

Governance

Accountability at the core

HMIL operates in a dynamic and evolving regulatory environment that presents both opportunities and responsibilities. Our Company remains committed to safeguarding the interests of our shareholders, employees, customers, suppliers, dealers and other stakeholders by conducting our business with the highest standards of corporate governance.

Our governance framework is built on the principles of integrity, transparency, accountability and ethical conduct. They guide our decision-making, shape our organizational culture and are embedded across our business processes and internal control systems.

Governance principles

Integrity	Transparency	Accountability	Ethical conduct
-----------	--------------	----------------	-----------------

At HMIL, compliance is viewed not merely as a statutory requirement but as a fundamental element of responsible business conduct. We are committed to strengthening our governance practices through robust internal controls, effective oversight mechanisms and technology-enabled compliance processes that support timely adherence to regulatory requirements while proactively managing legal and compliance risks.

Compliance management

In accordance with the provisions of the Companies Act, 2013, the Board of Directors oversees a comprehensive Compliance Management System (CMS) designed to monitor and ensure adherence to all applicable statutory, regulatory and legal requirements. The Board periodically reviews the adequacy and effectiveness of this framework to ensure that it remains robust and responsive to the evolving regulatory landscape.

Recognizing the increasing complexity of compliance obligations, HMIL has strengthened its compliance architecture by benchmarking its practices against leading industry standards and corporate governance frameworks.

The Legal and Compliance team plays a central role in administering this framework by continuously monitoring regulatory developments and overseeing compliance across labor, environmental, industrial, financial and corporate laws, including obligations applicable to listed entities under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Periodic reviews are also undertaken to evaluate compliance status and the effectiveness of internal controls.

Ethics framework

HMIL has established a comprehensive Ethics Charter and Code of Conduct ('the Code') applicable to all employees, articulating our Company's commitment to integrity, transparency, fairness, accountability and ethical business practices. The Code provides clear guidance on expected standards of behavior and supports employees in conducting business responsibly, lawfully and in accordance with the highest professional standards.

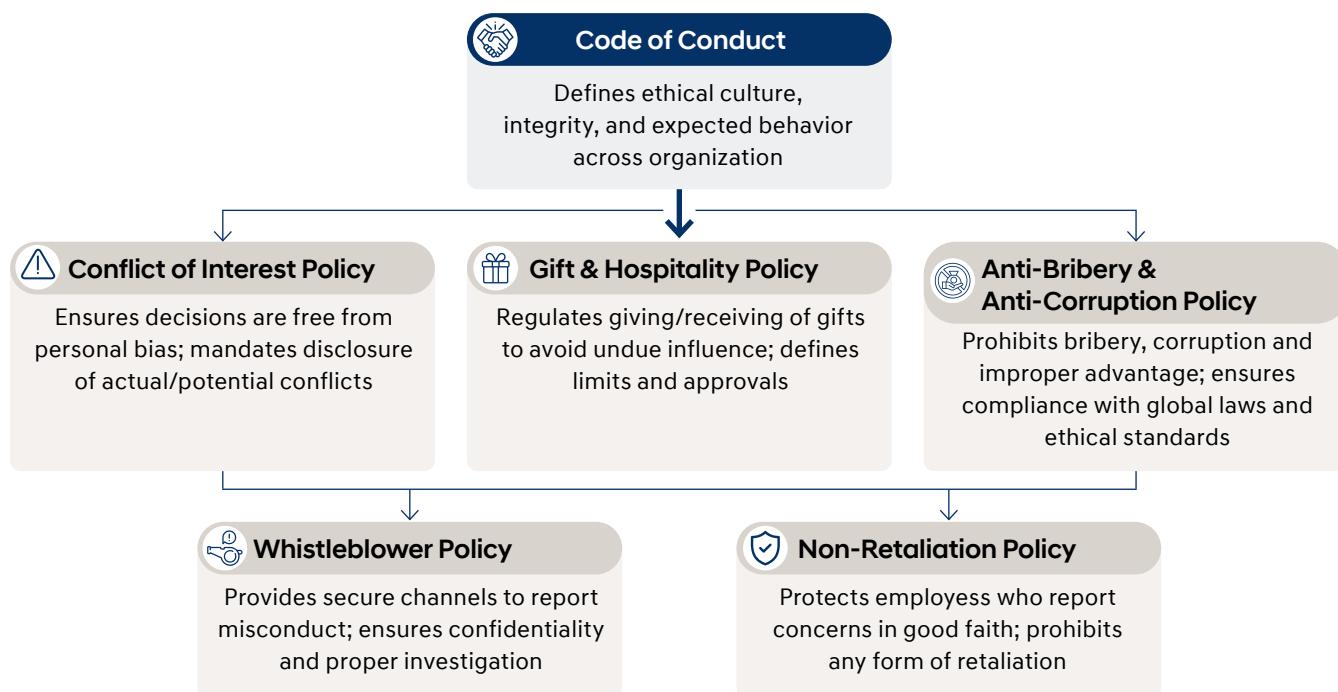
The Ethics and Governance framework is further supported by a robust set of policies, procedures and internal controls designed to address key ethical, regulatory and reputational risks.

Tech-enabled compliance

Our Company implemented the Legatrix management tool during FY 26, enabling:

- » Centralized compliance monitoring
- » Automated alerts and reminders
- » End-to-end tracking of compliance obligations
- » Improved oversight and timely regulatory adherence

Key codes and policies at Hyundai Motor India Limited



Together, these policies establish clear expectations, promote transparency and provide structured mechanisms for reporting concerns without fear of retaliation.

To strengthen awareness and ensure effective implementation, HMIL mandates annual ethics and compliance training for all employees through structured learning modules covering the Ethics Charter and the Code of Conduct. These programs enhance understanding of

ethical responsibilities, policy requirements and expected standards of conduct in day-to-day business operations.

100%

Completion rate for mandatory ethics and compliance training during FY 26



Governance

In addition to mandatory training, employees are also required to submit an Annual Compliance Declaration confirming their adherence to the Code of Conduct and related policies. This declaration serves as an important assurance mechanism, reinforcing individual accountability and our Company's zero-tolerance approach towards unethical behavior and non-compliance.

Further, to embed ethical values into the organizational culture and ensure continuous reinforcement of the Code and related policies, our Company undertook a range of sensitization and awareness initiatives during the year.

These included structured induction programs for new joiners, periodic communication through e-mailers, posters, policy snapshots, and awareness flyers to ensure visibility and recall of ethical standards and compliance expectations.

Through the ethics framework, training programs, annual declarations and continuous awareness initiatives, HMIL remains committed to fostering a culture of integrity, responsible conduct and strong corporate governance.

Vigil mechanism

Our Company has established a robust Vigil Mechanism in accordance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The mechanism operates through the Company's Whistle Blower Policy and forms an integral part of its Ethics and Governance framework.

The Whistle Blower Policy provides a structured and confidential platform for reporting genuine concerns relating to unethical conduct, actual or suspected fraud,

violations of the Code of Conduct, or any other improper or illegal practices. The mechanism is available to Directors, employees, dealers, suppliers, business partners and other stakeholders. It provides safeguards against victimization and retaliation, and protects individuals who raise concerns in good faith.

The Vigil Mechanism also provides direct access to our Chairperson of the Audit Committee, ensuring independent oversight and enabling concerns to be reviewed, investigated and resolved in a fair, timely, and transparent manner. Appropriate corrective and disciplinary actions are taken wherever necessary in accordance with our Company's internal policies and governance standards.

Through this mechanism, HMIL continues to promote transparency, accountability and ethical conduct across its operations and stakeholder ecosystem.

Data protection

Customers, shareholders, employees, vendors, dealers, and other stakeholders remain the core of HMIL's business. Our Company prioritizes protecting the personal data entrusted to it and is committed to maintaining strong standards of privacy and information security.

During the reporting period, HMIL ensured its readiness for evolving legal and regulatory requirements, including the Digital Personal Data Protection (DPDP) Act, 2023 & DPDP Rules, 2025. Our Company has adopted structured privacy practices supported by reasonable security safeguards and appropriate technological and procedural controls to protect data integrity and confidentiality in line with global industry standards.