

HUMAN RIGHTS POLICY

1. OUTLINE

A. Purpose of Establishing the Human Rights Charter

Hyundai Motor Company declares this Charter of Human Rights to actively implement human rights management and at the same time to prevent human rights violations and mitigate related risks. In order to implement human rights management, Hyundai Motor Company respects and supports a wide range of recognized human rights/labor-related international standards and guidelines, such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization Constitution, OECD Guidelines for Multinational Enterprises and OECD Due Diligence Guidance for responsible Business Conduct, among others. Hyundai Motor Company will identify and strive to prevent and mitigate the negative effects of business activities on human rights, and establish remedial procedures to minimize the damaging effects on human rights.

B. Scope of Application of the Human Rights Charter

This Human Rights Charter applies to all officers and employees (including those work ing in irregular positions) of Hyundai Motor Company, including domestic and foreign production and sales entities, subsidiaries, second-tier subsidiaries, and joint ventures. In addition, officers and employees of Hyundai Motor Company follow this Human Rights Charter when collaborating with suppliers, sales and service organizations, and further encourage all stakeholders in a business relationship to respect this Human Rights Charter. If any matter covered by this Charter conflicts with any local national laws and regulations, local laws and regulations shall prevail. Hyundai Motor Company may amend this Human Rights Charter to reflect the laws and industrial characteristics required by the relevant country, and may establish separate detailed policies, if necessary. All officers and employees of Hyundai Motor Company shall perform their duties in accordance with this Human Rights Charter, unless there are special provisions in the laws and regulations of the relevant country or the articles of association or company regulations of the organization.

C. Human Rights Risk Management System

Hyundai Motor Company should establish an internal system necessary for implementing the human rights management in accordance with this Human Rights Charter to respect the human rights of all officers and employees and relieve the ensuing risk, and should also establish a human rights due diligence policy to regularly evaluate and improve human rights and sufficiently share such results with stakeholders. The department in charge of human rights management for Hyundai Motor Company carries out the human rights risk management system in accordance with the principle of good faith and due diligence, and reviews matters to be considered for human rights management procedure on a regular basis, actively reflecting social changes to revise the management system.



D. Language

This Charter is written in Korean and English and Turkish. In the event of discrepancy, Korean version shall prevail.

2. BASIC PRINCIPLES

Article 1 Prohibition of Child Labor and Force Labor

Hyundai Motor Company prohibits child labor, and adheres to the zero-tolerance principle for such unfair employment. It takes measures so that minors' opportunity for education will not be restricted due to their work. Hyundai Motor Company does not force any of its officers and employees to work against their free will, for example by engaging in any act of violence, threat, false imprisonment or the like against any officer or employee, and does not keep original copies of personal ID cards or visas for the purpose of forced labor..

Article 2 Prohibition of Discrimination and Workplace Harassment

Hyundai Motor Company will not discriminate against any and all officers and employees in relation to employment, such as recruitment, hiring, promotion, education, wages, welfare benefits, etc., on the ground of their gender, race, ethnicity, nationality, religion, disability, age, marital status or pregnancy, family status, social status, political opinion, etc., without reasonable grounds, and shall establish an organizational culture that respects the diversity of officers and employees.

In addition, Hyundai Motor Company prohibits officers and employees from causing physical or mental suffering or worsening the working environment, through coercive work orders, verbal abuse or the like by using his/her position or relationship in the workplace.

Article 3 Compliance with Working Conditions

Hyundai Motor Company shall comply with the statutory working hours of each country in which it operates its business, and shall pay reasonable remuneration for service to all officers and employees, together with payroll statements. Hyundai Motor Company does not demand any commission or brokerage fee from the employee on the grounds of employment. In addition, Hyundai Motor Company will provide all officers and employees with sufficient educational opportunities and a working environment appropriate for the performance of their duties to develop their capabilities and improve their quality of life.

Article 4. Anthropocentric Approach

Hyundai Motor Company respects employee privacy and fully protects personal information and does not subject any employee to mental or physical abuse.

Article 5. Freedom of Association and Collective Bargaining

Hyundai Motor Company respects the labor relations laws of the country where this Human Rights Policy applies and provides all employees with adequate communication opportunities.

Article 6. Occupational Health and Safety

Hyundai Motor Company regularly inspects workplace facilities, equipment, and necessary tools to ensure that all employees operate in a safe working environment. It takes appropriate measures to prevent physical and mental risks and supports follow-up management.

Article 7. Protection of the Human Rights of Local Populations

All Hyundai Motor Company employees are required to refrain from violating the human rights of local populations in the performance of their duties and strive to protect the local population's rights to safety, health, and freedom of residence. Furthermore, they do not discriminate against and protect the human rights of vulnerable groups such as children, migrant workers, people with disabilities, and women.

Article 8. Protection of Human Rights for Customers

All officers and employees of Hyundai Motor Company are obligated to protect the lives, health, property, and personal information collected from customers' management activities when providing products and services.

Article 9. Responsible Supply Chain Management

To create a sustainable supply chain, Hyundai Motor Company assesses and manages ESG (Environmental, Social, Governance) risks arising from its supply chain and conducts training and support activities for suppliers to prevent risks in advance.

Article 10. Safeguarding Environmental Rights

Hyundai Motor Company recognizes that environmental pollution can be a serious human rights violation that directly affects people's lives and health, and has established environmental management policies and guidelines to minimize the negative environmental impacts caused by environmental pollution.

3. ESTABLISHMENT OF THE SYSTEM

A. Establishment of Governance

① Responsibility of Human Rights Management

Hyundai Motor Company should manage and supervise the status of promoting the human rights management through committees or management meetings attended by the highest decision makers or decision makers of major departments, and working-level meetings organized by decision makers of the department in charge of human rights management. The roles and responsibilities of committees, management meetings, or working-level meetings may include 1) review of the enactment or amendment of the Human Rights Charter, 2) suggestion of opinions on amendment of relevant internal regulations, such as the HR system, employment regulations, audit standards etc, 3) implementation of human rights risk evaluation and recommendation of measures to be taken as a result thereof, 4) instruction to investigate cases of human rights violations and deliberation on remedial measures, and 5) other matters deemed necessary for the protection of human rights.

② Performance of Human Rights Management

Hyundai Motor Company should have a department in charge of human rights management to carry out the relevant affairs. The tasks to be carried out by the department in charge of human rights management may include (i) enactment and amendment of the Human Rights Charter, (ii) establishment of an implementation plan for human rights management, (iii) evaluation and management of human rights risks, including the performance of human rights due diligence, (iv) operation of grievance procedures, (v) conducting internal training.

B. How the Complaint Procedure Works

① Reporting and Receiving Human Rights Violations

Hyundai Motor Company must operate a communication channel to receive reports of human rights violations or human rights risks in the local language from employees and other individuals or organizations (reporters) who are victims of or aware of such violations. Upon receipt of a report of human rights violations, the relevant departments will discuss specific remedies for human rights violations, taking into account the specifics of each individual case reported.

Complaint Channel for Reporting Human Rights Violations

- Relevant Department: Audit Department
- E-mail: etik@hyundai.com.tr

② Processing of Reports of Human Rights Violations

Hyundai Motor Company will seek to determine the best possible remedies with the assistance of its legal department, citing court precedents, relevant government regulations, past internal practices, and other industry practices. If human rights violations significantly impact the freedoms and rights of victims or pose a potential reputational risk, remedial measures will be discussed in committees, management meetings, and working group meetings attended by the highest-ranking decision-makers.

③ Assurance for Reporters

All Hyundai Motor Company employees must not disclose or otherwise report any personally identifiable information that could be used to identify those reporting noncompliance. All information regarding victims, incidents, resolution procedures, and outcomes disclosed during the reporting and reporting process must be kept strictly confidential. Furthermore, safeguards must be implemented to protect employees from any negative consequences arising from reporting human rights violations and risks.

C. C. Education and Awareness-Raising Efforts

① Human Rights Management Training

Hyundai Motor Company will provide human rights management training to enhance employees' understanding and awareness of human rights and to communicate the direction of internal human rights management and action plans. Through human rights management training, discriminatory actions by employees are prohibited and active reporting of identified incidents and risks of human rights violations is encouraged.

② Expanding Human Rights Management

Hyundai Motor Company may share information about its Human Rights Policy, implementation plan, human rights risk assessment process, and related results with suppliers when deemed necessary to manage human rights risks and promote human rights management. Such content is shared through the most appropriate channels (audio, video, and print media) and methods (Korean, English, etc.) to ensure that all organization members have easy access to information on human rights management.

4. Human Rights Due Diligence

A. Risk Assessment

① Development of the Evaluation Index

Hyundai Motor Company should develop and manage assessment and due diligence indicators to assess the working environment, working conditions, human resources operation, industrial safety, and human rights risks of local people and customers, reflecting the United Nations Business and Human Rights Guidelines, OECD Due Diligence Guidelines, and Ministry of Justice's Business and Human Rights Guidelines.

② How the Evaluation Process Works

Hyundai Motor Company must conduct a process to identify and assess the current status of human rights violations and the likelihood of potential human rights risks by selecting assessment topics covered by the declaration. This process will involve engaging with key stakeholders to identify potential human rights risk factors that may arise in business operations and business relationships, including supply chains, and assess their impact on stakeholders. The written assessment will be conducted by presenting the assessment index and guidelines to the assessment subject. It is recommended that the assessment subject develop a personal development plan for the areas identified as inadequate by self-assessment. Based on the results of the written assessment, Hyundai Motor Company may conduct an on-site due diligence to verify the existence of any risks by reviewing internal human rights regulations and systems, conducting interviews, and conducting on-site inspections. Furthermore, to ensure the objectivity of the written assessment and on-site due diligence, a separate third-party audit may be conducted through an independent third-party agency. Any "high-risk" and "non-compliance" identified items and those assessed by the written assessment will require immediate remediation or the establishment of remediation plans through on-site due diligence and a third-party audit. To accurately find cases of human rights violations and efficiently carry out the assessment process, Hyundai Motor Company should review and revise its assessment index and process for human rights risks on an annual basis.



B. Risk Improvement Performance

① Formulation and Conditions of Improvement

Hyundai Motor Company must develop remediation plans and implementation plans to address human rights risks arising from the human rights risk assessment. The organization that undergoes the human rights risk assessment will consult with the department responsible for human rights management to determine specific implementation tasks for implementing the remediation plans.

② Application Status Tracking

Hyundai Motor Company must report the significant results, significant risks, and remediation measures identified through human rights risk assessments to key decision-makers, including committees, management meetings, and working groups. Reporting data approved by committees, management meetings, key decision-makers, etc., may be shared with relevant departments and others to enhance the effectiveness of human rights management promotion.

C. Explanation of the Situation and Result

① Reporting to Key Decision Makers

Hyundai Motor Company, insan hakları risk değerlendirmesi yoluyla belirlenen anlamlı sonuçları, önemli riskleri ve iyileştirme önlemlerini komiteler, yönetim toplantıları ve çalışma grupları da dahil olmak üzere ana karar vericilere rapor etmelidir. Komiteler, yönetim toplantıları, önemli karar vericiler vb. tarafından onaylanan raporlama verileri, insan hakları yönetiminin desteklenmesinin etkinliğini artırmak amacıyla ilgili departmanlar ve diğer kişilerle paylaşılabilir.

② Information Disclosure

[[Individual Subsidiaries of HMC Group (Names)]] will disclose information on human rights violation reports, human rights risk assessment results and measures to remediate and mitigate risks through channels such as the website, integrated report, sustainable management report, etc., that are easily accessible and clearly understandable to employees and other stakeholders.

YONGJIN KIM

President