Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
	0	2024.11.01	2024.11.01	Initial Establishment
	1	2026.01.02	2026.01.02	First revision

Hyundai Polytech Human Rights Policy

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Approval	Prepared by	Reviewed by	Approved by	Authorized by	CEO
					

1. Overview

A. Purpose of Establishment of the Human Rights Policy

Hyundai Polytech establishes this Human Rights Policy to actively implement human rights management while preventing and mitigating human rights infringements and related risks arising from its business operations.

Hyundai Polytech respects and supports internationally recognized human rights standards and guidelines, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Constitution, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct.

Hyundai Polytech endeavors to prevent and mitigate adverse human rights impacts and has established remediation procedures to minimize the impact of any human rights violations that may occur.

B. Scope of Application

This Human Rights Policy applies to all employees of Hyundai Polytech, including executives, full-time and non-regular employees, working at domestic and overseas production sites, subsidiaries, and branch offices.

In addition, employees of Hyundai Polytech are expected to comply with this Policy when engaging with suppliers and all relevant organizations. Hyundai Polytech encourages its business partners and other stakeholders to respect this Human Rights Policy.

Where matters are not specified in this Policy, applicable local laws, regulations, and customary practices shall be observed. Hyundai Polytech may revise and apply this Policy to reflect local legal requirements and industry characteristics, and may establish

supplementary internal policies where necessary.

Unless otherwise required by local laws, organizational conditions, or specific incident characteristics, all employees of Hyundai Polytech shall perform their duties in accordance with this Human Rights Policy.

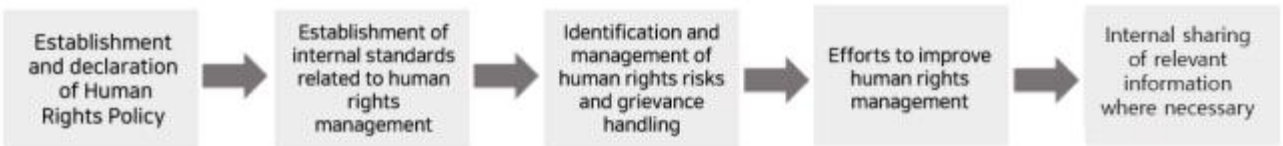
C. Human Rights Risk Management Framework

Hyundai Polytech establishes fundamental management systems and internal procedures to implement human rights management in accordance with this Human Rights Policy, with the aim of respecting the human rights of all employees and preventing and mitigating human rights-related risks.

Hyundai Polytech may conduct step-by-step review and inspection activities to identify and improve human rights risks. Where necessary, the results of such activities may be shared internally and reflected in the improvement of human rights management practices.

Hyundai Polytech periodically reviews its overall human rights management practices and may improve its human rights risk management framework within a reasonable scope, taking into consideration changes in relevant laws, regulations, and the social environment.

Human Rights Risk Management Process



2. Basic principle

Article 1. Prohibition of Child Labor and Forced Labor

Hyundai Polytech strictly prohibits child labor and applies a zero-tolerance principle to any

form of unlawful or unfair employment practices. In the case of minors, the Company takes necessary measures to ensure that employment does not interfere with their educational opportunities.

Furthermore, Hyundai Polytech does not force any employee to work against their free will and does not retain original identification documents or visas for the purpose of forced labor.

Article 2. Prohibition of Discrimination and Workplace Harassment

Hyundai Polytech does not discriminate in any aspect of employment, including recruitment, hiring, promotion, training, compensation, and welfare, based on gender, race, nationality, ethnicity, religion, disability, age, marital or pregnancy status, sexual orientation, family background, social status, or political opinion.

The Company respects diversity among employees and prohibits any form of unfair discrimination. In addition, any behavior that causes physical or mental suffering—such as sexual harassment, verbal abuse, intimidation, abuse of authority, or actions that deteriorate the working environment—is strictly prohibited.

Article 3. Compliance with Working Conditions

Hyundai Polytech complies with applicable labor laws and regulations of each country where it operates, including those related to working hours and compensation. All employees are provided with fair wages in accordance with legal requirements.

The Company does not demand recruitment fees or other improper charges related to employment and endeavors to provide appropriate working conditions, education, and training opportunities to support employee capability development and improve quality of life.

Article 4. Humane Treatment

Hyundai Polytech respects the personal dignity and private lives of all employees and protects personal information in accordance with applicable laws.

The Company does not engage in, tolerate, or permit any form of physical or mental abuse, coercion, violence, or inhumane or degrading treatment.

Article 5. Freedom of Association and Collective Bargaining

Hyundai Polytech respects the labor-related laws of each country where this Human Rights Policy applies and guarantees employees' lawful freedom of association and the right to collective bargaining.

Article 6. Occupational Health and Safety and Security Management

Hyundai Polytech endeavors to provide a safe and healthy working environment for all employees by regularly inspecting workplaces, facilities, equipment, and tools, and by implementing appropriate measures to prevent physical and mental risks.

When utilizing public or private security personnel, the Company ensures compliance with internationally recognized human rights standards and avoids excessive use of force, applying security measures in a manner that respects human rights.

Article 7. Protection of Local Communities and Vulnerable Groups

Hyundai Polytech seeks to prevent infringement of the human rights of local communities, including residents, in the course of its business activities. The Company respects rights related to land, forests, and water resources and prohibits forced eviction.

In addition, Hyundai Polytech endeavors to protect the human rights of vulnerable groups, including children, migrant workers, persons with disabilities, and women, without discrimination.

Article 8. Protection of Customer Human Rights

Hyundai Polytech strives to protect customers' lives, health, and property in the provision of products and services and takes necessary measures to safeguard personal information obtained through business operations.

Article 9. Responsible Management of Supply Chain

Hyundai Polytech recognizes the importance of responsible supply chain management and strives to identify, assess, and manage ESG and human rights risks that may arise throughout its supply chain.

Where necessary, Hyundai Polytech supports the prevention and mitigation of such risks

through appropriate information sharing, awareness-raising, and cooperation with its business partners, contributing to the establishment of a responsible supply chain culture.

Article 10. Protection of Environmental Rights

Hyundai Polytech recognizes that environmental pollution may have serious adverse impacts on human life and health.

Accordingly, Hyundai Polytech aims to minimize negative environmental impacts resulting from its business activities through the implementation of its environmental management policies and practices.

3. Human Rights Program

A. Establishment of Governance Structure

① Responsibility for Human Rights Management

Hyundai Polytech monitors the status of human rights management through management meetings or internal consultative bodies in which top decision-makers or responsible department heads participate.

Such meetings or consultative bodies may deliberate on the following matters:

- Review of the establishment and revision of the Human Rights Policy
- Presentation of opinions on related internal regulations
- Discussion of improvement measures based on the results of human rights risk assessments
- Review of response directions in the event of human rights violation cases
- Other matters deemed necessary for the protection of human rights

② Implementation of Human Rights Management

Hyundai Polytech designates an organization or a responsible person in charge of human rights management to perform the following tasks:

- Management and revision of the Human Rights Policy
- Support for the formulation of human rights implementation plans
- Human rights risk assessment and management activities
- Operation of grievance handling procedures
- Support for internal education and external communication

B. Operation of Grievance Handling Procedures

① Receipt of Human Rights Grievances

Hyundai Polytech enables its employees and relevant stakeholders to report human rights violations or potential human rights risks through internal reporting channels.

Upon receipt of a report, Hyundai Polytech cooperates with relevant departments, taking into account the nature of the reported case.

② Handling of Human Rights Grievances

Hyundai Polytech reviews reported cases within a reasonable scope, referring to applicable laws, internal regulations, and relevant practices, and determines appropriate response measures.

In the event of a serious case, reporting to management or consultation with relevant departments may be conducted.

③ Protection of Whistleblowers

Hyundai Polytech protects the identity and reported information of whistleblowers and takes necessary measures to prevent any disadvantage or retaliation arising from reporting.

C. Education and Communication

① Human Rights Education

Hyundai Polytech conducts human rights-related education or guidance activities, as necessary, to enhance employees' awareness of human rights.

Through such activities, Hyundai Polytech seeks to prevent discriminatory practices and to improve awareness of human rights violation cases and related risks.

② Communication on Human Rights Management

Hyundai Polytech may provide relevant information to employees, within a reasonable scope, to enhance understanding of key matters related to its Human Rights Policy, fundamental direction of human rights management, and human rights risk management.

Where deemed necessary to promote awareness of human rights management, Hyundai Polytech may share relevant information with stakeholders, including business partners, in an appropriate manner.

Methods of communication may include written materials or online resources, selected and operated in consideration of the target audience and purpose.

4. Risk Management

A. Identification and Assessment of Risks

① Development of Assessment Criteria

Based on the fundamental principles of this Human Rights Policy, Hyundai Polytech refers to international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct, and endeavors to establish basic assessment criteria and procedures to identify human rights risks related to labor conditions, working conditions, human resource management, occupational safety, local communities, and customers.

② Operation of Assessment Processes

Hyundai Polytech conducts human rights risk assessments for organizations or business activities within the scope of application of this Policy in order to identify the occurrence and potential occurrence of human rights violations.

In accordance with the nature of its business, Hyundai Polytech reviews human rights risk factors that may arise across its operations and supply chain and may assess the characteristics and level of impact of identified risks by referring to relevant stakeholder opinions.

Considering efficiency and practicality, Hyundai Polytech may utilize methods such as document reviews or internal reviews. Where improvement is deemed necessary based on assessment results, Hyundai Polytech may recommend corrective actions to the relevant organization.

Where appropriate, Hyundai Polytech may cooperate with external institutions or experts to enhance the reliability of assessments and may continuously improve its human rights risk management criteria and procedures based on accumulated cases and operational experience.

B. Implementation of Risk Improvement

① Identification and Implementation of Improvement Measures

Hyundai Polytech may, in cooperation with relevant departments, identify improvement measures for key risks confirmed through human rights risk assessments.

Where deemed necessary, Hyundai Polytech endeavors to derive phased improvement tasks in collaboration with the relevant organization and to promote their implementation within a reasonable scope.

② Monitoring of Implementation

Hyundai Polytech may, within a necessary scope, verify whether improvement tasks derived based on human rights risk assessment results are being appropriately reviewed and implemented in cooperation with the relevant departments.

Where improvement measures are assessed as insufficient or unlikely to be effectively implemented, Hyundai Polytech may review additional reasonable corrective or supplementary measures through consultation with the relevant organization.

C. Disclosure and Communication of Status and Results

① Reporting to Key Decision-Makers

Hyundai Polytech may report matters deemed significant in relation to human rights risk management to management or key decision-makers.

Approved reports may be shared with relevant departments, within a necessary scope, for the purpose of enhancing understanding and awareness of human rights management.

② External Disclosure

Hyundai Polytech may disclose key policy directions related to human rights management and fundamental matters concerning human rights risk management, as necessary, through appropriate channels.

In doing so, Hyundai Polytech selects disclosure methods that allow employees and other stakeholders to easily understand the information, taking into account the nature of the information and the intended audience.

Appendix

A. Contact Information

Human Rights Policy Contact of Hyundai Polytech

- E-mail: www.hdsr.co.kr/contact/contact.php
- Responsible Department: Department in charge of human rights-related affairs
- Inquiry Method: Inquiries may be submitted through internal inquiry procedures or via the Company's website

B. References

This Human Rights Policy was established with reference to domestic and international human rights-related standards, laws, and guidelines.

① UN, Universal Declaration of Human Rights (1948)

② UN Global Compact (UNGC), A Human Rights Management Framework (2010)

③ UN, Guiding Principles on Business and Human Rights (2011)

④ OECD, OECD Guidelines for Multinational Enterprises (2011)

⑤ OECD, Due Diligence Guidance for Responsible Business Conduct (2018)

⑥ ILO, ILO Constitution

⑦ Constitution of the Republic of Korea

⑧ National Human Rights Commission of Korea, Human Rights Management Manual for Public Institutions (2018)

⑨ National Human Rights Commission of Korea, Human Rights Impact Assessment Checklist for Organizations (Companies) (2018)

⑩ Ministry of Justice, Guidebook on Business and Human Rights (2021)