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	NO	Establishment (Revision) Date	Content
Revision History	0	NOV.2022	Initial Establishment
	1	NOV.2023	Word correction (Other minerals → Responsible minerals)
	2	DEC.2024	'CAHRAs' Word addition

[Responsibility]

Win-Win Collaboration Team
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※ Electronic approval

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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 a 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) very serious problems. Thus, we strive to eradicate such human rights violations, including the exploitation of child labor, and environmental destruction and 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, the U.S. SEC1) requirements for companies under the Dodd-Frank Act, and the EU Conflict Minerals Regulation, we continue with the ethical and responsible management of cobalt and other conflict minerals and encourage our suppliers to do business with RMAP2)-certified smelters by providing them with the Code of Conduct.

As such, Hyundai Mobis continuously strives to minimize negative social and environmental impacts, such as human rights violations and environmental destruction associated with mining processes. We also actively communicate our efforts to different stakeholders through reports.

1) SEC : Securities and Exchange Commission

2) RMAP : Responsible Minerals Assurance Process

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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.

In addition, we have established a basic policy to thoroughly investigate whether our products contain any conflict minerals and to provide customers with products that have gone through legal and ethical distribution processes. Additionally, we run a supplier management process accordingly. We work to raise supplier awareness of conflict minerals by providing suppliers with guidelines on regulatory compliance and conducting regular investigations.

Responsible minerals

Hyundai Mobis manages the mineral supply chain comprehensively by including 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 acknowledge human rights violations against children occurring in cobalt mines in the Democratic Republic of the Congo and manage them according to the OECD guidance. In addition, we continue to monitor new controversial minerals and seek 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 the environment and fulfilling our social responsibility.

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Efforts of 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 investigate and monitor the responsible mineral purchase 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.