

# Guidelines on Diversity of the Board of Directors

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Hyundai Mobis endeavors to compose its Board of Directors with directors from various backgrounds so that the Board can make decisions in consideration of the interests of various stakeholders, including shareholders and customers, and be more sound and professional.

## Expertise

- Professional knowledge or hands-on experiences in the relevant areas, such as finance, economics, business administration, law, accounting and automobile industry

## Diversity

- **Nationality:** The Company selects director candidates with various nationalities to establish an advanced global governance structure.
- **Age:** The Company enhances the efficiency of the Board of Directors by harmonizing experienced leadership with flexibility in response to the changing business environment.
- **Gender:** The Company applies the principle of gender equality in opportunities to operate the Board of Directors from various perspectives.
- **Others:** The Company comprehensively considers other diversity factors, including race, religion and ethnicity.

## Recommendation channels

- To promote various stakeholders' interests, the Company utilizes various independent channels of recommending directors, including the shareholder recommendation system.

In determining the composition of the Board of Directors, the Company confirms whether the composition fully satisfies the foregoing diversity requirements through a “diversity verification” process. The Company will continue to endeavor to represent various stakeholders by forming the Board of Directors that is not biased toward a particular area, and ensure that the Board of Directors operates more effectively for the Company's long-term growth.