

HD Construction Equipment

Human Rights Commitment

Date of Enactment: 2022. 5. 26

Date of First Amendment: 2025. 5. 22

The HD Construction Equipment is committed to respecting and promoting human rights in accordance with the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the International Labour Organization(ILO)'s relevant human rights conventions/agreements, including the Declaration on Fundamental Principles and Rights at Work, and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

HD Construction Equipment endeavors to uphold the values of human rights, labor, environment, and ethics across all regions and countries in which we operate, in full compliance with applicable laws. We conduct our business in line with internationally recognized human rights standards and is committed to implementing concrete actions in line with these principles. We carry out periodic human rights due diligence to identify and prevent adverse potential and actual human rights impacts. Where such risks are identified, we implement corrective action plans and monitor the progress to mitigate and minimize potential and actual human rights risks. The outcomes are disclosed in a transparent manner.

HD Construction Equipment has established a human rights management governance system that includes the ESG Committee under the Board of Directors, a dedicated Human Rights Committee, related departments, and a

dedicated team. This structure is responsible for ensuring that human rights of employees and other stakeholders are respected throughout the organization and across our operations. Through this governance, we set and advance our human rights policies, report and oversee major issues through the Committee, conduct human rights impact assessments, implement necessary improvements, and provide remediation for human rights grievances.

Recognizing the nature of our industry, HD Construction Equipment places particular emphasis on managing and monitoring human rights issues in key areas, including environment and ecological system at work sites, working conditions, occupational health and safety, mutual prosperity with our business partners, and our responsibilities and contributions to local communities.

HD Construction Equipment is committed to strengthening our human rights management to ensure this Declaration is applied to and upheld by all stakeholders, including our employees, customers, shareholders, business partners, local communities, and governments. To this end, HD Construction Equipment will foster continuous dialogue and cooperation with these stakeholders. In cases where there is a conflict between company policies and applicable laws, we will seek to comply with legal requirements while upholding our commitment to internationally recognized human rights standards, such as those articulated in the UNGPs. [End]

HD Construction Equipment Chief ESG Officer