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HYUNDAI TRANSYS Community Policy

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1. Overview

A. Purpose

HYUNDAI TRANSYS establishes this policy to reduce negative impacts by carefully considering the impact of its business activities on the community and to achieve sustainable growth through cooperation with the community.

B. Scope

The community policy applies to the executives and employees of HYUNDAI TRANSYS' headquarters, as well as its domestic/overseas manufacturing and sales subsidiaries, and affiliates. The company also recommends stakeholders with business relationships, such as joint ventures and partners, to act in accordance with the implementation guidelines of this policy. HYUNDAI TRANSYS promotes community contribution and engagement activities based on this policy; however, in cases where provisions of this policy conflict with local laws and regulations, the local legal requirements shall take precedence.

C. Definition of Community

The definition of the community is as follows.

- ① Individuals or groups directly affected by the impact in the region or value chain where HYUNDAI TRANSYS is located.
- ② Indigenous people affected by influences occurring in the region or value chain where HYUNDAI TRANSYS is located

2. Basic Principles

HYUNDAI TRANSYS defines and implements the following core principles for each element to minimise negative impacts on local communities and to strengthen cooperation with them.

A. Community Impact Assessment

HYUNDAI TRANSYS aims to identify the communities affected by its business activities and to continuously improve by analysing the economic, environmental, and social impacts on those communities. To this end, the company complies with ILO Convention No. 169 and the UN Declaration on the Rights of Indigenous Peoples, and, when necessary, seeks ways to review and enhance relevant policies and programmes.

B. Community Engagement and Communication

Communication channels and procedures will be established to encourage active participation from local communities and relevant stakeholders. Through these channels, diverse opinions will be gathered and reflected in the process of setting goals.

C. Community Cooperation and Support Programs

HYUNDAI TRANSYS may collaborate with community stakeholders to develop tailored programmes for regional development, aligning them with the company's business model to ensure they meet local needs. Additionally, the company continuously strives to share programme outcomes and future plans on a regular basis and to communicate transparently.

D. Establishment of Sustainable Cooperation System

When developing programmes that reflect the needs of local communities, HYUNDAI TRANSYS may establish partnerships to strengthen collaborative relationships. Through these efforts, the company seeks to actively contribute to building a foundation for sustainable growth and creating economic and social value within the community.

E. Protection of the Rights of Local Residents and Indigenous Peoples, and Prohibition of Forced Evictions

HYUNDAI TRANSYS respects the human rights of local residents and indigenous peoples and carefully considers the impact of its operations on surrounding communities. During the planning and operation of business activities, the company complies with relevant laws and international standards, including the UN Declaration on the Rights of Indigenous Peoples and ILO Convention No. 169. HYUNDAI TRANSYS strives to obtain the Free, Prior, and Informed Consent (FPIC) of affected communities. Furthermore, the company requires that these principles be equally applied throughout its supply chain.

3. Management System

HYUNDAI TRANSYS is committed to fostering mutual prosperity with local communities by systematizing community engagement efforts such as welfare support for vulnerable groups, improved access to education and healthcare, local job creation, and community revitalization. The company establishes and implements related plans and ensures continuous management to promote sustainable regional development.

A. Responsibility

HYUNDAI TRANSYS recognizes the impact of its business activities on local communities and is committed to

fostering mutual prosperity through a responsible approach. To this end, the company respects the participation of community members and considers it a corporate social responsibility to establish a management system for the prevention and mitigation of related impacts.

B. Implementation

Based on the established management system, HYUNDAI TRANSYS strengthens communication with local communities and carries out meaningful engagement activities and support initiatives. The company also operates monitoring and internal management systems to ensure that related activities are faithfully implemented in line with plans and to promote continuous improvement.

4. Risk Management

If any potential negative impacts of its business activities on local communities are identified, HYUNDAI TRANSYS complies with ILO Convention No. 169 and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), and seeks to revise and improve relevant policies and internal programmes. In the event that risks arise despite prior risk management efforts, the company develops solutions by incorporating the views of relevant stakeholders, monitors the outcomes of mitigation measures, and shares the results transparently with stakeholders.

A. Risk Identification

- ① Risk analysis based on issues reported through communication channels
- ② Prior review of compliance with the laws and regulations of the country or region where the business is conducted, and investigation and analysis of risks when concerns about potential negative impacts on the local community are raised.

B. Risk Assessment

- ① Analyze the potential impact of risks on the local community and review preventive measures by considering both the likelihood of occurrence and the severity of impact.

C. Risk Mitigation

- ① Establish preventive and responsive measures in advance to minimize the occurrence of risks arising from business activities.
- ② In cases where the occurrence of risk is unavoidable, efforts are made to mitigate the impact on the local community and to ensure that business operations are conducted responsibly through ongoing consultation.

D. Monitoring & Reporting

- ① Ongoing monitoring of the effectiveness of local impact risk mitigation measures
- ② Communication of improvements and outcomes to stakeholders (e.g. via website disclosure)

5. APPENDIX

A. Policy Inquiries

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B. References

This community policy has been established with reference to international organizations and declarations.

- ① International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO, 1998)
- ② United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) (2007)