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

Hyundai Polytech
Environmental Management Policy

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO

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1. Purpose

Hyundai Polytech Co., Ltd. (hereinafter referred to as “Hyundai Polytech”) recognizes environmental management as a key element of sustainable growth and hereby proclaims this Environmental Management Policy in order to protect the environment throughout all stages of its business activities.

To implement this Environmental Management Policy, Hyundai Polytech introduces and operates an Environmental Management System and continuously monitors and improves its level of environmental management.

2. Scope of Application

This Environmental Management Policy applies to all executives and employees of Hyundai Polytech, including its headquarters, domestic and overseas manufacturing plants, and research and development centers.

In addition, all stakeholders, including Hyundai Polytech’s suppliers and business partners, are expected to participate in environmental protection efforts and to endeavor to comply with this policy.

In the event that this policy conflicts with applicable local laws and regulations, the stricter standard shall apply. This policy may be supplemented or revised and applied as necessary to reflect local laws and regulations as well as industry-specific characteristics of the relevant countries.

3. Organizational Structure and Implementation System

To strengthen the company-wide implementation of environmental management, Hyundai Polytech appoints a company-wide executive responsible for environmental management, who comprehensively manages environmental management and climate change-related issues and risks and reviews the performance of environmental management activities.

Under the leadership of the company-wide environmental management executive, Hyundai Polytech operates environmental management organizations at its headquarters and each business site, and secures dedicated personnel to carry out environmental and climate change-related tasks.

Major environmental issues are regularly reported to the Chief Executive Officer (CEO) to establish the overall direction of company-wide environmental management. Key issues are subject to review and approval by the Company's highest decision-making body with respect to major decisions related to environmental management and climate change.

4. Environmental Management Principles

A. Compliance with Environmental Laws and Regulations

Hyundai Polytech strictly complies with international conventions and all applicable environmental laws and regulations that directly apply to its business activities, and faithfully fulfills the requirements and expectations of stakeholders, including customers and local communities.

Hyundai Polytech proactively responds to strengthened or newly enacted environmental laws and regulations and continuously enhances its level of compliance with environmental requirements.

B. Operation of the Environmental Management System

Hyundai Polytech establishes and operates an Environmental Management System (EMS) based on ISO 14001 in order to systematically identify and manage environmental impacts arising throughout the entire lifecycle of its business activities, including research and development, procurement, production, transportation, sales, use, disposal, and service provision.

Hyundai Polytech conducts regular management reviews and internal environmental audits and continuously improves its Environmental Management System by reflecting strengthened or newly enacted environmental laws and regulations as well as stakeholder requirements.

C. Management of Environmental Impacts from Business Activities

Prior to initiating new business activities, Hyundai Polytech identifies potential environmental impacts and reflects such impacts in its environmental management activities.

In addition, when pursuing mergers and acquisitions, Hyundai Polytech reviews environmental risks that may arise throughout the entire business activities of the target company in advance and reflects such risks in its decision-making process.

D. Pollution Prevention and Environmental Protection

Hyundai Polytech endeavors to minimize or eliminate environmental loads by considering environmental impacts in all business activities.

(1) Hazardous Chemical Substances

Hyundai Polytech manages hazardous chemical substances contained in raw materials and components in order to minimize potential adverse impacts on the health and safety of stakeholders, including customers and consumers.

For chemical substances and materials containing hazardous substances, Hyundai Polytech

systematically manages relevant information related to identification, manufacturing, importation, use, transportation, and storage.

In addition, Hyundai Polytech continuously promotes activities to substitute hazardous chemical substances with non-regulated alternatives to minimize environmental impacts. To ensure proper handling and prevent accidents, Hyundai Polytech establishes response processes for chemical spills, provides Material Safety Data Sheets (MSDS), and conducts training for responsible personnel.

(2) Resource Conservation and Waste Management

Hyundai Polytech establishes a waste management system that considers waste reduction, reuse, and recycling in order to build a sustainable circular resource system.

Hyundai Polytech also endeavors to minimize waste generation throughout the entire product lifecycle.

(3) Air Emissions Management

Hyundai Polytech establishes air emission control systems to systematically manage various organic compounds and air pollutants generated during its processes.

All air pollutants generated are regularly monitored and treated, and air emissions are managed in accordance with legal requirements or internal standards that are equal to or more stringent than applicable legal limits.

(4) Water Management

Hyundai Polytech establishes management systems to measure water use and discharge volumes and to control pollution pathways.

Hyundai Polytech protects water resources by conducting wastewater quality management and water-use reduction activities for all discharged wastewater.

All water pollutants are managed in accordance with legal requirements or internal standards that are equal to or more stringent than applicable regulations, and the performance of on-site treatment facilities is maintained at an optimal level through regular inspections.

(5) Carbon Neutrality

Hyundai Polytech contributes to global efforts to address climate change by establishing systems to measure and manage energy consumption and greenhouse gas (GHG) emissions and to disclose such information.

Hyundai Polytech continuously improves energy efficiency and endeavors to minimize greenhouse gas emissions. In line with the Paris Agreement and the goal of limiting the global average temperature increase to 1.5°C, Hyundai Polytech progressively pursues greenhouse gas reduction efforts across its entire value chain.

Hyundai Polytech establishes feasible and credible greenhouse gas reduction strategies and implementation plans covering global Scope 1, Scope 2, and Scope 3 emissions, taking into account internal and external requirements and international standards.

In addition, Hyundai Polytech sets a mid- to long-term goal of converting 100% of the energy used across all business sites to renewable energy. To achieve this goal, Hyundai Polytech reviews various implementation measures, including renewable energy generation, the purchase of renewable energy certificates, and power purchase agreements (PPAs), and applies renewable energy solutions suitable to site-specific conditions to effectively transition to renewable energy.

(6) Local Pollution Management

Hyundai Polytech manages emitted pollutants in an appropriate manner to protect the health and safety of all employees and local communities.

Hyundai Polytech continuously minimizes pollutant emissions and actively promotes reuse

and recycling where feasible.

(7) Development and Dissemination of Environmentally Friendly Technologies

Hyundai Polytech endeavors to develop environmentally friendly products and materials to reduce environmental impacts arising throughout the entire lifecycle of products, including design, production, distribution, use, and disposal.

Through continuous research activities, Hyundai Polytech promotes the application and expansion of environmentally friendly technologies and products to minimize environmental impacts.

(8) Biodiversity

Hyundai Polytech recognizes the importance of ecosystem restoration and biodiversity conservation and endeavors to identify and minimize potential impacts of its business activities on the environment and biodiversity.

① When expanding or constructing facilities and business sites, Hyundai Polytech proactively prevents and minimizes factors that may threaten biodiversity and conducts monitoring where necessary.

② Hyundai Polytech acknowledges international conventions related to biodiversity and land protection, including World Heritage Areas and IUCN Category I–IV Protected Areas, and complies with legal requirements imposed by relevant national and local authorities at business sites where such conventions apply.

③ Hyundai Polytech makes its best efforts to protect endangered wildlife species and endemic species and conducts awareness-raising activities by providing relevant information to employees and stakeholders.

E. Transparent Environmental Management

Hyundai Polytech discloses its Environmental Management Policy, related objectives, and implementation tasks to all stakeholders and encourages active participation to practice transparent environmental management.

Hyundai Polytech also establishes communication channels through which stakeholders can participate and reflects raised requirements and feedback in its Environmental Management System after due review.

5. Objective Setting and Performance Management

A. Establishment of Environmental Objectives

Hyundai Polytech identifies key environmental factors arising from its business activities and establishes management indicators to systematically manage such factors.

Taking into account environmental laws and regulations, stakeholder requirements, and the significance of environmental impacts, Hyundai Polytech selects key management indicators and establishes short-term and mid- to long-term improvement objectives and implementation plans for major indicators.

B. Implementation and Monitoring

Hyundai Polytech establishes feasible and specific implementation plans to achieve its short-term and mid- to long-term objectives.

Hyundai Polytech secures the necessary human and material resources to execute such plans and promotes achievement of objectives through collaboration with relevant departments where necessary.

Performance against established objectives is regularly reviewed and quantitatively monitored. Hyundai Polytech periodically reviews the effectiveness of implementation activities and any challenges encountered.

Based on review results, matters requiring supplementation are designated as key action items, and strategies to achieve objectives are continuously improved. Objectives may be reasonably adjusted where necessary.

Environmental KPI

No	Environmental Management Area	Management KPI (Indicator)	Management Description	Review Cycle
1	Environmental Governance	Establishment of environmental objectives	Establishment of environmental objectives aligned with the Environmental Management Policy and regular review of such objectives	At least once a year
2	Legal Compliance	Environmental legal compliance management	Identification, review, and management of compliance with applicable environmental laws and regulations	Periodic review
3	Energy Management	Energy use management system	Operation of a system to identify and manage energy consumption at business sites	Periodic management
4	Climate Change	Greenhouse gas management system	Management of greenhouse gas emissions including Scope 1 and Scope 2 (and Scope 3, where applicable)	At least once a year
5	Resource Efficiency	Resource use management	Identification and management of major raw material and resource usage, and review of improvement opportunities	Periodic management
6	Waste	Waste management system	Recording and management of waste classification, generation, treatment, and disposal status	Periodic review
7	Air Emissions	Air pollutant management	Monitoring of air pollutant emissions and application of emission control standards	Periodic management
8	Water Resources	Water use and wastewater management	Management of water consumption and wastewater discharge Cand treatment status	Periodic management
9	Chemicals	Chemical management system	Operation of a management system for hazardous substances, including MSDS management	Ongoing
10	Environmental Risk	Environmental risk assessment	Identification and assessment of environmental risks related to business operations	At least once a year
11	Training	Environmental training and awareness	Implementation of environmental training and awareness programs for employees	Periodic implementation
12	Continuous Improvement	Environmental performance monitoring and improvement	Review of environmental performance and management status and identification of improvement actions	At least once a year

C. Performance Management

Hyundai Polytech systematically manages the status of improvements in environmental indicators and performance against established objectives at both company-wide and site levels.

Relevant executives and site managers continuously manage and supervise improvements in environmental indicators and the achievement of established objectives.

Supplementary Provisions

A. This company-wide Environmental Management Policy was enacted and came into effect on January 2, 2026.