

2025 SUSTAINABILITY REPORT

Engineering a Sustainable Battery Future

mPLUS leads the sustainable growth of the future battery industry through innovative engineering technologies, where Environmental (E), Social (S), and Governance (G) values are in harmony.



About This Report

Issuer	mPLUS Corp.
Headquarters location	27 Oksan Industrial Complex-ro, Oksan-myeon, Heungdeok-gu, Cheongju, Korea
Issue date	May 2026
Department in charge	ESG planning department
Related information	mPLUS Web Site https://www.mplusi.co.kr/eng/

Report Overview

This mPLUS ESG Report has not gone through an external verification process.

Through the report, we would like to share with the interested parties regarding the process of activities in achieving ESG management goals. In the future, mPLUS plans to continue systematic management of the performance of ESG status strategies and disclose transparently to fulfill its responsibilities regarding ESG management at the level of various stakeholders.

Reporting period

January 1, 2025 - December 31, 2025

Reference materials

- Company Introduction
- Business Report
- Operating report

Reporting Scope

The scope of reporting covers all businesses in Korea. It includes Cheongju Headquarter, plant #1 , plant #2, Suwon R&D center, and Seoul office.

Report Validation

This report is prepared with internal management information that has not gone through an external verification process

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CEO Message



Dear Shareholders and Stakeholders of mPLUS,

I would like to extend my sincere gratitude to all of our shareholders and stakeholders for your unwavering trust and support, which have enabled mPLUS to achieve steady growth over the past two decades.

The global business environment has remained highly challenging due to prolonged geopolitical conflicts, including the Russia–Ukraine war, the slowdown in the secondary battery market caused by the industry-wide "chasm," and the recent surge in oil prices following military tensions involving the United States, Israel, and Iran. Despite these uncertainties, mPLUS achieved strong business performance in 2025, recording a 43.1% increase in revenue and a 143.4% increase in operating profit compared with the previous year. These results were driven by our proactive expansion into European and U.S. battery cell manufacturers since early 2020 and the successful development of products for the prismatic battery market.

Looking ahead, we expect the secondary battery market to enter a new phase of growth, driven by the rapid expansion of the Energy Storage System (ESS) market, accelerated advancements in artificial intelligence (AI), the faster adoption of autonomous driving technologies, and new battery demand emerging from the era of Physical AI. To prepare for these opportunities, mPLUS has developed and supplied large-format prismatic battery assembly equipment and ultra-high-speed notching systems designed for the expanding ESS market. We have also supplied all-solid-state battery assembly equipment for batteries used in Physical AI-based robotics and Urban Air Mobility (UAM) applications to the pilot production lines of leading global battery manufacturers. Furthermore, we are expanding our business portfolio by entering the battery pack and module equipment market, enabling us to respond more effectively to the rapidly evolving needs of the global battery industry.

Although we expect the business environment to remain challenging in 2026, every member of mPLUS is committed to strengthening both our growth and our operational excellence, while building a more resilient and sustainable corporate foundation.

Going forward, mPLUS will continue to devote its full capabilities to becoming a model company that exceeds the expectations of our stakeholders. We sincerely appreciate your continued trust and support, and we look forward to building a more sustainable future together.

Thank you.

March 2026
 Jong-Sung Kim
 Chief Executive Officer, mPLUS

Company Overview

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Introduction of mPLUS

* As of End 2025

Company	mPLUS corp	Business Performance	2025 Revenue KRW 184.2bn / 2025 Operating Profit KRW 24.6bn
CEO & Founder	Dr. Jong Sung Kim	Paid-in Capital	KRW 6,141mn (Shares Outstanding : 12,157,656)
Established	Apr 8, 2003 (KOSDAQ Listing: Sep 20, 2017)	Ownership Structure	Jong Sung Kim (CEO) 21.20%, Related Parties 2.75%
Number of Employees	363 (R&D 187)	Address	27 Oksan Sandanro, CheongJu, Republic of Korea

Dr. Jong Sung Kim

CEO & Founder

- Seoul National University (BS), Mechanical Design Engineering
- University of Illinois at Chicago (MS, PhD), Mechanical Engineering
- Samsung SDI / Battery Manufacturing Technology

Dr. Gang Ho Ko CTO

- Seoul National University (BS, MS, PhD), Mechanical Design Engineering
- GM Daewoo Technology Development
- Kookmin University / Professor of Automobile Technology

Dr. Sung Jin Lee COO

- Seoul National University (BS, MS, PhD), Machine Dynamics
- Samsung Electronics / Production tech
- LG Energy Solution / Manufacturing Intelligence

Anna Park CFO

- Columbia University (MBA), CPA
- Macquarie Securities / Co-Head of Asia Energy Equity Research
- SK ON / EVP of Global Alliance

Dr. Dae Kyum Kim Independent Director

- UCLA (BS), Mechanical Engineering
- Korea Advanced Institute of Science and Technology[KAIST] (PhD), Computer Science
- Korea University / Professor of Smart Mobility, Mechanical Engineering

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Company History



(Unit : Qty)	Global Equipment Supply Record				Key Global Customers
	Notching	Stacking	Assembly	Other	
Korea	40	44	43	11	    
USA	33	18	37	8	     
Europe	42	4	89	5	  
Asia	196	63	108	28	    

Company Overview

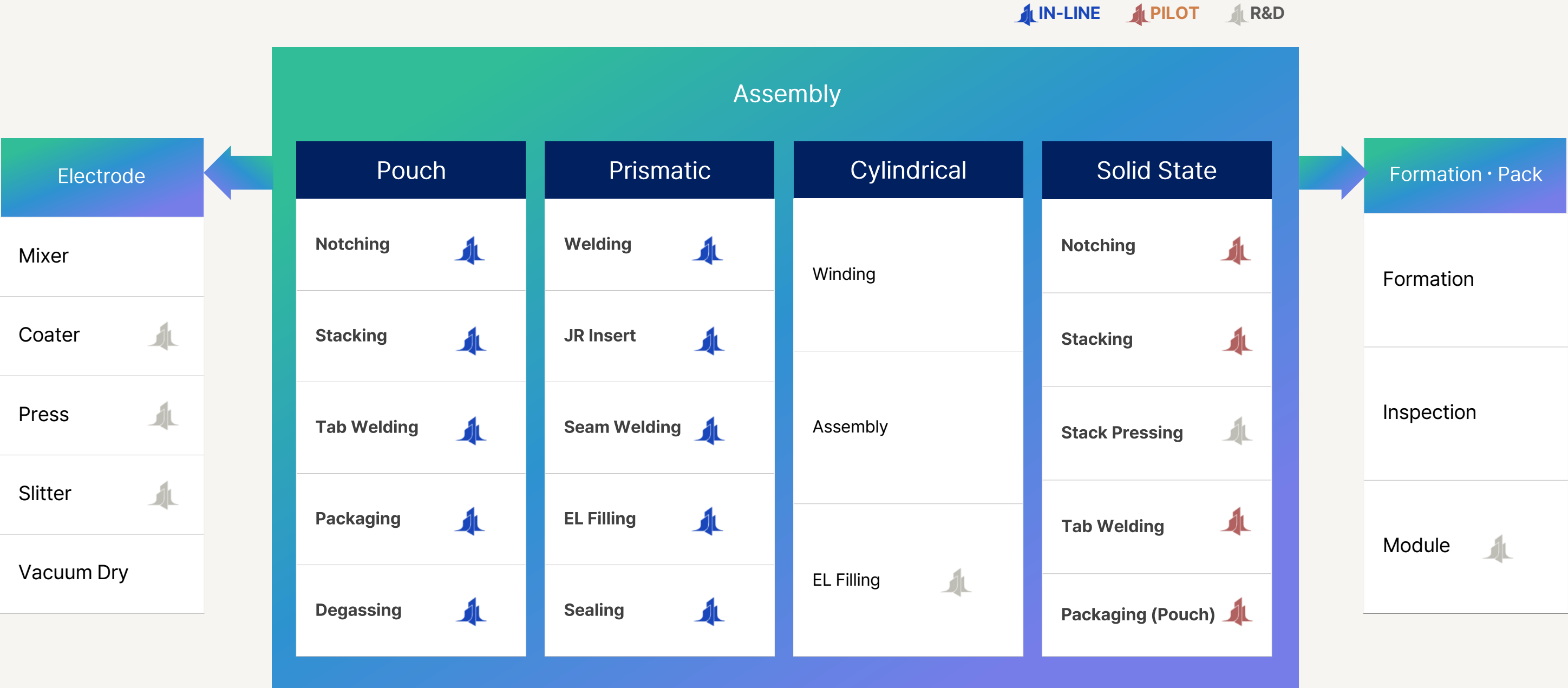
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Business Portfolio



Company Overview

Environmental

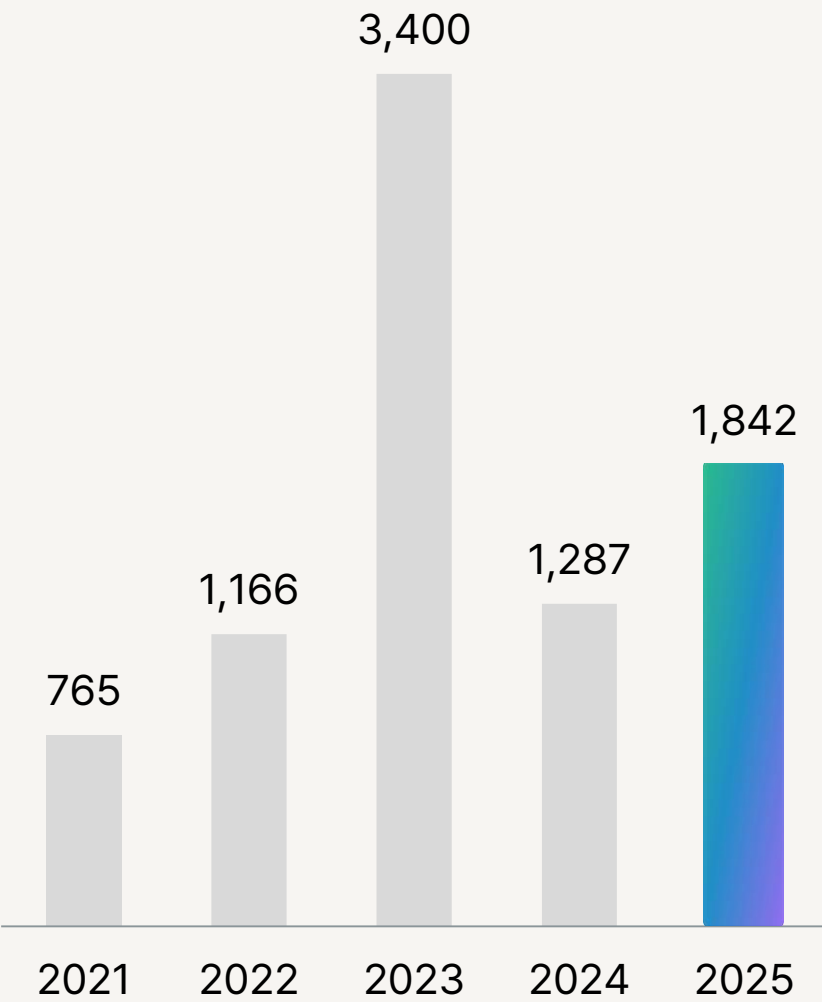
Social

Governance

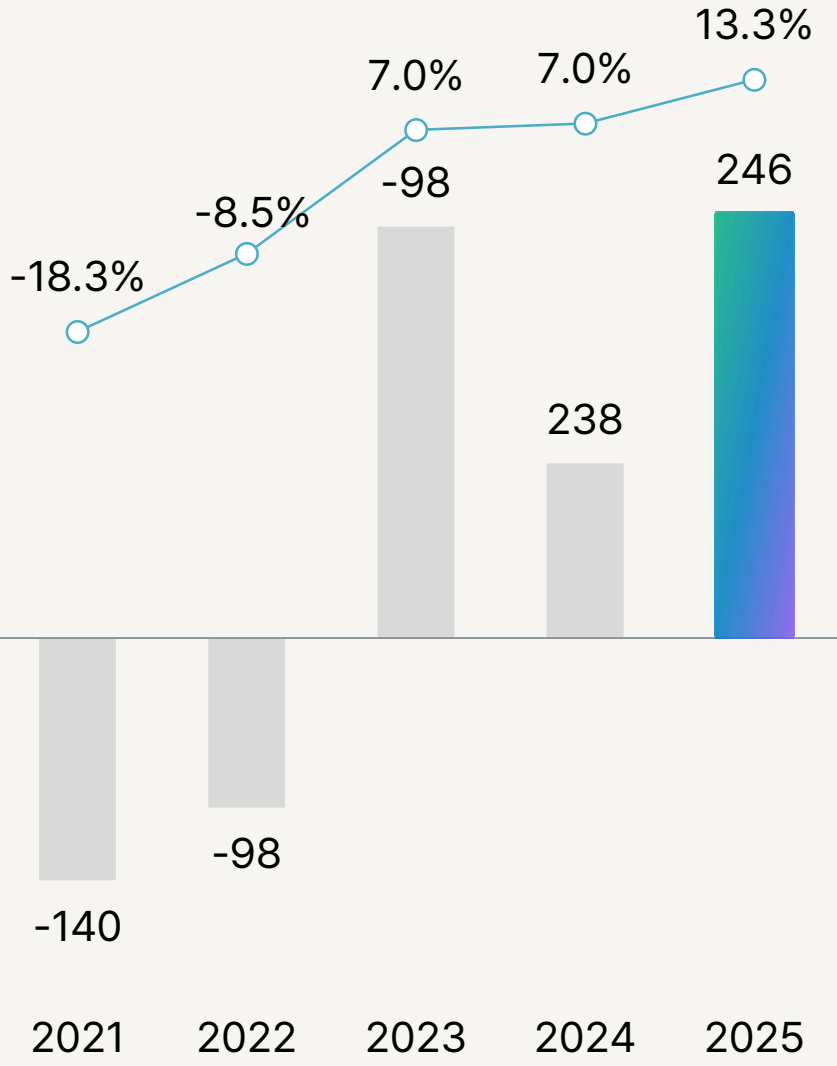
Fact Book

Business Highlight
(Consolidated)

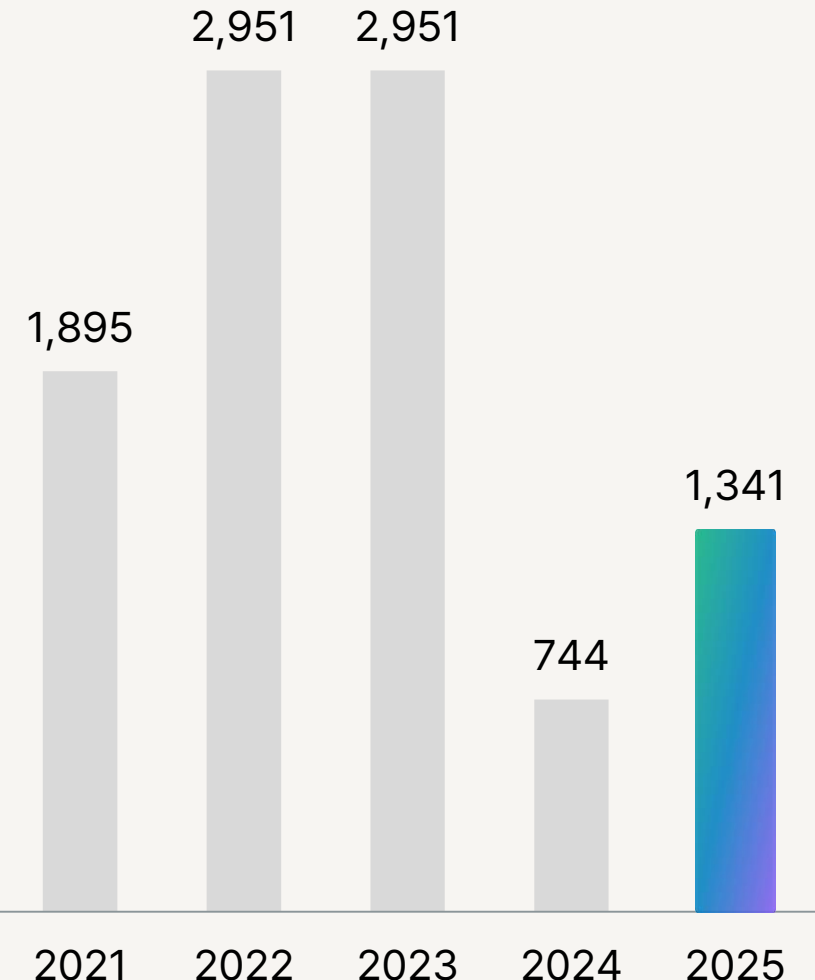
_ Revenue



_ Operating Profit / Margin



_ New Order Intake



(Unit: KRW 100mn)

ESG Vision and Strategy

_ ESG Vision

mPLUS Contribution to Human Development

_ ESG Mission

Creating Future Value
with Talent, Technology, and Trust

_ ESG Strategic Direction



Environment

Environmental
Management

mPLUS is working to reduce energy and reduce greenhouse gas emissions by making environmental management a priority.



Social

Management seeking respect for human rights and the dignity and happiness of community

mPLUS strives to pursue the dignity and happiness of its employees and all stakeholders in order to practice the management of respect for human rights.



Governance

Sustainable management
through fair rules

mPLUS strives to realize compliance management for sustainable management to secure competitiveness even in expanded fair rules

ESG Vision and Strategy

ESG Strategic initiatives

Environment



Environmental Management

Management within the KRW 2.0 (tCO2eq/purchase amount (KRW billion) of greenhouse gas emissions by 2030

50% of renewable energy usage by 2030 compared to total electricity use

0.1 ton of waste generated by 2030 / Raw material purchase amount (per KRW 100 million)

Management within 14 tons of water usage per person per year by 2030 (15.5 ton as of 2021)

Social



Management that seeks respect for human rights and the dignity and happiness of community

Human rights management

A safe and healthy working environment

Supply chain management

Social contribution activities

Governance



Sustainable management through fair rules

Board-centered governance

Shareholder policy

Risk management

Ethical management

Environmental

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mPLUS is committed to growing together with future generations through responsible environmental management.

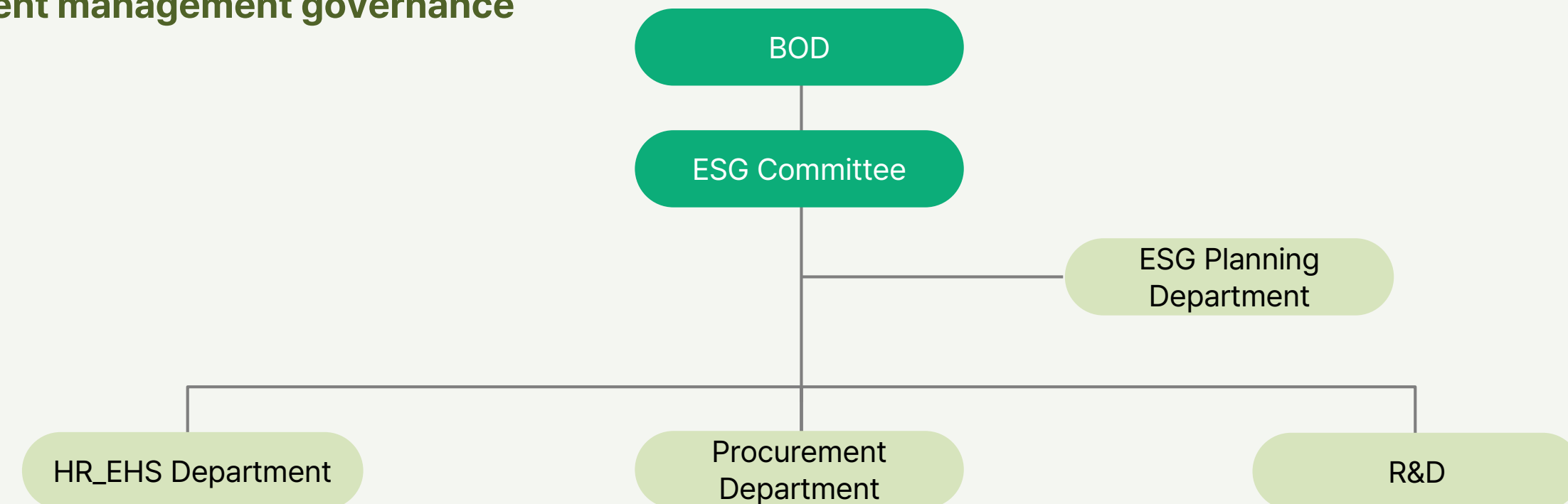


Climate Actions

_ Environment management policy

mPLUS makes environmental management a core strategy to reduce the environmental impact of its operations and support global environmental sustainability. All members of mPLUS, including top management, recognize the importance of environmental management strategies in pursuing sustainable growth that harmonizes business activities with the environment. Through concrete actions, the company is committed organization-wide to achieving both environmental protection and economic performance

_ Environment management governance



Climate Actions

_ Carbon Reduction Strategy

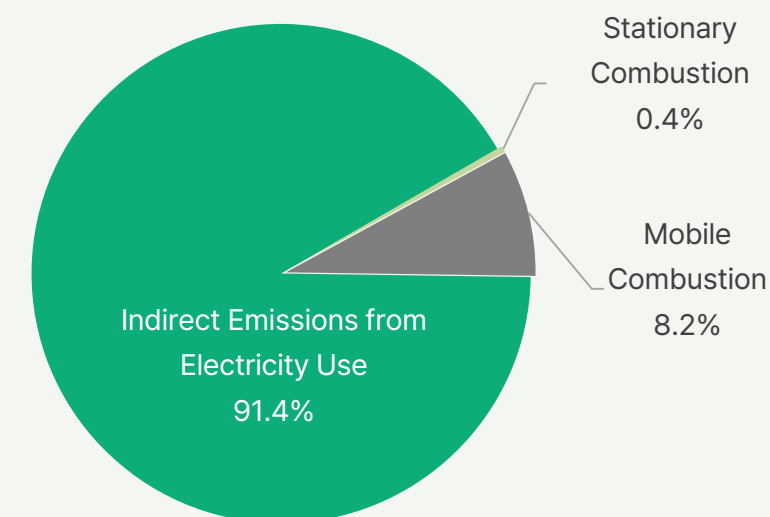
mPLUS recognizes that a significant share of its greenhouse gas emissions comes from production processes and indirect electricity use. The company is actively pursuing energy-efficiency measures and planning a transition to renewable energy sources. It also annually measures and manages greenhouse gas emissions across all sites to steadily achieve its reduction targets

_ Company-wide Greenhouse Gas Emissions Management

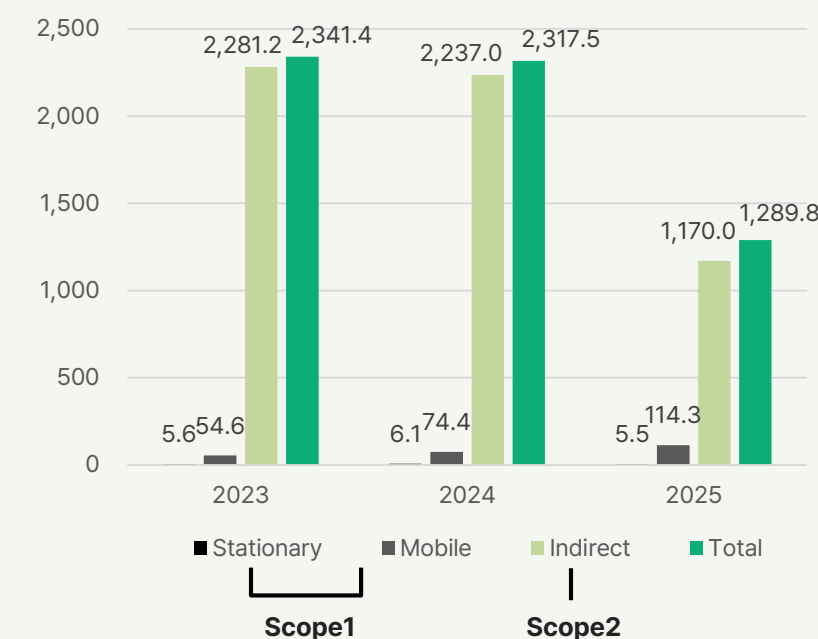
Greenhouse Gas Emissions Trend,

Year 2030 Target Greenhouse gas emission to rights purchase Ratio : 2.0 (tCO₂-eq / Purchase price[unit: KRW 100m])

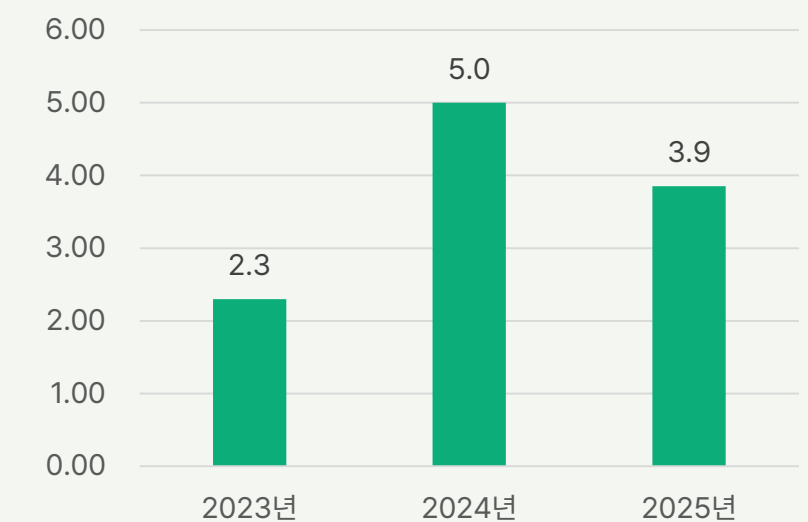
[2025 Greenhouse Gas Emissions by Source]



[Greenhouse Gas Emissions Trend]
(tCO₂-eq)



Greenhouse Gas emission to emission rights purchase ratio :
[tCO₂-eq / Purchase price[unit: KRW 100m]]



Climate Actions

_ Greenhouse Gas Emissions Management

- Monitor monthly electricity and water consumption and track usage trends.
- Minimize energy loss through preventive inspections of facilities.
- Conduct inspections when abnormal monthly consumption is identified.

_ Energy Conservation Planning

- Conduct internal campaigns to reduce greenhouse gas emissions.
- Install awareness signage to encourage turning off lights and managing thermostats.
- Promote powering off equipment during non-operating hours.
- Monitor monthly electricity consumption.
- Implement temperature controls for cooling and heating systems and expand natural ventilation facilities.

_ Expansion of Eco-Friendly Vehicles

- Prioritize the replacement of aging vehicles with eco-friendly vehicles when purchasing new company vehicles (Target adoption rate: 14% in 2026, 17% in 2027, and 20% in 2028).
- Minimize unnecessary vehicle operation through efficient fleet management.
- Improve fuel efficiency through regular maintenance of company vehicles.

_ Renewable Energy Planning

- Establish a plan to utilize electricity generated from on-site solar power facilities at the A Plant.
- Develop a solar power generation and utilization plan for the new manufacturing plant.

Source Circulation

_ Waste management

mPLUS does not treat all wastes generated at the workplace by itself, but manages them thoroughly through specialized waste treatment companies. In addition, we operate a systematic classification and separate discharge system to reduce waste and activate

Type	2023년		2024년		2025년	
	Amount generated (ton)	Increase/decrease (ton)	Amount generated (ton)	Increase/decrease (ton)	Amount generated (ton)	Increase/decrease (ton)
Waste synthetic resin	71.1	9.5	61.0	-10.1	35.4	-45.9
Waste wood	23.0	-6.2	32.0	9.0	11.6	-25.6
Sum	94.1	3.3	93.0	-1.1	47.1	-20.4

_ Expansion of eco-friendly raw materials

- Environmentally friendly parts items will be identified and expanded application plans will be established
- Prepare for the possibility of implementing a full-course evaluation (LCA) following the strengthening of ESG standards (to identify concepts and continuously monitor policy changes)

Environmental management

_ Establishment of Environmental Management System

In order to establish a reliable environmental management system, M+ has obtained ISO 14001 certification from an international standardization certification authority. Based on this, we conduct regular ISO certification reviews and internal diagnostic evaluations to thoroughly analyze the environmental impact and continue to implement systematic and effective improvement measures to minimize the negative impact.

☑ ISO14001(Environmental Management System) Expiration Date : 2026.07.05

Technology innovation

– Direction of eco-friendly product development

Implementation Item	Action Item	Details	Progress and Efforts
Improvement of Energy Efficiency	Equipment Design Improvement	Reduce energy consumption by designing equipment with high energy efficiency	Promote designs that enhance equipment energy efficiency through improved design
	Automation and Optimization	Minimize energy consumption through process automation and optimization	Devise designs that enable process integration and simplification
Resource Conservation	Minimization of Material Waste	Explore ways to reduce the use of materials and components during equipment design	Design approaches that assign only the necessary performance to each component and function
	Waste Management	Minimize waste generated from equipment and maximize the use of recyclable parts	Research designs that reduce the number of parts through modular design and enable integrated use
Use of Renewable Energy	Expansion of Renewable Energy Use (Solar, Wind, etc.)	Reduce carbon emissions by using renewable energy for process energy required in equipment production	Use renewable energy in equipment manufacturing
	Energy Storage Systems	Improve energy efficiency by developing and utilizing equipment capable of storing renewable energy	
Compliance with Environmental Regulations	Compliance with Environmental Laws and Regulations	Comply with environmental protection regulations, including the treatment of emissions and hazardous chemicals	Design and manufacture equipment in compliance with relevant regulations for production and operation
	Certification Acquisition	Practice sustainable management by obtaining environmental certifications (ISO)	Make efforts to obtain environmental-related certifications
Sustainability Research	Research on New Technologies	Conduct research on environmentally friendly technologies to enhance battery recyclability	Improve equipment performance to produce high-quality products
	Eco-friendly Materials	Use parts and materials made from sustainable resources	Give priority to parts and materials using renewable energy and eco-friendly materials

Biodiversity

mPLUS recognizes the importance of conserving biodiversity and is committed to minimizing the environmental impacts of its business activities. As the Company's primary business focuses on manufacturing battery assembly equipment, activities that directly affect biodiversity during the production process are considered to be limited. Based on the location of our business sites and the nature of our operations, mPLUS conducts a screening-based biodiversity impact assessment to identify and evaluate potential impacts on biodiversity. The assessment indicates that the Company's operations have no significant impacts on biodiversity and are associated with relatively low levels of environmental risk. While mPLUS has not established a standalone biodiversity policy, biodiversity conservation is incorporated into the Company's environmental management practices and related regulatory compliance. Going forward, biodiversity considerations will be integrated into environmental impact assessments for new projects and facility investments, and the Company will continue to strengthen biodiversity-related management in line with evolving ESG disclosure requirements.

– Identification and assessment of biodiversity impacts

(1) Dependence on Biodiversity

The Company primarily uses metals and raw materials in its manufacturing operations. Accordingly, its direct dependence on ecosystem services, such as freshwater resources and biological resources, is assessed to be low.

(2) Impacts on Sites and Sensitive Areas

The Company's facilities are located within industrial complexes and are not adjacent to Ramsar wetlands, protected areas, or habitats of endangered species. Therefore, the potential impacts on biodiversity based on site location are considered to be limited. In addition, the Company's operations are assessed to present a low risk of adversely affecting marine or terrestrial ecosystems.

(3) Impacts on World Heritage Sites

The Company's business sites are not located near UNESCO World Heritage Sites, including both cultural and natural heritage sites. Accordingly, no significant adverse impacts on these areas have been identified.

(4) Operational Impacts

The Company's manufacturing operations do not involve large-scale water consumption or wastewater discharge that could lead to soil contamination or ecosystem degradation. Consequently, the direct impacts of its operations on biodiversity are considered to be minimal.

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mPLUS fosters an inclusive workplace where everyone can thrive by respecting safety and human rights.



Supply Chain Management

With the goal of building a sustainable business ecosystem, mPLUS strives to strengthen supply chain competitiveness and establish a fair and transparent trading culture. To this end, the Company strictly complies with fair trade systems and promotes supplier capability enhancement and mutual growth through regular evaluations and feedback based on trust-based relationships with its partners. Furthermore, mPLUS continuously seeks innovative solutions for shared growth through open communication and collaboration, fostering partnerships that grow together.

_ Fair Trade System

mPLUS has established a systematic fair trade system, including a Code of Ethics, Code of Conduct, and an Ethical Management Pledge, to systematically minimize fair trade risks across all business operations. The Company is committed to fostering a transparent and ethical management environment by concentrating company-wide efforts to establish a culture of voluntary compliance with fair trade principles.

☑ Code of Ethics and Code of Conduct, Ethical Management Pledge

_ Regular Supplier Evaluation

In accordance with its procurement and supplier management procedures, mPLUS conducts regular evaluations of major suppliers on an annual basis. Key evaluation items include support environment, fair trade management, safety and environmental management, quality management, inspection and testing, and corrective and preventive actions. Procurement managers comprehensively review transaction data for the relevant period and materials provided by suppliers based on evaluation criteria to identify risks. Through regular evaluations reflecting these assessments, the Company enhances transparency and efficiency in supplier management.

☑ Procurement and Supplier Management Procedure
(Established on November 1, 2005)

Human Rights Management

Human Rights Policy

mPLUS officially supports and commits to faithfully complying with human rights principles set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (Ruggie Framework), and conventions of the International Labour Organization (ILO). The Company pledges to make every effort to protect and promote the human rights of all stakeholders across its business value chain, including employees, suppliers, customers, and local communities. To this end, mPLUS has established and implements the following human rights policies:

- Compliance with International Standards : mPLUS respects and supports internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR) and other internationally accepted human rights principles.
- Respect for Human Rights : mPLUS is committed to preventing human rights violations and providing appropriate remediation where adverse impacts occur. We strive to ensure humane treatment by protecting privacy and prohibiting inhumane treatment, harassment, and workplace bullying.
- Non-Discrimination : mPLUS provides an ethical and inclusive working environment free from discrimination based on religion, gender, race, educational background, region of origin, disability, age, marital or family status, pregnancy or childbirth, social status, political opinion, or any other characteristic protected by applicable laws.
- Protection of Labor Rights : mPLUS respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws. We strictly prohibit all forms of forced labor and child labor and provide employees with opportunities for open communication with management. The Company does not require employees to surrender personal identification documents, passports, or other identity papers as a condition of employment. mPLUS complies with the minimum employment age requirements established by applicable national laws and regulations and does not employ individuals under the age of 15. In addition, employees under the age of 18 are not assigned to hazardous or dangerous work.
- Working Hours and Working Conditions : mPLUS complies with applicable laws and regulations regarding working hours, minimum wages, social insurance, rest periods, and paid leave. The Company strives to operate a compensation system that considers living wage principles to support employees' stable livelihoods. We are also committed to improving working conditions to promote work-life balance, enabling employees to fully realize their potential while supporting continuous learning and career development.
- Occupational Health, Safety, and Environment : mPLUS complies with all applicable environmental, health, and safety laws and regulations in the countries where it operates. We are committed to preventing workplace accidents and maintaining a systematic occupational health management system to promote the health and well-being of our employees.
- Rights of Local Communities : mPLUS respects the cultures of local communities and seeks to prevent adverse impacts on their human rights. We respect the rights of Indigenous Peoples, including their rights to land, forests, and water resources, and prohibit forced eviction. We also contribute to improving the quality of life in local communities by supporting their economic, social, and cultural development.
- Environmental Protection : mPLUS complies with applicable environmental laws and regulations and is committed to environmental protection and pollution prevention.
- Protection of Personal Information : mPLUS protects personal information collected in the course of business and takes appropriate measures to safeguard the dignity and privacy of individuals.
- Grievance Mechanism : mPLUS operates reporting and grievance channels through which employees, business partners, customers, and other stakeholders can report concerns related to potential human rights violations. Upon receipt of a report, the matter is promptly referred to the department responsible for human rights and handled in accordance with the Company's internal procedures. We make every effort to identify appropriate corrective actions and communicate the outcome to the reporting party. To ensure that stakeholders can raise concerns without fear of retaliation, the confidentiality of all reports and the identity of the reporting party are strictly protected.

Human Rights Management

_ Handling of Human Rights Grievances

mPLUS places the highest priority on respecting employee rights and welfare and has significantly strengthened its grievance handling program to create an inclusive and fair working environment. Through these efforts, the Company aims to continuously establish a healthy and safe workplace where all employees are respected without discrimination and can fully focus on their work.

When employee grievances arise, mPLUS handles them promptly and systematically through the internal grievance handling channel of the Ethical Management Cyber Reporting Center on its website. In addition, the Company operates a misconduct reporting center that allows all stakeholders in the supply chain—including suppliers, service providers, and contractors—to report issues related to human rights, occupational safety and health, environment, and corporate ethics.

Once a grievance or misconduct case is reported, the relevant department is assigned to conduct a thorough fact-finding investigation. The final investigation results are transparently communicated to the reporter. Throughout the process, the confidentiality of the reporter’s identity and report details is strictly protected, and the Company takes full responsibility to prevent any retaliation or disadvantage resulting from reporting.

_ Labor-Management Council Operation

Based on relevant laws and regulations, mPLUS operates a labor-management council that convenes regular quarterly meetings to discuss employee grievances, suggestions, and measures for improving the working environment. Through these activities, the Company seeks to strengthen trust between labor and management, continuously improve working conditions, and enhance employee welfare.

_ Human Rights Education

mPLUS continuously conducts human rights education programs to ensure compliance with human rights and labor policies and to raise awareness of human rights. In addition to legally required workplace sexual harassment prevention training, the Company regularly provides programs covering cases of workplace harassment and sexual harassment violations, striving to foster a respectful and healthy working environment.

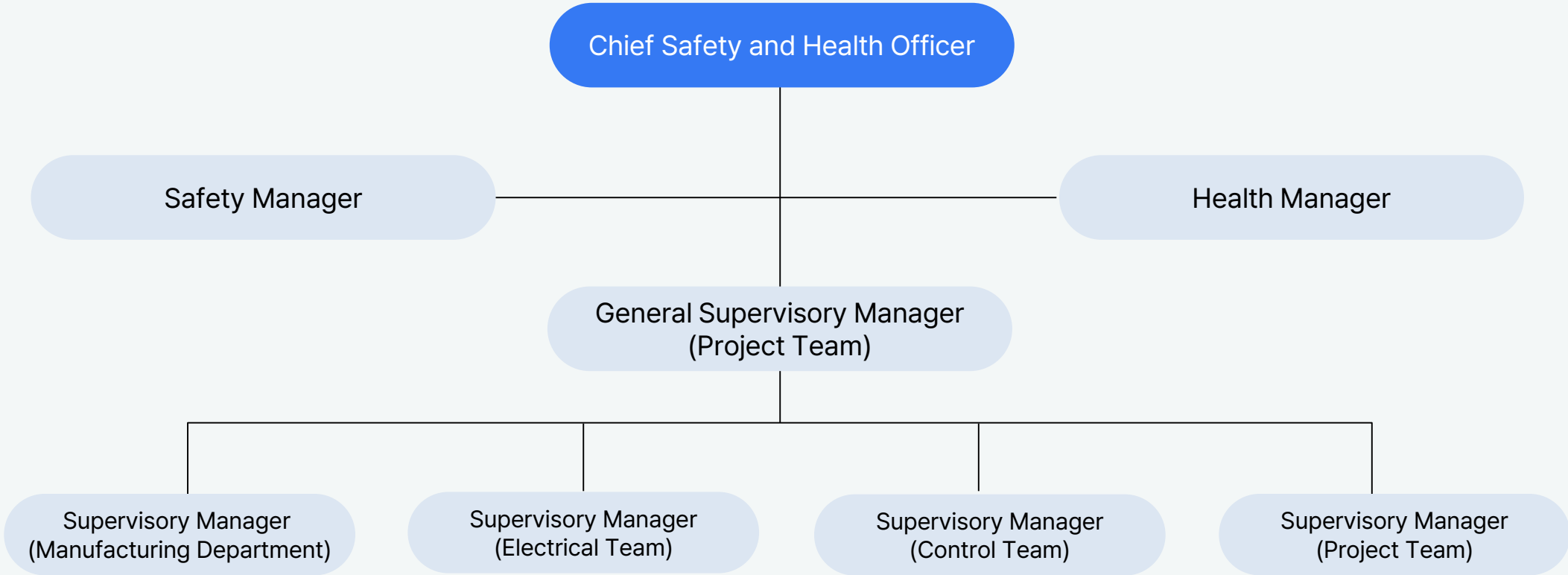
Occupational Safety and Health Management

_ Establishment of Safety and Health Management System

Safety and Health Governance

The Company-wide Occupational Safety and Health Committee serves as a core body for deliberating key decisions related to environment and safety. The committee consists of the Chief Environmental and Safety Officer and relevant operational managers. It operates with the goal of achieving sustainable management and establishing a safe working environment through systematic and effective environmental and safety management..

Safety and Health Organization



Occupational Safety and Health Management

Occupational Safety and Health Management

Each year, mPLUS systematically establishes a safety and health budget that includes safety inspections of equipment and facilities, employee safety and health education and training, provision of safety-related supplies and personal protective equipment, safety diagnostics, and improvements to the working environment. The Company has established a safety and health management system and obtained ISO 45001 certification. Based on this system, it has developed and implemented standards for task execution, environmental safety regulations, and internal operating guidelines. Through these efforts, mPLUS continuously works to strengthen its safety and health system and create a safe and pleasant working environment.

☑ ISO 45001 (Occupational Health and Safety Management System)Valid until: July 5, 2026

On-site inspections are conducted to identify workplace hazards and unsafe behaviors or conditions among workers.

Category	Inspection Personnel	Scope	Frequency	Inspection Method
Workplace Patrol Inspection	Safety Manager Health Manager	All workplaces	At least once every two days	Checklist-based inspection
Inspection by Committee	Supervisory Safety Manager Health Manager	All workplaces	Every Thursday	
Inspection of Hazardous Machinery and Equipment	Facility Manager Safety Manager	Cranes, forklifts, pressure vessels	Once every two months	

Occupational Safety and Health Management

_ Risk Assessment

mPLUS prevents industrial accidents by identifying workplace risks in advance and discovering, evaluating, and improving potential hazards and operational issues.

Status of Risk Assessment and Corrective Actions

Implementation Year	Category	Total Identified Risk Factors	Implementation of Reduction Measures		
			Identified	Not Implemented	Completed
2022	Regular	169 cases	23 cases	0 cases	23 cases
2023	Regular	211 cases	15 cases	0 cases	15 cases
2024	Regular	223 cases	11 cases	0 cases	11 cases
2025	Regular	301 cases	11 cases	0 cases	11 cases

* All risk reduction measures identified for each year were fully implemented and completed.

Occupational Safety and Health Management

– Fire Inspection and Training

- Monthly fire inspections to ensure proper operation in emergencies
- Annual statutory fire inspections in accordance with applicable fire safety laws
- Fire evacuation drills conducted twice a year

– Safety and Health Education

mPLUS conducts safety training each year in compliance with legal requirements to enhance employee safety awareness.

Category	Training Type	Participants	2023	2024	2025	Remarks
Legal Training	Onboarding Training	Employees	152	75	38	Training for New Employees
	Regular Training	Employees	1,349	792	744	Conducted semi-annually (12 hours/year)
		Supervisory Personnel	5	6	5	Conducted annually (16 hours/year)
	Special Training	Employees	39	36	105	Special Training for Process-specific Workers
	Job-specific Training	Safety & Health Management Officer	-	1	-	Scheduled for 2026 (Conducted once every two years)
		Safety Manager	-	1	-	Scheduled for 2026 (Conducted once every two years)
		Health Manager	-	1	-	Newly hired in 2025; training scheduled for 2026
Non-legal Training	Other Training	Employees	491	336	239	Musculoskeletal Disorder Prevention Training, etc.

* All legally required training for the relevant years was completed without omissions.

Occupational Safety and Health Management

_ Employee Health Management



mPLUS places the highest priority on protecting the health and safety of its employees. We regularly monitor and manage workplace hazards, including noise and dust generated during operations. In addition, we operate various health promotion and wellness programs to enhance employee well-being while continuously striving to provide a safe, healthy, and comfortable working environment.

• Health Care Center Operations

- Provide preventive healthcare programs and health counseling for employees.
- Offer first aid services and basic medical supplies.
- Conduct regular health checks, including blood pressure, blood glucose, cholesterol, and body composition measurements.

• Health Promotion Programs and Campaigns

- Conduct employee health promotion campaigns.
- Provide programs in collaboration with external specialists, including blood donation drives, smoking cessation, mental health counseling, healing therapy, and musculoskeletal disorder prevention.

• Work Environment and Hazardous Substance Management

- Conduct workplace hazard assessments annually (once per year). (Completed in June 2025)
- Perform annual work environment monitoring. (Completed in July 2025)
- Manage confirmation records for non-measurement workplaces, including noise and dust

• Emergency Medical Response

- Install and maintain Automated External Defibrillators (AEDs) at business sites.
- Operate and inspect five AED units, with inspections conducted monthly.

• Occupational Safety Training

- New Employee Training: Occupational safety training provided during onboarding.
- Annual Safety Training: Conducted once a year for all employees and business sites. : MSDS (Material Safety Data Sheet), Cardiopulmonary Resuscitation (CPR) and AED training
- Specialized Safety Training: Training for employees engaged in specially managed hazardous work.

Community Contribution

_ Status and Plans



mPLUS conducts diverse social contribution activities based on careful consideration of the needs and impact of local communities where its business sites are located. Through these efforts, the Company aims to grow together with local communities and contribute to sustainable development.

• Activity Overview

- October 2021: Donated 20,000 preventive masks to welfare facilities for persons with disabilities
- December 2021: Donated KRW 10 million to the Chungbuk Regional Headquarters of the Green Umbrella Children's Foundation
- Q3 2022: Conducted a blood donation campaign to address the national blood supply shortage
- 2023: Conducted blood donation campaigns three times to address the blood supply shortage
- 2024: Conducted blood donation campaigns four times to address the blood supply shortage
- 2025: Conducted one blood donation campaign to help address the national blood supply shortage
- February 2026: Participated in a social contribution activity by donating to a children's welfare facility

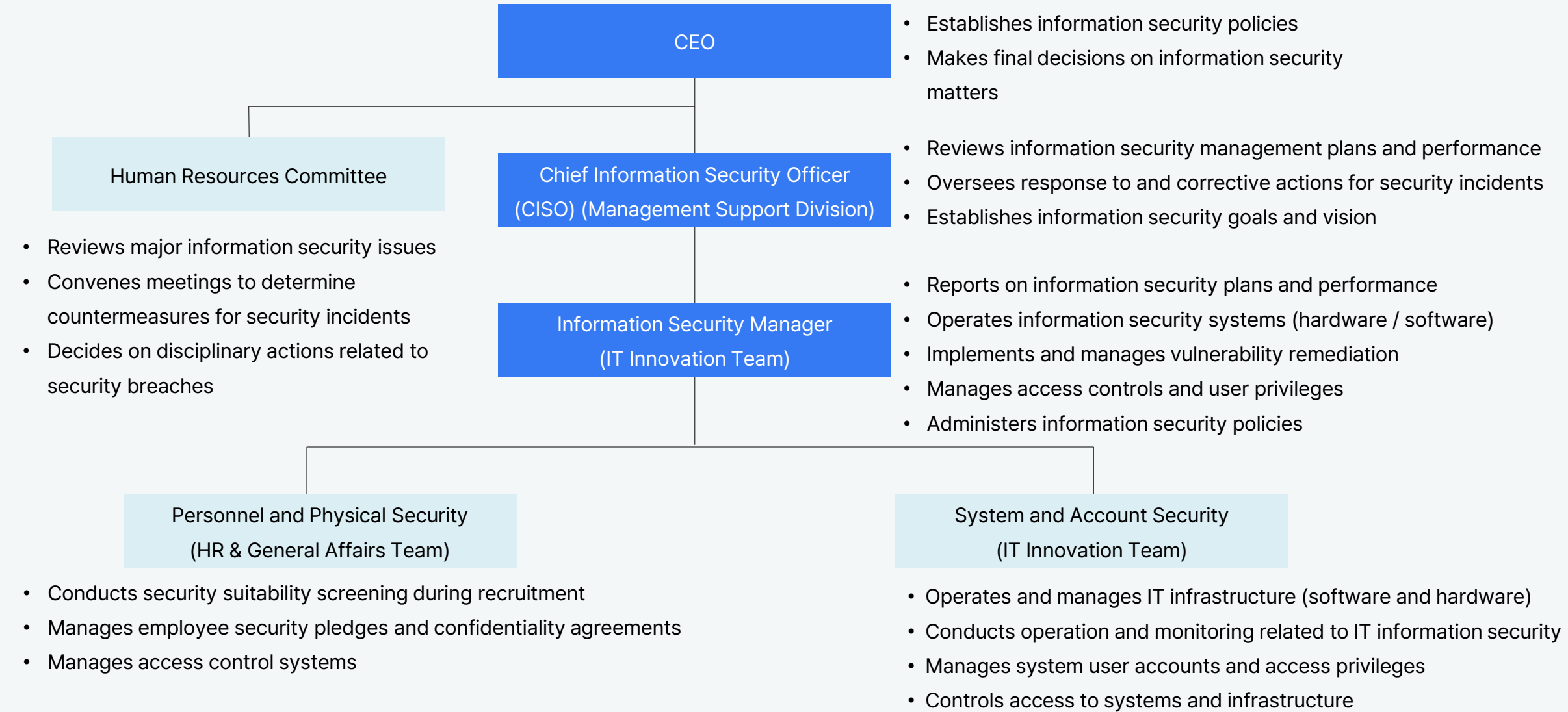
• Planned Activities

- 2026: Plan to conduct three blood donation campaigns to help address the national blood supply shortage

Information Security **Establishment of Information Security System**

mPLUS designates a Chief Information Security Officer (CISO) to systematically carry out information security management activities and effectively protect key IP assets, including management information and trade secrets.

Information Security Organizational Structure



Information Security

_ Establishment of an Information Security Framework

The Company has established and operates an information security management system based on ISO 27001 to minimize risks associated with security threats and information leakage.

☑ ISO 27001 (Information Security Management System)Valid until: August 19, 2027

_ Information Security Awareness Enhancement Activities

Regular information security education is conducted annually for all employees, including new hires and departing employees, along with specialized training programs for information security managers and staff.

Status and Plan of Information Security Training

Training Program	Target Audience	Organizer
Trade Secret and Personal Information Protection Training	New employees	HR & General Affairs Team (Internal)
Personal Information Protection Training	All employees	HR & General Affairs Team (Internal)
Information Security Officer Training Program	Information security personnel	Korea Productivity Center (External)
Information Security Responsible Officer Training Program	Information security personnel	Korea Productivity Center (External)
Information System Security Training	Information security personnel	Korea Productivity Center (External)
Internal Auditor Training	Internal auditors	Korea Quality Certification & Standards Institute (External)

Diversity and Inclusion

Through diversity and inclusion, mPLUS fosters a corporate culture where all members feel a sense of belonging and can maximize their potential through equal opportunities. To reduce the burden associated with childbirth and childcare, the Company has introduced various maternity and family support policies, creating a workplace where anyone can work comfortably regardless of gender.

Recent Parental Leave Status

구분		2023	2024	2025
Employees on Parental Leave	Male	2	2	7
	Female	0	1	1
Employees Returning from Parental Leave	Male	1	1	7
	Female	0	0	0

Employment of Persons with Disabilities

구분		2023	2024	2025
Employment of Persons with Disabilities	Male	5	5	5
	Female	2	2	2

Welfare Policies and Education

_ Welfare Policies

- mPLUS operates various welfare programs to support employee growth, engagement, and happiness, including employee awards, training, fitness facilities, housing support, dining services, insurance coverage, leisure benefits, and employee clubs.

_ Training Status

(Unit : persons)

Category	2023	2024	2025
Legally required education	324	381	367
Job-related training	24	91	59
On-boarding programs	135	65	42
Information security training	381	381	367
Ethics-related education	0	381	42

Governance

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mPLUS enhances corporate value through transparent management and sound corporate governance.

mPLUS

Board-Centered Governance Structure

Board of Directors and Committees

The Board of Directors of mPLUS holds the authority to deliberate and make decisions on major management matters in accordance with relevant laws and the Articles of Incorporation. As the highest decision-making body, the Board operates an ESG Committee within its structure. The Board strives to establish a transparent and sound decision-making system by strengthening independence, expertise, and diversity. Furthermore, the Company continuously advances responsible management and a sound governance framework to protect stakeholder interests and establish a solid foundation for sustainable corporate growth.

Board of Directors Composition

Position	Name	Background of Appointment	Transactions with the Company	Relationship with Major Shareholders, etc.	Term Expiration Date	Reappointment Status (No. of Terms)
CEO / Executive Director	Jong Sung, Kim	Recommended by the Board of Directors	None	Largest shareholder & Founder	2027. 03. 23	Reappointed (7 terms)
Inside Director	Kang Ho, Kho	Recommended by the Board of Directors	None	Inside Director	2029. 03. 23	Reappointed (1 terms)
Inside Director	Yang Seok, Park	Recommended by the Board of Directors	None	Inside Director	2028. 03. 24	Reappointed (1 terms)
Outside Director	Dae Kyum, Kim	Recommended by the Board of Directors	None	No relation	2029. 03. 23	Newly Appointed

ESG Committee Operations



Risk Management

mPLUS proactively identifies various risks that may arise during business operations and establishes response measures to ensure the stable continuation of management activities.

Under normal circumstances, the Company identifies potential risks inherent in management activities and works to mitigate risks and prevent recurrence or occurrence of crises. In the event of a crisis, mPLUS makes every effort to prevent escalation and restore normal operations at an early stage through a pre-established, swift, and transparent response system.

Risk Management Areas	Key Risks
Financial	Credit risk and liquidity risk management
Products	Product quality risk management
Business	Order acquisition risk, enhancement of R&D capabilities, advancement of manufacturing capabilities
Safety	Industrial accidents and fire risk management
Information Security	Risks related to leakage of trade secrets and core technology information

Risk Management _ Financial Risk

mPLUS systematically manages credit and liquidity risks that may arise during business operations to maintain a stable financial environment. Through these efforts, the Company strengthens its foundation for sustainable management and further enhances stakeholder trust.

Financial Management: Credit Risk Management

Credit Rating Changes over the Past Three Years

[Excellent (A) – Good/Average (B) – At Risk (C) – Poor (D) – Not Rated (R)]

Rating Agencies	2023	2024	2025	Validity Period
NICE Information Service	BB+	BB0	BB+	2027.03.31
ECREDIBLE	BB+	BB+	BB+	2027.04.02
Korea Rating & Data (KODATA)	BBB-	BB+	BBB-	2027.03.30

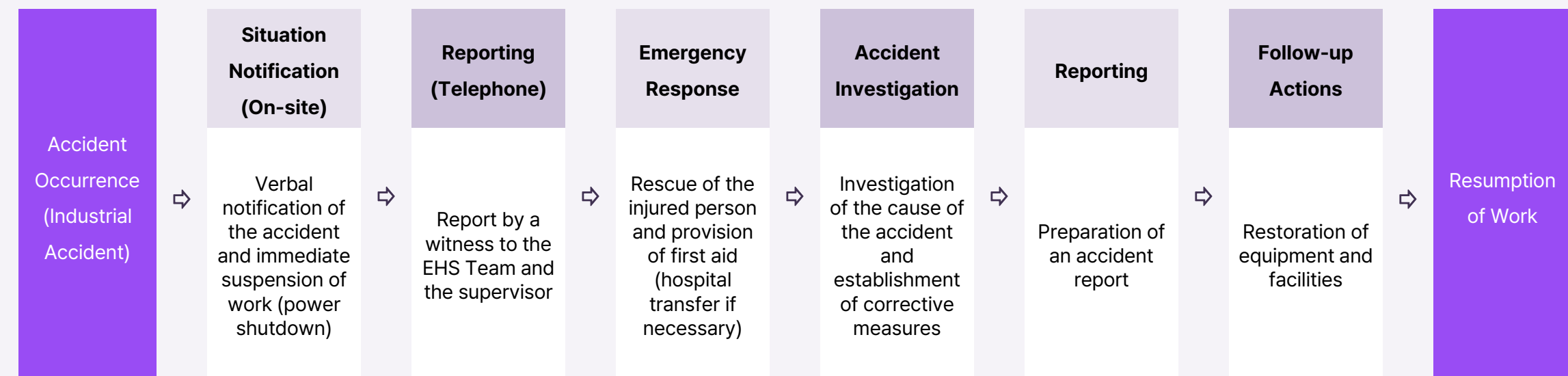
Risk Management

_ Safety Risk

mPLUS places the safety and health of all workers, including employees and partner companies, as its highest management priority. The Company strives to create a safe and healthy workplace and protect local communities, thereby promoting sustainable development.

- 1) An organization is established to carry out occupational safety and health (OSH) duties at each workplace, and responsibilities are assigned accordingly.
- 2) Procedures and an emergency contact list for immediate response in the event of an accident are established and separately posted at each workplace.

Accident Response System



Risk Management _ IT Risk

Information Security Risk Management

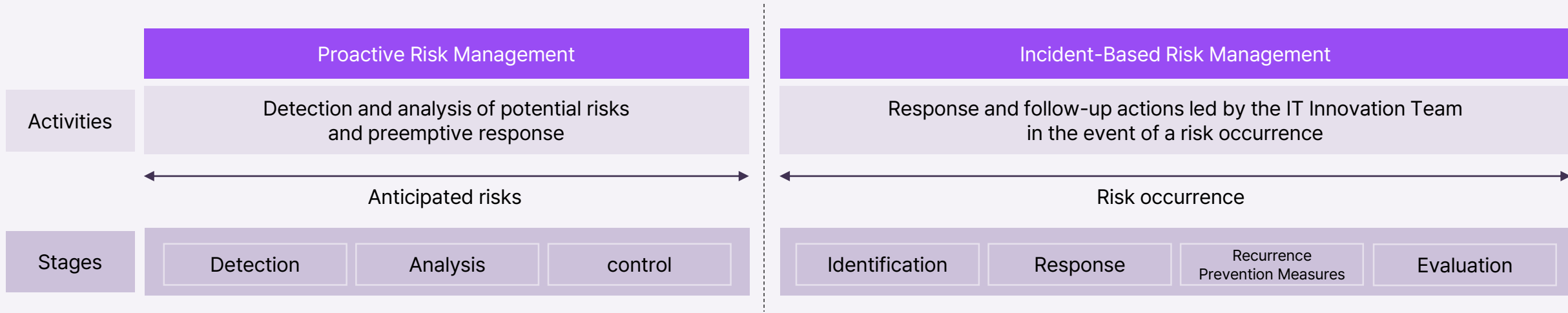
Information Security Risk Management

mPLUS manages company-wide information security risks in accordance with internal regulations, including information security risk management procedures. To identify key risks and enhance understanding of potential crisis situations, the Company has established and operates pre-incident and post-incident risk management processes. Through these processes, mPLUS analyzes potential internal and external losses and impacts and establishes and implements separate risk management plans. These plans include situation analysis and business continuity planning and are continuously managed by the IT Innovation Team.

Information Security Risk Management Process

For proactive risk management, the Company identifies potential risks that may arise by detecting and analyzing anticipated risks, and controls identified risks to enable a preemptive response. For incident-based risk management, risks are identified through continuous monitoring and inspections. When a risk materializes, response and follow-up actions are carried out primarily by the IT Innovation Team. Upon completion of corrective actions, risks are continuously managed through the establishment of recurrence prevention measures and post-incident evaluations.

Information Security Risk Management Process



Risk Management _ IT Risk

Operation of the Information Security Organization

The Company operates an information security organization to manage information security risks, enhance crisis response capabilities, and strengthen risk prevention activities. Under the leadership of the Chief Information Security Officer (CISO), the organization supports risk-based management by overseeing information security risk status reviews, planning and performance reporting, information security policy management, operation of information security systems, vulnerability remediation and management, access control and privilege management, as well as the establishment, implementation, and monitoring of security controls and policies. In the event of an information security incident, countermeasure meetings and disciplinary actions are determined through the Personnel Committee. The responsible department leads decision-making and operational management related to information security risk management, including security validation and system operation oversight.

Risk Definition and Identification

Risks are defined as potential events arising from uncertainty that may result in adverse outcomes or losses to the Company’s information assets. Based on anticipated risk analyses, the Company proactively identifies potential risks in advance and establishes strategic response measures to minimize volatility and uncertainty.

Response Activities

To respond to threats such as information leakage, data destruction, hacking of information assets, and infections by viruses or malicious code affecting key systems and infrastructure, the Company continuously monitors and responds to domestic and international information security policies and the latest security trends, while strengthening its response capabilities. In addition, the Company has established data and infrastructure recovery frameworks in accordance with its disaster recovery guidelines in the event of security incidents or disasters. To prevent the leakage of critical information at the source, internal security management systems such as DRM, NAC, and UTM are actively operated.

Risk Management

_ IT Risk

Definition of Key Risks and Response Activities

Category	Risk Name	Risk Description	Mitigation Status
Operation Systems	Data Leakage and Unauthorized Access	Risk of leakage, destruction, or damage of critical data such as confidential company documents and technical drawings due to unauthorized access	Semi-annual comprehensive access rights review / Monthly access management monitoring / Internal data encryption (drawings, documents, etc.) through a DRM solution
	Cyber Attacks (Servers)	Risk of system breaches or disasters affecting key systems due to hacking, viruses, or malware infections	Windows security updates / Monthly server inspections and continuous monitoring to minimize risks and enable real-time response
	Natural Disasters and Emergencies	Risks arising from natural disasters and emergencies such as typhoons, earthquakes, and power outages	Deployment of UPS to secure temporary power supply / Backup of critical systems and disaster recovery drills
Network	Network Vulnerability Attacks	Risk of breaches or incidents caused by internal network access and attacks exploiting security or firmware vulnerabilities	Regular firewall policy reviews and security vulnerability assessments / Monitoring latest security trends and applying countermeasures / Periodic firmware updates
	Unauthorized Access to Internal Network	Risk of data theft or cyberattacks caused by unauthorized user access	Segregation of internal and external networks / Firewall policy establishment and monitoring / User access control and privilege management within internal networks
	Cyber Attacks (Network)	Risk of breaches or incidents caused by internal infrastructure attacks such as new types of DDoS attacks, hacking, spam, and phishing	Activation of DDoS detection and traffic blocking functions within firewalls / Deployment of spam filtering servers and email filtering
SW	Unauthorized Software Use	Risk of financial loss due to violations of license policies and applicable laws caused by the use of unauthorized software by employees	Monitoring for unauthorized software usage / Annual company-wide inspection of illegal software / Regular employee training to raise awareness

Key Company-wide IT Risk Management Activities (2024–2025)

Category	Activity	Date	Implementing Organization
Internal	Regular in-house information security training for employees (including new hire orientation)	Monthly	mPLUS (IT Innovation Team)
	Regular system inspections, including OS security patches, spam filtering, and UTM security updates	Quarterly	mPLUS (IT Innovation Team)
	Comprehensive review and reporting of IT assets and system access rights	December 2025	mPLUS (IT Innovation Team)
	Self-inspection activities for unauthorized software usage (provided by the Korea Copyright Association)	Quarterly	mPLUS (IT Innovation Team)
External	Participation in the “[KISA Server Care Program]” for SMEs to prepare against variant ransomware attacks	November 2025	KISA (Korea Internet & Security Agency)
	Penetration testing and security vulnerability compliance checks (self-assessments and KISA-led drills)	Semiannually	KISA (Korea Internet & Security Agency)
	Execution of Vulnerability Assessment Tools	Quarterly	KISA (Korea Internet & Security Agency)
	Acquisition of ISO 27001 certification	July 2025	International Organization for Standardization (ISO)

Ethical Management

mPLUS practices ethical management to create value with various stakeholders, contribute to social and economic development, and ultimately contribute to human well-being. Ethical management and anti-corruption practices form an essential foundation for fulfilling a company’s economic, legal, and ethical responsibilities as a member of society. To this end, mPLUS has established a Code of Ethics and a Code of Conduct, which serve as the standards for decision-making and behavior across all management activities. The Company also operates an online reporting center on its website to ensure effective implementation. Through sustainable management practices, mPLUS strives to grow as a trusted company.

Operation of a Cyber Reporting Center

Misconduct and Corruption

- Embezzlement and Misappropriation
- Forgery and Falsification of Documents
- Improper Solicitation, Acceptance of Gifts, Entertainment and Hospitality, Bribery, and Other Corrupt Practices

Complaints Related to Security Personnel

- Human rights violations by security personnel, including violence and abusive conduct

Reporting Channel fraud@mplusi.co.kr

Internal Grievances

- Labor-related Issues
- Workplace Harassment
- Sexual Harassment and Sexual Violence
- Personal Grievances
- Employee Counseling and Psychological Support

Reporting Channel gochung@mplusi.co.kr

Shareholder Policy

Protection of Shareholder Rights

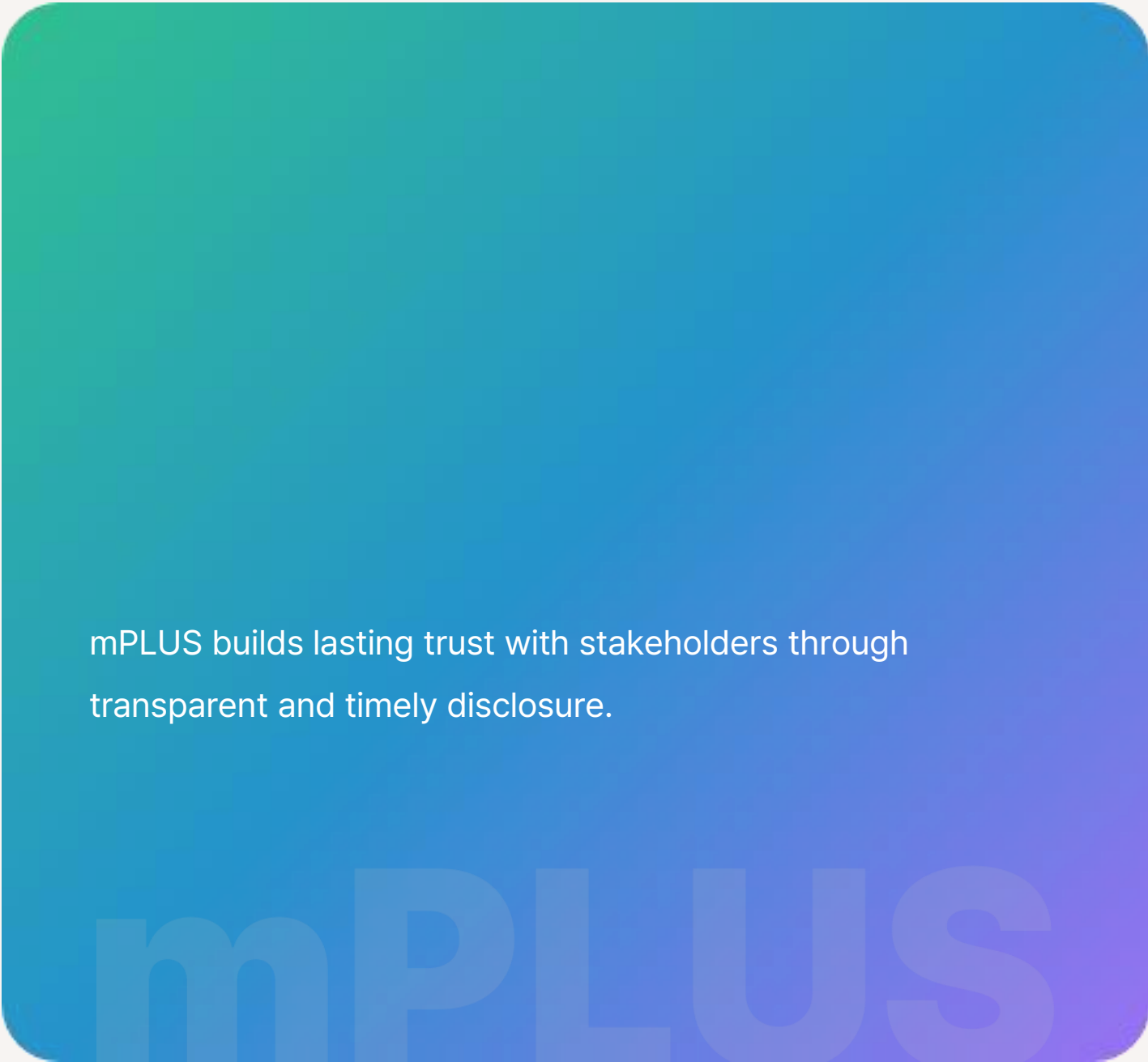
PLUS strives to maximize shareholder value through proactive investor relations activities. To protect shareholder rights and actively reflect the opinions of minority shareholders, the Company has adopted an electronic voting system and schedules its annual general meetings to avoid peak meeting dates. The Company will continue its efforts to protect shareholder rights and enhance shareholder value on an ongoing basis.

Shareholder Return Policy

- March 2026: Cash Dividend Approved (KRW 200 per Share)
- January 2026: Retirement of 116,872 Treasury Shares
- June 2025: Retirement of 124,746 Treasury Shares
- March 2025: Disclosure of the 2025 Corporate Value Enhancement Plan
- March 2026: Disclosure of the 2025 Corporate Value Enhancement Plan Implementation Status

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Summary Financial Statements

_ Consolidated Statement Of Financial Position

(Unit : KRW million)

	2025	2024	2023
[Current assets]	169,127	227,930	256,311
Cash and cash equivalents	64,981	43,673	75,181
Trade and other current receivables	8,322	46,316	47,163
Current inventories	55,104	112,534	112,736
Other current assets	40,720	25,407	21,231
[Non-current assets]	72,258	64,905	63,949
Property, plant and equipment	54,909	53,347	43,107
Intangible assets other than goodwill	1,756	736	612
Other non-current assets	15,593	10,822	20,230
Total assets	241,385	292,835	320,260
[Liabilities]	114,049	166,124	239,562
[Non-current liabilities]	25,360	42,112	6,557
Total liabilities	139,410	208,236	246,119
[Issued capital]	6,141	6,141	6,141
[Capital Surplus]	25,738	27,140	26,272
[Retained earnings]	70,097	51,318	41,728
Total equity	101,976	84,599	74,141

_ Consolidated Statement Of Comprehensive Income

(Unit : KRW million)

	2025	2024	2023
Revenue	184,211	128,744	340,052
Cost of sales	145,340	103,857	299,765
Gross profit	38,872	24,887	40,287
Selling general administrative expenses	14,306	14,795	16,407
Operating income	24,565	10,091	23,880
Other gains	246	782	638
Other losses	116	118	164
Finance income	9,212	11,538	8,604
Finance costs	10,425	9,674	9,280
Profit before tax	23,482	12,619	23,677
Profit	20,634	10,982	20,004
Comprehensive income, attributable to owners of parent	20,634	10,982	20,004
Basic earnings per share (KRW)	1,735	910	1,646
Number of Consolidated Subsidiaries	3	3	3

ESG Data

_ Environmental

Category				Unit	2023	2024	2025
관련 지표	Revenue			KRW 100 million	3,400	1,287	1,846
	Purchase Amount			KRW 100 million	1,033	463	335
Greenhouse Gas Emissions	Scope 1	Stationary Combustion	Cafeteria Cooking	tCO2_eq	5.6	6.1	5.5
		Mobile Combustion	Vehicles	tCO2_eq	54.6	74.4	114.3
	Scope 2	Indirect Emissions	Purchased Electricity	tCO2_eq	2,281.2	2,237.0	1,170
	(Scope1+Scope2)			tCO2_eq	2,341.4	2,317.5	1,289
	Related Indicator	tCO2-eq/Revenue (KRW 100 million)		tCO2_eq	0.69	1.81	0.70
		tCO2-eq/Purchase Amount (KRW 100 million)		tCO2_eq	2.27	5.00	3.8
Energy Consumption	Scope 1	Stationary Combustion	Cafeteria Cooking	TJ	0.1	0.1	0.1
		Mobile Combustion	Vehicles	TJ	0.8	1.1	1.7
	Scope 2	Indirect Emissions	Purchased Electricity	TJ	47.7	46.7	25.9
	(Scope1+Scope2)			TJ	48.6	47.9	27.7
	Related Indicator	TJ/Revenue (KRW 100 million)		TJ	0.014	0.037	0.015
		TJ/Purchase Amount (KRW 100 million)		TJ	0.046	0.101	0.081
Corporate Vehicle Fleet	Gasoline Vehicles			대	14	15	22
	Diesel Vehicles			대	3	3	3
	Electric Vehicles			대	3	3	4
	Electric Vehicle Ratio			%	15%	14%	14%
Waste	Waste Synthetic Resin			ton	71	61	35
	Waste Wood			ton	23	32	12
	Total			ton	94	93	47
Water Withdrawal ¹⁾	General Water			ton	6,903	7,011	4,875
Water Consumption ¹⁾	General Water			ton	6,903	7,011	4,875
Wastewater Discharge ¹⁾				ton	0	0	0
BOD Discharge ¹⁾				ton	0	0	0
COD Discharge ¹⁾				ton	0	0	0

_ Social

Category		Unit	2023	2024	2025
Employee Status	Total Number of Employees	Person	389	377	358
	Male	Person	335	321	302
	Female	Person	54	56	56
	Regular Employees	Person	372	358	340
	Non-regular Employees	Person	17	19	18
	Employees on Parental Leave	Person	1	2	9
	Employment of Persons with Disabilities	Person	7	7	7
	Employment Rate of Persons with Disabilities	%	1.80	1.86	1.96
Training and Education	Mandatory Statutory Training	Person	342	381	367
	Job-related Training	Person	24	91	59
	Onboarding Programs	Person	135	65	42
Welfare Expenses	Welfare Expenses	KRW 100 million	452	498	490
	Welfare Expenses per Employee	KRW 100 million	1.2	1.3	1.4

1) The Company does not operate wastewater discharge facilities, and no process wastewater is generated due to the nature of its business. Accordingly, water withdrawal is equal to water use. As no wastewater is discharged, BOD and COD discharges are not generated.

