

Your Solution Partner

LX MMA Sustainability Report 2026

L I N K

F O R

N E X T



ABOUT THIS REPORT

Report Overview

LX MMA has published this LX MMA Sustainability Report to transparently disclose its sustainability management activities and performance to a wide range of stakeholders. Through this report, we aim to share our ESG management efforts and key achievements and to further strengthen communication with our stakeholders. This report was issued in July 2026.

Reporting Standards and Framework

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, an international sustainability reporting framework. Financial performance has been prepared based on the Korean International Financial Reporting Standards (K-IFRS).

Report Assurance

To ensure the accuracy, reliability, and completeness of the reporting process and its contents, this report has undergone third-party assurance by the independent assurance provider BSI (British Standards Institution).



LX MMA discloses this report on its website to share and communicate its environmental, social, and governance activities and performance with stakeholders.

Reporting Period

The reporting period of this report runs from January 1 to December 31, 2025, based on the fiscal year-end. Where it is necessary to identify continuous performance trends, data from the most recent three years have been used. In addition, for certain non-financial performance, information through the first half of 2026 has been included to provide timely information. Going forward, LX MMA will continue to publish its Sustainability Report.

Reporting Scope

The financial performance in this report has been prepared under K-IFRS, and where the reporting scope does not cover all business sites, this is indicated in footnotes.

Report Inquiries

Management Planning Team, LX MMA
58 Saemunan-ro, Jongno-gu, Seoul
(LX Gwanghwamun Building)
Main line: 02-6930-3861 / 02-6930-3094
Website: <https://www.lxmma.com>



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Interactive PDF User Guide

The LX MMA Sustainability Report is published as an interactive PDF that includes features such as navigation to relevant pages and shortcuts to related web pages.

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Letter from CEO



Dear valued stakeholders,

We are in a period in which uncertainty in the global business environment has intensified even further. Persistent geopolitical risks, a prolonged global economic slowdown, and the restructuring of Korea's petrochemical industry have made both internal and external conditions more challenging than ever. Amid these difficult circumstances, I would like to express my deep gratitude to our stakeholders for their unwavering support and encouragement for LX MMA.

Over the past year, despite a challenging business environment marked by weak global demand and falling international MMA prices, LX MMA achieved meaningful results, including a double-digit operating profit margin and a decisive lead in operating profit over domestic and overseas competitors. This was made possible by the dedication of all our employees and the trust of our stakeholders.

To date, LX MMA has practiced sustainability management based on LX's management philosophy of "Link to a Sustainable Future." Following our "ESG Commitment Report," which presented the outcomes of the ESG vision and strategic framework established in 2022, we are now publishing the "LX MMA Sustainability Report," which presents our activities and performance in 2025. This report is the achievement of our communication, reflecting on how LX MMA has fulfilled its commitments to stakeholders over the past year and sharing the direction we intend to pursue going forward. For sustainable growth and balanced development, we intend to continue the following efforts.

First, we will secure differentiated competitiveness and advance our portfolio.

By completing our new plant currently under construction without any environmental or safety incidents to secure raw material self-sufficiency and strengthen our global leadership in the suspension process, we will further solidify our cost competitiveness and global leadership. In particular, by accelerating our transition to specialty products with high entry barriers, we will move beyond a commodity-centered competitive landscape to become a high-technology, high-value-added materials company.

Second, we will build a foundation for future growth from a long-term perspective.

Based on proactive infrastructure investments such as securing our own research center and building a new ERP system, we will focus the capabilities of every division on expanding specialty products, discovering new monomers, and securing technological competitiveness linked to future growth industries, thoroughly preparing for the future ahead.

Third, we will practice Integrity Management and ESG management without wavering.

Integrity Management and ESG management are core values on which LX MMA will never compromise. We will contribute to climate change response through the development of eco-friendly products, build safe workplaces where employees and local communities can feel secure through thorough adherence to the fundamentals, and become a trusted company by communicating transparently with our stakeholders.

Fourth, we will respond proactively to crises by improving our way of working and organizational fitness.

We will quickly establish LX MMA's own distinctive way of working and think from the customer's perspective as a compact, collaboration-based organization that transcends boundaries between divisions. While building a culture that executes quickly and decisively until goals are achieved, without fear of failure, we will secure fundamental competitiveness by breaking away from inefficient practices and driving productivity innovation using AI technology.

2026 will be a year in which crisis and opportunity coexist. LX MMA will listen to the voices of all stakeholders including employees, suppliers, customers, local communities, and shareholders and respond proactively to the flow of change by delivering differentiated value. We ask for your continued interest and encouragement on LX MMA's continuously innovating journey.

Thank you.

CEO Park Jong-il

COMPANY OVERVIEW

About LX MMA

Company Overview

LX MMA was established in 1991 to localize the production of methyl methacrylate (MMA), a material used across various industries, and to contribute to the supply stability and international competitiveness of domestic demand companies that had relied entirely on imports. Today, the company produces MMA, PMMA, MAA, BMA, and more.



World-class production capacity



MMA 260,000 t/year

MAA 70,000 t/year

BMA 35,000 t/year



PMMA 120,000 t/year

Acrylic Rubber 5,000 t/year



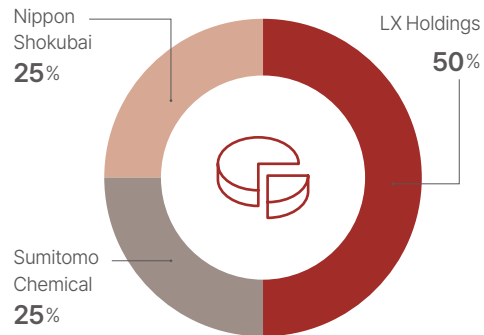
Korea's first localization

• Localization of MMA and PMMA



Technology Research Center

• In-house Technology Research Center

Company name	LX MMA Corp.	Date of establishment	March 1991	Ownership structure 
CEO	Park Jong-il	Number of employees	446	
Locations	- Headquarters Yeosu, Jeollanam-do 58 Yeosusandan 4-ro (Jungheung-dong) - Seoul Office 58 Saemunan-ro, Jongno-gu, Seoul (LX Gwanghwamun Building) - Technology Research Center 409 Expo-ro, Yuseong-gu, Daejeon	Main business	Petrochemical product manufacturing	

LX MMA History

1990-1999

- 1991 Lucky MMA Co., Ltd. established as Korea's first MMA company
- 1993 Completion and start-up of MMA Plant 1
- 1994 Introduction of integrated information system(logistics/production/finance)
- 1995 Renamed LG MMA Co., Ltd.; acquired ISO 9002 certification
- 1996 Acquired ISO 14001 certification
- 1997 Received Quality Management Award at the National Quality Management Competition
- 1998 Certified as a top-tier company in safety management; received No-Accident 5x record certification; received Safety Management Grand Prize in the chemical industry
- 1999 Acquired PMMA business from LG Chem; received Gold Tower Order of Industrial Service Merit at the National Quality Management Competition

2000-2010

- 2000 Selected as Best Safety Management Operator, Yecheon Industrial Complex
- 2001 Achieved USD 10 million in exports
- 2002 Achieved USD 30 million in exports
- 2003 Completion of MMA Plant 2; received Six Sigma Innovation Award at the National Quality Management Competition; ISO/TS 16949 certification
- 2003 Completion and start-up of MMA Plant 2
- 2004 Received Innovation Award (mid-sized enterprise category) at the Korea Financial Management Awards
- 2005 Completion of PMMA Plant 2
- 2007 Selected for Iron Tower Order of Industrial Service Merit on Taxpayers' Day; achieved USD 100 million in exports
- 2008 Completion and commercial production of MMA Plant 3
- 2008 Completion of MMA Plant 3; selected as an Excellent Labor-Management Culture Company
- 2009 Received Silver Tower Order of Industrial Service Merit on Trade Day

2011-2025

- 2011 Certified as an FTA-approved exporter (origin certification)
- 2015 Commercial production of BMA
- 2016 Commercial production of SMMA and BMA
- 2019 Completion of MMA Plant 3 revamping
- 2020 New Acrylic Rubber process installed at PMMA Plant 2
- 2021 Renamed LX MMA Co., Ltd.

COMPANY OVERVIEW

About LX MMA



Vision and Shared Values

LX MMA aims to be a market-leading company that grows sustainably alongside its customers through differentiated materials and solutions, going beyond products and technologies to provide the best solutions customers can dream of.

VISION



Differentiated Materials

Providing the optimal materials for our customers' business success, and supplying core materials that surpass competitors in price and quality and that enhance the performance of our customers' products



Solutions

Combining products, services, and technical knowledge to deliver value tailored to each customer's specific needs



Sustained Growth with Customers

Helping customers develop and succeed by providing differentiated materials and solutions, and achieving sustained growth on that foundation



Market-Leading Company

A company that provides market-leading materials and solutions that exceed customer expectations, and that respects and treats its members fairly

Shared Values



Customer Value Creation

By combining products, services, and technical knowledge, LX MMA provides materials and solutions tailored to each customer's individual needs, providing value that offers real help to customers to enhance their performance and competitiveness.



Strong Execution

As a core element that turns a company's goals and aspirations into results, we face reality squarely and achieve our objectives through thorough analysis and the implementation of concrete measures.



Mutual Respect

As a fundamental element for demonstrating teamwork and building the capability to overcome limits, we achieve the company's goals by exercising teamwork through mutual recognition and respect of value among members.

COMPANY OVERVIEW

About LX MMA

In addition to its major domestic plants, Technology Research Center, and Seoul Office, LX MMA operates a global network with an overseas branch in Europe as well as across East Asia, Southwest Asia, Russia, the Americas, and Oceania.

Business Sites



Seoul Office
58 Saemunan-ro, Jongno-gu, Seoul
(LX Gwanghwamun Building)
Tel) 02-6930-3800



Technology Research Center
409 Expo-ro, Yuseong-gu, Daejeon
Tel) 042-866-5828



MMA Plant 1
58 Yeosusandan 4-ro, Yeosu,
Jeollanam-do(Jungheung-dong)
Tel) 061-688-2600



MMA Plant 2
495 Sandan Jungang-ro, Yeosu,
Jeollanam-do(Jungheung-dong)
Tel) 061-805-3932



MMA Plant 3
499 Sandan Jungang-ro, Yeosu,
Jeollanam-do (Jungheung-dong)
Tel) 061-805-3813



Ulsan Plant
19 Ijin-ro, Onsan-eup,
Ulju-gun, Ulsan



PMMA Plant 1
55 Yeosusandan 2-ro, Yeosu,
Jeollanam-do(Hwachi-dong)
Tel) 061-680-1721



PMMA Plant 2
497 Sandan Jungang-ro, Yeosu,
Jeollanam-do(Jungheung-dong)
Tel) 061-805-3953



PMMA Plant 3
495 Sandan Jungang-ro, Yeosu,
Jeollanam-do(Jungheung-dong)
Tel) 061-805-3960

Global Network

Overseas Branch

Frankfurt, Germany
Tel +49 152 2136 5501

Overseas Distributors



COMPANY OVERVIEW

About LX MMA

Key Product Lines

Monomers MMA, MAA, and BMA are colorless, transparent liquids that contain double bonds and functional groups within their molecules, giving them excellent reactivity and enabling various chemical reactions. They are supplied as raw materials for acrylic resins, paints, adhesives, and more, contributing significantly to the development of related industries.	MMA MAA n-BMA i-BMA				
Polymer CRYSTALUX® PMMA is a synthetic resin whose main raw material is MMA monomer, and it is used in a wide range of components and materials, including automotive, optical, and electrical/electronic products.	General PMMA	A wide range of grades available to match customers’ production requirements, including optical, extrusion, and injection molding grades			
	Functional Acrylic Resin	Impact-Resistant	Paint-Free	Coating Beads	For Film
		To offset PMMA's tendency to break easily while retaining its excellent inherent weather resistance and transparency, impact resistance is improved using an acrylic impact modifier	With excellent weather resistance, colorability, and scratch resistance, a material that can be used as a final component without a conventional painting process, offering both cost savings and eco-friendly advantages	Based on our proprietary polymerization technology, we produce acrylic coating resins exhibiting a range of properties, used in applications such as inks, paints, acrylic coatings, acrylic adhesives, surface coating agents, and low-shrinkage agents	Applied to high-weather-resistance, whitening-resistant films for architectural exterior decoration and to PET/PMMA multilayer rainbow films
		Diffusion & Matt frost & Supermatt	Acrylic Impact Modifier	For PC Alloy	r-PMMA
		By using special diffusers and additives to simultaneously achieve high transmittance and high diffusion, and with Frost and Supermatt PMMA using cross-linked acrylic particles, we deliver a sophisticated design through a matte texture and low gloss	A structure specially designed to have the same refractive index as PMMA, so that when compounded with PMMA it improves impact strength while retaining high transparency and weather resistance	SA256 is a PMMA with improved compatibility with PC; even after compounding with PC it maintains transparency and can compensate for PC’s weaknesses in surface hardness and weather resistance	A recycled plastic raw material produced by chemically returning low-quality waste PMMA or composite waste engineered stone—difficult to recycle mechanically—to raw-material level, achieving quality equivalent to virgin plastic

OUR BUSINESS

Product Information

Monomers

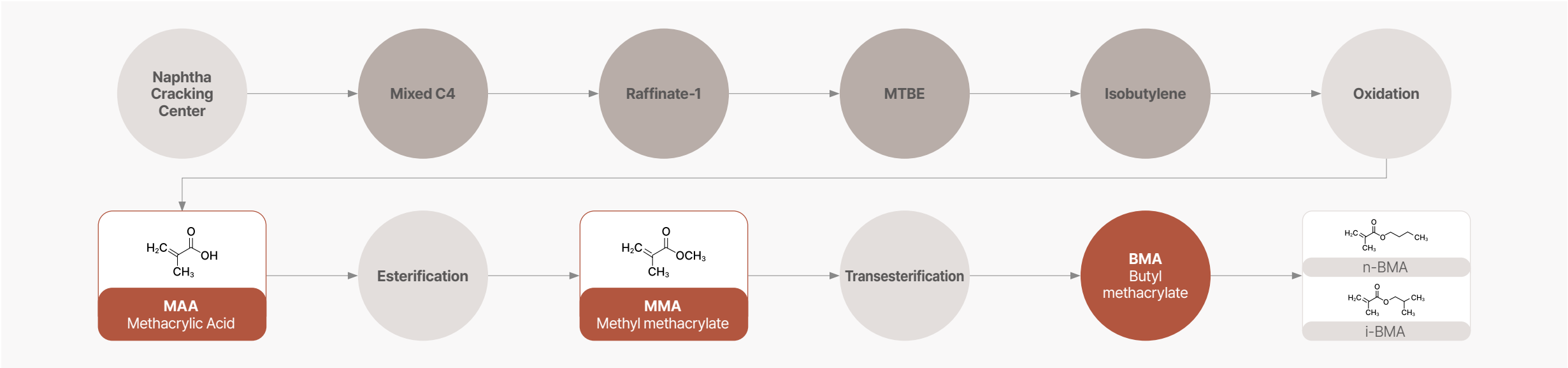
LX MMA's MMA manufacturing process uses the isobutylene gas-phase oxidation method (C4 direct oxidation). Using C4 residual oil as feedstock, it is a state-of-the-art process that produces high-quality MMA without generating the pollutants associated with conventional methods. MMA, MAA, and BMA are produced as key products.

MMA, MAA, and BMA—colorless, transparent liquids—contain double bonds and functional groups within their molecules, giving them excellent reactivity and enabling various chemical reactions such as polymerization and esterification. They are supplied as raw materials for acrylic resins, paints, adhesives, and more, contributing to the development of related industries.

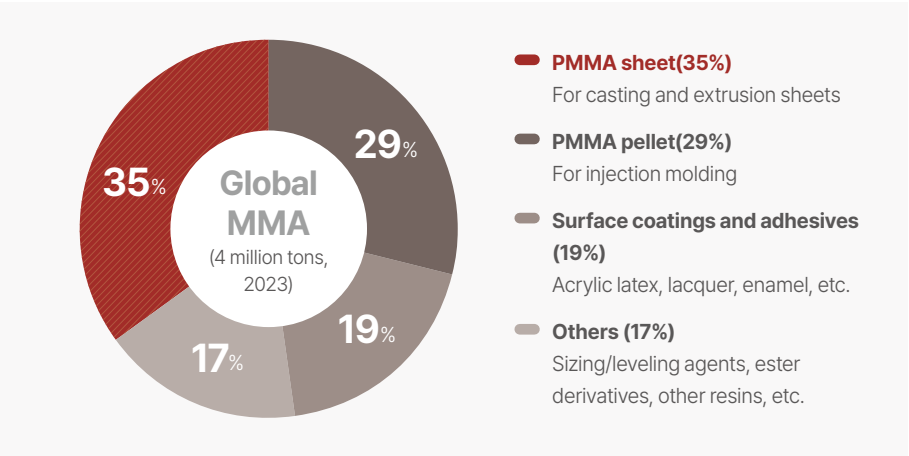
Monomer Production Capacity (Base year: 2025)

	MMA	MAA	BMA
Capacity	260,000 MT/year	70,000 MT/year	35,000 MT/year

Manufacturing Process



Global MMA Demand and Composition by Application



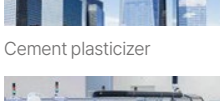
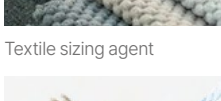
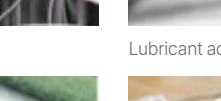
OUR BUSINESS

Product Information

Monomers

Monomers Product

	MMA	MAA	BMA
	MMA(Methyl Methacrylate)	MAA (Methacrylic acid)	BMA (n-Butyl methacrylate & i-Butyl methacrylate)
Product Description	With excellent weather resistance, it is used as a raw material for numerous chemical products such as acrylic resins, paints, adhesives, and textile sizing agents.	MAA, a colorless, transparent liquid, is widely used as a material essential to daily life, including NB-Latex, paints, cement plasticizers, textile sizing agents, and adhesives. Among key applications, it is supplied to 5 of the top 10 global paint manufacturers and to the top 5 global NB-Latex manufacturers.	BMA, a colorless, transparent liquid, is widely used in paints, lubricants, paper processing agents, textile treatment agents, and more. Among key applications, it is supplied to 5 of the top 10 global paint manufacturers.

Applications								
	Casting sheet	MBS	PMMA	Paint	Cement plasticizer	Textile sizing agent	Paint	Lubricant additive
								
	Adhesive	Engineered stone	Transparent ABS	Adhesive	Vinyl Ester	NB-Latex	Textile sizing agent	Ceramic glaze
								
	Paint	Textile sizing agent	SB-Latex					

Product Specifications

Item	Unit	MMA Spec.	MAA Spec.	BMA	
				n-BMA	i-BMA
Purity	wt%	99.8 Min.	99.5 Min.	99.6 Min.	99.0 Min.
Color (APHA)	-	5 Max.	20 Max.	5 Max.	10 Max.
Moisture	ppm	500 Max.	500 Max.	500 Max.	500 Max.
Free acid (as MAA)	ppm	50 Max.	-	50 Max.	50 Max.
Polymerization inhibitor (Topanol-A)	ppm	5 ± 1	200 ± 20	15 ± 2	10 ± 2

OUR BUSINESS

Product Information

Polymer - CRYSTALUX®

PMMA offers the best transparency and weather resistance among plastics, and its high surface hardness gives it excellent scratch resistance. LX MMA's PMMA complies with relevant standards based on manufacturing innovation and rigorous management, and is used in a variety of products according to its properties.

Polymer Production Capacity

Capacity ¹⁾	PMMA	Impact Modifier
	120,000 MT/year	5,000 MT/year

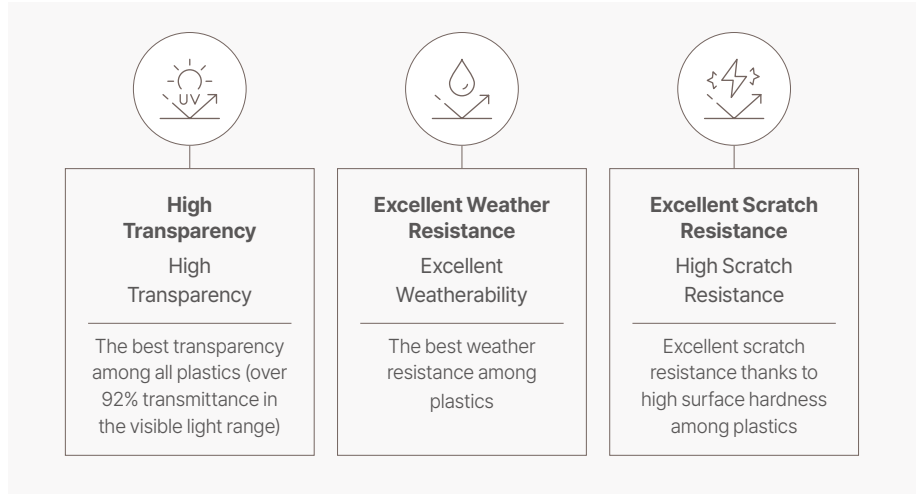
(Base year: 2025)

1) Scheduled expansion of 45,000 tons in October 2026

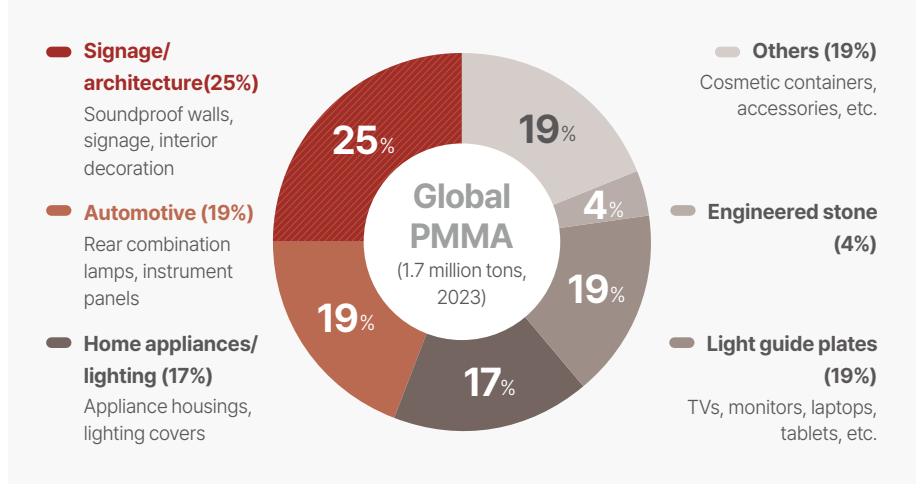
Key Products

	General PMMA	We offer a range of grades to match customers' production requirements. Among them, the optical grade offers the best luminance and transparency and is applied to light guide plates inside LCDs.
	Impact-Resistant PMMA	To offset PMMA's tendency to break easily, an acrylic impact modifier is used to improve impact resistance while maintaining its excellent inherent weather resistance and transparency.
	Coating Resin	Used in applications such as inks, paints, acrylic coatings, acrylic adhesives, surface coating agents, and low-shrinkage agents, with the product's molecular weight, Tg, and acid value adjustable to customer requirements.
	Acrylic Impact Modifier	With excellent weather resistance and a structure specially designed to have the same refractive index as PMMA, it can be compounded with PMMA to improve impact strength while retaining high transparency and weather resistance.
	Eco-friendly r-PMMA	It delivers quality equivalent to virgin plastic, allows properties to be customized to customer needs, and shows no degradation in quality even after multiple recycling cycles.

PMMA Characteristics



Global PMMA Demand and Composition by Application



OUR BUSINESS

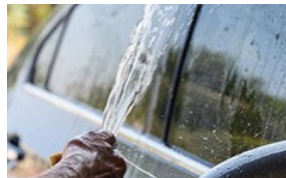
Product Information

Polymer - CRYSTALUX®

Paint-Free PMMA

With superior blackness, weather resistance, and scratch resistance compared to other materials, it can be used as a final component without a conventional painting process, making it an active alternative for cost savings and environmental protection. It has been officially approved and is in use by global automotive OEMs (Hyundai/Kia, Renault, etc.), a proven testament to its reliability.

Applications



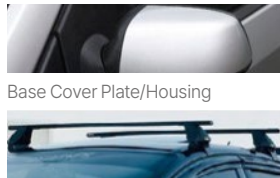
Pillar



Side mirror



Frontgrille Deco



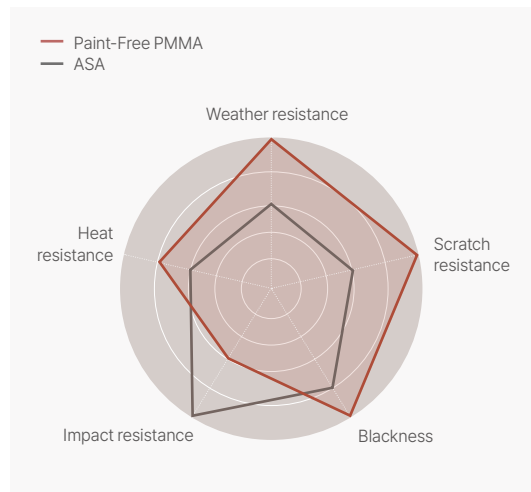
Base Cover Plate/Housing

Roof Side Modeling

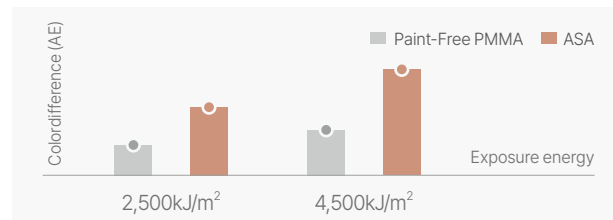
Characteristics

Far superior blackness, weather resistance, and scratch resistance compared to other materials.

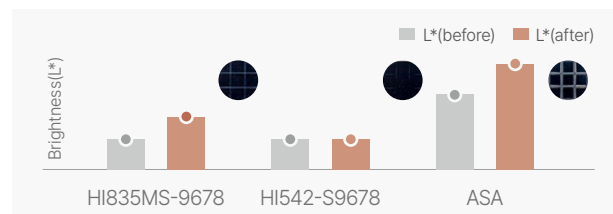
Paint-Free PMMA vs. ASA Resin



Accelerated Weathering Test Results (SAE J2527)



Erichsen Scratch Test Results



Impact-Resistant PMMA

Applications requiring durability—where breakage may occur from external impact or during processing due to general PMMA's low impact strength—call for improved impact strength. LX MMA's transparent impact-resistant PMMA uses an acrylic impact modifier to improve impact resistance while maintaining weather resistance. It is applied where impact strength is required, such as appliance exteriors, mobile phone windows, various architectural sheets, and lighting profiles.

Application area



Washing machine front door



Smartphone front glass replacement



TV bezel

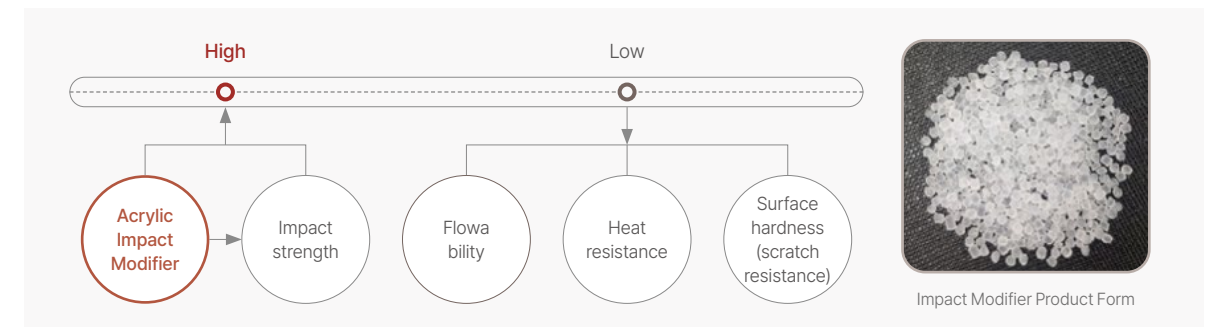


Smartphone back cover

Acrylic Impact Modifier

With excellent weather resistance and an impact modifier specially designed to have the same refractive index as PMMA, it can be compounded with PMMA to improve impact strength while retaining high transparency and weather resistance.

Key Property Changes by Impact Modifier Content



OUR BUSINESS

Product Information

Polymer - CRYSTALUX®

PMMA for Film

For Whitening-Resistant Film

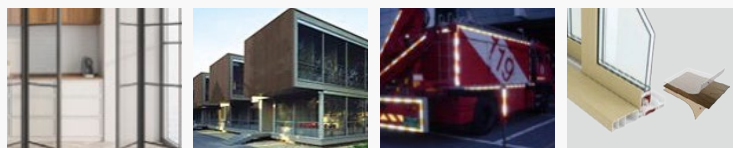
With particularly excellent transparency, rigidity, and weather resistance, and no whitening at bent areas, this material can be applied to various exterior films.

Applications

Building exterior decorative film

Roads retroreflective film

Automotive interior film



Product Characteristics

- Whitening-resistant PMMA resin exhibits the excellent inherent weather resistance of PMMA itself
- By adding a UV stabilizer, it can protect substrates with weak weather resistance, such as PVC and PC

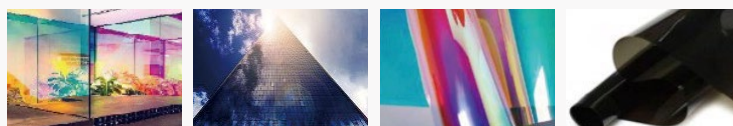
For Multilayer Film

ET/PMMA multilayer film achieves dichroism—reflecting light of certain wavelengths and transmitting others—and is used as a rainbow film that controls the visible-light range and as a heat-blocking film that controls the IR range.

Applications

Rainbow Film: interior decoration, packaging, PVC and paper lamination, mobile phone back covers, fashion materials, etc.

Heat-Blocking Film: automotive glass, building glass windows, etc.



Product Characteristics

- Has properties suitable for PET co-extrusion processing
- Superior stretch processability and film properties compared to general PMMA

For Retroreflective Film

Laminated onto the outermost layer of PC and PVC films to strengthen weather resistance, surface hardness, and scratch resistance.

Applications

Road signs

Automotive and industrial safety signage



Product Characteristics

- Products for retroreflective film prevent deformation of the underlying film through a high UV-blocking rate and offer excellent transparency
- Provides stretchability, impact resistance, and low-whitening properties required for processing, according to customer needs

OUR BUSINESS

Product Information

Polymer - CRYSTALUX®

Acrylic Coating Beads

Based on LX MMA's proprietary polymerization technology, we produce a variety of acrylic coating bead resins, with the product's molecular weight, Tg, and acid value adjustable to customer requirements. Coating bead resins offer excellent weather resistance and durability, superior transparency and gloss, refined color expression, and solubility in a variety of solvents, making them widely applicable across many fields.

Applications



Paint for road signs

Heavy-duty anti-corrosion coatings (ships, containers, etc.)

Wood coating

Concrete coating

Plastic coating

Steel coating

Surface coating



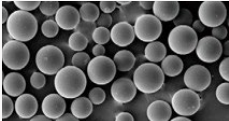
Coating Bead Characteristics

Excellent weather resistance and durability

Refined color expression

Superior transparency and gloss

Solubility in a variety of solvents



Product form: solid bead polymer (average particle size: 200–300µm)

PMMA for PC Alloy

LX MMA produces PMMA for PC alloy (SA256) with improved compatibility with PC (polycarbonate). Even after compounding with PC, it maintains excellent transparency while compensating for surface hardness, weather resistance, and flowability. Thanks to these properties, it is applied where both optical performance and surface durability are required, such as mobile phone back covers, display windows, and appliance housings.

Applications

Mobile phone back covers



Display window



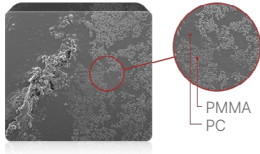
Appliance housings



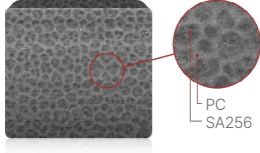
Product Characteristics

By securing compatibility with PC, SA256 forms a uniform morphology in the PC matrix, delivering optically excellent properties. At a 30% SA256 content, it can raise PC's surface hardness up to the H level.

PMMA + Polycarbonate



SA256 + Polycarbonate



Property Changes When Applying SA256 vs. Conventional PC

Property	Change
Surface strength	Increase
Weather resistance	Increase
Flowability	Increase
Impact strength	Decrease

OUR BUSINESS

Product Information

Polymer - CRYSTALUX®

Light-Diffusing PMMA

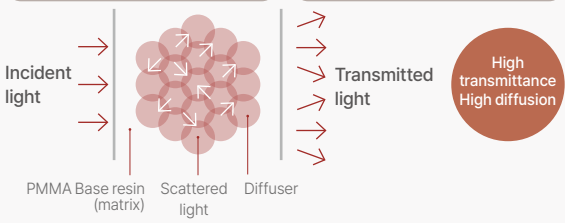
ID Grade

The ID Series, developed for lighting and diffusion lenses and automotive light guides, can achieve high transmittance and high diffusion performance.

Applications

Diffusion covers, etc.

Automotive rear combination lamps



Incident light → Transmitted light → High transmittance High diffusion

PMMA Base resin (matrix) Scattered light Diffuser

Product Characteristics

- **High-performance lighting fixtures enabled by high transmittance/high diffusion**
High transmittance & High diffusion
- **A variety of color expressions**
Various Color Expression
- **Combined with excellent weather resistance**
Outstanding Weatherability
- **Excellent Scratch Resistance**
Superior Scratch Resistance

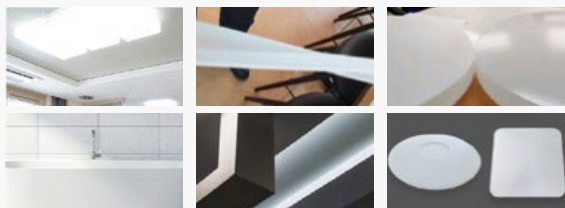
LF(Matt Frost) & XM(SuperMatt)

Frost PMMA and Supermatt PMMA use cross-linked acrylic particles to deliver a sophisticated design through a matte texture and low gloss.

Applications

Lighting covers

Appliance exteriors, extruded bathtubs



Product Characteristics

- **Matte or Supermatt surface properties**
Matt or Supermatt Surface
- **A variety of color expressions**
Various Color Expression
- **Combined with excellent weather resistance**
Outstanding Weatherability
- **Excellent Scratch Resistance**
Superior Scratch Resistance

Heat-Resistant PMMA

LX MMA's heat-resistant grade retains the excellent transparency and weather resistance of conventional PMMA while further improving heat resistance. Its heat resistance is improved by more than 10°C compared to general PMMA, and it also exhibits high surface hardness. It can be applied to automotive lamps and various lamp lenses that require heat resistance due to heat generated by the light source.

Applications

Automotive headlamp lens



LED lenses and covers



Chemical-Resistant PMMA

LX MMA's chemical-resistant grade is a differentiated polymerization-based technology product with dramatically improved alcohol resistance compared to general PMMA. As a product certified by global OEMs (GM, Hyundai/Kia) and AMECA, it can be applied to components requiring alcohol resistance, such as exterior lamps.

Applications

Automotive supplementary stop lamp lens



Bathtub



OUR BUSINESS

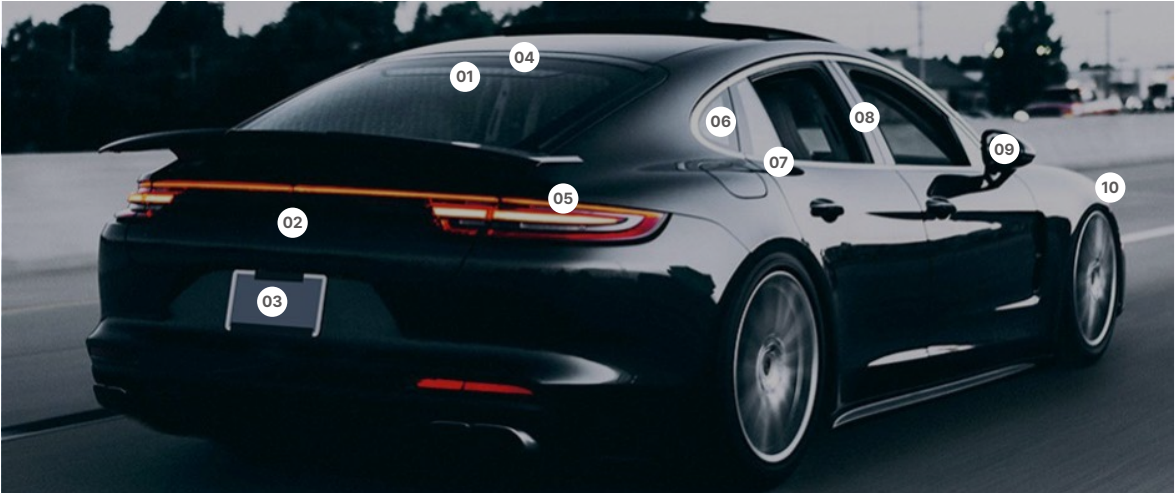
Product Information

PMMA Application

For Automotive

In the automotive sector, PMMA is mainly used for rear combination lamps due to its excellent weather resistance, colorability, scratch resistance, transparency, and gloss. Paint-free PMMA, which can be used as a final component without a conventional painting process, is used for automotive exteriors (pillars, side mirrors, etc.).

Applications



- 01 Center High mounted stop lamp
- 02 Emblem
- 03 Registration plate cover
- 04 Interior door & map lamp
- 05 Rear combination lamp
- 06 Cluster cover window
- 07 Car audio window
- 08 Pillar Garnish
- 09 Side mirror repeat lamp
- 10 Head lamp light guide pipe & aspherical lens

Grade Line-up

 Optical (Transparent)	General	IH830, IH830C	• Lighting (AMECA Certified)
	High Flow	IH830A, IH830HF	
	Impact Strength	HI835MS	
	LED Aspherical Lens	IH830L	
	Heat Resistance	IH830XT, IH830HT	
	Chemical Resistance	IH830CA, IH830SR	
 High Gloss(Opaque) PMMA	General	IH830-9678 IH830HF-9678	• Pillar • Spoiler Garnish
	High Impact	HI835MS-9678 HI542-S9678	
 High Gloss(Opaque) PMMA/ASA	High Impact Strength	HI753-S9678	• Radiator Grille • Pillar • Spoiler Garnish
		HI781-S9678	

AMECA*-registered product



* Automotive Manufacturers Equipment Compliance Agency, Inc.

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Product Information

PMMA Application

For Architectural Decoration Materials



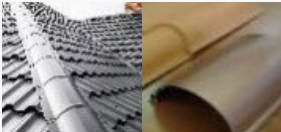


Canopy
Clearance, Good weather resistance

Exterior



01 Facade
Good weather resistance, Anti-whitening surface



02 Roof tiles
High gloss, Low gloss, Good weather resistance, Easy coloring



03 Windows and doors
High gloss, Low gloss, Good weather resistance, Easy coloring



04 Roof gutters
High gloss, Good weather resistance

Interior



Engineered stone
Good durability, Processability



Furniture decorative sheets and finishing materials
Clearness, High surface hardness, High gloss, High impact



Diffusion covers for bathtubs, sinks
Good chemical resistance, High surface hardness, High gloss, Low gloss, Mattsurface



lighting
High transmittance & haze

Optical/ Extrusion PMMA 01 Scratch resistance 02 Excellent optical properties 03 High heat resistance	Supermatt & Metallic PMMA 01 Matte surface 02 Scratch resistance 03 Anti-slip 04 Egg-shell texture	PMMA for Whitening- Resistant Film 01 Whitening resistance 02 Excellent weather resistance 03 Excellent optical properties	Light-Diffusing PMMA (ID & LF Series) 01 Maximized lighting fixture efficiency 02 Light stability 03 Light diffusion 04 Weather resistance	Impact- Resistant PMMA 01 High transparency 02 Impact-Resistant 03 Scratch resistance 04 Chemical resistance (detergent resistance)
PMMA for Dichroic Film 01 Properties suitable for PET co-extrusion processing 02 Scratch resistance 03 Excellent optical properties	Co-extrusion (Capstock) PMMA 01 High impact 02 Weather resistance 03 Co-extrusion processability	UV-Blocking PMMA 01 Excellent impact resistance 02 Scratch resistance 03 Weather resistance 04 UV blocking	Adhesion- Enhanced PMMA 01 High transparency 02 Impact-Resistant 03 Scratch resistance 04 Hard-coating adhesion	PMMA for Film 01 Excellent optical properties 02 Impact-Resistant 03 Weather resistance 04 Stretch properties

OUR BUSINESS

Product Information

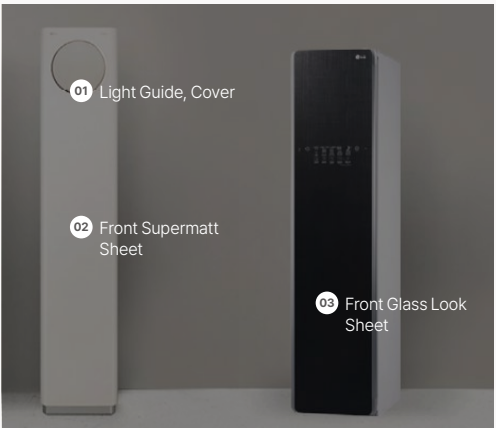
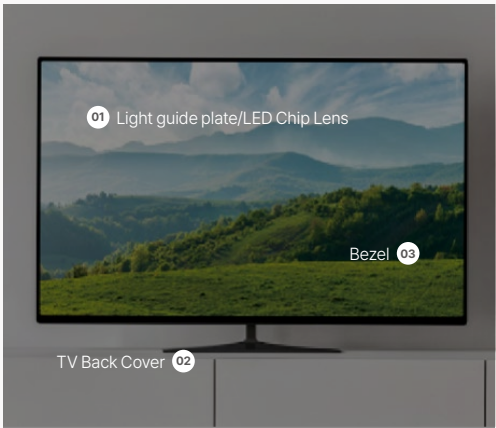
PMMA Application

For Home Appliances



Display TV

Optical/ Extrusion PMMA	• Scratch resistance • Excellent optical properties • High heat resistance
Optical/ Injection- Molding PMMA	• Scratch resistance • Excellent optical properties • High flow
Impact-Resistant PMMA	• Excellent impact resistance • Scratch resistance



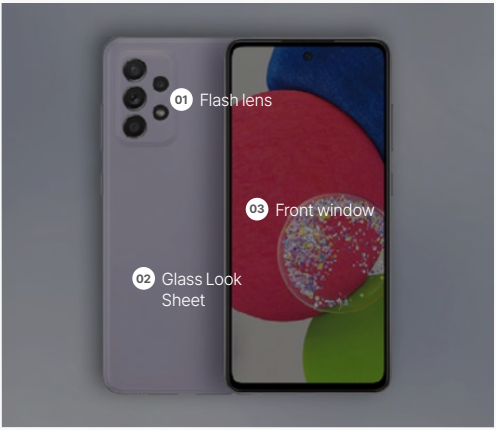
Air conditioner/Styler

Light-Diffusing PMMA (ID & LF Series)	• Light stability • Light diffusion • Weather resistance
Supermatt & Metallic PMMA	• Design differentiation • Paint-free eco-friendly material • Overcomes glass's brittleness and heavy weight • Weather resistance



Washing machine/Dryer

Impact-Resistant PMMA	• High transparency • Impact resistance • Scratch resistance • Chemical resistance (detergent resistance)
General injection- molding PMMA	• High transparency, scratch resistance • Weather resistance and distinct light clarity advantages
Supermatt PMMA	• Design differentiation • Paint-free eco-friendly material • Co-extrusion processability and weather resistance



Mobile

Optical/Injection- Molding PMMA	• High transparency • Weather resistance	• Scratch resistance
Impact-Resistant PMMA	• Scratch resistance • Transparency	• Impact resistance
PC Alloy PMMA	• Compatibility with PC (transparency maintained) • Improved PC surface hardness	
UV-Blocking PMMA	• Impact resistance • Weather resistance	• Scratch resistance • UV blocking

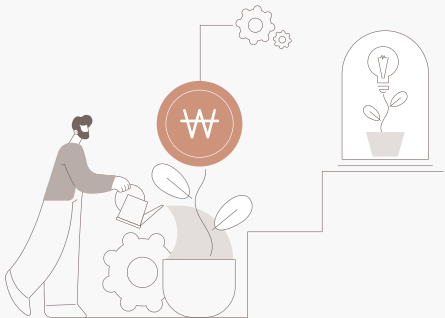
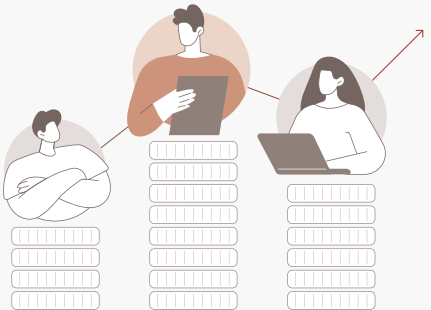
ESG Strategy

2025 ESG Highlights 21

OUR ESG APPROACH 22



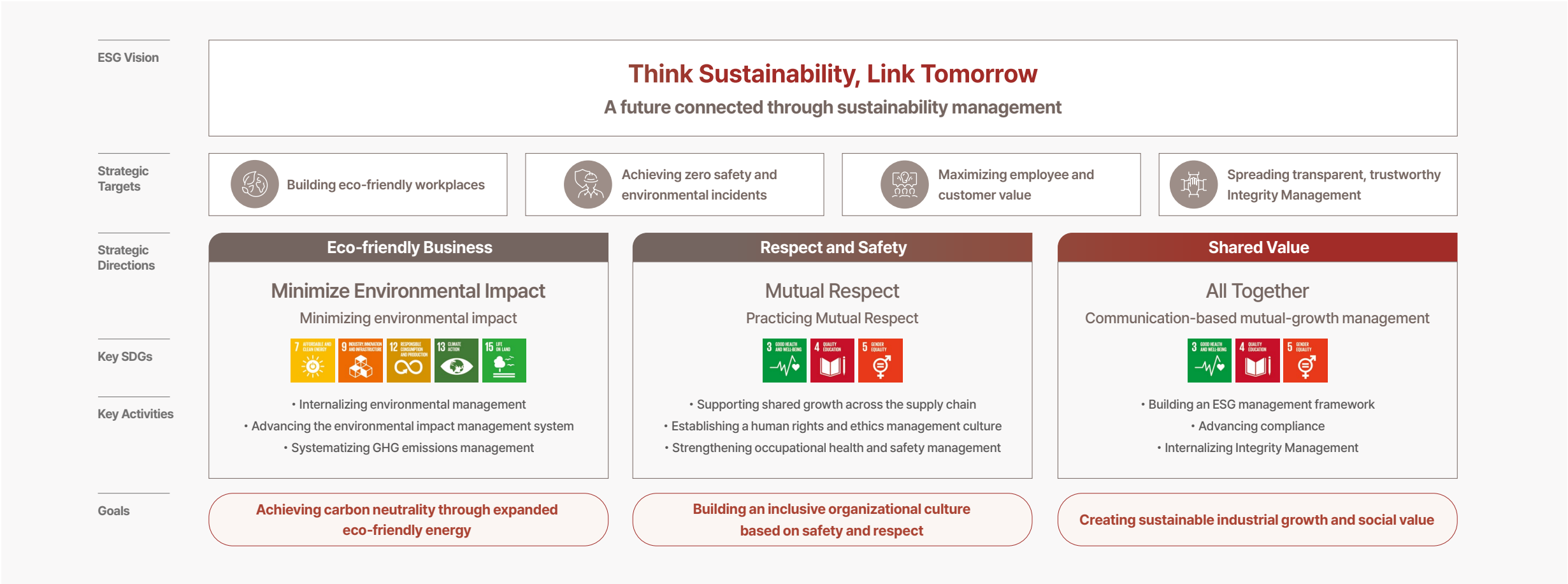
2025 ESG Highlights

Economic	Environmental	Social	Governance
Revenue 7,485 KRW 100 million Specialty product sales share¹⁾ 70 % 1) Based on 2025 polymer sales 	Environmental management system certification ISO 14001 Energy-saving activities 16 cases (3-year cumulative) 2025 electricity savings performance 432 MWh GHG reduction performance 202 tCO₂eq/year Improved designated waste recycling rate 66 % (36% in 2023) 	Occupational health and safety management system certification ISO 45001 Serious accidents (fatalities) Zero 0 cases (3 consecutive years) Share of employees using flexible work 43.5 % Labor-Management Council meetings held 4 sessions Supplier grievances received 0 cases Expanded investment in human capital Training cost per person 206 KRW 10,000 	Board meeting attendance rate 100 % (3 consecutive years) Compliance violations 0 cases Information security investment 3.4 KRW 100 million Next-generation ERP system implementation 10 new solutions introduced 
			Other GRI Index → SASB Index →

OUR ESG APPROACH

ESG Management Framework

Building on the LX Group management philosophy of “Link to Sustainable Future,” LX MMA has established its ESG vision, “Think Sustainability, Link Tomorrow – a future connected through sustainability management,” and—deeply identifying with the purpose of the UN Sustainable Development Goals (SDGs)—voluntarily carries out a range of activities to help achieve them. To realize this vision, we have set four strategic targets building eco-friendly workplaces, achieving zero safety and environmental incidents, maximizing employee and customer value, and spreading transparent, trustworthy Integrity Management. We have also established three strategic directions—“Eco-friendly Business,” which aims to minimize environmental impact; “Respect and Safety,” which pursues Mutual Respect and stronger occupational health and safety management; and “Shared Value,” which practices communication-based mutual-growth management—through which we systematically advance our ESG management. Going forward, LX MMA will continue to pursue a range of activities—including establishing a 2050 carbon-neutrality roadmap and expanding renewable energy—to become a responsible company that cares for the environment and society.



OUR ESG APPROACH

ESG Strategy

Under its vision “Think Sustainability, Link Tomorrow,” LX MMA has set the minimization of environmental impact as a core strategic direction, and is giving concrete shape to its ESG strategy around three pillars: Environmental Protection, Climate Action, and Circular Economy. Through the development of eco-friendly paint-free PMMA, we are reducing the environmental burden generated by the coating process, and while implementing a GHG reduction roadmap through 2030 with the goal of achieving Net-Zero by 2050, we are simultaneously securing both mechanical and chemical recycling technologies to build a PMMA resource-circulation ecosystem. Going forward, LX MMA will embed ESG value across the entire value chain, from materials innovation to resource circulation, advancing as a sustainable chemical company that grows together with its customers.

Reducing the carbon footprint

- Company-wide pursuit of systematic, phased reduction activities, targeting an 11.4% reduction in GHG emissions by 2030 relative to 2018 levels.
- With the ultimate goal of achieving Net-Zero by 2050, implementing all-around initiatives to realize carbon neutrality—including converting aging facilities to high-efficiency equipment, improving energy efficiency, energy-saving activities, and expanding the adoption of renewable energy.





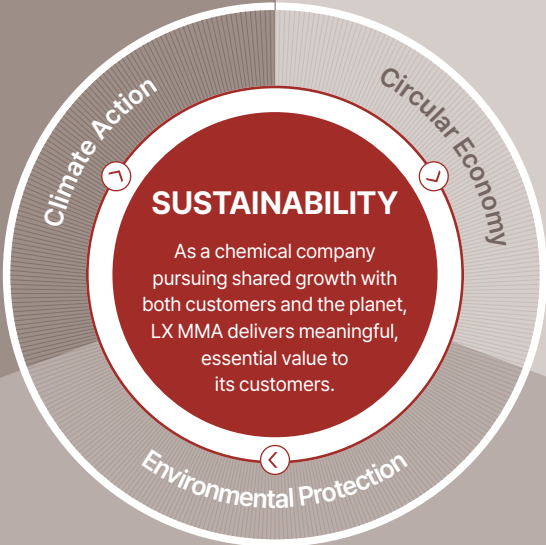
Eco-friendly Materials Eco-friendly Paint-Free PMMA

- Building on PMMA’s inherent excellence in surface hardness, weather resistance, and color expression, we lead materials innovation through the development of eco-friendly paint-free PMMA that eliminates the coating process at its source.
- Along with minimizing the discharge of environmentally hazardous substances, we deliver real value to both customers and the environment by reducing maintenance and management costs and securing recyclability.



Recycled PMMA

- Chemically Recycled PMMA: Securing competitiveness in chemical-circulation technology by recovering r-MMA through the pyrolysis of waste PMMA and reproducing PMMA based on repolymerization.
- Mechanically Recycled PMMA: Realizing resource circulation through the mechanical blending and recycling of waste PMMA and virgin PMMA.



SUSTAINABILITY

As a chemical company pursuing shared growth with both customers and the planet, LX MMA delivers meaningful, essential value to its customers.

Climate Action

Circular Economy

Environmental Protection

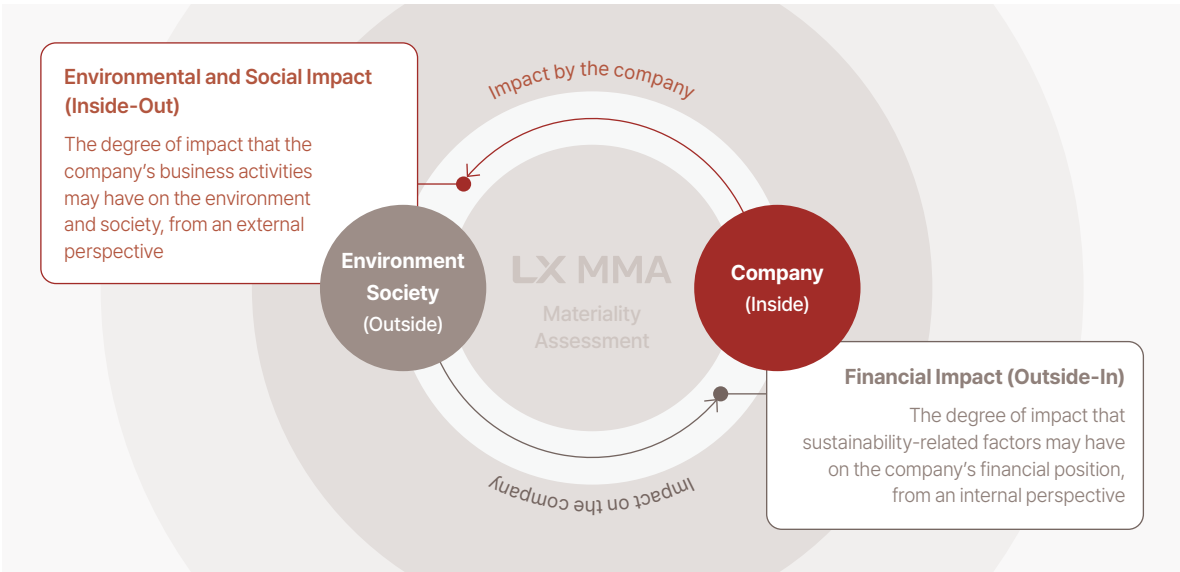
OUR ESG APPROACH

Double Materiality Assessment

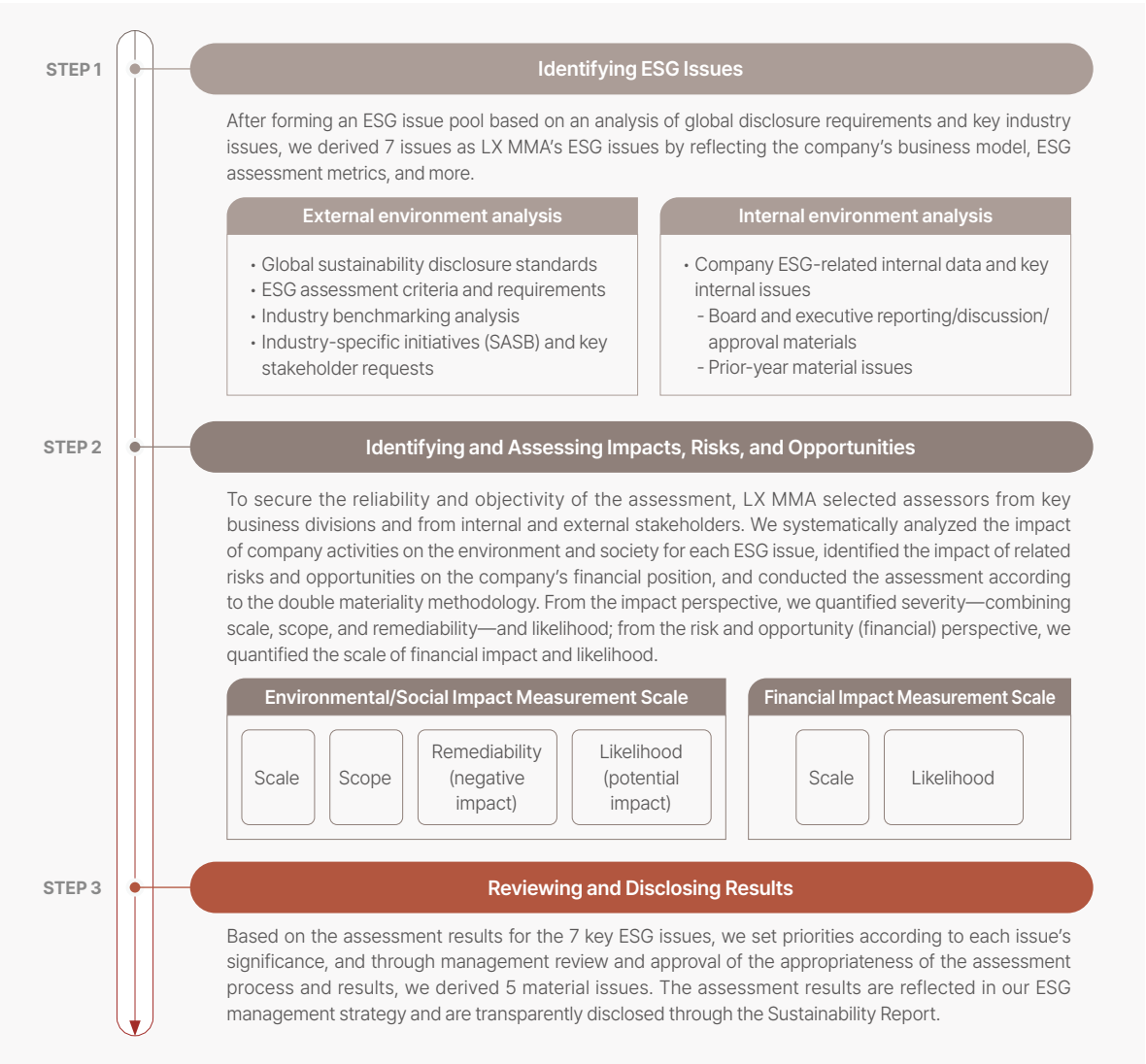
Purpose of the Double Materiality Assessment

LX MMA conducted a double materiality assessment to systematically manage ESG issues and establish an effective management strategy. As sustainability management spreads and advances, and to embed ESG management across our business, we enhanced our assessment process based on the double materiality methodology set out in the GRI Standards 2021 and the EU ESRS (European Sustainability Reporting Standards). Based on an analysis of the internal and external business environment, we selected ESG issues material to the company, considering both the impact of our business activities on the environment and society (impact materiality) and the risks and opportunities that ESG issues pose to the company's financial position (financial materiality). For each selected issue, we identified and assessed impacts, risks, and opportunities through surveys and interviews with internal and external stakeholders, and the resulting double materiality assessment was reviewed and approved by the Board of Directors to select the final key material issues. LX MMA aims to transparently disclose its related activities and performance for the key material issues identified as top priorities through this report.

Double Materiality Assessment



Double Materiality Assessment Process



OUR ESG APPROACH

Double Materiality Assessment

Double Materiality Assessment Results

By comprehensively assessing environmental/social impacts and financial impacts, LX MMA derived 5 material issues: climate change and energy, resource circulation and waste, eco-friendly business operations, worker occupational health and safety, and integrated risk management. In particular, amid tightening GHG regulations and growing demand for carbon neutrality, the climate change and energy issue showed the highest level of impact across the value chain. We establish response strategies for each material issue and periodically monitor implementation status and performance to further advance our sustainability management.

●●● High ●●○ Medium ●○○ Low

Rank	Issue	IRO Identification				Materiality Assessment Results		Response Strategy	Page
		Environmental/Social Impact		Financial Impact		Environment/ Society	Financial		
1	Climate Change, Energy	Negative/ Actual	Rising GHG emissions accelerate climate change, causing various negative environmental impacts such as resource depletion, sea-level rise, and extreme weather	Risk	As GHG emission regulations tighten, emission allowance purchase costs rise; failure to meet carbon-neutrality targets erodes customer and investor trust and lowers revenue and business stability	● ● ●	● ● ●	• Execute GHG reduction measures by establishing a carbon-neutral transition plan • Improve process energy efficiency and equipment through product carbon footprint calculation	p.26, 36-37
2	Resource Circulation and Waste	Positive/ Actual	Applying recycled materials and increasing their use reduces landfilling and incineration of waste across society, easing resource depletion and environmental burden	Opportunity	By advancing investment and operations related to waste treatment and recycling, continuously reducing waste generation and improving resource efficiency, enabling long-term operating cost savings and stronger circular-economy-based competitiveness	● ● ●	● ○ ○	• Developing circular-economy products (low-carbon, recycled PMMA) for climate change response to reduce GHG emissions in raw-material production and use, ease resource depletion, and cut waste	p.27, 39
3	Eco-friendly Business Operations	Positive/ Potential	Reducing carbon emissions and waste generation across the product life cycle by introducing circular-economy, low-carbon materials, and thereby contributing to resource conservation and easing environmental burden to minimize negative social and environmental impacts	Opportunity	Preempting the circular-economy market through recycling/material development and commercialization, and improving efficiency and profitability through raw-material reduction	● ● ●	● ○ ○	• Advancing a circular-economy model that simultaneously achieves GHG reduction, resource savings, and waste reduction through the development of low-carbon, recycled PMMA products • Securing sustainable business competitiveness through a growth strategy centered on eco-friendly and social value	p.28, 33-35 p.37-40
				Risk	During adoption, a failure to establish a green premium and a decline in product price competitiveness, along with intensified competition from substitutable materials, leading to lower revenue				
4	Occupational Health and Safety of Own Workers	Negative/ Potential	In the event of a serious or industrial accident, harm to workers' life, physical safety, and mental health, and infringement of the right to work in a safe environment	Risk	As safety and health regulations such as the Serious Accidents Punishment Act tighten, rising costs of preventing and managing potential accident risks; in the event of a serious accident, lower revenue due to operational suspension, plus financial losses such as worker compensation and litigation costs	● ○ ○	● ● ●	• Maintain the OHS system through site-specific SHE organizations and regular inspections and training • Prevent accidents through prior approval of hazardous work and strengthened risk assessment • Protect safety and health by building an emergency response system, preparing for climate disasters, and strengthening hazardous-substance management	p.29, 42-47
5	Integrated Risk Management	Positive/ Actual	Maintaining business stability and enhancing corporate trust by building a risk management system and strengthening internal controls	Opportunity	Reducing the likelihood of costs arising from legal violations through systematic risk management	● ○ ○	● ● ●	• Monitoring centered on dedicated departments for key risks such as environment, occupational health and safety, compliance, and finance • Advancing monitoring of other potential risks such as information security, labor-management, procurement, compliance, and quality	p.30, 67
				Opportunity	Enhancing trust through thorough risk management, and thereby conducting business stably				

* The average of each impact assessment result ±10% is set as Medium

OUR ESG APPROACH

Material Issue Management

Material Issue 1

Climate Change and Energy

7

RENEWABLE ENERGY

12

CLIMATE ACTION

13

CLIMATE ACTION

15

CLIMATE ACTION

As the global response to climate change accelerates, pressure on the chemical industry to reduce GHG emissions is increasing, and domestically, the expansion of carbon-neutrality policies such as the Emissions Trading Scheme requires companies to respond actively. Because climate change goes beyond a simple environmental issue and directly affects business continuity, active response has become a core task for securing corporate competitiveness.

LX MMA recognizes climate change and energy as key management issues and has built a top-management-led decision-making system to systematically manage related risks and opportunities. We have established mid- to long-term goals to achieve carbon neutrality by 2050, and as a company subject to allocation under the Emissions Trading Scheme, we actively participate in national reduction plans and reflect these in our corporate strategy.

2

GOVERNANCE

LX MMA recognizes climate change and energy as key management issues and has built a top-management-led integrated decision-making system to systematically manage climate- and energy-related risks and opportunities. Through a structure in which management directly reviews and approves climate change and energy strategies and key agenda items, we ensure swift and effective decision-making. We have established mid- to long-term goals to achieve carbon neutrality by 2050, and as a company subject to allocation under Korea's GHG Emissions Trading Scheme, we participate in national reduction plans and target achievement and reflect these in our corporate strategy. Related departments such as production, facilities, and R&D pursue diverse activities—enhancing energy efficiency through plant operation optimization, expanding renewable energy, and developing eco-friendly products based on Life Cycle Assessment (LCA)—to create tangible results and manage them on an ongoing basis.

STRATEGY

Category	Risk & Opportunity Factors	Response Strategy
Risk	• Rising cost of purchasing carbon emission allowances as GHG emission regulations tighten • Erosion of customer and investor trust if carbon-neutrality targets are missed	• Introduce eco-friendly and energy-efficiency equipment • Regularly identify energy-saving projects and review implementation status • Periodically review the effectiveness of carbon-neutrality strategies and manage KPIs
Opportunity	• Cost reduction through improved energy efficiency and renewable energy adoption • Growing customer needs for eco-friendly products as global policies and regulations tighten	• Strengthen product eco-friendliness through product carbon footprint calculation • Strengthen the recycled MMA/PMMA value chain and properties

RISK MANAGEMENT

LX MMA operates a regular monitoring system to manage climate change and energy-related issues and proactively responds to evolving regulatory requirements. In accordance with its climate change and energy risk and opportunity management process, the Company identifies, assesses, and responds to regulatory and operational risks. Greenhouse gas emissions, energy management performance, and the results of risk assessments are reported to management on an annual basis.

METRICS AND TARGETS

Objective	• Reduce GHG emissions by about 11.4% by 2030 (versus 2018)
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GHG intensity

42 tCO₂eq/KRW 100

Energy-saving projects identified¹⁾

cumulative 18 cases

1) Based on 2023–2025 calculations

OUR ESG APPROACH

Material Issue Management

1

Resource Circulation and Waste

9

12

15

As global environmental regulations tighten and circular-economy policies spread, the importance of resource circulation and waste management in the chemical industry is increasing. In particular, chemical companies generate various types of waste due to the nature of their production processes, and systematic management of this waste has become a core task directly linked to corporate sustainability and legal compliance.

Drawing on its long experience operating chemical processes, LX MMA has built a mature waste management system and practices corporate social responsibility by reducing environmental impact and improving resource-circulation efficiency. Through regular inspections and proactive responses to regulatory changes, we secure stable business continuity, and by expanding waste recycling and strengthening our resource-circulation system, we solidify the foundation for sustainable growth.

Material Issue 2

GOVERNANCE

Resource circulation and waste management is an essential management area for environmental compliance and operational efficiency. Drawing on its long experience operating chemical processes, LX MMA has built and operates a systematic waste management system. Top management regularly receives reports on key risks related to resource circulation and waste and reviews and approves response strategies. LX MMA has set reducing environmental impact and improving resource-circulation efficiency as core goals, practicing environmental management to fulfill corporate responsibility, meeting its social responsibility in the production process, and strengthening its environmental management framework to advance local communities and improve the quality of life of community members. Related departments such as production, environment, and R&D systematically pursue activities such as monitoring waste generation by process and improving recycling rates, achieving continuous performance improvement.

STRATEGY

Category	Risk & Opportunity Factors	Response Strategy
Risk	• Rising operating costs as pollutant and waste discharge regulations tighten • Erosion of customer and investor trust from non-compliance with environmental laws and regulations	• ISO 14001 certification and external expert surveillance audits at least once a year • Regularly assess and monitor environmental risks
Opportunity	• Reduce waste discharge and improve resource efficiency by advancing investment and operations related to waste treatment and recycling • Identify and implement environmental-impact-reduction projects through environmental impact assessment, Responsible Care activities, and company-wide risk assessment	• Identify usable resources within waste together with recycling companies • Long-term operating cost savings and stronger circular-economy-based competitiveness

RISK MANAGEMENT

To reduce environmental impact and improve resource-circulation efficiency, LX MMA implements diverse activities such as process improvements, minimizing waste generation, and expanding recycling. In addition, following our resource-circulation risk and opportunity management process, we analyze and respond to the impact of regulatory and operational risks, and through environmental management that fulfills corporate responsibility, we contribute to improving the quality of life of local communities and employees.

METRICS AND TARGETS

Objective	• Increase the waste recycling rate by about 5% by 2030 (versus 2025)	 Waste recycling rate 42%  BMA waste organic solvent Recycled amount approx. 400 tons¹⁾
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1) Based on 2025

OUR ESG APPROACH

Material Issue Management

1

Eco-friendly Business Operations



As regulations on product sustainability tighten and customer demand grows, eco-friendly business is emerging as a core competitiveness for chemical companies. In particular, as customers spread ESG management and demand sustainable supply chains, demand for eco-friendly materials is surging, establishing this as a new growth driver and essential competitiveness for chemical companies.

Building on core technological capabilities in MMA and PMMA, LX MMA is building a Chemically Recycled PMMA product lineup and quantifying products' carbon footprints through LCA-based environmental impact assessment. By building an eco-friendly product lineup with various recycled contents, we actively respond to the sustainability demands of key customers in electronics, automotive, building materials, and more, and by advancing a circular-economy model, we continuously strengthen our eco-friendly business competitiveness.

2

GOVERNANCE

As global eco-friendly regulations tighten and customer demand for sustainable products grows, eco-friendly business is emerging as a core competitiveness for chemical companies. Building on its technological capabilities in MMA and PMMA, LX MMA is pursuing a strategic approach to developing eco-friendly products and expanding markets, with top management directly reviewing and approving eco-friendly business strategies and key investment decisions. Setting sustainable material development and carbon-footprint reduction as core goals, we have built and operate an LCA (Life Cycle Assessment)-based environmental impact assessment system to respond to domestic and international product environmental policies and stakeholder information requests. Related departments such as production, R&D, and marketing systematically pursue activities such as developing Chemically Recycled PMMA, expanding the eco-friendly product portfolio, and providing customized sustainable solutions to customers, thereby strengthening market competitiveness.

STRATEGY

Category	Risk & Opportunity Factors	Response Strategy
Risk	- Failure to establish a green premium and a decline in product price competitiveness - Lower revenue from intensified competition with substitutable materials	- Strengthen the circular-economy model that simultaneously achieves GHG reduction, resource savings, and waste reduction through the development of low-carbon, recycled PMMA products - Establish and execute a growth strategy centered on eco-friendly and social value
Opportunity	- Preempting the circular-economy market through recycling/material development and commercialization - Improve profitability by developing and selling high-functionality eco-friendly products	- LCA-based environmental performance verification and certification - Expand the eco-friendly product portfolio and provide customized solutions to customers

RISK MANAGEMENT

To support the development of sustainable materials, LX MMA expands its Chemically Recycled PMMA portfolio, secures performance equivalent to Virgin Grades, and develops products with diverse recycled-content levels. Guided by our eco-friendly business risk and opportunity management process, we analyze and respond to market and technology-related risks, while regularly reporting business performance and risk analysis results to management.

Material Issue 3

METRICS AND TARGETS

Objective	100% LCA certification of key product lines - Diversification of low-carbon and recycled products	 Specialty product sales share¹⁾ 70%	 Low-carbon, recycled roducts 9 count
		¹⁾ Based on polymer sales	

4

5

OUR ESG APPROACH

Material Issue Management

1

Occupational Health and Safety of Own Workers

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

16 PLACE, PEOPLE AND PROGRESS

Due to the nature of its processes, the chemical industry involves various OHS risk factors, making systematic and proactive safety management a top priority in corporate management. In particular, protecting the life and safety of employees and creating a healthy working environment is a corporate social responsibility and an essential foundation for sustainable growth.

Based on the ISO 45001 international-standard OHS management system, LX MMA has built and operates a systematic OHS management framework. We focus on establishing a prevention-oriented safety culture—through a governance system centered on a top-management-led Occupational Safety and Health Committee, a PDCA-based risk management process, and the Safe/Unsafe Mileage program—and continuously strengthen employees’ safety awareness through regular safety education, emergency drills, and EHS internal audits. Through this, we continue our efforts to realize accident-free workplaces and create a safe working environment.

2

GOVERNANCE

In the chemical industry, employee occupational health and safety is a top priority for realizing corporate sustainability and social responsibility. Based on the international-standard occupational health and safety management system (ISO 45001) certification, LX MMA has built and operates a systematic OHS management framework, and through a top-management-led Occupational Safety and Health Committee, deliberates and resolves on OHS policies and key agenda items. Having established an EHS policy that sets safety, environment, and health as top priorities, we pursue diverse management activities to ensure the safety of employees and stakeholders. Related departments such as production, environment, and safety systematically pursue activities such as operating a PDCA (Plan-Do-Check-Act)-based risk management process, building an emergency response system, and conducting regular safety education and drills. In addition, by linking OHS indicators to the KPIs of management and related departments and conducting regular internal audits, we continuously strengthen the effectiveness of the OHS management system.

STRATEGY

Category	Risk & Opportunity Factors	Response Strategy
Risk	• Constant risk of safety accidents due to the nature of chemical processes • Operational suspension and legal sanctions from violating OHS laws	• Operate an ISO 45001-based OHS management system • Build a PDCA-based risk management process and conduct regular safety education and emergency drills
Opportunity	• Realize accident-free workplaces through systematic safety management • Enhance employee trust and productivity by establishing a safety culture	• Maintain the OHS system through site-specific SHE organizations and regular inspections and training • Spread a safety culture through the Safe/Unsafe Mileage program, EHS newsletters, and more • Operate an integrated safety management system including suppliers

3

RISK MANAGEMENT

LX MMA conducts systematic OHS risk management tailored to the characteristics of chemical processes. Through a PDCA-based process, we identify and manage EHS risks and, since 2018, have prevented safety accidents via the Safe/Unsafe Mileage program. We also perform regular EHS internal audits to drive continuous improvement, with risk management results reported periodically to management and the Occupational Safety and Health Committee.

Material Issue 4

METRICS AND TARGETS

Objective	• Establishing an integrated safety management system for suppliers • 100% supplier safety training participation
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ISO 45001¹⁾ certification

5 years maintained



Safety training completion rate

100%

1) OHSAS 18001 certification has been maintained since December 30, 2002, and was transitioned to ISO 45001 certification on May 17, 2021, following the withdrawal of the OHSAS 18001 standard.

OUR ESG APPROACH

Material Issue Management

1

Integrated Risk Management

8

16

Amid global uncertainty and all-encompassing changes in the business environment, the importance of integrated risk management to ensure business continuity is rapidly increasing. Due to its nature, the chemical industry is exposed to various risks such as ESG, occupational health and safety, and environmental regulations, and systematic management that considers the interconnections and complex impacts of these risks has become an essential element for securing corporate competitiveness.

To respond proactively to diverse changes in the business environment, LX MMA has built a framework that integrates risk management across all areas, including ESG, occupational health and safety, compliance, finance, information security, quality, and competition. Departments responsible for each area identify risks and establish response measures, and based on a company-wide integrated data management environment built on the next-generation ERP, we link risk management indicators to the KPIs of management and related departments to secure execution capability. In addition, we continuously strengthen the effectiveness of the management framework through regular internal audits and monitoring.

2

GOVERNANCE

Amid global uncertainty and all-encompassing changes in the business environment, integrated risk management to ensure business continuity is emerging as an essential capability for chemical companies. To respond proactively to changes in the business environment, LX MMA systematically classifies and manages integrated risks, and top management, led by the CFO, regularly reviews and approves integrated risk management strategies and key agenda items through a decision-making system involving executives from all divisions. We comprehensively manage key risk areas such as ESG, occupational health and safety, compliance, finance, information security, quality, and competition, and departments responsible for each area operate an integrated risk management framework by identifying and monitoring risks, pursuing preventive activities, and establishing response measures. In addition, based on the company-wide master-data standardization and data-driven control environment established through the next-generation ERP, we link risk management indicators to the KPIs of management and related staff and secure organization-wide execution.

STRATEGY

Category	Risk & Opportunity Factors	Response Strategy
Risk	• Complex impacts from multiple risk factors occurring simultaneously • Risk of cascading damage due to interconnections among risks • Operational continuity risk from aging IT infrastructure and the end of external technical support	• Build an integrated risk management framework and monitor continuously • Strengthen risk response capabilities by division and build a collaboration system • Build an integrated IT platform based on next-generation ERP and modernize systems
Opportunity	• Minimize cost burdens from legal violations through systematic risk management • Enhance corporate trust through systematic risk management	• Strengthen management of core areas such as ESG, occupational health and safety, compliance, and finance • Strengthen the capability to respond to emerging risks such as information security, quality, and competition risks

3

RISK MANAGEMENT

LX MMA continuously monitors key risk areas, with departments in each division responsible for identifying risks and establishing response measures. Given the nature of chemical companies, environmental, safety, and quality risks carry high impact and are therefore managed under a strengthened framework, with related legal and regulatory changes monitored proactively. In addition, by integrating dispersed management activities into a unified monitoring system through our next-generation ERP, we are reinforcing the digital foundation and proactive response capability of our risk management.

4

METRICS AND TARGETS

Target	• Building a core risk management framework • Strengthening risk response capabilities
Objective	• Building a management system for each risk area • Establishing a prevention-oriented risk management culture

RISK

Next-generation ERP system implementation completed

2026^{year} 6^{month}

Internal audits and monitoring conducted¹⁾

cumulative 16^{sessions}

1) Based on 2023–2025 cumulative

ESG Management

Environmental	32
Social	41
Governance	60



Environmental



Environmental Management	33
Climate Change Response	36
Minimizing Environmental Impact	38

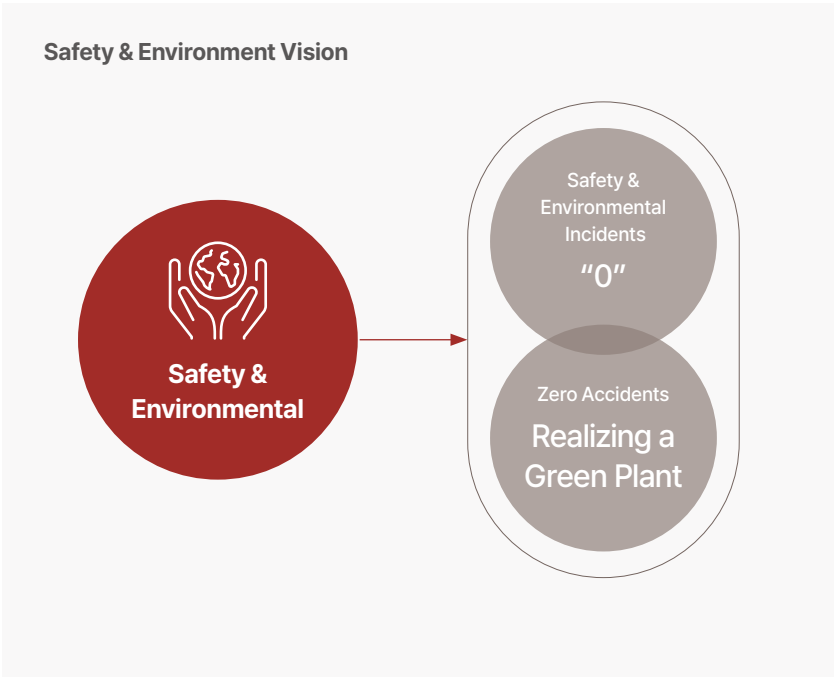
Environmental

Environmental Management

Safety & Environmental Vision

By establishing and implementing sustainable development plans to build an eco-friendly production system, LX MMA is realizing its management philosophy of creating value for customers and respecting people. All executives and employees recognize that sustainable safety, health, and environment are fundamental to securing the company's differentiated competitiveness, and, based on a field-oriented safety and environmental management system, we are driving our 'Zero Safety & Environmental Incident' objective. To this end, based on clear objectives and strong execution, we establish and operate the 'Safety, Environment & Health Action Guidelines,' and by continuously improving our safety, health, and environmental performance, we strive to achieve our safety and environment vision of realizing a pleasant and safe workplace — a 'zero-accident, eco-friendly (Green) plant.' Moreover, we transparently disclose these guidelines on our website to strengthen communication with stakeholders.

Safety & Environment Vision and Action Guidelines



Safety, Environment & Health Action Guidelines

- 01 We comply with laws and regulations and establish and operate safety, health, and environmental standards that lead our industry at home and abroad.
- 02 We pursue continuous innovation throughout the entire production process to provide eco-friendly products and services.
- 03 We create a safe and pleasant work environment and establish an organizational culture that thoroughly observes fundamental principles.
- 04 Based on our social responsibility, we actively support improvements in the safety, health, and environment of our suppliers and local communities.
- 05 We disclose information transparently and communicate sincerely with our stakeholders.
- 06 We do our best to protect the global environment through cleanup and environmental-improvement activities.

LX MMA's Environmental Philosophy

Guided by its own environmental philosophy, LX MMA practices environmental management to fulfill its corporate responsibilities. Going beyond product manufacturing, we will continue to strengthen our environmental management system to fulfill our social responsibilities and to advance the development of local communities and the quality of life of members of society.

LX MMA's Environmental Philosophy

Today, the chemical industry is called upon not merely to manufacture chemical products but, more than ever, to fulfill its corporate social responsibility — enriching human life and, furthermore, preserving the global environment and advancing local communities.

LX MMA has established labor-management cooperation and environment, health, and safety management as core corporate values and has built a voluntary environmental management system. We have introduced eco-friendly processes across the entire cycle — from product development to production, distribution, use, and disposal — and have achieved remarkable results, including the establishment of clean production processes by applying company-wide Six Sigma innovation activities, in which all employees participate, to the environment, health, and safety domain. Based on our environmental management system, we have also introduced and applied the Life Cycle Assessment (LCA) technique, and through the adoption of new environmental technologies and bold investment, we strive to fundamentally reduce pollutants through process innovation.

In addition, to prevent global warming caused by greenhouse gases, we respond proactively through voluntary energy agreements, and we practice sustainability management by implementing Responsible Care — a voluntary movement of the chemical industry that pursues chemical-emissions-reduction agreements and environment, safety, and health improvement activities. Going further, all LX MMA employees will fulfill their social responsibility for sustainable development to secure the health, safety, and pleasant environment of local residents and employees, thereby becoming a market-leading company that grows continuously together with its customers through differentiated materials and solutions.

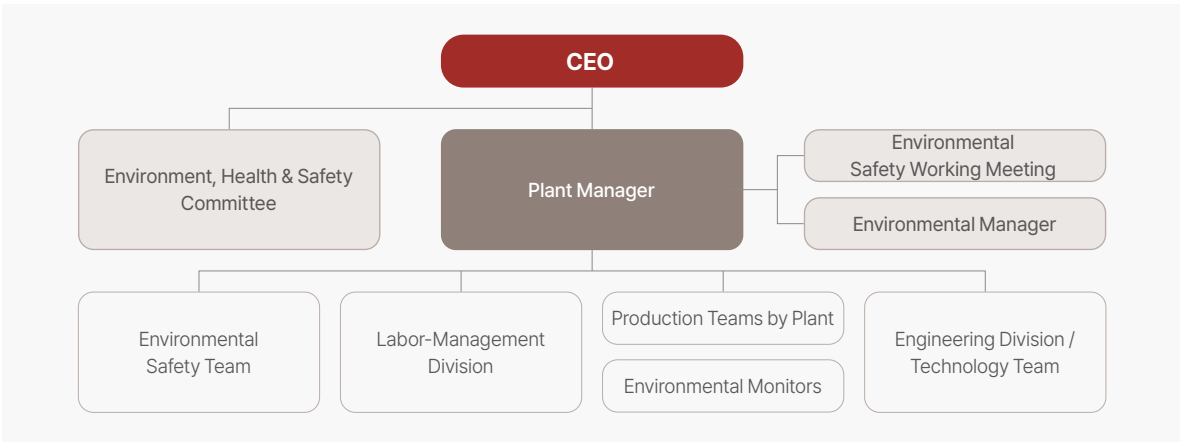
Environmental

Environmental Management

Environmental Management Framework

To substantively implement safety and environmental management, LX MMA has reorganized its company-wide structure and is pursuing the realization of an accident-free, eco-friendly workplace (Green Plant) as a core objective. To this end, we have established an Environmental Safety Team under the Plant Manager, who reports directly to the CEO, dedicating it to environment- and safety-related operations so that safety and environmental management activities can be carried out systematically with a field-centered focus.

LX MMA Environmental Management Organization Chart



RC(Responsible Care)

As a member of Responsible Care (RC), a voluntary chemical-industry initiative for the responsible management of the environment, safety, and health, LX MMA is firmly committed to sustainability. In particular, to fulfill our corporate social responsibility, we rigorously manage the hazardous substances we use and produce so as to prevent pollution and safety incidents, safeguard the health and safety of local residents and employees, and keep the areas around our worksites clean and pleasant. Looking ahead, LX MMA will embed the core values of the RC initiative, namely environmental protection, process safety, and health promotion, across its entire business, and will continue to strengthen its responsible-management system spanning the full life cycle of its chemicals.



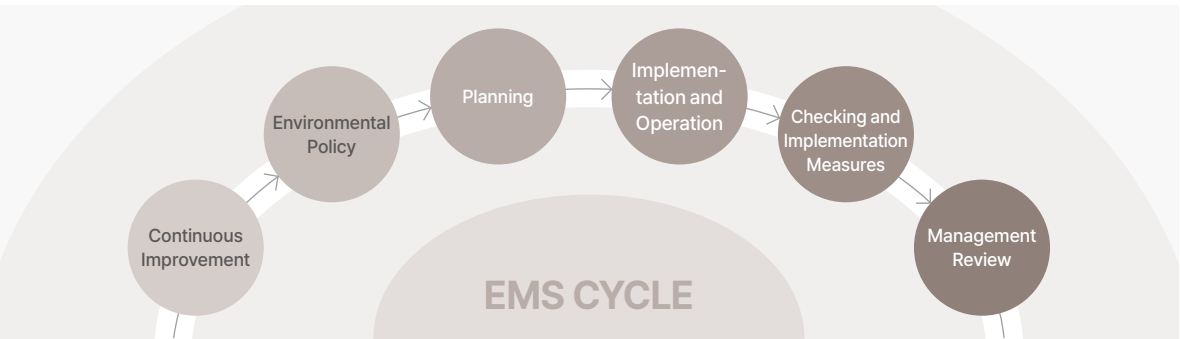
Environmental Management System

Environmental Management Certification

To minimize the environmental impacts that may arise during production, LX MMA systematically maintains its environmental management systems and work processes based on the international standard ISO 14001, and operates them with official certification of the system's conformity from the Korea Gas Safety Corporation and BSI, its certification bodies. To ensure the effective operation of the environmental management system, we designate internal auditors with sufficient work experience and qualifications at each business site and conduct regular internal audits once a year. When nonconformities are identified during an audit, we operate a procedure whereby the results are immediately reported to the site's chief executive and the relevant departments promptly implement corrective actions. Furthermore, through follow-up audits conducted at least once a year at each site by auditors from external certification bodies, we continuously verify the objective reliability of our environmental management system certification and enhance the efficiency of its operation.

EMS (Environment Management System) Cycle Activities

ISO 14001 Certificate



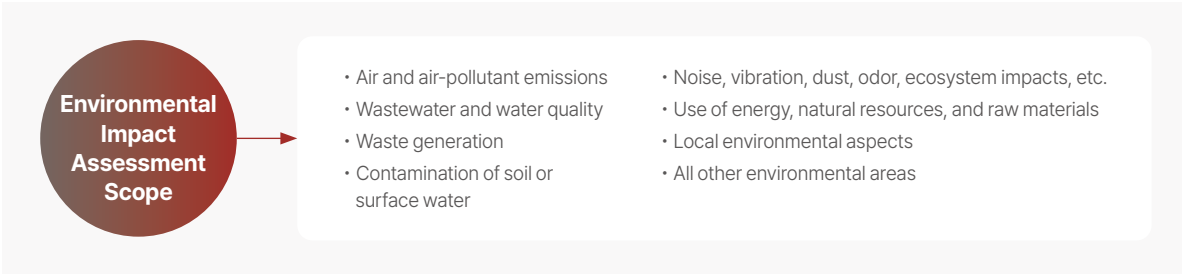
Planning	Implementation and Operation	Checking and Corrective Action
• Identification of Environmental Aspects and Impact Assessment • Legal and Other Requirements • Objectives and Targets • Environmental Management Action Plan	• Structure and Responsibility • Training, Awareness and Competence • Environmental Management System Documentation • Document and Data Control • Operational Control • Emergency Preparedness and Response	• Monitoring and Measurement • Nonconformity, Corrective and Preventive Action • Records / Environmental Management System Audit

Environmental

Environmental Management

Environmental Impact Assessment

LX MMA conducts an environmental impact assessment each year to systematically identify the direct and indirect environmental impacts of the production and service activities performed across all its business sites and to recognize and improve potential adverse impacts in advance. We also perform an environmental impact assessment on any changes when a process is modified, and we closely review the environmental impacts of newly introduced chemical substances. In addition, when a new process is installed, we conduct a comprehensive environmental impact assessment across all areas, working to manage and control in advance the negative factors that corporate activities may have on the environment.



Company-Wide EHS Risk Assessment

Through its company-wide EHS risk assessment, LX MMA systematically assesses and manages environmental and safety risks arising from the compliance obligations related to all site activities, products, and services, as well as from the requirements of internal and external stakeholders and other issues, thereby continuously improving its EHS performance.

We assess risks and opportunities that may affect our safety and environmental objectives, focusing on likelihood, severity, and level of risk, and we proactively identify and respond to potential issues such as tighter EHS regulations at home and abroad, sharp rises or falls in international oil prices, and prolonged strikes by transport-company union coalitions. Beyond risks, we also continuously identify opportunity factors in our effort to achieve stable business performance.

Identified risks are scored according to assessment criteria, and significant risks — those classified at nine points or above — are managed regularly through the establishment of improvement measures. Risk assessment results are actively shared internally, including by reflecting them in departmental training plans, and items for which improvement plans have been established are incorporated into that year's investment plan and EHS plan, enabling a proactive response to environmental risks.

Risk Assessment Process



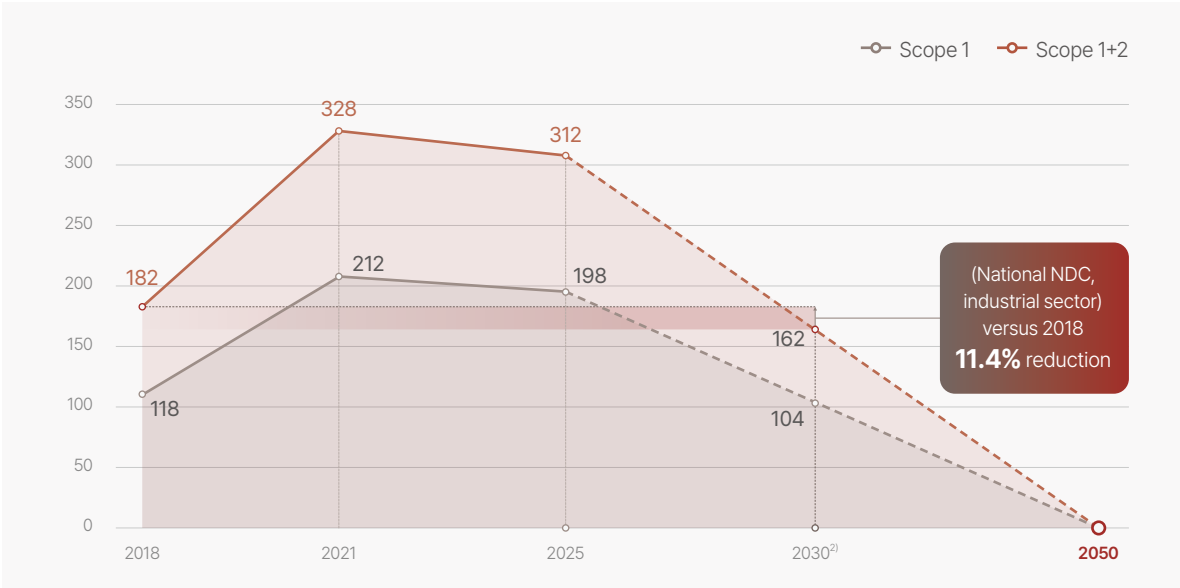
Environmental

Climate Change Response

GHG Emissions Management

Based on the UN Framework Convention on Climate Change (UNFCCC), Korea enacted and has enforced the “Act on the Allocation and Trading of Greenhouse Gas Emission Allowances” since 2015. As a company subject to allocation under Korea’s GHG Emissions Trading Scheme, LX MMA has systematically managed its GHG emissions from the first planning period through the current fourth planning period. LX MMA manages direct emissions (Scope 1) and indirect emissions (Scope 2) on an integrated, company-wide basis, measuring and managing GHG emissions and energy use at each major business site, including the Seoul Office, the Yeosu MMA and PMMA plants, and the Daejeon research center. In addition, to enhance data accuracy and reliability, we conduct third-party verification regularly. In terms of mid- to long-term reduction targets, we have set a 2030 reduction target consistent with the national GHG reduction target (NDC) and have established and are pursuing a phased implementation plan with the ultimate objective of achieving carbon neutrality (Net-Zero) by 2050.

Annual Carbon Emissions Status¹⁾/Reduction Targets (Unit: thousandtCO₂eq)



1) Emissions based on the Emissions Trading Scheme statement
2) Set a mid- to long-term target of reducing both direct emissions (Scope 1) and indirect emissions (Scope 2) by 11.4% versus 2018

Climate Change Response Activities

LX MMA has established a 2050 carbon-neutrality roadmap and applies various reduction activities and technologies to cut GHG emissions. Every year, we pursue activities to reduce energy use through process optimization, and we reduce electricity use by installing solar power facilities. In addition, from 2027 we intend to diversify our energy sources by introducing biomass steam. Through diverse activities to reduce GHG emissions—including LCA-based product development, the introduction of bio-based feedstocks, and the expansion of renewable energy—LX MMA will contribute to achieving the 2030 national GHG reduction target (NDC) and lead in realizing a sustainable society for future generations.

GHG Reduction Activities

Category	Reduction Activity
Scope 1	• Reviewing measures to reduce the volume of incinerated wastewater by re-injecting incinerated process wastewater into the process for reuse
Scope 2	• Reviewing steam savings through condensate recovery • Pursuing reduced electricity use through renewable energy adoption and reduced steam use through process facility optimization

GHG reduction performance

Category	Reduction Activity
2023	• GHG reduction through process optimization (532 tCO ₂ eq/year) • GHG reduction through waste heat recovery and repairs (145 tCO ₂ eq/year) • GHG reduction through solar power facility adoption (73 tCO ₂ eq/year)
2024	• GHG reduction through M1 plant steam and waste heat recovery adoption (480 tCO ₂ eq/year) • GHG reduction through M3 pump efficiency improvement (418 tCO ₂ eq/year) • GHG reduction through lighting efficiency improvement and solar power facility adoption (60 tCO ₂ eq/year)
2025	• GHG emission reduction through M1 plant pump replacement and optimization (202 tCO ₂ eq/year)

Environmental

Climate Change Response

Energy Use Targets and Performance

Recognizing that energy use management and efficiency improvement are core tasks for climate change response and reducing environmental impact, LX MMA continuously pursues systematic company-wide energy management activities. We include energy-saving results in our company-wide environmental safety indicators to evaluate and monitor the performance of management and key working departments, and through periodic energy audits we continuously identify sources of energy loss and areas for improvement at our business sites. Based on the audit results, we review energy-reduction measures by team and link them to actual energy-use reduction activities through process optimization, thereby enhancing the effectiveness of our energy management framework.

Energy-Saving Efforts

LX MMA regularly reviews operational optimization measures to reduce steam generation, while continuously saving energy through big data-based improvements in operational efficiency. In addition, building on the improvement cases at MMA Plant 3, the company is expanding the application of new facilities with proven energy-saving effects, such as rotational-speed control equipment for rotating machinery, to its other plants, and is continuing its efforts to enhance energy efficiency by continually identifying and reviewing facilities that can be introduced in the future. As part of these efforts, the company systematically carries out process optimization-based energy-saving activities every year, completing 6 improvement activities in 2023, 7 in 2024, and 3 in 2025.

Energy-Saving Performance

Category	Unit	2023	2024	2025
Electricity ¹⁾	TJ/year	4.15	10.45	4.15
Steam	TJ/year	23.8	58.11	-

1) Calculation formula: electricity volume x national fuel-specific calorific value and emission factor*
* Electricity (consumption basis) 9.6 MJ/kWh

Expanding Renewable Energy

To actively participate in achieving carbon neutrality (Net-Zero) by 2050, LX MMA is pursuing energy-source diversification and renewable energy expansion as core tasks. In terms of renewable energy use, in 2024 we installed solar panels on top of the MMA3 plant's office building, saving about 62 MWh of electricity per year, and we are concretely reviewing options for participating in K-RE100. In addition, we plan to gradually increase the share of renewable energy use by expanding Green Premium and Renewable Energy Certificate (REC) purchases. In terms of energy-source diversification, from 2027 we plan to introduce biomass-based steam at PMMA Plant 1 to reduce fossil-fuel dependence and cut GHG emissions.

In addition, as part of our climate change response efforts, we are reviewing the application of Post-Consumer Recycled (PCR) materials—recovering and decomposing products used by customers and feeding the reprocessed feedstock back into the process—through which we plan to build a resource-circulation-based production system.



Rooftop solar panel installation

Environmental

Minimizing environmental impact

Water Pollutant Management

By building and periodically managing wastewater discharge facilities and water-pollution prevention facilities at each plant, LX MMA leads in preventing damage from water pollution in advance and in creating a pleasant workplace environment. We treat generated wastewater appropriately according to its contamination level, and we entrust our in-house wastewater treatment facilities to a specialized water-treatment company so that issues can be addressed immediately when they arise. In addition, we set annual water-quality discharge targets and continuously monitor pollutants to ensure they are discharged within targets, and we establish and implement targets and detailed goals for wastewater reduction, achieving gradual improvement. Furthermore, we appoint managers for wastewater discharge facilities at each plant to ensure that wastewater is not discharged into ordinary drainage, and we conduct periodic training and awareness activities so that wastewater discharge facilities and water-pollution prevention facilities are operated lawfully and water quality is measured properly, improving employees' management capabilities. Moreover, we proactively manage water-related risks by supplementing our response system based on emergency-action guidelines for spill accidents, and going forward we will improve our management level step by step to reduce our environmental impact.

Water Resource Management

LX MMA receives water from the Juam Dam in Suncheon, and to effectively manage this water resource, we identify and steadily improve water-use reduction projects through company-wide Six Sigma activities. We also carry out water-resource improvement activities such as recycling process condensate, increasing our water recycling volume over the most recent three years.

Air Pollutant Management

LX MMA thoroughly manages air pollutants such as gases and particulate matter stipulated in the Clean Air Conservation Act. We install and operate air emission facilities and prevention facilities within our plants, and we build a Tele-Monitoring System (TMS) at major discharge outlets to monitor emissions in real time and keep them within legal limits. Furthermore, we establish annual targets to reduce air pollutants to minimize our environmental impact. As part of these efforts, we reduced nitrogen oxide (NOx) in 2021 by improving the operation method of the wastewater incinerator, reduced sulfur oxide (SOx) emissions in 2022 by analyzing materials fed into the wastewater incinerator and selling waste oil externally, and reduced dust emissions in 2023 by installing a dust collector downstream of the wastewater incinerator.

Community Impact Management

To minimize the impact of plant operations on the local community environment, LX MMA operates a management framework for noise, odor, and soil contamination. We designate the Environmental Safety Team as the dedicated department to immediately verify and address related complaints, and where complaints are anticipated, we prevent risks through prior audit and the preparation of response measures. In addition to regular inspections, we respond immediately when abnormalities are detected, continuously strengthening our community environmental management.

Environmental

Minimizing environmental impact

Waste Management

By establishing waste management guidelines, LX MMA systematically manages the various types of waste generated at its plants, thereby minimizing the environmental impact of waste and contributing to a pleasant workplace environment. In particular, in accordance with the waste management guidelines, we monitor the entire process—including storage, transport, and treatment—and, rather than stopping at appropriate treatment, we continuously review ways to reduce waste generation and expand recycling and reuse. As a result of these efforts, we achieved continuous reductions in waste discharge and the final disposal rate,*while improving the recycling rate.

We block all waste from external contact and carry out incineration, landfilling, and recycling in accordance with relevant laws through entrusted treatment companies. When abnormal discharges occur, we issue an Environmental Non-Conformance Report (ENCR) to manage and supervise the matter, and to prevent illegal dumping we designate a responsible person for each storage area and install and operate locking devices and CCTV. In addition, we keep advancing our waste management framework to minimize the environmental impact of storage and treatment. Going forward, we plan to identify resources usable as raw materials and fuel among our waste, and by simultaneously improving generating processes and strengthening incineration-fuel management, to steadily reduce waste discharge while contributing to expanded resource circulation.

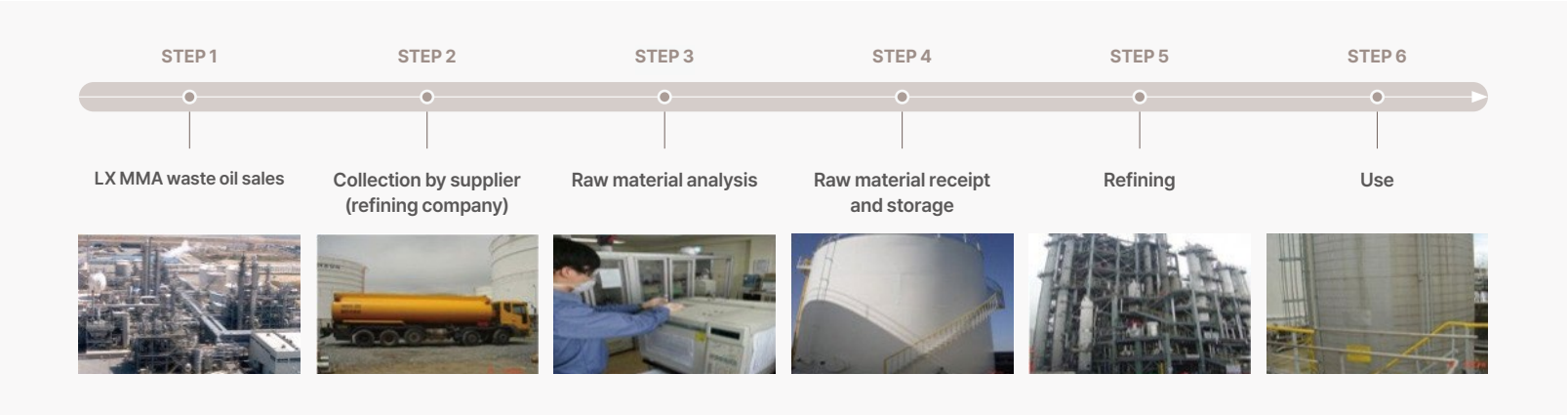
* The proportion ultimately landfilled through the waste life cycle

Waste Recycling

LX MMA recognizes the waste oil generated in the MMA manufacturing process not as mere waste but as a reusable resource, and through partnerships with suppliers has built and operates a refining and reuse circulation system. In addition, to expand the resource conversion of waste organic solvents, we continuously identify specialized recycling companies, gradually broadening our recycling base by verifying recycling feasibility for one or two new companies each year. In practice, the waste organic solvents generated at PMMA Plant 2 are continuously recycled by identifying multiple specialized recycling companies and blending our own and other companies' organic solvents. To prepare for emergencies such as accidents and shutdowns (S/D), we secure stable treatment routes by contracting with multiple recycling companies.

Furthermore, we achieved a new recycling route for the BMA waste organic solvents from MMA Plant 2, which had previously been incinerated entirely. Due to the characteristics of its components, BMA waste organic solvent forms solids when it contacts water, so it could not be processed by existing recycling companies that blend various organic solvents. Accordingly, we newly identified a specialized recycling company able to store and treat BMA waste organic solvent alone, building a recycling system that minimizes solid generation, and achieved an annual recycling volume of about 400 tons as of 2025. This reduced the emission of hazardous substances such as sulfur oxides that occurred during incineration, while contributing to a higher resource-conversion rate for waste organic solvents. Going forward, we plan to actively identify resources usable as raw materials and fuel and, by simultaneously improving generating processes and strengthening incineration-fuel management, to continuously reduce waste oil generation while contributing to expanded resource circulation.

Waste Oil Refining and Reuse Process



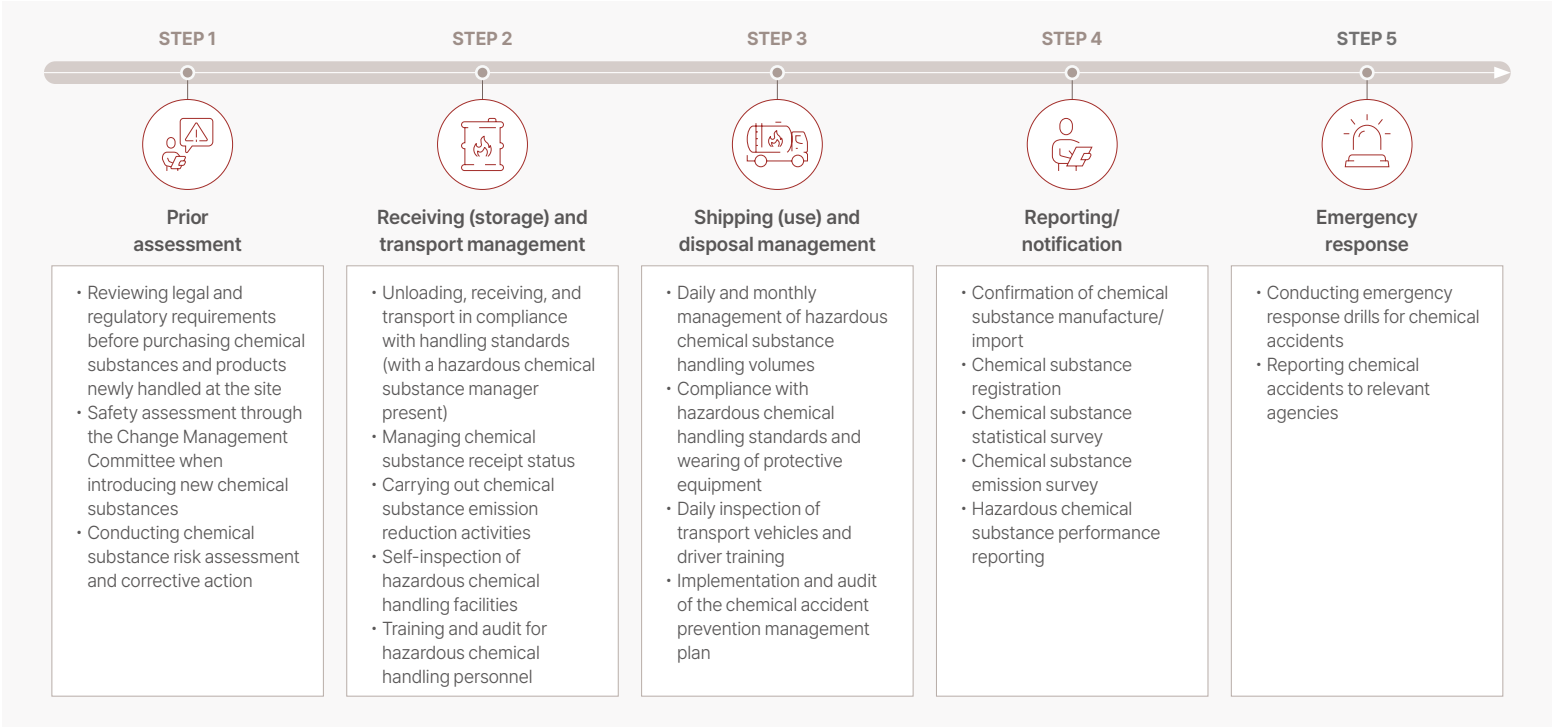
Environmental

Minimizing environmental impact

Management of Hazardous Chemical Substances

LX MMA handles a total of 15 hazardous chemical substances, including methanol (MeOH), and to manage them safely and efficiently, has established hazardous chemical substance management guidelines and operates a systematic management process. Hazardous chemical substances used in processes are thoroughly managed through a Hazardous Chemical Substance Management Ledger and self-inspection sheets for hazardous chemical facilities, and before purchasing new raw materials we review domestic and international regulations to comply with chemical-substance laws. In addition, we monitor the prior submission of Material Safety Data Sheets (MSDS) for newly manufactured or imported raw materials and whether the non-disclosure approval system applies, completing on schedule in 2024 the registration of a total of 3 chemical substances imported and manufactured in annual volumes of 100 to less than 1,000 tons. Moreover, to prevent hazardous chemical accidents at our plants in advance, we conduct periodic training and supervision, and the facilities department inspects the proper management and operational status of all hazardous chemical facilities at the site once a week, continuously strengthening our hazardous chemical substance management process.

Hazardous Substance Management Process

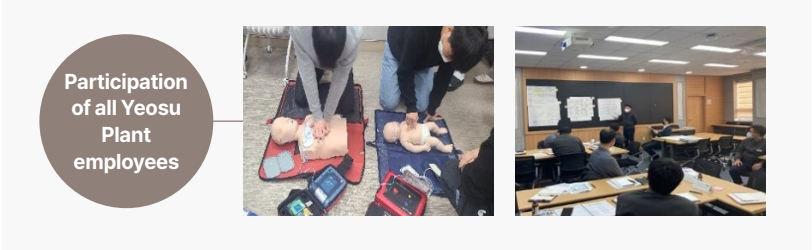


Training and Internalization Activities

LX MMA designates managers for each area—safety, environment, health, and chemical substances—who review environmental management laws once every half year, and operates a continuous management framework to respond proactively to rapidly changing environmental regulations and issues. In addition, by reporting each year’s legal review results to management and continuously monitoring key items, we advance our management of environmental issues. To internalize environmental management company-wide, we also conduct employee training and participation activities. We regularly conduct EHS training centered on environmental laws and regulations and accident prevention, raising employees’ awareness of environmental legal compliance and strengthening their on-site accident-prevention capabilities. Furthermore, we carry out various environmental protection activities in which employees directly participate—such as cleanup activities around business sites and Environment Day campaigns—so that environmental management takes root as an organizational culture rather than remaining a mere management policy.

Category	Training course	Completion rate(%)		
		2023	2024	2025
Head-quarters	• PSD special training(workers/suppliers) • Risk assessment leader training	100	100	100
Yeosu	• PSD special training(workers/suppliers) • Risk assessment leader training	100	100	100

2025 Environmental Training



Social



Occupational Health & Safety	42
Human Rights Management	48
Talent Development	51
Quality Management	55
Supply Chain Management	57
Community Engagement	59

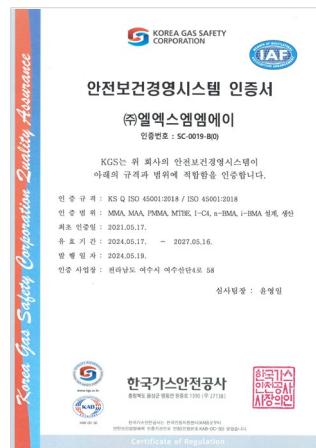
Social

Occupational Health & Safety

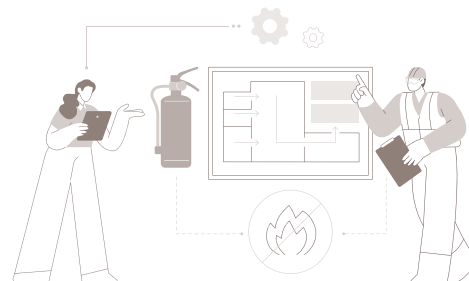
Occupational Health and Safety Management Framework

Based on the international-standard occupational health and safety management system (ISO 45001) certification, LX MMA operates an OHS management framework that systematically manages OHS risks across its business sites. Under an Environment, Health & Safety (EHS) management framework that integrates environment, safety, and health, we have built an organizational structure in which the Environmental Safety Team—which oversees company-wide OHS affairs—works organically together with plant managers, department heads, and site OHS managers.

The Environmental Safety Team is the core organization that oversees plant-wide EHS management activities, taking charge of the overall planning and operation of the OHS management framework—including establishing and revising EHS management policies, identifying hazards and conducting risk assessments, managing relevant laws and requirements, and setting EHS objectives and managing performance. The plant manager approves EHS management policies and action plans and periodically checks their implementation status, while department and part heads are responsible for risk assessment and EHS objective implementation for their processes and work, carrying out field-oriented management. In addition, through the operation of the Occupational Safety and Health Committee and the EHS Working-Level Committee, we operate channels for consultation and participation with workers, and by sharing EHS policies and objectives with all employees, we continuously pursue activities to raise OHS awareness and establish a safety culture.



ISO 45001 Certificate¹⁾



Safety, Environment, and Health Policy

LX MMA has established a safety, environment, and health policy that sets safety, environment, and health as top priorities across all business areas, and implements it company-wide. Our policy is shared with all employees through the plant manager's approval and announcement and functions as the highest-level standard for the EHS management system. In accordance with the policy, we continuously identify relevant laws and stakeholder requirements and establish and implement risk assessments for hazards as well as EHS objectives and detailed targets.

Safety, Environment, and Health Policy

Recognizing that safety, health, and environment are fundamental to securing differentiated competitiveness, LX MMA declares that, based on clear objectives and strong execution, it will faithfully carry out the following for the continuous improvement of safety, health, and environmental performance.

- 01 We comply with laws and regulations and establish and operate safety, health, and environmental regulations that lead the domestic and international industry.
- 02 We pursue continuous innovation throughout the entire production process to provide eco-friendly products and services.
- 03 We create a safe and pleasant work environment and establish an organizational culture that thoroughly observes fundamental principles.
- 04 Based on our social responsibility, we actively support improvements in the safety, health, and environment of our suppliers and local communities.
- 05 We disclose information transparently and communicate sincerely with our stakeholders.

To comply with this policy, we consider safety, health, and environment as the top priority in all business activities.



1) 100% certification achieved based on LX MMA's manufacturing sites.

Social

Occupational Health & Safety

Occupational Safety and Health Committee

In accordance with the Occupational Safety and Health Act, LX MMA establishes and operates an Occupational Safety and Health Committee, deliberating and resolving key OHS matters through a committee composed of an equal number of labor and management representatives. The committee addresses key agenda items spanning all site OHS matters—including establishing EHS policies, identifying hazards and conducting risk assessments, planning OHS goal achievement, preventing and investigating industrial accidents, inspecting and improving the working environment, and managing worker health—and operates through regular meetings so that worker consultation and participation are substantively guaranteed. Centered on the Occupational Safety and Health Committee, management and workers discuss OHS issues together on a quarterly basis and derive improvement directions, thereby establishing an OHS culture in which all employees participate.

Occupational Safety and Health Committee* Composition



Occupational Safety and Health Committee Operation Status

Date held	Discussion items
2025. 05. 22	Improving the joint labor-management audit method
2025. 07. 21	Deliberation on the Process Safety Report
2025. 08. 29	Working environment improvement (sampling, wearing of protective equipment)
2025. 11. 28	Revision of OHS management regulations (confined-space work management, safe work permits, etc.)
2026. 03. 18	Improving blind spots at entrances

OHS Risk Management Process

To systematically identify and manage risks in the environment, safety, and health areas, LX MMA operates a risk management process based on the PDCA (Plan-Do-Check-Act) cycle. In the planning stage, we set the management direction by establishing management policies and conducting risk assessments; in the operation stage, we implement this through equipment, work, and human-capability management. In the performance evaluation stage, we check the implementation level through indicator monitoring and internal verification; in the improvement stage, we continuously advance the management framework through cause analysis and recurrence-prevention measures. Through this cyclical management framework, we aim to eliminate potential hazards in advance and realize a safe and sustainable workplace environment.

Stage	Management Area	Key Management Details
Plan (Planning)	Policy & governance	• Establish and revise EHS management policies • Define organizational roles, responsibilities, and authority
	Risk management	• Identify environmental aspects and assess environmental impact • Identify hazards and conduct risk assessment
	Law & requirement management	• Identify environmental, safety, and health laws and other requirements • Register and manage compliance obligations
	Objectives & planning	• Set EHS objectives and detailed targets • Establish annual EHS action plans
Do (Operation)	Operational management	• Process, equipment, and work safety management • audit, maintenance, and change management of hazardous equipment • Operate a safe work permit system
	Human & organizational management	• Education and training for employees and suppliers • Raise OHS awareness
	Emergency response	• Emergency response procedures for fire, explosion, leak, etc • Emergency drills and cooperation with external agencies
Check (Performance Evaluation)	Performance measurement	• Monitor environmental, safety, and health performance indicators • Measurement, analysis, and evaluation
	Legal compliance	• Regularly evaluate legal compliance • Inspect non-compliance items
	Internal verification	• Conduct internal (self) audits • Verify the system through management review
Act (Improvement)	Corrective action	• Analyze causes of accidents and nonconformities • Corrective and recurrence-prevention measures
	Continuous improvement	• Improve systems, guidelines, and operational processes • Horizontally deploy improvements

Social

Occupational Health & Safety

Emergency Operations Framework

Petrochemical plants involve many potential hazards such as fire and explosion, and because incidents can escalate into environmental pollution accidents, early response is critical. Accordingly, as part of the Do stage of its PDCA-based risk management process, LX MMA establishes type-specific emergency response procedures for fire, explosion, leaks, and more across all business sites to respond swiftly to various emergencies such as industrial accidents, safety accidents, and natural disasters, and to minimize human and material damage, building and operating a systematic emergency operations framework.

Through the control room, we detect emergencies early and swiftly disseminate the situation, and by operating an emergency response organization—the Countermeasures Committee—we respond systematically from the declaration of an emergency to its conclusion. In addition, by establishing possible emergency response scenarios in advance and conducting real-drill exercises quarterly, while strengthening cooperation with relevant external agencies, we enhance employees’ emergency response capabilities and maintain an effective emergency response framework.

Emergency Response Organization and Operations Framework



Operating Environmental Safety Indicators

To review and improve the company-wide level of environmental safety management, LX MMA uses environmental safety indicators—with the combined accident index, field management, and legal citations as common items—in the evaluation of executives and division heads. To strengthen safety management within departments and improve safety awareness through proper leadership, we raised the weighting of the combined accident index in the evaluation of executives and division heads starting in 2022. We also expanded the scope of field management activities to include the Technology Research Center so that OHS managers at all business sites can systematically pursue EHS work and practice leadership. In addition, by including environmental safety execution and occupational-disease prevention activities as evaluation items according to position, we encourage OHS managers to fulfill their roles and responsibilities. Furthermore, to respond to the Serious Accidents Punishment Act, we established a “Critical Unsafe Mileage” item starting in 2022 and built a system for reporting progress to the Management Committee each month.

Environmental Safety Internal Audits

To objectively check the level of environment, safety, and health management and drive continuous improvement, LX MMA operates a systematic internal (self) audit program. We conduct regular internal audits at least once a year for all environment, safety, and health departments, and when necessary conduct additional ad-hoc audits to closely examine on-site management conditions. Detailed audit plans are approved by the plant manager and notified to the relevant departments in advance, including the audit purpose, scope, items to be audited, auditor composition, and schedule. Auditors conduct objective, evidence-based audits using checklists and are composed of personnel with no direct connection or responsibility to the audited department, securing audit independence and fairness. Nonconformities found during audits are sent to the Environmental Safety Team, and the Environmental Safety Team leader shares them with the department heads and relevant personnel of the audited division so that corrective action is taken. Completion of corrective action is followed up within the required period, and audit results are used as management review materials. All documented information related to internal audits is maintained and managed as the latest version so that audit history is systematically preserved and utilized.

Social

Occupational Health & Safety

OHS Risk Assessment

To identify on-site hazards and eliminate potential risks, LX MMA establishes an annual action plan and systematically conducts risk assessments targeting processes, work, and chemical substances. After identifying hazards that could cause accidents and estimating the likelihood and severity of potential accidents, we determine whether the level is acceptable and establish and implement improvement plans that most effectively reduce risk according to priority. In addition, we check the implementation of improvement measures every half year and manage necessary follow-up actions, thereby preventing industrial accidents in advance.

In terms of equipment safety, aiming for improved reliability and utilization and zero accidents, we systematically conduct inspection and maintenance by setting priorities according to equipment grade assessment. In addition, as part of risk identification and prevention/mitigation activities for the overall OHS system, we conduct an annual PSM (Process Safety Management) self-audit and ISO 45001 internal audit, and conduct a half-yearly audit to prevent serious accidents, continuously improving identified risks.

ISO 45001 Occupational Health and Safety Management System

LX MMA has acquired and maintains ISO 45001 certification, the international-standard occupational health and safety management system. ISO 45001, a standard developed by the safety and health committee of the International Organization for Standardization (ISO), is applied to implement, maintain, improve, and assure an organization's OHS management system, and consists of a systematic management process—establishing OHS policies and objectives, carrying out activities to achieve them, and monitoring and reviewing implementation. Through this certification, LX MMA systematically manages OHS risks that may arise at its business sites and continuously strives to create a safe and healthy working environment for its employees. ISO 45001 certification is issued by both KGS (Korea Gas Safety Corporation) and BSI (British Standards Institution) through a joint audit, providing an external basis to demonstrate that LX MMA's OHS management level meets international standards.

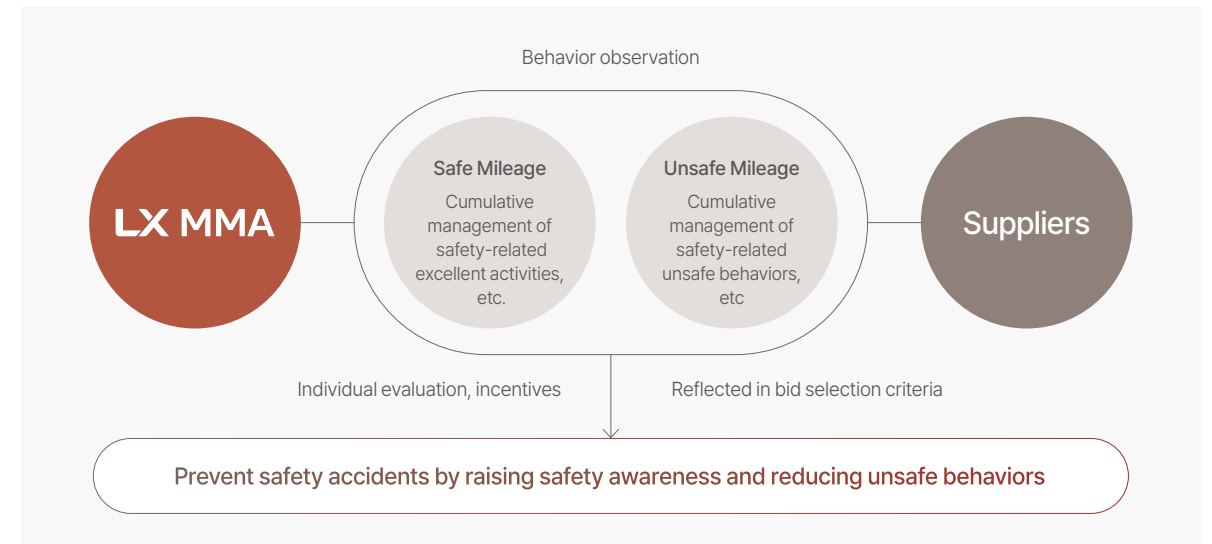
 ISO 45001 Certificate

Safe/Unsafe Mileage Program

To raise the safety awareness of all employees and ensure that everyone thoroughly observes basic OHS procedures, LX MMA has operated the Safe/Unsafe Mileage program since 2018. As explosions and serious accidents at nearby business sites are often caused by worker mistakes or inadequate safety measures before work, LX MMA carries out activities to closely manage on-site OHS and eliminate risk factors in advance.

Each department carries out its own department-specific activities—setting its own targets for protective measures, risk assessment, work permits, and more—and departments with excellent corrective-action rates are awarded Safe Mileage, promoting the internalization of safe behavior through employees' voluntary participation. In addition, in 2022 the Yeosu Plant established Critical Unsafe Mileage as an environmental safety indicator, systematically checking for accident occurrences and cover-ups on site, work performed without a work permit, and the occurrence of serious nonconformities, further strengthening industrial-accident prevention activities.

Purpose of the Safe/Unsafe Mileage Program



Social

Occupational Health & Safety

OHS Education and Training Framework

To strengthen employees’ safety capabilities, LX MMA operates a systematic OHS education and training program that includes legally mandated training. Through various forms of education—regular OHS training, tier-specific training, and ad-hoc training for changes in work content—we support employees in fully recognizing the characteristics of their work and hazards and performing their work safely. In addition, to strengthen expertise in the safety field, we conduct training by inviting outside experts and run tailored special training programs for developing safety experts and preparing for equipment maintenance and repair work.

For all employees, we conduct Safety First and Safety Leadership training to spread an organizational culture that puts safety first, and centered on plant personnel, we regularly conduct EHS training focused on major accident cases, the latest trends, and revisions to relevant laws. In addition, by combining safety management training for processes, equipment, and work with emergency response drills, we aim to raise on-site OHS awareness and secure the adequacy of the response framework. The OHS manager at each business site periodically checks and manages the implementation of education and training and on-site management activities in accordance with the EHS management policy and the annual OHS action plan. Based on field-oriented OHS management and continuous inspection activities, LX MMA will continuously advance its OHS management level to prevent serious accidents and create a safe working environment.

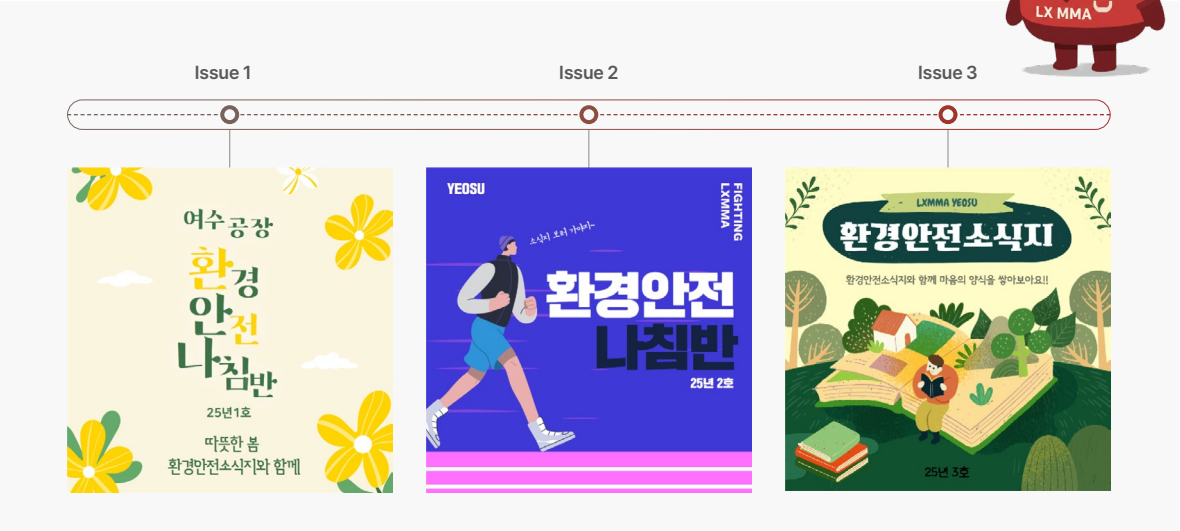
Safety Training Status

Safety training course	Unit	Completion rate		
		2023	2024	2025
Junior competency-building training (experiential)	%	100	100	100
New professional manager training	%	100	100	100
Specialized training for supervisors	%	100	100	100
Engineer ESH level-up training	%	-	-	100
Accident-consequence prediction program practice	%	100	-	-

Environmental Safety Campaigns

So that employees and their families share the value of safety and health and a safety culture naturally takes root in daily life, LX MMA continuously carries out various in-house campaigns, thereby raising employees’ safety awareness and spreading a safety culture down to the family level. To raise employees’ OHS awareness, we publish an “Environmental Safety Newsletter” each quarter, disseminating information with high field utility company-wide—such as accident cases in the industry, guideline revisions, and unsafe behaviors and conditions—and supporting employees in inspecting their own working environment based on the latest news. In addition, since 2024 we have operated participation events twice a year within the “Environmental Safety Newsletter,” fostering a culture in which employees actively learn and engage with safety information rather than merely receiving it. Furthermore, to spread the safety culture within the home, in May 2024 we held a “Slogan & Poster Contest” for employees and their families; as employees and their families directly participated and submitted a variety of works conveying heartfelt safety messages, we awarded a total of about KRW 3 million to 11 people.

Environmental Safety Newsletter (2025)



Social

Occupational Health & Safety

Employee Health Promotion

For early disease detection and the prevention of occupational illness, LX MMA carries out systematic health management activities focused on protecting employee health. Through regular health checkups and working-environment measurements, we support employees in working in a healthy and safe environment, and we manage and analyze health-related data—such as checkup results and working-environment information—for use in health policy-making and decision-making. These health management tasks are operated by health managers and occupational physicians, who proactively identify and respond to threats to employee health through checkup-result reviews, working-environment assessments, and health education and counseling. In addition, rather than stopping at simple disease management, we operate prevention-oriented health promotion programs—such as hearing conservation and musculoskeletal disorder prevention—to support employees in leading healthy lives.

Health Management Activities

Category	Details
Health checkups	- Conduct general health checkups at least once a year for all employees (including new hires) - Regularly conduct special health checkups for employees in departments exposed to hazards and risks - Carry out follow-up actions for those with abnormal findings, such as work reassignment, working-hour adjustment, treatment, and post-management
Working environment management	- Periodically assess on-site hazards such as dust, noise, and hazardous chemical substances - Implement fundamental improvement measures when limits are exceeded, such as providing protective equipment and installing local exhaust systems
Health information management	- Digitally manage health-related data such as checkup results, working-environment information, and GHS MSDS - Use statistical analysis for health policy-making and management decision-making
Hearing conservation program	- Analyze site noise measurement results and hearing-loss trends - Conduct education and training based on the analysis and continuously manage hearing protection
Musculoskeletal disorder prevention	- Pursue musculoskeletal disorder prevention activities based on hazard surveys - Introduce and operate stretching and exercise programs

Case

Overseas Comprehensive Safety Management Service

LX MMA also provides a comprehensive overseas safety management service for employees, their families, and business travelers staying abroad. In addition to medical consultations and hospital referrals and reservations, we provide medical interpretation services for accurate diagnosis and treatment. We also actively support safety management services that consider employees’ health and convenience—such as providing medical and security information by country in advance and promptly notifying employees by email and mobile when medical or security risk situations arise.

Category	Details
Routine/emergency medical and security consultation and support	- Routine/emergency medical consultation and hospital referral/reservation/transfer support - Medical interpretation service for accurate diagnosis and treatment (Patient – local doctor – Korean doctor three-way call) Payment guarantee for medical expenses in urgent treatment and hospitalization - Emergency medical evacuation support via air ambulance - Support for procuring local medicines - Security risk consultation for business travel (guidance on conduct in risk situations, etc.)
Advance information provision and project support	- Provision of overall medical/security information by country - Email and mobile alert services when medical/security risk situations arise by country
Other support services	- Repatriation of remains in the event of an accident - Security evacuation support in the event of war/riot; security escort and protective driving support - Support for recovering lost items (passports, etc.)

Social

Human Rights Management

Human Rights Management Principles

LX MMA aims for an organizational culture in which all members are equally respected and can demonstrate their capabilities, regardless of gender, age, nationality, disability, or other factors. This commitment to diversity and inclusion is pursued through human rights management based on the LX Group Human Rights Declaration, and grounded in our management philosophy of “respect for people,” we strive to respect the human rights of all stakeholders, including employees. Our human rights management declaration covers a scope encompassing employees, suppliers, customers, local communities, and government, and takes as its reference international human rights norms such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the ILO core conventions. On this basis, we observe core principles such as respect for diversity and inclusion, ensuring health and safety, prohibiting forced and child labor, practicing ethical business, and fulfilling community responsibility, while systematically managing human-rights-related risks to minimize human rights violations. Going forward, we will continue to realize diversity and inclusion across our management.

Human Rights Management Activities by Organization

Category	Organization	Activities
Dedicated organization	HR Team, Labor-Management/Business Team, HR Support Part	• Confirm compliance with the Labor Standards Act / reflect revisions • Receive and address human-rights violation cases such as workplace harassment and sexual harassment • Operate an Employee Council (Change Agent) • Inspect and improve unreasonable discrimination factors in recruitment / fair recruitment procedures
	Management Diagnosis & Improvement Team	• Receive and investigate human-rights violation cases such as workplace harassment and sexual harassment
Related organizations	HR Team	• Disclose key human-rights management performance and data
	IT Security Team	• Build and operate an information security management system; investigate and follow up on personal-information breaches
	Environmental Safety Team	• Conduct domestic/overseas safety training (CPR, musculoskeletal disorder management, etc.) • Support and monitor environmental management at domestic/overseas sites / regular diagnostics

Human Rights Risk Management Process

To identify and systematically manage potential human-rights risks, LX MMA regularly monitors them by considering international guidelines—including Korea’s K-ESG guidelines, the ILO core conventions, the Universal Declaration of Human Rights, the EU supply-chain due-diligence directive, and Germany’s supply-chain due-diligence act. We have built a management framework reflecting the characteristics of key stakeholders—not only employees but also suppliers, local communities, and consumers—and are strengthening management processes for human-rights-vulnerable groups such as children, women, persons with disabilities, and non-regular workers. To mitigate and prevent identified potential risks, we carry out mitigation measures by issue—such as strengthening the guidance of in-house policies and systems and revising regulations—and work to prevent recurrence by monitoring the status and results.

Human Rights Risk Management Items

Area	Item	Monitoring Elements
Working conditions	Employment stability	Restrictions on dismissal, hiring of non-regular workers, four major insurances
	Working hours	Overtime/night/annual paid leaves work, flexible work, rest periods
	Fair remuneration	Minimum wage guarantee, living wage/fair wage
	Freedom of association and collective agreement	Right to organize, collective bargaining, Labor-Management Council
	Work-life balance	Maternity leave, parental leave, leave/absence, childcare support
Equal treatment and opportunity	Health and safety	OHS management system, risk assessment, safety and health measures, victim support
	Women	Promotion opportunities, equal pay for equal value, non-discrimination
	Persons with disabilities	Employment of persons with disabilities, accessibility, non-discrimination
	Non-regular workers	Non-discrimination
	Diversity	Older persons, sexual minorities, foreigners, religion/politics, region/education background
Other labor rights	Education and training	Legally mandated training, job training
	Workplace harassment and sexual harassment	Workplace harassment and sexual harassment, remedies
	Child labor	Prohibition of employing those under 15, restriction on employing those under 18
	Adequate housing	Housing support (welfare benefits, foreign workers, persons with disabilities, etc.)
	Privacy	Workplace surveillance, personal information/privacy protection

Social

Human Rights Management

Internalizing Human Rights Management

So that the values and principles of human rights management take deep root across the organization, LX MMA conducts regular human rights education for employees. This education focuses on deepening understanding of international human rights standards and corporate social responsibility, and strengthening the capability to practice respect for human rights in daily work. Through this, we support each employee in recognizing their role as a key agent of human rights management and in practicing decisions and actions that protect the human rights of stakeholders.

Human Rights Management Education

Course Name	Key Content	Annual Completion Rate
Disability awareness education	- Understanding the concept of disability - Understanding the Anti-Discrimination Against Persons with Disabilities Act - Types of discrimination against persons with disabilities - Measures to take when discrimination occurs	100%
Workplace sexual harassment prevention education	- Laws related to workplace sexual harassment - Concept and types of workplace sexual harassment - Criteria for judging workplace sexual harassment and prevention methods - Response measures for workplace sexual harassment and in-house handling procedures	100%
Workplace harassment prevention education	- Concept and judgment criteria for workplace harassment - Related laws such as the Labor Standards Act - Workplace harassment case studies - Prevention of and response to workplace harassment	100%

Employee Diversity and Inclusion Approach

LX MMA aims for an organizational culture in which all members are equally respected and can demonstrate their capabilities, regardless of gender, age, nationality, disability, or other factors. By evaluating candidates in recruitment and development based on individuals’ fundamental qualities and job expertise, we manage against unreasonable discrimination, and we continuously strive to create an inclusive environment where every member can feel a sense of belonging and grow. In addition, we work to internalize a culture of mutual respect so that members with diverse backgrounds and perspectives can collaborate harmoniously within the organization, and going forward we will make diversity and inclusion core values of organizational operation and realize them across our management.

Category		Unit	2023	2024	2025
Headcount	Male	persons	343	342	383
	Female	persons	54	55	63
Years of service	Male	year	11.9	12.4	12.5
	Female	year	5.4	6.0	6.4

Category		Unit	2023	2024	2025
Gender pay ratio ¹⁾ (base Pay)	Executives	%	68.9	68.3	94.7
	Managerial	%	99.4	99.8	80.0
	Non-managerial	%	74.8	75.0	79.2
	Total	%	74.2	75.3	79.7

1) Ratio of women's to men's total pay: women's pay/men's pay × 100

Social

Human Rights Management

Grievance Handling Process

To resolve human-rights-related grievances arising within the company swiftly and fairly, LX MMA operates various reporting channels. Employees can report and file difficulties through the grievance counseling center, the internal reporting board, email, the audit team, and more, and for reported matters, a grievance handler conducts counseling to support the resolution of members' grievances. Depending on the severity of the matter, after hearing the victim's views and conducting a fact-finding investigation, we take stern measures through the HR Committee and other bodies.

To protect whistleblowers, the whistleblower's identity and the content of the report are kept strictly confidential, and protective measures are implemented so that they suffer no disadvantage from reporting. In addition, to ease the psychological burden on female members, we separately assign and operate a female grievance handler. We encourage the use of psychological counseling programs so that whistleblowers can quickly return to daily work, and when necessary we grant paid leave to provide sufficient rest. In 2025, a total of 1 human-rights-related grievance was received, of which 100% was resolved. Going forward, we will continuously inspect and improve the grievance handling process to create a working environment in which employees' human rights are respected.

Human Rights-Related Reports and Receipt Status

Category		Unit	2023	2024	2025
Discrimination, sexual harassment, workplace harassment, etc.	Received	cases	0	0	1
	Resolution rate	%	-	-	100

Human Rights Management Campaign

LX MMA carries out in-house campaigns to promote human rights management. In addition, by announcing related campaign content on the company-wide board, we work to improve organizational culture, such as preventing in-house harassment and the creation of a coercive atmosphere.

2025 In-House Campaign Examples



Grievance Handling Process



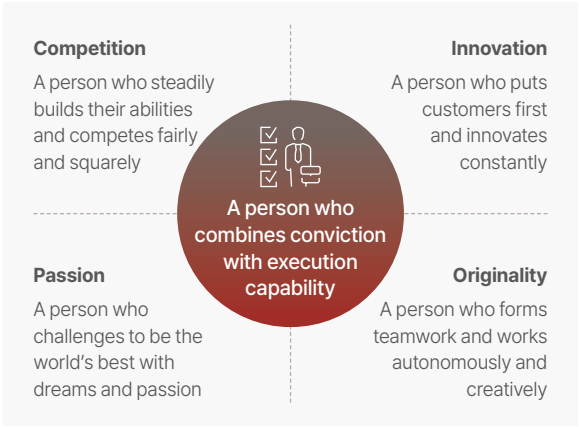
Social

Talent Development

Talent Recruitment

Under the management philosophy that “the source of corporate competitiveness is people,” LX MMA does not use any factor such as gender, age, religion, region, or nationality as an evaluation criterion in securing talent. At every stage of recruitment, we judge candidates centered on whether they have job competency, execution capability, and sound convictions, so that excellent talent from diverse backgrounds can join the organization through fair opportunities. Furthermore, so that the talent we secure can fully grow within the organization, we operate a competency-based evaluation system and continuously invest in identifying and developing core talent.

LX MMA’s Ideal Talent



Talent Development

LX MMA provides diverse educational opportunities to enhance members’ professional capabilities. To develop competitive talent, we conduct leadership, job, and global competency training, striving to maximize the potential of members who will drive future growth.

Talent Development Framework

Job Competency	Leadership	Global Competency	Common Competency
• Common job, sales, R&D, production, etc.	• Leader group coaching • New leader onboarding • New Employee Onboarding Program • Core-talent training • Young Talent development program	• In-house language (English/Chinese/Japanese) • Language support program • Overseas training for outstanding employees	• Tier-specific workshops (junior, senior, and leader tier common-competency improvement)

Job Training

By closely analyzing the competencies and development directions required for each department and job, LX MMA establishes Career Path Maps and, on this basis, presents concrete growth directions and visions to each member. Job training is operated in a subdivided manner—a job-competency development course for improving practical capabilities and a common job-competency development course supporting members’ overall growth—and for a select group, a specialized in-depth job course (job expert) linked to external professional training is provided separately. By finely structuring training according to position and role, we enhance learning effectiveness, and going forward we plan to strengthen the job training framework step by step so that members can continuously grow within the organization.

Leadership Training

So that members can systematically build the leadership capabilities required for their positions, LX MMA operates training programs and 1:1 group coaching programs. In addition, through a core-talent course, we identify and develop future leaders with differentiated competitiveness early, with the course operated separately for junior and senior levels. Participating members build broad capabilities and lay the foundation as future leaders through learning opportunities in diverse fields such as strategic communication, marketing, finance/accounting, management strategy, and self-development.

Global Competency Training

In line with the continued expansion of overseas business, LX MMA actively invests in strengthening members’ global competencies. By operating in-house language programs centered on Japanese, Chinese, and English, we support members in systematically improving the foreign-language skills their work requires.

New Employee Onboarding Program

So that new employees can quickly adapt to the organizational culture and build the capabilities they need, LX MMA operates a systematic onboarding process. In the introductory training, in-house instructors convey the company’s business and products, HR systems, life guidance, financial knowledge, and more, after which a six-month mentoring process with senior colleagues supports the improvement of job performance and the building of relationships within the organization. Through this, LX MMA lays the foundation for new members to grow proactively.

Social

Talent Development

Employee Welfare and Benefits

So that all members can demonstrate their best capabilities based on pride in the company and psychological stability, LX MMA operates a variety of welfare and benefit programs. By supporting the use of condos and recreation facilities nationwide, we support sufficient rest and recharging, and through housing funds, small loans, and company housing/dormitory support, we substantively help members with housing stability and easing living burdens.

In addition, through long-service awards, we strengthen recognition and pride for organizational contributions, and we operate welfare programs that consider the entire life cycle—such as family events, health checkups and fitness allowances, and support for retirees. Through this, we enhance members’ quality of life and organizational engagement and create a stable, sustainable working environment. Furthermore, by continuously improving programs in response to members’ diverse needs, we are building a working environment in which work-life balance is realized.

Welfare and Benefit Programs

Category	Program Name	Support Details
Family-friendly	Parental leave	A legally mandated leave program available to members with children aged 8 or under or in the 2nd grade of elementary school or below (up to 2 years)
	Reduced working hours during childcare	A program that reduces working hours for workers with children in the childcare stage
	Spousal maternity leave	20 days of maternity leave when a spouse gives birth
	Childbirth congratulatory support	Congratulatory childbirth allowance and gifts
Flexible work	Flextime program	Freely adjust commuting times within an 8-hour daily working period
Welfare benefits	Housing support	Loans for home purchase and jeonse, dormitory rent, and housing support allowance
	Refresh support	Condo and recreation facility provision, summer vacation allowance
	Health management	Regular health checkups (employee and spouse), medical expenses (self, spouse, children, parents), fitness allowance, health management office/in-house gym, psychological counseling program
	Family events	Congratulatory and condolence money (including wreaths) and family-event leave
	Retiree support	Operate support programs for retirees reaching the mandatory retirement age
	Other	Personal pension, disaster consolation payments, welfare points, small loans, rest-space provision, breakfast support, in-house club activity support, commuter bus operation
Tenure	Tenure awards	Awards every 5 years for those with 5 or more years of tenure, providing gold or gifts, travel expenses, and service-anniversary leave

Organizational Culture

To realize a full transition into a specialty company, LX MMA has established and operates its own distinctive way of working, the “Way of Work.” It consists of the core values the organization should pursue and the concrete practices for realizing them in daily work, and is the foundation of an organizational culture that enables all members to work while looking in the same direction.

LX MMA Way of Work

Our Vision	We Make the World a More Valuable Place A market-leading specialty company that grows sustainably with customers through differentiated materials and solutions		
Our Mission	- Proactively solving customer pain points, growing together with customers, and maintaining a decisive lead - Contributing to sustained growth by building a safe production environment and securing top-tier production technology - Preempting new markets and securing new growth drivers by developing specialties that match customer and market changes and technology trends		
Core Values	Customer Value Creation	Strong Execution	Mutual Trust
	Customer-centered work performance (Customer-Centric Execution) Contributing to customers’ growth and growing together with customers	Fast and strong execution (Fast and Powerful Execution) - Innovating in new ways different from the past, with effort incomparable to others - Growing in the market and winning in competition through detailed proactive management	Building a collaboration-based compact organization (Co-Work Compact and Organization) - Maximizing work efficiency through a culture in which open communication and collaboration are routine - Agilely implementing small attempts, and continuously growing and innovating by learning from failure

Social

Talent Development

Innovating the Way of Working

LX MMA has established three core values—"customer-centered work performance," "fast and strong execution," and "building a collaboration-based compact organization"—and for each value has set concrete behavioral principles that members can practice directly in the workplace. By systematically compiling and sharing Dos & Don'ts practice cases for each principle, we manage the way of working on an ongoing basis so that it is actually applied on the job. In addition, to draw out employees' proactive practice, we carried out a company-wide behavioral-principles campaign, and under the theme "turning customer complaints into opportunities," we ran a quiz-format campaign open to everyone regardless of job function or rank, spreading broad consensus on the Way of Work across the organization. Through these activities, LX MMA firmly establishes the way of working as a core language of organizational culture and strengthens a culture in which all members create meaningful results while looking in the same direction.

Employee Behavioral Principles

Organizational Culture Improvement Activities

Based on the values of "trust and autonomy," LX MMA pursues various activities to foster a healthy and autonomous organizational culture. Each year, we share the management direction and key tasks through a leader workshop, and we strengthen leadership capabilities by operating a leader-coaching program for new leaders. In addition, to enhance communication and bonds among members, we continue various communication activities such as in-house club support, communication programs with the CEO, and in-house events. To objectively diagnose the current level of organizational culture, we regularly measure "psychological safety" and "self-direction" items.

Based on these results, LX MMA implements derived improvement tasks and, by linking them with leadership-development and communication programs, strengthens a virtuous cycle of a sustainable organizational culture in which members autonomously demonstrate their capabilities within a climate of trust.

Customer-centered work performance

- Build long-term partnerships with customers based on trust, not short-term gains.
- Solve customer pain points together, transcending boundaries between divisions.
- Think from the customer's perspective, and boldly improve and eliminate work unrelated to customers.
- Accept customer complaints as opportunities and respond quickly.



Fast and strong execution

- Act immediately, without delay, on customer requests, C&C, and leader comments.
- When starting work, first set the direction through clear communication.
- Don't look for reasons it can't be done; find a way to make it happen.
- Cut current work by 50%, and change 50% to something new.
- Prepare first, and do just a little more than others.
- Don't give up to the end; keep going until it's done.



Building a collaboration-based compact organization

- Respect each other's opinions, and boldly propose and improve inefficient work.
- Break down silos, transcending boundaries between departments.
- Don't just criticize; provide real help.
- Discuss fiercely, and once a decision is made, implement it immediately.
- Reach out first to discuss, and confirm that the other party has understood well.
- Try without fear, treat failure as an asset, and make every experience a learning opportunity.



Social

Talent Development

Employee Communication Channels and Enhancement Programs

To enable free exchange among members and smooth communication with management, LX MMA operates various channels and programs. Through the company magazine <Megaton>, we announce the company's major news and changes and include employee interviews to convey information that should be shared company-wide. In addition, through the town-hall meeting <Megaphone>, we share management's vision and the company's key management directions with all office employees twice a year, strengthening direct communication with members. Furthermore, we operate an Employee Council in which employees from major business sites—Seoul, Yeosu, Daejeon, and others—participate. As a representative body for office employees, the Employee Council conveys members' voices to management and shares management policies and status with members, serving as a two-way communication channel that substantively contributes to building trust within the organization. Going forward, LX MMA plans to continuously expand its various communication channels and programs so that smooth communication among members can take place.



CA program



Company magazine <Megaton>

Labor Environment

LX MMA actively guarantees the autonomous activities of the labor union and, based on mutual consultation, regularly holds Labor-Management Council meetings to smoothly exchange views on various matters such as management status and the working environment. The labor union operates as the LX MMA branch of the National Chemical, Textile and Food Industry Workers' Union, and the company recognizes the union as a bargaining unit and conducts collective bargaining on equal footing through a bargaining committee composed of 5 representatives each from labor and management. Agreed matters are concluded as a collective agreement with legal effect, and as of 2025, all employees within the scope of union membership eligibility have joined the labor union, maintaining a cooperative labor-management relationship.

The collective agreement specifies matters concerning working conditions in detail. Standard working hours are set at 8 hours per day and 40 hours per week, and premium pay within the legal range is provided for overtime, night, and annual paid leaves work. Annual paid leave is granted from a base of 15 days up to a maximum of 25 days, and through various leave programs—such as 90 days of maternity protection leave (60 days paid) and 5 days of summer leave—we institutionally support members' work-life balance. In addition, by operating an Occupational Safety and Health Committee composed of equal labor-management representation, disclosing working-environment measurement results to all union members, and guaranteeing the right to stop work and evacuate in the event of imminent industrial-accident danger, we work to create a safe and sound working environment. Going forward, LX MMA will continue to strengthen the cooperative relationship between labor and management and to firmly establish a labor-management culture based on mutual trust within the organization.

LX MMA Labor Union Status

Category	Unit	2023	2024	2025
Union member headcount	persons	180	183	183
Eligible employee headcount ¹⁾	persons	180	183	183
Union membership rate	%	100	100	100

1) The number of employees eligible to join the labor union

Social

Quality Management

Establishment and Operation of the Quality Management System

LX MMA regards quality not merely as a product attribute but as a promise to our customers and a core source of corporate competitiveness. On this basis, we have established and operate a company-wide, systematic quality management system underpinned by our ISO 9001 and IATF 16949 certifications. The Quality First Team, our dedicated quality management department, is composed of approximately 20 internal auditors and oversees quality process improvements as well as the maintenance and renewal of the quality management system, internal audits, and quality management training. To sustain the effectiveness of our certifications and continually advance the system, we conduct internal audits and external audits by accredited certification bodies on an annual cycle, and we strengthen the expertise of our internal auditors through yearly training and certification examinations, thereby continuously enhancing our company-wide quality management capabilities. Furthermore, PMMA Plant 2 successfully obtained IATF 16949 certification, further strengthening the company's overall automotive quality management capabilities.

 Quality Management System Certification Status

Quality Policy



Quality Management System Certification and Training

ISO 9001 Quality Management System

LX MMA has acquired and maintains ISO 9001 certification, the international standard for quality management systems. Through this, we practice rigorous quality control that meets international standards across every stage of our business, from product planning through production and delivery. ISO 9001 certification serves as external proof that LX MMA's quality management meets global standards, and plays an important role in strengthening relationships of trust with our customers.



ISO 9001 Certification

IATF 16949 Automotive Quality Management System

LX MMA has obtained IATF (International Automotive Task Force) 16949 certification, the international automotive quality management system standard, and possesses quality management capabilities specialized for the automotive industry. IATF

16949 is the highest-level international quality certification in the automotive sector, aimed at defect prevention and the minimization of quality variation across the supply chain. Through this certification, LX MMA meets the stringent quality requirements of global automakers in Europe, the United States, and beyond, contributing to greater customer satisfaction.



IATF 16949 Certification

Quality Training Status

Quality Management Training Course	Category	2023	2024	2025
6-Sigma Green Belt Training	Participants (persons)	59	30	16
	Graduates (persons)	51	27	15
	Completion rate (%)	86.4%	90.0%	93.8%

Social

Quality Management

Quality and Safety Management Process

LX MMA operates a three-stage product audit system—incoming inspection, in-process inspection, and finished-product inspection—to rigorously prevent the shipment of nonconforming products. In addition, all employees practice 6-Sigma activities under the shared objective of zero product defects and claims, working to enhance company-wide quality competitiveness. We also continue our efforts to ensure product safety. Twice a year, in the first and second halves, we regularly conduct hazardous-substance testing, and we obtain test reports on heavy metals, odor, and volatile organic compound (VOC) emissions from an external certification body (SGS) to systematically verify the safety of our products. Furthermore, when new regulated substances are added, we conduct separate testing through an external certification body, and we verify RoHS reports when purchasing new raw and subsidiary materials—ensuring compliance with safety standards throughout the entire product life cycle.

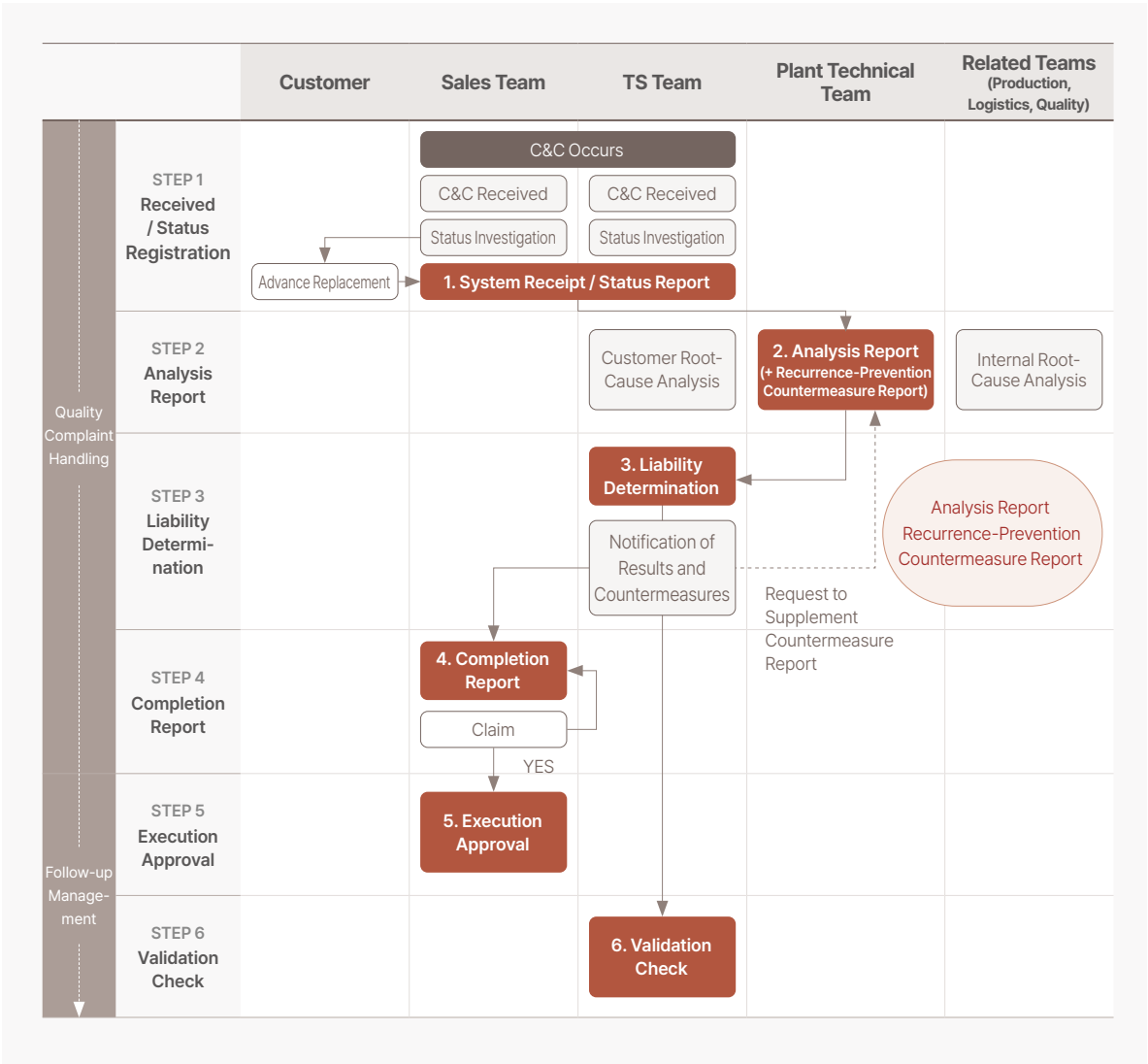
Activities to Enhance Customer Safety and Satisfaction

LX MMA operates a Customer Service (CS) / Technical Service (TS) system to respond promptly to customer complaints and requirements, minimize quality issues, and enhance customer satisfaction. Complaints raised by customers regarding the performance, safety, appearance, or delivery of sold products are classified as C&C (Complaint & Claim) and systematically managed through the C&C handling process within our in-house G Portal. Once a C&C is received, the sales and TS representatives immediately file a receipt report, and for domestic customers, an on-site visit is made within three days as a matter of principle. Each representative then conducts an analysis report to assess defect reproducibility and identify root causes; the production site and plant collaborate to establish countermeasures, after which liability is determined. Once a claim is confirmed, the C&C is closed following consultation on the compensation amount and approval for its execution. Within three months of the liability determination, a validation check confirms whether the same defect has recurred, providing final confirmation that recurrence has been prevented. Through this six-step process, we resolve customer complaints promptly and transparently. LX MMA also conducts regular customer satisfaction surveys to quantitatively measure satisfaction and reflect the findings in service improvements. Survey results are incorporated into the key performance indicators (KPIs) of the responsible departments and managed as company-wide improvement tasks. We strive continuously to raise customer satisfaction and achieve zero recalls.

Customer Satisfaction Survey

Category	Unit	2023	2024	2025
Satisfaction	points	85.3	88.6	91.8

LX MMA Customer Quality Complaint Handling Process



Social

Supply Chain Management

Supply Chain ESG Management Policy

LX MMA places great importance on conducting sustainable business together with its suppliers in ways that help address social and environmental challenges. Recognizing our social responsibility, we carry out our work in accordance with the LX Code of Ethics and strive to secure procurement competitiveness through collaboration with our stakeholders. At the registration stage, all of our suppliers, vendors, and subcontractors are required to submit an Integrity Management Pledge of Practice, agreeing to eradicate unfair trade and corrupt or improper conduct, and are encouraged to familiarize themselves with its contents. In addition, during contracting, procurement, and regular evaluation, we comprehensively consider factors such as financial standing, credit, environment and safety, work performance, and cooperation—depending on the item—to enhance the sustainability of our supply chain. We also provide training for procurement staff so that sustainable purchasing practices become firmly embedded; in 2025, all procurement staff completed the relevant training. LX MMA will continue to advance its supply chain ESG management framework to realize responsible supply chain operations.

Activities by Organization Related to the Supply Chain

Category	Organization		Activities
Dedicated organization	Head-quarters	Procurement	• Execution of procurement operations for raw and subsidiary materials • Scheduled and ad hoc evaluation of supplier registration, qualification, and quality • Handling of supplier grievances such as appeals and dispute resolution • Establishment and execution of mid- to long-term procurement strategy
	Yeosu	Finance Team / Management Support Team	• Accounting for procurement-related transactions
		Procurement	• Execution of procurement operations related to site maintenance • Scheduled and ad hoc evaluation of supplier registration, qualification, and quality • Handling of supplier grievances such as appeals and dispute resolution
Related organizations	Environmental Safety Team		• Supplier training and communication • Monthly operation of the labor-management council

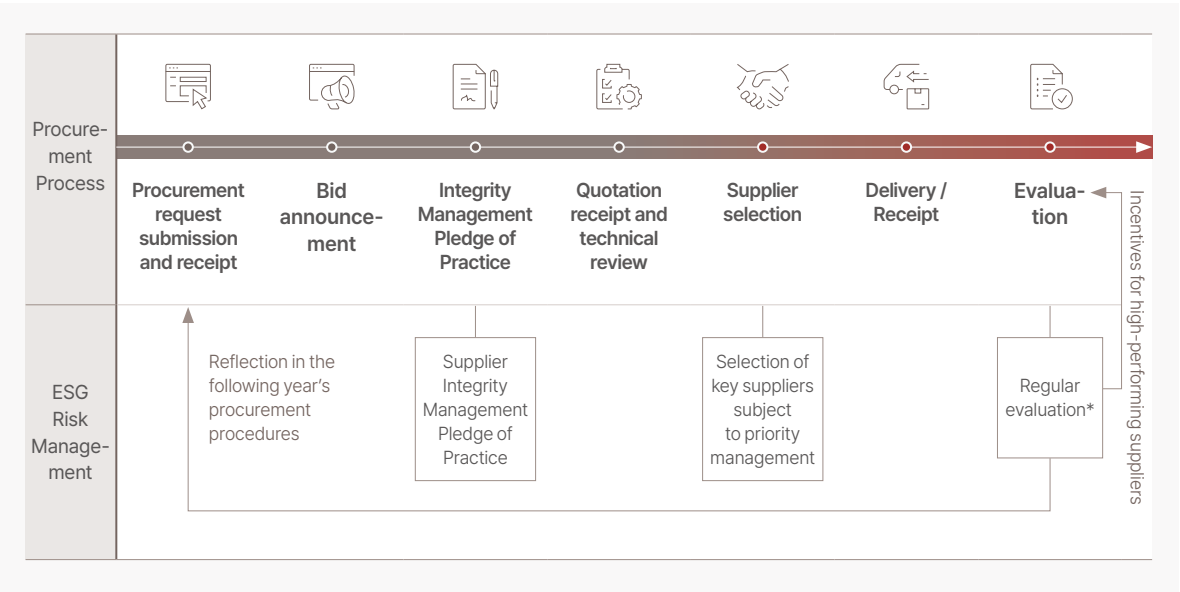
Procurement Training Status

Category	Procurement Training Course	Unit	Completion rate		
			2023	2024	2025
Headquarters	Procurement / Investment Practice Training	%	100	100	100
Yeosu					
Yeosu	ISO / IATF Auditor Training	%	100	100	100

Sustainable Procurement Process

LX MMA enhances the sustainability of its supply chain by comprehensively considering environmental and social factors when contracting and procuring raw and subsidiary materials, construction, and services. In accordance with our procurement process, all suppliers must sign the Integrity Management Pledge of Practice when concluding a new contract or renewing an existing one before any transaction can proceed; in 2025, every supplier that did business with us submitted the pledge. Regular evaluations are conducted according to the type and characteristics of each contract, and incentives and penalties are applied based on the results to encourage suppliers to strengthen their ESG capabilities. Regular evaluation results are reflected in the following year's supplier selection and contracting. For suppliers found to pose significant legal risk or failing to meet minimum requirements, transactions are temporarily suspended or contracts terminated. Reflecting the 2024 evaluation results, no suppliers were suspended in 2025; however, reflecting the 2025 evaluation results, a vendor-out measure is scheduled to be applied to one supplier in 2026.

Procurement Process



*Regular evaluation: limited to suppliers subject to priority management

Social

Supply Chain Management

Supply Chain Evaluation and Support

LX MMA conducts regular evaluations from the perspective of sustainability and the prevention and mitigation of negative impacts, and operates an incentive program that rewards suppliers with outstanding performance. We select suppliers for evaluation based on factors such as transaction record and contract significance, and assign grades by assessing environmental and social evaluation indicators including financial standing, credit, environment and safety, work performance, and cooperation. High-grade, outstanding suppliers receive letters of appreciation and awards, while suppliers graded at the middle tier or below are subject to penalties such as bid restrictions and transaction suspension. In addition, we conduct ad hoc evaluations on environment and safety and impose penalties according to cumulative scores.

In 2025, we selected 135 companies as key suppliers by priority out of all our trading partners, evaluated 54 of them, and—consolidating the ad hoc evaluation results—designated a total of two companies as outstanding suppliers. Evaluation results are disclosed through supplier meetings, formally recognizing suppliers’ outstanding performance. Through our supplier evaluation and support programs, we encourage suppliers to strengthen their ESG management and capabilities, and we will continue to expand incentives for outstanding suppliers to build a sustainable supply chain grounded in win-win cooperation.

Supply Chain Evaluation Results

Category Unit	Unit	Number of suppliers evaluated		
		2023	2024	2025
Total number of trading suppliers	companies	273	350	354 ¹⁾

1) In 2025, 68 new trading suppliers were registered, and screening was conducted at the registration stage in accordance with our environmental and social evaluation criteria.

Key supplier selection criteria	Unit	Number of suppliers evaluated		
		2023	2024	2025
Suppliers with a transaction record of KRW 30 million and five or more transactions	companies	54	53	54
All suppliers operating under unit-price contracts				

Operation of Supplier Grievance Channels

Building on continuous communication with our suppliers, LX MMA operates multiple grievance channels to solidify mutual trust and foster a fair trading environment.

Dedicated Supplier Grievance Channel

LX MMA operates a dedicated channel through which suppliers can directly report violations of any code of ethics—including the Supplier Code of Conduct—as well as improper conduct by LX MMA employees or agents. The identity of the reporter and the content of the report are kept strictly confidential, and any disadvantage or discrimination arising from a report is strictly prohibited.

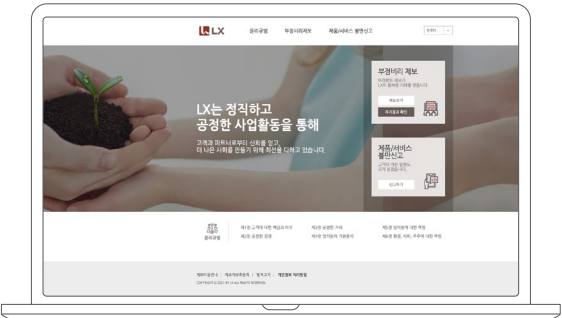
LX Group Grievance Channel

LX Group Integrated Grievance Channel

In addition to LX MMA's internal channels, suppliers can also report complaints or violations through the LX Group Integrated Grievance Channel, which anyone can access to file a report. All matters received are handled through transparent procedures, and the reporter’s identity and the content of the report are thoroughly protected. Once a report is received, the responsible department carefully investigates the matter and seeks solutions. The supplier is then informed of the actions taken and the outcome, and improvement measures are put in place to prevent similar incidents from recurring.



Internal Supplier Grievance Channel



LX Group Integrated Grievance Channel

Social

Community Engagement

Community Engagement Direction

Under the goal of “Living Together,” LX Group carries out a range of sharing activities at home and abroad, including programs in which employees participate and donate. Building on this Group philosophy, LX MMA likewise strives to faithfully fulfill its corporate social responsibility and become a company trusted by customers and society alike, practicing diverse community engagement centered on local community sharing activities.



Community Sharing Activities

LX MMA continuously carries out sharing activities for vulnerable groups in the local community. Under the motto “We Create the World, Together!”, the Yeosu Plant has regularly supported neighbors in need since 2006, drawing on the Angel Fund voluntarily raised by employees together with company matching funds. Since 2022, the Seoul Office has likewise continued meal-serving volunteer work in which employees—including the CEO and Management Support staff—personally take part, spreading a culture of sharing across the entire company regardless of business site.

LX MMA’s community engagement goes beyond mere financial support, emphasizing hands-on volunteering in which employees participate directly in the field. In particular, each year we carry out our wish-gift sponsorship program, in which employees personally prepare customized gifts and deliver them to local children. To further support children’s emotional growth, we also run marathon and mentoring programs, sports activities, and cooperative programs in which employees and children take part together—building lasting relationships through long-term partnerships with local children’s welfare facilities rather than one-off support. In addition, every traditional holiday season, we provide tailored goods to local children’s support centers and independent-living centers for people with disabilities.



Sponsorship and meal-serving volunteer work at a soup kitchen for the homeless (conducted 2022–2025)



“Cheering on Your Growth!” (wish-gift sponsorship, conducted 2023–2025)



Sports day (sports activity, conducted 2025)



Support for an independent-living center for people with disabilities (holiday sponsorship, conducted 2023–2025)



Marathon (sports activity, conducted 2024)

Governance



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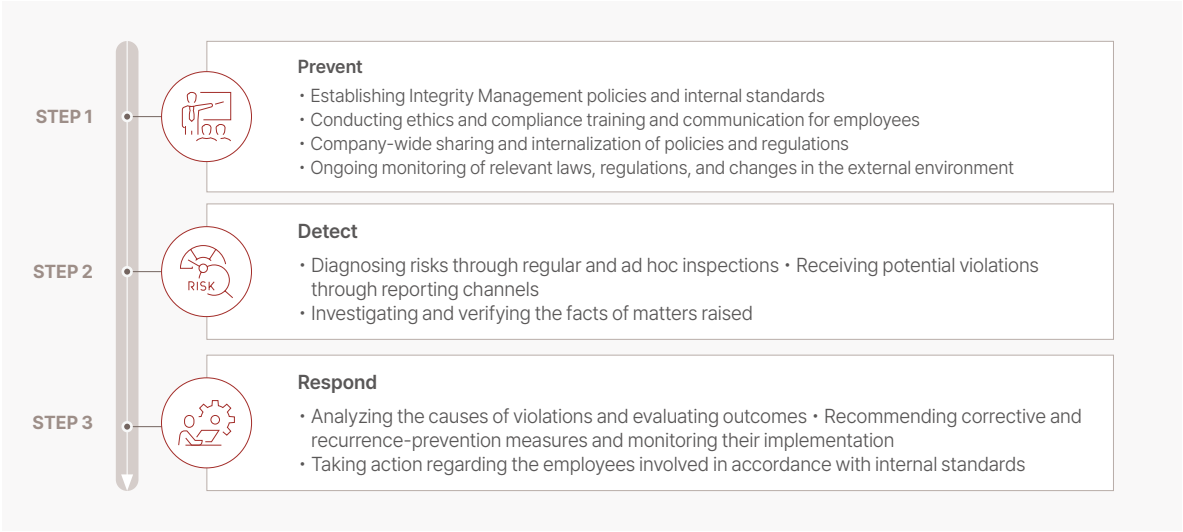
Governance

Integrity Management

Integrity Management Framework

LX MMA seeks to become a company trusted by all stakeholders by practicing Integrity Management across the entire company. As a starting point, we are building the systems and culture of Integrity Management on the foundation of the LX Group management philosophy and its core values—"Connection," "Future," and "People"—together with the LX Code of Ethics. Taking this framework of philosophy, values, and commitments as the bedrock of corporate sustainability, we operate a systematic implementation organization and set of systems in tandem. In terms of structure, our Integrity Management system is organized around the CEO, with the Business Audit & Enhancement Team serving as the dedicated organization. The CEO directly leads the creation and execution of a company-wide Integrity Management culture and is responsible for the final review and approval of the Code of Ethics Charter and the Employee Code of Conduct. The Business Audit & Enhancement Team oversees the full range of Integrity Management activities—from establishing ethics management policy to operating systems, planning training and campaigns, and receiving and investigating reports—and continuously monitors implementation status, reporting regularly to management. In addition, by maintaining a system of close cooperation with each business division and field department, we ensure that Integrity Management principles are consistently applied throughout our management activities, while balancing the three stages of activity for ethical issues: Prevent, Detect, and Respond.

Integrity Management Implementation Process



Code of Ethics

LX MMA seeks to faithfully fulfill its corporate social responsibility on the basis of transparent management and fair, reasonable business conduct. To this end, we distribute the LX Code of Ethics and its practice guidelines so that employees can make sound decisions and value judgments in the field, and we encourage all employees to comply with them voluntarily, thereby firmly establishing a culture of Integrity Management within the organization. The LX Code of Ethics and practice guidelines are made publicly available for reference at any time via our website and internal intranet.

LX Code of Ethics

Chapter 1 Responsibilities and Obligations to Customers • Respect for customers • Creation of value • Delivery of value	Chapter 2 Fair Competition • Pursuit of free competition • Compliance with laws and regulations	Chapter 3 Fair Transactions • Equal opportunity • Fair transaction procedures • Pursuit of mutual development
Chapter 4 Basic Ethics of Employees • Basic ethics • Fair performance of duties • Fulfillment of one's mission • Self-development • Avoidance of conflicts of interest with the company	Chapter 5 Responsibilities to Employees • Respect for people • Fair treatment • Promotion of creativity	Chapter 6 Responsibilities to the Environment, Society, and Shareholders • Environmental protection • Compliance with social responsibility • Protection of shareholder interests

Code of Ethics Practice Guidelines

- 01 In performing their duties, employees must understand their roles and responsibilities, be familiar with the LX Code of Ethics and related regulations, and at all times comply with the Code of Ethics and practice Integrity Management.
- 02 If employees violate the Code of Ethics, witness another person's violation of it, or are pressured to commit a violation, they must promptly report the matter to the Integrity Management department.
- 03 Employees must periodically complete and submit the "Integrity Management Pledge of Practice" to the company.

Governance

Integrity Management

Strengthening Ethical Awareness

LX MMA makes multifaceted efforts to embed a culture of ethics and compliance throughout the organization. First, to meaningfully raise employees’ ethical awareness and internalize a transparent management culture, we regularly conduct online and offline Integrity Management training. Each year, all employees are also required to complete and submit online the “Integrity Management Pledge of Practice,” affirming their commitment to complying with the LX Code of Ethics and practicing Integrity Management—continuously broadening shared understanding of our ethical standards across the organization.

To raise awareness in everyday work, we regularly publish newsletter-style Integrity Management materials and operate a dedicated Integrity Management site on our internal intranet, sharing detailed explanations of the Code of Ethics and examples of violations with employees to prevent violations arising from unfamiliarity with the standards. Furthermore, ahead of the Lunar New Year and Chuseok holidays, we send a CEO letter to employees and suppliers to directly convey management’s commitment to Integrity Management and to encourage the avoidance of gift-giving and gift-receiving. By having suppliers also join in the Integrity Management Pledge of Practice, we spread—both internally and externally—the message that Integrity Management is an essential condition for sustainable growth across the entire value chain.

Ethics / Compliance Training

To deepen employees’ understanding of ethics and compliance management and to proactively manage ethics and compliance risks within the organization, LX MMA regularly conducts training covering the concepts of ethics and compliance management, related internal regulations, reporting channels, and company-wide risk management. Through this, we continuously strive to help each employee naturally internalize and practice ethics and compliance principles in their everyday work.

2025 Ethics / Compliance Training Status

Training name	Training content	Number of sessions	Number of participants
Online ethics training	Ethics management	11 sessions	245 persons
Integrity Management group training	Integrity Management	2 sessions	20 persons
New-hire training	Ethics management	3 sessions	216 persons
Public-interest whistleblowing procedure training	Structure and use of the reporting system; whistleblower protection procedures	1 sessions	122 persons

Integrity Management Pledge of Practice

The Integrity Management Pledge of Practice specifically sets out the core obligations that employees must fulfill in performing their duties. It comprehensively encompasses the standards of conduct required for practicing Integrity Management—from mutual development with suppliers through respect for people and fair transactions and the fulfillment of responsibilities to shareholders and society, to strict compliance with the LX Code of Ethics and compliance-related internal regulations and fair-trade laws, the obligation to report immediately to the company upon becoming aware of any misconduct or corruption by an employee, the obligation to submit relevant materials and cooperate during investigations of violations, and the acceptance of all liability arising from a breach of the pledge. Through this pledge process, LX MMA institutionally confirms each employee’s explicit will to practice—beyond a mere declaration of standards—firmly embedding the substantive internalization of Integrity Management throughout the organization.

Integrity Management Pledge of Practice

I hereby pledge to comply with the following in performing my duties.

01

I will respect our people, achieve mutual development with suppliers through fair transactions, compete fairly and squarely with competitors, honestly provide the highest value to customers, and fulfill my responsibilities and obligations to shareholders and society.

02

As an employee of LX, I will fulfill my responsibilities and obligations to establish and practice a culture of Integrity Management within the organization

03

I understand that ignorance of the regulations does not exempt me from liability in performing my duties, and I will familiarize myself with internal regulations including the LX Code of Ethics, comply with compliance-related obligations such as the Fair Trade Act, and refrain from any improper conduct that violates them.

04

If, in the course of my work, I become aware of unfair transactions or misconduct or corruption by a company employee, or if I am offered any corrupt or improper conduct by a business partner, I will report it to the company immediately.

05

During regular or ad hoc investigations into violations of the LX Code of Ethics or compliance violations, I will submit the relevant materials requested by the company (including documents and e-mails, as well as electronic records such as files stored on company PCs and VDIs), consent to the company reviewing and using such materials, and fully comply with all obligations to cooperate.

06

If I breach this pledge, I will accept all resulting liability.

Year

Month

Day

Department
Employee
No. Name

(Signature or seal)

Governance

Integrity Management

Operation of the Reporting and Whistleblowing System

To enhance the effectiveness of Integrity Management, LX MMA operates a variety of reporting channels that both employees and external stakeholders can use with ease. When an Integrity Management matter arises—such as receiving improper favors from a stakeholder, using company assets illegally or without authorization, or a lack of transparency in the supplier selection process—employees and external stakeholders alike can report it through highly accessible channels including the Cyber Ombudsman (online), postal mail, and fax. Ethics and human rights grievances such as workplace harassment and sexual harassment can also be reported through diverse online and offline channels, including the internal intranet, an in-person visit to the Business Audit & Enhancement Team, and postal mail—diversifying the available reporting avenues.

All reported content and the identity of the reporter are kept strictly confidential, with the protection of reporters as our foremost principle. Matters received are handled in accordance with the relevant procedures, providing appropriate guidance and responses to reporters. Serious violations of the Code of Ethics—such as workplace sexual harassment, harassment, and corruption—are subject to strict punishment according to the severity of the case. Through this reporting system, LX MMA continuously works to root out employee misconduct and improve unreasonable systems and work processes, thereby enabling a sound organizational culture and fair cooperative relationships to take root throughout the organization.

Reporting Center: Reports Received and Handling Status

LX Holdings Integrity Management Reporting System

Category		Unit	2023	2024	2025
Reporting Center Reports Received	Misconduct / Corruption		0	0	0
	Other (HR, unfair transactions, etc.)	cases	0	0	1
	Civil complaints (customer complaints, supplier grievances, etc.)		1	0	0
	Subtotal	cases	1	0	1
Self-diagnosis Actions Taken ¹⁾	Disciplinary dismissal / recommended resignation		0	0	0
	Minor disciplinary action	cases	0	0	0
	Major disciplinary action		1	0	0
	Subtotal	cases	1	0	0

1) Among the cases received in the previous year, those for which investigation was completed and which were confirmed as true or partially true.

Whistleblower Protection System

LX MMA strictly protects the identity of the reporter, the content of the report, and even the information of stakeholders related to the report. By providing detailed information on our whistleblower protection system on our website, we encourage reporters to come forward with confidence. We prohibit any act that reveals a reporter's identity or implies the subject of an investigation without the reporter's consent, and we thoroughly maintain the security of the reporting system by allowing only a limited number of personnel who have pledged confidentiality to participate in handling reports. In addition, if a reporter suffers any disadvantage as a result of making a report or statement, we restore them to their original position and fulfill responsibilities of equivalent measure; and when a reporter reports misconduct or corruption in which they were themselves involved, we implement reasonable procedures to protect the reporter, such as mitigating disciplinary action in consideration of that fact.

Scope of Protection

As a matter of principle, protection of reporters applies to reports submitted under a real name with accurate evidence. We will also thoroughly protect report-related information concerning reporters and related stakeholders. The protections afforded to reporters are as follows.

- 01 The reporter's identity
- 02 Evidence presented by the reporter or information collected in connection with the report
- 03 Matters that could imply the subject of an investigation
- 04 Follow-up measures regarding the outcome of a report

Protection Policy

- 01 Reporters and report content are handled strictly as confidential information of the Integrity Management division, and the reporting system is safeguarded by a secure protection framework. In addition, reports are handled only by a limited number of personnel who have pledged strict confidentiality regarding report content.
- 02 If it is found that a disadvantageous disposition or punishment of a reporter resulted from their report, we will restore them to their original position or implement compensatory measures of equivalent measure.
- 03 When a reporter reports misconduct or corruption in which they were involved, the matter will be handled reasonably with full consideration given in mitigation.

Business Site Risk Audits

LX MMA operates an audit system to systematically manage risks across headquarters and all business sites. Audits are classified into regularly conducted routine audits, ad hoc special-purpose audits related to specific operations, and special audits into reported matters, with appropriate follow-up measures taken according to the severity of the findings. In addition, when employees or external stakeholders freely suggest or report misconduct, improper acts, or violations of internal regulations, the reporter's identity is thoroughly protected regardless of whether the report is anonymous. Through these audit activities, LX MMA enhances management transparency and strengthens a sound internal-control culture that prevents risks in advance.

Governance

Information Security

Dedicated Information Security Organization

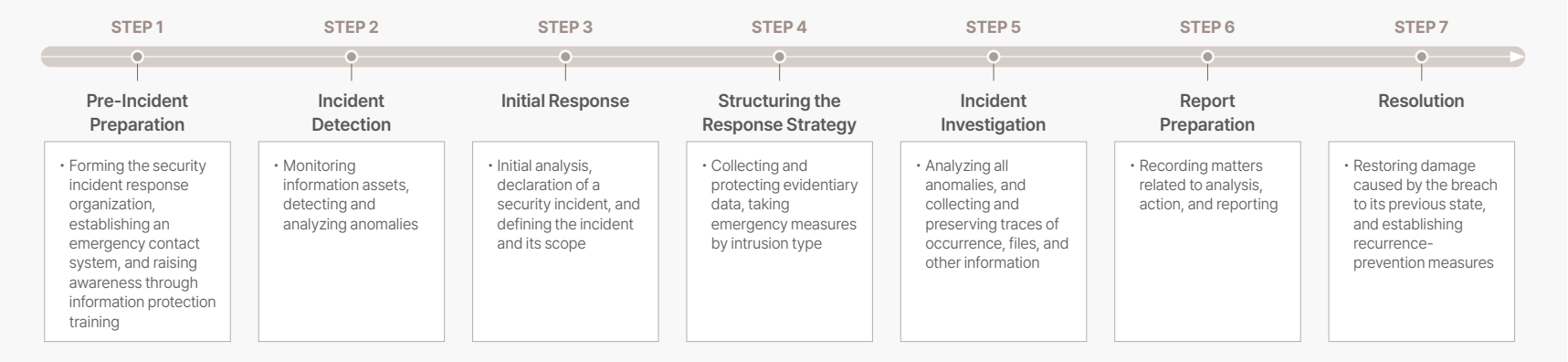
To minimize information security risks and respond swiftly to security incidents, LX MMA appoints and operates dedicated security officers. These officers routinely carry out systematic security activities such as establishing information security plans, monitoring relevant regulations, and conducting regular security inspections. In addition, each team designates one security manager (team leader) and one security officer, establishing a foundation for security management across the entire organization. Centered on these personnel, we convene the Information Security Committee once a year to share the year's security activities, and we continuously gather and share each team's information security requirements and guidance, thereby maintaining a security management system with practical effectiveness in the field.



Information Protection and Security Policy

LX MMA thoroughly complies with the laws, internal regulations, and guidelines related to information security and personal data protection to safely manage all information assets the company handles, and continuously provides guidance so that all employees perform their work in a compliant manner. In parallel with training and awareness activities to raise employees' information security awareness, we transparently provide product and service information within the scope permitted by law to protect customers' right to know. Furthermore, by complying with information collection, management, and security procedures that protect customers' privacy, we are realizing a trust-based culture of information protection.

Information Protection Incident Response Procedure



Information Security Risk Management Process

LX MMA has systematically established multi-layered information security policies, including its security audit guidelines, information security policy, information security organization operation guidelines, asset management guidelines, and security incident response guidelines, and manages information security risks intensively on this basis. Building on this institutional foundation, and in order to substantively raise employees' security awareness, the company continuously carries out activities to enhance information security awareness, such as obtaining a security pledge and consent to the processing of personal information and its provision to third parties from all employees once a year. In addition, centering on its information security personnel, the company regularly reviews the level of its information protection management and, in parallel with in-house training and related communications, steadily strengthens employees' security capabilities, thereby advancing its company-wide information security management system. Furthermore, in the event of an information security incident, the relevant employee is required to report promptly and without delay to the head of their department and the company-wide department responsible for information security, and the department in charge of information security convenes a response team to carry out immediate incident response procedures. Meanwhile, in cooperation with a specialized security consulting firm, the company conducts high-level external security assessments each year at its Seoul office and Yeosu plant. Through personal information lifecycle analysis, vulnerability assessments of the security infrastructure, and penetration testing, the company thoroughly diagnoses the organization's information security status and identifies areas for improvement, while continuously monitoring site access security and the status of the server room, thereby implementing protection activities in a balanced manner across policy, technical, and administrative dimensions.

Governance

Information Security

Reporting and Receipt of Information Security Incidents

If a security incident occurs, or if an employee detects a security vulnerability or software error in an information system, LX MMA employees must report it without delay to their department head and the company-wide information security department immediately upon becoming aware of it. The details of a reported security incident are not disclosed externally until the investigation is concluded, and the identity of the reporter and the content of the report are kept strictly confidential.

If the head of the company-wide information security department determines that the impact of a security incident is significant, they report the relevant information to LX MMA management without delay so that swift decision-making and an emergency response system can be activated.

Information Security Audits



Strengthening Information Security Solutions

LX MMA maintains a thorough management system for both physical and digital security. We have introduced an access control system at all offices to restrict entry to authorized personnel only. In particular, at the Daejeon Research Center, which handles sensitive information, all personnel undergo a security scan upon exit to prevent information leakage through storage media such as laptops and USB drives.

Furthermore, we install a Mobile Device Management (MDM) security solution on all smart devices used by Research Center employees so that internal security policies are automatically applied, fundamentally blocking the possibility of information leakage through various means such as photography. We also continuously strengthen the security of our internal digital environment: employee work PCs are equipped with security solutions such as spam-mail blockers and antivirus software, and we systematically manage the risk of internal information leaking externally through measures such as electronic-document locking and monitoring of outgoing e-mail.



Governance

Information Security

Raising Employee Awareness of Information Security

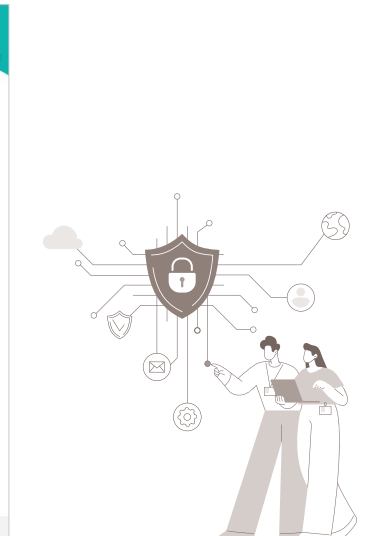
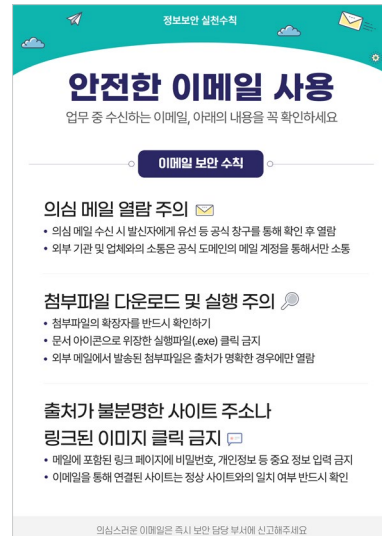
LX MMA regularly conducts information protection training for all employees to spread a culture of information protection throughout the organization and to raise both employees' security awareness and their capacity to put it into practice. In particular, for personal-data handlers, we provide separate personal data protection training to foster security awareness across all aspects of personal data processing, thereby preventing personal-data breaches in advance. In addition, through training linked to our annual information security activities, we continuously disseminate the information protection regulations and precautions that employees must observe, so that security principles become part of everyday work habits.

Unscheduled Information Security Inspections of Employees

Once per quarter (four times a year), we conduct on-site inspections of document security and IT security items across the office spaces of all offices. We focus on checking whether work documents are left unattended, whether the document-security-grade labeling guide is followed, whether IT assets are left unattended, and whether screen savers are set. When a violation is found, we take strict follow-up measures, such as requiring the employee concerned to submit an explanatory statement and notifying their division head. Through this, we ensure that security principles take root as everyday work habits.

Employee Information Protection Training

Each year, we conduct mandatory online training for all employees, having achieved and maintained a 100% completion rate. Through this training, we continuously disseminate the information protection regulations and precautions that employees must observe, and we secure the effectiveness of the training by annually updating practice-oriented content linked to our information security activities.



Governance

Risk Management

As uncertainty across the global environmental, social, and economic landscape widens, the nature of the risks companies face is unfolding in an increasingly complex manner. To respond proactively to these changes in the business environment, LX MMA classifies risks by issue through its dedicated department and operates a proactive management system. By monitoring risks that may arise across all areas of management—not only traditional major risks such as environment, occupational health and safety, compliance, and finance, but also information security, labor-management relations, procurement, compliance, and quality—we are strengthening our capacity to respond in pursuit of sustainable management.

Response to Major Risks

	Environmental	LX MMA periodically assesses and manages environmental risks that may arise across all of its business site activities, products, and services, and it minimizes potential risks by systematically reflecting legal obligations and the requirements of internal and external stakeholders. We also monitor environmental policy and regulatory trends to respond proactively to regulatory changes, and we are further strengthening our response to climate change through initiatives such as pursuing Net-Zero and implementing K-RE100. In addition, we continue our efforts to minimize environmental impact by integrating the management of key environmental data such as waste, greenhouse gases, and energy.
	Occupational Health & Safety	LX MMA regards safety and health as the foremost value in management and, with the objective of “Zero occupational health and safety accidents,” has established and operates systematic prevention activities and an emergency response system. Through regular safety training and drills and risk assessments, we proactively identify and eliminate potential hazards in the field to preemptively block the possibility of accidents. We also operate various health programs, including a health-promotion system, to enhance employees’ physical and mental well-being.
	Compliance	To achieve fair and transparent management, LX MMA operates the Business Audit & Enhancement Team—reporting directly to the CEO—as its dedicated organization, systematically managing compliance risks. We raise employees’ ethical awareness through regular Integrity Management training grounded in the Employee Code of Ethics, and we operate a highly accessible reporting system to help ethics issues be resolved swiftly and fairly.
	Taxation	LX MMA faithfully complies with domestic and international tax laws and systems across all business areas, and files and pays taxes transparently and accurately. We also manage tax-related risks proactively by monitoring changes in tax systems and related issues so as to respond swiftly to policy changes.
	Financial	LX MMA continuously manages key financial risks such as foreign exchange, credit, and liquidity risk, and continuously monitors relevant laws, regulations, and market trends to respond to a highly volatile financial market environment. Through this, we operate a management system that stably maintains financial soundness and enables a proactive response to potential risks.

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Economic Performance

Summary Income Statement (Creation of Economic Value)

(Unit: KRW)

Category	2023	2024	2025
Revenue	683,506,547,234	864,366,783,633	748,580,488,436
Cost of sales	(644,162,179,722)	(662,521,662,250)	(622,520,793,269)
Gross profit	39,344,367,512	201,845,121,383	126,059,695,167
Operating profit	(14,976,911,889)	134,499,831,887	81,135,015,481
Profit before income tax	(11,947,040,165)	140,009,692,677	82,115,030,407
Profit for the period	(9,283,376,170)	106,787,431,941	65,065,645,149

Summary Statement of Financial Position

(Unit: KRW)

Category	2023	2024	2025
Current assets	314,334,850,267	511,295,738,304	442,105,133,670
Non-current assets	295,987,110,601	274,451,740,491	316,391,234,256
Total assets	610,321,960,868	785,747,478,795	758,496,367,926
Current liabilities	84,310,615,132	167,877,514,928	153,341,239,359
Non-current liabilities	15,038,611,907	13,314,431,431	12,524,897,433
Total liabilities	99,349,227,039	181,191,946,359	165,866,136,792
Share capital	24,000,000,000	24,000,000,000	24,000,000,000
Capital surplus	29,041,064,441	29,041,064,441	29,041,064,441
Other paid-in capital			
Retained earnings	457,931,669,388	551,514,467,995	539,589,166,693
Non-controlling interests			
Total equity	510,972,733,829	604,555,532,436	592,630,231,134

Financial Stability

(Unit: KRW)

Category	2023	2024	2025
Current ratio	373%	305%	288%
Debt-to-equity ratio	19%	30%	28%

Statement of Financial Position

(Unit: KRW)

Category	2023	2024	2025
Total assets	610,321,960,868	785,747,478,795	758,496,367,926
[Current assets]	314,334,850,267	511,295,738,304	442,105,133,670
Cash and cash equivalents	68,916,689,940	145,320,260,574	69,175,725,021
Trade receivables	76,759,713,094	107,135,405,147	95,774,381,236
Other receivables	3,979,443,988		
Inventories	156,412,734,763	145,439,719,559	211,723,377,355
Current income tax assets	236,868,710		
Financial assets at fair value through profit or loss (current)			
Other current assets	8,029,399,772	9,403,010,788	8,790,660,031
Derivative assets			
Short-term financial instruments		103,997,342,236	56,640,990,027
[Non-current assets]	295,987,110,601	274,451,740,491	316,391,234,256
Long-term financial instruments			
Long-term other receivables			
Other long-term receivables	9,933,239,147		
Investments in joint ventures			
Financial assets at fair value through other comprehensive income			
Property, plant and equipment	249,180,013,833	233,463,868,329	276,438,321,287
Investment property			
Intangible assets	6,228,094,996	6,182,383,768	8,209,309,180
Right-of-use assets	19,395,189,471	17,990,973,305	17,113,974,905
Non-current derivative assets			
Deferred tax assets	2,251,128,271		
Net defined benefit assets	8,999,444,883	6,208,522,183	5,380,925,709
Financial assets at fair value through profit or loss			
Other non-current assets		10,605,992,906	9,248,703,175

Economic Performance

Statement of Financial Position

(Unit: KRW)

Category	2023	2024	2025
Total liabilities	99,349,227,039	181,191,946,359	165,866,136,792
[Current liabilities]	84,310,615,132	167,877,514,928	153,341,239,359
Trade payables	32,960,151,900	39,016,913,684	44,390,030,142
Other payables	25,347,250,282	30,592,364,825	53,694,789,897
Borrowings	12,422,095,779	56,581,897,517	35,790,078,449
Income tax payable	-	23,114,588,204	3,388,208,474
Current lease liabilities	4,142,200,671	4,150,149,862	4,844,220,503
Other current liabilities	9,438,916,500	14,421,600,836	11,233,911,894
[Non-current liabilities]	15,038,611,907	13,314,431,431	12,524,897,433
Net defined benefit liabilities	-	-	-
Long-term employee benefit liabilities	4,193,579,759	3,696,659,948	5,063,114,692
Deferred tax liabilities	-	302,858,643	83,065,424
Lease liabilities	10,845,032,148	9,018,671,422	7,378,717,317
Provisions	-	296,241,418	-
Total Equity	510,972,733,829	604,555,532,436	592,630,231,134
[Equity attributable to owners of the parent]	-	-	-
Share capital	24,000,000,000	24,000,000,000	24,000,000,000
Capital Surplus	29,041,064,441	29,041,064,441	29,041,064,441
Other paid-in capital	-	-	-
Retained earnings(deficit)	457,931,669,388	551,514,467,995	539,589,166,693
Accumulated other comprehensive income	-	-	-
[Non-controlling interests]	-	-	-
Total liabilities and equity	610,321,960,868	785,747,478,795	758,496,367,926

Income Statement

(Unit: KRW)

Category	2023	2024	2025
Revenue	683,506,547,234	864,366,783,633	748,580,488,436
Cost of sales	(644,162,179,722)	(662,521,662,250)	(622,520,793,269)
Gross profit	39,344,367,512	201,845,121,383	126,059,695,167
Selling and administrative expenses	(54,321,279,401)	(67,345,289,496)	(44,924,679,686)
Operating profit (loss)	(14,976,911,889)	134,499,831,887	81,135,015,481
Non-operating profit and loss	3,029,871,724	5,509,860,790	980,014,926
Other income	9,543,391,789	10,724,180,354	10,185,083,551
Other expenses	(7,022,701,520)	(8,854,965,201)	(13,145,391,292)
Finance income	4,917,552,985	6,868,286,317	8,036,099,481
Finance costs	(4,408,371,530)	(3,227,640,680)	(4,095,776,814)
Profit before income tax	(11,947,040,165)	140,009,692,677	82,115,030,407
Income tax expense	2,663,663,995	(33,222,260,736)	(17,049,385,258)
Profit for the period	(9,283,376,170)	106,787,431,941	65,065,645,149
Earnings per share	-	-	-
Basic earnings (loss) per share	(3,868)	44,495	27,111

ESG Data

Environmental

Category		Unit	2023	2024	2025	Remarks
Greenhouse Gas						
GHG emissions(Scope1)	Total emissions ¹⁾	tCO ₂ eq	321,576	327,010	311,838	
	Direct GHG emissions (Scope 1)	tCO ₂ eq	209,676	211,489	197,904	
	Indirect GHG emissions (Scope 2)	tCO ₂ eq	111,900	115,522	113,935	
GHG emissions intensity ²⁾		tCO ₂ eq/ KRW 100 million	47	38	42	
Energy Use						
Energy consumption (direct emissions, indirect emissions)	Total(direct emissions, indirect emissions)	TJ	2,890	2,976	2,970	
	Direct emission energy consumption	TJ	528	515	471	
	Indirect emission energy consumption	TJ	2,362	2,461	2,499	
Non-renewable energy consumption	Electricity	kWh	206,331,431	211,301,048	190,051,531	
	LNG	Nm3	115,377	99,586	96,426	
	Diesel	L	10,908	9,532	9,490	
	Gasoline	L	29,544	31,401	34,218	
	Grid electricity	%	100.0	100.0	100.0	
Renewable energy consumption	Renewable energy consumption	TJ	0.1	0.2	0.14	
	Renewable energy ratio	%	0.005	0.007	0.005	
Energy intensity ³⁾		TJ/ton	0.008	0.007	0.008	

1) Total emission figures may differ by ±1 tCO₂_eq due to rounding in the aggregation process.
2) GHG emissions intensity is based on LX MMA separate revenue.
3) Energy intensity is based on LX MMA product output.

Category		Unit	2023	2024	2025	Remarks
Water and Wastewater Management						
Total water intake	Total	ton	2,747,643	3,076,580	2,730,581	
Total water recycled	Total	ton	100,862	114,875	128,328	
Waste Generation and Recycling						
Total waste generated	Total	ton	5,160	5,329	5,781	
Total waste recycled	Total	ton	1,947	2,253	2,442	
General waste	Incineration	ton	2,101	1,799	2,299	
	Landfill	ton	311	294	404	
	Recycling	ton	1,499	1,851	1,201	
	General waste recycling rate	%	38.3	46.9	30.8	
Designated waste	Incineration	ton	797	973	621	
	Landfill	ton	3	11	15	
	Recycling	ton	448	401	1,240	
	Designated waste recycling rate	%	35.9	29.0	66.1	
Air Pollutant Management						
Air Pollutants	Total	ton	62	70	67	
	SOx emissions	ton	20	17	13	
	NOx emissions	ton	35	46	46	
	PM emissions	ton	7	7	8	

ESG Data

Environmental

Category		Unit	2023	2024	2025	Remarks
Water Pollutant Management						
Water pollutants	Wastewater discharge	ton	370,963	408,686	392,482	
	TOC (Total Organic Carbon)	mg/L	22	30	18	
	BOD (Biochemical Oxygen Demand)	ton	30	33	10	
	SS (Suspended Solids)	ton	6	8	23	
	T-N (Total Nitrogen)	ton	3	4	4	
	T-P (Total Phosphorus)	ton	3	0	1	
Environmental Regulation Violations*						
Number of legal/regulatory violations	Total	cases	0	0	0	
Fine amount	Total	KRW	0	0	0	
Environmental Investment						
Eco-friendly investment costs	Total	KRW	2,383,345,223	814,280,924	1,851,519,100	
	Water quality	KRW	0	0	1,356,112,048	
	Air	KRW	2,383,345,223	814,280,924	201,241,912	
	Waste	KRW	0	0	294,165,140	
Environmental Training						
Total	Number of participating employees	persons	319	314	286	
Zero-emission vehicles						
Eco-friendly vehicles	Number of eco-friendly vehicles	units	5	10	14	
	Eco-friendly vehicle ratio	%	41.7	52.6	56.0	

* The number of environmental regulation violations is disclosed on the basis of cases involving a fine of KRW 10 million or more.

Social

Category		Unit	2023	2024	2025	Remarks
Employee Status and Diversity						
Total number of employees	Grand total	persons	419	425	446 ¹⁾	Executives, office/technical staff, including professional technical staff and contract workers (excluding dispatched workers and interns)
Gender	Male	persons	362	366	383	
	Female	persons	57	59	63	
Employment Type	Grand total	persons	419	425	446	
	Permanent	persons	396	397	411	
	Permanent (ratio)	%	94.5	93.4	92.2	
	Non-permanent	persons	23	28	35	
	Non-permanent (ratio)	%	5.5	6.6	7.8	
Age	Grand total	persons	419	425	446	
	Under 30	persons	95	78	86	
	30 to under 50	persons	241	251	254	
Position	50 and over	persons	83	96	106	
	Grand total	persons	419	425	446	
	Executive	persons	6	6	7	
Female managers	Non-executive	persons	413	419	439	
	Team leader and above	%	6.8	7.0	4.1	
	Senior manager and above	%	2.9	2.8	1.8	
Average wage	Male	KRW	8,409,107	8,911,755	9,261,440	
	Female	KRW	4,712,505	4,874,604	5,204,734	
Persons with disability	Headcount	persons	14	14	16	Severe x2, Mild x1
	Ratio	%	3.3	3.3	3.6	
Veterans Quota	Headcount	persons	0	0	2	
	Ratio	%	0.0	0.0	0.5	

1) Including one employee working overseas (Germany office).

ESG Data

Social

Category		Unit	2023	2024	2025	Remarks
New Hires and Turnover						
Number of new hires	Grand total	persons	22	33	41	Executives, office/technical staff, including professional technical staff and contract workers (excluding dispatched workers and interns)
Gender	Male	persons	17	25	35	
	Female	persons	5	8	6	
Age	Grand total	persons	22	33	41	
	Under 30	persons	10	23	22	
	30 to under 40	persons	6	4	6	
	40 to under 50	persons	1	0	3	
	50 and over	persons	5	6	10	
Position	Grand total	persons	22	41	41	
	New graduate	persons	15	33	27	
	Experienced hire	persons	7	8	14	
Turnover and Resignation	Voluntary turnover rate	%	4.8	4.9	2.5	
	Average length of service	year	10.5	10.9	11.0	
Performance Evaluation						
Number of employees subject to evaluation ¹⁾	Grand total	persons	397	397	411	
Ratio of employees subject to evaluation	Total	%	100.0	100.0	100.0	
	Male	%	86	86	86	
	Female	%	14	14	14	
	Permanent	%	100.0	100.0	100.0	
Employee Training						
Number of employees trained	Grand total	persons	419	425	446	
Training cost	Total training cost	KRW	498,827,787	689,364,439	920,285,058	
	Average training cost per person	KRW	1,190,520	1,622,034	2,063,419	
Legally mandated training	Training hours per person	hours	4	4	4	
	Total number of employees completing training	persons	429	424	435	

1) Excluding contract workers

Category		Unit	2023	2024	2025	Remarks
Human rights						
Human rights grievance handling	Related to human rights violations	cases	0	0	1	
	Number of reports in progress	cases	0	0	0	
	Number of reports resolved	cases	0	0	1	
Human rights trainings	Total training hours	hours	1,287	1,272	1,305	
	Training hours per person	hours	3	3	3	
	Total number of employees completing training	persons	429	424	435	
Parental leave						
Parental leave eligible persons	Total	persons	82	76	83	
	Male	persons	78	72	75	
	Female	persons	4	4	8	
Number of employees who took parental leave	Total	persons	5	3	10	
	Male	persons	2	0	3	
	Female	persons	3	3	7	
Parental leave utilization rate	Total	%	6.1	3.9	12.0	
	Male	%	2.6	0.0	4.0	
	Female	%	75.0	75.0	87.5	
Number of employees returned	Total	persons	5	0	3	
	Male	persons	2	0	2	
	Female	persons	3	0	1	
Return-to-work rate after parental leave	Total	persons	4	0	3	
	Male	persons	1	0	2	
	Female	persons	3	0	1	
Return-to-work retention rate after parental leave	Total	%	80.0	-	100.0	
	Male	%	50.0	-	100.0	
	Female	%	100.0	-	100.0	

ESG Data

Social

Category		Unit	2023	2024	2025	Remarks
Welfare and benefits						
Number of employees using flexible work	Total	Persons	172	168	194	
Number of employees enrolled in retirement pension	Defined Benefit(DB)	Persons	205	229	231	
	Defined Contribution(DC)	Persons	160	157	157	
Labor practices and labor union						
Labor practices	Collective agreements coverage rate	%	43.0	43.1	41.0	
	Number of labor management council meetings held	Sessions	4	4	5	
Labor union status	Number of union members	Persons	180	183	183	
	Number of eligible employees	Persons	180	183	183	
	Union membership rate	%	100.0	100.0	100.0	
Supply chain ESG management						
Total number of suppliers		Count	273	350	354	
Total number of environmental screened suppliers		Count	54	53	54	
Total number of social impact screened suppliers		Count	54	53	54	
Grievance handling for suppliers	Received	Cases	0	0	0	
	In progress	Cases	0	0	0	
	Resolved	Cases	0	0	0	
Occupational Accident Management						
Number of occupational accidents	Employees	Cases	1	2	1	
	Suppliers	Cases	0	0	0	
Work-related accidents	Number of employee fatalities cases	Cases	0	0	0	
Fatalities	Number of employee fatalities rate	%	0.0	0.0	0.0	
	Number of suppliers fatalities cases	Cases	0	0	0	
	Number of suppliers fatalities rate	%	0.0	0.0	0.0	

Category		Unit	2023	2024	2025	Remarks
Number of lost-time injuries ¹⁾	Employees	Cases	1	2	1	
Lost-time injury frequency rate(LTIFR)	Employees	Cases/ million hours	1.1	2.3	1.1	
Safety training completion status						
Number of training sessions held		Sessions	33	19	8	
Information security/Cybersecurity						
Information security investment		KRW	75,000,000	327,000,000	340,000,000	
Data privacy violations and complaints		Cases	0	0	0	
Information security violations	Data protection violations	Cases	0	0	0	
	Fine amount	KRW	0	0	0	
Community engagement						
Community engagement expenses	Funds raised ²⁾	KRW	23,910,260	24,748,620	25,499,808	
Employee participation status	Number of participants	Persons	21	25	38	
	Total participation hours	Hours	3	6	6	
Community engagement activities	Number of children sponsored	Persons	48	77	76	
	Sponsorship amount	KRW	43,820,000	48,864,100	39,198,240	
Donations						
Donation status	Donated amount	KRW	140,104,000	110,740,640	88,511,240	
Donation review	Number of meetings held	Sessions	1	1	1	

1) Managed on the same basis as occupational accidents, for cases involving three or more days of work stoppage.
2) Funds raised include charitable donations, in-kind donations, and employee contributions.

ESG Data

Governance

Category		Unit	2023	2024	2025	Remarks
Board of directors composition and operation						
Board composition	Total	Persons	10	10	10	
	Executive director	Persons	4	4	4	
		%	40.0	40.0	40.0	
	Independent director	Persons	6	6	6	
		%	60.0	60.0	60.0	
	Number of non-executive directors exceeding the legal minimum	Persons	0	0	0	
	Board diversity	Gender diversity	Total headcount	Persons	10	10
Male			Persons	10	10	10
			%	100.0	100.0	100.0
Female			Persons	0	0	0
			%	0.0	0.0	0.0
Board meeting sessions			Number of meetings held	Sessions	7	6
		Average attendance rate	%	100	100	100
Board remuneration	Board remuneration payment	Number of members	Persons	8	8	8
		Total remuneration	KRW million	1,225	1,075	1,100
		Average remuneration	KRW million	408	358	367
	Individual remuneration payment	Registered director total remuneration	KRW million	1,225	1,075	1,100
		Registered director average remuneration	KRW million	408	358	367

Category		Unit	2023	2024	2025	Remarks
Compliance (Legal Violations) Status*						
Anti-competitive practices, monopoly, unfair trade practices etc.	Number of violations	cases	0	0	0	
	Fine amount	KRW	0	0	0	
Business group status Disclosure rule violations	Number of violations	cases	0	0	0	
	Fine amount	KRW	0	0	0	
Tax-related back-payments/ violations	Number of violations	cases	0	0	0	
	Fine amount	KRW	0	0	0	
Integrity Management						
Integrity Management violations Reports received / actions taken	Reports and Whistleblowing	cases	0	0	1 ¹⁾	
	Actions completed	cases	0	0	0	
Integrity Management Training	Training hours per person	hours	1	1	1	
	Total number of training participants	Persons	58	35	216	
Cyber Ombudsman Reports Received and Handling Status	Total number of cases	cases	1	0	1	
	Number of disciplinary actions	cases	0	0	0	

* The number of compliance violations is disclosed on the basis of cases involving a fine of KRW 10 million or more.
1) The one report filed in 2025 was found to be invalid during the course of handling.

GRI Index

GRI Standard 2021	Category	Remarks		
GRI 1: Foundation 2021	Overview	Reporting organization: LX MMA reports its sustainability management information for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards 2021, with some information including activities up to June 2025.		
	Applicable GRI Standard	GRI: Fondation 2021		
	Applicable GRI Sector Standard	As of the publication date of this Sustainability Report, no GRI Sector Standard applicable to LX MMA has been published, so none was applied.		
Topic		Disclosure	Reporting Location	Remarks
GRI 2: General Disclosures 2021				
The organization and its reporting practices	2-1	Organizational information	p.06, 08	
	2-2	Entities included in the organization's sustainability reporting	p.02	
	2-3	Reporting period, frequency, and point of contact	p.02	
	2-4	Restatements of information	-	First publication
	2-5	External assurance	p.80	
Activities and Workers	2-6	Activities, value chain, and other business relationships	p.06, 09	
	2-7	Employees	p.72-73	
	2-8	Workers who are not employees	p.72	
Governance	2-9	Governance structure and composition	-	Not available ¹⁾
	2-10	Composition of the highest governance body and its committees	-	
	2-11	Chair of the highest governance body	-	
	2-12	Role of the highest governance body in managing impacts	-	
	2-13	Delegation of responsibility for managing impacts -	-	
	2-14	Role of the highest governance body in sustainability reporting	-	
	2-15	Conflicts of interest	-	Not available ²⁾
	2-16	Communication of critical concerns	-	
	2-17	Collective knowledge of the highest governance body	-	
	2-18	Evaluation of the performance of the highest governance body	-	
	2-19	Remuneration policies	-	
	2-20	Process to determine remuneration	-	
	2-21	Annual total compensation ratio -Confidential information	-	Confidential information

1) Managed in accordance with LX Holdings regulations

2) LX MMA is a joint venture of LX Holdings (50%), Nippon Shokubai (25%), and Sumitomo Chemical (25%). As an unlisted company, it does not disclose specific governance-related information.

Topic		Disclosure	Reporting Location	Remarks
Strategy, policies and practices	2-22	Statement on sustainable development strategy	p.05	
	2-23	Policy commitments	p.57, 63-64	
	2-24	Embedding policy commitments	p.40, 46, 49 p.51, 58, 62	
	2-25	Processes to remediate negative impacts	p.50, 62	
	2-26	Mechanisms for seeking advice and raising concerns	p.50, 58	
	2-27	Compliance with laws and regulations	p.75	
	2-28	Membership associations	p.82	
Stakeholder engagement	2-29	Approach to stakeholder engagement	p.82	
	2-30	Collective bargaining agreements	p.54	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	p.24	
	3-2	List of material topics	p.25	
	3-3	Management of material topics	p.25	
Economy		Disclosure	Reporting Location	Remarks
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed (EVG&D)	p.69-70	
	201-3	Defined benefit plan obligations and other retirement plans	p.74	
GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	p.62	
	205-3	Confirmed incidents of corruption and actions taken	p.63, 75	
GRI 206: Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.75	

GRI Index

Environment		Disclosure	Reporting Location	Remarks
GRI 302: Energy	302-1	Energy consumption within the organization	p.71	
	302-3	Energy intensity	p.71	
	302-4	Reduction of energy consumption	p.37	
GRI 303: Water and Wastewater	303-2	Management of water discharge-related impacts	p.38, 72	
	303-3	Water withdrawal	p.38, 71-72	
	303-4	Water discharge	p.38, 71-72	
GRI 305: Emissions	305-1	Direct GHG emissions (Scope 1)	p.71	
	305-2	Indirect GHG emissions (Scope 2)	p.71	
	305-3	Other indirect GHG emissions (Scope 3)	-	
	305-4	GHG emissions intensity	p.71	
	305-5	Reduction of GHG emissions	p.36	
	305-6	Emissions of ozone-depleting substances (ODS)	-	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p.38, 71	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	p.39, 71	
	306-2	Management of significant waste-related impacts	p.39	
	306-3	Waste generated	p.39, 71	
	306-4	Waste diverted from disposal	p.39, 71	
	306-5	Waste directed to disposal	p.71	
GRI 307: Environmental Compliance	307-1	Environmental Regulation Violations	p.72	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers screened using environmental criteria	p.57	
	308-2	Negative environmental impacts in the supply chain and actions taken	p.58, 74	

Society		Disclosure	Reporting Location	Remarks
GRI 401: Employment	401-1	New employee hires and turnover	p.72	
	401-3	Parental Leave	p.73	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	p.42	
	403-2	Hazard identification, risk assessment, and incident investigation	p.43-45	
	403-3	Occupational health services	p.47	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p.43, 46	
	403-5	Worker training on occupational health and safety	p.46	
	403-6	Promotion of worker health	p.47	
	403-7	Prevention and mitigation of occupational health and safety impacts	p.29, 47, 67	
	403-8	Workers covered by an occupational health and safety management system	p.42	
	403-9	Work-related injuries	p.74	
GRI 404: Training and Education	404-1	Average hours of training per employee	p.73	
	404-2	Programs for upgrading employee skills and transition assistance	p.51	
	404-3	Percentage of employees receiving regular performance and career development reviews	p.73	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p.72, 75	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	p.48	Risk of child labor incidents No such operations exist
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.48	No operations at significant risk of forced labor exist
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	p.57, 74	
GRI 414: Supplier Social Assessment	414-1	New suppliers screened using social criteria	p.57	
	414-2	Negative social impacts in the supply chain and actions taken	p.57-58, 74	

SASB Index - Chemicals

Category	Code	Metric	Reporting Location
GHG Emissions	RT-CH-110a.1	Gross global Scope 1 emissions	p.71
		Percentage of Scope 1 emissions under emissions-limiting regulations	N/A
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	p.36
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O)	p.71
		Air emissions of the following pollutants: (2) SOx	p.71
		Air emissions of the following pollutants: (3) Volatile organic compounds (VOCs)	N/A
		Air emissions of the following pollutants: (4) Hazardous air pollutants (HAPs)	N/A
Energy Management	RT-CH-130a.1	(1) Total energy consumed	p.71
		(2) Percentage grid electricity	p.71
		(3) Percentage renewable	p.71
		(4) Total self-generated energy	N/A
Water Resource Management	RT-CH-140a.1	(1) Total water withdrawn	p.71
		(2) Total water consumed, and percentage in regions with High or Extremely High baseline water stress	N/A
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	N/A
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	p.38
Hazardous Waste Management	RT-CH-150a.1	(1) Amount of hazardous waste generated	p.71
		(2) Percentage recycled	p.71
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community stakeholders	p.38 p.48

Category	Code	Metric	Reporting Location
Workforce Health & Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) - (a) direct employees,	p.74
		(1) Total recordable incident rate (TRIR) - (b) contract employees	N/A
		(2) Fatality rate - (a) direct employees,	p.74
		(2) Fatality rate - (b) contract employees	p.74
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	p.43, 47, 82
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	N/A
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products that contain GHS Category 1 and 2 Health and Environmental Hazardous Substances (by revenue)	N/A
		(2) Percentage of such products that have undergone a hazard assessment	N/A
	RT-CH-410b.2	(1) Discussion of strategy to manage chemicals of concern	p.40
		(2) Discussion of strategy to develop alternatives with reduced human and environmental impact	p.23, 27-28
Genetically Modified Organisms (GMOs)	RT-CH-410c.1	Percentage of products by revenue that contain GMOs	N/A
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of the company's position on environmental and social factors that may affect the industry, and on government regulations or policy proposals	p.26-30 p.33-40 p.42-47 p.52, 54
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC)	N/A
		Process Safety Total Incident Rate (PSTIR)	N/A
		Process Safety Incident Severity Rate (PSISR)	N/A
	RT-CH-540a.2	Number of transport incidents	N/A

GHG Assurance Statement



LX MMA Co., Ltd.

Korea Management Registrar (hereinafter “KMR”) has performed verification of the 2025 greenhouse gas emissions (Scope 1 and 2) of LX MMA Co., Ltd. (hereinafter the “verified company”).

Purpose and Scope of Verification

The purpose of this verification is to independently review the following on the basis of objective evidence.

- Conformity with the verification criteria
- The accuracy of the greenhouse gas emissions and removals reported by the verified company

The verification was performed on the greenhouse gas emissions report provided by the verified company and on all business sites and emission facilities under the operational control of the verified company.

Verification Criteria

- Guidelines for Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No. 2025-64)
- Verification Guidelines for the Operation of the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No. 2025-165)
- Guidelines on the Operation of the Greenhouse Gas Target Management Scheme (Ministry of Environment Notice No. 2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)

Verification Procedure

KMR conducted on-site verification based on a risk analysis approach and data assessment, and determined the appropriateness of the data and factors applied to the greenhouse gas emissions calculation on the basis of objective evidence. Based on the verification guidelines, KMR verified the greenhouse gas emissions for the reporting period using a reasonable method.

Verification Independence

KMR has no relationship with the verified company and does not conduct verification with biased opinions or perspectives. KMR derived independent and objective verification conclusions based on the verification criteria, and reviewed the entire verification process through an independent review.

Verification Limitations

KMR verified the relevant reports, information, and data presented by the verified company using sampling or full-population methods; however, there are many inherent limitations, and differences may exist in the interpretation of conformity. Although we endeavored to perform a diligent verification in accordance with the verification criteria, we note as a limitation of the verification that undetected errors, omissions, or misstatements may potentially remain.

Greenhouse Gas Emissions and Energy Consumption

(Unit: GHG (ton CO₂-eq) / Energy (TJ))

Verification year	Emissions	Scope 1	Scope 2	Total
2025		197,904.564	113,935.099	311,838

Verification year	Energy consumption	Fuel	Electricity	Steam	Total
2025		471.033	2,263.08	238.898	2,970

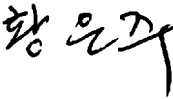
* Total emission figures may differ by ±1 ton CO₂-eq due to rounding in the aggregation process.

Verification Conclusion

- The verified company prepared its greenhouse gas report in accordance with the agreed verification criteria.
- The greenhouse gas emissions verification was performed to satisfy a reasonable level of assurance in accordance with the verification criteria.
 - Through the verification, we confirmed that emissions were appropriately collected, prepared, and reported in accordance with the verification criteria, and that the emissions of the major emission facilities (facilities accounting for 95% of total greenhouse gas emissions) were calculated and reported without omission.
 - Materiality: meets the criterion of below 5%

Through the verification, we confirmed that the emissions of the major emission facilities were calculated and reported without omission. We confirmed conformity with the purpose, scope, and criteria of the verification, and present an “adequate” (unqualified) opinion.

* The verified company is responsible for preparing the verification data in accordance with relevant laws and standards. KMR's responsibility is limited to the verified company in accordance with the agreed contractual terms, and KMR bears no responsibility for other decisions, such as investment decisions, based on this assurance statement.
* The verified company must comply with the use of accreditation marks and logos under the contract agreed with KMR.

March 28, 2026
CEO, KMR 

Third-Party Assurance Statement



To the Stakeholders of LX MMA

Overview

BSI (British Standards Institution) Group Korea (hereinafter the “assurance provider”) was requested to provide assurance on the LX MMA Sustainability Report (hereinafter the “Report”). The assurance provider is independent of LX MMA and, other than this assurance engagement, has no significant financial interest in LX MMA’s operations. The purpose of this assurance statement is to provide relevant stakeholders with information related to the assurance of LX MMA’s Report concerning environmental, social, and governance matters, and it may not be used for any purpose other than that for which it was issued. This assurance statement has been prepared based on the results of the assurance of the information and claims presented by LX MMA, and the assurance was performed on the assumption that the information and claims presented are complete and accurate.

LX MMA is responsible for managing the relevant information within the scope of assurance and operating the related internal control procedures, and is responsible for all information and claims contained in the Report. Any inquiries related to the Report, including this assurance statement, should be directed to LX MMA. The assurance provider’s responsibility is to provide LX MMA’s management with an independent assurance opinion containing the professional opinion derived by applying the assurance methodology to the stated scope, and to provide this information to all of LX MMA’s stakeholders. In providing its assurance opinion, the assurance provider bears no legal or other related responsibility to any third party other than LX MMA, and bears no responsibility for any other use or purpose for which the assurance opinion may be used or to any related stakeholders.

Scope

- The scope of assurance agreed with LX MMA is as follows.
- The reporting content from January 1, 2025 to December 31, 2025 contained in the Report, with some performance including the first half of 2026
 - Key information and claims contained in the Report, such as sustainability management policies, strategies, targets, and related business performance
 - The appropriateness and robustness of the internal processes and systems for collecting, analyzing, and reviewing information
 - Confirmation of conformity with the four AA1000 AccountAbility Principles of the Report performed according to the type of sustainability assurance under AA1000 AS v3, and, where applicable, confirmation of the reliability of the sustainability performance information contained in the Report
 - The following were not included in the scope of assurance.
 - The financial information presented in the Report Appendix
 - Index items related to international standards, norms, and initiatives other than GRI presented in the Report Appendix
 - Other linked supplementary information such as the website and business report

Assurance Level and Type

- The assurance level and type are as follows.
- A Type 1 assurance engagement confirming conformity with the four principles of AA1000 AP (AccountAbility Principles) 2018, in the form of a Moderate Level of assurance in accordance with AA1000 AS

Description and Sources of Disclosures Covered

Based on the applied assurance scope and methodology, the assurance provider reviewed the following disclosures based on sampling of the information and data provided by LX MMA.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

201-1, 201-3, 205-2&3, 206-1, 302-1, 302-3, 302-4, 303-2~4, 305-1&2, 305-4&5, 305-7, 306-1~5, 307-1, 308-1&2, 401-1, 401-3, 403-1~9, 404-1~3, 405-1, 408-1, 409-1, 413-1, 414-1&2

Methodology

- In compliance with the assurance criteria, the assurance provider used a methodology developed to gather relevant evidence so as to reduce error in the reported content, and performed the following activities.
- Confirmation of the justification of the materiality assessment and internal analysis process for determining assurance priorities, and a high-level review of issues that could be raised by external stakeholders in the context of sustainability
- Discussions with the personnel and managers responsible for stakeholder engagement
- Confirmation of the appropriateness of the evidence supporting the reported issues, through interviews with senior managers of the departments related to or responsible for managing the material issues
- Confirmation of the sustainability strategy implementation processes and the systems for their execution, confirmation of the process for generating, collecting, and reporting data for each performance area, and confirmation of the evidence for the claims contained in the Report
- Evaluation of the reporting and management processes for the four principles—Inclusivity, Materiality, Responsiveness, and Impact—stipulated in the AA1000 AccountAbility Principles Standard (2018)
- A visit to LX MMA’s headquarters to confirm the data collection process, internal control procedures, and the effectiveness of management measures

Limitations and Approach used to Mitigate Limitations

The assurance provider conducted a limited assurance over a limited period based on the data and materials provided by the reporting organization. Accordingly, no material errors were found during the assurance process, and it entails limitations related to unavoidable risks that may exist. The assurance provider does not provide assurance regarding possible future impacts that cannot be predicted or confirmed during the assurance process, or additional aspects related thereto.

Third-Party Assurance Statement



To the Stakeholders of LX MMA

Competency and Independence

- BSI (British Standards Institution) has expertise in management system fields such as quality, environment, occupational health and safety, energy, anti-corruption, and compliance. Founded in 1901, it is an independent specialized institution that has provided certification and assurance services worldwide for approximately 120 years. The assurance provider has no business relationship with the reporting organization, performed the assurance independently, and has no conflicts of interest. The assurance team that performed this assurance was composed of AA1000 AS assurance auditors with extensive experience in management system fields such as environment and occupational health and safety, and in sustainability fields such as society and corporate ethics, as well as an outstanding understanding of the BSI Group's assurance standard methodology.

Opinion Statement

- This assurance was performed in accordance with AA1000 Assurance Standard v3. To gain confidence in LX MMA's description of its approach to the AA1000 Assurance Standard and its self-declaration of conformity with the GRI Standards, the assurance provider planned assurance procedures to gather sufficient evidence and performed the assurance based on that plan.
- As a result of the assurance, the assurance provider found nothing that would lead it to conclude that the information and data contained in LX MMA's Report were inappropriately stated in any material respect. The assurance provider believes that the key sustainability performance indicators contained in the Report—economic, social, and environmental—are managed by LX MMA's effective internal control procedures.

Conclusions

The Report is judged to have been prepared in accordance with the GRI Standards, and the assurance opinions on the four principles presented in AA1000 AP (2018) are as follows.

Inclusivity

- LX MMA selects the personnel of its key business divisions and internal and external stakeholders—who significantly influence corporate management activities—as its key evaluators, and operates communication channels suited to each group. Through these communication channels, LX MMA regularly gathers the opinions and requirements of stakeholders and reflects them in management activities such as strategy formulation and implementation, and discloses this process through the Report.

Materiality

- LX MMA has established a strategy related to sustainability management and a process for identifying material reporting issues. Applying a double materiality assessment method, it reflected the opinions of internal and external stakeholders centered on a comprehensive risk perspective encompassing environmental, social, governance, and ethical aspects. LX MMA systematically analyzed the impact of its corporate activities on the environment and society with respect to ESG issues, identified the impact of related risks and opportunities on the company's financial position, and conducted the assessment in accordance with the double materiality assessment methodology. The key related activities and plans are transparently disclosed in this Report.

Responsiveness

- LX MMA operates a management process for the material issues identified through the double materiality assessment in the context of sustainability. In accordance with its own management methodology, established to effectively reflect the expectations of relevant key stakeholders, the organization discloses through the Report its key response performance—including the methodology, performance, and improvement measures related to the reported material issues.

Impact

- LX MMA has established a process to identify and evaluate the impact on the organization and stakeholders related to its key reporting issues. The results of the analysis of impacts, risks, and opportunity factors for the key reporting issues are used in decision-making to formulate response strategies for each issue, and this process is disclosed through the Report.

Recommendations and Opportunity for Improvement

The assurance provider presents the following observations, within a scope that does not affect the assurance opinion.

- We recommend that deficiencies identified through the ESG supply chain evaluation not stop at a mere assessment, but that a substantive corrective action plan and implementation-monitoring process be made mandatory.

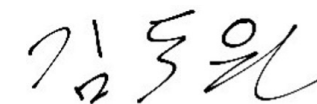
GRI-Reporting

- LX MMA self-declared its conformity with the GRI Standards. The assurance provider confirmed that LX MMA's Report was prepared in accordance with the GRI Standards, and, based on the materials and information provided by LX MMA, confirmed that there is no error in its claim that it meets the GRI Standards conformity requirements, including the Universal Standards and Topic Standards. No separate Sector Standards were applied.

Issue Date: 13/06/2026

For and on behalf of BSI (British Standards Institution):

BSI representative

Assurance Team Leader Doowon Kim, Lead Assurer(LCSAP)



CEO 임성환, Managing Director

Stakeholder Channels

Communication Channels by Stakeholder

Stakeholder	Key Interests	Communication Channels
Customer	• Product and service quality • Transparent communication • Business competitiveness	• Product brochures • Website - Customer Support
Employees	• Strengthening occupational health and safety • Welfare and organizational culture • Evaluation and compensation • Protection of human rights / labor rights • Labor-management relations • Training and growth opportunities	• Labor union • Cyber Ombudsman • Company magazine • Management briefings
Suppliers	• Strategic partnerships • Fair trade • Win-win growth • Management support • Workers’ human rights	• Cyber Ombudsman
Local Communities	• Revitalizing the local economy • Community engagement • Local environmental conservation	• Community Engagement Activities
Government	• Regulatory compliance	• Government relations
Academia and Experts	• Technology development	• Joint research • Technical consulting

Certifications and Awards / Member Associations and Initiatives

Certifications and Awards

Certification	Validity period
ISO 14001 (Environmental Management System certification)	~2028.05.16
ISO 45001 (Occupational Health and Safety Management System certification)	~2027.05.16
ISO 9001 (Quality Management System certification)	~2027.10.01
IATF 16949 (Automotive Industry Quality Management System certification)	~2027.10.01

Member Associations and Initiatives

Associations/Organizations
The Polymer Society of Korea
Korea International Trade Association
Korea Petrochemical Industry Association
Jeonnam Employers’ Federation
Yeosu National Industrial Complex Plant Managers’ Council
Yeosu Chamber of Commerce and Industry
Initiatives
Responsible Care
Korean RE100 (K-RE100)

