

Declaration of Commitment to Fair Trade Compliance (Compliance Program, CP)

Dear Employees of HD Hyundai Marine Solution,

Since its establishment in 2016, our Company has introduced and operated a Fair Trade Compliance Program ("Compliance Program," or "CP") and has continuously worked to foster a fair and transparent trading culture.

The CP embodies our strong commitment—shared by both the Company and all employees—to voluntarily comply with fair trade–related laws and regulations and to realize a fair and transparent business environment.

Accordingly, I kindly ask all employees to practice the following:

1) Compliance with Fair Trade–Related Laws and Regulations

In performing your duties, please strictly comply with applicable laws and regulations, including the Monopoly Regulation and Fair Trade Act, the Subcontracting Act, the Act on the Promotion of Win-Win Cooperation between Large Enterprises and Small and Medium Enterprises, and the Act on Fair Transactions in Agency Transactions. Please also take due care to avoid involvement in any illegal or unfair transactions.

2) Active Participation in CP Activities

To understand and practice the importance of fair trade, please actively participate in CP activities conducted by the Company, including fair trade inspections, education, and training.

3) Reporting and Protection of Whistleblowers

If you discover any unfair conduct that violates fair trade–related laws and regulations, please report it immediately to the Legal Team. The Company will keep the whistleblower's information confidential and will implement thorough measures to ensure that the whistleblower is not subject to any retaliation or disadvantage.

Compliance and fair trade go beyond mere adherence to laws and regulations; they are core values of ESG management and essential practices for the Company's

sustainable growth.

The Company hereby pledges to provide all necessary support to establish a fair and transparent trading culture and to operate the CP effectively.

I once again ask for your active commitment to practicing the CP so that our Company can continue to demonstrate competitiveness in the global market and achieve sustainable growth.

Thank you.

September 2, 2025

CEO & President, HD Hyundai Marine Solution

Ki-dong Lee