HYUNDAI MOBIS

Policy

The Code of Conduct for Business Partners of Hyundai Mobis

(Supply Chain Policy)

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Revision History

Order	Date of establishment (revision)	Date of implementation	Revised Content
0	2019.10.10	2019.10.10	Initial establishment
1	2020.06.25	2020.06.25	Aligned with The Code of Conduct for Business Partners of Hyundai Motor Group
2	2023.10.26	2023.10.26	Affiliate standards of The Code of Conduct for Business Partners of Hyundai Motor Group applied
3	2025.03.19	2025.03.19	Reflects the terminology of the smelter related to responsible minerals and the phrase expanding the scope of management
4	2025.10.31	2025.10.31	Included necessary revisions to meet external requirements
5	2026.09.11	2026.09.11	Included necessary revisions to meet external requirements
6	2026.09.23	2026.09.23	Reflects the requirements of global human rights due diligence legislation and assessment standards

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2026. 9. 23

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1. Overview

A. Purpose of the Code of Conduct

Hyundai Mobis regards compliance management as an essential management philosophy for the sustainable management of the company, and has established this Code of Conduct as a part thereof in order to build an ethical and sustainable supply chain. This Code of Conduct requires all domestic and overseas business partners that have signed a contract to supply goods and services to Hyundai Mobis or have concluded other contracts with Hyundai Mobis (hereinafter “Hyundai Mobis business partners”) to thoroughly comply with all laws and regulations applied to their business activities (including but not limited to all the relevant corruption, economic sanctions, forced labor, safety/health and fair trade acts), and at the same time to establish the best operational practices in the areas of ethics, environment, labor/human rights, safety/health and management system. Hyundai Mobis looks forward to growing into a company that is more respected by society as the entire supply chain, including Hyundai Mobis business partners, complies with this Code of Conduct, and to this serving as an opportunity for mutual growth.

This Code of Conduct has been established based on the Global Automotive Sustainability Practical Guidance of Drive Sustainability, and has referred to the Code of Conduct of the Responsible Business Alliance. Moreover, it reflects recent global trends such as the laws and regulations on supply chains concerning human rights and the environment, including the EU Corporate Sustainability Due Diligence Directive, as well as ESG-related guidelines. Provided that, if any act recommended or required in this Code of Conduct is contradictory to the laws and regulations of the applicable country, the laws and regulations of that country shall take precedence, and this Code of Conduct may be changed in line with the course and trends of the domestic and overseas industry in the future.

B. Target of Code of Conduct

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All Hyundai Mobis business partners that have signed a contract to supply goods and services to Hyundai Mobis or have concluded other contracts with Hyundai Mobis shall comply with this Code of Conduct. Hyundai Mobis business partners subject to this Code of Conduct shall recommend that the entire supply chain, including their suppliers (sub-suppliers), comply with the matters set forth in this Code of Conduct.

C. Roles and Responsibilities of Business Partners

Hyundai Mobis business partners shall take into account the matters set forth in this Code of Conduct in the course of their managerial decision-making and business operations. Hyundai Mobis and third-party agencies commissioned by Hyundai Mobis may inspect and conduct due diligence, within the scope permitted by law, on whether Hyundai Mobis business partners comply with the matters set forth in this Code of Conduct. Based on the results of such inspection and due diligence on compliance with this Code of Conduct, Hyundai Mobis may recommend improvements on the identified risks, and Hyundai Mobis business partners shall formulate and implement risk mitigation plans with respect to such improvement matters on the basis of mutual discussion. Compliance with this Code of Conduct may serve as a critical criterion for the selection of Hyundai Mobis business partners, and where a business partner that has violated this Code of Conduct fails to make appropriate improvement efforts, it may be difficult to maintain a smooth business relationship with Hyundai Mobis.

This Code of Conduct does not state all the obligations to be implemented by Hyundai Mobis business partners, and may be regularly reviewed, supplemented and revised in order to establish a sustainable supply chain. This Code of Conduct is available on the website of Hyundai Mobis, and specific matters concerning this Code of Conduct may be inquired of the relevant department of Hyundai Mobis. Furthermore, Hyundai Mobis will use the optimal channels (voice, image, written, etc.) and formats (Korean,

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English, etc.) through which the members of its business partners can conveniently access information related to this Code of Conduct, so that the business partners can fully understand and comply with this Code of Conduct, and will at the same time support its business partners in actively conveying the purpose of this Code of Conduct throughout the entire supply chain, including their suppliers (sub-suppliers).

2. Ethics

A. Transparent Management and Anti-corruption

① Executives and employees of Hyundai Mobis business partners shall comply with the laws and regulations and the highest standards of integrity of each country where they carry on their businesses.

② Executives and employees of Hyundai Mobis business partners shall not take advantage of a superior position in the course of their duties to engage in bribery, extortion, embezzlement, brokerage, solicitation or money laundering, nor shall they intend to obtain improper benefits by exploiting weaknesses or faults.

③ Hyundai Mobis business partners shall prepare internal procedures enabling suspicious transactions to be reported and handled, and shall ensure that whistleblowers are not subjected to unreasonable measures on the grounds of reporting.

④ Hyundai Mobis business partners shall not make unreasonable demands for recruitment fees or brokerage costs on workers hired at their workplaces.

B. Prevention of Conflict of Interest

① A conflict of interest refers to any situation where an employee's personal interests, such as financial or family-related interests, or other private relationships, interfere with, or appear to interfere with, objective and fair judgement in pursuing the company's interests and fulfilling social responsibilities. This includes activities, relationships and investments that may compromise the objectivity of an employee's decisions or their duty of loyalty to the company.

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② Hyundai Mobis business partners shall perform their business with a sense of responsibility in accordance with the prescribed operational rules.

③ Executives and employees of Hyundai Mobis business partners shall not promise, propose, approve or offer bribes or other means for the purpose of obtaining unjust or inappropriate benefits. This includes any act of causing damage to the company for one's personal benefit, or of being promised personal benefits through a third party.

C. Protection from Unfair Trading

① Hyundai Mobis business partners shall comply with the fair trade laws, regulations and standards of each country where they carry on their business.

② Hyundai Mobis business partners shall not engage in any act likely to hinder fair competition through unfair transactions, such as the abuse of a market-dominant position or of a superior bargaining position.

③ Hyundai Mobis business partners shall pay the amounts agreed to be paid to their suppliers (sub-suppliers) on the settlement date specified in the transaction contract, and shall not arbitrarily reduce the amounts agreed to be paid.

④ Hyundai Mobis business partners shall not agree with other business operators to engage in acts that

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unfairly restrict competition with respect to the price, supply volume, trading areas or trading conditions of goods or services.

⑤ Hyundai Mobis business partners shall not obtain information by unlawful means from competitors, suppliers (sub-suppliers) or other institutions, and shall not use or disclose information unlawfully obtained by the company or by a third party.

D. Prevention of Counterfeit Parts

① Hyundai Mobis business partners shall not produce or use unapproved raw materials or parts, and shall not use or sell counterfeit raw materials or parts.

② Hyundai Mobis business partners shall periodically verify whether counterfeit raw materials or parts are used or produced within their workplaces, and where such use is confirmed, shall immediately notify the government or the client company thereof.

③ Hyundai Mobis business partners shall endeavor to verify that the raw materials and parts they produce are used and distributed in accordance with the business purpose or the terms of the contract.

E. Compliance of Restriction on Exports and Economic Sanctions

① Hyundai Mobis business partners shall comply with the laws and regulations of each country and the international conventions relating to export restrictions and economic sanctions.

② Hyundai Mobis business partners shall not engage in transactions with countries, regions, corporations, groups or individuals subject to export restrictions or economic sanctions.

③ Hyundai Mobis business partners shall inspect whether they comply with the laws, regulations and conventions relating to export restrictions and economic sanctions, and shall, where necessary, cooperate with the fact-finding activities of Hyundai Mobis.

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F. Protection of Information

① Hyundai Mobis business partners shall not release without authorization the trade secrets or information requiring security of their client companies and suppliers (sub-suppliers), and shall not retain or use information acquired in the course of their duties without prior permission or approval.

② Hyundai Mobis business partners shall collect and use personal information within a scope that does not deviate from the purpose of collection and use and the period of retention and use of such personal information, and shall obtain prior consent where any of the foregoing is to be changed.

G. Protection of Intellectual Property

① Hyundai Mobis business partners shall respect the intellectual property rights held by their client companies and suppliers (sub-suppliers), and shall take appropriate measures to protect their own intellectual property rights while periodically verifying whether such rights are being infringed.

H. Responsible Purchasing of Materials

① Hyundai Mobis business partners shall comply with the obligations related to the use of conflict minerals[1] and responsible minerals[2] in accordance with the “OECD Due Diligence Guidance” and the laws of the relevant countries, including the principle of transacting with smelters certified under the Responsible Minerals Assurance Process (RMAP) certification or an alternative certification assessment program.

② Hyundai Mobis business partners shall build a process to identify the countries and regions supplying the raw materials, parts and components directly or indirectly used in the manufacture of articles

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delivered to Hyundai Mobis, at any stage of the supply chain.

③ Hyundai Mobis business partners shall ensure that they are not supplied with raw materials, parts or components manufactured directly or indirectly by means of forced labor at any stage of the supply chain.

④ Hyundai Mobis business partners shall build a process capable of identifying the countries of origin and the smelters of all minerals and raw materials contained in their products, including conflict minerals and responsible minerals such as tin, tungsten, tantalum and gold.

⑤ Hyundai Mobis business partners shall endeavor to examine[3] social and environmental issues, such as serious human rights abuses, ethics violations and negative environmental impacts, at the countries of origin and the smelters of minerals and raw materials in accordance with the applicable process.

⑥ Where Hyundai Mobis business partners principally handle minerals and raw materials, they shall independently verify, or endeavor to obtain external certification confirming, that such minerals and raw materials are not associated with issues such as human rights abuses, ethics violations or negative environmental impacts in the course of their extraction and processing.

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1 Conflict minerals: minerals (tin, tantalum, tungsten and gold) that are unethically mined and distributed through human rights abuses or environmental destruction in conflict-affected regions (10 African countries, including the Democratic Republic of the Congo, the Republic of the Congo, the Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia and Angola).

2 Responsible minerals: minerals mined in a manner that does not finance conflict, respects human rights and the environment, and fulfills social responsibilities (e.g., cobalt).

3 Under the 2012 enforcement rule of the U.S. Securities and Exchange Commission, listed companies are required to disclose the use of conflict minerals in their products. In 2015, the European Parliament required importers of minerals to report the countries of origin of the minerals and the results of issue inspections to the competent authorities of each country.

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3. Environment

A. Construction of Environmental Management System

① Hyundai Mobis business partners shall comply with the environmental laws and regulations of each country where they run their business, and shall obtain and maintain all environmental licenses and permits required for their business operations.

② Hyundai Mobis business partners shall operate an environmental management system[4] consisting of organization, planning, support and performance evaluation in order to mitigate the environmental impacts resulting from their business operations.

B. Management of Use of Energy and Greenhouse Gas Emissions

① Hyundai Mobis business partners shall calculate energy consumption and greenhouse gas emissions and establish a system capable of recording such data at the corporate and site levels.

② Hyundai Mobis business partners shall strive to improve energy efficiency while minimizing and reducing energy consumption and greenhouse gas emissions.

③ Hyundai Mobis business partners shall track and document the annual consumption and usage of greenhouse gas emission sources under Scope 1[5], Scope 2 and Category 1 of Scope 3[6], and shall disclose their annual emissions in line with their reduction targets.

C. Use and Expansion of Renewable Energy

① Hyundai Mobis business partners shall continuously increase the proportion of renewable electricity within the electricity consumption of their workplaces.

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② Hyundai Mobis business partners shall review renewable energy transition measures appropriate to the characteristics of their workplaces, and shall establish and implement renewable energy transition plans.

③ Hyundai Mobis business partners shall endeavor to respond appropriately to changes in the policies, laws and regulations, and market conditions relating to the renewable energy transition.

D. Management of Water Resources

① Hyundai Mobis business partners shall measure the amount of water used, the volume of wastewater discharged and the discharge concentration of water pollutants, and shall build a system for the continuous monitoring of the proper operation of control facilities.

② Hyundai Mobis business partners shall exert efforts to reduce the amount of water resources used and to increase the amount of water recycled. Moreover, water pollutants discharged shall be managed in accordance with legal standards or with stricter internal standards.

③ Hyundai Mobis business partners shall establish appropriate and effective procedures to prevent stormwater contamination and to ensure that contaminated stormwater and chemicals do not enter storm drains.

E. Management of Air Pollutants

① Hyundai Mobis business partners shall measure air pollutant emissions and their concentration, and shall build a system for the continuous monitoring of the proper operation of prevention facilities for appropriate treatment.

② Hyundai Mobis business partners shall minimize air pollutant emissions by appropriate means. Furthermore, they shall establish and comply with legal standards or stricter internal standards for the air pollutants discharged.

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F. Ozone-depleting Substance (ODS) Management

① Hyundai Mobis business partners shall regularly inspect and document the status of their holdings and use of ozone-depleting substances, shall prohibit any new use thereof, and shall give priority to the adoption of alternative materials and technologies.

② Where the use of such substances is unavoidable, Hyundai Mobis business partners shall conduct a risk assessment to review the potential impacts on human health and the environment, and shall establish measures for reduction and management.

③ Hyundai Mobis business partners shall set targets for reducing the use of ozone-depleting substances and for phasing in alternatives, shall manage and improve the status of implementation, and shall transparently share such data upon the request of the Company.

G. Management of Resource Circulation and Waste

① Hyundai Mobis business partners shall establish a system capable of properly measuring, storing and discharging waste.

② Hyundai Mobis business partners shall minimize the discharge of waste to be landfilled or incinerated by appropriate means. As a part thereof, they shall endeavor to expand the reuse and recycling of waste and to recover discarded raw materials and parts.

③ Hyundai Mobis business partners shall endeavor to minimize the residues that affect the environment when landfilling or incinerating waste, taking into consideration the entire life cycle of the products they

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manufacture.

H. Management of Chemicals

① Hyundai Mobis business partners shall endeavor to ensure that the chemicals handled in the course of their business operations are safely managed during transportation, storage, use and disposal. Moreover, they shall label or disclose information enabling the identification of the risks and hazards of the chemicals handled.

② Hyundai Mobis business partners shall implement effective programs that satisfy the legal and customer requirements regarding the regulation of hazardous chemicals contained in products, and such programs shall include effective procedures for measuring, analyzing and documenting the chemical composition of products.

I. Management of Soil Environment

① Hyundai Mobis business partners shall identify the impacts of their business activities on the soil environment and land use, and shall endeavor to prevent and minimize adverse environmental impacts, including soil contamination and land degradation.

② Hyundai Mobis business partners shall properly manage the substances and facilities that may cause soil contamination, including hazardous chemicals, petroleum products and waste, and shall take appropriate measures to prevent soil and groundwater contamination resulting from leaks, spills or releases.

③ Hyundai Mobis business partners shall endeavor to conserve the soil environment and to promote sustainable land use, and in the event of soil contamination or land degradation, shall implement necessary measures, including preventing the spread of contamination and conducting remediation, in accordance with applicable laws and regulations.

J. Noise Management

① Hyundai Mobis business partners shall manage the noise generated at their workplaces so as to keep it below the noise standards set by the local community.

K. Animal Welfare

① Where Hyundai Mobis business partners unavoidably have to conduct animal experimentation for business purposes, they shall comply with Article 23 (Principles of Animal Experimentation) of the Animal Protection Act.

② Hyundai Mobis business partners shall respect the five freedoms of animals determined by the World Organisation for Animal Health (WOAH).

- Freedom from hunger or thirst
- Freedom from discomfort
- Freedom from pain, injury or disease
- Freedom to express (most) normal behavior
- Freedom from fear and distress

L. Protection of Biodiversity and Prohibition of Deforestation

① Hyundai Mobis business partners shall endeavor to measure the impacts of, and the degree of dependence of, their business activities on biodiversity, and to establish and implement strategies and

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action plans to prevent, reduce and offset negative impacts, in order to conserve, restore and expand the biodiversity of the local community.

② Hyundai Mobis business partners shall build procedures capable of inspecting the possibility of potential deforestation risks arising from their business activities in order to protect the forests of the local community, and shall endeavor to prepare a response system enabling appropriate measures to be taken where the occurrence of deforestation is confirmed or a deforestation risk is recognized.

4 ISO 14001 Standard, etc. (The ISO 14001 Standard is an international standard on the Environmental Management System (EMS) enacted by the International Organization for Standardization (ISO) to induce continuous improvement of environmental performance throughout the entire course of corporate activities, and certification may be obtained from a third-party institution as to whether environmental management is being conducted in conformity with the said standard.)

5 Greenhouse gas emissions are classified into Scope 1, Scope 2 and Scope 3 under the internationally accepted GHG Protocol. Scope 1 refers to direct emissions from facilities and equipment directly owned or controlled by the company (e.g., fuel combustion and process gases). Scope 2 refers to indirect emissions resulting from the use of purchased energy such as electricity, heat and steam. Scope 3 refers to other indirect emissions occurring across the company's entire value chain, including the supply chain and the use and disposal of products, which represents the broadest category of emissions.

6 Scope 3 emission sources are divided into fifteen categories, covering the entire process from the procurement of raw materials and components to the use and disposal of products. Among these, Category 1 (purchased goods and services) refers to the greenhouse gas emissions generated from the production of raw materials, components and outsourced services purchased by the company, and this category is the largest contributor within Scope 3 for most manufacturing industries. The remaining Scope 3 categories are classified into upstream and downstream stages. Upstream includes capital goods, fuel supply, transportation, waste, business travel and commuting, while downstream includes emissions occurring after the value chain stages, such as product distribution, processing, use and disposal, leased assets, franchises and investments.

4. Labor/Human Rights

A. Respect for Fundamental Labor Rights <Newly established 2026.09.23>

① Hyundai Mobis business partners shall comply with the labor relations laws and regulations of the countries where they carry on their business, and shall at the same time respect the fundamental labor rights set forth in the ILO Constitution, the ILO Declaration on Fundamental Principles and Rights at Work, and the ILO Core Conventions[7].

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② Hyundai Mobis business partners shall regularly inspect the labor and human rights risks that may arise in the course of their business operations, and shall endeavor to establish and implement preventive, mitigating and corrective measures with respect to the identified risks or negative impacts. Furthermore, where human rights harm has occurred, they shall endeavor to take appropriate measures to minimize the impact of such harm and to prevent its recurrence.

7 The ILO Core (Fundamental) Conventions refer to the following ten Conventions: (i) Freedom of Association and Protection of the Right to Organise Convention (No. 87), 1948; (ii) Right to Organise and Collective Bargaining Convention (No. 98), 1949; (iii) Forced Labour Convention (No. 29), 1930; (iv) Abolition of Forced Labour Convention (No. 105), 1957; (v) Minimum Age Convention (No. 138), 1973; (vi) Worst Forms of Child Labour Convention (No. 182), 1999; (vii) Equal Remuneration Convention (No. 100), 1951; (viii) Discrimination (Employment and Occupation) Convention (No. 111), 1958; (ix) Occupational Safety and Health Convention (No. 155), 1981; and (x) Promotional Framework for Occupational Safety and Health Convention (No. 187), 2006. Pursuant to the resolution of the 110th Session of the International Labour Conference in 2022, 'a safe and healthy working environment' was added to the ILO Declaration on Fundamental Principles and Rights at Work as the fifth category of fundamental principles and rights at work, and Conventions No. 155 and No. 187 were thereby added to the eight existing fundamental Conventions.

B. Prohibition of Child Labor

① Hyundai Mobis business partners shall not use, at any stage of production, child labor of persons falling under any of the following ages:

1) Persons aged 15 or younger

2) Persons currently attending compulsory education

3) Persons below the legal minimum working age

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② Hyundai Mobis business partners shall adhere to a zero-tolerance principle prohibiting any form of child labor at all workplaces, unless permitted under the laws and regulations relating to child labor; shall verify the ages of their executives, employees and job applicants through legal documents such as identification cards and birth certificates; and, where child labor is identified, shall cease the employment and take reasonable follow-up measures such as improvement and education programs.

③ Where Hyundai Mobis business partners employ minors, they shall not assign them to high-risk work in terms of safety and health, and shall take measures to ensure that the educational opportunities of such minors are not restricted by reason of their work.

④ Hyundai Mobis business partners shall not be supplied with goods and services from suppliers (sub-suppliers) that violate the laws and regulations relating to child labor, and shall take appropriate measures where such a fact is confirmed.

C. Prohibition of Using Forced Labor

① Hyundai Mobis business partners shall assign their executives and employees to work in accordance with the labor standards laws and regulations of each country where they carry on their business, and shall prohibit any form of forced labor or compulsory work against the will of their executives and employees. “Forced labor” means work or service provided by a person under the threat of punishment or disadvantage for non-performance, or work or service provided involuntarily by a worker, and includes involuntary prison labor and contract labor imposed as a penal sanction.

② Hyundai Mobis business partners shall not produce all or any part of the products to be supplied to Hyundai Mobis through forced labor, and shall ensure that they do not use products all or part of which were produced by a person or corporation subject to forced labor regulations, or which were supplied in violation of forced labor regulations. “Forced labor regulations” include the laws, enforcement decrees, ordinances, rules or conditions (including but not limited to the prohibition of the importation of products manufactured in whole or in part through forced labor) that are from time to time imposed, implemented or enforced in relation to the prevention of forced labor by the United Nations (UN), the United States (including but not limited to U.S. Customs and Border Protection), the European Union (EU), the United Kingdom, the Republic of Korea or other competent governmental authorities.

③ Hyundai Mobis business partners shall conduct risk-based due diligence on their supply chains, and such due diligence process shall include mapping the supply chain of the business partner in order to identify whether forced labor is used in the supply chain, and identifying the regions, suppliers and other factors that pose the greatest risks relating to forced labor. Such due diligence shall be updated on a regular basis.

④ Hyundai Mobis business partners shall enact a code of conduct that expressly states the prohibition of the use of forced labor at any stage within the supply chain. In enacting such a code of conduct, each business partner shall establish and implement the relevant procedures for identifying the countries and regions relating to all raw materials, parts and components directly or indirectly used in the manufacture of articles delivered to Hyundai Mobis at any stage within the supply chain. Such code of conduct and the relevant procedures shall be structured so that the business partner is not supplied with raw materials, parts or the like manufactured through the direct or indirect use of forced labor at any stage within the supply chain.

⑤ Hyundai Mobis business partners shall provide regular education on the code of conduct and on the prohibition of forced labor to their executives and employees and to their suppliers (sub-suppliers).

⑥ Where forced labor is identified in the supply chain of a Hyundai Mobis business partner, the business partner shall proceed with a corrective plan and shall immediately provide Hyundai Mobis with

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information on the circumstances of the use of forced labor and the corrective measures taken.

⑦ Hyundai Mobis business partners shall require their suppliers (sub-suppliers) to adopt an equivalent code of conduct and related procedures, and shall verify, through inspections or monitoring, that such suppliers (sub-suppliers) comply with the respective codes of conduct and related procedures.

⑧ Hyundai Mobis business partners shall not require the submission of identification cards, visas or the like that may restrict the personal activities of their executives and employees, and shall not commit any act of physical or psychological restraint, such as assault, threat or confinement, for the purpose of forced labor.

⑨ Hyundai Mobis business partners shall not be supplied with goods and services from suppliers (sub-suppliers) involved in forced labor by means of physical or psychological restraint or debt bondage, and shall require their suppliers (sub-suppliers) to obtain the same commitment from their own business partners.

⑩ Where a Hyundai Mobis business partner becomes aware of the fact that its supplier (sub-supplier) has used forced labor in the production of products for sale (including products directly or indirectly incorporated into products for sale), it shall immediately cease the use of that supplier and shall notify Hyundai Mobis thereof.

D. Discrimination and Harassment Prevention

① Hyundai Mobis business partners shall not discriminate in the treatment of their executives and employees with respect to employment, including recruitment, promotion, education and training, on the grounds of gender, race, ethnicity, nationality, religion, disability, age, marital or pregnancy status, family status, social status or political opinion.

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② Hyundai Mobis business partners shall not discriminate against their executives and employees in the payment of wages or in the operation of welfare benefit systems.

③ Hyundai Mobis business partners shall not require conditions that are unnecessary for the performance of the relevant duties when recruiting and hiring executives and employees.

④ Hyundai Mobis business partners shall prepare policies and procedures to prevent any inhumane acts against employees, including sexual harassment, mental or physical coercion or abusive language, and may refer to the Human Rights Policy of Hyundai Mobis, the Code of Conduct of Hyundai Mobis and the Code of Conduct for Business Partners of Hyundai Mobis for this purpose.

E. Compensation and Welfare

① Hyundai Mobis business partners shall pay wages in compliance with the laws, regulations and systems of each country where they carry on their business. Wages shall be paid on the prescribed date, and a pay slip or the like prepared in a language understandable to the executives and employees shall be provided.

② Hyundai Mobis business partners shall provide a pleasant working environment to their executives and employees, and shall endeavor to operate welfare benefit systems for the improvement of their quality of life.

③ Hyundai Mobis business partners shall conduct the mandatory education prescribed by the laws, regulations and systems of each country where they carry on their business. Moreover, they shall endeavor to support the career development and capability enhancement of their executives and employees.

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F. Management of Working Hours

① Hyundai Mobis business partners shall comply with the statutory working hours of each country where they operate, and shall manage working hours including breaks. In such cases, weekly working hours, including overtime work, shall not exceed 60 hours or the statutory working hours, except in emergencies or exceptional circumstances.

② Hyundai Mobis business partners shall refrain from overtime work that is not desired by their executives and employees, and shall provide fair compensation where unavoidable overtime work arises.

③ Hyundai Mobis business partners shall guarantee their executives and employees at least one day off per week on average.

G. Humane Treatment

① Hyundai Mobis business partners shall respect the privacy of their executives and employees and shall refrain from unnecessary work instructions outside working hours.

② Hyundai Mobis business partners shall give prior notice when collecting the personal information of their executives and employees, and shall obtain their voluntary consent.

③ Hyundai Mobis business partners shall prohibit workplace harassment, namely any act by which an executive or employee, taking advantage of a superior position or relationship in the workplace, inflicts physical or mental suffering on another worker or deteriorates the working environment beyond the appropriate scope of work. They shall take appropriate measures for the executive or employee harmed by workplace harassment, such as a change of workplace or reassignment, upon that person's request, and shall take necessary measures against the perpetrating executive or employee, including disciplinary action and a change of workplace.

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H. Freedom of Association and Collective Bargaining

① Hyundai Mobis business partners shall respect the labor relations acts of the countries where this Code of Conduct for Business Partners applies, and each workplace shall respect the rights of workers, in accordance with local regulations, to organize and join trade unions and to freely associate with other workers for collective bargaining and peaceful assembly and demonstration.

I. Ethical Recruitment

① Hyundai Mobis business partners shall not restrict workers' access to their identification documents (identification cards, passports, driver's licenses, etc.) by way of retention, destruction, concealment, confiscation or other means, unless specifically permitted by law.

② Hyundai Mobis business partners shall not demand any type of fee in the name of employment.

③ Hyundai Mobis business partners shall ensure that all workers receive written notice of their working conditions, or shall explain the working conditions in a language understandable to the workers.

J. Security Personnel Management and Human Rights Protection

① Hyundai Mobis business partners shall comply with the applicable laws and regulations and with internationally recognized human rights principles when utilizing private or public security personnel.

② Hyundai Mobis business partners shall prohibit human rights violations by security personnel, including violence, intimidation, discrimination, harassment and the excessive use of force, and shall establish management systems to prevent such conduct.

③ Hyundai Mobis business partners shall endeavor to conduct investigations and implement corrective

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actions where allegations or incidents of human rights violations related to security personnel arise.

K. Protection of Human Rights of Vulnerable Groups <Newly established 2026.09.23>

① Hyundai Mobis business partners shall respect the human rights of vulnerable groups that are highly likely to be adversely affected by their business activities or supply chains, such as women, children, indigenous peoples, persons with disabilities and migrant workers, and shall endeavor to ensure that the human rights of such groups are not infringed.

5. Safety/Health

A. Construction of Safety and Health Management System

① Hyundai Mobis business partners shall comply with the safety and health laws and regulations of each country where they run their business, and shall obtain and maintain all safety and health licenses and permits required for their business operations.

② Hyundai Mobis business partners shall operate a safety and health management system[8] consisting of organization, planning, support and performance evaluation in order to prevent safety and health accidents resulting from their business operations.

B. Safety Management of Machine/Equipment/Facility

① Hyundai Mobis business partners shall regularly inspect and evaluate the safety of hazardous or dangerous machines, equipment and facilities within their workplaces.

② Hyundai Mobis business partners shall install and manage safety devices, protective walls and emergency devices in order to prevent safety accidents arising from the use of hazardous or dangerous machines, equipment and facilities within their workplaces.

③ Hyundai Mobis business partners shall provide personal protective equipment capable of protecting their executives and employees. Such protective equipment shall be easy and convenient for the executives and employees to use, and shall be maintained and managed so as to fully perform its intended function.

C. Response against Emergency

① Hyundai Mobis business partners shall establish plans capable of responding to emergency situations such as natural disasters, mass infections, fires and safety accidents. Moreover, they shall have in place a manual consisting of reporting, response and follow-up measures in the event of an emergency.

② Hyundai Mobis business partners shall conduct drills in accordance with the laws and regulations of each country where they carry on their business and with their self-established plans and manuals, in order to prepare for the occurrence of emergency situations.

③ Hyundai Mobis business partners shall be equipped with escape routes, exit signs, fire detectors and alarms, and firefighting facilities for emergency situations, and shall regularly verify that these operate normally.

D. Safety-related Incident Management

① Hyundai Mobis business partners shall build a system capable of measuring safety-related incidents. In this regard, “safety-related incidents” refer to any and all events that impact safe workplace management, including near misses, accidents, occupational illnesses and cases requiring medical

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treatment.

② In the event of a safety-related incident, Hyundai Mobis business partners shall endeavor to investigate the cause of its occurrence and to prepare improvement measures.

③ In the event of an industrial accident or serious illness, Hyundai Mobis business partners shall immediately suspend the relevant work and implement necessary measures, such as evacuating their executives and employees.

E. Diagnosis of Safety

① Hyundai Mobis business partners shall regularly conduct safety risk assessments of the work space for the purpose of verifying whether their executives and employees are exposed to accident risks and hazardous factors. The results of such assessments shall be notified to the executives and employees, and machines, equipment and facilities shall be improved in accordance with the assessment results.

② Hyundai Mobis business partners shall provide their executives and employees with information on the accident risks and hazardous factors of the work space based on the results of the safety risk assessments. Such information shall be prepared in a language understandable to the executives and employees and shall be placed in a readily accessible location.

③ Hyundai Mobis business partners shall not assign pregnant women, minors and the like to high-risk work in terms of safety and health, and shall endeavor to create a working environment in which persons with disabilities, migrants and other socially vulnerable executives and employees do not experience difficulties in performing their work.

F. Health Care

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① Hyundai Mobis business partners may provide their executives and employees with rest areas, restrooms and cafeterias, and where such facilities are provided, shall endeavor to keep them clean.

② Hyundai Mobis business partners may provide dormitories to their executives and employees, and where dormitories are provided, shall provide safety signs, lighting, and heating and cooling systems. Moreover, dormitories shall be equipped with appropriate devices to restrict access by outsiders.

③ Hyundai Mobis business partners shall regularly conduct general health checkups or special health checkups for their executives and employees in accordance with the health checkup laws and regulations of each country where they run their business. Moreover, where necessary in light of the health checkup results, they shall implement measures such as changing the work space of the executive or employee, reassigning work, or reducing working hours.

G. Safety and Health of Contractor

① Hyundai Mobis business partners shall ensure that the safety and health of contractors are appropriately managed during the time in which the contractors perform work for the benefit of the company.

H. Prohibition of Hazardous Work for Vulnerable Workers

① Hyundai Mobis business partners shall not assign overtime work, night work or hazardous work to young workers, and shall not assign work that may pose a threat to the health and safety of women who are pregnant or have recently given birth.

8 ISO 45001, KOSHA 18001 Standard, etc. (A system under which safety and health management principles are established based on the autonomous policy of the employer, and on that basis planning, implementation, inspection and evaluation activities are carried out so as to progressively improve the safety and health system. Internationally, there is ISO 45001 enacted by the International Organization for

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Standardization (ISO), and in Korea, KOSHA 18001 developed by the Korea Occupational Safety and Health Agency.)

6. Management System

A. Code of Conduct Establishment & Corporate Statement Disclosure

① Hyundai Mobis business partners shall establish and disclose a code of conduct necessary for compliance management and ESG management.

② Hyundai Mobis business partners shall disseminate, both internally and externally, this Code of Conduct or their commitment to implementing sustainable management at an equivalent level.

③ Hyundai Mobis business partners shall share this Code of Conduct or their commitment to implementing sustainable management at an equivalent level within the company through the management's New Year address, internal guidelines and internal bulletin boards. Moreover, it is recommended that they disclose it externally by utilizing their website, business reports and promotional materials.

B. Appointment of Manager

① Hyundai Mobis business partners shall appoint a person in charge of compliance and sustainability affairs.

② Hyundai Mobis business partners shall appoint a manager who supervises the establishment of plans for compliance and sustainable management activities and the status of their implementation.

C. Inspection of Risk

① Hyundai Mobis business partners shall endeavor to identify the risks that may arise in the areas of ethics, environment, labor/human rights, safety/health and other compliance matters in the course of their business operations.

② Where Hyundai Mobis business partners identify a significant risk, they shall prepare and implement measures to mitigate such risk.

D. Education and Communication

① Hyundai Mobis business partners shall educate their executives and employees on the matters set forth in this Code of Conduct and on the matters addressed in the laws, regulations and systems relating to this Code of Conduct.

② Hyundai Mobis business partners shall share with their executives and employees the implementation plans for, and the performance results of, the matters set forth in this Code of Conduct.

E. Management of Information

① Hyundai Mobis business partners shall accurately record and manage information on the status of, and the risks in, the areas of ethics, environment, labor/human rights, safety/health and other compliance matters.

② Where the laws and regulations of each country in which they operate their business, industry associations, or major client companies with which they have concluded business contracts require the disclosure of such information, Hyundai Mobis business partners shall endeavor to disclose it transparently, unless prohibited by law.

F. Operation of Grievance Settlement System

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① Hyundai Mobis business partners shall operate a grievance settlement system through which their executives and employees may report cases where they confirm or become aware of a violation of the laws and regulations in the areas of ethics, environment, labor/human rights, safety/health and other compliance matters, or where their individual rights and interests have been infringed in relation thereto.

② Hyundai Mobis business partners shall maintain the confidentiality of the personal particulars of whistle-blowers and of the contents of their reports, and shall protect executives and employees from unreasonable measures such as dismissal, threats, retaliation or ridicule on the grounds of having made a report. Moreover, the status of whistle-blowers shall be thoroughly guaranteed.

G. Preparation of Relief Plan

① Where a victim arises as a result of a negative impact on the sustainability of the supply chain caused by their business activities, Hyundai Mobis business partners shall prepare appropriate remedial measures, taking into consideration the scale and significance of the harm.

② Hyundai Mobis business partners shall endeavor to prepare remedial measures that conform to international standards, and shall consult with the victims concerned and their representatives when determining such remedial measures.

H. Management of Suppliers (sub-supplier)

① Hyundai Mobis business partners shall encourage all supply chain participants, including their suppliers (sub-suppliers), involved in the planning, design, sale and manufacture of products or services to manage ethics, environment, labor/human rights, safety/health and other compliance elements, and shall implement an effective process to ensure that major business partners implement the Supply Chain Code of Conduct of Hyundai Mobis.

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② Where Hyundai Mobis business partners confirm that a supply chain participant, such as a supplier (sub-supplier), has violated the laws and regulations in the areas of ethics, environment, labor/human rights, safety/health or other compliance matters, or become aware of related risks, they shall endeavor to recommend or induce improvement by such supply chain participant.

I. Compliance with the Code of Conduct

① Where Hyundai Mobis, or a third party designated by Hyundai Mobis, conducts a written inspection or an on-site visit regarding compliance with this Code of Conduct, Hyundai Mobis business partners shall provide information on their compliance with, and level of implementation of, this Code of Conduct, within the scope not contravening the relevant laws and regulations.

② Hyundai Mobis business partners shall prepare and manage appropriate documents capable of proving their compliance with this Code of Conduct, and such documents shall be prepared based on the actual facts of their business operations.

③ Hyundai Mobis business partners shall endeavor to establish and implement plans capable of timely improving the deficiencies or violations identified through written inspections or on-site visits regarding compliance with this Code of Conduct.

7. Due Diligence of Supply Chain

① Hyundai Mobis business partners shall identify and evaluate the risks to sustainability that may arise within their supply chains, within the scope of compliance with the relevant laws and regulations, and shall monitor how such risks are being mitigated and handled.

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② Hyundai Mobis business partners shall establish the six-stage due diligence procedure set forth in the OECD Due Diligence Guidance for Responsible Business Conduct.

- Establish a basic policy for the implementation of responsible business conduct and embed such policy into the company's management and oversight system
- Identify and assess the negative impacts (actual and potential risks) on stakeholders arising in the course of business activities
- Formulate and implement plans to cease, prevent and mitigate the negative impacts
- Continuously monitor the implementation status and results of the measures taken to identify, prevent and reduce the negative impacts
- Share and communicate information on the policies, procedures and actions relating to due diligence with external parties
- Provide appropriate means to remedy negative impacts where they have actually occurred, or cooperate where such means are provided by others

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