

| | |
|----------------------|--------------------------------|
| Document Number | H12300019295-20230824-061247 |
| Amended dated | August 25 th , 2023 |
| Department in Charge | Sustainability Management Team |

Hyundai Steel Local Community Framework

| Enactment & Revision History | Version | Record on Enactment and Revision | Contents of enactment /revision |
|---------------------------------|---------|-------------------------------------|------------------------------------|
| | 0 | May 2019 | Initial Enactment |
| | 1 | June 2020 | Revised |
| | 2 | May 2021 | Revised |
| | 3 | August 2023 | Revised |
| | 4 | | |
| | 5 | | |

[Team in Charge]

Sustainability Management Team

[Division in Charge]

Head of Strategy Planning Division

Part 1. Framework Establishment and Objective

1. Definition of Local Community Engagement

The objective of local community engagement is for the company to understand and resolve, in cooperation with local communities, the diverse issues that may arise in such communities. In particular, this involves the inclusion of local community stakeholders in a variety of decision-making processes, enabling decisions based on better information through the consideration of local community opinions. Local community engagement includes the following activities.

- Provision and sharing of information relating to key issues with the local community.
- Action plans to respond to issues arising within the local community.
- Diverse communication channels.

Local community engagement is used as a decision-making guideline that facilitates sustainable management through decisions based on a diverse collection of opinions and information.

2. Objective of Local Community Engagement and Framework Development

The main objectives of local community engagement are as follows.

- Enhancing decision-making through engagement with stakeholders.
- Supporting local community councils to promote communication with local communities.
- Improving relationships between local communities and a broad range of stakeholders.
- Mutual cooperation within local communities to facilitate resolution of key project-related issues.

To achieve the above objectives, a Local Community Engagement Framework was developed to cover the following.

- A process to listen to, and acknowledge, local community opinions, and to reflect these opinions in the decision-making process.
- Operations with a consistent approach to local community engagement.
- Employees' understanding of corporate decisions that impact local communities.
- Communication between decisions-makers (senior management) and local community stakeholders.

Part 2. Principles of Local Community Engagement

Definition of the Principles of Local Community Engagement

The Principles of Local Community Engagement consist of a total of six principles (preliminary engagement, transparent disclosure, inclusive engagement, selection and implementation of appropriate engagement methods, information inclusivity, local community engagement period), which are described as follows.

1) Preliminary Engagement

A commitment to provide local communities or key stakeholders with actual opportunities to influence decision-making and strategy through the provision of information in the early stages of project development.

2) Transparent Information Disclosure

Ensuring transparency and effective cooperation by communicating with local communities through the provision of relevant information and materials.

3) Inclusive Engagement

Providing all individuals – outside of local communities or key stakeholders – impacted by relevant issues with the opportunity for negotiation.

4) Selection and Implementation of Appropriate Engagement Methods

Prior to making any final decisions, we shall provide local communities with the appropriate information, tools, engagement methods, and other such relevant details.

5) Information Inclusivity

Prior to making any decisions that may impact the local community, we shall consider all available information and strive to provide honest feedback.

6) Local Community Engagement Period

Whenever an issue arises which impacts, or may potentially impact, local communities, local residents, or their lifestyles.

Part 3. Local Community Engagement Framework

Article 1. No Discrimination or Harassment

The Local Community Engagement Framework is comprised of the following items, and is managed in accordance with the relevant processes.

1) Provision of Information

Providing helpful, balanced, and objective information that enables local community stakeholders to better understand the issues, alternatives, and solutions presented by the local community.

2) Collection of Opinions

Implementing a process to collect local community feedback on decisions made by the company.

3) Engagement Activities

Implementing diverse engagement activities to directly collect local community opinions on key issues.

4) Cooperation

Promoting cooperation with local communities on each aspect of decision-making, including the development of alternatives and confirmation of preferred solutions.

5) Delegation of Authority

Empowering local communities with the authority to make direct decisions during final decision-making.

※ Implementation Process for Local Community Engagement

Identifying local community needs → Deciding the objectives of local community engagement → Deciding the subjects of engagement → Deciding the method of engagement → Local community engagement

Confirming a plan → Implementing local community engagement → Collecting and analyzing local community opinions

Part 4. Engagement Channels for Key Stakeholders

| Stakeholder | Definition | Responsibility | Communication Channel | Key Issues | Frequency |
|-------------------------------------|--|--|---|--|--|
| Client companies | The source of economic and corporate value creation | Each business division | Discussions, technology seminars, customer satisfaction surveys, customer portal site, corporate homepage, etc. | <ul style="list-style-type: none"> Enhancing customer satisfaction Expanding communication with customers Information Protection | Ongoing |
| Employees | The key to sustainable growth | Business Management Division, Strategy Planning Division | Intranet, Future Board, training programs, labor-management cooperation, etc. | <ul style="list-style-type: none"> Work-life balance Strengthening employee capabilities Promoting communication between employees and departments | Ongoing |
| Suppliers | Partners for shared growth, based on trust | Procurement and Logistics Group, each business division, domestic and overseas business sites | Shared growth agreements, discussions, procurement system, technological exchanges, corporate homepage, etc. | <ul style="list-style-type: none"> Fostering a culture of shared growth Promoting activities for shared growth Operating a fair supply chain management process | Quarterly, ongoing |
| Shareholders & investors | Individuals and groups that, through the provision of economic capital, are the source of corporate management | Financial Management Division | Annual general meeting of shareholders, performance meetings, public disclosures, non-deal roadshows, conferences, on-site visits, etc. | <ul style="list-style-type: none"> Enhancing Hyundai Steel's corporate value Securing new growth engines | Quarterly, ongoing |
| Local communities | Local groups and constituents that interact as a result of business operations | Business Management Division, domestic and overseas business sites | Social contribution council within local communities, feedback on social contribution activities, corporate homepage, integrated report, etc. | <ul style="list-style-type: none"> Supporting the socially disadvantaged and vulnerable groups Continuously implementing social contribution activities | Quarterly, before/after social contribution activities |
| NGO, government, media | Individuals and groups that propose directions for corporate progress and that engage in policy setting | Business Management Division, Strategy Planning Division, domestic and overseas business sites | On-site visits, press releases | <ul style="list-style-type: none"> Engaging with, and responding to, government policies Transparent management disclosures Job creation | Ongoing |