

HD HYUNDAI OILBANK

2025 Sustainability Report

About This Report

Reporting Principles

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, the global framework for sustainability reporting. To reflect key issues specific to the industry, the report content has been structured with reference to GRI 11: Oil and Gas Sector Standard (2021). It also includes disclosures of indicators required under the industry-specific standards of the Sustainability Accounting Standards Board (SASB), the European Sustainability Reporting Standards (ESRS), and the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD).

Reporting Scope

This report has been prepared on a non-consolidated basis for HD Hyundai Oilbank. However, certain financial data and non-financial quantitative data include figures from HD Hyundai Oilbank's major affiliates. Where the reporting scope of data differs or corrections have been made, separate notes are provided to clarify the reasons.

Interactive Guide

HD Hyundai Oilbank's Sustainability Report is published as an interactive PDF, enabling users to navigate directly to relevant pages within the report.

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Reporting Period

The reporting period covered by this report spans from January 1, 2025, to December 31, 2025 (fiscal year 2025). To reflect the timeliness and materiality of the information, certain key activities and achievements from the first half of 2026 have also been included. For quantitative data, figures from the past three years (2023 - 2025) are presented to support the analysis of trends over time.

Reporting Assurance

This report has undergone an assurance process conducted by Korea Management Registrar (KMR), a third-party assurance provider, in accordance with the AA1000AS v3 : 2020, to ensure the objectivity and reliability of the report's content and data.

Contact

Department in Charge	ESG Management Team
E - mail	hdoesg@hd.com
Address	(Headquarters) 182, Pyeongshin 2-ro, Daesan-eup, Seosan-si, Chungcheongnam-do, Republic of Korea (Seoul Office: GRC ¹⁾) HD Hyundai Global R&D Center, 477, Bundangsuseo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

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1) GRC: HD Hyundai Group Global R&D Center
 - The Seoul office of HD Hyundai Oilbank is located within the GRC.

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Introduction

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CEO Message

Dear Valued Stakeholders,

I would like to express my sincere gratitude to all of you for your unwavering support and encouragement for HD Hyundai Oilbank.

The year 2025 was marked by rapid changes in the global energy market environment amid continued geopolitical risks in Russia and the Middle East. The accelerating energy transition, shifts in industrial structures, and growing demands from the international community for response to climate change are calling on energy companies to deliver a higher level of supply stability and responsibility, while at the same time identifying new directions for growth. Against this backdrop, HD Hyundai Oilbank has been implementing and further advancing its sustainable management strategy based on its existing business foundation.

First, building on the competitiveness of its existing oil refinery business, HD Hyundai Oilbank is gradually advancing new businesses aligned with the low-carbon transition. The Company has been expanding its business portfolio centered on biofuels and the use of circular resources, while exploring new growth opportunities in consideration of synergies with its oil refinery business. Going forward, we will continue to gradually expand low-carbon new businesses that enhance the sustainability of our business and strengthen our ability to respond to the evolving energy market environment.

In addition, we continue to focus on strengthening our management system and monitoring capabilities for energy use by process. The Company has established greenhouse gas emissions and energy efficiency as key management indicators, embedding a systematic structure for monitoring and management across the organization. Going forward, we will continue to manage environmental and operational risks in a more sophisticated manner based on a data-driven management system, and will continue to further advance systems that enable us to respond stably to changes in policies and regulations.

Safety is a top priority that cannot be compromised under any business environment. HD Hyundai Oilbank continues to advance its process safety management system while also striving to establish a site-centered safety culture in which employees and suppliers participate together. Through a management system focused on accident prevention, the Company aims to build safer and more trusted worksites.

Also, we are making continued efforts to strengthen our ethics and compliance management framework for transparent and fair management. In order to meet rising regulatory requirements and stakeholder expectations, we place great importance on laws and principles in every decision-making process and faithfully put responsible management into practice.

As Korea's first private oil refining company, HD Hyundai Oilbank has been responsible for the nation's energy supply for more than 60 years. Going forward, based on a systematic response to changes in the external environment, we will maintain and strengthen the competitiveness of our existing oil refinery business while ensuring the balanced development of new businesses and overall management systems. By realizing both stable energy supply and sustainable growth, HD Hyundai Oilbank will faithfully meet the trust placed in it by its stakeholders.

Thank you.



Myung-Joon Song, President and CEO



Im-Ju Jung, Vice President and CEO

CEO, HD Hyundai Oilbank

Business Model

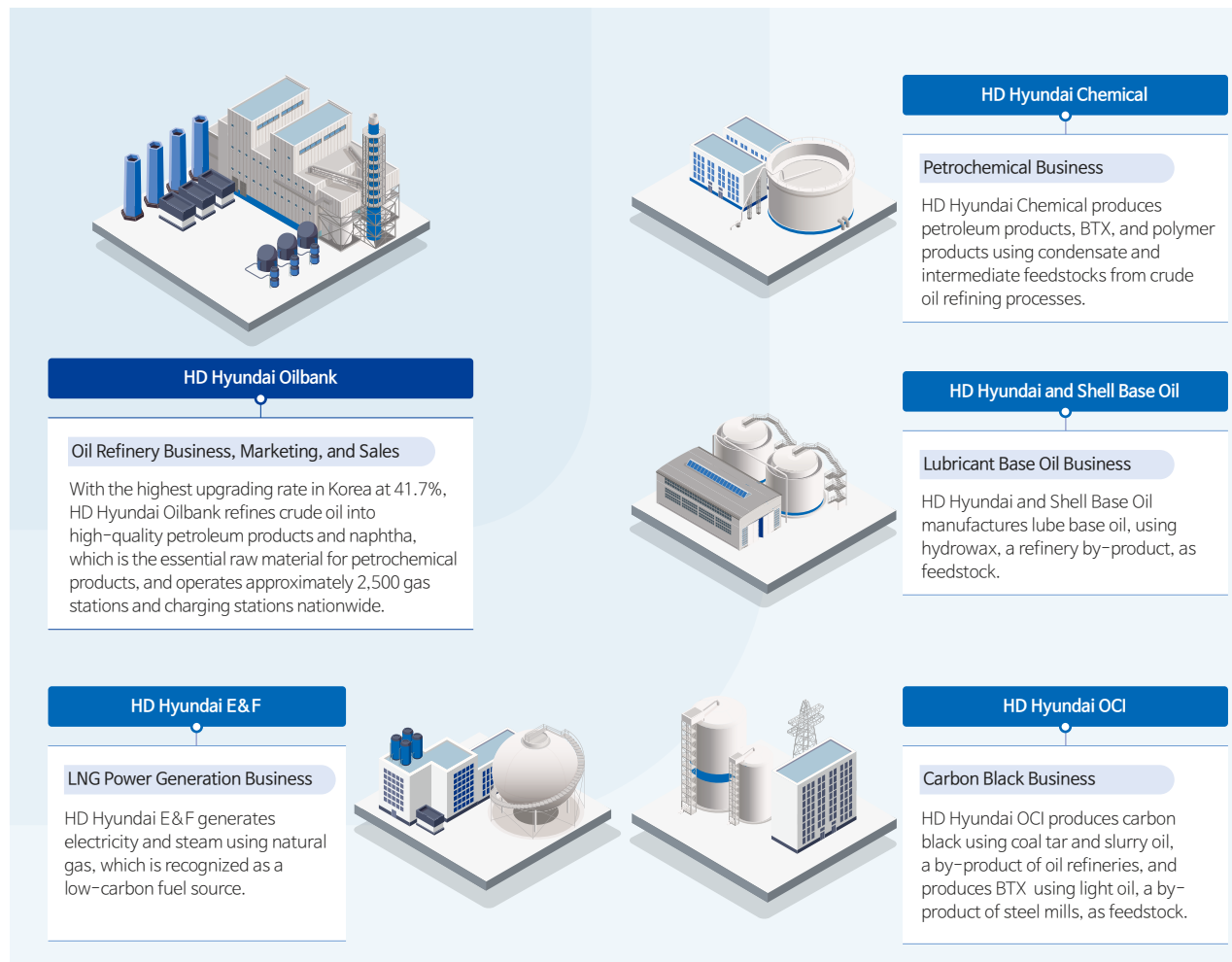
Company Overview

HD Hyundai Oilbank commenced operations in 1964 as Korea's first private oil refinery. Since introducing the 'OILBANK' brand in 1994, the Company have expanded to operate approximately 2,500 gas stations nationwide, delivering differentiated services and reliable products to the customers. In addition to reinforcing the competitiveness of its core petroleum product business, the Company is actively advancing new initiatives in the biofuel sector and the circular fuel business, which focuses on recycling waste plastics, tires, and lubricants. The Company will remain committed to evolving as a trustworthy company that fulfills its social responsibilities alongside its fundamental obligation to generate profits.

Company name	HD Hyundai Oilbank Co., Ltd.
Establishment date	November 19, 1964
Business areas	Petroleum refining and sales of refined petroleum products
CEO	President Myung-Joon Song / Vice President Im-Ju Jung
No. of employees	2,145 persons (separate basis, as of 2025)
Total assets	KRW 20,498.1 billion (consolidated basis, as of 2025)
Sales revenue	KRW 28,024.9 billion (consolidated basis, as of 2025)
Operating profit	KRW 474.0 billion (consolidated, as of 2025)

Business Portfolio

[Business Network](#)
[Domestic](#)
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ESG Management

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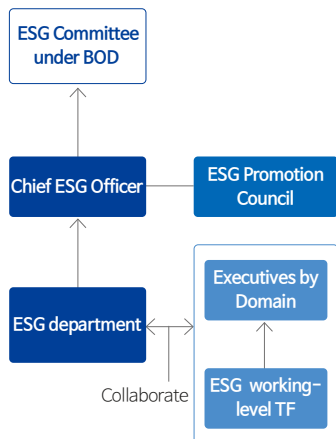
ESG Management Framework

Governance

Governance Structure

HD Hyundai Oilbank operates a systematic ESG governance framework. The ESG Committee under the Board of Directors serves as the highest decision-making body, deliberating and resolving on the Company's ESG strategic direction and material ESG management matters. At the management level, the Company operates the ESG Steering Council, led by the Chief ESG Officer and attended by executives responsible for each ESG area. The Council manages and oversees key ESG issues and implementation tasks, while also monitoring progress. At the execution stage, the ESG department establishes ESG promotion strategies and goals, while ESG working-level TF within each department carry out department-specific improvement tasks. Through this, the Company has established an end-to-end management system covering strategy development, execution, monitoring, and improvement.

Organizational Chart



ESG Management Governance and Oversight Body

- | | |
|------------------------------|---|
| ESG Committee | <ul style="list-style-type: none"> Role: Establishes the direction of the Company's ESG strategy and deliberates on key ESG management issues. Composition: 1 inside director + 3 independent directors + 1 non-executive director |
| ESG Promotion Council | <ul style="list-style-type: none"> Role: Reviews key ESG issues by area and discusses matters requiring decision-making through the ESG Management Subcommittee, Human Rights Management Subcommittee, and Carbon Management Subcommittee Composition: Chief ESG Officer + a total of 20 executives responsible for each ESG pillar |

ESG Management Execution Organization

- | | |
|-----------------------------|---|
| ESG department | <ul style="list-style-type: none"> Role: Develops company-wide ESG strategies and targets, while addressing the needs and requirements of internal and external stakeholders Composition: Serves as the secretariat for ESG decision-making bodies, including the submission of agenda items to the ESG Committee |
| ESG working-level TF | <ul style="list-style-type: none"> Role: Implements company-wide ESG improvement activities Composition: ESG working-level staff in each department |

ESG Performance Management

HD Hyundai Oilbank incorporates ESG performance indicators into the KPIs of executives and other members of management in order to strengthen responsible management and enhance the execution of ESG management. Differentiated ESG indicators are established in consideration of organizational roles and responsibilities as well as business features, and are linked to management performance evaluations to embed ESG goals across the organization. In addition, the Company systematically manages ESG performance by monitoring progress on target achievement on both an ad hoc and regular basis and supplementing areas requiring improvement.

ESG KPI Pool



ESG Performance Evaluation Process



ESG Management Framework

Strategy

ESG Vision Framework

Under the slogan “Eco-Friendly Future with Green Energy”, HD Hyundai Oilbank operates its ESG Management Framework based on three pillars: Green Growth, Green Value, and Green Leadership. Through each pillar, the Company links implementation tasks across the environmental, social, and governance dimensions to build a foundation for sustainable growth from a mid- to long-term perspective.

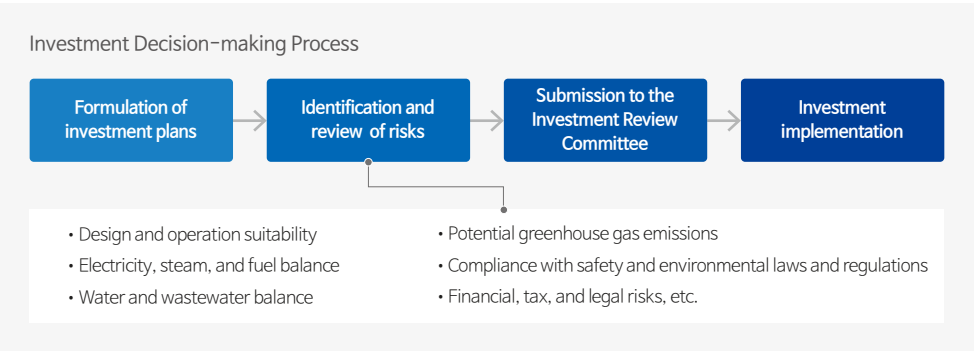
ESG Slogan	Eco-Friendly Future with Green Energy		
ESG Pillar	Green Growth with Green Business	Green Value with People & Safety	Green Leadership with Transparency
Key ESG Activities	Strengthen climate change risk management Continued efforts to reduce environmental impact Promote biodiversity conservation activities	Internalize a safety culture Advance human rights management practices Support suppliers and foster mutual growth	Internalize ethics and compliance management Advance compliance risk management Strengthen the digital security system

Risk Management

ESG Risk Management

Investment Review Process

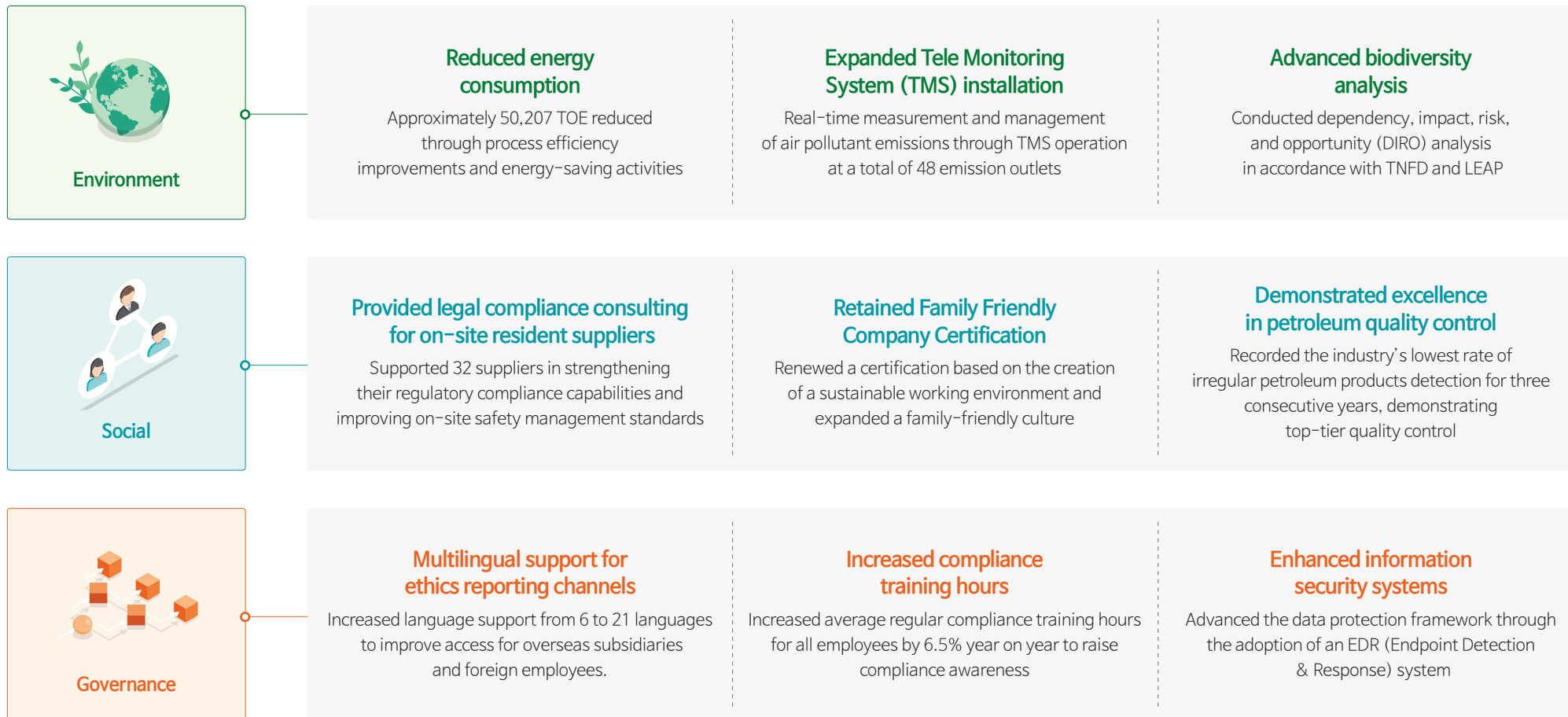
HD Hyundai Oilbank minimizes potential impacts by reviewing ESG-related risks in advance, along with financial factors, throughout the investment decision-making process. Since 2025, the Company has introduced a risk assessment report, under which each department conducts a preliminary risk assessment based on ESG-related criteria. After review by the Corporate Planning Team, the agenda is submitted to the Investment Review Committee, thereby supporting an investment decision-making process that incorporates ESG considerations.



HD Hyundai Group ESG Integrated Platform

HD Hyundai Oilbank collects and manages non-financial data through the HD Hyundai Group ESG Integrated Platform. By operating a process in which each department directly enters the relevant data and the department head reviews and approves it, the Company has established an internal control system to ensure the accuracy and reliability of the data. Going forward, the Company plans to continuously advance the platform so that it can support not only disclosure responses but also the pre-identification and management of ESG risks.

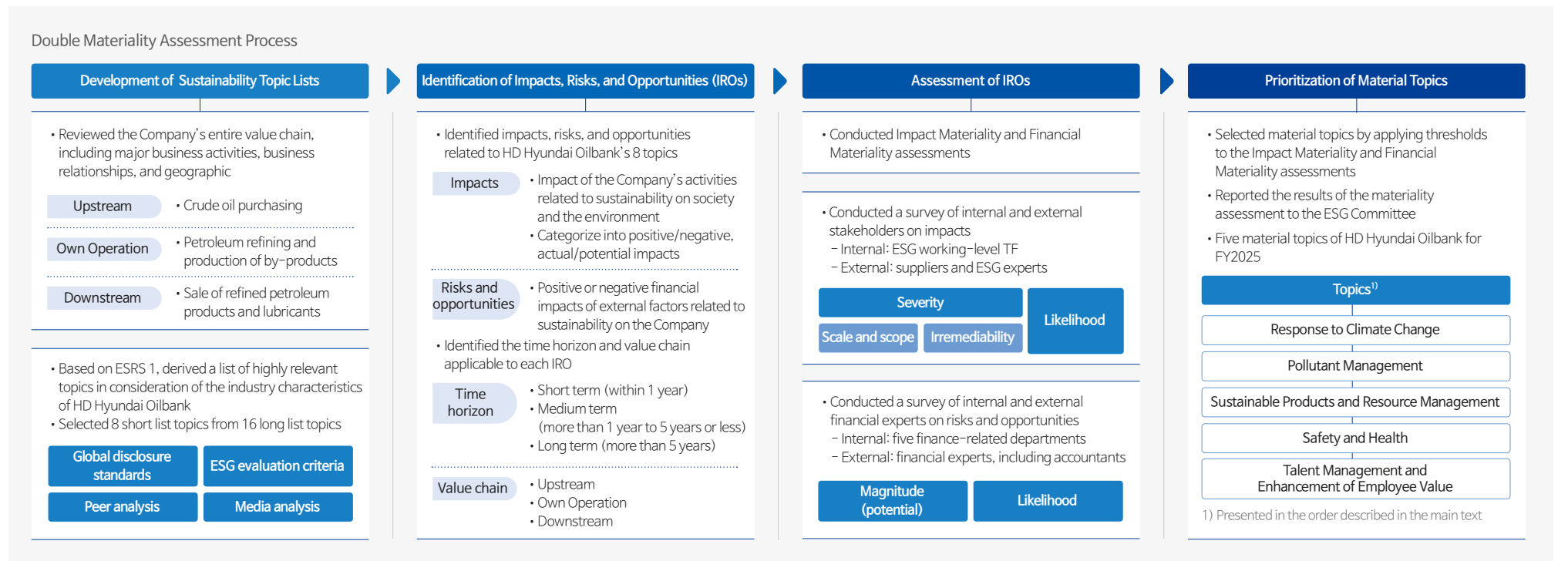
ESG 2025 Highlights



Double Materiality Assessment

Overview of Double Materiality Assessment

HD Hyundai Oilbank conducts a Double Materiality Assessment based on the European Sustainability Reporting Standards (ESRS) to identify and prioritize key sustainability-related issues. This assessment considers both Impact Materiality, which analyzes the impacts of the Company’s business activities on society and the environment, and Financial Materiality, which examines the effects of sustainability issues on the Company’s financial position and business performance. In 2025, the Company identified and assessed impacts, risks, and opportunities (IROs) for each sustainability topic and strengthened the level of management over material topics by linking the assessment results to the establishment of strategies and objectives. As a result of the assessment, five topics were identified as material topics: Response to Climate Change, Pollutant Management, Sustainable Products and Resource Management, Safety and Health, and Talent Management and Enhancement of Employee Value. To concentrate management efforts and strengthen execution on material topics, the Company narrowed the number of material topics from eight in the prior year to five this year. Three material topics in the prior year—Ethics and Compliance Management, Biodiversity Protection, and Supplier ESG Management—are excluded this year accordingly. Based on the material topics identified, HD Hyundai Oilbank manages the related impacts, risks, and opportunities, implements response activities linked to its ESG strategy, and transparently discloses the progress and performance of such efforts to stakeholders.



Double Materiality Assessment

Results of Double Materiality Assessment

Impact Materiality Assessment

Material Topics	Details of Impacts	Position in the Value Chain			Types of Impact		Time Horizon	Impact Severity	Response Strategies	
		Up	Own	Down	Positive/Negative	Actual/Potential			Activities	Reporting Page
Sustainable Products and Resource Management	Resource consumption and environmental burdens resulting from the production of fossil fuel-based products	●	●		Negative	Actual	Short-long term	●●○	- Transition of the portfolio based on circular resources - Promotion of feedstock diversification including waste tires, marine waste, and end-of-life vehicles	40-41
	Mitigation of environmental burdens through the expansion of products based on circular and renewable raw materials	●	●	●	Positive	Actual	Short-long term	●●●	- Production of circular naphtha and propylene using waste plastic pyrolysis oil and other feedstocks - Securing market credibility based on ISCC certification	
Safety and Health	Occurrence of health and safety violations and casualties due to the operation of high-risk facilities	●	●	●	Negative	Potential	Mid-long term	●○○	Strengthening safety management at business sites through Job Risk Analysis (JRA), management of high-risk work, and the introduction of advanced safety equipment	53-54
	Improvement in workers' health rights and quality of life through the creation of a safe working environment		●		Positive	Actual	Short-long term	●●●	Prevention of industrial accidents through the internalization of a safety culture, including the introduction of personalized protective equipment and the operation of musculoskeletal disease prevention programs	50-51
Talent Management and Enhancement of Employee Value	Improvement in workers' quality of life through work-life balance and the operation of welfare programs		●		Positive	Actual	Short-long term	●●●	- Operation of a flexible work arrangement and the OTS system (Working Time Management System) - Operation of various employee welfare programs	59-60
Response to Climate Change	Acceleration of climate change due to large-scale greenhouse gas emissions from oil refinery processes	●	●	●	Negative	Actual	Short-long term	●●●	Promotion of reduction activities such as process efficiency improvements, introduction of renewable energy, and application of waste heat recovery technologies	16-18
	Contribution to the achievement of national carbon neutrality targets through the supply of low-carbon fuels and circular products	●	●	●	Positive	Actual	Short-long term	●●○	Expansion of the portfolio of low-carbon and green products, including biodiesel, SAF, bio-naphtha, and circular products	40-43
Pollutant Management	Deterioration of the local community's living environment due to emissions of air and water pollutants generated from oil refinery processes		●		Negative	Actual	Mid-long term	●●○	Implementation of pollutant reduction and management activities	25-26, 29, 31, 33
	Contribution to preserving local ecosystems through the reduction of pollutants		●		Positive	Potential	Mid-long term	●●○	Establishment and operation of an Integrated Environmental Management System	24

Double Materiality Assessment

Results of Double Materiality Assessment

Financial Materiality Assessment

Material Topics	Details of Risks/Opportunities	Position in the Value Chain			Risk/ Opportunity	Time Horizon	Impact Severity	Response Strategies	
		Up	Own	Down				Activities	Reporting Page
Sustainable Products and Resource Management	Costs associated with the development and certification of green products	●	●		Risk	Mid-long term	●●●	- Making green R&D investments and establishing a mid- to long term research roadmap - Allocating credits under the ISCC certification system	41-43, 45
	Acquisition of customers and increased sales driven by growing preference for green products		●	●	Opportunity	Mid-long term	●●●	- Expanding bio-based and circular resource-based products - Strengthening capabilities to enter the EU market by securing green certifications	40-41, 45
Response to Climate Change	Increased costs due to tighter greenhouse gas emissions regulations	●	●	●	Risk	Short-long term	●●●	Responding to the GHG emission trading scheme through greenhouse gas emissions reductions	Annual Report
	Damage to production facilities and disruptions in supply chains caused by climate disasters, including floods and typhoons		●		Risk	Mid-long term	●●○	Conducting physical risk analysis and assessing financial impacts for domestic business sites and overseas subsidiaries	19-20
	Reduced energy costs through refinery process optimization		●		Opportunity	Mid-long term	●●●	- Establishing an EMS-based monitoring system for energy consumption - Setting and implementing reduction targets for energy intensity and GHG emission intensity	21-22
Pollutant Management	Environmental remediation costs and administrative and legal sanctions in the event of pollutant leakage or incidents		●		Risk	Mid-long term	●●●	Establishing an emergency response system through environmental liability insurance, emergency response drills, and securing emergency response supplies	31-33
	Enhanced business stability through systematic pollutant management		●		Opportunity	Mid-long term	●●○	Operating internal management standards that exceed legal standards, along with the Integrated Environmental Management System	24-26, 29
Safety and Health	Legal liability and damage to corporate credibility in the event of a serious accident	●	●	●	Risk	Mid-long term	●●○	- Establishing the goal of achieving zero safety incidents and expanding education and training - Providing legal compliance assessments and consulting support for suppliers	48, 50-52
	Preventing accidents and securing productivity through systematic safety management		●		Opportunity	Mid-long term	●●○	Strengthening on-site risk response capabilities through the advancement of self-inspections, safety training, and emergency evacuation drills	50-51, 54
Talent Management and Enhancement of Employee Value	Loss of key talent due to unfair treatment and insufficient growth opportunities		●		Risk	Mid-long term	●●○	- Conducting fair performance evaluations, including self-assessments - Activating communication channels for Employees	57-58
	Strengthened talent competitiveness through the operation of systematic career development programs		●		Opportunity	Mid-long term	●○○	Operating training curricula to enhance employees' job expertise, leadership, and global capabilities	57, 63

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ENVIRONMENT

GREEN GROWTH WITH ECO-FRIENDLY BUSINESS

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Response to Climate Change

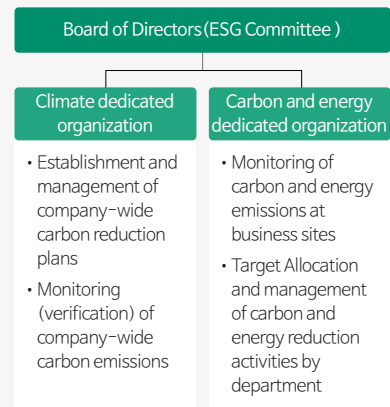
Governance

Management System

Governance Structure

At HD Hyundai Oilbank, the ESG Committee under the Board of Directors serves as the core body for ESG governance, deliberating on and resolving major ESG matters such as climate change, and setting mid- to long-term strategic directions and key policies. The Committee convenes twice a year to review and manage GHG reduction targets and their implementation status. A dedicated team for energy and GHG develops GHG reduction roadmaps and identifies specific reduction measures. Building on cross-team collaboration, the two organizations report on task implementation to the company-wide ESG Promotion Council on a semiannual basis, enabling implementation performance to be reviewed and managed. Through this governance structure, HD Hyundai Oilbank enhances the accountability and transparency of climate-related decision-making and strengthens integrated, company-wide execution.

Organizational Chart



Performance Management

HD Hyundai Oilbank has integrated GHG and energy intensity¹⁾ into its organizational key performance indicators (KPIs). Until 2025, the Company used GHG emissions intensity as its KPI, and from 2026, the KPI was transitioned to energy intensity. For the CEO, the Chief Safety, Health, and Environment Officer (CSO), and executives of the Safety and Production Division, the reduction of energy intensity is reflected in KPIs, and the results are linked to executive performance evaluations and Performance-based bonus. Through this approach, the Company has strengthened the execution of its greenhouse gas reduction strategy by incorporating energy efficiency improvement and greenhouse gas emissions reduction into management's areas of accountability.

2026 Target

1.5 % improvement in energy intensity compared to 2025

1) Intensity refers to GHG emissions or energy consumption per crude oil refining volume.

Strategy

Response to Climate Change Strategy

HD Hyundai Oilbank implements detailed action plans based on its five key GHG reduction strategies in response to climate change and to support sustainable business operations, while continuously monitoring their implementation status. The Company prioritizes GHG reduction initiatives by comprehensively considering factors such as reduction potential, technology maturity, and economic feasibility, and implements these initiatives in a phased manner. In addition, the Company has established an internal mid- to long-term GHG reduction roadmap and continues to further develop it through detailed implementation planning.

GHG Reduction Strategy

Strategic Initiatives	Action Plans
Improving energy efficiency at business sites	- Optimization of fuel and utility consumption and operational methods - Energy efficiency enhancements through regular diagnostics
Introducing renewable energy and low-carbon energy	- Conversion to alternative fuels such as biofuels, hydrogen, and ammonia - Expansion of renewable energy use through various modalities including self generation
Expanding the resource recycling business	- Expansion of the use of waste plastic and waste tire pyrolysis oil - Low-carbon energy business utilizing bio-based raw materials
Promoting the CCUS business	- Introduction of CCUS R&D and new technologies - Expansion of carbon dioxide sales business
Other offset projects	Sourcing carbon offset projects

Response to Climate Change

Strategy

Energy and GHG Reduction Activity

Environmental Investments for Low-Carbon Transition

HD Hyundai Oilbank allocates an environmental investment budget to reduce GHG emissions and improve energy efficiency, and quantitatively measures and manages the environmental improvement effects generated by such investments. In 2025, the Company invested in improving the efficiency of cooling towers and enhancing the thermal efficiency of reforming processes to improve energy efficiency, while also pursuing company-wide energy-saving efforts, resulting in annual energy savings of 50,207 TOE. In addition, the Company has expanded facility investments to support low-carbon new businesses in the bio and circular business sectors, thereby contributing to GHG reduction from a product Life Cycle Assessment (LCA) perspective and carbon reduction across the overall value chain.

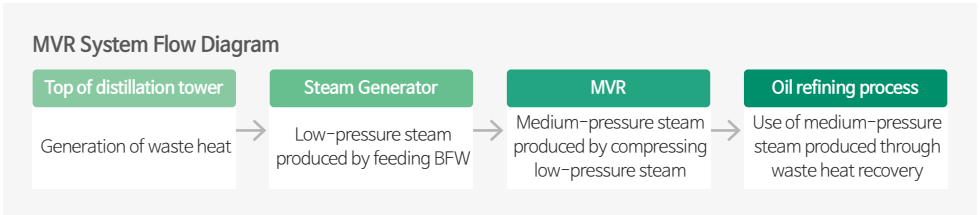
Key Investments	
Category	
Investment in environmental facilities	Green business investment
- Energy savings through improved thermal efficiency of processes and combustion equipment - Reduction in electricity consumption through improved efficiency of cooling facilities (fans and pumps)	- Improvement and expansion of circular resource refining facilities using waste resource-based pyrolysis oil and other feedstocks - Increase in the biodiesel yield rate
Amount invested	
KRW 1.4 billion	KRW 3.8 billion

Renewable Energy Use

To reduce Scope 2 GHG emissions, HD Hyundai Oilbank is expanding the self-generation and use of renewable energy, with a focus on major business sites. At the Daesan Plant, the Company has installed solar power generation facilities on idle land and consumes the electricity produced for its own operations. At GRC, where the Seoul Office is located, the Company is also generating and using renewable energy through solar facilities, thereby achieving emission reductions associated with electricity use.

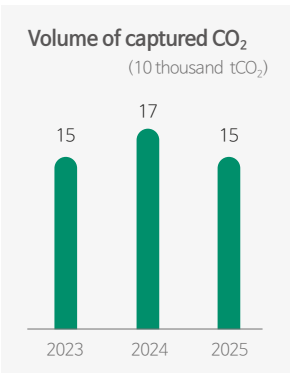
Operation of Waste Heat Recovery System

HD Hyundai Oilbank has installed an MVR (Mechanical Vapor Recompressor) system at the Daesan Plant to recycle waste heat generated in processes and improve energy circulation efficiency. The MVR system recovers waste heat generated at the top of the distillation tower and, by feeding BFW (Boiler Feed Water) into the steam generator, converts it into low-pressure steam, which is then compressed by the MVR system to produce medium-pressure steam. In 2025, the Company produced 58 tons of steam per hour (approximately 500,000 tons annually), thereby reducing energy costs and GHG emissions by replacing the use of external steam in processes with the steam recovered from waste heat.



CCUS (Carbon Capture, Utilization, and Storage) Business

HD Hyundai Oilbank is gradually advancing its CCUS business by utilizing high-concentration carbon dioxide generated from the Hydrogen Manufacturing Unit (HMU). Since the exhaust gas from the HMU process contains a high CO₂ concentration of approximately 50%, it is advantageous for separation and capture, and the captured CO₂ is sold externally and recognized as GHG reduction outcomes. The sold CO₂ is adsorbed, separated, and captured by suppliers using PSA (pressure swing adsorption) facilities, and is then utilized for the production of dry ice and for applications such as welding. In addition, gases with residual calorific value are reused as fuel by HD Hyundai Oilbank, thereby establishing a resource circulation system. The Company is also conducting a feasibility review of additional capture facility investments to improve the CO₂ recovery rate, and plans to expand on-site CO₂ capture at its business sites over the mid- to long-term.



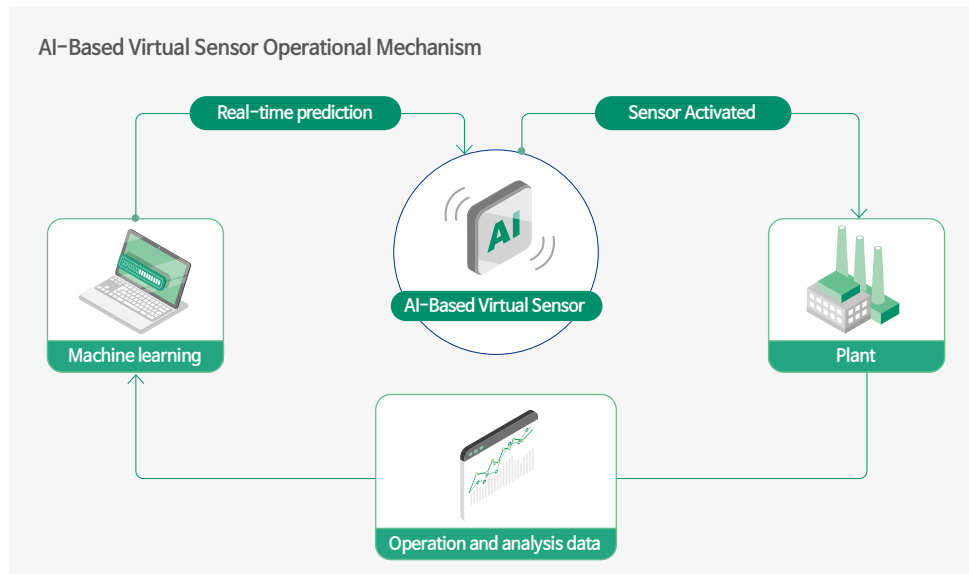
Response to Climate Change

Strategy

Energy and GHG Reduction Activity

AI-Based Virtual Sensor Installation for the Fired Heater

HD Hyundai Oilbank applied AI-based virtual sensor technology for exhaust gas monitoring to combustion facilities in 2025 to reduce energy consumption and enhance process stability. Using an AI-based machine learning model, the Company monitors O₂ and CO concentrations in exhaust gas in real time without installing separate analyzers. This enables the Company to improve incomplete combustion, proactively prevent explosion risks such as flameout, and maintain combustion conditions within the optimal range. In particular, by precisely controlling excess air (excess O₂), the Company expects to reduce unnecessary fuel consumption and maximize combustion efficiency, thereby lowering both energy consumption and the resulting GHG emissions.



Strengthening Employee Competencies

HD Hyundai Oilbank promotes participation in a variety of external training programs and seminars throughout the year to enhance energy efficiency and strengthen GHG reduction capabilities. In 2025, HD Hyundai Oilbank applied measures to optimize equipment operation and reduce fuel consumption at its worksites through participation in energy innovation technology seminars for the oil refining industry and training programs on operational cases such as Zoloscán. In addition, the Company supported employees in keeping abreast of emerging carbon neutrality technologies and policy trends through seminars on CCUS, as well as climate and energy. The knowledge gained was leveraged to identify process improvement opportunities and support the development of greenhouse gas reduction strategies. Going forward, HD Hyundai Oilbank plans to steadily expand its participation in education and seminars across various areas, including energy management, process and facility optimization, CCUS, and response to climate change, and to generate tangible outcomes in energy savings and GHG reduction through on-site application.

Construction of LNG Power Plant

As part of its low-carbon fuel transition strategy, HD Hyundai Oilbank is advancing its LNG-based collective energy business through its subsidiary, HD Hyundai E&F. To this end, in 2023, the Company completed the procurement of major power plant equipment, including gas turbines and steam turbines, and selected an EPC (Engineering, Procurement, and Construction) contractor. The Company also gathered public feedback on the draft environmental impact assessment through resident briefing sessions and public hearings, and subsequently submitted the final assessment report to the Ministry of Climate, Energy and Environment, completing the review process. After obtaining approval and authorization from the Ministry of Trade, Industry and Resources in March 2024, the Company commenced construction and plans to begin trial operations in the first half of 2026, followed by commercial operations in August 2026.

Response to Climate Change

Strategy

Identification of Climate Risks and Opportunities

HD Hyundai Oilbank conducted a comprehensive review of external environments, including policy, economic, social, and technological factors, using PEST analysis to identify transition-related climate risks and opportunities. The Company also analyzed internal factors, including its business portfolio, key assets, and new business plans, in order to identify key climate-related risks and opportunities. The identified risks and opportunities are linked to financial impact analysis and reflected in the establishment of mid- to long-term business strategies and transition plans.

Climate Scenario Analysis

HD Hyundai Oilbank establishes climate scenarios tailored to its business characteristics by referring to global climate change scenarios and the energy transition outlooks of major international organizations, and qualitatively and quantitatively analyzes their financial impacts. For physical risk analysis, the Company applied the IPCC AR6 SSP1–2.6, SSP2–4.5, and SSP5–8.5 scenarios, while for transition risks and opportunities, it established its own scenarios reflecting the IEA’s STEPS, APS, and NZE pathways. For each scenario, the Company set key variables such as the level of policy tightening, carbon price pathways, and changes in energy supply and demand structures across oil refinery, petrochemicals, hydrogen, bio, and CCUS, and analyzed the financial impacts on its business portfolio and key assets.

Scenarios Applied

Scenarios		Definition	Reference
Physical	SSP1–2.6	A low-emissions pathway in which strong mitigation policies and sustainable development are pursued, limiting the increase in global temperature by 2100 to around 1.5°C - 2°C.	IPCC AR6
	SSP2–4.5	An intermediate pathway in which current policy trends are gradually maintained, with global temperature projected to rise by around 2.5°C - 3°C by 2100.	
	SSP5–8.5	A high-emissions pathway in which fossil fuel-driven growth continues, with global temperature projected to rise by more than 4°C by 2100.	
Transitional	NZE 2050	The most ambitious mitigation scenario, premised on achieving global carbon neutrality by 2050 and limiting the increase in global temperature to around 1.5°C.	IEA World Energy Outlook ¹⁾
	APS	A scenario that assumes all announced carbon neutrality targets and emissions reduction commitments made by countries are fully achieved.	
	STEPS	A scenario reflecting policies currently in force or officially announced.	

1) Scenario analysis was conducted in 2024 based on the IEA World Energy Outlook 2023, and the transition scenarios will be updated in the future in line with the advancement of scenario methodologies.

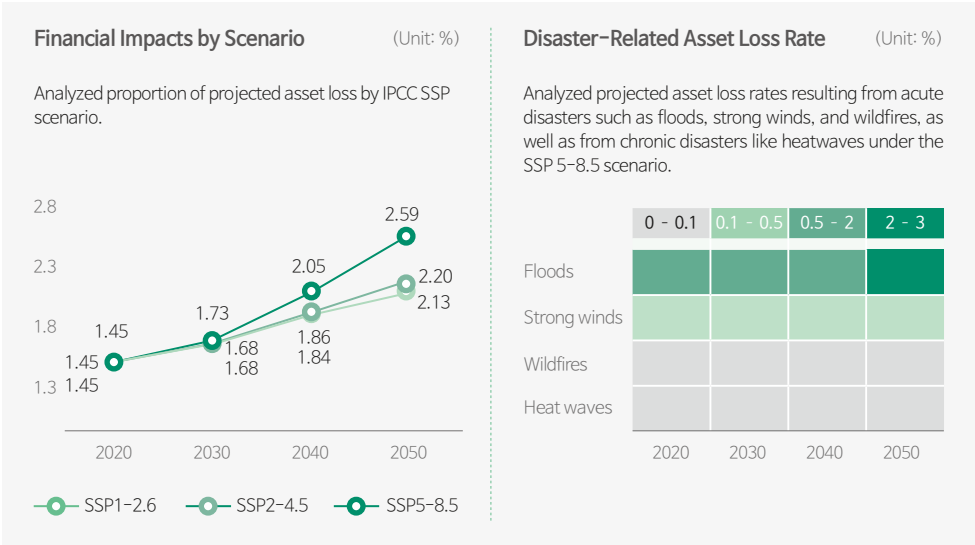
Response to Climate Change

Strategy

Climate Scenario Analysis

Physical Risks Analysis

HD Hyundai Oilbank utilized Jupiter Intelligence, an analytical solution based on future weather forecasting models, to quantitatively assess the impacts of climate change-related physical risks on its major business sites. The Company conducted a physical risk analysis reflecting the location and asset attributes of each site, covering not only its domestic business sites and distribution centers but also its Shanghai subsidiary in China and its Singapore subsidiary. In particular, the Company assessed the financial impacts by estimating the scale of damage from four disasters expected to have material impacts on its major business sites—floods, high winds, heatwaves, and wildfires—distinguishing between direct damage (e.g., facility damage) and indirect damage (e.g., reduced labor productivity and revenue losses due to heatwaves).



Transitional Risks and Opportunities Analysis

HD Hyundai Oilbank has identified potential climate-related risks and opportunities and subsequent financial impacts primarily on its product portfolio. Also, the Company has reflected the results of analysis into its business strategies, thereby boosting the transition to green business.

List of Transitional Risks and Opportunities

Product Portfolio		Internal Status	Risk and Opportunity Factors	Financial Impact
Petrochemical products	Automotive diesel fuel		• Increased demand for green vehicles driven by changes in consumer preferences and policies	• Decreased operating profit due to reduced demand for fossil fuels
	Marine fuel	Account for over 60% of total sales	• Strengthened IMO regulations to achieve carbon neutrality in the shipping sector	• Decreased operating profit due to reduced demand for conventional marine fuel
	Aviation fuel		• Increased demand driven by growth in air cargo traffic	• Increased operating profit due to higher aviation fuel demand
Bio and circular products	Biodiesel	New business plans • Expansion of a biodiesel production facility • Expansion of co-processing • Expansion of adoption of circular feedstocks	• Implementation of biodiesel blending mandate regulations	• Increased operating profit due to higher biodiesel demand
	SAF		• Expansion of the SAF market in line with GHG reduction targets set by ICAO and other organizations	• Increased operating profit due to expanded SAF sales
	Bio-naphtha		• Recognition of GHG reduction effects of bio-naphtha and expansion of related systems	• Increased operating profit through expanded market share for bio-naphtha
	Circular naphtha		• Expansion of the circular naphtha market driven by stronger plastic recycling regulations	• Increased operating profit due to expanded circular naphtha sales

Response to Climate Change

Risk Management

Climate Risk and Opportunity Management

Risk and Opportunity Management Process

HD Hyundai Oilbank systematically operates a four-step process for managing climate change-related risks and opportunities, consisting of the identification of risks and opportunities, scenario analysis, financial impact assessment, and development of response measures. The Company reviews transition and physical risk factors, as well as opportunity factors, based on future scenarios, and reflects the results in the establishment of business strategies. In addition, the Company is enhancing its climate-related financial information management system to respond to global climate disclosure requirements.

Climate Risk and Opportunity Management Process



Energy Monitoring System (EMS)

HD Hyundai Oilbank collaborated with Palantir Technologies in 2024 to establish an Energy Management System (EMS) based on the CORE platform in order to improve energy efficiency and reduce GHG emissions, and in 2025, the Company is operating the system with upgraded functionalities. In 2025, the Company completed the verification of the accuracy of EMS-related data and improved the system so that it can more clearly identify and manage energy consumption by major process and key energy consumers.

Through the EMS, the Company can comprehensively monitor energy use at the department, plant, and process levels through newly added features such as the process-specific EII¹⁾, department-level monitoring pages, the Energy Map, and daily energy monitoring emails, and also support the management of factors affecting energy use fluctuations by utilizing functions for daily and monthly averages and month-on-month analysis. In addition, the Company has established a framework that links HD Hyundai Oilbank’s target management scheme with its EMS, enabling energy-saving initiatives identified in the field to be registered and assessed for feasibility. The Company is also reviewing the introduction of a monitoring function to reduce fuel gas heat loss from its fired heaters.

Main Functions and Operation of EMS

Energy Monitoring	Data Analysis	Review and Action History Management
• Checks energy consumption, intensity, and EII by department, plant, and process • Visualizes EII and enables trend analysis through Energy Map • Reviews steam operation status through the Steam Letdown system	• Issues Daily Energy Monitoring Report detailing energy consumption, EII, and tag management related to fuel, steam, and electricity • Enables download of EMS data in Excel format	• Provides alerts to personnel in charge for tags requiring action, such as exceedance of control standards • Reviews inquiries and implement corrective actions • Manages review history within the EMS

1) EII: Energy Intensity Index

Response to Climate Change

Metrics & Targets

Internal Carbon Pricing (ICP)

HD Hyundai Oilbank has introduced internal carbon price to enhance its responsiveness to climate-related regulations and to consider climate risks in investment decisions. The same internal carbon pricing is applied across the HD Hyundai Group, with short-, mid-, and long-term price levels established by reflecting IEA scenarios and the level of NDC implementation in major countries. HD Hyundai Oilbank proactively responds to climate risks by using internal carbon pricing in strategically important decision-making processes, such as the establishment of mid- to long-term business plans and investment decisions. In addition, the Company applies internal carbon pricing when identifying GHG reduction measures and evaluating their economic feasibility, thereby enhancing the rationality of investment decisions and strengthening the foundation for implementing the low-carbon transition.

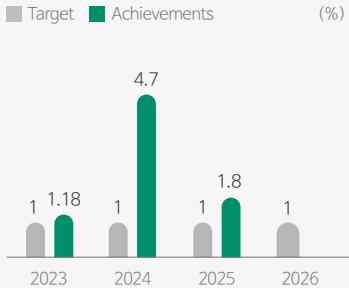
ICP Application Criteria

Category	Details
Objective	- Support decision making on low-carbon investments and response to climate change - Enhance awareness of carbon prices and drive behavior change within the company
Scope of GHG	- Scope 1 - Scope 2
Type of ICP	Shadow Price
Price	- Short- and Mid-term: KRW 34,892/tCO₂eq - Long-term: KRW 118,553/tCO₂eq
Scope of application	Company-wide
Price calculation methodology	IEA scenarios, NDC implementation rate of major countries, advisory opinion etc.

GHG Emission Reduction Target and Achievements

HD Hyundai Oilbank manages its performance by incorporating GHG emission intensity targets into the KPIs of the Safety and Production Division in order to reduce GHG emissions. GHG emission intensity is an indicator that represents emissions per crude oil refining volume, and the Company sets an annual target of a 1% reduction compared to the previous year. In 2025, HD Hyundai Oilbank improved its GHG emission intensity by 1.8% compared to 2024, thereby exceeding its target, and reflected the same level of intensity reduction target in the KPIs of the Safety and Production Division for 2026. HD Hyundai Oilbank will continue to go beyond simply achieving its KPIs and strive to contribute to the fundamental goal of responding to climate change.

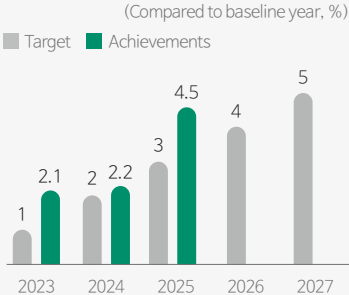
GHG Emission Intensity Improvement



Energy Intensity Reduction Target and Achievements

HD Hyundai Oilbank has participated in 'Korea Energy Efficiency Partnership 30 (KEEP 30)' a Korean energy efficiency innovation partnership, since 2022. Under this initiative, the Company aims to improve its energy intensity by 1% annually from the 2022 baseline, with a cumulative reduction target of 5% by 2027. Energy intensity is calculated as energy consumption per crude oil refining volume, and reduction efforts are being pursued through process efficiency improvements and operational optimization. In 2025, the Company achieved a 4.5% improvement in energy intensity compared to 2022, exceeding its target performance. After 2027, it plans to reset its reduction targets in accordance with the second phase of KEEP 30.

Energy Intensity Improvement



Environmental Impact Management

Governance

Management System

Governance Structure

HD Hyundai Oilbank operates its environmental management decision-making framework centered on the ESG Committee under the Board of Directors and the Chief Safety, Health, and Environment Officer (CSO). Under the CSO, the Environmental management organization oversees company-wide environmental management functions and leads key environmental management activities, including the management of environmental pollutants and investment in environmental facilities. The Environmental policy organization supports the environmental management framework by monitoring policy trends and responding to regulations. In addition, to strengthen the fulfillment of environmental responsibility by management, “zero environmental accident” is reflected in the KPIs of the CEO and the CSO, and performance against this indicator is linked to performance evaluation.

In addition, HD Hyundai Oilbank operates the Environmental Management Action Committee to promote environmental management cooperation among affiliates and respond to major environmental issues. The committee is a consultative body composed of environmental managers from HD Hyundai Oilbank and its major affiliates and is held regularly on a monthly basis. At the meetings, participants share policy changes and major environmental issues, review key matters requiring joint responses among affiliates, and coordinate response directions.

Environmental Organizational Structure



Environmental Management Policy

[Declaration of Environmental Management](#) [Environmental Management Policy](#)

HD Hyundai Oilbank has established and operates its Environmental Management Policy to minimize the environmental impact from its business operations and to fulfill its corporate social responsibility. Based on this, the Company has established management standards across key environmental domains—including air, water quality, waste, chemicals, and soil—to manage its environmental impacts.

Environmental Management Vision

Vision	Realization of “Eco-Friendly company”				
Goal	Strengthened competitiveness as an eco-friendly company				
Strategy	 Adoption of best available environmental technologies		 Improved environmental management system		
Tasks	Achieve a zero environmental accident workplace	Strengthen integrated environmental operations across affiliates	Enhance environmental expertise of employees and suppliers	Advance the environmental management system	Reduce pollutants through the application of optimal environmental technologies

Environmental Management System (ISO 14001)

HD Hyundai Oilbank has obtained and continues to maintain ISO 14001 certification, the international standard for environmental management systems. Based on its certified Environmental Management System, the Company operates environmental management standards, verifies the adequacy of the management system through regular audits, and carries out improvement activities.

ISO 14001 certification



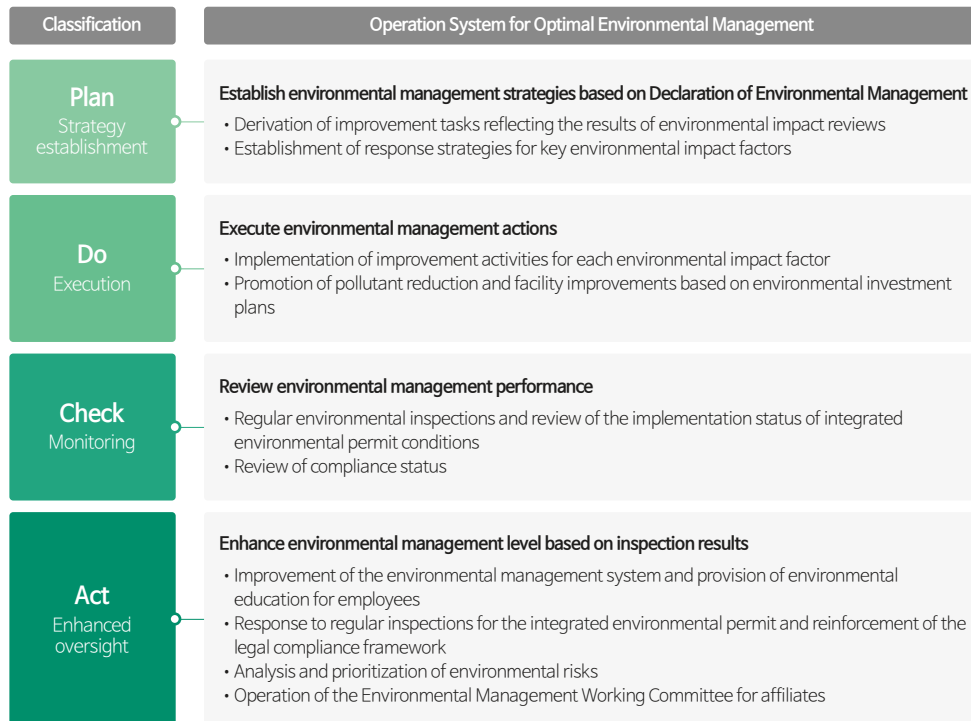
Environmental Impact Management

Strategy

Integrated Environmental Management

Integrated Environmental Management System

HD Hyundai Oilbank operates an environmental management system based on integrated environmental permit to comprehensively manage environmental impacts. Through this system, the Company systematically manages pollutants generated at its business sites and continues to carry out improvement activities and environmental investments informed by the results of environmental impact reviews and inspections.



Compliance System based on Integrated Environmental Permit

HD Hyundai Oilbank comprehensively manages pollutants, including air and water pollutants, by business site in accordance with its integrated environmental permit. Through an internal system that includes automated follow-up management and monitoring functions for changes to permit conditions, the Company is improving management efficiency. It is also strengthening the level of legal compliance by establishing company-wide education and work processes. In addition, by taking into comprehensive consideration the impacts of pollutants on the environment, the Company is promoting facility improvements in phases to reduce emissions.

Integrated Environmental Management System Operation

HD Hyundai Oilbank operates an Integrated Environmental Management System based on CORE, a big data platform introduced through collaboration between HD Hyundai and Palantir Technologies. Through CORE, the Company comprehensively manages pollutant emission status by process and major environmental indicators, enabling it to monitor emission status and process operation conditions on an ongoing basis. The Company also systematically manages emissions of air and water pollutants as well as waste, and reviews process abnormalities through environmental Daily Reports.



Implementation of Environmental Investment and Environmental Improvement Activities

HD Hyundai Oilbank continues to invest in environmental facilities to reduce pollutants and carries out improvement activities reflecting the results of environmental impact reviews and inspections. Focusing on key environmental impact factors such as air and water, the Company is implementing introduction of pollution prevention facilities and facility improvements in phases, while identifying and applying improvement tasks to enhance process-level management. In particular, the Company is strengthening the foundation for emissions reduction by introducing major reduction facilities such as vapor recovery and combustion units, improvements to desulfurization systems, and replacement with low-NOx burners, while securing the execution of its environmental management framework through the establishment of emissions monitoring facilities.

Environmental Impact Management

Strategy

Air Quality Management

Air Pollutant Emission Reduction Strategies

HD Hyundai Oilbank operates high-efficiency pollution prevention facilities and carries out reduction activities for each emission source to minimize the environmental impacts caused by air pollutants.

Target Substance	Reduction Activities
Sulfur Oxides (SOx)	- Utilization of gaseous fuels to minimize SOx emissions - Installation and operation of flue gas desulfurization (FGD) systems capable of removing over 90% of SOx
Nitrogen Oxides (NOx)	- Selective Catalytic Reduction (SCR) catalyst regeneration to improve NOx removal efficiency by 25% - By introducing Ultra Low NOx burners in the Hot Oil Heater, emissions reduced by 50% compared to the legal standards - Optimization of chemical injection during seasonal control periods to minimize NOx formation
Dust	- Enhancement of dust removal efficiency through high-performance filtration and dust collection systems - Installation of an additional filtration stage and implementation of regular maintenance
Volatile Organic Compounds (VOCs)	- Maintain 90%+ VOCs removal via VRU activated-carbon replacement - Reduce VOCs emissions by combusting tank-vented VOCs with LNG - Block VOCs leakage at source with enclosed facilities - Prevent hazardous-gas emissions and recover fuel via flare-stack FGRU

Fine Dust Emission Reduction Measures

HD Hyundai Oilbank has entered into the “Voluntary Agreement for Responding to High-Concentration Fine Dust” with the Ministry of Climate, Energy and Environment and major domestic oil refiners and has been carrying out fine dust reduction activities. When emergency fine dust reduction measures are issued, the Company actively communicates reduction measures through electronic signage while also implementing effective on-site actions, such as operating road-sweeping vehicles for fine dust removal and optimizing chemical injection to pollution prevention facilities. The Company reports its fine dust reduction performance and plans annually to the Ministry of Climate, Energy and Environment and continues management activities to reduce emissions across its business sites.

Odor Management

HD Hyundai Oilbank installs advanced odor control facilities at emission outlets and manages odors in accordance with internal odor management standards in order to minimize the impacts of odors generated during process operations. The Company regularly monitors both complex and designated odors at site boundaries and assesses complex odor concentrations at emission outlets. In addition, when odors are detected, the Company conducts perimeter patrols to analyze the causes and reflect the findings in the development of mitigation measures.

Application of Odor Reduction Technologies

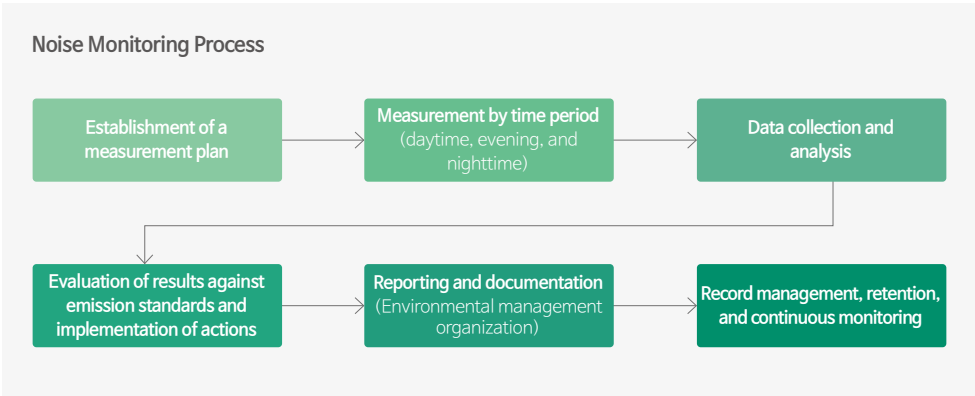
Closed process systems	Processes with high potential for odor generation are operated in closed systems to fundamentally prevent the external release of odorous substances
Operation of odor control facilities	Advanced odor treatment technologies, such as scrubbers, RTOs, and adsorption towers, are installed to eliminate odorous substances prior to discharge
Strengthening management of key odor substances	Monitor key odor substances (sulfur compounds, VOCs, etc.)
Specialized agency services and consulting	Optimize operating conditions & improve control-facility efficiency for odor sources

Environmental Impact Management

Strategy

Noise Management

HD Hyundai Oilbank has established noise management standards and minimizes the impact of noise on the local communities by strictly complying with relevant laws and noise emission standards. The Company regularly measures noise generated from the operation of its business sites, and if any abnormal signs are detected in the measurement results, the relevant department is notified to inspect facility operation conditions. For major points within the plant, the Company conducts regular measurements using external specialized institutions and continuously manages noise levels.

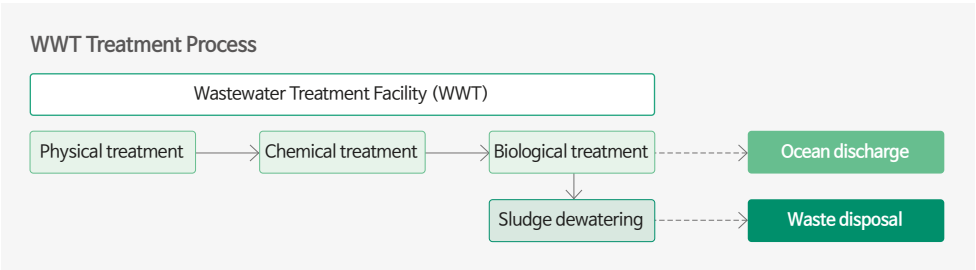


Water Quality Management

HD Hyundai Oilbank operates wastewater treatment facilities (WWT) to ensure the consistent treatment of wastewater generated from its business activities and continuously carries out maintenance and facility improvements. Chemicals used in wastewater treatment are selected through a step-by-step review process based on relevant data, including Material Safety Data Sheets (MSDS), and applicable regulations, under which the Company first determines whether they are classified as hazardous chemicals or substances and then makes the final selection through technical reviews that take into account performance and economic feasibility. Through this systematic review process, the Company optimizes chemical dosing and thereby reduces environmental impacts while also improving cost efficiency.

Key WWT Improvement Activities in 2025	
Activity	Benefits Achieved
Replacement of process water, raw water and wastewater piping	Enhanced water quality reliability
Installation of a high-speed dissolving unit for sludge dewatering equipment	Improved wastewater sludge dewatering efficiency through enhanced liquid-polymer dissolution efficiency
Replacement of the BOD WWT MBR ¹⁾ membrane unit	Enhanced wastewater treatment reliability by improving sludge and SS separation efficiency

1) MBR: Membrane BioReactor



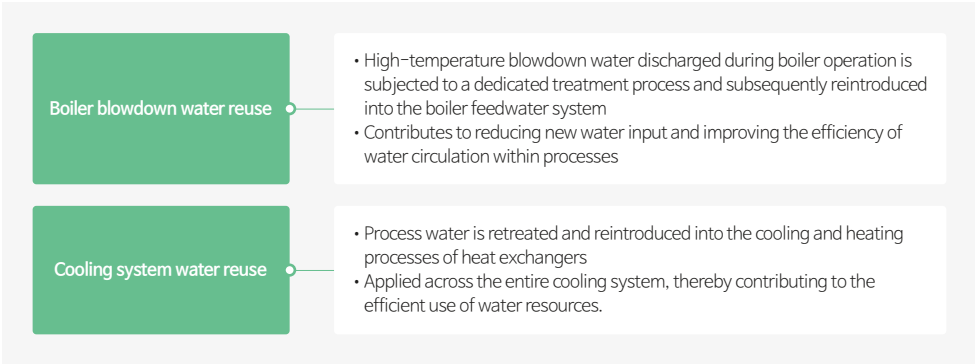
Environmental Impact Management

Strategy

Water Resource Management

Water Recycling

HD Hyundai Oilbank enhances water resource utilization efficiency by re-treating and recycling water used in process operations. Water recycling is operated through a circulation structure that reflects process characteristics, and based on this circulation system, the Company manages water use across its business sites in a stable and efficient manner.



Seawater Desalination Project

HD Hyundai Oilbank is participating in a seawater desalination project to address the structural water shortage issue in the Daesan Industrial Complex and secure the stability of mid- to long-term water supply and demand. This project is being led by Korea Water Resources Corporation (K-water) and jointly participated in by major companies in the Daesan area, with the aim of establishing a stable industrial water supply infrastructure for the industrial complex. Once industrial water supply through seawater desalination facilities is realized, the project is expected to contribute to securing the stability of water supply and demand in the Daesan Industrial Complex.

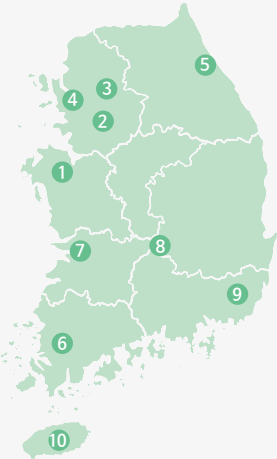
Water Resource Risk Analysis

HD Hyundai Oilbank analyzes water stress levels using the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) in order to proactively identify and manage water resource risks that may arise in the course of business operations. In 2024, the analysis focused on the Daesan Plant and GRC, and in 2025, the scope of water resource risk management was expanded to a total of 10 business sites by extending the analysis to include the Central Research Center and seven domestic distribution centers.

According to the analysis, the water stress levels of major business sites were distributed across Low (<10%), Low-Medium (10 - 20%), and Medium-High (20 - 40%), and no business sites were identified as 'High' risk level (40% or above). Based on these results, HD Hyundai Oilbank continues to monitor water resource risks and further advance water use efficiency and management measures tailored to the characteristics of each business site.

Results of Water Resource Risks Analysis

Business Sites	Water Risk
① Daesan Plant	Low - Medium (10~20%)
② GRC	Low - Medium (10~20%)
③ Central Research Center	Low - Medium (10~20%)
④ Incheon Distribution Center	Low - Medium (10~20%)
⑤ Okgye Distribution Center	Medium - High (20~40%)
⑥ Mokpo Distribution Center	Medium - High (20~40%)
⑦ Gunsan Distribution Center	Medium - High (20~40%)
⑧ Daegu Distribution Center	Low - Medium (10~20%)
⑨ Busan Distribution Center	Medium - High (20~40%)
⑩ Jeju Distribution Center	Low (<10%)



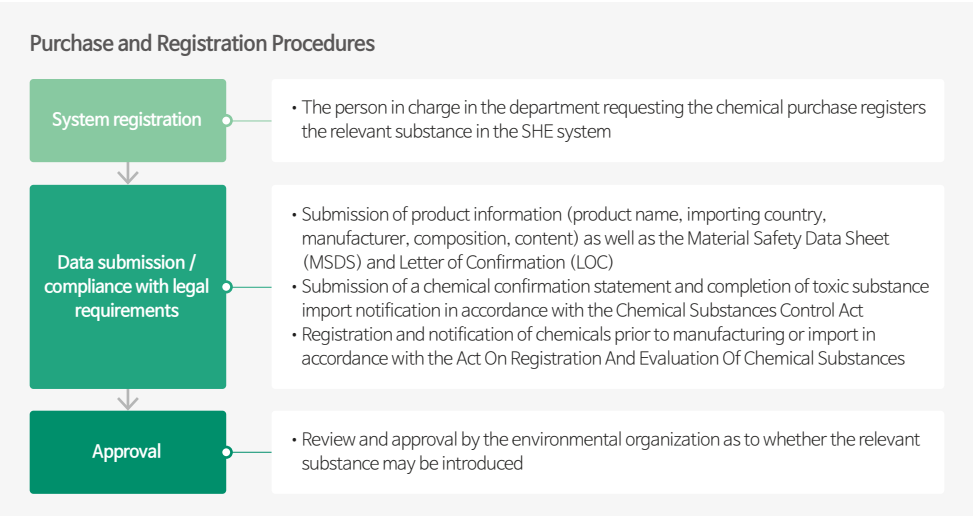
Environmental Impact Management

Strategy

Hazardous Chemical Management

Hazardous Chemical Purchase and Registration Procedures

HD Hyundai Oilbank operates registration and approval procedures through the SHE system for all chemicals prior to their introduction. If any changes occur to existing materials in use, the Company conducts a re-evaluation, and if any changes arise in chemicals information, the Company follows new purchase review and approval procedures. Through this hazardous chemicals management system, the Company minimizes legal risks and establishes a safe chemicals management environment.



Substitution of Hazardous Chemicals

HD Hyundai Oilbank identifies and applies alternative substances and manages the implementation status in order to reduce the use of Hazardous Chemical. The Company continuously monitors chemicals-related laws and regulations and, for substances designated as regulated substances, continues to promote substitution with materials that are safer for people and the environment while maintaining product quality and performance.

Hazardous Chemical Handling Facility Management

HD Hyundai Oilbank operates a safety management system across the entire hazardous chemical handling facilities, including equipment, storage areas, and loading and unloading zones. All facilities are installed and operated in compliance with relevant legal standards, and the Company continues to enhance physical safety measures such as containment dike painting valve locking devices, placement of neutralizing agents, and ventilation and dustproof facilities. In addition, the Company conducts weekly self-inspections to continuously monitor the overall management status of its facilities and strengthens its accident prevention capabilities by providing education and training on hazardous chemicals. The Company also strives to enhance company-wide safety awareness regarding hazardous chemicals by developing a chemical accident prevention app. Going forward, the Company plans to prepare and distribute illustrated guidelines for hazardous chemical storage facilities to help working-level staff in operation departments more easily understand inspection procedures and legal requirements and apply them on site.

Key Facility Management Activities

Category	Activities
Facility standards management	Implementation of physical safety measures such as containment dike painting, valve locking devices, and placement of neutralizing agents
Inspection frequency	Weekly self-inspections
Enhancement of safety facilities	Strengthened inspection of auxiliary systems, including dustproofing, explosion-proof equipment, ventilation systems, and emergency wash stations
Accident prevention initiatives	Establishment of a proactive response system with a focus on accident prevention (supported by education and training programs)
Role of the environmental organization	Regular monitoring of overall handling facilities and development of improvement plans

Local Chemical Safety Activities

As a member of the Regional Chemical Safety Council, HD Hyundai Oilbank has entered into a MOU with neighboring chemical companies to jointly reduce hazardous chemical concentrations in Daesan region, and implements relevant reduction activities. In collaboration with the Ministry of Climate, Energy and Environment, the National Institute of Chemical Safety, Seosan City, and representatives of local people, the Company conducts on-site inspections of hazardous chemical handling facilities and assesses their environmental impact on adjacent villages. Through regular meetings, the findings are shared and ongoing discussions about effective reduction measures are held to derive action plans. Furthermore, the Company is going forward with facility investment to recover and treat vapor from product unloading process to contribute to the reduction of hazardous chemical substances discharge.

Environmental Impact Management

Strategy

Soil Management

Soil Contamination Management at Daesan Plant

HD Hyundai Oilbank’s Daesan Plant conducts systematic management and regular inspections of specified facilities subject to the control of soil contamination under the Soil Environment Conservation Act. Pollution-inducing facilities, such as oil storage tanks, are equipped with preventive measures from the time of installation, and soil contamination assessments are regularly conducted at least once a year to monitor and verify environmental safety. Inspection cycles are segmented based on each facility’s operational duration, specifically at 5, 10, 15, and over 15 years, with immediate leak tests and in-depth investigations conducted upon detection of any anomalies. If contamination is confirmed, remedial actions such as soil remediation work are undertaken, followed by continuous monitoring through observation wells. Through this, the Company is managing soil environment in a systematical manner.

Soil Contamination Management at Gas Stations

HD Hyundai Oilbank applies internal management criteria that exceed the legal inspection interval standard of eight years to prevent potential soil contamination from gas station operations. The Company conducts annual pipeline leakage inspections at aging gas stations that have been in operation for 10 years or more and proactively responds to soil contamination risks by converting submersible-type fuel pumps to suction-type pump systems in order to prevent the spread of damage caused by oil leak incidents. In the event of a confirmed leak, immediate reporting and remedial actions are undertaken to minimize impacts on neighboring business sites and communities.

Environmental Training

HD Hyundai Oilbank operates a variety of environmental training programs for employees to enhance the level of environmental management and strengthen on-site response capabilities. The Company provides mandatory training and internal training on chemicals for all employees at the Daesan Plant. To enhance employees’ environmental pollution control capabilities, the Company also conducts annual TMS/Flare training on emergency response to exceedances, as well as self-led and public-private joint marine pollution drills twice a year. In addition, the Company provides training on chemicals and waste management for resident suppliers.

Total environmental education hours
 (1,316 employees completed training sessions, excluding duplicate counts)

9,470 hours

Key Environmental Training Programs in 2025

Training	Participants	Topics Covered
Company-wide chemical safety training	All employees at the Daesan Plant	Chemical management and handling information, emergency response measures, and the proper use of personal protective equipment
TMS/Flare training	Process operator in the relevant department	- Training on response measures, emergency response procedures, and monitoring in the event of exceedances of TMS threshold levels (permissible emission standards, emergency alert standards, and operation standards) - Training on emergency response procedures and monitoring when flare calorific value exceeds facility
Chemicals and waste training	Resident Suppliers	Chemical handling information, the proper use of personal protective equipment, and waste management measures

Environmental Impact Management

Risk Management

Environmental Impact Assessment and Legal Compliance Framework

Environmental Impact Assessment

HD Hyundai Oilbank conducts regular environmental impact assessment to proactively respond to environmental risks that may arise from its business activities and to ensure compliance with relevant laws and regulations. The Company reviews environmental impacts not only for large-scale facility expansions and the introduction of new processes at the Daesan Plant, but also for small-scale process modifications. Assessments are carried out by taking into account not only normal operations but also abnormal operations and emergency situations. Environmental impact assessment covers major environmental areas, including air, water, waste, marine, and soil, while also reflecting stakeholder concerns and social impacts. Key environmental aspects identified through the assessment are registered in the SHE system and used to establish improvement plans.

Compliance Inspection

HD Hyundai Oilbank organizes and manages a list of applicable laws and regulations for each business site and conducts regular inspections to verify compliance.

Internal Environmental Inspections

HD Hyundai Oilbank carries out internal environmental improvement activities to enhance employees' awareness of legal compliance and the importance of environmental management. Through walk-around inspections, the Company checks compliance with applicable laws and regulations as well as the overall environmental management status across the entire plant, including handling facilities and personal protective equipment storage boxes, and develops improvement tasks based on the inspection results. Improvement performance is reported to the Chief Safety, Health, and Environment Officer (CSO) on a monthly basis and reflected in follow-up management. In addition, based on data accumulated through its environmental improvement activities, the Company analyzes environmental risks by process and prioritizes them to identify the processes that require focused management. By introducing a process-specific accountability system and linking environmental inspection results with scheduled turnarounds (TA), the Company continues to raise the level of on-site environmental management.

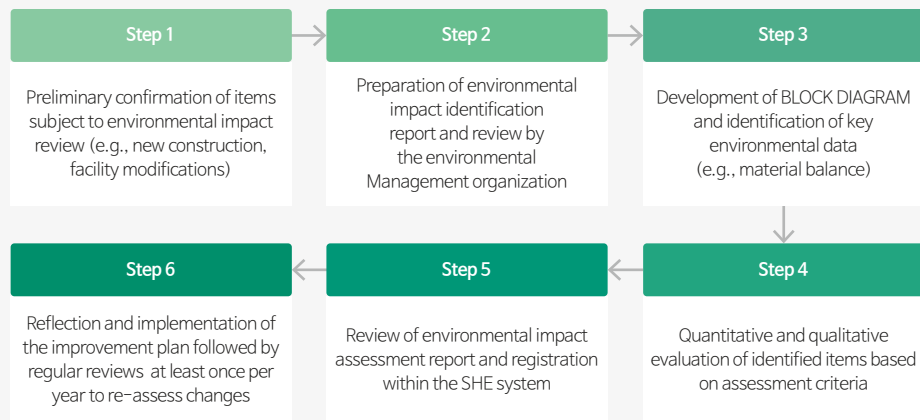


ECHO¹⁾ Champion

HD Hyundai Oilbank operates the ECHO Champion program, in which employees voluntarily use gas leak detection cameras to identify points of fugitive emissions and improve associated risk factors. Based on the results of these activities, outstanding departments are selected and rewarded each quarter. Through this program, the Company raises employees' environmental awareness and prevents environmental incidents caused by hazardous chemical leaks, thereby strengthening its environmental management capabilities.

1) Environment Creative Health & Safety Organize: an environmental management slogan for creating a creative, healthy, and safe workplace

Environmental Impact Assessment Process



Environmental Impact Management

Risk Management

Pollutants Monitoring System

Air Pollutant Monitoring

HD Hyundai Oilbank has established measurement equipment at air pollutant emission and prevention facilities, including stacks and flare stacks, and operates a monitoring system capable of real-time data measurement and review. Through this system, the Company continuously manages emission status and has established step-by-step management standards, including permissible emission standards, emergency alert standards, operation standards, while implementing corresponding response procedures whenever any of these thresholds are exceeded. In addition, by linking emission data to the monitoring system, the Company activates its response system when legal standards or emergency alert standards are exceeded, enabling prompt root cause analysis and the implementation of improvement activities.

Installation and Operation of Stack Tele-monitoring Systems (TMS)

The Company has established stack tele-monitoring systems (TMS) to measure and manage in real time emissions data for air pollutants such as nitrogen oxides, sulfur oxides, and dust. HD Hyundai Oilbank has continuously expanded TMS installation and, as of 2025, operates TMS at a total of 48 exhaust outlets.

Management of Flare Stack Calorimeters

Through flare stack calorimeters, the Company continuously monitors the concentrations of 20 hazardous air pollutants (HAPs), calorific value, and complete combustion status, and manages the normal operation and functioning of air pollution prevention facilities. When pollutant concentrations rise, the Company adjusts the calorific value to maintain combustion efficiency and comply with emission standards

Leak Detection and Repair (LDAR) System

The Company operates an LDAR management system that performs regular and ad hoc monitoring of approximately 420,000 fugitive emission points for volatile organic compounds (VOCs). In 2025, to strengthen fugitive emission management, the Company established its own digital platform by integrating CORE, HD Hyundai Oilbank’s AI-based big data platform. Based on this platform, the Company systematically manages leak points by classifying measurement data by plant, facility, and process, and promptly identifies leak occurrences at specific locations to carry out repair measures. In addition, by integrating related histories and data on the platform, the Company is enhancing process-specific trend analysis and emissions forecasting and utilizing them to prevent fugitive emission leaks.

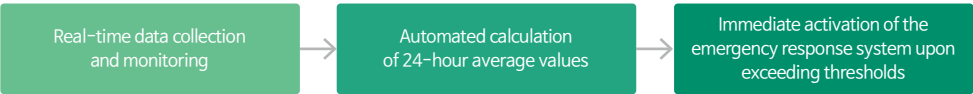
Water Pollutant Management Standards

HD Hyundai Oilbank ensures thorough management of water pollutants by establishing internal standards that are stricter than legally permissible discharge limits. The Company continuously monitors compliance with and exceedance of internal discharge management limits in real time for key water pollutants, such as total organic carbon (TOC), suspended solids (SS), total nitrogen (TN), total phosphorus (TP), and pH. Based on this monitoring, the Company manages water pollutants across overall process operations and wastewater treatment and continues management activities to maintain stable water quality conditions.

Parameter	Regulatory Limits	Internal Control Limits
TOC	50mg/L	25mg/L
SS	80mg/L	10mg/L
TN	60mg/L	20mg/L
TP	8mg/L	2mg/L
pH	5.8~8.6	6.0~8.3

Water Quality Monitoring System

The Company has installed water quality tele-monitoring system (TMS) units at the discharge outlets of its wastewater treatment facilities and monitors measurement data in real time through dedicated management personnel. When an exceedance of discharge standards is detected, the Company immediately checks the operating status of the wastewater treatment plant and the condition of the monitoring equipment, takes necessary measures in accordance with emergency response procedures, and promptly reports the matter to the relevant authorities. Subsequently, the Company prevents recurrence of similar cases through cause analysis and corrective actions and advances its water quality management system.



Environmental Impact Management

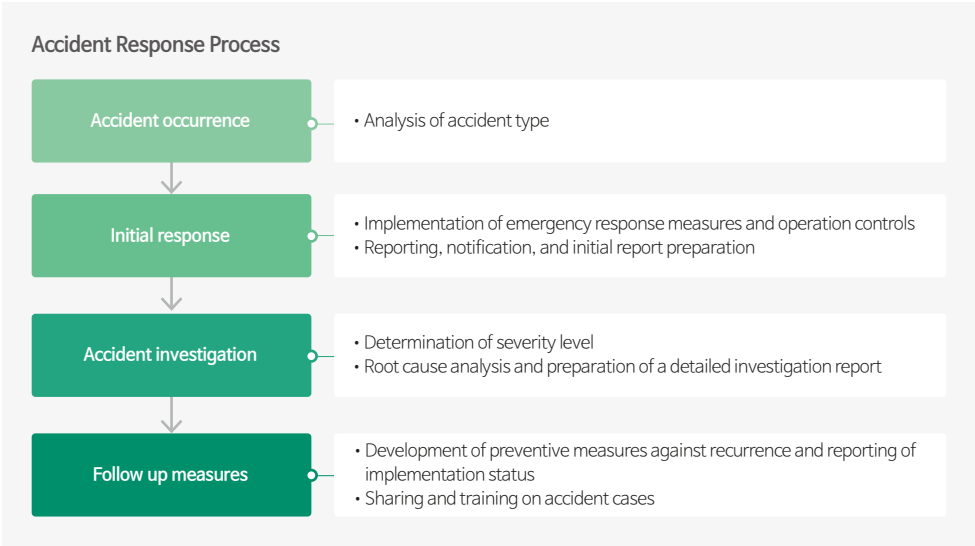
Risk Management

Environmental Accident Emergency Response Framework

Environmental Accident Management Regulations

HD Hyundai Oilbank operates accident management regulations and response processes to prepare for environmental accidents that may result from the leakage of hazardous chemicals, flammable substances, waste, and similar materials. In the event of an accident, the Company immediately activates the emergency response system and conducts an initial investigation within 24 hours. The Company then classifies the severity of the accident and, if necessary, convenes an accident investigation team to analyze the causes and establish recurrence prevention measures. Follow-up inspections are carried out to manage the implementation of recurrence prevention measures, and accident investigation reports and response records are registered and managed in the SHE system.

For employees and suppliers, the Company provides emergency response education and training and regularly shares accident cases to help prevent similar incidents. In addition, the Company secures key containment materials at all times and maintains environmental liability insurance under the Act on Liability for Environmental Damage and Relief to prepare for accidents.

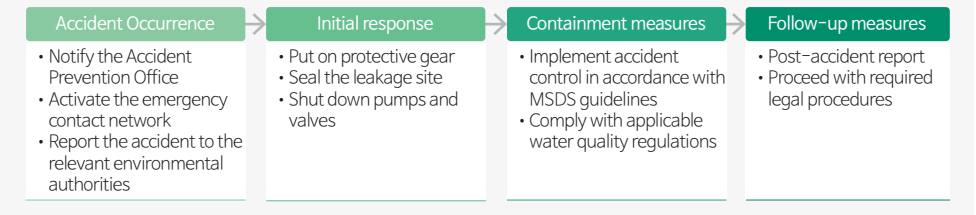


Chemical Accident Emergency Response Framework

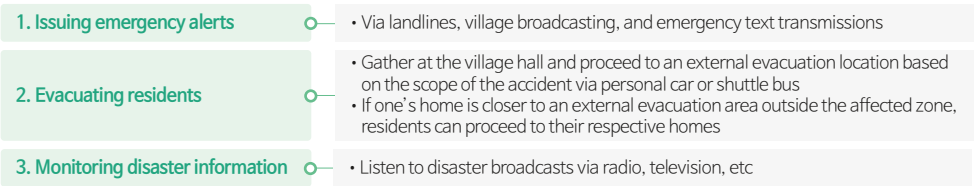
HD Hyundai Oilbank operates an enhanced management system to prepare for accidents involving hazardous chemicals. To prevent accidents, ensure rapid response, and contain the spread of damage, the Company has established accident response procedures in accordance with relevant regulations and conducts self-inspections, process inspections, and emergency inspections at least once a year. In addition, the Company provides and manages PPE¹⁾, including protective clothing, gas masks, and gloves, in accordance with the characteristics of each process. The Company has also established a resident evacuation plan in preparation for leak accidents, and in the event of an accident, it estimates the affected area by considering factors such as the volume of the leak, duration, and weather conditions, and implements corresponding evacuation measures.

1) Personal Protective Equipment: PPE to protect the respiratory tract, eyes, and skin from hazardous chemicals

Response Process for Hazardous Chemical Leak Accidents



Resident Evacuation Plan



Evacuation site (Seosan City)

Scope of Influence	Within a 5km range	Over a 5km range
Evacuation site	Daesan Elementary School/ Daesan High School	Seosan Middle School/ Seosan High School

Environmental Impact Management

Risk Management

Environmental Accident Emergency Response Framework

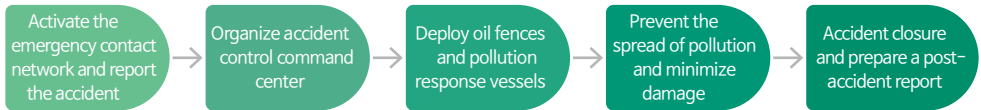
Marine Accident Emergency Response System

HD Hyundai Oilbank has established and operates a rapid response system to prepare for marine accidents, including oil spills that may occur during marine transportation. In accordance with ship safety management standards and marine pollution control regulations, the Company has established response procedures for each type of accident, including collision, sinking, and oil leakage, and has strengthened its situation-specific response capabilities by further detailing emergency action plans for each section of the single point mooring (SPM). In addition, the Company conducts regular marine patrols and continuous monitoring in waters near the Daesan Plant and immediately activates its response system when any abnormal signs are detected.

Emergency Response Process for Marine Accidents

Marine Casualty Type	Description	Response Process
Hull Damage 	Collision, sinking, fire, etc.	• Immediate activation of the emergency contact network, accident reporting, and execution of accident control
Personal Injury 	Serious injuries onboard	• Accident reporting → emergency response → activation of reporting system
Marine pollution 	Leakage of crude oil or petroleum products	• Deployment of oil fences and pollution response vessels • Containment of the leakage source and oil recovery • Collaborate with related authorities, prevent spread of pollution and minimize damage

Marine Pollution Accident Response Flow Chart



Metrics & Targets

Air Pollutant Management Target and Performance

HD Hyundai Oilbank has established and operates internal emission management standards for major air pollutants that are more stringent than legal emission limits. The Company has set emission allocations under the Total Air Pollutant Load Management System for NOx, SOx, and dust as company-wide management targets, and manages emissions by applying stricter limits to each emission facility based on these targets. In particular, the Company outperformed its management targets in 2025 and plans to continue meeting its air pollutant reduction targets through facility improvements and operational optimization.

Target and Performance under Total Air Pollutant Load Management System (Unit: 10 thousand kg)



Biodiversity and Ecosystems

Governance

Management System

Governance Structure

HD Hyundai Oilbank oversees biodiversity- and ecosystem-related activities through its dedicated ESG Management Team. The Company has established a governance structure under which through the ESG Promotion Council, held once every six months, the Company reports on major progress and future plans and biodiversity-related matters are continuously managed and overseen. In cooperation with relevant departments, the dedicated ESG Management Team establishes and promotes implementation tasks to conserve ecosystems in areas surrounding business sites, thereby reviewing and managing biodiversity issues within the Company’s overall ESG management system.

Biodiversity Protection Policy

[View full text](#)

HD Hyundai Oilbank recognizes the importance and necessity of biodiversity protection and supports the Convention on Biological Diversity adopted by the international community under the leadership of the United Nations Environment Programme (UNEP). Based on this recognition, the Company has established a Biodiversity Protection Policy to minimize biodiversity loss and expand positive impacts across its business operations. In accordance with this policy, the Company conducts biodiversity impact assessments for business sites and strives to minimize negative impacts on biodiversity by promoting various conservation and mitigation activities.

DIRO Management Process

HD Hyundai Oilbank operates a process for identifying and assessing nature- and biodiversity-related dependencies, impacts, risks, and opportunities (DIROs) in accordance with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) and the LEAP (Locate-Evaluate-Assess-Prepare) approach. The Company systematically identifies nature-related issues that may arise across its own operations, business sites, and value chain in line with the LEAP approach, and prioritizes them by selecting key risks and opportunities through materiality assessments. In addition, the Company transparently discloses assessment results and response status through its ESG reporting system and establishes and implements mitigation and management measures for identified risks.



Biodiversity and Ecosystems

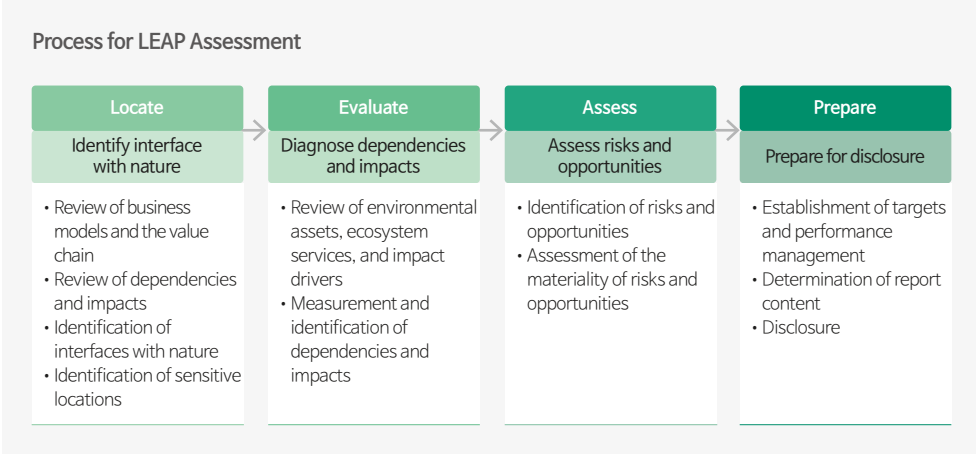
Strategy

LEAP Approach

LEAP Assessment

HD Hyundai Oilbank conducts analysis based on the LEAP approach presented by the Taskforce on Nature-related Financial Disclosures (TNFD) to identify and assess the extent to which its business activities depend on natural capital and impact ecosystems. The LEAP approach consists of four stages: Locate, which identifies the Company’s interface with nature; Evaluate, which assesses the Company’s dependencies on natural capital and its impacts on ecosystems; Assess, which evaluates related risks and opportunities; and Prepare, which supports the development of response strategies and related disclosures.

In 2025, HD Hyundai Oilbank advanced the scope, criteria, and procedures of its analysis in consideration of the Company’s business characteristics and operational status. By reflecting the identified dependencies, impacts, risks, and opportunities in its biodiversity protection activity plans, the Company continues to enhance its overall level of natural capital management across business operations. Going forward, the Company plans to progressively expand the application of the LEAP approach in a manner tailored to the circumstances of the company.



Locate

At the Locate stage, HD Hyundai Oilbank reviewed its business areas, key products and services, and major stakeholders, and then examined the level of dependencies on and impacts on natural capital in consideration of the types and geographic characteristics of its business sites. Based on this analysis, the Company identified business sites of relatively higher importance. In addition, to identify the Company’s interface with nature, the Company reviewed objective indicators such as Protected Areas (PAs), Key Biodiversity Areas (KBAs), and the distribution status of endangered species (IUCN Red List). By comprehensively considering the analysis results, the Company ultimately selected 11 business sites as priority sites for detailed analysis.

Priority Sites for LEAP Assessment

no	Value Chain	Country	Site	PAs	KBAs	IUCN Redlist			
						Critically Endangered	Endangered	Vulnerable	Near Threatened
1	Own operation	Republic of Korea	Daesan Plant	72	7	7	35	55	48
2	Own operation	Republic of Korea	GRC	133	7	7	35	56	48
3	Own operation	Republic of Korea	Central Research Center	132	6	7	35	54	47
4	Own operation	Republic of Korea	Incheon Distribution Center	129	11	8	38	55	47
5	Own operation	Republic of Korea	Okgye Distribution Center	69	1	5	30	45	46
6	Own operation	Republic of Korea	Mokpo Distribution Center	143	6	12	44	65	50
7	Own operation	Republic of Korea	Gunsan Distribution Center	83	5	10	40	58	49
8	Own operation	Republic of Korea	Daegu Distribution Center	91	2	0	13	19	31
9	Own operation	Republic of Korea	Busan Distribution Center	73	2	14	44	62	57
10	Own operation	Republic of Korea	Jeju Distribution Center	82	2	19	45	58	46
11	Upstream	Mexico	Crude Oil Supplier	4	1	27	32	56	52

Biodiversity and Ecosystems

Strategy

LEAP Approach

Evaluate

HD Hyundai Oilbank identified its dependencies on natural capital and ecosystem services, as well as the impacts of its business activities on ecosystems, in the Evaluate stage. To this end, the Company conducted a quantitative assessment of dependencies and impacts on natural capital at priority business sites by comprehensively utilizing WWF’s Biodiversity Risk Filter and the ENCORE Tool. Based on the results derived, the Company also analyzed the relative importance of dependencies and impacts by business site and ultimately identified five key dependency factors and three key impact factors that are critical to the company’s business operations.

Across its value chain, HD Hyundai Oilbank depends on ecosystem services provided by natural capital—such as water availability, temperature regulation, and storm mitigation—to support process operations and supply chain stability, while also affecting ecosystems through land, freshwater and sea use and emissions of air and water pollutants. Taking these business characteristics into account, the Company identifies key dependency and impact pathways, identifies nature-related risks and opportunities, and incorporate them in its biodiversity management strategy.

Key Dependency Factors

Water Availability	Water Quality	Wildfires	Extreme Heat	Tropical Cyclones
Dependency on securing water resources necessary for process operation and for storage, transfer, and facility operation	Dependency on the ecosystem service function of naturally purifying process wastewater and pollutants	Dependency on the ecosystem’s function of suppressing and mitigating the spread of wildfires	Dependency on the function of regulating environmental temperature to mitigate impacts on facility and supply network operations	Dependency on the natural ecosystem’s physical buffering function to mitigate damage caused by extreme weather events like typhoons and storms

Key Impact Factors

Land, Freshwater and Sea Use Change	Forest Canopy Loss	Pollution
Changes in ecosystem structure resulting from the expansion of land use, freshwater use, and marine use in crude oil production, refining, and transportation processes	Decline in habitat function caused by reductions in upper forest vegetation occurring during infrastructure development	Deterioration of environmental quality caused by emissions to air, water, and soil in oil refining processes and during storage and transfer operations

Results of Dependency and Impact Assessment

Very Low
 Low
 Medium
 High
 Very High

Priority Sites for Analysis		Dependency					Impact		
no	Sites	Water Availability	Water Quality	Wildfires	Extreme Heat	Tropical Cyclones	Land, Freshwater and Sea Use Change	Forest Canopy Loss	Pollution
1	Daesan Plant	Medium	High	High	High	High	Medium	Very High	High
2	GRC	Low	Low	Medium	High	High	Low	Medium	Very Low
3	Central Research Center	Low	Low	Medium	High	High	Low	Medium	Very Low
4	Incheon Distribution Center	High	Low	High	Very High	High	Medium	High	High
5	Okgye Distribution Center	High	Low	High	High	High	Low	Very High	Medium
6	Mokpo Distribution Center	High	Low	High	High	High	Low	High	Medium
7	Gunsan Distribution Center	High	Low	High	High	High	Medium	High	Medium
8	Daegu Distribution Center	High	Low	High	Very High	High	Medium	Very High	Medium
9	Busan Distribution Center	High	Low	High	High	High	Low	Very High	Medium
10	Jeju Distribution Center	High	Low	High	High	High	Low	High	Medium
11	Crude Oil Supplier	Medium	Low	Very High	Very High	Medium	High	Very High	High
Level of Dependency/ Impact (Low/Medium/High)		Medium	Medium	Medium	High	Medium	Medium	High	Medium

Biodiversity and Ecosystems

Strategy

LEAP Approach

Assess

Based on the key dependency and impact factors derived from the Evaluation stage, HD Hyundai Oilbank identified in the Assess stage the potential risks and opportunities that nature-related changes may pose to its financial position, operations, and strategy. With reference to the TNFD guidance and the Oil & Gas Sector guidance, the Company identified risks and opportunities arising from its dependencies on and impacts on natural capital, and conducted a materiality assessment considering likelihood and magnitude. As a result, the Company identified seven risks and four opportunities that could have a material effect on the Company and is making efforts to reflect them in the establishment of future response strategies and management systems.

Risks and Opportunities						Impact on HD Hyundai Oilbank			
Top level	Mid level	Sub level	Driver		Risks and Opportunities	Impact on the value chain			Financial Impact Pathway
			Dependencies	Impacts		Up stream	Own Operation	Down stream	
Risk	Physical	Acute	Wildfires, extreme heat, tropical cyclones	–	Infrastructure damage and business disruption caused by extreme weather events such as wildfires, cyclones, and extreme heat	●	●		• Recovery costs arising from damage to production and logistics infrastructure • Loss of sales and increases in insurance premiums due to operational disruptions
		Chronical	Water availability, water quality	Land, freshwater and sea use change, pollution	Increased mid- to long-term operational risks due to constraints on natural resource supply	●	●		• Increased procurement costs for water, energy, and other resources • Reduced operational efficiency due to adjustments to production plans
					Restrictions on the development and drilling of petroleum reserves and reduced business continuity due to strengthened policies and regulations	●	●		• Instability in crude oil procurement and rising purchase costs • Reduced sales due to lower utilization rates of refining and storage facilities
	Policy	–	Land, freshwater and sea use change, forest canopy loss, pollution	Increased investment in facilities, process transitions, and response resources due to tighter environmental regulations		●		• Increased capital expenditures due to expanded investment in facilities for pollutant reduction and other measures to comply with environmental regulations • Increased operating costs due to the expansion of human and technical resources for process improvements and the operation of new facilities	
				Increased compliance burden due to stronger regulations, including the mandatory adoption of SAF and the expansion of biodiesel blending ratios		●		• Increased investment in the expansion, development, and retrofitting of co-processing processes for the production of SAF and bio-based marine fuel • Increased costs of reorganizing storage and transfer infrastructure to respond to higher mandatory blending ratios	
	Market		Land, freshwater and sea use change, forest canopy loss	Declining demand for conventional petroleum products due to changes in customer preferences		●		• Declines in sales volumes and unit selling prices of conventional petroleum products, and reduced profitability of existing oil refining process facilities • Reduced refining volumes and sales due to instability in raw material supply	
				Legal Liability	Water availability, water quality	pollution	Potential litigation arising from conflicts with administrative and public authorities and local communities over issues such as pollutant generation		●
	Opportunity	Resource Efficiency		Water availability	Land, freshwater and sea use change, pollution	Improved energy and resource efficiency under a circular economy and securing alternative raw materials	●	●	●
Products and Services		–	–	Transition to a low-carbon portfolio using renewable feedstocks such as bio-based resources and waste resources	●	●		• Creation of value from new products based on green processes and increased sales • Reduced risk through diversification of the business portfolio	
Market		–	Land, freshwater and sea use change, forest canopy loss, pollution	Expansion of bio and circular businesses and entry into the European market		●	●	• Improved operating profit and enhanced corporate value through expanded market share in low-carbon markets • Expanded sales in Europe through securing international sustainability certifications such as ISCC EU	
–		Water availability, wildfires	Land, freshwater and sea use change, pollution	Prevention of environmental damage through strengthened environmental monitoring and response systems		●		• Improved financial stability through reduced accident-related loss costs • Reduced post-accident recovery costs	

Biodiversity and Ecosystems

Strategy

LEAP Approach

Prepare

HD Hyundai Oilbank is advancing its risk management system by applying the AR3T Framework proposed by SBTN in order to systematically manage nature and biodiversity-related risks and opportunities. This framework consists of a phased approach to ‘avoid’ foreseeable impacts, ‘reduce’ unavoidable impacts, ‘restore & regenerate’ already degraded ecosystems, and ‘transform’ underlying structures through technological innovation and business transformation. Based on this framework, the Company is further specifying its nature-related risk mitigation strategies and implementing biodiversity conservation activities.

Detailed Response Strategies for Nature-related Risks and Opportunities

Category	Activities	Reporting Page
Avoid	- Biodiversity risk and opportunity analysis of business activities across the value chain - Review of ESG risks in investment decision-making - Conduct environmental impact assessment for business site modifications and expansions	35-37
		9
		30
Reduce	- Quantification of environmental impacts through product Life Cycle Assessment (LCA) and improvement efforts - Expansion of environmentally friendly raw materials through 'ISCC-related sustainable procurement' certification - Management of air, water, and soil pollutants through Integrated Environmental Management - Safe wastewater treatment through the installation of Camping Car Dump Station facilities using gas station sites - Promotion of mobile receipts through the Car & App to prevent paper receipt waste generation	42
		41
		24
		72
		72
Restore & Regenerate	- Protection of endangered wildlife habitats through Monitoring of Flying Squirrel Artificial Nests - Creation of a safe habitat for native species through the capture of invasive alien species in Bundang Lake - Creation of fish habitats and environmental cleanup through the Marine Conservation Project near business sites	38
		38
		75
Transform	- Establishment and external disclosure of the Biodiversity Protection Policy - Portfolio transition to expand green businesses - Expansion of green R&D investment and patent applications	131
		40-41
		43, 45

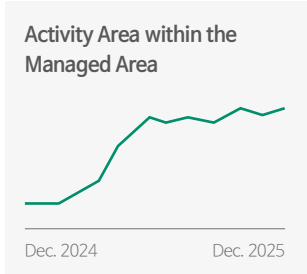
Monitoring of Flying Squirrel Artificial Nests

HD Hyundai Oilbank signed an MOU with Seongnam City to create a suitable ecological environment and conserve biodiversity near its business sites, and has been promoting habitat creation activities for flying squirrels, an endangered wildlife species. Since 2024, the Company has conducted regular monitoring twice a month and established a stable habitat foundation. In particular, based on the discovery of additional traces of flying squirrel habitat in 2024, the Company installed observation cameras at three locations with high sighting frequency in 2025 and carried out tailored habitat improvement activities, including expanding nest entrances.

According to the results of monthly ecological monitoring in 2025, the number of locations where traces of flying squirrel habitat were identified totaled 18, excluding duplicates. The ratio of active area analyzed based on flying squirrel activity points accounted for 31.3% of the total managed area (18,060.96 m²), representing an increase of 29.6 percentage points from 2024 (1.7%). Through this, the Company confirmed that the range of flying squirrel activity within the managed area is gradually expanding. Going forward, HD Hyundai Oilbank plans to continue monitoring and improvement activities to protect safe flying squirrel habitats in cooperation with relevant institutions.

Removal of Invasive Alien Species in Bundang Lake

HD Hyundai Oilbank is carrying out various activities to conserve biodiversity and protect local ecosystems. Located within Jungang Park in Seongnam City, Bundang Lake is a key ecological space inhabited by diverse species. However, the recent spread of invasive alien species such as bass, bluegill, and river cooters has raised concerns over declines in native fish populations and the disruption of ecological balance. In response, in November 2025, HD Hyundai Oilbank conducted a hands-on harmful invasive alien species capture activity at Bundang Lake with the participation of GRC employees, thereby contributing to the creation of a safe habitat for native species.



Sustainable Products and Resource Management

Governance

Management System

Governance Structure

HD Hyundai Oilbank establishes mid- to long-term business strategies to expand green R&D investment and strengthen the production of sustainable products, and systematically advances these strategies. Centered on its planning department, the Company has built a close collaboration system among relevant departments related to sustainable products and continues to expand its sustainable business portfolio based on close coordination between raw material procurement and production departments. New businesses and major investment plans are reported to the Board of Directors following a comprehensive ESG review, thereby ensuring alignment with the ESG management framework in the decision-making process. In addition, tasks related to the expansion of green businesses, including circular and bio businesses, are reflected in the KPIs of the CEO and responsible executives, and the level of annual performance and target achievement is assessed and reflected in individual performance evaluation.

Strategy

Identification of Green Activities

Green Taxonomy (HDO-Taxonomy)

HD Hyundai Oilbank has established a proprietary Green Taxonomy Guidelines, the HDO-Taxonomy, to identify sustainable activities across its economic activities, including investment, procurement, and sales, and to enhance the reliability of environmental information disclosures by reflecting such activities in its disclosures. In developing the guideline, the Company referred to domestic standards such as the K-Taxonomy Guidelines and the Guidelines on Labeling and Advertising of Green Business Activities issued by the Ministry of Climate, Energy and Environment, thereby ensuring alignment with external policy and regulatory directions. The HDO-Taxonomy evaluates whether an activity contributes to the achievement of six environmental objectives: GHG reduction, climate change adaptation, the sustainable conservation of water, the transition to a circular economy, pollution prevention and management, and biodiversity conservation. In addition, activities are classified as green if they meet relevant legal standards, obtain third-party environmental certification, or demonstrate quantitatively verified environmental improvement effects.

Eligibility Assessment Working Group

HD Hyundai Oilbank operates the Working Group of Eligibility Assessment, in which relevant departments participate, to review whether its investment, procurement, and sales activities conform to the HDO-Taxonomy. This working group includes departments responsible for sustainable products, such as bio and circular businesses, and determines the eligibility of green activities through deliberation. The review results are then reported to the ESG Promotion Council for final confirmation.

Governance Structure



Operation Process



Sustainable Products and Resource Management

Strategy

Green Business

Business Portfolio Transformation

Under the ESG slogan ‘Green Future with Green Energy,’ HD Hyundai Oilbank has established three strategic directions and is advancing the transformation of its business portfolio with Green Growth as a key execution pillar. This strategy is intended to respond to the global energy transition and growing demand for sustainable energy by further advancing its business structure with a focus on green products. In its existing oil refining business, the Company is strengthening its profit base through process efficiency improvements and operational optimization, while also focusing its capabilities on expanding the production of low-carbon and green fuels such as biofuels and circular products. In the petrochemical sector, the Company is also increasing the share of high value-added, environmental-friendly, and advanced materials, thereby seeking to secure both sustainability and profitability.

Key Green Business

HD Hyundai Oilbank is advancing its green business, centered on bio and circular resources business. In addition, the Company is establishing a mid- to long-term plan to promote the Hydrotreated Vegetable Oil (HVO) business, which produces biofuels by hydrogenating vegetable oil and used cooking oil.

Category		Key Activities	Future Plans
Bio business	Biodiesel business	This business produces biodiesel (FAME) using renewable feedstocks such as vegetable oils and animal fats. Major feedstocks include Palm Fatty Acid Distillate (PFAD) and Used Cooking Oil (UCO), which are procured and fed into HD Hyundai Oilbank’s processes.	- Diversification of feedstock procurement sources, including China - Expansion of ISCC certification and sales markets
	Bio-marine fuel business	The Company operates a bio-marine fuel business by blending externally procured biodiesel with marine fuel in optimal combinations and supplying it through long-term contracts with shipping companies.	Expansion of sales volumes and product offerings, including B24 and B100
	Co-Processing	This business produces fuels by additionally feeding bio-based raw materials into existing oil refinery processes. By utilizing existing facilities, the Company secures economic feasibility and creates low-carbon fuel value by receiving credits for bio-based raw material inputs through ISCC EU certification.	Expansion of the co-processing ratio
Circular resources business	Circular product manufacturing	This business produces various circular products by procuring pyrolysis oil produced through high-temperature pyrolysis of waste such as waste plastics and waste tires under oxygen-free conditions and feeding it into HD Hyundai Oilbank’s processes.	- Promotion of feedstock diversification, including Ocean Bound Plastic (OBP) and End-of-Life Vehicle (ELV) plastics - Expansion of sales of circular naphtha and circular benzene

Sustainable Products and Resource Management

Strategy

Green Business

Status of Bio Business

HD Hyundai Oilbank is expanding its business scope by broadening its product portfolio based on bio-feedstocks. Since June 2024, the Company has been operating a biodiesel plant on a commercial basis and has established a production system that enables catalyst-free manufacturing by adopting a supercritical process. In addition, the Company produces bio-based products through co-processing, which involves the simultaneous input of petroleum and bio-feedstocks into existing oil refining facilities. Its main feedstocks include Palm Fatty Acid Distillate (PFAD) and Used Cooking Oil (UCO), and it is strengthening feedstock supply stability by expanding its supply chain to China, Vietnam, and Indonesia.

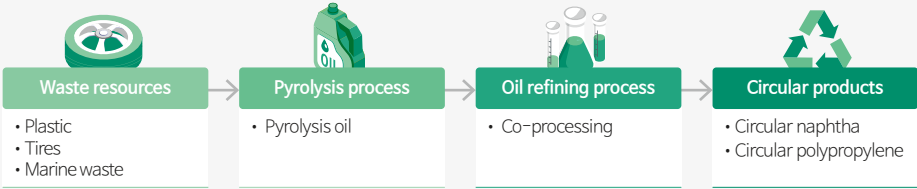
Bio Product Portfolio

Category	Product Name	Details	Characteristics
Biodiesel business	Biodiesel (FAME)	Renewable diesel fuel derived from vegetable oil like Palm Fatty Acid Distillate (PFAD) and animal fats	Renewable resource-based diesel fuel contributing to GHG reduction
Bio-marine fuel business	Bio-marine fuel	Environmentally friendly marine fuel consisting of certain share of biofuel blended with conventional marine fuel	Compliant with CII standards, market demand of green shipping fuel increases
Co-Processing business	Sustainable Aviation Fuel (SAF)	Aviation fuel manufactured from bio-feedstocks, aimed at reducing carbon emissions in the aviation sector	Expand vendors through acquisition of ISCC CORSIA and ISCC EU certifications
	Bio-naphtha	Bio-naphtha produced by refining used cooking oil-based bio-feedstocks within the refining process	Credit transition through ISCC PLUS certification

Status of Circular Economy Business

HD Hyundai Oilbank is advancing its circular economy business by utilizing diverse feedstocks, starting with waste plastic pyrolysis oil. The Company is also reviewing investments in direct pyrolysis oil production and pretreatment facilities to expand its business foundation. Circular products are manufactured by feeding pyrolysis oil, obtained by subjecting waste resources such as waste plastics and waste tires to high-temperature pyrolysis in an oxygen-free environment, into the oil refinery process. Through this process, the Company produces circular-based products such as circular naphtha. As of 2025, the Company utilized 32.66 million liters of waste plastic pyrolysis oil, 2.87 million liters of waste tire pyrolysis oil, and 8.35 million liters of refined waste lubricants as feedstocks.

Circular Product Manufacturing Flow Chart



Acquisition of ISCC Certifications

HD Hyundai Oilbank applies the ISCC certification framework to major products in its bio business and circular economy business, thereby responding to international certification standards and environmental regulations in various countries. Bio-aviation fuel has obtained ISCC EU and ISCC CORSIA certifications, meeting export requirements for Europe, while bio-naphtha, circular naphtha, and circular propylene have secured a tracking and verification system for the use of sustainable feedstocks through ISCC PLUS certification. The Company also plans to continue expanding the acquisition of relevant certifications for newly introduced feedstocks and newly produced products in the future.

List of Certifications

ISCC PLUS

ISCC EU

ISCC CORSIA



Sustainable Products and Resource Management

Strategy

Green Business

Implementation of the Business Agreement on Building a Plastic Circular Economy

HD Hyundai Oilbank continues to cooperate with related organizations and companies to build a plastic circular economy. In April 2024, the Company signed a business agreement with Hyundai Department Store to establish a plastic circular economy and is promoting a project to convert waste vinyl collected by Hyundai Department Store into green materials through the pyrolysis oil process. Following 54 tons in 2024, the Company received 130 tons of waste vinyl from Hyundai Department Store in 2025, and new green vinyl products produced using this feedstock are being supplied to Hyundai Department Store stores nationwide. Through these efforts, the Company is contributing to the practical recycling of waste vinyl and the establishment of a circular economy system.

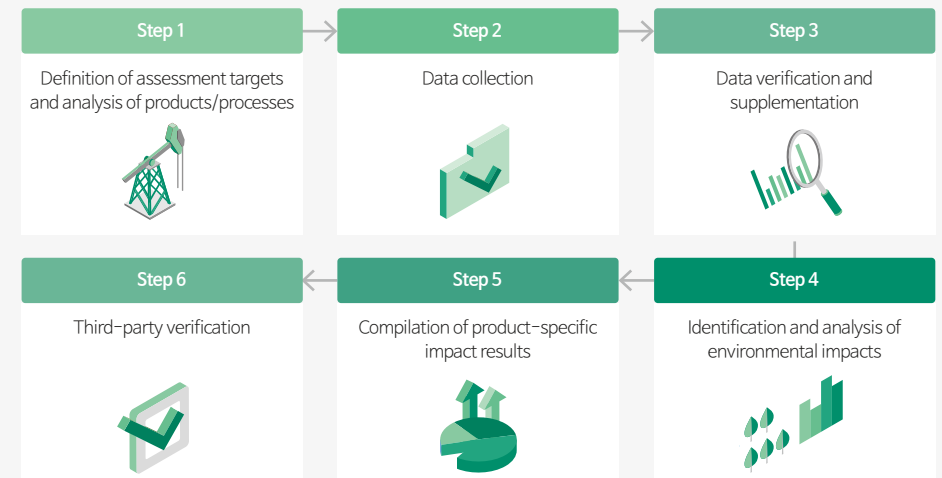
Green Vinyl



Implementation of Life Cycle Assessment (LCA)

HD Hyundai Oilbank conducts Life Cycle Assessments (LCA) on its major products to systematically manage their environmental impacts. The assessment analyzes and evaluates the entire process from raw material extraction through production (Cradle-to-Gate). Environmental impacts are calculated in accordance with the methodologies and procedures of the international standards ISO 14040 and ISO 14044, and product carbon emissions are quantified in accordance with ISO 14067. In 2025, the company calculated the greenhouse gas emissions of its biofuel products for ISCC EU and CORSIA certification. In 2026, it plans to enhance its LCA evaluation based on 2025 data, and over the medium-to-long term, to establish an LCA calculation system.

LCA Process



Sustainable Products and Resource Management

Strategy

Green R&D

Green R&D Roadmap

HD Hyundai Oilbank has established a mid- to long-term R&D roadmap focused on hydrogen, CO₂ reduction, and circularity and recycling, and is pursuing phased technological advancement. In the short- to mid-term, the Company is concentrating on securing core technologies, including material development, demonstration, process efficiency enhancement, and high value-added applications, while in the long term, it plans to generate tangible commercialization outcomes by applying these technologies to commercial-scale processes.

R&D Roadmap

Research Area	Short- to mid-term (2024–2027)	Long-term (2028–2030)
Hydrogen	- Development of electrolyte membranes and separator materials for fuel cells and water electrolysis - Securing a differentiated technological advantage and customer certification	Development of next-generation electrolyte membranes and separator materials
	Demonstration and application expansion of ammonia decomposition catalysts	Completion of catalyst package technology acquisition
CO ₂ reduction	Enhancement of biofuel production technology efficiency	Completion of technology development and application to commercial scale processes
	Development of CO₂ separation materials and process technologies	–
Circularity and Recycling	- Development and differentiation of pyrolysis oil treatment technologies - Securing feedstock conversion technologies for the high value-added utilization of process by-products	Completion of technology development and application to commercial scale processes
	Development of low-carbon and carbon neutral fuel technologies	–

Green R&D Achievements

HD Hyundai Oilbank is strengthening its technological competitiveness by advancing phased R&D initiatives. Centered on core material development and process efficiency enhancement, some projects have entered the demonstration stage, further improving their technological maturity. In addition, the Company is continuing to review the commercial applicability of its research outcomes in connection with its business divisions and is expanding the foundation for technology commercialization by strengthening its capabilities to respond to customer requirements.

Detailed Green R&D Achievements

Research Area	Achievements
Hydrogen	- Focusing on the development of high-performance, high-durability electrolyte membranes essential for hydrogen production and utilization - Promoting the development and commercialization of fluorine-based reinforced composite polymer electrolyte membranes¹⁾ and fluorine-based separator membranes²⁾, which are their core component materials - Preparing for product commercialization by expanding R&D facilities related to electrolyte membranes and response capabilities for customer evaluation and certification, while internally conducting self-assessments based on the establishment of performance and durability evaluation infrastructure
	Promoting the development of catalysts for reconverting hydrogen stored and transported in the form of ammonia back into hydrogen, and pursuing domestic and international patent registrations and applications
CO ₂ reduction	- Developing technologies capable of separating and capture CO₂ generated from high-emission industries such as oil refinery and cement through exhaust gas - Conducting economic feasibility analyses of technologies and processes
Circularity and Recycling	- Developing refining technologies to expand circular naphtha processing volumes - Securing differentiated technologies, including C-LGO³⁾, to process pyrolysis oil based on diverse feedstocks
	Securing core technologies, including catalysts and processes, to produce fuels through carbon circulation

1) Poly Electrolyte Membrane/Proton Exchange Membrane
 2) Expanded Polytetrafluoroethylene, e-PTFE
 3) Co-processed LGO (Light Gas Oil)

Sustainable Products and Resource Management

Strategy

Waste Management Framework

Waste Classification and Treatment

HD Hyundai Oilbank operates an integrated waste management system under the Wastes Control Act, which defines the roles and responsibilities for each stage of waste collection, transportation, storage, and treatment. For waste generated at the plant, the Company enhances management efficiency by giving priority to the review of waste reduction and recycling opportunities.

Waste generated is classified into designated waste and general waste, and is appropriately outsourced for treatment in accordance with relevant laws, regulations, and environmental standards. The entire process, from waste generation to final treatment, is managed systematically. When selecting waste treatment service providers, the Company reviews their legal permits and treatment capabilities. In addition, HD Hyundai Oilbank restricts the transboundary movement of hazardous waste in compliance with the Act on the Transboundary Movement of Hazardous Wastes and Their Disposal, which was enacted based on the Basel Convention. The Company also provides regular training for employee and suppliers to strengthen waste management capabilities and awareness, and continues improvement activities to minimize the environmental impacts caused by waste.

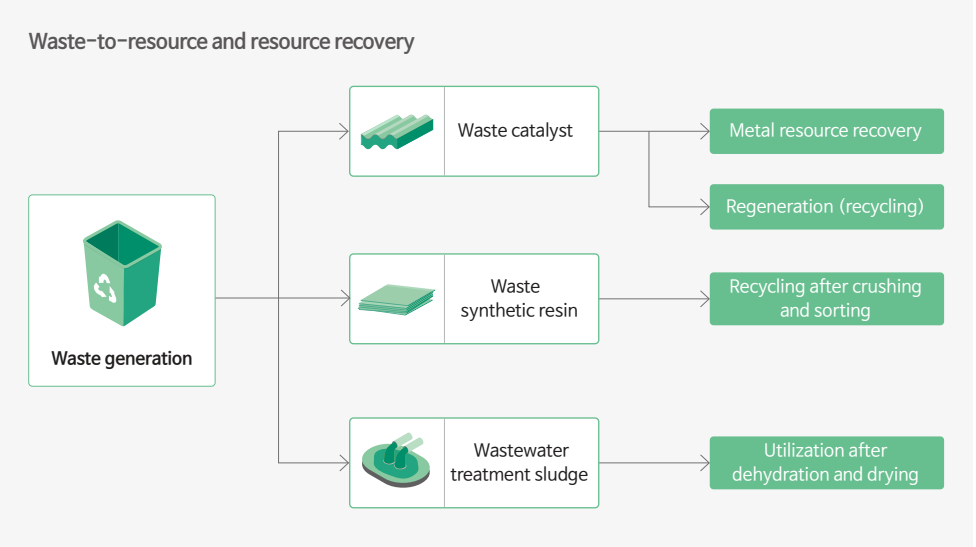
Waste Classification and Treatment Process					
	Waste generation	Waste separation and collection	Waste transport	Waste storage	Waste treatment
Type	Designated waste	Waste oil, waste paint, PCBs, etc.			
	General waste	Waste synthetic resins ¹⁾ , waste sand, wastewater treatment Sludge ²⁾ , process sludge, inorganic sludge, etc.	Dedicated container (label attached)	Waste storage facility	Outsourced treatment (recycling, incineration, landfill, etc.)

1) Waste synthetic resins: process waste and waste ton bags generated throughout the process

2) Wastewater treatment sludge: waste generated by removing moisture from sludge produced during the wastewater treatment process through a dehydrator

Waste-to-resource

HD Hyundai Oilbank recognizes waste not as a simple disposal target, but as a recoverable resource, and is shifting its management system toward reducing dependence on landfill and incineration. To this end, the Company is reducing waste generation from the production process stage and managing generated waste by linking it to recycling and resource recovery processes. In particular, waste catalysts containing metal components are entrusted to specialized recycling companies for metal recovery or regenerated and reintroduced into the process, thereby promoting not only the expansion of resource circulation but also economic benefits such as the creation of value from recovered resources.



Sustainable Products and Resource Management

Metrics & Targets

Green R&D Targets and Performances

HD Hyundai Oilbank is strengthening its R&D capabilities by establishing and operating a green R&D roadmap centered on the Central Research Center. In 2025, the Company accumulated technological competitiveness by filing a total of 21 patents. In addition, the Company is strengthening its commercialization capabilities so that R&D achievements can lead to tangible business outcomes, and plans to continue technological innovation with a target of filing nine patents in 2026.

Green patent applications in 2025

21

Hydrogen

11

CO₂ Reduction

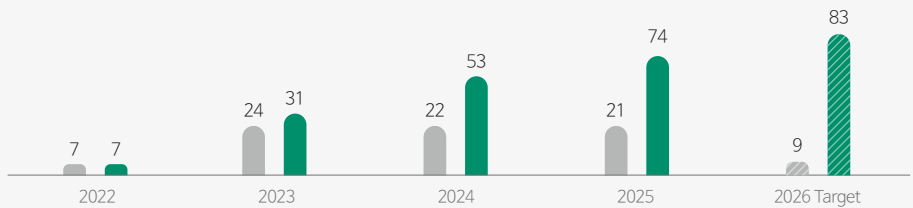
4

Circularity and Recycling

6

Green patent applications Performance and Target

■ No. of patent applications ■ No. of accumulative patent applications

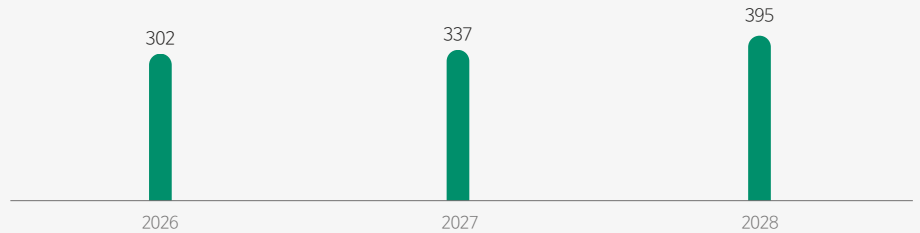


Green Business Targets and Performances

HD Hyundai Oilbank aims to strengthen the foundation for sustainable growth by expanding its bio business and circular resources business. In the bio business, the Company is enhancing its market competitiveness by diversifying suppliers, expanding its product portfolio and sales channels, and establishing a stable product production and long-term feedstock supply system. As a result, bio product sales reached 227,000 tons in 2025. In addition, in the circular resources business, the Company is contributing to the realization of a circular economy by creating both environmental and economic value through the expansion of waste resource utilization, and achieved product sales of 25,000 tons in 2025.

Bio Business Target

(Product volume, thousand tons)



Circular Resources Business Target

(Product volume, thousand tons)

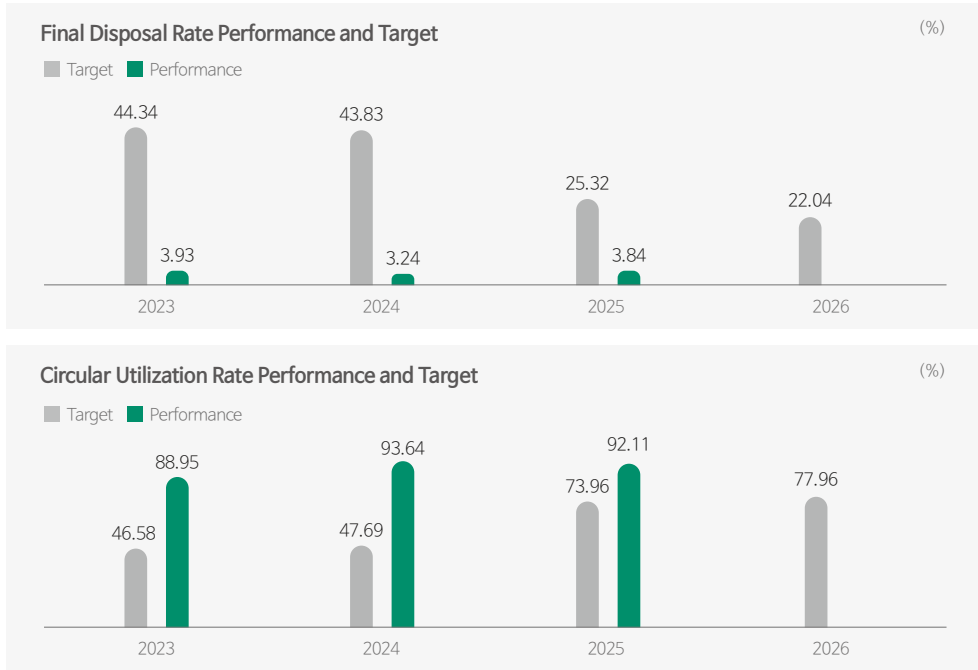


Sustainable Products and Resource Management

Metrics & Targets

Waste Management Targets and Performances

HD Hyundai Oilbank is annually assigned circular economy targets for the final disposal rate¹⁾ and the circular utilization rate²⁾ in accordance with the Act on Promotion of Transition to Circular Economy and Society, and establishes waste management plans to achieve these targets. As these targets are raised each year to exceed the previous year’s performance, HD Hyundai Oilbank continues to improve its resource circulation performance in response to increasingly stringent standards. Through these efforts, the Company aims not only to implement circular economy practices at the corporate level, but also to contribute to the national transition to a circular economy.



1) Final disposal rate = Final disposal amount ÷ [Waste generation amount + Recognized amount of circular resources] × 100
2) Circular utilization rate = [Actual recycling amount + Recognized amount of circular resources] ÷ [Waste generation amount + Recognized amount of circular resources] × 100

SOCIAL

GREEN VALUE WITH PEOPLE & SAFETY

Safety and Health	48
Employees	56
Human Rights Management	61
Suppliers	66
Customers	70
Local Community	73

Safety and Health

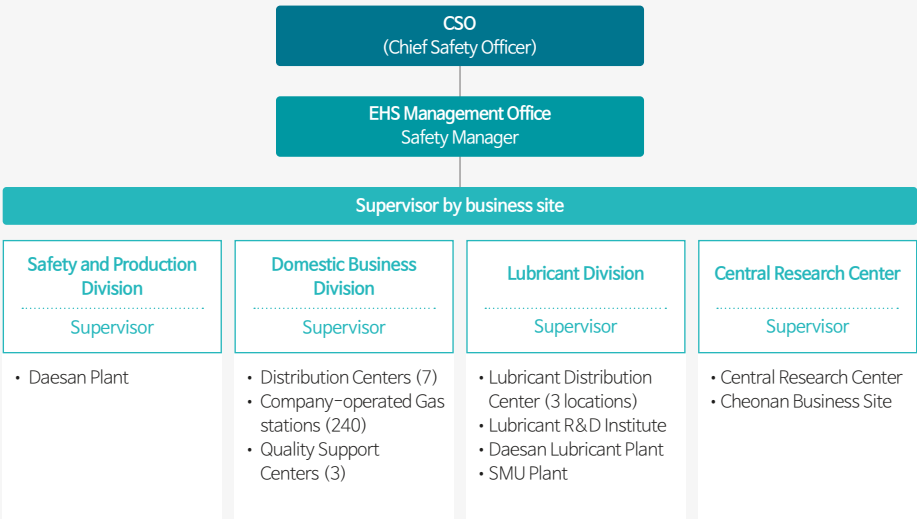
Governance

Management System

Governance Structure

HD Hyundai Oilbank operates an occupational safety and health governance body consisting of the Board of Directors, management, and dedicated safety and health organization. The CEO submits the annual safety and health plan to the Board of Directors, which deliberates on and oversees the safety and health plan, performance, and budget. The Chief Safety Officer (CSO), who also serves as a Chief Safety, Health, and Environment Officer, oversees company-wide decision-making related to safety and health. Centered on the EHS Management Office, a dedicated safety and health organization under the CSO, the Company directly manages and supports site-level safety and health operations by assigning safety and health supervisors to each workplace.

Safety and Health Management Organizational Chart



Safety and Health Management Framework

[Declaration of Health and Safety Management](#) [Safety and Health Management Policy](#)

HD Hyundai Oilbank has established the realization of a “Safety Well-being Company” as its vision for safety and health management and is implementing three key initiatives with the core goal of achieving zero safety accidents. As the institutional foundation for realizing this vision, the Company has established safety and health Management Guidelines and the safety and health Management Policy, which serve as the basis for company-wide safety and health management. In 2025, the Company revised its safety and health management guidelines to reflect the CSO’s commitment to preventing serious accidents and announced them to employees and suppliers.

Safety and Health Management VISION



Safety and Health

Governance

Management System

Safety and Health Committees and Councils

HD Hyundai Oilbank operates a consultative framework to share and discuss safety and health issues at both the workplace and group levels. At each workplace, the Industrial Safety and Health Committee deliberates on and resolves safety and health matters between management and workers. Through quarterly regular meetings, the Committee addresses major safety and health issues, including requirements under the Occupational Safety and Health Act, and discusses measures to enhance safety management standards. In 2025, its key agenda items included employee health checkups and medical support, the establishment of on-site safety inspection cycles and supplementary measures, and measures for managing high-risk work.

At the group level, HD Hyundai Oilbank operates the HDO Group Health and Safety Council. Through regular meetings, the Council shares major safety and health issues and best practices and discusses response directions for common risks, thereby promoting the enhancement of safety and health standards across the Group.

Operation of safety and health Committees and Councils

Industrial Safety and Health Committee		HDO Group Health and Safety Council	
Composition	Labor and management representatives	Composition	- HD Hyundai Oilbank - HDHyundai Chemical - HDHyundai and Shell Base Oil - HDHyundai OCI - HDHD Hyundai E&F
Operation	Quarterly regular meetings	Operation	Quarterly regular meetings
Roles	- Establishment and revision of safety regulations - Matters related to safety and health education - Improvement of on-site risk factors - Measurement of the work environment - Matters related to workers' health management - Deliberation and resolution of major safety and health issues	Roles	- Sharing safety and health best practices - Identifying regulatory improvement matters

Occupational Safety and Health Management System (ISO 45001)

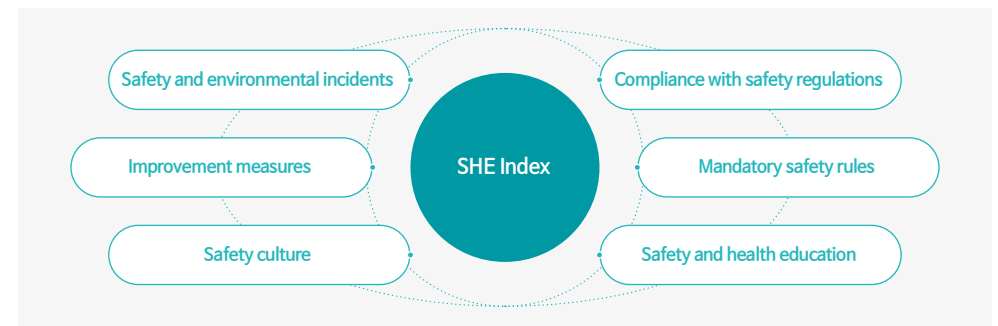
HD Hyundai Oilbank has obtained ISO 45001 certification for its international occupational safety and health management system and operates its safety and health management system based on this certification. The Company maintains 100% certification for the applicable business sites and reviews its safety and health management standards through regular audits.



ISO 45001 certification

Safety and Health Performance Management

HD Hyundai Oilbank reflects safety and health indicators in the SHE Index of KPI evaluations for executives and team leaders, linking safety and health performance to the compensation system. The SHE Index consists of items including safety and environmental incidents, compliance with safety regulations, improvement measures, mandatory safety rules, safety culture, and safety and health education. In particular, 'Zero Serious Accidents' is included as a KPI for the CEO and the CSO, and achievement of this KPI is linked to their performance evaluations, reinforcing management accountability for occupational health and safety. Through this, the Company is enhancing the role and responsibility of managerial employees and executives in safety and health and consistently applying safety and health management standards across the organization.



Safety and Health

Strategy

Workplace Safety Management

Reinforcement of Autonomous Safety Management in Process Safety Management (PSM)

HD Hyundai Oilbank has established a Task Force (TF) composed of PSM Key-Man personnel from all departments to internalize Process Safety Management (PSM) capabilities and regularly review implementation performance. By having PSM Key-Man personnel directly participate in internal audits, the Company is enhancing on-site inspection capabilities, while continuously improving each department's response level through one-on-one coaching for personnel in charge and specialized outsourced training. In addition, the Company has prepared and distributed a collection of sample guidelines for preparing process safety reports to standardize documentation criteria for each PSM element and establish a foundation for autonomous management by relevant departments.

Reinforcement Activities of Autonomous Safety Management in Process Safety Management (PSM)



Advancement of Voluntary Inspections for High-Pressure Gas

HD Hyundai Oilbank has improved its voluntary inspection system for high-pressure gas facilities to effectively reflect the requirements of the High-Pressure Gas Safety Control Act and the Safety Management System (SMS) in workplace safety management. In 2025, the Company enhanced the effectiveness of inspections by improving the composition of inspection checklists, expanding the scope of inspection entities, and increasing linked items between facility and inspection functions. In addition, the Company conducted on-site visit training and joint voluntary inspections for high-pressure gas safety managers, while encouraging voluntary participation through awards for departments with outstanding inspection performance.

Internalization of Safety Culture

Employee Safety Capacity Enhancement

1:1 Safety Coaching for Executives

HD Hyundai Oilbank operates an intensive one-on-one safety coaching program to strengthen executives' safety leadership. The coaching program focuses on reinforcing the safety philosophy mindset, enhancing risk anticipation leadership capabilities, strengthening on-site management leadership control/execution points, and reinforcing autonomous safety management leadership. In 2025, the Company provided coaching primarily for newly appointed executives, excluding those who had participated in the previous year, and continues to strengthen the safety leadership capabilities of its leaders.

Safety Leadership Training for Leaders

HD Hyundai Oilbank provides safety leadership training twice a year for executives and team leaders in managerial and supervisory positions. The training is designed to reflect the roles and responsibilities of leaders and covers practical, field-applicable topics such as the management of SIF (Serious Injuries and Fatalities) precursors, work risk assessment, and toolbox meeting (TBM) management. In addition, it is delivered through case-based lectures and hands-on practice, enhancing participants' understanding and field applicability.



Safety Mentoring Program for Junior Employees

HD Hyundai Oilbank operates a safety mentoring program to strengthen the on-site safety capabilities of new and junior employees. The Company designated PSM Key-Man personnel from each division as mentors and provided mentoring to first- to third-year employees in the Refining, HOU Production, Production Operation Planning, and Facility divisions. The program is operated in stages consisting of prior mentor training, practice-centered mentoring, and results review, and includes practical content such as the preparation of work permits, high-risk work management, work risk assessment, and the implementation of toolbox meetings (TBM). In addition, the Company reviewed the effectiveness of the program's operation through a follow-up survey.



Safety and Health

Strategy

Internalization of Safety Culture

Activities to Promote Safety Culture

Activate the Use of Work Suspension System

HD Hyundai Oilbank operates a work suspension system that enables employees and supplier workers to immediately stop work and evacuate in urgent risk situations. The right to suspend work refers to the right of workers to stop work without a supervisor's approval when they determine that a situation is dangerous, and it plays an important role in preventing serious accidents.

To enhance on-site utilization of the system, the Company produced promotional videos on the operating procedures and use of the work suspension system and disseminated them through various channels, including internal systems and portals, electronic display boards in process areas, and spaces for resident suppliers. The Company also produced and distributed a casebook on the work suspension system. In addition, it operates a semiannual award program for best practices in exercising the right to suspend work to encourage voluntary implementation at worksites, thereby strengthening site-centered preventive activities.



Promotional Video on the Work Suspension System: Procedures and Guidelines for Use

Operation of CPR Kiosks

HD Hyundai Oilbank has deployed a self-learning CPR kiosk across its business sites to enhance employees' CPR skills. The kiosk provides instructional videos and hands-on practice for CPR procedures, allowing employees to participate voluntarily and gain practical experience. It is installed cyclically at six locations in the workplace so that employees can be regularly reminded of the capabilities they need to respond to emergencies.

CSO Safety Award Systems

HD Hyundai Oilbank expanded and reorganized the CSO Safety Award System to encourage voluntary participation in safety activities among its members. The Company refined the existing award criteria, introduced team-based awards, and expanded the scale of awards for suppliers. Through these efforts, the system now reflects not only individual-centered awards but also organization-level safety performance, thereby strengthening the foundation for employees' participation in safety activities.

Special case

Safety Golden Bell

To mark Occupational Safety and Health Month, HD Hyundai Oilbank held a 'Safety Golden Bell' event to raise safety awareness and improve understanding of safety regulations among employees and suppliers. The Safety Golden Bell was designed in a quiz format covering safety rules, work permit regulations, and regulations on the wearing and management of personal protective equipment, enabling participants to naturally learn and review on-site safety standards. Teams from equipment maintenance, engineering & inspection, and operation departments, as well as suppliers, participated and shared safety knowledge through various types of questions, providing an opportunity to expand communication and participation across organizations.



Safety and Health

Strategy

Supplier Safety Management

Support for Supplier Safety Management

Qualified Contractor Selection

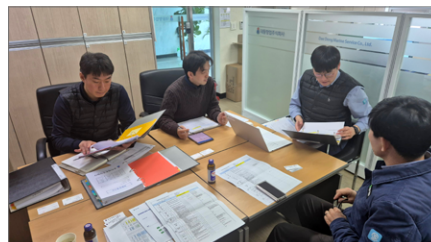
HD Hyundai Oilbank operates a qualified contractor selection process in consideration of the Occupational Safety and Health Act when selecting suppliers. Safety evaluations are conducted during the supplier registration and selection stages, comprehensively taking into account the safety and health management system, the status of industrial accidents, risk assessment details, and safety and health activity plans and their implementation records. In addition, suppliers that fail to meet certain criteria based on the evaluation results are excluded from selection, thereby screening for suppliers that satisfy the Company's safety standards.

Share of qualified contractors among bidding suppliers in 2025

97.5% (268 companies)

Supplier Compliance Assessment

HD Hyundai Oilbank conducts semi-annual legal compliance assessments for resident suppliers and suppliers under unit-price contracts to enhance suppliers' safety and health management standards and prevent accidents. Based on safety and health self-inspection checklists, the Company reviews compliance with the Serious Accidents Punishment Act and the Occupational Safety and Health Act, and supports the prompt improvement of major deficiencies. In addition, the Company shares best practices among suppliers to enhance overall safety management standards.



Supplier Compliance Assessment

Supplier Safety and Health Consulting Support

HD Hyundai Oilbank participates in the safety and health win-win cooperation project for large and small businesses and provides safety and health consulting to enhance suppliers' safety and health standards. Through this consulting, the Company identifies improvement tasks for each site and provides financial support for safety and health activities, including workers' health checkups and the purchase of safety supplies and protective equipment. In addition, the Company participates in Process Safety Management (PSM) site matching consulting and shares best operational practices with suppliers.

Safety and health consulting target companies

5 companies

Amount spent on supplier safety and health consulting support

KRW **30** million (approx.)

Supplier Safety Capability Training

HD Hyundai Oilbank provides safety training for supplier leadership groups to enhance suppliers' safety management levels. The training is provided for supplier representatives, site managers, and safety managers, and covers the main provisions of the Serious Accidents Punishment Act, investigation trends, and case law. In 2025, the Company provided this training to 16 resident suppliers.

Supplier Safety Evaluation and Awards

HD Hyundai Oilbank evaluates suppliers' safety management capabilities and operates award systems that reflect such evaluations. Through the TBM (Tool Box Meeting) Competition, the Company evaluates on-site execution levels, including the sharing of risk factors before work, and the inspection of protective equipment and tools, to select outstanding suppliers. In addition, the Company operates awards for meritorious safety contributors among suppliers and suppliers with outstanding safety performance. Through these efforts, the Company encourages suppliers' voluntary safety management activities.



TBM Competition Award Ceremony

Safety and Health

Strategy

Safety and health Communication

Safety and Health Feedback Collection

HD Hyundai Oilbank collects safety and health-related opinions from various stakeholders, reviews them, and reflects them in improvement activities. The Company systematically manages on-site feedback through communication channels both inside and outside its business sites and uses it to enhance safety management standards.

Supplier Communication

HD Hyundai Oilbank conducts monthly regular communication with suppliers at the Daesan Plant through the Supplier safety and health Council. Through the Council, the Company listens to safety-related opinions and requests for improvement arising at worksites and reflects them in corrective action, taking into account their importance and feasibility. In 2025, the Company received 26 opinions and completed action on 22 cases (completion rate: 85%).



On-site Communication

The Company also collects safety-related opinions on an ongoing basis through mobile QR codes from employees, suppliers, and visitors entering the Daesan Plant. In 2025, a total of nine opinions were received and reflected in on-site improvements, including anti-slip measures on stair edges, the installation of new streetlights, traffic safety campaigns and banners, and asphalt concrete repairs on plant roads.



Petrochemical Complex Communication

The Daesan Petrochemical Safety Council is a consultative body in which major companies and relevant institutions within the Daesan Petrochemical Complex participate, continuing cooperation on safety and health. In 2025, major companies including HD Hyundai Oilbank, as well as relevant institutions such as the fire station, the Ministry of Employment and Labor, and the Korea Gas Safety Corporation (KGS), participated to share accident cases, responses to the Serious Accidents Punishment Act, and key issues related to Process Safety Management (PSM), and to discuss joint response measures. Through these efforts, the Company is strengthening its response capabilities for common risk factors within the complex.



Risk Management

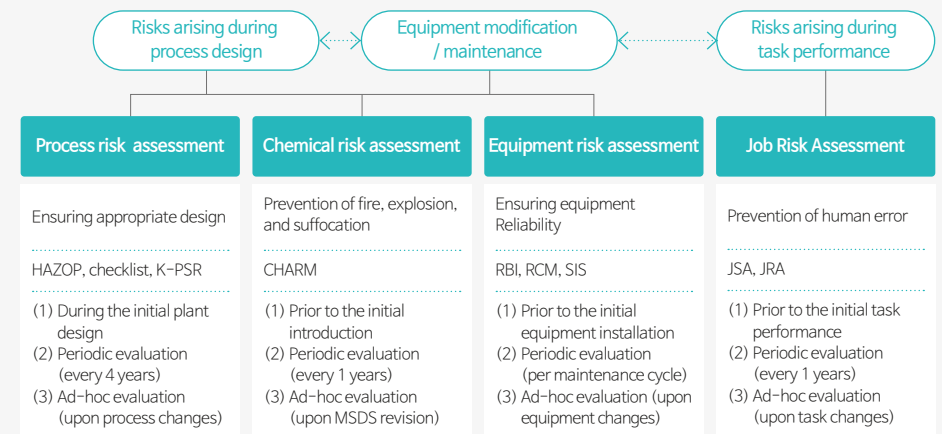
Risk Assessment

Risk Assessment Framework

HD Hyundai Oilbank conducts risk assessments to identify and manage in advance hazardous and harmful factors that may arise in processes, chemicals, facilities, and task performance stages. At the process design and modification stages, the Company reviews design adequacy and potential risk factors through process risk assessment, and manages safety standards for handled chemicals by assessing fire, explosion, and asphyxiation risks based on material characteristics. In the installation and modification of facilities, the Company checks facility reliability and safety through facility risk assessments.

At the work stage, the Company performs Job Risk Analysis (JRA) on all tasks to classify and intensively manage high-risk tasks. It identifies potential hazards that may arise during task performance, evaluates risk levels based on frequency and severity, and establishes and implements improvement measures. In 2025, the Company conducted risk assessments on a total of 896 tasks and completed 100% of the recommended improvement actions.

Risk Assessment Diagram



Safety and Health

Risk Management

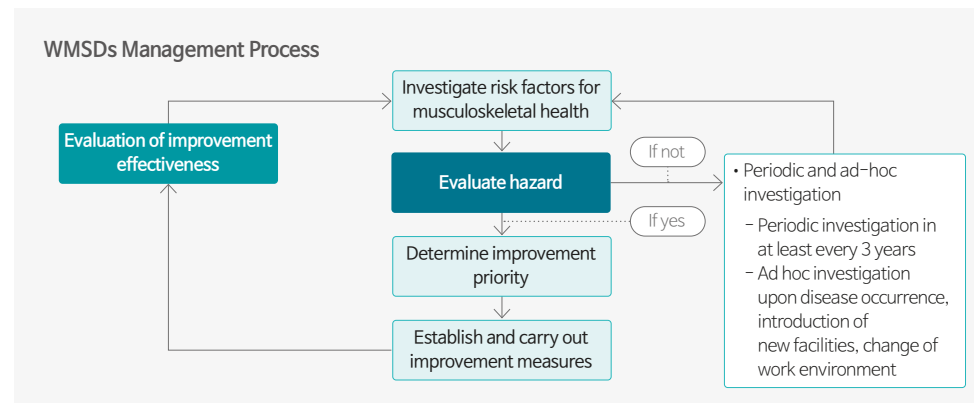
High Risk safety and health Factors Management

High-Risk Work Management

HD Hyundai Oilbank is strengthening prevention-oriented safety management for high-risk work prone to serious accidents. The Company conducts rescue training focused on confined spaces where there is a risk of suffocation and has expanded participation to include not only supplier workers and safety watchers, but also the operating departments and supervising departments, thereby strengthening initial response capabilities. In addition, for high-risk work such as catalyst replacement, the Company assigns dedicated safety supervisors and Third-Party Inspectors (TPI) to minimize gaps in safety management throughout the entire process, from pre-operation to operation.

Prevention of Work-related Musculoskeletal Disorders (WMSDs)

HD Hyundai Oilbank establishes and implements work guidelines to prevent musculoskeletal disorders and reduces work burden through the use of auxiliary facilities and protective equipment suited to the characteristics of each task. The Company also provides training through regular online sessions, safety and environment newsletters, and videos to raise awareness of musculoskeletal burden factors and key symptoms. In 2025, the Company conducted an investigation of musculoskeletal risk factors and continues to strengthen the protection of workers' health by reflecting the results in work environment improvements and preventive activities.



Emergency Response Framework

Emergency Response Organization

HD Hyundai Oilbank operates an emergency response organization centered on the Crisis Management Committee to respond to various emergency situations at business sites, including fires, explosions, hazardous material leaks, and natural disasters. When a crisis is anticipated or occurs, the Company minimizes damage and secures business continuity and external trust through prompt decision-making and systematic response.

Emergency Response Process

HD Hyundai Oilbank also systematizes and operates response procedures and decision-making criteria to ensure prompt and consistent responses in emergency situations. By applying standardized response procedures for each type of situation, the Company consistently manages the entire accident response process. In 2025, the Company established a Serious Accident response manual to systematize accident response procedures and key action items, and prepared criteria and operating plans for organizing TFT.



Emergency Response Activities

HD Hyundai Oilbank conducts various types of emergency drills to strengthen its emergency response capabilities. Through drills held by emergency response department, high-pressure gas emergency response drills, and basic fire safety training, the Company reviews response procedures for major emergency situations such as fires and explosions, while reinforcing initial response and situation containment capabilities. In addition, the Company conducts customized drills tailored to the characteristics of each business site, including the Central Research Center, company-operated gas stations, and distribution centers, thereby continuously reviewing on-site response systems. The Company also maintains emergency response equipment to prepare for emergency situations and strengthens its emergency response capabilities by maintaining cooperative frameworks with relevant organizations, including petrochemical companies in the Daesan Industrial Complex and the fire station.

Safety and Health

Metrics & Targets

Mid- to Long-Term Goals

Mid- to Long-Term Goals for Safety and Health Management

HD Hyundai Oilbank has established a mid- to long-term goal of reducing the Lost Time Injury Rate (LTIR) by 50% by 2030 compared to the 2022 level, and manages its performance by setting annual reduction targets. To achieve this goal, the Company has established four key strategies: building a self-regulated prevention system centered on risk assessment, spreading safety awareness and culture, applying smart safety technologies, and reorganizing safety management governance. In 2025, the Company is pursuing this mid- to long-term goal by implementing detailed initiatives such as enhancing the risk assessment system, reorganizing the SHE system, and strengthening safety leadership activities.

Mid- to Long-Term Goal Implementation Strategies

Establishment of a self-regulated prevention system



Application of smart safety technologies

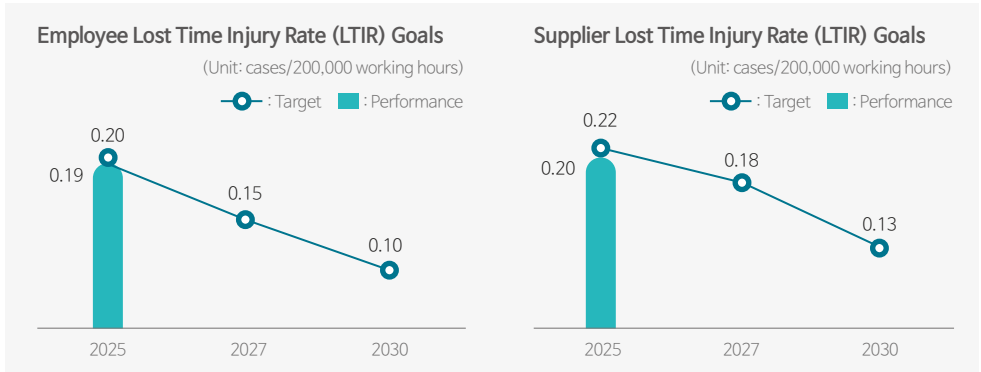


Promoting safety awareness and safety culture



Reorganization of safety management governance





Key Achievements and Plans

Key Achievements in 2025

HD Hyundai Oilbank designated the establishment of a voluntary safety culture, enhancement of safety management capabilities, and support for suppliers' safety management as key initiatives for 2025, and strengthened safety management capabilities at business sites by providing safety and health training for all employees and legal compliance consulting for resident suppliers.

Completion rate of safety and health training for managers, supervisors, and workers

100%

Completion rate of legal compliance consulting for resident suppliers (32 companies)

100%

Key Plans for 2026

In 2026, the Company plans to designate focused management of high-risk work, compliance with safety laws and regulations, and strengthening safety leadership as key initiatives, and to continue implementing tasks to build a safe business site environment.

3 Key Initiatives for 2026			
Initiative	Focused Management of High-Risk Work	Compliance with Safety Laws and Regulations	Strengthening Safety Leadership
Objective	Prevention of serious accidents through systematic management of high-risk work	Zero legal risks through self-inspection and improvement of violations of safety laws and regulations	Establishment of an on-site safety culture and accident prevention through strengthening the safety leadership capabilities of managers
Target	Zero serious accidents	Self-inspection completion rate (100%)	Leadership activity participation rate (100%)

Employees

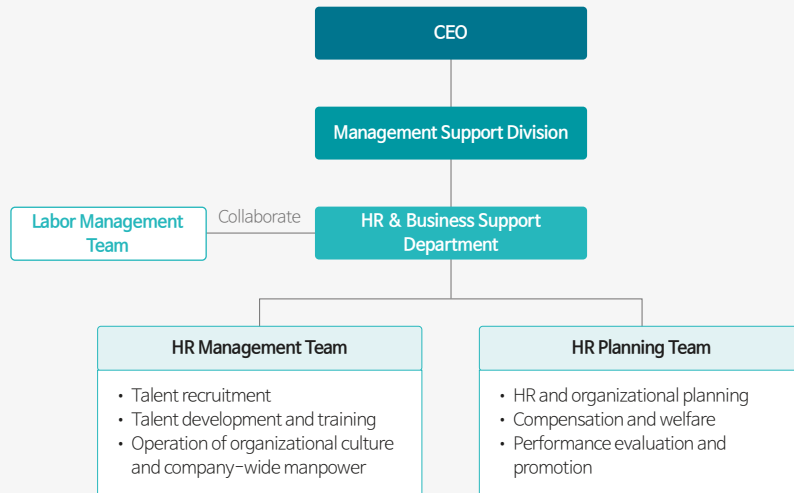
Governance

Management System

Governance Structure

HD Hyundai Oilbank operates a systematic talent management framework to enhance the value of human resources and foster a sustainable organizational culture. The dedicated HR organization is responsible for company-wide HR systems and operations, including talent recruitment, development, evaluation, and career development, and supports the capability development and growth of employees through close collaboration with relevant departments. Major HR issues and related risks are continuously reviewed and managed through the management decision-making system, thereby realizing responsible talent management.

Organizational Chart



Strategy

Talent Recruitment

Ideal Talent Profile

HD Hyundai Oilbank seeks talent who embody HD Hyundai Group's core values of innovation, challenge, respect, and safety, and who will lead change and growth.

Innovation That Leads the World

Talent who drives innovation in our work practices through creative thinking and leads industrial transformation with forward-looking technologies



Fearless Challenge

Talent who constantly pushes beyond limitations to create new value and cultivates a culture of fearless challenge by embracing failure



Respect for One Another

Talent who respects individual diversity and pursues open communication. Talent who also values and supports the growth of our employees and fulfills our social responsibilities to contribute to a better society



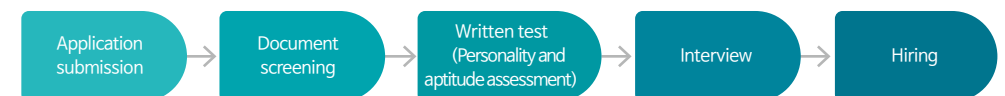
Safety for All

Talent who upholds the highest safety standards for ourselves. Talent who actively contributes to the safety of our customers, society, and humanity through safe products.



Recruitment Process

HD Hyundai Oilbank operates a fair and transparent recruitment system that everyone can trust, in order to select outstanding talent who will grow together with the Company. To ensure that all applicants can fully demonstrate their capabilities from the same starting line, the Company eliminates unnecessary bias and evaluates candidates based on their job competencies and growth potential. To this end, it has established objective and systematic evaluation criteria, and operates its recruitment process transparently by setting clear hiring guidelines to prevent discrimination based on gender, religion, regional origin, or other social status. In addition, all personnel involved in recruitment, including interviewers, complete prior training to enhance the fairness and reliability of the hiring process.



Employees

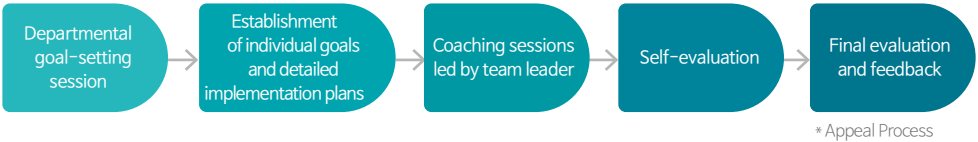
Strategy

Employee Performance Evaluation and Compensation System

Performance Evaluation System

HD Hyundai Oilbank operates a performance management system linked to its business plan to achieve the organization’s strategic goals while also supporting the growth of individual employees. Individual employee goals are established based on departmental goals aligned with the company-wide business plan, and each department reflects strategic tasks and implementation plans in individual performance goals. Through this approach, the Company systematically links and manages organizational goals with individual roles and performance. In addition, the Company operates regular leader coaching sessions to enable employees to manage their performance proactively and to provide continuous communication and feedback.

To enhance the fairness and credibility of evaluations, the Company conducts self-evaluations prior to final evaluations and operates an appeal process through which employees can present their views on evaluation results. Performance evaluation results are linked to promotions and compensation and are also used to cultivate top talent and support talent development programs.



Promotion and Compensation

HD Hyundai Oilbank operates a performance-based compensation system in which salary increase rates are determined based on the results of evaluations of individual employees’ achievements and competencies. Regular promotions are implemented at the beginning of each year, based on a comprehensive review of performance evaluation results, promotion points, language proficiency scores, and award history. In addition, the Company shares its business performance with employees through an incentive system that reflects management performance and individual contributions, and rewards employees who have contributed to outstanding performance and value creation.

Employee Competency Development

HD Hyundai Oilbank establishes training plans and operates a variety of educational programs to support the growth of its employees. The Company provides customized training courses that reflect the characteristics of each job function and position level, through which it aims to develop talent with a balanced combination of practical competencies, leadership, and global capabilities. Furthermore, it fosters a self-directed learning environment in which employees can design their own long-term career paths and grow by utilizing diverse learning resources both within and outside the Company.

Employees completed job-related training

2,405

Training Curriculum

Category		Details		
Common training	Leadership	Training for new executives, team leaders, and organization leaders	Training for recently promoted employees	Female leader training
	Training by organizational level	Training for new hires	Mentoring for new hires	Second-year retention training for employees
Self-Designed training	Job training	Job training for engineers and production specialists	Group-wide job academy	Job qualification acquisition support program
	Foreign language proficiency support	Foreign language support program	Language test support program	Overseas assignment pre-departure language training
Selective training		Group leader training (HLC)	Overseas technical training for engineers	Graduate school support program

Employees

Strategy

Corporate Culture and Welfare

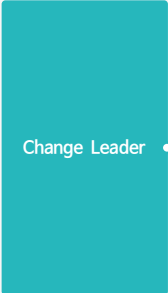
Employee Communication

Communication Channels

HD Hyundai Oilbank operates diverse communication channels to foster a horizontal organizational culture and promote organic collaboration. Through town hall meetings with management, the Company shares its status and vision, and is expanding a culture of open communication by continuously operating online channels through which employees can freely share their opinions. In addition, the Company supports change management activities led by employees and is taking the lead in building an organizational culture shaped together by its employees.



HD Square, the online communication channel of HD Hyundai Group, is a two-way communication platform that provides employees with accurate information on systems and policies and directly addresses their inquiries. Through this channel, the Company is strengthening trust within the organization and practicing a transparent communication culture.



HD Hyundai Oilbank selects and operates 'Change Leaders' from employees in each division and unit to spread a positive organizational culture and facilitate flexible communication. Change Leaders contribute to enhancing employees' organizational engagement by improving communication and collaboration within the organization and supporting the establishment of a positive culture. Change Leaders carry out various activities to embed the Group's core values into the organizational culture and work practices, while planning and operating customized programs that reflect the opinions of employees and the characteristics of each organization. In 2026, the Company plans to expand the role of Change Leaders so that they can establish themselves as a key driving force leading organizational culture improvement and change.

Internalization of Corporate Culture

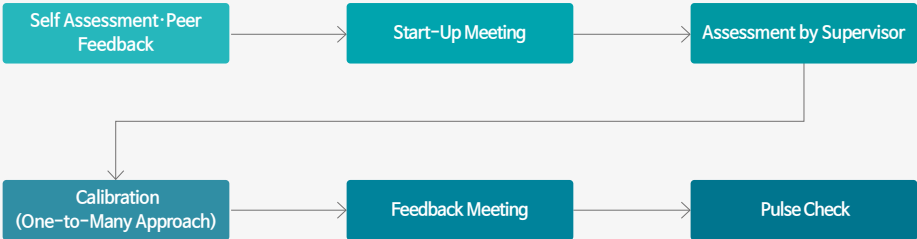
Work-Family Balance Satisfaction Survey

HD Hyundai Oilbank conducted the 2025 Work-Family Balance Satisfaction Survey to assess employees' utilization of family-friendly programs and their perceptions of work-family balance, and to identify areas for improvement in organizational culture. Through the survey, the Company comprehensively reviewed work-life balance, organization-level support systems, and satisfaction with family-friendly programs, and continues to monitor the level of family-friendly organizational culture based on the results. According to the survey results, consideration shown by colleagues in times of personal difficulty scored 82, and the culture of leaving work on time scored a relatively high 73, while overall satisfaction with work-family balance was 67 (out of 100). Going forward, HD Hyundai Oilbank plans to continue improvement activities to enhance the effectiveness of family-friendly programs by reflecting the diverse opinions of employees and to promote the internalization of these programs and change management.

Core Value Competency assessment

HD Hyundai Oilbank is creating an environment in which employees can assess their own competency levels and put the Group's core values into practice across their work to support the internalization of the Group's core values and employees' self-directed growth.

Core Value Competency Assessment Process



Employees

Strategy

Corporate Culture and Welfare

Creating a Flexible Work Environment

HD Hyundai Oilbank operates a work system that maximizes flexibility in time and space so that employees can work proactively and improve work efficiency. The Company supports a 'Flexible Working System' that allows employees to flexibly adjust their working hours, as well as 'remote work system' and 'work-from-home system' that enable employees to work from offices in Seoul and from home. In addition, for employees working at the Daesan Plant, the Company operates the 'Engineer GRC Remote Work System' to provide an optimal working environment in consideration of job characteristics.

Supporting Work-Life Balance through the Right to Rest

HD Hyundai Oilbank supports autonomous leave use and meaningful rest to promote a healthy balance between employees' work and life. The Company operates a 'Vacation Self-Approval System' that allows employees to use leave autonomously without separate approval procedures. In addition, for employees working at the Daesan Plant, the Company operates the 'Friday Noon Departure System' to ensure sufficient rest and leisure time. Furthermore, since 2024, the Company has introduced the OTS system (Working Time Management System) to prevent unnecessary overtime by restricting PC use outside working hours and to establish a healthy work culture.

Internal Recruitment System

HD Hyundai Oilbank operates an 'internal recruitment system' that provides employees with opportunities to take on desired positions according to their capabilities and interests. The internal recruitment system promotes the circulation of internal talent, thereby enabling strategic talent deployment and flexible workforce management. It also contributes to improving employees' work engagement and talent cultivation by providing diverse opportunities for job experience and career development.

Welfare System

HD Hyundai Oilbank operates various welfare programs to support employees' health promotion and stable family life, while enhancing their quality of life and job satisfaction.

Health

- Support for regular and comprehensive health checkups
- Assistance with medical expenses (e.g., infertility treatments, prosthetics)
- Operation of psychological counseling centers (face-to-face/remote)
 - Daesan: Counseling Plus, GRC: Breeseed



Well-being

- Provision of welfare points
- Access to leisure facilities (hotels/condominiums)
- Provision of corporate housing or housing subsidies for Daesan Plant employees



Life

- Provision of congratulatory and condolence money and leave
- Support for personal pensions and housing loans
- Support for in-house clubs



Care

- Operation of in-house daycare centers and maternity protection rooms
- Education expense support in accordance with a child's life stage (e.g., tuition fees)
- Remote work option for employees who are pregnant or undergoing fertility treatment



In-house club



Psychological counseling center (Breeseed)



Dream Boat Daycare Center (GRC)

Employees

Strategy

Corporate Culture and Welfare

Work - Family Balance Support Systems

HD Hyundai Oilbank operates various family-friendly programs to support employees in achieving a balanced work and family life. In addition to legally required programs such as parental leave and spousal maternity leave, the Company provides additional special maternity leave. It also operates a range of other programs, including reduced working hours during childcare, support for fertility treatment expenses and treatment leave, pregnancy and childbirth allowance, childbirth insurance, and support for children's tuition and medical expenses. In addition, the Company has established childcare support infrastructure such as nursing rooms, infant rest areas, and in-house daycare centers, and supports employees' work-family balance through maternity protection and childcare support programs at the HD Hyundai Group level.

Pregnancy/childbirth congratulatory money **KRW 5 million, per case**

Special maternity leave **30 days**

Childbirth insurance **Fully covered**

Remote work for fertility treatment **5 days, per month**

Family Friendly Company Certification

HD Hyundai Oilbank obtained 'Family Friendly Company' certification supervised by the Ministry of Gender Equality and Family in 2022 based on its efforts to create a sustainable work environment and foster a family-friendly culture, and completed the renewal in 2025. The Company will continue to practice family-friendly management by operating various programs that support work-family balance and carrying out activities to improve organizational culture.



Valid Period: 2025.12.01~2027.11.30

Labor-Management Relation

Labor Union

Established in 1988, the HD Hyundai Oilbank Labor Union consists of 43 executive officials, including 4 full-time officers and 36 delegates. The Company fully respects employees' freedom of association and their right to participate in union activities. As of December 2025, all 852 eligible employees (100% Union Membership Rate) are registered members of the union.

Labor-Management Council

HD Hyundai Oilbank operates labor - management councils at each business site, each composed of up to six representatives, for efficient cooperation and communication between labor and management. Council meetings are held quarterly, on the second Friday of March, June, September, and December. In 2025, four meetings were held, reaching 16 mutually agreed resolutions.

Collective Agreement

HD Hyundai Oilbank complies with the collective agreement entered into with the labor union and adheres to applicable labor laws and regulations. The agreement includes provisions on employee safety and health, the provision of an appropriate working environment and training, and the respect and protection of human rights. In addition, to maintain stable labor - management relations, the Company consults with the union in advance when an issue arises that may significantly affect union members' employment stability. It also stipulates that consultation with the union must take place in cases of major corporate actions, such as a merger, transfer, or divestiture.

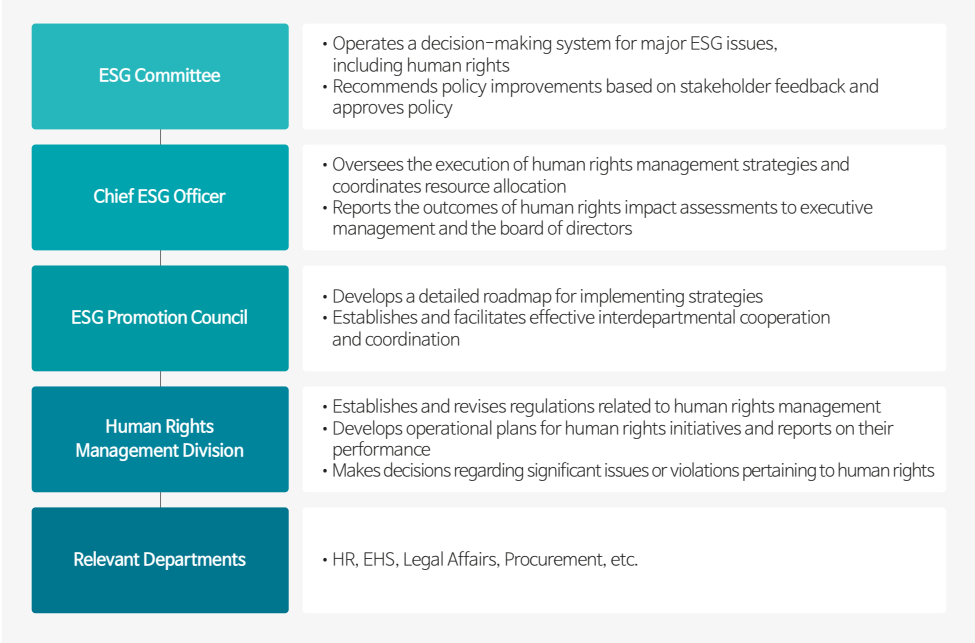
Human Rights Management

Governance

Management System

Governance Structure

HD Hyundai Oilbank’s human rights management governance consists of the ESG Committee, the ESG Promotion Council, and the Human Rights Management Division under the Council, through which the Company systematically advances human rights management. The Human Rights Management Division is a dedicated organization responsible for the human rights management of HD Hyundai Oilbank and its affiliates, with the Chief ESG Officer serving as Chair to ensure expertise and execution in decision-making. In addition, major relevant departments, including Human Resources, Safety, Legal Affairs, and Procurement, collaborate to establish a responsible company-wide human rights management framework.



Human Rights Policy

Human Rights Commitment

[View full text](#) ↗

HD Hyundai Oilbank and its affiliates, in all regions and countries where they operate, respect the values of human rights, labor, environment, and ethics, and comply with relevant laws and regulations. The Company conducts its business in line with its beliefs and commitments regarding the internationally recognized implementation of human rights standards and upholds its principles and commitment to respecting human rights.

Human Rights Management and Due Diligence Policy

[View full text](#) ↗

HD Hyundai Oilbank has established a Human Rights Management and Due Diligence Policy applicable to its domestic and overseas employees and stakeholders, thereby practicing human rights management to protect and promote the human rights of all stakeholders. Through this policy, the Company has set out the basic principles of human rights management, defined the organization and roles required for its implementation, and laid the foundation for conducting human rights due diligence.

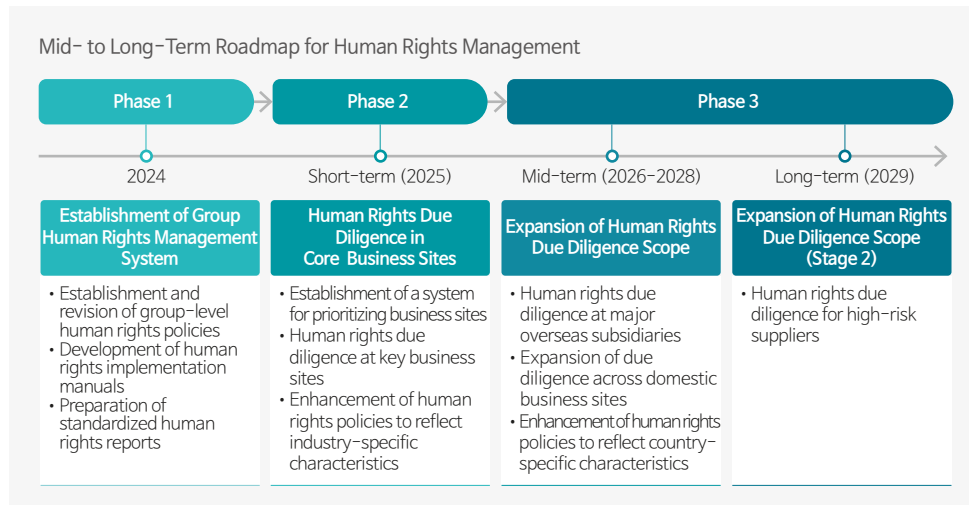
Human Rights Management

Strategy

Human Rights Management Roadmap

In accordance with the HD Hyundai Group's human rights management roadmap, HD Hyundai Oilbank established human rights impact assessment indicators in 2025 reflecting major global standards, including the EU Corporate Sustainability Due Diligence Directive (CSDDD), and also established a mid- to long-term roadmap for human rights management and criteria for selecting priority business sites. Based on this framework, the Company conducted human rights impact assessments at the Daesan Plant and GRC, which were selected as core business sites.

From 2026, HD Hyundai Oilbank plans to expand human rights impact assessments to all business sites, including the Central Research Center, logistics centers nationwide, and overseas subsidiaries. From 2029, the Company plans to extend the scope to major suppliers, thereby expanding human rights impact assessments across the entire supply chain. In particular, the Company will give priority to vulnerable stakeholders in the supply chain, such as contract workers and dispatched, outsourced workers, identify stakeholder-specific risks, and establish and implement response measures. Thereafter, based on communication with stakeholders, the Company will conduct monitoring and effectiveness evaluations to continuously promote the prevention and mitigation of human rights risks.



Enhancing Diversity and Inclusiveness

Human Rights Training

HD Hyundai Oilbank conducts annual human rights training on the prevention of workplace sexual harassment, improvement of awareness regarding persons with disabilities, respect for diversity, and non-discrimination to enhance employees' awareness of human rights and sensitivity to human rights issues. In addition to mandatory training, the Company provided online human rights training for all employees using educational videos from the National Human Rights Commission. In 2025, the training completion rate reached 93.9%, up 2.9%p from the previous year. Going forward, the Company plans to improve the effectiveness of human rights training by enhancing the training system and expanding opportunities for participation.

Human Rights Training in 2025

Participants	• Employees of HD Hyundai Oilbank and its affiliates
Frequency	• Annually
Delivery Method	• Streaming 'Human Rights Management through Case Studies' video produced by the National Human Rights Commission of Korea

Completion rate of human rights management-related training in 2025

93.9%

Human Rights Management

Strategy

Enhancing Diversity and Inclusiveness

Female Leaders Development Program (HD EDGE Course)

HD Hyundai Oilbank operates the 'HD EDGE Course' in alignment with the Group's diversity, equity, and inclusion (DE&I) strategy to support the systematic growth of female leaders and lay the foundation for diverse talent to grow without discrimination. This program is designed for female employees in managerial positions and consists of one-on-one mentoring with internal executives, group coaching, and feedback training. Through mentoring with internal leaders, participants deepen their understanding of the essence and role of leadership while strengthening their capabilities in work-family balance and strategic networking. In addition, group coaching sessions covering self-confidence, conflict management, and feedback and feedforward techniques help drive meaningful changes in leadership behavior and improve communication skills. Based on the results of individual assessments, participants establish tailored leadership development goals and growth plans, and are supported in growing into key role models within the organization through continuous interaction with their mentors. Through the HD EDGE Course, HD Hyundai Oilbank will continue to build a fair leadership candidate development system and expand the program to foster the growth of female leaders.

Operational Status of HD EDGE Course

Target	Female employees in managerial positions (manager level and above) within HD Hyundai Group companies
Background & Purpose	To lay the groundwork for cultivating female talent and supporting their growth for sustainable corporate growth and diversity
Program Details	- Through mentoring with senior internal leaders, participants establish individualized growth plans - Enhances leadership through coaching and feedback

Risk Management

Human Rights Impact Assessment

Assessment Methodology

HD Hyundai Oilbank conducts annual human rights impact assessments to identify, assess, and manage human rights risks, while ensuring the objectivity, credibility, and expertise of the assessments through consultation with external expert organizations. In 2025, the Company conducted human rights impact assessments using an advanced methodology that reflects laws, regulations, and international norms related to supply chain due diligence. Based on HD Hyundai Group indicators, the Company developed human rights impact assessment items tailored to HD Hyundai Oilbank in line with global standards and industry characteristics, and expanded the scope of due diligence sites compared to the previous year. In addition, the Company develops and implements phased improvement tasks to address the risks identified and continuously monitors implementation status by establishing monitoring indicators.

2025 Human Rights Impact Assessment Items

Category	Area	No. of indicators
Human Rights Management Governance	Declaration of Commitment to Respect for Human Rights, regular human rights impact assessment, human rights management framework, human rights management performance, provision of remedial procedures, grievance reporting and investigation system, human rights management training	47
Labor	Prohibition of Forced Labor, Minor Workers, Working Hours, Wages and Benefits, Non-discrimination / Anti-harassment / Humane Treatment, Freedom of Association and Collective Bargaining, Other Labor Matters	113
Occupational Safety & Health	Occupational safety and health system, emergency response, occupational accidents and disease, industrial hygiene, physical labor, safe maintenance of equipment and machinery, food, hygiene, and housing	115
Ethics	Business integrity and prohibition of improper advantage, information disclosure, fair trade, advertisements, and competition, privacy protection, protection of consumer rights, protection of rights of local residents	39
Supply Chain Management	Our supply chain management framework, agreement with contractors, evaluation of contractors, contractor risk management, responsible mineral sourcing/conflict minerals, grievance handling for contractors	33
Environment	Soil contamination, water management, sanitation facilities, chemical substances, ecological protection, environmental information and training	17

Human Rights Management

Risk Management

Human Rights Impact Assessment

Assessment Methodology

Human Rights Impact Assessment Process



1. Human Rights Impact Assessment Planning and Criteria Establishment



2. Document-Based Assessment

For the Daesan Plant and GRC, working-level staff from relevant departments of HD Hyundai Oilbank and its affiliates responded to the human rights impact assessment indicators, and the submitted responses and supporting evidence were reviewed to conduct a preliminary assessment of the level of human rights management.

3. On-Site Due Diligence

On-site visits were conducted to the Daesan Plant and GRC, where interviews were carried out with vulnerable employee groups, including women during pregnancy, childbirth, and childcare periods, employees with disabilities, and worker representatives, in order to gather their opinions. In addition, the working environment across workplaces and related facilities was inspected.

Assessment Results and Response

HD Hyundai Oilbank identified human rights risks and assessed their priorities through its 2025 human rights impact assessment. For all identified human rights risks, the Company has developed improvement tasks and is implementing improvement activities by establishing action plans. In addition, to ensure the effectiveness of preventing human rights issues and their recurrence, the Company communicates with relevant stakeholders and reviews the level of implementation by establishing monitoring indicators for each task. In 2025, the Company identified a total of 15 improvement tasks and completed all of them. Going forward, the Company plans to pursue annual improvement tasks in phases, taking into consideration the vulnerable stakeholders identified for each human rights risk.

Result of Human Rights Impact Assessment and Remediation Measures

Category	Unit	2025
Percentage of business sites conducting human rights impact assessment ¹⁾	%	27.6

1) Business sites conducting human rights impact assessment: Daesan Plant (headquarters, affiliates*), GRC (headquarters, affiliates*)
 Human rights impact assessment target business sites : Daesan Plant, GRC, research centers (Central Research Center, Lubricants Research Institute, Pangyo Quality Research Institute), branches (Capital Area, Chungcheong-do, Gangwon-do, Gyeongsang-do, Jeolla-do), logistics network (Capital Area, Chungcheong-do, Gangwon-do, Gyeongsang-do, Jeolla-do, Jeju), overseas subsidiaries (Singapore, Shanghai, Vietnam), overseas branches (Middle East, London, Houston), HD Hyundai Chemical (Daesan Plant, GRC), HD Hyundai and Shell Base Oil (Daesan Plant, GRC), HD Hyundai OCI (Daesan Plant, GRC), HD Hyundai E&F (Daesan Plant)
 * HD Hyundai Chemical, HD Hyundai and Shell Base Oil, HD Hyundai OCI

Category	Human Rights Risk Factor	Vulnerable Stakeholder Group	Remediation Measures
Human Rights Management Governance	Grievance handling channel	Employee	Guidance on the existence of reporting channels, its use, principle of non-retaliation and promotion of the channel more than once in a year
Labor	Respectful treatment with no discrimination and no bullying	Employee	- Regular corporate culture diagnosis - Enhancement of workplace bullying prevention training (raising awareness of and caution regarding actual situations through case-based examples by type) - Supplementation of regulations on follow-up measures for workplace bullying
Occupational Safety & Health	Occupational safety & health system	Employee (including female workers during pregnancy, childbirth, and childcare periods), supplier (in-house supplier employee)	- Supplementation of safety and health management regulations (restrictions on the assignment of pregnant workers and establishment of standards for work in extreme heat) - Establishment of electric equipment and machinery electrocution prevention procedures and regular inspections - Strengthening of advance inspections and safety management for high-risk work
Environment	Chemical substances	Employee, Supplier (in-house supplier employee), local community	Management of regular completion of chemical accident prevention training

Human Rights Management

Risk Management

Human Rights Grievance Handling

Operation of Grievance Handling Channels

HD Hyundai Oilbank operates various online and offline channels to hear human rights-related grievances and opinions from its employees and to foster an organizational culture of mutual respect. All stakeholders, including employees, suppliers, and customers, may use grievance handling channels to report human rights violations such as discrimination, workplace bullying, and sexual harassment, as well as issues related to organizational culture, working conditions, ethical matters, and legal violations. Based on these channels, the Company continuously monitors human rights risks.

The grievance handling channels are operated in accordance with regulations and procedures designed to prevent the disclosure of reporters' information and protect personal information. The Company strictly protects the confidentiality of reporters' identities and prohibits any disadvantage or discrimination resulting from reporting. Reported grievances are reviewed to verify the facts in accordance with established procedures, and appropriate resolution and remedial measures are taken when necessary. The annual status of human rights-related grievances and remedies is reported to the Human Rights Management Subcommittee, and related matters are reflected in management activities to prevent the recurrence of similar cases.

Grievance Handling Channels

HD Hyundai Group Reporting Channel	- Ensuring stakeholder accessibility through a 24-hour reporting channel established on the official website - Receiving reports related to discrimination and bullying, sexual harassment, corporate culture, working conditions, ethics regulation and policy violations - Operation of the Ethics Management TF with personnel dispatched from the Group, providing regular and ad hoc consultations regarding ethical dilemmas, inappropriate practices, and inefficient work practices
Reporting to Labor Relations Team	- Campaign for the Protection of Basic Work Ethics (ongoing anonymous surveys and consultations concerning 11 fundamental work practices) - Receiving on-site grievances at any time (via e-mail, in person, messenger, etc.)
Reporting to the person in charge of HR by e-mail	Receiving employees' human rights grievance reports by e-mail
Internal Portal Reporting Channel	- Operating a reporting channel on HD Hyundai Oilbank's internal portal - Receiving reports related to sexual harassment and sexual abuse, which are human rights violations - Immediately forwarding received cases to in-house lawyers in the Legal Team

Metrics & Targets

Grievance Resolution Performance

Operational Status of Human Rights Grievance Handling Channels

7 cases received / 7 cases resolved¹⁾
Human rights grievance handling rate 100%

2 cases received / 2 cases resolved
Discrimination and bullying case handling rate 100%

1) Up to the previous year, the Company disclosed overall grievance performance, while in FY25, it discloses only human rights grievances.

Diversity Target

Targets for Cultivating Female Leaders

Based on the Group's strategy to strengthen diversity and inclusion, HD Hyundai Oilbank supports female employees so that they can grow into key talent participating in major decision-making within the organization. The Company is also creating an environment in which diverse talent can continue to develop their careers regardless of gender, while striving to foster female talent and expand the proportion of female leaders. As of the end of 2025, the total number of female leaders increased year over year to 11. Going forward, the Company plans to continue contributing to the promotion of diversity and inclusion by expanding female leadership, supporting work-family balance, and increasing the recruitment of female employees.

Female leader status 9persons (2022) ▶ 11persons (2025) ▶ 12persons Target (2028)

Suppliers

Governance

Management System

Governance Structure

HD Hyundai Oilbank operates a sustainable supply chain management system centered on the procurement organization. The Procurement Section establishes and implements policies and management standards that reflect sustainability factors such as the environment, safety, and ethics throughout the entire process of supplier selection and operation, applies them across the supply chain, and regularly reviews them. In addition, when major supply chain-related issues arise, they are reported to the ESG Committee under the Board of Directors, which deliberates on response directions and management strategies and reflects them in major decision-making. Through these efforts, the Company proactively prevents supply chain risks and continues to build a responsible value chain.



Performance Management

To ensure the effective implementation of supply chain governance, HD Hyundai Oilbank reflects sustainability-related performance in executives' KPIs and employees' MBOs. As one of its supply chain management tasks, the Company has established 'ESG Management Support for Suppliers', and operates a performance management system with specific execution targets. Detailed initiatives include the operation of supplier ESG evaluations, as well as support for education and capability enhancement, through which the Company reviews suppliers' ESG management standards and encourages improvements. Based on this performance management system, the Company identifies and manages ESG risks across the supply chain and strengthens responsible partnerships with suppliers.

Policy

Sustainable Supply Chain Policy

[View full text](#) ↗

HD Hyundai Oilbank has established and implements the Sustainable Supply Chain Policy to ensure responsible supply chain management and sustainable growth together with suppliers. The purpose of this policy is to prevent potential risks and lay the foundation for long-term value creation by comprehensively integrating key ESG elements throughout the supply chain. This policy applies to all employees of the Company, and by recommending that suppliers also comply with this policy or equivalent standards, the Company is enhancing the level of sustainable management across the supply chain.

Suppliers Code of Conduct

[View full text](#) ↗

To build a sustainably growing supply chain, HD Hyundai Oilbank has established a code of conduct that specifies responsibilities related to respect for human rights, safety and health, environment, ethics, and management. All suppliers that enter into contracts with HD Hyundai Oilbank for materials, services, and construction sign and comply with the code of conduct, and the Company also recommends that lower-tier suppliers adopt an equivalent level of responsibility and voluntary participation.

Percentage of suppliers that signed the Suppliers Code of Conduct upon contract signing
(domestic suppliers only)

100%

Suppliers

Strategy

Supplier Management

Operation of Integrated Procurement System

HD Hyundai Oilbank has established and operates an integrated procurement system, HOPS (Hyundai Oilbank Procurement System), to comprehensively manage procurement processes across its overall management activities, including raw and auxiliary materials, construction, and services. HOPS digitalizes the entire process from supplier registration to bidding, contracting, and evaluation, thereby enhancing the transparency and efficiency of procurement procedures.

In selecting suppliers, HD Hyundai Oilbank principally follows competitive procurement procedures and makes final selections based on a comprehensive review of various evaluation factors, including ESG, technological capabilities, level of safety management, and price competitiveness. In addition, the Company does not abuse its superior bargaining position in the contracting process and fosters a fair trading environment so that suppliers can reflect their legitimate interests.

Beyond simple procurement management, HOPS functions as a platform that integrates ESG elements into supply chain management. To strengthen suppliers' ESG response capabilities, the Company conducts ESG self-assessments and obliges suppliers to sign the Supplier Code of Conduct during the contracting process, thereby embedding ESG throughout the supply chain.

Enhancing Supplier Diversity

HD Hyundai Oilbank is building a sustainable value chain through mutual growth with suppliers from diverse backgrounds across its supply chain. By expanding transactions with various types of suppliers, including small and medium-sized enterprises, social enterprises, women-owned businesses, and enterprises operated by persons with disabilities, the Company is enhancing supplier diversity. Going forward, the Company will continue to contribute to the revitalization of local economies and the creation of social value, while building an inclusive supply chain by strengthening supplier diversity.

Support for Supplier and Win-Win Cooperation

ESG Training for Supplier

HD Hyundai Oilbank operates ESG training programs to enhance suppliers' understanding and execution of ESG management, and in 2025, provided training to 16 resident suppliers at the Daesan Plant. The training focused on sharing the direction and latest trends of ESG management, introducing recent safety incident cases and details of Comprehensive Plan for Work Safety, and explaining evaluation checklists for supplier's ESG self-assessment. It also helped improve suppliers' understanding and strengthen communication through Q&A sessions.



ESG Training for Supplier

Supplier Support Program

HD Hyundai Oilbank supports supplier's stable management through various financial and non-financial support programs.

Support Program

Supply Price Indexation System

Adjustment of supply prices in response to raw material price fluctuations above a certain level

Meal Allowance

Subsidies to improve meal quality for resident suppliers (KRW 160 million in 2025)

Suppliers

Risk Management

Supplier ESG Risk Management

Supplier ESG Evaluation

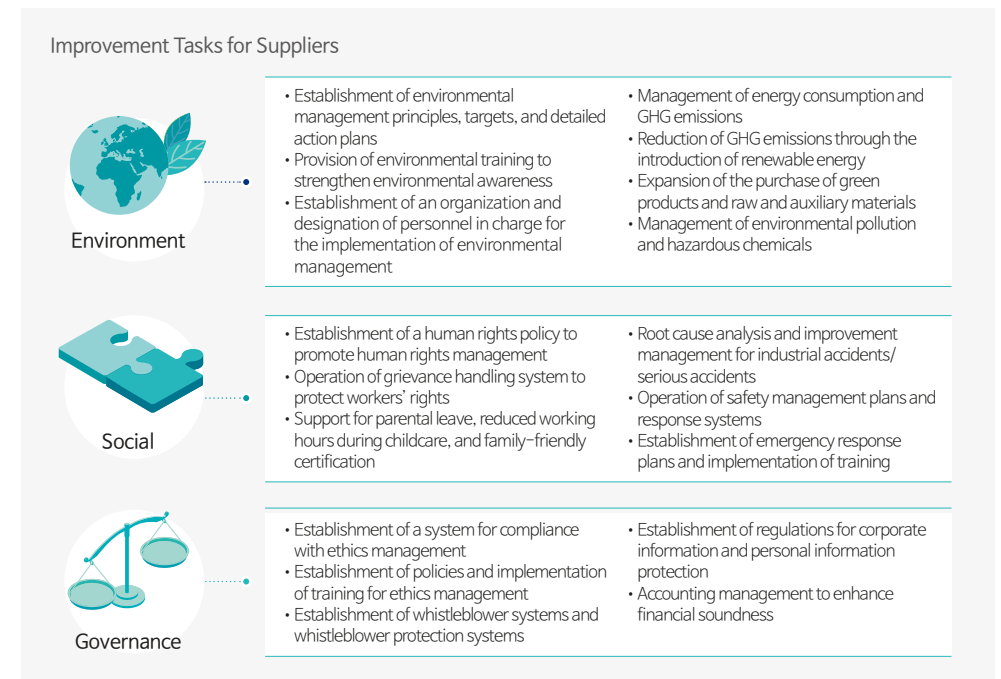
HD Hyundai Oilbank conducts supplier ESG evaluations to enhance the effectiveness of its supplier ESG management system and systematically manage supply chain risks. The Company selects suppliers for evaluation based on a comprehensive consideration of their strategic importance and exposure to ESG risks, and reviews major ESG risks through document-based assessment. For suppliers that fall short in the evaluation results, the Company conducts on-site due diligence and provides tailored consulting based on the results to identify specific improvement tasks. In addition, the Company supports the enhancement of suppliers' ESG capabilities by continuously reviewing the implementation status of improvement tasks and conducting follow-up management.

In 2024, the Company conducted ESG evaluations of 175 suppliers selected based on transaction scale and risk level, and in 2025, it conducted evaluations of seven transport suppliers. Through these evaluations, the Company reviews risk exposure levels and management status in the areas of environment, human rights and labor, ethics and governance, and product and service responsibility, and strengthens its supply chain risk management system by supporting the implementation of improvement tasks and continuous monitoring based on the evaluation results.



Review of Supplier ESG Implementation Status

HD Hyundai Oilbank selected 30 suppliers requiring enhanced ESG risk management based on the results of the ESG evaluation conducted in 2024, provided consulting, and assigned tailored improvement tasks in consideration of the urgency and materiality of the risks. Thereafter, the Company distributed checklists and collected relevant supporting documents to review whether each supplier had implemented its improvement tasks and verified the implementation status of all 30 suppliers in 2025. Going forward, the Company will continue to help suppliers enhance their ESG management by regularly identifying improvement tasks based on the results of supplier ESG evaluations and encouraging their implementation.



Suppliers

Risk Management

Supplier Feedback Collection

HD Hyundai Oilbank listens to diverse opinions from suppliers through quarterly supplier visits and the operation of councils and workshops. In addition, the Company promptly takes corrective action on difficulties identified in the field, thereby strengthening communication and win-win cooperation with suppliers.

Logistics Improvement Council for Land Transport Suppliers

HD Hyundai Oilbank operated a Logistics Improvement Council for six land transport companies in 2025 to prevent safety incidents in the land logistics process and enhance transport operational efficiency. Through the Council, the Company revised manuals covering the entire work process, including precautions during unloading, and reviewed the safety management system by sharing region-specific accident cases. It also shared transport stabilization measures and operational plans, discussed efficient shipment site operations, and collected feedback from the transport companies to specify operational difficulties and areas requiring improvement. Through these efforts, the Company is enhancing safety management levels and the stability of logistics operations, and continues its improvement activities based on regular consultation.

Supplier Safety Management Workshop

HD Hyundai Oilbank conducts an annual Supplier Safety Management Workshop to raise suppliers' awareness of safety and health and prevent serious accidents. In 2025, the Company visited nine suppliers performing high-risk work, such as signboard work, tank cleaning, painting and cleaning, and conducted one-on-one customized communication. During the workshop, the Company shared the previous year's inspection results by work type and major improvement items, and provided information on investigation and ruling trends under the Serious Accidents Punishment Act. The Company also directly listened to on-site difficulties and suggestions for improvement, collecting various opinions on work schedule coordination, stronger cooperation from gas station sites, support for expandable supplies, and the operation of reasonable unit prices. The received opinions will be reviewed with relevant departments to prepare improvement measures.



Supplier Safety Management Workshop

Metrics & Targets

Key Achievements and Targets

HD Hyundai Oilbank enhanced response capabilities across the supply chain in 2025 by sharing the direction of ESG management and key safety management issues with suppliers and by providing education and sharing cases. In 2026, the Company plans to advance its supplier management system by reflecting strategic importance and ESG risks, and to raise the management standards of key suppliers through regular evaluation and customized support. Furthermore, the Company plans to review consulting and incentive systems to strengthen suppliers' ESG capabilities, thereby enhancing sustainability and safety competitiveness across the supply chain.

2025 Achievements and Plans for 2026

2025	2026
Training suppliers on the latest ESG trends and sharing the direction of evaluation and management standards • ESG management trends • Direct and indirect impacts resulting from the introduction of ESG management	Establishment of supply chain ESG management measures • Establishment of supplier classification criteria and a supply chain ESG management system • Conducting regular evaluations and analyzing results • Preparation of focused management measures for key suppliers
Sharing key safety management issues and supporting accident prevention capabilities • Sharing and analyzing major safety management issues and recent accident case studies • Guidance on key safety management matters • Strengthening suppliers' own prevention capabilities	Strengthening ESG support for suppliers • Creating a safe plant operation environment through ESG evaluations and consulting support • Reviewing the introduction of incentives for outstanding suppliers

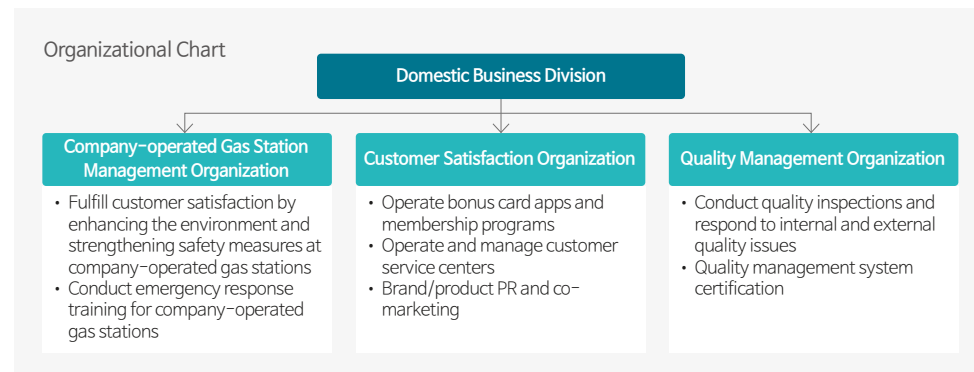
Customers

Governance

Management System

Governance Structure

HD Hyundai Oilbank carries out continuous improvement activities to maintain stable product quality, a key element of customer satisfaction. Centered on the Quality and Environmental Support Team, the Company conducts regular quality inspections and checks, shares the results of internal inspections on a weekly basis, and shares and manages the inspection results of the Korea Petroleum Quality and Distribution Authority on a monthly basis. In addition, the Company provides quality management training for personnel in relevant departments and operators of company-operated gas stations to strengthen management capabilities, and maintains consistent quality standards and customer trust through quality innovation activities.



Quality Management System Certification

ISO 9001 Certification

HD Hyundai Oilbank maintains ISO 9001 quality management system certification and, based on this, is strengthening its company-wide quality management capabilities. The Company identifies and manages quality risks in advance throughout the entire process from production to sales, and promptly establishes and implements measures to prevent recurrence when issues arise. Through this systematic quality management, the Company will continue to enhance customer satisfaction and quality competitiveness.



Product Quality Management

Implementation of Quality Training

HD Hyundai Oilbank conducts quality training twice a year for sales representatives, gas station operators, and dealers to support the enhancement of oil product quality management and safety management capabilities. The training is composed of practical topics, including petroleum product quality standards, the Act on the Safety Control of Hazardous Substances, and preventive measures to prevent and avoid water ingress into storage tanks. In 2024, the Company expanded the scope of training to include dealers, and in 2025, it introduced online platform-based training for dealer-operated gas station operators to improve training accessibility and participation. In addition, to enhance understanding of quality training and improve management standards, the Company is strengthening site-centered quality management by utilizing various training materials, including quality booklets, quality calendars, and promotional materials.

Quality training

313 hours

Petroleum Quality Management

HD Hyundai Oilbank operates a quality inspection system that strictly complies with legal standards throughout the entire distribution process, from the manufacturing process to gas stations and charging stations. The Company systematically manages product quality through year-round preliminary inspections and conducts special inspections during the rainy season and winter to address quality risks that may arise from seasonal factors such as moisture ingress and thermal contraction. HD Hyundai Oilbank has been maintaining the highest grade in the annual automotive fuel environmental quality inspections for gas stations conducted by the Ministry of Climate, Energy and Environment and the Ministry of Trade, Industry and Resources, and participated in the 2025 proficiency test organized by the Korea Petroleum Quality and Distribution Authority to review the accuracy of each analytical item through nationwide comparative experiment and implement improvement measures for abnormal values.

As a result of these efforts, HD Hyundai Oilbank recorded the lowest irregular petroleum products detection rate among domestic oil refiners in the irregular petroleum products detection inspections conducted by the Korea Petroleum Quality and Distribution Authority in 2025, achieving first place for three consecutive years. The Company will continue to strengthen its quality management standards to supply safe products that customers can use with confidence.

Lowest irregular petroleum products detection rate

3 consecutive years, Ranked **1st**

Customers

Strategy

Customer Management

Customer Satisfaction Management

Strengthening Service Quality Competitiveness

HD Hyundai Oilbank is committed to improving service quality and enhancing customer experience based on customer-centric management. In 2025, in the Korea Service Quality Index (KSQI) survey conducted by the Korea Management Association Consulting (KMAC), the Company was the only company in the oil refining sector to be recognized as a top-ranked call center for 17 consecutive years, and as a customer delight call center for four consecutive years. In the Korea Standard Service Quality Index (KS-SQI), the Company also ranked No. 1 in the gas station category for 11 consecutive years. These achievements reflect the Company's commitment to responsible service built on customer trust, and the Company will continue to do its utmost to enhance customer satisfaction by providing differentiated products and services that exceed customer expectations.

Call center in the oil refinery sector by KSQI

Ranked **1st**
17 consecutive years

Customer delight call center in KSQI oil refining sector

Ranked **1st**
4 consecutive years

Gas station sector by KS-SQI

Ranked **1st**
11 consecutive years



Certification



Emergency Response Drills



Facility Inspection/Maintenance Manual

Customer Safety Management

Conducting Emergency Response Drills

HD Hyundai Oilbank conducts emergency response drills for gas stations, branches, and distribution centers to strengthen its safety management system and prevent customer safety risks. These emergency response drills are operated based on various scenarios so that prompt initial response, damage minimization, and follow-up response procedures can be carried out in the event of unexpected situations.

The Company also continuously identifies and applies improvement measures to enhance the effectiveness of the drills. To contain the spread of oil, it compares and reviews the performance of containment materials, such as oil fences and sandbags, and selects and applies materials optimized for each site. The Company is also continuously improving its training methods by reviewing the introduction of drills using vegetable oil with physical properties similar to actual oil. Through these efforts, the Company ensures the safety of business sites and customers while also contributing to environmental protection.

Customer Safety and Rights Protection

HD Hyundai Oilbank strives to protect customers, local communities, and suppliers, while minimizing the environmental impact of all its business activities. To protect customers from emergency situations that may occur at gas stations, including oil leaks, fires, and explosions, the Company conducts regular inspections by facility and operates a constant inspection system by distributing and placing the 'facility inspection/maintenance manual' at all company-operated gas stations. The Company maintains on-site response capabilities so that it can respond swiftly in accordance with its manuals in the event of an accident.

In addition, HD Hyundai Oilbank continues its efforts to protect customer rights by stipulating the principles of customer safety and health and personal information protection in its Human Rights Management and Due Diligence Policy, and by transparently providing information related to products and services to ensure customer accessibility.

Customers

Strategy

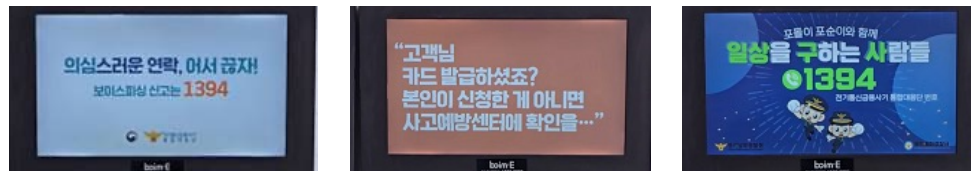
Generating Social Value

Introduction of Mobile Receipts via the Car& App

HD Hyundai Oilbank introduced a mobile receipt issuance system through its bonus card app, Car&, in 2023 to expand ESG values among customers using company-operated and dealer-operated gas stations. Customers who apply for mobile receipts through the Car& app can issue and manage their receipts within the app and receive incentives linked to the carbon neutrality point system operated by the Korea Environment Corporation under the Ministry of Climate, Energy and Environment. This service supports the accumulation of carbon neutrality practice points worth up to KRW 70,000 per person annually and is expected to reduce paper purchasing costs by approximately KRW 60 million per year based on 300,000 active Car& app members. Through this service, the Company is reducing paper receipt waste and mitigating environmental burdens by decreasing deforestation and pulp consumption associated with receipt production. In addition, mobile receipts enhance user convenience by enabling storage and access without the risk of loss. Going forward, HD Hyundai Oilbank will continue to promote green consumption practices together with customers in various ways

Broadcasting Public Service Messages via Digital Signage

HD Hyundai Oilbank has continuously promoted its advertising business since 2023 by installing and operating digital signage on top of self-service fuel dispensers at gas stations nationwide. By broadcasting public service advertisements and campaigns together with commercial advertisements, the Company delivers useful information and social messages to customers visiting gas stations. In 2025, the Company aired a total of three public service advertisements, including the Daegu Police Station's campaign to prevent selfish driving, the Gyeonggi Nambu Provincial Police Agency's traffic safety campaign, and the Gyeonggi Nambu Fire Services' promotion of household fire extinguisher installation. Through these efforts, the Company contributes to raising safety awareness in daily life and expanding social value.



Public Service Advertisements

Camping Car Dump Station

HD Hyundai Oilbank is promoting a sustainable travel culture and environmental protection through its Camping Car Dump Station business. In response to the growing use of Recreational Vehicles (RVs) driven by the spread of camping culture, coupled with a shortage of related infrastructure, the Company has established facilities at its gas stations to treat wastewater, sewage, and solid waste in a hygienic and safe manner. The Company has also installed facilities to safely supply clean water, thereby enhancing user convenience. In 2022, the Company launched the business by installing a camping car wastewater and sewage treatment facility at the Gangneung Samteo Gas Station, the first such initiative by a domestic oil refiner, and in 2023, it was selected for the Korea Tourism Organization's private-sector support project for camping car-related infrastructure and expanded operations to 10 locations nationwide. Going forward, HD Hyundai Oilbank plans to continue supporting the spread of green camping culture in cooperation with the Korea Tourism Organization and to expand gas station-based infrastructure that can reduce environmental impacts.



Camping Car Dump Station

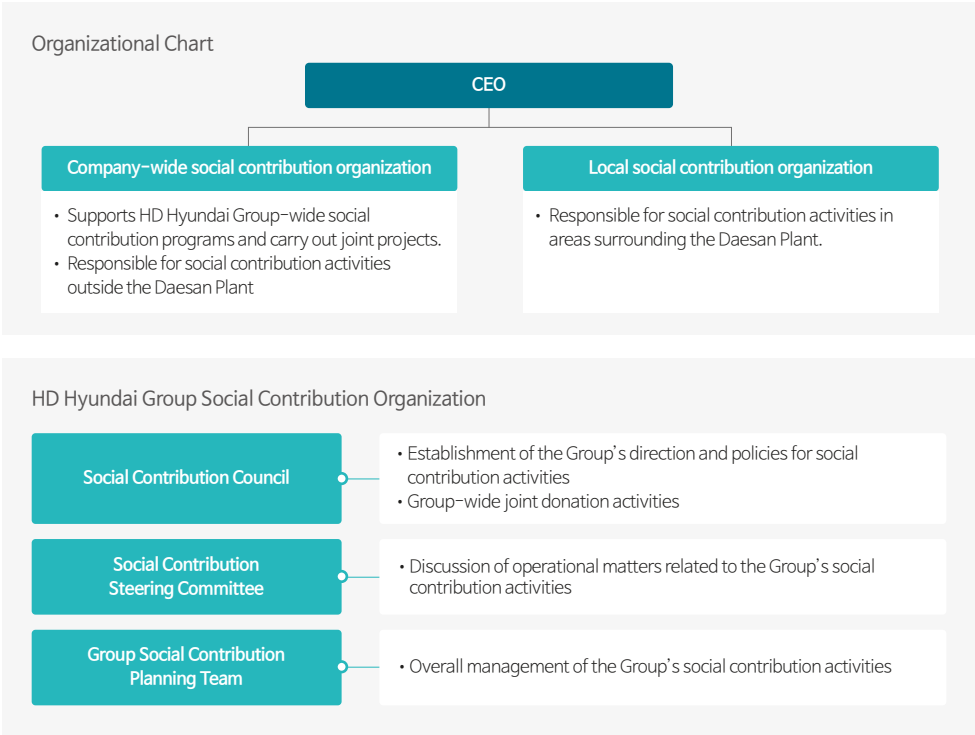
Local Community

Governance

Management System

Governance Structure

HD Hyundai Oilbank is carrying out social contribution activities centered on dedicated social contribution organizations to fulfill its corporate social responsibility and contribute to the local communities where its business sites are located. In addition, the Company participates in Group-level social contribution activities in cooperation with the HD Hyundai Group Social Contribution Council, thereby realizing the Group’s vision.



Social Contribution Vision

HD Hyundai Oilbank aims to realize HD Hyundai Group’s vision of ‘Better World, Brighter Future’. Through social contribution activities participated by employees, the Company endeavors to contribute to solving social problems and promote mutual prosperity with local communities.

Social Contribution Vision			
Vision	Better World, Brighter Future		
Foundational Directions	HD Hyundai that embraces	HD Hyundai that is sustainable	HD Hyundai that innovates and acts
	HD Hyundai aims to improve the human rights and quality of life of all members of society, ensuring equal respect regardless of their backgrounds	HD Hyundai promotes sustainable development by understanding the social, economic, and environmental impacts of the company and fulfilling its responsibilities	HD Hyundai explores innovative ideas to solve diverse and complex social problems and actively executes them
Focus area			
	Mutual Growth with the Community	Supporting the Self-reliance of the Underprivileged	Environmental Protection
	Inheriting the founder’s spirit to build a happy living environment where the company and local communities prosper together	Building a foundation for economic independence and enhancing quality of life through diverse educational opportunities and a better environment	Contributing to sustainable community development and safeguarding the health and safety of future generations through environmental conservation and improvement initiatives

Local Community

Strategy

Social Contribution Activities

Mutual Growth with the Community

Since 2003, HD Hyundai Oilbank has carried out the Local Rice Purchase Project to enhance the competitiveness of local agriculture and support the stable income of farming households. The Company purchases KRW 1 billion worth of rice annually from local farmers and distributed 24,591 bags of “Rice Sharing for Hope and Energy” (10 kg of white rice per bag) to low-income households and social welfare institutions across 15 cities and counties in Chungcheongnam-do. In this way, the Company enhances the sustainability of local agriculture and promotes mutual growth with local communities by returning locally produced agricultural products to the community.



Local Talent Development Program

Through the HD Hyundai Oilbank Scholarship Foundation established in 2006, the Company selects and provides scholarships to approximately 100 students each year in Seosan, Dangjin, and Taean. In addition, since 2011, the Company has hosted college admissions seminars for local high school students and parents in consideration of the relatively limited access to information in the region. In 2025, the Company visited three high schools—Seoil High School, Seoryeong High School, and Daesan High School—to provide college admissions seminars.



Community Safety Enhancement Project

Since 2005, the Company has supported four public-interest organizations in the local community to help build community safety—the Daesan-eup Volunteer Fire Brigade, the local Voluntary Crime Prevention Patrol, the Korean Red Cross Daesan Lifesaving Team, and JCI Daesan (Junior Chamber International)—by sponsoring firefighting, crime prevention, maritime safety, and disease prevention and control activities, and by donating related facilities. In particular, the Company provided a multi-purpose fire suppression vehicle worth KRW 90 million to the Daesan-eup Volunteer Fire Brigade through the HD Hyundai 1% Nanum Foundation and provided 264 fire extinguishers (worth KRW 7.26 million) for fire-vulnerable groups.



Support for maritime safety activities



Donation of multi-purpose fire suppression vehicle



Support for the purchase of fire extinguishers for fire-vulnerable groups

Joint Operation of Youth Soccer Player Development Program

Since 2020, HD Hyundai Oilbank has jointly operated the Youth Soccer Player Development Program with the Korea Professional Football League. By recruiting aspiring young football players and planning and providing various programs, including one-on-one mentoring, practice matches, content activities with former national team players, and overseas training camps, the Company provides growth opportunities for youth players. In particular, it helps expand practical experience and supports motivation for career development and capability enhancement through one-on-one mentoring and practice matches with former and active professional football players. In 2025, the Company conducted mentoring sessions and friendly football matches for 28 youth football players.



Disaster Recovery Support

In 2025, HD Hyundai Oilbank donated a total of KRW 400 million through the HD Hyundai 1% Nanum Foundation to support flood recovery and relief for affected residents in Seosan, Chungcheongnam-do. Employees also took part in recovery volunteer activities on a voluntary basis.



Local Community

Strategy

Social Contribution Activities

Heating Cost and Heating Oil Support Project

HD Hyundai Oilbank has provided financial support for heating costs since 2005 to help elderly residents living near the Daesan Plant stay warm during winter. In 2025, the Company supported stable winter living for elderly residents by providing approximately KRW 170 million to 410 facilities, including senior centers in the Seosan area.

Mentoring Support for underserved students

The Company provided career exploration opportunities to about 60 high school students from educationally underserved groups in Seosan, Chungcheongnam-do, through a mentoring program run in partnership with Seoul National University professors and students. In 2025, the program included a special lecture on global talent capabilities under the theme of the AI era, personalized career aptitude assessments, and study method mentoring by Seoul National University students.

Happiness Sharing Volunteer Program

Since 2005, HD Hyundai Oilbank has continuously carried out employee volunteer activities for households in need and social welfare facilities through the Happiness Sharing Volunteer Program. The Company provides additional donations in proportion to employees' volunteer hours in the form of matching grants and supports goods within an annual limit of KRW 2 million, thereby putting community sharing into practice.

Supporting the Self-reliance of the Underprivileged



Haircut Outreach Volunteering

In cooperation with local community organizations, the Company carried out "Haircut Outreach Volunteering," providing hygiene care and emotional support to elderly residents who have difficulty visiting hair salons due to limited mobility. Aimed at improving the living environment of seniors, the activity was conducted in collaboration with volunteers from the Seosan Hairdressers' Association at the senior community centers of four villages near the Daesan Plant. Haircut services were provided to approximately 100 elderly residents, and mobile photography equipment was set up to offer them keepsake photos.



Donating Kalimba Instruments to Underprivileged Children

A total of 186 employees from HD Hyundai Oilbank and its affiliates participated in handcrafting approximately 2,000 kalimbas, which were donated to 22 child welfare facilities nationwide. The kalimbas were made using wood scraps left over from furniture manufacturing, and the activity was conducted in a remote format to increase voluntary employee participation.



Environmental Protection

Marine Conservation Project

Since 2003, HD Hyundai Oilbank has released young rockfish and olive flounder into the waters near Bigyeongdo, off the coast of Samgilpo in Chungcheongnam-do, to preserve the marine ecosystem and restore fishery resources in nearby waters. Through these efforts, Samgilpo has grown into the largest rockfish distribution center in Korea, contributing to increased income for local fishers. In addition, the Company is carrying out clam seed release projects and environmental cleanup activities to create a stable habitat for diverse aquatic resources.



Green Upcycling Class

HD Hyundai Oilbank operated the Green Upcycling Class for children in the Seosan area of Chungcheongnam-do to enhance understanding of environmental protection and improve awareness. Held during the summer vacation, the program had employees and native-speaking instructors lead a hands-on crafting activity using recycled materials, while also offering opportunities to learn English.



Local Community

Strategy

Local Community Communication

HD Hyundai Oilbank listens to the opinions of local communities through various communication channels and continues to strengthen its connections with the local communities where its business sites are located. Based on these efforts, the Company is identifying and developing action items to promote mutual growth and development with local communities.

Channel	- Scholarship Foundation - Council within the Daesan Industrial Complex - Local governments and affiliated social organizations
Topic	- Sharing activities that contribute to the economic development of the local community - Sustained dialogue for mutual prosperity with local communities - Support for expanding access to cultural and artistic experiences within the local community - Assistance in the development of local education projects

CSR in the Community Certified Company

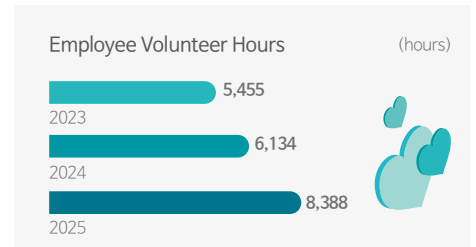
In recognition of its achievements in community contribution activities, HD Hyundai Oilbank was designated under the 'CSR in the Community Certified Company' for three consecutive years starting in 2023, jointly organized by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. The 'CSR in the Community' is a program that recognizes companies that contribute to the revitalization of local communities and exemplary carry out social contribution activities. HD Hyundai Oilbank contributes to local communities through various social contribution activities, including the Local Rice Purchase Project and the Marine Conservation Project, and plans to continue expanding its activities to create social value.



Metrics & Targets

Social Contribution Performances

HD Hyundai Oilbank continues to carry out a wide range of social contribution activities across three key areas: mutual growth with the community, supporting the self-reliance and care for the underprivileged, and environmental protection. In particular, the Company sets an annual target of at least 4,500 hours for employee participation in volunteer activities to encourage employees' interest and engagement. The Company also plans to continue encouraging the achievement of this target in 2026, thereby supporting employees in fulfilling their social responsibilities while further strengthening solidarity with local communities.



Mid- to Long-term Targets

Category	Short-term (~ 2026)	Mid-term (~ 2028)	Long-term (~ 2030)
Mutual Growth with the Community	- Establishment of a cooperative framework with social welfare institutions - Continued implementation of agricultural product purchase projects to increase the income of farmers and fishers - Support for the activities of non-profit organizations and social welfare institutions - Support for scholarship programs and events inviting local leaders - Identification and support of welfare blind spots in Seosan and Seongnam through the donation of 1% of employees' salaries - Donation to the Community Chest of Korea - Launch of an employee volunteer group and promotion of volunteer activities linked with local communities	- Strengthening cooperation with local social welfare institutions - Expansion of practical cooperation and support to increase the income of farmers and fishers - Maintenance of close cooperative relationships with non-profit organizations and social welfare institutions - Discovery and cultivation of local talent through scholarship programs and additional educational support projects - Support for programs to address welfare blind spots through the donation of 1% of employees' salaries - Sponsorship of the Community Chest of Korea's 'Donation to the Neighbor Love Fund' - Expansion of support to activate employee participation in volunteer activities	- Optimization of collaboration processes with local social welfare institutions - Exploration of diversification in agricultural product purchase projects to increase the income of farmers and fishers - Promotion of public interest development and strengthening of linked activities through cooperative relationships with non-profit organizations and social welfare institutions - Contribution to local community development through the cultivation of local talent - Strengthening of support programs for welfare blind spots through the donation of 1% of employees' salaries - Donation to the Community Chest of Korea - Raising awareness of local community issues through diverse employee participation in volunteer activities
Supporting the Self-reliance of the Underprivileged	- Expand programs for underserved youths - Community support through the 1% Nanum Nest Project - Production of films for persons with audiovisual disabilities and employee participation in volunteer activities - Donation of finished products after employees' remote volunteer activities - Providing heating oil to social welfare facilities in Chungcheongnam-do - Implementation of community-based support programs for vulnerable groups	- Developing a model for fostering future generations and supporting self-reliance - Strengthening of tailored support under the 1% Nanum Nest Project - Expansion of opportunities for employee participation to raise attention to local community issues and vulnerable groups - Identification of new projects through close cooperation with local communities - Winter heating oil support for energy-vulnerable households	- Advancement of projects for fostering future generations and supporting self-reliance - Identification of new employee talent-sharing and participation-based projects and encouragement of continued support - Establishment of a flagship social contribution project model in collaboration with local governments and social contribution NGOs
Environmental Protection	- Continued implementation of projects to stabilize habitats for fishery resources - Participation in biodiversity conservation and restoration projects¹⁾ - Participation in activities to improve habitats for endangered and protected species	- Review of diversification and expansion of released species - Expansion of biodiversity conservation and restoration projects - Encouragement of employee participation (sharing and promotion of activity details)	- Diversification of activities to protect fishery resources and the surrounding environment - Advancement of biodiversity conservation and restoration projects - Establishment of performance indicators (e.g., volume of harmful species removed and improvement of ecological indicators)

1) Project implemented under the ESG environmental partnership agreement with Seongnam City



GOVERNANCE

GREEN LEADERSHIP WITH TRANSPARENCY

Information Security 78

Ethics and Compliance Management 81

Information Security

Governance

Management System

Governance Structure

HD Hyundai Oilbank operates a security governance system centered on the Security Committee in accordance with HD Hyundai Group guidelines. The Security Committee serves as the governance body for making decisions on security management, with the CEO serving as chair. It deliberates on and resolves major matters such as the enactment and revision of internal regulations and mid- to long-term information security and investment plans, and annually reviews security operation performance and future plans. Mid- to long-term plans are established under the supervision of the Chief Information Security Officer (CISO) and implemented after consultation with the HD Hyundai Group's information security control tower and approval by the CEO. In addition, the Company has established a company-wide security management system in which the CISO and Chief Privacy Officer (CPO) oversee information security and personal information protection, while Divisional Security Officers are responsible for site-level security management and measures.

Chief Information Security Officer (CISO)

The Chief Information Security Officer (CISO) is responsible for the overall coordination and management of security management operations, including the establishment and operation of security standards, security assessments, education and training, and the operation and monitoring of security systems, thereby overseeing all aspects of information security.

Chief Privacy Officer (CPO)

The Chief Privacy Officer (CPO) is responsible for overseeing the company's personal data protection activities and ensuring compliance with relevant regulations. In the event of a personal data breach, the CPO collaborates with the security management organization to ensure a prompt response.

Divisional Security Officers

Each division conducts status inspections and implements security measures based on the security management system, while supporting related tasks in coordination with the CISO and CPO.

Organizational Chart



Policy and Certification

Personal Information & Information Security Policy

[View full text](#) ↗

HD Hyundai Oilbank has established and implements a policy to protect assets and personal information in compliance with relevant domestic laws and regulations. Based on this policy, the Company ensures physical, personnel, and document security, protects tangible and intangible assets, and continues to strengthen its security management system by conducting regular inspection activities and establishing rapid response procedures for security incidents.

Information Security & Personal Information Protection Management System Certification

In relation to the operation of the 'HD Hyundai Oilbank Bonus Card' service, HD Hyundai Oilbank maintains the personal information and information security management system certification (ISMS-P¹⁾) to ensure the secure management of customers' personal information collected and used through the service. The Company continues to strengthen its security level by having an external professional security consulting firm annually review the status of the management system, identify vulnerabilities, and implement improvements.



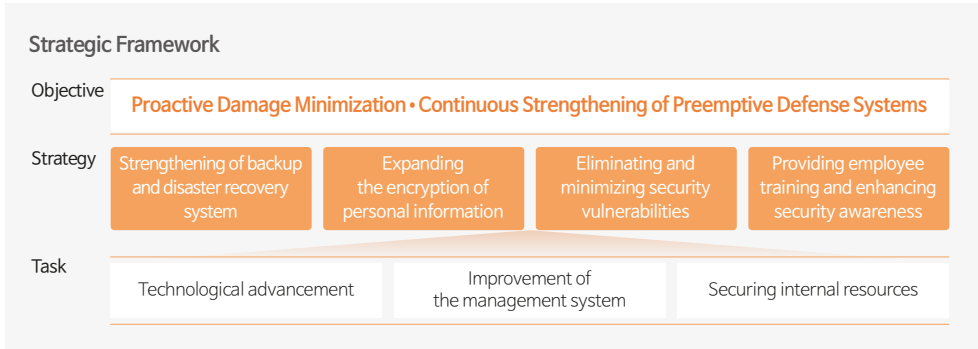
1) ISMS-P (Personal information & Information Security Management System): a system to validate that a company's measures and activities are compliant with prescribed certification standards for information protection and privacy.

Information Security

Strategy

Information Security Strategy

HD Hyundai Oilbank is advancing initiatives such as strengthening its backup and disaster recovery systems, expanding the encryption of personal data, eliminating security vulnerabilities, and providing employee training to prevent information security incidents and minimize potential damage. Through these efforts, the Company is refining a security system centered on proactive response and building a sustainable security environment.



Information Security Activities

Technological Advancement

Deploying Security Systems

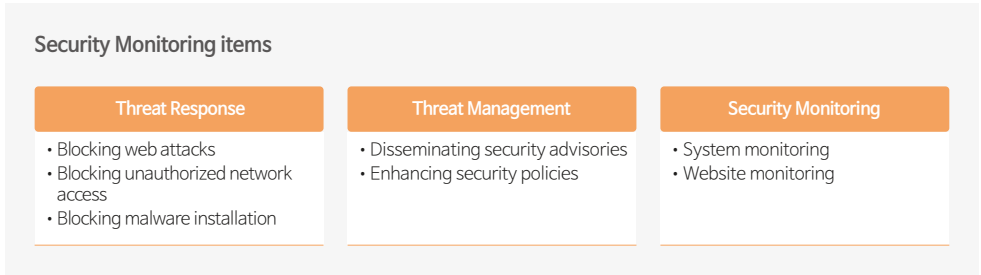
HD Hyundai Oilbank operates a range of security equipment to respond to increasingly sophisticated cyber threats. To block external hacking attempts and unauthorized access, the Company has established a DDoS defense systems, web application firewalls, and intrusion prevention systems (IPS), which detect and block threats in real time. It also responds to email-based Advanced Persistent Threat (APT) attacks through its email defense system.

From the perspective of internal security management, the Company continuously monitors the possibility of information leakage through a data leakage prevention (DLP) system and a media control system. In addition, in 2025, HD Hyundai Oilbank introduced an Endpoint Detection & Response (EDR) system to strengthen its existing antivirus-based endpoint security system.

Improvement of the Management System

Security Monitoring Activities

HD Hyundai Oilbank continuously analyzes its internal network traffic to detect abnormal activity and respond immediately. Logs from each system are collected by security monitoring and analysis systems for real-time monitoring and management. The Company also conducts monthly security reviews to verify policy changes and any creation or modification of administrator accounts, and it maintains control procedures that require CISO approval for significant changes.



Personal Data Processing Monitoring Activities

HD Hyundai Oilbank operates its personal data processing systems on a separated network to build a secure information environment and conducts an annual checklist-based assessment of its data processors. In addition, the Company proactively protects personal data by continuously monitoring personal data files through a detection system and carrying out deletion and encryption measures.

Information Security

Strategy

Information Security Activities

Securing Internal Resources

Security Training

HD Hyundai Oilbank operates security training programs to enhance awareness of personal information protection and security. In 2025, the Company provided training for the Digital Strategy, HR, and Marketing departments that handle personal information, using the HD Hyundai Group's online training platform and external training courses.

Security training

255 hours

Security Newsletters

HD Hyundai Oilbank continuously publishes information security newsletters to strengthen employees' security management capabilities and ensure that relevant standards are embedded in their work. In 2025, the Company published a total of six newsletters on topics including cases of personal information leakage and legislative trends related to personal information regulations.

Publication of security newsletters



6 times

Security Simulation Drill

HD Hyundai Oilbank conducts simulated phishing email drills on an ongoing basis to enhance employees' security awareness. In 2025, a total of nine simulated drills were conducted under the supervision of the HD Hyundai Group and HD Hyundai Oilbank's Digital Security Team. Employees who clicked on malicious emails two or more times during the simulations were identified as actors of risk and received separate security training and other follow-up measures to prevent recurrence.

Security drills

9 sessions

Risk Management

Information Security Management

Security Diagnosis

HD Hyundai Oilbank undergoes annual external security assessments conducted by HD Hyundai Group. In particular, in 2025, the Company conducted security assessments based on personal information leakage scenarios for major systems, including the point card, point mall, Car& app, access control system, and integrated procurement system, through simulated hacking inspections carried out at the HD Hyundai Group. Based on the vulnerabilities and deficiencies identified through these inspections, the Company establishes and implements improvement measures, thereby continuously strengthening its security standards.

Data Breach Prevention and Response

HD Hyundai Oilbank continuously monitors internal and external data breach incidents that may damage or impair the Company's information and information systems due to unauthorized leakage, alteration, destruction, or hacking of information. To ensure a prompt response when an incident occurs, the Company has established and implements response procedures. Data breach incidents are classified into categories such as denial-of-service attacks, malware distribution, unauthorized access, and data breach, and incident levels are assigned in consideration of the scale of damage and the degree of business impact, with corresponding response measures established accordingly. In addition, the Company strives to protect the rights and interests of data subjects by purchasing relevant liability insurance to fulfill its liability for damages.

Response Procedures for Data Breach



Ethics and Compliance Management

Governance

Management

Governance Structure

HD Hyundai Oilbank has established and operates a framework comprising anti-corruption, compliance control, fair trade management, and ethics management to support its ethics and compliance management efforts.

Ethics Management Organization

As working-level organizations for ethics management, the Company has established the HD Hyundai Group's Ethics Management Organization and the Ethics Management TF. The HD Hyundai Group's Ethics Management Organization oversees company-wide planning for ethical risk audits and the overall implementation of ethics management activities. For business sites that require separate management due to physical distance, the Company operates an Ethics Management TF, separate from the Group's Ethics Management Organization, directly under the Head of the Safety and Production Division.



Anti-Corruption Officer

HD Hyundai Oilbank operates a corruption risk management system based on its anti-corruption management system. The Company appoints an Anti-Corruption Officer delegated by the Board of Directors and the CEO to carry out corruption risk management and monitoring, as well as activities to raise anti-corruption awareness.

Compliance Officer

HD Hyundai Oilbank promotes sound growth and earns customer trust by complying with relevant laws and regulations and conducting fair and transparent business operations through the establishment and operation of compliance control standards. The Compliance Office, appointed by the Board of Directors, monitors compliance with the compliance control standards, and operates compliance training and programs. In addition, the Compliance Officer regularly reports to the Board of Directors on the operational status of the compliance control standards.

Fair Trade Chief Compliance Officer

HD Hyundai Oilbank appoints a Fair Trade Chief Compliance Officer to ensure the systematic operation of the Fair Trade Compliance Program. The Fair Trade Chief Compliance Officer oversees the overall operation of the program, including voluntary compliance inspection activities, related training, and legal advisory support.

Anti-Corruption Management System Certification

ISO 37001 Certification

HD Hyundai Oilbank comprehensively considers the Company's internal and external issues, stakeholder requirements, and identified corruption risks in order to operate an effective anti-corruption management system. Based on this framework, the Company obtained ISO 37001, the international certification for anti-corruption management systems, in 2024, and will continue to foster a transparent and fair corporate culture through the maintenance and management of the certification.

ISO37001 Certificate



Ethics and Compliance Management

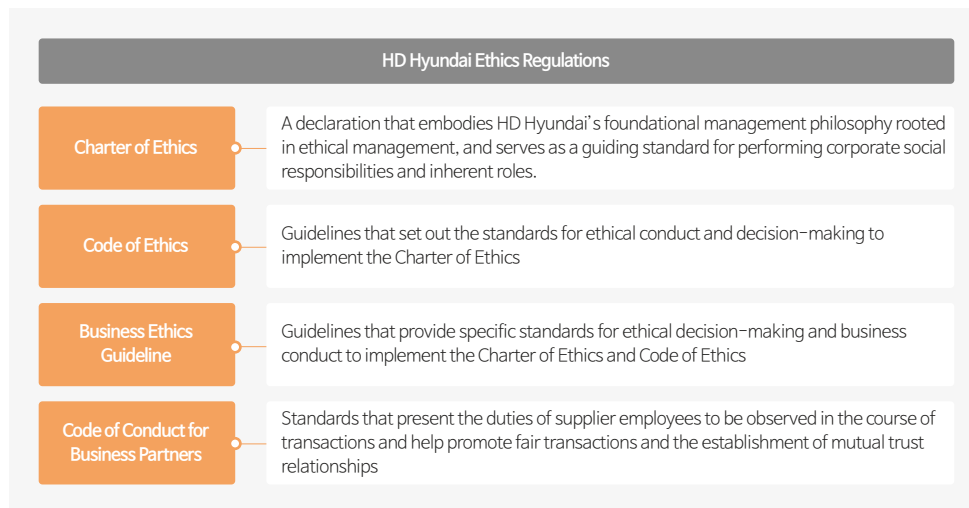
Governance

Ethics and Compliance Management Policy

HD Hyundai Group Ethical Business Ethics System

[Homepage](#)

HD Hyundai Oilbank pursues ethical management in accordance with the ethical standards of HD Hyundai Group, including the “Ethics Charter” and the “Code of Ethics.” Building on this foundation, the Company strives to become a company that customers and partners “want to do business with,” that shareholders “want to invest in,” and that employees “want to work for,” and furthermore, a company that fulfills its responsibilities to the nation and society.



Compliance and Business Ethics Policy

[View full page](#)

HD Hyundai Oilbank has established a Compliance and Business Ethics Policy and practices ethics and compliance management and fair trade in accordance with HD Hyundai Group's ethical standards and core values. The Company pursues sustainable management by aiming to be a company that contributes to customers, shareholders, the nation, and society, while fulfilling its social responsibilities.

Strategy

Ethics and Compliance Management Activities

Activities for Ethics Management Implementation

HD Hyundai Oilbank and its affiliates carry out various activities to realize transparent and fair management based on ethical standards.

Commitment to Business Ethics Management

- Require employees and suppliers to submit an ethical management practice pledge annually



Conflict of Interest Reporting System

- Require employees of HD Hyundai Oilbank and suppliers to submit an annual conflict of interest report



Clean National Holiday Campaign

- Send letters to suppliers each holiday urging them to refrain from giving gifts or money
- Strengthening guidance to employees on the prohibition of receiving gifts
- Returning received gifts or donating them to social welfare institutions
- Providing annual online training on standards for the job performance with integrity to all employees, including production workers



Business Ethics Self-evaluation

- Complete self-monitoring and training on compliance with ethics management in a quiz format



Business Ethics Field Sessions

- Gather feedback on areas requiring improvement through field visits and verify Implementation



Training and Promotion of Business Ethics

- Provide group and online education on ethical management annually
- Post ethics management promotional video



Ethics and Compliance Management

Strategy

Ethics and Compliance Management Activities

Activities Implemented by Ethics Management TF

The Ethics Management TF, operating directly under the Head of the Safety and Production Division, conducts prior inspections and prevention of ethics risks within business sites and carries out various ethics management activities, including related training.

Activities of Ethics Management TF

Operation of the ethical management consulting office



Inspection of business processes



Provision of ethics-related training



Sharing of ethics violation case studies



Ethics risk review of newly registered suppliers



Streaming of ethic management promotional videos



AI-Based Legal Information Management System

HD Hyundai Oilbank is responding promptly to legal risks by using CORE’s AI system to regularly update information on newly enacted and amended laws and regulations. The system is utilized by various operating departments, thereby strengthening employees’ compliance capabilities and promoting the internalization of compliance frameworks in practice.

Internalizing Compliance Management

Compliance Training

HD Hyundai Oilbank continuously provides compliance capability-building training to foster a culture of legal compliance and fair trade among employees. The Company conducts regular compliance training programs, including online and in-person training, for all employees, and also organizes and delivers targeted training for departments identified as having elevated compliance risks based on the results of risk assessments.

Category	Program Name	Target Audience	Training Hours(Cumulative)
Compliance	Company-wide regular compliance training	All employees	4,275 hours
	Special compliance training (economic sanctions, fair trade, anti-corruption, illegal dispatch of workers, and subcontracting law)	Departments classified as medium or higher risks	1,361 hours
	Compliance management training for compliance practice leaders	Departmental Compliance Managers	143 hours
Fair trade	Fair trade law training for the sales organization	Domestic Business Divisions	393 hours
	Fair transactions in Subcontracting Act training	Procurement personnel	34 hours

Ethics and Compliance Management

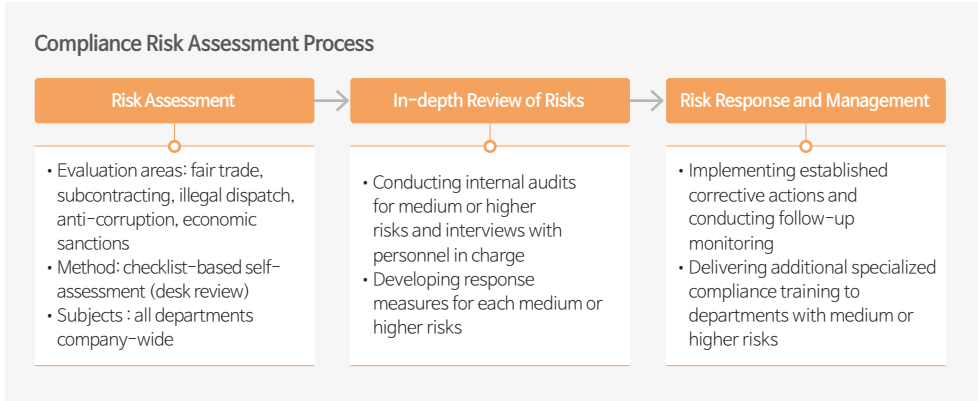
Risk Management

Review of Compliance Risk

Compliance Risk Assessment

HD Hyundai Oilbank conducts an annual compliance risk assessment to identify risks related to compliance with laws, regulations, and policies that may arise in the course of business operations. The assessment covers all departments, including those of HD Hyundai Oilbank, its affiliates, and overseas subsidiaries, and reviews the likelihood and severity of violations, as well as employee awareness levels, across five major compliance areas. Identified risks are classified according to their risk level, and corresponding response measures are established and managed accordingly.

Based on the results of the risk assessment, internal audits are conducted for departments where residual risks, after reflecting control procedures, are assessed as medium or higher. In 2025, internal audits were conducted for a total of 11 departments, and the Company continues to manage improvement outcomes through follow-up checks on corrective actions and subsequent monitoring.



Review of Anti-Corruption Management System Implementation

HD Hyundai Oilbank reviews the implementation of and compliance with its anti-corruption management system to establish a transparent and ethical management culture. The Company verifies the adequacy and effectiveness of the anti-corruption management system through surveillance audits by an independent external certification body, and is enhancing the effectiveness of the system by designating compliance practice leaders in all departments each year and ensuring that personnel from the department dedicated to anti-corruption management system complete specialized training provided by external agency.

Fair Trade Voluntary Compliance Program

HD Hyundai Oilbank operates a Fair Trade Voluntary Compliance Program (CP) to proactively address fair trade risks. To assess the potential for unfair trade practices in its retail and sales strategy units in advance, the Company identifies target departments and performs diagnoses and on-site inspections under its fair trade compliance procedures, thereby minimizing such risks and instilling a culture of legal compliance. In 2025, on-site inspections were conducted across 20 domestic sales departments.

Ethics and Compliance Management

Risk Management

Report Channels

All stakeholders of HD Hyundai Oilbank can report violations of ethics regulations and applicable laws through the online reporting channel available 24 hours a day, 365 days a year on the Group’s integrated Business Ethics Homepage. Through this channel, reports may be made regarding a wide range of unethical conduct, including corruption, unfair trade, and human rights violations, and reports may also be submitted via telephone, fax, and other channels. The Company also operates whistleblower protection and whistleblower reward systems. To enhance accessibility for overseas stakeholders, the Company expanded language support for the reporting channel from 6 languages to 21 languages, and provided related promotion and guidance to overseas subsidiaries and the Company’s employees.

In 2025, a total of 18 reports related to HD Hyundai Oilbank were received through the reporting channel, and investigations were conducted into 6 cases suspected of ethics violations. As a result of the investigations, 2 cases were confirmed as ethics violations, and disciplinary actions were taken to relevant employees in accordance with internal regulations and procedures. The other 12 reported cases were transferred to the relevant departments, and it was confirmed through follow-up measures and processing that no violations had occurred. In addition, the Company operates a fair trade consultation channel on its official website to review possible violations of fair trade-related laws and regulations and take appropriate action accordingly.

Reporting and Consultation Channels

HD Hyundai Group Reporting Channel

[HD Hyundai Group’s Business Ethics Homepage](#)

Internal Communication Channel

Contact the designated person in the Legal Affairs and Fair Trade Department

Fair trade Consultation Channel

Email to personnel in charge
 • mbpoo@hd.com
 • spawn12@hd.com

Whistleblower Protection System

Confidentiality

• No disclosure of the whistleblower’s identity or report content without consent

Non-retaliation

• Protection from any disadvantage or discrimination resulting from good-faith report

Personal Protection

• If identity is exposed, investigate the cause and take disciplinary action against those responsible

Metrics & Targets

Ethics Management Target

HD Hyundai Oilbank has established targets for the proper implementation of ethical management and is promoting company-wide execution. In 2026, the Company plans to foster a culture of integrity by setting targets to increase the rate of employee submission of the Ethical Management Practice Pledge and to improve participation in ethics self-assessment training.

Ethics Management Target in 2026

Category	Target of 2026
Employee Ethical Management Pledge Completion Rate	90%
Ethics Self-evaluation Training Participation Rate	90%

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ESG Data

※ HDO: HD Hyundai Oilbank | HDC: HD Hyundai Chemical | HSB: HD Hyundai and Shell Base Oil | HOC: HD Hyundai OCI

Environmental Non-Financial Performance

Greenhouse Gas Emissions¹⁾

Category	Unit	2023		2024		2025				
		HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Total GHG emissions (Scope 1 + 2) ²⁾	tCO ₂ eq	6,388,611	9,095,620	6,856,048	10,099,528	6,816,378	2,776,874	N/A	347,871	9,941,123
Direct emissions (Scope 1) ³⁾	tCO ₂ eq	5,504,980	7,069,045	5,894,403	7,773,680	5,874,198	1,530,517	N/A	309,236	7,713,951
Indirect emissions (Scope 2)	tCO ₂ eq	883,637	2,026,583	961,651	2,325,857	942,186	1,246,358	N/A	38,637	2,227,181

Category	Unit	2023	2024	2025			
		HDO	HDO	HDO	HDC	HSB	HOC
GHG emissions intensity ⁴⁾	tCO ₂ eq/KRW billion	216.77	227.58 ²⁾	243.47	384.60	N/A	1,147.28

1) HD Hyundai Oilbank’s (HDO) greenhouse gas emissions (hereinafter GHG emissions) data covers GRC, the Central Research Center, distribution centers, company-operated gas stations, and includes emissions from HD Hyundai and Shell Base Oil (HSB), a company designated as a target for integrated management.

 2) In accordance with the “Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading System”, total GHG emissions are calculated by truncating emission values at the business-site and emission-source levels prior to aggregation. As a result, total GHG emissions may differ from the simple sum of Scope 1 and Scope 2 emissions. In line with HD Hyundai Group guidelines reflecting this methodology, the 2023 and 2024 total GHG emissions data have been revised.

 3) GHG emissions include CO₂, CH₄, and N₂O, while HFCs, SF₆, PFCs, and NF₃ are not applicable, as these gases are not emitted.

 4) GHG emissions intensity = Scope 1 and Scope 2 GHG emissions ÷ Sales of each company on a separate basis (for HD Hyundai Oilbank, sales on a separate basis include those of HD Hyundai and Shell Base Oil)

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Environmental Non-Financial Performance

Energy Consumption¹⁾

Category			Unit	2023		2024		2025				
				HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Total energy consumption ²⁾			TJ	75,295	118,833	80,865	134,962	80,099	46,472	N/A	3,775	130,346
Non-renewable energy consumption	Subtotal		TJ	75,300	118,840	80,871	134,969	80,104	46,474	N/A	3,775	130,353
	Direct energy consumption		TJ	57,645	82,778	61,539	94,266	61,161	27,801	N/A	2,968	91,930
	Indirect energy consumption	Subtotal	TJ	17,655	36,062	19,332	40,703	18,943	18,673	N/A	807	38,423
		Electricity consumption	TJ	15,809	27,137	17,616	30,421	17,207	11,254	N/A	807	29,269
		Steam consumption	TJ	1,845	8,925	1,716	10,282	1,735	7,419	N/A	0	9,155
	Subtotal		TJ	0.23	1.24	0.23	1.07	0.20	0.75	N/A	0.09	1.04
Renewable energy consumption	Daesan Plant		TJ	0.10	1.09	0.09	0.91	0.09	0.74	N/A	0.08	0.91
	GRC		TJ	0.13	0.16	0.13	0.15	0.11	0.02	N/A	0	0.13

Category		Unit	2023	2024	2025			
			HDO	HDO	HDO	HDC	HSB	HOC
Energy consumption intensity ³⁾		TJ/KRW billion	2.55	2.68	2.86	6.44	N/A	12.45

1) HD Hyundai Oilbank’s (HDO) energy consumption data covers GRC, the Central Research Center, distribution centers, and company-operated gas stations, and includes energy consumption from HD Hyundai and Shell Base Oil (HSB), a company designated as a target for integrated management.

2) In accordance with the “Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading System”, total energy consumption is calculated by truncating energy consumption values at the business-site and energy-source levels prior to aggregation. As a result, total energy consumption may differ from the simple sum of direct energy, indirect energy, and renewable energy consumption. In line with HD Hyundai Group guidelines reflecting this methodology, the 2023 and 2024 total energy consumption data have been revised.

3) Energy consumption intensity = Energy consumption ÷ Sales of each company on a separate basis (for HD Hyundai Oilbank, sales on a separate basis include those of HD Hyundai and Shell Base Oil)

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Environmental Non-Financial Performance

Air Pollutants¹⁾

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB ²⁾	HOC ²⁾	Total
Air pollutant emissions	Nitrogen oxides (NOx)	Ton	1,543.56	2,343.77	2,018.74	2,691.01	2,202.02	367.76	16.84	187.16	2,773.78
	Sulfur oxides (SOx)	Ton	1,140.06	1,417.90	1,278.05	1,524.37	1,101.08	6.72	5.05	265.72	1,378.58
	Dust (TSP)	Ton	33.74	41.49	40.86	47.90	31.86	25.49	0.35	3.67	61.37
	Volatile organic compounds (VOCs)	Ton	46.48	178.04	72.06	219.47	52.95	101.08	N/A	N/A	154.03
	Hazardous air pollutants (HAPs)	Ton	20.73	93.49	43.02	99.04	36.37	42.46	N/A	N/A	78.82
	Hydrogen sulfide (H ₂ S)	Ton	0.17	0.17	0	0	0.04	0	0	0	0.04

Water Pollutants¹⁾

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB ³⁾	HOC	Total
Water pollutant discharge	Total organic carbon (TOC)	Ton	75.92	96.14	99.13	128.18	89.73	37.82	N/A	3.22	130.76
	Biochemical oxygen demand (BOD)	Ton	44.41	63.86	46.80	62.94	38.36	2.12	N/A	0.90	41.39
	Suspended solids (SS) discharge	Ton	28.56	51.86	50.23	58.24	103.47	6.68	N/A	13.85	124.00
	Total nitrogen (TN) discharge	Ton	76.09	112.03	74.82	91.35	62.14	17.36	N/A	3.38	82.88
	Total phosphorus (TP) discharge	Ton	1.43	2.43	3.05	3.38	3.48	0.31	N/A	0.01	3.81

1) The data was compiled for the Daesan Plant only.
2) HD Hyundai and Shell Base Oil(HSB) and HD Hyundai OCI(HOC) are excluded from the scope of VOCs and HAPs reporting requirements.
3) N/A where wastewater discharge of affiliates is managed on an integrated basis by HD Hyundai Oilbank (HDO)

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Environmental Non-Financial Performance

Water¹⁾

Category				Unit	2023		2024		2025					
					HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total	
Water withdrawal	Total water withdrawal			m³	20,631,149	24,624,978	21,062,413	24,742,765	21,924,110	1,200	298	3,616,557	25,542,165	
	By business site	Daesan Plant	Subtotal	m³	20,631,036	24,624,865	21,052,710	24,730,978	21,915,886	N/A	N/A	3,616,347	25,532,233	
			Surface water	m³	8,312,204	10,418,215	8,440,870	10,373,552	10,276,800	N/A	N/A	1,890,382	12,167,182	
		Third-party water	m³	12,318,832	14,206,650	12,611,840	14,357,426	11,639,086	N/A	N/A	1,725,965	13,365,051		
		Central Research Center	Third-party water	m³	113	113	210	210	221	N/A	N/A	N/A	221	
		GRC	Third-party water	m³	N/A	N/A	9,493	11,577	8,003	1,200	298	210	9,711	
	By source	Surface water		m³	8,312,204	10,418,215	8,440,870	10,373,552	10,276,800	0	0	1,890,382	12,167,182	
		Third-party water		m³	12,318,945	14,206,763	12,621,543	14,369,213	11,647,310	1,200	298	1,726,175	13,374,983	
	Total water discharge				m³	6,641,886	10,216,628	6,473,650	10,085,739	6,636,617	3,144,750	N/A	405,939	10,187,306
Water discharge	Subtotal			m³	6,641,773	10,216,515	6,473,440	10,085,529	6,636,396	3,144,750	N/A	405,939	10,187,085	
	By business site	Daesan Plant	By discharge site	Discharged into seawater following in-house treatment	m³	6,641,773	9,766,282	6,473,440	9,694,638	6,634,298	3,144,750	N/A	0	9,779,048
			Discharged to third-party wastewater treatment facilities	m³	0	450,233	0	390,891	2,098	0	N/A	405,939	408,037	
		Type	Freshwater (≤1,000 mg/L TDS)	m³	6,641,773	9,766,282	6,473,440	9,694,638	6,636,396	3,144,750	N/A	0	9,781,146	
			Other (>1,000 mg/L TDS)	m³	0	450,233	0	390,891	0	0	N/A	405,939	405,939	
		Central Research Center	Subtotal	m³	113	113	210	210	221	N/A	N/A	N/A	221	
	By discharge site	Discharged to third-party wastewater treatment facilities	m³	113	113	210	210	221	N/A	N/A	N/A	221		
		Freshwater (≤1,000 mg/L TDS)	m³	113	113	210	210	221	N/A	N/A	N/A	221		
	Water reuse and recycling ²⁾	Total amount of water reused or recycled			m³	1,809,249	1,912,499	2,035,899	2,137,444	2,089,401	N/A	N/A	108,992	2,198,393
Percentage of water reused or recycled ³⁾			%	8.77	7.77	9.67	8.64	9.53	N/A	N/A	3.01	8.61		

Category				Unit	2023	2024	2025	
					HDO	HDO	HDO	HOC
Water consumption	Total water consumption ⁴⁾			m ³	13,989,263	14,579,270	15,279,490	3,210,408
	By business site	Water consumption at the Daesan Plant		m ³	13,989,263	14,579,270	15,279,490	3,210,408
		Water consumption at the Central Research Center		m ³	0	0	0	0

1) The data was compiled for the Daesan Plant, GRC, and the Central Research Center.

- Where HD Hyundai Oilbank (HDO) manages water withdrawal and discharge for affiliates on an integrated basis, or where such data is not applicable, it is marked as N/A.
- Water that is supplied from the mains and discharged directly to the sewer system without treatment is excluded from the total calculation (Daesan Plant, GRC and Central Research Center)
- The 2024 total water withdrawal and third-party water withdrawal data have been revised to reflect the inclusion of GRC's third-party water withdrawal volumes, which have been aggregated since 2024.

2) The 2024 total water reuse and recycling volume and percentage data have been revised due to an error in the data aggregation scope.

3) Percentage of water reused or recycled = Total water reused or recycled ÷ Total water withdrawal

4) Water consumption = Water withdrawal - Water discharge (GRC water withdrawal is excluded from the calculation of water consumption, as water discharge volumes are not separately calculated at the HD Hyundai Group level.)

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Environmental Non-Financial Performance

Waste¹⁾

Category			Unit	2023		2024		2025						
				HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total		
Total waste	Total amount of waste generated		Ton	115,173	124,482	58,477	67,255	74,639	8,214	94	894	83,841		
	Percentage of total waste recycled ⁽²⁾		%	95.35	93.00	94.85	92.49	95.08	93.23	76.60	81.10	94.73		
	Type	Total amount of waste recycled	Ton	109,814	115,765	55,453	62,190	70,968	7,658	72	725	79,423		
		Total amount of waste treated	Ton	5,359	8,717	3,024	5,065	3,671	556	22	169	4,418		
General waste	Amount generated	Total	Ton	102,967	109,056	48,851	54,337	63,370	4,936	86	792	69,184		
	Amount of waste recycled	Subtotal	Ton	98,542	102,074	46,820	50,483	61,220	4,752	70	693	66,735		
		By consignment type	Internal treatment	Ton	0	0	0	0	0	0	0	0	0	
			Consigned treatment	Ton	98,542	102,074	46,820	50,483	61,220	4,752	70	693	66,735	
		Amount of waste treated	Subtotal	Ton	4,425	6,982	2,031	3,854	2,150	184	16	99	2,449	
	By consignment type		Internal treatment	Ton	178	178	0	0	0	0	0	0	0	
			Consigned treatment	Ton	4,247	6,804	2,031	3,854	2,150	184	16	99	2,449	
	By treatment type		Landfilled	Ton	3,160	4,741	1,075	2,729	1,452	85	0	99	1,636	
			Incinerated	Ton	686	1,586	249	351	186	11	16	0	213	
			Other	Ton	579	655	707	774	512	88	0	0	600	
			Designated waste	Amount generated	Total	Ton	12,206	15,426	9,626	12,918	11,269	3,278	8	102
	Amount of waste recycled			Subtotal	Ton	11,272	13,691	8,633	11,707	9,748	2,906	2	32	12,688
By consignment type		Internal treatment		Ton	0	0	0	0	0	0	0	0	0	
		Consigned treatment		Ton	11,272	13,691	8,633	11,707	9,748	2,906	2	32	12,688	
Amount of waste treated		Subtotal		Ton	934	1,735	993	1,211	1,521	372	6	70	1,969	
	By consignment type	Internal treatment		Ton	0	0	0	0	0	0	0	0	0	
		Consigned treatment		Ton	934	1,735	993	1,211	1,521	372	6	70	1,969	
	By treatment type	Landfilled		Ton	43	72	71	91	68	0	0	32	100	
Incinerated		Ton	891	1,224	915	1,113	1,443	372	6	38	1,859			
	Other	Ton	0	439	7	7	10	0	0	0	10			

1) The data was compiled for the Daesan Plant and GRC.
 - The 2024 waste generation and treatment data were revised to reflect the additional aggregation of GRC waste data (general waste and other consigned treatment) starting in 2024.
 2) Percentage of total waste recycled = Total amount of waste recycled ÷ Total amount of waste generated

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Environmental Non-Financial Performance

Chemicals¹⁾

Category	Unit	2023		2024		2025				
		HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Amount of hazardous chemicals used	Ton	142,799	327,233	261,014	398,126	N/A	N/A	N/A	N/A	N/A
Amount of chemicals discharged	Ton	76	222	60	238	67	111	0	0	178

Environmental Investment

Category	Unit	2023		2024		2025				
		HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Total environmental investment ²⁾	KRW million	191,424	209,705	193,214	203,094	25,716	3,825	0	1,205	30,746

Green Patent

Category		Unit	2023	2024	2025
Green patents	Cumulative number of green patent applications	Cases	31	53	74
	Cumulative number of green patent registrations	Cases	7	15	22

1) The data is based on the Daesan Plant. The amount of hazardous chemicals used has not yet been finalized as of the publication date of this report and will be disclosed in the following year's report.

2) The data has been revised due to changes in calculation criteria.

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Environmental Non-Financial Performance

Environmental Compliance¹⁾

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Sanctions	Number of sanctions	Cases	0	1	0	0	2 ²⁾	0	0	0	2
	Amount of monetary penalties	KRW million	0	2.4	0	0	176,062	0	0	0	176,062

1) The information aligns with disclosures in the Annual Report [Section XI. Other Matters Necessary for Investor Protection, 3. Matters Related to Sanctions, etc.].

2) ① On April 5, 2023, a sulfuric acid leak occurred within the containment dike of a sulfuric acid storage tank in the Company’s ALK process. In connection with this incident, the Ministry of Climate, Energy and Environment (MCEE) imposed administrative sanctions and filed a criminal complaint for violations of the Chemical Substances Control Act. Subsequently, on June 19, 2025, the Seosan Branch of the Daejeon District Prosecutors’ Office imposed fines of KRW 5 million each on the Company and the relevant individual, and both fines have been paid in full. (Only the KRW 5 million fine imposed on the Company is reflected in the aggregation.)

② On August 28, 2025, pursuant to Article 12 of the Act on the Control and Aggravated Punishment of Environmental Offenses, MCEE imposed a penalty surcharge of KRW 176,057,266,800 (payment due date: October 27, 2025). On October 21, 2025, the Minister approved the Company’s application for installment payment of the penalty surcharge, dated October 16, 2025, allowing the amount to be paid in six installments at four-month intervals from October 27, 2025 to June 27, 2027 (over a period of 20 months) (10%, 10%, 15%, 15%, 25%, and 25%, respectively). The Company filed an administrative appeal on November 26, 2025 seeking cancellation of the penalty surcharge disposition, asserting that there were no grounds for its imposition and that errors had been made in calculating the surcharge amount. The Company intends to present and substantiate the relevant facts and legal arguments through the administrative review process.

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Social Non-Financial Performance

Employee Status

Category		Unit	2023 ²⁾		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Total number of workforce		Persons	2,168	3,017	2,170	2,984	2,151	650	30	116	2,947
By age ¹⁾	Under 30	Persons	477	678	519	705	437	142	1	10	590
	30 to 50	Persons	1,050	1,463	1,056	1,497	1,127	348	23	82	1,580
	Over 50	Persons	641	876	595	782	587	160	6	24	777
Total number of registered executives		Persons	6	28	6	22	6	6	6	4	22
Total number of employees		Persons	2,162	2,989	2,164	2,962	2,145	644	24	112	2,925
By employment type	Employees without fixed-term contracts	Persons	2,042	2,828	2,059	2,821	2,050	636	23	109	2,818
	Male	Persons	1,870	2,611	1,880	2,603	1,880	608	18	105	2,611
	Female	Persons	172	217	179	218	170	28	5	4	207
	Employees with fixed-term contracts	Persons	120	161	105	141	95	8	1	3	107
	Male	Persons	118	159	104	140	95	8	1	3	107
	Female	Persons	2	2	1	1	0	0	0	0	0
Total number of non-affiliated workers		Persons	1,227	1,236	1,333	1,958	1,323	539	1	1	1,864

1) The 2023 and 2024 data have been revised due to the inclusion of registered executives in the employee age-group classification.

2) The 2023 data has been revised due to errors.

ESG Data | GRI Standard Index | ESRS Index | SASB Index | TCFD Index | TNFD Index | UN SDGs Index | ESG Policy Book | Board Diversity and Expertise | Stakeholder Communication | Initiatives and Associations | Certificates | GHG Emissions Verification Statement | Independent Assurance Statement

ESG Data

※ HDO: HD Hyundai Oilbank | HDC: HD Hyundai Chemical | HSB: HD Hyundai and Shell Base Oil | HOC: HD Hyundai OCI

Social Non-Financial Performance

Employee Diversity

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Female officers ¹⁾	Total number of female officers	Persons	175	222	181	222	171	28	7	4	210
	Registered executives	Persons	1	3	1	3	1	0	2	0	3
	Female in Managerial positions	Persons	10	12	10	11	8	2	1	0	11
	Female in Managerial positions in revenue-generating departments	Persons	3	4	4	4	3	0	1	0	4
	Female in STEM fields	Persons	24	31	28	35	25	7	0	0	32
Socially marginalized groups	Persons with disabilities	Persons	44	52	45	54	45	8	0	0	53
	National veterans	Persons	76	78	75	78	70	3	0	0	73
Percentage of employees from minority or vulnerable groups		%	5.55	4.35	5.55	4.46	5.36	1.71	0	0	4.31

Labor-Management Relations

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Labor union ²⁾	Membership ratio	%	100	100	100	100	100	100	N/A	N/A	100
	No. of participants	Persons	831	1,155	844	1,164	852	314	N/A	N/A	1,166
Collective agreement coverage		%	100	100	100	100	100	100	N/A	N/A	100

1) Managers: Employees holding positions higher than section leader level / Revenue-generating departments: Departments that directly produce and sell products or services, thereby contributing to revenue / Employees in STEM fields: Employees engaged in research and education in science, technology, engineering, or mathematics.

2) HD Hyundai and Shell Base Oil (HSB) and HD Hyundai OCI (HOC) have not established a labor union.

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ESG Data

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Social Non-Financial Performance

Recruitment

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Total number of new hires		Persons	87	111	69	82	56	2	0	4	62
Gender	Male	Persons	77	100	68	80	56	1	0	4	61
	Female	Persons	10	11	1	2	0	1	0	0	1
By age	Under 30	Persons	64	81	65	73	55	1	0	2	58
	30 to 50	Persons	23	30	4	9	1	0	0	2	3
	Over 50	Persons	0	0	0	0	0	1	0	0	1
By nationality	Korean	Persons	87	111	69	82	56	2	0	4	62

Voluntary turnover

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Voluntary turnover rate		%	1.80	2.30	1.47	1.66	2.23	1.90	0	0.91	2.09
Total number of voluntary turnover		Persons	36	63	30	47	46	12	0	1	59
Gender	Male	Persons	31	56	29	45	38	9	0	0	47
	Female	Persons	5	7	1	2	8	3	0	1	12
By age	Under 30	Persons	8	15	11	17	22	6	0	0	28
	30 to 50	Persons	12	23	10	16	12	4	0	1	17
	Over 50	Persons	16	25	9	14	12	2	0	0	14

ESG Data | GRI Standard Index | ESRS Index | SASB Index | TCFD Index | TNFD Index | UN SDGs Index | ESG Policy Book | Board Diversity and Expertise | Stakeholder Communication | Initiatives and Associations | Certificates | GHG Emissions Verification Statement | Independent Assurance Statement

ESG Data

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Social Non-Financial Performance

Evaluation and Remuneration

Category			Unit	2023		2024		2025				
				HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Performance evaluation	Percentage of employees receiving regular performance evaluations		%	99.8	99.8	99.8	99.8	99.8	99.8	100	100	99.8
Employee remuneration ¹⁾	Ratio of female to male remuneration (Average unadjusted gender pay gap)		%	42.4	41.1	37.8	36.8	38.4	42.0	29.6	34.1	38.7
	Average employee remuneration	Male	KRW million/person	144	141	135	133	138	138	125	126	137
		Female	KRW million/person	83	83	84	84	85	80	88	83	84

Parental Leave

Category		Unit	2023	2024	2025			
			HDO	HDO	HDO	HDC	HSB	HOC
Number of employees on parental leave		Persons	28	27	38	11	0	1
Male		Persons	4	3	17	7	0	1
Female		Persons	24	24	21	4	0	0
Parental leave usage rate		%	17.4	14.4	16.0	12.0	0	14.3
Male		%	2.1	1.9	6.9	5.0	0	14.3
Female		%	73.1	84.2	78.9	80	0	0
Number of employees who have worked for at least 12 months after parental leave		Persons	30	41	57	10	0	0
Male		Persons	9	11	13	7	0	0
Female		Persons	21	30	44	3	0	0

1) Ratio of female to male remuneration (Average unadjusted gender pay gap) = (Average pay of male employees - Average pay of female employees) ÷ Average pay of male employees
 *The 2023 and 2024 data have been revised due to changes in the calculation methodology.

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ESG Data

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Social Non-Financial Performance

Employee Training¹⁾

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB	HOC	Total
Training hours	Training hours per employee	Hours/person	53.80	55.34	51.38	51.30	47.21	39.21	57.47	47.57	45.56
	Total training hours	Hours	116,632	166,969	111,498	153,066	101,549	25,489	1,724	5,518	134,280
Training Expenses	Training expense per employee	KRW million/person	0.68	0.68	0.63	0.69	0.60	0.24	0.37	0.20	0.50
	Total training investment cost	KRW million	1,470	2,049	1,356	2,042	1,294	154	11	23	1,482

1) The 2023 and 2024 data has been revised due to errors.

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ESG Data

※ HDO: HD Hyundai Oilbank | HDC: HD Hyundai Chemical | HSB: HD Hyundai and Shell Base Oil | HOC: HD Hyundai OCI

Social Non-Financial Performance

Occupational Safety and Health

Category			2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB ¹⁾	HOC	Total
Total working hours	Employee	Hours	4,308,000	5,936,000	4,446,000	6,099,667	4,296,000	1,322,000	48,000	224,000	5,890,000
	Supplier	Hours	9,292,000	10,814,000	4,066,000	5,246,000	3,946,000	1,356,000	N/A	106,000	5,408,000
Industrial accidents	Employee	Industrial accident rate	0.05	0.03	0.09	0.07	0.19	0.15	0	0.89	0.20
		Number of industrial accidents	1	1	2	2	4	1	0	1	6
	Supplier	Industrial accident rate	0.26	0.22	0.15	0.15	0.20	0.15	N/A	0	0.18
		Number of industrial accidents	12	12	3	4	4	1	N/A	0	5
Lost time injury	Employee	Lost time injury rate (LTIR)	0.05	0.03	0.09	0.07	0.19	0.15	0	0.89	0.20
		Lost time injury (LTI)	1	1	2	2	4	1	0	1	6
	Supplier	Lost time injury rate (LTIR)	0.32	0.34	0.15	0.15	0.20	0.15	N/A	0	0.18
		Lost time injury (LTI)	15	18	3	4	4	1	N/A	0	5
Total recordable incidents	Employee	Total recordable incident rate (TRIR)	0.37	0.27	0.23	0.16	0.37	0.15	0	0.89	0.34
		Total number of recordable incidents (RI)	8	8	5	5	8	1	0	1	10
	Supplier	Total recordable incident rate (TRIR)	0.39	0.4	0.3	0.27	0.35	0.15	N/A	0	0.30
		Total number of recordable incidents (RI)	18	21	6	7	7	1	N/A	0	8

1) HD Hyundai Oilbank (HDO) manages suppliers of HD Hyundai and Shell Base Oil (HSB) in an integrated manner.

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ESG Data

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Social Non-Financial Performance

Occupational Illness

Category		Unit	2023		2024		2025				
			HDO	Total	HDO	Total	HDO	HDC	HSB ¹⁾	HOC	Total
Employee	Occupational illness frequency rate (OIFR)	Cases/200,000 working hours	0	0	0	0	0	0	0	0	0
	Number of occupational illnesses (OI)	Cases	0	0	0	0	0	0	0	0	0
Supplier	Occupational illness frequency rate (OIFR)	Cases/200,000 working hours	0	0	0	0	0	0	N/A	0	0
	Number of occupational illnesses (OI)	Cases	0	0	0	0	0	0	N/A	0	0

Quality Management

Category		Unit	2023	2024	2025
Irregular petroleum products detection rate ²⁾		%	0.5	0.6	0.3
Quality control	Quality-related complaint resolution rate	%	100	100	100
	Number of cases accepted	Cases	50	65	180
	Number of cases addressed	Cases	50	65	180

1) HD Hyundai Oilbank (HDO) manages suppliers of HD Hyundai and Shell Base Oil (HSB) in an integrated manner.
2) Aggregated on a separate basis for HD Hyundai Oilbank.

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ESG Data

Governance¹⁾ Non-Financial Performance

Governance Structure

Category		Unit	2023	2024	2025
Board composition	Total number of directors	Persons	6	6	6
	Inside director	Persons	2	2	2
	Non-executive director	Persons	1	1	1
	Independent directors (non-standing)	Persons	3	3	3
	Percentage of independent directors	%	50	50	50
Board diversity	Gender	Number of female directors	Persons	1	1
		Percentage of female directors	%	16.67	16.67
	By age	Under 30	%	0	0
		30 to 50	%	33.33	33.33
		Over 50	%	66.67	66.67
	Percentage of board members from minority or vulnerable groups		%	0	0
Board operation	Attendance rate	Total	%	100	100
		Independent directors (non-standing)	%	100	100
	Number of meetings held		No.	8	12
ESG Committee	Number of meetings held		No.	3	3
	Agendas		Cases	5	5

1) Aggregated on a separate basis for HD Hyundai Oilbank, with partial revisions of previous data.

Economic Value Generated and Distributed

Category		Unit	2023	2024	2025
Corporate	R&D expenses	KRW million	22,354	25,823	27,226
Shareholders and investors	Dividends	KRW million	339,684	60,045	0
	Interest expenses	KRW million	161,655	206,651	204,582
Local communities	Total social contribution expenses	KRW million	14,154	12,693	1,828
Supplier	Purchase amount	KRW million	17,363,358	18,994,814	18,360,210
Employees	Labor expenses	KRW million	305,846	323,493	324,254
Government	Corporate tax	KRW million	28,923	-101,681	67,701

Ethical and Compliance Management

Category			Unit	2023	2024	2025
Ethical and compliance training	Business Ethics training	Rate	%	71.96	78.94 ²⁾	75.69
		Number of employees who completed training	Persons	1,560	1,713	1,628
	Compliance training	Number of employees who completed training	Persons	1,136	1,909	2,069
	Fair trade training	Number of employees who completed training	Persons	350	392	199
		Number of employees targeted for training	Persons	350	392	199
Anti-corruption policy	Number of employees who signed the Anti-Corruption Policy (Code of Ethics)		Persons	1,299	1,232	1,238
	Number of suppliers who signed the Anti-Corruption Policy (Code of Ethics)		Companies	350	416	340
Ethics Violation	Resolution rate of breaches of Code of Conduct		%	100	100	100
	Total number of breaches of Code of Conduct		Cases	3	1	2
	Total number of resolved breaches of Code of Conduct		Cases	3	1	2
Anti-Corruption	Percentage of operations assessed for corruption risks		%	100	100	100

2) The 2024 data has been revised due to errors.

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ESG Data

Governance Non-Financial Performance

Compliance¹⁾

Category		Unit	2023	2024 ²⁾	2025
Total number of legal and regulatory violations		Cases	1	3	3
Total monetary penalties paid for legal and regulatory violations		KRW million	2	17	176,065
Fair trade	Number of legal and regulatory violations	Cases	0	0	0
	Number of confirmed whistleblowing reports ³⁾	Cases	0	0	0
	Total monetary penalties imposed for fair trade violations	KRW million	0	0	0
Personal data protection violations	Number of violations	Cases	0	0	0
	Number of customers (individuals) affected by legal and regulatory violations (including data breach, theft, etc.)	Persons	0	0	0
Information protection incidents	Number of incidents	Cases	0	0	0
	Number of customers and employees affected	Persons	0	0	0

1) The information aligns with disclosures in the Annual Report [Section XI. Other Matters Necessary for Investor Protection, 3. Matters Related to Sanctions, etc.].
 2) The 2024 total number of legal and regulatory violations and the total monetary sanctions paid for legal and regulatory violations have been revised due to changes in aggregation criteria and the addition of a case related to Hazardous Substances Safety Management Act disclosed in the Annual Report.
 3) Number of cases accepted and addressed through the fair trade reporting channel on the HD Hyundai Oilbank website.

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GRI Standard Index

Global Reporting Initiative Standard

GRI Content Index	
Statement of use	HD Hyundai Oilbank reports its sustainability management information in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.
GRI 1 Used	GRI 1 : Foundation 2021
Application of the GRI Sector Standards	GRI 11 : Oil & Gas Sector 2021

GRI	Disclosure	Reporting Page
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	2, 6
	2-2 Entities included in the organization's sustainability reporting	2, 6
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	Restatements indicated where applicable
	2-5 External assurance	2, 137-139
	2-6 Activities, value chain and other business relationship	6
	2-7 Employees	94
	2-8 Workers who are not employees	94
	2-9 Governance structure and composition	101, 132, Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-10 Nomination and selection of the highest governance body	Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-11 Chair of the highest governance body	8, Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-12 Role of the highest governance body in overseeing the management of impacts	8
	2-13 Delegation of responsibility for managing impacts	8
	2-14 Role of the highest governance body in sustainability reporting	8, Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-15 Conflicts of interest	132, Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'

GRI	Disclosure	Reporting Page
General Disclosures		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	8, 11, Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-17 Collective knowledge of the highest governance body	Annual Report 'VI. Matters Related to Corporate Bodies Including the Board of Directors, etc., 1. Matters Related to the Board of Directors'
	2-18 Evaluation of the performance of the highest governance body	8, Annual Report 'VIII. Matters Related to Executives and Employees, etc., 2. Executive remuneration, etc.'
	2-19 Remuneration policies	Annual Report 'VIII. Matters Related to Executives and Employees, etc., 2. Executive remuneration, etc.'
	2-20 Process to determine remuneration	Annual Report 'VIII. Matters Related to Executives and Employees, etc., 2. Executive remuneration, etc.'
	2-21 Annual total compensation ratio	N/A
	2-22 Statement on sustainable development strategy	5
	2-23 Policy commitments	116-131
	2-24 Embedding policy commitments	16, 18, 23, 29, 34, 48-50, 61-63, 66-69, 78, 80-83
	2-25 Processes to remediate negative impacts	53, 65, 69, 85, 133
	2-26 Mechanisms for seeking advice and raising concerns	85
	2-27 Compliance with laws and regulations	93, 102
	2-28 Membership associations	134
	2-29 Approach to stakeholder engagement	133
	2-30 Collective bargaining agreements	95

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GRI Standard Index

Global Reporting Initiative Standard

GRI	Disclosure		Reporting Page	Sector REF# ¹⁾	Remark
Material Topic & Topic Standards					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	11		
	3-2	List of material topics	11-13		
Material issue 1	Response to Climate Change				
GRI 3: Material Topics 2021	3-3	Management of material topics	12, 116-117	11.1.1, 11.2.1	
GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	19-21	11.2.2, 11.14.2	
GRI 302 : Energy	302-1	Energy consumption within the organization	88	11.1.2	
	302-2	Energy consumption outside of the organization	-	11.1.3	Information incomplete
	302-3	Energy intensity	88	11.1.4	
	302-4	Reduction of energy consumption	17	-	
	302-5	Reductions in energy requirements of products and services	-	-	Not applicable
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	87, 136	11.1.5	
	305-2	Energy indirect (Scope 2) GHG emissions	87, 136	11.1.6	
	305-3	Other indirect (Scope 3) GHG emissions	-	11.1.7	Information incomplete
	305-4	GHG emissions intensity	87	11.1.8	
	305-5	Reduction of GHG emissions	16-18	11.2.3	
	305-6	Emissions of ozone-depleting substances (ODS)	-	-	Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	89	11.3.2	
Material issue 2	Pollutant Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	12, 116-117	11.3.1, 11.6.1, 11.8.1	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	26-27	11.6.2	
	303-2	Management of water discharge-related impacts	31	11.6.3	
	303-3	Water withdrawal	90	11.6.4	
	303-4	Water discharge	90	11.6.5	
	303-5	Water consumption	90	11.6.6	

1) In accordance with GRI 11: Oil and Gas Sector 2021

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GRI Standard Index

Global Reporting Initiative Standard

GRI	Disclosure		Reporting Page	Sector REF#	Remark
Material issue 3	Sustainable Products and Resource Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	12, 116-117	11.5.1, 11.14.1	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	101	11.14.2, 11.21.2	
GRI 203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	44-45	11.14.5	
GRI 301: Materials	301-1	Materials used by weight or volume	112	-	
	301-2	Recycled input materials used	40-42	-	
	301-3	Reclaimed products and their packaging materials	-	-	Information incomplete
GRI 306 : Waste	306-1	Waste generation and significant waste-related impacts	44	11.5.2	
	306-2	Management of significant waste-related impacts	44	11.5.3	
	306-3	Waste generated	91	11.5.4, 11.8.2	
	306-4	Waste diverted from disposal	91	11.5.5	
	306-5	Waste directed to disposal	91	11.5.6	
Material issue 4	Safety and Health				
GRI 3: Material Topics 2021	3-3	Management of material topics	12, 118-119	11.9.1	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	48-49	11.9.2	
	403-2	Hazard identification, risk assessment, and incident investigation	51, 53-54	11.9.3	
	403-3	Occupational health services	54	11.9.4	
	403-4	Worker participation, consultation, and communication on occupational safety and health	53	11.9.5	
	403-5	Worker training on occupational health and safety	50-51	11.9.6	
	403-6	Promotion of worker health	53-54, 59	11.9.7	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	50-54	11.9.8	
	403-8	Workers covered by an occupational health and safety management system	49	11.9.9	
	403-9	Work-related injuries	53-54, 99, 111	11.9.10	
	403-10	Work-related ill health	54, 99-100	11.9.11	

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GRI Standard Index

Global Reporting Initiative Standard

GRI	Disclosure	Reporting Page	Sector REF#	Remark
Material issue 5	Talent Management and Enhancement of Employee Value			
GRI 3: Material Topics 2021	3-3 Management of material topics	12, 120-125	11.10.1, 11.11.1, 11.13.1	
GRI 401: Employment	401-1 New employee hires and employee turnover	96	11.10.2	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	59-60	11.10.3	
	401-3 Parental leave	97	11.10.4, 11.11.3	
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	60	11.10.5	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	98	11.10.6, 11.11.4	
	404-2 Programs for upgrading employee skills and transition assistance programs	57	11.10.7	
	404-3 Percentage of employees receiving regular performance and career development reviews	97	-	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	94-95, 101	11.11.5	
	405-2 Ratio of basic salary and remuneration of women to men	97	11.11.6	
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	65	11.11.7	
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	60	11.13.2	

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GRI Standard Index

Global Reporting Initiative Standard

Sector standards topics in the applicable GRI Sector Standards determined as not material		
Topic	Reason for not being selected as a material issue	Remark
11.4 Biodiversity	Although this topic was not selected as a material topic in the materiality assessment due to its low level of related impact, HD Hyundai Oilbank recognizes the importance of biodiversity and ecosystems in its business operations, identifies related impacts, dependencies, risks and opportunities, and carries out ecosystem conservation activities.	
11.7 Closure and rehabilitation	HD Hyundai Oilbank’s operating sites have no applicable cases, and therefore this topic was not selected as a material issue. All operating sites have completed environmental impact assessments.	Not applicable
11.12 Forced labor and modern slavery	HD Hyundai Oilbank’s operating sites have no applicable cases, and therefore this topic was not selected as a material issue. Through its Human Rights Management and Due Diligence Policy, HD Hyundai Oilbank prohibits all forms of forced labor, including slavery.	Not applicable
11.15 Local communities	Although this topic was not selected as a material topic in the materiality assessment due to its low level of related impact, HD Hyundai Oilbank continuously engages with key stakeholders in local communities and manages negative impacts on local communities.	
11.16 Land and resource rights	HD Hyundai Oilbank identifies factors that could negatively affect land and resources at its sites. As the level of related impact is low, this topic was not selected as a material issue.	
11.17 Rights of indigenous peoples	HD Hyundai Oilbank strives to minimize negative impacts on the rights of indigenous peoples by providing communication channels accessible to all stakeholders and operating local consultative councils. As the level of related impact is low, this topic was not selected as a material issue.	
11.18 Conflict and security	HD Hyundai Oilbank conducts human rights impact assessments and operates various communication channels to prevent human rights violations arising from security activities. As the level of related impact is low, this topic was not selected as a material issue.	
11.19 Anti-competitive behavior	HD Hyundai Oilbank complies with laws and regulations related to fair trade, provides training for employees, and regularly monitors compliance with fair trade requirements. As the level of related impact is low, this topic was not selected as a material issue.	
11.20 Anti-corruption	HD Hyundai Oilbank provides anti-corruption training and operates ethics reporting channels, striving to mitigate corruption risks and maintain responsible business practices. As the level of related impact is low, this topic was not selected as a material issue.	
11.21 Payments to governments	HD Hyundai Oilbank complies with relevant legal requirements, including tax payments and reporting of audit results. As the level of related impact is low, this topic was not selected as a material issue.	
11.22 Public policy	According to Article 31 of the Political Funds Act, political donations are legally prohibited. Accordingly, this topic was not selected as a material issue.	Not applicable

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ESRS Index

European Sustainability Reporting Standards

ESRS 2. General Disclosures

Disclosure Requirements	Description	Page
ESRS 2 BP-1	Basis for preparation of the sustainability statement	2
ESRS 2 BP-2	Specific information if the undertaking uses phasing-in options	–
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies in relation to sustainability	8
ESRS 2 GOV-2	Integration of sustainability-related performance in incentive schemes	8
ESRS 2 GOV-3	Statement on due diligence	64
ESRS 2 GOV-4	Risk management and internal controls over sustainability reporting	–
ESRS 2 SBM-1	Strategy, business model and value chain	6
ESRS 2 SBM-2	Interests and views of stakeholders	133
ESRS 2 SBM-3	Interaction of material impacts risks and opportunities with strategy and business model, and financial effects	12–13
ESRS 2 IRO-1	Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	11
ESRS 2 IRO-2	Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement	12–13

E1. Climate Change

Disclosure Requirements	Description	Page
E1-1	Transition plan for climate change mitigation	22
E1-2	Climate-related risks and scenario analysis	19–20
E1-3	Resilience in relation to climate change	–
E1-4	Policies related to climate change mitigation and adaptation	116–117
E1-5	Actions and resources in relation to climate change policies	16–18, 21
E1-6	Targets related to climate change	22
E1-7	Energy consumption and mix	88
E1-8	Gross Scope 1, 2, 3 GHG emissions	87
E1-9	GHG removals and GHG mitigation projects financed through carbon credits	–
E1-10	Internal carbon pricing	22
E1-11	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	20

E2. Pollution

Disclosure Requirements	Description	Page
E2-1	Policies related to pollution	116–117
E2-2	Actions and resources related to pollution	24–26, 28–29
E2-3	Targets related to pollution	33
E2-4	Pollution of air, water and soil	25–26, 29
E2-5	Substances of concern and substances of very high concern	28

ESRS Index

European Sustainability Reporting Standards

E3. Water and Marine Resources

Disclosure Requirements	Description	Page
E3-1	Policies related to water resources	116–117
E3-2	Actions and resources related to water resources	27
E3-3	Targets related to water resources	–
E3-4	Water metrics	90

E4. Biodiversity and Ecosystems

Disclosure Requirements	Description	Page
E4-1	Biodiversity and ecosystems transition plan	–
E4-2	Policies related to biodiversity and ecosystems	131
E4-3	Actions and resources related to biodiversity and ecosystems	38
E4-4	Targets related to biodiversity and ecosystems	–
E4-5	Metrics related to biodiversity and ecosystems change	38, 90

E5. Resource Use and Circular Economy

Disclosure Requirements	Description	Page
E5-1	Policies related to resource use and circular economy	116–117
E5-2	Actions and resources related to resource use and circular economy	40–44
E5-3	Targets related to resource use and circular economy	45–46
E5-4	Resource inflows	112
E5-5	Resource outflows	91

S1. Own Workforce

Disclosure Requirements	Description	Page
S1-1	Policies related to own workforce	118–125
S1-2	Engagement with own workforce and workers’ representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy	60, 65, 133
S1-3	Actions and resources related to own workforce	50–51, 57–60, 62–64
S1-4	Targets related to own workforce	55, 65
S1-5	Characteristics of the undertaking’s employees	94–95
S1-6	Characteristics of non-employees in the undertaking’s own workforce	94
S1-7	Collective bargaining coverage and social dialogue	60, 95
S1-8	Diversity metrics	95
S1-9	Adequate wages	–
S1-10	Social protection	59, 97
S1-11	Persons with disabilities	95
S1-12	Training and skills development metrics	98
S1-13	Health and safety metrics	99
S1-14	Work-life balance metrics	97
S1-15	Remuneration metrics	97
S1-16	Incidents of discrimination and other human rights incidents	65

ESRS Index

European Sustainability Reporting Standards

S2. Workers in the Value Chain

Disclosure Requirements	Description	Page
S2-1	Policies related to workers in the value chain	118–126
S2-2	Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs and approaches to remedy	53, 65, 69, 82, 85, 133
S2-3	Actions and resources related to workers in the value chain	52, 67–68
S2-4	Targets related to workers in the value chain	69

S3. Affected Communities

Disclosure Requirements	Description	Page
S3-1	Policies related to affected communities	118–125
S3-2	Engagement with affected communities, existence of channels for affected communities to raise concerns or needs and approaches to remedy	65, 76, 133
S3-3	Actions and resources related to affected communities	74–75
S3-4	Targets related to affected communities	76

S4. Consumers and End-users

Disclosure Requirements	Description	Page
S4-1	Policies related to consumers and end-users	129–130
S4-2	Engagement with consumers and end-users, existence of channels for consumers and end-users to raise concerns or needs and approaches to remedy	65, 71, 133
S4-3	Actions and resources related to consumers and end-users	70–72
S4-4	Targets related to consumers and end-users	–

G1. Business Conduct

Disclosure Requirements	Description	Page
G1-1	Policies related to business conduct	127–128
G1-2	Actions related to business conduct	82–84
G1-3	Targets related to business conduct	85
G1-4	Metrics related to corruption or bribery	101–102
G1-5	Metrics related to political influence, including lobbying activities	–
G1-6	Metrics related to payment practices	67

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SASB Index¹⁾

Sustainability Accounting Standards Board

Extractives & Minerals Processing (Oil & Gas - Refining & Marketing)

Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Unit	2023	2024	2025	Remark	
Greenhouse Gas Emissions	EM-RM-110a.1	Gross global Scope 1 emissions	tCO ₂ eq	7,069,045	7,773,680	7,713,951		
		Percentage covered under emissions-limiting regulations	%	100	100	100		
	EM-RM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		-	Page 16-22			
Air Quality	EM-RM-120a.1	(1) Air emissions of NOx (excluding N ₂ O)	Ton	2,344.77	2691.01	2,733.78		
		(2) Air emissions of SOx	Ton	1,419.90	1,524.37	1,379.58		
		(3) Air emissions of particulate matter (PM10) ²⁾	Ton	41.49	47.90	61.37		
		(4) Air emissions of H ₂ S	Ton	0.17	0	0.04		
		(5) Air emissions of volatile organic compounds (VOCs)	Ton	178.04	219.47	154.03		
	EM-RM-120a.2	Number of refineries in or near areas of dense population		Number	1	1	1	Daesan Plant
Water Management	EM-RM-140a.1	(1) Total water withdrawn ³⁾	Ton	24,624,978	24,742,765	25,542,165		
		(2) Total water consumed ³⁾	Ton	14,408,350	14,657,026	15,354,859		
		(3) Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	%	N/A	N/A	N/A	No areas classified as regions with "high" or "very high" baseline water stress	
		(4) Percentage of water consumed in regions with High or Extremely High Baseline Water Stress	%	N/A	N/A	N/A		
	EM-RM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations		Cases	0	0	1	
Hazardous Materials Management	EM-RM-150a.1	(1) Amount of hazardous waste generated	Ton	15,426	12,918	14,657		
		(2) Percentage of hazardous waste recycled	%	88.75	90.63	86.57		
	EM-RM-150a.2	(1) Number of underground storage tanks (USTs)	Number	2	2	2	Applicable to company-owned gas stations within plant facilities	
		(2) Number of UST releases requiring clean up	Number	0	0	0		
		(3) Percentage in jurisdictions with UST financial assurance funds	%	N/A	N/A	N/A	Not applicable to domestic business sites	
Workforce Health & Safety	EM-RM-320a.1	(1) Total recordable incident rate (TRIR)	(a) Direct employees	Cases/200,000 working hours	0.27	0.16	0.34	
		(b) Contract employees	Cases/200,000 working hours	0.40	0.27	0.26		
		(2) Fatality rate	(a) Direct employees	Cases/200,000 working hours	0	0	0	
		(b) Contract employees	Cases/200,000 working hours	0	0	0		
		(3) Near miss frequency rate (NMFR)	(a) Direct employees	Cases/200,000 working hours	34.37	35.74	31.32	
			(b) Contract employees	Cases/200,000 working hours	N/A	N/A	N/A	
		EM-RM-320a.2	Discussion of management systems used to integrate a culture of safety		-	Page 48-49		

1) The disclosed data is presented on a consolidated basis, covering HD Hyundai Oilbank and its major affiliates.

2) The disclosed data has been aggregated in accordance with the Company's internal aggregation standard, TSP.

3) The data has been revised due to changes in collection criteria.

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SASB Index

Sustainability Accounting Standards Board

Extractives & Minerals Processing(Oil & Gas - Refining & Marketing)

Topic	Code	Metric	Unit	2023	2024	2025	Remark
Product Specifications & Clean Fuel Blends	EM-RM-410a.2	Total addressable market and share of market for advanced biofuels and associated infrastructure	Total addressable market	₩	N/A	N/A	Not calculable due to data collection limitations
			Share of market	%	N/A	N/A	
	EM-RM-410a.3	Volumes of renewable fuels for fuel blending	Net volume produced	Barrels of oil equivalent (BOE)	0	519,621	609,661
			Net volume purchased	Barrels of oil equivalent (BOE)	1,224,452	913,000	585,750
Pricing Integrity & Transparency	EM-RM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	KRW million	0	0	0	
Management of the Legal & Regulatory Environment	EM-RM-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	-	Page 113			
Critical Incident Risk Management	EM-RM-540a.1	Process Safety Event (PSE) rates	Tier 1	%	0.13477	0.09837	0.067911
			Tier 2	%	0	0	0
	EM-RM-540a.2	Challenges to Safety Systems Indicator rate (Tier 3)	%	0.03369	0	0	
	EM-RM-540a.3	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	-	Page 50-54			

Activity Metrics

Topic	Code	Metric	Unit	2023	2024	2025	Remark
Refining throughput of crude oil and other feedstocks	EM-RM-000.A	Refining throughput of crude oil and other feedstocks	Barrels of oil equivalent (BOE)	190,614,000	215,552,000	225,871,000	Calculated based on crude oil refining throughput
Refining operating capacity	EM-RM-000.B	Refining operating capacity	Thousand barrels/day (TBDP)	693	693	693	Calculated based on production capacity

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TCFD Index

Taskforce on Climate-related Financial Disclosures

Category	TCFD’s recommended disclosures	Page
Governance Governance around climate-related risks and opportunities	A. Describe the board’s oversight of climate-related risks and opportunities.	16
	B. Describe management’s role in assessing and managing climate-related risks and opportunities.	16
Strategy Impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	19–21
	B. Describe the impact of climate related risks and opportunities on the organization’s businesses, strategy, and financial planning.	19–20, 39–43
	C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	19–20
Risk Management Identification, assessment, prioritization and monitoring of climate-related risks	A. Describe the organization’s processes for identifying and assessing climate-related risks.	21
	B. Describe the organization’s processes for managing climate-related risks.	21
	C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	–
Metrics & Targets Metrics and targets used to assess and manage climate-related risks and opportunities	A. Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	87–88
	B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	87
	C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	16, 22

TNFD Index

Taskforce on Nature-related Financial Disclosures

Category	TNFD’s recommended disclosures	Page
Governance Governance of nature-related dependencies, impacts, risks and opportunities	A. Describe the board’s oversight of nature-related dependencies, impacts, risks and opportunities.	34
	B. Describe management’s role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	34
	C. Describe the organization’s human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization’s assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	–
Strategy Effects of nature-related issues on the organization’s business model, strategy and financial planning	A. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term.	36–37
	B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization’s business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	36–37
	C. Describe the resilience of the organization’s strategy to nature-related risks and opportunities, taking into consideration different scenarios.	–
	D. Disclose the locations of assets and/or activities in the organization’s direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	35
Risk & Impact Management Processes used by the organization to identify, assess, prioritise and monitor nature-related dependencies, impacts, risks and opportunities	A. (i) Describe the organization’s processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.	34–35
	A. (ii) Describe the organization’s processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	34–35
	B. Describe the organization’s processes for managing nature-related dependencies, impacts, risks and opportunities.	34
	C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organization’s overall risk management processes.	–
Metrics & Targets Metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities	A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	–
	B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	38, 90
	C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	–

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UN SDGs Index

United Nations Sustainable Development Goals

UN SDGs	Key Activities	Page
 Goal 1. No poverty	Provide self-reliance support and care services for underprivileged groups	75
 Goal 2. Zero hunger	Promote rice purchasing programs to strengthen local agricultural competitiveness	74
 Goal 3. Good health and well-being	Provide welfare benefits to improve employee quality of life and job satisfaction	58–60
 Goal 4. Quality education	- Operate training curricula for employee competency development - Local Talent Development Project	57, 74–75
 Goal 5. Gender equality	- Foster a family-friendly corporate culture - Operate programs to develop women leaders	60, 63
 Goal 6. Clean water and sanitation	- Reduce water withdrawal through water recycling - Conduct water resource risk analysis	27
 Goal 7. Affordable and clean energy	- Generate and utilize renewable energy - Expand bio and circular resources business for green energy production and supply	17, 40–42
 Goal 8. Decent work and economic growth	- Operate internal recruitment system - Build inclusive supply chains through promoting supplier diversity	59, 67

UN SDGs	Key Activities	Page
 Goal 9. Industry, innovation and infrastructure	- Invest in low-carbon transition and construct LNG power plants - Pursue green R&D related to new energy	17–18, 43
 Goal 10. Reduced inequalities	Eliminate discrimination based on gender, religion, origin, and social status	56, 120–125
 Goal 11. Sustainable cities and communities	- Preserve the environment through pollutant monitoring - Build related infrastructure through operation of camper dump stations	24–29, 72
 Goal 12. Responsible consumption and production	- Expand ELV, OBP and other circular raw materials - Promote waste recovery and resource recycling	40–46
 Goal 13. Climate action	- Conduct climate change scenario analysis - Establish and implement GHG reduction strategies	16, 19–21
 Goal 14. Life below water	Conduct marine conservation activities including fish release in nearby waters around business sites	75
 Goal 15. Life on land	- Install and monitor artificial nests for flying squirrels - Capture invasive species in Bundang Lake	38
 Goal 16. Peace, justice and strong institutions	- Conduct human rights impact assessments - Establish and disclose policies related to human rights, compliance, and ethics	63–64, 120–125, 127–128
 Goal 17. Partnerships for the goals	- Sign MOUs for circular resource systems and biodiversity conservation activities - Expand supplier mutual cooperation programs	38, 42, 67

ESG Policy Book

Environmental Management Policy

1. Purpose

HD Hyundai Oilbank (hereinafter referred to as the “Company”) acknowledges environmental management as a core value of the utmost importance for its sustainable growth. The Company endeavors to minimize the environmental impact of all its management activities and hereby establishes this Policy as a means of fulfilling its social responsibility.

2. Scope

This Policy shall apply to all business sites of the Company and to all individuals working therein. The Company encourages all of its affiliates and suppliers to comply with this Policy or with policies of equivalent scope and effect. While the Company shall implement environmental management practices in accordance with this Policy, it shall give precedence to the applicable environmental laws and regulations of relevant jurisdictions.

3. Basic Principles(Commitments)

The Company recognizes environmental management as a top priority and makes continuous efforts to protect its employees, suppliers, customers, and local communities from accidents, while minimizing the environmental impact of its business operations.

1. The Company invests human and material resources to continuously enhance its environmental management capabilities.
2. The Company addresses hazards and risk factors at its business sites to develop a safe working environment.
3. The Company enhances its environmental management standards through activities that involve listening and engaging with the opinions of the members.
4. The Company establishes procedures to prepare for disasters and implements measures to prevent recurrence in the event of an accident.
5. The Company conducts its business with suppliers who demonstrate sufficient environmental management competencies.
6. The Company strictly complies with all applicable environmental laws and regulations.
7. The Company provides training and education to enhance the environmental capabilities of its members.
8. The Company makes ongoing efforts to prevent pollution and conserve the environment through environmental management.
9. The Company transparently discloses its environmental performance both internally and externally and fulfills its corporate social responsibilities.

4. Specific Principles by Area (Goals)

The Company aims to achieve an ‘Green Company’ by adopting optimal environmental technologies and advancing its environmental management system.

Energy and Greenhouse Gas

The Company establishes an energy management system (EnMS) and formulates a vision and strategy for reducing energy consumption and greenhouse gas emissions. The Company conducts a prior energy review to enhance energy performance and efficiency in the process of design or procurement of facilities, equipment, products, and services that consume energy, and reflects the findings in its decision-making processes.

Air

The Company prevents environmental pollution caused by air pollutants by efficiently managing both direct and indirect air pollutants generated during the production process and strives to improve air quality. The Company strictly complies with legal emission standards and manages air pollutants by establishing internal standards that are stricter than legally permitted thresholds.

Water Quality

The Company strictly complies with legal emission standards for water pollutants generated across all its business sectors and establishes internal standards that are stricter than those legal thresholds. Through these efforts, the Company minimizes the environmental impact from the discharge of water pollutants and seeks to maintain a clean water environment. The Company also develops rapid and efficient recovery procedures to prepare for potential water pollution incidents.

Hazardous Chemicals

The Company prevents harm and risks to workers and the environment caused by hazardous chemicals it handles. The Company only purchases, and manages hazardous chemicals that have been confirmed through appropriate procedures. Furthermore, the Company responds swiftly to accidents caused by hazardous chemicals to safeguard the lives and property of all workers and protect the environment.

Raw Materials and Auxiliary Materials

The Company introduces and manages a system designed to minimize environmental impact and prevent unnecessary waste of resources. When introducing new raw materials and auxiliary materials, the Company conducts environmental impact assessments to ensure that their environmental impacts are minimized across all stages.

ESG Policy Book

Environmental Management Policy

Waste

The Company establishes procedures for the collection, transportation, storage, and treatment of waste generated from its operations, and promotes the efficient use of resources and the recycling of waste to minimize waste generation. The Company complies with all applicable Korean and local laws and regulations when transporting waste across international borders.

Odor and Noise

The Company conducts periodic inspections of odor and noise levels in the vicinity of its plant and takes appropriate measures to identify sources and address any issues identified.

Soil

The Company prevents soil contamination resulting from the storage of raw materials, products, and other soil-contaminating substances. Furthermore, the Company prevents environmental harm arising from soil contamination and ensures the proper management and conservation of soil resources.

Marine

The Company establishes standards and procedures to prevent and mitigate marine pollution, including largescale oil spills, and minimizes harm to marine life and ecosystems. Furthermore, the Company maintains comprehensive prevention systems—such as pollution control personnel, equipment, and alert protocols—and mobilizes all available resources in the event of a marine incident to minimize environmental damage.

Water

The Company efficiently utilizes water required for its processes and continuously identifies and implements measures to recycle used water, thereby minimizing water consumption. In addition, the Company monitors whether any of its business sites are located in regions at risk of water scarcity or depletion.

Environmental Accidents

In the event of an environmental incident involving the release of hazardous substances—such as hazardous chemicals, flammable materials, or waste—that results in environmental contamination or damage, the Company takes immediate action, investigates the cause of the incident, formulates and implements measures to prevent recurrence ensuring future events from occurring.

Environmental Monitoring

The Company regularly monitors and measures key operational characteristics and activities that may significantly impact the environment, identifying and managing the concentration of pollutants discharged from emission and pollution prevention facilities at all times.

Product Environmental Analysis

The Company analyzes the environmental impact of its products through life cycle assessments and communicates the results transparently to its customers. During product development, the Company considers, identifies, and mitigates environmental impacts at each stage—including raw material sourcing, transportation, and production—to promote sustainable production and consumption.

Customer Environmental Protection

The Company inspects each gas station to prevent customer exposure to emergencies or incidents—such as oil leaks, fires, or explosions—and maintains a “Gas Station Crisis Response Manual” to ensure a prompt response in the event of such emergencies or incidents.

5. Governance

The environmental management divisions at each business site shall adhere to this Environmental Management Policy and take the necessary actions to achieve the relevant goals. In the event of significant environmental issues, the ESG Committee under the Board of Directors may deliberate on, manage, and oversee the relevant matters as deemed necessary.

ESG Policy Book

Safety and Health Management Policy

1. Purpose

HD Hyundai Oilbank (hereinafter referred to as the “Company”) acknowledges safety and health as a core value of the utmost importance for its sustainable growth. The Company endeavors to minimize the negative impacts related to safety of all its management activities and hereby establishes this Policy as a means of fulfilling its social responsibility.

2. Scope

This Policy applies to all of the Company’s business sites and all individuals (including regular employees, contract workers, and employees of suppliers, etc.) working within these sites. It also covers the safety and health of stakeholders, such as local communities and consumers near the business sites. The Company encourages all of its affiliates and suppliers to comply with this Policy or with policies of equivalent scope and effect. While the Company shall implement safety and health management practices in accordance with this Policy, it shall give precedence to the applicable safety and health-related laws and regulations of relevant jurisdictions.

3. Basic Principles(Commitments)

The Company recognizes safety and health as a top priority and makes continuous efforts to protect its employees, suppliers, customers, and local communities from accidents.

1. The Company invests human and material resources to continuously enhance its safety and health management capabilities.
2. The Company addresses hazards and risk factors at its business sites to develop a safe working environment.
3. The Company enhances its safety and health management standards through activities that involve listening and engaging with the opinions of the members.
4. The Company establishes procedures to prepare for disasters and implements measures to prevent recurrence in the event of an accident.
5. The Company conducts its business with suppliers who demonstrate sufficient safety and health management competencies.
6. The Company strictly complies with laws and regulations related to safety and health.
7. The Company provides training and education to enhance the safety and health capabilities of its members.
8. The Company transparently discloses its performance in the safety and health sectors both internally and externally and fulfills its corporate social responsibilities.

4. Specific Principles by Area (Goals)

The Company aims to realize a ‘Safety Well-being Company’ and to achieve ‘Zero Safety Accidents’ by advancing safety awareness and internalizing safe behaviors.

Safety Measures

The Company shall take measures to protect workers from risks arising from hazardous and dangerous machinery, improper work practices, or dangerous work environments, and to prevent health-related issues. Additionally, all workers shall inspect and patrol their areas to detect and correct any potential defects early, in order to prevent accidents within their respective areas of responsibility.

Health Measures

The Company shall conduct regular health checkups and work environment measurements to prevent various diseases and illnesses that may affect workers. Additionally, when handling hazardous substances, the Company shall install local exhaust ventilation systems, provide respiratory protection devices, implement noise reduction measures, and install temperature and humidity control systems, as well as take measures to prevent infectious diseases.

Voluntary Safety Culture

Both the Company and its workers shall recognize their respective roles and responsibilities in safety and health, protect themselves from hazardous and risky factors, and prioritize safety as a core value in all operations and management activities.

Risk Assessment

The Company conducts a ‘Job Hazard Analysis’ to identify hazardous and risk factors arising from construction, machinery, equipment, facilities, raw materials, gas, steam, dust, work activities, or other job-related tasks, to prevent worker injuries and illnesses. Additionally, the Company conducts a ‘Process Hazard Analysis’ to evaluate risks that may arise during factory changes and equipment operations, thereby reducing the likelihood of accidents.

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Workplace Environmental Monitoring

The Company conducts ‘Workplace Environmental Monitoring’ to identify hazardous factors in the business site, such as chemicals, dust, noise, vibration, to safeguard employees’ health, and to ensure a safe and comfortable working environment.

Health Promotion Activities

The Company conducts preventive activities, such as the ‘musculoskeletal prevention and management program’ and ‘job stress management,’ to maintain the optimal health of workers, including initiatives to prevent work-related diseases.

Safety and Health Training

The Company provides safety and health education and training to all workers, including officers, employees, and suppliers to ensure they are familiar with applicable safety and health regulations, clearly understand their roles and responsibilities, and are equipped to prevent and respond to safety incidents.

Emergency Response

The Company establishes emergency response procedures to prepare for critical incidents—such as fires, explosions, marine pollution, natural disasters (including typhoons, floods, and earthquakes), and process shutdowns—that may cause significant harm to individuals, facilities, or surrounding areas, thereby minimizing human and material losses both within and beyond the business site.

Safety of Suppliers

To select suppliers (qualified contractors) capable of taking industrial accident prevention measures, the Company specifies and mandates safety and health requirements in its contract terms, which suppliers are obligated to comply with. Additionally, the Company conducts safety assessments during the supplier registration evaluation, selection evaluation, and performance evaluation stages. Suppliers shall proactively manage safety and health to prevent accidents in all work activities, including construction, maintenance, and inspections.

Customer Safety

To protect customer safety and prevent emergencies and accidents (fuel leaks, fires, explosions, natural disasters, etc.) that may occur at gas stations, the Company establishes a manual for inspecting gas station facilities and conducts regular inspections. In order to ensure an expeditious response in the event of an emergency or accident, the Company operates a ‘Gas Station Emergency Response Manual.’

5. Governance

The safety and health management divisions at each business site shall comply with safety and health management principles and perform related activities to achieve their goals. A safety and health plan shall be established and reported to the Board of Directors, and significant matters and issues regarding safety and health shall be deliberated and decided at the Industrial Safety and Health Committee and safety meetings at each business site.

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Human Rights Management and Due Diligence Policy

Chapter 1. General Provisions

Article 1 (Purpose)

This regulation aims to establish the general principles of human rights management to protect and promote the human rights of stakeholders, including the officers and employees of HD Hyundai Oilbank (hereinafter referred to as the “Company”).

Article 2 (Definitions and Interpretation)

- ❶ The terms used in this Policy shall have the following meanings:
 1. “Human rights” refer to the dignity, value, freedoms, and rights of individuals as guaranteed by the Constitution and applicable laws, as well as those recognized by international norms outlined in the HD Hyundai Oilbank Human Rights Management Declaration.
 2. “Human rights management” refers to the Company’s efforts to respect and protect human dignity and value, and to prevent human rights violations throughout all business operations. This includes the declaration of this policy, the conduct of human rights due diligence, the provision of grievance mechanisms for victims of such violations, and the delivery of human rights education to officers and employees. It also includes transparent disclosure of human rights management outcomes through communication with stakeholders.
 3. “Officers and employees” include the Company’s officers, individuals employed under an employment contract with the Company (including non-regular workers), and temporary or dispatched workers.
 4. “Stakeholders” refer to parties that are directly impacted by the Company’s business activities. This includes officers and employees of the Company and its subsidiaries, as well as labor representatives. Where necessary, officers and employees of partner companies with which the Company maintains direct contractual relationships may also be deemed stakeholders.

Article 3 (Scope)

- ❶ This regulation applies to all domestic and overseas officers, employees, and stakeholders. For officers and employees working abroad, laws and regulations of relevant jurisdictions shall apply.
- ❷ This regulation shall govern the Company’s human rights management practices, except where otherwise provided by applicable laws or the articles of incorporation.

Chapter 2. General Principles of Human Rights Management

Article 4 (Basic Principles)

The Company upholds and complies with internationally recognized human rights standards and guidelines, including the UN Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the ILO Declaration on Fundamental Principles and Rights at Work, and the EU Corporate Sustainability Due Diligence Directive (CSDDD). The Company shall establish a human rights due diligence system integrated into its risk management framework as a key means of implementing human rights management.

Article 5 (Implementation of Human Rights Management)

In compliance with the general principles set forth in this chapter, the Company shall respect human dignity and value, take preventive measures against human rights violations, and make proactive efforts to provide remedies.

Article 6 (Respect for Right to Life)

The Company shall regard the right to life as the highest priority in all business activities. It shall identify and eliminate risk factors—such as industrial accidents and hazardous environments—that may arise during the course of business, and shall devise safety measures to prepare for emergency situations.

Article 7 (Humane Treatment)

The Company strictly opposes all forms of torture and inhumane treatment and actively strives to prevent physical or mental inhumane treatment in advance in order to realize human dignity and value. In cases of inhumane treatment, strict measures shall be taken in accordance with relevant regulations, and proactive efforts shall be made to provide relief.

Article 8 (Right to Physical Freedom and Safety)

The Company shall guarantee the right to physical freedom and safety for all individuals, and shall not tolerate any form of arbitrary or unlawful detention.

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Article 9 (Prohibition of Invasion of Privacy)

The Company shall respect the privacy of individuals and shall not engage in arbitrary or unlawful interference with personal matters such as domestic affairs, family, or communications. It shall implement strict information security policies to protect personal information and prevent any violations thereof.

Article 10 (Respect for Diversity, Prohibition of Discrimination, and Freedom of Thought, Conscience, and Religion)

The Company respects and embraces diversity in all its corporate activities and guarantees the freedom of thought, conscience, and religion. The Company prohibits any form of discrimination, including but not limited to differences in compensation or opportunities based on gender, age, race, disability, religion, sexual orientation, political views, thought, conscience, or region of origin. It offers fair opportunities and guarantees the dignity of all members.

Article 11 (Guarantee and Improvement of Working Conditions)

The Company provides fair wages and a safe, healthy working environment for its officers and employees. The Company adheres to the legal working hours stipulated in each country in which it operates and ensures that workers receive a living wage. In addition, the Company provides appropriate compensation to all officers and employees, accompanied by pay statements.

Article 12 (Rights Related to Company Housing Provision)

When the Company provides housing, it ensures that employees have unrestricted access to basic necessities—such as food, water, clothing, and hygiene—within an appropriate living environment.

Article 13 (Prohibition of Child Labor)

The Company shall not employ children under the minimum age of 15 years, as stipulated by recognized international standards and applicable laws. Prioritizing the health and education of children, the Company complies with all relevant laws and international regulations to prevent their economic exploitation or involvement in hazardous work. (In certain developing countries, the minimum age recognized by the ILO may be 14 years; in such cases, the Company may comply with the applicable national laws and ILO standards.) In particular, the Company strictly prohibits children from engaging in slave labor, human trafficking, or any form of harsh labor under any circumstances and ensures that children are not exploited for illegal activities, especially crimes such as drug production or trafficking. Moreover, the Company fulfills its obligation to protect children from infringements on their health, morality, and rights, and conducts thorough due diligence to prevent such violations within the supply chain.

Article 14 (Prohibition of Forced Labor)

The Company prohibits all forms of forced labor, including slavery and human trafficking, and ensures that all labor within its operations is voluntary. If any instances of human bondage, including debt slavery or other exploitative labor practices, are discovered, the Company shall take immediate corrective action.

Article 15 (Guarantee of Freedom of Association and Collective Bargaining)

The Company guarantees the right to freedom of association and collective bargaining in accordance with the Constitution and labor relations laws of the Republic of Korea. It shall not subject individuals who form, join, or participate in labor union activities to any form of discrimination.

Article 16 (Prevention of Workplace Bullying and Sexual Harassment)

The Company recognizes that workplace bullying and sexual harassment are unlawful acts that undermine morale and productivity. Officers and employees shall actively cooperate in the prevention and eradication of such behavior.

Article 17 (Safety and Health)

The Company promotes occupational safety and health by fostering safe and healthy working conditions.

Article 18 (Responsible Supply Chain Management)

In pursuit of responsible supply chain management, the Company treats its suppliers fairly, supports them in practicing human rights management, and endeavors to ensure that the distribution processes and outcomes of its products and services do not adversely affect human rights.

Article 19 (Conflict Minerals)

The Company excludes the use of minerals sourced from conflict-affected regions, in accordance with international standards such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. It also strives to establish a transparent and ethical supply chain in this regard.

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Article 20 (Guarantee of Environmental Rights)

The Company complies with applicable domestic and international environmental laws and regulations, sets goals for environmental improvement in its operations, and regularly evaluates their appropriateness with the aim of preventing environmental pollution—such as soil and water contamination or excessive resource consumption. In addition, it adopts sustainable management practices to safeguard the environment.

Article 21 (Protection of the Human Rights of Local Residents)

The Company respects the rights of local communities to access land and natural resources. It takes care to ensure that the rights of residents to utilize and inhabit land, forests, and water resources—essential for maintaining a safe and healthy livelihood—are not infringed upon through unlawful eviction, deforestation, or resource exploitation. In matters concerning the use of land and resources in local communities, the Company seeks the consent of local residents and adheres to transparent procedures.

Article 22 (Protection of Customer Rights)

The Company strives to protect the health, safety, and personal information of its customers and adheres to principles of fair treatment and non-discrimination for all customers. Furthermore, it provides transparent information regarding its products and services, ensures accessibility, and establishes appropriate procedures for receiving and resolving human rights-related complaints raised by customers.

Chapter 3. Human Rights Management System

Article 23 (Human Rights Management Declaration)

The Company declares its commitment to human rights management to guarantee human dignity and value across all management activities. Officers and employees of the Company shall practice the human rights management declaration as a code of conduct and a standard for value judgment.

Article 24 (Governance)

- ① To respect human rights in all its management activities, the Company establishes an internal system required to implement human rights management. The governance structure for human rights management within the Company consists of the ESG Committee under the Board of Directors, the Human Rights Management Division of the ESG Promotion Council, a dedicated organization, and other related departments.
- ② The roles and responsibilities of each entity are as follows:
 1. ESG Committee shall be the highest decision-making body regarding human rights matters. It deliberates and approves major issues related to human rights management.
 2. ESG Chief Executive Officer establishes the Human Rights Management Division under the ESG Promotion Council and serves as its chair. However, depending on the internal needs of the Company, a separate chair may be appointed.

3. The Human Rights Management Division of the ESG Promotion Council makes decisions on the Company's human rights management and reviews performance to ensure that human rights management practices are being properly implemented. The Human Rights Management Division of the ESG Promotion Council reviews the human rights management policies every twenty-four (24) months and revises them as necessary. The composition and responsibilities of the Human Rights Management Division of the ESG Promotion Council are detailed in Chapter 4.
4. The dedicated organization for human rights management is responsible for practical tasks such as identifying human rights risks and areas for improvement through due diligence or other methods, monitoring and reporting issues, managing internal and external reporting and disclosures, and providing human rights education.
- 5 Related departments (HR, compliance, assets, procurement, security, safety, environment, and others specific to the Company's needs) support and cooperate in the implementation of human rights management, including human rights due diligence.

Article 25 (Dedicated Organization)

- ① The Company designates a dedicated organization for human rights management (hereinafter referred to as the "dedicated organization") to systematically implement policies for promoting human rights, including policy development, execution, and education.
- ② The responsibilities of the dedicated organization include:
 1. Conducting annual human rights inspections.
 2. Establishing and implementing annual human rights improvement plans.
 3. Implementing human rights education.
 4. Reviewing and updating due diligence policies to ensure compliance with global norms.
 5. Addressing any other matters deemed necessary by the Company or the chair of the Human Rights Management Division.

Article 26 (Human Rights Education)

The Company conducts regular human rights education for its officers and employees to foster awareness of human rights protection and respect.

1. Education is delivered through various formats, including online training, group sessions, and educational materials, with the timing and method selected as appropriate.
2. The Company may also provide human rights education to stakeholders, including dispatched employees and those employed by partners.

Article 27 (Support for Human Rights Implementation Activities)

The Company may take necessary actions to promote the protection of human rights and the enhancement of human rights values. Furthermore, it may provide support to human rights-related organizations or groups, as well as to partners engaged in human rights initiatives.

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Chapter 4. Human Rights Management Division of the ESG Promotion Council

Article 28 (Establishment and Function)

A Human Rights Management Division (hereinafter referred to as the "Human Rights Management Division") shall be established under the ESG Promotion Council to make reports and deliberate on the following matters intended to protect and enhance the human rights of stakeholders, including officers and employees:

1. Matters concerning the declaration of human rights management and the enactment and revision of this regulation.
2. Matters concerning the establishment of a basic plan for human rights management.
3. Matters concerning the conduct of due diligence in accordance with the level required by global standards.
4. Matters concerning human rights education.
5. Matters concerning the implementation of improvement measures in the area of human rights.
6. Matters concerning human rights-related grievances and remedies.
7. Matters concerning communication with human rights-related stakeholders and meaningful participation activities.
8. Other matters necessary for the protection and promotion of human rights.

Article 29 (Composition)

- ① The Human Rights Management Division shall be composed of officers or team leaders (department heads) from relevant departments, with one chairperson.
- ② The chairperson shall represent the division and oversee its activities. If the chairperson is unable to fulfill their duties due to unavoidable circumstances, a pre-designated proxy will assume the role.
- ③ The Human Rights Management Division shall also have a secretary responsible for handling the division's affairs.

Article 30 (Meetings and Quorum)

- ① The Human Rights Management Division shall hold regular meetings twice a year and may convene extraordinary meetings as deemed necessary by the chairperson or upon request by more than one-third of the attending members.
- ② The meeting shall be convened with the attendance of a majority of members, and resolutions shall be passed by a majority of those present.
- ③ In principle, the meetings are held in person; however, for minor or urgent matters, decisions may be made through a written meeting.
- ④ The secretary shall prepare the minutes of the meeting and maintain the records.

Article 31 (Request for Opinions and Submission of Materials)

- ① The Human Rights Management Division may, when necessary, request the attendance of relevant parties or individuals associated with the meeting agenda to gather their opinions.
- ② It may also request the submission of materials related to the meeting agenda from related departments or other stakeholders.
- ③ Furthermore, the Human Rights Management Division may solicit participation and opinions from external advisors, if deemed necessary.

Article 32 (Confidentiality)

All attendees of the Human Rights Management Division meetings shall not disclose any information obtained during the course of their duties.

Article 33 (Avoidance of Conflicts of Interest)

Members of the Human Rights Management Division who hold a personal interest in a specific agenda item shall be excluded from the discussions and resolutions concerning that item.

Article 34 (Term of Office of Members)

Internal members shall serve as ex officio members

Article 35 (Dismissal of Members)

A member of the Human Rights Management Division may be dismissed before the expiration of their term if they fall under any of the following circumstances:

1. Where they fail to perform duties in a faithful manner;
2. Where they leak confidential information obtained during the course of performing their duties;
3. Where they are unable to perform duties due to illness or other reasons;
4. Where they are involved in human rights violations;
5. Where they undergo a change in the position held at the time of appointment; or
6. Where their conduct impairs the dignity of the office or is otherwise deemed inappropriate for the performance of duties.

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Human Rights Management and Due Diligence Policy

Article 36 (Conducting Human Rights and Environmental Due Diligence)

- 1 The Company shall conduct human rights and environmental due diligence (hereinafter referred to as “due diligence”) at least once annually in accordance with Chapter 5.
- 2 The Human Rights Management Division may additionally conduct due diligence if it determines that a particular policy or initiative may significantly impact the human rights of stakeholders, including officers and employees.
- 3 The dedicated human rights management organization shall oversee the due diligence process and may request relevant materials from each department.
- 4 Due diligence may be delegated to and conducted by an external specialized agency.
- 5 The results of the due diligence shall be submitted to the Chief Executive Officer after deliberation by the Human Rights Management Division.
- 6 Where appropriate, a separate plan detailing specific procedures and methodologies for conducting due diligence may be established and implemented on a case-by-case basis.

Chapter 5. Human Rights and Environmental Due Diligence

Article 37 (Purpose and Approach of Due Diligence)

The Company conducts due diligence in compliance with the EU Corporate Sustainability Due Diligence Directive (CSDDD), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the OECD Due Diligence Guidance for Responsible Business Conduct. Through due diligence, the Company identifies negative impacts on human rights and the environment across its activity chains, including its business operations, subsidiaries, and suppliers. It then takes appropriate measures to prevent, mitigate, and resolve these impacts.



Article 38 (Identification and Assessment of Negative Impacts and Setting of Priorities)

- 1 Due diligence identifies and evaluates actual or potential negative impacts arising from the Company's operations, subsidiaries, and activities of suppliers.
- 2 If areas with significant potential negative impacts are identified, a more in-depth assessment shall be conducted.
- 3 If it is not possible to address all negative impacts simultaneously, priorities will be determined based on their severity and likelihood, with appropriate measures specified in [Articles 39 and 40].

Article 39 (Prevention and Mitigation of Potential Negative Impacts)

- 1 A prevention action plan shall be established to prevent identified potential negative impacts, and appropriate measures shall be implemented.
- 2 The Company shall require primary suppliers to guarantee compliance with the Company's code of conduct and, where necessary, preventive action plans. If required, similar contractual guarantees shall be sought from secondary suppliers.
- 3 If the potential negative impact cannot be prevented or adequately mitigated despite the Company's requested action plans or contractual guarantees, the Company shall (1) refrain from entering into new contracts or extending existing ones with suppliers associated with the negative impact. As a last resort, the Company may suspend or terminate the business relationship; (2) require the prompt adoption and implementation of an enhanced preventive action plan if there is a reasonable expectation that specific remedial measures will be successfully implemented, in accordance with the legal provisions governing contractual relationships in the relevant country; and (3) seek to utilize or enhance its leverage by temporarily suspending the business relationship related to the identified risks.

Article 40 (Prevention and Mitigation of Actual Negative Impacts)

- 1 A corrective action plan shall be established to address identified actual negative impacts, and appropriate measures shall be implemented.
- 2 The Company shall require primary suppliers to guarantee compliance with the Company's code of conduct and, where necessary, corrective action plans. If required, similar contractual guarantees shall be sought from secondary suppliers.
- 3 If the actual negative impact cannot be addressed or adequately minimized despite the Company's requested action plans or contractual guarantees, the Company shall (1) refrain from entering into new contracts or extending existing ones with suppliers associated with the negative impact. As a last resort, the Company may suspend or terminate the business relationship; (2) require the prompt adoption and implementation of an enhanced corrective action plan if there is a reasonable expectation that specific remedial measures will be successfully implemented, in accordance with the legal provisions governing contractual relationships in the relevant country; and (3) seek to utilize or enhance its leverage by temporarily suspending the business relationship related to the identified risks.

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Human Rights Management and Due Diligence Policy

Article 41 (Participation of Stakeholders)

During the due diligence process, the following matters shall be carried out through consultation with stakeholders within a reasonable scope, and sufficient information shall be provided to stakeholders when appropriate.

1. Identification and evaluation of negative impacts, and collection of information for setting priorities as outlined in Article [38].
2. Establishment of preventive action plans and corrective action plans as outlined in Article [39] (1) and Article [40] (1).
3. Adoption of appropriate measures to correct negative impacts as outlined in Article [39] (1) and (2) and Article [40] (1) and (2).

Article 42 (Procedures for Filing Grievances and Notifications Regarding Negative Impacts)

- ① Individuals and organizations experiencing or concerned about actual or potential negative impacts may report their concerns to the organization responsible for handling grievances.
- ② The grievance handling organization may recommend that the wrongdoer cease the infringement, request disciplinary action in accordance with Company regulations, or report the issue to the National Human Rights Commission or relevant investigative agencies.
- ③ If the grievance is substantiated, it shall be shared with the dedicated organization.
- ④ All officers and employees involved in the grievance handling process, including the grievance handling organization, related departments, and responsible staff, shall maintain confidentiality regarding the reporter and take necessary measures to prevent retaliation against the reporter.
- ⑤ Individuals and organizations with information or concerns about actual or potential negative impacts may report them anonymously or confidentially to the grievance handling organization.
- ⑥ The person filing a grievance under Paragraph (1) has the following rights:
 1. The right to request appropriate follow-up actions regarding the grievance from the Company.
 2. The right to meet with an appropriate representative of the Company to discuss the serious impact and potential remedies when the grievance concerns significant actual or potential negative impacts on human rights or the environment.
 3. The right to be informed of the reasons why the grievance is considered well-founded or unfounded, and the measures taken or to be taken by the Company if the complaint is substantiated.

Article 43 (Monitoring)

- ① When significant changes occur in the business, such as a new economic management activity, the start of operations in a new region, or the production of a new product, or when there are reasonable grounds to believe a new negative impact may arise, the Company shall evaluate the implementation and effectiveness of the due diligence measures without delay. If no significant changes or risks occur, this evaluation shall take place at least every five (5) years.
- ② Based on the evaluation results, the due diligence policy and the identified negative impacts, along with the measures to be taken, shall be updated as appropriate.

Article 44 (Reporting)

The Company shall prepare a due diligence report in both Korean and English annually, detailing the identified risks, measures taken, and other relevant information. This report shall be made publicly available on the Company's website. However, depending on internal needs, the due diligence content may be included in other external reports, such as the Sustainability Management Report, rather than in a separate report.

Article 45 (Operation and Data Retention)

- ① The Company shall review the due diligence process policy at least once every twenty-four (24) months and revise it as necessary. In the event of a significant change, the policy shall be revised without delay.
- ② The Company shall retain all data collected and produced during the due diligence process for a minimum of 5 (five) years.

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Sustainable Supply Chain Policy

1. Purpose

HD Hyundai Oilbank (hereinafter referred to as the “Company”) establishes this Policy to engage in sustainable business by taking into account the environmental, social, and governance (ESG) risks associated with its suppliers, with a view to ensuring sustainable supply chain management.

2. Scope

This Policy shall apply to the Company and all of its officers and employees. The Company encourages all of its affiliates and suppliers to comply with this Policy or with policies of equivalent scope and effect. The Company will carry out supply chain management in accordance with this Policy, ensuring priority adherence to local laws and regulations.

3. Basic Principles

The Company shall develop a sound and sustainable supply chain in cooperation with its suppliers.

1. The Company is committed to enhancing its supply chain by taking ESG risks into account.
2. Where necessary, the Company may provide support to enhance its suppliers’ ESG capabilities in pursuit of a more sustainable supply chain.
3. The Company prioritizes the procurement of green products that reduce energy and resource consumption while minimizing greenhouse gas emissions and environmental pollutants.
4. The Company shall strictly prohibit engaging in unlawful activities, including but not limited to armed conflicts, the trafficking of hazardous substances, narcotics, and the production of weapons of mass destruction, and shall comply with international resolutions that restrict the trade and distribution of items that negatively impact global peace and security.

4. Specific Principles by Area

In collaboration with its suppliers, the Company is committed to creating a safe and healthy working environment, respect the human rights of all workers, and develop a sustainable supply chain where environmental responsibilities and ethical business practices are upheld.

Supplier ESG Risk Management

The Company may conduct ESG assessments in consideration of the risks posed by its suppliers and the significance of the transactions involved. Additionally, the Company may carry out written evaluations or on-site inspections (hereinafter referred to as the “Supplier ESG Evaluation”) through external evaluation agencies. The items subject to supplier ESG risk management are as follows:

- Environment: Environmental strategy, environmental management, compliance with environmental laws and regulations, environmental performance and management, greenhouse gas emissions and reduction, etc.
- Society: Safety management, work environment, labor-management relations, worker training, quality control, etc.
- Management: Management safety, accounting transparency, business ethics, ESG management, etc.

Supplier Code of Conduct

The Supplier Code of Conduct shall address respect for human rights, safety and health, environmental protection, ethical conduct, and business management. All suppliers, as well as their officers and employees, shall adhere to this Code.

Purchase of Green Products

“Green products” refer to products certified under applicable national laws and regulations, products that reduce hazardous substances or waste, and other products that have obtained environmental certifications. The Company may prioritize the purchase of such green products.

Compliance with Economic Sanctions

The Company’s officers and employees shall have a thorough understanding of, and comply with, all applicable domestic and international economic laws and regulations, as well as the Company’s related compliance guidelines. The Company shall refrain from engaging in or being involved in any transactions that are restricted or prohibited under such laws and regulations.

5. Governance

The Company’s procurement organization undertakes activities to establish a sustainable supply chain. In the event of relevant issues, such matters may be deliberated, managed, and overseen by the ESG Committee under the Board of Directors.

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Compliance and Business Ethics Policy

1. Purpose

HD Hyundai Oilbank (hereinafter referred to as the “Company”) aims to be a respected company that contributes to its customers, shareholders, the nation, and society, grounded in the core values of “Innovation leading the world, Fearless challenges, Respect for each other, Safety for all.” In addition, the Company establishes this Policy to foster sustainable management as part of its performance of social responsibilities and role.

2. Scope

This Policy applies to the Company, its affiliates, officers, employees, suppliers, and their employees (hereinafter referred to as “all stakeholders”). While the Company practices compliance and business ethics based on this Policy, it shall give precedence to the applicable local laws and regulations of relevant jurisdictions.

3. Basic Principles

The Company and all stakeholders shall comply with social norms and order, striving for the sustainable development of the Company through transparency and fairness in all management activities.

1. The Company and all stakeholders shall adhere to domestic and international laws, as well as the Company’s regulations and guidelines, ensuring that all decisions are based on laws and principles and possess moral legitimacy.
2. The Company and all stakeholders shall fulfill their social responsibilities and obligations as members of the local community and contribute to the advancement of the nation and humanity.
3. The Company and all stakeholders shall not engage in illegal or unfair transactions in order to establish fair competition and an impartial trading order.
4. The Company and all stakeholders shall ensure transparency and fairness in transactions between the Company and its suppliers, building mutual trust.
5. The Company and all stakeholders shall examine and reinforce internal control and management systems to ensure the systematic implementation of compliance and business ethics.
6. The Company and all stakeholders shall actively participate in related inspections, education, and training provided by the Company to understand and practice the importance of compliance and business ethics.
7. The Company and all stakeholders shall report any illegal, unfair, or corrupt activities through the whistleblowing system upon discovery, and the Company shall implement thorough measures to protect whistleblowers.

4. Specific Principles by Area

Corruption

The Company shall base its strategic management decisions on compliance with anti-corruption laws and shall establish and maintain an anti-corruption management system to ensure transparency and integrity in its management activities and business performance. The Company shall identify and assess potential corruption risks and evaluate the appropriateness and effectiveness of control measures to mitigate these risks. The Company shall set goals in line with the purpose of implementing the anti-corruption management system and continuously develop and promote related activities.

Integrity in Job Performance and Prevention of Bribery

All stakeholders shall not seek any form of economic or non-economic benefit from other stakeholders, such as suppliers, by abusing their superior position. Additionally, the Company shall not offer economic benefits, such as money or valuables, to domestic or foreign public officials, current or future business partners, or others for the purpose of obtaining personal or business-related illicit benefits.

Anti-Monopoly and Fair Trade

The Company and all stakeholders shall comply with fair trade laws when conducting business related to the Company. Furthermore, the Company and all stakeholders shall not direct, approve, condone, assist, or participate in violations of relevant laws and regulations. Officers and employees of the Company are strictly prohibited from any actions that restrict competition, such as monopolization and collusion, and shall comply with laws and regulations related to fair trade as well as the Company’s fair trade regulations and guidelines. The Company shall organize and operate a voluntary fair trade compliance program and conduct educational and inspection activities related to compliance.

Prevention of Conflicts of Interest

The Company and all stakeholders shall take steps to prevent conflicts of interest, and the Company’s officers and employees shall report any conflicts of interest in any transaction through the ‘Conflict of Interest Reporting System.’ Furthermore, the Company and all stakeholders shall immediately report to the relevant department if a conflict of interest with the Company has occurred or is likely to occur in relation to their duties. The Company shall establish and maintain a monitoring system to prevent conflicts of interest.

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Compliance and Business Ethics Policy

Legitimate Use of Company Assets and Prevention of Money Laundering

The Company's tangible assets and intangible assets, such as information, technology, and know-how, shall be used solely for approved business purposes, and its officers and employees shall be held accountable for any misappropriation or unauthorized disclosure of such assets. Company funds shall not be used for personal purposes and shall be expended only for official business activities. Officers and employees shall prevent the diversion of funds for money laundering or other illicit activities at the Company's business sites and in its operating regions. The accounting department shall report any transactions suspected of violating anti-corruption laws, regulations, or the Anti-Corruption Act Compliance Guidelines to the responsible department and take appropriate actions as instructed.

Prevention of Fraudulent Acts

The Company applies a zero-tolerance policy to any fraudulent acts committed by its officers and employees. Fraud includes, but is not limited to, theft, misuse of funds or other resources, bribery and corruption, false accounting, and the provision of false information. Forgery of signatures or documents is strictly prohibited, and the actual use of resources or documentation shall correspond accurately with the supporting evidence.

5. Governance

The Company's compliance, ethics, and fair trade departments shall carry out relevant activities to enforce this Policy and to achieve the stated goals. The Company shall appoint a Compliance Officer, an Anti-Corruption Officer, and a Fair Trade Compliance Officer. These officers, as delegated by the Board of Directors or the Chief Executive Officer, shall bear overall responsibility for the operation and management of the compliance and business ethics management system.

ESG Policy Book

Personal Information & Information Security Policy

1. Purpose

HD Hyundai Oilbank (hereinafter referred to as the “Company”) hereby establishes this Policy to ensure the secure protection and management of its assets and personal information.

2. Scope

This Policy applies to all tangible and intangible assets owned by the Company, as well as to personal information collected, used, provided, or managed through information and communication networks or written documents. It also applies to all Company officers and employees who handle or use such assets, as well as to suppliers, their officers and employees, and visitors to the Company (hereinafter referred to as “all stakeholders”).

3. Basic Principles

1. The Company shall establish and maintain a system for protecting its assets and personal information.
2. All stakeholders shall be responsible for the protection of assets and shall comply with applicable security regulations and bylaws.
3. All stakeholders shall collect personal information lawfully and fairly, and shall process such information solely to the extent necessary for its intended purpose and in compliance with applicable legal requirements.
4. All stakeholders shall recognize their role in security management and complete the Company’s security training programs to improve security practices and awareness.
5. All stakeholders may be subject to disciplinary action under the Company’s personnel rules, as well as civil and criminal liability in accordance with applicable laws and regulations, for any violations of the Company’s security regulations or bylaws.
6. The Company shall conduct security assessments to verify compliance with its security regulations and bylaws.
7. The Company shall establish and implement preventive measures and response procedures to address security incidents or personal information breaches.
8. All stakeholders shall promptly report any actual incidents or personal information breaches, or any signs of such incidents, to the responsible department.

4. Specific Principles by Area

General Information Security Management

The security management organization shall establish a security management system, which includes developing a security business plan and enacting or revising relevant regulations and bylaws to ensure the Company’s security management. Additionally, security status assessments and diagnostics shall be conducted to enhance the security level. A security review shall also be carried out in cases such as the routine management of the security system, the introduction of a new system, or changes to an existing system.

Personal Data Protection Measures

The Company and all stakeholders shall obtain consent from the data subject before collecting personal information, providing (sharing) it to third parties, or transmitting advertising information, and shall implement protection measures for personal information. Moreover, the Company and all stakeholders shall ensure that the utilization of personal information—including its collection, retention, use, provision, and transmission of advertising information—complies with the Company’s regulations and bylaws, as well as applicable laws and regulations. The data subject shall have the right to access, correct, or delete their personal information in accordance with the prescribed procedures.

Physical and Personnel Security

The Company shall designate protected areas—namely restricted regions, restricted areas, and controlled areas—based on their level of importance, and shall grant access rights for each protected area. In addition, entry standards for personnel, vehicles, and goods shall be defined, and security screenings shall be conducted accordingly.

The Company shall manage key personnel separately from other officers and employees and shall formulate and enforce job separation standards. The Company shall obtain confidentiality agreements from suppliers and their employees who enter into business contracts with the Company and perform relevant duties. Additionally, the Company shall implement required security measures, as stipulated by security rules and bylaws, when such contracts are modified or expired.

ESG Policy Book

Personal Information & Information Security Policy

Document Security

Documents created, held, and used within the Company shall be categorized by type, with confidential documents clearly marked for easy identification. The retention period for confidential documents shall be managed by categorizing them into the following seven types based on security rules and bylaws: permanent, 20 years, 15 years, 10 years, 5 years, 3 years, and 1 year. In principle, the export of confidential information is prohibited. However, in exceptional cases related to business needs, appropriate measures, such as entering into a non-closure agreement with the recipient of the confidential documents, must be taken in accordance with security regulations and bylaws.

Information Asset Security

Information assets include electronic information and documented information stored in databases and files, as well as hardware and software such as servers, network equipment, PCs, and other facilities used for business operations. Information assets shall be classified and managed based on an assessment of their importance, considering the security requirements for confidentiality, integrity, and availability. Information assets must be secured through supplementary measures, such as user registration, authority management, authentication procedures, and access control, to prevent unauthorized access or external breaches.

Security Assessment

A security assessment may be conducted through various methods, such as interviews, document reviews, onsite inspections, assessments, and analysis, to verify the implementation of the Company's security regulations and bylaws. Assessments are categorized into regular, ad hoc, and special diagnoses. If necessary, the Company may undergo assessments (audits) conducted by third-party organizations, such as the security management organization of HD Hyundai Group or external experts.

Security Report

All stakeholders shall report any security incidents, such as unauthorized damage, tampering, or leakage of the Company's major assets, to the security management organization and request an investigation. In the event of a personal information breach that may infringe upon the rights of the data subject, the Company shall report the incident to the Personal Information Protection Commission or the Korea Internet & Security Agency in writing or by other means.

Security Incident Response

The Company shall establish an incident response system, including monitoring and response methods, procedures, and response organizations, to enable prompt action in the event of information security incidents or personal data breaches.

Security Training

The security manager shall develop an annual security education plan to enhance the security awareness of officers and employees and provide specialized security management training to individuals handling critical tasks. Additionally, separate security training must be conducted for employees upon their onboarding or departure. Efforts shall be also made to improve the security awareness of partner companies by conducting security training or providing educational materials.

5. Governance

The Company shall establish a security organization to manage information security and personal data protection, and appoint a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO). The CISO and CPO shall oversee all matters related to information security and personal data protection, including the enactment and revision of regulations and bylaws, the development and implementation of business plans, incident response and the prevention of recurrence. The Company shall form and operate a Security Committee as the governing body for making decisions on security management.

ESG Policy Book

Biodiversity Protection Policy

1. Purpose

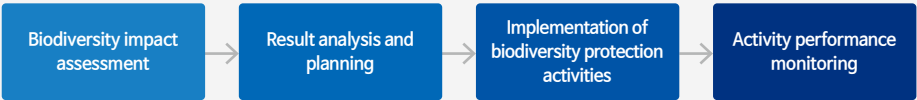
HD Hyundai Oilbank (hereinafter referred to as “the Company”) recognizes the need to protect biodiversity for sustainable development and establishes this policy for the purpose of establishing and implementing a system for protecting and promoting biodiversity. The company has created this policy with reference to the Convention on Biological Diversity adopted by the international community under the leadership of the United Nations Environment Program (UNEP) and the Guidelines for Applying Protected Area Management Categories (IUCN) by the International Union for Conservation of Nature.

2. Scope of Application

The Company’s business sites, employees, etc. are subject to this Biodiversity Protection Policy. In addition, the Company recommends it to stakeholders such as the local communities, customers, and suppliers. The Company will carry out biodiversity assessment and protection activities based on this policy, and if there are local laws and regulations regarding natural habitat conservation, etc., we will comply with them as first priority.

3. Basic Principles

- ① By prioritizing efforts to protect biodiversity throughout its business operations, the Company will minimize damage to biodiversity. To this end, the Company will do its best to achieve “no net loss (NNL)” and “net positive impact (NPI)” in regard to biodiversity.
- ② To protect biodiversity, the Company will bolster partnerships with biodiversity-related organizations and establish collaborative relationships with local communities and professional organizations.
- ③ Through a biodiversity impact assessment, the Company will identify the dependence and impact of natural capital, focusing on the industries to which the Company belongs and major business locations, implement appropriate measures and response activities, and by continuously checking the effectiveness of the measures and activities, the Company will strive to minimize the impact on biodiversity.



4. Governance

The direction and goals of the Company’s Biodiversity Protection Policy and its implementation will be discussed in the ESG Working Group, whose members include executives in charge of each of the ESG-related matters. The Company pursues responsible governance to continuously manage and supervise biodiversity issues.

5. Stakeholder Communication

The Company will disclose details of its biodiversity protection activities through its official communication channel. We will also promote biodiversity protection efforts through communicating with stakeholders.

Board Diversity and Expertise

Board Committees

HD Hyundai Oilbank has established and operates four board committees to strengthen the independence, expertise, and efficiency of the board of directors: the Audit Committee, Internal Transaction Monitoring Committee, Independent Director Nomination Committee, and ESG Committee. All committees are established pursuant to the Company’s Articles of Incorporation and the Board Regulations, and operate in accordance with the respective rules of each committee.

(As of March 2026)

Category	Composition	Role
Audit Committee	Hyun-Woong Kim Hoon Hahn Sun-Hwa Choi (Chairman)	- Responsible for the Company’s accounting and auditing - Request for sales data and investigate the Company’s financial Status - Handle matters outlined in laws and regulations and matters delegated by the BOD - Hold the right to appoint, change, and dismiss auditors
Internal Transaction Monitoring Committee	Hyun-Woong Kim Hoon Hahn (Chairman) Sun-Hwa Choi	Review and approve large-scale internal transactions in accordance with the Fair Trade Act
Independent Director Nomination Committee	Myung-Joon Song Im-ju Jung Hyun-Woong Kim (Chairman) Hoon Hahn Sun-Hwa Choi	Nominate candidates for independent directors to be appointed at the general shareholders’ meeting
ESG Committee	Im-Ju Jung (Chairman) Ahmed S. Almulhem Hyun-Woong Kim Hoon Hahn Sun-Hwa Choi	Determine the Company’s ESG management directions and examine key ESG issues

Board Skills Matrix (BSM)

When appointing board members, HD Hyundai Oilbank balances essential expertise across critical areas for management decision-making, including energy, chemicals, legal affairs, corporate management, accounting/finance, and global networks. Each director possesses extensive experience and knowledge in their specialized fields, enabling informed and rational decision-making regarding corporate and business operations.

(As of March 2026)

Category	Myung-Joon Song Inside director	Im-Ju Jung Inside director	Ahmed S. Almulhem Non-executive director	Hoon Hahn Independent director	Sun-Hwa Choi Independent director	Hyun-Woong Kim Independent director
Leadership	●	●	●	●	●	●
CEO Experience	●	●	●	●		
Risk Management	●	●	●	●	●	●
Finance and Accounting	●				●	
Sales and Marketing			●			
Laws and Regulations						●
Appointment Year	2023	2025	2024	2022	2022	2022
Gender	Male	Male	Male	Male	Female	Male

ESG Data | GRI Standard Index | ESRS Index | SASB Index | TCFD Index | TNFD Index | UN SDGs Index | ESG Policy Book | Board Diversity and Expertise | Stakeholder Communication | Initiatives and Associations | Certificates | GHG Emissions Verification Statement | Independent Assurance Statement

Stakeholder Communication

HD Hyundai Oilbank engages in ongoing dialogue with key stakeholders, including employees, customers and suppliers, investors and shareholders, government and central government departments, and local communities and local governments, and actively incorporates their feedback to identify and manage operational risks and opportunities. We are strengthening two-way communication through diverse channels and sharing business performance through transparent information disclosure.

Category	Employees	Customers	Suppliers	Investors and shareholders	Government and central governmental departments	Local communities and local governments
Definition	Key contributors to HD Hyundai Oilbank’s business operations and achievements	Stakeholders who use the Company’s products and services, serving as the foundation of the Company’s economic value and growth	Critical stakeholders supplying raw materials, equipment and human resources essential for the Company’s high-quality product manufacturing and value creation	Stakeholders who provide capital to support the Company’s sustainable growth and who are directly affected by management outcomes and profitability	Stakeholders that define industrial regulations applicable to the Company’s operations and monitor compliance with legal obligations	Individuals and local organizations residing in or engaging in activities near the Company’s business sites who are affected by the Company’s business operations
Communication channel	- Newsletter & Internal portal (EP) - Group online communication channel (HD Square) - Core Value Survey - Change Leader - Employee meetings - Conversation with the CEO - CEO management briefings - Collective bargaining - Labor - management council	- Customer service center - Bonus card app (Car& app) - Bonus card website - Company website - YouTube ‘HD Hyundai Oilbank’ - Instagram, Facebook - Webzine ‘Our Stories’	- Visit to major suppliers - Information exchange meetings for mutual growth - Exchange meeting for supplier representatives - Supplier Safety and Health Council - Supplier Safety Management Workshop - Land Transport Logistics Improvement Council	- General Meeting of Shareholders - DART Disclosure - Performance presentation - Company Website	- Public hearing - Discussion meeting - Seminar - Newsletter - Related organization websites	- HD Hyundai 1% Sharing Foundation - Scholarship Foundation - Council within Daesan Industrial Complex - Seongnam City ESG Roundtable
Topic	- Communication between management and employees - Enhancing employee quality of life - Protection of human rights - Strengthening corporate competitiveness - Collective agreements and various labor agreements	- Communication between the company and consumers - Enhancing service quality - Consumer protection and marketing - Corporate promotion - Customer satisfaction and safety - Soliciting customer concerns	- Fostering collaborative partnerships - Reinforcing fair trade and technical cooperation - Sustainable supply chain management - Operating educational programs to build supplier capabilities	- Fulfilling shareholders’ right to information - Sharing investment-related information - Addressing internal and external risks - Safeguarding shareholder interests - Ensuring transparent corporate management - Enhancing shareholder value	- Changes in government policies - Compliance with legal and tax obligations - Industry trends - Trends in local government policies	- Contributing to local communities and their economic development - Supporting community advancement - Promoting communications with local communities and pursuing mutual growth - Supporting local educational initiatives

ESG Data | GRI Standard Index | ESRS Index | SASB Index | TCFD Index | TNFD Index | UN SDGs Index | ESG Policy Book | Board Diversity and Expertise | Stakeholder Communication | **Initiatives and Associations** | Certificates | GHG Emissions Verification Statement | Independent Assurance Statement

Initiatives and Associations

Korea Petroleum Association 	Korea Chamber of Commerce and Industry 	Korea Enterprises Federation 	The Federation of Korean Industries 	Korea Oil Station Association 
Korea Oil Association 	Korea Chemical Industry Association 	Korea LPG Industry Association 	Korea Lubricating Oil Industry Association 	Korea Customs Logistics Association 
Korea Industrial Technology Association 	Korean Standards Association 	Korea Industrial Safety Association 	Biz N Biodiversity Platform (BNBP) 	ISCC Association 
Korea Business Council for Sustainable Development (KBCSD) 	Korea Energy Foundation 	Energy Future Forum 	World Petroleum Council Korea 	World Energy Council Korea 

ESG Data | GRI Standard Index | ESRS Index | SASB Index | TCFD Index | TNFD Index | UN SDGs Index | ESG Policy Book | Board Diversity and Expertise | Stakeholder Communication | Initiatives and Associations | **Certificates** | GHG Emissions Verification Statement | Independent Assurance Statement

Certificates

Management System Certification

Certification Name	Issuer	Expiry date
ISO 14001 ¹⁾ (Environmental Management Systems)	Korean Foundation for Quality	Dec. 23, 2026
ISO 45001 ²⁾ (Occupational Health and Safety Management Systems)	Korean Foundation for Quality	Dec. 23, 2026
ISO 9001 (Quality Management Systems)	Korean Foundation for Quality	Dec. 23, 2026
ISO 37001 (Anti-Bribery Management Systems)	LRQA	Jun. 23, 2027
ISMS - P (Operation of HD Hyundai Oilbank's Bonus Card Service)	Korea Internet & Security Agency	Dec. 5, 2026

1) HDO: Daesan Plant · Daesan Lubricant Plant, HDC: Daesan Plant, HOC: Daesan Plant
2) HDO: Daesan Plant · Daesan Lubricant Plant · Central Research Center, HDC: Daesan Plant, HOC: Daesan Plant

ISCC Certification

Certification Name	Certification Target	Issuer	Expiry date
ISCC Plus Certificate	HD Hyundai Oilbank	CUC Germany GmbH	Jan. 10, 2027
	Shanghai subsidiary	RINA Services S.p.A.	Mar. 30, 2027
	Vietnam subsidiary	CUC Germany GmbH	Apr. 20, 2027
ISCC EU Certificate	HD Hyundai Oilbank	CUC Germany GmbH	Jan. 31, 2027
	Shanghai subsidiary	RINA Services S.p.A.	Jun. 11, 2027
ISCC CORSIA Certificate	HD Hyundai Oilbank	CUC Germany GmbH	Apr. 11, 2027

GHG Emissions Verification Statement

HD HYUNDAI OILBANK Co., Ltd., HD HYUNDAI CHEMICAL Co., Ltd., HD HYUNDAI OCI Co., Ltd.

GV-26-E037-01-00

GHG Report Verification

Verification Target

Korean Foundation for Quality (hereinafter ‘KFQ’) has conducted a verification of GHG Report of HD HYUNDAI OILBANK¹⁾, HD HYUNDAI CHEMICAL and HD HYUNDAI OCI(hereinafter ‘Companies’) for 2025.

1) Address (based on HD HYUNDAI OILBANK headquarters) : 182, Pyeongsin 2-ro, Daesan-eup, Seosan-si, Chungcheongnam-do, Republic of Korea

Verification Purpose

The purpose is to ensure the reliability of the companies’ GHG reports in relation to the operation of the Emission Trading Scheme.

Verification Scope

KFQ’s verification scope covered all facilities and emission sources under the operational control and organizational boundary of the companies’ during 2025.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme²⁾], [Rules for verification of operating the GHG emission trading scheme³⁾] and [ISO14064-3] for every applicable part.

2) Notification No. 2025-64 of Ministry of Climate, Energy and Environment

3) Notification No. 2025-165 of Ministry of Climate, Energy and Environment

Level of Assurance

The verification has been planned and conducted as the ‘Rules for verification of operating the GHG emission trading scheme’, and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the process before the verification was conducted effectively.

Verification Limitation

The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions

KFQ present the following conclusions regarding the GHG emissions data included in the GHG Report.

- 1) GHG emissions have been appropriately calculated according to the “Rule for emission reporting and certification of GHG emission trading Scheme” and “ISO14064-1” methodologies.
- 2) The materiality assessment result of GHG emissions has satisfied the criteria for organizations that emit less than 500,000 tCO₂-eq / more than 500,000 tCO₂-eq and less than 5,000,000tCO₂-eq / more than 5,000,000 tCO₂-eq by meeting less than 5% / 2.5% / 2% of the total emissions.
- 3) Thus, KFQ concludes that GHG Emissions of Company in 2025 is correctly calculated and reported in accordance with “Rule for emission reporting and certification of GHG emission trading Scheme”.

(Unit: tCO₂eq)

Company	Scope 1	Scope 2	Total
HD HYUNDAI OILBANK	5,874,197.618	942,186.346	6,816,378
HD HYUNDAI CHEMICAL	1,530,517.421	1,246,358.205	2,776,874
HD HYUNDAI OCI	309,235.858	38,636.583	347,871

* The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units

* HD Hyundai Oilbank’s emissions are calculated including those of HD Hyundai Shell Base Oil, whose operations are integrated and managed.

* The emissions for each company are based on the values in the emission certification notice prior to the appeal, and the emissions may change depending on the outcome of the appeal.

June 10th, 2026

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality



Independent Assurance Opinion Statement

To readers of HD HYUNDAI OILBANK 2025 Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of HD HYUNDAI OILBANK 2025 Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of HD Hyundai Oilbank's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to HD Hyundai Oilbank's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in HD Hyundai Oilbank's report:

- HD HYUNDAI OILBANK 2025 Sustainability Report

Reference Standard

- GRI Standards 2021 : 2023 (GRI)

Assurance Criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 - Type 2/moderate

Scope of Assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
 - GRI 2: General Disclosures 2021
 - GRI 3: Material Topics 2021
- Sector Standards, GRI 11 Oil & Gas
 - GRI 11.1 : GHG Emissions, GRI 11.2 : Climate Adaptation, Resilience and Transition(11.2.1, 11.2.3), GRI 11.3 : Air Emissions(11.3.1, 11.3.2), GRI 11.4 : Biodiversity(11.4.1), GRI 11.5 : Waste, GRI 11.6 : Water and Effluents, GRI 11.7 : Closure and Rehabilitation(11.7.1), GRI 11.8 : Asset Integrity and Critical Incident Management(11.8.1, 11.8.2), GRI 11.9 : Occupational Health and Safety, GRI 11.10 : Employment Practices(11.10.1~11.10.7), GRI 11.11 : Non-discrimination and Equal Opportunity(11.11.1, 11.11.3, 11.11.4), GRI 11.12 : Forced Labor and Modern Slavery(11.12.1), GRI 11.13 : Freedom of Association and Collective Bargaining, GRI 11.14 : Economic Impacts(11.14.1, 11.14.2, 11.14.5), GRI 11.15 : Local Communities(11.15.1), GRI 11.16 : Land and Resource Rights(11.16.1), GRI 11.17 : Rights of Indigenous Peoples(11.17.1), GRI 11.18 : Conflict and Security(11.18.1), GRI 11.19 : Anti-competitive Behavior(11.19.1), GRI 11.20 : Anti-corruption(11.20.1), GRI 11.21 : Payments to Governments(11.21.1, 11.21.2), GRI 11.22 : Public Policy(11.22.1)
- Topic Specific Standards
 - GRI 201: Economic Performance(201-1, 201-2), GRI 203: Indirect Economic Impacts(203-2)
 - GRI 301: Materials(301-1, 301-2), GRI 302: Energy(302-1, 302-3, 302-4), GRI 303: Water and Effluents, GRI 305: Emissions(305-1, 305-2, 305-4~305-5, 305-7), GRI 306: Waste
 - GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

Independent Assurance Opinion Statement

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by HD Hyundai Oilbank are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with HD Hyundai Oilbank on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by HD Hyundai Oilbank, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity

HD Hyundai Oilbank has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

HD Hyundai Oilbank has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

HD Hyundai Oilbank prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of HD Hyundai Oilbank's actions.

Impact

HD Hyundai Oilbank identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Independent Assurance Opinion Statement

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including environmental investments for low-carbon transition, operation of waste heat recovery systems, CCUS business, internal carbon pricing system, improvement in energy consumption intensity, air quality management, environmental education hours, air pollutant monitoring, marine accident emergency response system, performance and targets for the Total Air Pollutant Load System, eco-friendly R&D targets and performance, bio-business targets and performance, circular resources business targets and performance, waste management targets and performance, GHG emissions, energy consumption, air pollutants, water pollutants, water consumption, waste generation, environmental investments, environmental compliance, employees, employees with disabilities, persons of national merit, hiring, and voluntary turnover data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment – General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with HD Hyundai Oilbank and did not provide any services to HD Hyundai Oilbank that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of HD Hyundai Oilbank for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of HD Hyundai Oilbank. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 1, 2026

CEO *E. J. Hwang*



#1204, Acehightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea
Homepage: www.ikmr.co.kr



www.hd-hyundaioilbank.co.kr

For more information regarding this report, please contact:

HD Hyundai Global R&D Center

477, Bundangsuseo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

E-mail: hdoesg@hd.com