

Governance



Social



Environmental



# 2023 Unicos Sustainability Report

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# ABOUT THIS REPORT

## Special note

This report was written by the Ministry of SMEs and Startups with the support of the “Supply Chain Survey Act Consulting Pilot Project” and participated in the preparation by the Korea Competency Association Consulting (KMAC).

## Unicos contact and provide additional information reports Unicos ESG Sustainability Report TFT

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## Report Overview

Unicos published its first Sustainable Management Report in 2023 to disclose the direction and achievements for sustainable management. This report was prepared to provide information on the various activities that Unicos is promoting and planning for sustainable management. Disclosure items are set and described based on the interests of various stakeholders, governments, customers, and communities, and indicators of sustainable management-related initiatives.

## Reporting Period and Scope

This report focuses on activities and performance from January 2022 to December 2022. For some management activities, the report was made until September 2023. Quantitative performance reported figures for the last two years (2021 to 2022) to enable annual trend analysis. The scope of this report includes the contents of the headquarters (Daejeon) and the research institute.

## Reporting principles and preparation criteria

The financial information of this report meets the Korean International Accounting Standards (K-IFRS), and the entire report was prepared in accordance with the Global Reporting Initiative Standards 2021, which are the preparation criteria for global sustainability management reporting.

## Report Reliability

To ensure the reliability and fairness of the writing process and information in this report, independent external experts from the Korea ESG Management Development Institute conducted third-party verification. The verification results can be confirmed through the third-party verification report (53 pages). Additionally, the financial information in the report is based on data obtained through independent auditing conducted by an external auditor.

# CONTENTS

## 01 ABOUT OUR COMPANY

CEO Message	6
Unicos Introduction	7
Unicos Mission and Vision	7
Sustainable Management History	8
Business area	9
Products and Services	10
Core Certification and Patents	12
Major New Products	13

## 02 Our Focus

ESG Management Policy and System	15
ESG Management Standards and Performance	16
Supply chain management	17
Criticality Assessment	18
Communication channel with stakeholders	19

## 03 ESG Performance

### Environmental

Environmental Management Policy	21
Biodiversity	22
Climate Change Response/ Greenhouse Gas Management	24
Eco-friendly products and services	26
Waste management, reuse and recycling	28
Water Conservation Plan	29

### Social

Social Responsibility Management Policy	30
Product Safety	31
Workplace Safety	32
Management of hazardous chemicals	33
Human Rights	34
Labor-management relations and education	35
Diversity and Inclusion	35
Employing employees and improving quality of life	36
Community	37
Partnership Company	38
Customers	39

### Governance

Transparent management policy	40
Board of Directors	41
Appreciation	42
Risk Management	42
Ethical management	43
Information protection	44

## 04 ESG Data

ESG Data-Financial Performance	46
ESG Data-Environmental Performance	47
ESG Data-Social Performance	48
ESG Data-Governance Performance	49

## 05 Appendix

GRI Standard Index	51
Third Party Verification Opinion	53
Association membership and major agreements, etc	54



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Brilliantly Conceived & Beautifully Crafted

# UNICOS No.1

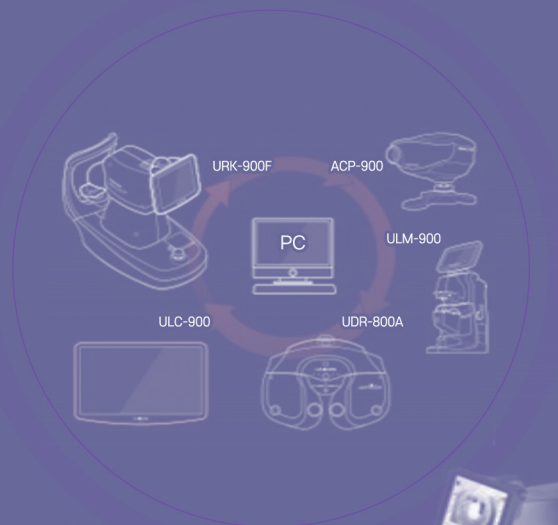
Unicos researches, develops, produces, and sells products that contribute to finding more comfortable vision and a better life for consumers.







# 2023 Unicos Sustainability Report



01

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### We dream of sustainable development of the Vision market for a better future.

NO. 1 Optical Equipment Development leader



October 2023  
CEO of Unicos  
Kim Ki Chang

UNICOS.CO.,LTD  
K.C.KIM  
K.C.KIM PRESIDENT

#### Dear esteemed stakeholders,

Hello, Unicos is a manufacturing company specializing in Ophthalmic Equipment and an export company (95% of sales) that was founded in 2002 and marks its 21st anniversary this year.

While there may be many success factors before Unicos is trusted in the global market by accumulating capabilities in research and development, manufacturing, and sales of the Ophthalmic equipment, I am deeply grateful for the trust and support of the stakeholders who valued Unicos. Unicos will continue to strive for active and transparent communication with stakeholders for a sustainable future. To this end, Unicos is pleased to be able to publish its first sustainability report in 2023.

#### We have time for inspection to prepare for the establishment of ESG management in 2023 and to become a good role model for the supply chain.

2023 is a very special year for Unicos, along with the rest of the world. In January and June, the passage of the Supply Chain Survey Act with Germany and the EU is becoming an important compass for Unicos, an exporting company. Starting with the development of opto-optical diagnostics in the future, Unicos' dream is to become the nation's leading company as a health care product solution provider across the senior health care and kids' health care industries. In the process of achieving this dream, Unicos will have to grow up fulfilling its corporate responsibilities on issues across the environment and society. To this end, Unicos has actively carried out diagnosing and supplementing its overall management in order to actively introduce ESG management in 2023. Unicos' strength is to minimize its environmental impact during the product development phase. It seeks to further strengthen its strengths and become a company that contributes to the sustainable future of the planet. In addition, it will further complement supply chain processes and policies, including the environment and human rights, while responding to the climate crisis. This is because Unicos wants to be a role model in the supply chain by building a sustainable management system that can be trusted in the global market.

#### As an exporting company, we plan to continue expanding the global market by entering the Chinese market.

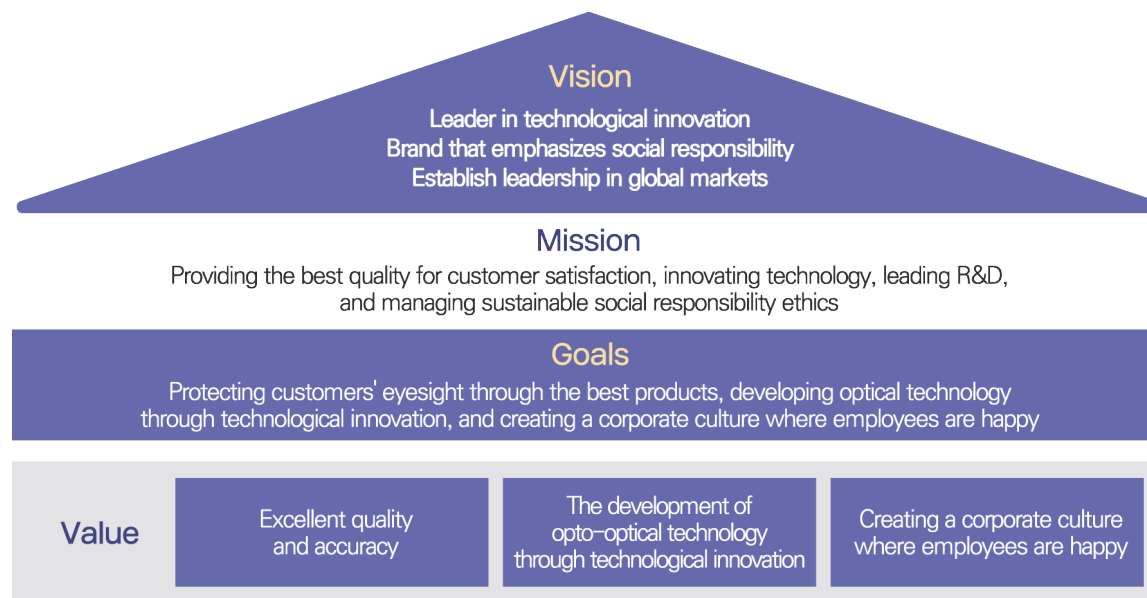
In the past few years, due to the influence of COVID-19, there have been many difficulties for businesses. Uncertainty is growing in the business environment. However, we want to actively accelerate growth while managing risks. In response to the climate crisis, we are planning to expand into overseas markets while contributing to the creation of better products and services. We are ready to enter the Chinese market. In addition, the launch of the newly developed new product, URK-850A, will raise global competitiveness to the next level with differentiated technology and performance. We will improve the performance of existing products to restore customer faith and build a strengthened trust relationship. This entire process will be done by observing the law and implementing it through ethical management. Unicos will do its best to become a company that positively influences the wider society by fulfilling its social responsibilities.

Unicos, together with our stakeholders, will lead the way for a sustainable future of our society. Together with our employees and partners, we will pave the way for success. We ask for your encouragement and support. Thank you.

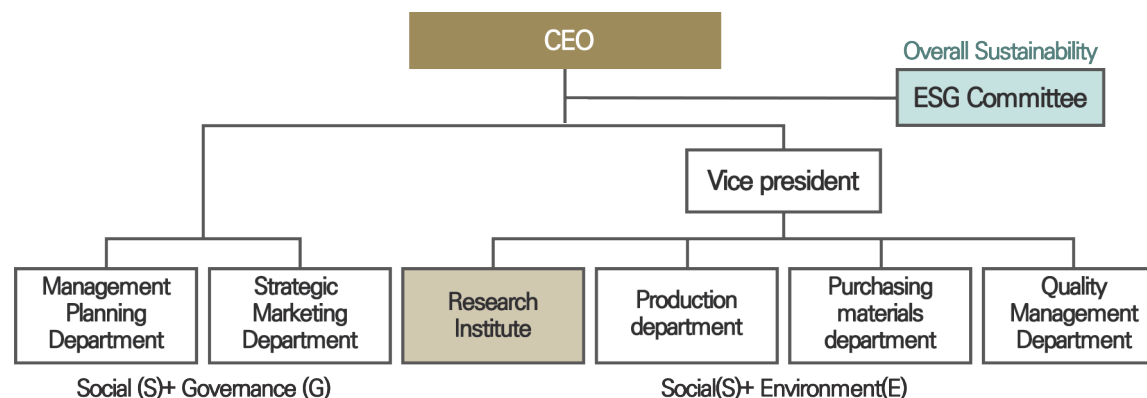
### Unicos Overview General Disclosures

Name	Unicos Co., Ltd. UNICOS Co., Ltd
Business type, sector	Other medical device manufacturing industries Opto-optical medical device manufacturing industry
Major production products	Ophthalmometry, Digital Refractor, LCD CHART, Lens Meter, Patternless Edger etc.
Business area	Domestic, Overseas markets
Characteristics and Legal Form of Ownership Structure	Small and Medium Businesses, Venture Businesses, Technological Innovation Small and Medium Businesses, Co., Ltd., external audit corporation, special military service certification company export enterprise
Establishment Date	May 8, 2002
CEO	Kim Ki Chang
Number of employees	49 (September 30, 2023)
Revenue	KRW 10.52 billion (2022.12.GAAP individual)
Operating profit	1.93 billion won
Net income	1.68 billion won
Equity	668 million won
Market domain	Optometry-related companies, ophthalmology stores, etc
HQ location and status of workplaces	HQ: Production Plant, R&D Research Institute (Daejeon) 282-30 Munji-ro, Yuseong-gu, Daejeon, Republic of Korea 34050
Major exporter	60 countries, including Germany
Website	<a href="http://www.e-unicos.com">http://www.e-unicos.com</a>
Etc.	A venture company certified as a promising small and medium-sized enterprise in Daejeon

### Vision, Mission, Value, Goals



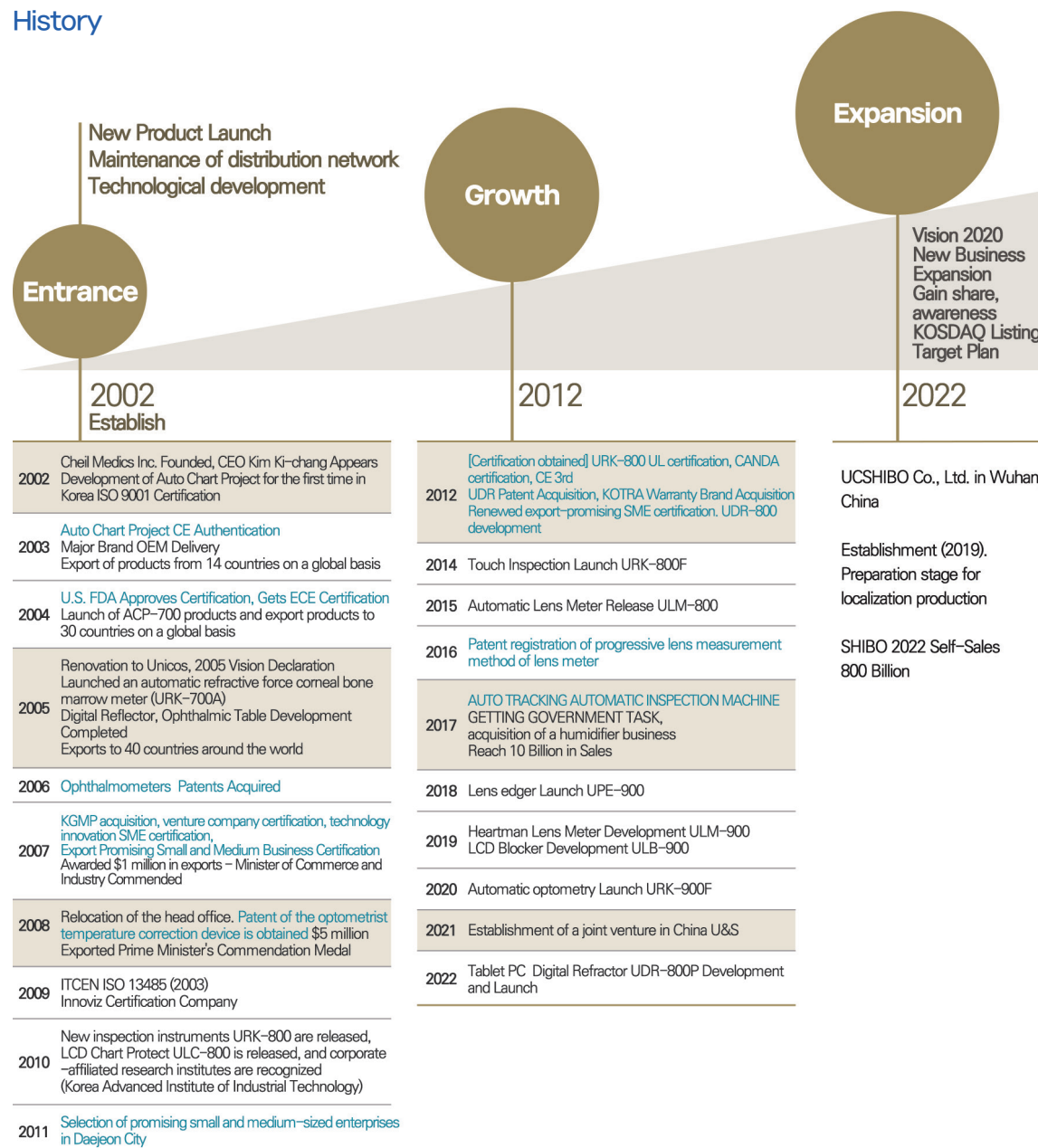
### Organization chart



### A Sustainable History of the Unicos Contributing to Korea's Optics Medical Device Competitiveness

In the field of opto-optical medical devices around the world, European companies have been leading the market based on their accumulated technology for over 100 years since the 1850s. Japan has reached the highest level in the world by acquiring advanced technologies early, focusing on R&D, centering on the newly established opto-optical industry co., Ltd. Since the late 1970s, Korea has begun its history of the opto-optical semester. Starting with a humidifier that sharpens eye lenses in the early days, the launch of an automatic optometrist in 2007 succeeded in localizing them, securing world-class technological competitiveness. Unicos was founded in 2002. Headquartered in Daejeon, it is a representative company that has contributed to the localization of automatic optometrists. With price competitiveness and product technology, Unicos has emerged as the fourth full-set producer for the opto-optical semester among global companies. In particular, it is supplying the optimal products in the mid- to low-priced market, and the full-set production can be customized. Unicos established a joint venture, Yukosibo, in China, in 2019 for its sustainable growth as a global company. Unicos began to sell opto-optical products manufactured with core technologies through Yukosibo in China in 2023. Unicos will have a 35% stake in China's Yukosibo.

### History



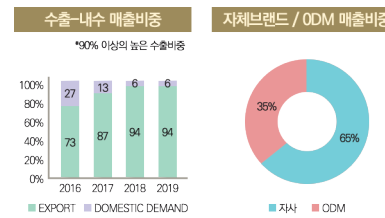
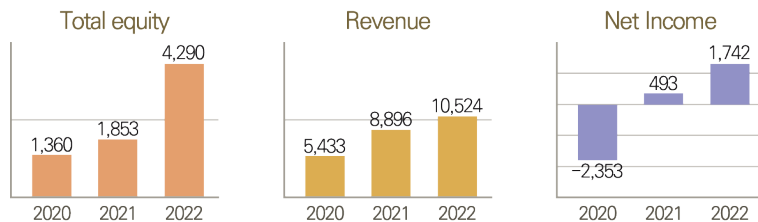
### Unicos Adopts Manufacturer Developed Production Method (ODM)

70% of annual sales are self-made, 30% ODM sales

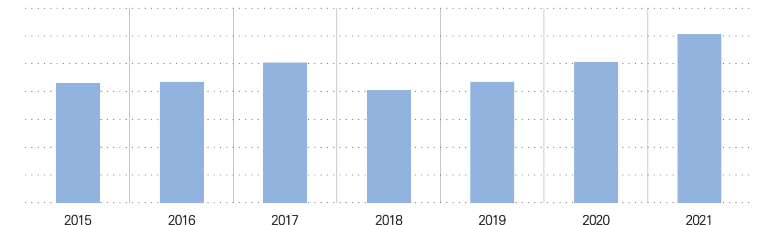
Unicos is a global company whose export is its strength. It has grown in Korea by developing the Auto Chart Projector (ACP-700) for eye care for the first time in the country in 2002. Exports accounted for 95% of Unicos' annual sales. The total export performance exceeds KRW 8 billion. Unicos' flagship product, the URK Series, is being exported to more than 60 countries around the world. In Korea, we supply products to ophthalmology and eyeglasses nationwide through distributors and distributors. Since its foundation, Unicos has 14 export countries in 2003, but in 2022, the number has expanded to more than 60. This is the result of constant technological development and provides new value to customers who use its products. 70% of Unicos' annual sales are secured by its own brand, and 30% is secured through Original Development Manufacturing (ODM). Unicos's continuous competitiveness in overseas markets is because it secures technological competitiveness to produce value-added products through its own development capabilities..



[Picture] Status of exporting countries



We, UNICOS CO., LTD., are aiming to be the best leading company as a Health care Product solution provider throughout not only at the field of ophthalmic diagnostic industry, but also at the field of senior health-care and Kid care industry



Year	2015	2016	2017	2018	2019	2020	2021	2022
Revenue	8.5 B Won	8.6 B Won	10 B Won	8 B Won	8.6 B Won	5.4 B Won	8.9 B Won	10.5 B Won

[Table] Sales by year



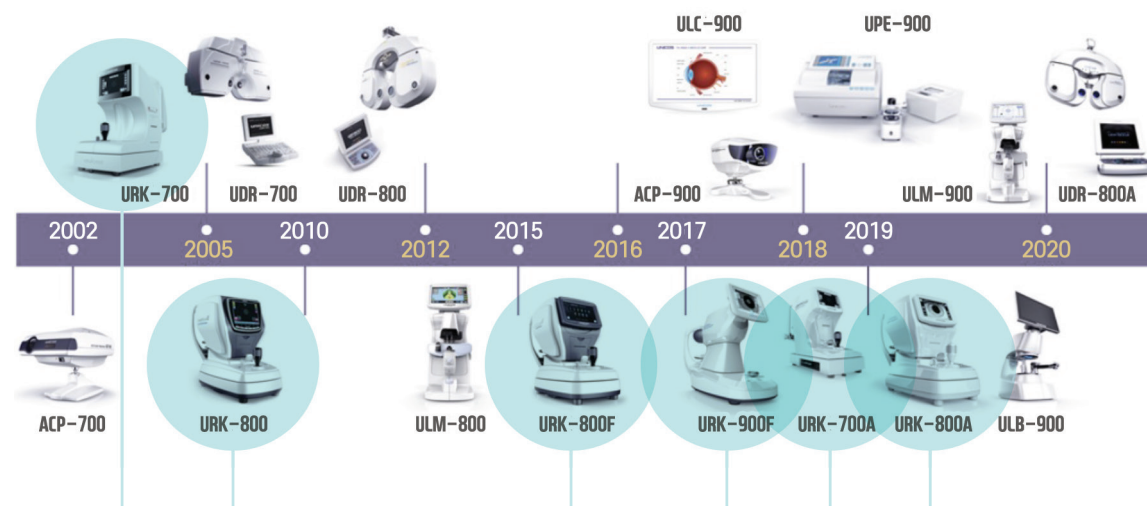
### 70% of Unicos' major product line is optometrists, and the remaining 30% is sales performance such as Digital Refractor

Unicos is the first professional company in Korea to develop and supply Auto Chart Projector (ACP-700) for eye care at home and abroad.

Unicos established its own research institute in 2005. Starting with the development of optometrists (URK-700) in 2005, URK-800&ULC-800 (2008), UDR-800 (2012), URK-800F (2014), ULM-800 (2016), URK-900F&UPE-900 (2018), ULM-900 (2019), and an ODM (Order Development Production) contract with a global optometrical medical device company with annual sales of more than KRW 2 trillion.

Looking at the proportion of sales by product, it is mainly selling optometrists (70%), and sales of all items are expected to increase due to the development of lens meters.

### Product development history



### Efforts to study technology by year

- 2002** First successful localization of automobile chart business
- 2005** Established a National Institute of Certified Public Research
- 2019** Development and launch of the only full-auto optometrist in Korea
- 2019** Hardman type lens system development (government task)
- 2020** Development of the world's only 16-way optical system
- 2022** Development of Digital Reflectors Using Tablet PCs

### Main products

Production item	Product line	Average monthly productivity (ea.)	Percentage of sales (%)	Note
Automatic optometrist	URK-700A, URK-800A, URK-900F, VISUREF-100	150~180	70	Exports to more than 60 countries
Automatic hoverboard	UDR-700, UDR-800A	25~30	10	
LCD Charts / Market Charts	ULC-900 / ACP-900	70~90	8	
Lens meter	ULM-900, ULM-800A	70~90	7	New Start (2020.11)

### First-time domestic optometrist certification Current Automatic Inspectors 70% of Annual Sales

Unicos manages major product areas by classifying them into four categories. Unicos' automatic optometrists have been at the forefront of differentiating themselves by applying for technology, such as obtaining EMIB-Class certification for the first time in Korea.

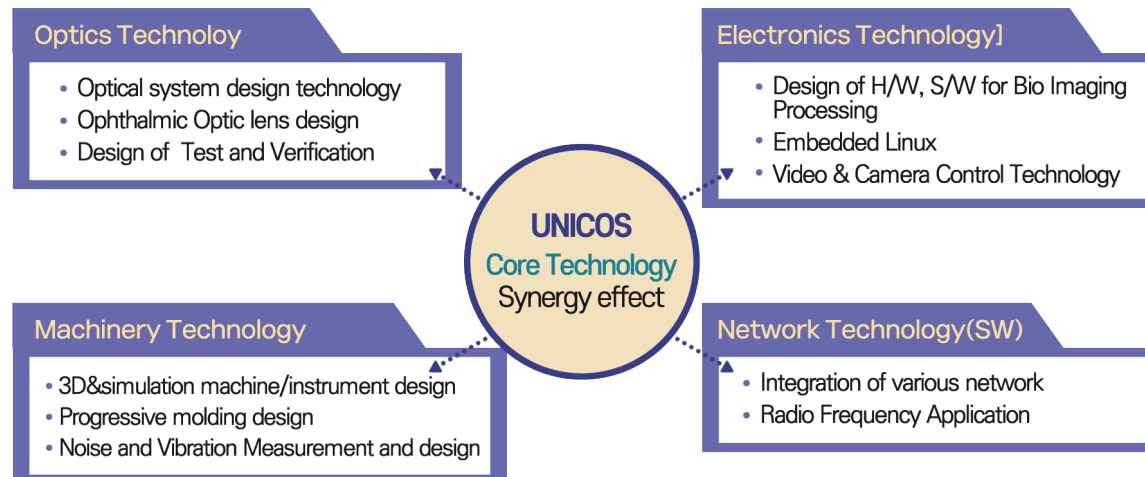
Automatic optometry is a major representative product of Unicos, accounting for 70% of annual sales. Unicos' automatic optometry, automatic hovercraft, and automatic chart projects are all products that have been confirmed to be excellent by global companies' ODM progress.

Unicos secures and operates more than 20% of its employees as R&D personnel and leads sustainable growth by stabilizing product quality and developing new products. In addition, it has accumulated technological prowess in a number of intellectual property rights every year. Along with these technologies, the accumulated technologies minimize development costs, and secure price competitiveness through simple parts design and parts modularization.

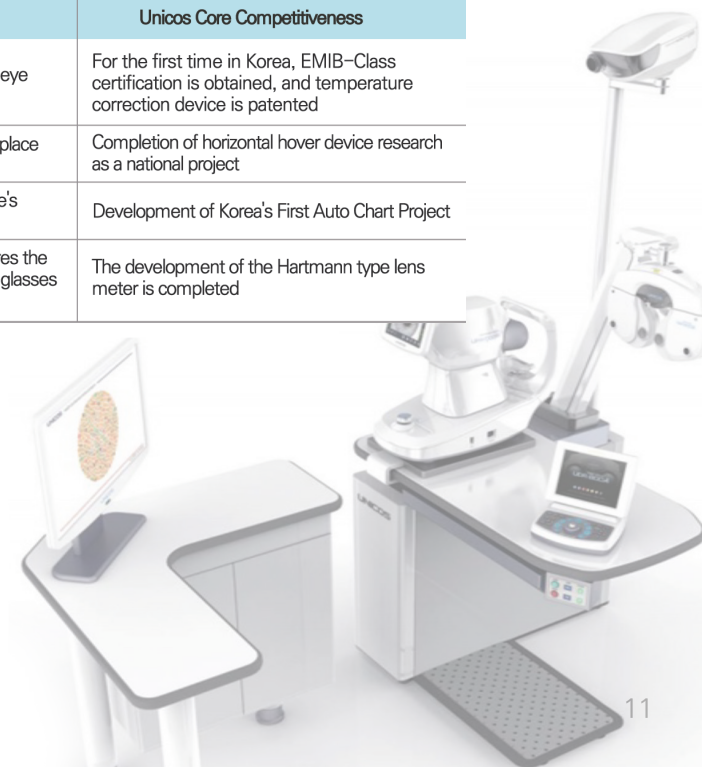
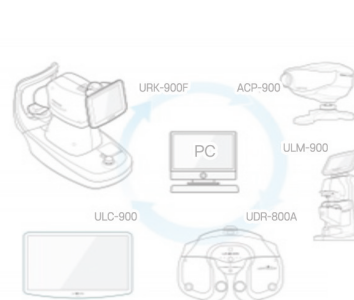
#### Market change

- 4th Optometry Full Sets Product Producers Worldwide
- ODM Progressive Inquiry Surges
- Eyeglasses store and ophthalmic equipment to be developed
- High-level development through years of hard work
- Develop and secure compatibility technology with third-party products

### Classification of Unicos Family and Core Technology Systems



Classification	Purpose	Unicos Core Competitiveness
Automatic optometrist	Subject's vision measurement or eye condition measurement device	For the first time in Korea, EMIB-Class certification is obtained, and temperature correction device is patented
Automatic hoverboard	Device designed to conveniently place a test lens in front of Pikomza	Completion of horizontal hover device research as a national project
Automatic Chart Project LCD Charts / Market Charts	Device for projecting an examinee's safety chart	Development of Korea's First Auto Chart Project
Automatic lens meter	Device that automatically measures the lens value only with the subject's glasses and contact lenses	The development of the Hartmann type lens meter is completed





### 12 major Unicos certifications

Obtain quality standards suitable for manufacturing and exporting opto-optical medical devices

The 10 major patent registrations and 12 certifications held by Unicos represent a company's identity and competitiveness. Through systematic certification management, we comply with the basic requirements of the opto-optical medical device manufacturing industry and respond to social changes and demands.

### Products



EDGER



BLOCKER



RK



DR



LM



LC



Product Inquiry



Download  
Manual Upgrade Catalogue

### Main Certification (12 cases)

No.	Certification name	Certification institution	Certification period
1	Medical device Quality management system EN ISO 13485:2016	SZU text	2018.08.03~2024.07.28
2	EC CERTIFICATE	SZU text	2018.08.03~2024.05.26
3	Good Manufacturing Practice	Korea Testing & Research Institute	2020.03.20~2025.03.19
4	Global Trade Item Number	Korea Chamber of Commerce and Industry	2021.04.01~2024.04.13
5	Inno-Biz	Ministry of SMEs and Startups	2022.05.25~2025.05.24
6	Certification of Venture business	Venture business verification agency	2021.05.28~2024.05.27
7	Certificate of Management System ISO 9001:2015	Convergence Management Certification	2018.12.21~2024.12.20
8	Certification of small and medium-sized enterprises	Ministry of SMEs and Startups	2023.04.01~2024.03.31
9	Certificate of Designation Small Giant Company of Korea	Ministry of SMEs and Startups	2020.05.29~2023.12.31
10	UKRAINIAN CENTER FOR MEDICAL CERTIFICATION AND PROGNOSTICATION	LLC	2021.01.15~2023.12.31
11	Main-Biz	Ministry of SMEs and Startups	2021.11.11~2024.11.10
12	Women-friendly company	Daejeon	2021.11.16~2023.11.15

### Status of industrial property rights – domestic patent registration (10 cases)

	Patent registration history	Year of registration
1	Automatic focusing device and method for optometry	2017
2	Automatic tracking device and method for optometry	2017
3	Lens meter's progressive lens measurement method	2016
4	Horopter that automatically measures distance and level	2016
5	Horopter automatically corrects lens distortion	2016
6	Lens meter that can adjust the distance between vertices and method of controlling the distance between vertices	2014
7	Optometry	2013
8	Automatic optometry horopter with automatic horizontal adjustment	2013
9	Focal distance correction method and device for optometry	2009
10	Temperature correction method and device for optometry	2008

### Patents (10 cases), design registration (7 cases)

Application name – Cornea meter, automatic lens meter, optometrist refractive tester, optometrist manipulator, cornea meter, optometrist, vision test chart projector



### Remotely controllable with a tablet UDR-800P Customized Digital Refractor Launched

In December 2022, Unicos released a new customized digital refractor through its own technology development. Previously, after the first measurement of vision with an optometrist, the process of finding comfortable vision is carried out by synthesizing lenses on the disks of the digital refractor. With the launch of this product, the control of the digital refractor was carried out by applying a tablet PC to solve the constraints of convenience and space.

[ Environmental contribution ] Environmentally friendly materials have been employed on the skin contact surface. These eco-friendly materials meet international standards for reuse and recycling, such as the Waste Electrical and Electronic Equipment (WEEE) criteria, even upon disposal.

[ Social contribution ] The convenience of consumers and the synthesis of lenses can be used to eliminate the hassle of preparing and finding many trial lenses. In addition, it can be controlled non-face-to-face with customers in situations such as the pandemic, which can contribute to society by creating the environment that customers want. With a tablet PC, functionality can be updated only over the network, so there is no need to use a separate USB or the like, which improves the ease of use.

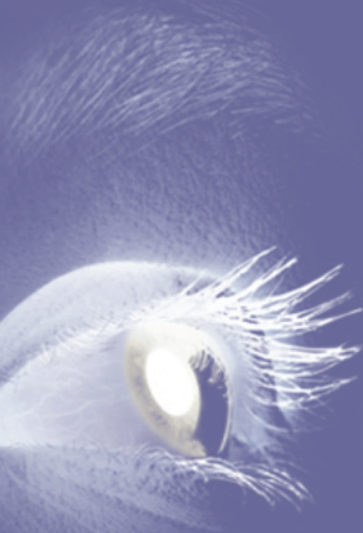


- Development of one's own technology
- Release date: December 2022
- Major exporters: Europe (Spain, Russia, etc.), United States, etc.





# 2023 Unicos Sustainability Report



## 02

### OUR FOCUS

ESG Management Policy and System	15
ESG Management Standards and Performance	16
Supply chain management	17
Criticality Assessment	18
Communication channel with stakeholders	19

### Unicos ESG Management and Key Policies

Unicos has established a policy related to ESG management. Through this, we practice environmental protection, social contribution, and transparent management, while pursuing sustainable growth and development. Through this, we will contribute to pass on a better environment to future generations. In conjunction with the enterprise vision, Unicos will realize its ESG vision that establishes leadership in the global market while fulfilling its technological innovation and social responsibilities.

#### Environmental Management Policy

We are making efforts to use eco-friendly energy and increase energy efficiency to reduce greenhouse gas emissions.

We are expanding recycling and minimizing waste generation in order to reduce resource usage. To prevent environmental pollution, we are complying with environmental laws and establishing a safety management system to prevent environmental accidents.

#### Social Responsibility Management Policy

It contributes to the creation of jobs in the community.

I am involved in environmental protection activities in the community.

It contributes to education, culture, and welfare work in the community.

#### Governance Transparency Management Policy

We are making decisions around the board of directors. We are collecting opinions from stakeholders such as shareholders, customers, employees, business partners, and local communities. It transparently discloses information on the environment, society, and governance.

[Table] Unicos ESG Strategy Scheme

Total Vision	UNICOS ESG Vision	Area	Strategic Direction	Strategic tasks
<p>Leader in technological innovation</p> <p>Brand that emphasizes social responsibility</p> <p>Establish leadership in global markets</p>	<p><b>ESG Innovation</b></p> <p>Contributing to achieve Company Vision</p>	Environmental	Environmentally friendly management through technological innovation	<ul style="list-style-type: none"> <li>Development of eco-friendly materials</li> <li>Development of eco-friendly technology in the product development stage</li> <li>Building a Green/Low Carbon Infrastructure</li> </ul>
		Social	Inclusive management through institutional and cultural innovation	<ul style="list-style-type: none"> <li>Establishment of Human Rights Protection System</li> <li>Secure product/business safety</li> <li>Supply Chain Innovation</li> </ul>
		Governance	Jumping to a Transparent Global Company	<ul style="list-style-type: none"> <li>Enabling ESG Decision-Making Organizations</li> <li>Advancing regulatory response</li> <li>Have key relevant guidelines</li> </ul>

[Table] Mid- to long-term journey for Unicos to "establish leadership in global markets" (written in 2020)



### Unicos Conduct management by ESG management item

Unicos' ESG strategy system is managed based on each management item.

#### Environment (E)

We design by complying with the laws and regulations in the product development stage, using eco-friendly certified materials, and applying energy-saving technology that consumes high efficiency and low power at the production or use stage. Through these efforts, we have met the eco-friendly standards and are obtaining internationally recognized eco-friendly product certification. In particular, we operate with more than 20% of all executives and employees in R&D, focusing on stabilizing the quality of products and developing new products throughout the product process.

#### Society (S)

Through employment rules and welfare rules, we apply continuous social standards for anti-discrimination, anti-bullying, and gender equality. Since the company's foundation, we have continued to invest in expanding and maintaining the recruitment of new and experienced employees, and we plan to continue to invest in recruitment and fostering with a large number of recruitment plans.

#### Governance (G)

Through ESG consulting for the government-supported business of the Supply Chain Survey Act of 2023, we developed a specific guideline internally suitable for the corporate situation for governance items. Externally, an ESG management system that satisfies ESG requirements was established and proclaimed in compliance with domestic and foreign laws.

[Table] Unicos ESG Management Standards and Performance

Category	Management	Management standards	ESG Assessment and Performance Summary
Environmental	Environmental pollution	Legal Standards for Hazardous Environment	<ul style="list-style-type: none"> <li>Use of environmentally friendly certified materials that comply with the regulations during the product development phase</li> <li>Use RoHS and eco-friendly biological materials in the product and have eco-friendly certification documents (ISO10993 Test Report, RoHS &amp; REACH Report)</li> </ul>
	Climate change and carbon emissions	Scope 1 (direct discharge) / Scope 2 (indirect discharge) Scope 3 (value chain discharge)	<ul style="list-style-type: none"> <li>2030 Establish carbon-neutral greenhouse gas inventory, establish action plans through greenhouse gas reduction policies</li> <li>Express the environmental will through the preparation of the environmental management manual and the CEO's declaration of environmental management</li> </ul>
	Resources, Waste Management	Waste Management Act	<ul style="list-style-type: none"> <li>Mark that the product package is manufactured using environmentally friendly materials and production processes while minimizing the environmental impact of products labeled with eco-friendly product certification</li> </ul>
	Energy efficiency	Power efficiency management, water and water efficiency management	<ul style="list-style-type: none"> <li>Designed by applying low energy consumption and energy-saving technologies considering eco-friendly and energy efficiency in the development phase</li> <li>Desperate efforts such as establishing a water reduction plan and installing water reduction facilities</li> </ul>
	Conservation of the ecosystem Biodiversity protection	Water management, biological management, deforestation, wood fumigation Hazardous Chemical Substances (PoC) Management	<ul style="list-style-type: none"> <li>No materials or materials that are hazardous to the environment or disrupt the ecosystem during product inspection</li> <li>Use of DSE-350U, an eco-friendly material that meets ISO10993 standards to minimize environmental and skin impacts</li> </ul>
Social	Human rights and gender equality	Law on gender equality Prohibition of Employment Under 15s, Act on the Rights of Forced Migrant Workers	<ul style="list-style-type: none"> <li>Compliance with international human rights conventions such as prohibition of discrimination between men and women within employment rules, prohibition of employment under the age of 15, and prohibition of forced labor</li> <li>Improve continuous working conditions to improve workers' economic and social status</li> </ul>
	Industrial health	Occupational Safety and Health Law Education Health Insurance, Periodic Inspection, Disaster Prevention Act	<ul style="list-style-type: none"> <li>Safety and health management is the top core value of all management activities</li> <li>Continuous occupational safety and health education, health insurance, and health check-ups</li> </ul>
	Data Security	Establishment of information protection rules Restrictions on Access to Outsiders	<ul style="list-style-type: none"> <li>Information technology general control within the company's internal accounting management system evaluation and reporting guidelines, control systems that prevent risks from handling information technology work are mentioned</li> </ul>
	Quality and Customer Satisfaction	ISO9001, Certification Mark, Customer Claim Response Processing Method	<ul style="list-style-type: none"> <li>Practicing quality management management through ISO9001 acquisition. Passing product CE certification (Integrated standards certification that meets EU guidelines for safety, health, environmental and consumer protection)</li> </ul>
	Supply Chain Management	Supply chain due diligence	<ul style="list-style-type: none"> <li>Identify EU supply chain inspection laws and relevant regulations and manage human rights content</li> </ul>
	Community relations	Sharing values with local communities / supporting talent donation	<ul style="list-style-type: none"> <li>Donate the Ophthalmic equipment to universities in the community, and measure free vision for the elderly in the community</li> </ul>
Governance	Ethical management	Declaration of social ethics	<ul style="list-style-type: none"> <li>Education of employees such as ethics regulations, ethical management pledges, internal public interest reporting systems, and ethics charter</li> <li>Documented guidelines have been developed and operated</li> </ul>
	Anti-corruption	Anti-Corruption Act, Management of the Declaration of Human Rights	<ul style="list-style-type: none"> <li>Executive employees have never been legally sanctioned due to corruption and conflict of interest, and employees are aware of anti-corruption at a common level</li> </ul>
	Compliance with the law	Labor Law, Occupational Safety and Health Law Management Grievance Committee	<ul style="list-style-type: none"> <li>In accordance with the Occupational Safety and Health Act, continuous education, labor-management council regulations, and grievance management regulations are specified and operated</li> </ul>
	Fair competition	Unfair Trade Act	<ul style="list-style-type: none"> <li>Development of guidelines for managing transaction lines</li> </ul>
	Board of Directors and Auditors	Stakeholder management, listing management and external audit	<ul style="list-style-type: none"> <li>Holding a general shareholders' meeting and reporting an audit by stakeholders</li> </ul>

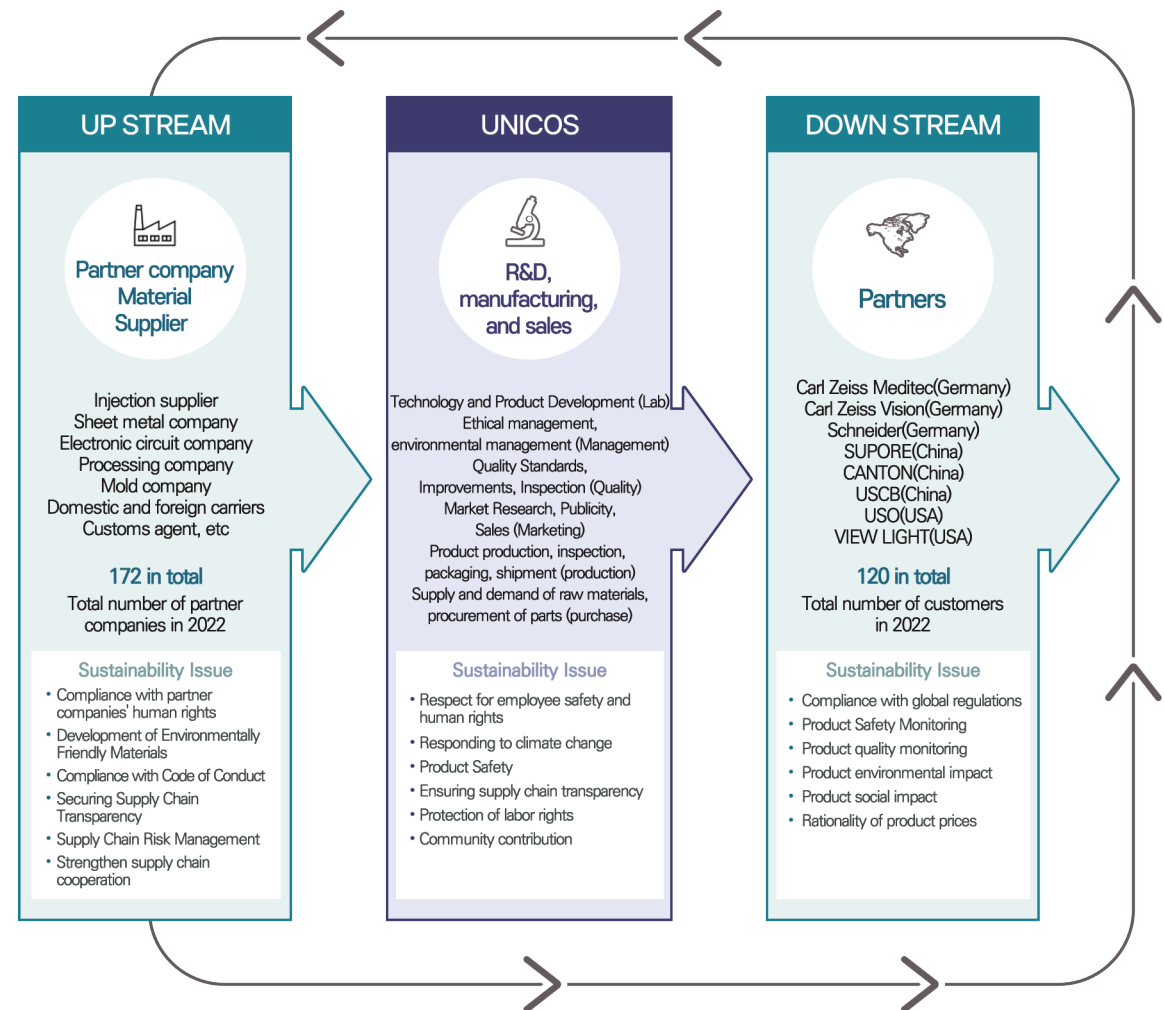


### Unicos and Supply Chain Due Diligence and Response

Unicos is a company that develops, manufactures, sells, and exports 95% of opto-optical medical devices. 2023 is the year when due diligence on supply chains in the European Union or the United States is in full swing. The law mandates companies to identify and improve negative impacts on human rights, labor, and the environment throughout the supply chain, including the production, processing, and distribution of raw materials and parts.

The main customers of Unicos are located in the EU and the United States, where the supply chain due diligence law is enforced. In particular, major customers such as Carl Zeiss are German companies. In line with the legislation of supply chain due diligence, it is important to meet the requirements for sales in Europe and the United States.

Unicos has reorganized its supply chain due diligence system to respond to the supply chain due diligence law, and is proactively managing the negative impacts and sustainable issues that may arise in the supply chain in relation to human rights, labor, the environment, etc. By doing so, it meets the needs of its global customers and fulfills corporate obligations and responsibilities.



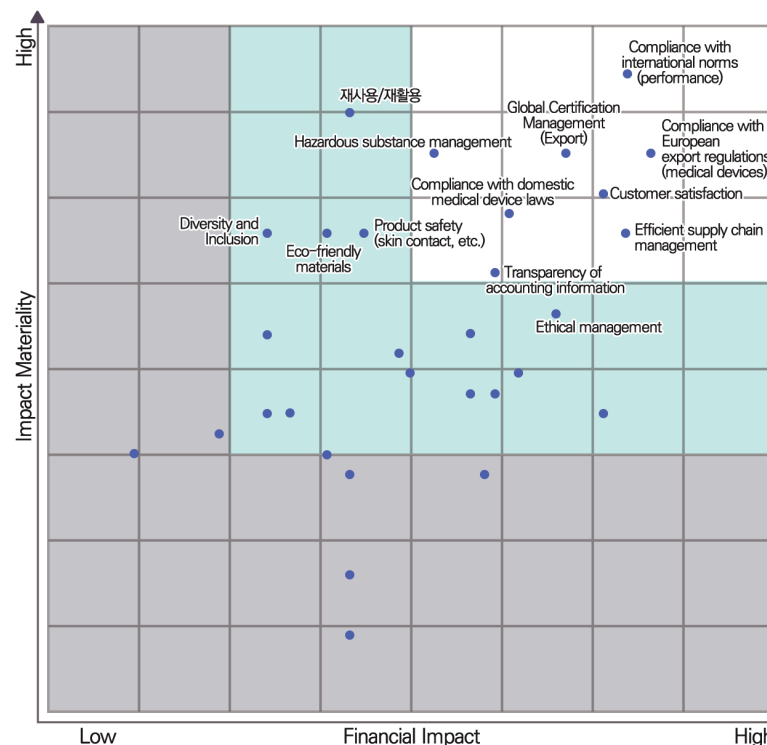
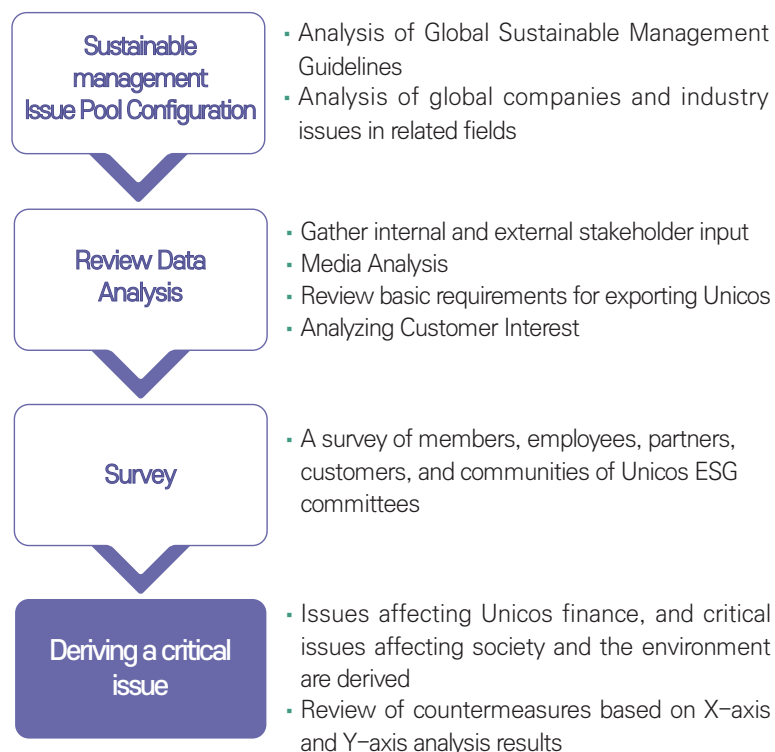
#### Unicos supply chain survey system

<b>Risk Identification</b>	Identify potential risks such as human rights, labor, environment, and corruption across the supply chain.
<b>Risk assessment</b>	Evaluate the severity and impact of identified risks.
<b>Risk Mitigation</b>	Prepare measures to mitigate risk.
<b>Track and Improve</b>	Track and improve the effectiveness of risk mitigation measures.

### Double Materiality

Sustainable management and business success are two sides of the same coin. Unicos conducted a 2023 Criticality Assessment to understand the priorities of issues affecting the society and environment of stakeholders and issues affecting the finance of the business. It identifies the priorities of the derived results and discloses them to stakeholders.

### Materiality Assessment Process



Rank	Area	Major issue	Page
1	Governance	Compliance with international norms (performance)	27,39
2	Governance	Compliance with European export regulations (medical devices)	27,39
3	Social	Efficient supply chain management	17,38
4	Social	Customer satisfaction	39
5	Governance	Global Certification Management (Export)	27,39
6	Governance	Compliance with domestic medical device laws	39
7	Governance	Ethical management	43
8	Social	Response to supply chain due diligence	16,17
9	Social	Hazardous substance management	33
10	Governance	Transparency of accounting information	41,46
11	Social	New product development/technical skills	11,13
12	Environment	Reuse/recycling	26,27



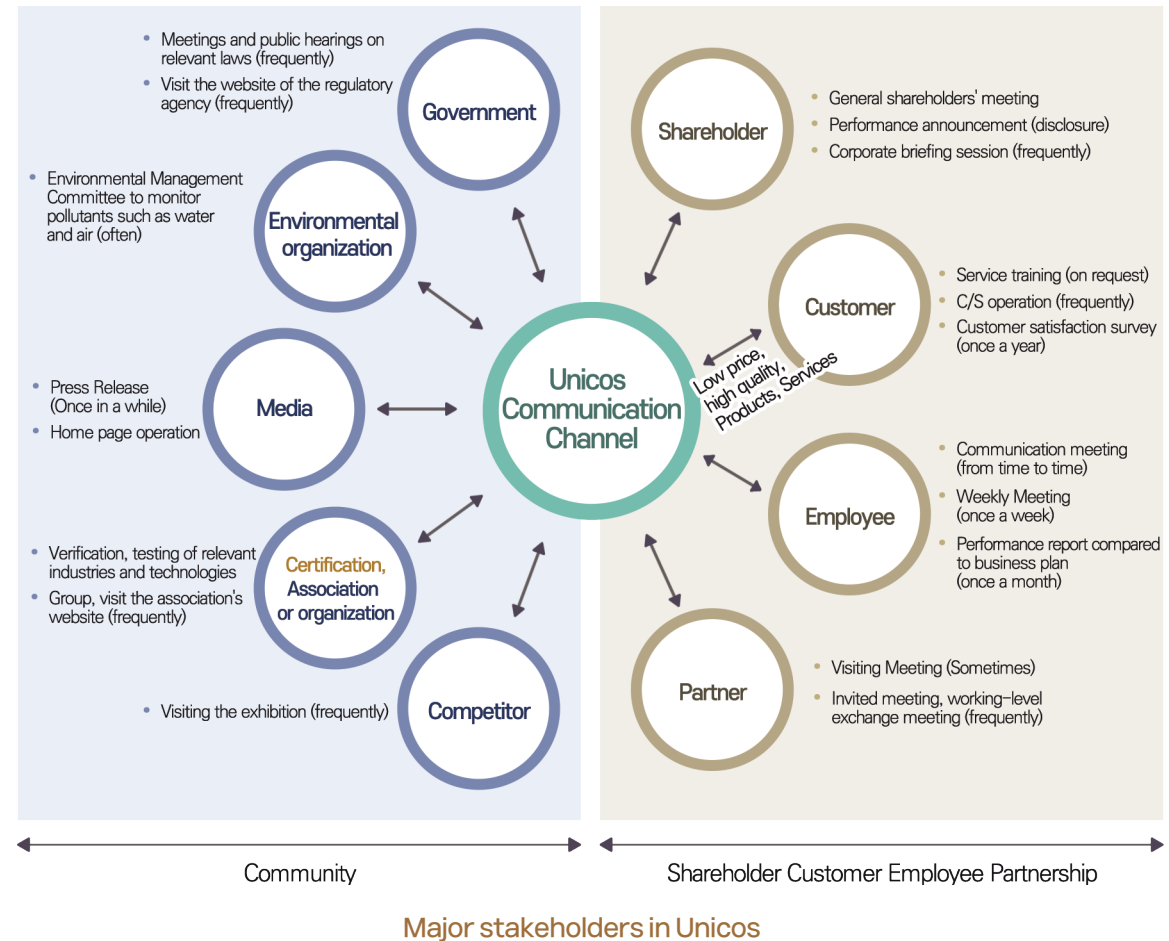
### Participation of stakeholders in Unicos

Unicos stakeholders are defined as shareholders, customers, employees, partners, and communities (government, environmental groups, media, associations, and competitors). Unicos' decisions and actions are made in consideration of the interests of stakeholders. It classifies the role, requirements, and countermeasures of Unicos by stakeholder in advance, and evaluates impact, interest, and participation level on a case-by-case basis.

Unicos mainly collects customer opinions through opto-optical exhibitions, product use and service education, and customer satisfaction surveys, which are communication channels with customers who use Unicos products in ophthalmology and eyeglasses stores. We are striving to develop and improve products by reflecting the identification of requirements and the improvement of customer satisfaction.

#### 2022 Communication Status Results

- Employee-CEO New Year's Management Briefing (January 2023)
- Employee-CEO and Leader Meeting (January-November 2022, 11th)
- Employee-Hoftalk with CEO (December 2022)
- Partner-Purchase Site Meeting (December 2022)
- Customer-Satisfaction Survey for Customer-Big Buyers (December 2022)





# 2023 Unicos Sustainability Report



03

## ESG Performance

### Environmental

Environmental Management Policy	21
Biodiversity	22
Climate Change Response/ Greenhouse Gas Management	24
Eco-friendly products and services	26
Waste management, reuse and recycling	28
Water Conservation Plan	29

### Social

Social Responsibility Management Policy	30
Product Safety	31
Workplace Safety	32
Management of hazardous chemicals	33
Human Rights	34
Labor-management relations and education	35
Diversity and Inclusion	35
Employing employees and improving quality of life	36
Community	37
Partnership Company	38
Customers	39

### Governance

Transparent management policy	40
Board of Directors	41
Appreciation	42
Risk Management	42
Ethical management	43
Information protection	44



## Environmental

Unicos will become a leading company in environmentally friendly technology and research and development.

### ESG Environmental Management Policy \_\_\_\_\_

Unicos is making the following efforts to protect the environment. We are making efforts to use eco-friendly energy and increase energy efficiency to reduce greenhouse gas emissions. To reduce resource usage, we are expanding recycling and minimizing waste generation. To prevent environmental pollution, we comply with environmental laws and establish a safety management system to prevent environmental accidents.

## Environmentally friendly management policies and systems

Unicos manages the environmental impact of raw materials, energy, and wastes used during the manufacturing process. We will practice sustainable management through efforts to minimize the environmental impact through eco-friendly management.

We provide eco-friendly quality control manuals to minimize the environmental impact by providing eco-friendly products and services, and all executives and employees comply with them. In addition, we monitor through environmental evaluation and make continuous improvements.

## Definition and Responsibility of Environmentally Friendly Products for Unicos

Unicos' eco-friendly products refer to products designed, manufactured, used, and discarded to minimize their environmental impact. Eco-friendly services refer to services designed, operated, and provided to minimize their environmental impact. As the head of eco-friendly management, Unicos' CEO has declared his commitment to environmental management.

## Biodiversity policy

Unicos ensures that its products and services do not impede biodiversity. At the request of its customers, Unicos must pass three tests of cytotoxicity, skin potato, and skin irritation through a globally recognized institution (UL). It conducted its first tests in 2017 and passed the standards by conducting related tests in 2022. As a result of these efforts, we are minimizing the impact on biodiversity from raw materials.

## Procedure

Unicos provides eco-friendly products and services through the following procedures.



## Unicos CEO's Environmental Management Declaration

As CEO of Unicos, I declare that I will take the lead in protecting the environment and creating a sustainable future.

Unicos is protecting the environment through various efforts, including reducing carbon emissions, striving to save energy, using eco-friendly materials in its products, and conducting environmental education. Unicos also contributes to society by donating to the community, conducting social contributions, supporting social enterprises, and supporting talent development.

Unicos operates a transparent and fair governance structure. It forms a board of directors, organizes an audit committee, conducts internal audits, and strengthens communication with shareholders.

Unicos is growing into a sustainable company through ESG management. We are engaged in corporate activities in consideration of the environment, society, and governance.

Unicos contributes to customers, shareholders, employees, communities, and the environment through ESG management. Unicos will take the lead in creating a sustainable future.

2023-07-21  
KI CHANG KIM / President

## Environmental Management Standards

Unicos manages the environment based on the characteristics of the industry. Unicos produces relatively little waste, but as an exporter, it treats its products and safety in the workplace as important. In addition, certification management and compliance with the law are important to prove this. The level of pollutant emission is managed with environmental management level evaluation factors and detailed evaluation criteria. In the case of water quality, it discharges 0%, so items such as consignment-linked treatment are excluded from the evaluation. We manage the detailed evaluation contents and evaluation scores for the types and emissions of specific air and water hazardous substances discharged from the workplace and the level of handling management such as hazardous pollutants. We are striving to apply appropriate environmental management techniques to the relevant facilities in the field. When the application rate is over 90%, it is evaluated as excellent, and when it is over 80%, it is evaluated as good. The grades and scores are managed with detailed evaluation contents for violations of laws and environmental accidents, and the appropriateness and reliability of measurement monitoring.

## 2023 Unicos Environmental Assessment Proceeds

Unicos establishes and manages environmental management evaluation standards. In January–February 2023, it conducted its own environmental evaluation across all business sites. As a result, electricity and water consumption decreased by 2% each compared to the previous year in 2022. The level of pollutant emission is as low as 30% compared to the permitted emission standard, and the survey and data such as designated waste management status, identification of harmful substances, and data management status are well managed. The field application rate of the Environmental Management Act is over 90%, and the adequacy of measurement monitoring is also excellent. Among Unicos' chemicals, 40 liters of acetone and 20 liters of ethyl alcohol are used per year. Both substances were being used safely as a result of analyzing the Material Safety Data Sheet, and bonds were properly managed. In 2022, there were no violations of laws and no accidents or damages related to the environment.

[Table] Evaluation of environmental impact reflecting the characteristics of the Unicos industry

Evaluation items and levels	1 Very low	2 Low	3 Normal	4 High	5 Very high
Environmental management initiative					●
Environmental Management System Certification					●
Establishment of environmental policy					●
Obtaining Environmental Authorization				●	
Collecting and Recycling Waste Products			●		
Raw material consumption			●		
Energy savings and greenhouse gas reductions			●		
Energy consumption			●		
Greenhouse gas emissions			●		
Verification of greenhouse gas emissions			●		
Hazardous substance management in the product					●
Verification of greenhouse gas emissions					●
Amount of waste discharged		●			
Air and noise management		●			
Air pollutant emissions		●			
Water and wastewater management		●			
Water usage		●			
Water pollutant emissions		●			
Biodiversity		●			

[Table] 2023 Environmental Assessment Items and Results

Excellent ● Good ○ Normal ○

Evaluation Item	Detailed evaluation results	Evaluation rating
Contaminant emission concentration level	Contaminant emission concentration is lower than 30% of the permitted emission standard compared to the permitted emission standard	●
Site application level of appropriate environmental management law	The application rate of the appropriate environmental management law in the field is more than 90%	●
Energy consumption	Top 10% of electricity usage relative to international standards.	●
Designated Waste Management Status	The entire process of generating, collecting, transporting, treating, recycling, and disposal of designated wastes is properly managed.	●
Identifying Hazardous Substances and Status of Data Management (MSDS)	Systematic identification and data management of hazardous substances are carried out	●
Monitoring Measurements	–	●
Violation of laws and environmental accidents	N/A	●



## Establishment of goals and strategies for reducing greenhouse gas emissions

Unicos has set a goal of reducing greenhouse gas emissions by 50% by 2030. It implements and reviews various strategies such as energy efficiency, renewable energy introduction, and supply chain reduction to reduce greenhouse gas emissions by 5–10% each year.

## Building a Greenhouse Gas Inventory

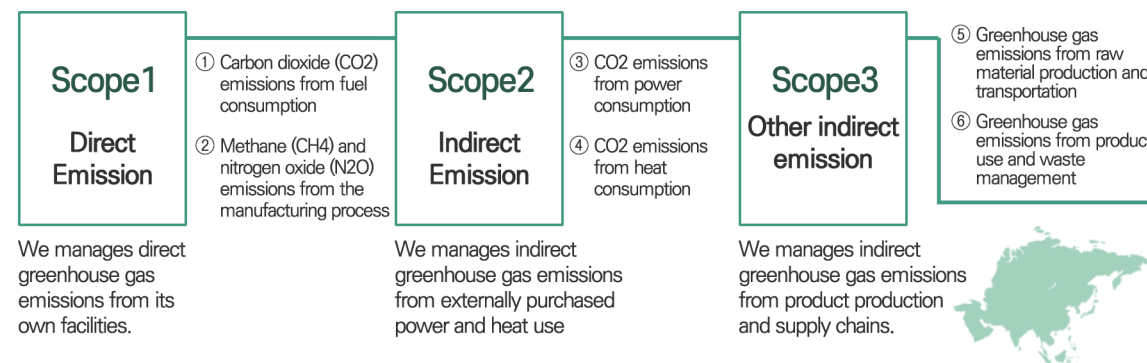
Unicos measures emissions by building a greenhouse gas inventory, a system that measures and manages greenhouse gas emissions. Data collection and analysis are carried out in collaboration with Unicos' internal systems and energy suppliers. The scope of the inventory includes greenhouse gas emissions from scope 1 to 3. Data analysis identifies trends and changes in emissions, sets and corrects future reduction goals. In addition, annual greenhouse gas emissions are monitored to compare and analyze goals and performance, and transparent reports between external stakeholders and internal teams will share the progress of greenhouse gas reduction, and we will continuously improve our strategies and objectives by revising or supplementing them if necessary.

Unicos aims to achieve sustainable growth by reducing greenhouse gases. Unicos will make various efforts to reduce greenhouse gases and take the lead in sustainable growth.

## Scope 1, 2, and 3 Greenhouse Gas Emissions Management System, Disclosure Policy

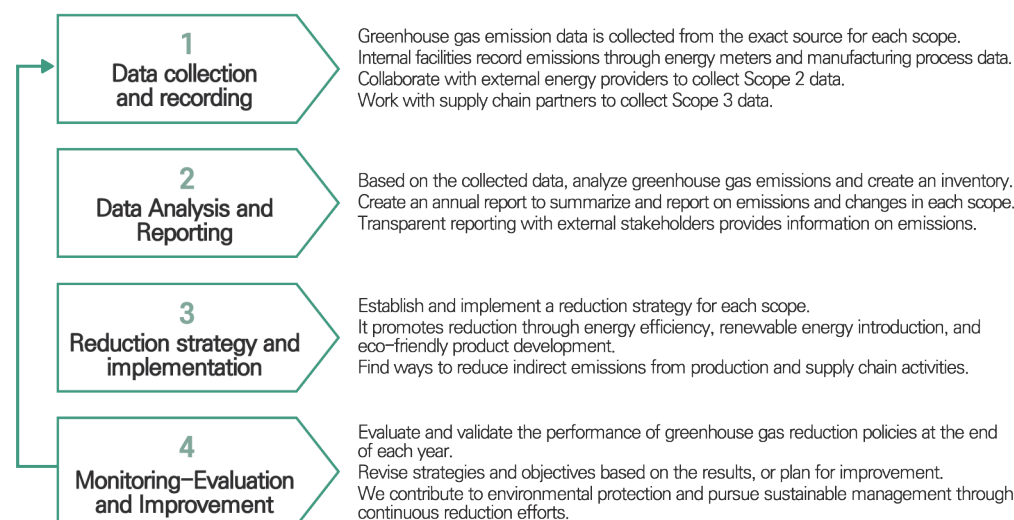
To protect the global environment, Unicos systematically reduces and manages greenhouse gas emissions by dividing them into three stages and discloses information on emissions and management systems. Through these efforts, we help realize sustainable management.

## Unicos' Major Scope 1,2,3 Greenhouse Gas Emissions Six Major Management Indices



## Greenhouse Gas Inventory Range

## Unicos' Greenhouse Gas Emissions Management System



## Establishing a Carbon Neutral Roadmap

In January \*2023, Unicos established a Net Zero Roadmap, which aims to be carbon neutral by 2030, with key departments at the center. The roadmap contains carbon neutrality goals, implementation strategies, and future plans. Unicos will sincerely implement the goals it has promised with stakeholders and transparently disclose its achievements for carbon neutrality each year.

Based on carbon neutral road map

Road map establishment period 2023 to 2030

Base year 2023

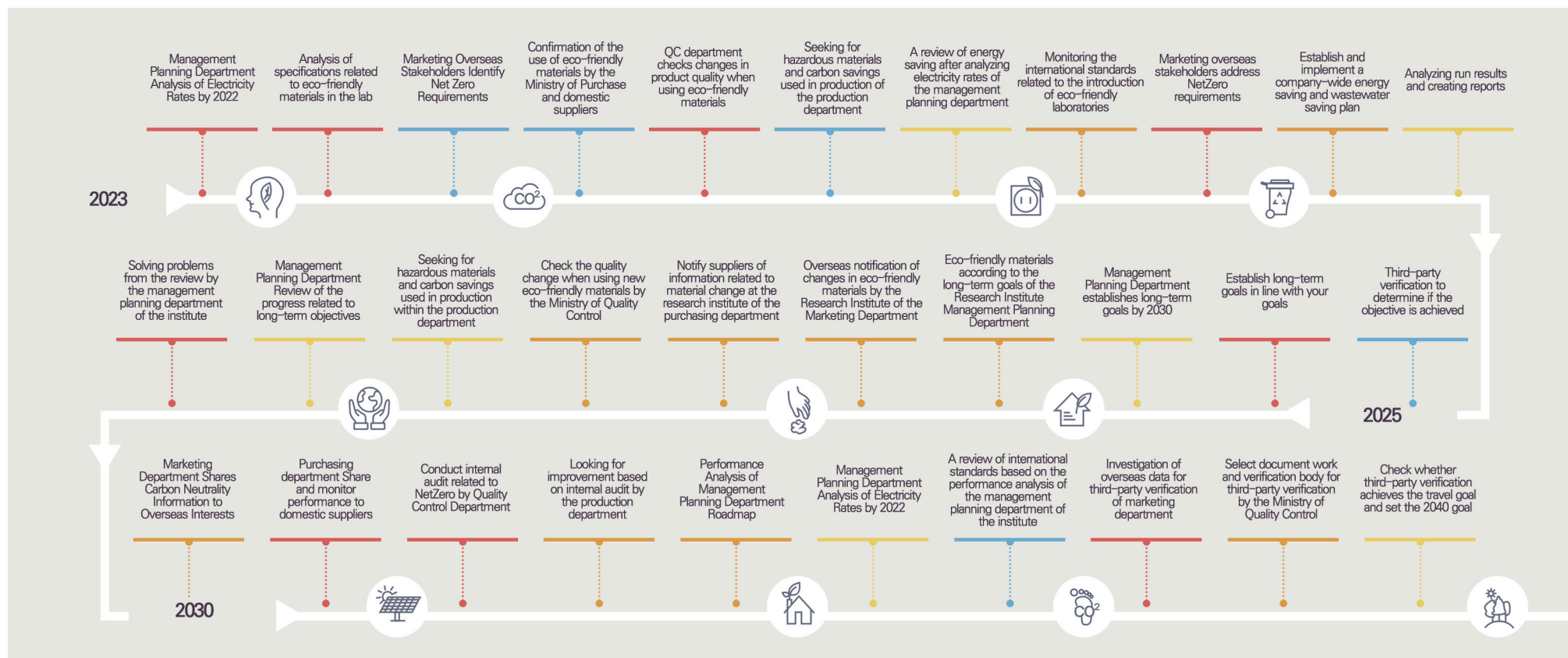
Interim goal 2025

Final goal 2030

Participating departments Research institute, quality control, purchase, marketing, production, and management planning department (as of 2023)

Target Management Scope 2% Energy Savings and Wastewater Reduction Each Year

Verification Three-way verification is conducted in the interim target base year and the final target base year to ensure fairness





## Eco-friendly management Measurement of performance, establishment of improvement measures, and efforts to expand investment

Unicos strives to produce eco-friendly products to protect the environment and shows that products that meet the standards are eco-friendly. Eco-friendly products are Unicos' commitment to environmental protection and are part of our efforts for a sustainable future.

### Eco-Friendly Labels

UNICOS Affected product packages are labeled as "green products." This label indicates that the product is manufactured using eco-friendly materials and production processes with minimal environmental impact.

### Use of Eco-Friendly Materials

Unicos This product uses recyclable eco-friendly materials without harming the environment. The materials used were selected in consideration of resource efficiency and environmental impact.

### Energy Efficiency

Unicos The product is designed with energy efficiency in the production and use stages. Low power consumption and energy saving technologies are applied to minimize energy consumption.

### Eco-Friendly Certification

UNICOS These products have obtained internationally recognized eco-friendly product certification. This certification means that the product meets environmentally-friendly standards and has been verified by the certification authority. The ISO 10993-5, 10993-10, 10993-23 Test, which is a biocompatibility criterion, was obtained by GLR Laboratories (UL), an accredited GLP agency, on Feb. 11, 2022. REACH, a standard for registration, evaluation, authorization and restriction of chemical substances for all products imported more than 1 ton within the EU Tested and passed product certification twice by KOTITI, an international accredited body, on January 28, 2020 and March 29, 2023 Certification has been obtained and RoHS certification, a restriction on the use of harmful substances that can cause environmental problems, has been passed and certified by KTL, a KOLAS and iLac agency, on October 26, 2022. Unicos has approved the above eco-friendly certification and standards

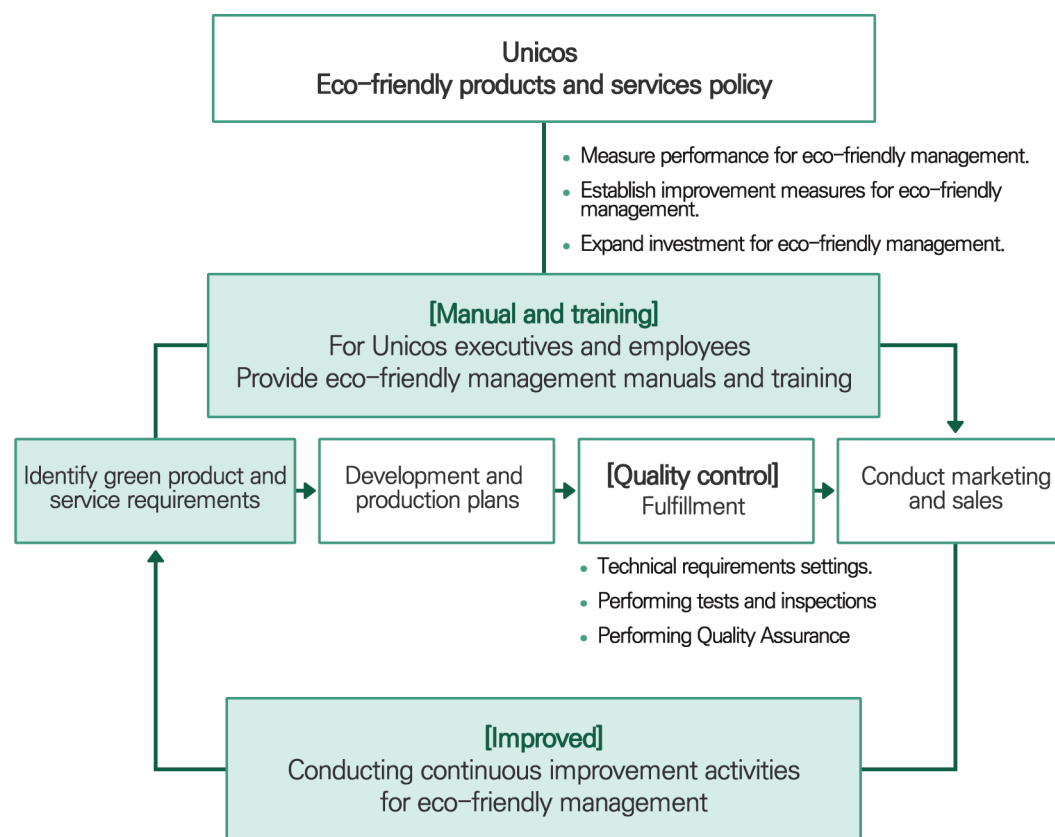
We continue to comply and continuously obtain certification and test whenever restrictions on hazardous substances and chemicals are updated.

## Recycling and disposal instructions

Unicos products are marked for recycling on the packaging and disposal method after disposal Guidance is included.

### Product

URK-900F, URK-800A, URK-700A, UDR-800P, UDR-800A, ULM-900, ULC-900, ACP-900



[Figure] Unicos Environmentally Friendly Management System and Procedures

## 2030 Eco-friendly products and principles

Unicos prepares and reviews product plans considering eco-friendliness in advance, and produces products suitable for them.

The Unicos optometrist is a device for eye examination. A substance that passed the test related to ISO 10993, the biological evaluation standard for medical devices, was used because the chin rest and forehead part came into contact with the skin, and DSE-350U was reviewed from the product planning stage.

Unicos Optometry is a product developed in consideration of the environment. It has reduced its impact on the environment through RoHS2 regulation, REACH regulation, the use of recyclable materials, low-power design, and the use of eco-friendly materials. Unicos Optometry is the best equipment for eye examinations, and it takes into account both the user's convenience and the environment.

Unicos has a high proportion of exports to Europe. As a result, it complies with RoHS2 (Pb, Hg, Cr6+, PBB, PBDE, Cd, DEHP, BBP, DBP, and DIBP), which restricts the use of certain hazardous substances, and REACH (registration, evaluation, authorization, and restriction of chemicals) to satisfy the European Union's standard framework for chemicals.



UDR-800A  
Digital refractor



URK-900F  
Automatic refractor /  
corneal meter



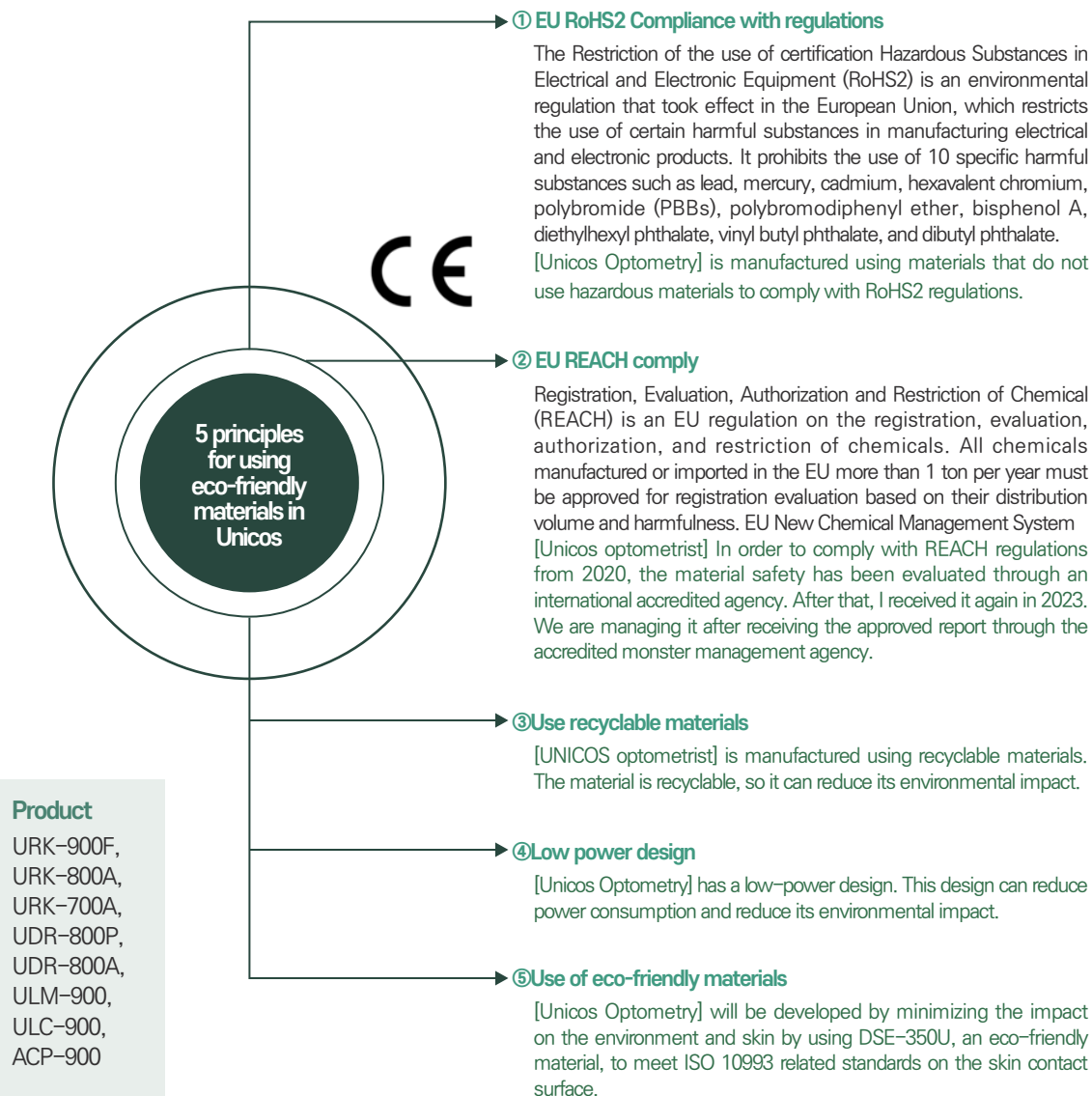
ULC-900  
LCD Chart



ACP-900  
Automatic Chart Projector



ULM-900  
Automatic lens meter



## Energy usage

Unicos is an industry with low environmental load of greenhouse gas emissions due to low energy use in the manufacturing process. There is mainly a lot of assembly.

### Energy use in transportation

As exporters are responsible for the relative generation of energy loads, they can come from transportation. To further reduce carbon emissions, Unicos exports its products by global courier companies that transport them by plane, which is as expensive as possible but takes less time to travel. In some cases, products are transported by ship depending on the needs of some customers, but in the future, we will evaluate whether or not the energy load is applied and reconsider going by ship.

### Energy use in the workplace

Energy use at the Unicos workplace occurs in cold and hot air fans that maintain the appropriate temperature and humidity for assembling or tuning the optical head. LEDs used to manufacture optometrists, electrical appliances among assemblers used to assemble the product, and optometrists continuous operation power used in the long-run test.

Unicos is continuously considering the use of solar energy in the future to optimize energy consumption in the workplace. In addition, we will introduce energy-efficient LED fluorescent lights for lighting, and we will try to use energy efficiently by running energy-saving education and programs for our employees.

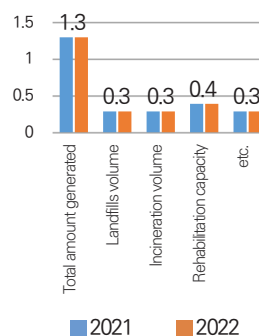
## Waste management

Unicos wastes defects and unused materials in its manufacturing process every year. Unicos' products are mainly made with materials that can be disposed of after a long time because their products are exported. In 2022, materials worth W11.31 million were discarded.

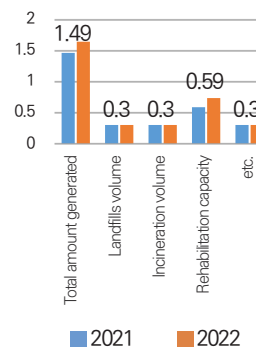
### Designated Wastes

Unicos classifies designated wastes among the wastes generated from the workplace and manages the amount generated. It strictly manages the process from discharge to treatment so that designated wastes generated do not pollute or harm the surrounding environment. Designated wastes did not increase further in 2022 compared to the previous year. In 2022, recycling is 0.4 tons, and other wastes are being landfilled and incinerated.

#### Designated Waste Generation(Ton)



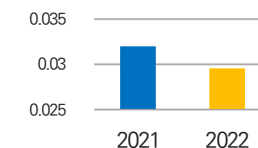
#### General waste generation(Ton)



## Reuse and Recycling

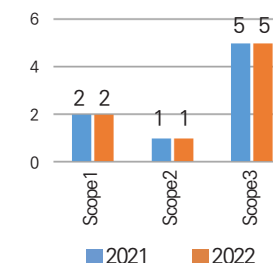
The iron used by Unicos products is recycled up to 90 percent. Unicos complies with the EU's guidelines for electronic and electronic equipment (WEEE 2012/2019) for reuse and recycling. These WEEE guidelines mandate recycling and reuse up to 80 percent of electrical and electronic products for environmental protection. To this end, Unicos is considering recycling and reuse in the final disposal stage when selecting the material of the material itself when designing the product.

### Greenhouse gas emissions by sales (tCO2eq/100 million Won)



Greenhouse gas emissions by sales (tCO2eq/100 million Won)	2021	2022
	0.034	0.029

### GHG Emission (tCO2eq)

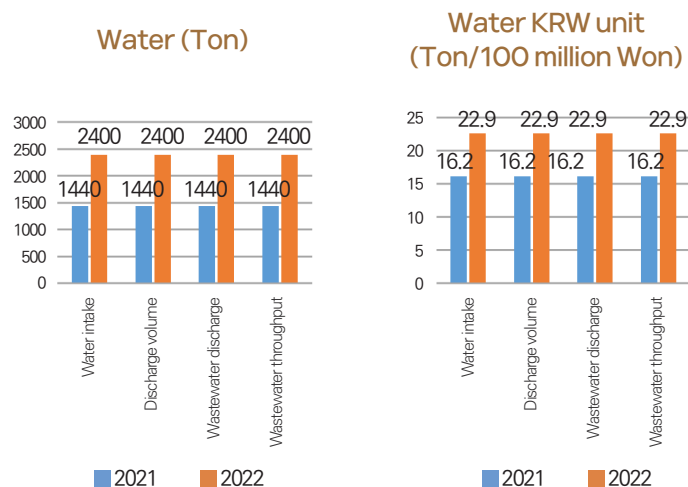


## Water-saving plan

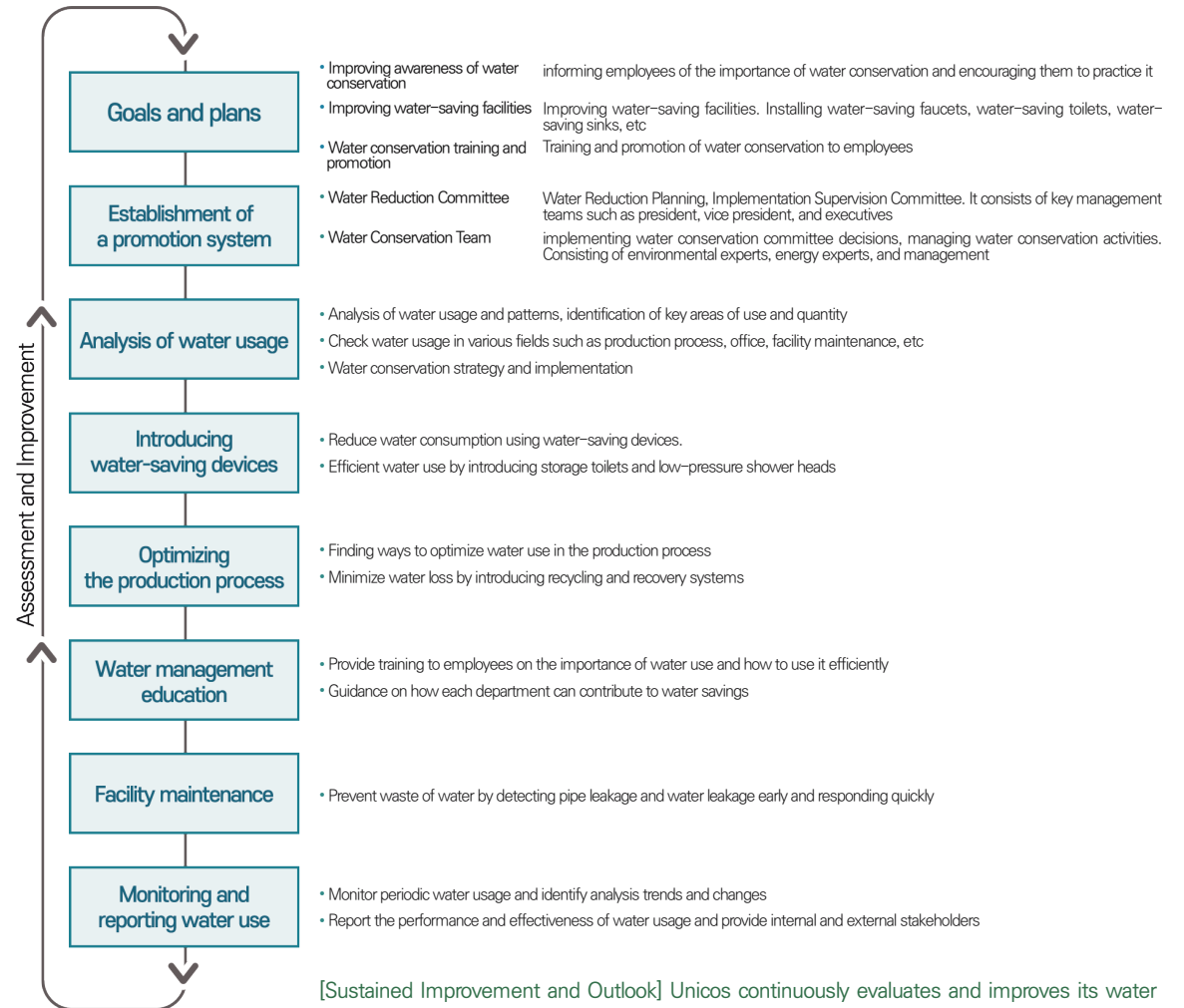
Unicos is an industry that does not use water during the manufacturing process of opto-optical machines.

We mainly uses domestic water. However, we created a water reduction process in August 2023 with a view to reducing the importance of water at the global environmental level in the future and also interested in saving a small amount of water used in the workplace.

Water conservation is practiced, implemented, and improved in accordance with the water conservation plan. The evaluation will be conducted annually and the results will be reflected in future plans. Through these efforts, we will reduce water consumption, practice water conservation, and contribute to the protection of the environment. By 2024, we aim to reduce water consumption by 10%. We will reduce water consumption through efforts to reduce water consumption that is inadvertently wasted in daily life.



## Unicos Water Reduction Process



[Sustained Improvement and Outlook] Unicos continuously evaluates and improves its water conservation plans. It adjusts its plans according to technological advances and environmental changes, and continues its efforts to increase the efficiency of water consumption.



## Social

Unicos will create a corporate culture where employees are happy and safe.

### Social Responsibility Management Policy \_\_\_\_\_

Unicos is making the following efforts to contribute to society.

- We contributes to the creation of jobs in the community.
- We are involved in environmental protection activities in the community.
- We contributes to education, culture, and welfare work in the community.

## Conduct and manage chemical risk assessment (MSDS)

Unicos conducts tests for product safety and provides customers with reports that prove safety through authorized agencies. It also has certifications that manage product safety and continues to monitor and report products for safety even after they are sold.

## Use of raw materials that ensure skin safety

Since Unicos is a product that touches the skin, it prioritizes product safety management. Biocompatibility tests are also conducted to prove that the product has no control over skin contact. In particular, it is conducted by UL institutions and proved by testing ISO 10993.

If a substance with a safety problem related to MSDS is used under the examination of SZU, a European certification body, it also undergoes a regular annual review by Carl Zeiss, the top buyer. Therefore, if parts change, only MSDS data and certified products from large companies that have safety will be used.

## Conducting tests to prove safety

To prove product safety, Unicos will conduct a test of IEC 60601-1 and a test of IEC 60601-1-2. CB certification is obtained for IEC 60601-1 and KOLAS certification authority for IEC 60601-1-2.

The records of globally proven scientific journals are also monitored every two years to see if the products shipped are causing any dangerous problems in the market. These are the literature search sites: PubMed, MEDLINE, EMBASE, MEDION.

## Type of accident of the product Every March to determine the level of risk

For product safety, Unicos annually examines the problems and types of accidents with its products to create a Periodic Safety Update Report. In 2022, we created a survey report on customer complaints about all products sold from January to December, on Mar. 6, 2023. This identifies the level of risk among complaints.



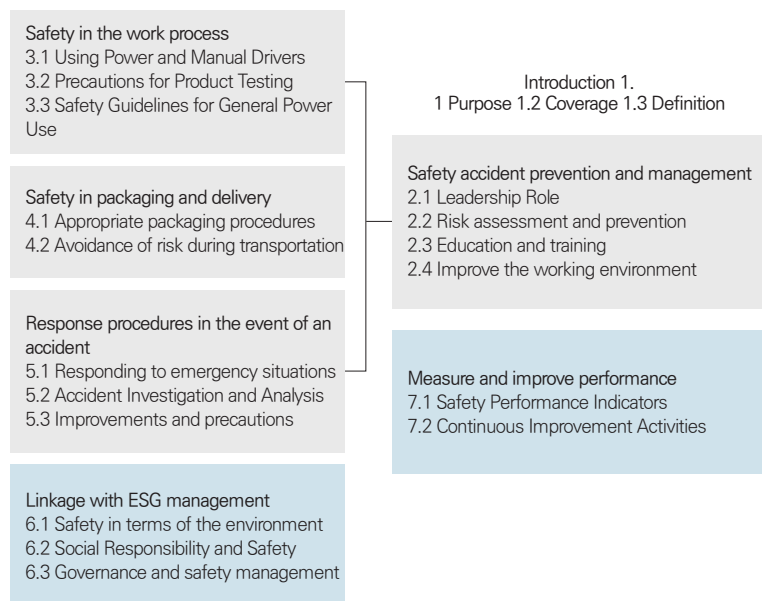


## Risk assessment for 2022 to strengthen safety management

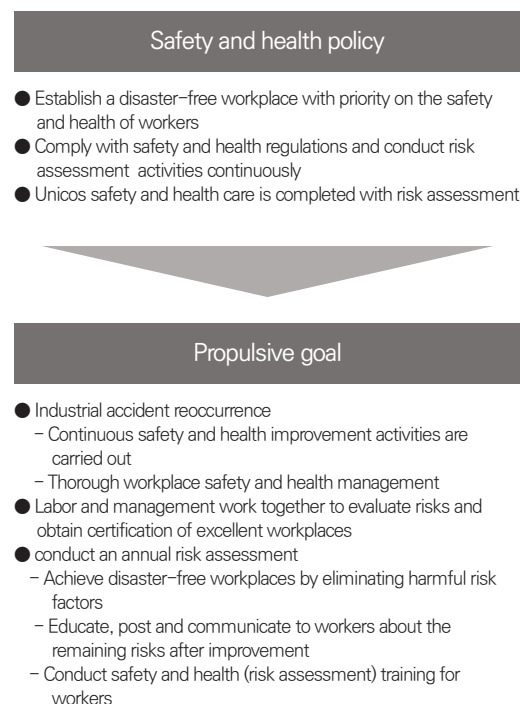
Unicos identifies harmful and risk factors in the workplace, estimates the risk, determines the risk, and establishes and implements a plan to reduce the risk. It defines and applies the scope, procedures, responsibilities, and authority of risk assessment for all tasks, facilities, and processes. It has designated safety managers and is completing necessary training. The risk assessment was conducted in April 2022 through the ISO 14971 certification review team, and as a result of the assessment, it was determined that there was no risk. CPR and fire safety education were conducted in 2022.

## Safety Accident Manual

Unicos prepares and operates a safety accident manual.



## UNICOS Safety and Health Policy and Implementation Goals



## UNICOS Safety and Health Management Organizations and Roles

Organization	Roles and Responsibilities
Director of Safety and Health Management (Business owner or factory manager)	<ul style="list-style-type: none"> <li>"General management of risk assessment"</li> <li>○ Implementation of the will of the employer</li> <li>- Document and publish policies and objectives</li> <li>- Support for the creation of an implementation plan</li> <li>- Organizing and assigning roles to implement risk assessment</li> <li>○ Completion of risk assessment employer training</li> <li>○ Budget support and industrial accident prevention efforts</li> <li>○ Participation in the disaster-free movement</li> </ul>
Supervisor of management (Able to concurrently work with a person in charge of risk assessment)	<ul style="list-style-type: none"> <li>"General management of risk assessment"</li> <li>○ Implementation of the will of the employer</li> <li>- Document and publish policies and objectives</li> <li>- Support for the creation of an implementation plan</li> <li>- Organizing and assigning roles to implement risk assessment</li> <li>○ Completion of risk assessment employer training</li> <li>○ Budget support and industrial accident prevention efforts</li> <li>○ Participation in the disaster-free movement</li> </ul>
Workers (Workers) (Able to concurrently work with a person in charge of risk assessment)	<ul style="list-style-type: none"> <li>"Participation in Risk Assessment"</li> <li>○ Participate in risk assessment activities related to the task in charge</li> <li>○ Measures to reduce safety and health rules and risk assessment results for duties in charge</li> <li>○ How to prepare and respond to emergency situations</li> <li>○ Admission procedures and dangerous places</li> </ul>
Risk assessment officer (Able to concurrently work with management supervisors and workers)	<ul style="list-style-type: none"> <li>"Management and support of risk assessment"</li> <li>○ Completion of Risk Assessment Officer Training</li> <li>○ Establishment and implementation of risk assessment implementation plan</li> <li>○ Collecting safety and health information and recording data related to disaster investigation, etc</li> <li>○ Conducted worker risk assessment training and maintained records</li> <li>○ Risk assessment review and results</li> </ul>



## Conduct and manage chemical risk assessment (MSDS)

Unicos uses chemicals for cleaning and fixing products during manufacturing. In accordance with the Occupational Safety and Health Act (Article 110), Unicos conducts a risk assessment based on Material Safety Data Sheets (MSDS), which explains in detail 16 items according to the hazards of chemicals, first-aid measures, and handling methods, in accordance with the Occupational Safety and Health Act (Article 110). The results are published as Periodic Safety Update Report (PSUR) on the use of medical devices.

It was conducted in March 2022 and March 2023, and the survey results said there were no problems. The report will be released in November 2023. Some dangerous substances use the least number of substances with high risk to the human body based on CAS\* numbers and the risk assessment was conducted by the KOTITI\*\* Testing Institute based on the chemical inventory report. The results were all judged to be safe for the human body.

However, substances assigned CAS numbers can cause side effects such as skin irritation, eye irritation, respiratory irritation, and nervous system damage when exposed for a long time, so protective equipment is worn when handling hazardous substances, and dangerous chemical handlers are managed.

### Management of UNICOS hazardous chemical handlers

- Unicos provides protection training for dangerous chemical handlers. The training content includes the characteristics of dangerous chemicals, how to handle them, and how to deal with accidents.
- Wear hazardous chemical handler protective equipment.
- Regular medical checkups are conducted to prevent dangerous chemical handlers.
- Special screening may be required depending on the nature of the hazardous chemical.
- When handling chemicals, you are trained in handling chemicals.
- When handling chemicals, follow the safety rules for handling chemicals.
- When handling chemicals, be familiar with how to deal with accidents related to handling chemicals.

## List of major managed chemicals

Number 022	Raw material name	Raw material	Annual usage (kg)	Raw material form	CAS *Number	Content	Purpose
1	Acetone	T00034	40	Single	67-64-1	100%	Washing
2	Ethyl alcohol 99.9%	T00050	20	Single	64-17-5	99.9%	Washing
3	Loctite 222	T00097	0.3	Mixing	80-15-9 57-55-6	3% 5%	Fixation
4	Loctite 401	T00020	0.12	Mixing	7085-85-0	90%	Fixation
5	Loctite 406	T00007	0.12	Mixing	7085-85-0	60%	Fixation
6	Loctite 460	T00008	0.12	Mixing	105391-33-1 119-47-1 123-31-9	0.2% 0.5% 0.05%	Fixation
7	Loctite 609	T00027	0.3	Mixing	868-77-9 80-15-9 79-41-4	20% 2.5% 0.5%	Fixation
8	D-5251	T00060	1.5	Mixing	110-82-7 67-64-1 25085-50-1 9010-98-4	19.5% 30% 7.5% 15%	Fixation

### Terminology description]

**CAS\*** (Chemical Abstract Service)– It plays the role of a chemical information center around the world. Chemical information data from around the world is organized. Chemical products are given CAS numbers (number) to identify them.

**KOTITI\*\* Researcher for the examination** –Founded in 1961, Korea's first textile test and inspection research institute is currently certifying product safety through test and analysis of cosmetics, non-medical products, children's products, electric and electronic products, food, and water quality.

## Principle of human rights management

Unicos respects the human rights of all stakeholders with interests in the company. It complies with the International Convention on Human Rights, and prohibits forced labor and discrimination. To this end, it is specified and observed in internal employment rules.

We are also conducting education necessary for respecting human rights while preventing human rights risks. No separate violations related to human rights issues occurred in 2022.

## New internal public interest reporting system to protect public interest informants

On August 29, 2023, Unicos established a system that allows stakeholders (employees, partners, customers, etc.) to report corruption, misconduct on duty, concerns about safety accidents, environmental pollution, unfair trade, other acts that violate Unicos' internal laws or regulations, including human rights violations. The reporter can report in the following ways, and Unicos will keep confidentiality so that the reporter is not disadvantaged and will take remedies if there is any disadvantage.

This system takes precedence over relevant laws and regulations such as the Act on the Establishment and Operation of the Anti-Corruption and Anti-Corruption and Civil Rights Commission, the Anti-Corruption and Civil Rights Commission's Processing Standards, and the internal regulations of Unicos.

### Reporting channel

- Call or write to the Unicos Internal Public Interest Reporting Center
- Report on the internal public interest report board on the Unicos website
- Report to the Anti-Corruption and Civil Rights Commission

## Reflecting key regulations

Compliance with the law: ●, Non-compliance with the law: ○

Category	Detailed evaluation items	Compliance with regulations	Internal regulations
Compliance with the International Convention on Human Rights	General non-discrimination	●	Article 3 of the Employment Rules Chapter 2 (Recruitment and Labor Contract) (Recruitment Opportunity) Article 51 (Prohibition of Discrimination) of Chapter 7 of the Employment Rules
	Prohibition of discrimination against women	●	Section 2 of Chapter 4 (Personnel) of the Employment Rules (Batch, Transfer and Promotion)
	No discrimination against persons with disabilities	●	Chapter 11 of the Employment Rules (Prevention of Education and Sexual Harassment) Article 66 (Education for improving awareness of the disabled in the workplace)
	Ban on child labor	●	Chapter 17 of the Employment Rules (Prohibition of child labor and compliance with the minimum age) Article 79 (Prohibition of child labor and compliance with the minimum age)
	Compliance with the minimum age (15 years of age or older)	●	Chapter 17 of the Employment Rules (Prohibition of child labor and compliance with the minimum age) Article 79 (Prohibition of child labor and compliance with the minimum age)
Forced labor and voluntary labor	Protection of the rights of migrant workers	●	Chapter 18 of the Employment Rules (Forced Labor and Voluntary Labor) Article 80 (Protection of rights to migrant workers)
	Prohibition of forced labor and human trafficking	●	Chapter 18 of the Employment Rules (Forced Labor and Voluntary Labor) Article 81 (Prohibition of forced labor and human trafficking)

## Human Rights Education Performance

Category	2020	2021	2022
Sexual harassment education (unit: case)	1cases (1H)	1cases (1H)	1cases (1H)
Workplace bullying education	1cases (1H)	1cases (1H)	1cases (1H)
Education for improving awareness of the disabled	1cases (1H)	1cases (1H)	1cases (1H)

## Performance of dealing with grievances

Category	2020	2021	2022
Number of grievance cases (unit: case)	0	1	2
Number of cases of discrimination (unit: case)	0	0	0

## Building reliable labor-management relations

Unicos runs a labor-management council. Workers' representatives of the labor-management council and the chairman of the grievance committee are elected. The labor-management council collects and reflects opinions through regular meetings between workers and employer representatives.

Employees and executives directly elect workers' representatives and discuss and decide on how to operate the personnel system such as the working hours system. For your information, Unicos' management regulations for the labor-management council were created in 2019.

### Employment and employee grievance process and reflection

Unicos has a process regulation that listens to the grievances of workers and deals with the grievances among the operating regulations of the labor-management council. (Chapter 6) has reflected the opinions of employees.

- **Introduction of an autonomous commuting system**

It has been adjusted so that employees can go to work 30 minutes early and leave work 30 minutes early due to the proposal of an autonomous commuting system for traffic congestion during rush hour in the workplace area. (Previous 9 o'clock work, 6 o'clock work → new 8:30 work, 17:30 work)

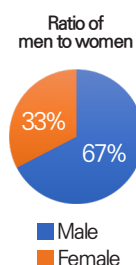
- **Restaurant menu improvement**

10% price increase improves menu, adds corrosion such as ramen

- **New rest area**

## Diversity and Inclusion

Unicos has a total of 49 executives and employees. Unicos employs all of its employees as full-time employees. Currently, the ratio of male and female employees is 67 percent:33 percent. There is one female leader each with management and a leader above the responsibility level. There is no discrimination between men and women in terms of wage or promotion, and payment is made according to their positions. Due to the size of the company, employment of the disabled is not an applicable company.



[Table] Percentage of female executives and employees of Unicos by job category (%)

Category	2021	2022
Executive Officer (Level above responsibility)	1	1
Office Management (Officers, Directors)	1	1
Employees (employees, appointments)	4	4
Field Chief of staff	3	3
Employee	13	13

### Selected as a female friendly company for Unicos

Unicos was selected as a women-friendly company by Daejeon City. (2021.11-2023.11). Unicos is a company that has been striving to create a women-friendly organizational culture by setting up a rest room exclusively for Wuhan, operating a cafe in the company, and hiring substitutes for maternity leave and parental leave. In addition, it actively employs women to help them grow into key talents in the company, and it is setting an example for other companies by creating a working environment that is good for women to work in by utilizing work-life balance systems such as flexible work and male parental leave, and resolving discrimination in hiring, promotion, and wages. In 2022, there was one female parental leave.

## Systematic training and capacity building of executives and employees

There are three main types of training in Unicos. Safety training, professional training, and new employee training. When new employees come in, we provide training to improve job competency.

[Table] Status of Unicos Education

Category	2021	2022
Total training hours for full-time employees (H)	270	300
Full-time statutory compulsory training hours (H)	270	300
Total number of full-time employees operating training (Person)	45	49
Training and development costs (Million won)	10	15
* Average training hours per person (hour/person)	6.0	6.5
**Average amount of education per person (million won/person)	0.2	0.3

### Introduction of the 'Work-Study Parallel System' for the First Time in 2023 Establishment of a support system for obtaining a degree.

Unicos introduced a four-year work-study parallel system from January 2023 for employees who want to obtain a degree related to their work. The majors involved are mechanical, electrical and electronic, and optical. As of September 2023, one employee is participating in this program. Through this system, we expect to improve our job skills and competence by working and learning at the same time, and contribute to strengthening Unicos' competitiveness.

## System for Unicos executives and employees

To improve the quality of work and life of employees, Unicos provides youth preference, women-friendly, vigilance and health, long-term service rewards, housing support, club activities support, and refresh support.

- Celebration & Health System – Support for congratulatory and congratulatory events, provide birthday gifts, and promote employee health through regular health counseling programs.
- Long-term employee reward system – Incentives are given to long-term employees for 10, 15, and 20 years to boost employee morale.
- Housing Support System – It relieves the housing burden of employees living in other regions through monthly rent support for residents in other regions and loans to employees related to housing lease.
- The refresh system allows employees to maintain a work-life balance through the use of a natural half-year.
- Employees can work in a pleasant environment through the operation of the cafeteria, the provision of various snacks, and the operation of the cafe.

## Creating a happy corporate culture for employees

Unicos values only the happiness and happiness of its employees and creates a healthy and positive corporate culture. It provides diverse opportunities and growth, and helps employees feel proud and grow together by building an organizational culture that considers ethical values and social responsibility.

## Youth preferential treatment – Youth tomorrow filling deduction is signed up

Unicos supports the formation of assets for young employees by signing up for the Youth Tomorrow Filling Credit and relieves the economic burden of young office workers by reducing the youth income tax for small and medium-sized enterprises.

## One Heart Workshop held once a year in Unicos

Unicos holds a workshop once a year with all employees to communicate with employees and boost morale. In 2022, it was held at the Gwanggyeto Great Hotel in Daechon from Oct. 16–17. Conversations with the CEO and rewards from long-term employees were held.

## Supporting employees' golf club hobbies

Unicos supports golf meetings to help employees relieve work stress through their hobbies and create a fun workplace. The club activity support system helps promote exchange and friendship among employees through community support and workshops.





### Unicos Sign Industry-Academic Cooperation Agreement

Unicos has been extending every two years since it first signed an industry-academic agreement with Hanbat University in February 2021. Through this industry-academia link, we are cooperating in technology development, manpower training, shared growth, and social development to strengthen industrial competitiveness.

### Support for performance evaluation for launching a co-brand OVIUS product in the Unicos Daejeon region

Unicos is contributing to the launch of the product by supporting the performance evaluation of OBUS, a joint brand of the project to discover new growth engines in the lens industry in Daejeon. This project has been supported since 2017. Organized by the Hanbat University Industry-Academic Cooperation Group, five industry-academic associations have formed and promoted a consortium.

### Donation of optometry equipment for educational practice in Unicos Daejeon Health University

Unicos first donated practical optometry equipment worth a total of 50 million won to Daejeon National University of Health on October 18, 2022, to help university students in the Department of Optometry to facilitate their practice due to the old and insufficient quantity of existing optometry equipment. The donated products include an optometry URK-800A, a digital reflector UDR-800P, a lens meter ULM-900, a chart projector ACP-900, and a unit table for equipment installation.

### Convention Ceremony with Unicos Jeongsu Middle School

Unicos signed an agreement with Jeongsu Middle School in 2020 and continues to operate to co-prosperity with the local community and to raise the students' sense of challenge and the spirit of inquiry. We invited all students to provide them with opportunities such as vision measurement through the Ophthalmic Equipment.

### 'Glasses House' Volunteer Optical Instruments Lease for Overseas Service in Unicos Africa

Unicos leased an optometrist for overseas volunteering in Africa to the Eyeglass House ' in Yeongtong for free in November 2021. The rented optometrist will be in use from 2021 to 2023. Africa is an area where vision impairment is prevalent, and many people are suffering from vision problems. With Unicos' support, we can help people with vision impairments through eye measurement volunteering in Africa.

### Free vision measurement for the elderly at Expo Apartment in Yuseong-gu, Unicos

Unicos provided a free vision measurement service for the elderly in the community in March 2022 using a newly developed optometrist (URK-850A). The area was the elderly jeong of Expo Apartment in Yuseong-gu, Daejeon. Through this, it contributes to improving the health and quality of life of the elderly who are unable to move.

### Rice support to support meals for the elderly living alone who are vulnerable to Unicos meals

In 2022, Unicos provided 560 kg of white rice in the form of a designated deposit to the Yuseong-gu Happiness Nuri Foundation to help the elderly living alone in Yuseong-gu, Daejeon, the area where the company belongs. We have a plan to support it in the future.

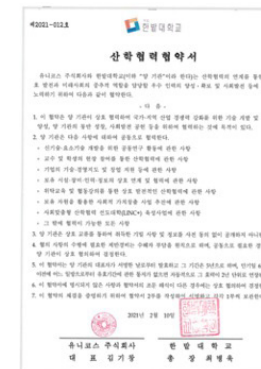


Photo description (above) Daejeon Health University delivery ceremony (middle) donating rice for the elderly living alone, and (below) experiencing the optics of the youth



## Compliance with the principle of transparent transactions with partner companies

Unicos seeks win-win and development in a fair and transparent manner in the process of transacting with its partner companies. Transparent transactions by partner companies contribute to enhancing competitiveness and securing sustainability of partner companies along with fulfilling corporate social responsibilities.

## Transparent trade agreement signed

Unicos has entered into fair trade agreements with all its partners to create a fair and transparent trading environment. The agreements include prohibiting unfair trade terms, strengthening information exchange and cooperation, and supporting ESG management.

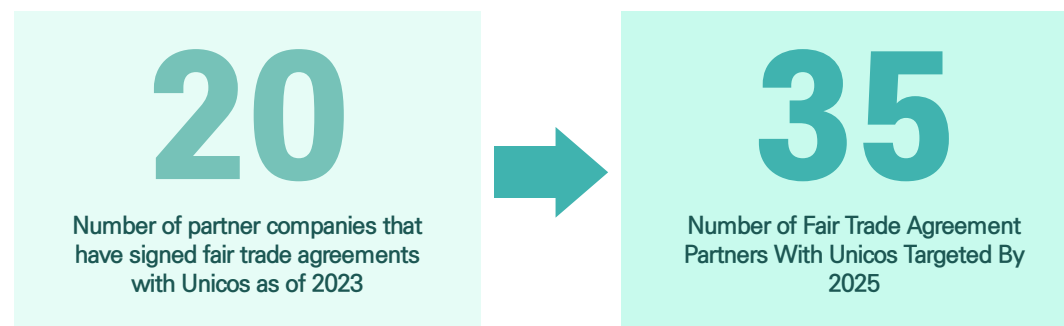
## Support ESG management of partner companies

Unicos supports ESG management of partner companies to induce them to fulfill their social responsibilities. It operates programs such as providing ESG management consulting, ESG training, and certification support.

## Strengthen communication with partner companies

Unicos is strengthening mutual communication with partner companies to collect opinions from partner companies and derive improvements. We hold events such as meetings with partner companies and forums with partner companies.

## Expansion of Fair-Trade Conventions



## Concrete action plan

Unicos is preparing the following specific action plans to strengthen transparent transactions with its partners.

- As of 2023, we are signing fair trade agreements with 20 partner companies, and we plan to expand it to 35 by 2025.
- Strengthen ESG management support: Expand the number of ESG management consulting offerings from 5 in 2023 to 10 by 2025,
- We plan to expand our ESG training and certification support program.
- Strengthen mutual communication with partner companies: We plan to expand events such as meetings with partner companies and forums with partner companies and establish a system to collect opinions from partner companies and derive improvements

## Establishment and principles of a department dedicated to handling complaints from Unicos customers

Unicos' customers are in more than 60 countries around the world, including Korea. Unicos operates a CS-only department to manage quality, investigate customer opinions, and receive customer complaints, process them, and give feedback. In order to develop into a systematic stage in the future, we are planning to open a CS-only channel. We are taking action for customer complaints and feedback within a minimum of 1 to 7 days, and we are also taking care of the received products within 1 to 2 weeks after receiving them.

## 2022 Complaints Down 53% Year-over-Year

Unicos records and systematically manages complaints of the products it sells. Complaints have decreased by 53% in 2022 compared to 2021. When looking at the status of complaints by continent, it is the largest in Europe, followed by the Middle East and Asia.

## Customer Satisfaction Survey 2022 Satisfaction 4.1

Unicos conducts an annual survey on grain satisfaction. The 2022 survey maintained a similar level to the previous year. In addition, there were no reports of medical device abnormalities or side effects.

- Establish customer feedback through CS and customer satisfaction survey
- Conduct an online and offline meeting with the customer to communicate how to use the product
- Customer visits to understand the impact of the Unicos product usage environment

[Table] Unicos Customer Satisfaction Survey Results (2020-2022)

Year	Number of implementations	Satisfaction (point)
2020	15	3.9
2021	10	4.0
2022	10	4.1

## Status of maintaining licenses at home and abroad for Unicos(2022)

Unicos Overseas authorization	Nation	Permission name	Validity	Licensing agency	Review agency	Changes in 2022
	Common	ISO9001	~2024.12.20	CMC	Korea Institute of Convergence Management Certification	● Renewal
		ENISO13485	~2024.07.28	CE	SZU	● Renewal
	USA	UL		UL	UL	None
		FDA	~2023.10.28	FDA	Self-reporting	None
	EU	CE MDD 93/42EEC	~2024.05.26	CE	SZU	● Renewal
		European agent	~2023.01 Renewal	SPAIN CMC	-	-
Domestic authorization		Product Liability Act	~2023.08.01	Korea Chamber of Commerce and Industry	-	● New
	Nation	Permission name	Validity	Licensing agency	Review agency	Changes in 2022
	Korea	GMP	~2025.03.19	Ministry of Food and Drug Safety	4 designated institutions	●
		Distribution standard code membership card	~2024.04.13	Medical Device Industry Association	Medical Device Industry Association	-
		Inno-Biz certofocacion	~2025.05.24	Ministry of SMEs and Startups	Ministry of SMEs and Startups	●
		Inno-Biz membership	~2023.06.24	Small and Medium Business Technology Innovation Association	Small and Medium Business Technology Innovation Association	●
		Confirmation of venture company	~2024.05.27	Ministry of SMEs and Startups	Venture Business Association	-
		Confirmation of Small and medium enterprise	~2023.03.31	Ministry of SMEs and Startups	Ministry of SMEs and Startups	●
		Global hidden champion certification	~2023.12.31	Ministry of SMEs and Startups	Ministry of SMEs and Startups	-
Regulatory agency report		Main-BiZ certification	~2024.11.10	Ministry of SMEs and Startups	Ministry of SMEs and Startups	-
	Nation	Reporting agency/reporting content		Report content		
	USA	FDA		N/A		
	Korea	Korea Medical Device Industry Association		2022 Medical device performance report completed		
		Daejeon Ministry of Food and Drug Safety		UDR-800P Add manufacturing report type		
	EU	EU NB		N/A		
	Brazil	ANVISA		N/A		



## Governance

Unicos will become a company that complies with principles and standards to become a sustainable company.

## Transparent management policy \_\_\_\_\_

Unicos is making the following efforts for transparent management.

- We are making decisions around the board of directors.
- We are collecting opinions from stakeholders such as shareholders, customers, employees, and communities.
- It transparently discloses information on the environment, society, and governance.
- Unicos is pursuing sustainable growth and development through ESG management. Through ESG management, Unicos practices environmental protection, social contribution, and transparent management, and through this, we will pass on a better environment to future generations.

### **Inquiries at the board/shareholders' meeting :**

E-mail [account3@e-unicos.com](mailto:account3@e-unicos.com)

Tel. 042-581-0047

## Unicos governance structure

Unicos was established in 2002. As of the end of December 2022, its capital was KRW 668,705,000, with a total of 14 shareholders (including the company).

## Composition of the board of directors

The Unicos board of directors consists of three directors and one auditor. The board of directors resolves and sets the maximum remuneration limit for directors. The CEO shall be appointed by the board of directors, and if there are two or less directors, it shall be appointed by the general shareholders' meeting. Executive remuneration and bonuses are determined by the executive remuneration payment regulations among the articles of association of the general shareholders' meeting, with an annual limit of 2 billion won.

## Management of the board of directors

The attendance rate of directors of the Unicos Board of Directors in 2022 is 100%. Decisions are made by reviewing the contents that affect the company's management, and decisions are made by a majority vote of the number of participants on important issues related to stakeholders and management. The results of the board's operation are transparently disclosed in the annual business report.

## Plans to establish a decision-making process at the general shareholders' meeting

To ensure transparent and effective communication among shareholders, Unicos enacted the 'on communication regulations on the agenda against the general shareholders' meeting on August 29, 2023. In addition, in order to ensure the appropriateness of communication and information disclosure with shareholders and stakeholders, the process for decision-making at the general shareholders' meeting will be established in December 2023. This process is intended to enhance the efficiency and effectiveness of the general shareholders' meeting, strengthen communication with shareholders and stakeholders by strengthening practical functions, and promote the sustainability of the company. The contents include prior announcement of the agenda of the general shareholders' meeting, collection of opinions, and activation of participation.

## Top 5 Status of Unicos Owned Stock Ratio (as of July 2023)

Rank	Shareholder's name	Shareholding Ratio (%)	Number of shares owned
1	Kim Ki Chang	40.00%	107,000
2	Kim Woo-ram	10.47%	28,000
3	Choi Yong Soon	9.88%	26,425
4	IBKC-ST1 New Chief Investment Association No. 1	6.68%	17,857
5	Han Hyojin	6.02%	16,100
6-14	9 other cases	26.95%	72,800
	Sum	100%	267,482

## Organizing the Unicos Board of Directors

Name	Kim Ki Chang	Choi Yong Soon	Oh Han Sun	Choi Hyun Soon
Position	Chairman and Executive director	Executive director	Executive director	Audit
Gender	Male	Female	Male	Female
Form	Standing	Non-standing	Standing	Non-standing
Term of office	2005.3.15~Present	2005.3.15~Present	2022.08.01~Present	2018.3.30~Present
Specialized field	Management	Management	Management	Management
Major career	Unicos Co., Ltd CEO	Unicos Co., Ltd CEO	Unicos Co., Ltd Vice president	Unicos Co., Ltd Audit

## Unicos Board Operations Performance

Number of Board meetings held	10 times( Regular 1times, Temporarily 4 times)
Number of deliberations by the board of directors	11 cases(regular 1 , Temporarily 10 )
Board attendance rate	100%

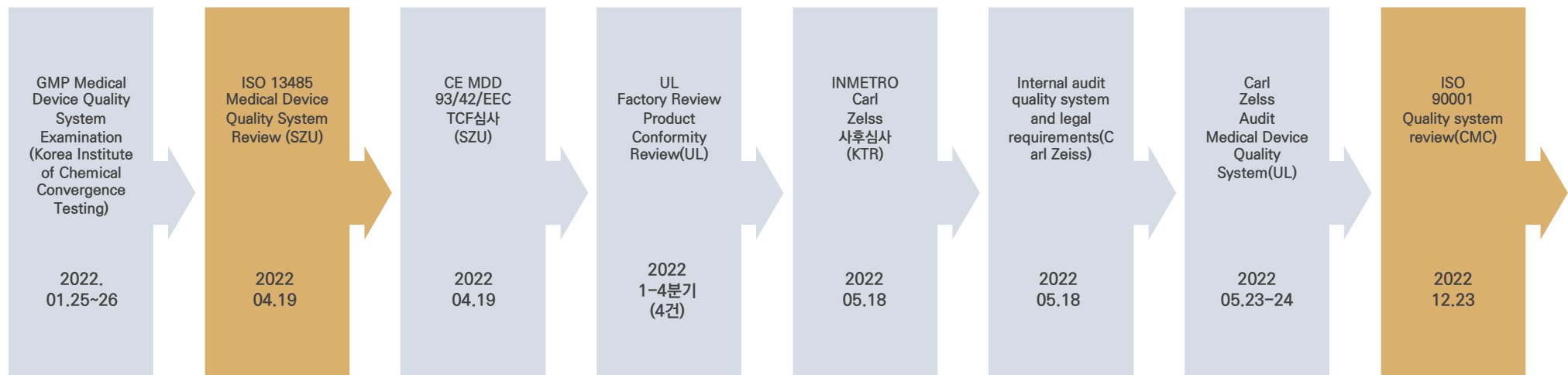
## Conduct an internal and external audit of Unicos

Unicos received 11 internal/external audits in 2022. Among them, five cases of nonconformity occurred in the screening, so we are taking action against the points immediately. In the external screening in 2022, fewer nonconformities occurred than in the past due to active acceptance and response. It has the effect of increasing customer trust by reducing the risk management part.

## Risk Management

Unicos identifies new and revised regulatory requirements annually. In 2023, five changes were considered. Among them, ISO14971 was specifically intended to support manufacturers' risk management activities, reflecting a change from the 2007 version to the 2019 version.

- **Change** ① Existing medical devices and in vitro diagnostic devices, as well as software, are included in medical devices and ② Standards require identification of dangerous situations, and the process applies to all life cycle stages. ③ Manufacturers must establish objective standards for risk acceptability. Other changes have occurred, such as medical device manufacturing permits, which have changed to mandatory renewal of expiration dates.
- **UNICOS responds** UNICOS reflected all the changes in 2022.





## The Code of Ethics and the Code of Ethics

Unicos aims for honest and fair behavior. Unicos' ethical behavior is that it always chooses the right path based on integrity and credibility. To this end, we respect each other and respect diverse backgrounds and opinions. It competes fairly and does not allow unfair competition and unfair behavior. We value the relationship of stakeholders and strive to fulfill our social responsibilities to the community and the environment.

Unicos follows ethical rules and regulations. We will actively participate in investigating and handling ethical conflicts or issues and protect the identity of reporters. We also actively support strengthening our members' capabilities through regular ethics training.

### Unicos Total Ethical Letter

I pledge to comply with the following ethical management practices as a standard for correct code of conduct and value judgment in the performance of my duties.

- (1) I will respect the personality of the stakeholders and employees and keep courtesy and friendship so that there is no damage to the reputation of the company and individuals.
- (2) I will abide by the laws and regulations, respect the order of the free competitive market, and aim for common development through fair trade by obtaining and utilizing legitimate information.
- (3) I guarantee equal opportunities for all stakeholders and will not engage in any form of wrongdoing using my superior position.
- (4) I will do my best to protect the company's costs, assets, and information as I do my job.
- (5) I will not take undue profits or engage in immoral acts, such as accepting money or goods, receiving gifts, or receiving entertainment from stakeholders.
- (6) I will carry out my work based on good faith and respect sound social practices.
- (7) I will carry out my work with a sense of responsibility and lead the work innovation by fostering expertise

## Declaration of Ethical Management

Unicos declared ethical management in January 2023, and all employees submitted a pledge of compliance. In addition, we have established an ethical management system and organized specific codes of conduct and guidelines. In the future, we will introduce a checklist to self-diagnose ethical consciousness from time to time.

## Ethical education and violations of members

In 2022, Unicos implemented ethics and human rights education related to workplace harassment prevention, disability awareness improvement, sexual harassment prevention education, privacy and code of conduct for all employees. There were no violations in 2022.

Year	Educational content	Training hours	Number of participants (person)
2021	- Concept and importance of ethical management - Principles and action plans for ethical management	5	8
2022	- Ethical decision making - Ethical conflict resolution	5	8

## Reporting channel for violation of code of conduct

Unicos is preparing to form an ethics committee in 2021, launching an ethics committee in 2022, and operating a grievance application system to receive and resolve grievances. In case of violation of the code of conduct, applications for grievance can be reported anonymously, and plans to create a third-party channel by 2025 to ensure voluntary reporting.

## Schedule for Establishing Unicos Ethical Management System

Category	2022			2023			
	9	10	11-12	1	2	3	4
Preparation for the introduction of ethical management							
Establishment of Office for Ethical Management Practice							
Creating and Distributing Manuals							
Declare ethical management Declaration of self-compliance with fair trade							
Submission of a pledge to comply with ethical management of all employees							
Ethical Management In-house Intranet Opens							

## Unicos Ethical Management System Organization System

Category	Content
Code of Ethics and Charter of Ethics (4 texts)	Presenting ethical management characteristics, ethical judgment criteria and principles ① Social responsibility ② Responsibility to stakeholders ③ Responsibility for executives and employees ④ Basic ethics of executives and employees
Action Guidelines (12 texts)	Presenting specific standards of conduct for the practice of the Code of Ethics ① Common ② Security maintenance ③ fair trade ④ protection of corporate property ⑤ money, entertainment, hospitality ⑥ convenience ⑦ an event dinner ⑧ condolence money ⑨ a transaction of money ⑩ Reporting obligations and confidentiality guarantees ⑪ Rewards and disciplinary action ⑫ Interpretation
Appendix Question-and-answer session	Additional explanations of the behavioral guidelines, especially those related to money, entertainment, hospitality, and convenience

## Nine principles of the Code of Ethics

1. Ethical behavior
2. Mutual respect
3. Fair competition
4. Relationship with stakeholders
5. Social responsibility
6. Compliance with regulations
7. Cooperation with the Ethics Committee
8. Ethical education and capacity building
9. Protection of the complainant

## Unicos Privacy and Security Processing Policy

Unicos puts privacy and security first and operates a security program to comply with privacy laws and manage privacy risks. We ensure the safety and reliability of personal information through encryption and security programs. The purpose of personal information processing is to facilitate communication and cooperation management with customers and partners, provide answers to product-related inquiries, comply with legal obligations, and improve internal processes and operations.

- Encryption of privacy fields in the database
- Data encryption in transit (SSL/TLS)
- Encryption of saved files and documents

## Security Program Update and Monitoring

Unicos regularly updates its security programs. It monitors the possibility of security events and accidents. It responds to the latest security threats and maintains the safety of your system.

## Security training and awareness

Unicos emphasizes the importance of privacy by providing security training and awareness programs to its employees and emphasizes prudence when performing security-related tasks.

## Status of Personal Information Access Rights Management and Access Control System Operations

### System Overview

UNICOS is responsible for the “G” of information protection and privacy processing, one of the core values of ESG management, and operates a privacy management and access control system. The system thoroughly manages the access rights of each department and employee to prevent leakage and abuse of personal information and provides the ability to retrieve and monitor access records in real time.

### Manage Access

Unicos manages privacy rights through a two-level cryptosystem. Primary Password: Use primary password to access your personal folder. Secondary password: Secondary password is a password to control access to your team. This prevents unauthorized access to sensitive data.

### Real-time access records and monitoring

systems record access records, dates, and times of access in real time, and enable real-time search and monitoring of access records if necessary. Data access records can be viewed to ensure internal transparency.

### Personal Information Processing Manager Selection

UNICOS designates personal information processing managers to be responsible for information protection and personal information processing management. The manager is in charge of the operation and management of the personal information access authority and control system with SWV majors and information protection-related certificates.

## Compliance with the Privacy Act

UNICOS establishes and complies with procedures to safely destroy personal information at the time of employee resignation or after completing the process of resignation. Through this, we prevent the unauthorized leakage and abuse of sensitive personal information and raise the level of information protection.

## Personal Information Handler Training

UNICOS conducts regular training of personal information handlers and handling assistants once a year to strengthen the risk management of personal information infringement. This enhances understanding of personal information processing, improves the level of security, and secures safe management of personal information. It was conducted in December 2022.

Category	2020	2021	2022
Personal information protection education by year (Person)	5	5	5

## Personal Information Processing Manual

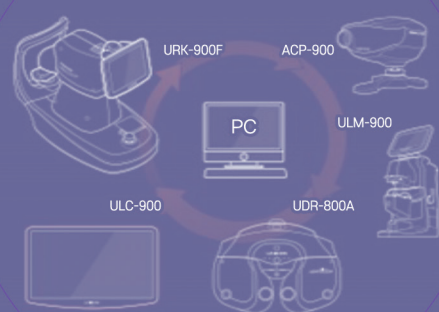
UNICOS continuously reviews and improves personal information processing manuals. It responds to changes in relevant laws and regulations and improves the level of privacy through internal process improvement.

## Personal Information Protection and Leakage Prevention

Efforts and Leakage Response Manual Unicos provides access control, security system operation, and employee information security training to secure and prevent leakage of personal information. In addition, in the event of an accident, we secure a response manual, respond quickly and effectively, and minimize damage: We take immediate action to minimize the damage of the accident, report the accident situation to the relevant agencies and parties, and cooperate.



# 2023 Unicos Sustainability Report



04

## ESG DATA

ESG Data-Financial Performance	46
ESG Data-Environmental Performance	47
ESG Data-Social Performance	48
ESG Data-Governance Performance	49

## Financial Performance

Category	Unit	2022	2021	2020
1. Revenue	Million Won	10,524	8,895	5,433
2. Cost Of Goods Sold		5,902	5,545	3,437
3. Gross profit		4,621	3,349	1,995
4. Sales and administrative expenses		2,718	2,698	3,361
5. Operating profit (loss)		1,903	650	(-1,365)
6. Financial income		265	115	110
7. Financial costs		533	332	685
8. Gain on disposal of securities		-	-	-
9. Other revenue and gains		86	59	63
10. Other expenses and losses		66	0	174
11. Income before Income Tax Expense (loss)		1,680	492	(2,353)
12. Tax expense (revenue)		-	-	-
13. Profit from Continuing Operations (loss)		-	-	-
14. Profit from discontinued operations (loss)		-	-	-
15. Net income (loss)		1,680	492	(2,353)

## Regional Sales

Key Indicators(* Based on business report)		Unit	2022	2021
Sales by region	Korea	Million Won	180	150
	China		60	-
	Asia/Oceania		720	510
	America		310	210
	Europe		9,254	8,025

## Summary of Consolidated Statements of Financial position

Category	Unit	2022	2021	2020
[Current assets]	Million Won	9,144	7,548	6,114
1. Cash and Cash Equivalents		6,032	5,101	3,698
2. Accounts Receivable		4,215	4,673	4,230
3. Other Receivables		3,763	1,967	1,832
4. Accrued revenue		1,096	1,726	1,133
5. Prepaid payment		0	0	0
6. Prepaid expenses		0	0	0
7. Inventory		3,111	2,446	2,415
8. Deferred tax assets		-	-	-
[Non-current assets]		8,541	8,039	8,507
1. Long-term trade receivables		0	0	0
2. Other long-term receivables		-	-	-
3. Other non-current financial assets		453	321	349
4. Investments in joint ventures and associates		-	-	-
5. Deferred tax asset		-	-	-
6. tangible assets		8,034	7,522	7,769
7. intangible assets		1	144	346
8. Investment Prosperities		8,757	8,062	8,062
9. Other noncurrent assets.		51	51	41
Total Assets		17,685	15,587	14,621
[Current liabilities]		6,366	7,100	6,982
[Non-current liabilities]		7,028	6,633	6,279
Total liabilities		13,394	13,734	13,261
[Equity Attributable to Owners of Parent]		0	-	-
1. Capital Stock		668	668	668
2. Capital Surplus		2,854	2,854	2,854
3. Other components of equity		-	-	-
4. AOCI		694	0	0
5. revenue surplus (deficit)		72	1,670	(453058)
[Total Comprehensive Income Attributable to Non-Controlling Interests]		-	-	-
Total equity		4,290	1,853	1,360
		2022.01.01 ~ 2022.12.31	2021.01.01 ~ 2021.12.31	2020.12.01 ~ 2020.12.31
Revenue		10,524	8,895	5,433
Net Profit (deficit)		1,903	650	(1,365)
Cost of Goods Sold (deficit)		1,680	492	(2,353)
[Total Comprehensive Income Attributable to Controlling Interests]		0	0	0

## Energy consumption

Category		2021	2022
Total Energy Usage (TJ)	Electronic power	1.55	1.69
	LNG	–	–
	Steam	–	–
Domestic Energy Use (TJ)	Electronic power	1.55	1.69
	LNG	–	–
	Steam	–	–
Total direct energy usage (TJ)	Domestic	–	–
	Overseas	–	–
Total indirect energy usage (TJ)	Domestic	1.55	1.69
	Overseas	–	–
*Total energy unit (TJ/100 million won)		0.017	0.016
** Domestic energy unit (TJ/100 million won)		0.387	0.338
Renewable energy conversion rate (%)		0.0%	0.0%

\* Total energy unit (TJ/100 million won): Total energy consumption/total sales

\*\* Domestic energy unit (TJ/100 million won): Domestic energy consumption/ domestic sales

## Eco-Friendly Investment R&amp;D

Category	2021	2022
R&D personnel (Person)	8	7
R&D investment cost (100 million won)	4	6
Investment to R&D sales ratio (%)	4.84	5.81
Target for investment in eco-friendly technology development (100 million won)	0.51	0.55
Environmentally friendly technology development investment rate (%)	100	100
Sales of new products (100 million won)	3.2	5.4
R&D expenses for eco-friendly technology activities (100 million won)	0.51	0.55
Revenue generated through eco-friendly technology (100 million won)	3.2	5.4

## GHG emission

Category		2021	2022
Greenhouse Gas Scope 1 Emissions (tCO2eq)		2	2
Greenhouse gas emission scope 1 unit (tCO2eq/100 million won)		0.022	0.019
Greenhouse Gas Scope 2 Emissions (tCO2eq)		1	1
Greenhouse gas emissions in Scope 2 unit (tCO2eq/100 million won)		0.011	0.010
Greenhouse gas emissions Scope1+Scope2 (tCO2eq)		3	3
Greenhouse gas emissions Scope1+Scope2 KRW (tCO2eq/100 million won)		0.034	0.029
Greenhouse gas emissions scope 3 (tCO2eq/100 million won)		5	5
Greenhouse gas emissions scope 3 KRW unit (tCO2eq/100 million won)		0.056	0.048
GHG Emission Scope3 (tCO2eq)	Goods and services purchased	1	1
	Fuel and energy related activities	1	1
	Business trip for employees	1	1
	Waste disposal	1	1
	Others (upstream and downstream)	1	1
Total greenhouse gas emissions Scope1+Scope2+Scope3 (tCO2eq)		8	8

## Amount of waste generated

Category		2021	2022
*Total amount of waste generated (ton)		2.79	2.95
Total unit of waste (Ton/100 million won)		0.031	0.028
Total Generation of General Waste (Ton)		1.49	1.65
General Waste (Ton)	Landfills volume	0.30	0.30
	Incineration volume	0.30	0.30
	Rehabilitation capacity	0.59	0.75
	Etc.	0.30	0.30
Total designated waste (Ton)		1.30	1.30
Designated waste (Ton)	Landfills volume	0.30	0.30
	Incineration volume	0.30	0.30
	Rehabilitation capacity	0.40	0.40
	Etc.	0.30	0.30
Waste Recycling Rate (%)		66.0	76.8

## Water usage/Waste discharge

Category		2021	2022
Total water intake (Ton)		1440	2400
Water intake	Domestic	1440	2400
	overseas	–	–
* Total water intake unit (ton/100 million won)		16.2	22.9
** Domestic water intake unit (ton/100 million won)		360.0	480.0
Water intake by type of water (Ton)	Industrial water	–	–
	Water supply	1440	2400
	Surface, groundwater, and others	–	–
Total water discharge (Ton)		1440	2400
Water discharge (Ton)	Domestic discharge of water	1440	2400
	Overseas discharge of water	–	–
Total water discharge unit (Ton/100 million won)		16.2	22.9
Total Wastewater Discharge (Ton)		1440	2400
Wastewater Discharge (Ton)	Total domestic emissions	1440	2400
	Total overseas emissions	–	–
Wastewater emission unit (Ton/100 million won)		16.2	22.9
Domestic wastewater discharge unit (Ton/100 million won)		360.0	480.0
Wastewater Throughput (Ton)		1440	2400

\* Total water intake unit (TJ/100 million won): Total water intake/total sales

\*\* Domestic water intake unit (TJ/100 million won): Domestic water intake/domestic sales

\*Total amount of waste means the sum of the total amount of designated waste and total amount of general waste. Calculation formula: Total amount of designated waste + total amount of general waste



## Human Resources Development

Category		2021	2022
Total training hours for regular workers (Hr)		270	300
Total training hours for regular workers (Hr)	Male	174	210
	Female	96	90
Full-time statutory compulsory training hours (Hr)		270	300
Full-time statutory compulsory training hours (Hr)	Male	174	210
	Female	96	90
Total number of regular employees operating training (person)		45	49
Regular employees operating training (person)	Male	29	34
	Female	16	15
Training and development costs (Million won)		10	15
* Average training hours per person (hour/person)		6.0	6.5
**Average amount of education per person (million won/person)		0.2	0.3

## Status by position

Category		2021	2022
Business (Person)	Executive Officer (Level above responsibility)	6	9
	Employees (employees)	15	14
	Executive	3	3
Business (Person)	Chief of staff	4	4
	Employees (employees)	17	19

\* Average training hours per person (Hr/person): Total training hours of regular workers / Total number of regular workers

\*\* Average amount of education per person (million won/person): Total number of training and development expenses/regular workers

## Community contribution activities

Category	2021	2022
Details of social contribution activities (case)	1	2
Amount of social contribution expenditure (Million won)	10	50

## Recruitment and staffing

Category		2021	2022
Number of newly hired full-time employees (Person)		9	8
New hires under 29	Male	4	4
	Female	–	–
New hires 30 to 49 years old	Male	–	1
	Female	5	3
Number of employees (Person)		45	49
Number of employees by gender	Male	29	34
	Female	16	15
Percentage of full-time employees (%)		100	100
Number of full-time employees by age	Under 29	8	14
	30~49	29	22
	Over 50	8	10
Number of full-time employees (person)		45	46
Full-time domestic workers under 29	Male	8	13
	Female	–	1
Full-time domestic workers aged 30 to 49	Male	16	11
	Female	13	11
Full-time employees in Korea over 50	Male	5	7
	Female	3	3

## Retirement

Category		2021	2022
Voluntary retirement rate (%)		100	100
Voluntary retirement rate by gender(%)	Male	53	53
	Female	47	47
Number of retirees by age (person)	Under 29	4	4
	30~49	15	15
	Over 50	–	–

## Diversity and Inclusion

Category		2021	2022
Percentage of full-time female employees (%)		100	100
Gender Diversity for Full-time Workers (%)	Male	64.4	67.4
	Female	35.6	32.6
Percentage of female executives and employees by job category (%)			
Business (Person)	Executive Officer (Level above responsibility)	1	1
	Employees (employees)	1	1
	Executive	4	4
Site (Person)	Chief of staff	3	3
	Employees (employees)	13	13
Percentage of female executives and employees by job (%)			
Sales department		50	50
R&D department		14	14
Total number of parental leave (Person) / number of returnees (Person)			
Women on parental leave		1	1
Women returning from parental leave		1	–

## Safety management of the workplace

Category		2021	2022
Investment in environmental safety (100 million won)		0.1	0.2
Number of violations of environmental laws (cases)		0	0
Environmental Management System (ISO14001)		N/A	N/A
ISO14001	Number of acquired workplaces (number)	–	–
	Number of businesses eligible for acquisition (number)	–	–
	Introduction rate (%)	–	–

## Managing the management performance of the board of directors

Category		2021	2022
Management of the board of directors	Number of meetings held by the board of directors (Times)	6	10
	Average Board Attendance (%)	100	100
	Number of Board of Directors opinion agenda (case)	7	11
	Number of dissenting or revised opinions from social directors (case)	0	0
	Average term of office of the board of directors (months)	7	17
Composition of the board of directors	Total number of board members (Person)	3	2
	Number of internal directors (Person)	2	2
	Number of outside directors (non-executive directors)	–	–
	Percentage of outside directors (%)	0	0
	Number of female directors (Person)	1	1
	Other non-executive directors (Person)	1	1
	Number of directors with industry expertise Board expertise	2	2
	Board expertise	–	–
Audit committee situation	Total number of members of the committee (Person)	–	1
	Number of meetings held by the committee (Times)	–	10
	Number of agenda items reported by the committee (case)	–	11
	Number of agenda items approved by the committee (case)	–	11
ESG Committee situation	Total number of members of the committee (Person)	–	5
	Number of meetings held by the committee (Times)	–	1
	Number of agenda items reported by the committee (case)	–	2
	Number of agenda items approved by the committee (case)	–	2

## law-abiding ethics management

Category		2021	2022
Ethical education for executives and employees	Number of ethics training sessions (times)	1	1
	Ethics Training Hours (H)	5	5
Human rights education and evaluation	Number of human rights training sessions (times)	1	1
	Number of human rights impact assessments (times)	1	1
	Human Rights Education Personnel (Person)	8	11
Risk of corruption in the workplace	Number of violations of ethical management (case)	0	0
	Confirmed cases of corruption and actions (cases)	0	0
	Confirmed disciplinary cases and actions (e.g. cases)	0	0
	Number of contracts terminated with partner companies due to corruption violations (case)	0	0
	Cases where a contract with a partner company has not been renewed due to a violation of corruption		
	Corruption Risk Site Assessment Rate	–	–
	Number of workplaces at risk of corruption	–	–
Discrimination and bullying	Number of incidents related to discrimination and bullying (case)	0	0
	Number of training sessions related to discrimination and bullying (times)	1	1
	Educational staff on discrimination and bullying (Person)	35	37
Case of violation of laws and regulations	Number of violations of the law (case)	0	0
	Amount of violation of the law (100 million won)	0	0
Handling grievances of executives and employees	Number of complaints filed (case)	2	3
	Complaint handling response rate (%)	100	100

## Fair-trade

Category		2021	2022
Fair-trade	Fair Trade Educator (Person)	1	1
	Fair Trade Training Hours (H)	3	3
	Unfair trade practices (case)	0	0
Information security	Number of information security training sessions (times)	1	1
	Information protection investment amount (100 million won)	–	–
	Number of participants in information security training (Person)	5	5



# 2023 Unicos Sustainability Report



## 05

### Appendix

GRI Standard Index	51
Third Party Verification Opinion	52
Association membership and major agreements, etc	53

Topic	Disclosure No	Disclosure Name	Page
<b>GRI 2: General Disclosures</b>			
GRI 2: General Disclosure 2021	2-1	Organizational details	7
	2-2	Entities included in the organization's sustainability reporting	7
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	2
	2-5	External assurance	52
	2-6	Activities, value chain and other business relationships	17
	2-7	Employees	7, 3, 5
	2-8	Workers who are not employees	N/A
	2-9	Governance structure and composition	41
	2-10	Nomination and selection of the highest governance body	None
	2-11	Chair of the highest governance body	None
	2-12	Role of the highest governance body in overseeing the management of impacts	7
	2-13	Delegation of responsibility for managing impacts	7
	2-14	Role of the highest governance body in sustainability reporting	41
	2-15	Conflicts of interest	41
	2-16	Communication of critical concerns	41
	2-17	Collective knowledge of the highest governance body	41
	2-18	Evaluation of the performance of the highest governance body	None
	2-19	Remuneration policies	None
	2-20	Process to determine remuneration	None

Topic	Disclosure No	Disclosure Name	Page
<b>GRI 2: General Disclosures</b>			
GRI 2: General Disclosure 2021	2-21	Annual total compensation ratio	None
	2-22	Statement on sustainable development strategy	6
	2-23	Policy commitments	15, 32
	2-24	Embedding policy commitments	22, 26, 27, 38
	2-25	Processes to remediate negative impacts	42
	2-26	Mechanisms for seeking advice and raising concerns	34, 35, 43
	2-27	Compliance with laws and regulations	23, 33, 34
	2-28	Membership associations	53
	2-29	Approach to stakeholder engagement	19
	2-30	Collective bargaining agreements	N/A
<b>GRI 3: Material Topics</b>			
GRI 3 : Material Topics 2021	3-1	Process to determine material topics	18
	3-2	List of material topics	18
	3-3	Management of material topics	17, 27, 39, 42
<b>Core Issues 1. Product Responsibility and Stability</b>			
GRI 3 GRI 416	3-3 416-1	Management of material topics Assessment of the health and safety impacts of product and service categories	5 11, 26
<b>Core Issues 2. Development of eco-friendly products and services</b>			
GRI 3 GRI 306	3-3 306-1 306-2	Management of material topics Waste generation and significant waste-related impacts Management of significant waste-related impacts	20-22

Topic	Disclosure No	Disclosure Name	page
GRI 200 : Management			
Anti-corruption	205-1	Operations assessed for risks related to corruption	16
	205-2	Communication and training about anti-corruption policies and procedures	16
	205-3	Confirmed incidents of corruption and actions taken	16
GRI 300 : Environmental			
Materials	301-3	Reproduction rate of sold products and their packaging materials	47
Energy	302-1	Energy consumption in organization	28, 47
Water and Effluents	303-3	Water intake	47
	303-4	Water discharge	47
	303-5	Water usage	29, 47
Biodiversity	304-2	Significant impacts of activities, products and services on biodiversity	22
Emissions	305-1	Direct (Scope 1) GHG emissions	47
	305-2	Energy indirect (Scope 2) GHG emissions	47
	305-5	Reduction of GHG emissions	47
Waste	306-1	Waste generation and significant waste-related impacts	28
	306-3	Waste generated	28

Topic	Disclosure No	Disclosure Name	page
GRI 400 : Social			
Employment	401-1	New employee hires and employee turnover	48
	401-3	Parental leave	48
Occupational Health and Safety	403-1	Occupational health and safety management system	32
	403-2	Hazard identification, risk assessment, and incident investigation	31, 32
	403-5	Worker training on occupational health and safety	32
	403-6	Promotion of worker health	36
Training and Education	403-9	Work-related injuries	32
	404-1	Average hours of training per year per employee	35, 48
Diversity and Equal Opportunity	404-2	Programs for upgrading employee skills and transition assistance programs	35
	405-1	Diversity of governance bodies and employees	35, 48
Non-discrimination	405-2	Ratio of basic salary and remuneration of women to men	35
	406-1	Incidents of discrimination and corrective actions taken	34, 49
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	35
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	34
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	34
Human rights evaluation	412-2	Training of executives and employees on human rights policies and procedures	34
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	37
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	32
Marketing and Labeling	417-1	Requirements for product and service information and labeling	26
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	44
Compliance with the law	419-1	Violations of laws and regulations in the social and economic spheres	23, 33, 34, 43



## Third-Party Assurance Statement

### To readers of UNICOS Sustainability Report 2023

Korea ESG Management Institute(KEMI) conducted the independent assurance of UNICOS Sustainability Report 2023(hereinafter referred to as the "Report").

The responsibility for the preparation of the Report lies with the management of UNICOS, and the responsibility of KEMI is to issue a verification statement on specific data and information within the scope specified below.

UNICOS is responsible for the information and data contained in this report, and KEMI's responsibility is to provide a verification statement to UNICOS's management, based on the application of assurance methodology within the specified scope. KEMI's responsibility solely extends to UNICOS, and we are not liable to any other party for the results of our assurance process or the conclusions drawn from this Report. The approval and ultimate responsibility for this Report lie with UNICOS.

### Standards

KEMI applied the AA1000 Assurance Standard(AS) V3 and confirmed that this Report has been prepared referring to the GRI Standards 2021, the international standard guidelines for sustainability reporting. KEMI has verified compliance with the four principles of the AA1000 AP (2018) and have performed Type 2 and Moderate level assurance engagement. The detailed indicators of the material topics derived from the materiality assessment procedure are as follows.

- Standards 2021 Foundation
- Universal Standards
- General Disclosure

### Scope

The scope of this assurance is the information from January 1, 2022 to December 31, and key improvements in 2023. KEMI does not provide an assurance on the future objectives or realizability of UNICOS.

- Information from January 1, 2022 through December 31, 2022, and some key improvements in 2023
- Sustainability policies and strategies and business-related performance
- Matters included in the material issues as a result of the materiality assessment related to the company and its stakeholders
- The reasonableness and appropriateness of the process and system for preparing the Sustainability Report
- Assessment of the reliability and quality of data and information on GRI indicators in the Report

The following were not included in the validation scope.

- Financial information presented in the Appendix
- Index entries related to international standards, norms and initiatives other than GRI and SASB presented in the Appendix.
- Other linked information from homepage, business Report, etc.

### Process

KEMI conducted assurance engagement referring to the assurance standard and by gathering and verifying relevant evidence about the information presented.

- Reviewed and confirmed the appropriateness of the materiality issue analysis process to determine assurance priorities
- Reviewed the sustainability strategy implementation process and system for execution
- Reviewed the adequacy of the evidence supporting the issues discussed by interviewing senior managers of departments with management responsibility for the material issues.
- Assessed the reliability of the Report performance information, data sampling
- Verified the process for generating, collecting, and reporting data for each performance area

### Conclusion and Opinion

KEMI held several discussions to revise the Report and reviewed the finalized data to ensure that the recommendations for revision and improvement were addressed. As a result of our review, KEMI did not identify any material misstatements of the information and data in the UNICOS's Report. The Report has been prepared appropriately referring to with the GRI Standards 2021, and KEMI's assurance opinion on the four principles set out in the AA1000AP (2018) is as follows.

#### 1) Inclusiveness: Participation and Communication with Stakeholders

UNICOS operates group-specific communication channels for stakeholder engagement with key stakeholders, including employees, customers and local communities, business partners and government and related organizations. Through these channels, UNICOS collects opinions on the concerns of key stakeholders, derive key issues, and reflect them in decision-making.

#### 2) Materiality: Identification and reporting of material sustainability topics

To identify material reporting issues, UNICOS identified 31 issue pools by examining government policies, global information disclosure standards, peer industry cases, and internal and external press releases. UNICOS also conducted interviews with relevant departments across the company and evaluated the social/environmental and financial materiality of each issue through a final review process by management, and finally selected a total of 12 material issues. KEMI did not find any material factors missing from the process.

#### 3) Responsiveness: Response to Sustainability Reporting Issues

In order to improve the efficiency of company-wide sustainability management, UNICOS has assigned working groups and personnel directly related to relevant issues to clarify responsibilities and roles, and monitors the current status and improvement needs.

#### 4) Impact: The impact of material sustainability topics on the organization and its stakeholders.

UNICOS has identified direct and indirect impacts for the major topics identified through the materiality assessment, and KEMI identified that UNICOS presents monitoring methods for impact through context and approach for each section.

### Competence and Independence

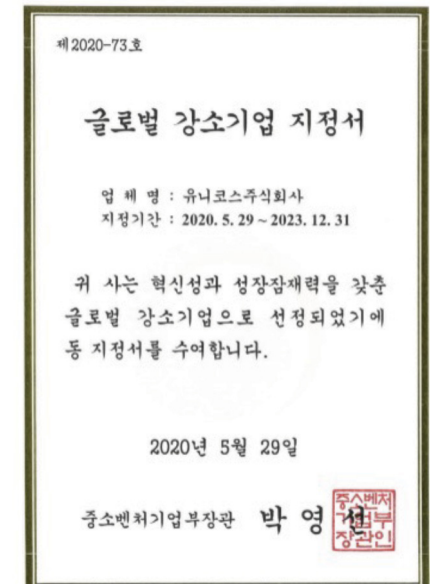
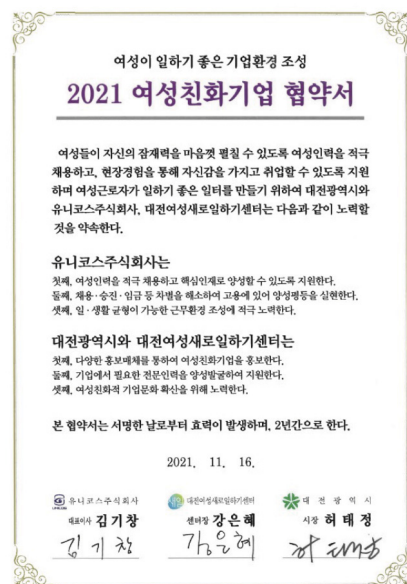
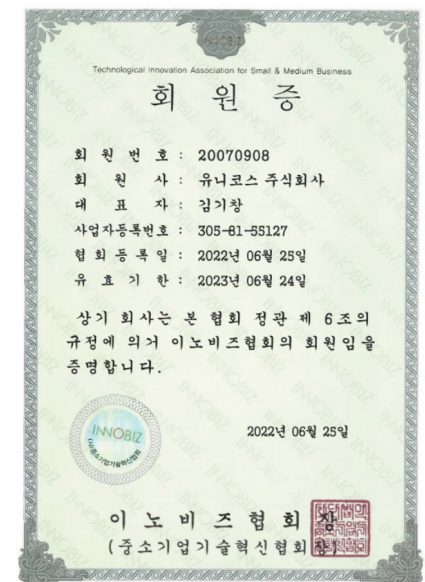
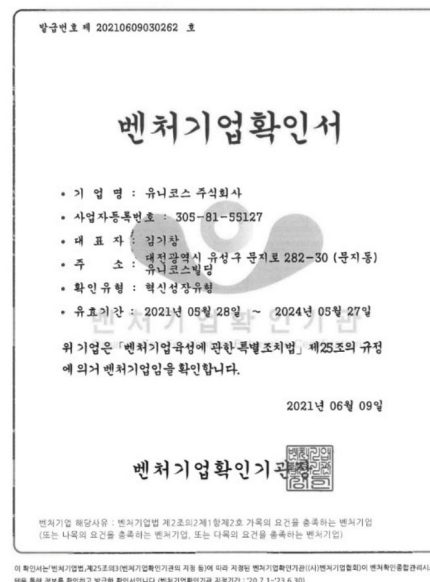
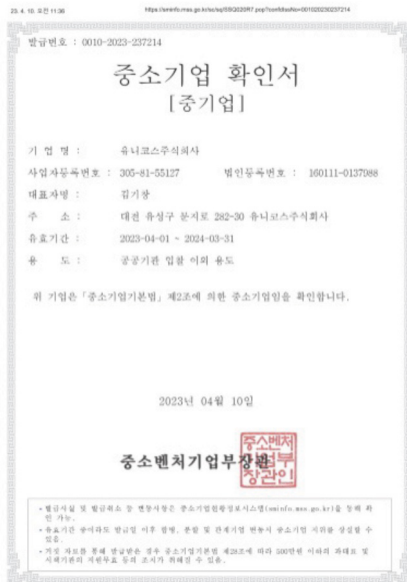
KEMI, an agency with expertise on sustainability assurance, has documented policy and quality assurance system, and maintains independence by not having any interest in the business activities of UNICOS for profit other than providing third-party assurance services.



**AA1000**  
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December 19<sup>th</sup>, 2023  
CEO of KEMI Han-Sung, Lee







# 2023 Unicos Sustainability Report

## Section

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