



MOBIS PARTS MIDDLE EAST FZE

Code of Conduct for Business Partners

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Code of Conduct for Business Partners - Mobis Parts Middle East

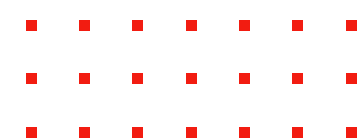
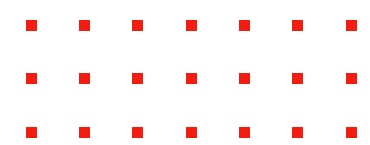


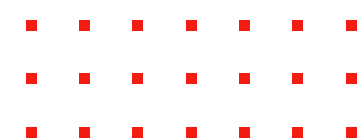
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Overview

- A. Purpose of the Code of Conduct
- B. Target of Code of Conduct
- C. Roles and Responsibilities of Business Partners



Overview

A. Purpose of the Code of Conduct

MPME upholds compliance management as key to ethical and sustainable operations, establishing a Supply Chain Code of Conduct for all business partners. This Code aligns with laws and regulations, including those on anti-corruption, sanctions, forced labor, safety, health, and fair trade, and promotes best practices in ethics, environment, labor/human rights, safety, and management systems.

Based on Drive Sustainability's Global Automotive Sustainability Practical Guidance and the Responsible Business Alliance Code, it integrates ESG trends, human rights, and environmental supply chain laws, such as the EU Sustainability Due Diligence Directive. Where conflicts arise, local laws take precedence. The Code will evolve with domestic and global industry trends to foster respect, mutual growth, and compliance across the supply chain.

B. Target of Code of Conduct

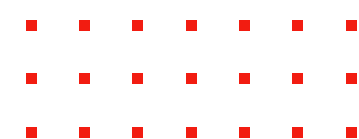
All MPME business partners that signed a contract to supply goods and services or concluded other contracts with MPME shall comply with the Code of Conduct. MPME business partners shall recommend the whole supply chain such as their suppliers (sub-suppliers) to comply with the Code of Conduct.

C. Roles and Responsibilities of Business Partners

MPME business partners shall consider suggestions from the Code of Conduct when they make a managerial decision-making and operate their business. MPME and third-party agencies commissioned by MPME may conduct a due diligence on MPME business partners to inspect their compliance. MPME may have the right to recommend improvements on identified risks as a result of the inspection, and MPME business partners will formulate and perform a risk handling plan after mutual discussion. Compliance with this

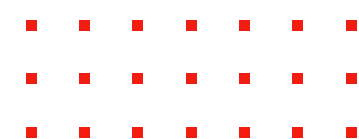
Compliance with this Code of Conduct may be a key criterion in the selection and ongoing engagement of MPME business partners. Any business partner that violates this Code and fails to implement appropriate corrective actions may be subject to review by the MPME Partner Sanction Committee and may face sanctions in accordance with applicable policies and regulations.

The Code of Conduct does not state all the obligations that MPME business partners should implement, and may be regularly supplemented and revised to establish a sustainable supply chain. The Code of Conduct is available on the website of MPME and for more information, it is possible to inquire to the relevant department. Furthermore, MPME will support members of MPME business partners that they can fully understand the Code of Conduct as we provide accessible, optimal channels (voice, image, written, etc.) and types (Korean, Arabic, and English version) of it, and help the partners deliver the purpose of the Code of Conduct to their suppliers (sub-suppliers).



Ethics

- A. Transparent Management and Anti-corruption
- B. Prevention of Conflict of Interest
- C. Protection from Unfair Trading
- D. Prevention of Counterfeit Parts
- E. Compliance of Restriction on Exports and Economic Sanctions
- F. Protection of Information
- G. Protection of Intellectual Property
- H. Responsible Purchasing of Materials



Ethics

A. Transparent Management and Anti-corruption

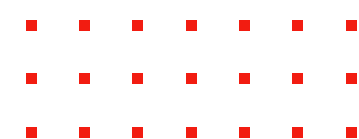
1. Executives and employees of MPME business partners shall comply with all the relevant laws and regulations and maintain a high level of integrity in each country where they carry on their businesses.
2. Executives and employees of MPME business partners shall not abuse their position or authority to engage in, request, facilitate, or abet any form of bribery, corruption, coercion, embezzlement, solicitation of improper benefits or favours, money laundering, or any other unlawful or unethical conduct. They shall also refrain from making unreasonable or coercive demands, including those based on intentionally finding or creating faults.
3. MPME business partners shall prepare internal procedures that manage suspicious transactions, and strive to protect whistleblowers against unfair measures on grounds of report.
4. MPME business partners shall not make unreasonable demands on recruitment fee or commission to workers in each workplace.

B. Prevention of Conflict of Interest

1. A conflict of interest refers to any situation in which an employee's personal interests - such as financial interests, family relationships, or other private relationships - interfere with, or appear to interfere with, the employee's ability to exercise objective and fair judgment in pursuing the company's interests and fulfilling its social responsibilities. This includes any activities relationships, or investments that may compromise the objectivity of an employee's decision-making or their duty of loyalty to the company.
2. MPME business partners shall perform their business with sense of responsibility according to respective operational rules.
3. Executives and employees of MPME business partners shall not promise, propose, approve, offer a bribe to another person with the intent of obtaining inappropriate benefits. In this regard, any acts of being offered benefits personally from a third party or being caused damage to the company are also unacceptable.

C. Protection from Unfair Trading

1. MPME business partners shall comply with fair trade laws/ regulations and standards of each country where they carry on their business.
2. MPME business partners shall not hinder fair competition through unfair transactions such as abuse of market dominant positions or superior positions.
3. MPME business partners shall pay to sub-suppliers on a settlement day in the transaction contract, and not make adjustment by the reduction of amount discretionally.
4. MPME business partners shall not agree to actions that unfairly set limits to competitions over price, supplies, and trading areas/conditions of products or services with other business operators.
5. MPME business partners do not obtain information by unlawful means from competitors, suppliers (sub-supplier) or other agencies, and shall not disclose information that a company or a third party acquires fraudulently.



Ethics

D. Prevention of Counterfeit Parts

1. MPME business partners shall not produce, use, purchase, or sell any unapproved or counterfeit raw materials or parts.
2. MPME business partners shall regularly verify that no counterfeit raw materials or parts are used or manufactured within their operations. If any such activity is identified, it shall be immediately reported to the relevant government authority or client companies.
3. MPME business partners shall ensure that all raw materials and parts they produce are used, supplied, and distributed strictly in accordance with contractual terms and their intended business purpose.

E. Compliance of Restriction on Exports and Economic Sanctions

1. MPME business partners shall comply with international laws and regulations relating to restriction on exports and economic sanctions by each country.
2. MPME business partners shall not engage in trade with

any countries, regions, corporations, groups, or individuals that are subject to export restrictions or economic sanctions by relevant authorities.

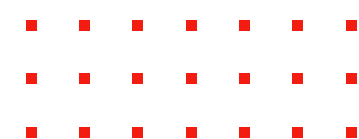
3. MPME business partners shall ensure compliance with all laws and regulations related to export restrictions and economic sanctions, and shall cooperate with MPME in providing information necessary to assess the current compliance status.

F. Protection of Information

1. MPME business partners shall not disclose any trade secrets or confidential information of MPME, client companies, or suppliers (including sub-suppliers), and shall not store or retain work-related information without prior permission or approval.
2. MPME business partners shall collect and use personal information only within the defined purpose, scope, retention period, and usage period, and shall obtain prior consent before making any changes to these conditions.

G. Protection of Intellectual Property

1. MPME business partners shall respect the intellectual property rights of MPME, client companies, and suppliers (including sub-suppliers). They shall take appropriate measures to protect such intellectual property and to monitor for any potential infringement of MPME intellectual property rights and their own rights.



Ethics

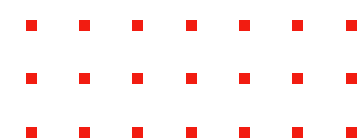
H. Responsible Purchasing of Materials

1. MPME business partners shall comply with obligations related to the use of "conflict minerals"[1] and "responsibly sourced minerals"[2] in accordance with the "OECD Due Diligence Guidance" and the applicable laws of relevant countries, including adherence to sourcing from smelters certified under the Responsible Minerals Assurance Process (RMAP) or an equivalent certification program.
2. MPME business partners shall establish processes to identify the countries and regions supplying raw materials, parts, and components that are directly or indirectly used in the manufacture of products delivered to MPME at any stage of the supply chain.
3. MPME business partners shall ensure that raw materials, parts, and/or components supplied at any stage of the supply chain are not produced, directly or indirectly, through forced labor.
4. MPME business partners shall establish processes to identify the countries of origin and the smelters of all minerals contained in their products, including conflict minerals and responsible minerals such as tin, tungsten, tantalum, and gold.
5. MPME business partners shall endeavour to assess[3] social and environmental risks, including serious human rights abuses, ethical violations, and adverse environmental impacts, in the countries of origin and at the smelters of minerals and raw materials, in accordance with the applicable processes.
6. Where primarily dealing with minerals and raw materials, MPME business partners shall independently verify that such materials are not associated with human rights abuses, ethical violations, or adverse environmental impacts during their extraction and processing, or shall endeavour to obtain certification from recognised external bodies.

[1] It refers to the minerals, such as tin, tantalum, tungsten, and gold, unethically produced in and distributed from conflict regions in Africa (10 countries including DR Congo, the Central African Republic, South Sudan, Uganda, Burundi, Tanzania, Zambia, Angola, etc.) through human rights abuses or environmental destruction.

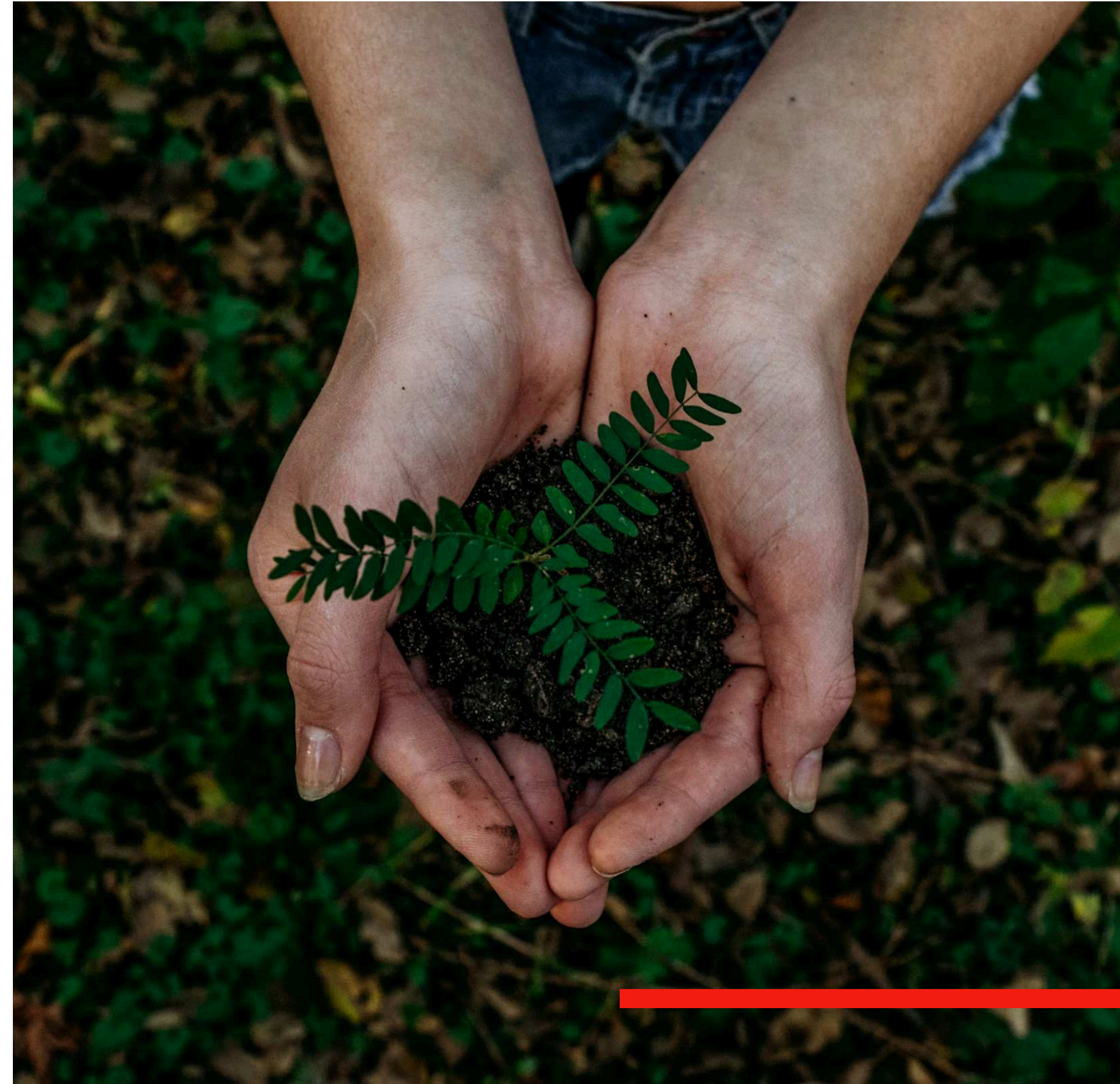
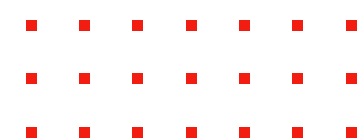
[2] It refers to the minerals produced in a way that does not finance disputes, respects human rights and the environment, and fulfills social responsibilities (eg. cobalt)

[3] Listed companies shall disclose the use of conflict minerals on their products according to an enforcement ordinance of the U.S. Securities and Exchange Commission in 2012. In 2015, the European Parliament required importers of minerals to report the countries of origin and results of inspecting issues to the applicable authorities of each country.



Environment

- A. Construction of Environmental Management System
- B. Management of Use of Energy and Greenhouse Gas Emissions
- C. Management of Water Resources
- D. Management of Air Pollutants
- E. Ozone- depleting Substance (ODS) Management
- F. Management of Resource Circulation and Waste
- G. Management of Chemicals
- H. Noise Management
- I. Animal Welfare
- J. Protection of Biodiversity and Prohibition of Deforestation



Environment

A. Construction of Environmental Management System

1. MPME business partners shall comply with environmental laws and regulations of each country where they run their business, and obtain/maintain all environmental licenses requiring for the business.
2. MPME business partners shall operate an environmental management system[4] that consists of organizations, planning, support, and performance evaluation to mitigate environmental impacts resulting from the business.

B. Management of Use of Energy and Greenhouse Gas Emissions

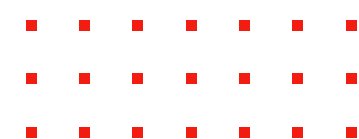
1. MPME business partners shall calculate energy consumption and greenhouse gas emissions and establish a system for recording this data at the corporate and site levels.
2. MPME business partners shall strive to improve energy efficiency while minimizing and reducing energy consumption and greenhouse gas emissions.
3. MPME business partners shall track and document annual consumption and usage for greenhouse gas emission sources under Scope 1[5], Scope 2 and Category 1 of Scope 3[6] , and disclose annual emissions in line with reduction targets.

[4] ISO14001 Standard, etc. (ISO14001 Standard is an international standard for the Environmental Management System (EMS) that is enacted by International Organization for Standardization (ISO) to induce a continuous environmental performance throughout the whole enterprise-activities, and it can be approved by a third party if environmental management is conducted in accordance with the standard)

[5] Greenhouse gas emissions are classified into Scope 1, Scope 2, and Scope 3 under the internationally accepted GH Protocol. Scope 1 refers to direct emissions from facilities and equipment directly owned or controlled by the company (e.g., fuel combustion and process gases).

Scope 2 refers to indirect emissions resulting from the use of the purchased energy such as electricity, heat, and steam. Scope 3 refers to other indirect emissions occurring across the company's entire value chain, including the supply chain and the use and disposal of products, which represents the broadest category of emissions.

[6] Scope 3 emission sources are divided into fifteen categories, covering the entire process from the procurement of raw materials and components to the use and disposal of products. Among these, Category 1 (purchased goods & services) refers to the greenhouse gas emissions generated from the production of raw materials, components and outsourced services purchased by the company. This category is the largest contributor within Scope 3 for most manufacturing industries. The remaining Scope 3 categories are classified into upstream and downstream stages. Upstream includes capital goods, fuel supply, transportation, waste, business trip and commuting, while downstream includes emission occurring after value chain stages, such as product distribution, process, use, disposal, rental assets, franchises and investments.



Environment

C. Management of Water Resources

1. MPME business partners shall measure amount of water used/waste water discharge, and discharge concentration of water pollutants and build a monitoring system that operates control facilities properly.
2. MPME business partners shall exert an effort to decrease amount of water resources and increase amount of recycling. Moreover, water pollutants shall be managed according to legal standards or stricter internal standards.
3. MPME business partners shall establish and maintain appropriate and effective procedures to prevent stormwater contamination and to ensure that contaminated stormwater and hazardous chemicals do not enter storm drains or the surrounding environment

D. Management of Air Pollutants

1. MPME business partners shall measure air pollutant emissions and its concentration, and construct a monitoring system that operates prevention facilities for appropriate treatment.

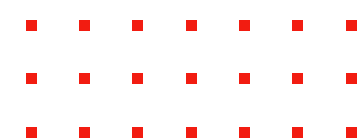
2. MPME business partners shall minimize air pollutant emissions in proper means. Furthermore, air pollutants shall be managed according to legal standards or stricter internal standards.

E. Ozone- depleting Substance (ODS) Management

1. MPME business partners shall regularly inspect and document the status of ODS ownership and use, prohibit any new ODS use, and prioritize the adoption of alternative materials and technologies.
2. If the use of such substances is inevitable, MPME business partners shall conduct a risk assessment to review potential impacts on human health and the environment and establish measures for reduction and management.
3. MPME business partners shall set goals for reducing ODS usage and phasing in alternatives, monitor and improve progress and share this data transparently upon the company's request.

F. Management of Resource Circulation and Waste

1. MPME business partners shall establish a system that measures, stores, and discharges waste properly.
2. MPME business partners shall minimize the disposal of waste to be landfilled and incinerated in proper means. As a part of it, there shall be efforts to expand use of waste/ recycling and recover discarded raw materials and parts.
3. MPME business partners shall make efforts to minimize residues that might affect environment by considering total life cycle of products when landfilling or incinerating waste.



Environment

G. Management of Chemicals

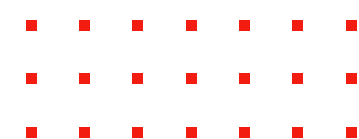
1. MPME business partners shall manage transportation, storage, use, and disposal of chemicals safely throughout the whole process of business. There shall be a label that identifies risk and harmfulness on the handled chemicals or information containing the above shall be disclosed.
2. MPME business partners shall implement effective programs that comply with applicable laws, regulations, and customer requirements governing the use and restriction of hazardous chemicals contained in products. Such programs shall include appropriate procedures for measuring, analysing, and documenting the chemical composition of products.

H. Noise Management

1. MPME business partners shall ensure that workplace noise levels are controlled and maintained within the limits set by applicable laws, regulations, and local community or occupational noise standards.

I. Animal Welfare

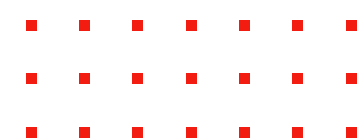
1. MPME business partners shall comply with article 23 of the Animal Protection Act if conducting experimentation on animals inevitably.
2. MPME business partners shall respect the five freedoms of animals determined by the World Organization for Animal Health.
 - a. Freedom from hunger or thirst
 - b. Freedom from discomfort
 - c. Freedom from pain, injury or disease
 - d. Freedom to express (most) normal behavior
 - e. Freedom from fear and distress



Environment

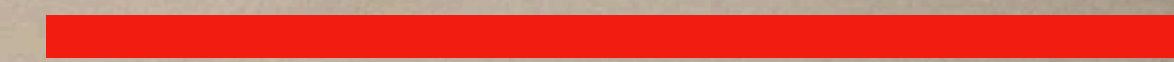
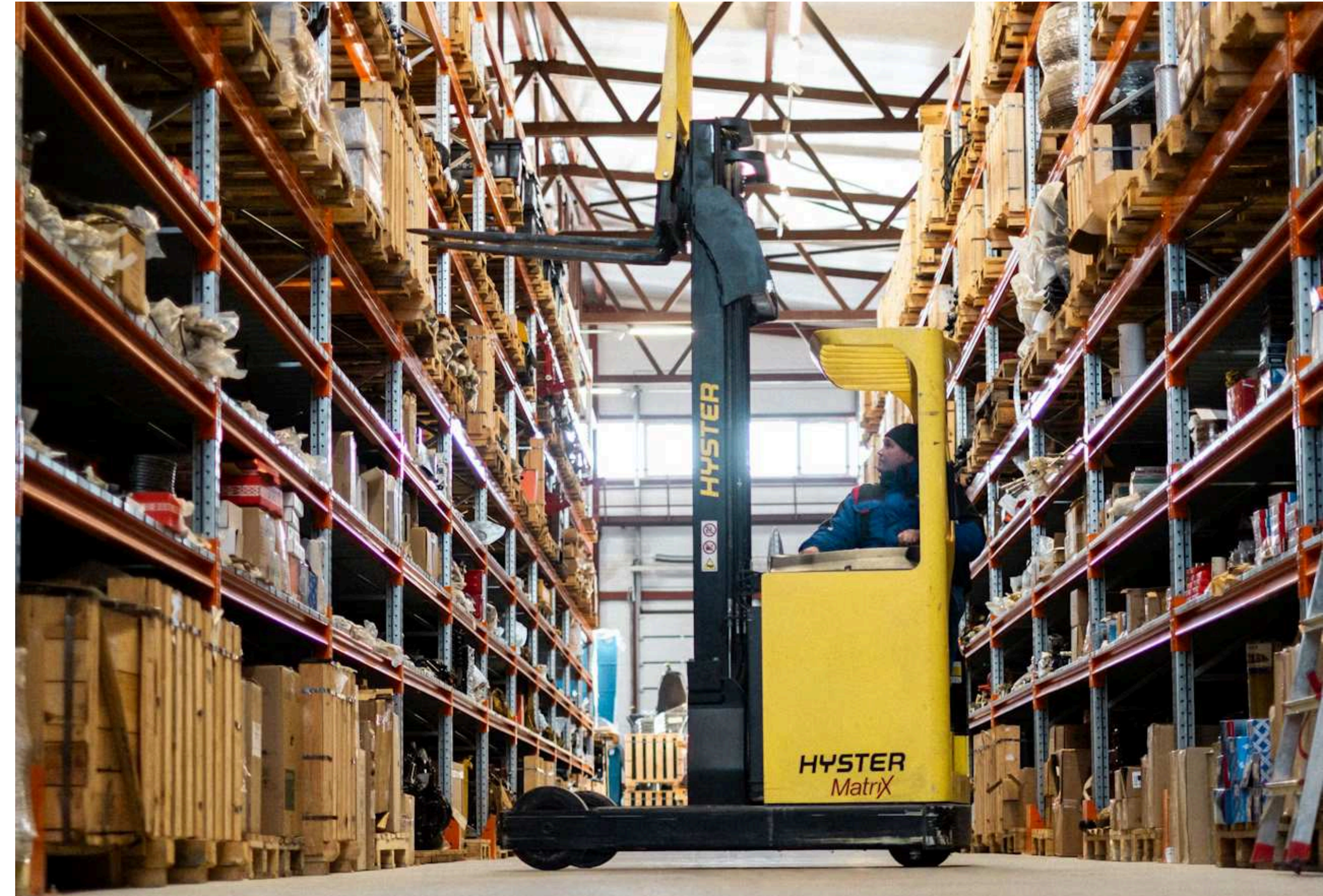
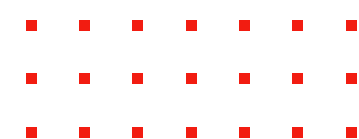
J. Protection of Biodiversity and Prohibition of Deforestation

1. MPME business partners shall measure the effects and degree of dependence of business activities on biodiversity, and implement plans and strategies that prevent, reduce, and offset negative impacts to preserve/restore/expand the biodiversity of local society.
2. MPME business partners shall construct a procedure that inspects possibility of potential deforestation by business activities to protect the forest of local society, and prepare a response system against deforestation or its risk.



Labor / Human Rights

- A. Prohibition of Child Labor
- B. Prohibition of Using Forced Labor
- C. Discrimination and Harassment Prevention
- D. Compensation and Welfare
- E. Management of Working Hours
- F. Humane Treatment
- G. Freedom of Association and Collective Bargaining
- H. Ethical Recruitment



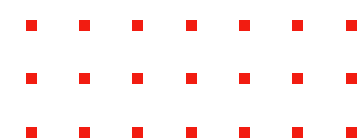
Labor / Human Rights

A. Prohibition of Child Labor

1. MPME business partners shall not employ child labor at any stage of production. For the purposes of this Code of Conduct, child labor includes the employment of:
 - a. Individuals under the age of 15;
 - b. Individuals who are subject to compulsory education under applicable laws; or
 - c. Individuals below the legal minimum working age as defined by the laws and regulations of the country in which the work is performed
2. MPME business partners shall have zero tolerance of any type of child labor in all workplaces unless allowed according to child labor laws, check the legal documents such as identifications, birth certificates of employees and job applicants to confirm their ages, and take follow-up measures such as improvement/education programs after ceasing hiring when child labor is found.
3. MPME business partners shall not input minors on high-risk work, and there shall be measures protecting the minors from discrimination in educational opportunities due to their work.
4. MPME business partners shall not be provided goods and services from suppliers (sub-suppliers) that violate the child labor laws and regulations, and take appropriate actions if above matters are confirmed.

B. Prohibition of Using Forced Labor

1. MPME business partners shall input employees according to laws and regulations of each country where they carry on their business, and must not force any types of mandatory work against employees' will. "Forced labor" means works or services provided by workers involuntary under threats of penalties or disciplinary actions, and it includes involuntary labor of prisoners and its labor contract by penal sanctions.
2. MPME business partners do not use forced labor, either fully or partially, in producing products or supplies. They comply with laws and regulations against forced labor imposed by the United Nations, the US, the European Union, South Korea, and other authorities. Partners conduct regular risk-based due diligence, including supply chain mapping and supplier audits, to identify and prevent forced labor. They require the same commitment and code of conduct from their suppliers and promptly report and take corrective actions if forced labor is found.
3. MPME business partners conduct a risk-based due diligence against the supply chain, and the due diligence contains mapping the supply chain of the partners to find out use of forced labor, and identifying regions, suppliers, and other factors that might cause significant risk relating to the forced labor. The due diligence is updated regularly.

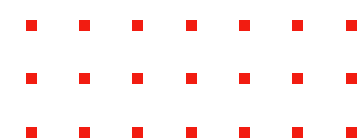


Labor / Human Rights

4. MPME business partners shall enact a Code of Conduct that states prohibition of forced labor at any stage in a process within the supply chain. Each business partners shall prepare and implement a procedure to identify countries and regions relating to all raw materials, parts, and components directly or indirectly used in manufacturing articles which are delivered to MPME at any stage in a process within the supply chain to create the Code of Conduct. The Code of Conduct and relevant procedures shall be composed not to be supplied raw materials and parts directly or indirectly manufactured by forced labor at any stage in a process within the supply chain.
5. MPME business partners shall educate their executives and employees, suppliers about the Code of Conduct and prohibition of forced labor regularly.
6. MPME business partners shall proceed corrective measures when identifying forced labor in the supply chain, and provide relevant information to MPME immediately.
7. MPME business partners require their suppliers (sub-suppliers) to apply identical Code of Conduct and related procedures, and verify that the suppliers comply with the Code of Conduct and related procedures through inspections and monitoring.
8. MPME business partners shall not require identification or visa that might limit individual activities, restrict physical/psychological actions such as violence, threat, and immurement aiming forced labor.
9. MPME business partners shall not be supplied goods and services from suppliers (sub-suppliers) that are involved in forced labor by physical/psychological restriction or claim obligation relationship, and shall call for the suppliers (sub-suppliers) to get an) identical commitment with above to their partners.
10. When MPME business partners are aware of the fact that their suppliers use forced labor during production (including products for sale directly and indirectly used the labor), they shall immediately report to MPME after ceasing business with applicable suppliers.

C. Discrimination and Harassment Prevention

1. MPME business partners shall not discriminate in recruitment, promotion, education and training of their executives and employees on grounds of sex, race, nationality, religion, disability, age, marriage, pregnancy, family status, social position, and political opinion.
2. MPME business partners shall not discriminate in wage and welfare of their employees.
3. MPME business partners do not require conditions that are unnecessary for relevant jobs when they hiring and recruiting.
4. MPME business partners shall prepare a policy and procedure that prevents inhumane acts including sexual harassment, physical/psychological coercion, or abusive language, and may refer to the human rights policy and the Code of Conduct of MPME and a Code of Conduct of MPME partners.



Labor / Human Rights

D. Compensation and Welfare

1. MPME business partners shall pay wage according to laws and regulations of each country where they run their business. The wage shall be paid on time, and a pay slip with understandable language for their employees shall be also provided.
2. MPME business partners shall make an effort to provide a pleasant working environment, and to operate a welfare system for improving quality of life.
3. MPME business partners shall conduct compulsory educations provided under laws and regulations of each country where they carry on their business. Moreover, they shall strive to strengthen capabilities and develop career of their employees.

E. Management of Working Hours

1. MPME business partners shall comply with the statutory working-hour requirements of each country in which they operate and appropriately manage total working hours,

including rest breaks. Weekly working hours, including overtime, shall not exceed 60 hours or the applicable statutory limit of operating country, whichever is lower, except in cases of emergencies or exceptional circumstances as permitted by law.

2. MPME business partners shall ensure that overtime is voluntary and compensated in accordance with applicable laws.
3. MPME business partners shall ensure that employees receive the minimum weekly rest periods required under applicable labor laws in the countries where they operate.

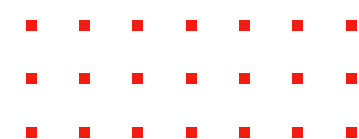
F. Humane Treatment

1. MPME business partners shall respect employees' privacy and refrain unnecessary work orders outside working hours.
2. MPME business partners shall provide prior notice when collecting employees' personal information and shall obtain their voluntary consent.
3. MPME business partners shall prohibit any acts that cause

physical or psychological harm to employees through abuse of positional authority or workplace harassment, and shall take appropriate measures - such as reassignment, transfer, or disciplinary action - based on the aggrieved person's request.

G. Freedom of Association and Collective Bargaining

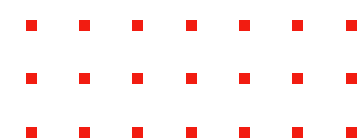
1. MPME business partners shall respect the labor relations laws of the countries in which they operate. Where permitted by local legislation, workplaces shall uphold workers' rights to organise, join representative bodies, and engage in collective bargaining or other lawful forms of worker representation. In jurisdictions where such activities are restricted, business partners shall provide alternative, channels for employees to raise their concerns.



Labor / Human Rights

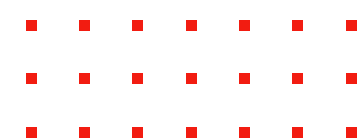
H. Ethical Recruitment

1. MPME business partners shall not withhold, confiscate, or otherwise restrict employees' access to their identification documents (including passports, identification cards, and driving licenses), except where such retention is expressly permitted by applicable law.
2. MPME business partners shall not charge employees any recruitment fees, commissions, or other costs related to the hiring process.
3. MPME business partners shall provide employees with written notice or a clear explanation in a language they understand-of their employment terms and working conditions prior to the commencement of work.



Safety / Health

- A. Construction of Safety and Health Management System
- B. Safety Management of Machine/Equipment/Facility
- C. Response against Emergency
- D. Safety-related Incident Management
- E. Diagnosis of Safety
- F. Health Care
- G. Safety and Health of Contractor
- H. Prohibition of Hazardous Work for Vulnerable Workers



Safety/Health

A. Construction of Safety and Health Management System

1. MPME business partners shall comply with safety and health-related laws and regulations of each country where they run their business, and acquire/maintain all the safety and health licensing required for the business.
2. MPME business partners shall operate a safety and health management system[7] that consists of organization, planning, support, performance evaluation to prevent safety and health accidents resulting from the business.

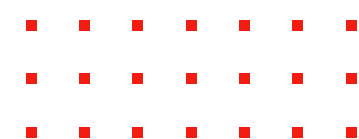
B. Safety Management of Machine/ Equipment/Facility

1. MPME business partners shall regularly inspect and evaluate stability of dangerous machine/equipment/facility within the workplace.
2. MPME business partners shall install and manage safety device, protective wall, and emergency device to prevent safety accidents depending on use of dangerous machine/equipment/facility within the workplace.
3. MPME business partners shall provide protective gear for their employees. The protective gear shall be easy

C. Response against Emergency

1. The business partners shall establish a plan that can respond against emergency situations such as natural disaster, herd infection, fire and safety accidents. Furthermore, they shall prepare a manual that consists of report, response, follow-up measures in case of emergency.
2. MPME business partners shall conduct a training according to the manual and self-established plan, laws and regulations by country that they carry out their business to respond against emergency.
3. MPME business partners shall maintain clearly marked escape routes, exit signs, fire detectors/alarms, and fire-protection systems, and shall conduct regular inspections to ensure they remain functional and compliant with applicable safety regulations

[7] ISO45001, KOSHA18001 Standard, ect. (Safety and health management principle is created by autonomous policy of entrepreneur, and it enables to improve gradually a safety and health system by planning, execution, inspection, and evaluation. For examples, there are ISO45001 created by International Standard Organization (ISO), and KOSHA18001 developed by Korea Occupational Safety and Health Agency as a Korean model



Safety/Health

D. Safety-related Incident Management

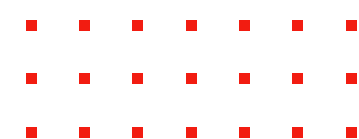
1. MPME business Partners shall establish and maintain systems to monitor and record safety-related incidents. For the purposes of this Code of Conduct, "safety-related incidents" include any events that affect safe workplace management, such as near misses, accidents, occupational illnesses, and incidents requiring medical treatment.
2. In the event of a safety-related incident, business partners shall make reasonable efforts to investigate the root cause and to implement appropriate corrective and preventive measures.
3. When industrial disasters or serious diseases occur, MPME business partners shall make an effort to investigate its root cause and prepare corrective measures.

E. Diagnosis of Safety

1. The business partners shall conduct regular evaluation of safety risk for the workplace aiming to check that employees are exposed to accidents and harmful factors. The result of the evaluation shall be notified to executives and employees, and machine/equipment/facility shall be improved according to the result.
2. MPME business partners shall provide information on accident risk and harmful factors of the workplace to employees based on the evaluation of safety risk. The information shall be prepared with understandable language, and placed in accessible places.
3. MPME business partners shall not input pregnant women and minors to high-risk work in terms of safety and health, and strive to create a proper working environment for disabled person, immigrant, and other disadvantaged.

F. Health Care

1. MPME business partners may provide staff lounges, restrooms, and cafeterias, and shall put an effort to keep the facilities clean if they provide them.
2. The business partners may provide a dormitory in this case, there should be safety sign, lights, and heating and cooling system. There shall be a proper device to control visitor access in a dormitory.
3. MPME business partners shall conduct regular health checkup and special checkup for their executives and employees according to health promotion laws of each country where they run their business. Moreover, there shall be measures that change work spaces/jobs and reduce working hours as a result of the checkup.



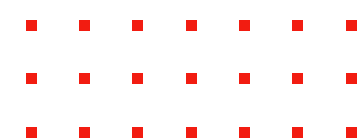
Safety/Health

G. Safety and Health of Contractor

1. MPME business partners shall manage safety and health of contractor when the contractor performs a job for profits of the company.

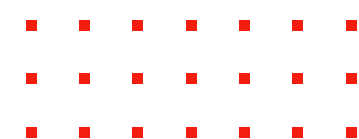
H. Prohibition of Hazardous Work for Vulnerable Workers

1. MPME business partners shall not assign overtime, night shifts, or hazardous work to young workers, nor assign any work that may pose health or safety risks to women who are pregnant or have recently given birth, in accordance with applicable laws and regulations.



Management System

- A. Code of Conduct Establishment & Corporate Statement Disclosure
- B. Appointment of Manager
- C. Inspection of Risk
- D. Education and Communication
- E. Management of Information
- F. Operation of Grievance Settlement System
- G. Preparation of Relief Plan
- H. Management of Suppliers (sub-supplier)
- I. Compliance with the Code of Conduct



Management System

A. Code of Conduct Establishment & Corporate Statement Disclosure

1. MPME business partners shall establish, maintain, and publicly disclose a Code of Conduct necessary to support effective compliance management and environmental, social, and governance (ESG) practices.
2. MPME business partners shall communicate this Code of Conduct and their commitment to sustainable management through internal channels such as annual messages, internal guidelines, and notice boards. They are also encouraged to disclose this commitment publicly through their websites, business reports, or other communication materials.

B. Appointment of Manager

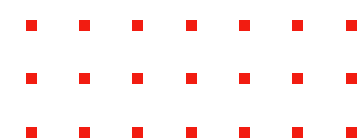
1. MPME business partners shall assign a manager who supervises planning the compliance and sustainable management activities and its execution.

C. Inspection of Risk

1. MPME business partners shall strive to identify risks that might occur in ethic, environmental, labor/human rights, safety/health, and other areas such as compliance while they operate their business.
2. When MPME business partners identify significant risk, they shall prepare and implement a plan to mitigate the risk.

D. Education and Communication

1. MPME business partners shall educate their executives and employees about the code and relevant laws/regulations.
2. MPME business partners shall share a promotion plan of the Code of Conduct and its execution with their executives and employees.



Management System

E. Management of Information

1. MPME business partners shall record and manage risks, information and the current status of ethic, environmental, labor/human rights, safety/health, compliance, and other areas.
2. MPME business partners shall make efforts to disclose information in a transparent manner when required by applicable laws, industry associations, or major contracting clients, unless such disclosure is prohibited by law.

F. Operation of Grievance Settlement System

1. MPME business partners shall operate a grievance settlement system that can report a breach of laws and regulations in ethic, environmental, labor/human rights, safety/health, compliance and other areas, or a violation of individual's rights and interests relating to the areas.
2. MPME business partners shall keep personal data of whistle-blowers and details of report confidential, and protect the whistle-blowers against illogical measures such as dismissal, threat, revenge, and ridicule.

G. Preparation of Relief Plan

1. When there is a victim caused from negative impact of sustainable supply chain by business activities, MPME business partners shall prepare a relief plan by considering scale and importance of damage.
2. MPME business partners shall discuss with victims and representatives when deciding a relief plan, and prepare the plan in accordance with international standards.

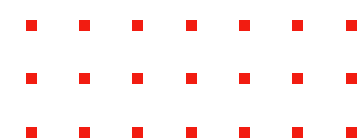
H. Management of Suppliers (sub-supplier)

1. MPME Business Partners shall encourage all participants in the supply chain-including suppliers and other sub-business partners involved in the planning, design, sale, and manufacture of products and services to manage ethics, environmental protection, labor and human rights, occupational safety and health, and other relevant compliance elements. Business partners shall also establish and implement effective processes to ensure that major suppliers and sub-suppliers comply with MPME's Supply Chain Code of Conduct.

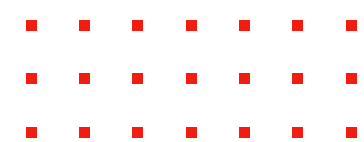
2. MPME business partners shall make an effort to recommend or induce improvement to companies that participate in the supply chain such as their suppliers (sub-cooperative partners) when the fact that the companies violate laws and regulations in ethic, environmental, labor/human rights, safety/health, and other areas (including compliance) is identified.

I. Compliance with the Code of Conduct

1. When there is a written inspection or on site visit by a third party assigned by MPME to check the compliance of MPME business partners without violating related laws and regulations, the partners shall provide relevant information on compliance with the Code of Conduct to the third party.
2. MPME business partners shall prepare·manage proper documents that can prove their compliance with the Code of Conduct, and the documents shall be prepared based on actual facts of the business.
3. MPME business partners shall strive to establish and implement a plan that improves faults and violations as a result of the inspections and on-site visits in a timely manner.

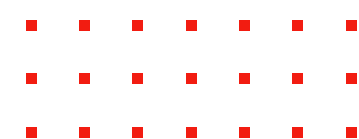


Due Diligence of Supply Chain



Due Diligence of Supply Chain

1. MPME business partners shall identify and evaluate risks on sustainability that might generate in the supply chain within the related laws and regulations, and monitor the process of risk mitigation.
2. MPME business partners shall prepare a six-stage procedure with reference to OECD Due Diligence Guidance for Responsible Business Conduct.
 - a. Establish a basic policy to implement responsible management and embrace the policy into a management system of the company
 - b. Identify negative impacts (actual·potential risk) on stakeholders during business process and evaluate them
 - c. Formulate a plan to cease, prevent, mitigate the negative impacts and implement the plan
 - d. Monitor the progress of execution for measures that identify, prevent, reduce the negative impacts and its result
 - e. Share and communicate information on policies, procedures, and actions relating to due diligence with the outside
 - f. Provide proper means to deal with negative impacts or cooperate with others who provide the proper means





**DO THE RIGHT THING -
COMPLIANCE FIRST!**

HYUNDAI

MORIS