

FACTBOOK

HYUNDAI MOBIS SUSTAINABILITY REPORT 2025

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Corporate Overview

Sustainable Technology Development

R&D Expenses

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
R&D expenses	KRW 100 million	13,709	15,925	17,486
R&D to sales ratio	%	2.6	2.7	3.1

R&D Employees

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
R&D employees	Persons	5,273	~	1,447	6,720	5,718	~	1,516	7,234	5,899	~	1,558	7,457
R&D employees out of total employees ¹⁾	%	45.3	~	6.7	20.3	47.2	~	6.3	19.9	47.9	~	6.4	20.4

1) Excluding employees at domestic subsidiaries

Patent Application¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Patents granted (cumulative ²⁾)	Cases	4,096	~	2,952	7,048	4,417	189	3,532	8,138	4,494	65	4,596	9,155
New patent applications filed		1,453	~	1,488	2,941	1,529	15	673	2,217	1,368	3	1,007	2,378

1) Based on the date of filing

2) Cumulative patent registrations made over the past 10 years, combined figure of the HQ and overseas subsidiaries (2,378 cases when subsidiaries are counted separately)

Core Parts Orders Awarded

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Core parts ¹⁾ orders awarded	USD million	4,652	9,216	2,569

1) Core parts: Electronics, lamps, chassis, electrification

Corporate Governance

Business Performance and Distribution

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Assets	KRW million	55,406,698	58,585,845	66,596,905
Liabilities	KRW million	17,599,066	17,930,546	20,478,673
Equity	KRW million	37,807,632	40,655,299	46,118,232
Sales	KRW million	51,906,293	59,254,361	57,236,998
Ratio of sales from electrification parts	%	18.6	20.7	11.7
Gross profit	KRW million	5,987,154	6,762,174	8,062,628
Operating expenses	KRW million	49,879,762	56,959,077	54,163,539
Operating profit	KRW million	2,026,531	2,295,284	3,073,456
Profit before taxes	KRW million	3,362,612	4,444,854	5,264,476
Net income	KRW million	2,487,244	3,423,309	4,060,161
Income taxes	KRW million	875,368	1,021,545	1,204,315
Shareholder dividends	KRW million	367,094	407,320	539,545
Interest expenses	KRW million	75,646	150,110	129,284

Audit Committee

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Average attendance of independent directors at Audit Committee meetings	%	100	100	100
Hours of audit-related training provided by specialized organizations to the Audit Committee ¹⁾	Hours	7.5	7.5	9.0

1) Sum of total training hours without reflecting the number of participants (1.5 hours × number of sessions)

External Audits

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Audit service fees	KRW million	2,200	2,610	2,666
Non-audit service fees	KRW million	68	54	85
Ratio of audit service fees to non-audit service fees	%	3.1	2.1	3.2

Corporate Governance

Compensation for the Highest-paid Individual and the CEO

	Unit	2022 Parent	2023 Parent	2024 Parent
Total annual compensation for the highest-paid individual	KRW million	3,625	4,000	4,431
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees ¹⁾	Times	32.2	31.1	31.2
Percentage increases in annual total compensation for the highest-paid individual ²⁾	%	~	10.3	10.8
Percentage increases in median annual total compensation for all employees	%	12.5	14.5	10.4
Percentage increases in annual total compensation for the highest-paid individual to the median annual total compensation for all employees ²⁾	%	~	71.3	103.4
Total annual compensation for the CEO	KRW million	1,471	1,624	1,797
Average annual total compensation for all employees excluding the CEO	KRW million	108	123	136
Ratio of the annual total compensation for the CEO to the average annual total compensation for all employees	Times	13.6	13.2	13.2
Median annual total compensation for all employees excluding the CEO	KRW million	112	129	142
Ratio of the annual total compensation for the CEO to the median annual total compensation for all employees	Times	13.1	12.6	12.6

1) Median annual total compensation for all employees excluding two co-CEOs

2) Compensation data on the highest-paid individual and the CEO has been disclosed since 2022

Shareholder Value Enhancement

	Unit	2022 Consolidated	2023 Consolidated	2024 Consolidated
Shares outstanding	Shares	94,289,068	93,659,068	92,999,068
Common shares	Shares	92,010,164	90,668,643	90,490,640
Preferred shares	Shares	3,974	3,974	3,974
Treasury shares	Shares	2,274,930	2,986,451	2,504,454
Shares held by the Employee Stock Ownership Association	Shares	257,681	360,566	668,632
Percentage of shares held by the Employee Stock Ownership Association	%	0.27	0.38	0.72
Dividends	KRW 100 million	3,671	4,073	5,395
Shares repurchased	KRW 100 million	3,132	1,465	1,630
Shares cancelled	KRW 100 million	625	1,465	1,630
Amount of shareholder return	KRW 100 million	6,803	5,538	7,025
Percentage of shareholder return ¹⁾	%	27.4	16.2	17.3
Voting rights present at the AGM	Shares	71,894,589	74,093,630	77,041,715

1) Amount of shareholder return (dividends paid+shares repurchased)/net income × 100

Environment

Environmental Management

Environmental Non-compliance¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Incidences of regulatory non-compliance	Cases	1	~	0	1	0	0	0	0	1	0	0	1
Total penalties	KRW	1,000,000	~	0	1,000,000	0	0	0	0	800,000	0	0	800,000
Liabilities related to environmental regulations	KRW	~	~	~	~	~	~	~	~	~	~	~	~

1) Parent data based on the same criteria as the ones specified in 3. Matters Related to Sanctions, Etc. - A. Status of Sanctions by Investigation/Judicial Authorities (p.353) in the 2025 Annual Report

Environmental Training

	Unit	2022	2023	2024
		Parent	Parent	Parent
Completion rate of environmental training	%	70.0	55.0	45.1
Employees subject to training	Persons	10,798	11,726	11,388
Employees who completed training	Persons	7,561	6,448	5,138

GHG, Energy, and Electrified Product Targets

GHG Management Targets

Our 2045 net-zero goal aligns with the scenario to limit global warming below 1.5°C, based on 2019 GHG emission, calculated under the GHG Protocol.

Key reduction efforts include RE transition and supply chain emission management. The target was set based on the requests, demands and communication made with and from stakeholders, such as the government, customers, etc.

	Base Year	Unit	2030 Target	2040 Target	2045 Target
			Consolidated	Consolidated	Consolidated
Progress rate for Net-Zero target ¹⁾		%	30	80	100
Operation-level rate (Scope 1 + 2)	2019	%	~	100	100
GHG emissions target (Scope 1 + 2)		tCO ₂ eq	268,062	0	0
Accumulated emission target (Scope 1 + 2)		tCO ₂ eq	114,884	382,946	382,946

1) Overall target including Scope 3 emissions

Energy Management Targets¹⁾

Hyundai Mobis set its 2040 RE100 goal, targeting to transition 100% of the electricity used in operations to RE by 2040.

This goal was set in consideration of the current RE policies and directions, based on the location of the productions and energy mix status.

The company also considered communication results, requests made by outside stakeholders such as customers.

		Unit	2022	2023	2024	2030 Target	2040 Target
			Consolidated (partial ²⁾)	Consolidated	Consolidated	Consolidated	Consolidated
Renewable energy	Annual renewable energy consumption / transition target	TJ	404	557	954	~	~
		MWh	42,083	58,039	99,356		
	Progress towards achieving RE100 in 2040 ³⁾	%	7.3 (5.4% when consolidated)	9.4	12.9		

1) Reported since 2022

2) Domestic subsidiaries excluded

3) (Total renewable energy use and transition / total electricity consumption) × 100, Total electricity consumption: Consumption of non-renewable energy (electricity) and renewable energy (electricity)

Sales target for Electrified Products

The company set a goal to achieve a 15.5% CAGR of electrified parts revenue by 2031 (based on 2024 estimation).

	Base Year	Unit	2022	2023	2024	~2031 Target
			Parent	Parent	Parent	Consolidated
Progress rate		%	114.3	107.3	62.4	
Sales target	Reporting year	KRW 100 million	84,641	114,102	107,241	Achieve 15.5% CAGR (based on 2024 estimation)
Sales result		KRW 100 million	96,759	122,476	66,938	

GHG Management

GHG Emissions (Scope 1+2)

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ¹⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By scope	Scope 1 emissions	tCO ₂ eq	7,395	15,824	32,338	55,557	7,434	14,850	30,511	52,795	7,817	14,687	30,487	52,991
	Operations subject to emissions trading regulations	tCO ₂ eq	7,395	9,301	~	16,696	7,434	8,409	~	15,843	7,817	8,322	~	16,139
	Percentage of operations subject to emissions trading regulations	%	100	58.8	~	30.1	100	56.6	~	30.0	100	56.7	~	30.5
	Scope 2 emissions (location-based)	tCO ₂ eq	86,468	92,046	162,081	340,595	96,800	94,180	160,330	351,310	100,628	94,429	176,002	371,059
	Scope 2 emissions (market-based)	tCO ₂ eq	86,468	92,046	155,862	334,377	93,270	90,792	149,390	333,452	97,517	92,061	158,933	348,511
By country	Korea	tCO ₂ eq	~	~	~	~	100,704	105,618	~	206,322	105,334	106,722	~	212,056
	China	tCO ₂ eq	~	~	~	~	~	~	52,235	52,235	~	~	47,320	47,320
	US	tCO ₂ eq	~	~	~	~	~	23	45,723	45,746	~	26	46,789	46,814
	India	tCO ₂ eq	~	~	~	~	~	0.3	21,547	21,547	~	0.3	22,013	22,013
	Czech Republic	tCO ₂ eq	~	~	~	~	~	~	16,157	16,157	~	~	16,336	16,336
	Others	tCO ₂ eq	~	~	~	~	~	~	44,238	44,238	~	~	56,963	56,963
GHG emissions (Scope 1+location-based Scope 2)		tCO ₂ eq	93,863	107,870	194,419	396,152	104,234	109,030	190,841	404,105	108,445	109,116	206,489	424,050
GHG emissions (Scope 1+market-based Scope 2)		tCO ₂ eq	93,863	107,870	188,200	389,933	100,704	105,642	179,901	386,247	105,334	106,748	189,420	401,502
Total GHG emissions intensity (Scope 1+2) ³⁾		tCO ₂ eq/ KRW 100 million	0.28	~	~	0.75	0.26	~	~	0.65	0.29	~	~	0.70

1) Restated the aggregate data to reflect revisions in Scope 2 emissions of domestic and overseas subsidiaries (location/market-based)

2) Restated the aggregate data to reflect revisions in Scope 1 + Scope 2 emissions of domestic and overseas subsidiaries (location/market-based) and country-level emissions (Korea, US, India, Czech Republic, and others)

3) Parent: Scope 1 + Scope 2 emissions/separate sales, Total: Scope 1 + Scope 2 emissions/consolidated sales (total sales)

GHG Management

GHG Emissions (Scope 3)¹⁾

	Unit	2022	2023	2024
		Consolidated (partial)	Consolidated (partial)	Consolidated (partial)
Scope 3 GHG emissions ²⁾	tCO ₂ eq	3,077,693	3,344,082	3,136,024
Upstream				
1. Purchased goods and services ³⁾	tCO ₂ eq	714,647	820,377	794,951
2. Capital goods ⁴⁾	tCO ₂ eq	18,413	22,712	18,405
3. Fuel-and energy-related activities ⁴⁾	tCO ₂ eq	65,824	67,087	70,044
4. Upstream transportation and distribution ⁴⁾	tCO ₂ eq	319,206	230,570	267,683
5. Waste generated in operations ⁵⁾	tCO ₂ eq	7,246	4,819	12,063
6. Business travel ⁶⁾	tCO ₂ eq	8,457	11,990	13,505
7. Employee commuting ⁷⁾	tCO ₂ eq	1,752	1,934	2,085
8. Upstream leased assets ⁸⁾	tCO ₂ eq	178	151	139
Downstream				
9. Downstream transportation and distribution ⁴⁾	tCO ₂ eq	155,673	121,856	104,733
10. Processing of sold products ⁴⁾	tCO ₂ eq	58,075	56,748	54,274
11. Use of sold products ⁹⁾	tCO ₂ eq	1,423,679	1,676,190	1,480,277
12. End-of-life treatment of sold products ⁹⁾	tCO ₂ eq	221,823	245,123	232,659
15. Investments ⁴⁾	tCO ₂ eq	82,720	84,525	85,206
Total GHG emissions (Scope 1 + 2 + 3) – location-based	tCO ₂ eq	3,473,845	3,748,186	3,560,074
Total GHG emissions (Scope 1 + 2 + 3) – market-based	tCO ₂ eq	3,467,626	3,730,328	3,537,526
Total GHG emissions intensity (Scope 1 + 2 + 3) – market-based	tCO ₂ eq / KRW 100 million	6.68	6.30	6.18

1) Calculated emissions data in accordance with GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and accounted for items for which category-specific calculation methods or coverage were changed by retrospectively including emissions from previous years (not including domestic subsidiaries)

2) Percentage of Scope 3 emissions calculated based on primary data generated from actual activities in 2024: 94% (Scope 3 emissions calculated based on primary data / total scope 3 emissions × 100)

3) Restated the data from previous years to reflect the expanded coverage of data calculation: Include tier-1 suppliers of overseas corporations in addition to tier-1 suppliers under the HQ's operating structure and outsourcing manufacturing plants

4) Expanded the coverage of categories for Scope 3 emissions calculation (capital goods, fuel-and energy-related activities, upstream transportation and distribution, downstream transportation and distribution, processing of sold products, and investments)

5) Restated the data from previous years to reflect the expanded coverage of data calculation: 2022 and 2023 (including 2 domestic subsidiaries), 2024 (including 4 domestic subsidiaries)

6) Based on domestic and overseas business travel calculated emissions by mode of transportation (personal vehicle, bus, train, and domestic / international flights), restated the data from previous years to reflect the revisions made in emissions factors for personal vehicles

7) Based on commuter buses, restated the data from previous years to reflect the expanded coverage of data calculation: 2022 and 2023 (including operation sites in Uilwang in addition to those in Mabuk, Jincheon, Seosan, and Changwon)

8) Based on operation sites leasing finished car sites out of domestic sales teams

9) For categories relating to the use and disposal of sold products, emissions were calculated by reflecting Hyundai Mobis' parts share only in the operation and disposal of finished vehicles, restated the data from previous years to reflect change in the parts ratio within the calculation methodology

GHG Management Expenses

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Operating expenditure (OpEx)													
Reporting year (current)	KRW million	~	~	~	~	981	~	1,053	2,034	992	~	1,376	2,368
Beyond reporting year (future)	KRW million	~	~	~	~	865	~	~	865	2,889	~	2,791	5,680
Capital expenditure (CapEx)													
Reporting year (current) ¹⁾	KRW million	~	~	~	~	1,287	~	834	2,121	655	~	750	1,405
Beyond reporting year (future)	KRW million	~	~	~	~	1,656	~	~	1,656	12	~	1,480	1,492

1) Restated the data to reflect errors made in calculating 2023 parent data

Energy Management

Energy Consumption

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Energy consumed	TJ	1,918	2,234	4,218	8,371	2,165	2,262	4,217	8,644	2,237	2,261	4,577	9,075
	MWh	219,084	286,686	545,482	1,051,252	251,485	287,008	537,905	1,076,398	260,196	285,940	575,797	1,121,932
Energy consumption intensity ¹⁾	TJ / KRW 100 million	0.01	~	~	0.02	0.01	~	~	0.01	0.01	~	~	0.02

1) Total energy consumption / consolidated sales (total sales)

2) Restated the aggregate data to reflect the revisions made in energy consumption of parent, domestic subsidiaries, and overseas subsidiaries

Energy Consumption (non-renewable)

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Non-renewable energy consumption	TJ	1,917	2,234	3,828	7,978	2,082	2,188	3,662	7,932	2,162	2,209	3,698	8,070
	MWh	218,668	286,517	504,831	1,010,016	241,104	279,009	480,076	1,000,190	250,734	280,225	484,227	1,015,187
Percentage of non-renewable energy consumption	%	99.9	100	90.7	95.3	96.1	96.8	87.4	92.1	96.7	97.7	80.8	88.9
By energy source ¹⁾ Fossil fuel consumption	TJ	110	310	606	1,025	139	290	567	997	147	285	567	998
	MWh	30,451	86,149	168,202	284,802	38,600	80,688	157,548	276,835	40,791	79,092	157,443	277,326
Percentage of fossil energy consumption	%	~	~	~	~	6.4	12.8	13.4	11.5	6.6	12.6	12.4	11.0
Consumption of coal and coal product fuels	TJ	~	~	~	~	0	0	0	0	0	0	0	0
	MWh	~	~	~	~	0	0	0	0	0	0	0	0
Consumption of crude oil, petroleum products fuels	TJ	~	~	~	~	20	5	78	102	19	11	76	106
	MWh	~	~	~	~	5,593	1,272	21,579	28,445	5,328	3,047	21,021	29,396
Consumption of natural gas and other fuels	TJ	~	~	~	~	119	286	489	894	128	274	491	893
	MWh	~	~	~	~	33,006	79,416	135,968	248,390	35,463	76,044	136,422	247,930
Nuclear power consumption	TJ	~	~	~	~	0	0	0	0	0	0	0	0
	MWh	~	~	~	~	0	0	0	0	0	0	0	0
Percentage of nuclear energy consumption	%	~	~	~	~	0	0	0	0	0	0	0	0
Consumption of energy from unknown sources	TJ	1,807	1,924	3,222	6,953	1,943	1,898	3,095	6,936	2,015	1,925	3,131	7,071
	MWh	188,217	200,368	336,629	725,214	202,504	198,321	322,529	723,354	209,943	201,133	326,784	737,861
Purchased electricity	TJ	1,807	1,924	3,071	6,802	1,942	1,894	2,949	6,785	2,015	1,921	2,987	6,924
	MWh	188,217	200,368	319,926	708,511	202,258	197,338	307,166	706,763	209,943	200,081	311,198	721,222
Steam	TJ	0	0	151	151	1	4	146	151	0	4	144	148
	MWh	0	0	16,703	16,703	246	983	15,363	16,591	0	1,053	15,587	16,639

1) Certain data has been newly reported since 2023 due to change in classification criteria

2) Restated the aggregate data to reflect the revisions made in consumption by energy source of parent, domestic subsidiaries, and overseas subsidiaries

Energy Management

Energy Consumption (renewable)

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Renewable energy consumption and transition	TJ	1	1	390	392	83	73	555	712	75	51	879	1,005
	MWh	416	169	40,652	41,236	10,381	7,999	57,829	76,209	9,461	5,715	91,569	106,745
Percentage of renewable energy consumption and transition against total energy consumption ¹⁾	%	0.2	0.1	11.3	5.5	4.9	3.9	15.8	9.7	4.3	2.8	22.7	12.9
By means	TJ	1	1	0	2	10	2	46	58	10	2	83	95
Renewable energy consumption	MWh	416	169	25	610	2,697	624	4,753	8,074	2,689	561	8,691	11,940
Self-generation	TJ	1	1	0	2	10	2	1	13	10	2	9	21
	MWh	416	169	25	610	2,697	624	99	3,420	2,689	561	954	4,203
Use of renewable raw materials as fuel ²⁾	TJ	~	~	~	0	0	0	0	0	0	0	0	0
	MWh	~	~	~	0	0	0	0	0	0	0	0	0
Power purchase agreement (on-site PPA)	TJ	~	~	~	0	0	0	45	45	0	0	74	74
	MWh	~	~	~	0	0	0	4,654	4,654	0	0	7,737	7,737
Renewable energy transition	TJ	0	0	390	390	74	71	510	654	65	49	796	910
	MWh	0	0	40,627	40,627	7,684	7,375	53,076	68,135	6,773	5,154	82,878	94,805
Purchase of renewable energy certificates	TJ	~	~	363	363	55	19	486	559.7	0	0	749	749
	MWh	~	~	37,785	37,785	5,679	2,000	50,625	58,304	0	0	77,990	77,990
Virtual power purchase agreement (vPPA)	TJ	~	~	~	0	19	0	0	19	65	0	0	65
	MWh	~	~	~	0	2,005	0	0	2,005	6,773	0	0	6,773
Green pricing program (green electricity products)	TJ	0	0	27	27	0	52	24	75	0	49	47	96
	MWh	0	0	2,841	2,841	0	5,375	2,451	7,826	0	5,154	4,888	10,042
Renewable energy consumption and transition intensity ³⁾	TJ / KRW 100 million	0.000004	~	~	0.001	0.0002	~	~	0.001	0.0002	~	~	0.002

1) (Total renewable energy consumption and transition / total electricity consumption) × 100

2) Biomass, biofuel, biogas, and others

3) Total renewable energy consumption / consolidated sales (total sales)

4) Restated the aggregate data to reflect the revisions made in energy consumption and transition by means of parent and overseas subsidiaries

Energy Management

Energy Consumption (electricity)

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Electricity consumption	TJ	1,808	1,924	3,462	7,194	2,025	1,967	3,504	7,497	2,090	1,972	3,867	7,929
	MWh	188,632	200,537	360,578	749,747	212,640	205,337	364,995	782,971	219,405	205,795	402,767	827,967
Non-renewable electricity	TJ	1,807	1,924	3,072	6,802	1,942	1,894	2,949	6,785	2,015	1,921	2,988	6,924
	MWh	188,217	200,368	319,926	708,511	202,259	197,338	307,166	706,763	209,944	200,080	311,198	721,222
Renewable electricity ¹⁾	TJ	1.5	0.6	390	392	83	73	555	712	75	51	879	1,005
	MWh	416	169	40,652	41,236	10,381	7,999	57,829	76,209	9,461	5,715	91,569	106,745

1) Including renewable energy consumption and transition

2) Restated the aggregate data to reflect the revisions made in electricity consumption of parent, domestic subsidiaries, and overseas subsidiaries

Energy Production and Sale¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ²⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Direct energy production	TJ	1	1	0	2	10	2	1	13	10	2	9	21
	MWh	416	169	25	610	2,697	624	99	3,420	2,689	561	954	4,203
Non-renewable energy production	TJ	~	~	~	~	0	0	0	0	0	0	0	0
	MWh	~	~	~	~	0	0	0	0	0	0	0	0
Renewable energy production	TJ	1	1	0	2	10	2	1	13	10	2	9	21
	MWh	416	169	25	610	2,697	624	99	3,420	2,689	561	954	4,203
Energy sale	TJ	~	~	~	~	0	0	0	0	0	0	0	0
	MWh	~	~	~	~	0	0	0	0	0	0	0	0

1) Newly reported since 2023

2) Restated the aggregate data to reflect the revisions made in direct energy production and energy sale of parent

Air and Water Pollution Management

Pollutant Management Targets

Hyundai Mobis applies stringent internal operating standards to manage waste discharge at 80% of the allowed discharge limit.

In case of new operations, the company strives to set up a sustainable environmental management system, through introducing optimized prevention facilities, and effectively operating and managing through systematic processes, targeting to reduce the usages of chemicals arising from the production process.

Emission of Air Pollutants¹⁾

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries ⁴⁾	Overseas Subsidiaries	Total ⁵⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total ⁷⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Emission of air pollutants		ton	7.24	9.36	134.07	150.67	9.86	15.62	136.81	162.28	14.11	30.06	166.51	210.68
By substance	Nitrogen oxide (NOx)	ton	2.67	1.58	10.78	15.03	4.84	2.36	22.99	30.19	3.82	19.85	27.64	51.32
	Sulfur oxide (SOx)	ton	0.36	0	1.00	1.36	0.11	0	3.47	3.57	0.22	0.02	4.20	4.44
	Particulate matter (PM)	ton	0.60	1.59	13.92	16.11	1.05	2.34	10.49	13.88	1.06	1.87	3.27	6.19
	Total hydrocarbon (THC)	ton	3.61	6.19	108.37	118.17	3.86	10.92	99.86	114.64	8.78	8.33	63.28	80.39
	Volatile organic compound (VOC) ²⁾	ton	~	~	~	~	~	~	~	~	0.22	~	68.12	68.34
Air pollutant emissions intensity ³⁾		ton / KRW billion	0.0002	~	~	0.003	0.0003	~	~	0.003	0.0004	~	~	0.004

1) Calculated emissions based on emission factors for each representative gas in accordance with the air pollution process test standards, include outsourcing

2) Newly reported since 2024

3) Parent: Total air pollutant emissions / separate sales, Total: Total air pollutant emissions / consolidated sales (total sales)

4) Based on two subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five subsidiaries starting from 2023

5) Restate the aggregate data following the verification of substance-level data (NOx, THC) consistency of overseas subsidiaries

6) Extended the scope of facilities subject to calculation since 2023 in line with enhanced environmental management for overseas subsidiaries

7) Restate the aggregate data following the verification of substance-level data (NOx, PM, THC) of parent and overseas subsidiaries

Air and Water Pollution Management

Discharge of Water Pollutants

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ⁴⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁵⁾	Total ⁶⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water pollutant discharges ¹⁾		ton	0.082	~	555.042	555.124	0.006	5.915	761.472	767.394	0.008	8.973	546.390	555.371
By pollutant	Biochemical oxygen demand (BOD)	ton	0	~	60.472	60.472	0	2.807	128.965	131.773	0	0.476	118.774	119.250
	Chemical oxygen demand (COD) ²⁾	ton	~	~	299.945	299.945	~	2.110	318.101	320.211	~	0.066	264.912	264.978
	Total organic carbon (TOC) ²⁾	ton	0.026	~	34.000	34.026	0.002	0.110	69.762	69.874	0.002	0.230	81.505	81.737
	Total nitrogen (TN)	ton	0.040	~	99.706	99.746	0.003	0.272	188.226	188.498	0.003	3.361	21.519	24.882
	Normal hexane (N-H)	ton	~	~	7.000	7.000	0	0.030	0.393	0.423	0	0.150	0.384	0.534
	Total phosphorus (T-P)	ton	0.002	~	2.560	2.562	0.0002	0.060	2.077	2.139	0.001	1.714	1.945	3.659
	Suspend solids (SS)	ton	0.014	~	51.359	51.373	0.001	0.526	53.949	54.476	0.002	2.977	57.351	60.331
Water pollutant discharge intensity ³⁾		ton / KRW billion	0.000002	~	~	0.011	0.0000002	~	~	0.013	0.0000002	~	~	0.010

1) Limited to direct discharges only

2) Initiated TOC reporting starting from 2022 in line with the change in organic matter measurement metric for parent

(COD → TOC), follow country-specific legal standards for overseas operations

3) Parent: Total water pollutant discharges / separate sales, Total: Total water pollutant discharges / consolidated sales (total sales)

4) Restated the aggregate data following the verification of substance-level data (BOD, COD, TN, T-P, SS) consistency of overseas subsidiaries

5) Extended the scope of facilities subject to calculation since 2023 in line with enhanced environmental management for overseas subsidiaries

6) Restated the aggregate data following the verification of substance-level data (BOD, COD, TN, T-P, SS) consistency of overseas subsidiaries

Pollution-related Expenses¹⁾

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries ³⁾	Overseas Subsidiaries	Total
Operating expenditure (OpEx) ²⁾	Reporting year (current)	KRW million	~	~	~	~	6,046	~	2,246	8,292	6,614	1,186	3,618	11,418
	Beyond reporting year (future)	KRW million	~	~	~	~	6,793	~	~	6,793	6,871	98	~	6,969
Capital expenditure (CapEx) ²⁾	Reporting year (current)	KRW million	~	~	~	~	1,664	~	2,568	4,231	160	0	750	910
	Beyond reporting year (future)	KRW million	~	~	~	~	486	~	~	486	397	255	~	652

1) Include expenses relating to air / water pollution, substances of concern, and waste

2) Newly reported since 2023

3) Included domestic subsidiaries for disclosure since 2024

Pollutant Incident-related Expenses¹⁾

		Unit	2022		2023		2024	
			Parent		Parent		Consolidated ²⁾	
Operating expenditure (OpEx)	Reporting year (current)	KRW million	~		0		449	
Capital expenditure (CapEx)	Beyond reporting year (future)	KRW million	~		41		125	

1) Newly reported since 2023

2) Expanded the scope of compilation since 2024 to include consolidated corporations (for production corporations)

Managing Chemicals / Substances of Concern

Chemicals in Products Management Targets

Concerning hazardous chemicals contained in products, Hyundai Mobis keeps close tabs on pertinent regulations and stakeholder requirements to set its management targets accordingly. Our aim is to reduce the copper and copper compound content in brake friction materials for North America-bound vehicles to 0.5% and below by 2025 and limit the presence of UV-328 in products exported to the EU to 0.0001% and below by 2030.

※ UV-328: A light stabilizer used in polymers, coatings, films, and adhesives

Substances of Concern in Products¹⁾

Key substances of concern that are contained in our products by way of parts procurement include lead consumed in electronic parts. In 2024, the amounts received increased in line with the expanded scope of data aggregation.

	Unit	2022		2023		2024	
		Consolidated		Consolidated (partial)		Consolidated (partial)	
Amounts received through purchased (procured) parts	Hazardous chemicals	ton	~	146		266	

1) Newly reported since 2023, not include data from domestic subsidiaries, substances of concern classified in accordance with EU REACH.

Chemicals / Substances of Concern in the Workplace¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Chemicals received (handled) in the workplace	ton	2,378.63	~	~	2,378.63	2,786.91	~	~	2,786.91	1,730.86	348.52	~	2,079.38
Chemicals discharged / transported in the workplace	ton	150.04	543.81	~	693.85	147.08	99.08	~	246.16	128.34	47.21	~	175.55
Substances of concern received (handled) in the workplace ³⁾	ton	~	~	~	~	7.50	~	~	7.50	5.36	15.15	2.53	23.04

1) Classification of chemicals / substances of concern pursuant to Article 11 of the Chemical Substances Control Act

2) Newly reported since 2023

3) Based on two domestic subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five domestic subsidiaries starting from 2023

Water Resources Management

Water Consumption

		Unit	2022				2023 ¹⁾				2024			
			Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water consumed (withdrawn)		ton	466,434	444,416	840,497	1,751,347	553,961	379,056	760,081	1,693,098	623,648	555,898	813,375	1,992,921
By source	Tap water ³⁾	ton	443,304	444,416	760,638	1,648,358	530,468	379,056	663,425	1,572,949	587,431	523,258	664,156	1,774,845
	Surface water ⁴⁾	ton	0	0	61,089	61,089	0	0	71,475	71,475	0	0	55,647	55,647
	Groundwater	ton	23,130	0	18,770	41,900	23,493	0	25,181	48,674	36,217	32,640	93,572	162,429
Water consumption (withdrawal) intensity ⁵⁾		ton / KRW 100 million	1.37	~	~	3.37	1.42	~	~	2.86	1.70	~	~	3.48

1) Restated the aggregate data and intensity figures to reflect the revisions made in 2023 water data of overseas subsidiaries

2) Based on two domestic subsidiaries (UNITUS and MOTRAS) in 2022, and based on all five domestic subsidiaries starting from 2023

3) Restated the 2023 tap water data

4) Restated the aggregate data and intensity figures following the disclosure of 2022 surface water data of overseas subsidiaries

5) Parent: Water consumption / separate sales, Total: Water consumption / consolidated sales

Water Consumption and Water Pollutant Generation in Water Risk / Stress Areas

		Unit	2022				2023 ²⁾				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water consumed in water risk / stress areas ¹⁾		ton	~	~	~	~	~	~	112,713	112,713	~	~	147,439	147,439
Water pollutants discharged in water risk / stress areas ¹⁾		ton	~	~	~	~	~	~	7.03	7.03	~	~	4.76	4.76
Percentage of water pollutants discharged in water risk / stress areas ¹⁾		%	~	~	~	~	~	~	0.92	0.92	~	~	0.87	0.87

1) Corporations identified as high risk (3 or higher points on a scale of 1 to 5) based on WWF (Water Risk Filter) criteria

2) Newly reported since 2023

Water Recycling

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Water recycled / reused		ton	0	0	68,604	68,604	0	0	76,179	76,179	0	0	114,884	114,884
Percentage of water recycled / reused ¹⁾		%	0	0	8.2	3.9	0	0	10.0	4.5	0	0	14.1	14.1

1) Water recycled and reused / total water consumed (withdrawn)

2) Based on two domestic subsidiaries (UNITUS and MOTRAS) in 2022, and based on all five domestic subsidiaries starting from 2023

Resource Use Management

Raw Material Recycling and Diversification Targets

Hyundai Mobis has established goals for recycling and diversifying polymer materials, including lamp housings, lenses, bumper covers, and BMA covers.

We aim to achieve a 50% material transition for targeted components by 2030 through the phased expansion of physical recycling, chemical recycling, and the application of bio-mass materials.

Raw and Packaging Materials Use (Procurement)¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Raw and packaging materials used (purchased)	ton	47,464	~	~	47,464	44,760	10,013	39,381	94,154	46,921	11,111	44,430	102,462
Key raw materials ²⁾	ton	42,152	~	~	42,152	36,835	10,013	39,381	86,229	38,476	11,111	41,504	91,091
By material													
Plastic	ton	11,023	~	~	11,023	1,686	10,013	39,381	51,080	1,363	11,111	41,504	53,978
Metal ³⁾	ton	31,129	~	~	31,129	35,149	0	0	35,149	37,113	0	0	37,113
Packaging ⁴⁾	ton	5,312	~	~	5,312	7,925	0	0	7,925	8,445	0	2,926	11,371
Recycled raw and packaging materials used / purchased	ton	955	~	~	955	3,298	0	0	3,298	2,891	0	0	2,891
Recycled raw materials	ton	0	~	~	0	0	0	0	0	0	0	0	0
Recycled packaging materials	ton	955	~	~	955	3,298	0	0	3,298	2,891	0	0	2,891
Percentage of using (purchasing) recycled raw / subsidiary materials	%	2.0	~	~	2.0	7.4	0	0	3.5	6.2	0	0	2.8

1) Reported since 2022, restated the 2022 data as 'parent' to reflect change in classification criteria starting from 2023

2) Based on direct procurement (domestic data include CKD supply materials)

3) Breakdown of consumption in 2024: 26,591 tons of steel, 10,522 tons of aluminum

4) Based on petrochemical packaging materials

Product Remanufacturing¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Products remanufactured	Units	3,817	~	28,310	32,127	3,735	~	30,516	34,251	3,710	~	35,984	39,694

1) Operational performance of MRCs (Multimedia Remanufacturing Centers)

Waste Management

Waste Management Targets

Hyundai Mobis set a goal of receiving Zero Waste To Landfill (ZWTL¹⁾ validations²⁾ for all its manufacturing sites by 2030.

To achieve this goal, we are conducting preliminary waste audits across all operation sites. Based on the findings, we will identify target sites and define their certification levels, progressing step-by-step toward achieving zero waste to landfill.

1) ZWTL: Zero Waste To Landfill

2) Assess the level of waste recycling at each operation site and assign a corresponding rating

	Unit	2022	2023	2024	2025 Target	2030 Target
		Parent	Parent	Parent	Parent	Parent
Zero waste to landfill (recycling rate)	%	77.1	84.5	92.9	90 (or above)	Achieve zero waste to landfill for all manufacturing sites

Waste Generation

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries ¹⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ¹⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Waste generation		ton	7,403	7,939	55,159	70,500	7,807	6,852	58,215	72,875	7,089	6,315	59,059	72,463
By type	Designated waste	ton	427	830	4,809	6,066	279	1,040	12,457	13,775	465	411	13,869	14,744
	Radioactive waste ²⁾	ton	~	~	~	~	0	0	0	0	0	0	0	0
	Other waste ²⁾	ton	~	~	~	~	279	1,040	12,457	13,775	465	411	13,869	14,744
	General waste	ton	6,976	7,109	50,350	64,435	7,528	5,813	45,759	59,099	6,624	5,904	45,190	57,719
Waste generation intensity ³⁾		ton / KRW 100 million	0.02	~	~	0.14	0.02	~	~	0.12	0.02	~	~	0.13

1) Restated the data to reflect reclassification of designated waste and general waste

2) Newly reported since 2023

3) Parent: Total waste generation / separate sales, Total: Total waste generation / consolidated sales (total sales)

Waste Management

Waste Disposal

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries ¹⁾	Overseas Subsidiaries ²⁾	Total ³⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total ³⁾	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Waste disposal (landfill, incineration, etc.)		ton	1,693	2,052	13,949	17,694	1,208	3,102	12,818	17,129	502	3,657	15,193	19,352
Waste disposal rate		%	22.9	25.9	25.3	25.1	15.5	45.3	22.0	23.5	7.1	57.9	25.7	26.7
By type	Designated waste	ton	286	584	4,003	4,873	242	754	2,524	3,520	191	349	2,323	2,863
	Incineration (zero energy recovered)	ton	275	584	~	~	234	65	319	619	188	65	251	504
	Incineration (energy recovered)	ton	0	0	~	~	8	0	1	8	0	0	803	803
	Landfill	ton	11	0	1,030	1,041	0	0	2,205	2,205	3	0	1,269	1,272
	Disposal / treatment process unknown	ton	~	~	~	~	0	688	0	688	0	284	0	284
	General waste	ton	1,406	1,469	10,197	13,072	966	2,348	10,295	13,609	311	3,309	12,870	16,490
	Incineration (zero energy recovered)	ton	1,394	1,264	~	~	676	1,057	594	2,327	4	1,501	837	2,343
	Incineration (energy recovered)	ton	0	0	~	~	283	137	0	420	293	137	989	1,419
	Landfill	ton	12	205	9,166	9,382	7	173	9,700	9,880	13	117	11,044	11,175
	Disposal / treatment process unknown	ton	~	~	~	~	0	981	0	981	0	1,553	0	1,553
By method	Total incineration	ton	1,670	1,847	3,753	7,271	1,201	1,260	914	3,374	485	1,704	2,880	5,069
	Zero energy recovered	ton	1,670	1,847	3,753	7,271	910	1,122	913	2,946	192	1,566	1,088	2,847
	Energy recovered	ton	0	0	0	0	291	137	1	429	293	137	1,792	2,222
	Total landfill	ton	22	205	10,196	10,423	7	173	11,905	12,085	16	117	12,314	12,447
	Total waste treated through other methods	ton	~	~	~	~	0	1,670	0	1,670	0	1,836	0	1,836
Waste treated without disposal (recycling, reuse)		ton	5,710	5,886	41,210	52,806	6,599	3,750	45,397	55,746	6,587	2,657	43,866	53,110
Percentage of waste treated without disposal (recycling, reuse)		%	77.1	74.1	74.7	74.9	84.5	54.7	78.0	76.5	92.9	42.1	74.3	73.3
By type	Designated waste	ton	141	246	947	1,333	37	286	9,933	10,255	274	62	11,546	11,881
	Recycling / reuse	ton	141	246	947	1,333	37	286	9,933	10,255	274	62	11,546	11,881
	Waste made reusable through other methods	ton	~	~	~	~	0	0	0	0	0	0	0	0
	General waste	ton	5,570	5,640	40,263	51,473	6,562	3,464	35,464	45,491	6,314	2,595	32,320	41,229
	Recycling / reuse	ton	5,570	5,640	40,263	51,473	6,562	3,341	35,464	45,367	6,314	2,595	32,320	41,229
	Waste made reusable through other methods	ton	~	~	~	~	0	123	0	123	0	0	0	0
By method	Total recycling / reuse	ton	5,710	5,886	41,210	52,806	6,599	3,627	45,397	55,623	6,587	2,657	43,866	53,110
	Percentage of recycling / reuse	%	77.1	74.1	74.7	74.9	84.5	54.7	78.0	76.5	92.9	42.1	74.3	73.3
	Total waste made reusable through other methods	ton	~	~	~	~	0	123	0	123	0	0	0	0

1) Based on two domestic subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five domestic subsidiaries starting from 2023

2) Restated the 2022 overseas subsidiaries data for designated waste and recycling / reuse percentages by method

3) Partially restated the 2023 overseas subsidiaries data for designated waste, general waste, and total general waste

Social

Grievance Handling and Human Rights Impacts

Human Rights Management Targets

Hyundai Mobis will conduct regular human rights impact assessments and implement identified priorities in focus areas such as non-discrimination, working conditions, compensation, humane treatment, prohibition of workplace harassment, freedom of association and collective bargaining, child labor, forced labor, human trafficking, exploitation, and living wages, advancing human rights risk management on an ongoing basis. In 2025, we plan to conduct human rights impact assessments in alignment with ESG assessment and due diligence. In 2026, we will update checklist evaluation indicators and introduce employee surveys across domestic operation sites. In 2027, we plan to expand these surveys to overseas subsidiaries and standardize human rights management practices across the organization.

Human Rights Grievance Handling¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of total human rights grievances handled	%	100	~	~	100	91.7	83.3	92.6	91.1	100	100	99.2	99.3
Grievances submitted and substantiated	Cases	14	~	~	14	12	6	27	45	14	16	123	153
Grievances handled		14	~	~	14	11	5	25	41	14	16	122	152

1) Cases handled through Compliance Helpline, Hello HR, and grievance handling channels of respective domestic and overseas subsidiaries

Compliance Grievance Handling Channels¹⁾

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of compliance grievances handled	%	100	~	~	100	92.5	83.3	90.3	90.5	90.0	100	95.0	95.0
Cases received	Cases	42	~	~	42	40	6	207	253	40	45	735	820
Cases handled		42	~	~	42	37	5	187	229	36	45	698	779

1) Cases handled through Compliance Helpline and grievance handling channels at respective overseas subsidiaries

Human Rights Training (Compliance Training)

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of employees who completed human rights training	%	97.8	~	~	97.8	98.7	65.7	61.3	76.6	99.2	100	71.7	89.9
Number of employees who completed human rights training ¹⁾	Persons	9,769	~	~	9,769	9,581	3,456	6,277	19,314	9,761	5,079	5,596	20,436

1) Excluding on-site and temporary/dispatch workers in Korea (parent)

Grievance Handling and Human Rights Impacts

Human Rights Risk Management

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Desk-based assessment	Assessment rate	%	100	~	100	100	50.0	~	100	90.0	100	~	84.6	91.5
	Operation sites subject to assessments ¹⁾	Sites	4	~	15	19	4	~	16	20	21	~	26	47
	Operation sites assessed	Sites	4	~	15	19	2	~	16	18	21	~	22	43
Risk identification	Percentage of risks identified ²⁾	%	0	~	26.7	21.1	50.0	~	62.5	61.1	23.8	~	18.2	20.9
	Operation sites identified for risks	Sites	0	~	4	4	1	~	10	11	5	~	4	9
On-site assessment	On-site assessment rate	%	0	~	100	100	100	~	70.0	72.7	100	~	100	100
	Operation sites that received on-site assessments	Sites	0	~	4	4	1	~	7	8	5	~	4	9
Risks for which action was taken	Percentage of risks for which action was taken	%	~	~	~	~	35.7	~	75.0	70.2	96.6	~	80.5	84.7
	Identified risks	Risks	0	~	~	~	14	~	100	114	29	~	82	111
	Serious human rights violation ³⁾	Cases	0	~	~	~	0	~	0	0	0	~	0	0
	Risks for which action was taken	Risks	~	~	~	~	5	~	75	80	28	~	66	94

1) Based on manufacturing sites, exclude sites not operating (before mass-production, manufacturing suspended etc.)

2) Percentage of operation sites identified for risks out of operation sites assessed

3) Refer to serious human rights violations such as forced labor and child labor

Grievance Handling and Human Rights Impacts

Labor Management (Collective Bargaining)

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Labor union membership rate ¹⁾		%	51.0	~	~	51.0	51.8	96.3	66.6	72.7	52.5	92.6	69.5	73.1
Percentage of employees covered by collective agreements ²⁾		%	100	~	~	100	100	100	99.9	100	100	100	100	100
By region	Employees subject to collective agreements	Persons	11,635	~	~	11,635	11,572	9,380	11,700	32,652	11,393	10,128	12,286	33,807
	Employees covered by collective agreements	Persons	11,635	~	~	11,635	11,572	9,380	11,691	32,643	11,393	10,128	12,286	33,807
	Korea	%	~	~	~	~	100	100	~	100	100	100	~	100
	China	%	~	~	~	~			99.8	99.8			100	100
	Americas	%	~	~	~	~	~	~	100	100	~	~	100	100
	Europe	%	~	~	~	~			100	100			100	100
	Asia Pacific/others	%	~	~	~	~			0	0			0	0
Labor-management consultations ³⁾		Times	59	~	~	59	74	174	59	307	52	190	37	279
Collective bargaining		Times	49	~	~	49	67	100	35	202	46	79	5	130
Labor-management consultation		Times	10	~	~	10	7	74	24	105	6	111	32	149

1) Percentage of unionized employees among eligible employees (those below senior manager level and others)

2) Certain programs vary in scope of application depending on job function or position

3) Labor-management communication on maintaining and improving working conditions

Work-Life Balance

Corporate Culture

	Unit ²⁾	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Culture Survey scores ¹⁾	%, points	77.9	~	69.0	74.8	81.7	~	78.8	80.7	85.0	~	79.4	82.8

1) Survey questionnaire changed in 2023, domestic subsidiaries are equally surveyed but their results are not disclosed

2) Change in unit due to survey revision: Positive responses (%) in 2021 and 2022, average scores (point) in 2023

Family-related Leave

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total
Total employees eligible for parental leave ¹⁾	Persons	~	~	~	~	3,359	1,824	2,628	7,811	3,271	2,233	11,270	16,774
Percentage of male employees	%	~	~	~	~	88.9	98.1	60.8	81.6	89.7	98.3	60.3	71.1
Percentage of female employees	%	~	~	~	~	11.1	1.9	39.2	18.4	10.3	1.7	39.7	28.9
Percentage of employees with unspecified gender	%	~	~	~	~	~	~	~	~	~	~	~	~
Total employees who took parental leave	Persons	197	~	1,021	1,218	524	195	1,031	1,750	580	216	881	1,677
Percentage of total employees who took parental leave ²⁾	%	~	~	~	~	15.6	10.7	39.2	22.4	17.7	9.7	7.8	10.0
Percentage of male employees	%	39.1	~	66.0	61.7	74.4	89.7	60.4	67.9	79.1	88.4	56.6	68.5
Percentage of female employees	%	60.9	~	34.0	38.3	25.6	10.3	39.6	32.1	20.9	11.6	43.4	31.5
Percentage of employees with unspecified gender	%	~	~	~	~	~	~	~	~	~	~	~	~
Percentage of employees who returned to work after parental leave ³⁾	%	~	~	~	~	~	~	~	~	96.4	~	~	96.4
Percentage of male employees	%	~	~	~	~	~	~	~	~	97.3	~	~	97.3
Percentage of female employees	%	~	~	~	~	~	~	~	~	90.5	~	~	90.5
Percentage of employees with unspecified gender	%	~	~	~	~	~	~	~	~	~	~	~	~
Percentage of employees who returned from parental leave and continued to work 12 months ³⁾	%	~	~	~	~	~	~	~	~	94.8	~	~	94.8
Percentage of male employees	%	~	~	~	~	~	~	~	~	96.0	~	~	96.0
Percentage of female employees	%	~	~	~	~	~	~	~	~	89.1	~	~	89.1
Percentage of employees with unspecified gender	%	~	~	~	~	~	~	~	~	~	~	~	~

1) Reported since 2023

2) Data aggregated since 2023

3) Newly reported in 2024

4) Change in data aggregation method due to the redefinition of parental leave eligibility at overseas subsidiaries

Employee Profile

Employment Status

			2022				2023				2024				
			Unit	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total employees ¹⁾			Persons	11,635	9,459	21,490	42,584	12,104	9,920	24,159	46,183	12,313	10,432	24,202	46,947
By gender	Male	Persons	10,090	8,826	15,104	34,020	10,464	9,238	17,138	36,840	10,637	9,747	16,405	36,789	
	Female	Persons	1,545	633	6,368	8,546	1,640	682	7,000	9,322	1,676	685	7,685	10,046	
	Other	Persons	0	0	18	18	0	0	21	21	0	0	112	112	
	Percentage of female employees	%	13.3	6.7	29.6	20.1	13.5	6.9	29.0	20.2	13.6	6.6	31.8	21.4	
By type of employment ²⁾	Permanent employees ³⁾	Persons	11,104	8,570	18,198	37,872	11,541	9,215	18,871	39,627	11,726	9,338	21,276	42,340	
	Male	Persons	9,780	7,971	12,571	30,322	10,130	8,591	12,819	31,540	10,257	8,719	14,342	33,318	
	Female	Persons	1,324	599	5,623	7,546	1,411	624	6,045	8,080	1,469	619	6,934	9,022	
	Other	Persons	0	0	4	4	0	0	7	7	0	0	0	0	
	Temporary employees	Persons	531	889	3,292	4,712	563	705	5,036	6,304	587	1,094	2,873	4,554	
	Male	Persons	310	855	2,533	3,698	334	647	4,149	5,130	380	1,028	2,048	3,456	
	Female	Persons	221	34	745	1,000	229	58	887	1,174	207	66	713	986	
	Other	Persons	0	0	14	14	0	0	0	0	0	0	112	112	
	Percentage of temporary employees	%	4.6	9.4	15.3	11.1	4.7	7.1	20.8	13.7	4.8	10.5	11.9	9.7	
	Non-guarantee hours employees	Persons	~	~	~	~	0	0	252	252	0	0	53	53	
	Male	Persons	~	~	~	~	0	0	170	170	0	0	16	16	
	Female	Persons	~	~	~	~	0	0	68	68	0	0	37	37	
	Other	Persons	~	~	~	~	0	0	14	14	0	0	0	0	
By nationality	Korea	Persons	11,604	~	493	12,097	12,078	9,920	294	22,292	12,287	10,432	369	23,088	
	China	Persons	7	~	3,893	3,900	7	0	3,581	3,588	5	0	3,399	3,404	
	US	Persons	6	~	2,996	3,002	6	0	3,530	3,536	6	0	3,271	3,277	
	India	Persons	7	~	3,121	3,128	5	0	5,297	5,302	4	0	3,409	3,413	
	Czech Republic	Persons	0	~	2,034	2,034	0	0	2,586	2,586	0	0	2,550	2,550	
	Slovakia	Persons	~	~	~	~	0	0	2,112	2,112	0	0	2,358	2,358	
	Germany	Persons	~	~	~	~	2	0	387	389	2	0	286	288	
	Mexico	Persons	~	~	~	~	0	0	2,597	2,597	0	0	4,282	4,282	
	Others	Persons	11	~	8,949	8,960	6	0	2,318	2,324	9	0	3,497	3,506	
	Unidentified	Persons	0	~	4	4	0	0	1,457	1,457	0	0	781	781	

1) Total headcount in Korea (parent), include 3 registered executives as compared to B. Overview of Employees and Others of the 2025 Annual Business Report (excluding Chairman)

2) Include short-term workers, no daily workers

3) Include executives

Employee Profile

Employment Status

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
By region	Korea	Persons	11,635	9,459	0	21,094	12,104	9,920	0	22,024	12,313	10,424	0	22,737
	Male	Persons	10,090	8,826	0	18,916	10,464	9,238	0	19,702	10,637	9,740	0	20,377
	Female	Persons	1,545	633	0	2,178	1,640	682	0	2,322	1,676	684	0	2,360
	Other	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	China	Persons			3,938	3,938			3,590	3,590		1	3,408	3,409
	Male	Persons			2,872	2,872			2,553	2,553		1	2,422	2,423
	Female	Persons			1,066	1,066			1,037	1,037		0	986	986
	Other	Persons			0	0			0	0		0	0	0
	Americas	Persons			7,674	7,674			7,802	7,802		4	9,444	9,448
	Male	Persons			5,067	5,067			4,998	4,998		3	5,952	5,955
	Female	Persons			2,589	2,589			2,783	2,783		1	3,380	3,381
	Other	Persons			18	18			21	21		0	112	112
	Europe	Persons			6,598	6,598			7,343	7,343		2	7,899	7,901
	Male	Persons			4,221	4,221			4,550	4,550		2	4,976	4,978
	Female	Persons			2,377	2,377			2,793	2,793		0	2,923	2,923
	Other	Persons			0	0			0	0		0	0	0
	Asia Pacific/Others (excluding Korea and China)	Persons			3,280	3,280			5,424	5,424		1	3,451	3,452
	Male	Persons			2,944	2,944			5,037	5,037		1	3,055	3,056
	Female	Persons			336	336			387	387		0	396	396
	Other	Persons			0	0			0	0		0	0	0

Employee Profile

Employment Status

			2022				2023				2024			
			Unit	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries
By job position/ group	Executives	Persons	81	~	37	118	87	17	17	121	82	14	10	106
	Male	Persons	81	~	37	118	87	17	17	121	82	14	10	106
	Female	Persons	0	~	0	0	0	0	0	0	0	0	0	0
	Other	Persons	0	~	0	0	0	0	0	0	0	0	0	0
	Percentage of female executives	%	0	~	0	0	0	0	0	0	0	0	0	0
	Management positions ¹⁾	Persons	8,859	1,318	6,687	16,864	9,352	1,395	5,805	16,552	6,094	819	2,677	9,590
	Male	Persons	7,896	1,176	5,191	14,263	8,300	1,243	4,183	13,726	5,768	797	2,055	8,620
	Female	Persons	963	142	1,492	2,597	1,052	152	1,616	2,820	326	22	622	970
	Other	Persons	0	0	4	4	0	0	6	6	0	0	0	0
	Percentage of female employees in management positions	%	10.9	10.8	22.3	15.4	11.2	10.9	27.8	17.0	5.3	2.7	23.2	10.1
	- Senior management positions	Persons	5,369	~	1,784	7,153	5,828	770	1,833	8,431	556	182	762	1,500
	Male	Persons	5,141	~	1,492	6,633	5,552	750	1,459	7,761	547	182	640	1,369
	Female	Persons	228	~	289	517	276	20	371	667	9	0	122	131
	Other	Persons	0	~	3	3	0	0	3	3	0	0	0	0
	Percentage of female employees in senior management positions	%	4.2	~	16.2	7.2	4.7	2.6	20.2	7.9	1.6	0	16.0	8.7
	- Junior management positions	Persons	3,490	~	4,903	8,393	3,524	625	3,972	8,121	5,538	637	1,915	8,090
	Male	Persons	2,755	~	3,699	6,454	2,748	493	2,724	5,965	5,221	615	1,415	7,251
	Female	Persons	735	~	1,203	1,938	776	132	1,245	2,153	317	22	500	839
	Other	Persons	0	~	1	1	0	0	3	3	0	0	0	0
	Percentage of female employees in junior management positions	%	21.1	~	24.5	23.1	22.0	21.1	31.3	26.5	5.7	3.5	26.1	10.4
	Non-management positions	Persons	2,695	8,141	14,766	25,602	2,665	8,508	18,337	29,510	6,137	9,599	21,515	37,251
	Male	Persons	2,113	7,650	9,876	19,639	2,077	7,978	12,938	22,993	4,787	8,936	14,340	28,063
	Female	Persons	582	491	4,876	5,949	588	530	5,384	6,502	1,350	663	7,063	9,076
	Other	Persons	0	0	14	14	0	0	15	15	0	0	112	112
	Percentage of female employees in non-management positions	%	21.6	6.0	33.0	23.2	22.1	6.2	29.4	22.0	22.0	6.9	32.8	24.4
By age group	Under 30	Persons	1,968	~	6,523	8,491	2,127	1,989	8,166	12,282	2,199	1,957	6,830	10,986
	30 and over and under 50	Persons	7,085	~	12,561	19,646	7,340	7,106	13,111	27,557	7,334	7,519	14,230	29,083
	50 and over	Persons	2,582	~	2,406	4,988	2,637	825	2,805	6,267	2,780	956	2,998	6,734
	Unidentified	Persons	0	~	0	0	0	0	77	77	0	0	144	144
	Percentage of employees under 30	%	16.9	~	30.4	25.6	17.6	20.1	33.8	26.6	17.9	18.8	28.2	23.4
	Percentage of employees 30 and over and under 50	%	60.9	~	58.5	59.3	60.6	71.6	54.3	59.7	59.6	72.1	58.8	61.9
	Percentage of employees 50 and over	%	22.2	~	11.2	15.1	21.8	8.3	11.6	13.6	22.6	9.2	12.4	14.3
	Percentage of employees with unspecified age	%	~	~	~	~	~	~	0.3	0.2	~	~	0.6	0.3

1) Revise 2022 data by excluding executives from management positions (categorized separately)

• Definition of management positions in 2022 and 2023:

- Management position: management and research roles
- Senior management position: among all administrative employees, those at or above the senior manager
- Junior management position: among all administrative employees, those below the senior manager
- Non-management position: contract employees, special appointment staff, and field workers

• Redefinition of management positions from 2024

- Senior management position: Employees at or above levels senior managers in management roles
- Junior management position: Employees at or above levels senior manager
- Non-management position: Employees at levels below senior manager

Employee Profile

Employment Status

		Unit	2022				2023				2024				
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	
By other categories	STEM ¹⁾ positions (permanent positions in the R&D Center)	Persons	4,117	~	1,311	5,428	4,499	150	1,466	6,115	4,592	148	531	5,271	
	Male	Persons	3,606	~	964	4,570	3,925	122	1,082	5,129	3,990	119	437	4,546	
	Female	Persons	511	~	347	858	574	28	382	984	602	29	94	725	
	Other	Persons	0	~	0	0	0	0	2	2	0	0	0	0	
	Percentage of female employees in STEM positions	%	12.4	~	26.5	15.8	12.8	18.7	26.1	16.1	13.1	19.6	17.7	13.8	
	Profit-generating positions (for management positions)	Persons	1,216	~	2,881	4,097	1,254	19	4,703	5,976	1,298	262	1,726	3,286	
	Male	Persons	1,079	~	1,962	3,041	1,109	15	3,333	4,457	1,137	208	1,184	2,529	
	Female	Persons	137	~	905	1,042	145	4	1,364	1,513	161	54	542	757	
	Other	Persons	0	~	14	14	0	0	6	6	0	0	0	0	
	Percentage of female employees in profit-generating positions	%	11.3	~	31.4	25.4	11.6	21.1	29.0	25.3	12.4	20.6	31.4	23.0	
	Total number of employees with disabilities	Persons	148	~	160	308	128	250	159	537	117	250	206	573	
	Employees with disabilities by gender ²⁾	Male	Persons	~	~	~	~	~	~	~	~	108	244	143	495
		Female	Persons	~	~	~	~	~	~	~	~	9	6	62	77
		Other	Persons	~	~	~	~	~	~	~	~	0	0	1	1
		Percentage of male employees with disabilities	%	~	~	~	~	~	~	~	~	0.9	2.3	0.6	1.1
		Percentage of female employees with disabilities	%	~	~	~	~	~	~	~	~	0.1	0.1	0.3	0.2
	Percentage of employees with disabilities		%	1.3	~	0.7	0.9	1.1	2.5	0.7	1.2	1.0	2.4	0.9	1.2

1) STEM: Science, Technology, Engineering and Mathematics

2) Newly reported in 2024

Internal Recruitment

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Positions filled through open positions	Persons	56	~	369	425	18	10	153	181	26	31	344	401
Percentage of positions filled through open positions ¹⁾	%	4.5	~	8.6	7.7	2.4	1.2	6.1	4.4	4.6	17.5	4.8	5.0

1) Employees relocated through the open position program / (employees relocated through the open position program + newly recruited employees) × 100

Employee Profile

New Employee Hires

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
New employee hires in permanent positions (direct employment)		Persons	1,181	~	3,928	5,109	732	800	2,368	3,900	536	146	6,865	7,547
Percentage of new employee hires ¹⁾		%	10.2	~	18.3	12.0	6.0	8.1	9.8	8.4	4.4	1.4	28.4	16.1
By gender	Male	Persons	938	~	2,284	3,222	614	755	1,547	2,916	450	136	4,187	4,773
	Female	Persons	243	~	1,625	1,868	118	45	819	982	86	10	2,678	2,774
	Other	Persons	0	~	19	19	0	0	2	2	0	0	0	0
	Percentage of males	%	79.4	~	58.1	63.1	83.9	94.4	65.3	74.8	84.0	93.2	61.0	63.2
	Percentage of females	%	20.6	~	41.4	36.6	16.1	5.6	34.6	25.2	16.0	6.8	39.0	36.8
	Percentage of other	%	0	~	0.5	0.4	0	0	0.08	0.05	0	0	0	0
By age group	Under 30	Persons	834	~	1,886	2,720	451	262	1,146	1,859	391	47	3,472	3,910
	30 and over and under 50	Persons	347	~	1,746	2,093	279	533	1,024	1,836	145	92	3,059	3,296
	50 and over	Persons	0	~	296	296	2	5	198	205	0	7	334	341
	Percentage of new employees under 30	%	70.6	~	48.0	53.2	61.6	32.8	48.4	47.7	72.9	32.2	50.6	51.8
	Percentage of new employees 30 and over and under 50	%	29.4	~	44.5	41.0	38.1	66.6	43.2	47.1	27.1	63.0	44.6	43.7
	Percentage of employees 50 and over	%	0	~	7.5	5.8	0.3	0.6	8.4	5.3	0	4.8	4.9	4.5
By type	New employees in future new industry sectors	Persons	175	~	~	175	168	~	~	168	119	23	31	173
	Percentage of new employees in future new industry sectors	%	14.8	~	~	14.8	23.0	~	~	23.0	22.2	15.8	0.5	2.3
New employees in temporary positions		Persons	357	~	3,653	4,010	406	1,792	6,778	8,976	452	1,574	2,943	4,969
Recruiting costs		KRW million	2,546	~	2,173	4,719	2,931	198	4,492	7,620	3,298	316	5,350	8,963
Average recruiting costs per person ²⁾		KRW	1,655,275	~	286,654	517,484	2,575,572	76,237	491,098	591,814	3,337,759	183,646	545,437	716,141

1) Percentage of new employees against total headcount, direct recruitment

2) Total annual expenditures for recruitment/total number of new employees

Employee Profile

Turnover

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Turnover		Persons	895	~	6,965	7,860	671	1,590	9,539	11,800	779	1,417	6,675	8,871
Turnover rate ¹⁾		%	7.7	~	32.4	23.7	5.5	16.0	39.5	25.6	6.3	13.6	27.6	18.9
By gender	Male	Persons	717	~	5,170	5,887	520	1,510	7,966	9,996	603	1,345	4,374	6,322
	Female	Persons	178	~	1,785	1,963	151	80	1,560	1,791	176	72	2,290	2,538
	Other	Persons	0	~	10	10	0	0	13	13	0	0	11	11
	Turnover rate for males	%	6.2	~	24.1	17.8	4.3	15.2	33.0	21.6	4.9	12.9	18.1	13.5
	Turnover rate for females	%	1.5	~	8.3	5.9	1.2	0.8	6.5	3.9	1.4	0.7	9.5	5.4
	Turnover rate for other	%	~	~	0.05	0.05	~	~	0.05	0.03	~	~	0.05	0.02
By age group	Under 30	Persons	341	~	4,271	4,612	225	825	6,971	8,021	235	644	3,634	4,513
	30 and over and under 50	Persons	209	~	2,330	2,539	134	693	2,217	3,044	235	648	2,616	3,499
	50 and over	Persons	345	~	364	709	312	72	351	735	309	125	425	859
	Turnover rate of age under 30	%	2.9	~	19.9	13.9	1.9	8.3	28.9	17.4	1.9	6.2	15.0	9.6
	Turnover rate of age 30 and over and under 50	%	1.8	~	10.8	7.7	1.1	7.0	9.2	6.6	1.9	6.2	10.8	7.5
	Turnover rate of age 50 and over	%	3.0	~	1.7	2.1	2.6	0.7	1.5	1.6	2.5	1.2	1.8	1.8
Voluntary turnover		Persons	280	~	3,605	3,885	181	400	6,178	6,759	153	250	5,550	5,953
Voluntary turnover rate ²⁾		%	2.4	~	16.8	11.7	1.5	4.0	25.6	14.6	1.2	2.4	22.9	12.7
By gender	Male	Persons	212	~	2,259	2,471	135	371	4,996	5,502	116	240	3,648	4,004
	Female	Persons	68	~	1,344	1,412	46	29	1,176	1,251	37	10	1,902	1,949
	Other	Persons	0	~	2	2	0	0	6	6	0	0	0	0
	Turnover rate for males	%	1.8	~	10.5	7.5	1.1	3.7	20.7	11.9	0.9	2.3	15.1	8.5
	Turnover rate for females	%	0.6	~	6.3	4.3	0.4	0.3	4.9	2.7	0.3	0.1	7.9	4.2
	Turnover rate for other	%	~	~	0.01	0.01	~	~	0.02	0.01	~	~	~	~
By age group	Under 30	Persons	159	~	1,923	2,082	75	203	4,283	4,561	68	129	3,262	3,459
	30 and over and under 50	Persons	109	~	1,448	1,557	78	187	1,708	1,973	67	101	2,000	2,168
	50 and over	Persons	12	~	234	246	28	10	187	225	18	20	288	326
	Turnover rate of age under 30	%	1.4	~	8.9	6.3	0.6	2.0	17.7	9.9	0.6	1.2	13.5	7.4
	Turnover rate of age 30 and over and under 50	%	0.9	~	6.7	4.7	0.6	1.9	7.1	4.3	0.5	1.0	8.3	4.6
	Turnover rate of age 50 and over	%	0.1	~	1.1	0.7	0.2	0.1	0.8	0.5	0.1	0.2	1.2	0.7

1) Turnover rate = (number of total leavers) / (total number of employees) × 100, include fixed-term workers (contract workers, trainees, etc.) leaving due to contract termination

2) Voluntary turnover rate = (total number of leavers-number of employees who voluntarily resign or resign upon company recommendation) / total number of employees, exclude retirement, fatalities, dismissals, relocation to Group affiliates, and contract termination

Training and Competency Development

Training Overview

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Employees who completed training ¹⁾		Persons	11,691	~	20,957	32,648	10,085	8,474	47,941	66,500	10,313	9,322	32,002	51,637
Total annual training hours ²⁾		Hours	833,257	~	236,578	1,069,835	566,310	173,951	234,098	974,359	569,020	186,389	210,067	965,476
Average training hours per person ³⁾		Hours/person	71.3	~	11.3	32.8	46.8	17.5	9.7	21.1	46.2	17.9	8.7	20.6
By gender ⁴⁾	Training hours for males	Hours	727,374	~	162,822	890,196	482,910	164,605	155,171	802,686	485,235	175,762	141,404	802,401
	Training hours for females	Hours	105,883	~	73,756	179,639	83,400	9,346	75,739	168,485	83,785	10,627	68,044	162,456
	Training hours for other	Hours	0	~	0	0	0	0	3,188	3,188	0	0	619	619
	Average training hours per male	Hours/person	72.1	~	10.8	35.3	46.1	17.8	9.1	21.8	45.6	18.0	8.6	21.8
	Average training hours per female	Hours/person	68.5	~	11.6	22.7	50.9	13.7	10.8	18.1	50.0	15.5	4.1	4.4
By job position ⁵⁾	Management positions (senior manager and higher level)	Hours	459,691	~	25,352	485,043	308,785	16,654	62,549	387,988	326,041	30,019	24,212	380,272
	Training hours for non-management positions (below senior manager level)	Hours	373,566	~	211,226	584,792	257,525	140,996	171,549	570,070	242,979	156,370	185,855	585,204
By type of training	Online training hours	Hours	551,795	~	90,931	642,726	393,374	140,196	51,111	584,681	424,571	157,004	46,661	628,236
	Offline training hours	Hours	281,462	~	145,647	427,109	172,936	33,755	182,987	389,678	144,449	29,385	163,406	337,240
Training expenses		KRW million	13,182	~	3,860	17,042	15,105	1,684	6,997	23,787	15,455	1,264	4,397	21,116
Average training expenses per person ⁶⁾		KRW/person	1,127,511	~	184,180	521,979	1,247,974	169,753	289,639	515,056	1,255,169	121,158	181,671	449,775

1) Eliminated duplicates in domestic (parent) data

2) The 2022 domestic (parent) data cover domestic subsidiaries, data for domestic subsidiaries have been separately disclosed since 2023

3) Change in calculation criteria starting from 2023 (total training hours/total employees)

4) Training data for certain overseas subsidiaries were not disaggregated by gender, and such data were included under the 'other' category

5) 2022 and 2023: (management position) managerial/research positions, (non-management position) contract employees, employees in special roles, on-site staff, etc.

Redefinition of management positions in 2024: (management position) employees at or above the senior manager level, (non-management position) employees below the senior manager level

6) Change in calculation criteria starting from 2023 (total training expenses/total employees)

Training Program

		2022		2023		2024	
		Unit	Parent	Parent	Parent	Parent	Parent
Certification acquisition		Cases	284		200		195
Community of Practice		Persons	1,218		1,531		1,912
Mentoring		Persons	1,043		1,317		710
Knowledge (year-round learning content)		Persons	31,184		59,569		47,897
SW Academy		Persons	2,101		2,521		2,289
Mobility SW learning platform		Persons	2,490		1,926		1,272
Retirement support training ¹⁾	Employees eligible for retirement support training	Persons	321		312		324
	Employees who received retirement support training	Persons	248		246		240

1) Retirement preparation education for employees scheduled to retire, including life planning and financial planning (for employees in the current year and the previous year of retirement)

Evaluation and Compensation

Regular Performance Evaluation¹⁾

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Employees subject to performance evaluations ²⁾		Persons	9,398	~	12,696	22,094	9,920	1,294	11,977	23,191	10,042	1,126	12,660	23,828
By gender	Male	Persons	~	~	~	~	8,623	1,167	8,324	18,114	8,704	1,032	8,493	18,229
	Female	Persons	~	~	~	~	1,297	127	3,647	5,071	1,338	94	4,167	5,599
	Other	Persons	~	~	~	~	0	0	6	6	0	0	0	0
Employees who received performance evaluations		Persons	9,398	~	10,474	19,872	9,920	1,294	11,911	23,125	10,042	1,126	12,475	23,643
By gender	Male	Persons	~	~	~	~	8,623	1,167	8,286	18,076	8,704	1,032	8,374	18,110
	Female	Persons	~	~	~	~	1,297	127	3,620	5,044	1,338	94	4,101	5,533
	Other	Persons	~	~	~	~	0	0	5	5	0	0	0	0
Percentage of evaluations conducted		%	100	~	82.5	89.9	100	100	99.4	99.7	100	100	98.5	99.2
By gender	Percentage of evaluated male employees	%	~	~	~	~	100	100	99.5	99.8	100	100	98.6	99.3
	Percentage of evaluated female employees	%	~	~	~	~	100	100	99.3	99.5	100	100	98.4	98.8
	Percentage of evaluated employees with unspecified gender	%	~	~	~	~	~	~	83.3	83.3	~	~	~	~

1) MBO (Management By Objectives)-based evaluation

2) Domestic: Include executives, office staff, contract employees, and expatriates, exclude on-site staff (compensation is tied to performance evaluation results for employees at the senior manager or above level)

Overseas: Based on the criteria set by each subsidiary

Multi-dimensional Evaluation¹⁾

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ³⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Target employees ²⁾		Persons	9,016	~	~	9,016	9,515	501	356	10,372	9,652	772	539	10,963
Evaluated employees		Persons	9,016	~	~	9,016	9,515	501	294	10,310	9,652	772	529	10,953
Percentage of evaluations conducted		%	100	~	~	100	100	100	82.6	99.4	100	100	98.1	99.9

1) 360-degree evaluations and others

2) Domestic: Include executives, office staff, and expatriates, exclude contract employees, on-site staff, dispatch workers, and basketball team members

Overseas: Based on the criteria set by each subsidiary

3) Restated the 2023 data to reflect data errors for overseas subsidiaries

Evaluation and Compensation

Employee Compensation

				2022	2023	2024
Unit				Parent	Parent	Parent
Total compensation ¹⁾				KRW million	1,223,642	1,445,902
						1,633,709
By gender ²⁾	Male	Total	KRW million	1,106,667	1,297,409	1,460,102
		Average	KRW million	~	127	141
	Female	Total	KRW million	116,975	148,493	173,606
		Average	KRW million	~	91	104
	Other	Total	KRW million	~	0	0
		Average	KRW million	~	0	0
	Average pay gap ratio (male/female) ³⁾			%	~	28.7
						26.4
By job position (executives)	Average base salary	Male	KRW million	349	352	374
		Female	KRW million	0	0	0
	Average total pay ¹⁾	Male	KRW million	453	464	507
		Female	KRW million	0	0	0
By job position (management) ⁴⁾	Average base salary	Male	KRW million	77	80	98
		Female	KRW million	60	60	91
	Average total pay	Male	KRW million	110	135	164
		Female	KRW million	78	107	141
By job position (non-management) ⁴⁾	Average base salary	Male	KRW million	109	123	60
		Female	KRW million	85	92	54

1) Base salary + bonus + benefits

2) Restated the 2022 total pay data due to change in management criteria (base salary → total pay), newly reported on average pay since 2023

3) ((average pay for males) - (average pay for females)) / (average pay for males) × 100

4) 2022 and 2023: (management position) managerial/research positions, (non-management position) contract employees, employees in special roles, on-site staff, etc.

Redefinition of management positions in 2024: (management position) employees at or above the senior manager level, (non-management position) employees below the senior manager level

Safety and Health Management

Safety Management Targets

Guided by our vision to 'foster a safe and healthy workplace where all employees can work with peace of mind', Hyundai Mobis puts safety and health before all else in all aspects of our operations.

We have set our targets of achieving zero serious accidents, reducing injury rates (by 5% in accidents and by 10% in absenteeism) and eliminating accidental fires and electric shocks. To attain these targets, we engage in a variety of safety and health initiatives to keep all our employees healthy and safe.

	Unit	2023	2024	2025 (Target)
		Parent	Parent	Parent
MSRS evaluation ¹⁾	Lv.	Lv.5	Lv.6	Lv.7

* MSRS (Mobis Safety Rating System): Internal safety system/culture evaluation methodology

1) For domestic and overseas manufacturing sites

Status of Employee Safety and Health

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total
Work-related injuries	fatalities	Persons	~	~	~	~	1	~	0	1	0	~	0	0
LTIFR ¹⁾		Cases/ million hours	1.014	~	0.561	0.722	0.747	~	4.263	3.007	1.543	~	3.182	2.629
		Cases/ 200,000 hours	0.203	~	0.112	0.144	0.149	~	0.853	0.601	0.309	~	0.636	0.526
	Lost-time injuries	Cases	24	~	24	48	18	~	185	203	38	~	154	192
	Number of days lost	Days	~	~	~	~	920	~	0	920	1,727	~	4,806	6,533
Work-related illnesses ²⁾	Fatalities	Persons	~	~	~	~	0	~	0	0	0	~	0	0
	OIFR ³⁾	Cases/ million hours	0.17	~	~	0.17	0	~	~	0	0.20	~	0.00	0.05
	Recordable illnesses	Cases	4	~	~	4	0	~	~	0	5	~	0	5

1) LTIFR: Lost Time Injuries Frequency Rate

Injury rates have been calculated based on a standardized annual working time of 2,000 hours starting from the 2024 data.

2) Major types of work-related illnesses: Acute musculoskeletal diseases, hearing loss

3) OIFR: Occupational Illness Frequency Rate

4) Injury rates increased due to enhanced management standards for overseas subsidiaries in 2023 (cases reported to the government → Injuries which resulted in 1 or more days of lost time)

Profile of Non-employee Workers

Overview of Non-employee Workers

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries ²⁾	Overseas Subsidiaries	Total
Non-employee workers ¹⁾	Persons	~	~	~	~	2,956	6	1,240	4,202	2,942	837	5,187	8,966

1) Refer to workers affiliated with staffing agencies (cleaners, staff directly engaging in manufacturing, etc.)

2) The number of workers (at MOTRAS) increased as the scope of data collection for domestic subsidiaries expanded in 2024

Overview of Safety and Health for Non-employee Workers¹⁾

		Unit	2022		2023		2024		
			Parent		Parent		Parent	Domestic Subsidiaries	Overseas Subsidiaries
Work-related injuries	Fatalities	Persons	~				0	0	~
LTIFR ^{2), 3)}		Cases/ million hours	3.407				2.999	1.869	~
		Cases/ 200,000 hours	0.681				0.600	0.374	~
	Lost-time injuries	Cases	~				9	11	~
Work-related illnesses ⁴⁾	Fatalities	Persons	~				0	0	~
	Recordable illnesses	Cases	~				2	0	~

1) Refer to workers affiliated with staffing agencies (cleaners, staff directly engaging in manufacturing, etc.) and working at domestic operations (parent), newly reported since 2023 except for LTIFR

2) LTIFR: Lost Time Injuries Frequency Rate

Injury rates have been calculated based on a standardized annual working time of 2,000 hours starting from the 2024 data.

3) Excluded the 2022 overseas data to reflect the change made in 2023 in the scope of management for non-employee workers at domestic operations (parent) and the redefinition of overseas safety and health standards (under review)

4) Major types of work-related illnesses: Acute musculoskeletal diseases, hearing loss

Profile of Suppliers

Supplier Overview

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total suppliers ¹⁾	Companies	2,997	~	685	3,682	3,280	~	748	4,028	3,332	~	776	4,108
Parts suppliers ²⁾	Companies	1,320	~	685	2,005	1,438	~	748	2,186	1,332	~	776	2,108
Mass-production	Companies	~	~	685	685	698	~	748	1,446	716	~	776	1,492
Tier-1	Suppliers directly involved in development	Companies	614	~	685	586	~	748	1,334	591	~	776	1,367
	Significant tier-1 suppliers	Companies	399	~	~	401	~	~	401	409	~	~	409
	Core tier-1 suppliers ⁴⁾	Companies	54	~	~	57	~	12	69	44	~	25	69
	Significant tier-2	Companies	27	~	~	43	~	~	43	22	~	~	22
	Significant tier-2 suppliers	Companies	27	~	~	43	~	~	43	22	~	~	22
	Tier-2 suppliers for significant tier-1 suppliers	Companies	27	~	~	43	~	~	43	22	~	~	22
A/S, supplies, packaging	Companies	~	~	~	~	1,099	~	~	1,099	1,002	~	~	1,002
Non-parts suppliers	Companies	1,677	~	~	1,677	1,842	~	~	1,842	2,000	~	~	2,000

1) Overseas subsidiary data cover suppliers involved in direct development only

2) Overseas subsidiary data cover suppliers involved in direct development only, exclude suppliers involved in mass-production, A/S, supplies, and packaging

3) Based on the criteria reflected in year-end final operating structure deliberation meetings

4) Parent: KRW 1 billion and over in purchase amounts for the direct development of core parts (electrification etc.), Overseas subsidiaries (corporations in Slovakia and the Czech Republic): KRW 20 billion and over in annual purchase amounts

Procurement Overview

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Total purchase amounts	KRW 100 million	283,092	~	176,864	459,956	332,968	~	187,791	520,759	291,918	~	217,606	509,524
Parts suppliers	KRW 100 million	276,930	~	170,906	447,836	325,057	~	178,887	503,944	285,573	~	210,525	496,098
Mass-production	KRW 100 million	244,151	~	160,769	404,920	289,677	~	167,681	457,358	246,087	~	199,309	445,396
Tier-1	Suppliers directly involved in development	KRW 100 million	98,403	~	60,248	115,990	~	71,018	187,008	118,684	~	81,605	200,288
	Significant tier-1 suppliers	KRW 100 million	~	~	~	84,586	~	~	84,586	80,841	~	~	80,841
	Proportion of operating structure (screening) ¹⁾	%	~	~	~	72.9	~	~	72.9	68.1	~	~	68.1
A/S, supplies, packaging	Non-mass-production suppliers	KRW 100 million	32,779	~	10,137	42,916	~	11,206	46,586	39,486	~	11,215	50,702
Non-parts suppliers	Others	KRW 100 million	6,162	~	5,958	12,120	~	8,904	16,815	6,345	~	7,081	13,426

1) Proportion of purchases made from suppliers under the operating structure against purchases made from tier-1 suppliers (direct development) (on the year-end basis)

Supplier Sustainability Risk Management

KPI and Targets

To establish sustainable supply chains, Hyundai Mobis tracks the KPIs and targets that we set in relation to supplier ESG assessments.

These targets are designed to take into account historical assessment results and the status of target suppliers. We disclose our performance and targets for respective KPIs to ensure suppliers continuously recognize and understand these KPIs.

	Unit	2022	2023	2024	2025 Target	2026 Target
		Parent	Parent	Parent	Parent	Parent
Completion of on-site assessments conducted on 'high-risk suppliers' identified through supplier ESG self-assessments	%	100	100	97	100	100
Reception of corrective action plans for the necessary improvements (findings) identified through on-site assessments	%	100	100	100	90	95
Completion of deliberations on disciplinary action for suppliers whose non-compliance with the Code of Conduct resulted in media coverage of the issues ¹⁾	%	100	100	100	100	100

1) Zero occurrences and noted as 100%

ESG Assessments and Actions

		2022				2023				2024					
		Unit	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁶⁾	Total	
Supplier ESG assessment rate (self-assessment)		%	92.0	~	~	92.0	92.9	~	75.3	89.9	100	~	100	100	
Assessment (desk-based)	Target suppliers	Companies	399	~	~	399	378	~	77	455	371	~	69	440	
	Tier-1	Initial ¹⁾	Companies	395	~	~	399	~	104	503	401	~	89	490	
		Final ²⁾	Companies	373	~	~	359	~	77	436	348	~	66	414	
	Tier-2	Initial ³⁾	Companies	44	~	~	27	~	0	27	24	~	3	27	
		Final ⁴⁾	Companies	26	~	~	19	~	0	19	23	~	3	26	
	Suppliers that completed assessments	Companies	367	~	~	367	351	~	58	409	371	~	69	440	
	Tier-1	Suppliers assessed	Companies	342	~	~	332	~	58	390	348	~	66	414	
		Percentage of suppliers assessed	%	91.7	~	~	92.5	~	75.3	89.4	100	~	100	100	
	Tier-2	Suppliers assessed	Companies	25	~	~	25	19	~	0	19	23	~	3	26
		Percentage of suppliers assessed	%	96.2	~	~	96.2	100	~	~	100	100	~	100	100
Identification	High-risk suppliers	Companies	12	~	~	12	16	~	1	17	68	~	8	76	
	Percentage of high-risk suppliers ⁵⁾	%	3.3	~	~	3.3	4.6	~	1.7	4.2	18.3	~	11.6	17.3	
	Tier-1	High-risk suppliers	Companies	10	~	~	12	~	1	13	67	~	8	75	
		Percentage of high-risk suppliers	%	2.9	~	~	2.9	3.6	~	1.7	19.3	~	12.1	18.1	
	Tier-2	High-risk suppliers	Companies	2	~	~	2	4	~	0	1	~	0	1	
		Percentage of high-risk suppliers	%	8.0	~	~	8.0	21.1	~	~	21.1	4.3	~	~	3.8

1) Total domestic (parent) suppliers under the operating structure

2) Domestic (parent) suppliers under the operating structure excluding those with no transactions as well as distributors

3) Total tier-2 suppliers doing business with tier-1 suppliers involved in core business areas, direct development (KRW 1 billion or more), and individual contracts

4) Core tier-2 suppliers excluding those that have no transactions or shut down

5) Percentage of suppliers identified as high-risk out of suppliers who completed assessments

6) For suppliers doing business with our corporations in Slovakia (MSK) and the Czech Republic (MCZ, MCZ-OS)

Supplier Sustainability Risk Management

ESG Assessments and Actions

				2022				2023				2024				
				Unit	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Supplier ESG due diligence rate (on-site assessment)				%	100	~	~	100	100	~	100	100	97.1	~	100	97.4
Due diligence (on-site assessment ¹⁾)	Tier-1	Suppliers assessed	Companies	10	~	~	10	12	~	1	13	65	~	8	73	
		Percentage of suppliers assessed	%	100	~	~	100	100	~	100	100	97.0	~	100	97.3	
	Tier-2	Suppliers assessed	Companies	2	~	~	2	4	~	0	4	1	~	0	1	
		Percentage of suppliers assessed	%	100	~	~	100	100	~	0	100	100	~	0	100	
	Suppliers that received corrective actions		Companies	12	~	~	12	16	~	1	17	66	~	8	74	
	Suppliers that received recommendations		Companies	0	~	~	0	0	~	0	0	0	~	0	0	
Supplier ESG performance improvement rate (improvement)				%	100	~	~	100	100	~	100	100	~	100	100	
Mitigation and improvement actions	Number of high-risk suppliers that established improvement plans to implement corrective actions/ recommendations		Companies	12	~	~	12	16	~	1	17	66	~	8	74	
	Percentage of establishing (submitting) improvement plans to implement corrective actions/ recommendations		%	100	~	~	100	100	~	100	100	100	~	100	100	
	Number of suppliers assisted in implementing corrective action plans		Companies	10	~	~	10	16	~	0	16	66	~	8	74	
	Number of suppliers participating in capacity-building programs		Companies	363	~	~	363	378	~	20	398	371	~	87	458	
Suppliers with which transaction was terminated due to negative impact				Companies	0	~	~	0	0	~	0	0	~	0	0	
Completion rate of deliberation on sanctions ²⁾				%	100	~	~	100	100	~	100	100	~	100	100	

1) Domestic on-site assessment period: Jul. – Oct. 2024, overseas on-site assessment period: Jan. – Feb. 2025, the number of assessed suppliers increased in line with the enhancement of the due diligence methodology and expansion of its scope in 2024

2) Suppliers whose non-compliance with the Code of Conduct for Business Partners was made public by media (News Watches)

Community Engagement

Community Sponsorship Targets

Hyundai Mobis set a goal of increasing the number of community sponsorship organizations by 66 from the reporting year to reinforce community-based CSR initiatives and contribute to the stability and prosperity of local communities. This goal was defined by the review process led by respective operation sites, including the Headquarters, R&D centers, manufacturing sites, and A/S parts centers, and we are identifying the needs of communities through wide-ranging channels.

	Unit	2023	2024	2030 Target
		Parent	Parent	Parent
Community sponsorship organizations	Organizations	50	69	135

CSR Initiatives

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries ⁴⁾	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Percentage of CSR expenses against revenue	%	0.05	~	~	0.04	0.06	~	~	0.04	0.08	~	~	0.06
Donation to charities	KRW million	15,648	22	3,057	18,727	21,970	27	3,715	25,712	27,911	271	5,122	33,305
Volunteering (converted to monetary value) ¹⁾	KRW million	624	~	~	624	770	~	~	770	620	~	~	620
Volunteer hours	Hours	8,710	~	2,649	11,359	13,249	~	1,795	15,044	9,237	435	2,671	12,343
Volunteer participants ^{1), 2)}	Persons	3,858	~	966	4,824	4,066	~	710	4,776	2,011	178	766	2,955
Volunteer hours per person ³⁾	Hours/person	0.75	~	0.12	0.34	1.09	~	0.07	0.33	0.75	0.04	0.22	1.00

1) Compiled and converted employee volunteer hours during work hours (excluding weekends) based on domestic (parent) salary standards

2) Calculated by including duplicates (cumulative)

3) Volunteer hours per person: Total volunteer hours / total number of employees

4) Restated the 2022 data for donation to charities

Donations and Other Expenses

	Unit	2022				2023				2024			
		Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Donation to charities		15,648	22	3,057	18,727	21,970	27	3,715	25,712	27,911	271	5,122	33,305
Associations and tax-exempt organizations ¹⁾	KRW million	1,230	~	~	1,230	514	~	~	514	531	~	~	531
Lobbying and lobbying associations (membership fees)		0	~	~	0	0	~	~	0	0	~	~	0
Political donations		0	~	~	0	0	~	~	0	0	~	~	0

1) Restated the 2023 data for association and tax-exempt organizations

Product Quality and Safety

Product Recalls

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Vehicles recalled	Vehicles	1,044,483	19,020	374,384
Voluntary recalls	Vehicles	1,044,483	19,020	374,384
Non-voluntary recalls	Vehicles	0	0	0
Recall expenses	KRW 100 million	428	96	44
Percentage of recall expenses against revenue	%	0.08	0.02	0.01

Warranty Provisions

	Unit	2022	2023	2024
		Consolidated	Consolidated	Consolidated
Provision warranty balance at the beginning of the period	KRW million	1,217,987	1,174,541	1,578,207
Warranty expenses (costs) incurred during the period	KRW million	343,342	254,089	348,723
Percentage of warranty costs against annual revenue	%	0.7	0.4	0.6

Customer Grievance

VOC¹⁾ Management

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries ²⁾	Total
VOCs	Submitted	Cases	~	~	~	~	115,960	~	~	115,960	117,084	~	995,165	1,112,249
	Handled	Cases	~	~	~	~	115,347	~	~	115,347	115,410	~	992,515	1,107,925
	Ongoing	Cases	~	~	~	~	288	~	~	288	924	~	1,708	2,632
	Returned	Cases	~	~	~	~	325	~	~	325	749	~	942	1,691

1) VOC: Voice of Customer

2) Compiled overseas subsidiary data since 2024

Governance

Non-compliance and Compliance Culture

Investigation and Action Taken for Ethical Non-compliance (Cyber Auditor and Internal Review)¹⁾

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
Non-compliance/whistleblowing	Total incidences of non-compliance/whistleblowing ²⁾	Cases	35	~	~	35	51	2	1	54	120	9	10	139
Action	Total actions taken ³⁾		35	~	~	35	45	2	1	48	97	6	9	112
	HR action ⁴⁾		15	~	~	15	20	1	1	22	13	4	9	26
	Internal training	Cases	11	~	~	11	10	0	0	10	19	2	0	21
	Others (mutual agreement, system improvement, etc.)		9	~	~	9	15	1	0	16	65	0	0	65

1) Reported since 2023 in accordance with the revised classification criteria

2) Include duplicate reports starting in 2024

3) Include and disclose cases reported but not resolved in the previous year and were addressed in the current reporting year (six cases carried over from 2023)

4) Type of violation: Corruption/bribery (10), discrimination/harassment (2), others/unsubstantiated (14)

Compliance Training (including anti-corruption and anti-bribery training)

		Unit	2022				2023				2024			
			Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total	Parent	Domestic Subsidiaries	Overseas Subsidiaries	Total
General	Completion of compliance training ¹⁾	%	97.8	~	~	97.8	98.7	65.7	61.3	76.6	99.2	100	71.7	89.9
	Employees who completed compliance training	Persons	9,769	~	~	9,769	9,581	3,456	6,277	19,314	9,761	5,079	5,596	20,436
	Completion of training by functions at increased risk of corruption/bribery ²⁾	%	~	~	~	~	100	100	93.8	96.8	100	100	76.2	86.0

1) Training related to the CP management system, ethics/anti-corruption, human rights, tariffs, anti-sexual harassment, improvement in perceptions on disability, contractual risk, information security, safety/environment, and whistleblowing mechanisms

2) Defined as procurement-related functions

Political Influence and Lobbying Activities

Political Contributions

Pursuant to Article 31 (Restrictions on Donations) of Korea's Political Fund Act, Hyundai Mobis strictly prohibits illegal donations or financial support for specific political candidates and any other political organization that could influence policy-making. Prohibited political donations are also defined by any support provided through corporate assets and / or any support employees provide for any political activity. We prohibit any provision or acceptance of bribes and / or rebates associated with our business operations and refrain from any inappropriate exercise of influence over public officials. This includes facilitation payments that are paid directly / indirectly to government officials in the form of bribes to expedite routine procedures or avoid administrative delays. Our policy (Code of Conduct) clearly specifies that merely promising or proposing the provision of unjustified economic gains could constitute corruptive practices. We allow charitable contributions and donations, and their execution is implemented in consideration of urgency and appropriateness in line with our internal execution criteria and procedures. Contributions of KRW 10 million or over are subject to the CEO's approval, and contributions made are reported quarterly to the Corporate Sustainability Management Committee. Relevant annual budget plans also require approval from the Board of Directors.

	Unit	2022	2023	2024
		Parent	Parent	Parent
Political cash contributions	KRW	0	0	0
Value of political in-kind contributions (price value) ¹⁾		0	0	0

1) No in-kind contributions were made

Associations

Hyundai Mobis is not directly involved in any lobbying activities. We do, however, indirectly engage in activities as a company or a member of the industry. Our membership is mainly associated with organizations that relate to business operations or R&D activities, including the Korea Enterprises Federation, the Seoul Chamber of Commerce and Industry, the National Academy of Engineering of Korea, and the European Association of Automotive Suppliers (CLEPA).

	Unit	2022	2023	2024
		Parent	Parent	Parent
Korea Enterprises Federation	KRW	221,450,000	221,450,000	232,520,000
Seoul Chamber of Commerce and Industry		108,300,000	108,300,000	108,300,000
European Association of Automotive Suppliers (CLEPA)		68,900,000	70,628,000	75,547,500
National Academy of Engineering of Korea ¹⁾		~	50,000,000	50,000,000
AUTO-ISAC		57,500,000	63,390,360	64,500,000

1) Newly reported since 2023

Payment Practices¹⁾

Hyundai Mobis sets payment terms according to the size of suppliers. For parts suppliers, we make promissory note payments within 90 days when their company size is not specified or they fall into the category of large enterprises, 60 days when they are mid-sized companies whose annual revenue is at or above a certain threshold, and make full cash payments for other suppliers. For non-parts suppliers we set promissory note payment terms of 60 or 90 days, based on the size of their business.

	Unit	2022	2023	2024
		Parent	Parent	Parent
Percentage of payments aligned with standard payment terms ^{2),3)}	%	~	99.99	99.99
Cases of litigations raised due to payment delays ³⁾	Cases	~	0	0

1) Payment terms for suppliers

2) Cases of payments made according to standard payment terms/total cases of payments made

3) Newly reported since 2023

Information Security

Hyundai Mobis includes information security as part of its organizational KPIs to ensure company-wide control of critical information. To systematically manage the information security system and framework, and to prevent incidents, we monitor KPIs such as the deployment rate of security systems, the level of policy implementation for security solutions, security assessments conducted by third-parties, and the number of major security incidents.

	Unit	2022	2023	2024
		Parent	Parent	Parent
Ratio of investments in information security ¹⁾	%	6.7	6.9	~
Completion of information security training ²⁾	Persons	9,769	9,581	9,761
Total incidences of information security breach	Cases	0	0	0

1) Percentage of investments made for information security out of total IT budget (disclosed up to the previous reporting year)

2) Employees who completed the information security module as part of compliance training

