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	<b>Human Rights Policy of Hyundai Mobis</b>	Month of Revision	2026.03
		Revision number	2

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	Order	Date of Establishment (Revision)	Date of Hyundai Mobis Restricted		Revised Content
				Implementation	
Revision history	0	2020.07.27		2020.07.27	Initial establishment
	1	2025.08.18		2025.08.18	Human Rights Policy of Hyundai Motor Group(Affiliates) applied
	2	2026.03.24		2026.03.26	Incorporation of global standards on human rights management

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## 1. Overview

### A. Purpose of Establishing Human Rights Policy

Hyundai Mobis establishes this human rights policy to actively implement human rights management, prevent violation of human rights, and mitigate relevant risks in operation of its business. Hyundai Mobis respects and supports international standards and guidelines relating to human rights-labor such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Constitution, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct to carry out human rights management. We will make an effort to identify negative impacts of business activities on human rights, prevent-mitigate such impacts, and prepare a relief process to minimize any negative impact on human rights.

### B. A Range of Application of Human Rights Policy

All executives and employees including all employees at the domestic-foreign production and sales facilities, subsidiary/sub-subsidiary, and joint venture offices of Hyundai Mobis (including those of a temporary status) are subject to this human rights policy, . Moreover, the executives and employees of Hyundai Mobis shall follow the policy when dealing with sales-service organizations, and by extension, encourage all stakeholders to respect this policy. If this human rights policy conflicts with a country's local laws or regulations, the local laws and regulations shall take precedence. Hyundai Mobis may revise this human rights policy by applying laws and industry characteristics that the applicable country requires for proper use and, establish the policy details if necessary. All executives and employees will perform their job according to this human rights policy except as permitted otherwise in laws and regulations, articles of association, or company rules of each country.

### C. Management System of Human Rights Risks

Hyundai Mobis will adopt an internal human rights management system in accordance to this policy in respect of the human rights of all executives and employees and to mitigate risks, and will implement a due diligence policy for human rights to evaluate-improve the human rights risks regularly and fully share the results . A department exclusively for the human rights of Hyundai Mobis conducts a management system of human rights risks according to the principle of faith and honesty, and revises the system as they regularly review various considerations and apply social changes to the human rights management.

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## 2. Basic principle

### Article 1. Prohibition of Child Labor and Forced Labor

Hyundai Mobis strictly prohibits all forms of child labor and maintains zero tolerance for such unlawful employment. Where permitted, while employing minors, the company ensures that their work does not interfere with their right to education and that appropriate protective measures are in place.

The company also prohibits any form of forced, bonded, or involuntary labor. No executive or employee shall be compelled to work against their free will. Under no circumstances may the company or its representatives retain an employee's original passport, identification document, or visa for the purpose of restricting freedom of movement or imposing forced labor.

### Article 2. Prevention of Discrimination and Harassment

Hyundai Mobis prohibits all forms of discrimination in employment practices, including recruitment, hiring, promotion, training, compensation, and welfare. No employee shall be treated unfavorably on the basis of sex, race, nationality, religion, disability, age, marital status, pregnancy, sexual orientation, family status, social status, or political opinion. The company is committed to fostering an organizational culture that respects and values diversity, and maintains zero tolerance for any unfair discriminatory practices.

Hyundai Mobis also strictly prohibits any form of harassment or conduct that causes physical or mental harm. This includes, but is not limited to, sexual harassment, coercive directives, abusive or violent language, and any misuse of rank or position that undermines the working environment.

### Article 3. Compliance with Working Condition

Hyundai Mobis complies with the legally mandated working hours in every country where it operates and provides all employees with fair and appropriate compensation, accompanied by a clear and accurate pay slip. The company does not demand workers to pay any recruitment-related fees or commissions.

Hyundai Mobis is committed to providing a safe and appropriate working environment, along with sufficient training and development opportunities that enhance employees' capabilities and contribute to improving their overall quality of life.

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#### Article 4. Humane treatment

Hyundai Mobis protects personal information and respects all employees' privacy, and does not coerce, abuse, or give unfair treatment physically and mentally.

#### Article 5. Freedom of associations and collective bargaining right

Hyundai Mobis respects the Labor-Management Relations Act of each country where the human rights policy is applied to, and provides enough communication opportunities to all the employees.

#### Article 6. Industrial Safety, Security, and Work Environment

Hyundai Mobis is committed to maintaining a safe, healthy, and secure work environment in compliance with applicable occupational health and safety laws and international standards. All industrial safety and security personnel must operate professionally and with full respect for human rights, avoiding excessive force, intimidation, or any conduct that infringes on individual dignity.

The company provides necessary safety equipment, training, and resources, and conducts regular assessments to prevent accidents and address potential risks. Employees are encouraged to report unsafe conditions or security concerns without fear of retaliation. Hyundai Mobis strives for continuous improvement to protect the physical and psychological well-being of all personnel.


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#### Article 7. Protection of Human Rights of Local Communities Resident and Vulnerable Social Group

Hyundai Mobis is committed to ensuring that the human rights of local communities, including indigenous peoples, are respected during all business activities. Hyundai Mobis upholds land, forest, and water rights, and strictly prohibits forced eviction. It also strives to protect the rights to health and safety and the freedom of residence. Furthermore, Hyundai Mobis is dedicated to safeguarding the rights of vulnerable groups such as children, migrant workers, persons with disabilities, and women by preventing discrimination and promoting equality. We pay attention not to violate human rights of local residents when they perform their job, and strives to protect the right of safety and health and freedom for the resident. And, we protect the human rights of vulnerable social group such as children/ migrant workers/ disabled persons/ women without discrimination.

#### Article 8. Protection of Human Rights of Client

All the executives and employees of Hyundai Mobis make an effort to protect personal information that is collected for life, health, property protection, and management activities when they provide goods and

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services.

#### Article 9. Responsible management for supply chain

Hyundai Mobis evaluates and manages ESG risks generated from a supply chain to build the sustainable supply chain, and peruses education and support activities targeting Hyundai Mobis business partners to prevent risks.

#### Article 10. Security of Environmental Rights

Hyundai Mobis recognizes that environmental pollution can be a severe violation of human rights that affects life and health for everyone, and the policy of Hyundai Mobis aims to minimize negative impacts on environment resulting from business activities.

### 3. Human Rights Program

#### A. Establishment of Governance Structure

##### ① Responsibility of Human Rights Management

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Hyundai Mobis manages and supervises the current status of human rights management through a committee, management conferences that top decision makers or heads of each department participate in, or working-level meetings conducted by a decision maker who is involved in the department exclusively for human rights management. The range of roles and responsibilities of the committee, management conferences, and working-level meetings is 1) review of establishing-revising a policy of the human rights management, 2) suggestion of opinions on revising internal regulations such as personnel system, recruitment rules, and audit standards, 3) recommendations of the progress of human rights risks evaluation and its result, 4) order of investigation into human rights breaches cases and deliberation of relief plans, 5) other factors to protect human rights.

##### ② Implement of Human Rights Management

Hyundai Mobis shall maintain a dedicated department responsible for overseeing all human rights management activities. This department is tasked with: (1) establishing and revising the company's human rights policies, (2) developing implementation plans for human rights management, (3) assessing and managing human rights risks, including conducting human rights due diligence, (4) operating the grievance-handling procedures, and (5) providing internal training and facilitating external communication on human rights matters.

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## B. Operation of Grievance Settlement Procedure

### ① Reporting-Receiving Violation of Human Rights

Hyundai Mobis operates a channel that can receive a report with local language from an employee, individual or group (reporter) that is aware of human rights risks or experienced violation of human rights. When receiving a report on violation of human rights, the primary department shall discuss the relief plan against the violation case by considering characteristics of the case.

### ② Handling of Reports on Violation of Human Rights

Hyundai Mobis endeavors to devise the best relief plan for violation of human rights by being supported from the legal department and referring to a precedent, regulations of the competent authorities, internal practices, and other industrial practices. If there is high possibility that a violation of human rights affects the freedom and right of victims significantly or the reputation of the company, a committee and management conferences with top decision makers, and working-level meetings shall be held to discuss the relief plan.

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#### Channels to Report Violation of Human Rights

- **Compliance Helpline of Hyundai Mobis:** <https://www.redwhistle.org/report/report9.asp?organ=8102>
  - The person in charge of channels: Compliance Team
  - The team in charge of 'Human Rights Abuse': People Support Sector

### ③ Protection of Whistle-Blowers

Hyundai Mobis shall protect the identity and personal information of any whistle-blower. All details related to a report—including information about victims, investigation procedures, and outcomes—must be kept strictly confidential. The company shall take appropriate measures to ensure that individuals who report human rights violations or related risks are protected from any form of retaliation or disadvantage.

## C. Education and Awareness

### ① Human Rights Management Training

Hyundai Mobis provides training on human rights management to enhance employees' understanding and awareness of human rights, and to communicate the company's human rights direction and

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implementation plans. This training supports the prevention of discrimination and guides employees on how to report human rights violations or related risks.

## ② Dissemination of Human Rights Management

Hyundai Mobis may share information on its human rights policy, implementation plans, human rights risk assessment procedures, and related results with partners within a defined scope to promote responsible human rights practices. For effective communication, the company may use the most accessible channels—such as voice, visual, or written formats—and provide materials in appropriate languages, including Korean , English and local language (as applicable).

## 4. Risk Management

### A. Identify and Evaluate Risks

#### ① Development of Evaluation Index

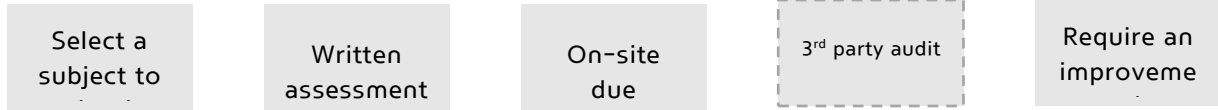
Hyundai Mobis develops and operates an inspection and due diligence index that evaluate human rights risks of working environment, operating manpower, industrial safety, and local resident and clients as applying the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct, and 「the Guidelines on Business and Human Rights」 of Ministry of Justice.

#### ② Operation of Evaluation Process

Hyundai Mobis operates a process that identifies and evaluates possibility of potential risks on human rights and the current status of violation of human rights after selecting an organization in the range of applying this policy. The process enables to communicate with major stakeholders, identify risk factors that might occur throughout the business including the supply chain and business operation, and evaluate effects of the risk factors the stakeholders. There is a written assessment with the evaluation index and guidelines provided to a person who is subject to evaluate and if the result of self-diagnosis is insufficient, there shall be a recommendation to establish a self-improvement plan. On-site due diligence may by conducted to inspect details of risks through internal regulations, systems, interviews, and site inspections targeting the applicable organizations as a result of the written assessment. Moreover, a third party agency may conduct a separate audit to secure objectivity of written assessment and on-site due diligence, and if 'high risk' and 'Nonconformity' are identified after the written assessment· on-site due diligence·3<sup>rd</sup> party audit, immediate improvements and

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corrective measures are required. Hyundai Mobis revises the evaluation index and its process of human rights risks with regular review to identify violation of human rights cases clearly and to evaluation operate the evaluation process.



## B. Implementation of Risk Improvement

### ① Derive and discuss Improvement Plan

Hyundai Mobis establishes an improvement plan and its implementation plan for human rights risks according to the evaluation of the risk. An organization that have received a human rights risk assessment deduces a specific task to improve the risks by discussing with the department exclusively for human rights management after evaluation.

### ② Monitoring the Progress of Implementation

Hyundai Mobis continuously monitors the progress of improvement plans that discussed with managers who belong to organizations that were evaluated the human rights risks. There shall be mutual communication to perform a detailed task and secure expected outcome on a schedule and if there is a setback for implementing the plan, proper measures can be taken.

## C. Disclosure of Conditions and Results

### ① Reporting to Key Decision-Makers

Hyundai Mobis employees shall report significant findings, major implications, and critical risks identified through human rights risk assessments—as well as related improvement plans—to key decision-making bodies, including committees, management meetings, and working-level forums. Information approved by these bodies may be shared with relevant departments to strengthen the effectiveness of human rights management.

### ② Disclosure to Outside

Hyundai Mobis discloses the cases of violation of human rights, results of the evaluation of human rights risks, and information on risk improvement and mitigation measures by website, integration reports, sustainable management reports or additional white papers of human rights, and select a channel that is accessible and understandable for employees and stakeholders more easily and clearly.