



**Date: August 05, 2025**

**To,**

**National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G  
Bandra Kurla Complex  
Bandra (E), Mumbai – 400 051**

**BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001**

**SYMBOL: HYUNDAI**

**SCRIP CODE: 544274**

Dear Sir/Ma'am

**Sub: Business Responsibility and Sustainability Report ("BRSR") for FY 2024-25**

Pursuant to Regulation 34 of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. The enclosed report also forms a part of the Annual Report for the financial year 2024-25.

The preparation of the BRSR is not mandatory for the Company for the financial year 2024-25, as the Company was listed during the same financial year i.e., financial year 2024-25. However, in line with its strong commitment to transparency, accountability, and good corporate governance, the Company has voluntarily prepared the BRSR for the said financial year.

The Annual Report for FY 2024-25 is separately uploaded on the website of the stock exchanges viz National Stock Exchange of India Limited and BSE Limited and is also available on the website of the Company at [Investor Reports - Financial Information | Hyundai India](#).

Please take the above information on record.

Thanking you,

For **Hyundai Motor India Limited**

**Pradeep Chugh  
Company Secretary &  
Compliance Officer**

*Encl: As above*



# Business Responsibility & Sustainability Report 2024-25

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L29309TN1996PLC035377
2	Name of the Listed Entity	Hyundai Motor India Limited (HMIL)
3	Year of incorporation	1996
4	Registered office address	Plot No H-1, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur Taluk, Kancheepuram District, Tamil Nadu - 602 117
5	Corporate address	Plot no C11 & C11A, City Centre, Urban Estate, Sector 29, Gurugram, Haryana - 122001
6	E-mail	complianceofficer@hmil.net
7	Telephone	0124-6762000
8	Website	https://www.hyundai.com/in/en
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11	Paid-up Capital	₹ 8,12,54,11,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pradeep Chugh Company Secretary & Compliance Officer Telephone Number: +91 (124) 696 2000 complianceofficer@hmil.net
13	Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. Products/services

#### 16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacture of Passenger cars	HMIL is engaged in the business of manufacturing and sale of passenger cars	86.88%
2	Sale of motor vehicle parts and accessories	HMIL is engaged in the sale of parts like engine, transmission and other parts	6.36%

#### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Services	NIC Code	% of Turnover Contributed by the Product
1	Manufacturing of Passenger cars	29101	86.88%
2	Sale of motor vehicle parts and accessories	45300	6.36%

### III. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Sr. No.	Locations	No. of Plants	No. of Offices	Total
1	National	1	20	21
2	International	-	-	-

Note: A new plant is upcoming in Pune and is expected to be operational in the next financial year.

In FY 2024-25, we have 2 plants operating out of Chennai location and 22 no. of offices in 20 locations.

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**19. Markets served by the entity:****a) Number of locations:**

Sr. No.	Locations	Number
1	National (No. of States)	Pan India
2	International (No. of Countries)	Exports to 61 countries

**b) What is the contribution of exports as a percentage of the total turnover of the entity?**

21.66%

**c) A brief on types of customers:**

Customers of Hyundai Motor India Limited (HMIL) include individuals and entities who purchase vehicles through HMIL's authorized dealer network across India, as well as those engaging directly with HMIL via its direct-to-customer (D2C) platforms. This customer base comprises retail buyers for new & pre-owned cars, fleet operators and institutional clients seeking personal, commercial, or organizational mobility solutions. Additionally, it includes those who utilize HMIL's authorized service centres for after-sales services, genuine parts and technical support.

**IV. Employees****20. Details as of March 31, 2025****a) Employees and workers (including differently abled):**

Sr. No	Type	Total (A)	No. of Males (B)	% of Males (B/A)	No. of Females (C)	% of Females (C/A)
<b>Employees</b>						
1	Permanent (D)	3,871	3,593	92.82%	278	7.18%
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total Employees (D + E)</b>	<b>3,871</b>	<b>3,593</b>	<b>92.82%</b>	<b>278</b>	<b>7.18%</b>
<b>Workers</b>						
4	Permanent (F)	2,210	2,210	100%	0	0
5	Other than Permanent (G)	10,951	10,696	97.67%	255	2.33%
6	<b>Total Workers (F + G)</b>	<b>13,161</b>	<b>12,906</b>	<b>98.06%</b>	<b>255</b>	<b>1.94%</b>

**b) Differently abled employees and workers:**

Sr. No	Type	Total (A)	No. of Males (B)	% of Males (B/A)	No. of Females (C)	% of Females (C/A)
<b>Differently abled Employees</b>						
1	Permanent (D)	6	5	83.33%	1	16.67%
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total Employees (D + E)</b>	<b>6</b>	<b>5</b>	<b>83.33%</b>	<b>1</b>	<b>16.67%</b>
<b>Differently abled Workers</b>						
4	Permanent (F)	18	18	100%	0	0
5	Other than Permanent (G)	1	1	100%	0	0
6	<b>Total Workers (F + G)</b>	<b>19</b>	<b>19</b>	<b>100%</b>	<b>Nil</b>	<b>NA</b>

**21. Participation/ Inclusion/ Representation of women:**

Sr. No	Particulars	Total (A)	No. of Females (B)	% of Females (B/A)
1	Board of Directors	8	2	25%
2	Key Management Personnel	5	0	0%

Note: KMP includes the following - MD, WTD (2 Directors), CFO who is also a WTD, CS.

**22. Turnover rate for permanent employees and workers:**

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.00%	14.00%	5.00%	7.00%	13.00%	7.00%	8.00%	26.00%	9.00%
Permanent Workers	0.40%	NA	0.40%	0.40%	NA	0.40%	0.58%	NA	0.58%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding/ subsidiary/ associate companies/ joint ventures (As on March 31, 2025):**

Sr. No	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Hyundai Motor Company, South Korea	Holding	0%	No
2	Hyundai Motor India Engineering Private Limited	Subsidiary	100%	No
3	Hyundai India Insurance Broking Private Limited	Subsidiary	100%	No

**VI. CSR Details**

**24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) ₹ 6,35,842.04 million

(iii) Net worth (in ₹) ₹ 1,58,417.10 million

**VII. Transparency and Disclosures Compliances****25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):**

Sr. No.	Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No)	(If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1	Communities	Yes	NA	Nil	Nil	While formal policy is not in place community feedback and requests are addressed through an established internal mechanism led by cross functional team from CSV and corporate affairs, ensuring timely and responsible resolution	Nil	Nil	Nil
2	Shareholders	Yes	<a href="#">Link 1</a> <a href="#">Link 2</a>	1,027	0	-	0	0	-

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Sr. No.	Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No)	(If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
3	Employees and workers	Yes	<a href="#">Link*</a>	1,069	152	Pending complaints are under active review and are being processed in a timely and fair manner.	1,144	309	Pending complaints are under active review and are being processed in a timely and fair manner.
4	Customers	Yes	<a href="#">Link</a>	26,947	3	Pending complaints are under active review and are being processed in a timely and fair manner.	23,497	0	-
5	Value Chain Partners	Yes	<a href="#">Link</a>	The Company has a Whistleblower Mechanism in place that is accessible to value chain partners for reporting grievances. While specific data on complaints from value chain partners is currently not available, all such grievances, if received, are addressed and redressed through this established channel.					

\* Link is accessible on company's intranet

## 26. Overview of the entity's material responsible business conduct issues

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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Hyundai Motor India Limited (HMIL) recognizes the critical importance of identifying and addressing material environmental, social, and governance (ESG) topics that influence both stakeholder interests and long-term business performance. As part of our commitment to responsible business practices across our operations and value chain, HMIL plans to undertake a comprehensive ESG materiality assessment in the coming years.

This assessment will involve structured engagement with key internal and external stakeholders to evaluate and prioritize sustainability issues aligned with global standards. The insights gained will play a vital role in shaping our long-term sustainability roadmap and enhancing the depth and relevance of our ESG disclosures.

In the interim, HMIL continues to align its sustainability focus areas with regulatory requirements, industry best practices, and internal policies—while closely monitoring evolving ESG trends and stakeholder expectations to guide our responsible business agenda.

While a formal ESG materiality assessment is yet to be undertaken, a preliminary review of industry practices and stakeholder expectations suggests a set of sustainability topics that are likely to hold strategic relevance for the organization and its broader value chain.

These indicative areas of focus, informed by peer benchmarking and global best practices, include:

- ◆ Addressing climate-related risks and emissions reduction – Climate Action
- ◆ Advancing low-emission and electric mobility solutions – Future of Mobility
- ◆ Enhancing energy and resource efficiency – Energy and Resource Management
- ◆ Promoting circularity and responsible waste management – Waste Management
- ◆ Strengthening supply chain resilience and ESG performance – Sustainable Value Chain
- ◆ Safeguarding workforce health, safety, and well-being – Employee Health, Safety and Well-being
- ◆ Fostering diversity, equity, and inclusive workplace practices – DEI
- ◆ Investing in employee development and future-ready skills – Employee skill development
- ◆ Ensuring product quality, safety, and customer satisfaction – Quality and Customer satisfaction
- ◆ Upholding ethical conduct and strong governance – Good/Ethical Governance & Ethics
- ◆ Supporting community development and social impact initiatives – Community Development



## SECTION B: MANAGEMENT & PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	All organization-wide policies that are publicly disclosed have been approved by the Board of Directors. However, certain internal policies are operational in nature and specific to functions or departments. These are approved at appropriate senior management levels and are aligned with the Company's overall governance and compliance framework.								
	c) Web-link of the Policies, if available	Refer to Table A below								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	The Company has translated its policies into procedures to facilitate effective implementation. In certain cases, the procedures are integrated within the policy documents themselves. Where applicable, detailed procedures are maintained separately and are made available internally to relevant stakeholders for operational clarity and compliance.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	United Nations Global Compact (UNGC) guidelines ISO 45001:2018 ISO 14001:2015 ISO 50001:2018 ISO 9001:2015								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"><li>♦ Achieve carbon neutrality across Scope 1, 2, and 3 emissions by 2045.</li><li>♦ Attain 100% renewable energy (RE 100) target by FY26.</li><li>♦ Expand and enhance rainwater harvesting initiatives.</li><li>♦ Drive significant reductions in overall energy consumption.</li><li>♦ HMIF aims to positively impact 5 million lives annually, reduce greenhouse gas emissions by 110,000 tonnes of CO<sub>2</sub>, and increase community income by ₹ 700 million per year through diverse social initiatives by 2032.</li></ul>								
6.	Performance of the entity against specific commitments, goals and targets along with reasons in case the	<ul style="list-style-type: none"><li>♦ HMIL achieved a 3% reduction in energy consumption in FY25.</li><li>♦ Since 2017, we have been actively sourcing renewable energy through open access and the Indian Energy Exchange (IEX).</li><li>♦ Reinforcing our commitment to environmental stewardship, we have installed a 10 MW rooftop solar power plant across our manufacturing facilities.</li><li>♦ To ensure long-term sustainability and energy security, we have entered into a Power Purchase Agreement (PPA) and Shareholder Agreement to develop solar and wind energy projects under the Group Captive model</li><li>♦ In FY25, energy savings projects led to a cumulative reduction of 42.55 lakh kWh of electricity and 7,735 GJ of fuel, which amounted to a reduction of 3,483 tCO<sub>2</sub>e of greenhouse gas emissions.</li><li>♦ Approximately 80% of water requirements are met through rainwater harvesting, supported by six RWH ponds supplying 335,000 KL of water, which is effectively reused 2.5 times.</li><li>♦ Wastewater is utilized for campus landscaping and enhancing green cover.</li><li>♦ Zero waste is sent to landfill through a comprehensive three-step process involving collection, segregation, pre-processing, and co-processing of waste.</li><li>♦ In FY25, community initiatives positively impacted more than 2 million individuals, reduced CO<sub>2</sub> emissions by 21,811 tonnes, and generated approximately ₹ 404 million in community income.</li></ul>								
Governance, Leadership and Oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the CMO's message in the Narrative Section of the Report on Page 52								

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.</b>	Mr. Gopalakrishnan CS Whole-time Director								
<b>9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</b>	<p>Hyundai Motor India Limited (HMIL) has constituted a Risk Management Committee that is responsible for overseeing key business risks, including those related to sustainability. The Committee reports to the Board and provides recommendations on risk mitigation strategies. Sustainability-related matters, where identified as material risks or opportunities, fall within the purview of the Committee.</p> <p>Composition of the Risk Management Committee:</p> <ul style="list-style-type: none"> <li>♦ Mr. Unsoo Kim – Managing Director (Chairman)</li> <li>♦ Mr. Sree Kirat Patel – Independent Director</li> <li>♦ Mr. Tarun Garg – Whole-time Director</li> </ul>								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>10.1 Performance against above policies and follow up action</b>	At Hyundai Motor India Limited (HMIL), we are actively working to establish regular reviews of our performance against key policies, including sustainability, through periodic Business Review Meetings with senior management. This approach is intended to help us better track progress, recognize gaps, and take corrective actions where needed.																	
<b>10.2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	Hyundai Motor India Limited (HMIL) operates under a comprehensive compliance framework and has devised proper systems to ensure proactive compliance with all applicable laws, using a software based dynamic compliance management tool that serves as the inventory of all applicable laws and compliance actions to be undertaken under such laws, mapping compliance owners (first line of defense) to tasks, setting time sensitive alerts, reminders, escalations, compliance completed certification and dashboards for reporting compliance levels of the organization as well as its components. The dedicated Compliance Team, as the second line of defense, directs and monitors compliance, training and nudging the first line of defense, taking initiatives for creating awareness, and reporting to the Board and or/ the Board committee, and the audit team (third line of defense) validates the compliance process through periodical audits. The Board reviews Compliance reports, takes note of any exceptions and provides guidance and directions for corrective and preventive steps.																	

**11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has undertaken independent assessments of various policies and practices through third-party audits. Financial statements are audited by BSR & Co., LLP. Additionally, specific areas such as energy, safety, waste, and water are subject to regular external audits by accredited third-party agencies. As part of the IPO preparedness process, the Company also conducted an independent review of its key policies through an external agency to ensure compliance and robustness.								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



Table - A

## PRINCIPLE 1

Anti-Bribery and Anti- Corruption Policy (Internal)

Whistle-blower policy

Code of Conduct

Supplier Code of Conduct (Internal)

Dividend Distribution Policy (Internal)

RPT Policy

Non-Retaliation Policy (Internal)

Gift and Hospitality Policy (Internal)

## PRINCIPLE 2

Code of Conduct

Environmental Policy (Internal)

Energy Policy (Internal)

Supplier Code of Conduct (Internal)

## PRINCIPLE 3

Code of Conduct

OHS (Internal)

Inclusivity Policy (Internal)

Women @ Work 2.0 Policy (Internal)

Human Rights Policy (Internal)

Supplier Code of Conduct (Internal)

## PRINCIPLE 4

Stakeholder Relationship Policy (Internal)

Dividend Distribution Policy (Internal)

Code of Conduct

## PRINCIPLE 5

Code of Conduct

Supplier Code of Conduct (Internal)

Human Rights Policy (Internal)

## PRINCIPLE 6

Code of Conduct

Energy Policy (Internal)

Environment Policy (Internal)

## PRINCIPLE 7

Code of Conduct

## PRINCIPLE 8

Code of Conduct

CSR Policy

## PRINCIPLE 9

Code of Conduct

Quality Policy (Internal)



## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	Code of Conduct for Board of Directors	100%
Key Managerial Personnel	7	<b>Principle 1:</b> Ethics, Transparency and Accountability <b>Principle 3:</b> Employee Well-being - POSH, Shop and Establishment Act	13.77%
Employees other than BoD and KMPs	7	<b>Principle 4:</b> Stakeholder Engagement - Human Rights Acts and Remedies, Women's Rights <b>Principle 5:</b> Human Rights - Case Laws on Human Rights Women's Rights and Acts, Evolution and History of Human Rights, International Organizations and Human Rights <b>Principle 8:</b> Inclusive Growth and Equitable Development, Labor Law, Right to Livelihood	24.45%
Workers	-		-

**2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:**

Monetary					
Fine Type	NGRBC Principle	Name of the regulatory/ enforcement/ agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					

**Note:** The Directorate General ("DG") of the Competition Commission of India (CCI) had submitted its final investigation report in 2012 to CCI regarding violation of the provisions of the Competition Act, 2002 by Automobile manufacturers including HMIL. Thereafter vide judgment dated 27.07.2015 passed by CCI, HMIL was required to pay a penalty of approximately INR 420 crore including certain conditions to comply with. We had challenged said judgment before National Company Appellate Tribunal, Delhi which is, as on date, is pending for adjudication.

Non-Monetary				
Fine Type	NGRBC Principle	Name of the regulatory/ enforcement/ agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		No judgment has been passed imposing any punishment or imprisonment on the Managing Director or any director of HMIL.		

**3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement/ agencies/ judicial institutions
	Not Applicable



**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, HMIL has a well-established Anti-Bribery and Anti-Corruption Policy that defines the governance framework for effectively addressing matters related to corruption and bribery. The policy incorporates a clear reporting mechanism and outlines disciplinary measures for employees found to be in violation. This policy is accessible on the company's intranet.

**5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

Particular	No. of Disciplinary Actions in FY 2024-25	No. of Disciplinary Actions in FY 2023-24
Directors		
KMPs	No disciplinary action related to bribery or corruption has been initiated by any government authority against the mentioned officers.	
Employees		
Workers		

**6. Details of complaints with regard to conflict of interest:**

Particular	FY 2024-25		FY 2023-24	
	Nos	Remarks	Nos	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

**7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Our records indicate that no disciplinary actions related to corruption or conflict of interest have been initiated against the mentioned officers by any government or judicial authority.

**8. Number of days of accounts payables ((Accounts payable \*365)/ Cost of goods/ services procured) in the following format:**

Particular	Details of Accounts Payable in FY 2024-25	Details of Accounts Payable in FY 2023-24
Number of days of accounts payables	48	49

**9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases *	a) Purchases from trading houses as % of total purchases	0	0
	b) Number of trading houses where purchases are made from	0	0
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a) Sales to dealers/distributors as % of total sales	99.5%	99.7%
	b) Number of dealers/distributors to whom sales are made	Main Dealer (3S): 632 Urban Compact (1S): 128	Main Dealer (3S): 595 Urban Compact (1S): 125
	c) Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	15.28%	14.74%
Share of RPTs in	a) Purchases (Purchases with related parties/Total Purchases)	32.66%	36.05%
	b) Sales (Sales to related parties/Total Sales)	7.69%	8.15%
	c) Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.28%	-
	d) Investments (Investments in related parties/Total Investments made)	-	-

\*Includes only Direct suppliers for both FYs.

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

## Leadership Indicators

## 1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
12	<ul style="list-style-type: none"> <li>◆ Ethics &amp; Integrity, Code of Conduct</li> <li>◆ Sustainability, ESG, Circularity</li> <li>◆ Human Rights, Child Labor, POSH, Diversity &amp; inclusion, Health &amp; Safety, Labor Mgt.</li> <li>◆ Carbon Neutrality, Water Management, Waste Management, Biodiversity</li> </ul>	100%

## 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

HMIL maintains a comprehensive 'Code of Conduct' for its Board of Directors, mandating that all members uphold the highest standards of personal and professional integrity, honesty, and ethical behavior. Furthermore, in accordance with the Companies Act, 2013, board members regularly disclose their interests in other entities and submit an annual affirmation confirming compliance with the Code of Conduct.

## PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe

## Essential Indicators

## 1. Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively.

Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	38%	7%	HMIL's investments in R&D are focused on developing cleaner and more efficient technologies that help reduce environmental impact. These include advancements in electric mobility, energy-efficient systems, and alternative fuel technologies. Such initiatives contribute to lower greenhouse gas emissions, improved air quality, and reduced dependency on fossil fuels. On the social front, these developments support better public health, safer mobility solutions and enhanced user convenience.
Capex	10%	6%	HMIL's capital investments in areas such as electric vehicles, battery assembly infrastructure, plant expansion, and charging stations are aimed at supporting a transition to sustainable mobility. These efforts help reduce tailpipe emissions, enhance energy efficiency, and enable broader adoption of electric vehicles. Environmentally, they contribute to reduced greenhouse gas emissions and air pollution. Socially, they support cleaner urban environments, create green jobs, and improve access to low-emission transportation options.

## 2. a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes.

We are committed to becoming a leader in sustainable mobility and recognize that our supply chain plays a pivotal role in achieving this vision. To this end, we have launched structured initiatives to promote responsible sourcing and sustainable practices across all levels of our supplier network.

Our Supplier Code of Conduct sets out clear expectations in key areas such as:

- ◆ Governance and legal compliance
- ◆ Transparency and reporting
- ◆ Labor and human rights, including the prohibition of child labor
- ◆ Occupational health and safety
- ◆ Environmental management



We regularly review our procurement practices to ensure continuous alignment with this Code and to prevent any potential conflicts with our ESG requirements. This proactive engagement ensures that our procurement processes are fully aligned with our overarching sustainability objectives.

To ensure suppliers uphold ethical and sustainable standards, we have established a dedicated function, Supplier Sustainability Management, responsible for regularly assessing, controlling, and monitoring the progress of supplier-led sustainability initiatives.

As part of our ESG strategy, we conduct annual assessments of our suppliers' ESG performance. These evaluations provide critical insights into supplier sustainability maturity and enable continuous improvement. Third-party ESG performance assessments are now integrated into the supplier evaluation and bidding process as a key criterion for assessing supplier development capabilities.

In CY 2024, we conducted ESG assessments for 100% of suppliers through QESG (Quantified ESG, Korea), a third-party assessor, to monitor and enhance their sustainability performance.

Additionally, we provide targeted training to both internal teams and suppliers to build awareness and capability around sustainability best practices.

**2. b) If yes, what percentage of inputs were sourced sustainably?**

We also actively encourage our suppliers to pursue relevant ISO certifications, including ISO 45001 (Occupational Health and Safety), ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and GHG Assurance programs. Currently, 81% of our Tier 1 part-supplying vendors are ISO 45001 certified, and 88% are ISO 14001 certified. As for the GHG assessment, scope 1 and 2 emissions of 100% of Tier 1 vendors are under evaluation by an accredited third party for CY 2025.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

We have established robust processes for the safe collection, storage, and disposal of various waste categories in full compliance with applicable regulations. We handle waste responsibly, ensuring safe disposal by prioritizing segregation, maintaining thorough documentation, and conducting regular audits to uphold safe and compliant waste management practices.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

We are registered under the Extended Producer Responsibility (EPR) framework with the Central Pollution Control Board (CPCB) for the import of batteries. Our waste collection and disposal plan for used batteries strictly aligns with the EPR guidelines and regulatory requirements. We ensure compliance by engaging Authorized recyclers and submitting periodic reports to the CPCB, as applicable.

## Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Hyundai Motor India Limited (HMIL) has not yet conducted formal Life Cycle Assessments (LCA) for its products. However, the Company recognizes the importance of adopting a life cycle perspective to better understand and mitigate the environmental impacts associated with its vehicles across their entire value chain—from raw material sourcing to end-of-life disposal. We plan to initiate LCA studies in the coming years as part of our broader sustainability roadmap and alignment with global best practices.					

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

2. If there are any significant social or environmental concerns and/ or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
A formal Life Cycle Assessment (LCA) has not yet been conducted by the Company. However, potential social and environmental risks associated with the production and disposal of products are identified through internal assessments, compliance monitoring, and stakeholder feedback. The Company addresses these risks through responsible sourcing, regulatory compliance, waste management practices, and investments in cleaner technologies to minimize adverse impacts.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Aluminium (In Tonnes)	31%	32%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.

Particular	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (In Tonnes)	-	-	257.23	-	-	309.51
E-waste (In Tonnes)	-	-	14.62	-	-	10.39
Hazardous waste (In Tonnes)	-	-	4,545.51	-	-	5,576.9

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
At present, data on reclaimed products and associated packaging materials as a percentage of products sold is not available. However, HMIL recognizes the growing importance of circular economy principles and are exploring mechanisms to track and enhance product and packaging recovery in the future.	

## PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

### Essential Indicators

1. a) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	3,593	3,593	100%	3,593	100%	0	0%	0	0%	0	0%
Female	278	278	100%	278	100%	278	100%	0	0%	278	100%
Total	3,871	3,871	100%	3,871	100%	278	7.18%	0	0%	278	7.18%
Other than Permanent Employees											
Male											
Female											
Total											

**b) Details of measures for the well-being of workers:**

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Workers											
Male	2,210	2,210	100%	2,210	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	2,210	2,210	100%	2,210	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	10,696	10,696	100%	10,696	100%	0	0%	0	0%	0%	0%
Female	255	255	100%	255	100%	255	100%	0	0%	255	100%
Total	10,951	10,951	100%	10,951	100%	255	2.32%	0	0%	255	2.32%

**c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

Particular	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.06%

**2. Details of retirement benefits, for the current FY and Previous Financial Year.**

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA			NA		

**3. Accessibility of workplaces:**

**Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Hyundai Motor India Limited (HMIL) has implemented a Workplace Inclusion Policy for Differently Abled individuals, introduced in 2023, aligned with the Rights of Persons with Disabilities Act, 2016. The policy reflects HMIL's commitment to building an inclusive and accessible work environment across its offices and manufacturing locations.

HMIL's corporate offices and administrative premises have been made accessible in line with policy requirements, while a phased implementation plan is underway to address accessibility gaps in shopfloor and plant areas, based on practical feasibility.

As part of these efforts, the Company has introduced a range of measures including:

- ◆ Reserved and accessible parking spaces
- ◆ Enhancements to physical infrastructure such as lighting and mobility access
- ◆ Accessible training materials in alternate formats (e.g., text-to-speech)
- ◆ Adjusted equipment and software to improve digital accessibility
- ◆ Accessible mobility and hospitality arrangements for official travel

These measures are further supported by HMIL's inclusivity initiative "Samarth by Hyundai," and monitored by a designated Liaison Officer and internal committees to ensure compliance, employee awareness, and effective grievance redressal.

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Hyundai Motor India Limited (HMIL) has an Equal Opportunity Policy for Persons with Disabilities in line with the Rights of Persons with Disabilities Act, 2016. The policy is titled Workplace Inclusion (Differently Abled) Policy and outlines HMIL's commitment to providing an inclusive, respectful, and accessible workplace for individuals with disabilities. It covers provisions related to non-discrimination, accessible infrastructure, and equal opportunities in recruitment, training, and career advancement.

The policy is currently available on the Company's internal intranet portal and is accessible to all employees.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	70%	NA	NA
<b>Total</b>	<b>100%</b>	<b>70%</b>	<b>NA</b>	<b>NA</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

Particular	Yes/No	If yes, Provide Details
Permanent Workers	Yes	Hyundai Motor India Limited (HMIL) has established multiple formal and informal mechanisms to receive and redress grievances of employees and workers. These include: <ul style="list-style-type: none"> <li>♦ <b>REACH Online Portal</b> – a digital platform accessible to employees for submitting and tracking grievances</li> </ul>
Other than Permanent Workers	Yes	<ul style="list-style-type: none"> <li>♦ <b>“Nerpada Pesu Nanba”</b> sessions – structured platforms for open dialogue and feedback</li> <li>♦ <b>Executive Committee and Sub-Committee Meetings</b> – forums where employee concerns are discussed and addressed</li> <li>♦ <b>Deliberate with Domain Heads</b> – periodic interactions to resolve function-specific issues</li> </ul>
Permanent Employees	Yes	<ul style="list-style-type: none"> <li>♦ <b>“We Are There for You”</b> initiative – a support-oriented forum for employee engagement and issue resolution</li> <li>♦ <b>“Coffee with Vertical Head”</b> sessions – informal forums encouraging open communication with senior leadership</li> </ul>
Other than Permanent Employees	No	<ul style="list-style-type: none"> <li>♦ <b>“One Minute with Flexi”</b> interactions – brief sessions</li> <li>♦ <b>Casual conversations with contract labor</b> – informal touchpoints to ensure inclusivity in grievance redressal</li> <li>♦ <b>Whistle-blower Mechanism</b> – formal mechanism for grievance/complaints</li> </ul> <p>These mechanisms collectively ensure accessibility, timely redressal, and continuous engagement across various levels of the workforce.</p>

**7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:**

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% Covered (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% Covered (D/C)
<b>Total Permanent Employees</b>	3,871	0	0%	3,395	0	0%
Male	3,593	0	0%	3,186	0	0%
Female	278	0	0%	209	0	0%
<b>Total Permanent Workers</b>	2,210	1,986	90%	2,220	1,999	90%
Male	2,210	1,986	90%	2,220	1,999	90%
Female	0	0	0%	0	0	0%

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,593	2,611	72.67%	3,073	85.53%	3,186	2,707	84.97%	2,623	82.33%
Female	278	139	50.00%	262	94.24%	209	122	58.37%	203	97.13%
Total	3,871	2,750	71.04%	3,335	86.15%	3,395	2,829	83.33%	2,823	83.15%
Workers										
Male	2,210	2,115	95.70%	297	13.43%	2,220	2,106	94.86%	487	21.94%
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	2,210	2,115	95.70%	297	13.43%	2,220	2,106	94.86%	487	21.94%

Note: Permanent workers and employees only considered, other than permanent employees and workers not considered.

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3,593	3,137	87.3%	3,186	2,933	92.1%
Female	278	185	66.5%	209	155	74.2%
<b>Total</b>	<b>3,871</b>	<b>3,322</b>	<b>85.8%</b>	<b>3,395</b>	<b>3,088</b>	<b>91.0%</b>
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

Note: Permanent workers are only covered under performance and career development reviews.

**10. Health and safety management system:****a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such a system?**

Yes, HMIL strongly believes that an Occupational Health and Safety Management System is a vital part of its business operations. This commitment is embedded across all business verticals. Guided by our core values, we place the highest priority on the safety and well-being of all stakeholders.

As an ISO 45001-certified organization, HMIL adheres to globally recognized standards and best practices to proactively identify and manage occupational health and safety risks. We have implemented comprehensive strategies to minimize these risks and foster a safe and healthy work environment.

Our health and safety management system is designed to promote workplace wellness through:

- ♦ Risk management and emergency preparedness
- ♦ Active employee engagement and well-being initiatives
- ♦ Structured education and training programs
- ♦ Robust compliance and incident management systems

Through these efforts, HMIL ensures a culture of safety that goes beyond compliance, one that is proactive, inclusive, and continuously evolving.

**b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

HMIL has a robust system in place to identify hazards and assess risks associated with both routine and non-routine activities. A standardized Hazard Identification and Risk Assessment (HIRA) technique is employed to evaluate potential hazards, associated risks, and the necessary control measures across all operations.



## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

Each activity is assessed using a Risk Priority Number (RPN), and based on the risk score, appropriate control measures are implemented to mitigate potential threats. For critical operations, a Hazard and Operability (HAZOP) study is conducted to ensure comprehensive risk evaluation. For non-routine activities, such as project work, shutdowns, or maintenance, HMIL uses Preliminary Hazard Analysis (PHA) techniques to identify hazards, assess risks, and define necessary controls.

To reinforce these safety measures, a Work Permit System and activity-specific checklists are implemented to ensure that all control measures are effectively in place before and during execution.

**c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes.

Employee engagement is a critical component of Health and Safety Management at HMIL. The company conducts various engagement forums to encourage the reporting of work-related hazards. Initiatives such as the Safety Ambassador Program empower line employees to identify and report hazards observed among peers. A Near-Miss Reporting System is actively promoted to foster a culture of proactive hazard identification.

Safety committee meetings are held regularly across all shop floors, along with centralized sessions involving union safety representatives, to address employee-reported hazards and workplace risks. HMIL adopts a combination of engineering controls, administrative measures, and personal protective equipment (PPE) to minimize risk exposure. These proactive measures are aimed at ensuring a safe work environment for all employees and contract workers.

**d) Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes.

HMIL has well-established, 24/7 Occupational Health Centres staffed with full-time doctors, nurses, paramedical staff, and equipped with ambulances. All stakeholders have access to both occupational and non-occupational medical services. Additionally, HMIL has partnered with a nearby hospital to enhance medical and healthcare support.

Our organization demonstrates a strong commitment to employee health and wellness through a wide array of non-occupational benefits and medical initiatives. A major focus has been on awareness of lifestyle diseases such as diabetes, hypertension, dyslipidaemia, heart diseases, and women's health. These were addressed through several online sessions conducted by specialists from renowned hospitals like Bill Roth, Apollo, Rela, and V.S. Hospitals. These sessions reached participants across PAN India. Topics included Breast Cancer Awareness, Healthy Lifestyle, World Brain Day, Heart Health, Women's Health, Diabetes Awareness, and Hypertension.

In addition to awareness sessions, a Master Health Check-Up was organized for both male and female employees, including cancer screening and control of non-communicable diseases (NCDs). The organization also ensures statutory periodical medical examinations for factory employees, and provides preventive, promotive, and curative healthcare for employees, contract laborers, vendors, and visitors.

Employees benefit from comprehensive medical insurance coverage for both outpatient and inpatient treatments at network hospitals, extending to their families. Pre-employment medical examinations are also conducted. To enhance emergency preparedness, mock drills for medical emergencies are regularly held.

Health education is actively promoted through e-posters, emails, and handouts, while BLS, AED, CPR, and First Aid training is provided to Emergency Response Team (ERT). For physical wellness, physiotherapist-led stretch exercise sessions are conducted for both shop floor and office employees. A wellness dining menu is available for employees managing weight and NCDs, and facilities like a sports centre, gym, and yoga hall support holistic wellness.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09	0.14
	Workers	0.29	0.17
Total recordable work-related injuries	Employees	2	3
	Workers	5	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

HMIL has implemented various measures focused on continual improvement to enhance workplace health and safety.

**Leadership commitment**

HMIL's safety performance is driven by strong leadership involvement. Monthly audits and safety performance reviews are conducted by vertical heads and the Chief Manufacturing Officer, while the Managing Director leads quarterly reviews. This structured oversight ensures consistent progress and accountability.

**Safety & wellness management systems**

A robust safety management system is in place to ensure a safe and healthy workplace. This includes in-built safety mechanisms, layered control systems, monitoring of critical parameters, response plans, and employee wellness programs.

**Safety culture enhancement Programs**

To foster a culture of safety, HMIL conducts safety ambassador programs, monthly safety campaigns, Road Safety, fire and safety competitions and general and specialized training for high-risk processes.

**Continual Improvement**

HMIL is committed to continuous improvement through initiatives such as One Day, One Safety Improvement program, safety management and leadership programs, innovation-driven safety enhancements and employee engagement in improvement activities

**Digitalization of safety systems**

Digitalization has been integrated into the safety framework to improve effectiveness, including near miss reporting systems, work permit systems, confined space monitoring and in-house training video platforms.

**Disaster management**

HMIL has established a dedicated fire management team, equipped with fire tenders, detection and suppression systems, and control centres at key locations. A well-structured onsite and shopfloor emergency response plan, along with regular emergency response training and mock drills, plays a vital role in effectively mitigating disasters.

**Daily Safety Messages**

As part of its proactive communication strategy, HMIL shares daily safety messages across the workforce to reinforce awareness, encourage safe practices, and promote a safety-first mindset.

**13. Number of Complaints on the following made by employees and workers:**

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) *
Health and safety practices	100%
Working Conditions	100%

\* Both the parameters assessed through internal & third-party audits for applicable vendors.

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.**

HMIL has established a structured process for incident management to ensure timely and effective resolution. All incidents are thoroughly investigated, root cause analyses are conducted, and appropriate Corrective And Preventive Actions (CAPA) are implemented.

Incident learnings are communicated to all employees through shift briefings and daily safety messages. Horizontal deployment audits are conducted across all areas to ensure corrective actions are uniformly implemented. These actions prioritize hazard elimination or substitution, along with engineering and administrative controls.

The compliance and effectiveness of corrective measures are periodically reviewed in safety performance meetings led by vertical heads.

For significant risks or concerns, immediate corrective actions are taken. Major safety improvements are addressed through structured management programs, and their effectiveness is reviewed periodically. Additionally, Hazard Identification and Risk Assessment (HIRA) is regularly updated to reflect current conditions and improve control measures.

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, Hyundai Motor India does extend a compensatory package in the event of an employee's death. We have a structured Death Relief Fund (DRF) policy to all employees and workers across its locations in India. Upon joining, employees are automatically enrolled in the scheme and can nominate eligible dependents to receive the benefit. In the unfortunate event of an employee's death during service, a contribution is collected from all employees based on their role category, and the company matches this contribution.

The total collected amount is handed over to the nominee or legal heir of the deceased. Additionally, the company supports the family with funeral expenses and ambulance service reimbursements. The process includes formal communication, condolence notices, and legal coordination to ensure timely disbursement of benefits.

Beyond this, Hyundai also ensures statutory medical examinations for factory workers, provides preventive and curative healthcare for employees, contract laborers, and visitors, and offers comprehensive medical insurance for employees and their families. Pre-employment medical checks are conducted for all categories of staff. The company also conducts mock drills for medical emergencies, shares health education materials, and provides first aid and emergency response training. Wellness initiatives include physiotherapy sessions, wellness dining options, and access to sports, gym, and yoga facilities, reflecting a holistic approach to employee well-being and support.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Will be disclosed in future.

**3. Provide the number of employees/ workers having suffered high consequence work related injury/ ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0



**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Will be disclosed in future.

**5. Details on assessment of value chain partners:**

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	100%

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

HMIL has installed the following immediate measures to address significant risks arising from electrical and safety practices and working conditions of its value chain partners

- ◆ Value chain partners are required to submit a Compliance Certificate, along with a detailed report, based on the Safety Checkpoints issued by competent agency. These documents are to be submitted to HMIL by end of FY 2025-26.
- ◆ Further, they must share the identified gap areas along with corresponding corrective action plan.
- ◆ If the agency finds the facility to be non-compliant with Fire & Electricity Safety standards, then a re-audit must be conducted and a revised compliance certificate submitted within 3 months.

Furthermore, HMIL has the following measures to prevent any possible risks from health and safety practices and working conditions of its value chain partners

- ◆ **Occupational Health & Safety Audit:** To systematically evaluate & verify organization's health & safety policies, procedures & practices are in line with standards.
- ◆ **Safety Ambassador & Culture Captain:** Unique concept of HMIL to improve the safety culture & morale improvement among workers.
- ◆ **Roof, Confined Space & Electrical Safety:** To create awareness & reduce incidence in some of the non-routine work like Height work, Electrical & Confined work.
- ◆ **Back to Basic Safety Campaign:** To re-emphasize fundamental safety principles & practices to reduce incidents caused by complacency & overlooked basics.
- ◆ **Safety Day Celebration:** To engage all workers including Contract workers in safety day celebration to iterate the importance of safety both inside & outside of factory.
- ◆ **Mock Drill:** To have a hands on experience to handle an emergency situations like fire, disaster, flood etc.,
- ◆ **Vendor Truck Safety:** To ensure the safe, efficient, & compliant operations of the trucks within and outside the organization's logistics.
- ◆ **SF2030 Campaign:** Launched at 7 Vendors to emphasize the Sustainability drive at supply chain. Focussing on 2030 Midterm Target. Same Program is witnessed and benchmarked by 60% of Tier 1 Part Supplying Vendors.

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

We identify our stakeholders based on their role within the business value chain and their influence on our operations. Adopting a holistic approach to stakeholder engagement, we prioritize building meaningful relationships across all stakeholder groups. By fostering trust and collaboration with communities, vendors, customers, investors, lenders, and regulatory authorities, we strive to drive sustainable growth and create lasting value.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Website, Emails, Meetings, Media Releases, Print/ Online Media, Stock Exchanges Intimation, Meetings	Quarterly/Event Based	Dissemination & sharing of Information to Shareholders on general business updates & critical event and to seek their approval for resolutions, as per requirements through notices. Further engage with investors through earnings calls & meetings to inform about the quarterly/ annual business results & to address their queries/ concerns.
Communities	Yes	Newspaper, Pamphlets, Community Meetings, Website, and other direct engagement channels	Major activities related to awareness campaigns are conducted regularly; Annual meetings with stakeholders are held as required	Engagement with the community focuses on awareness generation, capacity building, and participatory dialogue to ensure inclusive and sustainable development. Key topics raised during engagements include local infrastructure needs, regional development needs, livelihood opportunities, healthcare, and other support. Inputs received are used to design and implement need-based community development programs and social interventions.
Customers	No	Email, Messaging, social media, App based Notification	Regular	Engagement with the customers involves providing attractive offers, delivering valuable benefits, and actively seeking feedback to improve products and services.
Employees and Workers	Yes	Mass Broadcast Bridge (Bi-weekly), Namaskar (Monthly), Canteen & Public Display Boards, Shop Floor Notice Boards, Autoway ESS, People Strong App, Outlook Mailers, Shopfloor Meetings, Weekly UUHE & ER Meetings, 1:1 Discussions, Employee Connect by HR	Bi-weekly/ Monthly/ Continuous/ Weekly as needed	Company updates, industry news, upcoming events, official notices, procedures, crisis communication, persuasion, operational updates, debriefing changes

### Leadership Indicators

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At HMIL, stakeholder concerns are consolidated through inputs from key business functions on economic, environmental, and social matters. These are routed via the Managing Director and, after internal discussions, key action points are presented to the Board or relevant Committees. This ensures a continuous feedback loop between stakeholders and the Board, enabling informed decisions and inclusive governance.



**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, stakeholder consultation plays a vital role in Hyundai Motor India's approach in identifying, planning and executing community centric initiatives. Feedback from local communities, panchayats and opinion leaders is actively solicited and used to shape the company's CSR strategy, especially around key environmental and social issues. The following measures reflect the incorporation of stakeholder inputs into tangible outcomes near the HMIL plant in Sriperumbudur, as well as local authorities in Gurugram:

**1. Infrastructure and Community Development:**

- ♦ **Consultation Method:** Direct meetings with Panchayats and local leaders near the HMIL plant in Sriperumbudur and local authorities in Gurugram.
- ♦ **Key Inputs Received:** Water conservation, school infrastructure, and public utility development.
- ♦ **Actions Taken:**
  - Rejuvenation of three ponds in Irungattukottai and Thandalam.
  - Construction of new classrooms at the Government School in Thandalam.
  - Installation of two overhead water tanks in Pennalur and Kaduvancheri villages, benefiting over 5,200 families with improved access to potable water.
  - Development of neighbourhood park (Leisure Valley Park), a community recreational space in Gurugram, Haryana.

**2. Healthcare Support:**

- ♦ **Consultation Method:** Feedback from local health authorities, community health workers, primary health centres, community at large.
- ♦ **Actions Taken:**
  - Enhancement of medical infrastructure in Cuddalore District through provision of advanced medical equipment, ambulances, and related healthcare support.

**3. Support for Cultural and Sports Initiatives in Nagpur:**

- ♦ **Consultation Method:** Engagement with district administration and youth groups.
- ♦ **Key Inputs Received:** Promotion of inclusive sports and cultural opportunities for youth and marginalized communities.
- ♦ **Actions Taken:**
  - Active support for: Khasdar Krida Mahotsav (Sports Festival) and Khasdar Sanskritik Mahotsav (Cultural Festival) in Nagpur.
  - The outcomes reflect a blend of infrastructure, health, and socio-cultural interventions designed to address local needs and promote long-term community well-being

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Our CSR initiatives are strategically designed to meet the identified needs of diverse stakeholders including vulnerable and marginalized groups such as rural communities, women, persons with disabilities, and underrepresented artists. These efforts are aligned with Hyundai Motor India's 'Creating Shared Value (CSV)' framework, which focuses on long-term social impact through structured interventions in priority areas like environment, healthcare, inclusion, livelihood, and skill development.

Our initiatives are organized around three core pillars: Earth, Mobility, and Hope, and are driven by stakeholder consultations, need assessments, Board-level guidance, and regional development priorities.

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Key initiatives include:

♦ **IONIQ Forest:**

- A green area development and afforestation program focused on restoring degraded Open Space Reserved (OSR) lands to enhance local biodiversity and ecological resilience, particularly in underserved industrial areas.

♦ **Ecogram by Hyundai:**

- A community-centric waste upcycling and environmental sustainability initiative promoting circular economy practices in rural and peri-urban geographies.

♦ **Sparsh Sanjeevani:**

- A mobile healthcare program deploying nurse-assisted telemedicine centres, mobile medical vans, and digital tools to deliver primary and preventive healthcare services in remote and underserved areas.

♦ **Samarth by Hyundai:**

- An inclusion-driven initiative that improves the quality of life for persons with disabilities by enhancing accessibility, empowerment through sports and advocacy for empowerment
- An initiative towards creating a more aware and inclusive society for people with disabilities in India.

♦ **Art for Hope:**

- A flagship art initiative providing a platform for emerging and underrepresented artists from across India, fostering cultural inclusion, livelihoods in the creative sector, and community dialogue through socially engaged art.

♦ **Skill Development Programs:**

- ♦ Capacity-building initiatives for youth and women, including training through Drive for Progress – driver training program, road safety, sports education, and employment-linked vocational education through ITI and Polytechnic

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3,871	802	26.80	NA	NA	NA
Other than permanent	Nil	Nil	Nil	NA	NA	NA
<b>Total</b>	<b>3,871</b>	<b>802</b>	<b>26.80</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Workers</b>						
Permanent						
Other than permanent						
<b>Total</b>						

Note: Human Rights training was only provided in FY 24-25 and to permanent employees.



## 2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3,871	NA	NA	3,871	100%	3,395	NA	NA	3,395	100%
Male	3,593	NA	NA	3,593	100%	3,186	NA	NA	3,186	100%
Female	278	NA	NA	278	100%	209	NA	NA	209	100%
Other than permanent										
Male	Nil									
Female										
Workers										
Permanent	2,210	NA	NA	2,210	100%	2,220	NA	NA	2,220	100%
Male	2,210	NA	NA	2,210	100%	2,220	NA	NA	2,220	100%
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent	10,951	1,049	9.58%	9,902	90%	10,605	750	7.07%	9,855	93%
Male	10,696	899	8.41%	9,797	92%	10,385	633	6.10%	9,752	94%
Female	255	150	58.82%	105	41%	220	117	53.18%	103	47%

## 3. Details of remuneration/ salary/ wages:

### a) Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	3,82,17,496	2	70,20,000
Key Managerial Personnel	5	4,68,11,562	0	0
Employees other than BoD and KMP	3,604	19,12,030	280	12,32,488
Workers	2,210	17,21,508	NA	NA

Note: BoD & KMP remuneration includes monetary & non-monetary Perks, Employees & Workers other than BoD & KMP include only salary (Fixed & Variable).

Note: Total Wages are calculated Including Relieved Employees as of March 2025

### 3. b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.55%	2.87%

## 4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. We have a portal named "Reach" where any form of grievance can be raised and this is further looked into by the Company.

Further to this we also have a posh committee to handles issues pertaining to POSH . An aggrieved person can raise a complaint via - HYPERLINK "<mailto:mebox@hml.net>"

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have an internal grievance redressal mechanism to address concerns related to human rights. For example, the REACH Online Portal enables employees to report human rights-related grievances directly. Additionally, our Whistleblower Policy provides employees with the option to raise concerns specifically under the human rights category.



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**6. Number of complaints on the following made by employees and workers:**

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	No pending cases	3	0	No pending cases
Discrimination at workplace	0	0		3	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013, in the following format:**

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3
Complaints on POSH as a % of female employees/workers	0.36%	1.42%
Complaints on POSH upheld	1	3

**8. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.**

If an employee, experiences or becomes aware of retaliation resulting from a report made, we are expected to promptly notify the Vertical Head – Audit at wb-audit@hml.net. We ensure the complainant's identity is kept strictly confidential, and the grievance is handled with the utmost discretion. We uphold a strict non-retaliation policy to protect individuals who raise concerns. Anyone found engaging in retaliatory behavior or violating this policy will face disciplinary action, which may include termination of employment. The Company has instituted a robust framework to ensure protection and support for complainants during and after the investigation of harassment complaints. The key mechanisms include:

- ♦ **Protection During the Pendency of the Complaint**

Relocation and Appraisal Safeguards: If the accused is the complainant's supervisor, the Company will consider relocating the complainant and ensure the accused does not conduct performance appraisals.

Anti-Retaliation Measures: Any form of retaliation—direct or indirect—by the respondent, including coercion, interference, or use of social media, is strictly prohibited. Violations will result in appropriate action by the Internal Committee in consultation with the Employer.

Third-Party Restrictions: If the respondent is a third party, they will be barred from entering the workplace during the investigation. Employees will be informed, and the Employer will decide on continuing the business relationship.

- ♦ **Protection After Conclusion of Investigation**

Appraisal Restrictions: Regardless of the outcome, the respondent will not be authorized to appraise the complainant's performance.

Continued Third-Party Restrictions: If the respondent is a third party, they will remain barred from the workplace. Repeat offenses will lead to termination of all relations with the third party.

- ♦ **Confidentiality**

Confidentiality will be maintained to the maximum extent practicable, consistent with the need for investigation and corrective action.

- ♦ **Complaint Handling and Inquiry Process**

Authorized Body: Only the Internal Committee is authorized to receive and investigate complaints.

Fair Inquiry: The Internal Committee ensures a fair hearing for both parties, adheres to principles of natural justice, and completes the inquiry within three months.

Disciplinary Action: Findings and recommendations are submitted to the Employer within 10 days post-inquiry for appropriate disciplinary action.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, human rights form an integral part on our supplier onboarding checklist as part of business agreements and contracts. Third-party vendors are required to adhere to our Supplier Code of Conduct which includes guidance on respect for human rights aspects such as non-discrimination, wages and benefits, working hours, humane treatment, freedom of association, child labor and forced labor.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

**11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.**

NA

**Leadership Indicators****1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.**

There have been no modifications or introductions to business processes as a result of addressing human rights grievances or complaints.

**2. Details of the scope and coverage of any Human rights due diligence conducted.**

At HMIL, we are committed to upholding human rights as a core aspect of responsible business conduct. Our internal systems are designed to safeguard these rights across all levels of operation.

We have clearly defined age verification processes while acquiring talent on rolls that results in elimination of applications below 18 years of age. For talent engaged off roll we in addition to the document verification processes have access control procedures at our facilities are structured to prevent the issuance of gate passes to underage individuals.

We ensure transparency in the disbursement of wages by providing digital and other form of wage slips for those engaged on rolls thus ensuring transparency in pay. We ensure grievances received are promptly addressed. We ensure adherence with various laws of the land by ensuring disbursement of minimum wages as per the respective region and ensure compliance by having a dedicated team to track the same. All employees receive their compensation through direct bank transfers. HMIL also firmly opposes any form of forced labor, and there have been no reported incidents suggestive of coercive employment practices.

We foster an inclusive environment through our gender neutral POSH policy. We have implemented a comprehensive policy in alignment with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and its associated rules. Internal Committees have been established at all office and plant locations to handle and resolve any grievances related to workplace harassment.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the premises and office of the entity are fully accessible to differently abled visitors in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Facilities such as wheelchairs, ramps, lifts, and accessible washrooms are provided to ensure ease of movement. Additionally, signages and Braille scripts are installed in lifts and washrooms to assist visually impaired visitors. Designated parking spaces for disabled visitors is setup for enhanced accessibility and convenience.

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## 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	ESG Assessment has been conducted for 100% of Tier 1 part-supplying (applicable) vendors starting from CY 2024. This includes evaluation of key parameters such as Sexual Harassment, Discrimination at Workplace, Child Labor, Forced labor, and Wages under the Human Rights & Labor Management category. The Supplier Code of Conduct, part of the Basic Purchase Agreement, includes all the aforementioned clauses.
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
Wages	
Others - please specify	<ul style="list-style-type: none"> <li>Sexual Harassment: In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, a Comprehensive Policy on Prevention, Prohibition and Redressal of sexual harassment is enforced across all Tier 1 part suppliers.</li> </ul>
Environmental Impacts:	Internal Committees (ICs) are established to promptly and effectively address any complaints. All suppliers are instructed to comply with legal requirements, which are verified through sample onsite verifications at defined frequency.
Health and Safety	
	<ul style="list-style-type: none"> <li>Non-Discrimination: Tier 1 Part Supplying Vendor Management strictly adheres to Non-Discrimination based on gender, race, ethnicity, nationality, disability, age, etc.</li> </ul>
	<ul style="list-style-type: none"> <li>Child Labor: Child Labor (Under Age 18) is strictly prohibited at all Tier 1 Part Supplying vendors locations. 100% compliance is ensured by Vendor Management, with verification through sample onsite audits at specified intervals.</li> </ul>
	<ul style="list-style-type: none"> <li>Wages: Tier 1 Part Supplying Vendors ensure 100% minimum wages are paid to all categories of workers, including contract laborers, and this is regularly verified through sample onsite checks at defined frequency.</li> </ul>

## 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

No significant risks or concerns have arisen from the assessment. However, corrective actions have been initiated for vendors with low scores. The implementation of these actions will be validated in the next cycle of assessment.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

## 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	10,12,892	7,50,388
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>10,12,892</b>	<b>7,50,388</b>
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	2,31,634	4,58,552
Total fuel consumption (E)	5,71,426	5,57,543
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>8,03,060</b>	<b>10,16,095</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>18,15,952</b>	<b>17,66,483</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0000029	0.0000026
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted For PPP)	0.000059	0.000058
Energy intensity in terms of physical output (GJ/ Vehicle Manufactured)	2.38	2.24

Note: if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

Note: Calculations includes the Chennai Plant and Headquarters at Gurgaon.

PPP considered for FY 24-25 is 20.66 as per IMF database.



2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	13,43,088	11,63,983
(ii) Groundwater	-	-
(iii) Third-party water	7,44,970	7,63,051
(iv) Seawater/desalinated water	-	-
(v) Others (Municipality water)	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	20,88,058	19,27,034
<b>Total volume of water consumption (in kiloliters)</b>	20,88,058	19,27,034
<b>Water intensity per rupee of turnover (Total water consumption/Revenue from operations) \$</b>	0.0000033	0.0000028
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total water consumption/Revenue from operations adjusted for PPP)</b>	0.0000678	0.0000630
<b>Water intensity in terms of physical output (kL/Vehicle Manufactured)</b>	2.74	2.45

Note: Indicate if any assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, the name of the external agency.- No

Note: Calculations includes the Chennai Plant and Headquarters at Gurgaon.

PPP considered for FY 24-25 is 20.66 as per IMF database.

4. Provide the following details related to water discharge:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(1) To Surface Water	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(2) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(3) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(4) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(5) Others	-	-
- No treatment	-	-
- With treatment – Tertiary Treatment & used for landscaping	10,108	7,131
<b>Total water discharged (in kiloliters)</b>	<b>10,108</b>	<b>7,131</b>

Note: 90,000 KL of treated water is used inside the HMIL Plant (Chennai) for the purpose of landscaping in FY'25 however this data is not absolute and not included in the above numbers.

Note: Calculations includes Headquarters at Gurgaon, where the water is utilized for landscaping.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency - No

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**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

We ensure strict compliance with the operating consent orders issued by the respective State Pollution Control Boards for the management and disposal of treated effluents generated during our plant operations. All our plants adhere to these regulatory frameworks to uphold environmental integrity.

In alignment with these consent orders, several of our manufacturing units have adopted advanced tertiary treatment technologies, including Reverse Osmosis (RO), to recycle treated effluents for reuse in industrial processes. Additionally, we follow an Alternate Liquid Discharge approach, repurposing treated effluents for secondary applications such as toilet flushing and greenbelt development within and around our plant premises.

These initiatives have significantly reduced freshwater consumption by increasing the use of treated effluents. This includes the installation of RO-based tertiary treatment systems and the utilization of treated sewage wastewater to meet process water requirements.

To further enhance water sustainability, we have implemented rainwater harvesting initiatives across our facilities. These efforts will support our external water dependency reduction program.

**6. Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Please specify unit	FY 2024- 25	FY 2023- 24
NOx	Metric Tonnes	10.484	11.432
SOx	-	NA	NA
Particulate matter (PM)	Metric Tonnes	2.434	2.559
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others-please specify	-	NA	NA

Note: Indicate if any independent assessment/evaluations/assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency- No

Note- Calculations includes Chennai plant only.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	28,275	32,291
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	47,098	92,797
Total Scope 1 and Scope 2 emission per rupee of turnover\$ (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/INR	0.00000012	0.00000018
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) ^	Metric tonnes of CO <sub>2</sub> equivalent/INR	0.00000024	0.00000041
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent/ Vehicle Manufactured	0.10	0.16

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. - No

Note: Calculations includes the Chennai Plant and Headquarters at Gurgaon.

PPP considered for FY 24-25 is 20.66 as per IMF database.

**8. Does the entity have any project related to reducing Green House Gas emissions? If yes, then provide details.**

Yes, We are actively advancing decarbonization across our operations by reducing Scope 1 and Scope 2 greenhouse gas emissions through a multi-faceted approach:

- ♦ Optimizing fuel usage in manufacturing processes
- ♦ Transitioning from high-carbon-intensity fuels to lower-carbon alternatives
- ♦ Implementing energy conservation measures across our facilities



♦ Accelerating the adoption of renewable electricity

As part of our long-term sustainability strategy, we are committed to achieving 100% renewable electricity for our manufacturing operations by 2025, leveraging open access, the Indian Energy Exchange, and Group Captive renewable energy projects.

In FY25, our energy savings initiatives resulted in a cumulative reduction of 4.255 million kWh of electricity and 7,735 GJ of fuel consumption, leading to a reduction of 3,483 tCO<sub>2</sub>e in greenhouse gas emissions. Key energy-saving projects include:

- ♦ Steam elimination through waste heat recovery from Regenerative Thermal Oxidisers (RTO)
- ♦ Oven temperature optimization in one of the paint shops
- ♦ Installation of a magnetic resonator for oven burners
- ♦ Replacement of compressed air with blowers for coolant agitation
- ♦ Installation of Variable Frequency Drives (VFDs) in the paint shop to improve motor speed control efficiency
- ♦ Installation of a new energy-efficient centrifugal compressor

These measures demonstrate our ongoing commitment to operational efficiency and environmental responsibility.

## 9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024- 25	FY 2023- 24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	261.854	317.92
E-waste (B)	14.62	10.39
Bio-medical waste (C)	23.016	14.124
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Painting Sludge, Phosphatate sludge, Used oil, Thinner, Sealent, Chemical Sludge, Grinding sludge, Used Drums).	4,555.51	5,576.90
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Aluminum Chips, Steel plates, Wooden pallets, metal scrap, copper, waste paper)	76,540.36	73,748.41
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>81,395.36</b>	<b>79,667.74</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000128	0.000000116
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000264	0.00000260
Waste intensity in terms of physical output (MT/kiloliters)	0.106	0.101
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	72,438.50	68,909.25
(ii) Re-used	-	-
(iii) Other recovery operations	8,919.39	10,457.55
<b>Total</b>	<b>81,357.89</b>	<b>79,366.80</b>
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

Note: Indicate if any independent assessment/evaluations/assurance has been carried out by an external agency? If yes, the name of the external agency- No

Note: Calculations includes Headquarters at Gurgaon and Plant at Chennai.

PPP considered for FY 24-25 is 20.66 as per IMF database.

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste.**

We categorise the waste generated from our operations into hazardous and non-hazardous, as well as recyclable and non-recyclable types. Our waste management practices are governed by the Consent Orders and hazardous waste authorizations issued by the respective State Pollution Control Boards in the regions where we operate. We remain committed to cleaner production, waste minimization, and pollution prevention, while ensuring full compliance with all applicable legal and environmental regulations.

In line with circular economy principles, we prioritize reuse and recycling across our operations. Hazardous waste generated during our processes is safely disposed of through co-processing by vendors Authorized by the Tamil Nadu State Pollution Control Board.

We have adopted innovative measures to reduce the moisture content of Effluent Treatment Plant (ETP) sludge through the installation of sludge drying beds housed within enclosed sheds. These beds are heated using hot water circulated via Concentrated Solar Thermal systems, which is expected to reduce ETP sludge disposal quantities by approximately 30%, thereby enhancing waste handling efficiency and reducing environmental impact.

We are also focused on minimizing the use of hazardous and toxic chemicals in our manufacturing processes through design enhancements and the strategic selection of raw materials and technologies. We actively assess the environmental footprint of our vehicles and identify opportunities to improve material circularity.

Additionally, we have implemented initiatives to monitor and reduce Volatile Organic Compound (VOC) emissions from paint operations. These efforts form part of our broader strategy to enhance environmental performance and sustainability across all aspects of our manufacturing activities

**11. If the entity has operations/ offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
NA			

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
Nil					

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances:**

Yes, HMIL complies with all applicable environmental law/ regulations/ guidelines in India

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or courts	Corrective action taken, if any
-	-	-	-	-



## Leadership Indicators

### 1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area: Sector 29, Gurgaon
- (ii) Nature of operations: Corporate Headquarters
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024-2025	FY 2023-2024
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	34,182	22,083
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters)</b>	34,182	22,083
<b>Total volume of water consumption (in kiloliters)</b>	34,182	22,083
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000005	0.000000032
Water intensity in terms of physical output (kL/Vehicle Manufactured)	0.04	0.03
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary Treatment used for landscaping	10,108	7,131
<b>Total water discharged (in kiloliters)</b>	<b>10,108</b>	<b>7,131</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- No

Note: Calculations includes Headquarters at Gurgaon.

### 2. Please provide details of total Scope 3 emissions & their intensity.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)		HMIL is currently not measuring Scope 3 emissions. However, we intend to commence reporting on these emissions in FY26. In CY 25, Scope 3 calculations will be done by 3 <sup>rd</sup> party for applicable Tier 1 vendors.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

### 3. With respect to the ecologically sensitive areas reported in Question 10 of the essential indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable



## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**4. If the entity has undertaken any specific initiative or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as the outcome of such initiatives:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Heat Recovery System in Paint Shop 2 RTO	Reduced steam consumption/LNG	42,951 mmBTU
2	Reuse of RO Reject Water for Cooling Tower makeup	Reduced freshwater consumption	40 KL savings/day
3	Energy Efficient Chiller Installation at Paintshop	Reduction in Power Consumption	1,702 MWH/Yr
4	Twin Needle technology for Painting	Reduced Raw material/Waste	45,526 Ltr /Year
5	Elimination Heating Coil in Engine washing machine by replacing Hi-Tech Coolant	Power Optimization	624 MWH/Year
6	Installation of Screw press for hazardous waste	Hazardous Waste reduction	17 % Moisture reduction

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web-link.**

HMIL has established multiple layers of control across all processes to prevent disasters. In the unlikely event of a disaster, a comprehensive onsite emergency plan is in place to effectively control the situation. The plan contains possible emergency scenarios, standard operating procedures for handling emergencies, clearly marked emergency escape routes, risk assessments, an organization chart with roles and responsibilities, availability of medical aids etc. It covers a wide range of potential emergencies like fire, gas leaks, natural disasters and medical emergencies.

To further strengthen preparedness, each production shop has its own process-specific emergency plan and a dedicated 24/7 Emergency Response Team. These teams undergo regular training, and mock drills are periodically to assess readiness and ensure effectiveness of disaster mitigation activities. Some of the drills are supervised by the experts from Tamil Nadu Fire and Rescue Service Department.

HMIL is also equipped with fire tenders along with additional emergency rescue tools and kits to manage emergencies effectively. A fire response crew is stationed around the clock to detect and mitigate risks at the earliest stage.

The following infrastructure exists to manage disasters,

- ♦ 24/7 control centers at strategic locations
- ♦ Onsite Occupational Health Centres (OHCs) and partnerships with nearby hospitals
- ♦ Support from the Tamil Nadu Fire and Rescue Services team stationed near the plant
- ♦ Fire detection and auto suppression system provision in the critical locations
- ♦ Readily available firefighting facilities - extinguishers, hydrants, hose reels and mobile foam tanks.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No significant risks or concerns were identified during the ESG assessment or the selected onsite due diligence related to adverse environmental impact.

We have the following mitigation measures to prevent negative environmental impact from our value chain.

- ♦ Proactive Training: We regularly conduct training sessions, internally or through third-party experts, on environmental impact and sustainability to build awareness and enhance capabilities across the value chain.
- ♦ ISO 14001 Certification: Vendors are actively encouraged to obtain ISO 14001 certification. As of March 31, 2025, 88% of our Tier 1 part-supplying vendors were certified, reflecting strong alignment with international environmental standards.
- ♦ GHG Assessment in Progress: A Greenhouse Gas (GHG) Assessment is currently underway for Tier 1 parts suppliers. This assessment is being carried out by an ISO 17029-accredited third party, and the resulting assurance certificate will comply with the ISAE 3410 standard for Calendar Year 2025.



## 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

HMIL has initiated Environmental Impact Assessments for 100% of its Tier 1 part-supplying vendors starting from Calendar Year 2024, as part of the ESG assessment conducted by QESG, Korea. The scope of the ESG assessment will be progressively expanded to cover new Tier 1 vendors as they are onboarded for upcoming projects. Beginning next year, the program will also be extended to select Tier 2 part-supplying vendors, further strengthening our commitment to sustainable supply chain practices.

## 8. How many Green Credits have been generated or procured:

### a) By the listed entity

No Green Credits are generated or procured by HMIL in FY25.

### b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

Sr. No.	Value Chain Partner Name	Region (National/International)	Purchase/Sale Value (INR)	Percentage of Total Purchases/Sales (%)	Duration of Relations
NIL					

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

## Essential Indicators

### 1. a) Number of affiliations with trade and industry chambers/ associations.

5

### b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Indian Automobile Manufacturers	National
2	Confederation of Indian Industry	National (Southern Region)
3	SIPCOT Irungattukottai Manufacturers Association	State
4	Southern India Chamber of Commerce and Industry	State
5	Madras Chamber of Commerce and Industry	State

### 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
No adverse orders were received from competition authorities during FY 2024-25.		

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

## Leadership Indicators

## 1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web-link, if available
-		-	-	-	-

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

## Essential Indicators

## 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Not Applicable					

## 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

## 3. Describe the mechanisms to receive and redress grievances of the community.

Community members regularly engage with our CSV managers and plant-level teams, primarily regarding CSR-related initiatives. They are advised to formally submit their requests in writing to the Hyundai Motor India Foundation (HMIF) for further evaluation. Issues pertaining to Panchayati Raj Institutions (PRIs) and local governance are managed by the Corporate Affairs team. We maintain ongoing community engagement through field visits, regular interactions, and impact assessments, enabling us to effectively capture and integrate community feedback into our programs.

## 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	1.73%	-
Directly from within India	82%	78%

## 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	66.74	70.41
Urban	1.26	1.15
Metropolitan	32.00	28.45

## Leadership Indicators

## 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments.

Details of negative social impact identified	Corrective action taken
NA	



**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.**

S. No.	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh	Shravasti	18,59,988
2	Uttar Pradesh	Chitrakoot	18,59,989
3	Punjab	Ferozpur	23,55,000
4	Maharashtra	Gadchiroli	5,00,00,000
5	Kerala	Wayanad	60,00,000
6	Jammu and Kashmir	Baramulla	23,00,000
7	Jharkhand	Ranchi	13,00,000

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No

**(b) From which marginalized /vulnerable groups do you procure?**

Nil

**(c) What percentage of total procurement (by value) does it constitute?**

Nil

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
			Nil	

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
	Nil	

**6. Details of beneficiaries of CSR Projects.**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	16,76,017	100%
2	Skill building	4,461	100%
3	Environment	82,730	100%
4	Social Welfare and Inclusion (including education)	2,51,549	100%

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

HMIL has structured mechanisms in place to receive and respond to consumer complaints and feedback, drawing from best practices such as those outlined in Hyundai's customer support framework. Consumers can reach out through multiple accessible channels including dedicated contact forms, customer care helplines, and email support. These channels ensure that queries and grievances are captured promptly, categorized appropriately, and directed to the concerned departments for resolution. Additionally, there are provisions for locating and contacting the nearest service or support centres, facilitating faster redressal. This multi-channel approach enables transparent, responsive, and consumer-focused engagement.

<https://www.hyundai.com/in/en/utility/contact-us>

**2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

**3. Number of consumer complaints in respect of the following:**

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Other (Sales + Service)	26,947	3	HMIL is in regular contact with the customer regarding 2 complaints, and both are expected to be resolved shortly. In the remaining case, the customer's demand falls outside the scope of the policy.	23,497	0	

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	1	June 04, 2024 ICCU Software upgrade & replacement (Model: IONIQ 5) Affected VIN - 1744 no's Reason: Discharge of 12V Battery due to potential issue in ICCU (Integrated charge control unit).
Forced Recalls	-	NA

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

We have established a comprehensive Cyber Security and Data Privacy Policy framework, which is internally hosted and accessible to all employees through the Employee Self-Service (ESS) portal. Due to the sensitive nature of the policy, it is not disclosed on public or external platforms, thereby ensuring the highest standards of information security and confidentiality.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.**

No adverse orders were received from relevant government authorities during FY25.

**7. Provide the following information relating to data breaches:**

a) Number of instances of data breaches	Nil
b) Percentage of data breaches involving personally identifiable information of customers	0%
c) Impact, if any, of the data breaches	NA

## Business Responsibility &amp; Sustainability Report 2024-25 (Contd.)

## Leadership Indicators

**1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).**

HMIL provides comprehensive and up-to-date information about its products and services through a variety of channels & digital platforms.

- ♦ The official corporate website (<https://www.hyundai.com/in/en/utility/contact-us>) serves as the primary source of information, offering detailed insights into our offerings.
- ♦ The Toll-Free Number: 1800-11-4645 provides direct access to product and service-related support.
- ♦ The myHyundai mobile application, available for registered customers, allows users to manage services, track real-time updates, and access personalized product information.

These channels/platforms ensure transparency, accessibility, and continuous engagement with our customers. Upon receiving a feedback or support request related to products or services, the issue is promptly referred to the appropriate authorized channel partner for providing further assistance to our valued customers in line with HMIL's policies and procedures.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

We offer a comprehensive digital owner's manual accessible via the MyHyundai app with every vehicle, designed to help our customers operate their vehicles safely and responsibly. Additionally, we engage with our customers through social media platforms and digital display boards in our workshops, providing valuable information to enhance the understanding of their vehicles.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not Applicable.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

All product and service-related information such as safe and responsible usage, maintenance etc. is provided to customer through digital owner manual and brochures which can be downloaded over My Hyundai App and corporate website. Some of the information is also provided to customers via various stickers on vehicle.

We conduct structured consumer satisfaction surveys across our major product lines and operational regions, encompassing both Sales and Service experiences. These surveys, carried out through both internal and external agencies to measure and evaluate customer experience Brand NPS.