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Hyundai Motor Company Community Engagement Policy

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1. Overview

1) Purpose

- Hyundai Motor Company hereby declares its commitment to minimize the negative impact on the local community and contribute positively to its development, in order to become a member that fosters mutual growth within the community while conducting its business operations.
- This policy serves as the foundation for the implementation of the community-related guidelines specified in Hyundai Motor Company's Human Rights Charter, Environmental Management Policy, Occupational Health & Safety Policy, Biodiversity Protection Policy, No deforestation Policy, and Conflict Mineral (Responsible Mineral) Policy. It can serve as a framework for integrated activities.

2) Definition

- Individuals or groups that may be affected by the business activities and value chain operated by the company.
- This includes indigenous peoples who may be affected by both the actual and potential impacts of the business activities pursued by a company.

2. Scope of Application of the Policy

This policy applies to Hyundai Motor Company headquarters, domestic and overseas subsidiaries, and their employees. It is also recommended that joint venture partners, suppliers, and other stakeholders with whom there are business relationships adhere to the guidelines outlined in this policy. Hyundai Motor Company will engage in community participation activities based on this policy, prioritizing compliance with relevant local laws and regulations.

3. Implementation Guidelines

Hyundai Motor Company promotes community engagement activities in accordance with the implementation guidelines set forth.

1) Community Impact Evaluation

Hyundai Motor Company aims to identify the local communities affected by its business activities and proactively work towards improving their economic, environmental, and social impacts. In doing so, the company endeavors to explore avenues for revising and enhancing policies and programs as needed, based on the International Labor Organization (ILO) Convention No. 169 or the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

2) Community Engagement and Communication

Hyundai Motor Company establishes communication channels and processes to actively engage with local communities and stakeholders. These channels enable the company to incorporate feedback into decision-making and set informed goals based on insights received.

3) Cooperation and Support Programs

Hyundai Motor Company can organize programs for the development of local communities through collaboration with community stakeholders. This involves providing resources tailored to the needs of the local community, considering Hyundai's business model. Efforts are made to regularly share the achievements and plans related to program operations.

4) Establishment of Sustainable Co-op Relationship

Hyundai Motor Company strives to form collaborative relationships with local communities when developing programs that meet their needs and desires, enabling the establishment of cooperative partnerships with the community. In doing so, we aim to contribute to the creation of a sustainable growth foundation for the local community and the generation of economic and social values.

4. Policy Operation

Hyundai Motor Company operates by establishing governance and execution systems for policy implementation.

1) Governance

Hyundai Motor Company establishes a management system to fulfill its role and responsibilities in community engagement and strives to enhance expertise and capabilities in this regard.

2) Implementation

Hyundai Motor Company establishes an organization at its headquarters and business sites to execute the policy and undertake corresponding tasks. The primary responsibility of this organization is to ensure compliance with operational guidelines. Additional tasks include activities such as receiving and resolving grievances from the local communities, conducting educational initiatives, and promoting a stronger sense of mutual understanding and empathy within and outside the organization.