

FACTBOOK

HYUNDAI MOBIS
SUSTAINABILITY REPORT 2024

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Corporate Governance

Business Performance and Distribution

Metric	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Assets	KRW million	51,482,537	55,406,698	58,585,845
Liabilities	KRW million	16,125,063	17,599,066	17,930,546
Equity	KRW million	35,357,474	37,807,632	40,655,299
Sales	KRW million	41,702,184	51,906,293	59,254,361
Ratio of sales from electrification parts	%	14.6	18.6	20.7
Gross profit	KRW million	5,264,538	5,987,154	6,762,174
Operating expenses	KRW million	39,662,072	49,879,762	56,959,077
Operating profit	KRW million	2,040,112	2,026,531	2,295,284
Profit before taxes	KRW million	3,194,542	3,362,612	4,444,854
Net income	KRW million	2,362,474	2,487,244	3,423,309
Income taxes	KRW million	832,068	875,368	1,021,545
Shareholder dividends	KRW million	364,929	367,094	407,320
Interest expenses	KRW million	38,621	75,646	150,110

Audit Committee

Metric	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Average attendance of independent directors at Audit Committee meetings	%	97.0	100	100
Hours of audit-related training provided by specialized organizations to the Audit Committee ¹⁾	Hours	9	7.5	7.5

1) Newly reported, sum of training hours without reflecting the number of participants (1.5 hours X number of occasions)

External Audits

Metric	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Audit service fees	KRW million	1,840	2,200	2,610
Non-audit service fees	KRW million	208	68	54
Ratio of audit service fees to non-audit service fees	%	11.3	3.1	2.1

Corporate Governance

Compensation for the Highest-paid Individual and the CEO

Metric	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Total annual compensation for the highest-paid individual ¹⁾	KRW million	~	3,625	4,000
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees ²⁾	Fold	~	32.2	31.1
Percentage increases in annual total compensation for the highest-paid individual	%	~	~	10.3
Percentage increases in median annual total compensation for all employees	%	11.8	12.5	14.5
Percentage increases in annual total compensation for the highest-paid individual to the median annual total compensation for all employees	%	~	~	71.3
Total annual compensation for the CEO	KRW million	1,178	1,471	1,624
Average annual total compensation for all employees excluding the CEO ³⁾	KRW million	98	108	123
Ratio of the annual total compensation for the CEO to the average annual total compensation for all employees ³⁾	Fold	12.0	13.6	13.2
Median annual total compensation for all employees excluding the CEO	KRW million	100	112	129
Ratio of the annual total compensation for the CEO to the median annual total compensation for all employees	Fold	11.8	13.1	12.6

1) Reported as the annual total compensation for Euisun Chung, the CEO (Chairman) of the Company since 2022

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

3) 2021 and 2022 data were restated according to change in data management criteria

Shareholder Value Enhancement

Metric	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Shares outstanding	Shares	94,577,068	94,289,068	93,659,068
Common shares	Shares	91,047,359	92,010,164	90,668,643
Preferred shares	Shares	3,974	3,974	3,974
Treasury shares	Shares	3,525,735	2,274,930	2,986,451
Shares held by the Employee Stock Ownership Association	Shares	154,372	257,681	360,566
Percentage of shares held by the Employee Stock Ownership Association	%	0.16	0.27	0.38
Dividends	KRW 100 million	3,649	3,671	4,073
Shares repurchased	KRW 100 million	4,286	3,132	1,465
Treasury shares retired	KRW 100 million	625	625	1,465
Amount of shareholder return	KRW 100 million	7,935	6,803	5,538
Percentage of shareholder return ¹⁾	%	33.6	27.4	16.2
Voting rights present at the AGM	Shares	69,857,682	71,894,589	74,093,630

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

Corporate Governance

R&D Expenses

Category	Unit	2021		2022		2023	
		Consolidated		Consolidated		Consolidated	
R&D Expenses	KRW 100 million		11,674		13,709		15,925
R&D to sales ratio	%		2.8		2.6		2.7

R&D Employees

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
R&D employees	Persons	4,661		1,250	5,911	5,273		1,447	6,720	5,718		1,516	7,234
R&D employees out of total employees ¹⁾	%	43.0		5.5	17.5	45.3		6.7	20.3	47.2		6.3	19.9

1) Excluding employees at domestic subsidiaries

Patent Application¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Patents granted (cumulative ²⁾)		3,460		2,392	5,852	4,096		2,952	7,048	4,417	189	3,532	8,138
New patent applications filed		1,695		1,148	2,843	1,453		1,488	2,941	1,529	15	673	2,217
By type ³⁾	Future technology (autonomous driving, connectivity)				659				805				565
	Eco-friendly (electrification, fuel cell)	~		~	295	~		~	210	~		~	448
	Others				1,889				1,926				1,189

1) Based on the date of filing applications

2) Cumulative patent registrations made over the past 10 years

3) For domestic (non-consolidated) and overseas subsidiaries

Core Parts Orders Awarded

Category	Unit	2021		2022		2023	
		Consolidated		Consolidated		Consolidated	
Core parts ¹⁾ orders awarded	USD million		2,517		4,652		9,216

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

Environment

Environmental Management

Environmental Non-compliance¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Incidences of regulatory non-compliance	Cases	2		0	2	1		0	1	0	0	0	0
Total penalties ²⁾	KRW	12,000,000		0	12,000,000	1,000,000		0	1,000,000	0	0	0	0
Liabilities related to environmental regulations	KRW				0				0				0

1) Domestic (non-consolidated) data, same standards as the ones specified in 3. Matters Related to Sanctions, Etc. - A. Status of Sanctions by Investigation-Judicial Authorities (Korean, p.343) in the 47th Annual Business Report

2) Include penalties on the Company only, and restated the 2022 data

Environmental Training

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Completion rate of environmental training ¹⁾	%					70.0	55.0
Employees subject to training	Persons					10,798	11,726
Employees who completed training	Persons					7,561	6,448

1) Environmental module as part of ESG mindset training, implemented from 2022

Environment

GHG, Energy, and Electrification Product Targets

GHG Management Targets

Our 2045 net-zero goal aligns with the scenario to curb global average warming to 1.5°C or below against our 2019 emissions calculated according to the GHG Protocol with a focus on transitioning to renewable energy and managing supply chain carbon emissions. This goal was set based on the feedback we gathered through communication with governments, customers and other stakeholders.

Category	Base Year	Unit	2030 Target		2040 Target		2045 Target	
			Consolidated		Consolidated		Consolidated	
Rate of progress towards net-zero ¹⁾		%		30		80		100
Rate of progress towards net-zero for operations (Scope 1 + 2)	2019	%		~		100		
GHG emissions target (Scope 1 & 2)		tCO ₂ eq		268,062		0		
Cumulative GHG emissions reduction target (Scope 1 & 2)		tCO ₂ eq		114,884		382,946		

1) Overall target including Scope 3 emissions

Energy Management Targets¹⁾

Hyundai Mobis set our 2040 RE100 goal to transition to 100% renewable energy to meet the power needs of our operations by 2040. This goal was set in consideration of the renewable energy policies, current energy mix ratios, and future directions of countries where we are based, through communication with customers and external stakeholders to collect their feedback.

Category	Unit	2022		2023			2025 Target	2030 Target	2040 Target
		Consolidated (partial ²⁾)	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total (Consolidated)	Consolidated	Consolidated	Consolidated
Renewable energy	Annual renewable energy consumption /transition target	TJ	404	73	70	413	557		
		MWh	42,083	7,634	7,333	43,073	58,039		
	Annual rate of progress towards using and transitioning to renewable energy	%	96.5	136.0	103.8	126.6	125.0		
	Rate of progress towards achieving RE100 in 2040 ³⁾	%	7.3 (5.4% when consolidated)	4.9	3.7	15.1	9.3	35	65

1) Reported since 2022

2) Not include data from domestic subsidiaries

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

Electrification Product Sales Targets

Hyundai Mobis set a goal of achieving a CAGR of 14.7% in overall electrification parts sales by 2031 (based on the annual estimates made in 2023).

Category	Base Year	Unit	2021		2022		2023		~2031 Goal	
			Consolidated		Consolidated		Consolidated		Consolidated	
Rate of progress towards the sales target		%		81.4		114.3		107.3		
Sales target	Reporting year	KRW 100 million		74,852		84,641		114,102	Achieve a CAGR of 14.7% (based on the annual estimates made in 2023)	
Sales performance		KRW 100 million		60,931		96,759		122,476		

Environment

GHG Management

GHG Emissions (Scope 1+2)¹⁾

Category	Unit	2021				2022 ⁴⁾				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
GHG emissions (Scope 1 + location-based Scope 2)	tCO ₂ eq	173,416	17,241	200,705	391,362	93,863	107,845	194,419	396,128	104,234	109,006	188,885	402,125	
GHG emissions (Scope 1 + market-based Scope 2)	tCO ₂ eq	173,416	17,241	195,430	386,086	93,863	107,845	188,464	390,173	100,704	105,618	178,419	384,741	
By scope	Scope 1 emissions	tCO ₂ eq	22,093	452	32,545	55,090	7,395	15,824	32,338	55,557	7,434	14,850	30,420	52,704
	Operations subject to emissions trading regulations	tCO ₂ eq	22,093	0		22,093	7,395	9,301		16,696	7,434	8,409		15,843
	Percentage of operations subject to emissions trading regulations	%	100	0		40.1	100	58.8		30.1	100	56.6		30.1
	Scope 2 emissions (location-based)	tCO ₂ eq	151,323	16,788	168,161	336,272	86,468	92,021	162,081	340,570	96,800	94,156	158,465	349,421
	Scope 2 emissions (market-based)	tCO ₂ eq	151,323	16,788	162,885	330,997	86,468	92,021	156,126	334,615	93,270	90,768	147,999	332,037
By country ²⁾	Korea	tCO ₂ eq								100,704	105,618	~	206,322	
	China	tCO ₂ eq										52,235	52,235	
	US	tCO ₂ eq										45,723	45,723	
	India	tCO ₂ eq								~	~	21,519	21,519	
	Czech Republic	tCO ₂ eq										14,344	14,344	
	Others	tCO ₂ eq										44,597	44,597	
Total GHG emissions intensity (Scope 1+2) ³⁾	tCO ₂ eq/ KRW 100 million	0.63	~	~	0.93	0.28	~	~	0.75	0.26	~	~	0.65	

1) Restated subsidiary data in line with enhanced GHG/energy verification, the number of domestic subsidiary sites increased following the establishment of subsidiaries specialized in manufacturing (MOTRAS, UNITUS) starting from 2022

2) Newly reported

3) Korea (non-consolidated): Scope 1 and Scope 2 emissions/non-consolidated sales, Total: Scope 1 and Scope 2 GHG emissions/consolidated sales (total sales)

4) Restated the 2022 data based on the GHG emissions verification conducted on domestic/overseas subsidiaries

Environment

GHG Emissions (Scope 3)¹⁾

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Scope 3 GHG emissions ²⁾	tCO ₂ eq	23,008,206		23,879,943		25,246,032	
Upstream	1. Purchased goods and services ³⁾	665,812		531,300		640,577	
	5. Waste generated in operations ⁴⁾	2,977		2,706		1,442	
	6. Business travel ⁵⁾	3,509		7,818		11,299	
	7. Employee commuting ⁶⁾	1,471		1,480		1,576	
	8. Upstream leased assets ⁷⁾	144		178		151	
Downstream ⁸⁾	11. Use of sold products	22,108,365		23,073,183		24,300,960	
	12. End-of-life treatment of sold products	225,928		263,277		290,027	

1) Calculated emissions data in accordance with GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and made calculations of items for which category-specific calculation methods or coverage were changed by retrospectively including emissions from previous years

2) Percentage of Scope 3 emissions calculated based on primary data generated from actual activities in 2023: 99.5% (Scope 3 emissions calculated based on primary data / total scope 3 emissions X 100)

3) Based on tier-1 suppliers under the HQ's operating structure and outsourcing manufacturing plants

4) Based on waste generated from domestic operations

5) Based on domestic/overseas business travel, and calculated emissions by mode of transport (own vehicle, bus, train, domestic/international flight)

6) Based on commuter buses

7) Based on business sites leasing finished car sites out of domestic sales teams

8) Calculated data on downstream categories by reflecting the proportion of Hyundai Mobis' parts out of total emissions generated from operating and disposing of finished vehicles.

GHG Management Expenses¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Operational expenditure (OpEx)	Reporting year (current)	KRW million								981		1,053	2,034
	Beyond reporting year (future)	KRW million								865			865
Capital expenditure (CapEx)	Reporting year (current)	KRW million								4,138		834	4,972
	Beyond reporting year (future)	KRW million								1,656			1,656

1) Newly reported

Environment

Energy Management

Energy Consumption¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Energy consumption	TJ	3,563	359	4,330	8,251	1,918	2,234	4,218	8,370	2,165	2,261	4,176	8,602
	MWh	440,853	38,779	585,005	1,064,637	220,130	286,710	570,938	1,077,777	249,806	287,016	558,733	1,095,555
Energy consumption intensity ²⁾	TJ/ KRW 100 million	0.01	~	~	0.02	0.01	~	~	0.02	0.01	~	~	0.01
Energy consumption outside the organization ³⁾	MWh									3,614,769			3,614,769

1) Restated subsidiary data in line with enhanced GHG/energy verification, the number of domestic subsidiary sites increased following the establishment of subsidiaries specialized in manufacturing (MOTRAS, UNITUS) starting from 2022

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

3) Newly reported, energy consumption of domestic (non-consolidated) tier-1 suppliers

Energy Consumption (non-renewable)¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Non-renewable energy consumption	TJ	3,563	359	4,329	8,251	1,914	2,233	4,218	8,365	2,139	2,259	4,131	8,529
	MWh	440,853	38,779	584,983	1,064,615	219,714	286,541	570,913	1,077,167	247,109	286,392	554,054	1,087,555
Percentage of non-renewable energy consumption	%	100	100	100	100	99.8	100	100	99.9	98.8	99.9	98.9	99.2
By energy source ²⁾	TJ	401	8	614	1,023	117	310	606	1,033	139	290	566	995
	MWh	111,478	2,236	170,689	284,404	32,526	86,230	168,336	287,092	38,631	80,756	157,221	276,608
Percentage of fossil energy consumption	%									6.4	12.8	13.5	11.6
Consumption of coal and coal product fuels	TJ									0	0	0	0
	MWh									0	0	0	0
Consumption of crude oil, petroleum products and other fuels	TJ									25	10	90	125
	MWh									6,939	2,674	25,082	34,694
Consumption of natural gas and other fuels	TJ									114	281	475	870
	MWh									31,692	78,082	132,139	241,913
Consumption of nuclear energy	TJ									0	0	0	0
	MWh									0	0	0	0
Percentage of nuclear energy consumption	%									0	0	0	0
Consumption of energy from unknown sources	TJ	3,162	351	3,715	7,228	1,797	1,923	3,612	7,332	2,000	1,968	3,565	7,534
	MWh	329,375	36,543	414,293	780,211	187,188	200,311	402,577	790,075	208,478	205,636	396,834	810,948
Purchased electricity ³⁾	TJ	3,162	351	3,559	7,071	1,797	1,923	3,461	7,181	1,999	1,965	3,419	7,383
	MWh	329,375	36,543	370,665	736,583	187,188	200,311	360,553	748,052	208,232	204,652	356,159	769,043
Steam	TJ	0	0	157	157	0	0	151	151	1	4	146	151
	MWh	0	0	43,629	43,629	0	0	42,024	42,024	246	984	40,675	41,904

1) Restated subsidiary data in line with enhanced GHG/energy verification, the number of domestic subsidiary sites increased following the establishment of subsidiaries specialized in manufacturing (MOTRAS, UNITUS) starting from 2022

2) Initiated reporting for some data due to change in classification criteria starting from 2023

3) Restated the 2021-2022 data due to change in management criteria starting from 2023 (including purchases made under the green pricing program in total purchases)

Environment

Energy Consumption (renewable)¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Percentage of renewable energy consumption/transition	TJ	0	0	367	367	4	0.6	385	390	100	73	524	696
	MWh	0	0	38,264	38,264	416	169	40,141	40,725	10,381	7,999	54,532	72,912
Percentage of renewable energy consumption and transition against total energy consumption ²⁾	%	0	0	8.5	4.5	0.2	0.0	9.1	4.7	4.6	3.2	12.5	8.1
By energy source ³⁾	TJ	0	0	0.2	0.2	4	0.6	0.2	4.8	26	2	45	73
	MWh	0	0	22	22	416	169	25	610	2,697	624	4,678	7,999
Self-generation	TJ	0	0	0.2	0.2	4	0.6	0.2	4.8	26	2	39	67
	MWh	0	0	22	22	416	169	25	610	2,697	624	4,096	7,417
Using renewable raw materials as fuel ⁴⁾	TJ									0	0	0	0
	MWh									0	0	0	0
Power purchase agreement (on-site PPA)	TJ									0	0	6	6
	MWh									0	0	582	582
Renewable energy transition	TJ	0	0	367	367	0	0	385	385	74	71	479	623
	MWh	0	0	38,242	38,242	0	0	40,116	40,116	7,684	7,375	49,854	64,913
Purchase of renewable energy certificates	TJ									55	19	460	534
	MWh									5,679	2,000	47,939	55,619
Virtual power purchase agreement (VPPA)	TJ									19	0	0	19
	MWh									2,005	0	0	2,005
Green pricing program (green electricity products)	TJ	0	0	18	18	0	0	19	19	0	52	18	70
	MWh	0	0	1,877	1,877	0	0	2,018	2,018	0	5,375	1,914	7,289
Renewable energy consumption and transition intensity ⁵⁾	TJ/ KRW 100 million	0	~	~	0.001	0.000	~	~	0.001	0.000	~	~	0.001

1) Restated subsidiary data in line with enhanced GHG/energy verification, the number of domestic subsidiary sites increased following the establishment of subsidiaries specialized in manufacturing (MOTRAS, UNITUS) starting from 2022

2) (total renewable energy consumption and transition/total energy consumption) X 100

3) Initiated reporting for some data due to change in classification criteria starting from 2023

4) Biomass, biofuel, biogas and others

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

6) Restated the 2022 data due to data errors (correction of conversion factor)

Environment

Energy Consumption (electricity)¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Electricity consumption	TJ	3,162	351	3,559	7,071	1,801	1,924	3,462	7,186	2,025	1,967	3,464	7,456
	MWh	329,375	36,543	370,687	736,605	187,604	200,480	360,578	748,662	210,929	205,276	360,837	777,043
Percentage of renewable energy consumption and transition against total electricity consumption ²⁾	%	0	0	10.3	5.2	0.2	0.0	11.1	5.4	4.9	3.7	15.1	9.3
Non-renewable electricity	TJ	3,162	351	3,558	7,071	1,797	1,923	3,461	7,181	1,999	1,965	3,419	7,383
	MWh	329,375	36,543	370,665	736,583	187,188	200,311	360,553	748,052	208,232	204,652	356,159	769,043
Green pricing program (green electricity products) ³⁾	TJ	0	0	18	18	0	0	19	19	0	52	18	70
	MWh	0	0	1,877	1,877	0	0	2,018	2,018	0	5,375	1,914	7,289
Renewable electricity	TJ	0	0	0.2	0.2	4	0.6	0.2	4.8	26	2	45	73
	MWh	0	0	22	22	416	169	25	610	2,697	624	4,678	7,999

1) Restated subsidiary data in line with enhanced GHG/energy verification, the number of domestic subsidiary sites increased following the establishment of subsidiaries specialized in manufacturing (MOTRAS, UNITUS) starting from 2022

2) (total renewable energy consumption and transition/total electricity consumption) X 100

3) Included as renewable energy transition

Energy Production and Sale¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Direct energy production	TJ	0		0.2	0.2	4	0.6	0.2	5	26	2	39	67
	MWh	0		20	20	416	169	25	610	2,697	624	4,096	7,417
Non-renewable energy production ¹⁾	TJ									0	0	0	0
	MWh									0	0	0	0
Renewable energy production	TJ	0		0.2	0.2	4	0.6	0.2	5	26	2	39	67
	MWh	0		20	20	416	169	25	610	2,697	624	4,096	7,417
Energy sales ¹⁾	TJ									0	0	0	0
	MWh									0	0	0	0

1) Newly reported

Environment

Air and Water Pollution Management

Pollutant Management Targets

We manage the discharge of all air pollutants generated from our operations in accordance with our internal operational standards that are 80% or below the legal thresholds. While our broadening business footprint will lead to the establishment and expansion of production facilities and the resulting increases in air pollutant emissions, we will implement pollutant reduction policies by considering the installation of optimal control facilities and managing the efficiency of control facilities to ensure our discharge of pollutants do not exceed the set operational standards.

Emission of Air Pollutants¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary ³⁾	Overseas Subsidiary ⁴⁾	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary ⁵⁾	Total
Emission of Air Pollutants	ton	26.33			26.33	7.24	9.36	75.36	91.96	8.67	15.62	136.15	160.44
By substance													
Nitrogen oxide (NOx)	ton	6.62			6.62	2.67	1.58	9.79	14.04	4.30	2.36	23.94	30.61
Sulfur oxide (SOx)	ton	0.10			0.10	0.36	0	1.00	1.36	0.11	0	3.47	3.57
Particulate matter (PM)	ton	2.76			2.76	0.60	1.59	9.07	11.26	1.01	2.34	22.56	25.91
Total hydrocarbon (THC)	ton	16.85			16.85	3.61	6.19	55.50	65.30	3.25	10.92	86.18	100.35
Air pollutant emissions intensity ²⁾	ton/ KRW 100 million	0.00010	~	~	0.00002	0.00002	~	~	0.00018	0.00002	~	~	0.00027

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

2) Domestic (non-consolidated): Total air pollutant emissions/non-consolidated sales, Total: Total air pollutant emissions/consolidated sales (total sales)

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

4) Restated the 2022 data due to errors (calculation error)

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

Environment

Emission of Water Pollutants

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary ⁴⁾	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary ⁵⁾	Total
Water pollutant emissions ¹⁾	ton	0.676			0.676	0.082		556.012	556.094	0.006	5.915	787.682	793.604
By substance													
Biochemical oxygen demand (BOD)	ton	0.043			0.043	0		61.410	61.410	0	2.807	133.982	136.790
Chemical oxygen demand (COD) ²⁾	ton	0.060			0.060			299.830	299.830		2.110	335.008	337.118
Total organic carbon (TOC) ²⁾	ton					0.026		34.045	34.071	0.002	0.110	69.762	69.874
Total nitrogen (TN)	ton	0.138			0.138	0.040		99.690	99.730	0.000	0.272	189.072	189.344
Normal hexane (N-H)	ton	0.002			0.002	0.000		7.147	7.147	0	0.030	0.698	0.728
Total phosphorus (T-P)	ton	0.413			0.413	0.002		2.550	2.552	0.003	0.060	2.227	2.289
Suspend solids (SS)	ton	0.020			0.020	0.014		51.340	51.354	0.001	0.526	56.934	57.461
Water pollutant emissions intensity ³⁾	ton/ KRW 100 million	0.000002	~	~	0.000002	0.000000	~	~	0.001071	0.000000	~	~	0.001339

1) Domestic(non-consolidated) data limited to direct discharges

2) Initiated reporting TOC starting from 2022 in line with the change in organic matter measurement metric for domestic (non-consolidated) operations (COD → TOC), follow country-specific legal standards for overseas operations

3) Domestic (non-consolidated): Total water pollutant emissions/non-consolidated sales, Total: total water pollutant emissions/consolidated sales(total sales)

4) Restated the 2022 data due to errors (calculation error)

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

Pollution-related Expenses¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Operational expenditure (OpEx)	Reporting year (current)	KRW million								6,046		1,527	7,572
	Beyond reporting year (future)	KRW million								6,793			6,793
Capital expenditure (CapEx)	Reporting year (current)	KRW million								1,664		2,568	4,231
	Beyond reporting year (future)	KRW million								486			486

1) Newly reported, include expenses associated with air/water pollution management and waste

Pollution Incident-related Expenses¹⁾

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Operational expenditure (OpEx)	Reporting year (current)	KRW million					0
Capital expenditure (CapEx)	Beyond reporting year (future)	KRW million					0

1) Newly reported

Environment

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 our management targets accordingly.

We will control the content of mercury within all automotive headlamps supplied to North America within the set threshold by 2024, and keep the content of copper and copper compounds within brake friction materials to 0.5% and below by 2025.

Substances of Concern in Products¹⁾

Key substances of concern that are contained in our products by way of parts procurement include diboron-trioxide used for lamp production, and nearly 80% of substances of very high concern are attributable to the use of nickel for battery production.

Category	Unit	2021			2022			2023		
		Consolidated			Consolidated			Consolidated (partial)		
Amounts received through purchased (procured) parts	Hazardous chemicals	ton								146
	Chemical substances of very high concern	ton								11,213

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

Chemicals/Substances of Concern in the Workplace¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary ³⁾	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Chemicals received (handled) in the workplace	ton	1,936.71			1,936.71	2,378.63			2,378.63	2,786.91			2,786.91
Chemicals discharged/transported in the workplace	ton	27.88			27.88	150.04	543.81		693.85	147.08	99.08		246.16
Substances of concern received (handled) in the workplace ²⁾	ton									7.50			7.50

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

2) Newly reported

3) Based on the two subsidiaries of MOTRAS and UNITUS for 2022, and based on all five subsidiaries starting from 2023 / restated the 2022 data due to data errors (calculation errors)

Environment

Water Resources Management

Water Consumption

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary ²⁾	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Water consumption (withdrawal)	ton	849,259			849,259	466,434	444,416	840,497	1,751,347	661,801	379,056	784,821	1,825,678
By source of withdrawal	Tap water	828,139			828,139	443,304	444,416	821,727	1,709,447	638,308	379,056	759,640	1,777,004
	Underground water	21,120			21,120	23,130	0	18,770	41,900	23,493	0	25,181	48,674
Water consumption (withdrawal) intensity ¹⁾	ton/ KRW 100 million	3.11	~	~	2.04	1.37	~	~	2.52	1.70	~	~	3.08

1) Domestic (non-consolidated): Water consumption/non-consolidated sales, Total: Water consumption/consolidated sales (total sales)

2) Based on the two subsidiaries of MOTRAS and UNITUS for 2022, and based on all five subsidiaries starting from 2023

Water Recycling

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary ²⁾	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Water recycled/reused	ton	0			0	0	0	68,604	68,604	0	0	76,179	76,179
Percentage of water recycled/reused ¹⁾	%	0			0	0	0	8.2	3.9	0	0	9.7	4.2

1) Water recycled and reused/total water withdrawn

2) Based on the two subsidiaries of MOTRAS and UNITUS for 2022, and based on all five subsidiaries starting from 2023

Biodiversity Management

Biodiversity-related Expenses¹⁾

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Operational expenditure (OpEx)	Reporting year (current) KRW million						160
Capital expenditure (CapEx)	Reporting year (current) KRW million						294

1) Newly reported

Environment

Resource Use Management

Raw Material Recycling and Diversification Targets

Hyundai Mobis set a goal of recycling polymer materials contained in lamp housings, lenses, bumper covers, and BMA covers and of diversifying materials.

By consecutively implementing our recycling strategy from physical recycling to chemical recycling and the adoption of biomass materials, we aim to reach 50% in transitioning to the target materials by 2030.

Category	Base Year	Unit	2023		2026 Target		2030 Target	
			Initial target items		Initial target items		Initial target items	
Transition rate for target item materials ¹⁾	2023	%		0		20		50

1) PP, PC/ABS, transparent PC, MPPO-GF and others in the boundary of initial target items

Raw/Subsidiary Material Use (procurement)¹⁾

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Raw/subsidiary material consumption (procurement)	ton					47,464				47,464	44,760	10,013	39,381	94,154
Key raw materials ²⁾	ton					42,152				42,152	36,835	10,013	39,381	86,229
By material														
Plastic	ton					11,023				11,023	1,686	10,013	39,381	51,080
Metal ³⁾	ton					31,129				31,129	35,149	0	0	35,149
Packaging ⁴⁾	ton					5,312				5,312	7,925	0		7,925
Consumption (purchase) of recycled raw/subsidiary materials	ton					955				955	3,298	0	0	3,298
Recycled raw materials	ton					0				0	0	0	0	0
Recycled packaging materials	ton					955				955	3,298	0		3,298
Percentage of using (purchasing) recycled raw/subsidiary materials	%					2.0				2.0	7.4	0	0	3.5

1) Reported since 2022, restated the 2022 data as 'domestic (non-consolidated)' due to change in classification criteria starting from 2023

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

3) Breakdown of consumption in 2023: 9,944 tons of aluminum, 25,205 tons of steel

4) Based on petrochemical packaging materials

Environment

Waste Management

Waste Management Targets

Hyundai Mobis set a goal of receiving Zero Waste to Landfill (ZWTL) Validations¹⁾ for all our manufacturing sites by 2030. To achieve this goal, we are conducting preliminary waste audits across the entire operations, and this will base our efforts to select target business sites and their target ratings to progressively achieve zero waste to landfill.

Category	Unit	2021	2022	2023	2023 Target	2025 Target	2030 Target
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Zero waste to landfill (recycling rate)	%	63.6	77.1	84.5	80	90	Achieve zero waste to landfill for manufacturing sites

1) Assess business sites for their recycling of waste generated from operations and assign ratings

Waste Generation

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Waste generation ¹⁾	ton	15,038			15,038	7,403	7,939	55,410	70,751	7,807	6,852	58,540	72,899
By type													
Generation of designated waste	ton	1,574			1,574	427	830	10,625	11,882	279	1,040	16,865	18,184
Radioactive waste	ton									0	0	0	0
Other waste	ton									279	1,040	16,865	18,184
Generation of general waste ¹⁾	ton	13,464			13,464	6,976	7,109	44,785	58,869	7,528	5,813	41,375	54,716
Waste generation intensity ²⁾	ton/ KRW 100 million	0.06	~	~	0.04	0.02	~	~	0.14	0.02	~	~	0.12

1) Restated the 2022 data due to change in classification criteria starting from 2023

2) Domestic (non-consolidated): Total waste generation/non-consolidated sales, Total: Total waste generation/consolidated sales (total sales)

Environment

Waste Disposal

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary ³⁾	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Waste disposal (landfill, incineration, etc.)	ton	5,474			5,474	1,693	2,053	14,200	17,945	1,208	3,102	12,828	17,138
Waste disposal rate	%	36.4			36.4	22.9	25.9	25.6	25.4	15.5	45.3	22.0	23.5
By type ²⁾													
Designated waste	ton	986			986	286	584	4,003	4,873	242	754	2,524	3,520
Incineration (no energy recovered)	ton	986			986	275	584	~	~	234	65	319	619
Incineration (energy recovered)	ton	0			0	0	0	~	~	8	0	1	8
Landfill	ton	0			0	11	0	1,030	1,041	0	0	2,205	2,205
Disposal/treatment process unknown	ton									0	688	0	688
General waste	ton	4,488			4,488	1,406	1,469	10,197	13,071	966	2,348	10,304	13,618
Incineration (no energy recovered)	ton	4,203			4,203	1,394	1,264	~	~	676	1,057	603	2,336
Incineration (energy recovered)	ton	0			0	0	0	~	~	283	137	462	882
Landfill	ton	285			285	12	205	8,887	9,104	7	173	9,238	9,418
Disposal/treatment process unknown	ton									0	981	0	981
By method													
Total incineration	ton	5,189			5,189	1,670	1,847	4,283	7,801	1,201	1,260	1,385	3,845
No energy recovered	ton	5,189			5,189	1,670	1,847	3,983	7,501	910	1,122	922	2,955
Energy recovered ¹⁾	ton	0			0	0	0	300	300	291	137	463	891
Total landfill	ton	285			285	22	205	9,917	10,144	7	173	11,443	11,623
Total waste treated through other methods ²⁾	ton									0	1,670	0	1,670
Waste treated without disposal (recycling, reuse)	ton	9,564			9,564	5,710	5,886	41,210	52,806	6,599	3,750	45,412	55,761
Percentage of waste treated without disposal	%	63.6			63.6	77.1	74.1	75.3	75.3	84.5	54.7	78.0	76.5
By type													
Designated waste	ton	588			588	141	246	6,622	7,009	37	286	14,341	14,663
Recycling/reuse	ton	588			588	141	246	6,622	7,009	37	286	14,341	14,663
Waste made reusable through other methods ²⁾	ton									0	0	0	0
General waste	ton	8,976			8,976	5,570	5,640	40,263	51,473	6,562	3,464	31,071	41,098
Recycling/reuse	ton	8,976			8,976	5,570	5,640	40,263	51,473	6,562	3,341	31,071	40,975
Waste made reusable through other methods ²⁾	ton									0	123	0	123
By method													
Total recycling/reuse	ton	9,564			9,564	5,710	5,886	41,210	52,806	6,599	3,627	45,412	55,638
Percentage of recycling/reuse	%	63.6			63.6	77.1	74.1	74.4	74.6	84.5	52.9	78.0	76.3
Total waste made reusable through other methods ²⁾	ton									0	123	0	123

1) Restated the 2022 data due to data errors (changed in incineration with energy recovered)

2) Newly reported (sub-classification)

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

Environment

Management of Products Sold

Products Sold¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Total weight of products sold	ton					70,031	914,306	1,965,403	2,949,740	77,882	1,027,343	2,030,574	3,135,799

1) Based on the shipments of assembled products (ASSY) made by respective manufacturing sites, reporting since 2022

Product Remanufacturing¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Product remanufacturing performance	Product unit	3,816		23,191	27,007	3,817		28,310	32,127	3,735		30,516	34,251

1) MRC (Multimedia Remanufacturing Center) operating performance

Social

Grievance Handling and Human Rights Impacts

Human Rights Grievance Handling¹⁾

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Percentage of total human rights grievances handled	%					100				100	91.7	83.3	92.6	91.1
Received	Cases					14				14	12	6	27	45
Handled						14				14	11	5	25	41

1) Domestic (non-consolidated): Cases handled through Compliance Helpline and Hello HR, Domestic and Overseas Subsidiary: Cases handled through respective grievance handling channels

Compliance Grievances Handling Channel¹⁾

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Percentage of compliance grievances handled	%					100				100	92.5	83.3	90.3	90.5
Received	Cases					42				42	40	6	207	253
Handled						42				42	37	5	187	229

1) Domestic (non-consolidated): Cases handled through Compliance Helpline, Domestic and Overseas Subsidiary: Cases handled through respective grievance handling channels

Human Rights Training (Compliance Training)

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Percentage of employees who completed human rights training	%	95.9				97.8				98.7	65.7	61.3	76.6
Number of employees who completed human rights training ¹⁾	Persons	9,047				9,769				9,581	3,456	6,277	19,314

1) Excluded on-site, temporary/dispatch workers in Domestic (non-consolidated), restated the 2022 data due to data errors (not included training provided to new hires)

Social

Human Rights Risk Management

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Written	Assessment rate	%				100		100	100	50.0		100	90.0
	Business sites subject to assessment ¹⁾	Sites				4		15	19	4		16	20
	Business sites assessed	Sites				4		15	19	2		16	18
Risk identification	Percentage of risks identified ²⁾	%				0		26.7	21.1	50.0		62.5	61.1
	Business sites identified for risks	Sites				0		4	4	1		10	11
On-site	On-site assessment rate	%				0		100	100	100		70.0	72.7
	Business sites that received on-site assessment	Sites				0		4	4	1		7	8
Risks for which action was taken	Percentage of risks for which action was taken	%								35.7		75.0	70.2
	Identified risks	Risks								14		100	114
	Serious human rights violation ³⁾	Cases								0		0	0
	Risks for which action was taken	Risks								5		75	80
	Human rights violations ³⁾ for which improvement plans were developed	Cases								~		~	~
Human rights violations ³⁾ for which action was taken	Cases								~		~	~	

1) Based on manufacturing sites, excluded sites not operable (before mass-production, manufacturing suspended etc.) (MCZ-OS&MUA added and MCJ excluded compared to the previous year)

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

3) Newly reported, referring serious human rights violations such as forced labor and child labor

Social

Labor Management (Collective Bargaining)

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Labor union membership ratio ¹⁾	%	53.0			53.0	51.0			51.0	51.8	96.3	66.6	72.7
Percentage of employees covered by collective agreements	%	100			100	100			100	100	100	99.9	100
Employees subject to collective agreements	Persons					11,635			11,635	11,572	9,380	11,700	32,652
Employees covered by collective agreements	Persons					11,635			11,635	11,572	9,380	11,691	32,643
By region													
	Korea	%								100	100	~	100
	China	%										99.8	99.8
	Americas	%										100	100
	Europe	%								~	~	100	100
	Asia Pacific/ others	%										~	-
Labor-management consultation ²⁾	Times	76			76	59			59	74	174	59	307
Collective bargaining	Times	66			66	49			49	67	100	35	202
By region													
	Korea	Times	66		66	49			49	67	100	~	167
	China	Times										~	~
	Americas	Times										21	21
	Europe	Times								~	~	14	14
	Asia Pacific/ others	Times										~	~
Labor-management consultation	Times	10			10	10			10	7	74	24	105
By region													
	Korea	Times	10		10	10			10	7	74	~	81
	China	Times										~	~
	Americas	Times										20	20
	Europe	Times								~	~	4	4
	Asia Pacific/ others	Times										~	~

1) Percentage of total employees covered by officially elected employee representatives

2) Labor-management communication on maintaining and improving labor conditions

Social

Work-Life Balance

Corporate Culture

Category	Unit ²⁾	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Culture survey scores ¹⁾	%, points	76.7		66.3	72.8	77.9		69.0	74.8	81.7	~	78.8	80.7

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

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

Family-related Leave

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Total employees subject to parental leave ¹⁾	Persons									3,359	1,824	2,628	7,811
Percentage of male employees	%									88.9	98.1	60.8	81.6
Percentage of female employees	%									11.1	1.9	39.2	18.4
Percentage of employees with unspecified gender	%									0	0	0	0
Total employees who took parental leave	Persons	165			165	197		1,021	1,218	524	195	1,031	1,750
Percentage of male employees	%	30.9			30.9	39.1		66.0	61.7	74.4	89.7	60.4	67.9
Percentage of female employees	%	69.1			69.1	60.9		34.0	38.3	25.6	10.3	39.6	32.1
Percentage of employees with unspecified gender	%	0			0	0		0	0	0	0	0	0

1) Newly reported

Social

Characteristics of Employees

Employment Status

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Total employees ¹⁾	Persons	10,838		22,864	33,702	11,635	9,459	21,490	42,584	12,104	9,920	24,159	46,183	
By gender	Male	9,510		16,681	26,191	10,090	8,826	15,104	34,020	10,464	9,238	17,138	36,840	
	Female	1,328		6,183	7,511	1,545	633	6,368	8,546	1,640	682	7,000	9,322	
	Other					0	0	18	18	0	0	21	21	
	Percentage of female employees	%	12.3		27.0	22.3	13.3	6.7	29.6	20.1	13.5	6.9	29.0	20.2
By type of employment ²⁾	Permanent employees	10,381		19,225	29,606	11,104	8,570	18,198	37,872	11,541	9,215	18,871	39,627	
	Male	9,268		13,400	22,668	9,780	7,971	12,571	30,322	10,130	8,591	12,819	31,540	
	Female	1,113		5,825	6,938	1,324	599	5,623	7,546	1,411	624	6,045	8,080	
	Other	0		0	0	0	0	4	4	0	0	7	7	
	Temporary employees	457		3,639	4,096	531	889	3,292	4,712	563	705	5,036	6,304	
	Male	242		3,281	3,523	310	855	2,533	3,698	334	647	4,149	5,130	
	Female	215		358	573	221	34	745	1,000	229	58	887	1,174	
	Other					0	0	14	14	0	0	0	0	
	Percentage of temporary positions ³⁾	%	4.2		15.9	12.2	4.6	9.4	15.3	11.1	4.7	7.1	20.8	13.7
	Non-guaranteed hours employees										0	0	252	252
	Male										0	0	170	170
	Female										0	0	68	68
	Other										0	0	14	14
By nationality	Korea	10,806			10,806	11,604		493	12,097	12,078	9,920	294	22,292	
	China	7			7	7		3,893	3,900	7	0	3,581	3,588	
	US	6			6	6		2,996	3,002	6	0	3,530	3,536	
	India	0			0	7		3,121	3,128	5	0	5,297	5,302	
	Czech Republic	0			0	0		2,034	2,034	0	0	2,586	2,586	
	Slovakia									0	0	2,112	2,112	
	Germany									2	0	387	389	
	Mexico									0	0	2,597	2,597	
	Others	19			19	11		8,949	8,960	6	0	2,318	2,324	
	Unidentified	0			0	0		4	4	0	0	1,457	1,457	

1) Total headcount in domestic (non-consolidated) includes 3 registered executives as compared to B. Overview of Employees and Others (Korean, p.322) of the 47th Annual Business Report

2) Include short-term workers, no daily workers

3) Restated the 2021 data due to data errors (percentage calculation errors)

Social

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
By job position/ group	Executives	Persons	90			90	81		37	118	87	17	17	121
	Male	Persons	90			90	81		37	118	87	17	17	121
	Female ¹⁾	Persons	0			0	0		0	0	0	0	0	0
	Other	Persons	0			0	0		0	0	0	0	0	0
	Percentage of female executives	%	0			0	0		0	0	0	0	0	0
	Management positions ²⁾	Persons	8,126		6,161	14,287	8,859	1,318	6,687	16,864	9,352	1,395	5,805	16,552
	Male	Persons	7,374		4,264	11,638	7,896	1,176	5,191	14,263	8,300	1,243	4,183	13,726
	Female	Persons	752		1,897	2,649	963	142	1,492	2,597	1,052	152	1,616	2,820
	Other	Persons	0		0	0	0	0	4	4	0	0	6	6
	Percentage of female employees in management positions	%	9.3		30.8	18.5	10.9	10.8	22.3	15.4	11.2	10.9	27.8	17.0
	- Senior management positions	Persons	5,052			5,052	5,369		1,784	7,153	5,828	770	1,833	8,431
	Male	Persons	4,862			4,862	5,141		1,492	6,633	5,552	750	1,459	7,761
	Female	Persons	190			190	228		289	517	276	20	371	667
	Other	Persons	0			0	0		3	3	0	0	3	3
	Percentage of female employees in senior management positions	%	3.8			3.8	4.2		16.2	7.2	4.7	2.6	20.2	7.9
	- Junior management positions	Persons	3,074			3,074	3,490		4,903	8,393	3,524	625	3,972	8,121
	Male	Persons	2,512			2,512	2,755		3,699	6,454	2,748	493	2,724	5,965
	Female	Persons	562			562	735		1,203	1,938	776	132	1,245	2,153
	Other	Persons	0			0	0		1	1	0	0	3	3
	Percentage of female employees in junior management positions	%	18.3			18.3	21.1		24.5	23.1	22.0	21.1	31.3	26.5
Non-management positions	Persons	2,622		16,703	19,325	2,695	8,141	14,766	25,602	2,665	8,508	18,337	29,510	
Male	Persons	2,046		12,417	14,463	2,113	7,650	9,876	19,639	2,077	7,978	12,938	22,993	
Female	Persons	576		4,286	4,862	582	491	4,876	5,949	588	530	5,384	6,502	
Other	Persons	0		0	0	0	0	14	14	0	0	15	15	
Percentage of female employees in non-management positions ³⁾	%	22.0		25.7	25.2	21.6	6.0	33.0	23.2	22.1	6.2	29.4	21.9	
By age group	Under 30	Persons	1,542		8,031	9,573	1,968		6,523	8,491	2,127	1,989	8,166	12,282
	30 and over and under 50	Persons	6,805		12,812	19,617	7,085		12,561	19,646	7,340	7,106	13,111	27,557
	50 and over	Persons	2,491		2,021	4,512	2,582		2,406	4,988	2,637	825	2,805	6,267
	Unidentified	Persons	0		0	0	0		0	0	0	0	77	77
	Percentage of employees under 30	%	14.2		35.1	28.4	16.9		30.4	25.6	17.6	20.1	33.8	26.6
	Percentage of employees 30 and over and under 50	%	62.8		56.0	58.2	60.9		58.5	59.3	60.6	71.6	54.3	59.7
	Percentage of employees 50 and over	%	23.0		8.8	13.4	22.2		11.2	15.1	21.8	8.3	11.6	13.6
	Percentage of employees with unspecified age	%	0		0	0	0		0	0	0	0	0.3	0.2

1) Restated the 2022 overseas data due to data error (reclassification)

2) Restated the 2022 data as executives were excluded from the scope of management positions (separately disclosed)

3) Restated the 2021 data due to data errors (percentage calculation errors)

Social

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Other categories	STEM* positions (permanent positions in the R&D Center)	Persons	3,595		1,201	4,796	4,117		1,311	5,428	4,499	150	1,466	6,115
	Male	Persons	3,215		875	4,090	3,606		964	4,570	3,925	122	1,082	5,129
	Female	Persons	380		326	706	511		347	858	574	28	382	984
	Other	Persons	0		0	0	0		0	0	0	0	2	2
	Percentage of female employees in STEM positions	%	10.6		27.1	14.7	12.4		26.5	15.8	12.8	18.7	26.1	16.1
	Profit-generating positions (for management positions)	Persons	1,170		495	1,665	1,216		2,881	4,097	1,254	19	4,703	5,976
	Male	Persons	1,042		354	1,396	1,079		1,962	3,041	1,109	15	3,333	4,457
	Female	Persons	128		141	269	137		905	1,042	145	4	1,364	1,513
	Other	Persons	0		0	0	0		14	14	0	0	6	6
	Percentage of female employees in profit-generating positions	%	10.9		28.5	16.2	11.3		31.4	25.4	11.6	21.1	29.0	25.3
Employees with disabilities	Persons	138		182	320	148		160	308	128	250	159	537	
Percentage of employees with disabilities	%	1.27		0.80	0.95	1.27		0.7	0.9	1.0	2.5	0.7	1.2	

*STEM: Science, technology, engineering and mathematics

Internal Recruitment

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Positions filled through open positions	Persons	94			94	56		369	425	18	10	153	181
Percentage of positions filled through open positions ¹⁾	%	9.6			9.6	4.5		8.6	7.7	2.4	1.2	6.1	4.4

1) Employees relocated through the open position program/(employees relocated through the open position program + newly recruited employees)X100, restated the 2021 and 2022 data due to data errors (percentage calculation errors)

Social

New Employee Hires

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
New employees of permanent positions	Persons	888			888	1,181		3,928	5,109	732	800	2,368	3,900
Percentage of new employees ¹⁾	%	8.2			8.2	10.2		18.3	12.0	6.0	8.1	9.8	8.4
By gender	Male	707			707	938		2,284	3,222	614	755	1,547	2,916
	Female	181			181	243		1,625	1,868	118	45	819	982
	Other					0		19	19	0	0	2	2
	Percentage of male	%	79.6		79.6	79.4		58.1	63.1	83.9	94.4	65.3	74.8
	Percentage of female	%	20.4		20.4	20.6		41.4	36.6	16.1	5.6	34.6	25.2
	Percentage of other	%				0		0.5	0.4	0	0	0.08	0.05
	By age group	Under 30	528			528	834		1,886	2,720	451	262	1,146
30 and over and under 50		298			298	347		1,746	2,093	279	533	1,021	1,833
50 and over		62			62	0		296	296	2	5	198	205
Unspecified		0			0	0		0	0	0	0	3	3
Percentage of new employees under 30		%	59.5		59.5	70.6		48.0	53.2	61.6	32.8	48.4	47.7
Percentage of new employees 30 and over and under 50		%	33.6		33.6	29.4		44.5	41.0	38.1	66.6	43.1	47.0
Percentage of new employees 50 and over		%	7.0		7.0	0		7.5	5.8	0.3	0.6	8.4	5.3
Percentage of new employees with unspecified age		%	0		0	0		0	0	0	0	0.13	0.08
By region	Percentage of new employees in Korea	%				23.1		~	23.1	18.8	20.5	~	39.3
	Percentage of new employees in China	%						4.2	4.2			3.3	3.3
	Percentage of new employees in the Americas	%						38.4	38.4			37.7	37.7
	Percentage of new employees in Europe	%					~	24.9	24.9	~	~	11.8	11.8
	Percentage of new employees in Asia Pacific and others	%						9.4	9.4			7.9	7.9
By type	New employees in future new industry sectors	Persons				175			175	168			168
	Percentage of new employees in future new industry sectors	%				14.8			14.8	23.0			23.0
New employees of Temporary positions	Persons					357		3,653	4,010	406	1,792	6,778	8,976
Recruiting costs	KRW	1,966,646,874			1,966,646,874	2,545,812,355		2,173,124,631	4,718,936,986	2,931,000,882	197,605,649	4,491,585,783	7,620,192,314
Average recruiting costs per person ²⁾	KRW	2,214,692			2,214,692	1,655,275		286,654	517,484	2,575,572	76,237	491,098	591,814

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

2) Average recruiting costs per person: Total annual expenditures for recruitment/total number of new employees

Social

Turnover

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Turnover	Persons	661			661	895		6,965	7,860	671	1,590	9,539	11,800
Turnover rate ¹⁾	%	6.1			6.1	7.7		32.4	23.7	5.5	16.0	39.5	25.6
By gender	Male	Persons	510		510	717		5,170	5,887	520	1,510	7,966	9,996
	Female	Persons	151		151	178		1,785	1,963	151	80	1,560	1,791
	Other	Persons	0		0	0		10	10	0	0	13	13
	Turnover rate for males	%	4.7		4.7	6.2		24.1	17.8	4.3	15.2	33.0	21.6
	Turnover rate for females	%	1.4		1.4	1.5		8.3	5.9	1.2	0.8	6.5	3.9
	Turnover rate for others	%	0		0	0		0.05	0.05	0	0	0.05	0.03
	By age group	Under 30	Persons	329		329	341		4,271	4,612	225	825	6,971
30 and over and under 50		Persons	112		112	209		2,330	2,539	134	693	2,209	3,036
50 and over		Persons	220		220	345		364	709	312	72	351	735
Unspecified		Persons	0		0	0		0	0	0	0	8	8
Turnover rate of age under 30		%	3.0		3.0	2.9		19.9	13.9	1.9	8.3	28.9	17.4
Turnover rate of age 30 and over and under 50		%	1.0		1.0	1.8		10.8	7.7	1.1	7.0	9.1	6.6
Turnover rate of age 50 and over		%	2.0		2.0	3.0		1.7	2.1	2.6	0.7	1.5	1.6
Turnover rate of unspecified age		%	0		0	0		0	0	0	0	0.03	0.02
Voluntary turnover	Persons	248		248	280		3,605	3,885	181	400	6,178	6,759	
Voluntary turnover rate ²⁾	%	2.3		2.3	2.4		16.8	11.7	1.5	4.0	25.6	14.6	
By gender	Male	Persons	185		185	212		2,259	2,471	135	371	4,996	5,502
	Female	Persons	63		63	68		1,344	1,412	46	29	1,176	1,251
	Other	Persons	0		0	0		2	2	0	0	6	6
	Turnover rate for males	%	1.7		1.7	1.8		10.5	7.5	1.1	3.7	20.7	11.9
	Turnover rate for females	%	0.6		0.6	0.6		6.3	4.3	0.4	0.3	4.9	2.7
	Turnover rate for others	%	0		0	0		0.01	0.01	0	0	0.02	0.01
By age group	Under 30	Persons	154		154	159		1,923	2,082	75	203	4,283	4,561
	30 and over and under 50	Persons	85		85	109		1,448	1,557	78	187	1,706	1,971
	50 and over	Persons	9		9	12		234	246	28	10	187	225
	Unspecified	Persons	0		0	0		0	0	0	0	2	2
	Turnover rate of age under 30	%	1.4		1.4	1.4		8.9	6.3	0.6	2.0	17.7	9.9
	Turnover rate of age 30 and over and under 50	%	0.8		0.8	0.9		6.7	4.7	0.6	1.9	7.1	4.3
	Turnover rate of age 50 and over	%	0.1		0.1	0.1		1.1	0.7	0.2	0.1	0.8	0.5
	Turnover rate of unspecified age	%	0		0	0		0	0	0	0	0.01	0.00

1) Turnover rate = (number of total leavers)/(total number of employees)X100, 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 through dehiring)/total number of employees, exclude retirement, fatalities, dismissals, relocation to Group affiliates, and contract termination

Social

Training and Competency Development

Training Status

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Employees who completed training ¹⁾	Persons	10,748			10,748	11,691		20,957	32,648	10,085	8,474	47,941	66,500	
Total annual training hours ²⁾	Hours	554,197			554,197	833,257		236,578	1,069,835	566,310	173,951	234,098	974,359	
Average training hours per person ³⁾	Hours/ person	51.6			51.6	71.3		11.3	32.8	46.8	17.5	40.2	37.1	
By gender ⁴⁾	Male					727,374		162,822	890,196	482,910	164,605	155,171	802,686	
	Female					105,883		73,756	179,639	83,400	9,346	75,739	168,485	
	Other					0		0	0	0	0	3,188	3,188	
	Average training hours for males	Hours/ person					72.1		10.8	35.3	46	18	9	22
	Average training hours per females	Hours/ person					68.5		11.6	22.7	51	14	11	18
By job position ⁵⁾	Senior positions (senior and higher positions)	Hours	322,679		322,679	459,691		25,352	485,043	308,785	16,654	62,549	387,988	
	junior positions (below senior positions)	Hours	231,518		231,518	373,566		211,226	584,792	257,525	140,996	171,549	570,070	
By type of training	Online training	Hours	437,905		437,905	551,795		90,931	642,726	393,374	140,196	51,111	584,681	
	Offline training	Hours	116,292		116,292	281,462		145,647	427,109	172,936	33,755	182,987	389,678	
Training expenses	KRW	8,026,929,756			8,026,929,756	13,181,727,128		3,859,854,832	17,041,581,960	15,105,477,568	1,683,950,893	6,997,386,579	23,786,815,040	
Average training expenses per person ⁶⁾	KRW/ person	746,830			746,830	1,127,511		184,180	521,979	1,247,974	169,753	289,639	515,056	

1) Eliminated duplicates in domestic (non-consolidated) data

2) The 2021 and 2022 domestic (non-consolidated) 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 some overseas subsidiaries were not disaggregated by gender, and such data were included in the scope of data with 'other'

5) Data for some subsidiaries were not included as their training data were not disaggregated by job position

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

Training Program

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
License acquisition	Cases		66		284		200
Community of Practice	Persons		1,020		1,218		1,531
Mentoring	Persons		651		1,043		1,317
Knowledge (year-round learning content)	Persons		16,709		31,184		59,569
SW Academy	Persons		1,322		2,101		2,521
Mobility SW learning platform	Persons		2,633		2,490		1,926
Retirement support training ¹⁾	Employees eligible for retirement support training		281		321		312
	Employees who received retirement support training		229		248		246

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), Restated the 2021 data due to the unification of the aggregation standard (added the number of employees eligible for/received training in the previous year before retirement age)

Social

Assessment and Compensation

Regular Performance Assessment¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Reference employees	Persons	10,838			10,838	11,635		17,824	29,459	12,104	9,920	24,159	46,183
Target employees	Persons	8,665			8,665	9,398		12,696	22,094	9,920	1,294	11,977	23,191
By gender ²⁾	Male									8,623	1,167	8,324	18,114
	Female									1,297	127	3,647	5,071
	Other									0	0	6	6
Employees who received performance assessment	Persons	8,665			8,665	9,398		10,474	19,872	9,920	1,294	11,911	23,125
By gender	Male									8,623	1,167	8,286	18,076
	Female									1,297	127	3,620	5,044
	Other									0	0	5	5
Percentage of assessments performed	%	100			100	100		82.5	89.9	100	100	99.4	99.7
By gender	Percentage of assessed male employees	%								100	100	99.5	99.8
	Percentage of assessed female employees	%								100	100	99.3	99.5
	Percentage of assessed employees with unspecified gender	%								0	0	83.3	83.3

1) MBO (Management By Objectives)-based assessment

2) Newly reported

Multi-dimensional Assessment¹⁾

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Reference employees	Persons	10,838			10,838	11,635			11,635	12,104	9,920	24,159	46,183
Target employees ²⁾	Persons	8,303			8,303	9,016			9,016	9,515	501	1,064	11,080
Employees assessed	Persons	8,303			8,303	9,016			9,016	9,515	501	1,002	11,018
Percentage of assessments performed	%	100			100	100			100	100	100	94.2	99.4

1) 360-degree assessment and others

2) Exclude on-site workers, contract workers, dispatch workers, and basketball team members

Social

Employee Compensation

Category	Unit	2021		2022		2023		
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)		
Total compensation (pay) ¹⁾	KRW million		1,009,606		1,223,642		1,445,902	
By gender ²⁾	Male	Total	KRW million	923,409		1,106,667		1,297,409
		Average	KRW million					127
	Female	Total	KRW million	86,197		116,975		148,493
		Average	KRW million					91
	Other	Total	KRW million					0
		Average	KRW million					0
	Average pay gap ratio (male/female) ³⁾		%					28.7
	By job position (executives)	Average base salary	Male	KRW million	335		349	
Female			KRW million	0		0		0
Average total pay ¹⁾		Male	KRW million	400		453		464
		Female	KRW million	0		0		0
By job position (management)	Average base salary	Male	KRW million	75		77		80
		Female	KRW million	59		60		60
	Average total pay	Male	KRW million	97		110		135
		Female	KRW million	68		78		107
By job position (non-management)	Average base salary	Male	KRW million	103		109		123
		Female	KRW million	72		85		92

1) Base salary + bonus + benefits

2) Restated the 2021 and 2022 total pay data due to change in management criteria (base salary → total pay), have reported on average pay since 2023

3) $((\text{average pay for males}) - (\text{average pay for females})) / (\text{average pay for males}) \times 100$

Social

Safety and Health Management

Safety Management Targets

Hyundai Mobis set our safety management goals of 'reducing serious accidents injuries and serious regulatory non-compliance to zero' and 'establishing a safety culture on par with global standards'.

We developed our independent safety system and culture assessment methodology (MSRS*) which covers Korea's Serious Accidents Punishment Act and other SHE regulations, and defined our mid/long-term goal of reaching Lv.7 by 2025 in Korea in line with this system. Our safety system and culture are assessed through the methodologies used by global certification agencies, and risks and vulnerabilities are identified through objective methods to pursue fundamental improvements. We also set and progress towards our annual safety management targets, including business unit/division-level implementation of inspection improvement, which is coupled with 'safety discussions' to share our targets and plans with employees and discuss relevant matters.

Category	Unit	2022		2023		2025 Target	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
MSRS assessment ¹⁾	Lv.		Lv.4		Lv.5		Lv.7

*MSRS: Mobis Safety Rating System

1) For domestic and overseas manufacturing sites

Status of Safety and Health for Employees

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary ²⁾	Total
Work-related injuries ¹⁾	Fatalities									1		0	1
LTIFR*	Cases/ million hours	0.818		0.356	0.520	1.014		0.561	0.722	0.747		4.263	3.007
	Cases/ 200,000 hours	0.164		0.071	0.104	0.203		0.112	0.144	0.149		0.853	0.601
	Lost-time injuries	19		15	34	24		24	48	18		185	203
	Number of days lost									920			920
Work-related illnesses ¹⁾	Fatalities									0		0	0
OIFR**	Cases/ million hours	0.13			0.13	0.17			0.17	0			0
	Recordable illnesses	3			3	4			4	0			0

*LTIFR: Lost Time Injuries Frequency Rate

**OIFR: Occupational Illness Frequency Rate

1) Newly reported, key types of work-related illnesses: Acute musculoskeletal diseases, hearing impairments

2) 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)

Social

Characteristics of Non-employee Workers

Status of Non-employee Workers

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Non-employee workers ¹⁾	Persons									2,956	6	1,240	4,202

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

Status of Safety and Health for Non-employee Workers¹⁾

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Work-related injuries	Fatalities						0
LTIFR ²⁾	Cases/ million hours		2.537		3.407		2.999
	Cases/ 200,000 hours		0.507		0.681		0.600
	Lost-time injuries						9
Work-related illnesses ³⁾	Fatalities						0
	Recordable illnesses						2

*LTIFR: Lost Time Injuries Frequency Rate

1) Workers affiliated with domestic (non-consolidated) staffing agencies (staff directly engaged in manufacturing), Newly reported, except for LTIFR

2) Have changed the scope of managing domestic (non-consolidated) non-employee workers since 2023, excluded the 2021 and 2022 overseas data in line with the re-definition of safety and health standards for overseas operations (under review)

3) Key types of work-related illnesses: Acute musculoskeletal diseases, hearing engaged

Social

Profile of Suppliers

Status of Suppliers

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Total suppliers ¹⁾	Companies	3,372		598	3,970	2,997		685	3,682	3,280		748	4,028
Parts suppliers ²⁾	Companies	1,410		598	2,008	1,320		685	2,005	1,438		748	2,186
Mass-production	Companies	~		598	~	~		685	~	698		748	1,446
Tier-1	Suppliers involved in direct development	Companies	588		598	614		685	1,299	586		748	1,334
Major tier-1 suppliers	Operating structure (screening) ³⁾	Companies	395			395	399		399	401			401
Core tier-1 suppliers ⁴⁾	Suppliers under the core business operating structure	Companies					54		54	57		12	69
Major tier-2	Major tier-2 suppliers	Companies					27		27	43			43
A/S, supplies, packaging		Companies	~		~	~			~	1,099			1,099
Non-parts suppliers	Companies	1,962			1,962	1,677			1,677	1,842			1,842

1) Overseas subsidiary data cover suppliers involved in direct development only. Restated the 2022 data due to data errors (partially duplicated suppliers)

2) Overseas subsidiary data cover suppliers involved in direct development only, exclude suppliers involved in multiple areas spanning mass-production, A/S, supplies, and packaging. Restated the 2022 data due to data errors (partially duplicated suppliers)

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

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

Status of Purchase Amounts

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	
Total purchase amounts ¹⁾	KRW 100 million	228,229		139,841	368,070	283,091		176,864	459,956	332,968		187,791	520,759	
Parts suppliers	KRW 100 million	221,056		136,100	357,156	276,929		170,906	447,836	325,057		178,887	503,944	
Mass-production	KRW 100 million	189,271		125,970	315,241	244,151		160,769	404,920	289,677		167,681	457,358	
Tier-1	Suppliers involved in direct development	KRW 100 million				98,403		60,248	158,652	115,990		71,018	187,008	
Major tier-1 suppliers	Operating structure (screening)	KRW 100 million								84,586			84,586	
Proportion of operating structure purchases ²⁾		%								72.9			72.9	
A/S, supplies, packaging	Non-mass-production suppliers	KRW 100 million	31,785		10,131	41,915	32,779		10,137	42,916	35,380		11,206	46,586
Non-parts suppliers	Others	KRW 100 million	7,173		3,741	10,914	6,162		5,958	12,120	7,911		8,904	16,815

1) Restated the 2021 and 2022 data due to the further classification of purchase amounts (A/S, supplies, packaging, and others)

2) Proportion of purchases made from suppliers under the operating structure against purchases made from tier-1 suppliers (direct development) (on the year-end basis), newly reported due to change in criteria

Social

Supplier Sustainability Risk Management

KPIs and Targets

To establish sustainable supply chains, Hyundai Mobis tracks the KPIs and targets that we set in relation to supplier ESG assessment. These targets were designed to take into account existing assessment results and the status of target suppliers, and we disclose our performance and targets for respective KPIs to ensure suppliers continuously recognize and understand these KPIs.

Category	Unit	2021	2022	2023	2024 Plan	2025 Target
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Completion of on-site assessments conducted on 'high-risk suppliers' identified through supplier ESG self-assessment	%	100	100	100	100	100
Reception of corrective action plans for the necessary improvements (findings) identified through on-site assessment	%	100	100	100	80	90
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 Assessment and Actions

Category	Unit	2021				2022				2023				
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary ⁵⁾	Total	
Supplier ESG assessment rate (self-assessment)	%	93.2			93.2	92.0			92.0	92.9		75.3	89.9	
Assessment (paper-based)	Target suppliers	Companies	410		410	399			399	378		77	455	
	Tier-1	Initial ¹⁾	Companies	390		390	395			395	399		104	503
		Final ²⁾	Companies	375		375	373			373	359		77	436
	Tier-2	Initial ³⁾	Companies	58		58	44			44	27			27
		Final ⁴⁾	Companies	35		35	26			26	19			19
	Suppliers that completed assessment	Companies	382		382	367			367	351		58	409	
	Tier-1	Suppliers assessed	Companies	347		347	342			342	332		58	390
		Percentage of suppliers assessed	%	92.5		92.5	91.7			91.7	92.5		75.3	89.4
Tier-2	Suppliers assessed	Companies	35		35	25			25	19			19	
	Percentage of suppliers assessed	%	100		100	96.2			96.2	100			100	
Identification	High-risk suppliers	Companies	23		23	12			12	16		1	17	
	Percentage of high-risk suppliers ⁶⁾	%	6.0		6.0	3.3			3.3	4.6		1.7	4.2	
	Tier-1	High-risk suppliers	Companies	16		16	10			10	12		1	13
		Percentage of high-risk suppliers	%	4.6		4.6	2.9			2.9	3.6		1.7	3.3
	Tier-2	High-risk suppliers	Companies	7		7	2			2	4			4
		Percentage of high-risk suppliers	%	20.0		20.0	8.0			8.0	21.1			21.1

1) Total domestic (non-consolidated) suppliers under the operating structure

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

6) Percentage of suppliers identified as high-risk out of suppliers who completed assessment

Social

ESG Assessment and Actions

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Supplier ESG due diligence rate (on-site assessment)	%	100			100	100			100	100		100	100
Due diligence (on-site assessment ¹⁾)	Tier-1	Suppliers assessed	Companies	16		16	10		10	12		1	13
		Percentage of suppliers assessed	%	100		100	100		100	100		100	100
	Tier-2	Suppliers assessed	Companies	7		7	2		2	4			4
		Percentage of suppliers assessed	%	100		100	100		100	100			100
	On-site assessment performed on suppliers that requested assessment ²⁾	Companies								1			1
	Suppliers that received corrective action	Companies	23			23	12		2	16		1	17
	Suppliers that received recommendations	Companies	0			0	0		0	0		0	0
Supplier ESG performance improvement rate (improvement)	%	100			100	100		100	100		100	100	
Mitigation and improvement action	Number of high-risk suppliers that established corrective/recommended improvement plans	Companies	23		23	12		12	16		1	17	
	Percentage of establishing (submitting) corrective/recommended improvement plans	%	100		100	100		100	100		100	100	
	Number of suppliers assisted in implementing corrective action plans	Companies				10		10	16			16	
	Number of suppliers participating in capacity-building programs	Companies				363		363	378		20	398	
Suppliers with which transaction was terminated due to negative impact	Companies	0			0	0		0	0			0	
Completion rate of deliberation on sanctions ³⁾	%	100			100	100		100	100			100	

1) Domestic on-site assessment period: Jun. ~ Dec. 2023, Overseas on-site assessment period: Mar. ~ May 2024 (paper-based assessment in 2023)

2) Newly reported, have received requests for on-site assessment from suppliers wishing to elevate their ESG management performance

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

Social

Shared Growth

Support Program¹⁾

Category	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Fair trade agreement signed	Companies that signed the agreement	Companies	333	335	330		
	Purchase amounts ²⁾	KRW 100 million	55,981	64,402	62,239		
Direct support (mold development costs) ³⁾		KRW 100 million	869	797	1,100		
	Funding for loan support	KRW 100 million	2,715	2,715	2,715		
	Indirect support (Hybrid support)	Loan support	KRW 100 million	2,355	1,971	2,218	
		Contribution to special support funds	KRW 100 million	25	25	41	
	Win-win payment system	Hyundai Mobis to tier-1 suppliers	KRW 100 million	55,275	66,761	78,316	
Tier-1 to tier-2 suppliers		KRW 100 million	1,547	1,723	1,631		
Support for tier-2 and 3 suppliers	Fair trade agreement signed	Tie-2 suppliers who signed the agreement with tier-1 suppliers	Companies	307	229	150	
		Tier-3 suppliers who signed the agreement with tier-2 suppliers	Companies	142	69	74	
	Dedicated funding support for tier-2 suppliers	Deposit	KRW 100 million	30	30	30	
		Support ³⁾	KRW 100 million	3	13	15	
	Dedicated training support for suppliers	Training conducted by the Global Partnership Center	Persons	11,242	11,885	14,165	
Supplier ESG management training		Companies	410	399	378		
PARTNERS DAY ESG training		Companies	191	190	206		
Safety inspections conducted for suppliers		Companies	45	74	60		
Safety training for suppliers	H1	Companies	175	185	169		
	H2	Companies	171	173	171		

1) Based on actual amounts

2) Purchase amounts refer to the purchases made from suppliers who signed the agreement in the concerned year

3) Restated the 2022 data due to data errors (direct support for mold development costs and dedicated funding support for tier-2 suppliers)

Social

Community Engagement

Community Sponsorship Target

Hyundai Mobis set a goal of increasing the number of community sponsorship organizations by 89 from the reporting year to reinforce community-based CSR initiatives and help communities with their stability and prosperity. This goal was defined by the review process led by respective business sites, including our Headquarters, R&D centers, manufacturing sites, and A/S parts centers, and we are identifying the needs of communities through wide-ranging channels.

Category	Unit	2023		2030 Target	
		Domestic (non-consolidated)		Domestic (non-consolidated)	
Community sponsorship organizations	Organizations		50		139

CSR

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Percentage of CSR expenses against sales ¹⁾	%			~	0.04			~	0.04			~	0.04
Donation to charities	KRW million	14,037	17	2,566	16,620	15,648	22	3,507	18,727	21,970	27	3,715	25,712
Volunteering (converted into monetary value) ²⁾	KRW million			~	489			~	624			~	770
Volunteer hours ³⁾	Hours	8,622			8,622	8,710		2,649	11,359	13,249		1,795	15,044
Volunteer participants ^{2,4)}	Persons	3,796			3,796	3,858		966	4,824	4,066		710	4,776
Volunteer hours per person ⁵⁾	Hours/person	0.80			0.80	0.75		0.12	0.34	1.09		0.07	0.33

1) Restated the 2021 and 2022 data due to data errors (monetary unit)

2) Compiled and converted employee volunteer hours during work hours (excluding weekends) based on domestic (non-consolidated) salary standards

3) Disclosed domestic (non-consolidated) data only due to data errors for 2021 (coverage)

4) Calculated by including duplicates (cumulative)

5) CSR hours per person: Total volunteer hours / total employees, restated the 2021 data due to data errors (wrong employee number)

Donations and Other Expenses

Category	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Donation to charities		14,037	17	2,566	16,620	15,648	22	3,057	18,727	21,970	27	3,715	25,712
Associations and tax-exempt organizations (donations)	KRW million	1,329			1,329	1,230			1,230	1,430			1,430
Lobbying and lobbying associations (membership fees)		0			0	0			0	0			0
Political donations		0			0	0			0	0			0

Social

Product Quality and Safety

Product Recalls

Category	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Vehicles recalled	Vehicles	15,437	1,044,483	19,020
Voluntary recalls	Vehicles	15,437	1,044,483	19,020
Non-voluntary recalls	Vehicles	0	0	0
Recall expenses	KRW 100 million	6	428	96
Percentage of recall expenses against sales	%	0.0	0.1	0.0

Warranty Provisions

Category	Unit	2021	2022	2023
		Consolidated	Consolidated	Consolidated
Provision warranty balance at the beginning of the period	KRW million	1,238,315	1,217,987	1,174,541
Warranty costs during the period	KRW million	318,965	343,342	254,089
Percentage of warranty costs against annual sales	%	0.8	0.7	0.4

Social

Customer Grievance Handling

VoC* Management¹⁾

Category	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
VoC submitted	Cases			115,960
Supply delays	Cases			115,591
Handled	Cases			114,990
Ongoing	Cases			285
Returned	Cases			316
Parts quality	Cases			313
Handled	Cases			301
Ongoing	Cases			3
Returned	Cases			9
Parts packaging	Cases			12
Handled	Cases			12
Ongoing	Cases			0
Returned	Cases			0
Customer response at distributors	Cases			44
Handled	Cases			44
Ongoing	Cases			0
Returned	Cases			0

*VoC: Voice of Customer

1) Newly reported

Data Privacy Breach Management¹⁾

Category	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Complaints submitted for data privacy breach				0
Complaints referred to by regulatory authorities	Cases			0
Complaints substantiated (verified to be true) ²⁾				0
Confirmed cases of leaked, stolen, and lost customer data				0

1) Newly reported

2) Cases substantiated out of submitted complaints (raised by individuals) (responsibility of Hyundai Mobis)

Governance

Information Security

Metric	Unit	2021		2022		2023	
		Domestic (non-consolidated)		Domestic (non-consolidated)		Domestic (non-consolidated)	
Ratio of investment in information security ¹⁾	%	6.5		6.7			
Completion of information security training ²⁾	Persons	9,047		9,769		9,581	

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. 2022 data were restated due to data error (training provided to new hires was not included).

Non-compliance and Compliance Culture

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

Metric	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Non-compliance/ whistleblowing	Total incidences of noncompliance/ whistleblowing ¹⁾				30				35	51	2	1	54
Action	Total actions taken ²⁾				30				35	45	2	1	48
	HR action ³⁾								2	20	1	1	22
	Internal training								11	10	0	0	10
	Others (mutual agreement, system improvement, etc.)								9	15	1	0	16

1) Newly reported due to change in classification criteria

2) Excluding 6 ongoing cases out of incidences of non-compliance/whistleblowing

3) Type of non-compliance: Corruption/bribery (2), discrimination/Harassment (1), customer privacy data (0), conflict of interest (0), money laundering/insider trading (0), others (3), unsubstantiated (16)

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

Metric	Unit	2021				2022				2023			
		Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total	Domestic (non-consolidated)	Domestic Subsidiary	Overseas Subsidiary	Total
Completion of compliance training ¹⁾	%	95.9			95.9	97.8			97.8	98.7	65.7	61.3	76.6
General	Employees who completed compliance training	9,047			9,047	9,769			9,769	9,581	3,456	6,277	19,314
	Completion of training by functions at increased risk of corruption/bribery ²⁾									100	100	93.8	96.8

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, 2022 data were restated due to data error (training provided to new hires was excluded).

2) Defined as procurement-related function, newly reported

Governance

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 communicates 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 quarterly contributions made are reported to the Corporate Sustainability Management Committee. Our annual budget plans also require approval from the Board of Directors.

Metric	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
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).

Metric	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Korea Enterprises Federation	KRW	215,000,000	221,450,000	221,450,000
Seoul Chamber of Commerce and Industry		108,300,000	108,300,000	108,300,000
European Association of Automotive Suppliers (CLEPA)		69,000,000	68,900,000	70,628,000
National Academy of Engineering of Korea ¹⁾				50,000,000
AUTO-ISAC		57,500,000	57,500,000	63,390,360

1) Newly reported

Governance

Payment Practices¹⁾

Hyundai Mobis sets payment terms according to the size of suppliers. For parts suppliers, we make 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 our payment terms either at 60 days or 90 days according to their size.

Metric	Unit	2021	2022	2023
		Domestic (non-consolidated)	Domestic (non-consolidated)	Domestic (non-consolidated)
Percentage of payments aligned with standard payment terms ²⁾	%			99.99
Cases of litigations raised due to payment delays	Cases			0

1) Newly reported, payment terms for suppliers

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

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