

Document No.	2026-S-01
Initial Enactment	2020.06.30
Last Update	2026.06.22
Managed by	Sustainability Planning Team

Hyundai Motor Company

Human Rights Charter

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1. Overview

A. Purpose

Hyundai Motor Company is committed to respecting the dignity and fundamental rights of all people. This Human Rights Charter (hereinafter "the Charter") is established to prevent and mitigate adverse human rights impacts that may arise across the Company's business activities and value chain, and to provide appropriate remedy where such impacts occur.

B. Scope

This Charter applies to all executives and employees of Hyundai Motor Company, including all workers engaged under an employment contract with the Company regardless of the type, duration, or nature of employment. The Charter also applies to executives and employees of domestic and overseas manufacturing and sales subsidiaries, sub-subsidiaries, and joint ventures.

All employees of Hyundai Motor Company are expected to uphold the principles of this Charter in their dealings with all business counterparts, including suppliers, sales and service organizations, contractors, and other business partners. The Company seeks to extend the application of this Charter across its entire value chain, from raw material extraction and procurement through manufacturing, logistics and transportation, and sales and distribution. Hyundai Motor Company requires its contractors, partners, and suppliers to respect this Charter through contractual arrangements, assessments, and monitoring. Where any provision of this Charter conflicts with applicable local laws and regulations, local law shall take precedence. Each subsidiary or affiliate may adapt this Charter to reflect applicable local laws and industry-specific requirements and may establish supplementary policies where necessary. Unless otherwise provided by applicable local law, corporate articles of incorporation, or internal regulations, all employees of Hyundai Motor Company shall conduct their work in accordance with this Charter.

C. Alignment with International Standards and Legal Compliance

Hyundai Motor Company is committed to respecting the following international human rights standards and frameworks:

- 1) International Bill of Human Rights
 - ① UDHR: Universal Declaration of Human Rights
 - ② ICCPR: International Covenant on Civil and Political Rights

- ③ ICESCR: International Covenant on Economic, Social and Cultural Rights
- 2) International Standards on Business, Human Rights, and Labor
 - ① UN Guiding Principles on Business and Human Rights
 - ② International Labor Organization Fundamental Conventions
 - Prohibition of forced labor: ILO Conventions No. 29 and No. 105
 - Abolition of child labor: ILO Conventions No. 138 and No. 182
 - Non-discrimination in employment: ILO Convention No. 111
 - Freedom of association and collective bargaining: ILO Conventions No. 87 and No. 98
 - Safe and healthy working conditions: ILO Conventions No.155 and No.187
- 3) OECD Guidelines and Standards
 - ① OECD Guidelines for Multinational Enterprises
 - ② OECD Due Diligence Guidance for Responsible Business Conduct
- 4) Protection of Vulnerable Groups
 - ① UN Convention on the Rights of the Child
 - ② CEDAW: Convention on the Elimination of Discrimination against Women
 - ③ UN Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children
 - ④ UN Declaration on the Rights of Indigenous Peoples
 - ⑤ UN Convention on the Rights of Persons with Disabilities

2. Fundamental Principles

Article 1. Prohibition of Child Labor and Forced Labor

Hyundai Motor Company prohibits child labor and does not permit the employment of any person under the age of 15 or below the age of completion of compulsory education, whichever is higher. Where applicable laws prescribe a higher minimum working age, such standards shall apply.

For young workers, the Company implements appropriate protective measures, including prohibition of assignment to hazardous or dangerous work, restrictions on working hours, and guaranteed access to educational opportunities in accordance with applicable law.

Hyundai Motor Company maintains a zero-tolerance policy toward forced labor in all its forms. The Company strictly prohibits all forms of involuntary labor, including forced labor, debt bondage, human trafficking, confiscation of identity documents or passports, restriction of movement, and physical or psychological coercion, threats, or confinement.

Article 2. Prohibition of Discrimination and Harassment

Except where otherwise provided by applicable laws or collective agreements, Hyundai Motor Company does not engage in any unjust discrimination throughout the entire employment process, including recruitment, hiring, promotion, training, compensation, and benefits, on the basis of gender, race, ethnicity, nationality, religion, disability, age, marital or pregnancy status, social status, political opinion. Hyundai Motor Company respects the diversity of its employees and strives to foster an inclusive organizational culture. In addition, the Company prohibits all forms of workplace harassment, including coercive work instructions and verbal abuse, that cause physical or psychological harm to other employees or deteriorate the working environment through the abuse of one's position or workplace relationship.

Article 3. Fair Working Conditions

Hyundai Motor Company complies with the statutory working hours of each country in which it operates and manages working hours to ensure that all employees work within legally prescribed limits. The Company takes preventive measures against excessive working hours and guarantees paid leave at or above the level required by applicable local law. The Company complies with all applicable laws with respect to working hours, rest periods, holidays, and overtime, night, and holiday work. Hyundai Motor Company pays all employees competitive remuneration for their work, accompanied by a payslip, and ensures that employee compensation meets or exceeds the minimum wage as defined by applicable local law.

Hyundai Motor Company does not charge workers any recruitment fees or placement costs as a condition of employment. The Company provides appropriate training opportunities and an appropriate working environment to support the professional development of all employees.

Article 4. Freedom of Association and Collective Bargaining

Hyundai Motor Company respects the rights to freedom of association and collective bargaining in accordance with applicable domestic and international labor laws. The Company does not subject any employee to adverse treatment on the grounds of trade union membership, participation in union activities, or involvement in the formation of a trade union.

The Company provides all employees with adequate channels for communication and engagement. Where workforce changes are unavoidable for business reasons, such as large-scale transfers or collective redundancies, the Company consults with employee representatives within the prior consultation period required under applicable local law.

Article 5. Occupational Health and Safety

Hyundai Motor Company complies with applicable occupational health and safety laws and internal standards to ensure that all employees and workers across its value chain operate in a safe working environment. The Company conducts, in accordance with applicable regulations, regular inspections of workplace facilities, equipment, and tools, and operates a prevention-oriented health and safety system encompassing hazard identification and remediation, employee training, provision of personal protective equipment, and prevention of physical and psychological risks.

The Company establishes response protocols and post-incident support measures to ensure prompt and effective action in the event of accidents or occupational illness.

Article 6. Respect for the Human Rights of Local Communities and Vulnerable Groups

All employees of Hyundai Motor Company shall exercise due care to ensure that the human rights of local community members are not infringed upon in the course of business activities. The Company is committed to protecting the rights of local communities to health, safety, and freedom of residence.

The Company pays particular attention to the protection of the human rights of vulnerable groups, including children, migrant workers, persons with disabilities, and women, and does not engage in or tolerate discrimination against such groups.

Hyundai Motor Company aims to consider the impact of its business operations on local communities and strives to respect the rights of indigenous and tribal peoples in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). In the planning and implementation of business

activities, the Company endeavors to obtain the Free, Prior and Informed Consent (FPIC) of affected local communities.

Article 7. Consumer Rights Protection

All employees of Hyundai Motor Company shall endeavor to take every reasonable measure to protect the life, health, and property of customers in the course of delivering products and services.

Article 8. Privacy and Personal Data Protection

Hyundai Motor Company respects the privacy of all stakeholders and collects, uses, retains, and disposes of personal data in a responsible manner, in accordance with applicable laws and internal policies. Personal data shall be processed only within the scope of applicable legal basis and the defined purpose of such data processing. Where personal data is shared with third parties, clear and advance notice shall be provided to data subjects subject to applicable laws.

Hyundai Motor Company upholds the right of all stakeholders to be informed of how their personal data is processed.

Article 9. Human Rights in Security Operations

Hyundai Motor Company monitors and oversees its security operations to ensure that such activities do not infringe upon the human rights of employees or third parties. The Company reinforces human rights training requirements and compliance obligations for all security personnel.

Hyundai Motor Company takes preventive measures to ensure that no human rights violations occur through the use of excessive force, intimidation, or other actions not grounded in applicable law.

Article 10. Responsible Business Conduct

Hyundai Motor Company manages human rights and environmental risks across its entire value chain, encompassing raw material extraction, manufacturing, logistics and transportation, sales and distribution, after-sales service, and storage.

Hyundai Motor Company requires its suppliers, sub-tier suppliers, and business partners to uphold human rights standards through the Hyundai Motor Company Supply Chain Sustainability Management Policy and the Hyundai Motor Company Supplier Code of Conduct. The Company supports compliance

through capacity-building initiatives, including training, guidance, and improvement assistance. Hyundai Motor Company conducts regular monitoring of human rights compliance across its supply chain. Where serious violations remain unresolved, the Company reserves the right to take appropriate measures, including restrictions on bidding eligibility or suspension of business transactions.

Article 11. Environmental Rights

Hyundai Motor Company recognizes that environmental pollution can constitute a serious human rights violation with direct impacts on the life and health of individuals.

The Company establishes and implements environmental management policies and practices to minimize the adverse environmental impacts of its business activities. Hyundai Motor Company works to prevent and mitigate negative environmental impacts across its operations and value chain, with due consideration for the protection of biodiversity and ecosystems.

3. Human Rights Due Diligence

A. Due Diligence Framework

Hyundai Motor Company conducts human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct. Due diligence is not a one-time exercise but an ongoing and iterative process.

B. Risk Identification

Hyundai Motor Company operates a systematic process to identify salient human rights risks across its entire value chain, including its own operations, subsidiaries, and supply chain.

The Company employs a range of methodologies to identify actual and potential human rights risks, including desk-based assessments, on-site audits, and stakeholder interviews. Risk assessments are conducted periodically.

However, where significant changes in the business environment occur or where there is reason to believe that human rights risks may be increasing, assessments may be conducted on an ad hoc basis as necessary. To ensure the expertise and objectivity of its assessments, the Company may engage

external human rights specialists or independent third-party auditors.

C. Prioritization

Hyundai Motor Company determines the priority of identified risks through a comprehensive analysis of the severity of their actual or potential impacts — assessed in terms of scale, scope, and remediability — and the likelihood of their occurrence. Preventive, corrective, and mitigating measures are then implemented in order of severity, beginning with the most critical risks.

D. Prevention, Mitigation, and Remediation

In response to identified risks, Hyundai Motor Company implements appropriate measures, including improvements to policies and procedures, on-site inspections, capacity-building initiatives, incorporation of requirements into contractual terms, and the development of Corrective Action Plans (CAPs).

Where adverse impacts arise within its value chain, the Company leverages its influence over business partners to drive improvement and remediation. Where serious violations remain unaddressed, the Company may review the continuation of the relevant business relationship and take appropriate action as warranted.

E. Monitoring and Continuous Improvement

Hyundai Motor Company continuously monitors whether the responsible parties within organizations that have undergone human rights risk assessments are implementing agreed improvement plans in a diligent and effective manner. To this end, the Company regularly shares progress updates with the relevant organizations to ensure that specific action items are being executed on schedule and that expected outcomes are being achieved in a timely manner.

The Company incorporates the findings of such monitoring, as well as stakeholder feedback, to continuously strengthen its due diligence framework.

4. Governance and Accountability

A. Board and Executive Oversight

The following matters are reviewed and resolved through governance bodies in which senior decision-makers participate, including committees or management meetings attended by the chief executive or heads of key functions, and working-level meetings chaired by the head of the dedicated human rights function:

- (1) Review of the adoption and revision of the Human Rights Charter
- (2) Provision of input on amendments to relevant internal policies and regulations, including HR policies, employment rules, and audit standards
- (3) Oversight of the conduct of human rights risk assessments and recommendation of actions in response to assessment findings
- (4) Direction of investigations into human rights violations and deliberation on appropriate remedy
- (5) Any other matters deemed necessary for the protection of human rights

B. Roles and Responsibilities

Hyundai Motor Company establishes a dedicated function or cross-functional body responsible for human rights due diligence and the overall management of human rights, with the following responsibilities:

- (1) Development and revision of the Human Rights Charter
- (2) Formulation of human rights action plans
- (3) Human rights risk assessment and management, including the conduct of human rights due diligence
- (4) Operation of grievance procedures
- (5) Internal training, reporting, and external communications

C. Training and Capacity Building

Hyundai Motor Company provides regular human rights training to employees and relevant stakeholders to promote awareness of human rights principles, including the prohibition of discrimination, and to encourage employees to proactively report any identified human rights violations or risks.

The Company shares relevant information — including the findings of human rights risk assessments and associated action plans — with its suppliers, with a view to embedding responsible human rights practices throughout the supply chain.

D. Review and Improvement

Hyundai Motor Company reviews this Charter and related policies and procedures on a regular basis, at a minimum every two years or in response to significant changes in the business environment, and updates them as necessary. Policy documents shall specify the most recent revision date or version number to manage the effective date and version control.

5. Stakeholder Engagement

A. Engagement and Feedback Integration

Hyundai Motor Company engages with its stakeholders — including employees, suppliers, local communities, governments, and investors — on a regular and ad hoc basis.

The Company endeavors to incorporate stakeholder input into its due diligence processes, decision-making, and improvement measures, taking into account the nature of its business activities and the local context in which they are conducted.

6. Grievance Mechanism

A. Grievance Mechanism Design and Operation

Hyundai Motor Company operates reporting and consultation channels accessible not only to its own employees but also to external stakeholders, including supplier workers and local community members.

Reports may be submitted in the local language of the reporter through the following channels:

Hyundai Motor Company Human Rights Grievance Channels	
① Employees	
	- Email, telephone, in-person consultation, and employee-dedicated portal
	- Contact: Regional HR teams
	- Online channel: One Click HR (* Access: HR Lounge > HR Information > One Click HR),
	- Email: OneClickHR@hyundai.com

② **Supplier Workers and External Stakeholders Related to the Supply Chain**

[KOR/Global] Supply Chain Sustainability Management Team

- Grievances (Win-Win Cooperation Center → Supply Chain ESG Center → Grievances)

(<https://winwin23.hyundai.com>)

[KOR] Procurement Planning Team - Transparent Procurement Report Center

(<http://winwin.hyundai.com/coportal/system/clean.html>)

[KOR/Global] Audit Planning Team - Cyber Audit Office (<https://audit.hyundai.com/>)

Hyundai Motor Company respects the anonymity and confidentiality of reporters and prohibits any form of retaliation, including dismissal, disciplinary action, discrimination, or intimidation against any person for making a good-faith report of a suspected violation of law or Company policy. The Company also strives to protect reporters from any disadvantage arising from such reports.

B. Investigation and Decision-Making

Upon receipt of a report, Hyundai Motor Company conducts a fair and prompt investigation into the relevant facts. The responsible function shall, with the support of the Legal function, consider relevant court precedents, applicable laws and regulations, and internal practices in order to identify the most appropriate remedial course of action, taking into account the specific nature of the case.

Where a matter has a significant impact on the human rights of the affected individual or carries substantial reputational risk to the Company, the appropriate remedy shall be deliberated and determined through a committee or management meeting in which senior decision-makers participate.

C. Remedy Expectations for Business Partners

Hyundai Motor Company requires all business partners, including suppliers, sub-tier suppliers, and other business partners, to respect the right to remedy. Hyundai Motor Company requires business partners to directly provide remedy for adverse human rights impacts that they have caused or contributed to through their own operations or sub-supply chains. Where adverse human rights impacts are directly linked to Hyundai Motor Company through its business relationships, the Company requires its business partners to provide effective remedy and to cooperate with Hyundai Motor Company in that process. Hyundai Motor Company incorporates these requirements into its contracts and procedures and monitors compliance accordingly. Where business partners fail to meet these requirements, Hyundai Motor Company may require corrective action and, where necessary, take

appropriate follow-up measures, including reviewing the business relationship.

D. Transparency and Accessibility

Hyundai Motor Company makes its grievance channels, whistleblower protections, remedy procedures, and related policies available through its website and publicly accessible documents.

The Company also publicly discloses, on a regular basis through its Sustainability Report and other means, information on the status of grievances received, investigation outcomes, and the implementation of remedial measures.

7. Disclosure and Reporting

A. Reporting and Public Disclosure

Hyundai Motor Company discloses, to an appropriate extent, information on its human rights due diligence framework, salient risks, improvement measures, and performance outcomes through channels that are easily accessible and clearly understandable to stakeholders, including its corporate website and Sustainability Report. Where appropriate, the Company may engage independent third-party verification or external assessments to enhance the credibility and transparency of disclosed information.

[Appendix 1] Related Documents

- Human Rights Charter (this document)
- Environmental Management Policy
- Biodiversity Protection Policy
- No Deforestation Policy
- Diversity & Inclusion Policy
- Non-Discrimination & Anti-Harassment Policy
- Privacy Policy
- Information Security Policy
- Occupational Health & Safety Policy
- Community Engagement Policy
- Supplier Code of Conduct
- Responsible Minerals Sourcing Policy
- Responsible Raw Materials Sourcing Policy
- Supply Chain Sustainability Management Policy
- Ethics Charter & Code of Conduct
- Anti-Corruption & Bribery Policy

[Appendix 2] References

This Human Rights Charter has been developed based on the human rights-related provisions, standards, and initiatives reflected in Korean and international human rights standards and relevant laws and regulations.

- 1) UN, International Bill of Human Rights (1948)
- 2) UN, Universal Declaration of Human Rights (1948)
- 3) UN, International Covenant on Civil and Political Rights (1966)
- 4) UN, International Covenant on Economic Social and Cultural Rights (1966)
- 5) UN, The UN Guiding Principles on Business and Human Rights (2011)
- 6) UNGC, A Human Rights Management Framework (2010)
- 7) ILO, Fundamental Conventions
- 8) OECD, The OECD Guidelines for Multinational Enterprises (2011)
- 9) OECD, Due Diligence Guidance for Responsible Business Conduct (2018)
- 10) UN, Convention on the Rights of the Child (1989)
- 11) UN, Convention on the Elimination of Discrimination against Women (1979)
- 12) UN, Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (2000)
- 13) UN, Declaration on the Rights of Indigenous Peoples (2007)
- 14) UN, Convention on the Rights of Persons with Disabilities (2006)
- 15) Constitution of the Republic of Korea
- 16) National Human Rights Commission of Korea, Manual of Human Rights Management for Public Institutions (2018)
- 17) National Human Rights Commission of Korea, Checklist for Human Rights Impact Assessment Operated by Institutions (Corporate enterprises) (2018)
- 18) Ministry of Justice of Korea, Guidelines on Business and Human Rights (2021)