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Environmental Management Policy

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1. Environmental Management Philosophy

Sweco Inc. respects the value of humanity and fulfills its corporate social responsibility by protecting the environment, so that humans, the environment, and society can exist in harmony.

2. Environmental Management Philosophy

All employees of Sweco Inc. and all persons related to the organization shall, through the establishment and implementation of an effective Environmental Management System (EMS), strive to become an organization that values both humanity and the environment. In line with the vision of “Green Growth” appropriate for the 21st century, SWECO hereby declares its commitment to minimizing environmental impacts through environmental management and to pursuing continuous environmental improvement activities. The Environmental Policy is defined as follows:

- 1) Establishment and implementation of an effective Environmental Management System
- 2) Enhancement of environmental awareness through continuous provision and sharing of environmental information
- 3) Compliance with applicable laws and regulations as well as the requirements of ISO 14001:2015 Environmental Management Systems
- 4) Management of eco-friendly workplaces and provision of environmentally friendly products

All personnel involved in the Environmental Management System shall act under the advice and supervision of the Management Representative, comply with the Environmental Management System, and make every effort for continuous improvement.

All employees of Sweco Inc. and all related personnel shall faithfully implement this Environmental Policy, achieve environmental objectives, and, through continuous improvement activities, contribute to the preservation of the global environment, the creation of a pleasant living environment, and play a leading role in low-carbon green growth.

3. Environmental Management Philosophy

The employees of Sweco Inc. Headquarters, the Gumi Plant, and the Busan Office shall perform their duties in accordance with this Environmental Management Policy. In addition, employees are encouraged to ensure that business partners, including suppliers, contractors, joint ventures, and outsourcing partners, as well as sales and service providers, also comply with this Environmental Management Policy.

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4. Environmental Management Philosophy

Sweco Inc. shall establish an integrated portal system for environment and safety management across all business sites in order to systematically manage status checks, performance management, and overall processes in accordance with internal policies. In addition, regular internal audits and cross-verification between headquarters and plants shall be conducted to strengthen monitoring of greenhouse gases, water resources, and environmental pollutants.

A. Product Environment

1) Eco-friendly Design

Sweco Inc. shall make every effort to ensure environmentally friendly design and entire process environmental impact assessment, and shall continuously improve through raw material review and selection so that no environmental pollutants are generated in the product development and production stages, thereby optimizing environmental costs.

2) Enhancement of Recycling

The R&D Center shall review recyclability at the development stage in order to develop products that are easy to recycle. Through system-based management of hazardous substances such as heavy metals and recycling of waste materials, Sweco Inc. shall strive to minimize environmental pollution.

3) Development of Eco-friendly Products

Sweco Inc. shall focus on the development of eco-friendly products during production.

B. Product Environment

1) Green Procurement System

At the procurement stage, Sweco Inc. shall request environmental hazardous substance inspection data for raw and subsidiary materials to ensure the supply of environmentally friendly materials.

2) Clean Production System

By establishing ISO certification systems at headquarters and plants and operating an environmental management system, Sweco Inc. shall continuously improve information sharing and performance management. In addition, environmental-related employee training and supplementation of environmental facilities shall be conducted to reduce pollutant emissions, improve energy efficiency, and enhance working conditions.

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▫ Greenhouse Gas and Energy

The Company is committed to reducing greenhouse gas emissions by improving energy efficiency and expanding the use of renewable energy throughout the entire product life cycle.

The Production Department implements greenhouse gas reduction activities, monitors emission targets and results, and reviews energy-saving investments and solar power installation to meet Korea's 2030 reduction targets and achieve carbon neutrality by 2050.

▫ Water and Wastewater

Sweco Inc. shall regularly inspect and improve water supply facilities to ensure timely access to high-quality water, and shall establish dedicated wastewater recycling facilities to increase wastewater reuse.

Water use within business sites shall be managed according to pre-established plans, with strengthened real-time monitoring of water consumption, reuse, and wastewater discharge. Improvements in wastewater treatment and discharge systems shall also reduce wastewater discharge and annual pollutant emissions.

▫ Waste

Sweco Inc. shall minimize waste generated from all business activities, including production, transportation, and delivery. To manage waste efficiently, standards for storage, transportation, and disposal shall be established and operated. Waste shall be handled according to type-specific standards, and external contractors shall be strictly managed to ensure legal disposal.

Headquarters and business sites shall manage projected annual waste generation and reduction plans on a monthly basis, referring to the previous year's disposal records.

▫ Pollutants

VOC (Volatile Organic Compounds) and dust generated from operations are designated as key air pollutants for management. We comply with all applicable emission standards and apply stricter internal limits where necessary.

Regular monitoring of emission sources and air pollution control facilities is conducted to minimize emissions. Water facilities and soil contamination risk areas are also routinely inspected to prevent environmental leakage.

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▫ Chemicals

We manage MSDS throughout the purchase, storage, use, and disposal of chemicals and comply with relevant safety requirements.

We request environmental pollutant test data from the raw material procurement stage to prevent the inflow of hazardous substances.

During product development, we select eco-friendly materials and conduct strict inspections to ensure that hazardous substances, including the four heavy metals (lead, mercury, hexavalent chromium, and cadmium), are not contained.

3) Logistics Efficiency

Sweco Inc. shall promote environmental protection and energy saving by establishing and operating integrated logistics management with suppliers, optimizing inventory, and maintaining standards for environmental facilities, air, water, waste, soil, marine environment, and greenhouse gas management during product transportation and delivery.

C. Business Environment

1) Green Marketing and Sales System

Sweco Inc. shall contribute to the sales of eco-friendly products by implementing brand strategies related to eco-friendly products and linking these strategies to marketing and sales activities.

2) Strengthening Communication

Sweco Inc. shall disclose its environmentally friendly management activities to external stakeholders through sustainability reports and ESG evaluations. The company shall also engage environmental experts to incorporate stakeholder needs and strengthen communication.

5. Global Standard Policy on the Four Major Heavy Metals

Sweco Inc., based on global environmental management policies, ensures that lead (Pb), mercury (Hg), hexavalent chromium (Cr VI), and cadmium (Cd) (hereinafter referred to as the “Four Major Heavy Metals”) are not used in any products or materials sold worldwide, and voluntarily complies with this standard.

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- 1) All Sweco Inc. employees are responsible for ensuring that the Four Major Heavy Metals are not used throughout the entire process of product development, production, sales, use, and disposal.
- 2) All domestic and international partners of Sweco Inc. supplying parts or materials shall ensure that these do not contain any of the Four Major Heavy Metals.
- 3) All domestic and international partners of Sweco Inc. shall strengthen processes to comply with regulations regarding the Four Major Heavy Metals and enhance environmental education for relevant personnel.
- 4) In implementing the Global Standard Policy on the Four Major Heavy Metals, Sweco Inc. and all domestic and international partners shall make their best efforts to cooperate with each other.