁾		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Non-Renewable Energy Consumption	TJ	82.89	93.78	98.26	60.71	65.50	68.47	22.18	28.28	29.79	-	-	132.43
	Subtotal	2.30	4.40	7.84	1.47	1.69	2.99	0.83	2.71	4.85	-	-	8.76
	Gasoline	0.79	0.96	4.33	0.79	0.96	0.90	0.00 ⁴⁾	0.00 ⁴⁾	3.43	-	-	1.49
Direct Energy	Diesel	0.27	1.80	0.78	0.05	0.04	0.15	0.22	1.76	0.63	-	-	0.47
	Kerosene	-	-	-	-	-	-	-	-	-	-	-	0.66
	LNG	1.24	1.64	1.95	0.63	0.69	1.95	0.61	0.95	0.00	-	-	6.14
	LPG	0.00	0.00	0.79	-	-	-	0.00	0.00	0.79	-	-	0.00
	Subtotal	80.59	89.39	90.42	59.24	63.81	65.48	21.35	25.58	24.94	-	-	123.68
Indirect Energy	Electricity	73.13	81.58	80.71	51.78	56.00	55.77	21.35	25.58	24.94	-	-	119.36
	Steam	7.46	7.81	9.71	7.46	7.81	9.71	-	-	-	-	-	4.32

- 1) Historical energy data for Hanwha Vision (Domestic) were calculated based on the headquarters. From 2025, data are calculated based on the headquarters and domestic business sites.
- 2) Historical energy data for Hanwha Vision (Overseas) were calculated based on the Vietnam manufacturing subsidiary. From 2025, data are calculated based on the Americas, Europe, Vietnam, Mexico, and Middle East subsidiaries.
- 3) Energy data for Hanwha Semitech have been calculated since 2025 based on the headquarters, Future Research Institute, and Changwon site.
- 4) Historical data have been restated to reflect the exclusion of leased vehicles, for which fuel costs are borne by the lessor, from Hanwha Vision-managed assets and their reclassification as Scope 3.

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Renewable Energy

Category	Unit	Hanwha Vision		
		2023	2024	2025
Total electricity consumption at business sites ¹⁾	MWh	12,597.41	14,146.47	13,923.11 ⁴⁾
Renewable energy consumption at business sites ²⁾		1,274.63	1,208.46	1,185.59
Renewable energy consumption ratio ³⁾	%	10	9	9

- 1) Historical data have been restated to reflect the change in the calculation criteria for total electricity consumption at business sites from the 2025 report, which now includes the sum of non-renewable and renewable electricity consumption.
- 2) Self-generated and consumed electricity from solar panels installed at the offices and business sites of the Vietnam manufacturing subsidiary.
- 3) 2023 data have been restated due to the restatement of total electricity consumption at business sites.
- 4) Historical data were prepared based on the previous reporting scope, which included Hanwha Vision's headquarters and Vietnam manufacturing subsidiary. From 2025, data from Hanwha Vision's domestic and overseas operations, including domestic offices and the Americas, Europe, Mexico, and Middle East subsidiaries, were newly included, expanding the reporting scope compared to the previous year.

Air Pollutant Emissions¹⁾

Category	Unit	Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
NOx (Nitrogen oxides) ²⁾	ton	0.01	0.01	0.00	0.70	0.70	2.58
SOx (Sulfur oxides) ³⁾		0.14	0.18	0.00	0.50	0.50	0.00
Dust		0.03	0.04	0.16	0.06	0.06	0.02

- 1) Beginning with the 2025 report, historical data have been restated from a concentration basis to an emissions basis.
- 2) Historical data were calculated using the detection limit value when measured values were below the detection limit. From 2025, values below the detection limit are recorded as 0 due to changes in the NOx measurement method.
- 3) Historical data were calculated using the detection limit value when measured values were below the detection limit. From 2025, values below the detection limit are recorded as 0 due to changes in the SOx measurement method.

Water Pollutant Emissions¹⁾

Category	Unit	Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
COD	ton	0.9	0.3	0.8	-	-	-
BOD		0.2	0.1	0.4	0.8	0.2	0.4
SS		0.6	0.2	0.6	9.6	2.8	5.0
TOC		-	-	-	0.1	0.0	0.1

- 1) Historical data have been restated to reflect the change from an emission concentration basis to an emissions basis from the 2025 report.

Waste

Category	Unit	Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Total waste generated	ton	675.0	862.6	468.7	169.4	166.9	88.4
Subtotal	ton	664.0	837.3	444.3	157.2	155.8	87.7
General waste	Recycling	320.7	442.8	324.6	157.2	155.8	87.7
	Landfill	0.0	0.0	0.0	0.0	0.0	0.0
	Incineration	343.3	394.5	119.7	0.0	0.0	0.0
	Others	0.0	0.0	0.0	0.0	0.0	0.0
Subtotal	ton	11.0	25.2	24.4	12.2	11.1	0.7
Hazardous waste	Recycling	0.6	0.8	0.7	12.2	11.1	0.7
	Landfill	0.0	0.0	0.0	0.0	0.0	0.0
	Incineration	2.8	4.2	4.2	0.0	0.0	0.0
	Others	7.6	20.2	19.5	0.0	0.0	0.0
Waste recycling ¹⁾	Amount recycled	321.3	443.6	325.3	169.4	166.9	88.4
	Recycling ratio	47.6	51.4	69.4	100.0	100.0	100.0

- 1) Historical data have been restated due to a data aggregation error.

Hazardous Chemicals

Category	Unit	Hanwha Vision (Overseas)		
		2023	2024	2025
Hazardous chemicals used	ton	13.2	14.8	13.7

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Water and Wastewater

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Municipal water consumption	ton	74,548	67,369	65,859	24,963	25,355	28,966	49,585	42,014	36,893	13	14	77
Wastewater generated		39,668	33,611	29,515	-	-	-	39,668	33,611	29,515	146	43	76
Total water recycled and reused		21,900	21,900	21,900	-	-	-	21,900	21,900	21,900	11	0	0

Environmental Training

Category	Unit	Hanwha Vision			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Environmental training hours ^{1, 2)}	Hours	6,772	4,312	6,000	17,328	19,560	13,944
Number of employees who participated in environmental training	Persons	429	276	393	722	815	820

1) Historical data have been restated due to a change in the calculation formula.

2) Environmental training hours = course hours × number of employees who participated in environmental training.

Environmental Management System (ISO 14001)

Category	Unit	Hanwha Vision			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Number of sites with environmental management system certification ¹⁾	Sites	1	1	1	1	1	1
Environmental management system certification rate ²⁾	%	100	100	100	100	100	100

1) ISO 14001 certification for the Vietnam manufacturing subsidiary.

2) Hanwha Vision and Hanwha Semitech each operate one business site subject to certification.

Environmental Regulations

Category	Unit	Hanwha Vision		
		2023	2024	2025
Number of Violations of Environmental Laws and Regulations	Number of violations of laws and regulations	0	0	0
	Number of lawsuits filed	0	0	0
	Number of non-monetary sanctions	0	0	0
Monetary Sanctions for Environmental Violations	Environmental liabilities	KRW million	0	0
	Total amount of fines	KRW	0	0

Eco-friendly Revenue

Category	Unit	Hanwha Vision		
		2023	2024	2025
Eco-friendly revenue ¹⁾	KRW	-	-	6,580,452,847
Eco-friendly revenue ratio ²⁾	%	-	-	0.8

1) Eco-friendly revenue was first calculated in 2025 following the launch of eco-friendly product lines and the establishment of related criteria, based on revenue from products using recycled resin.

2) Eco-friendly revenue ratio = Eco-friendly revenue / Total revenue on a separate basis × 100

Use of Recycled Materials

Category	Unit	Hanwha Vision		
		2023	2024	2025
Recycled materials used	ton	-	-	0.23

Environmental Investment

Category	Unit	Hanwha Vision		
		2023	2024	2025
Environmental costs	KRW	39,579,784	50,866,575	31,826,022
Environmental investment		7,977,781	73,308,343	12,795,588

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SOCIAL

The social data in this report includes Hanwha Vision's domestic operations (headquarters), Hanwha Vision's overseas operations (Americas, Europe, and Vietnam manufacturing subsidiary), and Hanwha Semitech. Any differences in the reporting scope are stated separately in the notes.

Employee Status¹⁾

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Employees		Persons	2,247	2,535	2,617	896	945	1,092	1,351	1,590	1,525	777	892	876
Gender	Male	Persons	1,403	1,520	1,682	727	766	882	676	754	800	710	801	790
	Female	Persons	844	1,015	935	169	179	210	675	836	725	67	91	86
Employment Type	Regular employees	Persons	2,205	2,476	2,534	874	908	1,044	1,331	1,568	1,490	764	878	851
	Male	Persons	1,380	1,483	1,627	718	746	854	662	737	773	700	793	772
	Female	Persons	825	993	907	156	162	190	669	831	717	64	85	79
	Regular employee ratio	%	98	98	97	98	96	96	99	99	98	98	98	97
	Non-regular employees ²⁾	Persons	42	59	83	22	37	48	20	22	35	13	14	25
	Male	Persons	23	37	55	9	20	28	14	17	27	10	8	18
Breakdown of Non-regular Employees ³⁾	Female	Persons	19	22	28	13	17	20	6	5	8	3	6	7
	Non-regular employee ratio	%	2	2	3	2	4	4	2	1	2	2	2	3
	Service workers	Persons	19	34	47	15	33	47	4	1	0	11	8	14
	Service worker ratio	%	45	58	57	68	89	98	20	5	0	85	57	56
	Dispatched workers	Persons	23	25	36	7	4	1	16	21	35	2	6	11
	Dispatched worker ratio	%	55	42	43	32	11	2	80	96	100.0	15	43	44
Age	Under 30	Persons	615	786	674	104	102	136	511	684	538	57	78	71
	30-50	Persons	1,332	1,425	1,531	623	674	722	709	751	809	518	607	609
	Over 50	Persons	300	324	412	169	169	234	131	155	178	202	207	196
Nationality	Korean nationals	Persons	911	961	1,109	891	942	1,087	20	19	22	774	889	873
	Foreign nationals	Persons	1,336	1,574	1,508	5	3	5	1,331	1,571	1,503	3	3	3
Position ⁴⁾	Executives	Persons	16	20	26	14	16	22	2	4	4	19	20	18
	Male	Persons	16	19	24	14	15	20	2	4	4	19	20	18
	Female	Persons	0	1	2	0	1	2	0	0	0	0	0	0
	Managerial positions	Persons	1,078	1,134	1,273	655	685	764	423	449	509	421	497	503
	Male	Persons	922	968	1,090	560	583	657	362	385	433	394	469	469
	Female	Persons	156	166	183	95	102	107	61	64	76	27	28	34
	Mid-level positions	Persons	209	254	277	108	115	123	101	139	154	249	270	260
	Male	Persons	145	167	174	84	86	87	61	81	87	227	241	233
	Female	Persons	64	87	103	24	29	36	40	58	67	22	29	27
	Staff level	Persons	944	1,127	1,041	119	129	183	825	998	858	88	105	95
	Male	Persons	321	366	395	69	82	118	252	284	277	70	71	70
	Female	Persons	623	761	646	50	47	65	573	714	581	18	34	25

1) Data coverage has been expanded to include overseas subsidiaries and branches (Americas, Europe, Vietnam, Mexico, Middle East, Singapore, Oceania, Qatar, and Saudi Arabia).

2) General contract employees and dispatched workers.

3) Service workers are contract personnel hired under general service contracts (development, quality control, design, etc.), while dispatched workers are contract personnel hired through staffing agencies (AI annotation, driving, etc.).

4) Managerial positions refer to senior/manager level and above, while mid-level positions refer to assistant manager level.

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Employee Status by Country

Category	Unit	Hanwha Vision (Overseas)		
		2023	2024	2025
Total employees	Persons	1,351	1,590	1,525
By Country (Subsidiary)	Americas subsidiary	318	340	406
	Europe subsidiary	133	149	165
	Vietnam subsidiary	822	1,005	859
	Mexico subsidiary	21	25	22
	Singapore branch	6	8	7
	Middle East subsidiary	35	33	39
	Oceania branch	11	14	15
	Qatar branch	5	5	2
	Saudi Arabia branch	0	11	10

Employee Diversity¹⁾

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Female Talent	No. of female managers	Persons	156	167	185	95	103	109	61	64	76	27	28	34
	Female manager ratio ²⁾	%	14.3	14.5	14.2	14.2	14.7	13.9	14.4	14.1	14.8	6.1	5.4	6.5
Employment of Socially Vulnerable Groups and Foreign Nationals	No. of employees with disabilities ²⁾	Persons	10	12	15	10	12	15	0	0	0	8	10	9
	Disability ratio ^{2, 3)}	%	0.4	0.5	0.6	1.1	1.3	1.4	0.0	0.0	0.0	1.0	1.1	1.0
	No. of national veterans	Persons	7	7	7	7	7	7	-	-	-	11	13	13
	Veteran ratio	%	0.3	0.3	0.3	0.8	0.7	0.6	-	-	-	1.4	1.5	1.5
Foreign Nationals	No. of foreign employees	Persons	1,336	1,574	1,508	5	3	5	1,331	1,571	1,503	3	3	3
	Foreign employee ratio ²⁾	%	59.5	62.2	57.7	0.6	0.3	0.5	98.5	98.8	98.6	0.4	0.3	0.3

1) Data coverage has been expanded to include overseas subsidiaries and branches (Americas, Europe, Vietnam, Mexico, Middle East, Singapore, Oceania, Qatar, and Saudi Arabia).

2) Historical data have been restated due to a change in the rounding basis.

3) Calculated based on reports submitted to the Korea Employment Agency for Persons with Disabilities (reported data).

Average Tenure^{1, 2)}

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Average tenure		6.9	6.5	6.8	12.9	12.6	11.7	2.8	2.8	3.3	15.1	13.6	13.6
Regular employees	Years	7.0	6.6	7.0	13.2	13.1	12.2	2.9	2.8	3.3	15.3	13.7	13.9
Non-regular employees		1.4	0.9	0.9	1.1	0.7	0.8	1.7	1.2	1.0	4.2	4.2	2.7

1) The scope of overseas subsidiary data collection has been expanded to include the Americas, Europe, Vietnam, Mexico, the Middle East, Singapore, Oceania, Qatar, and Saudi Arabia.

2) Reported revised historical data due to a change in the rounding criteria.

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New Hires

Category	Unit	Hanwha Vision (Domestic)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Total number of new hires	Persons	105	93	104	43	84	38
By Employment Type	Regular employees (new hires)	45	6	45	15	35	0
	Regular employees (experienced hires)	50	58	38	19	47	27
	Non-regular employees	10	29	21	9	2	11
By Gender	Male	66	69	71	38	65	37
	Female	39	24	33	5	19	1
By Age Group	Under 30	58	23	56	15	36	14
	30-50	47	67	42	27	48	24
	Over 50	0	3	6	1	0	0

New Hires by Country¹⁾

Category	Unit	Hanwha Vision (Overseas)		
		2023	2024	2025
Total number of new hires	Persons	282	517	399
By Country (Subsidiary)	Americas subsidiary	76	79	86
	Europe subsidiary	30	37	30
	Vietnam subsidiary	145	358	259
	Mexico subsidiary	6	12	5
	Singapore branch	3	2	3
	Middle East subsidiary	17	12	9
	Oceania branch	5	6	3
	Qatar branch	0	0	0
	Saudi Arabia branch	0	11	4

1) The scope of overseas subsidiary data collection has been expanded to include the Americas, Europe, Vietnam, Mexico, the Middle East, Singapore, Oceania, Qatar, and Saudi Arabia.

Turnover and Retirement

Category	Unit	Hanwha Vision (Domestic)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Total number of employees who left or retired	Persons	31	46	40	54	57	55
Reasons for Turnover and Retirement	Voluntary turnover ¹⁾	18	16	18	29	35	30
	Voluntary early retirement	2	0	0	3	0	7
	Voluntary resignation	16	16	18	26	35	23
	Involuntary turnover	13	30	22	25	22	25
	Retirement at statutory retirement Age	6	15	9	6	9	16
	Contract expiration	7	15	12	19	11	9
	Dismissal for disciplinary reasons	0	0	0	0	2	0
	Employer-initiated resignation	0	0	0	0	0	0
	Other ²⁾	0	0	1	0	0	0
Turnover Rate	Turnover rate ³⁾	%	3.5	4.9	3.7	6.9	6.4
	Voluntary turnover rate	%	2.0	1.7	1.6	3.7	3.9
	Involuntary turnover rate ³⁾	%	1.5	3.2	2.0	3.2	2.5
By Gender	Subtotal	Persons	31	46	40	54	57
	Male	Persons	24	31	26	51	48
	Female	Persons	7	15	14	3	9
By Age Group	Subtotal	Persons	31	46	40	54	57
	Under 30	Persons	4	11	6	15	16
	30-50	Persons	18	17	21	23	26
	Over 50	Persons	9	18	13	16	15

1) Includes personal reasons, childcare, further education, voluntary turnover to another employer, and other reasons.

2) 'Other' reasons under involuntary turnover include employee death.

3) Historical data have been restated due to a change in the rounding criteria.

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Turnover and Retirement by Country¹⁾

Category	Unit	Hanwha Vision (Overseas)		
		2023	2024	2025
Total number of employees who left or retired	Persons	306	366	466
By Country (Subsidiary)	Americas subsidiary	22	60	38
	Europe subsidiary	16	21	14
	Vietnam subsidiary	255	259	392
	Mexico subsidiary	1	9	9
	Singapore branch	0	0	1
	Middle East subsidiary	11	14	3
	Oceania branch	0	3	2
	Qatar branch	1	0	3
	Saudi Arabia branch	0	0	4

1) The scope of overseas subsidiary data collection has been expanded to include the Americas, Europe, Vietnam, Mexico, the Middle East, Singapore, Oceania, Qatar, and Saudi Arabia.

Maternity Leave and Parental Leave

Category		Unit	Hanwha Vision (Domestic)		
			2023	2024	2025
Employees Who Took Maternity Leave	Subtotal	Persons	21	16	30
	Male	Persons	17	11	23
	Female		4	5	7
Employees Who Returned to Work After Maternity Leave	Subtotal	Persons	17	11	23
	Male	Persons	17	11	23
	Female ¹⁾		-	-	-
Return-to-Work Rate After Maternity Leave	Subtotal	%	81	69	77
	Male	%	100	100	100
	Female ¹⁾		0	0	0
Employees Who Took Parental Leave	Subtotal	Persons	16	15	19
	Male	Persons	11	9	5
	Female		5	6	14
Employees Scheduled to Return After Parental Leave	Subtotal	Persons	20	13	11
	Male	Persons	12	9	3
	Female		8	4	8
Employees Who Returned to Work After Parental Leave	Subtotal	Persons	20	13	11
	Male	Persons	12	9	3
	Female		8	4	8
Return-to-Work Rate After Parental Leave ²⁾	Subtotal	%	100	100	100
	Male	%	100	100	100
	Female		100	100	100
Employees Who Remained Employed for at Least 12 Months After Returning from Parental Leave	Subtotal	Persons	19	20	13
	Male	Persons	10	12	9
	Female		9	8	4
Retention Rate for Employees Who Remained Employed for at Least 12 Months After Returning from Parental Leave	Subtotal	%	100	100	100
	Male	%	100	100	100
	Female		100	100	100

1) All female employees transitioned to parental leave after maternity leave.

2) The return-to-work rate after parental leave is calculated based on the number of employees who returned to work on their scheduled return date after taking parental leave.

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Employee Training Performance¹⁾

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total no. of employees who participated in training ²⁾		Persons	2,891	3,507	3,306	897	945	1,017	1,994	2,562	2,289	773	864	863
By Gender	Male	Persons	2,127	1,805	1,823	728	766	825	1,399	1,039	998	709	781	782
	Female		764	1,702	1,483	169	179	192	595	1,523	1,291	64	83	81
Training Expenses	Total training expenses	KRW million	495	492	673	483	436	607	12	56	66	37	42	26
	Training expenses per person	KRW thousand	171	140	204	553	462	597	6	22	29	48	49	30
Training Hours	Total training hours	Hours	23,061	33,009	26,443	20,584	28,260	20,230	2,477	4,749	6,213	11,547	9,225	4,858
	Training hours per person		8	9	8	23	29	20	1	2	3	15	11	6
Online Job Training Academy	Number of courses	Courses	2,836	4,059	4,686	2,831	4,022	4,076	5	37	610	142	96	67
	Number of participants who completed training	Persons	655	740	865	360	424	483	295	316	382	152	134	35

1) For employee training performance data only, expatriates are excluded from the scope of 'Hanwha Vision (Domestic)' and included in the performance of 'Hanwha Vision (Overseas)'.

2) The total number of employees who participated in training is based on the actual number of training participants at the time of training, excluding employees on parental leave and employees who left, rather than the number of employees as of year-end.

Employee Performance Evaluation

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of employees		2,247	2,535	2,617	896	945	1,092	1,351	1,590	1,525	777	892	876
Number of employees who received regular performance evaluations ¹⁾	Persons	2,155	2,401	2,420	857	886	985	1,298	1,515	1,435	676	843	824
Percentage of employees who received regular performance evaluations	%	95.9	94.7	92.5	95.6	93.8	90.3	96.1	95.3	94.1	87.0	94.5	94.1

1) Employees who left midway through the year and employees who joined after the evaluation were excluded from performance evaluations.

Labor Union¹⁾

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
No. of employees eligible for membership ²⁾	Persons	1,632	1,886	1,792	876	945	1,058	756	941	734	754	866	847
No. of members	Persons	1,177	1,411	1,244	421	470	510	756	941	734	352	361	393
Membership rate	%	72	75	69	48	51	49	100	100	100	47	42	46
Percentage of employees covered by collective bargaining agreements	%	100	100	100	100	100	100	100	100	100	100	100	100
No. of labor-management council meetings	Meetings	4	4	4	4	4	4	0	0	0	12	12	12
No. of resolutions in labor-management councils	Cases	10	10	11	10	10	11	0	0	0	91	89	96
Total fines for labor law violations	KRW	0	0	0	0	0	0	0	0	0	0	0	0

1) The scope of consolidation for Hanwha Vision (overseas) in the relevant data is limited to the Vietnam manufacturing subsidiary. 2) Eligible employees: Professional job groups covered by collective agreements.

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Labor-Management Communication

Category	Unit	Hanwha Vision (Domestic)		
		2023	2024	2025
No. of employee grievances received ¹⁾	Cases	0	0	3
No. of employee grievances resolved		0	0	3
Employee grievance resolution rate	%	-	-	100

1) The number of employee grievances received includes grievances related to discrimination cases.

Employee Wage Status

Category		Unit	Hanwha Vision (Domestic)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025
Average Base Salary	Male	KRW	7	7.4	7.5	-	-	-
	Female	million	6.2	6.6	6.6	-	-	-
Ratio of female to male average base salary ¹⁾		%	89	89	88	-	-	-
Ratio of the median annual total compensation of all employees to the annual total compensation of the highest-paid individual		Times	1.6	1.5	1.7	2.1	2.0	2.1

1) Historical data have been restated due to a change in the rounding criteria.

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Unadjusted mean gender pay gap	%	18.1	17.3	16.9	11.4	10.8	12.0	24.7	23.7	21.8	12.8	13.0	12.0

Retirement Pension Status¹⁾

Category		Unit	Hanwha Vision (Domestic)		
			2023	2024	2025
Defined benefit (DB) retirement pension	No. of subscribers	Persons	815	867	953
	Present value of defined benefit obligation	KRW million	68,272	79,240	84,060
	Amount under management – Consolidated basis (DB)		23,720	34,380	65,372
Defined contribution (DC) retirement pension	No. of subscribers	Persons	182	146	183
	Amount under management – Separate basis (DC)	KRW million	10,719	10,252	15,457

1) Historical data have been restated following recalculation based on the actuarial valuation report.

Employee Benefits

Category	Unit	Hanwha Vision			
		2023	2024	2025	
Employee	Total expenses ¹⁾	KRW 100 million	98.20	128.04	164.53
Benefits	Employee benefits				
Expenses	expenses per person ²⁾	KRW thousand	11,236	14,101	15,760

1) Employee benefits expenses are based on 'Classification of Expenses by Nature - Employee Benefits Expenses' in the notes to the separate financial statements in the business report.

2) Employee benefits expenses per person are calculated by dividing total employee benefits expenses by the number of full-time employees.

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Supplier Status

Category		Unit	Hanwha Vision			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025
Supplier Management Status ¹⁾	Total no. of suppliers	Suppliers	223	228	236	344	410	395
	No. of newly registered suppliers		22	12	8	-	-	-
	Total purchase amount from suppliers	KRW	252,656	386,851	349,958	-	-	-
	Total purchase amount from SMEs	million	57,154	80,702	74,832	-	-	-
Suppliers That Signed the Code of Conduct	No. of suppliers	Suppliers	-	-	0	317	382	366
	Supplier ratio	%	-	-	0	92	93	93
Suppliers with Contracts That Include Environmental and Social Clauses	No. of suppliers	Suppliers	-	-	0	317	382	366
	Supplier ratio	%	-	-	0	92	93	93

1) Historical data have been restated due to a change in the supplier definition criteria.

Training on Sustainable Procurement

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Number of purchasing personnel who received training ¹⁾	Persons	776	1,490	174	776	1,490	174	-	-	-	39	35	30
Ratio of purchasing personnel who received training	%	91	83	98	91	83	98	-	-	-	100	100	100

1) The number of purchasing personnel who received training varies due to changes and fluctuations in the employees subject to training each year.

Supplier Communication

Category		Unit	Hanwha Vision		
			2023	2024	2025
Number of win-win partnership meetings held		Times	2	4	3
Grievance	Number of grievances received	Cases	4	3	8
Handling for Suppliers	Number of grievances resolved		4	3	8
	Grievance resolution rate	%	100	100	100

Comprehensive Supplier Evaluation

Category	Unit	Hanwha Vision		
		2023	2024	2025
Number of suppliers that received regular evaluations	Suppliers	21	25	25
Number of suppliers rated excellent ¹⁾		20	24	24

1) Suppliers Rated B or Higher in Regular Evaluations.

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Supplier ESG Evaluation

Category		Unit	Hanwha Vision			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025
ESG Evaluation	No. of suppliers covered	Suppliers	-	-	6	-	-	-
	Supplier coverage ratio	%	-	-	2.5	-	-	-
ESG On-site	No. of suppliers covered	Suppliers	-	-	0	-	-	-
Audit	Supplier coverage ratio	%	-	-	0	-	-	-
Corrective Action	No. of suppliers covered	Suppliers	-	-	0	-	-	-
Plan Development	Supplier coverage ratio	%	-	-	0	-	-	-

Mutual Growth

Category		Unit	Hanwha Vision			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025
Consulting Support	Management (Finance)	Cases	-	-	0	-	-	-
	ESG capacity building		-	-	0	-	-	-
	Other		-	-	1	-	-	-
Technical Support	No. of support cases	Cases	-	-	0	96	96	96
	Technical data escrow support		-	-	0	-	-	-

Industrial Accident

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total Number of Industrial Accidents	Cases	1	0	0	1	0	0	0	0	0	0	0	0
Number of Serious Accidents	Employees	0	0	0	0	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Industrial Accident Rate ¹⁾	Employees	0.12	0	0	0.12	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Lost Workdays	Employees	0	0	0	0	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
LTIR (Lost Time Injury Rate) ²⁾	Employees	0.55	0	0	0.55	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
OIFR (Occupational Illness Frequency Rate) ³⁾	Employees	0	0	0	0	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
TRIR (Total Recordable Incident Rate) ⁴⁾	Employees	0.55	0	0	0.55	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Number of Fatalities	Employees	0	0	0	0	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Number of Serious Injuries	Employees	0	0	0	0	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Number of Minor Injuries	Employees	1	0	0	1	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0
Number of Injured Persons	Employees	1	0	0	1	0	0	0	0	0	0	0	0
	Suppliers ⁵⁾	0	0	0	0	0	0	0	0	0	0	0	0

1) Industrial Accident Rate = No. of accident victims / No. of employees × 100

2) Lost time injury rate (LTIR) = No. of lost time injuries / Total working hours × 1,000,000

3) Occupational illness frequency rate (OIFR) = No. of occupational illness cases / Total working hours × 1,000,000

4) Total recordable incident rate (TRIR) = No. of work-related injury cases / Total working hours × 1,000,000

5) Supplier scope: Contractors engaged under subcontracting agreements.

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Safety and Health Risk Management

Category		Unit	Hanwha Vision			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025
Occupational Health and Safety Management System (ISO 45001)	Certification ratio	%	100	100	100	100	100	100
	No. of certified sites ¹⁾		1	1	1	1	1	1
	No. of sites subject to certification	Sites	1	1	1	1	1	1
Safety Risk Assessment	Site implementation ratio	%	100	100	100	100	100	100
	No. of sites implemented	Sites	1	1	1	1	1	1

1) Certified site: Hanwha Vision Vietnam.

Industrial Safety Training

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Regular Safety and Health Training	Hours	Hours	15,858	17,410	18,601	15,594	17,010	18,312	264	400	289	16,728	18,840	13,608
	Participants ²⁾	Persons	2,132	2,136	2,220	817	853	961	1,315	1,283	1,259	697	785	806
Special Safety and Health Training ¹⁾	Hours	Hours	101	110	84	21	14	10	80	96	74	544	176	80
	Participants ²⁾	Persons	62	68	77	7	4	5	55	64	72	34	11	5
Supervisor Training	Hours	Hours	712	304	365	704	296	328	8	8	37	1,072	656	456
	Participants ²⁾	Persons	46	39	75	44	37	41	2	2	34	89	82	57

1) Covers employees assigned to processes requiring special occupational health and safety training and intermittent workers.

2) Excludes employees who were absent, including those on leave, and employees working overseas.

Human Rights Management

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Human Rights Grievance Handling Status	No. of grievances related to human rights violations ¹⁾	Cases	0	0	1	0	0	1	0	0	0	0	0	0
	No. of grievances in progress		0	0	0	0	0	0	0	0	0	0	0	0
	No. of grievances resolved		0	0	1	0	0	1	0	0	0	0	0	0
Human Rights-related Training Status	Total training hours	Hours	5,417	8,352	4,658	2,607	2,766	3,051	2,810	5,586	1,607	746	868	863
	Training hours per person	Hours/person	2.2	3.0	1.8	3	3	3	1.8	3.0	1.0	1	1	1
	Total training participants	Persons	2,430	2,784	2,624	869	922	1,017	1,561	1,862	1,607	746	868	863

1) Employee grievance reports related to sexual harassment are classified and counted as human rights-related grievances.

Employee Health Management

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
			2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Health Checkup Status	Subtotal	Persons	1,960	2,161	2,168	1,237	1,324	1,513	723	837	655	1,032	1,185	1,176
	Employees	Persons	1,540	1,718	1,671	817	881	1,016	723	837	655	710	795	823
	Spouses	Persons	420	443	497	420	443	497	0	0	0	322	390	353

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Human Rights Risk Management

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
No. of child labor cases	Cases	0	0	0	0	0	0	0	0	0	0	0	0
No. of forced labor cases		0	0	0	0	0	0	0	0	0	0	0	0
No. of human trafficking cases		0	0	0	0	0	0	0	0	0	0	0	0

Human Rights Impact Assessment

Category	Unit	Hanwha Vision		
		2023	2024	2025
Number of sites that conducted human rights impact assessments ¹⁾	Sites	1	1	1
Ratio of sites that conducted human rights impact assessments ²⁾	%	20	20	20

1) The Vietnam subsidiary's SMETA certification obtained in 2022 was reflected in the human rights impact assessment results.

2) The ratio was calculated based on a total of five sites subject to human rights impact assessments: Pangyo headquarters, the Vietnam subsidiary, the Americas subsidiary, the Europe subsidiary, and subsidiary Hanwha Semitech.

Customer VOC Status

Category	Unit	Hanwha Vision		
		2023	2024	2025
No. of customer complaints received	Cases	87	69	94
No. of customer complaints resolved		87	69	94
Customer complaint resolution rate	%	100	100	100
Timely action rate for customer dissatisfaction ¹⁾		94.3	95.9	97.3

1) Action rate within 30 days for defect-related VOC in Korea.

Customer Satisfaction¹⁾

Category	Unit	Hanwha Vision		
		2023	2024	2025
Domestic	Quality satisfaction	92	90	91
	Service satisfaction	92	88	91
Overseas	Quality satisfaction	92	93	93
	Service satisfaction	84	90	93

1) Satisfaction survey results are calculated by converting responses on a five-point scale, from very satisfied to very dissatisfied, into a score out of 100.

Product Management

Category	Unit	Hanwha Vision		
		2023	2024	2025
Product Safety	Number of recalls	Cases	0	0
	Amount of fines related to product-related legal sanctions	KRW	0	0
	Revenue from renewable energy-related and energy efficiency-related products	KRW	0	0
Management of Systemic Risks Due to Technical Disruptions	Number of performance issues and service disruptions	Cases	0	0
	Total customer downtime	Hours	0	0
				5,633
				1,081,536

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Social Contribution Activities

Category		Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas) ¹⁾		
			2023	2024	2025	2023	2024	2025	2023	2024	2025
Donations	Total donation amount	KRW	62.7	111.5	81.9	62.7	94.2	62.1	0	17.3	19.8
	Employee donations	million	62.7	65.8	64.2	62.7	64.2	62.1	0	1.6	2.1
Employee Volunteer Activities	Total volunteer hours	Hours	1,156	7,018	6,010	1,156	928	790	0	6,090	5,220
	Volunteer hours per person ²⁾		4.5	15.5	13.5	4.5	5.7	4.3	0	21	20
	Volunteer participation rate	%	15	30	23	28	33	17	0	3	3
Corporate Social Responsibility Activities	No. of programs	Programs	13	25	21	13	16	12	0	9	9
	Total participants	Persons	255	590	444	255	300	183	0	290	261
	Total beneficiaries ³⁾		1,265	1,969	3,042	1,265	1,220	2,692	0	749	350

1) The reporting scope for data on Hanwha Vision (Overseas) social contribution activities is based on the Vietnam manufacturing subsidiary. 2) Volunteer hours per person = Total volunteer hours / Total participants.

3) Historical 2024 data for Hanwha Vision (Domestic) has been restated due to a data aggregation error.

Information Security Incidents

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
No. of information protection violations or cybersecurity incidents	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Amount of fines imposed for information protection violations or cybersecurity incidents	KRW million	0	0	0	0	0	0	0	0	0	0	0	0

Information Security Investment and Training

Category		Unit	Hanwha Vision		
			2023	2024	2025
Information security investment ratio ¹⁾		%	2.0	6.6	2.3
Information Security Training ²⁾	Training hours	Hours	-	-	0
Personal Data Protection	Training hours	Hours	3	1	2
Training	No. of participants ³⁾	Persons	863	913	82

1) Ratio of investment in the information security sector (including asset acquisition, operating costs, and personnel costs) to the total IT budget.

2) Information security policies and guidelines are provided on an ongoing basis through the internal bulletin board whenever security-related issues or news arise.

3) In 2025, focused in-person training was provided mainly for personnel in charge of personal data processing systems and new hires. As the training target group was narrowed, the number of participants decreased compared to the previous year.

Information Protection Status

Category		Unit	Hanwha Vision		
			2023	2024	2025
No. of customers affected by data leakage, theft, or loss incidents		Persons	0	0	0
No. of personal data breaches		Cases	0	0	0
No. of cases where personal data was used for secondary purposes		Cases	0	0	0
Information Protection Management	No. of information security personnel	Persons	2	2	1
	No. of improvements made following internal information security level assessments	Cases	3	3	2
	No. of supplier information security inspections		1	1	1

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GOVERNANCE

Governance data in this report have been prepared based on the headquarters (Pangyo R&D Center) in Korea, while some indicators include major overseas subsidiaries in the Americas, Europe, and Vietnam, as well as Hanwha Semitech. Where the reporting scope differs, this is stated separately in the notes.

Board Composition

Category		Unit	Hanwha Vision		
			2023	2024	2025
Board Composition	Subtotal	Persons	3	4	5
	Independent directors	Persons	0	3	3
	Executive directors		3	1	2

Board Operations

Category		Unit	Hanwha Vision		
			2023	2024	2025
Board Meetings Held	No. of meetings held	Times	12	3	14
Board Attendance Rate	Average attendance rate		94	100	86
	Attendance rate of independent directors	%	-	100	98
	Attendance rate of executive directors		94	100	74
Average Tenure of Directors	Independent directors	Years	-	0.33	1.33
	Executive directors		2	0.33	0.79
Board Agenda Items	Resolutions	Cases	19	12	46
	Reports		4	-	6
	No. of ESG-related agenda reviews		-	-	6
Operation of Board Committees	Audit Committee	Times	-	3	9
	ESG Committee		-	-	-
	Independent Director Nomination Committee		-	-	-
	Compensation Committee		-	-	1
	Executive Committee		-	-	2

Board Compensation

Category		Unit	Hanwha Vision		
			2023	2024	2025
Board Compensation	Number of directors	Persons	3	4	6
	Total compensation ¹⁾	KRW	1,864	84	3,918
	Average compensation per person	million	621	21	653
Individual Annual Compensation	Total compensation of registered directors	KRW	1,864	84	3,656
	Average compensation per registered director	million	621	21	1,219

1) Excluding share-based compensation.

Protection of Shareholder Rights

Category		Unit	Hanwha Vision		
			2023	2024	2025
Management Share Ownership	Number of shares owned by the CEO	Shares	-	3,201	0
	Average number of shares owned by executives other than the CEO		-	703	703
	Share ownership by the largest shareholder and related parties	%	-	33.96	33.95

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Internal Ethics and Compliance Inspection and Action Status

Category	Unit	Hanwha Vision (Domestic)		
		2023	2024	2025
Status of Internal Ethics and Compliance Inspections ¹⁾	No. of internal ethics and compliance inspections	3	3	6
	No. of internal ethics and compliance violations	0	0	6
	Subtotal of actions taken for violations	-	-	6
	Disciplinary actions	-	-	4
	Corrective actions	-	-	0
	Referral actions	-	-	0
	Response actions	-	-	2
Compliance by Type ²⁾	Anti-corruption	0	0	0
	Unfair trade	0	0	0
	Non-compliance with Code of Conduct	3	3	0
	Other	0	0	0
Compliance with Laws and Regulations	No. of compliance violations	0	0	0
	No. of lawsuits filed	0	0	0
	No. of lawsuits resolved	1	1	0
	No. of non-monetary sanctions	0	0	0
Fair Trade Compliance	Amount of fines imposed	KRW million	0	0
	No. of fair trade violations ³⁾	Cases	0	0
Fair Trade Compliance	Amount of fines imposed	KRW million	0	0
			0	0

1) Data are calculated based on internal audits and self-inspection results.

2) Data are calculated based on reports and complaints received from external stakeholders.

3) Hanwha Semitech, a consolidated subsidiary, recorded one fair trade violation in 2025.

Business Ethics Training

Category	Unit	Hanwha Vision			Hanwha Vision (Domestic)			Hanwha Vision (Overseas)			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Business Ethics Training ¹⁾	No. of participants	Persons	1,767	1,907	2,163	742	860	983	1,025	1,047	1,180	681	792
	Training hours per person	Hours/person	1.6	2.3	1.3	1.48	1.48	1.5	1.8	3.0	1.1	1	0.8

1) 'Hanwha Vision (Overseas)' business ethics training is calculated including overseas subsidiaries in Vietnam, the Americas, and Europe.

Internal Compliance Reporting and Ethics Audit Status

Category	Unit	Hanwha Vision			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Internal Compliance Reporting Status	No. of corruption reports	Cases	0	0	0	0	0
	Action completion rate	%	0	0	0	0	0
	No. of anti-corruption reports received ^{1, 2)}	Cases	1	1	1	0	0
Internal Ethics Audit Status	No. of sites that underwent internal ethics audits	Sites	5	5	5	0	0
	Ratio of sites that underwent internal ethics audits	%	100	100	100	0	0

1) The number of anti-corruption reports received by Hanwha Vision is the headquarters (Pangyo R&D Center) in Korea and overseas subsidiaries in Vietnam, the Americas, and Europe.

2) All anti-corruption reports received by Hanwha Vision over the past three years were related to accounting audits at the Europe subsidiary.

Ethics and Compliance Training

Category	Unit	Hanwha Vision			Hanwha Semitech		
		2023	2024	2025	2023	2024	2025
Basic compliance training for all employees	No. of participants	Persons	736	765	965	659	729
	Training hours per person ¹⁾	Hours/person	0.5	0.5	1	0.5	0.5
Compliance training for executives/managers	No. of participants	Persons	74	61	79	51	59
	Training hours per person ²⁾	Hours/person	1	1	1	1	3
Sexual harassment and workplace harassment prevention training	No. of participants	Persons	853	815	982	773	864
	Training hours per person ³⁾	Hours/person	0.5	0.3	1	1	1.5
Customized awareness training	No. of participants	Persons	742	860	983	681	792
	Training hours per person ⁴⁾	Hours/person	1.5	1.5	1.5	1	1

1) Calculated based on two training topics (compliance basics, fair trade, anti-corruption, etc.), with each video counted as 15 minutes per topic.

2) Calculated based on two to three training topics, with each video counted as 20 to 30 minutes per topic.

3) Calculated based on the total length of the sexual harassment prevention and workplace harassment prevention training videos.

4) Calculated based on completion of at least two out of ten training topics, with each video counted as 20 to 30 minutes per topic.

ESG REPORTING INDEX

GRI CONTENT INDEX

Universal Standards

Statement of use	Hanwha Vision has reported in accordance with the GRI Standards for the reporting period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of June 2026, the publication date of this report, no Sector Standard applicable to Hanwha Vision's business has been published.

Category	No.	Disclosure	Report Page	Remarks
GRI 2: General Disclosures				
Organization and Reporting Practices	2-1	Organizational details	6-7	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	-	Separate note provided for this content.
	2-5	External assurance	2, 142-146	
Activities and Employees	2-6	Activities, value chain and other business relationships	8-19	
	2-7	Employees	124-125	
	2-8	Workers who are not employees	124-125	
Governance	2-9	Governance structure and composition	106	
	2-10	Nomination and selection of the highest governance body	106	
	2-11	Chair of the highest governance body	106	
	2-12	Role of the highest governance body in overseeing the management of impacts	106-108	
	2-13	Delegation of responsibility for managing impacts	106-108	
	2-14	Role of the highest governance body in sustainability reporting	106-108	
	2-15	Conflicts of interest	106	
	2-16	Communication of critical concerns	106-109	
	2-17	Collective knowledge of the highest governance body	107	
	2-18	Evaluation of the performance of the highest governance body	109	
	2-19	Remuneration policies	77, 109	
	2-20	Process to determine remuneration	77, 109	
	2-21	Annual total compensation ratio	129	

Category	No.	Disclosure	Report Page	Remarks
Strategy, Policies, and Practices	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	32, 38, 44-45, 59, 67-68, 74, 81, 99-100, 111-112	
	2-24	Embedding policy commitments	33-37, 39-43, 46-53, 60-65, 69-73, 75-76, 82-87, 100-104, 113-115	
	2-25	Processes to remediate negative impacts	72, 76, 115	
	2-26	Mechanisms for seeking advice and raising concerns	72, 76, 115	
	2-27	Compliance with laws and regulations	123, 136	
	2-28	Membership associations	141	
	2-29	Approach to stakeholder engagement	30	
Stakeholder Engagement	2-30	Collective bargaining agreements	128	

Category	No.	Disclosure	Report Page	Remarks
GRI 3: Material Topics				
Material Issue	3-1	Process to determine material topics	26, 28-29	
	3-2	List of material topics	27	
Material Issue – Climate Change Response				
Climate Change ¹⁾	3-3	Management of material topics	44-45	
	102-1	Transition plan for climate change mitigation	49	
	102-2	Climate change adaptation plan	50	
	102-3	Just Transition	49-51	
	102-4	GHG emissions reduction targets and progress	54-56	
	102-5	Scope 1 GHG emissions	54, 121	
	102-6	Scope 2 GHG emissions	54, 121	
	102-7	Scope 3 GHG emissions	54, 121	
	102-8	GHG emissions intensity	121	

ESG REPORTING INDEX

Category	No.	Disclosure	Report Page	Remarks
Energy ²⁾	103-1	Energy policies and commitments	59-60	
	103-2	Energy consumption within the organization and self-generation	50-51	
	103-3	Upstream and downstream energy consumption	121	
	103-4	Energy intensity	121	
Material Issue – Improving Product Energy Efficiency				
Material Issue	3-3	Management of material topics	32-35	Non-GRI
Material Issue – Securing Global Talent				
Material Issue	3-3	Management of material topics	38-39	
Employment	401-1	New employee hires and employee turnover	126-127	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	78-79	
	401-3	Parental leave	127	
	404-1	Average hours of training per year per employee	128	
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	40-43	
	404-3	Percentage of employees receiving regular performance and career development reviews	128	
Material Issue – Product Information Security				
Material Issue	3-3	Management of material topics	32-33, 36-37	
Customer Information Protection	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	134	
Material Issue – Responding to Global Regulations				
Material Issue	3-3	Management of material topics	32-33	Non-GRI

1) GRI 102: Climate Change 2025 was early adopted and disclosed in place of GRI 305: Emissions 2016.

2) GRI 103: Energy 2025 was adopted early and disclosed in place of GRI 302: Energy 2016.

Topic Standards

Category	No.	Disclosure	Report Page	Remarks
Non-material Topic				
Economic Performance	201-1	Direct economic value generated and distributed	120	
	201-3	Defined benefit plan obligations and other retirement plans	129	
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	111-115	
	205-3	Confirmed incidents of corruption and actions taken	136	
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	136	
Water and Effluents	303-2	Management of water discharge-related impacts	62	
	303-3	Water withdrawal	123	
	303-4	Water discharge	123	
Emissions	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	122	
Waste	306-3	Waste generated	122	
	306-4	Waste diverted from disposal	122	
	306-5	Waste directed to disposal	122	
	403-1	Occupational health and safety management system	67-68	
	403-2	Hazard identification, risk assessment, and incident investigation	69-71	
	403-3	Occupational health services	73	
	403-4	Worker participation, consultation, and communication on occupational health and safety	71-73	
	403-5	Worker training on occupational health and safety	72, 132	
	403-6	Promotion of worker health	73, 132	
	403-8	Workers covered by an occupational health and safety management system	132	
Occupational Health and Safety	403-9	Work-related injuries	131	
	403-10	Work-related ill health	131	
	405-1	Diversity of governance bodies and employees	76, 125	
	405-2	Ratio of basic salary and remuneration of women to men	129	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	136	
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	133	

ESG REPORTING INDEX

ESRS INDEX

General Information | ESRS 2. General Disclosures

No.	Disclosure	Report Page
ESRS 2 BP-1	Basis for preparation, reporting period, reporting scope and boundaries of the sustainability report	2
ESRS 2 BP-2	Estimates, assumptions and external sources included in sustainability information, and changes and errors in information	Note Provided
ESRS 2 GOV-1	Composition of the highest governance body, and its responsibility and role in overseeing impacts, risks and opportunities	106–108
ESRS 2 GOV-2	Sustainability impacts, risks and opportunities reported to, reviewed by, and resolved by the highest governance body	106–109
ESRS 2 GOV-3	Sustainability topics included in performance indicators (KPIs) for management, including senior executives	109
ESRS 2 GOV-4	Statement on sustainability risk diagnosis and due diligence	75–76, 115
ESRS 2 GOV-5	Risks arising from the sustainability reporting process and results, and measures to improve and mitigate such risks	116–117
ESRS 2 SBM-1	Market conditions and business overview, business strategy, business model, and key features of the value chain	6–21
ESRS 2 SBM-2	Procedures and methods for collecting and reflecting stakeholder views on sustainability issues	28–30
ESRS 2 SBM-3	Impacts, risks and opportunities of sustainability issues on the organization's business strategy and business model	33, 39, 46
ESRS 2 IRO-1	Process for identifying and assessing impacts, risks and opportunities of sustainability issues	26–27
ESRS 2 IRO-2	Location of ESRS disclosure requirements addressed in the sustainability report	139

Material Topic | ESRS E1. Climate Change

No.	Disclosure	Report Page
ESRS E1-1	Transition plan for climate change mitigation	49
ESRS E1-2	Organizational policies on climate change mitigation and adaptation	44–45, 59–60
ESRS E1-3	Organizational plans, resources, and budget for climate change mitigation and adaptation	49–51
ESRS E1-4	Organizational targets related to climate change mitigation and adaptation	54–56
ESRS E1-5	Energy consumption by energy source and energy intensity based on revenue	121
ESRS E1-6	Scope 1, 2, 3 and total GHG emissions, and GHG emissions intensity based on revenue	54, 121
ESRS E1-7	Carbon reductions at business sites and in the supply chain, and credits obtained from external projects	–
	Avoided carbon emissions from products and services	–
ESRS E1-8	Status of internal carbon pricing, including its establishment, use, and application	–
ESRS E1-9	Financial effects from material physical and transition risks, and financial effects from opportunities	52

Material Topic | ESRS S1. Own Workforce

No.	Disclosure	Report Page
ESRS S1-1	Organizational policies on workers' labor and human rights	38, 74
ESRS S1-2	Processes for engaging with workers and workers' representatives about impacts	80
ESRS S1-3	Processes to remediate negative impacts and channels for workers to raise concerns	76, 115
ESRS S1-4	Actions to address material impacts on workers, approaches to mitigating material worker-related risks and pursuing material opportunities, and the effectiveness of these actions	38–39
ESRS S1-5	Targets related to managing material negative impacts on workers, improving positive impacts, and managing material risks and opportunities	43
ESRS S1-6	Characteristics of workers in the organization	124–127
ESRS S1-7	Characteristics of non-regular workers in the organization	124–125
ESRS S1-8	Percentage of workers covered by collective bargaining, and reasons and measures where collective agreements do not apply	128
	No. of strikes, days lost due to strikes, and measures and consultations to resolve strikes	–
ESRS S1-9	Average hourly wage gap by gender and women's hourly wage ratio compared to men	129
	Workers eligible for family care leave, including maternity and childcare leave, workers who used leave, and retention rate after return from leave	127
ESRS S1-10	Methodology for calculating fair wages and percentage of workers paid below fair wage	77
ESRS S1-11	Percentage of workers not covered by government or organizational social protection programs	–
ESRS S1-12	Disability employment ratio and no. of workers with disabilities by gender	125
ESRS S1-13	Percentage of workers who received performance evaluations and career development reviews	128
	Average training hours and training costs per worker	128
ESRS S1-14	Percentage of workers covered by an occupational health and safety management system (self-assessed, third-party reviewed, or third-party certified)	132
	No. of injuries and illnesses, injury rate, illness rate, lost workdays, etc.	131
ESRS S1-15	Work-life balance indicators	127
ESRS S1-16	Ratio of median worker compensation to the compensation of the highest-paid individual	129
ESRS S1-17	No. of risks and actions expected to have negative impacts on workers' labor and human rights	72, 75–76
	No. of cases of worker labor and human rights reports received, investigated, addressed, and with recurrence prevention plans established	129, 132

ESG REPORTING INDEX

SASB INDEX

Sector: Resource Transformation – Electrical & Electronic Equipment

Topic	Code	Accounting Metric	Response Report
Energy Management	RT-EE-130a.1	(1) Total energy consumed	98.26TJ
		(2) Percentage grid electricity	N/A
		(3) Percentage renewable	9%
Hazardous Waste Management	RT-EE-150a.1	(1) Amount of hazardous waste generated	24.4ton
		(2) Percentage recycled	2.9%
Product Safety	RT-EE-150a.2	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	0 Cases, N/A
	RT-EE-250a.1	Number of recalls issued, total units recalled	0 recalls
Product Lifecycle Management	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	KRW 0
	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not measured
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Not measured
Materials Sourcing	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	KRW 0
	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	83–84p
Business Ethics	RT-EE-510a.1	(1) Corruption and bribery	0 cases
		(2) Description of policies and practices for the prevention of anti-competitive behavior	81, 87p
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	KRW 0
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	KRW 0

Sector: Technology & Communication – Software & IT Services

Topic	Code	Accounting Metric	Response Report
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	N/A
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	N/A
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	N/A
Data Privacy and Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	103p
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	0 users
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	KRW 0
Data Security	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	0 Cases, N/A, N/A
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	N/A
	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	0 Cases, N/A, N/A
Recruiting and Managing a Global, Diverse and Skilled Workforce	TC-SI-230a.2	Description of approach to identifying and addressing data security	100–101p
	TC-SI-330a.1	Percentage of employees requiring a work visa	N/A
	TC-SI-330a.2	Employee engagement as a percentage	Not measured
Intellectual Property Protection and Competitive Behavior	TC-SI-330a.3	(1) Gender and (2) diversity group representation for (a) executives, (b) non-executive management, (c) technical staff, and (d) all other employees	124–126p
	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	KRW 0
	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions	5,633 Cases
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	(3) total customer downtime	1,081,536 hours
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	N/A

ESG REPORTING INDEX

TCFD INDEX

Category	TCFD Recommendation	Report Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	44-45
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	44-45
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	46-52
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	47-48, 52
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	46
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	53
	b) Describe the organization's processes for managing climate-related risks.	49-52
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	53
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	46
	b) Disclose Scope 1, Scope 2, and Scope 3, if applicable, greenhouse gas (GHG) emissions and the related risks.	54-55, 121
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	56

MEMBERSHIP IN MAJOR ASSOCIATIONS

Korea Intellectual Property Association	Korea Intelligent Transport Systems Association	Korea Information & Communication Contractors Association (KICA), Incheon-Gyeonggi Branch
Korea Video Information Research Association	Korea International Trade Association	UN Global Compact Network Korea
Singapore Chamber of Commerce and Industry	Seongnam Chamber of Commerce & Industry	Urban Regeneration Safety Association
Korea Industrial Safety Association	Gyeonggi Workplace Commander Council	Open Security & Safety Alliance
Korea High-tech Safety Industry Association (KOHSA)	Australian Securities and Investments Commission (ASIC) – Accounting Fee Payment	SmartCity Association

UN SDGs COMMITMENT

Hanwha Vision fulfills its corporate responsibility by actively supporting the UN SDGs (Sustainable Development Goals) through activities aligned with 12 goals.

Category		Disclosure	Report Page	Category		Disclosure	Report Page
	No Poverty	1.3	76, 79		Decent Work and Economic Growth	8.5, 8.7, 8.b	34, 40, 129, 133
	Good Health and Well-being	3.8	73, 78		Industry, Innovation and Infrastructure	9.3, 9.4	121, 131
	Quality Education	4.3, 4.4, 4.5	40-43		Reduced Inequalities	10.3	136
	Gender Equality	5.1	74-76		Responsible Consumption and Production	12.2, 12.5, 12.6, 12.7, 12.a	122
	Clean Water and Sanitation	6.3, 6.4, 6.5	62, 122-123		Climate Action	13.2, 13.3	60, 121
	Affordable and Clean Energy	7.2, 7.3	121-122		Peace, Justice and Strong Institutions	16.5, 16.6	136

GHG VERIFICATION OPINION STATEMENT

GHG EMISSIONS VERIFICATION

HANWHA VISION CO., LTD.

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2, 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of Hanwha Vision CO., LTD.¹⁾ (hereinafter 'Company') for 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters): 6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

- Scope 1, 2: facilities and emission sources under the operational control and organizational boundary of the company during 2025.
- Scope 3: ten emission categories²⁾ selected by the company during 2025.

2) Category 1, 2, 3, 4, 5, 6, 7, 9, 11, 12

Verification Criteria

The following criteria and coefficients used by the company were applied.

- Criteria
 - ISO 14064-1:2018, ISO14064-3:2019
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - GHG Protocol Corporate Standard
 - WBCSD/WRI, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - Rule for emission reporting and certification of greenhouse gas emission trading Scheme
- Coefficient
 - Environmental Product Declaration evaluation coefficient (2021)
 - UK Government GHG Conversion Factors for Company Report (2025)
 - US EPA EEIO, US EPA GHG Emission Factors Hub (2025)

Level of Assurance

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculations and estimates, sampling method, and limited assurance level. Additionally, this verification does not include responsibility for the accuracy of the original data provided by the company.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

- 1) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found.
- 2) For Scope 1, 2 emissions, GHG emissions Company were properly calculated according to the verification standards. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
- 3) For Scope 3 emissions, The criteria and process established by the company for calculating GHG emissions were transparently documented in the internal calculation process to prevent potential misunderstandings.
- 4) Accordingly, KFQ provides a verification opinion that is "Unmodified".

June 9th, 2026

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

GHG VERIFICATION OPINION STATEMENT

APPENDIX. 2025 EMISSIONS CALCULATION RESULTS

Organization

Hanwha Vision CO., LTD.

Emission calculation period

The emission calculation period is from January 1st to December 31st, 2025.

Scope 1, 2 Emissions verification Results

(Unit: tCO₂eq)

Category	Scope 1	Scope 2	Total
Domestic business sites	115.963	2,775.378	2,891.341
Overseas business sites	1,011.101	4,298.012	5,309.113
Total	1,127.064	7,073.390	8,200

* For the greenhouse gas (GHG) emissions of the Vietnam subsidiary (HVV) among the overseas business sites, the emission data verified by CÔNG TY TNHH GIẢI PHÁP ĐƯỜNG XANH will be applied.

Scope 3 Emissions verification Results

(Unit: tCO₂eq)

Category	Emissions
1 Purchased goods & services	25,498.616
2 Capital goods	3,354.486
3 Fuel and Energy-related activities not included in Scope 1+2	1,477.264
4 Upstream transportation and distribution	141,599.331
5 Waste generated in operations	173.546
6 Business travel	732.227
7 Employee commuting	818.781
9 Downstream transportation and distribution	47,954.188
11 Use of sold products	393,158.556
12 End of life treatment of sold products	46.269
Total	614,813

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ±1 tCO₂eq.

GHG EMISSIONS VERIFICATION

HANWHA SEMITECH CO., LTD.

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 1, 2, 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of Hanwha Semitech CO., LTD.¹⁾ (hereinafter 'Company') for 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters): 6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

- Scope 1, 2: facilities and emission sources under the operational control and organizational boundary of the company during 2025.
- Scope 3: seven emission categories²⁾ selected by the company during 2025.

2) Category 1, 4, 5, 6, 7, 9, 11

Verification Criteria

The following criteria and coefficients used by the company were applied.

- Criteria
 - ISO 14064-1:2018, ISO14064-3:2019
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - GHG Protocol Corporate Standard
 - WBCSD/WRI, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - Rule for emission reporting and certification of greenhouse gas emission trading Scheme
- Coefficient
 - Environmental Product Declaration evaluation coefficient (2021)
 - US EPA Supply Chain GHG Emission Factors

GHG VERIFICATION OPINION STATEMENT

Level of Assurance

The verification has been conducted in accordance with the verification principles and standards of the ‘ISO14064–3:2019’ under the limited verification level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization’s data characteristics, calculations and estimates, sampling method, and limited assurance level. Additionally, this verification does not include responsibility for the accuracy of the original data provided by the company.

Conclusion

Based on the criteria and guidelines stated above, KFQ’s verification opinion is as follows.

- 1) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found.
- 2) For Scope 1, 2 emissions, GHG emissions Company were properly calculated according to the verification standards. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
- 3) For Scope 3 emissions, The criteria and process established by the company for calculating GHG emissions were transparently documented in the internal calculation process to prevent potential misunderstandings.
- 4) Accordingly, KFQ provides a verification opinion that is “Unmodified”.



June 10th, 2026

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

APPENDIX. 2025 EMISSIONS CALCULATION RESULTS

Organization

Hanwha Semitech CO., LTD.

Emission calculation period

The emission calculation period is from January 1st to December 31st, 2025.

Scope 1, 2 Emissions verification Results (Unit: tCO₂eq)

Scope 1	Scope 2	Total
411.077	5,881.868	6,292

Scope 3 Emissions verification Results (Unit: tCO₂eq)

Category	Emissions
1 Purchased goods & services	19,118.430
4 Upstream transportation and distribution	348.636
5 Waste generated in operations	3.345
6 Business travel	1,138.813
7 Employee commuting	337.011
9 Downstream transportation and distribution	124.272
11 Use of sold products	99,972.344
Total	121,043

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ±1 tCO₂eq.

INDEPENDENT ASSURANCE STATEMENT

TO READERS OF HANWHA VISION 2026 SUSTAINABILITY REPORT

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of Hanwha Vision 2026 Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Hanwha Vision's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Hanwha Vision's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in Hanwha Vision's report:

- Hanwha Vision 2026 Sustainability Report

Reference Standard

- GRI Standards 2021 : 2023 (GRI)

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
 - GRI 2 General Disclosures 2021
 - GRI 3 Material Topics 2021
- Topic Specific Standards
 - GRI 102: Climate Change, GRI 103: Energy(103-1, 103-2, 103-3, 103-4),
 - GRI 201: Economic Performance(201-1, 201-3), GRI 205: Anti-corruption(205-2, 205-3), GRI 206: Anti-competitive Behavior,
 - GRI 303: Water and Effluents(303-2, 303-3, 303-4), GRI 305: Emissions(305-7), GRI 306: Waste(306-3, 306-4, 306-5),
 - GRI 401: Employment, GRI 403: Occupational Health and Safety(403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10), GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 416: Customer Health and Safety(416-2), GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

INDEPENDENT ASSURANCE STATEMENT

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by Hanwha Vision are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Hanwha Vision on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by Hanwha Vision, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity | Hanwha Vision has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality | Hanwha Vision has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness | Hanwha Vision prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Hanwha Vision's actions.

Impact | Hanwha Vision identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including economic, environmental, and social performance data.

We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment – General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with Hanwha Vision and did not provide any services to Hanwha Vision that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of Hanwha Vision for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of Hanwha Vision. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 16, 2026

CEO

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