

# 『HYUNDAI MOBIS BUSINESS PARTNERS CODE OF CONDUCT』

## INTRODUCTION

Hyundai Mobis, seated at Seoul, Gangnam-gu, Teheran-ro, Yeoksam-dong, 203, South Korea, ID: 110111-0215536 (hereinafter only as "Hyundai Mobis"), strives to bring about positive changes in society and fulfil the dreams of people through mobility innovation.

Hyundai Mobis has the ability to lead the market with innovative minds and technologies. We also aim to accomplish our roles and responsibilities as a reliable partner and a global leader. We are committed to creating a sustainable future through a transparent and ethical management environment. Hyundai Mobis has adopted a variety of compliance-strengthening procedures to establish an ethical management system and to nurture a compliant culture. The Business Partners Code of Conduct was created to memorialize and inherit the Company's long-standing commitment to compliance management as well as to establish and maintain a sustainable supply chain by cooperating with our business partners.

Hyundai Mobis expects all our business partners to adopt the requirements of the Business Partners Code of Conduct, as well as implement the relevant laws and internationally recognized environmental, social and governance standards (ESG Standard) into their business. We also encourages our business partners to apply sustainable purchasing policies to their business partners.

As a responsible corporate citizen, Hyundai Mobis believes that by complying with this Business Partners Code of Conduct, we will earn and maintain the utmost trust from our clients, business partners and local communities as well as achieve long-term prosperity in the industry.

## HUMAN RIGHTS AND LABOR

### Principle

Business partners must respect and protect the human rights of everyone concerned. Unfair discrimination is prohibited and business partners must comply with their country's respective international human rights standards, norms, and labor laws, including the United Nations Universal Declaration of Human Rights (UDHR).

### Human Rights Protection Policy

Business partners should respect universally recognized human rights in the course of all business endeavors and when providing products and services. Both the UDHR and Hyundai Mobis' Human Rights Protection Policy strictly prohibits labor exploitation and involuntary employment. This includes all inhumane acts such as forced labor resulting in mental and physical restraints, child and adolescent work, slavery, and human trafficking. These principles not only apply to our business partners and their employees, but also to everyone involved in our partners corporate activities, including any companies that our partners deal with.

### Compliance with Labor Relations Laws

Business Partners must not compel their employees to work against their free will, and should guarantee freedom of association and collective bargaining rights under the labor relations laws of each jurisdiction. Employees shall not be placed at a disadvantage for joining, forming, or engaging in labor unions.

All business partners must comply with the relevant standards set in each country regarding employment and termination, working hours, minimum wage, overtime pay, social insurance coverage, breaks and holidays.

### Prohibition of Discrimination

Business partners should strive to create an inclusive working environment where the diversity of employees is duly respected. In the course of employment, no one should be discriminated against for any reason. These reasons include race, color, religion, age, gender, marital status, nationality, political views, social status, or disabilities. In addition, no one should be subject to unfair discrimination pertaining to employment or working conditions, such as salary, benefits, promotion, or disciplinary actions.

## SAFETY/HEALTH

### Principle

Business partners shall comply with all health laws and regulations of each country and should do its best to maintain a safe workplace environment for all employees. For safety reasons, all potentially hazardous practices or conditions must be reported to the manager. The manager should immediately implement the necessary healthy and safety measures against the hazardous circumstances and make efforts to prevent recurrence.

### Industrial Safety

Business partners shall proactively prevent and manage risks. Appropriate prevention measures should be implemented and kept up to date for risks such as hazardous substances and excessive noise and dust. In addition, safe working environments should be provided to all employees through appropriate risk prevention measures, safety rules, training and by providing the necessary protective equipment.

### Prevention of Industrial Accidents and Diseases

Business partners should implement procedures and systems for employees to report major issues in order to prevent industrial accidents and occupational diseases. The system should also have effective mechanisms to resolve these issues as well as take preventative measures for the future.

### Sanitation Management

Business partners should provide their employees with sanitary restrooms, clean drinking water and hygienic areas for food preparation, storage and dining. In addition, employee dormitories must be safe and clean and employers need to provide emergency exits, air conditioning, heating and ventilation.

## ENVIRONMENT

### Principle

Business partners should comply with all laws and international agreements regarding environmental protection. Business partners should conform to their environmental responsibility by taking preventive measures, as well as attempting to develop environmentally friendly technologies to minimize the environmental impact of their business activities.

### Environmental Regulation Compliance

Business partners should follow regulatory requirements concerning environmental issues, such as the use of resources, waste treatment, and use of potentially harmful materials. Environmental laws should be complied with by implementing active measures to preserve the environment through sound production activities and business operations.

## Pollution Prevention and Saving Resources and Energy

Business partners should strive to improve their production processes and materials used throughout all aspects of their business to become more environmentally friendly.

## Management of Environmental Impact Materials

Business partners shall identify and monitor all chemicals that may potentially cause environmental damage in their course of business including in their designated waste, storage and transport. These hazardous chemicals shall be disposed of properly in accordance to relevant regulations. In addition, if any hazardous materials are leaked due to a disaster or accident, employees should immediately report the incident to the person in charge of environmental management and related agencies.

# ETHICS

## Principle

Business partners are committed to complying with all applicable anti-corruption laws and anti-bribery regulations in any country the business is conducted in. The business partners should not seek, demand, offer, promise to offer or receive any form of improper benefits. In addition, business partners shall pursue fair competition, comply with all applicable antitrust, intellectual property, data protection and fair trade laws and regulations.

## Anti-corruption

All transactions conducted must be accurately recorded in the ledger. Business partners are prohibited from providing and receiving any business-related bribes or rebates. All employees should comply with the U.N. Convention against Corruption and other applicable anti-corruption regulations. Any undue influence on government employees is prohibited by all business partners and their employees.

## Fair Trade

Business partners shall not engage in any cooperative or collusive actions that unfairly restrict competition. Appropriate fair trade laws must be complied with to avoid any unfair profit-seeking activities.

## Intellectual Property and Personal Data Protection

Business partners will protect all intellectual property rights and information pertaining to Hyundai Mobis. In addition, the personal data of employees and stakeholders must always be protected in line with relevant regulations. This is especially pertinent when collecting, storing, processing or sharing personal data.

## Retaliation Prohibition and Identity Protection

Business partners shall establish systems for employees to anonymously and confidentially report unethical violations. In addition, informers shall not be penalized for reporting any violations and retaliation against any employee who reports or complies with an investigation is strictly prohibited.

# RESPONSIBLE SOURCING

## Principle

Under Article 1052 of the U.S. Financial Regulatory Reform Act, business partners who are required to comply with the conflict minerals regulations should clearly identify the sources of the raw materials distributed throughout their supply chain. In particular,

business partners must guarantee that the raw materials used are not from conflict zones or obtained from countries that provide direct or indirect financial support in this regard.

### Conflict Minerals

Conflict minerals refer to major minerals produced in conflict-ridden countries, such as the Democratic Republic of Congo (DRC). Conflict minerals include columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten) and any derivatives of the mentioned minerals. Funds from selling conflict minerals may directly or indirectly fund local militants and human rights abuses during the mining process. Hyundai Mobis complies with the laws of the countries concerned regarding the use of conflict minerals based on the 'OECD Due Diligence Guidance'.

Business partners of Hyundai Mobis who may perform work associated with conflict minerals must comply with the relevant regulations and obligations. The business partners must obtain and trade with smelters who have also obtained a Conflict Free Smelter (CFS) certification. If necessary, Hyundai Mobis may request evidence of the certification to verify the country of origin of the goods delivered. Hyundai Mobis may also take necessary actions on business partners if the supply chains are not compliant to the relevant regulations and the Business Partners Code of Conduct.

## MANAGEMENT SYSTEM

### Principle

Business partners shall adopt the Partner Management System of Hyundai Mobis. This includes complying with the relevant regulations and provisions under the Business Partners Code of Conduct, as well as implementing an effective management system to minimize risks.

#### 1. Declaration of Will to Compliance

Management employees are responsible for enforcing the Business Partners Code of Conduct and spreading the will of compliance throughout the relevant companies and people.

#### 2. Law and Customer Requirements

Business partners should establish procedures to comply with relevant laws and regulations, customer requests and the Business Partners Code of Conduct.

#### 3. Risk Assessment and Management

Business partners should establish procedures to identify and manage risks of human rights and labor, health and safety, environment, ethics, and other possible compliance issues.

#### 4. Improvement Goals

Business partners should establish goals regarding human rights, labor, health and safety, environment, ethics and other compliance issues. The progress of these goals should be periodically evaluated to check the status of their achievements.

#### 5. Trainings and Communication

Business partners should implement employee training programs to share precise information about the Business Partners Code of Conduct and other relevant regulations. This includes details of each policy and the performance expected from employees, suppliers and customers.

#### 6. Employee Feedback and Improvements

Business partners should assess their employees understanding of the Business Partners Code of Conduct, receive relevant feedback and resolve violations to pursue continuous improvement.

#### 7. Documentation and Record

Business partners should prepare, manage and record documents according to the relevant regulations and internal security policies.

#### 8. Responsibility of the Business Partners

Business partners should also require their subcontractors to comply with this Business Partners Code of Conduct and regularly assess their compliance.