

# Hyundai ALCAZAR.

Live the grand life.



**HYUNDAI MOTOR INDIA LIMITED**

25<sup>th</sup> Annual Report 2020-21





Mr. Seonseob Kim, MD & CEO, HMIL handed over a donation of ₹ 5 crore to Hon'ble Chief Minister of Tamilnadu, Thiru. M.K. Stalin towards the Chief Minister Public Relief Fund for COVID-19.



**HYUNDAI**

**Hyundai Motor India Limited**

Twenty Fifth Annual Report

2020-2021

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# Corporate Overview

## About Us

Hyundai Motor India Limited (HMIL) is a wholly owned subsidiary of Hyundai Motor Company (HMC). HMIL is India's first smart mobility solutions provider and the number one car exporter since its inception in India. It currently has 12 car models across segments SANTRO, GRAND i10 NIOS, XCENT, ALL-NEW i20, AURA, VENUE, Spirited New VERNA, All New CRETA, ELANTRA, New 2020 TUCSON, KONA Electric, ALCAZAR. HMIL's fully integrated state-of-the-art manufacturing plant near Chennai boasts of advanced production, quality and testing capabilities.

At the plant, HMIL effectively merges cutting-edge technology and uncompromised attention to detail to deliver results few can match which has enabled us to shine as:

- 2<sup>nd</sup> largest car maker in India
- #1 in car exporter since inception
- Around 5,500 employees
- Over 1 crore cars made till date
- Consistently ranked among the top plants for overall operational excellence

HMIL forms a critical part of HMC's global export hub. It currently exports to around 85 countries across Africa, Middle East, Latin America, Australia and Asia Pacific. To support its growth and expansion plans, HMIL currently has 544 dealers and more than 1,355 service points across India. In its commitment to provide customers with cutting-edge global technology, Hyundai has a modern multi-million-dollar R&D facility in Hyderabad. The R&D centre endeavours to be a centre of excellence in automobile engineering.



# Global Vision

Hyundai Motor Company is striving to provide freedom of movement to everyone by investing in mobility services, by building close relationship with leading mobility service providers and expanding our role beyond the automotive transportation sector. The company will play a pivotal role in global society's transition to clean energy by helping make hydrogen an economically viable energy source.

## Progress for Humanity

Humanity unites us and makes us stronger.

Humanity accelerates progress by creating innovative solutions to solve global problems.

By believing in the value of humanity, it allows us to strengthen our relationships, feel connected, and get more from life.

## Brand Manifesto

Our idea of future mobility is based on the strong commitment that we give to society. We are here to do the right thing, for humanity. Our focus on humanity means we understand what people want in life. To get the most out of time we have. We understand that time is the most precious commodity of all, the one thing money can't buy. That is how life is not just about spending time, it's all about time well spent. Our purpose is to reinvent the 24 hours that we are equally given into quality time, making every moment truly worthwhile and rewarding. This is our future mobility. It's not about going from A to B, it's about the moments that truly matter.

A woman is lying on her back on a dark surface, holding a young girl up in the air. The girl has her arms outstretched and is smiling. The background is a dark, futuristic interior with a large window showing a starry, purple and blue sky. The overall mood is joyful and aspirational.

**Connecting people  
with quality time**

# Core Values

Our Core Values are the guiding principles for employee behaviour and decision-making that are essential to realize our management philosophy and vision. We live by our Core Values, and demonstrate it in every small activity that we do and deliver. It simply represents our style and way of doing things.



## Customer

We promote a customer-driven corporate culture by providing the best quality and impeccable service with all values centered on our customers



## Challenge

We refuse to be complacent, embrace every opportunity for greater challenge, and are confident in achieving our goals with unwavering passion and ingenious



## Collaboration

We create synergy through a sense of “togetherness” that is fostered by mutual communication and cooperation within the company and with our business partners



## People

We believe the future of our organization lies in the hearts and capabilities of individual members, and will help them develop their potential by creating a corporate culture that respects talent.



## Globality

We respect the diversity of cultures and customs, aspire to be the world's best at what we do, and strive to become a respected global corporate citizen.

# Leading from the front



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**Mr. Seonseob Kim**

Managing Director & CEO

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A keen strategist, he has been one of the architects in shaping Hyundai Motor Company as a leading automobile manufacturer. A strong believer that organisations must change with changing times, he has been an early proponent of the culture change. The Core Values that Hyundains around the world follow today is his brainchild. In India, he is actively involved in reimagining HMIL for a leadership position in the new-age automotive industry



# Our Products

## Hatchback



SANTRO



GRAND i10 NIOS



i20

## Sedan



AURA



VERNA



ELANTRA

## SUV



VENUE



CRETA



ALCAZAR



TUCSON

## Electric



KONA Electric

## Fleet



XCENT PRIME

## Indian Car of the Year (ICOTY) Awards

Only OEM to receive SEVEN ICOTY awards

- ◆ 2008 Hyundai i10
- ◆ 2014 Hyundai Grand i10
- ◆ 2015 Hyundai Elite i20
- ◆ 2016 Hyundai Creta
- ◆ 2018 Hyundai Verna
- ◆ 2020 Hyundai Venue
- ◆ 2021 Hyundai all-new i20



# Manufacturing Excellence

Our Plant at Irungattukottai, Tamil Nadu is Hyundai's first successful overseas integrated manufacturing facility outside South Korea. We are defined by our two strongest assets — people and technology. It's the coming together of these that helps us redefine mobility solutions and scale greater heights year after year. Here, we build cars for both domestic and international markets, with the help of a comprehensive production process that comprises

## Press Shop

**For precise steel pressing and shaping**



A computer controlled line that converts sheet metal to body panels with high dimensional accuracy and consistency.

## Body Shop

**For accurate welding and building a strong body**



It is a hi-tech line that builds full body shells from panels. Automated robotic arms are used for intricate welding operations that ensure superior and consistent build quality.

## Paint Shop

**For an enduring world - class finish**



It is one of the most modern paint shops in the country and uses the environment friendly water based process for superior and lasting exteriors.

## Assembly Shop

**For diligent parts assembly**



In Assembly Shop all the engine and suspension parts, the electrical parts, the under body parts etc are fitted into the car. The cars go through complete testing in the Assembly Shop.

The Assembly Shop comprises the Trim Line, the Chassis Line, the Final Line and the OK Line

## Engine & Transmission Shop

**For meticulous engine assembly and comprehensive testing**



One of the biggest engine shops in the country, this unit is equipped with the most modern tooling and testing facilities to make a wide range of engines in-house.

# Pillars of Strength



To foster new thinking and innovation right from the grassroots, HMIL has launched a unique employee movement 'My Place My Pride' in 2015. This initiative won the "Change & Innovation Leaders" award from Hyundai Motor Company. Resting on 6 strong pillars of Safety Ambassador, Quality Marshal, Culture Captain, Cost Innovation, Smart Enterprise and Brand Ambassador the program is designed to take HMIL to greater heights.

## The Next Dimension Virtual Launch

**PRODUCT PILLARS**

- SPECTACULAR DESIGN
- OUTSTANDING FEATURES
- HIGH RELIABILITY
- ADVANCED CONNECTIVITY
- YOUTHFUL PERFORMANCE

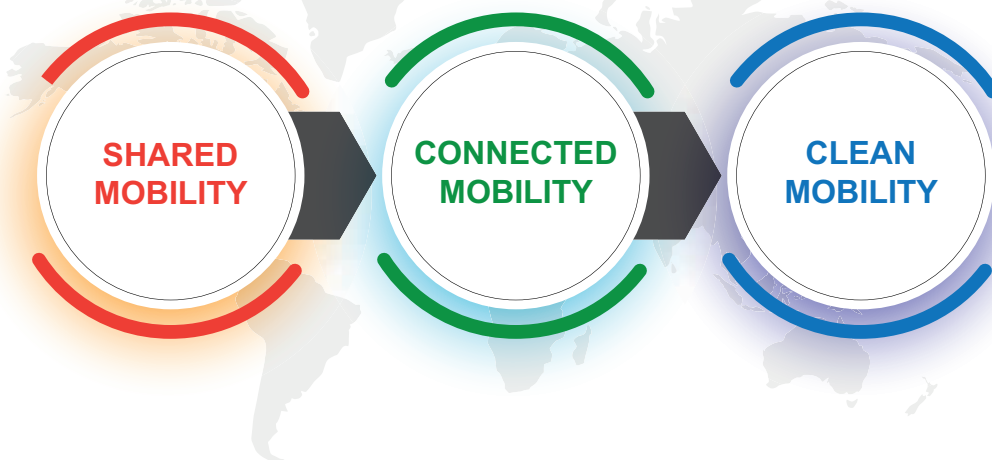
**Live the thrill.**  
The spirited new VERNA

At Hyundai, we are going

# Beyond Mobility.



## SMART MOBILITY SOLUTIONS PROVIDER



### Hyundai as a Smart Mobility Solutions Provider

Hyundai has always kept you – our customers at the center of our world which has inspired us to constantly innovate and come up with smarter solutions which make their life easier, healthier and convenient. We are committed to leading the future of mobility in India with cars that are shared, connected and clean. And all this is happening today...not tomorrow.

Discover a new way of driving home  
your favourite Hyundai



## SHARED MOBILITY

We have announced a partnership with Revv, one of the India's fastest growing self-drive car sharing company, to develop an innovative car-sharing service. The strategic investment and partnership will enable both Hyundai Motor and Revv to build competency and the technology necessary for leading the future mobility market in India; an evolving market showing exponential growth. Hyundai Motor India will build prominent system with its 'Open Innovation' strategy.

## CONNECTED MOBILITY

The vision aims to provide a curated future lifestyle to customers in a society where all aspects of life are connected to mobility for a true Car-to-Life experience. Hyundai is far outpacing the competition in the development of connected car technologies for the hyper-connected society of the future. Our goal is to provide the widest possible variety of smart cars that can connect people seamlessly with their homes and offices, as well as with urban infrastructures.



## CLEAN MOBILITY

We are leading the charge for a cleaner tomorrow-one in which our planet and future generations can breathe more freely, vehicles use smarter, more sustainable technology, and mobility happens without emissions.

We have launched first BSVI transmission engines through Grand i10 Nios it has got overwhelming response and now we continue for our other models too.



# ALCAZAR

## 6 & 7 Seater SUV



As a part of our commitment towards offering the latest in technology and products to Indian customers, we are proud to announce the reveal of the quintessence of manufacturing magnificence - the Hyundai ALCAZAR, our upcoming 6 and 7-seater premium SUV. Conceptualised, developed and most importantly, Made-in-India for the Indian market and markets across the globe, the Hyundai Alcazar promises to transform the luxury experience of Indian customers.

### Conceptualizing Hyundai ALCAZAR

With the idea of creating a 6 and 7 seater premium SUV that resonates the grandeur and magnificence of palaces & castles, Hyundai began a new development journey by forming the Hyundai ALCAZAR LAB comprising of members across multiple teams & functions. The Hyundai ALCAZAR was conceptualized over myriad hours of research, development, innovation and ideation. Crafted to epitomize manufacturing magnificence - Hyundai ALCAZAR harmonizes Space, Premiumness, Performance, Convenience, Safety and Technology. Based on Hyundai's Global Design identity of Sensuous Sportiness, the Hyundai ALCAZAR characterizes a unique design theme that is extraordinary among the ordinary. This 6 and 7 seater Premium SUV exemplifies rugged elegance while, interiors of the Hyundai ALCAZAR feature a Wing-Surrounded architecture

that personifies spaciousness, lavish comfort and modern in-car experiences.

### Built like a fortress

- Featuring an extensive application of 75.6% Advanced and High-Strength Steel (AHSS & HSS), the SUPERSTRUCTURE of Hyundai ALCAZAR epitomizes rugged elegance and superior durability that is crafted in an Industry 4.0 enabled shop floor.
- The underbody has been designed to absorb and disperse impact energy.
- Ring structure design in Engine Room, B-Pillar and D-Pillar increase rigidity for enhanced handling and stability.
- Application of Hot Stamping parts for frontal crash energy flow and strengthened connectivity for side impact strength.
- Extensive use of Human Engineering to ensure 'Smartivity' in new model development with 3D shop environment analysis, equipment digital pre-assembly and robot offline program.

### The touch of elegance

- Over 3 Lakh executive man-hours spent on perfecting the masterpiece of superior craftsmanship - the Hyundai ALCAZAR.

- Magnificent appeal developed using multiple electric tools capturing over 2 Lakh points per day and additional ED bath Anode cell for superior looks.
- Over 12 Billion Data Points collected annually are used by more than 100 data scientists on the shop floor to deliver regal levels of quality.
- 1st in Segment 2nd row console armrest to provide premium feel and enhanced comfort.
- Best in segment Wheelbase and Sliding seats offer versatile leg room with seats designed for superior thigh and lateral support.
- Hyundai ALCAZAR features floor area structural adhesive and use of foam in BIW to reduce structural booming that ensures a quiet and pleasant experience in the cabin.

#### Power to conquer

- Over 700 CNC machines and more than 500 smart tools in Engine and Transmission shop used to create Petrol & Diesel BS6 engines that produce - power to conquer.
- Hyundai ALCAZAR is powered by 3rd Gen Nu 2.0 l Petrol BS6 engine (159 PS/19.5 kg.m) and U2 1.5 l Diesel BS6 Engine (115 PS/25.5 kg.m), both offered with 6AT and 6MT transmission options.
- 3rd Gen Nu 2.0 l Petrol BS6 engine (6MT) offers acceleration of 0 – 100 km/h in under 10 seconds.
- 6-Speed Automatic Transmission offers superior performance and fuel efficiency using a super flat torque converter that reduces losses during acceleration.

- Superior fuel efficiency on 6AT is delivered by application of ball bearings to reduce drag and optimizing oil pump capacity
- U2 1.5 l Diesel BS6 Engine offers best in segment fuel efficiency with both 6MT & 6AT.
- Final Gear Ratio (FGR) of 6-Speed Manual Transmission on U2 1.5 l Diesel BS6 Engine has been optimized for superior performance.

#### Infallible quality & comfort

- Premium ride-feel for all row occupants, featuring hydraulic rebound stopper in front strut for better rebound control and a plush ride experience.
- Drive mode selection features different steering effort mapping for Eco, City and Sport modes.
- Inherent reliability crafted through technology enabled assembly process for safety and critical parts using 3-stage dynamic tightening.
- The Hyundai ALCAZAR has been tested on 15 drive tracks for various road driving conditions and manufactured using 89 % Green Energy at HMIL plant in Irungattukottai, Tamil Nadu.
- Full course of Durability testing conducted with GVW condition across hilly terrain, rural and highway roads in hot & dry conditions.

With its unparalleled focus on engineering integrity, comfort, quality, safety and offering a new experience in luxury to Indian consumers, the building excitement and anticipation around the Hyundai ALCAZAR promises to transform the Indian market in the coming months.





# Awards & Accolades



The all-new i20 has been bestowed with the most prestigious Indian Car of the Year 2021 (ICOTY) award



Hyundai CRETA wins 'Best of 2020' at AutoX Annual Awards



HMIL awarded highest FDI and largest exporter awards in the TN Industrial Conclave by India Today Group



Hyundai CRETA bags Car of the year 2021 award by BBC Top Gear India



Manufacturer of the Year by Autocar India



Hatchback of the Year all-New i20 by Jagran Hi-Tech

# ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) REPORTING

2020 was a year like no other, one that tested the world in unforeseen ways. In Hyundai, it also reaffirmed a sense of purpose that goes beyond commercial success. WE invite you to read our inaugural ESG report.

- ENVIRONMENT
- SUSTAINABILITY STRATEGY

The Environment & Energy policy of the Company guides us in operationalizing our environmental stewardship approach of Reduce, Recycle, Recover and Refurbish.

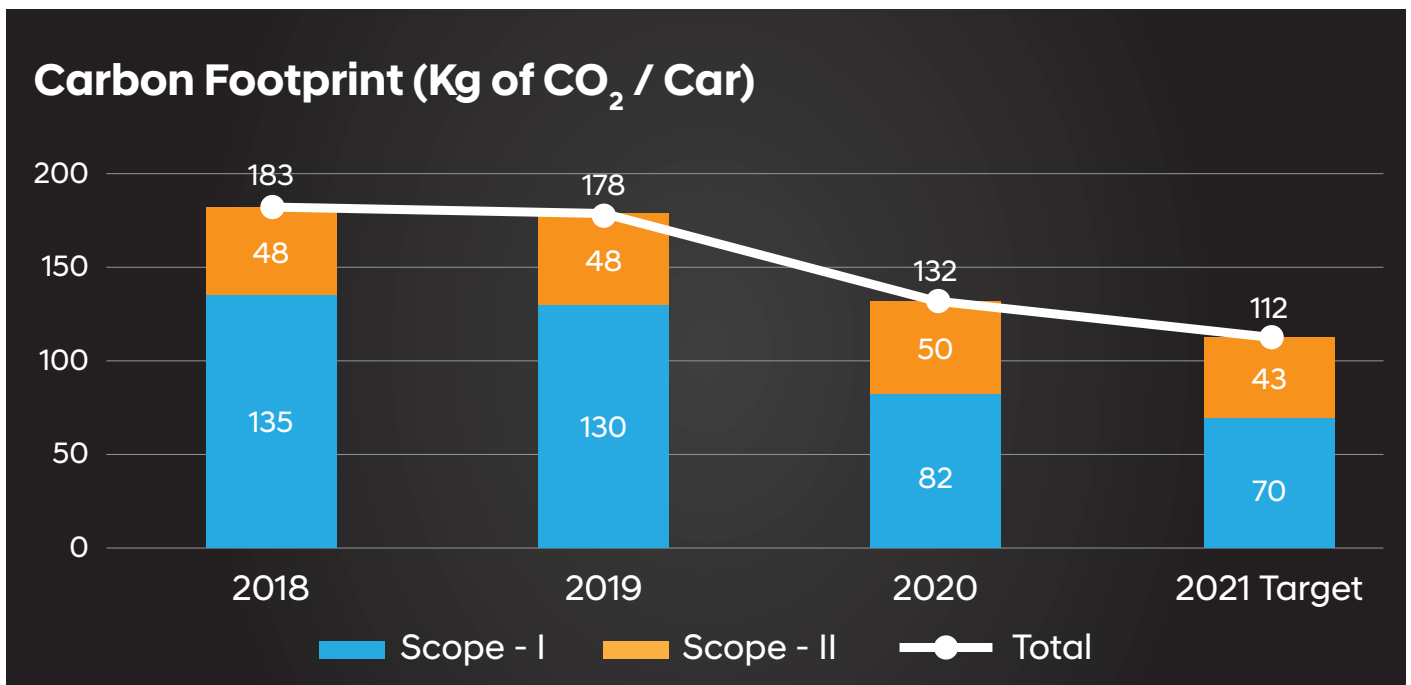
The Company reduces the carbon footprint through effective utilisation of energy and other resources, which in turn helps the Company by lowering the cost of fuel & electricity. This is done by adopting cleaner and greener processing method such as increasing the non-fossil fuel based renewable energy in the energy mix for reducing the emissions.

The effort taken by the Company to conserve energy has been acknowledged through various awards such as **“Excellent Energy Efficient Unit”** (consecutively for THREE years) & **“National Energy Leader” award by Confederation of Indian Industry in 2020.**



## Carbon (GHG) Footprint

The Company supports the goals of the Paris Agreement on Climate Change and recognizes that there are corporate roles and responsibilities for achieving the globally-mandated GHG (Greenhouse Gas) emissions reductions. According to the Greenhouse Gas Protocol, the Company closely monitors emissions resulting from the business activities (Scope 1 and Scope 2) to measure the GHG emissions. A wide range of activities has been carried out to reduce its GHG emissions and these reductions are managed by continuously monitoring them.



# Status of GHG Emissions and Reduction Strategies

## Scope 1

This refers to direct emissions within the organizational boundaries of the company. The Company uses Propane as its main fuel for plant heating and heat production in painting and other manufacturing processes and Propane combustion accounts for most of its Scope 1 emissions. The Company has done major projects like Boiler relocation to reduce transmission losses, installation of energy efficient boiler. In long term, waste heat recovery from RTO to reduce propane consumption drastically and replacement of thermal energy with heat pumps has been planned.

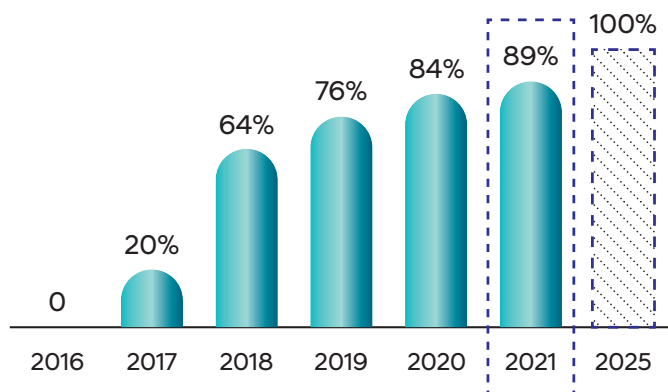
## Scope 2

This term refers to indirect emissions caused by using energy purchased from outside the company's

organizational boundaries. Emissions due to electricity use, accounts for about 70% of the company's total (Scope 1+2) emissions. To reduce the above emissions the Company is reviewing various alternatives such as self-generation, power purchase agreements (PPAs) for converting the electricity used in its operations into renewable energy. The Company has turned out to be the **World's Greenest plant by consuming 84% of its total power consumption from Renewable power in 2020.**

The Company has planned to enhance its Renewable energy share by 5% by implementing 10 MW rooftop solar project in Plant#2 by which the overall renewable power share will climb to 89%. Committing to RE100, usage of 100% renewable power by 2025 has also been planned.

### Renewable energy roadmap



### 10 MW rooftop solar



## ENVIRONMENTAL HIGHLIGHTS



**20,887 Trees**

Spread around HMI Creating

**33% green belt area**



**335,000 Tons of rainwater capacity**

80% of water used from RO + Rainwater

**750 Tons of rainwater harvested for 1mm of rainfall**



**31 Environmental & energy**

**Licence & regulation**

**ISO 50001 & ISO 14001 certified**



**15 MW OFFSITE Solar**

10 MW ONSITE Solar

Contribution of **13% of HMI power**



**84% of Total power from renewable power sources** Wind, Solar & Co-gen power



**Impact of Renewable power**

Equivalent trees : 432,540



**Equivalent CO<sub>2</sub>↓ : 216,270 Tons CO<sub>2</sub>**

Eco- Friendly

## Export operations via Railways to Nepal.



The Company is also using eco-friendly Export operations through railway mode, with the dispatch of first consignment of 125 cars in 25 rakes to Nepal reducing Carbon footprint by 20,260 tons. The train reaches India-Nepal border at Nautanwa near the border town of Sonauli.

The Company has also established several innovative practices in domestic logistics, using railways (over 14% of the volumes) and waterways to send cars across India from the Irungattukkottai-based production facility.

### Launch of H – Promise Mobile app

In the era of ever-advancing technology, the Company has taken the lead in moving towards Digitalisation and developed a brand new, dedicated app for the use of its Dealer's Staff known as the 'H-Promise' app. This new app launched in Mar 2020, allows dealer's staff to perform a wide variety of functions.

As a future-ready brand, the Company has been actively working on reducing the carbon footprint of our operations. The H-Promise app is another step towards the same goal and allows the dealership to perform a paperless evaluation of old cars. Since the app is smartphone based, it provides excellent flexibility to Evaluators and Sales Consultants, using which, they can evaluate old cars at the customer premises itself.

On the other hand, the app also allows the staff to create a database of the cars and can also be used to do follow up and performance monitoring on a daily basis.

# BE GREEN, KEEP IT ON THE SCREEN

## Digitalisation of Invoices & SMART Accounting



The paperless office is the first step toward digital transformation in an organization. Handling paper is cumbersome, impedes productivity and reduces operational efficiency

The Company deals with 140 Vendors with an average no. of 180,000 Invoices per month. Direct Materials purchases are currently being processed through hardcopy of invoices for extracting data through Barcode system. Physical Invoice & Barcode System, also Tax Invoice with Security seal is required for availing GST credit.

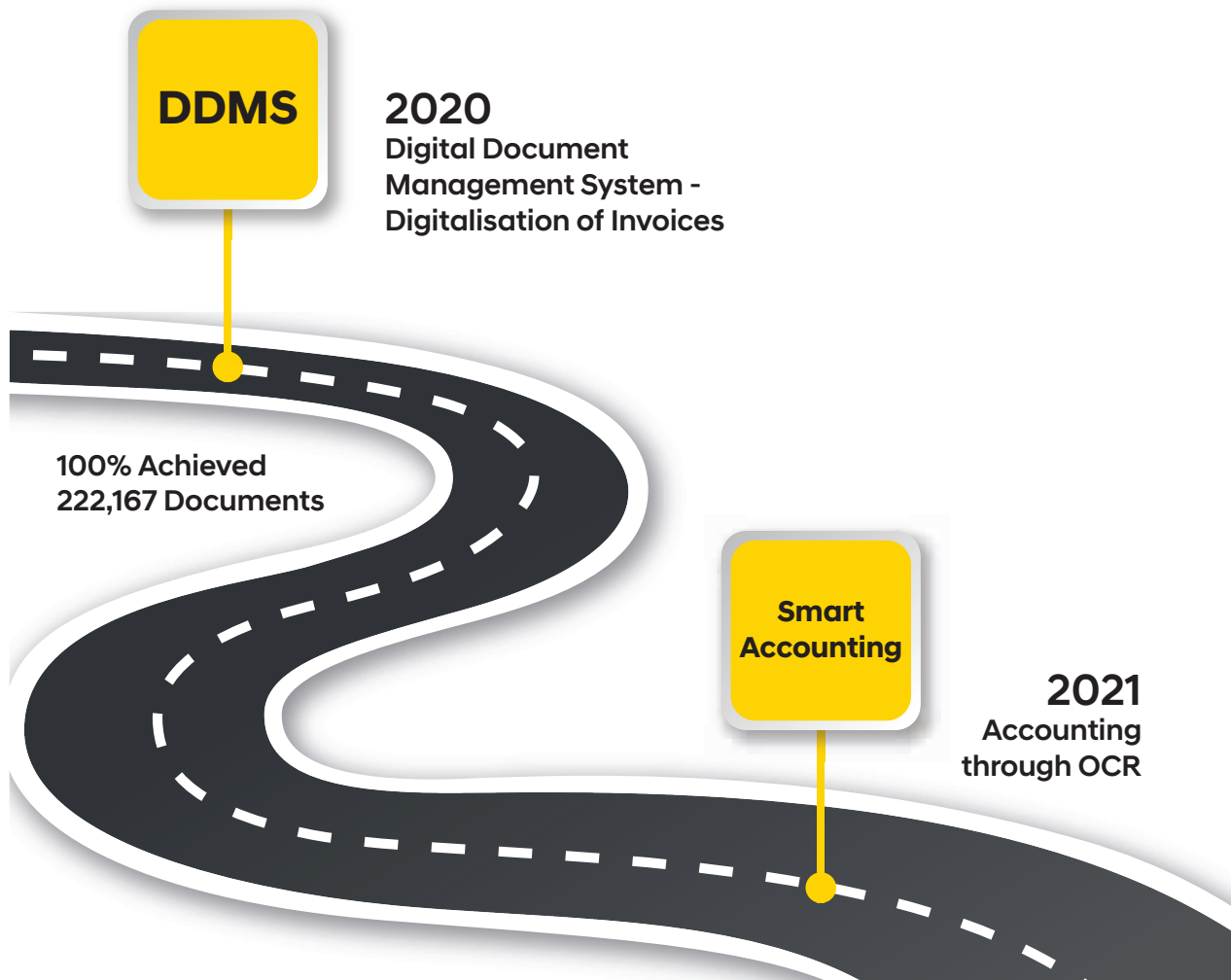
In order to overcome the above tedious process & avoid Storage Space (Maintenance & Retrieval of Documents—For Audit & Statutory Authorities verification purpose for a period of 8 years), the

Company has implemented an Innovative Concept in the form of Digitalization of Invoices (**Digital Document Management System [DDMS]**) and automation of Invoice accounting process (**SMART Accounting**).

**Phase I DDMS—No Physical Document & Storage of Digital Invoice in Server**

**Phase II SMART Accounting—Automation through OCR, Extraction of Invoice data to Accounting**

Through DDMS & Smart Accounting Information that started as paper is transformed into electronic form and processes that were manual are now automated. Reducing paper footprint by using less paper can reduce deforestation and lessening the impact of climate change.



# SOCIAL

## The New Normal

As the world and India, settles down to a new normal way of life, the company has been working tirelessly to ensure a flawless experience for everyone – from our customers to our fellow colleagues. Various measures were taken to safeguard our premises and people.

## FIGHTING COVID-19 : Preparations at HMIL plant



After a prolonged period of lockdown, once the Government of India announced the possible opening of factories across the country, the Company, after diligently following all the guidelines of the Central and State Governments, and the local authorities, during the lockdown period, restarted our operations in the factory on 7th May, 2020. The operations began in a staged manner, thereby ensuring 100% social distancing, in-line with the detailed Standard Operating Procedure formulated by the authorities.

Day 1 of our restart of production started on the right note with a total of 200 cars produced, with the production numbers increasing steadily day by day. To ensure that all guidelines were followed to ensure maximum safety for all of our valued colleagues, a list of enhanced safeguards was activated and is being followed diligently at the plant.

### Inviting only employees who are physically fit

- ◆ Employees declaring temperature / cold / cough symptoms are advised to stay home and seek medical guidance
- ◆ Employees from containment zones are not permitted into the factory



- ◆ Screening of all employees and visitors – thermal screening for 100% of incoming employees and visitors as the first level; anyone with even the slightest symptoms are taken aside for detailed medical checkup; further medical action based on the specifics of the case

### Doorstep to doorstep safety

Sanitation and Social distancing in the buses (transporting employees to & from home)

- ◆ Complete sanitation of the interiors of the buses
- ◆ Mandatory sanitation and masks for the users in the buses

- ◆ Only one user permitted per seat – number of buses increased to accommodate social distancing.
- ◆ Sanitation of all vehicles coming into the factory
- ◆ Buses, cars, all vehicles bringing materials entry through disinfection arch

#### Once inside

- ◆ Sanitation at all spots - periodic disinfection in all the spots of the entire factory premises
- ◆ Enforcement of PPEs - Masks for all at all times, Gloves/Visors/other PPEs depending upon the place and requirement
- ◆ Social distancing in all places – work areas, production lines, shop floor rest areas, canteen, meetings, washrooms
- ◆ Touch-free setups wherever possible
- ◆ Healthy inside, healthy outside

- ▶ Well-planned nutritious food, immunity-boosting herbal drinks, no service of cold water
- ▶ Staggered lunch times to ensure social distancing & sanitation inside the canteen
- ◆ Continuous monitoring by Wellness and Safety departments
  - ▶ Documented SOP for intervention in case of any suspected symptoms
  - ▶ Contact - tracing, Self - isolation and disinfection protocols in case of any symptoms
  - ▶ Comprehensive health insurance for financial assistance if found positive

Apart from these measures, we are also practicing 360-degree safety – Care at workplace and within the factory premises. We are working at full steam to ensure that we are present for when they need us the most.



# Hyundai caRes:



The pandemic highlighted to the world the importance of mental wellbeing as one of the most important aspects of our life, for which the department reached out to the employees in these trying times through means of counselling tailored for the employees, paying increased importance of mental wellness. The team also boarded the pro-active train ensuring the employees along with their families were journeyed to the safe zones by making sure they were provided with a handbook (for around 10,000 employees) of Disinfecting measures, Sanitization practices & Mask provision means. All employees were provided with the Covid Prevention kit as well.

**Not all superheroes wear capes, some wear the HMIL uniform. Fighting Covid upfront, these brave warriors were continuously appreciated.**

With the pandemic forever changing the way we work and live, in times of such crises a smooth change over in the way people work and live. Without disrupting the existing business, "Work from Home" for Employees was initiated, keeping their safety on top of the priority list. HMIL being the first Automobile company to bounce back despite the crisis was made by providing manpower at the right time and also ensuring utmost safety.



## GENDER DIVERSITY

With the Growing business world needs, one of the most important ones being Diversity and Inclusion, has been taken up as top Priority by the Company. Encouraging Gender Diversity in the workplace is widely seen as a key competency thus, leading to achieving greater results in the times to come.

### WORK FORCE ( Regular)— GENDER DIVERSITY

Distinction of Workforce	Less Than 30 Years		30 - 50 Years		More than 50 Years	
	Male	Female	Male	Female	Male	Female
<b>Executives</b>			8		8	
<b>Office employees</b>	82	20	351	33	41	2
<b>Production Employees, Technicians, Mechanics</b>	3,957	12	3,566	3	80	
<b>Sales Employees</b>	236	26	616	24	23	
<b>Total</b>	<b>4,275</b>	<b>58</b>	<b>4,541</b>	<b>60</b>	<b>152</b>	<b>2</b>
<b>OVERALL</b>	<b>4,333</b>		<b>4601</b>		<b>154</b>	

## Employee Training Programs



## Total Employee Training (in hours)

ALL EMPLOYEES

85,438.71



## Technologies Implemented

### Virtual Class Room (webex)

- Virtual programs on various functions
- Virtual meeting/ conference
- External programs by Institutes
- KSS/Book review/Quiz

### Any time Learning (Linkedin)

- Learning at their own place & own pace
- Personalized Learning/ Tracking
- Competency based digital programs

### Micro Learning (Autoway)

- Digital communication to employees
- Monday Myths/Friday facts
- Learning ripples videos

### Feedback (Survey Monkey)

- Training nomination/ attendance record
- Pre-Test and Post test evaluation
- Training programs feedback

## Average Employee Training (in hours)

### Senior Management



14.79



15.22

### Middle Management



10.55



12.96

### Junior Management

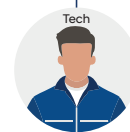


21.42



14.00

### Non-Executive & Trainees (only male)



1.06



15.26

## Chat-bot [Artificial Intelligence] for employees:

(1500+) and employee assistance programmes



The Chat-Bot Zippi has gained good momentum and the level of acceptance from the employees is found to be exceptional. Introduced in order to enhance employee communication, a means to increase assurance given to the employees, in response to their doubts or queries that arise on account of work or related therewith, Zippie is the answer in times when employees look to seek help of machines to remove the constraints of Human limitations, thus, having them covered by assurance & trust all around.

Zippi is fully equipped with lots of features that were found to be scoring brownie points on the Employee assurance / Trust forefront. Few upgraded special features are as follows; Information on Training calendar, Quick Training videos and related material, Employee engagement updates, Miss punch Notifications and Interest free advance balance Checking.

# CSR initiatives



## Combat COVID-19 & Health Care

### Phase I

#### Relief fund

- ◆ Prime Minister National Relief fund – ₹ 7 crore
- ◆ Tamil Nadu Disaster Relief fund – ₹ 5 crore

#### Dry Ration

- ◆ Tamil Nadu: 9,826 ration kits and 500 immunity booster kits
- ◆ Delhi: 3,301 ration kits
- ◆ Haryana: 10,000 kits of dry ration to migrants

#### Testing Kit

- ◆ Covering 25,000 people

#### PPE

- ◆ 10,000 units to Tamil Nadu Government
- ◆ 5,000 units for Delhi Government and 2,000 units to Haryana Government

#### Masks

- ◆ Distribution of ₹1.5 lakh to Maharashtra Govt., ₹3.5 lakh to Delhi, ₹1 lakh to Haryana and ₹9 lakh to Tamil Nadu



#### Sanitizers

- ◆ 25,000 units to Maharashtra Govt. and 55,000 units to Tamil Nadu Government

#### Incinerators

- ◆ Donated 5 units of incinerators to Government hospitals in Tamil Nadu to help them safely dispose consumables like masks etc. to curb infection.

## Phase II

### A Khadi Mask Distribution

- ◆ Distribution of branded khadi masks in Rural & Urban areas by Regional Office in association with Govt. & Local authorities and supporting local manufacturers. Further distributing Leaflet in local language for usage and disposal of mask
- ◆ 10,000 masks to Mumbai slum areas & 20,000 masks to Gujarat

### B Rural Sanitization

- ◆ Sanitization of Public places in Rural areas with Sodium Hypochlorite by Mini Trucks.
- ◆ Areas covered: Public & Market places, Sarpanch House, Schools, Nursing Centre, VLE (Common Service Centre), Govt. Offices in 1,433 villages.

Key details are as below;

- ▶ 51 trucks travelled 50,000+ kms
- ▶ 30+ Million square feet Sanitized
- ▶ 1,823 villages = 9,500+ locations
- ▶ 102 Certified Sanitization and Hygiene Entrepreneurs
- ◆ Spray equipment were handed over to the 102 spraying personnel who were trained for the project, **as a source of continued livelihood.**
- ◆ A training certificate to the spraying personnel countersigned by National Skill development corporation and Commonwealth of learning; **to improve their future employability prospects.**



### C Online Teaching for Kids of Corona Warriors

- ◆ Activity to serve 5 states which are badly affected due to COVID-19: Maharashtra, Tamil Nadu, Gujarat, West Bengal & Delhi etc.
- ◆ Access to Education during COVID-19 Lockdown by bridging the digital gap - Distributing educational electronic devices to empower 'COVID-19 Warriors' children with Quality Education.
- ◆ Offering academic support to the COVID-19 Warriors' children [like police personnel, Doctors, nurses, sanitation/healthcare

workers, lab attendants, etc.] by bridging digital divide due to closure of schools, to help them continue their academic sessions seamlessly.

- ◆ Children studying in Govt. Schools or are schooling in rural belt of these areas were given priority.
- ◆ TABS embedded with 2-year free subscription of the curriculum in languages Bengali, English, Hindi, Gujrati and Tamil.
- ◆ Total Beneficiaries: 1,000 Children.

#### D Employment Generation [Saksham],

- ◆ Generating Employment opportunity for youth post skill development
- ◆ Trained unemployed youth in health care sector as **Janitors and Duty attendants** in states of **Maharashtra, Bihar, Haryana, Himachal Pradesh, Punjab and Delhi.**
- ◆ Candidates were carefully selected for this course at different locations – from families where parents are mainly daily wagers, farm workers or electrician, Painter, Rickshaw Pullers etc. Few candidates were those who were laid off from their jobs due to COVID-19.
- ◆ Post training 90% of them are employed between a salary range of ₹6,000 ~ ₹9,500 per month
- ◆ So far through “Saksham” scheme around 580 people benefitted with employment during this year.



#### E Telemedicine and Mobile Medical Unit

- ◆ This program has been conceived with a 3 year vision hoping to service 300,000 – 450,000 people in different communities through telemedicine and mobile medical van.
- ◆ 2 clinics, 1 MMU during this first year in the location of rural areas in Alwar district – Rajasthan.
- ◆ Commenced during Jan 2021, so far the project has serviced 360 patients from 2 telemedicine clinics and 3,089 patients from 1 mobile medical unit.
- ◆ Improved the quality of life where simple ailments have got resolved. Because the clinic comes to the doorstep through mobile medical van it benefits the elderly, children and women in the villages to a greater extent.
- ◆ Through Telemedicine, people have access to quality doctors very nearby to their doorstep. Compared to hospital visits, village families have been benefitted with these initiatives at fraction of the cost.



## II. SKILL DEVELOPMENT



The following are the 3 major initiatives focusing on skill development

- ◆ Hyundai Academy of Technical Skills [HATS] – setting up of a state of art training facility for providing vocational skills
  - ▶ Leased Land from SIPCOT for HATS [6.45 acres].
  - ▶ We propose to set up a skill development centre to train 5,000 youth and make them employable.
  - ▶ The planning and design is expected to complete in the year 2021 and the construction is expected to commence in the year 2022.
- ◆ ₹10 million donation to SIPCOT INCUBATION CENTRE @ HOSUR
  - ▶ To support Government mission of “Developing Industrial Innovation Ecosystem”.
  - ▶ And an initiative to create a platform for young minds the opportunity to build technology enabled solutions for industry innovation challenges.
  - ▶ Location @ HOSUR SIPCOT INNOVATION Center targeting to explore Battery technology options and for more electronic part based supplier. Core lookout is Factory AIOT and advance manufacturing.
- ◆ Upgrade infrastructure, provide industry exposure and hands on training to the students of Industrial Training Institutes to make the students future ready.
  - ▶ Continued to support 47 ITI and 7 polytechnics around the country making students employment ready. In addition, another 6 polytechnics has been adopted in this year.

## III. EDUCATION

- ◆ Holistic development of students through different interventions.
  - ▶ School buildings have a lasting impact on young minds. A well laid out school draws students and discourages dropouts.
  - ▶ In line with continued interest towards upgradation of Government/Government aided school infrastructure facilities, this year too the focus includes providing access to toilets, clean drinking water and better education facilities through infrastructural development in 7 schools among which the following 4 schools renovation work was completed and inaugurated. Being an ongoing project, the remaining 3 schools will be completed in the year 2021–22.
- ◆ Govt. Primary School - Kaduvancherry [KH]
- ◆ KENC - Govt. Hr. Sec. School - Manavala Nagar [Thiruvallur]
- ◆ Govt. High School - Sivada [Thiruvallur]
- ◆ PUP School - Valasai Vettikadu [Thiruvallur]
  - ▶ Benefitted 257 schools so far by donating around 39,275 sets of benches and desks. In continuation of the same, this year the donation was 1,620 sets of benches and desks to 7 Government Schools benefitting around 5,000 students. Waste metal tubes and wood have been up cycled to create bench & desks for students in Government schools;
- ◆ Similarly, as a regular continued activity this year 4 cars have been donated to engineering colleges so that students have access to the latest technology.

#### IV. ROAD SAFETY

◆ To Promote the best practices of road and traffic safety habits we have multiple interventions as below;

▶ **Driving School** – We have trained close to 1,623 unemployed youth to drive, of which about 73 youth were trained in this year alone. This programme not just creates safe drivers, but also provides employment.

▶ **Resident Welfare Association [RWA]**  
Build road safety along with Covid-19 awareness amongst RWA residents by engaging them in innovative activities. Engage them through digital games and skits on taking measures to stay safe during the pandemic and road safety.

**Total RWA Activations:** 20

**Total number of flats covered:** Over 9,216

**Total cities covered:** 5

Delhi NCR, Pune, Thane, Chennai, Lucknow

**Online engagement:** 2,600+

▶ Work with City Police Authorities to improve road safety through need based interventions.

**Donated 200 nos of Road Barricades and installed 2 Traffic signals** at high-density traffic junctions viz. one at Nerkundram new bridge junction and other at Maduravoyal market junction

**Traffic Marshall Scheme** – Have deployed 40 volunteers for road traffic regulation in two shift viz. morning 4 hours and evening 4 hours during when the road traffic is high.

**TROZ** – Traffic Regulation Observed Zone [Annanagar] is an exclusive and comprehensive road safety project that commenced in the year 2019. The Company was installed Surveillance system with 63 super sophisticated cameras and a fully-equipped monitoring room, at a cost of ₹2.1 crore.

On the road discipline the following were observed

- Traffic violations reduced over 50% immediately after implementation
- Over 90% of stop line violations reduced.
- Discipline among motorists improved particularly on over speeding, jumping red signal, triple riding etc.,
- Accidents reduced especially at signal junctions by identifying mistakes committed by a particular motorist.
- Vehicle classification and counts through our project, gave better understanding of traffic flow/ congestion enabling the Traffic police to take timely and accurate decisions.

The cameras also helped in reducing various crimes like Vehicle theft, Hit and Run accidents, Vehicle with same number plates, etc.,





## V. PROMOTING ART AND CULTURE

Work with INKO centre for fostering inter cultural dialogue through art and culture

## VI. COMMUNITY DEVELOPMENT

We have been working with various communities on sanitation, overall infrastructure development, entrepreneurship and employment.

- ◆ Train communities on local self-development and provide seed capital for setting up poultries, dairies, self-help groups for carrying on trade.
  - ▶ 53 Beneficiaries were trained in cow rearing and dairy farming including veterinary care.
  - ▶ With this training, the beneficiary was able to Self-sustain especially during pandemic and also they were able to earn an additional income of ₹4,000 ~ 6,000 every month.
  - ▶ This improved fertility of 15 acres of agricultural land located around their homes.

## VII. TECHNOLOGY DEVELOPMENT

- ◆ Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government.
- ◆ Looking at academic collaboration to promote research and development on the following areas, Hyundai Motor India donated One Electric vehicle KONA to IIT Delhi;
  - ▶ Testing and research of NV Hand battery technology of Electric Vehicle and training simulation, testing and research on Electric Vehicles[EV] and Fuel Cell Electric Vehicles [FCEV].
  - ▶ Design & development of alternate low cost battery packs and components with different chemistry.
  - ▶ Power electronics development for the vehicle.
  - ▶ Telematics development for electric vehicles.

## VIII. ENVIRONMENT SUSTAINABILITY

Ensuring environmental sustainability, ecological balance and protection of flora and fauna, agroforestry, conservation of natural resources and maintaining quality of soil, air and water promoting sustainable mobility(EV).

- ◆ OSR land development at SIPCOT - Irrungattukottai
  - ▶ To create a green pocket, SIPCOT handed over 5,000 trees on an Open space reserved [OSR] area to an extent of 12.17 acres.
  - ▶ Adopted as 3 years vision project, during 1<sup>st</sup> year [2020~21] we have nurtured the trees and ensured good health of the trees by improving the soil fertility.
  - ▶ Next focus is to explore Opportunity to research new techniques in agriculture, horticulture, aquaculture etc. which can be used to demonstrate projects for self-help groups and generate employment in surrounding villages & other locations.



- ▶ Setting-up as a center for Environment Education, future Plan would be Consumer connect programme with various stake holders; schools, colleges, customers, environmentalists etc.
- ◆ Maintaining 200,000 trees in several districts of Tamil Nadu, which has revived and restored arid land and provided a source of income to marginalised farmers.

- ▶ Over 250 farmers have directly benefitted through 200,000 trees by receiving free seedlings.
- ▶ Over 1,500 landless farmers have indirectly benefitted by way of job/incomes in preparing.
- ▶ 200,000 seedlings, planting the seedlings, tree care activities and practicing intercropping between the trees.
- ▶ These trees cover over 300 acres of farmland in the northern part of Tamil Nadu.

- ▶ 200,000 trees have sequestered over 27,500 tonnes of CO<sub>2</sub> as on 31<sup>st</sup> March 2021.
- ▶ Ground level water table has improved.
- ▶ The green cover attracts a variety of flora and fauna.
- ▶ The trees have arrested soil erosion and improved soil quality.

HMI prides itself on a clean and green campus.

## IX. H-Social Creator

An initiative to Showcase our commitment towards Road Safety, Environment, Clean India and Health, invited ideas from college students towards the areas mentioned above and the key details are as follows;

**Seed Capital Investment:** ₹15 lakh

**Total number of colleges** – 200

Over **20,000** visitors engaged on [www.hsocialcreator.in](http://www.hsocialcreator.in)

Over **6,000** calls received by the HSC India call center

Over **300,000 SMS and 1,300,000 emails** were sent to the Target Group

The Winner of Grand finale 2020:

**Name :** Mr Bhagwati Prasad

**Institution :** Graphic Era Hill

**City :** Dehradun

**Idea : Accident Alert System for Blind Turns**

**Category : Road Safety**

Accidents on blind turns are quite common. The technology here involves capturing data on the vehicles and transmitting it on time to the drivers. In addition, the display boards will give an indication to the drivers about the incoming vehicles.

### Way Forward

1 Mentor and 1 Jury member to interact with the winner.

To decide the way forward and next steps.

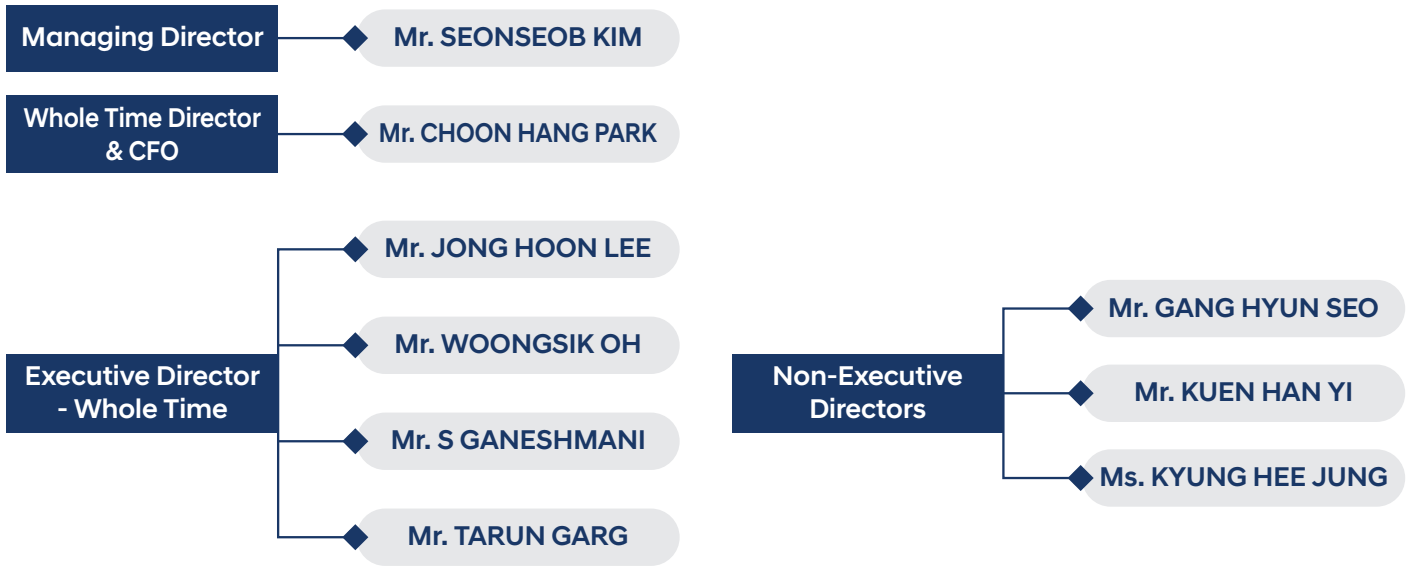
Implementation plan to be prepared.

6-8 months required for prototype development

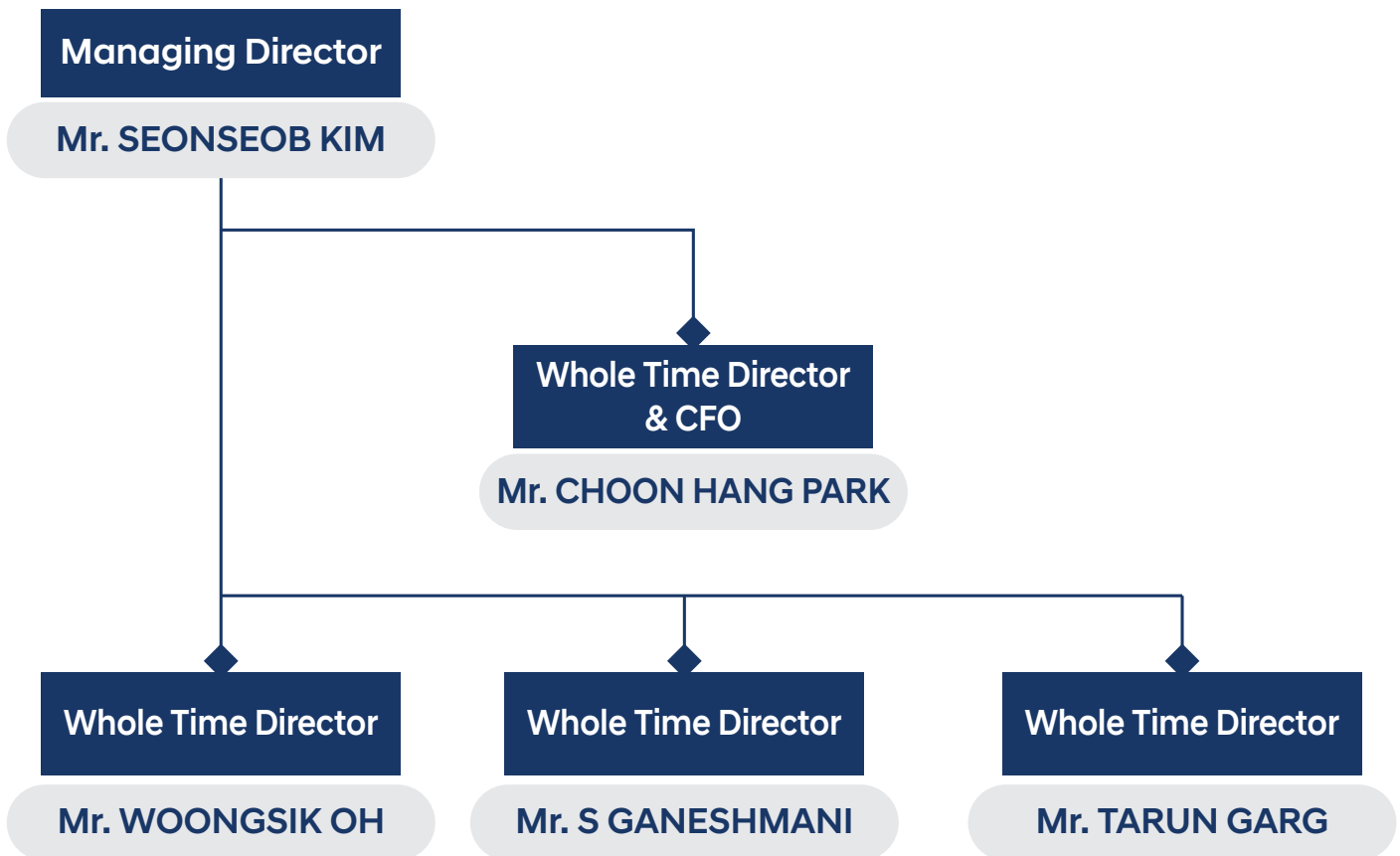


# GOVERNANCE

## BOARD OF DIRECTORS



## CSR COMMITTEE



# Harassment at Workplace

The Company is an equal employment opportunity employer and is committed in creating a healthy working environment that enables employees to work without fear of prejudice, gender bias, Sexual harassment and also believes that all employees have the right to be treated with dignity.

The Company has a policy of zero tolerance towards

- ◆ Sexual harassment in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- ◆ Harassment/Discrimination based on gender, race, color, religion, age, national origin, disability, sexual orientation.

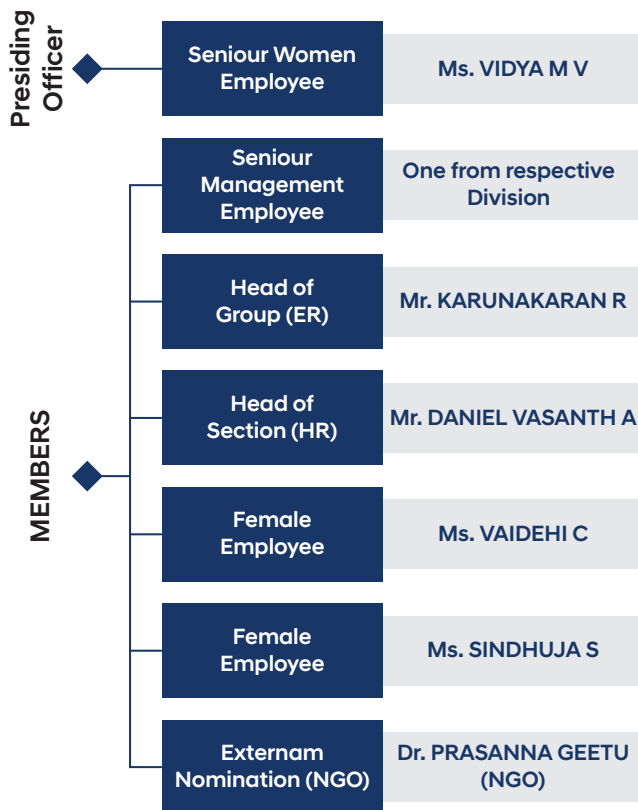
- ◆ Retaliation against anyone for making a good-faith complaint of such harassment or for cooperating in Company investigations of such complaints

The Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment. The Company has complied with the provisions related to the constitution of ICC under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. During the period under review, no complaint was received.

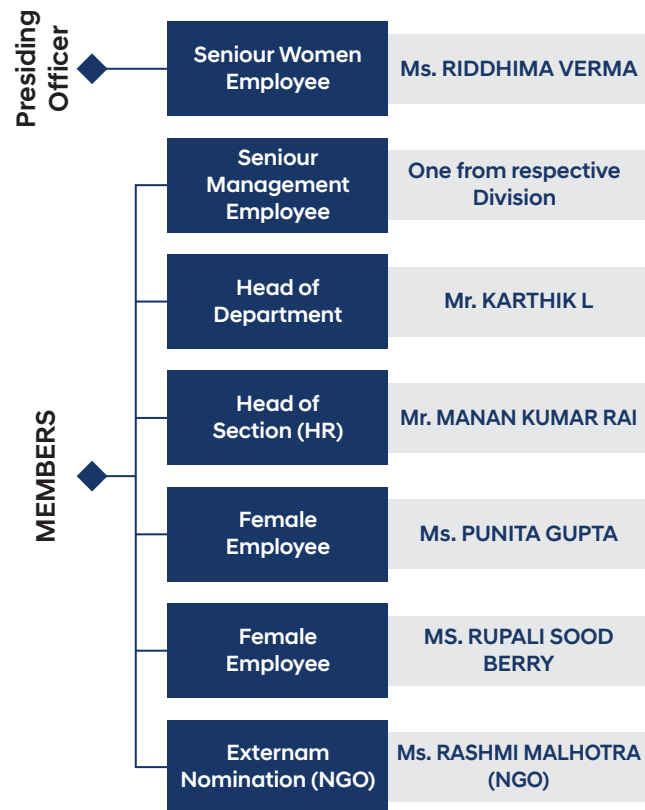
The Company has developed this policy to ensure all its employees can work in a healthy environment with self-respect which is free from harassment.

## Internal Complaints Committee (ICC)

### Factory - Chennai



### Sales & Marketing - HQ & ROs



# Vigil Mechanism/ Whistle Blower Policy

The Company has established a Vigil Mechanism/ Whistle Blower Policy to define and establish the position of HMIL on the framework for reporting instances of unethical/improper conduct and taking suitable steps to investigate and to the maximum extent possible, preventing recurrence of such unethical/improper conduct.

This Policy will ensure that sufficient safeguards are provided against victimization of employees and directors, who act as whistle blowers in bringing out any unethical/improper conduct transpiring in the Company. The identity of the Whistle Blower, shall be kept confidential at all times, except during the course of any legal proceedings, where a Disclosure/ statement is required to be filed. The Company, as a policy, strongly condemns any kind of discrimination, harassment or any other unfair employment practice

being adopted against the Whistle Blowers for Disclosures made under this policy.

The Protected Disclosures of an unethical/improper conduct, if any reported under this Policy shall be forwarded to the Vigilance Officer with a copy to the Managing Director and shall be appropriately and expeditiously investigated.

The Company hereby affirms that no Director / employee has been denied access to the Managing Director and that no complaints were received during the year.

The Whistle Blower Policy has been disclosed on the Company's website under the web link <https://www.hyundai.com/in/en/hyundai-story/corporate-governance> and circulated to all the Directors / employees

## Compliance Management

As per the provisions of Companies Act, 2013, the Board has to ensure that the Company has devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems are adequate and operating effectively.

In HMIL, the Board of Directors is responsible for providing the strategy and guidance for implementing and monitoring a comprehensive system for ensuring compliance with all statutory and regulatory requirements.

In 2018, the Company set up a robust Compliance Management System (CMS) which consists of the following interdependent elements:

- ▶ Supervision of compliances by a Compliance Committee consisting of the Function Heads which confirms the status of compliances to the Board

- ▶ Compliance Management tool to monitor the compliances
- ▶ Compliance audit

HMIL has implemented a sophisticated Compliance Management Tool which continuously monitors compliances in accordance with the industry requirements, EHS guidelines and other applicable legislations. The amendments are constantly updated and brought to the notice of the concerned teams. The compliances are evidenced by documentary proof on the tool, which are periodically audited and reported to the Compliance Committee. A management dashboard facilitates prompt remedial action to reduce non compliances/ delayed compliances.

## BOARD OF DIRECTORS

**Mr. Seonseob Kim**

*Managing Director*

**Mr. Choon Hang Park**

*Whole Time Director & CFO*

**Mr. Jong Hoon Lee**

*Whole Time Director*

**Mr. Woongsik Oh**

*Whole Time Director*

**Mr. S. Ganeshmani**

*Whole Time Director*

**Mr. Tarun Garg**

*Whole Time Director*

**Mr. Gang Hyun Seo**

*Additional Director – Non Executive*

**Mr. Kuen Han Yi**

*Additional Director - Non Executive*

**Ms. Kyung Hee Jung**

*Director – Non Executive*

## COMPANY SECRETARY

**Ms. M V Vidya**

## REGISTERED OFFICE & FACTORY

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## AUDITORS

**B S R & Co. LLP**

Chartered Accountants  
No-1, KRM Tower,  
Harrington Road,  
Chetpet, Chennai  
Tamilnadu – 600 031

## BANKERS

Standard Chartered Bank  
State Bank of India  
DBS Bank India Limited  
Citibank N.A  
HDFC Bank Limited  
Woori Bank  
Shinhan Bank  
KEB Hana Bank  
MUFG Bank

## Launches during the year - 2020-21

### May 2020

"The Next Gen Verna" - Facelift

India's First fully connected  
Mid-Size Sedan



### June 2020

"The New Tucson" - Premium SUV

The style that marks your presence



### Oct 2020

The all-new i20 (4th Gen i20)

The Born Magnetic

ICOTY of the year 2021



### June 2020

Intelligent Manual Transmission (iMT)

- Clutch Free on the Best Selling Hyundai Cars



### August 2020

"Turbo GDi Engines"

Enhanced Power with fuel efficiency

  
Max. Power  
**120ps**  
  
Max. Torque  
**17.5kg.m**





**Hyundai Motor India Limited**

**Standalone Financial Statements  
for the year ended 31st March 2021**





**Hyundai Motor India Limited**

**Consolidated Financial Statements  
for the year ended 31st March 2021**

# The all-new i20.

Born magnetic.



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