

ETHICS POLICY

1. Purpose

This policy aims to inform Hyundai Motor Türkiye Otomotiv (HMTR) employees and all persons, institutions and organizations they are in contact with about the basic ethical policy.

2. Content

All jobs, actions and transactions of the members of the board of directors, managers and employees of HMTR are covered by this policy. Managers and employees within the HMTR must comply with the law and fulfill their duties in accordance with the Ethics Policy. In addition, all stakeholders who have contractual relationships with HMTR must respect the content and soul of this Ethics Policy. All HMTR employees covered by this document will perform their duties in accordance with the regulations, policies and rules guiding the Ethics Policy. In cases where regulations, policies and rules regarding this Ethics Policy differ from laws, the laws will prevail.

3. HMTR Ethical Policies

3.1 Ethics for Employees

HMTR employees are responsible for performing their duties according to clear and transparent standards;

Ethics Title	Explanation	Related Policy /Procedure
Bribery	HMTR prohibits taking, providing, or undertaking any illegal or unethical interests and bribes to its stakeholders in any form, monetary or non-monetary.	Anti-Corruption Policy
Improper Requests	HMTR prohibits inappropriate internal and external requests among managers, employees and stakeholders. HMTR employees refrain from acts of personal gain by misconduct.	
Conflict of Interest	HMTR prohibits conflict of interest (any personal interests, material or immaterial, that affect the impartiality of its employees while performing their duties). Employees; may not engage in business relationships that provide benefits in any way, including family, friends or customers.	

Information Leakage	HMTR employees do not share internal information and secrets obtained directly or indirectly while working.	Information Security Policy
Document & Reporting	HMTR employees do not create, report or share misleading documents with internal or external stakeholders by hiding or falsifying information.	
Workplace Ethics	HMTR employees do their best to fulfill their responsibilities at all times during employment and use Company assets and facilities only to fulfill their duties. In addition, they do not use substances that could harm themselves or others (illegal drugs, alcohol, drugs, gambling, etc.) during their work.	Ethical Rules and Code of Conduct
Gift Acceptance	HMTR employees do not accept / give gifts other than the situations specified in the gift policy and do not provide benefits to themselves or others in gifts made as business and cultural necessities.	Gift Policy

3.2 Respect for Employees

HMTR respects the personality of its employees by providing them with fair working conditions and safe working environments.

Ethics Title	Explanation	Related Policy/ Procedure
Human Rights	HMTR respects its employees as independent individuals and implements universal human rights.	Human Rights Policy
Discrimination	HMTR does not discriminate against all employees based on nationality, place of birth, race, gender, age, culture, religion, disability, education, political opinion, personal tastes or other factors and prohibits such discrimination.	
Opportunity Equality	HMTR provides all employees with equal opportunities for training and development, evaluates employees fairly based on performance, and ensures wage justice.	
Harassment	HMTR prohibits any activity that may insult or harm human dignity, such as verbal, sexual, mental or physical abuse, coercion, corporal punishment, exclusion, and threat.	
Work-Life Balance	HMTR tries to provide a working environment that supports work-life balance for employees.	
Mobbing	HMTR prohibits all kinds of psychological violence (Mobbing) that may affect employees' social relations, dignity and career.	
Occupational Health & Safety	HMTR takes and implements the necessary measures to ensure the safety and well-being of employees and to protect the working environment from work accidents, injuries, disasters, diseases and epidemics.	Occupational Health & Safety Policy

3.3 Ethics for Customer

HMTR aims to present the product or service it provides to the customer within the framework of the highest quality standards.

Ethics Title	Explanation	Related Policy/ Procedure
Product / Service Quality	HMTR prioritizes the quality of the products and services it offers and does not take any action to lower the quality standards.	Quality Policy
Product Liability	HMTR respond appropriately to ensure the safety and quality of products and services. It undertakes to provide customers with all kinds of information necessary to prevent damage and risks that may occur in the product.	
Correct Information	HMTR helps customers make informed decisions by providing accurate and useful information about their products and services, and does not mislead them by providing false or exaggerated information.	
Customer Relations	HMTR listens to customers' feedback on products and services and accepts reasonable requests and suggestions.	
Privacy of Personal Information	HMTR complies with applicable laws and regulations to protect customers' personal information and does not engage in activities that violate data privacy.	GDPR Clarification Texts

3.4 Competition Ethics

HMTR competes fairly in the marketplace and does business ethically with parties with whom it has a contractual relationship;

Ethics Title	Explanation	Related Policy/ Procedure
Anti-Trust	HMTR does not engage in activities that distort fair competition, such as abuse of market dominance or trading position.	Competition Policy
Collusion	HMTR, in partnership with other companies, does not engage in activities that restrict fair competition in terms of prices and terms of products and services.	
Unfair Competition	HMTR does not inappropriately receive information from competitors, partners or other organizations and does not use or disclose this information.	
Intellectual Property	HMTR protects the trade secrets of suppliers that have contractual relationships with it and does not violate the intellectual property rights of other companies or individuals.	
Tax Liabilities	HMTR transparently complies with tax obligations domestically and in countries where it has commercial activities. It respects tax laws and does not avoid legitimate tax obligations.	
Relations with Suppliers and Dealers	HMTR seeks fair and mutually beneficial relationships with its suppliers and dealers and does not enter into unfair competition.	Dealer and Supplier Ethics Rules & Code of Conduct

3.5 Ethics for Society

HMTR contributes to sustainable development by fulfilling its social and environmental responsibilities as a member of society;

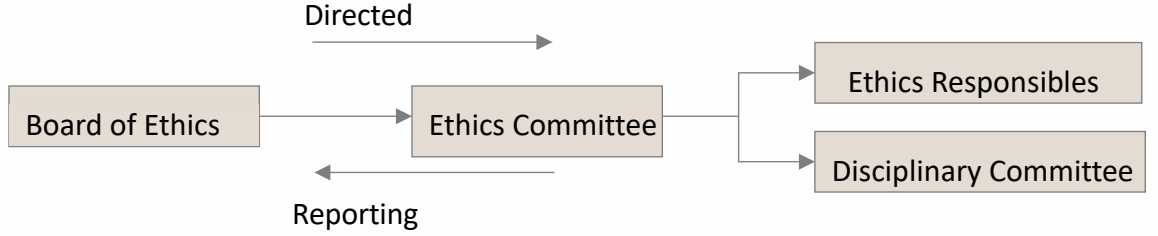
Ethics Title	Explanation	Related Policy/ Procedure
Sustainable Development	HMTR tries to fulfill its responsibilities related to sustainable development goals in order to reduce or end environmental and social problems.	ESG Policy
Environment and Energy	HMTR is committed to taking responsible actions to minimize the negative impacts on the environment caused by its production and other activities. HMTR also works on energy saving.	
Contribution & Sponsorship	HMTR contributes fairly to charitable donations and sponsorships and prohibits donations and sponsorships of a political nature.	

4. Ethics Management System

- **Responsibility:** Managers responsible for ensuring compliance with this policy undertake to support and manage all relevant employees and stakeholders in the implementation of this policy.
- **Management and Reporting:** The practitioners of this policy establish appropriate organization and reporting systems to prevent ethical risks and conduct due diligence and clearly define roles and responsibilities in this regard.
- **Monitoring and Due Diligence:** The practitioners of this policy regularly monitor ethical risks and create programs to review these risks.
- **Internal Control:** The practitioners of this policy develop a reporting system that can be accessed internally and externally 24 hours a day and establish appropriate internal control systems such as regular auditing.
- **Protection of the Person Who Made a Notification of Nonconformity:** The practitioners of this policy protect the identity of the reporting person and take all necessary measures to protect them from maltreatment and discrimination.
- **Review:** This policy is regularly reviewed and updated.
- **Training:** Practitioners of this policy provide appropriate ethics training for those working on implementation.
- **Precautions against Violation:** In case of violation, the implementers of this policy immediately take the necessary precautions in accordance with the internal regulations.

5. Ethics Groups and Governance Structure

HMTR contributes to sustainable development by fulfilling its social and environmental responsibilities as a member of society;



6. Ethical Non-Compliance Reporting Channels

Nonconformities can be reported by filling out the form on the HMTR ethics report website or via the ethical email address;

Web : Hyundai Motor Türkiye web site / Ethics page

E-mail : etik@hyundai.com.tr

YONGJIN KIM

President