Date: August 03, 2026

To,

National Stock Exchange of India Limited **Exchange Plaza, C-1, Block G** **Bandra Kurla Complex** **Bandra (E), Mumbai – 400 051**	**BSE Limited** **Phiroze Jeejeebhoy Towers** **Dalal Street, Mumbai – 400 001**
SYMBOL: HYUNDAI	**SCRIP CODE: 544274**

Dear Sir/Ma'am

Sub: Business Responsibility and Sustainability Report ("BRSR") for FY 2025-26

Pursuant to Regulation 34 of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. The enclosed report also forms a part of the Annual Report for the financial year 2025-26.

The Annual Report for FY 2025-26 is separately uploaded on the website of the stock exchanges *viz* National Stock Exchange of India Limited and BSE Limited and is also available on the website of the Company at Investor Reports - Financial Information | Hyundai India.

Please take the above information on record.

Thanking you,
For **Hyundai Motor India Limited**

Pradeep Chugh

Digitally signed by Pradeep Chugh
DN: cn=Pradeep Chugh, email=276223@hmil.net, c=IN
Date: 2026.08.03 18:38:08 +05'30'

Pradeep Chugh
Company Secretary &
Compliance Officer

Encl: As above

Business Responsibility and Sustainability Report (BRSR)

SECTION A	General Disclosures
SECTION B	Management and Process Disclosures
SECTION C	Principle-wise Performance Disclosure

Principle 1

Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable

Principle 2

Businesses should provide goods and services in a manner that is sustainable and safe

Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders

Principle 5

Businesses should respect and promote human rights

Principle 6

Businesses should respect and make efforts to protect and restore the environment

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Principle 8

Businesses should promote inclusive growth and equitable development

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29309TN1996PLC035377
2.	Name of the Listed Entity	Hyundai Motor India Limited (HMIL)
3.	Year of Incorporation	1996
4.	Registered office address	Plot No H-1, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur Taluk, Kancheepuram District, Tamil Nadu – 602 117
5.	Corporate address	Plot no C11 & C11A, City Centre, Urban Estate, Sector 29, Gurugram, Haryana – 122001
6.	E-mail	complianceofficer@hmil.net
7.	Telephone	0124-6762000
8.	Website	https://www.hyundai.com/in/en
9.	Financial year for which reporting is being done	FY 26
10.	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11.	Paid-up Capital	₹ 8,125,411,000
12.	Name of the contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Puneet Anand AVP & Vertical Head Corporate Affairs & Corporate Communication and Social +91 124 696 2090 puneetanand@hmil.net
13.	Reporting boundaries – Are the disclosures under the report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which from a part of its consolidated financial statement, taken together)	Standalone
14.	Name of assurance provider	TUV SUD
15.	Type of assurance obtained	Reasonable Assurance on BRSR Core KPIs

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Manufacture of Passenger Cars	HMIL is engaged in the business of manufacturing and sale of passenger cars	88.05%
2	Sale of vehicle parts and accessories	HMIL is engaged in the sale of parts like engine, transmission and other parts	4.92%

17. Product/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Manufacture of Passenger Cars	29101	88.05%
2	Sale of vehicle parts and accessories	45300	4.92%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

S. No.	Locations	Number of plants	Number of offices	Total
1.	National	3	20	23
2.	International		Nil	

19. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	Pan India
2.	International (Number of countries)	Exports to 72 countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

25.25%

c. A brief on types of customers:

Customers of Hyundai Motor India Limited (HMIL) include individuals and entities who purchase vehicles through HMIL's authorized dealer network across India, as well as those engaging directly with HMIL via its direct-to-customer (D2C) platforms. This customer base comprises retail buyers for new & pre-owned cars, fleet operators and institutional clients seeking personal, commercial, or organizational mobility solutions. Additionally, it includes those who utilize HMIL's authorized service centers for after-sales services, genuine parts and technical support.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	4,068	3,779	92.9	289	7.1
2.	Other than permanent (E)	0	0	Nil	0	Nil
3.	**Total employees (D+E)**	**4,068**	**3,779**	**92.9**	**289**	**7.1**
	Workers					
4.	Permanent (F)	2,194	2,194	100	0	0
5.	Other than permanent (G)	10,539	10,254	97.3	285	2.7
6.	**Total workers (F+G)**	**12,733**	**12,448**	**97.8**	**285**	**2.2**

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	8	7	87.5	1	12.5
2.	Other than permanent (E)	0	0	Nil	0	Nil
3.	**Total Differently abled employees (D+E)**	**8**	**7**	**87.5**	**1**	**12.5**
	Differently abled Workers					
4.	Permanent (F)	35	35	100	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total Differently abled workers (F+G)**	**35**	**35**	**100**	**0**	**0**

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	5	0	0%

Note: Key Managerial Personnel includes the following - MD, Whole-time Directors (2 Directors), CFO who is also Whole-time Director, CS.

Business Responsibility and Sustainability Report (BRSR) (Contd.)

22. Turnover rate for permanent employees and workers

Category	FY 26			FY 25			FY 24		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	7.2	17.13	7.94	5	14	5	7	13	7
Permanent workers	0.68	0	0.68	0.4	-	0.4	0.4	-	0.4

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies/ joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Hyundai Motor Company, South Korea	Holding	0%	No
2	Hyundai Motor India Engineering Private Limited	Subsidiary	100%	No
3	Hyundai India Insurance Broking Private Limited	Subsidiary	100%	No
4	FPEL TN Wind Farm Private Limited	Associate	26.49%	No

VI. CSR details

24.

I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

II. Turnover (in ₹) – 647,036.13 million

III. Net worth (in ₹) – 194,578.27 million

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA	(If Yes, then provide web-link for grievance redress policy)	FY 26			FY 25		
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	NA	0	0	While a formal policy is not yet in place, community feedback and requests are addressed through an established internal mechanism led by a cross-functional team from CSV and Corporate Affairs, ensuring their timely and responsible resolution.	0	0	While a formal policy is not yet in place, community feedback and requests are addressed through an established internal mechanism led by a cross-functional team from CSV and Corporate Affairs, ensuring their timely and responsible resolution.
Shareholders	Yes	Link 1 Link 2	12	0	-	1,027	0	-
Employees and workers*	Yes	Link	660	69	Pending Complaints are under active review and are being processes in a timely and fair manner	1,069	152	Pending complaints are under active review and are being processed in a timely and fair manner.
Customers	Yes	Link	22,775	25	Pending complaints are under active review and are being processed in a timely and fair manner	26,947	3	Pending complaints are under active review and are being processed in a timely and fair manner.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA	(If Yes, then provide web-link for grievance redress policy)	FY 26			FY 25		
			No. of complaints filed during the year	**No. of complaints pending resolution at close of the year**	**Remarks**	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes	Link	0		The Company has a Whistleblower Mechanism in place that is accessible to value chain partners for reporting grievances. While specific data on complaints from value chain partners is currently not available, all such grievances, if received, are addressed and redressed through this established channel.			
Other (please specify)					–			

*Link is accessible on company's intranet

26. Overview of the entity's material responsible business conduct issues

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Climate Change: Adaptation & Mitigation	Risk and Opportunity	**Risk:** Physical risks such as extreme weather events, heat stress, flooding, and transition risks like regulatory changes and carbon pricing. **Opportunity:** Innovation in low-carbon technologies, climate-resilient infrastructure, improved brand positioning.	**Risk:** Physical risks such as extreme weather events, heat stress, flooding, and transition risks like regulatory changes and carbon pricing. **Opportunity:** Innovation in low carbon technologies, climate resilient infrastructure, improved brand positioning.	**Negative:** Increased operating costs, potential asset impairment. **Positive:** Long-term cost savings, access to green finance, enhanced market competitiveness.
Climate Change: Energy	Risk	Dependence on fossil fuels, volatile energy prices, tightening energy efficiency and emissions regulations.	Transition to renewable energy, energy efficiency initiatives, power-purchase agreements (PPAs).	**Negative:** Short-term capital expenditure.
Pollution: Water & Substances of very high concern	Risk	Improper handling or discharge of hazardous substances may lead to regulatory penalties, environmental damage, and reputational risk.	Strict compliance procedures, substitution of hazardous chemicals, monitoring and treatment systems, supplier audits.	**Negative:** Compliance and remediation costs, potential fines.
Resource Use and Circular Economy: Inflows & Outflows	Risk	Inefficient use of raw materials leads to higher costs, waste generation, and regulatory scrutiny on waste and resource efficiency.	Resource efficiency programs, waste reduction, recycling, circular sourcing strategies.	**Negative:** Process redesign costs.
Health & Safety	Risk	Workplace accidents, occupational illnesses, and unsafe working conditions can lead to legal liabilities, downtime, and morale issues.	Occupational health & safety management systems, regular training, safety audits, incident reporting mechanisms.	**Negative:** Compensation claims, lost productivity.
Privacy	Risk	Increasing volume of personal and sensitive data heightens exposure to data breaches and regulatory penalties (e.g., data protection laws).	Robust data governance, cybersecurity controls, regular audits, employee awareness training.	**Negative:** Fines, legal costs, reputational damage.
Consumer and End User: Access to quality information	Risk	Inadequate, misleading, or unclear information can erode consumer trust and attract regulatory action.	Transparent labeling, responsible marketing practices, customer feedback mechanisms.	**Negative:** Loss of customer trust, potential penalties.
Protection of whistle blowers	Risk	Weak whistleblower mechanisms may allow misconduct to go undetected, increasing legal and reputational risks.	Anonymous reporting channels, antiretaliation policies, awareness programs.	**Negative:** Potential legal exposure if issues escalate.
Water Discharge	Risk	Improper wastewater discharge can harm ecosystems and lead to noncompliance with environmental regulations.	Wastewater treatment plants, continuous monitoring, compliance with discharge standards.	**Negative:** Treatment costs, penalties for noncompliance.
Own Workforce: Training & Skill Development	Risk	Skill gaps can reduce productivity, innovation capability, and employee retention.	Continuous learning programs, reskilling and upskilling initiatives, leadership development.	**Negative:** Training investment costs.

Business Responsibility and Sustainability Report (BRSR) (Contd.)

SECTION B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Policy and Management processes

Points			P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	(a)	**Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1	(b)	**Has the policy been approved by the Board? (Yes/No)**	All organization-wide policies that are publicly disclosed have been approved by the Board of Directors. However, certain internal policies are operational in nature and specific to functions or departments. These are approved at appropriate senior management levels and are aligned with the Company's overall governance and compliance framework.								
1	(c)	**Web Link of the Policies, if available**	Corporate Governance Policies | Investor Relations | Hyundai India								
2.		**Whether the entity has translated the policy into procedures. (Yes / No)**	The Company has translated its policies into procedures to facilitate effective implementation. In certain cases, the procedures are integrated within the policy documents themselves. Where applicable, detailed procedures are maintained separately and are made available internally to relevant stakeholders for operational clarity and compliance.								
3		**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4		**Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	United Nations Global Compact (UNGC) guidelines ISO 45001:2018 ISO 14001:2015 ISO 50001:2018 ISO 9001:2015 ISO 27001:2022								
5		**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	◆ Achieve carbon neutrality across Scope 1, 2, and 3 emissions by 2045. ◆ Sustain 100% renewable energy (RE 100) every year. ◆ Expand and enhance rainwater harvesting initiatives. ◆ Drive significant reductions in overall energy consumption. ◆ HMIF aims to positively impact 5 million lives annually, reduce greenhouse gas emissions by 110,000 tonnes of CO2, and increase community income by ₹ 700 million per year through diverse social initiatives by 2032.								

Points		P1	P2	P3	P4	P5	P6	P7	P8	P9
6	**Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.**	• The energy consumption has increased by 3.92% as compared to previous year due to the start of operations at the new Pune plant. • HMIL continues to strengthen its renewable energy portfolio through in-house solar projects and has procured IREC certificates to cover the remaining grid electricity consumption. • As part of its commitment to environmental stewardship, HMIL has installed a 10 MW rooftop solar power plant across its manufacturing facilities. • To support long-term sustainability and energy security, HMIL has entered into Power Purchase and Shareholder Agreements for the development of solar and wind energy projects under the Group Captive model. • Through these initiatives, HMIL achieved RE100 by offsetting its Scope 2 emissions through a combination of Power Purchase Agreements (PPAs), IEX, Solar procurement, and IREC certificates • In Chennai a total of **34 energy-saving projects** were implemented during the year, resulting in notable reductions in energy consumption and operating costs. • **Key Initiatives Include:** • Elimination of heaters through introduction of alternate coolant technologies in transmission shop machines. • Deployment of energy-efficient chillers in Paint Shops. • Steam elimination through waste heat recovery from Paint Shop RTO systems. • Installation of energy-efficient multi-axle impeller air compressors. • Dynamic optimization of compressed air pressure based on real-time load demand. • **Performance Highlights (Chennai)** • **4% reduction in energy consumption** compared to FY 25. • **5.342 million kWh of electricity savings** achieved. • **11,329 GJ of fuel savings** recorded in FY 26.								
Governance, leadership, and oversight										
7	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)**	**Driving Progress with Purpose** At Hyundai Motor India Limited (HMIL), we firmly believe that progress is meaningful only when it is responsible, inclusive, and enduring. As we reflect on our journey in India spanning over three decades and impacting millions of lives, we are reminded that long-term success is defined not only by business performance, but also by the lasting value we create for society, the environment and all our stakeholders. **Strategy Rooted in Purpose** Sustainability is deeply embedded in our vision for long-term value creation and responsible growth. As the automotive industry stands at the intersection of transformation and responsibility—driven by climate urgency, technological advancement, and evolving stakeholder expectations—we find clarity in our purpose and confidence in our path forward. Aligned with Hyundai Motor Company's vision of Progress for Humanity and a leadership philosophy rooted in resilience, adaptability, and people-first values we continue to integrate sustainability into our core strategy, ensuring that environmental stewardship, innovation and social responsibility advance together. **Commitment to Environment** Sustainability at HMIL is a mindset that shapes every decision we make and is firmly embedded in our strategy for long-term value creation. Our commitment to achieving carbon neutrality by 2045, aligned with Hyundai Motor Company's global roadmap, serves as a defining anchor for our actions, complemented by the successful achievement of RE100, ensuring 100% renewable energy coverage across all our offices and manufacturing facilities in India. We continue to advance decarbonization across our value chain through enhanced energy efficiency, greater renewable energy adoption, circular economy practices and responsible sourcing, while accelerating electric mobility and ecosystem readiness to support India's transition to cleaner transportation. At the same time, we stay focused on addressing climate-related risks and opportunities, leveraging sustainable technologies and strong governance to deliver enduring value for our stakeholders, while embedding sustainability into decision-making across the organization. **Creating Shared Value for Society** As responsible corporate citizens, we believe that true progress is meaningful only when it is shared. Through Hyundai Motor India Foundation (HMIF), we continue to drive initiatives that create tangible and measurable impact on the ground. In FY 26, we invested ₹ 896.8 million towards CSR initiatives, positively touching the lives of more than 2.5 million people across 28 states and 5 Union Territories. Our efforts are focused on Environment, healthcare and skill development, where we implement targeted interventions to address critical societal needs, aligned with national priorities								

Business Responsibility and Sustainability Report (BRSR) (Contd.)

Points		P1	P2	P3	P4	P5	P6	P7	P8	P9
		Driving Innovation in Mobility Despite an evolving and often challenging external environment marked by global unrest, trade disruptions, economic shifts, regulatory changes, and rapidly evolving customer priorities HMIL has remained resilient and forward-looking. Our sustained investments, strong product portfolio and customer-centric approach have enabled us to maintain our growth trajectory. Looking ahead, between FY26 and FY30, HMIL will invest INR 450,000 million in manufacturing expansion, electrification, and future mobility with 26* new products and variants planned by FY30. To meet growing demand and reinforce India's role as a global hub, HMIL operationalized its Talegaon manufacturing facility in Pune in 2025. Together, the Chennai and Talegaon plants provide a consolidated annual production capacity of a consolidated annual production capacity of 9.94 lakh units, poised to scale up to 11.44 lakh units by 2030, positioning India at the heart of Hyundai's global manufacturing footprint. **Governance, Accountability and Trust** Our commitment to sustainability extends beyond environmental priorities and is firmly anchored in strong governance, ethical conduct and respect for human rights. We believe that robust governance frameworks, transparent decision-making, and a culture of integrity are essential to driving holistic, inclusive, and responsible growth. Accordingly, we uphold the highest standards of transparency and accountability, ensuring that our policies, practices and disclosures are aligned with globally recognized frameworks and best practices. This approach is strengthened by close collaboration across teams, functions and partners, supported by disciplined governance and transparent reporting. As we continue to embed sustainability into decision making at every level, we stay committed to reinforcing HMIL's position as a responsible industry leader by delivering long-term value for all stakeholders. **Looking Ahead with Confidence** As we look to the future, we do so with awareness and confidence. The world around us continues to evolve – shaped by economic shifts, regulatory changes, and rapid technological advancements. Yet, we remain steadfast in our belief that change also brings along opportunities to innovate, adapt, and lead with purpose. We will continue to invest in technology, innovation and customer experience, ensuring that the mobility solutions we deliver are not only advanced, but also truly aligned with the needs and aspirations of our customers. Quality and safety remain non-negotiable, forming the foundation of every vehicle we build and every experience we create. Together, with our people, our partners and our customers, we will continue this journey – with purpose in our actions, responsibility in our decisions and a shared commitment towards shaping a better future.								
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**	Mr. Tarun Garg Managing Director and CEO Hyundai Motor India Limited								
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**	Hyundai Motor India Limited (HMIL) has constituted a Risk Management Committee that is responsible for overseeing key business risks, including those related to sustainability. The Committee reports to the Board and provides recommendations on risk mitigation strategies. Sustainability-related matters, where identified as material risks or opportunities, fall within the purview of the Committee. The Company also has a Chief Risk Officer, Mr. Hyunsup Lee, who plays a key role in supporting the Company's risk management framework and risk oversight processes. • Composition of the Risk Management Committee: • Mr. Tarun Garg – Managing Director & CEO (Chairman) • Ms. Sree Kirat Patel – Independent Director • Mr. Dong Huwy Park – Whole-time Director								

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. **Performance against above policies and follow up action**	At Hyundai Motor India Limited (HMIL), we are actively working to establish regular reviews of our performance against key policies, including sustainability, through periodic Business Review Meetings with senior management. This approach is intended to help us better track progress, recognize gaps, and take corrective actions where needed.																	
2. **Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances**	Hyundai Motor India Limited (HMIL) operates under a comprehensive compliance framework and has devised proper systems to ensure proactive compliance with all applicable laws, using a software-based dynamic compliance management tool that serves as the inventory of all applicable laws and compliance actions to be undertaken under such laws, mapping compliance owners (first line of defense) to tasks, setting time-sensitive alerts, reminders, escalations, compliance completion certification and dashboards for reporting compliance levels of the organization as well as its components. The dedicated Compliance Team, as the second line of defense, directs and monitors compliance, training and nudging the first line of defense, undertaking awareness initiatives, and reporting to the Board and or/the Board committee, and the audit team (third line of defense) validates the compliance process through periodical audits. The Board reviews compliance reports, takes note of any exceptions and provides guidance and directions for corrective and preventive steps.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**	The Company has undertaken independent assessments of various policies and practices through third-party audits. The Company's financial statements were audited by BSR & Co. LLP, while the BRSR for FY 26 was independently assured by TÜV SÜD. Additionally, specific areas such as energy, safety, waste, and water are subject to regular external audits by accredited third-party agencies.								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 **The entity does not consider the principles material to its business (Yes/No)**									
2 **The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)**									
3 **The entity does not have the financial or/human and technical resources available for the task (Yes/No)**					NA				
4 **It is planned to be done in the next financial year (Yes/No)**									
5 **Any other reason (please specify)**									

SECTION C: Principle-wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year

S. No.	Segment	Total number of training & awareness programs held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programs
1	Board of Directors	4	H-Sense Safety, Digital, Diversity & Inclusion and Ethics	50%
2	Key Managerial Personnel	5	H-Sense Safety, Digital, Diversity & Inclusion and Ethics	37%
3	Employees other than BOD and KMPs	6	H-Sense Safety, Digital, Diversity & Inclusion, Human Rights, Ethics & POSH	79%
4	Workers	2	Health & Safety	96%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Settlement	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Compounding fee	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	No judgement has been passed imposing any punishment or imprisonment on the Managing Director or any other director of HMIL.			
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption policy or antibribery policy? If yes, provide details in brief and if available, provide a weblink to the policy.

Yes, Hyundai Motor India Limited (HMIL) does have an internal anti-corruption and anti-bribery policy, which is not available in the public domain. The policy comprises the framework pertaining to governance of concerns related to corruption & bribery along with reporting mechanism as well as disciplinary action taken against the employees for violation of the policy.

5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.

Segment		FY 2025-26	FY 2024-25
1	Directors	0	0
2	Key Managerial Personnel	0	0
3	Employees	0	0
4	Workers	0	0

6. Details of complaints with regard to conflict of interest

Segment		FY 2025-26		FY 2024-25	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Our records indicate that no disciplinary actions related to corruption or conflict of interest have been initiated against the mentioned officers by any government or judicial authority

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	48	48

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics		FY 2025-26	FY 2024-25
Concentration of Purchases	a)	Purchases from trading houses as % of total purchases	0%	0%
	b)	Number of trading houses where purchases are made from	0	0
	c)	Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a)	Sales to dealers / distributors as % of total sales	99.99%	99.5%
	b)	Number of dealers / distributors to whom sales are made	Total dealer – 786 Main dealer (3S) – 658 Urban compact (1S) – 128	Main Dealer (3S): 632 Urban Compact (1S): 128
	c)	Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	14.0%	15.28%
Share of RPTs in	a)	Purchases (Purchases with related parties / Total Purchases)	29.52%	32.66%
	b)	Sales (Sales to related parties / Total Sales)	7.29%	7.69%
	c)	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0.28%
	d)	Investments in related parties / Total Investments made)	0	0

LEADERSHIP INDICATORS

1. Awareness to programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
15 Training programs covering all our Tier 1 Value Chain	◆ Ethics & Integrity, Code of Conduct ◆ Sustainability, ESG, Circularity ◆ Human Rights, Child Labor, POSH, Diversity & inclusion, Health & Safety, ◆ Labor Management ◆ Carbon Neutrality, Water Management, Waste Management, Biodiversity	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

HMIL maintains a comprehensive 'Code of Conduct' for its Board of Directors, mandating that all members uphold the highest standards of personal and professional integrity, honesty, and ethical behavior. Furthermore, in accordance with the Companies Act, 2013, board members regularly disclose their interests in other entities and submit an annual affirmation confirming compliance with the Code of Conduct.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

S. No.	Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	30%	38%	EV cars(R&D Related to EV Cars vs Total R&D)
2	Capex	4%	10%	EV Cars, Battery Assembly Plant, Plant Expansion, Charging Station (EV related as a % on Total Capital Expenditure)

2.

a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes.

b) If yes, what percentage of inputs were sourced sustainably?

Hyundai Motor India remains committed to leading the transition toward sustainable mobility. Recognizing that a responsible supply chain is fundamental to this journey, we continue to strengthen systems, processes, and partnerships that promote ethical sourcing and environmentally sound practices across all tiers of suppliers.

Supplier Governance and Code of Conduct:

We have institutionalized a comprehensive Supplier Code of Conduct that outlines mandatory compliance requirements across the following domains:

- Governance, ethics, and legal compliance
- Transparency, documentation, and responsible reporting
- Labor and human rights, including prohibition of child Labor
- Occupational health, safety, and worker well-being
- Environmental protection and resource management

This Code is signed by 98% of our suppliers & it forms the foundation of our supplier engagement and is periodically updated to align with evolving ESG expectations, regulatory requirements, and global best practices.

Certifications

We encourage and support suppliers in adopting globally recognized management systems:

a) ISO 45001 Certification (Occupational Health & Safety): 96% of our value chain are certified.

b) ISO 14001 Certification (Environmental Management): 97% of our value chain are certified.

Annual ESG & GHG Assessments: Each year, Hyundai Motor India conducts a comprehensive ESG evaluation for 100% of our value chain (Coverage up to 97% of purchasing amount & >0.5% purchase value individually), performed by an accredited third-party. These assessments provide insights into supplier maturity levels and help drive continuous improvement.

ESG performance scores are integrated into the supplier bidding process, serving as a key criterion for evaluating a supplier's development capability and long-term partnership suitability.

We also actively encourage our suppliers to pursue relevant ISO certifications, including ISO 45001 (Occupational Health and Safety), ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and GHG Assurance programs.

As for the GHG assessment, scope 1 and 2 emissions of 100% of Tier 1 vendors are under evaluation by an accredited third party for CY 2025.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

	FY 2025-26		
	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	We have established robust processes for the safe collection, storage, and disposal of various waste categories in full compliance with applicable regulations. We handle waste responsibly, ensuring safe disposal by prioritizing segregation, maintaining thorough documentation, and conducting regular audits to uphold safe and compliant waste management practices.		
E-Waste			
Hazardous Waste			
Other Waste			

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

We are registered under the Extended Producer Responsibility (EPR) framework with the Central Pollution Control Board (CPCB) for the import of batteries. Our waste collection and disposal plan for used batteries strictly aligns with the EPR guidelines and regulatory requirements. We ensure compliance by engaging authorized recyclers and submitting periodic reports to the CPCB, as applicable.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% Of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Hyundai Motor India Limited (HMIL) has not yet conducted formal Life Cycle Assessments (LCA) for its vehicle products. However, as part of its strategy, HMIL facilitated LCAs for parts supplied by **40 key vendors** during the reporting period. These assessments were conducted by accredited third parties in accordance with **ISO 14067:2018, ISO 14040, and ISO 14044** standards, covering greenhouse gas emissions and other impacts across relevant life cycle stages. HMIL plans to further expand the scope of LCA assessments and supplier engagement initiatives to strengthen environmental performance and support its long-term sustainability and carbon neutrality goals.					

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product/Service	Description of the risk / concern Action Taken	Description of the risk / concern Action Taken
A formal Life Cycle Assessment (LCA) has not yet been conducted by the Company. However, potential social and environmental risks associated with the production and disposal of products are identified through internal assessments, compliance monitoring, and stakeholder feedback. The Company addresses these risks through responsible sourcing, regulatory compliance, waste management practices, and investments in cleaner technologies to minimize adverse impacts.		

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Aluminum	31%	31%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		528.658				257.23
E-waste		90.652				14.62
Hazardous waste		2,989.17	3,735.86			4,545.51
Other Waste	20,114	77,287.338				

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category:**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
At present, data on reclaimed products and associated packaging materials as a percentage of products sold is not available. However, HMIL recognizes the growing importance of circular economy principles and is exploring mechanisms to track and enhance product and packaging recovery in the future.	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. **Details of measures for the well-being of employees:**

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	3,779	3,779	100	3,779	100	0		-	-	-	-
Female	289	289	100	289	100	289	100	-	-	289	100
Total	4,068	4,068	100	4,068	100	289	7.10	0	0	289	7.1
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	-	0	-	0	-	0	-	0	-

b. Details of measures for the well-being of workers:

Category	Total (A)	% Of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2,194	2,194	100	2,194	100	0	0	0	0	0	0
Female	-	-	-		-		-		-		-
Total	**2,194**	**2,194**	**100**	**2,194**	**100**	**0**	**0**	**0**	**0**	**0**	**0**
Other than permanent workers											
Male	10,254	10,254	100	10,254	100	0	0	0	0	0	0
Female	285	285	100	285	100	285	100	0	0	285	100
Total	**10,539**	**10,539**	**100**	**10,539**	**100**	**285**	**2.7**	**0**	**0**	**285**	**2.7**

c. Spending on measures towards the wellbeing of employees and workers (including permanent and other than permanent) in the following format:

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.07%

2. Details of retirement benefits for Current and Previous FY

Benefits		FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI			NA			NA
4	Superannuation	-	-	-	-	-	-
5	After Retirement Medi-Claim	-	-	-	-	-	-

3. Accessibility of workplaces – Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes.

Hyundai Motor India Limited (HMIL) has implemented a Workplace Inclusion Policy for Differently Abled individuals, introduced in 2023, aligned with the Rights of Persons with Disabilities Act, 2016. The policy reflects HMIL's commitment to building an inclusive and accessible work environment across its offices and manufacturing locations.

HMIL's corporate offices and administrative premises have been made accessible in line with policy requirements, while a phased implementation plan is underway to address accessibility gaps in shop floor and plant areas, based on practical feasibility.

As part of these efforts, the Company has introduced a range of measures including:

- Reserved and accessible parking spaces
- Enhancements to physical infrastructure such as lighting and mobility access
- Accessible training materials in alternate formats (e.g., text-to-speech)
- Adjusted equipment and software to improve digital accessibility
- Accessible mobility and hospitality arrangements for official travel

These measures are further supported by HMIL's inclusivity initiative "Samarth by Hyundai," and monitored by a designated Liaison Officer and internal committees to ensure compliance, employee awareness, and effective grievance redressal.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a weblink to the policy.

Yes, Hyundai Motor India Limited (HMIL) has an Equal Opportunity Policy for Persons with Disabilities in line with the Rights of Persons with Disabilities Act, 2016. The policy is titled Workplace Inclusion (Differently Abled) Policy and outlines HMIL's commitment to providing an inclusive, respectful, and accessible workplace for individuals with disabilities. It covers provisions related to non-discrimination, accessible infrastructure, and equal opportunities in recruitment, training, and career advancement.

The policy is currently available on the Company's internal intranet portal and is accessible to all employees.

5. Return to work and Retention rates of permanent employees that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male				
Female	100%	100%		
Total	100%	100%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

<table>
<tr><th colspan="2">Particular</th><th>Yes/No (If yes, then give details of the mechanism in brief)</th></tr>
<tr><td>1</td><td>Permanent workers</td><td rowspan="3">Hyundai Motor India Limited (HMIL) has established multiple formal and informal mechanisms to receive and redress grievances of employees and workers. These include:
◆ REACH Online Portal – a digital platform accessible to employees for submitting and tracking grievances
◆ "Nerpada Pesu Nanba" sessions – structured platforms for open dialogue and feedback
◆ Executive Committee and Sub-Committee Meetings – forums where employee concerns are discussed and addressed
◆ Deliberate with Domain Heads – periodic interactions to resolve function-specific issues
◆ "We Are There for You" initiative – a support-oriented forum for employee engagement and issue resolution
◆ "Coffee with Vertical Head" sessions – informal forums encouraging open communication with senior leadership
◆ "One Minute with Flexi" interactions – brief sessions
◆ Casual conversations with contract labor – informal touchpoints to ensure inclusivity in grievance redressal
◆ Whistle-blower Mechanism – formal mechanism for grievance/complaints
These mechanisms collectively ensure accessibility, timely redressal, and continuous engagement across various levels of the workforce.</td></tr>
<tr><td>2</td><td>Other than Permanent Workers</td></tr>
<tr><td>3</td><td>Permanent Employees</td></tr>
<tr><td>4</td><td>Other than Permanent Employees (NA)</td><td>NA</td></tr>
</table>

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ Workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	4,068	0	0	3,871	0	0
Male	3,779	0	0	3,593	0	0
Female	289	0	0	278	0	0
Total Permanent Workers	2,194	2,012	91.7%	2,210	1,986	90%
Male	2,194	2,012	91.7%	2,210	1,986	90%
Female	0	0	0	0	0	0

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	3,779	3,296	87.5%	3,083	81.58%	3,593	2,611	72.7%	3,073	85.5%
Female	289	256	88.9%	238	82.35%	278	139	50%	262	94.2%
Total	**4,068**	**3,552**	**87.32%**	**3,321**	**81.64%**	3,871	2,750	71%	3,335	86.1%
Workers										
Male	2,194	2,130	97.08%	495	22.56%	2,210	2,115	95.7%	297	13.4%
Female	0	0	0	0	0					
Total	**2,194**	**2,130**	**97.08%**	**495**	**22.56%**	2,210	2,115	95.7%	297	13.4%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	3,779	3,460	91.5%	3,593	3,137	87.3%
Female	289	266	92.00%	278	185	66.5%
Total	**4,068**	**3,726**	**91.59%**	3,871	3,322	85.8%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	NA	NA	NA

10. Health and Safety Management System

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?

Yes, Hyundai Motor India Limited (HMIL) recognizes that a strong Occupational Health and Safety Management System is essential to our business operations. This commitment is integrated across all business verticals, and guided by our core values, we consistently prioritize the safety and well-being of every stakeholder.

As an ISO 45001-certified organization, HMIL follows internationally recognized standards and best practices to proactively identify, assess, and manage occupational health and safety risks. We have implemented comprehensive measures to reduce these risks and cultivate a safe, healthy, and supportive work environment.

Our health and safety management system is designed to promote workplace wellness through:

- Risk management and emergency preparedness – identifying potential hazards, implementing robust mitigation measures, and ensuring quick, coordinated response capabilities.
- Continuous monitoring and improvement – regularly evaluating safety performance and strengthening controls through audits, inspections, and employee feedback.
- Employee awareness and training – equipping all team members with the knowledge, skills, and resources needed to work safely and responsibly.
- Compliance with legal and regulatory requirements – ensuring all operations meet or exceed occupational health and safety laws and industry standards.
- Promoting a safety-first culture – fostering active participation, accountability, and shared responsibility across the organization.

Through these continued efforts, HMIL fosters a safety culture that extends beyond compliance—one that is proactive, inclusive, and committed to continuous improvement

b. What are the processes used to identify work related hazards and assess risks on a routine and non-routine basis by the entity?

HMIL has established a comprehensive system for identifying hazards and assessing risks associated with both routine and non-routine activities. A standardized Hazard Identification and Risk Assessment (HIRA) methodology is applied across all operations to evaluate potential hazards, determine the level of risk, and define the required control measures.

Each task is evaluated using a Risk Priority Number (RPN), and based on the resulting score, suitable controls are implemented to reduce or eliminate risks. For high-risk and critical processes, a detailed Hazard and Operability (HAZOP) study & Quantitative Risk Assessment (QRA) are conducted to ensure thorough risk analysis. For non-routine activities, such as project work, shutdowns and maintenance, HMIL utilizes Preliminary Hazard Analysis (PHA) techniques to systematically identify hazards, assess risks, and establish appropriate control measures.

To strengthen these risk-control practices, HMIL employs a formal Work Permit System along with activity-specific checklists, ensuring that all necessary safety measures are verified and maintained before and throughout the execution of the work.

c. Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Y/N)

Employee participation is a vital element of HMIL's Health and Safety Management System. The organization conducts multiple engagement platforms to encourage employees to report work-related hazards. Programs such as the Safety Ambassador Initiative empower line employees to proactively identify and communicate unsafe conditions observed among colleagues. Additionally, the Near-Miss Reporting System is actively promoted to strengthen a culture of early hazard recognition. Employees may report concerns confidentially through the Near-Miss Reporting System.

Regular safety committee meetings are held across all shop floors, complemented by centralized discussions that include union safety representatives. These forums help review employee-reported hazards and address workplace risks effectively. To control and minimize risk exposure, HMIL implements a combination of engineering solutions, administrative controls, and the use of appropriate personal protective equipment (PPE).

These proactive measures collectively support HMIL's commitment to maintaining a safe working environment for all employees and contract personnel.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

HMIL places a strong emphasis on employee health and wellness through a comprehensive medical and preventive care framework. The organization operates fully equipped, round-the-clock Occupational Health Centre staffed with doctors, nurses, and paramedical professionals, supported by ambulances. In addition, HMIL has partnered with a nearby hospital to strengthen healthcare access for all stakeholders, covering both occupational and non-occupational needs.

A wide range of initiatives highlight HMIL's commitment to wellness. Special focus is given to lifestyle-related conditions such as diabetes, hypertension, dyslipidemia, cardiovascular diseases, and women's health. To raise awareness, expert-led online sessions from leading hospitals were conducted across India, covering topics like Breast Cancer Awareness, Healthy Living, World Brain Day, Heart Health, Diabetes, Hypertension, and Women's Health.

Beyond awareness, HMIL organized Master Health Check-Ups for male and female employees, Statutory medical examinations are regularly carried out for factory employees, while preventive, promotive, and curative healthcare services extend to contract workers, vendors, and visitors. Employees and their families also benefit from comprehensive medical insurance covering both outpatient and inpatient treatments at network hospitals. Pre-employment medical examinations and regular emergency preparedness drills further reinforce safety.

Health education is actively promoted through e-posters, emails, and handouts. Emergency Response Team (ERT) members receive training in BLS, AED, CPR, and First Aid. For physical wellness, physiotherapist-led stretching sessions are conducted for shop floor and office staff. Employees managing weight or NCDs have access to a wellness dining menu, while facilities such as a sports centre, gym, and yoga hall support holistic well-being.

11. Details of safety related incidents, in the following format:

Safety Incident/Number		Category	FY 2025-26	FY 2024-25
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.11	0.09
		Workers	0.10	0.29
2	Total recordable work-related injuries	Employees	2	2
		Workers	2	5
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

HMIL has adopted a series of proactive, structured, and technology-enabled initiatives to continually enhance its Occupational Health & Safety Management System (OHSMS). These initiatives reflect the organization's commitment to building a safe, healthy, and resilient workplace.

1. **Leadership Commitment:** Strong leadership engagement drives HMIL's safety performance. Monthly audits and safety performance reviews are conducted by vertical heads and the Chief Manufacturing Officer. The Managing Director leads quarterly reviews to ensure organization-wide alignment and accountability. This governance structure ensures continuous oversight and reinforces safety as a core value.

2. **Safety & Wellness Management Systems:** HMIL has established a robust system that integrates safety into all operational layers. Key components include:

   - Built-in safety mechanisms and engineering controls
   - Layered control and monitoring systems
   - Continuous monitoring of critical parameters
   - Comprehensive response plans
   - Employee wellness and occupational health initiatives

   These systems work together to maintain a safe and healthy workplace for all employees and contractors.

3. **Safety Culture Enhancement Programs:** To strengthen the safety culture across the organization, HMIL conducts:

   - Safety ambassador programs
   - Monthly safety campaigns
   - Road safety awareness initiatives
   - Fire and safety competitions
   - Specialized and general training programs, particularly for high-risk activities

   These initiatives promote positive behavioral safety and encourage proactive participation from all employees.

4. **Continual Improvement Initiatives:** HMIL fosters continuous improvement through:

   - Safety management and leadership development programs
   - Innovation-driven safety projects
   - Active employee engagement in suggestion and improvement activities

   These practices ensure that safety standards evolve in line with emerging risks and best practices.

5. **Digitalization of Safety Systems:** Digital transformation is an integral part of HMIL's safety strategy. The organization has implemented:

   - Digital near-miss reporting systems
   - Online work permit systems
   - Confined space digital monitoring
   - In-house training video platforms

   These tools improve transparency, reporting efficiency, and response time while enabling data-driven decision-making.

6. **Disaster Management Preparedness:** HMIL maintains a strong disaster and emergency response framework, which includes:
   - A dedicated fire management team
   - Fire tenders, detection systems, and suppression mechanisms
   - Emergency control centers at vital locations
   - On-site and shop-floor emergency response plans
   - Regular mock drills and disaster response training

   This ensures readiness for fire incidents, industrial emergencies, and other critical situations.

7. **Daily Safety Messages:** To reinforce continuous awareness, HMIL circulates daily safety messages across the workforce.

   These communications help maintain a safety-first mindset and promote consistent safe practices.

8. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	00	00	-	00	00	-
Health & Safety	00	00	-	00	00	-

9. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

10. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The organization follows a structured and systematic process for investigating all work-related incidents, including injuries, near misses and property-damage events. The investigation process is designed to identify root causes, determine relevant hazards and risks, establish effective corrective and preventive actions, and ensure continual improvement of the Occupational Health & Safety Management System (OHSMS).

All incidents must be reported immediately to the respective supervisor and the Safety Team in accordance with the incident communication procedure. The Incident Investigation Committee conducts a detailed root-cause analysis using structured methods such as:

- Brainstorming
- Why-Why Analysis, etc.

After completing the analysis, the concerned team prepares and submits a Corrective and Preventive Action (CAPA) plan to the Safety Team. The Safety Team reviews the CAPA, validates its effectiveness, and adds recommendations wherever necessary.

Corrective and preventive actions are selected based on the Hierarchy of Controls, ensuring the most effective risk-reduction methods are prioritized and the final investigation report is then approved by the committee.

The responsible team must implement all CAPA items within the specified timelines. A horizontal deployment audit is carried out across the plant to ensure learnings are shared and improvements are sustained. Any changes made in the process or work area as a result of CAPA will be updated in the HIRA document by the concerned team to prevent recurrence.

LEADERSHIP INDICATORS

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

   Yes. Hyundai Motor India does extend a compensatory package in the event of an employee's death. We have a structured Death Relief Fund (DRF) policy to all employees and workers across its locations in India. Upon joining, employees are automatically enrolled in the scheme and can nominate eligible dependents to receive the benefit. In the unfortunate event of an employee's death during service, a contribution is collected from all employees based on their role category, and the company matches this contribution.

   The total collected amount is handed over to the nominee or legal heir of the deceased. Additionally, the company supports the family with funeral expenses and ambulance service reimbursements. The process includes formal communication, condolence notices, and legal coordination to ensure timely disbursement of benefits. Beyond this, Hyundai also ensures statutory medical examinations for factory workers, provides preventive and curative healthcare for employees, contract laborers, and visitors, and offers comprehensive medical insurance for employees and their families. Pre-employment medical checks are conducted for all categories of staff. The company also conducts mock drills for medical emergencies, shares health education materials, and provides first aid and emergency response training. Wellness initiatives include physiotherapy sessions, wellness dining options, and access to sports, gym, and yoga facilities, reflecting a holistic approach to employee well-being and support.

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partner.**

   All statutory dues applicable to our value chain partners, including social security (PF, ESI) contributions, employee welfare payments, labor-related statutory compliances, are confirmed to be paid in accordance with regulatory requirements.

   This has been verified through our structured onsite audit process, which includes document review, compliance checks, and validation of statutory registers.

   Also, we have supplier code of conduct for all our value chain partners, almost 98% of our value chain has signed. Supplier Code of Conduct (SCOC) includes Labor & Human rights clause, which covers – Wages & Benifits, working hours, humane treatment, child labor etc.

   90% of our value chain partners signed their declaration of compliance with statutory & regulatory, legal obligation. The remaining partners are in the process of completing their submissions, with full compliance targeted by March 2026.

   In addition to statutory compliance audits, ESG assessments are conducted for 100% of our value chain partners by an accredited third-party. These assessments include verification of statutory payments under the Labor & Human Rights and Governance & Compliance parameters. No significant deviations are identified in the assessment.

   This combined approach ensures that all partners in our value chain follow ethical, responsible, and legally compliant business practices.

3. **Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	**FY 2025-26**	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

   No.

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

There are no significant risks identified during our on-site audits at defined frequency with regards to Health & safety practices & working conditions. However, we have mentioned a few minor concerns to the value chain partners for the purpose of improvement.

Those improvement points will be submitted as corrective action plan and it will be verified during the re-audit.

As a proactive measure, the following activities are being conducted to avoid any major concerns,

1. Conducted 42 skill development sessions covering safety, ESG topics
2. 7505 participants are trained in safety & sustainability
3. 5777 Emergency Response Team (ERT) members are trained in fire & Mock drill activities

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

We identify our stakeholders based on their role within the business value chain and their influence on our operations. Adopting a holistic approach to stakeholder engagement, we prioritize building meaningful relationships across all stakeholder groups. By fostering trust and collaboration with communities, vendors, customers, investors, lenders, and regulatory authorities, we strive to drive sustainable growth and create lasting value.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Website, Emails, Meetings, Media Releases, Print/Online Media, Stock Exchanges Intimation, Meetings	Quarterly/Event Based	Dissemination & sharing of Information to Shareholders on general business updates & critical event and to seek their approval for resolutions, as per requirements through notices. Further engage with investors through earnings calls & meetings to inform about the quarterly/ annual business results & to address their queries/ concerns.
Communities	Yes	Newspaper, Pamphlets, Community Meetings, Website, and other direct engagement channels	Major activities related to awareness campaigns are conducted regularly; Annual meetings with stakeholders are held as required	Engagement with the community focuses on awareness generation, capacity building, and participatory dialogue to ensure inclusive and sustainable development. Key topics raised during engagements include local infrastructure needs, regional development needs, livelihood opportunities, healthcare, and other support. Inputs received are used to design and implement need-based community development programs and social interventions.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Messaging, social media, App based Notification	Regular	Engagement with the customers involves providing attractive offers, delivering valuable benefits, and actively seeking feedback to improve products and services.
"Employees and Workers"	Yes	Mass Broadcast Bridge (Bi-weekly), Namaskar (Monthly), Canteen & Public Display Boards, Shop Floor Notice Boards, Autoway ESS, People Strong App, Outlook Mailers, Shopfloor Meetings, Weekly UUHE & ER Meetings, 1:1 Discussions, Employee Connect by HR	Bi-weekly/ Monthly/ Continuous/ Weekly as needed	Company updates, industry news, upcoming events, official notices, procedures, crisis communication, persuasion, operational updates, debriefing changes

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At HMIL, stakeholder concerns are consolidated through inputs from key business functions on economic, environmental, and social matters. These are routed via the Managing Director and, after internal discussions, key action points are presented to the Board or relevant Committees. This ensures a continuous feedback loop between stakeholders and the Board, enabling informed decisions and inclusive governance.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Our CSR initiatives are strategically designed to meet the identified needs of diverse stakeholders including vulnerable and marginalized groups such as rural communities, women, persons with disabilities, and underrepresented artists. These efforts are aligned with Hyundai Motor India's 'Creating Shared Value (CSV)' framework, which focuses on long-term social impact through structured interventions in core areas of Environment, Healthcare, Skill Building and Other Social Welfare and community development projects, and are driven by stakeholder consultations, need assessments, Board-level guidance, and regional development priorities.

Key initiatives undertaken in FY2025-26 include:

1. **IONIQ Forest:** A green area development and afforestation program focused on restoring degraded Open Space Reserved (OSR) lands to enhance local biodiversity and ecological resilience, particularly in underserved industrial areas.
2. **Ecogram by Hyundai:** A community-centric waste upcycling and environmental sustainability initiative promoting circular economy practices in rural and peri-urban geographies.
3. **Hope for Cancer:** Hyundai Hope for Cancer, by Hyundai Motor India Foundation and IIT Madras, is revolutionizing pediatric cancer care through genomics. It's building India's first Cancer Tissue Biobank, a Centre for Cancer Genomics, and a national childhood cancer genome database—advancing diagnosis, personalized treatment, and inclusive oncology.
4. **Sparsh Sanjeevani:** A mobile healthcare program deploying nurse-assisted telemedicine centers, mobile medical vans, and digital tools to deliver primary and preventive healthcare services in remote and underserved areas.

5. **Samarth by Hyundai:** An inclusion-driven initiative that improves the quality of life for persons with disabilities by enhancing accessibility, empowerment through sports and advocacy for empowerment. An initiative towards creating a more aware and inclusive society for people with disabilities in India.
6. **Art for Hope:** A flagship art initiative providing a platform for emerging and underrepresented artists from across India, fostering cultural inclusion, livelihoods in the creative sector, and community dialogue through socially engaged art.
7. **Adhikaar Connect:** The program empower rural and underprivileged citizens to access their rightful entitlements under various central and state welfare, and social security schemes through digital financial literacy and documentation support.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4,068	759	18.66%	3,871	802	20.72%
Other than permanent	0	0	0.00%	0	0	0
Total employees	**4,068**	**759**	**18.66%**	**3,871**	**802**	**20.72%**
Workers						
Permanent	2,194	0	0	0	0	0%
Other than permanent	10,539	0	0	0	0	0%
Total workers	**12,733**	**0**	**0**	**0**	**0**	**0%**

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	3,779	0	0%	3,779	100.00%	3,593	0	0%	3,593	100%
Female	289	0	0%	289	100.00%	278	0	0%	278	100%
Other than permanent										
Male	0	0	0%	0	0%	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-
Workers										
Permanent										
Male	2,194	0	0%	2,194	100%	2,210	0	0%	2,210	100%
Female	-	0	0%	0	0	0	0	0%	-	-
Other than permanent										
Male	10,254	0	0%	10,254	100%	10,696	899	8.41%	9,797	91.59%
Female	285	0	0%	285	100%	255	150	58.82%	105	41.18%

3. Details of remuneration/salary/wages

a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	30,724,845.5	2	7,350,000
Key Managerial Personnel	5	40,914,378		
Employees other than BoD and KMP	3,774	1,786,724.5	289	1,242,939
Workers	2,194	1,961,201		

Note: BoD & KMP remuneration includes monetary & non-monetary Perks, Employees & Workers other than BoD & KMP include only salary (Fixed & Variable).

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.75%	4.55%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. We have a portal named “REACH” where any form of grievance can be raised and this is further looked into by the Company.

Furthermore, we have an established POSH committee to handle issues pertaining to sexual harassment. Any aggrieved person can raise a complaint via email at mebox@hmil.net.

5. Describe the internal mechanisms in place to redress grievances related to human rights issue.

We have an internal grievance redressal mechanism to address concerns related to human rights. For example, the REACH Online Portal enables employees to report human rights-related grievances directly. Additionally, our Whistleblower Policy provides employees with the option to raise concerns specifically under the human rights category.

6. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	No pending case	1	Nil	No pending case
Discrimination at workplace	0	0		Nil	Nil	Nil
Child Labor	0	0		Nil	Nil	Nil
Forced Labor/ Involuntary Labor	0	0		Nil	Nil	Nil
Wages	0	0		Nil	Nil	Nil
Other human rights related issues	1	0	No pending case	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.33%	0.36%
Complaints on POSH upheld	0	1

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

If an employee experiences or becomes aware of retaliation resulting from a report made, we are expected to promptly notify the Vertical Head – Audit at wb-audit@hmil.net. We ensure the complainant's identity is kept strictly confidential, and the grievance is handled with utmost discretion. We uphold a strict non-retaliation policy to protect individuals who raise concerns. Anyone found engaging in retaliatory behavior or violating this policy will face disciplinary action, which may include termination of employment.

The Company has instituted a robust framework to ensure protection and support for complainants during and after the investigation of harassment complaints. The key mechanisms include:

- **Protection During the Pendency of the Complaint**

  Relocation and Appraisal Safeguards: If the accused is the complainant's supervisor, the Company will consider relocating the complainant and ensure the accused does not conduct performance appraisals.

  Anti-Retaliation Measures: Any form of retaliation, direct or indirect—by the respondent, including coercion, interference, or use of social media, is strictly prohibited. Violations will result in appropriate action by the Internal Committee in consultation with the Employer.

  Third-Party Restrictions: If the respondent is a third party, they will be barred from entering the workplace during the investigation. Employees will be informed, and the Employer will decide on continuing the business relationship.

- **Protection After Conclusion of Investigation Appraisal Restrictions:**

  Regardless of the outcome, the respondent will not be authorized to appraise the complainant's performance.

  Continued Third-Party Restrictions: If the respondent is a third party, they will remain barred from the workplace. Repeat offenses will lead to termination of all relations with the third party.

- **Confidentiality**

  Confidentiality will be maintained to the maximum extent practicable, consistent with the need for investigation and corrective action.

- **Complaint Handling and Inquiry Process Authorized Body:**

  Only the Internal Committee is authorized to receive and investigate complaints.

  Fair Inquiry: The Internal Committee ensures a fair hearing for both parties, adheres to principles of natural justice, and completes the inquiry within three months.

  Disciplinary Action: Findings and recommendations are submitted to the Employer within 10 days post-inquiry for appropriate disciplinary action.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights form an integral part on our supplier onboarding checklist as part of business agreements and contracts. Third-party vendors are required to adhere to our Supplier Code of Conduct which includes guidance on respect for human rights aspects such as non-discrimination, fair wages and benefits, fair working hours, humane treatment, freedom of association, child labor and forced labor.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labor	100%
Forced Labor/ Involuntary Labor	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

NA

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

   There have been no modifications or introductions to business processes as a result of addressing human rights grievances or complaints.

2. **Details of the scope and coverage of any Human rights due diligence conducted.**

   At HMIL, we are committed to upholding human rights as a core aspect of responsible business conduct. Our internal systems are designed to safeguard these rights across all levels of operation.

   We have clearly defined age verification processes while acquiring talent on rolls that results in elimination of applications below 18 years of age. For talent engaged off roll we in addition to the document verification processes have access control procedures at our facilities are structured to prevent the issuance of gate passes to underage individuals.

   We ensure transparency in the disbursement of wages by providing digital and other form of wage slips for those engaged on rolls thus ensuring transparency in pay. We ensure grievances received are promptly addressed. We ensure adherence with various laws of the land by ensuring disbursement of minimum wages as per the respective region and ensure compliance by having a dedicated team to track the same. All employees receive their compensation through direct bank transfers. HMIL also firmly opposes any form of forced labor, and there have been no reported incidents suggestive of coercive employment practices.

   We foster an inclusive environment through our gender neutral POSH policy. We have implemented a comprehensive policy in alignment with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and its associated rules. Internal Committees have been established at all office and plant locations to handle and resolve any grievances related to workplace harassment.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes, the premises and offices of the entity are fully accessible to differently abled visitors in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Facilities such as wheelchairs, ramps, lifts, and accessible washrooms are provided to ensure ease of movement. Additionally, signages and Braille scripts are installed in lifts and washrooms to assist visually impaired visitors. Designated parking spaces for disabled visitors is setup for enhanced accessibility and convenience.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labor	100%
Forced Labor/Involuntary Labor	100%
Wages	100%

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

   There are no significant risks or concerns arising out from the ESG assessment. The average score of our value chain partners is 86% in the ESG assessment.

   Observed Gaps from ESG assessment are rectified and verified during the Review/ subsequent audits.

Business Responsibility and Sustainability Report (BRSR) (Contd.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (GJ)	1,167,485.4	1,012,892
Total fuel consumption (B) (GJ)	0	-
Energy consumption through other sources (c) (GJ)	0	-
Total energy consumed from renewable sources (A+B+C) (GJ)	1,167,485.4	1,012,892
From non-renewable sources		
Total electricity consumption (D) (GJ)	277,547.06	231,634.00
Total fuel consumption (E) (GJ)	490,953.97	571,426.00
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	768,501.03	803,060
Total energy consumed (A+B+C+D+E+F) (GJ)	1,935,986.43	1,815,952
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/INR)	0.0000028	0.0000029
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/USD Million)	0.000057	0.000059
Energy intensity in terms of physical Output (GJ/MT)	2.49	2.38
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment is being conducted by TUV SUD

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	1,343,088
(ii) Groundwater	0	-
(iii) Third party water	1,119,205.00	744,970
(iv) Seawater / desalinated water		-
(v) Others	802,939.15	-
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	1,922,144.15	2,088,058.00
Total volume of water consumption (In kiloliters)	1,637,972.00	2,088,058.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR)	0.000002374	0.0000033
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/USD Million)	0.000048	0.0000678
Water intensity in terms of physical Output (KL/MT)	2.11	2.74
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment is being conducted by TUV SUD.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	284,144	0
(v) Others		
- No treatment	0	10,108
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	284,144	10,108

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, an external assurance has been carried out by TUV SUD.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, our plant based out of Chennai is a ZLD facility. We ensure strict compliance with the operating consent orders issued by the respective State Pollution Control Boards for the management and disposal of treated effluents generated during our plant operations. All our plants adhere to these regulatory frameworks to uphold environmental integrity.

In alignment with these consent orders, several of our manufacturing units have adopted advanced tertiary treatment technologies, including Reverse Osmosis (RO), to recycle treated effluents for reuse in industrial processes. Additionally, we follow an Alternate Liquid Discharge approach, repurposing treated effluents for secondary applications such as toilet flushing and greenbelt development within and around our plant premises.

These initiatives have significantly reduced freshwater consumption by increasing the use of treated effluents. This includes the installation of RO-based tertiary treatment systems and the utilization of treated sewage wastewater to meet process water requirements.

To further enhance water sustainability, we have implemented rainwater harvesting initiatives across our facilities. These efforts will support our external water dependency reduction program.

6. **Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	51.17	10.48
SOx	MT	0.058	
Particulate matter (PM)	MT	61.07	2.43
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	MT	0.025	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment is being conducted by TUV SUD

Business Responsibility and Sustainability Report (BRSR) (Contd.)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format

Parameter	Please specify units	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	29,670.21	28,275.00
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)*	tCO_2e	56,049.53	47,098
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e/INR	0.00000012	0.00000012
Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP) (Total scope 1 and scope 2 GHG emissions / revenue from operations adjusted for PPP)	tCO_2e/USD Million	0.0000025	0.0000024
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/number of vehicles	0.11	0.10
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Scope 2 emissions have been calculated using the location-based method. During the year, through a combination of Solar, PPA, IEX procurement, and I-RECs, the Company's market-based Scope 2 emissions were zero

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, independent assessment is being conducted by TUV SUD

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, We are actively advancing decarbonization across our operations by reducing Scope 1 and Scope 2 greenhouse gas emissions through a multi-faceted approach:

- Optimizing fuel usage in manufacturing processes
- Transitioning from high-carbon-intensity fuels to lower-carbon alternatives
- Implementing energy conservation measures across our facilities
- Accelerating the adoption of renewable electricity

As part of our long-term sustainability strategy, we are committed to achieving 100% renewable electricity for our manufacturing operations by 2025, leveraging open access, the Indian Energy Exchange, and Group Captive renewable energy projects.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	528.65	261.85
E-waste (B)	90.65	14.62
Bio-medical waste (C)	0.0448	23.016
Construction and demolition waste (D)	20,114	
Battery waste (E)	43.52731	
Radioactive waste (F)	0	
Other Hazardous waste. Please specify, if any. (G)	6,725.02	4,555.51
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	77,287.33	76,540.36
Total (A + B + C + D + E + F + G + H)	**104,789.25**	**81,395.36**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR)	0.00000015	0.000000128
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD Million)	0.0000031	0.00000264

Parameter	FY 2025-26	FY 2024-25
Waste intensity in terms of physical output (MT/number of vehicles)	0.14	0.106
Waste intensity (optional) – the relevant metric may be. selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	80,941.805	72,438.50
(ii) Re-used	20,114	
(iii) Other recovery operations	-	8,919.39
Total	**101,055.805**	**81,357.89**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3,683.79	-
(ii) Landfilling	18.68	-
(iii) Other disposal operations	33.39	
Total	**3,735.86**	

Note: The incineration category includes waste paint sludge, waste sealant sludge, phosphate sludge, grinding sludge, and ETP chemical sludge.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment is being conducted by TUV SUD

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We categorize the waste generated from our operations into hazardous and non-hazardous, as well as recyclable and nonrecyclable types. Our waste management practices are governed by the Consent Orders and hazardous waste authorizations issued by the respective State Pollution Control Boards in the regions where we operate. We remain committed to cleaner production, waste minimization, and pollution prevention, while ensuring full compliance with all applicable legal and environmental regulations.

In line with circular economy principles, we prioritize reuse and recycling across our operations. Hazardous waste generated during our processes is safely disposed of through co-processing by vendors Authorized by the Tamil Nadu State Pollution Control Board.

We have adopted innovative measures to reduce the moisture content of Effluent Treatment Plant (ETP) sludge through the installation of sludge drying beds housed within enclosed sheds. These beds are heated using hot water circulated via Concentrated Solar Thermal systems, thereby enhancing waste handling efficiency and reducing environmental impact.

We are also focused on minimizing the use of hazardous and toxic chemicals in our manufacturing processes through design enhancements and the strategic selection of raw materials and technologies. We actively assess the environmental footprint of our vehicles and identify opportunities to improve material circularity.

Additionally, we have implemented initiatives to monitor and reduce Volatile Organic Compound (VOC) emissions from paint operations. These efforts form part of our broader strategy to enhance environmental performance and sustainability across all aspects of our manufacturing activities.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, specify details in the following format.

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

12. Details environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Yes, HMIL complies with all applicable environmental law/ regulations/ guidelines in India				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption, and discharge in areas of water stress (In Kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

i. Name of the area: Sector 29, Gurgaon and Chennai plant

ii. Nature of operations: Corporate Headquarters and Manufacturing Site

iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	650,775	34,182
(iv) Seawater / desalinated water	-	-
(v) Others	802,911	-
Total volume of water withdrawal (in kiloliters)	1,453,686	34,182
Total volume of water consumption (in kiloliters)	1,453,686	34,182
Water intensity per rupee of turnover (Water consumed / turnover) (Kl/INR)	0.000043	0.00000005
Water intensity in terms of physical output (kL/No. of vehicles)	1.87	0.04
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – Tertiary Treatment used for landscaping	-	10,108
Total water discharged (in kiloliters)		10,108

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment is being conducted by TUV SUD.

2. Please provide details of Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	26,557,197*	-
Total Scope 3 emissions per rupee of turnover	Metric tons of CO_2 equivalent/ INR	0.000038	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

***Note:** The Scope 3 greenhouse gas (GHG) emissions disclosed above have been adopted from Hyundai Global's calculations and correspond to the calendar year reporting period. Hyundai Motor India Limited has not independently calculated these emissions for the current reporting period. Going forward, the Company intends to develop its own methodology and calculate Scope 3 emissions independently for future disclosures.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, HMIL has not conducted third party audit for Scope 3

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Heat Recovery System in Paint Shop 2 RTO	Installation of a heat recovery system in the Regenerative Thermal Oxidizer (RTO) to capture and reuse waste heat generated during paint shop operations, improving overall energy efficiency.	Reduced steam consumption & LNG usage by 18931 mmBTU
2	Reuse of RO Reject Water for Cooling Tower makeup	Reutilization of Reverse Osmosis (RO) reject water as cooling tower make-up water, reducing dependence on freshwater sources.	Freshwater savings 8820 KL
3	Energy Efficient Chiller Installation at Paintshop	Deployment of high-efficiency chiller systems to optimize energy consumption in paint shop operations	Reduction in electricity consumption by 1,646 MWh
4	Twin Needle technology for Painting	Adoption of advanced twin needle painting technology to enhance paint transfer efficiency and minimize material wastage	Reduced raw material consumption and waste generation by 41.1 KL
5	Elimination Heating Coil in Engine washing machine by replacing Hi-Tech Coolant	Replaced conventional heating coil system with advanced coolant technology to improve process efficiency and reduce energy consumption.	Power savings by 549.12 MWh
6	Installation of Screw press for hazardous waste	Installation of a screw press for dewatering hazardous waste, reducing moisture content and improving waste handling efficiency.	Hazardous waste reduction by 17% in moisture content

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

HMIL has established multiple layers of control across all processes to prevent disasters. In the unlikely event of a disaster, a comprehensive onsite emergency plan is in place to effectively control the situation. The plan contains possible emergency scenarios, standard operating procedures for handling emergencies, clearly marked emergency escape routes, risk assessments, an organization chart with roles and responsibilities, availability of medical aids etc. It covers a wide range of potential emergencies like fire, gas leaks, natural disasters and medical emergencies.

To further strengthen preparedness, each production shop has its own process-specific emergency plan and a dedicated 24/7 Emergency Response Team. These teams undergo regular training, and mock drills are periodically to assess readiness and ensure effectiveness of disaster mitigation activities. Some of the drills are supervised by the experts from Tamil Nadu Fire and Rescue Service Department.

HMIL is also equipped with fire tenders along with additional emergency rescue tools and kits to manage emergencies effectively. A fire response crew is stationed around the clock to detect and mitigate risks at the earliest stage.

The following infrastructure exists to manage disasters,

- 24/7 control centers at strategic locations
- Onsite Occupational Health Centers (OHCs) and partnerships with nearby hospitals
- Support from the Tamil Nadu Fire and Rescue Services team stationed near the plant
- Fire detection and auto suppression system provision in the critical locations
- Readily available firefighting facilities – extinguishers, hydrants, hose reels and mobile foam tanks

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No significant risks or concerns related to adverse environmental impact were identified during the ESG assessments or the selected onsite due-diligence evaluations conducted across our value chain partners.

As a proactive initiative, we conduct regular training programs to build awareness and enhance supplier capability on environmental impacts and sustainability practices.

Currently, 97% of our value chain partners are certified in ISO 14001, reflecting strong adoption of environmental management systems.

A comprehensive Greenhouse Gas (GHG) assessment conducted by an ISO 17029-accredited third party. The assurance for this assessment is being aligned with ISO 14064-3, all our Value chain's GHG inventory is validated & verified.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

100% of HMIL's tier 1 vendors have been assessed for environmental impacts. We strive to extend the program to select Tier 2 part-supplying vendors, further strengthening our commitment to sustainable supply chain practices.

8. How many Green Credits have been generated or procured:

a) By the listed entity – No, Green Credits are generated or procured by HMIL in FY25.

b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners – Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers / associations: Five

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a body) the entity is a member of / affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Indian Automobile Manufacturers	National
2	Confederation of Indian Industry	National (Southern Region)
3	South India Chamber of Commerce & Industry (SICCI)	State
4	SIPCOT Irungattukottai Manufacturers association (SIMA)	State
5	Madras Chamber of Commerce & Industry	State

2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of Authority	Brief of the case	Corrective action taken
No adverse orders were received from competition authorities during FY 2025-26.		

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	-	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format:**

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

3. **Describe the mechanisms to receive and redress grievances of the community:**

Community members regularly engage with our CSV managers and plant-level teams, primarily regarding CSR-related initiatives. They are advised to formally submit their requests in writing to the Hyundai Motor India Foundation (HMIF) for further evaluation. Issues pertaining to Panchayati Raj Institutions (PRIs) and local governance are managed by the Corporate Affairs team.

We maintain ongoing community engagement through field visits, regular interactions, and impact assessments, enabling us to effectively capture and integrate community feedback into our programs.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Category of input material	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	3.98%	1.73%
Directly sourced from India	83%	82.00%

Note: The sourcing data only pertain to sourcing of parts and material

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi-Urban	68.83	66.75
Urban	1.32	1.26
Metropolitan	29.85	32

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh	Shravasti	1,859,988
2	Uttar Pradesh	Bahraich	3,189,989
3	Uttar Pradesh	Chitrakoot	3,189,988
4	Maharashtra	Gadchiroli	30,000,000
5	Kerala	Wayanad	3,300,000
6	Jammu and Kashmir	Baramulla	2,300,000
7	Jharkhand	East Singbhum	1,330,000
8	Gujarat	Narmada	3,200,000
9	Himachal Pradesh	Chamba	2,300,000
10	Uttarakhand	Haridwar	3,630,000
11	Uttarakhand	Udham Singh Nagar	1,980,000
12	Haryana	Mewat	650,000

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No.

b. From which marginalized /vulnerable groups do you procure?

NA

c. What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
	Nil	

6. **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	1,862,223	100
2	Skill development	5,102	100
3	Environment	12,220	100
4	Others	656,261	100

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Hyundai Motor India Limited provided comprehensive and up-to-date information regarding its products & services is readily accessible through a variety of digital platforms. The primary source of information is the official corporate website Hyundai Contact: Smart Connect with Helpline Number, Email, Enquiry & Feedback | Hyundai India, Toll Free No: 1800-11-4645 which provides detailed insights of our products and service.

Furthermore, our mobile application my-Hyundai is also available for our registered customers which enables them to manage services and receive real-time updates and product information. These channels collectively ensure transparency, accessibility, and continuous engagement with all customers.

Upon receiving of a feedback /support request of product & Service, the matter is then referred to the appropriate authorized channel partner, who will contact the customer directly to facilitate support in accordance with HMIL's policies and procedures.

2. **Turnover of products and / services as a percentage of turnover from all products/ service that carry information about**

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3. **Number of consumer complaints in respect of the following:**

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive trade practices	0	0	Not Applicable	0	0	Not Applicable
Unfair trade practices	0	0	Not Applicable	0	0	Not Applicable
Others	22,775	25	25 Voice of Customer cases are currently in WIP stage and shall be resolved on priority.	26,947	3	All 3 Pending complaints for Last FY are closed.

4. Details of instances of product recalls on accounts of safety issues

	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

We have established a comprehensive Cyber Security and Data Privacy Policy framework, which is internally hosted and accessible to all employees through the Employee Self-Service (ESS) portal. Due to the sensitive nature of the policy, it is not disclosed on public or external platforms, thereby ensuring the highest standards of information security and confidentiality.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

No adverse orders were received from relevant government authorities during FY2025-26.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: 0%

c. Impact, if any, of the data breaches: NA

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

HMIL provides comprehensive and up-to-date information about its products and services through a variety of channels & digital platforms.

- Details of our products and services can be found on this link Hyundai Contact: Smart Connect with Helpline Number, Email, Enquiry & Feedback | Hyundai India
- The Toll-Free Number: 1800-11-4645 provides direct access to product and service-related support.
- The myHyundai mobile application, available for registered customers, allows users to manage services, track realtime updates, and access personalized product information.

These channels/platforms ensure transparency, accessibility, and continuous engagement with our customers. Upon receiving a feedback or support request related to products or services, the issue is promptly referred to the appropriate authorized channel partner for providing further assistance to our valued customers in line with HMIL's policies and procedures.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Hyundai Motor India Limited offers comprehensive owner's manuals with each vehicle, guiding users on safe and responsible operation.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Hyundai Motor India Limited (HMIL) displays the product information to ensure transparency, customer awareness, safe & responsible usage of product which is provided through owner manual (digitally downloadable using myHyundai App & Corporate website). Some information include safety reminders (e.g., airbag warnings, child lock usage), fuel type indicators, tire pressure guidelines, and electric vehicle charging instructions are providing through body – sticker & electronic display. These stickers and digital display are strategically placed to ensure visibility and practical utility for users.

HMIL conducted structured consumer satisfaction surveys in Sales & Service across its major product lines and major operational geographies. The surveys were designed to assess customer experience, delight and brand loyality. An essential parameter, HMIL gauges service operations are customer complaints per 1,000 vehicles serviced (CC/1,000) in service operations. HMIL gauge customer Experience through internal and external measurement which includes offline and online survey methodology. These surveys and CX parameters define the satisfaction level and give us the scope of improvement. The Company continuously monitors customer feedback and ensures timely implementation of countermeasures by HMIL network.

Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153252673**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Hyundai Motor India Limited, Plot no. C11& C11A, City Centre. urban estate, sec-29, Gurugram, Haryana 122001**(hereinafter "Company") for the period from 01-04-2025 to 31-03-2026.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **Hyundai Motor India Limited,** in reference to:

BRSR and BRSR Core – Consolidated framework for ESG disclosures, assessment or assurance and value-chain disclosures under Chapter IV-B of the SEBI Master Circular for compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Ref. No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2026 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations

- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	**Hyundai Motor India Limited**	Headquarters: Plot no. C11& C11A, City Centre. urban estate, sec-29, Gurugram, Haryana 122001
2		Plot no. H-1, SIPCOT industrial park, Irrungattukottai, Sriperumbudur Taluk, Kancheenpuram district, Tamil Nadu - 602117
3		Plot no A-16 MIDC Talegaon, Industrial area, Phase -2 expansion, tehsil- Maval, Pune district, Maharashtra, Pune-410507

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during **22-04-2026 to 15-06-2026**, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-26 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date: Gurgaon, 30.07.2026

SD/-

Name: Prosenjit Mitra

General Manager- Verification, Validation and Audit

Management System Assurance

SD/-

Name: Prarthana Chand

Verification Team Leader, TÜV SÜD

Management System Assurance

Business Responsibility and Sustainability Report (BRSR) (Contd.)

Annexure I

S.No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) foot-print Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive Waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9