

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Shinhwa Auto USA Corp.

CERTIFICATE NUMBER

553

ASI STANDARD

PERFORMANCE
STANDARD
(V3.1 2023)

CERTIFICATION LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM

DNV BUSINESS
ASSURANCE
SERVICES UK LTD.

DATE OF ISSUE

12 MAY 2026

DATE OF EXPIRY

11 MAY 2029

CERTIFIED SINCE

12 MAY 2026

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Manufacture of Aluminium
automotive components at the
Shinhwa Auto USA facility, Auburn
Alabama.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Shinhwa Auto USA Corp.
ENTITY NAME	Shinhwa Auto USA Corp.
CERTIFICATION SCOPE	Manufacture of Aluminium automotive components at the Shinhwa Auto USA facility, Auburn Alabama.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Material Conversion
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">• 3 – 5 December 2025
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 11 March 2026
AUDIT SCOPE	<p>The Audit Scope includes the manufacturing of Aluminium automotive components at the Shinhwa Auto USA facility, Auburn Alabama.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">• Casthouses• Material Conversion <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">• Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.<input checked="" type="checkbox"/> The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	12 May 2026 – 11 May 2029

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 12 November 2027

CERTIFICATE NUMBER 553



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Shinhwa Auto USA Corp (the 'Entity') commenced operation in 2019 and is an Aluminium alloy foundry and manufacturing facility located at 2535 West Tech Lane, Auburn, Alabama, United States of America. The Entity undertakes Aluminium melting and low- and high-pressure die casting, heat treatment, machining, assembly and shipping of automotive components, including drive, chassis and body parts. Current annual production is approximately 800,000 saleable units for the domestic United States market.

The Entity occupies approximately ten hectares and employs approximately 300 Workers, including employees and contractors, of whom approximately 50 are women. The Entity comprises three plants located on a single campus adjacent to a public road. Plant 1 includes material receiving, melting and casting operations, X-ray inspection, heat treatment, machining and assembly. Plant 2 includes machining, assembly, warehousing and shipping functions. Plant 3 includes melting and casting operations, finishing and deburring activities, and work-in-progress storage. Ancillary infrastructure includes internal access roads, car parking, warehouse facilities and laydown areas.

The nearest township to the Entity is Auburn. The Entity operates within the Auburn Industrial Development Board framework, under which site development and certain operational activities are subject to oversight and approval by the City of Auburn. The Entity is located adjacent to a public access road, and nearby sensitive receptors include small streams in the surrounding area. Primary products are supplied to customers within the United States automotive sector.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of Systems, Residual Risk and Performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	Medium	HIGH
RISKS	High	High	High	HIGH
PERFORMANCE	High	High	Medium	HIGH
OVERALL		HIGH		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity maintains documented systems to identify and monitor applicable legal requirements, including regulation control logs and quality control logs, which were reviewed during the Audit. The Entity retains external legal counsel under a standing engagement and communicates regulatory updates through controlled document management processes to support ongoing compliance.
1.2 Anti-Corruption	Conformance	The Entity has implemented Policies, controls, training, and supplier Due Diligence processes to prevent Corruption in all forms, supported by documented governance systems and accessible reporting mechanisms.
1.3a-e Code of Conduct	Conformance	The Entity has implemented and publicly discloses a Code of Conduct covering environmental, social, and governance (ESG) principles, supported by formal document control processes to ensure periodic review and ongoing relevance. The Code is available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has established and publicly disclosed ESG Policies endorsed by senior management, supported by internal resources and formal systems for review, communication, and continual alignment with business risks. The ESG Policy is available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf
2.2a-c Leadership	Conformance	The Entity has designated senior Management Representatives responsible for ESG Policy implementation and oversight, with roles defined through organisational charts and documented Policy scopes. The Entity's senior leadership actively participates in ESG-related decision-making and management review processes supported by formal document control systems.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented an ISO 14001 certified Environmental Management System (EMS) and has established social management practices supported by Policies, training, and oversight mechanisms to manage environmental and social risks across its operations.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented an ISO 14001 certified Environmental Management System (EMS) and has established social management practices supported by Policies, training, and oversight mechanisms to manage environmental and social risks across its operations.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Sourcing Policy supported by supplier Due Diligence, risk assessment processes, and formal systems for review and continuous improvement. The Policy is available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no significant changes or New Projects over the previous three years.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no significant changes or New Projects over the previous three years.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity has established and maintains site-specific emergency response plans supported by regular training, testing, and review to ensure preparedness for emergency situations. For more information on the Entity's emergency response plans, Stakeholders can view the Entity's Emergency All Hazards plan as published within its Shinhwa-Auto-USA-Policies.pdf document. Refer to: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf</p> <p>Stakeholders can also submit a public records request to the Lee County Emergency Management Agency. For more information, refer to: https://www.leecoema.com</p>
2.8a-d Suspended Operations	Conformance	The Entity has established documented contingency and emergency activation procedures to manage operational disruptions, including defined roles critical to business continuity and cross-training to support resilience. These arrangements are embedded within the Entity's Management Systems and subject to review when operational risks or control gaps are identified.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has not undertaken any mergers or acquisitions to date however has governance arrangements in place to assess ESG considerations should such activities occur in the future.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has not undertaken any closure, decommissioning, or divestment activities to date, and will integrate ESG considerations into planning processes should such activities arise in the future.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity publicly discloses its governance approach and Material environmental, social, and economic impacts through its Sustainability Report, which is available via its corporate website at: https://www.shinhwa-auto.com/sustainability-esg/
3.2 Non-compliance and Liabilities	Conformance	The Entity publicly discloses information on any Material non-compliance and legal liabilities through regulatory records and its annual Sustainability Reporting function. Refer to the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg/
3.3a-c Payments to Governments	Conformance	The Entity does not make payments to Governments beyond those required by law, and does not engage in political contributions, as confirmed through review of internal Policies, financial oversight processes, and public records. Refer to the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg/
3.4a-f Stakeholder Complaints, Grievances	Conformance	The Entity has established and communicated mechanisms for managing Stakeholder complaints, grievances, and requests for

CRITERION	RATING	COMMENT
and Requests for Information		<p>information, supported by documented procedures, employee engagement practices, training, and Quality Management Systems.</p> <p>A Confidential Ethics Hotline for external Stakeholders can be accessed via: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	<p>The Entity evaluates life cycle impacts for its major Aluminium-containing Product lines and can provide 'cradle-to-gate' LCA information to customers upon request, with LCA-related disclosures included within its 2025 Sustainability Report. Refer to: https://www.shinhwa-auto.com/sustainability-esg/</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity evaluates life cycle impacts for its major Aluminium-containing Product lines and can provide 'cradle-to-gate' LCA information to customers upon request, with LCA-related disclosures included within its 2025 Sustainability Report. Refer to: https://www.shinhwa-auto.com/sustainability-esg/</p>
4.2 Product Design	Not Applicable	<p>This Criterion is not applicable to the Entity, as it does not directly nor indirectly contribute to the design of the Products it manufactures.</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity implements process controls to minimise Aluminium Process Scrap, separates Scrap by type and grade, tracks Scrap streams through production Management Systems, and routes unused Scrap for reuse and/or third-party recycling.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Minor Non-Conformance	<p>The Entity has committed to materials circularity and uses the waste hierarchy to prioritise its approach as described in its 2025 Sustainability Report, available at: https://www.shinhwa-auto.com/sustainability-esg/</p> <p>The Entity's recycling strategy, including for End of Life Products is available within the Environmental Management Policy within Group ESG Policies. Refer to: https://www.shinhwa-auto.com/sustainability-esg/</p> <p>The Policy includes minimising process Scrap and maximising the direct reuse of it through remelt, and maximising recycling of unrecoverable process Scrap and Dross through recycling, working with customers and the Group R&D Department to increase the amount of recycled content within its Products. It is also collaborating with others to increase recycling rates of its Products. The Entity does not yet however, publish timebound targets.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity tracks and manages Aluminium Scrap streams and engages third-party collection and recycling providers to support recycling outcomes, with recycling-related information supported by internal tracking systems and third-party compliance reporting.</p>
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity publicly discloses its annual energy use and Scope 1 and Scope 2 GHG emissions using documented methodologies, with emissions data subject to third-party verification prior to publication.</p>

CRITERION	RATING	COMMENT
		<p>Further information is available in the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg/</p> <p>The Entity does not, however, currently report Scope 3 GHG emissions.</p>
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established and publicly disclosed a GHG Emissions Reduction Plan and pathway with intermediate targets, covering direct and indirect emissions and is subject to annual review. Refer to 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Minor Non-Conformance	<p>For Scope 1 and Scope 2, the Entity has established and publicly disclosed a GHG Emissions Reduction Plan and reduction pathway, developed using the ASI emissions reductions calculation tool. The Entity has established a 2024 baseline year and Intermediate Targets. The Plan and pathways are subject to annual review. Refer to 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg</p> <p>The Entity does not, however, currently disclose the reduction pathway for their Scope 3 GHG emissions.</p>
5.4 GHG Emissions Management	Conformance	The Entity implements Energy Management Systems and operational controls aligned with its GHG Emissions Reduction Plan, supported by a certified Environmental Management System and associated documented procedures.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity quantifies, manages, and publicly discloses Emissions to Air through regulatory permitting, environmental management procedures. Refer to the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
6.2a-g Discharges to Water	Conformance	The Entity manages water discharges through containment, third-party removal, and permitted stormwater controls, with related disclosures in the 2025 Sustainability Report and via regulatory records. Refer to the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity assesses Spill and Leakage risks and implements documented controls including a Spill Prevention, Control and Countermeasure Plan, Hazard Communication Plan, and associated response procedures, which were observed during the Audit. Spill response training and clearly marked spill kits were verified during the

CRITERION	RATING	COMMENT
		Audit site 'walkover', with documentation maintained under formal document control processes.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity publicly discloses information on Spills and Leakages through regulatory reporting and sustainability disclosures. Refer to 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
6.5a-c Waste Management and Reporting	Conformance	The Entity quantifies, manages, and publicly discloses Hazardous and Non-Hazardous Waste streams using inventory tracking systems, environmental management procedures, and third-party waste service providers. More details can be found in the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	The Entity manages Aluminium Dross through controlled on-site handling and storage and transfers Dross to specialised third-party processors for treatment and recovery, supported by tracking systems and vendor oversight.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity publicly discloses water withdrawal and its use by source and undertakes assessment of water-related risks within its Area of Influence. Refer to the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as no significant water management related risks were identified.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed Biodiversity and Ecosystem Services risks within its Area of Influence through third-party site assessments and regulatory land use controls. These assessments reviewed land use, ecological context, and potential impacts related to facility development and operations and did not identify Material Biodiversity risks.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as no significant Biodiversity or Ecosystem Services related risks were identified.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as no significant Biodiversity or Ecosystem Services related risks were identified.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services relevant to potentially Affected Populations have been identified.

CRITERION	RATING	COMMENT
8.4 Alien Species	Conformance	The Entity manages the inherent risk of Alien Species introduction through compliance with mandatory import inspections, physical treatment (as required), and customs clearance requirements.
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity’s operations are not located within or adjacent to World Heritage Properties, and no activities are undertaken in such areas.
8.6a-d Protected Areas	Conformance	The Entity has confirmed through a third-party assessment that there are no Protected Areas within its Area of Influence.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity has established and publicly disclosed Human Rights Policies and implements Human Rights Due Diligence processes appropriate to its operational context. The Policies are available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf</p> <p>Human Rights Due Diligence activities are embedded within broader management and compliance processes, including supplier evaluation and adherence to applicable occupational health and safety, labour, and employment legislation. The Entity has identified potentially Affected Populations through location-specific assessments and regulatory processes, and Grievance Mechanisms are available to support remediation where adverse Human Rights impacts are identified.</p>
9.2a-e Gender Equity and Women’s Empowerment	Conformance	The Entity implements Policies and practices addressing gender equity and women’s empowerment in employment, training, and workplace conduct. The efficacy of these programs is disclosed in the 2025 Sustainability Report, available at: https://www.shinhwa-auto.com/sustainability-esg
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as location-specific assessments confirm that no Indigenous Peoples, lands, territories, or resources are affected by the Entity’s operations.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present or directly affected by the Entity’s operations.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present or directly affected by the Entity’s operations.

CRITERION	RATING	COMMENT
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as it has assessed, and confirmed that there are no Cultural and Sacred Heritage sites present within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as it has assessed, and confirmed that there are no Cultural and Sacred Heritage sites present within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as its operations were established without physical or economic displacement, and no resettlement planning requirements were required.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity operates within the regulatory oversight of the City of Auburn Industrial Development Board and engages with local governance structures as part of industrial permitting and development processes, which were reviewed during the Audit.</p> <p>Community-related considerations are addressed through regulatory engagement mechanisms and local employment participation within its Area of Influence. No Material impacts have been identified.</p>
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity has applied risk-based supply chain Due Diligence over its Aluminium supply chain aligned with the OECD Due Diligence Guidance for Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). It was verified that supply chain Policies, supplier risk assessments, and defined responsibilities are implemented through documented procedures and internal Management System software.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has identified and assessed CAHRAs-related risks through structured supplier evaluations, including risk screening and certification status monitoring. During the Audit, supplier questionnaires, risk assessment records, and documented risk analyses supporting systematic risk identification were reviewed and found appropriate to the Entity's supply chain risk profile.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity responds to identified supply chain risks through supplier engagement, corrective action processes, and ongoing monitoring. During the Audit, supplier questionnaires, risk assessment records, and documented risk analyses supporting systematic risk identification were reviewed and found appropriate to the Entity's supply chain risk profile.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	This ASI Performance Standard Audit satisfies the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity publicly discloses its responsible sourcing and supply chain Due Diligence commitments through the 2025 Sustainability Report and other corporate documentation. Relevant disclosures are available at: https://www.shinhwa-auto.com/sustainability-esg
9.9 Security practice	Conformance	The Entity does not employ private security providers and relies on public law enforcement when security issues may arise.

10. LABOUR RIGHTS

CRITERION	RATING	COMMENT
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects Workers' rights to Freedom of Association and Collective Bargaining in accordance with applicable United States labour law, as reflected in the Employee Handbook and workplace postings.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity as it operates in a jurisdiction where Freedom of Association and Collective Bargaining are governed by United States labour law.
10.2a-c Child Labour	Conformance	The Entity implements employment controls to prevent Child Labour and ensure compliance with applicable minimum age and youth employment requirements.
10.3a-c Forced Labour	Conformance	The Entity prohibits Forced Labour and Human Trafficking and implements employment practices that ensure work is voluntary, free from fees or deposits, and not subject to document retention or movement restrictions. The Entity's Modern Slavery Statement is available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf
10.4a-c Non-Discrimination	Conformance	The Entity applies non-Discrimination Policies and performance-based employment practices across its hiring, advancement, and termination decisions and processes.
10.5 Communication and engagement	Conformance	The Entity provides Workers with multiple mechanisms to raise and resolve workplace and compensation issues without fear of retaliation, including formal grievance procedures and anonymous feedback channels.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented a workplace Policy on Violence and Harassment, supported by training, reporting procedures, and integration into Occupational Health and Safety (OH&S) management. The Policy is available at: https://www.shinhwa-auto.com/wp-content/uploads/2025/12/Shinhwa-Auto-USA-Policies.pdf
10.7a-c Remuneration	Conformance	The Entity provides documented terms of employment and facilitates wage payments in accordance with relevant legal requirements, applies Overtime premiums, and ensures timely and documented wage payments.
10.8a-c Working Time	Conformance	The Entity manages Working Time in accordance with applicable legal requirements, including Overtime, rest periods, and paid leave.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights through ongoing training, workplace information boards and notices, and internal communication channels.

II. OCCUPATIONAL HEALTH AND SAFETY

CRITERION	RATING	COMMENT
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented an ISO 45001 Certified Occupational Health and Safety (OH&S) Management System applicable to Workers, and Visitors and discloses Health and Safety performance information publicly.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The OH&S Management System is maintained through internal audits, external surveillance audits, and annual management reviews conducted by senior leadership. Information on the Entity's leading and lagging OH&S indicators, as well as benchmarking to industry performance, is available in the 2025 Sustainability Report: https://www.shinhwa-auto.com/sustainability-esg
11.2 Employee engagement on Health and Safety	Minor Non-Conformance	The Entity has implemented appropriate engagement and communication channels and functions relating to Worker engagement on Health and Safety. During the Audit it was noted however that there were inconsistencies in the use of required hearing protection, and as such indicates gaps in the effective implementation of Worker engagement mechanisms.

ASI LIMITATION OF LIABILITY DISCLAIMER

Organisations that make ASI-related claims are each responsible for their own compliance with Applicable Law, including laws and regulations related to labelling, advertisement, and consumer protection, and competition or antitrust laws, at all times. ASI does not accept liability for any violations of Applicable Law or any infringement of third-party rights (each a Breach) by other organisations, even where such Breach arises in relation to, or in reliance upon, any ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI. ASI gives no undertaking, representation or warranty that compliance with an ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI will result in compliance with any Applicable law, or will avoid any Breach from occurring.

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	12 May 2026	Initial Certification Audit – Full Certification