

## 1. Environmental Management Objectives

We respect the value of humans by protecting the environment, thereby seeking harmony among human, environment and society. We fulfill our corporate social responsibility as a social and economic stakeholder in this community.

## 2. Environmental Management Policy

To create a sustainable society while respecting the value of mankind, ZINUS shall strive its best to protect the environment by establishing the global policy for environmental management as below.

- ① We recognize the environmental protection effort as a core determinant for the success of our company and create corporate value through proactive engagement in environmental management.
- ② We fully commit ourselves into mitigation of pollutants and sustainable usage of natural resources and energy across the entire business processes from development of products to production, sales, usage, and disposal.
- ③ We actively engage in social contribution activities including facilitation of environmental education initiatives for all employees.
- ④ We uphold the environmental legislation and agreement of home and abroad, make efforts into pursuit and enhancement of environmental management, and disclose pertinent achievement both internally and externally.

## 3. Scope of Environmental Management Policy

All employees of ZINUS HQ in Korea, entities of home and abroad, and subsidiaries shall fulfill their responsibilities in compliance with the environmental management policy. Furthermore, all employees shall strongly encourage suppliers, customers, and other business partners to follow the environmental management policy.

## 4. Environmental Management System

ZINUS shall systematically manage overall process of the environment and safety including but not limited to field inspection in line with internal policy and performance management. Furthermore, we shall strengthen monitoring of greenhouse gas emission, water resources and pollutants through routine inspection of production entities.

### ① Certified by International Standard

By obtaining ISO 14001 certification, we will be able to continuously improve our environmental management system by putting the environmental management at the core of our management principle, clarifying organization and business procedures in line with clear goal, and setting a system to efficiently distribute and manage resources. (In 2022, our production entity in China (Xiamen) was granted ISO 14001 environmental management system certification.)

## ② Environmental-friendly Design

We will strive to pursue environmental-friendly design principles and adopt environmental impact assessments throughout the entire product development lifecycle. Also, we will establish and perpetually enhance technology development processes, encompassing data collection for environmental impact assessment, environmental impact analysis of key components and vehicles', and certification of environmental performance labels, all with the aim of optimizing environmental costs.

## ③ Environmental-friendly Production

All production entities will have ISO certified and relevant system. This system will allow us to continuously upgrade our production system and environmental facilities, thereby enhancing emission reduction, energy efficiency, and working environment.

✓ Greenhouse Gases: To curtail greenhouse gas emissions, our endeavors focus on enhancing energy efficiency and expanding the use of renewable energy sources across the entire spectrum of product development, production, logistics, and disposal operations. Our commitment extends to aligning with global greenhouse gas reduction targets.

✓ Water Resources/Wastewater: Our water facilities undergo regular inspection and enhancement to ensure appropriate use of quality water throughout business activities. We shall intensify monitoring of water usage, recycling capacity, and discharged wastewater to optimize water resource usage within our entities.

✓ Waste: In a conscientious effort to manage waste generated by our business activities, we establish standards for its storage, transportation, and disposal. Furthermore, wastes will be strictly managed to be processed in legitimate manner by its category. Production entities shall meticulously manage their waste performance such as estimated annual waste volume and reduction plan with reference to their waste disposal history.

## ④ We shall comply with laws and agreements of home and abroad, put efforts into promoting and advancing environmental management practices and disclose their outcome to both internal and external stakeholders.