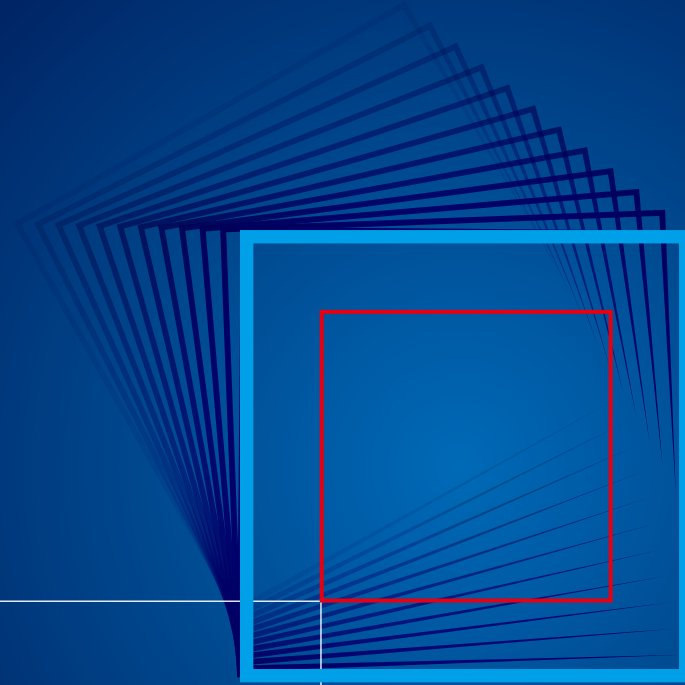


HYUNDAI WIA SUSTAINABILITY REPORT 2026



CREATING VALUE IN SEAMLESS MOBILITY

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

HYUNDAI
wia

About This Report

Cautionary Statement Regarding Forward-Looking Information

This report may contain forward-looking statements, including forecasts, projections, estimates, and expectations regarding the future, in addition to information relating to HYUNDAI WIA's current and past sustainability management activities and performance. Words and expressions such as "forecast," "anticipate," "expect," "plan," "target," "intend," "will," and similar terms are intended to identify such forward-looking statements. These statements are based on our reasonable assumptions, expectations, and forecasts as of the date of publication of this report and are subject to known and unknown risks and uncertainties. Accordingly, actual results may differ materially from those expressed or implied in such forward-looking statements. HYUNDAI WIA does not guarantee the accuracy or completeness of any judgments, estimates, or assumptions contained in this report and assumes no obligation to update or revise any forward-looking statements in response to subsequent changes in underlying information or circumstances after the publication of this report. Readers are advised that this report should not be used under any circumstances as legal evidence for determining liability in relation to investment decisions or investment outcomes.

Report Overview

HYUNDAI WIA publishes an annual Sustainability Report to communicate its ESG management efforts and key achievements to stakeholders. This report focuses on our major ESG activities, performance, improvement initiatives, and future directions for 2025.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and also references major global disclosure frameworks, including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards. Greenhouse gas (GHG) emissions and energy consumption data were prepared based on the GHG verification results.

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). The non-financial information presented in this report primarily covers HYUNDAI WIA's major domestic and overseas business sites and ESG-related activities. Where the reporting scope differs for specific data, the applicable scope is separately indicated in the relevant section. In cases where calculation methodologies, reporting boundaries, or data aggregation methods have changed from those used in the previous report, the reasons for such changes and their impacts are disclosed accordingly.

Reporting Period & Frequency

This report covers activities and performance from January 1 to December 31, 2025. Certain significant activities and achievements from the first half of 2026 have also been included where relevant. The report is published annually and was issued in June 2026.

Report Verification

To enhance the reliability of the information presented, key ESG disclosures included in this report have been independently assured by the Korean Foundation for Quality (KFQ), an external verification provider. The verification process focused on the appropriateness of the reporting standards applied, the accuracy of the data disclosed, and the balance of the report content. The Independent Verification Statement is included in the Appendix of this report.

Contact Information

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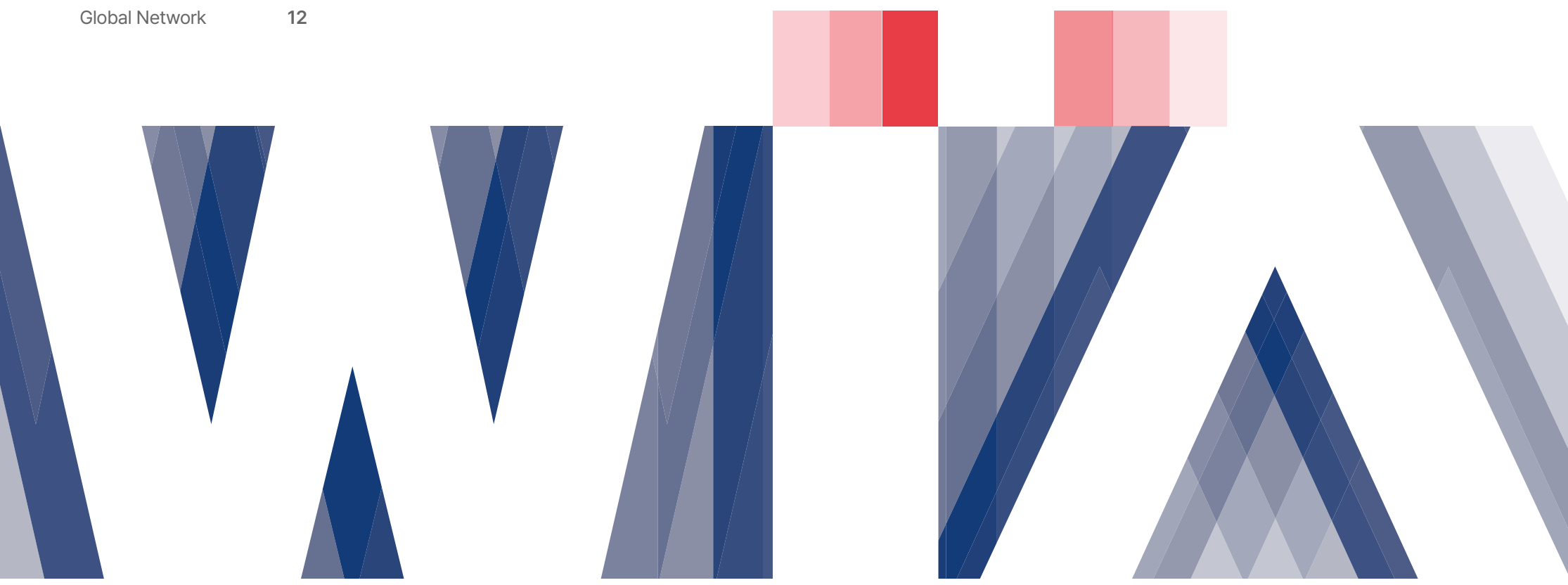
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CEO Message



O-Sung Kwon President / CEO of HYUNDAI WIA

HYUNDAI WIA will accelerate technological innovation and digital transformation.

HYUNDAI WIA continues to expand its future growth foundation by internalizing core technologies for integrated thermal management systems, strengthening the competitiveness of its driveline and constant velocity joint businesses, and advancing robotics technologies. At the same time, we are enhancing quality and mass-production competitiveness through the advancement of manufacturing processes and production operations, while establishing a more stable and efficient production system. Furthermore, we are integrating artificial intelligence (AI) and digital transformation initiatives across all business functions including research and development, production, quality, and procurement to improve productivity and quality while strengthening cost competitiveness and profitability. HYUNDAI WIA continues to build a resilient business structure capable of sustainable growth through technological and manufacturing innovation.

Dear Stakeholders,

I would like to express my sincere gratitude to all stakeholders for your continued interest in and support of HYUNDAI WIA's journey toward sustainable growth and transformation.

Over the past year, the global business environment has been more challenging than ever, marked by rising protectionism, persistently high exchange rates, geopolitical uncertainties, and weakening demand. The automotive industry has also been undergoing fundamental changes as the transition to electrification, supply chain restructuring, and increasing climate-related expectations continue to redefine corporate competitiveness. Amid these changes, HYUNDAI WIA has remained focused not only on short-term performance but also on strengthening the foundation for sustainable growth.

HYUNDAI WIA has reinforced its production competitiveness in the thermal management systems business, laying the groundwork for future growth, while maintaining a stable earnings base in its mobility sector. In addition, in the Mobility Solutions sector, HYUNDAI WIA is expanding our robotics portfolio, while in the Defense business, we are creating new market opportunities by introducing next-generation weapon systems. By advancing our business portfolio and strengthening our technological capabilities, we are proactively responding to evolving market demands and continuously building the foundation for enhancing our long-term corporate value.

We believe that sustainable growth cannot be achieved through technological and product competitiveness alone. It also requires responsible environmental and social stewardship, ethical and transparent decision-making, and trust throughout the value chain. Accordingly, HYUNDAI WIA regards ESG not as a separate initiative, but as a core management principle for sustainable growth. We will continue our efforts to embed ESG throughout our business operations through the following priorities.

HYUNDAI WIA will strengthen internal and external trust through compliance excellence.

The foundation of sustainable growth extends beyond technological innovation. Expectations placed on companies by global markets and supply chains continue to rise, and standards related to ethics, fairness, information security, and internal controls are increasingly becoming key determinants of corporate trust. HYUNDAI WIA recognizes compliance as both a fundamental responsibility and a source of competitive advantage. We are continuously enhancing the effectiveness of our internal control systems while institutionalizing regular training and monitoring activities to foster a culture of compliance that is actively practiced throughout our operations. Through these efforts, we aim to further strengthen trust among stakeholders and reinforce the foundation for sustainable growth.

HYUNDAI WIA will accelerate the transition toward carbon neutrality.

Addressing climate change and achieving carbon neutrality are among the most critical priorities shaping HYUNDAI WIA's sustainable future. With the goal of achieving carbon neutrality by 2045, we continue to expand renewable energy adoption, improve energy efficiency, and implement GHG reduction initiatives. In particular, we have established a more systematic and credible framework for carbon neutrality by aligning our management system with the requirements of the Science Based Targets initiative (SBTi). We will continue to systematically manage environmental impacts across the entire product lifecycle and proactively respond to evolving global climate expectations.

HYUNDAI WIA will strengthen workplace safety and responsible supply chain management.

HYUNDAI WIA believes that sustainability management becomes truly meaningful when it is pursued together with employees, suppliers, and local communities. Creating a safe workplace is one of the most fundamental responsibilities of any company, while responsible supply chain management is an essential element of sustainable competitiveness. Accordingly, HYUNDAI WIA places the highest priority on employee safety by strengthening its safety culture and preventive management systems. At the same time, we will continue to enhance responsible supply chain management in collaboration with our suppliers and strengthen the future capabilities of our organization. Through these efforts, we will further deepen trust with all stakeholders and create sustainable value, moving forward together.

The year 2026 marks a significant milestone as HYUNDAI WIA celebrates its 50th anniversary. Over the past five decades, HYUNDAI WIA has grown through periods of change and uncertainty, driven by its technological expertise and manufacturing excellence. Today, building on the strengths accumulated over the years, we stand at the starting point of a new transformation as we prepare for the next century. HYUNDAI WIA will continue to advance as a safer, more transparent, and trustworthy company through strong technological leadership, responsible management practices, and steadfast commitment to carbon neutrality and compliance management. We look forward to your continued interest in and support of HYUNDAI WIA's journey toward a sustainable future.

Thank you.

About HYUNDAI WIA

Company Overview

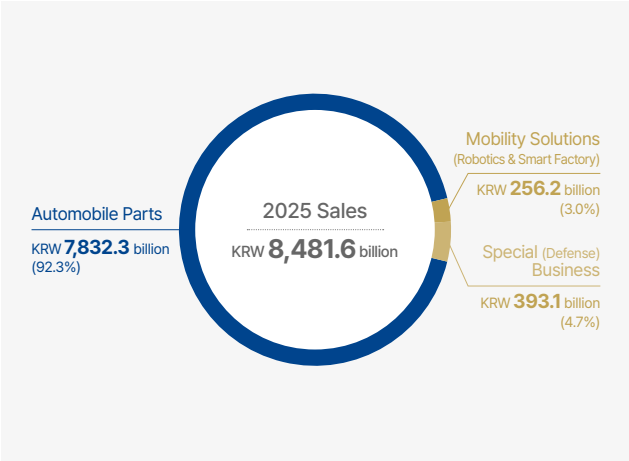
HYUNDAI WIA is responding to the rapid transformation of the global mobility industry by supplying high-quality, high-performance core components and solutions to automotive manufacturers worldwide. We manufacture a wide range of conventional powertrain components, including engines, drive axles, four-wheel-drive systems, and constant velocity joints in-house. At the same time, HYUNDAI WIA is strengthening its competitiveness in the era of electrification by developing and supplying integrated thermal management systems applicable to various powertrains, including electric vehicles (EVs), hybrid electric vehicles (HEVs), and internal combustion engine (ICE) vehicles. In addition, HYUNDAI WIA provides integrated manufacturing and logistics solutions encompassing logistics robots, parking robots, collaborative robots, and smart factory systems. Leveraging technologies in control systems, robotics, and autonomous mobility, we enhance productivity and quality competitiveness in manufacturing environments while actively addressing the growing demand for digital transformation and smart manufacturing across global production sites. Furthermore, based on its precision engineering capabilities, HYUNDAI WIA supplies medium- and large-caliber artillery, naval guns, and aircraft landing gear to customers in both domestic and international markets. We are also expanding the defense business portfolio through advanced defense solutions, including independently developed Remote Controlled Weapon System (RCWS). Building on this diversified business portfolio, HYUNDAI WIA continues to expand investment in research and development while strengthening global manufacturing and sales networks. We will create new value through the convergence of future mobility, smart manufacturing, and precision engineering technologies, contributing to sustainable growth and the development of a better industrial ecosystem for the future.

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)	O-Sung Kwon
Key Business Areas ¹⁾	Mobility (Parts, Solutions), Special Business (Defense Business)
Credit Rating	AA-
Employees	5,417 (Including overseas)

1) Completed the spin-off and divestiture of the machine tool business (July 14, 2025)

Sales by Business

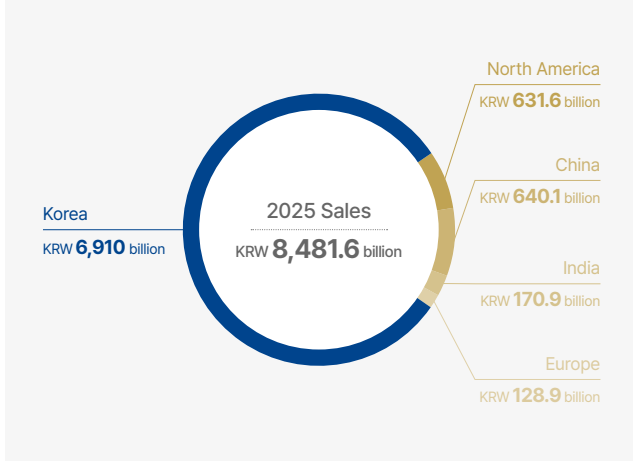


Key Financial Performance (Consolidated)

(Unit: KRW million)

Category	2023	2024	2025
Total Assets	6,825,905	7,075,991	7,025,106
Total Equity	3,766,754	4,026,299	4,065,428
Revenue (Sales)	8,165,581	8,180,886	8,481,561
Gross Profit	509,038	537,401	538,522
Operating Profit	232,802	218,810	204,413
Net Profit From Continuing Operations	59,468	106,478	160,491

Sales by Region



About HYUNDAI WIA

Company History

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



- 2001** • Manufacturing record of 3 million constant velocity joints (CVJ)
- 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

- 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 the Seosan multipurpose engine plant and commencement of mass production
- First in Korea to surpass cumulative production of 100 million CV joints



- 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)



- 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

- 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)
- Awarded the Grand Prize at the Korea Management Awards

- 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)



- 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)
- 2025** • Commenced Mass Production of Automotive HVAC Systems
- Entered the Mobile Robot Market

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



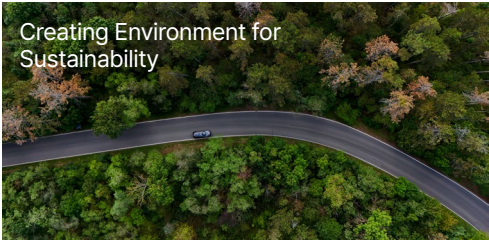
- Establishment of an integrated thermal management system (ITMS)
- Optimization and modularization of thermal management and automotive electronics
- Fun driving enabled by 4WD and e-TVTC

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 systems 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 set goals with the aim to create a better future with an enterprising spirit.



Better Lives for Everyone

We offer greater value by providing better products and services to more people, more swiftly, thereby enriching the lives of humanity.

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; we embrace every opportunity for greater challenges 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 suppliers.



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

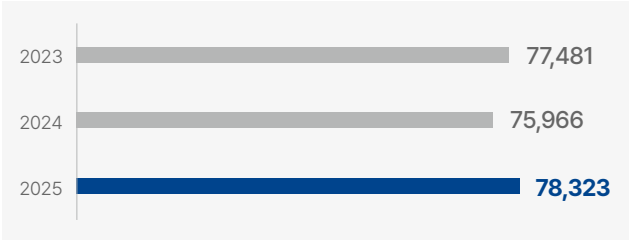
We respect the diversity of cultures and customs, aspire to be the world's best at what we do, and strive to become a respected global corporate citizen.

Business Overview

Automotive Parts Business

Building on the expertise accumulated through the production of drivetrain components, HYUNDAI WIA is developing key components for eco-friendly vehicles, including integrated thermal management systems, in response to the evolving mobility market. Through these efforts, we aim to contribute to the sustainable transition of the future mobility industry.

Automotive Parts Business Performance (Unit: KRW 100 million)



Main Products

Thermal Management	Integrated Thermal Management Module
Driveline System	Axle, PTU ¹⁾ , ATC ²⁾ , e-LSD ³⁾ , Coupling
CVJ	CVJ ⁴⁾ , IDA ⁵⁾
Engine	Gasoline, Diesel
Module	Chassis Module, Axle Module, Tire Module

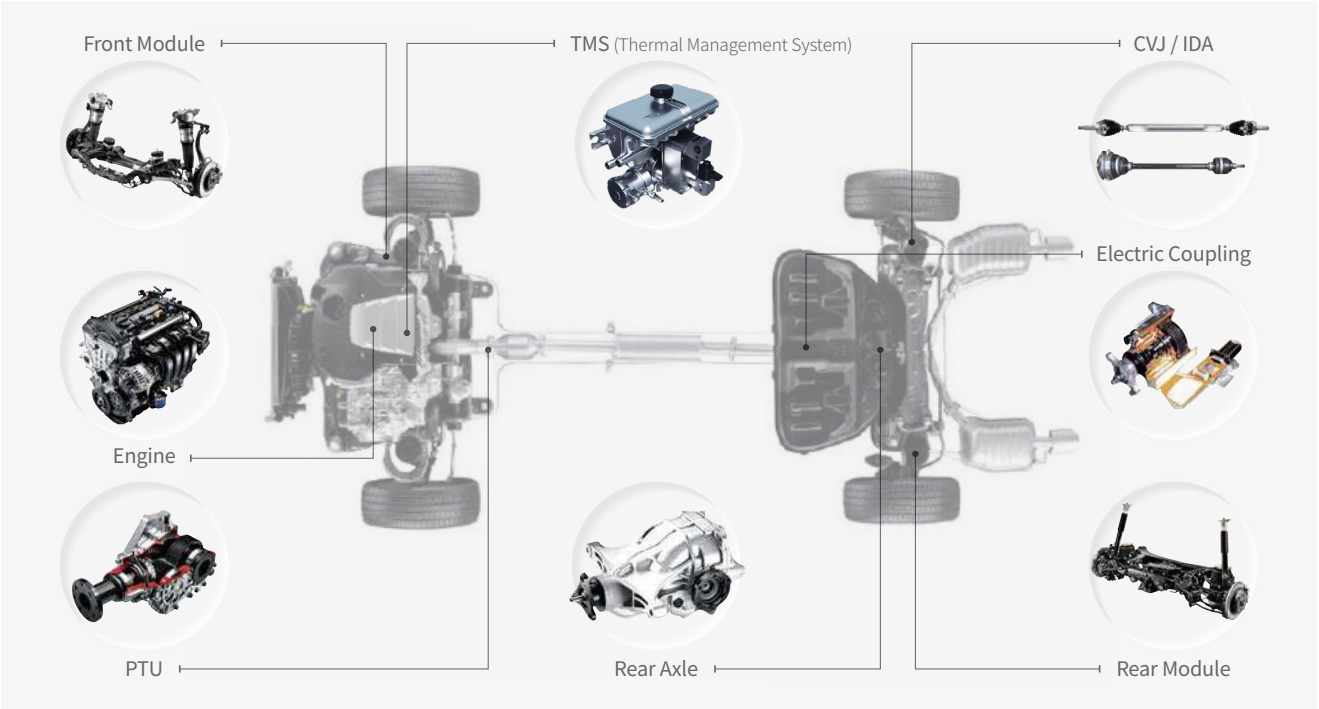
1) Power Take-Off Unit
2) Active Transfer Case
3) Electronic Limited-Slip Differential
4) Constant Velocity Joint
5) Integrated Drive Axle

Core Automotive Parts and Components

Leveraging its differentiated technological capabilities, HYUNDAI WIA has grown into a leading company in the automotive components industry. We continue to strengthen competitiveness in the global market through a diverse portfolio of automotive modules, all-wheel drive (AWD) systems, constant velocity joints (CVJs), and other key drivetrain and chassis system components. Going forward, HYUNDAI WIA will continue to grow as a trusted partner in the automotive components industry by expanding investments in research and development and further enhancing manufacturing competitiveness.

Eco-friendly Automotive Components

In response to the growth of the eco-friendly vehicle market, HYUNDAI WIA is expanding its investments in and development of environmentally friendly automotive components. We are leveraging extensive expertise in internal combustion engine component manufacturing to advance the development of electrification and eco-friendly vehicle components, while establishing a foundation for next-generation integrated thermal management systems. By securing production capabilities for eco-friendly vehicles, including electric vehicles (EVs) and hydrogen fuel cell vehicles (FCEVs), HYUNDAI WIA aims to minimize the environmental impact of its products and continuously expand its eco-friendly automotive components business portfolio.

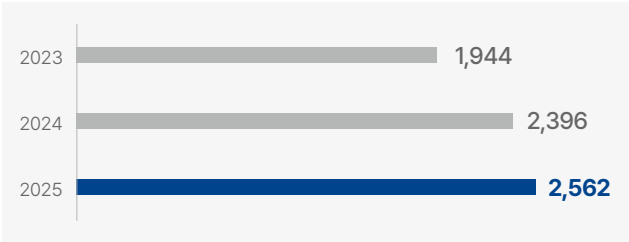


Business Overview

Mobility Solutions Business

HYUNDAI WIA provides integrated manufacturing and logistics solutions encompassing logistics robots, parking robots, collaborative robots, and smart factory systems. By leveraging control systems, robotics, and autonomous driving technologies, we enhance productivity and quality competitiveness across manufacturing sites while proactively responding to the growing demand for digital transformation and smart manufacturing in global production facilities.

Mobility Solutions Business Performance (Unit: KRW 100 million)



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 manufacturing equipment

Robot

In the robotics sector, HYUNDAI WIA is expanding our manufacturing and logistics solutions based on the internalization of unmanned solution technologies. We provide smart manufacturing and logistics solutions, intelligent control systems, and automation systems, as well as robots for operational and production environments, including autonomous mobile robots (AMRs) and automated guided vehicles (AGVs), multi-joint robots (collaborative robots and MPRs), and parking robots.



Parking Robots



Autonomous Mobile Robot (AMR)

Smart Factory

In the smart factory sector, we enhance productivity and operational efficiency at manufacturing sites by directly designing and supplying key production lines for finished vehicles, including powertrain line centers, robot and jig systems, and EV hairpin motor manufacturing equipment. To respond to the rapidly changing manufacturing environment, we plan to expand our business scope into the production equipment sector for electrification components.



Robot systems



Fixture systems



EV hairpin motor

Business Overview

Special Business

In the defense business, HYUNDAI WIA develops and manufactures land, naval, and aviation products based on our precision machining technologies and mechanical system design capabilities. Our major business areas include medium- and large-caliber artillery, naval guns, aircraft landing gears, and remote-controlled weapon systems (RCWS). HYUNDAI WIA supplies defense products in response to domestic and global demand, and we are recently expanding our capabilities into advanced weapon system sectors, including RCWS and anti-drone technologies.

Ground, Naval and Aviation Weapons

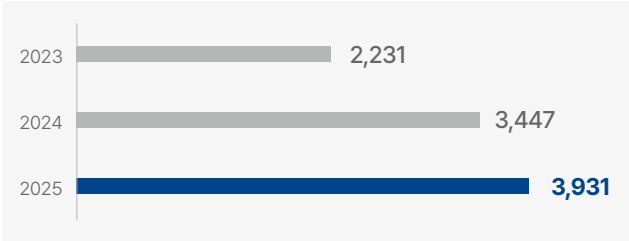
Based on our precision machining technologies, HYUNDAI WIA manufactures core components for land-based weapon systems, including the K2 main battle tank and K9 self-propelled howitzer. Since establishing our mass production system for naval guns in 2000, we have supplied naval defense products and secured development and manufacturing capabilities for aircraft landing gears in the aviation sector. Through these efforts, HYUNDAI WIA operates a defense business portfolio spanning ground, naval, and aviation domains.

Future Business

HYUNDAI WIA is pursuing the development of defense technologies based on unmanned and automated systems in response to changes in the defense environment. We are striving to advance weapon systems suited to future battlefield environments by leveraging our precision machining, control, and system integration capabilities accumulated through our existing defense business. We are also strengthening our competitiveness in the defense sector by integrating core defense technologies with digital technologies and based on these capabilities, expanding our technologies into future mobility areas, including urban air mobility (UAM).

Special Business Performance

(Unit: KRW 100 million)



Main Products

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



Self-propelled artillery



Mortar



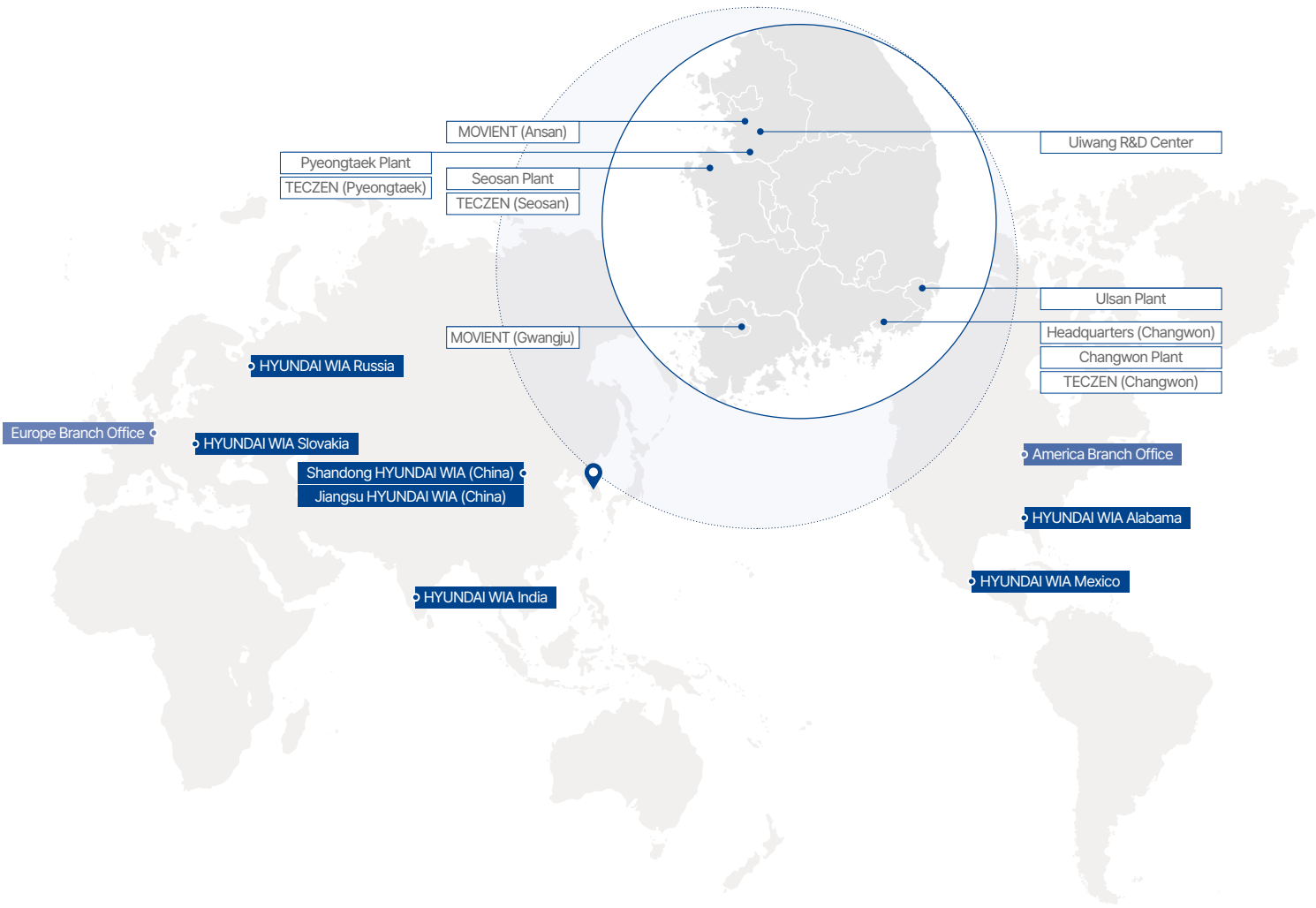
Naval gun



Landing gear

Global Network

HYUNDAI WIA has established a global network across eight countries, including Korea, the United States, China, Mexico, India, Russia, Germany, and Slovakia, and supplies innovative mobility products featuring the highest levels of quality and performance to global automotive manufacturers.



Domestic Business Sites & Subsidiaries	
Headquarters	• Changwon
R&D	• Uiwang R&D Center
Domestic Production	• Changwon Plant (1, 2, 3) • Seosan Plant • Pyeongtaek Plant • Ulsan Plant ¹⁾
Subsidiaries	• TECZEN (Pyeongtaek, Seosan, and Changwon) • MOVIENT (Ansan and Gwangju)

1) Sale of the Ulsan Plant in Progress

Overseas Business Sites	
Global Production	• Shandong HYUNDAI WIA (China) • Jiangsu HYUNDAI WIA (China) • HYUNDAI WIA Mexico (Monterrey) • HYUNDAI WIA Russia (Saint Petersburg) • HYUNDAI WIA India (Chennai) • HYUNDAI WIA Alabama • HYUNDAI WIA Slovakia (Zilina)
Global Sales	• America Branch Office (Detroit, USA) • Europe Branch Office (Rüsselsheim, Germany)

ESG MANAGEMENT

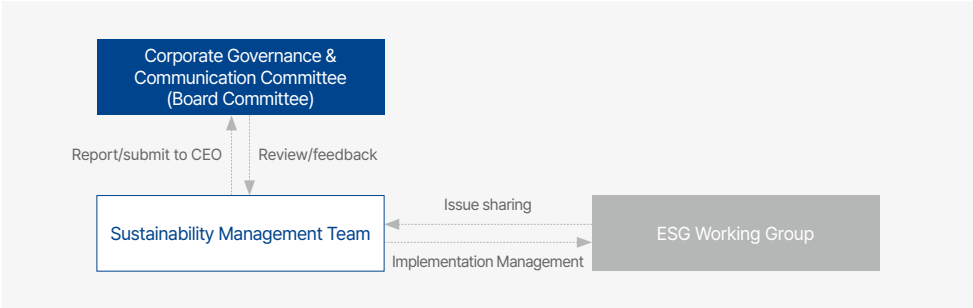
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ESG Management System

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 Sustainability Management 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 oversees key decision-making and implementation of sustainable management activities, with representatives from responsible departments participating based on their respective ESG focus areas. Issues identified as requiring reporting and review are reported to the CEO and the Corporate Governance & Communication Committee, where management and the Board of Directors review such 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 responsible departments.

ESG Governance Structure



ESG Key Performance Indicators (KPIs) at C-Level

ESG evaluation

Transition to carbon neutrality

Strengthening safety and health management

Organizational culture

Information security management

Fair trade compliance

Target	ESG Evaluation	Carbon Neutrality Transition	Compensation
CEO	Overall ESG achievement rate	- Level of establishment of the carbon neutrality implementation framework - Carbon neutrality target achievement rate	Performance Evaluation Reflection (Linked to Incentives)
Business Unit Heads / Subsidiary Heads	- Achievement level of ESG action plans by business unit - Overall ESG achievement rate	RE100 target achievement rate	
Responsible Employees	Achievement level of ESG action plans by department/individual	Achievement level of carbon neutrality action plans by department/individual	

Key Areas of Involvement by Responsible Departments

Category	Responsible Department(s)	Key Initiatives and Performance Management Areas
Environmental	- Sustainability Management Team - Property & Infra Development Team - Safety & Environment Team	Carbon neutrality, RE100, GHG emissions, environmental management at business sites, biodiversity, product life cycle assessment (LCA), and supply chain carbon emissions
Social	- Safety & Health Team - HR Team - People & Culture Team - Talent Acquisition Team - Supplier Cooperation Team - Communication Team	Occupational health and safety, human rights, diversity and inclusion, talent development, working environment, supplier ESG, win-win growth, and social contribution
Governance	- Investor Relations Team - Business Planning Team	Risk management, including fair trade, ethical management, and compliance support

ESG Management System

ESG Strategy

As a major affiliate of Hyundai Motor Group, HYUNDAI WIA has adopted the Group's CSR message, "The Right Move for the Right Future," as our vision. In line with the three pillars of "Move for Our Planet, People, Community," we are implementing nine major initiatives and creating positive changes toward a sustainable future through the right movement.

ESG Vision & Initiatives



ESG Performance & Communication

ESG Ratings and Performance Highlights



2025 KCGS ESG Rating
A+ (Integrated Rating)



2025 EcoVadis Sustainability Assessment **Gold** Medal



2025 CDP
Climate Change **A** List



2025 MSCI ESG Rating **BB**

 E	Obtained SBTi validation	Received 2025 CDP Korea Awards Honors Club and Carbon Management Sector Honors	Achieved a 14.8% RE100 implementation rate
 S	Established a Human Rights Management Roadmap	Promoted the Expansion of Employment Opportunities for Persons with Disabilities	Achieved Zero Serious Industrial Accidents
 G	Achieved an AA rating for the Fair Trade Compliance Program (CP) for two consecutive years	Adopted the Lead Independent Director System	

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, continually engaging with them to respond to changes in sustainable management agendas and improve business processes. HYUNDAI WIA will continue to address stakeholders’ opinions, 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	• Business portfolio diversification • Business risk management • Climate change response	• Report business performance through regular disclosures • Advance mid-to-long-term business strategy • Build a foundation for future value creation	• General shareholders’ meeting (annually) • Management disclosures (quarterly) • IR activities (as needed)
Customers	• Building product quality competitiveness • Provision of transparent product information • Climate change response	• Collect and reflect customer opinions and feedback • Sales and marketing activities	• Customer satisfaction survey (as needed) • Sales/marketing activities (as needed) • Voice of Customers channels (as needed)
Local Communities	• Reinforcement of environmental and safety activities • Local economy revitalization and social contribution	• Strengthen environmental and safety management on business sites • Operate community contribution Programs	• Corporate social responsibility (CSR) activities (as needed)
Suppliers	• Win-win growth and technological cooperation • Prevention of anti-competitive behaviors and corruption	• Support management and technology • Prevent unfair trade practices and Corruption	• Supplier conferences (annually) • On-site visits and inspections (as needed) • Supplier grievances channel (as needed)
Government	• Compliance with laws and regulations • Strengthening public-private partnerships, including defense business	• Communicate with regulatory and supervisory agencies • Prevent unfair trade practices and corruption	• Government meetings and briefings (as needed) • Engagement in government policy and investment initiatives (as needed)
Executives & Employees	• Working environment and organizational culture improvement • Capabilities enhancement	• Enhance welfare benefits and promote organizational culture improvement initiatives • Implement programs to strengthen job-related and leadership competencies	• Labor-management council (as needed) • Labor-management meetings (as needed) • Employment Stability Committee (on an ongoing basis)

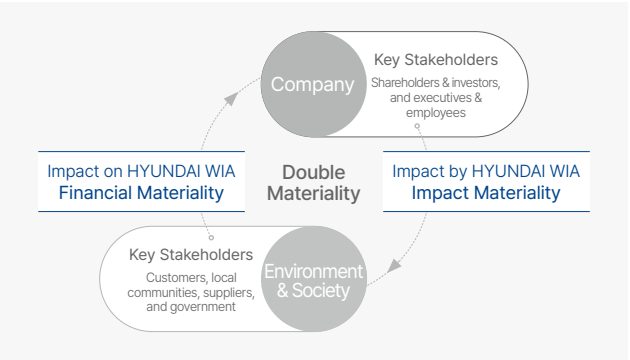
Materiality Assessment

Double Materiality Assessment

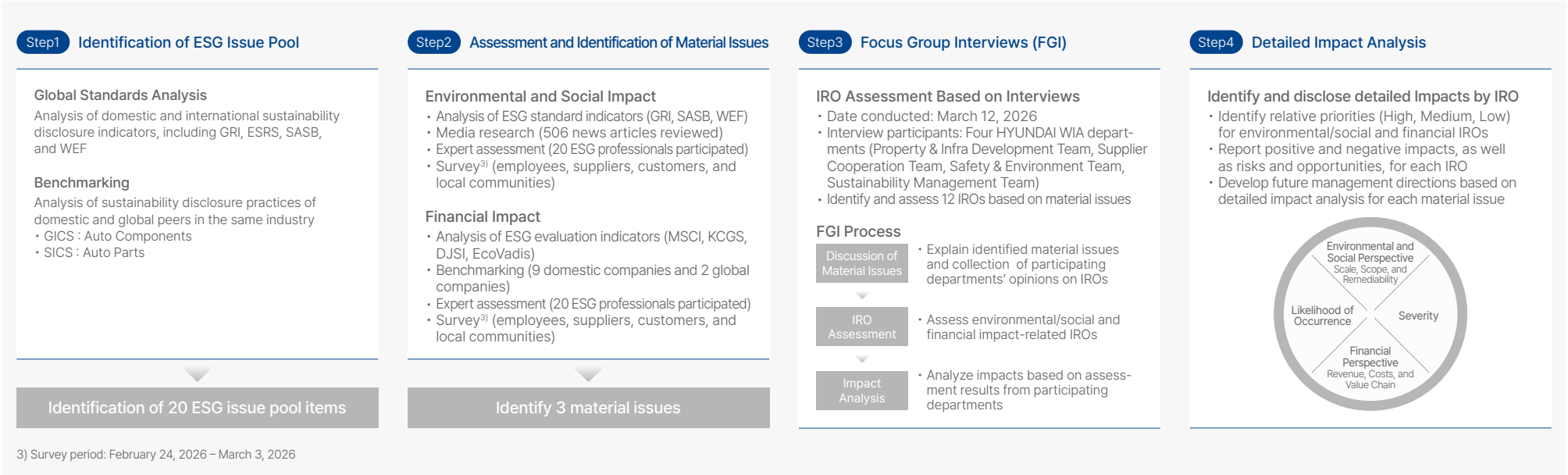
HYUNDAI WIA conducted a double materiality assessment by referring to global standards and frameworks related to materiality assessments, including GRI, KSSB, and ESRS. Through this assessment, we identified the interests and expectations of various stakeholders and comprehensively reviewed the impacts of our business activities and sustainability issues on the company, as well as on the environment and society. In addition, key sustainability issues requiring focused management and systematic disclosure were identified, and the assessment results are being reflected in business strategies and major decision-making processes. Furthermore, focus group interviews (FGIs)¹⁾ were conducted to evaluate the actual and potential impacts, risks, and opportunities (IROs)²⁾ associated with each material issue. Environmental and social impacts were analyzed based on the criteria of scale, scope, and remediability, while financial impacts were assessed based on revenue, costs, and the scope of value chain impacts. The relative significance of each issue was comprehensively reviewed. Based on the assessment results, positive and negative impacts, as well as risks and opportunities, were identified for each material issue, and future management directions were established.

1) FGI : Focus Group Interview
2) IRO : Impact, Risk & Opportunity

Double Materiality Concept



Assessment Process



Materiality Assessment

Double Materiality Assessment

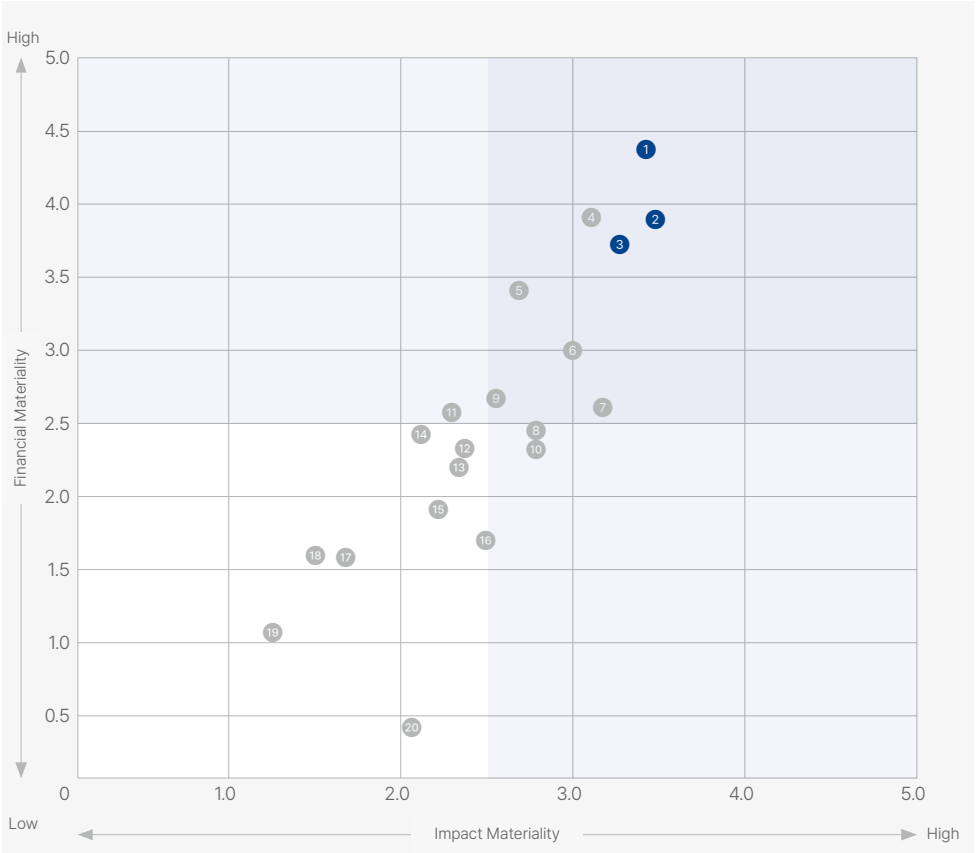
Assessment Results

Through its double materiality assessment, HYUNDAI WIA identified key sustainability issues by comprehensively considering environmental, social, and financial impacts. Based on the assessment results, we selected “Sustainable Supply Chain Management,” “Occupational Health and Safety Management,” and “Climate Change Response and GHG Reduction” as our key material issues, all of which demonstrated an elevated level of significance from both environmental/social and financial impact perspectives.

2026 Double Materiality Assessment Results

No.	Issue	Environmental & Social Impact	Financial Impact
1	Sustainable Supply Chain Management Material Issue 1	H	H
2	Occupational Health and Safety Management Material Issue 2	H	H
3	Climate Change Response and GHG Reduction Material Issue 3	H	H
4	Product Safety and Quality Management	H	H
5	Ethics and Compliance Management	M	H
6	Enhancing Technological Competitiveness through R&D	H	H
7	Development of Environmentally Friendly Products	H	M
8	Waste Management and Resource Circularity	M	M
9	Human Resource Management and Capability Development	M	M
10	Pollutant Emissions Management	M	M
11	Enterprise Risk Management	L	M
12	Respect for Human Rights	M	M
13	Customer Satisfaction Enhancement	M	L
14	Sound Corporate Governance	L	M
15	Information Security and Personal Data Protection	L	L
16	Environmental Management System	M	L
17	Employee Diversity and Equal Opportunity	L	L
18	Water Resource Management	L	L
19	Biodiversity Impact Management	L	L
20	Community Impact Management	L	L

Double Materiality Matrix



Materiality Assessment

Double Materiality Assessment

IRO Assessment

To gain a deeper understanding of the impacts associated with the identified material issues, HYUNDAI WIA conducted focus group interviews (FGIs) with relevant departments. Through this process, we separately assessed the environmental, social, and financial impacts of each material issue and evaluated their relative significance. Both environmental and social impacts and financial impacts were assessed by considering short-, medium-, and long-term perspectives, as well as the likelihood of occurrence. Environmental and social impacts were assessed based on scale, scope, and remediability, while financial impacts were assessed with a focus on their implications for revenue, costs, and the value chain. Assessment results were classified as High, Medium, or Low according to the relative level of impact among the issues evaluated. High indicates issues with a relatively greater level of impact, Medium represents issues with a moderate level of impact, and Low refers to issues with a relatively lower level of impact that nevertheless require ongoing management and monitoring.

Assessment Results

Environmental and Social Impacts (Impact)

Material Issue	Impacts	Detailed Impact	Scale	Scope	Remediability ¹⁾
Sustainable Supply Chain Management	Positive Impact	Strengthening suppliers' ESG capabilities and fostering a mutually beneficial ecosystem	M	M	N/A
	Negative Impact	Human rights violations and environmental pollution within the supply chain	H	H	M
Occupational Health and Safety Management	Positive Impact	Creating a safe working environment and promoting employee health and well-being	M	L	N/A
	Negative Impact	Human and societal losses resulting from serious industrial accidents	H	L	M
Climate Change Response and GHG Reduction	Positive Impact	Renewable energy transition and energy efficiency improvement initiatives	M	H	N/A
	Negative Impact	Environmental impacts arising from energy consumption and GHG emissions	H	H	M

1) Remediability was assessed only for negative impacts. Positive impacts are therefore marked as N/A.
2) Value Chain Categories: OP (Operation) – Business operations; UP (Upstream) – Raw material procurement and supply chain activities; DW (Downstream) – Distribution, product use, and end-of-life management.

Financial Impacts (Risks & Opportunities)

Material Issue	Impact	Detailed Impact	Revenue	Costs	Value Chain ²⁾
Sustainable Supply Chain Management	Risk	Restrictions on contract awards resulting from failure to comply with global supply chain due diligence regulations	H	M	OP & UP & DW
	Opportunity	Securing long-term supply competitiveness through an ESG-leading supply chain	M	M	OP & UP & DW
Occupational Health and Safety Management	Risk	Legal sanctions and operational disruptions resulting from workplace accidents	H	M	OP & UP
	Opportunity	Enhanced operational efficiency through the establishment of a proactive safety management system	L	L	OP
Climate Change Response and GHG Reduction	Risk	Increased carbon pricing and regulatory compliance costs	L	L	OP & UP & DW
	Opportunity	Capturing new market opportunities through the transition to an environmentally friendly product portfolio	H	M	OP & UP & DW

Materiality Assessment

Double Materiality Assessment

Material Issue Management

Material Issue	Reason for Selection and Impacts	Response Strategies	Key Performance & Activities	Targets	Pages
Sustainable Supply Chain Management	Collaboration and communication with suppliers are essential for sustainable corporate growth. Stable supply chain management contributes to operational efficiency, quality improvement, and enhanced customer satisfaction, serving as the foundation for long-term stability and strengthened global competitiveness.	HYUNDAI WIA has established a supply chain ESG management policy and conducts assessments to proactively respond to risks arising from the mandatory implementation of global supply chain due diligence regulations. Through these efforts, we aim to minimize negative impacts, such as human rights violations and environmental pollution within the supply chain, while strengthening suppliers' ESG capabilities and fostering a mutually beneficial ecosystem based on the establishment of a Supplier Code of Conduct and the implementation of supply chain ESG assessments. Furthermore, HYUNDAI WIA plans to secure long-term global competitiveness by building an ESG-leading supply chain through various win-win growth programs, including financial, technological, and educational support.	• ESG assessments conducted for 167 key suppliers • Technical support provided to 33 SQIT¹⁾ suppliers • KRW 68 billion operated through the Win-Win Growth Fund	• Conduct Q5 Star assessments for 120 suppliers in 2026 • Conduct supply chain ESG assessments for 170 suppliers in 2026	66-69
Occupational Health and Safety Management	Occupational health and safety is a critical priority that must be managed to protect employees' health and rights. A safe working environment contributes to improved productivity and cost reduction, while workplace accidents can lead to legal and reputational risks. Accordingly, companies must establish systematic occupational health and safety management systems and strengthen prevention-oriented management practices.	HYUNDAI WIA has declared our "Safety and Health First Management Policy" and established a management system centered on the Chief Safety Officer (CSO) and dedicated organizations to prevent human and social losses caused by serious industrial accidents, as well as legal and financial risks arising from operational disruptions. We enhance operational efficiency through proactive risk assessments and the establishment of an autonomous safety management system. Under our key strategy to reduce safety accidents by 50% by 2026, Hyundai WIA is concentrating our company-wide capabilities on creating a safe working environment and promoting employee health.	• Zero Serious Industrial Accidents • 4,563 risk assessments conducted • Selected as an outstanding company in the Ministry of Employment and Labor's Safety and Health Win-Win Cooperation Program	• Reduce LTIFR²⁾ by 5% year-on-year in 2026 • Reduce safety accidents by 50% compared to 2021	60-65
Climate Change Response and GHG Reduction	As the importance of addressing climate change continues to grow globally, related regulations and stakeholder expectations are becoming increasingly stringent. To maintain global competitiveness, companies must establish business plans aligned with carbon neutrality goals and systematically implement GHG reduction and climate change response initiatives.	HYUNDAI WIA manages climate change related agendas through the Corporate Governance & Communication Committee and integrates risks associated with rising carbon prices and increased costs due to strengthened global regulations into our enterprise risk management system. Based on our RE100 membership, we are actively promoting the transition to renewable energy and energy efficiency improvement initiatives to minimize negative environmental impacts arising from GHG emissions. In addition, HYUNDAI WIA enhances execution capabilities by incorporating carbon neutrality performance into key performance indicators (KPIs) for management, while creating business opportunities through the transition to an eco-friendly product portfolio.	• RE100 achievement rate: 14.8% • Cumulative solar self-generation: 1.6 GWh • Implement LCA for 14 product categories	• Achieve carbon neutrality and RE100 by 2045	24-33, 124-125

1) Supplier Quality Innovation Team
2) Lost Time Injury Frequency Rate

ESG PERFORMANCE

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Environmental

Environmental Management	23
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Environmental Impact Management	34
Natural Capital Protection	38

Environmental Management

Environmental Management System

Environmental Management 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 GHG 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 the 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 WIAs wastewater treatment facility, and managed at levels below 30% of the 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 relative to the total waste generated at all domestic business sites to 95%, 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 System Certification

HYUNDAI WIA has established environmental management systems at our domestic business sites 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 2025, seven domestic business sites and four overseas business 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 Business Sites		Overseas Business Sites
Changwon Plant 1 (headquarters)	Seosan Plant	Shandong HYUNDAI WIA
Changwon Plant 2	Pyeongtaek Plant	Jiangsu HYUNDAI WIA
Changwon Plant 3	Ulsan Plant 3	HYUNDAI WIA Mexico
Uiwang R&D Center		HYUNDAI WIA India

Environmental Training and Communication

HYUNDAI WIA provides specialized environmental training by subject area to strengthen our employees' environmental management capabilities. The training focuses on key environmental management areas, including water quality, waste, and hazardous chemicals, and we ensure that employees subject to mandatory legal training complete the required courses on a regular basis. In 2025, practical environmental training was provided to water quality environmental technicians, waste treatment personnel and employees dealing with and handling hazardous chemicals. In addition, we conducted climate change training for personnel responsible for responding to the CDP Climate Change questionnaire.

2025 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	4	16
Training for Employees Dealing with Hazardous Chemicals	All workers at workplaces subject to handling hazardous chemicals	Annually	721	1,442
Training in Managing and Handling Hazardous Chemicals	Hazardous chemical supervisors and handlers	Biannually	30	480
CDP Climate Change Training	CDP personnel	Annually	1	24
Integrated Environmental Manager Statutory Training	Integrated environmental managers	2 years 6 months	1	40

Environmental Risk Analysis and Monitoring

HYUNDAI WIA identifies and responds to environmental risks and opportunities that may arise in the course of our business operations, including increases in waste and water use, violations of environmental regulations, and customers' growing requirements for environmental management certification. We review major risks in conjunction with potential financial impacts and manage them through measures such as pollutant reduction, environmental liability insurance, and expansion of ISO 14001 certification coverage. In addition, facilities with potential environmental impacts on air, water, and soil are inspected on a daily and monthly basis to continuously monitor regulatory compliance and potential risks. The results of these analyses and inspections are used to strengthen our preventive environmental management system and support decision-making for environmental management improvement.

Risks & Opportunities of Major Environmental Issues

Category	Risk/Opportunity	Description & Response Strategies	Financial Impact
Risk	Increase in waste disposal and water use	· Increased waste generation and water use leading to higher treatment costs → Transition from conventional incineration and landfill disposal to recycling-based waste management practices	High (approx. KRW 1,297 billion)
	Environmental law violation	· Risk of fines and administrative sanctions due to wastewater and chemical leakage incidents in the event of environmental regulatory violations → Environmental liability insurance coverage in place	Medium
Opportunity	Environmental management certification	· Increasing demand for customers' environmental management certifications leading to a stronger need to secure order competitiveness → Expansion and renewal of ISO 14001 certification across business sites to enhance customer trust and meet customer requirements	Medium (approx. KRW 8 million)

Environmental Impact Facility Inspection and Monitoring System

Category	Inspection Cycle		Key Checkpoints
	Operating Department	Responsible 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
Hazardous 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 applicable management requirements and storage capacity limits

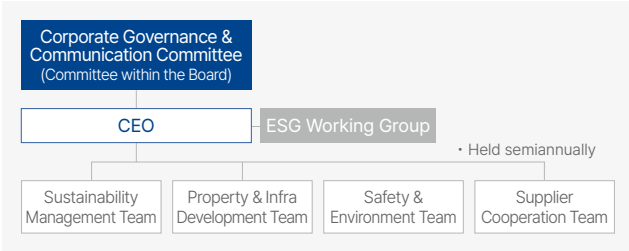
Environmental Management

Environmental Management System

Governance

HYUNDAI WIA manages climate change response and the implementation of carbon neutrality within our company-wide ESG governance framework. Key climate-related agenda items are discussed by the ESG Working Group, which consists of representatives from relevant departments, and are reported to the President & CEO and the Corporate Governance & Communication Committee of the Board of Directors, as necessary. The Corporate Governance & Communication Committee and management review these agenda items and oversee the implementation of our climate change response strategy and key initiatives. The ESG Working Group convenes semiannually to discuss major climate-related agenda items, including carbon neutrality implementation plans and the progress of RE100 implementation.

Climate Change Governance Structure



Roles & Responsibilities of the Board

HYUNDAI WIA has established the Board of Directors as the highest governing body to deliberate on and oversee key ESG agenda items, including climate change response and the implementation of carbon neutrality. 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. The Corporate Governance & Communication Committee under the Board of Directors reviews key ESG agenda items, including the progress of carbon neutrality and RE100 implementation, on a semiannual basis.

Roles & Responsibilities of the Executive Management

HYUNDAI WIA's management oversees the implementation of key climate- and environment-related initiatives, including climate change response, carbon neutrality, and environmental risk management. To ensure that climate and environment-related considerations are incorporated into key decision-making processes, we link environmental performance to management's key performance indicators (KPIs) and reflect KPI achievement in our compensation system. Through this approach, we promote management accountability for achieving carbon neutrality goals, enhancing climate change response performance, and effectively managing environmental risks.

Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA carries out environmental activities, including climate change response and environmental management by assigning responsibilities to relevant departments according to their respective roles. Each department reviews key agenda items, implementation tasks, and areas requiring interdepartmental collaboration through the ESG Working Group, which is held on a semiannual basis.

Category	Main Roles
Sustainability Management Team	• Climate change response strategy development and implementation monitoring, Overall management of ESG affairs
Property & Infra Development Team	• GHG emissions management, RE100 promotion, Implementation of GHG reduction and energy efficiency improvement
Safety & Environment Team	• Environmental risk assessment and inspection, Wastewater management and pollutant reduction, Resource circulation, Environmental regulatory compliance
Supplier Cooperation Team	• Operation of the supply chain environmental management system and performance evaluation

Environmental Management Policy

HYUNDAI WIA establishes environmental management policies to minimize environmental impacts and improve environmental performance. The policy applies to HYUNDAI WIA and its global sites and business units, serving as a guideline for implementing environmental management practices. In addition, we review and update the policy as necessary to reflect internal and external changes and the opinions of various stakeholders.

[↗ Environmental Management Policy](#)

Policy Scope

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

Environmental Management Guideline

- 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 disposal.
- 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 biodiversity and preserve the natural environment.
- 7 We disclose our environmental management performance to employees and stakeholders based on reasonable and objective criteria.

Climate Change Response

Strategy

Climate Risks & Opportunities

Category	Factors	Scope of Impact	Period	Magnitude of Impact	Financial Impact	Response Measures	Materiality
Transition Risk	Regulatory & Legal	Strengthening Emissions Trading System Regulations	Consolidated	●●●	Mid	• Increased expenditure on purchasing emission allowances to comply with domestic regulations	Material
	Regulatory & Legal	CBAM Response	Consolidated	●●●	Mid	• Increased costs for purchasing certificates to comply with global climate change-related regulations	
	Market	Changes in Customer (Car Maker) Requirements	Supply Chain	●●○	High	• Reduced order competitiveness if customer requirements for low-carbon supply chains are not met	Material
	Market	Raw Material Price Volatility	Supply Chain	●○○	Mid	• Declining profitability due to supply-demand imbalances of key raw materials and components and rising procurement costs	
	Technology	Replacement of Existing Products Due to the Emergence of Low-Carbon Products and Services	Supply Chain	○●●	High	• Decline in revenue and asset impairment due to reduced demand for existing internal combustion engine components	
Physical Risk	Acute	Damage to Business Sites Due to More Frequent Extreme Weather Events Such as Typhoons and Localized Heavy Rainfall	Consolidated	●●●	Mid	• Increased recovery costs and production disruptions due to flooding at business sites and operational shutdowns	Material
	Chronic	Heat Waves Due to Rising Average Annual Temperatures	Consolidated	●●●	Low	• Increased electricity demand and energy procurement costs due to chronic temperature increases, including heat waves	Material
Opportunity	Products/ Services	Market Expansion and Growing Demand for Eco-friendly Automotive Parts	Supply Chain	○●●	High	• Creation of new revenue streams through expanded supply of dedicated components for eco-friendly vehicles	Material
	Energy	Improvement of Energy Efficiency at Business Sites and Renewable Energy (RE) Transition	Consolidated	●●○	Mid	• Reduction of energy costs and enhancement of proactive response capabilities to global carbon regulations	Material

Results of Material Risks and Opportunities Assessment



Climate Change Response

Strategy

In-depth Analysis of Climate Risks and Detailed Response Strategies

HYUNDAI WIA analyzes risks at major global business sites to identify and prepare for potential physical impacts caused by extreme weather events. Through a cross-analysis of acute risk impacts from short-term extreme weather events and chronic risk impacts from temperature rise, it was found that certain sites, including Changwon, Pyeongtaek, and Seosan, are located in relatively higher-risk zones. Based on these analysis results, we are reviewing management priorities for each business site. Focusing on key business sites with high-risk exposure, we plan to gradually strengthen emergency response facilities and enhance customized emergency response manuals to systematically prepare for potential climate-related impacts.

Physical Risk Heatmap¹⁾

High Mid Low

Category	Changwon Plant ²⁾	Seosan Plant ²⁾	Pyeongtaek Plant ²⁾	Uiwang R&D Center	Shandong HYUNDAI WIA	Jiangsu HYUNDAI WIA	HYUNDAI WIA Mexico	HYUNDAI WIA Russia	HYUNDAI WIA India	HYUNDAI WIA U.S.	HYUNDAI (MOVIENT) WIA Slovakia	HYUNDAI (MOVIENT) Gwangju Plant	HYUNDAI (MOVIENT) Ansan Plant
Coastal Flooding	H	H	H	H	H	H	VL	M	H	VL	VL	VL	H
River Flooding	L	VL	VL	VL	VL	H	M	VL	H	L	L	VL	VL
Urban Flooding	H	M	M	M	M	M	L	VL	L	L	L	H	M
Heat Waves	M	M	M	M	H	H	H	L	H	M	L	M	M
Water Scarcity	L	L	L	L	H	M	M	H	H	VL	L	L	L
Landslides	M	M	L	L	L	VL	VL	VL	VL	VL	H	VL	L
Wildfires	H	H	H	H	H	H	H	L	H	H	M	M	H
Earthquakes	VL	VL	VL	VL	VL	L	VL	L	M	VL	M	VL	VL
Volcanic Eruptions	VL	VL	VL	VL	VL	VL	VL	VL	VL	VL	VL	VL	VL
Tsunamis	M	M	M	M	M	H	VL	VL	M	VL	VL	VL	M
Cyclones (Typhoons)	H	H	H	H	M	H	H	VL	H	H	VL	H	H

1) World bank think hazard

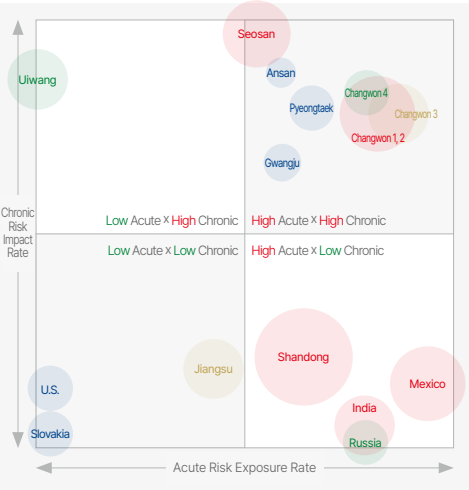
2) Includes TECZEN business sites (Changwon, Seosan, and Pyeongtaek)

Financial Impact Analysis³⁾

From a transition risk perspective, we quantified the long-term financial impacts of strengthened environmental regulations on HYUNDAI WIA by applying internationally recognized climate scenarios (NZE, APS, and STEPS). The analysis projected that the expansion of paid allocation under the domestic Emissions Trading System could result in cumulative financial costs of up to KRW 330 billion. HYUNDAI WIA has established minimizing potential carbon regulation costs of this scale as a key detailed response strategy. Accordingly, we continue to promote the transition to renewable energy (RE) across all business sites in line with our 2045 Carbon Neutrality Roadmap. By expanding in-house solar power generation facilities, we aim to minimize the burden of emission allowance purchase costs. In addition, we plan to gradually mitigate financial risks and secure long-term business competitiveness through company-wide investments in high-efficiency equipment and process energy audits.

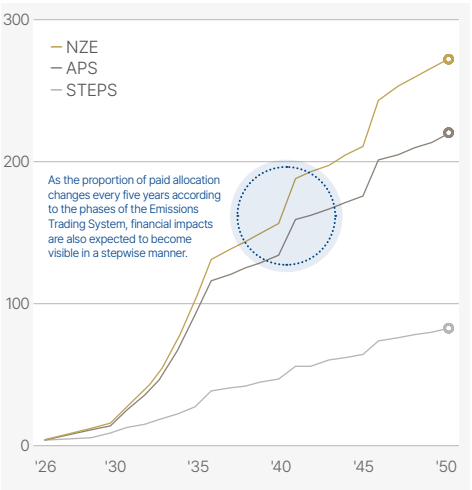
3) Analysis based on separate domestic financial statements

Physical Risk (Acute + Chronic) Positioning Map



- The scale of each axis is normalized based on the [maximum values](#) across all scenarios and transition years for each business site.
- The size of each circle represents the [Financial Exposure](#) associated with each risk occurrence, considering both asset value and energy costs.

Financial Impact Analysis by Climate Scenario (Unit: KRW 100 million)



Category	Unit	Lowest	Base Price	Highest
Short-term (2026)	KRW 100 million	3	4	4
Medium-term (2027~2030)	KRW 100 million	27	41	43
Long-term (2031~2050)	KRW 100 million	1,004	2,768	3,300

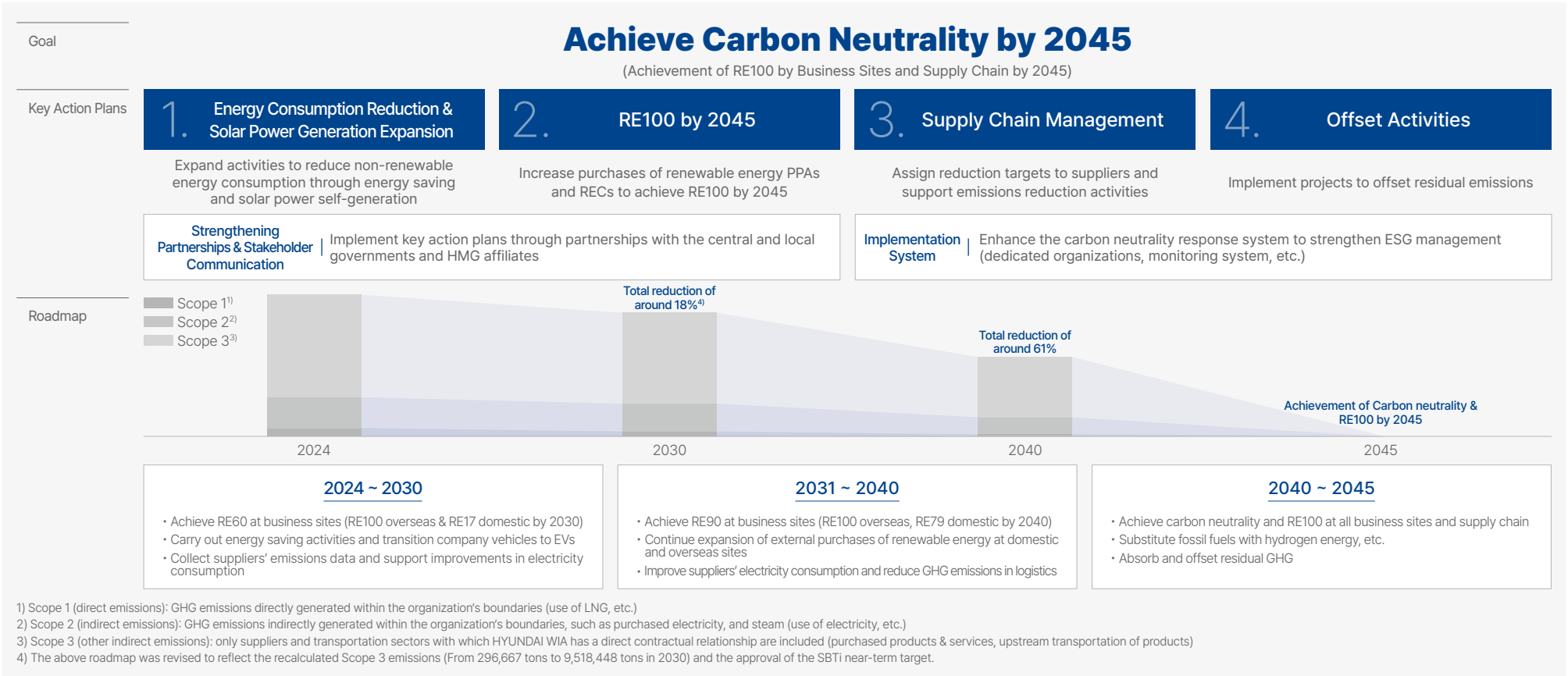
Climate Change Response

Strategy

Carbon Neutrality Strategy

HYUNDAI WIA established GHG reduction targets based on the 1.5°C scenario after joining the Science Based Targets initiative (SBTi). We are pursuing GHG emissions reductions across our business sites and the entire supply chain while strengthening our Scope 3 emissions management system in addition to Scope 1 and Scope 2 emissions management. Furthermore, we are advancing our mid- to long-term carbon neutrality goals based on RE100 implementation, energy efficiency improvements, renewable energy transition, and supply chain carbon management. GHG emissions¹⁾ from domestic and overseas business sites are verified by credible third-party verification bodies to ensure data reliability and accuracy. Since 2023, we have also conducted third-party verification of emissions from domestic subsidiaries that are not subject to the GHG Emissions Trading System.

1) Scope 3 targets are based on the Well Below 2°C scenario



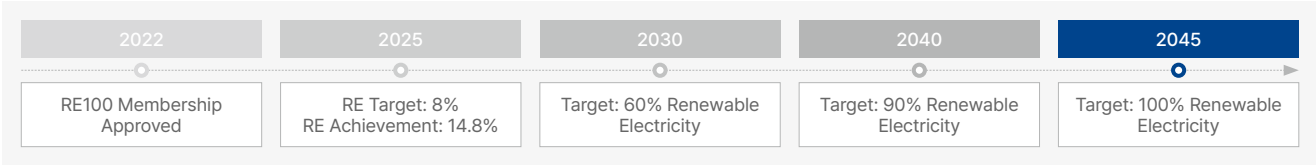
Climate Change Response

Strategy

RE100 Strategy

HYUNDAI WIA received final approval to join RE100 in April 2022. To progressively transition electricity consumption to renewable energy, we established targets of 60% by 2030, 90% by 2040, and 100% by 2045. To achieve these targets, we are actively increasing the share of renewable energy by implementing the most appropriate solutions based on the operating conditions of each business site, including the installation of on-site renewable energy generation infrastructure such as solar power systems, Power Purchase Agreements (PPAs) with renewable energy suppliers, and purchasing Renewable Energy Certificates (RECs).

RE100 Implementation Roadmap (Consolidated Basis)¹⁾



1) Based on energy consumption standards

2025 RE100 Implementation Status of Overseas Subsidiaries

RE100 °CLIMATE GROUP

Renewable Energy Adoption at Major Overseas Subsidiaries

HYUNDAI WIA is progressively advancing the energy transition across our overseas subsidiaries by considering each subsidiary's operating conditions and country-specific renewable energy policies. In particular, we are diversifying renewable energy solutions at major production sites where renewable energy procurement infrastructure is readily available. As a result, in 2025, we transitioned a total of 78,723 MWh of electricity to renewable energy across global operations and 1,163 MWh at the domestic business sites.

Leading the Transition in Europe and India

HYUNDAI WIA Slovakia has transitioned to 100% renewable electricity usage at its plant through the purchase of Guarantees of Origin (GOs). In addition, HYUNDAI WIA India procures approximately 89.3% of its electricity from renewable energy through PPAs and the purchase of RECs, while continuing to increase the share of renewable energy through ongoing infrastructure expansion.

Expanding Renewable Energy Adoption in China

The Jiangsu and Shandong HYUNDAI WIA, our major production sites in China, are also actively expanding renewable energy procurement. Through the execution of PPAs and increased purchases of RECs, the two subsidiaries achieved renewable energy transition rates of 76.6% and 18.6%, respectively. Building on the experience and best practices of these leading subsidiaries, HYUNDAI WIA plans to accelerate the achievement of RE100 by implementing regionally optimized renewable energy portfolios across our global operations.



SBTi Certification

HYUNDAI WIA joined the SBTi in 2025, and our GHG emissions reduction targets were approved in May 2026. To achieve these targets, we are implementing various initiatives, including investments in solar power, expanded renewable energy procurement, the transition of company vehicles to EVs, and the evaluation of low-carbon recycled materials for potential applications.

Category	Base Year	Target Year	Reduction Target
Scope 1, 2	2024	2030	36.5%
Scope 3		2035	31.8%

Zero-Emission Vehicle Transition

HYUNDAI WIA is promoting the transition of our company vehicles to zero-emission vehicles to reduce GHG emissions from our business sites. The transition covers all company vehicles operated by HYUNDAI WIA. To support this initiative, we have established a target of converting 100% of our company vehicle fleet to eco-friendly by 2035. We will prioritize the adoption of electric vehicles when replacing aging vehicles and gradually expand charging infrastructure at our business sites to achieve our electrification target.

Category	2024	2025
Number of Company Vehicles ¹⁾	73	57
Number of Hydrogen/Electric Vehicles	10	17
Conversion Rate	13.7%	29.8%

1) The number of company vehicles changed due to the divestiture of a business.

CDP Response



HYUNDAI WIA has prepared and disclosed our CDP Climate Change response annually since 2020, with third-party verification. In the 2025 CDP Climate Change assessment, we achieved the Leadership (A) rating. In addition, at the 2025 CDP Korea Awards, we received the Honors Club award, presented to the top five companies in Korea, as well as the Carbon Management Sector Honors award in the Consumer Discretionary sector.

Climate Change Response

Strategy

Supply Chain Carbon Neutrality Management

HYUNDAI WIA operates a Supply Chain Carbon Neutrality Roadmap to achieve carbon neutrality across our value chain. Currently, we measure product environmental impacts through Life Cycle Assessment (LCA), while establishing a foundation for calculating suppliers' GHG emissions. We plan to expand the scope of GHG management to overseas suppliers and integrate supply chain carbon data into an IT platform for consolidated monitoring. Based on the calculation framework established from 2040, we will offset residual emissions and achieve carbon neutrality across all business sites and the supply chain by 2045.

Supply Chain Carbon Neutrality Roadmap

Short-Term	Mid-to-Long-Term
- Collect and manage information including GHG emissions (ESG data) of key suppliers - Establish management process and conduct monitoring	- Collect and manage GHG emission information of other tier-1 suppliers and overseas suppliers - Expand operational efficiency through integrated management on an IT platform (linkage with LCA information)

Strategic Plans

Leveraging Affiliates and Local Partnerships

- Support low-carbon activities throughout the value chain by creating a joint fund with affiliates
- Cooperate with local governments and public corporations to support local carbon neutrality projects

Supplier Incentives

- Encourage suppliers to participate by providing related training, joint disclosures, and incentives

Energy Management and Efficiency

Operation of Solar Power Generation Facilities

HYUNDAI WIA is expanding the installation of on-site renewable energy generation facilities at our domestic business sites to achieve RE100. Starting with the Eumjae employee dormitory in 2017, we have installed and operated solar power generation facilities at major business sites, including Uiwang, Changwon, Seosan, and Pyeongtaek. As of 2025, the cumulative installed capacity reached 6,915 kW, with annual power generation of 8,432 MWh. In 2026, we plan to install additional solar power generation facilities at the Changwon and MOVIENT sites. Through this expansion, the cumulative installed capacity is expected to increase to 8,881 kW, with annual power generation reaching 10,765 MWh.

Solar Power System Investment Performance & Plan

Year	Location	Design Capacity (kW)	Estimated Annual Power Generation (MWh) ¹⁾
2017	Eumjae	2.6	4
2023	Changwon Plant 1, Uiwang	281	322
2024	Changwon Plant 1-3, Eumjae	1,012	1,198
2025	Changwon Plant 1 & 3, Seosan Plant, Pyeongtaek Plant	5,619	6,908
2026(Plan)	Changwon Plant 2, MOVIENT(Gwangju)	1,966	2,333

1) This is the estimated power generation based on design specifications, actual power generation may vary depending on solar radiation levels, operational rates, and other factors.

Energy Efficiency Facility Operation and Demand Management Activities

HYUNDAI WIA regularly inspects the efficiency of energy-intensive facilities at our business sites and reduces GHG emissions and energy consumption through facility improvements and replacements. In 2025, we continued investments in compressor facility improvements to ensure stable compressed air supply and reduce operating costs. At HYUNDAI WIA Slovakia, we improved the exhaust structure of air compressors to utilize waste heat generated from compressor operations for factory heating. The upgraded system supplies warm air generated during compressor operation into the factory during winter and releases it externally during summer. Through this system, we are utilizing waste heat generated from two 75 kW-class air compressors, with an estimated annual energy cost saving of approximately KRW 22 million based on a two-shift operation during winter. In addition, we participate in the Demand Response (DR) market for electricity consumers at the Changwon 1-3, Seosan, and Pyeongtaek sites, achieving annual energy cost savings of approximately KRW 79 million through these activities.

2025 Energy Efficiency Activities

Category	Item	Business Sites	Energy Cost Savings
Investment	Utilization of waste heat from air compressors for heating	HYUNDAI WIA Slovakia	KRW 22 million
	Installation of compressor automatic control system (electricity cost reduction)	Pyeongtaek Plant 1	KRW 75.6 million
Activity	Participation in the demand response market	Changwon 1-3, Seosan, and Pyeongtaek	KRW 79 million

GHG Emissions and Energy Monitoring

HYUNDAI WIA operates the WIA Energy Management System (WEMS), an MRV²⁾ system, to systematically manage energy consumption and GHG emissions. Through WEMS, we analyze company-wide energy consumption and usage patterns and utilize the data for establishing and managing energy reduction plans. The collected data is also used to respond to policies such as the GHG Emissions Trading Scheme and serves as a foundation for managing GHG reduction and energy-saving targets and performance. We will continue to enhance our climate change-related monitoring system based on reliable data.

2) MRV (Monitoring, Reporting, and Verification)

Climate Change Response

Strategy

Product Carbon Footprint Assessment and 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. In addition, we are establishing and implementing initiatives to reduce environmental impacts based on the evaluation results.

LCA Methodology

HYUNDAI WIA conducts LCA based on ISO 14040 and ISO 14044, the international standards related to LCA. Reflecting the characteristics of an automotive parts manufacturer, we defined the assessment boundary to cover the entire process 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 us and our suppliers.

LCA Process (Domestic)

Business Site Database Construction (Once a year)	Carbon Footprint Calculation for Target Product (Ongoing)	
① Business site data inventory preparation	④ Target product selection and product manufacturing data inventory preparation	⑦ Sub-component management plan establishment
② Business site data aggregation	⑤ Target product manufacturing data aggregation	⑧ Sub-component carbon footprint and material information aggregation
③ Product group and process data preparation	⑥ In-house manufacturing carbon footprint calculation	⑨ Sub-component material information verification
		⑩ Target product carbon footprint calculation

LCA Results & Targets

HYUNDAI WIA conducted LCA assessments for 14 types of automotive parts produced by the company, including TMS modules, constant velocity joints, and drive products, in 2025 based on the LCA process enhancement plan established in 2024. Based on the assessment results, we identified key insights and improvement initiatives. Starting in 2026, we plan to continuously expand the scope of LCA assessments to include product groups centered on awarded vehicle models. We will actively utilize the results of product environmental impact analyses and focus on developing products that reduce GHG emissions.

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 February 2026.

Product	Constant velocity joint (automotive part)
Certification Period	February 25, 2026 – February 24, 2029
Certification Details	Environmental Product Declaration

Environmental Product Declaration Certification



Climate Change Response

Risk Management

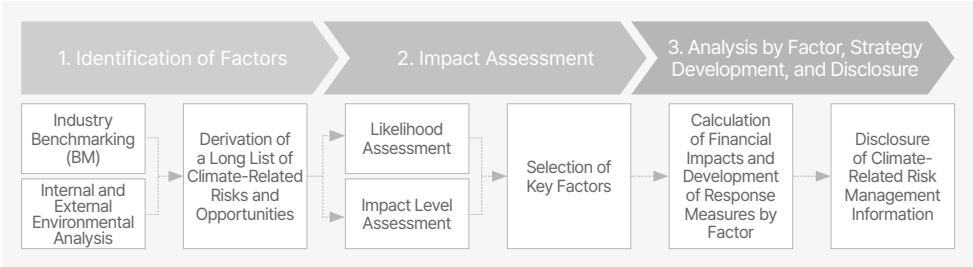
Risk Management System

HYUNDAI WIA identifies and assesses climate change risks and opportunities that may have financial and strategic impacts and operates a risk management process to respond to them. Highly significant climate change risks are reported to the CEO and the Board of Directors on a semiannual basis and reflected in key decision-making processes. We have also established response measures to prepare for potential physical risks. In addition, we operate an environmental management system based on our environmental management policies and management regulations, while monitoring GHG inventory management and compliance with relevant laws and regulations. Executive KPIs at the managerial level or above in relevant departments include achievement rates for global renewable energy transition targets. Through these efforts, we are integrating and managing environmental risks, including climate change risks, within our company-wide risk management system.

Identification and Assessment of Key Risks and Opportunities

HYUNDAI WIA derived a long list of climate-related factors based on industry benchmarking, internal and external environmental analysis, and key OEM requirements to identify the impacts of climate change on our business. Subsequently, each factor was assessed based on likelihood of occurrence and magnitude of impact to calculate an overall score. By excluding the bottom 25% of items, we selected key management areas among transition risks, physical risks, and opportunities.

Key Risk and Opportunity Assessment Process



Climate Change Scenario Analysis

HYUNDAI WIA reviews the potential financial impacts of climate change risks and opportunities through climate change scenario analysis. In accordance with the TCFD recommendations, we classify climate change risks into transition risks and physical risks and analyze their impact on our business model from short-, medium-, and long-term perspectives. For transition risks, we conducted analysis based on the International Energy Agency (IEA) scenarios, including the Net Zero Emissions (NZE), Announced Pledges Scenario (APS), and Stated Policies Scenario (STEPS). For physical risks, we conducted the analysis based on the Shared Socioeconomic Pathways (SSP) scenarios presented in reports by the Intergovernmental Panel on Climate Change (IPCC).

Scenario Analysis Methodology

Category	Scenario		Definition	Time Range
Transition	NZE (1.4°C)	Net Zero Emissions by 2050 Scenario	• Scenario outlining a pathway for the global energy sector to achieve net zero by 2050	~ 2050
	APS (1.7°C)	Announced Pledges Scenario	• A scenario assuming that all climate and energy-related targets announced by governments worldwide are achieved (based on IEA WEO 2023)	
	STEPS (2.4°C)	Stated Policies Scenario	• A scenario based on energy-related policies currently implemented across sectors and countries	
Physical	SSP1-2.6 (2°C or lower)	Shared Socioeconomic Pathways	• A scenario limiting global temperature rise to below 2°C through achieving net-zero emissions by 2050	~ 2050
	SSP2-4.5 (2~3°C)		• A scenario in which global temperature rise exceeds 2°C due to GHG emissions	
	SSP5-8.5 (4°C or higher)		• The worst-case scenario in which global temperature rise exceeds 4°C due to GHG emissions	

Business Strategy Resilience Considering Climate Scenarios

HYUNDAI WIA actively incorporates potential financial impacts and risk and opportunity factors identified through the climate change scenario analyses into our company-wide business strategies. Based on the results of transition scenario analyses, we are reviewing strategies from the perspectives of products and services, value chains, and R&D. Key initiatives include transitioning to an eco-friendly business portfolio, expanding the scope of LCA assessments, conducting ESG evaluations of suppliers, investing in R&D to create future value, and installing solar power generation facilities at business sites. In addition, through physical scenario analyses, we assess potential disasters that may occur based on the regional and meteorological conditions of our business sites and establish response measures accordingly. Through these efforts, we are strengthening our capabilities to mitigate and adapt to climate change risks while incorporating climate-related opportunities into our business strategies.

Climate Change Response

Metrics & Targets

GHG Emissions & Energy Consumption

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.

GHG Emissions^{1),2)}

Category		Unit	2023	2024 ³⁾	2025 ³⁾
Domestic Sites	Scope 1	tCO ₂ eq	7,659	6,571	6,115
	Scope 2	tCO ₂ eq	130,823	91,637	83,935
	Subtotal	tCO ₂ eq	138,476	98,202	90,046
Overseas Sites	Scope 1	tCO ₂ eq	9,328	9,605 ⁴⁾	10,495
	Scope 2	tCO ₂ eq	133,967	132,787	93,015
	Subtotal	tCO ₂ eq	143,295	142,386	103,510
Total		tCO ₂ eq	281,771	240,588	195,556

- 1) The total GHG emissions may differ from the sum of emissions by scope as the calculation is based on rounding before aggregation.
- 2) Scope 2 emissions are calculated using market-based values, while detailed GHG emissions including location-based values can be found in the ESG Factbook.
- 3) 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.
- 4) Disclosure of prior-year data restatement due to recalculation of overseas GHG emissions.

Energy Consumption^{1),2)}

Category		Unit	2023	2024	2025	
Total Energy Consumption	Domestic Sites	Fuel	TJ	148	127	118
		Electricity	TJ	2,734	1,916	1,758
		Subtotal	TJ	2,876	2,036	1,874
	Overseas Sites	Fuel	TJ	143	155	150
		Electricity	TJ	993	986	938
		Subtotal	TJ	1,137	1,141	1,088
	Total		TJ	4,013	3,177	2,962
Renewable Energy Consumption	Domestic Sites		TJ	0.2	1.5	4.2
	Overseas Sites		TJ	28.2	110.1	279.2
	Total		TJ	28.4	111.5	283.4
Domestic Sites Energy Intensity		TJ/ KRW 10 billion	4.2	2.9	2.6	

- 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) 2023 data has been revised due to an error 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 2025, both GHG emissions intensity and energy consumption intensity were reduced beyond the target levels. These achievements were realized through proactive initiatives including energy efficiency improvements and renewable energy transition to reduce GHG emissions and energy consumption.

2025 GHG & Energy Performance Against Targets

Category	Unit	Target	Performance	Achievement Rate
GHG Emissions Intensity ¹⁾	tCO ₂ eq/KRW 100 million	1.35	1.24	109%
Energy intensity	TJ/KRW 10 billion	2.80	2.58	109%

1) Total Scope 1+2 emissions / Domestic separate revenue

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 allowances¹⁾ with emissions. When 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, we annually reviews major legal and regulatory amendments and reports and shares the updates. We respond to the emissions trading system by considering organizational boundary changes and energy efficiency improvement activities.

1) Emission allowances: Total amount including prior allocation, cancellations of allowances, additional allocations, and carry-over amounts (based on free allocation)

GHG Emission Allowances & Emissions

Category	Unit	2023	2024	2025 ¹⁾
Emission Allowances (A)	tCO ₂ eq	161,328	106,189	88,651
Emissions (B)	tCO ₂ eq	138,476	98,202	90,046
Surplus/Deficit (A-B)	tCO ₂ eq	22,852	7,987	-1,395

1) Estimated emission allowance for 2025

Climate Change Response

Metrics & Targets

Internal Carbon Pricing

Background

Internal Carbon Pricing (ICP) is a mechanism through which a company applies an internally established carbon price to quantify the cost of GHG emissions and incorporates it into investment and business decision-making. As GHG emissions regulations become more stringent and climate-related disclosure and assessment requirements continue to expand, an increasing number of companies are adopting ICP. HYUNDAI WIA has introduced ICP to quantitatively assess climate-related risks and opportunities and to incorporate GHG emissions into internal decision-making processes. Through this initiative, we aim to enhance employees' awareness of climate change and carbon neutrality while strengthening the long-term sustainability of our business by integrating carbon costs into investment decision-making.

Application Methods & Scope

HYUNDAI WIA quantifies the economic cost of GHG emissions that may result from investments and uses this information as a reference in the investment decision-making process. Since 2025, we have calculated carbon costs for investment projects within the applicable scope in accordance with our ICP¹⁾ criteria and incorporated the results into investment feasibility assessments.

1) Source of the ICP: HMG Management Research Institute forecast

Internal Carbon Pricing Application Scope

Applied When All Four Conditions Below are Met:	
Domestic investment	Project investment amount is KRW 1 billion or more
Capital investment and R&D investment	Investment in GHG-emitting activities

ICP Incorporated Investment Reviews

HYUNDAI WIA has enhanced our existing investment review process by incorporating carbon pricing estimation and feasibility review procedures following the introduction of ICP. The department proposing the investment estimates the expected carbon price during the preparation of the investment proposal. The estimated carbon price is then reviewed for validity by the Sustainability Management Team and used as a reference indicator during the investment feasibility assessment conducted by the Investment Management Team.

Carbon Costs Calculation Method

Carbon costs are calculated based on projected annual GHG emissions, the carbon price per ton, and the internal service life. The carbon price per ton is determined annually through 2050 using the average forecast prices provided by the HMG Management Research Institute. The internal service life is based on the domestic financial accounting standards applicable to each asset category, including buildings, machinery and equipment, vehicles, and fixtures. The total carbon cost is calculated by aggregating the annual carbon costs over the internal service life and is used as a reference indicator in investment decision-making. Carbon cost assessments apply to capital expenditure and R&D investment proposals valued at KRW 1 billion or more. The investment-proposing department prepares the carbon cost assessment, and the final carbon cost is confirmed following reviews by the Investment Management Team and the Sustainability Management Team. In 2025, carbon costs were calculated for a total of 13 investment proposals.

Investment Review Process Incorporating ICP



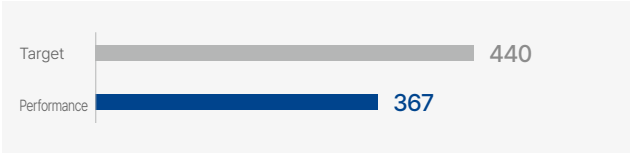
Environmental Impact Management

Water Management

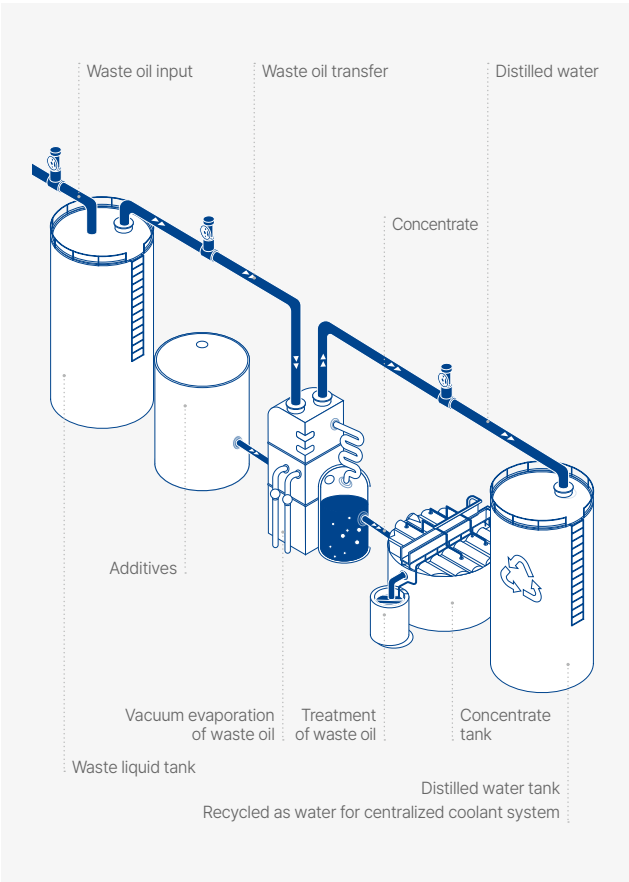
Water Recycling and Use Reduction

HYUNDAI WIA is improving related facilities to reduce water use at each business site. The Seosan Plant invested approximately KRW 680 million to install a waste oil vacuum evaporation and concentration system to treat waste oil generated from production lines and recycle water. The system recovers and reuses distilled water through evaporation treatment of waste oil, thereby reducing external water intake. It also contributes to reducing waste generation by treating concentrated waste oil. In 2025, a total of 322 tons of water was recycled through this system. In addition, through continuous water resource management activities, we reduced water consumption by 73,000 tons compared to the 2025 target. We will continue to enhance water use efficiency and implement initiatives to minimize water-related environmental impacts.

2025 Water Use Targets & Performance (Unit: 1,000 tons)



Vacuum Evaporation & Concentration Process for Waste Oil



Water Resource Risk Management and Monitoring

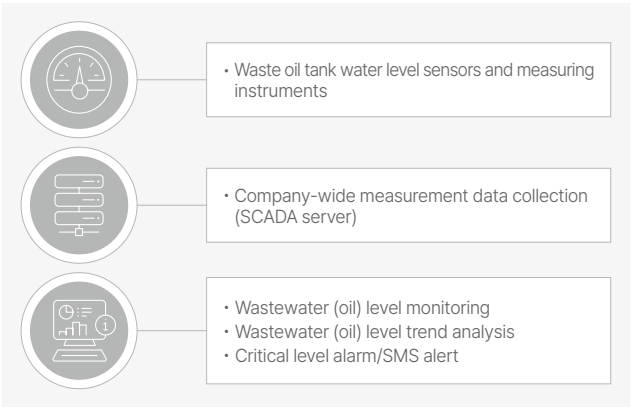
HYUNDAI WIA utilizes the World Wide Fund for Nature (WWF) Water Risk Filter to assess water resource risks at each business site. The analysis identified that among our overseas business sites, the Shandong HYUNDAI WIA, HYUNDAI WIA Mexico, and HYUNDAI WIA India are located in areas with high water stress risks. To prevent water-related environmental incidents, we operate a wastewater and waste oil level monitoring system. Water level sensors and measuring devices are installed in wastewater and waste oil storage tanks to monitor levels in real time. Based on accumulated data, we analyze generation volumes and changing trends to ensure that risk levels remain within manageable ranges.

2025 Water-Stressed Area Water Use (Unit: tons)

Category	Water Use
Shandong HYUNDAI WIA	355,885
HYUNDAI WIA Mexico	182,890
HYUNDAI WIA India ¹⁾	15,155

1) Water use measured based on an internal flow meter.

Wastewater (Oil) Level Monitoring System

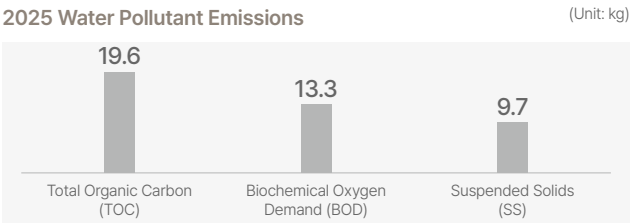


Environmental Impact Management

Pollutant and Chemical Management

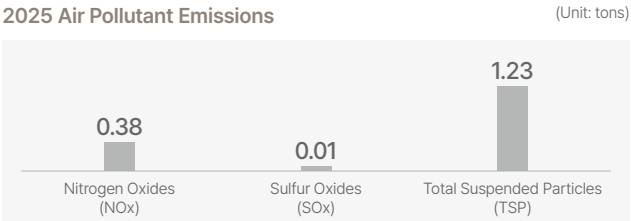
Water Pollutant Management

HYUNDAI WIA separately manages wastewater and sewage generated at our business sites and treats each according to applicable legal procedures to control water pollutants. Sewage is discharged to municipal sewage treatment plants, while wastewater is treated by specialized waste treatment contractors to levels below legally permitted limits before discharge. Based on compliance with laws and regulations related to sewage and wastewater treatment, we manage the discharge of water pollutants and minimize impacts on water resources.



Air Pollutant Management

HYUNDAI WIA manages air pollutant emissions by applying internal standards that are stricter than legally permitted emission limits. The internal emission standards are set at an average of less than 30% of the legal limits, and an air monitoring system is operated to monitor exhaust gas temperature, inflow conditions, and the operation status of emission control facilities. In addition, daily, monthly, and thematic inspections are conducted to ensure the normal operation of air environmental facilities. Based on the inspection results, we maintain the facilities in optimal operating conditions.



Hazardous Chemical Management

HYUNDAI WIA proactively reviews the safety of chemicals through an HSE system integrated with the procurement system. Chemical products used in production are reviewed at the purchasing stage based on relevant regulations, including the Chemical Substances Control Act, Occupational Safety and Health Act, and Act on the Safety Control of Hazardous Substances, to prevent the introduction of hazardous chemicals. In addition, we prioritize the consideration of substituting chemicals with lower-hazard alternatives to respond to regulatory changes, such as the designation of new hazardous substances and strengthened content limits. In 2025, a total of 100 chemical product requests were submitted, of which 82 were approved. For the remaining 18 cases, where issues such as the inclusion of hazardous chemicals or insufficient Safety Data Sheets (SDS) were identified, we requested product replacement or did not approve their use.

Number of Approved and Rejected Chemical Product Requests

Category	Unit	2023	2024	2025
Approved	Cases	91	109	82
Non-approved	Cases	16	36	18

Resource Circulation

Eco-friendly Purchase Policy

HYUNDAI WIA discloses our eco-friendly purchasing policy through the environmental management policy. We plan to gradually expand the purchase of products with improved environmental performance, including environmentally certified products, low-carbon certified products, and recycled certified products. In addition, we will encourage suppliers to produce eco-friendly products and obtain environmental certifications. We will also monitor key environmental data, including energy and water use and waste generation, to support improvement activities across the supply chain.

Green Purchasing Practices

HYUNDAI WIA practices green purchasing by prioritizing the purchase of eco-friendly products¹⁾ to reduce environmental impacts. In 2025, we spent KRW 335 million on the purchase of eco-friendly products. In addition, in accordance with the green purchasing guidelines, the Procurement Team encourages suppliers to promote eco-friendly production practices and activities.

1) Eco-friendly products: 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 Report.

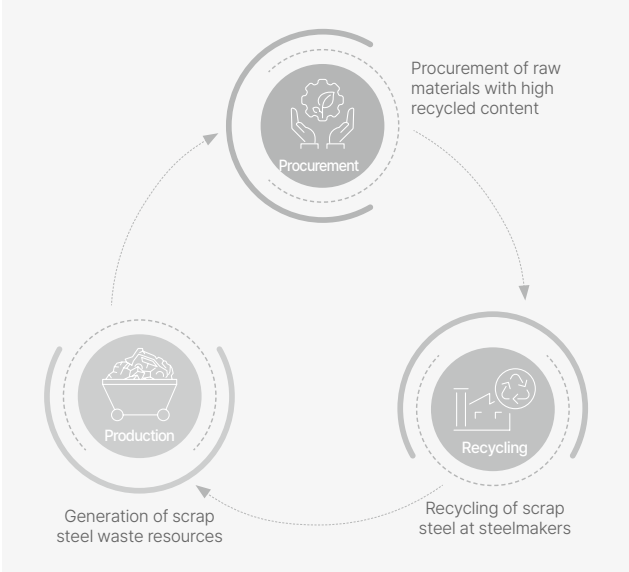
Environmental Impact Management

Resource Circulation

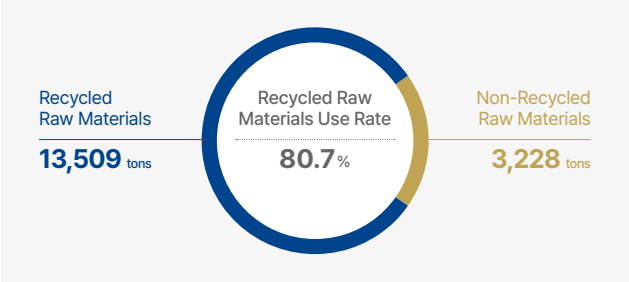
Recycled Material Use

HYUNDAI WIA considers resource circulation throughout the entire lifecycle, from raw material use to waste generation and treatment, and participates in the Hyundai Motor Group's waste resource circulation system. Hyundai Motor Group operates a circular system that converts by-products generated across key business areas, including steel, parts, and finished vehicles, into resources through reuse rather than disposal. In 2025, 4,217 tons of waste resources generated during the production process were supplied to steel manufacturers for recycling into steel materials. In addition, we purchased and used 13,509 tons of raw materials containing an average of more than 70% recycled materials, accounting for 80.7% of total raw material usage. We will continue to expand the use of renewable, reused, and recycled materials throughout the raw material procurement process.

HMG Waste Resource Circulation System



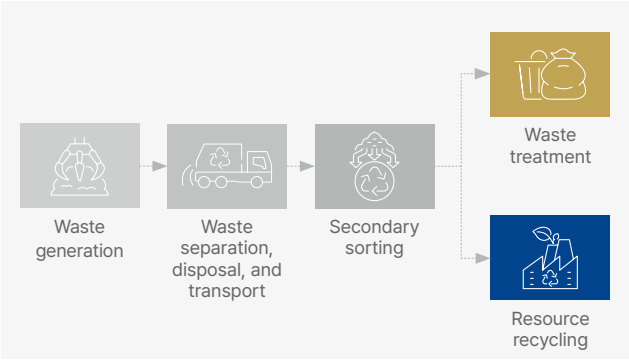
2025 Raw Material Use



Waste Management System

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

Waste Treatment Process

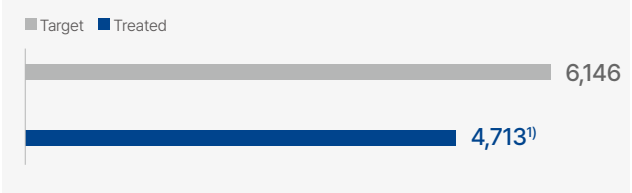


Waste Treatment and Expansion of Recycling

Waste Treatment and Expansion of Recycling

HYUNDAI WIA is strengthening our resource circulation system by expanding waste recycling. The 2025 waste treatment target was set at 6,146 tons or less, based on a scope excluding the divested Changwon Plant 5, and actual waste treatment calculated under the same criteria recorded 4,713 tons, achieving the target. Meanwhile, total waste treatment in 2025 amounted to 6,503 tons, with a recycling volume of 6,178 tons. The main recyclable material among general waste generated at business sites is waste synthetic resins, which are recycled into solid recovered fuel (SRF) and intermediate processed waste through shredding and crushing processes by specialized recycling contractors. These materials are utilized as auxiliary fuel in power plants, district heating systems, and industrial boilers, thereby continuously promoting waste resource recovery. In addition, we continuously monitor waste generation and recycling status to improve resource circulation efficiency across business sites.

Waste Treatment Target Against Performance¹⁾ (Unit: tons)



1) The 2025 waste target was set excluding the divested Changwon Plant 5, and performance is reported based on the same scope.

Environmental Impact Management

Resource Circulation

Waste Resource Circulation

HYUNDAI WIA participates in the Resource Circulation Performance Management System operated by the Korea Environment Corporation and has achieved results exceeding the resource circulation utilization rate target through continuous efforts to improve waste recycling rates. We have established a mid to long-term goal of achieving a 90% resource recycling rate by 2027 and plan to minimize waste generation in production processes and identify waste treatment companies with high recycling rates. Through these efforts, we will continue to strengthen our management practices in resource circulation.

2025 Resource Circulation Rate by Domestic Site

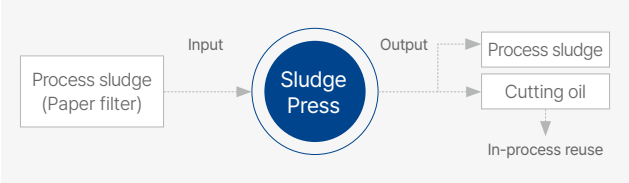
Business Site	Resource Circulation Rate ¹⁾ (%)	
	Target	Performance
Changwon Plant 1	63.1	83.1
Changwon Plant 2	59.2	91.7
Changwon Plant 3	69.6	93.9
Seosan Plant	63.9	85.1
Pyeongtaek Plant	66.4	75.3
Average	64.4	85.8

1) Resource Circulation Rate: (Actual recycled amount + Amount recognized as circulated resources) / (Amount of waste generated + Amount recognized as circulated resources) X 100

Waste Resource Circulation through Cutting Oil Reuse

HYUNDAI WIA operates a waste resource circulation system within the production processes. At Changwon Plant 3, we have installed a sludge press to recover cutting oil from sludge and reuse it in production processes. Through the reuse of cutting oil, we are reducing waste generation and strengthening our resource circulation system.

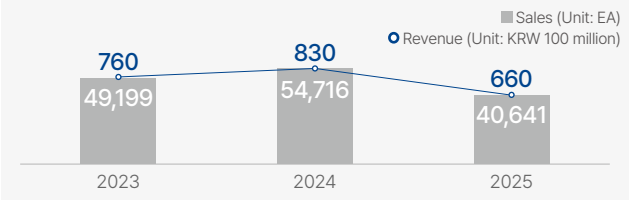
Cutting Oil Reuse Process



Remanufactured Engine Business

HYUNDAI WIA operates a remanufactured engine business that recovers non-conforming engines from the North American region and reuses them after refurbishment instead of disposing of them. Recovered non-conforming engines are transported to HYUNDAI WIA Mexico, where they undergo disassembly, cleaning, precision repair, and reassembly processes to be remanufactured. The remanufactured engines undergo quality inspections, including fastening torque verification, leak testing, vision inspection, and cold testing, before being supplied back to the North American market for use in after-sales service (A/S) and campaign activities. Through this process, we reuse products that would otherwise have been discarded, improve resource efficiency, and reduce waste generation.

Remanufactured Engine Business Performance



Environmental Impact Reduction Activities

Agreement for Saving Masan Bay

HYUNDAI WIA has established a 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 2025, 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 2025, we conducted cleanup activities in the Gaeumjeong Stream near Changwon Plant 1 and the Sadong Stream near Seosan Plant.



Natural Capital Protection

Natural Capital System

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 (NNL) of biodiversity.

[Biodiversity Protection Policy](#)

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.

[Deforestation Prevention Policy](#)

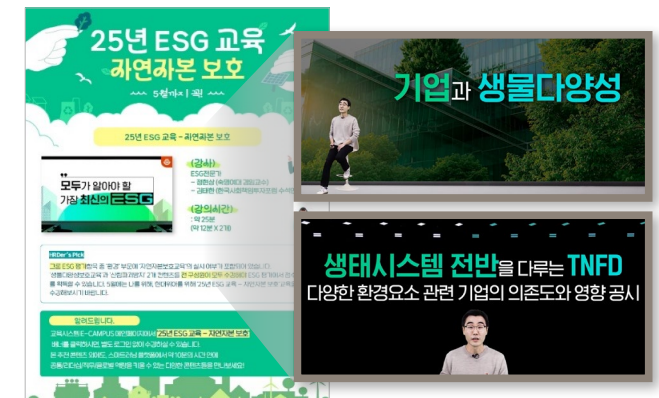
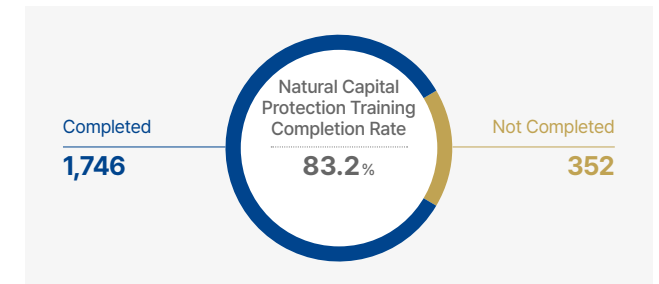
Biodiversity Protection Policy & Deforestation Prevention Policy Framework



Natural Capital Protection Education

HYUNDAI WIA provides training to enhance employees' awareness of natural capital protection in accordance with its Biodiversity Protection Policy and Deforestation Prevention Policy. In 2025, through the "ESG Training – Natural Capital Protection" course, we provided education on the concepts of biodiversity and natural capital, the connection between corporate activities and natural capital risks, and the importance of natural capital protection. The training was provided through online content, allowing employees to complete the course voluntarily. A total of 1,746 employees completed the training, achieving a completion rate of 83.2%.

2025 Natural Capital Protection Education Status



Natural Capital Protection

Risk Management

HYUNDAI WIA conducted biodiversity impact assessments for domestic and overseas production sites in accordance with our Biodiversity Protection Policy. The assessments were conducted based on the LEAP approach proposed by the Taskforce on Nature-related Financial Disclosures (TNFD), with an initial review of whether each business site is located near biodiversity-sensitive areas based on geographical location. Subsequently, we analyzed the negative impacts of each business site on natural capital and comprehensively reviewed potential financial impacts by utilizing ENCORE, which analyzes dependencies and impacts between nature and economic activities, and WWF analysis tools. Based on the assessment results, we identified business sites and regions requiring natural capital risk management. For the identified risks, we are establishing priorities and developing response measures and improvement plans.

TNFD LEAP Approach

Locate	- Span of the business model and value chain - Dependency and impact screening - Interface with nature - Interface with sensitive locations
Evaluate	- Identification of environmental assets, ecosystem services and impact drivers - Identification of dependencies and impacts - Dependency and impact measurement - Impact materiality assessment
Assess	- Risk and opportunity identification - Adjustment of existing risk mitigation and risk and opportunity management - Risk and opportunity measurement and prioritization - Risk and opportunity materiality assessment
Prepare	- Strategy and resource allocation plans - Target setting and performance management - Reporting - Disclosure

Business Site Identification

HYUNDAI WIA analyzed the proximity of 16 domestic and overseas production sites to biodiversity-sensitive areas by utilizing the WWF Biodiversity Risk Filter. The analysis calculated scores for each business site based on four criteria: proximity to legally protected areas, proximity to endangered species habitats, proximity to internationally protected wetlands, and proximity to other ecologically sensitive areas. In accordance with WWF criteria, sites with a score of 3.4 points or higher were classified as “High Risk.” As a result of the analysis, 8 out of 16 production sites were identified as “High Risk” in at least one assessment category.

Proximity to Biodiversity-Sensitive Areas (Based on WWF Criteria)

Category		Legally Protected Areas ¹⁾	Endangered Species Habitats ²⁾	Internationally Protected Wetlands ³⁾	Other Ecologically Sensitive Areas ⁴⁾
Domestic Sites	Changwon Plant ⁵⁾ (1~5)	3.00	2.50	1.50	1.50
	Seosan Plant	2.50	2.50	3.50	1.50
	Pyeongtaek Plant	2.50	2.50	3.50	1.50
	Ulsan Plant	3.50	2.50	3.50	1.50
	MOVIENT Kwangju	3.00	2.00	3.50	1.50
	MOVIENT Ansan	2.50	2.50	3.50	1.50
Overseas Sites	Shandong HYUNDAI WIA	2.00	3.50	1.50	1.50
	Jiangsu HYUNDAI WIA	2.00	1.50	1.50	1.50
	HYUNDAI WIA Mexico	3.00	3.00	1.50	2.50
	HYUNDAI WIA Russia	3.50	2.50	3.50	1.50
	HYUNDAI WIA India	2.50	2.00	3.50	1.50
	HYUNDAI WIA Alabama	2.50	1.50	1.50	2.50
	HYUNDAI WIA Slovakia	3.00	3.00	1.50	2.50

1) Whether the site is located near legally designated protected areas, such as national parks and ecosystem conservation areas.
2) Whether the site is located near areas where globally endangered species are known to inhabit.
3) Whether the site is located near wetlands recognized for their conservation value by the international community and registered under the Ramsar Convention.
4) Whether the site is located near areas identified as ecologically important, excluding the three categories above.
5) Changwon Plant 4 has been excluded due to the operation by TECZEN.

Natural Capital Protection

Risk Management

Biodiversity Impact Assessment

Assessment Approach

HYUNDAI WIA conducted biodiversity impact assessments for eight business sites identified as High Risk. Based on the ENCORE¹⁾ analysis tool, we selected seven impact indicators applicable to the automotive parts manufacturing industry, measured the impact levels of each business site, and established response priorities based on the results. In addition, for noise and light pollution and chemical leakage and pollution, which were classified as ENCORE Medium impacts, we further assessed potential financial impacts from legal and regulatory perspectives to identify the current risk status.

Biodiversity Impact Factors (Based on ENCORE Criteria)

Impact Factor	Significance	Causes of Occurrence
Disturbances (e.g noise, light)	Medium	• Noise from machinery and vehicles and lighting in production areas may disrupt the habitat and movement patterns of nearby species.
Emissions of toxic pollutants to water and soil	Medium	• Hazardous substances, including paint residues, waste oil, lead-acid batteries, antifreeze, and refrigerants, may contaminate soil and water resources.
Emissions of non-GHG air pollutants	Low	• Emissions of pollutants such as NOx and SOx from painting and heat treatment processes may cause acid rain and impact ecosystems.
Generation and release of solid waste	Low	• Improper treatment of sludge, cutting oil, and dust collection waste may damage habitats and cause land contamination.
Area of land use	Low	• Land occupation and new development for manufacturing facilities may reduce natural habitats.
Volume of water use	Low	• Large-scale water intake for machining, cleaning, cooling, and testing processes may reduce local water availability and affect ecological habitats.
Emissions of GHG ²⁾	Very Low	• Energy-intensive manufacturing processes and raw material extraction, including steel and aluminum production, generate greenhouse gas emissions.

1) A tool for analyzing dependencies and impacts on nature and ecosystems, applied based on the automotive parts manufacturing industry (ISIC: Manufacture of parts and accessories for motor vehicles) standards.
2) GHG emissions are classified as an ENCORE Very Low impact because they affect biodiversity indirectly through climate change. To prevent distortion from combining indirect impacts with direct biodiversity impact indicators, GHG emissions were excluded from the impact scoring process and are monitored separately.

Overall Assessment Results

Based on the overall assessment results, the Seosan Plant, Pyeongtaek Plant, and HYUNDAI WIA Russia were classified as “Low”, indicating relatively limited negative impacts on biodiversity. In contrast, Shandong HYUNDAI WIA and HYUNDAI WIA India were classified as “Medium”, requiring relatively more detailed environmental management. Specifically, impacts associated with chemical leakage and pollution and new land use and development, which can be major causes of ecosystem degradation, were maintained at minimal levels across all business sites. However, due to process characteristics, Shandong HYUNDAI WIA and Pyeongtaek Plant, which operate engine cleaning processes, require continuous management of water use, designated waste generation, and noise emissions. Accordingly, we are reducing environmental impacts through measures such as legally compliant outsourced waste treatment, process water reuse, and operation of noise reduction facilities. In addition, we are stably managing key environmental indicators through various greenhouse gas reduction activities, including regular air pollutant measurements, renewable energy (RE) transition at Shandong & India HYUNDAI WIA, and the installation of solar power generation facilities at the Seosan and Pyeongtaek Plants.

Overall Impact Level¹⁾

	Category	Impact Level
Domestic Sites	Seosan Plant	Low
	Pyeongtaek Plant	Low
Overseas Sites	Shandong HYUNDAI WIA	Medium
	HYUNDAI WIA Russia	Low
	HYUNDAI WIA India	Medium

1) Impact levels were calculated for the final five business sites (Seosan Plant, Pyeongtaek Plant, Shandong HYUNDAI WIA, HYUNDAI WIA Russia, and HYUNDAI WIA India) after excluding the Ulsan Plant, which is undergoing divestment, and subsidiaries (MOVIENT Gwangju and Ansan) managed separately.

Financial Impact Assessment Results

In addition to managing actual operational environmental indicators, HYUNDAI WIA assessed potential financial impacts of biodiversity-related risks to proactively respond to future global environmental regulations and stakeholder expectations. A detailed review of operational characteristics confirmed that all assessed business sites had no history of wastewater standard exceedances or leakage incidents over the past three years, indicating limited legal and regulatory risks. However, taking a conservative approach, potential risks were assessed including reputational and supply chain issues, and as a result, key domestic sites—Seosan and Pyeongtaek Plants—were designated as priority management sites to strengthen proactive preventive measures. Based on this, we have made environmental facility investments at the Seosan and Pyeongtaek Plants to mitigate potential risks, while continuously promoting improvements such as noise reduction infrastructure and advanced water treatment facilities.

Natural Capital Protection

Natural Capital Protection Targets and 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 has established and is implementing mid- to long-term goals to create and expand forests, including habitats for endangered species. In 2026, we planted 77 trees across 43 species and 1,137 flowering plants through initiatives such as the creation of Dodam Garden. In addition, HYUNDAI WIA contributes to sustainable ecosystem conservation by restoring forests damaged by wildfires and planting native Korean plants and endangered species. To date, we have established seven “Green Schools” where trees and flowers, including endangered species such as Water hemlock (*Cicuta virosa*) and Bogbean (*Menyanthes trifoliata*), designated as Class II endangered species, are planted on school grounds to create forested areas and help students grow alongside nature.

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

Category		Description
Period		2024–2028 (5 years)
Targets	Create habitats for endangered species	• Select two target species for restoration in cooperation with local communities • Establish one habitat environment (Dodam Garden) annually
	Plant endangered species	• Cumulative planting target: 1,437 plants

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 2025, 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.

Employee Participation-Based Forest Conservation Campaign

HYUNDAI WIA operates the “Green the Planet” campaign, in which employees’ families and local community members participate in forest conservation activities. The campaign consists of activities aimed at protecting wildlife that is losing its habitat due to the climate crisis and restoring forest ecosystems. In 2025, activities included repotting 300 paulownia seedlings, making 600 seed balls, repairing ecological forest springs, and creating wildlife shelters.



Creation of Dodam Garden

To promote the value of biodiversity conservation, HYUNDAI WIA created “Dodam Garden” in Seoul Forest. After signing a Memorandum of Understanding (MOU) with the Seoul Metropolitan Government in March 2026 and establishing a corporate partnership garden, Dodam Garden was opened in May 2026 in conjunction with the opening of the Seoul International Garden Show. The garden was designed as a space where visitors can experience the value of urban biodiversity by planting native plants from Jirisan Mountain, such as Jiri meadowsweet (*Filipendula formosa*) and *Corylopsis coreana*, as well as nectar plants that support bee habitats.



Social

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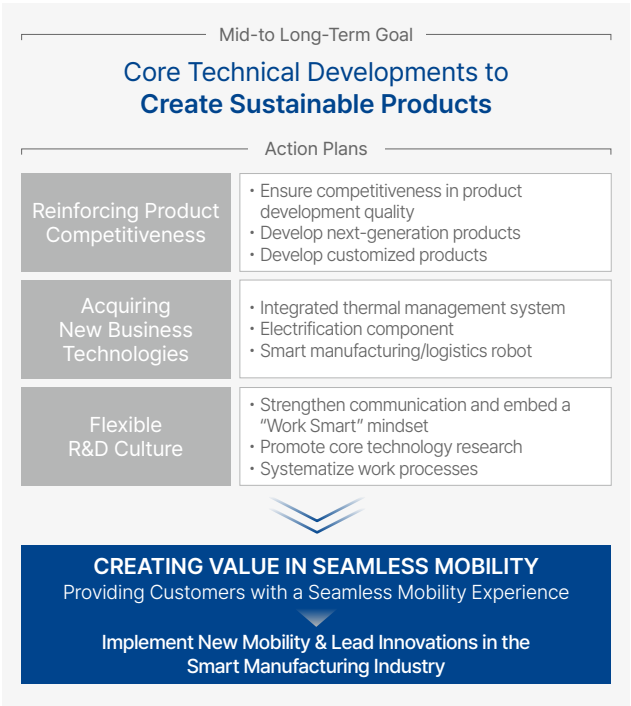
Sustainable Future Technology Innovation

Future Technology Innovation System

Future Value Creation Strategy

HYUNDAI WIA pursues key strategies of reinforcing product competitiveness, acquiring new business technologies, and a flexible R&D culture with the goal of creating future 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 systems, electrification components, and smart manufacturing and logistics robots. Additionally, HYUNDAI WIA seeks to establish a foundation for future value creation by systematizing R&D work processes and expanding communication.

Future Value Creation Strategy



R&D Network

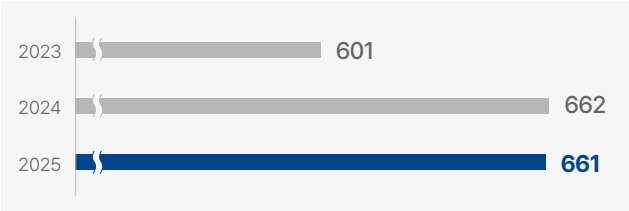
HYUNDAI WIA conducts R&D activities by operating R&D centers in Uiwang and Changwon. Uiwang R&D Center performs research and development in the mobility sector, with particular focus on advanced automotive component technologies, and smart manufacturing and logistics technologies. Changwon headquarter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

R&D Centers

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

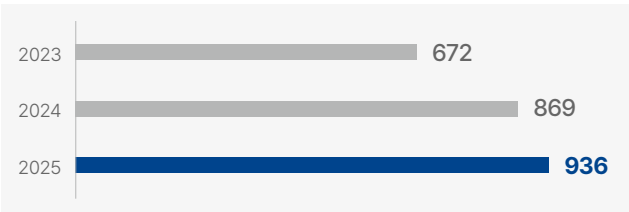
R&D Personnel

(Unit: persons)



R&D Investment Performance¹⁾

(Unit: KRW 100 million)



1) Based on DART disclosure criteria: Ordinary R&D expenses + intangible asset development costs

TMS Meet-Up Day

SPECIAL CASE

To attract talented R&D professionals in the mobility sector, HYUNDAI WIA hosted the "Meet Up Day" event at our Uiwang Research Center in September 2025. The event was attended by approximately 100 students from mobility-related research laboratories at leading Korean universities, including Seoul National University, as well as HYUNDAI WIA employees. During the event, participants were introduced to our future business areas and technologies, including the Integrated Thermal Management System (ITMS) and drivetrain components. Students enhanced their understanding of various job functions through mentoring sessions with employees and gained first-hand experience of the R&D environment by touring both the Mobility Components and the Thermal Management Components Testing Centers. In addition, HR sessions and a career consulting zone provided customized guidance on the recruitment process, HR policies, the research scholarship program, and our organizational culture. Recruitment for 2025 was conducted across 22 positions in three business areas — Integrated Thermal Management Systems (ITMS), Automotive Parts R&D, and Defense. Recruitment for master's and doctoral research scholarship students was also carried out concurrently.



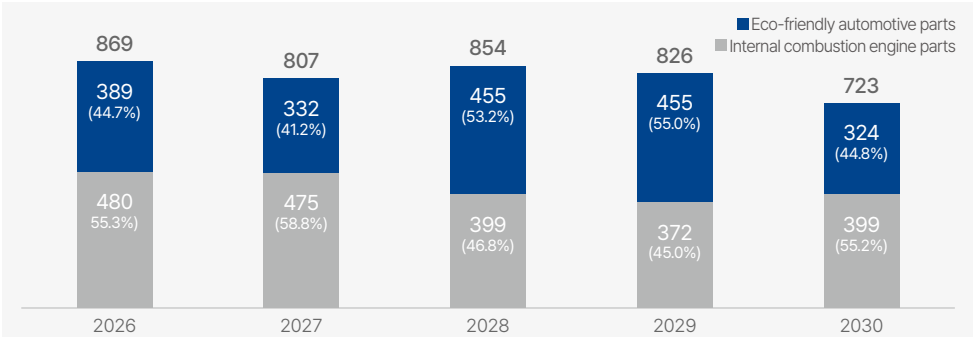
Sustainable Future Technology Innovation

Automotive Parts

Strategic Direction

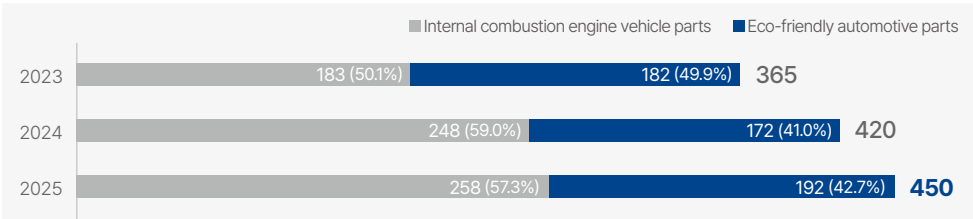
HYUNDAI WIA is reshaping its automotive parts business portfolio with a focus on eco-friendly vehicles (based on EU Taxonomy eligibility criteria) to respond to climate change and accelerate the transition to a low-carbon economy. We are expanding R&D investments in Integrated Thermal Management Systems (ITMS) and electrification control technologies while continuously increasing our R&D workforce over the past three years to ensure employment stability throughout the business transformation. HYUNDAI WIA plans to gradually expand support for training in eco-friendly technologies and broaden research areas to help existing R&D personnel adapt successfully to the evolving technological landscape.

Medium-and Long-Term R&D Investment Plan for Automotive Parts¹⁾ (Unit: KRW 100 million)

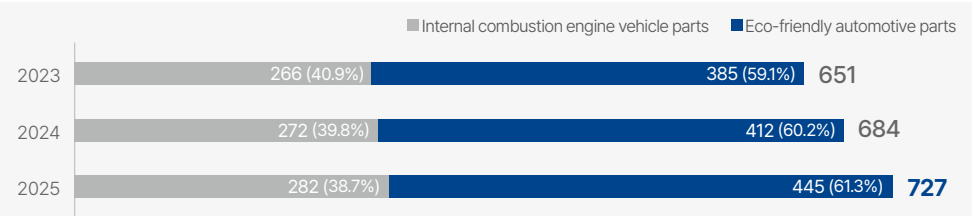


¹⁾ Based on technology development and product development expenditures included in mid- to long-term R&D investment for the automotive parts business.

Automotive Parts R&D Personnel (Unit: persons)



Cumulative Number of Registered Automotive Parts Patents (Unit: cases)



Unveiling Future Technologies at CES 2026

SPECIAL CASE

HYUNDAI WIA participated in CES 2026, where it showcased its future mobility technologies and smart manufacturing solutions. At the exhibition, we presented our vision for a future mobility ecosystem integrating thermal management systems, drivetrain components, and robotics, allowing visitors to experience technologies through interactive exhibits. In particular, HYUNDAI WIA introduced a next-generation climate control system that utilizes AI and sensors to provide personalized cabin climate control for individual occupants, along with advanced drivetrain technologies including the Dual Constant Velocity Joint (Dual CVJ), ARS, and WDS, demonstrating its technological competitiveness in the era of vehicle electrification. We also unveiled our manufacturing and logistics robotics platform, H-Motion, and showcased robotics solutions ready for deployment in real manufacturing environments, including Autonomous Mobile Robots (AMRs), collaborative robots, and parking robots. With these exhibits, we demonstrated our R&D and systems integration capabilities spanning both automotive parts and robotics technologies. Through this exhibition, we plan to showcase our R&D capabilities in future mobility and smart manufacturing to a global audience while expanding opportunities to engage with customers worldwide.

Sustainable Future Technology Innovation

Automotive Parts

Integrated Thermal Management System

HYUNDAI WIA is continuously expanding its product portfolio and business capabilities in thermal management technology as the importance of thermal management, which directly influences both the efficiency and passenger comfort of electrified vehicles, continues to grow. In 2025, we entered the automotive climate control system market for the first time and began actively expanding the EV thermal management system business, thereby strengthening the foundation in the thermal management sector. Thermal management technology is a key technology directly linked to maintaining optimal temperatures for batteries and drivetrains, improving cabin heating and cooling efficiency, reducing energy losses, and enhancing space utilization. HYUNDAI WIA is strengthening its development and mass-production capabilities for key electrified vehicle components, including climate control systems and thermal management modules, while showcasing future-oriented thermal management technologies, such as distributed HVAC systems, at CES 2026 to address evolving mobility environments. HYUNDAI WIA will continue to enhance the performance and energy efficiency of electrified vehicles through the advancement of thermal management technologies and strengthen sustainable component competitiveness in response to the expanding eco-friendly vehicle market.

Three Thermal Management System Components Unveiled at CES 2026

Integrated Thermal Module System (ITMS)	• A module that integrates multiple thermal management components and functions previously distributed throughout the vehicle into a single unit • Applies the “Deca Valve” technology consisting of 10 ports, significantly improving thermal management efficiency • Compared to previous models without the Deca Valve, reduces the number of components by 30% and improves space utilization by 15%	
Cooling Module	• Integrates two radiators into a single unit, reducing thickness by 20% and weight by 7% compared to existing models • Enables simultaneous cooling of the battery and PE (Power Electric) system, providing enhanced thermal management performance • Maximizes airflow and improves utilization of the frunk (front trunk) through a design tilted up to 70 degrees	
Slim HVAC ¹⁾	• Reduces the height of the existing HVAC package by 30%, improving space efficiency and vehicle energy efficiency through lightweight design • Enhances cabin quietness by improving airflow performance and reducing noise • Implements three-zone individual climate control, enabling occupants to experience different air temperatures based on their seating positions	

1) HVAC : Heating Ventilation and Air Conditioning unit

Start of Mass Production of Integrated Thermal Management System

SPECIAL CASE

HYUNDAI WIA has expanded its thermal management business by entering the automotive climate control system market for the first time. For the integrated thermal management system supplied to Kia's PBV “PV5,” we independently developed key components, including the HVAC, Cooling Module (CRFM), and electric compressor, and verified their performance and reliability through extreme environment testing at the Uiwang Thermal Management Test Center and overseas driving tests. Subsequently, on December 12, 2025, HYUNDAI WIA held a ceremony at Changwon Plant 1 to commemorate 100 days since the start of mass production of the thermal management system for Kia's PBV PV5, further strengthening its mass-production capabilities. Based on these achievements, we are expanding the thermal management system business across various electrified vehicles, including EVs and PBVs.



Sustainable Future Technology Innovation

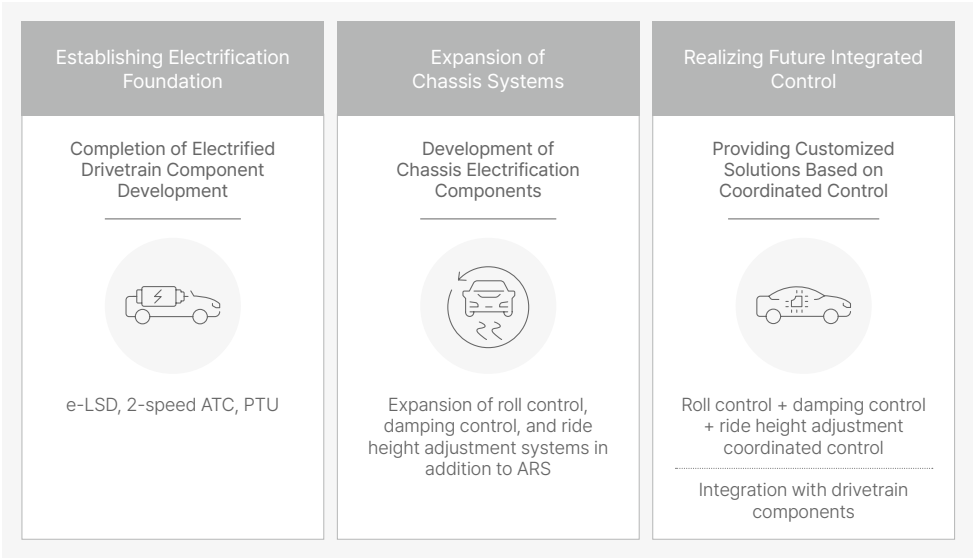
Automotive Parts

Electronic Suspension System (ARS: Active Roll Stabilization)

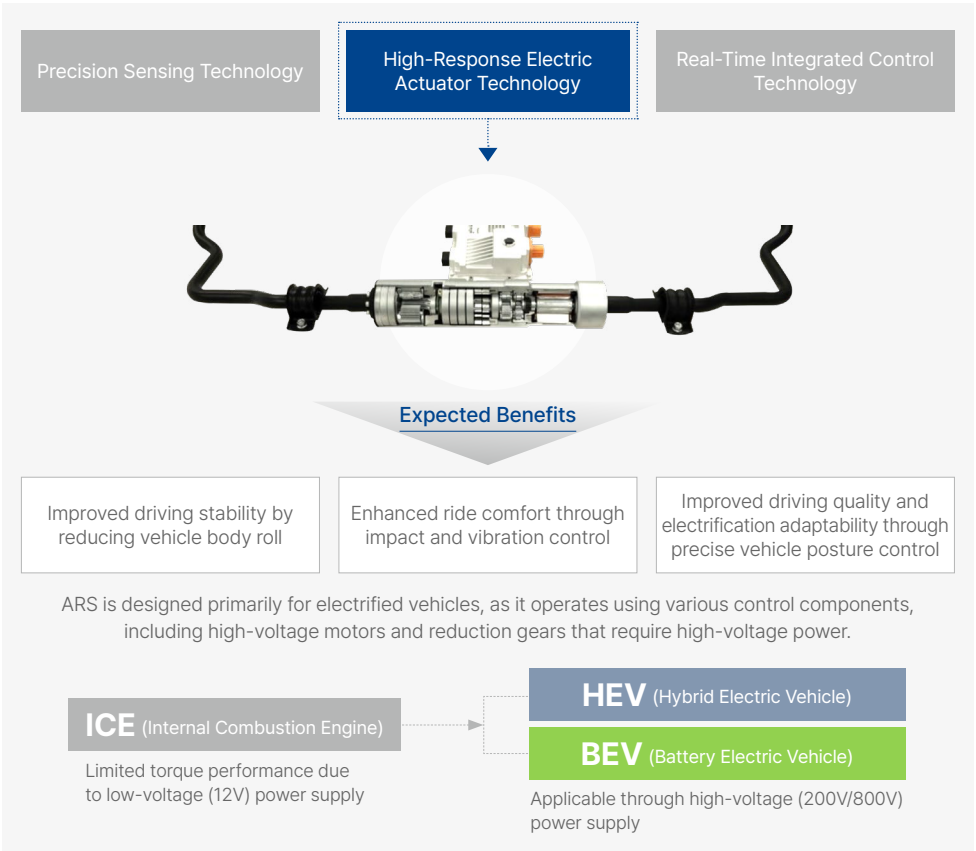
HYUNDAI WIA is accelerating the development of future mobility technologies to enhance driving performance. The ARS (Active Roll Stabilization) system, unveiled by HYUNDAI WIA at CES 2026, is a next-generation chassis electrification component designed to significantly improve vehicle driving stability and ride comfort. ARS effectively suppresses vehicle body roll during driving on uneven roads and cornering situations, while precisely detecting impacts and vibrations transmitted from the road surface to ensure stable vehicle posture control.

HYUNDAI WIA has secured differentiated competitiveness by applying the automotive industry's first Series Elastic Actuator (SEA), a robotic technology, to ARS. This enables precise torque control while effectively absorbing external impacts and vibrations, further enhancing ride comfort and driving quality experienced by customers. Building on ARS, HYUNDAI WIA plans to expand the development of chassis electrification components and further strengthen its technological competitiveness in the future mobility market.

Future Mobility Electrification System Development Strategy



Description of Electrified Active Roll Control System (ARS)



Sustainable Future Technology Innovation

Mobility Solutions

Strategic Direction

HYUNDAI WIA is expanding its mobility solution business optimized for future manufacturing environments based on smart manufacturing and logistics robots and AI-based control technologies. We are also establishing a manufacturing automation system that integrates production, logistics, and control operations while advancing technologies to implement customer-tailored smart manufacturing environments. Through these efforts, HYUNDAI WIA is strengthening its capabilities in manufacturing and logistics solutions.

Smart Manufacturing and Logistics Robots

HYUNDAI WIA is expanding the establishment of smart manufacturing environments by supplying manufacturing and logistics automation solutions utilizing Autonomous Mobile Robots (AMRs) to Hyundai Motor Group Metaplant America (HMGMA) and Hyundai Mobis North America. Recently, we have been developing Autonomous Forklift (AFL) solutions for automating truck loading and unloading operations at manufacturing and logistics sites and conducting various Proofs of Concept (PoCs). Autonomous forklifts are equipped with cargo recognition technology based on LiDAR sensors and Depth Cameras to identify cargo inside trucks and loading conditions in real time, and apply autonomous fork position correction technology to enable precise unloading operations. HYUNDAI WIA leverages our accumulated robot development expertise to deliver customized solutions.

Robot Control Solutions

HYUNDAI WIA is developing AI-based robot control solutions to maximize flexibility and operational efficiency in manufacturing environments. Based on an integrated control system, the ACS (AMR Control System), which enables real-time control and monitoring of various logistics robots, we support work scheduling, fleet control, and logistics flow optimization. In addition, HYUNDAI WIA is utilizing RBI (Robot Business Intelligence) and DT (Digital Twin) technologies to analyze robot operation data and is advancing the development of simulation-based operation optimization and predictive maintenance capabilities. Through these efforts, we plan to expand the establishment of an intelligent manufacturing and logistics operation environment integrating manufacturing, logistics, and robot control systems.

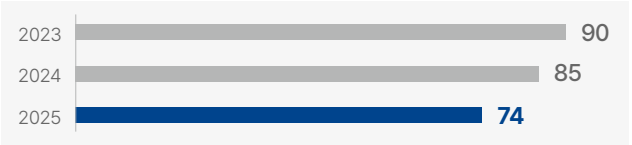
Smart Factory for Cellular Manufacturing

HYUNDAI WIA is establishing smart factory solutions based on articulated robots, mobile robots, and 3D machine vision technologies, optimized for high-mix, low-volume production environments. In particular, as flexible manufacturing and autonomous logistics integration become increasingly important in future manufacturing processes, we are developing a high-payload mobile manipulator that combines both industrial and logistics robots. As a key product for future manufacturing automation capable of performing both parts transfer, and assembly operations, the mobile manipulator is currently undergoing demonstration projects based on government initiatives and is planned for expanded application across various manufacturing environments in the future.

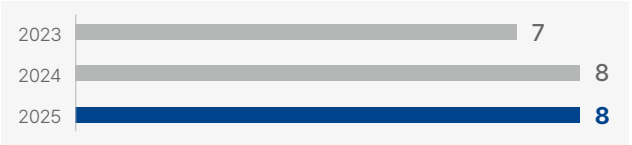
Electrification Component Manufacturing Equipment

HYUNDAI WIA is expanding our R&D efforts in electrification facilities, 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. Furthermore, 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)



Cumulative Number of Registered Mobility Solutions Patents (Unit: cases)



Robot-Friendly Smart Parking Solution

SPECIAL CASE

In 2025, HYUNDAI WIA collaborated with Hyundai Engineering & Construction to develop a robot-friendly parking solution. Going beyond a simple parking robot, the solution integrates kiosks, control systems, and charging systems to create a future-oriented parking solution aimed at improving the operational efficiency of limited parking spaces and establishing parking infrastructure optimized for robot operation. HYUNDAI WIA's parking robots operate by entering underneath vehicles and lifting the wheels to move them. Through precision recognition technology based on LiDAR sensors, the robots can accommodate various vehicle types. In addition, their ability to move freely in all directions—front, rear, left, and right—enables efficient parking operations even in narrow spaces, while simultaneous operation of multiple parking robots allows application in large-scale parking environments. Following the recent revision of the Parking Lot Act Enforcement Rules, which allows the operation of parking robots in commercial facilities, HYUNDAI WIA plans to expand its robot-friendly parking solution business into various architectural environments, including multi-unit residential buildings.



Sustainable Future Technology Innovation

Special Business

Strategic Direction

HYUNDAI WIA is accelerating the R&D of defense business technologies in response to recent defense policies and trends toward technological advancement and unmanned systems. 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. The vehicle-mounted remote control weapon system (RCWS) 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 securing core technologies, HYUNDAI WIA aims to lead the development of next-generation weapon systems.

Close-In Weapon System (CIWS-II)¹⁾

HYUNDAI WIA is developing a naval gun system, a key component of the 30mm-class Close-In Weapon System (CIWS-II), to enhance the survivability of naval vessels. CIWS-II is a weapon system to protect naval vessels from high-performance anti-ship missiles, enemy aircraft, and small, high-speed surface craft. 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 strengthening its naval gun system development capabilities.

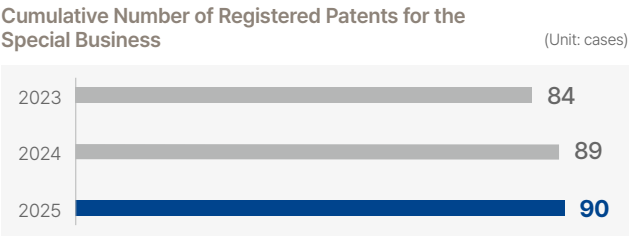
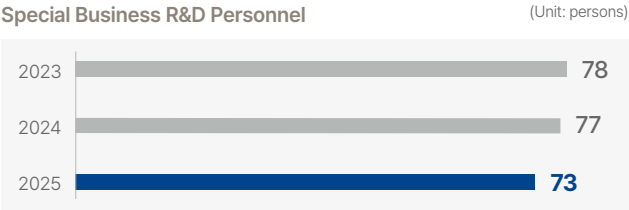
1) CIWS : Close-In Weapon System

Anti-Drone System

HYUNDAI WIA is developing an advanced Anti-Drone System (ADS) to respond to the growing threat of drone attacks. The system is designed to counter swarm drone threats and enhances interception capabilities by applying AI-based software and various hard-kill solutions. We continue to advance related technologies in response to the evolving drone threat landscape.

Urban Air Mobility

HYUNDAI WIA is developing landing gear systems optimized for Urban Air Mobility (UAM) operating environments and key electrification components in response to the expanding UAM market. Based on 30 years of accumulated experience in the development and manufacturing of aerospace components, we are enhancing safety and operational efficiency by applying Korea's first real-time landing gear condition monitoring function. HYUNDAI WIA is strengthening our technological competitiveness in future mobility by integrating technologies from the aerospace and automotive industries.



Unveiling Future Defense Technologies at ADEX 2025

SPECIAL CASE

HYUNDAI WIA participated in the Seoul International Aerospace & Defense Exhibition (ADEX 2025) in 2025, where it showcased future defense technologies across land, naval, and aerospace sectors. The exhibition featured AI-based Remote Control Weapon Systems (RCWS), Anti-Drone Systems (ADS), naval Close-In Weapon System (CIWS-II) gun systems, and unmanned aerial vehicle (UAV) landing gear systems, demonstrating our technological competitiveness in its defense business to address future battlefield environments.

The AI-based RCWS enhanced firing accuracy through the application of automatic tracking algorithms, while the ADS simultaneously implemented both soft-kill capabilities based on electronic jamming and hard-kill capabilities linked with RCWS. In addition, by unveiling the CIWS-II naval gun system and low-observable UAV landing gear system, HYUNDAI WIA is expanding its future defense technology portfolio across land, naval, and aerospace sectors.

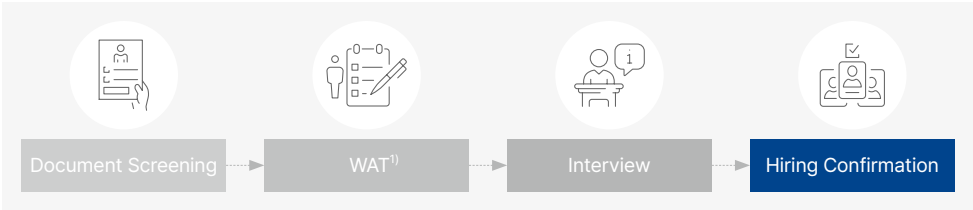
Employees

Talent Acquisition and Development Support

Recruitment

HYUNDAI WIA operates a recruitment process based on our talent philosophy, “Way of WIA.” To secure sustainable growth momentum, we conduct ongoing recruitment of new and experienced employees, research scholarship programs, and overseas recruitment. The recruitment process consists of document screening, personality assessments, and interviews, and fully complies with relevant laws and regulations. We evaluate candidates based on job competencies and organizational fit, while eliminating discriminatory factors such as gender, region of origin, and educational background, and we provide preliminary training for interviewers to ensure fair recruitment. In addition to new hiring, we support employees in gaining diverse job experiences through internal job postings and transfer systems, and we also operate a skilled worker re-employment program tailored to employees’ career stages.

Recruitment Process



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

Internal Job Posting & Transfer Systems

HYUNDAI WIA operates an internal job posting-based transfer system to promote circulation of internal talent and expand employees’ job experiences. Internal recruitment is conducted for positions that are difficult to fill through external recruitment, such as new business positions and additional staffing for newly established teams. The process includes document screening, interviews, and coordination between divisions, after which final reassignment decisions are made. In 2025, internal job postings were posted for 22 roles across 18 teams, ultimately resulting in the reassignment of 22 employees. Through this system, we provide employees with diverse opportunities to explore different job functions.

Skilled Worker Re-Employment Program

HYUNDAI WIA operates a skilled worker re-employment program for retired employees. Employees who wish to be rehired after retirement are employed as short-term contract workers for up to two years, supporting their financial stability and the transfer of experience within the organization. In 2025, a total of 66 employees participated in this program.

Talent Development and Competency Building

Core Competencies by Growth Stage

HYUNDAI WIA is establishing an organizational capability enhancement system to respond to future industrial changes. Based on competency model analysis, employee surveys, and external expert advisory input, we have developed the “Way of WIA Framework” and defined core competencies for each stage of employee development. The Framework is designed to ensure that employees continuously develop the competencies required at each growth stage and, when they become leaders, align with HYUNDAI WIA’s desired talent profile. Based on this framework, we provide opportunities to strengthen global capabilities and job expertise to respond to new business environments such as integrated thermal management systems and smart manufacturing solutions.

Way of WIA Framework

Competencies by Job Levels Capabilities	G1	G2	G3	G4	Leader
	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 Culture	One-Team Spirit				
	Think Like Customers				
	Dignity				

Employees

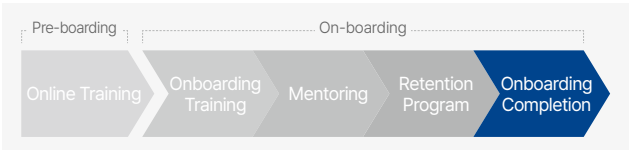
Talent Acquisition and Development Support

Talent Development and Competency Building

New Employee Onboarding Program

HYUNDAI WIA operates an onboarding program to support new employees' organizational adaptation and competency development. After hiring confirmation, online pre-boarding training is conducted, and new employees are supported in their adjustment and growth through orientation training, in-house mentoring, and retention programs. In addition, satisfaction surveys are conducted after orientation training to evaluate training effectiveness and the onboarding process is continuously improved based on the collected feedback.

New Employee Onboarding Process



2025 New Employee Onboarding Training Effectiveness



* Based on satisfaction survey results, on a 100 point scale



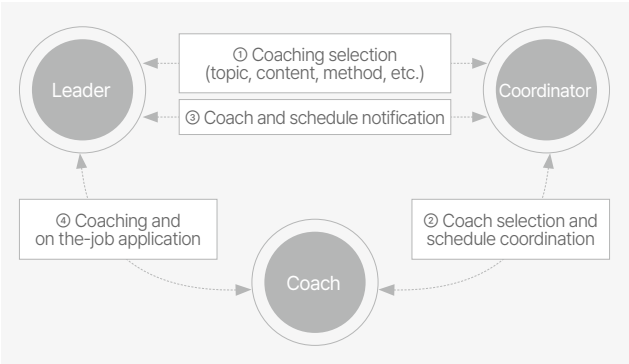
Leadership Onboarding & Competency Development

HYUNDAI WIA has established the direction of "Leadership" based on the Way of WIA Framework and operates a tailored onboarding program for newly appointed leaders. In addition, it proactively strengthens leadership capabilities of future leaders through specialized training programs for team leader candidates. When leadership issues arise, we provide customized coaching solutions through our Leadership Coaching Center.

2025 Leadership 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

Leadership Coaching Process



Future Leader Development Support

SPECIAL CASE

HYUNDAI WIA operates a "Pre-CLP (Core Leader Program)" process for team leader candidates to support the development of future leaders. In 2025, the program was conducted three times at the Changwon and Uiwang business sites, strengthening practical leadership capabilities required for team operations and organizational management. The training program consisted of job allocation based on employees' strengths and weaknesses, persuasive communication with senior leaders, negotiation and conflict management, and setting organizational vision and priorities. Through this program, employees are able to acquire essential competencies before formal leadership appointments and after assuming their leadership roles.



Employees

Talent Acquisition and Development Support

Talent Development and Competency Building

Self-Directed Competency Development

HYUNDAI WIA operates a variety of training programs, including customized education by division, DT training, new employee tracks, Big Data School, and certification acquisition support, to ensure that all employees, regardless of employment type, can participate in opportunities for job competency development. In addition, we operate “Learning Cell”, an in-house learning community, to support employees’ self-directed learning. Through these initiatives, we are strengthening technical and job competencies to respond to future industrial changes.

Future Business Capability Building

HYUNDAI WIA operates the “Early Bird Seminar” to respond to rapidly changing business environments and prepare for future businesses. In 2025, a total of five seminars were held on topics such as explainable AI, new business trends, humanities, and organizational culture to enhance understanding in the smart mobility solutions field. The seminars targeted executives and team leaders, with optional online participation for interested employees.

2025 Job Competency Building Programs

Job Training Category	Key Programs
Customized Job Training by Division	- Heat transfer and HVAC analysis - Procurement capability enhancement training (including procurement cost management) - Understanding the vehicle parts development process
AI/DT Training	- Big Data Campus - Generative AI training - H Chat advanced training
Technology Insight Special Lecture	Automotive Parts R&D Center AI seminars
External Job Training	496 courses (completed by 719 employees)

AI and Data Analytics Capability Enhancement

HYUNDAI WIA is supporting employees’ AI and data analytics capability development in response to AX transformation. In 2026, AX Literacy training is being conducted for all office and R&D employees, providing job-based AI application training in areas such as generative AI utilization, document summarization, data analysis, and drafting initial planning documents. In addition, we operate a “Learning Lab” program to cultivate AI data analytics expertise and support employees in obtaining the Hyundai Motor Group Data Analytics Test (HDAT) certification. These programs are designed to ensure that all employees, regardless of employment type, can participate in competency development opportunities.

Online Learning Platform

HYUNDAI WIA has introduced the “Smart Learning Platform” to strengthen employees’ job competencies. The Smart Learning Platform is integrated with the existing online training platform, “e-Campus,” enabling unified learning history management. Through the online platform, employees can take both job training and software education courses online, continuously enhancing their digital capabilities.

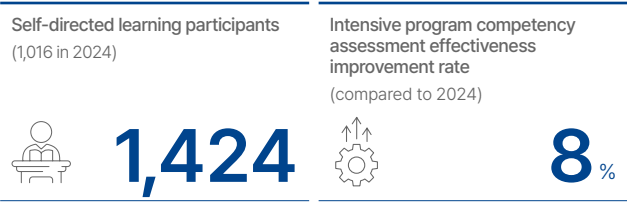
Online Learning Platform Composition and Programs

Platform	Key Contents
Smart Learning Platform	Online on-demand learning contents on various job functions and aptitudes (3,626 courses)
e-Campus (Knowledge+)	- 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 technology - e-Car Tech: basics of automobiles such as power transmission, engines, and eco-friendly automobiles - Basics of R&D Jobs

Global Competency Development

HYUNDAI WIA operates various language training and self-directed learning programs to strengthen employees’ global business capabilities. We provide level-based foreign language education, continuous learning materials, and regular language campaigns, as well as intensive practical courses to support employees’ foreign language communication skills required for business operations. In 2025, the number of participants in self-directed learning reached 1,424, an increase of 408 compared to the previous year. In the case of intensive courses, language proficiency assessment results improved by 8% compared to pre-training levels. We will continue to operate job-relevant language training programs to strengthen employees’ global business capabilities.

2025 Internal Language Course Effectiveness



* SPA score changes before and after the course



Employees

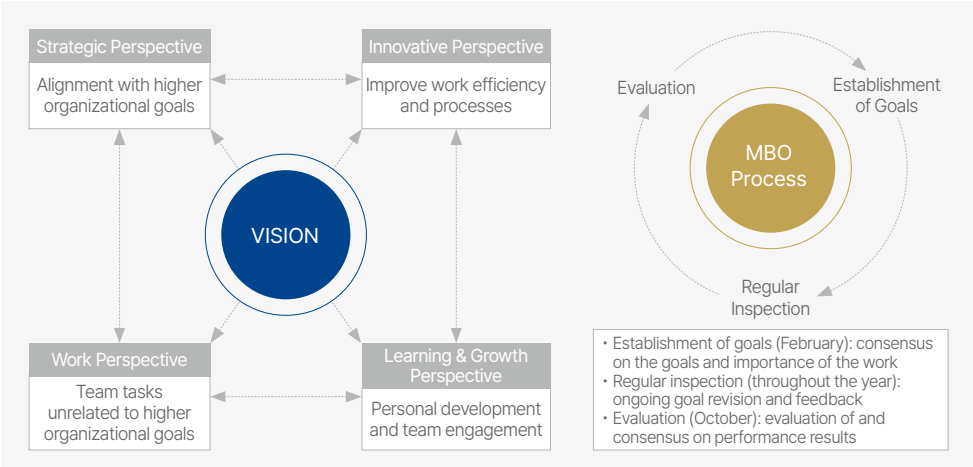
Performance Evaluation & Compensation

Performance Evaluation System

HYUNDAI WIA operates a personnel evaluation system focused on talent development to support employees in achieving their goals and enhancing their competencies. The personnel evaluation system consists of performance and competency evaluations. The performance evaluation follows a Management by Objectives (MBO)¹⁾ process, in which KPIs are aligned with organizational goals and progress toward target achievement is monitored through continuous feedback. The competency evaluation evaluates job competencies, leadership competencies, and core competencies, and incorporates input from multiple stakeholders to enhance fairness and objectivity. In addition, performance evaluations are conducted for all employees, including office and production staff, and for office employees, evaluation results are used as the basis for performance-based bonus calculations and payment.

1) Management by objectives

Performance Evaluation Perspectives & Process



2025 Personnel Evaluation Results (Performance & Competency Evaluations)

Category	Target (persons)	Actual (persons)	Evaluation Rate
Performance Evaluation (Office Employees)	1,795	1,795	100%
Competency Evaluation (Office Employees)	1,760	1,760	100%
Performance Evaluation (Production Employees)	911	911	100%

Compensation System

Performance-Based Compensation System

HYUNDAI WIA regularly pays wages above the statutory minimum wage at all of the business sites on the designated payment dates. We operate a performance evaluation system to ensure that all employees are assessed based on transparent and reasonable criteria regardless of their performance or job responsibilities, and reflect evaluation results in promotions, salaries, and other compensation decisions. In addition to performance-based compensation, HYUNDAI WIA provides annual incentives based on business performance to motivate employees and encourage greater engagement in achieving organizational goals.

Recognition and Reward Program

HYUNDAI WIA operates various recognition and reward programs to acknowledge and reward employees' contributions and achievements. Through awards for areas such as outstanding employees, quality and cost innovation, improvement proposals, and excellent projects, the Company encourages employees to create value and enhances motivation for continuous growth.

2025 Reward System Operation Status

Award	Description
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 fostering an organizational culture that values employees' autonomy and creativity. To this end, we have established the "Way of WIA" behavioral guidelines, which provide practical guidance for employees' daily work performance. Guided by the principles of the Way of WIA, our employees connect their individual capabilities with organizational performance and the achievement of HYUNDAI WIA's vision, while responding to the transition toward future mobility through a flexible organizational culture.

Organizational Culture Programs

HYUNDAI WIA operates a variety of organizational culture programs to help employees understand and embrace the organization's direction for change. Through organizational development and engagement initiatives, we support employees in experiencing change firsthand and building positive experiences in the workplace. Based on these efforts, we are fostering an organizational culture in which employees actively participate as drivers of change and contribute to enhancing business performance.



2025 Organizational Culture Programs

Program	Description	Results
Vision Wave	A communication program in which leaders share their perspectives and operations are guided by employees' voices	- Strengthened connection and consensus of the company, leaders, and members - Bilateral communication
Culture Newsletter	A newsletter published to share corporate culture activities and spread messages of the changes	Improvement of communication among members and fostering of better understanding of the direction of change
Culture Messenger	Operation of change agent (CA) for each organization	Execution of programs that foster positive change based on organizational characteristics and VOE (Voice of Employee)
W+ Recognition Platform	A digital platform designed to foster an employee experience (EX)-driven organizational culture.	Continues to serve as a key platform for motivating employees in areas beyond job performance, including diligence, collaboration, and communication.
Internalization of Way of WIA by each division	A program for the internalization of Way of WIA tailored to the characteristics of each division	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	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 a sense of team spirit, mainly focuses on close communication and collaboration	- Faster feedback and decision-making - Pursuit of collective intelligence
Organization Assessment & Issue Improvement	Workshop to assess the organization to determine the current issues and to set the direction of improvement	Identification of internal issues and derivation of directions of improvement

Fostering a Positive Organizational Culture through the "W+" Recognition Platform

SPECIAL CASE

HYUNDAI WIA operates the in-house recognition platform "W+" to foster a culture of positive communication and collaboration among employees. Through W+, employees can send messages of appreciation and recognition to their colleagues, while recognition cards, point accumulation, and interactive quest features encourage voluntary participation. In 2026, we further promoted a culture of mutual respect by sharing employees' participation experiences and positive changes through the "Monthly Recognition Interview" program. Through these initiatives, we strengthen trust and camaraderie among employees while fostering a workplace culture in which positive feedback becomes a natural part of everyday work.



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 2025 assessment scored 83.1 points overall. This represents a 2.8-point increase from the previous year. The results are used to identify organizational culture improvement tasks and evaluate the effectiveness of division-level communication activities and organizational culture programs. We will continue regular assessments and improvement activities to foster an organizational culture that employees can genuinely experience and relate to.

Culture Survey Results

Category	2023	2024	2025
Score	78.5	80.3	83.1

Employees

Organizational Culture and Employee Well-Being

Employee Well-Being

HYUNDAI WIA operates a range of employee welfare programs to support work-life balance, including working environment improvements, leave policies, family care support, health and safety initiatives, living support, cultural and leisure programs, and education expense assistance. Family-friendly policies such as maternity leave, paternity leave for spouses, and parental leave are provided to all employees, including both office and production staff, and support is extended to employees across domestic and overseas business sites to ensure effective utilization of these programs. In addition, we operate lifecycle-based welfare programs such as reduced working hours during pregnancy, infertility leave, family care leave, and children's education subsidies, thereby supporting employees in achieving a healthy work-life balance.

Employee Welfare Programs¹⁾

Category	Description
Work Environment	• Flexible working hours: self-directed work planning by choosing commuting hours • Hot desking: flexible seating at selected business sites
Vacation & Long-Term Service Support	• Summer vacation: 5 days of summer vacation in addition to annual and monthly leaves • Restart leaves • Long-term service reward: vacation, reward money, and souvenir (gold medal) in 5-year increments for 10 to 35 years of long-term service • Retirement support: overseas vacations for mandatory retirees
Health & Safety Support	• Regular and comprehensive check-up support for employees • Medical expense support: medical cost assistance for family members listed on health insurance • On-site medical clinic: on-site clinic “H+” and health management offices at each workplace • Fitness center: latest equipment at each workplace • Insurance support: four major insurances and group accident insurance for all employees including dispatched workers • Meal and snack support: diverse menus with high nutritional value • Safety protective gear provision: different provision cycles by item category • Work uniform provision and outsourced laundry service support
Living Support & Convenience Services	• Dormitory support: multiplex-type dormitories • Commuting support: commuter bus services • Business trip support: domestic and overseas business trip expense support • Housing purchase and Jeonse (rental deposit system in Korea) subsidy support • Support for purchase cost assistance when buying group-affiliated vehicles • Gift allowance: KRW 500,000 per year provided to enhance employee welfare benefits

Category	Description
Maternity, Paternity & Childcare Support	• 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 pregnancy • Maternity/paternity leave: paid leave provided for employees and their spouses upon childbirth - 90-day maternity leave(120 days for twins or more) and 20-day paternity leave • Parental leave: up to two years of parental leave per child up to age 8 or in second grade • Reduced work hours for childcare: reduced work hours to ease the burden of raising children (15 to 35 work hours per week) • Fertility treatment leave: 6 days per year (the first 2 days paid and the remaining 4 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 0-5 • Dodam Kids Voucher: “First Encounter Voucher” for childbirth, “First School Day Voucher” for elementary school enrollment
Culture & Leisure Support	• Cultural events: Concerts, sports events, and movie viewing programs, Town Hall meetings, etc. • Club activity support: monthly activity expense support for hobby and sports clubs • Continuous two-shift work incentive: 400,000 points per half-year provided for self-development • Vacation facility support: condominium and resort access provided at member rates
Education & Family Event Support	• Children's education support: tuition support for employees' children attending middle school, high school, and university • Family event support: support for employee and children's weddings, condolence support for family bereavement

1) Welfare benefits are provided equally to all employees without distinction between contract-based and regular employees.

Employees

Labor Relations

Labor Relations & Communication

HYUNDAI WIA maintains a cooperative labor-management relationship by strengthening mutual understanding and collaboration between labor and management based on trust. Through smooth communication with all employees, we build a foundation of trust and practice transparent corporate management. Based on these efforts, HYUNDAI WIA has maintained a sound labor-management relationship without labor disputes for 31 consecutive years.

Collective Bargaining

HYUNDAI WIA respects employees’ rights to organize, collective bargaining, and collective action, which are guaranteed under Article 33 of the Constitution, and complies with relevant laws and regulations. We conduct collective bargaining based on applicable laws and collective agreements, and reaches mutually acceptable outcomes through constructive dialogue and rational consultation between labor and management. As a result of this labor-management cooperation, HYUNDAI WIA achieved its 31st consecutive year of a wage and collective bargaining agreement without labor disputes in September 2025.



Labor-Management Council

HYUNDAI WIA operates the Labor-Management Council and Occupational Safety and Health Committees to strengthen communication and cooperation between labor and management. These committees are held on a quarterly basis to discuss key issues such as employee grievance handling, improvement of working conditions, and enhancement of welfare benefits. In addition, the Future Employment Strategy Committee is convened semiannually to review employment strategies in response to changes in the industrial environment, while the Employment Stability Committee is held monthly to share business unit performance and discuss workforce efficiency measures. In 2025, major issues such as cafeteria quality improvement, wages, working hour reduction, and working environment enhancement were discussed, and corresponding improvement measures were developed.

2025 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
	Management 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 labor-management social contribution activities	• Conduct Miracle of 1% and volunteer activities

Sharing Information & Building Consensus

HYUNDAI WIA operates various labor-management communication activities to foster organizational harmony and mutual understanding. Through management briefings, we share future business strategies and our management vision with employees. At the same time, small group field activities by each business division are conducted to improve productivity and optimize work processes. In addition, improvement ideas identified on-site are shared and disseminated through small group competition events. Alongside these initiatives, we also run engagement programs such as labor-management joint workshops and support for employee clubs, thereby fostering a more horizontal and collaborative labor-management culture.

Employees

Diversity & Inclusion

Diversity & Inclusion System

HYUNDAI WIA fosters an organizational culture in which employees can freely express their opinions and fully demonstrate their capabilities based on diversity and inclusion policies. We prohibit discrimination based on gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, and social status, and promote the values of diversity and inclusion throughout the organization. In addition, HYUNDAI WIA has established mid- to long-term targets to enhance diversity, and is working toward achieving a female workforce ratio of 8.5% and a disability employment rate of 3.2% in Korea by 2030.

 [Diversity & Inclusion Policy](#)

Promoting Employment Opportunities for Persons with Disabilities

In line with the expansion of ESG management, HYUNDAI WIA recognizes the expansion of employment for persons with disabilities as an important social responsibility and a key element of sustainable management. We go beyond mere legal compliance and continuously promote the expansion of employment opportunities for persons with disabilities in order to foster an organizational culture that respects diversity and inclusion and contributes to the creation of social value. HYUNDAI WIA also views the economic independence and stable social participation of persons with disabilities as essential not only for fulfilling corporate social responsibility but also for achieving mutual growth with local communities. Accordingly, we are reviewing and implementing various measures to expand suitable job opportunities for persons with disabilities and to create a more stable working environment. Efforts are also being made to establish practical employment foundations, including improving working conditions, raising awareness, and promoting an inclusive organizational culture. In addition, beyond direct hiring, HYUNDAI WIA contributes to job creation for persons with disabilities through various approaches, such as equity investments in standard workplaces for persons with disabilities and collaboration initiatives. These activities go beyond short-term employment rate improvements and represent efforts to build a sustainable employment ecosystem in which persons with disabilities can continuously demonstrate their capabilities, while enabling us to fulfill our social responsibility in a more effective and meaningful way.

ERG Activities

HYUNDAI WIA operates Employee Resource Group (ERG) activities based on employee participation to foster communication and collaboration across diverse backgrounds and experiences within the organization. The ERG initiatives promote voluntary interaction and mutual understanding among employees based on various characteristics such as nationality, generation, job function, and work location. Through these efforts, we strengthen connections among employees and foster an inclusive and horizontal organizational culture.

ERG for Communication Across Generations and Job Levels

HYUNDAI WIA operates various management communication activities to ensure that employees across generations and job levels can share the organization's direction and exchange their opinions. Following his appointment as CEO in August 2025, President Kwon O-sung held his first "2025 CEO Town Hall Meeting" with employees. Approximately 1,000 employees participated both online and offline, during which the CEO shared HYUNDAI WIA's future vision, growth strategy, technological innovation direction, and the need to build a learning-oriented organizational culture. Through this initiative, we provide opportunities for employees to better understand our business status and to communicate based on a unified direction.



ERG for Global and Cultural Exchange

HYUNDAI WIA operates various exchange initiatives to strengthen bonds between overseas subsidiaries and headquarters and to enhance understanding of global organizational culture. In 2025, we conducted a Korea training program by inviting 54 outstanding employees from overseas subsidiaries in the United States, Mexico, India, Russia, China, and Slovakia to Korea. During the program, participants visited the Uiwang R&D Center, production plants, and mobility exhibitions. Through these activities, overseas employees were able to directly understand our business direction and technological capabilities, while also strengthening the foundation for collaboration among global employees.



HYUNDAI WIA India's Family Day

SPECIAL CASE

HYUNDAI WIA India held its first Family Day event in March 2025 to commemorate its 15th anniversary, inviting employees and their families. The event included a plant tour, family participation performances, magic shows, interactive activities, and a shared meal, enabling employees' families to better understand HYUNDAI WIA and its working environment. Through this initiative, we strengthened employees' sense of belonging in our overseas subsidiaries and reinforced an inclusive organizational culture that values family participation.



Respect for Human Rights

Human Rights Management System

Human Rights Management Governance

Roles & Responsibilities of the Board and Executive Management

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

Mid-to-Long-Term Goals

HYUNDAI WIA has established mid- to long-term human rights management goals for 2026–2029 in order to systematically identify and improve human rights risks. These goals focus on enhancing the human rights impact assessment system and expanding its scope. We aim to establish a management framework that identifies improvement tasks based on assessment results and monitors their implementation status. In 2026, HYUNDAI WIA plans to enhance existing human rights impact assessment indicators and operational processes through advisory support from external experts. From 2027 onward, the assessment scope will be gradually expanded to include major domestic and overseas business sites, and subsidiaries. By 2029, we aim to institutionalize a human rights impact assessment system covering major domestic and global sites and subsidiaries, while strengthening the management of follow-up actions derived from assessment results.

Human Rights Management Mid-to-Long-Term Roadmap

Category	Short-term	Mid-term	Long-term
Period	2026	2027–2028	2029
Strategic Direction	Advancement of human rights impact assessment system and establishment of roadmap	Expansion of human rights impact assessment coverage	Institutionalization of human rights impact assessment system and management of improvement actions
Targets	(2026) Achieve 10% employee coverage in assessments	(2027) Achieve 30% employee coverage (2028) Achieve 70% employee coverage	(2029) Achieve 100% employee coverage
Key Initiatives	• Advancement of human rights impact assessment for Uiwang R&D Center • Enhancement of assessment indicators and processes • Implementation of quick-win improvement actions • Analysis of assessment results and internalization of operating system	• Expansion of assessments to major domestic business sites • Development of assessment indicators for overseas business sites • Assessment of high-risk overseas sites and key subsidiaries • (2028) Reassessment of Uiwang R&D Center results	• Reassessment of domestic business sites • Expansion of overseas business site assessments • Monitoring implementation of subsidiary improvement actions • Institutionalization and regular operation of human rights impact assessments

Human Rights Charter

HYUNDAI WIA has established a Human Rights Charter based on international human rights and labor standards to prevent human rights violations and mitigate human rights risks, and is committed to implementing respect for human rights across all business sites. The Human Rights Charter applies to all executives, regular and non-regular employees, as well as employees of domestic and overseas production and sales subsidiaries, affiliates, sub-subsidiaries, and joint ventures. We also encourage stakeholders in business relationships to respect the Human Rights Charter. In cases where the Human Rights Charter conflicts with local laws and regulations, local laws take precedence. However, where necessary, we supplement compliance through revisions to the Human Rights Charter or the establishment of detailed policies.

[Human Rights Charter](#)

Prohibition of Discrimination & Workplace Harassment

HYUNDAI WIA prohibits all forms of discrimination, sexual harassment, and workplace bullying, and applies a zero-tolerance policy. To create a mutually respectful working environment, we conduct regular training on the prevention of workplace harassment and sexual harassment, and operate a system for receiving and providing consultation on human rights grievances, including discrimination, harassment, and sexual harassment. In the event of a human rights violation, HYUNDAI WIA ensures prompt and fair investigations to protect victims, while taking corrective actions and disciplinary measures against perpetrators. In addition, we operate a follow-up management system to prevent recurrence of such incidents.

Fair Compensation and Living Wage Principles

HYUNDAI WIA reviews living wage levels to ensure employees' stable livelihoods and the operation of a fair compensation system. For domestic business sites, we refer to living wage standards published by national and local governments as well as regional wage levels. For overseas business sites, HYUNDAI WIA reviews regional wage levels using global benchmarks such as the ILO living wage principles, the Wage Indicator Foundation, and the Fair Wage Network. The scope of analysis includes personnel engaged in our business operations, such as regular employees, non-regular employees, and dispatched workers, in principle. We are progressively enhancing the scope of application, taking into account the level of available data to improve the robustness and coverage of analysis.

Respect for Human Rights

Risk Management

Human Rights Impact Assessment

Assessment Process

HYUNDAI WIA operates a human rights impact assessment process to systematically identify and address human rights risks. Based on the Human Rights Charter, domestic and international standards, and industry initiatives, we have established assessment indicators and evaluate human rights risks at each business site through checklist-based desktop assessments and on-site verification. Based on the assessment results, key improvement actions are identified, and our implementation is monitored in coordination with the relevant departments. Beginning in 2026, HYUNDAI WIA plans to enhance the human rights due diligence process by reflecting the requirements of global frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs) and the EU Corporate Sustainability Due Diligence Directive (CSDDD). Specifically, we will introduce a newly standardized Group-wide checklist methodology to strengthen the consistency and effectiveness of assessments, and will pilot the enhanced assessment process at the Uiwang R&D Center to identify areas for improvement. Based on the findings from the pilot assessment, HYUNDAI WIA will finalize the assessment framework and progressively expand the scope of human rights impact assessments from major domestic business sites to overseas business sites.

Human Rights Impact Assessment Process



Assessment Scope & Coverage

HYUNDAI WIA carries out human rights impact assessments across all domestic and overseas business sites. In 2025, assessments were conducted at 7 domestic and 8 overseas business sites, including production and sales subsidiaries, and branch offices. The assessments cover topics such as human rights management systems, discrimination and harassment, forced labor, child labor, and occupational safety issues. 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 exceeds 10% for any question in human rights impact assessments. The 2025 assessment identified no significant human rights risks. However, as negative responses were identified for several assessment items, additional interviews were conducted with the relevant respondents at the respective business sites. The interviews revealed that, although the Human Rights Charter and related policy statement had been posted on the company website of the Jiangsu HYUNDAI WIA in China, employee awareness of the policy remained low. In response, the HR Team reviewed the status of the Human Rights Charter on the website and subsequently carried out communication and awareness-raising activities for employees.

2025 Human Rights Impact Assessment Overview

Category	Details
Period	December 15 (Mon)–December 19 (Fri), 2025
Assessment Scope	• 7 domestic business sites • 8 overseas business sites (production and sales subsidiaries, branch offices)
Topics	• Human rights management system • Diversity/non-discrimination • Prohibition of forced labor • Prohibition of child labor • Guarantee of occupational safety • Prevention of workplace harassment and abuse of power and authority

Identification of Vulnerable Groups

In accordance with the principles for protecting vulnerable groups emphasized in global human rights frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs) and the EU Corporate Sustainability Due Diligence Directive (CSDDD), HYUNDAI WIA identifies vulnerable groups within the following stakeholder categories: (i) employees, (ii) supplier workers, and (iii) local community members.

Category	Stakeholders	Definition
Women	Employees, suppliers, local community members	Women who are legally entitled to protection under applicable laws in relation to pregnancy, childbirth, and childcare
Young Workers	Employees, suppliers	Workers aged 15 years or older but less than 18 years of age
Workers in High-Risk Roles	Employees, suppliers	Shop-floor, office, and R&D personnel classified as performing high-risk duties under in-house criteria
Non-Regular Employees	Employees, suppliers	Employees engaged under fixed-term employment contracts
Minority Groups	Employees, suppliers, local community members	Persons with disabilities, persons with medical histories or conditions, foreign nationals/migrant workers, and individuals belonging to religious, racial/ethnic, or LGBTQ+ minority groups

Human Rights Training

HYUNDAI WIA provides human rights training to strengthen employees' awareness of and commitment to respecting human rights. As part of its mandatory legal training, we offer online programs on the prevention of workplace harassment and sexual harassment, as well as disability awareness training. In 2025, a total of 2,836 employees completed these training programs. In addition, beginning in 2025, HYUNDAI WIA introduced a dedicated human rights training program to further promote a culture of respect for human rights. The program helps employees understand fundamental human rights principles and recognize practical ways to uphold human rights in the workplace. We will continue to provide human rights training to strengthen the preventive framework against human rights violations, including discrimination and workplace harassment.

Human Rights Training Results¹⁾

Category	Unit	2023	2024	2025
Sexual Harassment Prevention Training	Persons	3,054	2,963	2,836
Workplace Harassment Prevention Training	Persons	3,054	2,963	2,836
Disability Awareness Training	Persons	3,054	2,963	2,836
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 2025 (Data Correction)

Respect for Human Rights

Risk Management

Human Rights Grievance Handling

HYUNDAI WIA operates both online and offline grievance handling channels to ensure that all stakeholders, including employees, can freely report human rights violations, unreasonable practices, and corruption. All channels allow anonymous reporting and are provided in multiple languages, including English and Chinese, to ensure accessibility for foreign workers. We strictly protect the identity of reporters and prohibit any form of retaliation, including attempts to identify or disadvantage whistleblowers. In 2025, a total of 14 grievances were received, all of which were processed in accordance with established procedures. No cases identified as human rights risks were found among the reported grievances. Where significant human rights risks are identified during the grievance handling process, we implement necessary corrective measures, such as commitments to prevent recurrence, reassignment of personnel, and disciplinary actions.

Human Rights Grievance Handling Channels

Online & Offline Channels

- Workplace Harassment Reporting Center
- Sexual Harassment and Assault Reporting Center
- Workplace Counseling and Grievance Center
- Cyber Audit Office

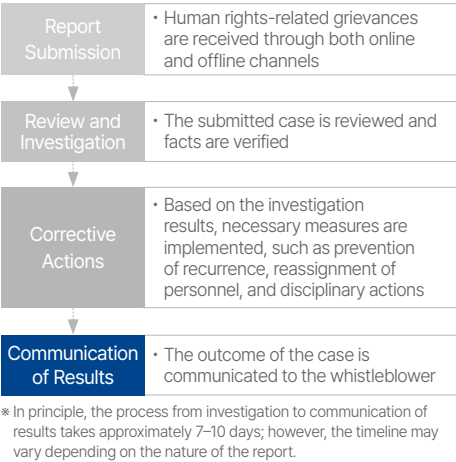
Telephone

- 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

Human Rights Grievance Handling Process



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. HYUNDAI WIA carries out various initiatives beyond legal compliance to promote human rights management and improve working conditions, including stakeholder engagement, human rights impact assessments, labor condition monitoring, and the prevention of workplace harassment. We will continue to manage human rights risks by incorporating stakeholder feedback and will consistently implement responsible management practices.

Response Activities for Potential Human Rights Issues

Potential Issue	Stakeholder	Response
Human rights management system	Employees, suppliers, local communities	• Conduct human rights impact assessments • Manage human rights risks (operate hotline) • Establish and manage Human Rights Charter
Compliance with working conditions	Employees, suppliers	• Sign employment contracts • Implement flexible work system • Manage working hours and implement employee welfare programs
Prohibition of forced labor and child labor	Employees, suppliers	• Prohibit signing contracts that violate the Labor Standards Act
Prevention of workplace harassment	Employees	• Workplace harassment prevention training • Sexual harassment prevention training • Receive reports of workplace harassment, sexual harassment, and grievances
Guarantee of industrial safety	Employees, suppliers	• Conduct regular health checkups for employees
Guarantee of freedom of association and collective bargaining	Employees	• Comply with labor-related laws • Operate a labor union • Sign collective agreements based on collective bargaining
Environmental protection	Local communities	• Reduce GHG emissions • Strengthen wastewater and hazardous chemical management

2025 Human Rights Grievances Filed & Resolved



Occupational Health & Safety

Governance

Health & Safety Management Policy

HYUNDAI WIA has established a Health and Safety Management Policy to implement our management principle of placing the highest priority on occupational health and safety. The policy applies to domestic and overseas business sites as well as on-site suppliers, and includes our HSE Vision and HSE Management Policy. In addition, the policy defines the systems and implementation standards necessary for effective health and safety management, including the roles and responsibilities of the Health and Safety Management Representative, target management framework, education and training, emergency preparedness and response, supplier safety management, and internal audits.

[↗ Health & Safety Management Policy](#)

HSE Management Policy

HYUNDAI WIA implement 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 activity.

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.

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, major plans, and improvement needs for health and safety activities across all HYUNDAI WIA business sites. In addition, under the leadership of the CSO, HYUNDAI WIA holds a monthly safety inspection meeting to review occupational health and safety issues at each business site and monitor the status of corrective actions.

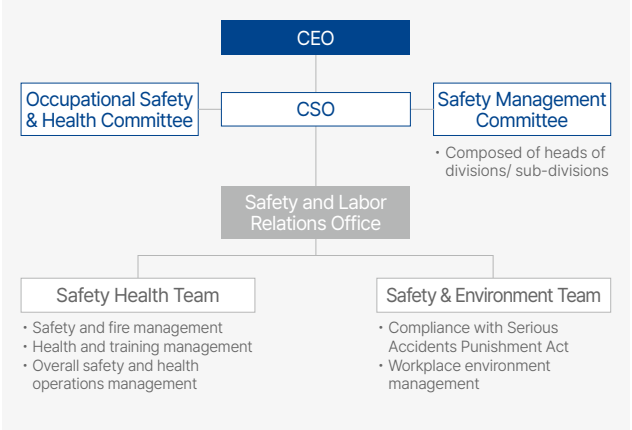
Roles & Responsibilities of Dedicated Organizations

HYUNDAI WIA operates the Safety and Labor Relations Office as a dedicated organization for occupational health and safety management. The organization 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 the dedicated organization for compliance with the Serious Accidents Punishment Act, overseeing the prevention of and response to serious industrial accidents. The team is also responsible for environmental management at business sites and provides support for health and safety management activities.

Occupational Safety and Health Committee

HYUNDAI WIA operates an Occupational Health and Safety Committee to prevent potential safety and health risks within business sites and to implement corrective actions. The Committee is held quarterly at each business site and discusses the identification of workplace hazards and the development of improvement measures.

Health & Safety Governance Structure



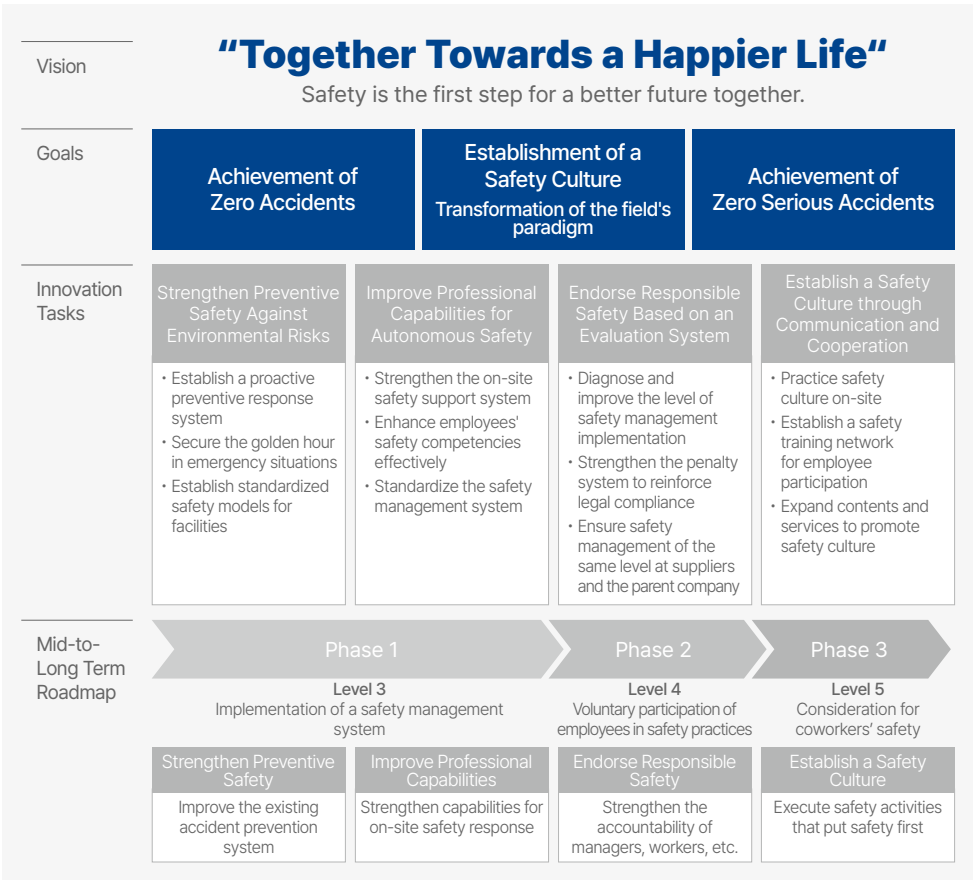
Occupational Health & Safety

Strategy

Vision and Roadmap

HYUNDAI WIA places the lives and occupational health and safety of its employees and supplier workers as its foremost priority. 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



2026 Key Initiatives



Occupational Health & Safety

Risk Management

HSE Management System Implementation

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 7 domestic sites and 4 overseas sites, undergoing annual surveillance audits and renewal audits every three years. Based on this system, we monitor and review the implementation status of occupational health and safety management practices.

ISO 45001 Certification Status

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

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 2025, we conducted a total of 4,563 risk assessments for 1,385 work processes. Among these, 80 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



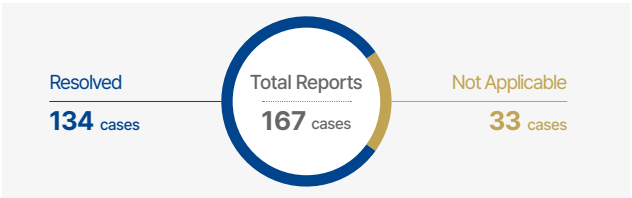
2025 Risk Assessment Improvement Activities

Accident Type	Risk Factor	Improvement Measures
Collisions	• Risk of worker collision during movement of product loading bins	• Installation of shock absorbers on the edges of product loading bins
Fall/Overturn	• Risk of falls due to narrow existing platforms during loading operations in land-based firing processes	• Design and installation of customized platforms to prevent falls
Chemical Substances	• Risk of coolant leakage from testing equipment	• Installation of coolant module testing equipment and exhaust ducts in the test room

Safety Reporting System

HYUNDAI WIA operates a Safety Reporting System to proactively manage safety and health risk factors. Employees and on-site supplier workers can report potential and actual workplace risk factors in real time, and the submitted reports are used to identify risks and implement corrective actions. In addition, in the event of an accident, the system enables rapid information sharing and response through the Safety Reporting System, thereby enhancing the effectiveness and responsiveness of the overall safety management process.

2025 Safety Reporting System Operation Status

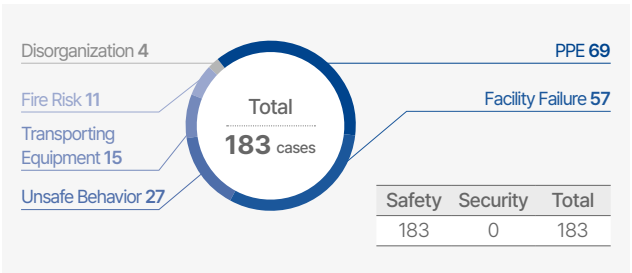


* All reported cases, excluding those not applicable to occupational safety and health, have been resolved.

Health & Safety Inspection and Monitoring

HYUNDAI WIA conducts safety and health inspections and monitoring activities to proactively prevent accidents. All site departments perform daily occupational health and safety checks, and high-risk machinery and equipment, such as cranes and pressure vessels, are inspected on a regular cycle in accordance with established procedures. In addition, we operate a centralized control center to continuously monitor all business sites, prevent safety and security incidents, and enable immediate response in the event of an accident. In 2025, a total of 183 cases were identified through monitoring activities, consisting of 183 safety-related cases and no security-related cases.

2025 Health & Safety Monitoring Status



Occupational Health & Safety

Risk Management

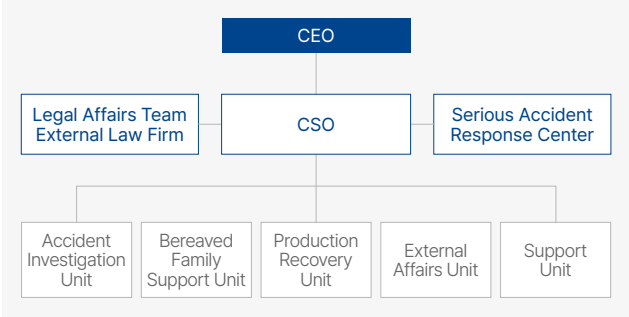
Comprehensive Business Site Safety Inspection

HYUNDAI WIA conducted comprehensive inspections at all domestic sites four times in 2025, in July, August, September and October, 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. HYUNDAI WIA conducts comprehensive inspections not only domestically but also at overseas subsidiaries. In 2025, we conducted comprehensive inspections at a total of five overseas subsidiaries: Shandong HYUNDAI WIA, Jiangsu HYUNDAI WIA, HYUNDAI WIA Mexico, 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.

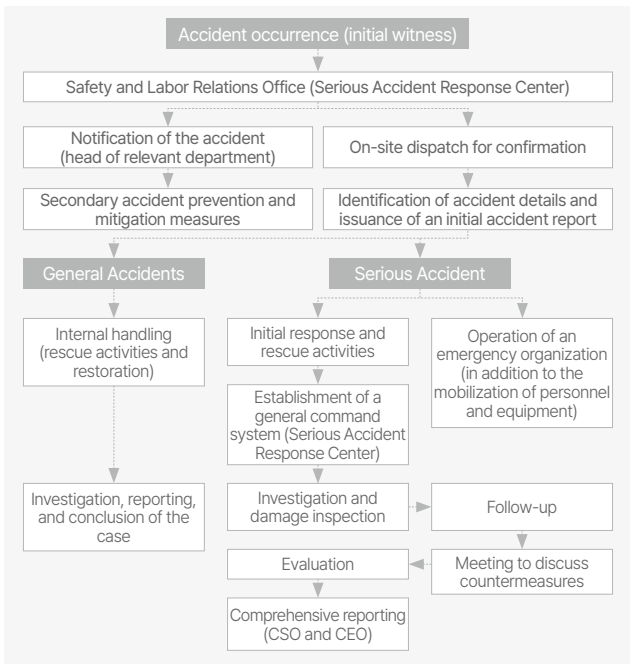
Establishment of a Serious Accident Response System

Serious industrial accidents may have a significant impact not only on on-site workers but also on the safety of local communities. HYUNDAI WIA proactively prevents such incidents through risk identification and management activities. In the event of an accident, we have established a response command structure and operational manuals to clearly define the roles and responsibilities of responsible personnel, ensuring an effective and coordinated response system.

Command System for Responding to Serious Accident



Serious Accident Response Manual



Serious Accident Response Drill

HYUNDAI WIA conducts training to improve response capabilities in the event of serious accidents. In 2025, HYUNDAI WIA conducted a joint public-private major accident response drill in collaboration with the Seongsan Fire Station. The exercise simulated an electric vehicle fire caused by a battery defect and tested our emergency response procedures. The drill included step-by-step response actions such as emergency reporting and evacuation, relocation of the burning vehicle, initial firefighting, use of fire suppression blankets, fire suppression operations, rescue and first aid for casualties, containment of contaminated water leakage, accident response and recovery, and the establishment of measures to prevent recurrence.

Internalization of Safety and Health Culture

HYUNDAI WIA has defined the "10 Essential Safety Rules," which specify five required behaviors and five prohibited actions that employees must follow during work activities. We are further expanding a culture in which all employees voluntarily practice safety rules in our daily work and operations. As part of these efforts, in 2025, HYUNDAI WIA conducted a Safety and Labor Culture Content Contest for all employees and their families. A total of 80 submissions, including posters, slogans, and short-form videos, were received. Through these initiatives, we aim to enhance employees' safety awareness and encourage the integration of safety rules into both daily life and workplace practices.

10 Essential Safety Rules

5 Mandatory Compliance Rules	5 Prohibited Actions
1 Wearing personal protective equipment (PPE)	1 Use of mobile phones while driving or operating machinery
2 Compliance with safety work permits	2 Disabling or bypassing safety devices
3 Installation of safety warning signs during maintenance/cleaning activities	3 Moving under suspended heavy loads
4 Provision of fire extinguishers at the workplace	4 Speeding at business sites
5 Wearing seat belts when operating forklifts	5 Smoking outside of designated smoking areas

Winners of the 2025 Safety and Labor Culture Content Contest



Occupational Health & Safety

Risk Management

Supplier Health and Safety Management

In accordance with subcontracting-related provisions under the Occupational Safety and Health Act, HYUNDAI WIA implements safety and health management for both internal and external suppliers. For internal suppliers, joint inspections are conducted on a monthly basis. During these inspections, risk factors and deficiencies identified are used to develop improvement measures, which are subsequently implemented. The implementation status of these corrective actions is verified through the quarterly Safety and Health Regular Consultative Council. In 2025, HYUNDAI WIA conducted safety level assessments and on-site inspections for 15 internal suppliers at its Changwon Plant, and recommended corrective actions for identified deficiencies. For external suppliers, we provide safety training and conduct on-site visits. In 2025, a total of 34 experiential safety training sessions were conducted for 408 external suppliers.

2025 Safety and Health Performance of Suppliers

Category	Key Activities	Performance
Internal Suppliers	Monthly joint inspections to identify risk factors and deficiencies and implement corrective actions, Safety and Health Committee meetings to monitor implementation status	Safety level assessments and on-site inspections conducted for 15 internal supplier companies at the Changwon Plant
External Suppliers	Experiential safety training (HSE field)	34 sessions of experiential safety training conducted for 408 companies, with 462 participants completing the training

Supplier Health and 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 2025, we implemented the project for 3 internal suppliers and 15 external suppliers, providing consulting services for each company's desired initiatives. We conducted supplier 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 this, HYUNDAI WIA aims to support establishing a sustainable supplier safety management system and promote stabilization of parts supply and strengthening of win-win cooperation frameworks.

2025 Key Activities of Supplier Health & Safety Win-Win Cooperation

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

Overseas Subsidiaries–Tailored Occupational Safety and Health Activities

SPECIAL CASE

In 2025, HYUNDAI WIA implemented occupational safety and health activities tailored to the characteristics of each overseas subsidiary and local working environments.

- **Jiangsu HYUNDAI WIA** | Emergency response training and skill competitions were conducted to strengthen practical emergency response capabilities, including bandaging, cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) usage, and patient transport.
- **Shandong HYUNDAI WIA** | Electric shock response drills were conducted along with training on the use of personal protective equipment, CPR, and AED operation. In addition, monsoon-season emergency drills were carried out to assess responses to heavy rainfall and natural disasters.
- **HYUNDAI WIA Mexico** | Safety Week was held, including safety campaigns, emergency evacuation drills, and department-level safety training. They also reviewed their emergency response system for fire, injury, and evacuation scenarios.
- **HYUNDAI WIA India** | Considering the local hot and humid climate, training programs were conducted on heat stress management, fire safety, and emergency response procedures. They also carried out heatstroke and dehydration prevention campaigns and health management activities.



Jiangsu HYUNDAI WIA



Shandong HYUNDAI WIA



HYUNDAI WIA India



HYUNDAI WIA Mexico

Occupational Health & Safety

Metrics & Targets

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. As a result of implementing risk identification, corrective actions, and accident prevention activities, the number of industrial accident cases in 2025 was reduced to one case, representing a 67% decrease compared to 2024.

2025 Key Achievements in Health & Safety

Category	Key Achievements
Risk Management	• Revised risk assessment regulations (including expanded worker participation) and company-wide distribution of the risk assessment guideline book
Supplier Safety Management	• Advancement of subcontractor safety management system (safety capability evaluation, company-specific risk assessments, etc.)
Safety Incident Indicators	• Reduction of safety incidents through safety system diagnostics and installation of AI-based smart safety devices
Strengthened Engagement & Communication	• Operation of a safety reporting reward system and participation in large-small enterprise occupational safety and health win-win cooperation programs
Investment	• Company-wide installation of forklift collision prevention systems, fire monitoring systems, and improvement of firefighting facilities

Medium- and Long-Term Goals and Plans

HYUNDAI WIA has established mid- to long-term occupational health and safety goals to enhance the safety and health level of employees and contractor workers, and systematically manages performance against these targets. In 2025, we set an LTIFR¹⁾ target of 1.3 or lower, based on a 5% reduction compared to the previous year. The actual LTIFR recorded was 0.88, achieving improved performance beyond the target. For 2026, we have set the following goals: zero serious accidents, a occupational accident rate of 3.24% or below, an LTIFR of 0.84 or below, and a risk assessment training participation rate of 73% or higher. In the mid- to long-term, HYUNDAI WIA aims to maintain zero serious accidents and continuously reduce the accident rate by implementing safety and health improvement activities across all business sites. To achieve these goals, we are strengthening risk assessments for high-risk tasks, reinforcing field-oriented safety inspections, expanding safety training, enhancing contractor safety management, and actively identifying and improving near-miss incidents. Key safety and health indicators and improvement performance are managed by the responsible safety and health department, and progress against targets as well as major issues are regularly reported to management.

1) LTIFR: Lost Time Injury Frequency Rate

Health & Safety Medium- and Long-Term Goals

Category	Short-term (until 2026)	Mid-term (until 2028)	Long-term (until 2030)
Targets	• 5% reduction in LTIFR compared to previous year • 50% reduction in safety incidents compared to 2021	• 5% reduction in LTIFR compared to previous year	• 5% reduction in LTIFR compared to previous year
Response Strategy / Activities	Strengthening safety management systems	Establishment of AI-based safety management processes	Promotion of voluntary employee participation in safety activities and fostering a culture of caring for colleagues' safety
Performance Indicators	Incident rate, LTIFR		

Employee Health & Safety Training

HYUNDAI WIA enhances employees' safety awareness and strengthens accident prevention capabilities across the business sites through a variety of occupational health and safety training programs. In 2025, we conducted statutory training as well as role- and job-specific occupational health and safety training, including specialized courses tailored to different job functions and levels. In addition, HYUNDAI WIA established the Safety Training Center "S+", which provides experiential safety education on emergency situations and high-risk work processes, enabling employees to build practical safety competencies through hands-on training.

2025 Health & Safety Training Programs and Participants

(Unit: persons)

Category	Programs	Details	Participants
HSE Hands on Safety Training	Employee Safety Training	Hands-on safety training	681
	Affiliate/Supplier Safety Training	Request-based hands-on safety training for group affiliates and suppliers	500
	External Customer Safety Training	Request-based hands-on safety training for external customers	905
HSE Role Specific Training	Promoted Employee Safety Training	Role-specific Training for new team leaders, expatriates, line leaders, group leaders, etc.	45
	General Employee Training	Training for pre-retirement employees, exemplary employees of overseas subsidiaries, etc.	153
HSE Professional Training	HSE Incident Recurrence Prevention Training	Training on preventive measures for recurrence of safety incidents of concern to the company and society	47
	HSE Personnel Competency Enhancement Training	Training to enhance HSE personnel role awareness and core competencies	239
HSE Statutory Training	Regular Safety Training	Statutory regular safety training for management/production staff	3,006
	Supervisor Training	Statutory safety training for supervisors	110
	New Employee Training	Pre-job placement safety training for new hires	214
	Special Health & Safety Training	Training for 39 types of special work assignments	117
	Job Transfer Training	Training for work transitions and changes in work equipment/methods	3
Total			6,020

Activities Contributing to Community Health and Safety

SPECIAL CASE

HYUNDAI WIA donated 600 household first-aid kits to low-income families in the local community using proceeds generated from the operation of the S+ Experiential Safety Training Center. The S+ Center provides hands-on safety training for manufacturing workers and the general public. HYUNDAI WIA allocates a portion of the revenue generated from paid training programs to initiatives that promote community safety and public health. In recognition of this initiative, we were selected as the first donor of December for the "Hope 2026 Sharing Campaign" organized by the Gyeongnam Community Chest of Korea, and presented a donation of KRW 30 million at the campaign's launch ceremony.



Sustainable Supply Chain Management

Supply Chain Management System

Supply Chain ESG Management Policy

HYUNDAI WIA operates the Supply Chain ESG Management Policy to mitigate supply chain ESG risks and strengthen supplier competitiveness. The policy includes the supply chain ESG assessment process, evaluation criteria, rating system, supplier ESG capacity-building programs, and operational guidelines for grievance mechanisms. Furthermore, HYUNDAI WIA established a Supplier Code of Conduct in July 2020. As of 2025, 67.1% of suppliers have participated in signing the commitment to comply with the Code of Conduct.

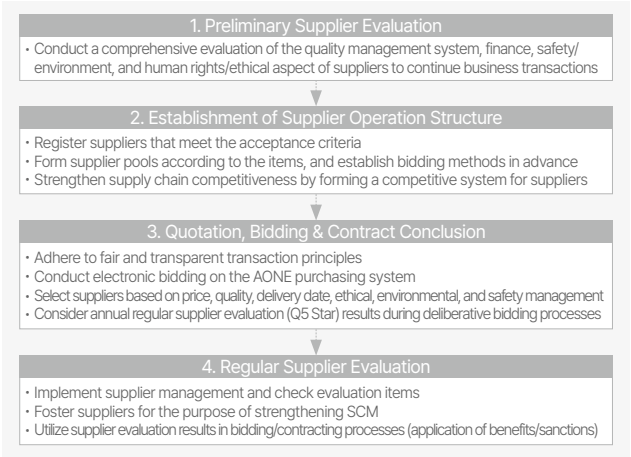
[↗ Supply Chain ESG Management Policy](#)

[↗ Supplier Code of Conduct](#)

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 2025, HYUNDAI WIA manages a total of 1,526 suppliers, comprising 1,276 domestic and 250 overseas suppliers.

Supplier Evaluation & Selection Process



Supplier Status

(Unit: companies, KRW 100 million)

Category		2023	2024	2025
Number of Suppliers	Domestic	1,344	1,336	1,276
	Overseas	226	233	250
	Total	1,570	1,569	1,526
Purchase Amount	Domestic	64,544	63,376	64,722
	Overseas	1,522	2,314	2,821
	Total	66,066	65,690	67,543

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

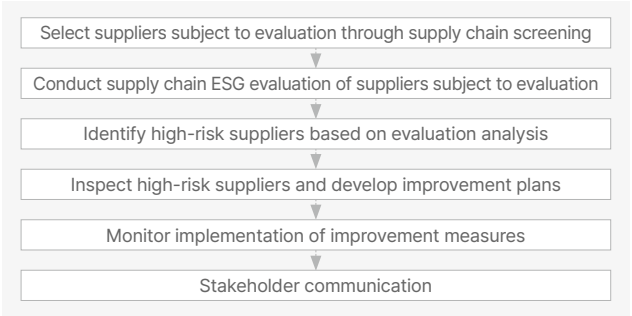
(Unit: companies)

Category	2023	2024	2025	2026 Target
Q5 Star Evaluation	135	131	125	120
Supply Chain ESG Evaluation	214	164	167	170

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 efforts, HYUNDAI WIA manages ESG risks across our supply chain while supporting the enhancement of our suppliers' ESG capabilities.

Supply Chain ESG Evaluation Process



Supply Chain ESG Evaluation Items

Category	Key Items
Environment	Environmental management systems and certification status, GHG emissions management and reduction activities, energy and renewable energy usage management, waste reduction activities, compliance with environmental laws and regulations (including violations)
Labor & Human Rights	Compliance with labor conditions and labor/human rights-related laws and regulations, prohibition of forced labor and child labor, discrimination and workplace harassment prevention systems, occupational health and safety management systems and certification status, operation of grievance reporting and resolution channels
Ethics	Availability of a Code of Ethics and Ethical Standards, anti-unfair trade practices and anti-corruption management systems, supply chain Transparent management, administrative sanctions related to business operations
Governance	Operation of reporting channels for corruption and conflicts of interest, disclosure of sustainability management information, implementation of anti-corruption and compliance training programs

Sustainable Supply Chain Management

Supply Chain Management System

Supply Chain ESG Assessment

Supply Chain Screening

HYUNDAI WIA selects suppliers for evaluation through a risk identification process prior to conducting supply chain ESG evaluations. Suppliers subject to assessment are selected based on supply items, transaction volume, and ESG risks. In reviewing ESG risks, HYUNDAI WIA considers global ESG laws and regulatory trends, including the application of forced labor prohibition laws and the EU Corporate Sustainability Due Diligence Directive (CSDDD). Through the screening process in 2025, we selected 167 suppliers¹⁾ as evaluation subjects and conducted supply chain ESG evaluations of these suppliers.

1) Including 17 newly registered suppliers

Identification of High-Risk Suppliers

HYUNDAI WIA analyzes supply chain ESG assessment results to identify suppliers with potentially high ESG risks. The evaluation results are used to review risk levels across key ESG areas, including environment, human rights and labor, health and safety, and ethics. Suppliers receiving a score of 40 points or below are classified as high-risk suppliers. As a result, 23 suppliers among those subject to the supply chain ESG assessment in 2025 were identified as high-risk suppliers.

Identification of Adverse Impacts

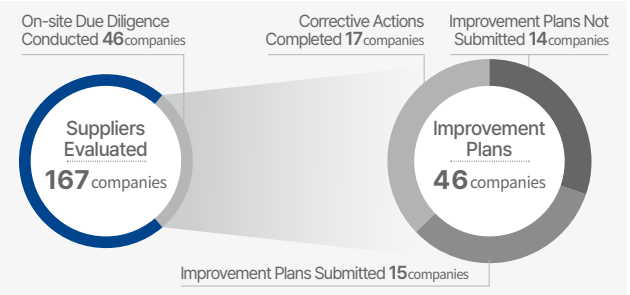
HYUNDAI WIA prioritizes adverse impacts identified through supply chain ESG evaluations based on internal criteria, including severity and likelihood of occurrence. Management scope includes not only high-risk impacts but also low-risk and potential risks. Reflecting the characteristics of the automotive parts industry, we have designated key areas for review, including forced labor and child labor, occupational health and safety, and responsible mineral sourcing. The identified priorities are linked to follow-up corrective actions and effectiveness monitoring for systematic management.

Corrective Actions and Effectiveness Monitoring

HYUNDAI WIA conducted on-site due diligence for 46 suppliers¹⁾ and required them to submit improvement plans while continuously monitoring the implementation status of corrective actions. In 2025, 32 out of the 46 suppliers submitted improvement plans. Specifically, 17 suppliers completed corrective actions, while 15 suppliers submitted improvement plans and are currently implementing them. For the remaining 14 suppliers that have not submitted improvement plans, we plan to continue monitoring the establishment and implementation of improvement measures.

1) High-risk suppliers and suppliers subject to due diligence requirements from stakeholders

Supplier Evaluation Items



Establishment of Grievance Channels and Future Plans

HYUNDAI WIA continuously establishes and revises supply chain ESG evaluation criteria by reflecting domestic and international ESG trends, and manages supply chain ESG risks based on these criteria. We also improve our evaluation system by incorporating feedback from stakeholders, including suppliers and customers, throughout the evaluation process. To strengthen communication with suppliers, HYUNDAI WIA operates both online and offline VOC and grievance channels. Suggestions and grievances related to supply chain ESG are received through the VOC channel on our website, and submitted cases are reviewed by relevant departments and reflected in improvements to the evaluation system, supplier support programs, and risk management activities. In 2025, a total of five cases were received through the VOC and grievance channels, of which two cases were addressed and resolved.

Responsible Mineral Sourcing Management

Purchasing Policy for Conflict Minerals

HYUNDAI WIA recognizes human rights violations and environmental degradation that may occur during mineral extraction in conflict-affected and high-risk areas as key supply chain risks. Accordingly, we have established and publicly disclosed the Purchasing Policy for Conflict Minerals on the website to prohibit the use of conflict minerals and promote responsible mineral sourcing. As a company with a global supply chain, HYUNDAI WIA incorporates responsible mineral sourcing principles into supplier management and operates related supply chain management systems to ensure responsible procurement practices.

[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 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 RMAP¹⁾-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.

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

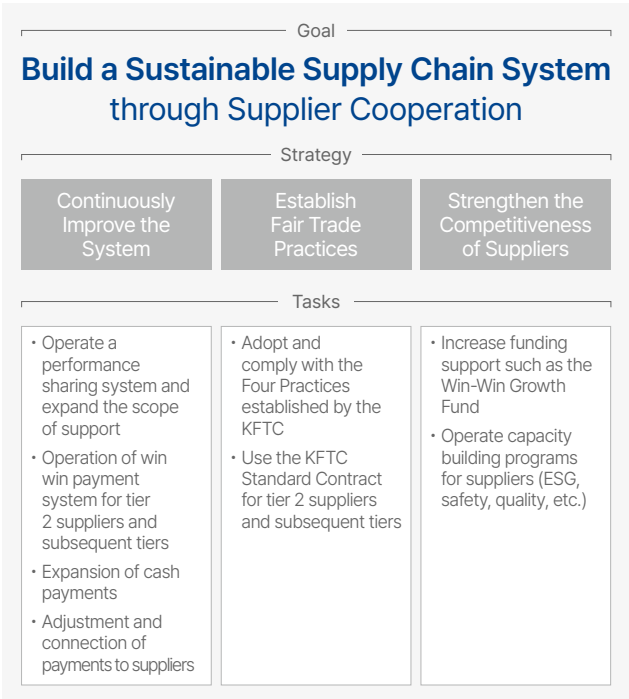
Sustainable Supply Chain Management

Win-Win Growth

Win-Win Growth System

HYUNDAI WIA recognizes suppliers as partners that share our culture and vision and pursue “Mutual growth for a better future.” Based on collaboration and communication, we provide various support programs in areas such as technology, finance, and education to establish a sustainable ecosystem for shared growth and cooperation.

Win-Win Growth Goal & Strategic Framework



Dedicated Organization for Win-Win Growth

HYUNDAI WIA operates the Supplier Cooperation Team as the dedicated organization responsible for mutual growth initiatives. The Supplier Cooperation Team manages transparent and fair business relationships with suppliers and is responsible for operating mutual growth programs, establishing fair trade agreements, managing VOC channels and supplier councils, conducting supply chain ESG evaluations, and supporting supplier development.

Tasks of the Supplier Cooperation Team

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

Hosting “Partnership Day”

SPECIAL CASE

HYUNDAI WIA held the 2026 Partnership Day with 123 key suppliers at Haevichi Hotel & Resort Jeju in March 2026, sharing our business strategies and direction for mutual growth. During the event, we discussed various initiatives to strengthen supplier competitiveness, including the joint establishment of technology leadership with suppliers, AI and digital transformation training, the mutual growth fund, safety training and consulting, and support for participation in overseas exhibitions and acquisition of Authorized Economic Operator (AEO) certification.



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 continue to strengthen our supplier cooperation system through communication and collaboration with 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.

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 2025, we contributed KRW 68 billion to operate the Mutual Growth Fund, supporting 81 suppliers in securing loans totaling KRW 84.6 billion. HYUNDAI WIA will continue to expand the Mutual Growth Fund to help suppliers resolve financial difficulties and achieve business stability.

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 ¹⁾
	Large enterprises	90-day AP financing ¹⁾
Export Parts	SMEs, medium-sized enterprises, and large enterprises	Cash

1) AP financing: accounts payable-backed financing

Operation of Win-Win Cooperation Fund

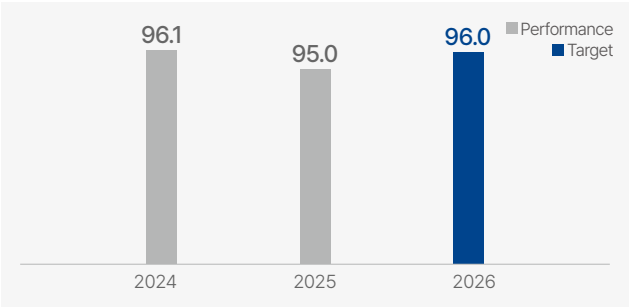
As part of win-win partnership programs with suppliers, HYUNDAI WIA contributes funds to the Win-Win Cooperation Fund managed by the Korea Foundation for Cooperation of Large and Small Businesses and Rural Affairs (KOFCA) under the Ministry of SMEs and Startups. In 2025, we contributed a total of KRW 300 million to the fund. The fund supported various programs including supply chain ESG and safety consulting, overseas exhibition participation support, and Authorized Economic Operator (AEO) certification assistance. Additionally, it provided support for measuring instrument calibration costs and workplace environment assessment costs.

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

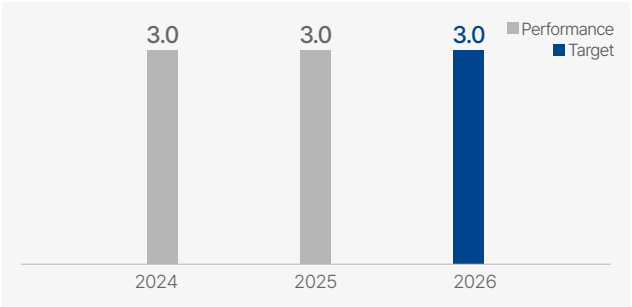
Cash Payment Rate for Fair Trade Signatories

(Unit: %)



Win-Win Cooperation Fund Performance & Target

(Unit: KRW 100 million)



Customer Delight & Quality Management

Customer Delight Management

Strategic Direction

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 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

Customer Delight Management

Improving Customer Satisfaction

- Activities to strengthen customer service effectiveness
- Customer satisfaction surveys
- Customer satisfaction campaigns
- Proactive monitoring activities
- Activities to improve customer priority

Internalization of Customer Delight Management

- Customer delight management training (companywide customer delight leaders – twice annually)
- Improvement program for departments requiring customer satisfaction survey/activity performance enhancement

Customers, Internal Customers & Suppliers

- Proactive monitoring activities for clients, internal customers, and suppliers
- Activities for improving clients, internal customers, and suppliers' priority

Customer Satisfaction Survey

HYUNDAI WIA conducts customer satisfaction surveys for domestic and overseas customers to continuously improve the quality of our products and services. The survey covers the entire customer journey, from purchase to product usage, including contract terms, delivery, product performance and convenience and after-sales service. Based on the survey results, we identify key improvement areas and implement follow-up actions. In 2025, the Customer Satisfaction (CS) score was 87.0 points, achieving 102% of the target score of 85.0 points and increasing by 2.0 points compared to the previous year. In addition, HYUNDAI WIA regularly conducts satisfaction surveys for suppliers and employees. The internal customer satisfaction score reached 76.7 points in 2025, meeting the target. The survey results are utilized as foundational data for improving the work environment and collaboration systems.

Customer Satisfaction Survey Process

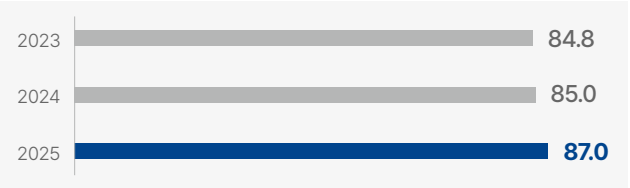


1) 2025 research agency: Global Research

Key Contents of Customer Satisfaction Survey

Clients	Response attitude, proactiveness, process, contract procedures, information and workflow management, product, customer support, after-sales service, delivery schedule, billing and settlement
Suppliers	Response attitude, supplier registration and contracting process, payment procedures, post-contract support
Internal Customers	Task management capability, work attitude, cooperation level, communication, shared objectives

Customer Satisfaction (CS) Score (Unit: points)



2025 Customer Satisfaction Results Against Targets

Category	Target	Result	Target Attainment Rate	No. of Participants
Customer Satisfaction (CS)	85.0	87.0	102%	424
Internal Customer Satisfaction (ICS)	76.7	76.7	100%	1,284

Recognition for Customer Delight Management Practices

SPECIAL CASE

HYUNDAI WIA selected outstanding teams through the Customer Delight Management category of the 3rd WIA Awards to promote a customer-oriented culture across the company. The Special System Development Team 1 was selected as the top-performing team in customer satisfaction, while the Control SW Development Team was recognized as the top-performing team in internal customer satisfaction. The Special System Development Team 1 strengthened communication with customers through demonstrations of actual equipment, training programs, system education, and seminars. The Control SW Development Team contributed to improving internal customer satisfaction by building trust through internal collaboration and delivering work outcomes that met customer expectations.

Customer Delight & Quality Management

Customer Delight Management

Customer Delight Enhancement Activities

HYUNDAI WIA conducts customer delight improvement activities based on the results of customer satisfaction surveys. Over the past three years, customer satisfaction scores have continued to improve, with particularly positive evaluations in the humanware aspect, including customer response and communication. Based on these results, HYUNDAI WIA is strengthening customer support activities and communication with suppliers, while continuously improving the overall customer experience across our products and services.

Customer Delight Capability Enhancement

HYUNDAI WIA is enhancing our customer delight management system through customer delight capability-building activities. Customer delight leaders selected from 124 teams across the company complete specialized training focused on customer delight management theories and best practices. Following the training, customer-centric activities are carried out four times a year, including customer journey mapping and internal and external customer appreciation campaigns. At the end of each year, HYUNDAI WIA operates a recognition program for teams demonstrating outstanding performance in customer satisfaction management. We also conduct Customer Delight Team Clinics to identify key customer satisfaction issues and develop improvement measures. In 2025, HYUNDAI WIA provided customized training content for five teams to help them identify practical factors for enhancing internal and external customer satisfaction and establish response strategies.

Customized Customer Delight Team Clinic Program

Category	Description
Purpose	Improve customer satisfaction by leveling up the customer satisfaction-oriented mindset and making improvements based on VOC
Date	March–May 2025
Description	• Develop response strategies through analysis of internal and external customer experience • Understand internal and external customer types and communication methods.

Customer Delight Improvement Process



2025 Customer Delight Leader Training

2026 Key Plans

Category	Description
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

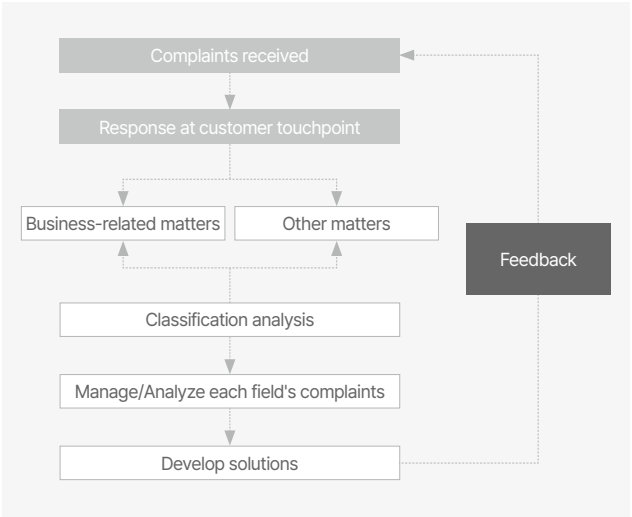
VOC System Operation

HYUNDAI WIA collects customer feedback through the VOC (Voice of Customer) system. Customers can submit inquiries, inconveniences, and complaints through the VOC system, and submitted cases are forwarded to relevant departments for one-on-one responses by responsible personnel. The collected feedback is categorized into business-related matters and other matters, and the results are reflected in service improvement initiatives and action plans.

VOC Operation Status

Category	Unit	2023	2024	2025
Filed	Cases	106	200	280
Resolved	Cases	106	200	280
Resolution Rate	%	100	100	100

Customer Complaint Handling Process



Customer Delight & Quality Management

Quality Management

Quality Management System

HYUNDAI WIA has established “Securing Growth Competitiveness through Quality System Redesign” as our quality management strategy and operates a quality management system focused on three key areas: development quality, manufacturing quality, and customer quality. We also continue to maintain quality management foundations tailored to each business area. In the automotive sector, HYUNDAI WIA maintains IATF 16949 certification. For the defense industry sector, we have obtained and maintained Defense Quality Management System (KDS STD-0005) and Aerospace Quality Management System (KS Q 9100) certifications based on Changwon Plants 1 and 2. In addition, the FA, artillery, and robotics businesses maintain ISO 9001 certification based on Changwon Plant 1 and operate a comprehensive quality management system covering the entire product lifecycle, from product development to after-sales management.

Quality Management Goal & Strategies

Goal	Securing Growth Competitiveness through Quality System Redesign		
Strategies	Development Quality	Manufacturing Quality	Customer Quality
Tasks	- Expand quality evaluation infrastructure and strengthen capabilities - Enhance control quality verification systems - Secure NVH¹⁾ evaluation capabilities and strengthen emotional quality validation	- Secure consistency in MIP manufacturing quality - Improve component quality reliability - Differentiate mass-production quality management for key products and implement specialized management	- Conduct improvement activities for chronic field quality issues - Strengthen activities to reduce field claim costs - Establish and operate a recurrence prevention management system

1) NVH (Noise, Vibration, Harshness)

ISO9001/IATF16949 Certification Status



Quality Issue Response System

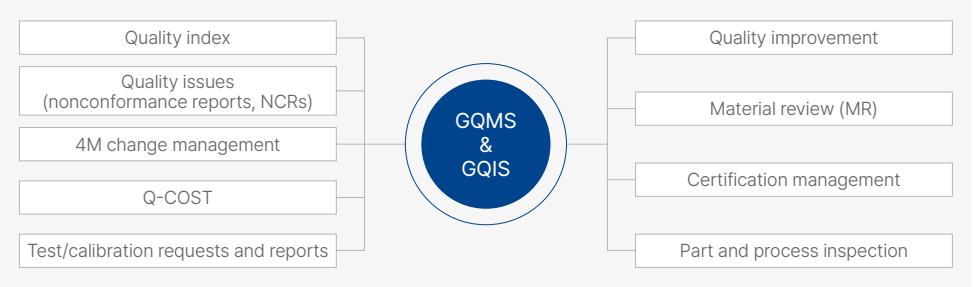
HYUNDAI WIA reviews the scope and impact level of product quality or safety-related issues and takes corrective actions through our recall and campaign response process when necessary. For campaign-related cases, we review the response strategy and responsibility attribution, then determine work procedures, material supply plans, and required costs before implementation through management reporting and approval procedures. After implementation, HYUNDAI WIA monitors progress and corrective action performance on a weekly basis to ensure completion. In addition, we operate quality information systems (GQMS/GQIS) to track and manage quality history. Through these systems, HYUNDAI WIA integrates the management of various quality-related areas, including quality indices, quality issues (NCR), 4M change management, Q-COST, Test and calibration requests and reports, quality improvement activities, material review (MR), certification management, and component and process inspections, thereby strengthening a prevention-oriented quality management system.

Quality Issue (Recall/Campaign) Response Process

Stage	Category	Key Activities
1	Issue Receipt and Impact Scope Review	Receive quality and safety-related issues and review the affected models, scope by country and region, necessity of shipment suspension, and material supply plans
2	Response Strategy and Responsibility Review	Determine the type of campaign and review responsibility attribution and response direction through consultation with relevant departments
3	Implementation Plan and Cost Estimation	Estimate required measures and costs for campaign execution, including work procedures, required time, materials, parts costs, labor costs, and transportation costs
4	Reporting, Approval, and Implementation Preparation	Report the campaign implementation plan, root causes, mass-production countermeasures, and field action costs to management; proceed with pre-implementation procedures, including approval, preparation of TSB ¹⁾ , and registration in the campaign management log
5	Campaign Execution and Performance Management	Implement corrective actions after campaign notification and TSB issuance, and monitor progress and completion status on a weekly basis

1) TSB (Technical Service Bulletin)

Quality Information Systems (GQMS & GQIS)



Customer Delight & Quality Management

Quality Management

Quality Verification Activities

Enhancing New Technology Quality Verification

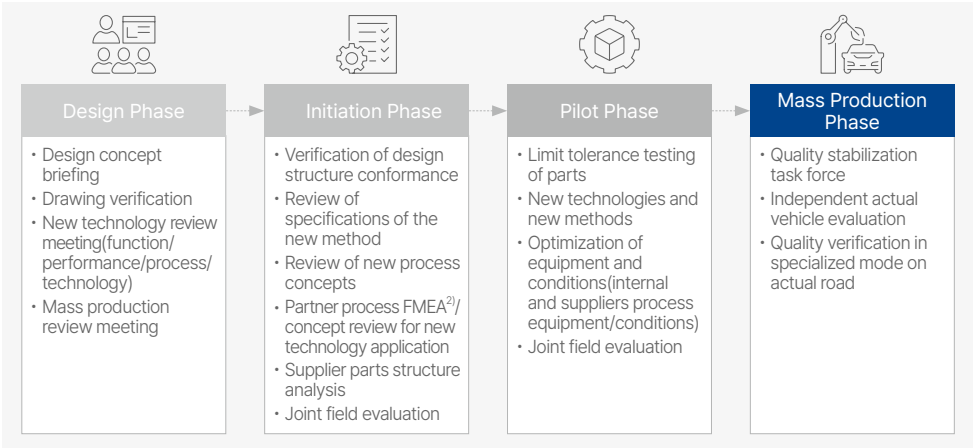
HYUNDAI WIA has strengthened the quality verification system in the development process of new technologies and new structures related to automotive parts to ensure quality stability in the early stages of mass production. We have enhanced the quality verification process for new technologies to conduct thorough verification at each stage of development. Additionally, we have optimized the quality inspection process for pilot production of new vehicles from 18 steps to 7 steps to improve work efficiency. In addition, we implement parts verification based on reliability engineering utilizing Weibull distribution analysis to ensure internal quality. Through these efforts, HYUNDAI WIA enhances product reliability and strengthens prevention-oriented quality verification activities.

Enhancing Raw Material Verification

HYUNDAI WIA operates a quality management system for raw materials and parts procured through our supply chain. Raw materials sourced from tier 1, 2, and 3 suppliers are verified for composition, material properties, and the presence of hazardous substances. Mass-produced parts are inspected according to annual inspection schedules. Among automotive parts, security-related parts are inspected twice a year, while critical and general parts undergo annual inspections. In addition, newly developed parts are quality-verified through the ISIR¹⁾ inspection process during the development stage. Products that do not meet inspection criteria are immediately isolated, and HYUNDAI WIA conducts root cause analyses and implements corrective actions to prevent recurrence.

1) ISIR (Initial Sample Inspection Report)

Quality Verification Process for New Technologies by Development Phase



2) Failure Mode and Effects Analysis (FMEA)

Quality Improvement Activities

HYUNDAI WIA recognizes quality management as the foundation for ensuring customer safety and satisfaction. Accordingly, we strengthen proactive quality management through IT-based systems and systematic verification activities, while enhancing employees' quality capabilities through the operation of the Quality and Technology School.

2025 Key Quality Enhancement Activities

Category	Description
Development Quality	Expansion of Quality Evaluation Infrastructure and Capability Enhancement • Secure durability and performance testing capabilities (including establishment of test equipment) • Establish verification matrices based on durability impact factors throughout the development process • Secure part durability through degradation verification under actual vehicle conditions
	Enhancement and Operation of Control Quality Verification System • Advance the HILS³⁾ quality verification system by incorporating severe real-vehicle operating conditions • Establish a monitoring and verification system for changes in controllers and software • Strengthen expertise in control quality verification through the establishment of a dedicated organization
Manufacturing Quality	Securing Consistency in MIP Manufacturing Quality • Ensure accuracy of manufacturing process quality data and redefine quality standards • Verify and enhance the reliability of manufacturing equipment and inspection systems • Establish a database to manage consistency between process data and quality inspection data
	Enhancing Component Quality Reliability • Establish a supplier quality capability evaluation and management system (evaluation standards) • Secure reliability of manufacturing processes (equipment, F/P, etc.) and management systems • Strengthen preventive quality support and partnerships (including enhancement of SQIT⁴⁾ activities)
Customer Quality	Improvement Activities for Chronic Field Quality Issues • Reduce noise and vibration through improvements in gear tooth management standards and assembly methods • Promote leakage prevention TFT activities (in collaboration with Group SWAT⁵⁾) • Strengthen design robustness, process improvements, and cleanliness management

3) HILS(Hardware In the Loop Simulation)

4) SQIT (Supplier Quality Innovation Team)

5) SWAT (Special Weapon And Tactics)

Customer Delight & Quality Management

Quality Management

Quality Improvement Activities

Quality Capability Development Training

HYUNDAI WIA provides topic-specific quality training programs to enhance the professional expertise of employees responsible for quality management. In 2025, we delivered a total of 2,260 hours of quality management training, supporting the continuous development of employees' quality capabilities. In 2026, HYUNDAI WIA will continue to advance the quality capability development framework. In addition to further strengthening our existing quality training programs, we plan to expand training courses and seminars incorporating the latest industry trends, including AI and digital transformation (DX), to enhance employees' ability to proactively respond to the evolving business environment. Furthermore, HYUNDAI WIA will continue to strengthen employees' professional expertise through a variety of job-specific training programs in collaboration with external professional institutions, thereby contributing to the enhancement of practical, field-oriented quality competitiveness.

2025 Quality Management Training Performance

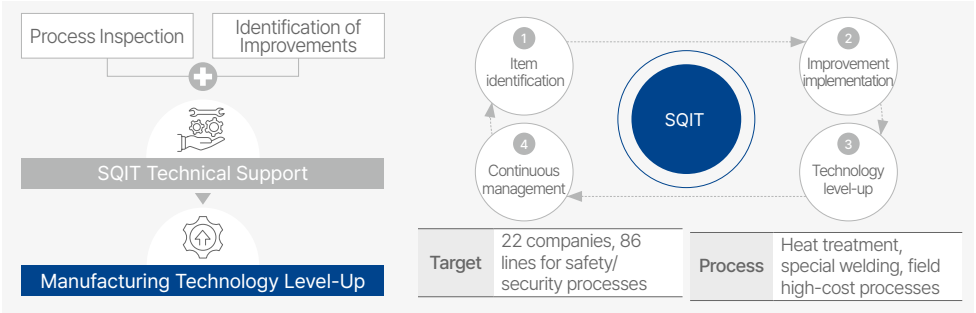


1) Target sectors: automotive parts, engine, defense business, machine tools, etc.

SQIT System

Starting from 2025, HYUNDAI WIA is operating 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. In 2025, we conducted 303 on-site visits to 33 suppliers (driveline and constant velocity joint suppliers) to strengthen their manufacturing process improvement capabilities. Through 114 improvement support activities, we enhanced product quality. Following these activities, participating suppliers provided positive feedback. Through this initiative, we aim to further solidify our cooperative relationships with suppliers and establish a foundation for mutual growth.

SQIT Operation Process



Supplier Quality Certification and Risk Management

HYUNDAI WIA operates a supplier-level quality certification and verification system to ensure quality stability across the entire supply chain. For tier 1 suppliers, we evaluate quality competitiveness and quality management capabilities through the Q-5 Star System. For tier 2 suppliers, HYUNDAI WIA reviews and certifies quality system capabilities through the WSQ³⁾ Mark System. For tier 3 and lower-tier suppliers, as well as raw material suppliers, we strengthen raw material verification to identify material quality risks in advance. In addition, HYUNDAI WIA conducts unscheduled on-site inspections and improvement management activities for suppliers with identified quality risks. In 2025, following lot-based defects in functional parts and material quality issues, we inspected the quality management practices of 16 tier 2 and 3 suppliers and identified a total of 95 findings. Of these, 94 findings were fully improved, while one finding remains under improvement. Based on inspection results, HYUNDAI WIA manages supplier-specific improvement tasks and continues to monitor and enhance supplier quality management capabilities.

3) WSQ (Wia Supplier Quality)

Supplier-Level Quality Certification and Verification System

Category	Program and Activity	Key Description
Tier 1 Suppliers	Q-5 Star System	Evaluate quality competitiveness and quality management capabilities; utilized for new product development and supplier selection
Tier 2 Suppliers	WSQ Mark System	Reviews and certify quality system capabilities; certification results are reflected in supplier management and quality control activities
Tier 3 and lower-tier suppliers	Enhanced Raw Material Verification	Verify raw material quality and assess material quality risks

Establishment of SQAM²⁾ and Cascade Training

SPECIAL CASE

To strengthen suppliers' quality assurance systems, HYUNDAI WIA established the Supplier Quality Assurance Manual (SQAM) and conducted cascade training in February 2025. The training was provided to 285 participants, including SQ personnel and representatives from 176 tier 1 and 2 suppliers. The program covered the background and operational framework of the SQAM, quality requirements for each stage of the product lifecycle—including advanced quality planning, production preparation, and mass production—as well as general quality requirements. Through this training, HYUNDAI WIA supported suppliers in gaining a clear understanding of our quality standards and applying a consistent quality management system throughout the entire process, from product development to mass production.

Category	Description
Date	February 26, 2025
Target	SQ personnel and tier 1 and 2 suppliers (176 companies, 285 participants)
Key Topics	- Background and implementation of the SQAM - Quality requirements for each stage: advanced quality planning, production preparation, and mass production - General quality requirements

2) SQAM (Supplier Quality Assurance Manual)

Corporate Social Responsibility

CSR Framework

Strategic Direction

HYUNDAI WIA has adopted “The Right Move for the Right Future” as our CSR message. We promote social contribution activities aligned with our business characteristics. By leveraging our resources, employee capabilities, and technical expertise, we provide value that meets the needs of local communities and enhance the effectiveness of the activities through communication with domestic and overseas communities. In addition, HYUNDAI WIA contributes to addressing social issues through collaboration with various stakeholders and strengthens the foundation for sustainable growth.

CSR Strategy Framework



Focus Areas

HYUNDAI WIA promotes social contribution activities focused on ensuring mobility rights, expanding a culture of sharing, and supporting a sustainable environment and society. We contribute to creating an environment where people with mobility challenges can move without limitations and support the creation of a healthy ecological environment through fine dust reduction and green space expansion. In addition, we support talent development and sustainable industrial growth by providing education programs for future generations and expanding opportunities for diverse learning experiences. HYUNDAI WIA will continue to share our capabilities and resources with local communities and contribute to building a society where people grow and thrive together.

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	- Dodam Sand & 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	- HYUNDAI WIA Dodam Garden → Biodiversity conservation - Green the Planet → 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 impact that may arise from 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

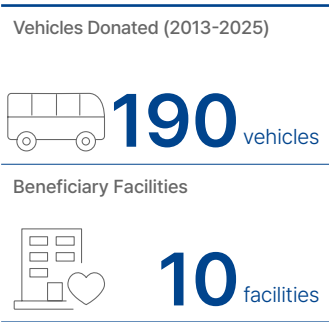
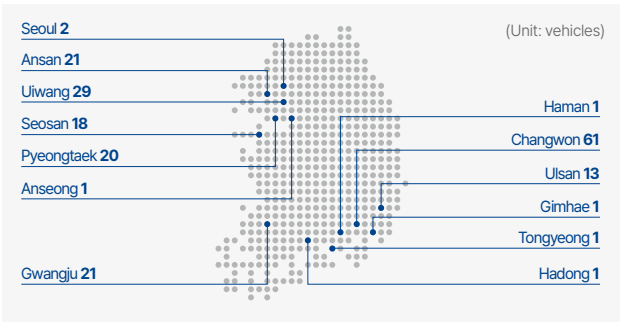
Corporate Social Responsibility

CSR Programs

FREE MOVE

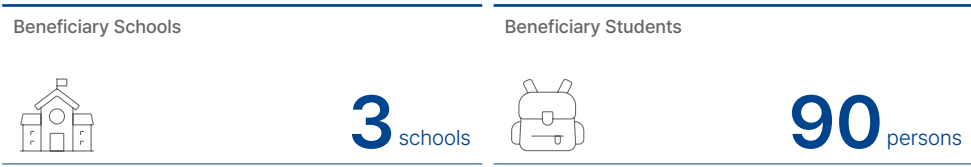
Dream Car

HYUNDAI WIA operates the “Dream Car” program to improve mobility convenience for people with transportation challenges. Since 2013, we have donated customized vehicles based on the needs of welfare facilities, including standard vans, wheelchair-accessible special vehicles, refrigerated trucks, meal service vehicles, and laundry service vehicles. In 2025, HYUNDAI WIA delivered 10 vehicles to 10 welfare organizations. From 2013 to 2025, we have provided a cumulative total of 190 vehicles worth approximately KRW 5.7 billion. Through this program, HYUNDAI WIA enhances mobility access for welfare facility users and supports the operation of community welfare services, including transportation for commuting, external activities, and goods delivery.



Mobility School

HYUNDAI WIA operates the “Mobility School” program to foster talent for the future manufacturing industry. In 2025, we conducted the program as an eight-week regular curriculum at three middle schools in Changwon, Gyeongsangnam-do. Through the program, students learned about automotive component technologies, including thermal management systems and drive systems, and directly built smart manufacturing solutions such as collaborative robots and logistics robots. In addition, a competition was held during the latter part of the program to share learning outcomes and enhance students’ creative problem-solving capabilities. HYUNDAI WIA will continue to support students in local communities to explore career opportunities in the future manufacturing industry and develop relevant capabilities.



Corporate Social Responsibility

CSR Programs

SAFE MOVE

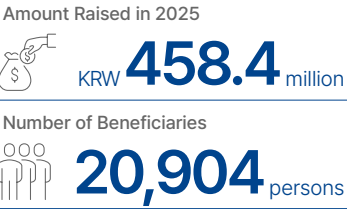
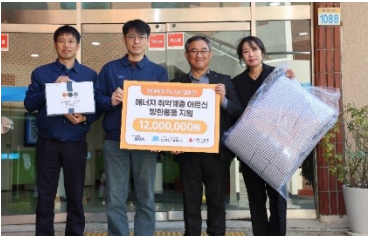
Dodam Sand

HYUNDAI WIA launched “Dodam Sand,” a sand cookie made with local agricultural products through collaboration with farmers in Gyeongsangnam-do. Dodam Sand is a shared-growth dessert initiative designed to support the growth of local farms through collaboration among the Gyeongsangnam-do Provincial Government, the Rural Community Mutual Cooperation Fund, local farmers, and residents. The product consists of four flavors made with regional agricultural products, including Gimhae raspberries, Sancheong mulberries, Changwon sweet persimmons, and Namhae citron. Proceeds from sales are donated to forest creation projects aimed at restoring forests in wildfire-affected areas and creating habitats for endangered species, thereby creating a virtuous cycle between regional coexistence and environmental conservation.



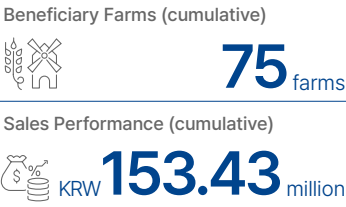
Miracle of 1%

HYUNDAI WIA operates the “1% Miracle” program, an employee-participatory CSR initiative. Since 2012, employees have voluntarily donated 1% of their salaries, and the funds raised are used to support vulnerable groups in local communities. In 2025, 923 employees participated in the program, raising approximately KRW 458.4 million in donations and providing support to 20,904 beneficiaries. Major activities included donations for fire recovery efforts, improvements to childcare environments at local children’s centers, the purchase of kitchen equipment for meal service vehicles, replacement of LED lighting in low-income households with disabilities, and residential environment improvements and winter supplies for elderly people in need.



Eum Market

HYUNDAI WIA operates the rural community coexistence project “Eum Market” to expand sales channels for local farmers and promote mutual growth with local communities. In 2025, HYUNDAI WIA held Eum Market twice, in the first and second halves of the year, in collaboration with 40 farms in the Changwon area. We supported farmers’ sales activities through employee volunteer activities and the provision of agricultural product coupons. In addition, to promote consumption at local traditional markets, HYUNDAI WIA provided sales spaces for food vendors and operated cultural events to encourage participation from employees and visitors. Through these efforts, we have supported a cumulative total of 75 farms and generated approximately KRW 153.43 million in sales, contributing to strengthening the self-sustaining foundation of local farmers.



Employee Volunteer Group

HYUNDAI WIA continues community-sharing activities based on the voluntary participation of our employees. In 2025, a total of 1,573 employees participated in volunteer activities tailored to local community needs, including cemetery maintenance and flower arrangement at the National Cemetery, meal service support for wildfire victims, donations of essential goods to vulnerable groups, participation in fundraising marathons, environmental cleanup activities through plogging, and bottled water support for outdoor workers during heat waves. We will continue to promote shared growth with local communities through social contribution activities directly participated in by employees.



Corporate Social Responsibility

CSR Programs

SUSTAINABLE MOVE

Green the Planet

HYUNDAI WIA operates the citizen-participatory environmental campaign “Green the Planet” to raise awareness of climate change and environmental issues among local communities. Through programs such as seedling repotting and seed ball making, in which employees and their families directly participate as part of the forest creation process, we support participants in understanding the importance of responding to climate change in their daily lives. The program also includes hands-on activities in ecological forestry, such as restoring small springs used as drinking water sources for animals and building roe deer shelters by weaving tree branches to withstand wind and rain. Through these activities, participants directly engaged in forest care and ecosystem conservation. HYUNDAI WIA will continue to develop various programs that enable local communities to easily understand environmental issues and voluntarily participate in environmental protection activities.

Number of participants



104 persons



HYUNDAI WIA Dodam Garden

HYUNDAI WIA established “Dodam Garden” at Seoul Forest to promote the value of biodiversity conservation. In March 2026, we signed a memorandum of understanding with the Seoul Metropolitan Government and established a corporate-participation garden, which was unveiled in May 2026 in conjunction with the opening of the Seoul International Garden Show. The garden was designed as a storytelling space that conveys messages of nature conservation and ecological restoration through the story of “Dodam,” HYUNDAI WIA’s mascot character inspired by the yellow-throated marten, an endangered species. Throughout the garden, native plants from Jirisan Mountain, including Jirisan herbaceous plants such as Filipendula formosa and Corylopsis gotoana, as well as nectar plants that support bee habitats, were planted to create a space where visitors can experience the value of biodiversity in an urban environment.

Number of Plant Species



43 species



Number of Plants Planted



1,214 plants

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, Chennai in India 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.

2025 Key CSR Activities at Overseas Business Sites

Category	Activities
Shandong HYUNDAI WIA	Donated items worth RMB 15,000, including computers, shoe racks, cooking equipment, and tissues, to the Rizhao City Social Welfare Center to support local children.
Jiangsu HYUNDAI WIA	Continued its one-company-one-village partnership with Jinggu Village for the 11th consecutive year and conducted a Dano Festival outreach activity, delivering traditional food to low-income households and families with disabilities.
HYUNDAI WIA India	Donated educational supplies, desks and chairs, electronic boards and other items worth INR 2.7 million to public schools in Tamil Nadu to support the healthy growth and development of local children and adolescents.
HYUNDAI WIA Mexico	Carried out community-focused CSR activities, including providing meals for families of patients at hospitals near the business site and supporting local fire departments.



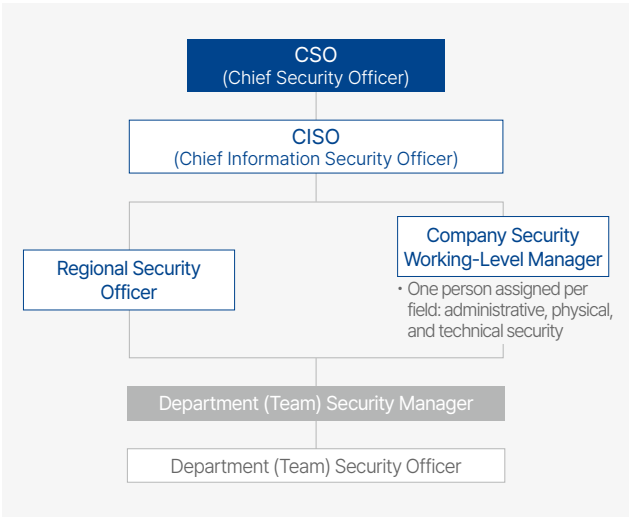
Information Security

Information Security Management System

Governance

HYUNDAI WIA manages information security and privacy practices under the leadership of the CSO (Chief Security 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 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 an 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. HYUNDAI WIA prevents information security threats, such as data leakage and hacking, through the implementation of the policies and maintains a stable working environment.

[Information Security Policy](#)

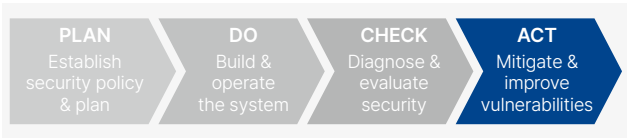
Scope & Activities of Information Security

Target	HYUNDAI WIA's Efforts
Core technical information generated 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

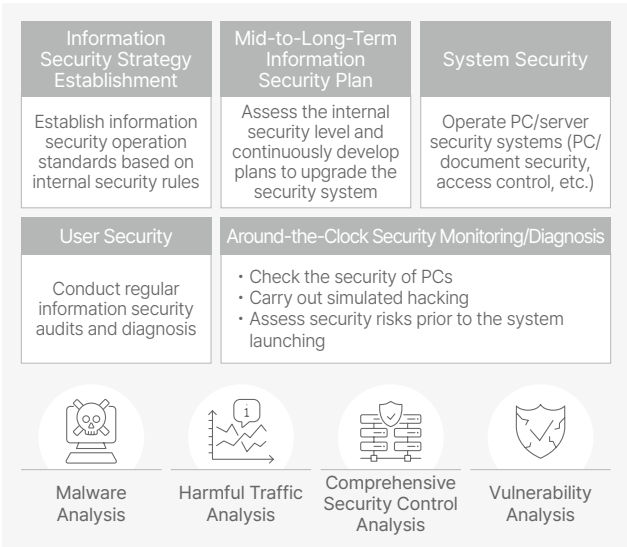
Information Security Operation and Management

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, establish and operate security systems, and check and improve vulnerabilities through regular security assessments and audits. Through these efforts, HYUNDAI WIA manages information security risks and enhances the level of protection for stakeholder information and employees' personal data.

Information Security Operation Process



Information Security Management Activities



Information Security

Information Security Management System Information Security Activities

Privacy Protection Management

HYUNDAI WIA designates a dedicated department and a personal information management officer to protect customers’ personal data. We conduct relevant monitoring and control activities to prevent misuse and leakage of personal information and revise our Personal Information Processing Policy, when necessary, in accordance with established procedures. Only authorized personnel in departments handling personal information are permitted to access and use personal data within the scope necessary for business purposes, following established guidelines and processes. When collecting personal information, HYUNDAI WIA provides data subjects with information on the purpose of collection, items collected, retention period, and whether the information will be provided to third parties, and obtains consent. Collected personal information is managed through technical safeguards, including encryption technologies and anti-hacking systems. Data subjects may request the correction or deletion of their personal information through the department responsible for personal information management.

Privacy Policy

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

Information Security Management System Certification

To provide confidence to our customers, HYUNDAI WIA has obtained information security management system certification from domestic and 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

HYUNDAI WIA conducts regular information security training to enhance employees’ awareness of information protection. We provide various educational materials, including videos and webtoons, to all employees at least once a month and operate specialized training programs tailored to employees’ roles and positions. In addition, HYUNDAI WIA shares information security management standards and the latest security issues through customized training programs for different groups, including new employees, organizational leaders, and overseas assignees. Furthermore, we operate a monthly “Security Day” to conduct self-inspections by teams and departments and ensures that employees comply with security guidelines in their daily work.

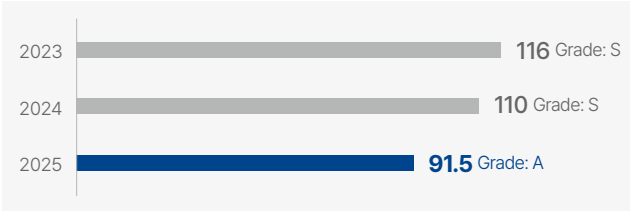
2025 Online Security Training Performance

Category	Description
Target	1,998 employees (including regular, dispatched, contract-based, special employment and advisors)
Date	March 10, 2025 – May 9, 2025
Topic	• Practical Information Security Guide: Malware infection cases and prevention measures, trade secret leakage cases and prevention measures, etc. • Information Security for Organizational Leaders: Security incident cases and the role of organizational leaders in information security management, etc.

Information Security Investment and Security Inspections

HYUNDAI WIA manages investments and personnel in the information technology and information security areas to strengthen our information security management system. Based on these investments and resources, we carry out information security activities, including security system operation, vulnerability assessments, and personal information protection management. In addition, to encourage employees’ voluntary compliance with information security practices, HYUNDAI WIA evaluates information security compliance rates by department and selects the top three organizations and the highest-performing team among them for recognition and awards. Separately from employee self-inspections, the information security department conducts “Random Security Checks” to identify vulnerabilities in information security systems and implements improvement measures for any findings.

Information Security Compliance Target Achievement Rate (Unit: %)



Governance

Sound Corporate Governance	82
Ethics & Compliance Management	90
Risk Management	95

Sound Corporate Governance

Board of Directors

Corporate Governance Charter

Recognizing that transparent and accountable management and sound corporate governance are essential to earning the trust of stakeholders, HYUNDAI WIA has established its Corporate Governance Charter. Based on the Charter, we strengthen the independence and expertise of the Board of Directors, our highest decision-making body, and operate a governance structure that balances the rights and interests of diverse stakeholders, including shareholders, customers, employees, and business partners.

[Corporate Governance Charter](#)

Composition of the Board

The Board of Directors is our executive decision-making body, composed of directors elected by the General Meeting of Shareholders, and is responsible for making decisions on major management matters and business execution. As of the date of this report, our Board consists of seven members: three executive directors and four independent directors. The Board comprises members with expertise in diverse fields, including management, finance and accounting, law, mechanical engineering, and artificial intelligence, and operates a system of accountable management based on its independence and professional expertise. The Board is chaired by O-Sung Kwon, CEO, who concurrently serves as Chair of the Board to enhance the efficiency of Board operations and strengthen accountable management.

Board Composition

(As of March 31, 2026)

Category	Name	Gender	Nominated by	Job Title & Career Background	Expertise	Appointment Background & Expected Role	Date of Appointment	Term	Shares Owned
Executive Directors	O-Sung Kwon	Male	Board of Directors	(Current) CEO of HYUNDAI WIA (Former) Head of R&D Support Division at Hyundai Motor Company	General management	As CEO, he oversees general management, is responsible for enhancing business competitiveness, secures future growth drivers, increasing corporate value, and strengthens the foundation for sustainable management.	August 8, 2025	1.7 years	1,000
	Changyong Kim	Male	Board of Directors	(Current) Head of Mobility Sub-Division at HYUNDAI WIA (Former) Head of the Quality Control Sub-Division at HYUNDAI WIA	Mobility business	As Head of Mobility Sub-Division, he ensures stable business operations including sales and production functions, contributing to the overall performance and growth of the division.	March 26, 2026	3 years	871
	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 stability and profitability improvement in a stable manner.	March 20, 2025	3 years	-
Independent Directors	Dongyeol 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 (March 26, 2026)	3 years	-
	Wooseok Choi	Male	Independent Director Recommendation Committee	(Current) Professor at Korea University Business School (Former) Professor of Business Administration at California State University	Accounting & finance	As an accounting and finance expert, he contributes to securing financial soundness and enhancing Transpatrent 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	-
	Kyujin 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	-

Sound Corporate Governance

Board of Directors

Appointment and 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 four weeks prior to the general meeting of shareholders 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 (As of March 31, 2026)

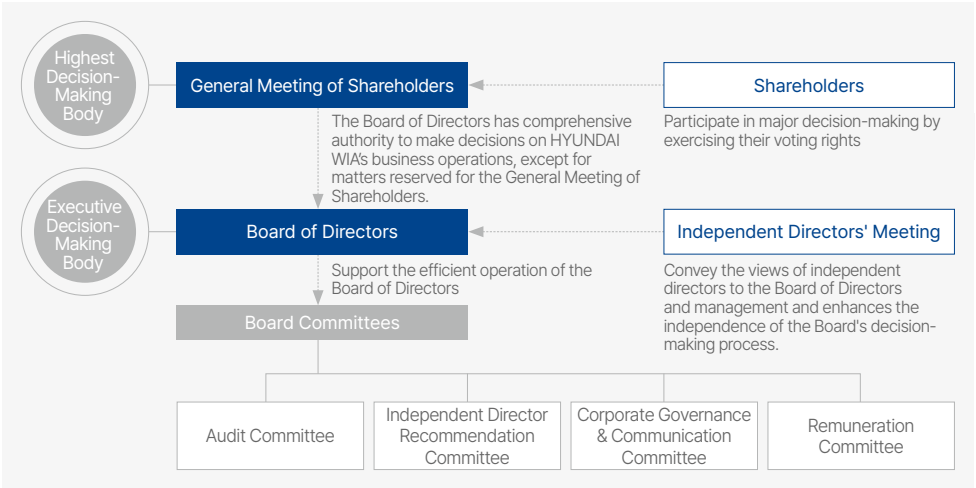
Date of Provision	Date of Shareholders' Meeting	Category	Name(s)	Information Provided
February 19, 2025 (29 days before the general meeting of shareholders)	March 20, 2025	Executive directors	Ohhyun Kwon, Yoonmok Hwang	1. Date of birth, main occupation, and detailed work experience. 2. Relationship with the largest shareholder 3. Last three years of transactions with the corporation 4. Nominator and reason for nomination
February 19, 2025 (29 days before the general meeting of shareholders)	March 20, 2025	Independent directors	Chanwoo Kim, Wooseok Choi, Kyujin 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
July 24, 2025 (15 days prior to the general meeting of shareholders)	August 8, 2025	Executive directors	O-Sung 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
February 25, 2026 (29 days before the general meeting of shareholders)	March 26, 2026	Executive directors	Changyong Kim	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 25, 2026 (29 days before the general meeting of shareholders)	March 26, 2026	Independent directors	Dongyeol 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

Lead Independent Director System and Independent Directors' Meeting

In August 2025, HYUNDAI WIA introduced a Lead Independent Director system to strengthen the independence of the Board's decision-making process and further enhance its oversight function. To ensure the effectiveness of the system, we also established the Independent Directors' Meeting, a consultative body attended exclusively by independent directors. Dongyeol Lee, a legal expert, was appointed as the Lead Independent Director. Prior to meetings of the Board of Directors and its committees, the Independent Directors' Meeting independently reviews and discusses agenda items under the leadership of the Lead Independent Director. In addition, meetings are convened as necessary to review major management issues, internal control matters, and risk factors, thereby enhancing the independent directors' understanding of key issues and further strengthening the independence and Transparent of the Board's decision-making process.

Lead Independent Director	Term	Key Responsibilities
Dongyeol Lee	March 2026 – March 2029	1. Convene and chair the Independent Directors' Meeting, which is composed exclusively of independent directors; collect the opinions of independent directors and communicate them to the Board of Directors and management. 2. Facilitate effective communication among shareholders, the Board of Directors, and management. 3. Support matters necessary for the effective performance of independent directors' duties and the enhancement of their responsibilities.

Decision-Making Process



Sound Corporate Governance

Board of Directors

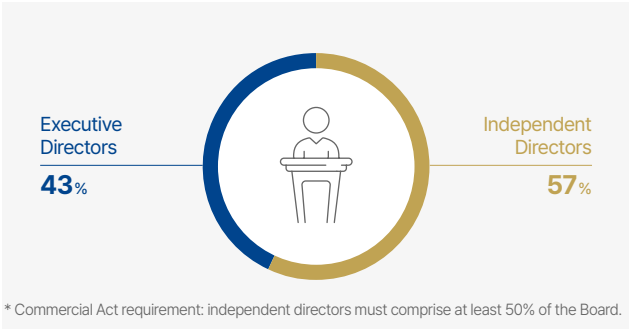
Independence of the Board

In accordance with the Korean Commercial Act, HYUNDAI WIA strengthens the independence and oversight function of the Board of Directors by ensuring that a majority of its Board members are independent directors. In addition, all Board committees are chaired by independent directors, enhancing the objectivity and Transpatrent of committee operations.

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



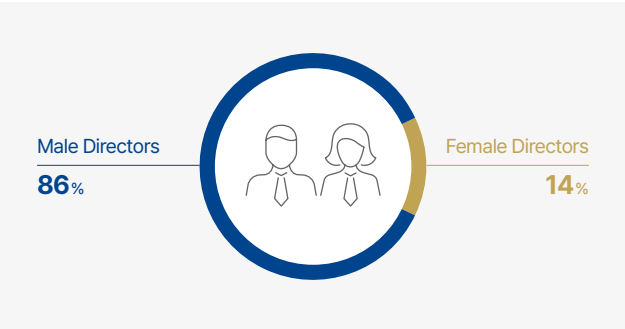
Board Diversity & Competencies

HYUNDAI WIA considers diversity and balance in the composition of the Board of Directors to ensure that it is not biased toward any specific interests or backgrounds. When appointing independent directors, we review candidates who meet the qualifications required under relevant laws and regulations and possess expertise and experience in various fields, including leadership, global experience, industry expertise, audit, finance and accounting, law, new technologies, and risk management. The Board of Directors is composed of experts from diverse fields, including management, accounting and finance, law, mechanical engineering, and artificial intelligence. Independent directors provide opinions on major management matters and the execution of management duties by executives while performing independent oversight functions. In addition, HYUNDAI WIA provides regular training to enhance the expertise of independent directors and stipulates in the Board of Directors and committee regulations that independent directors may receive advice from external experts at our expense when necessary.

Board Competencies

Category	O-Sung Kwon	Changyong Kim	Ohhyun Kwon	Dongyeol Lee	Wooseok Choi	Chanwoo Kim	Kyujin Lee
Leadership	●	●	●	●	●	●	●
Global experience	●	●		●	●	●	●
Industry experience	●	●	●				
Audit			●	●	●	●	●
Finance			●		●		
Law				●			
New technology	●	●				●	●
Risk management	●	●	●	●	●	●	●

Gender Ratio of Board Members



2025 Board Trainings

Date	Training Provided by	Instructor	Attendees	Key Contents
May 9, 2025	Audit Committee Forum	Seung-young Lee, Leader, Deloitte Korea Group	All independent directors (4 persons)	Types of financial incidents and prevention checkpoints through case studies
June 13, 2025	HYUNDAI WIA	Sang-il Kim, Head of Center, Korea Productivity Center	All directors (7 members)	Latest global ESG trends
July 25, 2025	HYUNDAI WIA	Young-ho Shin, Advisor, SHIN & KIM LLC	All directors (6 members)	New government's fair-trade policies and amendments to the Commercial Act

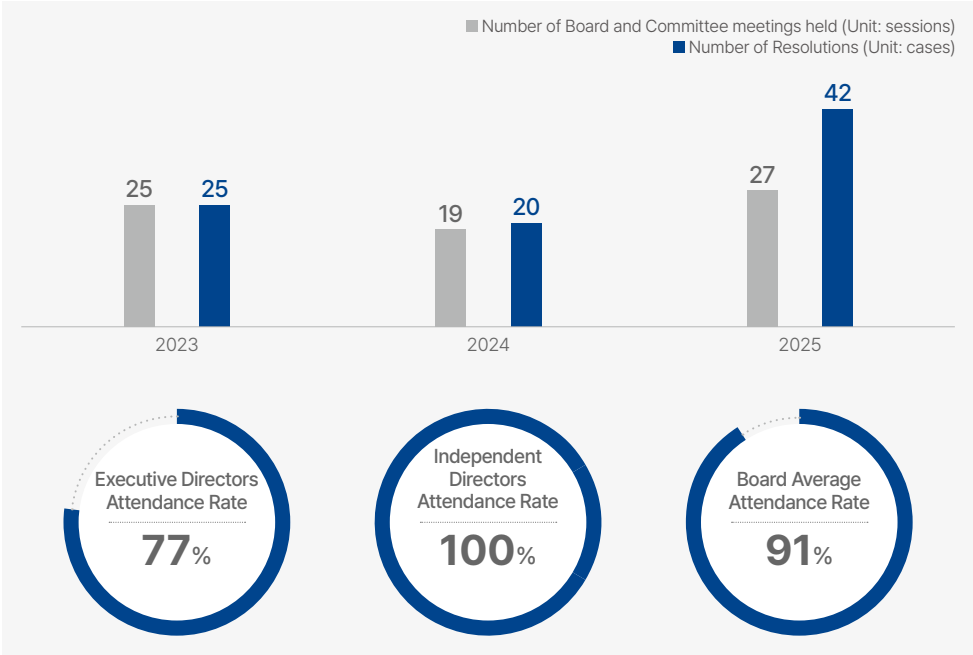
Sound Corporate Governance

Board of Directors

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 2025, a total of 10 Board meetings (4 regular meetings and 6 ad hoc meetings) and 17 meetings of committees within the BOD were held. The Board of Directors and its committees resolved a total of 42 agenda items, and the attendance rate of independent directors was 100%.

Board Operation Status & Attendance Rate



Board ESG Activities

HYUNDAI WIA's Board of Directors serves as the highest governance body responsible for managing and overseeing sustainability management activities and receives regular reports on sustainability-related plans and performance. In addition, the Board reviews, discusses, and approves key policies and strategies to protect shareholder rights and enhance shareholder value. 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 24, 2025	Report	2025 CP operation plan
			2025 ESG management plan
			2025 CSR activity plan
	July 25, 2025	Report	CP operation performance in the first half of 2025
			CSR activity performance in the first half of 2025
			ESG management performance in the first half of 2025

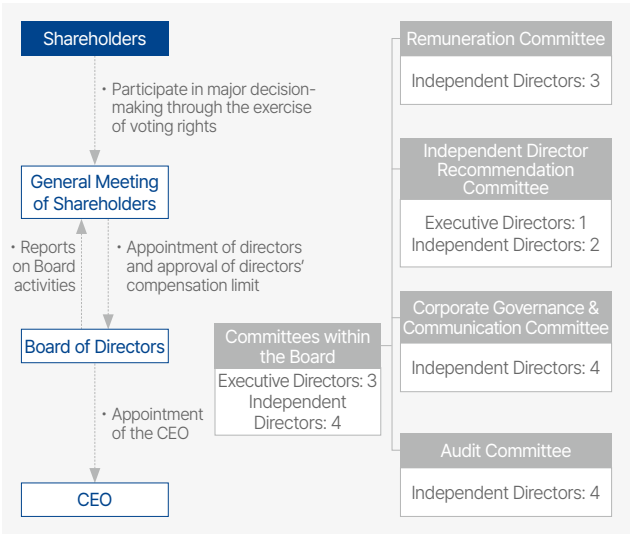
Sound Corporate Governance

Board of Directors

Committees within the Board

HYUNDAI WIA has established and operates a total of four Board committees. We operate the Audit Committee (four members) and the Corporate Governance & Communication Committee (four members), both composed entirely of independent directors, as well as the Remuneration Committee (three members). The Independent Director Recommendation Committee (three members) consists of a majority of independent directors, with two out of three members being independent directors. Independent directors are appointed as chairs of all Board committees, ensuring the independence of committee operations. Each committee reviews key matters related to audit, Transpatrent management, independent director nomination, and compensation, thereby strengthening the expertise and independence of the Board of Directors. Major agenda items are reviewed by relevant departments and, when necessary, undergo preliminary deliberation by the applicable committees before being submitted to the Board of Directors. The Board comprehensively reviews the necessity, key details, risks, and expected benefits of each agenda item before deliberation and resolution. Key implementation status of resolutions is reported to the Board of Directors or relevant committees when necessary.

Board of Directors Decision-Making Process



Audit Committee

HYUNDAI WIA operates the Audit Committee to oversee the execution of duties by management and ensure the independence of accounting and business audits. The Committee reviews and resolves matters prescribed under applicable laws and the Articles of Incorporation, as well as matters delegated by the Board of Directors, and examines accounting and business audit activities and internal control-related matters. The Audit Committee is composed entirely of independent directors and includes members with expertise in accounting and finance, ensuring the Committee's independence and professional capabilities. In 2025, the Audit Committee held a total of six meetings and reviewed matters including the operation performance and evaluation of the internal accounting management system, external audit results, business performance, and internal audit results.

Independent Director Recommendation Committee

HYUNDAI WIA operates the Independent Director Recommendation Committee to ensure fairness and Transpatrent in the appointment process of independent directors. The Committee recommends candidates for independent directors and verifies their qualifications in accordance with relevant laws and operating regulations. The Committee manages a pool of candidates from diverse fields by comprehensively considering factors such as professional expertise, ethical standards, and social reputation. In addition, it operates a review process to ensure that candidates who are disqualified under the Korean Commercial Act are not appointed as independent directors. The Independent Director Recommendation Committee consists of one executive director and two independent directors, with an independent director serving as the Chairperson. The Committee will continue to recommend independent director candidates with strong independence and expertise through fair and transparent procedures.

Corporate Governance & Communication Committee

HYUNDAI WIA operates the Corporate Governance & Communication Committee to foster an ethical corporate culture and realize transparent management. The Committee deliberates on major management matters related to shareholder rights, including guarantees, mergers and acquisitions (M&A), and the acquisition or disposal of major assets. It also reviews sustainability management plans and implementation performance in key ESG areas, including environment, safety and health, human rights, supply chain, and local communities. To ensure independence and Transpatrent, the Committee is composed entirely of independent directors, and we provide necessary support, including expenses and advisory services, for the effective operation of the Committee. Through the Committee, HYUNDAI WIA systematically reviews key matters related to ESG management activities, shareholder rights protection, and Transpatrent in internal transactions.

Remuneration Committee

HYUNDAI WIA operates the Remuneration Committee to ensure Transpatrent and objectivity in the process of determining director compensation. The Committee conducts prior deliberation on the director compensation limit before it is submitted to the General Meeting of Shareholders and reviews the appropriateness of the compensation system. The Remuneration Committee consists of three independent directors and operates on an independent governance basis.

Sound Corporate Governance

Board of Directors

Board Evaluation

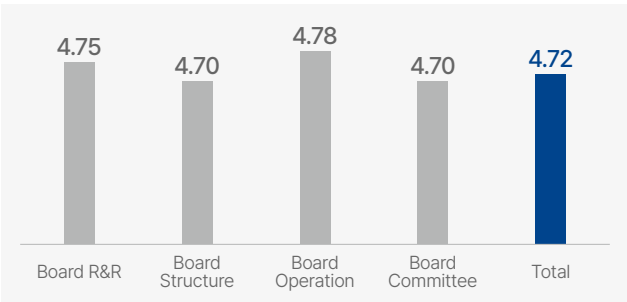
HYUNDAI WIA established the Board of Directors evaluation criteria in 2022 and conducts a Board evaluation once a year. The evaluation is conducted based on the Board Evaluation Guidelines of the Korea Institute of Corporate Governance and Sustainability (KCGS) and assesses the appropriateness of Board operations and the level of individual directors' performance of their roles. Independent directors are also included as evaluation participants to enhance the objectivity of the evaluation process. We reflect the evaluation results in improving Board operations and enhancing our corporate governance structure.

Board Evaluation Criteria

Category	Area	Key Questions
Board R&R	Board Roles	• Execution of duties fairly in the Interest of shareholders • Commitment to communication between shareholders and management
	Board Responsibilities & Obligations	• 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	• 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	• 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	• 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

2025 Board Performance Evaluation Results¹⁾

(Unit: point)



1) Based on a maximum score of 5 points

Category	Area	Key Questions
Board Operation	Board Operation Process	• Regularly holding board meetings • Faithfully attending board meetings • Establishment and application of board operating regulations • Disclosure of board activities
	Board Meeting Agenda & Information Collection	• 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
	Committee Structure	• Inclusion of a majority of independent directors in the composition of the Audit Committee and key committees
	Committee Operation	• Establishment and application of committee operating regulations
Board Committee	Audit Committee	• Comprised of at least three independent directors • Composed of independent 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

HYUNDAI WIA has established standards for determining directors' remuneration in accordance with the Articles of Incorporation. Directors' remuneration is determined within the remuneration limit approved by the General Meeting of Shareholders, taking into consideration the company's financial condition as well as each director's responsibilities and role, and is paid at a level that maintains a reasonable balance with those responsibilities. Details of remuneration paid are disclosed through the semi-annual and annual regular reports.

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 the company's performance to maintain their independence)

2025 Board Remuneration¹⁾

Category	Unit	Executive Director	Members of the Audit Committee	Independent Director
No. of Directors	Persons	3	4	-
Total Remuneration	KRW million	4,216	317	17
Average Remuneration per Person	KRW million	1,405	79	17

1) The number of directors excludes two independent directors and one executive director whose terms expired during the year. The total remuneration includes the total compensation paid to all directors, including those whose terms expired or who resigned during the year.

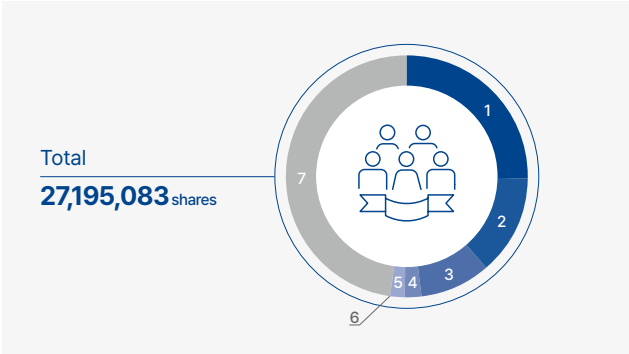
Sound Corporate Governance

Protecting Shareholder Rights

Share Issuance and Shareholder Status

Under the Articles of Incorporation, HYUNDAI WIA is authorized to issue a total of 40,000,000 shares, consisting of 37,000,000 common shares and 3,000,000 preferred shares. As of the end of 2025, the total number of issued shares was 27,195,083 common shares, of which 597,338 shares were treasury shares, representing 2.2% of total issued shares.

Shareholding Status



(As of the end of 2025)

Shareholder	Relationship	Ownership Percentage (%)	Number of Shares
1 Hyundai Motor Company	Largest shareholder	25.35	6,893,596
2 Kia Corporation	Affiliate company	13.44	3,654,004
3 National Pension Service	Government institution	9.36	2,546,628
4 Treasury shares	-	2.20	597,338
5 Eui-sun Chung	Executive of affiliate company	1.95	531,095
6 O-Sung Kwon	Registered executive director	0.00	1,000
7 Other shareholders	-	47.70	12,971,422

General Meeting of Shareholders & Communication

Convening & Voting Rights of the General Meeting of Shareholders

HYUNDAI WIA continues to improve the General Meeting of Shareholders procedures to facilitate the exercise of shareholder rights and protect shareholder interests. To encourage shareholder participation, we participate in the "Voluntary Dispersal Program for General Meetings of Shareholders" organized by the Korea Exchange (KRX) and the Korea Listed Companies Association (KLCA), and hold the General Meeting of Shareholders outside the dates expected to be concentrated for general meetings. To provide sufficient time for shareholders to review agenda items, we send the notice of convocation and post the notice of meeting at least four weeks prior to the General Meeting of Shareholders. In addition, we grant one voting right per share and operate a proxy voting system and electronic voting system to support shareholders in exercising their voting rights. We also allow shareholders who meet certain requirements to propose specific agenda items for the General Meeting of Shareholders through the shareholder proposal right.

Strengthening Shareholder Communication

HYUNDAI WIA holds quarterly investor relations (IR) meetings to share major business updates and financial performance with shareholders and investors.

Notices & Dates of General Meetings of Shareholders

Fiscal Year	Convening Notice	Meeting Date	Notice Period
2023	February 26, 2024	March 28, 2024	31 days prior to the meeting
2024	February 19, 2025	March 20, 2025	29 days prior to the meeting
2025	February 25, 2026	March 26, 2026	29 days prior to the meeting

Agenda Items of the 50th Annual General Meeting of Shareholders (FY 2025)

Agenda Description		Approval	Approval Rate
Resolution	Agenda # 1: Partial Amendments to the Articles of Incorporation	-	-
	- Agenda # 1-1: Change in the title of independent directors	Approved as originally proposed	99.8%
	- Agenda # 1-2: Introduction of the electronic General Meeting of Shareholders system	Approved as originally proposed	100.0%
	- Agenda # 1-3: Strengthening of requirements for the composition of the Audit Committee	Approved as originally proposed	99.7%
	- Agenda # 1-4: Deletion of the provision excluding cumulative voting	Approved as originally proposed	100.0%
	Agenda # 2: Approval of Financial Statements for the 50th Fiscal Year	Approved as originally proposed	99.0%
	Agenda # 3: Appointment of Directors	-	-
	- Agenda # 3-1: Appointment of an executive director (Changyong Kim)	Approved as originally proposed	90.8%
	Agenda # 4: Appointment of an Independent Director Who Will Serve as an Audit Committee Member (Dongyeol Lee) Approved as proposed	Approved as originally proposed	97.4%
	Agenda Item 6: Approval of the Limit on Directors' Remuneration	Approved as originally proposed	99.8%
Report	Business Report, Audit Report, Report on the operational status of the Internal Accounting Control System	-	-

* At the 50th Annual General Meeting of Shareholders, HYUNDAI WIA adopted a conditional agenda item subject to the approval of Agenda Item 1-3. As Agenda Item 1-3 was approved, Agenda Item 4 was submitted and approved as proposed. Accordingly, Agenda Item 3-2: Appointment of an Independent Director (Dongyeol Lee) and Agenda Item 5: Appointment of an Audit Committee Member (Dongyeol Lee) were automatically withdrawn.

Sound Corporate Governance

Protecting Shareholder Rights

Shareholder Return

HYUNDAI WIA distributes dividends through resolutions of the General Meeting of Shareholders in accordance with the Articles of Incorporation as a key means of enhancing shareholder value. We provide dividend-related information through the “Decision on Cash and In-kind Dividends” disclosure made four weeks prior to the General Meeting of Shareholders. In addition, to enhance shareholder rights, we amended the Articles of Incorporation at the 47th Annual General Meeting of Shareholders so that investors can review the dividend amount before making investment decisions. HYUNDAI WIA’s mid- to long-term shareholder return policy is based on the principle of gradually expanding dividends to enhance shareholder value. The policy is determined by comprehensively considering past shareholder return performance, dividend payout ratios, and mid- to long-term financial policies. Under the mid- to long-term dividend policy, we have maintained a consistent dividend policy by flexibly managing the dividend payout ratio within the range of 20–30% for fiscal years 2023–2025, thereby enhancing investors’ predictability regarding shareholder returns. Starting from fiscal year 2026, we plan to flexibly operate the mid- to long-term dividend payout ratio within the range of 25–35% and maintain a stable and sustainable shareholder return policy by comprehensively considering financial soundness, investment plans, and changes in the business environment. For the 50th fiscal year, HYUNDAI WIA’s dividend per share (DPS) was KRW 1,200, with a total cash dividend amount of KRW 31.9 billion. The dividend payout ratio was 32.2%, slightly exceeding the range set in the mid- to long-term dividend policy. HYUNDAI WIA established the mid- to long-term cash dividend payout ratio by considering the average dividend payout ratios of KOSPI-listed companies and companies in the automotive industry, as well as our business performance and cash flow conditions. In addition to cash dividends, we will continue to review more proactive measures to enhance shareholder value, including treasury share repurchases and cancellations, while taking into account the business conditions and cash liquidity.

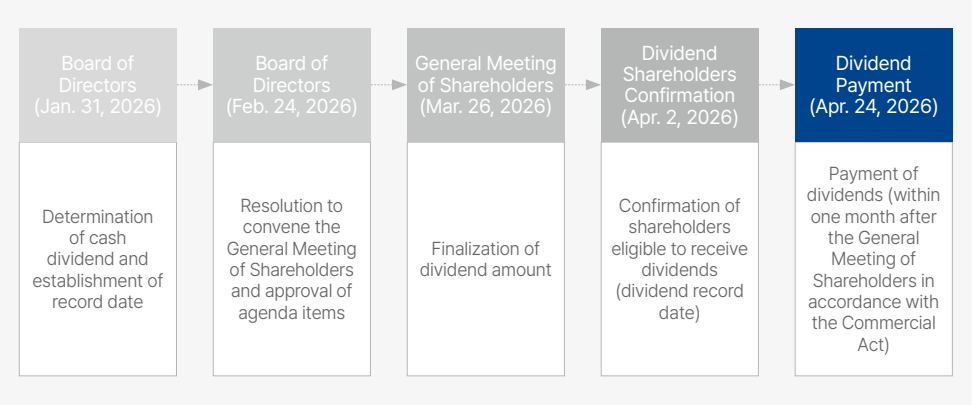
Year-end Dividend Performance

Category	Unit	2023	2024	2025
Dividend per Share	KRW	850	1,100	1,200
Net Profit Attributable to Owners of the Parent	KRW million	91,461	120,435	99,017
Earnings per Share from Continuing Operations	KRW	3,692	3,657	5,351
Total Cash Dividends	KRW million	22,649	29,311	31,917
Cash Dividend Payout Ratio	%	24.8	24.3	32.2

Fiscal Year-End Dividend Schedule

Category	Fiscal Year-End Month	Dividend Payment Status	Dividend Amount Determination Date	Dividend Record Date	Provision of Dividend Predictability	Remarks
Year-end Dividend	December 2023	○	March 28, 2024	April 4, 2024	○	-
Year-end Dividend	December 2024	○	March 20, 2025	March 27, 2025	○	-
Year-end Dividend	December 2025	○	March 26, 2026	April 2, 2026	○	-

Key Schedule



Ethics & Compliance Management

Ethics & Compliance Management Framework

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 supports 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

Code of Ethics	Management Organization
• Ethics Charter • Code of Ethics • Code of Ethical Practices for Employees	• Ethics Committee • Audit organization • Cyber Audit Office
Suppliers	Internal Warning System
• Supplier Code of Conduct	• Risk Management System • Security early warning system

Ethics Charter & Code of Conduct

HYUNDAI WIA established 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 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, sub-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

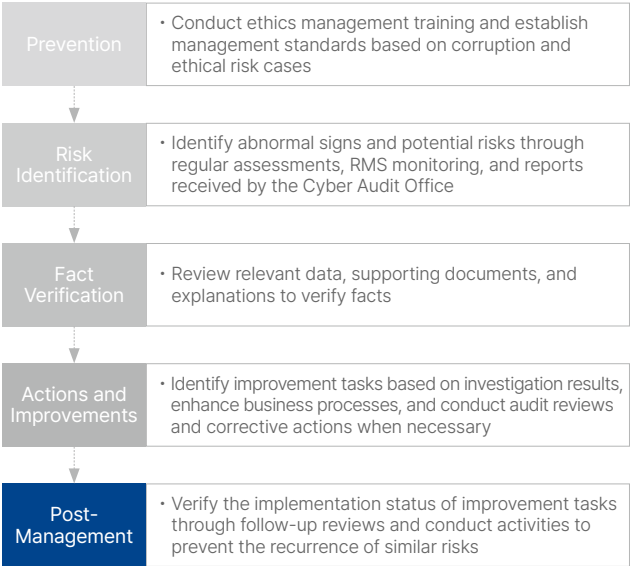
Ethics & Compliance Management

Risk Management

Corruption Risk Prevention Process

HYUNDAI WIA operates an anti-corruption risk management system that integrates ethics management training, regular assessments, implementation reviews, the RMS (Risk Management System), and the Cyber Audit Office to proactively prevent corruption and ethical risks. Through regular assessments, we review ethical risks and business processes within each division, identify improvement tasks, and derive necessary action plans. Subsequent implementation reviews are conducted to verify the execution of improvement measures and assess the possibility of recurrence. In addition, reports received through the Cyber Audit Office are investigated in accordance with established procedures to verify facts and implement necessary corrective actions.

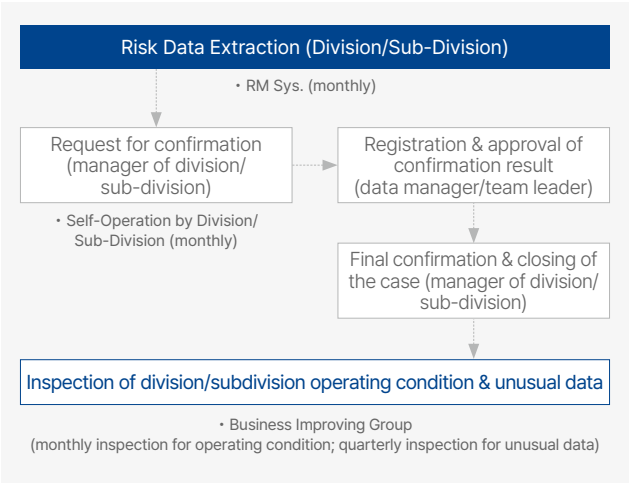
Corruption Risk Prevention Process



RMS Operation

HYUNDAI WIA monitors abnormal signs across the overall business operations through the RMS (Risk Management System). The RMS operates based on large-scale data processing technology and reviews the occurrence of unusual data through 118 monitoring items established across all business areas. When abnormal signs are detected, relevant notifications are issued, and we review potential risks through verification of explanations and additional assessments. When necessary, improvement measures are implemented to proactively prevent corruption risks and enable prompt responses to identified irregularities.

RMS Operation Process



Example of Risk Identified by RMS

- Cases where suppliers are pre-selected before open bidding

RMS Operation Status

정당화명 발생통계		조사일 확인유형 통계														
기간		유형														
구분		계	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화	정당화
명		2,437	266	179	180	215	233	228	189	214	171	172	175	185		
[1] 부정행위		0	0	0	1	0	0	0	0	0	1	0	0	0		
[2] 부정거래		276	36	24	28	56	32	36	16	34	97	97	42	46		
[3] 부정계약		160	60	45	54	81	75	85	59	54	67	64	43	33		
[4] 부정회계		340	162	16	13	13	31	16	11	9	6	15	37	29		
[5] 부정회차		483	27	32	42	29	45	56	50	74	34	47	28	20		
[6] 부정회차		11	3	0	0	0	0	0	4	2	1	1	0	0		
[7] 부정회차		361	19	25	27	27	42	24	29	34	35	36	29	34		
[8] 부정회차		128	7	34	9	7	8	11	15	25	1	10	8	0		

Ethics & Compliance Management

Risk Management

Corruption Risk Prevention Process

Transparent Voluntary Reporting System

HYUNDAI WIA operates a Transparent Voluntary Reporting System to foster a culture of ethical and transparent management. The system allows employees to voluntarily report violations of the Code of Ethics and Code of Conduct, and follow-up measures are taken after reviewing whether to reduce responsibility or grant exemption for self-reporting employees. In addition, we enhance internal business processes and operating systems based on reported cases and implement improvement measures to prevent the recurrence of similar violations.

Transparent Voluntary Reporting Status

Category	Unit	2023	2024	2025
Reports	Cases	0	0	0

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.)

Ethics Management Training

HYUNDAI WIA provides regular ethics training to executives, regular employees, commissioned employees, and contract employees to strengthen ethical awareness. Beginning in 2026, we plan to expand the ethics management training program to include dispatched workers. The education is conducted at least once a year and covers practical cases related to corporate corruption and transparent management, decision-making principles, the philosophy of ethical management, the Ethics Charter, and the Code of Conduct. In addition, HYUNDAI WIA separately operates ethics awareness seminars and ethics management training for leaders to establish an ethical and compliance culture throughout the organization. In 2025, we conducted training with key topics including fair and transparent business practices and the creation of a sound organizational culture.

Ethics Training Status

Category	Unit	2023	2024	2025
Target Employees ¹⁾	Persons	1,980	2,031	1,843
Employees Trained	Persons	1,960	2,018	1,843
Training Completion Rate	%	99.0	99.4	100

1) Includes executives, regular employees, commissioned employees, and contract employees

Ethics & Compliance Management

Risk Management

Corruption Risk Assessment

HYUNDAI WIA conducts anti-corruption activities to prevent unethical practices, including unfair business practices, abuse of authority, acceptance of entertainment or monetary benefits, interference in supplier operations, complaints related to payment practices, and leakage of confidential information. Under the supervision of the Management Improvement Office, we select certain business sites each year and conduct internal audits. Internal audits include regular and ad hoc inspections, as well as follow-up reviews to verify whether improvement measures identified in previous inspections have been implemented. Through these activities, HYUNDAI WIA proactively identifies potential risks related to ethics and anti-corruption and manages them systematically. In addition, we monitor the level of ethical and compliance management implementation through supplier reporting channels and Transpatrent assessments. The performance of anti-corruption activities and the status of compliance support program operations are reported to the Audit Committee on a semi-annual basis to further enhance management Transpatrent.

Corruption Risk Assessment Status

Category		Unit	2023	2024	2025
Internal Audit (business/ethics/anti-corruption)	Sites Subject to Audit	sites	25	23	19
	Sites Audited	sites	20	15	12
	Audit Coverage Rate	%	80	65	63
Risk Inspection Activities	Regular Inspections	cases	4	4	3
	On-Demand Inspections	cases	9	10	3
	Follow-Up Inspections	cases	1	1	4
	Online Reports, Phone/Mail Reports, and Transpatrent Investigations	cases	6	13	14

Audit and Reporting of Ethics and Compliance Risks

Cyber Audit Office

HYUNDAI WIA operates the Cyber Audit Office, an anonymous reporting system through which employees can report acts that undermine corporate culture, violations of ethical standards, misconduct, and irregularities involving employees. We strictly protect the identity of reporters and the contents of reports. When misconduct is confirmed, disciplinary actions are taken based on the severity and frequency of the violation. In addition, HYUNDAI WIA implements improvement measures to prevent the recurrence of improper or unfair practices identified through the Cyber Audit Office. We aim to complete investigations, corrective actions, and notification of results within 7–10 days as a principle.¹⁾

1) Completion period may vary depending on the nature and complexity of the reported case.

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.)

2025 Cyber Audit Office Reporting Status

Type of Report	No. of Reports	Actions Taken
Employee	5	• 3 personnel actions • 4 cases of education and system improvement • 7 cases not requiring corrective action
Supplier	5	
Other	4	
Total	14	

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 through a secure structure, and personnel responsible for managing reports are required to sign confidentiality agreements to prevent the leakage of reporting information to external parties.

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	2023	2024	2025
Code of Ethics Violations	Number of Violations	Cases	8	5	9
	Number of Individuals Involved	Persons	12	14	25
Disciplinary Actions Taken	Dismissal	Cases	0	1	2
	Suspension	Cases	1	1	0
	Salary Cut	Cases	3	1	3
	Reprimand	Cases	3	9	6
	Warning	Cases	5	2	13
	Other (Advised to Resign)	Cases	0	0	1

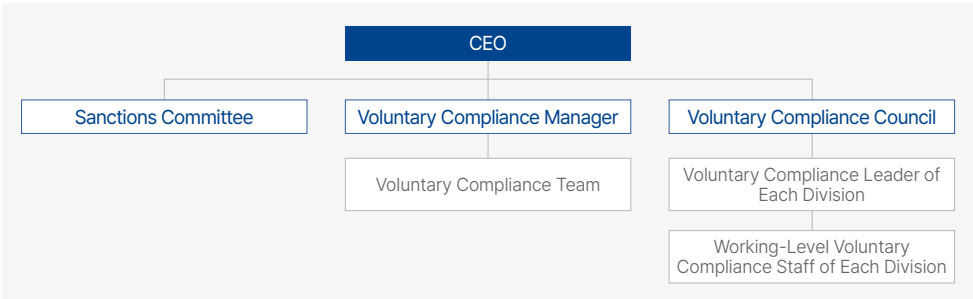
Ethics & Compliance Management

Compliance Program

Fair Trade Compliance Program

HYUNDAI WIA has operated a Compliance Program (CP) since 2002 to enhance customer trust and corporate value by ensuring compliance with laws and regulations. The CP is an internal management system designed to provide employees with standards of conduct for complying with fair trade laws and regulations while strengthening ethical awareness, compliance consciousness, and voluntary implementation. Through this program, we identify potential legal risks at an early stage and establish appropriate response measures to promote a fair and transparent business culture. HYUNDAI WIA has also established an organizational framework to support the operation of the CP and manages the program based on eight core elements. We have established operating regulations, related guidelines, and a compliance handbook. Each year, the CEO and the Voluntary Compliance Officer sign the Fair-Trade Compliance Commitment. CP activities are reviewed on a semi-annual basis, and the results of CP and compliance support activities, together with future plans, are reported to the Board of Directors. In addition, we provide regular fair trade compliance training through classroom sessions, online training, and function-specific education programs for employees.

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



AA Rating Achieved for Two Consecutive Years in the Fair-Trade Compliance Program (CP) Evaluation

SPECIAL CASE

HYUNDAI WIA received the AA rating, in the 2025 Fair Trade Compliance Program (CP) Evaluation, marking the second consecutive year of achieving this distinction. The CP Evaluation is a system that assesses a company's compliance framework for fair trade laws and regulations and the effectiveness of its Compliance Program (CP) operations. In the 2025 evaluation, HYUNDAI WIA was recognized for the CEO's oversight of CP operations, CP training for employees, management of CP activities by business division using quantitative performance indicators, and operation of anonymous reporting channels. HYUNDAI WIA will continue to enhance our CP operating framework and training programs to further strengthen the culture of fair-trade compliance.

Key CP Operating Policies in the CEO Compliance Message



1. Compliance with Fair Trade Laws and Regulations, Including the Prohibition of Technology Misappropriation, Delayed or Unpaid Payments, and Unfair Support for Affiliated Companies

- Continue to prevent technology misappropriation and monitor unfair support practices in logistics, system integration (SI), advertising, asset management, and new business areas.

2. Continuous Improvement of the Compliance Program (CP)

- Continuously improve the CP operating framework through evaluations conducted by accredited external organizations.

3. Promotion of a Culture of Win-Win Growth

- Fulfill the social responsibility by promoting fair trade practices with suppliers.

March 2026
President/CEO, HYUNDAI WIA O-Sung Kwon

2025 Fair Trade Compliance Training Status

Category	Schedule	Target	Participants	Contents
Fair Trade (General)	September 1 – October 4	All team leaders	123	Latest Subcontracting Act: A to Z
Internal Transactions & Collusion	September 23, September 30, and October 2 (two supplementary training sessions)	Procurement, sales, production, production technology, R&D, quality, etc.	387	Regulations on internal transactions and collusion
	May 29, June 13, and June 20 (two supplementary training sessions)	Procurement, sales, production, production technology, R&D, quality, etc.	348	Subcontracting Act and regulations
Subcontracting & Technical Data	June 3 – July 4	All managerial-level employees	1,500	Online training on subcontracting regulations
	July 2 and July 4	Procurement, Quality, and Research Institute	153	Q&A training on subcontracting compliance requirements
	June 25 – July 25	All managerial-level employees	1,436	Protecting technology of SMEs
	November 6	Procurement	99	Q&A training on subcontracting compliance requirements
	December 22	Special training on legal violations(procurement)	9	Training on legal violations
Executives	June 9, October 13	CP Council	20	Compliance in general
	July 22	Group Heads	33	Compliance in general
	July 25	Board of Directors	6	Compliance in general
New Personnel	January 8	New employees	37	Fair trade in general
	April 30, December 10	Experienced employees	35	Fair trade in general

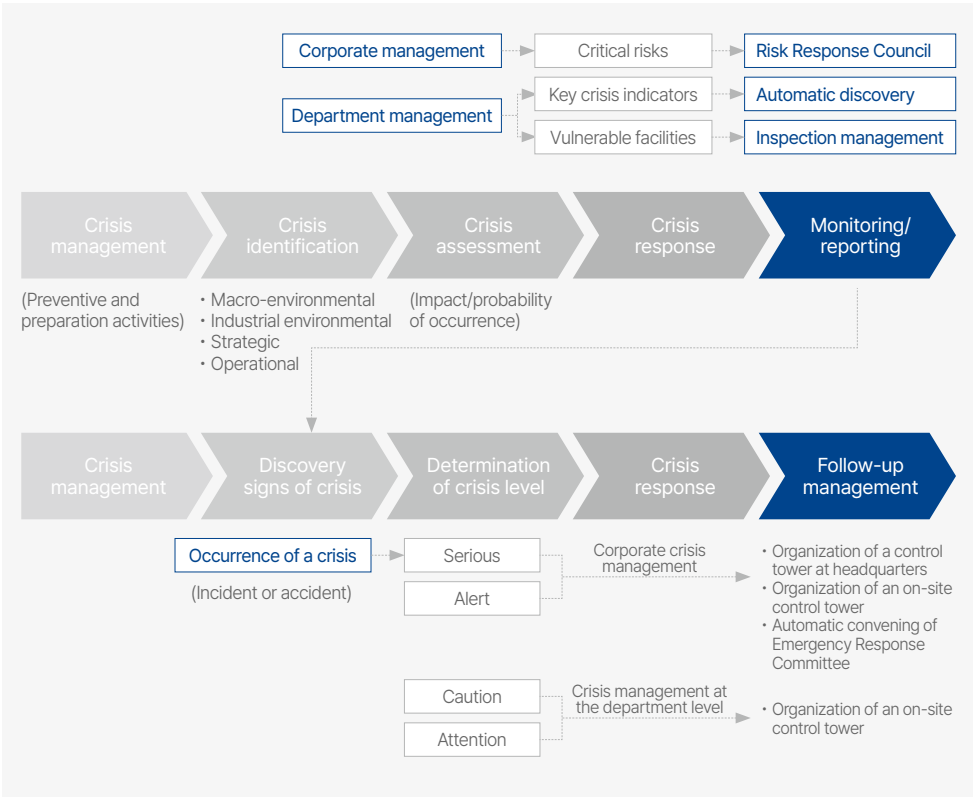
Risk Management

Financial & Non-Financial Risk Management

Risk Management Framework

HYUNDAI WIA operates a corporate risk management system to systematically respond to financial and non-financial risks that may arise in a rapidly changing business environment. Risks are categorized into key areas, including strategic, operational, macroeconomic, and industry-related risks, with the responsible departments identifying risks and implementing corresponding mitigation measures. Major risks and the status of response activities are reported to management and relevant governance bodies, ensuring corporate oversight and effective risk management.

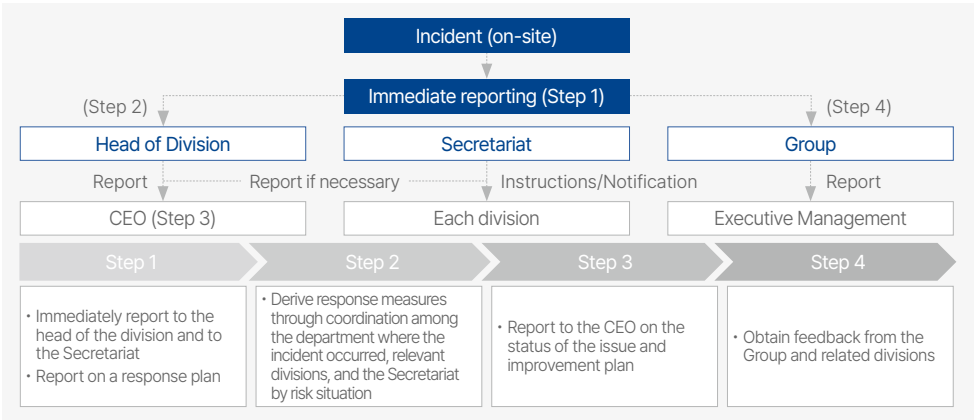
Risk Management Process



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, we enhance crisis management through cross-departmental collaboration and comprehensive response. In addition, HYUNDAI WIA has established a more detailed risk classification framework and a reporting system tailored to each risk category, enabling timely decision-making and rapid response in the event of a crisis.

Risk Reporting Process



Classification of Risk by Type

Strategic	Operational	Macro-Environmental	Industrial Environmental
Business- and/or policy related	Value creation and support activities	Natural and social environments	Industry and other stakeholders
- Negative media reports - Damage to corporate reputation - Disruptions in executing the business plan - Failure to accurately analyze feasibility of new investment project	- Leakage of core technology - Violation of the Fair-Trade Act - Failure to diversify the sales network - Decrease in customer satisfaction	- Climate change - Depletion of natural resources - Uncertainty in government policy - Increase in exchange rate volatility	- Tightening of automotive safety regulations - Strengthening of labor union - Suspension of parts supply - International standardization of new technologies of competitors

Risk Management

Financial & Non-Financial Risk Management

Serious Accident Reporting Process

HYUNDAI WIA has established a serious accident reporting process to respond to the enforcement of the Serious Accidents Punishment Act. In the event of an accident, the responsible department is required to immediately report the incident to the Safety & Environment Team and Safety & Health Team and Management Planning Team. Issues are reported through the Head of the Safety & Labor Affairs Group and escalated to the Chief Safety Officer (CSO), with timely responses carried out in accordance with established procedures. This process helps minimize legal risks while ensuring the safety of employees.

Serious Accident Classification

Category		Unit
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	Follow-up review	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

HYUNDAI WIA considers compliance with tax-related laws and regulations a fundamental principle and fulfills our legal tax obligations and responsibilities in good faith. We also maintain cooperative relationships with tax authorities and proactively identify and systematically manage potential tax risks that may arise not only from existing business operations but also from business expansion or changes in transaction structures.

Tax Risk Management

HYUNDAI WIA complies with legal requirements throughout the tax management processes and transparently and promptly provides necessary information and supporting documents upon requests from tax authorities. We also review tax systems in each country to proactively identify potential tax risks. For transactions with overseas subsidiaries, HYUNDAI WIA applies the arm's length principle to prevent the risk of double taxation arising from international transactions. In addition, we utilize advice from external tax experts when necessary to respond effectively to changes in the tax environment and complex tax-related issues.

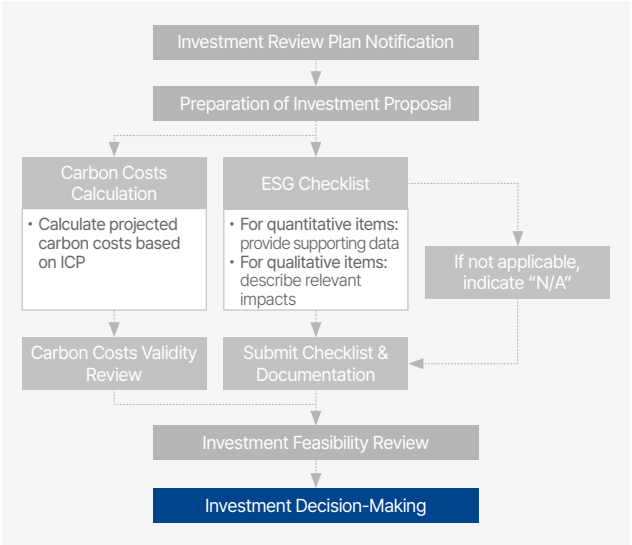
Greenwashing Risk Assessment

HYUNDAI WIA distributed greenwashing prevention training content to all employees in response to strengthened regulations on environmental claims and advertisements, as well as increased stakeholder scrutiny. The training content covered the concept of greenwashing, key cases, and potential legal and reputational risks arising from inaccurate or exaggerated environmental claims. In addition, we introduced greenwashing prevention guidelines and a system-based self-assessment function to enable employees to verify the appropriateness of environmental claims before producing and distributing promotional materials. Through this process, HYUNDAI WIA conducts pre-assessments of externally distributed materials, including departmental promotional materials, press releases, and social media content, and manages them by verifying the basis for environmental claims and the accuracy of related expressions.

Consideration of ESG Risk in Investment Review

HYUNDAI WIA operates a process to review ESG risks during the investment evaluation process. Since 2025, we have introduced an internal carbon pricing system to incorporate carbon costs into investment reviews. When preparing investment proposals, initiating departments are required to calculate carbon costs where applicable and present the results of quantitative data analysis and business impact assessments through an ESG Checklist. The ESG Checklist consists of a total of 17 evaluation criteria, including seven environmental, nine social, and one governance factors. In the environmental category, key indicators such as carbon emissions and water pollution are reviewed. In the social category, we assess areas including worker protection and supplier management, while the governance category focuses on compliance with corporate ethics. Through this process, HYUNDAI WIA operates an evaluation framework that incorporates sustainability considerations into investment decision-making.

ESG Check Process During Investment Review



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Financial Data¹⁾

1) Financial Data are based on the consolidated financial statements presented in the Business Report.

Financial Position

Category	Unit	2023	2024	2025
Total Assets	KRW million	6,825,905	7,075,991	7,025,106
Total Equity	KRW million	3,766,754	4,026,299	4,065,428
Total Liabilities	KRW million	3,059,151	3,049,692	2,959,678
Revenue (Sales)	KRW million	8,165,581	8,180,886	8,481,561
Gross Profit	KRW million	509,038	537,401	538,522
Operating Profit	KRW million	232,802	218,810	204,413
Profit Before Tax	KRW million	113,666	177,459	181,304
Income Tax Expense	KRW million	54,198	70,981	20,813
Net Profit from Continuing Operations	KRW million	59,468	106,478	160,491

Revenue Breakdown

Category		Unit	2023	2024	2025	
Domestic Separate Revenue (Sales) ¹⁾		KRW million	6,877,041	6,938,051	7,278,797	
Revenue by Region	Republic of Korea	KRW million	6,458,056	6,498,639	6,910,078	
	North America	KRW million	1,058,566	901,383	631,573	
	Europe	KRW million	5,299	52,081	128,879	
	China	KRW million	501,434	578,506	640,140	
	India	KRW million	142,226	150,277	170,891	
Revenue by Business	Mobility	Automotive Parts	KRW million	7,748,107	7,596,594	7,832,254
		Mobility Solutions	KRW million	194,364	239,554	256,201
	Defense Business (Special)		KRW million	223,110	344,738	393,106

1) Standardized to separate revenue per the Business Report.

Economic Value Distributed

	Category	Unit	2023	2024	2025
Employees	Wage	KRW million	356,358	373,746	376,066
	Severance Pay	KRW million	18,835	29,074	43,510
	Employee Welfare Expenses ¹⁾	KRW million	30,286	30,564	34,831
Suppliers	Domestic Purchases	KRW 100 million	64,544	63,376	64,722
	Overseas Purchases	KRW 100 million	1,522	2,314	2,821
Shareholders & Investors	Interest Expense	KRW million	71,602	57,271	47,557
	Total Dividends	KRW million	22,649	29,311	31,917
Government	Income Tax Expense	KRW million	54,198	70,981	20,813
Local Communities	Social Contribution Expenses	KRW million	1,407	1,513	2,024

1) Restated for the previous three years to reflect employee benefit expenses as presented in the Business Report.

R&D Investment

	Category	Unit	2023	2024	2025
R&D Investment	R&D Investment Cost	KRW million	67,198	86,943	93,563
	Ratio to Revenue ¹⁾	%	0.82	1.06	1.10
R&D Personnel	Domestic R&D Personnel	Persons	601	662	661
	Ratio to Domestic Employees	%	19.9	22.5	23.3

1) Restated based on consolidated revenue presented in the Business Report, excluding the Machine Tools business.

Environmental Data^{1),2)}

1) Following a change in the calculation basis for domestic environmental intensity to use separate revenue reported in the Business Report, 2023–2024 data have been restated. Totals are calculated based on consolidated revenue.
2) Totals may not equal the sum of individual figures due to rounding.

GHG Emissions¹⁾

				2023			2024				2025			
Category		Unit	Domestic	Overseas ³⁾	Total	Domestic	Domestic Subsidiaries ³⁾	Overseas	Total	Domestic	Domestic Subsidiaries	Overseas	Total	
Location-Based	Scope 1+2+3	GHG Emissions	tCO ₂ eq	3,744,298	148,910	3,893,208	8,551,156	39,033	3,906,441	12,496,630	7,861,494	49,051	4,067,987	11,978,533
		GHG Emissions Intensity	tCO ₂ eq/KRW million	0.54	-	0.48	1.23	-	-	1.53	1.08	-	-	1.41
	Scope 1+2	GHG Emissions	tCO ₂ eq	138,476	148,910	287,386	98,202	39,033	162,225	299,460	90,046	42,151	149,626	281,823
		GHG Emissions Intensity	tCO ₂ eq/KRW million	0.02	-	0.04	0.01	-	-	0.04	0.01	-	-	0.03
	Scope 1 Emissions		tCO ₂ eq	7,659	9,328	16,987	6,571	1,605	9,605 ⁴⁾	17,781	6,115	2,929	10,495	19,539
	Scope 2 Emissions		tCO ₂ eq	130,823	139,582	270,405	91,637	37,431	152,620	281,688	83,935	39,223	139,131	262,289
Market-Based	Scope 1+2+3	GHG Emissions	tCO ₂ eq	3,744,298	143,295	3,887,593	8,551,156	39,033	3,886,602	12,476,791	7,861,494	49,051	4,021,871	11,932,417
		GHG Emissions Intensity	tCO ₂ eq/KRW million	0.54	-	0.48	1.23	-	-	1.53	1.08	-	-	1.41
	Scope 1+2	GHG Emissions	tCO ₂ eq	138,476	143,295	281,771	98,202	39,033	142,386	279,621	90,046	42,151	103,510	235,707
		GHG Emissions Intensity	tCO ₂ eq/KRW million	0.02	-	0.03	0.01	-	-	0.03	0.01	-	-	0.03
	Scope 1 Emissions		tCO ₂ eq	7,659	9,328	16,987	6,571	1,605	9,605 ⁴⁾	17,781	6,115	2,929	10,495	19,539
	Scope 2 Emissions		tCO ₂ eq	130,823	133,967	264,790	91,637	37,431	132,787	261,855	83,935	39,223	93,015	216,173

1) SBTi-based recalculation of GHG emissions; 2024 emissions updated accordingly.
2) 2023 Scope 3 emissions were not calculated for overseas subsidiaries.
3) 2024 Scope 3 emissions of domestic subsidiaries are included in domestic figures.
4) Restated for the prior year due to recalculation of overseas GHG emissions.

Other Indirect GHG Emissions (Scope 3)

Category		Unit	2023	2024 ¹⁾	2025
Scope 3 Emissions (Upstream)	Category 1. Purchased Goods & Services	tCO ₂ eq	1,375,308	4,092,797	3,915,910
	Category 2. Capital Goods	tCO ₂ eq	12,663	6,514	10,478
	Category 3. Fuel & Energy-Related Activities	tCO ₂ eq	719	47,342	72,777
	Category 4. Upstream Transportation & Distribution	tCO ₂ eq	4,565	19,123	20,300
	Category 5. Waste Generated in Operations	tCO ₂ eq	1,745	16,266	9,027
	Category 6. Business Travel	tCO ₂ eq	4,838	5,436	2,924
	Category 7. Employee Commuting	tCO ₂ eq	1,459	6,968	3,079
Scope 3 Emissions (Downstream)	Category 9. Downstream Transportation & Distribution	tCO ₂ eq	187,479	177,661	292,738
	Category 10. Processing of Sold Products	tCO ₂ eq	147,264	180,397	167,128
	Category 11. Use of Sold Products	tCO ₂ eq	1,638,252	7,417,884	6,950,768
	Category 12. End-of-Life Treatment of Sold Products	tCO ₂ eq	205,620	205,872	230,219
	Category 13. Downstream Leased Assets	tCO ₂ eq	1,372	1,127	1,192
Category 15. Investments		tCO ₂ eq	24,538	19,783	20,170
Total Scope 3 Emissions		tCO ₂ eq	3,605,822	12,197,170	11,696,710

1) Restated for the prior year following recalculation of Scope 3 emissions for domestic and overseas subsidiaries.

GHG Emissions Reduction Targets

Category		Unit	Scope 1	Scope 2	Scope 3 ¹⁾
Base Year (2024) GHG Emissions		tCO ₂ eq	17,781	261,855	11,510,681
GHG Emissions Targets	2030	tCO ₂ eq	13,300	163,659	9,518,448
	2035	tCO ₂ eq	9,566	81,830	7,858,253

2) Categories 1 and 11 are included in the Scope 3 emissions reduction target, representing approx. 94% of the Company's Scope 3 emissions.

Environmental Data

Energy Consumption

Category		Unit	2023			2024				2025			
			Domestic	Overseas	Total	Domestic	Domestic Subsidiaries	Overseas	Total	Domestic	Domestic Subsidiaries	Overseas	Total
Total Energy ¹⁾	Direct Energy Consumption (Fuel)	TJ	148	143	291	127	32	155	314	118	57	150	325
	Direct Energy Consumption (Electricity)	TJ	2,734	993	3,727	1,916	782	986	3,684	1,758	820	938	3,516
	Total Energy Consumption	TJ	2,876	1,137	4,013	2,036	814	1,141	3,991	1,874	877	1,088	3,839
	Energy Consumption Intensity	TJ/KRW10 billion	4.2	-	4.9	2.9	-	-	4.9	2.6	-	-	4.5
	Energy Reduction	TJ	-	-	-	39	-	-	-	15.9	-	-	-
Renewable Energy	Renewable Energy Consumption	TJ	0.2	28.2	28.4	1.5	0	110.1	111.5	4.2	0	279.2	283.4
	Renewable Energy Ratio	%	0.01	2.48	0.71	0.07	0	9.65	2.79	0.22	0	25.66	7.38

Water Use²⁾

Category		Unit	2023			2024			2025		
			Domestic	Overseas	Total	Domestic	Overseas	Total	Domestic	Overseas	Total
Total Water	Water Use (Withdrawal) ³⁾	ton	445,077	646,531	1,091,608	392,622	659,724	1,052,346	366,651	676,893	1,043,544
	Wastewater Treated by a Service Provider ⁴⁾	ton	9,429	0	9,429	6,867	0	6,867	4,292	0	4,292
	Water Reused	ton	187	-	187	675	-	675	322	-	322
	Water Reuse Rate	%	0.04	-	0.02	0.17	-	0.06	0.09	-	0.03

Water Use by Business Site⁵⁾

	Category	Unit	2023	2024	2025
Changwon Plant 1 (HQ)	Water Use (Withdrawal)	ton	54,483	46,282	51,040
	Wastewater Treated by a Service Provider	ton	478	310	698
Changwon Plant 2	Water Use (Withdrawal)	ton	84,055	118,968	113,826
	Wastewater Treated by a Service Provider	ton	3,154	3,099	3,336
Changwon Plant 3	Water Use (Withdrawal)	ton	170,421	137,892	110,123
	Wastewater Treated by a Service Provider	ton	5,548	3,274	0
Changwon Plant 5	Water Use (Withdrawal)	ton	4,225	281	291
	Wastewater Treated by a Service Provider	ton	0	0	0

	Category	Unit	2023	2024	2025
Seosan Plant	Water Use (Withdrawal)	ton	84,966	44,039	43,641
	Wastewater Treated by a Service Provider	ton	0	0	0
Pyeongtaek Plant	Water Use (Withdrawal)	ton	26,105	18,699	18,995
	Wastewater Treated by a Service Provider	ton	193	184	151
Ulsan Plant 3	Water Use (Withdrawal)	ton	1,597	1,449	1,853
	Wastewater Treated by a Service Provider	ton	0	0	0
Uiwang R&D Center	Water Use (Withdrawal)	ton	19,225	25,012	26,882
	Wastewater Treated by a Service Provider	ton	56	0	106

1) Includes renewable energy.
2) Overseas water data for 2023~2024 have been restated due to a change in calculation scope (Jiangsu, Shandong, Mexico, India, and Slovakia).
3) All domestic water is supplied through the municipal water system.
4) Volume of wastewater outsourced for treatment. The 2023 wastewater discharge data have been restated to exclude the divested business scope.
5) HYUNDAI WIA only (excluding affiliates). Data have been restated due to changes in the aggregation basis for water withdrawal, discharge, and use following a change in the actual usage period.

Environmental Data

Waste Management

Category			Unit	2023			2024			2025		
				Domestic	Overseas ³⁾	Total	Domestic	Overseas ³⁾	Total	Domestic	Overseas	Total
Waste Treatment	General Waste	Landfill	ton	33	-	33	34	-	34	31	-	31
		Incineration	ton	87	-	87	58	-	58	29	-	29
		Recycling ¹⁾	ton	2,323	11,293	13,616	1,810	11,754	13,564	3,008	13,524	16,532
		Subtotal	ton	2,443	11,293	13,736	1,902	11,754	13,656	3,068	13,524	16,592
	Designated Waste	Landfill	ton	0	-	0	3.05	-	3.05	1.12	-	1.12
		Incineration	ton	742	-	742	416	-	416	263	-	263
		Recycling ¹⁾	ton	5,717	-	5,717	4,276	-	4,276	3,170	-	3,170
		Subtotal	ton	6,459	0	6,459	4,695	0	4,695	3,434	0	3,434
	Total Waste Treated ²⁾		ton	8,902	12,783	21,685	6,597	13,434	20,031	6,503	14,986	21,489
	Waste Treatment Intensity		ton/KRW 100 million	0.129	-	-	0.095	-	-	0.089	-	-
	Percentage of Designated Waste		%	72.6	-	-	71.2	-	-	52.8	-	-
	Waste Recycling Rate		%	90.3	88.3	89.2	92.2	87.5	89.1	95.0	90.2	91.7
	Waste Recycling Volume Target		ton	-	-	-	-	-	-	4,346	-	-

1) For overseas subsidiaries, designated (hazardous) waste recycling volume is not separated but combined with general waste recycling volume due to differing national waste classification and management systems.
2) Overseas subsidiary waste data are reported as a combined total treatment figure without a general/designated waste breakdown or treatment-method detail (landfill, incineration, etc.) due to limitations in local data collection systems.
3) Overseas waste data for 2023–2024 have been restated due to a change in calculation scope (Jiangsu, Shandong, India, and Slovakia).

Air Pollutant Emissions

Category			Unit	2023	2024	2025
Air Pollutant	Air Pollutant Emissions	NOx	ton	0.68	1.24	0.38
		SOx	ton	0.05	0.40	0.01
		TSP	ton	3.10	1.84	1.23
		Total	ton	3.83	3.48	1.62
	Air Pollutant Emissions Intensity	NOx	kg/KRW 100 million	0.010	0.018	0.005
		SOx	kg/KRW 100 million	0.001	0.006	0.000
		TSP	kg/KRW 100 million	0.045	0.027	0.017
		Total	kg/KRW 100 million	0.056	0.050	0.022
	Number of Air Pollutant-Emitting Facilities		facilities	373	515	499
	Number of Air Pollution Prevention Facilities		facilities	83	63	89
	Number of Exempt Facilities		facilities	241	374	360

Water Pollutant Emissions

Category			Unit	2023	2024	2025
Water Pollutant	Water Pollutant Emissions	TOC	ton	0.049	0.015	0.020
		BOD	ton	0.046	0.019	0.013
		SS	ton	0.024	0.012	0.010
	Water Pollutant Emissions Intensity	TOC	kg/KRW 100 million	0.00072	0.00022	0.00027
		BOD	kg/KRW 100 million	0.00067	0.00027	0.00018
		SS	kg/KRW 100 million	0.00035	0.00017 ¹⁾	0.00013

1) Restated due to a calculation error in the prior year.

Air Pollutant		Water Pollutant	
NOx (Nitrogen Oxides)		TOC (Total Organic Carbon)	
SOx (Sulfur Oxides)		BOD (Biochemical Oxygen Demand)	
TSP (Total Suspended Particles)		SS (Suspended Solids)	

Environmental Data

Raw Material Use¹⁾

Category		Unit	2023	2024	2025
Raw Materials	Raw Material Use	ton	158,535	58,588	16,737
	Raw Material Intensity	ton/KRW 100 million	0.023	0.008	0.002
	Renewable Raw Material Use	ton	112,024	41,780	13,509
	Renewable Raw Material Use Rate	%	71	71	81

1) Sharp decline in raw material use following the divestiture of the casting and forging businesses.

Chemical Disposal

Category		Unit	2023	2024	2025
Chemical Disposal	Trichloroethylene (TCE)	ton	0	0	0
	Chromium	ton	0.04	0.11	0.10
	Manganese	ton	0	0	0
	Tin	ton	0	0	0
	Copper	ton	0	0	0
	Butane	ton	0.11	0.12	0
	Total	ton	0.15	0.23	0.10

Environmental Inspection and Risk Assessment

Category		Unit	2023	2024	2025
Environmental Risk Assessment	Target Locations	sites	12	40	16
	Locations Assessed	sites	12	40	16
	Assessment Coverage Rate	%	100	100	100
Ministry of Environment On-Site Audits		cases	13	11	10
Violations of Environmental Laws & Regulations	Number of Violations	cases	0	2	0
	Monetary Penalties	KRW million	0	0.96	0

Disclosure of Environmental Information¹⁾

Site	2025 Disclosure of Environmental Information
Changwon Plant 1 (HQ)	O
Changwon Plant 2	O
Changwon Plant 3	O
Seosan Plant	O
Pyeongtaek Plant	O
Ulsan Plant 3	X
Uiwang R&D Center	O

1) Business sites below the threshold under the environmental information disclosure system are not required to disclose environmental information.

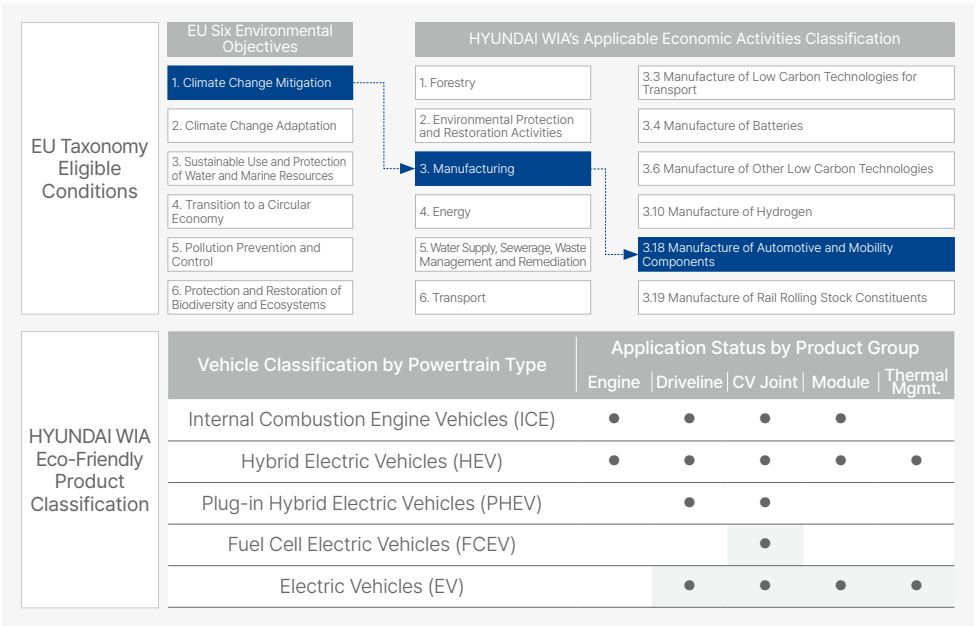
Investment in Environmental Facilities

Category		Unit	2023	2024	2025
Number of Cases	Planned	cases	10	7	6
	Actual	cases	13	8	4
Investment Amount	Planned	KRW million	1,857	668	377
	Actual	KRW million	1,463	857	248

Green Procurement and Eco-Friendly Sales

Category		Unit	2023	2024	2025
Green Procurement	Amount	KRW million	1,117	1,035	335
	Ratio to Total Purchases	%	0.017	0.016	0.005
Sales of Eco-Friendly Automotive Parts ¹⁾	Amount	KRW million	314,400	333,800	416,600
	Ratio to Total Sales	%	3.9	4.1	4.9

1) 2025 revenue from eco-friendly vehicle parts is calculated by classifying the Company's economic activities under the EU Taxonomy and aggregating revenue from products used in Taxonomy-Eligible zero-emission vehicles. See the diagram below for details.



Social Data

Employees

Category			Unit	2023	2024			2025		
				Domestic	Domestic	Domestic Subsidiaries	Total	Domestic	Domestic Subsidiaries	Total
By Gender ¹⁾	Male		persons	2,910	2,812	2,007	4,819	2,712	2,062	4,774
	Female		persons	108	125	135	260	131	142	273
	Total		persons	3,018	2,937	2,142	5,079	2,843	2,204	5,047
	Female Ratio		%	3.58	4.26	6.30	5.12	4.61	6.44	5.41
By Age ¹⁾	Under 30		persons	186	177	228	405	210	222	432
	30 to under 50		persons	1,929	1,888	1,498	3,386	1,781	1,475	3,256
	50 and Above		persons	903	872	416	1,288	852	507	1,359
	Total		persons	3,018	2,937	2,142	5,079	2,843	2,204	5,047
By Employment Type ¹⁾	Permanent Employees	Male	persons	2,782	2,714	1,860	4,574	2,608	1,911	4,519
		Female	persons	97	118	112	230	122	115	237
		Subtotal	persons	2,879	2,832	1,972	4,804	2,730	2,026	4,756
	Temporary Employees	Male	persons	128	98	147	245	104	151	255
		Female	persons	11	7	23	30	9	27	36
		Subtotal	persons	139	105	170	275	113	178	291
	Total		persons	3,018	2,937	2,142	5,079	2,843	2,204	5,047
Managers (Team Leader Level and Above)	Male		persons	1,241	1,298	134	1,432	1,273	139	1,412
	Female		persons	12	18	0	18	24	0	24
	Female Manager Ratio		%	0.96	1.37	0	1.24	1.85	0	1.67

1) Excludes registered directors (executive and independent directors).

Domestic and Overseas Employees

Category		Unit	2023	2024			2025		
			Domestic & Overseas	Domestic & Overseas	Domestic Subsidiaries	Total	Domestic & Overseas	Domestic Subsidiaries	Total
By Region	Korea	persons	3,018	2,937	2,142	5,079	2,843	2,204	5,047
	China	persons	1,064	995	1	996	854	1	855
	Mexico	persons	773	852	0	852	892	0	892
	India	persons	645	409	0	409	621	0	621
	Germany	persons	17	17	0	17	8	0	8
	USA	persons	19	18	0	18	9	0	9
	Russia	persons	107	104	0	104	128	0	128
	Vietnam	persons	0	0	0	0	0	0	0
	Slovakia	persons	8	37	0	37	62	0	62
	Kazakhstan ¹⁾	persons	-	3	0	3	-	-	-
	Total	persons	5,651	5,372	2,143	7,515	5,417	2,205	7,622

1) The Kazakhstan office operated on a temporary basis, so figures are shown for 2024 only.

Social Data

Diversity and Vulnerable Groups¹⁾

Category			2023	2024			2025		
			Domestic	Domestic	Domestic Subsidiaries	Total	Domestic	Domestic Subsidiaries	Total
Employees with Disabilities	Severe Disabilities	persons	-	6	3	9	11	13	24
	Mild Disabilities	persons	-	41	26	67	24	41	65
	Total	persons	45	47	29 ¹⁾	76	35	54	89
	Ratio	%	1.5	1.6	1.4	1.5	1.2	2.5	1.8
Non-Employee Workers	Male	persons	2,441	154	0	154	154	6	160
	Female	persons	294	115	8	123	111	7	118
	Total	persons	2,735	269	8	277	265	13	278

1) Restated due to a calculation error in the prior year.

Recruitment and Turnover

Category			Unit	2023	2024			2025		
				Domestic	Domestic	Domestic Subsidiaries	Total	Domestic	Domestic Subsidiaries	Total
New Hires	By Gender	Male	persons	203	133	316	449	153	259	412
		Female	persons	26	21	28	49	21	12	33
		Total	persons	229	154	344	498	174	271	445
	By Age	Under 30	persons	-	42	175	217	99	163	262
		30 to 49	persons	-	103	160	263	61	96	157
		50 and over	persons	-	9	9	18	14	12	26
		Total	persons	229	154	344	498	174	271	445
New Hire Rate		%	7.6	5.2	16.0	9.8	6.1	12.3	8.8	
Internal Hires		persons	-	9	3	12	22	0	22	
Employee Turnover	By Type	Voluntary	persons	50	142	36	178	167	35	202
		Involuntary	persons	-	83	176	259	96	274	370
		Total	persons	-	225	212	437	263	309	572
	By Age	Under 30	persons	-	10	105	115	12	131	143
		30 to under 50	persons	-	85	78	163	104	114	218
		50 and over	persons	-	130	29	159	147	64	211
		Total	persons	-	225	212	437	263	309	572
	By Gender	Male	persons	-	221	202	423	248	293	541
		Female	persons	-	4	10	14	15	16	31
		Total	persons	-	225	212	437	263	309	572
Turnover Rate ¹⁾	Male		%	-	7.6	10.1	8.8	8.8	14.6	11.2
	Female		%	-	3.7	7.4	5.4	12.0	11.9	11.9
	Total		%	-	7.5	9.9	8.6	9.0	14.4	11.3
	Voluntary Turnover Rate ²⁾		%	1.7	4.7	1.7	3.5	5.7	1.6	4.0

1) Turnover Rate = (Total Number Leaving / Total Employees in the Prior Year) x 100 (domestic subsidiaries separated and applied from 2024 using employee count for that year).

2) Voluntary Turnover Rate = (Number of Voluntary Departures / Total Employees in the Prior Year) x 100; prior-year data restated to reflect a change in total employee count.

Social Data

Overseas Local Managers

Category	Unit	2023	2024	2025
Overseas Business Site Manager Positions	persons	93	97	97
Local Manager Positions	persons	45	51	43
Local Manager Ratio	%	48	53	44

Parental Leave¹⁾

Category		Unit	2023	2024	2025
Employees Who Took Parental Leave	Male	persons	4	10	26
	Female	persons	8	3	6
	Total	persons	12	13	32
Parental Leave Utilization Rate	Male	%	7.4	19.2	3.0
	Female	%	100	100	100
	Total	%	21.1	25.0	8.0
Employees Retained for 12 Months After Returning from Parental Leave	Male	persons	6	1	6
	Female	persons	2	6	5
	Total	persons	8	7	11

1) Restated for the prior year to align with the basis used in the Business Report.

Social Data

Training¹⁾

Category	Unit	2023	2024 ³⁾	2025
Total Number of Employees Trained	persons	39,754	49,031	56,495
Total Training Hours	hours	111,434	116,243	135,482
Average Training Hours per Employee ²⁾	hours	36.8	39.5	47.5
Total Training Cost	KRW million	-	2,244	2,394
Average Training Cost per Employee	KRW million	0.69	0.76	0.84

1) Restated to reflect a change in total employee count based on the Business Report figures including executives.

2) Total Training Hours / Total Employees (including executives).

3) Restated due to a prior-year calculation error.

Training Participation by Topic

Category		Unit	2023	2024	2025
Ethics Training		persons	1,960	2,018	1,843
Fair Trade Compliance Training		persons	6,507	4,443	4,186
Safety Training		persons	3,018	2,936	3,006
Human Rights and Diversity Training	Sexual Harassment Prevention Training	persons	3,054	2,963	2,836
	Workplace Harassment Prevention Training	persons	3,054	2,963	2,836
	Disability Awareness Training	persons	3,054	2,963	2,836
	Human Rights Training	persons	-	-	1,855

Performance Evaluation¹⁾

Category		Unit	2023	2024	2025
Employees Subject to Regular Performance Evaluation	Male	persons	-	1,832	1,686
	Female	persons	-	102	109
	Total	persons	1,889	1,934	1,795
Employees Eligible for Regular Performance Evaluation	Male	persons	-	1,832	1,686
	Female	persons	-	102	109
	Total	persons	1,889	1,934	1,795
Percentage of Employees Receiving Regular Performance Evaluation	Male	%	100	100	100
	Female	%	100	100	100
	Total	%	100	100	100

1) Applies to office (non-production) employees only.

Organizational Culture Checkup

Category	Unit	2023	2024	2025
Culture Survey Results	points	78.5	80.3	83.1

Retirement Pension Plan

	Category	Unit	2023	2024	2025
Employees Enrolled in the Retirement Pension Plans	Defined Benefit (DB) Plan	persons	2,829	2,708	2,363
	Defined Contribution (DC) Plan	persons	5	25	37
	Total	persons	2,834	2,733	2,400
Percentage of Employees Enrolled in Retirement Pension Plans		%	93.9	93.1	84.4

Labor Union Membership¹⁾

Category	Unit	2023	2024	2025
Labor Union Members	persons	999	938	869
Unionization Rate ²⁾	%	33.1	31.9	30.6

1) 100% of labor union members are covered by collective bargaining, and matters agreed through collective bargaining apply to all employees (excluding executives).

2) Labor Union Membership Rate = (Labor Union Members / Employees (excluding executives)) x 100.

Social Data

Occupational Health & Safety Incidents¹⁾

Category		Unit	2023				2024				2025				
			Domestic	In-house Suppliers	Overseas ²⁾	Total	Domestic	In-house Suppliers ³⁾	Overseas ²⁾	Total	Domestic	In-house Suppliers ⁴⁾	Domestic Subsidiaries	Overseas ²⁾	Total
Total Working Hours		hours	6,036,000 ⁵⁾	7,200,000	3,093,400	16,329,400	5,874,000	4,754,000	2,952,000	13,580,000	5,686,000	900,000	3,982,000	2,904,000	13,472,000
Fatalities	Injuries	persons	0	0	-	-	0	0	-	-	0	0	0	-	-
	Illnesses	persons	0	0	-	-	0	0	-	-	0	0	0	-	-
	Total	persons	0	0	-	-	0	0	-	-	0	0	0	-	-
Lost Time Injury Cases		cases	5	18	0	23	8	37	2	47	5	2	18	5	30
Lost Time Injury Frequency Rate (LTIFR)		cases/million hours	0.83	2.50	0.00	1.41	1.36	7.78	0.68	3.46	0.88	2.22	4.52	1.72	2.23
Recordable Injury Cases ⁶⁾		cases	-	-	-	-	-	-	-	-	21	-	-	-	-
Total Recordable Injury Rate (TRIR)		cases/million hours	-	-	-	-	-	-	-	-	3.69	-	-	-	-

1) 2023 total working hours data restated to align with the employee count basis used in the Business Report..

2) Scope: Jiangsu, Shandong, India, Slovakia.

3) 2024 in-house supplier data includes domestic subsidiaries.

4) In-house suppliers excluding domestic subsidiaries.

5) 2023 data restated due to a change in the total working hours calculation basis (standardized for 2023–2025).

6) Compiled and managed from 2025 onward.

Human Rights Risk Management

Category	Unit	2023	2024	2025
Sites Subject to Human Rights Risk Assessment	sites	-	9	7
Sites Assessed for Human Rights Risk	sites	-	9	7
Coverage Rate of Human Rights Risk Assessment	%	-	100	100

Employee Grievance Handling

	Category	Unit	2023	2024	2025
Number of Grievances Filed	Workplace Harassment	cases	-	2	4
	Sexual Harassment/Violence	cases	-	0	1
	Other (Workplace Concerns)	cases	-	1	9
	Total	cases	10	3	14
Number of Grievances Resolved	Workplace Harassment	cases	-	2	4
	Sexual Harassment/Violence	cases	-	0	1
	Other (Workplace Concerns)	cases	-	1	9
	Total	cases	10	3	14
Grievance Resolution Rate		%	100	100	100

Occupational Health & Safety Management System

Category	Unit	2023	2024	2025
Sites Covered by the Occupational Health and Safety Management System	sites	-	8	7
Coverage Rate of Occupational Health and Safety Management System	%	-	100	100

Equal Pay

Category		Unit	2023	2024	2025
Total Remuneration	Male	KRW million	344,549	358,354	364,109
	Female	KRW million	7,990	10,968	11,956
	Total	KRW million	352,539 ¹⁾	369,322	376,065
Employees Included in Remuneration Calculations	Male	persons	2,910	2,812	2,712
	Female	persons	108	125	131
	Total	persons	3,018	2,937	2,843
Average Remuneration per Employee	Male	KRW million	118	127	134
	Female	KRW million	74	88	91
Ratio of Entry-Level Base Salary by Gender		%	62	69	68
Ratio of Entry-Level Wage to Legal Minimum Wage ²⁾		%	201	205 ³⁾	211

1) Restated due to a totaling error in 2023.

2) Applied equally regardless of gender.

3) Restated due to a calculation error in the prior year.

Social Data

Suppliers

Category		Unit	2023	2024	2025
Number of Suppliers	Domestic	companies	1,344	1,336	1,276
	Overseas	companies	226	233	250
	Total	companies	1,570	1,569	1,526
Purchase Amount	Domestic	KRW 100 million	64,544	63,376	64,722
	Overseas	KRW 100 million	1,522	2,314	2,821
	Total	KRW 100 million	66,066	65,690	67,543

Supply Chain ESG Evaluation

Category	Unit	2023	2024	2025
Suppliers Subject to ESG Evaluation (Key Suppliers)	companies	214	164	167
Suppliers Completing ESG Written Assessments	companies	214	164	167
Suppliers Completing ESG On-Site Assessments	companies	40	60	46
Suppliers with Identified Negative Impact (High-Risk Suppliers)	companies	40	60	23
Suppliers with Established Corrective/Improvement Plans	companies	32	57	32 ¹⁾
Suppliers Subject to Monitoring	companies	40	60	46

1) Includes suppliers outside the high-risk group that developed improvement plans through the assessment process.

Supply Chain Risk Management

Category		Unit	2023	2024	2025
Percentage of Tier 1 Suppliers with ESG Certifications	Environmental Management System (ISO 14001)	%	3.4	21.6	12.7
	Occupational Health and Safety System (ISO 45001)	%	12.0	14.3	18.2
Percentage of Suppliers That Have Signed the Supplier Code of Conduct		%	72.0	71.3	67.1
Supplier Safety Training	Number of Sessions	times	12	61	34
	Suppliers Subject to Training	companies	552	172	408

Supplier VOC and Grievance

Category	Unit	2023	2024	2025
Number of Cases Filed	cases	23	70	68
Number of Cases Resolved	cases	23	68	65
Resolution Rate	%	100	97	96

Win-Win Growth with Suppliers

Category		Unit	2023	2024	2025
Fair Trade Agreement	Suppliers Signed	companies	160	139	122
	Cash Payment Ratio to Signatories	%	94	96	95
Win-Win Growth Fund	Amount Contributed	KRW 100 million	680	680	680
	Provision of Guarantee and Loan	companies	93	86	81
Technical Support and Protection	Patent Licensing	cases	4	2	1
	Testing Support	companies	462	463	427
	Technical Escrow Program	cases	51	51	14
Quality Inspection and Nurturing	Suppliers Inspected	companies	203	175	137
	Suppliers Nurtured	companies	126	162	197

Social Data

Customer Satisfaction Survey

Category	Unit	2023	2024	2025
Customer Satisfaction (Annually)	points	84.8	85.0	87.0
Supplier Satisfaction (Biennially)	points	-	83.9	-
Internal Customer Satisfaction (Annually)	points	73.6	75.9	76.7

Voice of Customers (VOC)

Category	Unit	2023	2024	2025
Number of VOC Filed	cases	106	200	280
Number of VOC Resolved	cases	106	200	280
VOC Resolution Rate	%	100	100	100

Claims & Recalls

Category	Unit	2023	2024	2025
Cost of Claim per Vehicle	KRW/vehicle	285	197	168
Number of Recalls	cases	2	3	0
Number of Recalled Vehicles (Voluntary)	units	14,175	16,494	3,617
Number of Recalled Vehicles (Involuntary)	units	8,783	16,000	0
Total Annual Recall Cost	KRW 100 million	25	29	10
Total Number of Products Recalled	units	19,342	26,554	3,617

Quality Management Training

Category		Unit	2023	2024	2025
Quality Management Personnel	Number of Personnel	persons	319	292	289
	Certification Rate	%	6	11	39
Training Hours for Quality Management		hours	5,440	6,167	2,260
Quality Training Sessions for Relevant Departments		sessions	81	51	37

Social Data

Social Contribution Program

Category			Unit	2023	2024	2025
Social Contribution Participation Rate of Sites			%	100	100	100
Social Contribution Donations	By Donor Type	Donations by Employees	KRW million	586	368	317
		Donations by Company	KRW million	821	1,145	1,707
	By Donation Type	Philanthropic Donations	KRW million	146	147	84
		Community Donations	KRW million	1,261	1,366	1,940
	Total		KRW million	1,407	1,513	2,024
	YoY Change in CSR Spending		%	48	8	34
Social Contribution Activities	Employees Participating in Volunteer Activities		persons	-	295	1,573
	"Miracle of 1%" — Participating Employees		persons	1,112	1,093	923
	"Miracle of 1%" — Beneficiaries		persons	7,225	21,050	20,904
	Mobility School — Beneficiaries ¹⁾		persons	-	90	90
	Dream Car — Facilities Supported		sites	20	10	10

1) Newly introduced in 2024.

Information Security Training

Category		Unit	2023	2024	2025
Number of Employees Trained	Organizational Leaders	persons	129	147	187
	Team Members	persons	1,644	1,927	1,995
	Total	persons	1,773	2,074	2,182

Information Security Investment & Personnel

Category		Unit	2023	2024 ¹⁾	2025
Information Technology	Investment	KRW 100 million	305	292	301
	Workforce	persons	67	52	68
Information Security	Investment	KRW 100 million	33	35.2	42
	Workforce	persons	9	13	15

1) Restated due to a calculation error in the prior year.

Customer Privacy Breaches

Category		Unit	2023	2024	2025
Regulatory Complaints Concerning Customer Privacy Breaches	Cases Filed	cases	0	0	0
	Cases Resolved	cases	0	0	0

Governance Data

Board of Directors Composition

Category			Unit	2023	2024	2025
Board Composition	Executive Directors	Male	persons	2	3	3
		Female	persons	0	0	0
	Independent Directors	Male	persons	3	3	3
		Female	persons	1	1	1
	Other Non-executive Directors	Male	persons	0	0	0
		Female	persons	0	0	0
	Total		persons	6	7	7
	Ratio of Independent Directors			%	67	57
Ratio of Female Directors			%	17	14	14

Board & Committee Operation

Category		Unit	2023	2024	2025
Number of Board Meetings Held	Regular Board Meetings	sessions	4	4	4
	Ad-hoc Board Meetings	sessions	6	3	6
	Total	sessions	10	7	10
Attendance Rate of Independent Directors		%	100	100	100
Board and Committee Activities	Number of Meetings Held	sessions	25	19	27
	Agenda Items Resolved	cases	25	20	42

Board Remuneration¹⁾

Category			Unit	2023	2024	2025
Board Remuneration	Total Remuneration for Executive Directors		KRW million	3,814	4,424	4,216
	Total Remuneration for Independent Directors		KRW million	328	305	334

1) Total remuneration includes amounts paid to directors whose terms expired or who resigned during the period.

Annual Total Compensation Ratio

Category			Unit	2023	2024	2025
Annual Compensation	CEO Annual Total Compensation		KRW million	1,686	1,616	2,415
	Median Employee Annual Total Compensation ¹⁾		KRW million	110	122	130
	CEO-to-Employee Pay Ratio		times	15.33	13.25	19
Annual Compensation Increase Rate	CEO Annual Total Compensation Increase Rate		%	40	-4	49
	Median Employee Annual Total Compensation Increase Rate ^{1,2)}		%	15	11	7
	CEO-to-Employee Pay Increase Ratio ²⁾		times	2.75	-0.38	8

1) Based on the annual salary of a first-year G3-level employee under HYUNDAI WIA's job grade system.

2) Calculation basis changed to align with the Business Report; 2023–2024 data restated.

Shareholding Status

Category	Unit	2023	2024	2025	
Hyundai Motor Company (Largest Shareholder)	Number of Shares	shares	6,893,596	6,893,596	6,893,596
	Ownership Percentage	%	25.35	25.35	25.35
Kia Corporation (Affiliate)	Number of Shares	shares	3,654,004	3,654,004	3,654,004
	Ownership Percentage	%	13.44	13.44	13.44
National Pension Service (NPS)	Number of Shares	shares	2,719,216	2,074,569	2,546,628
	Ownership Percentage	%	10.00	7.63	9.36
Treasury Stocks	Number of Shares	shares	549,320	549,320	597,338
	Ownership Percentage	%	2.02	2.02	2.20
Euisun Chung (Executive of Affiliates)	Number of Shares	shares	531,095	531,095	531,095
	Ownership Percentage	%	1.95	1.95	1.95
Other Shareholders	Number of Shares	shares	12,847,852	13,492,499	12,972,422
	Ownership Percentage	%	47.24	49.61	47.70
Total	Number of Shares	shares	27,195,083	27,195,083	27,195,083
	Ownership Percentage	%	100	100	100

Shareholder Value Return

Category		Unit	2023	2024	2025
Cash Dividend (Common Stock)	Dividend per Share	KRW	850	1,100	1,200
	Total Dividends	KRW million	22,649	29,311	31,917
	Dividend Yield	%	1.50	2.90	1.40
Net Profit		KRW million	91,461	120,435	99,017
Earnings per Share from Discontinued Operations		KRW	3,692	3,657	5,351
Cash Dividend Payout Ratio		%	24.76	24.34	32.23

Governance Data

Corruption Risk Management

Category			Unit	2023	2024	2025
Internal Audits	Sites Subject to Audit	Domestic	sites	15	11	9
		Overseas	sites	10	12	10
		Total	sites	25	23	19
	Sites Where Internal Audit Conducted	Domestic	sites	15	11	9
		Overseas	sites	5	4	3
		Total	sites	20	15	12
	Audit Implementation Rate		%	80	65	63
Anti-Corruption Inspection Activities	Number of Regular Inspections		cases	4	4	3
	Number of On-Demand Inspections		cases	9	10	3
	Number of Follow-Up Inspections		cases	1	1	4
	Number of Transpatrent Investigations		cases	6	13	14
	Number of Supplier Grievances Received through Transpatrent Investigations		cases	1	7	5
	Number of Supplier Grievances Addressed through Transpatrent Investigations		cases	1	5	2

Ethics and Compliance Training

Category		Unit	2023	2024	2025
Number of Employees Trained		persons	1,960	2,018	1,843
Employees Eligible to Training		persons	1,980	2,031	1,843
Training Completion Rate		%	99	99	100

Fair Trade Compliance Training

Category		Unit	2023	2024	2025
Fair Trade (General)	Fair Trade Act, Subcontracting Act	persons	95	134	123
Internal Transactions/Collusion	Internal Transaction & Collusion Regulations	persons	310	2,318	387
Subcontracting/Technical Data	Subcontracting Act Regulations	persons	5,867	1,841	3,545
Executives	Compliance Overview	persons	66	20	59
New Employees	Fair Trade (General)	persons	152	130	72

Corruption and Bribery Cases

Category		Unit	2023	2024	2025
Number of Corruption and Bribery Incidents		cases	-	1	1
Number of Employees Dismissed or Disciplined Due to Incidents		cases	-	1	2

Code of Ethics Violations and Disciplinary Actions

Category		Unit	2023	2024	2025
Code of Ethics Violations	Number of Violations	cases	8	5	9
	Number of Individuals Involved	persons	12	14	25
Disciplinary Actions Taken	Dismissal	cases	0	1	2
	Suspension	cases	1	1	0
	Salary Cut	cases	3	1	3
	Reprimand	cases	3	9	6
	Warning	cases	5	2	13
	Other (Advised to Resign)	cases	0	0	1

Tax Risk Management

Category		Unit	2023	2024	2025
Profit (Loss) Before Income Tax		KRW million	113,666	177,459	181,304
Tangible Assets		KRW million	2,642,071	2,642,733	2,537,567
Income Tax Payable		KRW million	49,839	34,367	10,133
Income Tax Paid		KRW million	-80,352	-59,699	-117,199

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 Transpatrent, 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.

O-Sung Kwon

CEO of, HYUNDAI WIA

ESG Policies and Guidelines

List of Policy and Guideline Documents

* Click on a policy name in the original report to view the corresponding policy or guideline document.

Policy/Guideline	Purpose and Scope
↗ Environmental Management Policy	• Purpose: HYUNDAI WIA enacts this Environmental Management Policy to continuously improve environmental performance through eco-friendly management and - minimize adverse environmental impacts throughout its business activities and value chain. • Scope: This Environmental Management Policy applies to HYUNDAI WIA, its affiliates, and their worldwide business operations. HYUNDAI WIA encourages its suppliers and contract partners to comply with this policy throughout their supply chains and provides necessary support to promote environmental management.
↗ Biodiversity Protection Policy	• 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: This policy applies to HYUNDAI WIA's domestic headquarters, business sites, and overseas subsidiaries. Suppliers, partners, and other stakeholders that engage in business with HYUNDAI WIA are also encouraged to comply with this policy.
↗ Deforestation Prevention Policy	• Purpose: HYUNDAI WIA declares this policy to prevent deforestation risks that may arise from its business operations and to protect, conserve, and restore forests in local communities. • Scope: This policy applies to HYUNDAI WIA's domestic headquarters, business sites, and overseas subsidiaries. Suppliers, business partners, and other stakeholders involved in HYUNDAI WIA's business activities are also encouraged to comply with this policy.
↗ Diversity & Inclusion Policy	• Purpose: HYUNDAI WIA established this policy to foster an organizational culture that enables diverse talent to develop creative and innovative ideas, embrace challenges, and contribute to an inclusive society. • Scope: This policy applies to all members of HYUNDAI WIA, including employees at headquarters, domestic and overseas production and sales channels, subsidiaries, sub-subsidiaries, and joint ventures. It also applies to stakeholders within HYUNDAI WIA's business ecosystem.
↗ Human Rights Charter	• Purpose: HYUNDAI WIA declares this Charter to actively implement human rights management and prevent human rights violations and mitigate related risks. • Scope: The Charter applies to all officers and employees, including non-regular employees, HYUNDAI WIA's domestic and overseas production and sales entities, subsidiaries, second-tier subsidiaries, and joint ventures. HYUNDAI WIA officers and employees must comply with this Charter when engaging with suppliers, sales channels, and service organizations.
↗ Health & Safety Management Policy	• Purpose: HYUNDAI WIA declares this policy to prioritize safe business operations across all workplaces. • Scope: This policy applies to HYUNDAI WIA's domestic and overseas business sites and suppliers.
↗ Supply Chain ESG Management Policy	• Purpose: HYUNDAI WIA seeks to collaborate with suppliers and build a sustainable supply chain. It conducts the "HYUNDAI WIA Supplier ESG Evaluation" to assess suppliers' environmental and social practices, governance, and support sustainability management capabilities.
↗ Supplier Code of Conduct	• Purpose: HYUNDAI WIA established the Supplier Code of Conduct to promote an ethical and sustainable supply chain. • Scope: All suppliers of HYUNDAI WIA are expected to consider the provisions of the Code of Conduct. Suppliers subject to this policy are encouraged to ensure compliance throughout the entire supply chain, including subcontractors and other business partners.
↗ Purchasing Policy for Conflict Minerals	• Purpose: HYUNDAI WIA fulfills its responsibilities as a global company committed to a sustainable future by strictly prohibiting the use of conflict minerals and actively promoting responsible mineral sourcing. • Scope: This policy applies to HYUNDAI WIA and its suppliers.
↗ Data Protection Policy	• Purpose: This policy serves as the highest-level document for information security at HYUNDAI WIA and establishes fundamental principles for the company's information protection activities. • Scope: This policy applies to all information security operations for protecting company-related information, IT infrastructure, and personnel both domestically and internationally. It applies equally to HYUNDAI WIA, including its overseas affiliates, and all business partners.
↗ Corporate Governance Charter	• Purpose: HYUNDAI WIA aims to establish sound corporate governance as the foundation for earning stakeholder trust and practicing responsible management as a respected global company.
↗ Ethics Charter & Code of Conduct	• 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: This Code applies to all HYUNDAI WIA affiliates, including domestic and overseas production and sales companies, subsidiaries, sub-subsidiaries, and joint ventures. HYUNDAI WIA employees must comply when interacting with suppliers, sales channels, and service organizations. All stakeholders in business relationships are encouraged to comply with these principles.

Awards & Memberships

Awards

Award	Description	Date	Organizer
2024 CDP Korea Awards — Carbon Management Honors Club	Recognized among the top 5 domestic companies in carbon management	2025.04	CDP Korea Committee
2024 CDP Korea Awards — Sector Honors	Sector Honors Award for outstanding companies by sector in the consumer discretionary category	2025.04	CDP Korea Committee
Voluntary Energy Efficiency Target Program	Selected as an outstanding business site	2025.12	Korea Energy Agency
CP (Compliance Program) Rating	Achieved an Excellent (AA) Rating for two consecutive years	2025.12	Korea Fair Trade Commission
Fire Drill Competition	Selected as top-performing site; received Changwon Mayor's Award	2025.12	Changwon Fire Headquarters
Safety & Health Win-Win Cooperation Program for Large & Small Businesses	Selected as outstanding company; received Minister of Employment and Labor Award	2026.02	Ministry of Employment and Labor, KOSHA
2025 CDP (Carbon Disclosure Project) Korea Awards	Honors Club and Sector Honors Award	2026.03	CDP Korea Committee
Corporate Love Citizens' Festival Commemorative Ceremony	Award of Merit	2026.04	Changwon City Hall

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, 2025 to December 31, 2025.
GRI 1 Used: GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standard	No separate Sector Standard is applicable, as the Automotive Sector Standard has not yet been published.

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	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	2	
	2-5	External assurance	122-125	
Activities and workers	2-6	Activities, value chain and other business relationships	9-12	
	2-7	Employees	103	
	2-8	Workers who are not employees	104	
Governance	2-9	Governance structure and composition	82, 86, 111	
	2-10	Nomination and selection of the highest governance body	82, 83	
	2-11	Chair of the highest governance body	82	
	2-12	Role of the highest governance body in overseeing the management of impacts	14, 24, 85-86, 90	
	2-13	Delegation of responsibility for managing impacts	14, 24, 60, 90	
	2-14	Role of the highest governance body in sustainability reporting	14	
	2-15	Conflicts of interest	84	
	2-16	Communication of critical concerns	14, 85	
	2-17	Collective knowledge of the highest governance body	84	
	2-18	Evaluation of the performance of the highest governance body	87	
	2-19	Remuneration policies	87	
	2-20	Process to determine remuneration	87	
	2-21	Annual total compensation ratio	111	

		Disclosure	Page	Note
Strategy, policies and practices	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	114-115	
	2-24	Embedding policy commitments	5, 23-24, 38, 56, 57, 60-61, 66, 79	
	2-25	Processes to remediate negative impacts	59, 67, 71	
	2-26	Mechanisms for seeking advice and raising concerns	91-93	
	2-27	Compliance with laws and regulations	102, 112	Related information disclosed in the Business Report
	2-28	Membership associations	116	
Stakeholder engagement	2-29	Approach to stakeholder engagement	16	
	2-30	Collective bargaining agreements	55, 106	

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	18-19	
	3-3	Management of material topics	20	

GRI Index

Topic Standards

Material Topic 1. Climate Change Response and GHG Reduction

Disclosure		Page	Note
GRI 102: Climate Change 2025	102-1	Climate change mitigation transition plan	27-28
	102-2	Climate change adaptation plan	25-26
	102-3	Just transition	44
	102-4	GHG emission reduction targets and progress	27-28, 32
	102-5	Scope 1 GHG emissions	32
	102-6	Scope 2 GHG emissions	32
	102-7	Scope 3 GHG emissions	99
	102-8	GHG emissions intensity	32, 99
	102-9	GHG removals in the value chain	27, 29
	102-10	Carbon credits	27
GRI 103: Energy 2025	103-1	Energy policy and commitments	24
	103-2	Energy consumption and self-generation within the organization	32
	103-4	Energy intensity	32, 100
	103-5	Reduction of energy consumption	100

Material Topic 2. Occupational Health and Safety

Disclosure		Page	Note
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	60-61, 107
	403-2	Hazard identification, risk assessment, and incident investigation	62-63
	403-3	Occupational health services	65
	403-4	Worker participation, consultation, and communication on occupational health and safety	60, 62
	403-5	Worker training on occupational health and safety	65, 106
	403-6	Promotion of worker health	54, 65
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62-65
	403-8	Workers covered by an occupational health and safety management system	62, 107
	403-9	Work-related injuries	107
	403-10	Work-related ill health	107

Material Topic 3. Sustainable Supply Chain Management

Disclosure		Page	Note
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	108
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	67
	308-2	Negative environmental impacts in the supply chain and actions taken	67, 108
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	67
	414-2	Negative social impacts in the supply chain and actions taken	67, 108

Other Topics

Disclosure		Page	Note
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	38
	101-2	Management of biodiversity impacts	38-40
	101-4	Identification of biodiversity impacts	38-40
	101-5	Locations with biodiversity impacts	38-40
	101-5	Locations with biodiversity impacts	38-40
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	107
	202-2	Proportion of senior management hired from the local community	105
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	75-78, 110
	203-2	Significant indirect economic impacts	75-78
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	93, 112
	205-2	Communication and training about anti-corruption policies and procedures	91-92
	205-3	Confirmed incidents of corruption and actions taken	112

GRI Index

Topic Standards

Other Topics

		Disclosure	Page	Note
GRI 207: Tax 2019	207-1	Approach to tax	96	
	207-2	Tax governance, control, and risk management	95-96	
	207-3	Stakeholder engagement and management of concerns related to tax	96	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	36, 102	
	301-2	Recycled input materials used	102	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	34	
	303-2	Management of water discharge-related impacts	100	
	303-3	Water withdrawal	100	
	303-4	Water discharge	100-101	
	303-5	Water consumption	100	
GRI 306: Effluents and Waste 2016	306-2	Management of significant waste-related impacts	36-37	
	306-3	Waste generated	101	
	306-4	Waste diverted from disposal	101	
	306-5	Waste directed to disposal	101	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	104	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	
	401-3	Parental leave	54, 105	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	106	
	404-2	Programs for upgrading employee skills and transition assistance programs	49-51, 106	
	404-3	Percentage of employees receiving regular performance and career development reviews	52, 106	

		Disclosure	Page	Note
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	56, 82, 84, 103-104, 111	
	405-2	Ratio of basic salary and remuneration of women to men	107	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	107	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	75, 110	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	72-74	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	110	

SASB & TCFD Index

SASB Standard : Auto Parts

Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Category	Page	Note
Energy Management	TR-AP-130a.1	(1) Total energy consumed	Quantitative	100	
		(2) Percentage grid electricity	Quantitative	100	
		(3) Percentage renewable	Quantitative	100	
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	Quantitative	101	
		(2) Percentage hazardous	Quantitative	101	
		(3) Percentage recycled	Quantitative	101	
Product Safety	TR-AP-250a.1	Number of vehicles recalled	Quantitative	109	
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	102	
Materials Sourcing	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Quantitative	67	
Materials 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	36, 102	
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	-	No monetary losses related to regulatory proceedings for anti-competitive behavior.

Activity Metrics

Code	Metric	Category	Unit	2025	Note
TR-AP-000.A	Number of parts produced	Quantitative	units	-	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	Manufacturing facility floor area	Quantitative	m ²	-	

TCFD Recommendations

Recommended Disclosures

Recommendations	Recommended Disclosures	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities	24
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	24
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	25
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	24-25
	c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	24-26
Risk Management	a) Describe the organization's processes for identifying and assessing climate related risks.	25
	b) Describe the organization's processes for managing climate-related risks	25
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	25
Metrics & 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.	32-33
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	32, 99
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	32

UN SDGs

Goal	Commitment
1 NO POVERTY 	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.
3 GOOD HEALTH AND WELL-BEING 	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.
4 QUALITY EDUCATION 	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.
5 GENDER EQUALITY 	Gender Equality HYUNDAI WIA hosts “Women's Networking Day” for its female employees to foster growth and communication. The company also promotes female recruitment and forms a task force to address low birth rates, furthering its commitment to inclusion.
6 CLEAN WATER AND SANITATION 	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.
7 AFFORDABLE AND CLEAN ENERGY 	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).
8 DECENT WORK AND ECONOMIC GROWTH 	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.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	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
10 REDUCED INEQUALITIES 	Reduced 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.
11 SUSTAINABLE CITIES AND COMMUNITIES 	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.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	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 end-of-life engines in North America into remanufactured engines, further strengthening its resource circulation framework.
13 CLIMATE ACTION 	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).
14 LIFE BELOW WATER 	Life Below Water HYUNDAI WIA carries out environmental protection activities in Masan Bay, Changwon, to reduce the environmental impact of its operations. Employees actively participate in cleanup efforts to minimize waste discharged from rivers to the coast.
15 LIFE ON LAND 	Life on Land HYUNDAI WIA has declared the 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.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	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.
17 PARTNERSHIPS FOR THE GOALS 	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

HYUNDAI WIA CORPORATION Dear Stakeholders

Korean Foundation for Quality (hereinafter 'KFQ') has been engaged to independently verify the 2026 Sustainability Report (hereinafter 'the Report')²⁾ of HYUNDAI WIA CORPORATION¹⁾ (hereinafter 'the Company'). KFQ is responsible for providing an independent third-party verification opinion on the report based on the verification criteria and scope specified below. The responsibility for the preparation of this report lies with the Company's management.

1) Organization Address (based on headquarters) : 153, Jeongdong-ro, Seongsan-gu, Changwon-si, Gyeongsangnam-do, Republic of Korea
2) Data Collection Period : January 1 to December 31, 2025, including certain material activities and performances from the first half of 2026

Verification Purpose

The purpose of this verification is to ensure the reliability of the data and information stated in the Company's report.

Verification Scope

- Verification Boundary : All domestic business sites of HYUNDAI WIA(including headquarters, plants, research centers, and business offices) are included, with certain quantitative performance data also incorporating separate figures from overseas business sites and domestic subsidiaries.
- Verification Items (Based on the GRI Standards 2021)

Category	GRI Standards	
Universal Standards	• 2-1 to 2-5 (The organization and its reporting practices)	• 2-22 to 2-28 (Strategy, policies, and practices)
	• 2-6 to 2-8 (Activities and workers)	• 2-29 to 2-30 (Stakeholder engagement)
	• 2-9 to 2-21 (Governance)	• 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards*	• GRI 102 (Climate Change)	• GRI 308 (Supplier Environmental Assessment)
	• GRI 103 (Energy)	• GRI 403 (Occupational Health and Safety)
	• GRI 204 (Procurement Practices)	• GRI 414 (Supplier Social Assessment)

* Topic Standards : Provisions Criteria for Material Issues

- Excluded Items from Verification: The following items are not included within the scope of verification
 - Performance and reporting practices of subsidiaries, affiliates, partners, and third parties
 - Items related to other sustainability initiatives not based on the GRI Standards 2021 presented in the report
 - Other related information such as periodic disclosure reports and financial statements
 - Other matters (to be specified directly)

Verification Criteria

This verification has been conducted based on [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2 – Moderate]

Verification Method

The audit team reviewed relevant procedures, systems, and control mechanisms, along with available performance data, to assess the reliability of the information disclosed in the Report based on the aforementioned criteria. The documents reviewed during the verification process are as follows:

- Non-financial Information** : Data provided by the company, disclosed Business Reports, and information obtained from media and/or the internet.
- Financial Information** : Data disclosed in the electronic disclosure system (dart.fss.or.kr) of the Financial Supervisory Service and data posted on the homepage.

※ However, the contents of the above data are not included in the verification scope.

The verification was conducted through document review, on-site visits, and interviews with the responsible personnel. The validity of the materiality assessment procedure in the Report, the selection of material issues considering stakeholders, the data collection, management, and report preparation procedures, as well as the appropriateness of narrative disclosures, were evaluated through interviews with the responsible personnel. However, interviews with external stakeholders were not conducted. Subsequently, it was confirmed that any errors, inappropriate information, or unclear expressions identified in the above steps were appropriately corrected before the publication of the Report.

Verification Limitations

This verification inherently contains limitations that may arise in the process of applying the criteria and methodology.

Competency and Independence

The audit team for this verification was duly composed in accordance with KFQ's internal regulations. KFQ has no conflicts of interest that could compromise the independence and impartiality of the verification, apart from providing third-party verification services.

Third-Party Verification Statement

Verification Opinion

As a result of the verification, it is the opinion of KFQ that:

1) It has been confirmed that the Report was prepared in compliance with the four principles of AA1000AP (2018)

- **Inclusivity**

The company has appropriately defined stakeholder groups and communicates with them through tailored communication channels that consider the characteristics of each group. The audit team did not identify any missing key stakeholders in this process and confirmed that the company is making efforts to incorporate stakeholder feedback into its management strategy.

- **Materiality**

The company has identified material issues through an appropriate process and has thoroughly reviewed the relevant impacts to enhance the validity of its materiality assessment. The audit team confirmed that the identified material issues were given due emphasis in this report and that all material issues recognized during the materiality assessment process were reported without omission.

- **Responsiveness**

The company strives to respond promptly to stakeholders' requirements and key concerns. The audit team did not find any evidence indicating that the organization's response activities and performance regarding material issues were inappropriately reported.

- **Impact**

The company identifies and monitors the impact of stakeholder-related material issues across its business activities and reports the findings to the extent possible. The audit team did not find any evidence indicating that the impact of material issues was inappropriately measured or reported.

2) The report has been appropriately prepared in accordance with the applicable reporting standards, such as (GRI Standards (2021)

– Accordance, SASB, TCFD, UN SDGs)

3) The data and information used for verification were limited to the provided materials and were found to be appropriate, with no significant errors or omissions that could affect the verification opinion.

2026. 06. 26 Seoul, Korea
Korean Foundation for Quality (KFQ)
Ji Young Song, CEO

Ji Young Song

GHG Assurance Statement

Domestic Business Sites (Scope 1+2)



KMR-GHG-26-026

HYUNDAI WIA CORP.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(hereinafter "GHG") emission(Scope 1,2) in 2025 of HYUNDAI WIA CORP.(hereinafter "the company").

PURPOSE & SCOPE

The purpose of this verification is to independently assess the following based on objective evidence.

- Conformity with the verification criteria
- The accuracy of the GHG emissions and removals reported by the company

The scope of this verification covers the GHG emissions report provided by the company, as well as all facilities and emission sources under the operational control of the company.

STANDARDS

- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No.2025-64)
- Verification Guidelines for the Operation of the GHG Emissions Trading Scheme (Ministry of Environment Notice No.2025-165)
- Guidelines on the Operation of Greenhouse Gas and Energy Target Management System (Ministry of Environment Notice No.2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)

PROCEDURE

KMR conducted on-site verification based on a risk analysis approach and data evaluation, and assessed the appropriateness of the data and parameters applied in the calculation of GHG emissions based on objective evidence. KMR verified the GHG emissions for the reporting period using reasonable methods in accordance with the verification guidelines.

INDEPENDENCE

KMR has no conflict of interest with the company and does not perform verification with biased opinions or perspectives. KMR derived an independent and objective verification conclusion based on the verification criteria, and reviewed the entire verification process through an independent review.

LIMITATION

KMR verified the relevant reports, information, and data provided by the company through sampling and, where applicable, full inspection methods. However, there are inherent limitations, and differences in interpretation regarding conformity may exist. Although efforts were made to conduct a thorough verification in accordance with the verification criteria, undetected errors, omissions, or misstatements may still exist, which are presented as limitations of the verification.



Korea Management Registrar
#1204, AuroreGreenCity 1-dong, 775
Kangnam-gu, Seoul 04529, Korea
T 02-6309-9001 / F 02-6309-9004



KMR-GHG-26-026

GHG emissions and Energy Consumption

Unit : GHG (ton CO₂-eq) / Energy (TJ)

Year	GHG	Scope 1	Scope 2	Total
2025	6,114,524	83,934,998	90,046	

Year	Energy	Fuel	Electricity	Steam	Total
2025	117,892	1,758,122	0	1,874	

* The total emissions value may differ by ±1 ton CO₂-eq due to rounding during the aggregation process.

RESULTS

- KMR prepared the GHG report in accordance with the agreed verification criteria.
- The verification of GHG emissions was conducted to achieve a reasonable level of assurance in accordance with the verification criteria.
- It has been verified that the data were properly collected, prepared, and reported in accordance with the verification criteria, and that emissions from key emission sources (accounting for 95% of total GHG emissions) have been calculated and reported without omission.
- Materiality: Meets the threshold of less than 5%

It has been verified that emissions from key emission sources have been calculated and reported without omission. The verification confirms conformity with the verification objectives, scope, and criteria, and an "unmodified opinion" is expressed.

■ The company is responsible for preparing verification data in accordance with relevant laws and standards, and KMR's responsibility is limited to the company under the agreed contractual terms. KMR does not assume responsibility for any other decisions, such as investment decisions, made based on the verification statement.

■ The company shall comply with the use of certification marks and logos in accordance with the agreement with KMR.



April 6, 2026

E J Hwang



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Domestic Business Sites (Headquarters and Subsidiaries) and Overseas Business Sites (Scope 3)



KMR-VCV-26-053

Hyundai WIA Corp.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(hereinafter "GHG") emission(Scope 3) in 2025 of Hyundai WIA Corp.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- Verification of places of business and emissions facilities under the control of Hyundai WIA Corp.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Hyundai WIA Corp. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%



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KMR-VCV-26-053

Scope 3 GHG Emissions

Scope 3	Emissions Activities	Unit	Domestic Sites	Overseas Subsidiary	Subsidiary	Total
CAT 1	Purchased goods and service	tCO ₂ -eq	3,148,444	767,466	-	3,915,910
CAT 2	Capital goods	tCO ₂ -eq	10,478	-	-	10,478
CAT 3	Fuel and energy-related activities	tCO ₂ -eq	13,545	52,906	6,326	72,777
CAT 4	Upstream transportation and distribution	tCO ₂ -eq	15,143	5,157	-	20,300
CAT 5	Waste generated in operations	tCO ₂ -eq	642	8,198	186	9,027
CAT 6	Business travel	tCO ₂ -eq	2,639	285	-	2,924
CAT 7	Employee commuting	tCO ₂ -eq	655	2,036	388	3,079
CAT 8	Upstream leased assets	tCO ₂ -eq	-	-	-	-
CAT 9	Downstream transportation and distribution	tCO ₂ -eq	230,384	62,354	-	292,738
CAT 10	Processing of sold products	tCO ₂ -eq	167,128	-	-	167,128
CAT 11	Use of sold products	tCO ₂ -eq	3,979,846	2,970,923	-	6,950,768
CAT 12	End-of-life treatment of sold products	tCO ₂ -eq	181,182	49,037	-	230,219
CAT 13	Downstream leased assets	tCO ₂ -eq	1,192	-	-	1,192
CAT 14	Franchises	tCO ₂ -eq	-	-	-	-
CAT 15	Investments	tCO ₂ -eq	20,170	-	-	20,170
Total		tCO ₂ -eq	7,771,448	3,918,361	6,900	11,696,710

* Note : The total may differ slightly from the sum of emissions by category due to rounding.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express "unmodified" opinion.

■ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility is limited to the entity under the agreed contractual terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investment decisions, made based on the verification statement.

■ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.



KMR
130-140441
National Institute of Environmental Research
C E O E J Hwang

June, 16, 2026



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GHG Assurance Statement

Overseas Business Sites (Scope 1+2)



KMR-VCY-26-053

Overseas subsidiaries of HYUNDAI WIA CORP.

The Korea Management Register Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of Overseas subsidiaries of HYUNDAI WIA CORP. (13 corporations including China, the United States, India, and Mexico)

PURPOSE & SCOPE

The purpose of the verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of Overseas subsidiaries of HYUNDAI WIA CORP. (13 corporations including China, the United States, India, and Mexico)

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or examination methods. As a result, there are many inherent limitations, and there may be discrepancies in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Overseas subsidiaries of HYUNDAI WIA CORP. failed to disclose data and information that was accurate and reliable in all material respects.
- Critically meets the criterion, which is less than 5%.

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KMR-VCY-26-053

GHG Emissions		Indirect emissions (Scope 2)		Total (SCC eq)
Direct emissions (Scope 1)	location-based	market-based	market-based	
2025	10,495	139,131	93,015	103,510

* Note: Total amount and the sum of emissions by firm may differ by rounding.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

As a result, we express "unmodified" opinion.

1. The entity shall be responsible for properly the verification purpose, its assurance with relevant laws and standards, and KMR's responsibility shall be limited to the assurance based on the verification purpose, laws and standards agreed upon, and shall not be responsible for any errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

2. The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.



C E O E J Hwang

June 3, 2026

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Domestic Subsidiaries (Scope 1+2)



KMR-VCY-26-053

HYUNDAI WIA CORP. Movient

The Korea Management Register Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of HYUNDAI WIA CORP. Movient (Gwangju Plant, Gwangju Plant)

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of HYUNDAI WIA CORP. Movient (Gwangju Plant, Gwangju Plant)

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or examination methods. As a result, there are many inherent limitations, and there may be discrepancies in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that HYUNDAI WIA CORP. Movient failed to disclose data and information that was accurate and reliable in all material respects.
- Critically meets the criterion, which is less than 5%.

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KMR-VCY-26-053

GHG Emissions		Indirect emissions (Scope 2)		Total (SCC eq)
Direct emissions (Scope 1)	location-based	market-based	market-based	
2025	1,422	3,163		4,585

* Note: Total amount and the sum of emissions by firm may differ by rounding.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

As a result, we express "unmodified" opinion.

1. The entity shall be responsible for properly the verification purpose, its assurance with relevant laws and standards, and KMR's responsibility shall be limited to the assurance based on the verification purpose, laws and standards agreed upon, and shall not be responsible for any errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

2. The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.



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June 4, 2026

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KMR-VCY-26-053

HYUNDAI WIA CORP. TECZEN

The Korea Management Register Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of HYUNDAI WIA CORP. TECZEN (Cheongju Plant 1, Cheongju Plant 4, Pyeongtaek Plant, Seosan Plant)

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

Verification of places of business and emissions facilities under the control of HYUNDAI WIA CORP. TECZEN (Cheongju Plant 1, Cheongju Plant 4, Pyeongtaek Plant, Seosan Plant)

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or examination methods. As a result, there are many inherent limitations, and there may be discrepancies in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that HYUNDAI WIA CORP. TECZEN failed to disclose data and information that was accurate and reliable in all material respects.
- Critically meets the criterion, which is less than 5%.

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KMR-VCY-26-053

GHG Emissions		Indirect emissions (Scope 2)		Total (SCC eq)
Direct emissions (Scope 1)	location-based	market-based	market-based	
2025	1,507	36,060		37,566

* Note: Total amount and the sum of emissions by firm may differ by rounding.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

As a result, we express "unmodified" opinion.

1. The entity shall be responsible for properly the verification purpose, its assurance with relevant laws and standards, and KMR's responsibility shall be limited to the assurance based on the verification purpose, laws and standards agreed upon, and shall not be responsible for any errors, omissions, and false statements that could not be found may be latent in the limitations to the verification.

2. The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.



C E O E J Hwang

June 4, 2026

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