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CEO's Message

Customer satisfaction is the first priority!

We will build a sustainable management system through ESG management for our future generation.

Hello, I am Kim, In-Kyu CEO of OHSUNG Electronics Co., Ltd.

Starting as an electronic component company in 1965, OHSUNG specializes in controllers based on wireless communication technology.

So far, we have been managed our company focused on customer satisfaction and profit-seeking first.

But now, we recognize that we need to change to satisfy consumers who are demanding climate change response, company's integrity and moral value.

From now on, we pursue the new value of ESG management to realize sustainable businesses in future generations.

We are now promise to becoming a company that considers ESG management for a better future.

ESG management is an assessment of corporate accountability, focusing on three factors: environment, society, and governance.

For sustainable management, we have taken these factors into consideration and decided to review our management strategy.

We will fulfill our responsibilities for environmental issues, faithfully carry out our social responsibilities, and strive to build transparent and effective governance structures.

Active investment of our manpower and resources will be done to realize ESG management.

OHSUNG will now pursue new values and strive for sustainable growth.

And through this, we will fulfill our responsibility to create a better future.

Thank you.



CEO Kim, In-Kyu

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Vision and Goal

Vision and Goal

OHSUNG aims to pursue sustainable development by establishing a new ESG management vision as a **Global No.1 Company** in IT Device Controller.

“Quickly react to changes in the times and technology.”
“Flexibly respond to a variety of customer requests.”

“Lead the global market by creating future-oriented value.”
“Introducing ESG management for sustainable management.”

Core Value

Creativity



Creativity

Speed



Speed

Confidence



Confidence

Business Policy

Reinforcement of sales in new markets and new products	Acquiring the world’s best competitiveness in Q.C.D	Optimizing Global Operation	ESG Management
Pioneering new markets through the development of future growth products	Earning customer trust with differentiated quality	Innovating the business management system	Eco-friendly management
Leading technology through creation of core technology	Establishing a low-cost and high-efficiency system	Building a dynamic organizational culture	Contribution to society
Sharpening competitive edge in development and improving early quality	Optimization of development cost		Reliable governance structure

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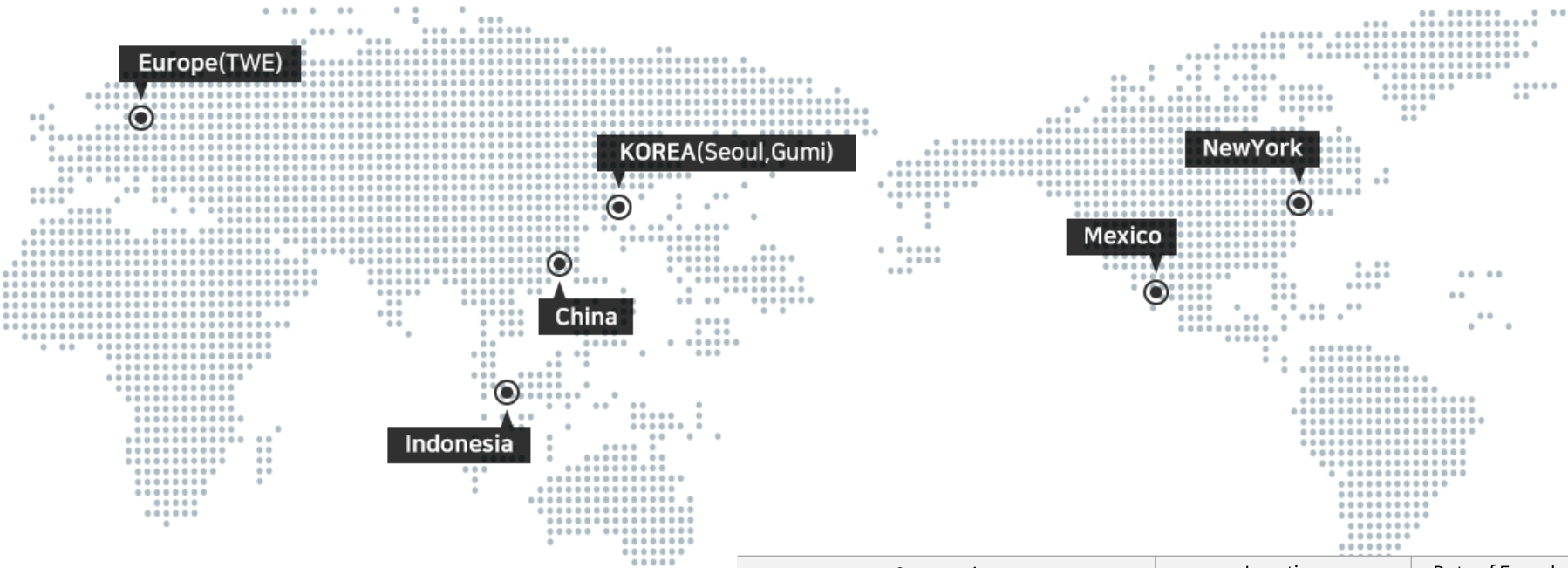
Company Overview

About OHSUNG Electronics

Increasing awareness of the environmental and social impact of company has made ESG (Environmental, Social and Governance) management an essential part of corporate responsibility.

OHSUNG Electronics, a company specializing in controllers for home appliances and IT devices, has made ESG management a key element of its business strategy.

Company	OHSUNG Electronics Co., Ltd.	CEO	Kim, In-Kyu
Date of Foundation	Jan. 1983	Number of Employee	1,200
Location	Gumi, Gyeongsangbuk-do, Korea	Main Products	• Remote Control Unit • Smart Home • Module • IoT Device
Sales	US\$200M (2021)		



Corporation	Location	Date of Foundation
PT. OHSUNG ELECTRONICS INDONESIA	Jawa Barat, Indonesia	2005.01
OHSUNG ELECTRONICS MEXICO	Mexicali, Mexico	1997.02
OHSUNG ELECTRONICS(SUZHOU) CO LTD	Jiangsu, China	2003.03

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Certification

Certification	<ul style="list-style-type: none">• ISO 9001:2015• Global Small Giants• ISO 14001:2015• Global IP Star Company• IATF 16949:2016• A well-rewarded company for inventions• An affiliated research institute• Confirmation document of root company• Technology Innovative small and medium-sized enterprise (Inno-Biz)• KISA Information Protection Certification• Intellectual Property Management Certification Company• Bronze Tower Order of Industrial Service Merit• Winner of the Ministry of Trade, Industry and Energy Award at the Excellent IP Management Competition• A tower of exports (Fifty million dollars)
Intellectual property rights	Possession of 78 cases (December 2022)

Business

Remote Control Unit

- IR Remote Control Unit
 - Have the largest infrared (IR) database
- Smart Remote Control Unit
 - Have various wireless communication technologies (Wi-Fi, ZigBee, RF4CE, BT/BLE, Combo, etc.)
 - Have biometric information recognition technology (Air Mouse, Voice recognition, Listening alone, Touch, Fingerprint, etc.)
- Remote Control Unit automatic setting technology
- Waterproof/Dustproof
- Eco-friendly(Solar charging, Battery-Free)

Smart Home

- Hub & Gateway : Provide connectivity for managing smart home system
- User Interface Device : Table Top, Wall PAD, Wireless RCU, Mobile APP

Module

- Various wireless module(Wi-Fi, Wi-Fi/BT Combo, BLE, ZigBee, etc.)
- PCB pattern antenna design technology

IoT Device

- Energy/Environment
 - Sensor devices to save energy and measure environmental factors (Energy meter, Smart terminal box, Heating thermostat, Gas lock, etc.)
- Security : Development of wireless IoT security sensors for the first time in Korea and supply to security companies.

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Environmental Management Governance

Necessity of Environmental Management Promotion System

The environmental management promotion system plays an important role in dealing with environmental issues for companies to sustainable management.

This system enables companies to proactively prevent environmental problems, minimize losses from environmental problems, and increase management efficiency. For this purpose, we expect that following benefits can be achieved by establishing an environmental management promotion system.

First. prevent environmental problems

The environmental management promotion system helps companies prevent environmental problems. Prevent problems by identifying the cause of environmental problems and preparing preliminary measures.

Second. improve management efficiency

By minimizing losses from environmental problems, management performance can be improved.

Third. improve corporate image

By actively dealing with environmental problems, customer trust can be achieved and company image can be improved.

Environmental Policy

Based on corporate ideology, we contribute to the realization of a global sustainable society and environmental protection by providing eco-friendly product services and utilizing resources.

First. the provision of products/services that contribute to the global environment.

Second. compliance with environmental regulations including other requirements.

Third. effective utilization of resources.

Fourth. continuous improvement of environmental management system.

A place of business ISO 14001(EMS) Certification Status

Site	Validity period of certification	Note
Headquarters (Gumi, South Korea)	Nov 2021 ~ May 2024	Acquire initial certification : 2009
China corporation	Sep 2022 ~ Jul 2025	OHSUNG ELECTRONICS(SUZHOU) CO LTD
Indonesia corporation	Aug 2021 ~ Aug 2024	PT. OHSUNG ELECTRONICS INDONESIA Acquire initial certification : 2012

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Climate Change Response

Climate Change Response

OHSUNG established an environmental management policy to form a consensus on environmental issues and minimize negative environmental impacts from corporate activities. In addition, we continue to manage to meet the needs of stake-holders for various environmental management.

Climate Change Risk/Opportunity

OHSUNG identifies and manages risks and opportunities to respond to issues related to climate change.

- Regulatory law – Strengthen regulations on vehicle CO2 emissions.
(Conversion of transportation vehicles and increase of levies due to the application of domestic emission rating system)
- Technologies – Eco-friendly materials, energy efficiency maximization, eco-friendly product certification, eco-design
- Stake-holders – Demand for climate change response (ESG management, LCA evaluation, etc.) has been strengthened.

Carbon Neutral

To reduce greenhouse gas emissions generated during the production process, OHSUNG is strengthening the management of Scope 1 and 2.

(2030 target: 30% reduction compared to 2021)

- Scope 1 : LNG, main fuel for clean room heating and cafeteria operation accounts for the majority of Scope 1. OHSUNG is trying to reduce this LNG fuel usage by making production process and cafeteria operation more efficiently.
- Scope 2 : In OHSUNG, greenhouse gas emissions from electric energy used in site account for more than 92% of its total emissions. In order to convert electrical energy into renewable energy, we are reviewing the introduction of renewable energy generation facilities and activities for reducing facility power consumption.

Greenhouse gas emissions (Scope 1, 2) ※ 2030 target: 30% reduction compared to 2021

Category	Corporation	Item	Unit	2022	2021	2020
Direct greenhouse gas emissions (Scope 1)	Korea(HQ)	LNG	Tco2-eq	34.8	35.3	38.9
	Indonesia			0	0	0
	Mexico			0	0	0
	China			0	0	0
indirect greenhouse gas emissions (Scope 2)	Domestic	Electricity	Tco2-eq	1,644.6	1,656.7	1,560.8
	Indonesia			3,312.4	3,878.9	2,375.7
	Mexico			1,390.4	1,662.2	1,232.5
	China			923.9	1,001.6	880.4

- 1) Scope1 : Greenhouse gases emitted by direct energy use within the boundaries of the workplace owned, operated and managed by the company
- 2) Scope2 : Greenhouse gases emitted by purchasing and using energy produced outside the site boundaries owned, operated and managed by the company

※ Energy Usage Fundamental Data

Category	Corporation	Item	Unit	2022	2021	2020
Direct greenhouse gas emissions (Scope 1)	Korea(HQ)	LNG	Nm³	16,186	16,182	17,839
	Indonesia			0	0	0
	Mexico			0	0	0
	China			0	0	0
indirect greenhouse gas emissions (Scope 2)	Korea(HQ)	Electricity	kwh	3,464,544	3,606,192	3,397,536
	Indonesia			6,977,847	8,443,370	5,171,378
	Mexico			2,928,973	3,618,218	2,682,757
	China			1,946,285	2,180,268	1,916,441

* The status of OHSUNG Display is included in the category Indonesia corporation.
* 2021 : Power use has increased significantly due to facility investment and factory expansion of OHSUNG Display in Indonesia.

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Resource Circulation

Resource Circulation

Improve resource usage efficiency

OHSUNG Electronics Co., Ltd. is expanding the use of recycled plastic in manufacturing remote controller to realize resource circulation.

Status of PCR resin application model

Category		Unit	2022	2021	2020
Status of PCR application model	Total number of models	EA	12	15	26
	Number of PCR application model		1	0	0

* C205 Type

Maximize recycling rates

OHSUNG manages the reduction of general waste usage and the sale of recycled waste through cooperation with each department and the practice of separating waste.
General waste is being recycled by recycling company rather than reclamation/incineration.

Category	Corporation	Unit	2022	2021	2020
The amount of generated general waste	Korea(HQ)	ton	135	171	146
	Indonesia		121	158	174
	Mexico		26	34	30
	China		15	20	19

Category	Item	Unit	2022	2021	2020
Recycling (Korea HQ)	Scrap paper	kg	38,060	41,420	44,690
	Scrap iron		42,130	7,930	103,500
	Chemical		44	36	200

* The status of OHSUNG Display corp. is included in the category Indonesia corporation.

Establishing a Resource Circulation Culture

OHUSNG is practicing minimizing the use of personal cups and reporting documents to reduce the use of disposable products and recycle them.
In addition, we are trying to refrain from unnecessary printing, avoid color printing, and place recycling bin.

Water resource management

As the water shortage caused by climate change is gradually accelerating, water resources-related risks are occurring worldwide. Although we do not use a large amount of water during the process, we practice various activities to save water in the workplace.
In addition, we are trying to prevent unnecessary waste by checking for possible leaks through prevention and inspection.

The amount of water usage

Category	Corporation	Unit	2022	2021	2020
The amount of water usage	Korea(HQ)	ton	7,743	8,770	10,382
	Indonesia		12,428	12,568	13,445
	Mexico		6,047	7,990	5,670
	China		16,960	19,185	12,574

* The status of OHSUNG Display is included in the category Indonesia corporation.
* Indonesia : Water is mainly used for the post-press cleaning process of the OHSUNG Display corp.
* China : Water is mainly used for the operation of dormitory in the factory.

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Life Cycle Assessment (LCA)

Carbon reduction through the introduction of LCA

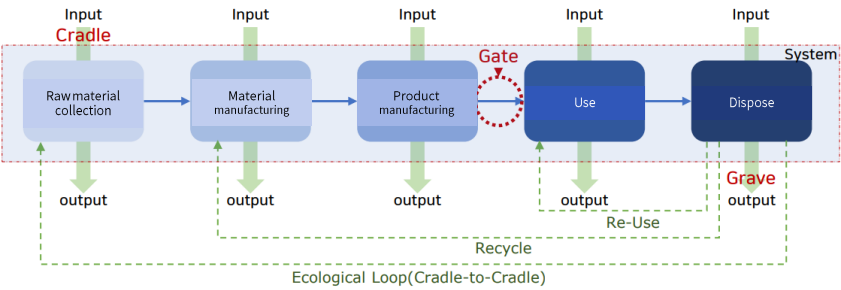
LCA (Life Cycle Assessment)

LCA : Methodology to quantitatively assess potential environmental impacts with respect to the overall life cycle of the product.
* Product : Products or services produced or provided by the enterprise, etc.

Product Life Cycle

The product life cycle is a continuous, interconnected phase of a product from resource extraction to discard. We evaluate and manage all levels of environmental impact with ‘Cradle to Grave’.

- Cradle to Gate : From the gain of raw materials to the production stage
- Cradle to Grave : From the gain of raw materials to the discard stage



LCA Characteristic

1. Evaluation of the entire target product system is possible.
(The scope of evaluation can be set freely according to the purpose)
2. Overall categories of environmental impacts can be included.
(Emissions of environmental pollutants, resources, energy consumption, etc.)
3. Comprehensive consideration of environmental load.
(Water systems, air, soil, solid waste, wastewater, etc.)
4. Relative evaluation
(Step-by-step problem identification is possible.)

Environmental impact categories

The LCA assessment typically evaluates seven environmental impacts. To manage the greenhouse gas emission, we select ‘Carbon footprint’ as a major environmental impact category.

Environmental impact categories	
Carbon Footprint	Effects of greenhouse gas substances such as carbon dioxide released into the atmosphere on global climate change
Water Footprint	Effects of human activities such as agriculture and industry on water resources
Ozone Depletion	Effects of substances such as Freon gas on the ozone layer
Acidification	Effects of atmospheric acidic substances (NOx, SOx) on humans and ecosystems as they melt in rainwater and fall to the ground
Eutrophication	Effects of excessive concentrations of organic substances such as nitrogen and phosphorus among the atmosphere, water, and soil on ecosystems
Photochemical Smog	Effects of pollutants produced by the reaction of active substances with light on the human body and ecosystem
Resource Footprint	Global impact of development and consumption of minerals, fossil fuels, etc

Purpose and Result of LCA

We have established our LCA evaluation process for the first time in 2023. The typical greenhouse gas emissions from our remote control were 1.66kg CO2-eq, which was the highest at the "pre-manufacturing" stage. We will continue to expand the LCA evaluation targets for environmental impact analysis for each category. At the same time, activities for improvement will be accompanied to minimize environmental impacts.

Category	C009 (Google RCU)	Goal (2025)
The amount of LCA Greenhouse has emission. (kg CO2-eq)	1.66 (5 years of life cycle)	1.5

Percentage of carbon emissions in each stage of the entire process(%)

Pre-manufacturing	Manufacturing	Usage	Discard
74.5	9.8	11.4	4.3

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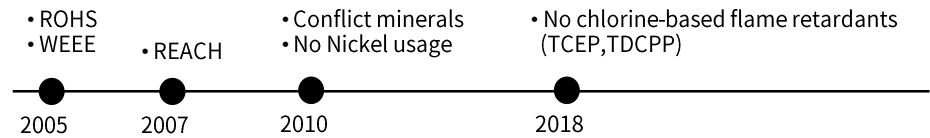
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Hazardous Substance Management

Product Hazardous Substance Management Trends

Starting with the EU ROHS regulation in 2006, the regulation of hazardous substances in global products has become more diverse, and management target is rising. Responding to product environmental regulations is now an important part of management. In order to maintain a sustainable management system, we check and manage to respond to new regulations on hazardous substances that are announced every year.

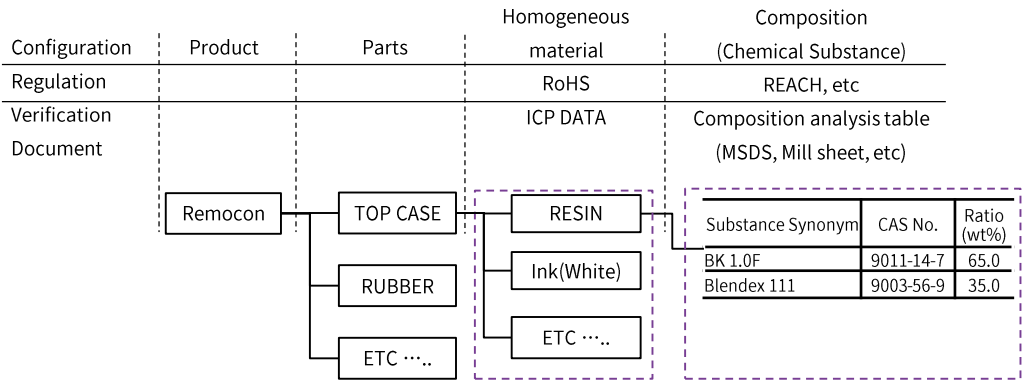


Product Hazardous Substance Management Process

Regulatory Response and Data Management Plan

1. Obtain a ICP Data based on homogeneous material. (valid for 2 years)
2. RoHS Top 10 substances regulation satisfaction management
3. Obtain a composition analysis table (MSDS, Mill sheet, etc.) in units of composition. (chemical substances)
4. Identification of chemical name/CAS NO/content
5. Identification of hazardous substances managed by various regulations (REACH, Conflict minerals, regulation for Chlorine-based flame retardants usage, etc.)
6. Data collected from our cooperative company through the computer system
‘Hazardous Substance Management System(HSMS)’ is submitted to customers.

Configuration Steps for Products



Main Products Hazardous Substance Management

RoHS

As a guideline on the restriction of the use of specific hazardous substances in electrical/electronic products, it was first enforced in the EU and has since been managed identically under similar regulatory names in each country. Currently, we are managing 10 hazardous substances, and we are checking and managing whether or not the regulatory standards are exceeded at the component development stage.

Substances	EU Maximum concentration limit (ppm)	OHSUNG Maximum concentration limit (ppm)
Lead (Pb) and its compounds	1,000	800
Cadmium (Cd) and its compounds	100	80
Mercury (Hg) and its compounds	1,000	800
Hexavalent chromium (Cr(VI)) and its compounds	1,000	800
PBBs (Polybrominated biphenyls)	1,000	800
PBDEs (Polybrominated diphenyl ethers)	1,000	800
DEHP (Bis(2-ethylhexyl) phthalate)	1,000	800
DBP (Dibutyl phthalate)	1,000	800
BBP (Benzyl butyl phthalate)	1,000	800
DIBP (Diisobutyl phthalate)	1,000	800

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REACH

REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) is the EU's new chemical management system that registers, evaluates, authorizes, and restricts all chemical substances with 1 ton or more per year manufactured and imported within the EU for the regulation of hazardous chemical substances. Individuals, corporations, or external manufacturers within the EU are obliged to report SVHC substances contained more than 1 ton in total and SVHC substances with 0.1% or more of the weight of the finished product. (SVHC : Substances of Very High concern)

Our company maintains the latest SVHC substance list by regularly checking SVHC candidates, which are generally announced twice a year. We manage the chemical substance information of parts, and if SVHC substances are included, we identify and manage the content and purpose of use, and share them to our customers.

- SVHC substances: 233 types (as of '23.02.01)

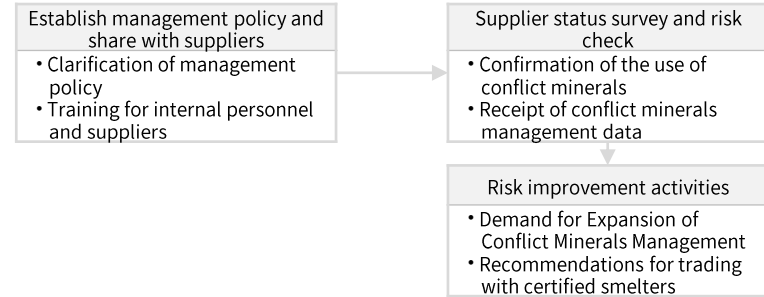
- SVHC Substance Verification Site: <http://echa.europa.eu/web/guest/candidate-list-table>

Conflict minerals regulation

As part of economic sanctions to eradicate social problems such as human rights violations, child labor exploitation, and sexual assault committed in 10 countries in conflict regions in Africa, the four major minerals (3TG: tin (Tin, Sn), Tungsten, Tantalum, and Gold (Gold, Au)) are designated as conflict minerals and regulations restrict companies from using conflict minerals to prevent mining funds from flowing into rebel military funds.

To manage this, our company obtains and manages the following information about parts that use 4 types of regulated substances.

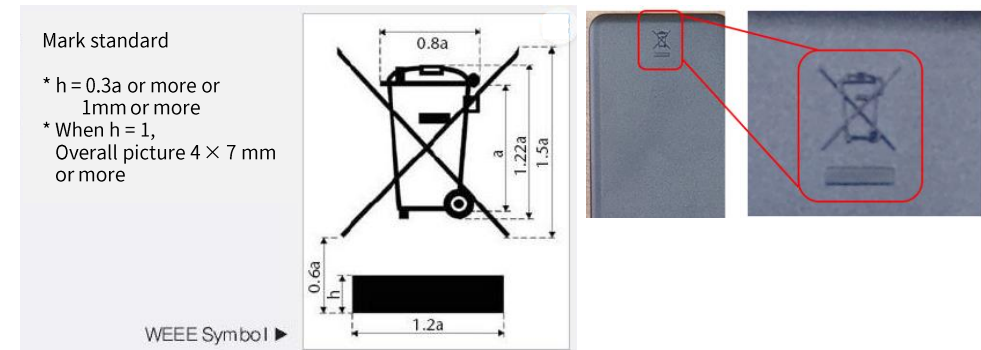
- Smelter information (smelter ID, smelter name) – including submitting proof of smelter
- Proportion of Conflict Minerals contained in Material (%)



WEEE (Waste Electrical and Electronic Equipment Directive)

This is a regulation that requires producers of electrical and electronic products to collect and dispose of waste electrical and electronic products (costs, satisfaction of recycling standards, report performance), register producers, and report sales results.

Electrical and electronic equipment manufacturers are responsible for designing recycling, providing recycling information, substituting hazardous substances, and labeling. In order to respond to this, we display marks related to products or manuals when customer needs.



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Supply Chain Management

Supply Chain Management

Supply Chain Management(SCM) supports product-based companies to comprehensively control the flow of products and services, from logistics to product development and cost competitiveness enhancement, transparent ethical management enhancement, mutual growth enhancement, and smart work environment.

- Reinforcing cost competitiveness

Reinforcement of cost competitiveness strengthens cost competitiveness such as logistics costs by securing appropriate raw material inventory through accurate logistics management, and maximizes corporate profits by strengthening cost competitiveness through overseas subsidiaries.

- Reinforcing transparent ethical management

Reinforcement of transparent ethical management pursues mutual development through mutual cooperation with partner companies and securing a competitive edge through customer satisfaction and trust through the best quality and service.

- Mutual Growth with Suppliers

We operate various programs such as financial support, technical support, and management support for mutual growth with our partners, effectively support the fields they need, provide various support through strengthening meetings with partners, and expand internal and external exchange activities.

- Improvement of smart work environment

We improve the smart work environment by improving work procedures and computer systems. Timely supply and inventory management by optimization of product-linked transportation and warehousing/output systems maximizes the efficiency.

Supply Chain Risk Management

[Current Status of OHSUNG Suppliers]

Category			2022	2021	2020
Suppliers status (number)	Korea(HQ)	Domestic	122	123	120
		Overseas	27	24	19
	Indonesia Corporation	Domestic	25	25	25
		Overseas	17	17	17
	Mexico Corporation	Domestic	5	5	5
		Overseas	19	21	20
	China Corporation	Domestic	91	83	74
		Overseas	14	13	11

CSR risk evaluation and management for suppliers

In 2023, we plan to create a CSR evaluation sheet for suppliers, and in the short term, conduct CSR inspections on major suppliers by 2025 to check and manage risks.

[CSR evaluation results and goals for suppliers]

Category	2022 (Result)	2025년 (short-term goals)	2030년 (long-term goals)
Rate of CSR-evaluated suppliers (%)	0%	20%	100%

* CSR(Corporate Social Responsibility) : Company must actively carry out a wide range of social responsibilities in addition to economic and legal responsibilities.

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Safety Management

Safety and Health Management System

As social demands for corporate responsibility, such as the introduction of the Serious Accident Punishment Act are being strengthened, OHSUNG is also striving to create a safe workplace by establishing a Safety and Health Management System.



Occupational Safety and Health Committee Operation

Under the goal of creating a safe workplace/happy workplace in cooperation with labor and management, quarterly committees are held to improve agendas for important safety and health activities such as safety and health regulations, safety and health education, health checkups, work environment measurement, and risk assessment.

Safety and Health Management

ZERO Occupational Accident

Category	Corporation	Unit	2022	2021	2020
Number of Occupational Accidents Cases	Korea(HQ)	cases	0	0	0
	Indonesia		0	0	0
	Mexico		0	0	0
	China		0	0	0

Safety and Health Activities

OHSUNG conducts monthly regular training to improve employees' safety and health awareness, and conducts and operates consigned training from external institutions to improve the quality of training for managers and supervisors. In addition, for employee health management, general health checkups include dyslipidemia tests, and a comprehensive checkup support system is being implemented and operated for middle-aged health management.

Check Global EESH(Energy, Environment, Safety, Health)

OHSUNG organizes an internal expert group to conduct EESH inspections once a month(including headquarters and overseas subsidiaries). Inspection results are reported internally and delivered to each department for improvement.

Preventive Activities for Infectious/Epidemic Disease

In accordance with the prolonged COVID-19, we established and operated a regular response system and management activity, and in '21~'22 when the trend accelerated, we operated preventive activities such as mandatory wearing of masks (mask support from the company), distancing in-house restaurants, and working from home.

Operation of the Near Miss system

Since 2010, we have been operating the near miss system, which applied the proposal system for improvement of office work to the field of safety and health. We implement a reward system to prevent accidents by promoting voluntary participation of executives and employees.

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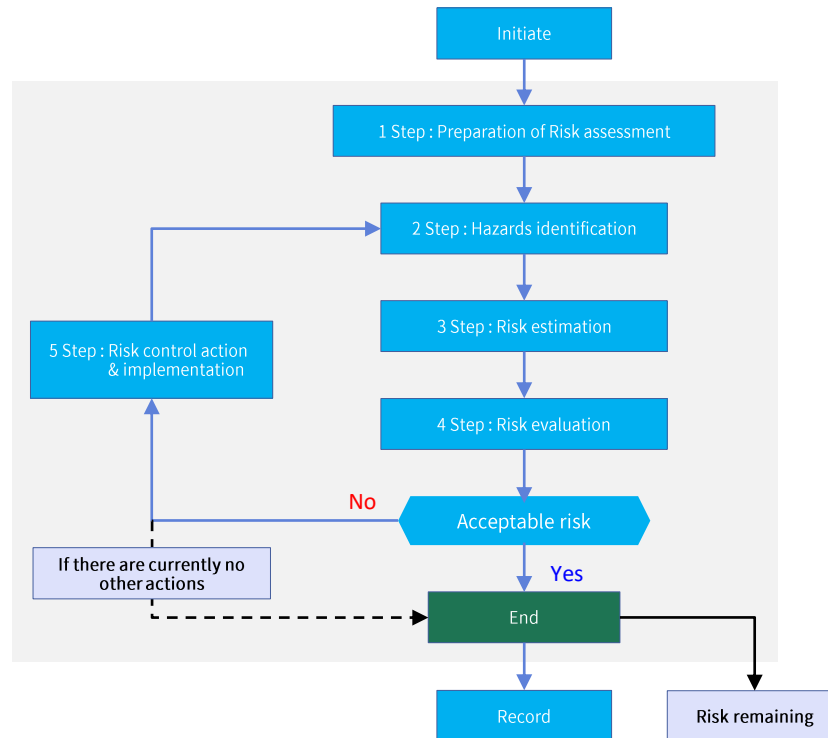
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Safety Management

Conduct a Risk Assessment

Risk assessment implementation regulations have been established, harmful risk factors for each process are identified and evaluated once a year, the results are reported, and improvement activities are reflected in the safety and health plan to prevent disasters. Management supervisors have improved understanding and quality of education by entrusting management supervisor training and risk assessment personnel training to external operating institutions, and use the KRAS system of the Korea Occupational Safety & Health Agency, in training as a tool for risk assessment.



Accident Response

Emergency Response Training

OHSUNG conducts one-time/year emergency preparation training to ensure and maintain rapid response in the event of an emergency. It is designed to minimize physical and human damage assuming a fire(which highly likely to occur). Although non-face-to-face/written education was conducted due to COVID-19, we will continue to improve the level of training by conducting emergency preparedness training for more various situations as regulations are eased.

An Accidental Accident Response

OHSUNG has prepared a guideline for accident management, established a preliminary scenario to minimize material and human damage in various situations, and manages to respond quickly to situations through sharing of executives and employees.

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Labor Rights

Labor Rights

OHSUNG complies with international human rights and labor standards and guidelines, such as the Universal Declaration of Human Rights and the International Labor Organization's Core Conventions.

Establish a Code of Conduct

In order to respect the human rights of its employees, OHSUNG has established a code of conduct for guarantees **the prohibition of forced labor, the prohibition of employment of children, the management of youth workers**, the management of overtime, the prohibition of discrimination.

Operation of grievance handling window

The grievance handling committee was formed within the labor-management council to listen to employees' grievances and actively work to make improvements.

Category	Corporation	Unit	2022	2021	2020
Employee welfare improvement cases (improvement of grievance handling)	Korea(HQ)	cases	29	12	12
	Indonesia		10	7	8
	Mexico		4	5	6
	China		10	19	23

Prevention of Discrimination and Harassment

We prevent discrimination and harassment in the workplace through our code of conduct and strive to ensure that all employees are treated equally. Reporting management regulations have been established for voluntary reporting, and the identity of informants is managed to be protected.

Creation of win-win labor-management culture

OHSUNG is carrying out activities to respect the three labor rights guaranteed by the Constitution.
In order to listen to and reflect more professional opinions for the development of labor-management relations, we are working in agreement with external advisory organizations.

Operation of labor-management council

We operate a labor-management council to establish and communicate a sound labor-management culture.
The labor-management council is regularly held once a quarter, and agenda items such as employee welfare are agreed through frequent discussions.

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Human Resources

Human Resources

OHSUNG is actively responding to changes in the market environment, such as technological competition, and strives to recruit and nurture talents with skills and capabilities.

Recruitment

OHSUNG manages manpower so that it can flexibly respond to business changes through occasional recruitment. In addition, during the COVID-19 period, interviews were conducted through non-face-to-face channels, freeing from physical constraints, reducing costs and increasing satisfaction.

Retirement management

OHSUNG strives to create an improved working environment by confirming the reason through an interview when an employee leaves the company. In addition, through the management of the retirement rate, we objectively judge the situation, recognize problems and carry out improvement activities.

Education training

OHSUNG establishes and manages training plans by identifying qualifications and training needs for each department every year.
In addition, we have opened and are operating business owner training to improve the competency of all employees.

Category			2022	2021	2020
External training status	Korea(HQ)	training time(HR)	333	80	1,194
		number of training	27	8	18
	Indonesia corporation	training time(HR)	10	21	9
		number of training	5	7	3
	China corporation	training time(HR)	12	12	12
		number of training	1	1	1

* In 2021, due to COVID-19, training hours were reduced due to external training control.

< 6 Sigma Education Certificate Award Ceremony of OHSUNG Electronics >



Personnel evaluation

OHSUNG conducts talent development evaluation using an individual goal form for efficient performance management of executives and employees. Talent development evaluation consists of business KPI, business innovation, capability and attitude, and is being evaluated and managed.

Performance compensation system

For fair and objective compensation, OHSUNG reflects the results of talent development evaluation in the promotion evaluation and selection of reward recipients, and holds a reward ceremony at the end of the year.

< Award Ceremony for Awardees of OHSUNG Electronics >



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Employee Welfare

Employee welfare

OHSUNG respects diversity and inclusion, and does not discriminate based on gender, race, nationality, ethnicity, sexual orientation, religion, etc., and strives to create an organizational culture that recognizes and embraces differences.

Recruitment of disabled person

OHSUNG actively recruits the disabled more than the mandatory employment rate, and is improving convenience facilities to create a friendly environment within the company.

Category			2022	2021	2020
Employment Status of Disabled Persons (number of people)	Korea(HQ)	Mild	3	3	3
		Severe(x2)	4	4	4
		Total	7	7	7
	Indonesia Corporation	Mild	1	1	1
		Severe(x2)	1	1	1
		Total	2	2	2
	Mexico Corporation	Mild	0	0	0
		Severe(x2)	0	0	0
		Total	0	0	0
	China Corporation	Mild	0	0	0
		Severe(x2)	0	0	0
		Total	0	0	0

Consideration for women

OHSUNG hires employees without gender restrictions. In order to prevent career interruptions of female employees due to pregnancy, and childbirth, OHSUNG has introduced maternity leave, leave system, and reduction of working hours during childcare.

Category			2022	2021	2020
Parental Leave Status (number of people)	Korea(HQ)	Male	0	1	3
		Female	2	2	1
	Indonesia Corporation	Male	0	0	0
		Female	4	3	5
	Mexico Corporation	Male	18	13	20
		Female	48	36	31
	China Corporation	Male	6	0	0
		Female	3	0	0

* Indonesian corporation uses the concept of maternity leave, not parental leave.
A total of 3 months before/after childbirth.
* In China, the parental leave system has been implemented since 2022.

welfare benefits

OHSUNG guarantees the quality of life of its employees through various welfare systems.

Support content
expenses support for congratulations and condolences
Support for children's school expenses
Comprehensive medical examination support for employees
Support for club operation and activity expenses
Souvenirs for retirees

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Sustainability Organization

Organization for Sustainability Management

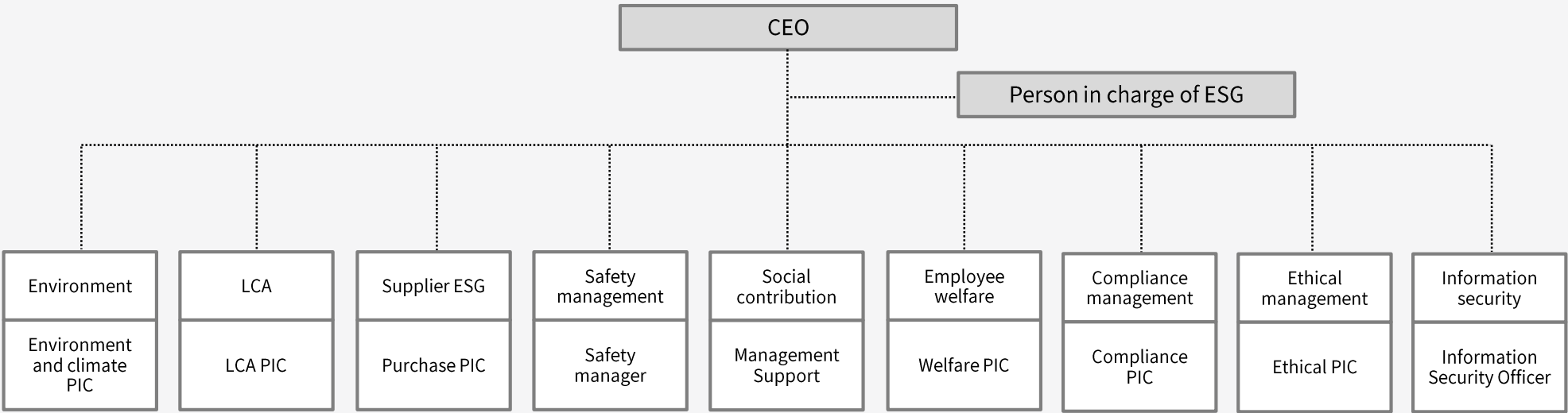
With the introduction of ESG management, OHSUNG made a sustainability management promotion organization for mid- to long-term strategies. The sustainability management organization supports the company to fulfill its role in contributing to the environment and society, and to achieve long-term sustainable growth through a law-abidance and ethical management.

The sustainability management promotion organization is chaired by the CEO and managed by person in charge of ESG, and the person in charge of each teams plays a role in supporting sustainability management by managing the current status along with plans for core tasks.

ESG Promotion Roadmap



Organization for Sustainability Management



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Ethics Management

Ethics management

OHSUNG strives to fulfill its economic and legal responsibilities to stakeholders such as customers, shareholders, suppliers, and local communities through ethical management activities and fair trade compliance.

Ethical Management System

In order to conduct business based on ethics and the spirit of compliance, OHSUNG has established and abides by the Code of Ethics, which is the standard for correct value judgment that all executives and employees must abide by.

Code of Ethics	
1	Customers are the source of strength.
2	We value the dignity of our employees.
3	All tasks are performed fairly and efficiently on a moral basis.
4	We pursue common development with business partners.
5	Contribute to the development of the local community.
Code of Conduct	
1	Compliance with prohibition of unfair profits
2	Disclosure of information
3	Protection of intellectual property rights
4	Fair trade
5	Protection of identity and prohibition of reprisal
6	Protection of personal information
7	Respect of international trade order

Report management

In order to practice law-abiding management, OHSUNG has enacted report management regulations to receive reports of damages or suggestions regarding irregularities and irregularities such as undue pressure, solicitation, entertainment, and bribery related to the duties of executives and employees.

Category			2022	2021	2020
Internal Corruption Status (number of cases)	Korea(HQ)	Number of cases received	0	0	0
		Number of cases processed	0	0	0
	Indonesia Corporation	Number of cases received	0	0	0
		Number of cases processed	0	0	0
	Mexico Corporation	Number of cases received	0	0	0
		Number of cases processed	0	0	0
	China Corporation	Number of cases received	0	0	0
		Number of cases processed	0	0	0

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Information Security

Information Security

OHSUNG collects personal information transparently, uses it safely, and actively practices security activities to prevent information leakage to improve trust with customers.

Privacy and Security Policy

OHSUNG is prepared for risk factors by preparing practice rules for personal information protection and security, and strives to gain trust from customers through this.

Practice rules for personal information protection
1. Do not collect unnecessary personal information
2. Comply with consent procedures when collecting and providing personal information
3. Destruction of personal information after the purpose of use has been completed
4. Do not share your account with others
5. Change your password regularly and create a password that is difficult to infer
6. Encrypting when storing personal information on a PC or providing a file containing personal information to the outside
7. Setting Windows automatic update, vaccine update, real-time monitoring, etc.
8. When storing documents related to personal information, keep them safely in a place where a lock is installed

Privacy and Security Actions

OHSUNG strives to improve immediately when problems are discovered through safety actions for personal information and security, and as a result, the number of leaks of personal information is “zero”.

Personal Information/Security Protection Measures	
Technical Actions	· Security program operation
	· Encryption of Personal Information
	· Prevention of forgery and falsification of access records
Administrative actions	· Prior approval from the responsible person
	· Restriction of access rights
	· Information asset import/exit management
	· Physical access restriction (access control)

Rethink awareness through information security education

OHSUNG conducts personal information protection and security training once a year to reconsider the importance of personal information protection and security for employees. When training new employees, additional training is provided. We not only write a security pledge when entering/leaving the company, but also reconsider the awareness of personal information protection and security by signing a pledge at our partners.

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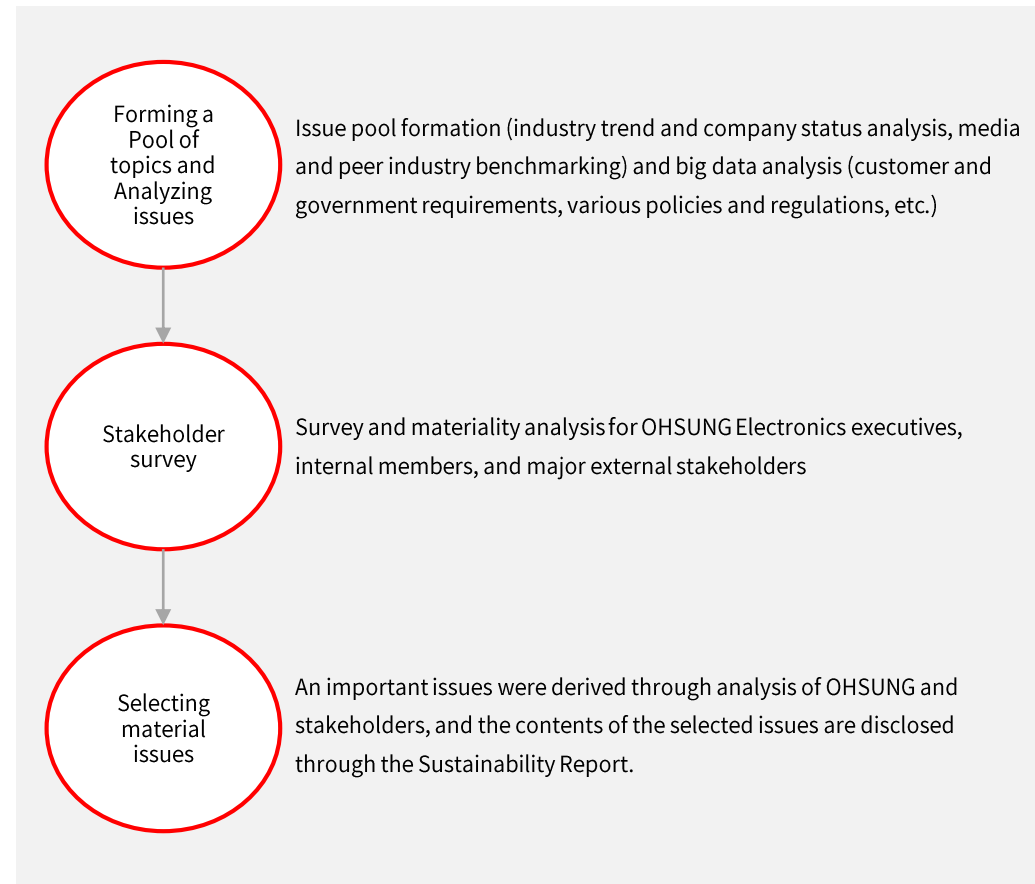
Materiality Analysis

Materiality Analysis Process

OHSUNG derives important ESG issues related to sustainability management and reflects them in the company's management strategy.

Materiality Analysis was analyzed/reflected based on the composition of the issue pool (industry trend, company status analysis, media and industry benchmarking) and big data analysis (customer and government requirements, various policies and regulations, etc.).

Materiality Analysis Process



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