

Biodiversity Protection Policy

By HD Hyundai Infracore

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1. Purpose of Enactment

HD Hyundai Infracore; Hereinafter referred to as 'Our company' enacted this policy for biodiversity protection and to review and assess possible risks of the loss of biodiversity throughout business operation. The policy was enacted with reference to CBD(Convention on Biological Diversity) of international society, Convention on International Trade in Endangered Species of Wild Fauna and Flora and IUCN(Guidelines for Applying Protected Area Management Categories) of International Union for Conservation of the Natural Resources.

2. Applied Area

Biodiversity Protection Policy applies to Internal and external businesses, executives and employees and subsidiaries of our company. In addition, our company recommends this policy to be adopted by stakeholders including consumers and partner companies. Our company carries out Biodiversity Protection activities based on this policy, however, local Acts and regulations should take precedence.

3. Governance

1) Responsibility

Our company deliberates on and votes for the direction, plan, and implementation of biodiversity protection strategy in our ESG Committee, the supreme decision-making body. In addition, our company controls and supervises the plan and activities for biodiversity protection through the ESG Committee which the CEO and major decision makers participate in.

2) Implementation

Our company carries out work through the division that manages biodiversity protection activity. The division assesses the risks of biodiversity loss, and implements the activities needed for biodiversity protection.

3) Grievance procedures and receipt

Our company operates channels through which domestic and overseas stakeholders can make complaints regarding biodiversity loss which occurs during the operation of our business. Our company prepares measures for the reported complaints, and if our company worries that the reported cases may have a significant impact on the local society or damage the reputation of our company, we will discuss proper measures through the supreme decision-making body, the ESG Committee.

Representative Reporting Channel

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- > E-mail: hdi.esg@hd.com
- > Homepage: <https://www.hd-infracore.com/kr/contact-us>
- > Mail: 경기도 성남시 분당수서로 477 13F, HD Hyundai Infracore, ESG Team

4. Education and Information Disclosure

1) Education

Our company educates executives and employees as well as domestic and overseas stakeholders about biodiversity protection, leading to increased awareness and allowing them take biodiversity protection into consideration while working.

2) Information Disclosure

Our company discloses the status of biodiversity protection activities through external channels such as the integrated report and homepage which domestic and overseas stakeholders can easily access.

5. Principles of Biodiversity Protection

1) Considering International CBD and protected area of IUCN¹, we strive to protect biodiversity.

2) Preventing>NNL(No Net Loss); the loss of biodiversity in our operations, implementing protection activities for biodiversity, and achieving increase in NPI(Net Positive Impact) by 2050.

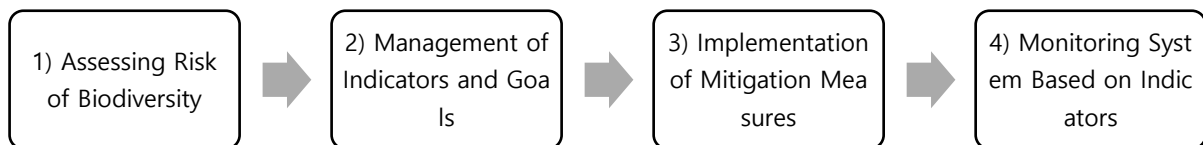
3) Supporting for initiatives for protecting biodiversity.

¹ International Conservation Area (IUCN Category Ia etc.), Primordial Integrity Area(IUCN Category Ib etc), National Protected Area (IUCN Category II etc.), National and Cultural Relics Area (IUCN Category III etc.), Species/Habitat Management Area (IUCN Category IV etc.)

6. Implementation Framework

Our company operates an implementation framework to protect biodiversity near the workplace based on the principles of biodiversity protection. We follow our implementation framework when launching new businesses and divesting from current businesses. In addition, if stakeholders including state agencies and local communities suggest any concern about the loss of biodiversity as a result of our operations, our implementation framework will also manage this. Through this

process, we are able to establish indicators and set goals for managing biodiversity, and implement mitigation measures for conservation, restoration and expansion and establish a monitoring system based on these indicators.



1) Assessing Biodiversity Risks

Based on the LEAP(Locate – Evaluate – Assess - Prepare) approach of TNFD (Taskforce on Nature-related Financial Disclosures) framework, we determine the degree of vulnerability, dependency and influence, and draws prior management areas, determining the impact on natural capital by distinguishing risk and opportunity through an analysis of scenarios.

2) Establishment of Indicators and Management of Purpose

(1) Establishment of Indicators: Our company establishes and manages indicators throughout the business through the assessed result of biodiversity risks. In addition, we identify protected species and protected areas of analysis boundaries for domestic and overseas operations and manage reservation of population and areas.

<p>< Management Indicators of Biodiversity ></p> <ul style="list-style-type: none"> - Water stress(Water availability) - Risk of soil loss (Soil quality) - Water eutrophication degree (Water quality) - Area, number and distance of nearby protected areas - Area by vegetation 	<ul style="list-style-type: none"> - Flood risk (Flood) - Concentration of air pollutants(Air quality) - Risk of rising urban temperature (Climate) - The number of endangered species in nearby areas - Exposure to natural vegetation
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(2) Management of Purpose

Our company establishes mid to long term goals for protection of biodiversity throughout our business and periodically inspect the implementation status. We establish goals by combining the assessed result, domestic and overseas regulations and opinions of stakeholders.

3) Implementation of Mitigation Measures

Based on the indicators and purposes established previously, implements mitigation measures local

basis for for conservation, restoration to expansion if necessary, enacts to minimize the negative impact on business operation cooperating with the stakeholders.

4) Monitoring Based on Indicators

Periodically inspect the adequacy of quantitative management indicators and implementation status and progress for the purpose continuously monitoring the effectiveness of mitigation measures for conservation, restoration and expansion.

* This policy was enacted on March 25, 2024.