

Occupational Health & Safety Management Policy

Safety for us, for all



2026.1.5



1.

Declaration of Occupational Health & Safety Policy



Safety and Health Management Policy

HD Hyundai Marine Solution Co., Ltd. declares that safety and health are our top priorities. We are committed to a safe and pleasant workplace and to sustainable management through the following principles.

1. Establish a Safety and Health management system

We embed the Safety and Health Management System across our operations, comply with laws and regulations, and continuously improve our safety management standards.

2. Strengthen proactive safety management capabilities

We institutionalize risk assessment-based safety activities and enhance early response to potential hazards.

3. Enhance preventive health management

We reinforce prevention-focused health management to protect and promote the health of employees and partner personnel.

5.Jan.2026

HD Hyundai
Marine Solution
CEO

**Sung - joon
Kim**

2.**Purpose**

HD Hyundai Marine Solution Co., Ltd. aspires to safety and health management standards that exceed global best practices across all of its business areas, grounded in our core value of “Safety for us, for all.”

We place the proactive identification and prevention of occupational health and safety risks as our top priority and, by providing a safe and healthy working environment for all employees and stakeholders, seek to realize sustainable corporate management.

3.**Scope of Application**

This occupational health and safety policy is established at the corporate level and applies to all workplaces operated by HD Hyundai Marine Solution Co., Ltd. and to all aspects of their operations.

The policy covers not only our officers and employees but also all stakeholders who are directly or indirectly involved in the performance of the Company’s business.

4.

Implementation Framework

To effectively implement this occupational health and safety management policy, HD Hyundai Marine Solution Co., Ltd. has established an occupational health and safety management system and promotes continuous improvement based on this system.

We identify internal and external issues, including the needs and expectations of employees and stakeholders, and reflect them in our management system planning, while regularly reviewing system performance and carrying out ongoing improvement activities.

These processes are operated through a PDCA (Plan–Do–Check–Act) cycle, thereby ensuring the sustainability of our occupational health and safety performance.

5.

Governance Structure

(1) Decision-Making Body

At the beginning of each year, plans that include the strategic direction and policy decisions on major occupational health and safety issues are reported to and approved by the Board of Directors.

In addition, when significant decisions related to

occupational health and safety are required, the Occupational Health & Safety Management Committee, comprising the Chief Executive Officer (CEO), the Chief Safety Officer (CSO), and other key executives, is convened to enable prompt and well-founded decision-making.

(2) Implementation Organization

To ensure systematic implementation of this occupational health and safety management policy, we operate a dedicated occupational health and safety organization at our head office and faithfully carry out OHS duties in accordance with applicable laws and regulations.

Focusing on key tasks such as establishing company-wide OHS plans, developing and revising rules and procedures, providing regular training programs, and implementing measures to prevent hazards and risks at worksites, we continuously enhance our OHS management system.

In addition, close cooperation between the head office and each worksite strengthens execution and ensures that OHS activities are effectively carried out through robust management and support.

(3) Labor-Management Communication Body

At the head office and each worksite, we operate an

Occupational Safety and Health Committee composed of an equal number of labor and management representatives to deliberate and resolve key matters aimed at improving workers' health and safety.

The committee meets regularly to address a wide range of agenda items, including OHS policies, training plans, and the provision of protective equipment.

Through this mechanism, employees' opinions are reflected in our policies, enabling us to build an effective OHS management system and to continually strengthen communication based on mutual trust between labor and management, thereby fostering a safe and pleasant working environment.

6.

Occupational Health & Safety Management Policy

HD Hyundai Marine Solution Co., Ltd. regards the safety and health of all employees and stakeholders as the highest priority in its corporate management and, to realize this, has established and operates an occupational health and safety management framework that meets international standards.

To embed a zero-accident culture across all workplaces, we identify

potential risks in advance and work to prevent them by implementing systematic improvement activities, thereby creating a safe working environment.

Furthermore, as part of our OHS policy, we maintain the necessary documentation and a structured execution system to ensure that all legal requirements—such as permits, licenses, tests, and inspections prescribed by relevant laws—are met and submitted to the competent authorities in a timely manner.

In addition, through ongoing education and communication with employees and partner companies, we reinforce safety awareness and continually advance our OHS capabilities across the organization. In doing so, we aim to lay the foundation for sustainable growth in partnership with all stakeholders and to faithfully fulfill our social responsibilities.

(1) Prevention of Industrial and Serious Accidents

To prevent industrial accidents, including serious accidents, at all of our workplaces, we have established a company-wide risk management system and are systematically implementing preventive OHS activities.

Key outcomes of our OHS initiatives are reported regularly to top management, and any deficiencies identified are continuously improved through structured analysis and follow-up measures.

Through these efforts, we fundamentally reduce the risk of industrial and serious accidents and further enhance our level of OHS management.

① Management of Hazards and Risk Factors (including risk assessment)

We recognize risk assessment as a core element in preventing industrial and serious accidents and derive effective improvement measures through systematic risk management that reflects the specific characteristics of each business and worksite.

By continually strengthening the substance and quality of our risk assessments, we are consistently enhancing our accident prevention capabilities.

② Operation of ISO 45001 (Occupational Health & Safety Management System)

We have introduced and operate ISO 45001, a global standard for occupational health and safety management systems, in a systematic manner.

Under the leadership of top management, we have established a risk-based management framework and put in place proactive control measures for hazards and risks, continuously advancing the system.

OHS performance is monitored on a regular basis, and periodic internal and external audits are conducted to strengthen the reliability of our management system.

The Company regards OHS activities as a key means of fulfilling our social responsibilities and defines the prevention of industrial and serious accidents as an essential prerequisite for sustainable business management.

Going forward, we will continue to make improvements and dedicate our efforts to securing OHS capabilities that exceed global standards.

③ Support for Establishing OHS Management Systems at Partner Companies

To strengthen the occupational health and safety management capabilities of both internal and external partner companies, we have established and operate a structured support system.

Through regular safety councils with in-house partners, joint safety inspections, and support for OHS training, we continuously promote practical improvement activities.

For external partner companies with which we have regular business relationships, we provide education and consulting

to help them build and enhance their OHS management systems, thereby contributing to improved risk response capabilities at our partners.

Through these efforts, we pursue shared growth with our partners and aim to build a sustainable OHS management ecosystem.

(2) Creating a Safety- and Health-Oriented Culture

We are fostering an organizational culture that is centered on occupational health and safety and encourages voluntary participation by all employees and stakeholders.

In every aspect of our work, safety and health are upheld as the top priority values, and we strive to establish a safety culture grounded in mutual respect and a strong sense of responsibility.

① Strengthening Safety Leadership

Building on the firm safety leadership of top management, we actively promote the establishment and spread of a safety culture throughout the Company.

Top management formulates clear policies on occupational health and safety and declares them both internally and externally, thereby demonstrating a strong commitment to implementation.

Through an organic communication system within the organization, management also encourages the voluntary participation of employees.

Moreover, by embedding “Safety for us, for all” as a core organizational value, we are continually building a mature, self-regulating safety culture in which all employees practice safety in their daily work.

② Operation of the Safety Reporting Channel

We operate a formal, always-available safety reporting channel (“Safety Hotline”) so that all employees and members of in-house partner companies can promptly resolve issues related to occupational health and safety.

This enables us to identify potential hazards at an early stage and focus on preventing accidents through immediate responses.

Through continuous feedback, we further advance our OHS management system and help raise safety awareness among our people.

③ Safety and Health Education and Capability Building

We provide structured education programs to strengthen the OHS capabilities of employees and in-house partner companies.

By inviting external experts, we offer practical, hands-on OHS training and operate tailored training frameworks that reflect job-specific risks and the nature of each role.

Through these efforts, we not only raise safety awareness but also aim, ultimately, to internalize autonomous safety management capabilities by fostering a continuous learning environment.

(3) Preventive Health Management

To protect employees' health and create a safe working environment, we have established and operate a preventive, proactive health management system.

Based on the results of regular medical examinations, we carry out follow-up management activities for employees with abnormal or borderline findings and those requiring observation, and, in cooperation with professional healthcare institutions, we systematically manage health risks associated with specific job characteristics.

① Operation of Health Consultation Programs

To promote employees' health, we run an in-house health consultation program involving professional healthcare staff.

In addition to checking basic health indicators such as blood

pressure and blood sugar, we provide individualized counseling that offers practical guidance on improving lifestyle habits.

This helps employees recognize their health risks in advance and manage them effectively.

② Follow-up Consultations

Based on the results of medical examinations, professional healthcare staff conduct one-on-one follow-up consultations with employees who have abnormal or borderline findings or require observation and provide guidance on necessary follow-up measures according to their health status.

In particular, for high-risk groups, we implement continuous monitoring and develop tailored health management plans to ensure systematic, preventive care.

The results of these consultations are integrated into each individual's health management record.

Through this, we continually strengthen our ability to respond proactively to employees' health risks.

③ Health Promotion Programs

To prevent disease and create a healthy working environment, we operate a variety of health promotion

programs for employees.

In collaboration with professional healthcare institutions, we regularly conduct practical health management activities such as cardiopulmonary resuscitation (CPR) training and smoking cessation clinics.

Through these initiatives, we continue our efforts to establish a sustainable culture of health based on employees' voluntary participation.

7.

Our Commitment to Occupational Health & Safety

HD Hyundai Marine Solution Co., Ltd. recognizes the safety and health of all employees and stakeholders as a core value of corporate sustainability and will continue to advance this through a practical and effective OHS management system.

We aim to establish an OHS management system that surpasses domestic and international standards and, based on company-wide participation and a strong sense of responsibility, to foster an organizational culture where safety is central.

Furthermore, we will continuously enhance awareness and practical capabilities so that all members of the organization can participate in OHS activities in an autonomous and proactive manner, and, from a

preventive perspective, we will build a working environment in which physical and mental health are in harmony.

In addition, by practicing responsible OHS management, we commit to taking the lead in realizing sustainable corporate value.

Ki Dong Lee

President & CEO, HD Hyundai Marine Solution Co., Ltd.