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| Department in Charge | Human Talent Management Team |

# Hyundai Steel
# Anti-Discrimination and Harassment Policy

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|---|---|---|---|
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| | 1 | July 2025 | Revised |
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| [Team in Charge] | [Division in Charge] |
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| Human Talent Management Team | Head of Business Management Division, Managing Director (CHO) |

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## 1. Preamble

### A. Purpose of the Policy

Hyundai Steel declares this policy with the objective of preventing issues related to workplace discrimination, harassment, and sexual harassment (hereinafter referred to as “discrimination and harassment, etc.”) that may arise in connection with business activities, and to ensure that all executives and employees of the company are treated equally and without discrimination. The company also encourages all its subsidiaries, joint ventures, supply chain partners, and contractors to comply with this policy. Hyundai Steel complies with all relevant laws concerning discrimination and harassment, including but not limited to the Act on Equal Employment and Support for Work-Family Reconciliation (hereinafter “Gender Equality Employment Act”), the Labor Standards Act, the Occupational Safety and Health Act, and the Industrial Accident Compensation Insurance Act.

### B. Definition of “Discrimination and Harassment, etc.”

- “Discrimination” refers to any act of exclusion, rejection, or unfair treatment of an individual or group without reasonable cause based on gender, race, ethnicity, nationality, religion, disability, age, political opinion, social status, region of origin, pregnancy, childbirth, marital status, family circumstances, appearance, or other physical attributes.
- “Workplace harassment” refers to acts by an employer or employee that cause physical or mental suffering to another employee, or worsen the working environment, by taking advantage of their position or relationships in the workplace and exceeding the bounds of what is considered appropriate in the course of work.
- “Workplace sexual harassment” refers to situations in which an employer, superior, or employee, by using their position or in relation to work, engages in sexual conduct or remarks that cause sexual humiliation or discomfort to another employee, or imposes disadvantages in terms of working conditions or employment due to rejection of such conduct or demands.

## 2. Declaration

Hyundai Steel is committed to preventing discrimination, harassment, and related misconduct in the workplace, and resolving such issues through internal procedures as stipulated in company regulations when they arise.

1) Hyundai Steel provides accessible reporting channels for all executives and employees and offers appropriate procedures to address incidents of discrimination or harassment and prevent recurrence. The company also ensures that employees are informed of how to access and utilize these procedures.

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2) Hyundai Steel strictly safeguards anonymity during the course of investigations and does not disclose any confidential information obtained without the consent of the victim. Exceptions may be made only when required for reporting within the company's prescribed procedures or when disclosure is necessary in response to requests from relevant authorities.

3) Hyundai Steel strictly prohibits retaliation against individuals who report grievances or provide testimony. Any individual who becomes aware of retaliatory actions must promptly notify the company. If deemed necessary for the protection of the victim or whistleblower, the company may take appropriate measures, such as workplace reassignment, granting of paid leave to the victim, or disciplinary action against the retaliator.

4) Hyundai Steel does not impose any disadvantage in personnel decisions based on credible reports of victimization. The company respects the right of victims to pursue both judicial and non-judicial remedies and endeavors to cooperate in those proceedings.

## 3. Management

### A. Handling of Reports

① Reporting Channels

Anyone who becomes aware of an incident involving discrimination, harassment, or related misconduct may report the issue. Upon receipt of a report, Hyundai Steel will promptly initiate an investigation and take appropriate action in accordance with the Labor Standards Act, the Gender Equality Employment Act, and other applicable laws and regulations. To ensure that victims and whistleblowers can report without technical or environmental barriers, the company operates a range of online and offline reporting channels and allows individuals to choose the method most accessible to them.

**[Reporting Channels]**

- Department: Hyundai Steel Human Resources Team
- Phone: +421 515 7590
- Email: junasova@hyundai-steel.com
- Postal Address: Jarmila Junasova Katkovcinova (HR department)
  Hyundai Steel Slovakia s.r.o., Mobis ulica 417/1A, 013 02 Gbelany

② Report Handling Procedure

Hyundai Steel seeks to protect the human rights of its executives and employees and eliminate all forms of discrimination and harassment by establishing a clear and responsive reporting procedure. In cases where an individual experiences or becomes aware of such behavior, the company implements a response system to protect the victim and ensure appropriate corrective measures. All reports received are processed in accordance with the following procedure, with the aim of resolution within three (3) months. However, depending on the nature or severity of the case, the procedures may be modified and additional time may be required to determine suitable measures.

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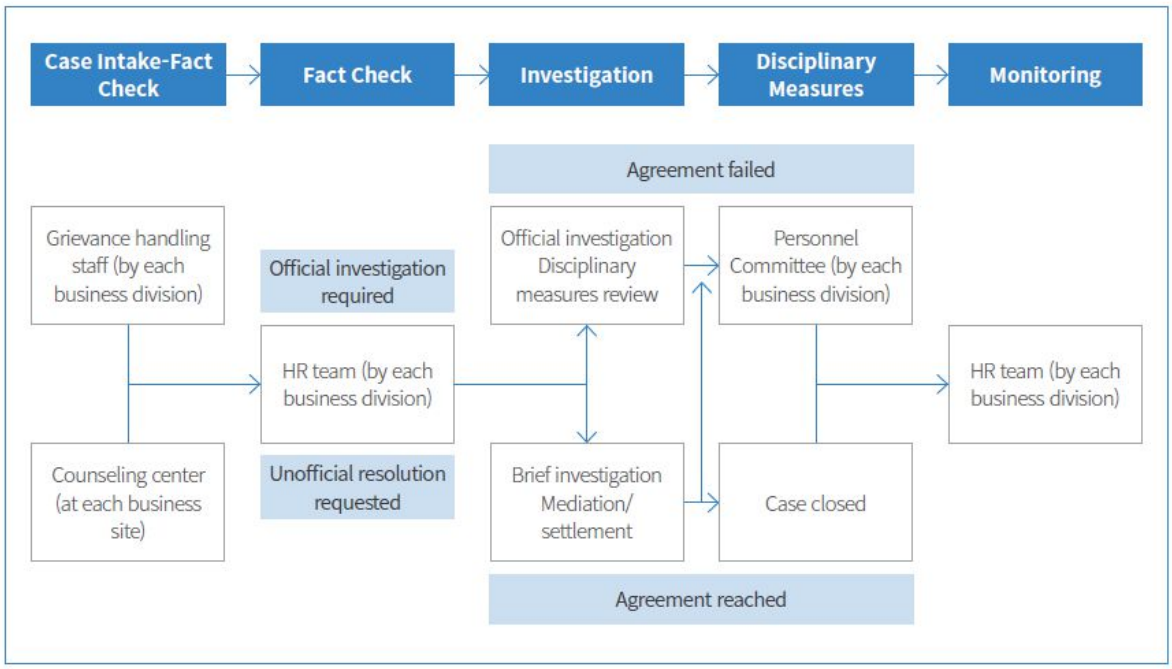


### B. Education and Awareness

Hyundai Steel promotes a culture of mutual respect and dignity by actively educating executives and employees on the prohibition of discrimination, harassment, and related misconduct. When such acts are identified, the company encourages prompt reporting through designated channels and fosters a proactive reporting environment.

### C. Zero-Tolerance Principle

Hyundai Steel recognizes the importance of cultivating a workplace culture grounded in mutual respect and human dignity. The company applies a zero-tolerance policy toward any conduct that constitutes discrimination, harassment, or related violations.

### D. Corrective and Disciplinary Measures

Hyundai Steel takes appropriate corrective and disciplinary measures corresponding to the severity of the incident in response to all forms of workplace discrimination, harassment, or other unlawful violations of individual rights.

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