

	Hyundai MOBIS Community Engagement Policy	Document No.	MSKR-2025-CSV03
		Date of enactment/revision (Revision No.)	May 21, 2025 (Number: 0)

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Enactment /Revision History	Number	Date of Enactment/Revision	Enforcement Date	Main Contents
	0	May 21, 2025	May 28, 2025	Initial Enactment

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1. Overview

A. Purpose of Enactment

Hyundai MOBIS enacts and declares this policy to identify the local community that may be affected by both the actual and potential impacts of the business activities pursued by the company in all countries and regions and listen to the needs and opinions of the local community and communicate with them to regulate appropriate principles and implementation measures.

This policy serves as the foundation for the implementation of the community-related guidelines and interconnected activities specified in Hyundai MOBIS's Universal Declaration of Human Rights, Environmental Management Policy, Operational Health & Safety Management Policy, Biodiversity Conservation Policy, Deforestation Prevention Policy, and Responsible Sourcing Policy for Minerals. It can serve as a framework for integrated activities.

B. Definition of Community

Hyundai MOBIS defines "Community" as below.

- "Community" means individuals or groups that may be affected by the business activities and value chains operated by a company.
- This includes Indigenous People who may be affected by both the actual and potential impacts of the business activities pursued by a company.

C. Definition of Community Engagement

Community engagement aims to understand and tackle various issues arising from the local community in cooperation with the company. In particular, it is regarded as a process of utilizing opinions by having the local community engaged to make better-informed decisions in the decision-making process. The activities are as below.

- Providing and sharing information about the local community and key issues
- Countermeasures against community issues
- Various communication methods

Community engagement can be utilized as a guidance on decision-making for sustainable management with various opinions and information collected from the local community.

D. Scope of Application

This policy applies to the Hyundai MOBIS's headquarters, R&D centers, domestic and overseas production factories, parts distribution centers, logistics centers, subsidiaries from all business locations, and their employees. It is also recommended that suppliers, partners, and stakeholders with whom there are business relationships adhere to the guidelines outlined in this policy. Hyundai MOBIS will engage in community participation activities based on this policy, prioritizing compliance with relevant local laws and regulations.

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2. Basic Principles

Hyundai MOBIS strives to actively gather and communicate the opinions of the community throughout our business activities and value chain, including the purchase and procurement of raw materials, production of products, distribution and sales, disposal, and collection. In doing so, the company implements activities that help minimize negative impacts, promote a positive influence on community development, and foster mutual growth within the community.

A. Goal

Hyundai MOBIS promotes community engagement activities to execute social responsibilities, contribute to sustainable growth for the local community, and effectively tackle community issues. In doing so, it promotes to create positive relationships with the local community, boost satisfaction and encourage the participation of employees, and establish cooperative partnerships with the community.

B. Implementation Guidance

① Community Impact Evaluation

Hyundai MOBIS aims to identify the local community affected by its business activities and proactively work towards improving their economic, environmental, and social impacts. In doing so, the company shall respect the rights of Indigenous Peoples in the local community based on the ILO's Convention No. 169 or the UN Declaration on the Rights of Indigenous Peoples, and endeavor to realize the social, economic, and cultural rights of Indigenous Peoples. It also explores methods to revise and enhance policies and programs as needed.

② Community Engagement and Communication

Hyundai MOBIS establishes communication channels and processes to actively engage with the local community and stakeholders. These channels enable the company to set informed goals based on insights received.

③ Cooperation and Support Programs

Hyundai MOBIS can organize programs for the development of the local community through collaboration with community stakeholders. This involves providing resources tailored to the needs of the local community, considering Hyundai MOBIS' business model. Hyundai MOBIS periodically strives to share the achievements and plans related to the operation of the program.

④ Establishment of Sustainable Co-op Relationship

Hyundai MOBIS strives to form collaborative relationships with the local community when developing programs that meet their needs and desires, enabling the establishment of cooperative partnerships with the community. In doing so, the company aims to contribute to the creation of a sustainable growth foundation for the local community and the generation of economic and social values

3. Management System

A. Governance

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Hyundai MOBIS establishes a management system to fulfill its role and responsibilities in community engagement in participation with the committee for business meetings with top decision makers, decision makers from main sectors as well as those supervising working-level talks for the participation of the local community. Through the ESG committee, the CEO, Head of BU, Head of Sector, and board of directors discuss current issues and response measures relating to community engagement and review the promotion process of community engagement activities. The company also builds an organization to execute the policy and undertake corresponding tasks. The primary responsibility of this organization is activities such as enacting and revising policies, building and implementing execution plans, analyzing risks, and promoting external communication.

B. Implementation

Hyundai MOBIS identifies the needs of the local community in business sites and nearby areas to achieve its goals and analyze the risks of business activities to alleviate the risks and perform improvement activities. The company establishes an organization to execute the policy and undertake corresponding tasks. The primary responsibility of this organization includes activities such as receiving and resolving grievances from the local community, conducting educational initiatives, and promoting empathy within and outside the organization.

※ Community Engagement Promotion Process

Identify the needs of the local community → Determine the purpose of community engagement → Decide what to engage in community → Choose methods of community engagement → Engage in community activities → Listen to the needs of the local community for analysis

C. Grievance Mechanism

Hyundai MOBIS operates a grievance mechanism for individuals and local communities negatively affected by our business activities. The company shall endeavor to address grievances swiftly and reasonably by using existing methods such as the Compliance Helpline and the Office of the Cyber Audit. It shall endeavor not to penalize those who file a complaint, victims, and cooperators on the ground that they apply for counseling or investigation and provide cooperation.

4. External Cooperation

A. Information Disclosure

Hyundai MOBIS discloses information on main community engagement activities and outcomes through its website, Sustainability Report or other channels that are readily accessible and easily understandable by employees and external stakeholders.

B. Cooperation with Stakeholders

Hyundai MOBIS cooperates with external stakeholders, including local residents, government and municipal authorities, specialized institutions, non-profit organizations, suppliers, and industry partners, to engage in community participation activities in and around its business sites. It enhances the effects of community engagement activities with external stakeholders' expertise in the local community and understanding of characteristics of the local community.

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5. Addendum

This community engagement policy shall be enacted on May 21st, 2025, and come into force from May 28th, 2025.

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