

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.

(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.

(Last Updated: April 2025)