

HYUNDAI MOBIS

Company Introduction

Lead the Shift in Mobility,
Move the World beyond Possibilities

HYUNDAI MOBIS

01 Corporate Overview

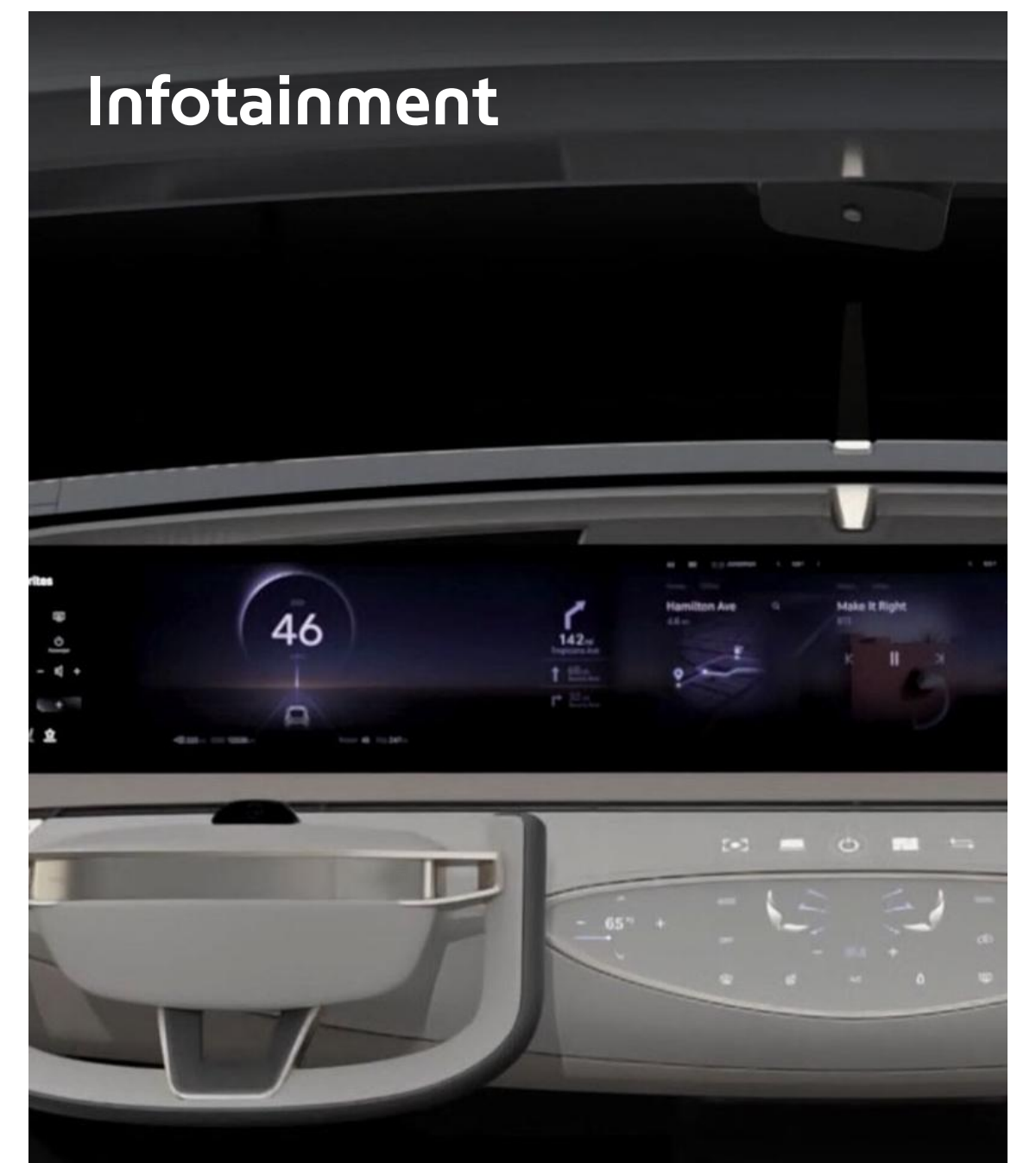
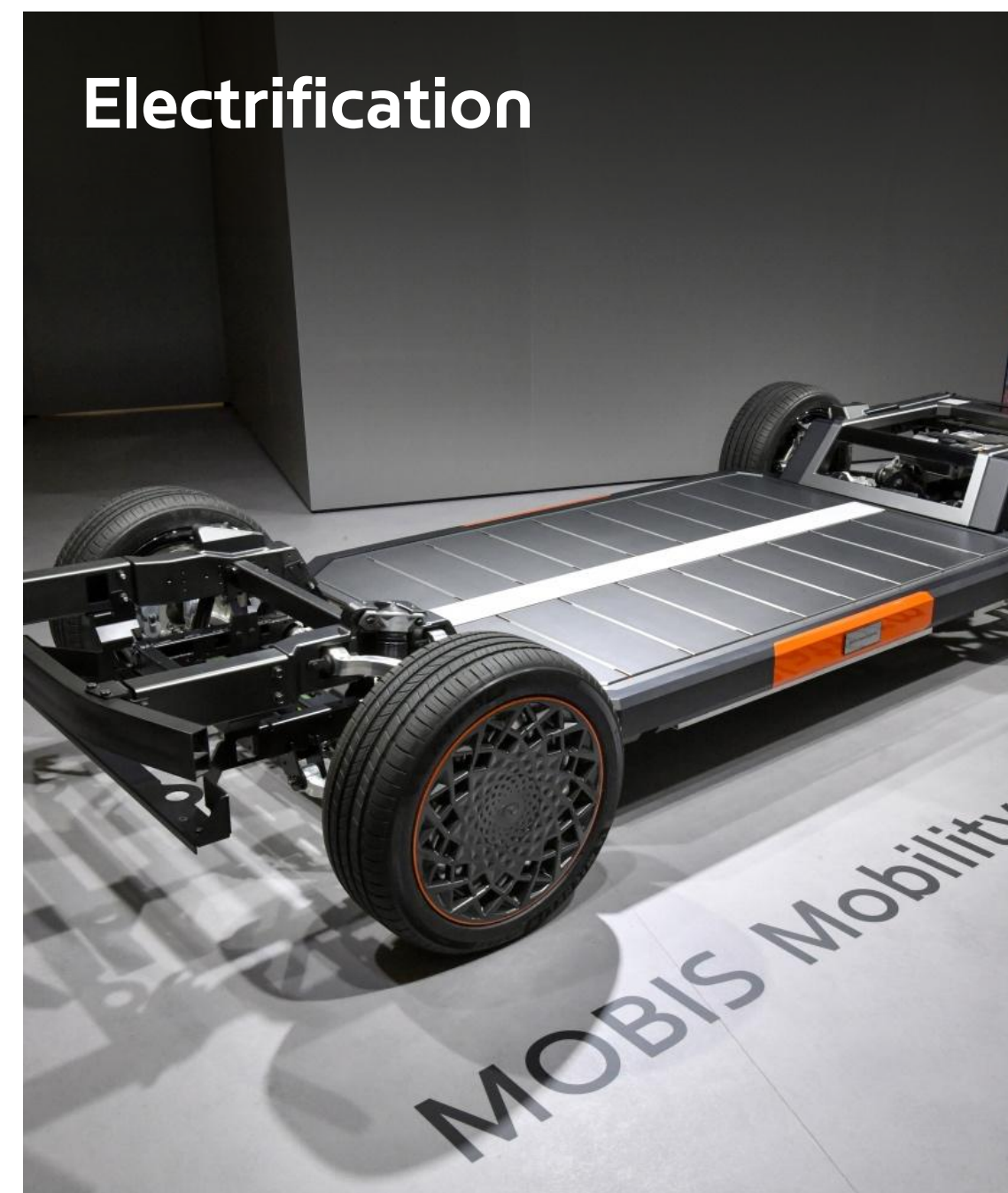
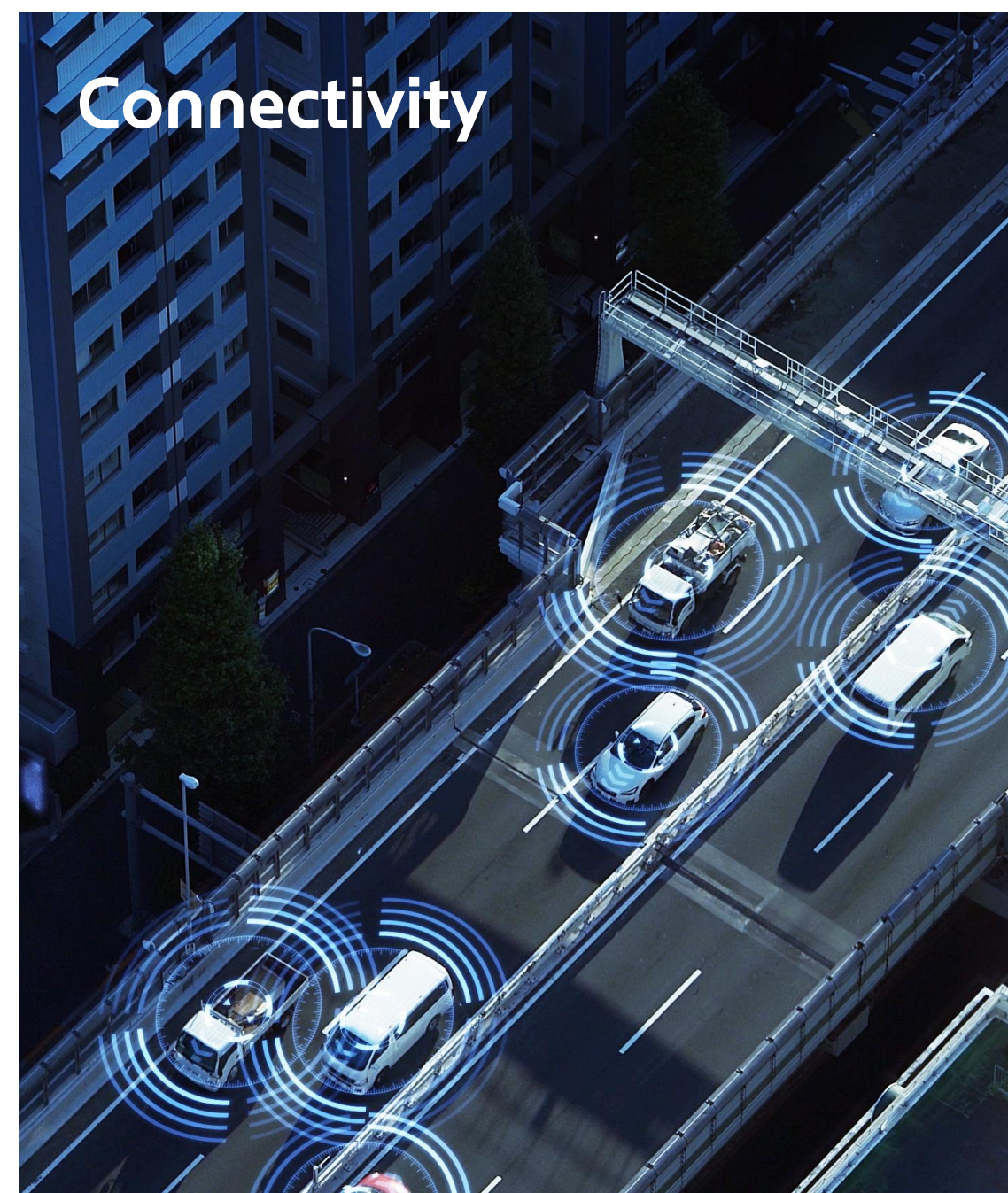
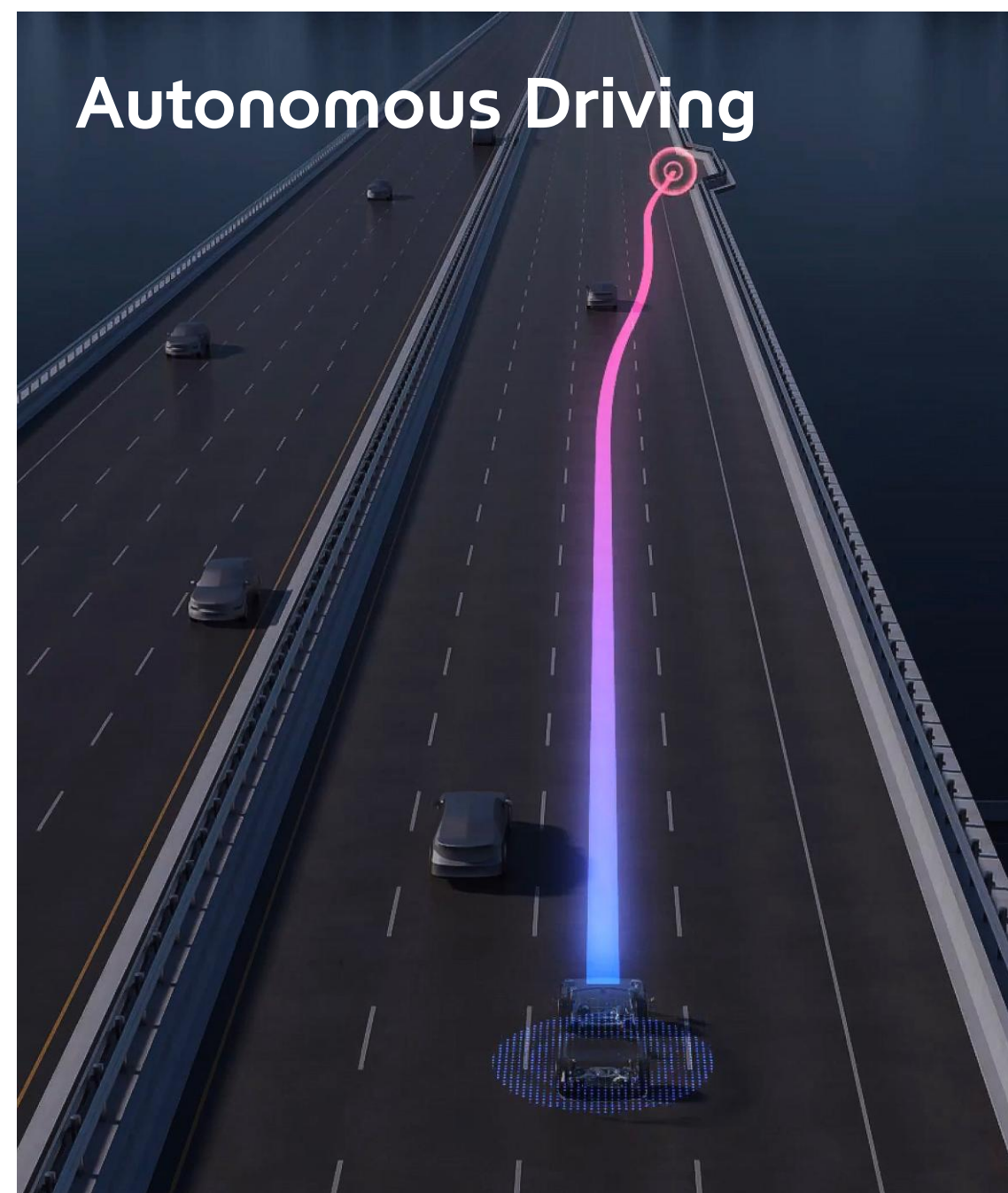
Lead the Shift in Mobility,
Move the World beyond Possibilities

HYUNDAI MOBIS



About Hyundai Mobis

Hyundai Mobis leads future mobility technology as a ‘Mobility Platform Provider’ offering optimized products and services to customers.








Company Overview

Hyundai Mobis leads the era of smart mobility.



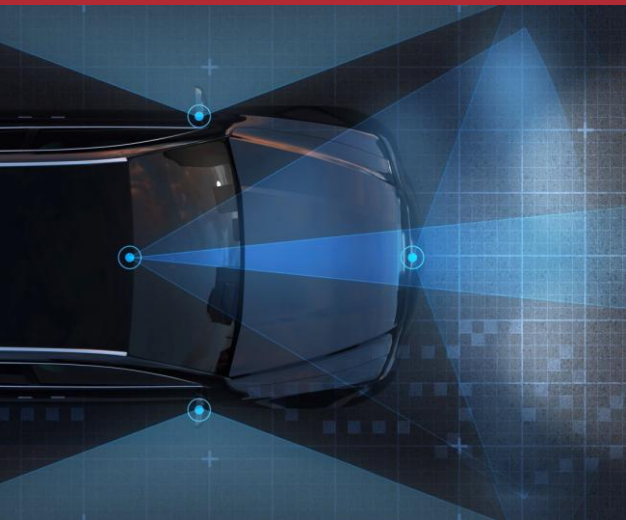
-  Established in **1977**.
Sales of **59.2 trillion won** (2023)
-  Global **6th** largest automotive supplier
(based on Automotive News, USA)
-  Total global workforce of **32,600**
Total domestic and overseas
R&D personnel of **7,300**



Business



Electrification



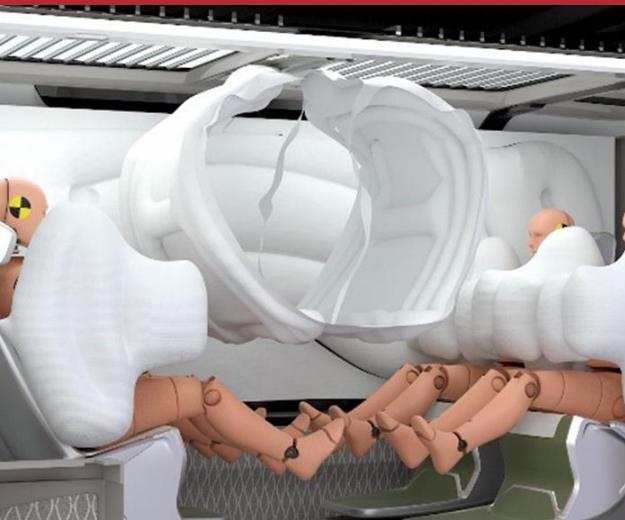
Autonomous Driving



Infotainment (IVI)



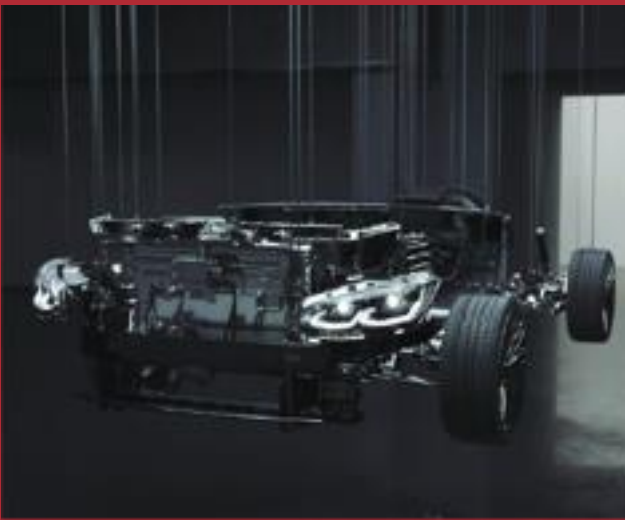
Chassis



Safety



Lamp

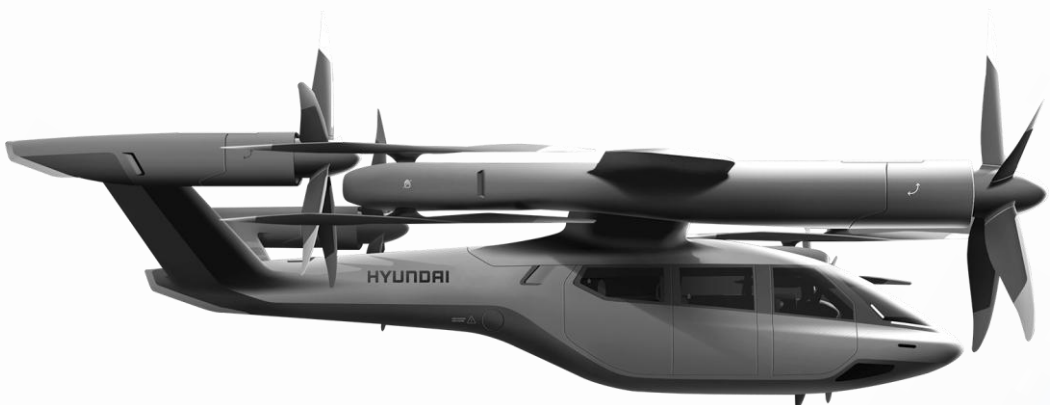


Module



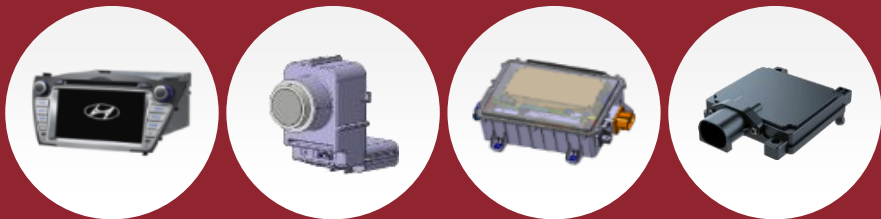
Business History

Hyundai Mobis is emerging as a mobility technology specialist providing integrated future mobility solutions based on its module and core component manufacturing capabilities.



Future Mobility Total Solution

Development of next-generation products, including electrification and autonomous driving sensors



Infotainment Sensors Electrification ADAS

Core component manufacturing



Braking Steering Safety Lamp

Module manufacturing



Chassis Cockpit Frontend

Manufacturing industries such as containers and defense



Container Train Defense Industry SUV





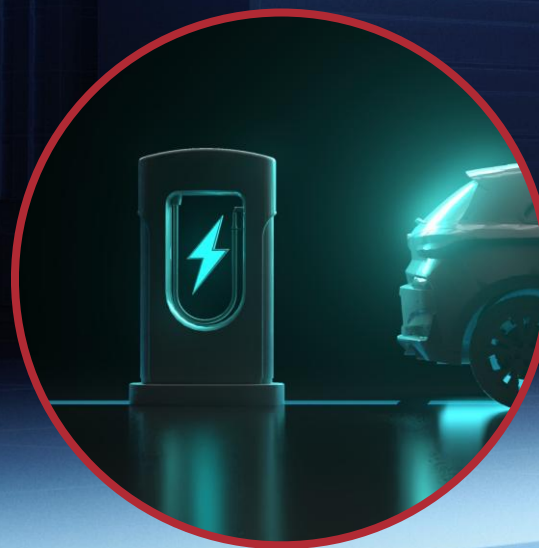
Product Portfolio

Hyundai Mobis provides integrated solutions optimized for future mobility, including electrification, autonomous driving, infotainment, chassis safety, lamps, and modules.

Chassis



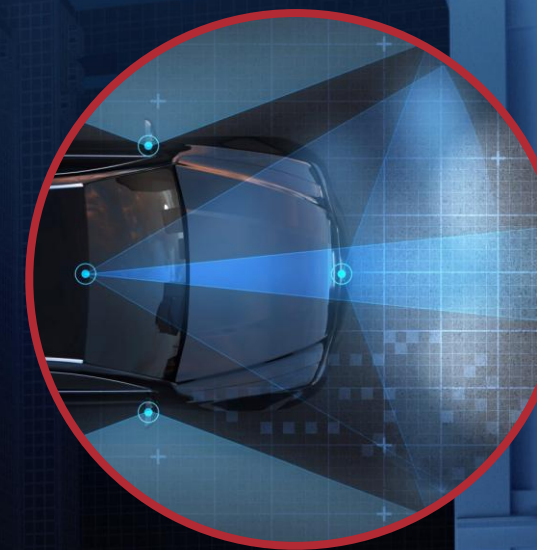
E-Powertrain



Safety



ADAS



Lamp



Infotainment





Global Business Status

As a global player, Hyundai Mobis operates production, sales, and R&D bases in major regions, providing customized services to clients.





Global Customer Status

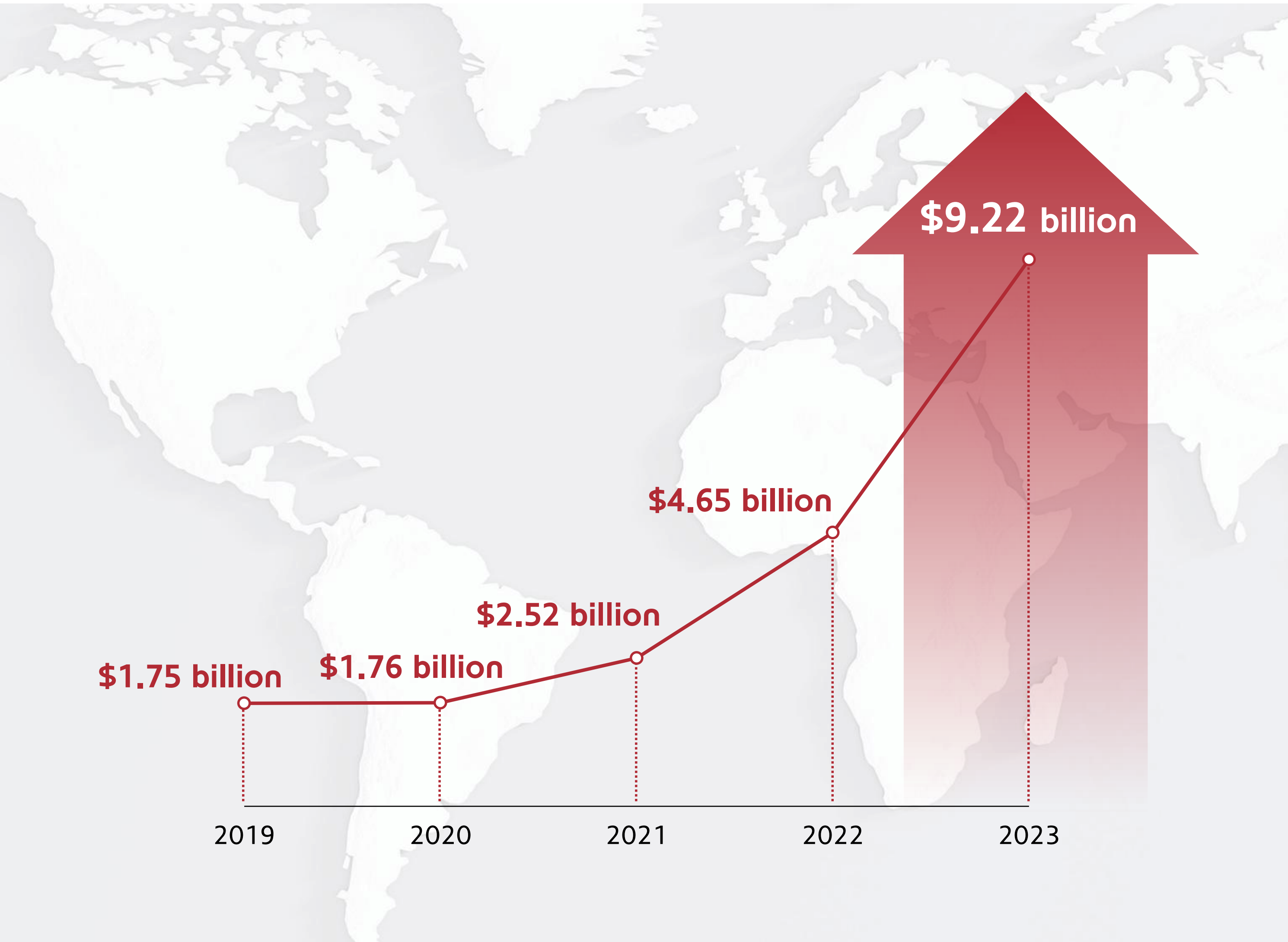
As a global player, Hyundai Mobis continuously expands its overseas customer base by leveraging differentiated products, technological competitiveness, and trusted relationships.





Overseas Order Performance

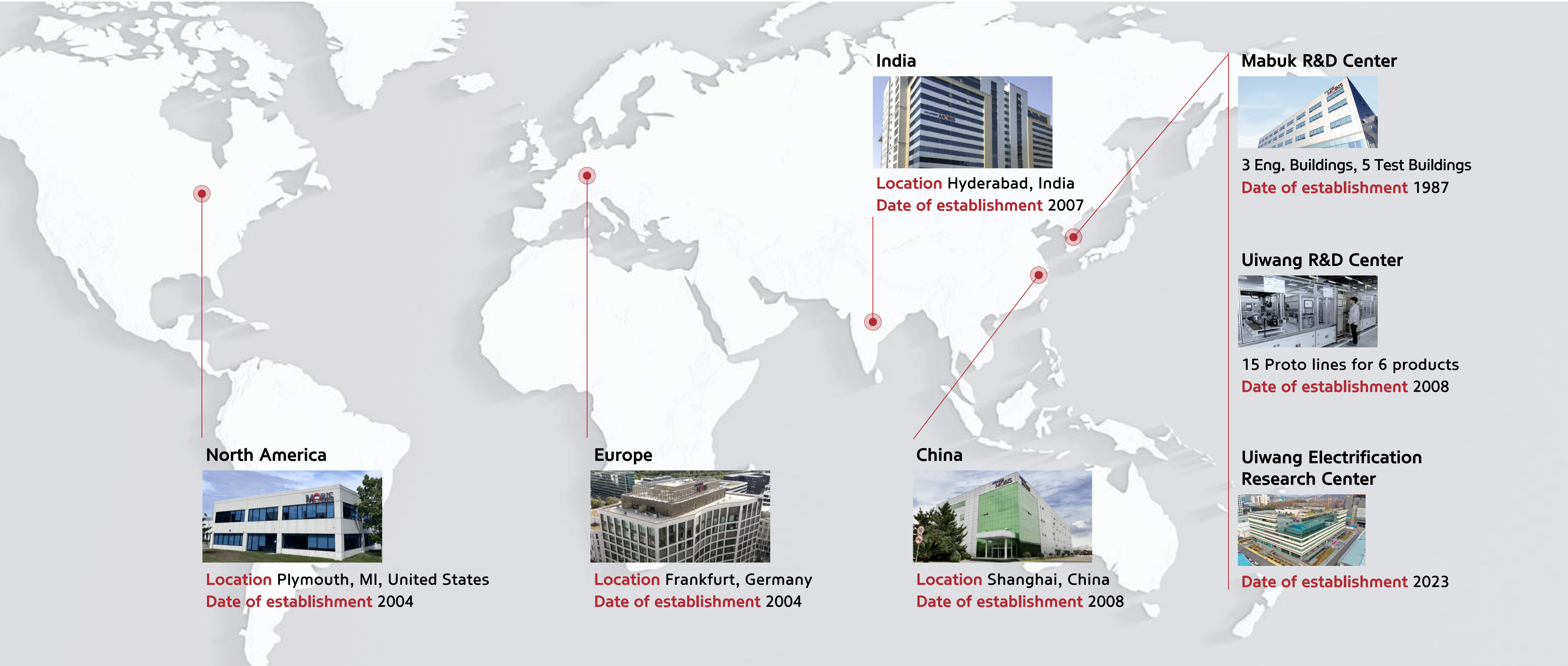
Hyundai Mobis continuously strengthens overseas orders, focusing on value-added products such as electrification, autonomous driving, and connectivity.





Global R&D Infrastructure

Hyundai Mobis operates two domestic and four overseas R&D bases, leading the development of future mobility technologies optimized for local customers.



North America



Location Plymouth, MI, United States
Date of establishment 2004

Europe



Location Frankfurt, Germany
Date of establishment 2004

India



Location Hyderabad, India
Date of establishment 2007

China



Location Shanghai, China
Date of establishment 2008

Mabuk R&D Center



3 Eng. Buildings, 5 Test Buildings
Date of establishment 1987

Uiwang R&D Center



15 Proto lines for 6 products
Date of establishment 2008

Uiwang Electrification Research Center



Date of establishment 2023




Global R&D Infrastructure


Hyundai Mobis secures quality competitiveness by operating proving grounds in Seosan, Korea, and winter testing grounds in Sweden and China.




Seosan (Korea)


 **Area**
1,098,000m²

 **14 Test Tracks**

 **Land track**
Brake, Ride & Handling, Steering ADAS, Lighting, Autonomous Driving, etc.

Arjeplog (Sweden)

 **Area**
496,000m²

 **Lake track**
4 types of track including Handling

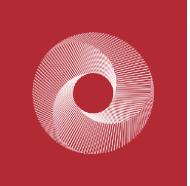
 **Land track**
4 types of track including low friction uphill

Heihe (China)

 **Area**
1,190,000m²

 **Lake track**
4 types of track including Handling

 **Land track**
6 types of track including low friction uphill



Global Open Innovation

Hyundai Mobis continuously strengthens open innovation with promising global technology companies to secure core solutions for future mobility.



Development of
imaging radar for
autonomous
driving



Development
of AR-based
HUD



Development of
LiDAR for
autonomous
driving



Synergy in new
businesses such
as autonomous
driving, robotics



Securing
vehicle-specific
acoustic
technology



Entry into
AAM
business



Development of
holographic
windshield display



Development of
Level 4-5
autonomous
driving SW
platform



External image
recognition using
thermal imaging
sensors



Development of
next-generation
semiconductor-type
LiDAR technology





World's First Technology Development Achievements

Hyundai Mobis leads the future mobility market with 'Global TOP' technologies representing the company.

01

**e-Corner System
demonstration vehicle
driving on public roads**



02

Rollable display



03

Swivel display



04

**Proximity-sensing
reactive pop-up display**

Quick menu selection





World's First Technology Development Achievements

Hyundai Mobis leads the future mobility market with 'Global TOP' technologies representing the company.

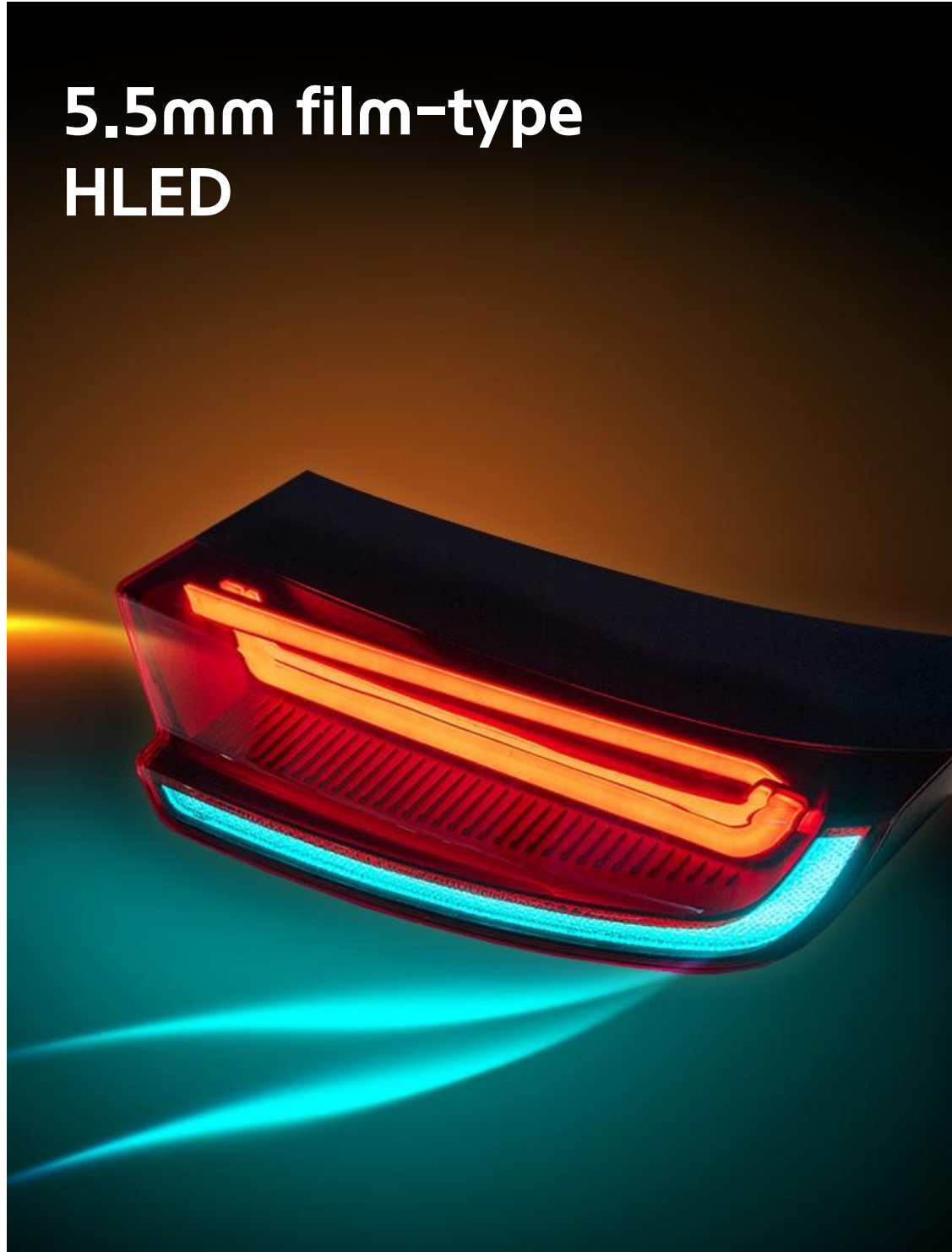
05



06



07



08



02 Management & Business Strategy

Lead the Shift in Mobility,
Move the World beyond Possibilities

HYUNDAI MOBIS



Sustainable Management

Hyundai Mobis is realizing sustainable management for the earth and future generations. To grow together, we will form genuine partnerships with all stakeholders, including customers, employees, shareholders, partners, and local communities.



Innovation with Responsibility, Mobility by Clean Technology

Responsible Innovation, Implementing Mobility Using Clean Technology

Hyundai Mobis has set “Responsible Innovation, and Mobility Using Clean Technology” as its mid-to- long-term vision for sustainable management, implementing responsible management for future generations. We aim to lead eco-friendly management for our planet, grow with our employees, and contribute to creating value for local communities. We will transparently disclose and share the results of our sustainable management efforts with all stakeholders.



Green Acceleration

Pursuing Eco-friendly Transition for Future Generations and the Earth

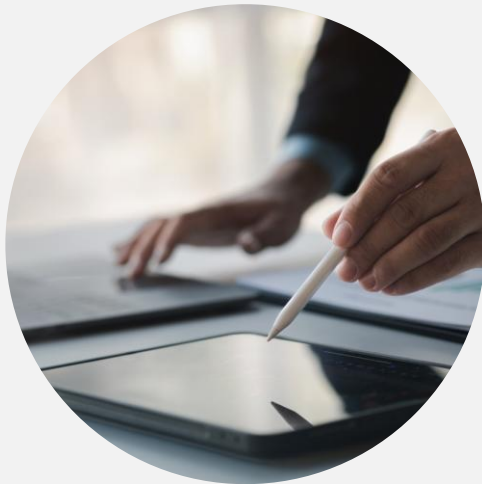
Achieving carbon neutrality | Implementing circular economy
| Expanding eco-friendly products



Inclusive Business

Developing Together with Employees and Society

Building people-centered workplaces | Responsible supply chain management
| Strengthening contribution to local communities



Responsible Growth

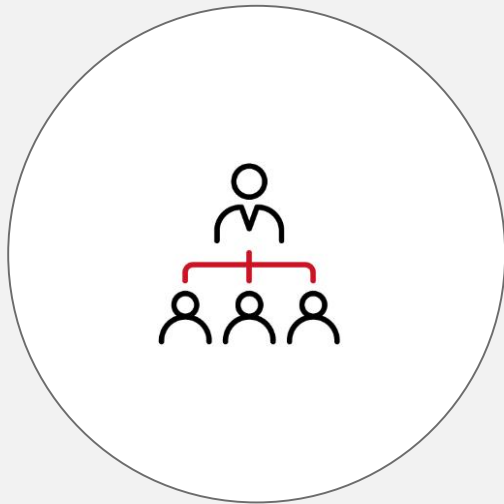
Responsible and Sustainable Management

Advancing ESG governance | Securing reliability of information disclosure
| Activating stakeholder engagement



Compliance Management

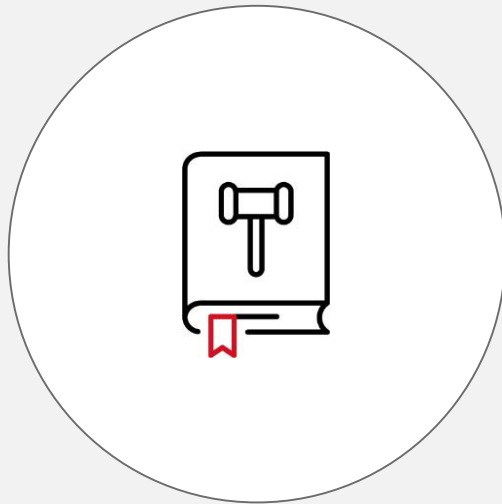
Hyundai Mobis has established a system for compliance and ethical management in relationships with all stakeholders, including employees, customers, and partners, and adheres to it through specific implementation programs.



Hyundai Mobis
Code of Conduct

The highest-level regulation that is documented for practicing ethical and compliance management

+



Compliance
Organization and System

Organization and operating system for realizing ethical and compliance management

+



Compliance Culture

Creating a corporate culture for internalizing ethical compliance awareness



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

DO

Uncompromising and
Firm Will to Practice

RIGHT

Pursuing **What is Right**
That is, securing a driving force
for sustainable **management**
through the **enhancement of**
corporate value.

FIRST

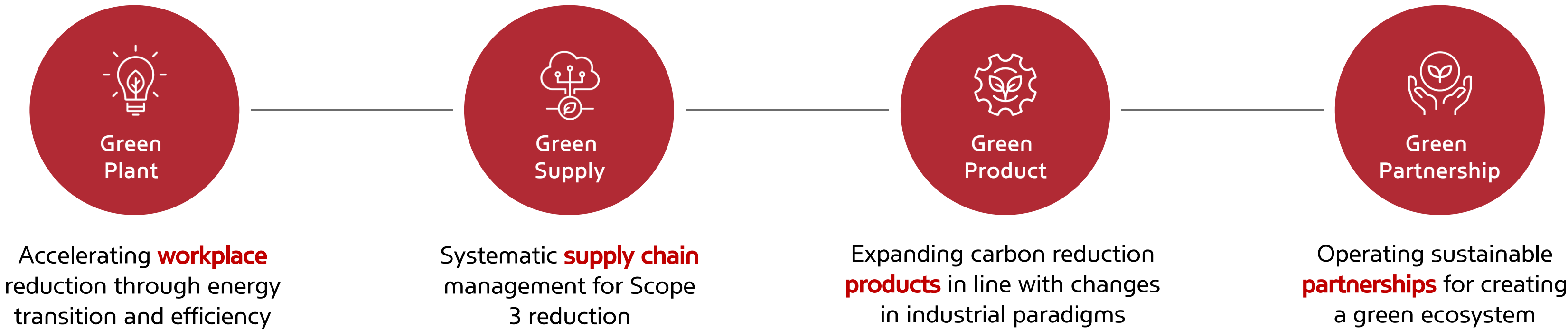
Our **First and Foremost Value**



Environmental Management

Hyundai Mobis is leading the creation of a sustainable green ecosystem by setting science-based carbon neutrality goals.

Green Transformation to 2045 Net-Zero





Changes in Mobility Environment

The global automotive industry environment is rapidly transitioning to future mobility, and continuous innovation and challenges are required for survival.

Mobility



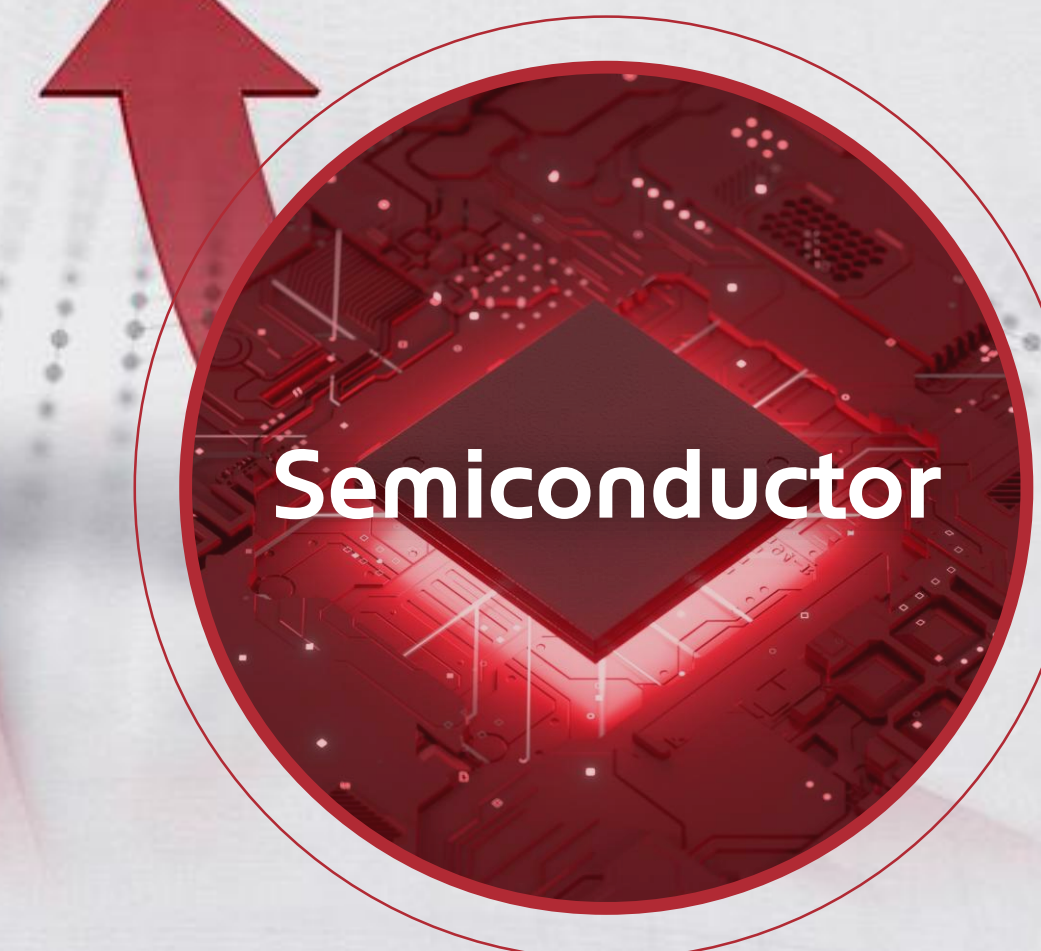
Electrification



Connectivity



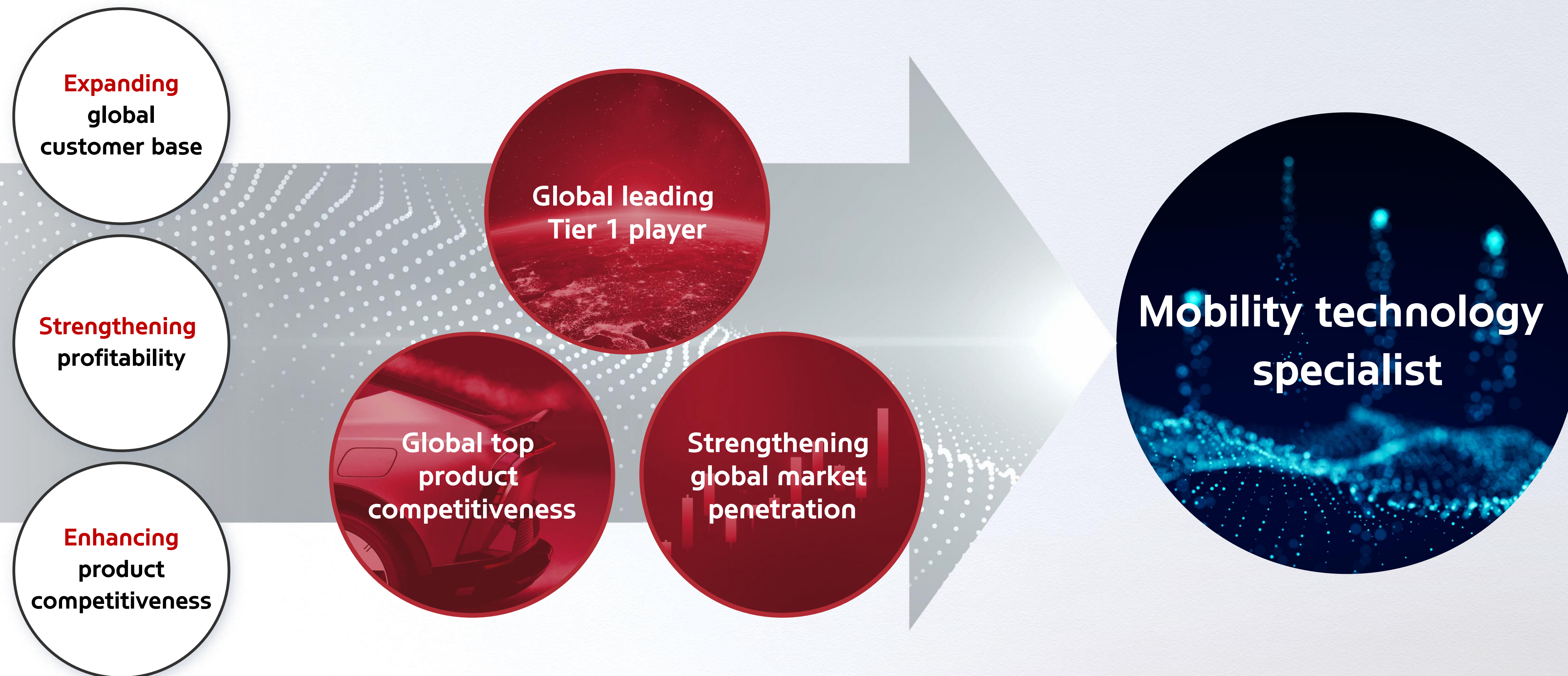
Autonomous





Business Strategy Direction

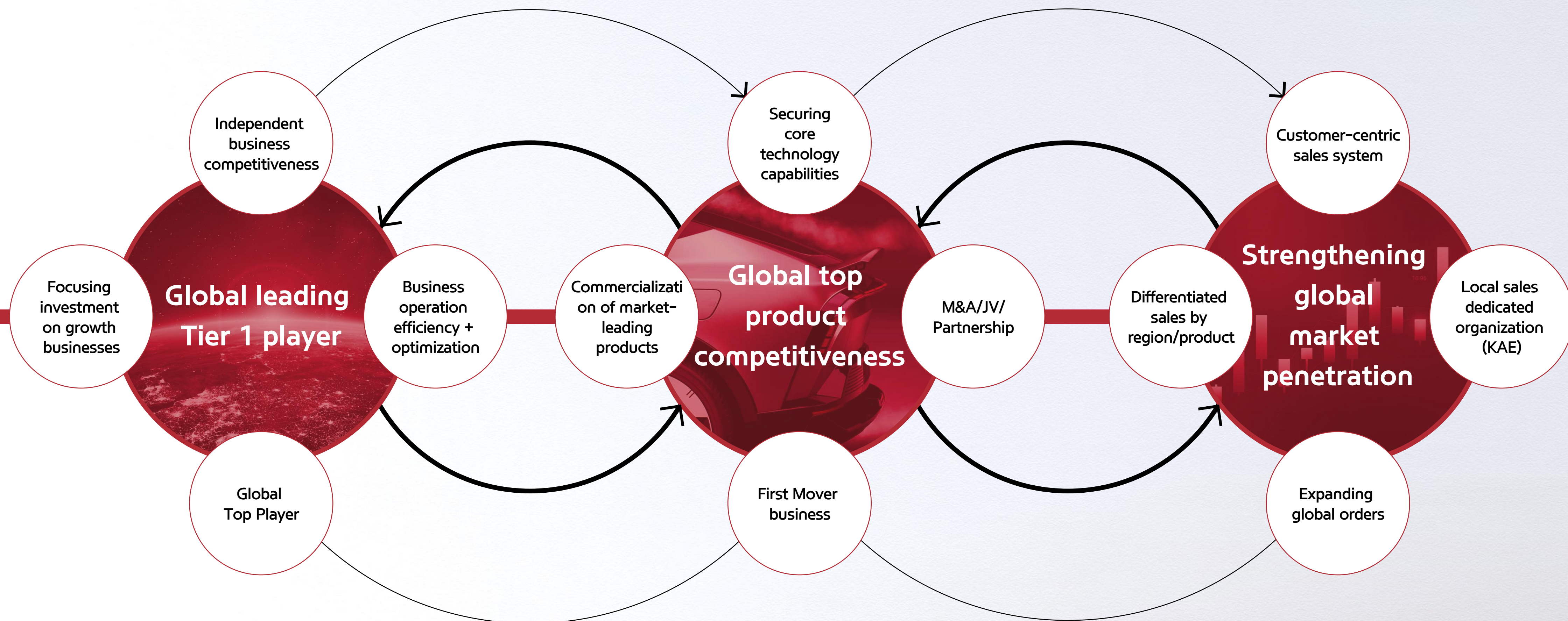
Hyundai Mobis is growing as a mobility specialist, leading the global market based on its product competitiveness, founded on top global technologies.





Business Strategy Target

Hyundai Mobis will grow into a global top player through its independent business competitiveness based on core mobility technologies.



03 Business Unit Competitiveness Introduction

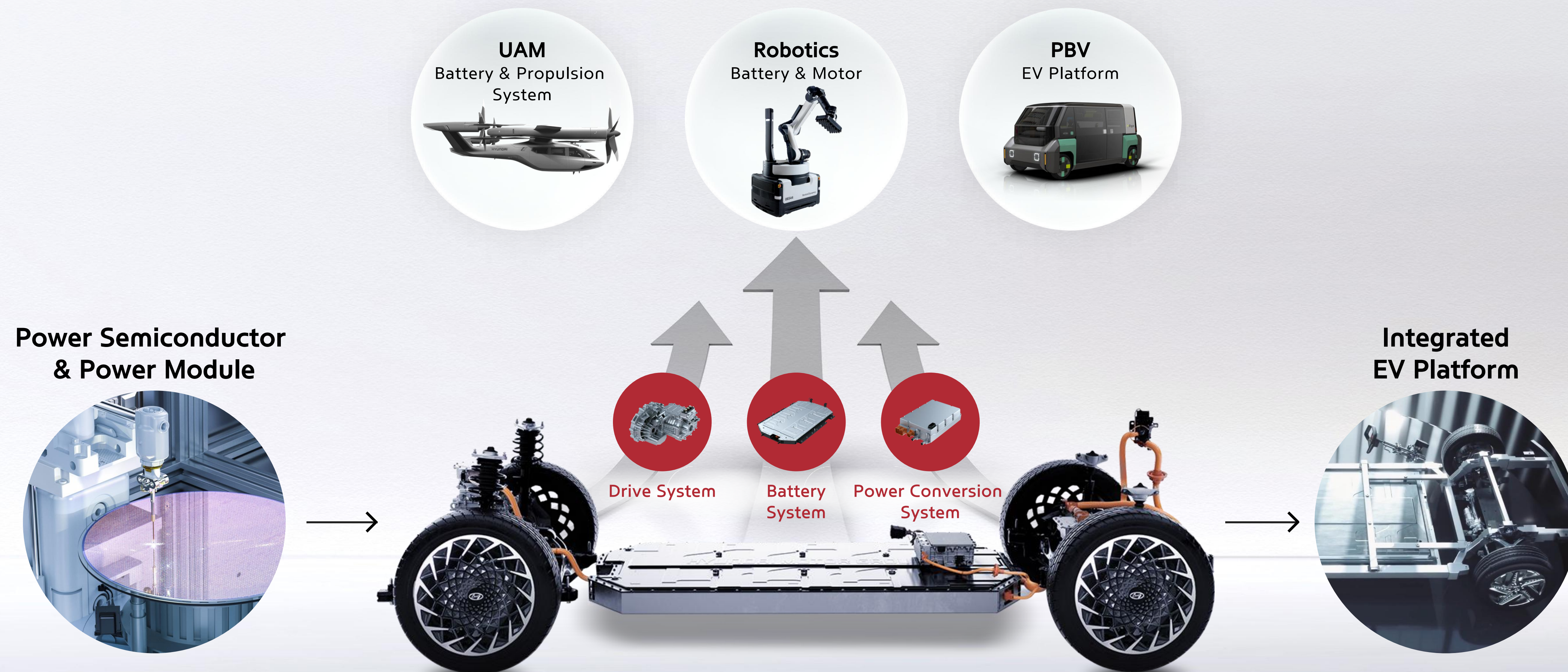
Lead the Shift in Mobility,
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Electrification

Hyundai Mobis is targeting the global electrification market based on its portfolio of core electrification components, which aligns with the electrification transition in the global automotive industry.





Electrification

Starting its electrification business in 2009, Hyundai Mobis has secured mass production capabilities in core electrification components. It is expanding global orders by leveraging core electrification components such as drive, battery, and power conversion systems.



Drive System

PE System
(motor, reducer, inverter)
in mass production



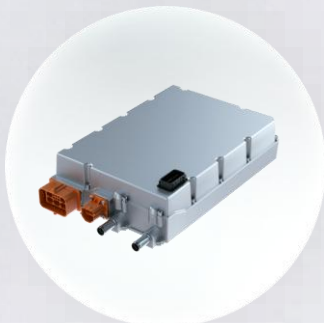
Drive System

Hybrid Starter Generator (HSG)
in mass production



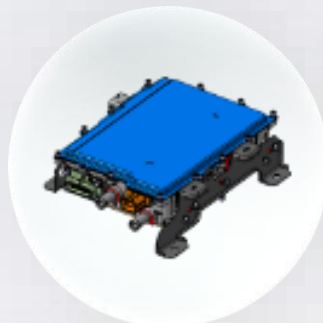
Drive System

In-wheel system
in advanced development



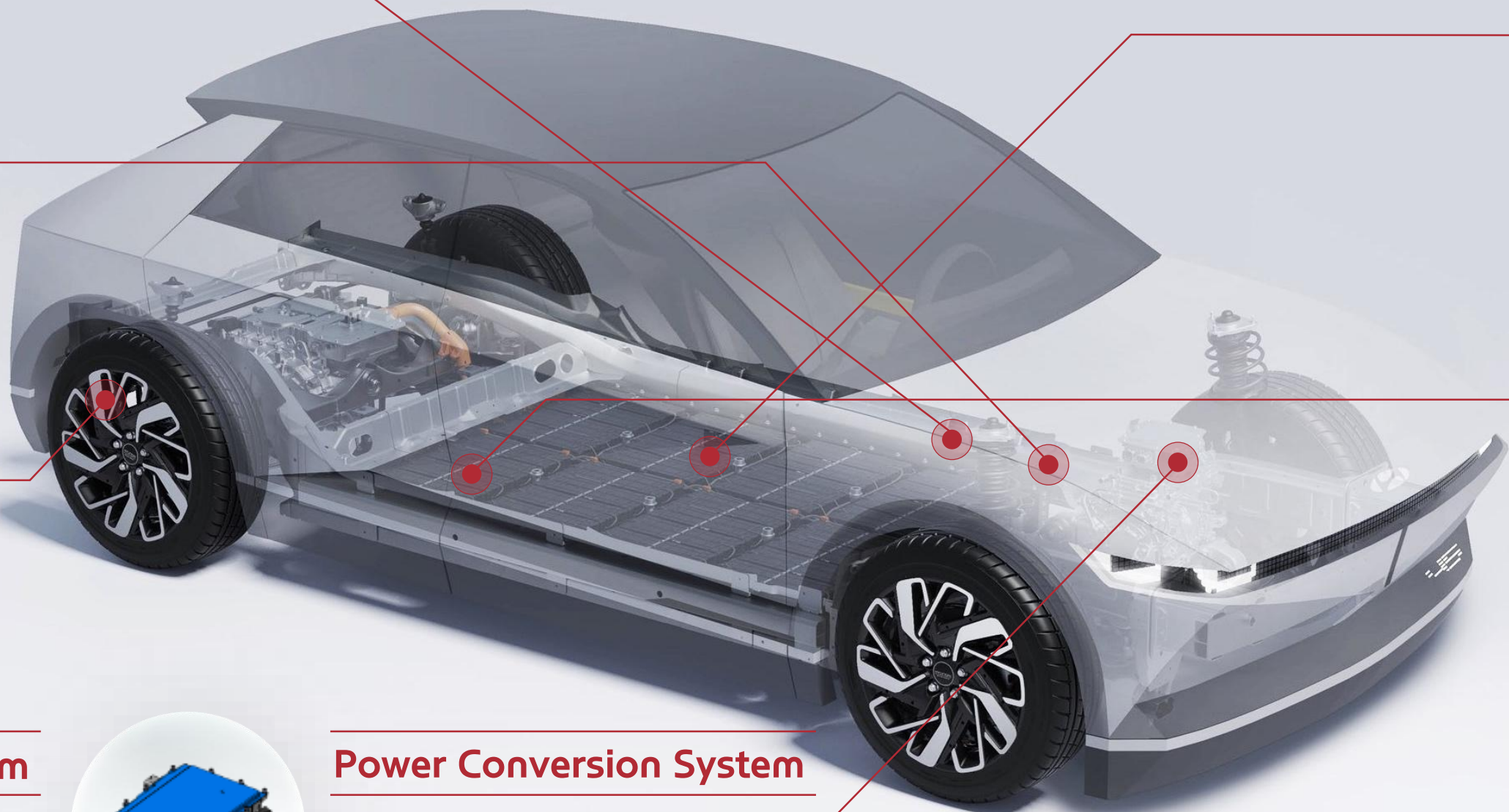
Power Conversion System

ICCU
(converter, charger)
in mass production



Power Conversion System

OBC
in mass production



Battery System

48V system
in mass production

48V battery system & LDC



Battery System

Battery system
in mass production



Battery System

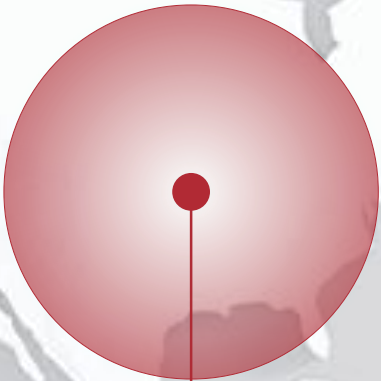
BMS
in mass production



Electrification

Hyundai Mobis has established production bases for core electrification components in major domestic and overseas regions and is targeting the global market.

Global



North America



United States BSA, PE System



Europe



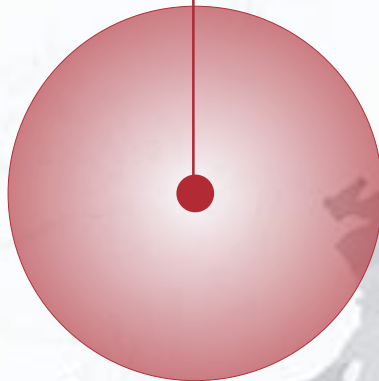
Czech Republic BSA



Slovakia PE System



Spain BSA



China



China BSA



Asean



Indonesia BSA

Korea

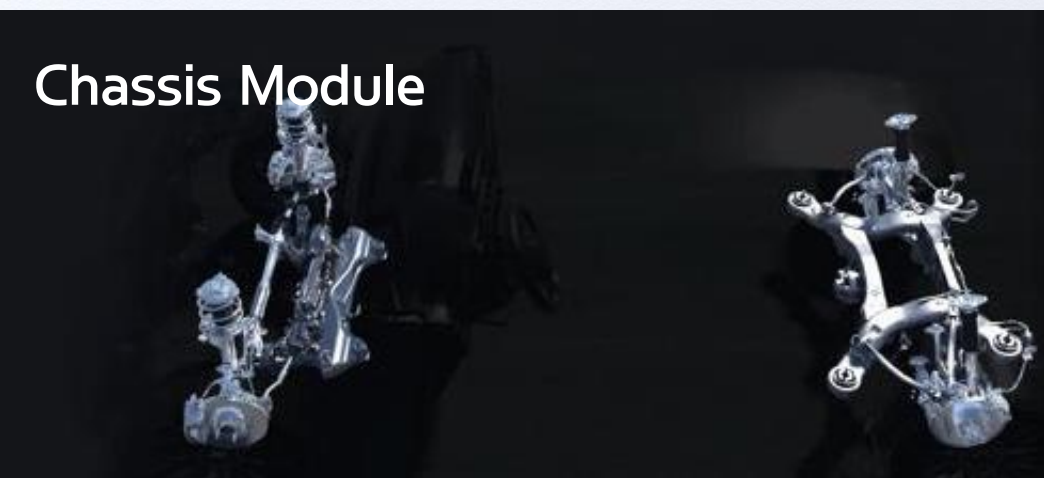




Module

Hyundai Mobis manufactures and supplies the three core automotive modules and is developing next-generation module technologies to respond to the future mobility market.

Introduction to the 3 Core Modules



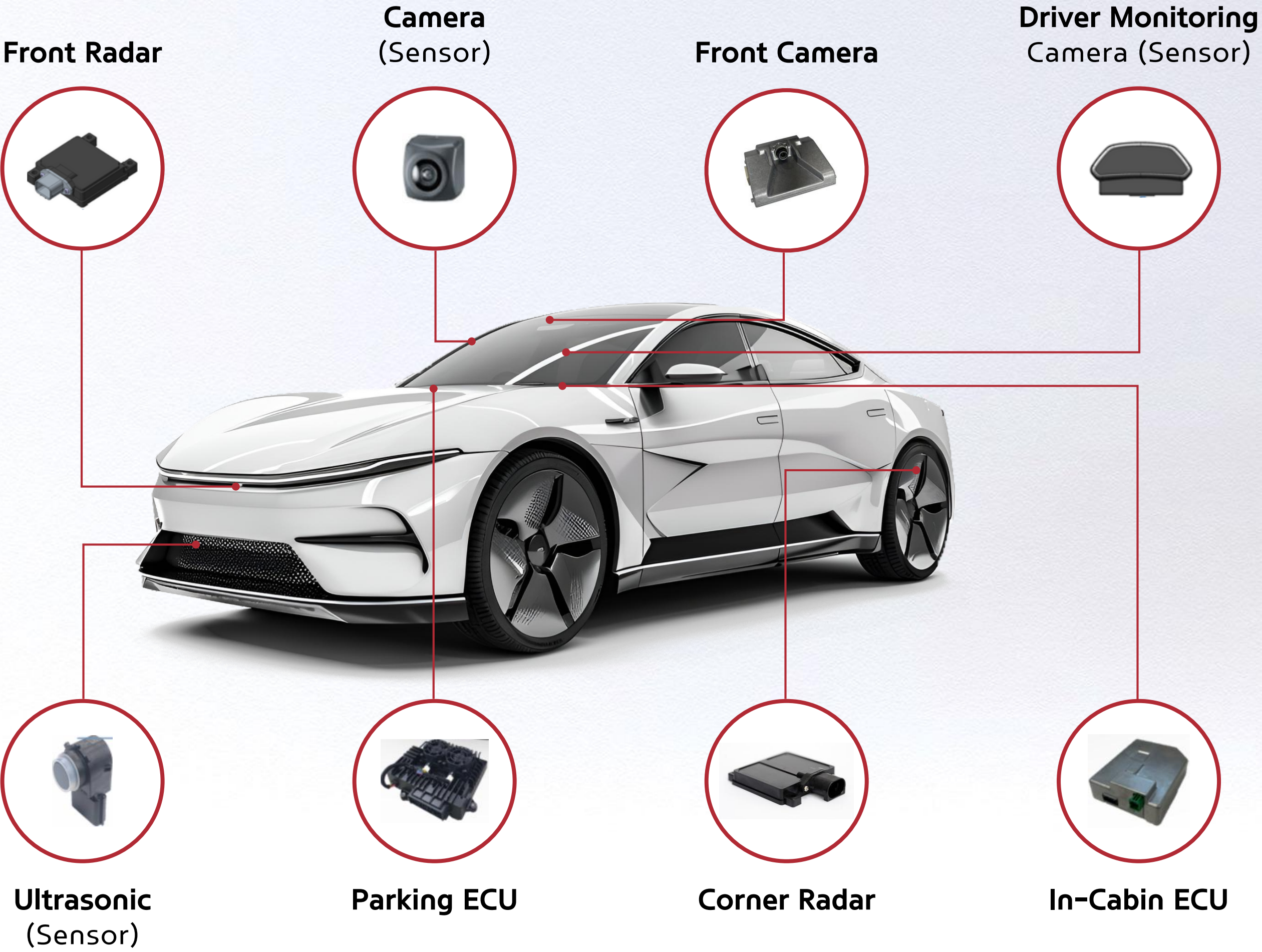
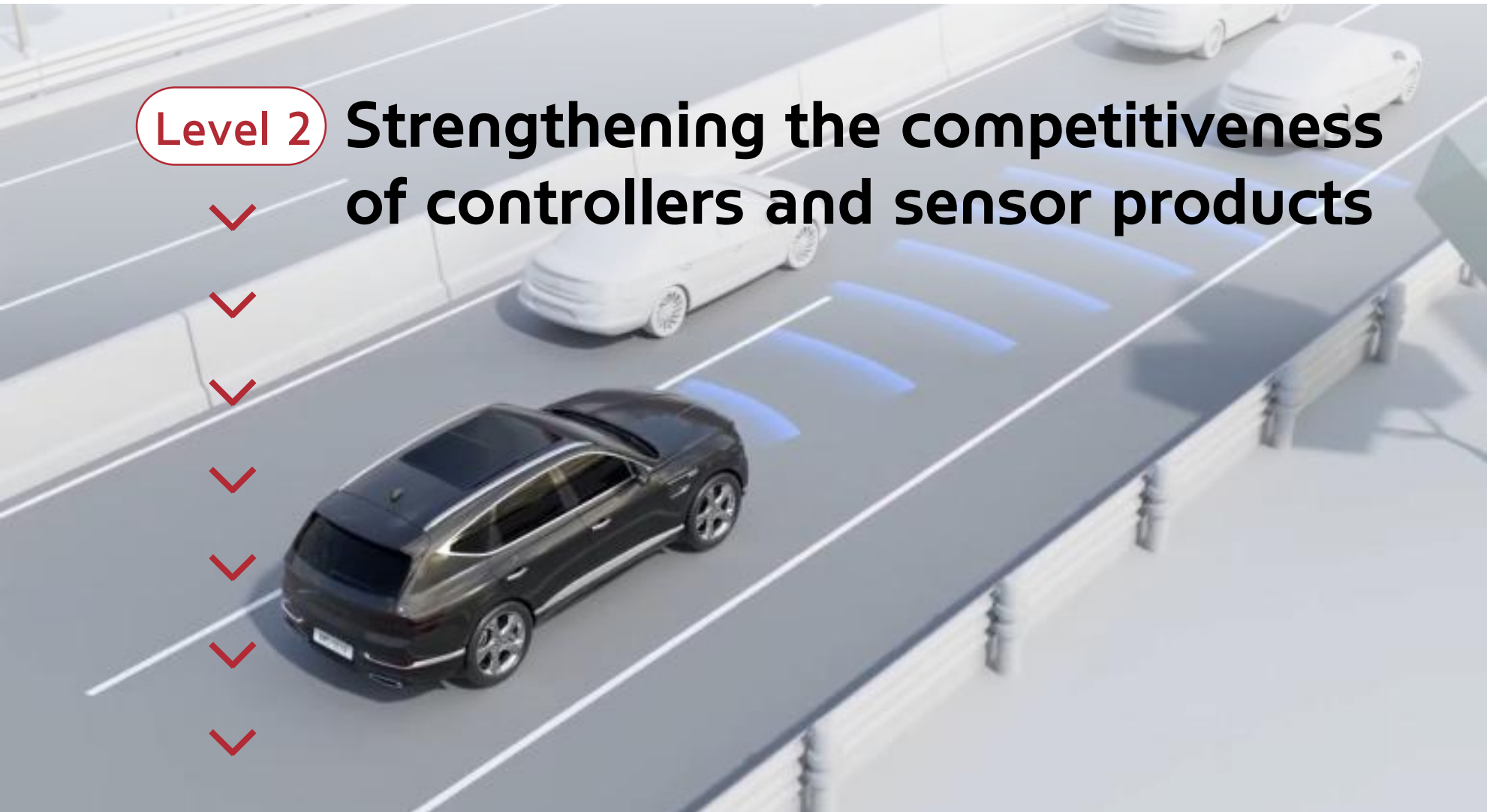
Securing Module Technologies for Future Mobility





Autonomous Driving System (AV)

Hyundai Mobis provides sensor technologies such as cameras and radars and autonomous driving and parking solutions to enhance autonomous driving and minimize driver intervention.





In-Vehicle Infotainment (IVI)

Hyundai Mobis provides integrated infotainment solutions, including digital clusters, next-generation displays, HUDs, and premium sound systems, for a high-quality mobility life.



AR-HUD



IVI integrated controller



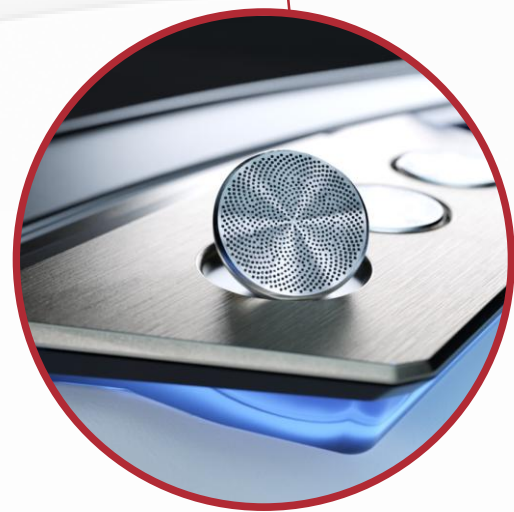
Transparent display



5G-based telematics



Digital cockpit M.VICS 5.0

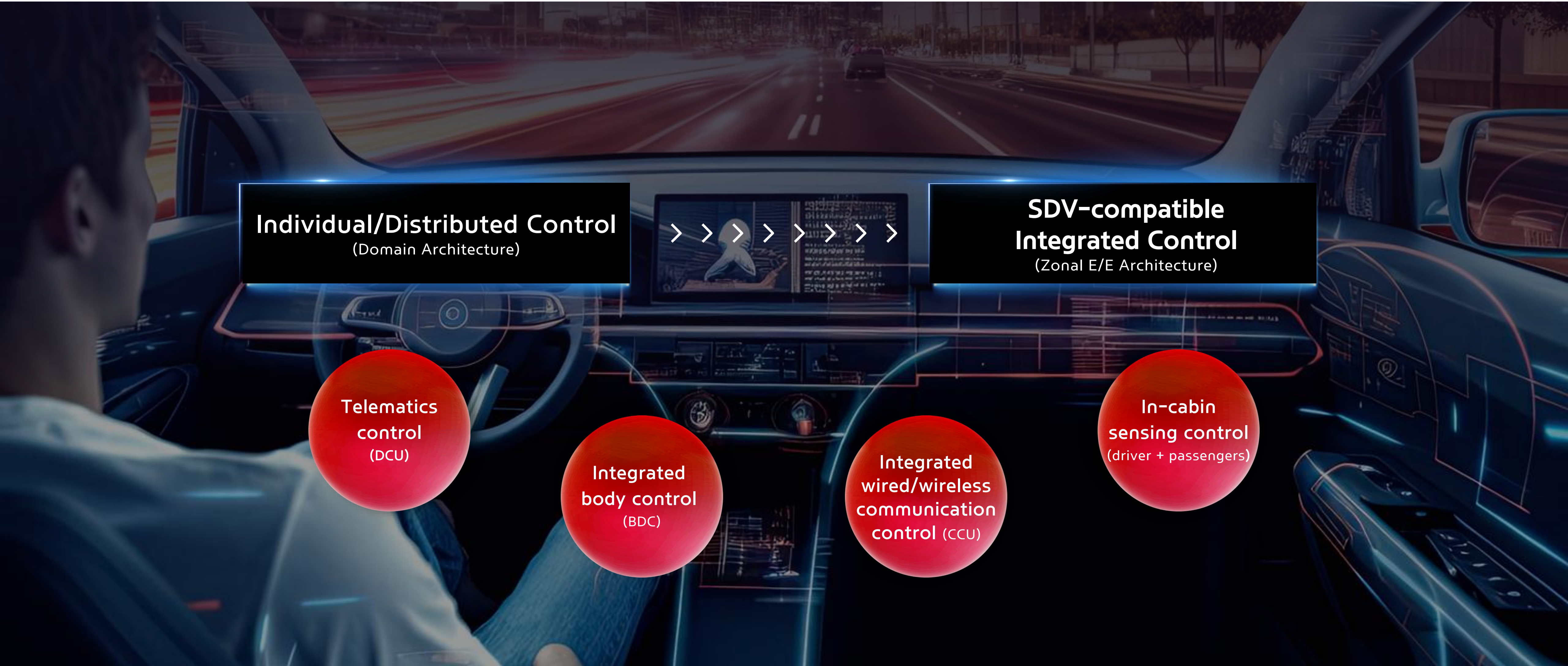


Sound system



Electrical and Electronic (EE) Control Solutions

Hyundai Mobis provides high-performance integrated control solutions based on EE architecture to innovate mobility user experiences.



Individual/Distributed Control
(Domain Architecture)

SDV-compatible Integrated Control
(Zonal E/E Architecture)

Telematics control
(DCU)

Integrated body control
(BDC)

Integrated wired/wireless communication control
(CCU)

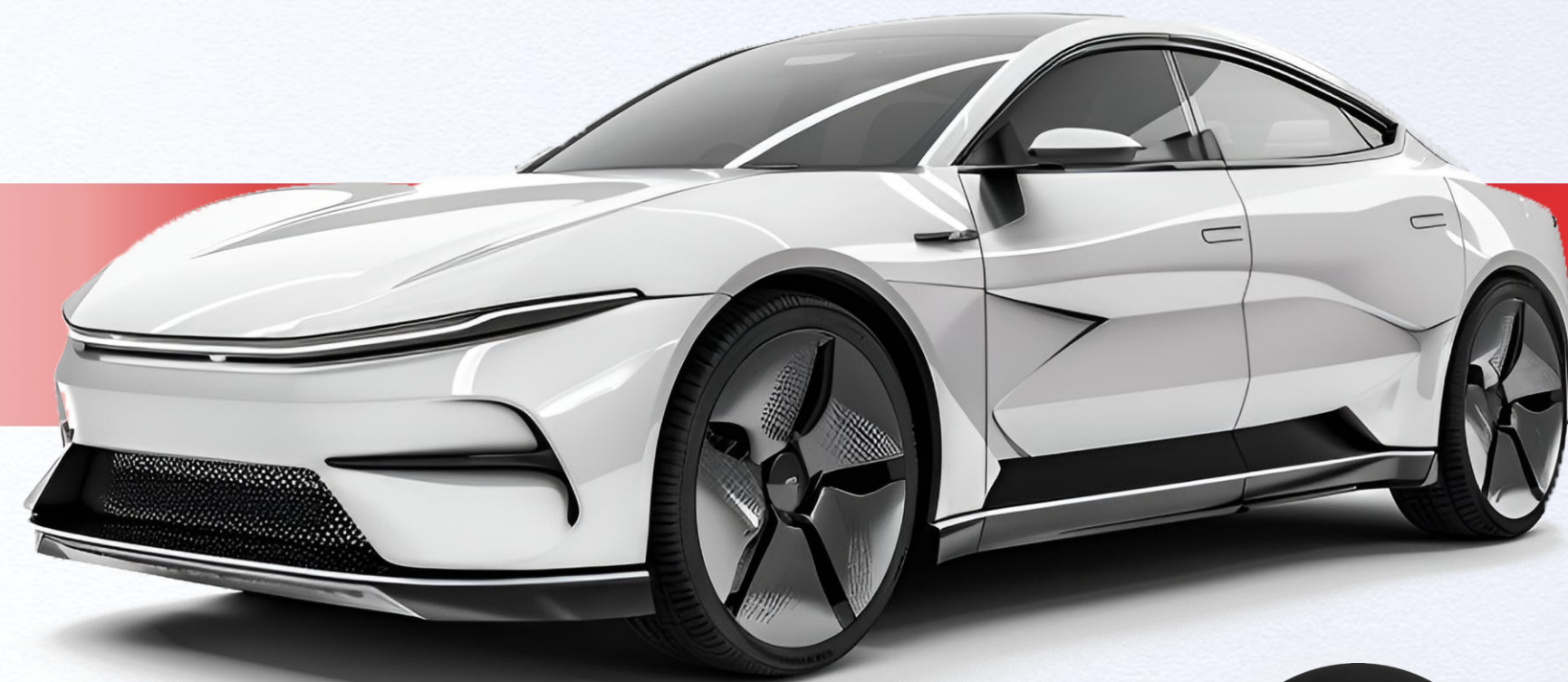
In-cabin sensing control
(driver + passengers)



Chassis/Safety

Hyundai Mobis provides the safest and most comfortable mobility experience with advanced electronic braking, steering, suspension technologies, and airbag systems specialized for future mobility.

Key Technologies Currently in Mass Production (Brake/Steering/Suspension)



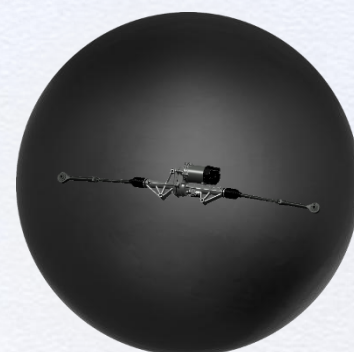
Integrated Electronic Brake



Electric Regenerative Brake Booster



Motor Driven Power Steering



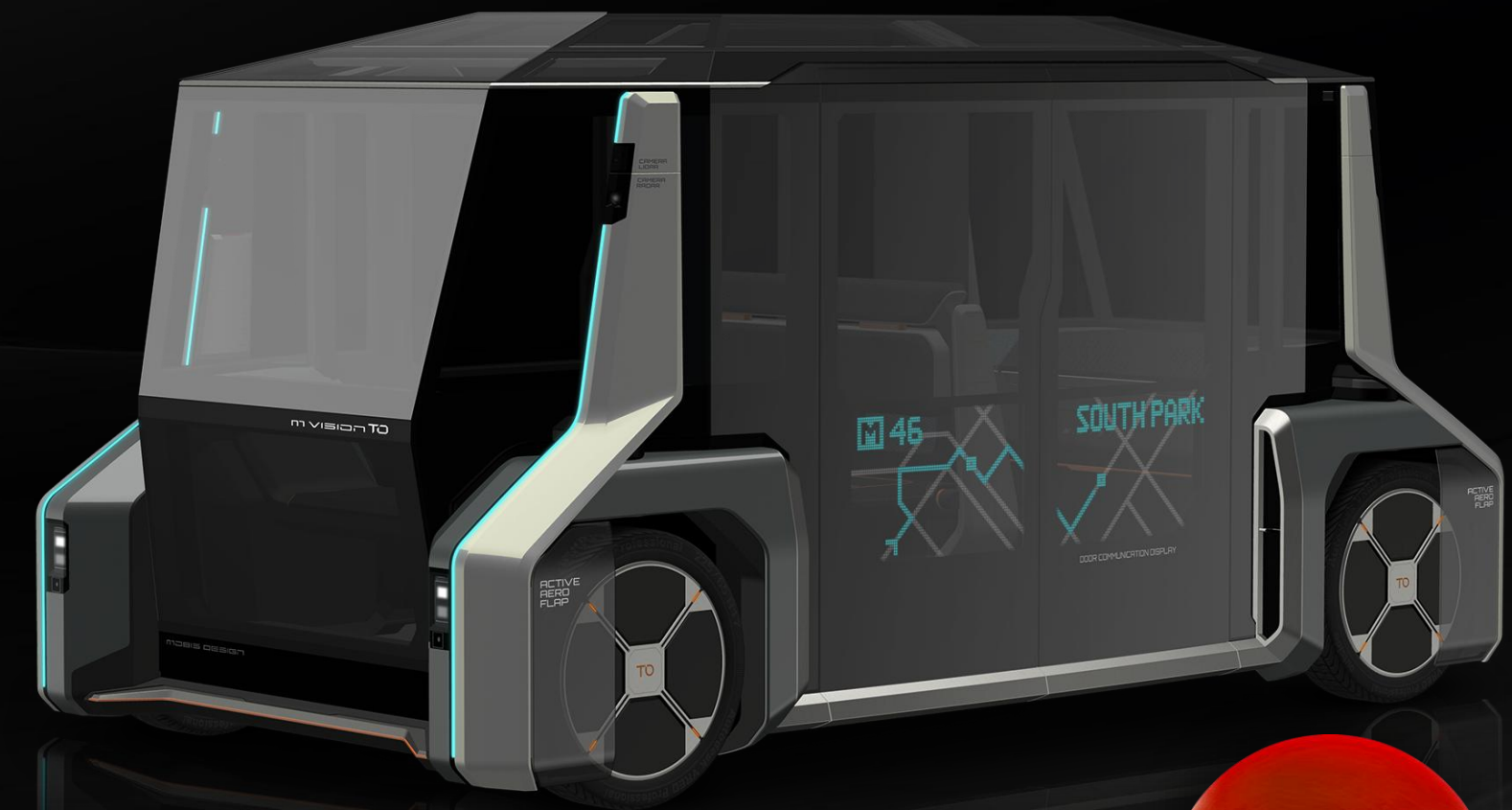
Rear Wheel Steering



Electronic Air Suspension

Securing XbW/SDV Technologies for Future Mobility

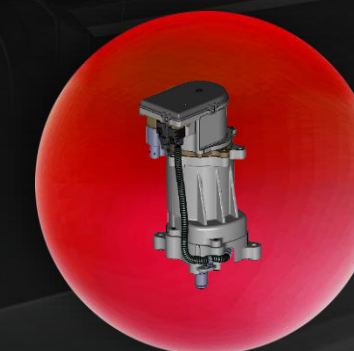
*XbW (X-by-Wire, next-generation chassis system)
*SDV (Software Defined Vehicle)



Electro - Mechanical Brake



Steer by Wire (SBW)



Four-Wheel Independent Steering (4WIS)



Large Angle Rear Wheel Steering



Electronic Leveling Control



Chassis/Safety

Hyundai Mobis provides the safest and most comfortable mobility experience with advanced electronic braking, steering, suspension technologies, and airbag systems specialized for future mobility.



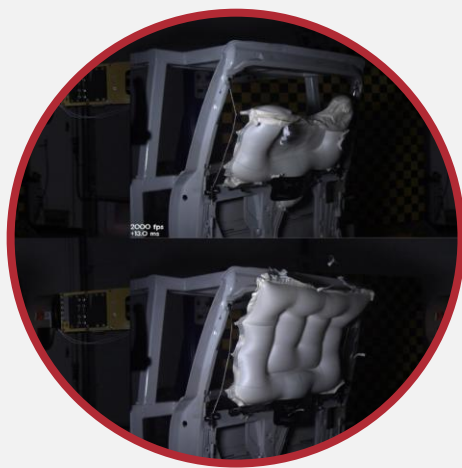
Passenger safety first! Leading next-generation airbag technology!



Face-to-face seating airbag



Omnidirectional airbag



Door-mounted
airbag for PBV



Passenger protection
airbag



Integrated airbag solution



Roof airbag



Lamp

Hyundai Mobis provides customers with a safe and comfortable driving environment through next-generation lighting systems (ADAS-linked, communication features, etc.) with differentiated designs.



A next-generation intelligent headlamp that communicates with the outside (safety prevention/information delivery)

Head lamp



MCL head lamp



Slim ADB module



HD micro LED module

Rear lamp



DLED rear lamp



H-LED rear lamp



3D Image rear lamp

Grille lamp



Stardust Lenticular grille lighting



Pixel Lenticular grille lighting



Lencell film grill lighting



After Service

As a business responsible for supplying after-service parts to Hyundai and Kia customers worldwide, Hyundai Mobis operates parts management and logistics infrastructure utilizing advanced technologies to supply parts to customers quickly and accurately.



22

Nationwide parts business offices



4

Logistics centers



1,083

Domestic dealerships



11,335

Overseas Hyundai and Kia dealers



04 Governance & Sustainability

Lead the Shift in Mobility,
Move the World beyond Possibilities

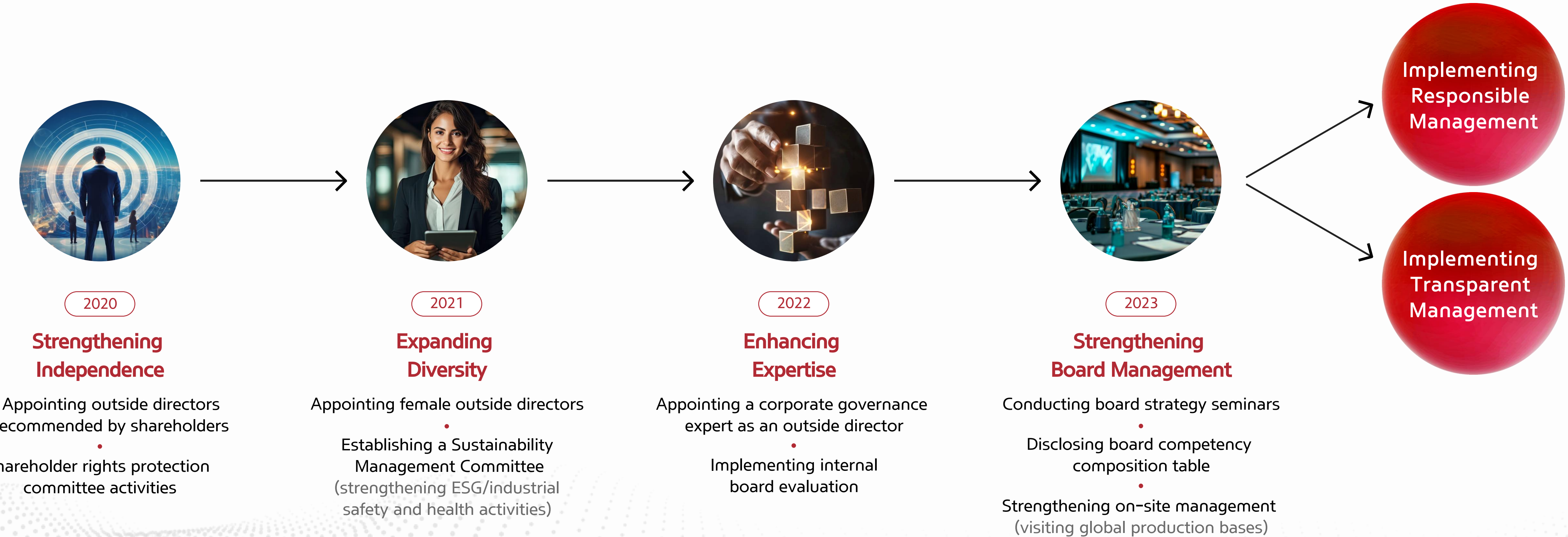
HYUNDAI MOBIS



Governance_Strategy

Hyundai Mobis has established a responsible management system based on diversity, expertise, independence, and transparency. It is proactively responding to changes in internal and external management environments and risks.

Step-by-step Strategy for Strengthening Governance





Governance: Board Composition

Hyundai Mobis is realizing responsible management and future growth by composing its board of directors with top experts from various fields such as management, technology, finance, industry, and logistics.

Board Members

<div>Reperesentative Director & Chairman (Standing)</div> <div>Euisun Chung</div> <div>Oct.1970</div> <div></div>	<div>Reperesentative Director & President (Standing)</div> <div>Gyusuk Lee</div> <div>Aug.1965</div> <div></div>	<div>Executive Director (Standing)</div> <div>Kitae Park</div> <div>Oct.1968</div> <div></div>	<div>Executive Director (Standing)</div> <div>Youngsuk Ko</div> <div>Nov. 1971</div> <div></div>
<div>Director (Non-Standing)</div> <div>Young Chang</div> <div>Oct.1961</div> <div></div>	<div>Director (Non-Standing)</div> <div>Jina Kang</div> <div>Aug.1967</div> <div></div>	<div>Director (Non-Standing)</div> <div>Hwajin Kim</div> <div>Aug.1960</div> <div></div>	<div>Director (Non-Standing)</div> <div>James Woo Kim</div> <div>Jun.1962</div> <div></div>
<div>Director (Non-Standing)</div> <div>Keith Witek</div> <div>Jul.1967</div> <div></div>			

Independence

Diversity

Expertise



Quality Management for Realizing ‘Customer Safety’ Value

Hyundai Mobis is strengthening its quality management by advancing data-based quality control and establishing a global quality management system to respond to future changes.

Operating management processes across all areas, including new vehicle quality, mass production quality, and market quality, through its proprietary quality management system ‘QMS 2.0’



Strategic Planning



Design



Procurement Development



Production



Logistics



Customer

New Vehicle Quality Management
Ensuring perfect quality at the new parts development stage for application to mass-produced vehicles

Mass Production Quality Management
Supplying 100% good products to customers through quality verification of parts and products in the manufacturing process



Strengthening Global Supply Chain Management

Hyundai Mobis stably manages and operates its global supply chain based on strong relationships with suppliers.

Systematic Management System

- Comprehensive supplier evaluation system
- Inspection of quality risk factors
- Supplier ESG diagnosis
- Fair supplier selection procedure

Enhancing Technological Competitiveness

- Strengthening SW development competitiveness
- Supporting open-source SW utilization
- Supporting professional developer training

Mutual Growth and Coexistence

- Strengthening suppliers' R&D capabilities
- Financial support, including mutual growth funds
- Supporting productivity improvement and education
- Supporting safety and health activity improvements

Building Partner Relationships

- Strengthening supplier communication channels
- Holding annual Partners Day
- Rapid handling of supplier grievances



Safety and Health Management System

Hyundai Mobis practices ‘safety and health first management’ to ensure all employees, including those of suppliers, can work in a safe and healthy workplace.

01

Organizing a risk-based safety management system

02

Establishing safety design/investment standards

03

Creating a safety-first corporate culture



04

Strengthening suppliers’ safety capabilities

05

Emphasizing efforts to realize autonomous, healthy workplaces

06

Establishing a response system to minimize Environmental impact

8 Essential Safety Rules



No cell phone use while working or walking



Smoke only in designated areas



Always wear appropriate protective gears for the task



No arbitrary disabling of equipment safety devices



No unauthorized entry into equipment operation areas and logistics work areas



Comply with in-house speed limits



Use pedestrian walkways when walking

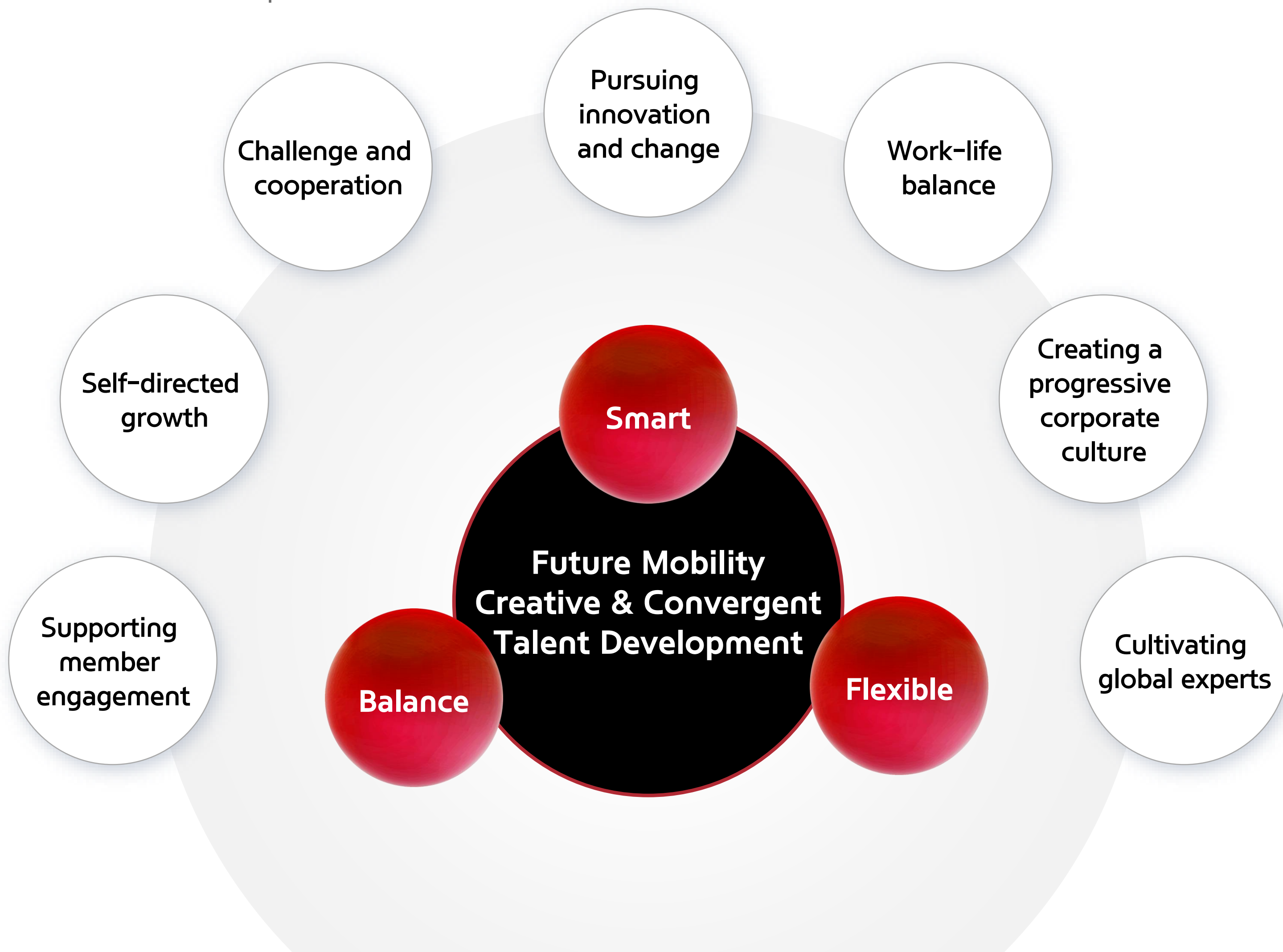


Comply with the pre-work safety permit system



Talent-Centered Management

Hyundai Mobis actively cultivates talent with creative and convergent thinking to shape tomorrow's mobility, and is creating a flexible and smart corporate culture that allows members to fully demonstrate their capabilities.



- ／ Cultivating job experts
- ／ Supporting master's degree programs for current employees
- ／ Supporting job certification acquisition
- ／ In-house startups
- ／ Up-Skilling & Re-Skilling
- ／ Smart learning/Learning time system



Corporate Social Responsibility (CSR)

As a ‘Beautiful Companion Creating a Sustainable Future,’ Hyundai Mobis will grow into a healthy company that fulfills its responsibilities for mobility, safety, environment, and future generations.

A Beautiful Companion for Sustainable future

Mobility Domain

Responsible Mobility

- | **Mobility** | Supporting public-interest mobility solutions
- | **Barrier-free** | Improving mobility accessibility for the transportation vulnerable

Safety Domain

Safe Society

- | **Safety** | Disaster, traffic/social safety, safety infrastructure
- | **Protection** | Protecting the socially vulnerable, providing medical support, supporting public service heroes

Environment & Future Generation Domain

Sustainable Planet

- | **Eco-friendly** | Climate change, resource circulation, biodiversity
- | **Future Generation** | Talent cultivation, education/ self-reliance support

Transparent umbrella-sharing activity



Supporting mobility convenience for children with disabilities



Biodiversity conservation activities



Junior engineering class

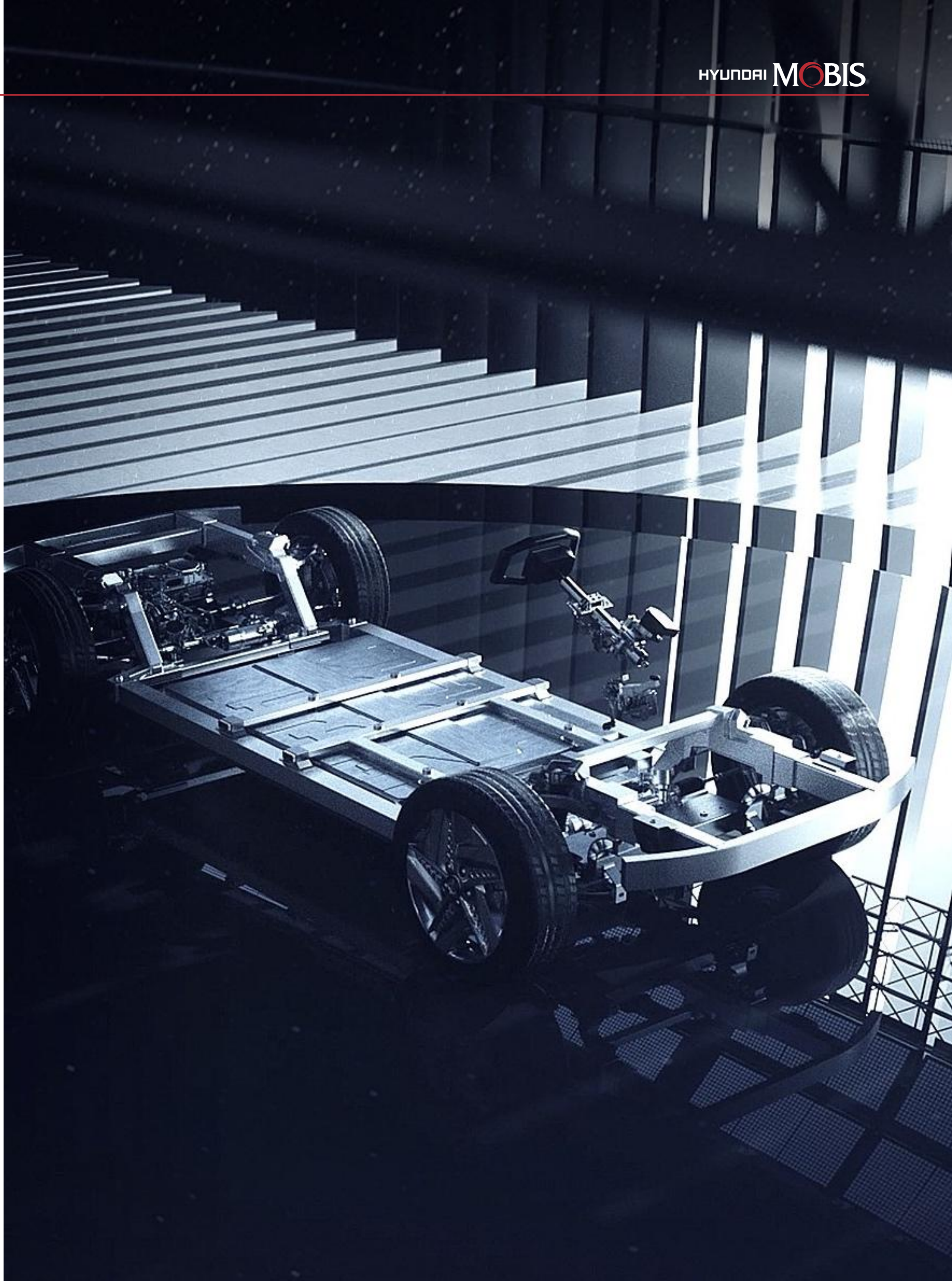
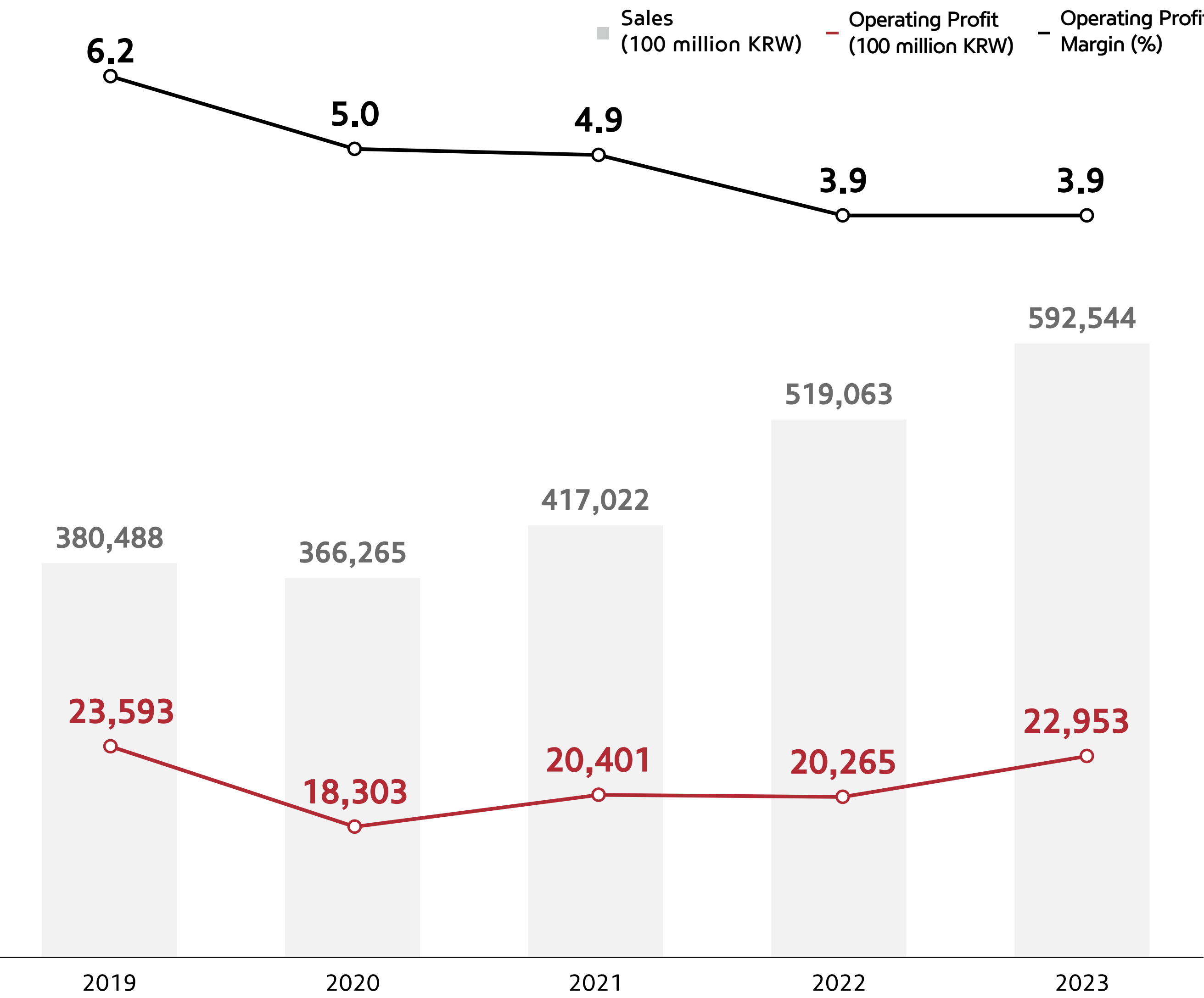


Junior archery class



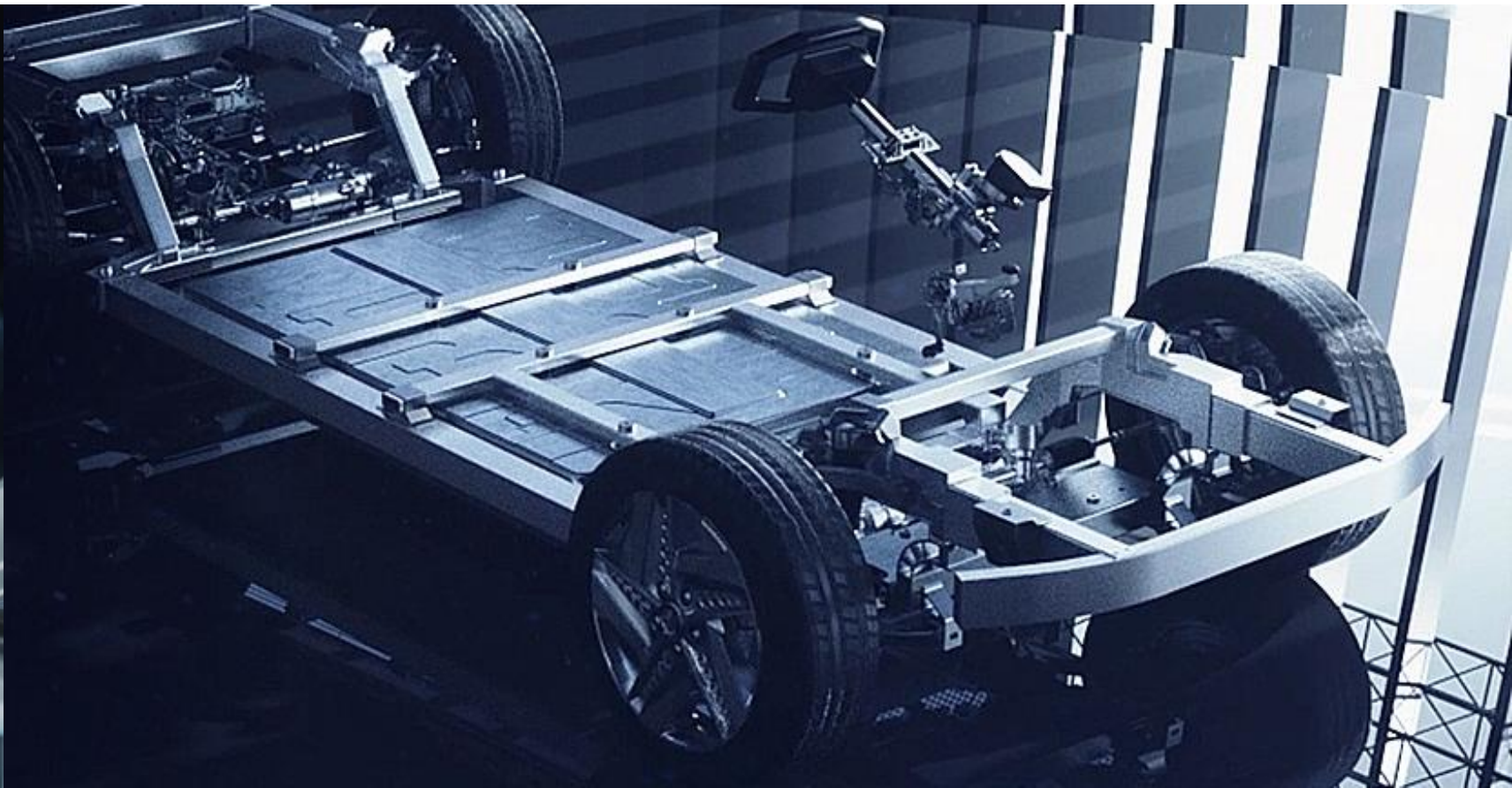


Financial Summary



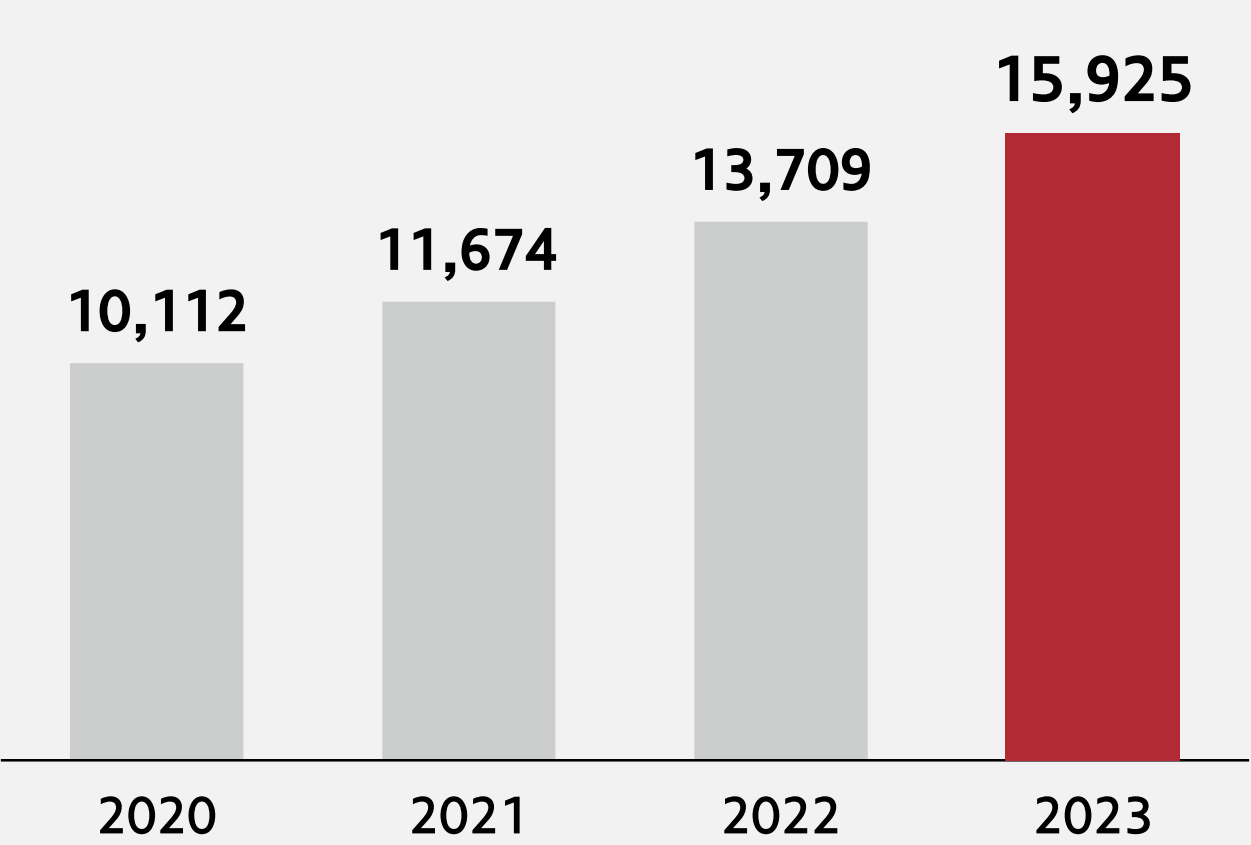


Financial Summary



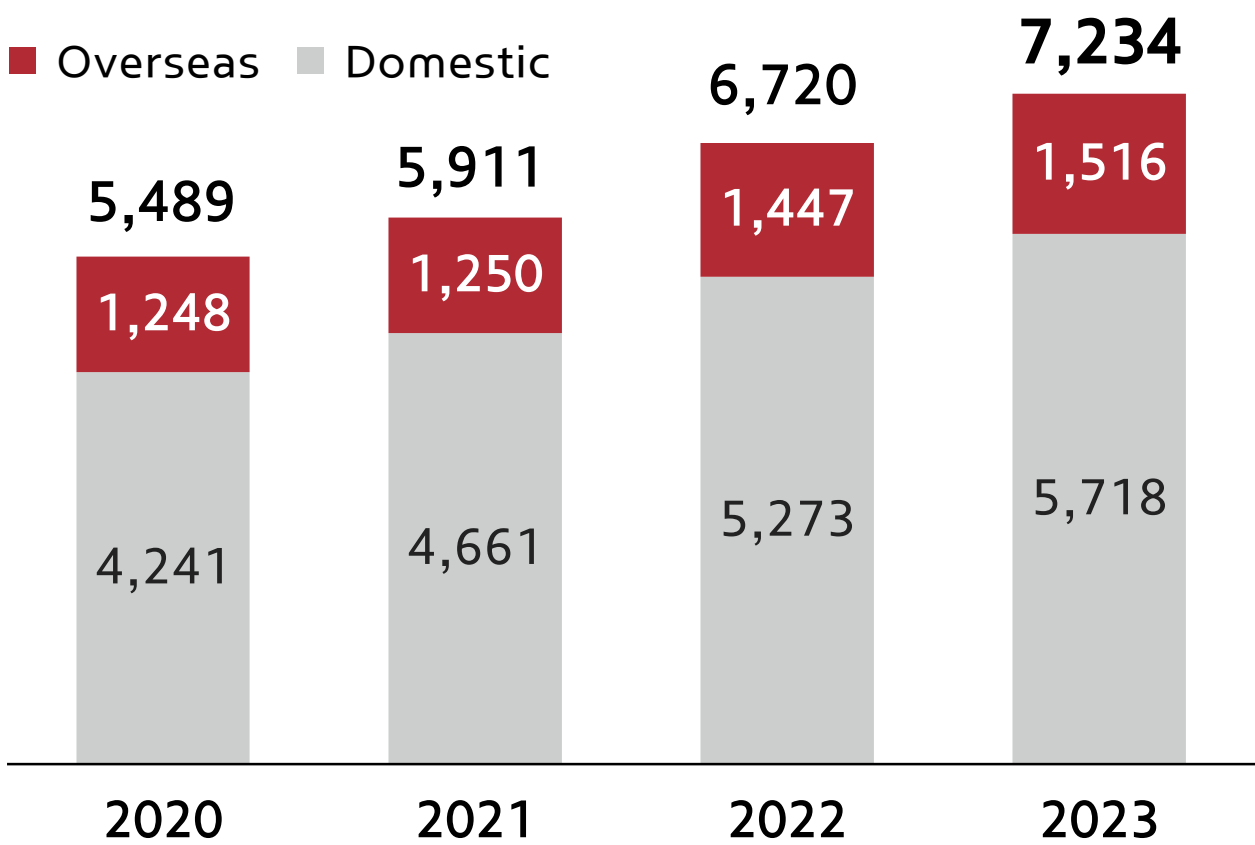
／ R&D Investment

(Unit: 100 million KRW)



／ R&D Personnel

(Unit: persons)



／ R&D Ratio Compared to Electrification and Parts Manufacturing Sales

(Unit: 100 million KRW)

