Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
	0	2026.01.03	2026.01.02	Initial Establishment

Hyundai Polytech
Community Engagement Policy

Table of Contents

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

Addendum

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO

1. Overview

A. Purpose of Enactment

Hyundai Polytech establishes this policy to identify local communities that may be affected by the actual and potential impacts of its business activities across all countries and regions, and to gather, listen to, and communicate the needs and opinions of local communities by defining principles and implementation measures for community engagement.

This policy serves as a foundational guideline for community-related activities and is implemented in connection with Hyundai Polytech's policies on human rights, environment, occupational health and safety, ethics, and responsible supply chain management.

B. Definition of Community

Hyundai Polytech defines "Community" as follows:

- Individuals or groups that are affected or may be affected by Hyundai Polytech's business activities and value chain
- Local residents and communities that experience actual or potential impacts from business activities
- Indigenous Peoples, including communities with social and cultural characteristics

C. Definition of Community Engagement

Community engagement refers to a series of communication and consultation activities through which Hyundai Polytech cooperates with local communities to identify issues related to its business activities and reflect community perspectives in decision-making processes.

Community engagement activities include, but are not limited to:

- Providing and sharing information on business activities and their impacts on local communities
- Identifying community-related issues and reviewing response measures
- Promoting mutual understanding through various communication channels

Information and opinions collected through community engagement are utilized as reference materials for management decision-making and contribute to sustainable management and shared growth with local communities.

D. Scope of Application

This policy applies to all business sites operated or managed by Hyundai Polytech, including its headquarters, R&D centers, domestic and overseas manufacturing sites, and logistics facilities.

Hyundai Polytech also encourages suppliers, contractors, and other business partners to respect the intent of this policy in their business relationships.
Where this policy conflicts with local laws or regulations, the relevant laws and regulations shall prevail.

2. Basic Principles

Hyundai Polytech strives to actively gather and communicate the opinions of local communities throughout its business activities and value chain, including raw material procurement, production, distribution and sales, disposal, and collection.

Hyundai Polytech endeavors to minimize negative impacts on local communities and to implement activities that generate positive impacts and enable mutual growth with local communities.

A. Goal

Hyundai Polytech's community engagement activities focus on fulfilling social responsibilities, supporting the sustainable development of local communities, and contributing to the resolution of community-related issues.

Through these efforts, Hyundai Polytech aims to build positive relationships with local communities, enhance employee participation and satisfaction, and establish long-term and sustainable partnerships with local communities.

B. Implementation Guidance

① Community Impact Assessment

Hyundai Polytech identifies local communities affected by its business activities and assesses economic, environmental, and social impacts on those communities in order to mitigate adverse impacts and enhance positive impacts.

In this process, Hyundai Polytech respects the rights of Indigenous Peoples in accordance with ILO Convention No. 169 and the United Nations Declaration on the Rights of Indigenous Peoples, and endeavors to ensure that the social, economic, and cultural rights of Indigenous Peoples are realized and advanced.

Hyundai Polytech also explores opportunities to review, revise, and improve related policies and programs as necessary.

② Community Engagement and Communication

Hyundai Polytech establishes appropriate communication channels and procedures to encourage active participation from local communities and relevant stakeholders, listens to their opinions, and may set community-related goals based on the feedback received.

③ Cooperation and Support Programs

Hyundai Polytech may develop and operate programs for local community development in cooperation with community stakeholders.

Such programs involve providing resources and capabilities aligned with local community needs, taking into account Hyundai Polytech's business model. Hyundai Polytech strives to periodically share program performance and future plans related to these initiatives.

④ Establishment of Sustainable Cooperative Relationships

When developing programs that address local community needs and expectations, Hyundai Polytech may form partnerships with local communities to establish cooperative relationships.

Through these partnerships, Hyundai Polytech endeavors to contribute to building a sustainable growth foundation for local communities and to creating economic and social value.

3. Management System

A. Governance

Hyundai Polytech manages community engagement-related matters through committees or management meetings involving top decision-makers or decision-makers from major departments.

Working-level meetings led by departments responsible for community engagement may be held to review engagement status, management performance, and response measures, with relevant matters reported to the CEO and senior management as necessary.

Hyundai Polytech also discusses community engagement issues and response directions through ESG-related consultative bodies or equivalent internal coordination mechanisms

and reviews the performance of community engagement activities.

An organization responsible for executing community engagement activities is established to carry out tasks such as policy enactment and revision, execution planning and implementation, risk analysis, and external communication.

B. Implementation

Hyundai Polytech identifies local community needs in and around its business sites, analyzes risks arising from business activities, and manages such risks to achieve the objectives of this policy.

Through organizations responsible for policy execution at headquarters and business sites, Hyundai Polytech performs community engagement-related tasks, including grievance handling, education, and activities to promote internal awareness and empathy.

C. Grievance Mechanism

Hyundai Polytech operates a grievance mechanism for individuals and local communities negatively affected by its business activities.

Existing reporting and consultation channels, such as a compliance helpline or internal audit systems, are utilized to ensure prompt and reasonable resolution. Hyundai Polytech ensures that complainants, victims, and cooperating parties are not subject to retaliation or disadvantage due to counseling requests, investigations, or cooperation.

4. External Cooperation

A. Information Disclosure

Hyundai Polytech discloses information on major community engagement activities and

outcomes through its website, sustainability reports, or other appropriate channels, ensuring that information is accessible and understandable to employees and external stakeholders.

B. Cooperation with Stakeholders

Hyundai Polytech cooperates with external stakeholders—including local residents, government and municipal authorities, experts, non-profit organizations, suppliers, and industry partners—to implement community engagement activities in and around its business sites.

Hyundai Polytech enhances the effectiveness of community engagement activities by reflecting external stakeholders' expertise and understanding of local community characteristics.

Addendum

This Community Engagement Policy was enacted on January 02, 2026, and shall come into effect on January 02, 2026