

Policy

Human Rights Policy of Hyundai Mobis

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Revision History

Order	Date of Establishment (Revision)	Date of Implementation	Revised Content
0	2020.07.27	2020.07.27	Initial establishment
1	2023.10.26	2023.10.26	Human Rights Policy of Hyundai Motor Group (Affiliates) applied
2	2025.11.27	2025.11.27	Incorporation of global standards on human rights management
3	2026.09.23	2026.09.23	Incorporation of the revised Human Rights Policy standard of Hyundai Motor Group

[The person in charge]	[Approver]
Kim Do-yeon, Manager, Compliance Team	Lee Kyu-seok, President and CEO

1. Overview

A. Purpose of Establishing the Human Rights Policy <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) declares this Human Rights Policy in order to actively implement human rights management, to prevent violations of human rights arising from the operation of its business, and to make public its efforts to mitigate the relevant risks. In implementing human rights management, the Company respects and supports international standards and guidelines relating to human rights and labor, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions, the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, and the UN Convention on the Rights of the Child.

B. Scope of Application of the Human Rights Policy <Revised 2026.09.23>

This Human Rights Policy applies to the executives and employees of Hyundai Mobis (hereinafter the “Company”), including officers, employees and workers of a temporary status, and covers the executives and employees of its domestic and overseas production and sales corporations, subsidiaries and sub-subsidiaries, and joint ventures. Moreover, the executives and employees of the Company shall comply with this Human Rights Policy when dealing with suppliers and sales and service organizations, and shall further encourage all stakeholders in its business relationships to respect this Policy. Where any matter addressed in this Human Rights Policy conflicts with the laws and regulations of the country concerned, the Company shall examine means of complying with the higher standard and shall endeavor to establish alternative measures to ensure and promote respect for human rights. The Company may revise this Human Rights Policy for its own application by reflecting the laws and regulations and the industry characteristics required in the applicable country and may, where necessary, establish separate detailed policies. Except as otherwise specifically provided in the laws and regulations of the applicable country or in the articles of association or company rules of the organization, all executives and employees of Hyundai Mobis shall perform their duties in accordance with this Human Rights Policy.

C. Management System of Human Rights Risks <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) establishes the internal systems necessary for the implementation of human rights management in accordance with this Human Rights Policy, in order to respect the human rights of all executives and employees and to resolve risks, and establishes a human rights due diligence policy for the purpose of regularly assessing and improving human rights risks and sufficiently sharing the results with stakeholders. The department in charge of human rights management of the Company shall implement the management system of human rights risks in accordance with the principle of good faith, shall periodically review the matters to be considered in relation to human rights management, and shall revise the said management system by actively reflecting social changes, and shall review and update it at least every 24 months.

D. Remediation and Cooperation <Newly established 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) endeavors to identify the negative impacts of its business

activities on human rights and to prevent and mitigate such impacts, and provides remediation procedures to minimize the impact of human rights harms that have already occurred. In addition, in order to prevent recurrence, the Company identifies the nature of its involvement in such impacts (causing, contributing to, or being directly linked to), investigates the root causes, and improves its internal policies and procedures so that the same issues do not recur.

Establishment and declaration of the Human Rights Policy → Establishment of the human rights management system → Human rights due diligence → Support for the improvement of human rights risks → Disclosure of the status of human rights management

2. Basic Principle

Article 1. Prohibition of Child Labor and Forced Labor <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) prohibits all forms of child labor and forced labor and maintains a zero-tolerance principle in this regard. With respect to young persons, the Company does not tolerate in any form any act of transporting, harboring, recruiting, transferring or receiving persons for the purpose of labor or services by means of threat, coercion, abduction or fraud, including modern slavery and human trafficking. The Company also complies with the minimum age for employment prescribed by the ILO Minimum Age Convention (No. 138), restricts the employment of children who have not completed compulsory education, and under no circumstances permits the employment of children under 15 years of age. The Company does not compel any executive or employee to work against his or her free will through assault, threat, confinement or similar acts, and does not retain the original copies of identification documents or visas for the purpose of forced labor. Furthermore, the Company ensures that executives and employees do not bear recruitment fees, and conducts inspection and monitoring by referring to international standards, including the ILO indicators of forced labour, in order to identify indicators of forced labor.

Article 2. Prohibition of Discrimination and Workplace Harassment <Revised 2026.09.23>

Except as otherwise specifically provided by applicable laws and regulations or collective agreements, Hyundai Mobis (hereinafter the “Company”) does not discriminate against any executive or employee without reasonable grounds on the basis of gender, race, ethnicity, nationality, religion, disability, age, marital or pregnancy status, sexual orientation, family status, social status or political opinion in matters relating to employment such as recruiting, hiring, promoting, training, wages and welfare benefits; complies with the principle of equal pay for work of equal value; and builds an organizational culture that respects the diversity of its executives and employees. The Company also maintains a zero-tolerance principle with respect to unfair discriminatory conduct. Furthermore, the Company prohibits any and all acts that inflict physical or mental suffering or deteriorate the working environment — such as sexual harassment, coercive work instructions or abusive language — committed by taking advantage of one’s position in the workplace or of a business relationship, whether against other executives and employees or against any stakeholder in a business relationship.

Article 3. Compliance with Working Conditions

Hyundai Mobis (hereinafter the “Company”) complies with the legal working hours of each country in which its business is carried on, and pays reasonable compensation for work to all employees together with a pay slip. Moreover, the Company does not demand any commission or brokerage fee from workers on the grounds of recruitment. Furthermore, the Company provides sufficient educational opportunities and a working environment appropriate to the performance of duties in order to develop the capabilities of all executives and employees and improve the quality of their lives.

Article 4. Privacy and Personal Information Protection <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) respects the privacy of all executives and employees, thoroughly protects their personal information, and collects, uses and retains personal information lawfully and transparently in accordance with the relevant laws and regulations of each country. The Company endeavors to protect the personal information and data of its executives and employees, business partners, customers and consumers from unauthorized access, use, destruction, modification or disclosure, and complies with the principles of personal information protection based on transparency, security and individual choice.

Article 5. Guarantee of the Freedom of Association and the Right to Collective Bargaining <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) respects the labor relations laws of the countries to which this Human Rights Policy is applied, and guarantees the freedom of association and the right to collective bargaining of all executives and employees, taking into account domestic and overseas labor relations laws and regulations. The Company also prohibits any disadvantage or retaliation in connection with trade union activities, the activities of worker representatives, or the exercise of equivalent rights. In addition, the Company supports the provision of the facilities and resources necessary for executives, employees or worker representatives to substantively exercise their rights concerning working conditions.

Article 6. Security of Industrial Safety and Security Personnel Management

Hyundai Mobis (hereinafter the “Company”) is committed to ensuring a safe working environment for all employees by conducting regular inspections of facilities, equipment and tools at its business sites, and by implementing appropriate measures to prevent physical and mental risks, along with providing post-incident support. Additionally, when engaging public or private security personnel, the Company complies with internationally recognized human rights standards and upholds the principles of minimizing physical intervention and respecting human rights.

Article 7. Protection of Human Rights of Local Communities and Vulnerable Groups <Revised 2026.09.23>

All executives and employees of Hyundai Mobis (hereinafter the “Company”) are committed to ensuring that the human rights of local communities, including indigenous peoples, are not infringed in the course of performing their duties. The Company upholds land, forest and water rights, and strictly prohibits forced eviction. It also strives to protect the rights to health and safety and the freedom of residence. Furthermore, the Company is dedicated to safeguarding the rights of vulnerable groups such as children, migrant workers, persons with disabilities and women by preventing discrimination. In particular, in accordance with the relevant international standards and local laws and regulations,

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the Company respects the rights of the indigenous peoples residing in the relevant areas in the course of establishing and operating its business plans, and endeavors to obtain their Free, Prior and Informed Consent (FPIC).

Article 8. Protection of Human Rights of Customers <Revised 2026.09.23>

All executives and employees of Hyundai Mobis (hereinafter the “Company”) endeavor to take the best possible measures to protect the life, health and property of customers and to protect the personal information collected in the course of management activities when providing products and services. In addition, the Company respects the right of local communities and consumers, and of general stakeholders including vulnerable groups such as children and persons with disabilities, not to suffer harm as a result of the Company’s business activities and products, and does not tolerate the misuse of its products.

Article 9. Responsible Management for Supply Chain

Hyundai Mobis (hereinafter the “Company”) evaluates and manages the ESG risks arising from its supply chain in order to build a sustainable supply chain, and pursues education and support activities targeting its business partners to prevent such risks in advance.

Article 10. Security of Environmental Rights <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) recognizes that environmental pollution may constitute a serious violation of human rights that directly affects the life and health of people, and establishes environmental management policies and guidelines in order to minimize the negative environmental impacts arising from its business activities.

3. Human Rights Program

A. Establishment of Governance Structure

① Responsibility of Human Rights Management <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) manages and supervises the status of the implementation of human rights management through a committee or management meetings in which the top decision-maker or the decision-makers of the principal departments participate, or through working-level meetings presided over by the decision-maker of the department in charge of human rights management. The scope of the roles and responsibilities of such committee, management meetings and working-level meetings may include: 1) review of the establishment and revision of human rights management policies; 2) presentation of opinions on the revision of related internal regulations such as the personnel system, employment rules and audit standards; 3) recommendation of measures concerning the conduct of human rights risk assessments and the results thereof; 4) instruction to investigate cases of human rights violations and deliberation on remedial measures; and 5) other matters deemed necessary for the protection of human rights.

② Implementation of Human Rights Management <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) shall have a department in charge of human rights management to perform the relevant duties. The duties to be performed by the department in charge

of human rights management may include: 1) establishment and revision of the Human Rights Policy; 2) formulation of the execution plan for human rights management; 3) assessment and management of human rights risks, including the conduct of human rights due diligence; 4) operation of the grievance settlement procedure; and 5) matters concerning the provision of internal education and external communication.

B. Operation of Grievance Settlement Procedure

① Reporting and Receiving of Violations of Human Rights <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) endeavors to operate an accessible mechanism through which executives and employees who have suffered a violation of human rights or who are aware of human rights risks, as well as external stakeholders who may be affected by its business activities (including workers in the supply chain), may raise human rights-related grievances in the local language of the country in which the relevant business site is located. Upon receipt of a report on a violation of human rights, the relevant department in charge shall discuss specific remedial measures for the reported case, taking into account the characteristics of the individual case.

② Handling of Reports on Violations of Human Rights <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) handles reported cases of violations of human rights through fair and transparent procedures in accordance with the effectiveness criteria for grievance mechanisms set out in Principle 31 of the UN Guiding Principles on Business and Human Rights (UNGPs), and endeavors to seek the best remedial measures with the support of the legal department, by referring to court precedents, the regulations of the competent authorities, past internal handling practices and other industry practices. If a case of a violation of human rights significantly affects the freedom and rights of the victim, or is highly likely to escalate into a corporate reputational risk, the remedial measures shall be discussed at a committee, management meeting or working-level meeting in which the top decision-maker participates.

Channels to Report Violation of Human Rights

Hyundai Mobis Compliance Helpline: <https://www.redwhistle.org/report/report9.asp?organ=8102>

- The person in charge of channels: Compliance Team
- The team in charge of ‘Human Rights Abuse’: Organization & GHR Team

③ Guarantee of Whistle-blower Status <Revised 2026.09.23>

No executive or employee of Hyundai Mobis (hereinafter the “Company”) shall inform, disclose or report to any other person the personal particulars of a whistle-blower or any fact from which the identity of the whistle-blower may be inferred, and shall keep confidential the contents of the report, receipt and notification, including the victim, the details of the harm, the remedial procedures and the results of handling. The Company does not tolerate retaliation of any form against a person who has submitted a report, and where an act of retaliation is confirmed, shall take appropriate measures against the persons concerned, including disciplinary action. In addition, the Company shall not impose any personnel disadvantage on the grounds of reporting harm, and shall respect and endeavor to cooperate with the right of the victim to participate in judicial and non-judicial procedures.

C. Education and Diffusion

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① Education of Human Rights Management <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) conducts education on human rights management for the purposes of enhancing the understanding of human rights among its executives and employees, improving their awareness thereof, and communicating the internal direction and execution plans for human rights management. Through such education, the Company prohibits discriminatory conduct among executives and employees and encourages the active reporting of identified cases of human rights violations and risks. The Company operates human rights education as a mandatory course for all executives and employees, including workers of a temporary status, and provides separate advanced training for the relevant functional areas involved in the identification, assessment of and response to human rights risks across its operations and business relationships, such as procurement, human resources, safety and legal affairs.

② Diffusion of Human Rights Management <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) may share information on the Human Rights Policy and execution plans, and on the procedures and results of human rights risk assessments, with its business partners within the scope deemed necessary for managing human rights risks and encouraging human rights management. For such sharing, the optimal channels (voice, image, written, etc.) and formats (Korean, English, etc.) through which the members of the relevant organization can conveniently access information related to human rights management shall be used.

4. Human Rights Due Diligence

A. Human Rights Due Diligence <Newly established 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) conducts human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct, in order to systematically manage the actual and potential negative impacts of its business activities on human rights. Human rights due diligence consists of the stages of identifying and assessing human rights risks and impacts, preventing, mitigating and taking corrective measures with respect to the identified risks, monitoring the effectiveness of such measures, and communicating the results, and covers the executives and employees, the supply chain and all other business relationships falling within the scope of application of this Human Rights Policy.

B. Identification and Assessment of Risks <Revised 2026.09.23>**① Development of Evaluation Index <Revised 2026.09.23>**

Hyundai Mobis (hereinafter the “Company”) develops and operates evaluation indices capable of assessing the human rights risks of workers at its business sites, workers in the value chain, local communities and consumers, based on the basic principles of this Human Rights Policy and reflecting international standards and industry standards such as the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, the ILO Conventions and Recommendations, the Responsible Business Alliance (RBA) Code of Conduct, the IFC Performance Standards, ISO 26000 and SA8000. Such indices shall be continuously improved so as to reflect measures for the identification, prevention and mitigation of human rights risks.

② Operation of Evaluation Process <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) operates a process for identifying and assessing the status of the occurrence of human rights violations and the possibility of potential human rights risks, by selecting subjects from among the organizations falling within the scope of application of this Human Rights Policy. In accordance with such process, the Company communicates with major stakeholders, identifies the human rights risk factors that may arise throughout its business operations and business relationships, including the supply chain, and assesses the impacts on stakeholders. The Company provides the evaluation indices and guidelines to the subjects of evaluation and conducts a Written Assessment, and recommends that self-improvement plans be established with respect to matters found to be insufficient in the assessment results. In addition, based on the results of the Written Assessment, the Company may conduct On-site Due Diligence to specifically verify the existence of risks at the relevant organizations through the review of internal regulations and systems related to human rights, interviews and on-site inspections. Furthermore, in order to secure the objectivity of the Written Assessment and the On-site Due Diligence, a separate 3rd Party Audit may be conducted by an independent third-party institution, and for any ‘high risk’ and ‘nonconformity’ identified through the Written Assessment, On-site Due Diligence and 3rd Party Audit, immediate improvement or the establishment of an improvement plan shall be required. The Company reviews and revises the human rights risk evaluation indices and process on a regular annual basis so as to accurately identify cases of human rights violations and to efficiently operate the evaluation process. Furthermore, in addition to the regular risk analysis, the Company conducts ad hoc analyses where a merger or acquisition occurs, where there is a significant change in the business model or activities, or where substantiated knowledge is obtained of human rights issues that were not captured by the existing analysis.

Selection of the subjects of evaluation → Written Assessment → On-site Due Diligence → 3rd Party Audit → Requirement of an improvement plan

C. Implementation of Risk Improvement

① Derivation and Discussion of Improvement Plans

Hyundai Mobis (hereinafter the “Company”) establishes improvement plans and implementation plans for the human rights risks derived from the results of the human rights risk assessment. An organization that has undergone a human rights risk assessment shall, in consultation with the department exclusively in charge of human rights management, derive specific action tasks through which the risk improvement plans can be implemented.

② Implementation of Improvement Plans <Newly established 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) implements the action tasks for preventing and mitigating negative impacts on human rights in accordance with the improvement plans and implementation plans established.

D. Monitoring and Disclosure of Results

① Monitoring

Hyundai Mobis (hereinafter the “Company”) continuously monitors whether the persons in charge of

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the organizations that have undergone a human rights risk assessment are faithfully and smoothly implementing the improvement plans mutually agreed upon. The Company communicates with them on a regular basis so that the detailed tasks are carried out on schedule and the expected outcomes are secured in a timely manner, and may take necessary measures where an improvement plan is not expected to be implemented.

② Report to Major Decision Makers <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) reports the major human rights risks identified through the human rights risk assessment and the improvement plans therefor to the major decision-making bodies or major decision-makers, such as the committee, management meetings and working-level meetings. Matters approved or reported at the committee, management meetings or by the major decision-makers may be shared with the primary departments in order to enhance the effectiveness of the implementation of human rights management.

③ External Disclosure and Records Management <Revised 2026.09.23>

Hyundai Mobis (hereinafter the “Company”) discloses information on reported cases of human rights violations, the results of human rights risk assessments and the corresponding measures taken, through its website, integrated reports, sustainability reports or separate human rights reports, and provides such information in a manner that is easily accessible to and understandable by its executives and employees and other stakeholders. In addition, the Company documents the entire process of the implementation of human rights due diligence and retains the relevant data for a minimum of five years.

5. Appendix

A. Contact Information

Human Rights Policy of Hyundai Mobis
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