

	<p style="text-align: center;">SHE Policy (Safety, Health and Environment Policy)</p>	Document No.	MG-SHE-POL
		Revision order	Rev.0

Contents

1. Overview

2. Hyundai Mobis Restricted SHE Management Policy

3. SHE Management System

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

Hyundai Mobis Restricted

Revision history	Count	Date of revision	Effective Date	Major revisions
	-	2023.07	2023.07	Initial revision

1. Overview

A. Policy & Obligations

Embracing the vision of achieving "Safety, Health, and Environment Management Excellence" across all global workplaces, Hyundai Mobis declares this policy to minimize hazards, risk factors, and environmental impacts stemming from all activities and products

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

associated with our operations. (Hereinafter 'Safety, Health, and Environment' will be referred to as 'SHE'.)

B. Scope

This policy will be applied throughout Hyundai Mobis' domestic and international branches (Manufacture/AS/Research Centre) and to all collaborative partners. The scope will be determined and incorporated into the operational regulations, considering the following aspects:

- 1) Internal/external issues with significant impact on SHE performance.
- 2) Stakeholder requirements
- 3) Organisational management, business activities, products, and services that has impact on SHE performance

Hyundai Mobis Restricted

C. International Standards and Regulations

To comply with international standards and regulations, Hyundai Mobis shall commit to establishing, implementing, and maintaining appropriate SHE manual in accordance with the requirements of ISO 14001 and ISO 45001.

D. Communication

Hyundai Mobis shall commit to fostering continuous employee engagement in the improvement of the SHE management system by effectively communicating relevant

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

information and transparently incorporating the outcomes into policies. All communications shall comply with legal requirements, ensure information reliability, and be appropriately documented for retention. Also, the company will engage in communication with external stakeholders (government authorities, local communities, media, and collaborative partners) who have an impact on the SHE management at our workplaces.

2. SHE Management Policy

SHE Vision

Hyundai Mobis Restricted

- Implementation of a 'safe' and 'healthy' workplace where all employees can work with peace of mind

SHE Management Policy

- Safety, health, and environment are the top priorities of management

1st,

SHE complies with laws and regulations thoroughly, communicates with stakeholders, and secures 'improvement of corporate credibility'.

2nd,

Strive to build a clean and healthy workplace, such as minimizing the emission of

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

environmental pollutants and managing health of employees.

3rd,

Establish a culture of 'safety internalization' that permeates naturally, discover and improve harmful risk factors through voluntary participation.

3. SHE Management System

A. The crucial roles and authorities of the SHE Officer concerning this SHE management system are as follows:

1) Approval of SHE Management Policy.

Hyundai Mobis Restricted

2) Determination of roles, responsibilities, and authorities within the SHE organization and selection of representatives.

3) Provision of adequate resources related to its operation and ensuring the continuous efficiency of the SHE management system

4) Approval of the SHE manual upon its establishment and complete revision

5) Approval of SHE performance indicators for organization and its divisions/business units.

6) Conduction of reviews of SHE management system.

7) Report of annual SHE performance and plans to the Board of Directors.

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

B. SHE Objective Establishment and Achievement Plan

1) SHE Objective Establishment

① Hyundai Mobis shall set corporate SHE objectives (KPI) each year based on quantitative target and obtain approval from the SHE Officer.

② The SHE team at workplaces and related departments shall establish SHE objectives at relevant functions and levels to maintain the SHE management system, and facilitate continuous improvement.

③ When establishing SHE objectives, the company shall take into consideration the significant environmental aspects, relevant compliance obligations, and organizational risks and opportunities.

Hyundai Mobis Restricted

④ The SHE team at workplaces and related departments shall maintain documented information concerning the SHE objectives.

2) SHE Objective Achievement Plan

① The detailed plan for achieving SHE objectives shall include the following aspects.

a) How priorities will be set

b) What actions will be taken

c) What resources will be required

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

d) Who will be held responsible

e) When the objectives will be accomplished

f) How the results will be evaluated, with inclusion of measurable indicators to monitor the achievement of SHE objectives.

② The relevant departments at workplaces shall consider how the detailed actions for achieving organizational SHE objectives can be integrated into the organization's management process.

C. Education and Training

Hyundai Mobis Restricted

1) Hyundai Mobis shall provide comprehensive education and training to its employees so that employees could foster adequate awareness and preparedness relevant to risk factors, the SHE management system, and emergency response

2) Where applicable, relevant information and training (emergency preparedness and response) shall be provided to personnel working under organization's management, contractors, visitors, emergency response services, government agencies, and local communities.

D. SHE Risk Assessment and Evaluation

1) Hyundai Mobis shall conduct risk assessments to eliminate risk factors and enhance

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

the working environment, thereby addressing/mitigating SHE risks.

2) The SHE team at workplaces shall establish, implement, and maintain processes for the removal of risk factors, mitigation of safety and health risks by utilizing following management prioritization methods.

- ① Elimination of risk factors
- ② Substitution to less hazardous processes, operations, materials, or equipment
- ③ Utilization of engineering controls and work reorganization
- ④ Utilization of Administrative controls, including education/training
- ⑤ Appropriate use of personal protective equipment (PPE)

Hyundai Mobis Restricted

3) The SHE team at workplaces shall establish action plans to address the following aspects.

- ① Determining significant environmental aspects, risks, and opportunities
- ② Identifying compliance obligations and other requirements
- ③ Identified risks and opportunities
- ④ Preparing and responding to emergency situations

4) When establishing action plans, the company shall take into consideration the priority of management methods, along with the outcomes and effectiveness of the SHE management system, technical choices, financial conditions, operational status, and

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

business requirements.

E. Emergency Preparedness and Response

1) Hyundai Mobis shall establish, implement, and maintain necessary processes to prepare for and respond to identified potential emergency situations effectively.

2) The SHE team at workplaces and related departments shall carry out the following tasks relevant to emergency preparedness and response.

① Establishment of adequate plans for preventing and mitigating SHE health impacts during emergencies, including the provision of emergency medical care.

② Provision of education and training on emergency plans and conduct actual emergency response drills.

Hyundai Mobis Restricted

③ Implementation of measures to prevent or mitigate potential SHE impacts in line with emergency circumstances.

④ Conduction of periodic testing to emergency response capabilities and continuous improvement/review process on relevant training.

⑤ Provision of relevant information on emergency preparedness and response, communication, and training to all workers

F. Incident Investigation and Corrective Action

1) The SHE team at the site shall establish, implement, and maintain processes, including

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

reporting, investigation and action, to deal and determine incidents and nonconformities.

2) In the event of an incident or nonconformity, the following should be carried out.

① Respond to incidents or nonconformities in a timely manner and take measures to correct them.

② Workers and other relevant stakeholders may participate, and cause analysis and action should be taken to prevent incidents or nonconformities from recurring or occurring elsewhere.

③ Assessment of the existing SHE risk and other risk evaluations shall be appropriately reviewed.

Hyundai Mobis Restricted

④ Decisions and actions, including corrective actions shall be determined and implemented based on the prioritization or change management method.

⑤ SHE risk related to new or modified risk factors shall be adequately assessed before implementing corrective actions.

⑥ The effectiveness of the implemented actions, including corrective measures, shall be reviewed.

⑦ If necessary, changes to the SHE management system shall be made

G. Procurement

1) Hyundai Mobis must establish, implement, and maintain processes for managing the

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

procurement of services and products to ensure compliance with the SHE management system.

2) The site-related team should determine the contractor and procurement process of the organization, in order to identify risk factors and assess manage safety and health risks,

- ① Contractor’s activities and operations affecting the organization.
- ② Activites and operations of the organization affecting the workers of the contractor.
- ③ Activities and operations of contractors affecting other stakeholders in the workplace.

Hyundai Mobis Restricted

3) Workplace teams must ensure that the requirements of the organization’s thealth and safety management system are met by contractors and contractor workers.

04. Internal Audit

1) Hyndai mobis shall conduct internal audits on a planned basis to ensure that the SHE management system complies with the requirements of the organization’s SHE policies and goal and international standards, and that it is effectively implemented and maintained.

2) The SHE team in charge of the workplace should do the following.

- ① The site SHE team takes into account the improtence of the processes of concern

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

and the results of previous audits, and establishes, implements, and maintains an audit program.

② The audit process conducts the selection and examination of auditors to ensure independence and objectivity.

③ Ensure that the results of the audit are reported to the relevant managers, and that they are reported in the presence of relevant workers, workers' representatives, and other relevant stakeholders.

④ Appropriate measures should be taken for non-conformity outcomes and continuous improvement of the organization's SHE performance.

Hyundai Mobis Restricted

3) Retain documented information on the implementation and reporting of the audit program.

자. Continual Improvement

Hyundai Mobis shall continuously improve the appropriateness, satisfaction and effectiveness of the SHE management system in order to improve SHE performance.

1) SHE performance Enhancement

2) Fostering a culture that supports the SHE management system

3) Facilitating the participation of workers in implementing measures for the continuous improvement of the SHE management system

	SHE Policy (Safety, Health and Environment Policy)	Document No.	MG-SHE-POL
		Revision order	Rev.0

4) Communication the results of continuous improvement with workers and their presentatives

5) Maintain and retain documented information as evidence of countinual improvement

Hyundai Mobis Restricted