

Health, and Safety Management Policy

**HD HYUNDAI INFRACORE
HEALTH AND SAFETY
MANAGEMENT POLICY**

Table of Contents

| | |
|--|-----------|
| Health and Safety Mission Statement | 03 |
| Health and Safety Vision Statement | 03 |
| Health and Safety Policy | 04 |
| Safety and Health Management Policy | 05 |
| 1. Purpose of Enactment | 05 |
| 2. Scope of Application | 05 |
| 3. Promotion Department | 05 |
| 4. Safety and Health Management Policy | 06 |

Health and Safety Mission Statement

Placing health and safety as the top priority, creating a culture where everyone's safety becomes apparent.

Health and Safety Vision Statement

Goals

- Strengthening Serious Accident Management
- Independent Safety Culture Activities
- Building and Internalizing System



2023

Settlement of Safety Culture

- LTIR: **21** cases
- TRIR: **36** cases
- OIFR: **21** cases



2024

Operation of Autonomous BBS System

- LTIR: **19** cases
- TRIR: **32** cases
- OIFR: **5** cases



2025

Internalization of Safety Culture

- LTIR: **16** cases
- TRIR: **28** cases
- OIFR: **5** cases

Health and Safety Policy



All HD HYUNDAI INFRACORE employees shall establish and comply with the following policies, which require them to practice respect for human life and dignity, preserve the environment, and enhance human affluence and the future value of the earth in all our corporate activities.

1. Operating the Environmental Safety Management System

All HD HYUNDAI INFRACORE employees are required to continuously develop and operate a system for improving the impact of our products, activities, and services on EHS and environmental safety.

2. Complying with Environmental Safety and Health Laws

All HD HYUNDAI INFRACORE employees are required to observe domestic and foreign environmental health and safety laws and conventions and to establish and implement strict internal management standards faithfully.

3. Ensuring Customer Safety and Developing Eco-friendly Technology

All HD HYUNDAI INFRACORE employees are required to make an active contribution to sustainable environmental conservation and the prevention of global warming according to top priority to ensuring customers' health and safety and to save resources and energy by developing eco-friendly technologies.

4. Establishing a Zero Accident Workplace

All HD HYUNDAI INFRACORE executives and employees, including partner companies, shall strive to realize a zero-accident workplace by enhancing the health and quality of life of all employees including those of our partners, by creating a safe and pleasant people-oriented working environment. Our employees are also required to contribute to environmental conservation by minimizing the company's environmental impact inside the workplace and implementing pollution prevention activities on a continuous basis.

5. Communication with Stakeholders

All employees shall help HD HYUNDAI INFRACORE to grow into a trusted, respected company that fulfills our social responsibilities by strengthening communication with stakeholders and disclosing our EHS management performance transparently.

October 27, 2021

CEO of HD HYUNDAI INFRACORE

Safety and Health Management Policy

1. Purpose of Enactment

HD HYUNDAI INFRACORE aims for the best safety standards for us under the core value of 'Safety for all'. It also promotes the safety of customers, society, and even humanity with safe products and services. The purpose of this safety and health management policy is to protect the safety and health of all stakeholders, including HD HYUNDAI INFRACORE executives, partners, and customers.

2. Scope of Application

The HD HYUNDAI INFRACORE Safety and Health Management Policy is to all members, subsidiaries, and partners who conduct business activities of HD HYUNDAI INFRACORE. In addition, we expect our customers and business partners to participate in compliance with the safety and health management policy.

3. Promotion Department

HD HYUNDAI INFRACORE establishes a Safety and Health Management Committee and conducts final deliberations, resolutions, and decisions on safety and health. The Chief Executive Officer (CEO) checks the adequacy of implementation of health and safety policies and systems, and supports top decision-making bodies, the Board of Directors and the Safety and Health Management Committee, to make decisions on key issues.

4. Safety and Health Management Policy

All HD HYUNDAI INFRACORE workplaces establish and comply with safety and health management systems along with domestic and foreign laws and regulations related to safety and health, and safety and health management standards and guidelines (ISO 45001, etc.)

1) Prevention of Serious Accidents

HD HYUNDAI INFRACORE has established and operated the headquarters' planning inspection and compliance risk diagnosis system to prevent serious and industrial accidents. The results of safety and health activities are managed as major performance indicators, and we strive to strengthen autonomous safety and health capabilities through active participation and activities of management, such as the CEO-led EHS steering committee.

Management of Workplace Hazards (Risk Assessment, etc.)

All executives and employees participate in regular risk assessments, and executives and employees discover and improve more than two risk factors every year. We are striving to improve potential risk factors through risk factor self-management activities.

Support on Partner's Safety and Health Systems

HD HYUNDAI INFRACORE forms a safety and health consultative body with its in-house partners to share safety and health issues and information once a month. We support safety and health consulting for major partners and work together to establish and strengthen safety and health systems.

2) Prevention of Fire Explosion

HD HYUNDAI INFRACORE operates an in-house integrated control center to prevent fire explosions and strives to ensure safety at workplaces and surrounding areas through emergency response systems, real-time transmission of disasters and emergencies, and rapid response.

Fire Prevention and Inspection

HD HYUNDAI INFRACORE continues to invest and improve firefighting facilities to prevent electricity, overheating, and dust-related fires and strives to eliminate vulnerable areas through its own fire prevention inspection twice a year and special diagnosis by external experts.

Emergency Response Training

HD HYUNDAI INFRACORE strives to improve its ability to respond quickly in the event of an emergency by conducting and evaluating emergency response training for all executives and employees twice a year.

3) Spreading Safety Culture

HD HYUNDAI INFRACORE was the first to establish a labor-management joint safety culture organization in Korea and continuously strives to establish and settle the human-centered safety culture to the overall business under all executives and employees' agreement that "I" am the subject of change for the settlement of the safety culture.

Strengthening safety leadership

HD HYUNDAI INFRACORE strives to take the initiative in every decision to put safety first by management establishing and complying with the safety code of conduct on its own and presenting EHS management direction as a propagator of safety value.

BBS (Behavior Based Safety) Activities

All executives and employees promise and practice core safety actions and strive to establish autonomous safety culture internalization through safety conversations with colleagues.

4) Health Promotion Activities

HD HYUNDAI INFRACORE provides a safe and pleasant working environment and maintain a healthy working life for workers.

Occupational Disease Management

Work environment measurement and harmful factors surveys are conducted to prevent occupational diseases such as noise-induced hearing loss and musculoskeletal conditions, and EHS, labor unions, field managers, and production managers operate consultative bodies for improvement activities. The company strives to prevent noise and musculoskeletal burdening processes through reviewing from new equipment admission and designing to pre-EHS review.

Health Promotion and Job Stress Management

We strive to create a healthy company until retirement age by promoting the management of the three major diseases that usually occur to executives and employees, mental health, and job stress management.