

HD Hyundai Marine Solution

Human Rights Commitment

Date of Enactment: 05.26, 2022

Date of First Amendment: 07.07, 2025

The HD Hyundai Marine Solution is committed to respecting and promoting human rights in accordance with the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the International Labour Organization (ILO)'s relevant human rights conventions/agreements, including the Declaration on Fundamental Principles and Rights at Work, and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

HD Hyundai Marine Solution endeavors to uphold the values of human rights, labor, environment, and ethics across all regions and countries in which we operate, in full compliance with applicable laws. The Group conducts our business in line with internationally recognized human rights standards and is committed to implementing concrete actions in line with these principles. We carry out periodic human rights due diligence to identify and prevent adverse potential and actual human rights impacts. Where such risks are identified, we implement corrective action plans and monitor the progress to mitigate and minimize potential and actual human rights risks. The outcomes are disclosed in a transparent manner.

HD Hyundai Marine Solution has established a human rights management governance system composed of the Board of Directors, a dedicated Human Rights Committee, related departments, and a dedicated team. This structure

is responsible for ensuring that human rights are respected throughout the organization and across our operations. Through this governance, we set and advance our human rights policies, report and oversee major issues through the Committee, conduct human rights impact assessments, implement necessary improvements, and provide remediation for human rights grievances.

Recognizing the nature of our industry, HD Hyundai Marine Solution particularly manages and monitors human rights issues related to working conditions, occupational health and safety at worksites, benefit sharing and effective engagement with business partners, and responsibilities to the environment and local communities.

HD Hyundai Marine Solution will strive to engage in continuous dialogue and cooperation with stakeholders, including employees, business partners, consumers, and local communities. In cases where there is a conflict between company policies and the applicable local or international laws, the Group shall seek to comply with legal requirements while upholding our commitment to internationally recognized human rights standards, including those articulated in the UNGPs.

[End]

HD Hyundai Marine Solution Chief Executive Officer