



Customer Satisfaction and Quality Management (Car Maker) (General Customers and Dealers) • Integrated Environmental Management • Climate Change and GHG Management • Community Involvement and Development • Transparency and Business Ethics • Employee Value Creation • **Employee Health and Safety Management** • Win-Win Partnership in the Supply Chain

● Completed ● Partially completed ○ Under preparation

Managerial Issue	Achievements in 2019			Plans for 2020			
	Goals	Achievements	Completion	Goals	Plans	Deadline	Responsible Team
Strengthening safety management at worksites	Establishing a culture of safety	Strengthened the safety management and activities at domestic plants and R&D centers through consulting on their safety culture Performed assessments on HK's safety culture and corporate culture	●	Establishing a culture of safety	Prevent disasters through behavior-based innovation activities (safety equipment & awareness improvement) - Improve the fundamental risks of major high-risk equipment - Pursue safety awareness innovation through VR ¹⁾	Dec.	EHS Planning Team Safety & Environment Team Facility Technology Team
	Reinforcing the safety and health system	Upgraded the compliance evaluation system and operated the Health and Safety Advisory Committee	●	Reinforcing the safety and health system	Operate the compliance evaluation system and continue the operation of the Health and Safety Advisory Committee - Adopt a self-initiated safety management system through preemptive safety assessments - Preemptively respond to legal risks through the continued operation of the Health and Safety Advisory Committee	Dec.	EHS Planning Team Safety & Environment Team
	Transitioning to ISO 45001	Achieved ISO 45001 ²⁾ at global plants	●	ISO 45001 certification	Operate global plants in accordance with ISO 45001	Dec.	EHS Planning Team Safety & Environment Team
Bolstering efforts for employee health	Developing procedures for musculoskeletal disease prevention and response	Conducted inspections and precision analyses on risk factors through the standardization of work processes on the shop floor Developed and implemented improvement plans for high-risk work processes	●	Developing procedures for musculoskeletal disease prevention and response	Perform scientific analyses to improve musculoskeletal diseases (ergonomic analyses) Improve on hazardous processes - Ergonomic improvement: Improve equipment, review the adoption of wearables and design their concept - Managerial improvement: Offer prevention training, improve work methods and tools, and eliminate unnecessary work and movement	Dec.	EHS Planning Team
	Bolstering efforts for employee health	Established a health cohort framework Strengthened efforts for the health management of high-risk groups Expanded the scope of counseling center operations	●	Bolstering efforts for employee health	Partner with hospitals to operate a smoke-cessation camp for high-risk groups Support free-of-charge screenings for the following: gastrointestinal endoscopy, abdominal ultrasonography, and chest CT scans Partner with national healthcare centers to operate a smoking cessation clinic	Dec.	Safety & Environment Team
	Strengthening work environment management	Improved the chemical management system (developed the G.CIS) Optimized the operation of ventilation equipment Improved the thermal work environment	●	Strengthening work environment management	Introduce wearables to prevent musculoskeletal diseases Strengthen management through work environment measurements Use low-risk raw materials	Nov.	Safety & Environment Team EHS Planning Team

1) VR: Virtual reality

2) ISO 45001: An ISO standard for occupational health and safety management systems