

	Policy	Document No	TRADE REGULATION COMPLIANCE TEAM -2023-181
		Revision Date	NOV.2023
	Responsible Sourcing Policy for Minerals	Revision No	1
		Page	1/4

	NO	Establishment (Revision) Date	Content
Revision History	0	NOV.2022	Initial Establishment
	1	NOV.2023	Word correction (Other minerals → Responsible minerals)

[Responsibility]

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	Policy	Document No	TRADE REGULATION COMPLIANCE TEAM -2023-181
		Revision Date	NOV.2023
	Responsible Sourcing Policy for Minerals	Revision No	1
		Page	2/4

Policy

As a global company, Hyundai Mobis fulfills our responsibilities for a sustainable future by actively joining banning the use of conflict minerals and sourcing responsible minerals.

Building a responsible supply chain management system and leading suppliers to participate in it are the most important practices to minimize human rights violations and environmental destruction. Hyundai Mobis considers human rights violations and environmental destruction caused by mineral mining in conflict-affected and high-risk regions as very serious problems.

Thus, we try to eradicate such human rights violations, including the exploitation of child labor, and environmental destruction and protect the health and safety of mine workers.

We will comply with the law and other requirements and continue to improve our management system.

Based on the OECD¹⁾ guideline, the U.S. Securities and Exchange commission's (SEC¹⁾) requirements for companies under the Dodd-Frank Act, and the EU Conflict Minerals Regulation, we continue ethical and responsible management for cobalt and other conflict minerals and lead our suppliers to trade with RMAP²⁾ - certified smelters by presenting the code of conduct.

As such, Hyundai Mobis keeps trying to minimize negative social and environmental effects, such as human rights violations and environmental destruction, which can cause during mineral mining. We also actively share this kind of activity report with various interested parties.

1) SEC : Securities and Exchange Commission

2) RMAP : Responsible Minerals Assurance Process

	Policy	Document No	TRADE REGULATION COMPLIANCE TEAM -2023-181
		Revision Date	NOV.2023
	Responsible Sourcing Policy for Minerals	Revision No	1
		Page	3/4

Conflict minerals

Hyundai Mobis recognizes that conflict minerals (tin, tantalum, tungsten, gold) are mined and distributed in an unethical way that causes human rights violations and environmental destruction in conflict-affected regions (10 African countries, such as the Democratic Republic of the Congo, the Republic of the Congo, Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, and Angola) and prohibits the use of such conflict minerals.

In addition, we have established a basic policy to thoroughly investigate whether products contain conflict minerals and provide customers with products that went through legal and ethical distribution processes. We also run a supplier management process.

We raise our supplier’s awareness of conflict minerals by providing guidelines to them and conduct a regular investigation on the use status of conflict minerals.

Responsible minerals

Hyundai Mobis manages the mineral supply chain comprehensively by designating conflict minerals (tin, tantalum, tungsten, gold) and other minerals that cause human rights violation and environmental destruction in the mining process as target minerals.

We recognize issues of children’s rights violation caused in cobalt mines in the Democratic Republic of the Congo and manage them according to the OECD guidance. In addition, we continue to monitor new controversial minerals and seek additional measures.

	Policy	Document No	TRADE REGULATION COMPLIANCE TEAM -2023-181
		Revision Date	NOV.2023
	Responsible Sourcing Policy for Minerals	Revision No	1
		Page	4/4

Hyundai Mobis will continue to make efforts to ensure that mineral mining does not become a fund source of conflicts and that we purchase minerals while respecting human rights and the environment and fulfilling our social responsibility.

Efforts of Hyundai Mobis

Hyundai Mobis manages conflict minerals (tin, tantalum, tungsten, gold) and major minerals (cobalt) that are illegally mined and distributed.

We will continue to investigate and monitor the responsible mineral purchase of our suppliers. Furthermore, we will continue to try to expand the mineral purchase policy of not using conflict minerals and fulfilling social responsibility to even our suppliers' partners.