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HYUNDAI GLOVIS

Charitable contributions & sponsorship Policy

2023. 9.

Enacted in 2019.07
1st revised in 2020.07
2nd revised in 2023.09

I. Management

1. Charitable donations must comply with the following conditions.
 - 1) Compliance with relevant laws and regulations.
 - 2) Not for the purpose of receiving business advantages through improper means.
 - 3) Conducted via proper charitable organizations and strictly for charitable purposes.
2. Sponsorships cannot be provided without the formal approval of a decision-maker with relevant authority.
3. No worker under the employment of the company shall provide monetary payments, or other such donations, to a political party, political entrants, or political candidates.
4. Donations and sponsorships linked to, or arising from, auctions, bidding, contract renewals, or future business relationships are strictly forbidden. Further, we shall not provide charitable donations or sponsorship contracts in such a way that we receive favorable terms from relevant organizations or subsidiaries (related parties)
5. Social Contribution Council
 - It is formed to establish a cooperation system between organizations related to social contribution across the company. It presents opinions on new/existing social contribution projects to the Business Cooperation/CSR team and operates social contribution projects by disseminating agendas discussed in the council within each organization.

II. Mandatory items

1. All donations and sponsorships must be reviewed to confirm alignment with our ethical policies, such as our Anti-Bribery and Corruption Policy.
2. All donations and sponsorships shall be reported to, and approved by, the relevant decision-maker.
3. All employees are responsible for reading, understanding, and complying with this policy, and shall not conduct any activities that violate, or might violate, this policy.

4. Employees who violate this policy may be subject to disciplinary action. Violations that are considered gross misconduct may result in termination of employment.
5. This policy is managed in alignment with Hyundai Steel's Anti-bribery and Corruption Policy, Donations, Invitations and Hospitality Policy, Conflict of Interest Policy, Procurement Policy, and Code of Ethics.

III. Responding to external sponsorship requests

- Regarding matters that are not currently being planned/operated by the company from external stakeholders such as the government/local government/public institutions/civic groups/community, when a simple sponsorship request is received
- Securing transparency in the company's social contribution projects by responding to business proposals and sponsorship requests from external organizations in accordance with appropriate procedures and external credibility must be improved.