

Hyundai Mobis Human Rights Management Goals

1. Human Rights Management Objectives
2. Implementation Activities and Action Plans

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Considering the urgency and importance of each detailed goal, the current status of each business site, and global regulations and standards, we plan to sequentially establish a human rights management system that meets global standards and operate the audit process accordingly.

[2025]

Establishing the Foundation for Human Rights Management and Assessing Current Status

- Identify the current status of grievance channels at overseas sites.
- Provide regular human rights management training for employees.
- Conduct human rights risk assessments through regular audit processes.

[2026]

Advancing the Human Rights Management System and Strengthening ESG Integration

- Establish an Integrated Human Rights Grievance Channel for Overseas Operations
- Strengthen Human Rights Management Training for Employees
- Enhance Linkage Between Human Rights Impact Assessments and ESG Audits
- Review and Update Human Rights Policies and Implementation Guidelines

[2027]

Building a Human Rights Management System at a Global Standard

- Update Evaluation Indicators for Human Rights Impact Assessments
- Develop a Roadmap for Applying Human Rights Policies and Implementation Guidelines to Affiliates

2. Implementation Activities and Action Plans

2024	<div>① Diagnose the human rights management system and establish improvement tasks</div> <div>② Conduct document reviews and on-site audits for domestic and overseas sites</div> <div>③ Implement corrective actions and develop monitoring plans</div>
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1. Qualitative Goals

Year	Qualitative Goals	Action Plans
2025	Identify the Current Status of Overseas Human Rights Grievance Channels	Map Channels at Overseas Sites and Analyze Handling Status
	Provide Regular Human Rights Management Training for Employees	Discover Content to Strengthen LMS-Based Training and Diversify Provided Materials
	Assess Human Rights Risks Through Regular Audit Processes	Conduct Annual Human Rights Impact Assessments and Identify/Evaluate Risks
2026	Establish an Integrated Human Rights Grievance Channel for Overseas Operations	Design, Build, and Operate a Global Integrated System (Pilot → Go-Live)
	Strengthen Human Rights Management Training for Employees	Identify Global Trends and Standards, Develop Training Content
	Enhance Linkage Between Human Rights Impact Assessments and ESG Audits	Integrate ESG Audit Processes, Conduct Joint On-Site Inspections, and Manage CAP Together
	Review and Update Human Rights Policies and Implementation Guidelines	Review Group Standards, Assess Application to Our Company, and Distribute to Domestic and Overseas Sites
2027	Review Updates to Human Rights Impact Assessment Indicators	Reassess Validity and Weighting of Indicators, Incorporate Benchmarking
	Review Application of Human Rights Policies and Guidelines to Key Affiliates	Identify Affiliate Status, Prepare Application Guidelines, and Develop Training and Implementation Roadmap

2. Quantitative Goals

정량 목표	2025	2026	2027	Action Plans
Completion Rate of Human Rights Training for Domestic Employees	≥90%	≥93%	≥96%	Mandatory LMS Designation, KPI Integration, Reminders, and Benefits for Course Completion

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