

GLOVIS CANADA, INC.
(the “Corporation”)

RESOLUTION OF THE BOARD OF DIRECTORS

2024 FEDERAL MODERN SLAVERY REPORT

WHEREAS the Corporation must submit a report to the federal Minister of Public Safety and Emergency Preparedness (the “Minister”) under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) no later than May 31, 2024;

AND WHEREAS for purposes of complying with this reporting obligation in calendar year 2024, management has prepared and presented to the Directors the report attached to this resolution as Appendix A (the “2024 Report”);

NOW THEREFORE BE IT RESOLVED THAT:

1. the Directors hereby confirm that the 2024 Report accurately describes the operations of the Corporation and that the policies and practices addressed in the 2024 Report apply to, or are generally consistent with, policies and practices of the Corporation;
2. the Directors hereby approve the 2024 Report for submission to the Minister; and
3. any one director or officer of the Corporation is hereby authorized and directed to sign the attestation of the 2024 Report in accordance with section 11(5) of the Act, and to do all acts and things and to execute or cause to be executed, either under the corporate seal of the Corporation or otherwise, all such instruments, agreement and documents as in his opinion may be necessary or desirable to give effect to the foregoing.

The undersigned, being all of the directors of Glovis Canada, Inc., hereby sign this resolution this 21th day of May 2024.

Jihoon Oh

Jihoon Oh

Won Kim

Seung Won Kim

Danny Yoo

Seung Yeul Yoo

Appendix A

2024 FEDERAL MODERN SLAVERY REPORT

Glovis Canada, Inc.

Report on Measures to Prevent and Reduce the Risk of Forced and Child Labour in Supply Chains

I. INTRODUCTION

This is the first report of Glovis Canada, Inc. (“GCI”) under the *Fighting Against Force Labour and Child Labour in Supply Chains Act* (the “Act”). GCI supports the objectives of the Act and is committed to supporting and implementing responsible and sustainable business practices. This report, for the fiscal year ending December 31, 2023, sets out the information required by Act and affirms our plans to implement and further develop appropriate measures to combat forced and child labour in our supply chains.

II. GLOVIS STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

a. Structure and Activities

GCI is a corporation incorporated under the *Canada Business Corporations Act* under Corporation Number 722161-4. Its Business Number is 852195866RC0001. As of April 2024, we have a total of 35 employees, all of which are located in Canada.

GCI is a subsidiary of Hyundai Glovis Co., Ltd., a logistics company headquartered in Seoul, South Korea, and part of the Hyundai Motor Group of companies. Hyundai Glovis Co., Ltd. is listed on the Korea Exchange (KRX: 086280). The Hyundai Motor Group companies (collectively, “Hyundai Motor Group”) includes Hyundai Motor Company, a public company listed on the Korea Exchange and London Stock Exchange (KRX: 005380; LSE: HYUD) and headquartered in South Korea. More information on our company is available at: <http://canada.glovis.net/English/Contents/View.aspx?m=37>.

GCI's business is divided into two main sections: Vehicle Operations and Third-Party Logistics (“TPL”). GCI's Vehicle Operations are related to port processing, rail transport, storage and trucking for two automotive manufacturing plants in the United States (Hyundai Motor Manufacturing Alabama, LLC (HMMA) and Kia Georgia, Inc. (KaGA)), and South Korea-produced Hyundai and Kia brand vehicles coming through the Port of Vancouver to all the dealerships in the country.

In the TPL segment of the business, we categorize our services into Ocean, Inland, and Air transportation. For Ocean Transportation, GCI occasionally provides services to Canadian customers, primarily transporting steel products from Korea to both Eastern and Western Canada. Inland Transportation includes border crossing services from Mexico to Canada for electronic appliances, flatbed transport from Vancouver to Alberta for steel pipes, and local drayage services involving container pickups, live unloading, and empty container returns. Lastly, Air Transportation

is available, though GCI typically does not have regular air movements and operates on a spot basis, mainly for imports and exports from Korea to East Asian countries.

During the reporting period, GCI was also involved in the business of purchasing and selling used vehicles. We purchased used vehicles at auctions in Canada and sold them in both Canada and the United States. For this line of business, we engaged a third party vendor to handle the transportation of vehicles within Canada and the United States. We discontinued our used vehicle business in February 2024.

b. Supply Chain

The supply chain related to our used vehicle business involved purchasing used vehicles at various auctions in Canada. The vehicles were of a variety of well-known makes and models, and included multiple model years. We have not mapped the supply chain associated with these vehicles beyond the auctioneers and the consigners from which we purchased. These auctioneers are well-known and reputable companies based in Canada.

As to our other activities, these involve primarily the delivery of services relating to the importation and transportation of the Hyundai and Kia vehicles manufactured in the U.S. and South Korea. In vehicle operations, we do not act as the importer and title to the vehicles remains with our customers. We act as a service provider for these customers. GCI's assets in Canada are limited to its Warehouse Management Systems implemented as software and a warehouse with office furnishing and supplies for our employees.

III. POLICIES AND PROCEDURES IN RELATION TO FORCED AND CHILD LABOUR

GCI is required to report to our parent company headquarters in South Korea every quarter on ESG matters, including environmental, societal, ethical, labour, diversity, and supply chain management issues. Our parent company continuously monitors our compliance with any relevant applicable ESG regulations and rules.

In connection with the Kia and Hyundai brand vehicles the importation of which we facilitate, we refer to the reports under the Act that we expect Kia Canada and Hyundai Canada will be filing (or have already filed).

In addition to the group-level policies we follow, GCI has a number of internal policies and practices in place for our employees, including our Code of Conduct, which sets out the ethical business conduct principles with which all our employees must comply. Other relevant policies we have adopted include policies on Health and Safety, Workplace Violence Prevention, among others.

IV. RISK ASSESSMENT, MANAGEMENT AND MITIGATION

The Hyundai Group recognizes that the automotive supply chains have a risk of forced labour and child labour. At present, GCI's activities are limited to the services outlined above in

connection with U.S. and South Korea-made Hyundai and Kia brand vehicles. Both these global automotive manufactures have robust forced and child labour risk management programs. GCI relies on these programs to mitigate the risk of forced and child labour in the supply chain that supports the manufacturing of the vehicles and parts that we handle.

We consider the risk of forced and child labour in the Hyundai and Kia supply chains to be low. As a distributor of vehicles, we rely on both Kia and Hyundai Groups to assess risks of forced and child labour in the production of vehicles.

V. EFFECTIVENESS OF OUR ACTIONS

Given our role providing logistics support to the distribution of the Hyundai and Kia brand vehicles, there is limited scope for us to deploy supply chain risk mitigation/management measures, or to measure their effectiveness. With respect to reporting on the effectiveness of their actions, we refer to Hyundai Motor Company's ESG Policies and ESG Assessment Ratings available online at <https://www.hyundai.com/worldwide/en/company/sustainability> and to Kia Canada Inc.'s report under this Act and Kia's sustainability resources available online at <https://worldwide.kia.com/int/sustainability>.

VI. REMEDIATION MEASURES

We have not identified any incidents of forced or child labour in our supply chains. As such, we have taken no related remediation measures and, therefore, have not taken any steps to mitigate any negative effects on vulnerable families of remediation measures. In the unlikely event an incident should arise, we are committed to taking appropriate remediation measures and assisting vulnerable families.

VII. TRAINING

GCI provides training sessions for all new employees, which include onboarding and familiarization with key policies and practices. This training aims to ensure new hires understand the principles to which they must adhere, and the ethical business conduct we expect of them. Topics covered include Health and Safety, Workplace Violence Prevention, Code of Conduct, Business Ethics, among others.

APPROVAL & ATTESTATION

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Glovis Canada, Inc. I attest that the report has been approved by the board of directors and that, based on my knowledge and having exercised reasonable diligence, the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signature:	
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Name: Seung Won Kim

Title: Chief Financial Officer

Date: May 21, 2024

I have the authority to bind Glovis Canada, Inc.