

Hanwha Vision's Sustainability Report 2025

About This Report

Report Overview

Hanwha Vision publishes an annual Sustainability Report that transparently presents the economic, social, and environmental values and achievements generated by its business activities. To ensure transparent communication with stakeholders, a materiality assessment is conducted during the report's preparation process to identify material issues. The 2024 report faithfully covers Hanwha Vision's sustainability initiatives and accomplishments related to these issues.

Reporting Period

This report covers Hanwha Vision's economic, social, and environmental performance and activities from January 1, 2024, to December 31, 2024. In some cases, information from the first half of 2025 is included. To illustrate trends, quantitative performance data of the past three years (2022, 2023, and 2024) is also provided.

Reporting Scope

This report primarily covers Hanwha Vision's headquarters, with select data also reflecting the performance of overseas subsidiaries in the Americas, Europe, and Vietnam. In addition, due to the merger with Hanwha Industrial Solutions on January 1, 2025, the 2024 economic and financial performance includes results from Hanwha Industrial Solutions. Any differences in the reporting scope are noted separately for reference.

Reporting Standards

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, a sustainability reporting framework. It follows the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and incorporates indicators from the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs). Financial performance data is reported according to the K-IFRS (Korean International Financial Reporting Standards) consolidated standard.

Report Verification




To ensure reliability, this report has undergone verification by an independent third-party institution, BSI (British Standards Institution). The verification was conducted based on the international standard AA1000AS. Detailed verification statements and opinions are provided in the Appendix.

Report Inquiries

This report is available in both Korean and English on the Hanwha Vision website for viewing or downloading. For inquiries regarding this report, please contact the ESH Team.

Interactive User Guide

The 2025 Hanwha Vision Sustainability Report is available as an interactive PDF to enhance reader convenience, including navigation and search functions.

-  You can navigate to the cover page of this Report.
-  You can navigate to the Contents page of this Report.
-  You can access the information that is disclosed on external websites.

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CEO Message

Dear Stakeholders, As CEO of Hanwha Vision,

I would like to express my sincere gratitude for the interest in and support for Hanwha Vision.

As a global leader in the security market, Hanwha Vision is preparing for its next leap forward through a merger with Hanwha Industrial Solutions, effective January 1, 2025. By leveraging the strengths of Hanwha Vision's security business and the semiconductor design expertise of Hanwha affiliates and subsidiaries, we aim to further strengthen our global competitiveness across key markets in the America, Europe, and Asia.

At this pivotal moment, we are driving innovation with the spirit of a Great Challenger, boldly embracing change and new opportunities. We are expanding into AI and cloud-based security solutions, laying a solid foundation for sustainable future growth.

As part of this journey, we place high priority on the principles of ESG management, recognizing them as critical to long-term value creation. We remain committed to a wide range of ESG initiatives, actively responding to the evolving expectations of our stakeholders.

In the environmental domain, we rigorously manage and oversee relevant certification and verification processes to meet the high environmental standards expected by our customers. We work to minimize hazardous materials in alignment with global environmental and ESG regulations, transparently sharing relevant information with customers and stakeholders.

We remain committed to ongoing community outreach and social responsibility. In the areas of safety and health, human rights, and mutual growth, we identify new goals and make improvements annually. In particular, to ensure sustainable supply chain management, we conduct annual partner evaluations, support improvement efforts, and rigorously fulfill our clients' ESG requirements.

By upholding compliance and ethical management, we lead by example in fulfilling corporate principles and responsibilities, striving to maintain transparent operations. Through strong governance, Hanwha Vision aims to incorporate ESG principles into all aspects of our management in order to generate long-term corporate values.

Each year, we share Hanwha Vision's direction for ESG management and accomplishments with stakeholders through our Sustainability Report. In doing so, we look back on the previous year and proactively engage with stakeholders to plan ahead.

As a sustainable business that specializes in video surveillance, Hanwha Vision has been growing every year based on a flexible and efficient management system. To keep up this momentum, Hanwha Vision has been leading innovation and change, continuously taking on new challenges. In the process, we are placing ESG management at the core of our efforts to achieve sustainable growth, while listening closely to the voices of our diverse stakeholders. With your interest and support, we will continue to strive for further progress.

We look forward to your encouragement and support on this journey.

Thank you.



June 2025

CEO Kim Ki-chul









Company Profile

About Hanwha Vision

As a global vision solutions provider, Hanwha Vision has positioned itself as a leading global video security company, based on its world-class expertise in optical design, manufacturing, and video processing technologies over the past 30 years. We played key roles in ensuring safety and security worldwide thanks to our high-performing and reliable products and solutions, combined with industry-leading cybersecurity policies. As a responsible member of our society, Hanwha Vision will remain committed to addressing economic, environmental, and social challenges through our business, technologies, and social initiatives, driving meaningful change. Boosting competitiveness based on innovation and realizing the value of sharing, we aim to become a new vision solution provider.



Overview

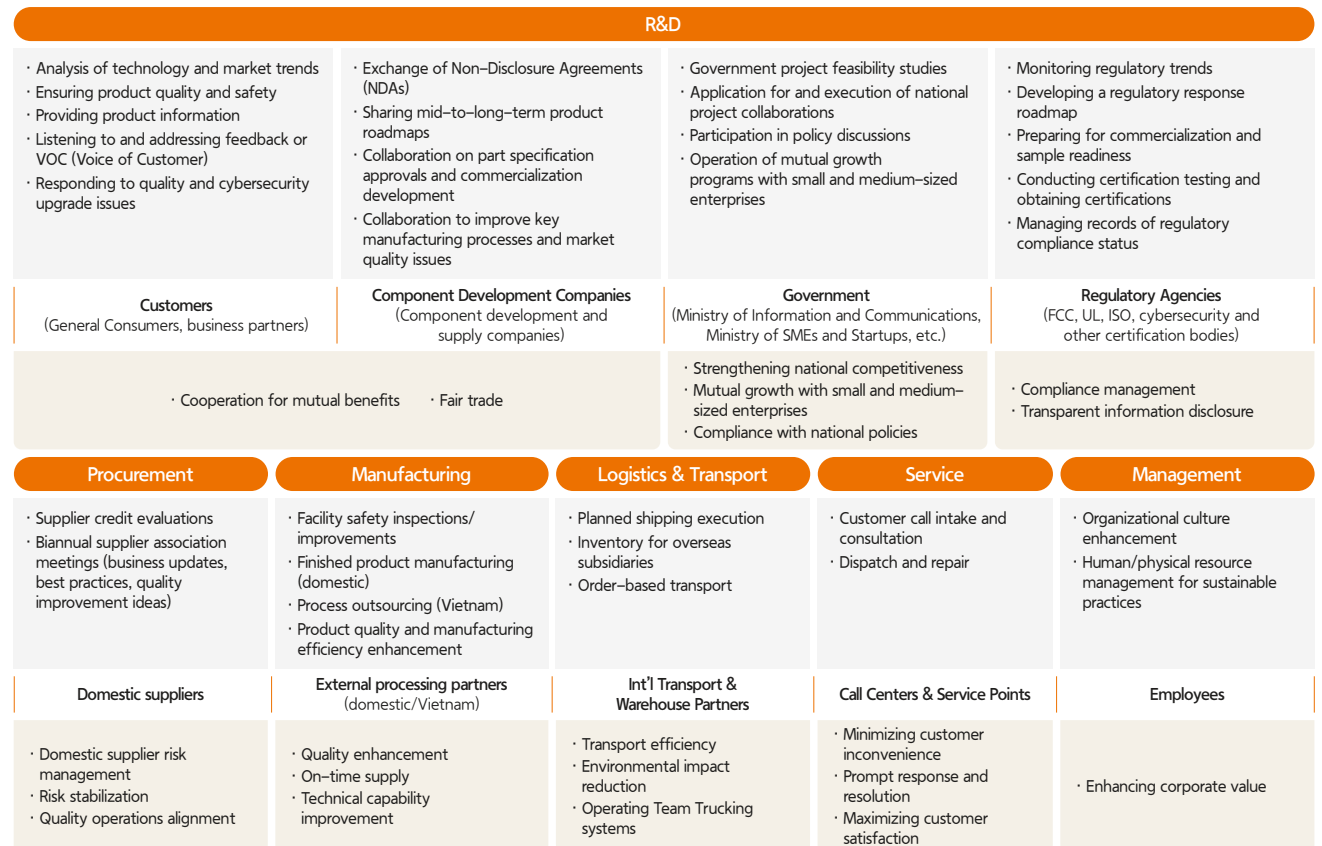
Company name 	Hanwha Vision Co., Ltd.
CEO 	Kim Ki-chul
Headquarters 	6, Pangyo-ro 319-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea
Established 	Entered the video security business in 1990 (Spin-off Date: April 1 st , 2018)
Employees 	2,530 (as of year-end 2024, including overseas employees)
Business areas 	Manufacturing and sales of video security devices and video recorders

2024 Financial Performance (Consolidated Statement)

(Unit: KRW million)

Revenue	Operating Profit	Pre-tax Profit
1,215,248	169,815	188,999

Business Activities & Value Creation Process



Company Profile

Our History

1990~2009

- 2009** • Established Hanwha Vision China in Tianjin and Shanghai
- 2008** • Launched the world's first 37x PTZ camera
- 2005** • Developed an advanced automatic intruder tracking system
- 2004** • Developed the Winner 3 Analog ISP chip
- 2001** • Established Hanwha Vision Europe
- 1997** • Released the world's highest-performing ultra-low-light security camera
- 1993** • Developed Korea's first auto-iris lens for CCTV
- 1990** • Entered the video security business, established Hanwha Vision America

2011~2020

- 2020** • Celebrated 30th anniversary of our video security business
• Launched P series AI camera
• Launched Wisenet7 SoC, obtained UL CAP (international cybersecurity certification) for the Wisenet7 series
- 2019** • Received the UK government's official cybersecurity certification "Secure by Default"
• Launched the world's first 55x IR PTZ camera
- 2018** • Established a Hanwha Vision Vietnam, a manufacturing facility
- 2017** • Launched Wisenet5 SoC and X series camera
• Received CES cybersecurity certification from the UK government
- 2016** • Established Hanwha Vision Middle East
- 2015** • Launched Hanwha Techwin
- 2013** • Launched Wisenet3 SoC and camera series
- 2012** • Launched the world's first 37x IR PTZ camera

2021~Present

- 2025** • Completed an absorption merger with Hanwha Industrial Solutions, renaming the merged entity Hanwha Vision
• Launched 'Keeper', a security platform service designed to support small business store management
• Launched 'AI Pack', an AI solution tailored to the unique characteristics of various field environments, including retail, factory, and traffic
- 2024** • Joined the UN Global Compact (UNGC) for corporate social responsibility
• Launched the industry's first dual-lens BCR camera
• Obtained ISO 37301 certification, the first compliance management system certification in Korea's video security industry
- 2023** • Changed company name to "Hanwha Vision"
• Launched SolidEDGE, the world's first SSD-equipped camera
• Established Hanwha Vision Mexico
• Designated as a CVE[®] Numbering Authority (CNA)
• Obtained ISO 27001, the international standard for information security
• Achieved cumulative production of 10 million units at the Vietnam factory
• Published Hanwha Vision's first Sustainability Report
- 2022** • Launched IP audio system
- 2021** • Released X series of AI cameras
• Launched AI NVR and AI integrated solutions
• Developed AI-based infectious disease response solution







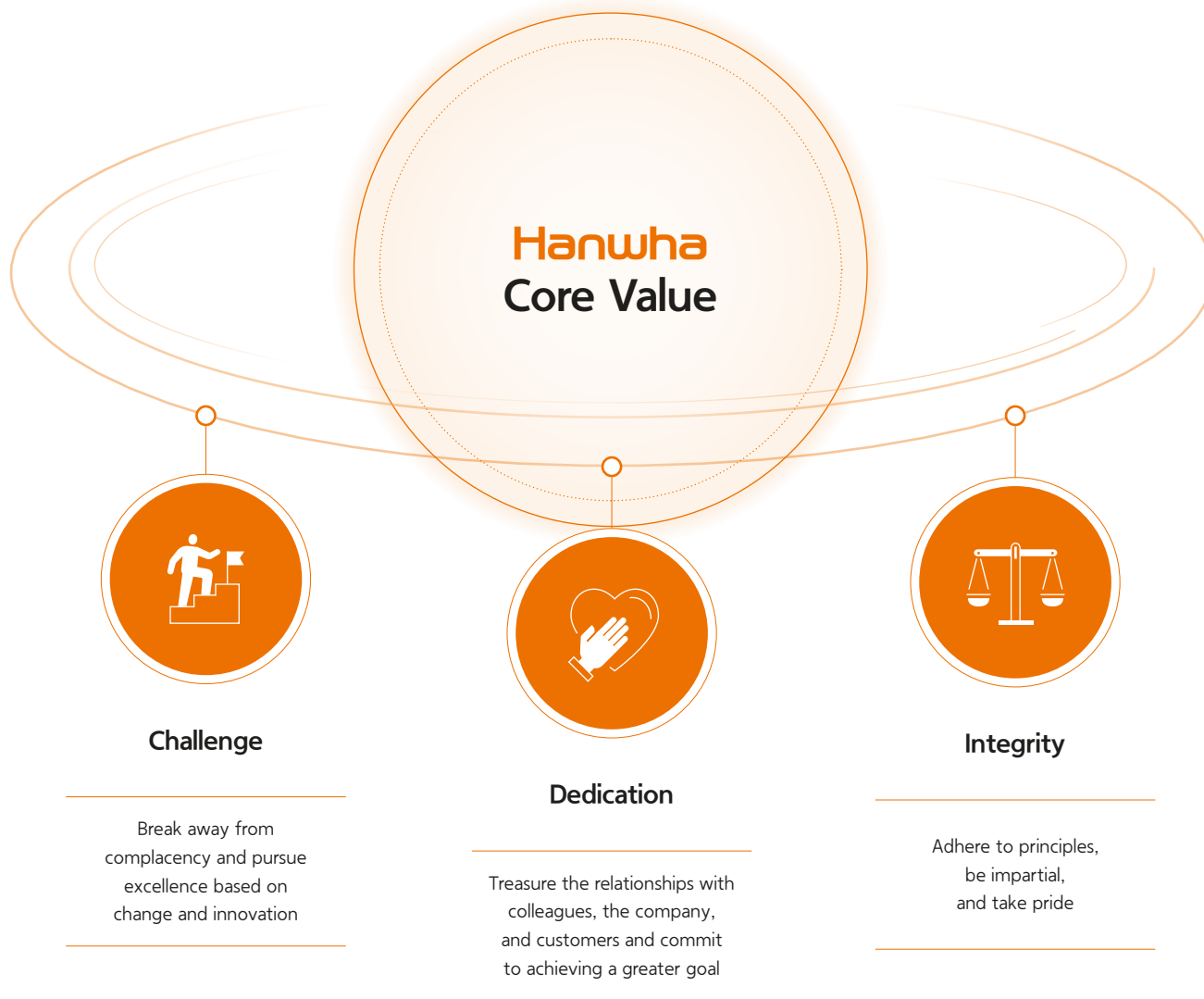
Our Core Values

Hanwha Spirit

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

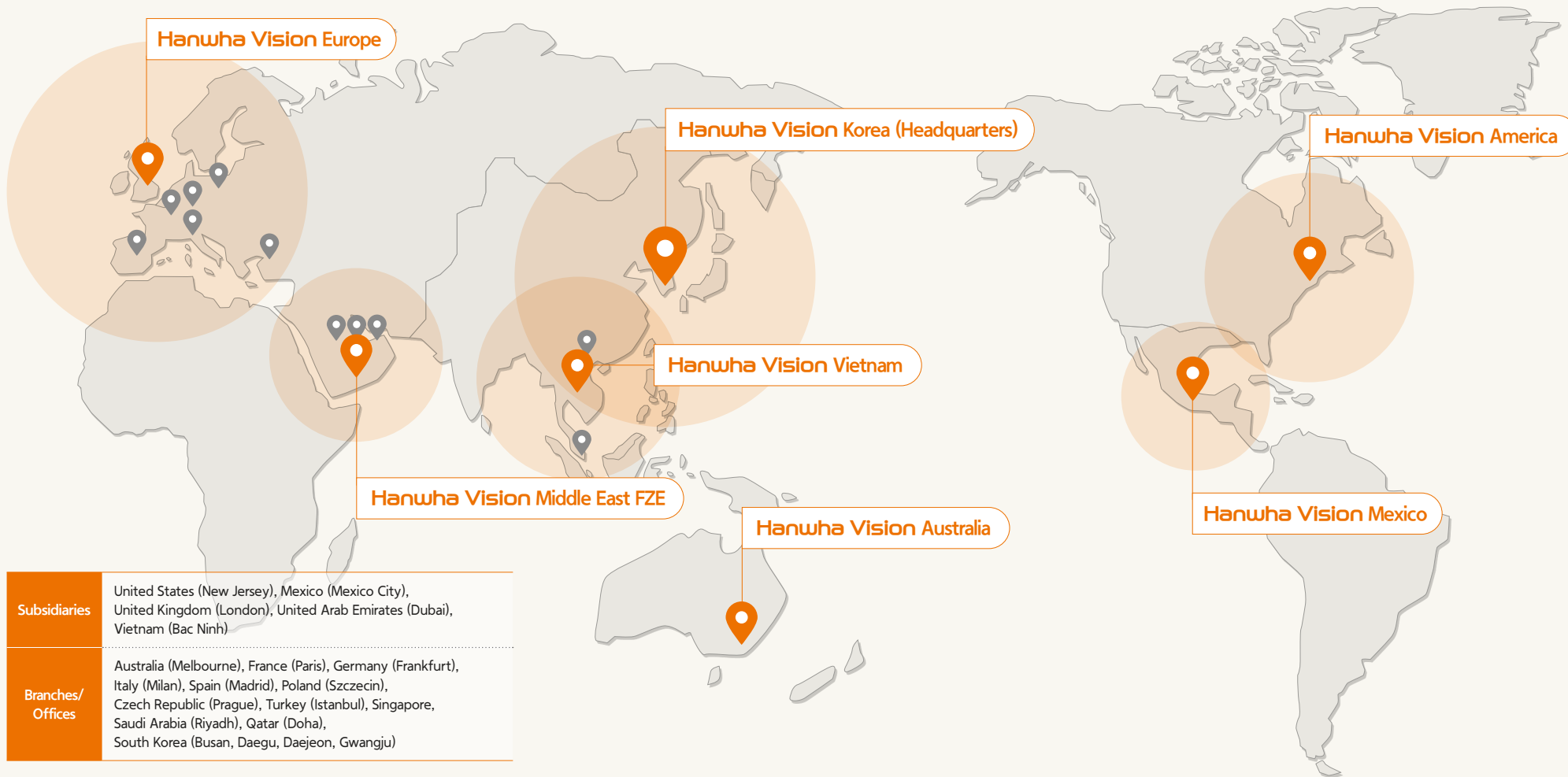
Hanwha Vision Core Values

	<p>Technology & Solutions A company that resolves individual, corporate, and social problems through advanced vision solutions and adds new value to create new growth</p>
	<p>Innovation A company that finds answers to a better tomorrow through challenges and innovations that do not dwell in the present</p>
	<p>Growth A company that aims for sustainable growth for ourselves and our customers by investing generously in the future and working with trusted partners</p>
	<p>Sustainability A company that contributes to a sustainable environment for individuals and society through our technologies, solutions, and services</p>



Global Network

As of the end of 2024, Hanwha Vision operates five subsidiaries and 15 branches/offices worldwide.



Business Overview

Hanwha Vision America

Subsidiary Overview

Hanwha Vision America was established in December 1989 in New Jersey, USA, and provides advanced security surveillance products across the North, Central, and South American markets, including the United States. To better meet customer needs, we established a research center in California in 2021, further investing in research and development. Recently, we have introduced solution services that integrate cutting-edge technologies such as AI and cloud computing, earning market recognition for our product and service excellence.



Key Business Areas

Global Vision Solutions Powered by AI and Cloud Technologies

Hanwha Vision America delivers integrated vision solutions tailored to diverse security needs, leveraging advanced AI and cloud technologies.

- **Security Cameras:** Offers a comprehensive range of network and analog camera solutions designed to efficiently capture visual data across various environments.
- **Cloud Solutions:** Improves efficiency and scalability in remote security management through cloud-based platforms such as OnCloud, HealthPro, and SightMind.
- **VMS Solutions:** Provides integrated video operation environments using software solutions like Wisenet Wave.
- **Recording Solutions:** Ensures secure video storage and easy access via devices including Wisenet Wave Appliance, SolidEDGE, and NVRs.
- **S/W Solutions:** Enhances intelligent analysis and user experience with offerings such as AI Pack, mobile applications, and open platform applications. Supports customized security ecosystems through additional products like IP audio solutions, IoT sensors, logistics solutions, and installation support tools.

Market and Sales Overview

North America: The World's Largest Security Market Leading Advanced Technology

Hanwha Vision America has demonstrated substantial growth in the North American security market, where the adoption of advanced technologies is accelerating. As of 2024, the market is valued at approximately USD 5.75 billion, representing around 38% of the global security market, the largest single regional share. With North America's rapid uptake of technologies such as AI and cloud computing, establishing an early presence in this region is critical to influencing global standards.

Sustained Growth through Ecosystem-Based Strategic Partnerships

Over the past 14 years, Hanwha Vision America has achieved a compound annual growth rate (CAGR) of 14%, increasing its market share from 0.8% to 7.5%, and currently ranks as the third-largest player in the region. The subsidiary has built a comprehensive sales network across six major North American regions, enhancing localized coverage. It delivers customized security solutions to key clients, including nine of the top ten U.S. banks and leading corporations such as TJX, Walmart, and Tesla. Strategic sales initiatives targeting Fortune 500 companies are also actively underway. Leveraging this momentum, Hanwha Vision America aims to further expand its strategic footprint both within North America and in global markets.

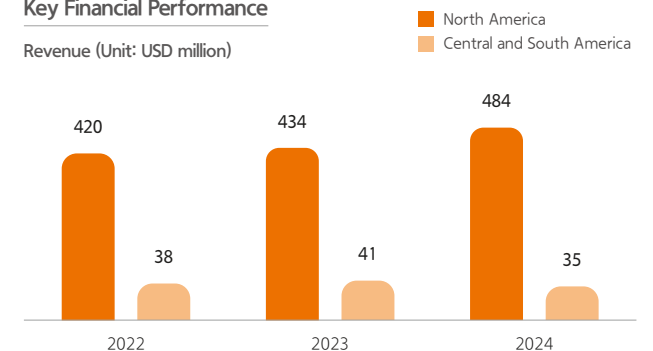
ESG Activities at Subsidiaries

At Hanwha Vision America, employees from diverse cultural backgrounds work together as one team. To foster mutual respect, cultural exchange, and team bonding, the subsidiary hosts a variety of inclusive events throughout the year:

- Lunar New Year & Chuseok Celebrations to introduce Korean traditions through hanbok fittings, fan dance performances, and traditional games such as jegichagi.
- Annual Potluck Lunch with a "Best Dish" vote
- Celebrations including Halloween, Christmas, and Hanukkah
- New Employee Welcome Events

Key Financial Performance

Revenue (Unit: USD million)



Business Overview

Hanwha Vision Europe

Subsidiary Overview

Hanwha Vision Europe is a global provider of advanced video surveillance and security solutions across the European region. Its product portfolio, which includes AI-powered cameras, video management systems (VMS), and integrated security platforms, enhances safety in a wide range of settings, including urban areas, airports, and industrial facilities. The offerings further extend to access control and intrusion detection technologies, enabling customers to better safeguard their assets and operations. With a strong commitment to technological innovation and customer-focused service, Hanwha Vision Europe is dedicated to creating safer and smarter security environments.

Key Business Areas

Comprehensive Safety Management and Industry-Specific Smart Infrastructure Solutions

Hanwha Vision Europe delivers cutting-edge solutions tailored to the specific needs of various industries, enabling real-time response and proactive risk mitigation.

- **Video Surveillance Solutions**
 - Provides advanced CCTV cameras and monitoring systems to enhance safety across a wide range of environments, including cities, airports, ports, industrial zones, and military facilities.
 - AI-powered video analytics detect abnormal behavior in real time, enabling rapid response to potential threats.
- **Access Control and Intrusion Detection Systems**
 - Delivers state-of-the-art access control and intrusion detection technologies to protect sensitive information and critical assets.
 - These solutions enable secure and efficient access management for critical infrastructure, businesses, and public facilities.
- **Traffic and Infrastructure Management Systems**
 - Implements intelligent traffic solutions for intersections and highways to help prevent accidents and support efficient traffic flow.

Market and Sales Overview

Security Innovation in Europe: A Key Market for Sustainable Growth

Hanwha Vision Europe has established a strong foothold in the European market, particularly in AI-based video analytics and urban surveillance. The subsidiary provides tailored security solutions across a wide range of sectors, including retail, commercial, rail, government, and banking, continuously enhancing its market competitiveness. As Europe's video surveillance market rapidly expands, Hanwha Vision Europe plays an increasingly critical role in addressing the region's evolving security landscape.

Its core client base includes major retail chains, public institutions, and transportation infrastructure operators. By delivering solutions that are specifically tailored to each client's needs and optimized for their operational environments, Hanwha Vision Europe has fostered long-term, trusted partnerships. The subsidiary also prioritizes customer satisfaction through robust support services and agile sales strategies. These include prompt response to client demands, as well as reliable technical support and maintenance services that strengthen customer relationships.

Looking ahead, Hanwha Vision Europe plans to expand into emerging sectors such as urban surveillance, industrial automation, and traffic management systems. Through these efforts, it aims to drive sustainable growth by offering environmentally conscious security solutions.

ESG Activities at Subsidiaries

Hanwha Vision Europe is committed to environmental stewardship and employee well-being, while maintaining transparent and ethical management through full compliance with applicable regulations.

Environment (E) | Improved energy efficiency by installing LED lighting and smart meters at its EHQ, and continues to expand the use of electric and hybrid vehicles across Europe, promoting environmentally responsible operations.

Social (S) | Implements occupational safety training and mental health support programs. Upholds its social responsibility by complying with annual reporting obligations aimed at eradicating modern slavery.

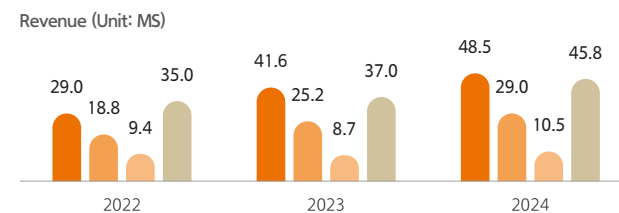
Governance (G) | Enforces strong cybersecurity and data protection policies, and ensures compliance with stringent regulations such as the GDPR¹⁾ and the NIS2²⁾, fostering transparent and secure governance.

1) General Data Protection Regulation (GDPR): A general data protection law enforced across the European Union (EU) since May 25, 2018

2) Network and Information Security Directive (NIS2): An EU directive established to enhance cybersecurity across network and information systems within member states.

Key Financial Performance

Revenue (Unit: M\$)
■ UK&I ■ France ■ DACH ■ Others



Business Overview

Hanwha Vision Vietnam

Subsidiary Overview

Hanwha Vision Vietnam was established in March 2017 in the Bac Ninh region as a strategic manufacturing hub, leveraging competitive production advantages to deliver top-quality products to global customers. The subsidiary is advancing manufacturing excellence by securing core process technologies and developing proprietary automation solutions.

Capital	USD 10 million (100% owned by headquarters)	Facility Size	60,000m ² land area / 30,870m ² building area	Workforce	1,013 employees (including 8 expatriates as of end-2024) with production capacity of 300,000 units per month.
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Key Business Areas

Smart Automation Process: Maximizing Production Efficiency and Ensuring Quality

Hanwha Vision Vietnam offers an end-to-end integrated solution lineup designed to deliver optimal performance across various operating environments. Its product portfolio includes network models, multi models, analog models, PTZ models, and lens modules, meeting the diverse needs of customers.

Since its establishment, the subsidiary has achieved a cumulative production milestone of 10 million units as of October 2023, with total output reaching 13.3 million units by the end of 2024. By leveraging a highly efficient supply chain management (SCM) system and advanced automation technologies, Hanwha Vision Vietnam ensures consistent product quality and reinforces customer trust.

Production Operations

- **MAIN Line:** Handles final product assembly and conducts automated inspections, ensuring consistent output and high-quality performance.
- **VCL Line:** Specializes in assembling lens components, performing centering and precision adjustments to complete lens assemblies.
- **SMD Line:** Employs automated machinery and precision processes to mount components onto printed circuit boards, maintaining a monthly equipment utilization rate of 96%.

Market and Sales Overview

Strategic Manufacturing Hub: Bolstering Global Competitiveness

Hanwha Vision Vietnam is strategically located in the Que Vo Industrial Complex in Bac Ninh Province, northern Vietnam, approximately 45 km from Hanoi, 37 km from Noi Bai International Airport, and 90 km from Hai Phong Port. This advantageous location supports efficient export logistics and access to surrounding infrastructure. The subsidiary also benefits from a robust network of partner suppliers in nearby industrial zones, enabling a streamlined and cost-effective production environment.

Vietnam, a socialist republic with a population of 103 million and a land area of 331,000 km² (approximately 1.5 times the size of South Korea and ranked 65th globally), recorded a GDP of USD 430 billion in 2023. Driven by urbanization, industrial complex expansion, and a growing emphasis on public safety, Vietnam's video surveillance market is recognized as a strategic growth sector, with demand increasing at an average annual rate exceeding 10%. Hanwha Vision Vietnam addresses this demand by delivering security solutions across diverse sectors, including public infrastructure and commercial facilities, through a robust network of local distribution partners and a B2B SI network centered in Hanoi and Ho Chi Minh City.

Vietnam's minimum wage stands at roughly 15% of South Korea's (USD 1,400) and around 60% of China's, providing a considerable labor cost advantage. This wage competitiveness continues to be a key factor in sustaining long-term manufacturing excellence. By capitalizing on Vietnam's strategic location and economic strengths, Hanwha Vision Vietnam is well positioned to enhance its role in the global market.

ESG Activities at Subsidiaries

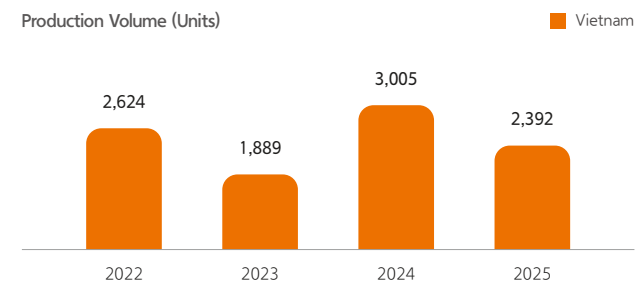
Hanwha Vision Vietnam pursues sustainable development under the philosophy of "Going Further Together," embracing fair business practices and the value of sharing.

Environment (E) | Drives company-wide efforts to reduce energy consumption and adopt green products, supported by the use of solar energy and adherence to international environmental standards.

Social (S) | Fosters mutual growth through a flexible organizational culture and win-win cooperation, while ensuring safe and trust-based manufacturing operations. Actively engages in community contributions, including environmental initiatives and support for orphanages and schools.

Governance (G) | Upholds transparent and ethical management by embedding compliance practices and operating a Compliance Committee, with regular training provided across the subsidiary.

Key Financial Performance



Business Overview

Hanwha Vision Middle East

Subsidiary Overview

Hanwha Vision Middle East was established in November 2016 in Dubai, a strategic hub for land, sea, and air logistics in the Middle East. The subsidiary delivers advanced security solutions to key clients across the Middle East and Africa. Despite global economic slowdowns and geopolitical uncertainties, Hanwha Vision Middle East achieved consecutive sales growth from 2020 to 2024, earning a strong local reputation and building a stable business foundation.



Key Business Areas

Comprehensive Security Solutions for Enhanced Safety and Reliability

Hanwha Vision Middle East plays a key role in enhancing safety and security across the Middle East and Africa by leveraging its top-tier video surveillance solutions. The subsidiary offers comprehensive security systems tailored to customer needs, including CCTV systems, storage devices, video management software (VMS), and peripheral equipment.

- **CCTV Systems:** Delivers high-resolution CCTV systems designed for a wide range of environments. These reliable, high-performance solutions enhance security in public, commercial, and industrial settings by offering superior image quality.
- **Storage Devices:** Provides secure video data storage solutions, including Network Video Recorders (NVRs) and Digital Video Recorders (DVRs). These devices support large-capacity storage and long-term data retention, enabling safe and efficient video management.
- **Video Management Software (VMS):** Enables real-time monitoring and centralized control of video footage captured by multiple CCTV cameras, enhancing operational efficiency.

Market and Sales Overview

Localized Sales and Technical Support Across the Middle East and Africa

Hanwha Vision Middle East has identified six key markets, UAE, Saudi Arabia, Qatar, Egypt, Morocco, and South Africa, where it maintains subsidiaries and deploys local sales and technical personnel. These locally based teams make a significant contribution to promoting Hanwha Vision's security solutions, developing tailored sales strategies and technical support to the unique characteristics of each market. The subsidiary actively collaborates with major end-users, consultants, system integrators (SIs), and distributors in each country, delivering customized solutions that address specific customer requirements. Its sales efforts are closely aligned with regional market dynamics, with particular strength in large-scale projects and rising demand for security systems among government bodies and enterprises. Highly skilled technical teams at each subsidiary ensure optimal performance through expert installation, integration, and maintenance tailored to each customer's operational environment.

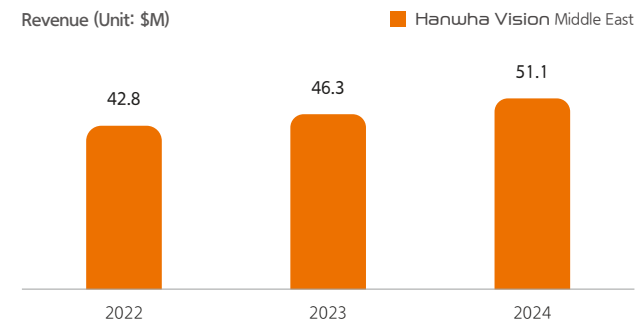
This localized approach to sales and support is central to Hanwha Vision Middle East's sustained growth and its ability to build trust across the region. By working closely with regional subsidiaries, the subsidiary is expected to further expand its market presence and enhance its competitive edge in the years to come.

ESG Activities at Subsidiaries

Hanwha Vision Middle East prioritizes enhancing corporate value and managing risks while ensuring full compliance with local laws and regulations. The subsidiary demonstrated its strong commitment to regulatory adherence by successfully passing the compliance audits of the Jebel Ali Free Zone¹⁾, conducted by the Dubai Department of Economy in 2023 and 2024, without a single violation.

1) Jebel Ali Free Zone (JAFZA): A free trade zone located in Dubai, United Arab Emirates, managed by Dubai Economy and DP World, serving as a key economic hub.

Key Financial Performance



Business Overview

Solutions

WAVE/SSM(VMS)

A software solution for integrated management and monitoring at small to medium-sized sites, maximizing the operational efficiency of a range of products, including cameras, recorders, encoders, decoders, speakers, and intercoms. It provides integration capabilities with access control and other external systems, making it possible to build a comprehensive system.

- Supports integrated management and monitoring of small to medium-sized or dispersed sites
- Provides features for stable system operation, including failover, fallback, and auto-recovery backup based on server clustering
- Enables integrated monitoring of dozens to hundreds of cameras, recorders, speakers, and more
- Supports alarm and remote monitoring functions in addition to monitoring, storage, search, and backup

HealthPro

Monitors the operational status of hundreds to thousands of devices (cameras, switches, etc.) and allows for firmware management and fault resolution. Provides monitoring for general cameras (with DM Bridge), Direct-to-Cloud cameras, and WAVE servers.

- 24/7 uninterrupted device management via centralized dashboard
- Real-time alerts to administrators and engineers upon detection of anomalies, with automated ticket assignment and task management for enhanced maintenance convenience
- Remote firmware management and update scheduling (auto/manual/scheduled)
- Provides device warranty and license information for greater convenience in sales and management



SightMind

An AI metadata-based business intelligence dashboard service that enables video surveillance cameras to be used beyond security, supporting applications in business, customer and site management, customer management, and situational awareness, ultimately reducing operational costs.

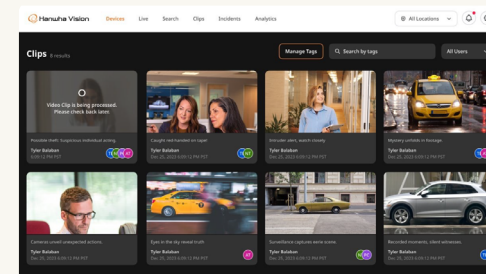
- Offers 23 customizable widgets, including AI analysis functions like People Counting, Vehicle Counting, Queue Management, and Heatmap, enabling diverse dashboard representations with graphs and trend charts
- Real-time event monitoring with alerts for Slip & Fall, Stopped Vehicle, Traffic Jam, etc.
- Generates a variety of reports based on widget data configured by the user



OnCloud(VSaaS)

Cloud-based Video Surveillance as a Service (VSaaS) enables easy video monitoring, event search, and playback from any location with internet access. It connects with both proprietary and third-party cameras through Direct-to-Cloud Cameras and Cloud Gateway Appliances, offering differentiated functionality.

- Integrated management dashboard for service (device/user/license/location)
- Supports Z camera wall, IVA (line crossing, intrusion, vehicle), and PTZ control
- Easy and quick video search powered by AI natural language processing and filter options
- Various alarm and notification methods (mobile/web/email)
- Simple creation and sharing of incident reports
- Video backup during temporary network disconnection (SD Failover)
- ONVIF camera support through Cloud Gateway Appliance



Business Overview

Solutions

Logistics Solution

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

- **World's first dual-sensor fixed barcode recognition camera:** Manages parcels efficiently by providing simultaneous barcode recognition and high-definition video information with a single camera
- **Vision Logistics Tracking Software:** Integrates CCTV footage and logistics systems into a single software platform for streamlined management
- **Packing Video Management:** Enables quick claim resolution by matching operation records with recorded footage in case of incidents
- **Dock Safety Solution:** Utilizes Edge AI-based cameras to ensure worker safety and optimize dock operations



Access Control Solution

Our access control solution is adaptable for various environments, from small to large facilities, enabling efficient access management and maximizing security.

- **Access Management:** Manages user access with advanced security authentication technologies to prevent unauthorized entry
- **Access is controlled according to user privileges, with real-time management of access records**
- **Visitor Management:** Manages external visitors efficiently by strengthening security through pre-registration, identity verification, and tracking of visitor records, while simplifying visitor entry processes for an improved user experience
- **Integrated Management Solution:** Seamlessly integrates with VMS (Video Management System) to allow real-time video monitoring and unified access control management. This promotes efficient collaboration between security systems and enables rapid response and access record management during incidents
- **Flexible Scalability:** Highly scalable, allowing for system expansion or integration with existing systems as needed, enabling tailored solutions to meet various customer requirements



Business Overview

Products

Camera Solutions

Cameras are used to gather a diverse range of video information. We have two main lineups based on video transmission type: network and analog. In the network lineup, products are categorized into P, X, Q, and T series depending on their features, performance, and purpose.

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



Audio System Solutions

IP network-based audio systems enable quick and efficient message delivery. When integrated with video security systems, they can serve as a customized security solution adaptable to a variety of environments.

- Enables two-way communication through integration with IP microphones
- Product lineup suitable for both indoor and outdoor installations
- Compatible with various VMS systems, such as Wave, Milestone, and Genetec



Video Storage Solutions

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

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



Installation Solutions & Peripheral Devices

Solutions for product installation, connection, and expansion. These systems adapt flexibly to various installation environments, saving customers time and costs while enhancing the value and utility of our products.

- Variety of camera installation accessories for different installation sites
- Wide range of peripheral devices, including encoders, decoders, monitors, controllers, switches, and HDDs



ESG Highlights

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HANWHA VISION'S Approach to Sustainability

ESG Philosophy

Under Hanwha Group's ESG vision of 'Realizing sustainable development that enhances the value of human life,' Hanwha Vision strives to create economic, environmental, and social values as a responsible corporate citizen and pursues sustainable change. Based on our ESG direction, Hanwha Vision aims to achieve long-term value and build a future in which everyone can grow together.

ESG Vision

Realizing sustainable development that enhances the value of human life

ESG Direction

Establishing ESG management execution systems and governance

Strengthening ESG capabilities and enhancing management systems

Leading global ESG management through the spread of ESG values

Hanwha Vision Key ESG Management Indicators



Environmental

Compliance with International Environmental Standards

- Compliance with RoHS Directive in EU
- ISO 14001 certification

Eco-friendly Products

- Verification conducted from product development and design stages
- Encouraging the purchase of environmentally certified products

Green Procurement

- Eco-friendly products by Hanwha Vision with environmental labeling



Social

Flexible Organizational Culture and Systems

- Establishing a flexible organizational culture

Safety and Trust-Based Systems

- ISO 45001 certification
- ISO 9001 certification

Mutual Growth and Cooperation

- Support for product development and market entry through programs for large and small business collaboration



Governance

Compliance Management Program

- Establishing a compliance management system
- Distribution of compliance regulations and manuals

Compliance Operations

- Establishing Compliance Committee, Compliance Officer, and relevant departments

HANWHA VISION'S Approach to Sustainability

Synergy of Technology and Energy

Hanwha Vision's technology continuously evolves in alignment with trends and directions in the security industry, centered around the values of a sustainable future. Through advanced technology research and future strategies, we strive to conserve the environment and the planet's resources while bringing beneficial changes to customers and society.



Retail&Business AI Pack is optimized for the retail and distribution sectors. It identifies customers and shopping carts to support real-time visibility into store operations and streamline queue management during peak hours. By visualizing customer movement and cart usage patterns, the system offers actionable insights for optimizing store layouts.



Traffic AI Pack enhances road traffic efficiency by detecting, classifying, and analyzing vehicles in real time. It differentiates between various vehicle types, enabling data-driven decision-making. It also detects wrong-way driving, illegal U-turns, and stationary vehicles in high-risk areas, supporting timely interventions to prevent accidents.



Factory&Safety AI Pack supports more efficient industrial operations by monitoring the real-time movement of forklifts and personnel. It features automated safety alerts and audio announcements, while forklift heat maps help operators optimize facility layouts and alleviate workflow bottlenecks.

1 AI Pack

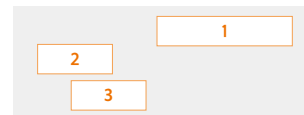
Hanwha Vision's AI Pack is an application that delivers industry-specific functionalities tailored to sectors such as traffic, retail, and manufacturing. It enables the deployment of AI-enabled features without replacing existing cameras, allowing users to cost-effectively adopt advanced technology. This minimizes the energy and resources required for manufacturing and installation, extends the service life of existing assets, and contributes to resource conservation and electronic waste reduction.

2 Q AI Dual light Camera

Hanwha Vision's Q AI Dual Light Camera is equipped with AI technology that enables object identification in low-light conditions. Supporting both infrared (IR) and white light, it captures color information accurately even in environments without lighting. By combining AI-based triggers such as Motion Detection (MD), Intelligent Video Analytics (IVA), and change detection, it can selectively activate white light alarms to proactively prevent crime, enhancing the camera's functionality. The Q AI Dual Light Camera not only improves video quality in dark settings but also contributes to energy efficiency and social responsibility, such as crime prevention.

3 Dual Sensor BCR Camera

Hanwha Vision has developed the world's first Dual Sensor BCR Camera, offering an innovative logistics solution. This camera combines the barcode reader (BCR) and CCTV functions, which previously required separate installations. This simplifies installation and maintenance, thereby reducing resource usage and power consumption during the installation process, while also lowering carbon emissions and energy use during the device's manufacturing and transportation phases. Through such technological innovation, we aim to promote sustainability in our business operations.



2024 ESG Key Performance

ESG Key Figures











 <p>Energy usage reduced by</p> <p>0.19 TJ</p>	 <p>Waste recycling rate of</p> <p>51.3%</p>	 <p>Employee benefits expenditures</p> <p>KRW 12.804 billion</p>	 <p>No. of board resolutions</p> <p>12 items</p>	 <p>Average attendance rate of board meetings</p> <p>100%</p>
 <p>Wastewater discharge reduced by</p> <p>6,057 Ton</p>	 <p>Customer complaint resolution rate of</p> <p>100%</p>	 <p>Regular occupational safety and health training hours</p> <p>17,010 hours</p>	 <p>Percentage of female managers</p> <p>15%</p>	 <p>No. of compliance violations</p> <p>0 cases</p>
 <p>Renewable energy consumption ratio</p> <p>9%</p>	 <p>No. of environmental law violations</p> <p>0 cases</p>	 <p>No. of information protection violations</p> <p>0 cases</p>	 <p>Compliance index for managers</p> <p>100.3_{/100}</p>	 <p>No. of fair trade violations</p> <p>0 cases</p>

2024 ESG Key Performance

ESG Highlights

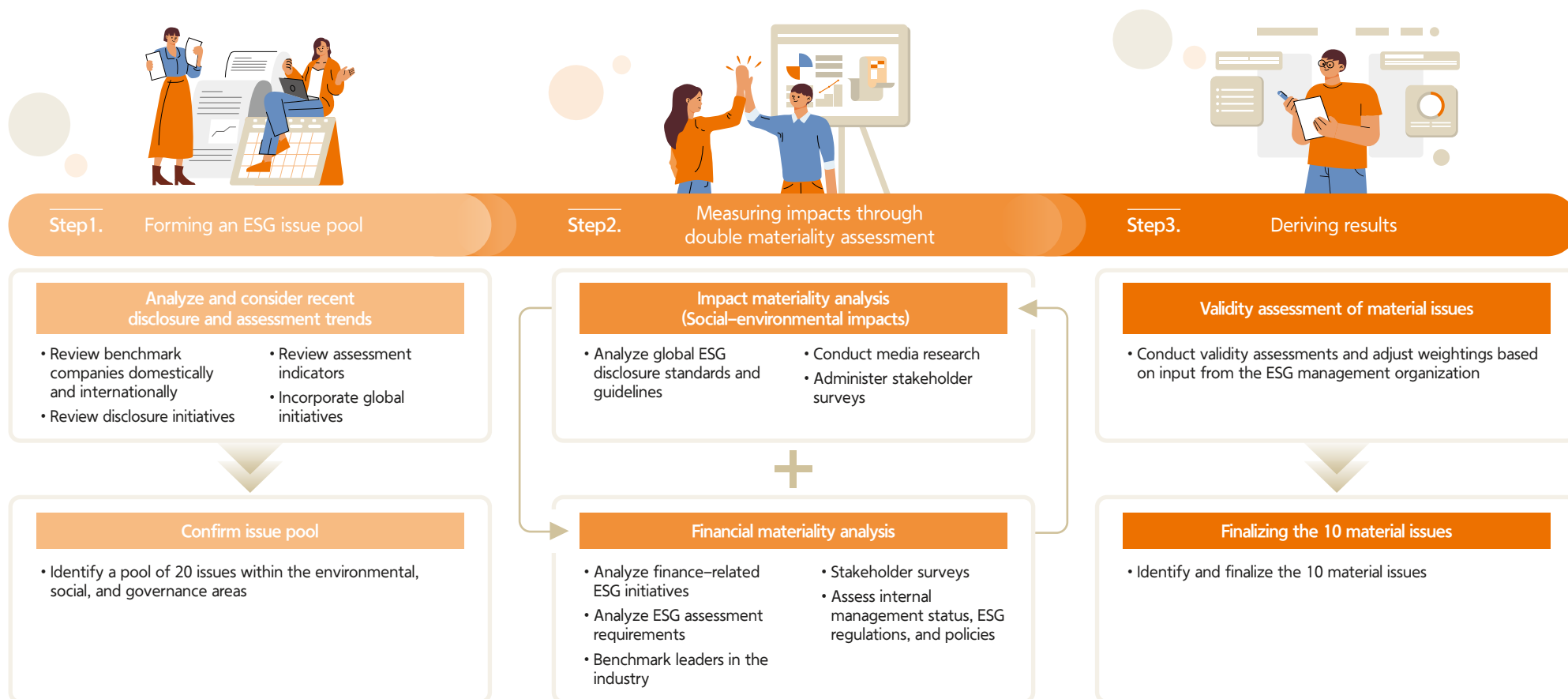
Hanwha Vision is building a strong ESG framework across the organization and proactively driving various sustainability efforts.

 Environmental	Solar power installations	We have installed solar power systems at the Pangyo R&D Center (20.5 kW) and on the rooftops of several buildings at Hanwha Vision Vietnam. These installations facilitate a shift to renewable energy, reducing approximately 912 tons of CO ₂ emissions annually and supplying 17–22% of Hanwha Vision Vietnam's electricity consumption with green energy.	 Solar power systems at the Pangyo R&D Center
	ISO 14001 certification (environmental management system)	Since the early stages of establishing its manufacturing facility, Hanwha Vision Vietnam has implemented an environmental management system and obtained ISO 14001 certification. Leveraging solar energy and pollution reduction initiatives, we are building an eco-friendly production system.	 ISO 14001 certification
 Social	Revision of safety and health management policy	To foster a safe and healthy work environment, we revised our safety and health management policy in 2024. The updated policy has been communicated across all business sites and published on the corporate website to enhance stakeholder awareness and encourage active participation.	 Win-Win Cooperation Council
	Win-Win Cooperation Council	In 2024, we convened three sessions of the Win-Win Cooperation Council, one in May (Korea) and two in November (Korea and Vietnam). These sessions included management briefings and the sharing of best practices by partner companies, reinforcing mutual growth and strengthening strategic partnerships.	 Phishing simulation pilot program
	Phishing simulation pilot program	In the second half of 2024, we conducted a pilot phishing simulation program across our overseas sales and manufacturing subsidiaries. The initiative aimed to raise cybersecurity awareness and strengthen employees' practical response capabilities against phishing.	 ISO 37301 certification
 Governance	ISO 37301 certification (compliance management system)	In July 2024, Hanwha Vision became the first company in Korea's video surveillance industry to obtain ISO 37301 certification. This certification affirms the strength of our company-wide compliance and governance systems. We also received high evaluations for our compliance training framework, highlighting our systematic and sustained commitment to regulatory adherence.	

Double Materiality Assessment

Double Materiality Assessment Process

Hanwha Vision conducted a double materiality assessment to identify and prioritize issues that significantly impact our business activities. This assessment evaluates both the Social–environmental impacts of business activities on external stakeholders (Impact Materiality) and the financial impact of external factors on financial value (Financial Materiality). Social–environmental impacts were assessed considering global ESG disclosure standards and guidelines, media, and surveys from internal and external stakeholders, while financial impacts were evaluated by examining ESG initiatives related to finance, best practices and trends within the industry, and stakeholder survey results. Through this process, we identified 10 material ESG issues, transparently disclosed related activities, achievements, and plans in our Sustainability Report, and plan to deeply integrate these issues into our corporate management activities.



Double Materiality Assessment

Double Materiality Assessment

Double Materiality Assessment Results

Through the double materiality assessment, we evaluated the environmental, social, and financial impacts of each ESG issue and identified material issues. As a result, 10 material issues with both significant Social–environmental impacts and high financial materiality were selected as Hanwha Vision's 10 material issues. Our response activities and achievements related to these issues are detailed in this report.

 High Impact  Moderate Impact

10 Material ESG Issues	Issue Description	Social–environmental Impact		Financial Impact		Double Materiality		Page(s)	GRI
		Impact characteristics (Positive/Negative)	Social–environmental impact	Impact characteristics (Opportunity/Risk)	Financial impact	Assessment Results	Ranking (Y/y change)		
 Environmental	Climate action	Climate risk management, carbon neutrality practices, greenhouse gas emissions management	Negative	7.1	Risk	5.3	 8 (▽2)	28~29	302-1 302-3~4 305-1~2 305-4~5 305-7
	Development of eco-friendly technologies and products	R&D for eco-friendly technologies and products, portfolio expansion, and improvement of product efficiency	Positive	10.0	Opportunity	6.0	 2 (-)	18	-
 Social	Information security	Protection of digital assets, security of sensitive data and personal information, internal information security training	Positive	6.7	Risk	9.6	 3 (-)	54~57	418-1
	Product quality management and customer satisfaction	Efforts to enhance product quality, management of quality issues, listening to customer VOC, and complaint resolution	Positive	9.1	Opportunity	10.0	 1 (-)	49~51	416-2
	Safety and health management	Establishment and operation of safety management systems, industrial accident management, and employee safety and health training	Positive	6.1	Risk	7.9	 4 (▲1)	34~38	403-1~6 403-8~10
	Supplier ESG management	Management of ESG risks, support for improvements, and mutual growth initiatives for suppliers within the supply chain	Negative	5.7	Risk	4.9	 10 (New)	46~48	414-1~2
 Governance	Human rights and diversity	Promotion of human rights management, enhancing employee diversity equity and inclusion; and anti-discrimination efforts	Negative	4.6	Opportunity	7.7	 5 (▲4)	39~45	405-1~2 406-1
	Integrated risk management	Management of financial and non-financial risk areas, establishment of risk response systems	Negative	6.9	Risk	5.3	 9 (▽5)	67~68	-
	Ethics and compliance	Establishment and operation of compliance management systems	Negative	6.4	Opportunity	8.3	 7 (-)	63~66	205-2~3 206-1
	Stakeholder communication	Stakeholder group management, listening to stakeholder opinions, corporate information disclosures, and ESG performance reporting	Positive	6.1	Opportunity	3.6	 6 (▲4)	25	-

Double Materiality Assessment

Double Materiality Assessment

Hanwha Vision's Material Issues for 2024

We manage key issues by choosing three issues that are most related to our business among the 10 material issues.

Material Issues Management Approach




	ISSUE 1 Climate Action	ISSUE 2 Safety and Health Management	ISSUE 3 Ethics and Compliance
 Governance	<p>Hanwha Vision's Board of Directors takes the role of overseeing and being responsible for environmental management across all areas of the business. In addition, in response to climate change, Hanwha Vision has designated dedicated environmental managers at its Pangyo R&D Center and Vietnam subsidiary to systematically manage environmental impacts.</p>	<p>Hanwha Vision has established an Environmental Safety and Health (ESH) organization under the CEO to ensure management responsibility for safety and health obligations, systematizing the execution of safety and health legal duties at the organizational and workplace levels. The ESH organization oversees reporting and decision-making on safety and health issues across all business operations, thereby working to prevent accidents.</p>	<p>Hanwha Vision has designated a compliance officer and established a compliance department under the CEO to oversee issues related to ethics and compliance, carrying out inspections and reports to ensure responsible compliance management. Additionally, policies, standards, and regulations are in place to prevent corruption across all subsidiaries and affiliates, domestically and internationally.</p>
 Strategy	<p>Hanwha Vision Vietnam subsidiary operates an environmental management system based on ISO 14001. Having established relevant environmental regulations, we are complying with our environmental management processes based on internal audits and third-party verification. Solar panels are installed at the headquarters and Hanwha Vision Vietnam, reducing annual power consumption and greenhouse gas emissions. Other initiatives include constructing a Comprehensive Disaster Prevention Center to improve energy efficiency.</p>	<p>Hanwha Vision has established and operate a safety and health management policy. We strive to prevent safety and health accidents and improve emergency response capabilities by establishing safety and health operating principles. We also operate a program to foster a "voluntary safety culture" to establish a safety culture within the company, conducting safety slogan campaigns, risk prediction quizzes, and safety inspection patrol activities.</p>	<p>Hanwha Vision has established an ethics and compliance mission along with practical guidelines for ethical conduct. A compliance program is operating to identify, inspect, and manage key compliance areas, promoting voluntary legal compliance. To embed a culture of compliance, we provide mandatory legal education, compliance training tailored to job levels, and employee participation programs.</p>
 Risk Management	<p>Hanwha Vision conducts environmental impact assessments to identify environmental factors embedded in all business processes. The environmental impacts of newly introduced or modified equipment and materials are evaluated, and appropriate actions are taken when necessary. We also strive to provide accurate environmental information by quantifying the amount of greenhouse gases emitted by establishing a life cycle assessment (LCA) process.</p>	<p>Hanwha Vision conducts risk assessments to proactively identify and prevent safety and health risks. Through regular and ad hoc evaluations, we continuously address on-site risk factors and prevent major accidents by conducting near-miss incident investigations twice a year. Additionally, we have established emergency management regulations to strengthen response systems for fires, accidents, and natural disasters.</p>	<p>Hanwha Vision evaluates the effectiveness of our compliance controls to monitor adherence to compliance standards. Objective quantitative criteria are established for each compliance item to ensure fair evaluations, and the compliance index results for managers are reported to the Board. Additionally, Hanwha Vision operates a compliance consultation/reporting channel to manage cases of unfair practices and corruption.</p>
 Metrics and targets	<p>Target Reduce annual power consumption by 1% compared to the previous year (Based on production of 1 product)</p> <p>Metrics Renewable energy usage of 1,208.5 MWh energy reduction of 0.19 TJ</p>	<p>Target Achieve "Risk Zero Company" status</p> <p>Metrics 17,010 hours of regular occupational safety and health training</p>	<p>Target Minimize compliance violation risk</p> <p>Metrics 0 compliance violations, 0 compliance reports</p>

Double Materiality Assessment

Double Materiality Assessment

Hanwha Vision's Material Issues for 2024

In addition to the three core material issues, Hanwha Vision is also engaged in efforts to address the remaining seven key issues, taking into account their environmental and social contexts and impacts.

Material Issues	WHY	HOW	Our Response
 <p>Environmental</p> <p>Development of eco-friendly technologies and products</p>	<p>To address climate change and achieve sustainable growth, there is a growing trend of strengthening R&D in eco-friendly clean technologies. As awareness shifts toward seeing these efforts as essential for minimizing negative environmental impacts and reducing business risks, customers and investors are showing a rising preference for eco-friendly products, which has become a critical factor in gaining a competitive market advantage.</p>	<p>Our R&D center develops sustainable products and incorporates eco-friendly elements throughout our business model, including production processes. Recently, we have developed AI products and low-light technologies to reduce energy and resource consumption, which enhances energy efficiency.</p>	<ul style="list-style-type: none"> • Operate R&D Center • Develop eco-friendly, clean technologies
<p>Information security</p>	<p>With the increasing digitalization of daily life, information leaks and cyber security breaches are on the rise. In response, countries worldwide are strengthening laws and systems related to information security. It has also become essential for companies to enhance information security to protect customer and corporate data.</p>	<p>As a comprehensive security solutions provider, Hanwha Vision takes responsibility for social safety with our video technologies and strives to proactively respond to security threats. We have obtained certification for the UL CAP, a cybersecurity safety standard from the reputable U.S. standards organization UL, and have also obtained the TTA Security Certification for public institutions in Korea, thus securing official recognition for our comprehensive security processes.</p>	<ul style="list-style-type: none"> • Operate dedicated Information Security Team • Obtain Information Security Management System (ISO 27001) certification • Conduct information security awareness activities • Implement information security inspections and training for partners
 <p>Social</p> <p>Product quality management and customer satisfaction</p>	<p>In today's global economy, where consumers have a wide array of choices, it has become vital for companies to quickly and accurately understand customer needs and deliver products and services that exceed expectations. To improve customer satisfaction, companies are continuously enhancing their quality management systems and proactively incorporating customer feedback to optimize their products and services.</p>	<p>Hanwha Vision's approach to quality management prioritizes not only organizational and production efficiency but also considers the needs of our customers from their perspective. Collaborating with diverse stakeholders, Hanwha Vision aims to develop products necessary for the future. We hold quality management meetings, operate internal audit teams, and conduct customer satisfaction surveys to assess and address quality and service, thus ensuring the highest standards of quality.</p>	<ul style="list-style-type: none"> • Hold quality management meetings • Establish quality manual based on ISO 9001 Quality Management System • Operate internal audit office • Conduct customer satisfaction surveys • Provide training for service representatives
<p>Supplier ESG management</p>	<p>In the video surveillance sector, where social demands for safety, privacy protection, and data ethics are paramount, suppliers' commitment to environmental sustainability and ethical management constitutes a key competitive advantage. Furthermore, collaborating with partners aligned with evolving global regulations and sustainability trends is essential for us to drive technological innovation and strengthen our reputation as a trusted brand.</p>	<p>Hanwha Vision manages its suppliers based on transparent and equitable evaluation criteria to foster mutual growth. Annual performance assessments consider factors including quality, delivery, cost reduction, and compliance management. For suppliers identified in lower performance tiers, we engage in collaborative improvement initiatives. Furthermore, we strictly prohibit the use of materials containing conflict minerals and actively promote our conflict minerals policy through supplier training programs.</p>	<ul style="list-style-type: none"> • Coordinate the Win-Win Cooperation Council • Perform regular supplier evaluations • Implement the Four Major Fair Trade Guidelines • Facilitate an Open Procurement Service • Provide support for quality improvement and technology development
<p>Human rights and diversity</p>	<p>Human rights and diversity issues are now core components of ESG management. Legal requirements for human rights protection and diversity are increasing, and by fostering an inclusive environment where all employees are treated fairly, companies can drive long-term growth.</p>	<p>Hanwha Vision complies with labor standards recommended by the International Labour Organization (ILO) and all labor principles and laws ratified by the countries where we do business. To foster a non-discriminatory corporate culture, Hanwha Vision operates a human rights grievance channel and offers programs to support next-generation women leaders, as well as employees with disabilities and international employees.</p>	<ul style="list-style-type: none"> • Operate Smart Grievance Center • Provide support program for foreign employees
 <p>Governance</p> <p>Integrated risk management</p>	<p>By integrating the management of environmental, social, governance, and financial risks, companies can proactively prepare for unpredictable crises. There are growing expectations for companies to practice risk management to ensure financial stability and promote long-term growth.</p>	<p>Hanwha Vision has established a company-wide risk management system. Each department proactively manages and prevents risks closely related to their operations, while high-risk areas are effectively addressed through an enterprise response task force via regular risk reviews.</p>	<ul style="list-style-type: none"> • Conduct periodic risk assessments • Review internal transactions
<p>Stakeholder communication</p>	<p>With the rise of mandatory ESG disclosures for large corporations and increased regulations domestically and internationally, communication with stakeholders has become even more crucial. Transparently disclosing performance and goals can strengthen a company's transparency and trustworthiness.</p>	<p>Hanwha Vision communicates closely with key stakeholders, including customers, employees, communities, and partner companies, through a variety of channels. We strive to incorporate stakeholder feedback into our overall business.</p>	<ul style="list-style-type: none"> • Publish sustainability reports • Hold stakeholder meetings and operate Voice of Customer (VOC) programs

Stakeholder Communication

Stakeholder Communication

Hanwha Vision communicates closely with key stakeholders (customers, employees, communities, and partner companies) who are directly or indirectly connected to our business. We strive to incorporate stakeholder feedback across all areas.

<p>Communication Channels</p> <ul style="list-style-type: none"> • Customer site visits and technical support (as needed) • Sales channels (as needed) • Customer satisfaction surveys (annually) • Customer VOC and Contact Center (as needed) • Hanwha Vision website and social media channels (as needed) 	<p>Interest</p> <ul style="list-style-type: none"> • Product, solution, and service quality • Accurate information provision • Safe product usage • Latest technology and trends • Environmental impact of the value chain
<p>Revenue KRW 1,215,248 million</p> <p>※ Operating profit and loss based on a consolidated basis (security sector)</p>	

<p>Communication Channels</p> <ul style="list-style-type: none"> • Executive–employee meetings, town hall meetings (quarterly) • Organizational culture diagnostic survey (quarterly) • Labor union and Works Council meetings (quarterly) • Grievance and reporting channels (as needed) 	<p>Interest</p> <ul style="list-style-type: none"> • Employee capacity development • Employment and employee benefits • Training and career development • Healthy labor–management relations • Employee rights and diversity
<p>Employee wages KRW 138,777 million</p>	



<p>Communication Channels</p> <ul style="list-style-type: none"> • Website and social media channels (as needed) • Employee volunteer group (as needed) • Local volunteer organizations and regional associations (as needed) • Social contribution activities (as needed) 	<p>Interest</p> <ul style="list-style-type: none"> • Community development • Social contribution activities • Environmental protection near business sites
<p>Donations and CSR expenditures KRW 577 million</p>	

<p>Communication Channels</p> <ul style="list-style-type: none"> • Partner consultation bodies and meetings (quarterly) • Partner VOCs (as needed) • Fair trade and anti–corruption reporting channels (as needed) 	<p>Interest</p> <ul style="list-style-type: none"> • Establishment of a fair trade and mutual cooperation ecosystem • ESG management in the supply chain
<p>Partner procurement expenditures KRW 169,055 million</p>	

<p>Communication Channels</p> <ul style="list-style-type: none"> • Website (as needed) • NDR (quarterly) • Corp–day (quarterly) • One–on–One corporate visits (as needed) 	<p>Interest</p> <ul style="list-style-type: none"> • Disclosure and transparency enhancement • Internal and external risk management • Expanded communication
<p>Total issued shares 50,488,390</p>	

ESG Performance

03

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Environmental

Hanwha Vision is strengthening its environmental management through a rigorous system based on ISO 14001 certification. In response to climate change, we are enhancing energy efficiency and expanding our use of renewable energy. To minimize our environmental impact, we are engaged in wastewater and waste management and working to reduce our emissions of air pollutants. Additionally, during product development, Hanwha Vision promotes the efficient use of resources by simplifying materials and practicing green procurement. Through these wide-ranging environmental efforts, we are pursuing sustainable growth and practicing eco-friendly management in alignment with global standards.

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Climate Action

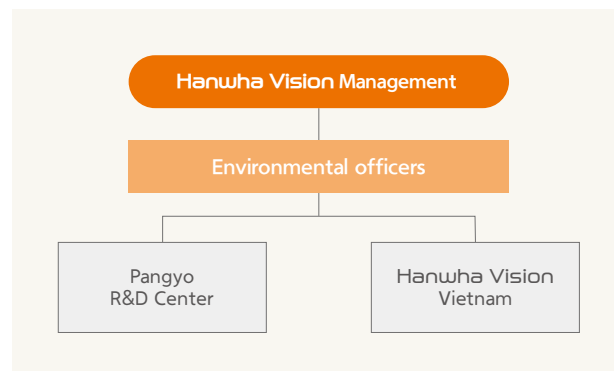
Climate Action System

Governance

The Hanwha Vision management team recognizes the significant impact of climate change-related issues on business as we progress toward a sustainable future. The Board of Directors discusses response strategies for all environmental matters, including greenhouse gas emissions and energy use. Hanwha Vision has appointed dedicated environmental officers at the Pangyo R&D Center and Hanwha Vision Vietnam to oversee environmental management initiatives and performance.

Environmental officers are responsible for ensuring compliance with domestic and international environmental regulations, assessing stakeholder requirements, setting and implementing environmental goals, and overseeing the environmental management system.

To promote Hanwha Vision's environmental policies, new employees receive in-person training, and annual environmental performance is regularly reported to management. The management team conducts an annual review of critical environmental issues and systematically assesses the overall implementation of environmental initiatives, including environmental management system certifications.



Greenhouse Gas Reduction Activities

Development of the Life Cycle Assessment (LCA)¹⁾ Process

Hanwha Vision conducts a life cycle assessment (LCA)¹⁾ to quantitatively analyze a product's environmental impact across all stages of its life cycle, from raw material extraction to manufacturing, disposal, and recycling. Using the carbon footprint assessment methodology developed for key product lines, we continuously provide environmental data to our customers. In the future, we plan to expand our range of products with carbon footprint assessments and strengthen our internal capabilities to produce more precise measurements.

1) Life cycle assessment (LCA): A quantitative analysis and evaluation method assessing the environmental impact of a product or service throughout its entire life cycle – from raw material extraction to manufacturing, distribution, usage, and disposal.

Use of Renewable Energy

To reduce greenhouse gas emissions, Hanwha Vision is transitioning the existing power sources at our domestic and international business sites to renewable energy. A 20.5kW solar power system installed on the rooftop of the Pangyo R&D Center supplies a portion of the facility's lighting needs with clean energy. At Hanwha Vision Vietnam, solar panels installed across office buildings, production sites, retail facilities, and parking structures contribute to an estimated annual reduction of approximately 912 tons of CO₂ emissions. Currently, renewable energy accounts for 17–24% of the subsidiary's total electricity consumption. To further improve the renewable energy adoption rate, the solar power systems are subject to regular maintenance.

Facility Improvements for Energy Reduction

Hanwha Vision Vietnam continues to make long-term investments in facility enhancements aimed at reducing energy consumption. In 2024, the Vietnam subsidiary focused on improving equipment efficiency by installing inverters for machinery and monitoring power usage to optimize equipment-level loads. These efforts contributed to a reduction of 0.19 TJ in annual energy consumption, a 70% increase in energy savings compared to the previous year.

Environmental Impact Assessments

Hanwha Vision conducts annual environmental impact assessments to identify inherent environmental factors across all business activities, products, and service offerings. When new equipment or materials are introduced or changes occur, the impacts on air, water, soil, waste, and energy consumption are re-evaluated. We also examine abnormal conditions to identify "significant environmental aspects" that could have substantial environmental impacts.

Specifically, the Vietnam manufacturing subsidiary objectively confirms overall environmental impacts through internal audits and third-party verification as part of the environmental management system, with continuous improvements based on these findings.



Solar panels at Pangyo site



Solar panels at Hanwha Vision Vietnam

Climate Action

Compliance with Environmental Regulations

Environmental Compliance System

With the increasing emphasis on environmental risk management from global, governmental, and local stakeholders due to stricter environmental regulations, Hanwha Vision monitors and adheres to domestic and international regulations. To comply effectively, we acquire updates on regulations as they are issued, monitor newly enacted or revised laws weekly, and assess risks and opportunities related to regulatory compliance in specific fields. Compliance at each of our sites is regularly evaluated, and response strategies are integrated into our annual management plan. As a result, no violations of environmental regulations were recorded in 2024.

Regulatory Compliance Strategy

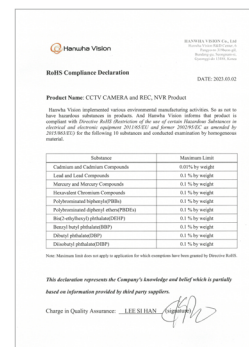


Compliance with EU REACH Regulations

The EU REACH Regulation is a legislative framework established by the European Union to ensure the safe use of chemical substances manufactured or imported within the region, with the goal of safeguarding human health and the environment. We proactively assess and fulfill our compliance obligations under REACH. In line with Article 33 of the regulation, we provide relevant product information and transparently disclose the presence of any Substances of Very High Concern (SVHCs) to consumers upon request.

Compliance with RoHS Regulations

Hanwha Vision complies with EU RoHS, disclosing environmental information on products under these regulations.



RoHS Declaration

Internalizing Environmental Management

Energy-Saving Initiatives by Employees

Hanwha Vision promotes energy-saving campaigns among employees by encouraging them to turn off the lights during lunch breaks and after hours. Stickers on all switches remind employees to "Turn off when not in use," fostering active participation in energy-saving efforts. In line with government policy, office temperatures are adjusted in the summer, while our "Cool Biz" initiative allows employees to wear short sleeves and shorts for comfort. Each year, we take part in the Earth Day lights-off campaign to encourage voluntary energy-saving practices and highlight the importance of responding to the climate crisis. On April 22, we turned off all factory and exterior lighting for 60 minutes to reflect on the meaning of Earth Day.

Enhancing Energy Efficiency

A significant portion of Hanwha Vision's energy use comes from facility and internal power consumption. To monitor energy use, a Comprehensive Disaster Prevention Center has been established to manage power peaks, reduce loads on energy-intensive equipment, and lower our internal power consumption to prevent unnecessary energy waste. We also implement on-site energy conservation activities such as selling off idle equipment, replacing obsolete equipment, replacing high-efficiency LEDs, installing power timers, applying building exterior insulation film, and installing insulated piping for utility chillers. These initiatives reflect the Vietnam subsidiary's commitment to achieving its annual target of reducing total electricity consumption per unit of product by 1% compared to the previous year.

Shared Commuting Vehicles

To help employees reduce greenhouse gas emissions from driving, Hanwha Vision provides shared commuter vehicles, including shuttle buses. Routes are established and adjusted based on employee commuting needs to ensure the efficient operation of a transportation system that aligned with employee demand.

Resource Circulation

Water Resource Management

Wastewater Management

Hanwha Vision recognizes the importance of limited water resources and manages the entire process from water use to legal treatment and discharge in consultation with local governments. The Pangyo R&D Center generates a small amount of wastewater during development processes, which is treated through outsourcing, while Hanwha Vision Vietnam operates its own wastewater treatment facility. To comply with water quality regulations such as Water Environment Conservation Act, Hanwha Vision Vietnam maintains its own "Water Treatment Guidelines and Standards." The facility conducts regular water quality inspections to thoroughly monitor and prevent potential water pollution during discharge. The water treatment method of the cooling system was modified, resulting in a year-over-year reduction in water usage. The wastewater treatment process has been improved by incorporating probiotics into the existing biochemical treatment, minimizing the amount of sludge.

Creating a Culture of Water Saving

We monitor water usage at our production sites and work to improve water efficiency. Employees receive training on saving water, and facility upgrades support these efforts by reducing water pressure, lowering water use in toilets, and decreasing the amount of water used for defrosting food in the cafeteria.

Waste

Waste Management

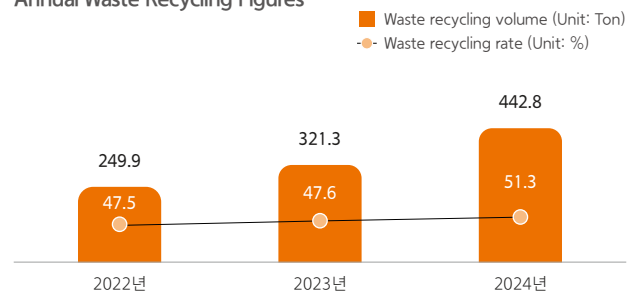
Hanwha Vision selects licensed waste disposal companies through a pre-assessment process, prioritizing those that have adopted eco-friendly technologies. When selecting contractors, a key criterion is the strength of their environmental contribution in waste disposal. Ongoing initiatives are conducted to minimize waste generation. As part of these efforts, a campaign was launched to reduce food waste in the employee cafeteria by encouraging staff to minimize leftovers. The amount of food waste reduced was converted into an equivalent quantity of rice and donated to employees requiring financial assistance.

Recycling

To mitigate the negative environmental impact of waste generated during production, Hanwha Vision recycles raw materials, such as packaging and wooden pallets. In collaboration with our component suppliers, we encourage the use of recyclable paper materials in our packaging specifications and utilize packaging materials made from over 50% recycled cardboard.

Recyclable waste generated on-site undergoes a secondary sorting process before disposal to minimize waste volume as much as possible.

Annual Waste Recycling Figures



Simplification of Materials

From the product development stage, Hanwha Vision designs products to meet EU WEEE¹⁾ standards, ensuring a recycling rate of 70% and a recovery rate of 80%. Products are designed for easy disassembly to facilitate recycling by the user at the disposal stage.

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



Resource Circulation

Management of Environmental Pollutants

Air Pollutant Emissions Management

Seven SMD¹⁾ production facilities at Hanwha Vision Vietnam generate low levels of air pollutants. To address this, a pollutant reduction system equipped with activated carbon filters has been installed, taking into account the characteristics of the raw materials and chemicals used. This system purifies contaminated air before it is released into the atmosphere. Quarterly monitoring, systematic inspections of the exhaust system, and regular replacement of the activated carbon filters ensure that emissions stay strictly below Vietnam's legal threshold.

1) SMD (Surface mount Devices)

Enhanced Safety Management of Hazardous Chemicals

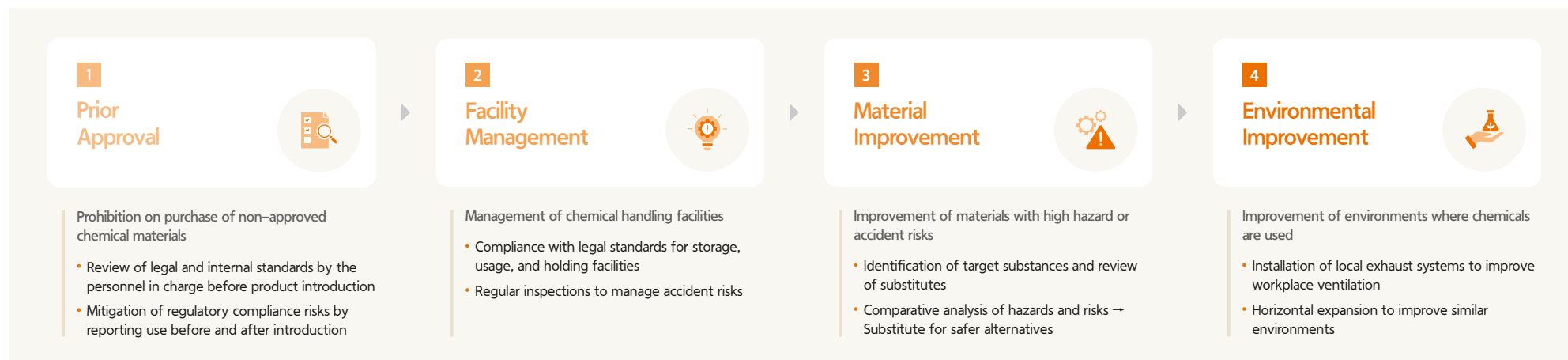
To manage chemicals systematically, Hanwha Vision has appointed a Chemical Accident Response Command Center and assigned designated chemical managers. Every year, we provide legally approved training to improve the expertise of our chemical managers, handlers, users, and those involved in transportation and storage.

Moreover, we develop site-specific emergency response plans and conduct regular drills to strengthen preparedness and ensure employees are well-trained in emergency procedures. Process-specific safety inspections are performed on a regular basis, and emergency equipment and materials are maintained to enable an effective response to potential chemical incidents.

Hazardous Chemical Pre-assessment

Hanwha Vision conducts a pre-assessment of chemicals before introducing them in order to ensure environmental protection and the health and safety of workers. Before purchasing, all chemical users must request a review from the environment and safety managers, who verify the legal requirements and grants approval for use. Users are then instructed on compliance requirements per relevant regulations to manage chemicals accordingly.

Procedures for Hazardous Chemical Management



Resource Circulation

Raw Material Management and Green Procurement

Eco-friendly Procurement Strategy and Direction

Hanwha Vision is pursuing a range of initiatives to provide more eco-friendly products to customers and strengthen its global purchasing competitiveness. Through cooperative management with partner companies and transparent procurement practices, Hanwha Vision aims to create market-leading products and services.

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 harmful substances are included in products. We have also institutionalized the submission of hazardous substance information for materials supplied during parts procurement and evaluates environmental management capabilities when selecting partners and procuring supplies. Additionally, Hanwha Vision encourages the purchase of environmentally certified products for raw materials consumed in production and has simplified materials to improve recyclability. We are also registered with recycling agencies in European countries to enable proper collection and processing.

Green Procurement Policy

Hanwha Vision is committed to minimizing impacts on human health and the environment and using limited resources efficiently to maintain a high quality of life and environmental standards. We have implemented a green procurement policy to fulfill our responsibilities as an eco-friendly business.

Green Procurement Policy

<p>1</p> 	<p>2</p> 	<p>3</p> 
<p>We prioritize the environment by adopting a sustainable corporate environmental management system, contributing to a clean environment where human beings can enjoy healthy lives.</p>	<p>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.</p>	<p>We contribute to the shared well-being of the community by expanding environmental management through green purchasing with our suppliers and clients.</p>

Environmental Management System Certification

Hanwha Vision integrated an environmental management system into its operations from the establishment of its manufacturing facilities to minimize its environmental impact. Our Vietnam subsidiary, based on this approach, has obtained ISO 14001 certification, an international standard. Solar power generation facilities using renewable energy were installed for use in the manufacturing process, enabling more environmentally friendly production. Clean production activities, including reducing environmental pollutants from process development and operation, contribute to our eco-friendly achievements.




ISO 14001 Certification (Vietnam manufacturing subsidiary)

ECO Mark Environmental Label

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. Labels are affixed to lead-free products, products with reduced harmful substances, and packaging that meets our internal eco-design standards, providing customers with transparent environmental information.

Types of ECO Marks

	<ul style="list-style-type: none"> • Pb-Free Product
	<ul style="list-style-type: none"> • RoHS Compliant
	<ul style="list-style-type: none"> • Eco Information · Halogen-free flame retardant · Lead-free solder technology · 20% weight reduction compared to Product A · 15% improvement in recyclability

Social

Hanwha Vision fulfills its social responsibilities to drive sustainable growth and practices a management philosophy that prioritizes safety and quality. We create social value by fostering mutual growth with our employees, partners, and the community, while strengthening our EHS (Environment, Health, and Safety) management system to ensure a safe and healthy working environment for all stakeholders. Additionally, we enhance personal data protection and strengthen corporate trust through our information security management system. Committed to providing customers with top-quality products and services, Hanwha Vision practices strict quality management across all production stages based on our ISO 9001-certified quality management system. These efforts form a vital foundation for Hanwha Vision's reputation as a trusted company in the global market and our pursuit of sustainable growth.

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Safety and Health Management

Safety and Health Management System

EHS Management System

Hanwha Vision places safety and health management, a core aspect of business, as a top priority. To achieve our goal of Risk Zero Company status, we have established a safety and health organization and management system.

The safety and health organization is divided into an executive team that supports management in its safety and health obligations, and operational units at each site responsible for legal safety and health tasks. Regular reports on the implementation of safety and health practices are submitted to management, ensuring the safety and health of all employees across all business activities.

To gather employee feedback and prevent serious accidents, Hanwha Vision operates an Industrial Safety and Health Committee. Comprised of an equal number of representatives from both labor and management, the committee met quarterly in 2024 (a total of four times) to discuss and collaborate on safety and health initiatives. In the case of our overseas subsidiaries, we regularly gather and review feedback from on-site employees throughout the implementation of the safety and health management system, and take corrective action when necessary.

Safety and Health Organization Chart



Safety and Health Management System

Safety and Health Management System Certification | Hanwha Vision's Vietnam manufacturing subsidiary has obtained ISO 45001 certification for its safety and health management system. The system undergoes an annual audit by a third-party certification body to evaluate its implementation. This process helps identify and improve internal issues, ensuring the ongoing effectiveness of the safety and health management system. Moving forward, we remain committed to minimizing workplace accidents and illnesses through the attentive operation of this system.

Safety and Health Management Policy | In 2024, Hanwha Vision updated its safety and health management policy to enhance the creation of a safe and healthy workplace. We provide continuous training to ensure all employees understand and implement the policy, while complying with domestic and international safety and health laws and conventions to fulfill our corporate social and ethical responsibilities.

To support the safety and health of our partner companies, Hanwha Vision proactively assists in establishing and maintaining their safety and health management systems. As a trusted company, Hanwha Vision has implemented enhanced internal standards across all operations in the belief that creating a safety culture in which all employees take active part is the key to a safe and healthy workplace.

We share this safety and health policy widely with all stakeholders by posting it at business sites and on our website to promote awareness and adherence.



ISO 45001 Certification (Vietnam manufacturing subsidiary)

Hanwha Vision Safety and Health Management Policy

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.
- We strive to prevent illness through minimizing exposure to hazardous environments at work and operating wellness programs.

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

Safety and Health Management

Vision and Strategy

To achieve "Risk Zero Company" status, Hanwha Vision has established safety and health operational principles. First, we focus on preventing environmental and safety incidents and enhancing our emergency response capabilities. We are reinforcing our risk assessments to reduce accidents while continuously monitoring regulations and conducting regular emergency response drills.

Second, Hanwha Vision fosters an advanced safety culture by promoting communication between labor and management on safety and health matters. We emphasize adherence to basic safety guidelines and support partner companies in improving their own safety management standards.

Looking forward, we aim to enhance our expertise in safety and health operations, improve communication with on-site teams, and closely management all related matters to build safe workplaces of the highest standard.



Safety and Health Objectives

Based on the Safety and Health Operational Principles, Hanwha Vision has established six key objectives to reduce on-site safety and health incidents and to enhance our risk response capabilities:

- 1 Global safety and health management
- 2 Implementation of standardized management and training
- 3 Operation of safety inspections and prevention systems
- 4 Strengthening of workplace environment management
- 5 Promotion of worker health
- 6 Enhancement of safety awareness

Mid-to-Long-Term Goals

Hanwha Vision has established three primary mid-to-long-term goals to drive continuous improvement in safety and health management:

Achieve **100%**
emergency response training across all sites by 2027



Zero serious accidents



Maintain an accident rate **30%** below industry average



Safety and Health Operational Principles



MISSION
Risk Zero Company

Safety and Health Operational Principles



Improvement of Accident Prevention and Response Capabilities

- Strengthening risk assessments to reduce accidents
- Enhancing regulation management and monitoring
- Conducting emergency response drills



Advancement of Safety Culture

- Compliance with basic safety guidelines
- Strengthening safety and health communication between labor and management
- Supporting partner companies in improving safety standards

Safety and Health Management

Safety Incident Management System and Reporting Process

In the event of an industrial or serious accident, Hanwha Vision conducts safety incident investigations to determine negligence and accident causes, then develops preventative measures to avoid recurrence. Systematic management is maintained through incident reporting and case distribution. To operate the safety and health management system effectively and monitor key risks, Hanwha Vision has implemented a safety assessment and reporting process. Regular evaluations are conducted twice a year, covering legally mandated responsibilities of safety and health managers and supervisors, detailed implementation measures, and results of incident responses. The 2024 evaluation score of 96.1 is utilized to assess the competency of the evaluated personnel, thereby driving improvements in safety management practices.

Safety Incident Investigation Process



Standard Safety and Health Management

To ensure safe business operations, Hanwha Vision has established internal standards for safety and health tasks, which are shared with employees via internal systems. These standards apply to all employees and undergo regular reviews and revisions to reflect workplace characteristics. Based on the overarching Safety and Health Manual, we maintain 29 task standards, including Safety and Health Management Regulations and Risk Assessment Operation Regulations.

Hazardous Factor Management in the Workplace

Hanwha Vision reviews and identifies hazardous factors in the workplace to ensure the safety and health of employees by avoiding or adjusting hazardous materials and equipment before use. We prioritize acquiring information on equipment safety beforehand and emphasize worker training and guidance. Safety and health requests from employees are continuously gathered and tracked to maintain a record of improvement actions.

Safety Risk Management

Hanwha Vision aims to identify and manage hidden risks across its operations to ensure a safe workplace. We have established emergency management protocols to respond systematically to fire incidents, accidents, and natural disasters and are strengthening our preemptive checks and responses. Additionally, regular and ad hoc risk assessments are conducted in collaboration with employees and safety experts to identify and improve on-site hazards, contributing to enhanced workplace safety.

Risk Assessment and Improvement

Hanwha Vision has developed operational rules for risk assessments that take into account risk levels and the timing of assessments. Semi-annual risk assessments across all sites identify and classify potential hazards, assess risk levels by hazard type, and implement improvement measures to prevent accidents.

Each team, comprising supervisors, employees, and safety and health managers, uses a customized risk assessment form to evaluate risks and classify hazard levels.

Assessment results are shared with all employees, who are trained to recognize potential hazards. Specific improvement plans and schedules are developed and implemented for high-risk items to steadily reduce on-site risks.

Risk Assessment Process



Risk Assessment Results

Category	2022	2023	2024
Processes Evaluated (cases)	120	108	116
Improvement Items (cases)	15	12	8
High-Risk Processes (cases)	-	-	-

Safety and Health Management

Embedding Safety Culture

Accident Prevention Activities

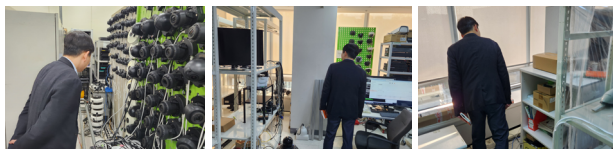
Safety check Day | The fourth Wednesday of every month is designated as "Safety check Day" to encourage on-site safety awareness. Each month, a different safety and health inspection theme is selected and announced in advance. Inspections are overseen by supervisors to progressively identify and improve any on-site issues.

Thematic Audit | To prevent safety and health incidents that could arise from climate change, business closures, or other circumstances, we conduct specific themed inspections throughout the year. For example, flood and typhoon readiness checks are conducted in July and August, fire prevention checks in November, and inspections before major holidays like the Lunar New Year and Chuseok.

Laboratory Safety Diagnosis | At least once a year, we collaborate with external professional diagnostic agencies to re-evaluate our safety and health management system and, with professional expertise, assess our sites for any non-compliance issues. We plan to continue these external assessments to identify and improve areas where management has been lacking and to enhance on-site working conditions.

Near-Miss Accident¹⁾ Prevention | Hanwha Vision holds semi-annual activities to voluntarily share and address cases where accidents have nearly occurred due to employee inattention or equipment malfunction. Throughout the first and second halves of 2024, we identified and took corrective action on 69 near-miss incidents.

1) Near-Miss Incident: An incident in which an accident nearly occurred due to employee inattention or equipment malfunction but resulted in no direct harm or damage.



On-site inspection by safety and health manager

Safety and Health Training

We offer employees accessible and convenient safety and health training through the online platform of the Korea Industrial Safety Association (KISA), an institution accredited by the Ministry of Employment and Labor.

In 2024, the training program consisted of 24 video sessions presented by industry experts, covering key topics such as safety protocols and accident prevention. Each session includes a post-training evaluation to reinforce employees' awareness and understanding of occupational safety and health.

Additionally, we provide targeted safety training for employees engaged in hazardous or high-risk tasks to help prevent serious industrial accidents.

Fostering a Culture of Safety

Hanwha Vision uses its internal system and bulletin boards to share and convey safety and health information among employees.

Through the internal online bulletin board, we select and distribute safety messages related to work and daily life.

Additionally, the results of our focused safety inspections are shared on the internal "Workplace" system, where we record improvement outcomes in order to maintain systematic tracking.

At our Vietnam manufacturing subsidiary, we regularly hold safety events on topics tailored to life in Vietnam, such as motorcycle traffic safety, emphasizing the importance of safety in day-to-day life.

Frequency	Safety Inspection Items
Monthly	<ul style="list-style-type: none"> • Safety Inspection Day (4th week, Wednesday) • Off-site facility inspections (Yongin/Suwon) • Health care performance reporting (Health/Maeumhuri Counseling, Musculoskeletal Center)
Quarterly	<ul style="list-style-type: none"> • Occupational Safety and Health Committee • Company-wide regular safety and health training (online) • Inspections/evaluations of major suppliers
Semi-annually	<ul style="list-style-type: none"> • Semi-annual reports to management on the Serious Accidents Punishment Act <ul style="list-style-type: none"> – Reports to the Board of Directors (February) • Evaluation of safety and health managers and supervisors • Regular risk assessments • Near-miss incident reviews • Chemical inventory checks • Inspections of local exhausts/safety gear • Evaluations of safety and health systems at daycare centers and suppliers
Annually	<ul style="list-style-type: none"> • Establishment of safety and health plans (to achieve "zero accidents") • Outsourced lab inspections • Budget planning for safety and health sector (October) • Supervisor training (October) • Inspection and evaluation of the Vietnam subsidiary (July)
Other	<ul style="list-style-type: none"> • Fire drills (November) • Thematic inspections (pre-holiday, storm/flood preparedness)

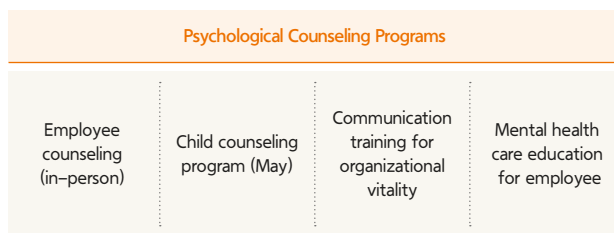


Safety and Health Management

Employee Health Management

Psychological Counseling Office | At Maeumnuri Counseling, our in-house psychological counseling office, we work to support employees' psychological well-being and work-life balance. This office is equipped to address concerns arising from company life, drawing upon an understanding of the nature of each job and our organization.

Maeumnuri contributes to organizational vitality by running leadership programs and reflects our family-friendly philosophy by designing annual programs for employees and their children.



Counseling Office – Child counseling program



Employee Health Promotion | Through regular in-house checkups, we help employees stay on top of their health while also providing customized health improvement programs. These programs give priority to employees identified as high-risk. To prevent and treat issues like forward head posture and herniated discs caused by prolonged PC use, we operate an on-site rehabilitation center. Guided exercise helps individuals with identified issues to balance and strengthen their muscles, improving lifestyle and posture while preventing further injury. Other initiatives include walking campaigns and diet and exercise programs for those diagnosed with metabolic issues.

Emergency Response Capabilities | Hanwha Vision provides CPR training under professional instruction, enabling employees to recognize and respond to emergency situations within the workplace. Supervisors are prioritized for training to ensure preparedness in emergencies involving respiratory or cardiac issues, with 24.7% of domestic employees completing the training in 2024. We plan to operate regular training courses to ensure all employees complete CPR training by 2027.



Rehabilitation Center exercise guidance



CPR training

Work Environment Safety Management

Safe Work Environments | Hanwha Vision inspects and identifies hazardous materials in advance, avoiding or supplementing any materials or equipment that could harm worker safety and health. We share safety information on hazardous equipment with employees ahead of time, while providing regular health monitoring, including specialized health examinations.

Safety Management for Key Suppliers | We conduct regular site visits to our key suppliers to evaluate their occupational safety and health management systems, utilizing a specialized checklist for item-by-item assessment. Based on the evaluation results, we develop improvement measures, provide semi-annual on-site guidance, and support our partners in establishing robust safety systems and preventing workplace accidents.

Emergency Response | To prevent emergencies and respond to them, Hanwha Vision has established processes to identify and assess health and safety risks. We conduct these assessments annually or when necessary. Each department designates a representative trained in emergency response. Additionally, annual drills such as fire evacuations and electric shock response are conducted to enhance our emergency response capabilities.



Photos of Hanwha Vision fire drills

Human Rights and HR Management

Human Rights Management

Human Rights Management System

Hanwha Vision adheres to all labor principles and laws ratified by the jurisdictions in which we do business, including the International Labour Organization (ILO) guidelines prohibiting child labor and forced labor, and ILO standards for health, safety, and working hours. We are dedicated to fostering a corporate culture in which employees and all stakeholders are respected. In cases where national or regional labor laws differ from our internal regulations, Hanwha Vision complies with local laws.

Furthermore, if a partner company is found to have violated principles related to child labor or forced labor, our policy is to demand immediate corrective action. If such actions are not taken, business relations are terminated.



Compliance Commitment Statement



Labor Policy Statement

Protecting Human Rights

To protect employee rights and promote a healthy organizational culture, Hanwha Vision operates an in-house online reporting channel, the Smart Grievance Center. In cases of workplace harassment, sexual harassment, or other rights violations, offenders are disciplined according to policy. When grievances are reported through the Smart Grievance Center, Hanwha Vision promptly implements protective measures for the victim to prevent further harm and, after confirming the facts, works proactively with them to resolve the issue.

Smart Grievance Center Operating Process



Employee Human Rights Training

Hanwha Vision conducts mandatory annual training to prevent workplace sexual harassment and harassment in general. In addition, senior management, including the CEO and department heads, receive specialized human rights training, enabling them to convey our commitment to human rights to their teams.

Disability Awareness Training

Hanwha Vision provides annual training to employees to promote awareness and understanding of disabilities, ensuring full participation. In 2024, all employees, excluding those on leave or stationed overseas, completed this training.



Disability Awareness Training

Human Rights and HR Management

Talent Management

Talent Development System

Hanwha Vision's ideal employee embodies a great challenger with the mindsets of ownership, exceptional distinction, and adaptability. We support employees in leading change and delivering exceptional performance in the VUCA¹⁾ era. Hanwha Vision has established a training system aimed at promoting the value of each employee and enhancing their job-specific, global, and leadership competencies.

1) VUCA: Volatile, Uncertain, Complex, and Ambiguous

Talent Development at Hanwha Vision



Talent Development Strategy

We firmly believe that talent is our most valuable asset in driving sustained performance and future growth. We are committed to acquiring and nurturing top talent.

Talent Development Strategy at Hanwha Vision

Value	Leadership	Job Competence	Global Competence
Plan and operate new employee onboarding programs (New Hire Onboarding Program) aimed at establishing a vision by enhancing employees' sense of belonging and role recognition as members of the company	Plan and operate educational programs to strengthen leadership skills that align with the values of Hanwha Vision, enabling leaders to guide the organization and its members	Support job training geared toward recognizing changes in job trends and strengthening skills, including online training, external education, and organizing learning groups	Develop online language training programs and establish learning groups to enhance global competencies
<ul style="list-style-type: none"> · Increase loyalty through organizational understanding, strengthen internal motivation · Enhance job value through understanding of departmental tasks · Improve organizational adaptability through mentoring and activation programs with senior/junior colleagues · Establish personal vision based on individual strengths 	<ul style="list-style-type: none"> · New team leader training: Understand the role of team leaders · Team leader performance management training: Understand organizational performance management and evaluation methods, develop interview and coaching skills · Promotion training for assistant managers/senior assistants: Recognize roles and foster leadership · Promotion training for directors/managers: Recognize roles and foster leadership 	<ul style="list-style-type: none"> · Register for online job training and external courses · Job CoP – Form learning groups to strengthen job competencies 	<ul style="list-style-type: none"> · Register for online language courses · Language CoP – Form learning groups to strengthen global competencies

Human Rights and HR Management

Training System for Fostering Experts

Hanwha Vision supports employees in developing into masters of their respective roles by providing a variety of learning methods and content, including online, offline, and CoP (Community of Practice) options. The training system is structured into several tracks: Common Competency, Job Competency, Global, and Leadership.

Common Competency Track

New/experienced employee onboarding, retention training, etc.

New Hire Onboarding Program | Hanwha Vision runs a variety of onboarding programs for new employees, including introductory training. Programs include TA (Transactional Analysis)¹⁾ diagnostics, introduction to departmental roles (tasks), team-building activities, experiential learning, and mentoring. These programs are expected to facilitate new employees' adaptation to the organization and deepen their understanding of departmental roles.

1) TA: Transactional Analysis, a method for analyzing social exchanges and relationships.

Training for Experienced Hires | We provide experienced hires with product training to help them understand our product lineup, along with software training, such as Git¹⁾ (for development roles) and Docker²⁾ training. This support aims to increase employees' understanding of the company, boost their confidence in utilizing their skills, and help them adapt smoothly to the organization.

1) Git: A snapshot-based distributed version control system for tracking file changes and coordinating work among multiple users.
 2) Docker: A type of server virtualization technology and an open-source container management platform that helps categorize programs into containers to enable individual execution.

Job Competency Track

Online and external training support, Communities of Practice (CoP)

Employee Capacity Development Program | We offer online and external training programs to secure our technological competitiveness and improve individual and organizational competencies. Employees are encouraged to set self-directed learning paths and plans, while taking advantage of opportunities for online and offline courses.

Academic Training in Science and Engineering | To attract top talent as our AI business expands, we support master's programs in AI graduate studies through our Science and Engineering Academic Training system. This initiative offers growth opportunities to excellent R&D personnel, aiming to build loyalty within the company. In 2024, one candidate was ultimately selected and assigned to the College of Engineering at Seoul National University to conduct research activities.

Loyalty Program for Top R&D Talent | Hanwha Vision identifies and nurtures outstanding next-generation R&D talents to attend major events in the United States and Europe, offering them exposure to global technology trends and innovative ideas. Additionally, the chosen talents can further enhance their expertise and competencies through dedicated R&D project assignments.

분야	대상	내용
AI	신기술 분야 연구 및 개발에 관심 있는 이공계 연구원	AI 분야 국내외 최신 동향, AI 기술의 산업 적용 사례, AI 윤리 및 사회적 영향 등에 대한 교육
로봇	로봇 분야 연구 및 개발에 관심 있는 이공계 연구원	로봇 분야 국내외 최신 동향, 로봇 기술의 산업 적용 사례, 로봇 윤리 및 사회적 영향 등에 대한 교육
양자	양자 분야 연구 및 개발에 관심 있는 이공계 연구원	양자 분야 국내외 최신 동향, 양자 기술의 산업 적용 사례, 양자 윤리 및 사회적 영향 등에 대한 교육
기타	이공계 분야 연구 및 개발에 관심 있는 이공계 연구원	이공계 분야 국내외 최신 동향, 이공계 기술의 산업 적용 사례, 이공계 윤리 및 사회적 영향 등에 대한 교육

Guide to Science and Engineering Academic Training program

Leadership Track

Promotion program, training for new team leaders, leadership program for team leaders, 1-on-1 coaching program for team leaders

Leadership Workshop Program | We conduct separate workshops for each leadership level, enabling leaders to understand Hanwha Vision's business strategy and recognize their roles within the organization.

Leadership Capacity Building Program | Hanwha Vision provides leaders with leadership assessments, 1-on-1 meetings, and group coaching sessions to enhance their leadership capabilities.

Global Track

Support for phone English/AI tutors, Communities of Practice, language training support for expat candidates

Language Training for a Global Workforce | Hanwha Vision offers language training programs (1:1 video classes, e-learning, etc.) for employees who need to enhance their global competencies in their roles, supporting the development of their international capabilities.

Core Talent (A-Player) Development | We select and nurture high-performing and high-potential core talent (A-Players) through a development program that prepares them for critical roles within the organization, such as succession to key positions and overseas assignments.

Training for Expatriate Candidates | To ensure effective operations at our global locations (subsidiaries/offices) and facilitate successful overseas assignments, Hanwha Vision provides ongoing training for candidates to develop their capabilities before deployment.

Human Rights and HR Management

Fair Performance Evaluation System

Hanwha Vision provides all employees with a fair evaluation system by establishing individual operational goals aligned with corporate and departmental objectives. Progress is managed and feedback provided continuously, ensuring transparency and equal evaluation standards for everyone, regardless of gender or rank. Evaluations are conducted on a five-grade scale, and an appeal process ensures transparency in the compensation system, all of which serves to enhance employee motivation.

Fair Compensation System

Our compensation structure includes a base salary and regular bonuses for holidays (Lunar New Year and Chuseok travel allowances). Additionally, we award bonuses tied to individual performance and company achievements (performance incentives, profit sharing). This performance-based reward system ensures fair compensation for high-performing employees, while fostering motivation and longterm growth aspirations.

Award System

Hanwha Vision grants awards to individuals and teams that contribute significantly to profits, sales, or any area where recognition aligns with our core values. In 2023, awards were presented to eight teams and two individuals. In 2024, twelve teams were recognized with awards during the company's anniversary celebration.

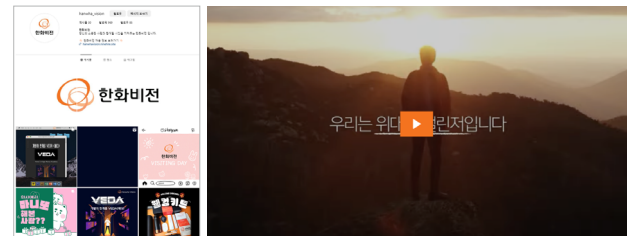


2024 Hanwha Vision Awards for Challenge and Dedication

Branding for Talent Acquisition

Our social media presence helps attract high-potential talent and build a positive brand image. These channels publish content that provides insights into our values, corporate culture, and recruitment procedures.

Hanwha Vision Social Media



Fair HR Practices

We enforce fair and equitable HR practices, prohibiting discrimination based on gender, race, age, religion, disability, or social status in hiring, promotion, salary, and training opportunities.

Hiring People with Disabilities | In collaboration with the Korea Employment Agency for Persons with Disabilities, Hanwha Vision reaches out into the community to recruit skilled development personnel. We participate in the Smart IT Advanced Training (SIAT) program to train and recruit staff for development and quality assurance. We also support the Happiness Foundation's designer training and employment program. In addition, we employ four national wheelchair rugby team members and outstanding athletes to join in our social contribution activities.

Key Recruitment Activities

Skills-Based Talent Acquisition | Hanwha Vision emphasizes core competencies in hardware and software research and development. In interviews, hardware applicants give presentations focusing on their specific responsibilities, while software candidates complete coding tests to assess their foundational skills.

Direct Sourcing | Hanwha Vision conducts Direct Sourcing recruitment, where hiring managers proactively reach out to candidates to secure top talent suited to the business. Before starting the recruitment process, they work with current employees to discuss the target position and define criteria for the ideal candidate. Based on these criteria, they use appropriate recruitment platforms to identify and bring in talent that best fits the role's requirements.

Employment-Linked Internship Program | To recruit top talent, Hanwha Vision offers an internship program for graduates or soon-to-be graduates. Participants enhance their skills and adaptability through team-led projects. In 2025, a total of 31 interns were converted to full-time positions, further strengthening employment continuity.

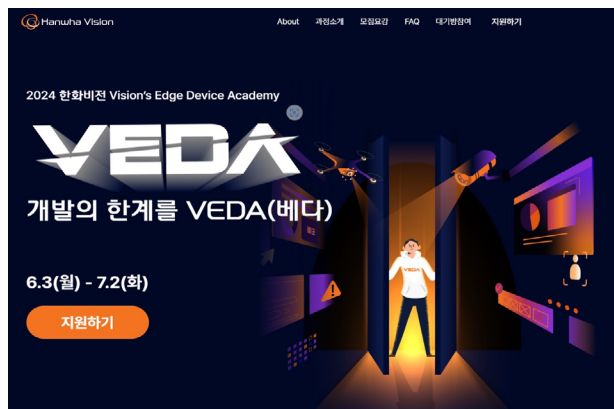
ATS¹⁾ (Applicant Tracking System) | Hanwha Vision uses an ATS to ensure a consistent, positive experience for all applicants. The system automates routine tasks and provides applicants with a personalized, transparent recruitment process.

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

Human Rights and HR Management

Academy Partnerships | Hanwha Vision partners with specialized academies like SSAFY, Code States, and the Korea Employment Agency for Persons with Disabilities to recruit development talent. This enables candidates to adapt quickly to workplace requirements even without prior experience.

VEDA Academy | Vision's Edge Device Academy (VEDA) helps attract top talent by offering a unique curriculum focused on device software development, targeting college students. Hanwha Vision aims to graduate 100 students annually, with top graduates receiving a coding test exemption during recruitment.



Vision's Edge Device Academy (VEDA)

Communities of Practice (CoP)

To foster knowledge sharing and enhance organizational capabilities, Hanwha Vision operates a Community of Practice (CoP) program. CoP consists of voluntary learning groups formed by employees seeking to develop their skills. The program aims to strengthen global and professional competencies by organizing learning groups, selecting subject matter experts, and consistently supporting them as in-house trainers.



Training Satisfaction Survey (Net Promoter Score)

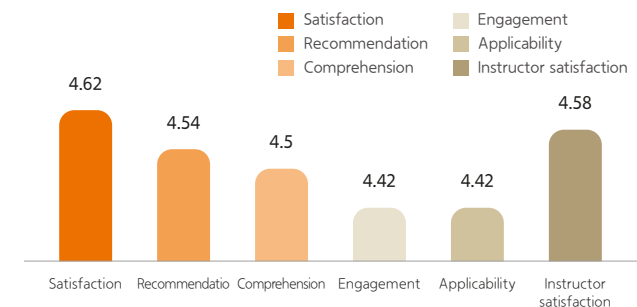
To ensure that our training programs are effective, we conduct satisfaction surveys. For leadership training programs targeting team leaders, we assess and track the programs in terms of satisfaction, comprehension, recommendation, and applicability. For programs aimed at fostering a positive company culture, we evaluate satisfaction on the basis of participation rather than application of specific skills.

Survey results are used to align future training with learner needs, aiming to provide courses that offer real, practical benefits to employees.

Support for Retiring Employees

Since 2024, we have engaged in corporate consulting on reemployment support programs offered by the Korea Labor and Employment Service (KLES) to establish a systematic framework for post-retirement support. Employees under the wage peak system are provided with training in financial planning and career development to help them prepare for both economic and professional stability after retirement. These initiatives are designed to support retiring employees in confidently planning and transitioning into their next career phase.

Training Satisfaction Survey Results



* Survey responses based on 5-point Likert scale

Human Rights and HR Management

Employee Benefits

Hanwha Vision has implemented a range of employee benefit programs to address common concerns, including personal and family health, child education, and retirement planning. To alleviate financial burdens, we provide tuition assistance for the children of our employees from kindergarten through college. We provide KRW 200,000 per month for kindergarten expenses (ages 4–6) and offer full tuition support for university students.

Additionally, as the number of employees reaching their peak earning years increases, we offer education on life planning. This program aims to provide employees with a sense of stability, while promoting a culture of trust and mutual support within the organization.

Hanwha Vision's Customized Benefits System

Category	Benefits
Family-Friendly	Flexible working hours, child education support, life event support, on-site daycare, paternity leave, personal pension support
Health Management	Medical expense support, health check-ups, wellness room operation, fertility treatment support
Leisure	Condo access, club activities, summer vacation, sabbatical leave, benefits points
Self-Development	Self-development leave, in-house/external/online training support

Introduction of Childcare Support Benefit | Hanwha Vision introduced the childcare support benefit program to help ease the practical challenges faced by employees preparing for childbirth and childrearing. Under this initiative, a one-time grant of KRW 10 million is provided per childbirth, regardless of the number of previous births.

In cases of multiple births, such as twins, the amount is determined by the number of newborns.

Employee Communication

Building a Family-Friendly Culture

Work-Life Balance Support System | Hanwha Vision complies with the Labor Standards Act and the Equal Employment Opportunity 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. Parental leave is available for up to 24 months, exceeding the statutory maximum of 18 months by offering an additional 6 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 gift packages.

Family Day Program | To foster a sense of belonging and loyalty among employees, our Family Day program organizes events for spouses and children. Through these initiatives, we strive to create a family-friendly workplace culture.

Family-Friendly Certification | Family-Friendly Certification is awarded to companies that effectively operate family-friendly policies. Since 2021, Hanwha Vision has maintained this certification by meeting requirements regarding working hours, maternity protection, paternity leave, and more.



Family Day



Mom's Package

Corporate Culture Improvement Initiatives

Flexible Work Hours | Since 2016, Hanwha Vision has operated a flexible work hour system, allowing employees to manage their own start and end times, thereby improving quality of life and focusing on performance-based evaluations.

Good Place Campaign | Hanwha Vision promotes a culture of respect among employees through the Good Place Campaign, which encourages professional workplace etiquette. The Clean Office Day initiative also supports a positive workplace by promoting attitudes and practices that contribute to a pleasant work environment.

Departmental Workshops | Hanwha Vision conducts annual departmental workshops to foster a lively team environment. Workshops include agenda discussions and activities designed to strengthen camaraderie among colleagues. We also organize interdepartmental workshops to facilitate communication and mutual understanding, especially between teams requiring collaboration. These activities help prevent siloed thinking and encourage a more cooperative work atmosphere.



Good Place Campaign



Human Rights and HR Management

Building Trustful Labor 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. To maintain and improve working conditions, we engage in annual wage and collective bargaining with sincerity. In 2024, collective bargaining led to improvements in the parental and paternity leave programs, as well as a commitment to expanding flexible working arrangements. These outcomes reflect our continued efforts to enhance employee satisfaction and working conditions through understanding and collaboration between labor and management. Additionally, quarterly labor-management meetings are held to share updates on business performance and safety, while regular labor union meetings provide a forum for gathering and responding to employee feedback.



2024 Wage Agreement Signing Ceremony

Enhancing Internal Communication

Zerotalk Program | Zerotalk serves as a consistent channel for listening to our employees and their VOCs (Voice of Customers). Through a dedicated email account, Zerotalk continuously receives employee feedback (VOCs) and addresses it with input from related departments. Monthly summaries of this feedback are shared through the Vision Letter, which fosters a culture of listening and responsiveness to employees' concerns.

Zerotalk Program

제로톡 피드백

- ✓ VOC 내용
 - 지하식당 KT 데이터가 잘 안타칩니다. 개선 부탁드립니다.
- ✓ 피드백
 - 현재 KT 중계기 중설 공사 진행중입니다. 11월 중으로 완료할 수 있도록 노력하겠습니다.
- ✓ VOC 내용
 - 개인연금을 한화투자증권회사로 이전 가능하도록 개선 부탁드립니다.
- ✓ 피드백
 - '25년 시행 예정입니다.

Vision Crew Program | To foster employee-led communication within the company, we have implemented the Vision Crew program. Comprised of employees who volunteer, Vision Crew members propose initiatives to create a more enjoyable workplace, produce online content, and serve as a bridge for communication among employees.

Townhall Meetings | Twice a year, Hanwha Vision holds Townhall Meetings to share company strategy, vision, and encourage open dialogue within each division and center. These meetings review our organizational goals, celebrate accomplishments, and provide an opportunity for employees to share feedback, which adds to our culture of transparency and engagement.

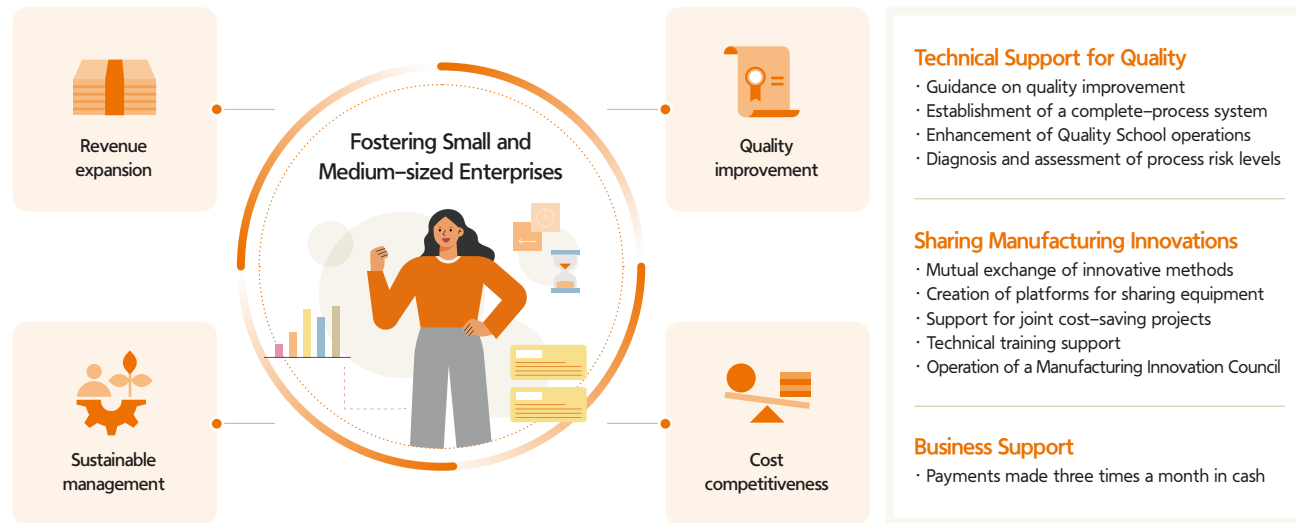


Townhall Meeting

Supplier Management

Mutual Growth System

Hanwha Vision operates mutual growth roadmap with the aim of establishing a sustainable business ecosystem that progresses from “building a foundation for mutual growth” to “improving supplier competitiveness” and “enhancing sustainable growth.”



Establishing fair trade/subcontracting systems

- Building a company-wide fair trade culture

Creative Support Programs

- Promoting localization and encouraging transactions between partners

Fostering top-quality competitiveness

- Platform for sharing expertise from the parent company
- Achieving quality/technology excellence

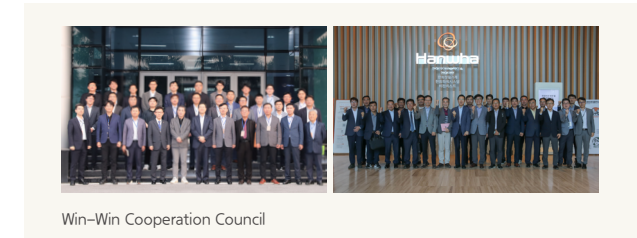
Broadening/advancing mutual growth

- Strengthening self-reliance in partner markets
- Expanding support for 2nd and 3rd-tier partners

Mutual Growth Collaboration Program

Cooperation Network (Win-Win Cooperation Council) | To promote communication and synergy with our suppliers, we operate a Win-Win Cooperation Council, which holds regular general meetings and business briefings. In 2024, four official meetings were held in May and November across Korea and Vietnam, featuring management briefings and best practice sharing by partner companies. We also presented appreciation plaques to partners with over 30 years of continued collaboration and recognized suppliers for outstanding quality performance.

Additionally, a range of communication channels are provided to address the practical concerns of our suppliers and continuously improve these partnerships.



Financial Support for Suppliers | To improve the financial health of suppliers, we have improved their payment conditions by paying in full in cash, shortening the payment periods, and making early payments before major holidays.

Supplier Management

Supply Chain Management

Supplier Selection and Evaluation

As a partner for business success, Hanwha Vision selects and manages suppliers based on transparent and fair evaluation criteria. We conduct annual performance assessments of key suppliers based on quality performance (QStep), delivery, cost reduction, and compliance management.

Suppliers are classified into five tiers based on evaluation results, and those receiving lower grades are encouraged to improve through collaboration with relevant departments. In 2024, we conducted regular credit evaluations for 67 key domestic suppliers. Among them, 44% achieved an overall rating of A or higher, reflecting an improvement from 43% in the previous year.

Supply Chain Evaluation Process



Compliance with Fair Trade Regulations

To ensure compliance with subcontracting laws, Hanwha Vision has adopted and abides by the four main fair trade guidelines established by the Fair Trade Commission.

Four Main Fair Trade Guidelines



Enhanced Safety Management for Suppliers

Hanwha Vision requires suppliers to uphold social responsibility standards and has established a management process for this purpose. Suppliers are required to prepare and submit safety work plans before undertaking work at heights or in confined spaces, or work involving lifting/crane equipment, excavation/demolition, and welding. We place special emphasis on preventing fatal fire accidents. We have conducted on-site inspections and guidance since 2022 to ensure compliance with fire safety regulations among major domestic and international component suppliers.

Open Procurement Service: Supplier Hub

Our Supplier Hub website is part of the Hanwha Vision open procurement service, and shares necessary information on supplier selection, registration, and contract processes. Additionally, through our VOC channels, a Voice of Suppliers platform is in place to receive feedback and concerns from suppliers. Guided by the spirit of "Going Further Together," Hanwha Vision shares its vision with suppliers and offers customized support to promote mutual growth.



Open Procurement Service

Supplier Management

Sustainable Procurement

Conflict Minerals

To fulfill our corporate social responsibility, we are committed to refraining from purchasing or using materials that contain minerals sourced from conflict areas. We continue to expand our conflict minerals policy through education and outreach initiatives with our suppliers.

Strategic Materials Management

Our corporate social responsibility extends to international security and global peace, which we practice by adhering to relevant laws, including the Foreign Trade Act. We faithfully implement the compliance program of the Korea Strategic Trade Institute and adhere to the Strategic Materials Autonomous Compliance Program for Exporters.



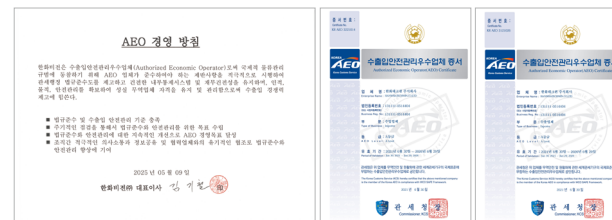
Statement on the Implementation of Autonomous Export Control of Strategic Materials

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.



AEO Management Policy

AEO Certificate

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.

Procurement Code of Conduct

Hanwha Vision, grounded in a culture of integrity, strives to maximize company interests by continuously creating new value. We practice reciprocal, ethical purchasing with our partners, abiding by promises and legal standards. To achieve "Value Creation," "Mutual Purchasing," and "Ethical Purchasing," we have established a Procurement Code of Conduct and commit to diligent practice and compliance.

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, respecting their dignity and striving for smooth communication.
- Fifth,** with honesty and sincerity, we continuously strive for improvement and self-development, and upholding the law and etiquette to maintain our dignity as purchasers.



Quality Management

Quality Management System

Quality Management Implementation System

We have designated our ISO 9001:2015-based quality management system as our highest internal work standard. Led by the CEO, we strive not only to satisfy our customers but to delight them. We have appointed a Global CS Director as the quality management representative to ensure close oversight, and each month, a CEO-led quality management meeting is held to review quality/service-related KPIs, root causes, and action plans for major market/process quality issues, and thereby continually improve the quality of our products on the market.

Our quality vision is “Delighting our customers with perfect quality solutions and services.” This drives our dual objectives of “enhancing Edge Device verification/service” and “building response systems for solution evaluations & platform services.”

This commitment to quality is shared publicly on our website, affirming to both employees and customers our dedication to perfect quality.



Quality Management System

To achieve our Vision for Quality Policy, we delineate each department’s responsibilities clearly and further stabilize quality through regular Plan-Do-Check Cycle management. A comprehensive quality verification system is in place, spanning every stage from product planning to sales, supported by digital systems such as ERP (SAP), PLM (development management system), MES (manufacturing management system), CRM (sales/service management system), OPS (supplier/procurement management system), and SCM (enterprise supply chain management system). These interconnected systems facilitate real-time management, analysis, and monitoring.

Quality issues and improvement requests submitted by customers are transmitted in real-time through the CRM system to the relevant departments for prompt resolution, with weekly cross-department meetings conducted to address root causes and measures for each issue.

Through these systems, serial numbers enable us to trace development, modifications, purchases, and production history, and thereby identify the source of any issues for corrective action. When a quality issue arises in the market, it is escalated to the CEO based on severity, ensuring customer-first actions that minimize the impact on both the customer and the company.

Quality Information System



Key Activities for Quality Management

Quality Management System Certification

To deliver the highest quality products to our customers, we have obtained ISO 9001 certification for our quality management system. By conducting internal and followup/renewal audits every year, we are able to review and improve our quality assurance processes and systems across all stages, from product planning to development, manufacturing, marketing, and service.



ISO 9001 Certification

Internal Auditor Expertise Program

To strengthen our quality management system, we provide formal qualifications to internal auditors by having them complete the Internal Auditor Expert Program at a professional institution, which has grown our team to 18 qualified auditors. These auditors undergo annual pre-audit training, and their qualifications are maintained based on accumulated audit experience. The team includes members from diverse departments such as product planning, marketing, development, manufacturing, and quality, which ensures comprehensive checks are conducted across every process stage.

Developing Sustainable Products

At our R&D Center in Pangyo Techno Valley, Gyeonggi Province, we are developing a range of vision technology-based solutions while establishing future technology strategies focused on AI and cloud services. At the Innovation Center in the U.S., we are committed to developing essential technologies for future business, such as AI and cloud computing. Having established a global AI R&D system at our headquarters, U.S. Innovation Center, and the AI Data Lab, we have acquired full-stack AI capabilities – ranging from AI strategy formulation, data processing, and commercialization to the development of future key technologies – which is accelerating our R&D efforts toward a sustainable competitive advantage.

Quality Management

Key Activities for Quality Management

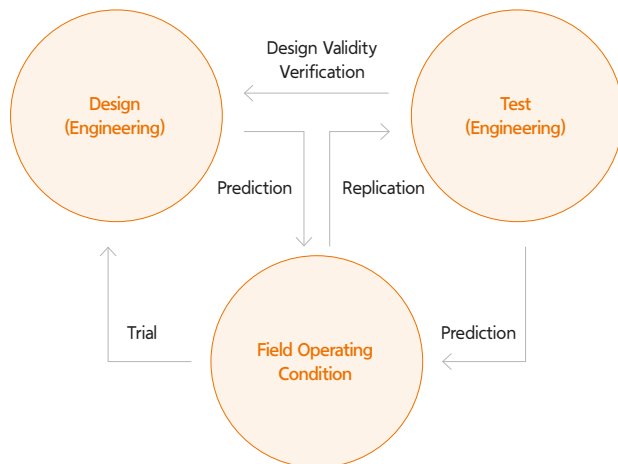
Quality Verification for Hardware Reliability

Hanwha Vision verifies product quality from the initial design and review stages of new product development to ensure excellence from the customer's perspective. Reliability testing is conducted at each stage of development, including design verification, development verification, and pilot production verification.

The reliability design and verification processes account for the product's full life cycle (PLC, Product Life Cycle), from dispatch to transport, storage, installation, operation, and replacement.

Testing environments include vibration/drop tests, high-temperature/high-humidity storage, compatibility in installation, environmental stress tests during operation, waterproof testing, lightning and electrostatic discharge tests, accelerated life tests, and component stress analysis. These efforts are conducted to ensure product functionality under extreme conditions, following international standards such as IP66/IP67 and IK10.

Hardware Quality Verification Process



Verification of Software and Solution Services

For software stability, Hanwha Vision enhances the completion of software design by conducting unit tests at every stage – from analyzing customer requirements and designing systems to architecture design, module design, and coding. To promptly address customer needs, we bring verification specialists directly into the development process of our cloud and solution services, which enables on-the-spot testing.

Hanwha Vision also holds a robust database of situational data across a diverse range of environments to ensure the performance quality of the AI functions we integrate into new products. Automated testing tools are used to establish AI performance levels that significantly outperform our competitors.

Mass Production Quality and Stabilization

Operating production lines in Korea and Vietnam, Hanwha Vision ensures consistent quality in mass-produced products by maintaining standardized processes and a manufacturing evaluation system. From component inspection and approval of incoming parts to mass production assessments for new models and inspections during processing and at dispatch, every step is managed meticulously to ensure flawless product manufacturing.

Alongside such step-by-step verification, we conduct regular audits and training across our manufacturing lines to elevate our fundamental quality standards.

We also enhance support for our major component suppliers by holding periodic quality councils and process audits, and recognizing our outstanding suppliers every year through an award program.

Mass Production Quality Stabilization Process



Quality Management

Enhancing Customer Value

VOC (Voice of Customer) Management

Hanwha Vision systematically manages customer feedback through a VOC system, which purposefully integrates customer, sales, and partner input. VOCs from both domestic and international sources are categorized as defect-related, improvement-related, or other. Weekly meetings are held with relevant departments, including development, quality, and manufacturing, to promptly address VOCs and provide timely feedback to customers by monitoring lead times.

The processing and information-sharing procedures for VOCs utilize an automated email notification feature, which efficiently communicates market quality updates to related departments and customers. This approach helps to improve customer satisfaction and potentially drive additional sales.

VOC Management Process



Training for Service Representatives

We provide in-depth training to our service center technicians and partner representatives. Evaluations of designated service centers include an award program for top performers, and regular training sessions are also provided for overseas service technicians and partners. Additionally, our new service center in the U.S. offers an online training platform. Through this training, we strive to deliver high-quality maintenance services and respond swiftly to complaints, aiming for greater service satisfaction.

Customer Satisfaction Survey

We conduct satisfaction surveys for the customers who use our products and services, which enables us to objectively score and benchmark satisfaction levels in quality and service relative to our competitors. Through regular satisfaction surveys, we identify improvement areas and analyze them for trends that can enhance customer satisfaction.

One notable improvement has been the implementation of a Repair Tracking feature that enables customers to track repair progress in real time. The 2024 satisfaction survey results showed that Hanwha Vision's product quality scored 92 and service scored 89, outperforming the average score of 83 points for other brands by 7%.

2024 Customer Satisfaction Survey Results



Quality

- Functionality by product line
- Performance
- Reliability

92 points



Service

- Repair outcomes
- Courtesy of A/S technicians
- Repair costs
- Other inconveniences

89 points

VOC Improvement Cases

CASE #1

- VOC Type** Request for improvement
- Complaint** Incorrect azimuth¹⁾ display on model XNP-6321H
- Cause** A display error occurs in the azimuth OSD when the Auto Flip²⁾ function is activated. For example, when the camera is initially facing North and the Auto Flip function inverts the image due to a tilt operation, the azimuth display fails to update to South and continues to indicate North.
- Solution** Revised the azimuth display logic to ensure proper directional updates when the image is flipped due to tilt angle, as specified in the reference table.

Pan Angle Range	Non-Flip	Flip
337.5-22.5	N	S
22.5-67.5	NE	SW
67.5-112.5	E	W
112.5-157.5	SE	NW
157.5-202.5	S	N
202.5-247.5	SW	NE
247.5-292.5	W	E
292.5-337.5	NW	SE

<Pan bearing Angle Range>

CASE #2

- VOC Type** Request for improvement
- Complaint** [WISENET SSM] A simultaneous execution error occurs when a user moves to a preset using hotkeys while in multi-monitoring³⁾ mode.
- Cause** The system fails to ignore unselected monitors during multi-monitoring.
- Solution** Modified software to exclude unselected monitors during multi-monitoring operations.

1) Azimuth: Meridian angle
 2) Auto Flip: A function that automatically inverts the image when the camera reaches specific positions, typically at 0° or 180°
 3) Multi-monitoring: The use of multiple monitoring screens simultaneously

Corporate Social Responsibility

CSR System

Hanwha Vision is committed to creating a “Happy Tomorrow” for all by practicing corporate social responsibility based on the philosophy of “Going Further Together.” These activities are aligned with the UN SDGs (United Nations Sustainable Development Goals). With our leadership’s commitment and the active participation of employees, we consistently engage in activities that benefit the local community.

Governance | Hanwha Vision has appointed a Social Contribution Officer within the Management Support Division to plan and execute annual CSR programs. These initiatives are funded by voluntary employee donations, with active volunteer participation driving a wide range of social contribution activities. Outstanding volunteers are recognized at year-end to honor their contributions and encourage continued engagement.

Vision and Mission | Our philosophy of corporate social responsibility, “Going Further Together,” supports the vision of “Creating a Happy Tomorrow Together.” Rooted in Hanwha’s founding principle of “Serving the Nation Through Business” and our ethos of “Trust and Loyalty,” we have maintained ongoing social contribution activities in multiple welfare centers across Seongnam City. Hanwha Vision emphasizes the idea of moving “Further together” rather than “alone, faster.” In this way, we maintain a strong commitment to social responsibility as a corporate citizen.

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

CSR Slogan



Corporate Social Responsibility Programs

- | | | |
|---|--|--|
| <p>Local Community</p> <ul style="list-style-type: none"> • Environmental cleanup activities • Donations of goods • Blood donation campaigns • Sharing Warmth of Love Campaign | <p>Children and Youth</p> <ul style="list-style-type: none"> • “The Vision I Made” • Desks for Growing Vision Project | <p>People with Disabilities and Seniors</p> <ul style="list-style-type: none"> • Happy Table Program • Seasonal nutritional meals • Parents’ Day carnation celebration |
|---|--|--|

Aligned with UN SDGs



Corporate Social Responsibility

Key Social Contribution Activities

Local community

Environmental Cleanup: Plogging Day | Hanwha Vision holds a Plogging Day each quarter to clean up around areas where people frequently go to smoke. This is part of our anti-smoking awareness campaign, and over 20 employees volunteer each session. Additionally, the Vietnam subsidiary organizes a similar cleanup event around its factory during Environmental Month in June, engaging around 60 employees.

Blood Donation Campaign | Each quarter, Hanwha Vision and other resident companies at the Pangyo R&D Center organize a blood donation campaign to help with the blood supply shortages in Korea exacerbated by the country's low birth rates, aging population, and malaria restrictions. This initiative aims to contribute to the blood supply and convey a warm love as a member of the society living together.

Sharing Warmth of Love Campaign | In the winter of 2024, we delivered microfiber blankets to underserved households in the local community, aiming to reduce heating costs and offer practical support during the colder months. The initiative, conducted in partnership with four companies located at the Pangyo R&D Center, brought warmth and comfort to 600 households.



Community Activities

Support for Children and Youth

"The Vision I Made" | As our flagship CSR initiative, "The Vision I Made" program offers cultural experiences to children from underserved communities, particularly those with limited access to such opportunities. Through activities like "Camcnic" (a blend of camping and picnic), the program fosters emotional development, especially for children experiencing parental absence, and works to bridge cultural gaps. Employees actively participate as volunteers, engaging with the children through various recreational activities. The program also provides backpacks and school supplies in the spring and padded jackets in the winter to help alleviate seasonal financial burdens. In 2024, the program reached 30 children in the first half of the year and 40 in the second. In 2025, we plan to expand the initiative to reach even more children with similar experiences.

Desks for Growing Vision Project | In November 2024, Hanwha Vision launched a Walk-On Challenge as part of an employee health initiative to prevent metabolic syndrome. Participants collectively reached 50 million steps, activating a KRW 30 million company donation. Through a partnership with Dream Start, a welfare program under Seongnam City, the funds were used to provide desks to 49 elementary school students. We remain dedicated to supporting the dreams of young people in the local community.



Support for Children and Youth

Support for People with Disabilities and Seniors

Happy Table | In collaboration with the Seongnam Welfare Center for the Disabled, Hanwha Vision operates the Happy Table program, which provides low-income households with disabilities weekly side dishes sufficient for three meals, special meals three times annually, and long-term preserved food once a year. Additionally, on Disability Day and Christmas, employees visit disabled households to deliver special meals and offer companionship. These efforts aim to improve nutritional balance and promote health among individuals with limited mobility, thereby enhancing their overall quality of life.

Seasonal Nutritious Meals | Partnering with the Sujeong Central Senior Welfare Center, Hanwha Vision operates the Seasonal Nutritious Meals program, providing weekly side dishes and special meals three times annually to help elderly residents living alone maintain balanced nutrition. Through in-person delivery, employees offer companionship to seniors, helping alleviate depression and social isolation while promoting emotional well-being. Additionally, on Parents' Day in May, the program organizes an event where employees personally present carnations to the elderly while delivering long-term preserved food.



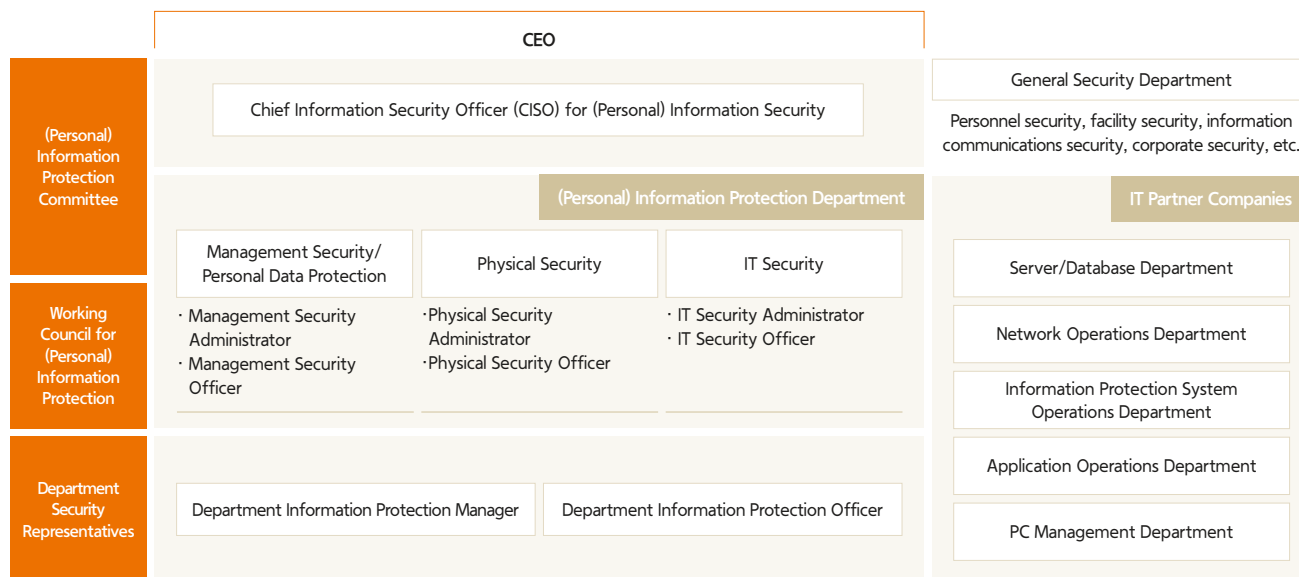
Support for People with Disabilities and Seniors

Information Security

Information Security System

Governance

Hanwha Vision is committed to protecting individual rights and privacy by implementing strict information security policies and regulations. The information security governance system is divided into three main areas: management security, physical security, and IT security. The Chief Information Security Officer (CISO) role is assigned to the head of the Management Support Office, who leads continuous security activities through regular meetings of the Working Council for Information Protection and the Information Protection Committee to review and report ongoing initiatives.



Information Security Policies

Hanwha Vision obtained the globally recognized ISO 27001 certification in October 2023, reinforcing the secure delivery of services and the protection of critical assets and data. Since then, we have carried out ongoing risk assessments and implemented continuous improvements to strengthen our information security framework, maintaining a high level of protection.

This includes a standardized checklist for overseas branches based on ISO 27001 security controls, covering administrative (policies, personnel and asset security, incident management), physical (security zones, personnel control, facility and equipment protection), and technical (access control, data security, encryption) security measures.

Information Security Management System

Information Security Management System

As Hanwha Vision transitions towards IT and software-centered business strategies, information security risks continue to grow and diversify. To address these, a comprehensive information security management system has been implemented to prevent information security risks from hindering business operations and to ensure the delivery of sustainable services to customers. We maintain ISO 27001 certification as a validation of our robust information security standards.

Furthermore, we are continuously updating our internal and external regulations (such as information security guidelines and privacy policies) to reflect the latest trends and to proactively adapt to a range of environmental changes.

Information Security Management System Certification

Hanwha Vision obtained the globally recognized ISO 27001¹⁾ certification in October 2023, reinforcing the secure delivery of services and the protection of critical assets and data. Since then, we have carried out ongoing risk assessments and implemented continuous improvements to strengthen our information security framework, maintaining a high level of protection.

This includes a standardized checklist for overseas branches based on ISO 27001 security controls, covering administrative (policies, personnel and asset security, incident management), physical (security zones, personnel control, facility and equipment protection), and technical (access control, data security, encryption) security measures.

1) ISO 27001 Information Security Management System: An international standard for enhancing organizational security levels through a PDCA-based life cycle framework.

Information Security

Personal Data Protection Procedures

Hanwha Vision operates a rigorous management system to ensure compliance with legal requirements related to personal data protection and to safeguard the personal information of both customers and employees. To support this, we have established Personal Data Protection Handling Regulations that clearly define standards for all related activities. These regulations are regularly reviewed and updated as needed. Following any updates, notifications are posted on our internal Business Support Portal (BSP) bulletin board to ensure all employees are informed and adhere to the changes.

Additionally, at the start of each year, we develop an annual personal data protection plan, which is submitted to and reviewed by the Chief Privacy Officer (CPO). The CPO is responsible for overseeing the formulation and implementation of personal data protection policies and holds overall accountability for data privacy management within the organization.

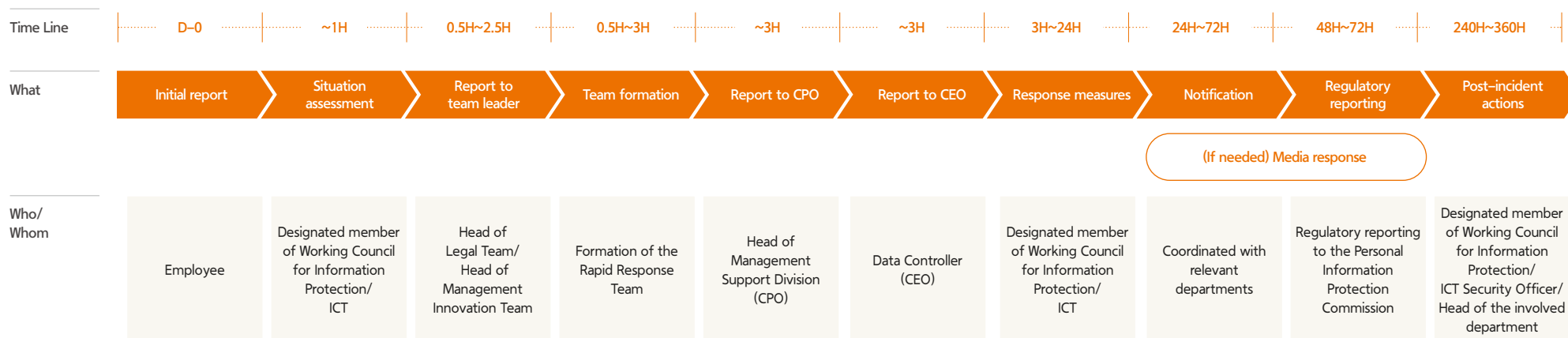
Personal Data Breach Response

At Hanwha Vision, we have established and maintain a Personal Data Breach Response Manual to ensure swift and systematic action in the event of a personal data leak. This manual clearly outlines the response procedures and operational standards for managing breach incidents, enabling rapid response and effective resolution. The manual is regularly updated as necessary to guarantee timely and appropriate measures, with any revisions communicated to all employees via the standard bulletin board on the BSP. In the event of a data breach, the Legal Team and Management Innovation Team lead pre-notification guidance sessions for employees, while a breach notification is posted on our website for 30 days to inform stakeholders. External communications, including media relations, are handled by the Rapid Response Team in coordination with relevant departments as needed.

Personal Data Protection Activities

Document and regulation management	<ul style="list-style-type: none"> Revision and management of internal regulations such as the Personal Data Protection Handling Regulations, Privacy Policy, and consent forms for personal data collection and usage
Inspections	<ul style="list-style-type: none"> Annual review of personal data protection status for data processors entrusted with personal data processing, including requests for corrective actions on identified deficiencies Provision of training to data processors as needed
Training	<ul style="list-style-type: none"> Statutory personal data protection training (annually) and privacy and security training for new / experienced hires (annually)
Others	<ul style="list-style-type: none"> Enrollment in personal data protection liability insurance Ongoing management of data privacy issues supported by advisory services

Response Procedure Scenario: Assumed Personal Data Breach



Information Security

Key Information Security Activities

Assessment of Information Security Levels

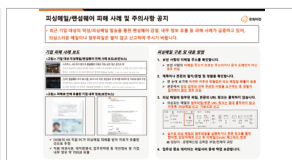
We conduct annual assessments of our information security levels to ensure adherence to our information security management systems and relevant legal requirements. Improvement plans are set based on the assessment results, and implementation is monitored to maintain high information security standards. The assessment scale is scored out of 5, where a score between 4.1 and 5.0 signifies a consistent internalization of information security best practices. In 2024, Hanwha Vision's score rose by 0.3 points, reaching 4.4.

Prevention of Information Security Incidents

Hanwha Vision operates an Integrated Security Operations Center (SOC) at the Jukjeon IDC, staffed with expert personnel to detect and respond to security events continuously. Server and database access is strictly regulated and granted only when a valid purpose is confirmed through a pre-application process, with periodic reviews to maintain oversight. Additionally, twice-annual vulnerability checks, phishing response training, and an annual penetration test are conducted. To increase employee awareness, security updates and trends are shared regularly through groupware bulletin boards. A pilot phishing simulation program was carried out in the latter half of 2024 across our overseas sales and manufacturing subsidiaries. In 2025, we plan to implement the program on a full scale across all business sites.



Pilot phishing simulation program for overseas subsidiaries in the latter half of 2024



2024 security incident case notification

Embedding Information Security Awareness

Hanwha Vision promotes information security awareness among employees through phishing response training, targeted security checks, and audits of non-work-related software installations. In 2024, these efforts were extended to include international locations and formalized as part of ongoing operations.

Regular updates on current security issues and incident cases are also shared via groupware to reinforce the importance of data protection. New employees receive specialized training focused on policies and practices for preventing data leakage, alteration, and destruction – critical security values at Hanwha Vision.

2024 Employee Information Security Activities

Phishing response training

Twice a year



Themed information security inspections

Monthly



Non-work-related software installation audit

Monthly



New employee information security training

Completed by 90 employees



Information Security Mid- to Long-Term Vision

Hanwha Vision is shifting from an internal system/product-centric information security approach aligned with a traditional product-focused business model to a product/service-centric security strategy in support of our transformation into a solutions provider.

By 2025, the goal is to validate and enhance trust in Hanwha Vision's security levels through certifications from external third-party institutions. In consideration of our global sales operations, we carry out monitoring and inspection activities tailored to overseas offices and remote work environments, aiming to maintain zero security incidents.

Starting in 2026 and beyond, Hanwha Vision aims to offer consistent information security control and monitoring capabilities across all international and remote workplaces, ensuring robust security regardless of location.

Long-Term Roadmap for Information Security

2025	<ul style="list-style-type: none"> Obtain information security certifications to enhance reliability Implement monitoring and inspection for overseas offices to ensure zero security incidents.
2026	<ul style="list-style-type: none"> Strengthen information security controls and monitoring for overseas and remote work locations to achieve full compliance with security policies.

SPECIAL Cybersecurity Technologies

Seven Cybersecurity Concerns and Solutions

Key Concern 1

Can video security devices be infected with malware, leading to hacking of sensitive data?

If malware is embedded in firmware, critical information can be leaked externally. Hanwha Vision's Wisenet7 chipset, secure boot, and similar products and features prevent firmware infected with malware from running, helping to preemptively address this issue.

Key Concern 3

Can third parties read or modify my video data?

Without encryption, video data generated by cameras may be vulnerable to unauthorized access, modification, or leakage. Hanwha Vision products safeguard video data using ZIP encryption for data transmission, SD memory storage, and PC backups.

Key Concern 5

Is passing internal security standards or tests enough to guarantee cybersecurity?

Internal standards alone do not provide sufficient assurance. Hanwha Vision undergoes reputable cybersecurity safety certifications, ensuring an objective evaluation of our products' security.

Key Concern 7

What should I do if a security vulnerability is discovered in a product?

Hanwha Vision operates S-CERT, a dedicated cybersecurity team of expert, to minimize customer inconvenience and prevent further risks. When a vulnerability is identified, S-CERT resolves it as quickly as possible and posts a security vulnerability report on the Hanwha Vision website. Regular security testing and penetration testing by external agencies help proactively eliminate risks of exposing sensitive customer information due to security vulnerabilities.

Key Concern 2

Can data be leaked during communication between video security products?

For secure communication between security devices, mutual authentication and encrypted communication are necessary. Hanwha Vision products are designed to authenticate devices during inter-device communication, protecting critical data from leakage and damage.

Key Concern 4

Can malicious software run on my security device via firmware or open platform apps?

Malware can be embedded in firmware and open platforms, requiring caution. Hanwha Vision products verify security during firmware booting and updates by checking tampering, and they use digital signatures to validate open platform apps.

Key Concern 6

Do users need to configure product security settings themselves?

Rather than relying on user configuration, products should be securely designed from the start. Hanwha Vision addresses root causes of security vulnerabilities in the design stage and incorporates them as basic security features. A network hardening guide is also available for heightened security levels.

SECON 2025:

International Security Exhibition & Conference

Hanwha Vision actively participates in security exhibitions such as SECON to showcase its cutting-edge security technologies to internal and external stakeholders.

At SECON 2025, held in the first half of the year, we operated the Win-Win Cooperation Pavilion to promote collaboration between large companies and SMEs, embodying our philosophy of "creating an ecosystem of collaborative growth to go further together." Additionally, we unveiled our latest AI-powered video security solutions, demonstrating our unique technological capabilities and leadership in the global video security market.



AI-Based Solutions

At the Win-Win Cooperation Pavilion, we showcased our core solutions alongside three newly introduced AI Packs tailored for retail, traffic, and factory environments. These AI Packs are security solutions packaged with site-specific features, demonstrated through miniatures at the exhibition booth to illustrate their real-time operation. Additionally, we unveiled our next-generation AI cameras and fire detection technologies, developed in-house. Moving forward, we will continue to lead the global video security market by leveraging our advanced technological capabilities.

Governance

Hanwha Vision operates a solid governance structure to ensure transparent and accountable management. The Board of Directors, as the company's highest decision-making body, reviews and approves significant management issues with a focus on maximizing long-term company value. In addition, we maintain rigorous transparency and fairness in accounting through external audits and internal controls. By strengthening our ethics and compliance framework, we uphold high ethical standards in all management activities. Hanwha Vision provides a range of training programs to raise employee awareness of compliance, ensuring trustworthiness and sustainability through fair transactions and transparent operations. Furthermore, we comprehensively manage financial and non-financial risks to establish a stable foundation for growth. Through these efforts, Hanwha Vision aims to maintain sustainable growth within an evolving global landscape, solidifying our position as a future-ready company.

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Transparent Governance

Composition of the Board

Board Composition

At Hanwha Vision, the Board of Directors is composed of five members in total, including two internal directors and three independent directors, in accordance with Article 26 of the Articles of Incorporation. The CEO concurrently serves as Chairperson of the Board and was appointed on May 9, 2025, pursuant to the Articles of Incorporation and the Board's operational regulations. The independent directors meet the requirements stipulated in Article 542-8 of the Korean Commercial Act. Independent directors are appointed from candidates recommended by the Independent Director Nomination Committee to ensure that the Board operates independently from management and controlling shareholders.

The Board comprises individuals with diverse expertise and is supported by internal units and dedicated committees to ensure effective decision-making and deliberation. Furthermore, the Board complies with Article 397, Paragraph 2 of the Korean Commercial Act to prevent conflicts of interest.

Board Composition

★: Chair (As of May 2025)

Category	Name	Gender	Position	Board Term	Expertise	Key Career History
CEO	Kim Ki-chul	Male	· Chairperson of the Board	2025.05.09~	Overall Corporate Management	(Former) Corporate Management Analysis, Hanwha Corporation
			· Compensation Committee ★	2027.05.08 (2years)		(Former) Head of Corporate Planning, Hanwha Vision
Independent Director	Lee Kyu-chul	Male	· Executive Committee ★	2024.09.02~ 2026.09.01 (2years)	Legal	(Former) Head of Hanwha Vision America
			· Audit Committee ★			(Former) Head of Sales & Marketing, Hanwha Vision
	Kim Kwang-su	Male	· Compensation Committee	2024.09.02~ 2026.09.01 (2years)	Technology	(Former) Judicial Researcher, Supreme Court
			· Independent Director Nomination Committee ★			(Former) Chief Judge, Wonju Branch, Chuncheon District Court
Jung Su-mi	Female	· Independent Director Nomination Committee	2024.09.02~ 2026.09.01 (2years)	Accounting	(Current) Managing Partner, DR & AJU LLC	
		· Audit Committee			Administrative Officer, Presidential Secretariat for Information and Communications	
Internal Director	Hong Sun-jae	Male	· Compensation Committee	2026.09.01 (2years)	General Corporate Management	(Current) Director, AI Convergence Institute, Sungkyunkwan University
			· Executive Committee			2025.01.01~ 2026.12.31 (2years)
			· Independent Director Nomination Committee			(Former) Assistant Professor of Accounting, The Chinese University of Hong Kong
			· Audit Committee			(Current) Commissioner, Financial Services Commission
			· Compensation Committee			(Current) Assistant Professor of Accounting, Yonsei University College of Business
			· Executive Committee			(Former) Head of Hanwha Techwin America Management
						(Former) Head of Asia Sales Team, Hanwha Techwin
						(Former) Head of Strategy Team 2, Hanwha Corporation
						(Current) Head of Management Support, Hanwha Vision

Board Committees

Composition of Committees Under the Board

Hanwha Vision ensures efficient board operations and professional decision-making by operating four committees under the Board of Directors: the Audit Committee, the Compensation Committee, the Executive Committee, and the Independent Director Nomination Committee.

Committees Under the Board

★: Chair (As of May 2025)

	Roles and Responsibilities	Composition
Audit Committee	<ul style="list-style-type: none"> Enhancing management transparency and independence Conducting internal audits and management oversight 	3 independent directors (Lee Kyu-chul★, Kim Kwang-su, Jung Su-mi)
Compensation Committee	<ul style="list-style-type: none"> Reviewing the remuneration limit and compensation framework for registered directors 	1 internal director (Kim Ki-chul★) 2 independent directors (Lee Kyu-chul, Jung Su-mi)
Executive Committee	<ul style="list-style-type: none"> Improving the timeliness and efficiency of management decision-making 	2 internal directors (Kim Ki-chul★, Hong Sun-jae)
Independent Director Nomination Committee	<ul style="list-style-type: none"> Verifying the independence, diversity, and qualifications of candidates and recommending nominees for independent director positions 	3 independent directors (Lee Kyu-chul★, Kim Kwang-su, Jung Su-mi)

Transparent Governance

Board Operation

Board Operation

Hanwha Vision adheres to the Articles of Incorporation and the Board's operational regulations guiding overall Board operations. While monthly board meetings are held as a standard practice, extraordinary meetings are convened as needed.

In 2024, the Board convened a total of three meetings with a 100% attendance rate, thoroughly reviewing and resolving 12 reports and agenda items.

Board Meeting Overview

Date	Agenda	Resolution status	Approval rate	Attendance rate
Sept. 2, 2024	Report on Inaugural General Meeting and Approval of Substitute Public Notice	Approved	100%	100%
	Appointment of Board Chairperson	Approved	100%	100%
	Appointment of Chief Executive Officer	Approved	100%	100%
	Appointment of Audit Committee Members	Approved	100%	100%
	Decision on Head Office Location	Approved	100%	100%
Oct. 30, 2024	Approval of Merger Agreement	Approved	100%	100%
	Setting the Shareholders' Record Date (to Oppose a Small-Scale Merger)	Approved	100%	100%
	Convening of Extraordinary Shareholders' Meeting	Approved	100%	100%
	Determination of Agenda Items for Extraordinary Shareholders' Meeting	Approved	100%	100%
Nov. 29, 2024	Setting the Shareholders' Record Date (Extraordinary Shareholders' Meeting)	Approved	100%	100%
	Approval of Merger	Approved	100%	100%
	Adoption of Internal Accounting Management Regulations	Approved	100%	100%

Board Expertise

Board Skills Matrix

In evaluating director candidates, we select individuals with the professional expertise and qualifications necessary to fulfill the Board's oversight responsibilities effectively. At Hanwha Vision, the Board is composed of experts across a range of fields, including corporate management and leadership, strategy and M&A, legal affairs, accounting, and core business areas. Each director contributes to the decision-making process by leveraging their specific knowledge and experience, ensuring that the Board carries out its duties with diligence and professionalism.

Board Skills Matrix

Category	Kim Ki-chul	Lee Kyu-chul	Kim Kwang-su	Jung Su-mi	Hong Sun-jae	Remarks
Corporate Management and Leadership	●				●	Expertise in managing large-scale organizations
Strategy and M&A		●		●	●	Expertise in corporate investment activities, including M&A
Legal / Policy & Risk Management	●	●				Expertise in legal affairs and public policy
Finance & Accounting				●	●	Expertise in finance and accounting for corporate management and oversight
Core Business Expertise: Video Surveillance	●		●		●	Expertise in core business areas: video surveillance equipment manufacturing
Core Business Expertise: Industrial Equipment	●		●			Expertise in core business areas: industrial equipment manufacturing
Independence		●	●	●		Ability to perform duties impartially and rationally, independent of company interests and controlling shareholders

Supporting Board Expertise Enhancement

In May 2025, Hanwha Vision conducted online training provided by the Korea Listed Companies Association to its independent directors to reinforce their professional expertise. Additionally, Article 10 of the Board Regulations establishes a clear procedure allowing the Board to seek advice from external experts at the company's expense when necessary to support its activities. Moving forward, we plan to offer various training sessions to further enhance the Board's industry understanding.

Transparent Governance

Board Evaluation and Compensation

Board Performance Evaluation

Hanwha Vision regularly assesses the performance of its Board of Directors. Evaluation results are used to strengthen governance practices in the following year and are incorporated into key performance indicators.

In 2024, the Board achieved a score of 4.64 out of 5. These annual evaluations also inform decisions on director reappointments.

2024 Board Performance Evaluation

Category	Evaluation Criteria	Score (Out of 5)
Composition and Role of the Board	Composition of the Board with experts from diverse sectors to ensure a breadth of perspectives	4.7
	Oversight and retrospective review of business plans and key strategic objectives	4.8
	Adequacy in the frequency of board meetings held	4.5
	Appropriateness of the board's size	4.9
Independence of the Board	Implementation of regular training and development programs for board members	4.9
	Clearly defined regulations and criteria for assessing the independence of independent directors	4.7
	Promotion of open dialogue and autonomy in voicing dissenting views	4.5
Effectiveness of the Board	Relevance and suitability of agenda items submitted for deliberation	4.4
	Timeliness and sufficiency of materials and information provided to the Board	4.8
	Comprehensive reporting and explanation accompanying each agenda item	4.6
	Equitable and sufficient opportunities for discussion and expression of diverse viewpoints	4.5
	Access to external expert advisory support when deemed necessary	4.3
	Sufficient access to relevant information for monitoring the implementation of board resolutions and follow-up actions	4.7

Audit Organization

Audit Committee

Hanwha Vision has established a dedicated Audit Committee to ensure the independence of its audit function. The committee comprises three independent directors, one of whom serves as Chair and another who brings expertise in accounting or finance. The Audit Committee, operating under the Board and independently from executive leadership and specific shareholders, oversees compliance by the Board and executive management with laws and governance standards to enhance corporate value. The committee holds the authority to request reports on business operations, review the company's activities and financial condition, and summon internal personnel or external experts to obtain necessary insights in the course of fulfilling its responsibilities.

Audit Committee Composition

(As of March 2025)

Name	Lee Kyu-chul	Kim Kwang-su	Jung Su-mi
Classification	Independent director	Independent director	Independent director
Position	Chair	Member	Member

2024 Audit Committee Activity Overview

Date	Agenda	Resolution status	Attendance rate	Approval rate
Sept. 2, 2024	Appointment of Audit Committee Member	Approved	100%	100%
	Approval of Compliance Matters Related to External Auditor Appointment	Approved	100%	100%
Oct. 30, 2024	Appointment of External Auditor	Approved	100%	100%
	Report on (Preliminary) Financial Results for Q3 2023	Reported	100%	-
2024.11.29	Adoption of Internal Accounting Management Regulations	Approved	100%	100%

Transparent Governance

Shareholder-Friendly Management

Shareholding and Capital Structure

As of December 2024, the par value per share of Hanwha Vision's common stock is KRW 500. The total number of issued shares stands at 50,488,390, which includes 110,848 non-voting shares.

Voting Rights Status

Category	Share class	No. of shares
Total issued shares	Common	50,488,390
Non-voting shares (treasury)	Common	110,848
Voting Shares	Common	50,377,542

Safeguarding Shareholder Rights

We have adopted a range of measures to encourage shareholders to actively exercise their voting rights. To enhance efficiency and accessibility, particularly for minority shareholders, we introduced an electronic voting system and electronic proxy platform at the 1st Annual General Meeting of Shareholders in 2025. We are committed to gradually expanding these efforts through additional policies that further support shareholder participation.



Notice of General Meeting provided four weeks in advance



Audited financial statements submitted two weeks prior to the General Meeting

Dividend Policy and Outlook

Following its establishment on September 1, 2024, Hanwha Vision has focused on business integration efforts, including the merger of subsidiaries. Due to the limited operational period during the year, we were not in a position to generate sufficient distributable earnings for dividend payments in 2024. Beginning in 2025, as Hanwha Vision enters a new phase of growth, we are committed to enhancing shareholder value and will consider dividend distributions based on the availability of distributable profits. To support this, we aim to drive revenue growth and improve overall performance in order to secure the necessary financial resources. Dividend decisions will be made with flexibility, reflecting our operating results, financial position, investment plans, and prevailing shareholder return practices within the industry.

Shareholder Communication

Hanwha Vision leverages diverse investor relations (IR) channels to enhance shareholder value. Following our relisting in 2024, we actively engaged key investors to deepen their understanding of our business, notably by hosting corporate briefings with IT and technology sector analysts. Additionally, we maintained ongoing communication through NDRs¹⁾ and One-on-One corporate visits, fostering proactive engagement with the market. We also publish IR materials, shareholder information, key financial data, and disclosure updates on our website, ensuring all shareholders have easy access to relevant investment information.

1) NDR(Non-Deal Roadshow)

Key IR Activities in 2024

Category	No. of events
Corporate Briefings	1
NDR	1
Corp-day	2
One-on-One / Group Meetings	53

Ethics and Compliance

Ethics and Compliance Management System

We recognize that embedding compliance management into our organizational culture is a critical component of sustainable management. To promote voluntary adherence to regulations, we have established a mission, policies, standards, and guidelines, and diligently conduct education, audits, evaluations, and systems management.

Ethical Management Mission

<p>We are committed to creating a fair and transparent company.</p>	<p>We improve organizational structures and systems to maximize efficiency.</p>	<p>We are dedicated to increasing company value.</p>
<ul style="list-style-type: none"> · Establishing a clean, corruption-free corporate culture · Providing regular anti-corruption training to support a proactive audit framework 	<ul style="list-style-type: none"> · Reducing waste in inefficient processes · Eliminating operational gaps caused by departmental self-interest 	<ul style="list-style-type: none"> · Offering management consulting in weak areas and sharing success stories · Introducing proactive audit measures to diagnose and prevent potential issues early on

Guidelines for the Code of Conduct

<p>Use of Company Assets</p> <ul style="list-style-type: none"> · Use of company assets for unauthorized purposes · Leakage of information and personnel resources · Embezzlement and misuse of funds 	<p>Selection of Business Partners and Fair Trade</p> <ul style="list-style-type: none"> · Selection of business partners · Transactions with partners · Equity investments
<p>Receiving Gifts and Hospitality</p> <ul style="list-style-type: none"> · Gifts · Entertainment and hospitality · Provision of conveniences 	<p>Document and Accounting Manipulation, False Reporting</p> <ul style="list-style-type: none"> · Manipulation and alteration of documents or figures · False reporting
<p>Prohibition on Unlawful Solicitations and Gift-Giving</p> <ul style="list-style-type: none"> · Unlawful solicitation activities · Providing gifts or benefits 	<p>Other Basic Employee Ethics</p> <ul style="list-style-type: none"> · Prohibition of sexual harassment · Prohibition of financial transactions and gift exchanges between employees · Proper use of social media (Social Media Guidelines)

Ethics and Compliance Policy

We have established a Code of Conduct based on our management philosophy of fair business practices and Hanwha Vision's compliance management principles. Additionally, detailed guidelines have been developed to ensure that all employees, including those in domestic and overseas subsidiaries, make correct business decisions and ethical judgments, and adhere to both domestic and international anti-corruption laws and related regulations. These guidelines are available in Korean and English on our internal compliance support system for employees to access at any time.

<p>Hanwha Vision Employee Code of Conduct </p>	<p>Hanwha Vision Anti-Corruption Compliance Regulations </p>
<p>Hanwha Vision Compliance Control Standards </p>	<p>Hanwha Vision Anti-Corruption Compliance Implementation Rules </p>

Compliance Consultation/Reporting

Hanwha Vision operates a channel for employees to report any unfair business practices, misuse of authority, or corruption. The reporting channel can be accessed through the Hanwha Vision main website, and reports can be submitted via email. It is our policy to respond to reports as promptly as possible by phone or email. The identity of the reporter and the details of the consultation/report are strictly protected.

Reporting Channels

<p>Types of Reports</p>	<ul style="list-style-type: none"> · 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 bullying · Other violations of the Code of Conduct
<p>Reporting Methods</p>	<ul style="list-style-type: none"> · Email audit.techwin@hanwha.com · Address Hanwha Vision Legal Team, 6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, South Korea

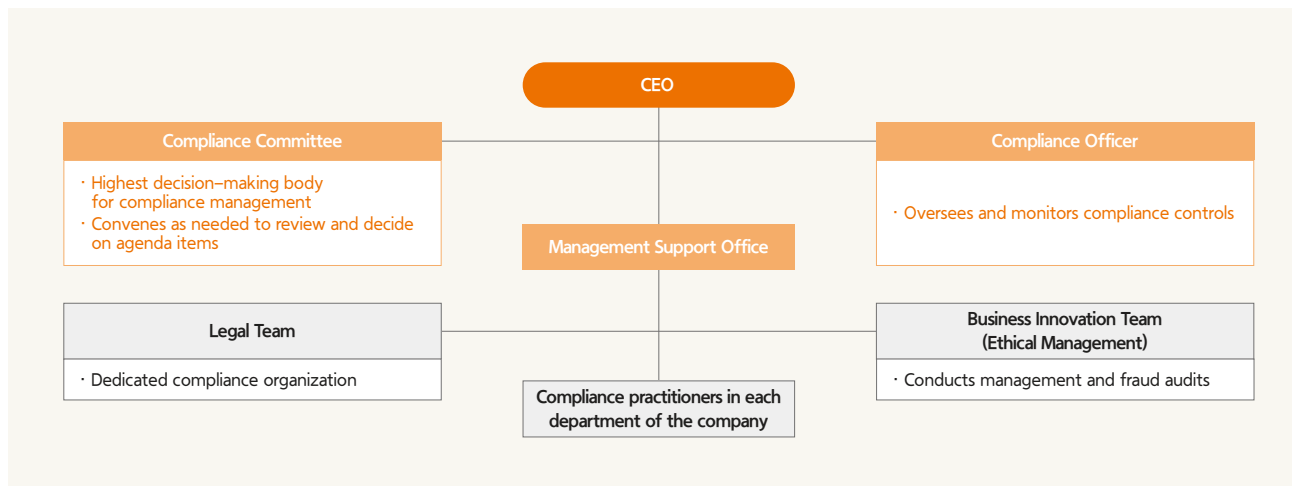
Ethics and Compliance

Compliance Management

Compliance Organizational Structure

To ensure responsible management of ethics and compliance, Hanwha Vision has established a dedicated legal team under the Management Support Office. The Compliance Committee, the highest decision-making body for compliance management, is composed of the CEO, business division heads, and other senior executives. The committee is convened to deliberate agenda items, review compliance control operations, and approve matters such as the enactment of compliance regulations and recognition of exemplary performance. Additionally, the Business Innovation Team (Ethical Management) within the Management Support Office 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. Compliance management matters decided within this organizational structure are shared with compliance practitioners across all divisions to internalize the compliance system throughout the organization.

Compliance Organization Chart



Compliance Management Components

Hanwha Vision manages compliance through a three-stage approach: building an execution system, promoting legal compliance management, and ensuring efficient operations. Additionally, each risk category is defined, and a dedicated department is assigned to manage and operate our structured risk management system effectively.

Compliance Program (CP) Operations

A compliance program (CP) is an internal compliance system voluntarily established and operated by a company to provide training and oversight, aiming to prevent or minimize potential tangible and intangible losses that may arise from regulatory violations in a business environment and to ensure compliance with fair trade regulations. Hanwha Vision operates a CP to prevent legal violations, protect the company from losses, safeguard employees, and create a trusted management environment with customers and stakeholders.

CP Stages and Key Elements

Planning Stage	Implementation and Operation Stage	Monitoring and Improvement Stage
<ul style="list-style-type: none"> Establish compliance policies and fundamental guidelines Develop CP criteria and procedures 	<ul style="list-style-type: none"> Establish compliance support organization (department) Develop compliance support manuals Set employee Code of Conduct 	<ul style="list-style-type: none"> Monitor CP implementation and impose sanctions if necessary Conduct training and manage educational program regulations

CP Management Targets

Preventive Measures	Fair Trade/Subcontracting Unfair trade practices, collusive behavior, unfair subcontracting, etc.
	Environment/Safety Green management, workplace environment and safety management, regulatory compliance, etc.
Monitoring	Product Liability Compliance with standards under the Product Liability Act and Consumer Basic Law, adherence to internal quality standards, etc.
	Labor/Organizational Culture Recruitment, disciplinary actions, termination, welfare, equal employment, compliance with labor standards, prohibition of sexual harassment, etc.
Post-Management	Intellectual Property/Trade Secrets Protection of intellectual property, prohibition of unauthorized use of competitors' IP, protection and prevention of trade secret leakage, personal data protection, etc.
	Anti-Corruption Bribery, anti-corruption, FCPA compliance, etc.

Ethics and Compliance

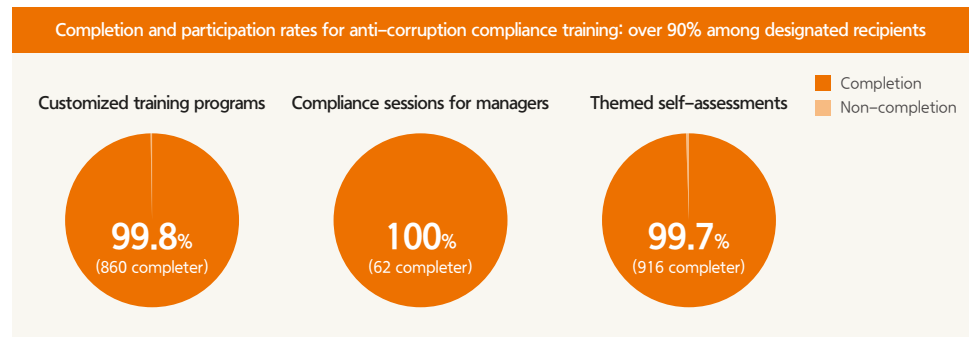
Identification and Assessment of Corruption Risks

As part of preparations for ISO 37301 certification, Hanwha Vision conducted a comprehensive company-wide assessment to identify compliance risks. In-depth interviews were carried out with high-risk departments, such as Sales and Procurement, to identify specific corruption risk factors. This process enabled a clear understanding of corruption exposure and established a solid foundation for the development of preventive and responsive compliance measures.

Mitigation of Corruption Risks

We have reinforced internal compliance training as part of our efforts to mitigate corruption risks. In 2024, anti-corruption content was expanded to include customized training programs, compliance sessions for managers, and themed self-assessments, fostering practical understanding and active participation among employees. We will continue to strengthen anti-corruption awareness and enhance enterprise-wide risk management capabilities.

Progress on Corruption Risk Mitigation Targets

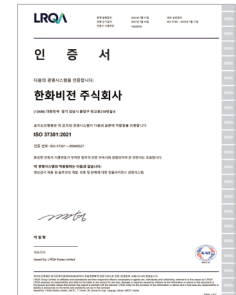


Corruption Risk Management

At Hanwha Vision, the Board plays a key role in mitigating corruption risks. In the 2026 compliance control effectiveness assessment, the Board will provide a dedicated report on corruption risk factors, enabling thorough evaluation and oversight of the effectiveness in practice of anti-corruption strategies and measures.

Compliance Management System Certification

Recognizing the need for efficient and prompt responses to legal risks both domestically and internationally, Hanwha Vision established a systematic framework by pursuing ISO 37301 certification. As a result, in July 2024, Hanwha Vision became the first company in Korea's video surveillance industry to obtain ISO 37301 certification. This achievement validates the robustness of our company-wide compliance and governance systems. Additionally, our compliance training framework received high evaluations, underscoring our systematic and sustained commitment to regulatory adherence. A follow-up audit is scheduled for June 2025 to continuously assess the certification's validity and system improvements.



Internal Anti-Corruption Training and Campaigns

Hanwha Vision is committed to ongoing training and campaigns that enhance employees' compliance awareness and foster a strong anti-corruption culture. To support this, we have implemented various processes and systems to actively promote anti-corruption initiatives across the organization. The completion rate for anti-corruption training among all domestic and international employees exceeds 95%. With a goal of 100% participation, we are exploring diverse channels to further embed the anti-corruption culture. The Compliance Advocate Program encourages employees to voluntarily uphold compliance values, reinforcing this culture throughout the company.

To ensure the program's effectiveness, we regularly review corporate regulations and monitor implementation. Additionally, support is provided to overseas operations to establish anti-corruption compliance programs, maintaining consistent standards and culture across our global business environment.

Ethics and Compliance

Internalizing Ethics and Compliance

Ethics and Compliance Training

Hanwha Vision is enhancing compliance awareness across the organization and preventing any violations in the workplace through a variety of proactive activities. We provide ethics and compliance training to all employees, including those at overseas subsidiaries, offering various levels and areas of training, including an annual executive compliance training, fundamental education for all employees, introductory training for new and experienced hires, promotion-related education, and on-site customized training. These initiatives provide employees with optimized legal knowledge. The on-site customized training consists of 16 themed topics, and each employee is required to complete at least one. Additionally, online training is held twice a year for executives and team leaders, ensuring that training continues consistently, even when in-person sessions are challenging to conduct.

Compliance Training Performance

Training Program	Training Date	Training Content	Completion Rate
Company-wide compliance commitment	March	Participation in online pledge	863 / 899 (96%)
Compliance sessions for managers	April	Fair practice in subcontracting & consignment transactions / protection of trade secrets	61 / 61 (100%)
Company-wide compliance training	May	Fundamentals of Compliance Management	765 / 777 (98%)
On-site customized training programs	June—August	Online sessions selected from 16 key compliance themes	859 / 860 (99.8%)
Personal data protection training	November	Statutory personal data protection training	913 / 931 (98%)
Self-assessments	August	Self-directed compliance assessment conducted via internal system access	892 / 895 (99%)

Promoting Our Compliance Commitment

Hanwha Vision conducts activities to promote compliance commitment three times a year, targeting executives and team leaders. In these activities, executives and team leaders select and reflect on a compliance-related topic, which they then communicate to their team members via online or offline channels. The completion of this activity is recorded afterward. Through this approach, we aim to continuously elevate compliance awareness and foster a culture of adherence to regulations across our organization.


Evaluating the Effectiveness of Compliance Control

In accordance with Article 542-13, Paragraph 3 of the Commercial Act, Hanwha Vision evaluates adherence to compliance control standards and reports the findings to the Board of Directors. This evaluation is based on fairness, using objective criteria and quantifiable measures. In 2024, we assessed the compliance index of 62 designated managers. The evaluation encompassed both department-level compliance initiatives and individual contributions, such as training participation and the promotion of compliance awareness.

2024 Compliance Control Effectiveness Evaluation Results for Managers

100.3 points / 100.0 points

Special Training on the Improper Solicitation and Graft Act for Korea Sales Team



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- Part 1. Purpose and Scope of Application
- Part 2. Prohibition of Improper Solicitation
- Part 3. Prohibition of Receiving Money, Goods, or Other Benefits

Compliance Management Letter and Pledge of Practice

The CEO of Hanwha Vision has issued a compliance management letter encouraging all employees to take active part in enhancing our compliance standards in response to heightened legal and compliance risks. The letter, signed by the CEO, along with a compliance declaration, is posted on our internal bulletin board, enabling all employees to easily refer to our commitment to compliance. Additionally, all employees at Hanwha Vision are required to submit an annual compliance commitment form in which they affirm their understanding of and dedication to adhering to ethical and compliance policies. This form includes obligations related to the Code of Conduct, anti-bribery, security, and fair competition. In 2024, we achieved a 96% submission rate, including participation by the CEO.

Engagement Program Development

Hanwha Vision hosts a Legal Day event, where in-house lawyers offer free consultations on various legal concerns raised by employees, generating strong engagement and interest from the workforce. Also, events like a compliance quiz show during Compliance Week help employees view compliance as an integral part of their work and everyday lives, encouraging them to see it as a supportive, essential aspect rather than a burdensome obligation. This approach aims to embed compliance as a natural and essential part of Hanwha Vision's corporate culture.



Risk Management

Integrated Risk Management System

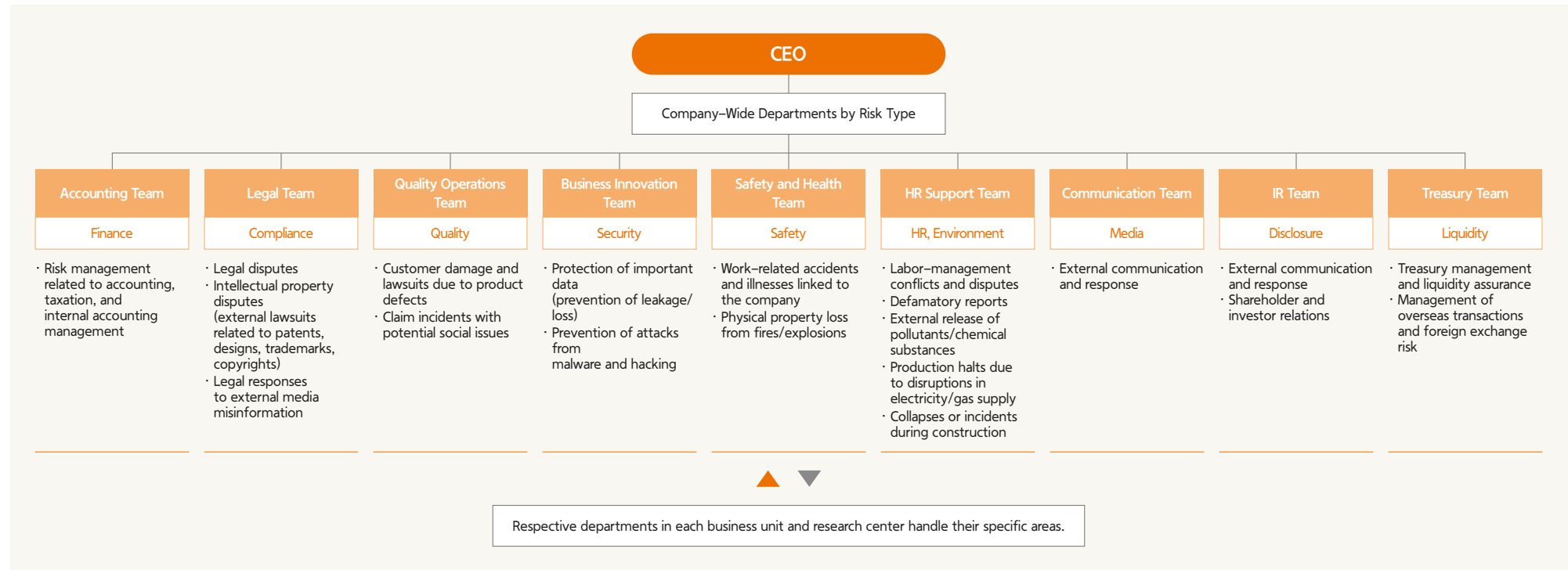
Risk Management Governance

Hanwha Vision has established a comprehensive risk management framework to proactively address various risks that may arise in the course of doing business and to ensure effective post-event responses. Under the CEO's oversight, designated departments manage specific types of risks across the organization, focusing on the risks most relevant to each department's responsibilities to prevent their occurrence. Additionally, when an issue arises, the responsible department collaborates with other relevant teams to implement follow-up measures and works diligently to prevent recurrence.

Risk Management Process



Risk Management Organizational Chart



Risk Management

Integrated Risk Management System





Financial Risk Management

Financial risk encompasses all financial hazards that may arise in business activities, including accounting, taxation, finance, and disclosures. Hanwha Vision, centered around the Management Support Office, performs regular monitoring to address a wide range of financial risks and responds professionally and systematically to ongoing business expansion and changes in the business environment. Major potential risks, such as non-performing loans, inventory, and exchange rates, are routinely managed. Additionally, we provide access through the intranet for employees to stay informed on the latest industry trends, helping them to proactively prevent risks.

Non-Financial Risk Management

Non-financial risk is a critical factor for our sustainability and includes risks across various areas such as health and safety, quality, labor relations, and the supply chain. Hanwha Vision has assigned dedicated departments to manage individual non-financial risks and strives to minimize internal risk occurrences by implementing timely responses to emerging risk issues.

Detailed Management of Non-Financial Risks

 <p>Safety and Health</p> <p>Hanwha Vision recognizes the potential risks related to serious industrial accidents and public disasters under the Serious Accidents Punishment Act in the safety and health domain. We implement safety and health guidelines that exceed external environmental requirements based on internal processes. Additionally, it regularly identifies and mitigates risk factors through collaboration with external organizations to minimize risks.</p>	 <p>Labor Relations</p> <p>Hanwha Vision has established a range of communication channels between labor and management to understand employee grievances and attentively listen to and consider their feedback. In addition, we address issues that need improvement through a labor-management council thereby minimizing internal risks.</p>
 <p>Quality</p> <p>Based on the ISO 9001 Quality Management System, Hanwha Vision conducts quality management activities throughout the entire product life cycle, from the development phase to final sales. We systematically operate our quality management system to enhance customer satisfaction and carry out continuous quality improvement activities to minimize quality-related risks.</p>	 <p>Supply Chain</p> <p>Hanwha Vision evaluates major suppliers and partners annually on factors such as quality, delivery timelines, cost reduction performance, and compliance management. We also implement the four major fair trade guidelines to ensure compliance with subcontracting regulations. Moreover, it supports suppliers' safety and health activities by establishing a partner management process to prevent potential risks within the supply chain.</p>

Internal Accounting Control System

Hanwha Vision operates an Internal Control over Financial Reporting (ICFR) system to ensure the reliability of accounting information and to manage risks related to financial data. Under regulations that define the roles and responsibilities of the management, including the CEO and internal accounting manager, as well as the system's design, operation, evaluation, and reporting, management annually reports on the system's operational status to the board of directors, shareholders, and auditors.

All employees at Hanwha Vision are required to submit an annual compliance commitment form, affirming their understanding of and adherence to the company's ethical and compliance policies. The form covers obligations related to the Code of Conduct, anti-bribery, improper solicitation, information security regulations, and fair competition. In 2024, we achieved a 96% submission rate, including participation by the CEO.

ESG Factbook

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Economic

The financial data presented in this report reflects the consolidated performance of Hanwha Industrial Solutions for the year 2024. Figures for 2022 and 2023 represent the standalone performance of Hanwha Vision prior to the merger.

Consolidated Financial Statement

(Unit: KRW million)

Category	2022	2023	2024
Assets			
Current assets	377,140	403,719	996,234
Cash and cash equivalents	11,800	87,912	153,754
Other financial assets	–	–	55,340
Trade and other receivables	319,889	280,024	456,150
Inventories	42,026	34,627	308,813
Current corporate tax assets	–	–	10,764
Other current assets	3,425	1,156	11,413
Non-current assets	227,218	273,764	594,912
Long-term trade and other non-current receivables	2,457	1,581	8,460
Right-of-use assets	1,881	2,102	40,427
Tangible assets	62,805	88,529	304,803
Intangible assets	74,313	73,299	85,624
Other non-current financial assets	1,536	1,536	3,567
Other non-current assets	2,694	2,557	7,658
Deferred tax assets	24,288	25,104	144,373
Investments in subsidiaries and affiliates	57,244	79,056	–
Total assets	604,358	677,483	1,591,146

Category	2022	2023	2024
Equity			
Equity attributable to owners of parent	300,501	398,469	822,869
Capital stock	10,000	10,000	25,244
Capital surplus	171,250	171,250	698,566
Capital adjustment	–	–	–3,924
Accumulated other comprehensive income	2,375	18,075	90,862
Retained earnings or accumulated deficit	116,876	199,144	12,301
Non-controlling interests	–	–	1,857
Total equity	300,501	398,469	824,726
Total equity and liabilities	604,358	677,483	1,591,146

Credit Rating

Category	Unit	2022	2023	2024
NICE credit rating ¹⁾	Rating	A0	A0	A2+

1) 2023: A0 (Stable) – based on 2022 financial statements

Economic

Distribution of Economic Value to Stakeholders

Category	Unit	2022	2023	2024
Customers	Revenue	804,087	722,756	493,322
Employees	Employee wages ¹⁾	117,750	133,196	138,777
	Wages + benefits expenditures	124,798	143,017	152,055
Suppliers	Cost of purchasing from suppliers ²⁾	178,203	163,201	169,055
Shareholders	Total cash dividends	55,000	0	0
Investors	Interest expense on borrowings	4,684	5,674	3,922
Government	Corporate tax ³⁾ + other taxes and dues	31,256	11,748	2,415
Local community	Donations ⁴⁾ and CSR expenditures	187	1,576	577

1) Employee wages are reported under "employee wages" under "Classification of cost of goods sold, selling and administrative expenses" in the financial statements.

2) Figures for 2022 and 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 consolidated financial data and include purchases of goods, costs of raw materials and consumables used, and outsourced service expenses, which may include prior-period purchases.

3) Current corporate tax expenses exclude refunds of KRW 9,828 million and include only taxes and public charges.

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

Stock Ownership

Category	Unit	2022	2023	2024
Ownership percentage	Hanwha Aerospace Co., Ltd.	100	100	0
	Hanwha Corporation	-	-	33.95
Total shares	Total number of issued shares	2,000,000	2,000,000	2,000,000
	Outstanding shares ¹⁾	0	0	50,377,542

1) Not applicable for 2022 and 2023 as the company was unlisted.

R&D Investment

Category	Unit	2022	2023	2024	
R&D investment cost	Research expenses (ordinary development costs) ¹⁾	KRW 1 million	111,272	136,606	147,502
R&D personnel ²⁾		Persons	413	420	437
No. of patent and trademark registrations (cumulative) ³⁾	Domestic	Cases	943(927/16)	995(980/15)	1026(1003/23)
	Overseas	Cases	963(743/220)	974(765/209)	996(782/214)

1) Prior-period data restated due to a change in the reporting standard to total development cost.

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

3) Includes only currently held rights (patents/trademarks).

Shares and Dividends

Category	Unit	2022	2023	2024	
Total cash dividends	KRW 1 million	55,000	0	0	
Dividend type	-	Interim dividend	-	0	
Dividend payout ratio	%	62	-	0	
Cash dividend per share (common shares)	KRW	27,500	-	0	
System adoption	Vote in writing	-	Yes	Yes	Yes

Contributions and Other Expenditures

Category	Unit	2022	2023	2024
Trade association/tax-exempt organizations	KRW 1 million	-	-	40
Regional and national political campaigns	KRW 1 million	-	-	-
Lobbying and advocacy	KRW 1 million	-	-	-
Others	KRW 1 million	-	-	38

Environmental

The environmental data presented in this report primarily covers the domestic Pangyo site and includes certain environmental data from Hanwha Vision Vietnam.

Greenhouse Gases (GHG)

Category	Unit	2022	2023	2024	
Domestic ¹⁾	Scope 1	tCO ₂ eq	74.9	88.5	102.3
	Scope 2	tCO ₂ eq	2,316.8	2,752.3	2,912.0
Overseas ²⁾	Scope 1	tCO ₂ eq	183.1	458.0	1,008.5
	Scope 2	tCO ₂ eq	4,566.5	4,011.8	4,683.4
Total emissions	tCO ₂ eq	7,141.3	7,310.6	8,706.1	
GHG emissions intensity	tCO ₂ eq/ KRW 100 million	0.7	0.7	0.7	

1) For the Pangyo site, calculations are based on the emissions trading scheme guidelines.

2) For the Vietnam manufacturing subsidiary, calculations are based on IPCC guidelines.

Concentration of Air Pollutant Emissions

Category	Unit	2022	2023	2024	
Overseas	NOx	ppm	190	190	190
	SOx	ppm	2,620	2,620	2,620
	Dust	mg/Sm ₃	1.6	0.5	0.6

Concentration of Water Pollutants

Category	Unit	2022	2023	2024	
Overseas	COD		4.7	6.0	9.0
	BOD	ppm	29.0	21.8	3.0
	SS		25.0	15.0	7.0

Energy

Category	Unit	2022	2023	2024	
Domestic	Direct energy	LNG	0.62	0.63	0.69
		Diesel	0.07	0.05	0.04
		Gasoline	0.58	0.79	0.96
	Indirect energy	Electricity	43.17	51.78	56.00
Steam		7.05	7.46	7.81	
Overseas	Direct energy	LPG ¹⁾	0.92	0.61	0.95
		Diesel	1.82	0.22 ²⁾	1.76
		Gasoline	0.24	0.22	0.19
	Indirect energy	Electricity ³⁾	22.68	21.35	25.58
Total energy consumption	TJ	77.15	83.11	93.97	
Energy consumption intensity	TJ/ KRW 100 million	0.008	0.008	0.008	
Savings in energy consumption	TJ	0.6	0.11	0.19	

1) LPG usage values for the past three years have been corrected.

2) Starting from 2023, energy consumption for commuter buses (2.09 TJ) is excluded from the reported values.

3) The electricity coefficient has been adjusted from 9.6 to 3.6, and values for the past three years have been updated accordingly.

Renewable energy

Category	Unit	2022	2023	2024
Electricity consumption at business sites	Total	10,796.57	11,322.78	12,938.01
	Domestic	4,496.32	5,393.44	5,833.41
	Overseas	6,300.25	5,929.34	7,104.60
Percentage of renewable energy consumption ¹⁾	Overseas	1,410.20	1,274.63	1,208.46
Renewable energy usage by procurement method at business sites ²⁾	%	13	11	9

1) At Pangyo, Hanwha Aerospace manages the solar facilities, and the electricity generated by the solar panels is used for lighting on the 7th floor.

2) Based on total energy consumption at domestic and overseas business sites.

Environmental

Water and Wastewater

Category	Unit	2022	2023	2024
Overseas	Municipal water usage	52,401	49,585	42,014
	Wastewater emissions	41,917	39,668	33,611

Waste

Category	Unit	2022	2023	2024
General waste	Total waste generated ¹⁾	680.5	675.0	862.6
	Subtotal	667.1	664.0	837.3
	Recycling	322.8	320.7	442.8
	Landfill	0	0	0
	Incinerated	344.3	343.3	394.5
	Other	0	0	0
	Subtotal	13.4	11.0	25.2
	Recycling	0.6	0.6	0.8
	Landfill	0	0	0
	Incinerated	4.0	2.8	4.2
Overseas	Other	8.8	7.6	20.2
	Subtotal	0.6	0.6	0.8
	Landfill	0	0	0
	Incinerated	4.0	2.8	4.2
Designated waste	Other	8.8	7.6	20.2
	Subtotal	13.4	11.0	25.2
	Recycling	0.6	0.6	0.8
Amount of waste recycled	Amount recycled	249.9	321.3	442.8
	Recycling rate	47.5	47.6	51.3

1) General waste + designated waste

Hazardous Chemicals

Category	Unit	2022	2023	2024
Hazardous chemical usage	Ton	12.8	13.2	14.8

Environmental Training

Category	Unit	2022	2023	2024
Environmental training time ¹⁾	Hours	32	32	32
No. of employees participating in environmental training ²⁾	Persons	470	429	276

1) Total training hours

2) Cumulative no. of employees who completed environmental training

Environmental Management System

Category	Unit	2022	2023	2024
Certification rate of environmental management system (ISO 14001) ¹⁾	%	100	100	100
No. of certified workplaces	Workplaces	1	1	1

1) ISO 14001 certification for the Vietnam subsidiary

Environmental Regulations

Category	Unit	2022	2023	2024
No. of legal violations	Cases	0	0	0
No. of lawsuits filed	Cases	0	0	0
No. of non-monetary sanctions	Cases	0	0	0
Environmental liabilities	KRW million	0	0	0
Total fines	KRW	0	0	0

Social

The social data presented in this report primarily covers the domestic Pangyo site and includes certain data from overseas subsidiaries.

Employees

Category	Unit	2022	2023	2024		
Total no. of employees (domestic)	Persons	833	896	945		
Employment type	Regular employees	802	874	908		
	Men	675	718	746		
	Women	127	156	162		
	Regular employee ratio	%	96	98	96	
	Non-regular employees ¹⁾	Persons	31	22	37	
	Men	Persons	10	9	20	
	Women	Persons	21	13	17	
	Non-regular employee ratio	%	4	2	4	
	Employment type of non-regular workers	Service workers ²⁾	Persons	12	15	33
		Service worker ratio	%	39	68	89
Dispatched workers ³⁾		Persons	19	7	4	
Dispatched worker ratio		%	61	32	11	
Gender	Men	Persons	685	727	766	
	Women	Persons	148	169	179	
Age	Under 30	Persons	69	104	102	
	30-50	Persons	588	623	674	
	Over 50	Persons	176	169	169	

1) General contract and dispatched workers

2) General contract workers (development, quality control, design, etc.)

3) Dispatched workers (AI annotation, driving, etc.)

Category	Unit	2022	2023	2024	
Nationality	Domestic	Persons	828	891	942
	Foreign	Persons	5	5	3
	Domestic total	Persons	833	896	945
Position	Executives	Persons	13	14	16
	Men	Persons	13	14	15
	Women	Persons	0	0	1
	Managerial positions ⁴⁾	Persons	631	655	685
	Men	Persons	542	560	583
	Women	Persons	89	95	102
	Mid-level managerial positions ⁵⁾	Persons	97	108	115
	Men	Persons	79	84	86
	Women	Persons	18	24	29
	Staff level	Persons	92	119	129
Men	Persons	51	69	82	
Women	Persons	41	50	47	

4) Manager level and above

5) Assistant manager

Social

Employees

Category	Unit	2022	2023	2024
Total no. of employees (global)	Persons	2,149	2,238	2,530
Domestic total	Persons	833	896	945
Headquarters	Persons	806	865	912
Headquarters (expatriates)	Persons	27	31	33
Subtotal	Persons	1,316	1,342	1,585
Hanwha Vision America	Persons	261	313	332
Hanwha Vision Europe	Persons	125	138	155
Hanwha Vision Vietnam	Persons	894	822	1,005
Hanwha Vision Mexico	Persons	–	21	25
Overseas				
Singapore Branch	Persons	4	6	8
Hanwha Vision Middle East	Persons	22	27	31
Oceania Branch	Persons	6	11	14
Qatar Branch	Persons	4	4	4
Saudi Arabia Branch	Persons	–	–	11
Regular employees	Persons	2,117	2,212	2,492
Men	Persons	1,287	1,383	1,494
Women	Persons	830	829	998
Regular employee ratio employees	%	99	99	98
Non-regular employees ¹⁾	Persons	32	26	38
Men	Persons	10	10	20
Women	Persons	22	16	18
Non-regular employee ratio	%	1	1	2

1) Contract and dispatched workers

Category	Unit	2022	2023	2024
Service workers ²⁾	Persons	12	15	33
Service worker ratio	%	39	68	89
Dispatched workers ³⁾	Persons	19	7	4
Dispatched worker ratio	%	61	32	11
Under 30	Persons	705	614	783
30–50	Persons	1,180	1,330	1,430
Over 50	Persons	264	294	317
Domestic	Persons	863	937	987
Foreign	Persons	1,286	1,301	1,543
Executives	Persons	15	18	22
Men	Persons	15	18	21
Women	Persons	0	0	1
Managerial positions ⁴⁾	Persons	991	1,087	1,156
Men	Persons	854	926	983
Women	Persons	137	161	173
Mid-level managerial positions ⁵⁾	Persons	171	204	244
Men	Persons	118	141	159
Women	Persons	53	63	85
Staff level	Persons	972	929	1,108
Men	Persons	310	309	352
Women	Persons	662	620	756

2) Contract workers (e.g., development, quality control, design)

3) Dispatched workers (e.g., AI annotation, driving)

4) Manager level and above

5) Assistant manager

Social

Employee Diversity

Category	Unit	2022	2023	2024	
Domestic					
Female talent	No. of women in managerial positions (manager level and above)	Persons	89	95	103
	Female manager ratio	%	14	15	15
Employment of socially disadvantaged and foreign workers (regular + non-regular)	No. of employees with disabilities	Persons	12	10	12
	Disability ratio	%	1	1	1
	No. of national veterans	Persons	8	6	6
	Veteran ratio	%	1	1	1
	No. of foreign employees	Persons	5	5	3
Foreign employee ratio	%	1	1	0	
Global					
Female talent	No. of women in managerial positions (manager level and above)	Persons	149	167	182
	Female manager ratio	%	18	20	18
Employment of socially disadvantaged and foreign workers (regular + non-regular)	No. of employees with disabilities	Persons	12	11	15
	Disability ratio	%	0.6	0.5	0.6
	No. of national veterans	Persons	8	6	6
	Veteran ratio	%	1	1	1
	No. of foreign employees	Persons	1,286	1,301	1,543
Foreign employee ratio	%	60	58	61	

Average Tenure

Category	Unit	2022	2023	2024
Domestic				
Average years of service		13	13	13
Regular employees	Years	14	13	13
Non-regular employees		1	1	1
Global				
Average years of service		7	7	7
Regular employees	Years	7	7	7
Non-regular employees		1	1	1

Turnover and Retirement

Category	Unit	2022	2023	2024	
Total no. of turnover and retirees (Domestic)					
	Persons	54	31	46	
Turnover status	Voluntary turnover	Persons	39	18	16
	Early retirement	Persons	6	2	0
	Voluntary resignation ¹⁾	Persons	33	16	16
	Involuntary turnover	Persons	15	13	30
	Regular retirement	Persons	0	6	15
	Contract expiration	Persons	14	7	15
	Dismissal for cause	Persons	0	0	0
	Resignation by recommendation	Persons	0	0	0
	Other ²⁾	Persons	1	0	0
	Turnover rate	%	6.4	3.4	4.8
	Voluntary turnover rate	%	4.7	2.0	1.7
	Involuntary turnover rate	%	1.7	1.4	3.1

1) Includes voluntary turnover due to personal reasons, childcare, further education, and moving to another company.

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

Social

Turnover and Retirement

Category	Unit	2022	2023	2024	
Gender	Subtotal	Persons	54	31	46
	Men	Persons	39	24	31
	Women	Persons	15	7	15
Age	Subtotal	Persons	54	31	46
	Under 30	Persons	8	4	11
	30–50	Persons	36	18	17
	Over 50	Persons	10	9	18
Total no. of turnover and retirees (Overseas)		Persons	394	296	345
Country (by subsidiary)	Hanwha Vision America	Persons	34	23	60
	Hanwha Vision Europe	Persons	20	18	21
	Hanwha Vision Vietnam	Persons	336	255	259
	Hanwha Vision Mexico	Persons	–	–	–
	Singapore Branch	Persons	3	0	2
	Hanwha Vision Middle East	Persons	–	–	–
	Oceania Branch	Persons	1	0	3
	Qatar Branch	Persons	–	–	–
	Saudi Arabia Branch	Persons	–	–	–

New Recruitment

Category	Unit	2022	2023	2024	
Total no. of new hires (domestic)		Persons	102	105	93
Employment type	Regular (new hires)	Persons	22	45	6
	Regular (experienced)	Persons	56	50	58
	Non-regular	Persons	24	10	29
Subtotal		Persons	102	105	93
Gender	Men	Persons	66	66	69
	Women	Persons	36	39	24
Subtotal		Persons	102	105	93
Age	Under 30	Persons	41	58	23
	30–50	Persons	61	47	67
	Over 50	Persons	0	0	3
	Total no. of new hires (overseas)		Persons	438	259
Country (by subsidiary)	Hanwha Vision America	Persons	93	76	78
	Hanwha Vision Europe	Persons	31	31	38
	Hanwha Vision Vietnam	Persons	311	145	358
	Hanwha Vision Mexico	Persons	–	–	–
	Singapore Branch	Persons	1	2	3
	Hanwha Vision Middle East	Persons	–	–	–
	Oceania Branch	Persons	2	5	6
	Qatar Branch	Persons	–	–	–
	Saudi Arabia Branch	Persons	–	–	–

Social

Childbirth Leave and Parental Leave

(Domestic Pangyo site)

Category	Unit	2022	2023	2024	
Parental leave users	Subtotal	Persons	29	21	16
	Men	Persons	20	17	11
	Women	Persons	9	4	5
Employees returning after parental leave	Subtotal	Persons	20	17	11
	Men	Persons	20	17	11
	Women ¹⁾	Persons	0	0	0
Return-to-work rate after parental leave	Subtotal	%	69	81	69
	Men	%	100	100	100
	Women ¹⁾	%	0	0	0
Childcare leave users	Subtotal	Persons	17	16	15
	Men	Persons	8	11	9
	Women	Persons	9	5	6
Employees eligible to return after childcare leave	Subtotal	Persons	19	20	13
	Men	Persons	10	12	9
	Women	Persons	9	8	4
Employees returning after childcare leave	Subtotal	Persons	19	20	13
	Men	Persons	10	12	9
	Women	Persons	9	8	4
Return-to-work rate after childcare leave ²⁾	Subtotal	%	100	100	100
	Men	%	100	100	100
	Women	%	100	100	100

1) For female employees, 100% transition from parental leave to childcare leave.

2) The return-to-work rate after childcare leave is calculated based on the number of employees who returned at the time of completion.

Category	Unit	2022	2023	2024	
No. of employees working for over 12 months after returning from childcare leave	Subtotal	Persons	19	19	20
	Men	Persons	10	10	12
	Women	Persons	9	9	8
Rate of employees working for over 12 months after returning from childcare leave	Subtotal	%	100	100	100
	Men	%	100	100	100
	Women	%	100	100	100

Social

Employee Training Performance

Category		Unit	2022	2023	2024
Total no. of employees participating in training ¹⁾	Subtotal	Persons	802	897	945
	Men	Persons	675	728	766
	Women	Persons	127	169	179
Total training cost		KRW million	414	483	436
Total training hours		Hours	24,810	20,584	28,260
Training cost per person ²⁾		KRW 1,000	516	553	462
Training hours per person ²⁾		Hours	31	23	29
Online job training academy	No. of courses	-	2,550	2,831	4,022
	No. of completions	Persons	492	360	424

1) The total number of employees participating in training is calculated based on the end-of-period count, not cumulative.

2) Training cost and hours per person are calculated by dividing total training cost and hours by the number of regular employees.

Employee Benefits

Category		Unit	2022	2023	2024
Total benefits expenses	Total expenses ¹⁾	KRW 100 million	70.4	98.2	128.04
	Expenses per person ²⁾	KRW 1 Thousand	8,778	11,236	14,101

1) Benefits expenses are based on "Benefits expenses" in the notes of the consolidated financial statements under "classification by nature of expenses."

2) Benefits expenses per person are calculated by dividing total benefits expenses by the number of regular employees.

Performance Evaluations

Category		Unit	2022	2023	2024
No. of domestic employees		Persons	853	896	945
No. of employees subject to performance evaluations ¹⁾		Persons	785	857	886
Performance evaluation rate		%	92.0	95.6	93.8

1) Employees who resigned mid-year or joined after the evaluation period are excluded from performance evaluations.

Labor Union

Category		Unit	2022	2023	2024
Labor union status	No. eligible for membership ¹⁾	Persons	833	876	945
	No. of members	Persons	299	421	470
	Membership rate	%	36	48	51
No. of labor-management councils meetings		Meetings	4	4	4
No. of resolutions in labor-management councils		Cases	15	10	10
Total fines for labor law violations		KRW	0	0	0

1) Eligible individuals: professionals covered by the collective agreement

Labor-Management Communication

Category		Unit	2022	2023	2024
No. of employee grievances submitted ¹⁾		Cases	0	0	0
No. of employee grievances resolved		Cases	0	0	0
Employee grievance resolution rate		%	0	0	0

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

Social

Employee Wages

(Domestic Pangyo site)

Category	Unit	2022	2023	2024
Average base pay for men ¹⁾	KRW million	6.9	7	7.4
Average base pay for women ¹⁾	KRW million	6.0	6.2	6.6
Ratio ²⁾	%	90	90	90

1) Contracted annual pay (monthly pay + holiday travel allowance for Lunar New Year and Chuseok holidays)/12 months

2) Average base pay for women/average base pay for men

Retirement Pensions

Category	Unit	2022	2023	2024	
Defined benefit (DB) pension	No. of subscribers	Persons	751	815	867
	Subscription amount (estimated)	KRW million	71,448	78,971	79,240
	Amount under management – Consolidated basis (DB)	KRW million	13,884	23,720	34,340
Defined contribution (DC) pension	No. of subscribers	Persons	91	152	140
	Amount under management – Consolidated basis (DC)	KRW million	6,689	10,719	11,433

Human Rights Management

Category	Unit	2022	2023	2024	
Human rights grievance resolution	No. of grievances reported	Cases	–	0	0
	No. of grievances in progress	Cases	–	0	0
	No. of grievances resolved	Cases	–	0	0

Suppliers¹⁾

Category	Unit	2022	2023	2024
Total no. of suppliers	Companies	230	224	231
No. of newly registered suppliers	Companies	29	22	12
Total purchase amount from suppliers ²⁾	KRW million	311,233	250,154	389,664
Total purchase amount from SMEs	KRW million	92,897	69,955	69,955

1) Data scope revised to include overseas subsidiaries.

2) Suppliers are defined as suppliers of raw materials and introduced goods used in our products.

Supplier Communication

Category	Unit	2022	2023	2024	
No. of Win-Win meetings held	Meetings	3	2	4	
Grievance handling for suppliers	No. of grievances submitted ¹⁾	Cases	4	4	3
	No. of grievances resolved ²⁾	Cases	4	4	3
	Grievance resolution rate	Cases	1	1	1

1) Reports submitted through the cyber reporting system within OPS

2) No. of system usage inquiries

Comprehensive Evaluations of Suppliers

Category	Unit	2022	2023	2024
No. of suppliers that received regular evaluations	Companies	23	21	25
No. of suppliers with excellent ratings ¹⁾	Companies	23	20	24

1) Grade B or above in regular evaluations

Social

Occupational Accidents

(Domestic Pangyo site)

Category	Unit	2022	2023	2024	
No. of occupational accidents	Total	Cases	0	1	0
	Employees	Cases	0	0	0
No. of serious accidents	Suppliers	Cases	0	0	0
Occupational accident rate ¹⁾	Employees	%	0	0.12	0
	Suppliers	%	0	0	0
LTIR ²⁾	Employees	-	0	0.55	0
	Suppliers	-	0	0	0
OIFR ³⁾	Employees	-	0	0	0
	Suppliers	-	0	0	0
TRIR ⁴⁾	Employees	-	0	0.55	0
	Suppliers	-	0	0	0
No. of fatalities	Employees	Cases	0	0	0
	Suppliers	Cases	0	0	0
No. of severe injuries	Employees	Cases	0	0	0
	Suppliers	Cases	0	0	0
No. of minor injuries	Employees	Cases	0	1	0
	Suppliers	Cases	0	0	0
No. of accident victims	Employees	Cases	0	1	0
	Suppliers	Cases	0	0	0

1) (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

※ Total working hours are based on HR working hours data.

Safety and Health Management System

Category	Unit	2022	2023	2024
Safety and health management (ISO 45001) certification rate	%	100	100	100
No. of certified business sites ¹⁾	Sites	1	1	1
No. of business sites subject to certification	Sites	1	1	1

1) Name of certified business site: HVV subsidiary

Employee Health Care

Category	Unit	2022	2023	2024	
	Total	Persons	1,133	1,237	1,324
Health check-ups	Employees	Persons	756	817	881
	Spouses	Persons	377	420	443

Occupational Safety Training¹⁾

Category	Unit	2022	2023	2024	
Regular safety and health training	No. of persons ³⁾	Persons	746	817	853
	Time	Hours	14,370	15,594	17,010
Specialized safety and health training ²⁾	No. of persons ³⁾	Persons	58	7	4
	Time	Hours	174	21	14
Supervisor training	No. of persons ³⁾	Persons	37	44	37
	Time	Hours	296	704	296

1) Some data restated due to changes in aggregation standards

2) Includes personnel in processes subject to specialized safety and health training and intermittent workers.

3) Excludes absentees (such as those on leave) and employees working overseas.

Social

Corporate Social Responsibility

Category		Unit	2022	2023	2024
Donations	Total donation amount	KRW million	59.2	62.7	94.2
	Employee donations	KRW million	59.2	62.7	64.2
Employee volunteering	Total volunteer hours	Hours	1,123	1,156	928
	Volunteer hours per person ¹⁾	Hours	5	4.5	5.7
	Volunteer participation rate	%	30	28	33
	No. of programs	-	15	13	16
CSR activities	Total participants	Persons	224	255	300
	Total beneficiaries	Persons	1,335	1,265	1,265

1) Volunteer hours per person = Total volunteer hours/No. of participants

Quality and Service Satisfaction

Category		Unit	2022 ¹⁾	2023 ²⁾	2024 ²⁾
Domestic	Quality satisfaction	Points	-	92	90
	Service satisfaction	Points	-	92	88
Overseas	Quality satisfaction	Points	-	92	93
	Service satisfaction	Points	-	84	90

1) As VOC feedback was collected through agency visits in 2022, quantitative data based on consistent criteria is unavailable.

2) In 2023 and 2024, a global quality and service satisfaction survey was conducted.

※ Satisfaction survey results are presented on a 100-point scale, converted from a 5-point scale ranging from 'very satisfied' to 'very dissatisfied.'

Voice of Customer (VOC)

Category		Unit	2022	2023	2024
No. of customer complaints received		Cases	117	87	69
No. of customer complaints resolved		Cases	117	87	69
Customer complaint resolution rate		%	100	100	100
Timely action rate for user dissatisfaction ¹⁾		%	96.6	94.3	959

1) Action rate for domestic defect-related VOCs resolved within 30 days

Product Management

Category		Unit	2022	2023	2024
Product safety	No. of product recalls	Cases	0	0	0
	Fines for legal sanctions related to products	KRW	0	0	0
Revenue from renewable energy and energy-efficient products		KRW	0	0	0
Risk management for system due to technical downtime	No. of performance issues and service interruptions	Cases	0	0	0
	Total customer downtime	Hours	0	0	0

Information Protection

Category		Unit	2022	2023	2024
Investment ratio in information security ¹⁾		%	2	2	4
No. of information security violations or cybersecurity incidents		Cases	0	0	0
No. of customers affected by data leaks, theft, or loss incidents		Persons	0	0	0
No. of improvements following internal information security level assessments		Cases	1	3	3
No. of personal information leaks		Cases	0	0	0
No. of instances of personal information used for secondary purposes		Cases	0	0	0
Total monetary loss from fines or penalties due to information security violations or cybersecurity incidents		KRW million	0	0	0
No. of information protection personnel		Persons	2	2	2
Supplier information security	No. of information security inspections for suppliers	Cases	1	1	1
Information security training	Training time ²⁾	Hours	-	-	-
Personal information protection	Training time	Hours	1	3	1
	No. of participants ³⁾	Persons	804	863	913

1) Investments in personal information protection/information security compared to total IT budget

2) Information security training is conducted continuously via the internal bulletin board (news) in response to security-related issues to provide guidance and promote awareness.

3) Conducted online in 2022 due to COVID-19 restrictions.

Governance

The governance data presented in this report pertains exclusively to the domestic Pangyo site.

Board Operation

Category		Unit	2022	2023	2024
Board composition	Internal directors	Persons	3	3	1
	No. of Board meetings held	No. of meetings held	17	12	3
Board attendance	Average attendance rate	%	86	94	100
	Attendance rate of internal directors	%	86	94	100
Average tenure of directors	Internal directors	Years	3	2	0.33
Board agenda items	Resolutions	Cases	33	19	12
	Reports	Cases	4	4	-
	No. of ESG-related agenda reviews	Cases	-	-	-
Committees under the BOD	Audit Committee	Meetings	-	-	3
	ESG Committee	Meetings	-	-	-
	Independent Director Nomination Committee	Meetings	-	-	-

Board Remuneration

Category		Unit	2022	2023	2024
No. of Board members		Persons	3	3	4
Total compensation ¹⁾		KRW million	2,075	1,864	84
Avg. compensation per person		KRW million	692	621	21
Total compensation for registered directors		KRW million	-	1,864	84
Avg. compensation per registered director		KRW million	-	621	21

1) The amount does not include stock-based compensation

Board Operation

Category		Unit	2022	2023	2024
Executive shareholding	No. of shares held by the CEO	Shares	-	-	3,201
	Average no. of shares held by executives (excluding CEO)	Shares	-	-	703
	Founder's shareholding	%	-	-	33.96

Internal Compliance Inspections

Category		Unit	2022	2023	2024
Status of internal ethics and compliance inspections	No. of internal ethics and compliance inspections	Cases	1	3	3
	No. of internal ethics and compliance violations	Cases	0	0	0
Compliance by type	Sexual harassment	Cases	0	0	0
	Anti-corruption	Cases	0	0	0
	Unfair trade	Cases	0	0	0
	Non-compliance with Code of Conduct	Cases	0	0	0
Legal and regulatory compliance	Other	Cases	0	0	0
	No. of compliance violations	Cases	0	0	0
	No. of lawsuits filed	Cases	1	0	0
	No. of lawsuits resolved	Cases	2	1	1
Fair trade compliance	No. of non-monetary sanctions	Cases	0	0	0
	Amount of fines imposed	KRW million	0	0	0
	No. of fair trade violations	Cases	0	0	0
	Amount of fines imposed	KRW million	0	0	0

Governance

Status of Ethics and Compliance Policy Communication and Training

(Headquarters employee data only)

Category		Unit	2022	2023	2024
Basic compliance training for all employees	No. of participants	Persons	712	736	765
	Training time per person ¹⁾	Hours/person	0.5	0.5	0.5
Compliance training for executives/managers	No. of participants	Persons	71	74	61
	Training time per person ²⁾	Hours/person	1	1	1
Sexual harassment and workplace bullying prevention training	No. of participants	Persons	827	853	815
	Training time per person ³⁾	Hours/person	0.6	0.5	0.3
Customized awareness training	No. of participants	Persons	781	742	860
	Training time per person ⁴⁾	Hours/person	0.7	1.5	1.5
Internal compliance-related reports	No. of corruption reports	Cases	0	0	0
	Percentage of corruption reports resulting in corrective action	%	0	0	0

1) Training consists of two themes (e.g., basic compliance, fair trade, anti-corruption), with each theme based on a 15-minute video.

2) Training consists of 2-3 themes, with each theme based on a 20-30 minute video.

3) Based on the total length of videos for sexual harassment prevention and workplace bullying prevention training.

4) Training includes at least two out of ten themes, with each theme based on a 20-30 minute video.

5) Awareness of ethics and compliance policies among suppliers is promoted through the company website.

6) The no. of participants varies depending on the training schedule (excluding employees on business trips or leave).

Appendix

05

- 86 GRI Standards 2021
- 90 UN SDGs Commitment
- 91 SASB Index
- 92 TCFD Index
- 92 Membership Associations
- 93 Independent Assurance Statement

GRI Standards 2021

GRI Standards	Category	Disclosure No.	Disclosure Name	Page	Note
Universal Standards					
GRI 1: Foundation 2021	Statement of use		Hanwha Vision has prepared this report in accordance with the GRI Standards for the reporting period of January 1 to December 31, 2024.		
	GRI 1 used		GRI 1: FOUNDATION 2021		
	Applicable GRI sector standard		As of the publication date (June 2025), there is no published sector standard applicable to Hanwha Vision's business.		
General Disclosures					
GRI 2: General Disclosure 2021	The organization and its reporting practices	2-1	Organizational details	5, 8	
		2-2	Entities included in the organization's sustainability reporting	1	
		2-3	Reporting period, frequency and contact point	1	
	Activities and workers	2-4	Restatements of information	-	Providing Separate annotation for related information
		2-5	External assurance	93~94	
		2-6	Activities, value chain and other business relationships	6, 9~15	
		2-7	Employees	74~75	
		2-8	Workers who are not employees	74~75	
		2-9	Governance structure and composition	59	
		2-10	Nomination and selection of the highest governance body	59	
		2-11	Chair of the highest governance body	59~60	
		2-12	Role of the highest governance body in overseeing the management of impacts	59~60	
		2-13	Delegation of responsibility for managing impacts	59~61	
	Governance	2-14	Role of the highest governance body in sustainability reporting	59~61	
		2-15	Conflicts of interest	59~61	
		2-16	Communication of critical concerns	60~61	
		2-17	Collective knowledge of the highest governance body	60, 84	
		2-18	Evaluation of the performance of the highest governance body	61	
		2-19	Remuneration policies	59, 83	
		2-20	Process to determine remuneration	59, 83	
		2-21	Annual total compensation ratio	-	Confidential constrains
		2-22	Statement on sustainable development strategy	4	
		2-23	Policy commitments	32, 34, 39, 48, 54, 63	
	Strategy, policies and practices	2-24	Embedding policy commitments	37, 39, 46, 49, 52, 54, 66	
		2-25	Processes to remediate negative impacts	39, 45, 51, 67	
		2-26	Mechanisms for seeking advice and raising concerns	39, 45, 63	
		2-27	Compliance with laws and regulations	83, Annual report 232	
	Stakeholder engagement	2-28	Membership associations	92	
		2-29	Approach to stakeholder engagement	25	
		2-30	Collective bargaining agreements	79	

GRI Standards 2021

GRI Standards	Category	Disclosure No.	Disclosure Name	Page	Note
Material Topic					
GRI 3: Material Topics 2021	Disclosures on material topics	3-1	Process to determine material topics	21	
		3-2	List of material topics	22	
Material Topic – Climate Action					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	23, 28~29	
GRI 302: Energy 2016	Energy	302-1	Energy consumption within the organization	72	
		302-3	Energy consumption outside of the organization	72	
		302-4	Energy intensity	72	
GRI 305: Emissions 2016	Emissions	305-1	Direct (Scope 1) GHG emissions	72	
		305-2	Energy indirect (Scope 2) GHG emissions	72	
		305-4	GHG emissions intensity	72	
		305-5	Reduction of GHG emissions	28	
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant	72	
Material Topic – Development of eco-friendly technologies and products					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	18, 24	Non-GRI
Material Topic – Information security					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	24, 54~56	
GRI 418: Customer Privacy 2016	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	82	
Material Topic – Product quality management and customer satisfaction					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	24, 49~51	
GRI 416: Customer Health and Safety 2016	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	82	
Material Topic – Supplier ESG management					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	24, 46~48	Non-GRI

GRI Standards 2021







GRI Standards	Category	Disclosure No.	Disclosure Name	Page	Note
Material Topic – Safety and health management					
GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018	Disclosures on material topics Occupational Health and Safety	3-3	Management of material topics	23, 34~38	
		403-1	Occupational health and safety management system	34, 81	
		403-2	Hazard identification, risk assessment, and incident investigation	36	
		403-3	Occupational health services	37~38	
		403-4	Worker participation, consultation, and communication on occupational health and safety	34, 38	
		403-5	Worker training on occupational health and safety	81	
		403-6	Promotion of worker health	38	
		403-8	Workers covered by an occupational health and safety management system	34, 81	
		403-9	Work-related injuries	81	
		403-10	Work-related ill health	81	
Material Topic – Human rights and diversity					
GRI 3: Material Topics 2021 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016	Disclosures on material topics Diversity and Equal Opportunity Non-discrimination	3-3	Management of material topics	24, 39~45	
		405-1	Diversity of governance bodies and employees	74~76	
		405-2	Ratio of basic salary and remuneration of women to men	80	
406-1	Incidents of discrimination and corrective actions taken	80			
Material Topic – Integrated risk management					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	24, 67~68	Non-GRI
Material Topic – Ethics and compliance					
GRI 3: Material Topics 2021 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016	Disclosures on material topics Anti-corruption Anti-competitive Behavior	3-3	Management of material topics	23, 63~66	
		205-2	Communication and training about anti-corruption policies and procedures	65~66, 84	
		205-3	Confirmed incidents of corruption and actions taken	84	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	83, Annual report 232	Not applicable: zero violations		
Material Topic – Stakeholder communication					
GRI 3: Material Topics 2021	Disclosures on material topics	3-3	Management of material topics	24	Non-GRI

GRI Standards 2021

GRI Standards	Category	Disclosure No.	Disclosure Name	Page	Note
Non-Material Topic					
Economic Performance(GRI 200)					
GRI 201: Economic Performance 2016	Economic Performance	201-1	Direct economic value generated and distributed	5, 70	
		201-3	Defined benefit plan obligations and other retirement plans	80	
Environmental Performance(GRI 300)					
GRI 303: Water and Effluents 2018	Water and Effluent	303-2	Management of water discharge-related impacts	30, 72~73	
		303-3	Water withdrawal	73	
		303-4	Water discharge	73	
GRI 306: Waste 2020	Effluents and Waste	306-3	Significant spills	73	
		306-4	Transport of hazardous waste	30, 73	
		306-5	Water bodies affected by water discharges and/or runoff	73	
Social Performance(GRI 400)					
GRI 401: Employment 2016	Employment	401-1	New employee hires and employee turnover	76~77	
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	44, 78	
		401-3	Parental leave	78	
GRI 404: Training and Education 2016	Training and Education	404-1	Average hours of training per year per employee	79	
		404-2	Programs for upgrading employee skills and transition assistance programs	40~42	
		404-3	Percentage of employees receiving regular performance and career development reviews	79	

UN SDGs Commitment

Hanwha Vision's is fulfilling its responsibilities to the global society through various activities linked to the UN Sustainable Development Goals (UN SDGs).

SDG	Key Activities	Report Page(s)
 1. No Poverty	<ul style="list-style-type: none"> · Providing essential items such as food and daily necessities to vulnerable groups · Support programs such as seasonal nutritious meals for seniors living alone 	53
 3. Good Health and Well-being	<ul style="list-style-type: none"> · Improvement of facilities and reduction of emissions to below legal limits · Safety training on hazardous chemicals and purchasing protective equipment and materials for incident response 	31
 4. Quality Education	<ul style="list-style-type: none"> · Internship programs linked to employment · Operation of specialized academies · Provision of cultural experiences for children from underserved communities 	40~42
 5. Gender Equality	<ul style="list-style-type: none"> · Implementation of various leave policies, including for pregnancy, childcare, fertility treatment, and family care · Reduced work hours for pregnancy, childcare, and family care 	44
 6. Clean Water and Sanitation	<ul style="list-style-type: none"> · Monitoring wastewater discharge quality and measures to ensure levels are below legal limits · Internal water-saving measures, such as training and reduced water pressure · Use of probiotics in the water treatment process and improvement of biochemical treatment processes 	30
 7. Clean Energy	<ul style="list-style-type: none"> · Rooftop solar power system at the Pangyo R&D Center · Installing solar panels across office buildings, production sites, retail facilities, and parking structures at Hanwha Vision Vietnam 	28

SDG	Key Activities	Report Page(s)
 8. Decent Work and Economic Growth	<ul style="list-style-type: none"> · Developing a variety of vision technology-based solutions for commercialization through the R&D center · Achieved ISO 9001 certification for quality management systems · Roadmap for mutual growth initiatives · Win-Win Cooperation Council: hosting regular meetings, including annual general meetings and business briefings 	49~51
 9. Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> · Obtained ISO 14001 certification for international environmental standards · Developing energy-saving technologies 	18
 10. Reduced Inequalities	<ul style="list-style-type: none"> · Programs to help foreign employees and their families adjust · Benefits policies that support gender equality in employment and work-life balance 	44
 12. Responsible Consumption and Production	<ul style="list-style-type: none"> · Implementing environmental management system through internal audits and third-party verification processes · Life Cycle Assessment (LCA) process 	28
 13. Climate Action	<ul style="list-style-type: none"> · Annual environmental impact assessments · Monitoring energy consumption continuously through the Comprehensive Disaster Prevention Center · Reducing power waste by lowering the load on high-energy-consuming equipment and reducing internal power consumption 	28
 16. Peace, Justice and Strong Institutions	<ul style="list-style-type: none"> · Regular monitoring of the effectiveness of the internal accounting management system through the appointment of an external auditor · Evaluations of compliance control effectiveness · Compliance Program (CP) · Maintenance of reporting channels for compliance violations, including unfair practices and abuses of authority 	64

SASB Index

Sector: Resource Transformation – Electrical & Electronic Equipment

Topic	Code	Accounting Metric	Disclosure
Energy Management	RT-EE-130a.1	(1) Total energy consumed	93.97TJ
		(2) Percentage grid electricity	N/A
		(3) Percentage renewable	9%
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	862.6Ton
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	N/A
Product Safety	RT-EE-250a.1	Number of recalls issued, total units recalled	0 cases
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	N/A
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not applicable as an internal management indicator.
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	N/A
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Refer to p.30-31 of this report
		(1) Corruption and bribery	0 cases
Business Ethics	RT-EE-510a.1	(2) Anti-competitive behaviour	Refer to p.63-66 of this report
		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 behaviour regulation	KRW 0

Sector: Technology & Communication – Software & IT Services

Topic	Code	Accounting Metric	Disclosure
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	N/A
		(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	N/A
		Discussion of the integration of environmental considerations into strategic planning for data centre needs	N/A
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioural advertising and user privacy	Refer to p.54-56 of this report
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	0 persons
Data Security	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	KRW 0
		(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not applicable as an internal management indicator.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	0 cases, 0 persons
	TC-SI-330a.1	Percentage of employees that are: (1) Foreign nationals, (2) Located offshore	N/A
Intellectual Property Protection & Competitive Behaviour	TC-SI-330a.2	Employee engagement as a percentage	N/A
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Refer to p.74-76 of this report
Managing Systemic Risks from Technology Disruptions	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	KRW 0
		Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Refer to p.82 of this report
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	N/A

TCFD Index

	Category	Page
 <p>Governance</p>	a) Describe the board's over-sight of climate-related risks and opportunities. ----- b) Describe management's role in assessing and managing climate-related risks and opportunities.	28
	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. ----- b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. ----- c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	28~29
 <p>Strategy</p>	a) Describe the organization's processes for identifying and assessing climate-related risks. ----- b) Describe the organization's processes for managing climate-related risks. ----- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	28~29
	a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. ----- b) Disclose Scope 1 (direct emissions), Scope 2 (indirect emissions), and Scope 3 (miscellaneous indirect scope) greenhouse gas (GHG) emissions, and the related risks. ----- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against target.	28~29, 72

Membership Associations

Korea Intellectual Property Association	Korea Artificial Intelligence Transportation Association	Korea Information & Communication Contractors Association Incheon Economic Forum
Korea Image Information Research Association	Korea International Trade Association	UN Global Compact Network Korea
Singapore Chamber of Commerce in Korea	Seongnam Chamber of Commerce and Industry	City Regeneration and Safety Association
Korea Industrial Safety Association	Gyeonggi Job Security Council	Open Security & Safety Alliance
KOHSIA (Korea Occupational Health and Safety Information Association)	ASIC (Application-Specific Integrated Circuit)	Korea Smart City Association

Independent Assurance Statement

Independent Assurance Opinion Statement

To: The Stakeholders of Hanwha Vision



Overview

The British Standards Institution (hereinafter referred to as the “Assurer”) was requested to verify the Hanwha Vision’s Sustainability Report 2025 (hereinafter referred to as the “Report”). The Assurer is independent to Hanwha Vision and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the Hanwha Vision’s report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the Hanwha Vision. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

Hanwha Vision is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Hanwha Vision only.

The Assurer is responsible for providing Hanwha Vision’s management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Hanwha Vision. The Assurer will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the Independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with Hanwha Vision includes the following:

- Report contents during the period from January 1st to December 31st 2024 included in the Report, some data of 2025 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report’s compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance level and type are as follows:

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)



Independent Assurance Statement

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by Hanwha Vision.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

201-1, 201-3, 205-2~3, 206-1, 302-1, 302-3~4, 303-2~4, 305-1~2, 305-4~5, 305-7, 306-3~5, 401-1~3, 403-1~10, 404-1~3, 405-1~2, 406-1, 416-2, 418-1

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities:

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of Hanwha Vision's reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the HQ of Hanwha Vision to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by Hanwha Vision. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with Hanwha Vision. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain Hanwha Vision's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Independent Assurance Statement

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

Inclusivity: Stakeholder Engagement and Opinion

In order to collect opinions on the positive and negative impact of corporate activities, Hanwha Vision defines key stakeholders that have a significant impact on corporate management activities as customers, employees, communities, and partners. Based on the communication channels for each stakeholder, it actively collects stakeholder opinions and reflects them in management activities such as strategy establishment and implementation. In addition, we collect expectations and various opinions of each key stakeholder group, reflect the major issues derived in decision-making related to sustainability, and disclose the process in the report.

Materiality: Identification and reporting of material sustainability topics

Hanwha Vision established strategies related to sustainable management and established processes to derive reporting issues, and evaluated environmental, social and financial impacts on each ESG issue and identified critical issues through a critical assessment. As a result of the evaluation, the top 10 ESG issues of high environmental and social impact and financial importance were selected as Hanwha Vision's Top 10 Critical Issues, and the corresponding activities and achievements are selected and the relevant processes are disclosed through reports.

Responsiveness: Responding to material sustainability topics and related impacts

Hanwha Vision has established a management process for key reporting issues related to important sustainability topics and related impacts. In order to respond appropriately in a way that reflects the expectations of stakeholders, the report discloses policies on key reporting issues, task performance status, activity performance, and response performance, including improvement measures.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Hanwha Vision has established a process to identify and evaluate the impact on organizations and stakeholders related to key reporting issues. The results of the analysis of impact, risk and opportunity factors on key reporting issues are used to make decisions to establish a response strategy for each issue, and the process is disclosed through reports.

Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion; Hanwha Vision is pursuing sustainable change and creating economic, environmental, and social values as a responsible member of the society under Hanwha Group's ESG vision of realizing sustainable development that improves the value of human life. It is desirable to strengthen the implementation status of management indicators by environment, society, and governance related to Hanwha Vision's three ESG directions based on the relevant organizations.

GRI-reporting

Hanwha Vision has self-declared compliance with GRI Standards. Based on the data and information provided by Hanwha Vision, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 28/05/2025

For and on behalf of British Standards Institution (BSI):

BSI representative



Jong Ho Lee, Lead Assurer



Seonghwan Lim, Managing Director of BSI Korea



