Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
	0	2026.01.02	2026.01.02	Initial Establishment

Hyundai Polytech
Diversity & Inclusion Policy

Table of Contents

1. Overview
2. Basic Principles
3. Management System
4. External Cooperation

Appendix

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

1. Overview

A. Purpose

Hyundai Polytech, as an automotive parts manufacturing company, establishes this Diversity & Inclusion (D&I) Policy to respect the diversity and differences of individual employees and to foster a healthy organizational culture based on mutual respect and fair treatment.

Hyundai Polytech does not tolerate any form of discrimination based on gender, age, nationality, race, place of origin, disability, religion, political beliefs, marital status, pregnancy, or childbirth.
The Company recognizes that a fair and respectful working environment is a fundamental driver of sustainable growth and long-term competitiveness.

This policy sets forth the standards for practicing the values of diversity and inclusion not only for employees, but also in relationships with all stakeholders, including suppliers, customers, and local communities.

B. Scope of Application

This policy applies to Hyundai Polytech's headquarters, domestic and overseas business sites, and all employees.

In addition, Hyundai Polytech shares the intent of this policy with its suppliers, contractors, and other business partners, and encourages compliance with this policy within the scope permitted by applicable laws and regulations.

2. Basic Principles

Hyundai Polytech does not discriminate against individuals without reasonable grounds based on personal characteristics or background, and ensures fair and equal opportunities

across all areas of human resource management, including recruitment, promotion, compensation, training, and working conditions.

① Gender

- All employees are treated equally regardless of gender, gender identity, or sexual orientation.
- Sexual harassment, gender-based discrimination, and sexual violence are strictly prohibited, and any violations are addressed in accordance with internal regulations.
- Disadvantages related to pregnancy, childbirth, or childcare are prohibited, and all legally required systems and protections are faithfully implemented.

② Age

- Discrimination in recruitment, placement, promotion, or compensation based on age is prohibited.
- An organizational culture is fostered in which smooth communication and collaboration are achieved through mutual respect across generations.

③ Nationality, Race, and Cultural Background

- Discrimination based on nationality, race, place of origin, or cultural background is not permitted.
- Consideration is given to communication and working conditions to ensure that foreign workers and employees from diverse backgrounds are respected and included.

④ Disability

- Discrimination based on disability is prohibited, and reasonable accommodations are provided within the scope permitted by applicable laws to support smooth job performance.
- Harassment, exclusion, or unfair treatment in the workplace is strictly prohibited.

3. Management System

To ensure the effective implementation of this Policy, Hyundai Polytech follows the management principles outlined below:

- The principles of diversity and inclusion are reflected in human resources and labor-related regulations and operational processes.
- Internal reporting and consultation channels are provided for concerns related to discrimination or human rights violations, and whistleblowers are protected from retaliation.
- The Policy is regularly reviewed and improved in response to changes in relevant laws and social expectations.

4. External Cooperation

Hyundai Polytech respects the values of diversity and inclusion in its relationships with business partners and contractors.

- Business partners are required to comply with relevant laws to prevent discrimination, human rights violations, and unfair labor practices.
- Human rights and discrimination risks within the supply chain are recognized, and improvements are encouraged within a reasonable scope through cooperation.

Appendix

This Policy shall be shared with employees and reviewed periodically in accordance with changes in laws, regulations, and the business environment. Hyundai Polytech will continue to strengthen diversity and inclusion practices to build a fair, respectful, and sustainable workplace.