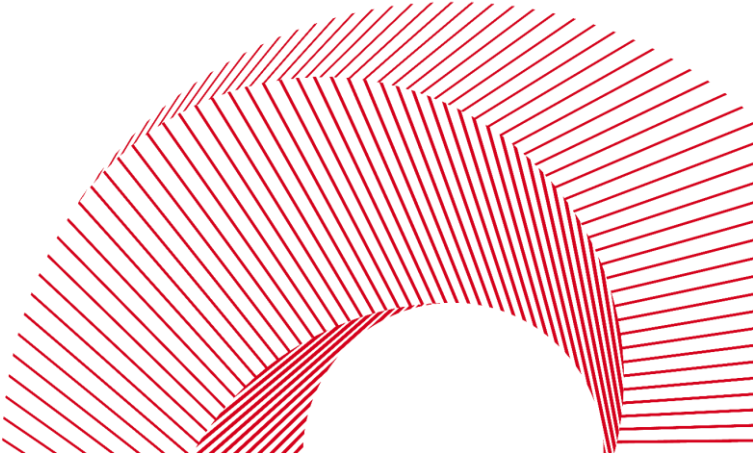


RESPONSIBLE MINERALS REPORT

Dec. 2024



The issues related to illegally or inhumanely mined minerals, such as tin, tantalum, tungsten, gold, and cobalt, from conflict affected and high-risk areas (CAHRAs), including the Democratic Republic of the Congo and its adjacent countries, have constantly been raised, which has resulted in a growing call for companies to source minerals with responsibility.

Therefore, as a global company with the vision 'Innovation for Humanity, Mobility for Tomorrow,' Hyundai Mobis has continuously strived to improve the environment and human rights in conflict affected and high-risk areas by establishing a management system for the responsible use of minerals and encouraging suppliers to participate in our commitment. Through this report, we would like to present our efforts.

(Activity period: 1 Jan. – 31 Dec. 2024)

Policy

As a global company, Hyundai Mobis is committed to fulfilling our responsibility for a sustainable future by actively participating in the prohibition of the use of conflict minerals and responsible sourcing of minerals.

Building responsible supply chain management system and inspiring suppliers to participate are the most important practices to minimize human rights violations and environmental destruction. Hyundai Mobis considers human rights violations and environmental destruction caused by mineral mining in conflict affected and high-risk areas (CAHRAs) as urgent and critical issues. Thus, we strive to eradicate such human rights violations including exploitation of child labor, environmental destruction and to protect the health and safety of mine workers.

In addition, we will continue to comply with laws and other requirements and improve our management system. Based on the OECD guidance and the U.S. SEC¹⁾ requirements for companies pursuant to the Dodd-Frank Act, and the EU Conflict Minerals Regulation, we continue with the ethical and responsible management of conflict minerals and other responsible minerals such as cobalt and encourage our suppliers to source minerals from RMAP²⁾-certified smelters by providing them with the Code of Conduct.

As such, Hyundai Mobis continuously endeavors to minimize negative social and environmental impacts, such as human rights violations and environmental destruction associated with mining processes. We are also actively sharing our reports on responsible minerals with various stakeholders.

1) SEC: Securities and Exchange Commission

2) RMAP: Responsible Minerals Assurance Process

Conflict minerals

Hyundai Mobis acknowledges the presence of conflict minerals (tin, tantalum, tungsten, gold) that are mined and distributed through unethical means, including human rights violations and environmental destruction in conflict affected areas (10 African countries of the Democratic Republic of the Congo, the Republic of the Congo, the Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, and Angola) and prohibits the use of conflict minerals unethically mined in these conflict affected areas.

Furthermore, we have established a basic policy to provide customers with products that have been distributed in a legal and ethical manner by thoroughly inspecting whether our products contain any conflict minerals and have implemented supplier management process accordingly. We are working to raise supplier awareness of conflict minerals by providing suppliers with guidelines on regulatory compliance. Additionally, we have been conducting regular inspections on conflict mineral use of suppliers.

Responsible minerals

Hyundai Mobis is executing comprehensive mineral supply chain management by incorporating not only conflict minerals (tin, tantalum, tungsten, gold) but also other minerals that are often associated with human rights violations or environmental destruction in their mining processes, all within our scope of management. In particular, we have been aware of child rights violations in cobalt mines in the Democratic Republic of the Congo and currently managing them in accordance with the OECD guidance. In addition, we are regularly monitoring new controversial minerals and assessing the necessity of additional measures.

Hyundai Mobis will continue to make efforts to ensure that mineral mining does not become a funding source for conflicts and that we source minerals while respecting human rights and environment, thereby fulfilling our social responsibility.

Efforts by Hyundai Mobis

Hyundai Mobis manages illegally mined and distributed conflict minerals (tin, tantalum, tungsten, gold, etc.) and major minerals (cobalt, etc.). We will continue to inspect and monitor responsible mineral purchasing of our suppliers. Furthermore, we will work to expand our mineral sourcing policy of not using conflict minerals and fulfilling social responsibility, ensuring that it is also implemented by our suppliers.

Hyundai Mobis manages 3TG (tin, tantalum, tungsten, gold) that are mined and distributed through illegal or unethical means in conflict affected areas (10 African countries of the Democratic Republic of the Congo, Rwanda, Burundi, Sudan, Angola, Uganda, Zambia, Central African Republic, the Republic of the Congo, Tanzania, etc.), and cobalt and mica with global issues, such as human rights issues including child labor, and environmental destruction. We plan to expand the management scope to include other minerals, such as copper, nickel, and lithium.

Major minerals

Conflict minerals

1) Tin (symbol: Sn)

- Tin is mainly used in soldering and plating and now widely used in most electronic and electrical products and parts
- It is mainly produced in some central African countries, China, and Indonesia

2) Tantalum (symbol: Ta)

- Tantalum is widely used in electronic and electrical products requiring high reliability under extreme conditions
- It is used in electrical parts and precision alloys used for electronic products, automobiles, and aerospace products

3) Tungsten (symbol: W)

- Tungsten is widely used in the electronic, automobile, aerospace industries thanks to its high strength and melting point
- It is widely used for compounds or alloys, especially bulb filaments

4) Gold (symbol: Au)

- Gold is widely used for IT and semiconductor components, medical devices, plating, PCBs, etc.
- As a precious metal, it is also used for decorative products

Responsible minerals

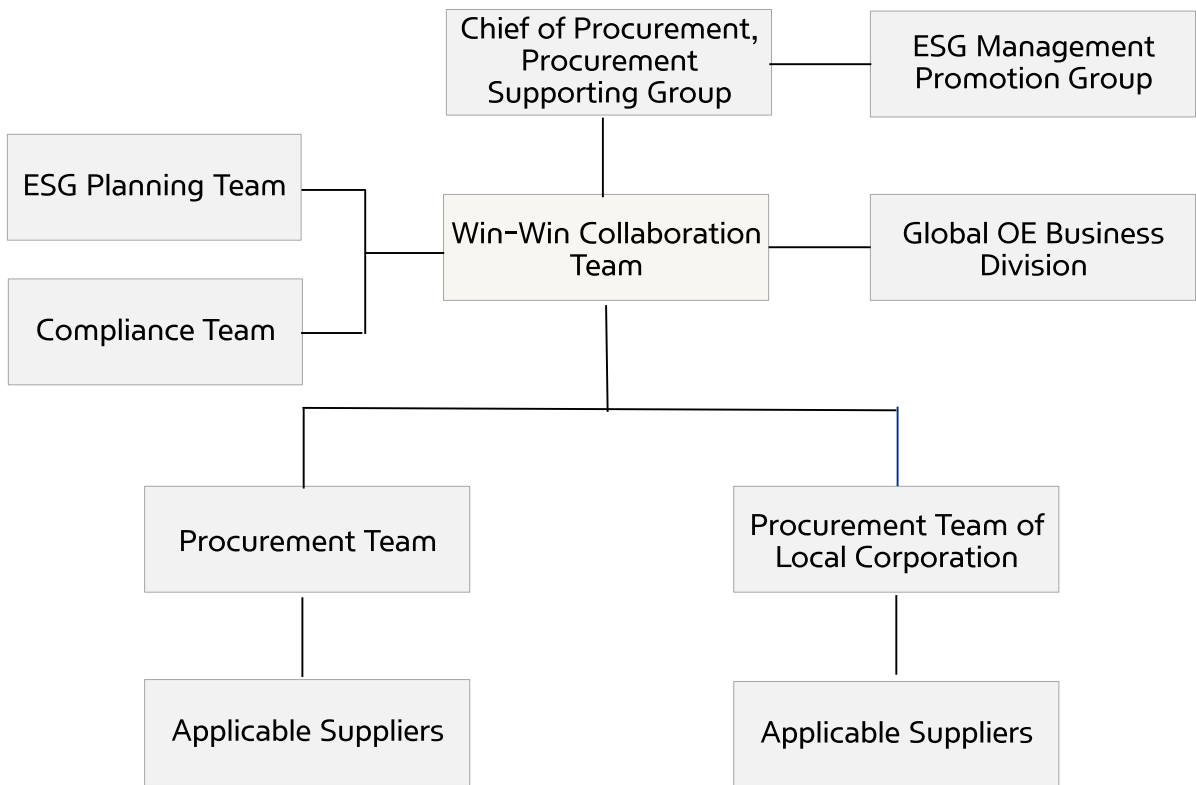
1) Cobalt (symbol: Co)

- Cobalt is mainly used for lithium-ion batteries for electric vehicles, mobile phones, etc.
- It does not belong to the four major conflict minerals but is closely related to conflict minerals. It has emerged as a subject of international attention due to its association with human rights violations in small-scale mining processes

2) Mica

- Unlike other minerals, mica is a compound that contains various elements, such as potassium, magnesium, iron, and sodium. Mica is typically categorized into mica flakes and mica sheets
- Mica flakes are typically used for raw materials, such as construction cement and paint, while mica sheets are mainly used for insulators of electrical products, automotive paint, etc.

Hyundai Mobis operates a management process to comply with policies relevant to responsible minerals including conflict minerals and to fulfill our social responsibility. The Win-Win Collaboration Team of the Procurement Division continues to manage and inspect responsible mineral risks of suppliers through cooperation with each procurement team. It also collaborates with relevant departments, such as ESG Planning Team, Compliance Team, and Global OE Business Division.



Hyundai Mobis is managing responsible minerals in accordance with the OECD guidance. We collect data on suppliers' use of conflict minerals and cobalt and on smelters in our supply chain by using the CMRT¹⁾ and the EMRT²⁾ provided by RMI³⁾.

We are also operating a management process such as requiring our suppliers to source minerals from RMAP-certified smelters as a part of our responsible minerals purchasing policy for responsible mineral sourcing.

	<p>Establishment of Management Process</p>	<ul style="list-style-type: none"> ✓ Establishment of Code of Conduct and conflict minerals policy ✓ Establishment of a cooperative system among relevant divisions
	<p>Raising Awareness</p>	<ul style="list-style-type: none"> ✓ Raising awareness among employees and suppliers (through training, etc.) ✓ Pledge to abide by the Code of Conduct ✓ Assessment of ESG sustainability risks
	<p>Identification and Assessment of Supply Chain Risks</p>	<ul style="list-style-type: none"> ✓ Inspection of the use of conflict minerals/responsible minerals <ul style="list-style-type: none"> - Collection of CMRT and EMRT data (paper-based due diligence) - Risk assessment on suppliers
	<p>Development of Risk Response Strategies</p>	<ul style="list-style-type: none"> ✓ Request for improvement in case a supplier transacts with a non-RMAP-certified smelter ✓ Follow-up monitoring of the progress made
	<p>Reporting on Implementation</p>	<ul style="list-style-type: none"> ✓ Sustainability reports ✓ Responsible Minerals Report ✓ Customer response

1) CMRT: Conflict Minerals Reporting Template

2) EMRT: Extended Minerals Reporting Template

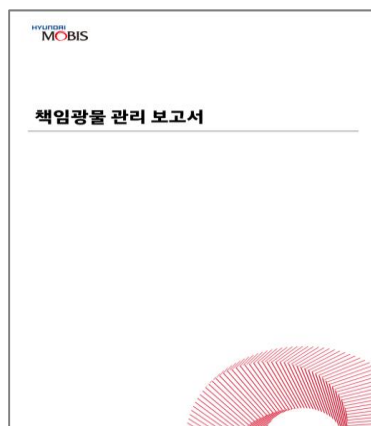
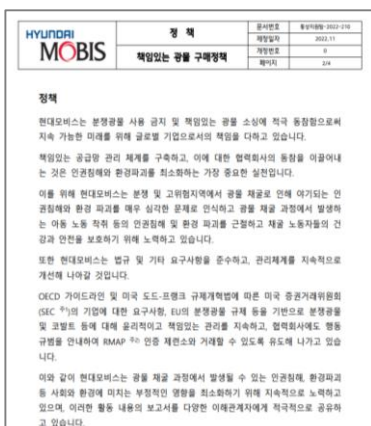
3) RMI (Responsible Mineral Initiative): a global initiative for responsible mineral procurement

Establishment of management system and raising awareness

Hyundai Mobis has established internal regulations for obtaining lawful raw materials and has prepared a responsible minerals sourcing policy, which are specified in ‘Hyundai Mobis Code of Conduct’ and ‘Hyundai Mobis Code of Conduct for Business Partners.’ These documents are open to the public on our website.

In addition, we encourage suppliers to join our commitment by requiring them to sign pledges to abide by the Code of Conduct and we also clarified provisions related to such compliance in our parts supply agreements with suppliers. We are committed to expanding the implementation of our responsible minerals sourcing policy even to our suppliers by adding conflict minerals category in our ‘ESG Sustainability Risk Self-Assessment’ and using the results for supplier evaluation.

We will provide continuous educational support to increase suppliers’ competitiveness and raise awareness of the importance of supply chain ESG management among employees and suppliers. Additionally, we will continue to actively share information with stakeholders.



Identification and assessment of supply chain risks

Hyundai Mobis has inspected the use of conflict minerals and cobalt for 281 key suppliers related to HKMC’s electric vehicles and 193 suppliers for products ordered by global car OEMs. We are receiving CMRT and EMRT data from sub-tier suppliers that use conflict minerals or cobalt and analyzing the usage status of smelters.

During data analysis, we perform supplier risk assessments based on whether suppliers transact with RMAP-certified smelters. We then prohibit transactions with non-RMAP smelters and re-check actual transactions in case of data errors, thereby increasing data integrity.

(Unit: Number)

Category	Hyundai Motor and Kia	Global car OEMs
Suppliers inspected	281	193
Suppliers using minerals ¹⁾	121	99
Tin	107	86
Gold	75	59
Tungsten	31	25
Tantalum	24	20
Cobalt	40	25
Mica	6	4

1) Some suppliers are counted more than once if they use more than one mineral.

Development of risk response strategies

Hyundai Mobis conducts risk assessments for suppliers based on whether they are sourcing their raw materials from RMAP-certified smelters. In the case of high-risk suppliers, we induce them to transact with RMAP-certified smelters and monitor whether such improvements have been made.

We anticipate that the expansion of the electric vehicle (EV) market will lead to an increase in demand for battery minerals, which are often accompanied with environmental pollution and human rights risks, including violations of indigenous human rights and the use of child labor in mining processes. In response, we plan to gradually expand the monitoring scope of minerals to include not only the current scope of 3TG, but also cobalt, mica, copper, lithium, nickel, etc.

In addition, Hyundai Mobis plans to join the RBA¹⁾, the world's largest supply chain management initiative, and the RMI²⁾, an initiative focused on responsible mineral sourcing and supply chain management, to secure global credibility in our ESG management efforts.

 <p>Responsible Business Alliance Affiliate Member</p>	<p>RBA (Responsible Business Alliance, 책임있는 산업 연합)</p> <p>현대모비스는 국내 자동차 업계 최초로 책임있는 산업 연합(RBA*)에 가입하여 활동하고 있습니다. *RBA는 글로벌 공급망에서 기업의 사회적 책임을 증진하는 세계 최대 산업 연합으로, 200여 개 이상의 글로벌 기업들이 참여하고 있습니다. 현대모비스는 RBA 비전을 적극 지지하고, 글로벌 공급망 전반에 걸쳐 근로자, 환경 및 기업활동에 지속가능한 가치를 창출해 나가고자 합니다. 또한 RBA 글로벌 행동 규범을 기업 경영에 적용하고, 협력회사 및 이해관계자와 파트너십을 확대함으로써 ESG 경영을 지속 강화해 나갈 예정입니다.</p>
	<p>RMI (Responsible Minerals Initiative, 책임있는 광물 조달 및 공급망 관리를 위한 연합)</p> <p>현대모비스는 책임있는 광물 이니셔티브에 가입하여, 분쟁 지역 및 고위험 지역을 포함해 전세계에서 책임있는 광물 생산과 조달이 이루어질 수 있도록 노력하고 있습니다. RMI는 RBA의 산하 이니셔티브로, 3TG(텅스텐, 탄탈륨, 주석, 금) 및 코발트 등 광물 조달 과정에서의 윤리적/사회적 책임 이행을 위해 힘쓰고 있습니다.</p>

- 1) RBA: Responsible Business Alliance
- 2) RMI: Responsible Minerals Initiative

The RMI identifies conflict-free smelters and refiners through an independent third-party assessment and validates conformance with RMAP standards. Harnessing the RMAP program, we will continue our commitment to ESG management across our global supply chain by identifying and verifying the use of minerals mined through illegal or inhumane means in conflict affected and high-risk areas (CAHRAs).

Reporting

Each year, Hyundai Mobis discloses the company's various ESG-related activities and results to the public through our annual sustainability report and posts a responsible minerals report on our official website as well.

As such, we will constantly communicate with all our stakeholders, including customers, employees, and shareholders, embrace their feedback, and innovate to create greater corporate value. To that end, we will continuously release reports aligned with the requirements of our global society, empowering interaction with our stakeholders.