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Department in Charge	Sustainability Management Team

Hyundai Steel Community Engagement Policy

Enactment & Revision History	Version	Record on Enactment and Revision	Contents of enactment /Revision
	0	March 2019	Initial Enactment
	1	June 2020	Revised
	2	May 2021	Revised
	3	August 2023	Revised
	4	July 2025	Completely Revised

[Team in Charge]

Sustainability Management Team

[Division in Charge]

Head of Strategy Planning Division

1. Overview

A. Purpose of Enactment

Hyundai Steel enacts and declares this policy to identify the local community that may be affected by both the actual and potential impacts of the business activities pursued by the company in all countries and regions, and to listen to the needs and opinions of the local community and communicate with them to regulate appropriate principles and implementation measures.

This policy serves as the foundation for the implementation of the community-related guidelines specified in Hyundai Steel's Human Rights charter, Environment Management Policy, Health and Safety Policy, Biodiversity Policy, Deforestation prohibition Policy, and Conflict Minerals (Responsible Minerals) Policy, and can serve as a framework for interconnected activities.

B. Definition of Community

Hyundai Steel defines "Community" as below:

- Individuals or groups that may be affected by the business activities and value chains operated by the company.
- This includes Indigenous People who may be affected by both the actual and potential impacts of the business activities pursued by the company.

C. Definition of Community Engagement

Community engagement aims to understand and tackle various issues arising from the local community in cooperation with the company. In particular, it is regarded as a process of utilizing opinions by having the local community engaged to make better-informed decisions in the decision-making process. Community engagement includes the following activities:

- Providing and sharing information about the local community and key issues
- Countermeasures against community issues
- Various communication methods

Community engagement can be utilized as a guidance on decision-making for sustainable management with various opinions and information collected from the local community.

D. Scope of Application

This policy applies to Hyundai Steel's headquarters, domestic and overseas production and sales corporations, subsidiaries from all business locations, and their employees. It is also recommended that suppliers, partners, and stakeholders with whom there are business

relationships adhere to the basic principles outlined in this policy. Hyundai Steel will engage in community participation activities based on this policy, prioritizing compliance with relevant local laws and regulations.

2. Basic Principles

Hyundai Steel strives to actively gather and communicate the opinions of the community throughout its business activities and value chain, including the purchase and procurement of raw materials, production of products, distribution and sales, disposal, and collection. In doing so, the company implements activities that help minimize negative impacts, promote a positive influence on community development, and foster mutual growth within the community.

A. Goal

Hyundai Steel promotes community engagement activities to execute social responsibilities, support sustainable development of the local community, and effectively tackle community issues. In doing so, it promotes the creation of positive relationships with the local community, boosts employee satisfaction and participation, and establishes long-term partnerships with the community.

B. Implementation Guidance

① Community Impact Evaluation

Hyundai Steel aims to identify the local community affected by its business activities and proactively work towards improving their economic, environmental, and social impacts. In doing so, the company shall respect the rights of Indigenous Peoples in the local community based on the ILO's Convention No. 169 or the UN Declaration on the Rights of Indigenous Peoples, and endeavor to realize the social, economic, and cultural rights of Indigenous Peoples. It also explores methods to revise and enhance policies and programs as needed.

② Community Engagement and Communication

Hyundai Steel establishes communication channels and processes to actively engage with the local community and stakeholders. These channels enable the company to collect necessary opinions and set informed goals based on insights received.

③ Cooperation and Support Programs

Hyundai Steel can organize programs for the development of the local community through collaboration with community stakeholders. This involves providing resources tailored to the needs of the local community, considering Hyundai Steel's business model. Hyundai Steel periodically strives to share the achievements and plans related to the operation of the program.

④ Establishment of Sustainable Co-op Relationship

Hyundai Steel strives to form collaborative relationships with the local community when developing programs that meet their needs and desires, enabling the establishment of cooperative partnerships with the community. In doing so, the company aims to contribute to the creation of a sustainable growth foundation for the local community and the generation of economic and social values.

3. Management System

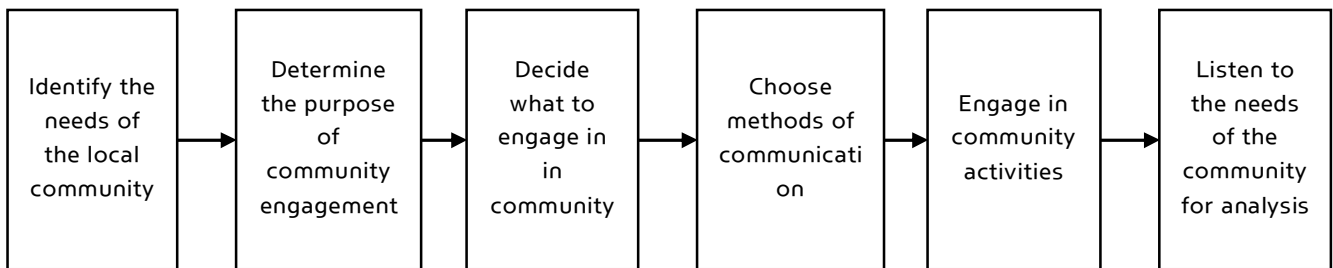
A. Governance

Hyundai Steel establishes a management system to fulfill its role and responsibilities in community engagement through committees and business meetings involving top decision makers, decision makers from key departments, and those supervising working-level meetings for community participation. Through the ESG governance structure — ESG Working Group, Heads' Council, and the Board of Directors(Transparent Management Committee) — the company discusses current issues and response measures relating to community engagement and reviews the promotion process of community engagement activities. The company also builds an organization to execute the policy and undertake corresponding tasks. The primary responsibilities of this organization include enacting and revising policies, building and implementing execution plans, analyzing risks, and promoting external communication.

B. Implementation

To achieve the goals of this policy, Hyundai Steel identifies the needs of the local community in business sites and nearby areas, analyzes the risks of business activities, and performs improvement activities to alleviate those risks. Hyundai Steel establishes an organization at its headquarters and business sites to execute this policy and undertake corresponding tasks. The primary responsibilities of this organization include the tasks outlined in the implementation guidance, as well as receiving and resolving grievances from the local community, conducting educational initiatives, and promoting empathy within and outside the organization.

※ Community Engagement Promotion Process



C. Grievance Mechanism

Hyundai Steel operates a grievance mechanism for individuals and local communities negatively affected by its business activities. The company shall endeavor to address grievances swiftly and reasonably by using existing methods such as the Cyber Audit Office, stakeholder communication channels, and website inquiry channels. It shall endeavor not to penalize those who file a complaint, victims, and cooperators on the ground that they apply for counseling or investigation and provide cooperation.

4. External Cooperation

A. Information Disclosure

Hyundai Steel discloses information on main community engagement activities and outcomes through its website, Sustainability Report, or other channels that are readily accessible and easily understandable by employees and external stakeholders.

B. Cooperation with Stakeholders

Hyundai Steel cooperates with external stakeholders, including local residents, government and municipal authorities, specialized institutions, non-profit organizations, suppliers, and industry partners, to engage in community participation activities in and around its business sites.

When planning and implementing community engagement activities, the company enhances the effects of these activities by reflecting the expertise of external institutions and their understanding of the characteristics of the local community.