

HS Hyosung Advanced Materials Corporation

Global SHE Policy



Sustainability Management Team
2025. 04. 30

CONTENTS

01. SAFETY	5
01) Governance.....	5
(1) Roles and Responsibilities	5
02) Purpose and Targets	6
03) Scope of Application	6
04) Basic Principles	6
(1) Global Safety Management	6
(2) Safe Workplaces.....	6
(3) Education and Training.....	7
(4) Improvement of Safety Management Culture.....	7
(5) Focused Prevention of Serious Accidents.....	7
(6) Enhancement of Safety Awareness.....	7
05) Execution Plan.....	7
02. Health	8
01) Governance.....	8
(1) Roles and Responsibilities	8
02) Purpose and Targets	9
03) Scope of Application	9
04) Basic Principles	9
(1) Global Health Management	9
(2) Healthy Workplaces	10
(3) Education and Training.....	10
(4) Safety and Health Responsibility Management in Product Usage Stage.....	10
05) Execution Plan.....	10
03. Environment	10
01) Governance.....	11
(1) Roles and Responsibilities	11
02) Execution Plan.....	12

(1) Awareness Enhancement.....	12
(2) Engagement.....	12
03) Performance Management.....	13
(1) Performance and Target Setting	13
(2) Implementation Status Monitoring.....	13
(3) Performance Evaluation	14
04) Energy Use and GHG Emissions	14
(1) Purpose and Targets	14
(2) Scope of Application.....	14
(3) Basic Principles.....	15
05) Water Resources	15
(1) Purpose and Targets	15
(2) Scope of Application.....	16
(3) Basic Principles.....	16
06) Pollutants.....	16
(1) Purpose and Targets	16
(2) Scope of Application.....	17
(3) Basic Principles.....	17
07) Chemicals and Hazardous Substances	17
(1) Purpose and Targets	17
(2) Scope of Application.....	18
(3) Basic Principles.....	18
08) Raw and Auxiliary Materials.....	18
(1) Purpose and Targets	18
(2) Scope of Application.....	19
(3) Basic Principles.....	19
09) Waste.....	19
(1) Purpose and Targets	19
(2) Scope of Application.....	19
(3) Basic Principles.....	20

10) Product Environmental Impacts.....	20
(1) Purpose and Targets	20
(2) Scope of Application.....	20
(3) Basic Principles.....	20
11) Biodiversity.....	21
(1) Purpose and Targets	21
(2) Scope of Application.....	21
(3) Basic Principles.....	21

01. SAFETY

01) Governance

(1) Roles and Responsibilities

HS Hyosung Advanced Materials Corporation (hereinafter “the Company”) designates the CEO as the ultimate person in charge of overall safety and health. To strengthen the safety and health management system, the Company has appointed a Chief Safety Officer (CSO) under the CEO.

As the person responsible for managing all matters related to the safety and health system in the Company, the CSO designated a dedicated Safety & Health Team to contribute to the strengthening of the Company’s safety and health measures.

The Safety, Health, and Environment Committee (SHE Committee), chaired by the CSO and led by the Safety & Health Team, is composed of Safety & Environment Team leaders and safety and health managers from each business unit. The SHE Committee convenes regularly to share corporate-level safety and health activities.

The main roles of the SHE Committee include reviewing and revising Global SHE Policy and safety- and health-related guidelines, checking the implementation of safety and health systems, monitoring safety and health improvement performance, reviewing safety and health investments, and addressing any other matters deemed necessary for the spread of safety and health management. In addition, the SHE Committee reports to the Sustainability Steering Committee on mid to long-term safety and health management strategies and major CAPEX investment plans. Crucial issues are reported to and approved by the Board of Directors, and specific measures are implemented according to the delegation of authority regulations.

The Board of Directors reviews and approves important safety- and health-related matters submitted by the Sustainability Steering Committee and the Leadership Meeting (for top-level leaders), overseeing the execution of duties by the top management responsible for these tasks.

Furthermore, the Company has a dedicated Safety & Health Team, which serves as the corporate-level management team responsible for establishing and implementing safety and health strategies, building safety and health systems, monitoring and supporting implementation activities, creating and reviewing emergency response processes, and addressing both internal and external stakeholder concerns.

To manage safety and health at the site level, each business unit has a designated Safety & Environment Team responsible for supervising safety and health systems and providing an immediate response to any safety and health issues that may arise on-site.

02) Purpose and Targets

The Company declares the Global SHE Policy to prevent potential accidents across the entire scope of business operations, including the supply chain, business sites, distribution networks, and sales channels, while providing a safe and healthy work environment to ensure the sustainable value of life.

The Global SHE Policy has been established based on safety and health management strategies and objectives that include Korea and international safety and health regulations, safety and health management standards and guidelines (such as ISO 45001 and Korea Occupational Safety and Health Agency or KOSHA), and the Process Safety Management (PSM) System.

※ Related Document 01. Environment, Safety, and Health Management Manual

03) Scope of Application

The Global SHE Policy applies to all Korea and international business locations of the Company. The Company encourages suppliers, partners, and stakeholders in the supply chain to comply with the Global SHE Policy and jointly promotes various activities, such as expanding safety inspections, embodying a safety culture, and introducing new safety technologies. Moreover, the Company adheres to safety-related laws and regulations in each operating country and develops and implements safety plans in accordance with the Global SHE Policy, within the bounds of compliance with such laws and regulations.

04) Basic Principles

(1) Global Safety Management

By thoroughly complying with relevant regulations, agreements, and internal policies in each business country, the Company prevents risks in all business activities and shares the results with internal and external stakeholders.

(2) Safe Workplaces

To ensure a safe workplace without physical injury or property damage, safety risks are inspected and improved.

(3) Education and Training

To effectively implement the Global SHE Policy, education and training are continuously conducted and shared with partners and stakeholders.

(4) Improvement of Safety Management Culture

Safety and health are the top priority in the Company's management policies. The Company has established an integrated safety and health organizational system across the Company and implements performance evaluation indicators to enhance on-site safety and health standards.

(5) Focused Prevention of Serious Accidents

To achieve zero serious accidents and industrial accidents, the Company expands strategic preventive inspection activities. Evaluation procedures and standards are strengthened to reduce safety risks associated with high-risk operational facilities and work environments. Practical guides for serious accident prevention are established and distributed, and investment in safety systems and infrastructure is increased.

(6) Enhancement of Safety Awareness

The Company conducts different activities, such as building educational platforms, providing experiential training content, and running participatory safety campaigns, to help diverse stakeholders recognize safety in their daily lives. Emergency response training is conducted to develop capabilities for initial actions, emergency evacuation, and fire suppression in actual situations. In addition, to spread a culture of safety, the Company introduces incentive programs for stakeholders who demonstrate leadership in the safety field.

05) Execution Plan

The Company has established a safety management system to implement the Global SHE Policy and continuously works to improve safety-related matters. All Korea and international workplaces follow the Plan-Do-Check-Act (PDCA) cycle, which includes establishing safety action plans, identifying risk factors, promoting safety enhancement activities, and formulating improvement measures based on the safety performance analysis. Furthermore, the Company encourages each site to obtain third-party certification for their safety management systems (such as ISO 45001 and KOSHA) or establish their own safety management systems, considering legal and regulatory requirements, market conditions, and industry specifics.

The Company also conducts safety and disaster training for employees, suppliers, and other stakeholders to improve awareness of safety and disaster issues in order to ensure that stakeholders develop a mindset of carrying out their work safely throughout the work process.

02. HEALTH

01) Governance

(1) Roles and Responsibilities

The Company designates the CEO as the ultimate person in charge of overall safety and health. To strengthen the safety and health management system, the Company has appointed a CSO under the CEO.

As the person responsible for managing all matters related to the safety and health system in the Company, the CSO establishes a dedicated Safety & Health Team to contribute to the strengthening of the Company's safety and health measures.

The SHE Committee, chaired by the CSO and led by the Safety & Health Team, is composed of environmental safety team leaders and safety and health managers from each business unit. The SHE Committee meets regularly to share company-wide safety and health activities.

The main roles of the SHE Committee include reviewing and revising Global SHE policies and safety- and health-related guidelines, checking the implementation of safety and health systems, monitoring safety and health improvement performance, reviewing safety and health investments, and addressing any other matters deemed necessary for the spread of safety and health management. In addition, the SHE Committee reports to the Sustainability Steering Committee on mid to long-term safety and health management strategies and major equipment investment plans. Crucial issues are reported to and approved by the Board of Directors, and specific measures are implemented according to the delegation of authority regulations.

The Board of Directors reviews and approves important safety- and health-related matters submitted by the Sustainability Steering Committee and the Leadership Meeting(for top-level leaders), overseeing the execution of duties by the top management responsible for these tasks.

Furthermore, the Company has a dedicated Safety & Health Team, which serves as the company-wide management team responsible for establishing and implementing safety and health strategies, building safety and health systems, monitoring and supporting

implementation activities, creating and reviewing emergency response processes, and addressing both internal and external stakeholder concerns.

To manage safety and health at the site level, each business unit has a designated Safety and Environment Team responsible for supervising safety and health systems and providing an immediate response to any safety and health issues that may arise on-site.

02) Purpose and Targets

The Company declares its SHE Policy to ensure the sustainable value of life by preventing potential health risks and providing a safe and healthy work environment. Therefore, The Company maintains and enhances health through the early detection of general and occupational health issues among stakeholders involved in the supply chain, workplaces, distribution networks, and sales channels, as well as the implementation of appropriate preventive measures and follow-up care.

The Global SHE Policy is established based on safety and health management strategies and objectives that include Korea and international safety and health regulations, as well as safety and health management standards and guidelines (such as ISO 45001).

※ Related Document 02. Safety and Health Management Regulation

※ Related Document 03. Health Management Regulation

03) Scope of Application

The Global SHE Policy applies to all Korea and international business locations of the Company. The Company encourages suppliers, partners, and stakeholders in the supply chain to comply with the Global SHE Policy and jointly promotes various activities, such as expanding health risk prevention inspections and embodying a healthy work culture. Moreover, the Company adheres to health-related laws and regulations and implements health plans in accordance with the Global SHE policy, within the bounds of compliance with laws and regulations.

04) Basic Principles

(1) Global Health Management

By thoroughly complying with relevant regulations, agreements, and internal policies, the Company prevents risks in all business activities and shares the results with internal and external stakeholders.

(2) Healthy Workplaces

The Company has established a healthy workplace by improving the work environment to foster a pleasant workplace and continuously engaging in personal health promotion activities.

(3) Education and Training

To effectively implement the Global SHE Policy, education and training are continuously conducted and shared with suppliers and stakeholders.

(4) Safety and Health Responsibility Management in Product Usage Stage

The Company continuously promotes activities to reduce harmful factors throughout the entire product life cycle, ensuring that customers can use our products safely and healthily.

05) Execution Plan

The Company has established a health management system to implement the Global SHE Policy and continuously works to improve safety-related matters. All Korea and international workplaces follow the Plan-Do-Check-Act (PDCA) cycle, which includes establishing health action plans, identifying risk factors, promoting health enhancement activities, and formulating improvement measures based on the health performance analysis. Furthermore, the Company encourages each site to obtain third-party certification for their health management systems (such as ISO 45001) or establish their own health management systems, considering legal and regulatory requirements, market conditions, and industry specifics.

The Company also conducts health training for employees, suppliers, and other stakeholders to improve awareness of health issues in order to ensure that stakeholders maintain a healthy body and mindset throughout the work process.

03. ENVIRONMENT

Recognizing that minimizing environmental impact is essential for maximizing long-term profits, company growth, and personal development, the Company has established specific policies for eight key areas: (1) Energy use & Greenhouse gas emissions, (2) Water resources, (3) Pollutants, (4) Chemicals & hazardous substances, (5) Raw & auxiliary materials, (6) Waste, (7) Product environmental impacts, and (8) Biodiversity. The overall environmental management system is applied to guide the sub-policies of each key area.

01) Governance

(1) Roles and Responsibilities

The Board of Directors independently and objectively assesses key environmental management issues and makes major decisions that significantly impact management strategy, considering the eight core areas of environmental management. Moreover, the Board of Directors is responsible for minimizing risks and maximizing opportunities in each area, deliberating and deciding on important matters in these eight areas, as proposed by the Sustainability Steering Committee and the Leadership Meeting (for top-level leaders), and overseeing the execution of related the top management responsibilities.

To make decisions on environmental management, including mid to long-term strategies and major facility investment plans, key agendas are reported to the Sustainability Steering Committee, which consists of the CEO, who serves as its chairman, and global manufacturing sites' presidents. In accordance with delegated decision-making regulations, important agendas are submitted to the Board of Directors by the Sustainability Steering Committee. Following approval, the Board of Directors ensures that specific measures can be implemented.

Including the CTO/CPO as the chairperson and the general managers of all global business sites, the Green Management Committee is responsible for overseeing environmental management (covering energy use and GHG emissions, water resources, pollutants, chemicals and hazardous substances, raw and auxiliary materials, waste, product environmental impacts, and biodiversity). The Green Management Committee also manages environment-related risks and supervises the overall performance improvement activities.

The Green Management Committee's main role is to deliberate on enacting and revising environmental management policies, review environmental management risks, inspect environmental performance, discuss response measures for the risks, and address other matters deemed necessary for the expansion and dissemination of environmental management.

The Company has established a dedicated organization to implement environmental management and carry out related tasks. The primary roles of this organization include establishing and operating an environmental management system, protecting and restoring environmental capital, creating and enforcing policies to manage pollutant

emissions from business operations, identifying and mitigating environmental risks, and promoting environmental management practices. This also includes handling environmental complaints and conducting external cooperation activities.

In addition, the dedicated organization for environmental management monitors the enactment and revision of laws related to environmental regulations and develops and implements green management strategies. This dedicated organization collaborates with the research and development, purchasing, production, and sales teams to expand eco-friendly products and services.

02) Execution Plan

(1) Awareness Enhancement

The Company conducts environmental management training for executives, employees, suppliers, and other stakeholders to enhance awareness of the importance of environmental management. Moreover, this education encourages stakeholders, including executives, employees, and suppliers, to approach their work and decision-making with an eco-friendly mindset.

(2) Engagement

- ① Executives and Employees: Executives and employees regularly share the Global SHE Policy and enhance employees' awareness of environmental management by participating in environment-related training programs. Furthermore, executives and employees manage inherent environmental risks by consistently evaluating various performance metrics, such as greenhouse gas emissions, compliance with water quality and air emission standards, and the number of violations of environmental laws and regulations.
- ② Supply Chain: The Company shares its know-how and experience related to environmental management with the supply chain and operates communication channels for continuous collaboration with the supply chain to generate environmental value throughout the value chain.
- ③ Customers: The Company operates an optimized system based on international standards to provide high-quality products that meet customer requirements and expectations. As environmental regulations become stricter, the Company responds swiftly through customized VOC management systems, continuously striving to develop products and technologies that contribute to a low-carbon,

circular economy and reduced environmental impacts, in line with the R&D direction for new materials, thereby offering solutions that meet customer needs.

- ④ Community: To minimize any adverse environmental impacts that may arise during our business operations, the Company actively seeks the input of local residents and relevant organizations and strives to respond proactively.
- ⑤ Shareholders and Investors: By delivering environmental management results that meet the needs and expectations of shareholders and investors, the Company aims to foster perpetual trust that facilitates increased investment to enhance corporate value.
- ⑥ Government: The Company strives to accurately understand and complies with environmental laws and regulations in each country where the Company operates, transparently and accurately disclosing environmental management performance.

※ Related Document 04. Environment, Safety, and Health Communication Management Regulation

03) Performance Management

(1) Performance and Target Setting

All employees set specific performance improvement targets as key performance indicators (KPIs) across eight areas of environmental management. In conjunction with business operations, mid to long-term performance targets are set for factors impacting environmental effects. These targets consider the current level, internal implementation plans, and strategies while incorporating quantitative goals and qualitative improvement tasks, taking into account external economic conditions, government policy directions, and key stakeholders.

(2) Implementation Status Monitoring

The Company reviews quantitative performance improvement targets and implementation status at least twice a year. This includes assessing not only the implementation rate compared to the targets but also the effectiveness of activities undertaken to achieve the goals and any challenges faced during the implementation process. If necessary, performance improvement goals may be adjusted based on the monitoring results.

(3) Performance Evaluation

Employees are evaluated once a year according to the HR regulations, while executives are assessed once a year based on executive compensation regulations. The performance improvement goals for environmental management and their implementation results are evaluated objectively, and any shortcomings in achieving the targets are identified for rigorous execution.

※ Related Document 05. Employee Personnel Regulations

※ Related Document 06. Executive Compensation Regulations

The detailed policies for the eight areas of environmental management are as follows.

04) Energy Use and GHG Emissions

(1) Purpose and Targets

The Company continuously improves energy and greenhouse gas (GHG) emission-related performance through environmentally friendly management while minimizing negative environmental impacts across the Company's business activities and the entire value chain.

(2) Scope of Application

This sub-policy applies to the Company, all its subsidiaries and business units, supply chains, and distribution networks operating globally. As such, the Company encourages all suppliers and customers, as well as various stakeholders, to adhere to the Global SHE Policy for effective environmental management, providing the necessary support for compliance.

※ Related Document 07. Supplier Code of Conduct

※ Related Document 08. Supplier Management Process and Supplier ESG Assessment Checklist

※ Related Document 09. Greenhouse Gas Management and Calculation Manual

(3) Basic Principles

- ① Promotion of Energy Conservation: The Company undertakes activities to reduce energy usage by replacing aging facilities with lower energy efficiency, introducing energy-efficient equipment, developing and applying eco-friendly construction methods to minimize energy consumption, and implementing energy campaigns.
- ② Adoption of Renewable Energy: The Company considers the application of renewable energy solutions based on site conditions, including the installation and investment in renewable energy generation facilities, purchase of renewable energy certificates, and venture into power supply contracts with energy providers. The Company also develops plans to expand projects and technologies related to clean hydrogen and other eco-friendly energy sources.
- ③ Energy Management and System Operation: The Company has established a system for monitoring energy and GHG emissions, which includes measurement, estimation, and management in an integrated framework. Furthermore, the Company reviews measures to enhance energy management efficiency based on data analysis from the system.
- ④ Reduction of GHG Emissions at Global Business Sites: The Company reduces GHG emissions at its facilities by transitioning to renewable energy, improving energy efficiency, and utilizing clean hydrogen energy. Moreover, low-carbon production sites are implemented through advanced manufacturing technologies and platform innovations, such as eco-friendly smart factories.
- ⑤ Reduction of GHG Emissions in Supply Chain: The Company develops carbon neutrality guidelines for the supply chain, promotes practices for achieving carbon neutrality, and conducts reduction-related activities tailored to the supply chain's characteristics.

05) Water Resources

(1) Purpose and Targets

The Company recognizes the necessity of preserving sustainable water environments and seeks to explore ways to reduce and recycle water usage. It actively considers operating water storage facilities to increase water reserves, particularly in areas facing severe water shortages. Internal and external activities are also promoted to identify and improve the risks of water depletion in regions outside of industrial water use.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, supply chains, distribution networks, communities, and nongovernmental organizations (NGOs) operating globally. As such, the Company encourages all suppliers and customers, as well as various stakeholders, to adhere to the Global SHE Policy for effective environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Integrated Water Resource Management: The Company manages water resources in a way that promotes a positive cycle, ensuring mutual balance among various stakeholders.
- ② Water Reuse: To enhance the sustainability of water resources, the Company continues activities to conserve, reuse, and recycle water while minimizing wastewater discharge through the use of zero wastewater discharge systems and treatment facilities.
- ③ Water Storage: The Company facilitates water storage through facilities such as reservoirs at the Company's global business sites. Collection and drainage systems are installed and operated to manage and store rainwater.
- ④ Monitoring of Water Supply Areas: The Company regularly monitors water risks to identify if any of its facilities are located in areas facing water shortages or depletion. In addition, protective activities are promoted for regions at significant risk of water scarcity that could substantially impact the Company's operations.
- ⑤ Utilization of Diverse Water Resources: The Company responds to climate crises and contributes to the water cycle by utilizing various water resources, including previously discarded groundwater. Through creative and flexible water resource sub-Policy, the Company efficiently uses limited water resources.

06) Pollutants

(1) Purpose and Targets

The Company commits to minimizing negative impacts on the natural environment by reducing emissions of air, water, and soil pollutants while prioritizing the safety and health of customers and employees. Furthermore, it has established and implemented

standards for managing the generation and discharge of environmental pollutants based on national environmental laws and regulations.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, supply chains, distribution networks, communities, and NGOs operating globally. As such, the Company encourages all suppliers and customers, as well as various stakeholders, to adhere to the Global SHE Policy for effective environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Air Pollutants: The Company monitors the emissions of air pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), and total suspended particles (TSP). To manage air pollutant emissions below 80% of the legal limits, the Company promotes investments in air pollution reduction equipment and the adoption of new technologies.
- ② Water Pollutants: The Company monitors the emissions of water pollutants, including biochemical oxygen demand (BOD), total organic carbon (TOC), suspended solids (SS), etc. The necessary facilities are installed and operated to ensure that water pollutant emissions are maintained at a level lower than 80% of legal limits.
- ③ Soil Pollutants: The Company monitors the presence of soil pollutants, such as cadmium, fluoride, and total petroleum hydrocarbons (TPH), to assess soil contamination. To prevent soil contamination, necessary measures, such as regular inspections and equipment and process improvements, are carried out.

07) Chemicals and Hazardous Substances

(1) Purpose and Targets

The Company aims to identify and understand the status of chemicals and hazardous substances used in its operations or contained in its products. It provides necessary information to stakeholders and establishes and implements management guidelines for chemicals and hazardous substances, including the reduction of hazardous substance usage and risk management.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, supply chains, and distribution networks operating globally. As such, the Company encourages all suppliers and customers, as well as various stakeholders, to adhere to the Global SHE Policy for effective environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Reduction of Chemical and Hazardous Substance Usage and Emissions: The Company promotes investments in equipment and the adoption of new technologies to reduce the usage and emissions of chemicals and hazardous substances, which are monitored regularly.
- ② Establishment of Chemical and Hazardous Substance Management System: To ensure systematic management, the Company has established a management system for chemicals and hazardous substances to facilitate monitoring. The Company also explores alternatives to environmentally friendly substances based on data analysis from the system.
- ③ Safe Chemicals and Hazardous Substances Usage: The Company manages the safe handling, transportation, storage, use, and disposal of chemicals and hazardous substances that may pose health and environmental risks. This includes identifying substances and implementing safety measures in compliance with legal requirements, such as adhering to handling facility standards.
- ④ Transparent Information Disclosure: The Company protects the environment (nature) of various stakeholders, including employees, suppliers, customers, and local communities, through transparent disclosure of information regarding hazardous substances.

08) Raw and Auxiliary Materials

(1) Purpose and Targets

The Company minimizes the waste of natural and limited resources by using raw and auxiliary materials efficiently in the production of products and services. In addition, it monitors whether any raw or auxiliary materials are produced through illegal methods that may harm natural capital or cause environmental pollution.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, and supply chains operating globally. As such, the Company encourages not only all suppliers but also various relevant stakeholders to adhere to the Global SHE Policy for environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Efficiency Enhancement of Raw and Auxiliary Material Use: Continuously improve the production process to optimize the input of raw and auxiliary materials. Manage raw and auxiliary materials under planned production that carefully considers business strategies, production schedules, and inventory management.
- ② Reuse of Raw and Auxiliary Materials: Reintegrate by-products and waste generated after the input of raw and auxiliary materials into the production process or transfer/sell them to other industries or external facilities for recycling.
- ③ Inspection of Raw and Auxiliary Material Sources: Encourage the use of raw and auxiliary materials produced through environmentally friendly methods or those that have obtained eco-friendly certifications. In addition, trace resources produced by damaging natural capital and strive to mitigate significant risks.
- ④ Use of Eco-Friendly Raw and Auxiliary Materials: Actively invest in new technologies and the development of eco-friendly products to use environmentally friendly raw and auxiliary materials with minimal adverse environmental impact.

09) Waste

(1) Purpose and Targets

The Company has established and operated a waste management and recycling policy to reduce waste generated during business operations and ensure efficient waste handling.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, supply chains, distribution networks, communities, and NGOs operating globally. As such, the Company encourages all suppliers and customers, as well as various stakeholders, to adhere to the Global SHE Policy for effective environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Waste Disposal Tracking: Waste generated at global business sites is processed and tracked in compliance with relevant laws and procedures.
- ② Improvement of Waste Recycling: The optimal waste treatment method is determined based on the type and volume of waste generated during global business operations. This minimizes the proportion of waste sent to landfills or incineration and improves recycling rates.
- ③ Resource Recovery from Waste: Waste with a high landfill or incineration rate from the production process is identified and repurposed into new products and services, fostering an upcycling ecosystem that creates added value.

10) Product Environmental Impacts

(1) Purpose and Targets

The Company aims to improve the recyclability of products by considering recycling potential from the design phase and strives to minimize the environmental impact across the entire product life cycle, including development, production, disposal, and recovery.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, supply chains, distribution networks, communities, and NGOs operating globally. As such, the Company encourages not only customers but also all relevant stakeholders to adhere to the Global SHE Policy for environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Establishment of Environmental Impact Measurement Capabilities and Systems: The Company enhances its ability to quantitatively measure the environmental impact of its products, including climate change effects, using objective standards. By implementing a comprehensive product environmental impact measurement system based on data management, the Company regularly evaluates and analyzes its impact.

- ② Zero Environmental Impact from the Development Stage: The Company is committed to continuously developing eco-friendly products and technologies that reduce negative environmental impacts and potential harm to users.
- ③ Reduction of Product Environmental Impact: The Company expands platforms and technologies dedicated to eco-friendly products, develops infrastructure for sustainable products, and increases the supply of green products. Through these efforts, the Company aims to reduce GHG emissions generated during product use, contributing to a lower environmental impact.

11) Biodiversity

(1) Purpose and Targets

The Company prevents and mitigates biodiversity risks that may arise both within and outside the value chain during business operations, as well as promotes and ensures the sustainable use of ecosystems.

(2) Scope of Application

This sub-Policy applies to the Company, all its subsidiaries and business units, and upstream and downstream activities operating globally. As such, the Company encourages all suppliers, customers, and other members of the supply chain to adhere to the Global SHE Policy and biodiversity policies for environmental management, providing the necessary support for compliance.

(3) Basic Principles

- ① Biodiversity Mainstreaming: The Company promotes continuous awareness-raising activities, and employees are encouraged to participate voluntarily and proactively.
- ② Management of Biodiversity Risks and Opportunities: By proactively managing biodiversity risks and opportunities, the Company aims to achieve “Zero Impact”.
- ③ Biodiversity Conservation and Enhancement: The Company leads the way in improving human life by considering ecosystem conservation and biodiversity enhancement throughout the entire product life cycle.
- ④ Sustainable Use of Ecosystems: The Company prioritizes sustainable resource use and develops environmentally friendly technologies and products.

- ⑤ Strengthening of Biodiversity Engagement: The Company actively participates in biodiversity promotion initiatives and collaborates with various stakeholders.
- ⑥ Transparent Disclosure of Biodiversity Information: The Company discloses accurate and transparent biodiversity-related information based on facts to strengthen stakeholder trust.

※ Related Document 10. Biodiversity sub-Policy

안전·보건·환경(SHE) 방침

우리는 안전(Safety)·보건(Health)·환경(Environment)을 기업 활동의 기본으로 생각하고 안전 추구와 보건 증진, 환경영향을 최소화하는 것이 지속적인 이익 극대화 및 회사 발전과 개인의 성장에 중요한 요소임을 이해한다.

1. 글로벌 안전·보건·환경 경영

관련 법규, 협약 및 내부 방침의 철저한 준수를 통해 전 사업활동의 리스크를 예방하고 성과를 대내·외 이해관계자와 공유한다.

2. 안전한 사업장

안전한 사업장 조성을 위해 인명과 재산의 손실이 없도록 안전위험 요인을 점검·개선하여 무사고 구현에 힘쓴다.

3. 건강한 일터

작업환경을 개선하여 쾌적한 근무환경을 조성하고, 지속적인 개인의 건강증진 활동 수행으로 건강한 일터를 만든다.

4. 환경영향 최소화

생산 및 폐기를 포함한 기업활동 전반에서 발생하는 환경영향 요소를 최소화하고 이를 지속 모니터링하여 환경보전에 적극 동참한다.

5. 그린비즈니스 추진

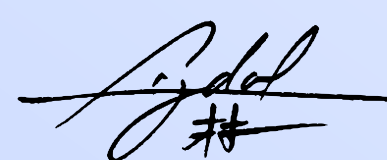
자원을 효율적으로 사용하고, 친환경 공정설계 및 제품개발을 통해 그린비즈니스 활동을 추진한다.

6. 교육 훈련 및 활성화

안전·보건·환경 방침의 효과적인 실행을 위해 지속적인 교육과 훈련을 실시하고 이를 협력업체 및 이해관계자와 공유한다.

2025년 1월 15일

HS효성첨단소재(주) 대표이사 임 진 달



SHE Policy

Safety, Health and Environment (SHE) is the basis of our business activities. We understand that **pursuing safety, promoting health, and minimizing environmental impacts** are important elements for continuous profit maximization as well as the growth of our company and employees.

1. Global SHE Management

We prevent risks in advance through strict compliance to laws and conventions as well as internal policies in all business activities. Our SHE management performance is disclosed to internal and external stakeholders.

2. Safe Workplace

We inspect and improve safety risk factors realizing a safe and accident-free workplace where there is no loss of life or property.

3. Healthy Workplace

We create a pleasant working conditions by improving the work environment and carrying out actions to ensure our employees' health.

4. Minimization of Environmental Impact

We minimize environmental impacts generated during the entire business value chain, and regularly monitor environmental impacts as a part of environment protection activities.

5. Green Businesses Promotion

We push forward green business through efficient use of resources, eco-friendly process design, and green product development.

6. Vitalization of Education & Training

We conduct ongoing education and training for the effective implementation of our SHE policy which is equally shared with our partners and stakeholders.

HS晓星高新材料(株) SHE 方针

我们把安全(Safety)·保健(Health)·环境(Environment)作为企业活动的基础,理解**追求安全,增进保健。**

环境影响最小化是持续利益最大化及公司发展和个人成长的重要因素。全体员工熟知并诚实遵守SHE方针,为提高利益相关者生活品质作出贡献。

1. 全球安全·保健·环境经营

通过严格遵守有关法规,协约及内部方针,预防所有业务活动的风险,并将成果与对内、外利益相关者共享。

2. 安全的工作场所

为营造安全的工作场所,检查和改善安全隐患,确保无性命及财产损失,致力于实现无事故。

3. 健康的工作岗位

改善工作环境,营造舒适的工作环境,持续开展个人健康增进活动从而打造健康工作岗位。

4. 环境影响最小化

将企业经营活动中产生的废气等所有对环境的影响因素降到最小化,并持续监测,积极参与环境保护。

5. 推进绿色商务

有效使用资源,通过环保工程设计及产品开发推动绿色商务活动。

6. 加强教育·培训活动(积极开展教育、培训活动)

为确保安全·保健·环境方针的有效实施,开展持续的教育和培训,并与供应商和利益相关者分享。

SHE Policy

Safety, Health and Environment (SHE) is the basis of our business activities.

We understand that pursuing safety, promoting health, and minimizing environmental impacts are important elements for continuous profit maximization as well as the growth of our company and employees.

1 Global SHE Management

We prevent risks in advance through strict compliance to laws and conventions as well as internal policies in all business activities. Our SHE management performance is disclosed to internal and external stakeholders.

2 Safe Workplace

We inspect and improve safety risk factors realizing a safe and accident-free workplace where there is no loss of life or property.

3 Healthy Workplace

We create pleasant working conditions by improving the work environment and carrying out actions to ensure our employees' health.

4 Minimization of Environmental Impact

We minimize environmental impacts generated during the entire business value chain, and regularly monitor environmental impacts as a part of environment protection activities.

5 Green Businesses Promotion

We push forward green business through efficient use of resources, eco-friendly process design, and green product development.

6 Vitalization of Education & Training

We conduct ongoing education and training for the effective implementation of our SHE policy, which is equally shared with our partners and stakeholders.



GLOBAL SAFETY TEXTILES

Política de SSA

La Seguridad, la Salud y el Medio Ambiente (SSA) es la base de nuestras actividades de negocio.

Entendemos que la búsqueda de la seguridad, la promoción de la salud, y la minimización de los impactos ambientales son importantes elementos para la continua maximización de los beneficios, así como el crecimiento de nuestra compañía y colaboradores.

1 Gestión Global de SSA

Prevenimos los riesgos con antelación mediante el cumplimiento estricto de las leyes y acuerdos, así como políticas internas en todas las actividades de negocios. Nuestro desempeño de la gestión de SSA se divulga a las partes interesadas internas y externas.

2 Lugar de Trabajo Seguro

Inspeccionamos y mejoramos los factores de riesgo de seguridad para lograr un lugar de trabajo seguro y libre de accidentes en el que no se pierdan vidas o bienes.

3 Lugar de Trabajo Saludable

Creamos condiciones de trabajo agradables mejorando el ambiente de trabajo y llevando a cabo acciones para asegurar la salud de nuestros colaboradores.

4 Minimización del Impacto Ambiental

Minimizamos los impactos ambientales generados durante toda la cadena de valor del negocio, y se monitorea regularmente los impactos ambientales como parte de actividades de protección del medio ambiente.

5 Promoción de Empresas Verdes

Impulsamos el negocio ecológico mediante el uso eficiente de los recursos, el diseño de procesos ecológicos y el desarrollo de productos ecológicos.

6 Vitalización de la Educación y la Formación

Llevamos a cabo una educación y capacitaciones continuas para la aplicación efectiva de nuestra política de SSA, que se comparte por igual con nuestros colaboradores y partes interesadas.



GLOBAL SAFETY TEXTILES

Politica de Securitate, Sănătate și Mediu (SSM)

Securitatea și Sănătatea în muncă și Mediu (SSM) reprezintă piatra de căpătâi a afacerii noastre.

Înțelegem că preocuparea pentru siguranță, promovarea sănătății, și minimizarea impactului asupra mediului sunt elemente importante pentru maximizarea continuă a profitului, precum și pentru creșterea și dezvoltarea companiei și a angajaților noștri.

1 Managementul SSM Global

Prevenim riscurile în avans prin respectarea strictă a legilor și convențiilor, precum și a regulilor interne în toate activitățile noastre. Performanța noastră de gestionare SSM este transparentă tuturor părților interesate, interne și externe.

2 Siguranța la locul de muncă

Controlăm și diminuăm factorii de risc pentru menținerea unui loc de muncă sigur și fără accidente de muncă, unde nu există pierderi de viață sau de proprietate.

3 Sănătatea la locul de muncă

Creăm condiții de muncă plăcute prin îmbunătățirea mediului de muncă și desfășurarea de acțiuni pentru a asigura sănătatea angajaților noștri.

4 Minimizarea impactului asupra mediului

Reducem la minim impactul negativ asupra mediului pe parcursul întregului proces și monitorizăm regulat impactul asupra mediului ca parte a activităților de protecție a mediului.

5 Promovarea întreprinderilor ecologice

Promovăm afacerile ecologice prin utilizarea eficientă a resurselor, proiectarea ecologică a procesului și prin dezvoltarea de produse ecologice.

6 Revigorarea educației și instruirii

Realizăm educație continuă și instruire pentru implementarea eficientă a politicii noastre SSM, care este în egală măsură împărtășită partenerilor și părților interesate.



GLOBAL SAFETY TEXTILES

SHE-Politik

Arbeitssicherheit, Gesundheit und Umwelt (Safety, Health and Environments, SHE) bilden das Fundament unserer Unternehmensaktivitäten.

Wir sind uns bewusst, dass die **Arbeitssicherheit und Gesundheit unserer Mitarbeiter sowie die Minimierung von Umweltauswirkungen** wichtige Elemente für die kontinuierliche Ertragsverbesserung sowie das Wachstum unseres Unternehmens und unserer Mitarbeiter sind.

1 Globales SHE-Management

Durch die strikte Einhaltung von Gesetzen und Abkommen sowie interner Richtlinien bei allen Unternehmensaktivitäten beugen wir Risiken vor. Unser SHE-Management wird internen und externen Interessengruppen offengelegt

2 Sicherer Arbeitsplatz

Wir kontrollieren und reduzieren die Sicherheitsrisiken, um einen **sicheren und unfallfreien Arbeitsplatz zu schaffen**, der das Leben und Eigentum schützt

3 Gesunder Arbeitsplatz

Wir sorgen für **angenehme Arbeitsbedingungen**, indem wir die Arbeitsumgebung verbessern und Maßnahmen zur Sicherung der Gesundheit unserer Mitarbeiter durchführen

4 Minimierung der Umweltbelastung

Wir **minimieren Umweltauswirkungen**, die während der gesamten Wertschöpfungskette des Unternehmens entstehen, und überwachen die Umweltauswirkungen regelmäßig als Teil der Umweltschutzaktivitäten

5 Förderung grüner Unternehmen

Wir unterstützen die grüne Wirtschaft durch **effiziente Ressourcennutzung, umweltschonende Prozessgestaltung und umweltfreundliche Produktentwicklung**

6 Vitalisierung von Bildung und Ausbildung

Wir führen **kontinuierliche Aus- und Weiterbildungen** für die wirksame Umsetzung unserer SHE-Politik durch, die wir mit unseren **Partnern und Interessengruppen** gleichermaßen teilen



GLOBAL SAFETY TEXTILES



Polityka Bezpieczeństwa i Ochrony Środowiska

Bezpieczeństwo, zdrowie i środowisko (SHE) jest podstawą naszej działalności gospodarczej.

Rozumiemy, że **dążenie do bezpieczeństwa, promowania zdrowia, minimalizowania wpływu na środowisko** są bardzo ważne,

jak również elementy ciągłej maksymalizacji zysków, oraz rozwój naszej firmy i pracowników.

1 Globalne Zarządzanie Bezpieczeństwem i Ochroną Środowiska

Zapobiegamy ryzyku poprzez ścisłe przestrzeganie praw i konwencji, a także wewnętrzne zasady we wszystkich działaniach biznesowych. Nasze wyniki zarządzania są ujawniane wewnętrznym i zewnętrznym interesariuszom

2 Bezpieczne miejsce pracy

Sprawdzamy i poprawiamy czynniki ryzyka w zakresie bezpieczeństwa, realizując bezpieczne i bezwypadkowe miejsce pracy, w którym nie dochodzi do utraty życia ani mienia

3 Zdrowe miejsce pracy

Stwarzamy przyjemne warunki pracy, poprawiając środowisko pracy poprzez wprowadzanie działań zapewniających zdrowie naszym pracownikom

4 Minimalizacja wpływu na środowisko

Minimalizujemy wpływ na środowisko jaki generuje cały łańcuch wartości działalności firmy, oraz regularnie monitorujemy wpływ na środowisko w ramach działania związanego z ochroną środowiska

5 Promocja firm ekologicznych

Wspieramy ekologiczny biznes poprzez efektywne wykorzystanie zasobów, przyjazne dla środowiska projektowanie procesów i rozwój ekologicznych produktów

6 Witalizacja edukacji i szkoleń

Prowadzimy ciągłą edukację i szkolenia w celu skutecznego wdrażania naszej polityki Zarządzania Bezpieczeństwem i Ochroną Środowiska, którą znają nasi partnerzy oraz interesariusze



GLOBAL SAFETY TEXTILES