

Hyundai Motor India Targets 20% Women Workforce by 2030 Strengthening its Inclusive Growth Journey

- Growing access to diverse, high-quality talent is helping accelerate Hyundai Motor India Limited's (HMIL) journey towards a more inclusive & future-ready workforce
- Women currently constitute over 8% of the Company's executive workforce, while about 45% of young talent (Management Trainees & Engineer Trainees) recruited in 2026 are women
- HMIL is witnessing increased participation of women across manufacturing, engineering, R&D, sales, service, corporate functions and leadership roles, bringing diverse perspectives and expertise that enrich the organization
- By advancing women's participation across their workforce, HMIL is contributing to the objectives of UN SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth)

Gurugram | September 07, 2026: Hyundai Motor India Limited (HMIL) today announced a **target to increase women's representation in its executive workforce to 20% by 2030**, marking a significant step in the Company's efforts to build a diverse and future-ready talent pipeline. The move comes as **women currently constitute more than 8% of HMIL's total executive workforce of over 4,000 employees**. At the same time, about **45% of young talent (Management Trainees & Engineer Trainees) recruited in 2026 are women**, underscoring changing talent trends.

The target reflects HMIL's belief that inclusive workplaces strengthen innovation, collaboration and long-term business growth. HMIL is witnessing increased participation of women across **manufacturing, engineering, R&D, sales, service, corporate functions and leadership roles**, bringing diverse perspectives and expertise that enrich the organization and contribute to innovation, collaboration and long-term business growth.

Commenting on the announcement, Mr. Tarun Garg, MD & CEO - HMIL, said: *"At Hyundai Motor India Limited, we believe that bringing together people with diverse experiences, perspectives and capabilities helps create stronger teams, drive innovation and build a more resilient organization. Our commitment to achieving **20% women representation in executive workforce by 2030** reflects our focus on expanding opportunities, strengthening our talent pipeline and creating an environment where every individual can realize their full potential. As the talent landscape continues to evolve, we are encouraged by the increasing participation of talented women professionals across industries and look forward to enabling their growth across all areas of our business."*

How is HMIL building a more inclusive talent pipeline?

As part of the long-term workforce strategy, HMIL has implemented a comprehensive Diversity, Equity and Inclusion (DEI) framework designed to attract, develop and retain talent while supporting career progression and leadership development. Key pillars of HMIL's DEI agenda include:

Structured Diversity Hiring

- Gender-balanced recruitment practices across functions
- Expanded campus outreach and engagement initiatives
- Competency-based talent assessment processes
- Focus on strengthening leadership representation

Career Advancement and Growth

- Transparent performance evaluation and career progression frameworks
- Women recorded a 23% promotion / elevation rate in FY26
- Increased access to learning, development and leadership opportunities

Women @ Work 2.0

- Comprehensive maternity and parental support
- Childcare assistance and workplace flexibility
- Performance continuity safeguards
- Employee engagement and reintegration programs

TrailblazHER Leadership Initiative

- Focused leadership development for high-potential women professionals
- Capability building, mentorship and career acceleration support
- Future leadership readiness programs

Inclusive Workplace Infrastructure

- Crèche facilities at manufacturing plants
- Dedicated wellness and relaxation rooms
- Enhanced safety, mobility and support measures

Health & Wellness

- Preventive health and wellness programs
- Women's health awareness initiatives
- Cancer screening, stress management and healthcare support services

These initiatives align with HMIL's broader ESG agenda and contribute to the objectives of United Nations Sustainable Development Goal (SDG) 5: Gender Equality and SDG 8: Decent Work and Economic Growth, reinforcing the Company's commitment to creating equitable opportunities and enabling sustainable workforce participation.

What role does workforce diversity play in shaping the future of automotive industry?

As India's automotive and mobility sectors continue to transform through advanced manufacturing, digitalization and evolving customer expectations, workforce diversity is becoming an increasingly important contributor to innovation, problem-solving and organizational resilience. HMIL believes that attracting talent from a broad spectrum of backgrounds enhances competitiveness and supports sustainable business growth.

Log on to hyundai.co.in for more information

Media contact: Hyundai Motor India Limited | corporatecommunication@hmil.net

Issued by:

Hyundai Motor India Limited (CIN: L29309TN1996PLC035377)
Plot No. C11 & C11A, City Centre Urban Estate II, Sector 29, Gurugram,
Haryana - 122 001, India