

# **SOLiD**

## **Summary of Sustainability Report 2022**

# Category

---

ESG Management

Environment

Human Rights

Safety and Health

Supply Chain Management

Information Security

Social Contribution

Risk Management

Business Ethics

---



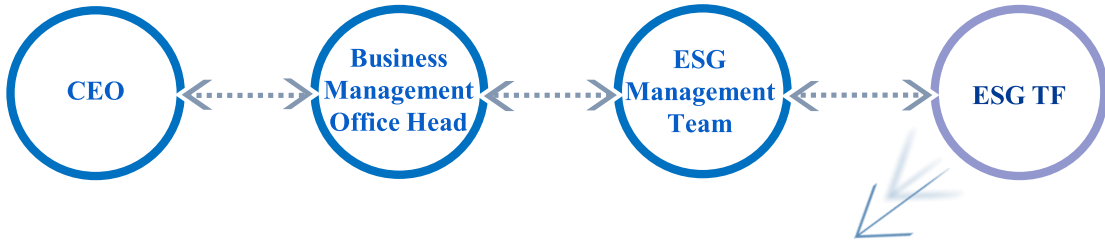
# ESG Management

# ESG Management

## ESG governance

In 2022, SOLiD established an ESG management team to ensure effective and substantive response to ESG issues.

Our ESG task force (TF) constantly carries out relevant management tasks identified from external ESG evaluations and stakeholder feedback.

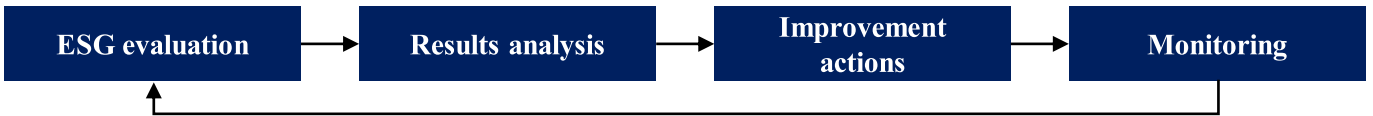


Environmental	Social	Governance
Environmental management, greenhouse gas (GHG), energy, water, waste, hazardous substances, etc.	HR management, human rights, safety and health, supply chain management, information security, social contribution, etc.	Capital structure, board of directors (BoD), risk management, business ethics, etc.
<ul style="list-style-type: none"> <li>ESG Management Team / Talent Development Team / Production Planning Team</li> </ul>	<ul style="list-style-type: none"> <li>ESG Management Team / Talent Development Team / Informatization Strategy Team / Strategic Procurement Team</li> </ul>	<ul style="list-style-type: none"> <li>ESG Management Team / Management Planning Team / Talent Development Team / Finance Team</li> </ul>

## ESG risk management

Each year, SOLiD responds to various ESG evaluations, identifies material risks in each ESG field in advance, and establishes proper countermeasures according to customer requests and international standards.

We implement improvement tasks derived from regular inspections to reduce risks and monitor the progress.



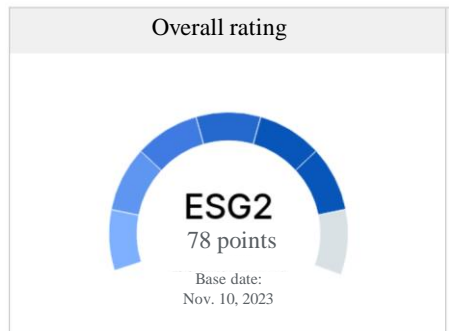
## ESG Highlights

- ISO 22301 (Business continuity management system)
- ISO 45001 (Occupational health and safety management system)
- ISO 14001 (Environmental management system)
- ISO 9001 (Quality management system)
- Earned EcoVadis Silver medal
- Excellence recognized by major ESG ratings providers



NICE평가정보(주) **NICE**

### Summary of comprehensive evaluation



# ESG Management

## Stakeholder engagement

SOLiD defines various stakeholder groups, identifies the expectations and requirements of each group, and makes efforts to maximize their satisfaction.

Based on the channels available for each group, we collect their opinions by considering all stakeholders related to the company's overall management activities of the company.

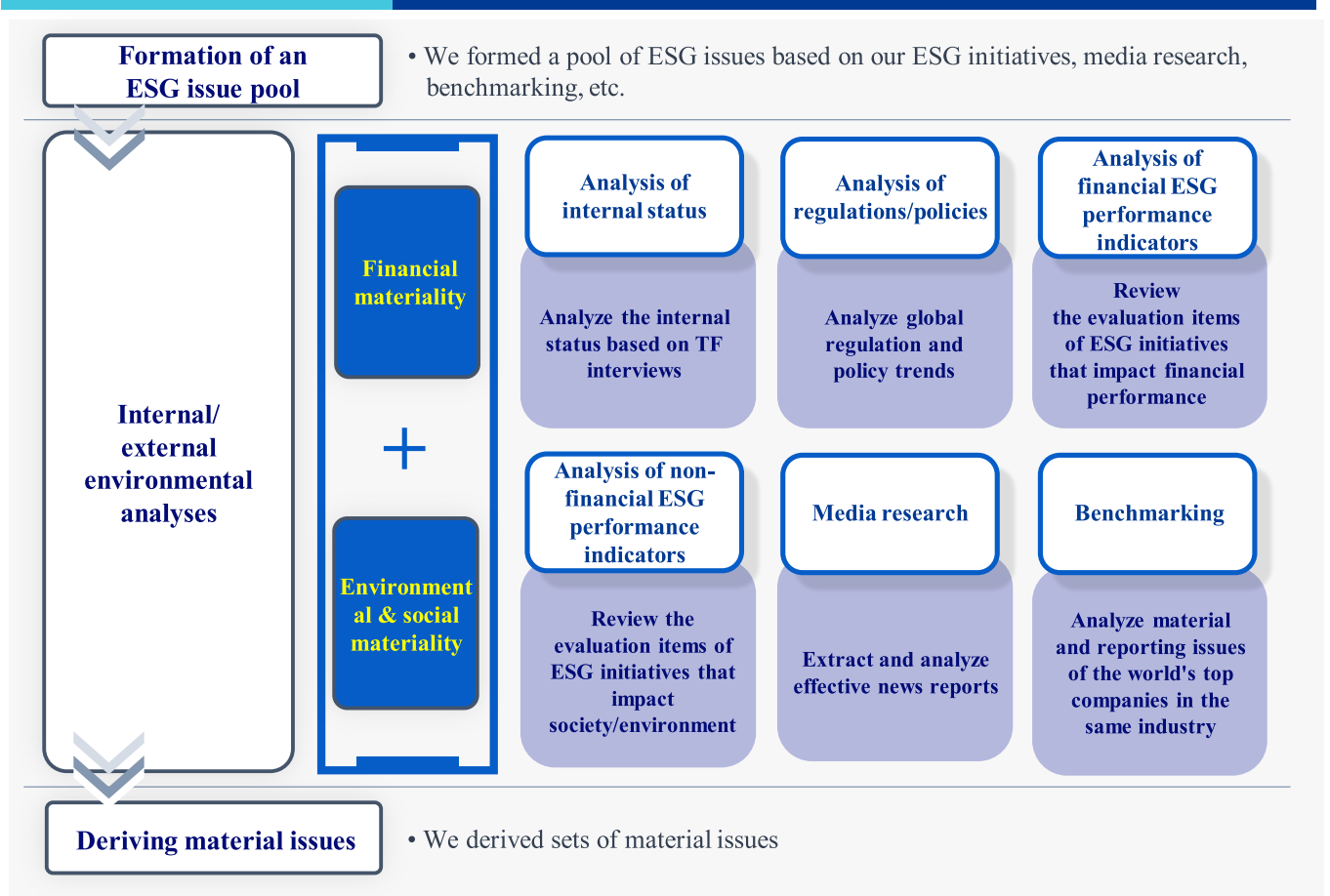
Stakeholders	Interests	Communication channels
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Work–life balance</li> <li>• Talent development, career management</li> <li>• Changes in business environment</li> </ul>	<ul style="list-style-type: none"> <li>• 22<sup>nd</sup> Century Committee (quarterly)</li> <li>• Business briefing (regular/irregular)</li> <li>• In-house notice/bulletin board, message (occasionally)</li> <li>• Reporting/grievance handling channels</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Product/service quality</li> <li>• Voice of the customer (VOC)</li> </ul>	<ul style="list-style-type: none"> <li>• Customer pool operation (regular/irregular)</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Strengthening regular communication and cooperation</li> <li>• Promotion of shared growth</li> <li>• Fostering a fair transaction culture</li> </ul>	<ul style="list-style-type: none"> <li>• SCM Council</li> <li>• Online meeting</li> <li>• Supplier visit</li> <li>• Supplier invitation</li> </ul>
<b>Shareholders/ Investors</b>	<ul style="list-style-type: none"> <li>• Management strategy for sales/profit growth</li> <li>• Regulatory and competition environment</li> <li>• Strengthening technological competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Annual general meeting (AGM)</li> <li>• BoD</li> <li>• Regular report (quarterly disclosure)</li> <li>• Investor relations (IR) activities</li> </ul>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>• Social contribution</li> <li>• Revitalization of local economy</li> </ul>	<ul style="list-style-type: none"> <li>• Websites</li> </ul>
<b>Government/Media</b>	<ul style="list-style-type: none"> <li>• Compliance with laws</li> <li>• Active engagement in government policies</li> <li>• Information disclosure through media</li> </ul>	<ul style="list-style-type: none"> <li>• Press release (occasionally)</li> <li>• Cooperation for implementing national agendas</li> <li>• Websites</li> </ul>

# ESG Management

## Stakeholder engagement

Based on the ESG management strategy we have established, SOLiD conducted a materiality assessment to ensure effective ESG management activities.

We applied the double materiality assessment approach to consider external factors affecting the company's financial status ("financial materiality") as well as the impact of our management activities on society and the environment ("environmental & social materiality") comprehensively. As a result, we identified and selected material ESG issues.



Material issues	Financial impact	Environmental & social impact	GRI	Page
Diversity and equal opportunity	●	●	401-1, 405-1	44
Information security	●	●	2-23, 2-24, 417-2, 418-1	73~76
Supply chain management	●	●	2-23, 2-24, 2-29, 204-1, 206-1, 308-1, 308-2, 414-1, 414-2	65~72

\* Materiality: ● High impact, ● Medium impact, ● Low impact



# Environment

# Environment

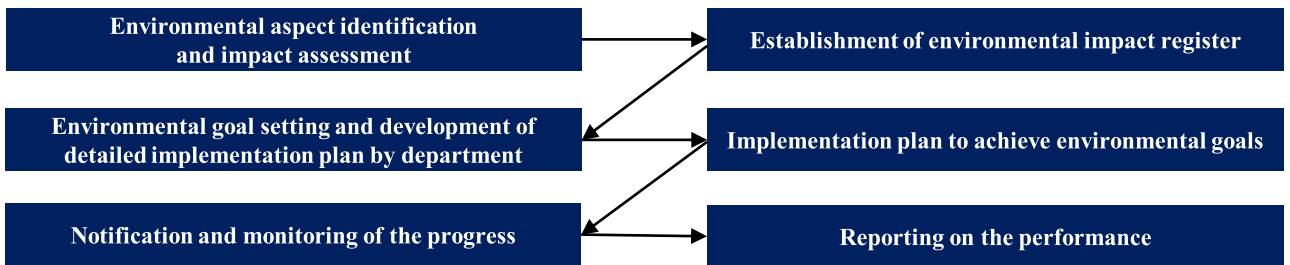
## Environmental Management Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=7](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=7)

## Environmental management system

Under the Environmental Management Policy, SOLiD has set environmental goals based on the results of environmental aspect identification and impact assessment.

We establish, execute, and improve implementation plans to meet our environmental goals, and we work to yield continued results in order to improve environmental performance at a company-wide level.

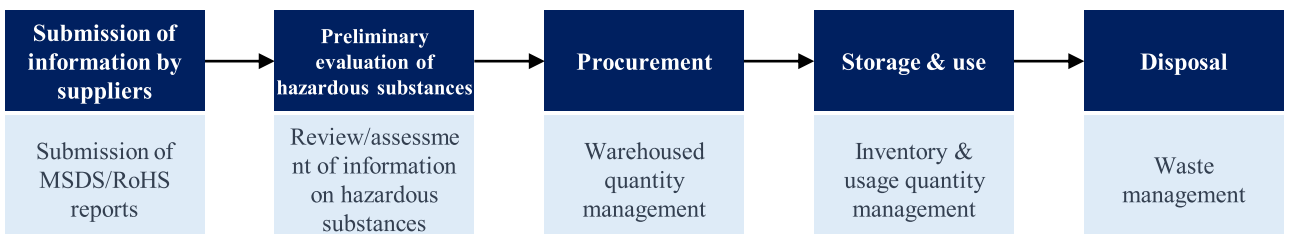


## Environmental management goals

Improvement of the hazardous substance management program
Establishment of a waste management system
Holding meetings regarding SOLiD Space energy efficiency
5% reduction in energy consumption YoY
5% reduction in waste generation YoY
Environmental compliance
Use of eco-friendly products
Printing of the recycling symbol on poly bags

## Hazardous substance management in products

SOLiD runs a pre-inspection and follow-up management system from parts to assembly to strictly control hazardous substances in products.

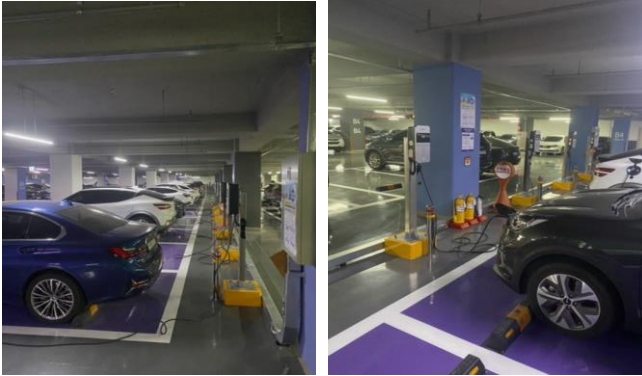




# Environment

## Activities to internalize environmental management

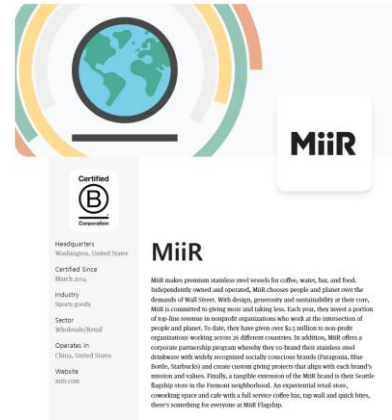
### Installation of EV charging stations



### Provision of tumblers to employees



### Replacement with LED lights



### Introduction of Super Cool Biz to save energy



### Introduction of automatic lighting control system

### Use of eco-friendly packaging materials

# Environment

## GHG & energy emissions

Activity Data collection																						
Category	Type of Fuel	Yearly Usage	Unit	Net Heating Value	Total Heating Value	Unit	Net Usage	Total Usage	Unit	CO2 Emission Factor	CH4 Emission Factor	N2O Emission Factor	Unit	kg CO2 emissions	kg CH4 emissions	kg N2O emissions	CH4 GWP	N2O GWP	tCO2e Conversion value	Total emission (tCO2e)	Total energy consumption (TJ)	
Scope 1 (direct) emissions	Stationary combustion	LNG (City gas)	0	Nm3	39.40	43.60	MJ/Nm3	0.00	0.00	TJ	56,100.00	1.00	0.10	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00	2,476.68	45.85
		B-C Oil	0	£	39.20	41.60	MJ/£	0.00	0.00	TJ	77,400.00	3.00	0.60	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00		
		C9+ (By-product fuel)	0	£	37.90	40.00	MJ/£	0.00	0.00	TJ	71,900.00	3.00	0.60	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00		
		Disel	0	£	35.30	37.70	MJ/£	0.00	0.00	TJ	74,100.00	3.00	0.60	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00		
		Kerosene (Indoor)	0	£	34.30	36.80	MJ/£	0.00	0.00	TJ	71,900.00	3.00	0.60	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00		
		Gasoline	0	£	30.30	32.60	MJ/£	0.00	0.00	TJ	69,300.00	3.00	0.60	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00		
	LPG	0	kg	46.30	50.40	MJ/kg	0.00	0.00	TJ	63,100.00	1.00	0.10	kgGHG/TJ	0.00	0.00	0.00	21.00	310.00	0.00			
	Mobile combustion	Diesel	2,799	£	35.30	37.70	MJ/£	0.10	0.11	TJ	74,100.00	3.00	0.60	kgGHG/TJ	7,320.77	0.30	0.06	21.00	310.00	7.35		
Gasoline		2,458	£	30.30	32.60	MJ/£	0.07	0.08	TJ	69,300.00	3.00	0.60	kgGHG/TJ	5,161.55	0.22	0.04	21.00	310.00	5.18			
Scope 2 (indirect) emissions	Power purchase	Electricity (Purchased electricity)	4,756,410	kWh	9.60	9.60	MJ/kWh	45.66	45.66	TJ	0.4653	0.0000054	0.0000027	kgGHG/kWh	2,213,157.57	25.68	12.84	21.00	310.00	2,217.68		
		Thermal power (Purchased steam)	531	Gcal						TJ	131.70	6.54	0.63	kgGHG/Gcal	69,906.36	3,471.43	334.40	21.00	310.00	246.47		

## Water consumption

(2022, unit: m<sup>3</sup>)

Business site	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total annual consumption
Pangyo	1,034	1,017	778	709	1,115	1,539	1,641	1,678	2,173	1,840	1,401	1,256	16,181
Anyang	85	64	66	61	87	102	119	126	151	143	100	80	1,184
<b>Total</b>	<b>1,119</b>	<b>1,081</b>	<b>844</b>	<b>770</b>	<b>1,202</b>	<b>1,641</b>	<b>1,760</b>	<b>1,804</b>	<b>2,324</b>	<b>1,983</b>	<b>1,501</b>	<b>1,336</b>	<b>17,365</b>

## Heavy water recycling

(2022, unit: ton)

Classification	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Recycling volume	22	15	10	0	21	0	0	0	0	20	18	33	138

## Waste treatment

(2022, unit: kg)

Business site	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Pangyo	2,470	2,470	2,470	2,580	2,470	2,470	2,570	2,470	2,470	2,590	2,470	2,590	30,090
Anyang	130	882	1,131	2,615	132	2,159	136	131	2,158	135	2,157	138	11,904

## Disposal of recyclable materials

(2022, unit: kg)

Business site	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Pangyo	0	0	930	790	820	890	1,040	0	780	830	500	1,110	7,690
Anyang	0	0	5,420	0	0	0	0	0	0	0	0	0	5,420



# Human Rights

# Human Rights

## Human Rights Management Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=8](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=8)

Humane treatment
Non-discrimination
No sexual harassment and bullying at the workplace
No forced labor
Protection of privacy and personal data
No child and youth labor

Guarantee of freedom of association and the right to collective bargaining
Wage and hour compliance
Guarantee of industrial safety
Human rights protection of customers and stakeholders
Human rights protection of local residents

## Human rights education

SOLiD makes it mandatory to provide company-wide human rights education programs in order to practice the basic principle of respect for individuals.

In 2022, we provided the programs in five categories: improving disability awareness, preventing sexual harassment at the workplace, preventing workplace bullying, human rights, and privacy protection.

Classification	Unit	2020	2021	2022	No. of sessions	
Improving disability awareness	Total <sup>1)</sup>	Persons	165	130	156	Once a year (Second half)
	Male	Persons	143	113	129	
	Female	Persons	22	17	27	
	Educational expenses	KRW 1,000	825	650	780	
Preventing sexual harassment at the workplace	Total	Persons	164	131	154	Once a year (First half)
	Male	Persons	142	114	129	
	Female	Persons	22	17	25	
	Educational expenses	KRW 1,000	820	655	770	
Preventing workplace bullying	Total	Persons	0	0	178	Once a year (Second half)
	Male	Persons	0	0	147	
	Female	Persons	0	0	31	
	Educational expenses	KRW 1,000	0	0	356	
Human rights (Part of business ethics program)	Total	Persons	0	123	162	Once a year (Second half)
	Male	Persons	0	107	134	
	Female	Persons	0	16	28	
	Educational expenses	KRW 1,000	0	738	1134	
Privacy protection	Total	Persons	16	20	25	Once a year (Second half)
	Male	Persons	10	14	15	
	Female	Persons	6	6	10	
	Educational expenses	KRW 1,000	80	100	125	

1) Number of persons, including temporary workers, who completed the programs

# Safety and Health

# Safety and Health

## Safety and Health Management Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=6](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=6)

## Safety and health management goals

Protecting the lives and safety of its members and employees in the business sites is the top priority of SOLiD. By taking this as our fundamental principle, we endeavor to achieve the goal of "zero accidents by ensuring a safe and pleasant workplace."

Goal	Key tasks
Achieving zero accidents	Establishment of a safety management system
	Strengthening accident prevention activities
	Implementation of risk assessment
	Strengthening safety education and training of workers

## Safety and health management outcomes

2023(\*) refers to the target value

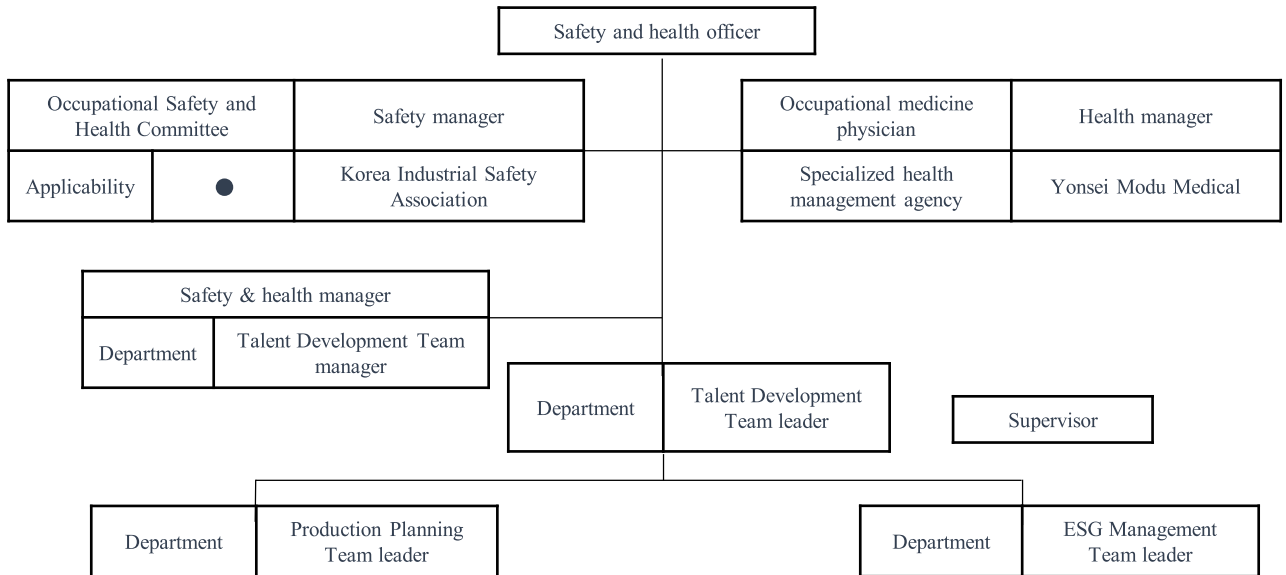
Classification		2020	2021	2022	2023(*)
Industrial disasters	Fatalities (persons)	0	0	0	0
	Fatalities caused by negligence (persons)	0	0	0	0
	No. of victims (persons)	0	0	1	0
	Industrial disaster rate (%)	0	0	0.6	0
	Occupational fatality rate per 10,000 workers	0	0	0	0

- Based on the industrial disaster rate confirmed by the Korea Occupational Safety and Health Agency
- Industrial disaster rate : [No. of victims (accident victims + disease victims) / no. of employees covered by industrial accident compensation insurance] x 100
- Occupational fatality rate per 10,000 workers : (Occupational fatalities / no. of employees covered by industrial accident compensation insurance)\*10,000

# Safety and Health

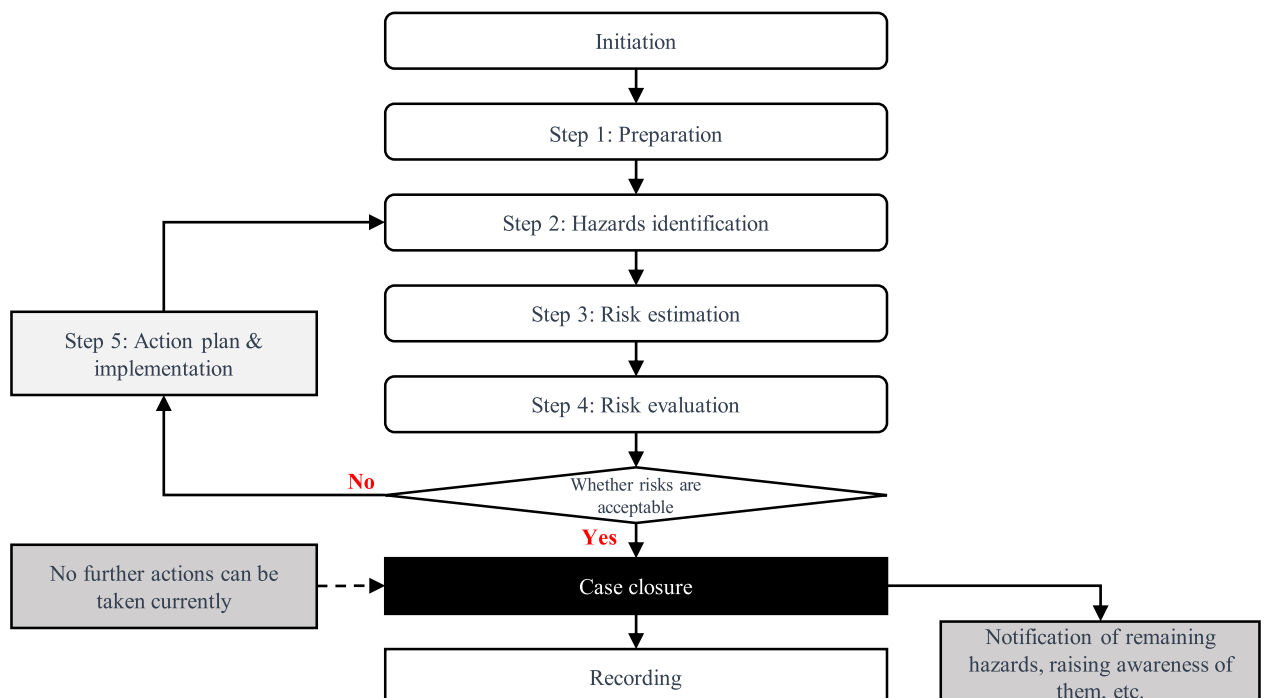
## Safety and health management organization

At SOLiD, we have a safety and health management organization in place, supervised by a safety and health officer who carries out relevant activities to ensure employee safety and health and promote industrial safety tasks in a more systematic manner.



## Safety and health risk management

SOLiD carries out risk assessments on a regular basis to identify workplace hazards in accordance with applicable laws, including the Occupational Safety and Health Act and the Serious Accidents Punishment Act.



# Safety and Health

## Safety and health training

SOLiD designates quarterly industrial safety training programs as mandatory, and all members are obliged to complete them.

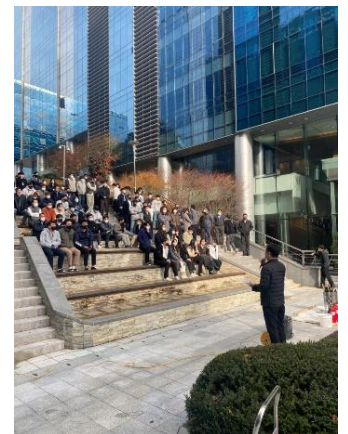
In addition, safety and health officers and supervisors under the safety and health management organization are required to take separate OJT courses.

Classification	Description	Hours
Regular safety training	Industrial safety and accident prevention, etc.	Office workers: 3 hours/quarter Field workers: 6 hours/quarter
Safety training for new hires	Occupational Safety and Health Act, general safety management, etc.	8 hours
Supervisor training	Harm and risk of work processes, accident prevention measures, etc.	16 hours/year
OJT	OJT for safety and health officers	6 hours/2 years
Employee emergency evacuation training	Fire and emergency drills	Once/year

## Emergency evacuation training

SOLiD plans and conducts emergency evacuation training for all employees at least once a year.

Schedule	Tue, Nov. 29, 2022 at 2 PM
Venue	SOLiD Space building and outdoor auditorium
Lecturer	Fire safety manager Chae Dae-seok of SOLiD Space building (affiliation: HDC I-SERVICE)
Participants	191 persons (119 from SOLiD, 72 from SOLiD Labs)
Details	<ul style="list-style-type: none"> <li>- Simulation of an emergency procedure upon fire in building (prior notice / Ignition point : HVAC room on 9F &amp; 10F)</li> <li>- Fire drill (exit routes: emergency stairs; use of elevators is prohibited)</li> <li>- How to use fire extinguishers (fire suppression training in early stage; CO<sub>2</sub> fire extinguishers)</li> </ul>





# Supply Chain Management

# Supply Chain Management

## Supplier Responsibility Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=10](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=10)

Humane treatment	Environment
Labor	Business ethics
Non-discrimination	Conflict minerals
Safety and Health	

## Supply chain management system

SOLiD runs a consistent supplier management policy aimed at securing a competitive supply chain by discovering and nurturing capable suppliers. The policy stipulates the registration, selection, fostering, and assessment of suppliers.

### New supplier diagnosis process

<b>Capability assessment</b>	Evaluation of financial factors, items related to sustainability (e.g. ethics, safety, health, human rights, environment), and compliance with the supplier code of conduct
<b>Evaluation result</b>	Disclosure of the evaluation result and discussion with the supplier to handle objections, if any
<b>Risk diagnosis</b>	Analysis of risk types and patterns
<b>Risk mitigation actions</b>	Requesting suppliers to take risk mitigation actions
<b>Contracting</b>	Refusal of transactions if the supplier fails to take risk mitigation actions

### Existing supplier diagnosis process

<b>evaluation &amp; capability</b>	Evaluation of financial factors, items related to sustainability (e.g. ethics, safety, health, human rights, environment), and compliance with the supplier code of conduct
<b>Evaluation result</b>	Disclosure of the evaluation result and discussion with the supplier to handle objections, if any
<b>Risk diagnosis</b>	Analysis of risk types and patterns
<b>Risk mitigation actions</b>	Requesting suppliers to take risk mitigation actions
<b>Follow-up management</b>	Follow-up management through confirmation of risk mitigation and support policies

## Supplier assessment grade and management criteria by

Grade	A	B	C	D	Notes
Assessment grade	Above 80 points	70–80 points	60–70 points	Below 60 points	Periodic/occasional assessment
Classification	Potential development partner	Potential development partner	Need improvement (Conditional selection)	Need priority management (Development participation restricted)	
Need improvement		Conduct improvement	Conduct improvement	Conduct improvement	QSA/QPA
Assessment of improvement	Periodic assessment (annual)	Periodic assessment (annual)	Occasional assessment	Occasional assessment	

## Suppliers by transaction group

Group	Definition	No. of suppliers	Notes
ODM	Development (R&D) + manufacturing	5	
OEM	Outsourcing manufacturing partner	5	
R&D	Expert development company	3	
General parts	(Supplier specifications) General parts	142	Excluded from grade assessment
Commercial modules	(Supplier specifications) Modules (e.g. modems) released on the market	72	Excluded from grade assessment
Special processes	Outsourced processes such as surface mount technology (SMT), printed circuit board (PCB) assembly, and cable assembly	10	

# Supply Chain Management

## Supplier communication

To ensure constant communication with suppliers, SOLiD engages in internal and external activities and holds conferences to share its goals and implementation systems for sustainable management and support suppliers to take action.

We operate various channels to gather opinions and strengthen communication with suppliers. We also have digitally mediated channels for optimal communication.

Classification	Description
SCM Council	Monthly channel to adjust supply and demand plans with suppliers
Online meeting	Online meeting for CC communication
Supplier visit	The SOLiD Patrol TF visits suppliers to resolve their grievances
Supplier invitation	Inviting suppliers and serving meals at the end of the year for encouragement

## Fair trade

SOLiD is committed to fostering a healthy transaction culture between companies and implementing fair trade practices. Based on our principles of fair trade, we monitor our activities with the aim of preventing the occurrence of problems related to fair trade.

### Prohibited actions related to fair trade

- (1) Use, access, and storage of company assets for personal purposes without approval
- (2) Unauthorized provision, transmission, transfer, access, taking out of the company's assets, information, technologies, etc. to a third party
- (3) Arbitrary use of intellectual property owned by the company
- (4) Abusing one's position at work to exercise undue influence of any kind
- (5) Acts of conflicts of interest in violation of company regulations, such as provision of entertainment, gifts, and hospitality.
- (6) Engaging in personal financial transactions, etc.



# Information Security

# Information Security

## Information Security Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=9](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=9)

## Information security management system

By recognizing information security as an essential element of corporate management, SOLiD operates a department dedicated to information security. The organization provides internal security training programs and actively carries out improvement tasks identified from internal and external evaluation and assessment against external security threats such as network, hacking, and ransomware. It aims to continuously enhance the security level of the company.

---

Appointment of the Chief Information Security Officer (CISO)

---

Appointment of security manager in HQ and key business sites

---

Operation of a department dedicated to information security

---

Operation of information security solutions

---

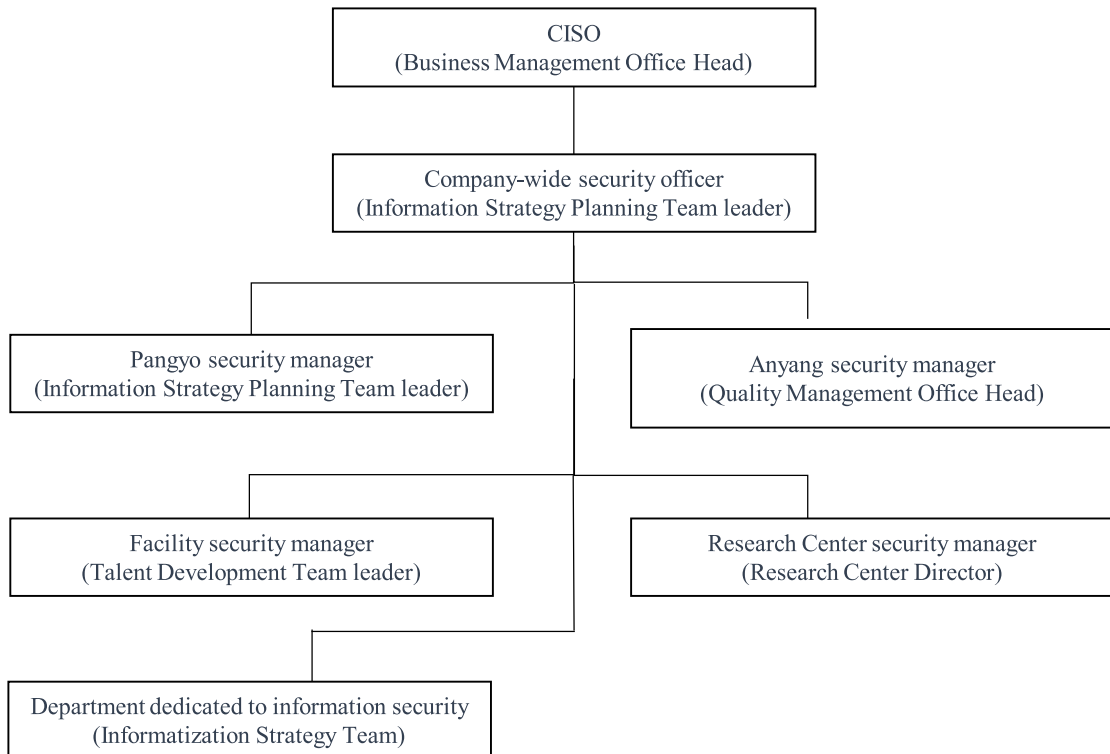
Implementation of information security regulations and data asset protection activities

---

Implementation of internal information security training programs in HQ and key business sites

---

## Information security organization



# Social Contribution

# Social Contribution

---

## Social Contribution Policy

---

SOLiD commits to supporting the balance and prosperity of local communities through close cooperation with social partners.

SOLiD builds partnerships with customers, stakeholders, community groups, and the government to create mutually beneficial relationships, respond to social issues, and explore solutions together.

---

SOLiD adopts innovative technologies and creative solutions to lead changes in social issues.

SOLiD exerts its positive impact in various fields, ranging from education to environmental protection and social inclusion through technical superiority and creative ideas.

---

SOLiD regards social and environmental sustainability as its core values and fulfills its corporate responsibility for the sustainable development of society through carbon emissions reduction, resource management, and green technology development.

---

SOLiD grows together with local communities by providing actual support to beneficiaries in education, living, and culture as a member of society, and constantly implements social contribution activities that can satisfy every member.

---

SOLiD creates a culture of voluntary social contribution activities to encourage employee engagement in corporate social responsibility such as donations and volunteering.

---

## Social Contribution Operating Rules

---

First, establish an operations plan each year to facilitate the implementation of social contribution activities.

---

Second, examine and analyze the needs of the community in advance to establish an operations plan.

---

Third, prepare detailed plans of each activity at least three months before the scheduled implementation date.

---

Fourth, organize and document the result for recordkeeping after the end of activities.

---



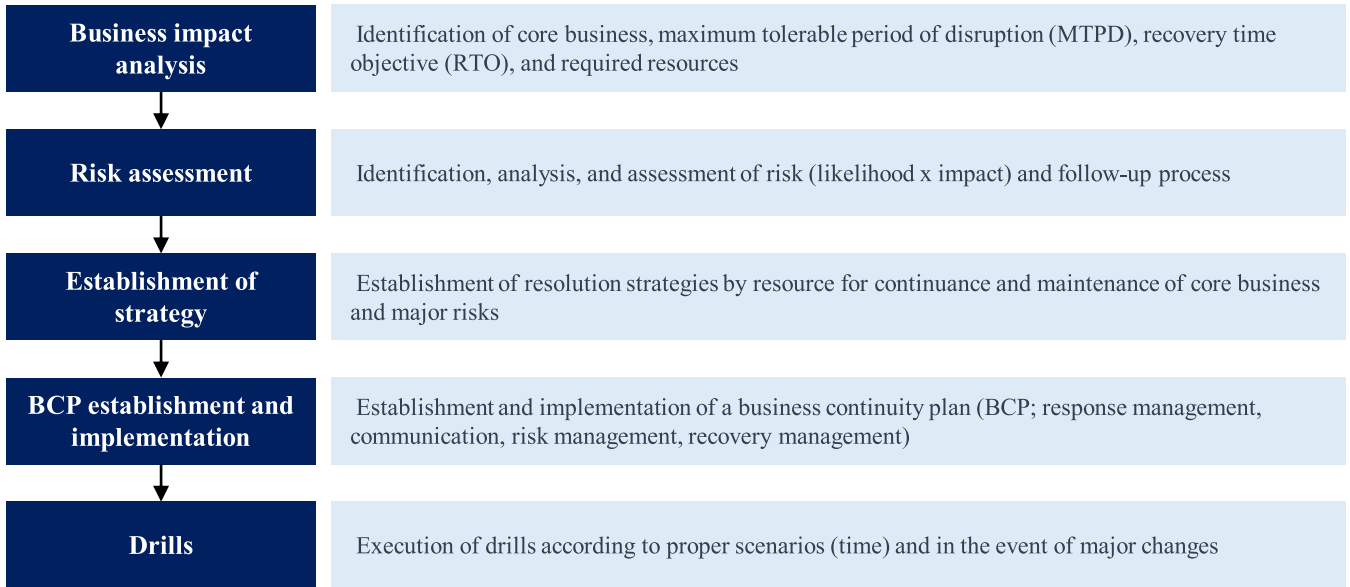
# Risk Management



# Risk Management

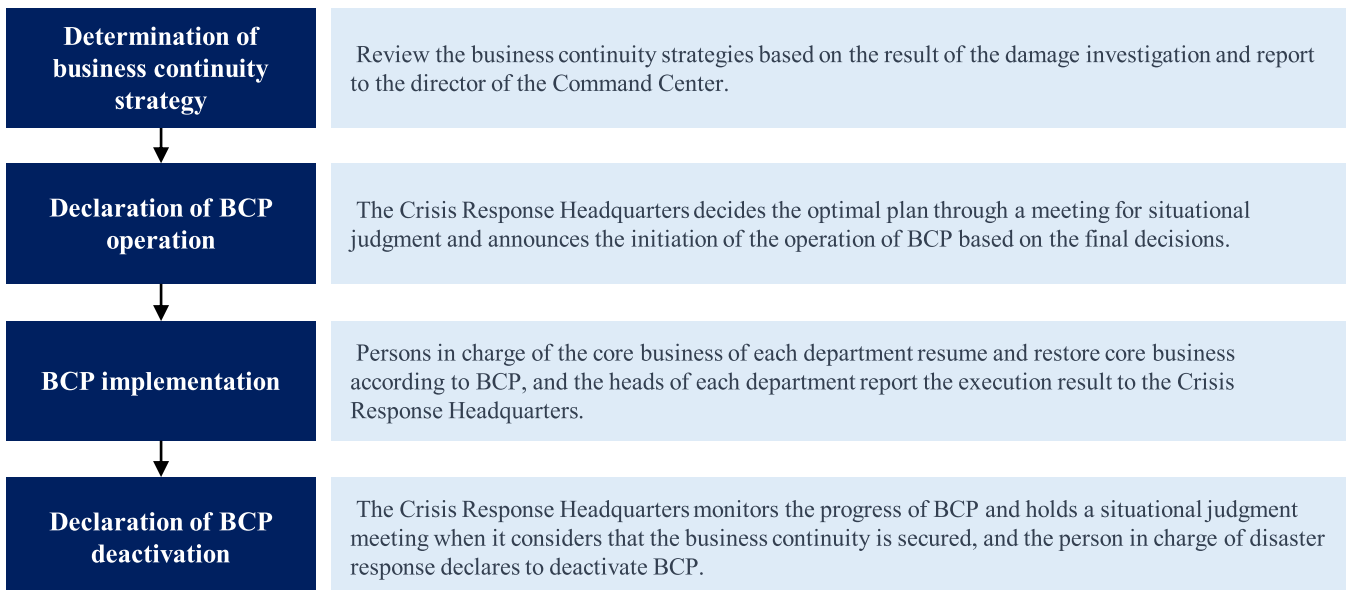
## Business continuity management system (BCMS) process

In the event of a business interruption, SOLiD prioritizes the safety of our employees and the values of customers and other stakeholders. We ensure the prompt establishment and recovery of the response system to continue core businesses and achieve our management goals.



## BCP operating procedures

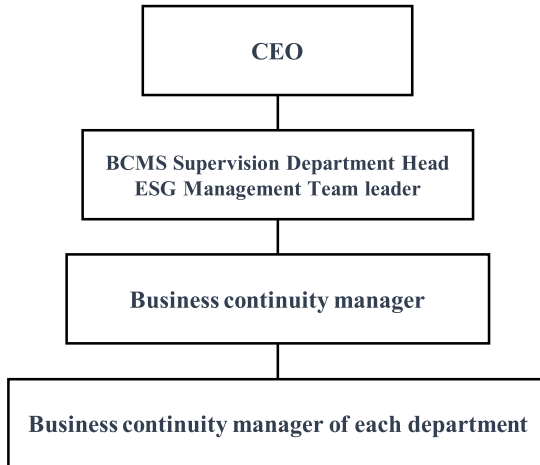
BCPs are designed to prepare an emergency organization to control situations of interruption of the core business of SOLiD due to disasters and disruptions. They provide measures for emergency warning, evacuation, and options to communicate with internal and external stakeholders. The scope of our BCP also includes approaches to initial response to an emergency at a company-wide level, as well as recovery and resume of work to achieve business continuity in the final.



# Risk Management

## BCMS organization in normal times

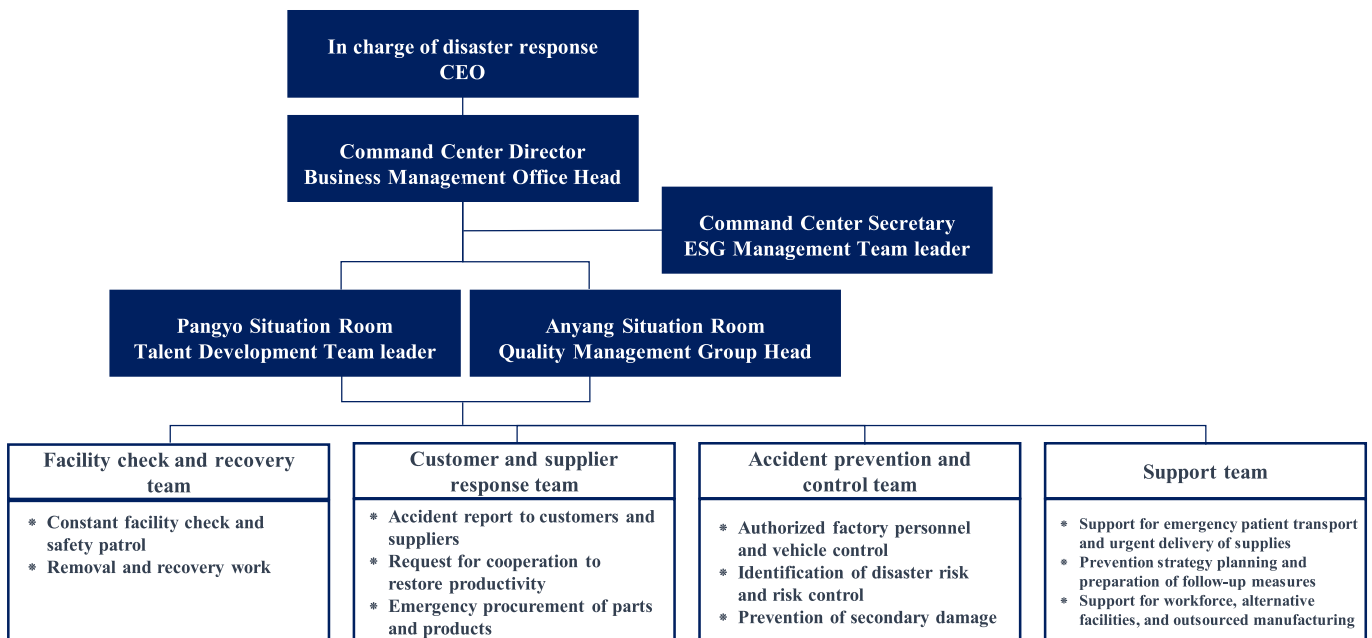
In normal times, SOLiD identifies potential risks in business activities and makes efforts to engage in improvement activities to reduce risks and prevent recurrence.



## BCMS organization in case of emergency (Crisis Response Headquarters)

In an effort to strengthen risk and crisis response management further, SOLiD appointed the CEO to take charge of company-wide risk management and installed the Crisis Response Headquarters under his leadership in March 2023.

In the event of a crisis that poses a severe impact on business activities, we strive to prevent the spread of risk, promptly recovering and normalizing our business through a fast and transparent communication and response system prepared in advance.





# Business Ethics

# Business Ethics

## Business Ethics Policy

[https://www.solid.co.kr/bbs/board.php?bo\\_table=s1\\_4&wr\\_id=5](https://www.solid.co.kr/bbs/board.php?bo_table=s1_4&wr_id=5)

Code of ethics	Eco-friendly management
Fair conduct of business	Fair trade-related compliance
Resolving conflicts of interest, including extortion	Relationships with competitors
Protection of company asset and information	Whistleblowing
Seeking customer satisfaction	Protection and prohibition of retaliation for whistleblowing
Supplier as partner	Code of ethics pledge
Respect for shareholders	Business ethics education
Responsibility to the country and contribution to social development	

## Reporting of unethical behavior and violation of ethics regulations

SOLiD receives reports on employees' unethical behavior and violation of ethics regulations through our dedicated channel. We aim at establishing a sound corporate culture of ethics.

## Reports handled

When an unethical behavior or a violation of ethics regulations is reported, SOLiD checks factual grounds accurately and holds a personnel committee for deliberation, if it is deemed a violation beyond a reasonable doubt.

## Compliance management

SOLiD reflects enactments and amendments of national laws and regulations in company regulations immediately and encourages its employees to comply with them. We also carry out compliance activities that involve reviewing the laws and updating our policies accordingly each year.

**THANK YOU!**

