

SUSTAINABILITY REPORT 2025

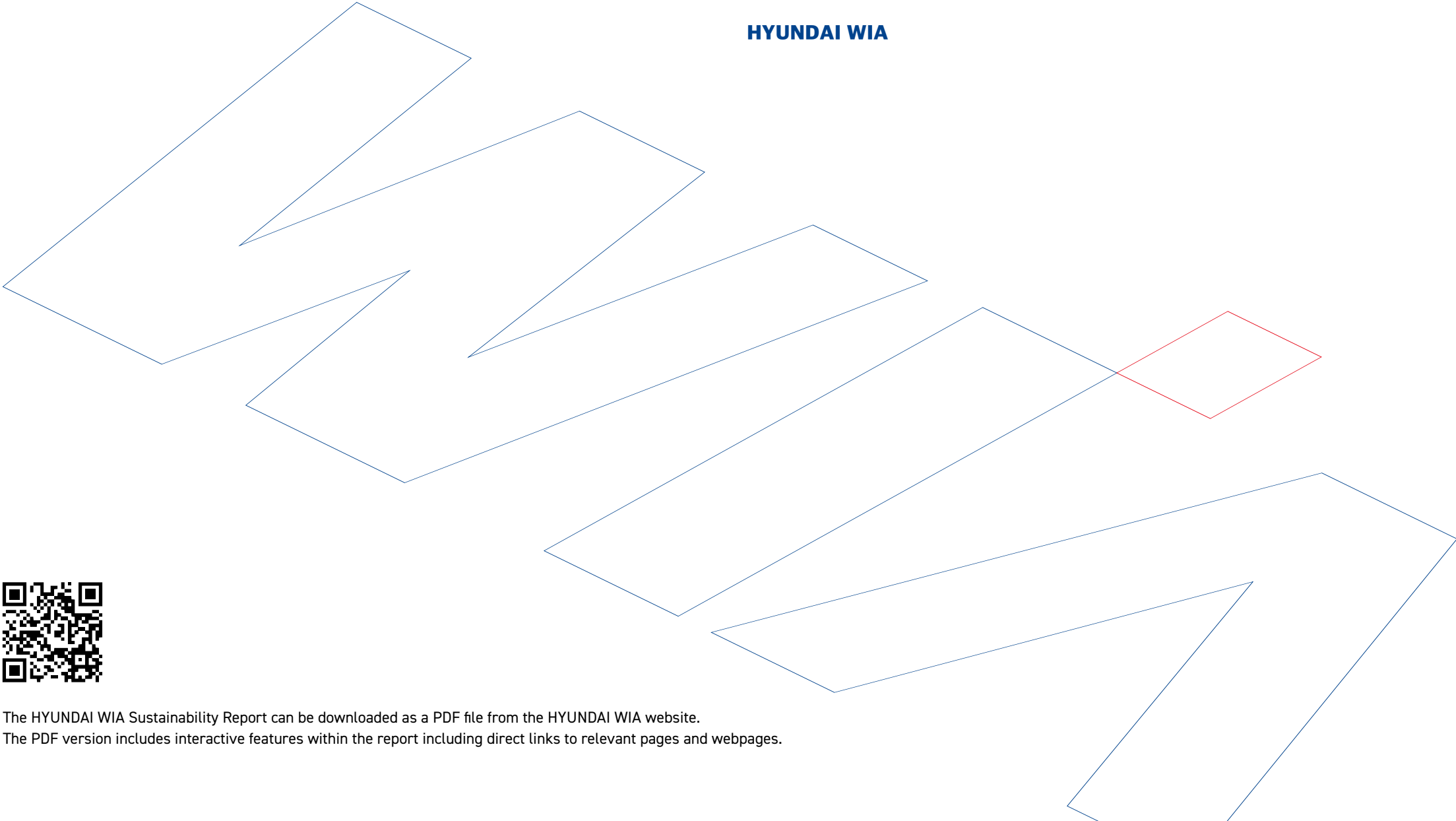
HYUNDAI WIA



CREATING VALUE IN
SEAMLESS MOBILITY

SUSTAINABILITY REPORT 2025

HYUNDAI WIA



The HYUNDAI WIA Sustainability Report can be downloaded as a PDF file from the HYUNDAI WIA website.
The PDF version includes interactive features within the report including direct links to relevant pages and webpages.

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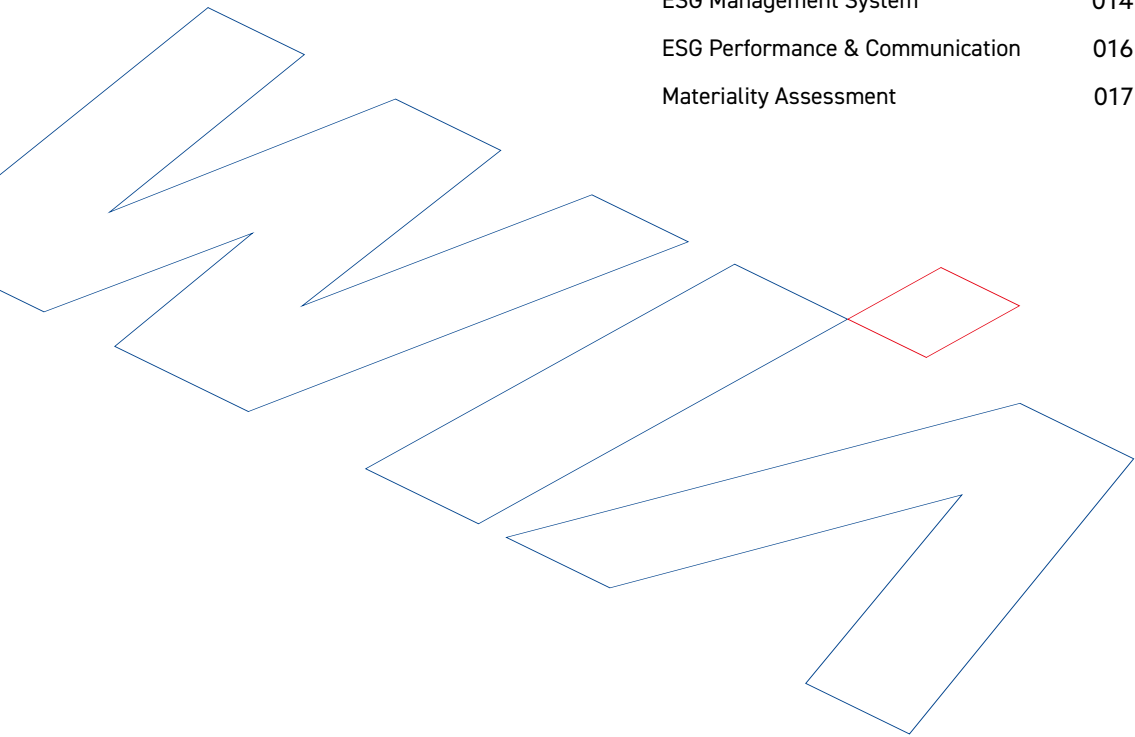
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About This Report

Report Overview

HYUNDAI WIA has been publishing Sustainability Report every year since 2020 and publishes its sixth report in June 2025. Through this report, we transparently disclose ESG management goals and implementation status to stakeholders. In order to publish the report, we collected opinions from stakeholders, conducted a materiality assessment, and determined material issues. This report contains HYUNDAI WIA’s efforts and achievements related to ESG issues, including those material.

Reporting Standards

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, a global guideline for publishing sustainability reports. In addition, it satisfies the four principles of AA1000APS (Accountability Principles Standard) for the obligation to explain sustainable management: inclusivity, materiality, responsiveness, and impact. In addition, it reflects the SASB (Sustainability Accounting Standards Board) and TCFD (Task Force on Climate-related Financial Disclosures) information disclosure guidelines. Greenhouse gas (GHG) emissions and energy consumption data were prepared based on the greenhouse gas verification results.

Reporting Period

This report covers HYUNDAI WIA’s sustainable management performance from January 1, 2024, to December 31, 2024. Some non-financial performance from the first half of 2025 is also included. To support trend analysis, quantitative data from the past three years (2022-2024) are disclosed. The report is published on an annual basis, and the previous report was published in June 2024.

Reporting Scope

The financial information in this report is consistent with the consolidated financial statements of HYUNDAI WIA based on the Korean International Financial Reporting Standards (K-IFRS). Environmental and social data includes activities and performance of all domestic business sites including HYUNDAI WIA headquarters, plants, research centers, and business offices. For some quantitative performance data, data on overseas business sites and domestic subsidiaries are disclosed separately. The Machine Tools business segment, which is scheduled for sale and classified as a discontinued operation under K-IFRS, has been excluded from both the financial data and the environmental and social data aggregated by business site. If the scope of the reported information differs from the above-mentioned reporting scope or if a clear explanation of the reporting scope is required for stakeholders, it is described separately in a footnote.

Report Credibility

In order to ensure internal and external credibility of this report, third-party verification was conducted by the Korea Management Registrar (KMR), an independent verification agency. For GHG emissions and energy consumption, third-party verification was conducted by DNV to ensure data accuracy and reliability. Details of the verification statement are included in Appendix.

Contact Information

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E-mail: CSR@hyundai-wia.com

CEO Message

Human happiness is our first priority on our journey towards sustainability.



Dear Stakeholders,
We sincerely appreciate your continued interest and support for HYUNDAI WIA.

Even during an unprecedented business climate, HYUNDAI WIA performed exceptionally well last year. The mobility division continues to generate stable sales through excellent quality and productivity improvements, and the defense industry division substantially increased its operating profit by expanding exports and implementing cost-efficiency initiatives. In response to the rapidly evolving mobility landscape, we have consistently pursued the diversification of our business portfolio.

Furthermore, we are laying the groundwork for sustained growth. Our new integrated thermal management system business has completed preparations for mass production by internalizing core technological expertise. In the mobility solutions sector, we have secured foundational technologies enabling us to successfully commercialize parking robots and logistics robots.

With a focus on sustainable growth, HYUNDAI WIA is continuously advancing our ESG management. Following our commitment to the RE100 initiative to address climate change, we have steadily reduced greenhouse gas emissions. Moreover, support measures for shared growth with business partners have been expanded, and proactive social contribution activities have been carried out for local communities.

Building on these efforts, we have delivered notable achievements in external ESG assessments. We have been awarded the Gold rating by EcoVadis, a global ESG assessment agency, for two consecutive years in recognition of our sustainability performance. In addition, HYUNDAI WIA received the highest possible 'A' rating in the 2024 CDP Climate Change Assessment, conducted by the Carbon Disclosure Project. The Korea Institute of Corporate Governance and Sustainability (KCGS) also granted HYUNDAI WIA the A+ rating for two consecutive years-making it the first automotive parts company to achieve this distinction.

Going forward, HYUNDAI WIA reaffirms our commitment to achieving ongoing progress together with all our stakeholders in 2025, and our strategic direction for the coming year is as follows.

HYUNDAI WIA will secure a sustainable competitive edge through innovation for the future.

We are restructuring our core business areas to build a robust and sustainable portfolio. In response to climate change and increasingly stringent international regulations, HYUNDAI WIA has successfully established new business lines such as thermal management systems-a key component for electric vehicles. Notably, we have developed and commenced mass production of a coolant distribution and supply integrated module, marking the first such achievement in Korea's automotive parts industry. Moving forward, HYUNDAI WIA will expand the integrated thermal management business progressively according to a mid-to-long-term roadmap, with the goal of becoming a leading integrated thermal management solutions provider.

HYUNDAI WIA will lay the foundation to strengthen ESG management.

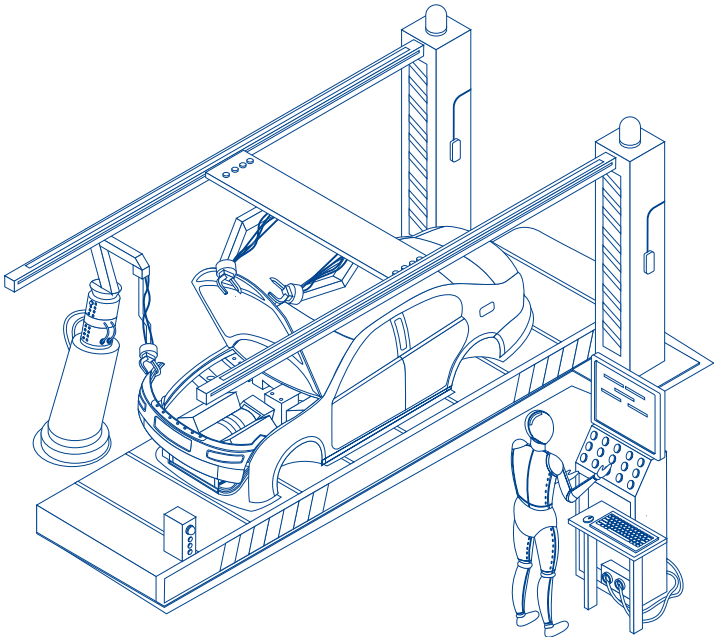
HYUNDAI WIA is pursuing carbon neutrality by 2045 as part of our commitment to mitigating the global climate crisis, actively implementing the RE100 initiative. To achieve this, we are investing in solar power generation at our business sites in phases. Furthermore, HYUNDAI WIA is broadening the Life Cycle Assessment (LCA) system to monitor carbon emissions throughout the entire product lifecycle, with the aim of steadily reducing emissions for each product line. In addition, plans are in place to further expand social contribution initiatives and support for business partners. Through activities such as the "Miracle of 1%" campaign, where employees voluntarily share a portion of their salaries, as well as the Eum Market" and "Dream Car" programs, HYUNDAI WIA seeks to foster shared growth with local communities. We will also assist partners by supporting technology development, expanding sales channels, and promoting workplace safety. Building on the disclosures presented in this sustainability report, HYUNDAI WIA will further strengthen our ESG management and remain committed to building a sustainable future. We sincerely hope for your continued support and encouragement as HYUNDAI WIA creates a better tomorrow for all. Thank you.

Jaewook Jung
CEO of HYUNDAI WIA

About HYUNDAI WIA

Company Overview

As a leading force in the global mobility industry, HYUNDAI WIA offers a comprehensive portfolio of high-quality, high-performance products to major automobile manufacturers worldwide. We produce core components—including drive axles, 4WD components, and constant velocity joints—in-house. We develop integrated thermal management system and electrified torque vectoring technologies for eco-friendly vehicles. This allows quick response to the rapidly evolving mobility landscape. We have established a comprehensive mobility infrastructure which includes advanced robotic systems—logistics robots, parking robots, and collaborative robots—along with smart factory solutions. This infrastructure helps global manufacturers improve productivity and enhance their quality competitiveness. With a solid global manufacturing foundation, HYUNDAI WIA continues to drive innovation for the future of mobility through increased investment in research and development and the strategic expansion of our global operation networks.



Company Information

Company Name	HYUNDAI WIA Corp.
Date of Incorporation	March 29, 1976
Headquarters Address	153, Jeongdong-ro, Seongsan-gu, Changwon-si, Gyeongsangnam-do, Republic of Korea
Chief Executive Officer (CEO)	Jaewook Jung
Key Business Areas*	Mobility (Parts, Solutions), Defense Business
Credit Rating	AA-
Employees	5,576 (including overseas)

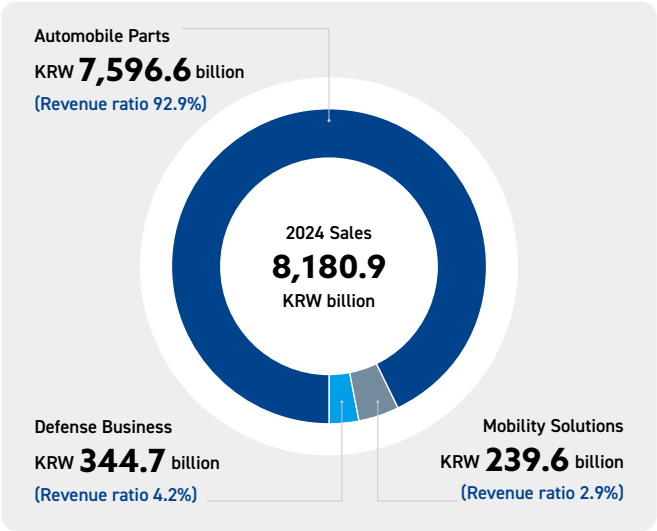
* According to the 2024 Business Report, the Machine Tools business segment was classified as a discontinued operation and excluded from key business areas.

Key Financial Performance (Consolidated) (Unit: KRW million)

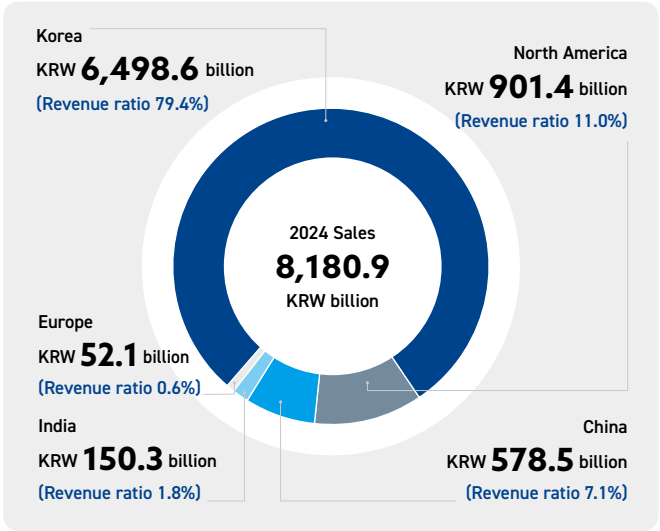
Category	2022	2023	2024
Total Assets	7,546,451	6,825,905	7,075,991
Total Equity	3,733,651	3,766,754	4,026,299
Revenue (Sales)*	7,766,944	8,165,581	8,180,886
Gross Profit*	510,466	509,038	537,401
Operating Profit*	230,557	232,802	218,810
Net Profit From Continuing Operations	63,734	59,468	106,478

* The Machine Tools business segment was classified as a discontinued operation in the 2024 Business Report in accordance with K-IFRS. Accordingly, the data for 2022 and 2023 have been restated to exclude the segment from consolidated financial figures such as revenue (sales).

Sales by Business



Sales by Region



About HYUNDAI WIA

Company History

1976-1989



- 1976 · Company establishment
- 1979 · Began vehicle transmission production
- 1983 · Developed Korea's first machining center
- 1989 · Established subsidiary in USA

1990-1999



- 1993 · First in Korea to produce over 1 million commercial vehicle transmissions
- 1994 · Localized aircraft landing gear
- 1995 · Awarded "\$50-Million Export Tower"
- 1996 · Awarded "\$100-Million Export Tower"
 - Awarded "Industry Peace Tower"
- 1997 · Selected as an Excellent Labor-Management Cooperation Company
- 1999 · Incorporated into Hyundai Motor Group

2000-2014



- 2001 · Manufacturing record of 3 million constant velocity joints (CV joints)
- 2004 · Established subsidiary in Jiangsu, China
- 2007 · Established engine subsidiary in Shandong, China
- 2010 · Awarded "Technical Innovation Award" at Korea Product Awards
 - Established subsidiary in India
- 2011 · Listed on the Korean Exchange
- 2012 · Selected as "Excellent Job Creation Company"
 - Selected as Excellent Company at Korea Coexistence Conference
 - Awarded the Grand Prize at The Management Grand Awards
- 2013 · Completion of the third engine plant in Shandong, China
 - Establishment of a new CV joint manufacturing facility in India
 - Awarded "Manufacturing Innovation Grand Prize" at The Management Grand Awards
 - Awarded \$3-Billion Export Tower
- 2014 · Established integrated automotive parts production system (Merger of HYUNDAI WIA, Hyundai Metia, and Hyundai Wisco)
 - Established technical support centers (Changwon/Uiwang)

2015-2019



- 2015 · Manufacturing record of 5 million power transfer units (PTUs)
 - Entered the turbocharger market and commenced mass production
 - Awarded the Overall Grand Prize at "The Management Grand Awards" for 3 consecutive years
 - Awarded "\$4-Billion Export Tower"
- 2016 · Development of Korea's first eco-friendly 4WD system
 - Completion of plant in Mexico and launched mass production
 - Completion of multi-purpose plant and launched mass production
 - First in Korea to surpass cumulative production of 100 million CV joints
- 2017 · First to mass produce rear wheel-based 4WD system in Korea
- 2018 · Introduced the iRiS smart factory solution at Changwon Plant 1 and Seosan Plant
 - Announced its new vision 'WIA, The next Solution' and business strategies
 - Completion of the technical support center "Tech Cube" in Europe
- 2019 · Developed the world's first integrated drive axle (IDA)
 - First mass production in Korea of a rear-wheel-based electronic limited slip differential (e-LSD)

2020-Present



- 2020 · Signed large-scale contract for CV joints with automakers in Europe and USA
 - Developed smart manufacturing and logistics integrated solutions based on robotics/autonomous driving
- 2021 · Completion of the engine plant in Russia and launched mass production
 - Developed an integrated thermal management system (ITMS)
 - Unveiled the ground propulsion system "E-Taxiing" applied with urban air mobility (UAM) technology
 - Opened a digital showroom for automotive parts
- 2022 · Selected as "Excellent Job Creation Company"
 - Selected as Excellent Company at Korea Coexistence Conference
- 2023 · Completion of thermal management test building
 - Commercialized autonomous logistics robots
 - Obtained A+ from the Korea Institute of Corporate Governance and Sustainability (KCGS)
- 2024 · Opened the hands-on safety training center "S+ Safety Experience Lab"
 - Developed Korea's first 2-speed active transfer case (ATC)

About HYUNDAI WIA


Management Principles

Vision

CREATING VALUE IN SEAMLESS MOBILITY

We create the core value of future mobility that expands the experience of movement

HYUNDAI WIA provides customers with a seamless mobility experience by combining new technologies necessary for free movement.




Creating Energy Efficiency & Performance

Establishment of an integrated thermal management system (ITMS)

Optimization and modularization of thermal management and automotive electronics

Eco-friendly 4WD & e-TVTC based fun driving




Creating Intelligent Solution

Smart manufacturing solutions based on control, robotics, and autonomous driving technologies

Development of optimal electrified production facilities for e-mobility

Development of future weapon systems harnessing artificial intelligence technology



Creating Environment for Sustainability


Promoting employees' self-leadership to lead change

Strengthening fair trade and win-win growth system with suppliers

Active social contribution for the development of local communities


Management Philosophy

We aim to realize the dreams of humanity by creating a new future based on creative thinking and endless new endeavors.




Embracing Responsibility

Our vision towards a responsible mindset for the safety and happiness of our customers is practiced through quality management, which will ultimately create infinite value for our society.



Transforming Potential into Reality


We always leap to the next stage after achieving goals in front of us, and create a better future with an enterprising spirit.



Better Lives for Everyone


We offer value, better products and better services for people, and help to enrich the lives of everyone.

Core Values




Customer

We promote a customer-driven corporate culture by providing the best quality and impeccable service with all values centered on our customers.




Challenge

We refuse to be complacent, embrace every opportunity for greater challenge, and are confident in achieving our goals with unwavering passion and ingenious thinking.




Collaboration

We create synergy through a sense of "togetherness" that is fostered by mutual communication and cooperation within the company and with our business partners.



People

We believe the future of our organization lies in the hearts and capabilities of individual members, and we will help them develop their potential by creating a corporate culture that respects talent.



Globality

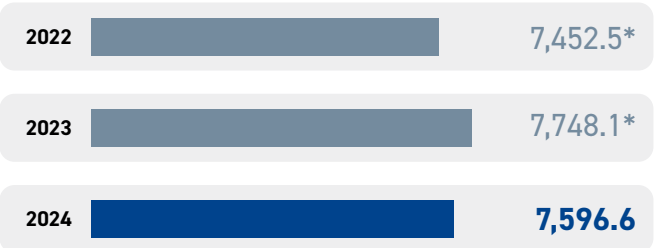
We respect the diversity of cultures and customs, aspire to be the world's best at what we do, and strive to become a respected global corporate citizen.

Business Overview

Automotive Parts

HYUNDAI WIA manufactures a wide range of automotive parts in-house, leveraging ultra-precision production processes and world-class technological expertise. In alignment with evolving mobility market trends, we are also committed to establishing a sustainable paradigm for future mobility by developing integrated thermal management system for eco-friendly vehicles.

Automotive Parts Business Performance (Unit: KRW billion)



* Data for 2022-2023 revised due to change in the organizational scope of the Mobility Division to include solution sales

Main Products

Thermal Management	Integrated Thermal Management Module
Driveline System	Axle, PTU, ATC, e-LSD, Coupling, Electrified Axle
CVJ	CV Joint, Outboard Joint, Inboard Joint, Shaft
Engine	Gasoline, Diesel
Module	Chassis Module, Axle Module, Tire Module

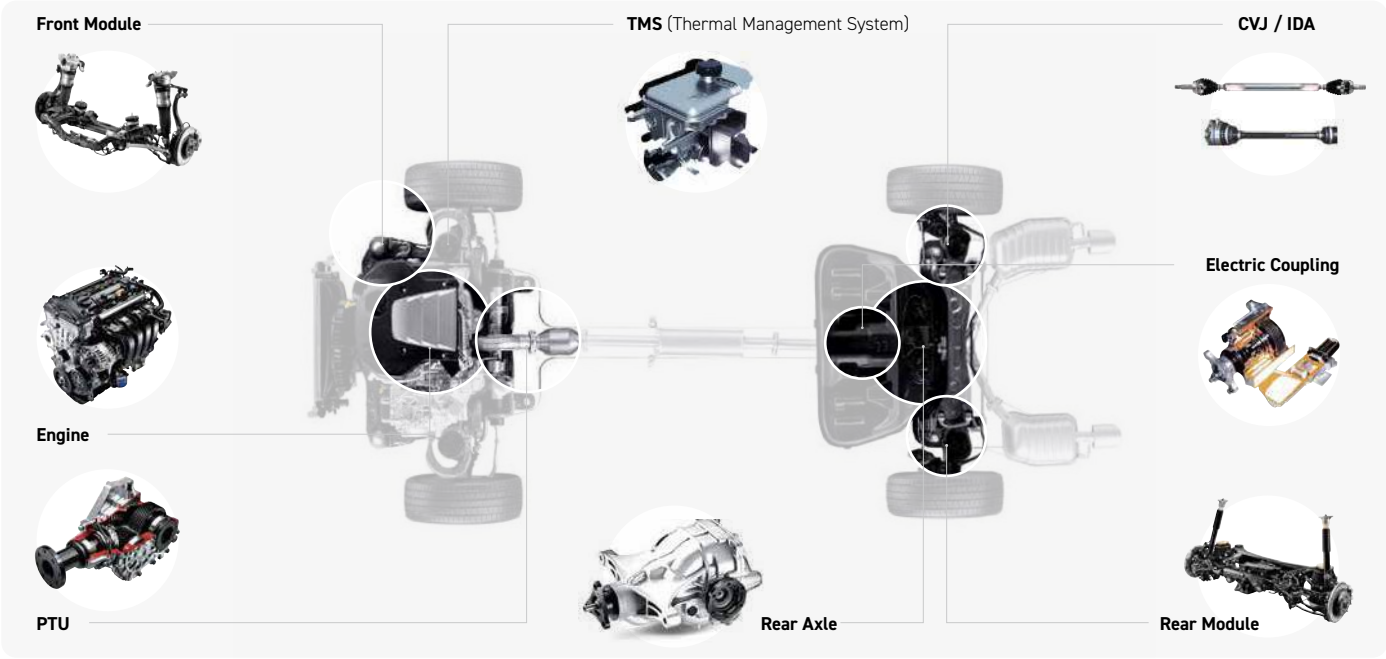
Core Automotive Parts & Components

HYUNDAI WIA has established ourselves as a key player in the automotive components industry through differentiated capabilities. We have been recognized for our expertise in the development and production of various vehicle modules, AWD systems, CV joints, and Integrated Drive Axles (IDA). Being the only domestic automotive parts manufacturer with the capability to produce automotive engines, we will continuously pursue sustainable growth as a trusted partner in the automotive parts industry by making systematic investments in research and development and adopting innovative manufacturing processes.

Eco-Friendly Automotive Parts

In response to the growth of the eco-friendly vehicle* industry, HYUNDAI WIA aims to expand our business areas by designating the development and investment in eco-friendly automotive parts as a core strategic priority. While applying our established expertise in manufacturing internal combustion engine parts to the development of eco-friendly automotive parts, we have established a production base for the next-generation 'Integrated Thermal Management System' and reinforced dedicated organizational structures to complete preparations for mass production. To enhance customer experience in the future mobility market and minimize environmental impact from our products, we are committed to continually expanding our portfolio of eco-friendly automotive components.

* Includes electric and hydrogen vehicles

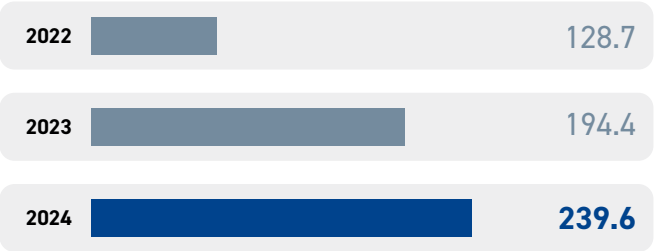


Business Overview

Mobility Solutions

In response to the rapidly evolving smart manufacturing market, HYUNDAI WIA’s mobility solutions business is delivering results in two core areas. In the robotics sector, we are focused on providing integrated solutions optimized for high-mix, low-volume production. In the smart factory sector, we are establishing automated production lines to drive innovation in productivity and efficiency on the manufacturing floor.

Mobility Solutions Business Performance (Unit: KRW billion)



Main Products

Robot	Autonomous mobile robot (AMR), automated guided vehicle (AGV), parking robot, mobile picking robot (MPR), control system, collaborative robot
Smart Factory	Powertrain line center, robot & fixture systems, EV hairpin motor

Robot

In the robotics sector, HYUNDAI WIA provides integrated solutions for next-generation smart factories through smart manufacturing and logistics solutions, intelligent control systems, and automated warehouse systems. We provide flexible manufacturing cells, various logistics robots (AMR/AGV), articulated robots (collaborative robots/MPR), parking robots, and service robots (DAL-e, unmanned cleaning vehicles). In particular, HYUNDAI WIA focuses on the development of flexible manufacturing cells and intelligent logistics equipment optimized for high-mix, low-volume production.



Smart Factory

In the smart factory sector, HYUNDAI WIA directly designs, manufactures, and supplies global production lines-including powertrain line centers, robot and fixture systems, and EV hairpin motor production equipment-driving innovation in manufacturing productivity and efficiency. Building on our extensive experience and technical expertise in producing machine tools and automotive components, HYUNDAI WIA establishes new standards for smart manufacturing environments by delivering customized automation production lines tailored to customer needs.

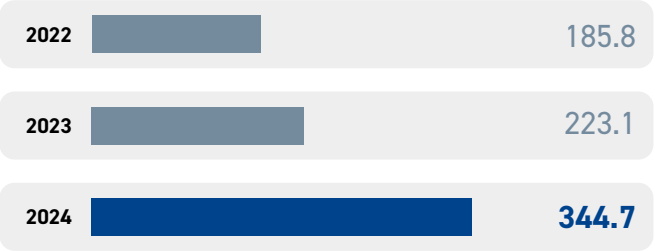


Business Overview

Defense Business

In the defense industry, HYUNDAI WIA has established ourselves as the sole domestic manufacturer specializing in artillery systems, recognized for our high quality and technical reliability. We supply a diverse range of defense products-including medium- and large-caliber artillery, naval guns, and aircraft landing gear-to domestic and international markets, earning recognition for our technological capabilities. Recently, HYUNDAI WIA achieved the milestone of independently developing an advanced remote control weapon system (RCWS). By actively investing in next-generation and future weapon development, HYUNDAI WIA is expanding our established business domains of land and naval weapon systems as well as aerospace products. Through this, we continue to broaden our presence and reinforce our competitive strength in the defense sector.

Defense Business Performance (Unit: KRW billion)



Main Products

Ground Weapons	Howitzer, tank gun, mortar
Naval Weapons	5-inch / 76mm naval gun
Aviation Products	T-50 / KUH-Surion landing gear
Future Business	Remote Control Weapon System (RCWS)

Ground, Naval & Aviation Weapons

Based on ultra-precision machining technology, HYUNDAI WIA manufactures a wide range of land-based weapon systems, including the main armaments for the K2 main battle tank and K9 self-propelled howitzer. Since 2000, we have established a mass production system for naval guns, contributing to the enhancement of the Republic of Korea Navy's maritime capabilities. In the aerospace sector, HYUNDAI WIA has positioned ourselves as the nation's leading landing gear manufacturer through rigorous quality control and technical assurance. Leveraging in-house design and development capabilities as well as a robust quality assurance system, HYUNDAI WIA develops and produces innovative defense products across land, sea, and air domains. These efforts make a significant contribution to strengthening national defense capabilities and safeguarding our homeland.



Self-propelled artillery



Naval gun



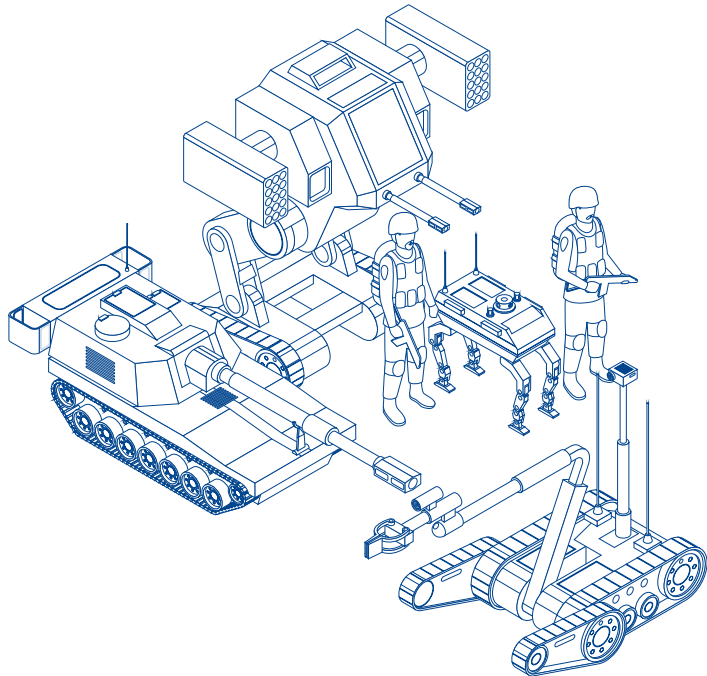
Mortar



Landing gear

Future Business

HYUNDAI WIA is intensifying our focus on the development of advanced unmanned combat systems to keep pace with rapidly evolving defense environments and the Fourth Industrial Revolution. By integrating our accumulated expertise and core competencies from the defense sector, we are realizing automated weapon systems optimized for future battlefields, thereby contributing to enhanced national security. HYUNDAI WIA is also continuously identifying high-value-added business opportunities by combining traditional defense technologies with innovative digital solutions, further strengthening our industrial competitiveness. Furthermore, leveraging our core defense technologies and extensive experience in vehicle manufacturing, HYUNDAI WIA is expanding our business into future mobility markets such as urban air mobility (UAM).



Global Network



Overseas Business Sites

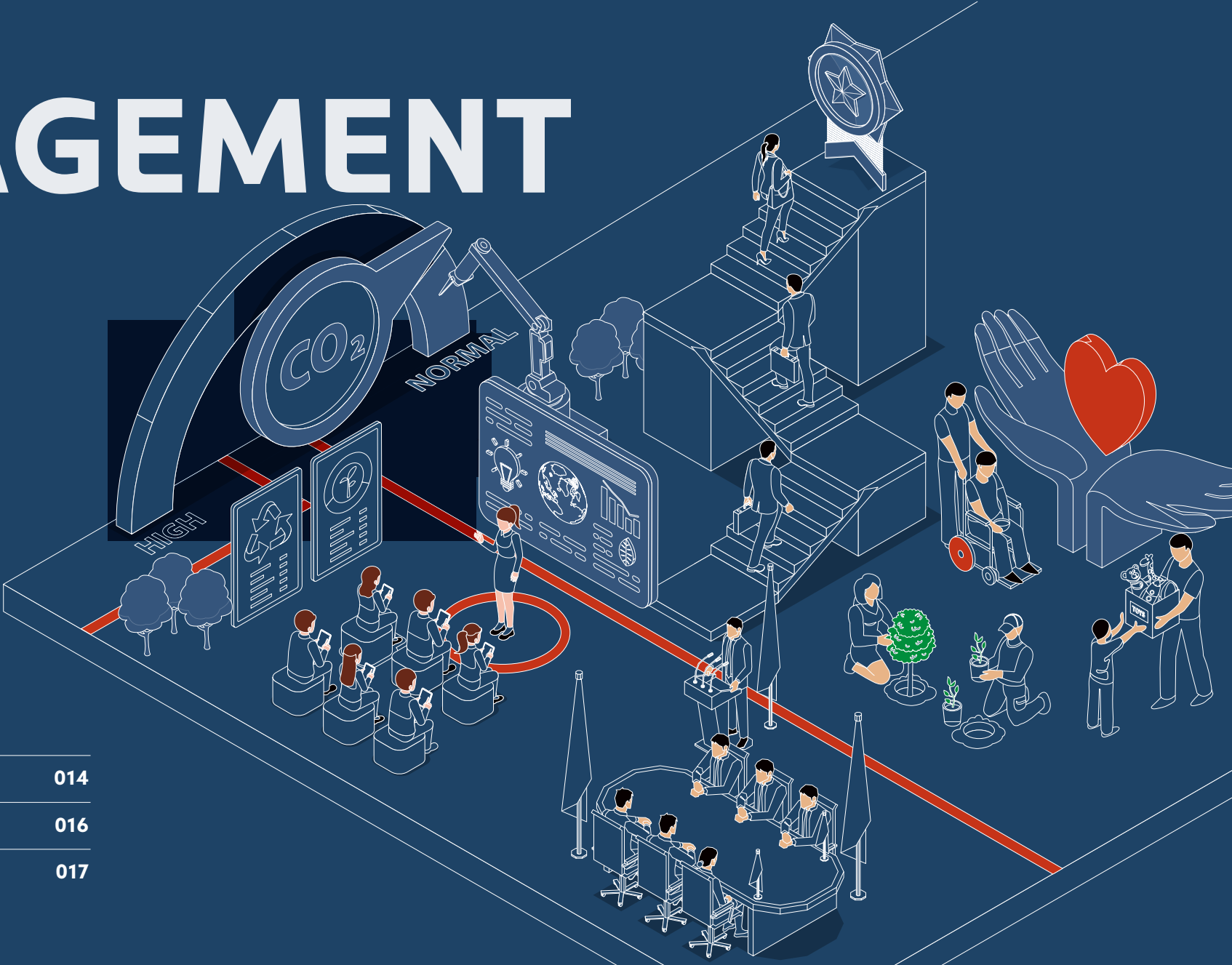
Global Production		Global Sales
Shandong HYUNDAI WIA (China)	HYUNDAI WIA Russia (Saint Petersburg)	HYUNDAI WIA Alabama
Jiangsu HYUNDAI WIA (China)	HYUNDAI WIA India (Chennai)	America Branch Office (Detroit, USA)
HYUNDAI WIA Mexico (Monterrey)	HYUNDAI WIA Slovakia (Zilina)	

Domestic Business Sites & Subsidiaries

Headquarters	Domestic Production	Subsidiaries
Changwon	Changwon Plant (1, 2, 3, 5)	TECZEN
	Seosan Plant	MOVIENT
	Pyeongtaek Plant	
	Ulsan Plant	
R&D		
Uiwang R&D Center		
Changwon R&D Center		

* According to the 2024 Business Report, the Machine Tools business segment was classified as a discontinued operation and excluded from global network.

ESG MANAGEMENT



ESG Management System	014
ESG Performance & Communication	016
Materiality Assessment	017

ESG Management System

ESG Strategy

As a core affiliate of the Hyundai Motor Group, HYUNDAI WIA has adopted the group’s CSR message, “The Right Move for the Right Future,” as our vision and is implementing nine major initiatives based on the three pillars: “Move for Our Planet, People, and Community.” HYUNDAI WIA will lead the right change in the right direction through the right movement.

ESG Vision & Initiatives

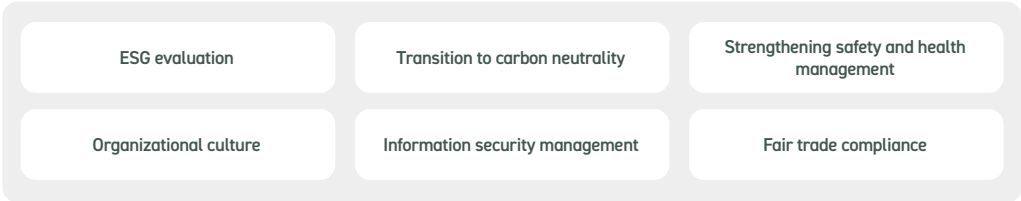


ESG Management System

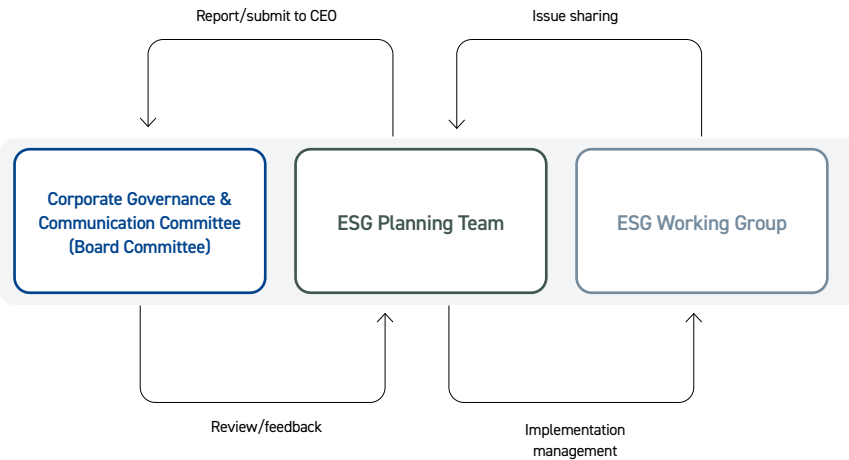
ESG Governance

HYUNDAI WIA designated the Corporate Governance & Communication Committee, a committee within the Board of Directors, as the body responsible for managing and overseeing ESG management matters. This designation is formalized in the Corporate Governance & Communication Committee Operating Regulations. The ESG Planning Team under the Planning Sub-Division oversees all ESG-related matters and convenes the ESG Working Group semiannually. The ESG Working Group is a company-wide body that handles key decision-making and implementation of sustainable management activities, with representatives from relevant departments participating based on their respective ESG focus areas. Issues requiring reporting and review are escalated through the ESG Planning Team to the CEO and the Corporate Governance & Communication Committee, where management and the Board review these issues and provide feedback. HYUNDAI WIA remains committed to strengthening and advancing our sustainable management framework through active management engagement and close collaboration across all relevant departments.

ESG Key Performance Indicators (KPIs) at C-Level




ESG Governance Structure




Category	Responsible Department(s)	Key Issues
Environmental	ESG Planning Team	<ul style="list-style-type: none">Planning and key performance/issues related to carbon neutralityEstablishing the RE100 roadmap
	Property & Infra Development Team	<ul style="list-style-type: none">Key performance and progress of RE100 implementationGHG emission monitoring and response to related laws and regulationsEnergy efficiency
	Safety Environment Team	<ul style="list-style-type: none">Major environmental management activities (water/waste/air quality management, environmental protection, etc.)
	ESG Planning Team Safety Environment Team Communication Team	<ul style="list-style-type: none">Assessing biodiversity impacts and establishing plansBiodiversity initiatives (aquatic ecosystem impact assessment, Green School, etc.)
	ESG Planning Team Supplier Cooperation Team	<ul style="list-style-type: none">Establishment of product-level LCA (Life Cycle Assessment) systemCarbon footprint tracking and GHG emissions management across the supply chain
Social	Safety Health Team	<ul style="list-style-type: none">Comprehensive safety and health activities (accident data, safety workforce and investment performance, etc.)
	HR Team People & Culture Team Talent Acquisition Team	<ul style="list-style-type: none">Protecting and respecting human rights (human rights risk prevention and improvement activities)Fostering a diverse and inclusive organizational culture (company-wide initiatives and programs)Improving working environment and talent development policies
	Supplier Cooperation Team	<ul style="list-style-type: none">Supply chain ESG assessment and improvementSupplier mutual growth policy and performance
	Communication Team	<ul style="list-style-type: none">Planning and outcomes of social contribution activities
Governance	Investor Relations Team	<ul style="list-style-type: none">Matters concerning the operation of the Board of Directors
	Business Improving Team	<ul style="list-style-type: none">Status of ethical management and compliance activities (reporting internal audit results)
	Legal Affairs Team	<ul style="list-style-type: none">Key achievements and progress in fair trade compliance

ESG Performance & Communication


ESG Ratings & Performance Highlights




2024 KCGS ESG Rating
A+ (Integrated Rating)



2024 EcoVadis Sustainability Assessment **Gold** Medal



2024 CDP Climate Change **A** List



2024 MSCI ESG Rating **BB**

E

Received 2024 CDP Korea Awards Honors Club and Carbon Management Sector Honors

Established a resource circulation system and expanded waste recycling

Conducted natural capital risk assessment and implemented employee training

S

Established hands-on safety training center S+ Safety Experience Lab

Launched in-house H+ Clinic to support employee health management and promotion

Expanded coverage of supply chain ESG risk assessment

G

Established and operated an anti-corruption risk prevention process

Achieved AA rating for Fair Trade Compliance Program (CP)

Introduced internal carbon pricing in investment screening process

Stakeholder Communication

HYUNDAI WIA has classified our key stakeholders into six groups: shareholders and investors, customers, local communities, suppliers, government, and executives and employees, and defined major interests for each group. We have established and operate dedicated communication channels tailored to each stakeholder group, actively engaging with them to respond to changes in sustainable management agendas and improve business processes. HYUNDAI WIA will continue to listen to diverse stakeholder voices, identify core issues, and integrate them into the development and implementation of our ESG strategy.

Communication Channels and Activities by Stakeholder Group

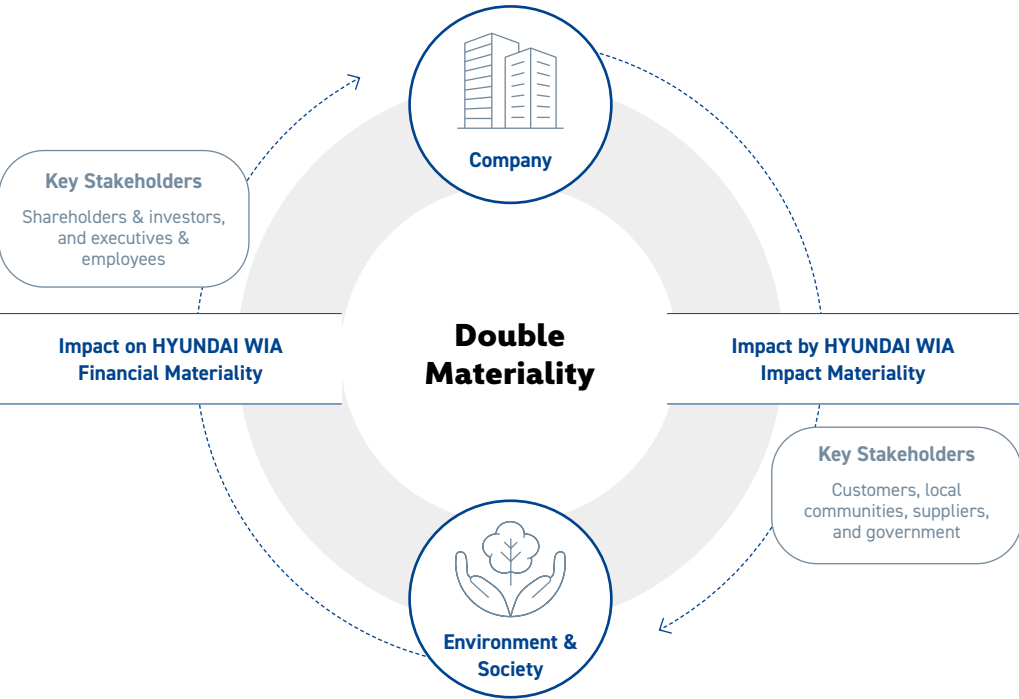
Stakeholder	Major Interests	HYUNDAI WIA Response	Communication Channel & Cycle
Shareholders & Investors	<ul style="list-style-type: none">• Business portfolio diversification• Business risk management• Climate change response	<ul style="list-style-type: none">• Report business performance through regular disclosures• Advance mid-to-long-term business strategy• Build a foundation for future value creation	<ul style="list-style-type: none">• General shareholders' meeting (annually)• Management disclosures (quarterly)• IR activities (as needed)
Customers	<ul style="list-style-type: none">• Building product quality competitiveness• Provision of transparent product information• Climate change response	<ul style="list-style-type: none">• Collect and reflect customer opinions and feedback• Sales and marketing activities	<ul style="list-style-type: none">• Customer satisfaction survey (as needed)• Sales/marketing activities (as needed)• Voice of Customers channels (as needed)
Local Communities	<ul style="list-style-type: none">• Reinforcement of environmental and safety activities• Local economy revitalization and social contribution	<ul style="list-style-type: none">• Strengthen environmental and safety management on business sites• Operate community contribution programs	<ul style="list-style-type: none">• Corporate social responsibility (CSR) activities (as needed)
Suppliers	<ul style="list-style-type: none">• Win-win growth and technological cooperation• Prevention of anti-competitive behaviors and corruption	<ul style="list-style-type: none">• Support management and technology• Prevent unfair trade practices and corruption	<ul style="list-style-type: none">• Supplier conferences (annually)• On-site visits and inspections (as needed)• Supplier grievances channel (as needed)
Government	<ul style="list-style-type: none">• Compliance with laws and regulations• Strengthening public-private partnerships, including defense business	<ul style="list-style-type: none">• Communicate with regulatory and supervisory agencies• Prevent unfair trade practices and corruption	<ul style="list-style-type: none">• Government meetings and briefings (as needed)• Engagement in government policy and investment initiatives (as needed)
Executives & Employees	<ul style="list-style-type: none">• Working environment and organizational culture improvement• Capabilities enhancement	<ul style="list-style-type: none">• Enhance welfare benefits and promote organizational culture improvement initiatives• Implement programs to strengthen job-related and leadership competencies	<ul style="list-style-type: none">• Labor-management council (as needed)• Labor-management meetings (as needed)• Employment Safety Committee (on an ongoing basis)

Materiality Assessment

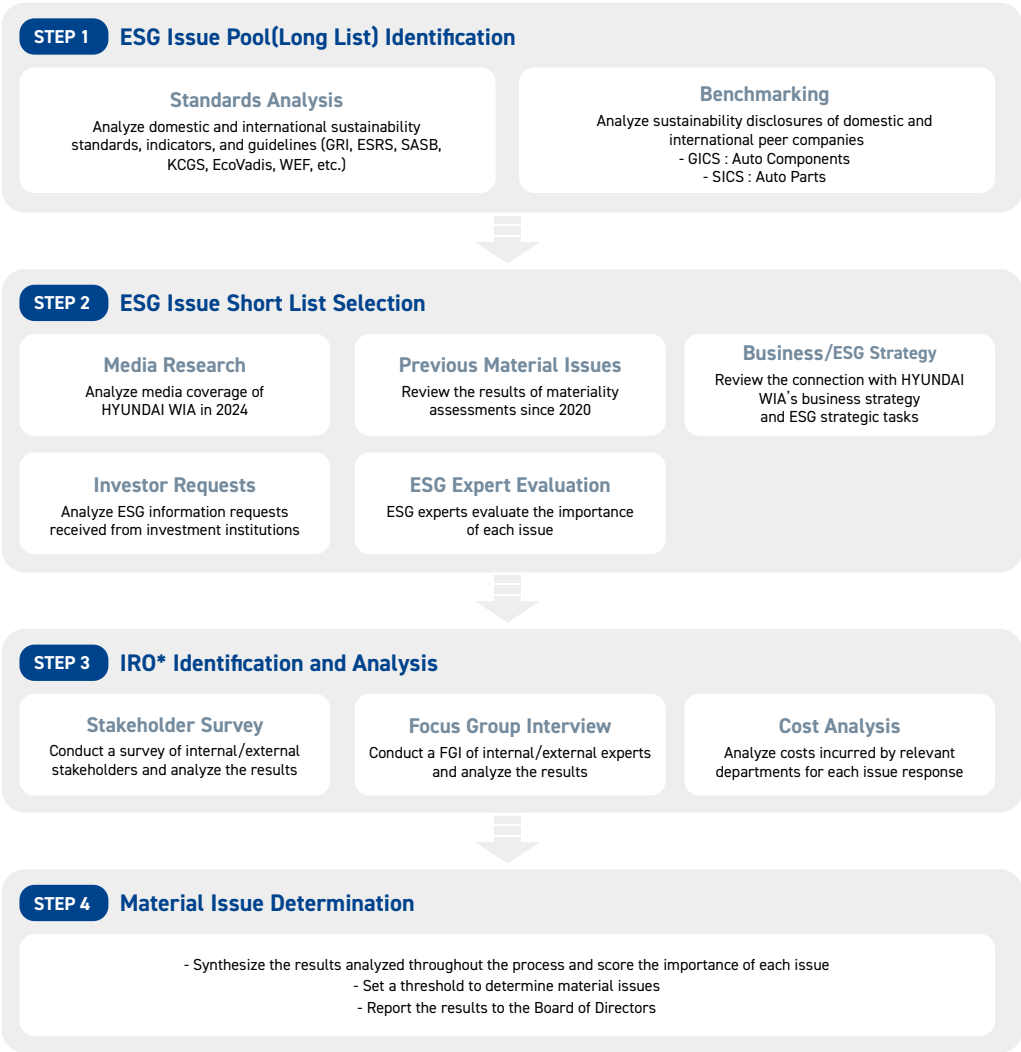
Double Materiality Assessment Overview

HYUNDAI WIA conducts double materiality assessment to identify impacts on external stakeholders and the environment and society; the impacts these have on HYUNDAI WIA; and the interests and expectations of various stakeholders. Through the double materiality assessment, key sustainability issues that require priority management and systematic disclosure of performance are identified and incorporated into our business strategy. The assessment was conducted in accordance with international standards related to materiality assessment, including GRI, ISSB, and ESRS. Considering the concept of double materiality, the assessment comprehensively reflects both the actual and potential impacts of external environments on our financial aspects and the actual and potential impacts of our activities on the economy, environment, and society.

Double Materiality Concept



Assessment Process



* IRO stands for Impact, Risk and Opportunity, and actual and potential impacts, risks and opportunities are identified from a sustainability perspective through IRO identification and analysis

Materiality Assessment

Assessment Results

Shortlist Selection

The ESG issue pool was derived through domestic and international indicator analysis and benchmarking. The shortlist was then selected from this pool following media research, analysis of previous material issues and current business strategy and ESG strategic tasks, and analysis of investor requests.

Shortlist Selection Results

E

- Environmental management system
- Development of eco-friendly products
- Climate change response and GHG reduction
- Water resource management
- Pollution and emission management
- Waste management and resource circulation
- Biodiversity protection

- Climate change response and GHG reduction
- Waste management and resource circulation

S

- Human resource management and development
- Employee diversity and equality
- Respect for human rights
- Workplace health and safety
- Sustainable supply chain management
- Customer satisfaction enhancement
- Product safety and quality
- Information security and privacy
- Community engagement and contribution activities
- Technology competitiveness through R&D enhancement

- Human resource management and development
- Respect for human rights
- Workplace health and safety
- Sustainable supply chain management
- Community engagement and contribution activities
- Technology competitiveness through R&D enhancement

G

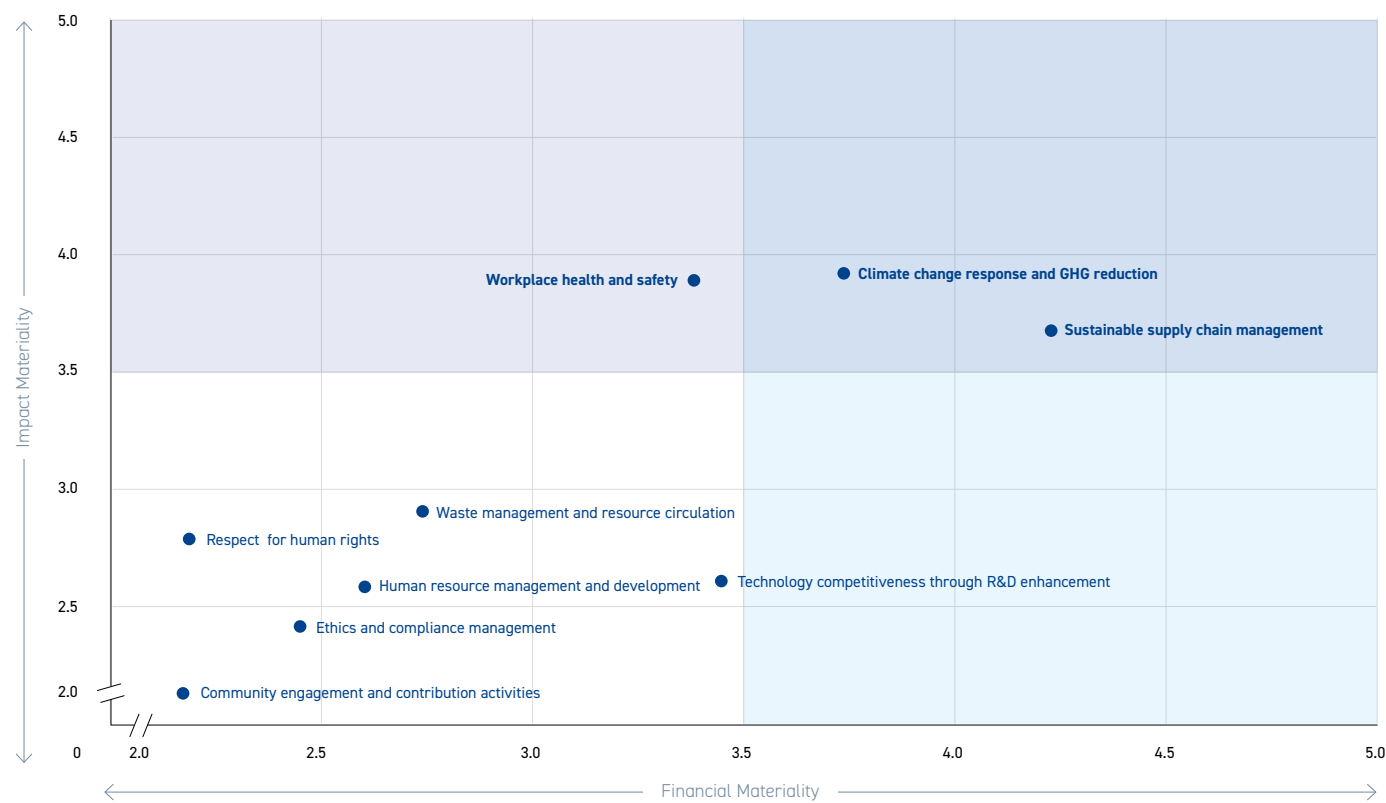
- Sound corporate governance
- Shareholder rights protection
- ESG management system
- Ethics and compliance management
- Risk management

- Ethics and compliance management

Material Issue Determination

For the shortlisted issues, stakeholder surveys, expert focus group interviews (FGI), and cost analysis were conducted to identify the impact, risks, and opportunities of each issue. Through this process, three issues were ultimately determined as material issues: climate change response and GHG reduction, workplace health and safety, and sustainable supply chain management.

Double Materiality Matrix



Materiality Assessment

Material Issue Management

Material Issue	Reason for Selection and Impacts	Response Strategies	Key Performance & Activities	Pages
Climate change response and GHG reduction	Climate change response has become a critical global agenda, and strengthened regulations require companies to comply with rigorous environmental standards. Concrete business plans linked to carbon neutrality targets have become key requirements from investors and clients. Active climate change response and consistent GHG reduction efforts are essential for maintaining competitiveness in the global market.	HYUNDAI WIA resolves climate-related agendas through the Corporate Governance & Communication Committee and has established four key implementation priorities with a dedicated framework to achieve carbon neutrality. We joined the RE100 initiative, set concrete renewable energy transition goals and reduce GHG emissions. Carbon neutrality performance is integrated into KPIs for relevant departments and management. Climate-related risks are systematically managed through a company-wide risk management framework.	<ul style="list-style-type: none">• Achieved CDP A Rating• Invested in solar power generation at Changwon Plants 1, 2 and 3, and Erumjae• HYUNDAI WIA India achieved RE44• Jiangsu HYUNDAI WIA achieved RE43• CDP Climate Change A List	21, 25-32
Workplace health and Safety	Workplace health and safety are fundamental requirements for protecting worker health and rights. Creating a safe work environment enhances productivity and reduces costs for companies. With the enforcement of the Serious Accidents Punishment Act in 2022, industrial accidents can lead to significant legal and reputational risks. As corporate responsibility for health and safety becomes increasingly emphasized, companies must recognize their obligations and thoroughly manage health and safety through systematic strategic planning and implementation.	HYUNDAI WIA has declared health and safety as the highest priority as our management policy and established specific goals and tasks for systematic health and safety management. We have organized a Safety Management Committee under the CEO and appointed a Chief Safety Officer (CSO). The Safety and Environment Office operates as a dedicated organization for health and safety management and rigorously manages safety-related issues. A mid-to-long-term strategy has been established to reduce safety incidents by 50% by 2026 compared to the base year, with continuous progress monitoring.	<ul style="list-style-type: none">• Conducted risk assessments and implemented improvement measures• Conducted health and safety inspections at domestic and overseas business sites• Health and safety training, inspections and monitoring for employees• Opened an on-site medical clinic• Supplier health and safety management and mutual growth programs• Reduced number of occupational safety accidents of employees	62-69
Sustainable supply chain management	Cooperation and communication with suppliers are essential for sustainable corporate growth. Ensuring supply chain stability and quality plays a crucial role in improving operational efficiency, reducing costs, strengthening market competitiveness, and overcoming mid-to-long-term risks. Sustainable supply chain management involves addressing environmental, social, and economic issues across the entire supply chain and fulfilling corporate responsibilities. This has a significant impact on securing long-term stability and strengthening global competitiveness.	HYUNDAI WIA has established Supply Chain ESG Management Policy and conducts supply chain ESG assessments accordingly to manage risks related to the supply chain. We have also enacted a Supplier Code of Conduct and support suppliers in establishing and strengthening sustainable management systems through various shared growth programs. The Supplier Cooperation Team has been designated to oversee supply chain ESG risk management and shared growth initiatives. Through programs such as technical and quality competitiveness enhancement, education and consulting support, financial assistance, and shared growth events, HYUNDAI WIA promotes cooperation with suppliers and drives sustainable development	<ul style="list-style-type: none">• Expanded coverage of suppliers subject to supply chain ESG assessment• Financial support for suppliers (Win-Win Cooperation Fund, Mutual Growth Fund, etc.)• Supplier ESG training support	70-75

Environmental



Environmental Management	021
Climate Change Response	025
Environmental Impact Management	033
Natural Capital Protection	038

Environmental Management

Environmental Management Governance

Roles & Responsibilities of the Board

The Board of Directors, as the highest governance body, is responsible for reviewing and approving environmental management strategies and implementation plans. In the first quarter of each year, the Board reviews and approves the previous year’s performance, the following year’s activity plans, as well as management policies and budgets for climate change response and HSE (Health, Safety, and Environment). Subsequently, the Board receives quarterly reports on the progress of environmental management activities. In 2024, the Board approved agenda items related to environmental management, such as investment plans for reducing environmental pollutants, and received reports on major environmental management achievements, including investments in wastewater storage facility improvements and dust collection systems. Additionally, the Board is briefed semiannually on the status and progress of carbon neutrality and RE100 implementation.

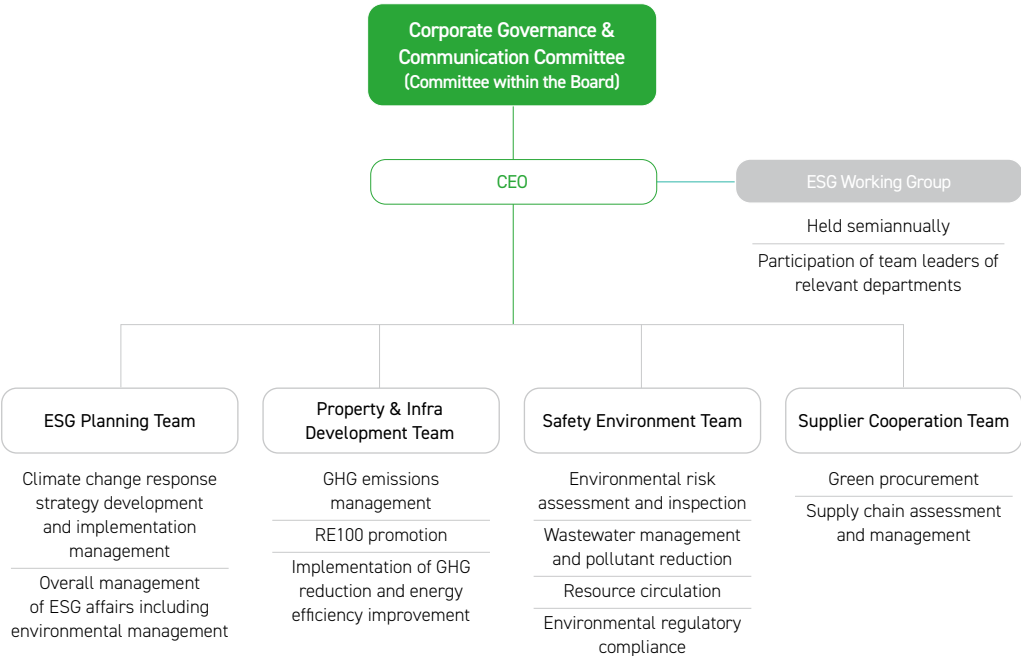
Roles & Responsibilities of the Executive Management

HYUNDAI WIA’s leadership (C-level) oversees overall activities to improve environmental performance and is responsible for climate change response, carbon reduction achievements, and environmental risk management. To ensure that environmental considerations form the basis of major decision-making, environmental performance has been incorporated into the key performance indicators (KPIs) for executives. In addition, a compensation system linked to the achievement of environmental KPIs has been established to encourage active participation of executives in achieving environmental management goals and improving performance.

Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA’s environmental management is systematically implemented through the collaborative efforts of the ESG Planning Team, Property & Infra Development Team, Safety Environment Team, and Supplier Cooperation Team, each fulfilling distinct roles. The ESG Planning Team oversees company-wide environmental management and ESG initiatives, including the development of climate change response strategies and monitoring their implementation. The Property & Infra Development Team is responsible for managing greenhouse gas emissions, promoting RE100, implementing greenhouse gas reduction measures, and improving energy efficiency. The Safety Environment Team conducts environmental risk assessments and implements activities to mitigate environmental impacts. The Supplier Cooperation Team is responsible for expanding green purchasing, as well as managing and evaluating the environmental management systems and performance of the supply chain.

Environmental Management Governance Structure



Environmental Management

Environmental Management Goals & Strategies

HYUNDAI WIA has identified and is implementing five key innovation initiatives to minimize environmental impact and maintain a sustainable ecosystem. In addition to voluntarily managing greenhouse gas emissions, we apply our own internal environmental standards that are stricter than legal requirements for pollutant emissions, striving to minimize the environmental impact of our business operations.

Environmental Management Vision & Innovation Initiatives

Vision	Minimizing Environmental Impact and Maintaining Sustainable Ecology		
Objectives	Response to Climate Change	Minimizing Environmental Impact	Contributing to Ecological Restoration
Innovation Tasks		GHG Emissions and Energy Reduction HYUNDAI WIA is actively responding to climate change regulations, including the emissions trading scheme. Based on the MRV system, we systematically manage GHG emissions to implement our carbon neutrality and RE100 roadmaps.	
		Air Quality of Business Sites and Surroundings Air quality at our business sites is regularly monitored to protect the environment and safeguard the health of local community and employees. By installing air pollution control systems at each stage of the production process, air quality is managed in accordance with internal environmental standards that are more stringent than those required by law.	
		Wastewater Treatment and Recycling Wastewater generated at production sites is collected in water storage tanks, transported to HYUNDAI WIA's wastewater treatment facility, and managed at levels below 30% of its legal regulatory limits. Additionally, to preserve the water environment, we properly dispose of difficult-to-treat wastewater through licensed recycling treatment facilities.	
		Resource Circulation Activities We strictly separate and dispose of waste according to its characteristics to increase the proportion of reusable items such as scrap metal. By raising the recycling rate of waste to 94%, we strive to minimize our environmental impact.	
		Management of Hazardous Chemicals HYUNDAI WIA has been operating a substance information management system since 2016 to proactively prevent the use of hazardous chemicals in our products and to systematically manage them. This system is currently applied to all domestically produced vehicle models.	

Environmental Management Policy

HYUNDAI WIA recognizes environmental issues as a core element of our business operations and has established the Environmental Management Policy to systematically improve environmental performance, including minimizing environmental impact. This policy applies to all HYUNDAI WIA operations, subsidiaries, and business sites worldwide. Based on this policy, we integrate environmental management with our key business strategies. In addition, we review and update the policy as necessary to reflect internal and external changes and the opinions of various stakeholders.

Application Scope

 Environmental Management Policy

Supply chain	Business sites	Distribution network	New business and projects
Sales and marketing	Recovery and recycling	Mergers and acquisitions	Products and services

HYUNDAI WIA's Environmental Management Policy

- 1 We create corporate value through proactive environmental management and fulfill our social responsibility by recognizing the environment as the key to corporate success.
- 2 We set implementable targets and evaluate implementation performance to respond to climate change.
- 3 We actively make efforts to use resources and energy sustainably and reduce pollutants throughout the entire lifecycle of development, production, sale, use, and discharge.
- 4 We actively support suppliers' environmental management activities and establish and implement criteria necessary to carry out an eco-friendly supply chain policy.
- 5 We comply with domestic and international environmental laws and conventions and establish and implement necessary policies to promote environmental management.
- 6 We establish policies to protect bio-diversity and preserve the natural environment.
- 7 We post our environmental management achievement to corporate staff members and stakeholders per reasonable and objective criteria.

Environmental Management

Environmental Risk Analysis & Inspection

Environmental Risk & Opportunity Analysis

HYUNDAI WIA analyzes risks and opportunities associated with various environmental issues. In particular, we identify risks and opportunities arising from the strengthening of environmental regulations and develop response strategies to assess their financial impacts and effects. Furthermore, environmental risk and opportunity factors are incorporated into the investment review process. When materializing investment proposals, HYUNDAI WIA comprehensively considers both quantitative impacts, such as expected greenhouse gas and air pollutant emissions, and qualitative impacts on natural capital to make informed investment decisions.

Environmental Risk Inspection & Monitoring

HYUNDAI WIA conducts regular inspections of facilities that may impact the environment to identify and prevent environmental risks in advance. We have developed specialized inspection manuals for each facility type-including air, water, and soil-and the department operating these facilities carry out daily inspections. The Safety Environment Team, which oversees HSE, conducts monthly inspections and monitors compliance with relevant environmental regulations.

Risks & Opportunities of Major Environmental Issues

Category	Risk/Opportunity	Description & Response Strategies	Financial Impact
Risk	Increase in waste disposal and water use	• Increase in treatment costs due to increase in waste generation and water use	High
	Environmental law violation	• Environmental liability insurance to prepare for potential fines in case of incidents (e.g. spills)	High (approx. KRW 291 million)
		• Installation of absorption towers to comply with THC emission regulations from cleaning facilities	
Opportunity		• Installation of dedicated waste oil transfer pipelines to comply with waste oil spill regulations	
	Waste reduction activities	• Transition of waste treatment from incineration and landfill to recycling	Medium
	Environmental management certification	• Expansion of scope and renewal of ISO 14001 certification across business sites	Medium (approx. KRW 8 million)

Environmental Risk Inspections

Category	Inspection Cycle		Key Checkpoints
	Operating Department	HSE Department*	
Air pollution prevention facility	Daily	Monthly	Inspection of compliance with legal operation and management requirements, including corrosion, wear, and damage of prevention facilities
Contracted wastewater storage facility	Daily	Monthly	Inspection of compliance with regulations, including damage to contracted storage tanks and external leakage
Toxic substance handling facility	Daily	Monthly	Inspection of standards for handling facility leakage and ventilation systems
Waste storage facility	Daily	Monthly	Inspection of waste segregation and storage by type, and compliance with legal operational management requirements
Soil pollution control facility	Daily	Monthly	Inspection of compliance with management targets and storage capacity

* Safety Environment Team

Environmental Incident Response & Prevention

HYUNDAI WIA has established response processes for major environmental incidents to prepare for environmental accidents such as pollutant spills. We have regulations requiring immediate reporting of incidents to management and conduct education and training to enable swift and efficient response to minimize damage. Employees regularly participate in environmental incident response training to familiarize themselves with the process. To prevent accidents, we maintain environmental disaster prevention equipment at our facilities and operate monitoring systems.



Environmental Management

Environmental Management System Certification

HYUNDAI WIA has established environmental management systems at our domestic and overseas production sites, and has obtained ISO 14001 certification to ensure the reliability of our environmental management. We maintain certification through renewal audits every three years. As of 2024, eight domestic sites and four overseas sites have obtained ISO 14001 certification. In addition to renewal audits, regular annual audits are conducted to ensure thorough implementation of environmental management.

ISO 14001 Certification Status

Domestic Sites ¹⁾²⁾	Overseas Sites
Changwon Plant 1 (headquarters)	Shandong HYUNDAI WIA
Changwon Plant 2	Jiangsu HYUNDAI WIA
Changwon Plant 3	HYUNDAI WIA Mexico
Changwon Plant 5	HYUNDAI WIA India
Seosan Plant	
Pyeongtaek Plant	
Ulsan Plant 3	
Uiwang R&D Center	

1) Ulsan Plant 1 has been excluded from the business site scope since 2024 following the discontinuation of the forging business.
2) Changwon Plant 4, Gwangju Plant, and Ansan Plant have been excluded from the business site scope since 2024 following the establishment of new subsidiaries, TECZEN and MOVIENT, at the end of 2023.

Environmental Training & Communication

HYUNDAI WIA employees have completed specialized environmental training in various fields to strengthen their environmental competencies. The training covered a wide range of topics, including air, water quality, and hazardous substances. Furthermore, company-wide training was provided to all office employees* on preventing deforestation and protecting biodiversity. In addition, practical training on responding to ESG regulations and carbon emissions trading was conducted to enhance our ability to address increasingly stringent environmental regulations.

* Office employees: All employees excluding production employees

2024 Environmental Training Programs

Course Name	Target	Cycle	Number of Employees Trained	Training Hours
Water Quality Environmental Technician Training	Water quality environmental technicians	New: within 1 year Refresher: every 3 years	1	4
Waste Treatment Personnel Training	Waste dischargers	New: within 1 year Refresher: every 3 years	1	4
Training for Employees Dealing with Hazardous Chemicals	All workers at workplaces subject to handling hazardous chemicals	Annually	930	1,860
Training on Managing and Handling Hazardous Chemicals	Hazardous chemical supervisors and handlers	Biannually	16	256
CDP Climate Change Training	CDP personnel	Annually	1	16
CDP Scope 3 Training	CDP personnel	Annually	1	8
Integrated Environmental Manager Statutory Training	Integrated environmental managers	Biannually	1	40

CASE STUDY Hands-On Environmental Campaign ‘Green the Planet’

In October 2024, HYUNDAI WIA held the “Green the Planet” campaign event to raise awareness of environmental protection. The event featured programs designed to enhance understanding of the climate change and teach practical actions through hands-on missions, as well as environmental volunteer activities such as plogging and creating eco plant walls. In particular, to highlight the importance of biodiversity conservation, our mascot “Dodam”-inspired by the endangered yellow-throated marten-was used throughout the campaign. More than 600 participants, including employees, their families, and members of the local community, took part in the event.



Climate Change Response

Strategy

Carbon Neutrality Strategy

HYUNDAI WIA recognizes the severity of the climate crisis and has set a goal to achieve carbon neutrality by 2045, earlier than the global standard of 2050. To realize this goal, we have established a mid-to-long-term roadmap that includes four key action plans, including RE100, and strategic initiatives. HYUNDAI WIA will lead efforts to pass on a sustainable environment to future generations, and aims to achieve carbon neutrality and leap forward as a global automotive parts company through sustainable growth.

Goal

Achieve Carbon Neutrality by 2045 (Achievement of RE100 by Business Sites & Supply Chain by 2045)

Key Action Plans

1. Energy Consumption Reduction & Solar Power Generation Expansion

Expand activities to reduce non-renewable energy consumption through energy saving and solar power self-generation

2. RE100 by 2045

Increase purchases of renewable energy PPAs and RECs to achieve RE100 by 2045

3. Absorption/Offset & Carbon Market Utilization

Promote domestic and overseas forestry projects and utilize the carbon market

4. Supply Chain Cooperation, Support & Evaluation

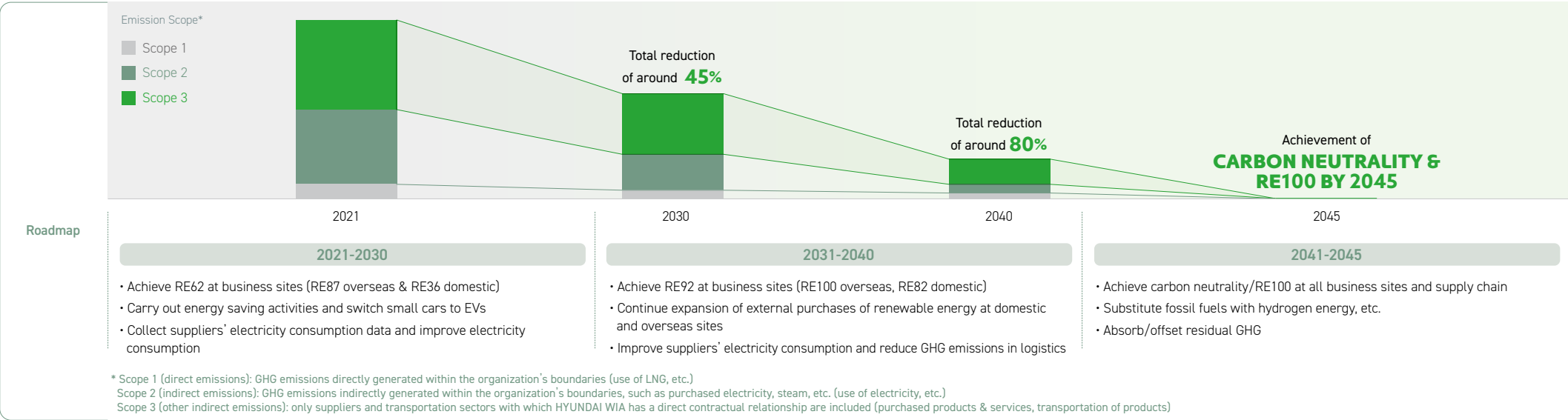
Support suppliers in strengthening ESG management with future evaluation linkage

Strengthening Partnerships & Stakeholder Communication

Implement key action plans through partnerships with the central and local governments and HMG affiliates

Implementation System

Enhance the carbon neutrality response system to strengthen ESG management (dedicated organizations, monitoring system, etc.)



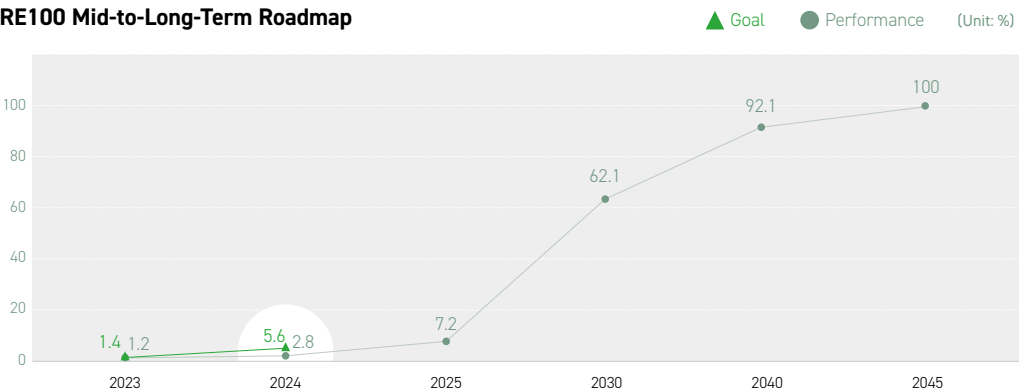
Climate Change Response

Strategy

RE100 Strategy

HYUNDAI WIA announced our RE100 membership in July 2021 and received final membership approval in April 2022. HYUNDAI WIA has established a goal to gradually convert our electricity consumption to renewable energy, specifically aiming to achieve 62% renewable energy conversion by 2030, 92% by 2040, and 100% by 2045. To implement these targets, HYUNDAI WIA is continuously expanding the proportion of renewable energy use through various methods including self-generation using solar power, power purchase agreements (PPAs) with renewable energy suppliers, and purchasing renewable energy certificates (RECs).

RE100 Mid-to-Long-Term Roadmap



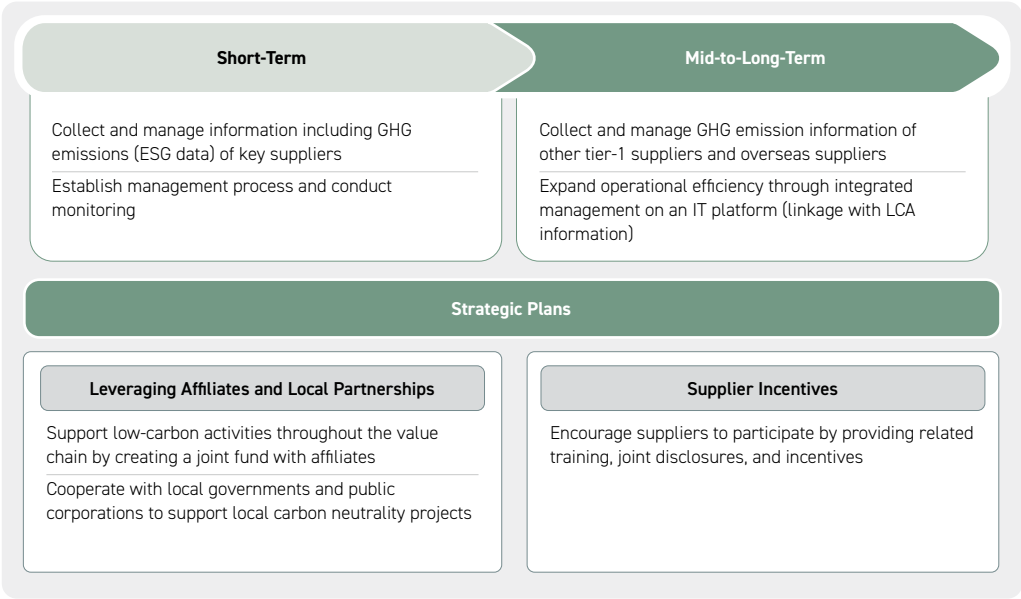
Renewable Energy Transition Action Plans

Renewable Energy Self-Generation	Direct production and consumption of renewable energy through renewable energy facilities owned by HYUNDAI WIA
Power Purchase Agreement (PPA)	Direct purchase and consumption of electricity generated by an external renewable energy plant
Purchase of Renewable Energy Certificates (RECs)	Purchase of a certificate that proves the supplier has supplied energy using renewable energy facilities

Supply Chain Carbon Neutrality Management

HYUNDAI WIA has established and operates a systematic supply chain carbon neutrality roadmap to achieve carbon neutrality across the entire value chain. We are gradually expanding the scope of managed suppliers from key suppliers to overseas suppliers, and plan to collect and comprehensively monitor suppliers' carbon emission data using an IT platform. Additionally, we are introducing life cycle assessment (LCA) methodology to more accurately measure environmental impacts occurring throughout the entire product production process. HYUNDAI WIA will continue to work toward achieving carbon neutrality goals across all business sites and supply chain by 2045 by supporting GHG management for suppliers through various methods including educational support and incentive provision.

Supply Chain Carbon Neutrality Roadmap



Climate Change Response

Risk Management

Risk Identification, Assessment & Management

HYUNDAI WIA has established a comprehensive climate risk management framework to proactively identify, assess, and respond to climate-related risks and opportunities that may have significant financial or strategic impacts on the company. The Property & Infra Development Team, responsible for GHG emissions and energy management, conducts regular monitoring of climate-related issues and performs identification and assessment of climate risks and opportunities. Material climate-related risks are reported to the CEO and Board of Directors on a semiannual basis to support strategic decision-making. We have also developed contingency measures to address potential physical risks in advance. To ensure systematic climate risk management, HYUNDAI WIA has established an Environmental Management Policy and governance framework. This provides the basis for an environmental management system to maintain GHG inventories and ensure regulatory compliance. Additionally, climate-related performance indicators, including the achievement rate of global renewable energy transition targets, have been integrated into the key performance indicators (KPIs) of C-level executives in relevant departments. Through these initiatives, HYUNDAI WIA has successfully integrated climate change and environmental risk management into our enterprise-wide risk management framework.

Climate Change Scenario Analysis

HYUNDAI WIA conducts climate change scenario analyses to assess the potential financial impacts of climate-related risks and opportunities under various scenarios. In accordance with TCFD recommendations, we categorize climate-related risks into transition and physical, focusing on their impacts on business models. The analysis examines potential financial implications from short-, mid-, and long-term perspectives. For transition risks, the analysis is based on the International Energy Agency (IEA) Net Zero Emissions by 2050 (NZE) scenario. For physical risks, the analysis utilizes the RCP* 8.5 scenario from the Intergovernmental Panel on Climate Change (IPCC) reports.

* Representative Concentration Pathways

Scenario Analysis Methodology

Category	Transition Risk	Physical Risk
Scenario	NZE (1.4℃)	RCP 8.5
Source	International Energy Agency (IEA)	Intergovernmental Panel on Climate Change (IPCC)
Description	Scenario outlining a pathway for the global energy sector to achieve net zero by 2050	Projected scenario which applies when GHG emissions continue at current trends, with no mitigation efforts
Time Range	Until 2050	Until 2050
Business Scope	All domestic sites	All domestic sites

Business Strategy Resilience Considering Climate Scenarios

HYUNDAI WIA has developed and implemented business strategies to respond to climate-related risks and opportunities, as well as their financial impacts, identified through climate change scenario analysis. Based on insights from transition scenario analysis, we review and update our business strategies across products and services, value chain, and R&D dimensions while making corresponding investments. Specifically, we are pursuing portfolio transformation toward eco-friendly businesses, expanding the scope of life cycle assessment (LCA), conducting ESG assessments of the supply chain, investing in R&D for future value creation, and installing solar power generation facilities at business sites. Additionally, through physical scenario analysis, HYUNDAI WIA identifies potential disasters that may occur due to regional and meteorological conditions at our business sites and develops proactive response measures. By incorporating climate scenario considerations into business strategy development, we aim to achieve climate risk mitigation and adaptation while identifying and developing climate-related opportunities.

Climate Change Response

Risk Management

Key Risks & Opportunities

Category		Timeline	Risk/Opportunity	Potential Financial Impact	Response Strategies																		
Transition Risk	Regulatory & Legal	Current	Short-to-mid-term	<div><div>• Tightened emissions trading system regulation (increase in auctioning, etc.) and increase in carbon credit price</div></div> <div><div>• Increase in price of carbon credits and associated purchase costs</div><div><div><div></div><div></div></div><div><div>Low</div><div>High</div></div><div>(Unit: KRW 100 million)</div></div><div><table><tr><th>Year</th><th>Low (KRW 100 million)</th><th>High (KRW 100 million)</th></tr><tr><td>2026</td><td>2.5</td><td>3.7</td></tr><tr><td>2027</td><td>2.9</td><td>5.8</td></tr><tr><td>2028</td><td>3.7</td><td>4.9</td></tr><tr><td>2029</td><td>4.4</td><td>8.9</td></tr><tr><td>2030</td><td>6.8</td><td>17.1</td></tr></table></div><div><div>• Scenarios Low: Auctioning ratio increases to up to 20% during the 4th phase of the emissions trading system (2026-2030) High: Auctioning ratio increases to up to 50% during the 4th phase of the emissions trading system (2026-2030)</div><div>• Potential financial impact is calculated by considering the auctioning ratio under each scenario, expected emissions for each year of implementation¹⁾, and the expected price of carbon credits²⁾.</div><div>1) Scope 1 and 2 emissions estimated in consideration of the operation plan for business sites subject to emissions trading system, RE100, energy saving targets, etc. 2) According to internal carbon pricing application guide</div></div></div>	Year	Low (KRW 100 million)	High (KRW 100 million)	2026	2.5	3.7	2027	2.9	5.8	2028	3.7	4.9	2029	4.4	8.9	2030	6.8	17.1	<div>• Implement mid- to long-term carbon neutrality strategy</div> <div>• Establish solar power system installation plans for renewable energy transition (install a total of 7.01MW by 2025)</div> <div>• Manage and reduce energy and GHG through WEMS (WIA Energy Management System)</div>
		Year	Low (KRW 100 million)	High (KRW 100 million)																			
	2026	2.5	3.7																				
	2027	2.9	5.8																				
	2028	3.7	4.9																				
	2029	4.4	8.9																				
2030	6.8	17.1																					
New	Mid-term	<div>• New or stricter regulations (e.g. environment-friendly motor vehicle purchase target, Carbon Border Adjustment Mechanism (CBAM), etc.)</div> <div>• Increase in costs incurred to comply with strengthened or newly introduced carbon regulations (e.g. those resulting from transition of owned or leased vehicles to eco-friendly automobiles, etc.)</div>	<div>• Monitor domestic and international trends and regulations</div> <div>• Establish and implement response strategies such as participation in Korea's Zero Emission Vehicle (K-EV100) campaign, etc.</div>																				
Market	Mid-term	<div>• Changes in customer (car maker) behavior</div> <div>• Decline in sales of internal combustion engine vehicle parts as customers transition to electrification</div>	<div>• Expand production of eco-friendly vehicle components and strengthen technological competitiveness</div> <div>• Diversify business into areas such as smart factories, robots, RCWS, etc.</div>																				
Technology	Short-to-mid-term	<div>• Replacement of existing products with low-carbon products/services</div> <div>• Increase in R&D expenses for low-carbon products/services</div>	<div>• Develop technologies for low-carbon products/services</div> <div>• Expand the scope of LCA</div>																				
Reputation	Mid-term	<div>• Negative feedback from stakeholders due to poor ratings related to climate change</div> <div>• Decrease in company value due to poor reputation and difficulty in attracting investment</div>	<div>• Strengthen climate change response and ESG rating response</div> <div>• Participate in global initiatives such as RE100, CDP</div> <div>• Enhance stakeholder communication</div>																				
Physical Risk	Acute	Short-term	<div>• Damage to business sites due to more frequent extreme weather events such as typhoons and localized heavy rainfall</div> <div>• Increase in maintenance costs for business sites and production facilities</div> <div>• Decline in sales due to production disruptions</div>	<div>• Establish and operate a manual for serious accident response</div> <div>• Conduct regular inspection/maintenance of facilities</div>																			
	Chronic	Long-term	<div>• Heat waves and droughts due to rising average annual temperature</div> <div>• Decline in sales due to production disruptions caused by insufficient water supply as a result of heat waves and drought</div>	<div>• Conduct water conservation activities, such as installing high-efficiency water-saving devices at business sites</div>																			
Opportunity	Resource efficiency	Short-term	<div>• Improvement of energy efficiency at business sites</div> <div>• Reduction in operating costs through lower electricity bills from improved energy efficiency</div>	<div>• Monitor energy consumption at business sites, establish and implement energy reduction plans</div>																			
	Product & Service	Mid-term	<div>• Market expansion and growing demand for eco-friendly automotive parts</div> <div>• Increase in sales of eco-friendly automotive parts due to rising purchases of eco-friendly vehicles</div>	<div>• Expand business portfolio and R&D of eco-friendly automotive parts</div>																			
	Market	Mid-term	<div>• Higher expectations of stakeholders due to full-fledged ESG management</div> <div>• Eco-friendly automotive market expansion</div> <div>• Increase in company value due to improved ESG ratings (or increase in ESG activities)</div> <div>• Increase in sales of eco-friendly automotive parts</div>	<div>• Implement carbon neutrality, RE100, and CDP initiatives, and disclose relevant information</div> <div>• Carry out climate change response activities to meet customer requirements</div>																			

Climate Change Response

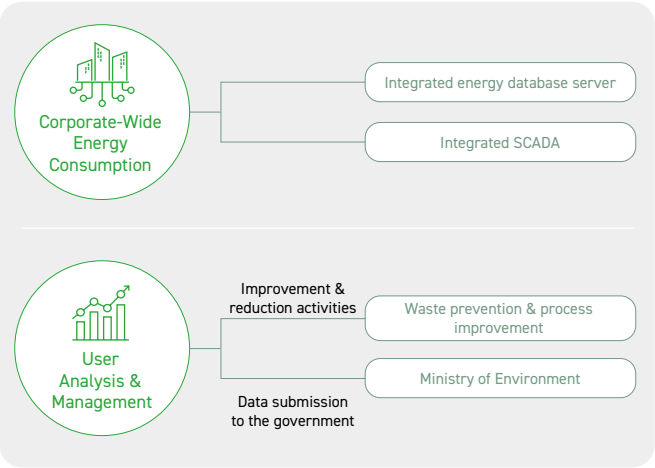
Risk Management

GHG & Energy Monitoring System

HYUNDAI WIA operates the WIA Energy Management System (WEMS), an MRV* system designed to systematically manage energy consumption and GHG emissions. WEMS analyzes enterprise-wide energy consumption and patterns to support the development and implementation of energy reduction plans. The collected data is also utilized for policy compliance, including the emissions trading system. Based on WEMS data, we efficiently manage GHG emission reduction and energy conservation targets and performance. HYUNDAI WIA will continue to advance our climate-related monitoring systems based on reliable data.

* Measurement, reporting, and verification

WEMS (WIA Energy Management System)



Renewable Energy Transition

Operation of Photovoltaic (PV) Facilities

HYUNDAI WIA is expanding the installation of renewable energy self-generation facilities to achieve RE100. Starting with the installation of photovoltaic (PV) facilities at the headquarters dormitory (Erumjae) in 2017, we operate generation facilities with a total capacity of 724.5kW in Korea as of May 2025. We review the location status of each domestic business site and update our mid-to-long-term solar power system investment plan annually.

Solar Power System Investment Performance & Plan

Year	Location	Design Capacity (MW)
2017	Erumjae	0.003
2023	Changwon Plant 1	0.28
	Uiwang R&D Center	
2024	Changwon Plant 1	1.01
	Changwon Plant 2	
	Changwon Plant 3	
	Erumjae	
2025	Changwon Plant 1	4.58
	Changwon Plant 3	
	Seosan Plant	
	Pyeongtaek Plant	
Total		5.87

Expansion of Power Purchase Agreements (PPAs)

HYUNDAI WIA utilizes solar energy power purchase agreements (PPAs) as part of our efforts to transition electricity used at business sites to renewable energy. HYUNDAI WIA India has continuously expanded its contract capacity since its first contract in 2022, reaching a renewable energy consumption rate of 44% in 2024. We plan to expand the RE transition rate of HYUNDAI WIA India to 100% by 2025 and introduce PPAs to other business sites as well. In 2024, Jiangsu HYUNDAI WIA introduced an on-site PPA, procuring 518MWh of renewable energy. Additionally, we purchased International Renewable Energy Certificates (I-RECs). Through these efforts, Jiangsu HYUNDAI WIA achieved a renewable energy consumption rate of 43% in 2024. HYUNDAI WIA will accelerate our renewable energy transition through these initiatives.

Renewable Energy Consumption Rate of HYUNDAI WIA India & Jiangsu HYUNDAI WIA

Category		Unit	2022	2023	2024
HYUNDAI WIA India	Renewable Energy Consumption	MWh	4,429	7,842	12,753
	Non-Renewable Fuel	MWh	973	709	518
	Energy Consumption Electricity	MWh	16,483	19,050	15,526
	Total Energy Consumption	MWh	21,885	27,601	28,797
	Renewable Energy Consumption Rate ¹⁾	%	20	28	44
Jiangsu HYUNDAI WIA	RE Transition Rate ²⁾	%	21	29	44 ³⁾
	Renewable Energy Consumption	MWh	-	-	17,818
	Non-Renewable Fuel	MWh	-	-	1,965
	Energy Consumption Electricity	MWh	-	-	24,014
	Total Energy Consumption	MWh	-	-	43,797
	Renewable Energy Consumption Rate ¹⁾	%	-	-	41
	RE Transition Rate ²⁾	%	-	-	43

1) Renewable Energy Consumption Rate = (Renewable Energy Consumption / Total Energy Consumption) X 100
2) RE Transition Rate = {(Renewable Energy Consumption / (Renewable Energy Consumption + Electricity Consumption))} X 100
3) HYUNDAI WIA India generates electricity internally through diesel generators; this power is included in total electricity consumption

Climate Change Response

Risk Management

Energy Efficiency Activities

HYUNDAI WIA regularly measures the energy efficiency of high energy-consuming equipment at our business sites and works to reduce GHG emissions and energy consumption through improvements and replacements. In 2024, we made investments to improve compressor facilities to ensure stable compressed air supply and reduce operating costs, as well as investments to change the energy source of cafeteria cooking equipment to electricity. Additionally, through energy efficiency investments and activities including participation in the demand response resource market, we achieved annual energy cost savings of KRW 697 million.

2024 Energy Efficiency Activities

	Category	Business Sites	Unit	Energy Cost Savings
Investment	Introduction of electric cooking equipment	Changwon Plant 1	KRW million	1.2
	Investment in compressor improvement	Changwon Plants 1~3, Seosan, Pyeongtaek	KRW million	612
Activity	Participation in the demand response resource market	Changwon Plants 1~3, Seosan, Pyeongtaek	KRW million	84

Carbon Disclosure Project (CDP)

HYUNDAI WIA has been publishing CDP (Carbon Disclosure Project) Climate Change Reports annually since 2020, with third-party verification. In recognition of these climate change response efforts, we achieved a Leadership A rating in the 2024 CDP Climate Change assessment. As a result, HYUNDAI WIA received the 'Honors Club' award, presented to the top five companies in Korea, and the 'Carbon Management Sector Honors' award in the Consumer Discretionary sector at the 2024 CDP Korea Awards.

Product Carbon Footprint Assessment & Certification

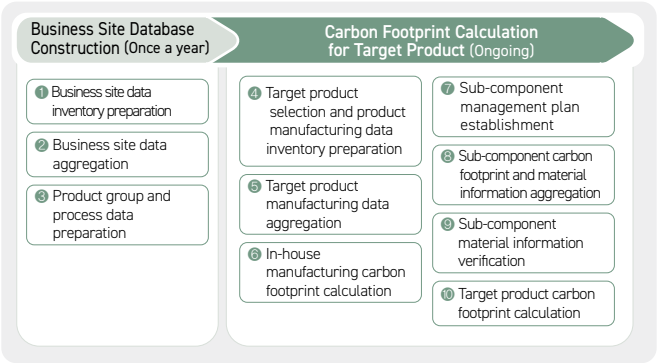
LCA Overview

Life cycle assessment (LCA) is an evaluation that quantitatively analyzes the environmental impacts throughout a product's entire life cycle, from raw material extraction through manufacturing, distribution, and use to disposal. Global regulations on GHG emissions are strengthening from the corporate level to the product level. Additionally, demands from major customers for GHG emission management of automotive parts produced by us are increasing. In response to these trends, HYUNDAI WIA conducts LCA on automotive parts and establishes and implements improvement initiatives based on the results.

LCA Methodology

HYUNDAI WIA conducts LCA based on ISO 14040 and ISO 14044, the international standards for environmental management systems related to LCA. As an automotive parts manufacturer supplying to finished vehicle manufacturers, we have conducted LCA covering the scope from raw material extraction to automotive parts manufacturing. For this purpose, we collected and incorporated data on raw materials, fuel and electricity consumption, waste, and transportation information from both ourselves and our suppliers.

LCA Process (Domestic)



LCA Results & Goals

In 2024, HYUNDAI WIA conducted LCA on five types of automotive parts produced in-house: front chassis module, rear chassis module, CV joint, IDS, and gearbox. Based on the results, we derived implications and improvement tasks, and established a plan to advance our LCA process in 2024. We plan to conduct LCA on a total of 14 types of automotive parts in 2025. From 2026, we plan to continuously expand the range of products subject to LCA assessment, with a primary focus on vehicle models that drive our orders. HYUNDAI WIA will focus on developing GHG emission reduction products based on the analysis results of our products' environmental impact.

Environmental Product Declaration

HYUNDAI WIA conducted LCA on one type of CV joint and measured the environmental impact of the product. In recognition of these efforts, we obtained and maintain the 'Environmental Product Declaration' certification from the Korea Environmental Industry & Technology Institute (KEITI) in October 2022.

Environmental Product Declaration Certification



Product	Constant velocity joint (automotive part)
Certification Period	October 31, 2022 – October 30, 2025
Certification Details	Environmental Product Declaration

Climate Change Response

Metrics & Targets

GHG Emissions & Energy Consumption

GHG Emissions & Energy Consumption Performance

HYUNDAI WIA's GHG emissions* from domestic and overseas business sites are verified by credible third-party verification organizations to ensure data reliability and accuracy. Since 2023, we have also conducted third-party verification for emissions from domestic subsidiaries that are not subject to the GHG emissions trading system.

* For Scope 3, GHG emissions verification is limited to domestic business sites only.

GHG Emissions¹⁾²⁾³⁾

Category		Unit	2022	2023	2024 ⁴⁾
Domestic Sites	Scope 1	tCO ₂ eq	9,760	7,659	6,570
	Scope 2	tCO ₂ eq	145,870	130,823	91,637
	Subtotal	tCO ₂ eq	155,623	138,476	98,202
Overseas Sites	Scope 1	tCO ₂ eq	9,132	9,328	9,729
	Scope 2	tCO ₂ eq	142,597	133,967	132,787
	Subtotal	tCO ₂ eq	151,729	143,295	142,510
Total Scope 1+2 Emissions		tCO ₂ eq	307,352	281,771	240,712

1) The total GHG emissions may differ from the sum of emissions by scope as the calculation is based on rounding at the business site level before aggregation.
2) Scope 2 emissions are market-based Scope 2 emissions. For location-based Scope 2 emissions, please refer to ESG Factbook.
3) Detailed values are available in ESG Factbook.
4) Some reduction in domestic business site emissions occurred due to the separation of domestic subsidiaries. GHG emissions from domestic subsidiaries have been voluntarily verified and are disclosed in ESG Factbook.

Energy Consumption¹⁾

Category		Unit	2022	2023	2024
Non-Renewable Energy	Fuel	TJ	168	148	127
	Electricity	TJ	3,048	2,734	1,915
	Other (steam, etc.)	TJ	-	-	-
	Subtotal	TJ	3,209	2,876	2,035
	Fuel	TJ	137	143	155
	Electricity	TJ	980	965	876
	Other (steam, etc.)	TJ	5	-	-
	Subtotal	TJ	1,122	1,109	1,031
Total		TJ	4,331	3,985	3,066
Renewable Energy	Domestic Sites	TJ	0.0142	0.1542	1.4582
	Overseas Sites	TJ	15.944	28.232	110.057
	Total	TJ	15.9582	28.3862	111.5152
Total Energy Consumption	Domestic Sites	TJ	3,209	2,876	2,036
	Overseas Sites	TJ	1,138	1,137	1,141
	Total	TJ	4,347	4,013	3,177
Domestic Sites Energy Intensity		TJ/KRW 10 billion	4.80	3.97 ²⁾	2.80

1) The total energy consumption may differ from the sum of consumption by type as the calculation is based on rounding down at the business site level before aggregation.
2) Data has been revised due to errors in the previous year's report.

Performance Against Targets

HYUNDAI WIA establishes annual targets for GHG emissions and energy intensity relative to revenue and monitors performance against these targets. In 2024, we achieved reductions of 29.3% and 29.5% respectively compared to our targets. These achievements were realized through proactive initiatives including energy efficiency improvements and renewable energy transition to reduce GHG emissions and energy consumption.

2024 GHG & Energy Performance Against Targets

Category	Unit	Target	Performance	Reduction Rate
GHG Emissions Intensity [*]	tCO ₂ eq/KRW 100 million	1.91	1.35	29.3%
Energy intensity	TJ/KRW 10 billion	3.97	2.80	29.5%

* Total Scope 1+2 emissions / Domestic separate revenue (including Machine Tools business segment)

GHG Emissions Trading System Implementation

HYUNDAI WIA is a company subject to the Korea Emissions Trading System (K-ETS) and continuously monitors and responds by comparing emission allowances* with projected emissions. When projected emissions exceed allowances, we develop efficient response measures including strengthening GHG emissions management at business sites and establishing situation-specific countermeasures to ensure legal compliance. Additionally, the Property & Infra Development Team responsible for this work annually reviews major legal amendments and reports and shares these updates. We will flexibly respond to the emissions trading system by considering organizational boundary changes and energy efficiency improvement activities.

* Emission allowances: Total amount including prior allocation, cancellations of allowances, additional allocations, and carry-over amounts

GHG Emission Allowances & (Projected) Emissions

Category	Unit	2023	2024	2025[Projected]
Emission Allowances (A)	tCO ₂ eq	161,328	106,189	85,435
(Projected) Emissions (B)	tCO ₂ eq	138,476	98,202	87,673
Surplus/Deficit (A-B)	tCO ₂ eq	22,852	7,987	-2,238

Climate Change Response

Metrics & Targets

Internal Carbon Pricing

Background

Internal carbon pricing (ICP) is a system where companies voluntarily calculate costs for GHG emissions by applying internally established carbon prices, and utilize these in investment and business decision-making. As regulations on GHG emissions are strengthening globally and cases of mandating or evaluating ICP-related disclosures are increasing, more companies are adopting this system. HYUNDAI WIA has adopted ICP to quantitatively assess climate-related risks and opportunities and to align with global trends. By incorporating GHG emissions into internal business decision-making, we aim to enhance internal awareness of climate change and carbon neutrality and drive behavioral changes. Furthermore, we seek to ensure business sustainability by making this a primary consideration in long-term investment decisions.

Application Methods & Scope

HYUNDAI WIA will incorporate the potential economic costs of GHG emissions expected from investments as reference indicators in the investment decision-making process. As of 2025, carbon costs are calculated per the ICP and referenced in the investment feasibility review process for investment projects that fall within the applicable scope.

Internal Carbon Pricing Application Scope

Applied when all four conditions below are met:

Domestic investment	Project investment amount is KRW 300 million or more
Capital investment and R&D investment	Investment in GHG-emitting activities

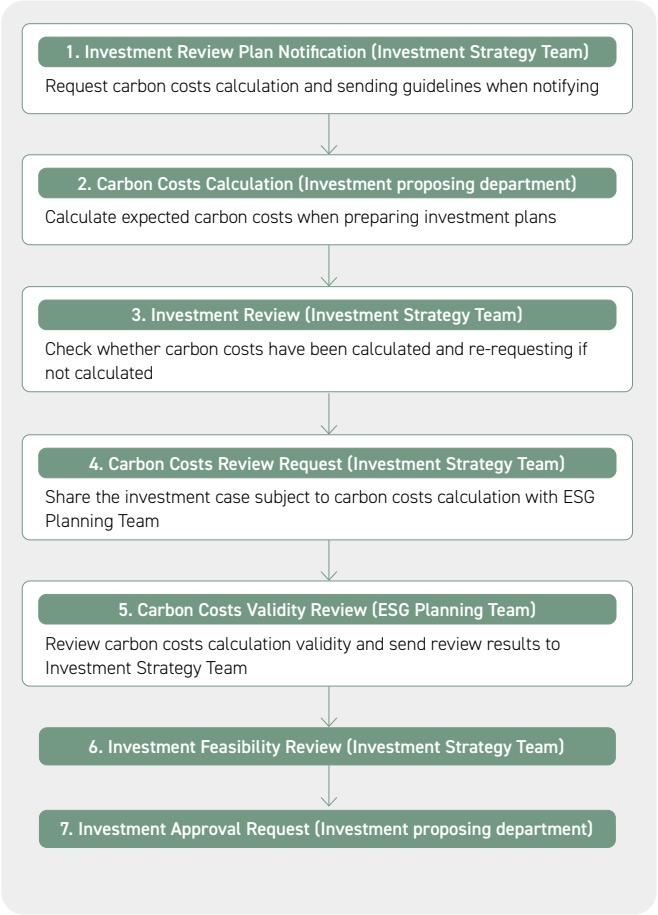
ICP Incorporated Investment Reviews

HYUNDAI WIA has incorporated carbon price calculation and validity review to the existing investment review process following the introduction of ICP. Accordingly, departments initiating investments must calculate expected carbon prices when preparing investment plans, and the calculated carbon prices undergo validity reviews by the ESG Planning Team and are utilized as reference indicators by the Investment Strategy Team during investment feasibility reviews.

Carbon Costs Calculation Method

Carbon costs are calculated by reflecting annual projected GHG emissions, carbon price per ton, free allocation ratios provided by the government to companies, and internal service life standards. Since the Korea Emissions Trading System is implemented in Korea, the carbon price per ton was calculated annually until 2050-the target year for national carbon neutrality-using the average of domestic and international expert forecasts based on domestic emission allowance market prices. For free allocation ratios, calculations were made reflecting the ratios allocated free of charge by the government until 2025 according to the "Third Allocation Plan for National Emission Allowances" and estimates from domestic research institutions. These will be recalculated to reflect the specific allocation ratios to be announced for 2026 and beyond according to the "Fourth Allocation Plan for National Emission Allowances." The service life calculation uses the service life periods established for each asset type including buildings, machinery, vehicles, and equipment according to domestic financial accounting standards. The total carbon cost represents the sum of annual carbon costs, calculated using projected annual GHG emissions, carbon price per ton, free allocation ratios, and service life periods. This total cost is then incorporated into investment decision-making.

Investment Review Process Incorporating ICP



Environmental Impact Management

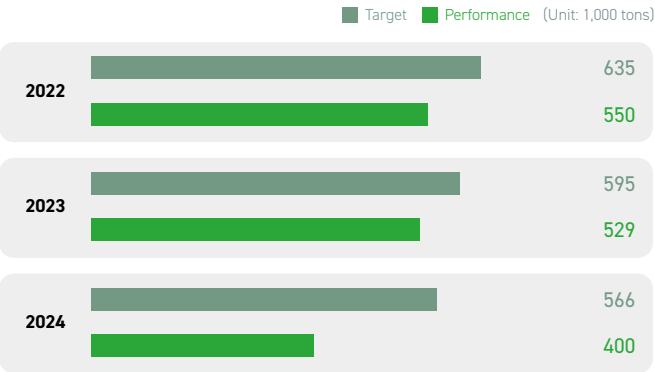
Water Resources

Water Management

Water Use & Recycling

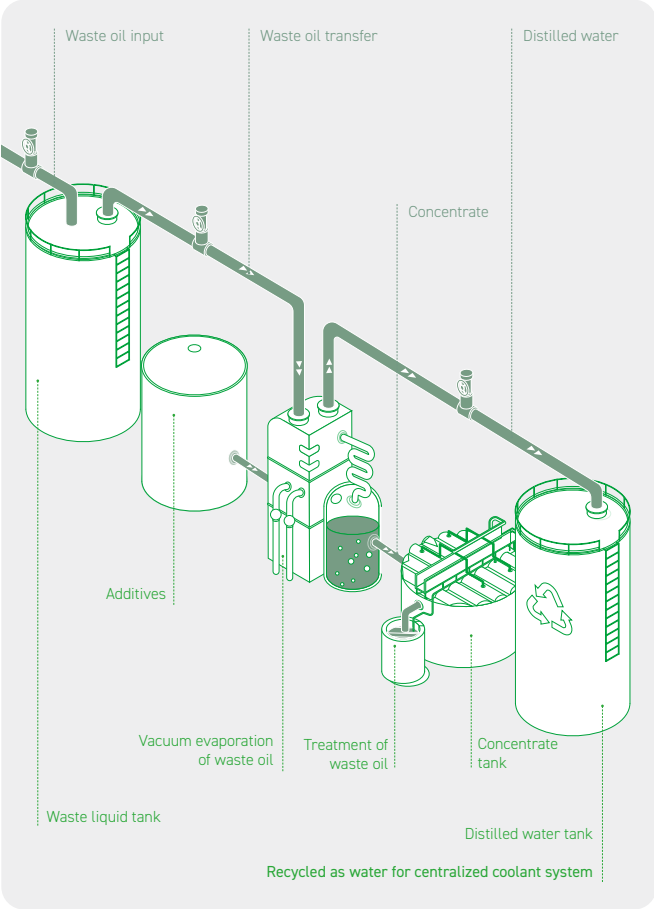
HYUNDAI WIA is committed to ongoing efforts to protect water resources and minimize environmental impact. We implement water use reduction activities across all business sites; in particular, we installed a vacuum evaporation and concentration system for waste oil at Seosan Plant. This system recycles distilled water by evaporating waste oil from production lines, thereby reducing water withdrawal from other sources while also decreasing waste discharge through concentrated waste oil treatment. The vacuum evaporation concentration system has been operating since August 2023 and recycled 675 tons of water in 2024. Through consistent water resource management, we reduced water use by 166,000 tons compared to the 2024 target. HYUNDAI WIA will continue to promote efficient water use and reduce water-related negative impacts.

Water Use Targets & Performance*



* Domestic site water use partially decreased due to spin-off of domestic subsidiaries; domestic subsidiary water use data are disclosed in ESG Factbook

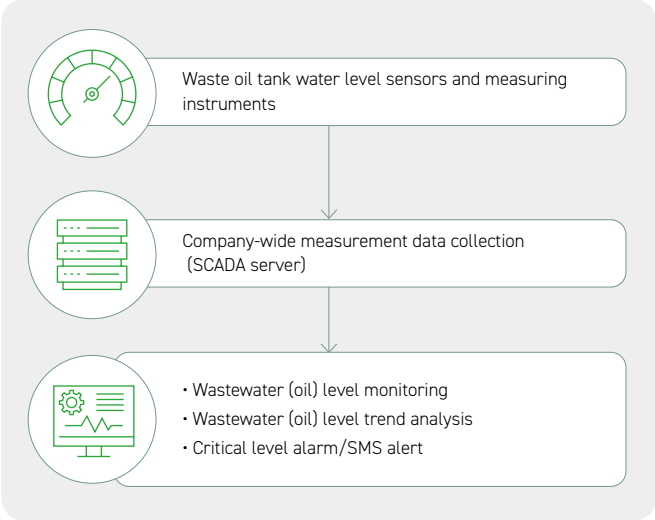
Vacuum Evaporation & Concentration Process for Waste Oil



Water Risk Management

HYUNDAI WIA utilizes the Water Risk Filter tool provided by the World Wide Fund for Nature (WWF) to identify and manage water-related risks at our business sites. Risk analysis results confirmed that among domestic sites, Pyeongtaek Plant is located within a water risk area. Additionally, HYUNDAI WIA operates a real-time wastewater (oil) level monitoring system to prevent water-related environmental incidents. Water level sensors and measuring instruments are installed in wastewater (oil) storage tanks to manage water levels in real-time. Based on collected data, we analyze trend changes to predict generation volumes in advance and manage water levels to prevent them from reaching dangerous levels.

Wastewater (Oil) Level Monitoring System



Environmental Impact Management

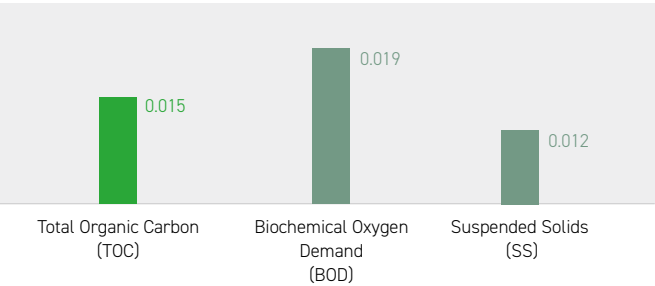
Pollutants & Emissions

Pollutant Management

Water Pollutant Management

HYUNDAI WIA manages water pollutants generated at our business sites through strict segregation management of sewage and wastewater with proper treatment of each. Sewage is discharged to municipal sewage treatment plants; wastewater is treated by specialized waste treatment contractors to reduce water pollutants below legal limits before discharge. HYUNDAI WIA will continue our efforts to reduce water pollutant emissions and minimize impacts on water resources by strictly complying with sewage and wastewater treatment regulations.

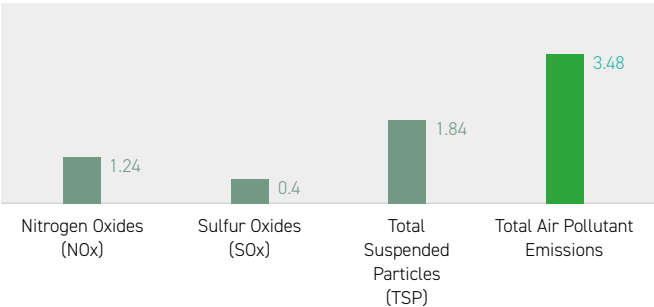
2024 Water Pollutant Emissions (Unit: tons)



Air Pollutant Management

HYUNDAI WIA manages air pollutant emissions by applying stricter internal emission standards that are on average 20% lower than legal limits. We utilize an air monitoring system to supervise the normal operation of air environmental facilities. The system verifies proper inlet temperature conditions of exhaust gases from air emission facilities and prevention facilities, as well as the operational status of prevention systems. Additionally, to reduce air pollutants, various inspections are conducted to maintain optimal conditions of air environmental facilities, including daily, monthly, and thematic inspections. We will continue our efforts to regularly review average air pollutant emission standards and establish business sites that comply with internal emission standards.

2024 Air Pollutant Emissions (Unit: tons)



Hazardous Chemical Management

HYUNDAI WIA prevents hazardous chemical use in advance by reviewing the safety of all chemicals through an HSE system integrated within the procurement system. Pre-reviews of chemical products used in production are conducted at the procurement stage, considering relevant regulations such as the Chemical Substances Control Act, Occupational Safety and Health Act, and Act on the Safety Control of Hazardous Substances. Additionally, we prioritize substituting non-hazardous chemicals while proactively responding to new toxic substance designations and strengthened content percentage standards. In 2024, a total of 145 chemical product requests were submitted, with 109 approved, while 36 requests received product substitution requests and non-approval notifications due to hazardous chemical content and inadequate MSDS documentation.

Chemical Substance Approval Rate

Category	Unit	2022	2023	2024
Approved	Cases	121	91	109
Non-approved	Cases	10	16	36

Environmental Impact Management

Resource Circulation

Raw Material Management

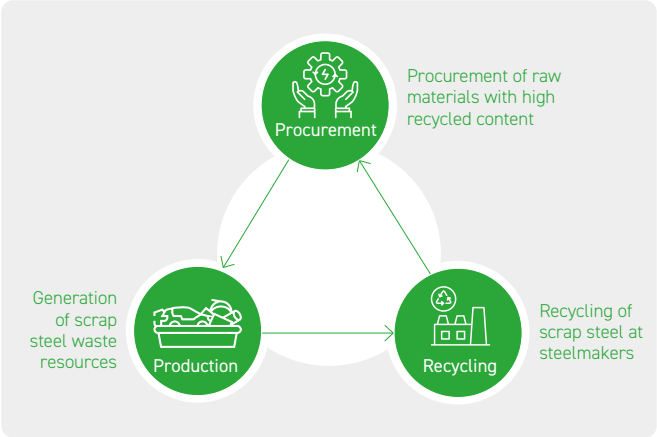
Sustainable Purchase Policy

HYUNDAI WIA discloses policies for sustainable procurement within the Environmental Management Policy. We plan to progressively expand procurement of eco-friendly products: environmentally certified products with improved environmental performance, low-carbon certified products with reduced GHG emissions, and recycled certified products of high quality. Furthermore, we plan to encourage our supply chain to produce eco-friendly products and acquire environmental certifications, while working to monitor and optimize energy and water consumption as well as waste discharge levels.

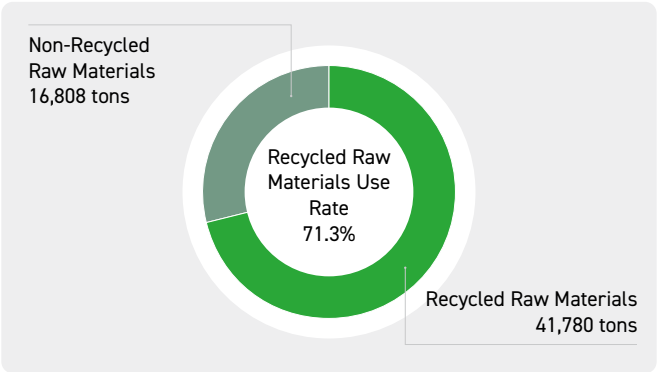
Recycled Material Use

HYUNDAI WIA participates in the Hyundai Motor Group (HMG) waste resource circulation system. This participation is part of our efforts to realize a resource circulation structure by considering sustainability throughout the entire process from raw material use to waste generation and treatment. HMG has established a resource circulation-oriented corporate structure and operates a waste resource circulation system that spans from molten steel to finished vehicles. HMG has established a circular system which transforms organic by-products generated from each business sector-including steel, parts, and finished vehicles-into reusable resources rather than disposing them as waste. In 2024, HYUNDAI WIA supplied 6,086 tons of waste resources generated during the production process to steelmakers for conversion into new steel materials. Additionally, we procured 41,780 tons of raw materials containing an average of over 70% recycled content for production use, representing 71.3% of our total raw material consumption. HYUNDAI WIA will continue efforts to increase the proportion of renewable, reusable, and recycled materials in our raw material procurement.

HMG Waste Resource Circulation System



2024 Raw Material Use



Green Procurement

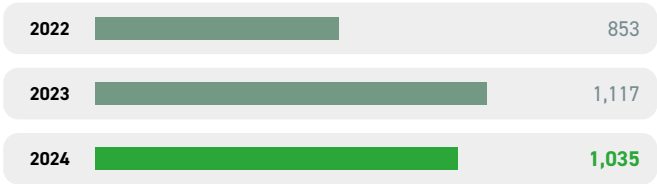
HYUNDAI WIA practices green procurement by prioritizing the purchase of eco-friendly products* to reduce environmental impact. In 2024, we invested KRW 1,035 million in eco-friendly product procurement. Furthermore, in accordance with our green procurement guidelines, HYUNDAI WIA's Procurement Team actively encourages suppliers to adopt eco-friendly production practices and initiatives.

* Products labeled with environmental and energy-saving certifications or recycled and reused products

Green Procurement Guidelines

- 1 The Procurement Team shall register and manage eco-friendly product manufacturers as suppliers.
- 2 The Procurement Team shall prioritize the purchase of eco-friendly products, instead of re-tender, if there are bidders with identical evaluation results.
- 3 The Procurement Team shall regularly disclose green procurement performances in the Sustainability Management Report.

Green Procurement Performance (Unit: KRW million)



Environmental Impact Management

Resource Circulation

Waste Management

Waste Management System

HYUNDAI WIA systematically monitors the entire process from waste generation to disposal while striving to reduce waste generation and promote recycling. We contribute to resource circulation by separately sorting, storing, and recycling recyclable waste.

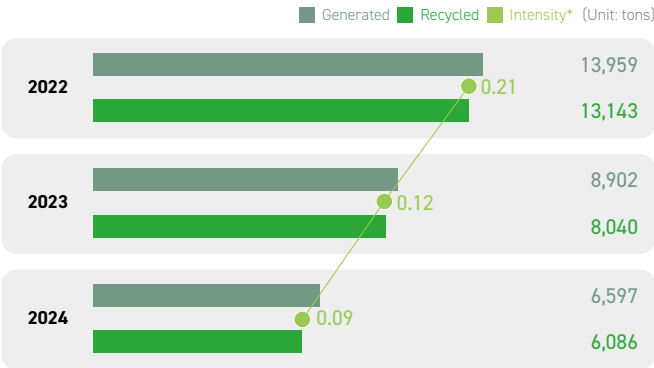
Waste Treatment Process



Waste Recycling & Circular Use

HYUNDAI WIA continuously reduces waste disposal and generation volumes by working to increase recycling rates annually. Among the general waste generated at HYUNDAI WIA business sites, waste plastic materials are the primary recycling target. Waste plastics are transported to specialized recycling facilities where they undergo crushing and grinding processes to be converted into non-molded solid refuse fuel (SRF) and intermediate processed waste, which are then used as energy sources. Such solid fuel is utilized as supplementary fuel in power plants, district heating systems, and industrial boilers, and is recognized as renewable energy. HYUNDAI WIA participates in the Korea Environment Corporation's Resource Circulation Performance Management System and has achieved results that exceed circulation utilization rate targets through continuous efforts to improve waste recycling rates. We aim to achieve 90% by 2027 as a mid-to-long-term goal and will continue activities such as minimizing waste generation in production processes and identifying suppliers with high recycling capabilities. Through these efforts, HYUNDAI WIA seeks to secure a leading position in the resource circulation field.

Waste Generation & Recycling



* Waste generation intensity (Unit: tons/KRW 100 million)

2024 Circular Use Rate by Domestic Site¹⁾

Business Site	Circular Use Rate ²⁾ (%)	
	Target	Performance
Changwon Plant 1	53.88	82.75
Changwon Plant 2	51.36	92.19
Changwon Plant 3	63.01	92.73
Changwon Plant 5	12.33	94.42
Seoson Plant	57.39	83.84
Pyeongtaek Plant	48.11	69.91
Average	47.68	85.97

1) According to the 2024 Business Report, the Machine Tools business segment was classified as a discontinued operation and excluded from domestic business site scope

2) Circular Use Rate: (Actual recycled amount + Amount recognized as circulated resources) / (Amount of waste generated + Amount recognized as circulated resources) X 100

Environmental Impact Management

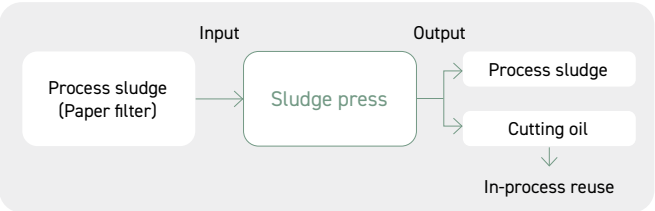
Resource Circulation

Resource Circulation System & Activities

Cutting Oil Reuse

HYUNDAI WIA operates an internal waste resource circulation system within our production processes. We installed a sludge press at Changwon Plant 3 to extract cutting oil from sludge for reuse in production processes. Through this process, an average of 400-600L of cutting oil is reused per week and 20,000-30,000L annually. HYUNDAI WIA contributes to waste reduction and resource circulation by implementing a waste resource circulation system.

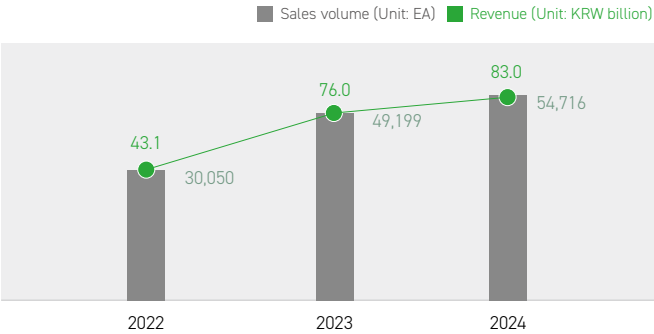
Cutting Oil Reuse Process



Remanufactured Engine Program

HYUNDAI WIA realizes resource circulation through the remanufactured engine program, which improves upon the previous practice of simply disposing of defective engines recovered from North America by refurbishing and recycling them instead. Defective engines are collected and transported to HYUNDAI WIA Mexico, where they undergo disassembly, cleaning, precision repair, and reassembly processes to be reborn as remanufactured engines. These remanufactured engines go through rigorous quality inspection processes: fastening torque verification, leak and vision testing, and cold testing during production. The remanufactured engines are then supplied back to the North American market for after-sales service and campaign purposes. We enhance resource efficiency and reduce waste by refurbishing and reusing products that were previously discarded.

Remanufactured Engine Program Performance



Environmental Impact Reduction Activities

Saving Masan Bay

HYUNDAI WIA has established a close cooperative framework by signing agreements with 16 organizations-including Changwon City-to improve the environment of Masan Bay of Changwon, where our headquarters is located. We actively support local environmental cleanup through campaigns such as reducing plastic use and marine cleanup activities and participate proactively in pollution reduction measures for the Masan Bay Special Management Area. In 2024, HYUNDAI WIA employees participated in river cleanup activities to minimize waste discharge from rivers to coastal areas.

One-Company, One-River Campaign

HYUNDAI WIA conducts an annual "One-Company, One-River" campaign to improve community water quality and restore aquatic ecosystem diversity. We carry out activities such as river cleanup, removal of ecosystem-disrupting plants, and water quality monitoring in the Gaeumjeong Stream area in Changwon, where our headquarters is located, with the goal of creating clean waterfront spaces. In 2024, we conducted cleanup activities in the Gaeumjeong Stream near Changwon Plant 1 and the Sadong Stream near Seosan Plant.



Natural Capital Protection

Natural Capital Protection System

Natural Capital Management Governance

Roles & Responsibilities of the Board and Executive Management

The Corporate Governance & Communication Committee within the Board of Directors manages and oversees ESG management plans and performance, including activities related to biodiversity protection and deforestation prevention. Additionally, biodiversity protection plans and results are reported to the CEO semiannually.

Roles & Responsibilities of Dedicated Organizations

Natural capital protection activities, including biodiversity protection and deforestation prevention, are managed by the ESG Planning Team, Safety Environment Team, and Communication Team. The ESG Planning Team is responsible for risk identification and analysis, analyzing biodiversity risks near production sites to determine which areas require focused management. Based on these analysis results, the Safety Environment Team and Communication Team plan and implement various management and protection activities to conserve biodiversity and forests and create positive impacts. Additionally, these teams conduct semiannual ESG Working Group meetings to discuss affairs and matters regarding natural capital.

Natural Capital Protection Policy

Biodiversity Protection Policy

HYUNDAI WIA has established a Biodiversity Protection Policy and built a system for biodiversity conservation and protection based on this policy. By implementing activities that minimize biodiversity impacts (degradation and loss) at business sites and surrounding areas, we strive to achieve net positive impact (NPI) beyond no net loss (NLL) of biodiversity.



Deforestation Prevention Policy

HYUNDAI WIA has established a Deforestation Prevention Policy to prevent deforestation risks that may arise during business operations and strives to conserve, protect, and restore forests in local communities.



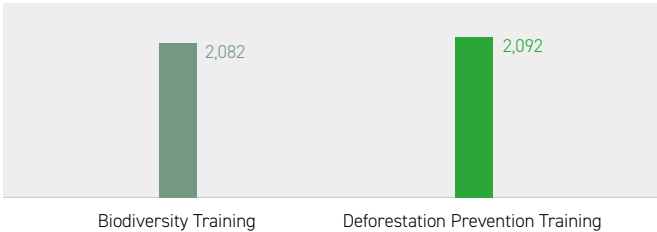
Biodiversity Protection Policy & Deforestation Prevention Policy Framework

Contents	Key Components
Establishment Purpose	<ul style="list-style-type: none">Biodiversity/deforestation risk prevention and biodiversity/forest conservation, protection, and expansionReference to biodiversity/forest related UN conventions & International Union for Conservation of Nature (IUCN) guidelines
Application Scope	<ul style="list-style-type: none">Applied to headquarters and domestic/overseas business sitesCompliance encouraged for suppliers, partners, and other stakeholders
Goals	<ul style="list-style-type: none">No net loss of biodiversity and no net deforestationNPI on biodiversity and forest protection
Protected Areas	<ul style="list-style-type: none">Comprehensive consideration of IUCN protected area categories and domestic/overseas forest protection acts and regulations
Governance	<ul style="list-style-type: none">Management, oversight, discussion, and activity promotion through management meetings involving CEO and key decision-makers
Implementation Framework	<ul style="list-style-type: none">Status survey, risk analysis and protection activities implementation
Education	<ul style="list-style-type: none">Regular training for executives/employees
Information Disclosure	<ul style="list-style-type: none">Disclosure of protection activities/performance information through channels (website and sustainability reports, etc.)

Natural Capital Protection Training

Following the provisions of the Biodiversity Protection Policy and Deforestation Prevention Policy, HYUNDAI WIA conducts trainings on biodiversity and deforestation prevention to protect natural capital. In 2024, we provided education on the concept of natural capital and the importance of biodiversity, as well as frameworks such as TNFD, EUDR, and CDP Forest Program.

2024 Natural Capital Protection Training Status (Unit: persons)



Deforestation prevention training

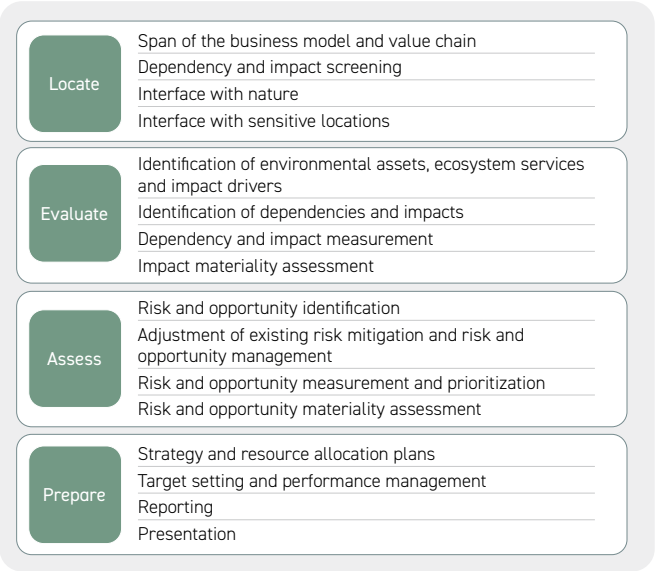
Natural Capital Protection

Natural Capital Risk Management

Risk Assessment Overview

HYUNDAI WIA conducted natural capital risk assessments for areas surrounding domestic and overseas production sites in accordance with Biodiversity Protection Policy and Deforestation Prevention Policy. The risk assessment was conducted based on the LEAP approach presented by the TNFD (Taskforce on Nature-related Financial Disclosures). HYUNDAI WIA screened business sites based on geographical locations and analyzed dependencies, impacts, and risks using tools provided by ENCORE and the WWF. The analysis results were then consolidated to identify business sites and regions requiring natural capital risk management. Based on the risk assessment results, we have established and implement action plans for conservation, protection, and expansion of biodiversity and forests.

TNFD LEAP Approach



Business Site Screening

LOCATE

HYUNDAI WIA identified natural and sensitive areas interface and related details for our domestic and overseas production sites. For domestic sites, we utilized the "Ecological and Natural Map (ENM)" provided by the Ministry of Environment's Environmental Geographic Information Service (EGIS). ENM is a mapping system developed by the Ministry of Environment, which classifies natural environments into Grades 1-3 and Special Management Areas to guide land use and development planning decisions. We identified ENM status and area coverage for regions surrounding our domestic sites. The assessment results showed that Grade 1 ecological areas are located within 50 meters of Changwon Plant 1 and Plant 3. For overseas sites, we identified the presence of IUCN protected areas for categories Ia, Ib, II, III, and IV near each business site, having designated these specific categories as areas requiring protection.

ENM Near Changwon Plant 1 & 3



Interface with Nature & Sensitive Areas by Business Sites

Category		ENM ¹⁾ Grade/ IUCN ²⁾ Category	Protected Area Details
Domestic Sites	Changwon Plant 1 & 3	Grade 1 & 2	Within 50m: Grade 1 areas (Namcheon, Anmincheon)
	Changwon Plant 2 & 5	Grade 2	Within 200m: Small ecological areas
	Seosan Plant	Grade 2 & 3	All non-industrial complex areas designated as ecological areas
	Pyeongtaek Plant	Grade 2	Within 200m: Small ecological areas
	Ulsan Plant	Grade 2 & 3	Within 300m: Small ecological areas
Overseas Sites	Shandong HYUNDAI WIA	-	No nearby IUCN protected areas
	Jiangsu HYUNDAI WIA	-	No nearby IUCN protected areas
	HYUNDAI WIA Slovakia	Category V	≥1.5km distance
	HYUNDAI WIA Mexico	Category II, III	≥25km distance
	HYUNDAI WIA Russia	Category III	≥6km distance
	HYUNDAI WIA India	-	No nearby IUCN protected areas

1) ENM (Ecological and Natural Map): A map prepared according to Article 34 of the Natural Environment Conservation Act
2) IUCN (International Union for Conservation of Nature): IUCN classifies areas into 6 categories based on protected area management objectives

Natural Capital Protection

Natural Capital Risk Management

Dependency & Impact Analysis

EVALUATE

HYUNDAI WIA utilized the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool to analyze natural capital dependencies and impacts for our main business: manufacture of parts and accessories for motor vehicles. Dependencies are divided into 14 items across two aspects: provisioning services that directly provide natural resources, and regulating and maintenance services that maintain stable surrounding environments. Impacts are organized into 7 categories, encompassing noise and light pollution, various types of emissions, and land and water use. The analysis confirmed that manufacture of parts and accessories for motor vehicles has low dependency on water supply provisioning services, with medium dependency on several regulating and maintenance services: soil erosion prevention, water purification, water flow regulation, flood mitigation, and storm protection. Regarding impacts, noise pollution, light pollution, and pollutant discharge to water and soil showed medium impact levels. For other items, both dependency and impact levels were low or very low.

Nature Capital Dependencies & Impact Analysis

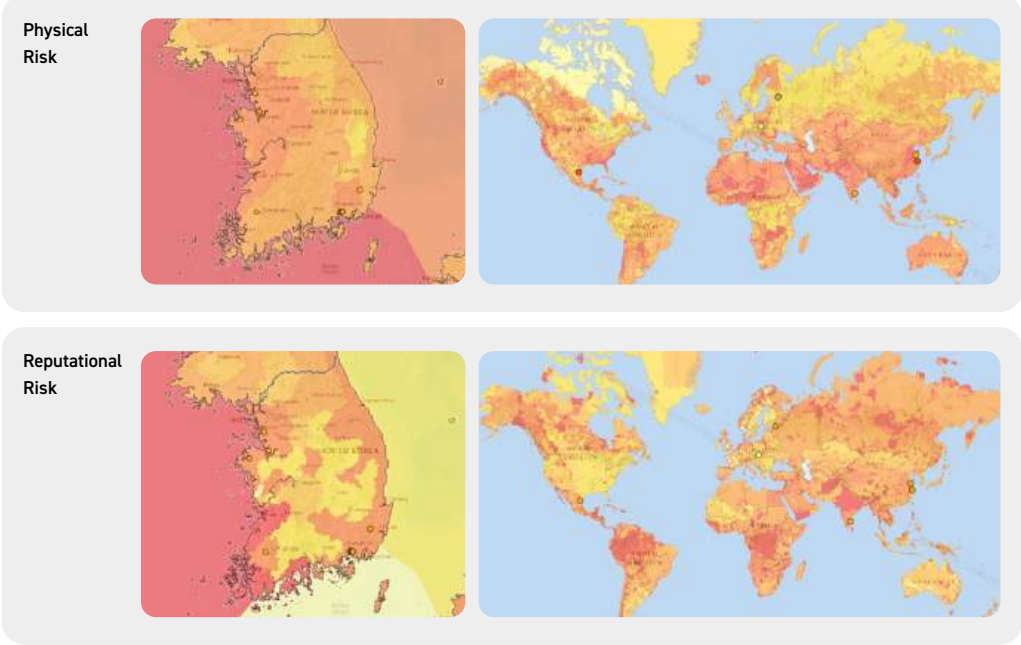
Category	Item	Dependency/Impact
Dependency	Provisioning services	Water supply
		Global climate regulation
		Rainfall pattern regulation
		Local climate regulation
		Air filtration
		Soil and sediment retention
	Regulating and maintenance services	Solid waste remediation
		Water purification
		Water flow regulation
		Flood mitigation
		Storm mitigation
		Noise attenuation
		Dilution by atmosphere and ecosystems
		Mediation of sensory impacts
Impact		Disturbances (e.g., noise, light)
		Emissions of GHG
		Emissions of non-GHG air pollutants
		Generation and release of solid waste
		Area of land use
		Emissions of toxic pollutants to water and soil
		Volume of water use

Risk Analysis

ASSESS

HYUNDAI WIA analyzed biodiversity and deforestation risks in areas surrounding our business sites based on the Biodiversity Risk Filter tool provided by the WWF. Risk categories are divided into two types: physical and reputational. Physical risks are assessed based on environmental resources, current conditions, hazards, and biological threat factors. Reputational risks are assessed based on environmental factors, socioeconomic factors, and other factors. Following a comprehensive assessment of physical and reputational risks, all domestic production sites showed moderate risk levels. Overseas, HYUNDAI WIA Slovakia showed low risk levels, while the other five subsidiaries showed moderate risk levels.

Domestic & Overseas Risk Filter Map



Natural Capital Protection

Natural Capital Risk Management

Risk Analysis

WWF Tool Risk Analysis Results

Category		Physical Risk	High Risk Physical Factors	Reputational Risk	High Risk Reputational Factors	Overall Risk
Domestic Sites	Changwon Plant 1, 2, 3, 5	<div></div> 3.38	Water scarcity, landslides, tropical cyclones, pollution	<div></div> 2.88	Protected and conserved areas, sites of international interest	<div></div> 3.11
	Seosan Plant	<div></div> 3.00	Water scarcity, air condition, tropical cyclones, pollution	<div></div> 2.88	Sites of international interest	<div></div> 2.94
	Pyeongtaek Plant	<div></div> 3.38	Water scarcity, air condition, extreme heat, tropical cyclones, pollution	<div></div> 2.88	Sites of international interest	<div></div> 3.11
	Ulsan Plant	<div></div> 3.38	Water scarcity, landslides, tropical cyclones, pollution	<div></div> 2.87	Protected and conserved areas, sites of international interest	<div></div> 3.10
Overseas Sites	Shandong HYUNDAI WIA	<div></div> 3.38	Water scarcity, air condition, extreme heat, tropical cyclones, pollution	<div></div> 2.88	Key biodiversity areas, labor and human rights	<div></div> 3.11
	Jiangsu HYUNDAI WIA	<div></div> 3.45	Air condition, extreme heat, tropical cyclones, pollution	<div></div> 2.88	Labor and human rights	<div></div> 3.14
	HYUNDAI WIA Slovakia	<div></div> 2.52	Landslides, pollution	<div></div> 2.38	-	<div></div> 2.44
	HYUNDAI WIA Mexico	<div></div> 3.50	Water scarcity, landslides, wildfire hazard, tropical cyclones, pollution	<div></div> 3.00	-	<div></div> 3.23
	HYUNDAI WIA Russia	<div></div> 2.75	Pollution	<div></div> 3.12	Protected and conserved areas, labor and human rights, sites of international interest	<div></div> 2.95
	HYUNDAI WIA India	<div></div> 3.38	Water scarcity, air condition, extreme heat, tropical cyclones, pollution	<div></div> 3.06	Sites of international interest	<div></div> 3.21

Very low (1.0 ≤ X < 1.8) Low (1.8 ≤ x < 2.6) Moderate (2.6 ≤ x < 3.4) High (3.4 ≤ x < 4.2) Very high (4.2 ≤ x ≤ 5.0)

Key Natural Capital Risks & Opportunities

Category	Risk/Opportunity	Description	Financial Impact
Risk	Natural capital dependency	• High dependency on natural capital due to the use of raw materials derived from natural capital	High
Risk	Ecological destruction	• Supply instability and raw material price increases due to ecological destruction	High
Risk	Natural capital regulation	• Need to respond to increasing natural capital-related regulations such as Environmental Impact Assessments, EU Deforestation Regulation (EUDR), and Taskforce on Nature-related Financial Disclosures (TNFD)	Medium
Opportunity	Sustainable procurement	• Certifications related to natural capital conservation and proactive supply chain management	High

Natural Capital Protection

Natural Capital Risk Management

Risk Assessment Results

HYUNDAI WIA conducted biodiversity risk assessments for domestic and overseas production sites by integrating site screenings, dependency and impact analyses, and risk analyses. The assessment results indicated that Jiangsu HYUNDAI WIA showed physical risks at a concerning level; however, considering the overall analysis, no substantial risks were identified for domestic and overseas production sites. Nevertheless, among domestic sites, Changwon Plant 1 and Plant 3 require proactive biodiversity risk management, as they are located within 100 meters of Grade 1 ENM areas and habitats of the Eurasian otter, a Category 1 endangered species. Additionally, given that many ecological protection zones remain undesignated in India and China, continuous monitoring of ecological protection zone designations near HYUNDAI WIA India, Jiangsu HYUNDAI WIA, and Shandong HYUNDAI WIA is deemed necessary.

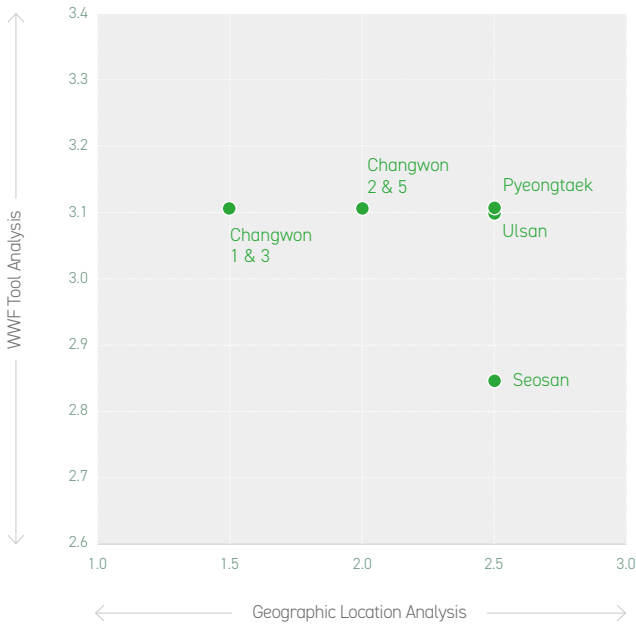
ASSESS

Risk Management Strategies

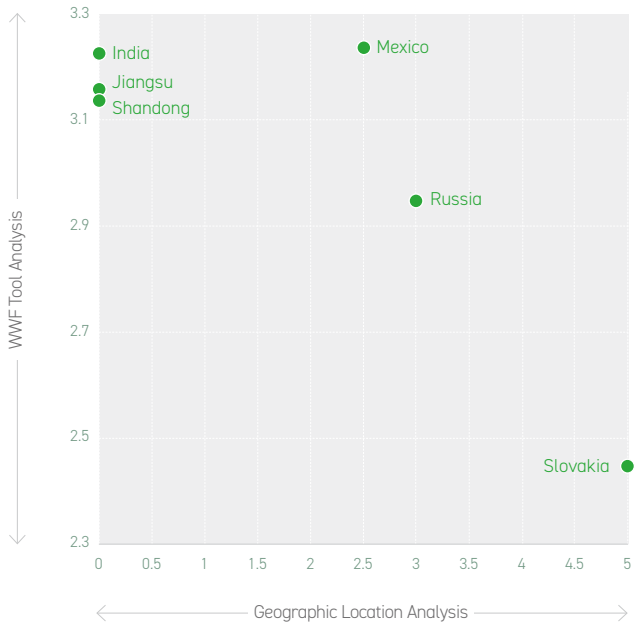
PREPARE

Based on the risk assessment results, HYUNDAI WIA has established and is implementing measures to proactively manage natural capital risks at Changwon Plant 1 and Plant 3, as these business sites are located within 100 meters of Class 1 endangered Eurasian otter habitats. In 2021, HYUNDAI WIA signed the ‘Changwon City Urban Biodiversity Conservation Agreement between Public-Private-Industry-Academia Sectors.’ Through this agreement, we aim to strengthen our efforts in protecting Changwon City’s natural capital, including biodiversity. In accordance with the partnership agreement, HYUNDAI WIA provides annual donations to support collaborative projects and continuously participates in working committees to implement Changwon City’s biodiversity conservation activities, maintaining ongoing communication with the community and relevant organizations. Furthermore, we fulfill our corporate social responsibility by actively participating in environmental volunteer activities for community biodiversity protection.

Comprehensive Results for Domestic Production Site



Comprehensive Results for Overseas Production Site



Natural Capital Protection

Natural Capital Protection Activities

Endangered Species Conservation

Endangered Species Survey

HYUNDAI WIA conducts biodiversity surveys in accordance with the Agreement for Biodiversity Conservation in Changwon. Gaeumjeong Stream, a waterway bordering Changwon Plant 1, serves as a habitat for Eurasian otters, a Category 1 endangered species in Korea. We installed observation cameras in this stream and regularly conduct population surveys and habitat conservation activities to protect the otters. Conservation efforts include otter habitat identification and invasive species management, specifically thorny vines and Japanese hops (*Humulus japonicus*), to protect otter populations. HYUNDAI WIA will continue our commitment to sustainable ecosystem conservation by actively contributing to the development of ecological cities that promote coexistence between human and nature.



Planting Endangered Species

HYUNDAI WIA Green School is a program that creates forest environments on school campuses by planting trees and flowers, including endangered species, to help students grow alongside nature. HYUNDAI WIA has established mid-to-long-term goals for creating and expanding forests that include endangered species and is actively implementing these initiatives. In particular, planted species include Category II endangered species designated by the Ministry of Environment, such as water hemlock (*Cicuta virosa*) and bogbean (*Menyanthes trifoliata*). In 2024, we planted a total of 470 trees of 60 species and 2,200 flowering plants through Green School activities. Furthermore, HYUNDAI WIA aims to expand endangered species planting and forest creation activities beyond schools to other public spaces.

Mid-to-Long-Term Goals for Planting Endangered Species

Category I		Description
Period	2024–2028 (5 years)	
Goal	Create habitats for endangered species	• Select two target species for restoration in cooperation with local communities • Create one habitat (Green School) each year
	Plant endangered species	• Achieve 500% of planting target (300 plants total)

Aquatic Ecosystem Impact Analysis

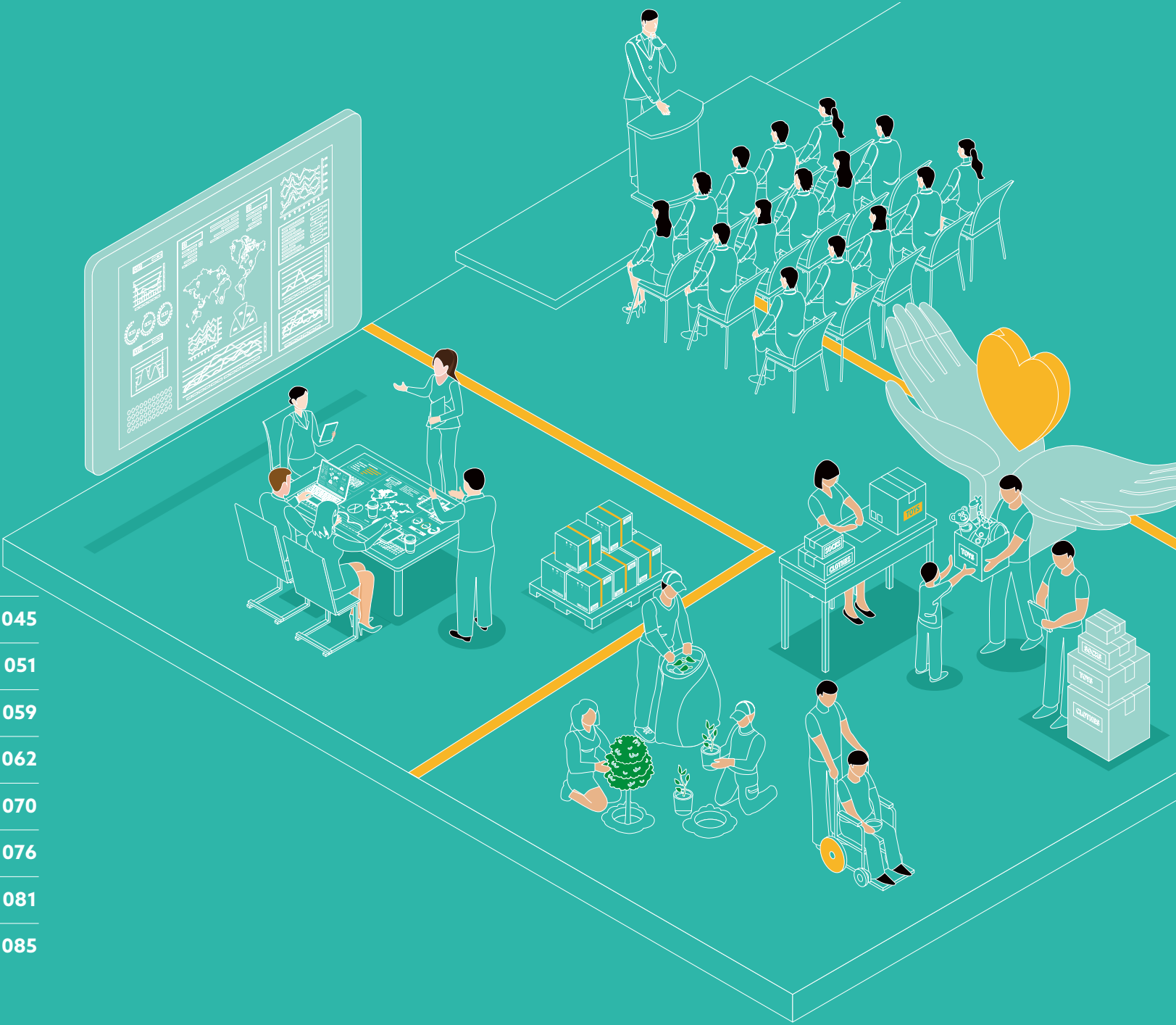
HYUNDAI WIA conducts annual surface water quality analysis at Changwon Plant 1 to manage the environmental impact that corporate activities have on aquatic ecosystems. By regularly analyzing water quality and assessing impact levels, we aim to proactively prevent biodiversity-related risks and contribute to biodiversity conservation. In 2024, HYUNDAI WIA commissioned a specialized water quality analysis institution to analyze 27 water pollutants, including BOD, in surface water near the final discharge point of Changwon Plant 1. The results confirmed that there were no abnormalities in externally discharged substances.

Acorn Bank Program

HYUNDAI WIA is conducting the 'Acorn Bank' installation campaign to return acorns to wild animals. Acorns are an important food source for various wildlife such as squirrels, Eurasian red squirrels, and jays. When animals cannot find food in the forest, they venture outside their habitats into crossroads, potentially resulting in accidents. Since 2019, we have installed and are maintaining 10 acorn banks through employee volunteer activities. Through this initiative, HYUNDAI WIA contributes to creating healthy forests that provide adequate food sources for wildlife.



Social



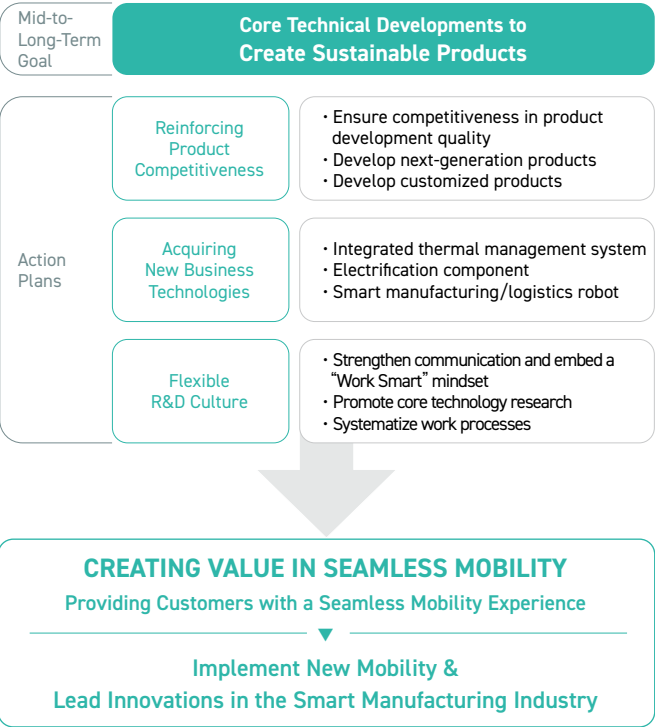
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Sustainable Future Technology Innovation

Future Value Creation Framework

HYUNDAI WIA pursues key strategies of reinforcing product competitiveness, acquiring new business technologies, and flexible R&D culture with the goal of creating sustainable products. We aim to ensure product competitiveness through the development of next-generation and customized products. Also, we will acquire new business technologies including integrated thermal management system, electrification components, and smart manufacturing and logistics robots. Additionally, HYUNDAI WIA seeks to establish a foundation for future value creation by fostering a flexible R&D culture through systematizing R&D work processes and expanding communication.

Future Value Creation Strategy Framework



R&D Network

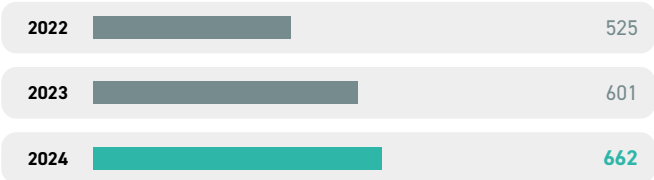
HYUNDAI WIA conducts R&D activities through R&D centers established in Uiwang and Changwon. Uiwang R&D Center performs research and development in the mobility sector, with particular focus on advanced automotive component technologies, and smart manufacturing and logistics technologies. Changwon R&D Center is responsible for research and development in the defense industry sector, conducting research for development of advanced weapon systems.

R&D Centers

Category	Name	Major Activities
Domestic	Uiwang R&D Center	Driving system, ITMS, HVAC system, and collaborative robot R&D
	Changwon R&D Center	Defense business technology R&D

R&D Personnel*

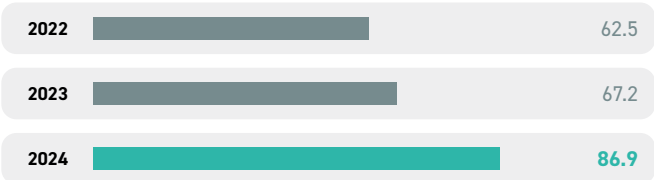
(Unit: persons)



* Including personnel in Machine Tools business segment (discontinued operation) and personnel dispatched to USA.

R&D Investment

(Unit: KRW billion)



CASE STUDY

TMS Meet-Up Day for Thermal Management Sector Talent Acquisition

In September 2024, HYUNDAI WIA hosted a TMS (Thermal Management System) "Meet-Up Day" at the Uiwang R&D Center to attract talent in the automotive thermal management system sector. Approximately 90 masters and doctoral students participated in the Meet-Up Day. They came from research laboratories specializing in automotive thermal management at major universities in Korea, including Seoul National University. The Meet-Up Day consisted of two parts: a Tech Session and an HR Session. In the Tech Session, technical presentations covered design, control, analysis, and testing related to automotive thermal management. Participants also toured the thermal management test facility, completed within the R&D center in 2023, and received explanations on how academic knowledge can be applied to production sites. In the HR Session, the Talent Acquisition Team Leader introduced the recruitment process, HR systems, and organizational culture. This helped participants address questions related to employment. A talk concert was also held to openly discuss various concerns about job search and life at work. Through this event, HYUNDAI WIA aims to provide a growth platform for domestic talent in TMS technology and proactively attract outstanding human resources, strengthening its position as a global leader in automotive thermal management.



Sustainable Future Technology Innovation

Automotive Parts

Recognizing the global shift toward eco-friendly vehicles, HYUNDAI WIA is transitioning our core automotive parts business portfolio from internal combustion engines to environmentally sustainable solutions. Beyond developing high-value components for eco-friendly vehicles, we will continue investing in R&D to strengthen our capabilities in integrated thermal management systems and electrification control technologies, positioning ourselves to lead the future mobility market.

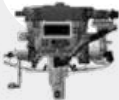
Integrated Thermal Management System

As integrated thermal management efficiency critically impacts eco-friendly vehicle performance, its importance will only grow in the coming years. HYUNDAI WIA has developed a phased strategy to lead this market and is dedicating resources to technological innovation that exceeds customer expectations. In May 2023, HYUNDAI WIA became the first Korean automotive parts manufacturer to introduce a coolant hub module to Hyundai Motor’s dedicated EV platform, E-GMP. HYUNDAI WIA is currently developing an integrated thermal management system for mass production in the first half of 2025, planning to expand its application beyond automobiles to urban air mobility (UAM) and other sectors. In 2024, HYUNDAI WIA invested KRW 56 billion in eco-friendly automotive parts R&D, representing 57% of its total automotive parts R&D budget. This commitment will increase to 64.0% in 2025, with a planned investment of KRW 45.94 billion in eco-friendly automotive parts R&D. HYUNDAI WIA has established a mid-to-long-term roadmap for our integrated thermal management business in the first half of 2025 and aims to grow into a specialized integrated thermal management company through gradual business expansion in the future.

Integrated Thermal Management Development Strategy

2023


Thermal management module



Enter thermal management module market

2025


Thermal management system



Enter HVAC system market

2027


Leading technologies in thermal management



Position ourselves as an HVAC company

2030

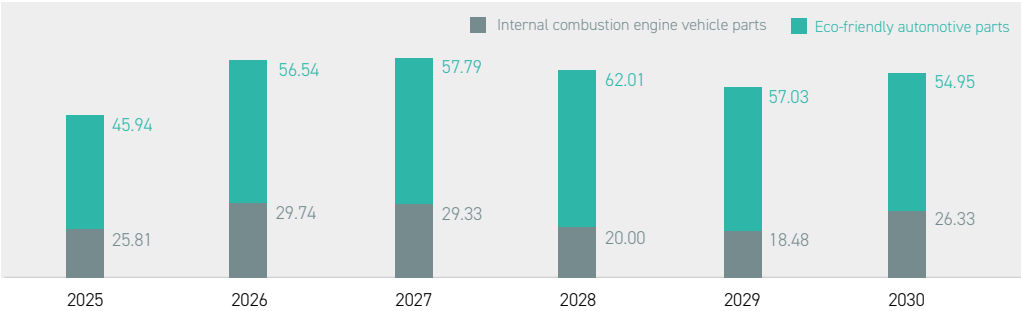
Expand into the global market



Expand global OE operations

Long-Term R&D Investment Plan for Automotive Parts*

(Unit: KRW billion)



* We have classified our economic activities according to the EU Taxonomy, and defined products applicable to zero-emission vehicles as eco-friendly automotive parts. The investment plan has been revised according to this classification (see p.111 for details on the classification of taxonomy-eligible activities).

CASE STUDY Participation in IZB 2024 International Supplier Fair

In October 2024, HYUNDAI WIA participated in the IZB 2024 International Supplier Fair in Wolfsburg, Germany. To expand our European customer base with EV-focused components, we showcased 16 automotive part products, including the integrated thermal management module. This module combines coolant and refrigerant systems into a single component, simultaneously improving space utilization and thermal management efficiency – both essential for EV thermal management. HYUNDAI WIA also unveiled our electrified Torque Vectoring by Twin Clutch (eTVTC) system, which enables independent control of not only front and rear wheels but also left and right wheels. The eTVTC system was also featured in Hyundai Motor’s technology showcase concept car, the RN22e. Through its participation in IZB 2024, HYUNDAI WIA demonstrated our advanced component technologies and accelerated efforts to attract European customers. We plan to continue expanding our competitiveness in the European market through active business development and sustained R&D investment.



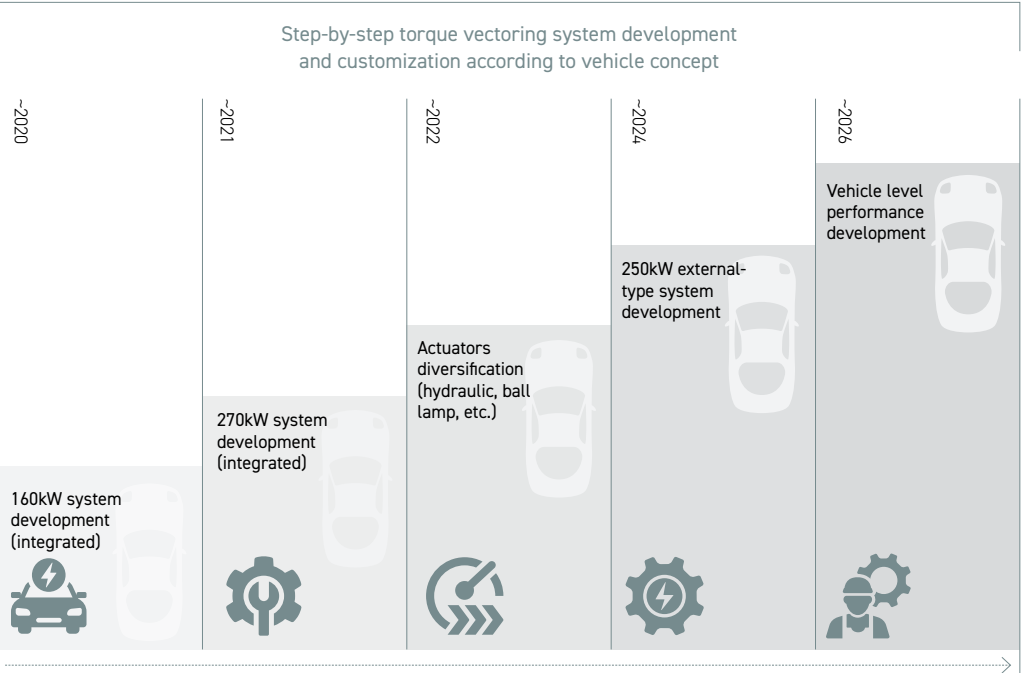
Sustainable Future Technology Innovation

Automotive Parts

Electric Torque Vectoring by Twin Clutch System

To maximize driving performance in electrified vehicles and deliver a “Fun Driving” experience, HYUNDAI WIA has continuously invested in R&D to create technology that extends beyond traditional 4WD system’s front-to-rear power distribution to include left-to-right wheel control. The effort culminated in the completion of the electric Torque Vectoring by Twin Clutch (eTVTC) system, which integrates with 4WD technology. By July 2024, HYUNDAI WIA finished developing customized versions optimized for specific vehicle characteristics. The system incorporates ball ramps to achieve rapid response time within 250 milliseconds and includes a self-disconnect function that contributes to improved energy efficiency in electric vehicles depending on driving modes.

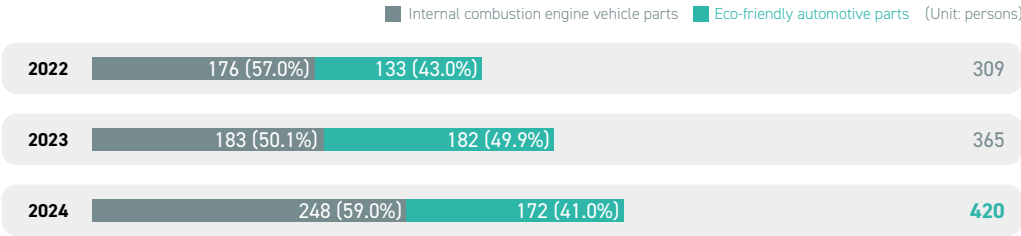
Electric Vehicle Torque Vectoring System Development Strategy



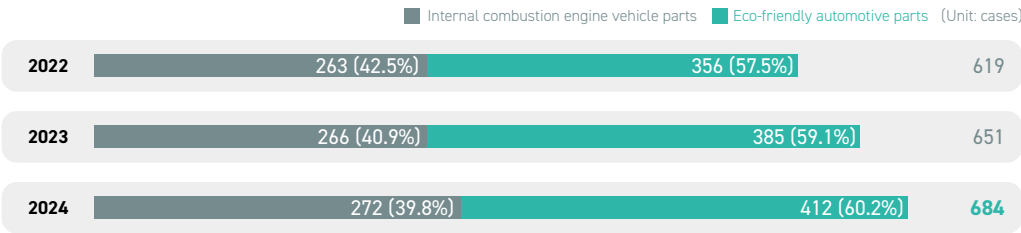
Electric Vehicle Torque Vectoring System Description



Automotive Parts and TMS Businesses R&D Personnel



Total Intellectual Property Registrations for Automotive Parts and TMS Businesses



Sustainable Future Technology Innovation

Mobility Solutions

As a company leading innovation in future manufacturing, HYUNDAI WIA provides smart manufacturing and logistics robots, AI robot control solutions, smart factories, and integrated solutions for electrification component production lines. We are working to advance various mobility solutions, including control, robotics, and autonomous driving-based solutions. Our efforts also focus on flexible production cells, intelligent logistics equipment, and automation lines tailored to E-mobility trends.

Smart Manufacturing and Logistics Robots

HYUNDAI WIA develops and supplies human-friendly intelligent collaborative robots to enhance efficiency and flexibility in manufacturing and logistics environments. Our flagship logistics robots include autonomous mobile robot (AMR), which autonomously transports materials without external guidance, and automated guided vehicle (AGV), which moves materials along optimized routes. Building on this, we also supply specialized solutions such as parking robots that slide under vehicles to lift tires (AGV-Parking), autonomous cleaning vehicles (AMR-Cleaning), and AGV-Fork Lifter. Additionally, HYUNDAI WIA develops diverse products including mobile picking robot (MPR) that enables automated parts assembly through integrated interface systems, and outdoor parking robots capable of transporting vehicles without spatial restrictions. By continuously expanding our product portfolio, HYUNDAI WIA leverages our accumulated robot development expertise to deliver customized solutions.

Robot Control Solutions

HYUNDAI WIA has developed a mobile robot integrated control system which enables real-time control of various robots and monitoring of logistics operations. We also developed a parking control system which manages the status of parking areas by controlling parking robots. In addition, HYUNDAI WIA developed various products, including the AI logistics robot control solution which enhances flexibility and profitability in manufacturing processes by integrating with customer systems; the AGV automated control system (ACS) which supports task scheduling and fleet management for logistics robots; and a web-based control solution with improved design and user convenience. Based on operation algorithms optimized for manufacturing and logistics environments, HYUNDAI WIA provides AI-based control solutions and smart manufacturing/logistics environments tailored to customers.



CASE STUDY

Application of Parking Robot Service in Robot-Friendly Building “Factorial Seongsu”

In June 2024, Hyundai Motor Group unveiled a variety of robotics-based services at “Factorial Seongsu,” a robot-friendly building located in Seongsu-dong, Seoul. HYUNDAI WIA’s parking robot service was introduced as part of the initiative. The parking robot service, commercialized for the first time in Korea at Factorial Seongsu, transports a vehicle to a designated location when it is needed and automatically parks it again after use when the customer returns it to a designated spot. The robot, only 110mm thick, moves by sliding under the vehicle and lifting the wheels. Equipped with LiDAR* sensors, it can precisely detect the size and position of the wheels, making it compatible with all types of vehicles. Its ability to move freely in all directions also enables parking in tight spaces that were previously difficult to access, significantly improving spatial efficiency.

* Light detection and ranging



Sustainable Future Technology Innovation

Mobility Solutions

Smart Factory for Cellular Manufacturing

HYUNDAI WIA is working to establish a smart factory system which delivers highly efficient production systems to customers. By applying collaborative robots, industrial robots, and 3D machine vision technology, we are building a cell-based smart factory system optimized for high-mix, low-volume production. In addition, HYUNDAI WIA is integrating AMR and AGV technologies into our smart logistics systems. Furthermore, to provide production systems and digital twin systems tailored to customer needs, we utilize 3D simulation analysis across the entire process of production, assembly, and logistics.

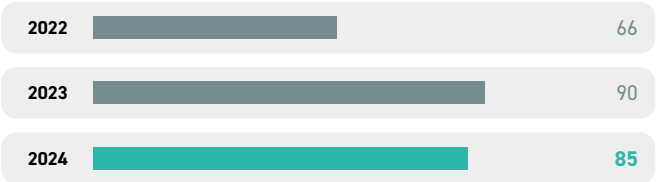


Electrification Facilities

HYUNDAI WIA is continuously expanding our R&D efforts in electrification facilities to meet customer demands, leveraging our accumulated technologies and capabilities. Following the successful development of core equipment for EV hairpin motor stators, we are promoting the commercialization of new technological facilities based on our experience in building automated mass production lines. In particular, HYUNDAI WIA is developing production equipment for power electric (PE) systems by internalizing technologies for front and rear motor reducer lines for EVs. Also, we plan to further expand into core production facilities for hydrogen components in the future.

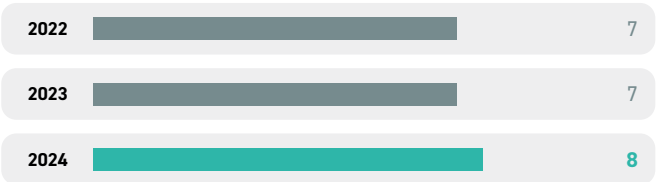
Mobility Solutions Business R&D Personnel

(Unit: persons)



Total Intellectual Property Registrations for Mobility Solutions Business

(Unit: cases)



Sustainable Future Technology Innovation

Defense Business

HYUNDAI WIA is accelerating the R&D of defense business technologies in response to recent defense policies and the trends of eco-friendliness and automation. Current national defense strategies of Korea emphasize securing core defense technologies such as AI and unmanned robotics, as well as capabilities in miniaturization and ultra-precision. HYUNDAI WIA is committed to developing future advanced weapon systems in line with these strategies, while also seeking to expand into key component markets for urban air mobility (UAM) and unmanned aerial vehicles (UAVs).

Remote Control Weapon System

HYUNDAI WIA is developing remote weapon systems designed to enhance operational efficiency and survivability during missions. One example is the vehicle-mounted remote control weapon system (RCWS), which integrates strike and surveillance functions and is operated through a remote-control interface. Currently, we have completed the development of RCWS for AI-enabled tactical vehicles. By continuously securing core technologies, HYUNDAI WIA aims to lead the development of next-generation weapon systems and contribute to strengthening national defense.

Close-In Weapon System (CIWS-II)

The Republic of Korea Navy has decided to domestically develop the CIWS-II, a 30mm close-in weapon system to protect naval vessels from high-performance anti-ship missiles, enemy aircraft, and small, high-speed surface craft. HYUNDAI WIA is currently developing the system's core component, the naval gun system. CIWS-II is expected to significantly enhance naval combat capabilities by incorporating a range of next-generation technologies to replace existing systems. Leveraging our expertise in the design and production of 76mm and 5-inch naval guns, HYUNDAI WIA is accelerating development efforts to strengthen ship survivability and contribute to self-reliant national defense.

Anti-Drone System

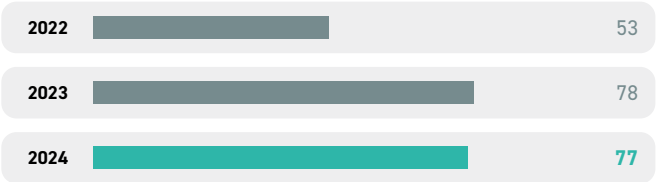
HYUNDAI WIA develops advanced anti-drone system (ADS) to respond to the growing threat of drone attacks. ADS is equipped with technology capable of countering drone swarms. In addition, it incorporates AI-based software and various hard-kill solutions to enhance interception success rates. We will continue to accelerate the development of anti-drone technologies in line with the shifting paradigm of drone threats.

Urban Air Mobility

As urban air mobility (UAM) emerges as a game changer in the mobility market, the competition between global companies to gain technological leadership and market dominance is intensifying. In response, HYUNDAI WIA is leveraging our 30 years of experience in developing and manufacturing aviation components to develop landing gear and key electrification components optimized for UAM operations. Notably, we applied for the first time in Korea a real-time monitoring function which checks the operational status of the landing gear. This feature is expected to enhance competitiveness in safety and cost-efficiency. By combining technologies from both the aviation and automotive sectors, HYUNDAI WIA aims to lead technological innovation and contribute to the expansion of the future mobility industry.

Defense Business R&D Personnel

(Unit: persons)




CASE STUDY

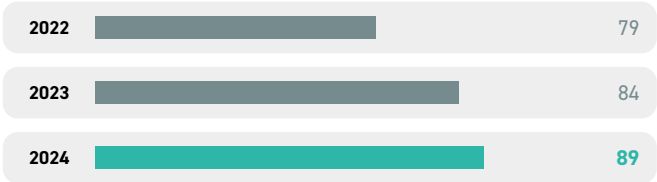
The Agile Giant: Lightweight 105mm Self-Propelled Howitzer

HYUNDAI WIA, Korea's only large-caliber artillery specialist, is expanding our business scope to become a leading provider of mobile firepower systems by integrating vehicle systems and artillery systems based on our outstanding technological capabilities. As a result of ongoing R&D efforts in future defense projects, we unveiled the actual model of a lightweight 105mm self-propelled howitzer for the first time at KADEX* 2024 in October 2024. This new howitzer was developed to reduce the number of operating personnel from six to four, and to enable air transportation through weight reduction, while maintaining a similar level of maximum range and rate of fire as the existing 105mm howitzers.

* Korea Army International Defense Industry Exhibition



Total Intellectual Property Registrations for Defense Business (Unit: cases)



Employees

Talent Acquisition and Development Support

Recruitment

HYUNDAI WIA operates a recruitment process based on our ideal talent, “Way of WIA.” To support sustainable growth, we continuously recruit both new and experienced hires, while also conducting research scholarship programs and overseas recruitment. The recruitment process consists of document screening, personality assessments, and interviews. Throughout the process, we strictly adhere to all relevant laws and regulations. Additionally, we evaluate candidates based on job competencies and organizational fit, eliminating all discriminatory factors such as gender, regional origin, and educational background. To prevent discrimination and ensure fairness, we provide preliminary training for interviewers. In addition to new recruitment, HYUNDAI WIA implements internal job posting and transfer systems, which provide employees with opportunities to explore various career paths. We also operate support programs, such as the skilled worker re-employment program, tailored to our employees’ career stages.

Recruitment Process



* WAT(Way of WIA Aptitude Test): Aptitude and personality assessment based on Way of WIA

Internal Job Posting & Transfer Systems

HYUNDAI WIA implements job transfers through internal job postings to promote internal talent circulation and provide employees with diverse career paths and development opportunities. We post internal job openings for positions that are difficult to fill through external recruitment, such as new business positions and additional staffing for newly established teams. After selecting candidates through document and interview evaluations, we finalize job transfers through coordination between divisions. In 2024, internal job openings were posted for 16 roles across 14 teams, ultimately resulting in 9 employees being transferred to new positions. Through internal job postings, HYUNDAI WIA reduces onboarding time and recruitment costs while ensuring diverse career opportunities for employees.

Skilled Worker Re-Employment Program

HYUNDAI WIA operates a skilled worker re-employment program for employees who reach retirement age. Through this program, we help employees maintain a sense of belonging and achieve financial stability even after retirement, while simultaneously strengthening diversity within the organization. Among retired employees, those who wish to participate are hired on short-term contracts for up to one year. Following 76 in 2022 and 82 in 2023, 54 employees were hired through this program in 2024.

Talent Development & Competency Building

Core Competencies by Growth Stage

HYUNDAI WIA is fully committed to strengthening organizational competencies to proactively respond to future industrial trend changes. To achieve this, we have established the “Way of WIA Framework” and defined core competencies for employees at each growth stage. The Framework was established through scientific analysis including competency model theory analysis, employee surveys, and external expert consultation. The ultimate aim of the Way of WIA Framework is to foster continuous competency development, enabling employees to become well-rounded leaders who fully embody Way of WIA as they advance through their careers. Based on the Way of WIA Framework, HYUNDAI WIA provides opportunities for global competency and technical skill development. We cultivate leaders who can adapt to new business paradigms such as integrated thermal management systems and smart manufacturing solutions.

Way of WIA Framework

	G1	G2	G3	G4	Executive
Competencies by Job Levels	Bold & Tenacious	Bold & Tenacious	Bold & Tenacious	Bold & Tenacious	Bold & Tenacious
	Accept Diversity	Accept Diversity	Accept Diversity	Accept Diversity	Accept Diversity
	New Perspective	New Perspective	New Perspective	New Perspective	New Perspective
	Be Proactive	Be Proactive	Be Proactive	Be Proactive	Be Proactive
	Voice Your Opinion	Voice Your Opinion	Voice Your Opinion	Voice Your Opinion	Voice Your Opinion
	Learn and Grow	Learn and Grow	Learn and Grow	Learn and Grow	Learn and Grow
Common Competencies	One-Team Spirit				
	Think Like Customers				
	Respect Yourself				

Employees

Talent Acquisition and Development Support

Talent Development and Competency Building

New Employee Onboarding Program

HYUNDAI WIA operates an onboarding program to help newly recruited employees adapt as members of the company and demonstrate their capabilities. Prior to the full-scale onboarding program after hiring confirmation, we conduct online pre-boarding training. Through various programs including onboarding training, internal mentoring and retention programs, we support the adaptation and growth of new employees. Additionally, after onboarding training, we objectively measure the training effectiveness through satisfaction surveys. Based on the collected feedback, we continuously improve and develop onboarding program processes.

New Employee Onboarding Process



2024 New Employee Onboarding Training Effectiveness (Unit: points)



* Based on satisfaction survey results, on a 5-point scale



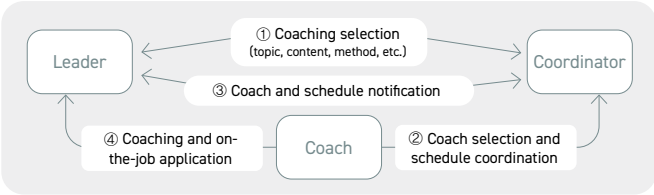
Leadership Onboarding & Competency Development

HYUNDAI WIA has established the direction of “Leaderness” based on core competencies defined for each growth stage in the Way of WIA Framework. We operate a customized onboarding program called the Leaderness Training Program, enabling new leaders to demonstrate leadership that aligns with this direction. Additionally, we operate specialized training courses for team leader candidates to proactively develop their leadership capabilities. Furthermore, when issues arise in their leadership roles, we provide customized coaching solutions through our Leadership Coaching Center to ensure timely resolution and support.

2024 Leaderness Training Programs

Category	Program	Description
New Group Leader	Direction Setting Special Lecture	“One-Team Spirit” insight training
	New Group Leader Course	Capability enhancement of self-awareness and coaching leadership
New Team Leader	Team Leader Role Training	Understanding of the system and support for role performance
	New Team Leader Course	Perspective shift as a team leader and role confirmation
	Group Coaching Session	Role performance onboarding through group coaching
New Senior (G3)	New Senior Course	Development of necessary competencies in relation to Way of WIA
	Wrap-Up Special Lecture	Sharing concerns about work and support for solutions

Leadership Coaching Process



CASE STUDY Supporting New Employees’ Soft Landing

HYUNDAI WIA believes employee growth is paramount to the organization’s bright future. Based on this belief, we operate various onboarding programs to support the adaptation and growth of new employees. In April 2024, 11 new employees and 3 research scholarship recipients who will be joining the company visited Auto China 2024 in Beijing, China. They experienced global mobility market trends and the transition to the electrification era. They also visited Hyundai Motorstudio Beijing to share Hyundai Motor Group’s vision for eco-friendliness and sustainability. Additionally, they visited Hyundai Motorstudio Goyang in Gyeonggi-do, where they gained understanding of how automotive parts are integrated into the vehicle production process. Furthermore, new employees participated in a mentoring program for 12 weeks after joining the company. The mentoring covered various topics including work competency development and organizational culture adaptation, helping the new employees build both professional competencies and relationships with existing team members. They also attended a “CEO Dinner Meeting” for casual communication with the CEO and other leaders. HYUNDAI WIA will continue to operate onboarding programs to provide comprehensive support for new employees’ swift adaptation and growth.



Employees

Talent Acquisition and Development Support

Talent Development and Competency Building

Self-Directed Competency Development

HYUNDAI WIA is committed to enhancing all employees' job competencies through diverse programs, including customized training for each division, digital transformation (DT) training, technical insight lectures, and Big Data School. In particular, we operate "Learning Cell," an in-house learning circle system, to encourage employees' self-directed competency development. Through this, HYUNDAI WIA enhances employees' technical and professional competencies, helping them develop into talent ready for the Fourth Industrial Revolution while building organizational capabilities for future value creation.

Future Business Capability Building

HYUNDAI WIA conducts "Early Bird Seminars" to strengthen capabilities for effectively responding to rapidly changing business environment and preparing for future business. In 2024, we held five seminars on future technology trends, future mobility, robotics, and artificial intelligence (AI) to provide insights for becoming a leading company in the smart mobility solutions field. The seminars targeted executives and team leaders, with optional online participation for interested employees.

2024 Job Competency Building Programs

Job Training Category	Key Programs
Customized Job Training by Division	<ul style="list-style-type: none">Quality & Technology SchoolTraining to improve procurement capabilitiesReliability engineer qualification program
DT Training	<ul style="list-style-type: none">Big Data CampusBig Data School
Technology Insight Special Lecture	<ul style="list-style-type: none">Automotive Parts R&D Center insight lectures
External Job Training	<ul style="list-style-type: none">872 courses (completed by 617 employees)

Growth Opportunities through Work

Since 2024, HYUNDAI WIA provides employees with growth opportunities through work by annually selecting one employee to pursue a master's degree in Advanced Convergence Safety Engineering at Soongsil University's Graduate School of Safety Convergence. This program supports employees responsible for safety and health in developing into safety experts who can scientifically and systematically analyze and evaluate risk factors inherent in industrial sites and propose improvement measures.

Online Learning Platform

HYUNDAI WIA introduced the "Smart Learning Platform" as part of our job competency enhancement programs for employees. The Smart Learning Platform connects with the existing online education platform "e-Campus" to enable integrated learning history management. Through these platforms, employees can take both job training and software education courses online, building competencies to become talents ready for the Fourth Industrial Revolution.

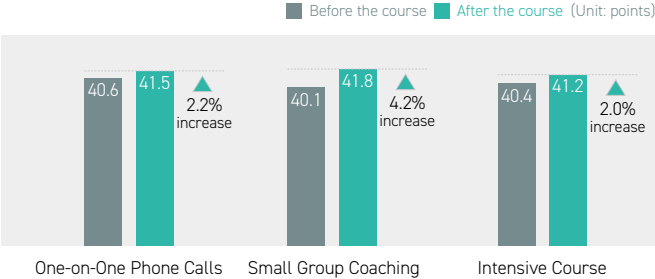
Online Platform Composition

Platform	Key Contents
Smart Learning Platform	<ul style="list-style-type: none">Online on-demand learning contents on various job functions and aptitudes (3,337 courses)
e-Campus (Knowledge+)	<ul style="list-style-type: none">Electrification Academy: basics to practical skills in electrics, electronics, motors, power conversion, etc.Essence of Production Technology: production technology such as machining, heat treatment, and processing technologye-Car Tech: basics of automobiles such as power transmission, engines, and eco-friendly automobilesBasics of R&D Jobs

Global Competency Development

HYUNDAI WIA operates various in-house language courses and intensive language programs-including small group sessions and video and telephone English classes-to develop employees' global business skills. We provide continuous language learning materials and conduct regular language campaigns to help employees adapt to the globalized business environment. HYUNDAI WIA will continue to develop and enhance our global competency education programs to fully support employees in becoming professionals with global leadership capabilities.

Internal Language Course Effectiveness



* SPA score changes before and after the course



Employees

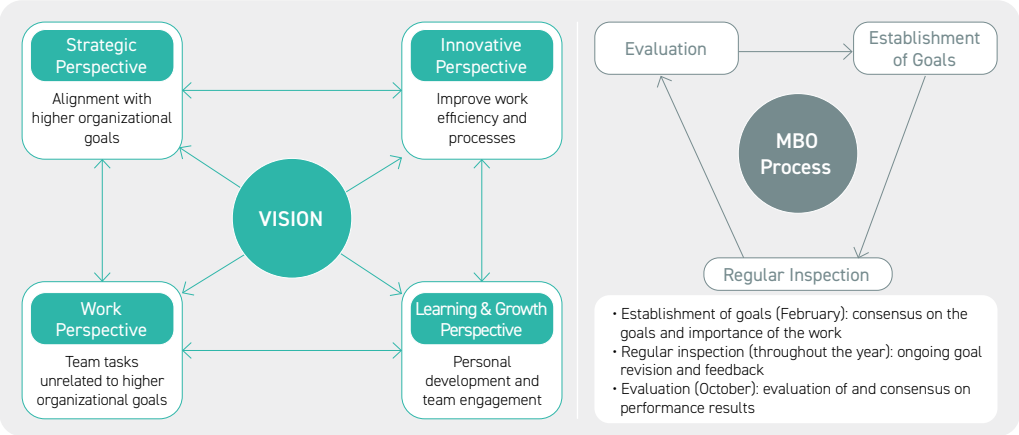
Performance Evaluation & Compensation

Performance Evaluation System

HYUNDAI WIA creates an environment that enables employees to focus on goal achievement and competency development through autonomous performance management and a personnel evaluation system which reflects organizational characteristics. The personnel evaluation system consists of performance evaluation and competency evaluation. Performance evaluation follows the MBO* process: employees establish KPIs linked to organizational missions, receive regular feedback, and assess their performance accordingly. Competency evaluation covers job competencies, leadership competencies, and core competencies. The evaluation process incorporates diverse employee opinions to ensure fair and objective assessment.

* Management by objectives

Performance Evaluation Perspectives & Process



2024 Personnel Evaluation Results (Performance & Competency Evaluations)

Category	Target (persons)	Actual (persons)	Evaluation Rate
Performance Evaluation (Office Employees)	1,934	1,934	100%
Competency Evaluation (Office Employees)	1,854	1,854	100%
Performance Evaluation (Production Employees)	938	918	97.9%

Compensation System

HYUNDAI WIA creates an environment where all employees are evaluated based on transparent and rational standards regardless of gender and nationality, ensuring accurate recognition of individual capabilities and performance. Performance evaluation results are utilized for company-wide HR management including compensation, promotion, and department assignment. Various reward systems such as Exemplary Employee Award and Idea Suggestion Award acknowledge outstanding performance. Furthermore, we pursue sustainable management by linking ESG indicators to executive (C-level) performance evaluations, thereby internalizing ESG in decision-making and operations. HYUNDAI WIA plans to continue inspiring employee development while establishing a fair performance-based compensation system for sustainable growth.

2024 Reward System Operation Status

Award	Description
Contest awards related to CV joints and engine	• In recognition of strengthening company-wide cost competitiveness in the CV joints and engine sector and its excellent cases
R&D Innovation Challenge Award	• In recognition of outstanding R&D activities
Exemplary Employee Award	• In recognition of outstanding employees across the company
Way of WIA Award	• In recognition of best practices of Way of WIA
Safety Reporting System Award	• In recognition of excellent safety reports
Risk Assessment Award for Excellent Department	• In recognition of departments for raising awareness of the importance of risk assessment as well as safety awareness
Customer Satisfaction Management Award for Excellent Team/Leader	• In recognition of teams/individuals for excellence in customer satisfaction and related activities
Excellence Award for On-Site Small Group	• In recognition of best on-site practices
Excellent Suggestion Award	• In recognition of profit improvement activities
[Group-wide] Idea Contest	• In recognition of idea discovery and innovative contributions in each division: new business, marketing, production quality, CSR, etc.
[Group-wide] Award for Change and Innovation	
Outstanding Employee Award for Strengthening Business Competitiveness	• In recognition of outstanding employees for strengthening business competitiveness

Employees

Organizational Culture and Employee Well-Being

Organizational Culture

Embedding Organizational Culture: Way of WIA

HYUNDAI WIA is committed to building an organizational culture that values employee autonomy and creativity. As part of these efforts, we have established “Way of WIA” behavioral guidelines to provide practical guidance for employees’ daily work performance. They offer specific directions to ensure individual value creation contributes to achieving our company vision. HYUNDAI WIA is moving toward the future mobility era through a flexible organizational culture.



Organizational Culture Programs

HYUNDAI WIA develops and operates various programs to ensure employees clearly understand and align with the organization's direction of change. We promote active employee participation through organizational development and engagement activities which provide concrete, practical experiences of change. These efforts allow employees to gain positive experiences in the workplace, with a focus on creating a corporate culture where individuals become agents of change, drive innovation, and generate outstanding performance.



Organizational Culture Regular Checkup

HYUNDAI WIA regularly conducts checks on organizational culture. We participate in the annual Culture Survey conducted by Hyundai Motor Group, and the 2024 assessment scored 80.3 points overall. This represents a 1.8-point increase from the previous year, and we achieved KPI S-grade for the first time. The Business Support Division and Procurement Division demonstrated significant improvement compared to the previous year by implementing various communication initiatives, including improvements in reporting culture. These efforts contributed to the overall score improvement. HYUNDAI WIA will continue to create an organizational culture that satisfies all employees through ongoing organizational culture programs and improvement activities.

2024 Organizational Culture Programs

Program	Description	Results
Vision Wave	A communication program for leaders to share their thoughts and promote communication platform	<ul style="list-style-type: none">Strengthened connection and consensus of the company, leaders, and membersBilateral communication
Culture Newsletter	A newsletter published to share corporate culture activities and spread messages of the changes	<ul style="list-style-type: none">Improvement of communication among members and fostering of better understanding of the direction of change
Reverse Mentoring	Mentor (junior)-mentee (executive) reverse mentoring program	<ul style="list-style-type: none">Respect for diversity, new perspectives, and understanding among different generations
Culture Messenger	Operation of change agent (CA) for each organization	<ul style="list-style-type: none">Execution of programs that foster positive change based on organizational characteristics and VOE (Voice of Employee)
Way of WIA Praising Center	Online praise and thank-you letters sent between members based on the keywords of Way of WIA and discovery of best practices	<ul style="list-style-type: none">Improvement of work engagement based on positive feedbackEncouragement of members to praise and recognize one another and motivation to practice Way of WIA
Seasonal events	Events tailored to each season that help revitalize the organization and allow family participation	<ul style="list-style-type: none">Positive experiences for members and a sense of belonging and pride through family participation events
Internalization of Way of WIA by each division	A program for the internalization of Way of WIA tailored to the characteristics of each division	<ul style="list-style-type: none">Increased awareness on the importance of Way of WIA and enabling employees to experience the changes that come from exemplary practices
WIA Awards	End-of-the-year awards ceremony featuring the presentation of awards and the sharing of best practices	<ul style="list-style-type: none">Enhancing positive experiences for team members, fostering pride, and promoting Way of WIA
Project to Change the Way We Work	A collaborative tool to foster sense of team spirit, mainly focuses on close communication and collaboration	<ul style="list-style-type: none">Faster feedback and decision-makingPursuit of collective intelligence
Organization Assessment & Issue Improvement	Workshop to assess the organization to determine the current issues and to set the direction of improvement	<ul style="list-style-type: none">Identification of internal issues and derivation of directions of improvement

Culture Survey Results (Unit: points)

Category	2022	2023	2024
Score	74.2	78.5	80.3*

* Score of the Machine Tools Sub-Division excluded

Employees

Organizational Culture and Employee Well-Being

Employee Well-Being

HYUNDAI WIA has established a comprehensive welfare system to help all employees achieve a healthy work-life balance. Employees can take advantage of telecommuting and flexible working hours based on their individual circumstances, which not only improves work efficiency but also enhances their quality of life. We also operate comprehensive support programs that cover the entire employee lifecycle, including living stability support and medical services. In recognition of these efforts, HYUNDAI WIA has received the 'Health-Friendly Company' certification from the Ministry of Health and Welfare and the Korea Health Promotion Institute. We gather feedback on our welfare systems for ongoing improvements. In 2024, we expanded the existing health management office at the Changwon Plant into an in-house clinic and hired new medical staff. We also established the “Dodam Kids Voucher” program, which provides vouchers for use at a dedicated online mall for employees having new children or enrolling children in elementary school.

Employee Welfare Programs

Category	Description
Work Environment	<ul style="list-style-type: none">Flexible working hours: self-directed work planning by choosing commuting hoursHot desking: flexible seating at selected business sites
Vacation & Long-Term Service Support	<ul style="list-style-type: none">Summer vacation: 5 days of summer vacation in addition to annual and monthly leavesRestart leavesLong-term service reward: vacation, reward money, and souvenir (gold medal) in 5-year increments for 10 to 35 years of long-term serviceRetirement support: overseas vacations for mandatory retirees
Health & Safety Support	<ul style="list-style-type: none">Regular and comprehensive check-up support for employeesMedical expense support: medical cost assistance for family members listed on health insuranceOn-site medical clinic: on-site clinic “H+” and health management offices at each workplaceFitness center: latest equipment at each workplaceInsurance support: four major insurances and group accident insurance for all employees including dispatched workersMeal and snack support: diverse menus with high nutritional valueSafety protective gear provision: different provision cycles by item categoryWork uniform provision and outsourced laundry service support
Living Support & Convenience Services	<ul style="list-style-type: none">Dormitory support: multiplex-type dormitoriesCommuting support: commuter bus servicesBusiness trip support: domestic and overseas business trip expense supportHousing purchase and Jeonse (rental deposit system in Korea) subsidy supportVehicle purchase supportWeekly two-shift point system: 400,000 points accumulated semiannually

Category	Description
Maternity, Paternity & Childcare Support	<ul style="list-style-type: none">Reduced working hours during pregnancy: reduced working hours by 2 hours per day (within 12 weeks of pregnancy and after 36 weeks)Prenatal checkups: paid time-off for prenatal checkups during pregnancyMaternity/paternity leave: time off for the birth of a child (90-day maternity leave and 10-day paternity leave)Parental leave: up to two years of parental leave per child up to age 8 or in second gradeReduced work hours for childcare: reduced work hours to ease the burden of raising children (15 to 35 work hours per week)Fertility treatment leave: 3 days off per year for fertility treatment (1 day paid and 2 days unpaid)Family care leave: time off to take care of a family member such as a child and parent (90 days per year)Workplace daycare center: classes for ages 0-5Dodam Kids Voucher: “First Encounter Voucher” for childbirth, “First School Day Voucher” for elementary school enrollment
Culture & Leisure Support	<ul style="list-style-type: none">Cultural events: One Team Spirit events, Town Hall meetings, etc.Club activity support: monthly activity expense support for hobby and sports clubsWelfare points: welfare points for artistic and cultural activities and personal developmentRecreation facility usage support: discounted rates for condominiums, resorts, etc.
Education & Family Event Support	<ul style="list-style-type: none">Children’s education support: tuition support for employees’ children attending middle school, high school, and universityFamily event support: support for employee and children’s weddings, condolence support for family bereavement

CASE STUDY

HYUNDAI WIA Daycare Center, Transformation into a New Place of Dreams

As the declining birth rate emerges as a critical social issue, the government and corporations are seeking measures to support families throughout their journey from marriage to childbirth and childcare. HYUNDAI WIA has also implemented various initiatives to support employees’ work-life balance. As part of these efforts, we renovated our on-site daycare center in 2024 based on feedback from our employees. We transformed part of the employee dormitory Erumjae into a space where children can unleash their imagination, providing spacious indoor activity areas as well as an outdoor playground so that children can play actively and healthily regardless of weather conditions. Additionally, we have strengthened arts and physical education programs, including art and craft activities to enhance creativity and swimming classes to improve physical fitness. We have also hired native English-speaking instructors to provide children with opportunities to learn English in their daily activities. Furthermore, we implement support programs for parents: parental education, child development assessment and support services, and extended childcare programs. HYUNDAI WIA will continue to support employees in achieving a healthy work-life balance.



Employees

Labor Relations

Labor Relations & Communication

HYUNDAI WIA has established and maintains a cooperative labor-management relationship through mutual understanding and collaboration based on trust. We foster trust through smooth communication and cooperation with employees, realizing transparent corporate management. This foundation has been the driving force for HYUNDAI WIA to maintain harmonious labor-management relations without disputes for 30 years.

Collective Bargaining

HYUNDAI WIA respects workers' rights to association, collective bargaining, and collective action as guaranteed by Article 33 of the Constitution. We are committed to improving workers' economic and social status and strictly comply with related regulations. We conduct collective bargaining processes based on laws and collective agreements and engage in constructive dialogue and rational exchange of proposals to reach mutually satisfactory agreements. Based on these efforts by both labor and management, in February 2025, we reached wage and collective agreement settlements without disputes for the 30th consecutive year.



Labor-Management Council

HYUNDAI WIA promotes communication and cooperation in labor-management relations beyond collective bargaining through the Labor-Management Council and Occupational Safety and Health Committee. These quarterly meetings address in-depth discussions on employee grievance handling, work environment improvement, and welfare enhancement. Additionally, we operate the Future Employment Strategy Committee on a semiannual basis to secure sustainable competitiveness amid the rapidly changing industrial environment. We also operate the Employment Stability Committee monthly to share business division performance and explore measures to enhance productivity and workforce efficiency. In 2024, through these labor-management consultative bodies, we discussed major issues and developed improvement measures, including welfare enhancement such as cafeteria quality improvement, working hours reduction, and work environment improvement.

Sharing Information & Building Consensus

HYUNDAI WIA fosters labor-management communication through various activities to promote dialogue and organizational unity. We establish a foundation for mutual understanding through management briefings that share future business strategies and management vision with employees. Through division-based small group workplace activities, we also enhance productivity and improve work processes. Additionally, we share innovative ideas developed by these small groups through small group competitions, which contributes to improving employee engagement and job satisfaction. Furthermore, we continuously strive to establish a creative and horizontal labor-management culture through various exchange programs including joint labor-management workshops and club activity support.

2024 Key Employee Communication Activities

Communication Activity		Description
Bargaining & Consultation	Collective bargaining	• Negotiate wages and collective agreements and improve the work environment
	Operation of labor-management council	• Hold regular and ad hoc labor-management councils • Handle grievances concerning HSE, etc., promote employee welfare and improve productivity, etc.
	Employment Stability Committee	• Announce and negotiate performance and business plan of each business area • Share information between labor union and management and negotiate terms for mutual benefit through regular negotiation sessions to discuss employment security and production
Communication & Sharing	Activities to strengthen shared labor-management communication	• Hold regular meetings for each level of union members • Subdivide labor-management communication channels and conduct activities tailored to each generation
	On-site communication	• Conduct field tours and meetings with management • Support for internal clubs and gatherings
	Information sharing and PR activities	• Share business operational performance and industry information through regular management briefing sessions • Share information such as industry trends and common issues through the newsletter publication
Revitalization of Organizational Culture	Promotion of club activities	• Support internal clubs and encouraging employees' active participation
	Support for on-site technical training	• Provide information and opportunities to obtain on-site technical training
	Joint labormanagement social contribution activities	• Conduct 1% Miracle and volunteer activities

Employees

Diversity & Inclusion

Diversity & Inclusion Policy

HYUNDAI WIA has established the Diversity & Inclusion Policy to encourage an organizational culture where diverse talent can freely share ideas through creative and innovative thinking. We do not discriminate against employees based on gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political and religious beliefs, or social status. We strive to realize the values of diversity and inclusion and have established mid-to-long-term goals for promoting diversity: achieving 8.5% female employee representation and 3.2% employment rate for people with disabilities by 2030 in Korea.* HYUNDAI WIA will continue our efforts to contribute to the transition toward an inclusive society.

* In line with our commitment to promoting diversity, we have raised our mid-to-long-term goals to double the current female employee representation and exceed legal requirements for disability employment (As of 2024, female employee representation in Korea: 4.26%, employment rate for people with disabilities: 1.8%).



CASE STUDY

HYUNDAI WIA Honored as Woman-Friendly Workplace

In November 2024, HYUNDAI WIA was honored with the Minister of Gender Equality and Family Award at the '2024 Good Jobs Award' hosted by media organization Edaily. HYUNDAI WIA earned recognition for promoting diversity through a more than 150% increase in female employee recruitment and for creating a task force that implemented effective measures to address declining birth rates. Building on this recognition, HYUNDAI WIA will continue to foster a corporate culture which practices diversity and inclusion values.



ERG Activities

HYUNDAI WIA operates ERG* activities as a platform for communication and networking among employees who share similar diversity backgrounds. We host various activities including networking events for female employees. Our overseas sites organize traditional events to respect and accommodate local cultures. In June 2024, HYUNDAI WIA held a "Town Hall Meeting" to create a platform for communication between leaders and employees, to realize the value of inclusion. All employees were invited to the event to freely express their opinions regardless of position, and we plan to expand such opportunities for open dialogue.

* ERG(Employee Resource Group): exchange activities among employees and stakeholders with diverse backgrounds

2024 HYUNDAI WIA ERG Activities

Category	Major Activities & Description
Women ERG	HYUNDAI WIA, which supports the growth of employees both domestically internationally, held "Women's Networking Day" in 2023 to commemorate International Women's Day and bring female employees together for discourses and communication.
Foreign/Overseas ERG	To foster a culture that respects local culture and local employees, various activities are carried out to celebrate local traditional events such as Ayudha Puja* in India. In addition, we actively promote communication and interactions between Korean employees and overseas employees.
Elderly ERG	We assist in planning employees' post retirement lives and provide ongoing support through continuous communication and engagement among retirees.

* Ayudha Puja: a religious celebration in India



Women ERG activities



Ayudha Puja celebration at HYUNDAI WIA India



Town Hall Meeting

Respect for Human Rights

Human Rights Management System

Human Rights Management Governance

Roles & Responsibilities of the Board and Executive Management

HYUNDAI WIA manages and oversees human rights issues through the Corporate Governance & Communication Committee within the Board of Directors. The Committee reviews and deliberates on agenda items related to human rights management, including the establishment and revision of the Human Rights Charter. In addition, human rights risks identified by site and region through assessments of business sites and suppliers are reported to executive management and the Board.

Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA has designated the HR Team as the dedicated organization responsible for protecting the human rights of various stakeholders related to our business. The HR Team implements human rights management, including establishment and revision of the Human Rights Charter, development of human rights action plans, and human rights impact assessment to evaluate and manage human rights risks. In addition, the Business Improving Team is responsible for grievance handling procedures and the People & Culture Team provides human rights training to all executives and employees.

Human Rights Charter

HYUNDAI WIA has established a Human Rights Charter based on international standards and guidelines related to human rights and labor, aiming to prevent human rights violations and mitigate related risks. We practice respect for human rights across all business sites. All executives and employees as well as those working at domestic and overseas production and sales subsidiaries, affiliates, and joint ventures, are required to comply with the Human Rights Charter in the course of their duties. Furthermore, we encourage all stakeholders in business relationships to respect the Charter. In cases where the Human Rights Charter conflicts with local laws and regulations, local laws shall take precedence. Then the Charter may be revised or detailed policies may be established as necessary to ensure compliance.



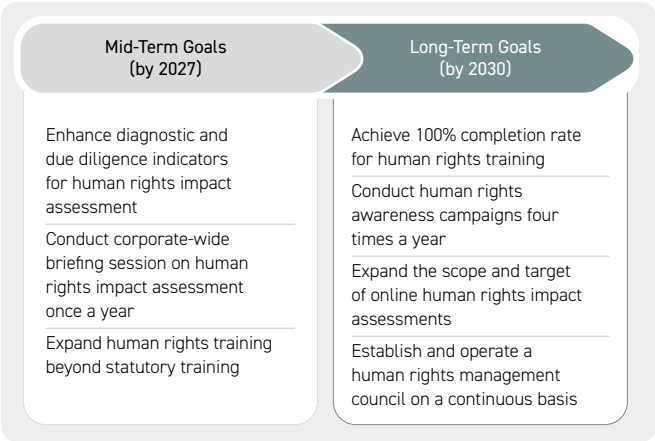
Prohibition of Discrimination & Workplace Harassment

HYUNDAI WIA strictly prohibits all forms of discrimination and harassment, including sexual harassment, and applies a zero-tolerance policy toward any discriminatory behavior. To foster a corporate culture of mutual respect, we provide regular training on workplace harassment and sexual harassment prevention. In addition, we operate a grievance and counseling system for employees to report issues related to discrimination, harassment, or sexual misconduct. In the event of a human rights violation, we protect the victim and implement appropriate corrective and disciplinary measures against the violator through prompt and fair investigations and transparent communication. A follow-up management system has also been established to prevent recurrence.

Mid-to-Long-Term Goals

HYUNDAI WIA has established mid- and long-term goals to mitigate human rights risks and foster a culture of respect for human rights by continuously enhancing our human rights management system. By 2027, we plan to advance our human rights impact assessment framework and expand the scope of human rights training. By 2030, we aim to achieve a 100% training completion rate and further broaden the scope and targets of our human rights impact assessments.

Human Rights Management Mid-to-Long-Term Roadmap



Respect for Human Rights

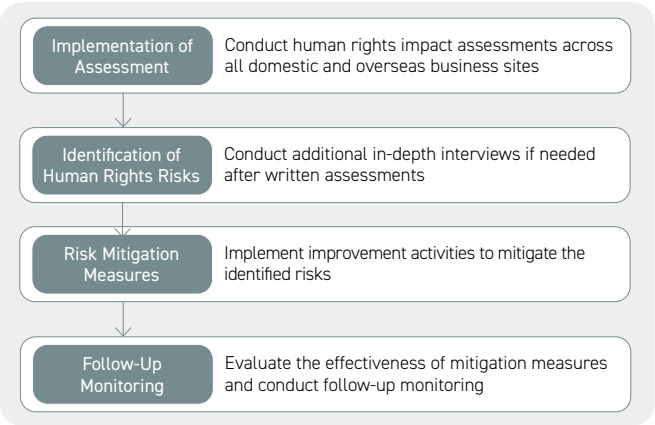
Risk Management

Human Rights Impact Assessment

Assessment Process

HYUNDAI WIA conducts human rights impact assessments to identify, evaluate, and manage human rights risks. Where necessary, additional interviews are conducted at each business site based on the results of written assessments. When risks are identified through the assessments, mitigation measures are developed and implemented. After implementation, the effectiveness of mitigation measures is evaluated, and we continuously monitor the status.

Human Rights Impact Assessment Process



Assessment Scope & Coverage

HYUNDAI WIA carries out human rights impact assessments across all domestic and overseas business sites. In 2024, assessments were conducted at 9 domestic and 12 overseas business sites, including production and sales subsidiaries, and branch offices. The assessments cover topics such as human rights management system, discrimination and harassment, forced labor, child labor, and occupational safety. Prior to conducting assessments, we identify country-specific human rights issues and vulnerable stakeholder groups for each business site.

Assessment Results & Mitigation Measures

HYUNDAI WIA defines a potential risk if negative response exceed 10% for any questions in human rights impact assessment. In 2024, no human rights risks requiring remediation were identified. However, we proactively identify potential human rights issues and implement issue-specific response measures to prevent them. HYUNDAI WIA plans to further advance the process for identifying, assessing, and managing human rights risks, including human rights impact assessments. Through this, we aim to build a thorough human rights management system.

2024 Human Rights Impact Assessment Overview

Category	Details
Period	March 25 – April 19, 2024
Assessment Scope	<ul style="list-style-type: none">• 9 domestic business sites• 12 overseas business sites (production and sales subsidiaries, branch offices)
Topics	<ul style="list-style-type: none">• Human rights management system• Non-discrimination in the hiring process• Prohibition of forced labor• Prohibition of child labor• Guarantee of occupational safety• Prevention of workplace harassment and abuse of power and authority

Human Rights Training

HYUNDAI WIA provides human rights training to strengthen employees’ awareness and internalization of respect for human rights. In accordance with legal requirements, online courses are offered to prevent workplace harassment and sexual harassment and to raise awareness of disabilities. In 2024, a total of 2,963 employees completed these training programs. Additionally, in 2024, the company launched a new human rights training program to promote respect for human rights. Through this training, employees develop a foundational understanding of human rights and explore ways to build a culture of respect in the workplace. HYUNDAI WIA will continue to enhance employee awareness through ongoing training and strive to prevent human rights violations, including workplace discrimination and harassment.

Human Rights Training Results¹⁾

Category	Unit	2022	2023	2024
Sexual Harassment Prevention Training	persons	3,058	3,054	2,963
Workplace Harassment Prevention Training	persons	3,058	3,054	2,963
Disability Awareness Training	persons	3,058	3,054	2,963
Human Rights Training ²⁾	persons	-	-	1,855

1) The trainings were provided to Korean employees; the number of participants in 2024 was counted at the time of training and includes some individuals who subsequently left the company.
2) New training introduced in 2024

Respect for Human Rights

Risk Management

Human Rights Grievance Mechanism

HYUNDAI WIA operates various online and offline channels through which all stakeholders can report any human rights violations, unreasonable practices, and corruption. In 2024, a total of three grievances were received, all of which were promptly resolved in accordance with established procedures. None of the reported cases were identified as human rights risks. If a significant human rights risk is identified during the grievance handling process, we obtain commitments to prevent recurrence, reassign personnel as necessary, and take disciplinary action to ensure it does not happen again.

Human Rights Grievance Channels

Online & Offline Channels

Workplace Harassment Reporting Center

Sexual Harassment and Assault Reporting Center

Workplace Counseling and Grievance Center

Cyber Audit Office

Telephone

HR Team: +82-55-230-6544

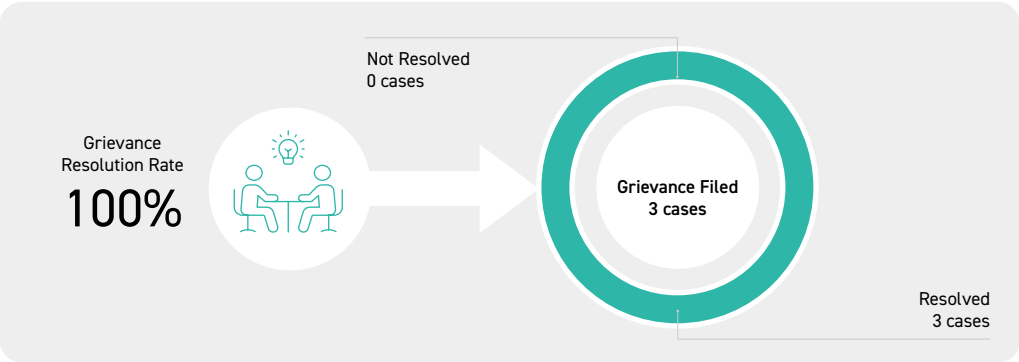
Business Improving Team #2: +82-55-200-9715

Mail

HR Team / Business Improving Team #2

153, Jeongdong-ro, Seongsan-gu, Changwon-si, Gyeongsangnam-do, Republic of Korea

2024 Human Rights Grievances Filed & Resolved



Management of Potential Human Rights Issues

HYUNDAI WIA takes a proactive approach to potential human rights issues that may affect a wide range of stakeholders, including employees, suppliers, and local communities. To improve human rights management and working conditions, we comply with relevant laws and regulations. We also actively engage with stakeholders and carry out various initiatives: conducting human rights impact assessments, ensuring compliance with labor standards, and preventing workplace harassment. HYUNDAI WIA will continue to pursue sustainable management by listening to stakeholders and fulfilling our role as a socially responsible company.

Response Activities for Potential Human Rights Issues

Potential Issue	Stakeholder	Response
Human rights management system	Employees, suppliers, local communities	<ul style="list-style-type: none">• Conduct human rights impact assessments• Manage human rights risks (operate hotline)• Establish and manage Human Rights Charter
Compliance with working conditions	Employees, suppliers	<ul style="list-style-type: none">• Sign employment contracts• Implement flexible work system• Manage working hours and implement employee welfare programs
Prohibition of forced labor and child labor	Employees, suppliers	<ul style="list-style-type: none">• Prohibit signing contracts that violate the Labor Standards Act
Prevention of workplace harassment	Employees	<ul style="list-style-type: none">• Workplace harassment prevention training• Sexual harassment prevention training• Receive reports of workplace harassment, sexual harassment, and grievances
Guarantee of industrial safety	Employees, suppliers	<ul style="list-style-type: none">• Conduct regular health checkups for employees
Guarantee of freedom of association and collective bargaining	Employees	<ul style="list-style-type: none">• Comply with labor-related laws• Operate a labor union• Sign collective agreements based on collective bargaining
Environmental protection	Local communities	<ul style="list-style-type: none">• Reduce GHG emissions• Strengthen wastewater and hazardous chemical management

Occupational Health & Safety

Health & Safety Management System

Health & Safety Management Governance

Roles & Responsibilities of the Board and Executive Management

The Board of Directors of HYUNDAI WIA annually presents health and safety activity plans as resolution agenda items for review and approval, and receives quarterly reports on health and safety performance. To provide comprehensive oversight of health and safety governance, we have established a Safety Management Committee under the CEO and appointed the Head of Business Support Division as the Chief Safety Officer (CSO). The Safety Management Committee meets quarterly under the CEO's leadership to discuss the implementation status, plans, and recommendations for health and safety activities across all HYUNDAI WIA business sites. Additionally, monthly safety inspection meetings are held under the CSO's supervision to closely monitor safety and health-related issues.

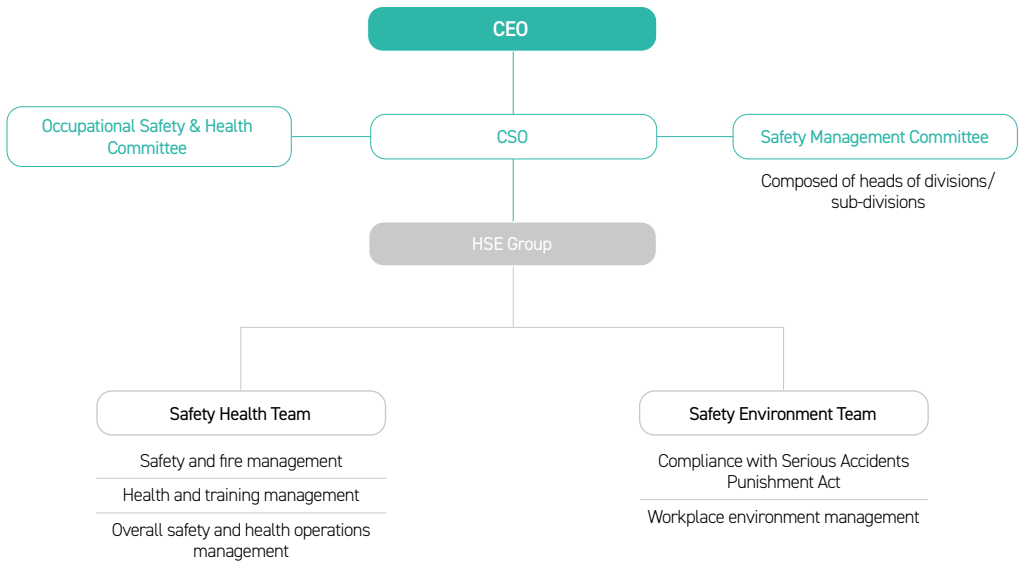
Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA operates the HSE Group as a dedicated organization for health and safety management. The HSE Group consists of the Safety Health Team and the Safety Environment Team. The Safety Health Team is responsible for overall health and safety management operations, including workplace safety, fire prevention, health management, and safety and health training. The Safety Environment Team serves as a dedicated organization for the Serious Accident Punishment Act, responsible responding to serious accidents and managing environmental aspects related to safety and health within business sites.

Occupational Safety and Health Committee

HYUNDAI WIA operates the Occupational Safety and Health Committee to prevent potential health and safety risks within business sites and take proactive measures. The Occupational Safety and Health Committee meets quarterly at each business site to identify risk factors in the workplace and establish improvement measures through in-depth discussions. In 2024, as part of employee health management and workplace environment improvement, we implemented improvement measures including additional deployment of blood pressure monitors and installation of dust collectors in workplaces. To prevent workplace collision accidents, we also installed additional pedestrian walkways and improved brightness of the parking lot lighting.

Health & Safety Governance Structure



2024 Occupational Safety & Health Committee Key Discussions

Session	Key Discussions
Q1	• Improvement and addition of safety barriers, enhancement of parking lot lighting, etc.
Q2	• Installation of blood pressure monitors in break rooms, implementation of flu vaccination programs, etc.
Q3	• Installation of dust collectors in work areas, construction of pedestrian walkways next to forklift entrances, etc.
Q4	• Administration of shingles vaccinations at the company clinic, installation of partitions for newly established assembly teams, etc.

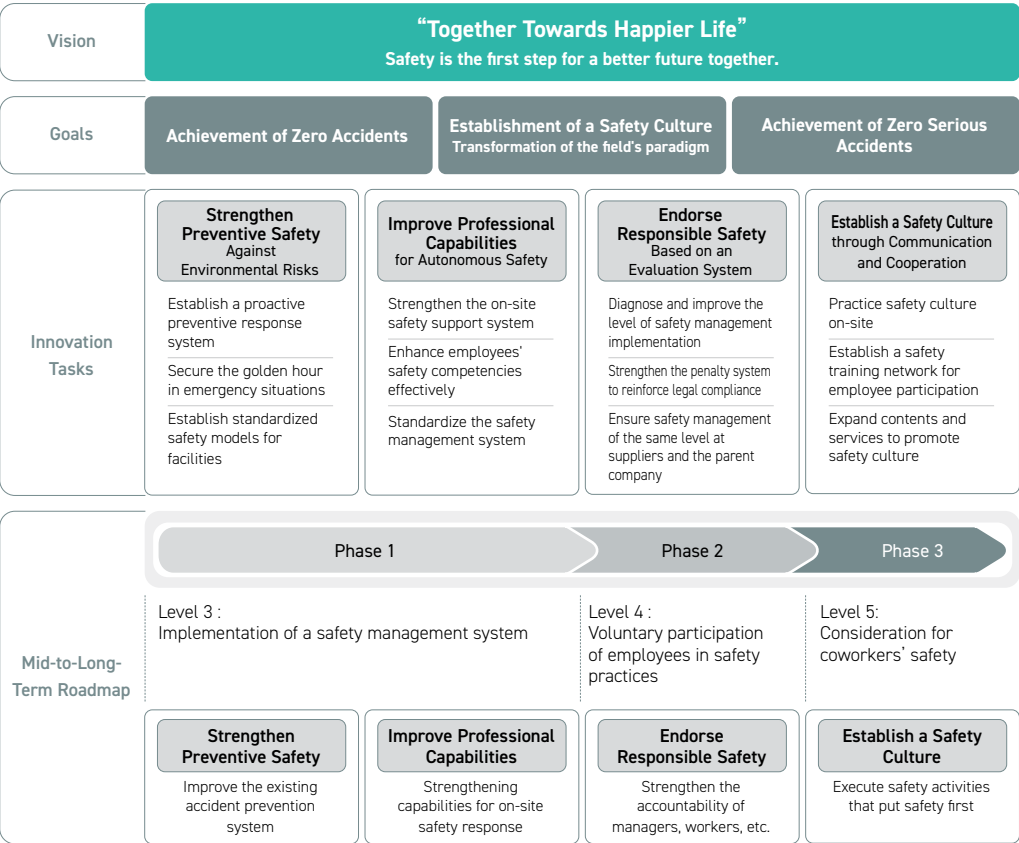
Occupational Health & Safety

Health & Safety Management System

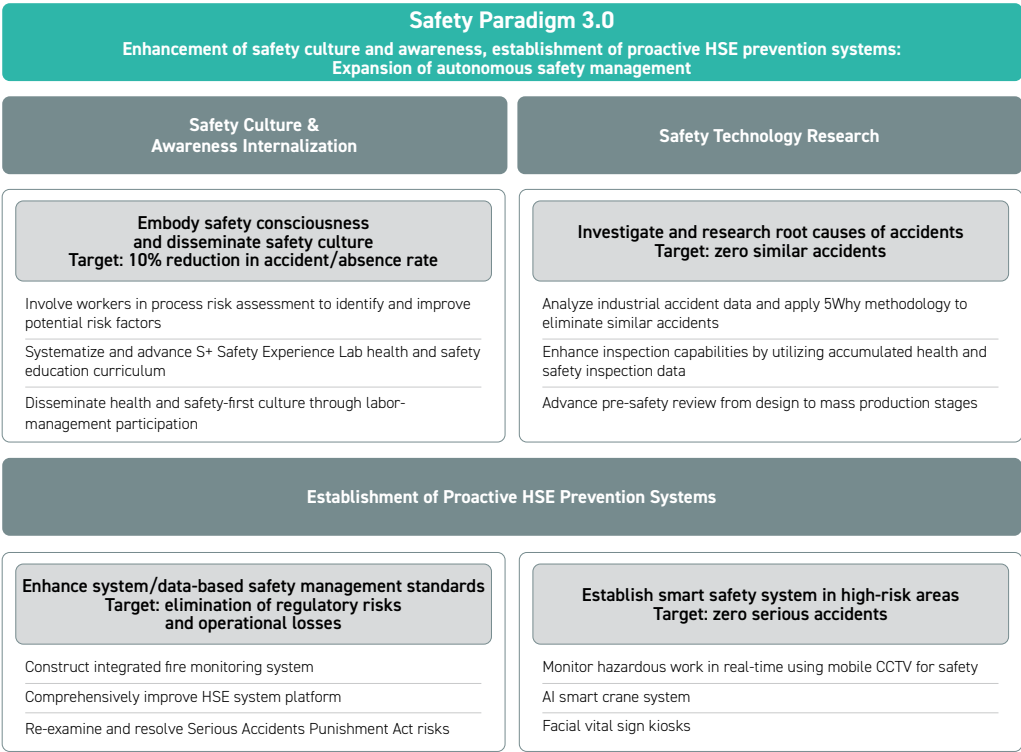
Goals & Strategies

HYUNDAI WIA values the life, health and safety of employees and supplier staff as important principles. Based on these values, we have proclaimed our "Safety and Health First Management Policy" and established a vision and goals for systematic health and safety management. We have also developed a mid-to-long-term roadmap by dividing innovation tasks into three phases. Additionally, we establish and pursue annual key implementation strategies to achieve our mid-to-long-term objectives phase by phase.

Health & Safety Vision and Roadmap



2025 Key Initiatives



Occupational Health & Safety

Health & Safety Management System

Health & Safety Management Policy

To implement our Safety and Health First Management Policy, HYUNDAI WIA has established the Health and Safety Management Policy. This policy applies to all domestic and overseas business sites as well as on-site suppliers, and presents our HSE vision and HSE management guidelines. The policy also defines the key roles and authorities of the Chief Safety Officer (CSO), target management systems, education and training programs, emergency preparation and response activities, supplier safety management, internal audits, and other systematic frameworks and activities for health and safety management.



HSE Policy

HYUNDAI WIA practices HSE management policy to ensure happiness of every member and create a sustainable zero-accident, eco-friendly workplace.

- 1

Prioritize member's safety, health, and environment as the foremost value in every business activities.
- 2

Build field-and-people centered autonomous safety system and cultivate safety culture based on voluntary participation.
- 3

Construct a safe and comfortable working environment to improve every member's health.
- 4

Minimize the environmental impact by implementing eco-friendly process design and advanced technology.
- 5

Take corporate social responsibility by implementing safety and environmental practices that exceed global standards.

Health & Safety Management System Certification

HYUNDAI WIA applies occupational health and safety management systems to domestic and overseas production sites. We have obtained ISO 45001 and OHSAS 18001 certifications for 8 domestic sites and 4 overseas sites, undergoing annual surveillance audits and renewal audits every three years. These certifications enable us to ensure thorough implementation of health and safety management.

ISO 45001 Certification Status

Domestic Sites ¹⁾²⁾	Overseas Sites
Changwon Plant 1 (headquarters)	Shandong HYUNDAI WIA
Changwon Plant 2	Jiangsu HYUNDAI WIA
Changwon Plant 3	HYUNDAI WIA Mexico
Changwon Plant 5	HYUNDAI WIA India
Seosan Plant	
Pyeongtaek Plant	
Ulsan Plant 3	
Uiwang R&D Center	

- 1) Ulsan Plant 1 has been excluded from the business site scope since 2024 following the discontinuation of the forging business.
- 2) Changwon Plant 4, Gwangju Plant, and Ansan Plant have been excluded from the business site scope since 2024 following the establishment of new subsidiaries, TECZEN and MOVIENT, at the end of 2023.

CASE STUDY

Joint Labor-Management Declaration for Safe Workplace

In February 2024, HYUNDAI WIA held a "Joint Labor-Management Declaration Ceremony for Safe Workplace Creation" at the Changwon Plant 1 and announced the "Joint Labor-Management Safety Declaration." The ceremony was attended by 10 safety management committee members representing management, including Jaewook Jung, CEO of HYUNDAI WIA. Six union executive members also attended, including Minsik Chu, the HYUNDAI WIA labor union president of the Korean Metal Workers' Union. During the event, both parties shared the safety management vision and direction for 2024, as well as performance results and plans for key health and safety management indicators. After the presentation, both representatives jointly signed the safety declaration. The declaration outlines labor-management cooperation for establishing a safety culture, company support for safety management, and the union's participation and promotion of safety enhancement activities. This declaration ceremony served as an opportunity to strengthen the mutual commitment between labor and management to ensure employees can work safely and in a healthy manner.



Occupational Health & Safety

Risk Management

Internalization of Health & Safety Culture

HYUNDAI WIA has designated the "10 Essential Safety Rules," consisting of 5 rules to follow and 5 prohibited actions during work processes. Through these rules, we enhance employees' safety awareness and internalize a health and safety culture to improve workplace safety and prevent accidents.

10 Essential Safety Rules

5 Compliance Items

1

Wear personal protective equipment (PPE).

2

Obtain work permits.

3

Attach safety signs during maintenance/cleaning.

4

Provide fire extinguishers at workplaces.

5

Require forklift operators wear seat belts.

5 Prohibited Items

1

Do not use your cell phone while driving/operating a machine.

2

Do not release safety devices.

3

Do not walk under heavy objects.

4

Do not exceed the speed limit in the workplace.

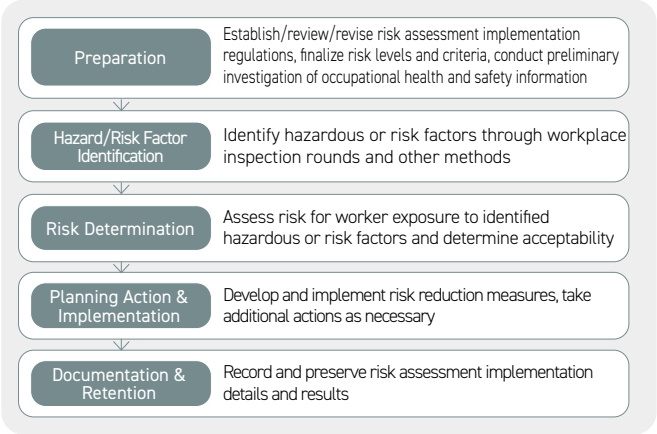
5

Do not smoke outside of designated areas.

Risk Assessment

HYUNDAI WIA conducts risk assessments at all domestic sites in accordance with Article 36 of the Occupational Safety and Health Act. Risk assessment is a risk management process designed to prevent industrial accidents by identifying and evaluating hazardous or risk factors within the workplace and implementing measures to reduce them. In 2024, we conducted a total of 4,560 risk assessments for 1,125 work processes. Among these, 189 cases scored 9 or higher in the risk assessment results. We established reduction measures and implemented improvement activities for these cases, and confirmed completion of improvements for all of them.

Risk Assessment Process



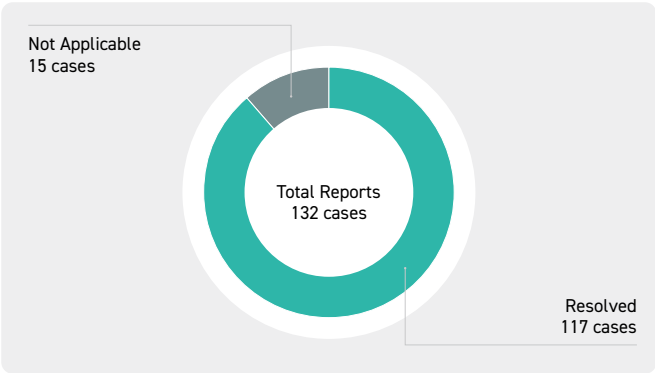
2024 Risk Assessment Improvement Activities

Accident Type	Risk Factor	Improvement Measures
Slip and fall	• Risk of slipping due to cutting oil when using work stairs	• Prevention of slipping through installation of anti-slip tape and paint
Collisions	• Risk of collision due to poor visibility during commuting and nighttime logistics operations	• Enhanced visibility and collision prevention through installation of ceiling sensor lights
Caught in/between	• Risk of finger entrapment in conveyor drive chain	• Prevention of entrapment through installation of protective covers on conveyor drive units
Falling objects	• Risk of product falling due to inadequate sling belt securing during lifting operations	• Prevention of falling objects through development and application of dedicated lifting fixtures

Safety Reporting System

HYUNDAI WIA operates the Safety Reporting System as a core process to proactively manage risk factors. Employees and on-site supplier workers can report potential and actual risk factors in real-time, enabling us to identify and address them proactively through corrective actions to prevent accidents. Additionally, when accidents do occur, immediate response is possible, allowing for efficient operation of safety management processes.

2024 Safety Reporting System Operation Status



* All reported cases, excluding those not applicable to occupational safety and health, have been resolved.

Occupational Health & Safety

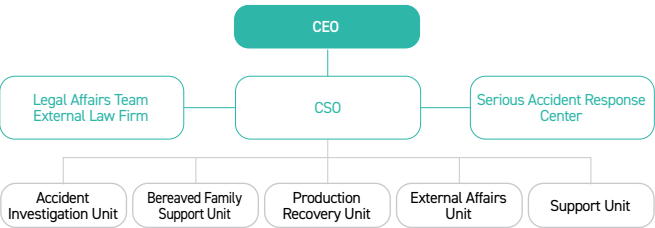
Risk Management

Establishment of Serious Accident Response System

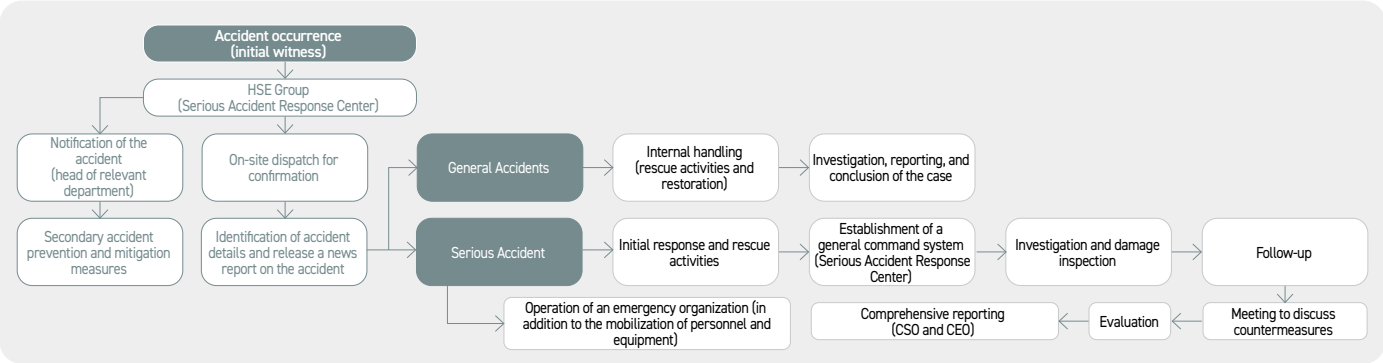
Emergency Response System for Serious Accidents

Serious accidents can have significant impacts not only on workers within the workplace but also on the safety of the local community. Therefore, HYUNDAI WIA strives to prevent serious accidents through various risk identification and management activities. We have established a response command system and developed manuals that clearly define the responsibilities and roles of personnel when serious accidents occur.

Command System for Responding to Serious Accidents



Major Accident Response Manual



Serious Accident Prevention Drill

HYUNDAI WIA conducts training to improve response capabilities in the event of serious accidents. To enhance the ability to respond quickly and systematically in case of fire, we conducted a “Serious Accident Response Drill” in November 2024 at Changwon Plant 1 (headquarters) located in Changwon, Gyeongsangnam-do Province, in collaboration with the Seongsan Fire Department of the Changwon Metropolitan Fire Headquarters. Approximately 200 employees participated in the drill, conducting various exercises including emergency evacuation and escape, general fire suppression, and hazardous material fire suppression.



Comprehensive Business Site Safety Inspection

Comprehensive Environmental Safety Inspection for Domestic Sites

HYUNDAI WIA conducted comprehensive inspections at all domestic sites twice in 2024, in May and November, with executive management involvement to proactively identify and improve safety-related risk factors. Through these comprehensive inspections, we thoroughly examined the current status of on-site safety management and developed improvement plans for areas requiring improvement.

Comprehensive Environmental Safety Inspection for Overseas Subsidiaries

HYUNDAI WIA conducts comprehensive inspections not only domestically but also at overseas subsidiaries. In 2024, we conducted comprehensive inspections at a total of 6 overseas subsidiaries: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia, HYUNDAI WIA India, and HYUNDAI WIA Slovakia. Through these inspections, we strengthen the HSE (Health, Safety, Environment) management capabilities of overseas subsidiaries and proactively identify and address safety-related risk factors at overseas business sites.



Occupational Health & Safety

Risk Management

Employee Health & Safety Training and Inspection

Health & Safety Training

HYUNDAI WIA is committed to enhancing employee safety awareness and preventing workplace accidents through various health and safety training programs. In 2024, we delivered mandatory training alongside role-specific and specialized training related to health and safety. In particular, with the opening of the S+ Safety Experience Lab, we provide practical, hands-on safety training to help employees develop the ability to respond to emergency and hazardous situations. In 2025, we plan to enhance our health and safety training under the mid- to long-term mission of "cultivating talent that pursues human dignity and value through HSE." We plan to expand existing training programs and establish new safety training programs for equipment and construction work, as well as support programs for obtaining Industrial Safety Engineer certifications.

2024 Health & Safety Training Programs and Participants

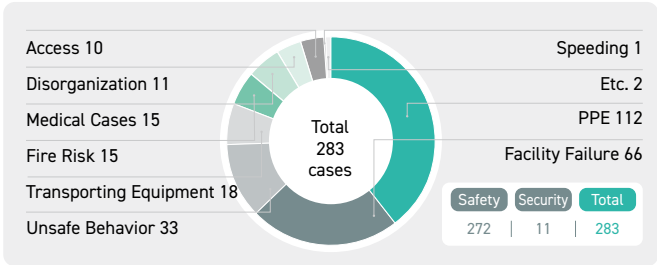
Category	Programs	Details	Participants
HSE Hands-On Safety Training	Employee Safety Training	Hands-on safety training	590
	Affiliate/Supplier Safety Training	Request-based hands-on safety training for group affiliates and suppliers	359
	External Customer Safety Training	Request-based hands-on safety training for external customers	419
HSE Role-Specific Training	Promoted Employee Safety Training	Role-specific training for new team leaders, expatriates, line leaders, group leaders, etc.	11
	General Employee Training	Training for pre-retirement employees, exemplary employees of overseas subsidiaries, etc.	137
HSE Professional Training	HSE Incident Recurrence Prevention Training	Training on preventive measures for recurrence of safety incidents of concern to the company and society	42
	HSE Personnel Competency Enhancement Training	Training to enhance HSE personnel role awareness and core competencies	40
HSE Statutory Training	Regular Safety Training	Statutory regular safety training for management/production staff	2,993
	Supervisor Training	Statutory safety training for supervisors	121
	New Employee Training	Pre-job placement safety training for new hires	105
	Special Health & Safety Training	Training for 39 types of special work assignments	12
	Job Transfer Training	Training for work transitions and changes in work equipment/methods	7
Total			4,836

Health & Safety Inspection and Monitoring

HYUNDAI WIA conducts HSE inspections and monitoring to proactively prevent accidents. First, all field departments conduct daily health and safety inspections. Additionally, we perform safety inspections on hazardous machinery and equipment such as cranes and pressure vessels that pose serious accident risks according to predetermined schedules. Furthermore, we operate an integrated control center to continuously monitor all business sites, preventing safety and security incidents and ensuring immediate response when incidents occur. In 2024, we identified a total of 283 cases through monitoring, including 272 safety cases and 11 security cases.

2024 Health & Safety Monitoring Status

(Unit: cases)



CASE STUDY

On-Site Medical Clinic for Employee Health

In May 2024, HYUNDAI WIA opened its onsite medical clinic "H+" at the Changwon plant. Previously, an onsite nurse was stationed in the health management room to provide health consultations and over-the-counter medications. The company has now expanded this into a comprehensive onsite medical clinic by hiring a doctor and establishing dedicated treatment facilities to enhance employee health management and promotion. The clinic is staffed with one doctor, two nurses, and one physical therapist, and features a 181.8-square-meter facility that includes a physical therapy room, counseling room, and treatment room. The clinic provides general medical care, emergency response services for workplace emergencies, and treatment for musculoskeletal disorders using physical therapy equipment. HYUNDAI WIA is committed to continuously building and expanding facilities and systems to support worker health.



Occupational Health & Safety

Risk Management

Supplier Health & Safety Management

Health & Safety of Internal Suppliers

In compliance with the contracting provisions of the Occupational Safety and Health Act, HYUNDAI WIA is committed to managing the safety and health of our internal suppliers. We conduct monthly joint inspections and develop improvement measures to address risk factors and deficiencies identified through these inspections. The implementation results of improvement measures are monitored and verified through quarterly meetings of the Safety and Health Council. In 2024, HYUNDAI WIA conducted safety level assessments and on-site inspections for four internal suppliers at the Changwon Plant to evaluate their health and safety management systems, and recommended improvement measures for identified deficiencies.

Health & Safety of External Suppliers

HYUNDAI WIA provides safety training and conducts on-site inspections to manage the health and safety of our external suppliers. In 2024, we conducted 61 training sessions at the S+ Safety Experience Lab for 172 external suppliers and visited 11 companies to inspect their health, safety, and environmental management status.



Supplier Health & Safety Win-Win Cooperation

HYUNDAI WIA participates in the Safety and Health Win-Win Cooperation Project for Large and Small Enterprises led by the Ministry of Employment and Labor to support the establishment of health and safety management and self-regulatory prevention systems for both internal and external suppliers. In 2024, we implemented the project for 3 internal suppliers and 11 external suppliers, providing consulting services for each company's desired initiatives. We conducted health and safety activities including seminars and workshops, supply of materials and training support, development and distribution of materials, and workplace environment measurement support. Through the Safety and Health Win-Win Cooperation Project for Large and Small Enterprises, HYUNDAI WIA aims to establish a sustainable supplier safety management system and promote stabilization of parts supply and strengthening of win-win cooperation frameworks.

2024 Key Activities of the Project

Category	Activity	Description
Consulting	Consulting support for each company's desired initiatives	• Establishment of self-regulation prevention systems centered on risk assessment
		• Identification of three major accident types and eight major risk factors
		• Risk assessment and prevention for explosion-prone areas
Health & Safety Activities	Seminars and workshops	• Health and safety system establishment
		• Response to the Serious Accidents Punishment Act
	Health and safety supplies support	• Legally required safety protective equipment and other supplies
	Specialized health and safety training	• Statutory specialized training support
	Health and safety material development and distribution	• Specialized book purchase support
	Worker rest facilities	• Installation of container-type rest facilities for external suppliers
	Workplace environment measurement support	• Statutory workplace environment measurement support

CASE STUDY

Recognition of Outstanding Workplace in the Safety & Health Win-Win Cooperation Project

In February 2024, HYUNDAI WIA was designated as an outstanding workplace in the evaluation of the Safety and Health Win-Win Cooperation Project for Large and Small Enterprises led by the Ministry of Employment and Labor in accordance with the roadmap to reduce serious accidents. The activities that contributed to this outstanding workplace designation included developing and implementing plans for health and safety win-win cooperation with suppliers, providing technical support and customized consulting services to suppliers, and establishing self-regulatory prevention systems for health and safety. HYUNDAI WIA will continue to strive for health and safety management and win-win cooperation not only for our own business sites and employees but also for our suppliers.



Occupational Health & Safety

Metrics & Targets

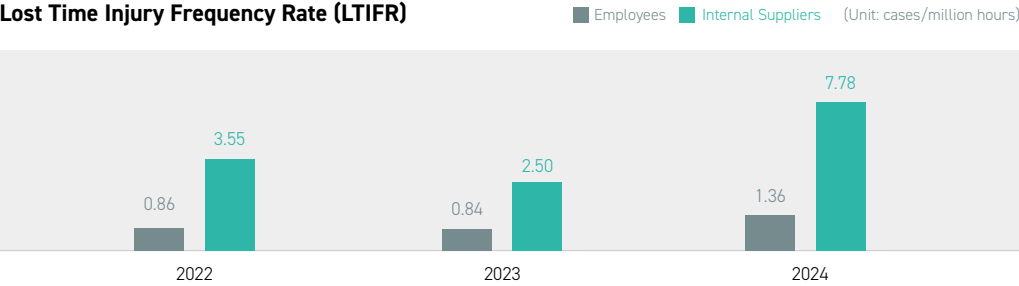
2024 Key Achievements

HYUNDAI WIA has established annual HSE targets and plans with the goal of reducing safety accidents by 50% by 2026 compared to the 2021 baseline, and manages the implementation status. Through various activities to identify, improve, and prevent risk factors, we achieved a significant result in 2024 with industrial accidents reduced to 3 cases, representing a 67% decrease compared to 2021.

2024 Key Achievements in Health & Safety

Category	Key Achievements
Risk Management	• Comprehensive reporting on the fulfillment of CEO obligations and legal risk mitigation measures under the Serious Accident Punishment Act
Supplier Safety Management	• Consulting and support for suppliers in fulfilling their obligations under the Serious Accident Punishment Act • Operation of win-win cooperation programs with suppliers
Safety Incident Indicators	• Industrial accidents: 5 cases → 3 cases (-2 cases) • Lost workdays: 943 days → 1,848 days (+905 days) • Securing and operation of dedicated on-site management personnel
Strengthened Engagement & Communication	• Operation of executive management safety council and safety exchange meetings for overseas subsidiaries • Safety workshops for executive management • Expansion of on-site participation for risk assessment
Investment	• Strengthening of accident response infrastructure and expansion of safety investment

Lost Time Injury Frequency Rate (LTIFR)



2025 Goals & Plans

HYUNDAI WIA promotes systematic health and safety management activities at domestic and overseas business sites to create a safe work environment for employees. In 2024, we newly established and operate an in-house medical clinic and the S+ Safety Experience Lab. In 2025, HYUNDAI WIA will systematically implement safety assessments, strengthened safety inspections of hazardous machinery and equipment, and emergency response drills for major accidents to promote safety culture. Grounded in structured health and safety management system and comprehensive training programs, HYUNDAI WIA places the utmost priority on the safety and well-being of its employees, and will continue to foster a working environment where all members can focus on their duties in safety.

2025 Plans for Major Health & Safety Activities

Category	Schedule	Target	Description
Domestic/Overseas Business Site Safety Diagnosis	Semiannually	All business sites	• Establish safety goals • Conduct safety activities in management and field departments
Safety Inspection of Hazardous Machinery & Equipment	Semiannually	All business sites	• Supplement robot and conveyor equipment • Conduct safety inspections and maintain hazardous machinery and equipment
Fire/Safety Inspection of External Suppliers	Q3	External suppliers	• Comply with health and safety requirements • Check and guide legal compliance • Conduct on-site inspections and provide guidance
Winter Fire Prevention Campaign	Q4	All business sites	• Implement worker participation campaigns
Serious Accident Response Drills	Semiannually	All business sites	• Conduct emergency evacuation training and fire suppression using fire extinguishers/hydrants • Provide training to prepare for fall, crushing, and suffocation accidents
Internal Construction Safety Management	During the year	All business sites	• Develop safety management plans for large-scale construction projects
General/Special Health Checkups	H1/H2	All business sites	• Conduct general health checkups for all employees
Work Environment Measurement	H1/H2	All business sites	• Noise, dust, heavy metals, etc.
Occupational Safety and Health Committee	Quarterly	All business sites	• Hold regular and ad hoc Occupational Safety and Health Committee meetings • Listen to workers' opinions and make improvements
In-house Medical Clinic	Year-round	All business sites	• Support work focus by providing convenient medical services • Staff with doctors, nurses, and physical therapists
Safety Training Center	Year-round	All business sites	• Provide indirect experience of dangerous situations through experiential equipment (18 types)

Sustainable Supply Chain Management

Supply Chain Management System

Supply Chain ESG Management Policy

HYUNDAI WIA has established and operates the Supply Chain ESG Management Policy to mitigate supply chain ESG risks and strengthen supplier competitiveness. The Supply Chain ESG Management Policy encompasses procedures for supply chain ESG evaluations that HYUNDAI WIA conducts regularly, along with the criteria and rating systems employed. Additionally, it stipulates programs designed to improve supply chain ESG capacities and supplier grievance handling channels. Furthermore, HYUNDAI WIA established a Supplier Code of Conduct in July 2020. As of 2024, 71.27% of suppliers have participated in signing the commitment to comply with the Code of Conduct.



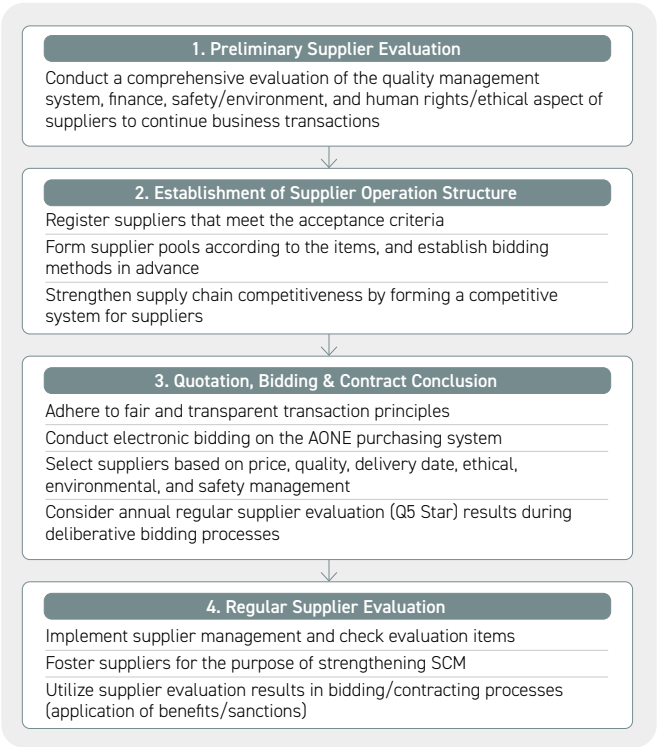
Supply Chain ESG Management Policy Framework

Content	Description
1. Background & Purpose	The importance of supply chain ESG management
2. ESG Evaluation Areas	Description of key issues in each ESG area
3. ESG Evaluation Procedure	Supply chain ESG evaluation procedure
4. ESG Evaluation Criteria and Grade System	Evaluation index composition and content, overall grade criteria based on score
5. Supplier Code of Conduct	Supplier Code of Conduct disclosure and participation request
6. Supplier ESG Capacity Improvement	HYUNDAI WIA and supplier personnel capability enhancement program
7. Cyber Audit Office	Stakeholder grievance channel introduction

Supplier Evaluation & Selection

HYUNDAI WIA incorporates non-financial factors such as environment, safety, human rights, and ethics into our supplier evaluation and selection process, in addition to credit ratings, quality management systems, and quality performance. For suppliers selected based on screening criteria, we conduct annual supply chain ESG evaluations and Q5 Star evaluations. As of 2024, HYUNDAI WIA manages a total of 1,569 suppliers, comprising 1,336 domestic and 233 overseas suppliers.

Supplier Evaluation & Selection Process



Supplier Status

(Unit: companies, KRW billion)

Category		2022	2023	2024
Number of Suppliers	Domestic	1,325	1,344	1,336
	Overseas	226	226	233
	Total	1,551	1,570	1,569
Purchase Amount	Domestic	5,576.1	6,454.4	6,337.6
	Overseas	143.1	152.2	231.4
	Total	5,719.2	6,606.6	6,569.0

Supplier Evaluation Items

Evaluation for Registration of New Suppliers	Management Assessment	1. Organization and policy management 2. HR and labor management 3. Employee education and training 4. Standardization of internal operations
	Credit Assessment	1. Credit rating 2. WATCH rating 3. Cash flow 4. Debt dependency ratio
Q5 Star Evaluation	Quantitative Assessment	1. Defect rate of delivered goods 2. Process defect rate 3. Claim reimbursement rate
	Qualitative Assessment	1. Outsourced parts/mass production process management 2. Accident prevention and safety control 3. Idea proposal and technological capability

* When registering a new supplier, selected items of the Q5 Star Evaluation are additionally evaluated depending on the type of supplier

Regular Supplier Evaluation Performance & Target

(Unit: companies)

Category	2022	2023	2024	2025 Target
Q5 Star Evaluation	133	135	131	139
Supply Chain ESG Evaluation	123	214	164	170

Sustainable Supply Chain Management

Supply Chain Risk Assessment & Management

Supply Chain ESG Evaluation

HYUNDAI WIA conducts supply chain ESG evaluations in accordance with the Supply Chain ESG Management Policy. The evaluations are conducted on key suppliers selected through a screening process. For suppliers identified as high-risk during the evaluation process, we conduct on-site evaluations and provide consulting services. We continuously monitor their improvement progress after the evaluations. Through these evaluations and follow-up management, we strive to minimize ESG risks and strengthen supplier ESG capabilities.

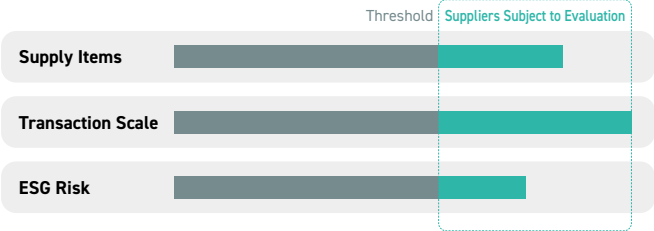
Supply Chain ESG Evaluation Items

Category	Key Evaluation Items
Environment	<ul style="list-style-type: none">Establishment of environmental policyAcquisition of environmental management system certificationGHG emissions and reduction activitiesRenewable energy use and waste reduction activitiesViolations of environmental laws and regulations
Labor & Human Rights	<ul style="list-style-type: none">Compliance with working conditions and labor/human rights regulationsProhibition of forced labor and child laborPrevention of sexual harassment and workplace harassmentAcquisition of health and safety management system certificationViolations of health and safety laws and regulationsOperation of grievance handling systems
Ethics	<ul style="list-style-type: none">Establishment of ethics charter/code of ethicsManagement of tracking conflict mineralsImplementation of supply chain ESG evaluationAdministrative sanctions related to business operations
Governance	<ul style="list-style-type: none">Operation of reporting channels for employee corruption and conflicts of interestDisclosure of sustainable management performanceImplementation of anti-corruption and compliance training

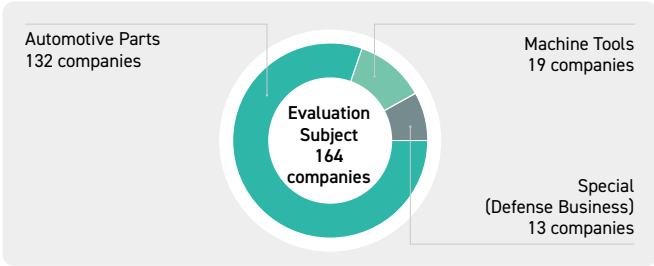
Supply Chain Screening

HYUNDAI WIA selects suppliers for evaluation through a risk identification process prior to conducting supply chain ESG evaluations. We identify ESG risks by considering global ESG regulations and trends, including the application of forced labor prohibition laws and the EU Corporate Sustainability Due Diligence Directive (CSDDD). Through the screening process in 2024, we selected 164 suppliers as evaluation subjects and conducted supply chain ESG evaluations of these suppliers.

Supplier Screening Criteria for Evaluation



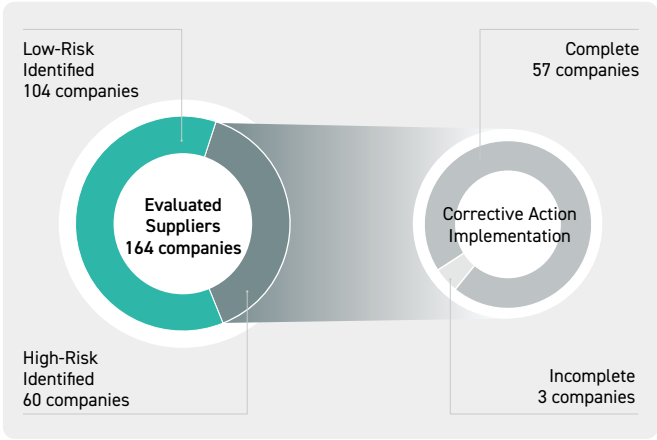
2024 Suppliers Subject to Evaluation



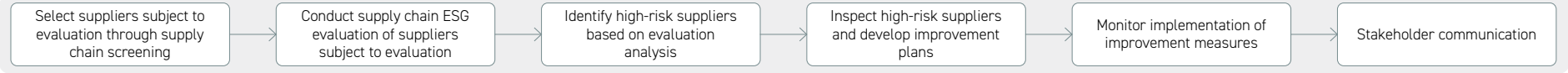
Supply Chain ESG Risk Identification & Management

Following the supply chain ESG evaluations, HYUNDAI WIA analyzes results to identify suppliers with ESG risks. For suppliers identified as high-risk, we conduct inspections, support the development of improvement plans, and continuously monitor the implementation status of corrective actions. In 2024, 60 suppliers among those evaluated were identified as high-risk, and we developed improvement plans for all high-risk suppliers. Through monitoring of corrective action implementation, we confirmed risk mitigation and improvement for 57 of these suppliers.

2024 Supply Chain ESG Evaluation Results



Supply Chain ESG Evaluation Process



Sustainable Supply Chain Management

Supply Chain Risk Assessment & Management

Supply Chain ESG Evaluation

Supply Chain ESG Evaluation Plan

HYUNDAI WIA continuously develops and revises evaluation indicators in line with domestic and international ESG trends to manage supply chain ESG risks. Additionally, we incorporate suggestions from various stakeholders, including suppliers and customers, into the supply chain ESG evaluation process. Accordingly, since 2024, we have been conducting evaluations using group-wide common indicators to minimize duplicate assessments of suppliers within the Hyundai Motor Group.

Supply Chain ESG Evaluation Indicator Development & Revision History

2022

Initial establishment of indicators suitable for small and medium enterprises
63 indicators

2023

Revision to reflect the Serious Accidents Punishment Act, EU CSDDD, etc.
67 indicators

2024~

Use of Hyundai Motor Group common indicators
105 indicators

* Policy operation since 2024 for minimizing duplicate supplier assessments within the Hyundai Motor Group through stakeholder feedback incorporation

Supplier VOC & Grievance Handling

HYUNDAI WIA strives to build mutual trust and strengthen communication with suppliers. We collect supplier VOC (voice of the customer) and grievance cases through both online and offline channels. After a thorough review of received cases, we provide improvement results as feedback. In 2024, a total of 70 cases were received through VOC and grievance handling channels, of which 68 cases were handled.

Supplier VOC & Grievance Handling Performance

Category		Unit	2022	2023	2024
Cases Filed	Complaint	cases	5	1	7
	Others	cases	19	22	63
	Total	cases	24	23	70
Cases Resolved	Complaint	cases	5	1	5
	Others	cases	19	22	63
	Total	cases	24	23	68
Resolution Rate		%	100	100	97.1

Minerals Management System

Minerals Policy

HYUNDAI WIA recognizes human rights violations and environmental destruction caused by mineral extraction in conflict-affected and high-risk areas as very serious issues. As a company with a global supply chain, HYUNDAI WIA is committed to prohibiting the use of conflict minerals and promoting responsible minerals sourcing to fulfill our responsibility for a sustainable future. To this end, we have established Purchasing Policy for Conflict Minerals, published it on our website, and built a responsible supply chain management system.



Purchasing Policy for Conflict Minerals

Minerals Risk Management

HYUNDAI WIA prohibits the use of conflict minerals and actively participates in responsible minerals sourcing in accordance with the Purchasing Policy for Conflict Minerals. To minimize negative impacts on society and the environment, such as human rights violations and environmental destruction that may occur during minerals extraction processes, we distribute a code of conduct to suppliers to encourage transactions with RMAP*-certified smelters. Additionally, HYUNDAI WIA continuously monitors minerals risks by including content related to conflict minerals management within our supply chain ESG evaluation criteria. Furthermore, we specify in our basic trading contracts that contracts may be terminated if suppliers violate minerals-related regulations.

*RMAP(Responsible Minerals Assurance Process): Third-party certification program that verifies smelters do not use conflict minerals, developed by the Responsible Minerals Initiative (RMI)

Sustainable Supply Chain Management

Win-Win Growth

Win-Win Growth System

HYUNDAI WIA recognizes suppliers not merely as business partners, but as partners who share our culture and vision while growing together, pursuing “win-win growth for a better future.” Based on our belief that greater value can be created through cooperation and communication, we are committed to building a sustainable win-win business ecosystem through comprehensive support in technology, finance, education, and other areas.

Win-Win Growth Goal & Strategic Framework

Goal	Build a Sustainable Supply Chain System through Supplier Cooperation		
Strategy	Continuously Improve the System	Establish Fair Trade Practices	Strengthen the Competitiveness of Suppliers
Tasks	<div>Operate a performance sharing system and expand the scope of support</div> <div>Operation of win-win payment system for tier-2 suppliers and subsequent tiers</div> <div>Expansion of cash payments</div> <div>Adjustment and connection of payments to suppliers</div>	<div>Adopt and comply with the Four Practices established by the KFTC</div> <div>Use the KFTC Standard Contract for tier-2 suppliers and subsequent tiers</div>	<div>Increase funding support such as the Win-Win Growth Fund</div> <div>Operate capacity building programs for suppliers (ESG, safety, quality, etc.)</div>

Dedicated Organization for Win-Win Growth

HYUNDAI WIA has established the Supplier Cooperation Team as a dedicated organization for win-win growth. The Team works to maintain transparent and fair business relationships with suppliers and is responsible for various tasks to promote win-win growth. The key responsibilities of the Team include operating win-win growth programs, establishing Fair Trade Agreements, managing VOC and the cooperative association, and conducting supply chain ESG evaluations and development initiatives.

Tasks of the Supplier Cooperation Team

Win-Win Growth Program	<div>• Technical and educational support</div> <div>• Improvement of payment methods and implementation of linked payment systems</div> <div>• Financial support including Win-Win Growth Fund</div> <div>• Management of win-win growth events</div>
Supply Chain ESG Risk Management	<div>• ESG written assessment</div> <div>• ESG on-site evaluation</div> <div>• Enhancement of assessment framework</div> <div>• Monitoring of corrective action implementation, etc.</div>
Fair Trade Agreement	<div>• Signing of Fair Trade Agreement between KFTC & HYUNDAI WIA</div> <div>• Management of Fair Trade Agreement performance</div> <div>• Management and revision of Fair Trade Four Practices</div>
Sense of Impact Surveys	<div>• Promotion of performance sharing systems and management of performance</div> <div>• Participation in government-initiated purchasing consultations</div>
Subcontracting Act Risk Management	<div>• Mediation and resolution of supplier disputes</div> <div>• Inspection and improvement of subcontracting-related legal risks</div>
External Partnerships	<div>• Operation of cooperative association regular general meetings and roundtable discussions</div> <div>• Participation in government policy briefings</div> <div>• Participation in HMG Win-Win Growth Working Council</div>

CASE STUDY

HYUNDAI WIA Hosts “2025 Partnership Day”

HYUNDAI WIA organizes various win-win growth events to strengthen partnerships for mutual growth and development with suppliers. Most notably, we host an annual general meeting of the cooperative association under the name “Partnership Day” to communicate with suppliers and share various current issues. In February 2025, we gathered with 122 member companies of the cooperative association at Haevichi Hotel in Jeju to share key strategic initiatives for 2025 and win-win growth program operation plans, and presented awards to outstanding suppliers for 2024. Additionally, we regularly organize divisional roundtable discussions with the cooperative association to provide open communication platforms between each business division and their respective sectors. Through win-win growth with suppliers, HYUNDAI WIA will continuously strive to proactively respond to the rapidly changing mobility era and work together to build a sustainable future for HYUNDAI WIA and all stakeholders.



Sustainable Supply Chain Management

Win-Win Growth

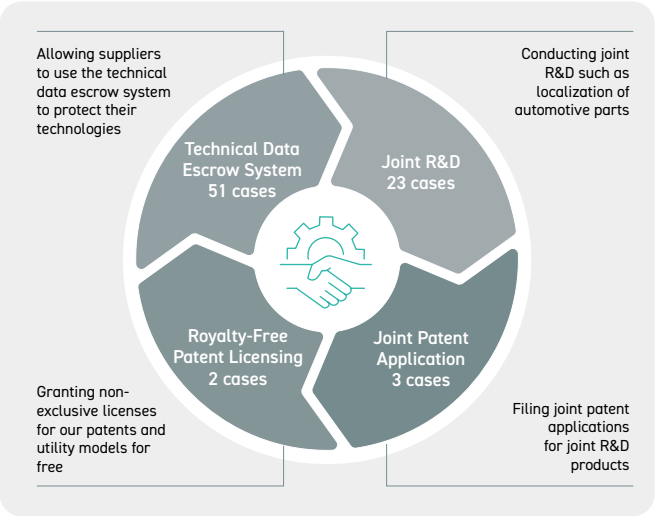
Win-Win Growth Programs

HYUNDAI WIA supports suppliers in building their growth foundation and enhancing competitiveness through diverse win-win growth programs. We are committed to continuously expanding the win-win growth programs that provide financial, educational, and technical support, and will strive to become an exemplary company in win-win growth through active communication and cooperation.

Enhancing Technological Competitiveness

HYUNDAI WIA is committed to enhancing suppliers' technological competitiveness through diverse technology cooperation initiatives, including joint R&D, joint patent applications, royalty-free non-exclusive patent licensing, and technical data escrow systems.

Technology Cooperation System



Enhancing Quality Competitiveness

HYUNDAI WIA believes that superior quality cannot be achieved through our efforts alone. Therefore, we operate systematic supplier quality support programs to strengthen our suppliers' quality competitiveness.

Supplier Quality Support Programs

Q5 Star System

Subject: tier 1 suppliers

Purpose: quality competitiveness development

Application: development and selection of suppliers

WSQ-Mark System

Target: tier 2 suppliers

Purpose: quality system level assessment

Application: transactions with certified suppliers

Supplier Training & Consulting

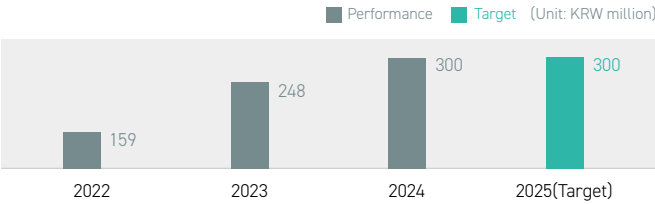
HYUNDAI WIA operates various training programs to strengthen supplier capabilities and promote sustainable management practices. Beyond quality and safety training, we provide diverse training courses aligned with global trends, including carbon neutrality, conflict minerals, and responsible minerals. Additionally, we are expanding online and offline educational opportunities for suppliers by utilizing the Global Partnership Center (GPC), Hyundai Motor Group's dedicated training facility.

Operation of Win-Win Cooperation Fund

As part of win-win partnership programs with suppliers, HYUNDAI WIA contributes funds to the Win-Win Cooperation Fund managed by the KOFCOA* under the Ministry of SMEs and Startups. In 2024, we contributed a total of KRW 300 million to the fund. The fund supported various programs including supply chain ESG and safety consulting, overseas exhibition participation support for global market expansion, and Authorized Economic Operator (AEO) certification assistance. Additionally, it provided support for measuring instrument calibration costs and workplace environment assessment costs.

* Korea Foundation for Cooperation of Large and Small Businesses and Rural Affairs

Win-Win Cooperation Fund Performance & Target



Win-Win Cooperation Fund Programs

Target	Program	Description
Tier 1 Suppliers	Industrial Safety Consulting	Support and training for prevention of safety accidents
	Global Market Access Support	Support for overseas exhibition participation costs
	AEO Certification Support	Assistance for Authorized Economic Operator (AEO) certification acquisition
	Technical Data Escrow System	Support for supplier technical data escrow system fees
	Recruitment Support	Support for participation in Hyundai Motor Group job fairs
Tier 2 Suppliers	Measuring Instrument Calibration Support	Support for supplier measuring instrument calibration costs
	Workplace Environment Assessment Support	Support for supplier workplace environment measurement costs

Sustainable Supply Chain Management

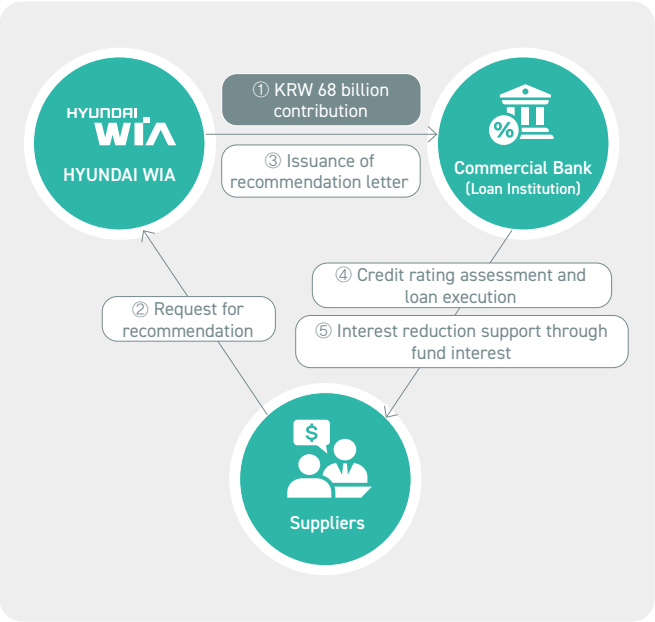
Win-Win Growth

Win-Win Growth Programs

Mutual Growth Fund

HYUNDAI WIA has established Mutual Growth Fund to enable suppliers within our supply chain to secure loans from financial institutions at low-interest rates. In 2024, we contributed KRW 68 billion to operate the Mutual Growth Fund, supporting 86 suppliers in securing loans totaling KRW 80.4 billion. HYUNDAI WIA will continue to expand the Mutual Growth Fund to help suppliers resolve financial difficulties and achieve business stability.

Mutual Growth Fund Loan Process



Payment Terms Improvement

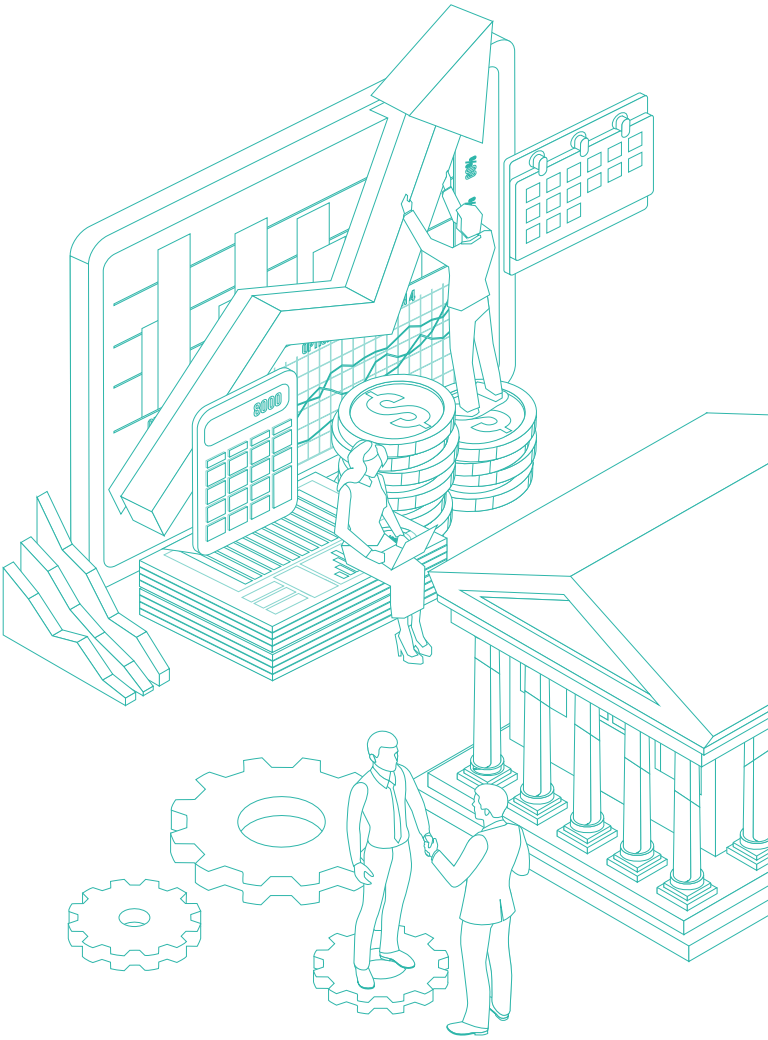
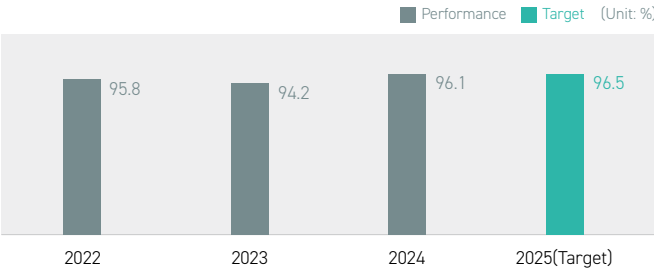
HYUNDAI WIA is committed to improving payment terms and increasing cash payment rates to ensure supplier liquidity. Since 2020, we have been providing cash payments to small and medium-sized suppliers with annual sales of less than KRW 100 billion. Additionally, we implement expedited cash payments during major holidays such as Seollal (Korean Lunar New Year) and Chuseok (Korean Thanksgiving) to help suppliers address cash flow challenges.

Payment Terms for Supplier Payments

Category		Payment Method
Common	Weekly/Monthly settlements under KRW 100 billion	Cash
	SMEs with revenue under KRW 100 billion	Cash
Domestic Parts	Medium-sized enterprises with revenue under KRW 300 billion	60-day AP financing*
	Large enterprises	90-day AP financing*
Export Parts	SMEs, medium-sized enterprises, and large enterprises	Cash

* AP financing: accounts payable-backed financing

Cash Payment Rate for Fair Trade Signatories



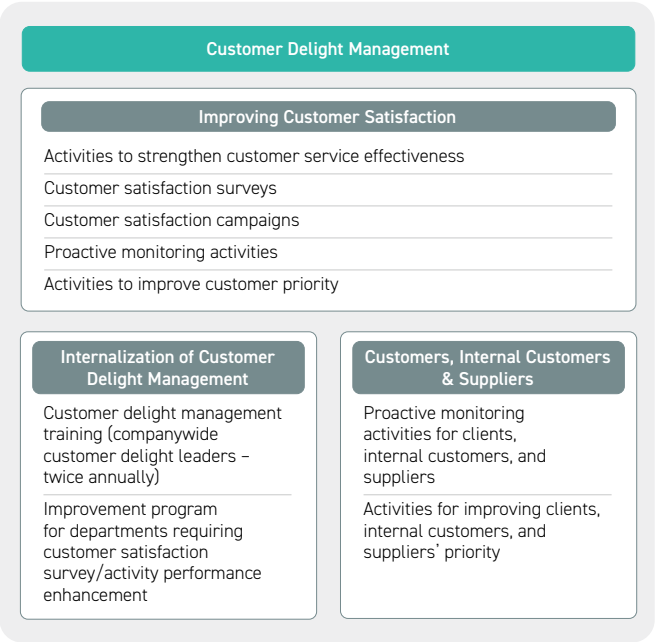
Customer Delight & Quality Management

Customer Delight Management

Customer Delight Management System

HYUNDAI WIA strives to achieve customer delight beyond customer satisfaction. We implement customer delight management and enhance satisfaction levels among customers and suppliers through internal and external customer satisfaction surveys, training customer delight leaders, and feedback collection and improvement activities for customer complaints. Additionally, we improve internal customer satisfaction by strengthening employee professional expertise and facilitating communication between teams.

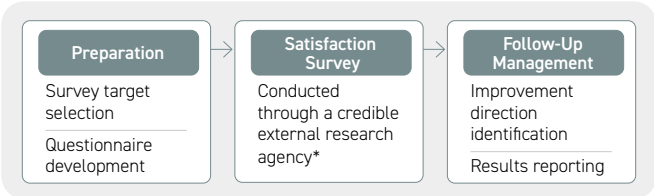
Customer Delight Management System Structure



Customer Satisfaction Survey

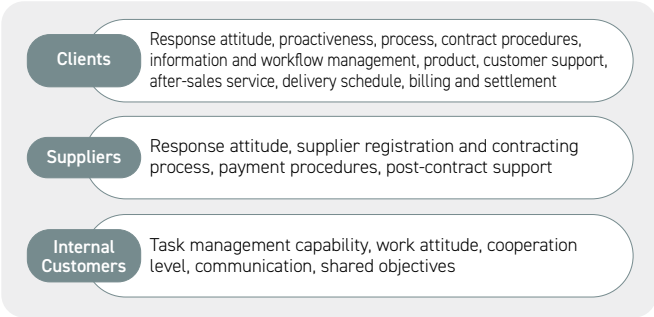
HYUNDAI WIA realizes our core value of "Customer First" by continuously improving product quality and services while striving to enhance customer satisfaction. We conduct satisfaction surveys targeting domestic and international customers across the entire process from purchase to use, including contracts, delivery schedules, product performance and convenience, and after-sales service. Based on customer satisfaction survey results, we identify key improvement issues and establish action plans to achieve enhanced satisfaction levels. As a result of these efforts, satisfaction scores are improving annually. In 2024, overall customer satisfaction reached 85.0 points, an increase of 0.2 points from the previous year, while new thermal management business customer satisfaction achieved 87.0 points. Additionally, we conduct satisfaction surveys for suppliers and internal customers. We conduct family satisfaction surveys every even year targeting our suppliers. Internal customer satisfaction surveys were previously conducted every odd year for our employees, but starting in 2024, we changed this to annual surveys. In 2024, family satisfaction scored 83.9 points, an increase of 2.5 points from 2022, while internal customer satisfaction reached 75.9 points, up 2.3 points from 2023.

Customer Satisfaction Survey Process



* 2024 research agency: Global Research

Key Contents of Customer Satisfaction Survey



Customer Satisfaction (CS) Score

(Unit: points)



2024 Customer Satisfaction Results Against Targets

(Unit: points, persons)

Category	Target	Result	Target Attainment Rate	No. of Participants
Customer Satisfaction (CS)	85.6	85.0	99.3%	669
Family Satisfaction (FS)	82.2	83.9	102.1%	167
Internal Customer Satisfaction (ICS)	75.8	75.9	100.1%	1,221

Customer Delight & Quality Management

Customer Delight Management

Customer Delight Enhancement Activities

HYUNDAI WIA actively utilizes customer satisfaction survey results to implement meaningful customer delight improvement initiatives. Customer satisfaction has shown consistent growth over the past three years, with particularly positive feedback on the humanware aspect, which forms the foundation of customer satisfaction. We are dedicated to comprehensive customer support and work closely with our suppliers to expand our satisfaction improvement efforts, focusing on delivering tangible enhancements to the customer experience.

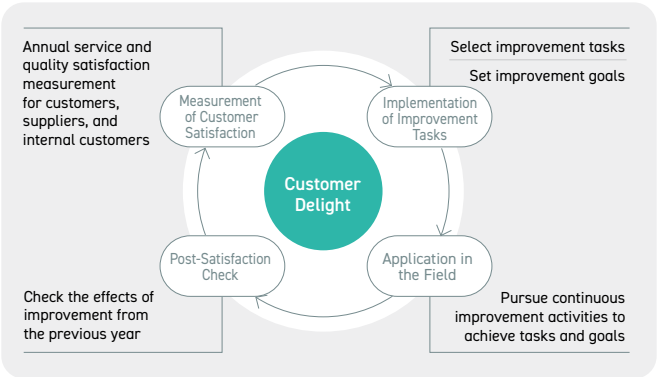
Customer Delight Capability Enhancement

HYUNDAI WIA advances our customer delight management system through company-wide customer delight capability enhancement activities. Customer delight leaders selected from 125 teams across all departments complete specialized training covering customer delight management theory and best practices. Following the training, they conduct customer-centric activities three times annually, including "One Person, One VOC" activity and gratitude expression campaigns for internal and external customers. At year-end, the company operates a reward system for outstanding teams and leaders in customer satisfaction management. Additionally, separate training programs are conducted for departments requiring capability enhancement to improve customer delight management. In 2024, five teams identified as needing satisfaction improvement participated in practical communication training for internal and external customer problem resolution and response strategy development.

Department-Specific Customer Delight Level-Up Training Program

Category	Description
Purpose	Improve customer satisfaction by leveling up the customer satisfaction-oriented mindset and making improvements based on VOC
Target	5 teams that need to improve their customer satisfaction level in 2024 (based on 2024 customer satisfaction survey results)
Schedule	April–May 2024
Contents	<div><div>• Develop response strategies through analysis of internal and external customer experience</div><div>• Analyze internal and external customer conflict situations and develop strategies</div></div>

Customer Delight Improvement Process



2024 Customer Delight Leader Training

2025 Key Plans

Category	Key Plans
Customer Satisfaction (CS)	Intensively improve customer support activities
	Secure pricing competitiveness
Family Satisfaction (FS)	Review supplier response manuals and processes
	Communicate and empathize from supplier perspective
Internal Customer Satisfaction (ICS)	Continuously strengthen shared objectives and operational capabilities

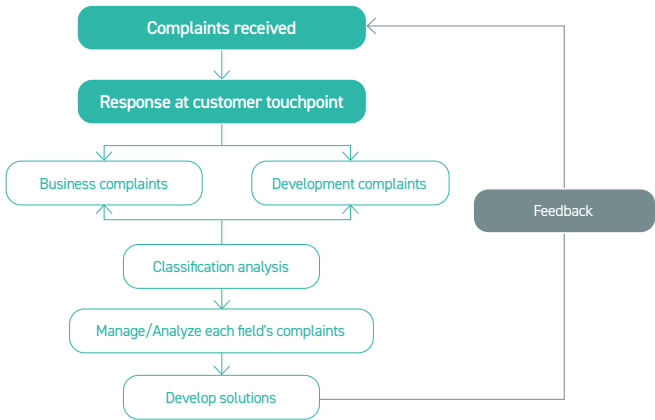
VOC System

HYUNDAI WIA actively collects and resolves customer feedback through our VOC (Voice of the Customer) system. Customers can submit complaints and concerns through the VOC system, and received submissions are immediately forwarded to relevant departments to enable personalized one-on-one responses from designated personnel. Additionally, submitted issues are categorized into business- and development-related complaints, which are then incorporated into future service improvement initiatives and plans.

VOC Operation Status

Category	Unit	2022	2023	2024
Filed	cases	114	129	200
Resolved	cases	114	129	200
Resolution Rate	%	100	100	100

Customer Complaint Handling Process



Customer Delight & Quality Management

Quality Management

Quality Management System

HYUNDAI WIA has designated “strengthen quality verification system,” “customer-focused quality initiatives,” and “establish technology-based quality management system” as key strategies and is focused on enhancing capabilities for quality improvement. We have secured and maintained quality management system certifications across all industry sectors, including IATF16949 for automotive, KS Q 9100 and KDS0050-9000 for defense (Changwon Plants 1 & 2), and ISO9001 for machine tools, jigs, robots, and defense artillery (Changwon Plant 1). This comprehensive certification framework covers all business areas from product development to after-sales service. Additionally, we operate quality information systems (GQMS and GQIS) to track and manage quality history internally, reinforcing our commitment to preventive quality assurance. Furthermore, HYUNDAI WIA has achieved high-level quality competitiveness in each industry sector through comprehensive quality policies and robust quality-based systems. Even after product sales, we continue to secure competitive advantages and achieve customer satisfaction through continuous quality improvement initiatives and customer satisfaction management processes with systematic corrective actions.

CASE STUDY

Quality Management Seminar: ESG Awareness & Quality Improvement Cooperation

In July 2024, HYUNDAI WIA held the “HYUNDAI WIA & Suppliers Joint Quality Commitment towards Sustainable Growth Event” at Gyeongju GPC with 101 suppliers. Through this event, HYUNDAI WIA emphasized the importance of quality improvement and regulatory compliance, reaffirming its commitment to sustainable growth in collaboration with our suppliers. External experts were invited to deliver special lectures to help participants understand the impact of ESG on corporate operations and explore practical strategies to enhance corporate sustainability. Following this, leaders from various departments including quality and production shared presentations on our current status and future vision, while networking sessions with suppliers facilitated mutual sharing of experiences and know-how. HYUNDAI WIA plans to continue providing ongoing training and communication platforms together with suppliers for sustainable growth and quality improvement.



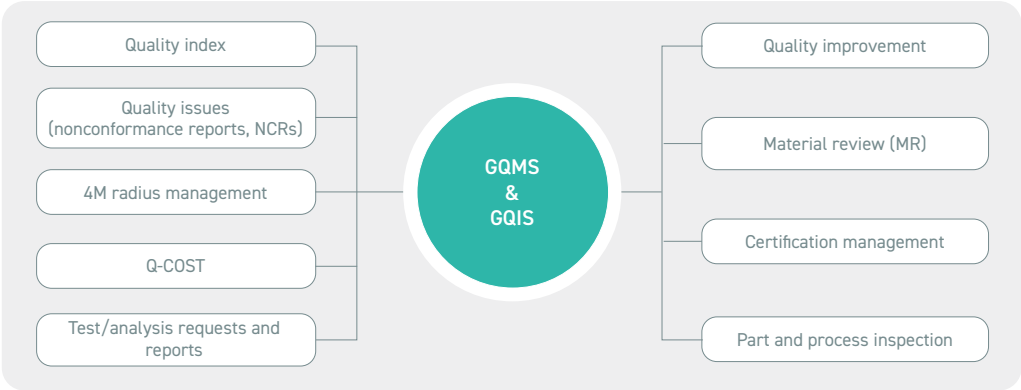
Quality Management Goal & Strategies

Goal	Strong Customer-Centric Preventive Quality & Growth Driven by Technical Collaboration			
Strategies	Strengthen Quality Verification System	Customer-Focused Quality Initiatives	Establish Technology-Based Quality Management System	Foster Future Quality Leaders & Cultivate Organizational Culture
Tasks	Advance quality verification in preliminary development stages Strengthen quality verification during development component PROTO stages	Ensure safety quality Improve durability quality at early stages	Streamline manufacturing data analysis operations Enhance supplier data analytics capabilities	Foster member-driven learning for future-oriented organizational culture

ISO9001/IATF16949 Certification Status

Domestic Sites	Changwon Plant 1 (headquarters)	Changwon Plant 2	Changwon Plant 3	Seosan Plant	Pyeongtaek Plant
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Quality Information Systems (GQMS & GQIS)



Customer Delight & Quality Management

Quality Management

Quality Verification & Improvement Activities

Enhancing New Technology Quality Verification

HYUNDAI WIA has strengthened the quality verification system in the development process of new technologies and new structures related to automotive parts, with a focus on ensuring quality stability in the early stages of mass production. We have enhanced the quality verification process for new technologies to conduct thorough verification at each stage of development. Additionally, we have optimized the quality inspection process for pilot product of new vehicles from 18 steps to 7 steps to improve work efficiency for both our company and suppliers. In addition, we implement parts verification based on reliability engineering utilizing Weibull distribution analysis to ensure internal quality. HYUNDAI WIA will continue to strengthen quality verification and pursue continuous improvement to enhance product reliability.

Enhancing Raw Material Verification

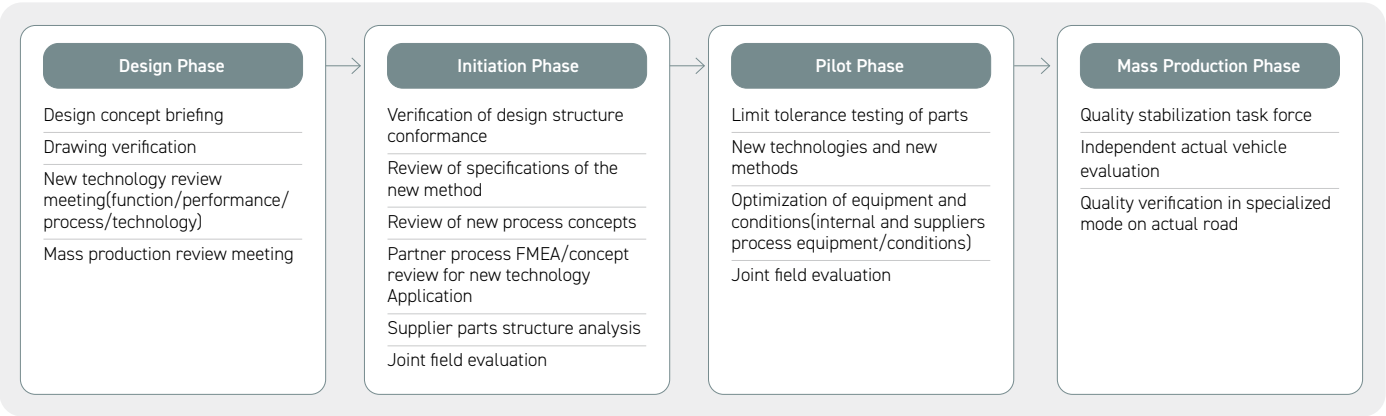
HYUNDAI WIA operates a strict quality management system for all raw materials purchased through our supply chain. Raw materials procured from tier 1, 2, and 3 suppliers undergo thorough verification for composition, material integrity, and harmful substances. For parts in mass production, we conduct systematic verification according to our annual inspection schedule. Among automotive parts, security-related parts are inspected twice a year, while other critical and general parts are inspected once a year. Newly developed parts in the development stage undergo quality verification through the ISIR* inspection process. When products that do not meet standards are identified during inspection, they are immediately isolated, the cause is analyzed, and corrective actions are implemented. Through these measures, we prevent recurrence and continuously ensure quality stability.

* Initial sample inspection report

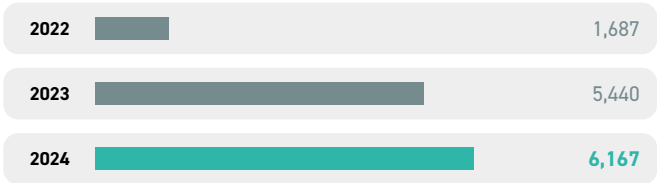
Quality Control Training for Employees & Suppliers

HYUNDAI WIA operates systematic training programs to strengthen the quality capabilities of our employees and suppliers. Through subject-specific quality training, we enhance the professional expertise of our internal quality staff, and provide training to suppliers with underperforming quality metrics to support quality improvement. In 2024, we conducted 6,167 hours of quality management training for our employees and delivered 52 quality training sessions for suppliers. In 2025, we plan to conduct seminars and external training for employees, with 39 training sessions scheduled for suppliers.

Quality Verification Process for New Technologies by Development Phase

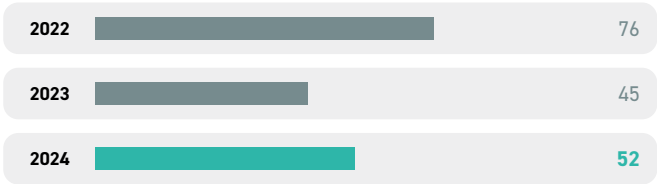


Quality Control Training Hours for Employees* (Unit: hours)



* Target sectors: automotive parts, engine, defense business, machine tools, etc.

Quality Control Training for Suppliers (Unit: sessions)



Customer Delight & Quality Management

Quality Management

Quality Enhancement Activities & Goals

HYUNDAI WIA firmly believes that quality management serves as the foundation for customer safety and satisfaction. Through IT-based systems and systematic verification activities, we secure more stable advanced quality. Additionally, we continuously strengthen the quality capabilities of our employees through the Quality and Technology School, striving to provide superior services and products to a more customers. Based on this foundation, in 2025 we aim to secure growth momentum through customer-centered preventive quality enhancement and technical collaboration.

2024 Key Quality Enhancement Activities

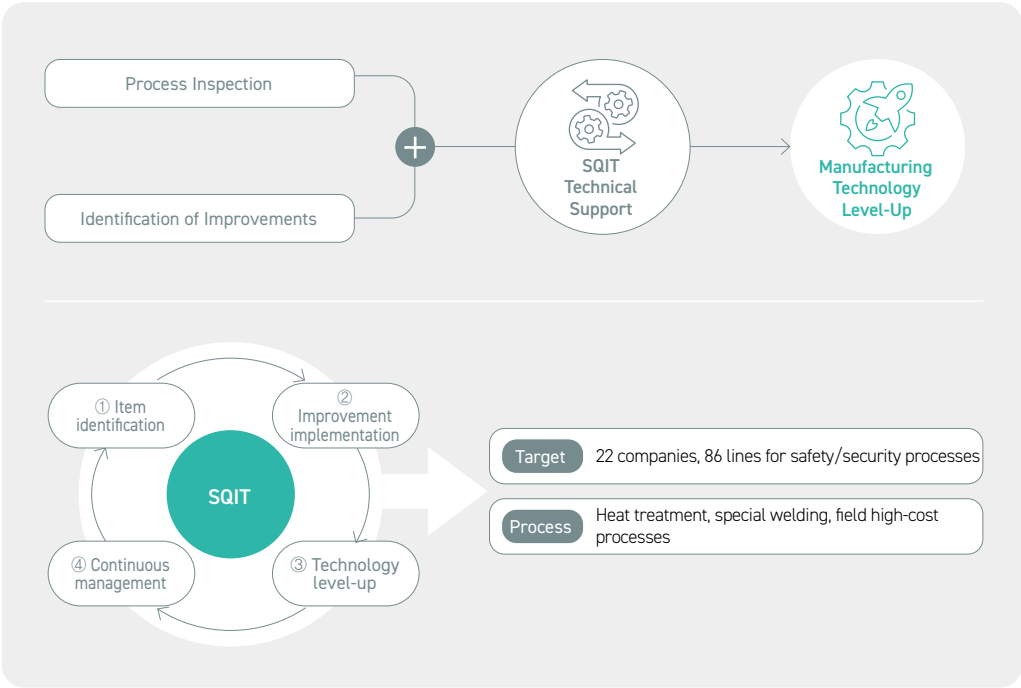
Category	Description
Proactive Development Quality Assurance	Establishment of PROTO Stage Component Validation System and Reinforcement of Actual Vehicle Validation Activities <ul style="list-style-type: none">• Component adverse condition testing* validation considering vehicle conditions (32 items)• Driving NVH/performance validation based on vehicle-specific modes (10 vehicle models)
	Reinforcement of Quality Validation at Controller Development Stage <ul style="list-style-type: none">• Software and power/voltage characteristics WOW validation (16 items)
Customer-Centered Qualitative Quality	Securing Component Quality through Preventive Quality Inspection at Manufacturing Process Stage (MIP, Suppliers) <ul style="list-style-type: none">• Support for focused improvement and close management activities for RISK processes• Mutual benchmarking through improvement case sharing sessions• Development and application of incoming component inspection data pattern analysis tools
	Operational Efficiency Enhancement through Business Process Improvement <ul style="list-style-type: none">• Reduction of man-hours and costs through technical change requests and revisions for warranty firing tests<ul style="list-style-type: none">- Cost reduction through high-angle firing criteria changes (KRW 230 million/year))• Improvement of gear welding process inspection methods<ul style="list-style-type: none">- Timeline shortened through improvements in low-temperature environment test (2 weeks → 3 days))
Specialized Quality Capabilities	Operation of quality and technical academy for capacity building of employees in relation to quality <ul style="list-style-type: none">• Implementation of in-house special lectures (4 courses) and continuous online education (528 courses) through partnership agreement with KOREATEACH & NGV education

* Adverse condition testing: quality testing conducted under adverse environmental conditions

SQIT System

Starting from 2025, HYUNDAI WIA will operate the SQIT (Supplier Quality Innovation Team) system, composed of technical experts with more than 15 years of experience, to achieve win-win growth with suppliers in terms of quality. We have selected a total of 22 companies (drivetrain and CV joint suppliers) as initial implementation targets for 2025, with the goal of strengthening each supplier’s security process manufacturing technology capabilities and improving quality through technical guidance. Through this initiative, we aim to further solidify our cooperative relationships with suppliers and establish a foundation for mutual growth.

SQIT Operation Process



Corporate Social Responsibility

CSR Strategy & Risk Management

CSR Strategy

HYUNDAI WIA has adopted “The Right Move for the Right Future” as our CSR message. We are committed to creating social value and innovation by developing social contribution programs aligned with our business characteristics and utilizing our internal resources, manpower, and technological capabilities. By actively engaging with local communities at home and abroad, we maximize the impact of our social contribution efforts and proactively manage potential risks across various areas. Furthermore, HYUNDAI WIA pursues shared growth with diverse stakeholders to drive social innovation and secure sustainable growth engines for the future.

CSR Strategy Framework



CSR Mid-to-Long-Term Roadmap



CSR Focus Areas

HYUNDAI WIA aims to create a better society through social contribution activities such as ensuring freedom of mobility, spreading the culture of sharing, and supporting a sustainable environment and society. We realize true freedom of movement by creating an environment where people with limited mobility can move comfortably anytime, anywhere without constraints. We are also working to create a world where all life can thrive together by reducing fine dust and expanding green spaces. Through educational support for future generations, we foster talent and promote sustainable industry growth, providing diverse learning opportunities to help individuals reach their full potential. By transcending cultural and language barriers, we spread the value of sharing and contribute our resources and expertise to build a happier society for all.

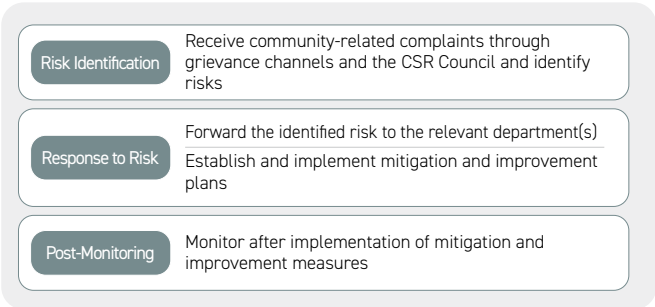
CSR Program Areas

Areas	Major Activities & Core Values	Goals
FREE MOVE	Dream Car → Promoting mobility Mobility School → Mobility education	HYUNDAI WIA supports free mobility for all. We are committed to creating a mobility environment where everyone can move freely to wherever they wish.
SAFE MOVE	Eum Market → Coexistence with local communities Miracle of 1% → Protecting the socially vulnerable Employee Volunteer Group → Practicing social responsibility	HYUNDAI WIA envisions a more beautiful world filled with the joy of sharing and togetherness. HYUNDAI WIA shares its abilities and resources, providing warmth beyond language and cultural barriers, allowing people to experience the value of sharing and leading to a brighter future.
SUSTAINABLE MOVE	Green the Planet → Future generation education HYUNDAI WIA Green School → Environmental protection	Education for next generations creates immense value. HYUNDAI WIA provides learning opportunities for children to understand the importance of sustainable living and grow into future leaders.

Local Community Risk Management

HYUNDAI WIA strives to identify and address any potential negative impacts that may arise from our business operations. We actively collect feedback from local communities through grievance channels and the CSR Council. When a negative impact is identified, the issue is forwarded to the relevant department, which then establishes a risk mitigation plan and implements appropriate corrective measures.

Local Community Risk Management Process



Potential Risk Identification

Risk	Description
Environmental impact	Negative environmental impacts (e.g., leakage or discharge of pollutants) caused by business site operations
Nuisances	Generation of nuisances such as light, noise, and odor affecting nearby communities from business site operations
Increase in complaints	Increase in civil complaints due to negative impacts on local communities

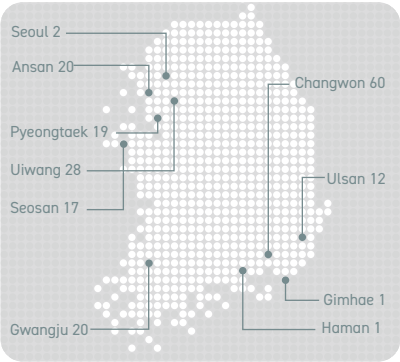
Corporate Social Responsibility

CSR Programs

FREE MOVE

Dream Car

HYUNDAI WIA donates vehicles for people with limited mobility through the Dream Car program, with the goal of enabling everyone to travel freely wherever they wish. Since 2013, we have donated not only standard vans, but also customized vehicles tailored to the specific needs of welfare facilities: wheelchair-accessible vans, refrigerated trucks, mobile kitchen trucks, etc. By 2024, we have donated over 180 vehicles, improving mobility access for people with mobility challenges, thereby creating added value such as reducing transportation costs and travel time. HYUNDAI WIA will continue our efforts to bring the joy of unrestricted mobility.



Mobility School

Mobility School is an educational program designed to foster future industrial talent by providing a curriculum that incorporates advanced technologies rarely covered in standard school classes. In 2024, the program was conducted as an eight-week regular curriculum at three middle schools in Changwon, Gyeongsangnam-do. Students worked with expert instructors to build automotive systems such as heat management and drive systems, as well as smart manufacturing solutions including collaborative robots and logistics robots. Through the program, they became more familiar with future mobility. Toward the end of the program, a competition was held to inspire students' passion and creativity. HYUNDAI WIA plans to continuously support local community students in exploring career paths in future manufacturing technologies and pursuing related jobs or entrepreneurship opportunities.



Vehicles Donated (2013-2024)
180 vehicles



Beneficiary Facilities
10 facilities



Beneficiary Schools
3 schools



Beneficiary Students
90 persons



Corporate Social Responsibility

CSR Programs

SAFE MOVE

Eum Market

In May 2024, HYUNDAI WIA held the “Eum (“connection” in Korean) Market,” at our headquarters in Changwon. It is a rural-community partnership project aimed at promoting local agricultural products and expanding market access for farmer. Local farms selected by Changwon City participated in the event and sold high-quality agricultural goods. The market also featured various experience programs such as tea-making, flower arrangement classes, and mini garden workshops to encourage participation from employees and visitors. Through in-house agricultural markets, HYUNDAI WIA supplies quality agricultural goods to employees and underprivileged neighbors while supporting the self-reliance of local farms by monitoring their actual income levels. In addition, most of the participating farmers are in their 30s and 40s, and HYUNDAI WIA aims to foster young farmers and build a virtuous cycle of sustainable coexistence with rural communities in the long term by slowing down regional population decline.



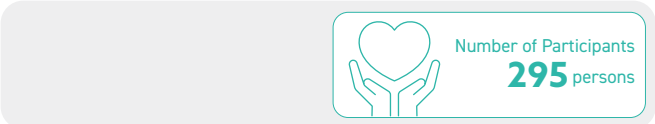
Miracle of 1%

The “Miracle of 1%” is HYUNDAI WIA’s representative social contribution program, launched in 2012. It is operated through voluntary donations of 1% of employees’ salaries, which are returned to local communities. In 2024, a total of 1,093 employees participated in the program, carrying out various donation activities such as delivering disaster relief funds for the Seocheon Specialized Market fire recovery, improving learning environments and providing customized eyeglasses for children and adolescents from low-income families, installing security and insect screens and supplying winter goods for low-income households with disabilities, and providing safety equipment for senior citizens who collect recyclable waste. Through the Miracle of 1% program, HYUNDAI WIA seeks not only to contribute to local communities, but also to promote the value of sharing as a universal value across society.



Employee Volunteer Group

HYUNDAI WIA operates an employee volunteer group through the voluntary participation of executives, employees, and their families who understand the importance of social responsibility. In 2024, we organized farm labor assistance, environmental cleanups, blood donation campaigns, and volunteer programs to help new employees internalize CSR values. A total of 295 executives and employees participated in these activities. Through these efforts, HYUNDAI WIA employees, alongside their families, build a happier future by sharing positive experiences with local community members.



Corporate Social Responsibility

CSR Programs

SUSTAINABLE MOVE

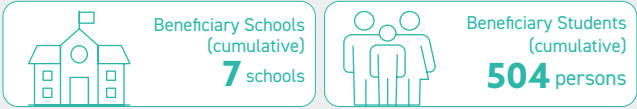
Green the Planet

Green the Planet is a community engagement campaign aimed at raising awareness about the environmental issues stemming from the climate crisis and encouraging local communities to take part in building a sustainable future. HYUNDAI WIA designed this campaign to help residents naturally understand the importance of climate action in their daily lives by offering engaging programs such as maze-based environmental quizzes and upcycling workshops. The campaign also provided opportunities for hands-on environmental protection activities through volunteer work like plogging and creating air-purifying plant walls. HYUNDAI WIA will continue to expand activities that help citizens recognize environmental issues as part of everyday life and voluntarily take part in protecting the environment.



HYUNDAI WIA Green School

HYUNDAI WIA establishing green spaces at local schools to minimize the environmental impact of particulate matter and emissions generated from powertrain manufacturing processes. Since its launch in 2019, the program has secured green spaces at a total of seven schools, including Changwon Seongmin Girls' High School in 2024, where a rooftop garden was established. The planting process contributed to biodiversity conservation by utilizing endangered plant species such as bogbean (*Menyanthes trifoliata*) and water hemlock (*Cicuta virosa*), and students were involved from the planning stage in landscaping and design activities. To ensure rooftop safety, glass railings were installed with bird-strike prevention film. In addition, to avoid the program being a one-time activity, HYUNDAI WIA provided students with tools for ongoing ecosystem observation and documentation, fostering long-term ecological awareness.



Global CSR

HYUNDAI WIA carries out global CSR activities at overseas business sites to create social value internationally. In regions such as Shandong and Jiangsu in China and Monterrey in Mexico, the company actively engages and collaborates with local communities, building trust relationships with local residents. Through these efforts, HYUNDAI WIA contributes to regional development and fulfills our responsibilities as a global corporation.

Key CSR Activities at Overseas Business Sites

Category	Key Activities in 2024
Shandong HYUNDAI WIA	• Donated a total of CNY 12,000 worth of air conditioners and anti-mosquito mats for welfare support; operated educational programs for children's welfare facilities.
Jiangsu HYUNDAI WIA	• Carried out environmental improvement activities and provided scholarships for children and adolescents from low-income families.
HYUNDAI WIA India	• Improved educational environments at nine public schools by replacing furniture, installing water purification systems, and providing learning kits.
HYUNDAI WIA Mexico	• Delivered donated goods collected through charity bazaars to local social welfare institutions and housing support organizations.

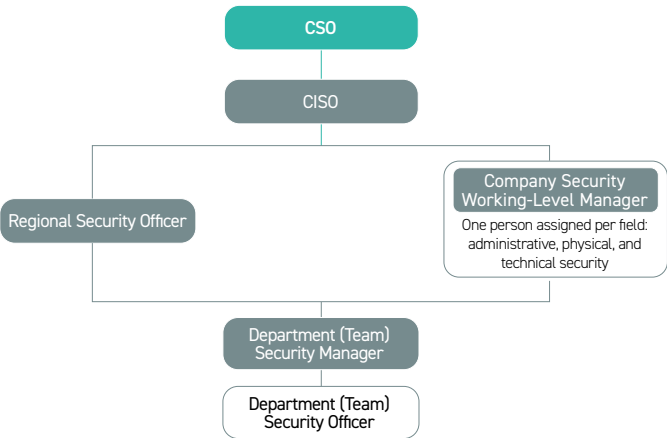


Information Security & Privacy

Information Security Governance

HYUNDAI WIA manages information security and privacy practices in compliance with relevant laws and regulations, under the leadership of the CSO (Chief Safety Officer) and the CISO (Chief Information Security Officer). The CSO position is held by the Head of Business Support Division, who also chairs the Information Security Council and oversees overall information security operations. The CISO is the head of the information security department who meets the legal qualification requirements and is responsible for practical planning, management, and internal audits related to information security. Regional Security Officers are appointed to oversee information security operations at each site. Security Working-level Managers assign one responsible person for each security domain (administrative, physical, and technical) and manage company-wide security policies and guidelines. Each team leader is designated as the Department (Team) Security Manager, who in turn appoints a Department (Team) Security Officer within the team. The Department (Team) Security Officer is responsible for conducting security checks, training, and information asset classification, and regularly reports the department's status through the security portal.

Information Security Governance Structure



Information Security Policy

HYUNDAI WIA handles core technologies that determine future competitiveness, including national core technologies. As such, any information leakage could significantly impact not only our business continuity but also our information assets. Accordingly, information security activities have become an essential element of our business management. HYUNDAI WIA has established the Information Security Policy to establish and implement an information security management system. This policy applies to the entire company (including overseas subsidiaries) and all business partners. The scope of protection covers all information security operations for protecting all information, IT infrastructure, and personnel related to domestic and international operations. By implementing this policy, all employees of HYUNDAI WIA maintain a stable and reliable work environment, protected from various information security threats including information leakage and hacking.

Information Security Policy

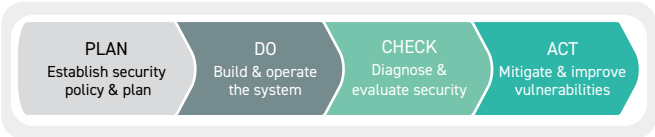
Scope & Activities of Information Security

Information Subject to Protection	HYUNDAI WIA's Efforts
Information pertaining to the state-of-the-art technology (including core national technologies) produced internally for business operations	Establish an information security management system to protect information, technology, and assets
Personal information collected through business operations	Establish human resource pools, facilities, and systems to perform information security activities
IT infrastructure such as servers and networks for business operations	Establish and implement administrative, physical, and technical information security guidelines for information, technology, and assets
Important business information and workplace assets necessary for business operations	Disseminate information security guidelines within the organization and provide relevant training to implement them
Physical locations for business operations	Establish and implement basic measures for security incident management, business continuity (disaster prevention) management, and legal compliance

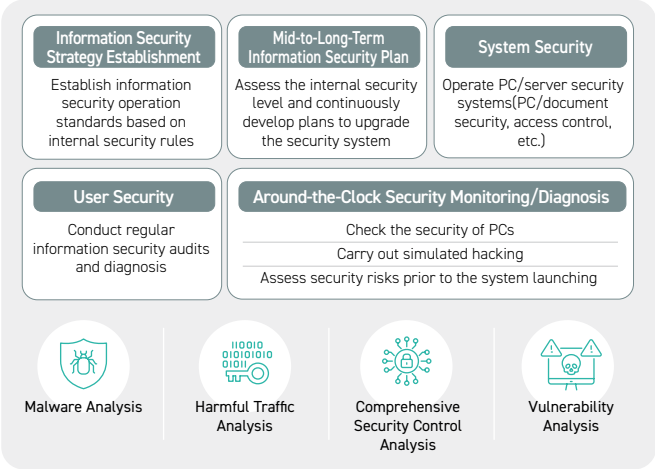
Information Security Management

HYUNDAI WIA has established a systematic information security operation system to strengthen security management. We have established security policies that apply to all domestic and overseas business sites, operate advanced security systems, and promptly identify and address vulnerabilities through regular security assessments and audits. Through these comprehensive information security activities, we continuously enhance our information management capabilities to protect personal information of employees and build trust with stakeholders.

Information Security Operation Process



Information Security Management Activities



Information Security & Privacy

Privacy Protection Management

HYUNDAI WIA makes multifaceted efforts to thoroughly protect customers' personal information. We have designated a department in charge of personal information and appointed a personal information management officer responsible for monitoring and controlling the misuse and leakage of personal information. In addition, to ensure comprehensive personal information protection, we revise our Personal Information Processing Policy when necessary, following established revision procedures. Only authorized personnel in personal information handling departments are permitted to access and use personal information for business purposes, in accordance with specified guidelines and processes. When collecting personal information, we transparently inform the data subject of the collection purpose, items, retention period, and whether the information will be shared with third parties, and proceed only after obtaining consent for information provision. Collected personal information is thoroughly protected through various technical safeguards such as encryption technology and anti-hacking systems. Data subjects have the right to contact the personal information handling department at any time to request correction or deletion of their personal information.

Privacy Policy

Table of Contents	
1. Personal information items collected	10. Technical and management measures for personal information
2. Purpose of collection and use of personal information	11. Posts
3. Use for purposes other than those stated and provision to third parties	12. Collecting opinions and handling complaints
4. Entrustment of personal information processing	13. Privacy officer
5. Access and correction of personal information	14. Protection of children's personal information
6. Collection of personal information through cookies	15. Transmission of promotional information
7. Withdrawal of consent to collection, use, and provision of personal information	16. Refusal of unauthorized collection of emails
8. Retention and use period of personal information	17. Notification obligation
9. Destruction procedure and method of personal information	

Information Security & Privacy Protection Activities

Information Security Management System Certification

To provide confidence to our customers, HYUNDAI WIA has obtained information security management system certification from international certification bodies. Changwon Plant 1 (Headquarters), Changwon Plant 3, and the Uiwang R&D Center have obtained ISO/IEC 27001 certification, the international standard for information security management systems, and maintain it through annual audits.

Information Security Training & Communication

Employee information security awareness is a core element of information security. HYUNDAI WIA provides regular and tailored information security training to ensure that all employees are equipped with up-to-date security knowledge. Various media resources such as videos and webtoons are provided at least once a month, and specialized training is conducted by job role and level. From new hires to overseas expatriates, all employees and organizational leaders receive regular training to enhance their information security awareness. Additionally, we designate "Security Day" every month for teams and departments to conduct their own information security checks, as part of our efforts to internalize security awareness.

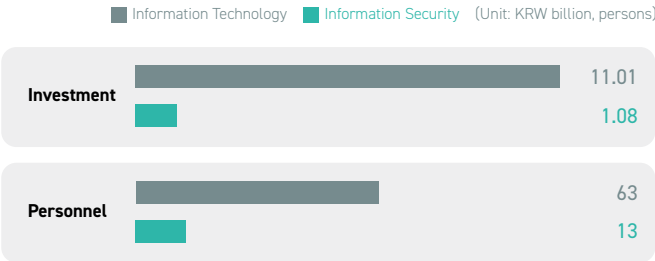
2024 Information Security Training

Category	Description
Target	2,074 employees (including regular, dispatched, contract-based, and special employment types)
Date	May 1 – June 14, 2024
Topic	<ul style="list-style-type: none">Practical Security Guide: basic daily security and the use of generative AICyberattack Prevention Guide: latest cyberattack trends and social engineering-based attacks, etc.

Information Security Performance

HYUNDAI WIA encourages voluntary information protection activities by selecting the top three departments with the highest compliance rate and awarding the best-performing team among them. In addition to self-checks by employees, the security department conducts "Random Security Checks" to identify and improve vulnerabilities in our information security system.

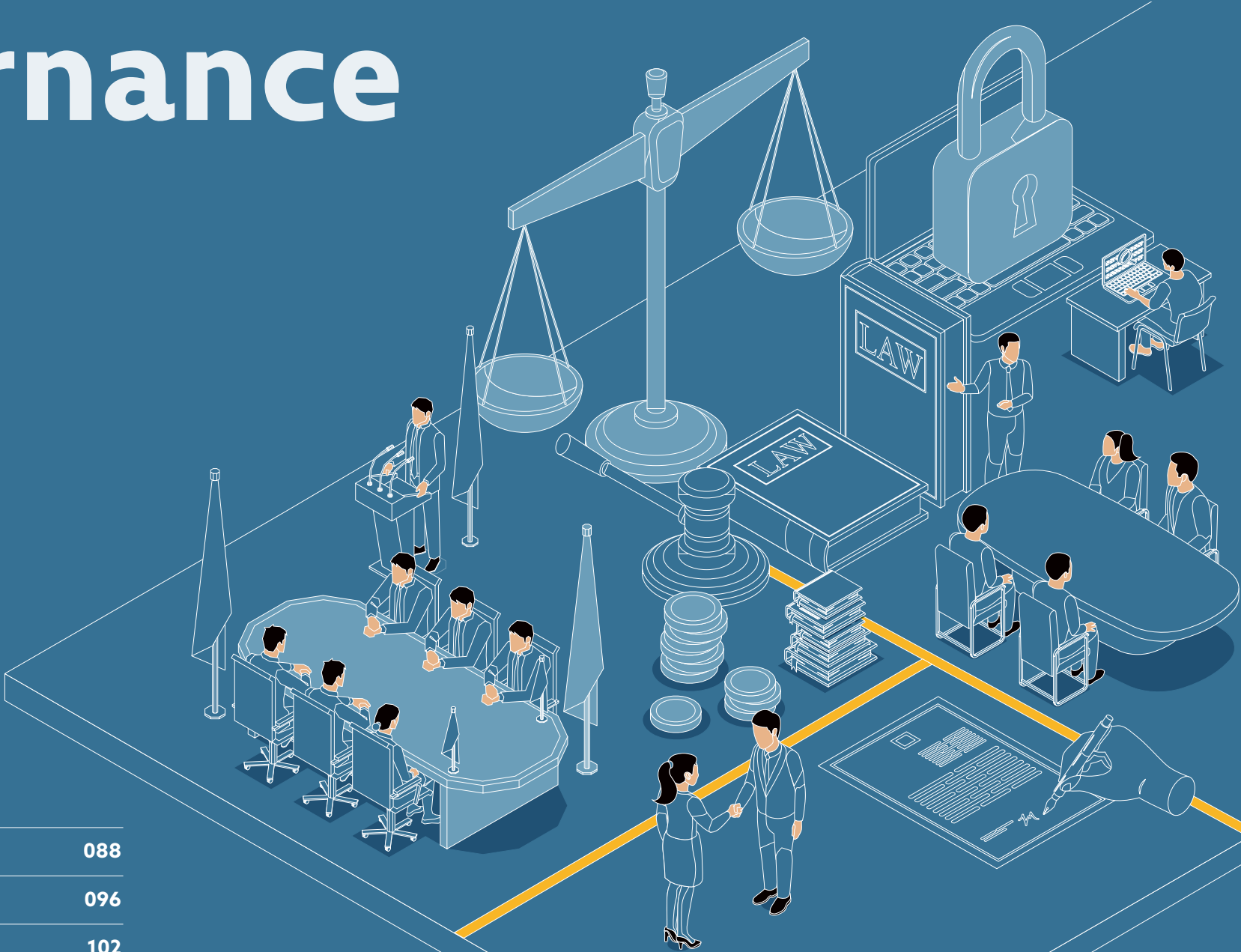
2024 Investments in Information Security



Information Security Compliance Target Achievement Rate



Governance



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Sound Corporate Governance

Board of Directors

Corporate Governance Charter

HYUNDAI WIA has established the Corporate Governance Charter based on our belief that sound governance and transparent, responsible management are essential for earning the trust of stakeholders as a global company. In accordance with this Charter, we ensure the independence and expertise of the Board of Directors, our highest governance body, and remain committed to promoting the balanced rights and interests of shareholders, customers, employees, and business partners.



Composition of the Board

Board Composition & Chairperson

The Board of Directors is an essential standing body of a joint-stock company that is entirely composed of directors appointed at a shareholders' meeting and makes decisions regarding the execution of the company's affairs. As of the date of this report, our Board consists of seven members: three executive directors and four independent directors. To practice responsible management and enhance the operational efficiency of the Board, CEO serves as the Chairperson of the Board. In accordance with the Articles of Incorporation, four committees have been established within the Board of Directors: the Audit Committee, the Independent Director Recommendation Committee, the Corporate Governance & Communication Committee, and the Remuneration Committee. Among them, the Independent Director Recommendation Committee manages a pool of candidates with expertise in various fields, and independent directors are appointed in accordance with the company's process for selecting independent directors.

Board Composition

Category	Name	Gender	Nominated by	Job Title & Career Background	Expertise	Appointment Background & Expected Role	Date of Appointment	Term	Shares Owned
Executive Directors	Jaewook Jung	Male	Board of Directors	(Current) CEO of HYUNDAI WIA (Former) Director of Purchasing at Hyundai Motor Company	General management	As CEO, he oversees business management, strengthens the competitiveness of existing businesses, and enhances the value of the company by securing future growth engines for new businesses.	March 24, 2021 (March 28, 2024)	3 years (reappointed)	-
	Yoonmok Hwang	Male	Board of Directors	(Current) Head of Mobility Division at HYUNDAI WIA (Former) Head of Strategy Management Group at HYUNDAI WIA	Mobility business	As Head of Mobility Division, he ensures stable business operations including sales and production functions, contributing to the overall performance and growth of the division.	March 20, 2025	3 years	-
	Ohhyun Kwon	Male	Board of Directors	(Current) Head of Finance Division at HYUNDAI WIA (Former) Head of Business Management Group at Hyundai Rotem	Finance	As Head of Finance Division, he undertakes responsibilities related to financial management and profitability improvement in a stable manner.	March 20, 2025	3 years	-
Independent Directors	Dongyoel Lee	Male	Independent Director Recommendation Committee	(Current) Managing Partner at LawVax Law firm (Former) Chief Prosecutor at the Seoul Western District Prosecutors' Office	Law	As a legal expert, he provides insights from his expertise and experience in corporate management and ESG-related laws, contributing to strengthened compliance management.	March 22, 2023	3 years	-
	Wooseok Choi	Male	Independent Director Recommendation Committee	(Current) Professor at Korea University Business School (Former) Certified public accountant at Samil PwC	Accounting & finance	As an accounting and finance expert, he contributes to securing financial soundness and enhancing transparency of financial information through thorough audits of the company's operations and accounting.	March 20, 2025	3 years	-
	Chanwoo Kim	Male	Independent Director Recommendation Committee	(Current) Professor, Department of Artificial Intelligence, Korea University (Former) Vice President in charge of Samsung Electronics Global AI Center	Business & economics	As a former C-level executive at a global company, he offers strategic insights and agile decision-making capabilities to respond to the rapidly changing mobility market and drive future business initiatives.	March 20, 2025	3 years	-
	Kyujiin Lee	Female	Independent Director Recommendation Committee	(Current) Professor at Myongji University Department of Mechanical Engineering (Former) Researcher of National Renewable Energy Laboratory	Mechanical engineering	As an expert in mechanical engineering with research and academic experience, she provides professional opinions on new business directions and ESG-related issues based on technical expertise.	March 23, 2022 (March 20, 2025)	3 years (reappointed)	-

Sound Corporate Governance

Board of Directors

Composition of the Board

Appointment & Term of Directors

All directors are appointed at the general meeting of shareholders. Executive directors are appointed from among candidates recommended by the Board of Directors, and independent directors are appointed from among candidates recommended by the Independent Director Recommendation Committee. Information about director candidates is disclosed at least four weeks prior to the general meeting of shareholders, allowing shareholders sufficient time to review the eligibility of each nominee. When a current director is up for reappointment, the director’s performance on the Board is shared with shareholders and stakeholders through the notice of the general meeting and the business report. All directors serve a term of three years. Executive directors may be reappointed without limit, whereas independent directors may only serve one additional term, as the total tenure is limited to six years under the Enforcement Decree of the Commercial Act.

Provision of Information on Board Member Candidates

Date of Provision	Date of Shareholders’ Meeting	Category	Name(s)	Information Provided
February 19, 2025 (29 days before the general meeting of shareholders)	March 20, 2025	Executive directors	Yoonmok Hwang, Ohhyun Kwon	1. Date of birth, main occupation, and detailed work experience. 2. Relationship with the largest shareholder 3. Last three years of transactions with the corporation 4. Nominator and reason for nomination
		Independent directors	Kyujiin Lee, Chanwoo Kim, Wooseok Choi	1. Date of birth, main occupation, and detailed work experience. 2. Relationship with the largest shareholder 3. Last three years of transactions with the corporation 4. Nominator and reason for nomination 5. Job performance plan
February 26, 2024 (31 days before the general meeting of shareholders)	March 28, 2024	Executive directors	Jaewook Jung, Jongboo Lee	1. Date of birth, main occupation, and detailed work experience. 2. Relationship with the largest shareholder 3. Last three years of transactions with the corporation 4. Nominator and reason for nomination
February 21, 2023 (29 days before the general meeting of shareholders)	March 22, 2023	Independent directors	Dongyoel Lee	1. Date of birth, main occupation, and detailed work experience. 2. Relationship with the largest shareholder 3. Last three years of transactions with the corporation 4. Nominator and reason for nomination 5. Job performance plan

Independence of the Board

At HYUNDAI WIA, independent directors make up the majority of the Board in accordance with the Commercial Act to safeguard the Board’s autonomy and maintain effective checks and balances in corporate management. Also, the chairpersons of all committees operating under the BOD are appointed from among independent directors to enhance their objectivity and transparency.

Criteria for Determining the Independence of Independent Directors

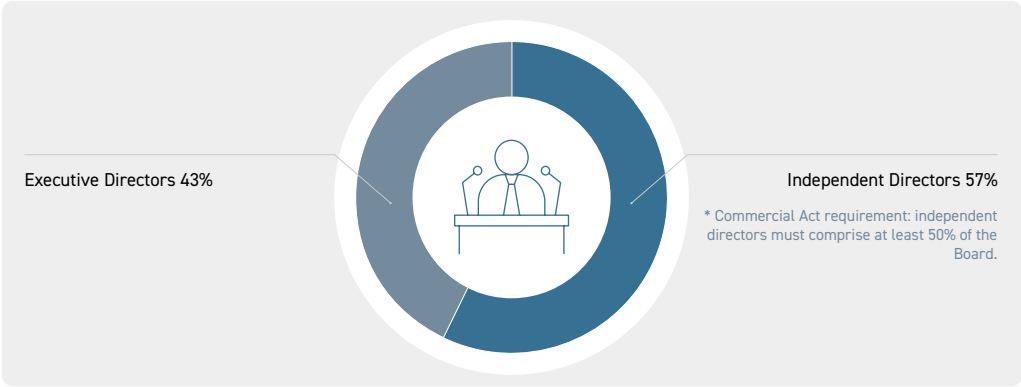
Relationship between the candidate and the largest shareholders, and the transactions between the candidate and the company in the last three years

Restrictions on the activities of independent directors who are engaged in the company’s business, who have significant interests in the company and/or the largest shareholder, or who have been employed by the company within the last three years

Independent directors are prohibited from engaging in the same kind of business as that of the company without the approval of the Board

Independent directors cannot serve more than 6 years at HYUNDAI WIA or more than 9 years in total at the Group

Percentage of Independent directors



Sound Corporate Governance

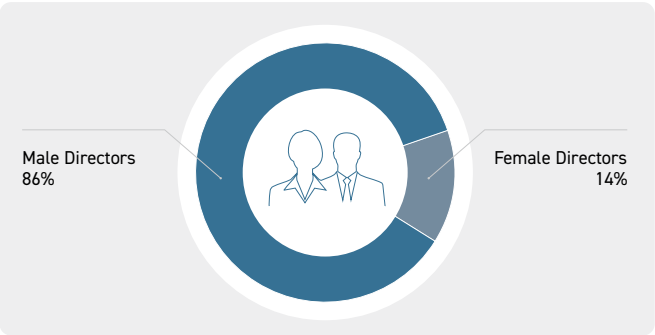
Board of Directors

Composition of the Board

Board Diversity & Competencies

At HYUNDAI WIA, we strive for a diverse and balanced Board composed of members who are free from specific interests and are not biased by personal or professional backgrounds. Independent directors are nominated and appointed from among those who meet the qualifications set forth in relevant laws, including the Commercial Act, and who possess expertise or experience in diverse areas such as leadership, global experience, industry expertise, auditing, finance, accounting, law, new technologies, and risk management, enabling them to oversee the company's management from an independent perspective. As of the date of this report, our Board consists of experts in accounting and finance, law, and mechanical engineering, and the independent directors perform objective and rigorous evaluation and supervision by actively providing their opinions on critical management issues and the execution of management affairs. To support efficient and sustainable governance, we provide regular training to enhance the expertise of the independent directors and authorize them to obtain assistance from external experts at the company's expense when necessary, as stipulated in the board and committee regulations.

Gender Ratio of Board Members



Board Competencies

Category	Jaewook Jung	Yoonmok Hwang	Ohhyun Kwon	Dongyoel Lee	Wooseok Choi	Chanwoo Kim	Kyujin Lee
Leadership	●	●	●	●	●	●	●
Global experience	●			●	●	●	●
Industry experience	●	●					
Audit			●	●	●	●	●
Finance			●		●		
Law				●			
New technology		●				●	●
Risk management	●	●	●	●	●	●	●

2024 Board Trainings

Date	Training Provided by	Instructor	Attendees	Key Contents
May 8, 2024	Audit Committee Forum	Yongdoo Cho (Professor at Sungkyunkwan Univ.) Doosam Kim (Partner at PwC)	All independent directors (4 persons)	Strategies for strengthening and advancing internal controls in ESG management with a focus on "G" (Governance)
July 26, 2024	HYUNDAI WIA	Younggon Kim (Director at Samjong KPMG)	All independent directors (4 persons)	ESG Trends and Corporate Response Strategies
November 11, 2024	Audit Committee Forum	Seojun Jo (Professor at Seoul National Univ.) Sooyeon Kim (Partner at EY Consulting)	All independent directors (4 persons)	Implementation Strategies for Responsible AI to Drive Business Value

Sound Corporate Governance

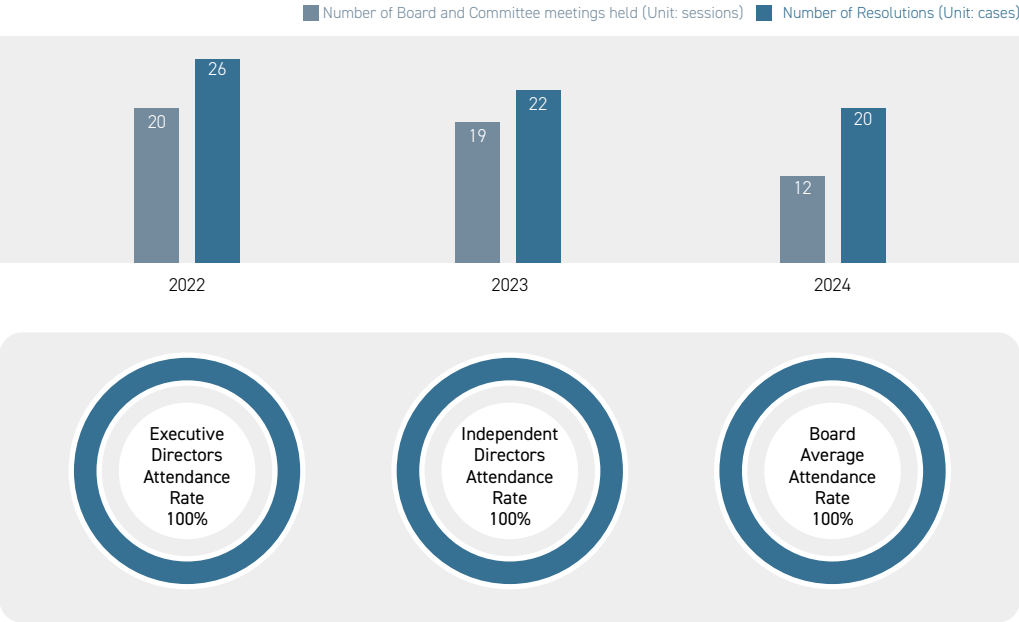
Board of Directors

Board Operation & Activities

Board Meetings and Operations



The board meetings are categorized into regular and ad hoc meetings. Regular Board meetings are held every quarter by our Articles of Incorporation, and ad hoc meetings may be held from time to time as needed. Each director is notified of the meeting at least seven days in advance to allow sufficient time for reviewing agenda items. Resolutions of the Board require the attendance of a majority of the directors and the affirmative vote of a majority of the directors present. If all or any of the directors are unable to attend a meeting in person, directors may vote using a telecommunication system capable of simultaneous audio transmission and reception. In 2024, a total of 7 Board meetings (4 regular meetings and 3 ad hoc meetings) and 12 meetings of committees within the BOD were held, and a total of 20 resolutions were passed. All directors attended 100% of the Board and committee meetings and responsibly fulfilled their duties as members of the Board.

Board Operation Status & Attendance Rate



Board ESG Activities

Given the continued rise in the importance of sustainability management, along with the growing emphasis on protecting shareholders' rights and enhancing shareholder value, the Board of HYUNDAI WIA regularly receives reports on plans and performance related to sustainability management. As the company's highest governance body, the Board oversees and manages HYUNDAI WIA's sustainability activities. Related policies and strategies are reviewed, deliberated, and approved by the Board, enabling it to play a key role in pioneering HYUNDAI WIA's sustainable future. Details of ESG-related agenda items, as well as other matters deliberated and resolved by the Board and its committees, are disclosed through our website and annual business report.

-  Activities of the Board
-  Activities of Committees within the Board

ESG Activities of the Board and Corporate Governance & Communication Committee

Category	Date		Agenda Item Description
Regular	January 31, 2024	Resolution	Approval of the 2024 Safety and Health Plan
			Operating result of internal accounting control system in 2023
			2024 Compliance Support Activity Plan
		Report	2024 CP (Fair Trade) Operation Plan
			2024 ESG Management Plan
Regular	April 30, 2024		2024 CSR Activity Plan
		Report	Safety and health activity performance in 1Q 2024
			Status of Information Protection and Security System Establishment
Regular	July 26, 2024	Report	Evaluation results on Board operation in 2024
			Safety and health activity performance 2Q 2024
			CP (fair trade) operation performance in the first half of 2024
			ESG management performance in the first half of 2024
Regular	October 25, 2024		CSR activity performance in the first half of 2024
		Report	Safety and health activity performance in 3Q 2024

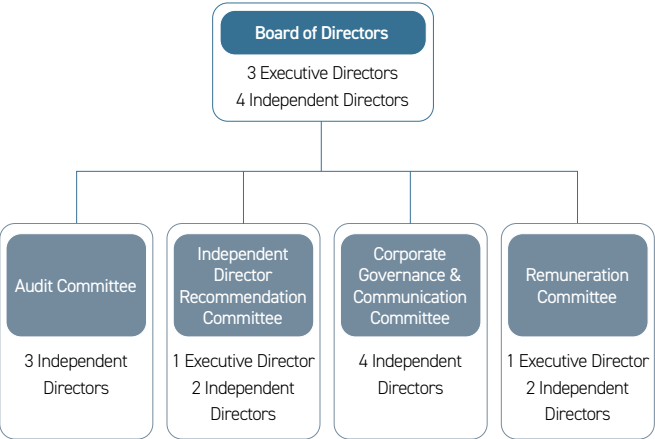
Sound Corporate Governance

Board of Directors

Committees within the Board

In accordance with its Articles of Incorporation, HYUNDAI WIA has established four committees within the Board of Directors: the Audit Committee, the Independent Director Recommendation Committee, the Corporate Governance & Communication Committee, and the Remuneration Committee. The Audit Committee and the Independent Director Recommendation Committee are mandatory under applicable laws and regulations. The Audit Committee is composed entirely of four independent directors, while the Independent Director Recommendation Committee consists of three members, two of whom are independent directors. The Corporate Governance & Communication Committee, composed entirely of four independent directors, was established to enhance transparency and shareholder rights, and also addresses matters related to sustainability management. The Remuneration Committee, which consists of three members with two being independent directors, is operated to enhance the transparency and objectivity of director remuneration decisions.

Board Committee Composition



Audit Committee

The Audit Committee supervises the execution of duties by management and supports reasonable decision-making by the board. It deliberates and resolves matters stipulated in laws and the Articles of Incorporation, as well as matters delegated by the Board, and is responsible for auditing accounting and business operations. The members of the Audit Committee, appointed by resolution at a general meeting of shareholders, are all independent directors and include accounting and financial experts to ensure expertise and independence. As a result, the Audit Committee is able to provide independent opinions regarding management decisions made by the board. In 2024, the Audit Committee convened for five meetings, and its activities were regularly reported to the Board.

Independent Director Recommendation Committee

The Independent Director Recommendation Committee performs candidate nominations and qualification assessments in accordance with applicable laws and the committee's operating regulations, thereby ensuring fairness and transparency in the selection process of independent directors. HYUNDAI WIA updates our pool of independent director candidates annually by considering not only professional expertise, but also ethics and social reputation across various fields. To prevent the appointment of any individual disqualified under the Commercial Act, we select a shortlist of three times the number of required candidates and conducts a thorough review before submitting the final nominee(s) to the general meeting of shareholders. As of the date of this report, the committee consists of one executive director and two independent directors, with independent directors forming the majority and one serving as the chairperson. Moving forward, the committee will continue to recommend independent director candidates through a fair process based on rigorous due diligence and transparency of interests.

Corporate Governance & Communication Committee

The Corporate Governance & Communication Committee was established to foster an ethical corporate culture and to promote transparent management. It deliberates on major management issues such as guarantees, M&A, and acquisition and disposal of major assets related to shareholder rights and interests, as well as reviewing plans and performance related to ESG management in areas such as environment, health and safety, human rights, supply chains, and community engagement. To ensure its independence and transparency, the committee is composed entirely of independent directors, and HYUNDAI WIA actively supports the committee by providing necessary expenses and external advisory services. This enables the committee to effectively review ESG management activities, shareholder rights protection, and transparency in related-party transactions, thereby supporting our continued efforts to build a sustainable future.

Remuneration Committee

The Remuneration Committee enhances transparency and objectivity in the process of determining director remuneration by reviewing the remuneration system and deliberating on the proposed remuneration cap prior to its submission to the general meeting of shareholders. The committee is composed of one executive director and two independent directors, with independent directors forming the majority. Also, it is chaired by an independent director, ensuring its independence from management.

Sound Corporate Governance

Board of Directors

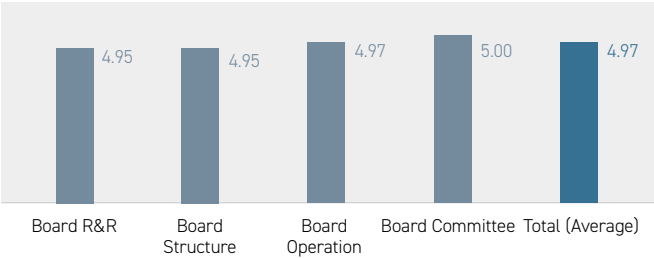
Board Evaluation

Since 2022, HYUNDAI WIA has been working to establish Board leadership that enables the realization of sustainability management through fair Board evaluations by setting Board evaluation criteria. The evaluation is conducted once a year in accordance with the Board evaluation guidelines provided by the Korea ESG Standards Institute. Each director is evaluated based on the appropriateness of their involvement in Board operations, and independent directors also participate as evaluators in the evaluation process. Based on fair and transparent evaluations, we continue to improve our corporate governance practices.

Board Evaluation Criteria

Category	Area	Key Questions
Board R&R	Board Roles	<ul style="list-style-type: none">• Execution of duties fairly in the Interest of shareholders• Commitment to communication between shareholders and management
	Board Responsibilities & Obligations	<ul style="list-style-type: none">• Responsibility for oversight of top management• Checking compliance with financial indicators, accounting matters, laws and regulations, etc.• Understanding the company's ethical obligations and social responsibilities
Board Structure	Board Composition	<ul style="list-style-type: none">• Possessing the necessary qualifications to fulfill the duties of a director• Preparation of committees and processes for selecting director candidates• Orientation (training) for new directors• Regular training for existing directors
	Board Independence	<ul style="list-style-type: none">• Composition of multiple independent directors• Consideration of independence when nominating and appointing independent directors• Respecting the authority and responsibility between the board and management• Holding regular meetings for independent directors only
	Board Leadership	<ul style="list-style-type: none">• Independent fulfillment of the responsibilities to shareholders and the company by the chairperson of the board• Efforts to achieve balanced communication between executive and independent directors by the chairperson of the board

2024 Board Performance Evaluation Results*



* Based on a maximum score of 5 points

Category	Area	Key Questions
Board Operation	Board Operation Process	<ul style="list-style-type: none">• Regularly holding board meetings• Faithfully attending board meetings• Establishment and application of board operating regulations• Disclosure of board activities
	Board Meeting Agenda & Information Collection	<ul style="list-style-type: none">• Sufficient consultation between the board chair and management regarding the agenda items• Providing board members with sufficient time to review agenda items• Connecting the board and board members with external experts upon request
Board Committee	Committee Structure	<ul style="list-style-type: none">• Inclusion of a majority of independent directors in the composition of the Audit Committee and key committees
	Committee Operation	<ul style="list-style-type: none">• Establishment and application of committee operating regulations
	Audit Committee	<ul style="list-style-type: none">• Comprised of at least three External directors• Composed of External directors with basic knowledge of Auditing• Composed of at least one member who is a financial expert• Clear understanding of the Audit Committee's authority and Responsibilities• Establishment and application of the Audit Committee operating regulations• Holding regular meetings of the Audit Committee• Regular reporting to the BOD by the Audit Committee

Board Remuneration

The basis for determining directors' remuneration is stipulated in the Articles of Incorporation. Remuneration is decided and paid within the remuneration cap approved at the general meeting of shareholders, taking into account our financial condition and maintaining a reasonable proportionality to their duties. We also transparently disclose the execution of directors' remuneration through regular reports (quarterly, semi-annual, and annual).

Board Remuneration Standards

Category	Remuneration Standards
Executive Directors	Wages Annual salary is paid based on the executive remuneration payment standards (Executive Compensation Table), within the remuneration cap for directors set by resolution at a general meeting of shareholders.
	Bonuses It is applied differentially according to the evaluation grade in consideration of business performance, performance and contribution as an executive, and business environment, based on the executive remuneration payment standards (performance incentive).
	Retirement Benefits It is determined in accordance with the executive retirement payment regulations approved by the general meeting of shareholders, calculated by multiplying the average monthly remuneration for the three months prior to retirement by the payment rate for the person's respective position per year of service.
	Other Earned Income Includes welfare support expenses such as financial aid for vehicle purchase, medical expenses, tuition expenses, etc. and long-term service reward according to separate regulations
Independent Directors	Wages A fixed salary determined within the remuneration cap for directors (similar to the average cap in the industry)
	Bonuses & Retirement Benefits None (Independent directors are not compensated based on to the company's performance to maintain their independence)

2024 Board Remuneration

Category	Unit	Executive Director	Members of the Audit Committee	Independent Director
No. of Directors	persons	3	3	1
Total Remuneration	KRW million	4,424	216	89
Average Remuneration per Person	KRW million	1,475	72	89

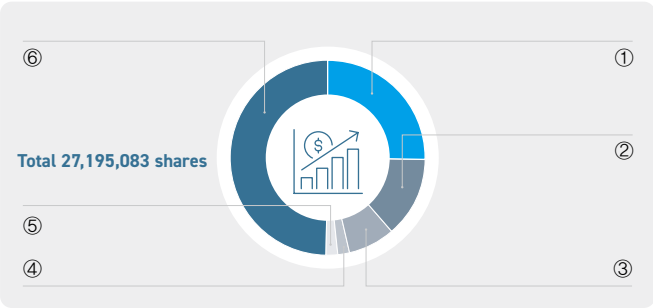
Sound Corporate Governance

Protecting Shareholder Rights

Share Issuance and Shareholding Structure

According to HYUNDAI WIA’s Articles of Incorporation, the total number of authorized shares is 40,000,000, consisting of 37,000,000 common shares and 3,000,000 preferred shares. As of now, the number of issued shares stands at 27,195,083 common shares. As of the end of 2024, the company held 549,320 treasury shares, accounting for 2.02% of the total issued shares. In March 2025, 139,028 treasury shares were granted to employees as performance-based compensation in accordance with the collective wage agreement. Following the disposal, the remaining number of treasury shares held by the company is 410,292, representing 1.51% of the total issued shares.

Shareholding Structure*



Shareholder	Relationship	Ownership (%)	No. of Shares (shares)
① Hyundai Motor Company	Largest shareholder	25.35	6,893,596
② Kia Corporation	Affiliates	13.44	3,654,004
③ National Pension Service (NPS)	Government agency	7.63	2,074,569
④ Treasury Stocks	-	2.02	549,320
⑤ Euisun Chung	Executive of affiliates	1.95	531,095
⑥ Others	-	49.61	13,492,499

* As of the end of 2024

General Meeting of Shareholders & Communication

Convening & Voting Rights of the General Meeting of Shareholders

HYUNDAI WIA is committed to ensuring shareholders’ rights and protecting their interests. To encourage shareholder participation, we participate in the “General Meeting Decentralization Program” led by the Korea Exchange and the Korea Listed Companies Association, and hold our general shareholders’ meeting on a date that avoids the peak season for such meetings. In addition, to ensure sufficient time for agenda review, notices of convening are sent to all shareholders and public disclosures are made at least four weeks prior to the meeting date. Each share of HYUNDAI WIA entitles its holder to one voting right. To enhance convenience and guarantee shareholder rights, we have adopted a proxy voting system and electronic voting. Moreover, HYUNDAI WIA has implemented a shareholder proposal system, enabling shareholders who meet a specified ownership threshold to submit proposals as official agenda items for the general meeting.

Agenda Items for the 49th General Meeting of Shareholders (FY2024)

	Agenda Description	Approval	Votes in Favor
Resolution	Agenda #1: Approval of financial statements for FY2024	Approved as originally proposed	98.3%
	Agenda #2: Appointment of a board member (two executive directors, two independent directors)	-	-
	Agenda #2-1: Appointment of an executive director (Yoonmok Hwang)	Approved as originally proposed	90.8%
	Agenda #2-2: Appointment of an executive director (Ohhyun Kwon)	Approved as originally proposed	90.8%
	Agenda #2-3: Appointment of an executive director (Kyujin Lee)	Approved as originally proposed	99.0%
	Agenda #2-4: Appointment of an executive director (Chanwoo Kim)	Approved as originally proposed	99.7%
	Agenda #3: Appointment of an independent director to be assigned as an Audit Committee member (Wooseok Choi)	Approved as originally proposed	99.3%
	Agenda #4: Appointment of an Audit Committee member	-	-
	Agenda #4-1: Appointment of an Audit Committee member (Kyujin Lee)	Approved as originally proposed	97.9%
	Agenda #4-2: Appointment of an Audit Committee member (Chanwoo Kim)	Approved as originally proposed	99.2%
Report	Agenda #5: Approval of the remuneration cap for directors (KRW 5 billion)	Approved as originally proposed	99.7%
	Business Report, Audit Report, Report on the operational status of the Internal Accounting Control System	-	-

Strengthening Shareholder Communication

HYUNDAI WIA holds an Investor Relations (IR) meeting every quarter to explain our business performance and key management highlights.

Notices & Dates of General Meetings of Shareholders

Financial Year	Convening Notice	Meeting Date	Notice Period
2022	February 21, 2023	March 22, 2023	29 days in advance
2023	February 26, 2024	March 28, 2024	31 days in advance
2024	February 19, 2025	March 20, 2025	29 days in advance

Sound Corporate Governance

Protecting Shareholder Rights

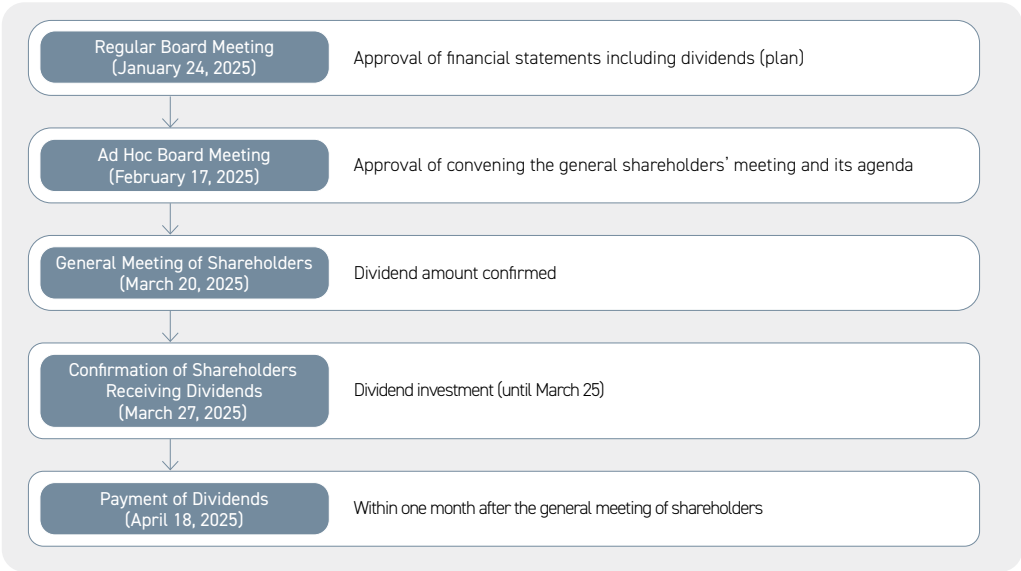
Shareholder Return

HYUNDAI WIA pays dividends in accordance with its Articles of Incorporation to deliver shareholder returns. Dividend amounts are finalized through resolutions at the general meeting of shareholders, and we transparently disclose relevant information through our "Cash and In-Kind Dividend Decision" announcement four weeks prior to the meeting. Our mid-to-long-term shareholder return policy is based on the principle of gradual dividend increases to enhance shareholder value. The policy is determined by comprehensively considering factors such as mid-to-long-term financial strategies, dividend payout ratios, and the scale of past shareholder returns. Starting in 2023, we decided to manage cash dividend payouts flexibly within a consolidated payout ratio range of 20–30%. For the 49th fiscal year, our dividend per share was KRW 1,100, representing a 29.4% increase from the previous year, with a payout ratio of 24.3%, in line with our mid-to-long-term dividend policy. This payout ratio was set considering average levels among automotive industry companies and other listed companies, as well as our operating performance and cash flow. In addition to cash dividends, we plan to pursue further shareholder return measures, such as share buybacks and retirements.

Dividends for the 49th Financial Year (FY2024)

Category	Unit	2022	2023	2024
Dividend per Share	KRW	700	850	1,100
Net Profit Attributable to Owners of the Parent	KRW million	65,416	91,461	120,435
Earnings per Share from Continuing Operations	KRW	3,225	3,692	3,657
Earnings per Share from Discontinued Operations	KRW	(762)	(260)	863
Total Cash Dividends	KRW million	18,652	22,649	29,311
Cash Dividend Payout Ratio	%	28.5	24.8	24.3

Schedule of Key Dividend-Related Events for the 49th Financial Year (FY2024)



Ethics & Compliance Management

Ethics & Compliance Management Framework

Ethics & Compliance Management Governance

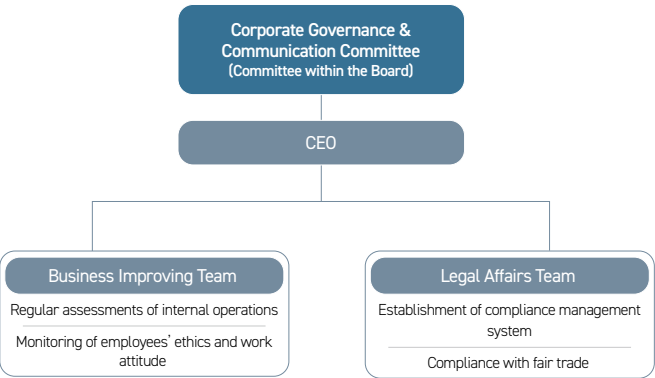
Roles & Responsibilities of the Board and Executive Management

The Corporate Governance & Communication Committee within the Board of Directors at HYUNDAI WIA oversees and supervises ethics management issues. Through the establishment and revision of the Ethics Charter and Code of Conduct, the committee ensures that employees comply with ethical standards and relevant laws and regulations, thereby realizing ethical and transparent corporate management.

Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA has designated the Business Improving Team and the Legal Affairs Team as dedicated organizations responsible for implementing ethics management and compliance support activities. The Business Improving Team conducts regular assessments of internal operations and monitors employees' ethical conduct and work attitudes, while the Legal Affairs Team handles tasks related to compliance management and fair trade.

Ethics & Compliance Management Governance Structure



3 Key Action Principles of Ethics Management



Ethics Management Framework



Ethics Charter & Code of Conduct

In May 2024, HYUNDAI WIA revised the Ethics Charter and Code of Conduct to provide employees with clear and specific standards for practicing ethics management. All employees are committed to complying with the Ethics Charter and Code of Conduct in an effort to build a transparent and ethical corporate culture. These standards apply to all domestic and international manufacturing and sales entities, subsidiaries, and joint ventures (JVs). Employees are also required to comply with the Code when dealing with suppliers and sales or service organizations. Furthermore, HYUNDAI WIA encourages all stakeholders engaged in business with the company to respect these standards.

 Ethics Charter & Code of Conduct

5 Principles of HYUNDAI WIA Ethics Charter

- 1 We shall perform our duties based on clear and transparent standards and do our best to fulfill our responsibilities with integrity.
- 2 We shall compete fairly in the market and conduct business ethically with parties in contractual relationships with us.
- 3 We shall provide safe products, exceptional services and accurate information and rigorously protect personal information to increase customer value.
- 4 We shall respect our members as independent individuals, and to this end, we shall ensure fair working conditions and safe working environments.
- 5 We shall contribute to sustainable development by fulfilling our social and environmental responsibilities as a member of society, so that diverse stakeholders may prosper together in harmony

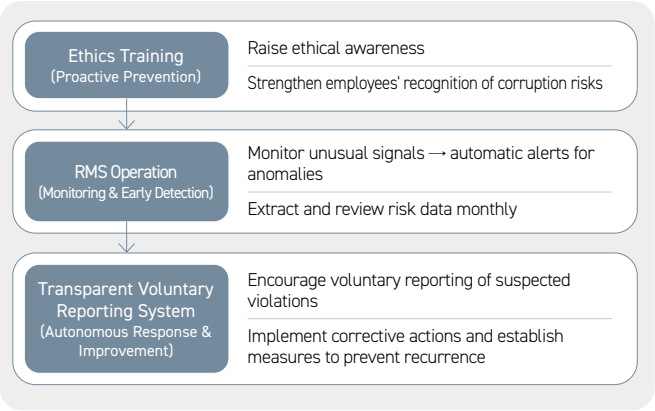
Ethics & Compliance Management

Ethics Risk Management

Corruption Risk Prevention Process

HYUNDAI WIA has established and implements an anti-corruption process to eliminate corruption and bribery. Through the Risk Management System (RMS), we monitor and analyze abnormal signals and operate a transparent voluntary reporting system to foster self-correcting capabilities and prevent the recurrence of risk factors. In addition, HYUNDAI WIA conducts ethics training for employees to internalize anti-corruption awareness.

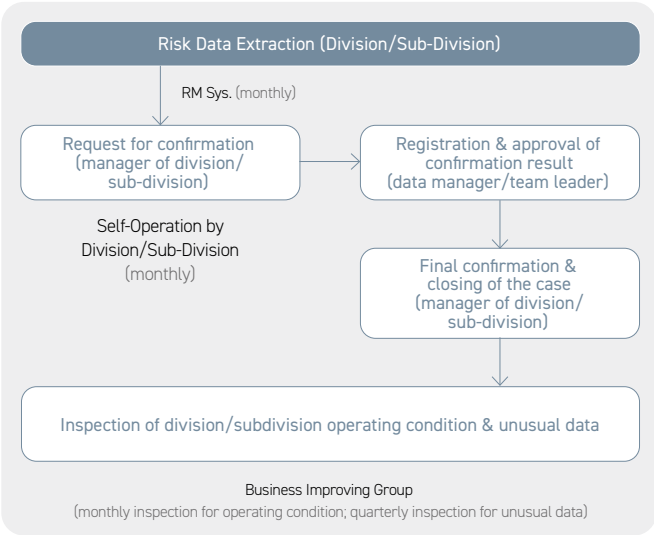
Corruption Risk Prevention Process



RMS Operation

Since 2023, HYUNDAI WIA has operated a Risk Management System (RMS), which monitors and analyzes abnormal signals across all business areas using large-scale data processing technology. A total of 118 abnormal signal indicators have been established across the company's operations. When unusual data is detected, the system automatically sends alerts and conducts a separate operational diagnosis. For example, if a supplier is found to have been pre-designated prior to an open bidding process, the system sends an alert and initiates diagnosis and corrective measures. Through the RMS, HYUNDAI WIA proactively prevents risks and ensures a prompt response to any anomalies.

RMS Operation Process



Example of Risk Identified by RMS

Procurement

Cases where suppliers are pre-selected before open bidding

RMS Operation Status

Cases Identified by Business Area					
Category	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Finance	0	0	0	0	0
Distribution	27	119	53	84	283
Production	466	312	251	157	1,186
Procurement	142	72	183	47	444
Quality	961	119	133	120	1,333
R&D	25	4	8	1	38
Sales	89	91	68	58	306
Business Support	62	71	43	42	218

Ethics & Compliance Management

Ethics Risk Management

Corruption Risk Prevention Process

Transparent Voluntary Reporting System

Since 2021, HYUNDAI WIA has operated the Transparent Voluntary Reporting System to foster a culture of autonomous, ethical and transparent management. We create an environment in which all employees can voluntarily report violations of the Code of Ethics and Guidelines for Ethical Conduct for Employees, thereby fostering self-correction capabilities and creating opportunities for autonomous improvement. For those who voluntarily report, appropriate follow-up measures, such as reduced liability or exemption from responsibility, are taken through careful consideration. Through this system, HYUNDAI WIA continuously improves its internal procedures and operational systems, while implementing preventive measures to prevent the recurrence of similar violations.

Matters Subject to Transparent Voluntary Reporting System

Category	Description
Bribery	• Direct or indirect solicitation and acceptance of cash, securities, etc. from business associates
Entertainment, gift, or hospitality	• Requesting or receiving direct or indirect entertainment from business associates
Embezzlement	• Embezzlement of company funds (event funds, payments, etc.)
Misappropriation	• Misappropriation of company funds for personal use (private use of corporate cards, processing personal travel such as family trips as business travel, private use of company vehicles, etc.)
Theft	• Unauthorized removal of company property with intent to steal
Loans	• Borrowing money (cash, securities, etc.) from business associates
Forgery of official documents or false reporting	• Intentional forgery of company documents or records • Concealing, deleting, or destroying documents, or attempting such acts • Filing false reports to shift liability (forging customer orders, reporting false orders, over/underreporting management indicators)
Participation in business management, dual employment, or equity investment of supplier (stakeholder)	• Engaging in other business activities against company interests or causing work disruption through management of other companies • Equity investment in agencies by sales staff (holding stakes in agencies, opening agencies under family members' names, etc.)
Sexual harassment, abuse of power, or workplace harassment (internal/supplier)	• Causing sexual humiliation or disgust in subordinates or colleagues through sexual conduct, speech, or abusive language • Using superior position to inflict physical or mental suffering on colleagues • Giving unfair work instructions or shifting blame
Violation of regulations	• Violating operating procedures or regulations (arbitrarily placing orders with suppliers and delaying payment, conducting inadequate contract reviews, implementing unfair procedures, selecting suppliers based on arbitrary evaluation, etc.)

Transparent Voluntary Reporting Status

Category	Unit	2022	2023	2024
Reports	cases	1*	0	0

* Operating a business under a family member's name

Ethics Management Training

HYUNDAI WIA provides regular ethics management training at least once a year to strengthen employees' ethical awareness. The training includes practical case studies on corporate corruption and transparent management, as well as theoretical sessions covering decision-making principles, the company's history and philosophy of ethics management, and its Ethics Charter and Code of Conduct. Through this program, the company aims to promote transparent and fair conduct among employees. In addition, HYUNDAI WIA conducts ethics awareness seminars and provides separate training sessions for leaders to help establish and enhance a culture of ethics and compliance within the organization. In 2024, the training covered topics such as improper solicitation, bribery, negligence of duty, and abuse of power toward suppliers.

Ethics Training Status

Category	Unit	2022	2023	2024
Target Employees*	persons	1,992	1,980	2,031
Employees Trained	persons	1,890	1,960	2,018
Training Completion Rate	%	94.9	99.0	99.4

* Includes executives, office employees, and contract workers

Ethics & Compliance Management

Ethics Risk Management

Corruption Risk Assessment

HYUNDAI WIA is continuously implementing a structured anti-corruption program aimed at eradicating unfair business practices, abuse of authority, acceptance of entertainment and gifts, interference in supplier operations, complaints regarding payment, leakage of confidential information, and various other forms of misconduct. Each year, we conduct corruption risk assessments across all business sites to identify and address potential risks at an early stage, thereby operating a proactive risk management system. In addition, HYUNDAI WIA operates supplier reporting channels and conducts transparency investigations to ensure the practical implementation of ethics and compliance management. The results of these anti-corruption efforts and the status of compliance support programs are reported to the Audit Committee every six months, enhancing the transparency of corporate operations.

Corruption Risk Assessment Status

Category		Unit	2022	2023	2024
Internal Audit (business/ethics/anti-corruption)	Sites Subject to Audit	sites	25	25	23
	Sites Audited	sites	15	20	15
	Audit Coverage Rate	%	60	80	65
Risk Inspection Activities	Regular Inspections	cases	5	4	4
	On-Demand Inspections	cases	5	9	10
	Follow-Up Inspections	cases	0	1	1
	Transparency Investigations	cases	10	6	13

Audit and Reporting of Ethics & Compliance Risks

Cyber Audit Office

HYUNDAI WIA operates an anonymous reporting system called the Cyber Audit Office, which is accessible to both internal and external stakeholders to report actions that undermine corporate culture, violations of the Code of Ethics, corruption, or any unethical behavior by employees. The identity of whistleblowers and all reports are strictly protected. When misconduct is confirmed, the company imposes strict disciplinary action based on the severity and frequency of the violation. Through the Cyber Audit Office, HYUNDAI WIA actively works to prevent the recurrence of fraudulent or improper conduct as part of our commitment to trust-based management.

Matters Reported to the Cyber Audit Office

Irregularities, corruption, and socially reprehensible behavior of employees

Misuse/abuse of employees, solicitation, and acts that undermine a sound corporate culture

Other violations of the ethical code (concerning suppliers, local communities, etc.)

2024 Cyber Audit Office Reporting Status

Type of Report	No. of Reports	Actions Taken
Employee	1	• 1 personnel action • 2 cases not requiring corrective action
Supplier	1	
Other	1	
Total	3	

Protection of Whistleblowers

All reports submitted through ethics and compliance reporting channels are handled under strict confidentiality. Both the identity of whistleblowers and the content of reports are managed as confidential information. The reporting system is protected by a robust security structure, and individuals responsible for managing reports are required to sign confidentiality agreements.

Matters Protected Regarding Whistleblowers

Identity of the whistleblower

Evidence provided or information collected in relation to the report

Identity of anyone who can pinpoint the alleged wrongdoer

Follow-up measures taken based on the outcome, etc.

Code of Ethics Violations Status

Category		Unit	2022	2023	2024
Code of Ethics Violations	Number of Violations	cases	13	8	5
	Number of Individuals Involved	persons	31	12	14
Disciplinary Actions Taken	Dismissal	cases	0	0	1
	Suspension	cases	4	1	1
	Salary Cut	cases	3	3	1
	Reprimand	cases	7	3	9
	Warning	cases	14	5	2
	Other (Advised to Resign)	cases	3	0	0

Ethics & Compliance Management

Compliance Program

Fair Trade Compliance Program

Based on respect for laws and regulations, HYUNDAI WIA has been operating a Fair Trade Compliance Program (CP) since 2002 to gain customer trust and enhance corporate value. The Fair Trade CP is a system that clearly sets behavior standards to ensure compliance with laws related to fair trade to employees, thereby raising employees' ethical awareness and encouraging voluntary compliance. Through fair trade compliance, we identify potentially law-violating acts early and prepare countermeasures, creating a fair and transparent trading culture. HYUNDAI WIA has established an organizational system for CP operation and operates the program according to eight key elements. We have created program operation regulations, various guidelines, and compliance manuals, and both the CEO and compliance manager sign the Fair Trade Compliance Practice Pledge annually. Additionally, we conduct CP activity reviews every six months and report CP and compliance support activity results and future plans to the Board of Directors. Furthermore, we regularly conduct fair trade training including group training for employees, cyber training, and department-specific specialized training.

Fair Trade CP Operation Structure



8 Elements of the Compliance Program

1. Preparation and implementation of CP standards and procedures	2. The CEO's commitment to and support for CP
3. Appointment of manager in charge of CP operation	4. Creation and use of CP manual
5. Systematic and continuous voluntary compliance training	6. Establishment of an internal monitoring system
7. Sanctions against executives and employees for violating fair trade-related laws and regulations	8. Evaluation of effectiveness and improvement measures

CASE STUDY AA rating for Fair Trade Compliance Program (CP)

HYUNDAI WIA received an AA grade in the CP Grade Evaluation conducted by the Korea Fair Trade Mediation Agency in 2024. The CP Grade Evaluation is a system that evaluates and grades companies' Fair Trade Compliance Program (CP) operation status, with the purpose of encouraging faithful CP operation by providing incentives to excellent companies. When receiving an AA grade in the CP Grade Evaluation, companies can receive a reduction in surcharges once for Fair Trade Act violations within two years, and are exempt from ex-officio investigations by the Korea Fair Trade Commission (KFTC) for one year and six months. This AA grade achievement is a result of HYUNDAI WIA's efforts for fair trade compliance being recognized. We will continue to make efforts to ensure that our employees maintain a high level of ethical and legal awareness.



2025 CEO Message on Fair Trade Compliance

- First, We will strengthen the prior review process for fair trade practices.
Second, We will contribute to the internal and external expansion of the compliance program (CP) culture.
Third, We will achieve continuous improvement of our internal CP system through external evaluations.
Fourth, We will take the lead in fostering a win-win growth culture.

February 2025
CEO, HYUNDAI WIA
Jaewook Jung

2024 Fair Trade Compliance Training Status

Category	Schedule	Target	Participants	Contents
Fair Trade (General)	September 2 ~ October 4	All team leaders	134	Fair Trade Act, Subcontracting Act
Internal Transactions & Collusion	September 24, October 10 (supplementary)	Procurement, sales, production, production technology, R&D, quality, etc.	364	Regulations on internal transactions and collusion
	November 27	Procurement, sales	128	Internal transactions and collusion
	June 3~28	All managerial-level employees	1,826	Fair Trade Act
Subcontracting & Technical Data	May 28, June 11 & 17	Procurement, sales, production, production technology, R&D, quality, etc.	372	Subcontracting Act and regulations
	August 27	Procurement	124	Subcontracting Act and regulations
	July 3~26	All managerial-level employees	1,345	Protecting technology of SMEs
Executives	June 3, October 7	CP Council	20	Compliance in general
New Personnel	January 11, April 18, August 5	New employees	45	Fair trade in general
	June 4, November 29	Experienced employees	85	Fair trade in general

Ethics & Compliance Management

Compliance Program

Designated Self-Compliance Trader for Strategic Items

HYUNDAI WIA has adopted and is operating the Self-Compliance Trader Program for Strategic Items to contribute to peace and development in the international community. A Self-Compliance Trader is a company designated by the Ministry of Trade, Industry and Energy (MOTIE) after MOTIE assesses that the company has the necessary systems in place to manage strategic items exports and to implement export controls autonomously. We have been designated as a self-compliance trader since 2008 and have been operating this program.

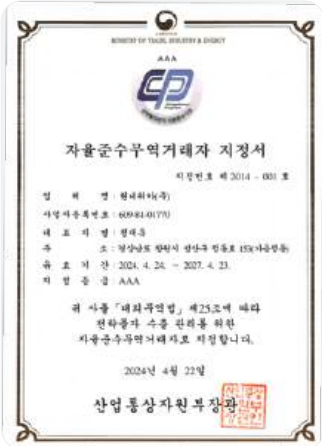
Strategic Items Self-Compliance Operation Structure



CASE STUDY #1

Achievement of Highest Rating for Self-Compliance Trader for Strategic Items for the Third Consecutive Time

In April 2024, HYUNDAI WIA was awarded the highest rating, AAA, as a Self-Compliance Trader for Strategic Items by the Ministry of Trade, Industry and Energy (MOTIE). This marks the third consecutive time HYUNDAI WIA has received the top rating, following certifications in 2014 and 2019, and it remains the only company within the HYUNDAI Motor Group to hold the highest level of CP certification. MOTIE grants ratings of A, AA, or AAA to select exporters designated as Self-Compliance Traders for Strategic Items, based on their export control capabilities. With the renewed AAA certification, HYUNDAI WIA continues to benefit from various regulatory advantages granted to top-tier companies, including shortened approval periods for strategic items exports, simplified documentation requirements, and export authorization for strategic items even when end users have not yet been designated. HYUNDAI WIA is committed not merely to renewing its CP rating, but to maintaining its compliance capabilities as a certified company and to preventing illegal exports by strictly adhering to internal regulations and the Foreign Trade Act.



CASE STUDY #2

Achievement of AA Rating in AEO Certification

In August 2024, HYUNDAI WIA was awarded an AA rating for both export and import operations under the Authorized Economic Operator (AEO) certification program by the Korea Customs Service. Regular grade evaluations typically occur every five years based on the certification validity period. However, we successfully advanced from an A rating in late 2022 to AA in just 1 year and 8 months, demonstrating our enhanced capabilities in export-import security management. The AEO certification is a system where the Korea Customs Service designates outstanding companies based on World Customs Organization (WCO) standards for export-import security management. The assessment comprehensively evaluates companies' capabilities in managing export-import goods through areas such as internal control systems, legal compliance, financial solvency, safety management, and social contribution. HYUNDAI WIA's consistent top-tier scores in the "legal compliance" category for four consecutive quarters were a key factor in the rating upgrade. In addition, our support for supplier AEO certifications-through funding and consulting assistance since 2023-positively influenced the "social contribution" evaluation. Looking ahead, HYUNDAI WIA will continue to strengthen its export-import security management with the goal of achieving the AAA rating by 2028.



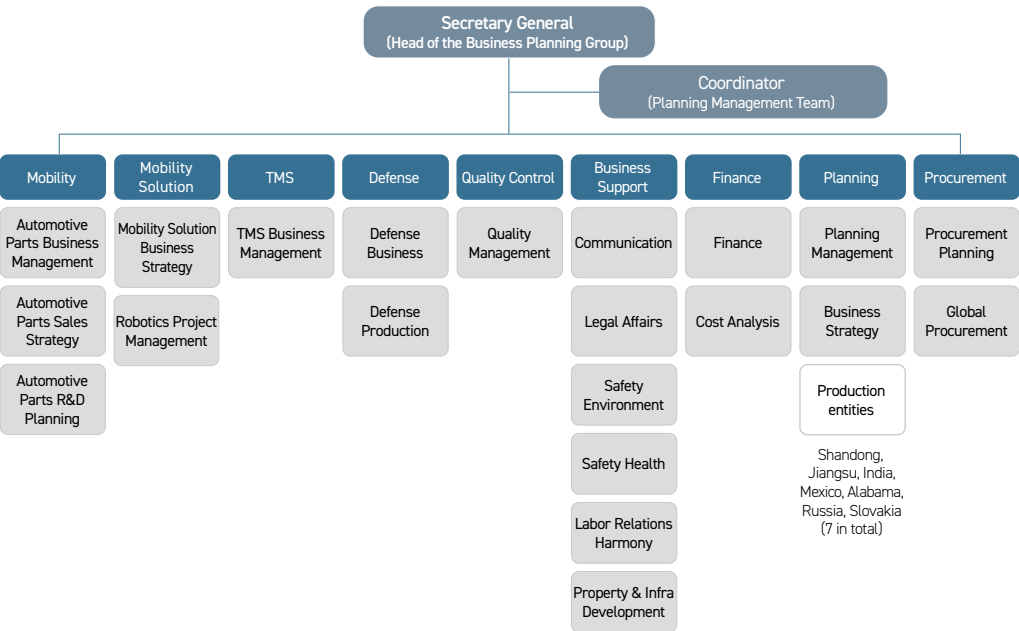
Risk Management

Financial & Non-Financial Risk Management

Risk Management Framework

In response to an increasingly volatile business environment, HYUNDAI WIA has established and implements a comprehensive risk management framework to ensure systematic crisis preparedness. By identifying and managing potential risk factors in advance, we aim to pursue stable growth and sustainable development. To execute company-wide risk management in a structured manner, HYUNDAI WIA operates a Risk Management Secretariat. The head of the Business Planning Group serves as the Secretary General, with the Planning Management Team acting as coordinator. The organization is further segmented into four divisions and five sub-divisions, forming a structured governance framework. Each head of a division is assigned responsibility for managing risks within their domain, enabling prompt and professional responses tailored to the characteristics of each area. HYUNDAI WIA has established a clear reporting system and operates regular working-level meetings to build an effective risk management system.

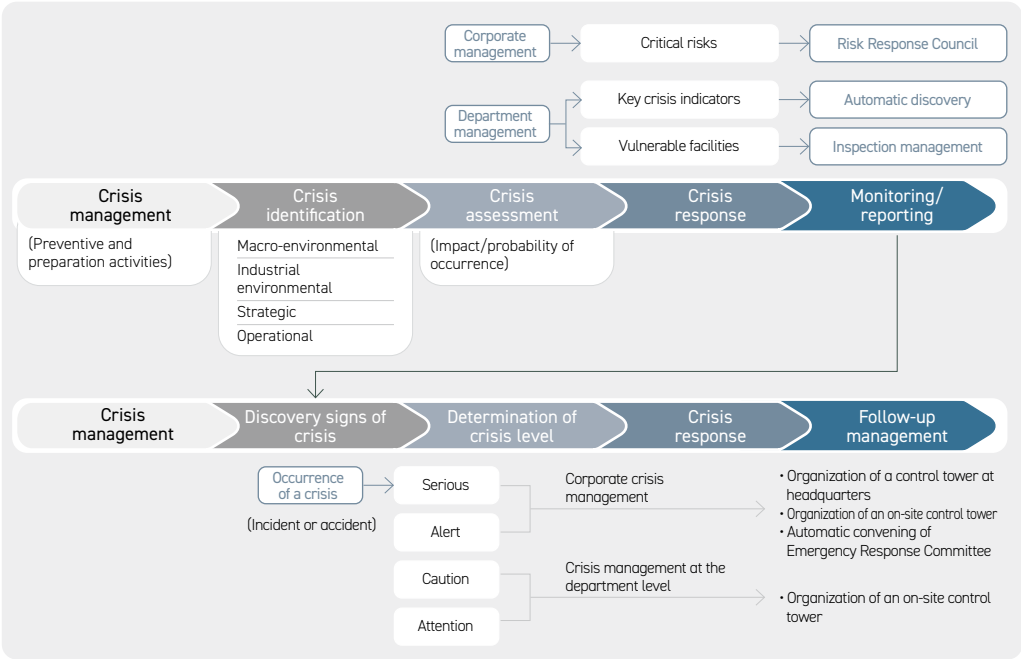
Risk Management Secretariat Structure



Risk Management Process

HYUNDAI WIA classifies risks into four categories: strategic, operational, macro-environmental, and industrial environmental. Each category is subject to continuous monitoring based on identification, response, and reporting processes. In the event of insufficient follow-up, the control tower at our headquarters and Emergency Response Committee are immediately convened to ensure thorough follow-up management for all risk cases. All risk cases are documented within a system database to prevent recurrence of similar issues. Through this integrated approach, HYUNDAI WIA enhances the safety and resilience of its business operations by responding to diverse risks proactively and professionally.

Risk Management Process



Risk Management

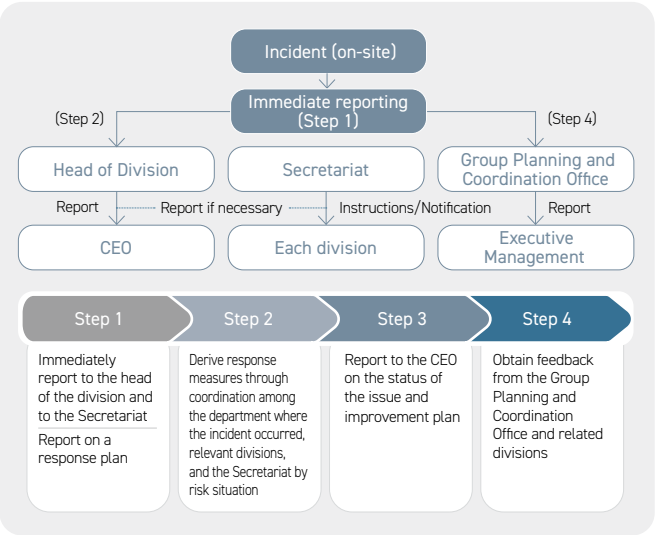
Financial & Non-Financial Risk Management

Risk Management Framework

Risk Response Council

To effectively address risks requiring active management, HYUNDAI WIA convenes a Risk Response Council as needed. Through this council, each head of division shares current risk status and discusses potential impacts and response strategies. In particular, when significant risks cannot be resolved by a single division, the company enhances crisis management through cross-departmental collaboration and comprehensive response. To strengthen responsiveness to various crisis scenarios, we have segmented potential risks into detailed categories and established an optimized reporting system tailored to each type. This structured risk management approach enables prompt decision-making and effective action during emergencies, thereby preserving corporate value and reinforcing the foundation for sustainable growth.

Risk Reporting Process



Classification of Risk by Type



Risk Reporting Timing by Type

Category	Reporting Content		Timing
Production	Fire/safety incident (including serious accidents)	Cause of incident and recovery status	Within 2 hours
	Health incident/riot	Damage status and response measures	
	Joint walkout	Production disruption status and countermeasures	
	Suspension of line operation	Disruption of production at client companies Suspension of line operation Supply disruption of suppliers	
Policy	Owner issue	Impact on our company and client companies	ASAP
	Affiliates/supplier issue		
	Court decision on lawsuit	Anticipated lawsuit and lawsuit result	
	Legal/regulatory sanction	Impact on our company and response measures	
External	Meeting with the press/media	Interview plans and results	
	Investigation by law enforcement or audit	Audit plans and results	
Investment	Equity investments	Investment plan and results	
	Investing in affiliates		

Risk Management

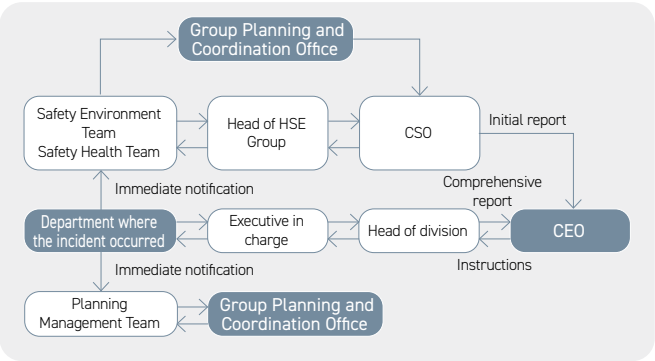
Financial & Non-Financial Risk Management

Risk Management Framework

Serious Accident Reporting Process

HYUNDAI WIA has established a serious accident reporting process to proactively respond to the enforcement of the Serious Accidents Punishment Act, which took effect in January 2022. In the event of an accident, the responsible department is required to immediately report the incident to the Planning Management Team, Safety Environment Team, and Safety Health Team. We then take prompt action in accordance with the defined procedures, aiming to minimize legal risk while prioritizing the safety of all employees.

Serious Accident Reporting Process



Serious Accident Classification

Category		Accident Scope
Fatal Accident	Internal	Accidental death (fall, etc.), suicide, general illness, other non-work-related deaths
	External	Accidental death during a business trip or event, death from cerebrovascular and cardiovascular diseases
	Overseas resident employees	Overseas resident employees (considering the type of accident) and their families
Personnel Accident	Injury requiring at least 3 months of recuperation	Accidents (crushing, falls, etc.), Accidental death during a business trip or event (off-site)
Delay in Production	Suspended operation of the line due to a safety accident	Disruption in finished vehicle production
Fire	Serious	KRW 5 million or more in damages
Press & Media (HSE)		Public broadcasters and three major daily newspapers (major concern), cable TV and other daily newspapers (minor concern)

Tax Risk

Tax Management Policy

At HYUNDAI WIA, compliance with tax-related laws and regulations is a core business value. We faithfully fulfill our tax obligations, exemplify responsible tax compliance, and maintain a cooperative and trustworthy relationship with tax authorities. Beyond managing tax matters in our existing business operations, HYUNDAI WIA proactively identifies and responds to potential tax risks that may arise from business expansion or changes in transaction structures.

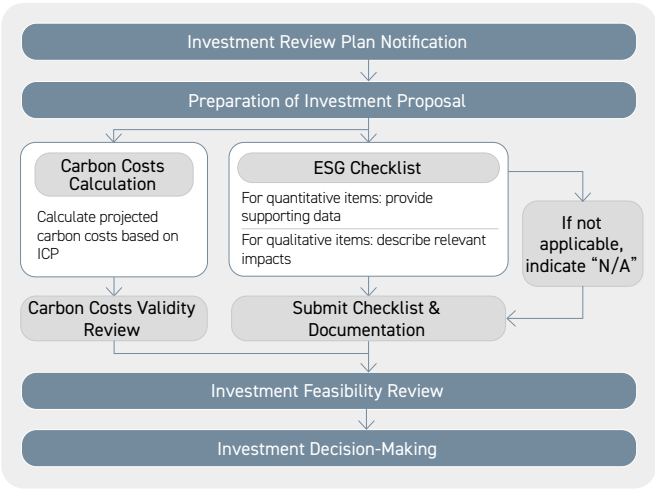
Tax Risk Management

HYUNDAI WIA strictly adheres to all legal requirements in its tax management practices and provides transparent and prompt responses with relevant information and supporting documents in response to requests from tax authorities. As a global enterprise, HYUNDAI WIA analyzes the diverse tax systems of each country in which it operates and seeks to identify potential risk factors in advance. In particular, to prevent double taxation in international transactions, we apply the arm's length principle to all transactions with overseas entities. Furthermore, HYUNDAI WIA actively engages external tax experts when necessary to effectively manage the complexity of today's tax environment. Through these multifaceted efforts, we work to identify and mitigate potential risks in tax management.

Consideration of ESG Risk in Investment Review

HYUNDAI WIA has established and implements an investment review process that incorporates ESG risk considerations. We have also introduced an internal carbon pricing (ICP) system, effective from 2025, whereby carbon costs are calculated and factored into investment deliberations. Departments proposing investments are required to calculate applicable carbon costs when relevant, review the ESG checklist, and provide quantitative data as evidence and describe the business impacts of relevant issues. The ESG checklist consists of 17 items: 7 environmental (E), 9 social (S), and 1 governance (G). Environmental items include carbon emissions and water pollution indicators; social items focus on worker protection and supplier management; and the governance item evaluate compliance with business ethics. HYUNDAI WIA continues to enhance this review system to ensure that sustainability considerations are fully integrated into the company's investment decision-making process.

ESG Check Process During Investment Review



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Financial Data

Financial Position & Performance¹⁾

Category	Unit	2022	2023	2024
Total Assets	KRW million	7,546,451	6,825,905	7,075,991
Total Equity	KRW million	3,733,651	3,766,754	4,026,299
Total Liabilities	KRW million	3,812,800	3,059,151	3,049,692
Revenue (Sales)	KRW million	7,766,944 ²⁾	8,165,581 ²⁾	8,180,886
Gross Profit	KRW million	510,466 ²⁾	509,038 ²⁾	537,401
Operating Profit	KRW million	230,557 ²⁾	232,802 ²⁾	218,810
Profit Before Tax	KRW million	106,315 ²⁾	113,666 ²⁾	177,459
Income Tax Expense	KRW million	42,581	54,198	70,981
Net Profit From Continuing Operations	KRW million	63,734	59,468	106,478

Revenue Breakdown¹⁾

Category		Unit	2022	2023	2024
Domestic Separate Revenue (Sales) ³⁾		KRW million	6,681,103	7,235,272	7,259,524
Revenue (Sales) by Region ⁴⁾	Republic of Korea	KRW million	6,073,665	6,458,056 ²⁾	6,498,639
	North America	KRW million	1,129,727	1,058,566 ²⁾	901,383
	Europe	KRW million	167,942	5,299 ²⁾	52,081
	China	KRW million	715,669	501,434 ²⁾	578,506
	India	KRW million	120,611	142,226	150,277
Revenue (Sales) by Business	Mobility Automotive Parts	KRW million	7,452,514	7,748,107	7,596,594
	Mobility Solutions	KRW million	128,650	194,364	239,554
	Subtotal	KRW million	7,581,164	7,942,471	7,836,148
	Defense Business	KRW million	185,780	223,110	344,738

Economic Value Distributed¹⁾

Category		Unit	2022	2023	2024
Employees	Wage	KRW million	300,866	356,358	373,746
	Severance Pay	KRW million	19,786	18,835 ⁵⁾	29,074
	Employee Welfare Expenses	KRW million	69,406	81,538	81,723
Suppliers	Domestic Purchases	KRW billion	5,576.1	6,454.4	6,337.6
	Overseas Purchases	KRW billion	143.1	152.2	231.4
Shareholders/ Investors	Interest Expense	KRW million	59,077 ²⁾	71,602 ²⁾	57,271
	Total Dividends	KRW million	18,652	22,649	29,311
Government	Income Tax Expense	KRW million	42,581	54,198	70,981
Local Communities	Social Contribution Expense	KRW million	948	1,407	1,513
Total		KRW million	6,230,516	7,213,187	6,983,533

R&D Investment⁶⁾

	Category	Unit	2022	2023	2024
R&D Investment	R&D Investment Expenses	KRW million	62,465	67,198	86,943
	Ratio to Revenue	%	0.76	0.78	1.02
R&D Personnel	Domestic R&D Personnel	persons	525	601	662
	Ratio to Domestic Employees	%	18.0	19.9 ⁵⁾	22.5

1) Based on consolidated financial statements
2) As the Machine Tools business segment was classified as a discontinued operation, the data for 2022 and 2023 have been revised to exclude the segment, in alignment with the disclosures in the 2024 Business Report.
3) Value including the Machine Tools business segment, used as the denominator when calculating intensity in environmental data
4) As the Business Report discloses sales data by region only for the current and previous financial years, the 2022 data is based on the figures disclosed in the 2023 Business Report, which include the Machine Tools business segment.
5) Data has been revised due to errors in the previous year's report.
6) Data including the Machine Tools business segment

Domestic Environmental Data

※ When calculating intensity in environmental data, domestic separate revenue (including the Machine Tools business segment) is used as the denominator: KRW 7,259,524 million in 2024.

Total GHG Emissions¹⁾²⁾

Category		Unit	2022	2023	2024
Scope 1+2+3	GHG Emissions	tCO ₂ eq	1,983,088	3,744,298	5,621,511
	GHG Emissions Intensity	tCO ₂ eq/KRW million	0.297	0.518	0.774
Scope 1+2	GHG Emissions	tCO ₂ eq	155,623	138,476	98,202
	GHG Emissions Intensity	tCO ₂ eq/KRW million	0.023	0.019	0.014

Direct & Indirect GHG Emissions (Scope 1+2)¹⁾

Category		Unit	2022	2023	2024
Scope 1 Emissions	CO ₂	tCO ₂ eq	9,736.694	7,636.540	6,548.109
	CH ₄	tCO ₂ eq	5.347	6.274	5.806
	N ₂ O	tCO ₂ eq	17.650	16.227	16.838
	Total	tCO ₂ eq	9,759.691 ³⁾	7,659.041 ³⁾	6,570.752
Scope 1 Emissions Subject to ETS		tCO ₂ eq	9,759.691	7,659.041	6,570.752
Percentage of Scope 1 Emissions Subject to ETS		%	100	100	100
Scope 2 Emissions ⁴⁾		tCO ₂ eq	145,869.788 ³⁾	130,822.768 ³⁾	91,637.474

Other Indirect GHG Emissions (Scope 3)¹⁾⁵⁾

Category		Unit	2022	2023	2024
Upstream Scope 3 Emissions	Category 1. Purchased Goods and Services	tCO ₂ eq	434,457	1,375,308	2,574,622
	Category 2. Capital Goods	tCO ₂ eq	184	12,663	6,829
	Category 3. Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	tCO ₂ eq	1,471	719	619
	Category 4. Upstream Transportation and Distribution	tCO ₂ eq	-	4,565	2,965
	Category 5. Waste Generated in Operations	tCO ₂ eq	845	1,745	874
	Category 6. Business Travel	tCO ₂ eq	2,712	4,838	3,944
	Category 7. Employee Commuting	tCO ₂ eq	130	1,459	633
	Subtotal	tCO ₂ eq	439,799	1,401,297	2,590,485
Downstream Scope 3 Emissions	Category 9. Downstream Transportation and Distribution	tCO ₂ eq	2,521	187,479	211,437
	Category 10. Processing of Sold Products	tCO ₂ eq	35,727	147,264	115,255
	Category 11. Use of Sold Products	tCO ₂ eq	1,319,788	1,638,252	2,261,740
	Category 12. End-of-Life Treatment of Sold Products	tCO ₂ eq	1,996	205,620	318,633
	Category 13. Downstream Leased Assets	tCO ₂ eq	736	1,372	2,354
	Category 15. Investments	tCO ₂ eq	26,898	24,538	23,405
Subtotal		tCO ₂ eq	1,387,667	2,204,525	2,932,824
Total Scope 3 Emissions		tCO ₂ eq	1,827,465	3,605,822	5,523,309

GHG Emissions Reduction Target

Category		Unit	Scope 1	Scope 2	Scope 1+2
Base Year (2021) GHG Emissions		tCO ₂ eq	25,529	334,456	359,985
GHG Emissions Reduction Target	2030	tCO ₂ eq	-	223,081	223,081
	2035	tCO ₂ eq	1,417	279,310	280,728
	2040	tCO ₂ eq	9,358	312,067	321,425
	2045	tCO ₂ eq	18,441	338,851	357,292

1) GHG emissions data is disclosed based on verified emissions data and therefore includes data from the Machine Tools business segment, which was classified as a discontinued operation.

2) In accordance with the Guidelines for Reporting and Verification of Emissions under the Emissions Trading System, GHG emissions are calculated based on the six major GHGs, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), etc. As total GHG emissions are aggregated after truncating values at the business site level, there may be differences from the sum of Scope 1 and Scope 2 emissions.

3) Scope 1 and Scope 2 emissions are disclosed to the third decimal place, and the data for 2022-2023 have been revised accordingly.

4) As domestic business sites use renewable energy only through solar power self-generation, location-based and market-based Scope 2 emissions are the same.

5) Scope 3 Categories 8 and 14, which are not applicable, are excluded from calculation; GHG emissions for applicable categories have been calculated and verified.

※ Reason for exclusion

Category 8. Upstream Leased Asset: included in Scope 1 and 2 emissions

Category 14. Franchises: not applicable

Domestic Environmental Data

※ When calculating intensity in environmental data, domestic separate revenue (including the Machine Tools business segment) is used as the denominator: KRW 7,259,524 million in 2024.

Total Energy Consumption¹⁾²⁾

Category	Unit	2022	2023	2024
Total Energy Consumption	TJ	3,209	2,876	2,036
Energy Consumption Intensity	TJ/KRW10 billion	4.80	3.97 ³⁾	2.80
Percentage of Grid Electricity ⁴⁾	%	95.0	95.1	94.1
Percentage of Renewable Energy ⁵⁾	%	0.0004 ⁶⁾	0.0054 ⁶⁾	0.0716
Energy Reduction ⁷⁾	TJ	-	-	39

Energy Consumption by Type¹⁾²⁾

Category			Unit	2022	2023	2024
Non-Renewable Energy Consumption	Direct Energy (Fuel)	Crude Oil and Petroleum Products ⁸⁾	TJ	7	8	9
		LNG	TJ	160	140	117
		Subtotal	TJ	167	148	127
	Indirect Energy	Electricity	TJ	3,048	2,734	1,915
		Steam	TJ	-	-	-
		Subtotal	TJ	3,048	2,734	1,915
	Total		TJ	3,209	2,876	2,035
	Renewable Energy Consumption ⁹⁾		TJ	0.0142	0.1542	1.4582

Total Water Use¹⁰⁾¹¹⁾

Category	Unit	2022	2023	2024
Water Withdrawal	Municipal Water	tons	534,224	512,238
	Groundwater	tons	15,856	16,820
	Total	tons	550,080	529,058
Water Withdrawal Intensity	tons/KRW 100 million	8.23	7.31	5.77
Wastewater Treated by a Service Provider	tons	9,597	12,619	6,867
Water Reused ¹²⁾	tons	0	186.5	674.6
Water Reuse Rate ¹²⁾¹³⁾	%	0	0.04	0.17

Water Use in Water-Stressed Areas¹⁴⁾

Category	Unit	2022	2023	2024
Number of Business Sites in Water-Stress Areas	sites	-	-	1
Water Withdrawal in Water-Stressed Areas	tons	-	-	20,309
Wastewater Treated by a Service Provider in Water-Stressed Areas	tons	-	-	184

1) Energy consumption data is disclosed based on verified GHG emissions data and therefore includes data from the Machine Tools business segment, which was classified as a discontinued operation.

2) As total energy consumption is aggregated after truncating values at the business site level, there may be differences from the sum of direct, indirect, and renewable energy consumption.

3) Data has been revised due to errors in the previous year's report.

4) Percentage of grid electricity = (Electricity consumption / Total energy consumption) X 100

5) Percentage of renewable energy = (Renewable energy consumption / Total energy consumption) X 100

6) Data has been revised due to a change in the formula for calculating the percentage of renewable energy.

7) Aggregation and disclosure from 2024

8) Diesel, kerosene, gasoline, liquefied petroleum gas (LPG), propane

9) Electricity fully generated from solar self-generation

10) Changwon Plant 4, Gwangju Plant, Ansan Plant 1, and Ansan Plant 2 have been excluded from the business site scope since 2024 following the establishment of new subsidiaries, TECZEN and MOVIENT, at the end of 2023 (Data for 2024 of domestic subsidiaries is disclosed separately).

11) Ulsan Plant 1 has been excluded from the business site scope since 2024 following the discontinuation of the forging business.

12) Water reuse began in 2023 and data is disclosed accordingly.

13) Water reuse rate = (Water reused / Total water withdrawal) X 100

14) Data for water use in water-stressed area is calculated from 2024. According to the WWF Water Risk Filter, locations with high or very high physical risk levels are considered water-stressed areas; as a result, Pyeongtaek Plant has been identified as being located in a water-stressed area.

Domestic Environmental Data

※ When calculating intensity in environmental data, domestic separate revenue (including the Machine Tools business segment) is used as the denominator: KRW 7,259,524 million in 2024.

Water Withdrawal by Business Site¹⁾²⁾

Category		Unit	2022	2023	2024
Changwon Plant 1 (headquarters)	Municipal Water	tons	51,816	54,483	46,282
	Groundwater	tons	0	0	0
	Subtotal	tons	51,816	54,483	46,282
Changwon Plant 2	Municipal Water	tons	81,967	84,055	118,968
	Groundwater	tons	0	0	0
	Subtotal	tons	81,967	84,055	118,968
Changwon Plant 3	Municipal Water	tons	156,308	170,421	138,700
	Groundwater	tons	0	0	0
	Subtotal	tons	156,308	170,421	138,700
Changwon Plant 4	Municipal Water	tons	33,309	30,507	-
	Groundwater	tons	0	0	-
	Subtotal	tons	33,309	30,507	-
Changwon Plant 5	Municipal Water	tons	43,741	4,225	281
	Groundwater	tons	0	0	0
	Subtotal	tons	43,741	4,225	281
Seosan Plant	Municipal Water	tons	88,531	83,089	49,922
	Groundwater	tons	0	0	0
	Subtotal	tons	88,531	83,089	49,922
Pyeongtaek Plant	Municipal Water	tons	28,840	25,796	20,309
	Groundwater	tons	0	0	0
	Subtotal	tons	28,840	25,796	20,309
Ulsan Plant 1	Municipal Water	tons	5,800	6,395	-
	Groundwater	tons	15,856	16,820	-
	Subtotal	tons	21,656	23,215	-
Ulsan Plant 3	Municipal Water	tons	1,087	1,609	1,393
	Groundwater	tons	0	0	0
	Subtotal	tons	1,087	1,609	1,393
Gwangju Plant	Municipal Water	tons	18,378	19,955	-
	Groundwater	tons	0	0	-
	Subtotal	tons	18,378	19,955	-
Ansan Plant 1	Municipal Water	tons	10,340	12,262	-
	Groundwater	tons	0	0	-
	Subtotal	tons	10,340	12,262	-

Category		Unit	2022	2023	2024
Ansan Plant 2	Municipal Water	tons	670	676	-
	Groundwater	tons	0	0	-
	Subtotal	tons	670	676	-
Uiwang R&D Center	Municipal Water	tons	13,437	18,765	24,588
	Groundwater	tons	0	0	0
	Subtotal	tons	13,437	18,765	24,588
Municipal Water Subtotal		tons	534,224	512,238	400,443
Groundwater Subtotal		tons	15,856	16,820	0
Total Water Withdrawal		tons	550,080	529,058	400,443

Water Pollutants

Category		Unit	2022	2023	2024
Water Pollutant Emissions	Total Organic Carbon (TOC)	ppm	3.4	3.9	2.2
		kg	32.6	49.3	15.3
	Biochemical Oxygen Demand (BOD)	ppm	4.3	3.6	2.7
		kg	41.3	45.9	18.7
	Suspended Solids (SS)	ppm	1.7	1.9	1.8
		kg	16.3	24.3	12.1
Emissions Intensity	Total	kg	90.2	119.5	46.1
	Biochemical Oxygen Demand (BOD)	kg/KRW billion	0.006	0.006	0.002
	Suspended Solids (SS)	kg/KRW billion	0.002	0.003	0.003
Number of Violations of Emissions Limits for Priority Substances in Wastewater		cases	0	0	0

1) Changwon Plant 4, Gwangju Plant, Ansan Plant 1, and Ansan Plant 2 have been excluded from the business site scope since 2024 following the establishment of new subsidiaries, TECZEN and MOVIENT, at the end of 2023 (Data for 2024 of domestic subsidiaries is disclosed separately).
2) Ulsan Plant 1 has been excluded from the business site scope since 2024 following the discontinuation of the forging business.

Domestic Environmental Data

※ When calculating intensity in environmental data, domestic separate revenue (including the Machine Tools business segment) is used as the denominator: KRW 7,259,524 million in 2024.

Air Pollutants

Category		Unit	2022	2023	2024
Air Pollutant Emissions	Nitrogen Oxides (NOx)	tons	0.53	0.68	1.24
	Sulfur Oxides (SOx)	tons	0.43	0.05	0.40
	Total Suspended Particles (TSP)	tons	4.45	3.10	1.84
	Total	tons	5.41	3.83	3.48
Emissions Intensity	Nitrogen Oxides (NOx)	kg/KRW billion	0.08	0.09	0.18
	Sulfur Oxides (SOx)	kg/KRW billion	0.06	0.01	0.06
	Total Suspended Particles (TSP)	kg/KRW billion	0.67	0.43	0.27
	Total	kg/KRW billion	0.85	0.56	0.50
Number of Air Pollutant-Emitting Facilities		facilities	401	373	515
Number of Air Pollution Prevention Facilities		facilities	90	83	63
Number of Exempted Facilities		facilities	192	241	374

Chemical Disposal

Category		Unit	2022	2023	2024
Chemical Disposal	Trichloroethylene (TCE)	tons	2.2	0	0
	Chromium	tons	0	0.04	0.11
	Manganese	tons	0	0	0
	Tin	tons	0	0	0
	Copper	tons	0.0006	0	0
	Butane	tons	0	0.11	0.12
	Total	tons	2.2006	0.15	0.23

Raw & Auxiliary Materials Use

Category		Unit	2022	2023	2024
Raw Material Use	By Type	Metals	tons	106,783 ¹⁾	158,397
		Other Solvents	tons	119	138
	By Characteristics	Renewable	tons	75,370 ¹⁾	112,024
		Non-Renewable	tons	31,532 ¹⁾	46,511
	Subtotal		tons	106,902 ¹⁾	158,535
	Intensity		tons/KRW 100 million	1.60 ¹⁾	2.31
	Renewable Raw Material Use Rate ²⁾		%	70.5 ¹⁾	70.7
					71.3

Category		Unit	2022	2023	2024
Auxiliary Material Use	By Type	Grease	tons	2,800	3,223
		Gear Oil	tons	3,700	4,756
	Subtotal		tons	6,500	7,979
Total Raw and Auxiliary Materials Use		tons	113,402	166,514	61,344

Waste Management (Generation, Disposal & Recycling)

Category		Unit	2022	2023	2024
Waste Generation	General Waste	Recycling	tons	7,409	2,323
		Incineration	tons	285	87
		Landfill	tons	26	33
		Subtotal	tons	7,720	2,443
	Designated Waste	Recycling	tons	5,734	5,717
		Incineration	tons	505	742
		Landfill	tons	0	0
		Subtotal	tons	6,239	6,459
	Total		tons	13,959	8,902
	Intensity		tons/KRW billion	2.1	1.2
Waste Recycling Rate ³⁾		%	94.2	90.3	92.3
Percentage of Designated Waste ⁴⁾		%	44.7	72.6	71.2

Business Sites Within or Adjacent to Protected Areas & Areas of High Biodiversity Value⁵⁾

Category		Unit	2022	2023	2024
Number of Corresponding Business Sites		sites	-	-	7
Area of Corresponding Business Sites		m ²	-	-	877,659

1) Data has been revised due to errors in the previous year's report.
2) Renewable raw material use rate = (Renewable raw material use / Total raw material use) X 100
3) Waste recycling rate = (Total recycled waste / Total waste generation) X 100
4) Percentage of designated waste = (Subtotal of designated waste / Total waste generation) X 100
5) Aggregation and disclosure from 2024

Domestic Environmental Data

Investment in Environmental Facilities

Category		Unit	2022	2023	2024
Number of Cases	Planned	cases	14	10	7
	Actual	cases	22	13	8
Investment Amount	Planned	KRW million	3,264	1,857	668
	Actual	KRW million	3,255	1,463	857

Environmental Inspection & Risk Assessment

Category		Unit	2022	2023	2024
Environmental Regulatory Inspections		cases	16	13	11
Environmental Risk Assessment	Locations Assessed	sites	48	12	40
	Target Locations	sites	48	12	40
	Assessment Coverage Rate	%	100	100	100

Violations of Environmental Laws & Regulations

Category		Unit	2022	2023	2024
Number of Violations		cases	1	0	2
Monetary Sanctions		KRW million	5	0	0.96

Disclosure of Environmental Information¹⁾

Category	Disclosure of Environmental Information
Changwon Plant 1 (headquarters)	0
Changwon Plant 2	0
Changwon Plant 3	0
Changwon Plant 5	X
Seosan Plant	0
Pyeongtaek Plant	0
Ulsan Plant 3	X
Uiwang R&D Center	0

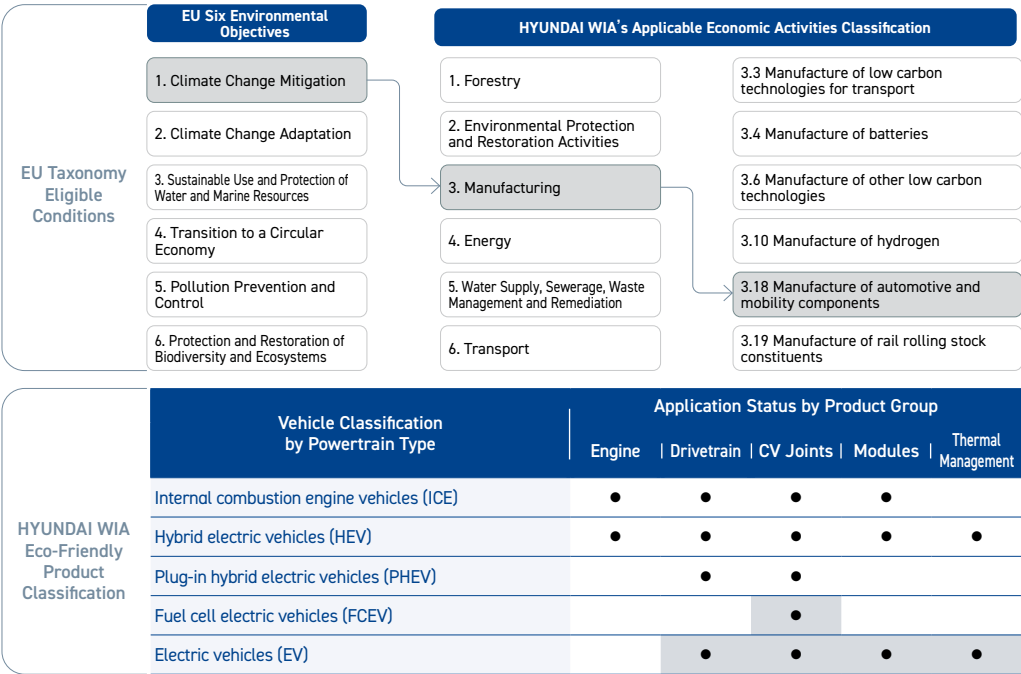
Green Procurement & Eco-Friendly Sales

Category		Unit	2022	2023	2024
Green Procurement	Amount	KRW million	853	1,117	1,035
	Ratio to Total Procurement	%	0.015	0.017	0.016
Sales of Eco-Friendly Automotive Parts ²⁾	Amount	KRW billion	127.1	314.4	333.8 ³⁾
	Ratio to Total Sales	%	1.90	3.85	4.08

1) As the Machine Tools business segment is classified as a discontinued operation, business sites related to the Machine Tools business segment have been excluded; environmental information is not disclosed for business sites that do not meet the criteria under the Environmental Information Disclosure System.

2) Data for 2022 is based on separate financial statements, while data from 2023 onwards is based on consolidated financial statements; the ratios are calculated based on separate and consolidated revenue figures, respectively.

3) In 2024, we have classified our economic activities according to EU Taxonomy, categorized products applicable to zero-emission vehicles as Taxonomy-eligible, and aggregated the revenue from those products as sales of eco-friendly automotive parts. For details, refer to the diagram below.



Domestic Social Data

Executive & Employee Status

Category			Unit	2022	2023	2024
Registered Directors	Executive Directors	Male	persons	3	2	3
		Female	persons	0	0	0
		Subtotal	persons	3	2	3
	Independent Directors	Male	persons	4	3	3
		Female	persons	1	1	1
		Subtotal	persons	5	4	4
	Total		persons	8	6	7
Employees ¹⁾	Permanent Employees	Male	persons	2,749	2,782	2,714
		Female	persons	84	97	118
		Subtotal	persons	2,833	2,879	2,832
	Temporary Employees	Male	persons	74	128	98
		Female	persons	10	11	7
		Subtotal	persons	84	139	105
	Total		persons	2,917	3,018	2,937

Employee Breakdown

Category			Unit	2022	2023	2024
Breakdown by Gender	Male		persons	2,823	2,910	2,812
	Female		persons	94	108	125
	Total		persons	2,917	3,018	2,937
Breakdown by Age	Under 30		persons	141	186	177
	30 to 49		persons	1,883	1,929	1,888
	50 and Above		persons	893	903	872
	Total		persons	2,917	3,018	2,937

Employee Diversity

Category			Unit	2022	2023	2024
Employees with Disabilities	Severe Disabilities		persons	-	-	6
	Mild Disabilities		persons	-	-	41
	Total		persons	56	45	47
Managerial Diversity	Female Managers	Total Managers	persons	1,146	1,253	1,316
		Female Managers	persons	9	12	18
		Ratio	%	0.79	0.96	1.37

Non-Employee Worker Status

Category			Unit	2022	2023	2024
Non-Employee Workers	Male		persons	2,503	2,441 ²⁾	154
	Female		persons	289	294 ²⁾	115
	Total		persons	2,792	2,735	269

1) Data for 2022 has been revised to exclude the three executive directors
2) Data for 2023 has been revised to align with the number of non-employee workers disclosed in the Business Report

Domestic Social Data

Recruitment

Category			Unit	2022	2023	2024
New Hires	By Gender	Male	persons	85	203	133
		Female	persons	16	26	21
	By Age ¹⁾	Under 30	persons	-	-	42
		30 to 49	persons	-	-	103
		50 and Above	persons	-	-	9
	Total		persons	101	229	154
New Hire Rate	Male		%	2.91	6.73	4.53
	Female		%	0.55	0.86	0.72
	Total		%	3.46	7.59	5.24
Hiring in New Business Areas ¹⁾	Number of Hires		persons	-	-	86
Internal Hires ¹⁾	Hiring Rate		%	-	-	55.84
			persons	-	-	9

Turnover²⁾

Category			Unit	2022	2023	2024
Turnovers	By Type	Voluntary	persons	-	50	142
		Involuntary	persons	-	-	83
	By Gender	Male	persons	-	-	221
		Female	persons	-	-	4
	By Age	Under 30	persons	-	-	10
		30 to 49	persons	-	-	85
		50 and Above	persons	-	-	130
	By Level	Managerial Level or Above	persons	-	-	120
		Below Managerial Level	persons	-	-	105
	Total		persons	-	-	225
Overall Turnover Rate ³⁾	By Gender	Male	%	-	-	7.6
		Female	%	-	-	3.7
	Total		%	-	-	7.5
Voluntary Turnover Rate ⁴⁾	By Gender	Male	%	1.4	1.2	1.4
		Female	%	5.3	14.8	0.1
	Total		%	1.5	1.7	2.8

Employee Training Status⁵⁾

Category			Unit	2022	2023	2024
Total Number of Employees Trained			persons	17,473	39,754	52,129
Total Training Hours			hours	101,356	111,434	162,962
Total Training Costs ⁶⁾			KRW million	-	-	2,517
Average Training Hours per Employee			hours	35	37	55
Average Training Cost per Employee			KRW million	0.852	0.685	0.856

Training Status by Topic⁵⁾

Category			Unit	2022	2023	2024
Number of Employees Trained by Topic	Ethics Training		persons	1,890	1,960	2,018
	Fair Trade Training		persons	721	6,507	4,443
	Safety Training		persons	2,920	3,018	2,936
	Human Rights and Diversity Training	Sexual Harassment Prevention Training	persons	3,058	3,054	2,963
		Workplace Harassment Prevention Training	persons	3,058	3,054	2,963
		Disability Awareness Training	persons	3,058	3,054	2,963
		Human Rights Training ⁷⁾	persons	-	-	1,855

Performance Evaluation⁸⁾

Category		Unit	2022	2023	2024
Employees Subject to Regular Performance Evaluation ⁹⁾	Male	persons	-	-	1,832
	Female	persons	-	-	102
	Total	persons	1,800	1,889	1,934
Employees Who Received a Regular Performance Evaluation ⁹⁾	Male	persons	-	-	1,832
	Female	persons	-	-	102
	Total	persons	1,800	1,889	1,934
Percentage of Employees Who Received a Regular Performance Evaluation	Male	persons	100	100	100
	Female	persons	100	100	100
	Total	persons	100	100	100

1) Aggregation and disclosure from 2024
2) Voluntary turnovers have been aggregated since 2023; involuntary turnovers, turnovers by gender/age/level, and overall turnover rate have been aggregated and disclosed from 2024.
3) Overall turnover rate = (Number of turnovers during the year / Number of employees at the beginning of the year) X 100
4) Voluntary turnover rate = (Number of voluntary turnovers during the year / Number of employees at the beginning of the year) X 100
5) The number of employees trained is counted at the time of training and includes individuals who subsequently left the company.
6) Total training costs have been disclosed from 2024; only the average training cost per employee was disclosed until 2023
7) New training introduced in 2024
8) Based on office employees only, excluding production employees
9) Number of employees by gender has been disclosed from 2024; only the percentage by gender was disclosed until 2023

Domestic Social Data

Organizational Culture Checkup

Category	Unit	2022	2023	2024
Culture Survey Results	points	74.2	78.5	80.3

Welfare

Category	Unit	2022	2023	2024
Separate Revenue (Sales)	KRW million	6,681,103	7,235,272	6,938,051
Employee Welfare Expenses	KRW million	69,406	81,538	81,723
Ratio of Employee Welfare Expense to Separate Revenue	%	1.04	1.13	1.18

Parental Leave

Category		Unit	2022	2023	2024
Employees Entitled to Parental Leave	Male	persons	756	930	795
	Female	persons	14	21	16
	Total	persons	770	951	811
Employees Who Took Parental Leave	Male	persons	16	8	9
	Female	persons	2	7	5
	Total	persons	18	15	14
Employees Who Returned to Work After Parental Leave	Male	persons	16	14	6
	Female	persons	2	2	5
	Total	persons	18	16	11
Employees Retained for 12 Months After Returning from Parental Leave ¹⁾	Male	persons	-	-	13
	Female	persons	-	-	1
	Total	persons	-	-	14
Return to Work Rate After Parental Leave	Male	%	100	93.8	100
	Female	%	50	50	83
	Total	%	90	89	92
Retention Rate After Returning from Parental Leave ¹⁾	Male	%	-	-	93
	Female	%	-	-	50
	Total	%	87	88	88

Retirement Pension Plan

Category		Unit	2022	2023	2024
Employees Enrolled in Retirement Pension Plans ²⁾	Defined Benefit (DB) Plan	persons	-	-	2,708
	Defined Contribution (DC) Plan	persons	-	-	25
	Total	persons	2,724	2,834	2,733
Percentage of Employees Enrolled in Retirement Pension Plans ³⁾		%	93 ⁴⁾	94	93
Funding of Defined Benefit Plan	Present Value of Defined Benefit Obligation	KRW million	195,970	226,470	230,488
	Fair Value of Plan Assets	KRW million	281,006	305,016	305,485
	Funding Ratio of Defined Benefit Plan ⁵⁾	%	143 ⁴⁾	135 ⁴⁾	133

Labor Union Membership⁶⁾

Category	Unit	2022	2023	2024
Labor Union Members	persons	1,071	999	938
Unionization Rate ⁷⁾	%	36.7	33.1	31.9

Notice Periods Regarding Operational Changes

Category	Unit	2022	2023	2024
Minimum number of days ¹⁾ notice provided to employees and their representatives prior to the implementation of significant operational changes	days	60	60	60

1) Aggregation and disclosure from 2024
2) The data has been aggregated and disclosed by retirement pension plan type from 2024; only the total number of employees enrolled was disclosed until 2023.
3) Percentage of employees enrolled in retirement pension plans = (Total number of employees enrolled in retirement pension plans / Total employees) X 100
4) Data has been revised due to errors in the previous year's report.
5) Funding ratio of defined benefit plan = (Fair value of plan assets / Present value of defined benefit obligation) X 100
6) 100% of union members are covered by collective bargaining.
7) Unionization rate = (Labor union members / Total employees) X 100

Domestic Social Data

Equal Pay

Category		Unit	2022	2023	2024
Total Remuneration	Male	KRW million	244,923	344,549	358,354
	Female	KRW million	6,102	7,990	10,968
	Total	KRW million	298,460	352,544	369,322
Average Remuneration per Employee	Male	KRW million	87	118	127
	Female	KRW million	65	74	88
	Total	KRW million	102	116	126
Gender Pay Gap ¹⁾		%	74.82	62.48	68.85
Ratio of Entry-Level Base Salary by Gender		%	100	100	100
Ratio of Entry-Level Wage to Legal Minimum Wage ²⁾		%	204	201	344.3

Human Rights Risk Management³⁾

Category		Unit	2022	2023	2024
Sites Subject to Human Rights Risk Assessment		sites	-	-	9
Sites Assessed for Human Rights Risk		sites	-	-	9
Coverage Rate of Human Rights Risk Assessment		%	-	-	100

Employee Grievances Handling

Category		Unit	2022	2023	2024
Number of Grievances Filed ⁴⁾	Workplace Harassment	cases	-	-	2
	Sexual Harassment/ Violence	cases	-	-	0
	Other (Workplace Concerns)	cases	-	-	1
	Total	cases	7	10	3
Number of Grievances Resolved ⁴⁾	Workplace Harassment	cases	-	-	2
	Sexual Harassment/ Violence	cases	-	-	0
	Other (Workplace Concerns)	cases	-	-	1
	Total	cases	7	10	3
Grievance Resolution Rate		%	100	100	100

Occupational Health & Safety Management System

Category		Unit	2022	2023	2024
Sites Covered by the Occupational Health and Safety Management System ⁵⁾		sites	-	-	8
Coverage Rate of Occupational Health and Safety Management System		%	100	100	100
Safety Audits by MOEL and Internal Musculoskeletal Risk Inspections		cases	14	17	N/A ⁶⁾

Occupational Health & Safety Incidents

Category		Unit	2022	2023	2024
Employees	Total Working Hours	hours	5,840,000	5,938,000	5,874,000
	Number of Accidents	cases	5	5	3
	Accident Rate	%	0.17	0.17	0.10
	Lost Time Injury (LTI)	cases	5	5	8
	Lost Time Injury Frequency Rate (LTIFR)	cases/million hours	0.86	0.84	1.36
	Occupational Illness Frequency Rate (OIFR) ⁵⁾	cases/million hours	-	-	0.85
	Occupational Fatality Rate	cases/million hours	0.34	0	0
Internal Suppliers	Total Working Hours	hours	5,634,000	7,200,000	4,754,000
	Number of Accidents	cases	20	18	29
	Accident Rate	%	0.71	0.50	1.22
	Lost Time Injury (LTI)	cases	20	18	37
	Lost Time Injury Frequency Rate (LTIFR)	cases/million hours	3.55	2.50	7.78
	Occupational Fatality Rate ⁵⁾	cases/million hours	-	-	0

1) Gender Pay Gap = (Average remuneration per female employee / Average remuneration per male employee) X 100
2) The ratio of entry-level wage to legal minimum wage is applied equally regardless of gender.
3) Human rights impact assessment was conducted for the first time in 2024
4) Grievances have been aggregated and disclosed by type from 2024
5) Aggregation and disclosure by type from 2024
6) In 2024, the company was designated as an outstanding workplace in the evaluation of Safety and Health Win-Win Cooperation Project for Large and Small Companies conducted by the Ministry of Employment and Labor (MOEL). As a result, we are exempt from safety audits by MOEL. Internal musculoskeletal risk inspections are conducted every three years, with the most recent assessment conducted in 2022.

Domestic Social Data

Supplier Overview

Category		Unit	2022	2023	2024
Number of Suppliers	Domestic	companies	1,325	1,344	1,336
	Overseas	companies	226	226	233
	Total	companies	1,551	1,570	1,569
Purchase Amount	Domestic	KRW billion	5,576.1	6,454.4	6,337.6
	Overseas	KRW billion	143.1	152.2	231.4
	Total	KRW billion	5,719.2	6,606.6	6,569.0

Supply Chain ESG Evaluation

Category		Unit	2022	2023	2024
Written Evaluation	Suppliers Subject to Evaluation	companies	123	214	164
	Suppliers Evaluated	companies	123	214	164
	Coverage Rate	%	100	100	100
On-Site Evaluation	Suppliers Subject to Evaluation	companies	20	40	60
	Suppliers Evaluated	companies	20	40	60
	Coverage Rate	%	100	100	100
Corrective Action ¹⁾	Suppliers Subject to Corrective Action	companies	-	40	60
	Suppliers That Completed Corrective Action	companies	-	32	57
	Completion Rate	%	-	80	95

Supply Chain Risk Management

Category		Unit	2022	2023	2024
Percentage of Tier 1 Suppliers with ESG Certifications	Environmental Management System (ISO14001)	%	3.35	3.37	21.61
	Occupational Health and Safety Management System (ISO45001)	%	11.66	12.03	14.28
Percentage of Signatories to the Code of Conduct for Suppliers		%	72.46	71.97	71.27
Percentage of Suppliers with ESG Requirements Included in Contracts		%	72.46	71.97	71.27
On-Site Environmental/Safety Inspection		companies	15	9	11
Supplier Safety Training	Number of Sessions	times	12	12	61
	Suppliers Subject to Training ²⁾	companies	687	552	172

Supplier VOC & Grievances

Category		Unit	2022	2023	2024
Number of Cases Filed	Complaints	cases	5	1	7
	Other	cases	19	22	63
	Total	cases	24	23	70
Number of Cases Resolved	Complaints	cases	5	1	5
	Other	cases	19	22	63
	Total	cases	24	23	68
Resolution Rate	%	%	100	100	97.1

Win-Win Growth with Suppliers

Category		Unit	2022	2023	2024
Fair Trade Agreement	Suppliers Signed	companies	175	160	139
	Cash Payment Ratio to Signatories	%	95.8	94.2	96.1
Win-Win Growth Fund	Amount Contributed	KRW billion	68	68	68
	Provision of Guarantee and Loan	companies	68	93	86
Technical Support and Protection	Patent Licensing	cases	4	4	2
	Testing Support	companies	289	462	463
	Technical Escrow Program	cases	40	51	51
Quality Inspection and Nurturing	Suppliers Inspected	companies	171	203	175
	Suppliers Nurtured	companies	143	126	162

Fair Trade & Shared Growth Evaluation Results

Category		Unit	2022	2023	2024
Korea Fair Trade Commission (KFTC)	Fair Trade Agreement Implementation Evaluation	-	Top Excellence	Top Excellence	Top Excellence
Korea Commission for Corporate Partnership (KCCP)	Win-Win Growth Index Evaluation	-	Top Excellence	Top Excellence	Top Excellence

1) Aggregation and disclosure from 2023
2) The criteria for suppliers subject to training were revised following the opening of the S+ Safety Experience Lab in 2024.

Domestic Social Data

Customer Satisfaction Survey

Category	Unit	2022	2023	2024
Customer Satisfaction (Annually)	points	83.3	84.8	85
Supplier Satisfaction (Biennially)	points	81.4	-	83.9
Internal Customer Satisfaction (Annually ¹⁾)	points	-	73.6	75.9

Voice of Customers (VOC)

Category	Unit	2022	2023	2024
Number of VOC Filed	cases	90	106	200
Number of VOC Resolved	cases	90	106	200
VOC Resolution Rate	%	100	100	100

Claims & Recalls

Category	Unit	2022	2023	2024
Cost of Claim per Vehicle ²⁾	KRW/vehicle	122	285	197
Number of Recalls	cases	0	2	3
Number of Recalled Vehicles	Voluntary	units	5,392	494
	Involuntary	units	8,783	16,000
	Total	units	14,175	16,494
Total Annual Recall Costs	KRW 100 million	1	25	29
Total Number of Recalled Products	units	386	19,342	26,554

Quality Management Training

Category	Unit	2022	2023	2024
Quality Management Personnel	Number of Personnel	persons	327	319
	Certification Rate	%	5.5	6
Training Hours for Quality Management	hours	1,687	5,440	6,167
Quality Training Sessions for Relevant Departments	times	76	81	51

Community Engagement & Impact Management

Category	Unit	2022	2023	2024
Number of Social Contribution Council Meetings	times	6	6	6
Sites with Labor-Management Council for Community Impact Management	sites	3	3	3
Sites with Occupational Safety and Health Committee for Community Impact Management	sites	3	3	3

Social Contribution Program

Category			Unit	2022	2023	2024
Social Contribution Participation Rate of Sites			%	100	100	100
Social Contribution Donations	By Donor Type	Donations by Employees	KRW million	581	586	368
		Donations by Company	KRW million	367	821	1,145
	By Donation Type	Philanthropic Donations	KRW million	73	146	147
		Community Donations	KRW million	875	1,261	1,366
	Total		KRW million	948	1,407	1,513
Social Contribution Activities	Participants in 1% Miracle		persons	1,139	1,112	1,093
	Volunteering Participants ³⁾	CSR Integration Volunteering for New Employees	persons	-	-	33
		Farm Labor Assistance	persons	-	-	20
		Blood Donation Campaign	persons	-	-	42
		Environmental Cleanup	persons	-	-	200

1) Until 2023, the survey was conducted every odd-numbered year; from 2024, it has been changed to an annual survey
2) Engine Quality Control Group and Automotive Parts Quality Control Group
3) Aggregation and disclosure from 2024

Domestic Social Data

Social Contribution Input & Performance

Category		Unit	2022	2023	2024
Social Contribution Input	Expenditure	KRW million	948	1,407	1,513
	Year-over-Year Change in Expenditure	%	7.00	48.42 ¹⁾	7.53
Social Contribution Performance	Beneficiaries of 1% Miracle	persons	14,762	7,225	21,050
	Beneficiaries of Mobility School Program ²⁾	persons	-	-	90
	Beneficiaries of HYUNDAI WIA Green School	persons	95	452	504
	Facilities Supported by Dream Car Program	sites	20	20	10

Information Security Training

Category		Unit	2022	2023	2024
Number of Employees Trained	Organizational Leaders	persons	150	129	147
	Team Members	persons	1,610	1,644	1,927
	Total	persons	1,760	1,773	2,074

Information Security Investment & Personnel

Category		Unit	2022	2023	2024
Information Technology	Investment	KRW billion	26.26	30.47	11.01
	Personnel	persons	71	67	63
Information Security	Investment	KRW billion	3.06	3.34	1.08
	Personnel	persons	8	9	13

Customer Privacy Breaches

Category		Unit	2022	2023	2024
Regulatory Complaints Concerning Customer Privacy Breaches	Cases Filed	cases	-	-	0
	Cases Resolved	cases	-	-	0

1) Data has been revised due to errors in the previous year's report.
2) New social contribution program introduced and conducted in 2024

Domestic Governance Data

Board of Directors Composition

Category	Unit	2022	2023	2024
Board Composition	Executive Directors	persons	3	2 ¹⁾
	Independent Directors	persons	5	4
	Total	persons	8	6
Ratio of Independent Directors	%	62.50	66.67	57.14
Board Gender Diversity	Female Directors	persons	1	1
	Ratio of Female Directors	%	12.50	16.67

Board & Committee Operation

Category	Unit	2022	2023	2024
Number of Board Meetings Held	Regular Board Meeting	sessions	4	4
	Ad Hoc Board Meeting	sessions	2	3
	Total	sessions	6	7
Attendance Rate of Independent Directors	%	100	100	100
Board and Committee Activities	Number of Meetings Held	sessions	20	19
	Agenda Items Resolved	cases	26	25

Board Remuneration

Category	Unit	2022	2023	2024
Total Remuneration for Executive Directors	KRW million	2,406	3,814	4,424
Total Remuneration for Independent Directors	KRW million	354	328	305

Annual Total Compensation Ratio

Category	Unit	2022	2023	2024
Annual Compensation	CEO Annual Total Compensation	KRW million	1,204	1,686
	Median Employee Annual Total Compensation ²⁾	KRW million	96	110
	CEO-to-Employee Pay Ratio	times	12.54	15.33
Annual Compensation Increase Rate	CEO Annual Total Compensation Increase Rate	%	8.47 ³⁾	40.03
	Median Employee Annual Total Compensation Increase Rate ²⁾	%	13.5	12.7
	CEO-to-Employee Pay Increase Ratio	times	0.63	3.15

Shareholding Structure⁴⁾

Category	Unit	2022	2023	2024
Hyundai Motor Company (Largest Shareholder)	Number of Shares	shares	6,893,596	6,893,596
	Ownership Percentage	%	25.35	25.35
Kia Corporation (Affiliates)	Number of Shares	shares	3,654,004	3,654,004
	Ownership Percentage	%	13.44	13.44
National Pension Service (NPS)	Number of Shares	shares	2,615,451	2,719,216
	Ownership Percentage	%	9.62	10.00
Treasury Stocks	Number of Shares	shares	549,320	549,320
	Ownership Percentage	%	2.02	2.02
Euisun Chung (Executive of Affiliates)	Number of Shares	shares	531,095	531,095
	Ownership Percentage	%	1.95	1.95
Other Shareholders	Number of Shares	shares	12,951,617	12,847,852
	Ownership Percentage	%	47.62	47.24
Total	Number of Shares	shares	27,195,083	27,195,083
	Ownership Percentage	%	100	100

Shareholder Value Return

Category	Unit	2022	2023	2024
Cash Dividends (Common Stock)	Dividend per Share	KRW	700	850
	Total Dividends	KRW million	18,652	22,649
	Dividend Yield	%	1.3	1.5
Net Profit	KRW million	65,416	91,461	120,435
Earnings per Share from Continuing Operations	KRW	3,225	3,692	3,657
Earnings per Share from Discontinued Operations	KRW	(762)	(260)	863
Cash Dividend Payout Ratio	%	28.51	24.76	24.34

1) Data for 2023 has been revised to align with the headcount disclosed in the Business Report, based on the number at the end of each year.

2) Salary for G3-1st year according to the HYUNDAI WIA job level classification system

3) Data has been revised due to errors in the previous year's report.

4) Listed in the order of ownership percentage

Domestic Governance Data

Corruption Risk Management

Category			Unit	2022	2023	2024
Internal Audits	Sites Audited	Domestic	sites	15	15	11
		Overseas	sites	0	5	4
	Sites Subject to Audit	Domestic	sites	15	15	11
		Overseas	sites	10	10	12
	Audit Coverage Rate		%	60	80	65
Anti-Corruption Inspection Activities	Number of Regular Inspections		cases	5	4	4
	Number of On-Demand Inspections		cases	5	9	10
	Number of Follow-Up Inspections		cases	0	1	1
	Number of Transparency Investigations		cases	10	6	13

Ethical & Compliance Training

Category			Unit	2022	2023	2024
Number of Employees Trained			persons	1,890	1,960	2,018
Training Completion Rate			%	94.9	99	99.36

Code of Ethics Violations & Disciplinary Actions

Category			Unit	2022	2023	2024
Code of Ethics Violations	Number of Violations		cases	13	8	5
	Number of Individuals Involved		persons	31	12	14
Disciplinary Actions Taken	Dismissal		cases	0	0	1
	Suspension		cases	4	1	1
	Salary Cut		cases	3	3	1
	Reprimand		cases	7	3	9
	Warning		cases	14	5	2
	Other (Advised to Resign)		cases	3	0	0

Corruption & Bribery Incidents¹⁾

Category			Unit	2022	2023	2024
Number of Corruption and Bribery Incidents			cases	-	-	1
Number of Supplier Contracts Terminated or Not Renewed Due to Incidents			cases	-	-	0
Number of Employees Dismissed or Disciplined Due to Incidents			cases	-	-	1

Anti-Competitive Behavior Incidents¹⁾

Category		Unit	2022	2023	2024
Number of Legal Actions for Anti-Competitive Behaviors	Monetary Sanctions	cases	-	-	0
	Non-Monetary Sanctions	cases	-	-	0
Monetary Losses Due to Anti-Competitive Behavior		KRW million	-	-	0

Political Influence & Lobbying Activities²⁾

Category		Unit	2022	2023	2024
Political Contributions	Cash	KRW million	0	0	0
	In-Kind (Value of Goods)	KRW million	0	0	0
Internal/External Lobbying Costs		KRW million	0	0	0
Lobbying Association Membership Costs		KRW million	0	0	0

1) Aggregation and disclosure from 2024; data for 2022-2023 was not aggregated.
2) No political contributions or lobbying expenditures are made in accordance with the Political Funds Act and other applicable laws of the Republic of Korea.

Overseas Business Sites Data

Environmental

Total GHG Emissions¹⁾²⁾³⁾

Category		Unit	2022	2023	2024
Scope 1+2	Location-Based Emissions	tCO ₂ eq	-	-	162,664
	Market-Based Emissions	tCO ₂ eq	151,729	143,295	142,510
Scope 1 Emissions ⁴⁾	CO ₂	tCO ₂ eq	-	-	9,698.037
	CH ₄	tCO ₂ eq	-	-	6.697
	N ₂ O	tCO ₂ eq	-	-	24.393
	Total	tCO ₂ eq	9,132	9,328	9,729
Scope 2 Emissions	Location-Based Emissions	tCO ₂ eq	-	-	152,941
	Market-Based Emissions	tCO ₂ eq	142,597	133,967	132,787

Total Energy Consumption¹⁾⁵⁾

Category		Unit	2022	2023	2024
Total Energy Consumption		TJ	1,138	1,137	1,141
Percentage of Grid Electricity ⁶⁾		%	86.1	84.9	76.8
Percentage of Renewable Energy ⁷⁾		%	1.4 ⁸⁾	2.5 ⁸⁾	9.6

Energy Consumption by Type¹⁾⁵⁾

Category			Unit	2022	2023	2024
Non-Renewable Energy Consumption	Direct Energy (Fuel)	Crude Oil and Petroleum Products ⁹⁾	TJ	22	19	43
		LNG	TJ	115	124	112
		Subtotal	TJ	137	143	155
	Indirect Energy	Electricity	TJ	980	965	876
		Steam	TJ	5	-	-
		Subtotal	TJ	985	965	876
	Total		TJ	1,122	1,109	1,031
Renewable Energy Consumption	Bundled Purchase		TJ	16	28	48
	Unbundled Purchase		TJ	-	-	62
	Total		TJ	16	28	110

Water Withdrawal by Business Site¹⁰⁾¹¹⁾

Category		Unit	2022	2023	2024
Shandong HYUNDAI WIA	Municipal Water	tons	-	301,838	297,480
	Groundwater	tons	-	-	-
	Subtotal	tons	-	301,838	297,480
Jiangsu HYUNDAI WIA	Municipal Water	tons	-	105,501	123,153
	Groundwater	tons	-	-	-
	Subtotal	tons	-	105,501	123,153
HYUNDAI WIA Mexico	Municipal Water	tons	-	219,193	213,897
	Groundwater	tons	-	-	-
	Subtotal	tons	-	219,193	213,897
HYUNDAI WIA Russia	Municipal Water	tons	-	5,701	20,631
	Groundwater	tons	-	-	-
	Subtotal	tons	-	5,701	20,631
HYUNDAI WIA Slovakia ¹²⁾	Municipal Water	tons	-	-	194
	Groundwater	tons	-	-	-
	Subtotal	tons	-	-	194
HYUNDAI WIA Alabama	Municipal Water	tons	-	45	38
	Groundwater	tons	-	-	-
	Subtotal	tons	-	45	38
Municipal Water Subtotal		tons	-	632,278	655,393
Groundwater Subtotal		tons	-	-	-
Total Water Withdrawal		tons	-	632,278	655,393

1) Data coverage: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia, HYUNDAI WIA India, HYUNDAI WIA Slovakia, HYUNDAI WIA America, HYUNDAI WIA Alabama, America Branch Office, China Sales Company, HYUNDAI WIA Europe, India Branch Office, CIS Branch Office(GHG emissions and energy consumption data are disclosed based on verified GHG emissions data and therefore include data from the Machine Tools business segment, which was classified as a discontinued operation.)

2) As total GHG emissions are aggregated after truncating values at the business site level, there may be differences from the sum of Scope 1 and Scope 2 emissions.

3) In accordance with the GHG Protocol, GHG emissions are calculated based on the six major GHGs, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), etc.

4) Emissions by gas type are disclosed from 2024

5) As total energy consumption is aggregated after truncating values at the business site level, there may be differences from the sum of direct, indirect, and renewable energy consumption.

6) Percentage of grid electricity = (Electricity consumption / Total energy consumption) X 100

7) Percentage of renewable energy = (Renewable energy consumption / Total energy consumption) X 100

8) Data has been revised due to a change in the formula for calculating the percentage of renewable energy.

9) Diesel, kerosene, gasoline, liquefied petroleum gas (LPG), propane

10) Data coverage: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia, HYUNDAI WIA Slovakia, HYUNDAI WIA Alabama

11) Data for water withdrawal and use at some of the overseas business sites has been disclosed from 2023

12) Water withdrawal and use data for HYUNDAI WIA Slovakia is included in the aggregation and disclosure from 2024.

Overseas Business Sites Data

Environmental

Waste Management (Generation, Disposal & Recycling)¹⁾²⁾

Category	Unit	2022	2023	2024
Total Waste Generation	tons	-	23,564	22,254
Recycled Amount	tons	-	17,122	16,524
Waste Recycling Rate ³⁾	%	-	72.7	74.3

Business Sites Within or Adjacent to Protected Areas & Areas of High Biodiversity Value⁴⁾

Category	Unit	2022	2023	2024
Number of Corresponding Business Sites	sites	-	-	0
Area of Corresponding Business Sites	m ²	-	-	0

Social

Employee Status

Category		Unit	2022	2023	2024	
Breakdown by Employment Type	Permanent Employees	Male	persons	2,385	2,216	1,911
		Female	persons	300	278	317
		Subtotal	persons	2,685	2,494	2,228
	Temporary Employees	Male	persons	308	137	204
		Female	persons	1	2	3
		Subtotal	persons	309	139	207
	Total	persons	2,994	2,633	2,435	
Breakdown by Region	China	persons	1,193	1,064	995	
	Mexico	persons	897	773	852	
	India	persons	485	645	409	
	Germany	persons	20	17	17	
	USA	persons	25	19	18	
	Russia	persons	374	107	104	
	Slovakia	persons	-	8	37	
	Kazakhstan	persons	-	-	3	
Total	persons	2,994	2,633	2,435		
Breakdown by Gender	Male	persons	2,693	2,353	2,115	
	Female	persons	301	280	320	
	Total	persons	2,994	2,633	2,435	
Breakdown by Age	Under 30	persons	1,143	970	737	
	30 to 49	persons	1,759	1,572	1,585	
	50 and Above	persons	92	91	113	
	Total	persons	2,994	2,633	2,435	

1) 2023 data coverage: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia; 2024 data coverage: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia, HYUNDAI WIA India

2) Data for waste management at some of the overseas business sites has been disclosed from 2023

3) Waste recycling rate = (Total recycled waste / Total waste generation) X 100

4) Aggregation and disclosure from 2024

Overseas Business Sites Data

Social

Employee Diversity

Category		Unit	2022	2023	2024
Employees with Disabilities ¹⁾	Severe Disabilities	persons	-	-	0
	Mild Disabilities	persons	-	-	3
	Total	persons	-	-	3
Managerial Diversity	Total Managers	persons	265	260	218
	Female Managers	persons	38	41	30
	Percentage of Female Managers	%	14.34	15.77	13.76
	Leaders at Overseas Business Sites	persons	82	93	97
	Locally Hired Managers ¹⁾	persons	33	45	51
	Percentage of Locally Hired Managers	%	40.2	48.4	52.6

Recruitment

Category		Unit	2022	2023	2024
New Hires	By Gender	Male	persons	386	257
		Female	persons	84	94
	By Age	Under 30	persons	-	216
		30 to 49	persons	-	132
		50 and Above	persons	-	3
	Total	persons	-	470	351
New Hire Rate	Male	%	-	14.66	10.55
	Female	%	-	3.19	3.86
	Total	%	-	17.85	14.41

Turnover¹⁾

Category		Unit	2022	2023	2024
Turnovers	By Type	Voluntary	persons	-	214
		Involuntary	persons	-	96
	By Gender	Male	persons	-	279
		Female	persons	-	31
	By Age	Under 30	persons	-	123
		30 to 49	persons	-	176
		50 and Above	persons	-	11
	By Level	Managerial Level or Above	persons	-	7
		Below Managerial Level	persons	-	303
	Total	persons	-	-	310
Overall Turnover Rate ²⁾	By Gender	Male	%	-	11.9
		Female	%	-	11.1
	Total	%	-	-	11.8
Voluntary Turnover Rate ³⁾	By Gender	Male	%	-	6.6
		Female	%	-	21.1
	Total	%	-	-	8.1

Employee Training Status⁴⁾

Category	Unit	2022	2023	2024
Total Number of Employees Trained	persons	-	3,005	3,042
Total Training Hours	hours	-	17,703	28,160
Average Training Hours per Employee	hours	-	7.0	9.2

Human Rights Risk Management⁵⁾

Category	Unit	2022	2023	2024
Sites Subject to Human Rights Risk Assessment	sites	-	-	12
Sites Assessed for Human Rights Risk	sites	-	-	12
Coverage Rate of Human Rights Risk Assessment	%	-	-	100

1) Aggregation and disclosure from 2024

2) Overall turnover rate = (Number of turnovers during the year / Number of employees at the beginning of the year) X 100

3) Voluntary turnover rate = (Number of voluntary turnovers during the year / Number of employees at the beginning of the year) X 100

4) Data coverage: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, HYUNDAI WIA Russia, HYUNDAI WIA India

5) Human rights impact assessment was conducted for the first time in 2024

Domestic Subsidiaries Data

※ Data for TECZEN and MOVIENT covers 2024 only, as these subsidiaries were established at the end of 2023.

Environmental

Total GHG Emissions¹⁾²⁾

Category	Unit	TECZEN	MOVIENT
Scope 1+2 Emissions (Market-Based)	tCO ₂ eq	35,511	3,522
Scope 1 Emissions	tCO ₂ eq	720	885
Scope 2 Emissions (Market-Based)	tCO ₂ eq	34,793	2,638

Total Energy Consumption³⁾

Category	Unit	TECZEN	MOVIENT
Total Energy Consumption	TJ	741	73
Percentage of Grid Electricity ⁴⁾	%	98.1	76.0
Percentage of Renewable Energy ⁵⁾	%	0	0

Energy Consumption by Type³⁾

Category		Unit	TECZEN	MOVIENT	
Non-Renewable Energy Consumption	Direct Energy (Fuel)	Crude Oil and Petroleum Products ⁹⁾	TJ	0.353	0.184
		LNG	TJ	14	17
		Subtotal	TJ	14	17
	Indirect Energy	Electricity	TJ	727	55
		Steam	TJ	0	0
		Subtotal	TJ	727	55
	Total		TJ	741	73
	Renewable Energy Consumption		TJ	0	0

Total Water Use

Category		Unit	TECZEN	MOVIENT
Water Withdrawal	Municipal Water	tons	141,375	43,835
	Groundwater	tons	0	0
	Total	tons	141,375	43,835

Social

Executive & Employee Status

Category		Unit	TECZEN	MOVIENT	
Registered Directors	Male	persons	2	1	
	Female	persons	0	0	
	Total	persons	2	1	
Employees	Permanent Employees	Male	persons	1,134	726
		Female	persons	104	8
		Subtotal	persons	1,238	734
	Temporary Employees	Male	persons	80	67
		Female	persons	15	8
		Subtotal	persons	95	75
	Total	persons	1,333	809	

Employee Breakdown

	Category	Unit	TECZEN	MOVIENT
Breakdown by Region	Republic of Korea	persons	1,332	809
	China	persons	1	0
	Total	persons	1,333	809
Breakdown by Gender	Male	persons	1,214	793
	Female	persons	119	16
	Total	persons	1,333	809
Breakdown by Age	Under 30	persons	125	103
	30 to 49	persons	986	512
	50 and Above	persons	222	194
	Total	persons	1,333	809

1) As total GHG emissions are aggregated after truncating values at the business site level, there may be differences from the sum of Scope 1 and Scope 2 emissions.

2) In accordance with the Guidelines for Reporting and Verification of Emissions under the Emissions Trading System, GHG emissions are calculated based on the six major GHGs, including carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), etc.

3) As total energy consumption is aggregated after truncating values at the business site level, there may be differences from the sum of direct, indirect, and renewable energy consumption.

4) Percentage of grid electricity = (Electricity consumption / Total energy consumption) X 100

5) Percentage of renewable energy = (Renewable energy consumption / Total energy consumption) X 100

6) Diesel, kerosene, gasoline, liquefied petroleum gas (LPG), propane

Domestic Subsidiaries Data

※ Data for TECZEN and MOVIENT covers 2024 only, as these subsidiaries were established at the end of 2023.

Social

Employee Diversity

Category		Unit	TECZEN	MOVIENT
Employees with Disabilities	Severe Disabilities	persons	3	0
	Mild Disabilities	persons	14	12
	Total	persons	7	12
Managerial Diversity	Total Managers	persons	96	38
	Female Managers	persons	0	0
	Ratio	%	0	0
	Leaders at Overseas Business Sites	persons	0	0
	Locally Hired Managers	persons	0	0
	Percentage of Locally Hired Managers	%	0	0

Non-Employee Worker Status

Category		Unit	TECZEN	MOVIENT
Non-Employee Workers	Male	persons	0	0
	Female	persons	8	0
	Total	persons	8	0

Recruitment

Category		Unit	TECZEN	MOVIENT
New Hires	By Gender	Male	persons	209
		Female	persons	27
	By Age	Under 30	persons	114
		30 to 49	persons	119
		50 and Above	persons	6
	Total	persons	236	108
New Hire Rate	Male	%	15.68	13.23
	Female	%	2.03	0.12
	Total	%	17.70	13.35
Hiring in New Business Areas	Number of Hires	persons	0	0
	Hiring Rate	%	0	0
Internal Hires		persons	3	0

Turnover

Category		Unit	TECZEN	MOVIENT
Turnovers	By Type	Voluntary	persons	26
		Involuntary	persons	67
	By Gender	Male	persons	84
		Female	persons	9
	By Age	Under 30	persons	35
		30 to 49	persons	31
		50 and Above	persons	27
	By Level	Managerial Level or Above	persons	-
		Below Managerial Level	persons	-
	Total	persons	93	119

Parental Leave

Category		Unit	TECZEN	MOVIENT
Employees Entitled to Parental Leave	Male	persons	1,315	127
	Female	persons	132	0
	Total	persons	1,447	127
Employees Who Took Parental Leave	Male	persons	14	33
	Female	persons	3	0
	Total	persons	17	33
Employees Who Returned to Work After Parental Leave	Male	persons	5	19
	Female	persons	1	0
	Total	persons	6	19
Return to Work Rate After Parental Leave	Male	%	35.71	100
	Female	%	33.33	0
	Total	%	35.29	100

Global GHG & Water Data

GHG Emissions

Total GHG Emissions¹⁾²⁾³⁾

Category		Unit	2022	2023	2024
Domestic Business Sites	Scope 1 Emissions	tCO ₂ eq	9,759,691 ³⁾	7,659,041 ³⁾	6,570,752
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	145,869,788 ³⁾	130,822,768 ³⁾	91,637,474
	Total	tCO ₂ eq	155,623	138,476	98,202
Shandong HYUNDAI WIA	Scope 1 Emissions	tCO ₂ eq	1,615	1,698	1,857
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	48,779	46,981	57,953
	Total	tCO ₂ eq	50,394	48,679	59,810
Jiangsu HYUNDAI WIA	Scope 1 Emissions	tCO ₂ eq	2,339	1,820	1,808
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	32,215	23,912	14,900
	Total	tCO ₂ eq	34,554	25,731	16,708
China Sales Company	Scope 1 Emissions	tCO ₂ eq	50	45	11
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	31	25	13
	Total	tCO ₂ eq	81	70	23
HYUNDAI WIA Mexico	Scope 1 Emissions	tCO ₂ eq	4,176	4,072	3,973
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	43,397	45,959	43,431
	Total	tCO ₂ eq	47,573	50,031	47,403
HYUNDAI WIA India	Scope 1 Emissions	tCO ₂ eq	680	508	358
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	11,703	13,640	11,077
	Total	tCO ₂ eq	12,383	14,147	11,434
India Branch Office	Scope 1 Emissions	tCO ₂ eq	12	14	15
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	18	15	16
	Total	tCO ₂ eq	30	30	31
America Branch Office	Scope 1 Emissions	tCO ₂ eq	20	19	21
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	16	14	9
	Total	tCO ₂ eq	36	32	29
HYUNDAI WIA Alabama	Scope 1 Emissions	tCO ₂ eq	17	28	19
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	6	6	6
	Total	tCO ₂ eq	23	24	25
HYUNDAI WIA America	Scope 1 Emissions	tCO ₂ eq	104	60	87
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	176	167	124
	Total	tCO ₂ eq	280	227	211
HYUNDAI WIA Europe	Scope 1 Emissions	tCO ₂ eq	71	60	43
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	119	116	110
	Total	tCO ₂ eq	190	176	152
HYUNDAI WIA Russia	Scope 1 Emissions	tCO ₂ eq	48	1,005	1,436
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	6,111	3,112	5,119
	Total	tCO ₂ eq	6,159	4,117	6,554

Category		Unit	2022	2023	2024
CIS Branch Office	Scope 1 Emissions	tCO ₂ eq	-	1	1
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	-	1	2
	Total	tCO ₂ eq	-	2	2
HYUNDAI WIA Slovakia	Scope 1 Emissions	tCO ₂ eq	-	-	100
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	-	-	28
	Total	tCO ₂ eq	-	-	128
Domestic and Overseas Total	Scope 1 Emissions	tCO ₂ eq	18,892	16,987	16,299,752
	Scope 2 Emissions (Market-Based)	tCO ₂ eq	288,467	264,790	224,424,474
	Total	tCO ₂ eq	307,352	281,771	240,712
	Scope 3 Emissions ⁴⁾	Upstream	tCO ₂ eq	439,799	1,401,297
		Downstream	tCO ₂ eq	1,387,667	2,204,525
	Total	tCO ₂ eq	1,827,465	3,605,822	5,523,309

GHG Emissions Management Coverage

Category		No. of Sites	Note
Domestic Business Sites	Target Sites	13	Changwon Plant 1,2,3,4,5, Ulsan Plant 1,3, Pyeongtaek Plant, Ansan Plant 1, Seosan Plant, Gwangju Plant, Uiwang R&D Center, Central Office
	Sites Implementing Management	13	
Overseas Business Sites	Target Sites	15	Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, China Sales Company (Shanghai, Chengdu, Qingdao), HYUNDAI WIA Mexico, HYUNDAI WIA India, India Branch Office, America Branch Office, HYUNDAI WIA Alabama, HYUNDAI WIA America, HYUNDAI WIA Europe, HYUNDAI WIA Russia, CIS Branch Office, HYUNDAI WIA Slovakia
	Sites Implementing Management	15	

1) GHG emissions data is disclosed based on verified emissions data and therefore includes data from the Machine Tools business segment, which was classified as a discontinued operation.

2) In accordance with the Guidelines for Reporting and Verification of Emissions under the Emissions Trading System, GHG emissions are calculated based on the six major GHGs, including carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), etc. As total GHG emissions are aggregated after truncating values at the business site level, there may be differences from the sum of Scope 1 and Scope 2 emissions.

3) Domestic Scope 1 and Scope 2 emissions are disclosed to the third decimal place, and the data for 2022-2023 have been revised accordingly.

4) Scope 3 Categories 8 and 14, which are not applicable, are excluded from calculation; GHG emissions for applicable categories have been calculated and verified.

※ Reason for exclusion

Category 8. Upstream Leased Asset: included in Scope 1 and 2 emissions

Category 14. Franchises: not applicable

Global GHG & Water Data

Water Use

Total Water Withdrawal¹⁾

Category		Unit	2022	2023	2024
Domestic Business Sites ²⁾³⁾	Municipal Water	tons	534,224	512,238	400,443
	Groundwater	tons	15,856	16,820	0
	Subtotal	tons	550,080	529,058	400,443
Shandong HYUNDAI WIA	Municipal Water	tons	-	301,838	297,480
	Groundwater	tons	-	0	0
	Subtotal	tons	-	301,838	297,480
Jiangsu HYUNDAI WIA	Municipal Water	tons	-	105,501	123,153
	Groundwater	tons	-	0	0
	Subtotal	tons	-	105,501	123,153
HYUNDAI WIA Mexico	Municipal Water	tons	-	219,193	213,897
	Groundwater	tons	-	0	0
	Subtotal	tons	-	219,193	213,897
HYUNDAI WIA Russia	Municipal Water	tons	-	5,701	20,631
	Groundwater	tons	-	0	0
	Subtotal	tons	-	5,701	20,631
HYUNDAI WIA Slovakia ⁴⁾	Municipal Water	tons	-	-	194
	Groundwater	tons	-	-	0
	Subtotal	tons	-	-	194
HYUNDAI WIA Alabama	Municipal Water	tons	-	45	38
	Groundwater	tons	-	0	0
	Subtotal	tons	-	45	38
Domestic and Overseas Total Municipal Water		tons	-	1,144,516	1,055,836
Domestic and Overseas Total Groundwater		tons	-	16,820	0
Domestic and Overseas Total Water Withdrawal		tons	-	1,161,336	1,055,836

1) Data for water withdrawal and use at some of the overseas business sites has been disclosed from 2023

2) Changwon Plant 4, Gwangju Plant, Ansan Plant 1, and Ansan Plant 2 have been excluded from the business site scope since 2024 following the establishment of new subsidiaries, TECZEN and MOVIENT, at the end of 2023 (Data for 2024 of domestic subsidiaries is disclosed separately).

3) Ulsan Plant 1 has been excluded from the business site scope since 2024 following the discontinuation of the forging business.

4) Water withdrawal and use data for HYUNDAI WIA Slovakia is included in the aggregation and disclosure from 2024.

APPENDIX

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ESG Policies & Guidelines

Ethics Guidelines for Suppliers

The suppliers of HYUNDAI WIA shall prioritize “ethics management” in their business activities, maintain fairness and transparency, and uphold principles of trust.

1. Legal Compliance

Suppliers shall comply with all relevant laws and regulations governing our business activities, including the Fair Transactions in Subcontracting Act and the Fair Trade Act.

2. Transparent Business

Suppliers shall record and manage our accounting and financial matters transparently based on facts. Suppliers shall strictly prohibit any offering or acceptance of monetary gifts or payments in all relationships with stakeholders such as customers and business partners.

3. Win-Win Cooperation

Suppliers shall maintain reciprocal relationships with our customers and business partners based on mutual trust, support mutual growth, and strive to enhance our competitiveness together.

4. Environmental and Safety Management

Suppliers shall practice green procurement and avoid using harmful substances in product development and production processes.

Suppliers shall guarantee the safety of their workers' lives and physical well-being and create a culture in which human rights are assured.

5. Information Security

Suppliers shall value the information of stakeholders such as customers and business partners and protect technical data.

6. Social Responsibility

Suppliers shall respect human dignity and the right to happiness, prohibit child labor and forced labor, and strictly reject sexual harassment, upholding the principle of gender equality.

Suppliers shall care for the socially disadvantaged, contribute to the local community, and maintain courtesy and dignity as global citizens.

HYUNDAI WIA Declaration of Human Rights

We sincerely thank you for your interest in and support for HYUNDAI WIA.

While the advancement of the global real economy and the prosperity of capital markets have brought material wealth and improved quality of life, fierce competition within industries, increasingly complex business structures, and the diversification of production and sales markets have also given rise to unintended social challenges. In response, a new management paradigm has emerged, moving away from the blind pursuit of growth and profitability and shifting toward sustainable management that fulfills social responsibilities. For companies, the adoption of sustainable management practices represents both a challenge and an opportunity to strengthen competitiveness.

As part of our efforts to proactively respond to this changing management paradigm, HYUNDAI WIA is committed to human rights management that guarantees all stakeholders, including employees, a life of dignity and stable working environments. We established the Human Rights Charter that reflects the principles set forth in global initiatives such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, as well as the interests of our employees and stakeholders. Based on the Human Rights Charter, each affiliate will streamline its organizational structure and operating systems to promote human rights management and implement processes to identify, prevent, and mitigate human rights violations and related risks.

Guided by our management philosophy of realizing the dreams of humanity by creating a new future through creative thinking and endless endeavor as a global manufacturer, HYUNDAI WIA will do its utmost to fundamentally address human rights issues faced by employees and stakeholders by advancing human rights management with sincerity and trust. HYUNDAI WIA pledges to be a responsible partner in shaping the future society, dedicated to bringing happiness to all.

Jaewook Jung
CEO of HYUNDAI WIA

ESG Policies & Guidelines

※ Click on the policy/guideline name to view the corresponding policy/guideline documents.

List of Policy & Guideline Documents

Policy/Guideline	Purpose and Scope
Environmental Management Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA enacts the environmental policy to continuously improve environmental performance through eco-friendly management and to minimize negative environmental impacts throughout its business activities and value chain.• Scope: The environmental management policy applies to HYUNDAI WIA, its affiliates, and their worldwide business units. HYUNDAI WIA advice all suppliers and contract partners' supply chain to adhere to this environmental management policy and provide necessary support for environmental management policy.
Biodiversity Protection Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA declares this policy to prevent the risk of biodiversity degradation and loss that may occur during business operations and to conserve, protect, and expand biodiversity.• Scope: HYUNDAI WIA domestic head office, business sites, and overseas corporates are subject to this Biodiversity Protection Policy. We also encourage our suppliers, partners, and other stakeholders with whom we do business to comply with this Biodiversity Protection Policy.
Deforestation Prevention Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA declares this policy to prevent the risk of deforestation that may occur during business operations and to protect, conserve and restore the forests in local communities.• Scope: HYUNDAI WIA domestic head office, business sites, and overseas corporates are subject to this Deforestation Prevention Policy. In addition, HYUNDAI WIA advice all corporate suppliers, partners, and other stakeholders we associate with in business activities to comply this Deforestation Prevention Policy.
Diversity & Inclusion Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA has established the Diversity & Inclusion Policy to create an organizational culture that helps diverse talents develop both creative and challenging thinking to contribute to the transition to an inclusive society.• Scope: The policy applies to all members of HYUNDAI WIA's headquarters, domestic/overseas production and sales corporations, subsidiaries and sub-subsidiaries, and executives and employees of joint ventures. Furthermore, the policy shall apply to various stakeholders within the business influence.
Human Rights Charter	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA declares this Charter of Human Rights to actively implement human rights management and simultaneously to prevent human rights violations and mitigate related risks.• Scope: Human Rights Charter applies to all officers and employees, including those working in irregular positions, including domestic and foreign production and sales entities, subsidiaries, second-tier subsidiaries, and joint ventures. Officers and employees of HYUNDAI WIA follow this Charter when cooperating with suppliers, sales and service organizations.
Health & Safety Management Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA declares Health & Safety Management Policy to practice safe business management across all workplaces as its priority.• Scope: Health & Safety Management Policy applies to HYUNDAI WIA's domestic and overseas business sites and its corporate suppliers.
Supply Chain ESG Management Policy	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA is seeking a business environment to cooperate with suppliers and build a sustainable supply chain. We are conducting the "HYUNDAI WIA Supplier ESG Evaluation" to assess suppliers' environmental and social practices, governance, and support capabilities for enhancement.
Supplier Code of Conduct	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA prepared the Supplier Code of Conduct in order to establish an ethical and sustainable supply chain.• Scope: All suppliers of HYUNDAI WIA should consider the provisions of Code of Conduct. Partner companies subject to this policy are recommended to comply with this Code of Conduct throughout the entire supply chain, including subcontractors and other business partners.
Purchasing Policy for Conflict Minerals	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA is fulfilling its responsibilities as a global company committed to a sustainable future by strictly prohibiting the use of conflict minerals and actively participating in responsible mineral sourcing.• Scope: HYUNDAI WIA and its partners companies are subject to Purchasing Policy for Conflict Minerals.
Data Protection Policy	<ul style="list-style-type: none">• Purpose: Data Protection Policy serves as the highest-level document that forms the foundation of information security at HYUNDAI WIA, establishing the fundamental principles necessary for the company's information protection activities• Scope: Data Protection Policy applies to all information security operations for the protection of company-related information, IT infrastructure, and personnel-domestically and internationally. This applies equally to the company, including its overseas affiliates, and all business partners.
Corporate Governance Charter	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA aims to establish sound corporate governance as the cornerstone for gaining trust from all stakeholders and conducting sincere management activities as a respected global enterprise.
Ethics Charter & Code of Conduct	<ul style="list-style-type: none">• Purpose: HYUNDAI WIA aims to become a trusted partner for diverse stakeholders and to practice ethical management as the foundation for enhancing customer value.• Scope: All HYUNDAI WIA affiliates, including domestic and overseas production and sales companies, subsidiaries, sub-subsidiaries, and joint ventures. HYUNDAI WIA employees are required to adhere to this Charter and Code of Conduct when interacting with suppliers as well as sales and service organizations. All stakeholders engaged in business relationships with HYUNDAI WIA are encouraged to comply with these principles.

Awards & Memberships

Awards

Award	Description	Year & Month	Organization
Outstanding Company in the Safety and Health Win-Win Cooperation Project for Large and Small Companies	Contribution to improving safety and health levels of small and medium-sized enterprises and preventing industrial accidents through participation in the Safety and Health Win-Win Cooperation Project	February 2024	Ministry of Employment and Labor
Best Fire Safety Management Award	Received the Minister of the Interior and Safety Award (Grand Prize) for outstanding performance in the Special Class and Class 1 categories of fire safety management	August 2024	Korea Fire Safety Institute
Commendation for Meritorious Service in Firefighting	Received commendation for merit in fire service work on the 62 nd Fire Day	November 2024	Changwon Metropolitan Fire Headquarters
Commendation for Contribution to Fair Trade	Commendation for contributing to the spread of win-win cooperation culture and strengthening industrial competitiveness through fair trade agreements	December 2024	Korea Fair Trade Commission
2024 CDP Korea Awards Carbon Management Honors Club	Received the Carbon Management Honors Club award, given to the top 5 companies in Korea	April 2025	CDP Korea
2024 CDP Korea Awards Carbon Management Sector Honors	Received the Sector Honors Award, given to outstanding companies by sector in the consumer discretionary sector	April 2025	CDP Korea



Membership Associations

Associations	Main Activities
Korea Chamber of Commerce & Industry (KCCI)	Response to industrial policy and various industrial statistics
Changwon Chamber of Commerce and Industry	Joint response to regional trends and challenges faced by companies
Korea & Mobility Association (KAMA)	Response to automotive parts industry
Korea Auto Industries Cooperative Association (KAICA)	Exhibition operation/response, response to industrial status data
Korean Society of Automotive Engineers (KSAE)	Analysis of automotive engineering technology and automotive industry trends, academic events (conferences, etc.)
Korea Industrial Technology Association (KOITA)	Corporate research institute establishment/change notification, application for the Jang Young-shil Award, and other corporate activity support
Korea Information & Communication Contractors Association (KICA)	Telecommunications construction business application and related business cooperation
Korea Defense Industry Association (KDIA)	Corporate overview, management performance, facility investment and R&D performance, capacity utilization, and other activities
Korea Aerospace Industries Association (KAIA)	Support for aerospace industry policy development, international cooperation and export, and other activities
Korea Listed Companies Association (KLCA)	Response to Commercial Act-related regulations (general meeting of shareholders, board of directors, audit committee, etc.)
Korea Fair Competition Federation (KFCF)	Provision of fair trade-related training and materials
Korea Industrial Safety Association (KISA)	Response to legal safety inspections and information sharing among member companies
MindSphere World Korea	Identification and acquisition of new technology trends for smart factory-related system development
Korea Association of Robot Industry (KAR)	Robotics industry trends and information exchange among member companies, participation in system/policy improvement projects

GRI Index

Statement of use	HYUNDAI WIA has reported in accordance with the GRI Standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Since the Automotive Sector Standard has not been published, there is no applicable Sector Standard.

Universal Standards

GRI 2: General Disclosures 2021

	Disclosure	Page	Note
The organization and its reporting practices	2-1 Organizational details	6, 12	
	2-2 Entities included in the organization's sustainability reporting	4, 12	
	2-3 Reporting period, frequency and contact point	4	
	2-4 Restatements of information	6, 9, 31, 46, 106, 108, 110, 112, 114, 118-119, 121	
	2-5 External assurance	137-142	
Activities and workers	2-6 Activities, value chain and other business relationships	9-12	
	2-7 Employees	112, 122	
	2-8 Workers who are not employees	112	
Governance	2-9 Governance structure and composition	88, 92, 119	
	2-10 Nomination and selection of the highest governance body	89, 92	
	2-11 Chair of the highest governance body	88	
	2-12 Role of the highest governance body in overseeing the management of impacts	15, 21, 91-92, 96	
	2-13 Delegation of responsibility for managing impacts	15, 21, 96	
	2-14 Role of the highest governance body in sustainability reporting	15-16	
	2-15 Conflicts of interest	89	
	2-16 Communication of critical concerns	15, 91	
	2-17 Collective knowledge of the highest governance body	90	
	2-18 Evaluation of the performance of the highest governance body	93	
	2-19 Remuneration policies	93	
	2-20 Process to determine remuneration	93	
	2-21 Annual total compensation ratio	119	

	Disclosure	Page	Note
Strategy, policies and practices	2-22 Statement on sustainable development strategy	5	
	2-23 Policy commitments	129-130	
	2-24 Embedding policy commitments	21-24, 38, 58-59, 63-64, 70, 72, 85-86	
	2-25 Processes to remediate negative impacts	102-104	
	2-26 Mechanisms for seeking advice and raising concerns	61, 65, 90, 98-99	
	2-27 Compliance with laws and regulations	111, 120	
	2-28 Membership associations	129	
Stakeholder engagement	2-29 Approach to stakeholder engagement	16	
	2-30 Collective bargaining agreements	57, 114	

GRI 3: Material Topics 2021

	Disclosure	Page	Note
Disclosures on material topics	3-1 Process to determine material topics	17	
	3-2 List of material topics	18	
	3-3 Management of material topics	19	

GRI Index

Topic Standards

Material Issue 1. Climate Change Response and GHG Reduction

Disclosure			Page	Note
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	27-28	
	302-1	Energy consumption within the organization	108, 121	
GRI 302: Energy 2016	302-2	Energy consumption outside of the organization	124	
	302-3	Energy intensity	31, 108	
	302-4	Reduction of energy consumption	31, 108	
	302-5	Reductions in energy requirements of products and services	47	
	305-1	Direct (Scope 1) GHG emissions	107, 121	
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	107, 121	
	305-3	Other indirect (Scope 3) GHG emissions	107	
	305-4	GHG emissions intensity	107	
	305-5	Reduction of GHG emissions	31	
	305-6	Emissions of ozone-depleting substances (ODS)	-	HYUNDAI WIA does not emit ODS.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	110	

Material Issue 2. Workplace Health and Safety

Disclosure			Page	Note
GRI 403: Occupational Health and Safety 2019	403-1	Occupational health and safety management system	115	
	403-2	Hazard identification, risk assessment, and incident investigation	65-66	
	403-3	Occupational health services	67	
	403-4	Worker participation, consultation, and communication on occupational health and safety	65	
	403-5	Worker training on occupational health and safety	67, 113, 116	
	403-6	Promotion of worker health	56, 67	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64-67	
	403-8	Workers covered by an occupational health and safety management system	64	
	403-9	Work-related injuries	115	
	403-10	Work-related ill health	115	

Material Issue 3. Sustainable Supply Chain Management

Disclosure			Page	Note
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	116	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	70, 116	
	308-2	Negative environmental impacts in the supply chain and actions taken	71, 116	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	70, 116	
	414-2	Negative social impacts in the supply chain and actions taken	71, 116	

Non-Material Issues

Disclosure			Page	Note
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	106	
	201-3	Defined benefit plan obligations and other retirement plans	114	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	115	
	202-2	Proportion of senior management hired from the local community	112	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	81-81, 118	
	203-2	Significant indirect economic impacts	73-75	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	120	
	205-2	Communication and training about anti-corruption policies and procedures	96-99	
	205-3	Confirmed incidents of corruption and actions taken	120	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	120	
GRI 207: Tax 2019	207-1	Approach to tax	104	
	207-2	Tax governance, control, and risk management	104	
	207-3	Stakeholder engagement and management of concerns related to tax	104	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	110	
	301-2	Recycled input materials used	35-37, 110	
	301-3	Reclaimed products and their packaging materials	37	

GRI Index

Topic Standards

Non-Material Issues

	Disclosure	Page	Note
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	33-34	
	303-2 Management of water discharge-related impacts	33-34	
	303-3 Water withdrawal	108-109, 121	
	303-4 Water discharge	109	
	303-5 Water consumption	109, 121	
GRI 304: Biodiversity 201	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	39, 110, 122	
	304-2 Significant impacts of activities, products and services on biodiversity	39-42	
	304-3 Habitats protected or restored	37, 43	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	39	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36-37	
	306-2 Management of significant waste-related impacts	36-37	
	306-3 Waste generated	110, 122	
	306-4 Waste diverted from disposal	110, 122	
	306-5 Waste directed to disposal	110	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	113, 123	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	114	
	401-3 Parental leave	114	
GRI 402: Labor-Management Relations 2016	402-1 Minimum notice periods regarding operational changes	114	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	113, 123	
	404-2 Programs for upgrading employee skills and transition assistance programs	51-53	
	404-3 Percentage of employees receiving regular performance and career development reviews	54, 113	

	Disclosure	Page	Note
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	112, 123	
	405-2 Ratio of basic salary and remuneration of women to men	115	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	61, 116	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	60, 71	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	60, 71	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced labor	60, 71	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	81, 117	
GRI 415: Public Policy 2016	415-1 Political contributions	120	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	78-80	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	118	

SASB & TCFD Index

SASB Standard : Auto Parts

Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Pages	Note
Energy Management	TR-AP-130a.1	(1) Total energy consumed	Quantitative	108, 121	
		(2) Percentage grid electricity	Quantitative	108, 121	
		(3) Percentage renewable	Quantitative	108, 121	
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	Quantitative	110, 122	
		(2) Percentage hazardous	Quantitative	110	
		(3) Percentage recycled	Quantitative	110, 122	
Product Safety	TR-AP-250a.1	Number of vehicles recalled	Quantitative	117	
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	111	
Materials Sourcing	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Qualitative	72	
Material Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	Quantitative	-	HYUNDAI WIA does not identify whether a product is recyclable at the design stage.
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	Quantitative	35, 110	
Competitive Behaviour	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	120	

Activity Metrics

Code	Activity Metric	Category	unit	2024	Note
TR-AP-000.A	Number of parts produced	Quantitative	EA	-	The number of parts produced cannot be determined due to the nature of the industry HYUNDAI WIA operates in.
TR-AP-000.B	Weight of parts produced	Quantitative	ton	-	HYUNDAI WIA does not separately calculate the weight of parts produced.
TR-AP-000.C	Area of manufacturing plants	Quantitative	m ²	1,836,206	

TCFD Recommendations

Recommended Disclosures

Recommendations	Recommended Disclosures	Pages
Governance	a) Describe the board’s oversight of climate-related risks and opportunities	21
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	21
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	28
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	27-28
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	27-28
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	27
	b) Describe the organization’s processes for managing climate-related risks.	27
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	27
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	31-32
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	31
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	31

UN SDGs

Goal	Commitment
	No Poverty HYUNDAI WIA supports low-income seniors, people with disabilities, and children through the "Miracle of 1%" initiative. The company also aids the local community by providing disaster recovery funds and improving living conditions for low-income households, promoting the value of sharing in society.
	Good Health and Well-Being HYUNDAI WIA comprehensively ensures the physical and mental well-being of its employees. The company operates an in-house medical clinic and provides regular health check-ups and psychological counseling. Medical expenses for employees and their families are supported to reduce financial burden.
	Quality Education HYUNDAI WIA is committed to fostering employee growth in expertise, leadership, and global competencies. The company provides proactive leadership programs and a smart learning system, ensuring accessibility regardless of time or location.
	Gender Equality HYUNDAI WIA hosts 'Women's Networking Day' for its female employees to foster growth and communication. The company also increases female recruitment by 150% and forms a task force on low birth rates, furthering its commitment to inclusion.
	Clean Water and Sanitation HYUNDAI WIA is reusing distilled water generated from the waste oil vacuum evaporation system to reduce water consumption. In addition, the company continuously monitors wastewater discharge to maintain levels below the legal permissible standards.
	Affordable and Clean Energy HYUNDAI WIA has established mid-to-long-term targets to transition 60% of its electricity consumption to renewable energy by 2030, 90% by 2040, and 100% by 2045. To achieve these goals, the company is continuously expanding the installation of solar power facilities and power purchase agreements(PPAs).
	Decent Work and Economic Growth HYUNDAI WIA operates an internal recruitment program and reassignment system to offer employees diverse job experiences, along with skilled reemployment programs tailored to different life stages. The company also takes preventive measures to ensure workplace safety and prevent occupational accidents.
	Industry, Innovation and Infrastructure HYUNDAI WIA continuously develops green technologies related to electrification and advanced automotive components for a greener society. The company also supports R&D activities of its partners, contributing to technological innovation and the creation of a sustainable industrial ecosystem.

Goal	Commitment
	Induces Inequalities HYUNDAI WIA respects the diversity of talent in all aspects of its operations. The company institutionalized policies to prevent discrimination based on gender, race, ethnicity, nationality, disability, age, gender identity, religious beliefs, and more, thereby realizing the value of inclusivity.
	Sustainable Cities and Communities HYUNDAI WIA is dedicated to building more inclusive cities by supporting people with limited mobility in local communities. Through our "Dream Car" initiative, we help welfare facilities meet their needs and enable everyone to travel freely to their desired destinations, sharing the joy of unrestricted mobility.
	Responsible Consumption and Production HYUNDAI WIA has built an in-house resource circulation system by incorporating coolant recycling into its production processes. The company also minimizes greenhouse gas emissions and waste by refurbishing defective engines in North America into remanufactured engines, further strengthening its resource circulation framework.
	Climate Action HYUNDAI WIA aims to achieve carbon neutrality across its business sites and supply chain by 2045 to address the climate crisis. The company fulfills its responsibilities by participating in global initiatives such as the Carbon Disclosure Project (CDP).
	Life Below Water HYUNDAI WIA carries out environmental protection activities in Mason Bay, Changwon, where our headquarters are located, to reduce the environmental impact of its operations. Employees actively participate in cleanup efforts to minimize waste discharged from rivers to the coast.
	Life on Land HYUNDAI WIA has declared Deforestation Prevention Policy to prevent deforestation. We create forests at local community schools to convey the importance of biodiversity to future generations, fostering a sustainable environment for them.
	Peace, Justice and Strong Institutions HYUNDAI WIA conducts regular and ad-hoc audits to eradicate all forms of corruption. We take appropriate actions after thorough investigation of any violations of the Code of Ethics reported through various reporting channels.
	Partnership for the Goals HYUNDAI WIA goes beyond being a simple business partner by fostering mutual growth with its partners. Through ongoing educational support, operation of mutual growth funds, and R&D assistance, the company helps build a foundation for partner development, sharing culture and vision for shared success.

Third-Party Verification Statement

To readers of HYUNDAI WIA Sustainability Report 2025

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of HYUNDAI WIA Sustainability Report 2025 for the year ending December 31, 2024. The preparation, information and internal control of the report are the sole responsibility of HYUNDAI WIA's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to HYUNDAI WIA's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in HYUNDAI WIA's report:

- HYUNDAI WIA Sustainability Report 2025

Reference Standard

- GRI Standards 2021 : 2023 (GRI)

Assurance criteria

KMR conducted the verification in accordance with the globally recognized standard AA1000AS v3 and KMR's assurance standard SRV1000 based on requirements of ISO 17029 and KMR EDV 01, and set the levels of assurance and materiality as below. Under AA1000AS v3, We assessed the adherence to the four principles presented in AA1000AP:2018-Inclusivity, Materiality, Responsiveness, and Impact-and evaluated the reliability and quality of the data and information using the GRI index specified in the report. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The scope of our assurance included the verification of compliance with the reporting requirements of the GRI Standards 2021. We confirmed that the following indicators of material topics were identified through the materiality assessment process.

- GRI Standards 2021 reporting principles
- Universal Standards
- Topic Specific Standards
 - GRI 201-2: Financial implications and other risks and opportunities due to climate change
 - GRI 204: Procurement Practices)
 - GRI 302: Energy
 - GRI 305: Emissions
 - GRI 308: Supplier Environmental Assessment
 - GRI 403: Occupational Health and Safety
 - GRI 414: Supplier Social Assessment

As for the reporting boundary, the engagement excludes the data and information of HYUNDAI WIA's partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Third-Party Verification Statement

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. The scope of this assurance included the confirmation of the truthfulness of claims regarding results that have already been obtained as stipulated by ISO 17029. However, the plausibility of intended claims of forecasts or hypotheses was not validated even if the related content was contained in the report. A limited assurance evaluates the appropriateness of the criteria used by HYUNDAI WIA for preparing sustainability information on subject matters, the risk of material misstatement in the sustainability information, whether due to fraud or error, responses to risks, and disclosure of the sustainability information on subject matters. However, the scope of the risk assessment process and the subsequent procedures performed in response to assessed risks, including an understanding of internal controls, is more limited than that of a reasonable assurance. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by HYUNDAI WIA are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with HYUNDAI WIA on the revision of the Report. We reviewed the Report’s final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report was prepared in accordance with the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

HYUNDAI WIA has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materialit

HYUNDAI WIA has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

HYUNDAI WIA prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of HYUNDAI WIA’s actions.

Impact

HYUNDAI WIA identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of data related to sustainability performance, including greenhouse gas Emissions, energy consumption, and waste generation. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

KMR’s Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the greenhouse gas emissions trading scheme, accredited by the Korea Laboratory Accreditation Scheme (KOLAS) under the National Institute of Technology and Standards of Korea for ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, and additional accreditation criteria, ISO 14065. It is also recognized by the Korea Accreditation Board (KAB) for ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems), and the National Institute of Environmental Research under the Ministry of Environment of Korea. Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with HYUNDAI WIA and did not provide any services to HYUNDAI WIA that could compromise the independence of our work.

Third-Party Verification Statement

Limitations of Use

This assurance statement is made solely for the management of HYUNDAI WIA for the purpose of enhancing an understanding of the organization’s sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of HYUNDAI WIA. The statement is valid as of the assurance date below. Certain events that may occur between the assurance date and the time of reading this report could have a material impact on the report, which may lead to revisions to this assurance statement. Therefore, we recommend visiting the HYUNDAI WIA website and verifying whether this is the latest version.

June 23, 2025



CEO. E. J. Hwang

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GHG Assurance Statement

Domestic Business Sites Scope 1+2 & Scope 3

DNV

INDEPENDENT VERIFICATION OPINION

HYUNDAI WIA

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by HYUNDAI WIA (here after "Company") to verify the Company's Greenhouse Gas Inventory Report for the calendar year 2024 ("the report") based upon a reasonable level of assurance. Company is responsible for the preparation of the GHG emissions data on the basis set out within the guidelines on the operation of GHG emission trading scheme (ETS) (Notification No. 2025-28 of Ministry of Environment) based on ISO 14064-1. Our responsibility in performing this work is to the management of Company only and in accordance with terms of reference agreed with them. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.

Scope of Assurance

The purpose of this verification is to present an independent verification opinion on the company's greenhouse gas emissions, and the scope of verification is as follows:

- Organizational boundary: Domestic business sites of Company
- Reporting Boundary: Direct emissions (Scope 1 emissions) and Energy indirect emissions (Scope 2 emissions)
- Reporting period: 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted by DNV in March 2025 and performed in accordance with the verification principles and tasks outlined in the guidelines on the operation of GHG ETS (Notification No. 2025-28, Korean Ministry of Environment) and the verification guideline for GHG ETS (Notification No. 2024-169, Korean Ministry of Environment) based on ISO 14064-3. We planned and conducted our work, including on site visit, to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process:

- We have reviewed the report for the calendar year 2024
- We have reviewed and verified the process to generate, aggregate and report the emissions data

Conclusions

Based on the verification conducted, the information related to the GHG statement has been properly calculated and reported.

- DNV represents "unmodified" opinion on Greenhouse Gas Emissions.

Company	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total emissions
HYUNDAI WIA	6,570,752	91,637,474	98,208

* Total emissions might be different from the sum of direct and indirect emissions by applying the site that emissions should be summed after increasing decimal places at the business site level.
* The company generated 408,048 MWh of electricity from renewable energy (hydrocity power generation facilities installed at Changwon Plant 1, Changwon Plant 2 and Ulsan T&O Center and used at the city and GHG emissions from these facilities are included as above indirect emissions (Scope 2).

June 2025
Seoul, Korea

Leo, Jung Sup
Country Representative
DNV Business Assurance Korea Ltd.

This Assurance Opinion is valid as of the date of the issuance. Please note that this Assurance Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions Statement of the Company is subsequently brought to our attention.
DNV Business Assurance Korea Ltd., 18F, Jangjeon Bldg., 1, Jangjeon-ro, Jangjeon-gu, Seoul, Korea
PRJN-833262-04-AST-ENG

DNV

INDEPENDENT VERIFICATION OPINION

HYUNDAI WIA Corporation

Opinion No.: PRJN-833262-01-2025-AST-ENG

Issued date: 2025.5.01

Issued by: DNV Business Assurance Korea Ltd., 18F, Jangjeon Bldg., Jangjeon-gu, Seoul, Rep. of Korea

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by Hyundai Wia Corporation ("Company") to perform third party verification for the Greenhouse gas Statement ("GHG statement") of the Company. The Company is responsible for the preparation of the GHG statement on the basis set out within "WBG/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard", The Corporate Value Chain (Scope 3) Accounting and Reporting Standard" and "IPCC Guidelines: 2006". The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows:

- Organizational Boundary: Domestic business sites of the Company
- Reporting Boundary: Scope 3 (Other Indirect emissions - Categories 1,2,3,4,5,6,7,9,10,11,12,13,15)
- Reporting Period: 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the "ISO 14064-3:2019", based upon a Limited Level of assurance. DNV planned and performed our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows:

- Adequacy of GHG data control, collection and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents "Unmodified" opinion on Greenhouse Gas Emissions.

2024 Year	Other indirect emissions (Scope 3) ¹⁾		Total emission
	Upstream	Downstream	
Hyundai Wia	2,590,485	2,932,824	5,523,309

* In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with a 1 CO₂eq.
1) Refer to Annex for GHG emissions by categories.

Leo, Jung Sup
Country Representative
DNV Business Assurance Korea Ltd.

This Assurance Opinion is valid as of the date of the issuance. Please note that this Assurance Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions Statement of the Company is subsequently brought to our attention.
PRJN-833262-04-AST-ENG

DNV

Annex to PRJN-833262-01-2025-AST-ENG Verification Opinion

Other indirect emissions (Scope 3) of Hyundai Wia in Korea

(Unit: ton CO₂-eq)

Categories	Upstream	Downstream	Emissions
1 Purchased Goods and Services	2,574,622		2,574,622
2 Capital Goods	6,829		6,829
3 Fuel- and Energy-Related Activities (not Included in Scope 1 or Scope 2)	619		619
4 Upstream Transportation and Distribution	2,965		2,965
5 Waste Generated in Operation	874		874
6 Business Travel	3,944		3,944
7 Employee Commuting	633		633
9 Downstream Transportation and Distribution		211,437	211,437
10 Processing of Sold Products		115,255	115,255
11 Use of Sold Products		2,261,740	2,261,740
12 End-of-Life Treatment of Sold Products		318,633	318,633
13 Downstream Leased Assets		2,354	2,354
15 Investments		23,405	23,405
Total emissions	2,590,485	2,932,824	5,523,309

* In order to report the GHG emissions as an integer, the rounded number on the statement might be different with a 1 tCO₂eq.

This Assurance Opinion is valid as of the date of the issuance. Please note that this Assurance Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions Statement of the Company is subsequently brought to our attention.
PRJN-833262-04-AST-ENG

GHG Assurance Statement

Overseas Business Sites Scope 1+2



INDEPENDENT VERIFICATION OPINION

HYUNDAI WIA Corporation

Opinion No.: PRJN-833262-03-2025-AST-ENG

Issued date: 2025.5.07

Issued by: DNV Business Assurance Korea 18F, 1, Jinsong-ro, Songye-gu, Seoul, Rep. of Korea

Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by Hyundai Wia Corporation. ("Company") to perform third party verification for the Greenhouse gas Statement ("GHG statement") of the Company. The Company is responsible for the preparation of the GHG statement on the basis set out within 'WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard' and 'IPCC Guidelines: 2006'. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows;

- Organizational Boundary: 13 Global networks of the Company (China, Mexico, India, USA, etc.)
- Reporting Boundary: Scope 1(Direct emission), Scope 2(Indirect emission)
- Reporting Period: 2024.01.01 ~ 2024.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the 'ISO 14064:3:2019', based upon a Limited Level of assurance. DNV planned and performed our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows;

- Adequacy of GHG data control, calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents "Unmodified" opinion on Greenhouse Gas Emissions.

(Unit: ton CO₂e/valent)

2024 Year	Direct emission (Scope 1)	Indirect emission (Scope 2) Local based	Indirect emission (Scope 2) Market based	Total emission Market based
Global networks ¹⁾	9,729	152,941	132,787	142,510

¹⁾ The total GHG emission may differ from the sum of direct and indirect emissions, as the total emission is the sum of the values with the decimal points truncated by business sites.

²⁾ Refer to Annex to GHG emissions by global networks.

Lee, Jeng Sup
Country Representative
DNV Business Assurance Korea Ltd.

This Assurance Opinion is valid as of the date of the opinion. Please note that this Assurance Opinion should be revised if any material discrepancy is identified upon the Greenhouse Gas Statement the Company is subsequently brought to our attention.
PRJN_833262_03_2025



Annex to PRJN-833262-03-2025-AST-ENG Verification Opinion

Greenhouse Gas emissions of Hyundai Wia Global Networks in 2024

(Unit: ton CO₂e/eq)

Countries	Sites	Direct emissions (Scope 1)	Indirect emissions (Scope 2)		Total Emissions Market based
			Local based	Market based	
China	HYUNDAI WIA Jiangsu	1,808	25,957	14,900	16,708
	HYUNDAI WIA Shandong	1,857	57,953	57,953	59,810
	HYUNDAI WIA Machine Tools China / Shanghai Branch Office	11	13	13	23
Mexico	HYUNDAI WIA Mexico	3,973	43,431	43,431	47,403
India	HYUNDAI WIA India	358	20,175	11,077	11,434
	India Branch Office	15	16	16	31
USA	America Branch Office	21	9	9	29
	HYUNDAI WIA Alabama	19	6	6	25
	HYUNDAI WIA Machine Tools America	87	124	124	211
Germany	HYUNDAI WIA Europe	43	110	110	152
Russia	HYUNDAI WIA Russia	1,436	5,119	5,119	6,554
Kazakhstan	HYUNDAI WIA CIS Office	1	2	2	2
Slovakia	HYUNDAI WIA Slovakia	100	28	28	128
Total Emissions		9,729	152,941	132,787	142,510

¹⁾ The total GHG emission may differ from the sum of direct and indirect emissions, as the total emission is the sum of the values with the decimal points truncated by business sites.

This Assurance Opinion is valid as of the date of the opinion. Please note that this Assurance Opinion should be revised if any material discrepancy is identified upon the Greenhouse Gas Statement the Company is subsequently brought to our attention.
PRJN_833262_03_2025

