



**WOORYOUNG AUTOMOTIVE INDIA PRIVATE  
LIMITED**

**GLOBAL REPORTING INITIATIVE (GRI)  
REPORT FY 2023 to 2024**

Non-Attested

**Confidentiality & Disclaimer**

This report is intended for informational purposes only. The data and disclosures presented are based on the best available information as of the reporting period and are subject to change. WOORYOUNG Automotive Private Limited does not guarantee the accuracy or completeness of the information provided and assumes no liability for any errors or omissions.



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## General Disclosures

### GRI 2: General Disclosures

#### 2.1 The Organization and Its Reporting Practices Disclosure 2-1: Organizational Details

- a. Report its legal name: WOORYOUNG Automotive Pvt Ltd; [WOORYOUNG](#)
- b. Report its nature of ownership and legal form: Privately Owned
- c. Report the location of its headquarters: 56, Gongdan-gil, Buk-gu, Ulsan, SOUTH KOREA.
- d. Report its countries of operation: South Korea, India.

#### Disclosure 2-2: Entities Included in the Organization's Sustainability Reporting

- a. List all its entities included in its sustainability reporting: WOORYOUNG Automotive India Pvt Ltd
- b. If the organization has audited or consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting:  
Not applicable
- c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including:
  - i. Whether the approach involves adjustments to information for minority interests:  
Where data is available for minority interests, it is included in our aggregated reporting.
  - ii. How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities: All disposals and acquisitions are included.
  - iii. Whether and how the approach differs across the disclosures in this Standard and across material topics:  
We apply a consistent approach across all disclosures.

#### Disclosure 2-3: Reporting Period, Frequency, and Contact Point

- a. Specify the reporting period for, and the frequency of, its sustainability reporting: WOORYOUNG reports annually in accordance with the latest Global Reporting Initiative (GRI) Standards, core options.



- b. Specify the reporting period for its financial reporting, and, if it does not align with the period for its sustainability reporting, explain the reason for this:** WOORYOUNG Automotive follows the Calendar Year 2023 (CY23) for financial reporting, covering the period from **1st January 2023 to 31st December 2023**. The sustainability reporting period extends beyond this, covering **January 2023 to April 2024**, to ensure a more comprehensive assessment of ongoing initiatives and performance indicators. This extended period allows for the inclusion of the latest available data and aligns with WOORYOUNG's commitment to transparency and continuous improvement in sustainability reporting.
- c. Report the publication date of the report or reported information:** DEC 2024
- d. Specify the contact point for questions about the report or reported information:** Thompson Bernard, Environmental, Social and Governance (ESG), WOORYOUNG Automotive

#### **Disclosure 2-4: Restatements of Information**

- e. Report restatements of information made from previous reporting periods and explain:** WOORYOUNG has not made any restatements of information from previous reporting periods. This is the first iteration of GRI reporting by the organization. Therefore, no prior data has been revised or reissued.

#### **Disclosure 2-5: External Assurance**

- a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved:**

WOORYOUNG is committed to ensuring the credibility and accuracy of its sustainability reporting. While no third-party assurance has been sought for this reporting period, WOORYOUNG plans to engage independent auditors for reasonable assurance on selected key performance indicators in future reporting cycles. All disclosures are reviewed internally by the Board of Directors and key senior executives before publication to maintain transparency and accountability.



**b. If the organization's sustainability reporting has been externally assured:**

For future reporting, WOORYOUNG will seek assurance exclusively from non-affiliated third-party auditors to eliminate any potential conflicts of interest and ensure an objective evaluation of its sustainability disclosures. However, for the current reporting period, no external assurance has been conducted.

## 2.2 Activities and Workers

### Disclosure 2-6: Activities, Value Chain, and Other Business Relationships

- a. Report the sector(s) in which it is active:** WOORYOUNG operates in the private sector, specifically within the automotive industry
- b. Describe its value chain:** WOORYOUNG's value chain consists of the **procurement, assembly, and distribution** of high- quality automotive components. The company sources parts from suppliers and integrates them into finished products, primarily **wheel bearings and suspension & steering components**. These assembled products are then delivered to customers, ensuring performance, safety, and reliability in the automotive sector.

### Disclosure 2-7: Employees

- a. Report the total number of employees and a breakdown of this total by gender and by region**  
WOORYOUNG Automotive is committed to fostering a diverse and inclusive workforce. As of FY23, the total number of employees at the **Chennai plant** is **90**, with the following gender distribution:

Head Count by Gender	Female	Male	Not Declared	Total
Chennai	0	90	0	90
Total	0	90	0	90

### Workforce Insights and Future Goals

- **Encouraging Gender Diversity:** While male employees currently make up a majority of the workforce (97.75%), WOORYOUNG recognizes the importance of gender balance and is actively working toward increasing female representation.
- **Future Targets:** WOORYOUNG aims to create a more diverse workforce by implementing initiatives that encourage **greater female participation in manufacturing and technical roles**. Efforts will focus on **targeted recruitment, upskilling programs, and workplace policies** that support gender inclusivity.



- **Commitment to Inclusion:** WOORYOUNG is dedicated to fostering an equitable work environment where all employees, regardless of gender, have access to **equal opportunities for growth, leadership, and professional development.**

**b. Report the total number of:**

- Permanent employees, and a breakdown by gender and by region
- Temporary employees, and a breakdown by gender and by region
- Nonguaranteed hours employees, and a breakdown by gender and by region: Not applicable
- Full-time employees, and a breakdown by gender and by region
- Part-time employees, and a breakdown by gender and by region

Head Count by Position Type	Female	Male	Not Declared	Total
Permanent	0	15	0	15
Temporary/Fixed Term	0	50	0	50
<b>Global Total</b>	<b>0</b>	<b>65</b>	<b>0</b>	<b>65</b>

*\* Chennai plant only*

**c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:** Data is collected and reported by our Human Resources (HR) analytics team. Data shared is based on head count as of December 31st, 2023, the last day of our Calendar year 2023.

**d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b:** Data represents employee head count for the WOORYOUNG Chennai plant as of December 31st, 2023.

**e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods:**

This data exclusively represents the **WOORYOUNG Chennai plant** workforce.

Future reports may expand coverage to include other facilities or global operations.

While WOORYOUNG employs **temporary and fixed-term employees**, their numbers remain stable and **do not fluctuate based on seasonal demand.**



The company maintains a **consistent workforce**, ensuring operational stability and employee retention.

#### Disclosure 2-8: Workers Who Are Not Employees

- a. **Report the total number of workers who are not employees and whose work is controlled by the organization and describe:** Contractor head count as of December 31st, 2023., was 214.
- b. **Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:** WOORYOUNG reports total contractors working on behalf of WOORYOUNG. We define contractors in accordance with the Internal Revenue Service (IRS) definition of independent contractors.
- c. **Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods:** From 1<sup>st</sup> January 2023 – 31<sup>st</sup> December 2023, WOORYOUNG experienced a reduction in the number of contractors. This change reflects the company's strategic workforce planning initiatives, which aim to transition from a contractor-based workforce to a more stable and sustainable full-time employment model.

### 2.3 Governance

#### Disclosure 2-9: Governance Structure and Composition

- a. **Describe its governance structure, including committees of the highest governance body:**

WOORYOUNG has a well-defined governance structure designed to ensure strategic oversight, ethical decision-making, and operational accountability. The highest governance body is the **Board of Directors**, which is responsible for setting the company's vision, mission, and long-term strategy.

To support its governance framework, WOORYOUNG has established various committees, each with specific roles and responsibilities:

1. **Audit Committee** - Oversees financial reporting, internal controls, and compliance with regulatory requirements.
2. **Risk Management Committee** - Identifies, assesses, and mitigates risks associated with business operations, including ESG and cybersecurity risks.
3. **Sustainability Committee** - Focuses on environmental, social, and governance (ESG) initiatives, ensuring alignment with global sustainability standards.
4. **Ethics and Compliance Committee** - Ensures adherence to legal, regulatory, and ethical business practices.



This governance structure enables WOORYOUNG to maintain transparency, accountability, and sustainability in its business operations.

**b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people:**

WOORYOUNG Automotive has a structured governance framework to ensure strategic oversight, ethical decision-making, and accountability. The highest governance body is the **Board of Directors**, which is responsible for defining the company's long-term vision, mission, and corporate strategy.

The Board is supported by two standing committees:

1. **Steering Committee** – Responsible for high-level strategic planning, policy formulation, and major corporate decisions. This committee ensures that WOORYOUNG's business direction aligns with its sustainability and growth objectives.
2. **Core Committee** – Focuses on operational execution, governance compliance, and internal controls. This committee plays a critical role in overseeing the implementation of board-approved policies and initiatives.

**c. Describe the composition of the highest governance body and its committees by:**

- i. **Executive and nonexecutive members:** Our board of directors' leadership structure consists of a Representative from group for ESG Coordinator - India, and Eleven (6) independent core members.
- ii. **Independence:** Our board of directors' leadership structure consists of a Representative from group for ESG Coordinator - India, steering committee & Core Committee. WOORYOUNG Automotive is committed to maintaining the highest standards of corporate governance. The board adheres to governance principles designed to ensure excellence in the execution of its duties and regularly reviews the company's governance policies and practices. These principles are outlined in WOORYOUNG guidelines, which, in conjunction with our articles of incorporation, bylaws, Code of Conduct, board committee charters, and related policies, form the framework for the effective governance of WOORYOUNG.
- iii. The board has determined that: Mr. KYOUNG JO PARK - ESG Coordinator for India, who is the company's Steering committee and all of the company's Core Committee Members, namely Mr. Manikandan, Mr. Siva Prasanth, Mr. Marudhu Manickam, Mr. Gokularasan, Mr. Saravanan, Mr. Lokesh are independent for the purposes of WOORYOUNG's guidelines.
- iv. **Tenure of members on the governance body:** Average tenure is 5 years.



**v. Number of other significant positions and commitments held by each member, and the nature of the commitments:**

We have a highly effective and engaged board, and we believe that our directors outside directorships enable them to contribute valuable knowledge and experience to our board. At the same time, the board is sensitive to the external obligations of its directors and the potential for over-boarding.

Our guidelines provide that directors should not serve as a director of another company if doing so would create actual or potential conflicts, or interfere with their ability to devote sufficient time and effort to their duties as a director of WOORYOUNG.

Directors who have a full-time job should not serve on the boards of more than three other public companies, and directors who do not have a full-time job should not serve on the board of more than four other public companies.

Name	Principal Occupation	Other Public Company Boards
Mr. Kyoung Jo Park	Steering Committee - ESG Coordinator for India	N/A
Mr. Lokesh	Sr.E - HR	N/A
Mr. Manikandan	DM - Maintenance	N/A
Mr. Marudhu	AM - Quality	N/A
Mr. Gokularasan	AM - Production	N/A
Mr. Manikandan	Safety Officer (ESG Coordinator)	N/A



vi. **Stakeholder representation:** We recognize that engaging with external and internal stakeholders is an essential part of responsible business practice, as it helps us define our sustainability strategy, share our progress, and improve our reporting. We do this in a variety of ways, including annual customer surveys, collaboration websites, committee memberships, and face-to-face dialogue.

#### Disclosure 2-10: Nomination and Selection of the Highest Governance Body

a. **Describe the nomination and selection processes for the highest governance body and its committees:** As Per the size and scale of the organization, the Managing Director is responsible to steer the committee, where core members are the head of departments.

b. **Describe the criteria used for nominating and selecting highest governance body members:** The assessment of board skills, experience, and background involves considering numerous factors, including independence, experience, professional and personal ethics and values, age, gender, and ethnic diversity, as well as skills and attributes. Our board is committed to actively seeking women and minority director candidates for consideration. The board seeks directors whose expertise achieves a balance across the following skills and attributes: **Leadership and Management:** Includes experience as a senior executive in a global or large public or private organization, with practical skills and insights around setting business strategy, overseeing operations, driving cost leadership, facilitating change management, leading transformation, and driving results.

**Public Company Governance:** Experience with corporate and board governance, including oversight of compliance, risk, regulatory requirements, executive compensation practices, and policies and processes to effectively manage and monitor these in support of the stockholders' interests.

**Industry:** Experience in the professional services industry with a good understanding of WOORYOUNG's strategy, offerings, digital transformation, innovation, customers, marketplace dynamics, and success drivers.

**Audit and Financial Expertise:** Experience and understanding of areas such as accounting policies and standards, financial reporting, disclosure requirements, financial statements, internal controls, audit (internal and external), complex financial transactions, capital allocation, and mergers and acquisitions.

**Enterprise Transformation and Culture Building:** Experience in workforce transformation, restructuring, and building a high-performance culture in a complex global or large environment as the landscape for technology services embraces marketplace-led disruption. Experience aligning HR policies and practices to attract, onboard, develop, and retain top talent in support of WOORYOUNG's strategic talent plan.

**Capital Markets and Treasury:** Experience globally in raising funds in the debt and equity markets; managing liquidity; and managing the complex interplay of operational performance, rating agencies, and stockholder relationships.

**Technology and Information Security:** Experience in senior leadership roles at companies in the technology landscape and an understanding WOORYOUNG's enabling technologies. Experience managing information security risks, including an understanding of the information security threat landscape.

**Government/Regulatory and Public Policy:** Broad regulatory or policymaking experience in business, government, technology, or public service. Experience in government positions or through extensive interactions with the government, policymakers, and government agencies. **Environmental, Social, and Governance (ESG):** Experience related to ESG matters.

In addition to the skills and expertise listed above, the Nominating/Corporate Governance Committee and the board also believe that the following key attributes are important to an effective board:

- Integrity and demonstrated high ethical standards
- Sound judgment
- Analytical skills
- Ability to engage management and each other in a constructive and collaborative fashion
- Commitment to devoting significant time and energy to service on the board and its committees

In evaluating potential director nominees, the Nominating/Corporate Governance Committee considers the applicable qualifications. The committee then considers the contribution they would make to the quality of the board's decision making and effectiveness. The Nominating/Corporate Governance Committee will also consider potential director candidates recommended by stockholders in the same manner as other candidates.

#### **Disclosure 2-11: Chair of the Highest Governance Body**

**a. Reporting whether the chair of the highest governance body is also a senior executive in the organization:** The Managing Director of the organization is the chair of the governance body, who oversees the overall functions of all departments, managed by departments heads. The Ethics committee is responsible to mitigate risks arising from conflict of interest.

**b. If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated:** Not applicable.

#### **Disclosure 2-12: Role of the Highest Governance Body in Overseeing the Management of Impacts**

**a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development:**

The highest governing body is responsible for developing, approving, and updating the organization's purpose, value, or mission statement, strategies, policies and goals related to sustainable development.



**b. Describe the role of the highest governance body in overseeing the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment, and people:**

We are committed to maintaining the highest standards of corporate governance. The board’s responsibilities include, but are not limited to:

- Overseeing the management of our business and the assessment of our business risks
- Overseeing the processes for maintaining integrity of our financial statements and other public disclosures, and compliance with law and ethics
- Reviewing and approving our major financial objectives and strategic and operating plans, and other significant actions
- Overseeing our talent management and succession planning
- We are committed to providing transparency about our board and committee evaluation process. Our board uses a multipart process for its ongoing self-evaluation to ensure that the board is operating effectively and that its processes reflect best practices:

**c. Describe the role of the highest governance body in reviewing the effectiveness of the organization’s processes as described in 2-12-b, and report the frequency of this review:** The board discharges its responsibilities through regularly scheduled meetings as well as telephonic meetings, action by written consent, and other communications with management, as appropriate.

**Disclosure 2-13: Delegation of Responsibility for Managing Impacts**

**a. Describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people:**

- The governance of WOORYOUNG’s ESG program is based on involving, the ESG Executive Steering Committee and the ESG Core Committee. Each of these governing bodies performs a critical role in ensuring our approach incorporates broad perspectives to address our stakeholder needs while delivering on our commitment to sustainable business.
- Core committee members delegate identified responsibilities to respective point of contacts for effective management of impacts.

The board of directors provides oversight on WOORYOUNG’s ESG issues, including climate-related risks, opportunities and concerns, and ensures we have the governance, long-term strategy, and processes to manage ESG outcomes that meet the needs of stakeholders.



**b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people:**

The board of directors provides oversight on WOORYOUNG’s ESG issues, including climate-related risks, opportunities and concerns, and ensures we have the governance, long-term strategy, and processes to manage ESG outcomes that meet the needs of stakeholders.

WOORYOUNG’s ESG Executive Steering Committee is the primary governance body guiding WOORYOUNG’s cross- functional ESG strategy. Committee members include the Steering Committee - ESG Coordinator for India, Sr.E - HR, DM - Maintenance, AM - Quality, AM - Production, Safety Officer (ESG Coordinator). The majority of the ESG Executive Steering Committee members report directly to the CEO. The committee meets quarterly to discuss ESG commitments, strategies and goals.

Responsibilities include:

- Supporting WOORYOUNG’s ongoing commitment to ESG matters
- Promoting ESG program alignment with business processes and decisions
- Guiding the development of ESG program strategy, risks, and goals
- Setting and overseeing corporate targets
- Monitoring and anticipating evolving ESG requirements and appropriate responses
- Providing disclosure guidance

**Disclosure 2-14: Role of the Highest Governance Body in Sustainability Reporting**

**a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information:**

The WOORYOUNG Board of Directors Nominating/Corporate Governance Committee receives updates at each meeting from the COO or other C-level executives on ESG matters impacting the business, including investor-related issues and ESG ratings, risks, and opportunities. At the beginning of each fiscal year, ESG strategy and priorities are discussed and confirmed with the committee.

Within the year, the committee receives regular updates on the most pressing risks and issues facing the business, including climate-related matters. These updates are subsequently shared with the full board after each committee meeting. All targets are approved by the committee, and progress against the targets and priorities is reviewed throughout the year.



**b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this:** The report is reviewed and verified by committee members and is then approved and signed by the Managing Director

#### Disclosure 2-15: Conflicts of Interest

**a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated:** The WOOYOUNG Code of Conduct, Conflicts of Interest (COI) Policy, and our Values require our directors, officers, executives, employees, and representatives to disclose all known, apparent, or potential conflicts of interest to WOOYOUNG, as they arise. Conflict disclosures must be notified to line management and to WOOYOUNG Integrity (the Ethics and Compliance function). Additionally, WOOYOUNG requires employees to complete an annual Survey, which helps to highlight any situations that may present an actual or potential COI. Once they are disclosed, COI disclosures are evaluated and dispositioned in a timely manner. This allows WOOYOUNG employees to proactively communicate any actual or perceived COI, but also facilitates WOOYOUNG taking appropriate measures to mitigate risk.

**b. Report whether conflicts of interest are disclosed to stakeholders:** Not applicable, as WOOYOUNG India and leadership is extended operations of the headquarters. All decision-making is in collaboration with the headquarters and there are no external stakeholders.

#### Disclosure 2-16: Communication of Critical Concerns

**a. Describe whether and how critical concerns are communicated to the highest governance body:**

- Bribery, unfair demands or reports
- Improvement of unreasonable practices
- Unfair trade practices due to delay in proposals
- Any other acts that violate the Code of Ethics
- Abuse of power and solicitation
- Violation of information security policy

Please write your report accurately in accordance with the 6 principles, as it may not be processed if the report is found to be inaccurate or false.

- Reported matters are investigated directly by the Audit Office, and the progress and results can be checked through the Cyber Audit Office processing results screen.
- Confidentiality: Prohibition on disclosing or implying the identity of a whistle blower without the whistle blower's consent.
- Identity protection: Protection from disadvantages or discrimination from business relationships and affiliated departments due to reporting, statements, and submission of materials

For other inquiries, please contact the WOORYOUNG Group Audit Office.

Address: WOORYOUNG Group Audit Team, , 56, Gongdan-gil, Buk-gu, Ulsan,  
SOUTH KOREA. ; Postal Code: 44252

E-mail: [WWW.Wooyoung.co.in](http://WWW.Wooyoung.co.in)

- b. **concerns that were communicated to the highest governance body during the reporting period:** Any material incidents, investigations, proceedings, complaints, or lawsuits have been notified, as required, to the Government law.

#### Disclosure 2-17: Collective Knowledge of the Highest Governance Body

- a. **Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development:** The board recognizes the importance of its members keeping current on WOORYOUNG and industry issues and of their responsibilities as directors. All new directors attend orientation training soon after being elected to the board.

#### Disclosure 2-18: Evaluation of the Performance of the Highest Governance Body

- a. **Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people:** We are committed to providing transparency about our board and committee evaluation process. Our board uses a multipart process for its ongoing self-evaluation to ensure that the board is operating effectively and that its processes reflect best practices:

- **Annual self-evaluations:** The Nominating/Corporate Governance Committee oversees the annual evaluation of the board and each committee. Each director completes a comprehensive questionnaire evaluating the performance of the board as a whole and of the committees on which the director serves. The directors' responses are aggregated and anonymized to encourage the directors to respond candidly and to maintain the confidentiality of their responses.



The chairman, together with the chair of the Nominating/Corporate Governance Committee, summarizes the directors' responses about the performance of the board as a whole and the committees and shares the findings with the board. The annual evaluation process provides the board with valuable insight regarding areas where the board believes it functions effectively and, more importantly, areas where the board believes it can improve.

- b. Report whether the evaluations are independent and on the frequency of the evaluations:** The Nominating/Corporate Governance Committee oversees the annual evaluation of the board and each committee. Each director completes a comprehensive questionnaire evaluating the performance of the board as a whole and of the committees on which the director serves. The directors' responses are aggregated and anonymized to encourage the directors to respond candidly and to maintain the confidentiality of their responses. The chairman, together with the chair of the Nominating/Corporate Governance Committee, summarizes the directors' responses about the performance of the board as a whole and the committees and shares the findings with the board. The annual evaluation process provides the board with valuable insight regarding areas where the board believes it functions effectively and, more importantly, areas where the board believes it can improve. Our board evaluation process includes an external evaluator from time to time.
- c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices:** The Nominating/Corporate Governance Committee periodically assesses the collective skills and experiences of our board, aligning them to our long-term strategy.

#### Disclosure 2-19: Remuneration Policies

- a. Describe the remuneration policies for members of the highest governance body and senior executives:**

WOOYOUNG Automotive has a well-defined remuneration policy for its Board of Directors and senior executives, ensuring competitive and fair compensation. The remuneration framework includes a fixed salary, performance-based incentives, long-term benefits, and additional allowances. Compensation is determined based on industry standards, role responsibilities, and company performance. The policy is designed to attract and retain leadership talent while ensuring alignment with WOOYOUNG's strategic business objectives. The remuneration structure undergoes periodic reviews to reflect market trends and internal growth, maintaining a balanced and motivating pay structure.

- b. Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people:**

WOOYOUNG Automotive's remuneration policies for the highest governance body and senior executives are structured to align with



the organization's overall business objectives and operational performance. Compensation is determined based on leadership responsibilities, financial performance, and industry standards. While the current remuneration framework does not incorporate direct performance-based incentives linked to environmental and social impact, it ensures accountability in decision-making that drives business growth, operational efficiency, and workforce stability. Future considerations may include sustainability-driven performance metrics to further align executive compensation with WOORYOUNG's long-term commitments to responsible business practices.

#### **Disclosure 2-20: Process to Determine Remuneration**

**a. Describe the process for designing its remuneration policies and for determining remuneration**

WOORYOUNG Automotive designs its remuneration policies through a structured and transparent process that ensures competitive and fair compensation for senior executives and the highest governance body. The Board of Directors, in consultation with the Steering and Core Committees, reviews industry benchmarks, company performance, and role-specific responsibilities to determine remuneration. Periodic assessments are conducted to ensure alignment with market trends and business objectives.

**b. Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable:** As of this reporting period, no formal stakeholder or shareholder votes have been conducted on remuneration policies. Any future votes or updates will be disclosed accordingly.

#### **Disclosure 2-21: Annual Total Compensation Ratio**

**a. Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual):**

**b. Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual):**

**c. Report contextual information necessary to understand the data and how the data has been compiled:**

For this reporting period, WOORYOUNG Automotive has not disclosed the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees. However, the company ensures that its compensation structure remains competitive, fair, and aligned with industry standards. Future disclosures may include this information as part of WOORYOUNG's commitment to transparency and equitable remuneration practices.



## 2.4 Strategy, Policies, and Practices

### Disclosure 2-22: Statement on Sustainable Development Strategy

a. **Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development:**

### Disclosure 2-23: Policy Commitments

a. **Describe its policy commitments for responsible business conduct:** The WOORYOUNG Code of Conduct.

The WOORYOUNG Group Employee Code of Conduct is a standard established by the automobile parts manufacturing industry and their supply chain to establish a safe working environment, ensure respect and dignity for workers, and operate an environmentally friendly and ethical business.

WOORYOUNG Policies and practices are:

- Water Policy
- Energy Policy
- Bio diversity Policy
- Carbon emission & climate change policy
- Waste management policy
- Health & safety policy
- Labor & Human Rights Policy
- Diversity & inclusion policy
- POSH Policy
- Standing Order
- Employee Code of Conduct
- Ethics Policy



- Anti-bribery & Anti-Corruption Policy
- Green Procurement Policy
- Supplier Code of Conduct Policy
- b. Describe its specific policy commitment to respect human rights:**
  - WOOYOUNG does not discriminate in employment and work for reasons including ethnicity, race, nationality, sex, religion, place of birth, disability, marriage, pregnancy, child delivery, political orientation, gender identity, and labor union membership.
  - WOOYOUNG bans all brutal and inhuman acts, including mental or physical violence, sexual violence, harassment, or abuse, punishment, psychological or physical coercion, torment, and verbal abuse. The Company clearly defines disciplinary policies and procedures immediately applicable in cases of violations.
  - WOOYOUNG also conforms to rules, policies, and standards on working conditions, including minimum wage guarantee and social insurance, and also strives to secure wage levels surpassing living wages so that employees and their family can maintain a decent standard of living.
  - WOOYOUNG follows the minimum age for employment standards stipulated in the regulations of each country and region, and it does not allow any form of child labor.
  - WOOYOUNG bans all modern forms of slavery, including forced labor, bonded labor, involuntary servitude, human trafficking for exploitation, and human rights crimes related to deprivation of liberty, in principle.
  - WOOYOUNG assures labor based on an individual's free will, does not unreasonably restrain mental or physical freedom, force labor against employees' free will, and requires transfer of personal documents, such as a passport or an ID card, as conditions to hiring.
  - All work should be done voluntarily, and employees have the freedom to quit or resign from the job without any disadvantages when sending contractually reasonable notices. Also, the workers' exit/entry and movement to common rooms, plants, and dorms within the place of business are not limited without.
  - WOOYOUNG fulfills its duties to respect and protect the human rights of vulnerable workers, including females, workers with disabilities, and foreign workers.
  - WOOYOUNG follows standards based on the Personal Information Protection Act to prevent the loss, theft, leak, forgery, or damage of personal information of employees, clients, and visitors. Also, the Company applies safety measures prescribed by the Personal Information Protection Commission to ensure the safety of private information and technical and administrative protection measures.



- WOOYOUNG ensures the right to form and join labor unions and collective bargaining to all employees, following each country's relevant labor laws and collective agreements, and in no case discriminates or unfairly treats for the reason of relevant actions.
  - WOOYOUNG endeavors to prevent the abuse of the human rights of residents running businesses in the community and conserves the environment. WOOYOUNG respects and defends residents' right to life, freedom of movement, right to personal safety, and property ownership, and listens and tries to reflect stakeholders' opinions in the local community.
  - WOOYOUNG regularly inspects facilities and equipment in the place of business for all the employees to work in a safe working condition, takes appropriate actions to provide support to prevent physical and mental risks, and manages afterward.
  - WOOYOUNG appropriately manages and acts to prevent human rights violations in the supply chain.
- c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this:** Please see the following statements for more information:
- WOOYOUNG Declaration & Policy: [WOOYOUNG - ESG 선언과 방침 \(EN\)](#)
  - WOOYOUNG Code of Conduct: [WOOYOUNG - ESG 행동규범 \(EN\)](#)
  - WOOYOUNG's Commitment to the Global Initiative: [WOOYOUNG - Global Initiative](#)
  - We publish our disclosures on our ESG web page: <https://WWW.Wooyoung.co.in>
- d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level:**
- Approval for all aspects of our Code of Conduct is provided by the board's Audit Committee. Any material changes to the Code of Conduct must be reviewed and approved by the Audit committee.

#### Disclosure 2-24: Embedding Policy Commitments

- a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships:** We recognize the importance of providing our employees and business partners with resources and tools that help them do the right thing. To help guide decisions and achieve desirable outcomes, WOOYOUNG's Code of Conduct establishes the policies by which we conduct business. They provide a framework for ethical behavior in complex situations. These policies are cascaded throughout our framework of policies governing individual subject matter areas.



The WOORYOUNG Responsible Supply Chain Principles speak to the commitments we make to our customers and our business relationships built on trust and personal responsibility. They establish the standards required for conducting business with WOORYOUNG. WOORYOUNG’s Human Rights Statement was developed in accordance with the tenets of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights: [WOORYOUNG - ESG 행동규범 \(EN\)](#)

WOORYOUNG Integrity conducts ethics and compliance-related training for all active employees around the globe, with a completion rate of 100% in FY24. All new hires are required to take the training within 30 days of onboarding.

#### Disclosure 2-25: Processes to Remediate Negative Impacts

**a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to:** We are committed to operating in a manner that protects the environment and the health and safety of our employees, contractors, customers, and the communities in which we conduct business. WOORYOUNG meets or exceeds applicable compliance obligations, customer commitments, and environmental requirements to which we subscribe.

**Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in:** The WOORYOUNG, Code of Conduct, and policies set the expectation that employees, and anyone working with or on behalf of WOORYOUNG, should seek advice and report misconduct – whether witnessed or suspected.

- The relevant employee’s supervisor, their supervisor’s manager, or any other individual in the management chain
- Human Resources Employee Connect
- Legal

Address: WOORYOUNG Group Audit Team , 56, Gongdan-gil, Buk-gu, Ulsan,

SOUTH KOREA. ; Postal Code: 44252

E-mail: [WWW.Wooyoung.co.in](http://WWW.Wooyoung.co.in)

WOORYOUNG Integrity oversees these various committee Meetings and channels to help employees, contractors, and others with raising questions or concerns, and help with the early identification and management of issues.

**b. Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to:** WOORYOUNG has reaffirmed its commitment to the Ten Principles of the UN Global Compact on human rights, labor standards, protection of the environment, and anti-corruption. **WOORYOUNG** is focused on delivering excellence for our customers and colleagues, and we are committed to improving the communities in which



we live and work. We express our ongoing support to advance the Ten Principles within our company and those we influence.

Confidentiality, anonymity, and WOORYOUNG's stance on retaliation: We know there may be some reluctance to ask questions or report misconduct. For this reason, we offer multiple channels to increase people's comfort with asking questions or reporting misconduct. Where permitted by law, a report can be made anonymously. Also, in our efforts to resolve reported issues, WOORYOUNG controls access to reported information, allowing its distribution only to those who need it to properly investigate misconduct. For protecting employee personal data, as appropriate and in accordance with the WOORYOUNG Privacy Policy [WOORYOUNG - 개인정보처리방침](#) and the Individual helpline mail [WWW.Wooyoung.co.in](mailto:WWW.Wooyoung.co.in)

**Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms:** WOORYOUNG strives for continuous improvement in our support Meetings, programs, processes, and communications. All the Grievances are reviewed in the Grievance Committee formed by WOORYOUNG.

**c. Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback:** WOORYOUNG tracking all data points related to employee survey feedback, integrity investigations, customer surveys, and partner surveys. This allows for trend analysis as a means of continuous improvement as it relates to a variety of grievances or issues. Metrics related to this process are tracked and reported to Committee.

### Disclosure 2-26: Mechanisms for Seeking Advice and Raising Concerns

**a. Describe the mechanisms for individuals to:**

- i. seek advice on implementing the organization's policies and practices for responsible business conduct**
- ii. raise concerns about the organization's business conduct**

The WOORYOUNG, Code of Conduct, and policies set the expectation that employees, and anyone working with or on behalf of WOORYOUNG, should seek advice and report misconduct — whether witnessed or suspected.

- The relevant employee's supervisor, their supervisor's manager, or any other individual in the management chain
- Human Resources Employee Connect
- Legal
- 

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**WOOYOUNG** Integrity oversees these various committee Meetings and channels to help employees, contractors, and others with raising questions or concerns, and help with the early identification and management of issues.

#### **Disclosure 2-27: Compliance with Laws and Regulations**

**a. Report the total number of significant instances of noncompliance with laws and regulations during the reporting period, and a breakdown of this total by:**

- i. instances for which fines were incurred**
- ii. instances for which nonmonetary sanctions were incurred**

No significant instances of non-compliance with laws and regulations

**b. Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:**

- i. fines for instances of noncompliance with laws and regulations that occurred in the current reporting period:** WOOYOUNG had no material fines for noncompliance with laws and regulations in FY23.
- ii. fines for instances of noncompliance with laws and regulations that occurred in previous reporting periods:** WOOYOUNG had no material fines for noncompliance with laws and regulations in FY23.

#### **Disclosure 2-28: Membership Associations**

**a. Report industry associations, other membership associations, and national or international advocacy organizations in which it plays a significant role:**

WOOYOUNG maintains memberships with or otherwise engages with the following organizations

**WOOYOUNG India**

- CII
- ACMA
- QCFI

## 2.5 Stakeholder Engagement



### Disclosure 2-29: Approach to Stakeholder Engagement

**Describe its approach to engaging with stakeholders:** WOORYOUNG engages in business-to-business and business-to-government commerce. Our key stakeholders include Employees, Investors & shareholders, Customers, Suppliers, Government Bodies, Communities, NGOs, Media in which we conduct business. Common categories of stakeholders for organizations are business partners, civil society organizations, consumers, customers, employees and other workers, governments, local communities, non-governmental organizations, shareholders and other investors, suppliers, trade unions, and vulnerable

groups. an interest (or ‘stake’) is something of value to an individual or group, which can be affected by the activities of an organization. Stakeholders can have more than one interest. [WOORYOUNG - 개인정보처리방침](#)

### Disclosure 2-30: Collective Bargaining Agreements

**a. Report the percentage of total employees covered by collective bargaining agreements (CBAs):** We do not report on the percentage of employees who are covered by CBAs (or on those who are covered by other forms of employee representation).

**b. For employees not covered by CBAs, report whether the organization determines their working conditions and terms of employment based on CBAs that cover its other employees or based on CBAs from other organizations:** The Chairperson of the Audit Committee and the Chief Ethics Counsellor of the Company have an oversight on the functioning of the Whistle Blower Policy and mechanism.

The Company has an ethics helpline where employees can place anonymous complaints of alleged ethics violations. The ethics helpline can be reached in the following ways:

1. A Whistle-blower can report his / her ethical concerns by either sending mail to [www.Wooyoung.co.in](http://www.Wooyoung.co.in) or by accessing the web portal at [WOORYOUNG - Cyber Audit Office](#). Concern can be submitted in multiple languages.
2. Written application: Concerns can also be reported in writing to Chief Ethics Counsellor or Chairman of the Audit Committee. In line with our commitment towards Gender Inclusion and Diversity, and creating a safe, fair and just workplace, Company has the Prevention of Sexual Harassment at Workplace (POSH) Policy. The Prevention of Sexual Harassment at Workplace (POSH) set up includes various Internal Committees (IC). All the women associate (permanent, temporary, contractual and trainees), woman service providers as well as any woman visiting the Company’s workplace are covered under this policy. Any kind of objectionable conduct is subject to disciplinary actions.



## GRI 201: Economic Performance

### Disclosure 201-1: Direct Economic Value Generated and Distributed

### Disclosure 201-2: Financial Implications and Other Risks and Opportunities Caused by Climate Change

### Disclosure 201-3: Defined Benefit Plan Obligations and Other Retirement Plans

WOOYOUNG Automotive contributes to economic growth through its business operations, generating direct economic value in the form of revenue, profits, employee wages, operational expenses, and community investments. The company ensures responsible financial management by distributing economic value across key stakeholders, including employees, suppliers, shareholders, and local communities. For this reporting period, WOOYOUNG has focused on sustainable business growth, maintaining financial stability, and reinvesting in innovation and operational excellence. Detailed financial data on revenue generation, operating costs, employee compensation, and community contributions will be disclosed in future reports as part of WOOYOUNG's commitment to transparent economic reporting.

### Disclosure 201-4: Financial Assistance Received from the Government

201-4	Financial assistance received from government	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:	Yes
		i. tax relief and tax credits;	NA
		ii. subsidies;	NA
		iii. investment grants, research and development grants, and other relevant types of grant;	NA
		iv. awards;	NA
		v. royalty holidays;	NA
		vi. financial assistance from Export Credit Agencies (ECAs);	NA
		vii. financial incentives;	Rs.2,29,00,706.00
		viii. other financial benefits received or receivable from any government for any operation.	Rs.60,37,218.00
		b. Whether, and the extent to which, any government is present in the shareholding structure.	NIL
Compilation requirements			
2.5 When compiling the information specified in Disclosure 201-4, the reporting organization shall identify the monetary value of financial assistance received from government through consistent application of generally accepted accounting principles.			NA



We are currently the beneficiary of state and local government incentives RS. 2,89,37,924 (Jan to Dec 2023)

#### **GRI 202: Market Presence**

**Disclosure 202-1: Ratios of standard entry level wage by gender compared to local minimum wage:** Employees and workers who have been provided training on human rights issues and policy minimum wages paid to employees and workers. Responsible for addressing human rights impacts or issues caused or contributed to by the business.

**Number of Complaints Received - None**

#### **Disclosure 202-2: Non-discrimination and equal opportunity Economic impacts**

Manager and above are classified as Senior Management in the firm, which comprises of a mix of residents and native of Korea and India. Number of Indians who are local residents (living within 60 kms of radius of WOORYOUNG India) are 8 and one Korean resident. Ratio is 88.9%

#### **GRI 203: Indirect Economic Impacts**

**Disclosure 203-1: Infrastructure investments and services supported**

**Disclosure 203-2: Significant indirect economic impacts:** None

#### **GRI 204: Procurement Practices**

##### **Management Approach Disclosures for Procurement Practices**

WOORYOUNG Automotive suppliers form an integral part of our sustainability strategy, which is why the <https://WWW.WOORYOUNG.CO.IN> were established. The principles cover six categories: human rights; labor conditions; anti- corruption concerns; environmental protection; equality, diversity, and inclusion; and Management systems. These principles speak to the commitments we make to our customers and the relationships we build, based on trust and personal responsibility. They establish the standards required for conducting business with WOORYOUNG.

Accordingly, our goal is to work with our suppliers to ensure their full compliance with these principles as they in turn apply the principles to suppliers with whom they work to deliver goods and services for WOORYOUNG. We consider these principles during contract negotiation with suppliers, and WOORYOUNG reserves the right to monitor supplier processes and procedures against these principles as part of WOORYOUNG ongoing Responsible Supply Chain Program.

WOORYOUNG engages small businesses in the spirit of good citizenship and growing the global economy. The result is a win for all involved and adds value for our customers.

WOORYOUNG's procurement management system enables us to manage spending with our suppliers, including small, women-owned, and minority-owned businesses globally.

#### **Disclosure 204-1 Proportion of Spending on Local Suppliers**

We do not have a preference for local suppliers; instead, we look at our business needs to optimize supplier selection. Our supply chain mirrors our customers and colleagues: global, diverse, and inclusive. WOORYOUNG engages small businesses in the spirit of good citizenship and growing the global economy.

## GRI 205: Anti-Corruption

### Management Approach Disclosures for Anti-Corruption

1. WOORYOUNG should have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.
2. Bribes or other means of obtaining undue or improper advantage should not be promised, offered, authorized, given, or accepted.
3. All business dealings should be transparently performed and accurately reflected on the WOORYOUNG's business books and records.
4. Information regarding WOORYOUNG's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance should be disclosed in accordance with applicable regulations and prevailing industry practices.

### Disclosure 205-1: Operations Assessed for Risks Related to Corruption

#### Conflict of Interests:

- WOORYOUNG requires that employees avoid any conflict between their own interests and the interests of their company in dealing with suppliers, customers and other third parties. It is also a conflict of interest for an employee during or subsequent to employment and without proper authority to give or make available to anyone or use for his/her own benefit information of a confidential nature derived from his/her employment.
- Export controls and economic sanctions.
- WOORYOUNG will respect the restrictions on the export or re-export of goods, software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.



### Disclosure 205-2: Communication and Training About Anti-Corruption Policies and Procedures

The scope of application of this code is for executives and employees of WOORYOUNG Group, and a pledge to practice ethical management and a pledge to comply with anti-corruption laws and a pledge to comply with Conflict-of-Interest Prevention Compliance are received and managed once a year.

### Disclosure 205-3: Confirmed Incidents of Corruption and Actions Taken

**Number of Complaints Received – None**

### GRI 206: Anticompetitive Behavior

#### Management Approach Disclosures for Anti-Competitive Behavior

- This disclosure pertains to legal actions initiated under national or international laws designed primarily for the purpose of regulating anti-competitive behavior, anti-trust, or monopoly practices.
- Anti-competitive behavior, anti-trust, and monopoly practices can affect consumer choice, pricing, and other factors that are essential to efficient markets. Legislation introduced in many countries seek to control or prevent monopolies, with the underlying assumption that competition between enterprises also promotes economic efficiency and sustainable growth.
- Legal action indicates a situation in which the market actions or status of an organization have reached a sufficient scale to merit concern by a third party. Legal decisions arising from these situations can carry the risk of significant disruption of

market activities for the organization as well as punitive measures.

- Anti-competitive behavior action of the organization or employees that can result in collusion with potential competitors, with the purpose of limiting the effects of market competition bids; creating market or output restrictions; fixing prices; imposing geographic quotas, anti-trust and monopoly practice action of the organization that can result in collusion to erect barriers for entry to the sector, or another collusive action that prevents competition

### Disclosure 206-1: Legal Actions for Anticompetitive Behavior, Antitrust, and Monopoly Practices

**Number of legal actions pending or completed during the reporting period regarding anticompetitive behavior and violations of antitrust and monopoly:**

Number of Complaints Received – None

**Main outcomes of completed legal actions, including any decisions or judgments:** Not applicable



## GRI 207: Tax 2019

### Management Approach Disclosures for Tax

#### Disclosure 207-1: Approach to Tax

WOOYOUNG India follows the Government of India Tax Laws and rules.

#### Disclosure 207-2: Tax Governance, Control, and Risk Management

Organization's tax governance is overseen by the Senior General Manager (Finance) which is responsible for ensuring that tax strategies align with our overall business objectives and ethical standards. Organization utilizes a systematic approach to evaluate the likelihood and impact of identified risks, to prioritize organization's risk management efforts effectively.

#### Disclosure 207-3: Stakeholder Engagement and Management Concerns Related to Tax

Organization actively engages with local, regional, and national government authorities to discuss our tax obligations and contributions. Regular meetings are held with tax officials to ensure clarity on compliance requirements and to address any regulatory changes. The organization collaborate with external advisors when needed to ensure adherence to complex tax legislation.



### Disclosure 207-4: Country-by-Country Reporting

Disclosure Number	Disclosure Particular	Requirement	Refer to Standard
207-4	Country-by-country reporting	a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.	
		b. For each tax jurisdiction reported in Disclosure 207-4-a:	
		i. Names of the resident entities;	WOOYOUNG CORP
		ii. Primary activities of the organization;	AUTOMOTIVE MFG
		iii. Number of employees, and the basis of calculation of this number;	90
		iv. Revenues from third-party sales;	NIL
		v. Revenues from intra-group transactions with other tax jurisdictions;	NIL
		vi. Profit/loss before tax;	Rs.3,25,10,000.00
		vii. Tangible assets other than cash and cash equivalents;	Rs.40,00,00,12.00
		viii. Corporate income tax paid on a cash basis;	Rs.1,00,00,000.00
		ix. Corporate income tax accrued on profit/loss;	NIL
		x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.	NIL
		c. The time period covered by the information reported in Disclosure 207-4.	APR'23 to MAR'24



## Environmental Disclosures

### GRI 3: Disclosures on Material Topics

#### 3-1 : Process to Determine Material Topics

a. **Describe the process followed to determine material topics, including:**

i. **How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;**

- Materiality assessment helps to define the environmental, social and governance (ESG) areas that matter the most to our business and our stakeholders. We engage with internal and external stakeholders and identify material issues that impact our ability to create value. WOOYOUNG carried out a detailed materiality assessment and continue to focus on those areas of strategic importance.

#### 3-2 : List of Material Topics

a. **List of material topics:**

WOOYOUNG identified material topics align with the topics and sub-topics identified in the SDG Goals and guidance on materiality that include climate matters, own-workforce working conditions, own- workforce equal treatment, own-workforce work- related rights, the working conditions of workers in our value chain, and data privacy. Double materiality topics are reviewed annually and may change if business conditions change.

b. **Changes to the list of material topics compared to the previous reporting period.**

WOOYOUNG undertook its first Double Materiality Assessment in this reporting period.

#### 3-3 : Management of Material Topics

WOOYOUNG's Double Materiality process and identified material topics will be reviewed annually.



## GRI 300: GRI Environmental Topics

### Management Approach Disclosures

Environmental materiality in the automotive industry revolves around key sustainability challenges such as carbon emissions, energy consumption, water and waste. Automakers face increasing pressure to reduce greenhouse gas emissions through the adoption of electric vehicles (EVs), renewable energy, and energy-efficient manufacturing. Waste management, including recycling of end-of-life vehicles and EV batteries, is critical for a circular economy. Water conservation, pollution control, and responsible sourcing of raw materials like lithium and cobalt are essential for minimizing environmental impact. Stricter government regulations on emissions and sustainability reporting drive compliance efforts, while innovations in green mobility shape the future of the industry. Companies that proactively address these environmental factors enhance their competitiveness, reduce risks, and align with evolving consumer and investor expectations for sustainable transportation solutions.

Through our efforts to continuously improve the environment, we will provide our stakeholders with  
In order to lead a pleasant and comfortable life, we establish environmental policies as follows.  
"An environmental leading company that continuously pursues harmony with the environment.  
We aspire"

1. Environmentally-conscious management activities
2. Compliance with environmental laws and regulations and continuous improvement
3. Development of eco-friendly technologies
4. Forming sympathy of employees and participating.

## GRI 302: Energy

### Management Approach Disclosures for Energy

WOOYOUNG's primary consumption of energy is related to Process, utilities and Office areas. Management of energy is done in accordance with our environmental policy, ISO 14001.

Energy and emissions disclosures are calculated using the Greenhouse Gas Protocol and disclosed in alignment to the GRI frameworks.

### Disclosure 302-1: Energy Consumption Within the Organization

**Total FY24 fuel consumption within WOOYOUNG from non-renewable sources, in joules or multiples, including fuel types used: Total FY24 fuel consumption within WOOYOUNG from renewable sources, in joules or multiples, including fuel types used: Total joules, watt-hours, or multiples (consumed):**



## FY24 Energy Consumption

MWh from renewable sources		KWh from non-renewable sources	Total KWh (renewable and non-renewable sources)
Consumption of fuel (excluding feedstock)	0	0	0
Consumption of purchased or acquired electricity		425236	425236
Consumption of purchased or acquired steam	0	0	0
Consumption of purchased or acquired cooling	0	0	0
Consumption of self-generated non-fuel renewable energy	0	0	0
<b>Total energy consumption MWh</b>	<b>0</b>	<b>425236</b>	<b>425236</b>

**a. Total joules, watt-hours, or multiples (energy sold):**

- i. electricity sold – none
- ii. heating sold – none
- iii. cooling sold – none
- iv. steam sold – none

**b.** Total energy consumption within WOORYOUNG, in KWh: 425236

**c. Standards, methodologies, assumptions, and/or calculation tools used:**

WOORYOUNG's energy and emissions are reported in accordance with the Greenhouse Gas Protocol. As a WOORYOUNG we have operational control and that are within the scope of Scope 1, 2 & 3 reporting. Energy consumption is determined by supplier invoices wherever possible.



**d. Source of the conversion factors used:**

WOOYOUNG uses the carbon accounting GHG Protocol conversion tables that manually updated to calculate energy consumption from fuel quantity.

**Disclosure 302-2: Energy Consumption Outside the Organization**

There is no energy consumption outside the organization.

**Disclosure 302-3: Energy Intensity**

**a. Energy intensity ratio for the organization:** FY24 energy intensity was 0.02 Kwh/Product

**b. Organization-specific metric (the denominator) chosen to calculate the ratio:** The energy intensity ratio is calculated using **total energy consumption per product manufactured**, ensuring a precise measure of operational efficiency.

**c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all:** Fuels and electricity consumed in WOOYOUNG

**d. Whether the ratio uses energy consumption within the organization, outside of it, or both:**

Within the organization

**GRI 303: Water and Effluents**

**Management Approach Disclosures for Water and Effluents**

As WOOYOUNG is an IT services company, our primary use of water is related to kitchen and bathroom use in office facilities and related to cooling for some of our data centers. Management of energy is done in accordance with our environmental policy. Water withdrawal is disclosed in alignment to the SASB and GRI frameworks.

Many of the facilities WOOYOUNG occupies are leased facilities, where access to water meters is not under our control. Water is consumed from mains water systems, with wastewater returning to the sewerage network. Where WOOYOUNG has direct responsibility for site water management, consumption is regularly analyzed and managed. We aim to minimize our withdrawal of water and implement actions to improve efficiency, which include equipment upgrades, timely maintenance, and employee education on water conservation.

**Disclosure 303-1: Interactions with Water as a Shared Resource**

WOOYOUNG operations utilize water for process and sanitation purpose and has used 20,312 KL of water during the reporting period.



### Disclosure 303-2: Management of Water Discharge-Related Impacts

WOOYOUNG has Water Management Policy which emphasizes on zero discharge philosophy.

### Disclosure 303-3: Water Withdrawal

a. Total water withdrawal from all areas in ML and a breakdown of this total by the following sources, if applicable:

- i. Surface water: 0 ML
- ii. Groundwater: 0 ML
- iii. Seawater: 0 ML
- iv. Produced water: 0 ML
- v. Third-party water: 13,82,40,000 ML, from mains suppliers

b. Total water withdrawal from all areas with water stress in ML and a breakdown of this total by the following sources, if applicable:

- i. Surface water: 0
- ii. Groundwater: 0
- iii. Seawater: 0
- iv. Produced water: 0
- v. Third-party water: 0 ML, from mains suppliers

### Disclosure 303-4: Water discharge

a. Total water discharge from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

- i. Surface water: 0 megaliters
- ii. Groundwater: 0 megaliters
- iii. Seawater: 0 megaliters
- iv. Produced water: 0 megaliters
- v. Third-party water: 0 ML to sewerage network

b. Total water discharge to all areas with water stress in megaliters: ML



No chemicals or substances of concern are contained within the discharged water and for which WOOYOUNG requires any permits.

#### Disclosure 303-5: Water Consumption

- a. **Total water consumption from all areas in ML:** 0 ML
- b. **Total water consumption from all areas with water stress in ML:** Not applicable
- c. **Change in water storage in ML, if water storage has been identified as having a significant water-related impact:** Not applicable

#### GRI 305: Emissions

##### Disclosure 305-1: Direct (Scope 1) GHG Emissions

- a. **Scope 1 emissions:** FY24 Scope 1 emissions were 42.70 tCO<sub>2</sub>eq
- b. **Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, hydrofluorocarbons (HFCs), PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all:** CO<sub>2</sub>, CH<sub>4</sub>, and HFCs
- c. **Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent:** Not applicable
- d. **Base year for the calculation, if applicable:**
  - i. WOOYOUNG baseline year for carbon emissions reporting and target setting is FY24.
  - ii. Scope 1 emissions in the base year FY19: nil
- e. **Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source:** Scope 1 emissions were calculated using UK DEFRA emission factors. In FY24, the Intergovernmental Panel on Climate Change (IPCC) (AR5 – 100 year) warming potential was used.
- f. **Consolidation approach for emissions; whether equity share, financial control, or operational control:** Operational control

**Standards, methodologies, assumptions, and/or calculation tools used:** WOOYOUNG's energy and emissions are reported in accordance with the Greenhouse Gas Protocol. As a WOOYOUNG we have operational control and that are within the scope of Scope 1, 2 & 3 reporting. Energy consumption is determined by supplier invoices wherever possible.



### Disclosure 305-2: Energy Indirect (Scope 2) GHG Emissions

- a. **Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent:** In FY24, Scope 2 location-based emissions were 303.36 tCO<sub>2</sub>eq.
- b. **If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent:**  
No
- c. **If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all: CO<sub>2</sub>, CH<sub>4</sub>, and HFCs**
- d. **Base year for the calculation, if applicable:**  
WOOYOUNG's baseline year for carbon emissions reporting and target setting is FY24.
- e. **Source of the emission factors and the GWP rates used, or a reference to the GWP source:** Scope 2 emissions were calculated using CO<sub>2</sub> Baseline Database for the Indian Power Sector, In FY24, the Intergovernmental Panel on Climate Change (IPCC) (AR5 – 100 year) warming potential was used.
- f. **Consolidation approach for emissions; whether equity share, financial control, or operational control:**  
Operational control

**Standards, methodologies, assumptions, and/or calculation tools used:** WOOYOUNG's energy and emissions are reported in accordance with the Greenhouse Gas Protocol. As a WOOYOUNG we have operational control and that are within the scope of Scope 1, 2 & 3 reporting. Energy consumption is determined by supplier invoices wherever possible.

### Disclosure 305-3: Other Indirect (Scope 3) GHG Emissions

- a. **Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent:** In FY24 Scope 3 emissions were 476334.66 tCO<sub>2</sub>e.
- b. **If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>: CO<sub>2</sub>**
- c. **Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent:** Not applicable



**d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation:** For FY24 we are reporting Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities not included in Scope 1 or Scope 2 (FERA), Upstream Transportation & Distribution, Waste Generated in Operations, Business Travel, Employee Commuting.

**e. Base year for the calculation:**

i. WOORYOUNG's baseline year for carbon emissions reporting and target setting is FY24.

**f. Source of the emission factors and the GWP rates used, or a reference to the GWP source:**

WOORYOUNG uses various emission factors depending on the category of emissions being calculated.

U.S. Environmental Protection Agency (EPA) EEIO factors are used for purchased goods and services, capital goods, and upstream transportation. Most remaining Scope 3 categories are calculated using UK DEFRA emission factors. In FY24, the Intergovernmental Panel on Climate Change (IPCC) (AR5 — 100 year) warming potential was used.

**Standards, methodologies, assumptions, and/or calculation tools used:** WOORYOUNG's energy and emissions are reported in accordance with the Greenhouse Gas Protocol. As a WOORYOUNG we have operational control and that are within the scope of Scope 1, 2 & 3 reporting. Energy consumption is determined by supplier invoices wherever possible.

#### Disclosure 305-4: GHG Emissions Intensity

**a. GHG emissions intensity ratio for the organization:** No Intensity Calculated

**b. Gases included in the calculation:** CO<sub>2</sub>, N<sub>2</sub>O, and CH<sub>4</sub>

#### Disclosure 305-5: Reduction of GHG Emissions

**a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent:** No Reductions

**b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all:**  
CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs

**c. Base year or baseline, including the rationale for choosing it:** FY24 data has been used as the baseline year for these calculations.

**d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3):** Scope 1, 2, and 3



**Standards, methodologies, assumptions, and/or calculation tools used:** WOOYOUNG's energy and emissions are reported in accordance with the Greenhouse Gas Protocol. As a WOOYOUNG we have operational control and that are within the scope of Scope 1, 2 & 3 reporting. Energy consumption is determined by supplier invoices wherever possible.

#### Disclosure 305-6: Emissions of Ozone-Depleting Substances (ODS)

WOOYOUNG uses refrigerants in office room & data center and reports carbon emissions related to refrigerant consumption as part of our Scope 1 emissions reporting (please see **Disclosure 305-1**). Less than 0% of consumed refrigerants in FY24 were categorized as ozone depleting.

#### GRI 306: Waste

##### Management Approach Disclosure for Waste

WOOYOUNG's largest waste stream originates from the production scrap, Utilities, offices and consists of general office waste, kitchen waste, and to a lesser degree, the disposal of end-of-life IT equipment (e.g., computers and servers). Where available, WOOYOUNG uses recycling services from municipal waste management companies and uses IT asset refurbish/recycle partners to extend the life of IT equipment and resell or recycle what cannot be extended.

#### Disclosure 306-1: Waste Generation and Significant Waste-Related Impacts

our manufacturing facilities ensure that the management of wastes is done in full compliance of the legal requirements as specified by the operating permits, consents and authorizations. Waste is segregated as per material type and shape and sold to recyclers for conversion and utilization. We ensure the sale of all flexible and rigid plastic packaging to authorized plastic waste processors for recycling and utilization in the manufacture of new packaging material. Hazardous and Other Waste are similarly routed to authorized recyclers or re-processors for material recovery or to co-process for energy recovery through cement plants. E-wastes from our operations are limited to devices, their components and IT assets which are discarded after their useful life or due to obsolescence. This designated e-waste is disposed only to authorized recyclers.

#### Disclosure 306-2: Management of Significant Waste-Related Impacts

Where possible, WOOYOUNG utilizes waste recycling options provided by municipal waste management companies. Commitment to the environment and climate change.

3R cycle = Reduce, Reuse, Recycle



### Disclosure 306-3: Waste Generated

In FY24, WOOYOUNG

generated Hazardous Waste

- 0.25 T

Non-Hazardous waste - Nil

waste - 118.20 T.

### Disclosure 306-4: Waste Diverted from Disposal

In FY24, WOOYOUNG diverted 95.15 tons of waste from disposal.

### Disclosure 306-5: Waste Directed to Disposal

In FY24, WOOYOUNG directed 98.9 tons of waste to disposal.

## Social Disclosures

### GRI 400: GRI Social Topics

#### GRI 401: Employment

##### Management Approach Disclosures for Employment

In the face of a rapidly changing global landscape marked by persistent macroeconomic pressures, concerns about a slowing economy and potential downturn, and the dynamic geopolitical and economic situation influenced by various global conflicts, WOOYOUNG Automotive remains steadfast in our commitment to addressing these multifaceted challenges for our customers worldwide.

We are driving hands-on learning and code challenge programs and technical certification programs to equip our workforce with the skills they need to excel in a technology-driven world. These efforts are complemented by the introduction of an WOOYOUNG-wide new job architecture program that offers growth opportunities for our colleagues.



### Disclosure 401-1: New Employee Hires and Employee Turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region:

WOOYOUNG FY 2024 Hires (April 1, 2023 – March 31, 2024)

Work Location Region	Female	Male	Not Declared	Grand Total
Chennai	0	75	0	75
Total	0	75	0	75

b. Turnover during the reporting period, by age group, gender, and region: WOOYOUNG does not disclose attrition metrics.

### Disclosure 401-2: Benefits Provided to Full-Time Employees not Provided to Temporary/Part-Time Employees

Benefits are provided to full-time employees in locations where a local market standard exists and in locations with at least 50 full-time employees. Benefits may include:

- Retirement
- Life insurance
- Accident and disability insurance
- Healthcare
- Various paid leave (e.g., maternity, sick, bereavement)
- Paid vacation
- Training and development

### Disclosure 401-3: Parental Leave

WOOYOUNG gives Parental leave for 3 days.



## GRI 402: Labor Management Relations

### Management Approach Disclosures for Labor Management Relations

We recognize trade unions and consult with them on issues that affect the workforce. To that end, our employee relations strategy includes early engagement with trade union representatives and works councils as part of new business activities, with a view to forming an effective working relationship.

Collective bargaining between WOOYOUNG and employee representatives relates to working conditions (e.g., remuneration).

### Disclosure 402-1: Minimum Notice Periods Regarding Operational Changes

60 days of notice period for an employee to implementing new changes in the role.

## GRI 403: Occupational Health and Safety

### Management Approach Disclosures for Occupational Health and Safety

WOOYOUNG Technology continues to maintain a corporate global Health and Safety Management System that includes: The WOOYOUNG Health and Safety Policy:

- WOOYOUNG strictly complies with internal and external laws related to safety and health, establishes and operates internal standards that are stricter than legal requirements, and continuously improves safety and health performance.
- WOOYOUNG fully supports the elimination of risks in the workplace and continuously reviews and improves safety and health management activities to contribute to improving the health and quality of life of workers.
- WOOYOUNG raises the safety and health awareness of employees, partners, and other stakeholders through continuous education and training and communication, and creates a corporate culture in which they voluntarily participate in safety and health management activities.
- WOOYOUNG actively conducts safety education, training, and on-site accident prevention activities to prevent major industrial and civil accidents.



### Disclosure 403-1: Occupational Health and Safety Management System

- We take a holistic approach, with a goal of ensuring a standard of excellence across our operations, as evidenced by our ISO 45001 certifications. Our Health and Safety Management System demonstrates WOOYOUNG's commitment to ensuring decent work conditions, good health, well-being, and equality practices.
- We measure progress against a set of key performance indicators (KPIs), which include both leading and lagging indicators. These KPIs are aligned with WOOYOUNG's health and safety goals and objectives. We regularly report on our progress to WOOYOUNG's global Health and Safety management team and senior leadership.

### Disclosure 403-2: Hazard Identification, Risk Assessment, and Incident Investigation

- Basis on Hazard Identification & Risk assessment
- HIRA implemented
- Risk & opportunity identified.
- Identifying unsafe act & unsafe conditions
- Implementing of incident investigation for near miss or any incidents.

### Disclosure 403-3: Occupational Health Services

- Pre-medical checkup
- Yearly medical examination.
- Regular monitoring of work environment, food and ergonomic assessments



#### Disclosure 403-4: Worker Participation, Consultation, and Communication on Occupational Health and Safety

- By implementing the Safety ambassador. Our workers are a great asset to identify the unsafe act & unsafe Conditions and close them with the hierarchy of controls. Every line has a Safety ambassador for all shifts to identify the unsafe act & unsafe Conditions, Train them towards safe working. Any Near miss or incident happen it will be reported and investigate as per why-why analysis.

#### Disclosure 403-5: Worker Training on Occupational Health and Safety

Health and safety training is determined based on employee work-related tasks and legal through internal/external training. we strive to foster a culture of learning and support for our employees. Implemented the classroom training, practical training & on the job training to easily understand the safety protocols & risks. When external health and safety training is required, courses are identified and reviewed by the respective Health and Safety lead.

The WOOYOUNG\_Health and Safety team develops training on relevant topics, including:

- Safety for all staff
- HIRA Training
- Emergency preparedness and response
- Ergonomics training
- Safety inspections for Health and Safety committees

#### Disclosure 403-6: Promotion of Worker Health

- Addressing wellbeing through Comprehensive wellbeing Programmed
- Flexible leave policy
- Flexible workplace arrangements
- Family-friendly programs
- Employees paid above the minimum
- living wage



### Disclosure 403-7: Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

The WOORYOUNG Health and Safety Policy:

- WOORYOUNG strictly complies with internal and external laws related to safety and health, establishes and operates internal standards that are stricter than legal requirements, and continuously improves safety and health performance.
- WOORYOUNG fully supports the elimination of risks in the workplace and continuously reviews and improves safety and health management activities to contribute to improving the health and quality of life of workers.
- WOORYOUNG raises the safety and health awareness of employees, partners, and other stakeholders through continuous education and training and communication, and creates a corporate culture in which they voluntarily participate in safety and health management activities.
- WOORYOUNG actively conducts safety education, training, and on-site accident prevention activities to prevent major industrial and civil accidents.

WOORYOUNG maintain emergency preparedness and response procedures to identify and manage health and safety emergencies applicable. WOORYOUNG prepare to respond by planning actions to prevent or mitigate adverse health and safety risks from emergency situations.

### Disclosure 403-8: Workers Covered by an Occupational Health and Safety Management System

- WOORYOUNG should comply with safety and health-related laws and regulations in each country in which they operate, and should obtain and maintain all safety and health-related licenses necessary for business operations. WOORYOUNG recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. WOORYOUNG also recognizes that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code.
- Subcontractors should comply with safety and health-related laws and regulations in each country in which they operate, and should obtain and maintain all safety and health-related licenses necessary for business operations. Subcontractors recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale.



- Subcontractors also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code.

#### Disclosure 403-9: Work-Related Injuries

At WOOYOUNG, we prioritize incident management and response to prevent incidents from occurring or recurring. We require employees and contractors to report any incidents that include hazards or unsafe work conditions, near misses, and injuries or illnesses that occur at work, regardless of where we work (at a WOOYOUNG site, at a customer site, during business travel, or when working from home). To facilitate reporting, we have implemented a global Health and Safety platform that enables employees to report workplace- related incidents.

Incident Data	FY24
Total number of incidents	0
Total number of incidents involving WOOYOUNG employees	0
Total number of fatalities	0
Total number of lost-time injuries (recordable)	0
Total number of lost workdays	0
Total number of recordable incidents	0
Total number of near-miss incidents	0
Fatal accident rate	0.00
Total number of exposure hours	N/A

\* Total number of exposure hours - Data not available for this reporting period



### Disclosure 403-10: Work-Related Ill Health

WOOYOUNG maintains programs for the prevention of musculoskeletal diseases. We provide employees with a platform for ergonomic training and self-assessment. In addition, in some countries, employees can seek advice on different types of health queries or concerns from occupational health doctors, nurses, and health and safety experts.

WOOYOUNG also has a mental health program that promotes the well-being of our employees.

### GRI 404: Training and Education

#### Management Approach Disclosures for Training and Education

We view professional and technical development as a key part of our people-first strategy, a strategic investment in our employees' capabilities and the company's ability to deliver excellence for our customers. We understand that delivering excellence for our customers means identifying and promoting the right skills for our employees to grow themselves, grow their teams, grow their customers, and grow WOOYOUNG. Through our integrated learning ecosystem, WOOYOUNG Learning, we offer thousands of programs that help our colleagues reskill, upskill, and cross-skill in technical, leadership, business, and language skills.

We empower employees to take control of identifying and achieving their career goals through our development planning process.

#### Disclosure 404-1: Average Hours of Training per Year per Employee

In FY24 WOOYOUNG colleagues completed more than formal learning through instructor-led, virtual instructor-led, and web-based training in WOOYOUNG Learning.

The average hours of formal training per employee increased in FY24 to 45 hours per employee.

#### Disclosure 404-2: Programs for Upgrading Employee Skills and Transition Assistance Programs

**WOOYOUNG training program highlights for FY24 include the following:**

WOOYOUNG provided targeted skill enhancement initiatives, including technical training, leadership development, and health & safety programs. The company also conducted upskilling sessions on advanced manufacturing technologies and digital transformation to align with industry trends. Additionally, WOOYOUNG supports employees in career transitions through reskilling programs and internal mobility opportunities, ensuring workforce adaptability and long-term career growth.



### Disclosure 404-3: Percentage of Employees Receiving Regular Performance and Career Development Reviews

**a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:**

WOOYOUNG's Performance Development incorporates a range of processes and actions that enable our employees to deliver excellence while contributing to the organization's success. Our performance development philosophy:

- Focuses on developing performance, along with reviewing performance
- Encourages frequent and effective performance and career conversations
- Enhances employee impact on business performance

The performance development process includes goal setting, performance development enablers (check-in conversations, coaching, and continuous feedback from customers and colleagues), a mid-year review, and a year-end review.

### GRI 405: Diversity and Equal Opportunity

**Management Approach Disclosures for Diversity and Equal Opportunity.**

WOOYOUNG does not discriminate in employment and work for reasons including ethnicity, race, nationality, sex, religion, place of birth, disability, marriage, pregnancy, child delivery, political orientation, gender identity, and labor union membership. To learn more about our commitment to a diverse and inclusive corporate culture, please see our WOOYOUNG

Labor Policy: [WOOYOUNG - ESG 선언과 방침 \(EN\)](#)

WOOYOUNG should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. To learn more about our commitment to a diverse and inclusive corporate culture, please see our WOOYOUNG Code of Conduct: <https://www.wooyoung.co.in>



### Disclosure 405-1: Diversity of Governance Bodies and Employees

a. **Percentage of individuals within the organization's governance bodies in each of the following diversity categories (gender, age group, other indicators of diversity):**

#### FY24 WOoyoung Board Diversity WOoyoung Board by Gender

Gender	Sum of Count	%
Female	0	0
Male	85	100
Grand Total	85	100

The representation of female employees (2.24%) is influenced by factors such as the nature of the work, availability of skilled professionals, and workforce demographics. WOoyoung remains committed to promoting diversity and inclusion by implementing initiatives that encourage greater participation of women in technical and leadership roles, fostering an inclusive workplace culture, and supporting skill development programs to bridge the gender gap.

b. **Other indicators of diversity where relevant (such as minority or vulnerable groups):** WOoyoung does not disclose this data.

### Disclosure 405-2: Ratio of Basic Salary and Remuneration of Women to Men

WOoyoung Automotive is committed to fair and equitable compensation practices. The ratio of basic salary and remuneration of women to men is determined based on job role, experience, skills, and market benchmarks, ensuring no gender-based pay disparity. WOoyoung follows a structured compensation framework that promotes equal pay for equal work, aligning with industry standards and regulatory requirements. The company continuously reviews its remuneration policies to support gender equity and workforce diversity.



## GRI 406: Non-Discrimination

### Management Approach Disclosures for Non-Discrimination

WOOYOUNG Automotive upholds a zero-tolerance policy towards discrimination and is committed to fostering an inclusive and respectful workplace. The company ensures that all employees are treated fairly and equitably, regardless of gender, age, race, ethnicity, religion, disability, or any other protected characteristic.

WOOYOUNG has established strict policies, grievance mechanisms, and training programs to prevent discrimination and promote diversity. All reported incidents of discrimination are thoroughly investigated, and appropriate corrective actions are taken. The company regularly reviews its policies and practices to align with global best practices and regulatory requirements, ensuring a safe and inclusive work environment for all employees.

### Disclosure 406-1: Incidents of Discrimination and Corrective Actions Taken

Zero Complaints. WOOYOUNG does not disclose incidents of discrimination and corrective actions taken.

## GRI 407: Freedom of association and collective bargaining

### Disclosure 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Freedom of association - WOOYOUNG committed to adhering to local laws regarding freedom of association and collective employee action. We fully support all employees' rights to freedom of association across all businesses and geographies in which we operate. Employees are encouraged to raise concerns through various avenues and have the opportunity to engage in local and global networking events to facilitate engagement among employees.

WOOYOUNG supports Constitutional rights of all our employees to freedom of association, the right to collective bargaining, the protection of employee representatives and the right to be a member of a trade union of their choice.

## GRI 408: Child labor

### Disclosure 408-1: Operations and suppliers at significant risk for incidents of child labor

Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.



WOOYOUNG shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

**There is No cases reported for Child labor.**

### GRI 409: Forced or Compulsory Labor

#### Management Approach Disclosures for Forced or Compulsory Labor

WOOYOUNG is a UN Global Compact signatory and has global policies and procedures in place to prevent human rights violations in our operations, such as child labor or forced labor, and to explicitly address modern slavery and human trafficking risks. Our local entities are empowered to respond to local risks and issues to further mitigate concerns or risks. WOOYOUNG's policies related to preventing modern slavery include the WOOYOUNG Code of Conduct and accompanying employee training material, the WOOYOUNG Human Rights Statement, the WOOYOUNG Modern Slavery Statement, and the WOOYOUNG Supplier Code of Conduct. The Code of Conduct, Human Rights Statement, Modern Slavery Statement, and Responsible Supply Chain Principles are published on our website [WOOYOUNG - ESG 선언과 방침 \(EN\)](#) and these policies are also made available to our directors, officers, managers, employees, and representatives through awareness and training programs.

#### Disclosure 409-1: Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor

**WOOYOUNG** is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are:

- Freely Chosen Employment.
- Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.
- This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

In FY24 we found no issues of modern slavery within our supply chain.



### GRI 411: Rights of indigenous peoples

#### Disclosure 411-1: Incidents of violations involving rights of indigenous peoples

Zero incidents of violations involving the rights of indigenous peoples during the reporting period.

### GRI 413: Local Communities

#### Management Approach Disclosures for Local Communities

We are engaged in numerous community outreach efforts and projects to improve the lives of our colleagues and the communities in which we live and work. Our active involvement in our communities yields efficient and beneficial outcomes for society – including innovative technology solutions, youth and adult educational initiatives, and volunteerism across our global workforce.

#### Disclosure 413-1: Operations with Local Community Engagement, Impact Assessments, and Development Programs

We develop our Corporate Social Responsibility (CSR), strategies and programmes aligned with the national priorities and UN Sustainable Development Goals.

During this reporting period:

- 1 Lakhs to the local village for lake restoration.
- 5 Lakhs to PM Modi scheme

#### Disclosure 413-2: Operations with Significant Actual and Potential Negative Impacts on Local Communities

We believe that our operations' significant potential negative impact on local communities is zero.





## GRI 414: Employment practices Forced labor and modern slavery Child labor

### Disclosure 414-1: New suppliers that were screened using social criteria

Currently all of our suppliers are screened against

- Ethical supply chain practices & Governance within our supply chain.
- Supplier procurement policy.
- Supplier code of conduct.
- Supplier agreement are covered the Employment practices Forced labor and modern slavery Child labor.
- Refer Supplier Code of Conduct: [유첨협력업체-행동규범\\_Rev3\\_게시용\\_ENG.pdf](#)

### Disclosure 414-1: Negative social impacts in the supply chain and actions taken

- 100% suppliers are assessed by our ethical policy
- Supplier procurement policy
- Supplier code of conduct
- Supplier agreement are covered the Employment practices Forced labor and modern slavery Child labor
- Refer Supplier Code of Conduct: [유첨협력업체-행동규범\\_Rev3\\_게시용\\_ENG.pdf](#)

## GRI 415: Public policy

### Disclosure 415-1: Political contributions

There is no Political Contributions made in this reporting period.



## Cautionary Statement Regarding Forward-Looking Statements

This report contains forward-looking statements that reflect WOOYOUNG Automotive Private Limited's expectations, objectives, and commitments based on current assumptions and available information. These statements may include terms such as "anticipates," "believes," "estimates," "expects," "intends," "plans," "projects," "targets," and similar expressions. While WOOYOUNG strives to achieve the goals and initiatives outlined in this report, actual outcomes may differ due to various factors, many of which are beyond our control.

WOOYOUNG does not undertake any obligation to update or revise forward-looking statements to reflect future developments, events, or changes in circumstances, except as required by applicable laws and regulations. Readers are advised not to place undue reliance on these statements, as they are based on evolving industry standards, regulatory expectations, and business conditions.

The information presented in this report, including ESG-related disclosures, is provided voluntarily and may not necessarily be considered "material" under financial or legal reporting standards. The definition of materiality used for sustainability reporting may differ from that applied in WOOYOUNG's financial reporting. Additionally, ESG disclosures may be based on evolving methodologies, industry benchmarks, and stakeholder expectations, which could change over time.

WOOYOUNG relies on internal assessments and third-party data to report on sustainability performance. While efforts are made to ensure accuracy, the availability and quality of data may vary, and third-party methodologies may evolve. As a result, reported information, targets, and commitments are subject to change, and actual results may differ. WOOYOUNG remains committed to continuous improvement and transparency in its sustainability journey.