

Whistle Blower Policy

1. Purpose:

At Hyundai Motor Turkey (HMTR), this policy has been developed to report instances of unethical and inappropriate behavior and take appropriate action. The goal is to thoroughly investigate inappropriate behavior and prevent its recurrence. This policy will provide assurance to those who report unethical behavior occurring at HMTR.

2. Scope:

- a) **Notification:** A written communication that provides information about an unethical or improper activity. The disclosure must be factual, made in good faith, and not speculative in nature.
- b) **Employee:** Means the employees of HMTR, including all management units.
- c) Those who report non-conformity refer to the following persons:
- Members of the company's board of directors and employees
 - Other employees assigned to the company's operations, whether or not they work in any of the company's offices or elsewhere
 - Customers of the company
 - Contractors, vendors, suppliers, or dealers (or any of their employees) who provide any materials or services to the company)
- d) **Unethical behavior refers to and includes, but is not limited to, the following activities:**
- Intentional violations of legal rules and regulations
 - Dangerous situations to public property, health, and safety
 - Any illegal act or breach of contract
 - Financial irregularities (bribery, corruption, fraud)
 - Violation of the Code of Conduct or company policy
 - Negligence causing damage to the company
 - Misuse of company assets
 - Abuse of authority
 - Disclosure of company information to unauthorized persons and manipulation of company data
 - Violation of information security and data privacy
 - Violations of employee privacy (mobbing, harassment, etc.)
 - Misuse of social media
 - Other activities not in the company's interest

3. Application:

- a) Notifications can be made via the ethics page on the Hyundai Motor Türkiye factory website or via e-mail at etik@hyundai.com.tr.
- b) The explanations made should ensure a clear understanding of the issue raised.
- c) The statements made should not be speculative in nature and should be based on facts.
- d) The statement must contain sufficient specific and quantitative information, together with supporting evidence to the extent possible, to permit the proper conduct of the investigation.
- e) The person making the notification is not required to provide reasons for such notification.
- f) Hyundai Motor Türkiye ethics officers will review the information provided and may contact the persons who shared their contact information in case of additional information needs.

4. Protection of Persons Reporting Non-Compliance :

- a) The identity of the person making the notification will always be kept confidential except in connection with any legal process where the notification is required.
- b) As a matter of policy, the Company strictly prohibits any discrimination, harassment, or other unfair employment practices against individuals who report under this policy. Individuals reporting under this policy will not be treated unfairly in any way, and the Company will ensure that they are fully protected against:
 - Unfair employment practices such as retaliation, threats or intimidation
 - Termination / suspension of employment contract
 - Disciplinary action including transfer, demotion, blocking of promotion, etc.
 - Direct or indirect abuse of authority to prevent the person reporting non-compliance from continuing to perform their duties and functions during daily routine operations.

5. Management of Misleading Statements:

If the person making the report knowingly makes misleading statements, he/she may be subject to disciplinary action after being heard by the ethics committee.

YONGJIN KIM

President