

# Declaration of Human Rights Management

Greetings from HD Hyundai Mipo.

As a leader of the global shipbuilding and marine industry, HD Hyundai Mipo declares that we will fulfill our social responsibility to respect the human rights of our executives and employees, customers, stakeholders, and the local community by actively practicing human rights management that prioritizes human dignity and value.

HD Hyundai Mipo is committed to implementing the type of human rights management set forth in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We will champion the values of human rights, labor, environment, and anti-corruption as outlined in the international human rights standards and norms.

HD Hyundai Mipo is working to prevent human rights violation cases from occurring in all business operations that are directly or indirectly impacted by the company. We will form a governance system in which the Board of Directors, Chief ESG Officer, and related organizations are constantly connected. We will enact provisions for implementing human rights management, stipulating the establishment of human rights management policies, the operation of a human rights management committee, as well as human rights impact assessments and human rights violation relief measures.

Considering the nature of this industry, HD Hyundai Mipo particularly recognizes that our key human rights concerns lie in the health and safety of our employees in the workplace, shared growth with our partner companies, contributing to our local community and being environmentally responsible. We will focus on managing and monitoring human rights risks with regard to these concerns.

Through our human rights policies, HD Hyundai Mipo will take the lead in enhancing our human rights management so that it can be applied to and followed by not only our executives and employees, but all stakeholders including our customers, shareholders, business partners, the local community and the government.

Thank you.

**HD Hyundai Mipo President**

**Kim Hyung Kwan**

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