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## The Code of Conduct for Business Partners of Hyundai Mobis

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	2.0	2020.06.25	Aligned with The Code of Conduct for Business Partners of Hyundai Motor Group
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	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	2/23

## Table of Contents


1. Overview .....	5
A. Purpose of the Code of Conduct for Business Partners .....	5
B. Applicability of the Code of Conduct.....	5
C. Roles and Responsibilities of Business Partners.....	5
D. Adherence to the Code of Conduct .....	6
2. Ethics.....	7
A. Transparent Management and Anti-Corruption .....	7
B. Prevention of Conflict of Interest .....	7
C. Protection from Unfair Trading .....	7
D. Prevention of Counterfeit Parts..... <small>Hyundai Mobis Restricted</small> .....	8
E. Compliance with Export Control and Sanctions Regulations .....	8
F. Protection of Information .....	9
G. Protection of Intellectual Property.....	9
H. Responsible Purchasing of Materials.....	9
3. Environment .....	10
A. Construction of Environmental Management System .....	10
B. Management of Energy Use and Greenhouse Gas Emissions.....	11
C. Management of Water Resources.....	11
D. Management of Air Pollutants .....	12
E. Ozone- depleting Substance (ODS) Management .....	12
F. Management of Resource Circulation and Waste.....	12

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	3/23

G.	Management of Chemicals.....	12
H.	Noise Management.....	13
I.	Animal Welfare .....	13
J.	Protection of Biodiversity and Prohibition of Deforestation.....	13
4.	Labor/Human Rights .....	14
A.	Prohibition of Child Labor .....	14
B.	Prohibition of Using Forced Labor .....	14
C.	Discrimination and Harassment Prevention .....	16
D.	Compensation and Welfare.....	16
E.	Management of Working Hours .....	16
F.	Humane Treatment.....	17
G.	Freedom of Associations and Collective Bargaining Right.....	17
H.	Ethical Recruitment .....	17
	<small>Hyundai Mobis Restricted</small>	
5.	Safety/Health.....	18
A.	Establishment of Safety and Health Management System.....	18
B.	Safety Management of Machine/Equipment/Facility.....	18
C.	Emergency Response.....	18
D.	Safety-related Incident Management .....	19
E.	Safety Diagnosis.....	19
F.	Health Care .....	19
G.	Safety and Health of Contractor.....	20
H.	Prohibition of Hazardous Work for Vulnerable Workers.....	20
6.	Management System.....	20
A.	Code of Conduct Establishment & Corporate Statement Disclosure.....	20

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	4/23

B.	Appointment of Manager.....	20
C.	Risk Assessment.....	21
D.	Education and Communication .....	21
E.	Management of Information .....	21
F.	Operation of Grievance Handling System.....	21
G.	Preparation of Relief Plan .....	22
H.	Management of Suppliers (sub-supplier).....	22
I.	Compliance with the Code of Conduct .....	22
7.	Due Diligence of Supply Chain .....	23

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	5/23

## 1. Overview

### A. Purpose of the Code of Conduct for Business Partners

Hyundai Mobis embraces compliance as a fundamental part of its corporate philosophy, essential to ensuring ethical and sustainable business practices. In line with this commitment, Hyundai Mobis has adopted this Code of Conduct to foster a responsible and transparent supply chain. This Code of Conduct complies with all applicable laws and regulations, including, but not limited to those related to anti-corruption, economic sanctions, forced labor, safety/health, fair trade acts and export controls. These provisions apply to all business activities conducted by Hyundai Mobis' internal and external business partners (hereafter referred to as "Hyundai Mobis business partners").

The Code of Conduct calls for the highest standards of operational integrity in the areas of ethics, environment, labor/human rights, safety/health, and management systems. Hyundai Mobis is committed to being a trusted and respected partner in society by promoting mutual growth through responsible business practices, which relies on the full compliance of all supply chain members with the principles of this Code of Conduct.


The Code of Conduct has been developed based on the Global Automotive Sustainability Practical Guidance issued by Drive Sustainability and is based on the Code of Conduct of the Responsible Business Alliance. In addition, it reflects the latest global trends, including ESG-related guideline laws and regulations concerning human rights and environmental responsibilities within the supply chain, such as the EU Directive on Sustainability Due Diligence. In cases where the recommendations or requirements of this Code of Conduct conflict with the applicable laws and regulations of a specific country, the local laws and regulations shall take precedence. The provisions of the Code of Conduct may be updated in the future to reflect developments and trends within both domestic and international industries.

### B. Applicability of the Code of Conduct

All Hyundai Mobis business partners are required to comply with this Code of Conduct. Hyundai Mobis business partners shall ensure that all parties within their entire supply chain, including suppliers (sub-suppliers), comply with the principles set forth in this Code of Conduct.

### C. Roles and Responsibilities of Business Partners

Hyundai Mobis business partners shall take the principles of the Code of Conduct into account when making managerial

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	6/23

decisions and conducting business operations. Hyundai Mobis and third-party agencies commissioned by Hyundai Mobis may conduct due diligence on Hyundai Mobis business partners to assess their compliance. Based on the findings of such assessment, Hyundai Mobis has the right to recommend improvements to address identified risks. Following mutual discussion, Hyundai Mobis business partners shall develop and implement a risk management plan accordingly.

Compliance with this Code of Conduct may constitute a key criterion in the selection and continued engagement of Hyundai Mobis business partners. In the event of a violation of this Code without adequate remedial action, the respective business partner may be subject to review in accordance with Hyundai Mobis' internal governance procedures and may face appropriate remedial or contractual measures in line with applicable regulations and in accordance with the applicable sanction regulations.


The Code of Conduct does not encompass all obligations that Hyundai Mobis business partners are expected to fulfill. It may be regularly updated and revised to support the establishment of a sustainable supply chain. Hyundai Mobis is committed to supporting its business partners to ensure their comprehensive understanding of the Code of Conduct.

#### D. Adherence to the Code of Conduct

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Hyundai Mobis business partners shall conduct their operations in alignment with the principles and provisions set forth in this Code of Conduct and shall make every reasonable effort to comply with its requirements within the scope of their respective business activities.

Hyundai Mobis business partners conduct their activities across diverse industries and jurisdictions and shall apply this Code of Conduct in a manner appropriate and proportionate to the size, nature, and risk exposure of each business, while remaining aligned with the overarching intent and principles of the Code of Conduct. Any significant deviations from these principles shall be discussed with the responsible Hyundai Mobis representatives to ensure continued alignment with Hyundai Mobis' ethical standards.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	7/23

## 2. Ethics

### A. Transparent Management and Anti-Corruption

- ① Executives and employees of Hyundai Mobis business partners shall comply with all relevant laws and regulations and uphold a high level of integrity in every country where they conduct business.
- ② Executives and employees of Hyundai Mobis business partners shall not abuse their positions to engage in bribery, threats, embezzlement, aiding and abetting illegal activities, asking for favors, or committing money laundering, including making unreasonable demands by exploiting weaknesses or identified faults.
- ③ Hyundai Mobis business partners shall establish internal procedures to manage suspicious transactions and ensure the protection of whistleblowers who report in good faith, and guarantee that they are not subject to any retaliation or unfair treatment as a result of their report.
- ④ Hyundai Mobis business partners shall not impose unreasonable recruitment fees or commissions on workers at any workplace.


### B. Prevention of Conflict of Interest

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- ① A conflict of interest refers to any situation where an employee's personal interests, such as financial or family-related, 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.
- ② Hyundai Mobis business partners shall conduct their business with a sense of responsibility, in accordance with the relevant operational rules.
- ③ Executives and employees of Hyundai Mobis business partners shall not promise, offer, authorize, give, demand, or accept any undue financial or other advantage, whether directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.

### C. Protection from Unfair Trading

- ① Hyundai Mobis business partners shall comply with the air trade laws, regulations and standards of each country where they operate.
- ② Hyundai Mobis business partners shall not hinder fair competition through unfair practices, such as abuse of a

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	8/23

dominant market position or superior positions.

- ③ Hyundai Mobis business partners shall pay sub-suppliers on the settlement day agreed in the transaction contract and shall not make discretionary reductions in payment amounts.
- ④ Hyundai Mobis business partners shall not agree to actions that unfairly restrict competitors regarding prices, supply, trading areas or conditions of products or services in cooperations with other business operators.
- ⑤ Hyundai Mobis business partners shall not obtain information unlawfully from competitors, suppliers (sub-supplier) or other entities, nor shall they disclose or use information fraudulently obtained by the company or any third party.


#### D. Prevention of Counterfeit Parts

- ① Hyundai Mobis business partners shall not manufacture, use or sell counterfeit raw materials and parts.
- ② Hyundai Mobis business partners shall regularly verify that counterfeit raw materials and parts are not used or manufactured at their facilities. If illicit manufacturing or use of such materials or parts is suspected or confirmed, Hyundai Mobis business partners shall immediately notify the relevant government authorities, Hyundai Mobis and other affected business partners.
- ③ Hyundai Mobis business partners shall ensure that produced raw materials and parts are used and distributed in accordance with the terms and intended business purpose of the contract.

Hyundai Mobis Restricted

#### E. Compliance with Export Control and Sanctions Regulations

- ① Hyundai Mobis business partners shall comply with all applicable laws and regulations regarding export restrictions, controls and sanctions, and shall not engage in any conduct that could place Hyundai Mobis in breach of any such laws and regulations.
- ② Hyundai Mobis business partners shall not engage in trade with countries, regions, corporations, groups, and individuals subject to export controls, restrictions or sanctions imposed by the U.N., US or EU, or other applicable authorities, nor with persons or entities designated under such laws applicable to Hyundai Mobis.
- ③ Hyundai Mobis business partners shall have procedures in place to ensure such compliance and avoid placing Hyundai Mobis at risk in breaching any such laws and regulations.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	9/23

#### F. Protection of Information

- ① Hyundai Mobis business partners shall not disclose trade secrets or other confidential information entrusted to them by clients, business partners (sub-suppliers) without permission or legal ground. They shall not store or use any work-related information acquired during the business relationship without prior permission or legal grounds.
- ② Hyundai Mobis business partners shall collect and use personal information only for predetermined purposes, within specified storage and usage periods, and inform data subjects in advance before making any changes to these terms. Hyundai Mobis business partners shall cascade data privacy obligations to any subcontractors or other parties involved in processing personal information.

#### G. Protection of Intellectual Property

Hyundai Mobis business partners shall respect the intellectual property rights of Hyundai Mobis and other entities. They shall take appropriate measures to protect these rights, periodically verifying that no infringement occurs.

#### H. Responsible Purchasing of Materials


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- ① Hyundai Mobis business partners shall comply with obligations related to the use of conflict minerals<sup>1</sup> and responsible minerals<sup>2</sup> in accordance with the “OECD Due Diligence Guidance” and the applicable laws of relevant countries, including the principles of conducting transactions with a smelter certified under the Responsible Minerals Assurance Process (RMAP) or an equivalent certification program.
- ② Hyundai Mobis business partners shall establish a process to identify the countries and regions from which they procure raw materials, parts, and components directly or indirectly used in manufacturing goods that are supplied to Hyundai Mobis at any stage of the supply chain.
- ③ Hyundai Mobis business partners shall not be supplied with raw materials, parts and/or components that are directly or indirectly manufactured through forced labor at any stage of the supply chain.

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<sup>1</sup> It refers to the minerals, such as tin, tantalum, tungsten, and gold, unethically produced in and distributed from conflict regions in Africa (10 countries including DR Congo, the Central African Republic, South Sudan, Uganda, Burundi, Tanzania, Zambia, Angola, etc.) through human rights abuses or environmental destruction.

<sup>2</sup> It refers to the minerals produced in a way that does not finance disputes, respects human rights and the environment, and fulfills social responsibilities (e.g. cobalt).

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	10/23

- ④ Hyundai Mobis business partners shall establish a process to identify the countries of origin and smelters of all minerals contained in their products, including conflict minerals and responsible minerals such as tin, tungsten, tantalum, and gold.
- ⑤ Hyundai Mobis business partners shall make efforts to assess<sup>3</sup> social and environmental risks, such as severe human right abuses, ethical violations, and negative environmental impacts, in the countries of origin and smelters of minerals and raw materials, in accordance with applicable procedures.
- ⑥ When mainly handling in minerals and raw materials, Hyundai Mobis business partners shall ensure that they are not involved in issues such as human rights abuses, ethical violations, and negative environmental impacts in the course of producing and processing the minerals and raw materials and shall endeavor to obtain certification from credible and recognized third parties where appropriate.

### 3. Environment


#### A. Construction of Environmental Management System

Hyundai Mobis Restricted

- ① Hyundai Mobis business partners shall comply with environmental laws and regulations of each country where they operate and obtain/maintain all necessary environmental licenses required for their business activities.
- ② Hyundai Mobis business partners shall operate an environmental management system<sup>4</sup> consisting of planning, support, operation, performance evaluation, and improvement to mitigate the environmental impacts resulting from their operations.

<sup>3</sup> Listed companies shall disclose the use of conflict minerals on their products according to an enforcement ordinance of the U.S. Securities and Exchange Commission in 2012. In 2015, the European Parliament required importers of minerals to report the countries of origin and results of inspecting issues to the applicable authorities of each country.

<sup>4</sup> ISO14001 Standard, etc. (ISO14001 Standard is an international standard for the Environmental Management System (EMS) that is enacted by International Organization for Standardization (ISO) to induce a continuous environmental performance throughout the whole enterprise activities, and it can be approved by a third party if environmental management is conducted in accordance with the standard)

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	11/23

## B. Management of Energy Use and Greenhouse Gas Emissions


- ① Hyundai Mobis business partners shall calculate energy consumption and greenhouse gas emissions and establish a system for recording this 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 annual consumption and usage for greenhouse gas emission sources under Scope 1 <sup>5</sup>, Scope 2 and Category 1 of Scope 3 <sup>6</sup>, and disclose annual emissions in line with reduction targets.

## C. Management of Water Resources

- ① Hyundai Mobis business partners shall monitor the amount of water used, wastewater discharge, the concentration of water pollutants and establish a system for monitoring and operating control facilities effectively.
- ② Hyundai Mobis business partners shall make efforts to reduce water consumption and increase recycling efforts. Moreover, water pollutants shall be managed according to legal standards or stricter internal standards.
- ③ Hyundai Mobis business partners shall implement and maintain appropriate and effective procedures and controls to prevent stormwater contamination and to ensure that contaminated stormwater or hazardous substances do not

<sup>5</sup> 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 the 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.

<sup>6</sup> 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 & services) refers to the greenhouse gas emissions generated from the production of raw materials, components and outsourced services purchased by the company. 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 trip and commuting, while downstream includes emission occurring after value chain stages, such as product distribution, process, use, disposal, rental assets, franchises and investments.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	12/23

enter storm drains.

#### D. Management of Air Pollutants

- ① Hyundai Mobis business partners shall measure air pollutant emissions and their concentrations and establish system for monitoring and operating preventive facilities for proper treatment.
- ② Hyundai Mobis business partners shall minimize air pollutant emissions through appropriate means. Additionally, air pollutants shall be managed according to legal standards or stricter internal standards.

#### E. Ozone- depleting Substance (ODS) Management

- ① Hyundai Mobis business partners shall regularly inspect and document the status of ODS ownership and use, prohibit any new ODS use, and prioritize the adoption of alternative materials and technologies.
- ② If the use of such substances is inevitable, Hyundai Mobis business partners shall conduct a risk assessment to review potential impacts on human health and the environment and establish measures for reduction and management.
- ③ Hyundai Mobis business partners shall set goals for reducing ODS usage and phasing in alternatives, monitor and improve progress and share this data transparently upon the company's request.


Hyundai Mobis Restricted

#### F. Management of Resource Circulation and Waste

- ① Hyundai Mobis business partners shall establish a system to properly measure, store, and discharge waste properly.
- ② Hyundai Mobis business partners shall minimize disposal of waste by landfilling and incineration through appropriate means. Efforts shall be made to expand waste recycling and recover discarded raw materials and components.
- ③ Hyundai Mobis business partners shall make efforts to minimize residues that could negatively affect the environment by considering the entire life cycle of products when landfilling or incinerating waste and support the use of sustainable, renewable natural resources.

#### G. Management of Chemicals

- ① Hyundai Mobis business partners shall manage safe transportation, storage, use, and disposal of chemicals throughout their business operations. Chemicals must be clearly labeled to identify risk and harmfulness. Where labeling is not feasible, or equivalent information shall be disclosed through appropriate alternative means.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	13/23

- ② Hyundai Mobis business partners shall implement effective programs that comply with legal and customer requirements regarding the regulations of hazardous chemicals contained in products. These programs shall include useful procedures for measuring, analyzing and documenting the chemical composition of products.

## H. Noise Management


- ① Hyundai Mobis business partners shall ensure that workplace noise levels are maintained below the noise standards set by local communities.

## I. Animal Welfare

- ① If Hyundai Mobis business partners must inevitably conduct animal testing for legitimate business purposes, they must ensure that it is carried out in strict compliance with all applicable laws, regulations and recognized ethical standards.
- ② Hyundai Mobis business partners shall respect the five freedoms of animals determined by the World Organization for Animal Health.
- Hyundai Mobis Restricted
- 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

## J. Protection of Biodiversity and Prohibition of Deforestation

- ① Hyundai Mobis business partners shall assess the impact and degree of dependence of their business activities on biodiversity. They shall implement plans and strategies to prevent, reduce, and offset negative impacts to preserve/restore/expand local biodiversity.
- ② Hyundai Mobis business partners shall establish appropriate procedures to assess the risk of deforestation caused by their business activities. They shall implement measures to address deforestation or related risks and ensure compliance with all applicable laws and regulations concerning deforestation.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	14/23

## 4. Labor/Human Rights

### A. Prohibition of Child Labor

① Hyundai Mobis business partners shall not employ child labor at any stage of production, defined as:

1) Individuals aged 15 or younger


2) Individuals currently attending compulsory education

3) Individuals below the legal minimum working age

- ② Hyundai Mobis business partners shall maintain a zero-tolerance policy for all forms of child labor in any workplace, except where permitted under applicable labor laws. Hyundai Mobis business partners shall verify the age of employees and job applicants by reviewing legal documents such as identification cards or birth certificates. In cases where child labor is identified, appropriate follow-up measures shall be taken, including the cessation of employment and the implementation of corrective actions such as educational or remediation programs.
- ③ Hyundai Mobis business partners shall establish internal policies to identify and regularly update high-risk work categories within their operations, in accordance with applicable laws and regulations. Hyundai Mobis business partners shall not assign minors to high-risk work and shall implement measures to protect minors from discrimination and ensure access to educational opportunities.
- ④ Hyundai Mobis business partners shall not procure goods or services from suppliers (sub-suppliers) that violate labor laws and regulations and shall take appropriate action if such violations are identified.


### B. Prohibition of Using Forced Labor

- ① Hyundai Mobis business partners shall assign employees to work according to the laws and regulations of each country where they operate and must not compel any form of work against an employees' will. "Forced labor" refers to work or services performed involuntarily under threat of penalty or disciplinary action and includes involuntary labor of prisoners or labor required under penal sanctions.
- ② Hyundai Mobis business partners shall not engage in the use of forced labor in any part of their own production process, nor shall they procure goods or materials from third parties that manufacture products, in whole or in part, in violation of applicable forced labor regulations. "Regulations of forced labor" includes laws, enforcement ordinances, ordinances, rules or conditions (including the import prohibition of products 100% or partially

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	15/23

manufactured by forced labor) that are frequently imposed, executed, or implemented to prevent forced labor by the United Nations (U.N.), the US (including the US Customs and Border Protection), the European Union (EU), the Republic of Korea, and other authorities.

- ③ Hyundai Mobis business partners shall conduct risk-based due diligence on their supply chains. This due diligence shall include mapping the supply chain to identify the use of forced labor and assess regions, suppliers, and other factors that may pose a significant risk related to forced labor. The due diligence shall be reviewed and updated regularly.
- ④ Hyundai Mobis business partners shall establish a Code of Conduct that explicitly prohibits the use of forced labor at any stage of the supply chain. Each business partner shall develop and implement procedures to identify countries and regions involved in the sourcing of all raw materials, parts, and components, whether directly or indirectly used in the manufacturing of goods delivered to Hyundai Mobis, at any stage of the supply chain. The Code of Conduct and associated procedures shall ensure that no raw materials or parts supplied, whether directly or indirectly, are manufactured using forced labor at any stage of the supply chain.
- ⑤ Hyundai Mobis business partners shall regularly educate their executives, employees and suppliers on the Code of Conduct and the prohibition of forced labor.  
Hyundai Mobis Restricted
- ⑥ Hyundai Mobis business partners shall promptly implement corrective measures when forced labor is identified within the supply chain and immediately provide relevant information to Hyundai Mobis.
- ⑦ Hyundai Mobis business partners shall require their suppliers (sub-suppliers) to adhere to the same Code of Conduct and related procedures and shall verify compliance through inspections and ongoing monitoring.
- ⑧ Hyundai Mobis business partners or their agents shall not hold, destroy, conceal, confiscate or deny employees access to their identity or immigration documents unless required to do so by applicable law.
- ⑨ Hyundai Mobis business partners shall not procure goods or services from suppliers (sub-suppliers) involved in forced labor through physical/psychological coercion or debt obligation and shall request equivalent commitments from their suppliers (sub-suppliers).
- ⑩ When Hyundai Mobis business partners become aware that their suppliers are using forced labor in the production of goods, whether directly or indirectly related to products intended for sale, they shall immediately report the matter to Hyundai Mobis and suspend business with the suppliers concerned.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	16/23

### C. Discrimination and Harassment Prevention

- ① Hyundai Mobis business partners shall not discriminate their executives and employees in employment, including recruitment, promotion, education and training on the basis of sex, gender, race, nationality, religion, disability, age, marital status, pregnancy, family status, social status, political or other opinion, property, national, social or ethnic origin, language, economic status, birth or any other status.
- ② Hyundai Mobis business partners shall also ensure non-discrimination in the payment of wages and provision of employee benefits.
- ③ Hyundai Mobis business partners shall not impose conditions unrelated to the requirements of the relevant jobs when hiring or recruiting.
- ④ Hyundai Mobis business partners shall establish policies and procedures to prevent inhumane treatment, including sexual harassment, physical/psychological coercion, and abusive language. They may refer to the Hyundai Mobis Human Rights Policy, the Hyundai Mobis Code of Conduct for Employees and the Hyundai Mobis Code of Conduct for Business Partners.


Hyundai Mobis Restricted

### D. Compensation and Welfare

- ① Hyundai Mobis business partners shall pay wages in accordance with the applicable laws and regulations of each country where they operate. Wages shall be paid on time, and employees shall be provided with pays lips in language they can reasonably understand.
- ② Hyundai Mobis business partners shall make efforts to provide a safe and pleasant working environment and to operate a welfare system aimed at improving employees' quality of life.
- ③ Hyundai Mobis business partners shall conduct any mandatory training required under the laws and regulations of each country where they operate. In addition, they shall strive to enhance employee capabilities and support career development.

### E. Management of Working Hours

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

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	17/23

- ② Hyundai Mobis business partners shall avoid involuntary overtime work and provide reasonable compensation in cases of unavoidable overtime work.
- ③ Hyundai Mobis business partners shall guarantee their employees leave entitlements in compliance with the laws of each country where they operate their business.

#### F. Humane Treatment

- ① Hyundai Mobis business partners shall respect employees' privacy and refrain from unnecessary work orders outside of working hours.
- ② Hyundai Mobis business partners shall provide prior notification when collecting personal information from employees and shall fulfill all obligations of data protection laws.
- ③ Hyundai Mobis business partners shall prohibit any actions causing physical/mental harm to employees, using positional authority or harassment that deteriorates the working environment. They shall take appropriate actions, such as changing workplace, turnover or reprimands at the request of the aggrieved person.


Hyundai Mobis Restricted

#### G. Freedom of Associations and Collective Bargaining Right

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

#### H. Ethical Recruitment

- ① Hyundai Mobis business partners shall not restrict employees from using their own identification documents (e.g. identification, passport, driving license, etc.) by storage, disuse, concealment, forfeiture or other means unless permitted by law.
- ② Hyundai Mobis business partners shall not request any type of commission in the name of or for the purpose of recruitment.
- ③ Hyundai Mobis business partners shall provide written notice or clearly explain working conditions to all employees in a language they can understand.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	18/23

## 5. Safety/Health

### A. Establishment of Safety and Health Management System

- ① Hyundai Mobis business partners shall comply with safety and health-related laws and regulations of each country where they operate their business and acquire/maintain all necessary safety and health licensing required for their business.
- ② Hyundai Mobis business partners shall operate a safety and health management system<sup>7</sup> that includes planning, support, operation, performance evaluation and improvement to prevent safety and health accidents resulting from business operations.

### B. Safety Management of Machine/Equipment/Facility


- ① Hyundai Mobis business partners shall regularly inspect and evaluate the stability of dangerous machines/equipment /facilities within the workplace.
- ② Hyundai Mobis business partners shall install and manage safety devices, protective barriers, and emergency devices to prevent safety accidents resulting from the use of dangerous machines/equipment/facilities within the workplace.
- ③ Hyundai Mobis business partners shall provide protective gear for their employees. The protective gear shall be easy to use and well maintained to function properly when needed.

### C. Emergency Response

- ① Hyundai Mobis business partners shall establish a plan to respond to emergency situations, such as natural disasters, infectious disease outbreaks, fires, and other safety accidents. They shall also prepare a manual with reporting procedures, response actions and follow-up measures for emergencies.
- ② Hyundai Mobis business partners shall conduct training according to their manual and their self-established plans, in compliance with the laws and regulations of the country where they operate to be prepared for emergency situations.
- ③ Hyundai Mobis business partners shall maintain escape routes, exit signs, fire detectors/alarms, and fire protection

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<sup>7</sup> ISO45001, KOSHA18001 Standard, etc. (Safety and health management principle is created by autonomous policy of entrepreneur, and it enables to improve gradually a safety and health system by planning, execution, inspection, and evaluation). For examples, there are ISO45001 created by International Standard Organization (ISO), and KOSHA18001 developed by Korea Occupational Safety and Health Agency as a Korean model.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	19/23

systems, and this equipment shall be regularly checked.

#### D. Safety-related Incident Management


- ① Hyundai Mobis business partners shall construct a system to monitor safety-related incidents. "Safety-related incidents" refer to any and all events that impact safe workplace management, including near misses, accidents, occupational illnesses and cases requiring medical treatment.
- ② In the event of a safety-related incident, Hyundai Mobis business partners shall make an effort to investigate the cause and to implement improvement measures.
- ③ When industrial accidents or serious diseases occur, Hyundai Mobis business partners shall investigate the root cause and implement corrective measures.

#### E. Safety Diagnosis

- ① The business partners shall conduct regular evaluations of safety risks in the workplace to assess whether employees are exposed to accidents or harmful factors. The results of these evaluations shall be communicated to executives and employees, and machine/equipment/facility shall be improved based on the findings.  
Hyundai Mobis Restricted
- ② Hyundai Mobis business partners shall provide information regarding accident risks and harmful factors in the workplace to its employees based on safety risk evaluations. This information shall be presented in an understandable language and displayed in accessible locations for all employees.
- ③ Hyundai Mobis business partners shall not assign pregnant women and permitted minors to high-risk tasks concerning safety and health and shall strive to create an appropriate working environment for persons with disabilities, immigrants, and other socially vulnerable groups.

#### F. Health Care

- ① Hyundai Mobis business partners may provide their employees with staff lounges, restrooms, and cafeterias, and shall make efforts to keep the facilities clean.
- ② If Hyundai Mobis business partners provide dormitories to its employees, they must include safety signs, lightning, heating and cooling systems. Appropriate measures shall be taken to restrict unauthorized access to the dormitories.
- ③ Hyundai Mobis business partners shall conduct regular and special health check-ups for their executives and

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	20/23

employees, in accordance with health protection laws of each country where they operate. Additionally, when necessary, there shall be measures to adjust workspaces or jobs and reduce working hours as a result of the check-ups.

#### G. Safety and Health of Contractor

- ① Hyundai Mobis business partners shall ensure the safety and health of its contractors when 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, night shifts, or hazardous tasks to young workers, as well as any work that may pose health or safety risks to women who are pregnant or have recently given birth.

## 6. Management System


Hyundai Mobis Restricted

#### A. Code of Conduct Establishment & Corporate Statement Disclosure

- ① Hyundai Mobis business partners shall establish and disclose a Code of Conduct necessary to ensure effective compliance management and ESG practices.
- ② Hyundai Mobis business partners shall share this Code of Conduct or their commitment to comparable sustainable management standards both within their organization and externally.
- ③ Hyundai Mobis business partners shall share this Code of Conduct or their commitment to comparable sustainable management standards through appropriate corporate communication channels, in a manner that reflects alignment with responsible business practices.

#### B. Appointment of Manager

- ① Hyundai Mobis business partners shall appoint a person responsible for compliance and sustainability work.
- ② Hyundai Mobis business partners shall assign a manager to oversee the planning and execution of compliance and sustainable management activities.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	21/23

### C. Risk Assessment

- ① Hyundai Mobis business partners shall strive to identify risks related to ethics, environmental, labor/human rights, safety/health, and other areas, including compliance, during business operations.
- ② When Hyundai Mobis business partners identify significant risks, they shall prepare and implement plans to mitigate these risks.

### D. Education and Communication

- ① Hyundai Mobis business partners shall promote awareness of the Code of Conduct and applicable legal requirements within their organization, ensuring these principles are understood and upheld to an extent reasonably practicable.
- ② Hyundai Mobis business partners are encouraged to communicate the values and principles of the Code of Conduct within their organization in a way that fits their corporate culture and supports meaningful understanding.


### E. Management of Information

- ① Hyundai Mobis business partners shall record and manage information regarding risks and the current status ethics, Hyundai Mobis Restricted environmental, labor/human rights, safety/health and other relevant compliance areas.

Hyundai Mobis business partners shall make reasonable efforts to disclose relevant information in a transparent and timely manners where required by applicable law or regulations of each country where they operate, or upon request by industry associations or customers with whom they have entered into contractual relationships, unless prohibited by law or contractual obligations.

### F. Operation of Grievance Handling System

- ① Hyundai Mobis business partners shall operate a grievance handling system that allows reporting of breaches of laws and regulations concerning ethics, environmental, labor/human rights, safety/health, compliance and other areas, or violations of individual rights and interests in these areas.
- ② Hyundai Mobis business partners shall ensure that the personal data of whistleblowers and other involved data subjects, including all details of the reports, remain confidential, in compliance with applicable legal provision and requirements. Whistleblowers and other involved data subjects will not be subject to termination, threats, harassment, or other adverse actions for the reason of making a report. Hyundai Mobis business partners shall take appropriate

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	22/23

disciplinary action against anyone who seeks to retaliate against whistleblowers or other involved data subjects.

#### G. Preparation of Relief Plan


- ① If there is damage caused by negative impacts from the business activities in the supply chain, Hyundai Mobis business partners shall prepare a relief considering the scale and severity of the damage.
- ② Hyundai Mobis business partners shall discuss the relief plan with the affected parties and their representatives, ensuring the plan complies with international standards.

#### H. Management of Suppliers (sub-supplier)

- ① Hyundai Mobis business partners shall encourage all supply chain participants, including suppliers and other sub-business partners, involved in planning, designing, selling and manufacturing products and 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 comply with Hyundai Mobis Supply Chain Code of Conduct.
- ② Hyundai Mobis business partners shall make efforts to recommend or induce improvements to companies in the supply chain, such as their suppliers (sub-suppliers) when these companies violated laws and regulations in ethics, environmental, labor/human rights, safety/health, and other compliance areas.

#### I. Compliance with the Code of Conduct

- ① In the event of a written inspection or on-site visit conducted by Hyundai Mobis or by a third party commissioned by Hyundai Mobis to verify compliance of Hyundai Mobis business partners with the Code of Conduct, Hyundai Mobis business partners shall provide all relevant information regarding their compliance to the extent permitted by applicable laws and regulations.
- ② Hyundai Mobis business partners shall prepare and maintain appropriate documentation demonstrating their compliance with the Code of Conduct. Such documentation shall be based on objective and verifiable facts related to their business operations.
- ③ Hyundai Mobis business partners shall endeavor to establish and implement corrective action plans in a timely manner to address and remedy any deficiencies or violations identified during inspections or on-site visits.

	Policy	Document number	Regional Compliance team-2025.01
		Date of Revision	2026.02
	The Code of Conduct for Business Partners of Hyundai Mobis	Revision number	4.0
		page	23/23

## 7. Due Diligence of Supply Chain

- ① In accordance with relevant laws, regulations and international standards, Hyundai Mobis business partners shall identify and assess sustainability risks in the supply chain and oversee the risk mitigation process.
- ② Hyundai Mobis business partners shall prepare a six-stage due diligence procedure in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct.
  - Establish a basic policy for responsible management and integrate this policy into the company's management systems
  - Identify and assess negative impacts (actual and potential risks) on stakeholders throughout business operations
  - Develop and implement a plan to prevent, mitigate or remediate the identified negative impacts
  - Monitor the progress and effectiveness of actions taken to identify, prevent, mitigate or remediate the negative impacts
  - Share and communicate relevant information on policies, procedures and actions related to due diligence with external stakeholders
  - Provide proper measures to address negative impacts or cooperate with others to develop and implement appropriate solutions.

Hyundai Mobis Restricted