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

Hyundai Polytech
Biodiversity Protection Policy

Contents

1. Overview
2. Basic Principle
3. Management System
4. Cooperation

Addendum

Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

1. Overview

A. Purpose of Establishment

Hyundai Polytech establishes and declares this biodiversity protection policy to prevent degradation and loss of biodiversity caused by business activities and to protect biodiversity in all countries and regions where Hyundai Polytech operates its business.

B. Scope of Application

This policy shall apply to all business sites belonging to Hyundai Polytech, including its headquarters, R&D centers, domestic and overseas manufacturing sites, parts business sites, logistics and distribution centers, and subsidiaries.
In addition, Hyundai Polytech shall recommend stakeholders in business relationships with the company, such as suppliers and partners, to conform to the basic principles of this policy.

2. Basic Principle

Hyundai Polytech shall make every effort to protect biodiversity throughout its overall business activities, including the purchase and procurement of raw materials, production, distribution, sales, disposal, and collection of products.
The company shall avoid operating business sites in areas with high biodiversity value and shall carry out activities to prevent negative impacts on biodiversity at its business sites and surrounding areas, while preserving and restoring biodiversity within local communities.

A. Goal

Hyundai Polytech shall endeavor to achieve no net loss of biodiversity by preventing and

minimizing biodiversity degradation and loss in its business sites and nearby areas.
In the mid- to long-term, the company shall strive to generate a net positive impact on biodiversity in local communities by implementing investments and activities aimed at biodiversity conservation and restoration.

B. Protected Area

Hyundai Polytech shall designate areas with high biodiversity value as protected areas by comprehensively considering relevant domestic and overseas laws and regulations on biodiversity protection, protected areas defined by the International Union for Conservation of Nature (IUCN), and the distribution of endangered and rare species, and shall implement biodiversity protection activities accordingly.

If a business site is located in a country or region where international treaties and conventions related to biodiversity protection are in force, Hyundai Polytech shall prioritize compliance with the applicable laws and regulations of the country or region in which the site is located.

* IUCN Protected Area Category

① International Conservation Area (IUCN Category Ia, etc.): An area in which a natural ecosystem recognized by the international community is established and various species prosper, and which may be damaged even by minimal human influence.

② Wilderness Area (IUCN Category Ib, etc.): An area that maintains a pristine natural ecosystem and is inhabited by indigenous communities with a traditional wilderness lifestyle, where only minimal human impact is permitted for educational or scientific purposes.

③ National Protected Area (IUCN Category II, etc.): An area designated at the national

level to permanently preserve ecosystem formation processes, which plays an important role in faith, science, education, and tourism, as well as in the protection of native animals and plants.

④ Natural and Cultural Relics Area (IUCN Category III, etc.):
A natural ecosystem formed naturally or shaped by religion and culture, which holds significant value from archaeological, anthropological, historical, and geographical perspectives.

⑤ Habitat and Species Management Area (IUCN Category IV, etc.):
An area designated by international communities, countries, and local organizations to protect species and habitats, requiring active management to promote biodiversity.

3. Management System

A. Protection Procedure

To achieve the objectives of this policy, Hyundai Polytech shall investigate the status of biodiversity at its headquarters, R&D centers, domestic and overseas manufacturing sites, and nearby areas. The company shall analyze biodiversity-related risks arising from business activities and implement mitigation and improvement measures based on the results of such analyses.

① Investigation and Risk Analysis
Where required by applicable laws and regulations in the countries and regions where Hyundai Polytech operates, where concerns regarding biodiversity degradation or loss are raised, or where deemed necessary, Hyundai Polytech shall investigate species composition and distribution, rare species, and indigenous species at its headquarters, R&D centers, domestic and overseas manufacturing sites, and surrounding areas.
Based on the investigation results, the company shall identify potential biodiversity-related

risks and analyze the impacts of business activities on regional biodiversity.

② Implementation of Protection Activities

Hyundai Polytech shall classify biodiversity protection activities into prevention, minimization, restoration, and offsetting stages and establish and implement action plans in accordance with the results of risk analyses.

Where potential biodiversity risks are identified, the company shall prevent negative impacts of business activities on biodiversity and minimize unavoidable impacts. If biodiversity degradation or damage occurs due to business activities, or if degradation is unavoidable due to business characteristics, Hyundai Polytech shall restore biodiversity in the affected region to the greatest extent possible and prevent net loss by supporting alternative ecosystems in other regions.

B. Governance

Hyundai Polytech shall manage and supervise the status of biodiversity protection through committees or management meetings in which the chief decision-maker or decision-makers of major divisions participate, or through working-level meetings led by decision-makers responsible for biodiversity protection.

The company shall discuss biodiversity-related issues and response measures, and review the outcomes of conservation and restoration activities through ESG meetings involving management, including the CEO and heads of business units or divisions. In addition, Hyundai Polytech shall establish organizational structures responsible for biodiversity protection, including policy establishment and revision, plan development and implementation, risk analysis, and external communication.

4. Cooperation

A. Information Disclosure

Hyundai Polytech shall disclose information on major biodiversity protection activities and their results through its website, sustainability reports, or separate disclosure channels. The company shall select disclosure methods that enable executives, employees, and external stakeholders to easily access and clearly understand the information.

B. Cooperation with Stakeholders

Hyundai Polytech shall cooperate with external stakeholders, including central and local governments, professional organizations, non-profit organizations, suppliers, and partners, to prevent biodiversity degradation and loss and to preserve and restore biodiversity at its headquarters, R&D centers, domestic and overseas manufacturing sites, and nearby areas. When planning and implementing biodiversity protection activities, Hyundai Polytech shall enhance the effectiveness of such activities by reflecting the expertise of external organizations in biodiversity conservation and the characteristics of local communities.

5. Addendum

This Biodiversity Protection Policy of Hyundai Polytech shall be enacted and take effect on January 2, 2026.