Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
	0	2026.01.02	2026.01.02	Initial Establishment

Hyundai Polytech Occupational Health and Safety Management Policy

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Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

1. Overview

A. Purpose

Hyundai Polytech establishes this Occupational Health and Safety Management Policy to prevent industrial accidents that may arise throughout its business operations, including manufacturing activities, research and development activities, and transactions with business partners, and to create a safe and healthy working environment for its employees. Through these efforts, the Company aims to protect the safety and health of its employees and to pursue stable and sustainable business growth.

This Policy is based on compliance with applicable domestic occupational health and safety laws and regulations, including the Occupational Safety and Health Act, and has been developed with reference to the key principles of ISO 45001. The Policy reflects Hyundai Polytech's scale, business characteristics, and operational conditions.

B. Scope of Application

This Occupational Health and Safety Management Policy applies to all business sites of Hyundai Polytech, including its headquarters, research organizations, and domestic manufacturing and production facilities.

In addition, Hyundai Polytech shares the intent of this Policy with stakeholders that have transactional relationships with the Company, such as business partners and subcontractors, and requests their cooperation in preventing occupational health and safety accidents and establishing a safe working culture. Hyundai Polytech complies with relevant laws and regulations and establishes and implements occupational health and safety plans in accordance with this Policy within the scope permitted by applicable requirements.

Hyundai Poritech Safety and Health Management Policy

"Hyundai Poritech promotes safety and health activities based on the following safety and health management policies. “

1. a culture of safety in practice
- Internalize site-focused risk assessment
- Strengthen Occupational Safety and Health Commission
- Expand management supervisor authority and responsibilities

2. Health promotion of workers
- Work environment improvement
- Living in compliance with health rules
- Strengthen health care programs

3. Completion of advanced health and safety management system
- Introduction of International Certification System
- Introduction of safety benchmarking
- Responding to the Enhanced Punishment Act for Severe Accidents

C. Implementation Framework

To ensure the effective implementation of this Occupational Health and Safety Management Policy, Hyundai Polytech clearly defines roles and responsibilities for occupational health and safety management and operates a management framework that enables continuous improvement.

Each business site establishes occupational health and safety implementation plans, identifies hazardous and risk factors, promotes occupational health and safety activities, and prepares improvement measures based on the analysis of implementation results. These activities are carried out in accordance with the Plan-Do-Check-Act (PDCA) cycle.

Hyundai Polytech considers applicable laws and regulations, industry characteristics, and the business environment, and, where necessary, reviews the enhancement of its occupational health and safety management system and the adoption of relevant certifications (such as ISO 45001). The Company maintains and continuously improves an occupational health and safety management system at a level appropriate to its operating conditions.

「Occupational Health and Safety Management System (PDCA)」

Hyundai Polytech operates an occupational health and safety management system based on the Plan-Do-Check-Act (PDCA) cycle to ensure the effective implementation of its Occupational Health and Safety Management Policy.

Plan

- Hyundai Polytech establishes occupational health and safety implementation plans for each business site.
- The Company secures the budget and resources necessary to carry out occupational health and safety activities within a reasonable scope.
- Risk assessment procedures are established and operated, taking into account work

environments, facilities, and process characteristics.

Do

• Occupational health and safety activities are implemented in stages in accordance with the established plans.

• Major hazardous and risk factors are managed on a priority basis based on the results of risk assessments.

• High-risk occupational health and safety factors are regularly identified through site-focused inspections.

Check

• The implementation status and management results of occupational health and safety activities are reviewed on a regular basis.

• The achievement status of occupational health and safety performance objectives is reviewed, and causes are analyzed where necessary.

• In the event of industrial accidents or near-miss incidents, causes are analyzed and measures to prevent recurrence are reviewed.

Action

• The adequacy and effectiveness of occupational health and safety management activities are evaluated.

• Necessary improvement measures are prepared based on the results of reviews and analyses.

• Improvement results are reflected in the occupational health and safety implementation plans for the following year.

2. Declaration

Hyundai Polytech recognizes that effective occupational health and safety management at its manufacturing sites is an essential factor for stable production activities and the

maintenance of sustainable business relationships with customers. Accordingly, the Company promotes occupational health and safety management to create a safe and healthy working environment.

Hyundai Polytech identifies and manages, in advance, industrial accidents and occupational health and safety risk factors that may arise during business operations. Through these efforts, the Company protects the safety and health of employees and workers of business partners, and implements responsible occupational health and safety management in compliance with applicable laws and regulations as well as customer requirements.

A. Operation of the Occupational Health and Safety Management System

Hyundai Polytech operates an occupational health and safety management system that takes into account its organizational scale and process characteristics, and seeks the gradual improvement of occupational health and safety performance through site-centered management activities.

The Company establishes management standards by reflecting applicable occupational health and safety laws and regulations as well as customer safety requirements, and focuses improvement activities on key risk factors. In addition, Hyundai Polytech clearly defines the roles and responsibilities of management personnel, regularly reviews the status of implementation of management activities, and takes necessary corrective actions where required.

[Key Objectives]

- To operate an occupational health and safety management system appropriate to the characteristics of the business sites.
- To strengthen industrial accident prevention capabilities through site-centered management activities.

B. Management Focused on the Prevention of Serious Accidents

Hyundai Polytech strengthens occupational health and safety management activities with a focus on high-risk processes and work environments in order to prevent industrial accidents, including serious accidents. Based on the results of risk assessments, key hazardous and risk factors are managed on a priority basis, and work procedures and management standards are continuously supplemented and improved.

In addition, occupational health and safety guidelines and work standards are shared so that they can be effectively applied at worksites. Within a scope appropriate to the Company's operating conditions, improvements to facilities and work environments are promoted.

[Key Objectives]

- To continuously implement prevention-focused management activities for high-risk processes and tasks.
- To strengthen on-site execution through occupational health and safety guidelines and work standards.

C. Enhancement of Employee Safety Awareness

Hyundai Polytech recognizes that employees' safety awareness is a key element in preventing industrial accidents, and conducts regular occupational health and safety education and guidance activities so that safety considerations are incorporated into daily work processes.

In addition, the Company provides necessary education and training to ensure appropriate responses in the event of emergencies, and strives to establish a strong occupational health and safety culture at worksites through active employee participation.

[Key Objectives]

- To enhance employees' safety awareness through occupational health and safety education and guidance activities.
- To continuously conduct education and training to strengthen emergency response capabilities.

D. Advancement of Occupational Health and Safety Management

Hyundai Polytech continuously improves its occupational health and safety management level by focusing on key risk factors within its business sites in order to prevent industrial accidents. For high-risk processes and work environments, existing facilities and management standards are utilized to strengthen protective measures, and the appropriateness of work procedures is regularly reviewed.

In addition, by operating workplace inspections, risk factor management activities, and emergency response systems in consideration of the Company's operating conditions, Hyundai Polytech protects the safety and health of employees and seeks to ensure stable business operations.

[Key Objectives]

- To continuously improve management standards for high-risk processes and work environments.
- To enhance occupational health and safety management levels by utilizing existing facilities and management systems.

E. Occupational Health and Safety Management Activities

Hyundai Polytech carries out occupational health and safety management activities tailored to the characteristics of its operations in order to create a safe working environment.

The Company shares occupational health and safety management standards not only with its employees but also with contractors working on-site, and promotes the prevention of industrial accidents through site-centered management activities.

① Risk Assessment

Hyundai Polytech identifies harmful and hazardous factors within its workplaces, including processes, machinery and equipment, raw materials, gas, steam, and work activities, and implements necessary control measures to prevent industrial accidents.

② Safety Signage

Warning signs and emergency response guidance are clearly posted at locations, facilities, and materials that pose hazards or risks, ensuring easy identification.

③ Workplace Safety Measures

For areas where there is a risk of accidents such as falls, collapses, slips, or fires, Hyundai Polytech establishes management standards and conducts regular inspections and maintenance activities.

④ Machinery, Equipment, and Facility Safety Management

Protective measures are maintained by considering the characteristics and operating environment of machinery and equipment. Potential latent risks are managed through regular inspections.

⑤ Health Hazard Prevention and Protective Measures

Necessary protective measures are implemented to prevent health hazards caused by exposure to raw materials, gas, steam, high temperatures, noise, and other harmful factors.

⑥ Personal Protective Equipment (PPE) Management

Appropriate personal protective equipment is provided according to the working environment. Employees are instructed on proper use, and spare protective equipment is stored and managed.

⑦ Occupational Health and Safety Inspections

Regular occupational health and safety inspections are conducted for tasks and processes with a high risk of accidents, such as falls, fires, explosions, and hazardous material leaks.

⑧ Emergency Response

Emergency response training is conducted in accordance with procedures by accident type, and the functionality of relevant facilities and equipment is regularly inspected.

⑨ Hazardous Materials Management

Material Safety Data Sheets (MSDS) for handled hazardous materials are maintained and managed, and necessary control and improvement measures are implemented for physical and chemical hazards.

⑩ Health Promotion Activities

Hyundai Polytech conducts regular health checkups in accordance with applicable laws and regulations to protect and maintain employee health.

In addition, management activities related to occupational disease prevention—such as respiratory and musculoskeletal disorders—are implemented, along with guidance and education to reduce job-related stress and promote healthy lifestyle habits.

⑪ Support for Contractors' Occupational Health and Safety Management

To minimize occupational health and safety risks during contractors' work activities, Hyundai Polytech shares applicable safety standards with contractors and, where necessary, provides safety guidance and conducts on-site inspections.

The scope of occupational health and safety management for contractors is limited to work sites and contractual scopes within Hyundai Polytech's business operations.

⑫ Accident Investigation and Recurrence Prevention

In the event of an industrial accident, Hyundai Polytech conducts cause investigations in accordance with applicable laws and regulations and establishes necessary measures to prevent recurrence.

Accident and near-miss cases are documented and reflected in management activities to prevent similar incidents.

3. Management

A. Governance

① Ultimate Decision-Making Authority

The ultimate responsibility for occupational health and safety at Hyundai Polytech rests with the Chief Executive Officer (CEO).

The CEO oversees and supervises the establishment, implementation, and performance of the Occupational Health and Safety Management Policy.

Hyundai Polytech periodically reviews key occupational health and safety matters through internal reports and meetings and determines improvement measures as necessary.

② Occupational Health and Safety Management Officer

Hyundai Polytech appoints an Occupational Health and Safety Management Officer at each business site to carry out occupational health and safety management duties.

The key responsibilities of the management officer include compliance with relevant laws and regulations, identification and management of risk factors, implementation and inspection of safety and health training, and reporting and response in the event of industrial accidents.

③ Operational Cooperation System

To ensure the effective implementation of occupational health and safety management, Hyundai Polytech operates a cross-functional cooperation system involving relevant departments such as production, administration, and human resources.

Through this system, occupational health and safety issues within business sites are shared, and site-centered improvement activities are carried out efficiently.

④ Employee Participation and Communication

In accordance with the Industrial Safety and Health Act, Hyundai Polytech operates statutory communication bodies involving employee representatives, such as the Occupational Safety and Health Committee.

Through these bodies, the Company collects employees' opinions on occupational health and safety matters and promotes cooperation and engagement.

B. Reporting and Handling

① Submission of Suggestions and Reports

Hyundai Polytech operates internal reporting channels through which employees and contractors may submit complaints, suggestions, or reports related to occupational health and safety that arise during business operations.

② Handling of Submitted Matters

For submitted occupational health and safety matters, Hyundai Polytech verifies the facts and reviews applicable laws, regulations, and internal standards to determine and implement necessary measures.

The results of the handling process are communicated to the reporting party to the extent reasonably possible.

C. Education and Awareness

① Education and Training

Hyundai Polytech provides regular occupational health and safety education and training to employees so that safety and health considerations are prioritized during daily work activities.

In addition, necessary education and training are conducted to ensure appropriate responses in the event of an emergency.

② External Cooperation

To enhance the level of occupational health and safety management, Hyundai Polytech utilizes support and advisory services from external organizations and professional institutions in accordance with applicable laws and regulations.

Through such cooperation, the Company continuously improves its occupational health and safety management system.

D. Performance Management

① Management of Performance Objectives

Hyundai Polytech establishes and manages occupational health and safety objectives to prevent industrial accidents and enhance safety management performance.

These objectives are set based on key performance indicators, including compliance with laws and regulations and the effectiveness of risk factor

management.

② Review of Implementation Status

Hyundai Polytech periodically reviews the implementation status of occupational health and safety management activities and examines necessary improvement measures based on the review results.

E. Communication

① Government and Relevant Authorities

Hyundai Polytech identifies and complies with occupational health and safety-related laws, regulations, and administrative guidelines issued by government bodies and relevant authorities.

② Employees

Hyundai Polytech shares its Occupational Health and Safety Management Policy and related information with employees and provides guidance and training to enhance occupational health and safety awareness.

③ Business Partners

Hyundai Polytech shares occupational health and safety standards with its business partners during work execution and cooperates to prevent industrial accidents within the scope of work conducted at its business sites.

④ Local Communities

Hyundai Polytech collects relevant opinions to minimize potential occupational health and safety impacts on local communities arising from its business operations and, where necessary, reviews and implements appropriate measures.