

# Overall Business Sustainable Management Activities

Hyundai E&C strives to provide sustainable management across all areas of our business operations. Hyundai E&C not only strives to create short-term profit, but we are also dedicated to the maximization of our corporate value in the mid- to long-term perspectives through sustainable management activities.

	Management Policy	Business Management
Green Value	<p><b>Carbon Management Strategy by Hyundai E&amp;C</b></p> <ul style="list-style-type: none"> <li>- Applying the Integrated Management System at the corporate level (division and onsite) combining ISO 14001, KS I 7001·7002, and ISO 50001 from 2012</li> </ul> <p>P. 13</p>	<p><b>Energy Reduction Design</b></p> <ul style="list-style-type: none"> <li>- BIPV (Building Integrated Photovoltaic) System for Securing Visibility: About 12% energy reduction when applied to the a 45 Acreage apartments</li> </ul> <p>P. 26</p>
	<p><b>Enforcing the Green Purchasing Process</b></p> <ul style="list-style-type: none"> <li>- Approximately 24.6 billion won of Green Purchasing Performance in 2011 (a 73% increase from 2010)</li> </ul> <p>P. 29</p>	<p><b>Green Home System</b></p> <ul style="list-style-type: none"> <li>- Undertaking the Green Hillstate Project (A total energy reduction of 30% in 2011)</li> </ul> <p>P. 34</p>
Social Value	<p><b>Win-Win Cooperation</b></p> <ul style="list-style-type: none"> <li>- Raising 38 billion won for a Win-Win growth fund to give support to financially challenged suppliers.</li> </ul> <p>P. 47</p>	<p><b>Raising Safety Awareness and the Prevention of Accidents through System Improvement</b></p> <ul style="list-style-type: none"> <li>- Permit to Work: Monthly accident average decreased from 6.6 (prior to enforcement) to 3.7</li> </ul> <p>P. 46</p>
	<p><b>Communication with Suppliers</b></p> <ul style="list-style-type: none"> <li>- Collection and Review of difficulties and suggestions from suppliers through the suppliers Association with 8 branches and 295 suppliers</li> </ul> <p>P. 48</p>	<p><b>Selection of Suppliers</b></p> <ul style="list-style-type: none"> <li>- Ensuring equity in distributing opportunities to all suppliers by clarifying the company-selection procedure</li> </ul> <p>P. 47</p>
Economic Value	<p><b>Endeavors for the Internalization of Ethical Management</b></p> <ul style="list-style-type: none"> <li>- Ethical Management and Anti-corruption training participants in 2011 totaled 8,209</li> </ul> <p>P. 61</p>	<p><b>Setting a cooperation system to share with the companies in the Group</b></p> <ul style="list-style-type: none"> <li>- Ensuring stable fundamentals for business management through cooperation with the companies in the Group</li> </ul> <p>P. 66</p>
	<p><b>Fair Trade Compliance Program (CP)</b></p> <ul style="list-style-type: none"> <li>- The CEO's declaration of and employees' promises to the Fair Trade Compliance Program.</li> </ul> <p>P. 61</p>	<p><b>Infrastructure Investment</b></p> <ul style="list-style-type: none"> <li>- Job creation and production through infrastructure investment</li> </ul> <p>P. 65</p>

## Achievement and Evaluation



## Future Growth

### Responses to Climate Change

- Earning the CTS(Carbon Trust Standard) Certificate for the first time as a Korean company

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### Major R&D Achievement

- Commercialization of various R&D achievements such as the decreased amount of energy use, decreased CO<sub>2</sub> emissions, and utilization of renewable energy

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### Distribution of Induced Economic Value among Stakeholders

- Total amount of economic values distribution in 2011: 8 trillion won and 318.7 billion won

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### Fair Evaluation of Performance

- Achievement evaluation and Performance evaluation upon competence diagnostic perspectives through the predefined performance evaluation program regardless of employment relationship and position

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### 10 Trillion Won in Sales for 2 Consecutive Years

- 10 trillion won and 104.6 billion won in 2011 sales

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### Ranked 1st by the construction performance evaluation for 4 years in a row

- The highest rank for the company's business management skill and performance

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### Expansion of Research Personnel and the Budget

- R&D budget 2011: about 18.3 billion won (an 85% increase from last year), research personnel: 93 persons (a 24% increase from last year)

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### Development of Eco-friendly Technology

- Cost reduction and activation of information sharing on eco-friendly technology development through co-research with companies in the Group

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### Securing Human Resources

- Employing 263 university graduates and 101 employees with experience in 2011

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### Raising Global Leaders

- Average hours of education per person in 2011: 174.9 hrs, Average cost for education per person: 1.19 million won

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### Reinforcing Expansion by Marketing to Developing Countries

- Dominating the market and obtaining large scale orders through strengthening expansion into Africa, South America and CIS regions

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### Reinforcing Entry into Eco-friendly Markets

- Reinforcing entry into eco-friendly markets as a future growth power

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