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Department in Charge	Safety&Health Planning Team

HYUNDAI ITC

Health & Safety Policy

Enactment & Revision History	Version	Record on Enactment and Revision	Contents of enactment /revision
	0	25-SEP-2024	Initial Enactment
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[Team in Charge]	[Division in Charge]
Young-Hun Seo, Safety&Health Planning Team	Oh-Young Song, CM

A. Purpose of Enactment

HYUNDAI ITC has enacted this Health & Safety Policy to ensure the sustainable value of life through the provision of a safe and healthy work environment, in conjunction with the prevention of potential accidents that may occur across our business operations – including our supply chain, business sites, distribution network, and sales channels. This policy was established based on domestic and overseas laws and regulations concerning health and safety, as well as health and safety management standards and guidelines (ISO 45001, etc.), HYUNDAI ITC's Health & Safety Management Directives, and Health & Safety Management Strategy and Targets.

B. Scope of Application

This policy applies to all of HYUNDAI ITC's domestic and overseas business sites. Further, we encourage all stakeholders with whom we have business relations, including our suppliers, partners, and distribution network, to comply with the terms of this Health and Safety Policy. We also conduct joint activities to promote preventative health and safety inspections, internalization of a safety culture, and the introduction of new safety technologies. Hyundai Steel complies with all laws and regulations concerning health and safety, and we establish and implement plans for health and safety in accordance with this policy insofar as this does not violate the relevant laws and regulations.

C. Implementation System

HYUNDAI ITC establishes implementation systems in line with global health and safety guidelines, including ISO 45001, and sets health and safety objectives and specific targets accordingly. We develop action plans to help achieve defined management standards, targets, and priorities, and a dedicated health and safety department implements the following roles and responsibilities.

- (1) Regular safety risk assessments with respect to the scope of this policy
- (2) Implementing corrective measures for safety risks and hazard/risk factors

- (3) Monitoring the enterprise-wide health and safety management system and assessing its effectiveness
- (4) Continuously improving the management system in line with domestic and overseas occupational health and safety trends
- (5) Enhancing employees' capabilities and awareness of health and safety through relevant education and training

D. Responsibility and Authority

HYUNDAI ITC's Health & Safety Policy is overseen and approved by the Board of Directors on an annual basis. This policy was enacted through, and is revised by, a deliberation and approval process conducted by Board directors. Further, we operate an Occupational Safety and Health Committee, whose members are composed equally of labor and management, to discuss and resolve agenda relating to health and safety on a quarterly basis.