

HMMC's Internal reporting system

Our company (HMMC), as an obliged entity pursuant to Act No. 171/2023 Coll., on the protection of reporting persons (the "Act"), has established an internal reporting system for receiving reports from natural persons (hereinafter as "Reporting person") of possible unlawful conduct within the meaning of Section 2 of the Act (hereinafter as "Report").

HMMC also receives Reports from persons who do not perform work or other similar activities for HMMC as defined in section 2(3)(a), (b), (h) or (i) of the Act.

We encourage anyone who has encountered conduct that they believe may be in violation of the HMMC Code of Ethics or the legislation and that is or may be related to HMMC to report such fact or suspicion using the contacts listed below.

Types of Reports not entitled to protection under the Act (Section 3 of the Act)

HMMC also receives and investigates anonymous reports. However, **we are not required** to deal with such reports within the time limits and in the manner set out in the Act. **Protection** under the Act is only available to a person initially reporting anonymously **once his or her identity is disclosed to a person who might expose the Reporting person to retaliation.**

We give due consideration to all suggestions and complaints even if they are not Reports within the meaning of the Act, although we are not required to deal with them within the time limits and in the manner prescribed by the Act.

Knowingly false Reports, i.e., Reports of information that the Reporting person had no reasonable grounds to believe was true, are excluded from protection. The Reporting person does not have to be absolutely certain that the reported conduct has actually occurred, is occurring or is expected to occur in the future, but the truth of the information reported must be indicated by the circumstances.

Methods of reporting

1. Reporting via the **HMMC internal reporting system**

Report may be made in writing or orally (in person or by telephone), including via the web form below. If the Reporting person so requests, the competent person must receive the Report in person within a reasonable time, but no later than 14 days from the date of the Reporting person's request.

2. Reporting to the **Ministry of Justice**

Report may be made orally or in writing. If the Reporting person so requests, designated person must receive the Report in person within a reasonable time, but not later than 14 days from the date the Reporting person so requests.

Recording of oral Reports

An audio recording or written record shall be made of an oral Report which accurately captures the substance of the oral Report. An audio recording of an oral Report may be made only with the consent of

the Reporting person. The competent person shall give the Reporting person an opportunity to comment on the recording or transcript of the audio recording, if made; the Reporting person's comments shall be attached to the recording or transcript.

Designated persons and contact details

In accordance with Sections 9(1) and 10 of the Act, HMMC has designated the following competent persons to carry out activities pursuant to Section 11 of the Act:

David Valenta, Head of Legal Department
compliance@hyundai-motor.cz, + 420 596 141 603

Karel Foldyna, Member of Legal Department
compliance@hyundai-motor.cz, + 420 596 141 606

Prokop Maria Plawny, Member of Legal Department
compliance@hyundai-motor.cz, + 420 596 141 604

Ctirad Václavínek, Head of Employee Relations Department
compliance@hyundai-motor.cz, + 420 596 141 410

Aleš Spáčil, Member of Employee Relations Department
compliance@hyundai-motor.cz, + 420 596 141 422