

Document No.	WMM-BP-A-00100
Last Edited	2024. 05. 17
Managed by	Planning Management Team

---

# HYUNDAI WIA

## Biodiversity Protection Policy

---

May. 2024

[Approved by]

[HYUNDAI WIA]

CEO

Jae-Wook Jung

(Signature)



Document No.	WMM-BP-A-00100
Last Edited	2024. 05. 17
Managed by	Planning Management Team

---

# HYUNDAI WIA

## Biodiversity Protection Policy

---

May. 2024

**[Managed by]**

[HYUNDAI WIA]

Planning Management Team Leader

Hye-Eun Kwon

(Signature)



**[Approved by]**

[HYUNDAI WIA]

The head of Planning Div.

Jung-Wook Lee

(Signature)



## 1. Overview

### A. Purpose of Establishment

HYUNDAI WIA declares this policy to prevent the risk of biodiversity degradation and loss that may occur in the course of business operations and to conserve, protect, and expand biodiversity. This biodiversity protection policy is legislated referring to the Convention on Biological Diversity(CBD), the Convention on International Trade in Endangered Species of Wild Fauna and Flora(CITES), the Guidelines for Applying Protected Area Management Categories of the International Union for Conservation of Nature (IUCN), etc.

### B. Scope of Application

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.

## 2. Basic Principle

### A. Aim

HYUNDAI WIA strives for No Net Loss of Biodiversity by preventing and minimizing the degradation and loss of biodiversity at its business sites and nearby areas. To this end, we strive to have a Net Positive Impact on the biodiversity of local communities by implementing activities to conserve and protect biodiversity.

### B. Protected Areas

HYUNDAI WIA evaluates and defines the protected areas by comprehensively considering the protected area categories classified by the International Union for Conservation of Nature(IUCN) for Biological Diversity. We select areas of high biodiversity importance as the protected areas and execute conservation activities.

#### ① International Conservation Area (IUCN Category I a)

An area where a natural ecosystem recognized by the international community is formed with various species, and an area that can be destroyed even by the slightest anthropogenic influence.

② Primordial Wildlife Conservation Area (IUCN Category I b)

An area that maintains the natural ecosystem of the pristine wilderness and is inhabited by an indigenous community with a primordial wildlife way of life that allows minimal impact only for educational and scientific purposes.

③ National Protected Area (IUCN Category II)

An area designated by the nation to permanently preserve the natural ecosystem formation process that comes high on the list for protecting native flora and fauna along with religious, scientific, educational, tourism, etc.

④ National and Cultural Relics Area (IUCN Category III)

A natural ecosystem, either naturally formed or shaped by religious belief or culture, with high historical value from archaeological, anthropological, historical, or geographical perspectives.

⑤ Species and Habitat Management Area (IUCN Category IV)

An area designated by international, national, or local organizations to protect species and habitats that require active management to promote biodiversity.

### **3. Management System**

#### **A. Governance**

HYUNDAI WIA shall manage and supervise the biodiversity protection status through the management board, which includes the chief decision-makers or key decision-makers. The management board shall discuss current issues and response directions related to biodiversity protection, check biodiversity risks, and promote biodiversity conservation and protection activities.

#### **B. Implementation System**

To achieve the objectives of this Biodiversity Policy, HYUNDAI WIA operates an implementation system to protect the biodiversity of natural ecosystems in and around the workplace or nearby areas.

① **Current Status Investigation**

HYUNDAI WIA shall investigate the biodiversity status in the workplace and neighboring areas when required by laws and regulations, or when reasonable concerns are raised about the degradation or loss of biodiversity.

② **Risk Analysis**

We investigate the species and distribution of organism status affected by our business operations, including rare and endemic species. Based on the results, we identify potential risks and develop plans to conserve, protect, and expand species and distributions that are at significant risk or in a vulnerable state.

③ **Protection Activities Performance**

Based on the results of the risk analysis, HYUNDAI WIA performs protection activities to maintain/expand biodiversity in the workplace. We monitor the increase and decrease of biodiversity in response to biodiversity conservation, protection, and expansion activities. To prevent business activities from negatively influencing biodiversity, we review biodiversity impacts at the investment review stage to prevent the risks in advance.

Example 1) Carry out census and ecological conservation activities of endangered animals in Korea such as otters and brackish water gobies with the Citizen Biological Survey Group.

Example 2) Impact of the proposed investment on biodiversity protection or deforestation prevention (if applicable)

## **4. Education and Diffusion**

### **A. Education**

HYUNDAI WIA raises employees' awareness of the need to conserve, protect, and expand biodiversity through regularly educating biodiversity. Allowing employees to consider biodiversity impacts in their work through awareness improvement activities.

### **B. Information Disclosure**

HYUNDAI WIA shall disclose information on its biodiversity protection activities and performance through its website, sustainability report, or other channels. Related information shall be disclosed

in a manner that is accessible and understandable to internal and external stakeholders.

## 5. Supplementary Provision

- ① This Biodiversity Protection Policy shall be enacted as of May 17th, 2024.
- ② This Biodiversity Protection Policy is written in Korean and English, and if there is any discrepancy between the Korean and English versions, the Korean version shall prevail.

### Biodiversity conservation reporting & inquiry channels

<b>Approver</b>	The head of Planning Div.
<b>Administer</b>	Planning Management Team
<b>Admin Contact</b>	E-mail : <a href="mailto:hakyoung@hyundai-wia.com">hakyoung@hyundai-wia.com</a> Tel : 031-8068-3404