

2026

Duksan Neolux Co.,
Ltd. ESG Report

2026 DS Neolux ESG REPORT



About This Report



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> Report Overview

DUKSAN NEOLUX Co., Ltd. annually publishes an ESG report to transparently disclose its ESG activities and achievements to external stakeholders. Through this report, DUKSAN NEOLUX Co., Ltd. aims to share its ESG management processes and performance with stakeholders.

> Reporting Period

This report was prepared based on activities and performance from January 1, 2025, to December 31, 2025. Qualitative activities related to key topics include progress up to the first half of 2026. For major quantitative achievements, data from the last three years (2023–2025) are disclosed to allow identification of trend changes.

> Reporting Principles

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, an international sustainability reporting guideline. Financial information is prepared on a consolidated financial statement basis according to K-IFRS (Korean International Financial Reporting Standards), and non-financial information is also prepared based on the fiscal year according to the disclosure system. Any significant changes are separately noted in footnotes.

> Reporting Scope

Environmental, Social, and Governance (ESG) information disclosed in this report is limited to the activities and performance of DUKSAN NEOLUX Co., Ltd.'s Cheonan headquarters. Consolidated financial information includes data from DUKSAN NEOLUX Co., Ltd. and its subsidiaries, Sungdo DS Electronic Materials (Chengdu) Co., Ltd. (located in China) and Hyundai Heavy Industries Turbo Machinery Co., Ltd.

> Report Verification

This report is published after careful review by the Board of Directors of DUKSAN NEOLUX Co., Ltd. To enhance the accuracy and reliability of the report content, data consistency and transparency were secured through internal review and cross-checking processes.

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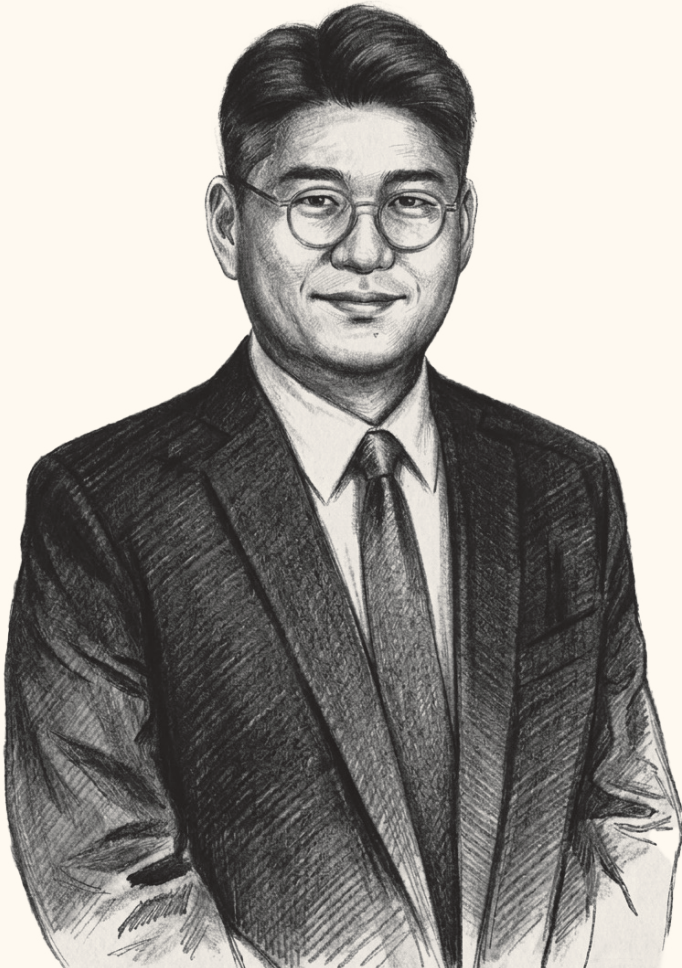
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CHAIRMAN'S Message

Respected Stakeholders,
Greetings.



Even amidst an environment of accelerating geopolitical conflicts and industrial restructuring, DUKSAN NEOLUX continues its growth momentum while maintaining a solid business foundation. This result demonstrates that our ESG management and technological innovation are being internalized into substantial corporate competitiveness. Black PDL, which delivers environmental value through non-polarizing and low-power features, is expanding its application scope far beyond its initial launch, confirming the practical value of our technology in the market.

Today, ESG is no longer optional; it has become a prerequisite for corporate survival and sustainable growth. Beyond single-year achievements or individual activities, the benchmark for true corporate competitiveness is whether a company possesses a sustainable management system. We will advance in a direction that meets this standard.

This year, we will focus further on the following directions:

First, we will internalize ESG as a core infrastructure of our business strategy and establish a transparent data-driven disclosure system.

To establish ESG not as a one-time event but as a sustainable management system, we will build a system to measure and disclose both the financial impact of environmental changes on our business and the impact of our management on the environment and society. This will be done through quantitative indicator management aligned with ISSB international standards and risk assessments from a double materiality perspective. Ahead of the gradual phase-in of mandatory ESG disclosures, we will proactively respond to stakeholder expectations with reliable data and transparent communication.

Second, we will treat climate change response as a source of competitiveness rather than a cost.

While continuing carbon emission reductions, energy efficiency improvements, and process optimizations, we will further refine our system to reflect environmental impacts in design right from the product development stage. In an era where eco-friendly technology translates into differentiated market value, our material technology will lead to tangible contributions toward a sustainable future.

Third, we will deepen a people-centered organizational culture and expand a mutually beneficial ecosystem for shared growth.

We will continuously invest in individual growth and capacity building for our members while building a safe and inclusive workplace. Furthermore, based on fair and trusting relationships with suppliers, we will cultivate an environment where all partners growing with us can thrive together. Mutual prosperity with local communities is also a social value we will consistently practice.

Fourth, we will strengthen transparent governance that grows together with stakeholders.

We recognize enhancing corporate value and shareholder value as critical management goals and will persistently pursue efforts to achieve them. Based on transparent decision-making structures and responsible communication, we will honestly share achievements and challenges to build deeper trust with stakeholders.

By creating new value in ways where technology, people, and responsibility harmonize, we will advance steadfastly toward a future where sustainable management becomes our defining strength.

We sincerely thank you for your continuous interest and support.

Thank you.

Chairman, DUKSAN Group **Soo-Hoon Lee**

Company Introduction

About DUKSAN NEOLUX Co., Ltd.

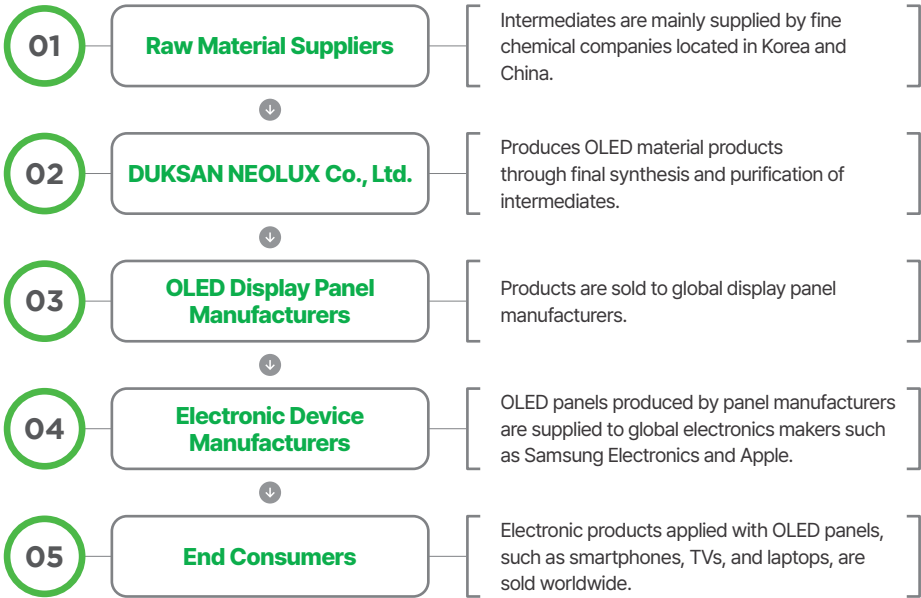
DUKSAN NEOLUX Co., Ltd. is a core subsidiary of the DUKSAN Group that independently develops and manufactures OLED materials for displays. Based on technology innovation and quality-focused management, the company concentrates its capabilities on next-generation material technology and systematically builds strategies for future growth. In the fiercely competitive global OLED material market, it secures customer trust through proven technology and stable supply capacity, while strengthening its technological edge through global partnership expansion, talent acquisition, and continuous investment in R&D infrastructure. In 2025, it diversified its business portfolio by acquiring Hyundai Heavy Industries Turbo Machinery, a specialist in industrial and marine turbomachinery, securing a new growth engine in eco-friendly energy infrastructure. Going forward, we will continue to lead the OLED material industry based on technology, experience, and a spirit of challenge while driving responsible growth toward a sustainable future.

Company Overview

(As of December 31, 2025)

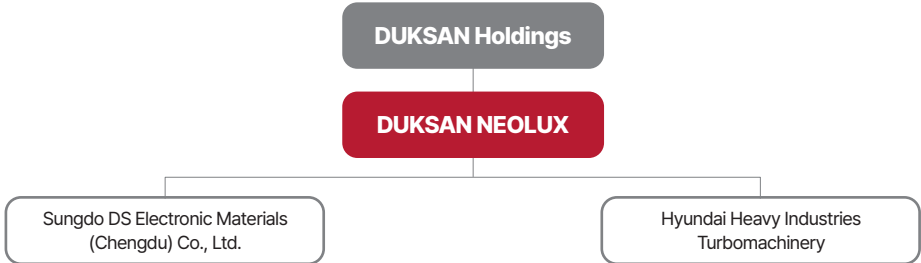
Company Name	DUKSAN NEOLUX Co., Ltd.	Website	www.dsnl.co.kr
Date of Establishment	December 31, 2014	Headquarters Location	21-32, Ssukgol-gil, Ipjang-myeon, Seobuk-gu, Cheonan-si, Chungcheongnam-do, Korea
Co-CEO	Soo-Hoon Lee, Beom-Suck Lee	Listing Date	February 2015 (KOSDAQ listed)
Industry	Manufacture of other electronic components	Company Classification	Medium-sized Enterprise
Main Business	Development, production, sales, and service of OLED materials	Company Size	Employees: 294
Corporate Credit Rating	eCredible (A-)	Subsidiaries	Sungdo DS Electronic Materials (Chengdu) Co., Ltd., Hyundai Heavy Industries Turbomachinery Co., Ltd.

Business Value Chain



Subsidiaries Overview

DUKSAN NEOLUX established Sungdo DS Electronic Materials (Chengdu) Co., Ltd. in 2022 to enhance responsiveness to local customers in China and expand its business base, stably managing global supply chains through localized operational systems. In 2025, it incorporated Hyundai Heavy Industries Turbomachinery—which produces key eco-friendly energy equipment such as nuclear and LNG equipment—as a subsidiary, broadening its portfolio and expanding sustainable growth foundations.



Company Introduction

Business Status

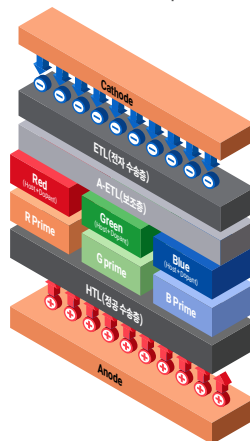
DUKSAN NEOLUX Co., Ltd. is a specialized enterprise whose core business is developing and producing organic light-emitting materials used in OLED (Organic Light Emitting Diode) displays. OLED organic light-emitting material is a self-luminous technology where each pixel emits light independently. It accurately renders colors without a separate light source and enables screens to be much thinner and lighter. Consequently, this technology is widely applied to various product forms ranging from smartphones to TVs and foldable/flexible displays, serving as a key technology in today's premium display market.

Since developing Korea's first proprietary Red Host material and establishing mass production in

2014, DUKSAN NEOLUX has solidified its position as a technology leader in the OLED materials market by continuously commercializing emitting and auxiliary layer materials including Red Prime in 2017 and Green Prime in 2021. Notably, in 2021, it succeeded in world-first developing and mass-producing Black PDL (Pixel Define Layer), a non-emitting material with low power consumption and eco-friendly features, simultaneously achieving technological innovation and sustainability. In 2023, it transferred the Conductive Particle (CP) business from Duksan Hi-Metal Co., Ltd., focusing capabilities on R&D for relevant new materials and gradually expanding its business portfolio across non-emitting materials. DUKSAN NEOLUX will continue to balance the advancement of OLED materials and business diversification based on accumulated technology to build a strong foundation for continuous growth.

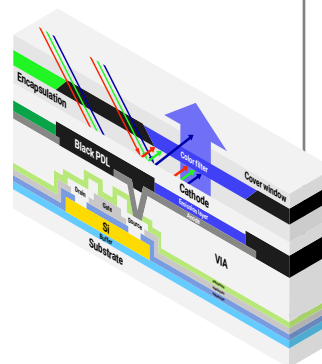
OLED Materials (Organic Light Emitting Diode)

DUKSAN NEOLUX develops and produces organic light-emitting materials, core components of OLED display panels. Main products include HTL (Hole Transport Layer), Red Host, Red Prime, and Green Prime, stably supplied to major domestic and global display manufacturers. To respond to the rapidly evolving OLED market, R&D is continuously pursued for high-efficiency and low-power material advancements while actively working on eco-friendly materials that minimize environmental impact.



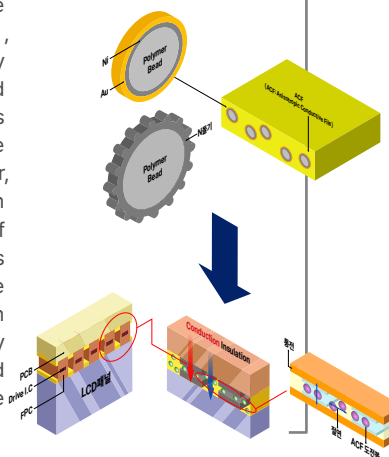
PDL Materials (Pixel Define Layer)

In 2021, DUKSAN NEOLUX developed, mass-produced, and supplied 'Black PDL', a next-generation non-emitting material overcoming conventional PDL limits. It improved physical properties compared to existing materials dominated by overseas companies and attracted industry attention as a core material enabling polarizer-less (Pol-less) OLED structures. Applying Black PDL enables thinner OLED panels and optimal structural implementation for foldable displays, demonstrating excellence by improving light efficiency by over 20%, reducing power consumption by over 25%, and securing high visibility. Furthermore, the elimination of polarizers reduces plastic usage and energy consumption, with a range of applications that is expected to continue expanding in the future, combining technical excellence with environmental benefits.



Conductive Particles (CP)

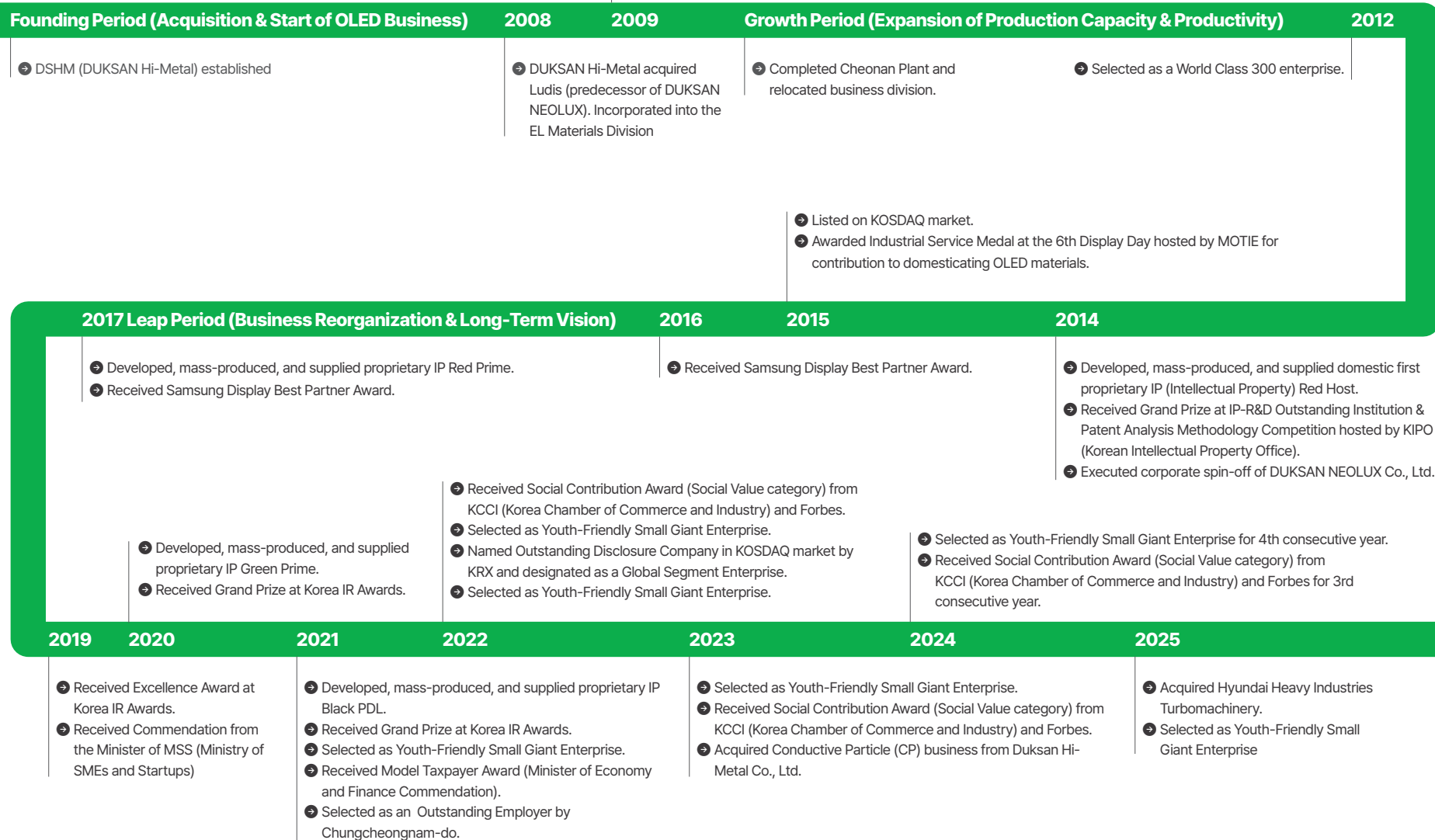
Conductive Particles are materials formed by electroless plating of metal on polymer bead surfaces, serving as a key raw material for Anisotropic Conductive Film (ACF). DUKSAN NEOLUX's Conductive Particles boast world-class standards in key performance indicators such as dispersibility, uniformity, mechanical properties, conductivity, and interface adhesion strength, contributing substantially to improving reliability and yield for ACF as well as Anisotropic Conductive Paste (ACP). In particular, its integrated production system is capable of handling the entire process from Polymer Core manufacturing to insulation coating, simultaneously achieving customer-tailored material supply and stable quality management.



Company Introduction

Company History

- ➔ Began supplying HTL and CPL materials to Samsung Mobile Display.



ESG Approach

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ESG Strategy

ESG Vision & Goals

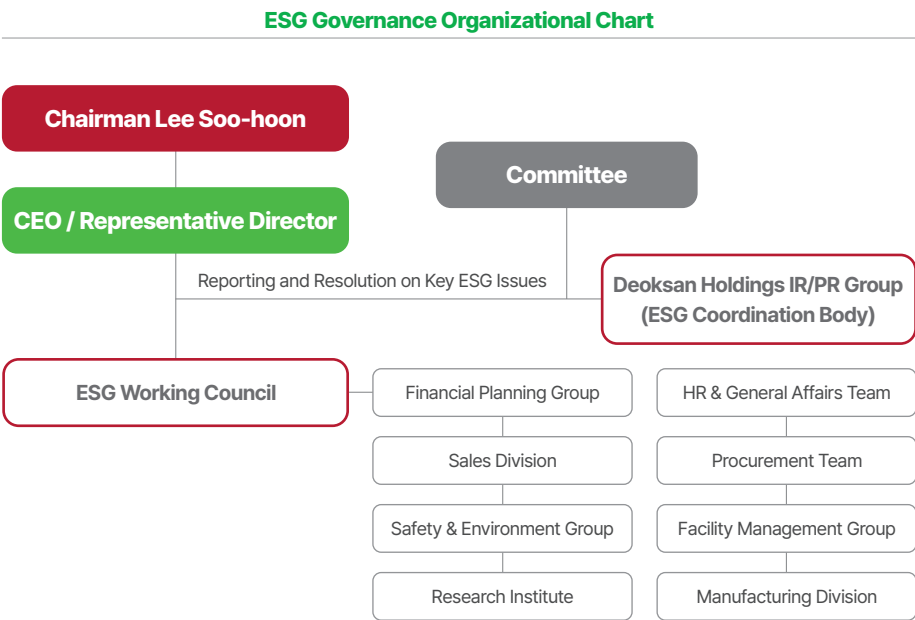
DUKSAN NEOLUX Co., Ltd. sets its ESG vision as building a sustainable future based on innovation and challenge alongside various stakeholders including customers, employees, suppliers, and local communities. By setting strategic directions and reinforcing execution, we aim to derive tangible results, share them transparently, and drive responsible growth grounded in ESG internalization.



ESG Governance

Strengthening ESG Governance

To enhance the execution of ESG management, Duksan Neolux operates a governance structure centered on an ESG working-level council that reports directly to the CEO. This council collaborates closely with the IR/PR Group at Duksan Holdings – which oversees and supports ESG activities across all Duksan Group affiliates – and manages a wide range of tasks, from identifying ESG initiatives to execution, evaluation, report publication, and external engagement. The CEO receives regular updates on the council's activities and relays key ESG issues to the Board of Directors, playing a pivotal role in defining the direction of ESG vision and strategy implementation and approving areas for improvement. The Board deliberates on and reviews major agenda items – such as materiality assessment results, ESG strategy implementation plans, and ESG risk management activities – while providing oversight and advisory support to ensure the company's ESG strategy is effectively integrated into overall management. Although ESG performance is not currently directly linked to the KPIs of the CEO or the Board, it is tied to the KPIs of the Duksan Holdings IR/PR Group and relevant executives; the company continues to explore concrete measures to further enhance accountability and effectiveness in this area.

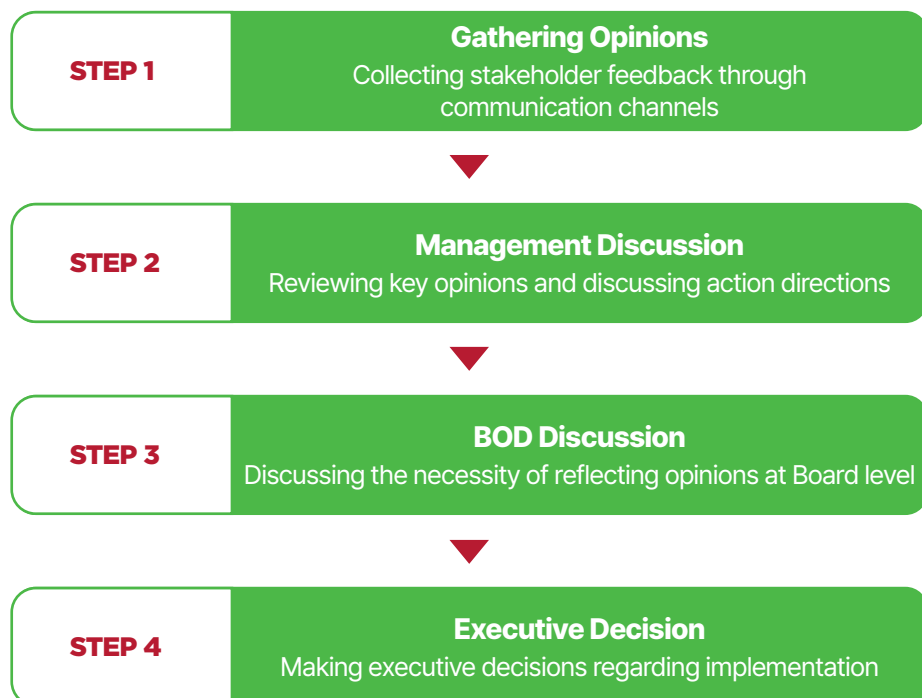


Stakeholder Communication

Stakeholder Engagement & Communication

DUKSAN NEOLUX considers communication with stakeholders as a core element of sustainability management, systematically categorizing and managing key stakeholders: customers, employees, shareholders/investors, suppliers, and local communities.

Stakeholder Opinion Reflection Process



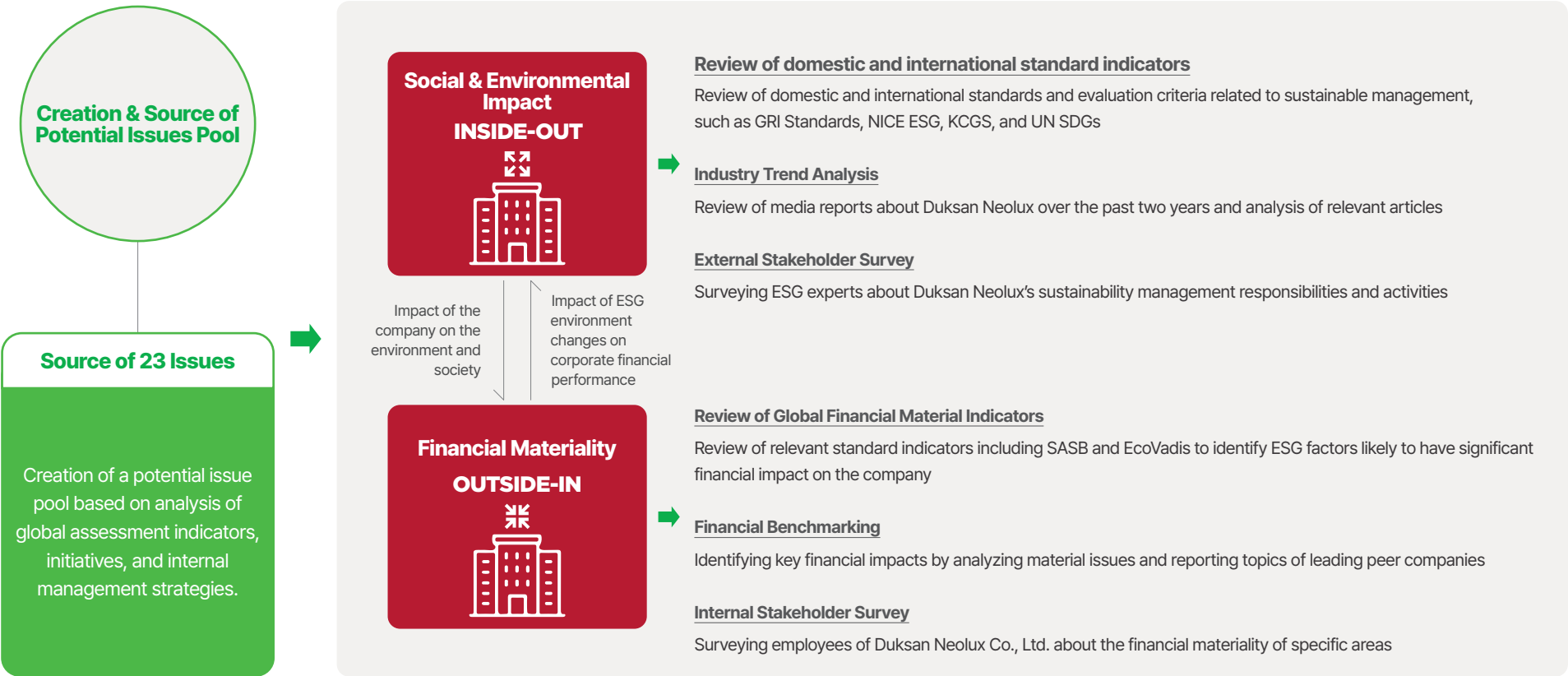
Stakeholder Communication Channels

Stakeholder	Definition & Scope	Key Concerns	Communication Channels
Customers	Corporate Customers	- Product quality & price competitiveness - Accurate product information - Environmental impact reduction - Patent infringement prevention	- Customer meetings (Ongoing) - Website (Ongoing)
Employees	- Board of Directors - Management - Internal Employees	- Fair compensation & enhanced welfare - Improvement of human rights & working conditions - Employee communication activation - Work-life balance / Business status	- Business briefing (As needed) - Labor-Management Council (Quarterly) - Employee events (As needed) - Satisfaction survey (Annual) - Website (Ongoing)
Shareholders & Investors	- Individual & Group Investors - Institutional Investors - Analysts, etc.	- Business performance & financial stability - Corporate & shareholder value enhancement - Governance transparency - Risk management	- General Shareholder Meeting (Annual/Temporary) - IR Corporate Presentations (As needed) - IR Conference Calls (Ongoing) - Business Reports (Quarterly) - Website (Ongoing)
Suppliers	Supply Chain Partners, etc.	- Fair trade - Win-win cooperation & shared growth - Smooth two-way communication	- Purchasing contracts - Supplier meetings (Ongoing) - Website (Ongoing)
Local Communities	- Local Universities - Charitable Organizations	- Job creation - Contribution to local development - Social value creation & environmental protection	- Social contribution activities (Ongoing) - Local talent recruitment (Ongoing) - Press releases (As needed)

Double Materiality Assessment

Assessment Process

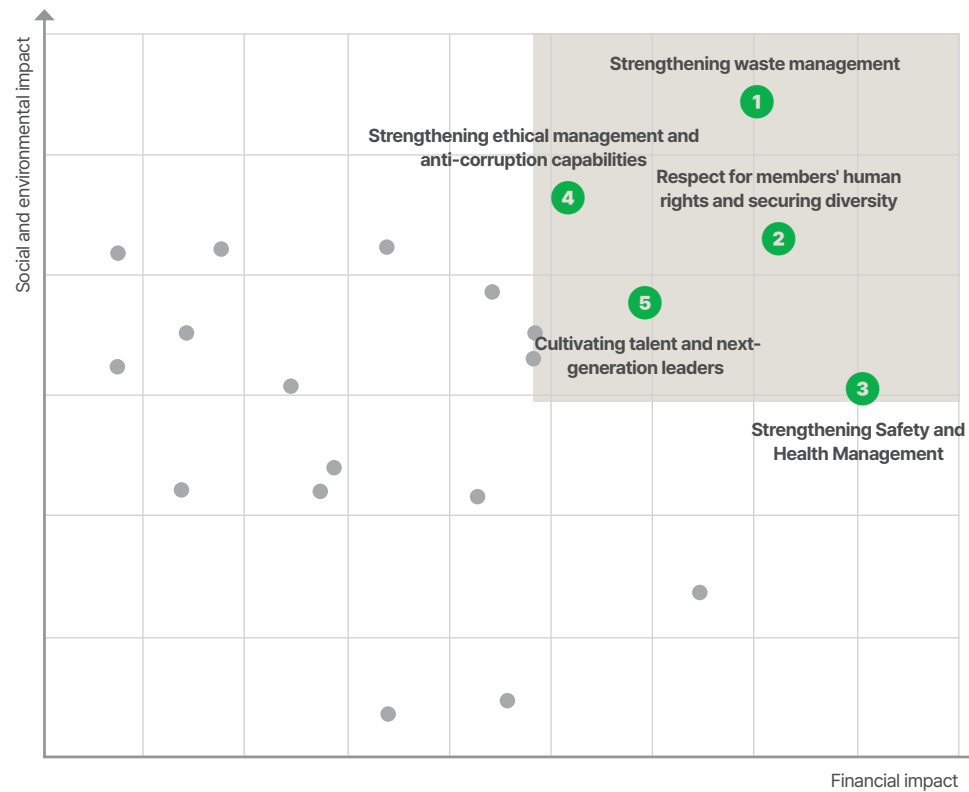
To systematically manage ESG issues, DUKSAN NEOLUX conducts a double materiality assessment considering both financial materiality (Outside-In) and social/environmental materiality (Inside-Out). Based on reviewing issues derived from the previous year, 5 key reporting issues were confirmed to remain valid for this year.



Double Materiality Assessment

Materiality Assessment Results

Materiality Map

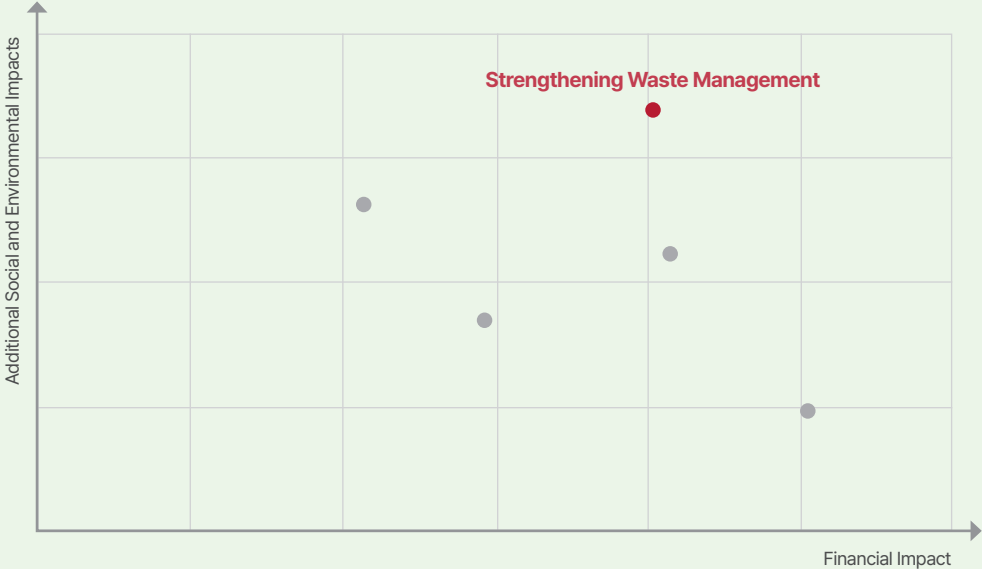


Key Reporting Topics

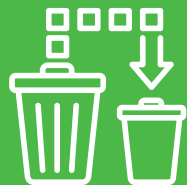
Rank	Category	Issue Name	Trend	Impact		GRI Index	Report Page
				Finan cial	Social/ Env.		
2	Environment	Strengthening Waste Management	Retained	H	M	306	23
3	Social	Respecting Employee Human Rights & Diversity	Retained	H	M	405, 406	25-26, 28
4	Social	Strengthening EHS (Health & Safety) Management	Retained	H	M	403	32-36
5	Governance	Strengthening Ethics Management & Anti-Corruption	Retained	M	M	205, 206	47-48
5	Social	Cultivating Talent & Next-Generation Leaders	Retained	M	M	404	27, 29

Environmental Issue

Issue Identification



Duksan Neolux Co., Ltd. 2025 Highlights



Workplace Waste Circular
Recycling Rate
84.0%



Context & Importance

Waste management is a core environmental challenge alongside climate change. Sustainable manufacturing is essential for efficient resource utilization and environmental conservation. Industrial waste from manufacturing processes can exert significant environmental impact if proper sorting and treatment are lacking. A company's approach to waste management directly reflects its commitment to environmental responsibility, as well as its social credibility and competitiveness regarding sustainability within the supply chain

Response Strategy

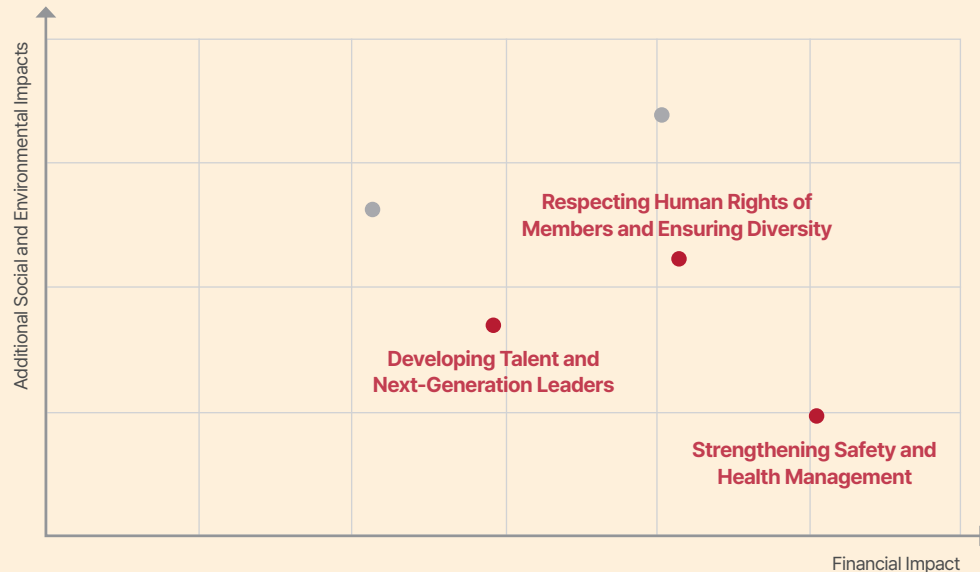
Duksan Neolux Co., Ltd. operates a systematic waste sorting/treatment and appropriate emission management system to reduce environmental impacts. We pursue circular economy realization via recycling expansion and waste reduction.

Plans and Goals

Realize eco-friendly leadership by consistently exceeding government-mandated recycling standards and advancing resource circulation systems

Social Issue

Issue Identification



Duksan Neolux Co., Ltd. 2025 Highlights



Disabled employee support



Achieved Grade A in 2025 internal safety evaluations



Leadership development metrics incorporated in executive KPIs.



Context & Importance

- ③ While safety and health management begins with protecting the lives and well-being of employees, accident prevention and the creation of a safe work environment also serve as the foundation for stable business operations. Accordingly, Duksan Neolux recognizes safety and health not merely as a cost, but as a core element of management.
- ④ Cultivating talent and next-generation leaders is directly linked to long-term competitiveness, extending far beyond short-term performance. For technology-driven companies in particular, a workforce possessing both expertise and leadership capabilities is the most vital asset for future growth.
- ④ Respecting human rights and ensuring diversity form the basis of a healthy organizational culture. These factors are becoming increasingly critical in determining corporate social trust amidst the global trend of stricter human rights due diligence standards within supply chains.

Response Strategy

- ④ Duksan Neolux is committed to fostering a corporate culture that respects human dignity. We systematically implement human rights management based on our Global Human Rights Charter, which was established in alignment with international standards and guidelines regarding human rights and labor.
- ④ Duksan Neolux has set "zero safety and health accidents" as a core management objective and operates under a safety and health management policy designed to create a safe workplace and protect the health of our employees. Leveraging the ISO 45001 international certification for occupational health and safety management systems, we systematically identify and manage risks across the entire value chain – from development and production to the sales of OLED display materials.
- ④ Guided by a philosophy of "people-centered management," Duksan Neolux strives to create an environment where employees can grow and fully demonstrate their capabilities. We incorporate the cultivation of next-generation leaders into executive KPIs and are building a foundation for sustainable organizational leadership through job-specific training, leadership competency enhancement programs, and a systematic performance management system.

Plans and Goals

- ④ Achieve zero safety accidents through safety and health management
- ④ Establish a foundation for sustainable organizational operations by fostering a non-discriminatory, human rights-friendly organizational culture
- ④ Cultivate a next-generation leadership group by advancing the leadership development system

Governance Issue



Issue Identification



Context & Importance

⊙ Ethical and compliance-based management are the fundamental pillars of corporate sustainability and social trust. Their importance cannot be overstated, as a single violation can cause irreparable risks, ranging from reputational damage to financial penalties and legal sanctions. With rising expectations for ethical management across global supply chains and investment standards, it has become a prerequisite for fair dealings with clients, investors, and partner companies alike. Ethical management is no longer a matter of choice; it is a fundamental obligation.

Response Strategy

- ⊙ Duksan Neolux has established a Code of Ethics and Ethical Standards; based on these, the company practices ethical management across the entire organization to foster a responsible corporate culture that adheres to both legal and ethical principles.
- ⊙ In addition to conducting regular ethics and integrity training for employees, the company operates the Duksan Clean Reporting Center, providing a channel for anyone – including external stakeholders – to report misconduct or unethical practices. We monitor tangible results through key indicators, such as training completion rates and the volume of reports filed, and plan to continuously elevate our ethical management standards by further strengthening our internal control systems.

Plans and Goals

- ⊙ Spreading a culture of integrity through the internalization of ethical management and autonomous practice

Duksan Neolux Co., Ltd. 2025 Highlights



Conducting ethics and compliance training



Duksan Clean Reporting Center
Operation of Tip-off Center

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ESG Performance

ESG Key Highlights

2025 ESG Performance

Environmental Energy Efficiency & GHG Reduction

To reduce energy consumption and GHG emissions in display material manufacturing, DUKSAN NEOLUX continuously upgraded process equipment controls. By introducing precise heater control systems and heat-pipe dehumidifiers in air handling units (AHUs), thermal energy loss was minimized. Through real-time energy data monitoring, energy consumption was reduced by 9.0% year-on-year in 2025. (ISO 50001 Energy Management System Certified)

Social In-House Labor Welfare Fund

Established an In-House Labor Welfare Fund in 2025 to promote employee financial stability and welfare benefits, providing support for family events and low-interest loans.

Social 4th Consecutive Forbes Social Contribution Award

In March 2025, won the Social Value category at the 16th KCCI-Forbes Social Contribution Awards for the 4th consecutive year, recognized for long-standing support for pediatric patients and community co-prosperity.

Governance ESG Items Brought to BOD & Interim Dividend Provision

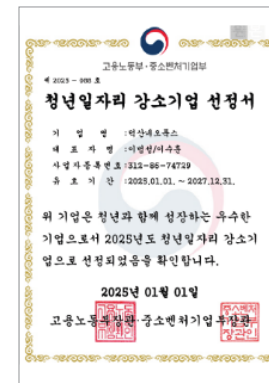
Formally submitted double materiality results, ESG strategic implementation plans, and risk management activities to the Board of Directors as official agenda items. Amended the Articles of Incorporation to establish legal grounds for interim dividend distributions to enhance shareholder returns.



<ISO 50001 Certificate>



<Implementation of Energy Efficiency Improvement Equipment>



<Selected as a Small Giant for Youth Employment>



<Recipient of the Social Contribution Award>

ESG Performance

ESG Key Highlights

2025 ESG Performance

Social

Yuha Prun Foundation 8th Scholarship Ceremony

In January 2025, the Yuha Prun Foundation under DUKSAN Group held its 8th scholarship presentation, providing approximately 200 million KRW in tuition and grants to existing and 14 new scholars. The foundation offers summer/winter leadership programs for scholars. Since 2017, it has awarded approximately 1.2 billion KRW to 123 students.



<8th Yuha Pureun Foundation Scholarship Award Ceremony>

Social

Sustaining Disabled Employment via 'Brand Image Creators'

Since 2022, DUKSAN NEOLUX has directly hired individuals with developmental disabilities interested in arts as 'Brand Image Creators'. In 2025, the company maintained stable employment conditions and supported their creative artwork for corporate branding activities.



<Brand Image Creator>

Environmental

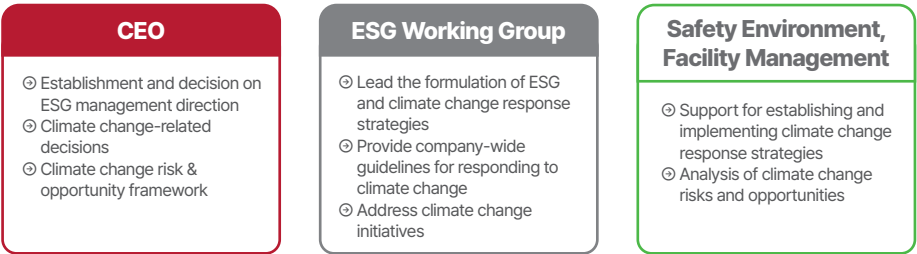
Climate Change Response

Climate Change

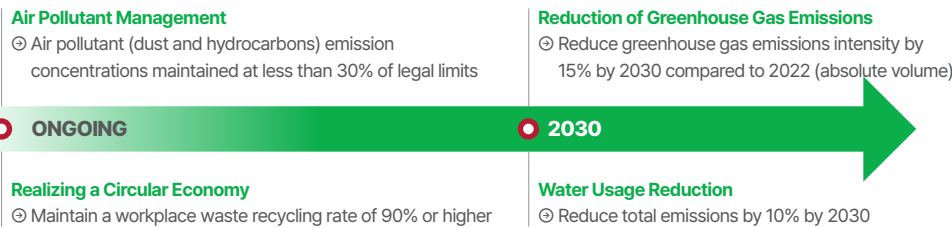
Strengthening Climate Change Response Strategies

Duksan Neolux Co., Ltd. is taking the lead in reducing greenhouse gas emissions and optimizing energy usage through low-carbon management practices. We have established mid- to long-term climate change response goals and are striving to reduce greenhouse gas emissions, energy consumption, and water usage while realizing a circular economy. Based on the international standard for environmental management systems (ISO 14001), we implement systematic risk management and activities to improve environmental performance. Additionally, we are aligning with the government's carbon neutrality policies and the global goal of limiting a rise in the Earth's average temperature to below 2°C; we also continuously identify, assess, and mitigate climate risks through an execution framework centered on our ESG working group. As part of these efforts, we obtained ISO 50001 certification (the international standard for energy management systems) in 2024 to systematically manage energy efficiency. Through these initiatives, we have established a foundation for saving energy and reducing greenhouse gas emissions, thereby contributing to the realization of sustainable management.

Climate Change Response Management Organization and System



Mid- to Long-term Goals for Climate Change Response



Climate Change Response Governance

Under the supervision of its ESG Working Group, Duksan Neolux systematically analyzes climate change risks and opportunities and establishes response strategies. The company has defined specific greenhouse gas reduction targets and developed an implementation roadmap to enhance company-wide execution. Key matters are regularly reported to the CEO and the Board of Directors through the working group and are incorporated into management decision-making. The company is also refining its climate disclosure framework and continuously improving the level of information transparency to meet the demands of global ESG rating agencies and stakeholders. In addition, greenhouse gas reduction targets linked to energy savings have been integrated into the KPIs of relevant departments and executives to drive effective implementation, ensuring these efforts translate into sustainable corporate competitiveness. In 2023, the company laid the groundwork for climate action by declaring its support for the TCFD and participating in the CDP Climate Change assessment. Duksan Neolux remains committed to practicing sustainable management by systematically managing climate change risks and transforming them into opportunities for growth.

Energy Efficiency Improvement Activities

Recognizing that the majority of greenhouse gas emissions during the display material manufacturing process stem from electricity consumption, Duksan Neolux has designated energy efficiency improvement and electricity reduction as key management priorities. Accordingly, the company analyzes energy usage patterns and continuously refines its reduction initiatives to enhance equipment operational efficiency and elevate its energy management standards. In 2025, Duksan Neolux introduced heat-pipe dehumidification units for HVAC systems and precision heater control systems, aiming to ensure sustained energy savings by analyzing the operating patterns of existing equipment. Furthermore, the company minimized unnecessary energy consumption by implementing partial HVAC operation and outdoor unit fog cooling systems. Moving forward, Duksan Neolux plans to continue its systematic management efforts based on the Energy Management System (ISO 50001) to drive further improvements in energy efficiency and reductions in greenhouse gas emissions.



<Precision Heater Control System>



<AHU Heat Pipe Dehumidification System>

Environmental

Environmental

Climate Change Response

Strengthening Greenhouse Gas (GHG) Reduction Activities

Duksan Neolux Co., Ltd. continuously promotes process-specific reduction measures to reduce greenhouse gas emissions. In particular, we expand reduction activities focused on emission factors generated during process and utility operations. In 2025, by reflecting energy usage patterns and load fluctuation characteristics during process operation, we improved sections where unnecessary power consumption occurred and adjusted operating conditions to secure emission reduction effects. In addition, through operational linkage between equipment and load distribution management, we mitigated energy usage concentrated in specific sections and improved the emission generation structure. Along with this, based on the energy usage characteristics of each process, we conducted improvement activities focused on high-emission sections, thereby continuously expanding the GHG emission reduction effect. Through these activities, in 2025, we achieved the performance of reducing total GHG emissions by approximately 7.4% year-on-year and reducing annual electricity costs by 160 million KRW.

2026 GHG Reduction Activity Plan	
1	Electricity cost reduction through solar panel installation on the office building
2	Electricity cost reduction through inverter air compressor installation at the PRO Center
3	Electricity cost reduction through mist fog cooling system installation on AHU outdoor units at the PRO Center
4	Electricity cost reduction through ultrasonic humidifier application in AHU at the R&D Center
5	Electricity cost reduction through exhaust waste heat recovery at the R&D Center

Environmental Management

Preventing Environmental Accidents

Duksan Neolux Co., Ltd. conducts systematic management activities to proactively identify environmental risks that may occur at business sites and prevent accidents. We conduct an

annual environmental impact assessment to inspect various environmental risk factors such as air pollution, water pollution, and hazardous chemical leaks within the business site, deriving and managing items that require improvement. In the 2025 regular assessment, no major risk factors were identified; however, through continuous monitoring and preventive measures, risk factors are minimized. In addition, to enhance company-wide environmental awareness, regular environmental training is conducted for all employees, and company-wide preventive activities are operated to strengthen response capabilities against environmental accidents.

Environmental Accident Prevention Activities

1. Discovering and improving risk factors at business sites through annual environmental impact assessments (Once per year)
2. Conducting accident prevention training through emergency (fire, leak) drills for all employees and groups annually (Once per year)
3. Disseminating risk factors and accident case studies to all employees quarterly (Once per quarter)
4. Identifying and improving hazardous risks through monthly joint safety inspections of workplaces (by leaders/officers) (Once per month)
5. Managing risks through safety and environmental evaluation metrics

2025 Environmental Education Status

Training Date	Attendance Rate	Topic
Oct 28, 2025~ Nov 13, 2025	100% (207/207) Conducted by department (including supervisors)	Emergency response training for chemical leaks and fires
Nov 27, 2025~ Nov 28, 2025	100% (50/50) (Supervisors)	Chemical handling safety training & MSDS education

Environmental Management of Supplier Products

Duksan Neolux Co., Ltd. thoroughly implements hazardous substance management for products supplied by partners to comply with domestic and international environmental regulations and client policies. The same standards apply to all suppliers; submitting RoHS test reports upon initial contract is mandatory, and continuous verification of hazardous substance use is conducted through regular inspections by certified testing agencies. If the use of regulated substances is confirmed during inspections, improvement plans are requested for implementation, and measures such as transaction suspension are taken if necessary.

Standards for the Management of Hazardous Substances

Ⓞ Act on Registration and Evaluation of Chemical Substances	Ⓞ Dangerous Substances Safety Management Act	Ⓞ Japan Chemical Substances Control Law (J-REACH)
Ⓞ Chemical Control Act	Ⓞ EU REACH	Ⓞ Japan Industrial Safety and Health Act
Ⓞ Occupational Safety and Health Act	Ⓞ EU RoHS	Ⓞ China MEP Decree No. 591 / Order No. 7

Environmental

Environmental Management

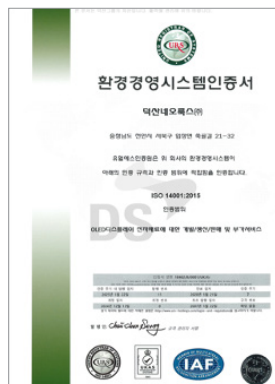
Strengthening the Environmental Management System

Duksan Neolux is committed to systematic environmental management to ensure sustainable corporate growth and environmental protection. After acquiring ISO 14001 certification, the international standard for environmental management systems, in 2007, the company has continuously maintained its certification through regular and renewal audits. We have strengthened our environmental management framework by placing the Facility Management Group (responsible for energy management) and the Safety & Environment Group (responsible for environmental management) directly under the CEO. These groups discuss key environmental issues through an ESG Working Council and regularly report critical matters to the CEO and the Board of Directors for decision-making. Additionally, we implement systematic environmental risk response and energy-saving initiatives through an integrated environmental and energy management system linking ISO 50001 (energy management) with ISO 14001.

Environmental Management Policy

1. Identify and comply with environmental regulations and laws required for business activities.
2. Establish and operate optimal systems to achieve environmental policies and targets.
3. Actively discover and improve potential risks throughout all business activities.
4. Establish a management framework and culture through continuous education and training for all members.

Environmental Management System Certification

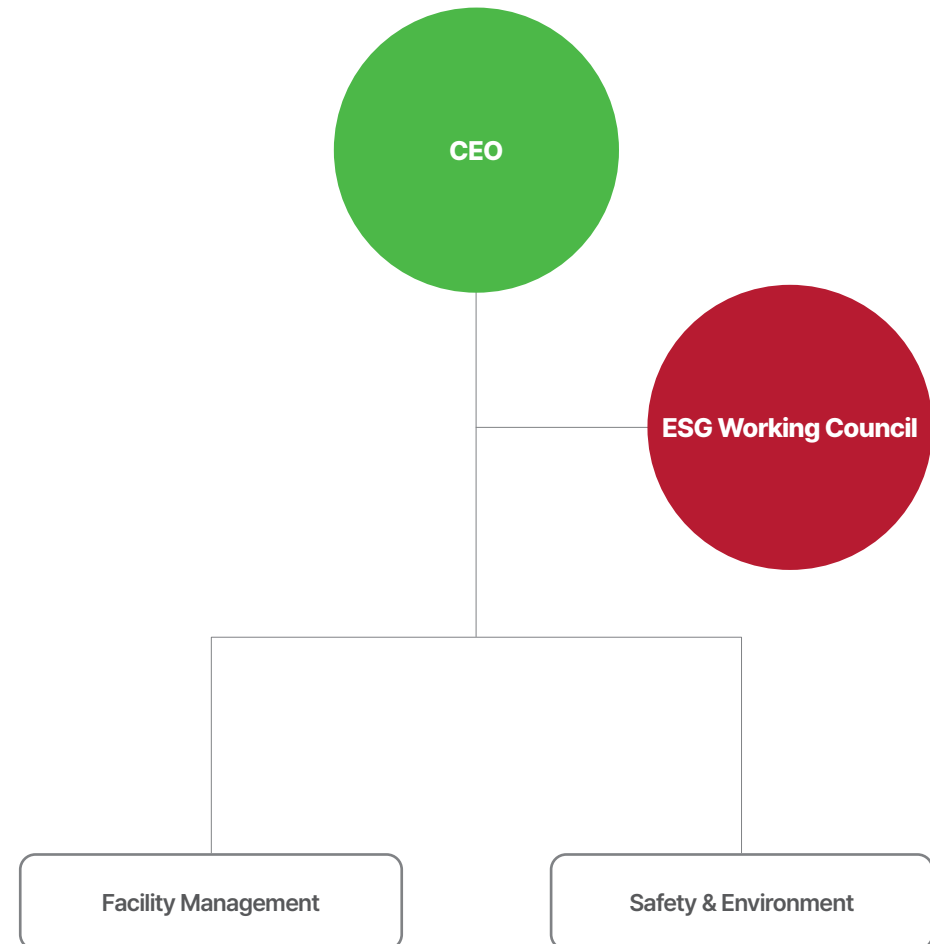


<ISO 14001 Certificate>

<ISO 50001 Certificate>



Environmental Management Organizational Chart



Environmental

Reducing Environmental Impact

Circular Economy

Strengthening Raw Material Management

Duksan Neolux Co., Ltd. regards sustainable raw material management as a core value of its corporate operations. We enhance supply chain transparency and realize sustainable raw material procurement through collaboration with responsible partners. By closely analyzing and continuously optimizing raw material usage in production, we reduce unnecessary resource waste and improve resource efficiency. Furthermore, we actively introduce eco-friendly external packaging materials that are recyclable to minimize waste generation and maintain efforts to establish a sustainable management structure oriented toward a circular economy.

Use of Sustainable Packaging

Duksan Neolux Co., Ltd. prioritizes eco-friendly packaging made from recyclable materials to minimize packaging consumption. To reduce resource waste and realize a circular economy, we operate packaging recovery and reuse programs, pursuing both packaging waste reduction and sustainable resource utilization.



Minimizing Waste Generation

Duksan Neolux Co., Ltd. strives to prevent environmental pollution by minimizing waste generation and strictly adhering to legal standards. Through the resource circulation performance management system, we continue efforts to properly handle waste and increase recycling rates. Generated waste is categorized into general industrial waste and designated waste from manufacturing processes; designated waste is properly disposed of through specialized recycling companies. In addition, thorough separate collection of scrap metal, paper, and oils is executed to expand resource recycling. In 2025, we exceeded the circular utilization rate standard announced by the government, achieving a recycling rate of 84%. While recycling rates may fluctuate annually depending on changes in business structure and production environments, Duksan Neolux Co., Ltd. will continue efforts to realize a circular economy and minimize environmental impact through continuous reinforcement of waste management systems and activation of resource circulation.

OLED Material Innovation for Eco-Friendly Displays

Duksan Neolux Co., Ltd. takes the lead in reducing energy consumption of end devices and realizing eco-friendly values by fundamentally improving display material efficiency. Lacking the need for a backlight, self-emissive OLEDs inherently possess superior energy efficiency. We focus our capabilities on material advancement to maximize these strengths. In particular, 'Black PDL', which achieved world-first mass production in 2021, replaced polarizers, dramatically increasing panel transmittance and reducing power consumption, establishing itself as a core eco-friendly material. Recently, based on continuous performance and stability enhancements, its application scope has expanded beyond smartphones to various IT devices. Newly developed materials have also been adopted in smartphone models with privacy features, resulting in eco-friendly improvements such as reduced usage of additional privacy films. In addition, we are accelerating the development of next-generation process innovation materials, such as Black Resin Printing (BRP) inkjet materials, which can reduce process steps for client companies (panel manufacturers), thereby lowering carbon emissions and waste. We also continue R&D to lower driving voltage and extend the lifespan of emissive materials. To overcome the efficiency limits of conventional fluorescent Blue Host materials, we are concentrating on developing proprietary high-efficiency Blue Host materials through a next-generation 'Phosphorescence Sensitized Fluorescence (PSF)' mechanism that merges phosphorescence and Thermally Activated Delayed Fluorescence (TADF). Moreover, we are building a circular economy ecosystem that minimizes environmental burdens from the production stage, such as considering recycling processes for essential raw materials used in material synthesis.

Eco-Friendly Technology Development to Reduce Environmental Impact

Per- and polyfluoroalkyl substances (PFAS) have been widely used in Photoresist (PR) materials such as Black PDL used in display processes to boost process efficiency. However, because PFAS do not decompose easily in nature, they are termed 'forever chemicals', raising persistent concerns over ecosystem accumulation and toxicity to the human body. Currently, global market regulations strictly restricting the use of PFAS are expanding. Although domestic regulations remain limited to certain substances (e.g., PFOS), Duksan Neolux Co., Ltd. has proactively aligned with global eco-friendly trends by successfully developing proprietary 'PFAS-Free Black PDL' materials, minimizing product environmental impact. Moving beyond this, driven by our registered 'PFAS Free' trademark, we are dedicated to research aimed at converting all our materials into PFAS-Free products in the future. Moving forward, Duksan Neolux Co., Ltd. will reduce environmental impact through proactive technology development and lead the creation of an eco-friendly material ecosystem for a sustainable future.

Trademark Name		Application No.	40-2024-0180749
		Registration No.	KR 40-2339079

Environmental

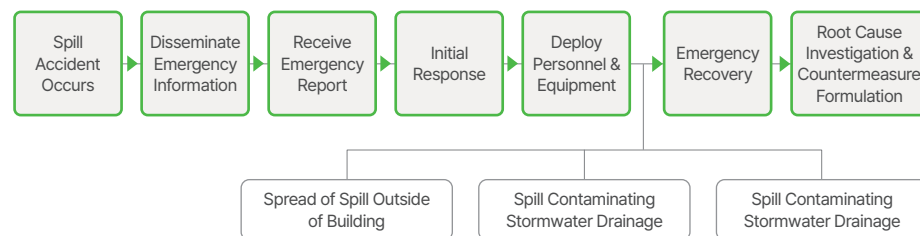
Reducing Environmental Impact

Pollutants

Hazardous Chemical Management

Duksan Neolux Co., Ltd. holds business permits under the Chemical Control Act and strictly manages the safe handling of all hazardous chemicals through an independently established chemical management system. Material Safety Data Sheets (MSDS) for all chemicals used on-site are maintained and regularly updated, while registration and handled quantities of chemicals are constantly monitored. Additionally, statistical reporting and performance surveys are faithfully submitted to the Ministry of Environment's National Institute of Chemical Safety according to relevant laws. To prevent chemical handling hazards, biennial safety training for managers/handlers and annual safety training for workers is conducted, alongside distributing certified personal protective equipment (PPE). Furthermore, periodic mock drills are conducted for emergency situations including chemical spills or fires, maintaining a rapid response system.

Chemical Spill Response Process



Air Pollutant Management

Duksan Neolux Co., Ltd. strictly complies with statutory emission standards to preserve the atmospheric environment in local communities. Air pollution prevention facilities are operational, and IoT systems monitor emission concentrations in real time to effectively manage air pollutants. Activated carbon is replaced semiannually to maintain facility efficiency, and continuous efforts are made to minimize pollutant emissions, including fine dust. Through these activities, Duksan Neolux Co., Ltd. records emission concentrations well below statutory limits every year.

Water Resources & Biodiversity

Water Resource Management

Duksan Neolux Co., Ltd. does not process wastewater on-site internally; 100% of generated wastewater is consigned to external specialized companies in accordance with legal standards, proactively preventing water pollution. In particular, wastewater handling is monitored in real-time via the 'MulBaro' electronic transfer system, maintaining a rigorous system through transparent annual performance reporting to governing authorities. As of December 31, 2025, Duksan Neolux Co., Ltd.'s total water usage was 11,251 tons, and wastewater generation was 514 tons, with all wastewater processed through external consignment. We devote significant resources to stable wastewater treatment annually and plan to strengthen related activities for responsible water resource management and environmental protection.



<Water Resource Facilities>

Biodiversity Protection

Duksan Neolux Co., Ltd. recognizes the importance of biodiversity conservation and endeavors to minimize the impact of business activities on natural ecosystems. When acquiring new business land or initiating projects, we plan to perform additional biodiversity evaluations alongside regular environmental impact assessments to review and prevent/mitigate ecosystem damage in advance. We strictly observe domestic/international legal regulations like the Convention on Biological Diversity (CBD) and exercise caution to avoid negative impacts on protected area development or habitats of endangered species. Moving forward, Duksan Neolux Co., Ltd. will maintain responsible management and protection activities to achieve 'No Net Loss' of biodiversity across all operational processes.

Social

Employee Management

Human Rights Management

Strengthening Human Rights Management Policy

Duksan Neolux Co., Ltd. respects the human rights of all stakeholders, including employees, across all management and production activities, striving to realize a corporate culture of human respect. Based on the enactment of the Human Rights Charter in 2023, we operate a structured human rights management system.

Human Rights Governance Management

The department driving and managing human rights management at Duksan Neolux Co., Ltd. is the HR & General Affairs Team, responsible for preventing, identifying, and managing human rights risks. It participates in the ESG Working Council to discuss and report major human rights issues. Agenda items requiring Board review are submitted to the Board of Directors via the ESG Secretariat (Duksan Holdings IR/PR Group), and ultimate responsibility for human rights risk management rests with the Board of Directors.

Human Rights Management Process



Duksan Neolux Co., Ltd. Human Rights Charter

1. Basic Principles

Duksan Neolux Co., Ltd. supports international human rights and labor standards, including the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGPs), and ILO Core Conventions, practicing human rights management to prevent human rights violations.

2. Scope of Application

The Human Rights Charter applies to all employees, overseas subsidiaries, and supply chain partners, and is also utilized in evaluating investments and M&A targets.

3. Operational Guidelines

- Ⓢ 3-1 **Prohibition of Discrimination** : Prohibits discrimination based on gender, race, religion, etc., and ensures equal pay for equal work.
- Ⓢ 3-2 **Compliance with Working Conditions** : Complies with labor laws and minimum wage regulations in operational countries, providing employment contracts and pay stubs.
- Ⓢ 3-3 **Humane Treatment** : Prohibits mental/physical coercion and abuse, prioritizing victim protection and taking recurrence prevention measures.
- Ⓢ 3-4 **Prohibition of Forced Labor** : Does not force involuntary labor, nor force overtime/holiday work to protect female workers' physical health. Does not request identity card surrender as an employment condition.
- Ⓢ 3-5 **Freedom of Association & Collective Bargaining** : Guarantees the right to organize, bargain, and act collectively, providing ample communication opportunities regarding working conditions.
- Ⓢ 3-6 **Prohibition of Human Trafficking** : Prohibits recruitment, movement, or harboring of personnel for exploitation.
- Ⓢ 3-7 **Minimum Employment Age** : Complies with minimum age laws, hiring workers aged 18 or older.
- Ⓢ 3-8 **Industrial Safety** : Periodically inspects site facilities/equipment and provides safety education for a secure working environment.
- Ⓢ 3-9 **Grievance Process** : Operates grievance channels accessible to internal and external stakeholders to solve human rights issues and formulate recurrence prevention measures.
- Ⓢ 3-10 **Human Rights Management Audits** : Periodically audits human rights status and executes corrective actions as necessary.

Social

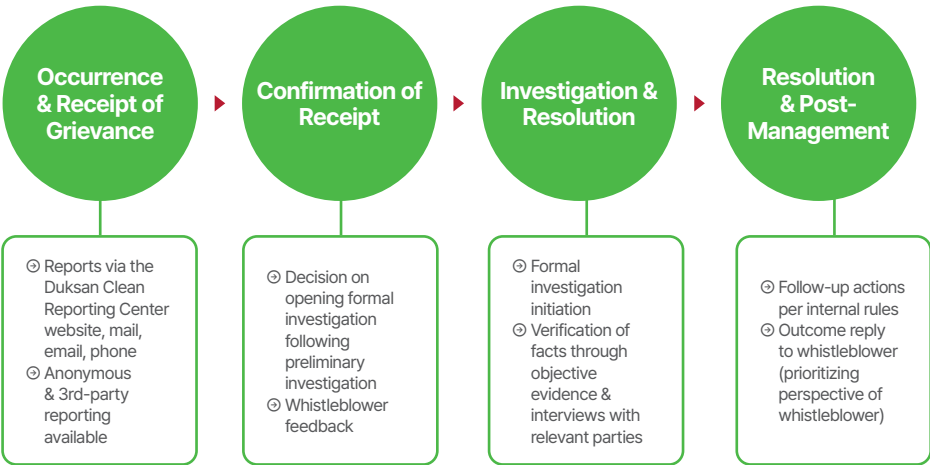
Employee Management

Human Rights Management

Operation of Human Rights Grievance Handling Channels

Duksan Neolux Co., Ltd. operates an online reporting system, the Duksan Clean Reporting Center, to protect employees and stakeholders from human rights violations. Operating 24/7/365 via various channels including website, dedicated email, and mail, it allows anonymous reporting to safeguard whistleblowers' identities. Method guides are communicated internally via groupware and posters, and externally to suppliers via the official company website. Reported grievances undergo thorough factual investigation, processed under the core principles of victim protection and recurrence prevention. Confirmed violations trigger strict disciplinary measures per internal regulations and lead to follow-up preventive activities like human rights training and campaigns. Risks identified through the center are reported to the ESG Working Council and Board of Directors to formulate executive-level solutions. In 2025, zero human rights grievance cases were reported.

Grievance Handling Process



Conducting Employee Human Rights Education

As part of practicing human rights management, Duksan Neolux Co., Ltd. regularly conducts human rights education to foster a culture of respect and awareness among all members. Targeting all executives and employees, the training covers topics like sexual harassment prevention, awareness of persons with disabilities, and workplace bullying prevention, aiming to proactively prevent discrimination and establish a fair, healthy workplace.

Human Rights Education Training for Employees

Topic	Target Employees	Number of Sessions	Attendance Rate
Sexual Harassment Prevention	All Employees	1 Session	100% Attendance
Disability Awareness Training	All Employees	1 Session	100% Attendance
Workplace Bullying Prevention	All Employees	1 Session	100% Attendance

Social

Employee Management

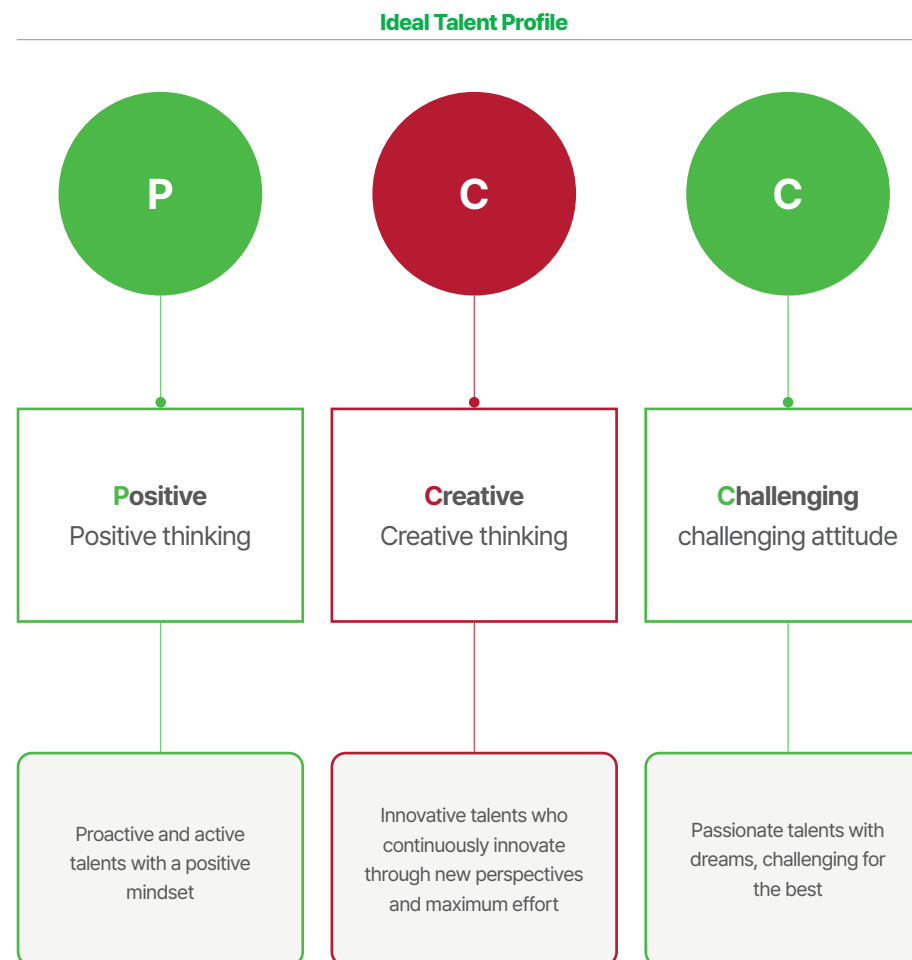
Talent Management

HR Policy

Under the recognition that organizational members are core to corporate competitiveness, Duksan Neolux Co., Ltd. operates HR systems supporting autonomous performance creation and capacity building. Equal opportunities are guaranteed across recruitment, hiring, training, assignment, promotion, retirement age, and dismissal, without discrimination based on gender, age, origin, marital/pregnancy status, etc. Non-discrimination principles are explicitly stated in HR regulations. Based on these principles, Duksan Neolux Co., Ltd. achieved a 'Green' rating in the 2025 Samsung Display Supplier Code of Conduct Audit, earning recognition for excellence across labor, human rights, ethics, environment, and safety evaluation categories.

Talent Recruitment

Duksan Neolux Co., Ltd. strives to secure talented individuals for sustainable growth. We operate ongoing and rolling recruitment systems to secure talents with positive mindsets, creative 'growth DNA', and expertise in display materials (e.g., organic material synthesis and purification). Collaborating with major domestic and international universities, we select industry-academic scholars and link with department research labs to secure outstanding talents early. Through these recruitment efforts, annual hiring scales have expanded, earning recognition as a 'Youth-Friendly Small Giant' for five consecutive years, from 2021 to 2025.



Social

Employee Management

Talent Management

Respecting Member Diversity

Duksan Neolux Co., Ltd. makes it an HR principle to provide fair opportunities to all members regardless of personal attributes such as gender, region, or race. Respecting member diversity, we operate fair and transparent performance evaluations and promotion systems for equitable treatment across the workplace. We do not discriminate by gender in compensation and benefits during hiring, and strictly exclude irrational discrimination in recruitment and promotion. Furthermore, we continuously expand the diverse composition of our workforce through the inclusion of persons with disabilities and veterans, strictly observing anti-discrimination principles through internal rules.

Number of Female Employees per Manager

Group		Employees per Manager	2025
By Manager	Total Managers	Persons	81
	Total Non-Managers	Persons	213
Female Employees per Manager	Female Managers	Persons	12
	Group Leaders	Persons	3
	Team Leaders	Persons	4
	PM	Persons	5
	Female Managers	%	4.0
	Group Leaders	%	1.0
	Team Leaders	%	1.3
	PM	%	1.5

Implementing Diversity-Based HR Policies

Reflecting values of diversity and inclusion across HR policies, Duksan Neolux Co., Ltd. creates a fair and balanced work environment. Notably, we maintain gender ratio balances relative to peers in the same industry, and our gender gap in average tenure is lower than industry averages. We will continue establishing an organizational culture where all members enjoy equal opportunities and sustainable growth regardless of gender, age, or background.

Promoting the Employment of Employee with Disabilities

Duksan Neolux Co., Ltd. grants additional bonus points to applicants with disabilities during recruitment and provides non-discriminatory working conditions and environments post-hiring to build an inclusive culture. As part of these efforts, 3 employees with disabilities were hired in 2025, performing diverse roles in HR administration, environmental maintenance, and cultural/artistic support. Tailored work environments, including remote work options, are actively provided to support seamless work execution.



Social

Employee Management

Talent Management

Empowering Employee Competencies

Duksan Neolux Co., Ltd. establishes annual training plans to support employee job skills and career development, providing tailored education by growth stage and function. Since abolishing the traditional job grade system in 2020, we operate an HR system centered on performance and competency, supporting members to expand growth opportunities autonomously. In addition, unconstrained by seniority, we provide institutional foundations, such as leadership appointments, merit-based advancement, and job track transition opportunities, allowing members to unleash their full potential.

Key Education & Training Programs

Topic	Focus
Leadership Development	Onboarding for new executives & leaders
	Training for existing executives & leaders
Competency by Management Tiers	Leadership development by role level
	Onboarding for new hires (experienced & entry-level)
Strengthening Job Competencies	Online/offline job training
	Strategic report writing & project
	Financial & internal accounting
	Foreign language training
Mandatory Legal Training	Sexual Harassment and Bullying in the Workplace
	Disability awareness
	Personal data protection
	Information security
	Ethical management

Employee Performance Evaluation & Compensation

To encourage autonomous goal setting and performance, Duksan Neolux Co., Ltd. operates an MBO (Management by Objectives)-based performance evaluation system. Individual goals are established in alignment with corporate strategic targets, monitored via quarterly mid-term reviews and feedback meetings. Additionally, competency evaluations reflecting job skill sets and core company values are conducted. Multi-source 360-degree feedback applies to department heads and executives for objective leadership reviews, with results directly linked to compensation and promotions.

Performance Evaluation Framework



Employee Compensation System

Compensation	Forms of Compensation
Fixed Salary	Ⓞ Base Salary (Annual Salary System)
Variable Pay	Ⓞ Performance-based incentives: Paid differentially based on performance of the company, the organization, and the individual Ⓞ Stock Options: Irregular stock option grants based on tenure and unique performance Ⓞ Improvement Proposal Rewards: Differential payouts based on improvement achievements in Support & Production/Quality Departments Ⓞ R&D Rewards: Paid to individuals contributing to R&D development and revenue generation Ⓞ Performance Incentives: Paid differentially based on overall corporate, team, and individual target achievements

Social

Employee Management

Organizational Culture

Building a Culture of Mutual Respect

Duksan Neolux Co., Ltd. practices a culture of mutual respect so that all members are respected in a free, horizontal environment. With mutual respect as a core value, we designate the 11th of every month as 'Mutual Respect Day' to gather employee opinions and inspect internal status. Diverse communication channels allow for open, active feedback, continuously reflecting employee voices into management.

Strengthening Labor-Management Communication

Based on mutual respect and trust, we establish healthy labor-management relations as a driver for sustainable growth. Operating quarterly Labor-Management Councils to discuss working conditions and welfare, executive management conducts quarterly Town Hall Business Briefings to share major policies and business performance transparently. Furthermore, intranet bulletin boards ('Improvement Proposals' and 'Duksan Communication Square') collect employee suggestions continuously, leading to practical improvements in work environments and benefits.

Diversifying Communication Channels & Vitalizing Culture

Duksan Neolux Co., Ltd. operates diversified channels to foster a vibrant, horizontal culture. Breaking down generational and rank barriers, we fund internal workshops, club activities, and exchange programs to enhance belonging. Regularly conducting company-wide organizational culture surveys and multi-source leadership diagnoses, we listen attentively to workplace feedback to drive cultural improvement activities.



<Organizational Activation Activities>



<Management Briefings>



<Workshop>



<Rice Cake Sharing Event>

Social

Employee Management

Organizational Culture

Improving the Work Environment for Employees

Prioritizing employee happiness and health Duksan Neolux Co., Ltd. is continually striving to enhance workplace conditions. Our on-site cafeteria is designed to provide opportunities for daily refreshment while improving the quality of breaks. The cafeteria is stocked with amenities such as coffee machines, instant ramen cookers, and ice cream, allowing employees to freely enjoy these offerings and recharge during the workday. The company supports work-life balance through flexible working arrangements and training programs aimed at strengthening professional capabilities. By offering diverse welfare programs, including regular health check-ups, Duksan Neolux establishes an optimal foundation that enables employees to fully immerse themselves in their work within a stable and satisfying environment.

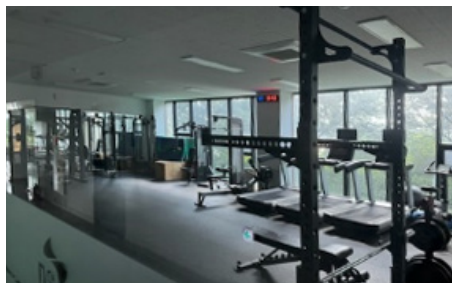
Employee Welfare & Benefits System

Valuing work-life balance, we operate flexible work systems and rich benefits. A flexible working hour system enables employees to commute outside core hours (10:00 AM – 3:00 PM). Proactively among mid-sized enterprises, we run 'DS Refresh Day' (partial 4-day work week) to boost quality of life. Through family-friendly systems, pregnant/parenting employees receive protection compliance support alongside parental leave, reduced working hours, and family care leave. Summer resort facilities, health checkups for spouses, new hire housing subsidies, and child tuition support are provided.

DS Refresh Day

Key Well-being Programs

Program	세부 내용
Housing Support	Housing allowance for solo relocations (6 years)
	Security deposit support for new hires (10 million KRW for 3 years)
Medical Expense Support	Health checkup subsidies for employees and spouses
	Paid leave in cases of infectious disease
Leisure Support	Flexible welfare point allocation (1 million KRW/year)
	Free summer resort access
Family Event Support	Congratulatory/condolence funds & leave for marriage, funerals, childbirth, graduation
	Funeral expense support
Financial Aid for Education	Financial support for children's school entry and tuition fees
	Support for personal tuition fees
Commuting Support	Commuter bus service provided
	Flexible commuting hours (flexible work schedule)
Personal Well-being Support	In-house gym, cafeteria, break room (massage chairs), sports facilities
	Funding support for hobby clubs, team-building activities



<Company gym>



<Company cafeteria>



<commuter bus>



<In-house 10-minute recovery room>



<Summer vacation support>

Social

Safety and Health Management

Workplace Safety

Safety and Health Management System

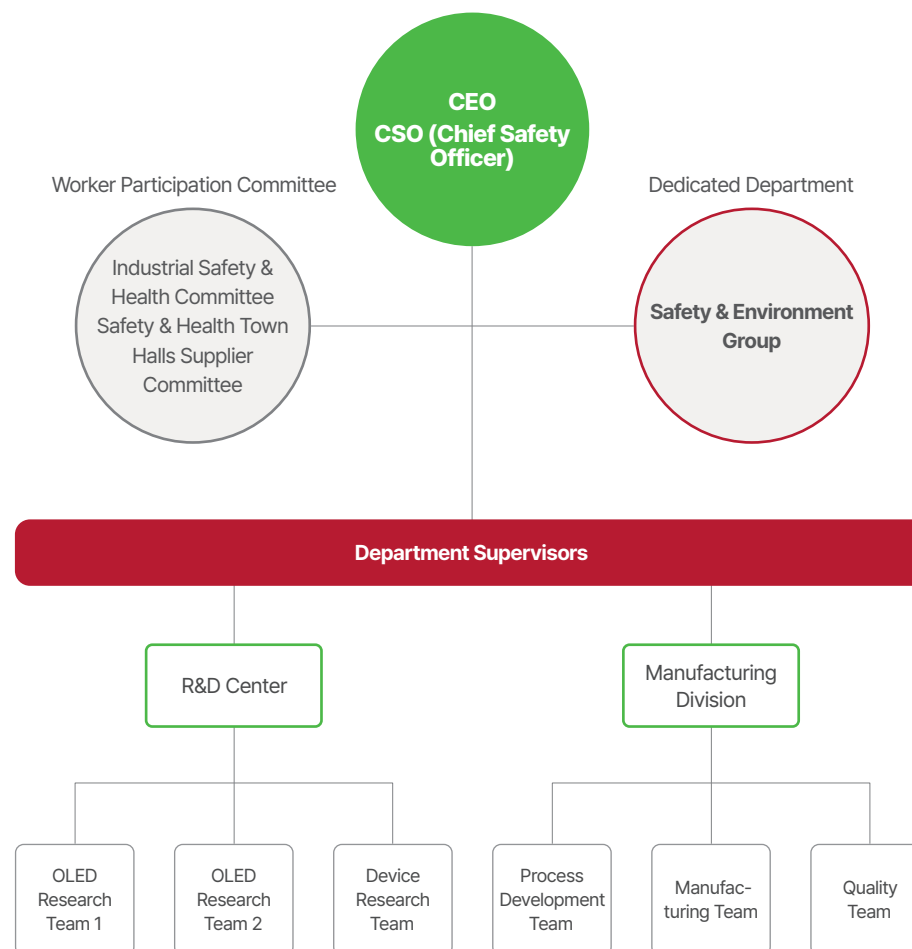
Through organizational restructuring in 2025, Duksan Neolux Co., Ltd. separated the Safety & Environment Group and doubled its personnel by hiring specialized professionals. Recognizing the high importance of ESH management, we plan to drive transformative safety management changes in 2026. Based on this expanded team, we will proactively address ESH risks, enhancing corporate reputation and supporting ESG management. Major achievements in 2025 included: refining workplace risk analysis by involving all employees in risk assessments, inviting external expert lecturers, receiving Samsung Display win-win cooperation support to elevate employee safety competencies, and making physical investments to replace manual labor with automated machinery. Additionally, excluding labor costs, we are increasing our safety budget by 20% annually.

ESH Policy

We regard Environment, Safety, and Health (ESH) as key management values and enhance accident-free operations and sustainability through systematic ESH management.

1. Strictly comply with ESH fundamental principles, regulations and legal requirements.
2. Build a mature ESH culture through voluntary participation and active practice of ESH activities
 3. Create a safe, healthy work environment by continuously identifying and addressing hazards and risks
4. Prevent ESH accidents by thoroughly understanding chemical properties and properly using PPE
5. Improve working environments continuously and strengthen health promotion activities
 6. Elevate ESH standards through practical ESH education and training
7. Minimize environmental pollutant generation and proactively manage prevention of environmental accidents

Safety & Health Organizational Structure



Social

Safety and Health Management

Workplace Safety

Industrial Safety & Health Committee

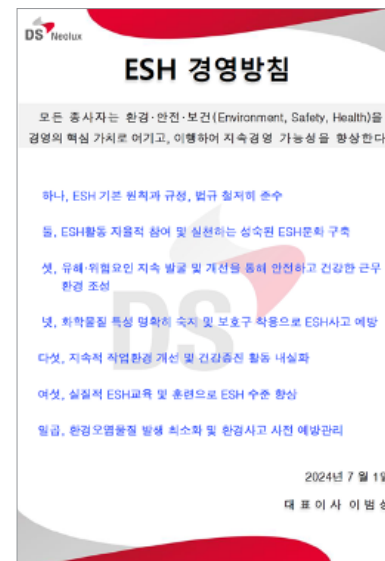
To prevent industrial accidents and improve work environments, Duksan Neolux Co., Ltd. holds quarterly Industrial Safety & Health Committee meetings. Beyond statutory review items required by law, safety activities by leaders and campaigns are shared. The committee for 2025 comprised eight members. For 2026, the company is revitalizing the committee's operations by significantly reshuffling management and worker representatives to ensure a broader, more practical range of on-site opinions.

Industrial Safety & Health Committee Key Achievements 2025

Period	Objective	Result/Achievement
Q1 2025	Improve hazardous materials storage method in labs	Create labels for new waste liquid carts and non-hazardous material classification
Q2 2025	Address collision risks at rear door of production building and improve lab ventilation	Performed structural modifications to mobile carts and improved local exhaust system
Q3 2025	Enhance meeting room environment and upgrade employee safety competencies	Installed air purifiers in meeting rooms and conducted risk assessment training led by external instructors
Q4 2025	Improve incident management system and establish safety incident guidelines for managers for 2026	Approval of operational plan and system revisions

Strengthening Safety & Health Responsibilities

Placing safety as a core management value, Duksan Neolux Co., Ltd. assigns clear roles to executives and managers. The CEO inspects sites frequently and directs safety improvements directly during semi-annual joint inspections. In 2025, ESH policies were reorganized, and safety budgets were increased by 20% to support execution power. Quarterly safety town halls hosted by executive management discuss critical risk countermeasures. In Q4, town halls targeted new hires to gather diverse perspectives. Additional recruitment and expanded safety budgets for 2026 have been fully prepared to overhaul leader safety activities completely.



<ESH Management Policy Certificate>



<ISO 45001 Certificate>

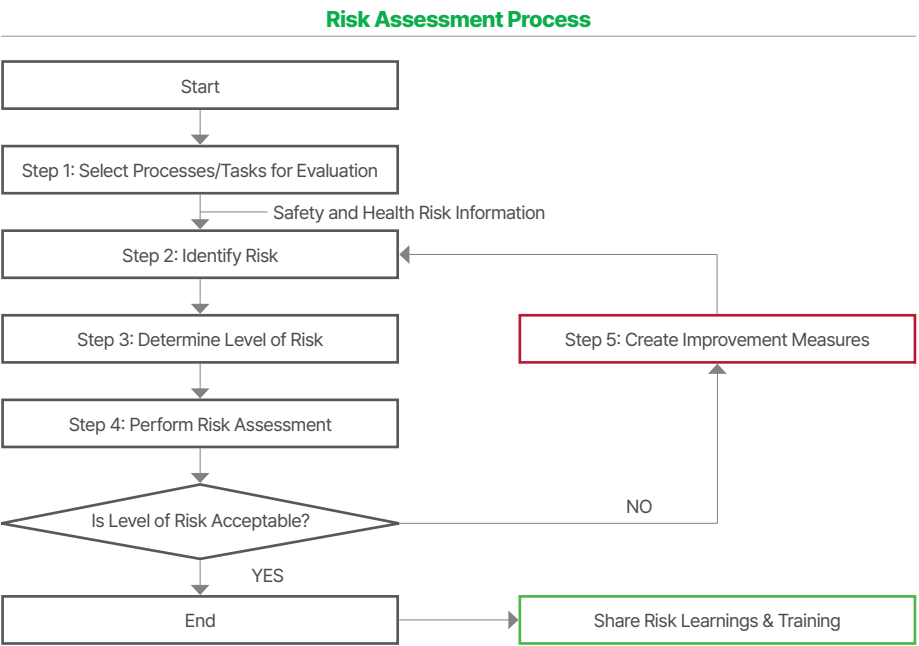
Social

Safety and Health Management

Workplace Safety

Conducting Safety & Health Risk Assessments

Duksan Neolux Co., Ltd. conducts annual company-wide risk assessments to identify and mitigate workplace hazards. Led by supervisors with prior department training, we systematically analyze potential risks using 4M techniques (Man, Machine, Material, Method) and Samsung Display's S-TRA technique. In addition, through win-win cooperation programs, education, and financial investments, risks are lowered to acceptable levels.



Safety & Health Inspections and Management

Conducting monthly joint safety inspections centered on leaders, Duksan Neolux Co., Ltd. periodically inspects hazards and regulatory non-compliance. In particular, safety managers, executives, group leaders, and part leaders participate together to identify site risks proactively, sharing outcomes with the CEO via Safety Management Meetings and supervisor training. Participating in parent company win-win programs further refines management levels.

Risk Assessment & Risk Reduction Results 2025

Risks Identified	Risks Targeted	Risk Reduction Results	
		Risk factors addressed	Risk factors resolved
2492	93	93	93

Examples of Risk Reduction 2025

NO.	Risk Identification / Approach	Specific Risk / Mitigation Solution
1	Identification	Collision risk due to inability to see personnel behind fire doors
	Approach	Installed motion sensors and warning alarms triggered upon detecting personnel behind doors
2	Identification	Risk of leg injuries to staff caused by drum tipping during solvent unloading inside warehouses
	Approach	Introduced specialized, custom-made handling equipment for use deep inside drum racks
3	Identification	Head collision risk when using experimental equipment for device measurement
	Approach	Mandatory wearing of head protection
4	Identification	Decline in productivity due to insufficient airflow velocity in local exhaust systems
	Approach	Replaced exhaust lines and increased capacity to normalize efficiency

Social

Safety and Health Management

Workplace Safety

Strengthening Member Safety & Health Activities

In 2025, Duksan Neolux Co., Ltd. maintained leader-led safety activities, conducting tailored departmental education centered on supervisors. Safety managers attended department sessions to inspect major risk factors and provided supplemental education on recurring issues to raise site safety awareness. External training was provided for general staff to improve risk evaluation competencies, enabling staff to evaluate and improve hazards independently. Consequently, zero major accidents occurred in 2025. In 2026, we plan to double safety personnel and separate organizational units to firmly embed a new safety culture across the organization.

Information Gathering: Employee Safety & Health

Active feedback from employees is integrated to improve working environments. In 2025, 15 suggestions were gathered through quarterly town halls, with 9 cases successfully resolved/improved. Key improvement measures included: procuring snow removal equipment, installing heating wires on main walkways to prevent winter slips, improving chemical handling environments, and upgrading floor markings for pedestrian safety.

Operating Safety & Health Education & Drills

Complying with the Occupational Safety and Health Act, Duksan Neolux Co., Ltd. operates systematic ESH training and drills to provide a safe workplace. Monthly supervisor-led site training and regular safety manager-guided sessions enable autonomous ESH management. The company updates its emergency response plans annually, conducting drills for fires, power outages, and chemical spills. Drills in 2025 incorporated highly detailed, realistic scenarios. In 2026, we plan to modernize ESH training by introducing digital networks and internet-based training platforms, moving away from paper-based activities.

2025 Emergency Response Drills Status

Drill Type	Drill Focus	No. of Drills
Company-Wide Joint Drills	1. Fire Evacuation Drill (1st Half) 2. Departmental Safety Incident Response Drill (2nd Half)	2
Department-Specific Drills	1. Fire Evacuation Drill 2. First Aid Drill (Chemical Exposure) 3. Safety Incident Response Drill	18

Social

Safety and Health Management

Workplace Safety

Employee Health & Hygiene Management

Duksan Neolux Co., Ltd. performs systematic health and hygiene management to protect employees and prevent occupational diseases. We screen for occupational illnesses through annual special and general health checkups and periodically monitor the work environment to determine potential risk factors. Consultation with medical specialists and work reassignment protective measures are provided to employees identified with health issues or those requiring close observation. Monthly hygiene checks and quarterly joint inspections with industrial hygienists are reported directly to the CEO. Since our founding, zero occupational disease cases have occurred. In addition, we provide an in-house gym and expanding annual support budgets.

Health & Hygiene Management Programs

Program	Program Focus
Employee Health Checkup	Regular annual regular checkups & scheduled checkups per hazardous factor
Work Environment Measurement	Semi-annual measurement/evaluation of noise, dust, and chemicals to promote more pleasant working environments
Consultations	Ongoing health management via bi-monthly consultations
Health Facilities	Continuous operation and funding support for in-house gym

Safety and health activities



<Emergency Response Drills Specific to Departments>



<Tip-Over Prevention Campaign>

Social

Enhancing Customer Satisfaction

R&D Strategy & Organization

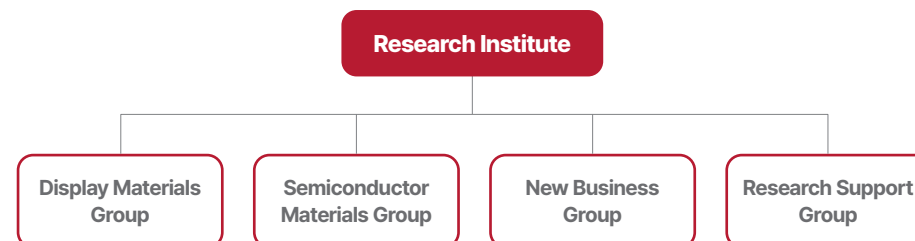
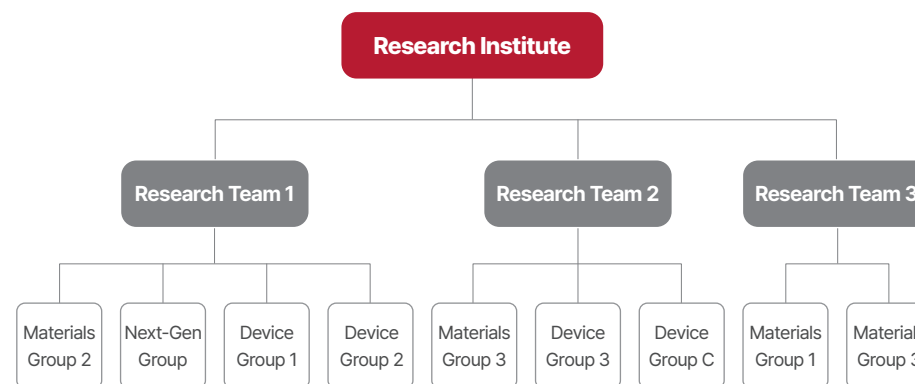
Establishing R&D Strategy

To reinforce global material leadership and sustainable growth, Duksan Neolux Co., Ltd. consolidated and expanded its existing OLED Business Team and New Material Team into a unified R&D Center. The newly launched R&D Center creates synergy across Research Teams 1, 2, and 3 (dedicated to core OLED R&D) alongside 4 specialized groups: Display Materials, Semiconductor Materials, New Business, and Research Support. OLED research teams focus on developing eco-friendly, ultra-high-efficiency organic materials that drastically reduce power consumption. The 4 specialized groups expand next-generation material portfolios across fields and lead national R&D projects to localize key materials.



R&D Organization and Personnel

Duksan Neolux has consolidated its organizational structure into a company-wide "Research Institute" system to maximize R&D synergies and encourage seamless collaboration. We currently employ 124 highly skilled researchers who conduct a wide range of R&D activities, from advancing high-performance organic OLED materials to researching next-generation materials for business diversification. Recognizing that top-tier talent is key to sustainable innovation, we invest heavily in recruiting R&D talent and strengthening our research capabilities. We participate in talent development initiatives in partnership with leading domestic universities and plan to actively pursue practical, employment-linked industry-academia projects. To enhance the expertise of our internal researchers, we regularly host seminars featuring visiting professors twice a month and provide full support for participation in domestic and international academic conferences and specialized training programs to cultivate global research competencies.



2025 R&D Personnel Status

R&D Personnel Breakdown	Unit of Measurement	2023	2024	2025
Number of R&D personnel	Number	125	119	124
Percent of R&D staff per total employees	%	49.2	43.0	40.7
Number of R&D staff with Master's/Ph.D	Number	78	83	81
Percent of R&D staff with Master's/Ph.D	%	62.4	69.7	65.3

Social

Enhancing Customer Satisfaction

R&D Investment & Key Performance

R&D Investment Status

Guided by the vision of becoming a ‘1st INNO-Creator’ of new materials & components that continuously embraces new challenges, Duksan Neolux Co., Ltd. invests over 10% of its annual sales in R&D. The company proactively leverages state-of-the-art analytical equipment and simulation software to develop market-leading OLED materials. In 2025, two new evaporation systems were installed at the head office and the Chengdu subsidiary; additional investments to commercialize R&D achievements are planned for 2026 to diversify a global client base and strengthen the competitiveness of high-value-added products. Furthermore, large-scale capital expenditure is underway targeting mass production in 2026 for next-generation items, specifically, PSPI (Photo Sensitive Polyimide) and BRP (Black Resin Printing) inkjet materials. Through these bold investments, Duksan Neolux will solidify its leadership position in the future advanced materials market.

Major R&D Achievements & Projects

Since commercializing red light-emitting layer materials in 2014, Duksan Neolux has established strong competitiveness in the OLED materials market by successfully launching red auxiliary layer materials in 2015 and green auxiliary layer materials in 2020. Our materials are consistently used in smartphones for global IT firms such as Samsung Electronics and Apple. In 2024, we achieved a significant milestone by having materials featuring our Tandem technology adopted for Apple’s first OLED-equipped tablet. To respond to the rapidly evolving display market, Duksan Neolux continues to research next-generation OLED materials, such as blue phosphorescent materials, while successfully expanding business into the non-emissive materials sector. Black PDL (Pixel Define Layer), mass-produced for the first time globally in 2021, is seeing its scope of application expand through performance enhancements, while we maintain a significant technological lead through ongoing research into next-generation Half-Tone Black PDL. Duksan Neolux is accelerating efforts to secure new business opportunities and future growth engines. We continue to enhance the performance of conductive particle products acquired in 2023, while securing mass-production stability for BRP (Black Resin Printing) inkjet materials (a new product line introduced in 2024) in preparation for full-scale mass production in 2026. Furthermore, regarding the development of PSPI (Photo-Sensitive Polyimide), a key semiconductor material, we are concentrating our capabilities on researching

eco-friendly, PFAS-free materials to proactively address global environmental regulations. To ensure sustained growth in the materials market, Duksan Neolux is dedicated to strategically securing intellectual property rights; as of 2025, we have filed 268 development-related technology patents and registered 148 of them. Moving forward, we will continue to solidify our position as a global leader in advanced materials by identifying new products through proactive R&D and strengthening our competitiveness in eco-friendly technologies.

R&D Investment Financials

Investment Breakdown	Amount	2023	2024	2025
R&D investment by amount	KRW (millions)	20,653	31,865	36,632
R&D investment as a percentage of sales	%	12.62	15.01	10.64*

* Increase in consolidated revenue following acquisition of Hyundai Heavy Industries Turbomachinery

Status of R&D Projects

Project Title	2025 Project Status
Light-emitting material	Development of high-efficiency, long-life OLED materials Materials for Tandem OLEDs Development of blue phosphorescent materials
Light-emitting material	Development of high-efficiency, long-life OLED materials Materials for Tandem OLEDs Development of blue phosphorescent materials
Inorganic materials	Development to reduce material cost for challenge balls

Status of R&D Applications and Registrations

Intellectual Property Status	Case Status	2023	2024	2025
Patent applications filed	By number	316	266	268
Patent registrations completed	By number	146	161	148

Social

Enhancing Customer Satisfaction

Quality Management

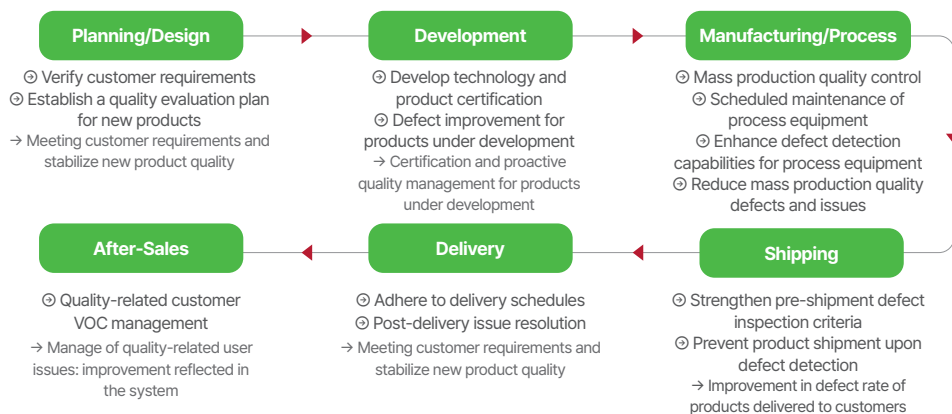
Quality Management Operations

Duksan Neolux Co., Ltd. prioritizes enhancing customer value in its business activities above all else. We have established a quality management strategy and rigorous quality control measures. Maintaining systematic production processes and product-specific technical capabilities, we are able to fulfill our mission of boosting customer trust and satisfaction through strict quality control standards across our product development and manufacturing operations.

4 Key Principles of Quality Management



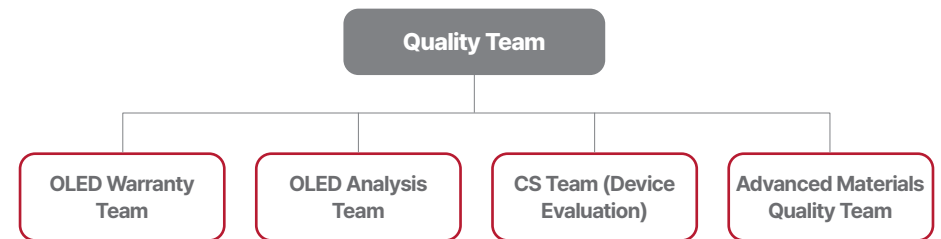
Quality Control System



Advancing the Quality Management System

To deliver the highest quality to its customers, Duksan Neolux Co., Ltd. has obtained ISO 9001 certification – a global standard for quality management systems – across all business areas and maintains it through continuous management. The operational relevance and effectiveness of our quality management system is verified annually through annual surveillance audits and renewal audits conducted every three years by accredited bodies. We successfully maintained our certification following the 2025 surveillance audit.

Quality Management Organization Chart



ISO 9001 Quality Management



<ESH Management Quality Certificate>

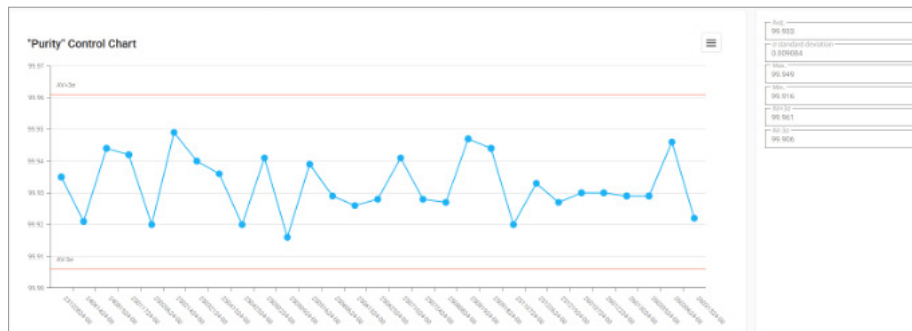
Social

Enhancing Customer Satisfaction

Quality Management

Product Quality Control

To secure competitive quality dominance and boost customer satisfaction, Duksan Neolux Co., Ltd. manages raw material data via the DS-QMS (Duksan Supplier Quality Management System) and process/finished goods via the MES (Manufacturing Execution System). These digital systems allow us to integrate dispersed data and strengthen system connectivity, resulting in a quality management framework that enables analysis, decision-making, and forecasting.



<Purity Control Chart>

Product Hazardous Substance Management & Quality Enhancement

To comply with domestic and global regulations, as well as customer requirements regarding hazardous substances, we operate a structured Product Environmental Management Process across all stages of production, from raw materials to finished goods. Strict testing at the raw material intake stage ensures an eco-friendly supply, while objective quality control is maintained through regular rigorous inspections of raw materials and products by accredited third-party agencies. Furthermore, hazard and risk assessments on all products ensure strict legal compliance. Through these processes, Duksan Neolux is committed to realizing environmental values shared with our customers and society.

Quality Management Strategic Pillars



Report on hazardous substances in products

SGS				
Test Report No. 1				
Sample No.	Sample Description	Sample Weight	Sample Date	Sample Page
100	100	100	2023-10-10	Page 1 of 1
Test Results				
Item	Unit	Test Method	Result	Remarks
Lead (Pb)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Cadmium (Cd)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Mercury (Hg)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Hexavalent Chromium (Cr VI)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Test Results (Continued)				
Item	Unit	Test Method	Result	Remarks
Lead (Pb)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Cadmium (Cd)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Mercury (Hg)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	
Hexavalent Chromium (Cr VI)	mg/kg	ISO 15700-1:2016, 10.1.1	0.05	

<ESH Management Policy>

Enhancing Customer Satisfaction

Customer-Centric Management

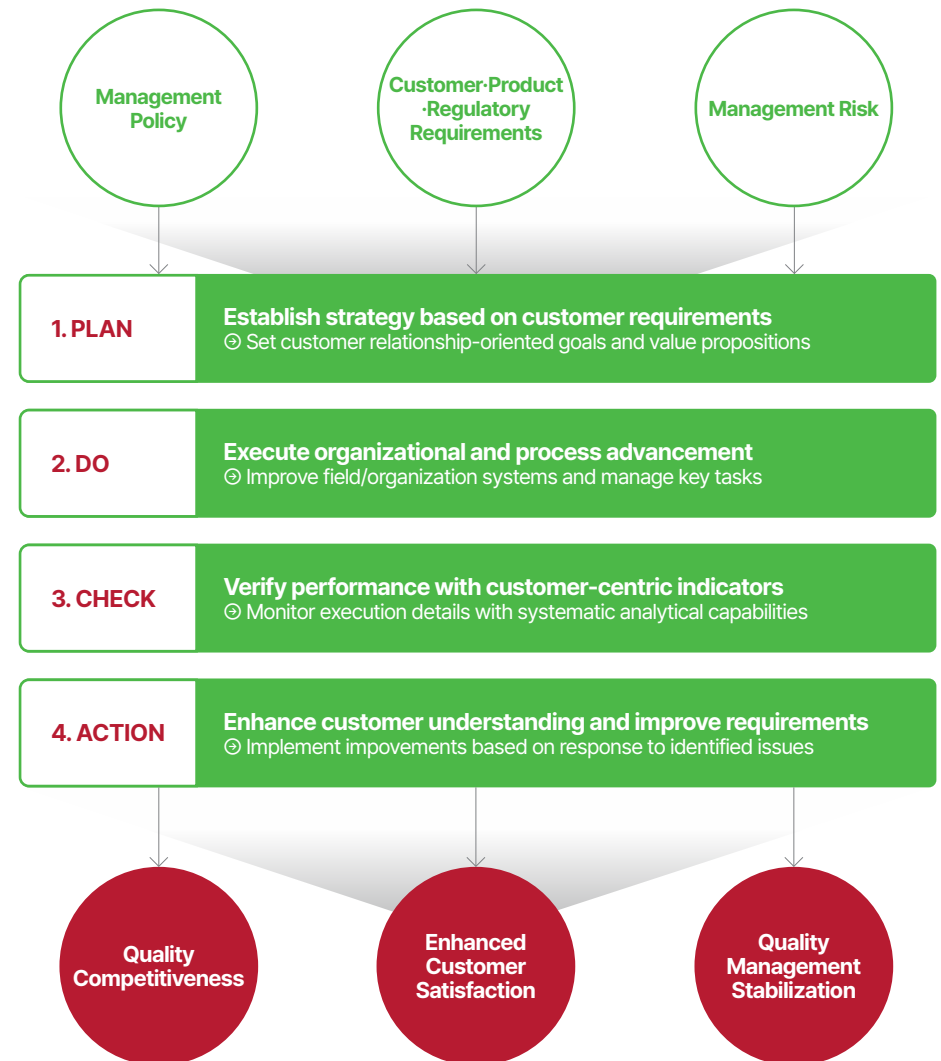
Strengthening Customer-Centric Product Quality

Duksan Neolux Co., Ltd. operates a customer response system where all departments, including sales, production, quality, and research, cooperate organically to respond quickly and systematically to customer needs. Received VOC (Voice of Customer) is digitized and systematically managed. The Quality Assurance Group deeply analyzes customer requirements based on accumulated data to reflect them in the annual quality management strategy. Through this, we go beyond simple problem-solving and continuously pursue quality improvement activities that proactively incorporate customer needs.

Customer Satisfaction Process



Customer-Centric PDCA Virtuous Cycle



Social

Supply Chain Management

Supply Chain Sustainability Management

Supplier Management Based on Supply Chain Management Policy

Duksan Neolux has established a Purchasing Ethics Charter to foster a fair and transparent purchasing culture, adopting a systematic supply chain management process centered on its Purchasing Group. Partners are selected through on-site audits and document evaluations in accordance with clear management guidelines, and partner operational capabilities are

Major Supply Chain Management Policies

Category	Content
Purchasing Ethics Charter	Obligations of Duksan Neolux Co., Ltd. and its suppliers regarding integrity, including faithful compliance with fair trade laws and regulations
Conflict Minerals Purchasing Policy	Prohibition of transactions with suppliers who are involved in or provide direct or indirect support to organizations involved in human rights violations and crimes.Prohibition of transactions with suppliers who are involved in or provide direct or indirect support to organizations involved in human rights violations and crimes.

Conflict Minerals Purchasing Policy

- 1 Our company will not condone, profit from, contribute to, or facilitate the following items.
⊕ Torture, abuse, human rights violations, ⊕ Coercion, forced labor, ⊕ child abuse
⊕ infringement of freedom, ⊕ human rights violations, human rights abuses ⊕ War crimes, violations of international humanitarian law, crimes against humanity, genocide
- 2 If our company identifies a significant risk that a supplier is transacting with parties linked to the items mentioned in item 1 above or other illegal items, we will not engage in transactions with that supplier, and if we are already transacting, we will terminate the business relationship.
- 3 Our company will not condone the provision of direct or indirect support, such as purchasing minerals, making payments, or providing other equipment support, to anti-government armed groups or their affiliates. Anti-government armed groups or their affiliates refer to groups that illegally occupy mines, transport routes, and minerals, impose taxes, and extort money and minerals.

enhanced through continuous monitoring and improvement support. In particular, the company proactively discloses key data such as future purchasing plans and quality requirements to establish a tight information-sharing system, striving for shared growth based on mutual trust. Continuous technology transfer and educational support for suppliers results in increased partner productivity, which forms the foundation of Duksan Neolux's product quality competitiveness and stable supply system.

Supplier Selection and Evaluation

Duksan Neolux strictly evaluates and selects partners based on its internal guidelines and conducts regular status surveys to closely review transaction conditions and management status to check supply chain operation. In particular, a sophisticated internal checklist is used during the selection process of key suppliers to perform systematic evaluations, which are converted into numerical scores and grades for final decision-making. In addition, potential partners' overall management quality – including technical competence, production capacity, safety, health, environment, and hazardous substance management – is comprehensively analyzed and scored. Contracts are executed only with suppliers scoring 70 points or higher out of 100 to maintain strict supply chain quality standards. Registered key suppliers undergo annual follow-up evaluations. If an evaluation result is inadequate, immediate corrective actions are requested, and actual improvement is thoroughly verified through re-evaluation. Incentives such as order priority under equal conditions are granted to top-performing key suppliers, encouraging voluntary innovation and creating a virtuous cycle to continuously strengthen competitiveness. These multifaceted efforts play a pivotal role in enabling Duksan Neolux Co., Ltd. to establish a sustainable supply chain management system and achieve genuine, mutually beneficial growth with its partners.

Supplier Evaluation Criteria

Grade	Supplier Registration Status	Post-Evaluation Frequency	Additional Management Items
A (90 points or more)	Registered (Registration Maintained)	Annually	Priority given for orders under equal conditions
B (80 points or more, less than 90 points)	Registered (Registration Maintained)	Annually	Encouragement to Maintain Current Status Support and guidance for Grade A
C (70 points or more,less than 80 points)	Conditional Registration(Registration Maintained)	Twice annually (Annually if conditions are met)	Development of Alternative Suppliers Conditional Purchase Order Issuance
D (Less than 70 points)	Cancellation of Registration(Registration Not Possible)	%	Re-evaluation possible if conditions are met Possible

Social

Supply Chain Management

Supplier Sustainability Management

Strengthening Supplier Management

Duksan Neolux Co., Ltd. systematically manages suppliers by classifying them into key suppliers and general suppliers. Key suppliers are important partners with whom Duksan Neolux Co., Ltd. has signed a Non-Disclosure Agreement (NDA), referring to companies requiring large-scale purchases and mid-to-long-term management. Key suppliers are required to comply with quality management standards, including reporting changes and taking appropriate actions for non-conforming products. Furthermore, to actively reflect the opinions of all suppliers, we collect and promptly address VOS (Voice of Supplier) and strive to activate communication and build mutual trust with suppliers.

Supplier Communication Activities

Regular Meetings	Hold monthly or quarterly regular meetings for close communication and prompt problem-solving.
Collecting Supplier Opinions	Reflect supplier needs and opinions by collecting survey data and feedback
Training	Support joint goal achievement by sharing the latest management and technology trends
Performance Sharing	Annual performance review and efforts for improvement and innovation

Management of Key Supplier ESG

Duksan Neolux Co., Ltd. requests all key suppliers to refrain from using conflict minerals and environmentally regulated substances. We receive statements of agreement and usage status reports (CMRT: Conflict Minerals Reporting Template, EMRT: Extended Minerals Reporting Template) based on RMI (Responsible Minerals Initiative) standards from all key suppliers with whom we have transactions for mass-produced materials, confirming the non-use of conflict minerals, cobalt, and mica. Duksan Neolux Co., Ltd. reviews the validity and appropriateness of the submitted data annually. If false submission, incorrect receipt, omission, or use of uncertified minerals is confirmed, appropriate measures will be taken according to internal regulations. Furthermore, suppliers subject to environmental regulations are additionally requested to submit a confirmation of non-use of environmentally regulated substances.

Key Supplier Status

Category	Unit	2023	2024	2025
Domestic Procurement	Companies	18	16	13
Domestic Outsourced Processing	Companies	2	3	4
Overseas Procurement	Companies	2	3	5
Total	Companies	22	22	22

Supplier Fair Trade Compliance

Duksan Neolux Co., Ltd. provides fair trade compliance training to its employees and external suppliers and systematically manages them to ensure strict adherence to fair trade principles. To this end, we provide behavioral code training and establish a transparent transaction environment by signing fair trade agreements with new suppliers. We also actively encourage the signing of fair trade agreements between primary and secondary suppliers to spread a fair trade culture. Additionally, we inspect compliance with fair trade laws and regulations through continuous communication with major trading partners and establish measures to prevent unfair trade in advance. In the event of unfair trade, we strengthen our management system to maintain fair trade relationships, such as reviewing contract details and taking corrective actions.

Fair Trade Guidelines

Fair Contract Signing	Enter into fair and clear contracts by mutual agreement
Transparent Transaction Terms	Disclose all terms and do not impose unreasonable conditions
Timely Payment	Pay within the agreed period to avoid operational disadvantages
Strengthening Mutual Trust and Cooperation	Promote mutual development based on trust and maintain long-term cooperative relationships

Support for Shared Growth with Suppliers

Duksan Neolux Co., Ltd. strives to discover necessary support for supplier relationships, improve transaction policies, and spread a fair trade culture by signing fair trade contracts. Through our technology support program, we enhance supplier competitiveness by sharing the latest technologies and know-how. We also help strengthen supplier capabilities by providing educational programs covering various fields such as management, quality, and environmental management, thereby solidifying long-term partnerships. Furthermore, we actively promote co-growth initiatives through regular communication with representatives of major trading partners and foster win-win development with suppliers by providing various programs such as technical support and recruitment assistance as needed.

Shared Growth Support Programs

Technical Support	•Sharing the latest technology know-how to enhance competitiveness by
Training Support	•Recommending and supporting training programs such as quality and environmental management

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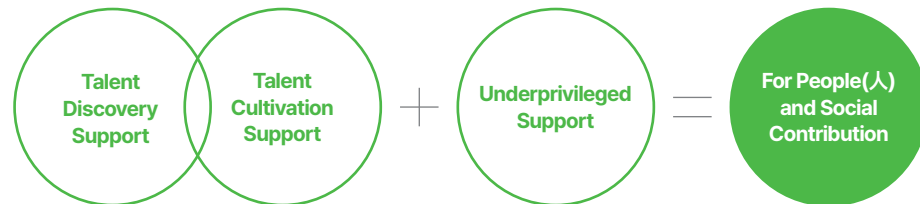
Creating Value for the Local Community

Social Contribution

Promotion of Corporate Social Responsibility Strategy

Duksan Neolux Co., Ltd. actively practices social responsibility with the belief that corporate growth should occur together with the local community. Based on Honorary Chairman Lee Jun-ho's people-centered management philosophy, "Management is about moving people," we embrace support and sharing for people as our core values. We regularly contribute donations to the Yuha Prun Foundation, established in 2017, and engage in various social contribution activities such as discovering and nurturing industrial talent and supporting the underprivileged. Duksan Neolux Co., Ltd. will continue to strive for mutual growth with the local community and create a better future together.

Social Contribution Strategy



Contribution to Local Community



<Forbes Social Contribution Award>



<Activities for Individuals with Developmental Disabilities>



<Support for Pediatric and Adolescent Patients at Asan Medical Center>

Social Contribution Activities HIGHLIGHT



Cultivating STEM Talent

Duksan Neolux Co., Ltd. is engaged in various support activities for the discovery and cultivation of local STEM talent. Through the Yuha Prun Foundation, operated with personal funds from Duksan Group Honorary Chairman Lee Jun-ho and additional donations from Ulsan Jeil Saemaul Geumgo and Duksan Group affiliates, we provide scholarships annually to STEM university and graduate students in the Ulsan region. We help strengthen practical skills by operating technical lectures and project-based internship programs, and plan to expand support to include academic research support and startup programs in the future, contributing to the cultivation of local STEM talent.



Support for the Underprivileged

Duksan Neolux Co., Ltd. is engaged in numerous support activities for the underprivileged to fulfill its social responsibilities as a company. Since 2022, in collaboration with Asan Medical Center, we have signed a donation agreement worth 500 million KRW to support pediatric and adolescent patients and have been delivering donations annually. These funds are used to create specialized treatment spaces and operate dedicated personnel for palliative care support. In January 2024, the Sunshine Tree Program Room was opened and is now in full operation. Additionally, Duksan Neolux Co., Ltd. is continuously expanding employment opportunities for vulnerable groups to achieve social independence, such as hiring individuals with developmental disabilities as 'Brand Image Creators'.



Creating Good Jobs

Duksan Neolux Co., Ltd. strives to provide quality jobs and ensure employment stability to grow together with the local community. As a result of these efforts, we have been recognized for our continuous job creation and improved working environment in the Cheonan region, receiving the Korea Chamber of Commerce and Industry Forbes Social Contribution Award for four consecutive years, jointly hosted by the Korea Chamber of Commerce and Industry and JoongAng Ilbo, and selected by Forbes Korea. In addition, through the expansion of youth employment and improvement of working conditions, we have been selected as a Youth-Friendly Strong Small Company for four consecutive years through 2025.

Governance

Sound Governance

Board of Directors

Board of Directors Composition

Duksan Neolux's Board of Directors strives to establish sound governance by ensuring the expertise and diversity of the board. The board meticulously reviews the company's major management policies based on the authority delegated by the shareholders' meeting and adheres to a transparent decision-making process. As of the end of 2025, the company's board consists of 2 internal directors, 2 non-standing outside directors, and 2 outside directors, totaling 6 members, ensuring a balanced decision-making structure. The Chairman of the Board is elected from among the directors, considering expertise and execution capabilities, and each director independently performs their duties for a 3-year term. Notably, upon expiration of their term, the board's qualitative level is continuously maintained through a rigorous evaluation of their performance.

Board Diversity

Duksan Neolux recognizes board diversity as a core value for sustainable management and incorporates diverse perspectives to enhance corporate value. During director appointments, discrimination based on gender, age, nationality, race, or religion is strictly prohibited. By

securing talented individuals with broad experience and professional capabilities, the board enhances the flexibility and objectivity of its decision-making.

Board Appointment and Expertise

Duksan Neolux prioritizes transparency and independence in director appointments to enhance management soundness and solidify trust with shareholders and stakeholders. The professional capabilities of candidates are meticulously validated before final appointment through a resolution at the shareholders meeting. During the appointment process, practical experience and expertise that contributes to the company's growth in areas such as finance, law, management, technology, and ESG are considered. Candidates are selected after a comprehensive review of their career, understanding of the role, and legal eligibility, ensuring they have no disqualifying factors under laws such as the Commercial Act. The independence of directors is strictly maintained by vetting significant interests, including share ownership and past employment history. Specifically, the exercise of voting rights by directors with a particular interest in specific agenda items is restricted to ensure fair decision-making. The board composition combines internal directors with operations expertise in areas that include management and technological innovation, with outside directors possessing rich insights in fields such as law, accounting, and ESG based on their understanding of the OLED organic light-emitting material industry, enabling them to perform advisory and oversight functions. A dedicated support unit facilitates the smooth performance of outside directors, with efforts underway to enhance board capabilities through regular information sharing and training. In future, the quality of governance will be further improved through regular annual training and sharing of key issues as needed.

Board Members

Category	Name	Gender	Career	Expertise	Term
Inside Director	Lee Soo-hoon	Male	Ⓢ Master's degree in International Commerce, Korea University Ⓢ Concurrent) Chairman of Duksan Holdings Ⓢ Concurrent) CEO of Duksan Neolux Co., Ltd.	Management/Leadership	2024.11.01 ~ 2027.10.31
	Lee Bum-sung	Male	Ⓢ Ph.D. in Chemistry, Korea Advanced Institute of Science and Technology (KAIST) Ⓢ Current) CEO of Duksan Neolux Co., Ltd.	Management/Leadership	2025.03.31~ 2028.03.25
Outside Non-Executive Director	Kim Woo-han	Male	Ⓢ Ph.D. in Chemistry, Seoul National University Former Executive Director Ⓢ LG Chem Concurrent Vice Chairman Ⓢ Duksan Holdings	Management/Leadership	2024.03.26 ~ 2027.03.25
	Kang Se-won	Male	Ⓢ Head of Business Strategy Team Ⓢ LS MnM Head of Investment Support, Tigris Investment	Management/Leadership	2025.03.27 ~ 2028.03.26
Outside Director	Kim Byung-soo	Male	Ⓢ Ph.D. in Chemistry, University of Minnesota Current Professor Ⓢ Department of Chemistry, Yonsei University	Risk Management	2024.03.26 ~ 2027.03.25
	Son Jeung-ho	Male	Ⓢ Samsung SDS Co., Ltd. Ⓢ Director, Samjeong KPMG	Risk Management	2025.03.27 ~ 2028.03.26

Governance

Sound Governance

Board of Directors

Board Independence and Transparency

Duksan Neolux ensures objectivity in its appointment process by rigorously verifying disqualifying factors and independence requirements for outside directors in accordance with the Korean Commercial Act and its Articles of Incorporation. To enhance the effectiveness of management oversight with checks and balances, one full-time auditor and one non-executive auditor have been appointed. They are granted the right to attend board meetings, as well as independent oversight and information request rights to support responsible management. Furthermore, the company guarantees outside directors access to substantive management information, enabling them to make objective and independent judgments on board agendas. This enables a transparent governance environment where outside directors and the audit committee can faithfully perform their advisory and oversight roles in key decision-making processes.

Board Operations

Duksan Neolux secures the trust of shareholders and stakeholders and realizes sustainable management value through transparent and responsible board operations. The company holds regular board meetings according to the annual operating plan and convenes extraordinary board meetings to respond flexibly and promptly to urgent decision-making needs. To ensure effective board discussions, all directors are notified in writing of the date, time, location, and agenda items three days prior to the meeting, providing ample time for review. In 2025, a total of 21 board meetings were convened, deliberating and resolving 32 key agenda items. All directors attended with a 100% attendance rate, demonstrating their commitment to responsible decision-making. All resolutions are made with the attendance of a majority of directors and the approval of a majority of those in attendance. Individual directors' opinions and deliberation results on major agenda items are clearly recorded in the minutes for transparent management.

Board Evaluation and Compensation

Duksan Neolux determines director compensation by comprehensively evaluating tenure, management contribution, and expertise to ensure fairness. While there is no separate compensation committee, compensation is paid transparently in accordance with internal regulations within the limit approved at the regular shareholders meeting, as stipulated by

Article 388 of the Commercial Act. Furthermore, to maintain objectivity in compensation execution, the total amount of executive compensation and the average compensation per person are transparently disclosed annually in the business report.

Moving Remuneration Status

Category	Unit	2023	2024	2025
Total Compensation	Million KRW	529	396	651
Average remuneration per capita	Million KRW	282	132	109

Shareholder Value

Shareholder Composition

The total number of shares that Duksan Neolux is authorized to issue is 80,000,000 shares (par value per share: 200 KRW), and as of December 31, 2025, the total number of issued shares is 24,831,179 common shares. The largest shareholder is Duksan Highmetal Co., Ltd., holding 36.67%.Co., Ltd.In addition, Duksan Neolux holds 1.08% of its own treasury stock.

Shareholder Status

Shareholder Composition	Number of Shares Held
Duksan Highmetal Co., Ltd.	9,105,856
Related Parties	1,855,662
National Pension Service	1,960,771
Other Small Shareholders	11,640,626
Duksan Neolux Co., Ltd.	268,264
Total	24,831,179

Shareholder Value Enhancement

Duksan Neolux implements a variety of shareholder-friendly policies to protect shareholder rights and maximize corporate value. To enhance shareholder voting convenience and support active participation in decision-making, we operate electronic voting and a proxy solicitation systems. The company holds a regular shareholder meeting within three months of the end of each fiscal year and transparently shares information through extraordinary shareholder meetings when major management issues arise. All shareholders are guaranteed equal rights based on the principle of one vote per share, regardless of their shareholdings. Furthermore, to build trust with shareholders, we strengthen IR (Investor Relations) activities after quarterly earnings announcements to provide prompt and accurate information on management performance and key details. Duksan Neolux will continue to expand communication with the market to enhance shareholder value and fulfill its responsibilities as a trusted company.

Governance

Transparent Ethics-Compliance Management

Ethics-Compliance Management

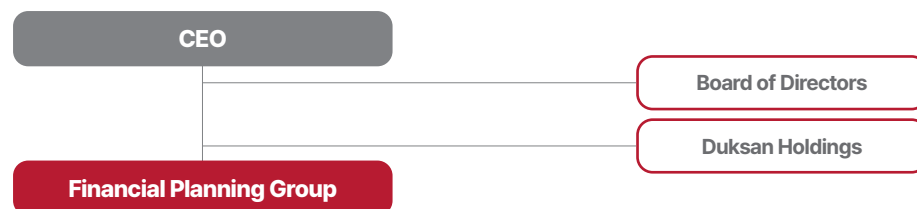
Practice of Ethical and Compliance Management Policies

Driven by the strong commitment of its senior management, Duksan Neolux Co., Ltd. practices fair and transparent management. To clarify the principles of ethical management, we have established and disclosed an Ethical Charter and Code of Ethics, distributing them to all employees to encourage adherence. We also encourage external stakeholders, including business partners, to comply with the Code of Ethics. We annually distribute and collect ethical management pledges from employees to enhance awareness. The implementation of ethical management is monitored on an ongoing basis, and Duksan Neolux continuously strengthens its ethical corporate culture and compliance management practices through these efforts.

Operation of Ethical and Compliance Management System

Duksan Neolux operates an integrated ethical and compliance management system centered around Duksan Holdings to ensure the independence and autonomy of ethical and compliance management. Duksan Holdings oversees the establishment of ethical and compliance management policies, education, monitoring, and the operation of the Duksan Clean Reporting Center, striving to internalize ethical awareness among employees. Internally, the Financial Planning Group shares relevant information from the HR Group to evaluate ethical and compliance control activities at least once a year. In 2025, no significant corruption risks were identified. Based on the results of the reporting center's operations and the HR Group's evaluations, we plan to identify ethical and compliance risks, develop improvement measures, and report and obtain approval from the Board of Directors to continuously strengthen the effectiveness of the ethical management system.

Ethical and Compliance Management Organizational Chart



Code of Ethics

We share the Corporate Philosophy pursued by the company and the Management Policy set by the management accordingly, respect the order of the free competitive market and the principles of fair competition, and pursue mutual prosperity with all stakeholders by increasing corporate value through management activities that comply with the highest ethical standards and all laws and regulations in all regions and countries where we operate.

Ethical Standards

Duksan Neolux actively promotes ethical management by complying with laws and ethics based on trust and communication, fulfilling its core role and social responsibilities.

1. The company's development is the highest "good," and we place the highest value on company development.
2. We strive to increase investment value for shareholders and investors.
3. We practice value management and create the best quality and services.
4. We respect the principles of free competition and lead sound industrial development through fair trade and competition, pursuing mutual development with business partners based on mutual trust. In particular, all transactions with affiliates and related parties are conducted fairly according to transparent and objective standards.
5. All transactions are conducted based on transparent and fair principles. No money, entertainment, or other benefits shall be provided to or received from stakeholders. Employees shall strictly manage and control situations where conflicts of interest may arise in the performance of their duties.
6. We strive for environmentally friendly management and endeavor to improve the work environment and prevent accidents.
7. We approach our work with a positive attitude, creative spirit, and challenging mindset, acting with a sense of responsibility and ownership.
8. We strive to secure and maintain the company's intellectual property rights and protect the company's tangible and intangible assets and information.
9. We strive to foster a sound organizational culture and relationships with colleagues, respecting the dignity of all employees and working to improve their quality of life.
10. The preparation and disclosure of management information shall be conducted transparently and fairly in accordance with relevant laws and internal regulations.

Governance

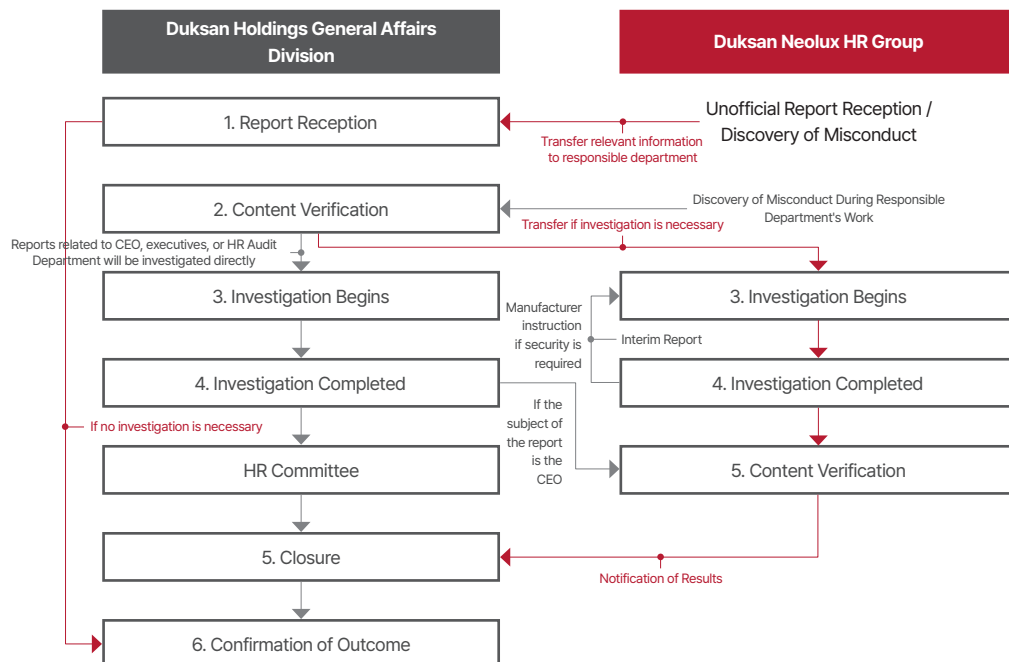
Transparent Ethics • Compliance Management

Ethics & Compliance Management

Management of Ethical and Compliance Violation Reporting Channels

Duksan Neolux operates the Duksan Clean Reporting Center to prevent employee misconduct and unethical behavior and to practice ethical management. The reporting center is independently operated by the audit organization of Duksan Holdings. Received reports are investigated fairly and objectively, and if necessary, are transferred to the HR Group for processing according to internal disciplinary regulations. Through this reporting system, the company strives to enhance the effectiveness of ethical and compliance management and continuously maintain a clean organizational culture.

Duksan Clean Reporting Center Process



Strengthening Whistleblower Protection

Duksan Neolux thoroughly protects the identity of whistleblowers. To ensure that whistleblowers can come forward with confidence, we adhere to the principles of confidentiality and identity protection and strictly prohibit any disadvantages or retaliatory actions resulting from such reporting.

Enhancing Employee Ethical Awareness

Duksan Neolux Co., Ltd. conducts regular ethics and compliance training for all employees to proactively prevent related risks and embed a culture of ethical management within the organization. Moving forward, the company plans to support employees in naturally internalizing and practicing ethical and compliant management through communication channels that include newsletters and participatory campaigns.

Ethical and Compliance Training Programs

Training Topic	Key Content		Target Audience
Ethical Management	•Anti-corruption •Fair Trade •Internal Reporting	•Corporate Social Responsibility •ESG Management	•All Employees

부서명(신청당시)	ID	이름	직급	비고	직무	카테고리	과정명
\덕산네오룩스	rkdstjd	강민성				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	cyjeon	전채연				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	jshong	홍준수				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	qldfl36	윤병열				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	jypark	박진영				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	bhgong1	공병훈				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	hyjeong	정현윤				> 법정교육	청렴교육, 품격 있는 조직 만들기
\덕산네오룩스	acm1989	안철민				> 법정교육	청렴교육, 품격 있는 조직 만들기

<Online Training Completion Results>

Governance

Information Security Enhancement

Information Security

Establishment and Management of Information Security Policy

Duksan Neolux operates an information security management system in accordance with information security laws and internal security policies. We comply with legal requirements related to information security and operate a systematic information security management organization, enhancing business stability by protecting core technologies and key internal information assets.

Information Security Policy

1. All employees are obligated to make every effort to prevent the leakage of the company's core technology assets to the outside.
2. All employees shall comply with security regulations to protect internal information assets, including technical data and management-related data belonging to the company, as well as technical data received from clients.
3. All employees shall not attempt unauthorized access, modification, or leakage of internal information assets under any circumstances.
4. All employees are obliged to comply with laws, decrees, and enforcement rules related to information security and industrial technology protection in the performance of their duties.
5. All employees shall manage and supervise employees of other companies in cooperation with the company to ensure compliance with our security regulations.

Operation of Information Security Management System

Based on the Information System Disaster Recovery Guidelines, we have a risk response process to protect our information and data from various disasters such as volcanic eruptions, earthquakes, and terrorism, and to ensure business continuity. In the event of a disaster, we establish and implement a disaster recovery plan, and have built a system for preemptive preparation through disaster recovery system construction and regular mock drills. Furthermore, we strive for up-to-date system operation by conducting regular monitoring and system upgrades.

Strengthening Monitoring of Core Technology Information Leakage

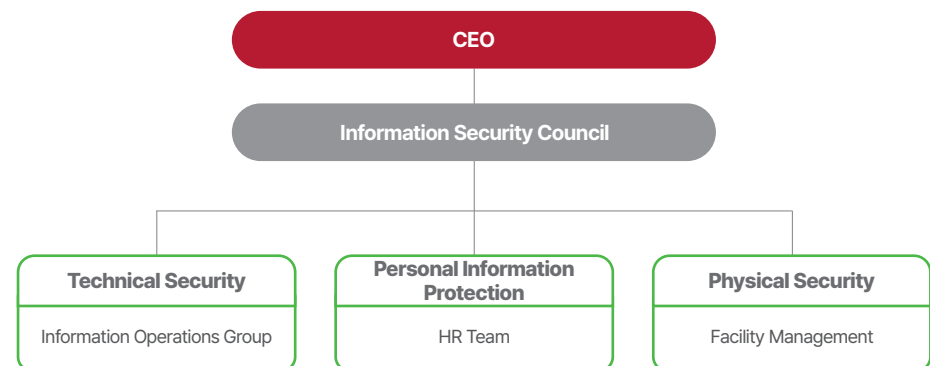
Duksan Neolux actively reinforces security measures for its core technologies. In collaboration with relevant departments, the company inspects operational practices and monitors

information flows; it identifies areas for improvement by gathering feedback on operational issues and regularly updates its information security policies. Furthermore, the company is fully committed to preventing information leakage by implementing a security breach prevention system that utilizes state-of-the-art systems and processes exceeding domestic regulatory requirements.

Operation of Information Security Organization

Duksan Neolux operates an Information Security Council to achieve the goal of 'zero Information leakage through enhancement of information security system and awareness.' The Information Security Council consists of departments from each sector and discusses information security strategies, directions, and policies. Security managers designated in each sector identify security risks within their departments through the Information Security Council and implement improvement activities.

Information Security Organizational Chart



Strengthening Security Incident Prevention

Security vulnerabilities are rising alongside the rapid expansion of IT technology usage, driven by shifts in work environments, including the increase in remote work and business travel, and the growing use of cloud services. We have enhanced our systems by implementing security solutions and are actively prioritizing the prevention of security incidents through measures such as conducting penetration tests to prepare for potential cyberattacks.

Information Security Training Status

Category	참석률 (참석인원/대상인원)		
	2023	2024	2025*
Information Security Training Attendance Rate	100%(249/249)	99%(266/268)	100%(294/294)

* Excludes 2 individuals on leave of absence out of the total number of employees.

Governance

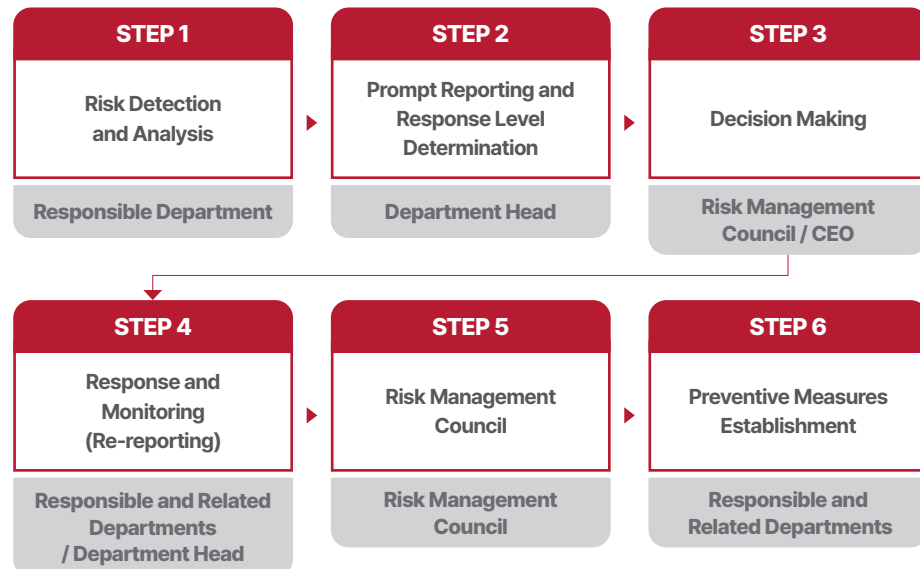
Risk Management

Integrated Risk

Enhancement of Risk Management System

Deoksan Neolux Co., Ltd. has established and is operating a systematic risk management system to proactively respond to various risks that may arise in the rapidly changing domestic and foreign business environment. We aim to stably secure business sustainability through a system that can quickly respond to pre-defined potential risks across the entire company. Risks identified by each department are reported to the head of the department, who focuses on preventive measures through continuous monitoring and prepares response measures to minimize damage in case of risk occurrence. Key risk trends and response strategies are regularly reviewed through weekly Risk Management Council meetings attended by department heads, and major issues are promptly reported to the CEO. Furthermore, ESG risk management activities are formally presented to the Board of Directors for deliberation, thereby strengthening the practical execution base of risk management governance.

Risk Response Process



Risk Management Governance Structure

CEO Risk Management Council			
Department	Risk Type	Major Risks	Risk Response Strategy
Finance Planning	Financial	⊗ Exchange rate fluctuations due to foreign currency transactions ⊗ Interest rate fluctuations due to changes in financial markets ⊗ Internal transactions and conflicts of interest between affiliated companies ⊗ Accounting fraud, including fair trade and anti-corruption	⊗ Continuous monitoring of financial environment and exchange rates ⊗ Utilization of hedging instruments for interest rates and exchange rates ⊗ Operation of internal accounting management system ⊗ Strengthening internal transaction control procedures and mandatory prior review
Purchasing	Supply Chain	⊗ Delay in raw material procurement ⊗ Supplier ESG Risks	⊗ Ensuring stability of partner contracts ⊗ Promoting diversification of supply sources ⊗ Reviewing the introduction of supplier ESG evaluation
Safety and Environment	Environment/ Safety	⊗ Violation of environmental laws and regulations ⊗ Occurrence of safety accidents ⊗ Natural disasters due to climate change ⊗ Instability of energy supply and demand	⊗ Monitoring regulations and strengthening compliance processes ⊗ Improving safety systems and investing in related facilities ⊗ Conducting safety training for employees ⊗ Strengthening energy saving systems
Sales	Sales Activities	⊗ Sales activities and sales restrictions (Demand contraction)	⊗ Continuous monitoring of market environment and customer demand
R&D & Legal Affairs	Research Development	⊗ Delay in responding to new technologies ⊗ Technology leakage and patent infringement ⊗ Development constraints due to strengthened technological regulations	⊗ Analysis of technological trends in upstream industries ⊗ IP Monitoring ⊗ Regulatory Monitoring and Response Measures
제조	Production and Quality	⊗ Product production suspension and quality defects ⊗ Equipment aging	⊗ Operation of pre-inspection and response system for production ⊗ Strengthening quality management system ⊗ Establishment of equipment repair and replacement plan

Governance

Risk Management

Tax Strategy

Duksan Neolux Co., Ltd. recognizes the diligent payment of taxes as a core corporate social responsibility and pursues sustainable growth based on tax transparency and fairness. We adhere to the value of taxation that supports balanced national economic development and environmental sustainability, and believe in fulfilling our tax obligations honestly and transparently. In particular, we have established a new tax strategy for 2025, thoroughly comply with related laws and regulations, and operate a risk response system that proactively identifies and systematically manages potential tax risks. We also continuously monitor changes in domestic and international tax policies and strengthen our internal tax expertise to build a stable tax management system. Going forward, Duksan Neolux Co., Ltd. will fulfill its corporate social responsibilities by practicing ethical and responsible tax policies, further solidifying trust with shareholders and stakeholders.

Tax Payment Related Awards

Category	Awarding Institution	Award Name
2021	Ministry of Economy and Finance	Model Taxpayer Award
2022	Chungcheongnam-do Province	Model Taxpayer Award



Tax Strategy

1. Diligent Fulfillment of Tax Obligations

- We thoroughly comply with the tax laws of all countries where we operate and fulfill our obligations for accurate and diligent tax reporting and payment.
- We maintain close communication with tax authorities and respond promptly and transparently to tax audits and data requests to enhance external credibility.
- We strictly prohibit artificial tax avoidance activities, such as exploiting differences in tax laws between countries or using tax havens.

2. Tax Risk Management

- We regularly review the processes related to tax reporting and payment and strengthen the management system by clearly defining the roles and responsibilities of the responsible department.
- We thoroughly review tax issues in advance for major business decisions and secure objectivity in decision-making by actively utilizing external expert advice, such as from accounting firms.
- For matters with unclear tax law interpretations, we respond cautiously based on the comprehensive opinions of internal and external experts to minimize potential tax risks.
- We ensure transparency in tax management by making decisions on significant matters, such as the establishment and amendment of tax policies, after deliberation and approval by the Board of Directors.

ESG Data

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economic performance

Creation of economic value

Consolidated Statement of Financial Position

(Million KRW))

Category	2023	2024	2025
Current Assets	100,923	124,327	393,052
Non-current Assets	303,404	327,985	321,100
Total Assets	404,327	452,312	714,152
Current Liabilities	23,665	23,496	108,355
Non-current Liabilities	27,469	29,811	135,338
Total Liabilities	51,134	53,306	243,693
Share Capital	4,966	4,966	4,966
Additional Paid-in Capital	138,602	138,602	138,602
Other Capital Items	(7,559)	(6,863)	(6,905)
Retained Earnings	217,087	262,205	315,180
Non-controlling Interests	97	96	18,616
Total Equity	353,193	399,005	470,460
Total Liabilities and Equity	404,327	452,312	714,152

* Acquisition of Hyundai Heavy Industries Turbomachinery in 2025

Distribution of economic value

(Million KRW)

Category	2023	2024	2025
Employee compensation	19,087	24,766	25,202
Supplier purchases	92,552	86,861	85,486
Corporate tax payments	(6,146)	(11,240)	(9,097)
R&D Investment	20,653	31,865	36,632
Community donations	249	102	255

Consolidated Statement of Income

(Million KRW)

Category	2023	2024	2025
Revenue	163,702	212,252	344,310
Cost of sales	106,253	130,725	228,230
Gross profit	57,449	81,527	116,080
Selling, general and administrative expenses	24,530	29,055	55,338
Operating profit	32,920	52,472	60,742
Other income	1,407	2,671	4,035
Other expenses	1,821	4,372	7,131
Finance income	10,298	7,971	9,736
Finance costs	1,504	3,511	6,942
Equity in earnings of associates	426	(1,333)	3,866
Profit before income tax	41,724	53,897	64,306
Income tax expense	5,920	8,136	10,349
Net profit for the period	35,804	45,761	53,957

* Acquisition of Hyundai Heavy Industries Turbomachinery in 2025

Shareholder composition and status

Category (As of December 31, 2025)	Number of shares owned	Ownership by %
Deoksan Himetal Co., Ltd.	9,105,856	36.67
Lee Soo-hoon and special related parties	1,855,662	7.47
Other shareholders	13,601,397	54.78
Treasury stock	268,264	1.08
Total	24,831,179	100.00

Environmental performance

Greenhouse Gas Management

Category		Unit	2023	2024	2025
Greenhouse gas emissions	Scope 1 (Direct) Emissions	tCO2eq	60.9	56.4	47.0
	LPG	tCO2eq	10.9	11.5	3.6
	Gasoline	tCO2eq	47.0	41.3	39.9
	Diesel	tCO2eq	3.1	3.6	3.4
	Scope 2 (Indirect) Emissions	tCO2eq	12,225.8	11,626.5	10,875.4
	Total greenhouse gas emissions	tCO2eq	12,286.8	11,682.9	12,464.69
Greenhouse gas intensity	Scope 1+2 Unit Emissions	TCO2eq/100 million KRW	7.51	5.50	3.16
Greenhouse gas emission targets		tCO2eq	12,902.03	12,683.36	12,464.69
Year-on-year greenhouse gas emission reduction		tCO2eq	833.94	603.87	807.49
Greenhouse gas reduction rate		%	6.8	5.2	7.4

Raw Material Management

Category	Unit	2023	2024	2025
Total Raw Material Usage	ton	62.4	100.8	114.6
Major OLED Emitting Material Raw Materials	ton	8.9	15.2	11.3
Major OLED Non-Emitting Material Raw Materials	ton	34.7	62.7	83.5
Other Raw Material Usage	ton	18.7	23.0	19.8

Energy Consumption

Category		Unit	2023	2024	2025
Total energy consumption		GJ	256,407.7	243,816.3	223,560.0
Direct energy	Electricity	GJ	255,475.0	242,950.9	222,780.9
	Total direct energy consumption	GJ	255,475.0	242,950.9	222,780.9
Indirect energy	LPG	GJ	189.7	198.5	246.8
	Gasoline	GJ	698.9	615.5	712.8
	Diesel	GJ	44.1	51.4	55.3
	Total Indirect Energy Consumption	GJ	932.7	865.4	1,014.9
Energy Intensity		GJ/100 million KRW	156.6	114.9	65
Energy Consumption Target		GJ	269,160.0	264,597.9	260,035.9
Year-on-Year Energy Consumption Reduction		GJ	17,314.33	12,591.33	20,170.03
Energy Consumption Reduction Rate		%	6.8	5.2	9.0

Water Resource Management

Category	Unit	2023	2024	2025
Total Annual Water Usage	ton	11,353	11,640	11,251
Tap Water Usage	ton	11,353	11,640	11,251
Wastewater Discharge	ton	378	414	514

Environmental performance

Waste Management

Category		Unit	2023	2024	2025
Total Waste Generation		ton	460.1	688.0	675.0
Non-recyclable Waste Emission	Total General Waste Generation	ton	30.2	20.2	22.2
	Incineration	ton	30.2	20.2	22.2
	Total Designated Waste Generation	ton	7.6	40.3	36.3
	Incineration	ton	7.6	40.3	36.3
	Total Non-Recyclable Waste Generation	ton	37.8	60.4	58.5
Recyclable Waste Emission	Total Recyclable Waste Generation	ton	422.3	627.5	566.9
	Liquid and Solid Waste Organic Solvents	ton	422.3	627.5	566.9
	Waste Recycling Rate	%	91.8	91.2	84.0
Waste Treatment	Total Waste Treated	ton	37.8	60.4	58.5

Air Pollutant Management

Category		Unit	2023	2024	2025
PM (Dust) Emission		mg/Sm3	0.002	0.675	0.400
Dust Emission Concentration vs. Regulation		%	0.005	2.250	1.333

Chemical Management

Category		Unit	2023	2024	2025
Chemical Usage		ton	136	186	130
Chemical Emissions		ton	109	120	109

Environmental Investment Performance

Category		Unit	2023	2024	2025
Environmental Investment	Environmental Investment Amount	Million KRW	169.0	231.0	296.0

Social Performance

Employee Status

Category		Unit	2023	2024	2025
Total Headcount		Persons	254	277	294
Gender	Male	People	203	219	231
		%	79.9	79.1	78.6
	Female	People	51	58	63
		%	20.1	20.9	21.4
By Age	Under 30 years old	People	87	93	98
		%	34.3	33.6	33.3
	30 To under 50 years old	People	156	176	183
		%	61.4	63.5	62.2
	50 Years old and over	People	11	8	13
		%	4.3	2.9	4.4
By Employment Type	Regular Employee	People	242	268	282
	Male	People	194	215	224
	Female	People	48	53	58
	Non-regular Employee	People	12	9	12
	Male	People	9	4	7
	Female	People	3	5	5
External Worker		People	0	0	0
By Position	Designated Position	People	10	6	7
	Total Production Staff	People	26	33	30
	01	People	21	29	25
	02	People	4	3	4
	03	People	1	1	1
	Total Research Staff	People	46	51	55
	T1	People	42	47	51
	T2	People	4	3	3
	T3	People	-	1	1
	Total Office Staff	People	161	178	190
	G1	People	82	97	106
	G2	People	68	70	74
	G3	People	11	11	10
	Executive	People	11	9	12
	Cheonan	People	242	260	276
	Seoul	People	0	0	0
	Other	People	12	17	18

Average Tenure of Staff

Category		Unit	2023	2024	2025
Overall Average Tenure		Months	62	64	63
Gender	Male	Months	65	67	65
	Female	Months	54	52	53

Staff Diversity

Category			Unit	2023	2024	2025
Female Staff	Number of Female Staff by Position	Designated Position	People	5	4	4
		Total Production Staff	People	1	1	2
		01	people	1	1	2
		02	people	0	0	0
		03	people	0	0	0
		Total Research Staff	people	5	6	7
		T1	people	5	6	7
		T2	people	0	0	0
		Total Office Staff	people	40	47	50
		G1	people	23	29	32
		G2	people	16	17	18
		G3	people	1	1	0
		Executives	people	0	0	0
	By Department/ Job Group	Sales Departments	people	3	4	3
		STEM Departments	people	48	49	44
Vulnerable Groups	Number of Disabled Employees		people	5	3	3
	Percent of Disabled Employees		%	2.0	1.1	1.0
	Number of National Merit Employees		people	0.0	0	0
	Percent of National Merit Employees		%	0	0	0
	Number of Foreign Employees		people	5	4	2
	Percent of Foreign Employees		%	2.0	1.4	0.7

Social Performance

New Hires and Turnover

Category			Unit	2023	2024	2025
Total Employees			people	254	277	294
New Hires	Total Hires		people	53	58	58
	By Gender	Male	people	44	45	43
			%	83.0	77.6	74.1
		Female	people	9	13	15
				17.0	22.4	25.9
	By Age	Under 30 years old	people	40	37	32
			%	75.5	63.8	55.2
		30 To under 50 years old	people	11	21	20
			%	20.8	36.2	34.5
		50 Years old and over	people	2	0	6
				3.8	0.0	10.3
	By Employment Type	Regular Employee	people	35	55	47
		Non-regular Employee	people	18	3	11
	Internal Hires		people	1	1	2
Employee Turnover	Total Turnover		people	63	34	15
	Overall Turnover Rate		%	24.9	12.3	5.1
	Voluntary Turnover		people	63	34	14
	Voluntary Turnover Rate		%	26.1	12.3	8.7
	Gender	Male	people	54	29	10
			%	85.7	85.3	66.7
		Female	People	9	5	5
				14.3	14.7	33.3
	By Age	Under 30 years old	People	28	15	6
			%	44.4	44.1	40.0
		30 To under 50 years old	People	33	16	8
			%	52.4	47.1	53.3
		50 Years old and over	People	2	3	1
			%	3.2	8.8	6.7
	By Employment Type	Regular Employee	People	52	29	7
		Non-regular Employee	People	11	5	8
	By Job Type	Office Worker	People	55	27	9
		Production Worker	People	8	7	6

Parental Leave Status

Category			Unit	2023	2024	2025
Number of Employees Using Childbirth Leave			People	5	4	4
Parental Leave Users	Total		People	1	1	2
	Gender	Male	People	1	1	2
		Female	People	0	0	0
Returnees after Parental Leave	Total		People	0	0	0
	Gender	Male	People	5	6	7
		Female	People	5	6	7
Returnees after Parental Leave for over 12 months	Total		People	0	0	0
	Gender	Male	People	40	47	50
		Female	People	23	29	32
Return-to-Work Rate after Parental Leave	Total		%	16	17	18
	Gender	Male	%	2.0	1.1	1.0
		Female	%	0.0	0	0
Rate of Employees Working for Over 12 Months After Parental Leave	Total		%	0	0	0
	Gender	Male	%	5	4	2
		Female	%	2.0	1.4	0.7

Labor-Management Council Operations

Category	Unit	2023	2024	2025
Number of Labor-Management Council Meetings	Meetings	4	4	4
Number of Agenda Items in Labor-Management Council	Items	4	4	4
Number of Resolved Agenda Items in Labor-Management Council	Items	4	4	4
Agenda Resolution Rate	%	100	100	100

Social Performance

Employee Training

Category			Unit	2023	2024	2025
Number of Employees Participating in Training (Cumulative)			People	1,569	1,864	1,037
Total Training Expenses			Thousand KRW	82,144	79,127	72,292
Total Training Hours	Training Hours		Hours	11,697	10,302	6,323
	By Job Type	Office Worker	Hours	11,052	9,891	6,073
		Field Staff	Time	645	411	250
Average Training Cost Per Person			Thousand KRW/Person	52.4	42.4	69.7
Average Training Hours Per Person			Hours/Person	7.5	5.5	6.1
Ethics & Anti-Corruption Training	Number of Participants		People	263	277	294
	Total Training Hours		Hours	1,052	1,108	1,176
	Training Hours Per Person		Hours/Person	4.0	4.0	4.0
Human Rights Training	Number of Participants		People	263	277	294
	Total Training Hours		Hours	789	831	882
	Training Hours Per Person		Hours/Person	3.0	3.0	3.0
Safety & Health Training	Number of Participants		People	253	251	294
	Total Training Hours		Hours	3,036	3,012	3,528
	Training Hours Per Person		Hours/Person	12.0	12.0	12.0
Environmental Training	Number of Participants		People	253	251	294
	Total Training Hours		Hours	506	502	588
	Training Hours Per Person		Hours/Person	2.0	2.0	2.0
Information Security Training	Number of Participants		People	249	266	294
	Total Training Hours		Hours	249	266	294
	Training Hours Per Person		Hours/Person	1.0	1.0	1.0

Industrial Safety and Health

Category			Unit	2023	2024	2025
Employees	Number of Major Industrial Accidents		Cases	0	0	0
	Number of Fatalities Due to Injury		People	0	0	0
	Fatality Rate Due to Injury		Cases/Million Hours	0	0	0
	Number of Fatalities Due to Illness		People	0	0	0
	Fatality Rate Due to Illness		Cases/Million Hours	0	0	0
	Number of Injured		People	0	0	0
	Number of Occupational Accidents		Cases	0	0	0
	Industrial Accident Rate		Cases/Million Hours	0	0	0
	Lost Time Injury Frequency Rate (LTIFR)		Cases/Million Hours	0	0	0
	Total Recordable Injury Rate (TRIR)		Cases/Million Hours	0	0	0
	Occupational Illness Frequency Rate (OIFR)		Cases/Million Hours	0	0	0
Subcontractors	Number of Major Industrial Accidents		Cases	0	0	0
	Number of Fatalities Due to Injury		People	0	0	0
	Fatality Rate Due to Injury		Cases/Million Hours	0	0	0
	Number of Fatalities Due to Illness		People	0	0	0
	Fatality Rate Due to Illness		Cases/Million Hours	0	0	0
	Number of Injured		People	0	0	0
	Number of Occupational Accidents		Cases	0	0	0
	Industrial Accident Rate		Cases/Million Hours	0	0	0
	Lost Time Injury Frequency Rate (LTIR)		Cases/1 Million Hours	0	0	0
	Total Recordable Incident Rate (TRIR)		Cases/1 Million Hours	0	0	0
	Occupational Illness Incidence Rate (OIFR)		Cases/1 Million Hours	0	0	0

Social Performance

Member Compensation

Category			Unit	2023	2024	2025
Average Total Wage	Male		Million KRW	35.1	36.1	42.0
	Female		Million KRW	34.2	35.3	38.2
	Percent Female vs. Male		%	97.4	97.8	90.1
Average Total Pay	Male		Million KRW	52.6	53.5	59.6
	Female		Million KRW	49.7	52.2	51.1
	Percent Female vs. Male		%	94.5	97.6	85.7
O1 Average Pay	Base Pay	Male	Million KRW	25.4	25.6	25.9
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
	Pay	Male	Million KRW	40.0	40.5	45.2
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
O2 Average Pay	Base Pay	Male	Million KRW	30.9	30.5	34.1
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
	Pay	Male	Million KRW	48.1	49.9	64.9
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
T1 Average Pay	Base Pay	Male	Million KRW	26.5	27.4	36.2
		Female	Million KRW	26.0	27.2	32.9
		Percent Female vs. Male	%	98.1	99.3	90.9
	Pay	Male	Million KRW	37.8	39.2	48.2
		Female	Million KRW	36.8	38.1	44.0
		Percent Female vs. Male	%	97.4	97.2	91.3

Member Compensation

Category			Unit	2023	2024	2025
T2 Average Pay	Base Pay	Male	Million KRW	35.3	36.2	49.1
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
	Pay	Male	Million KRW	51.5	52.2	64.0
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
G1 Average Pay	Base Pay	Male	Million KRW	32.2	32.3	38.1
		Female	Million KRW	31.6	31.8	35.1
		Percent Female vs. Male	%	98.1	98.5	92.1
	Pay	Male	Million KRW	46.4	47.7	50.9
		Female	Million KRW	45.5	46.4	47.7
		Percent Female vs. Male	%	98.1	97.3	93.7
G2 Average Compen sation	Base Pay	Male	Million KRW	44.0	44.1	54.3
		Female	Million KRW	41.9	42.7	49.8
		Percent Female vs. Male	%	95.2	96.8	91.7
	Pay	Male	Million KRW	64.6	67.5	75.1
		Female	Million KRW	62.1	63.3	64.1
		Percent Female vs. Male	%	96.1	93.8	85.4
Executive Compen sation	Base Pay	Male	Million KRW	166.1	159.9	147.8
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A
	Pay	Male	Million KRW	166.1	159.9	147.8
		Female	Million KRW	N/A	N/A	N/A
		Percent Female vs. Male	%	N/A	N/A	N/A

Social Performance

Member Compensation

Category		Unit	2023	2024	2025
Percent of Male New Employee Salary vs. Minimum Wage		%	163	159	162
Percent of Female New Employee Salary vs. Minimum Wage		%	163	159	162
New Employee StartingSalary	Male	Million KRW	40	40	42
	Female	Million KRW	40	40	42

Employee Performance Evaluation

Category		Unit	2023	2024	2025
Performance Evaluation Target	Number of Evaluatees	people	212	253	251
	Evaluatee Percent	%	88.0	91.3	85.4
Utilization of MBO System	Number of Applicable Employees	people	155	180	182
	Percent of Applicable Employees	%	64.3	65.0	61.9
Utilization of Comparative Analysis System	Number of Applicable Employees	people	212	253	251
	Percent of Applicable Employees	%	88.0	91.3	85.4
Number of Executives and Employees Who Received Regular Performance Evaluation		people	154	180	182
Percent of Executives and Employees Who Received Regular Performance Evaluation		%	60.9	65.0	61.9

Corporate Social Contribution Activities

Category	Unit	2023	2024	2025
Total Social Contribution Expenses	Million KRW	100	100	257

Information Security Violations

Category	Unit	2023	2024	2025
Number of Information Security Law Violations	Cases	0	0	0
Number of Information Security Incidents	Cases	0	0	1

Supplier Supply Chain Management

Category		Unit	2023	2024	2025
Number of Key Suppliers		Companies	22	22	22
Supplier Purchase Amount	Raw Materials	Million KRW	67,515	79,422	75,501
	Construction Services	Million KRW	15,485	20,782	10,826
	Supplies	Million KRW	9,552	19,299	10,130
	Total Purchase Amount	Million KRW	92,552	119,503	96,457
Supplier ESG Management	Number of Suppliers Submitting Conflict Minerals Free Declaration	Companies	35	35	38
	Number of Suppliers Submitting Confirmation of No Environmental Regulated Substances	Companies	35	35	38

Human Rights Violation Reports

Category	Unit	2023	2024	2025
Number of Human Rights Violation Reports	cases	0	0	0
Number of Processed Human Rights Violation Cases	cases	0	0	0

R&D Status

Category		Unit	2023	2024	2025
R&D Personnel Status	Number of R&D Personnel	People	125	119	124
	Proportion of R&D Personnel	%	49.2	43.0	40.7
	Number of R&D Personnel with Master's or Doctoral Degrees	People	78	83	81
	Proportion of R&D Personnel with Master's or Doctoral Degrees	%	62.4	69.7	65.3
R&D Investment Status	R&D Investment Amount	100 Million KRW	207	319	366
Patent Application and Registration Status	R&D Investment Percent to Sales	%	12.6	15.0	10.6*
	Applications	Cases	316	266	268
	Registrations	Cases	146	161	148

Governance performance

Board Composition

Category	Unit	2023	2024	2025
Entire Board	people	4	4	6
Male	people	4	4	6
Female	people	0	0	0
Total Internal Directors	people	3	3	4
Male	people	3	3	4
Female	people	0	0	0
Total Outside Directors	people	1	1	2
Male	people	1	1	2
Female	people	0	0	0
Percent of Internal Directors	%	75.0	75.0	66.7
Percent of Outside Directors	%	25.0	25.0	33.3

Board Operations

Category		Unit	2023	2024	2025
Board Meetings	Number of Board Meetings	times	9	13	21
Board Agenda Items	Number of Board Agenda Items/ Reports	cases	10	15	32
ESG Agenda Items	Number of ESG Risk Agenda Items/ Reports in Board Meetings	cases	1	0	1
Board Attendance	Board Attendance Rate	%	100	100	100
	Internal Director Attendance Rate	%	100	100	100
	Outside Director Attendance Rate	%	100	100	100
Board Tenure	Average Board Tenure	years	2.9	4.1	3.8
	Average Internal Director Tenure	years	2.9	4.2	4.5
	Average Outside Director Tenure	years	2.7	3.7	2.3

Board Evaluation and Compensation

Category		Unit	2023	2024	2025
Board Compensation	Total Board Compensation	Million KRW	529	396	651
	Average Board Compensation	Million KRW	200	216	179
	Average Compensation Per Board Member	Million KRW	282	132	109
Inside Director Compensation	Total Inside Director Compensation	Million KRW	493	360	585
	Average Inside Director Compensation	Million KRW/Person	164	180	146
Outside Director Compensation	Total Outside Director Compensation	Million KRW	36	36	66
	Average Outside Director Compensation	Million KRW/Person	36	36	33
CEO and Employee Compensation	CEO Compensation	Million KRW	243	360	300
	Median Employee Compensation	Million KRW	49	61	56
	Employee-CEO Compensation Percent	Times	5.0	5.8	5.3
	CEO Compensation Increase Rate	%	(69.8)	47.8	(17.0)
	Median Employee Compensation Increase Rate	%	(12.0)	25.6	8.0
	Employee-CEO Compensation Increase Percent	Times	581.5	187.1	(9.0)

Governance performance

Board Expertise

Category	Unit	2023	2024	2025
Number of Outside Directors with Industry Experience	명	1	1	2

Regulatory Violations

Category		Unit	2023	2024	2025
Regulatory Violations	Total Number of Violations	Cases	0	0	0
	Environmental Regulation Violations	Cases	0	0	0
	Industrial Safety Regulation Violations	Cases	0	0	0
	Fair Trade Regulation Violations	Cases	0	0	0
Fines Imposed	Total Fines	Million KRW	0	0	0
	Environmental Regulation Violations	Million KRW	0	0	0
	Industrial Safety Regulation Violations	Million KRW	0	0	0
	Fair Trade Regulation Violations	Million KRW	0	0	0

Tax Payment Status

Category	Unit	2023	2024	2025
Profit Before Tax	Million KRW	41,754	53,908	62,193
Income Tax Payable (Tax Paid)	Million KRW	2,993	5,610	4,437
Income Tax Expense	Million KRW	5,938	8,156	9,097
Tax Rate	%	21.0	21.0	21.0
Effective Tax Rate	%	14.2	15.1	14.6

Appendix

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GRI Standards 2021

Universal Standards

Category	Indicator	Indicator Description	Page	Remarks
GRI 2: General Disclosures 2021	2-1	Organizational Information	6	
	2-2	Entities in the Report	2	
	2-3	Reporting Period, Frequency, and Contact Point	3	
	2-4	Restatements of Information	53, 60	
	2-5	External Assurance	-	
	2-6	Activities, Value Chain, and Other Business Relationships	6-7, 43	
	2-7	Stakeholders	56	
	2-8	Workers not members of the organization	56	
	2-9	Governance structure and elements	45	
	2-10	Appointment and selection of top governance	45	
	2-11	Chair of the top governance body	45	
	2-12	Role of the top governance body in impact management	46	
	2-13	Delegation of responsibility for impact management	45	
	2-14	Role of the top governance body in sustainability reporting	10	
	2-15	Conflicts of interest	45	
	2-16	Reporting of material issues	61	
	2-17	Comprehensive knowledge of the top governance body	-	Not applicable
	2-18	Performance evaluation of the top governance body	-	Not applicable
	2-19	Remuneration policy	46	
	2-20	Remuneration decision-making process	46	
	2-21	Total annual remuneration percent	61	
	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitment implementation	25, 42	
	2-24	How to internalize policy commitments	26, 58	
	2-25	Process for mitigating negative impacts	47-48	
	2-26	Mechanisms for consultation and reporting	48	
	2-27	Legal and regulatory compliance	62	
	2-28	Affiliated associations	68	
	2-29	Ways of stakeholder engagement	11	
	2-30	Collective bargaining	-	Not applicable
GRI 3: Material Topics 2021	3-1	Process for determining material topics	12	
	3-2	List of material topics	13	

Material Topics

Strengthening waste management

Category	Indicator	Indicator Description	Page
GRI 2: General	3-3	Management of material topics	14
GRI 306:Waste	306-1	Waste generated and significant negative impacts of waste	23
	306-2	Management of significant negative impacts of waste	23
	306-3	Waste generation	55
	306-4	Waste recycled	55
	306-5	Waste treated	55

Respect for human rights and diversity of members

Category	Indicator	Indicator Description	Page
GRI 3	3-3	Management of material topics	15
GRI 405:Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	56
	405-2	Percent basic pay and compensation, women vs. men	59-60
GRI 406:Non-discrimination	406-1	Cases of discrimination and remedies and potential remedies	26, 60

Strengthening occupational health and safety management

Category	Indicator	Indicator Description	Page
GRI 3	3-3	Management of material topics	15
GRI 403:Occupational health and safety	403-1	Occupational health and safety management system	32-33
	403-2	Hazard identification, risk assessment, and incident investigation	34
	403-3	Occupational health and safety services	35
	403-4	Worker participation and communication on occupational health and safety	33
	403-5	Worker training on occupational health and safety	35
	403-6	Worker health promotion	36
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	35
	403-8	Workers covered by the occupational health and safety management system	32-33
	403-9	Work-related injuries	58
	403-10	Work-related illnesses	58

GRI Standards 2021

Material Topics

Strengthening ethical management and anti-corruption capabilities

Category	Indicator	Indicator Content	Page
GRI 3	3-3	Management of material topics	16
GRI 205:Anti-corruption	205-2	Communication and training on anti-corruption policies and procedures	48, 58

Nurturing talent and next-generation leaders

Category	Indicator	Indicator Content	Page
GRI 3	3-3	Management of material topics	15
GRI 404:Training and Education	404-1	Average training hours per employee	58
	404-2	Programs for career development and advancement of employees	29
	404-3	Proportion of employees that had performance and career development reviews	60

Non-Material Topics

Economic Standards

Category	Indicator	Indicator Content	Page
GRI 201:Economic Performance	201-1	Financial implications caused by climate change	53
GRI 202:Market Presence	202-1	Percent of standard entry-level wage to local minimum wage at significant locations of operation	60
GRI 203:Indirect Economic Impacts	203-1	Infrastructure investments and support of services provided for public benefit	44
	203-2	Significant indirect economic impacts and the inadequate management of these impacts	37-38, 44
GRI 204:Procurement Practices	204-1	Proportion of spending on locally sourced goods and services	60
GRI 207:Tax	207-1	Tax approach	51
	207-4	Country by country reporting	62

Non-Material Topics

Environmental Standards

Category	Indicator	Indicator Content	Page
GRI 301:Materials	301-1	Weight and volume of materials used	54
	302-1	Energy consumption within the organization	54
GRI 302:Energy	302-3	Energy intensity	54
	302-4	Reductions in energy use	54
GRI 303:Water and effluents	303-1	Interaction with water as a shared resource	24
	303-2	Management of discharges	24, 54
	303-5	Water withdrawal	54
GRI 305:Emissions	305-1	Direct greenhouse gas emissions (scope 1)	54
	305-2	Indirect greenhouse gas emissions (scope 2)	54
	305-4	Greenhouse gas emission intensity	54
	305-5	Greenhouse gas emission reduction	54
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other major air emissions	55

Social Standards

Category	Indicator	Indicator Content	Page
GRI 401:Employment	401-1	New hires and employee turnover	57
	401-2	Compensation and benefits provided to full-time employees that are not provided to temporary or part-time employees	31
	401-3	Parental leave	57
GRI 402:Labor-management relations	402-1	Minimum notice period regarding operational changes	30, 57
GRI 413:Local communities	413-1	Operations with significant actual and potential negative impacts on local communities	44, 60
GRI 418:Customer privacy	418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data	60

ESG initiative

UN SDGs

Duksan Neolux Co., Ltd. recognizes the importance of achieving the UN SDGs (United Nations Sustainable Development Goals) and is pursuing activities related to 13 of the 17 Sustainable Development Goals to contribute to global and national efforts for sustainable development.

NO.	Goal	Key Activities	Reporting Location
1	No Poverty	☺ We are committed to supporting vulnerable groups by actively employing individuals with disabilities and prohibiting discrimination in employment conditions and types of work, as well as through donations to palliative care for children with cancer at Asan Medical Center.	27, 44
3	Good Health and Well-being	☺ We operate welfare programs to promote employee health, including regular health check-ups and medical consultations, and an in-house gym. We also strive to create a safe and healthy working environment by managing hazardous substances and improving working conditions.	24, 31, 36
4	Quality Education	☺ We support continuous competency development for our employees and contribute to expanding educational opportunities in the local community through donations to universities and research institutions via the Yuha Prun Foundation.	44
5	Gender Equality	☺ We operate fair recruitment, evaluation, and compensation systems, and foster a female-friendly and gender-equal organizational culture through maternity protection programs and flexible work arrangements.	28-29
6	Clean Water and Sanitation	☺ We operate a management system to enhance water use efficiency and properly treat wastewater according to legal standards, striving to create a clean water and sanitation environment.	24
7	Affordable and Clean Energy	☺ Based on ISO 50001 Energy Management System certification, we pursue facility investments and operational efficiency improvements for energy savings, and expand eco-friendly energy use by operating electric vehicle charging stations.	20-21
8	Decent Work and Economic Growth	☺ Duksan Neolux Co., Ltd., selected as a youth-friendly excellent company, continuously strives to create local jobs, expand youth employment, and foster a safe and healthy work environment.	27
9	Industry, Innovation and Infrastructure	☺ We contribute to technological innovation and strengthening industrial competitiveness through active R&D and the development of high-value new materials in the field of OLED display materials.	37-38
10	Reduced Inequalities	☺ We provide fair opportunities to all stakeholders, eliminate discrimination based on gender, nationality, age, disability, etc., and foster an inclusive organizational culture.	26
11	Sustainable Cities and Communities	☺ We strive to preserve the local environment and achieve carbon neutrality by managing hazardous substances and preventing environmental accidents. We also pursue harmonious coexistence with the local community through the operation of commuter buses and investment in eco-friendly facilities.	21
12	Responsible Consumption and Production	☺ Based on the ISO 14001 Environmental Management System, we practice source reduction of waste and maintain a high recycling rate.	22-23
13	Climate Action	☺ We have established a systematic management system for greenhouse gas reduction and continuously review and pursue feasible reduction measures along with setting quantitative reduction targets.	20-21
16	Peace, Justice and Strong Institutions	☺ We operate an ethical management system and the Duksan Clean Reporting Center to realize fair and transparent management. We continuously strengthen employees' compliance awareness and sense of responsibility through ethics training.	48

ESG initiative

UNGC 10 Principles

Duksan Neolux Co., Ltd. supports the founding purpose of the UNGC (United Nations Global Compact), a global corporate sustainability initiative, and strives to practice the UNGC's 10 Principles concerning human rights, labor, environment, and anti-corruption.

Area of Focus	Principle		Key Activities	Reporting Location
Human Rights	1	Businesses should support and respect the protection of internationally proclaimed human rights.	Duksan Neolux Co., Ltd. complies with international standards and guidelines related to human rights and labor, such as UNGP and ILO, and established a Human Rights Charter in 2023 to internalize human rights management. To proactively prevent human rights risks, we regularly conduct human rights training for employees and receive reports related to human rights violations through the Duksan Clean Reporting Center, which is also accessible to external stakeholders. Furthermore, we operate fair recruitment, performance evaluation, and compensation systems based on fairness, and continue our efforts to protect vulnerable groups by avoiding the employment of minors while actively employing individuals with disabilities.	25-26, 27-28
	2	Ensure that they are not complicit in abuses of human rights.		
	3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.		
Labor	4	Businesses should uphold the elimination of all forms of forced and compulsory labour.		
	5	Businesses should uphold the effective abolition of child labour.		
	6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
Environment	7	Businesses should support a precautionary approach to environmental challenges.	Duksan Neolux Co., Ltd. has established a global-level environmental management system to fulfill its environmental responsibilities. We have strengthened our ESG system across management by obtaining ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System), and ISO 50001 (Energy Management System) certifications. This has laid the foundation for improving energy use efficiency and reducing greenhouse gas emissions. We have also established an internal system for managing emissions and regularly conduct MSDS provision and training, as well as chemical spill response drills. Furthermore, we have introduced an IoT system for air pollution control facilities to monitor real-time emission concentrations, contributing to local environmental protection by maintaining emissions below legal standards.	22, 24
	8	Businesses should undertake initiatives to promote greater environmental responsibility.		
	9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	We are conducting R&D to improve the energy efficiency of existing OLED organic materials and develop eco-friendly materials like Black PDL with low power consumption. We also plan to minimize product packaging.	23, 38
Anti-corruption	10	Strive to eradicate all forms of corruption, including unjust enrichment and bribery.	To realize fair and transparent management, Duksan Neolux Co., Ltd. has established and publicly disclosed its Code of Ethics and Ethical Standards, and operates the 'Duksan Clean Reporting Center' to receive reports regarding unethical or unfair practices. Additionally, the company continuously strengthens the ethical awareness and sense of responsibility of its members by requiring all employees to submit an ethical management pledge and by conducting regular training regarding ethics and legal compliance.	47-48

Association membership and awards

Association Membership Status

2025

Group Name	Content
 The Korean Information Display Society	KIDS is an academic society that operates various programs such as supporting research and development, promoting academic activities, nurturing specialized personnel, and strengthening industry-academia cooperation to foster academic advancement and industrial technology development in the display field. Deoksan Neolux Co., Ltd. regularly participates in seminars and conferences organized by such societies to grasp the latest trends and strengthen cooperative relationships.
 Korea Display Industry Association	KDIA is an association established to strengthen ties within the domestic display industry, pursue common interests, and promote the overall development of the display industry. This association provides various support activities to its member companies, including exchange of technical information and support for overseas expansion.
 협성회 Hyupsunghoe	Hyeopseonghoe is an organization established in 1981 to promote mutual development through smooth cooperation, information exchange, and joint technology development between Samsung Electronics and its partner companies. Currently, 39 first-tier partner companies are active members. Deoksan Neolux Co., Ltd. joined Hyeopseonghoe in 2014 and participates in various projects and tasks.
 한국IR협의회 KOREA IR SERVICE Korea IR Council	The Korea Investor Relations Council is a non-profit incorporated association established by the Korea Exchange in 2009 with the approval of the Financial Services Commission for the sound development of the capital market. This council promotes enhanced recognition of investor relations (IR) among listed companies and the vitalization of IR activities. Deoksan Neolux Co., Ltd. has been a member of the council since 2021.
 (Inc.) Materials, Parts, and Equipment Future Forum	The Materials, Parts, and Equipment Future Forum is a public-private consultative body where industry, government, and experts jointly propose policies and cooperate to strengthen the competitiveness of key industries such as semiconductors, displays, and secondary batteries. It analyzes current issues of the domestic and international materials, parts, and equipment industry, and seeks the development and future strategies of such through expanding networks, reflecting policies, and strengthening inter-industry linkages.

Awards	Award Date	Organization Name
Selected as a Strong Small Company for Youth Employment	2025.01	Ministry of Employment and Labor
2025 Forbes Korea Social Contribution Award – Grand Prize for Social Contribution in the Social Value Sector (Awarded for 4 consecutive years)	2025.03	JoongAng Ilbo, Korea Chamber of Commerce and Industry, Forbes

