

ESG DATABOOK 2025

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HD Hyundai XiteSolution ESG Databook

The ESG data reporting scope of this report is categorized into 'Korea' or 'Global,' which includes domestic and major overseas subsidiaries. HD Hyundai XiteSolution Solution's 'Global' reporting scope includes domestic business sites and the Sangju subsidiary in China. In 2024, data was standardized in accordance with the HD Hyundai Group's ESG indicator criteria, and the global aggregation scope was expanded to include sales subsidiaries.

Economic Data

Financial Information

Metrics	Unit	Scope	2024	2025		
				HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Total assets	KRW million	Consolidated	9,008,223	9,368,350	3,602,695	4,531,393
Total liabilities	KRW million	Consolidated	4,789,561	5,233,224	1,672,399	2,526,651
Total equity	KRW million	Consolidated	4,218,661	4,135,126	1,930,296	2,004,742
Sales	KRW million	Consolidated	7,773,069	8,236,737	3,776,524	4,547,820
Operating profit	KRW million	Consolidated	432,427	467,369	170,883	286,415
Net income	KRW million	Consolidated	226,467	181,997	87,035	142,571
Sales	KRW million	Separate	1,040,353	1,006,970	2,150,089	3,584,586
Donation amount ¹⁾	KRW 100 mil.	Consolidated	129	85	71	14
Percentage of donation amount to sales ¹⁾	%	Global	0.17	0.10	0.19	0.03

1) Change in the reporting scope due to expansion of the compilation scope

Research and Development

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
R&D personnel	Person	Korea	1,177	1,302	387	247	668
R&D expenses	KRW million	Korea	326,809	311,920	36,207	93,972	181,741
R&D expenses to sales ratio	Percentage(%)	Korea	5	4	4	4	5

Governance Data

Ethical and Compliance Management

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Operations conducting ethics audits	No.	Global	12	10	3	3	4
Operations conducting ethics audits	%	Global	30	29	50	25	24
Executives and employees who completed ethics training ¹⁾	Person	Global	5,136	5,384	1,433	1,696	2,255
Ethics training completion – Executives and employees	%	Global	68	58	93	47	55
Employees who submitted the ethical management practice pledge ²⁾	Person	Global	5,405	5,942	1,426	2,296	2,220
Employees who submitted the ethical management practice pledge ²⁾³⁾	%	Global	99	99	100	99	98
Suppliers who submitted the ethical management practice pledge	No.	Korea	944	822	318	237	267
Suppliers who submitted the ethical management practice pledge	%	Korea	92	88	87	89	87
Ethical management violations ⁴⁾	Case	Korea	24	10	1	2	7
Operations assessed as having corruption risks	No.	Global	6	11	2	4	5
Operations assessed as having corruption risks ⁵⁾	%	Global	17	31	33	33	29
Compliance training participants	Person	Korea	3,748	5,508	2,433	1,324	1,751
Compliance training sessions	Case	Korea	13	6	2	2	2
Environmental law violations ⁶⁾⁷⁾	Case	Global	0	0	0	0	0
Other law violations ⁶⁾⁷⁾	Case	Global	1	2	0	2	0
Fair trade law violations	Case	Global	0	1	0	1	0
Anti-Bribery Act violations	Case	Global	0	0	0	0	0
Other law violations	Case	Global	1	1	0	1	0
Fines for environmental regulation violations ⁶⁾⁷⁾	KRW million	Global	0	0	0	0	0
Fines for other regulation violations ⁶⁾⁷⁾	KRW million	Global	8	50	0	50	0

- 1) Change in the reporting scope due to expansion of the compilation scope (Korea operations employees and overseas expatriates before 2023, Global Staff were newly added from 2024 going forward)
- 2) Reporting scope changed due to expansion of data collection (limited to Korea before 2023, U.S was excluded in 2024, entire global operations were covered in 2025)
- 3) Calculated based on the number of employees subject to submission rather than the total number of employees; the eligible employees include only those in managerial positions among Korea technical staff (production foremen, production team leaders, etc.), and for global, limited to key position holders with potential risk exposure
- 4) Includes all of corruption/bribery, discrimination/harassment, conflicts of interest, money laundering/insider trading
- 5) Data was newly compiled from 2024 going forward, 2024 data was corrected due to an error
- 6) Monetary sanctions of USD 10,000 or more
- 7) Reporting scope changed due to expansion of data collection (limited to Korea before 2023, manufacturing operations added in 2024)

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Environmental Data

Environmental Investment

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Environmental investment and operating costs	KRW 100 mil.	Global	264	212	22	77	113
Decarbonized (Zero-Emission) Technology Development Cost ¹⁾	KRW 100 mil.	Korea	358	339	59	28	252

1) Investment costs declined year-on-year in 2025 as the company aligned with K-Taxonomy standards to exclusively reflect development costs for zero-emission products.

Environmental Management

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Decarbonized product sales ^{1) 2)}	KRW 100 mil.	Korea	15,873	21,824	1,469	5,449	14,906
Decarbonized product sales ratio ²⁾	Percentage(%)	Korea	25	26	15	25.3	41.6
Number of ISO 14001 certified operations ³⁾	No.	Korea	15	14	2	5	7
Percentage of ISO 14001 certified operations ²⁾	Percentage(%)	Korea	88	100	100	100	100
Non-regenerated raw materials							
Steel usage ⁴⁾	ton	Korea	36,564	82,863	25,654	23,616	33,593
Steel usage intensity ⁴⁾	ton/KRW million	Korea	0.006	0.012	0.025	0.011	0.009

1) Criteria for calculation: HD Construction Equipment's Sustainable Taxonomy p.39
2) 2024 data was corrected due to a change in metric definition
3) Major Korea operations and overseas manufacturing operations
4) 2024 data was corrected due to an error

Pollutant Management¹⁾

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Water pollutants							
BOD ²⁾	ton	Korea	3.28	2.77	0.00	1.29	1.48
TOC(COD) ^{2) 3)}	ton	Korea	8.13	8.88	0.99	4.52	3.37
SS ²⁾	ton	Korea	3.72	3.63	0.03	2.49	1.11
BOD	ton	Korea	1.29	1.32	0.00	0.05	1.27
TOC	ton	Korea	1.12	1.78	0.00	0.00	1.78
SS	ton	Korea	0.51	0.48	0.00	0.36	0.11
Air pollutants							
Nitrogen Oxides(NOx) ^{2) 4)}	ton	Korea	32.76	60.65	0.81	56.64	3.26
Sulfur Oxides(SOx) ^{2) 4)}	ton	Korea	17.12	53.22	0.00	53.01	0.21
Volatile Organic Compounds(VOCs) ²⁾	ton	Korea	79.3	37.65	9.67	14.31	13.68
Dust ^{2) 4)}	ton	Korea	124.94	138.71	0.43	130.01	8.27
Nitrogen Oxides(NOx)	ton	Korea	18.37	4.3	0.58	0.46	3.26
Sulfur Oxides(SOx)	ton	Korea	1.3	0.28	0.00	0.06	0.21
Volatile Organic Compounds(VOCs)	ton	Korea	73.46	28.64	4.35	14.29	10.00
Dust	ton	Korea	12.37	6.63	0.31	2.61	3.71

1) The global scope of pollutant management encompasses both Korea and overseas manufacturing operations
2) Global data was newly compiled from 2024 going forward
3) Data for Korea operations are compiled based on TOC
4) 2024 data was corrected due to an error

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Environmental Data

Greenhouse Gases¹⁾

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Scope 1&2 emissions	tCO ₂ eq	Global	153,693	156,428	20,785	32,258	103,385
Scope 1 emissions	tCO ₂ eq	Global	43,071	47,120	2,656	16,110	28,354
Scope 2 emissions	tCO ₂ eq	Global	110,624	109,311	18,129	16,148	75,035
Scope 1&2 emissions	tCO ₂ eq	Korea	116,692	115,574	9,907	17,868	87,799
Scope 1&2 emissions intensity	tCO ₂ eq/KRW million	Korea	0.018	0.017	0	0.008	0.024
Scope 1 emissions	tCO ₂ eq	Korea	32,234	30,781	1,163	6,856	22,762
Scope 1 emissions intensity	tCO ₂ eq/KRW million	Korea	0.005	0.005	0	0.003	0.013
Scope 2 emissions	tCO ₂ eq	Korea	84,459	84,796	8,744	11,012	65,040
Scope 2 emissions intensity	tCO ₂ eq/KRW million	Korea	0.013	0.013	2	0.005	0.018
Scope 3 emissions ²⁾	tCO ₂ eq	Korea	15,804,213	12,437,389	1,179,792	5,597,001	5,660,596
① Purchased goods and services ³⁾	tCO ₂ eq	Korea	267,084	721,193	108,420	230,584	382,189
② Capital goods	tCO ₂ eq	Korea	710	149	24	99	26
③ Fuel and energy related activities	tCO ₂ eq	Korea	14,743	15,522	1,428	2,026	12,068
④ Upstream transportation and distribution	tCO ₂ eq	Korea	291,306	279,402	31,940	102,796	144,666
⑤ Waste generated in operations	tCO ₂ eq	Korea	2,599	2,199	633	640	926
⑥ Business travel	tCO ₂ eq	Korea	4,722	3,149	1,113	1,255	781
⑦ Employee commuting	tCO ₂ eq	Korea	4,966	6,095	1,020	350	4,725
⑨ Downstream transportation and distribution	tCO ₂ eq	Korea	128,789	50,900	3,141	8,992	38,767
⑩ Use of sold products ⁴⁾	tCO ₂ eq	Korea	15,084,470	11,356,114	1,031,940	5,249,137	5,075,037
⑫ End of life treatment of sold products	tCO ₂ eq	Korea	4,819	2,665	132	1,122	1,411
⑮ Investments	tCO ₂ eq	Korea	6.43	0.00	0.00	0.00	0.00

Energy

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Energy usage ⁵⁾	TJ	Global	2,787	2,741	280	502	1,958
Direct energy usage	TJ	Global	613	615	39	155	421
Indirect energy usage	TJ	Global	2,065	1,945	241	278	1,426
Renewable energy usage	TJ	Global	109	181	0	70	111
Energy savings	TJ	Global	42	207	155	31	21
Amount of energy cost savings	KRW million	Global	928	1,508	176	917	416
Energy usage ⁵⁾	TJ	Korea	2,305 ⁵⁾	2,342	200	333	1,809
Direct energy usage	TJ	Korea	462	430	16	66	348
Indirect energy usage	TJ	Korea	1,791 ⁵⁾	1,791	184	249	1,359
Renewable energy usage	TJ	Korea	52	120	0	18	102
Energy usage intensity	TJ/KRW million	Korea	0.0004	0.0002	0.0002	0.0002	0.0005
Energy savings	TJ	Korea	38	204	155	28	21
Amount of energy cost savings	KRW million	Korea	875	1,369	176	777	416

- 1) Calculated by applying the guidelines on reporting and certification of emissions under the greenhouse gas emissions trading system
- 2) Change in the reporting scope due to expansion of the compilation scope (Korea and overseas manufacturing operations before 2023, sales subsidiaries are added to global from 2024 onwards)
- ① Purchased goods and services: Based on steel products for excavators
- ② Capital goods: Based on the history of office supply purchases
- ③ Fuel and energy related activities: Based on energy used in Korea operations
- ④ Upstream transportation and distribution: Based on sea/air transportation of products
- ⑤ Waste generated in operations: Based on waste disposal performance of Korea operations
- ⑥ Business travel: Based on the airfare and hotel accommodation during the business trip
- ⑦ Employee commuting: Based on commuter bus operation by Korea operations
- ⑧ Downstream transportation and distribution: Based on sea/air transportation of products
- ⑨ Use of sold products: Based on the emissions from the use of the sold product until disposal
- ⑩ End of life treatment of sold products: Based on emissions resulting from the disposal of sold products (Korea)
- ⑪ Investment: Based on energy usage of related companies
- 3) Increase in 2025 emissions due to the expansion of the calculation scope
- 4) Decrease in 2025 emissions due to the expanded collection of primary data based on the actual period of use
- 5) Calculated by applying the guidelines on reporting and certification of emissions under the greenhouse gas emissions trading system
- 6) 2024 data was corrected due to an error

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Environmental Data

Water Resources Management^{1) 2)}

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Water withdrawal							
Water withdrawn ³⁾	ton	Global	848,953	828,351	91,306	159,336	577,709
Water withdrawn from third-party supply (municipal water + industrial water)	ton	Global	825,812	797,335	91,306	142,544	563,485
Rainwater withdrawn	ton	Global	183	4,095	0	0	4,095
Groundwater withdrawn	ton	Global	22,958	26,921	0	16,792	10,129
Water withdrawn	ton	Korea	579,924	629,018	51,993	64,727	512,298
Water withdrawn from third-party supply (municipal water + industrial water)	ton	Korea	572,860	614,794	51,993	64,727	498,074
Rainwater withdrawn	ton	Korea	183	4,095	0	0	4,095
Groundwater withdrawn	ton	Korea	6,881	10,129	0	0	10,129
Water withdrawn intensity	ton/KRW million	Korea	0.091	0.093	0.052	0.030	0.143
Water discharge							
Water discharged ³⁾	ton	Global	141,132	154,729	13,060	33,062	108,607
Wastewater discharged ³⁾	ton	Global	141,132	119,351	13,060	24,702	81,589
Water discharged	ton	Korea	66,887	54,214	2,053	1,470	50,691
Wastewater discharged	ton	Korea	66,887	54,214	2,053	1,470	50,691
Water consumption							
Water consumed ³⁾	ton	Global	707,821	673,622	78,246	126,274	469,102
Water consumed from third-party supply (municipal water + industrial water)	ton	Global	664,908	655,579	78,246	122,454	454,879
Rainwater consumed	ton	Global	183	4,095	0	0	4,095
Groundwater consumed	ton	Global	18,145	13,949	0	3,820	10,129
Water consumed	ton	Korea	513,037	574,804	49,940	63,257	461,607
Water consumed from third-party supply (municipal water + industrial water)	ton	Korea	505,973	560,580	49,940	63,257	447,383
Rainwater consumed	ton	Korea	183	4,095	0	0	4,095
Groundwater consumed	ton	Korea	6,881	10,129	0	0	10,129
Water consumption intensity	ton/KRW million	Korea	0.080	0.085	0.050	0.029	0.129
Water reuse							
Water reused and recycled ³⁾	ton	Global	76,073	72,815	0	11,088	61,727
Water reused and recycled ³⁾	ton	Korea	63,680	61,727	0	0	61,727

Biodiversity

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Threatened species in the IUCN Red List that are identified near the operations	No.	Global	1,347	1,745	558	631	556

1) The global scope of water resources management encompasses both Korea and overseas manufacturing operations

2) Water data covers third-party supply (municipal water + industrial water), rainwater, groundwater, seawater, and reused water. Categories with a value of '0' were omitted from the report

3) 2024 data was corrected due to an error



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Environmental Data

Waste Management¹⁾

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Waste generation							
Waste generated ²⁾	ton	Global	48,203	54,135	1,807	25,552	26,776
Non-hazardous waste generated	ton	Global	44,614	49,794	1,342	24,618	23,834
Hazardous waste generated	ton	Global	3,590	4,341	466	934	2,942
Waste generated	ton	Korea	26,248	26,024	1,010	2,308	22,706
Non-hazardous waste generated	ton	Korea	23,856	23,389	831	2,062	20,496
Hazardous waste generated	ton	Korea	2,392	2,636	180	246	2,210
Waste disposal							
Waste disposed ²⁾	ton	Global	48,203	54,134	1,807	25,552	26,775
Waste landfilled	ton	Global	840	225	0	174	51
Waste incinerated	ton	Global	3,196	3,918	679	1,159	2,080
Waste incinerated with energy recovery	ton	Global	2,100	2,346	0	266	2,080
Waste incinerated without energy recovery	ton	Global	1,096	1,572	679	893	0
Waste disposed - Others	ton	Global	-	66	37	11	18
Waste recycled ²⁾	ton	Global	44,167	49,925	1,091	24,208	24,626
Waste recycling rate ²⁾	Percentage(%)	Global	92	309	123	95	92
Non-hazardous waste disposed ²⁾	ton	Global	44,614	49,794	1,342	24,618	23,834
Non-hazardous waste landfilled	ton	Global	611	190	0	140	50
Non-hazardous waste incinerated	ton	Global	1,975	2,131	413	593	1,125
Non-hazardous waste incinerated with energy recovery	ton	Global	1,226	1,291	0	166	1,125
Non-hazardous waste incinerated without energy recovery	ton	Global	750	840	413	427	0
Non-hazardous waste disposed - Others	ton	Global	-	66	37	11	18
Non-hazardous waste recycled ²⁾	ton	Global	42,028	47,406	891	23,874	22,641
Hazardous waste disposed ²⁾	ton	Global	3,590	4,340	466	934	2,941
Hazardous waste landfilled	ton	Global	229	35	0	34	1
Hazardous waste incinerated	ton	Global	1,221	1,786	266	566	955
Hazardous waste incinerated with energy recovery	ton	Global	874	1,055	0	100	955
Hazardous waste incinerated without energy recovery	ton	Global	347	732	266	466	0
Hazardous waste recycled ²⁾	ton	Global	2,140	2,519	200	334	1,985

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Waste disposed	ton	Korea	26,248	26,023	1,010	2,308	22,705
Waste landfilled	ton	Korea	172	92	0	42	50
Waste incinerated	ton	Korea	1,262	1,166	394	437	335
Waste incinerated with energy recovery	ton	Korea	462	335	0	0	335
Waste incinerated without energy recovery	ton	Korea	800	831	394	437	0
Waste disposed - Others	ton	Korea	-	66	37	11	18
Waste recycled	ton	Korea	24,814	24,700	580	1,818	22,302
Waste recycling rate	Percentage(%)	Korea	95	236	59	79	98
Non-hazardous waste disposed	ton	Korea	23,856	23,389	831	2,062	20,496
Non-hazardous waste landfilled	ton	Korea	31	58	0	8	50
Non-hazardous waste incinerated	ton	Korea	829	744	372	346	26
Non-hazardous waste incinerated with energy recovery	ton	Korea	121	26	0	0	26
Non-hazardous waste incinerated without energy recovery	ton	Korea	709	718	372	346	0
Non-hazardous waste disposed - Others	ton	Korea	-	66	37	11	18
Non-hazardous waste recycled	ton	Korea	22,996	22,521	422	1,697	20,402
Hazardous waste disposed	ton	Korea	2,392	2,635	180	246	2,209
Hazardous waste landfilled	ton	Korea	142	34	0	34	0
Hazardous waste incinerated	ton	Korea	433	421	21	91	309
Hazardous waste incinerated with energy recovery	ton	Korea	341	309	0	0	309
Hazardous waste incinerated without energy recovery	ton	Korea	91	112	21	91	0
Hazardous waste recycled	ton	Korea	1,818	2,179	158	121	1,900

1) The global scope of waste management encompasses both Korea and overseas manufacturing operations

2) Global data was newly compiled from 2024 going forward

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Social Data

Employee Diversity

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Number of employees ¹⁾²⁾	Person	Global	9,966	9,218	1,538	3,601	4,079
Number of employees	Person	Korea	4,997	4,866	1,266	1,126	2,474
By employment type³⁾							
Permanent employees	Person	Global	8,795	7,526	1,436	2,555	3,535
Temporary employees ⁴⁾	Person	Global	1,171	1,683	100	1,043	540
Employees by job type³⁾							
Office workers	Person	Global	5,820	5,320	1,361	1,858	2,101
Production workers	Person	Global	4,146	3,889	175	1,740	1,974
Employees by gender¹⁾²⁾							
Male	Person	Global	8,238	8,037	1,263	3,182	3,592
Female	Person	Global	1,118	1,181	275	419	487
Employees by age¹⁾²⁾⁵⁾							
Under 30	Person	Global	1,671	1,629	229	941	459
Between 30 and 50	Person	Global	6,183	6,147	1,094	2,172	2,881
Over 50	Person	Global	1,502	1,442	215	488	739
Employees by nationality⁶⁾							
Percentage of Korean national employees	Percentage(%)	Global	51	54	83	33	62
Percentage of Chinese national employees	Percentage(%)	Global	22	20	17	10	29
Percentage of Indian national employees	Percentage(%)	Global	13	14	0	36	0
Percentage of Brazilian national employees	Percentage(%)	Global	5	6	0	15	0
Percentage of Belgian national employees	Percentage(%)	Global	1	1	0	3	0
Percentage of U.S. national managers	Percentage(%)	Global	-	2	0	3	2
Percentage of Norwegian national managers	Percentage(%)	Global	-	1	0	0	3
Percentage of Czech national managers	Percentage(%)	Global	-	2	-	-	4
Percentage of Korean national managers	Percentage(%)	Global	66	63	93	50	60
Percentage of Chinese national managers	Percentage(%)	Global	19	21	7	17	31
Percentage of Indian national managers	Percentage(%)	Global	5	6	0	16	0
Percentage of Brazilian national managers	Percentage(%)	Global	2	2	0	6	0
Percentage of Belgian national managers	Percentage(%)	Global	2	1	0	3	0
Percentage of U.S. national managers	Percentage(%)	Global	-	5	0	8	4
Percentage of Norwegian national managers	Percentage(%)	Global	-	1	0	0	2
Percentage of Czech national managers	Percentage(%)	Global	-	1	0	0	3

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Female employees							
Female manager ratio	Percentage(%)	Korea	2.24	2.41	4.20	2.05	1.41
Female senior manager ratio	Percentage(%)	Korea	0	0	0	0	0
Female mid-level manager ratio	Percentage(%)	Korea	2.65	2.58	4.08	2.44	1.78
Female junior manager ratio	Percentage(%)	Korea	2.26	2.72	6.12	2.02	1.18
Female manager ratio in revenue-generating departments	Percentage(%)	Korea	3.24	2.13	6.25	1.58	1.84
Female employee ratio in STEM departments	Percentage(%)	Korea	9.05	8.42	12.79	8.07	7.98
Number of employees with disabilities	Person	Global	83	86	7	21	58

1) Includes Korea operations, major global overseas operations, small corporations, and branch office employees

2) In accordance with the HD Hyundai Construction Equipment Division's metric definition, registered executives (internal and external directors) are included in the total number of employees, employees by gender, and employees by age

3) In accordance with the HD Hyundai Construction Equipment Division's metric definition, registered executives (internal and external directors) are not included in employees by employment type and employees by job category

4) Temporary employees are working in technical tasks such as administrative assistance and machine line assembly

5) Reporting scope changed due to expansion of data collection (limited to Korea before 2023, global operations were added in 2024)

6) Data was newly compiled from 2024 going forward

Recruitment and Continuous Service

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Number of new hires ¹⁾	Person	Global	517	337	48	174	115
New hire rate ¹⁾	Percentage(%)	Global	6	3	3	7	3
Total turnover rate	Percentage(%)	Korea	5	5	3	4	8
Voluntary turnover rate	Percentage(%)	Global	4	7	2	14	6
Average years of service	Year	Korea	8.8	9.0	2.7	6.2	13.6
Gender - Male	Year	Korea	9.3	9.5	2.8	6.4	13.9
Gender - Female	Year	Korea	4.6	5.4	2.2	4.1	10.1

1) New compilation of global data from 2024



HD Hyundai XiteSolution ESG Databook

Social Data

Evaluation and Compensation

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Employees received performance evaluations	Percentage(%)	Korea	95	100	100	100	100
Job type - Office workers ¹⁾	Percentage(%)	Korea	95	100	100	100	100
Job type - Production workers ¹⁾	Percentage(%)	Korea	95	100	100	100	100
Gender - Male	Percentage(%)	Korea	96	100	100	100	100
Gender - Female	Percentage(%)	Korea	90	100	100	100	100
Average employee salary	KRW million	Korea	101	107	105	96	114
Gender - Male	KRW million	Korea	104	110	110	97	116
Gender - Female	KRW million	Korea	74	80	80	72	85

1) Data was newly compiled from 2024 going forward

Talent Development

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Trainees	Person	Korea	4,997	4,705	1,216	1,062	2,427
Training hours	Person	Global	253,958	207,176	55,134	59,209	92,833
Average training hours	Person	Global	42	22	36	16	23
Job type - Office workers	Person	Global	43	29	39	18	33
Job type - Production workers	Person	Global	40	13	13	15	12
Training costs	KRW million	Global	3,323	1,988	569	627	791
Average training costs	KRW million	Global	0.54	0.22	0.43	0.17	0.19

Employee Engagement

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Employee engagement survey participation rate ¹⁾	Percentage(%)	Korea	56	60	37	76	65
Employee engagement or satisfaction ¹⁾	Percentage(%)	Korea	63	63	62	59	66

1) Data was newly compiled from 2024 going forward

Labor-management Relations

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution ²⁾	HD Hyundai Construction Equipment	HD Hyundai Infracore
Union membership rate ¹⁾	Percentage(%)	Global	95	95	100	93	95
Collective agreement application rate ¹⁾	Percentage(%)	Korea	100	100	-	100	100

1) Data was newly compiled from 2024 going forward

2) No labor union established at the Korea operation

Parental Leave

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Employees using parental leave - Male	Person	Korea	53	14	4	3	7
Employees using parental leave - Female	Person	Korea	20	8	2	3	3
Parental leave return rate - Male	Percentage(%)	Korea	96	100	100	100	100
Parental leave return rate - Female	Percentage(%)	Korea	95	100	100	100	100
Employees with more than 12 months of service after returning from parental leave - Male	Person	Korea	48	28	4	9	15
Employees with more than 12 months of service after returning from parental leave - Female	Person	Korea	15	3	0	1	2

Retirement Pension System

Metrics	Unit	Scope	2024	2025			
				Total	HD Hyundai XiteSolution	HD Hyundai Construction Equipment	HD Hyundai Infracore
Number of DB plan employees	Person	Korea	4,185	3,735	1,030	1,022	1,683
DB operating amount	KRW million	Korea	279,437	276,658	56,697	72,299	147,662
Number of DC plan employees	Person	Korea	505	574	46	39	489
DC plan deposit amount ¹⁾	KRW million	Korea	4,713	4,939	456	322	4,161

1) 2023 to 2024 data was corrected due to an error

1) Data was newly compiled from 2024 going forward W

1) Global data was newly compiled from 2024 going forward



02

Appendix

HD Hyundai XiteSolution
Equipment Verification Opinion on
GHG Emissions

014

HD Hyundai Construction
Equipment Verification Opinion on
GHG Emissions

016

HD Hyundai Infracore Verification
Opinion on GHG Emissions

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HD Hyundai XiteSolution Equipment Verification Opinion on GHG Emissions

LRQA Independent Assurance Statement

Relating to HD Hyundai Xite Solutions Co., Ltd.'s GHG Emissions Inventory for the calendar year 2025

This Assurance Statement has been prepared for HD Hyundai Xite Solutions Co., Ltd. in accordance with our contract.

Terms of engagement

LRQA was commissioned by HD Hyundai Xite Solutions Co., Ltd. (HDX) to provide independent assurance on its GHG emissions inventory for the calendar year 2025 (here after referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of HDX's domestic sites¹⁾ and its overseas subsidiary²⁾, and specifically the following requirements:

- Evaluating conformance with A Corporate Accounting and Reporting Standard (revised version) and GHG Protocol Corporate Value Chain (Scope 3) Standard³⁾
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2)
- Evaluating the accuracy and reliability of data and information for other indirect GHG emissions (Scope 3)

The main activities of HDX include the manufacturing of construction machinery and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to HDX. LRQA disclaims any liability or responsibility to others as explained in the end footnote. HDX' responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of HDX.

1) Domestic subsidiaries were excluded from this assurance engagement.

2) Among the overseas subsidiaries, only direct and indirect emissions from the Chinese subsidiary were included.

3) <https://www.ghgprotocol.org>

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that HDX has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 and Table 2 below.



The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting HDX' headquarters and reviewing additional evidence made available by HDX; and
- Verifying historical GHG emissions data and records at an aggregated level for the calendar year 2025.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent. This verification engagement is the only work undertaken by LRQA for HDX and as such does not compromise our independence or impartiality.

Dated: 13 May 2026

Chan-Sik Yun LRQA Lead Verifier

On behalf of LRQA

2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00002 180

HD Hyundai XiteSolution Equipment Verification Opinion on GHG Emissions

LRQA Independent Assurance Statement

Table 1. Summary of HD Hyundai Xite Solutions Co., Ltd., Scope1 and Scope2 GHG Emissions Inventory 2025

Region	Corporate entity (Site)	Scope of GHG emissions (tCO ₂ e)		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, Location based)	Energy indirect GHG emissions (Scope 2, Market based)
Korea	Bundang	142	1,417	1,417
	Ulsan	403	4,334	4,334
	Gyeongju	580	2,538	2,538
	Gunsan	38	224	224
	Eumseong	0	232	232
China	HD Hyundai Hydraulic Machinery (Changzhou) Co., Ltd.	1,493	9,384	9,384

Note 1: Scope 2, Location based and Market based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of HD Hyundai Xite Solutions Co., Ltd. 's domestic sites, Scope3 GHG Emissions Inventory 2025

Scope of GHG emissions	Tonnes CO ₂ e
Other Indirect GHG emissions (Scope 3)	
• Use of sold products – use of domestically and internationally sold forklifts	1,031,940

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HD Hyundai Construction Equipment Verification Opinion on GHG Emissions

LRQA Independent Assurance Statement

Relating to HD Hyundai Construction Equipment Co., Ltd.'s GHG Emissions Inventory for the calendar year 2025

This Assurance Statement has been prepared for HD Hyundai Construction Equipment Co., Ltd. in accordance with our contract.

Terms of engagement

LRQA was commissioned by HD Hyundai Construction Equipment Co., Ltd. (HCE) to provide independent assurance on its GHG emissions inventory for the calendar year 2025 (here after referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations of HCE's domestic sites¹⁾ and its overseas subsidiary²⁾, and specifically the following requirements:

- Evaluating conformance with A Corporate Accounting and Reporting Standard (revised version) and GHG Protocol Corporate Value Chain (Scope 3) Standard³⁾
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2)
- Evaluating the accuracy and reliability of data and information for other indirect GHG emissions (Scope 3)

LRQA's responsibility is only to HCE. LRQA disclaims any liability or responsibility to others as explained in the end footnote. HCE's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of HCE.

1) Domestic subsidiaries were excluded from this assurance engagement.

2) Among the overseas subsidiaries, only direct and indirect emissions from the Indian subsidiary were included.

3) <https://www.ghgprotocol.org>

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that HCE has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 and Table 2 below.



The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:• Interviewing key people of the organization responsible for managing GHG emissions data and records;

- Reviewing processes related to the control of GHG emissions data and records;
- Visiting HCE' headquarters and reviewing additional evidence made available by HCE; and
- Verifying historical GHG emissions data and records at an aggregated level for the calendar year 2025.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Chan-Sik Yun LRQA Lead Verifier

On behalf of LRQA

2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

LRQA reference: SEO00002179

Dated: 13 May 2026

HD Hyundai Construction Equipment Verification Opinion on GHG Emissions

LRQA Independent Assurance Statement

Table 1. Summary of HD Hyundai Construction Equipment Co., Ltd., Scope1 and Scope2 GHG Emissions Inventory 2025

Region	Corporate entity (Site)	2025		
		Direct GHG emissions (Scope 1)	Energy indirect GHG emissions (Scope 2, Location based)	Energy indirect GHG emissions (Scope 2, Market based)
Korea	Bundang	226	433	433
	Ulsan	5,847	7,410	6,533
	Yongin	178	2,739	2,739
	Eumseong	176	1,281	1,281
	Gunsan	3	26	26
	Boryeong	427	0	0
India	HD Hyundai Construction Equipment India	5,352	8,301	3,585

Note 1: Scope 2, Location based and Market based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of HD Hyundai Construction Equipment Co., Ltd. 's domestic sites, Scope3 GHG Emissions Inventory 2025

Scope of GHG emissions	Tonnes CO ₂ e
Other Indirect GHG emissions (Scope 3)	
• Purchased goods & services – steel components for excavators	230,584
• Capital goods – computers, monitors, tablets, televisions, refrigerators, cameras, surveillance cameras, and office equipment	99
• Fuel and energy related activities – upstream emissions of purchased fuels, electricity and Heat	2,026
• Upstream transportation and distribution – transportation of purchased goods	102,796
• Waste generated in operations – treatment of wastes	640
• Business travel – rail, vehicles, buses, air travel, and accommodation	1,255
• Employee commuting – commuter buses	350
• Downstream transportation and distribution – transportation of sold excavators and wheel loaders	8,992
• Use of sold products – use of domestically and internationally sold excavators and wheel loaders	5,249,137
• End-of-life treatment of sold products – disposal of domestically and internationally sold excavators and wheel loaders Investments	1,122
• Investments – direct equity investment ¹⁾	0

1) Change in the reporting scope due to expansion of the compilation scope

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HD Hyundai Infracore Verification Opinion on GHG Emissions

HD Hyundai Infracore Co., Ltd.

The Korea Management Registrar In c. (hereinafter “KMR”) has conducted the verification on the greenhouse gas(hereinafter “GHG”) emission(Scope 1,2) in 2025 of HD Hyundai Infracore Co., Ltd.(hereinafter “the company”).

PURPOSE & SCOPE

The purpose of this verification is to independently assess the following based on objective evidence.

- Conformity with the verification criteria
- The accuracy of the GHG emissions and removals reported by the company

The scope of this verification covers the GHG emissions report provided by the company, as well as all facilities and emission sources under the operational control of the company.

STANDARDS

- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No.2025-64)
- Verification Guidelines for the Operation of the GHG Emissions Trading Scheme (Ministry of Environment Notice No.2025-165)
- Guidelines on the Operation of Greenhouse Gas and Energy Target Management System (Ministry of Environment Notice No.2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories(2006)

PROCEDURE

KMR conducted on-site verification based on a risk analysis approach and data evaluation, and assessed the appropriateness of the data and parameters applied in the calculation of GHG emissions based on objective evidence. KMR verified the GHG emissions for the reporting period using reasonable methods in accordance with the verification guidelines.

INDEPENDENCE

KMR has no conflict of interest with the company and does not perform verification with biased opinions or perspectives. KMR derived an independent and objective verification conclusion based on the verification criteria, and reviewed the entire verification process through an independent review.

LIMITATION

KMR verified the relevant reports, information, and data provided by the company through sampling and, where applicable, full inspection methods. However, there are inherent limitations, and differences in interpretation regarding conformity may exist. Although efforts were made to conduct a thorough verification in accordance with the verification criteria, undetected errors, omissions, or misstatements may still exist, which are presented as limitations of the verification.

GHG emissions and Energy Consumption

Unit: GHG (ton CO₂e) / Energy (TJ)

GHG	Scope 1	Scope 2		Total
2025	22,761.85	65,040.30		87,799
Energy	Fuel	Electricity	Steam	Total
2025	348.124	1,358.65	1.711	1,706

RESULTS

KMR prepared the GHG report in accordance with the agreed verification criteria.

- The verification of GHG emissions was conducted to achieve a reasonable level of assurance in accordance with the verification criteria.
- It has been verified that the data were properly collected, prepared, and reported in accordance with the verification criteria, and that emissions from key emission sources (accounting for 95% of total GHG emissions) have been calculated and reported without omission.
- Materiality: Meets the threshold of less than 5%

It has been verified that emissions from key emission sources have been calculated and reported without omission.

The verification confirms conformity with the verification objectives, scope, and criteria, and an “unmodified ” opinion is expressed.

May 13, 2026

KmR^{CEO} E J Hwang

