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Managed by	Safety & Health Planning Team

HEC Occupational Safety & Health Policy

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1. Preamble

A. Purpose of Enactment

This regulation defines matters related to the safety and health of Hyundai Engineering Co., Ltd , with the aim of preventing industrial accidents and creating a pleasant working environment to maintain and promote the safety and health of workers. Hyundai Engineering considers the safety and health of everyone working together as the highest priority and adheres to the principle of "safety first" in all operations and management. This policy has been established in compliance with domestic and international safety and health laws and regulations, as well as the Safety and Health Management Manual (ISO 45001, etc.).

B. Coverage

This occupational safety and health policy applies to all Hyundai Engineering Co., Ltd business sites in Korea and abroad and includes everyone involved, including temporary visitors and employees of partners and contractors. In addition, Hyundai Engineering Co., Ltd shall recommend this occupational safety and health management policy to stakeholders under the company's provision such as suppliers, business partners, and distribution networks. The company shall also jointly promote activities with the stakeholders to Internalize the Safety and Health System, establish a Self-Driven Safety Culture, reinforce Proactive Safety Management. Matters not specified in this policy are subject to the safety and health-related laws and regulations, rules of employment, and collective agreement of labor.

C. Implementation Procedure

Hyundai Engineering Co., Ltd shall establish a safety and health management system based on our safety and health guidelines and objectives, striving for continuous improvement of safety and health within the workplace. All Hyundai Engineering Co., Ltd business sites in Korea and abroad shall operate the P(Plan)-D(Do)-C(Check)-A(Action) cycle, which includes the establishment of safety and health action plan, the identification of risk factors and the promotion of safety and

health promotion activities, the evaluation of safety and health activity performance, and the preparation of improvement measures based on performance analysis, etc. In addition, Hyundai Engineering Co., Ltd shall encourage and monitor the implementation status of each site's safety and health management system, taking into account laws and regulations, market conditions, and industry-specific characteristics.

2. Declaration

Hyundai Engineering Co., Ltd embraces its mission as a leading company dedicated to respecting and safeguarding human life by prioritizing safety and health management. We strive to foster safe and healthy workplaces where individuals coexist harmoniously, fulfilling our commitment to community development and social responsibility. Hyundai Engineering prioritizes safety as the foremost management principle throughout all business operations. To achieve this, it allocates budget, personnel, and institutional resources to safety and health tasks. In line with this commitment, Hyundai Engineering has established 'VISION 2030' based on three key principles: PROGRESS, SYNERGY, and ADVANCE, and is implementing detailed action plans to achieve this vision

A. Establishment of a Field-Oriented Safety and Health System [PROCESS]

Hyundai Engineering Co., Ltd shall establish an integrated safety and health organizational system and operate key performance indicators (KPIs) to promote improving safety and health level centered on the field to implement the safety and health-first management policy. In addition, Kia shall enhance safety and health management by selecting improvement tasks to prevent major accidents and checking the status of on-site safety and health management supervised by the CSO.

[Main Goals and Action Plans]

- Strengthening safety and health execution through the establishment and operation of a dedicated safety and health organization.
- Prevention of high-risk incidents at worksites through the operation of on-site inspection processes.

- Internalization of safety and health through continuous improvement of the safety and health management system.

B. Cultivation of a Safety-First Mindset [SYNERGY]

Hyundai Engineering Co., Ltd engages in various activities aimed at embedding a culture of autonomous safety, including enhancing safety awareness through education and strengthening safety and health capabilities. We also establish safety and health management systems for our partner companies, enabling them to enhance their own capacities and fostering sustainable mutual growth.

[Main Goals and Action Plans]

- Promoting a safety culture through continuous enhancement of safety and health education.
- Establishing a safety and health organizational culture through talent development programs.
- Strengthening safety and health capabilities of partner companies through evaluation systems and incentives.

C. Operation of a Leading Safety System to Eradicate Serious Accidents [ADVANCE]

Hyundai Engineering is expanding its investments to prevent major industrial accidents, including serious disasters. To eliminate blind spots in safety and enhance work efficiency, the company is extensively applying smart safety and health equipment and IT systems. In addition, emergency response drills are conducted more than once per quarter to ensure response capabilities in real situations, such as initial response, emergency evacuation, and fire suppression.

[Main Goals and Action Plans]

- Establish and implement an annual safety and health investment plan, along with a verification and evaluation system.
- Enhance work efficiency through IT systems and smart safety and health management.

- Conduct regular inspections of emergency supplies and provide training/drills according to emergency response scenarios for various disaster situations.

3. Management

A. Governance

① Highest Decision-making Body

The Board of Directors serves as the highest decision-making body for safety and health-related matters, reviewing and endorsing safety and health policies and key achievements. Major safety and health issues are reported and discussed at the board meetings four times a year, and issues related to the Serious Accidents Punishment Act are also managed and supervised by the board.

② Dedicated Implementation Organization

In 2022, Hyundai Engineering Co., Ltd elevated its dedicated safety and health organization to a headquarters level and appointed the Head of the Safety and Quality Headquarters as the Chief Safety Officer (CSO) to carry out related tasks. The roles of this implementation organization include the operation of personnel related to safety and health, investigation and establishment of prevention measures for industrial accidents, budget management, regulation management, workplace safety and health inspections, education and training, internal and external cooperation, and other measures to prevent hazards and risks in the workplace

③ Council

To effectively implement its safety and health management policies, Hyundai Engineering Co., Ltd operates company-wide safety and health council meetings chaired by the CEO, as well as separate safety and health council meetings at each business site. Through these councils, safety and health goals established at all sites are monitored, and the implementation status is checked and evaluated. Feedback from these councils influences the safety and health risk management process, impacting the achievement of KPIs at both individual and departmental levels.

④ Labor-management Communication Organization

Hyundai Engineering Co., Ltd To maintain and promote safety and health, Hyundai Engineering operates communication bodies with equal numbers of labor and management representatives (Head Office: Labor-Management Council, Sites: Labor-Management Committees). These bodies facilitate consultation and participation of workers' representatives and employees, and address key issues such as safety and health regulations, education, work environment measurements, and health examinations, along with identifying and discussing improvement measures.

B. Performance Management

① Setting Performance Targets

Hyundai Engineering establishes mid- to long-term performance goals for safety and health and makes its utmost efforts to achieve them. The key goals include the establishment of a field-oriented safety and health system, the cultivation of a safety-first mindset, and the operation of a leading safety system to eradicate serious accidents. Performance against safety and health KPIs is monitored through indicators such as the domestic accident rate, overseas accident rate, safety activity index (including TBM, NCR, and inspection activities), and PTW inspection rate. In addition, the results of other quantitative performance targets are disclosed annually through the Sustainability Report.

Target	2025	2026	2027
Domestic accident rate	0.76	0.72	0.69
Overseas accident	0.00095	0.00090	0.00086
Safety activity index	100	100	100
PTW inspection rate	100	100	100

② Implementation Status Check

Hyundai Engineering Co., Ltd regularly reviews the progress of safety and health performance improvement goals. This includes assessing not only the achievement rate against targets but also the effectiveness of activities pursued to achieve those goals, identifying issues and proposing improvements in the implementation process. If necessary, adjustment of performance improvement goals is made based on the review outcomes.

4. Addendum

- ① This safety and health management policy is hereby established and implemented effective June 25, 2024, and the revised provisions shall take effect from June 25, 2025.
- ② This occupational safety and health management policy is written in Korean and English, and if there is a discrepancy between the Korean and English versions, the Korean version takes precedence.