



SUSTAINABILITY REPORT 2026

HUMAX
NETWORKS

ABOUT THIS REPORT

REPORT OVERVIEW

In the current year 2026, HUMAX Networks has published our third sustainability report, which compiles and presents its economic, environmental, and social values and the performance achievements derived from its sustainable management activities. Moving forward, the company will share its sustainable management activities, performance, and future plans with its stakeholders through the periodic publication of sustainability reports.

REPORTING PRINCIPLES

This report has been prepared by referring to the GRI (Global Reporting Initiative) Standards 2021, a global standard for sustainable management reporting.

REPORTING PERIOD

This report covers HUMAX Networks’ ESG performance and activities from January 1, 2025 to December 31, 2025, and includes some information on its performance up to the first half of 2026. For quantitative data, the company’s performance over the past three years (2023-2025) has been included so as to enable the identification of yearly trends.

INQUIRIES

For inquiries and matters requiring improvement regarding this report, please contact the Management Support Team of HUMAX Networks.

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- **Date of publication:** Aug. 2026

REPORTING SCOPE

The scope of this report encompasses HUMAX Networks and its five subsidiaries. For detailed performance indicators where the reporting boundary varies by category, specific reporting scopes are noted via footnotes on the corresponding pages to prevent any confusion for stakeholders.

- **Economic and Social Performanc:** HUMAX Networks and its subsidiaries (based on consolidated financial statements)
- **Environmental Performance:** HUMAX Networks standalone entity (however, energy and greenhouse gas (GHG) emissions are based on consolidated data)
- **Health and Safety Performance:** HUMAX Networks standalone entity

RESTATEMENT OF INFORMATION

Restatements of information reported in previous reporting periods can be found on page 73.

REPORT ASSURANCE

To ensure the credibility and reliability of the reported information, this report has undergone third-party assurance by the Korean Standards Association (KSA), an independent assurance provider. The verification was conducted in accordance with the AA1000AS v3 standard at a Type 2, Moderate level of assurance. The detailed assurance statement and findings are disclosed on pages 83–84.

REPORTING CYCLE

Annually

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01

COMPANY OVERVIEW

We will connect your future, allowing customers from all around the world to stay connected anytime, anywhere!



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CEO Message

Advancing as a Trusted Global Network Company Through Customer-Centric Leadership

Dear valued stakeholders,

Since its inception, HUMAX Networks has continuously grown based on the unwavering trust of our customers, executives, employees, partners, and investors. I would like to express my deepest gratitude to all stakeholders who have joined us on this journey.

Today, global supply chain risks, cyber security threats, and the demand for a transition to carbon neutrality are no longer temporary challenges, but are becoming the new standard for corporate management. HUMAX Networks does not merely view these changes as challenges to react to, but embraces them as opportunities to strengthen our business competitiveness. Accordingly, we are driving sustainable growth by internalizing environmental, social, and governance (ESG) responsibilities across our entire value chain, from development to production, operations, and service.

In particular, despite the uncertainties of the global business environment, we achieved the **‘Gold’ rating for two consecutive years** from EcoVadis, a global ESG evaluation institution. This achievement places us in the **top 2% of all evaluated companies and the top 1% within the telecommunications equipment manufacturing industry**, demonstrating that our sustainability management efforts are recognized at a global standard.

Securing the Reliability of Environmental Data and Responding to Climate Change

The year 2025 was a period when we concentrated our capabilities on enhancing the accuracy and reliability of environmental data. We completed third-party verification based on ISO 14064-1 for our Scope 1 and 2 greenhouse gas (GHG) inventories, further strengthening the accuracy and external credibility of our emissions data. In addition, we conducted a Life Cycle Assessment (LCA) on our flagship products to systematically identify environmental impacts across the entire life cycle, from raw material procurement to product use and disposal. This will serve as a critical foundation for designing eco-friendly products and establishing carbon reduction roadmaps in the future.

Responsible Supply Chain Management and Strengthening Customer Trust

We are advancing our partner ESG evaluation system to strengthen sustainability across the entire supply chain, providing ESG guidelines and educational materials to partners to expand the foundation for mutual growth. Furthermore, placing customer trust as our top priority, we are continuously strengthening our information security management system and proactively responding to cyber threats.

Establishing an Safety and Health-Centric Organizational Culture

We recognize the health and safety of our executives and employees as a vital foundation for sustainable growth. While consistently maintaining the ISO 45001 certification obtained in 2021, we stably operate a health and safety management system that meets global standards. We are also continuously reinforcing our risk management framework to enhance the physical and mental well-being of our workforce, creating welfare programs and a pleasant office environment.

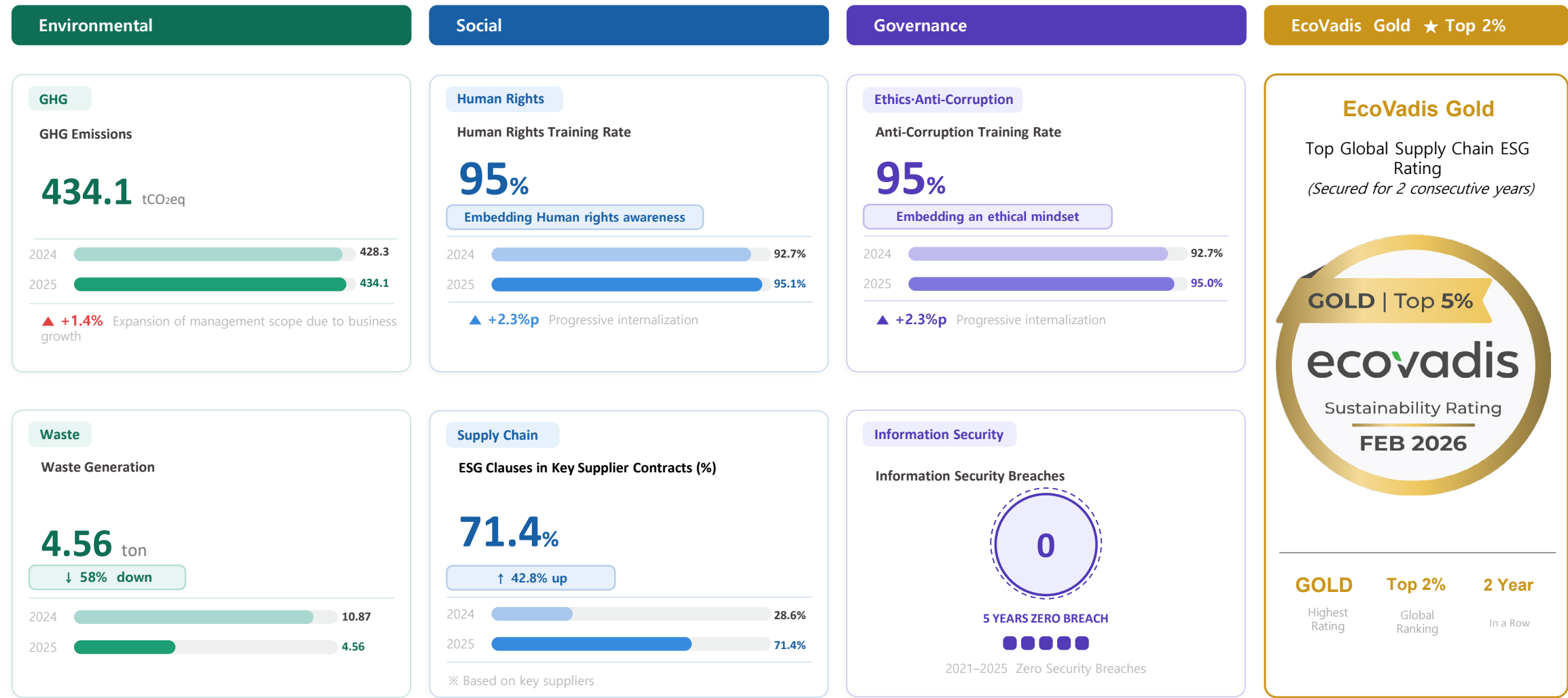
HUMAX Networks will faithfully reward the trust of our stakeholders through the systematic execution of these core ESG tasks and responsible implementation. We will do our utmost to communicate transparently and build a better tomorrow.

Thank you.

HUMAX Networks, Inc.
CEO **Lee Seung-jae**



2025 Sustainable Management Highlights



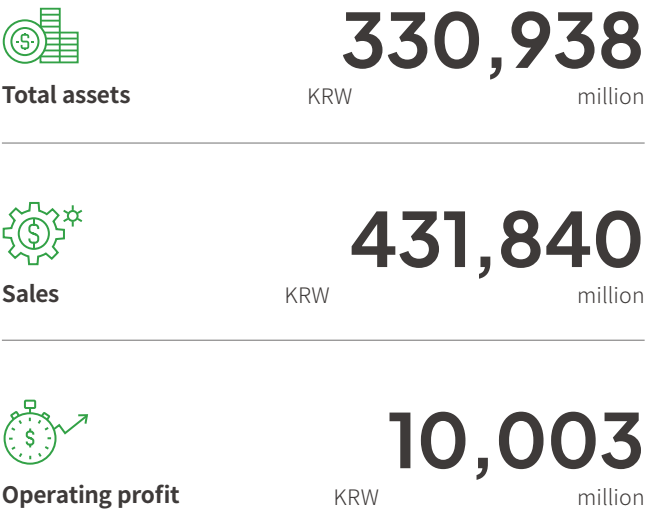
Company Profile

Spun off from HUMAX Co., Ltd. in 2019, HUMAX Networks is a company that supplies a variety of network solutions and broadband network equipment. The company provides diverse products including xPON, routers/extenders, DOCSIS, xDSL, and other solutions, and creates new values through constant R&D aimed at enhancing the performance of its products with the adoption of innovative technologies, such as Wi-Fi 7, Wi-Fi Sensing, Wi-Fi EasyMesh, etc.

Overview

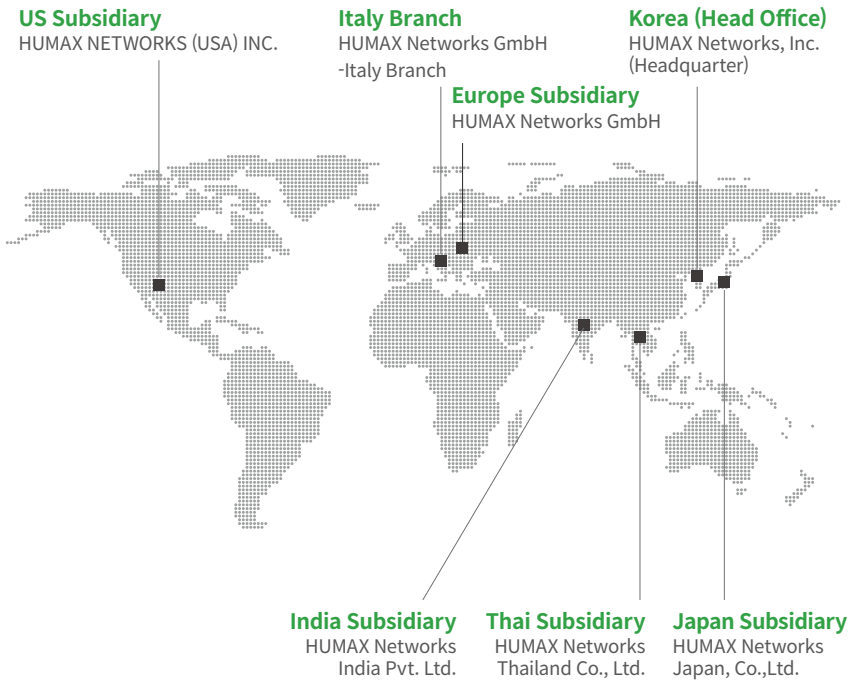
Company name	HUMAX Networks, Inc.
Date of foundation	Nov. 26, 2019
Registered Representative Director	GHANG YING
Business area	Supply of wired & wireless communication equipment and solutions
Employees	218 persons (including overseas subsidiaries, as of the end of 2025)
Head office address	216, Hwangsaeul-ro, Bundang-gu, Seongnam city, Gyeonggi province.
Business sites	Korea, USA, Europe, Italy, Thailand, India, Japan

Key Figure



* Consolidated basis, December 2025.

Global Network



Company Profile

Company History

2013-2015		2016-2018		2019-2022		2023-2026	
NETWORK BUSINESS STARTED		GROWTH & DIVERSIFICATION OF BUSINESS		NEW START AS HUMAX NETWORKS		JOURNEY WITH GLOBAL LEADERS	
2013	Launch the Residential GW business and enter the Home GW server market	2016	First delivery of GPON SFU and VDSL GW to the Asian market	2019	Establishment of HUMAX Networks	2023	Wins the \$200 Million Export Tower Award on the 60th Trade Day
	First delivery of 11ac AP product to the Korean market	2017	Expand business category to Residential Femtocell		Delivery of DOCSIS 3.1 GW and GPON GW to the N. & S. American markets		Launch Wi-Fi 7 11be GW and 5G FWA Platform
2014	First delivery of DOCSIS 3.0 GW to the overseas market		First delivery of DOCSIS 3.1 GW to the Asian market		Delivery of XGS-PON 11ax Tri-band GW and 10G EPON ONU to the American market		Entered Asian market with 11ax DOCSIS 3.1 and RDK-B/OpenSync solutions
		2018	Expand business category to Retail CPE and Indoor LoRa GW	2020	First delivery of XGS-PON 11ax Tri-band GW to the American market	2024	Achieves 'Gold Medal'(Top 5%) Rating from EcoVadis
					First delivery of 10G EPON GW to the Asian market		Achieves A+ in K-ESG Program by Ministry of Trade, Industry, and Energy
				2021	First delivery of GPON 11ax GW to the Asian market		First delivery of Wi-Fi 7 11be GW to the Japan market
							First delivery the 5G FWA to the Thailand market
				2022	Launch the Wi-Fi sensing solution	2025	OCRA, Network X Awards / Red Dot Design Award
					First delivery of 11ax 1GE HGW in the Asian market		Moni Pod, Good Design Korea Sliver Prize
							First delivery of 5G FWA to the European market
							Establishes subsidiaries in India and Italy
						2026	Achieves 'Gold Medla('Top 5%) Rating from EcoVadis

1) GW : Gateway 2)HGW : Hybrid Gateway 3)FWA : Fixed Wireless Access 4)ESG Management Level Certificate (issued by the Korea Productivity Center)

Company Profile

Mission, Vision, Core Values

HUMAX Network has established its mission, vision, and core values to become a “global leading company” that provides new value through innovative yet non-destructive creation. We will take a major leap forward to become the top company by continuously securing technological competitiveness and recruiting excellent talents based on our customer-oriented core values.

Mission

To enhance connectivity with the future and provide new values through innovative and non-destructive creation.

Vision

A company that provides broadband devices that can be used easily anytime, anywhere.

Core Values



Customer-centered thinking

- Make the customer’s everyday life more convenient.
- Provide the best network technologies and services.



Seamless connectivity

- Guarantee fast and easy wire/wireless connection to all customers from anywhere.



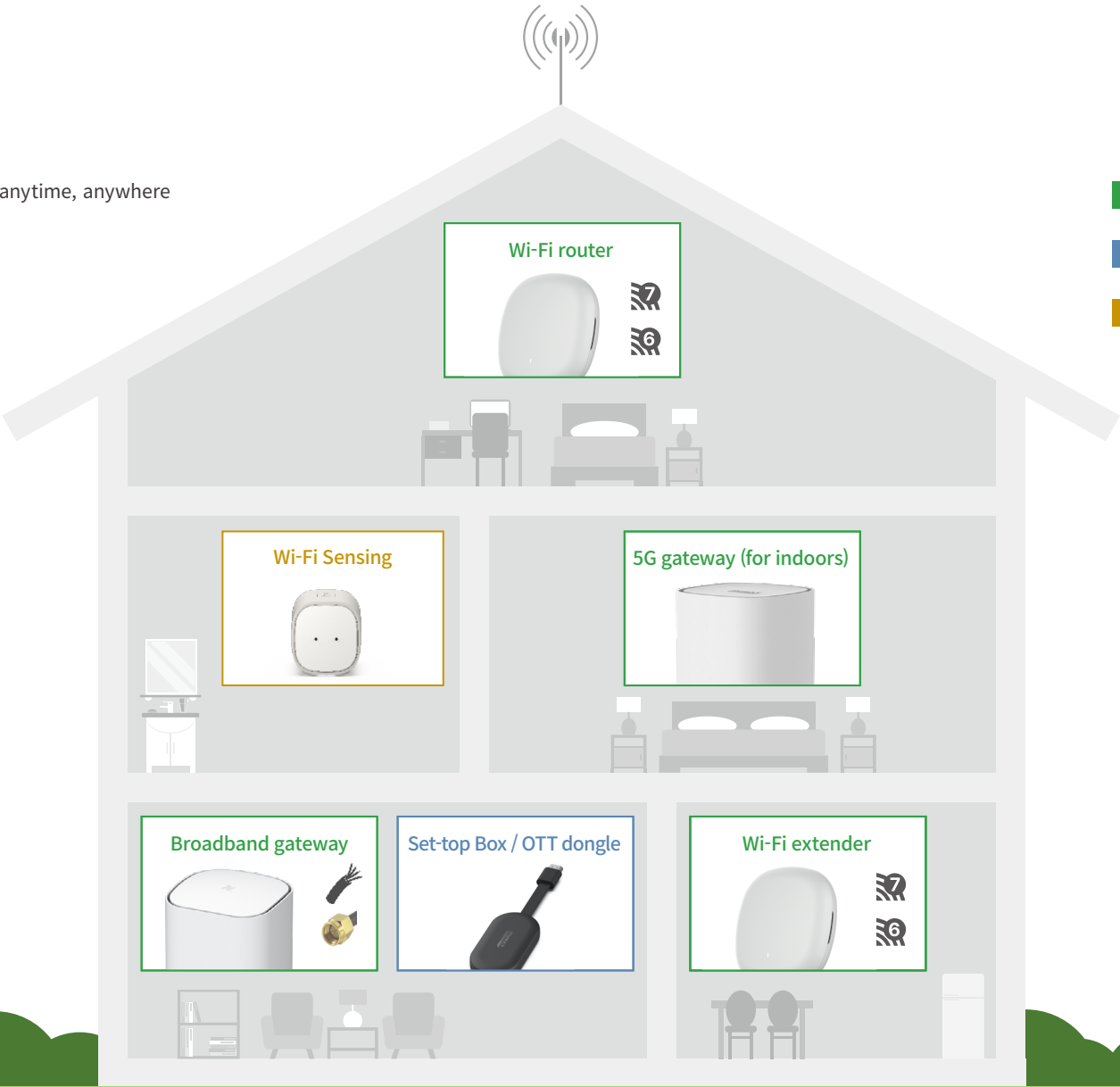
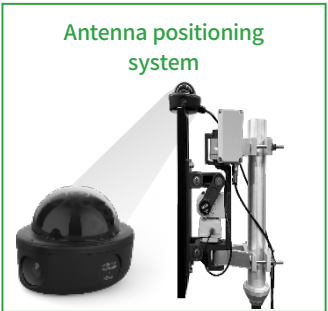
Leading and innovative technologies

- Maximize customer satisfaction.
- Provide high-performance equipment offering convenience.

Business Overview

Main Business

HUMAX Networks provides broadband network devices that can be used easily anytime, anywhere through innovative technologies.



- Broadband communication equipment.
- Video receiving/Playback equipment.
- Software solutions.

Outside the home Inside the home

Business Overview

Key Products

HUMAX Networks provides high-speed Internet network products and solutions to major telecommunication carriers worldwide, and also supplies set-top boxes and OTT products for video reception and playback. Thanks to our products, customers can enjoy fast and stable Internet services and video services.

**Broadband Gateway**

We provide high-speed telecommunication equipment used for Internet services inside the customer’s home. We also possess products designed to satisfy various protocols (5G, 4G, PON, DOCSIS, Ethernet), each of which is individually supported by different telecommunication carriers.

1

Mobile Broadband (5G/4G) (IDU/ODU)

2

xPON

3

Module & Stick

4

DOCSIS

5

Ethernet Router/Extender



**Smart Home Care Solution**

We provide a smart home care solution that precisely detects human movements through indoor wireless signal changes and interprets them with AI to provide meaningful insights. This system detects movement through wireless signals without the need for cameras, microphones, or wearable devices that may cause privacy invasion concerns, and it operates accurately even in environments without lighting to provide a safe home care service.

1

Wi-Fi-based care service

Home Care Service
for Telcos



**Remote Antenna Positioning System**

We provide a smart AI antenna operation solution designed to execute antenna alignment and direction control more precisely and efficiently within wireless communication environments. Through a system composed of an optical compass, controller, and robot arm, it precisely perceives physical orientation information of the antenna and analyzes the collected data in real-time, thereby supporting stable antenna operations by interfacing with a Cloud-based remote control framework.

1

OC (Optical Compass)

2

RA (Robot Arm)



**Set-top Box / OTT**

We provide 4K set-top boxes, OTT boxes, and OTT dongles to TV businesses including telecommunication carriers. Customers can enjoy not only Live TV but also a wide range of Android TV-based video services through HUMAX Networks’ products.

1

Set-top box

2

OTT box

3

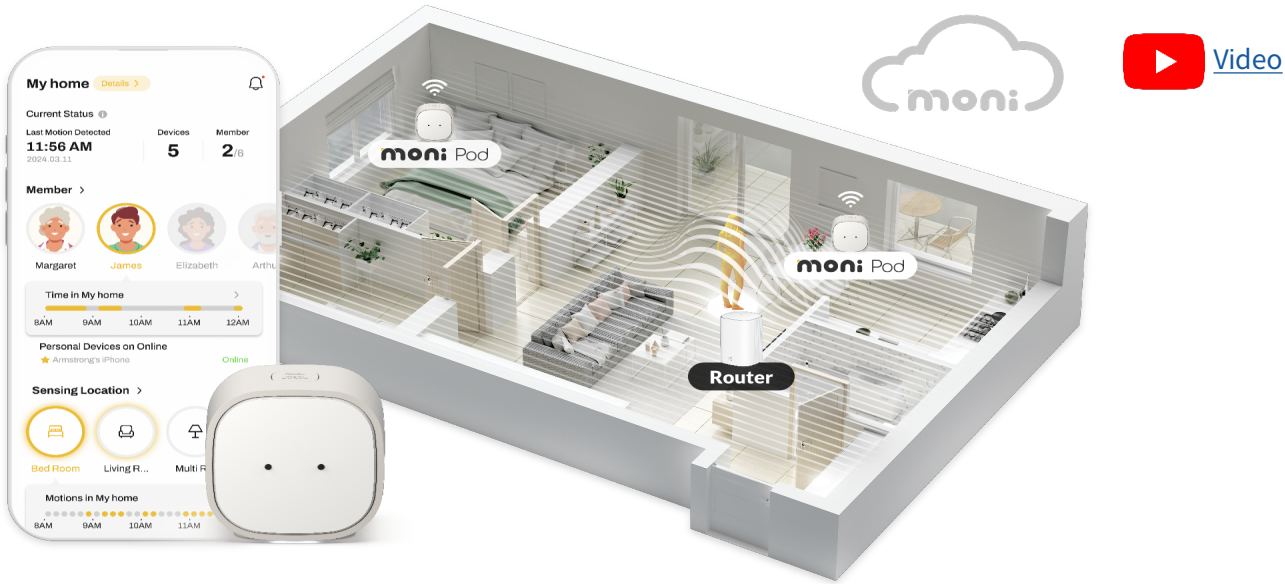
Android TV Soundbox



Business Overview

Key Services

HUMAX Networks leverages Wi-Fi Sensing technology to accurately detect location and movement within sensing-enabled environments, delivering a range of innovative and user-centric services. Through machine-learning-based data modeling, we have developed motion recognition technology that closely reflects real human movement. Our mobile application’s alert function enables users to access movement information anytime and anywhere, enhancing convenience and safety.



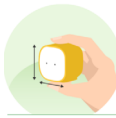
Simplified Deployment

No need for complex software integration on devices; easy plug-and-play.



Privacy-first Design

Smart Sensing collects data without cameras or intrusive sensors — privacy preserved.



Design that Delight

Compact and minimal. Fits anywhere, stands out effortlessly.



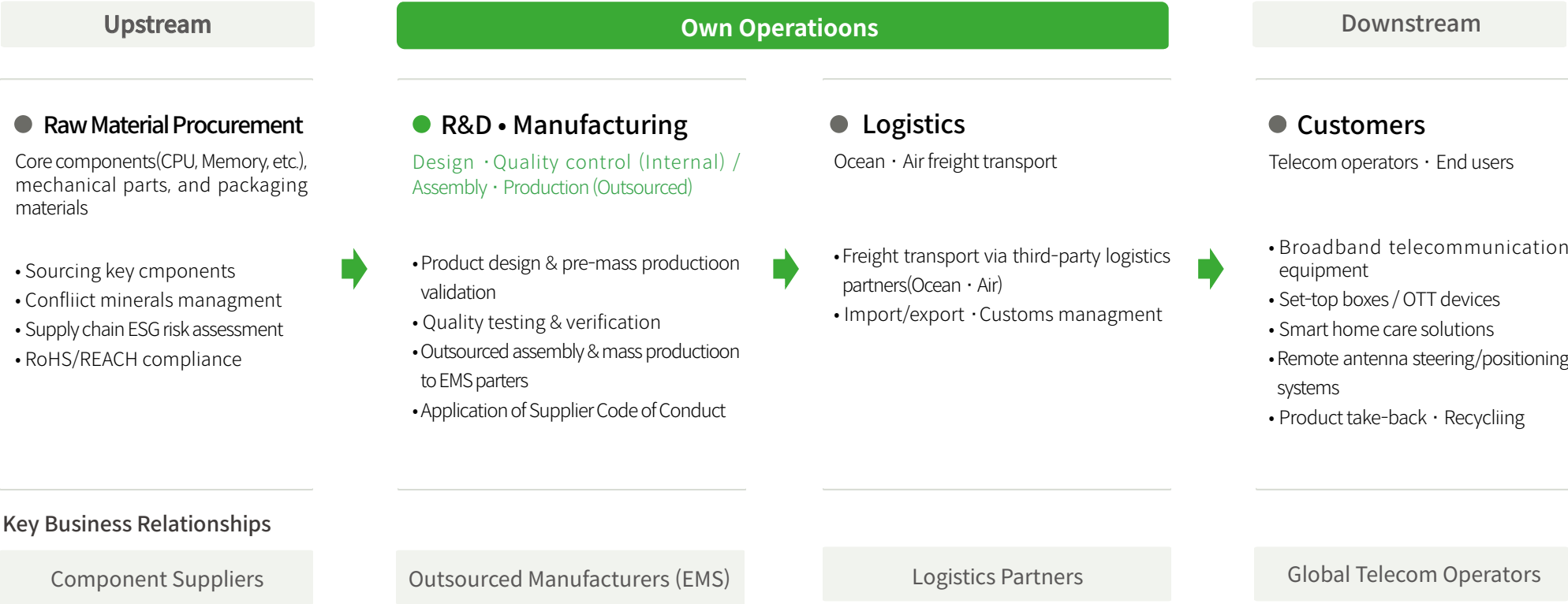
AI-Powered

By combining Real-time data and context awareness boost sensing performance.

Business Overview

Value Chain

HUMAX Networks identifies and manages activities and key business relationships across all stages of its value chain, from raw material procurement to product delivery to global telecommunications operators. Under a business structure where product planning, design, and quality management are conducted in-house while assembly and mass production are outsourced to specialized Electronic Manufacturing Services (EMS) providers, the company monitors and manages sustainability across the supply chain through its Supplier Code of Conduct and ESG assessments



02

SUSTAINABILITY MANAGEMENT

HUMAX Networks, Connecting your future through technology and ESG!



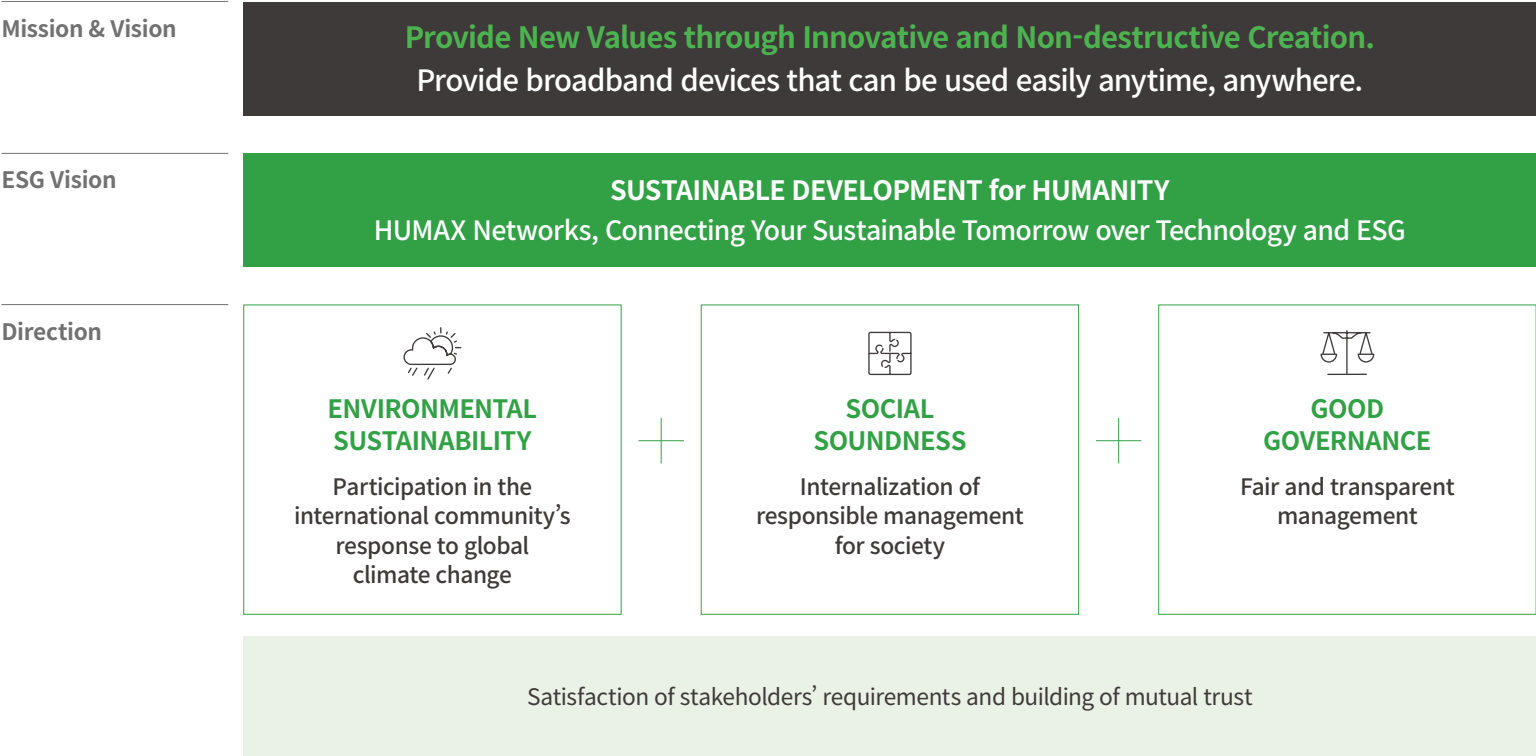
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Approach to ESG

ESG Strategy

ESG Vision and Policy

HUMAX Networks is building a better future based on sustainable growth and social responsibility. Through a systematic approach to ESG management across the environmental, social, and governance domains, we strive to create sustainable value together with all our stakeholders.



HUMAX NETWORKS SUSTAINABILITY POLICY		
HUMAX Networks' ESG (CSR) Declaration	ESG (CSR) Policy	
ESG (CSR) Norms	Sustainable Procurement Policy	
ENVIRONMENTAL	SOCIAL	GOVERNANCE
Environmental policy • ISO 14001	Health & safety policy • ISO 45001	Board of Directors' operating principles
Climate change policy (Enactment in progress)	Labor & human rights Policy • Employment Rules & Human Rights Charter	Compliance & Ethics • Code of Ethics
	Supplier's ESG Code of Conduct • ESG Code of Conduct	BCMS ISO 22301
	Conflict minerals policy	Information security policy • ISO 27001

Approach to ESG

ESG Management Committee

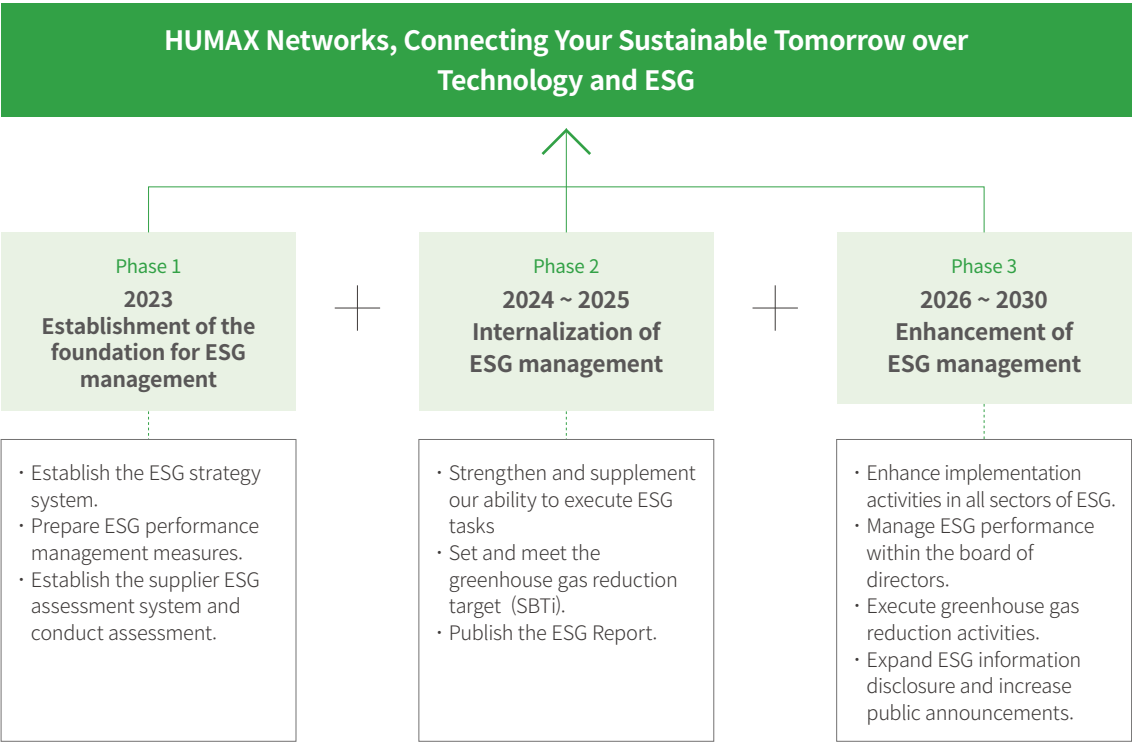
HUMAX Networks currently operates an HR committee, management committee, and ESG management committee. The members of each committee are appointed by the board of directors, and the current status of committee operation is periodically reported to the CEO. Among these committees, the ESG management committee reviews major items of the management agenda from an ESG perspective and makes important decisions accordingly.



Function/Role	Reviews/approves major items of the management agenda from an ESG perspective: • Mid- and long-term plans and their modification. • Checks ESG status and issues. • Identifies, assesses, and supervises ESG risks. • Major strategic decision-making.
Composition	Members are appointed by the board of directors.
Operating Process	Convened frequently depending on needs; periodically reports to the board of directors. Makes major decisions through the board of directors.

Mid- and Long-term ESG Goal

HUMAX Networks has set up an ESG management roadmap to strengthen its corporate competitiveness and contribute to the growth of a sustainable society. Beginning in 2023, we established the ESG management strategy system and performance management measures, and laid the foundations for ESG management by conducting an ESG assessment of our suppliers. As of 2024, we have pushed ahead with the internalization of ESG by raising our ability to execute ESG tasks, and we aim to establish company-wide sustainable management by enhancing the implementation activities of all sectors of ESG from 2026.



Approach to ESG

Identification of ESG Risks

HUMAX Networks recognizes the impact of ESG risks on both financial and non-financial performance and systematically identifies and manages key risks based on core management indicators across each ESG domain. We will continue to monitor relevant data to ensure the effective implementation of our ESG strategies and goals.

ESG Management Indices		Data Needing Management		2030 Goals	
Environment 	Environmental management system	• Environmental management manager and organizational system.	• Maintenance of the ISO 14001 certification.	• Maintain the ISO 14001 certification.	
	Greenhouse gas emissions	• Carbon dioxide emissions.	• Energy consumption.	• Reduce GHG emissions by 42%.	
	Resource usage/disposal and recycling	• Amount of waste disposed of.	• Water intake quantity.		
	Product carbon footprint	• Carbon emissions per unit by product.			
Society 	Employment practices	• No. of employees (classified by gender, age, nationality). • Percentage of temporary positions (contract workers/part-time workers). • Company's wage level vs. minimum wage.	• Gender wage gap. • Status of overtime work hours by individual workers. • Human rights impact assessment.	• Expand diversity and equity.	• Conduct annual human rights impact assessments.
	Prohibition of discrimination and workplace bullying	• Employee turnover/retirement rate.	• Status of actions taken on reported cases of grievances within the company.	• Achieve an employee satisfaction score of 80 points or more.	
	Occupational health & safety	• Industrial accident rate. • Maintenance of the ISO 45001 certification.	• Incidence of occupational illnesses.	• Maintain an industrial accident rate of 0%.	• Maintain the ISO 45001 certification.
	Product safety & quality	• Percentage of all products undergoing a quality inspection. • Customer satisfaction status	• Status of product recalls/refunds.	• ZERO recalls.	• Maintain the ISO 9001 certification.
Governance 	Anti-corruption/compliance management	• Status of compliance with related laws. • Anti-corruption risk assessment (Integrity assessment).	• No. of employees who received ethics training.	• ZERO violations of anti-corruption laws.	
	Information security	• Information security system audit/management cycle. • No. of information security training hours and no. of workers what they learned from the training.	• Maintenance of the ISO 27001 certification • Current status of information leakage.	• Maintain the ISO 27001 certification	• ZERO personal information leakages.
	Business continuity management	• Emergency response plans & training frequency by risk type • Maintenance of the ISO 22301 certification	• Recovery Time Objective (RTO) management for core business	• Maintain the ISO 22301 certification	• ZERO business interruption during emergencies

Stakeholders Engagement

HUMAX Networks considers all its employees, customers, shareholders, investors, suppliers, and local communities to be its major stakeholders, and listens to their diverse voices via common channels through which we can communicate with them at all times, as well as via individual channels suited to each stakeholder. The verified opinions of our stakeholders are reflected when setting ESG management strategies and tasks.

Stakeholder Definition and Identification

Definition and Identification Criteria

HUMAX Networks defines stakeholders as individuals or groups who affect, are affected by, or have a direct interest in the company’s business operations and decision-making processes. We identify stakeholders based on the following criteria:

① Impact: The impact of our business activities on the respective stakeholder group

② Dependency: The degree of mutual reliance for business continuity

③ Responsibility: Legal, contractual, and social responsibilities

Stakeholder Communication Channel & Major Issues

Category	Stakeholder	Rationale for Selection	Major communication channels and programs		Key interests
			Common channels	Individual channels and programs (Frequency)	
Internal	Employees	Internal members involved in product development, production, and sales activities, exercising and receiving the most significant mutual impact on business operations.	• Company website • Sustainability report	• Employee communication program (regular). • Employee satisfaction survey (biennial). • Labor-management council, labor-management roundtable meetings (quarterly). • Companywide management briefing sessions (twice a year).	• Recruitment and fostering of talents, improvement of employees’ health and safety, and welfare and organizational culture
	Customers	Stakeholders who purchase and experience products and services, serving as the core drivers of revenue generation and business continuity.		• Face-to-face meetings with customers (regular). • Participation in exhibitions (regular). • Reception of inquiries and complaints (regular).	• Product development, strengthening of product safety and quality.
	Shareholders & investors	Stakeholders who provide financial capital to support operational performance and sustain long-term growth drivers.		• General meeting of shareholders (annually) • Corporate management disclosure (annually).	• Responsible management by the board of directors/top management, ethical and compliance management.
	Suppliers	Interdependent value chain partners in areas such as component sourcing, contract manufacturing, and logistics.		• Face-to-face meetings & roundtable meetings (regular). • Purchasing portal system (regular).	• Fair trade, coexistence with suppliers.
	Local communities	Communities in the regions where our operating sites are located, directly or indirectly impacted by our business operations.		• Social contribution collaboration project (regular).	• Social contribution activities.

Materiality Assessment

Double Materiality Assessment

Humax Networks conducted a Double Materiality Assessment to analyze the financial impacts of sustainability-related issues on our business as well as the environmental and social impacts generated by our operations. Using internationally recognized double materiality methodologies, we performed peer benchmarking and stakeholder surveys, ultimately identifying six key material issues. These issues were finalized through review by our ESG team and senior management, along with consultation from external experts.

Double Materiality Assessment Process



Materiality Assessment

Double Materiality Assessment Results

Through a comprehensive double materiality assessment incorporating quantitative evaluations and stakeholder surveys, we selected the top six issues as our final material issues. Among these, three are newly identified this year. In the Environmental (E) category, ‘Resource Circularity & Waste Recycling’ was added as a new material issue. This reflects the strengthening of circular economy regulations and growing stakeholder interest in environmental stewardship. In response, we manage our environmental strategy across three key sub-domains: Greenhouse Gas (GHG) emissions, Energy, and Resource Circularity. In the Social and Governance (S&G) categories, ‘Information Security & Privacy Protection’ and ‘Health and Safety Management System’ were newly designated as material issues. Meanwhile, material issues from the previous report—namely Strengthening Ethical & Anti-Corruption Management, Sustainable Economic Value Creation, and Respecting Diversity & Anti-Discrimination—did not rank within the top six based on total assessment scores. However, we continue to maintain them as managed issues and disclose related key activities and performance in the corresponding sections of this report.

Four Key Material Issues

Rank	Cat.	Material Issue	Materiality	Financial impact	Non-Financial impact	GRI Index	Report page
1	S	Supply chain sustainability management	● ● ●	High	High	414-2	p.47~49
2	E	Expanding Eco-friendly products and service	● ● ●	Med	Med	Eco-01 ¹⁾	p.23~26, 31
3	S	Strengthening health and safety ⁽ⁿ⁾	● ● ●	High	Med	403-1~8, 403-10	p.32, 51~55
4	E	Managing GHG emissions	● ● ●	Low	Low	302-1, 302-4 305-1, 305-2, 305-4	p.23~27
5	E	Resource circularity & waste recycling ⁽ⁿ⁾	● ●	Med	High	306-5	p.23~26, 28, 67
6	G	Enhancing customer information security ⁽ⁿ⁾	● ●	High	High	418-1	p.56, 61~62

1) This indicator is an organization-specific metric (Non-GRI Topic).
Materiality Level: High (● ● ●) / Medium (● ●) / Low (●)

Materiality Assessment

Management of Material Issues

Humax Networks systematically manages sustainability-related impacts, risks, and opportunities by regularly evaluating management measures and Key Performance Indicators (KPIs) for material issues.

Material Issue	Risk & Opportunity Drivers	Management Measures	Key Performance Indicators(KPIs)	Report Page
Supply Chain Sustainability Mgmt. (S)	Risk: Expanding supply chain due diligence regulations; supply disruptions & reputational damage. Opp.: Securing market competitiveness by responding to customer ESG requirements.	• Operating a Supplier ESG Code of Conduct • Regular ESG assessments, audits & improvement support • Performing pre-assessments on new suppliers	• Supplier ESG assessment completion rate (%) • Number of completed supplier ESG training sessions	p. 47 ~ 49
Expanding Eco-Friendly Products and Services (E)	Risk: Market access restrictions from non-compliance with eco-regulations & eco-labels. Opp.: Preempting new markets via low-power & eco-friendly product dev.	• Applying eco-design practices • Managing product eco-friendliness & energy efficiency • Managing life cycle environmental impacts of products	• Models using PCR plastics (count) • Energy-efficient design models (count) • Life Cycle Assessments (LCA) completed	p. 23~26, 31
Strengthening Health & Safety Mgmt. System (S)	Risk: Human/legal liabilities & operational disruptions from workplace safety accidents. Opp.: Enhancing employee engagement & productivity through safer workplaces.	• Maintaining ISO 45001 certification • Regularizing risk assessments • Operating employee physical & mental health programs	• Lost Time Injury Frequency Rate (LTIFR) • Maintenance of ISO 45001 certification status • Health and safety training completion rate (%)	p.32, 51 ~ 55
Managing GHG Emissions (E)	Risk: Regulatory & trade risks from stricter emission limits & carbon pricing. Opp.: Operational cost reduction through enhanced energy efficiency.	• Calculating & monitoring GHG emissions • Optimizing facility energy usage • Expanding Scope 3 calculation scope	• Scope 1 & Scope 2 emissions (tCO₂eq) • Total energy consumption (TJ)	p. 23 ~ 27
Resource Circularity & Waste Recycling (E)	Risk: Stricter waste regulations & escalating disposal costs. Opp.: Cost reduction & circular economy alignment via resource recovery.	• Monitoring waste generation • Promoting asset reuse (e.g, repurposing aging PCs for R&D) • Outsourcing e-waste (PCBs, adapters) to certified recyclers	• Total waste generated (ton) • Waste recycling rate (%) • Waste per employee (ton/person)	p. 23~26, 28, 67
Enhancing Information Security (G)	Risk: Legal penalties & trust erosion from cyber threats & privacy regulations. Opp.: Strengthening customer & investor confidence via robust data security.	• Maintaining ISO 27001 certification • Strengthening info security governance • Security awareness training & incident response systems	• ISO 27001 certification maintenance • Personal data breach count • Info security training completion rate (%)	p. 56, 61 ~ 62

03

ESG PERFORMANCE

HUMAX Networks supporting the practice of ESG Life in everyday life



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ENVIRONMENTAL

Participation in the response to global climate change



MEASURES

- 1 Environmental Management Promotion System
- 2 Eco-Friendly Activities and Management



KEY PERFORMANCE

Greenhouse gas emissions	Energy consumption	Waste generation (General wastes):
434.1 tCO ₂ eq	9.1 TJ	4.56 ton
Greenhouse gas emission intensity	Amount of water used	LCA-assessed models (conut)
1.99 tCO ₂ eq/ No. of employees	2,274 ton	1 Repersontative Product
GHG emission Verification Statement		Acquisition of Environmental Management System
ISO 14064-1 Verified		ISO 14001 certification



OUR APPROACH

HUMAX Networks systematically manages key environmental issues - such as greenhouse gas reduction, energy efficiency, waste, and water management - based on its environmental management system and ISO 14001 certification. To ensure data transparency and reliability, we have completed third-party verification for our 2025 greenhouse gas emissions in accordance with ISO 14064-1 standards.

Environmental Management Promotion System

Environmental Management Policy & Strategy

HUMAX Networks has established an environmental policy to prevent environmental damage and practice continuous improvement activities through eco-friendly business management. To this end, we have established an eco-friendly management system based on ISO 14001, a global standard, and are complying with domestic and overseas environmental laws and regulations. In addition, we have identified the environmental issues that we should focus on managing by assessing the environmental impacts arising due to the nature of our business, and then performing continuous management activities.

Direction of Environmental Management

Environmental policy

Practice continuous improvement activities through eco-friendly business management and adopt a preventive approach to environmental damages.

Environmental management system

Establish an eco-friendly management system through ISO 14001 and comply with the environmental laws and regulations.

Matters to be practiced



Reduction of energy consumption

Reduce electricity consumption

- Install automatic energy-saving switches with motion sensors in restrooms and lounges.
- Replace existing lights with energy-efficient LED lights.
- Always set laptops to the standby mode.
- Develop and supply products integrated with power saving functions.

Reduction of fuel consumption

- Engage in an energy-saving campaign aimed at lowering the heating temperature by 2°C, and raising the cooling temperature by 2°C. (Baseline temperature: heating 20°C, cooling 26°C)



Reduction and management of waste generation

- Encourage employees to participate in the process of sorting and disposing of wastes generated by everyday activities in the company.
- Actively encourage employees to bring and use their own reusable tumblers instead of disposable paper cups.
- Reuse old laptops as test laptops for product experiments.
- Dismantle products more easily by replacing PE pads with paper pads.
- Separately dispose of hazardous waste (industrial wastes) (comply with the Ministry of Environment’s guidelines).



Preservation of water resources

- Introduce a function for adjusting the water pressure of restroom sinks.
- Close the hot water valves of sinks during summertime to save water and reduce unnecessary energy consumption.



Preservation of biodiversity

- Engage in social contribution activities such as plogging to preserve biodiversity.



Promotion of eco-friendliness in the supply chain

- Request the aggregation of greenhouse gas emissions by major suppliers.
- Conduct an environmental risk assessment of major suppliers.

Environmental Management Promotion System

Environmental Management Certification

HUMAX Networks has been recognized for establishing an environmental management system at the global level by acquiring the ISO 14001 (environmental management system) certification in 2023. We will continuously renew and maintain all related certifications to ensure continuous operation of our eco-friendly management system.

Environmental Management System

- Reduction of greenhouse gas emissions
- Improvement of resource efficiency
- Improvement of energy efficiency
- Establishment of internal standards to comply with environmental laws and regulations
- Enhancement of eco-friendly management
- Production of eco-friendly products
- Capacity building through education and training



Environmental Management Guidelines

HUMAX Networks enacted the environmental management guidelines on December 2, 2022, and has updated it periodically. The environmental management guidelines consist of a set of basic principles, beginning with the CEO’s message, which contains the CEO’s commitment to environmental management, and a total of ten detailed principles. Through these environmental management guidelines, we will do our best to achieve our environmental goals and improve our performance by taking into account the environmental aspect in all the processes of corporate management activities.

1

Foreword

1. CEO’s Message
2. Purpose of environmental management
3. Key focus areas and goals
4. Responsibilities and rights
5. Scope
6. Definitions

2

Basic Principles

1. Compliance with environmental laws
2. Continuous improvement
3. Sustainable supply chain management
4. Communication with stakeholders

3

Detailed Principles

1. Eco-friendly products
2. Greenhouse gas emissions
3. Energy consumption
4. Management and recycling of wastes
5. Management of harmful substances
6. Air pollutants
7. Soil, noise, vibration, odors
8. Raw and sub-materials
9. Protection of water resources and management of sanitary facilities
10. Protection of the environment and ecosystems

Environmental Management Promotion System

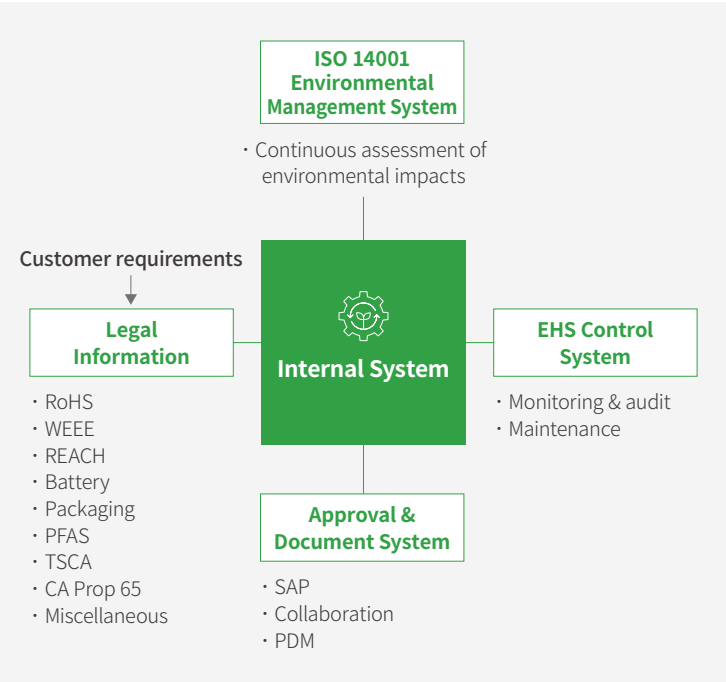
Governance of Environmental Management

HUMAX Networks has established an environmental management governance in which the top management participates. The company is equipped with an environmental management system for operating a sustainable business by managing and overseeing the company-wide implementation of environmental management based on environmental policies and guidelines.

Environmental Management Organizational Chart



Environmental Management System Process



Environmental Management Training

We provide annual enterprise-wide environmental training to raise environmental awareness among our executives and employees and to embed a eco-friendly practice culture within the organization. In 2025, in alignment with the global climate change response movement, we conducted a comprehensive online training program for all employees under the themes of Carbon Neutrality and the Circular Economy. A total of 207 employees participated in this training, which successfully strengthened internal awareness regarding environmental risks, and we plan to continuously enhance the environmental management capabilities of our workforce through substantial training programs in the future.

Result of Environmental Training in 2025

- **Training topic :** Environmental education for sustainable management.
- **Target :** All employees
- **Date :** July 1-31, 2025
- **Training method :** In-house online training (Video viewing)
- **Training completed :** 207 persons
- **Training details :** 1. Carbon Neutrality by 2050
2. Waste and the Circular Economy.

Eco-Friendly Activities and Management

Greenhouse Gas Emission Reduction and Management Activities

HUMAX Networks deeply recognizes the severity of climate change and has established greenhouse gas (GHG) emissions reduction targets to join global climate action. In particular, to systematically manage and monitor our carbon footprint, we have established a comprehensive GHG emissions inventory. We have also secured objectivity and reliability in our environmental data by obtaining third-party verification from an independent external certification body for our Scope 1 (direct) and Scope 2 (indirect) GHG emissions across domestic and overseas sites, in accordance with the international standard ISO 14064-1. Furthermore, to clearly demonstrate our commitment to carbon reduction, we have committed to setting science-based targets through the Science Based Targets initiative (SBTi), a global climate initiative. Moving forward, we will continuously execute our reduction roadmap under the official validation of the SBTi.

Energy Conservation Activities

To reduce greenhouse gas emissions and save energy, we have installed motion-activated energy-saving switches with motion sensors in all the restrooms and lounges at our domestic business sites. In addition, we have replaced the existing lighting with highly-efficient LED lighting, and are developing and supplying products with power-saving functions. Besides this, we are running a campaign in which internal employees’ always set their laptops to the standby mode.



Energy management

Eco-friendly equipment & facility investment

- Installed energy-saving switches with motion sensors in restrooms and lounges.
- Replaced existing lighting with LED and purchased household appliances with a high energy efficiency grade.

Employees’ eco-friendly practice campaign

- Setting computers and laptops to the standby mode during break time.
- Turning off the power of office PCs when leaving the office.
- Preventing unnecessary consumption of electricity by turning off lights after 9 pm.
- Maintaining appropriate temperature for cooling/heating.

Greenhouse Gas Emissions Reduction Goals

Classification	Base Year Emissions (2023)	Reporting Year Emissions (2025)	Mid-to-Long-term Emissions Reduction Targets (2030 Target)	
			Target Reduction Rate	Target Reduction Volume
GHG Emissions (Scope 1,2)	438.9 tCO ₂ eq	434.1 tCO ₂ eq	42%	184.3 tCO ₂ eq
GHG Emissions Intensity	2.27 tCO ₂ eq/No. of employees	1.99 tCO ₂ eq/No. of employees	42%	0.95 tCO ₂ eq/No. of employees

Classification	2025
Total Scope 3 Emissions ¹⁾	25,526.96 tCO ₂ eq
C1 Purchased Goods and Services	21,713.39 tCO ₂ eq
C2 Capital Goods	1,770.00 tCO ₂ eq
C3 Fuel-and Energy-Related Activities Not included in Scope 1 or Scope 2	96.53 tCO ₂ eq
C4 Upstream Transportation and Distribution	152.96 tCO ₂ eq
C5 Waste Generated in Operations	3.98 tCO ₂ eq
C9 Downstream Transportation and Distribution	1,790.09 tCO ₂ eq

1) Scope 3 emissions were voluntarily calculated to extend GHG accounting boundaries and are excluded from the scope of third-party assurance.

Greenhouse Gas Reduction in the Supply Chain

Going beyond carbon neutrality efforts centered on our own operations, the Company is progressively driving the quantification of Scope 3 emissions and the establishment of a GHG inventory to integrally manage climate change adaptation risks across the entire supply chain.

• Phase 1: Establishing an Internal Scope 3 Accounting Framework

To quantify our climate impact across the value chain, we are continuously driving activity data collection and emissions calculation across key categories. In 2025, we completed emissions accounting for six major categories, and we plan to establish a full Scope 3 inventory by 2026 by identifying data for all quantifiable categories. Building on this foundation, we will identify key emissions sources with high GHG intensity and establish a phased value-chain reduction roadmap once data reliability is secured.

• Phase 2: Refining Accounting Accuracy via Supplier Primary Data

To proactively identify potential climate-related risks within our supply chain, we conduct ESG assessments for key suppliers. Through these assessments, we monitor suppliers’ internal GHG emissions (Scope 1 and 2) data availability and their current energy consumption status.

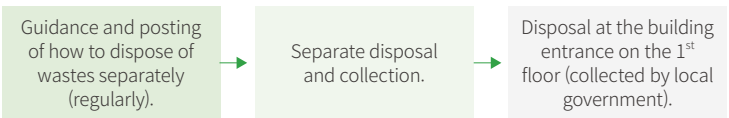
Eco-Friendly Activities and Management

Waste Management

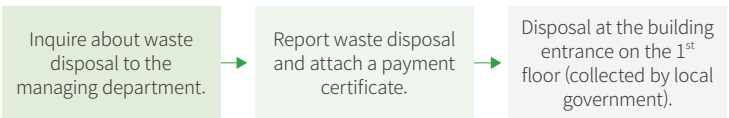
Waste Sorting and Disposal

Humax Networks categorizes and manages waste from its business activities into general and industrial waste. General waste produced at our sites includes paper, cans, glass bottles, plastics, and food waste from daily operations. Industrial waste includes printed circuit board (PCB) assemblies, finished products, and steel plates generated during product development. Furthermore, we manage process by-products and hazardous substances from outsourced manufacturing and upstream value chain operations as material waste impacts associated with our business. Improper waste disposal through landfilling or incineration can cause adverse environmental impacts, such as greenhouse gas emissions, soil and water contamination, and resource depletion. To minimize these impacts across our operations and value chain, Humax Networks strictly complies with the Waste Control Act, classifying waste for incineration, landfill, or recycling. E-waste eligible for free collection, such as TVs and laptops, is processed through E-Circulation Governance, while other electronic waste is safely handled by municipality-designated authorized contractors.

General waste disposal process



Industrial waste disposal process (Large & electronic industry waste)



Industrial waste disposal process (Items collected free of charge)



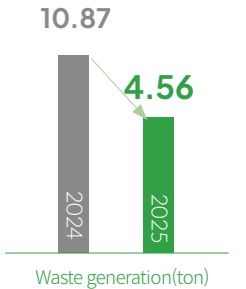
Efforts for Resource Conservation and Circular Economy

To minimize environmental footprints across all business activities and contribute to a circular economy, HUMAX Networks implements employee-led campaigns alongside the use of eco-friendly materials for internal promotional prints, we systematically monitor and manage waste generation throughout our office operations.

In 2025, our total waste generation stood at 4.56 tons, representing an approximate 58% decrease compared to 10.87 tons in the previous year. This significant reduction is attributed to the normalization of waste levels following a temporary spike in 2024 caused by one-off office layout modifications; furthermore, we continue to reinforce our waste separation and resource recycling initiatives to drive substantial and continuous source reduction

As part of our internal campaign to minimize single-use cups, we hosted an eco-friendly event on our corporate anniversary, providing morning coffee to employees who brought their own multi-use cups or tumblers. Through this initiative, we prevented the disposal of 150 single-use cups, creating a meaningful opportunity for our workforce to experience the necessity of resource conservation and circular economy practices in their daily routines.

Additionally, to prevent indiscriminate deforestation and promote the use of responsibly managed forest resources, we utilized Forest Stewardship Council (FSC) certified paper and eco-friendly soy-based inks with low hazardous chemical content to manufacture our major promotional prints, including official corporate calendars. By distributing these eco-friendly materials to all employees and key business partners, we shared our sustainable resource management principles and fostered a culture of day-to-day resource conservation.

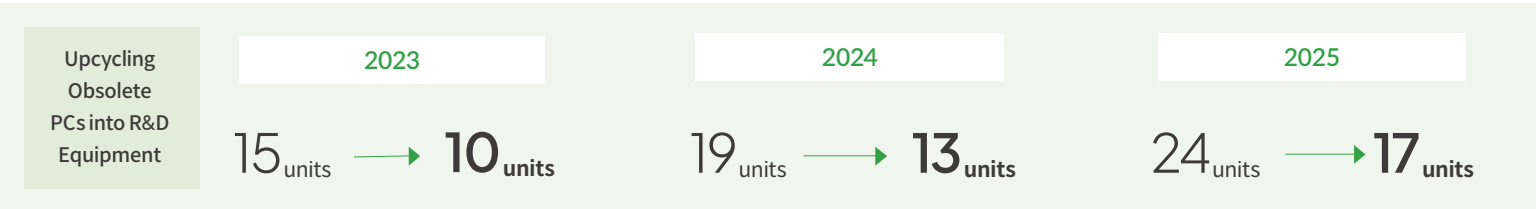


Resource saving

- Conducted training aimed at raising employees' awareness of wastes and recycling.
- Ran a campaign advocating the separate collection of domestic wastes.
- Recommended all employees to use tumblers and reusable paper to save paper.
- Encouraged paperless reporting & approval, electronic contracts, etc.

Practice of the circular economy

- Replaced PE pads with paper pads.
- Converted old PCs into development equipment (test laptops).
- Switch from chemical to soy-based vegetable ink for packaging.
- Replacement of paper manual with QR codes.



Eco-Friendly Activities and Management

Management of Hazardous Chemical Substances

To respond to global environmental regulations such as RoHS, REACH, POPs, TSCA, CA Prop.65, PFAS, etc., HUMAX Networks has established its own environmental compliance management process. We are periodically monitoring the harmful chemical substances included in our products through verification of parts, and managing the chemical substances of raw and sub-materials in the supply chain by establishing the related database. We request our suppliers to manage data in accordance with global environmental regulations. The company also distributes the latest environmental regulation standards and manuals for hazardous substances to suppliers, and actively monitors whether suppliers comply with the standards.

Furthermore, we are blocking exposure at the source by establishing and implementing measures to prevent exposure according to the risk level based on the results of the chemical substance risk assessment. We are replacing high-risk materials based on the results of risk assessment, and continuing with our improvement efforts by establishing reduction plans. Besides this, we periodically measure the working environment of our worksites, and have furnished MSDS materials on the substances in use in each laboratory. To control exposure to harmful substances, we periodically commission external specialized agencies to measure the working environment and conduct monitoring. As a result, assessments have confirmed that we have “not exceeded the limit on exposure to carcinogenic substances”, and have not “exceeded twice the limit of exposure to chemical factors”.

Verification system	Establishment of parts verification system • MSDS, MADS, non-use certificate, DoC, CoC, RoHS test report of parts verification through HUMAX Networks SAP system. • Establishment of a DB on the list of harmful substances according to environmental regulations and periodic updates.
Company management	Request and management of regulated material data by parts • Distribution of HUMAX Networks’ harmful substance standards according to the latest environmental regulations and data registration manual, and management of companies. • Management of company’s environmental compliance certificate.
Customer response	Customer’s response to environmental regulation requirements • Customer’s response to harmful substance requirements according to environmental regulations and response to technical documents.

Management of use of water

Operating under an asset-light EMS model, our internal water withdrawal is limited to office utilities, resulting in minimal discharge risks. Nevertheless, we drive company-wide water conservation initiatives to promote responsible resource circularity. We continuously encourage everyday water-saving practices and have optimized seasonal hot water supply systems to reduce liquefied natural gas (LNG) consumption and associated GHG emissions. Furthermore, we have upgraded to ultra-low-flush toilets across our headquarters to advance our high-efficiency water management system. Moving forward, we plan to progressively expand our monitoring of water risks and hazardous substance discharges to our major third-party suppliers.

[Note] 2025 water consumption decreased by approximately 25% year-on-year. Data is estimated based on the proportional allocation of the building’s total consumption to our leased area, reflecting both our conservation efforts and building-wide operational variances, such as vacancies on other floors.



Pollutant Management

Due to the nature of our business structure, which does not involve operating our own production facilities, HUMAX Networks is not directly associated with the emission of air, water, or odor pollutants and is therefore not subject to government reporting requirements. Nevertheless, we continuously monitor relevant domestic and international laws and regulations to responsibly manage our potential environmental impact. Furthermore, we adhere to the principles of responsible management to minimize pollutant emissions across our supply chain and collaborate closely with our partners to mitigate negative environmental impacts.

Biodiversity Preservation Activities

HUMAX Networks identifies potential impacts on the ecosystem in the vicinity of our business sites and implements proactive conservation activities to minimize biodiversity loss during our business operations.

Based on global biodiversity guidelines, we conducted monitoring of the environmental impact of our domestic and international business sites. As of 2025, we confirmed that one of our sites is located near the habitat of an endangered species protected by law. Accordingly, we are strengthening our compliance with environmental regulations and maintaining a continuous monitoring system to ensure that our operations do not negatively impact the surrounding ecosystem.

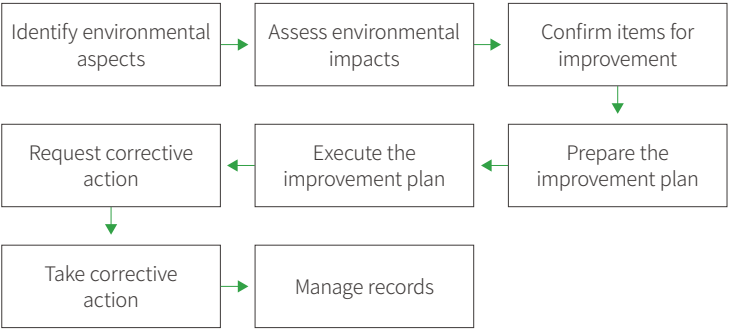
Furthermore, we organized a ‘plogging’ event to clean up the riparian area around Tancheon, a key ecological hub near our headquarters. Over 200 employees, including members of our management team, voluntarily participated in this environmental cleanup campaign, collecting litter around the Tancheon stream. Through this initiative, we protected the local riparian ecosystem and established a foundation to contribute meaningfully to maintaining biodiversity within our local community.

Eco-Friendly Activities and Management

Environmental Risk Assessment and Emergency Response

Environmental Impact Assessment Procedure

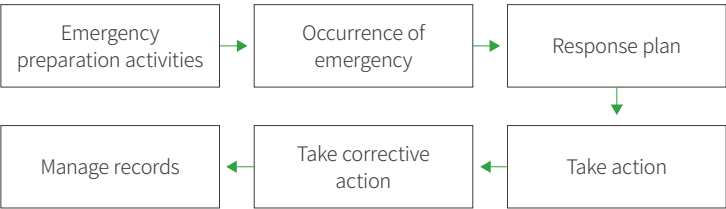
HUMAX Networks checks the environmental impacts occurring at all its business sites in order to assess the degree of direct and indirect environmental impacts that may arise in the future. We have classified the main environmental impact elements into air, water quality, soil, natural resources, plants, animals, and people, and are measuring the frequency, amount, and severity of such impacts. This measurement is conducted once a year to identify and manage important environmental issues, and we are taking measures to comply with domestic and overseas environmental laws and to fulfill the environment-related standards required by ISO 14001 and ISO 45001.



In addition to this, our company periodically monitors various domestic and overseas legal requirements. In particular, we are independently conducting legal compliance assessments and monitoring whether we satisfy the environmental standards required by our customers, such as overseas RoHS, REACH, POPs, TSCA, CA Prop.65, PFAS-related guidelines, etc.

Response to Environmental Emergency

We have identified risks by type and prepared response measures to prevent and prepare for the kinds of environmental accidents that may arise at our business sites. We conduct training once a year to ensure that we can respond quickly and safely to any emergency, such as accidents, flooding, fire, earthquake, etc., and periodically check the training plan for preparing for an emergency and analyze the response measures every two years.

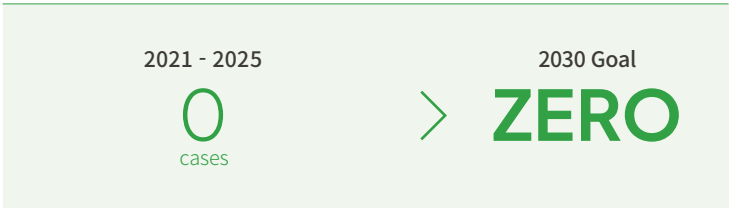


Compliance with Environmental Laws

HUMAX Networks has not received any major fines or non-monetary sanctions due to violations of environmental regulations in the past five years, and will continue to comply with the environment-related laws. We have established a related reporting channel to actively listen to the opinions of our stakeholders on environmental safety, going beyond legal compliance. Our employees, as well as all external stakeholders, can freely use this reporting channel.

[Reporting channel related to customer's health and safety](#)

Number of environmental regulation violations



Eco-Friendly Activities and Management

Product Responsibility and Environmental Stewardship

Eco-Design

We implement eco-design principles throughout the entire product life cycle to minimize environmental impact. Our goal is to enhance resource efficiency and reduce waste and carbon emissions.

Design Phase

- **Product Simplification:** We reduce raw material usage by streamlining product structures (e.g., from 3 pieces to 2) and minimizing components such as buttons, screws, and LEDs.
- **PCR (Post-Consumer Recycled) Materials:** To minimize environmental impact at the product end-of-life stage and advance a circular economy, we developed prototype products utilizing recycled plastics with up to 85% PCR content and showcased them at a global exhibition. Moving forward, we plan to progressively expand the integration of high-content PCR plastics across our mass-production product lineups.
- **Eco-friendly Packaging:** We are progressively replacing plastics with recycled paper in our packaging and avoiding UV coating and lamination to enhance recyclability. Additionally, we have evaluated the feasibility of plant-based soy ink to replace chemical ink, and we plan to phase in its application for mass production through close alignment on product specifications with B2B customers.
- **Packaging Optimization:** We reduced plastic consumption by completely replacing Polyethylene (PE) pads—used as product cushioning—with highly recyclable paper pads. Additionally, through optimized packaging design tailored to product dimensions, we reduced individual box sizes, thereby minimizing excess packaging space and paper material use. Furthermore, in consultation with our customers, we introduced a bulk packaging approach that eliminates individual packaging in favor of packing multiple units (5–6 items)

into larger carton boxes. This initiative reduces packaging waste, such as inner boxes and plastic wrap, while increasing container loading efficiency to lower transport-related carbon emissions.

Usage Phase

- **Energy Optimization:** We have integrated automatic low-power modes to minimize electricity consumption during the product use stage, thereby extending product lifespan and reducing stress on components.
- **Repairability:** We provide dedicated repair manuals to service centers to facilitate product repair and extended reuse.

End-of-Lifel Phase

We label all products with the WEEE (Waste Electrical and Electronic Equipment) recycling symbol to ensure proper disposal and facilitate recycling by consumers.

Life Cycle Assessment (LCA)

Humax Networks conducts Life Cycle Assessments (LCA) on key products to systematically manage their environmental impact. LCA is an internationally standardized methodology that quantitatively analyzes environmental impacts across the entire product life cycle, including raw material extraction, production, distribution, use, and disposal.

To objectively assess our environmental footprint, we conducted an LCA for a representative Home Gateway model, evaluating seven key environmental impact indicators. The assessment identified power consumption during the Use Stage as the primary driver of the product’s overall environmental load. Based on these findings, we plan to actively integrate automatic power-saving modes and low-power components during the product design phase to improve energy efficiency and mitigate environmental impact simultaneously. Furthermore, we will progressively expand the scope of LCA-assessed products to strengthen our end-to-end environmental management.

SOCIAL

Embedding Social Responsibility in Management



MEASURES

- 1 Employee Culture
- 2 Customer Satisfaction Quality Management
- 3 Human Rights Respect and Protection
- 4 Supply Chain Management & Collaboration
- 5 Health & Safety



KEY PERFORMANCE

Average welfare cost per employee	Industrial accident rate	Average training time per employee	Specialized human rights training completion rate
KRW 14.89 million	ZERO	28.6 hours	95%
Periodic performance assessment execution rate	Amount spent on goods from socially responsible companies	Acquisition of Environmental Management System	
100%	KRW 77.9 million	ISO 45001 certification	



OUR APPROACH

HUMAX Networks fosters a work environment where all employees can grow, based on fair recruitment, employee well-being, respect for diversity, and a strong commitment to health and safety. We also strive to strengthen human rights protection and supply chain risk management for all stakeholders, while continuously promoting social responsibility and a culture of safety across the organization.

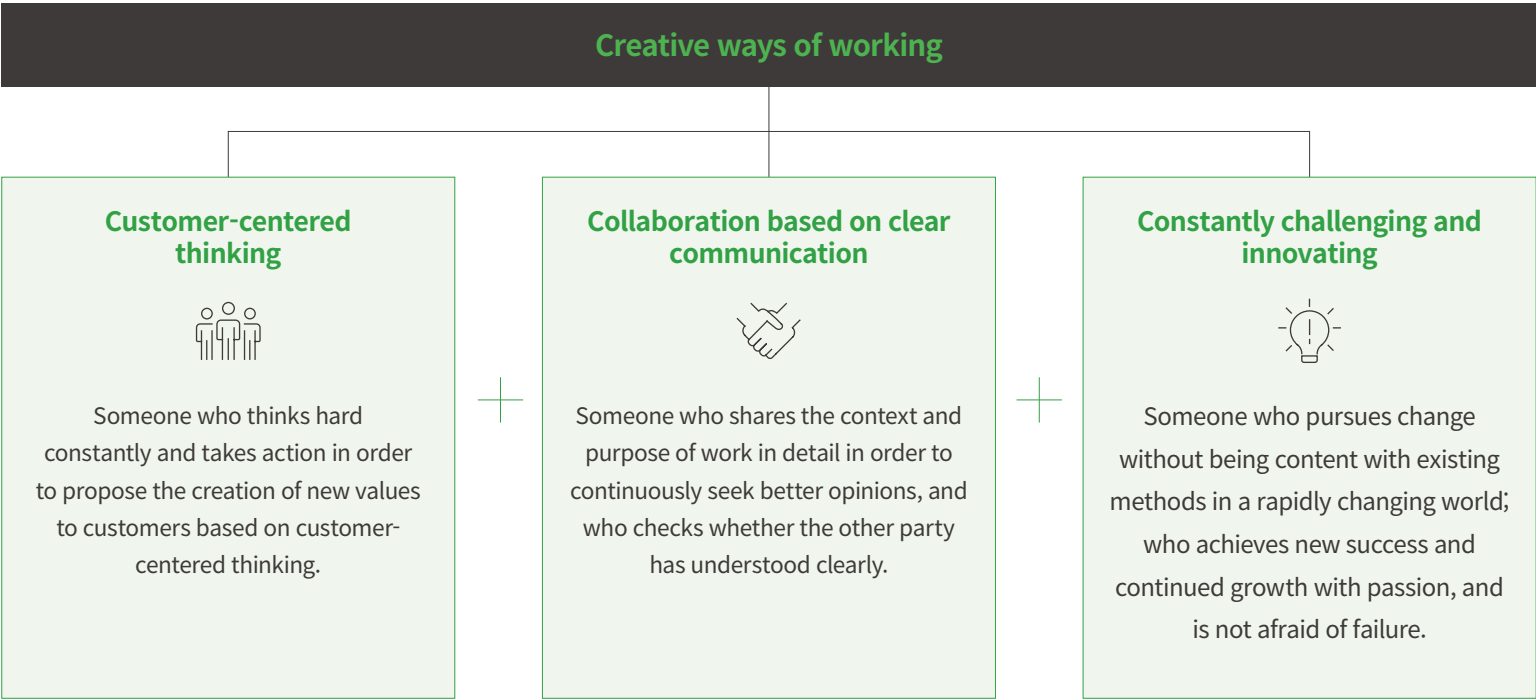
Employee Culture

Talent Development and Management

HUMAX Networks carries out various kinds of support activities designed to help employees settle into the organization and grow into experts, from the recruitment stage to the retirement stage of their career, including an onboarding program, the provision of fair promotion and compensation through periodic performance assessments, the development of each individual employee’s job competencies and career through systematic/periodic training programs, and a retirement program, etc.

Ideal Image of Talent

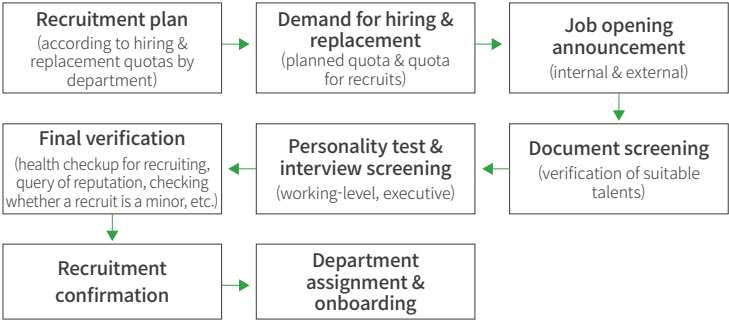
HUMAX Networks fosters ideal talents who possess skills such as customer-centered thinking, and who have the ability to collaborate based on clear communication, to face challenges and pursue innovation, and to find bold and creative ways of working. To secure suitable candidates, we post our image of the ideal talent on the company website so that potential employees wishing to build their career at HUMAX Networks can empathize with our values.



Fair Recruitment

HUMAX Networks focuses on verifying suitable talents while excluding unfair elements in the recruitment process. At the same time, we strictly abide by the related laws regarding the recruitment procedure. Meanwhile, as a result of our efforts to recruit talents by taking into account diversity, the number of our female talents has gradually increased. Besides this, we make every effort to ensure that unfair elements and discrimination due to gender, age, physical conditions, disabilities, religion, region of origin, academic background, etc. do not intervene when recruiting talents, and if recruitment is confirmed, we check the recruit’s age on their resident registration certificate in order to comply with the prohibition of child labor. Through such a recruitment process, we recruited 12 new employees in 2025.

HUMAX Networks human resource recruitment process



- Management of competency of talents suitable for each job and establishment of a recruitment plan for recruiting outstanding talents.
- Fair recruitment process, and compliance with the examination standard for each recruitment process.
- Prevention of unfair competition via compliance with the law regarding the fairness of recruitment procedures.
- Preferential treatment for persons with disabilities and war veterans.

 **HUMAX Networks’ recruitment of human resources**

Employee Culture

Talent Development, Training, and Career Management

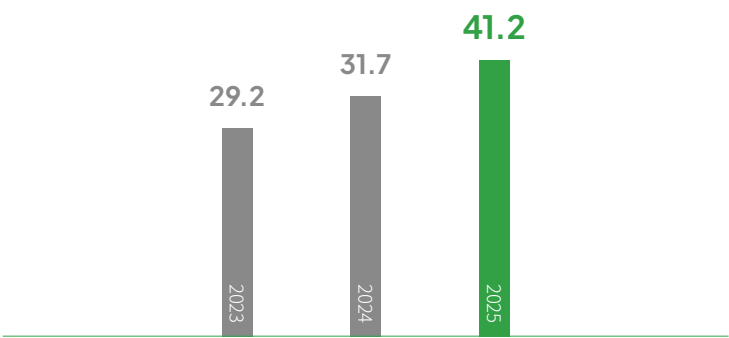
HUMAX Networks has established a company-wide talent development and management system under the leadership of our CEO. We continuously refine our training framework to strengthen leadership competencies—the core engine of our organizational growth—while providing ongoing support for employee-led learning cultures and professional skill development. As of 2025, we have supported employee growth with an average of 41.2 hours of training per employee and a total investment of 11.5 million KRW in training and development programs.

HUMAX Networks Talent Development System

We foster individual expertise and leadership through systematic training programs tailored to each employee’s role and career stage, thereby building sustainable competitiveness for our organization.



Training time per person over the past 3 years (Unit: Hours)



Internal transfer and job rotation system

HUMAX Networks is operating an internal transfer and job rotation system as a part of each employee’s career management under the principle of ‘The Right Person in the Right Place, Commitment and Personal Growth.’

Career Development and Rotation over the Last 3 Years



Employee Culture

Operating the Youth Work Experience Internship Program

HUMAX Networks actively participates in the ‘Youth Work Experience Support Program’ hosted by the Ministry of Employment and Labor to support the skill development and practical talent cultivation of the next generation. By providing young people with opportunities to engage in actual business projects, we aim to support their smooth entry into the labor market, which is increasingly shifting towards experienced and on-demand hiring.

Program Operation Process

STEP 01	STEP 02	STEP 03
Recruitment and Selection	Practical Project Participation	Feedback and Competency Enhancement
Providing equal participation opportunities through fair selection, focusing on job competencies and regions led by the operating agency.	Gaining hands-on experience by proactively driving actual business projects through 1-on-1 mentorship.	Achieving high-quality project outcomes and improving practical skills through 1-on-1 field mentoring and continuous feedback from mentors.

Diversity in Talent Cultivation - We strictly eliminate discrimination based on gender, educational background, and regional origin through collaboration with operating agencies, realizing a fair and inclusive hiring culture focused solely on job competency.

Key Training & Development Projects

PROJECT 01 · BRAND DESIGN	PROJECT 02 · ESG COMMUNICATION
Official Calendar Design Project	ESG Report Infographic Design
We supported participants in experiencing the entire process of design, from concept planning to print production, for an official calendar that reflects our brand identity.	Participants contributed to the infographic and layout design of our ESG report, helping them develop practical skills in effectively communicating ESG quantitative and qualitative achievements.

Expected Impact

Promoting Labor Market Entry	Strengthening Practical Competencies	Fulfilling Social Responsibility
Providing a practical foundation for employment for youth lacking work experience in a job market that prioritizes immediate, experienced hires.	Securing practical portfolios and enhancing job understanding through participation in real-world business projects.	Contributing to social good by ensuring employment diversity and supporting local youth.

Senior Workforce Retention and Capacity Utilization

To retain top-tier talent with decades of accumulated expertise, HUMAX Networks has established a structured senior re-employment process following the standard retirement age of 60. Consequent to the implementation of this system in 2025, we have successfully re-employed one retired individual, who is currently seamlessly integrated into our operations. These re-employed senior professionals leverage their deep domain knowledge and practical experience to facilitate knowledge transfer to junior peers, thereby enhancing overall organizational productivity. To ensure a stable working environment, the company maintains the existing level of employee benefits for re-employed staff, while concurrently offering health management programs designed to support the well-being of our senior workforce.

Employee Culture

Performance Management & Compensation System

We operate a performance review system to assess each individual’s performance and competencies fairly and objectively, and conduct performance feedback interviews for each organization in order to support an individual’s growth and mitigate any difficulties they are facing.

We have regularized the prevention of discrimination in the job training and promotion process in order to develop employees’ expertise. We are also working hard to ensure fairness in performance management and to prevent discrimination via a review by a final council composed of executives at the final stage of performance management. If an assessed individual feels that they are being discriminated against, we operate a process whereby one can submit an objection to the HR Committee, which then makes efforts to ensure fairness. Meanwhile, if additional work arises, we provide a substitution holiday or compensatory leave.

Periodic performance assessment in 2025

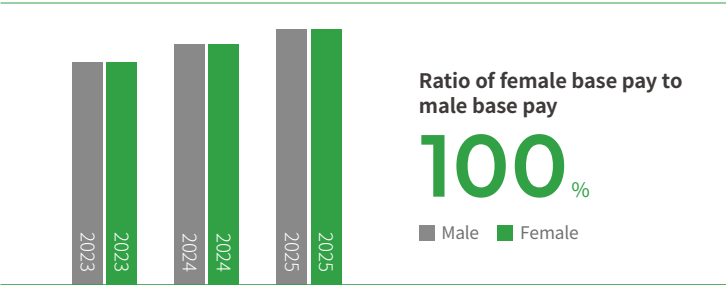


Employee Compensation and Gender-equal Wage Guarantee

We issue monthly pay statements to all employees and regularly communicate year-end salary standards and salary increase procedures. Annual performance-based compensation is reviewed and discussed, and payments are made following approval by the CEO and the Board of Directors. In 2023, we paid company-wide performance bonuses for the first time, and continued to provide performance bonuses in 2025.

HUMAX Networks operates a compensation system based on fair performance, and guarantees gender-equal wages so that female workers are compensated equitably without discriminating against them in favor of male employees.

Wage gap according to gender



Guarantee of Living Wages

HUMAX Networks complies with and supports the guidelines of the “Forward Faster” initiative in order to guarantee living wages.

Hence, we enacted the living wage policy on January 2, 2023 in order to realize responsible and sustainable management in all countries and regions where we run our businesses. After setting a mid-and long-term target to ‘guarantee living wages for all employees’ by 2030 according to the living wage policy, we benchmarked the cost of living and analyzed the wage level of employees in order to apply appropriate wages. As of 2025, HUMAX Networks set wages up by 5% compared to the legal minimum wage, as living wages and paid the wages.

Retirement Benefit Program

In accordance with applicable laws and regulations, we operate both Defined Benefit (DB) and Defined Contribution (DC) retirement pension plans to support employees in maintaining financial stability after retirement. We also provide annual retirement pension training to ensure that employees fully understand pension management options and benefits, enabling them to make informed and responsible decisions.

- 
- Operation of DB/DC Retirement Pension Plans and Regular Pension Training
 - Support for application of unemployment benefits (applicable persons only).

Employee Culture

Work-Life Balance & Welfare

Work-Life Balance & Welfare System

HUMAX Networks operates a variety of employee welfare programs to create a great workplace environment. Through regular employee surveys, the company listens to employees’ opinions and reflects them in policy improvements. It continuously strives to enhance employees’ quality of life and satisfaction by offering health management, lifestyle support, family-friendly benefits, and self-development programs. In addition, based on labor-management agreements, the company provides flexible working arrangements such as a selective working hours system, recognized working hour system, and compensatory leave system for all employees. Furthermore, along with fitness center support, HUMAX Networks operates the “self-leading Welfare Points Program”, which allows employees to choose welfare benefits in various areas—including health management, travel and leisure, books and education, and cultural performances—according to their individual preferences.

HUMAX Networks Welfare System Status

HUMAX Networks, an enjoyable workplace!

Goal 1: Create a good place to work in so that members can feel comfortable and focus on their task.

Goal 2: Provide care for employees needing help.

Goal 3: Enhance employees’ satisfaction by boosting their quality of life

Health Support Program

- Comprehensive health checkup support.
- Influenza vaccination support.
- Fitness center support.
- Various health promotion events.

Life Support Program

- Meal support.
- In-company cafe.
- Subscription to group personal accident insurance.
- Provision of a shared car service for business purposes.

Family-friendly Support Program

- Children’s educational expense support system.
- Nursery support.
- Congratulations/condolences support system.
- Commemoration day (birthday, wedding anniversary) support.
- Vacation support (including family care leave).

Personal Development Program

- Provision of self-led welfare.
- Foreign language education fees.
- Leadership training.

Welfare Programs

HUMAX NETWORKS

HEALTH BOY GYM
수내점

BE HAPPY AND HEALTHIER
As it’s spring, let’s work out!

Health Care
Health checkup/medical treatment/
sports/leisure/home training/healing

Reading/Education
YES24 / Aladdin / Kyobo Book Center, regular subscription to online education

Travel/Leisure
Accommodation booking (YeoGi-eoTtae, Yanolja), domestic travel, overseas travel

Miscellaneous
Performances, ticket, record, movies (CGV, Megabox)

Self-leading welfare points

We choose the benefits and use them for ourselves!

Status of Welfare Expenses for the Past 3 Years

Total amount of welfare expenses (Unit: KRW 1 million)

Year	Total amount of welfare expenses (Unit: KRW 1 million)
2023	2,176
2024	2,794
2025	3,247

Average welfare cost per employee (Unit: KRW 1 million)

Year	Average welfare cost per employee (Unit: KRW 1 million)
2023	11.27
2024	12.82
2025	14.89

HUMAX Networks Sustainability Report 2026

Employee Culture

Maternity Protection

HUMAX Networks is committed to supporting work–life balance by implementing various maternity protection programs and fostering a family-friendly corporate culture. The company operates diverse support systems for maternity protection and childcare, including parental leave, flexible working arrangements, and an in-house daycare center. In recognition of these efforts, HUMAX Networks has been certified as a Family-Friendly Company by the Ministry of Gender Equality and Family. The company will continue to enhance its family-friendly welfare programs and create a workplace environment where all employees can work with confidence and peace of mind.

System	Support details
Reduction of working hours during pregnancy	Female employees can reduce their working hours during early and late pregnancy to safeguard their health during high-risk pregnancies.
Adjustment of commuting hours during pregnancy	Female employees can change the beginning and end times of their work while maintaining fixed work hours on a daily basis.
Granting of prenatal diagnosis time during pregnancy	Provision of time for prenatal medical check-ups by considering the health of pregnant workers.
Leave before and after childbirth	Support for 90 days of leave before and after childbirth (i.e. paid leave for 90 days), provides 20 days of paternity leave.
Parental leave	Pregnant workers can also use parental leave. Female users can use this leave within 1 year by combining it with childcare leave after childbirth (which can be used separately).
Infertility leave	Infertility leave is permitted regardless of gender.
Use of parking lots	Provision of free parking during pregnancy.
Childbirth gift support	Provision of infant underclothing to home or postnatal care center upon childbirth.
Congratulatory payment support	First childbirth: KRW 200,000; Second childbirth: KRW 300,000; Third childbirth or more: KRW 500,000.
Group insurance support	Application of group insurance benefits for additional registration of a child upon childbirth (Type A_ actual expense type or Type B_ hospitalization benefit), Outpatient treatment during childbirth (Ultrasound, etc.) + hospitalization (upon childbirth).
Provision of paid breastfeeding time	If requested by a worker with an infant who is less than 1 year old, twice per day, more than 30 minutes of breastfeeding time provided.
Children’s educational expense support	KRW 500,000 paid once for kindergarten children.
Child Education Support	KRW 500,000 provided once for children entering kindergarten or elementary school.
Child Enrollment Celebration Program	Gift provided for children entering elementary or middle & high school, One day of paid leave granted for elementary school entrance ceremonies.
Workplace nursery	Can be used for children aged 10 months to 5 years (can be admitted within quota).

Stress Relief & Psychological Well-being

HUMAX Networks recognizes that both the physical safety and mental health of our employees are the driving forces behind our sustainable growth. Accordingly, we are actively implementing support programs dedicated to alleviating job-related stress and enhancing psychological well-being.

- **Job Stress and Emotional Management:** To maintain the psychological stability of our employees during seasonal changes and high-workload periods, we regularly provide health and stress management resources through our company portal. Furthermore, we have partnered with local fitness centers to help employees manage their health and are fostering an internal culture focused on holistic employee wellness.
- **Grievance Handling Channels:** We operate dedicated grievance reporting channels and anonymous online hotlines to allow employees to safely report and consult on psychological distress caused by work-related or personal matters. These channels ensure the prompt resolution and support for employees’ mental health concerns.



Family-Friendly Certification



Employee Culture

Social Conversation & Communication

HUMAX Networks prepares labor-related regulations and guidelines, and promotes periodic conversation and communication between labor and management. We are making efforts to boost smooth communication between employees by operating a labor-management council and a grievance settlement committee system according to the related laws, supporting female staff roundtable meetings, and conducting employee satisfaction surveys. Furthermore, we are working hard to actively listen to and reflect employees’ suggestions, while conducting regular surveys on issues regarding company management and system operation separately from the satisfaction surveys.



HUMAX Networks’ Social Conversation Method

- Company-wide management briefing (twice a year).
- Operation of a labor-management council (quarterly).
- Convocation of a grievance settlement committee (when a report is received).
- Grievance settlement reporting channel (regular).
- Female staff roundtable meeting (once a year).
- Employee satisfaction survey.

Company-Wide Management Briefing

HUMAX Networks conduct two annual management briefing sessions: one for position holders and one for all employees in order to transparently share information on the company’s performance and business status. In addition, during each briefing session, we prepare a Q&A session for employees in order to listen to their suggestions and questions, and endeavor to promote their participation in corporate management.



Labor-Management Council

HUMAX Networks complies with the requirement to hold one council meeting per quarter according to the government’s law on labor-management councils. The labor-management council derives items of agenda based on the VoE (Voice of Employee), discusses current issues related to sharing business management status, systems, welfare, and work environment, and pursues employees’ job stability by carrying out continuous organizational improvement activities.

Year	Number of meetings held	Major items discussed
2023	4 (once per quarter)	• Introduction of new welfare benefits to promote the health of employees. • Introduction of new welfare benefits for education, health, accommodation, and cultural life. • Discussion of review on training aimed at strengthening employees’ job competencies.
2024	4 (once per quarter)	• Discussion and implementation of measures to improve employee satisfaction with the work support meal system.
2025	4 (once per quarter)	• Introduced new welfare benefits (School entrance gift) • Gym promotion: ‘Hello Spring’ • Conducted 2025 CSR activities

Grievance Settlement Reporting Channel

HUMAX Networks operates various channels through which employees can raise or submit grievances and express dissatisfaction. All relevant reporting channels guarantee not only the anonymity of the reporter but also the protection of their identity.

• Grievance settlement committee counseling and reporting

When a worker with a grievance reaches out to a member of the grievance settlement committee for counseling, the latter listens to the worker’s concerns, and then notifies him or her about the settlement of the grievance in writing within 10 days of receiving the request.

• Grievance reporting channel, Clean Networks

HUMAX Networks operates a channel through which employees can report their grievances, work-related difficulties or personal issues on a one-to-one basis, and through which it makes efforts to build healthy building effective communication channels.

• Company website-integrated reporting channel

Operated on a 24/7 basis, this channel guarantees the anonymity and identity security of the reporter, and prohibits any retaliation, discrimination, or sanctions against the reporter.

Employee Culture

Female Staff Roundtable Meeting

HUMAX Networks aims to promote the diversity of its employees by actively encouraging and supporting the gathering of minorities. As a representative example, we organize roundtable meetings for female staff in order to support a stable work environment for our female employees. Female employees use networking to share and discuss the challenges of balancing work and family life, as well as various topics related to their workplace and family life.

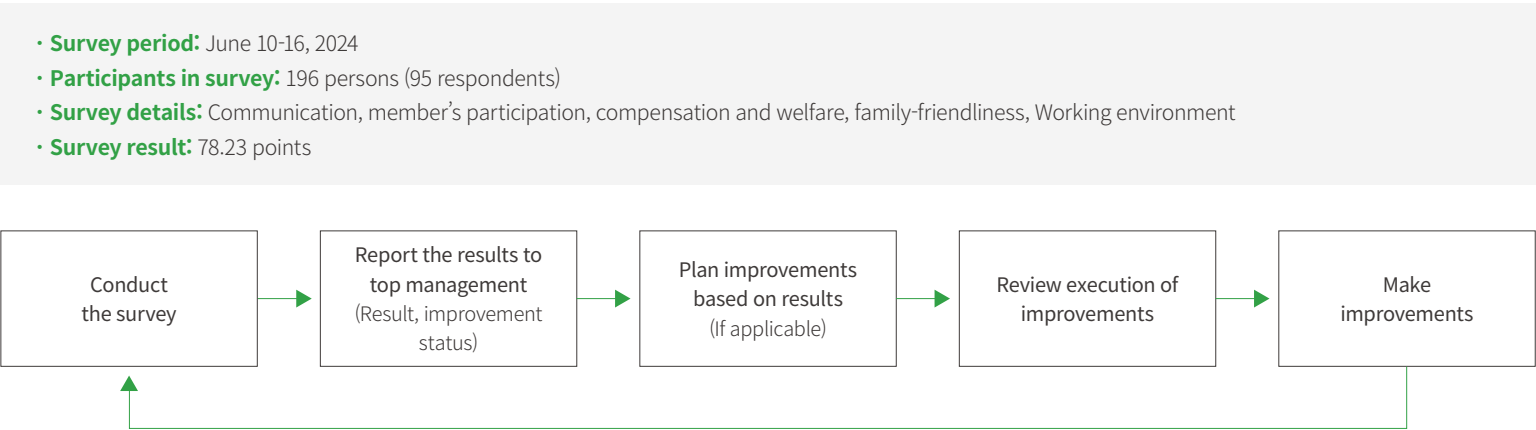
Year	No. of meetings held	Major details
2022	2	• Promotion of networking between new and experienced female employees via “tea time” and events.
2023	2	• Guidance on matters concerning the protection of maternity for female workers; provision of support for their personal struggles as female employees.
2024	1	• Guide to stress management
2025	1	• Upcycled keyring making



Employee Satisfaction Survey

Humax Networks conducts an Employee Satisfaction Survey biennially (every two years) to reflect employee feedback in management and HR policies. The survey results are reported to top management and serve as foundational data to drive improvements in the working environment and organizational culture.

In the most recent Employee Satisfaction Survey conducted in 2024, satisfaction regarding the working environment and compensation/benefits recorded positive levels. Conversely, scores for policy communication and employee engagement were relatively low. To address these areas for improvement, we expanded interactive communication programs in 2025 to enable direct employee participation and feedback. To assess the progress of these initiatives and ensure ongoing dialogue, we plan to conduct the next Employee Satisfaction Survey in the second half of 2026.



Customer Satisfaction Quality Management

Quality Management Promotion System

HUMAX Networks had adopted the ISO 9001:2015, TL9000, and ISO 14001:2015 standards throughout all processes related to product development, mass production, field operations, and customer response in order to improve and maintain the quality of its products. According to these standards, we are making concerted efforts to achieve a company-wide quality goal, and we will continue enhancing the quality control system to meet customer requirements.

Quality Management Policy

Quality is the foundation of all our activities. We pursue perfect quality by making continuous product improvements, and achieve customer satisfaction through these efforts.

- 1. We put quality first and pursue perfect quality from the frontend.
- 2. We understand our customers' requirements, and deliver top-quality products and services through effective quality control.
- 3. We deliver the highest quality through constant innovation, and effectively utilize methods based on scientific management and processes.
- 4. We create processes that can be put into action, and comply with the processes we have created.

All our employees are required to fully understand the quality policy, to establish a quality management system that satisfies customer requirements, and to implement and maintain it continuously.

Quality Management Certification

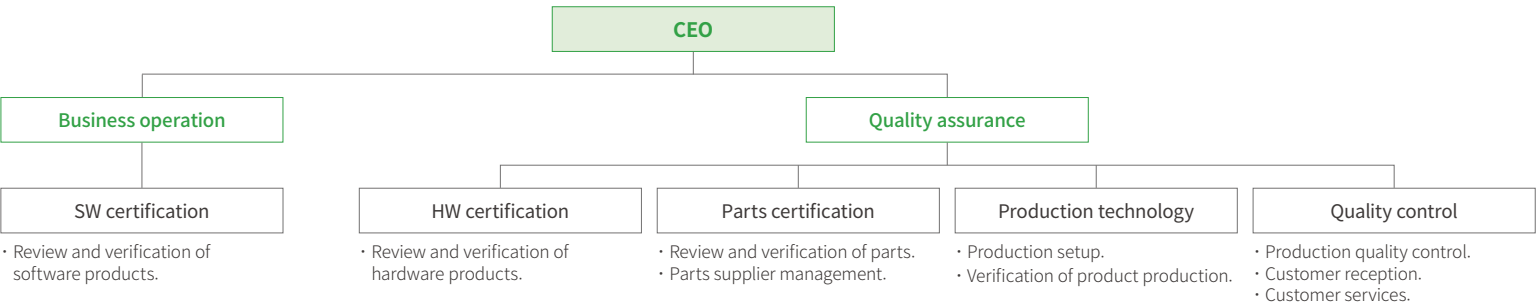
ISO 9001 is an international standard for consistently providing products and services that meet both customer and legal requirements, enhancing customer satisfaction, and addressing risks and opportunities related to an organization's objective. HUMAX Networks was awarded the ISO 9001 (quality management system) certification in 2023 in recognition of its establishment of the system at the global level.

- Date of acquisition of ISO 9001 certification: Aug. 8, 2023
- Expiration date of ISO 9001 certification: Aug. 20, 2026



Quality Management Governance & Management System

Since product quality is directly connected with customer satisfaction, securing product quality is a top-priority issue requiring dedicated management. HUMAX Networks has established quality management governance to ensure customer satisfaction - from design and development to commercialization and sales of its products. The QA team is fully responsible for managing overall quality management and customer satisfaction under the supervision of the CEO.



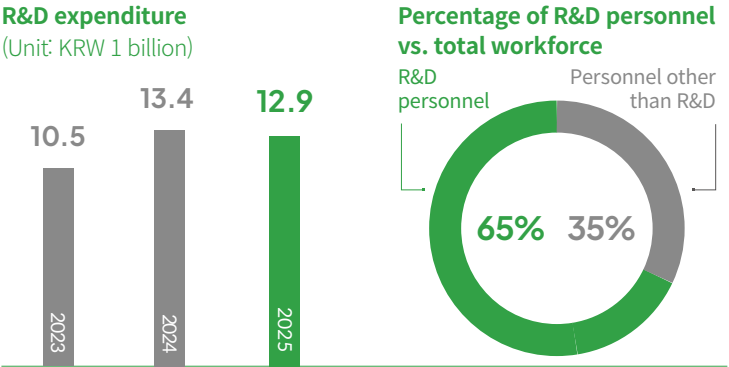
Classification	Activities	Effect
Development quality	• Reliability verification/development of new methods of assessment. • Prediction and management of product lifespan to reflect the customer's use environment. • Continuous supplementation of the quality verification system.	• Improve the completeness of developed products by securing frontend quality. • Verification/securing of quality based on the customer's use environment.
Parts quality	• Management and operation of data dispersion for parts suppliers. • Risk management through process audits of parts suppliers.	• Securing of parts quality stability and mass-production quality.
Environmental regulations	• Management and review of the environmental standard of each country. • Management of regulated substances by establishing a product environmental regulation system.	• Management of legal sanctions regarding environmental regulations and risk management.
Manufacturing/process	• Application of a production system based on shop floor control. • Quality control by monitoring each process. • Management of production data automation and data DB management	• Test by sample and management of packing history • Analysis through monitoring and improvement of quality • Enhancement of test reliability, minimization of expenses
Shipment	• Establishment of the shipment plan. • Automation of shipment inspections. • Implementation and optimization of quality inspections.	• On-time shipment, achievement of sales. • Cost reduction, increased efficiency, history management. • Prevention of shipping of non-conforming products, improvement of customer satisfaction.
Customer quality	• Collecting of customer feedback. • Operation of a customer training program. • Problem-solving and response.	• Improvement of products and service quality. • Preemptive response to defects for customers, formation of close ties with customers. • Increase of customer satisfaction, improvement of reliability, prevention of recurrence.

Customer Satisfaction Quality Management

Quality Management Activity & Performance

Research & Development for Quality Control

HUMAX Networks is concentrating its R&D capabilities to proactively respond to the rapidly changing global market environment and to ensure superior product quality. As of 2025, our R&D expenditure reached 12.9 billion KRW, and we have maintained a robust level of investment in R&D to advance our technological sophistication over the past three years. As of the end of June 2026, we have 6 pending patent applications and 53 registered intellectual property rights. Our portfolio of key intellectual property consists primarily of patents, designs, and trademarks (e.g., SENSIFY). We remain committed to creating customer value through continuous research, development, and innovation, striving to deliver tangible benefits to our clients.



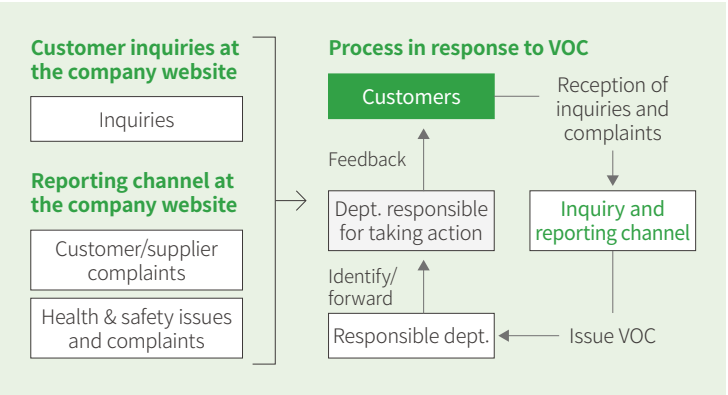
Current Status of Intellectual Property Rights (As of the end of June 2026)

Classification	Applications	Registrations	Total
Standard patents	1	10	11
Product patents	0	8	8
Designs	1	30	31
Trademark_SENSIFY	4	5	9
Total	6	53	59

Customer Communication and Complaint Handling

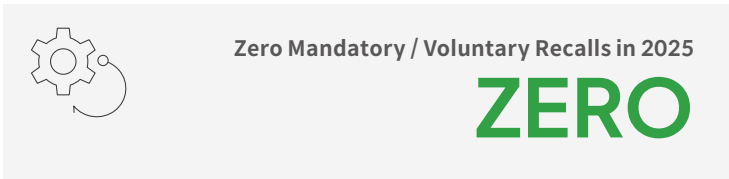
HUMAX Networks periodically manages and monitors customer inquiries, complaints, and claims through the VOC (Voice of Customer). Customers can find detailed information on our products and services at the company website, and ask any questions anytime through the site's inquiry system. Furthermore, customers can report concerns and risks related to health and safety due to product defects, and inconveniences and complaints through the ESG integrated reporting channel.

Once a customer complaint or claim has been received, a department dedicated to quality and customer satisfaction forwards it to the relevant department (i.e. the department responsible for taking action) and provides feedback and improvement measures. We are committed to listening to the VOC and making improvements to ensure that our service activities are customer-oriented.



Product Quality Assurance

If a product defect or consumer safety risk is identified through self-inspection or customer feedback, we have a system in place to immediately implement a voluntary recall, prioritizing customer safety above all. As of 2025, we have maintained a zero (0) track record of administrative sanctions for non-compliance with product health and safety laws, as well as mandatory or voluntary recall cases.



Marketing and Product Safety Violations

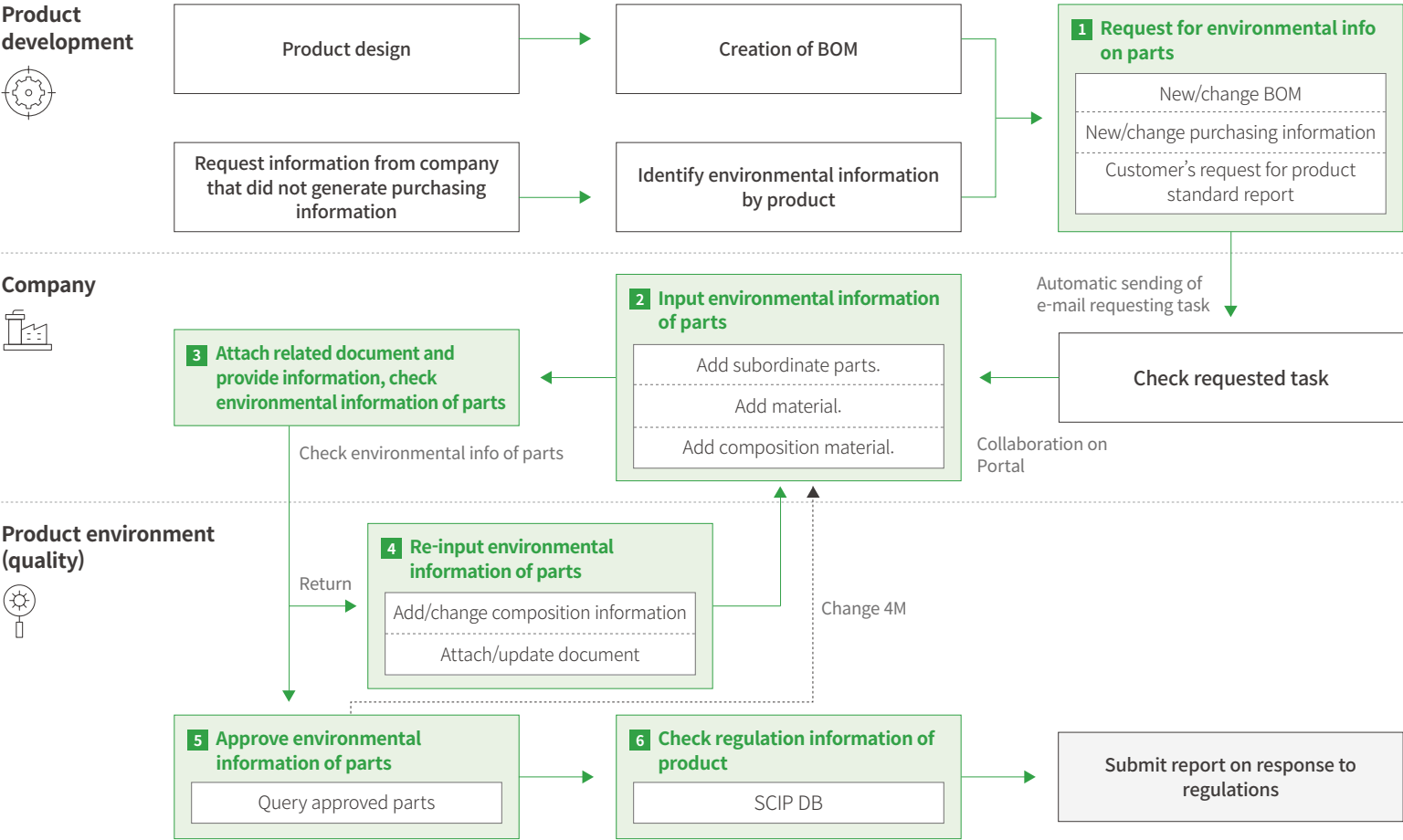
HUMAX Networks strictly adheres to all marketing communication regulations to uphold fair competition and protect consumer trust, while explicitly prohibiting any form of deceptive or exaggerated advertising. To ensure consumer rights and safety, we clearly label all products (100%) with essential information, including safety usage precautions and proper waste separation/recycling instructions. Furthermore, even under our outsourced manufacturing (EMS) system, we preemptively filter product safety and health risks through rigorous component-level quality verification. As a result, during the reporting period, HUMAX Networks recorded zero (0) instances of sanctions or fines imposed by government authorities regarding violations of false or exaggerated advertising, nor any product safety and health-related non-compliance.



Customer Satisfaction Quality Management

Product Environmental Compliance Process

At HUMAX Networks, we integrate and manage information on environmental regulations regarding our products using the EHMS (Environmental Hazardous Substances Management System). When developing a product, we request environmental information on parts from our suppliers, who then register the related environmental information. Furthermore, we submit environmental information about our products upon request from our customers.



Consumer Health and Safety

HUMAX Networks has established safety management regulations to proactively prevent product-related risks and ensure consumer safety. We solidify customer trust by meeting global standards in product performance and safety specifications. To prevent physical or financial harm from defects and preemptively address safety disputes, we have implemented clear operational guidelines:

- **Product Liability (PL):** We practice responsible management to ensure prompt compensation and remediation if consumer damage arises from product defects, regardless of intent or negligence.
- **Product Safety (PS):** We maintain constant monitoring of potential hazards to proactively address safety concerns, even in cases where no actual damage has occurred.

PL & PS accident processing & reporting guideline

Receive report on an issue (Corporation)

Receive report at head office

Report immediately after receiving info on an accident

First reporting (QA team leader)

Classify accident type

Interim/final reporting (QA team leader)

Report to top management (group leader)

Report

CEO

Order

Certifications related to product performance and safety

Country	Regulation	Certification mark
Europe	CE certification	CE
USA	UL certification	UL LISTED
Korea	KC certification	KC
Japan	PSE certification	PS E
India	BIS certification	BIS
Mexico	NOM certification	NOM

Human Rights Respect and Protection

Human Rights Policy

HUMAX Networks is firmly committed to practicing human rights management and has established and declared a Human Rights Charter to prevent potential human rights violations and mitigate related risks throughout its business operations. The company complies with major international standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Core Conventions, and the OECD Due Diligence Guidance for Responsible Business Conduct. In particular, HUMAX Networks prohibits forced labor and strengthens human rights protection by conducting regular human rights impact assessments and due diligence, including verifying the retention status of employees’ identification documents in accordance with human rights regulations.

Human Rights Management Charter

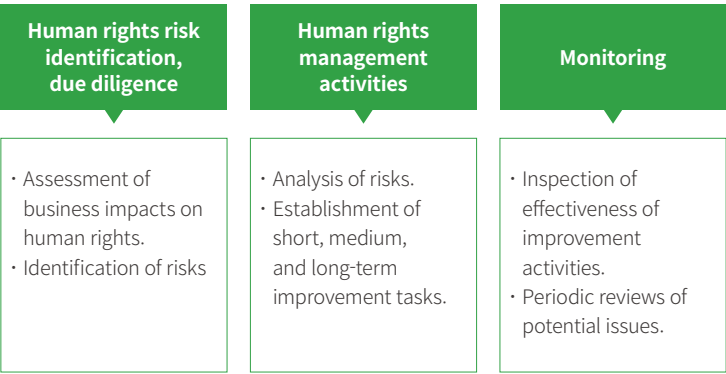
The basic direction of HUMAX Networks’ human rights management is based on a framework of protection, respect, and relief, which is related to the United Nations’ Guiding Principles (UNGP) on Business and Human Rights. In this regard, ‘protection’ refers to the protection of the human rights of all people having an effect on the process of corporate management activities; ‘respect’ means respect for human rights regarding all countries, companies, groups, and individuals that transact and collaborate with our company; and ‘relief’ refers to the provision of relief for the victims when violations of human rights occur due to corporate management activities.

HUMAX Networks’ Human Rights Management Charter

- First,** we shall conduct business management that puts people first.
- First,** when we recruit an employee, we shall not discriminate against him or her on the grounds of race, religion, disability, gender, appearance, academic background, place of birth, or political views, and we shall provide a work environment characterized by mutual respect and consideration.
- First,** we shall respect international standards and norms on human rights, such as the Universal Declaration of Human Rights.
- First,** we shall comply with legal labor hours, and prohibit any form of forced labor and child labor, and respect the human rights of all stakeholders..
- First,** we shall provide a safe and sanitary environment for our employees
- First,** we shall put the customer’s life, health, and property protection first, and take the best measures to protect personal information collected during business management activities.
- First,** we shall exercise caution so as not to violate the human rights of local residents, and protect their right to health and safety and freedom of residence.
- First,** we shall operate a channel where grievances and violations of human rights occurring during our business management activities can be reported, and take prompt and appropriate relief measures.

Human Rights Issue Management Process

HUMAX Networks conducts human rights impact assessments, prepares activities for improving identified human rights issues, and endeavors to relieve factors related to human rights violations. Especially, we are striving to prevent and relieve human rights violations by operating a reporting channel dedicated to human rights issues that can be accessed by all stakeholders.



Humax Rights Performance Indicators (by 2030)

Performance Indicators (by 2030)	
Forced & Child Labor	Maintain zero cases
Workplace Harassment	Maintain zero reported cases
Human Rights Training	100% employee coompletion
Labor Manament Dialogue	Hold four meetings annually

Human rights risk management system

- Conduct periodic human rights training.
- Periodically identify and assess potential/practical human rights risks.
- Perform improvement tasks based on assessment results and share the results with stakeholders.



Human rights violation reporting channel

Human Rights Respect and Protection

Raising Human Rights Awareness and Achieving ZERO Violations

Regular Human Rights Training for Employees

HUMAX Networks conducts regular, company-wide human rights training to enhance human rights sensitivity and proactively prevent potential risks of human rights violations.

• **Advancement of Training Programs:** While training programs were primarily focused on mandatory legal requirements—such as sexual harassment prevention, workplace bullying prevention, and disability awareness—up until 2022, we have integrated global labor rights content since 2023. This includes topics such as the prevention of human trafficking and the prohibition of child and forced labor, aimed at elevating the overall human rights awareness of our employees.

• **2025 Training Performance (95% Completion Rate):** In 2025, we achieved a 100% completion rate for mandatory legal training, including sexual harassment prevention, across all employees. Additionally, our internal human rights training courses, covering the UNGC 10 Principles and organizational diversity, recorded a 95% completion rate.

2025 Human Rights Training Status and Outcomes

• Details of HUMAX Networks’ human rights training in 2025

Classification		Mandatory training			In-house training	
Training name	Prevention of sexual harassment in the workplace.	Prevention of workplace bullying.	Improvement of awareness of people with disabilities in the workplace.	Identification, protection, and support for victims of human trafficking.	Why corporate human rights matter!	What is DE&I?
Key details	Efforts to create an organizational culture free from sexual harassment.	Understanding of the importance of a horizontal organizational culture.	Recognizing differences in disabilities, and promoting an attitude of respect for people with disabilities.	1. Act on the prevention of human trafficking and the protection of victims, and the definition of human trafficking. 2. Protecting and supporting victims of human trafficking.	1. The origins of human rights and corporate responsibility. 2. UNGC 10 Principle(Ban on Child&Forced labor)	The Importance of Diversity Within Organizations.
Performance	211 persons completed the training (completion rate: 100%)			207 persons completed the training (completion rate: 95%)		

Human Rights Training for Security Personnel

In 2025, HUMAX Networks conducted three sessions of human rights training for the security personnel of a partner company at our business sites. These sessions served as a turning point for sharing HUMAX Networks’ awareness and culture of human rights. The training covered various topics, including preventing sexual harassment and workplace bullying, raising awareness of people with disabilities in the workplace, ethics training, etc.



Promoting Everyday Human Rights Awareness Among Employees

In 2025, HUMAX Networks posted posters about preventing workplace bullying in areas where employees can easily view them. In so doing, the company is striving to raise employees’ awareness of human rights in everyday life. We will continue to engage in various communication efforts designed to help improve employees’ awareness of human rights.

ZERO Incidents of Child Labor, Forced Labor, and Discrimination

HUMAX Networks strictly complies with the labor laws of all countries where we operate and guarantees the fundamental rights of workers in accordance with the recommendations and standards of the International Labour Organization (ILO) core conventions.

• **Strict Prohibition of Child and Forced Labor:** We strictly prohibit child labor, forced labor, and wage exploitation across all business sites, regardless of employment type. We conduct rigorous age verification during the recruitment process using official government-issued identification. Furthermore, we completely ban any practices that infringe upon workers’ freedom of movement or the unjust retention of identity documents, thereby effectively neutralizing labor rights risks.

• **Prohibition of Discrimination across HR Management:** We strictly forbid any form of discrimination in the entire HR lifecycle—including recruitment, placement, performance evaluation, and compensation—based on gender, age, nationality, religion, or disability, ensuring equal opportunities for all. In addition, we have established clear guidelines for the prevention of workplace bullying and sexual harassment, and we respond to any human rights infringements with a policy of Zero Tolerance.



Discrimination incidents discovered in 2025
ZERO

Business sites at risk of child and forced labor in 2025
ZERO

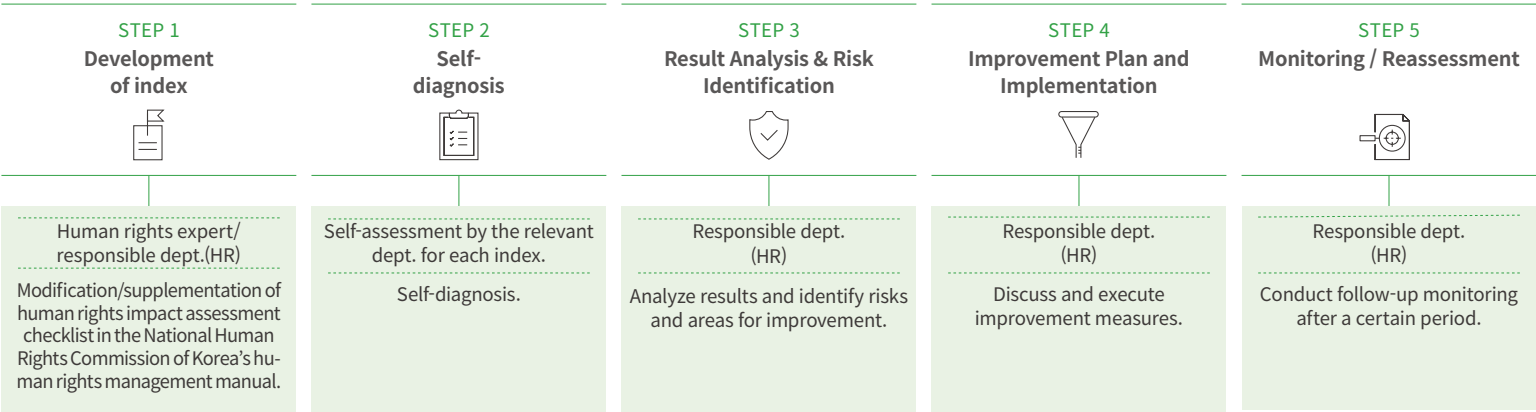
※ Risk Assessment Results: Internal Human Rights Impact Checklist

Human Rights Respect and Protection

Human Rights Impact Assessment

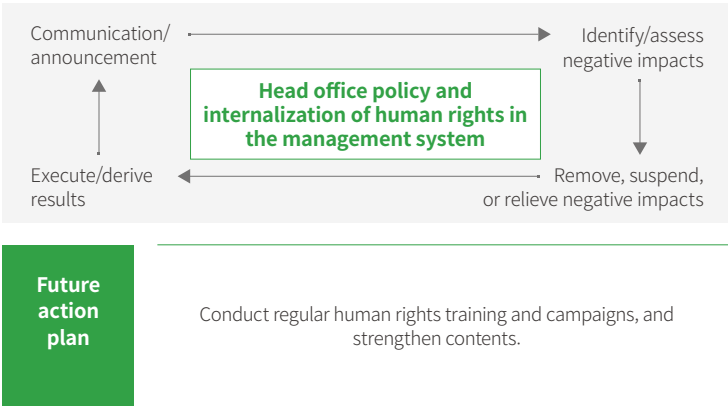
In 2025, HUMAX Networks conducted a human rights impact assessment in order to identify actual and potential human rights risks that may have an impact on human rights due to our corporate activities in order to prevent any negative impacts on human rights. The human rights impact assessment was carried out by organizing it into a total of 8 areas, 42 items. This was achieved by modifying and supplementing the human rights impact assessment checklist provided in the National Human Rights Commission of Korea’s human rights management manual. In addition, we examined actual and potential human rights risks that may arise in HUMAX Networks’ corporate management. This included assessments for identifying potential child labor, forced labor and/or human trafficking - major global issues - as well as employee health and safety risks, and information security risks. These assessments were reflected in the related checklist.

Human rights impact assessment process



Results of the Human Rights Impact Assessment

In 2025, we conducted a comprehensive self-assessment of human rights impacts, evaluating 33 out of 36 indicators across 9 areas (excluding 2 non-applicable items). Our assessment confirms that a robust human rights management system is in place, with an overall implementation rate of 92%. We identified no critical risks regarding human rights violations, and verified full compliance with international standards concerning non-discrimination in employment, as well as the prohibition of child and forced labor. While our core systems are well-established, we identified the need to further enhance employees’ perception of our human rights policy. Accordingly, we are committed to strengthening our human rights training programs and awareness campaigns to further embed human rights values within our corporate culture.



Human rights impact assessment checklist

Area	Number of index	Area	Number of index
1. Establishing human rights management	6	5. Ban on Forced & Child Labor	6
1-1 Human Rights Policy staemennt	1	5-1 Prohibition of Forced Labor	3
1-2 Human Rights Impact Assessment	2	5-2 Ban on Child Labor	1
1-3 Human Rights Performance	2	5-3 Remedial Actions for Child Labor	2
1-4 Grievance & Remedy Procedures	1	6. Occupational Health & Safety(OHS)	5
2. Protecting Employee Rights	9	6-1 Workplace Safety	1
2-1 Anti-Sexual Harassment & Violence Regulations	1	6-2 Vulnerable Worker Protection	1
2-2 Sexual Harassment & Violence Remedies	2	6-3 PPE Provision & Safety Training	1
2-3 Anti-Sexual Harassment & Violence Training	1	6-4 Worker Health Protection	1
2-4 Ban on Workplace Bullying & Harassment	1	6-5 Support for Work Injury Victims	1
2-5 Bullying Reporting Channels & Victim Protection	3	7. Responsible Supply Chain Management	3
2-6 Anti-Workplace Bullying Training	1	7-1 Preventing Supplier Human Rights Violations	1
3. Non-Discrimination in Employment	4	7-2 Compliance Monitoring	1
3-1 Equal Employment Opportunity	2	7-3 Preventing Violations by Security Staff	1
3-2 Non-Discrimination for Vulnerable Workers	2	8. Data Privacy & Protection	5
4. Freedom of Association & Collective Bargaining	4	8-1 Privacy Policy & Operations	3
4-1 Freedom of Association & Collective Bargaining	1	8-2 Monitoring & Recurrence Prevention	1
4-2 Ban on Union Discrimination	2	8-3 Grievance & Remedy Procedures	1
4-3 Alternatives in Absence of Unions	1		

Supply Chain Management & Collaboration

Sustainable Supply Chain Management

HUMAX Networks intends to take a leap forward as a sustainable company that secures global competitiveness through mutual growth with its suppliers. To this end, we are urging our suppliers and business partners to adopt sustainable business practices. To achieve this, we have implemented a sustainable procurement policy that considers the environment, labor practices, and human rights from the perspective of all our businesses. We have also established the ESG Code of Conduct for Partner Companies in accordance with this policy, and conduct ESG assessments and training for major partner companies.

Partner Company’s ESG Code of Conduct

HUMAX Networks has revised its ‘Supplier ESG Code of Conduct’ from 10 to 13 principles to proactively reflect global ESG standards and strengthen sustainability across our supply chain. This Code of Conduct serves as a mandatory guideline for all our suppliers and provides the foundation for achieving sustainable, mutual growth throughout our business relationships.

Supplier ESG Code of Conduct

- 1. Business must be carried out based on legitimate and incorrupt ethics.
- 2. Fair wages must be paid.
- 3. Statutory working hours must be complied with and forced labor must be prohibited.
- 4. There must be no discrimination.
- 5. Child labor must be prohibited.
- 6. Freedom of association must be guaranteed.
- 7. The health and safety of labor workers must be protected.
- 8. Labor workers must have access to fair procedures and relief measures.
- 9. Severe or inhumane treatment or bullying is prohibited.
- 10. Environmental impact must be continuously prevented and improved to be managed.
- 11. Intellectual property rights must be respected and protected.
- 12. Compliance with the HUMAX Networks Supplier CSR Policy must be pledged.
- 13. Commitment to responsible raw material sourcing principles must be pledged.

ESG (Sustainable Procurement) Training

We have conducted periodic ESG training for the employees of our departments related to purchasing and sales in order to raise awareness about ESG risks that may arise in the supply chain. In addition, we have supported training to promote understanding of HUMAX Networks’ supply chain ESG policy and to promote diversity and inclusiveness among our suppliers. Conducted for employees in charge of supplier contracting and purchasing, and employees related to ESG, the training covered such topics as ESG management, the significance of supply chain ESG, ESG supply chain policy, ESG assessment results and improvements by company, and examples that have promoted diversity and inclusiveness.

HUMAX Networks Two-Track ESG Training in 2025

ESG training for HUMAX Networks’ employees

- **Target:** Purchasing & ESG dept. employees
- **Training time:** 41 hours (cumulative)
- **Training details:** 1. Importance of Supply Chain ESG management
2. Strategies for Scope 3 Emissions Response
3. Trends in ESG Disclosure



ESG training for major suppliers’ employees

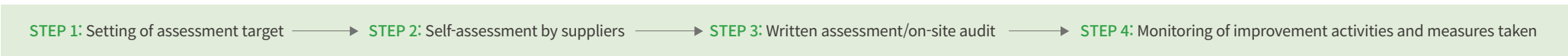
- **Target:** Employees related to contracting, purchasing, and ESG of major suppliers, employees desiring training
- **Training time:** 2 hours
- **Training details:** 1. What is ESG management?
2. Importance of supply chain ESG
3. HUMAX Networks’ ESG policy
4. HUMAX Networks’ ESG assessment result in 2025 and major improvements to be made by company
5. Examples of suppliers that have promoted diversity and inclusiveness

Supply Chain Management & Collaboration

Supplier’s ESG Assessment

As various systems such as due diligence of the EU supply chain are newly developed and promoted in full swing by major countries and international agencies, the importance of ESG management for the companies we trade with has grown significantly. HUMAX Networks has added a new clause to the basic purchase agreement for ESG (CSR) risk inspection (due diligence) of the supply chain, and carried out ESG assessments of major suppliers. We first identified ESG risks related to the industry of the supply chain before conducting the ESG assessment, and then developed ESG assessment indexes based on the results. The ESG assessment indexes consist of 9 environmental (E) indexes (policy, training, activity & monitoring), 13 social (S) indexes (personal information protection, human rights & labor, health & safety, fair trade, social contribution), and 12 governance (G) indexes (ethics policy & training, monitoring, management system & reporting), thus totaling 34 indexes.

Supply Chain ESG assessment (4 steps)



Identification of ESG risks and development of assessment indexes

We have derived ESG risk issues in the supply chain in order to identify the ESG risks of suppliers that may arise during purchasing, and developed ESG risk assessment indexes based on the related risk issues, which are used to assess the ESG performance of our suppliers.

Classification	Issue	Risk		
		High	Medium	Low
E	Environmental policy		●	
	Environmental management system		●	
	Energy consumption		●	
	Greenhouse gas emissions		●	
	Amount of water used		●	
	Amount of wastes/recycling		●	
	Air pollutant emissions			●
	Biodiversity			●
	Violations of environmental laws		●	
S	Social policy	●		
	Protection of personal information		●	
	Human rights/labor		●	
	Strengthening of employees’ competencies			●
	Health & safety		●	
	Fair trade		●	
	Social contributions			●
	Violation of social laws		●	
	ESG policy	●		
G	Ethics policy		●	
	Ethics and anti-corruption monitoring		●	
	Management of ESG risks	●		
	ESG reporting		●	
	Independence/transparency of board of directors			●
	Damage to shareholder values			●
				●

E

9 indexes

- Policy
- Training
- Activity & monitoring

S

13 indexes

- Personal information protection
- Human rights & labor
- Health & safety
- Fair trade
- Social contributions

G

12 indexes

- Ethics policy
- Ethics training
- Anti-corruption monitoring
- ESG management system
- ESG reporting

ESG assessment of major suppliers in 2025

In 2025, we monitored the ESG risks of our suppliers using the supply chain ESG risk assessment indexes on major partners. We completed the written ESG assessment of suppliers and then proceeded with an on-site inspection, during which we did not discover any special risks related to ESG. For minor matters requiring improvement, we recommended corrective measures to be taken. We plan to expand our ESG assessments of major suppliers by 2030.



Operation of a reporting channel for supply chain workers

We operate an reporting channel that allows our supply chain workers to report when they are involved in negative events such as ethics, human rights, and health & safety. When any issue is reported, due diligence is carried out.

 [Reporting channel for supply chain workers](#)

Supply Chain Management & Collaboration

Conflict Minerals Management Policy

HUMAX Networks acknowledges the environmental and social impacts, and global issues surrounding, conflict minerals. To raise consumer’s awareness and transparency regarding tin, tantalum, tungsten, and gold sourced from conflict regions and high-risk areas and to procure sustainable minerals, we have established and are operating a conflict mineral management policy. Moreover, we support and adhere to the principles of initiatives related not only conflict to minerals but also to responsible minerals.

HUMAX Networks Conflict Mineral Policy

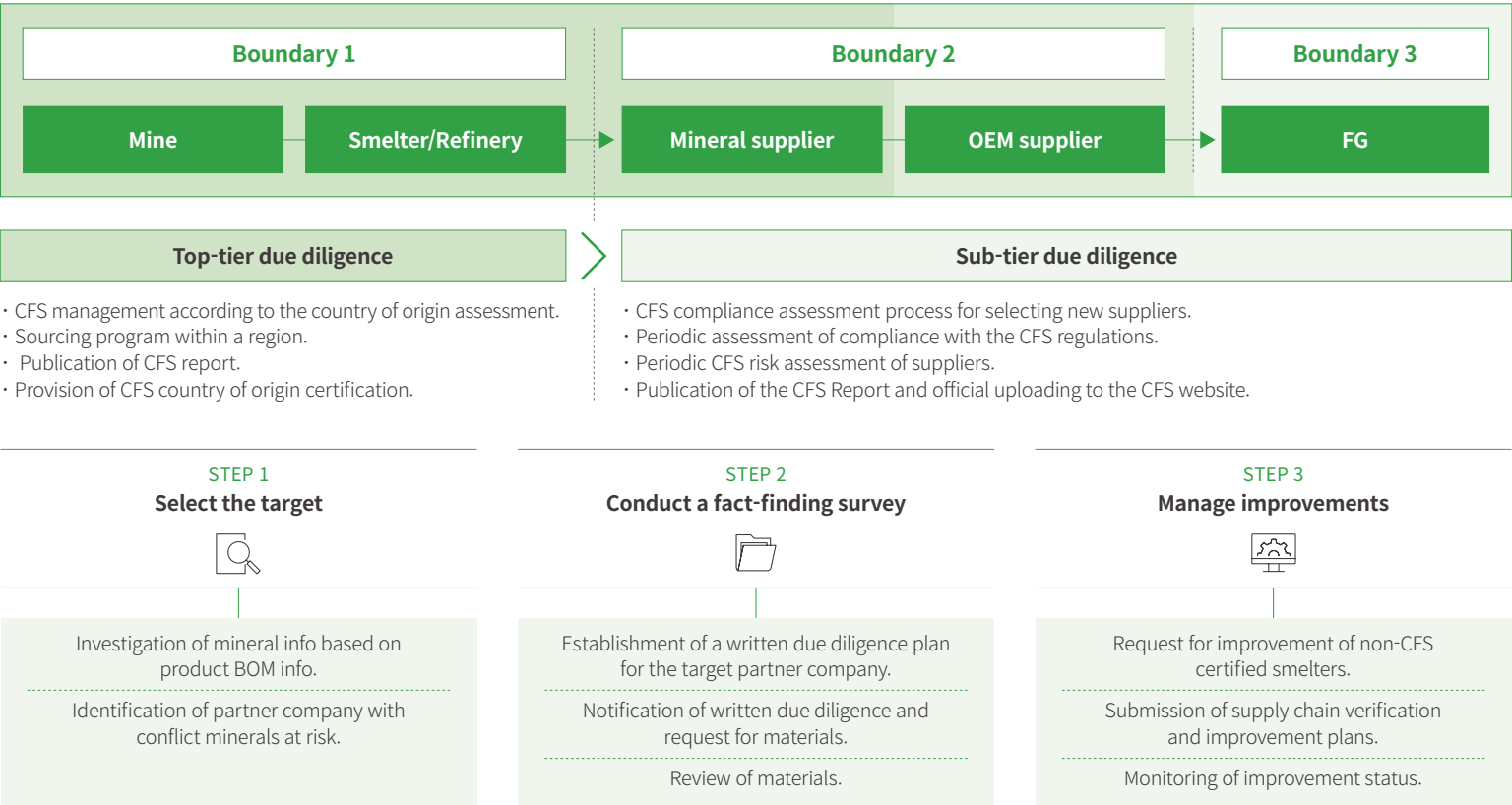
- HUMAX Networks prohibits having tantalum, tin, tungsten, and gold used in our products and services from directly or indirectly becoming a source of financial or other benefits to militant groups that commit grave human rights abuses in the Democratic Republic of Congo or neighboring countries. To this end, we adhere to the principle of ‘responsible mineral procurement’ when procuring goods, and fulfill our obligation for sufficient management regarding the entire process of procurement, and transparently disclose such efforts to our internal and external stakeholders.
- HUMAX Networks complies with the standards outlined in the Responsible Minerals Initiative (RMI)/Global e-Sustainability Initiative (GeSI), an international initiative focused on responsible mineral sourcing.
- HUMAX Networks’ partner companies must clearly understand that the principle of responsible mineral procurement is an essential prerequisite in all our business relationships. HUMAX Networks’ partner companies must demonstrate their responsible mineral procurement concerning the tantalum, tin, tungsten, and gold used across all our products and services, and cooperate faithfully when HUMAX Networks requests evidence(or proof).

Conflict mineral	Major industries	Major uses
Tin	Electronics, automobiles, and construction	Electronic circuit and pipe connection plating, electronics, automobiles, industrial machinery, and construction.
Tantalum	Electronics, healthcare, and aviation	Computers, cellphones, electric components of video game consoles, medical instruments, industrial equipment and machinery, and the aerospace industry.
Tungsten	Electronics, lighting, and manufacturing	Metallic wire, electrodes for lighting, lighting needles, and industrial machinery including such as electronics/ electric/heating/welding equipment, etc.
Gold	Jewelry, electronics and aviation industries	Jewelry items, electronic components, telecommunications and aerospace industry equipment

Conflict Mineral Management & Investigation Process

HUMAX Networks checks whether the parts it sources contain conflict minerals, and includes them in the target of investigation even if a small amount is contained. We check the country of origin and smelters of conflict minerals included in our products (parts) and investigate the CFS¹⁾ certification²⁾ status of the specified smelters. Our investigation process is based on CMRT³⁾, which is a standard for conflict mineral investigation.

- 1) CFS (Conflict-Free Smelters): Smelters approved by the CFSI.
2) CFS certification (CFSP: Conflict Free Smelter Program, smelter certification program supervised by the CFSI).
3) CMRT: Conflict Minerals Reporting Template.



Supply Chain Management & Collaboration

Social and eco-friendly contributions

Direction of Social Contributions

Build a company loved by all through consideration and inclusion!



HUMAX Network ~ **Sa Gwi Ja**

- Support and purchase products from companies that promote Social (**Sa** hwae) values
- Join eco-friendly activities for saving our Precious (**Gwi** junghan) earth
- Create a Voluntary (**Ja** yuljeok) donation culture

We pledge to practice the following social contribution activities as a network innovation company.

- First**, we shall actively sponsor the socially alienated class of citizens using our technologies and resources, and promote purchases focusing on diversity and inclusiveness (purchasing products of social enterprises).
- First**, we shall recognize the importance of the environment, and actively participate in eco-friendly campaigns.
- First**, we shall lead the way in spreading a voluntary donation culture so that we can realize the happiness of sharing through donations.
- First**, we shall engage in continuous social contribution activities with unceasing attention and action.

Support for Company Promoting Social Values

The Humax Networks in-house café is a unique space where young adults with developmental disabilities—such as intellectual disabilities and autism—work alongside professional baristas. To support their strengths and help them participate more actively in society, we operate the café in partnership with Bear Better, a social enterprise dedicated to empowering people with disabilities. In 2025, our purchases from Bear Better totaled KRW 76.88 million.



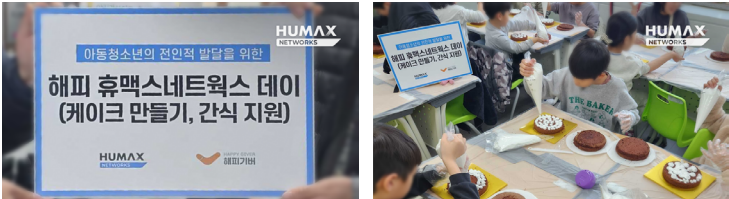
Support of social enterprise for people with disabilities

BEAR.BETTER.

Purchase **KRW 76.8** million

Community Engagement and Contribution

HUMAX Networks is committed to promoting sustainable social contribution activities, moving beyond one-time material donations to foster active participation and meaningful experiences for beneficiaries. In partnership with local community children’s centers, we organized a Christmas cake-making program for 20 underprivileged children. By providing hands-on opportunities for emotional development, where children directly designed and decorated their own cakes, we practiced meaningful community engagement. Since 2024, HUMAX Networks has been consistently driving social contribution activities aimed at low-income seniors and vulnerable children. We plan to expand our sustainable social contribution initiatives based on continued collaboration with the local community, striving to lead positive social change and create long-term social value.



Free Provision of “Zero Waste” Tumblers

To reduce environmental issues caused by single-use products, we provided reusable tumblers not only to our employees but also to attendees of the IBC and NETWORK X exhibitions. This initiative helps minimize the use of single-use plastics and contributes to waste reduction, while promoting a culture of sustainable consumption and supporting broader environmental conservation efforts.



Health & Safety

Health & Safety Management Framework

HUMAX Networks has appointed the CEO as the chief supervisor of health & safety management. We have also reviewed the functions and processes needed in the health and safety management system, and have established our health and safety objectives, while taking into account the legal requirements related to health and safety, and organizational risks and opportunities.

In addition, we are committed to creating a safe and pleasant work environment at all our business sites by providing regular training to raise employees’ awareness of safety issues.

Health & Safety Goals and Strategies

Goal	Operating strategy
Achieving Zero Occupational Injuries and Accidents	• Comply with the statutory working hours to maintain a 0% accident rate (zero deaths, injuries, and occupational illnesses), and engage in activities to remove risk elements in the work environment.
Continuous preparation and response to the COVID pandemic	• In the event of an outbreak of an infectious disease, comply with the company’s hygiene protocols, and implement selective telecommuting according to the phased action plan. • If there is a confirmed case among employees and their families or cases where they may have crossed paths with confirmed cases or close contacts, monitor them continuously and take appropriate response measures. • Distribute manuals on infectious disease prevention and provide guidance on the basic guidelines and safety precautions to all employees.
Ensuring safety and enhancing safety awareness	• Set up and implement an annual safety and health plan. • Conduct health and safety training. • Identify hazardous risk factors and improve them through risk assessment, etc. • Furnish fire extinguishers, and attach warning labels on hazardous and dangerous substances.

Health & Safety Management System Certification

To establish a safe working environment for employees, HUMAX Networks implements and maintains a global Occupational Health and Safety Management System (ISO 45001:2018). To proactively mitigate potential workplace hazards, the company continuously enhances its management system through regular external audits.

- 2021 : Initial ISO 45001 certification acquired
- 2024 : Completion of the triennial recertification audit
- 2025 : Completion of the second annual surveillance audit (confirmed as compliant)



Scope of Certification

Design and consigned production of equipment for customers’ premises, such as residential gateways.
Design and outsourced production of set-top boxes.

Supply Chain and Supplier Health & Safety Management

HUMAX Networks verifies whether suppliers maintain occupational health and safety systems or processes during the supplier selection process. Additionally, health and safety criteria are integrated into the annual supply chain evaluation. To further advance health and safety management across the supply chain, the company plans to establish a health and safety support program for suppliers.

Health & Safety Management Policy

HUMAX Networks has established the following health and safety management policy to consistently deliver products and services that meet the expectations and requirements of its stakeholders.

HUMAX Networks achieves customer satisfaction by adopting and operating the health and safety management system, and secures a superior management environment through continuous improvements. To this end,

1. We prioritize health and safety in all areas of activity at our business sites, and do our best to establish the health and safety management system.
2. We comply with legal requirements and other requirements to which health and safety laws are applied.
3. Workers and their representatives discuss, and participate in, efforts to remove and reduce risk factors related to health and safety, and do their best to create a safe and healthy work environment by preventing work-related injuries and health hazards.
4. We disclose health and safety information transparently, and establish a sustainable health and safety management system by faithfully communicating with our stakeholders.

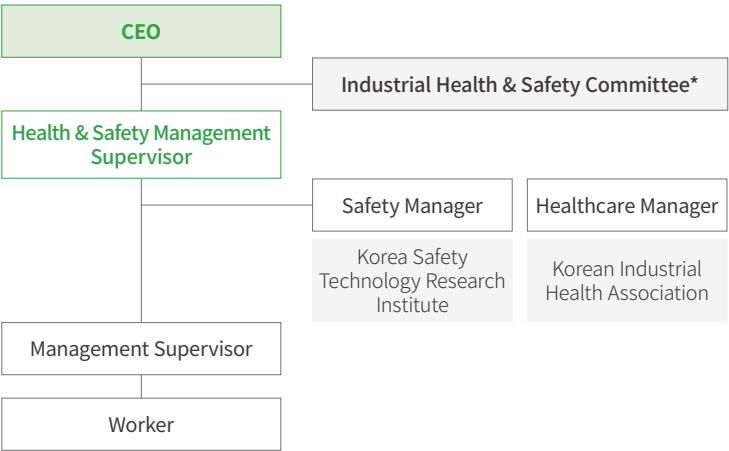
All executives and employees are required to read and fully understand the health and safety policy, and must establish and maintain a sustainable safety management system with a strong sense of responsibility and the active fulfillment of their obligations.

HUMAX Networks. Inc. CEO Lee Seung-jae

Health & Safety

Health & Safety Governance

There is growing social demand for holding companies responsible for health and safety in order to prevent and manage various risks, under various laws including the Serious Accident Punishment Act. To respond to the tightened health and safety laws and rising social demand, HUMAX Networks has appointed the CEO as the health and safety management supervisor. The company has also formed the Industrial Health and Safety Committee, which meets every quarter, to mitigate health and safety risks continuously and to improve the related policies, activities, and performance.



*Industrial Health & Safety Committee

Composition	4 members from the company + 4 members from the workers
Implementation cycle	Once per quarter (4 times per year)
Major items of agenda	Details of health and safety activities, such as health & safety training, work environment measurement, investigation of risks to the musculoskeletal system, special health checkups, monthly health consulting, etc.

Reporting of Health & Safety Accident and Risks

HUMAX Networks provides an integrated reporting channel through our website, allowing stakeholders to raise concerns or file complaints regarding occupational health and safety incidents and risks. This channel is accessible to both employees and external stakeholders and is operated on an ongoing basis. We guarantee the strict confidentiality of the whistleblower's identity and the information reported. Furthermore, we operate a whistleblower protection program to ensure that no individual faces any form of retaliation or disadvantage for reporting concerns in good faith.

Health & safety accident and risk reporting channel

Report processing procedure



Health & Safety Training

Training is conducted periodically to internalize a culture that emphasizes health and safety. Every year, the target, contents, and methods of training are reviewed, and the training is classified into periodic training; training upon recruitment; training when changing work details; and special health and safety training. When necessary, we measure the training performance via surveys or tests, the results of which are reflected in the training plan for the following year. Furthermore, the health and safety management supervisor, safety manager, and healthcare manager have all completed job training according to the relevant domestic laws. However, if training is not attended due to unavoidable reasons, we deliver separate materials to fully inform the trainee of the training content.



Target by health & safety training course

Training course	Operating strategy	
Training upon recruitment	Daily employed workers	
	Workers (excluding daily employed workers)	
Training when changing work details	Daily employed workers	
	Workers (excluding daily employed workers)	
Periodic training	Office workers	
	Workers other than office workers	Workers directly engaging in sales duties
		Workers other than workers directly engaging in sales duties
	Holders of a position other than management supervisor	
Special health and safety training	When applicable according to the Enforcement Rules of the Occupational Safety and Health Act	

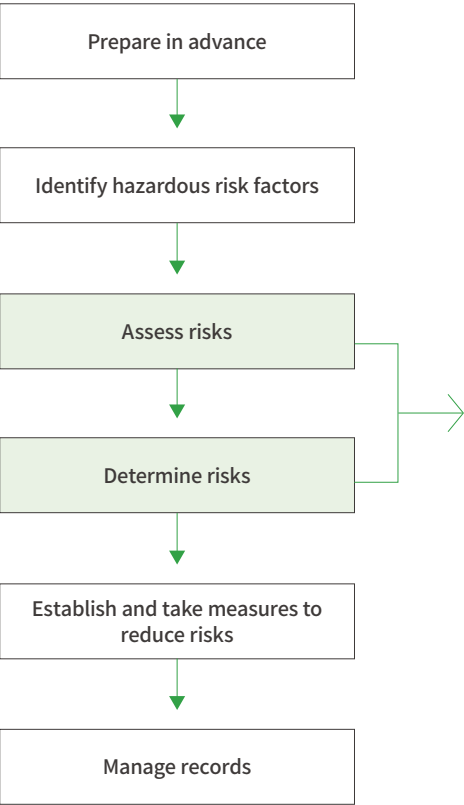
Health & Safety

Health & Safety Activity and Performance

Risk Assessment

We conduct risk assessments of all work spaces including office areas. We identify the actual condition of hazardous risk factors, assess them, and manage and improve risk elements. Through regular and frequent risk assessments every year, we identify hazardous risk elements and establish preventive measures. If a review is needed, we can conduct an assessment immediately. During the risk assessment, the person in charge at each department periodically identifies the risk factors by process, and checks the risk elements to estimate the possibility and materiality of each risk element. Then, we assess the size of the risk and determine whether it can be allowed. Based on this assessment, we take improvement measures.

Risk Assessment Process



Possibility of Major Risk Element Occurrence and Materiality

We categorize the possibility and materiality of risk elements into 5 levels, and calculate the size of the risk using separate formulas for the possibility and materiality of risks. Then, we set response measures according to the size of the risk and carry out improvement tasks. We take measures so that improvements of low-level risks can be reflected at an appropriate time, and respond to medium and high-level risks through phased and prompt improvements.

Possibility of Major Risk Elements

Classification	Possibility		Details
Highest	Very high	5	Possibility of damage is very high.
High	High	4	Possibility of damage is high.
Medium	Average	3	There is a possibility of damage if not careful.
Low	Low	2	Possibility of damage is low.
Lowest	Very high	1	Possibility of damage is very low.

Materiality of Major Risk Elements

Classification	Materiality		Details
Highest	Very high	5	Death or disability.
High	High	4	Injury or illness involving work leave. (Return to work possible after full recovery)
Medium	Average	3	Injury or illness requiring treatment beyond first aid, but not involving work leave.
Low	Low	2	Minor injury or illness, capable of immediate return to work after receiving first aid.
Lowest	Very high	1	Case that could cause a minor accident (non-treated). (There is no setback in work.)

Periodic Equipment Safety Inspection

HUMAX Networks conducts periodic safety inspections of laboratory equipment. We set the frequency of use, inspection method, and inspection cycle for each piece of equipment, and prevent or minimize risk elements related to health and safety that may occur while using the equipment.

Location	NO.	Name of equipment	Frequency of use	Equipment safety inspection(Y/N)	Safety inspection method	Frequency of inspection
RF laboratory	1	Soldering Iron	Mainly used	●	Self	Quarterly
	2	LP(LitePoint) Equipment	Mainly used	●	Third-party	Annual
	3	Spectrum Analyzer	Mainly used	●	Third-party	Annual
	4	Network Analyzer	Mainly used	●	Third-party	Annual
	5	ESD Tester	Used intermittently	●	Self	When necessary
Wireless laboratory	1	Soldering Iron	Used intermittently	●	Self	Quarterly
	2	Hot Air Blower	Used intermittently	●	Self	When necessary
Thermal test room	1	Drill Press	Used intermittently	●	Self	When necessary
	2	Electric Grinder	Mainly used	●	Self	When necessary
	3	Thermocouple welder	Used intermittently	●	Self	When necessary
Shared HW laboratory	1	Soldering Iron (Hakko)	Mainly used	●	Self	When necessary
	2	Soldering Iron (Thermaltronics)	Used intermittently	●	Self	When necessary
	3	DC Electronic Load	Used intermittently	●	Third-party	Annual
	4	Oscilloscope	Intermittently used	●	Third-party	Annual
	5	Power Supply	Used intermittently	●	Third-party	Annual
	6	Digital Multimeter	Used intermittently	●	Third-party	Annual
	7	Current Probe	Used intermittently	●	Third-party	Annual
	8	AC Power Meter	Used intermittently	●	Third-party	Annual

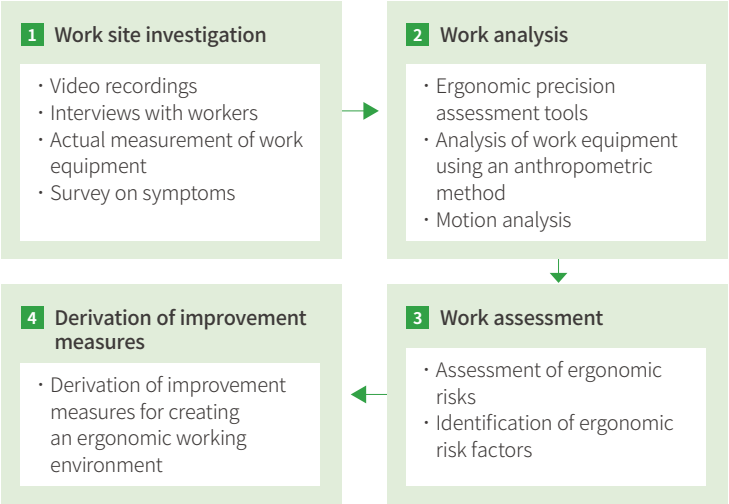
Health & Safety

Assessment of Musculoskeletal System Risks

To prevent occupational diseases and effectively manage repetitive strain injuries (RSI) and musculoskeletal disorders common in work environments, we conduct regular assessments in accordance with relevant labor laws.

- **Regular Assessments:** In compliance with the Occupational Safety and Health Act, we conduct regular investigations every three years. The most recent assessment, completed in 2023, confirmed that there are no ‘musculoskeletal burden tasks’ or regulated hazardous factors within our workplaces.
- **Prevention of Repetitive Strain Injuries (RSI):** While no legal hazardous factors were identified, we proactively strive to prevent RSI among office and research staff who use PCs for extended periods. We continuously provide ergonomic office furniture and conduct campaigns to encourage stretching exercises—focusing on the neck, shoulders, wrists, and legs—before starting work.

Analysis and assessment procedure for survey of risk factors in straining the musculoskeletal system



Health & Safety Facility Investment and Listening to Opinions

HUMAX Networks actively listens to employee feedback through our dedicated facility improvement application (named ‘Sandy’) and makes necessary investments in health and safety facilities. We have implemented various improvements based on this feedback, including the installation of soundproof walls to mitigate noise exposure, the application of floor safety decals to prevent collisions, and office floor repairs to ensure a safe working environment.

Prevention of exposure

Installation of soundproof walls

- **Current status:** Noise above a certain decibel level is generated in the product R&D room near the office space when they check the connection and output of speakers.
- **Measures taken:** Soundproof walls were installed to block noise from the outside (i.e. installation of soundproof walls on

Listening to the voices of

Facility improvement request app (Sandy)

- **Current status:** Any employee can request inconveniences to be addressed and raise the need for improvements related to facilities through the facility management app called ‘Sandy.’
- **Measures taken:** The person in charge of facility management replies to a request to address an issue within 10 minutes on average, and then reports it to the top management and matters requiring improvements. Then, appropriate measures are taken. (Stickers were attached to the floors to prevent

Health and Disease Management

Health checkup and consulting

HUMAX Networks support comprehensive health checks for all its employees. Employees over 40 undergo an annual health check-up, while those below 40 have one every two years. We perform health checks for new recruits. We determine whether a candidate laboratory user is fit to perform the relevant duties through a health checkup before assigning duties. We also conduct special health checkups once a year. Furthermore, we even offer health checkups for temporary employees (contract workers) who have served for more than one year.

HUMAX Networks selects targets from high risk groups and conducts monthly health consultations. Our occupational healthcare service provider checks each employee’s health with a simple checkup, including blood pressure and body fat measurements, and provides consulting aimed at improving their health.

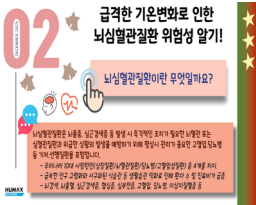
Health checkup participation rate in 2025



Disease control and prevention of repetitive strain injuries

To prevent the spread of infectious diseases within our workplaces, we have established protocols for swift isolation and transitions to remote work, ensuring both business continuity and the protection of our employees. In addition, we distribute regular stretching guidelines to help prevent fatigue-related issues and tension disorders. We continuously monitor our health and working environment in coordination with our employee grievance channels. Furthermore, to enhance our employees’ voluntary health awareness, we periodically share information on health management.

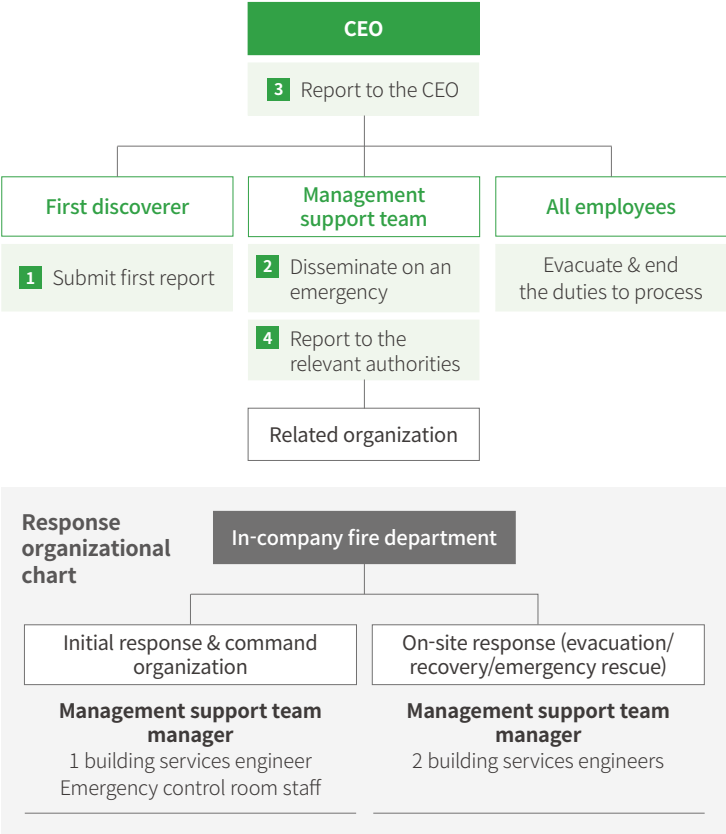
- Campaign to encourage employees to stretch their neck, shoulders, back, and legs before beginning work on-site.
(Called “Wise Work Life”_Stronger/Healthier)
- Provision of health information via the in-house portal bulletin board and mail.
- Replacement of chairs with a back and spinal protection function.



Health & Safety

Process for Responding to Emergency

HUMAX Networks is advancing its proactive risk management framework to ensure the uninterrupted continuity and swift recovery of core business operations even during unforeseen crises, such as natural disasters, emergencies, or system outages. In 2025, we secured objective credibility for our enterprise-wide crisis management system by obtaining ISO 22301 certification, the international standard for Business Continuity Management Systems (BCMS).



Stage	Description
Emergency Stage 1	• Initial response (recognition, report, notification of disaster, etc.).
Emergency Stage 2	• Evacuate and assemble in the assembly area. • Identify the disaster situation. • Summon an emergency response committee meeting. • Declare a disaster and decide whether to activate the BCP team.
Emergency Stage 3	• If the planned plan cannot be implemented, change the plan or establish an alternative.
Emergency Stage 4	• Activate the business continuity plan (BCP). • Move to an alternative business site. • Execute the disaster recovery plan and business resumption plan.
Normal stage	• Instruct return to business site. • Restore normal operations • Disband the emergency organization.

Emergency Response Training

To prepare for potential accidents, HUMAX Networks regularly conducts training to identify risks and improvement areas, ensuring swift and safe responses to emergency scenarios.

- **Fire Safety Training:** In 2025, rather than a standard evacuation drill, we conducted intensive fire safety training led by the building management company, specifically for employees in departments responsible for emergency response, to strengthen our initial response capabilities.
- **CPR & AED Training:** To ensure a rapid response to emergency situations such as sudden cardiac arrest both within and outside the workplace, we independently organized practical training sessions on cardiopulmonary resuscitation (CPR) and the use of Automated External Defibrillators (AED). These voluntary sessions were designed to enhance employees' life-saving skills and foster a culture of safety.



GOVERNANCE

Fair and Transparent Management



MEASURES

- 1 Board Composition and Operation
- 2 Ethical & Compliance Management
- 3 Information Security
- 4 Risk Management



KEY PERFORMANCE

Board Meetings Held	Board of directors attendance rate	Maintaining the Information Security Management System
10	100 %	ISO 27001
Compliance Training completion rate	Corruption risk assessment	Business Continuity Management System
95 %	84.2 points	ISO 22301



OUR APPROACH

HUMAX Networks pursues sustainable growth by proactively responding to rising stakeholder expectations and an evolving risk environment through transparent governance, ethical and compliant management, and a robust information security management system.

Board Composition and Operation

Composition of the Board of Directors

To ensure transparent decision-making, the Board of Directors (BOD) comprises three Executive Directors and one Non-Executive Director per the Articles of Incorporation. BOD resolutions require full attendance and a majority vote, while key management matters require unanimous approval. Leveraging industry expertise, directors drive sustainable growth and enterprise value. Directors are appointed via General Meeting of Shareholders resolutions following verification of independence and business expertise. Candidates are thoroughly evaluated for CSR capabilities and the ability to bring diverse perspectives to the Board.

To promote agile management, the CEO concurrently serves as BOD Chair. To mitigate conflicts of interest and ensure independent oversight, a Non-Executive Director provides objective checks on decisions. Additionally, an independent standing auditor monitors duty execution and the internal control system, maintaining robust checks and balances.

Classifi-cation	Name	Gender (Age)	Career history	Expertise	Term
Executive director	Chang Ying	Male (63)	• Present) Representative Director, HUMAX Networks • Present) CEO, CastleNet Technology Inc. • Present) Chairman, HongYi Co., Ltd	Executive Manage-ment	3 years
	Lee Seung-jae	Male (52)	• Present) President & CEO, HUMAX Networks • Former) Sales Director, HUMAX Asia-Pacific	Business manage-ment & Sales	3 years
	Kang Kiwon	Male (58)	• Present) General Manager of Business Operations, HUMAX Networks	Industrial expertise (Technolo-gy)	3 years
Other non-ex-cutive director	Wu Yung Yu	Male (62)	• Present) COO, CastleNet Technology Inc.	Finance & company operation	3 years

Remuneration and Audit System

Board of Directors Remuneration System

The remuneration of the board of directors is executed according to the standards set by the board of directors by taking into account the relevant position and duties within the amount approved by the general meeting of shareholders. In the case of executive directors, their remuneration is provided based on their performance via a quantitative evaluation of overall company performance, and a qualitative evaluation of ESG activities, etc.

Audit System

One auditor, appointed by the resolution of the general meeting of shareholders, audits our company’s accounting, and business operations. The audit findings are immediately reported to the head of the relevant department and top management, corrective and improvement measures are taken, and appropriate follow-up management is carried out for the measures taken.

Operation of the Board of Directors

HUMAX Networks holds regular quarterly board meetings, with additional temporary meetings convened as necessary. Resolutions are passed by a majority vote of the directors present, provided more than half the board is in attendance. For major transactions involving directors, as specified under Article 389 of the Commercial Act, a supermajority (two-thirds) agreement is required. These meetings serve as a forum for reporting and resolving significant management issues. In 2025, the board held ten meetings with a 100% average attendance rate.

Classification	2023	2024	2025
No. of BoD meetings held	6	8	10
Items of agenda for board resolution	9	15	43
BoD attendance rate	100%	100%	100%

No.	Date	Main agenda	Approval status	Attendance/Quota
1 st	Feb. 5, 2025	Approval of financial statement Hold an annual shareholders’ meeting	Approved	3/3
2 nd	Feb. 27, 2025	Approval of financial agenda	Approved	3/3
3 rd	Mar. 10, 2025	Establishment of subsidiary	Approved	3/3
4 th	Apr. 30, 2025	Approval of financial agenda	Approved	3/3
5 th	May. 13, 2025	Approval of financial agenda	Approved	3/3
6 th	May. 22, 2025	Resolution on Board changes Hold a special shareholders’ meeting	Approved	3/3
7 th	May. 22, 2025	Appointment & Compensation of Management, etc. (2 items)	Approved	4/4
8 th	Jul. 3, 2025	Enactment of Board Regulations	Approved	4/4
9 th	Aug. 14, 2025	Appointing CFO & Auditor	Approved	4/4
10 th	Nov. 11, 2025	Approval of 2026 Audit & Business Plans	Approved	4/4

Ethical & Compliance Management

Ethical Management Policy and Promotion System

HUMAX Networks complies with the relevant laws and ethical standards in all its corporate activities. This allows us to fulfill our social responsibilities while establishing a fair, transparent, and sound corporate culture. We have established the ethics code of conduct to ensure that all employees, both locally and internationally, respect the laws and regulations of each country and region in which we do business. We are also fostering an ethical management culture so that our members fulfill their roles and responsibilities with an ethical mindset, with ‘Anti-Bribery, Anti-Corruption’ as the fundamental principle. This principle applies not only to our employees but also to transactions with our suppliers and partner companies. We also prohibit all forms of unfair trade.

Core Principles for Ethical Management Practices

Ethics training for executives and employees	• Conduct annual ethics training for all employees.
Ethical practice survey/assessment	• Conduct the “Survey on ethical practices” on all employees every year to assess changes in their awareness of ethical practices.
Reporting channel	• Submit reports on legal violations and corrupt practices by the company or its employees through the whistleblowing channel and take the appropriate action. • Protect the identity of whistleblowers and prevent retaliation.

Ethics Code of Conduct

HUMAX Networks makes sure that its employees act fairly in any situation involving an ethical conflict that may arise while performing their duties by using the ethics code of conduct as the standard. We review the ethics code of conduct every year. In 2023, we added a new clause that prohibits money laundering in line with the global standards (Nov. 1, 2023).

Ethics Code of Conduct

1. Overview	5. Respect for human rights and corporate social responsibility
2. General overview	6. Business ethics
3. Terminologies	7. Internal control and violation reporting
4. Responsibilities and obligations of stakeholders	8. Appendix

Gift and Entertainment Policy

In some countries, returning or refusing a gift can offend the giver due to customs and cultural factors. HUMAX Networks established a gift and entertainment policy in 2023 to help employees make the right decision when providing or receiving gifts or entertainment. This policy applies to all employees including the HUMAX Networks Corporation. Under this policy, any employee who receives a gift must obtain the approval of the head of their department on how to handle it. If an employee is unsure what to do with a gift or entertainment, final approval must be received from the department in charge of ethical management (HR dept.).



Judgment criteria

- It shall conform to the related laws and regulations of the organization of which the recipient belongs.
- If it is for a proper business purpose, it shall be appropriate in form and appearance.
 - If there is an agenda (before and after signing a contract), caution must be taken in providing gifts or entertainment so that it is not inappropriate in form or appearance, and the provision of cash is prohibited.
- Its cost and frequency shall be reasonable.

Ethical Management Training

To enhance ethical awareness and foster a consensus on ethical management among employees, we conducted training on ‘Understanding Ethical Management.’ This program focused on anti-corruption laws, current regulatory frameworks, and practical case studies. In 2025, we implemented a four-week online training course for all employees, with a total of 207 participants.



Integrity and ethics training completion rate in 2025.

95%

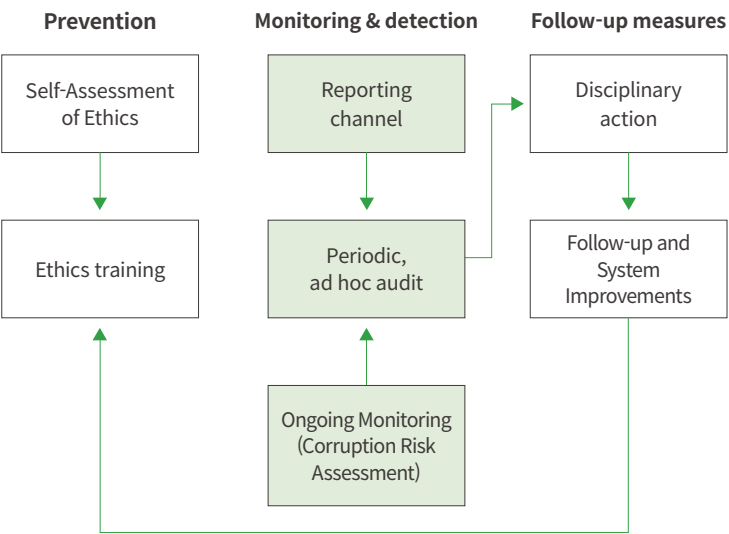
- Date of training : Jul. 01~31, 2025
- Training details: Global and Domestic Anti-Corruption Laws, Need for Compliance Programs (CP)

Ethical & Compliance Management

Ethical Management Monitoring and Assessment

Ethical Management Monitoring System

We operate an ethical management system consisting of three stages, i.e. prevention, monitoring and detection, and implement follow-up measures. We perform ethical practice activities such as self-diagnosis assessments and training programs, etc. to raise the level of ethical practice of our members, and prevent unfair practices. Furthermore, we monitor unfair practices at all times via regular inspections and a reporting channel. We also take follow-up measures and conduct regular inspection and monitoring in order to improve our system for preventing ethical violations.



Audit of Corruption Control Procedures

Independent external audit agency conducts an external accounting audit. In 2025, understanding and assessment of internal controls, an early verification audit on important account balances, inquiries on important account balances and disclosure details, analytical procedures, and sample inspections (document verification, recalculation, etc.) were carried out. The results of the audit are disclosed through the Financial Supervisory Service’s Data Analysis, Retrieval and Transfer (DART) system every year.

Corruption Risk Assessment (Internal Integrity Assessment)

To proactively mitigate anti-corruption risks and embed ethical management across our operations, we conduct biennial corruption risk assessments using a model adapted from the Anti-Corruption and Civil Rights Commission (ACRC). The assessment framework comprises two core indices—Integrity Culture and Operational Integrity—spanning five dimensions, including Organizational Culture and Anti-Corruption.

In our most recent assessment conducted in 2024, we achieved an overall favorable score of 84.2 points. No material anti-corruption violations were identified, including improper solicitation, abuse of power, unlawful budget execution, or bribery. Throughout 2025, we maintained our preventive anti-corruption education and ongoing monitoring initiatives, with the next risk assessment scheduled for 2026.

Third-Party Anti-Corruption Monitoring

HUMAX Networks conducts corruption monitoring of not only our company but also our suppliers. The main target of third-party anti-corruption due diligence is our major suppliers. As regards the method, we conduct a written assessment, including indexes related to corruption and integrity ethics, in connection with our supply chain ESG assessment.

Details of assessment

Policy	Training	Monitoring
• Whether an ethics policy (norms, code of conduct, etc.) has been established. • Whether an ethics policy has been disclosed.	• Whether periodic anti-corruption training is conducted. • Whether it is conducted on all employees.	• Whether periodic anti-corruption monitoring is conducted. • Establishment of a reporting channel and a whistleblower protection system. • Controversy.

Ethical & Compliance Management

Whistleblowing Channel Operation

We operate a reporting channel for unethical acts that may involve our employees and stakeholders. For the issues received via the reporting channel, the processing and results are reported to the board of directors. We make sure that similar cases do not occur in any future business management activities and employees’ work.

Types of unethical behavior reported

Embezzlement, acceptance of bribery	Unfair trade practices	Fraud related to accounting	Discriminatory (unfair) acts	Complaints from customers/partner companies	Health & safety issues and complaints	Conflict minerals
Solicitation and unreasonable demands	Abuses of authority (abuses of power)	Sexual harassment/ bullying in the workplace	Leaks of confidential information	Environmental violations	Miscellaneous (violations of the ethics regulations)	Child/ forced labor

Report processing procedure

STEP 1 Receive report	STEP 2 Check facts	STEP 3 Commence investigation	STEP 4 Review disciplinary action	STEP 5 Take disciplinary measures
				
• Receive the report.	• Check the facts (department concerned). • Consult with the whistleblower and check intent to process the report.	• Check the facts and review whether a violation of the company rules has occurred.	• Conduct a review (performed by the internal deliberation the committee).	• Take disciplinary action and follow-up action. • Notify of the processed result via the reporting channel which received the report.

Whistleblower Protection and Anti-Retaliation Measures

assured and consult and report violations. We have also put a whistleblower protection program in place to ensure whistleblowers do not receive unfavorable treatment due to reporting. Moreover, we apply a policy that strictly prohibits retaliation to prevent unfavorable treatment such as dismissal, demotion, unpaid suspension, etc. even if a member reports or raises a question about unethical behavior or violations of laws, rule of ethics, or other company policies.

Reporting channel and responsible department

- **Website:** <https://www.humax-networks.com/report>
- **Responsible department:** Management support team (82+ 31-606-8320)
- **Hotline (Clean HUMAX Networks):** 112@humax-networks.com



Information Security

Information Security Management System

HUMAX Networks has put in place - through the governance system - an information security management system comprising an information security policy, a chief information security officer (CISO), an information security committee, and acquisition of the ISO 27001 certification. Through this, we acknowledge the importance of personal information protection, and do our utmost to prevent leakages of our customers’ personal information. As a result of these efforts, we have not had a single personal information leakage or violation for the past three years.

Information Security Policy

HUMAX Networks has established an information security policy to preserve and manage personal information assets safely and efficiently. The scope of this policy applies not only to all employees who work at our company, but also all to third parties that have access to HUMAX Networks’ assets due to contractual relations, and customers to whom we provide our services.

HUMAX Networks’ Information Security Policy

All employees of HUMAX Networks have participated in establishing an information security management system in order to ensure the stable operation of internal information systems and those of customer organizations, protect internal information and customers’ information, and maintain business continuity, and aims to become a company that manages this system efficiently.

Declaration of information security for company customers

- 1. The company shall provide its services to customers at all times, and shall minimize suspensions thereof.
- 2. The company shall manage and use information provided by its customers safely and securely.

The following principles must be followed.

- 1. Important information assets shall not be used in ways irrelevant to business duties and shall not be disclosed.
- 2. All access and changes shall undergo an approval process.
- 3. Security requirements shall be complied with according to the related laws and contracts.
- 4. All employees shall meet the security requirements to prevent leakages of information.

The CEO shall actively support the necessary resources as follows.

- 1. Secure and support a sufficient budget for information security.
- 2. Form an organization for information security and support sufficient human resources.
- 3. Support sufficient training on information security.
- 4. Support for the establishment and implementation of policy guidelines needed for information security.

With regard to complying with higher-level policies and guidelines, all employees shall make faithfulness a principle, and strive to maintain and develop the information security management system continuously. Additionally, the level of information security management should be maintained at 80% or higher at all times. Company-wide information security training shall be conducted more than once a year to maintain the validity of this declaration. The information security management system shall be periodically reviewed semiannually, and if matters requiring improvement are identified, corrective measures shall be taken.

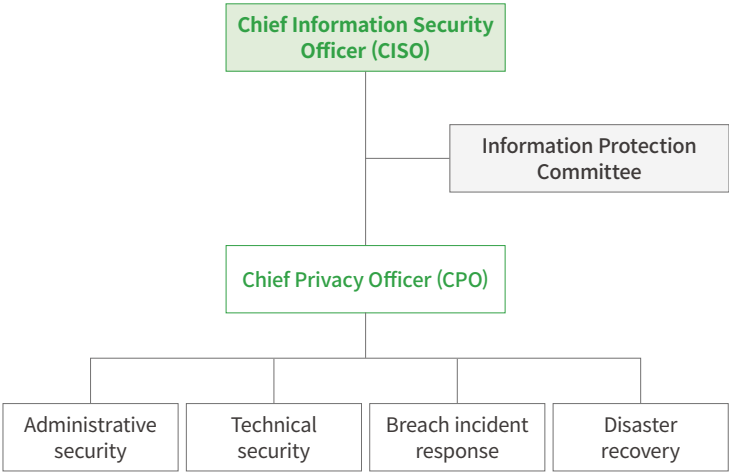
ISO 27001 Certification

HUMAX Networks has been objectively recognized for its management system and information security activities with the ISO 27001 certification, an international standard on information security management systems. This certification involves an inspection of the operational status of the management system through renewal audits before its expiration, identifies areas to improve upon beforehand and, based on this, initiates a process of feedback and corrective measures, etc.



Information Security Governance

The Chief Information Security Officer (CISO), who has expertise in information security, makes the final decisions on information security matters, and manages overall information security activities. Meanwhile, the Chief Privacy Officer (CPO) is responsible for implementing measures to protect personal information, and managing information security. We host an information security committee meeting with our information security organization semiannually, and regularly hold meetings depending on the company’s information security situation in order to make decisions on major items of agenda concerning information security. Moreover, in the event of an urgent situation related to information security, we mobilize a security incident response organization and an emergency response organization to address the situation promptly and effectively.



Information Security

Information Security Activity and Risk Assessment

HUMAX Networks periodically conducts internal security audits according to user security management guidelines and information system operation security guidelines in order to check whether information security activities are being complied with. In addition, we have set KPIs based on the ISMS (Information Security Management System) in relation to information security activities to measure the effectiveness of information security activities.

Information Security Training

HUMAX Networks conducts regular information security training for all its employees and those of its partner companies. In 2025, all 211 employees participated in the related training. We not only conduct basic training but select specific targets for training, and we also conduct training if specialized training is needed for a specific area. Moreover, we conduct training related to personal information protection for personal information officers more than once a year, and set the information security training attendance rate as a KPI to manage training performance.

Classification	Details	Cycle
Information security training for new employees	Training on raising awareness of information security, including the management system, cases of violations, etc.	As needed
Information security training for all employees	Latest security trends and issues, such as personal information protection, security compliance, prevention of damages from phishing/smishing, etc.	Annual
Enhancement of professional competencies of security managers	Participation in specialized training and acquisition of licenses related to information security.	Annual & regularly

Information Security Risk Assessment and Security Audit

In order to maintain the ISO 27001 certification, HUMAX Networks periodically undergoes an information security risk assessment by an independent third party (ISO 27001 certification auditor). We receive an assessment of the risk level by inspection items according to the type of organizational control, human control, physical control, and technical control. After the assessment, we establish protection measures for each risk level. Furthermore, we regularly conduct inspections of security in everyday life, assess the actual state of our information protection management, and address any vulnerability thus identified so as to enhance our information security.

Protection of Third-Party Data

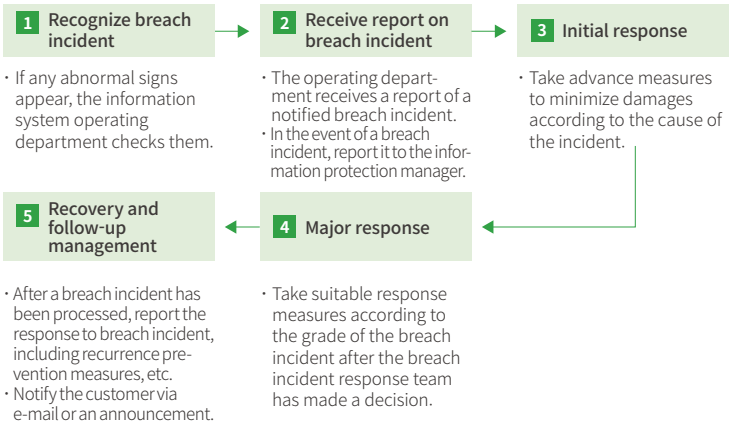
HUMAX Networks strictly manages personal information according to the guidelines on personal information protection. We receive and keep a security pledge from employees to prevent leaks, losses, and damages of personal information. In addition, we are taking various measures to protect third-party data from unauthorized access or disclosure.

- Collect security pledge from employees and subcontractors.
- Obtain consent to the collection and use of personal information.
- Control access to physical locations where personal information is stored, such as server rooms, data storage rooms, etc.
- Separate safety management to prevent unauthorized access to personal information by anyone other than authorized personnel.
- Completely destroy personal information that has served its purpose so that it cannot be retrieved or restored.
- Set an encryption key for important electronic documents.
- Set access rights for documents containing personal information.
- Prohibit the storage of personal information, such as ROK ID numbers, credit card numbers, bank account numbers, etc. in a separate PC.
- Delete personal information when replacing a PC or cellphone.
- Immediately report to the organization in charge of information security in the event of a personal information breach.
- Operate an information protection channel for reporting personal information leaks.

 **Reporting channel**

Response to Information Security Breaches

HUMAX Networks strictly manages security breaches according to the guidelines. In the event of a security incident involving an information asset, the Chief Information Protection Officer organizes a breach incident response team to address the breach. Moreover, we solve problems promptly in cooperation with professional external organizations.



Information security risk assessment result in 2025

Area	Average score (points)
Organizational control	83.8
Human control	100
Physical control	100
Technical control	61.8

Result of internal security audit in 2025

- **Purpose:** Regular inspection of security in everyday life.
- **Period:** June 2-30, 2025
- **Details:** Compliance with information security practices, including employee PC usage and operational security within IT data centers.
- **Result:** 0 non-compliance cases identified

Risk Management

Risk Management System and Roadmap

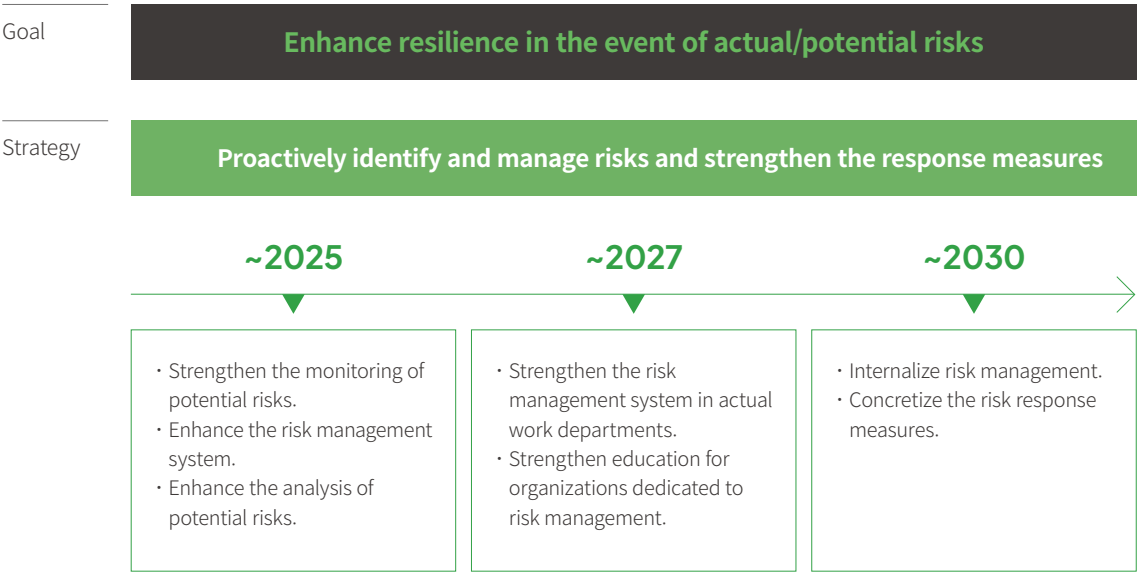
HUMAX Networks manages the overall risk of the company effectively by identifying potential risks during business activities and corporate operations and preparing strategies to respond to such risks. We identify various risks that may arise in several areas, and aim to maximize the efficiency of risk management by building a response system tailored to the types of relevant risks. If company losses are confirmed or a risk with a very high possibility of generating losses is identified, we judge the urgency of the situation by discussing it with the overseeing department, and hold a temporary board meeting to discuss the related issues. Furthermore, we periodically review ESG risks when making investments; and the board of directors makes major decisions and performs management and supervisory roles.

Company-Wide Risk Management Process

The major managing department monitors risks continuously according to their types. If a risk is discovered, we immediately identify the type and assess the level of risk. Based on the result of this assessment, we analyze the cause in order to secure the necessary resources and establish response measures. When necessary, we strengthen the countermeasures a step further in cooperation with external experts, and transparently report the results of the analysis and response measures to the board of directors and senior management. If the risk situation ends, we remove the cause of the potential risk, and strive to enhance the response system by developing follow-up plans in preparation for similar cases.



Risk Management Road Map



Risk Management

Risk Identification and Management

HUMAX Networks selects risks that may threaten the company’s ability to achieve its goals, comprehensively considering its management goals and business environment, and manages the related risks by risk level. We classify the types of risks into financial risks and non-financial risks (business continuity, operation), and establish a systematic response system for each type of risk.

Classification		Risk details	Management activity
Financial risk	Market	Foreign exchange risk.	• Management of foreign currency risks on functional currency.
	Credit	Customer or transacting party unable to fulfill obligations of contractual terms.	• Setting and management of credit limit on the accounts receivable counterparty in compliance with the internal credit management regulations. • Management of recovery measures such as credit investigation and collateral on investments and loans.
	Liquidity	Unexpected worsening of liquidity.	• Maintaining the appropriate level of deposit cash reserve by periodically predicting the future cash flow. • Signing of agreements with financial institutions in relation to emergency funding.
Non-financial risk (Business continuity)	Supply chain	Raw material supply/demand issues due to the tightening of ESG regulations related to the global supply chain and the internal deficiencies of partner companies.	• Establishment of a stable supply chain via the partner company assessment system, “HNSE” (HUMAX Networks Supplier Evaluation). • Strengthening of partner companies’ ESG capacity by distributing the ESG Code of Conduct and educational materials. • Realization of the sustainable procurement goal by establishing and implementing the in-house “Sustainable Procurement Policy.”
	Disaster & Safety	Natural disasters such as earthquake, fire, etc. and safety accidents within worksites.	• Periodic training and education in preparation for an emergency. • Establishment of an emergency response organization in preparation for disasters and safety accidents.
	Environmental	Imposition of legal sanctions and fines regarding environmental regulations.	• Operation of an environmental risk management organization. • Diagnosis and prevention of potential risks by managing and reviewing environmental standards by country. • Management of approval of regulated substances by establishing the product environmental regulation system. • Renewal of the ISO 14001 certification and independent verification activities.
Non-financial risk (Operation)	Climate change	Risk of tighter regulations related to emissions.	• Operation of an organization dedicated to climate change risk management, monitoring of the related laws, and establishment and implementation of reduction targets. • Monitoring of greenhouse gas emissions from business sites.
	Quality control	Risks due to product quality issues; risks due to changes in the 4Ms.	• Implementation of prior quality activities through the quality management system and process. • Assessment of impacts of changes in the 4Ms and management of incoming quality. • Management of the nonconforming product processing process.
	Human rights	Human rights violations.	• Conduct of human rights impact assessment and improvement. • Conduct of the related training and reporting system.
	Information security	External cyber-terror, internal data leakages, and information losses.	• Operation of an organization dedicated to security, establishment of security regulations and operating standards. • Periodic training on in-house security guidelines and company-wide security training. • Renewal of the ISO 27001 certification and independent verification activities.
	Law & ethics	Signing of unfavorable contracts, lawsuits, unfair trade practices, and corruption.	• Compliance with the contract deliberation regulations and prevention of legal risks by utilizing standard contract forms. • Job training aimed at enhancing employees’ understanding of foreign exchange, patents, contract management, etc. through job training. • Training on anti-corruption and ethics, such as the Improper Solicitation and Graft Act, Subcontracting Act, Fair Trade Act, etc.

04

APPENDIX

Transparent disclosure of ESG quantitative performance and assurance the reliability of ESG quantitative data



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Financial Performance¹⁾

Classification	Key performance indicator(KPI)	Unit	Year		
			2023	2024	2025
Condensed Balance Sheet	Current assets	KRW	271,211,459,960	338,350,036,989	268,945,089,634
	Non-current assets	KRW	65,891,854,698	79,868,078,441	61,993,213,405
	Total assets	KRW	337,103,314,658	418,218,115,430	330,938,303,039
	Current liabilities	KRW	266,013,714,762	315,062,036,344	234,089,303,698
	Non-current liabilities	KRW	2,480,646,075	9,236,228,192	3,630,266,135
	Total liabilities	KRW	268,494,360,837	324,298,264,536	237,719,569,833
	Capital stock	KRW	7,224,120,452	8,235,967,942	8,039,313,197
	Other paid-in capital	KRW	63,935,744,872	72,890,914,349	71,150,457,823
	Other capital components	KRW	(33,413,950)	(91,552,644)	(70,741,560)
	Retained earnings	KRW	(2,410,853,523)	13,069,562,289	14,346,539,190
	Minority interest	KRW	(106,644,030)	(185,041,042)	(246,835,444)
	Total capital	KRW	68,608,953,821	93,919,850,894	93,218,733,206
Condensed Income Statement	Sales	KRW	588,882,284,124	484,064,316,830	431,840,673,771
	Cost of sales (COS)	KRW	521,531,389,202	417,294,423,233	371,438,380,750
	Gross profit	KRW	67,350,894,922	66,769,893,597	60,402,293,021
	Research and Development Expenses	KRW	10,530,109,411	13,432,988,401	12,867,874,721
	Operating profit	KRW	28,752,246,770	19,639,707,346	10,003,441,365
	Net income before tax expense	KRW	26,347,887,035	19,329,024,114	4,871,902,133
	Net profit	KRW	26,072,424,273	15,351,787,930	1,472,604,874
	Other comprehensive income	KRW	(886,600,975)	(783,021,144)	55,233,251
	Total comprehensive income	KRW	25,185,823,298	14,568,766,786	1,527,838,125

1) Figures disclosed in this report are based on the Consolidated Audited Financial Statements and have been converted using standard foreign

ESG Data

Environmental¹⁾

Classification	Item name	Unit	2023	2024	2025
GHG emissions (Scope 1 & 2)	Direct GHG emissions (Scope 1)	tCO ₂ eq	0	2.18	2.05
	Indirect GHG emissions (Scope 2)	tCO ₂ eq	438.92	426.13	432.07
	Total GHG emissions (Scope1+Scope2)	tCO ₂ eq	438.92	428.32	434.12
	GHG gas intensity	tCO ₂ eq/No. of employees	2.40	1.96	1.99
GHG emissions (Scope 3) ²⁾	C1 Purchased Goods and Services	tCO ₂ eq	-	-	21,713.39
	C2 Capital Goods	tCO ₂ eq	-	-	1,770.00
	C3 Fuel-and Energy-Related Activities Not included in Scope 1 or Scope 2	tCO ₂ eq	-	-	96.53
	C4 Upstream Transportation and Distribution	tCO ₂ eq	-	-	152.96
	C5 Waste Generated in Operations	tCO ₂ eq	-	-	3.98
	C9 Downstream Trasportation and Distribution	tCO ₂ eq	-	-	1,790.09
	Total Scope 3 emissions	tCO ₂ eq	-	-	25,526.96
Energy consumption	Electricity consumption	TJ	3.06	8.36	8.27
	Amount of fuel used (LNG)	TJ	0	0.04	0.03
	Amount of steam used	TJ	0.68	0.68	0.78
	Amount of Gasoline used ³⁾	TJ	0	0	0.01
	Total amount of energy used (Electricity+Fuel+Steam)	TJ	3.74	9.08	9.09
	Energy Intensity	TJ/No. of employees	0.02	0.04	0.04
Use and recycling of water	Amount of water used	ton	3,045	3,060	2,274
	Amount of water discharge ⁴⁾	ton	3,045	3,060	2,274
	Amount of water reused	ton	0	0	0
	Amount of water consumption	ton	0	0	0

1) **Reporting Boundary:** Greenhouse gas (GHG) emissions (Scope 1 and Scope 2) and energy consumption are calculated on a consolidated basis, encompassing Humax Networks and its subsidiaries. However, due to data collection system limitations, the reporting boundary for water consumption and waste generation is limited to the domestic entity (Headquarters).

Calculation Methodology: Due to the structural limitations of the leased building, dedicated metering for energy, water consumption, and waste generation is unavailable. Accordingly, these figures are estimated on a pro-rata basis by applying the proportion of the company's leased floor area to the building's total consumption.

Classification	Item name	Unit	2023	2024	2025
Waste	Total amount of waste disposal	ton	4.01	10.90	4.56
	General waste (Total amount) ⁵⁾	ton	4.01	3.67	2.86
	Recycling	ton	-	-	-
	Incineration & reclamation	ton	4.01	3.67	2.86
	Designated waste (Total amount)	ton	-	7.0	1.7
	Recycling	ton	-	1.0	1.1
	Incineration	ton	-	5.9	0.4
	reclamation	ton	-	0.1	0.2
	Total Waste Recycling Rate	%	-	9.2	24.1
	Waste Generation per Employee	ton	0.02	0.05	0.02
Air pollution	Air pollutant emissions	Kg	n/a	n/a	n/a
Biodiversity	Business sites located near biodiversity hotspots	Place	1	1	1
Environmental training performance ¹⁾ ⁶⁾	Total training time	hours	188	257	162
	No. of trainees	persons	175	202	207
	No. of hours of training per employee	hours	0.93	1.18	0.78
Violations of environmental regulations	No. of environmental law violations (monetary sanctions)	cases	0	0	0
	Fines	KRW	0	0	0
Other_Customer health & safety	No. of customer health & safety risk occurrences due to hazardous substances.	cases	0	0	0

2) Scope 3 emissions are calculated based on the company's voluntary internal accounting scope and are excluded from the scope of third-party verification.

3) Gasoline consumption accounting and reporting commenced in 2025.

4) Due to the absence of dedicated wastewater discharge meters in the building, wastewater discharge volume is calculated to be equal to water withdrawal volume, in accordance with local municipal sewer billing criteria (which treat water withdrawal and wastewater discharge as equal).

5) General waste is disposed of and collected via municipal standardized pay-as-you-throw (PAYT) waste bags, and is entirely incinerated or landfilled in accordance with the local government's waste management system. Waste generation volume is calculated using conversion factors based on the quantity of pay-as-you-throw bags purchased.

6) 2025 Environmental Training Topics: Carbon Neutrality and Circular Economy

ESG Data

Social

Employee Status

Classification	Item name	Unit	2023	2024	2025
Total no. of members		persons	193	218	218
Employment type	Executives	persons	3	4	5
	Males	persons	3	4	5
	Female	persons	0	0	0
	Non-fixed-term employees	persons	185	207	207
	Males	persons	161	172	172
	Female	persons	24	35	35
	Fixed-term employees	persons	5	7	6
	Males	persons	3	3	4
	Female	persons	2	4	2
Gender	Males	persons	167	179	181
	Female	persons	26	39	37
	Percentage of female employee	persons	13.47	17.9	17
Age group	20s	persons	20	34	19
	30s	persons	46	54	53
	40s	persons	102	93	88
	50 and over	persons	25	37	58
Region	Korea (Headquarters)	persons	183	206	205
	USA	persons	3	4	4
	Japan	persons	4	5	4
	Europe	persons	1	1	2
	India	persons	0	0	2
	Thailand	persons	2	2	1

Classification	Item name	Unit	2023	2024	2025
By position	Management positions	persons	26	23	30
	Males	persons	25	22	28
	Female	persons	1	1	2
	Female Management Ratio	%	4	4.3	6.7
	Non-management positions	persons	167	195	188
	Males	persons	142	157	153
	Female	persons	25	38	35
	Female Non-management Ratio	%	14.97	19.49	18.6
Status of employee diversity	People with disabilities	persons	1	2	2
	Veterans	persons	1	1	2
	Foreign nationals	persons	5	5	4
	Percentage of workers from vulnerable groups	%	3.11	3.7	3.7
Non-employee workers On-Site.		persons	0	0	0

New Employee Hires

Classification	Item name	Unit	2023	2024	2025
New hires ¹⁾	Total no. of new hires	persons	13	32	12
Gender	Males	persons	9	22	9
	Female	persons	4	10	3
Age group	20s	persons	5	17	1
	30s	persons	6	8	6
	40s	persons	1	3	4
	50 and over	persons	1	4	1

1) New hires include permanent (regular) employees only.

HUMAX Networks Sustainability Report 2026

ESG Data

Social

New Employee Hires

Classification	Item name	Unit	2023	2024	2025
Region	Korea (Headquarters)	persons	13	31	9
	USA	persons	0	1	0
	Japan	persons	0	0	0
	Europe	persons	0	0	2
	India	persons	0	0	1
	Thailand	persons	0	0	0

Employee Turnover

Classification	Item name	Unit	2023	2024	2025
Total	Total no. of turnover	persons	15	14	15
	Voluntary turnover	persons	10	13	12
	Involuntary turnover ¹⁾	persons	5	1	3
	Total Turnover Rate	%	7.89	6.81	6.88
Gender (voluntary)	Males	persons	6	12	9
	Female	persons	4	1	3
Age group (voluntarry)	20s	persons	2	2	3
	30s	persons	3	2	5
	40s	persons	4	5	2
	50 and over	persons	1	4	
Gender (Involuntary)	Males	persons	1	1	1
	Female	persons	4	0	2
Age group (Involuntary)	20s	persons	3	1	1
	30s	persons	0	0	0
	40s	persons	1	0	1
	50 and over	persons	1	0	1

1) Involuntary Turnover: Termination of employment regardless of the employee's intent (e.g., contract expiration, mandatory retirement).

Classification	Item name	Unit	2023	2024	2025
Region	Korea (Headquarters)	persons	15	14	13
	USA	persons	0	0	0
	Japan	persons	0	0	0
	Europe	persons	0	0	1
	India	persons	0	0	0
	Thailand	persons	0	0	1

Parental Leave Status

Classification	Item name	Unit	2023	2024	2025
Employees taking parental leave	Males	persons	0	0	2
	Female	persons	1	0	3
Employees returning to work after parental leave	Males	persons	0	0	1
	Female	persons	1	0	0
Return-to-work rate after parental leave	Males	%	0	0	100
	Female	%	100	0	0
Employees retained for 12 months after return	Males	persons	0	0	0
	Female	persons	0	0	0
Retention rate of employees retained for 12 months after return	Males	%	0	0	0
	Female	%	0	0	0

Working Conditions

Classification	Item name	Unit	2023	2024	2025
Working hours	Total working hours	hours	322,707	352,551	363,556
	Total working hours per employee	hours	1,839	1,848	1,839
Years of service	Average years of service	years	2.5	3.35	4.16

ESG Data

Social

Classification	Item name	Unit	2023	2024	2025
Flexible working status	Flexible Work Users	persoons	183	206	205
Living wage	Living Wage Coverage (%)	%	97.8	98.5	99.9
	Below Living Wage (%)	%	2.2	1.5	0.1
	Workforce Below Living Wage (%)	%	2.2	1.5	0.1
	Living Wage Gap (%)	%	5	5	5
Employee benefits status	Total Welfare Expenses	KRW million	2,176	2,794	3,247
	Welfare Expenses / Employee	KRW 10,000	1,127	1,282	1,489

Training & Education Status

Classification	Item name	Unit	2023	2024	2025
Training participation	Total employees participating in training	persons	199	214	222
Training hours	Total training hours	hours	5,804	6,912	8,974
	Males	hours	-	5807	6,701
	Female	hours	-	1105	2273
Average training hours per employee	Employee average	hours	30.1	31.7	41.2
	Males	hours	-	31.6	35.2
	Female	hours	-	28.9	59.8
	Executive officers	hours	-	48.1	20.4
	Permanent employees	hours	-	31.2	40.2
	Temporary employees	hours	-	20.2	22.8
Training expenses	Total training expenses	KRW million	17.6	27.2	11.53
Average training expense per	Employee average	KRW 1,000	91.2	124.7	52.9
	Males	KRW 1,000	-	116.8	37.3
	Female	KRW 1,000	-	138.5	121.8
	Executive officers	KRW 1,000	-	561	28.6
	Permanent employees	KRW 1,000	-	116.8	53.1

Classification	Item name	Unit	2023	2024	2025
Avg Cost / Employee	Temporary employees	KRW 1,000	-	16	17
External ESG training	Training hours	hours	35	55	41
	Participants	persons	8	5	2

Regular Performance Reviews

Classification	Item name	Unit	2023	2024	2025
Review eligible	Total eligible employees ¹⁾	persons	193	218	218
Gender	Males	persons	167	179	181
	Female	persons	26	39	37
Employee type	Executives	persons	3	4	5
	Permanent	persons	185	207	207
	Temporary	persons	5	7	6

1) Total eligible employees for regular performance reviews: Based on active employees as of year-end.

Human Rights Management

Classification	Item name	Unit	2023	2024	2025
Grievance handling	Reported grievances (Discrimination, Harassment)	cases	0	0	0
	Resolved grievances (Discrimination, Harassment)	cases	0	0	0
Human rights training	Mandatory training completers	persons	175	206	211
	Mandatory training completion rate ¹⁾	%	100	100	100
	Mandatory training hours / employee ²⁾	hours	3	3	3
	Child & forced labor training completers	persons	175	202	207
	Child & forced labor training completion rate ³⁾	%	90.7	92.7	95.0
Labor rights violations	Sites at risk for child & forced labor	Sites	0	0	0

1) Achieved 100% completion as all eligible active employees at the time of training completed the courses.

2) Includes Sexual Harassment Prevention (1 hr), Workplace Harassment Prevention (1 hr), and Disability Awareness Improvement (1 hr).

3) The denominator for the training completion rate is calculated based on the total number of active employees as of year-end.

ESG Data

Social

Occupational Health & Safety

Classification	Item name	Unit	2023	2024	2025
Occupational health& safety management system	Covered employees	persons	193	218	218
	Coverage rate	%	100	100	100
Health & safety training	Total training hours	hours	4,296	4,662	4,587
	Total participants	persons	193	209	215
	Training hours / employee	hours/person	22.3	21.4	21.0
Work-related injuries ¹⁾	Work-related accidents	cases	0	0	0
	Number of injured persons	cases	0	0	0
	Recordable injuries	cases	0	0	0
	Fatalities	cases	0	0	0
	Injury rate	%	0	0	0
	Lost time injury frequency rate(LTIFR)	Lost days / 1M hours	0	0	0
Health checkups	Permanent employees checkup rate	%	98	99	99
	Temporary employees checkup rate	%	100	N/A	100

1) Main ilInjury types: Not applicable as no work-related injuries occurred at company sites in 2025.

Social Dialogue

Classification	Item name	Unit	2023	2024	2025
Labor-management council	Covered employees	persons	190	215	215
	Coverage rate	%	98.4	98.6	98.6
	Meetings held	meetings	4	4	4
Collective bargaining agreements ¹⁾	Covered employees	persons	0	0	0
	Coverage rate	%	0	0	0
Customer satisfaction	Customer complaints filed	cases	0	0	0
	Customer complaints resolved	cases	0	0	0

1) The company has no collective bargaining agreement (0%) due to the absence of a labor union. However, working conditions for all employees (100%) are legally protected through Employment Rules and Employment Contracts pursuant to the Labor Standards Act.

Customer Satisfaction & Legal Compliance

Classification	Item name	Unit	2023	2024	2025
Customer satisfaction	Resolution rate	%	0	0	0
Non-compliance with marketing & communication regulations	Regulatory violations	cases	0	0	0
	Fines or sanctions amount	KRW	0	0	0
	Self-identified violations	cases	0	0	0

Supply Chain

Classification	Item name	Unit	2023	2024	2025
Supplier status	Total suppliers	companies	163	124	96
	Key suppliers	companies	7	7	7
Sustainable sourcing	Suppliers signing ESG Code of Conduct	companies	2	2	5
	% of Suppliers signing ESG Code of Conduct	%	1.2	1.6	5.2
	Contracts incorporating ESG clauses	companies	2	2	5
	% of Key suppliers with ESG clauses	%	28.6	28.6	71.4
	Suppliers subject to ESG desktop assessments ¹⁾	companies	2	2	3
	Suppliers subject to ESG on-site audits	companies	1	1	0
	Suppliers identified with significant negative impacts	companies	0	0	0
	% of Identified suppliers agreeing to corrective actions	%	-	-	-
	Suppliers identified with general improvement needs	companies	1	1	1

1) ESG Desktop Assessments & On-Site Audits: Conducted for key suppliers

ESG Data

Social
Supply Chain

Classification	Item name	Unit	2023	2024	2025
Sustainable Sourcing	% of Suppliers Terminated Due to Negative Impacts	%	0	0	0
	Suppliers Completing ESG Training (incl. Sustainable Sourcing)	companies	2	2	2

Social Dialogue

Classification	Item name	Unit	2023	2024	2025
Social Contribution	Volunteer Participants	persons	-	180	190
	Total Volunteer Hours	hours	-	540	95
	Volunteer Hours / Employee	hours/person	-	3	0.5
	Cash Donations	KRW Million	-	10	1
	In-Kind Donations	KRW Million	-	10	0
	Procurement from Socially Disadvantaged Enterprises (Women-owned, Disability-owned, etc.)	KRW Million	81.2	96.2	76.9

Governance

Classification	Item name	Unit	2023	2024	2025
Creation and distribution of economic values for stakeholders ¹⁾	Customer_Sales	KRW 1 million	588,882	484,064	431,841
	Government_Taxes	KRW 1 million	414	3,977	3,399
	Employee_Wage, welfare, etc.	KRW 1 million	17,031	20,949	21,020
ESG assessment grade	External ESG verification assessment score	points	MOTIR&KPC ²⁾ 85.5	EcoVadis Gold medal	EcoVadis Gold medal
Status of in-house anti-corruption training ²⁾	Persons subject to integrity & ethics training	persons	199	218	218
	Persons having completed integrity & ethics training	persons	177	202	207
	Rate of completion of integrity & ethics training	%	91.7	92.7	95.0
Status of receipt of and measures taken on internal reporting	Receipt of anti-corruption reporting (No. of reports received)	cases	0	0	0
	Confirmed incidents of corruption and number of actions taken	cases	0	0	0
Legal violations of unfair trade practices, including competition-damaging conduct and oligopoly	Number of non-monetary sanctions	cases	0	0	0
	Total amount of fines	KRW 1 million	0	0	0
	No. of lawsuits filed	cases	0	0	0
Status of non-compliance with other laws on social, economic areas	No. of legal and regulatory violations	cases	0	0	0
	Punishment or amount of fines	KRW 10,000	0	0	0
Governance_ Composition of board of directors	Total no. of persons in board of directors (non-executive directors+executive directors)	persons	4	.3	4
	No. of executive directors	persons	2	2	3
	No. of non-executive directors	persons	2	1	1

1) Employee compensation, retirement benefits, and welfare expenses are reported on a consolidated basis, including overseas entities.
2) Ethics & anti-corruption training covers executives, permanent, and temporary employees (incl. resignees during the year; excl. local hires overseas). Training completion rate denominator is based on total active employees at year-end.

ESG Data

Governance

Classification	Item name	Unit	2023	2024	2025
Governance_Auditor & other committees	No. of auditors	persons	1	1	1
Governance_Board of director's operational performance	No. of board meetings held (Sum total of periodic board meetings + temporary board meetings)	No. of meetings	6	8	10
	No. of regular board meetings held	No. of meetings	1	1	4
	No. of temporary board meetings held	No. of meetings	5	7	6
	Main agenda for resolution	cases	9	15	43
	Agenda for reporting	cases	2	0	6
	Amended agenda for resolution	cases	0	0	0
Governance_Operation of board of directors	Percentage of female directors	%	0	0	0
	Average attendance rate of BOD	%	100	100	100
Information security & protection	No. of complaints related to violations of customers' personal information protection	cases	0	0	0
	Total no. of customer data leakages, thefts or losses	cases	0	0	0
	No. of customers affected by personal data breaches	persons	0	0	0
	Amount of fines/penalties due to information security violations or cyber- security incidents	KRW 1 million	0	0	0
	Persons subject to training on the prevention of information security and personal data breaches	persons	193	218	218
	Persons subject to training on awareness and prevention of information security and personal data breaches ¹⁾	persons	188	206	211

1) Information security & personal data protection training participants: executives, full-time, and contract employees (incl. mid-year leavers; excl. local hires).

Restatements of Information

Information included in this report that has been revised from previously published reports is as follows:

Page	Revised Item	Key Revisions	Reason for Restatement
p.67	Waste generation	2023: Revised from 3.91 tons to 4.01 tons 2024: Revised from 10.87 tons to 10.90 tons	Inclusion of food waste for 2023 Calculation error for designated waste in 2024
p.68	New hires	2024: Revised from 36 to 32 persons	Correction of calculation error in new hires
p.69	Turnovers	2023: Revised from 12 to 15 persons 2024: Revised from 13 to 14 persons	Recalculation to include previously omitted involuntary turnovers in total turnovers
p. 70	Total training participants	2023: Revised from 197 to 199 persons	Correction of calculation error in training participants

UN Sustainable Development Goals

The UN SDGs are the 17 common goals to be achieved by mankind by 2030, which were adopted at the UN General Assembly in 2015. They provide a global blueprint for achieving human prosperity and protection of the Earth’s environment. HUMAX Networks is deeply aware of the importance of, and supports, such UN SDGs, and practices sustainable management through sustainable activities designed to meet each goal.

Classification	Goal	Activities	Report page no.
	UN SDGs 1 No Poverty	• Donation participation and volunteer activities	50p
	UN SDGs 3 Good Health and Well-being	• Conducting regular health checkups • Maternity protection program	38, 54p
	UN SDGs 5 Gender Equality	• Ensuring equal pay for men and women	36p
	UN SDGs 7 Affordable and Clean Energy	• Energy conservation activities	24, 27p
	UN SDGs 8 Decent Work and Economic Growth	• Talent nurturing and capability enhancement programs • Fair evaluation and compensation system	33-36p
	UN SDGs 9 Industry, Innovation and Infrastructure	• Eco-friendly products	31

Classification	Goal	Activities	Report page no.
	UN SDGs 10 Reduced Inequalities	• Employment of people with disabilities • Closing the gender pay gap	36, 50, 68p
	UN SDGs 12 Responsible Consumption and Production	• Waste and single-use item reduction activities	24, 28, p
	UN SDGs 13 Climate Action	• Climate change risk management • Greenhouse gas reduction activities	27p
	UN SDGs 15 Life on Land	• Conservation activities for ecologically and scenically protected areas near business sites	29p
	UN SDGs 16 Peace, Justice and Strong Institutions	• Compliance risk management through the operation of compliance programs	58-60p

10 Principles of the UN Global Compact

HUMAX Networks actively supports and strives to comply with the ten principles of the UN Global Compact (hereinafter referred to as the “UNGC”) on human rights, employees, the environment, and anti-corruption. Regarding these ten UNGC principles, we have established policies and norms for each one of them in order to internalize ESG management, and we have established and manage the operating system required to practice them, thereby continuously monitoring individual activities. Through this, HUMAX Networks is making efforts to ensure that its ESG management complies with international norms and levels.

Classification	10 Major Principles	Report page nos.
Human rights 	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	44 - 46p
	2. make sure that they are not complicit in human rights abuses.	
Labour 	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	39, 44 - 45p
	4. the elimination of all forms of forced and compulsory labour;	
	5. the effective abolition of child labour; and	
	6. the elimination of discrimination in respect of employment and occupation.	
Environment 	7. Businesses should support a precautionary approach to environmental challenges;.	24 - 31p
	8. undertake initiatives to promote greater environmental responsibility; and	
	9. encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption 	10. Businesses should work against corruption in all its forms, including extortion and bribery.	58 - 60p

ESG Related Certifications

Classification	Initial registration date/ effective date	Description
TL9000-H,S:R6.3/R5.7KS Q ISO 9001:2015 ISO 9001:2015	Aug. 21, 2020 ~ Aug. 20, 2026	ISO 9001 is an international standard for consistently providing products and services suitable for customer and legal requirements, enhancing customer satisfaction, and addressing risks and opportunities related to an organization's objective.
KS Q ISO 45001:2018 ISO 45001:2018	Jul. 27, 2021 ~ Jul. 27, 2027	IOS 45001 is an international standard for occupational health and safety (OHS) management systems that provides practical measures for ensuring workers' safety.
KS I ISO 14001:2015 ISO 14001:2015	Aug. 21, 2020 ~ Aug. 20, 2026	ISO 14001 is an international standard established by the ISO for a series of management activities aimed at continuously improving environmental performance across all the processes of organizational and corporate activities.
ISO/IEC 27001:2022	Jul. 27, 2021 ~ Jul. 26, 2027	ISO/IEC 27001 is a standard certification on the information security management system established by the ISO (International Organization for Standardization) and the IEC (International Electrotechnical Commission).
ISO 22301:2019	Sep. 10, 2025 ~ Sep. 09, 2028	ISO 22301 is an international standard that defines the requirements for a Business Continuity Management System (BCMS), enabling organizations to maintain critical operations during unexpected disruptions.
EcoVadis Gold Medal	Nov. 14, 2024 ~ Nov. 14, 2025	EcoVadis is a global organization that assesses corporate sustainability performance, including environmental, social, and governance (ESG) practices.
Family-Friendly Certification	Dec. 01, 2024 ~ Nov. 30, 2027	It is a certification granted by the Ministry of Gender Equality and Family to companies and institutions that demonstrate exemplary operation of family-friendly programs, such as childbirth and childcare support and flexible work arrangements.



Major Awards & Group Membership Status

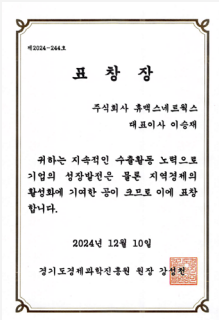
Awards



EcoVadis Gold Medal (Top 5%)
EcoVadis (Feb, 2026)



Awarded K-ESG A+ by the Ministry of Trade, Industry and Energy
Ministry of Trade, Industry and Energy (Jan, 2024)



Exemplary Contributor Award
Gyeonggi-do Business & Science Accelerator (Dec 2024)



Good Design (GD) Award – Silver Prize
(Universal Design Special Award) Ministry of Trade, Industry and Energy (Nov 2025)



Awarded the 200 Million Dollar Export Tower
Korea Trade Association (Dec. 2023)



Awarded a “Presidential Commendation” on Trade Day
Korea International Trade Association (Dec. 2023)

Group Membership Status

Association/group name	Description
Wi-Fi Alliance	A group that promotes wireless LAN technology and certifies products that comply with the standards.
prpl Foundation	A non-profit technology cooperation group that aims to improve the interoperability and security of domestic network devices through open source software and standards.
Broadband Forum	A global industrial association that develops technical standards and promotes their adoption in order to improve the interoperability and performance of the broadband network.
CableLabs	A non-profit R&D organization that promotes research and innovation of the US cable communication industry.
RDK Central	An open source community that provides support to ensure that telecommunication businesses can efficiently manage various media devices and services through a common software platform.
25G-PON MAS Group	A global business council organized to promote the standardization and interoperability of 25G-PON technology.
HDMI Licensing, LLC	An organization that manages the HDMI technical standards and license program.
Korea International Trade Association	A non-profit group established to promote trade and international economic cooperation with Korea.
Seongnam Industry Promotion Agency	An organization established to promote industrial growth and vitalization of the local economy of Seongnam city.
Seongnam Chamber of Commerce & Industry	A group that speaks for the rights and interests of companies and commercial enterprises within the Seongnam city region, and pursues local economic growth.
Korea Trade-Investment Promotion Agency	An organization that promotes trade and engages in affairs related to investment support and cooperation on industrial technology between domestic and overseas companies, support for the attraction of professional personnel from overseas, and inter-governmental export contracts, etc.
Small and Medium Enterprise Export Support Center	An organization that supports the acquisition of overseas standard certifications needed for small and medium enterprises' entry into overseas markets.
KTR Export Certification Center	An organization that supports the acquisition of overseas certifications needed for entering overseas markets.
Korea Planning & Evaluation Institute of Industrial Technology	An organization that assesses and manages technology development, commercialization, and policy support to promote the innovation of industrial technologies.
Korea Technology and Information Promotion Agency for SMEs	An agency that carries out projects aimed at creating the foundation for technology innovation among small and medium enterprises.
Institute of Information & Communications Technology Planning & Evaluation	An organization in charge of R&D planning, policy setting, and project assessment, etc. in the area of ICT (Information & Communications Technology).
Central Economic HR Training Institute	An organization that provides training related to corporate HR and labor.
ESG Supply Chain Support Center	An organization that supports the establishment and management of a sustainable supply chain from the aspect of ESG.
Gyeonggi-do Business & Science Accelerator	An organization that carries out various support projects aimed at boosting economic growth and promoting science technology in Gyeonggi province.
Korea Personal Improvement Association	A group whose purpose is to enhance and develop expertise in the area of HR management.

GRI Content Index

Statement of use	HUMAX Networks has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.			
GRI1 used	GRI 1 : Foundation 2021	GRI sector satadards	Not Applicable	
GRI Topic	No.	Disclosure	Page	Notes
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	7	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	2	
	2-5	External assurance	82~84	
	2-6	Activities, value chain and other business relationship	7~13	
	2-7	Employees	7, 68	
	2-8	Workers who are not employees	68	
	2-9	Governance structure and composition	57	
	2-10	Nomination and selection of the highest governance body	57	
	2-11	Chair of the highest governance body	57	
	2-12	Role of the highest governance body in overseeing the management of impacts		
	2-13	Delegation of responsibility for managing impacts		[Information Unavailable / Insufficient.]
	2-14	Role of the highest governance body in sustainability reporting		
	2-15	Conflicts of interest		As an unlisted company,
	2-16	Communication of critical concerns		we are currently
	2-17	Collective knowledge of the highest governance body		establishing an
	2-18	Evaluation of the performance of the highest governance body		enhanced governance
	2-19	Remuneration policies		framework and
	2-20	Process to determine remuneration		preparing relevant
	2-21	Annual total compensation ratio		disclosures.
	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	9,15, 25, 44, 47, 58, 61	

GRI Topic	No.	Disclosure	Page	Notes
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	18, 26, 45, 52, 58, 62	
	2-25	Processes to remediate negative impacts	39, 60	
	2-26	Mechanisms for seeking advice and raising concerns	39, 60	
	2-27	Compliance with laws and regulations	67, 71- 73	
	2-28	Membership associations	77	
	2-29	Approach to stakeholder engagement	18	
	2-30	Collective bargaining agreements	39, 71	
Material Topics				
GRI 3 : Material Topics 2021	3-1	Process to determine material topics	19	
	3-2	List of material topics	20	
Biodiversity				
GRI 101 Biodiversity 2024	101-2	Policies to halt and reverse biodiversity loss	29	
	101-5	Locations with biodiversity impacts	29	
Economy				
GRI 200 Economy 2016	201-1	Direct economic value generated and distributed	7, 66, 72	
	201-3	Defined benefit plan obligations and other retirement plans	36, 2025 Audit report p.51-54	
Indirect Economic Impacts				
GRI 203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	50	
	203-2	Significant indirect economic impacts	50	
Anti-corruption				
GRI 205 :Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	59	
	205-2	Communication and training about anti-corruption policies and procedures	47, 58, 72	
	205-3	Confirmed incidents of corruption and actions taken	72	
Anticompetitive behavior				
GRI 206 : Anticompetitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	72	

GRI Content Index

GRI Topic	No.	Disclosure	Page	Notes
Energy				
GRI 302 : Energy 2016	302-1	Energy consumption within the organization	67	
Water and effluents				
GRI 303 : Water and effluents 2018	303-1	Interactions with water as a shared resource	29	
	303-3	Water withdrawal	67	
	303-4	Water discharge	67	
	303-5	Water consumption	67	
Emissions				
GRI 3 : Material Topics 2021	3-3	Management of material topics	23-27	
GRI 305 : Emissions 2016	305-1	Direct (Scope 1) GHG emissions	27, 67	
	305-2	Energy indirect (Scope 2) GHG emissions	27, 67	
	305-3	Other indirect (Scope 3) GHG emissions	27, 67	
	305-4	GHG emissions intensity	27, 67	
Waste				
GRI 3 : Material Topics 2021	3-3	Management of material topics	23-26, 28, 67	
GRI 306 : Waste 2020	306-1	Waste generation and significant waste-related impacts	28	
	306-2	Management of significant waste-related impacts	28	
	306-3	Waste generated	67	
	306-4	Waste diverted from disposal	28, 67	
	306-5	Waste directed to disposal	28, 67	
Eco-Friendly Products and Services				
GRI 3 : Material Topics 2021	3-3	Management of material topics	23-26, 31	
Non-GRI	Company specific metrics	Number of Product Life Cycle Assessments (LCA) Conducted	23, 31	
Employment				
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	33-35, 68-69	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-term employees	37-38	
	401-3	Parental leave	69	

GRI Topic	No.	Disclosure	Page	Notes
Occupational Health and Safety				
GRI 3 : Material Topics 2021	3-3	Management of material topics	32, 51-55	
GRI 403 : Occupational Health and Safety2018	403-1	Occupational health and safety management system	51-54, 71	
	403-2	Hazard identification, risk assessment, and incident investigation	53- 54	
	403-3	Occupational health services	54, 71	
	403-4	Worker participation, consultation, and communication on occupational health and safety	54	
	403-5	Worker training on occupational health and safety	52, 71	
	403-6	Promotion of worker health	54, 71	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51	
	403-8	Workers covered by an occupational health and safety management system	71	
	403-9	Work-related injuries	71	
	403-10	Work-related ill health	-	Zero fatalities or severe cases resulting from work-related ill health.
Training and Education				
GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee	70	
	404-2	Programs for upgrading employee skills and transition assistance programs	33-36 2025 Audit report p51-54	
	404-3	Percentage of employees receiving regular performance and career development reviews	36, 70	
Diversity and Equal Opportunity				
GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	57, 68, 72	
	405-2	Ratio of basic salary and remuneration of women to men	36	
Nondiscrimination				
GRI 406 : 차별금지 2016	406-1	차별 사건과 시정조치	45, 70	

GRI Content Index

GRI Topic	No.	Disclosure	Page	Notes
Nondiscrimination				
GRI 406 : Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	45, 70	
Freedom of Association and Collective Bargaining				
GRI 407 : Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	No applicable sites
Child Labor				
GRI 408 : Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child	-	No applicable sites
Forced or Compulsory Labor				
GRI 409 : Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	No applicable sites
Security Practices				
GRI 410 : Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	45	
Supplier Social Assessment				
GRI 3 : Material Topics 2021	3-3	Management of material topics	47-49	
GRI 414 : Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	48, 71	
Public Policy				
GRI 415 : Public Policy 2016	415-1	Political contributions	-	Use of company funds for political contributions is prohibited by the corporate Code of Conduct
Customer Health and Safety				
GRI 416 : Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	41, 43	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	No applicable cases occurred

Marketing and Labeling				
GRI 417 : Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	42, 43	
	417-2	Incidents of non-compliance concerning product and service information and labeling	-	No applicable cases
	417-3	Incidents of non-compliance concerning marketing communications	-	No applicable cases
Customer Privacy				
GRI 3 : Material Topics 2021	3-3	Management of material topics	56, 61-62	
GRI 418 : Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	73	

SASB INDEX TABLE

Industry - (Technology & Communications — Hardware) Sustainability Disclosure Topics & Accounting Metrics

Category	Code	Accounting Metric	Page and Comment
Diversity & Inclusion	TC-HW-330a.1	(1) Percentage of management, (2) percentage of technical staff, and (3) percentage of all other employees by gender and race/ethnicity	p.68
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	We did not conduct RBA VAP or equivalent external audits in 2025; however, we conducted our own supply chain ESG assessments for key partners. p.48
	TC-HW-430a.2	Tier 1 suppliers' (1) non-compliance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	There were no non-compliant findings requiring corrective actions in 2025; an ESG improvement request process is in place. p.48
Materials Sourcing	TC-HW-440a.1	Description of risk management associated with the use of critical materials	We maintain due diligence procedures for raw and conflict minerals management; CMRT submission upon customer request. p.49
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Compliance with EU RoHS/REACH/POPs regulations; substances managed through supplier QC/QA testing. p.29
	TC-HW-410a.2	Percentage of eligible products that meet the EPEAT registration criteria or equivalent.	Applicable products designed for recycling; EOL recycling program (WEEE, disposal guidance, take-back) available. p.31
	TC-HW-410a.3	Percentage of eligible products that meet the ENERGY STAR® criteria	Product design optimized for energy efficiency, national energy efficiency verification, LCA results applied. p.31
Product Security	TC-HW-230a.1	Description of the approach to identifying and addressing data security risks in products	p.61-62
	TC-HW-230a.2	Product safety certifications	p.61
	TC-HW-230a.3	Customer data privacy and protection practices	p.61

Activity Metrics

Code	Accounting Metric	Page and Comment
TC-HW-000.B	Number of manufacturing facilities	0; All production is outsourced to EMS partners.
TC-HW-000.C	Percentage of production from owned facilities	0%; 100% manufactured under EMS contracts.
RT-EE-000.B	Number of employees	p.68

GHG Emissions Verification Statement

HUMAX Networks, Inc.

| Scope

Direct GHG emissions (Scope 1) and indirect emissions (Scope 2) of domestic & overseas business sites ¹⁾ in 2025

| Data Verified

Annual direct (Scope 1) and indirect (Scope 2) GHG emissions in 2025

Business site	Unit	Direct Emissions (Scope 1)	Indirect Emissions (Scope 2)	Emissions In 2025
HUMAX Networks, Inc.	tCO ₂ eq	0.764	416.618	417.382
HUMAX Networks (USA) Inc.		-	0.721	0.721
HUMAX Networks Japan Co., Ltd.		-	13.914	13.914
HUMAX Networks (Thailand) Co., Ltd.		-	0.497	0.497
HUMAX Networks (Germany) GmbH_Italy Branch		1.284	0.318	1.602
Total	tCO ₂ eq	2.048	432.068	434

※ Total emissions below the decimal point have been cut

| GHG Criteria & Protocols used for Verification

The verification was carried out at the request of HUMAX Networks using:

- **ISO 14064-1:2018 & ISO 14064-3:2019**
- Guideline for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme
- WBCSD/WRI Protocol A corporate Accounting and Reporting Standard
- BSI GHGEV Manual

| Verification Opinion

BSI Group Korea’s verification opinions on the result of carrying out verification in accordance with the GHG criteria and protocols mentioned above are as follows.

- Verification of Scope 1 & 2 greenhouse gas emissions for domestic & overseas business sites of HUMAX Networks was performed with a limited assurance level, and the quality of the data conforms to important international principles for greenhouse gas verification.
- No material misstatement during the verification process for emissions was found, and no evidence could be found that the activity data and relevant evidence were not properly managed.
- Therefore, the BSI Group Korea Verification Team provides a verification opinion that is “appropriate”.

For and on behalf of BSI:

Issue: 12/03/2026


Managing Director Korea, SeongHwan Lim



1) Domestic & Overseas Sites: HUMAX Networks and its subsidiaries (on a consolidated financial statement basis)

Third-Party Assurance Statement

Dear Management and Stakeholders of HUMAX Networks, Inc.

■ Introduction

Korean Standards Association (“KSA”) was commissioned by HUMAX Networks, Inc. (“the Company”) to perform a third-party Assurance Engagement of ‘HUMAX Networks, Inc. Sustainability Report’(“the Report”). KSA presents independent opinions as follows as a result of the feasibility of the data contained in this Report. The Company has sole responsibility for the content and performance contained in this Report.

■ Independence

As an independent assurance agency, KSA does not have any kind of commercial interest in businesses of the Company apart from undertaking a third-party assurance on the Report. KSA has no other contract with the Company that may undermine credibility and integrity as an independent assurance agency.

■ Assurance Standards: AA1000AS v3

■ Assurance Level and Type: Moderate, Type2

Note: Moderate assurance has a lower level of confidence than high assurance because it is based on limited evidence.

■ Assurance Scope

The assurance scope includes systems and activities such as sustainability management policies, goals, businesses, standards, and achievements of the Company during the reporting period. While the Company’s environmental and social data, as well as financial data in a broad sense, was verified, the scope of review concerning stakeholder engagement was limited to the materiality assessment process.

- in adherence with the four principles of AA1000AP(AccountAbility Principles) 2018

- in accordance with GRI Standards 2021

(Topic Standards)

206-1, 302-1, 303-3, 303-4, 303-5, 305-1, 305-2, 305-4, 306-1, 306-3, 306-4, 306-5, 401-1, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7,403-8,404-1, 404-2, 404-3, 405-1, 406-1, 414-2, 416-2, 417-1, 417-2, 418-1

- Company-specific Indicator: Number of Product Life Cycle Assessments (LCAs) Conducted

■ Assurance Methodology

KSA used the following methods to gather information, documents, and evidence with respect to the assurance scope.

- Confirmation of stakeholder engagement and materiality assessment process by the sustainability expert.
- Verification of environmental information disclosure data and information by the environmental expert.
- Examination of internal documents and basic materials.

■ Assurance limitations

KSA assumed that the data and evidence provided by the Company were complete and sufficient. KSA provided limited assurance through data inquiry and analysis as well as limited sampling methods.

■ Assurance Results and Opinions

KSA reviewed the draft version of this Report within the scope of this assurance and presented our opinions as an assurance provider. Modifications were made to the Report content if deemed necessary. KSA was not aware of any suspicions of significant errors or inappropriate descriptions in this Report as a result of our Assurance Engagement. As such, KSA presents our opinions of the ‘HUMAX Networks, Inc. Sustainability Report’ as follows.

Four principles of AA1000AP(AccountAbility Principles) 2018

Inclusivity

- Has the Company engaged its stakeholders in strategically responding to sustainability?

KSA believes the Company is aware of the importance of stakeholder engagement and is making an all-out effort to establish a process that will increase their engagement. The Company has selected stakeholders including employees, customers, shareholders and investors, business partners, and local communities and has communication channels for each group to receive diverse feedbacks and opinions.

Third-Party Assurance Statement

Materiality

- Has the Company included material information in the Report to help stakeholders make informed decisions?

KSA is not aware of any significant omissions or exclusions of data that are material to stakeholders. KSA verified that the Company conducted a materiality assessment with issues identified from analyses of internal and external environments and reported according to the result..

Responsiveness

- Has the Company appropriately responded to stakeholder requirements and interest in this Report?

KSA verified that the Company responded to stakeholders’ needs and interests by reflecting stakeholders’ opinions in the Report. KSA is not aware of any evidence that the Company’s response to significant issues of stakeholders was reported inappropriately.

Impact

- Has the Company appropriately monitored its impact on the stakeholders?

KSA verified that the Company is monitoring and assessing its impact on the stakeholders by conducting an enhanced verification of its standard business activities. Furthermore, it has been verified that the Company appropriately publishes its findings in the Report.

Reliability and quality of specified performance

- Has the Company appropriately collected and disclosed specified performance information based on a reliable process?

The assurance provider performed a reliability assurance of the sustainability performance information on the subject of Type 2 assurance. To assure this information, interviews were conducted with relevant personnel, and it was determined that the performance information disclosed in the Report was collected and disclosed based on a reliable process and evidence. Additionally, no evidence was found indicating that specific sustainability information was inaccurately reported.

August 2026

Dong Min Moon

KSA Chairman & CEO



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The Korean Standards Association (KSA), established as a special corporation in accordance with the Law for Industrial Standardization in 1962, serves as a knowledge service provider that distributes and disseminates such services as industrial standardization, quality management, sustainability management, KS certification and ISO certification. The KSA is committed to the sustainable development of Korean society as an ISO 26000 national secretary, AA1000 assurance provider, KSI (Korea Sustainability Index) operator, and as an assurance provider of the Korean government’s greenhouse gas energy target management system.



HUMAX Networks Sustainability Report 2026