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<1> General Rules

1. Purpose

Hyundai Mobis Co., Ltd. (hereinafter referred to as "the Company") establishes and enacts compliance control standards in order to implement fair and transparent business practices and to pursue sound development of the Company and customer trust by observing laws and ordinances and embodying corporate ethics.


2. Definition of Terms

The definition of key terms used in the Compliance Control Standards is as follows:

- 1) 'Compliance Control' refers to the process of all policy-making and control activities of the Company adopted for systematically identifying the various regulations that must be complied with in its business operation, checking the compliance of its employees with laws and regulations, preventing misconduct in advance and systematically responding to various legal risks.
- 2) 'Legal risk' refers to the risk that employees may incur civil, criminal, or administrative responsibility for their failure to comply with the statutes or damage may occur because their contractual effectiveness is not recognized.
- 3) The 'Compliance Officer' refers to a person appointed by the Legal Affairs & Business Coordination Group of the Head Office of the Company or the Head of the subsidiary who performs the duties of conducting the compliance education and training programs, checking compliance with the Compliance Control Standards, and reporting related matters to the Board of Directors.

3. Application

1. The Compliance Standards shall be applied to all operations of the Company and to all activities of its employees.
2. The various regulations of the Company concerned with the Compliance Control Standards shall comply with the Compliance Control Standards, and the Compliance Control Standards shall be applied first, unless otherwise stipulated in the law or the

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articles of association.

4. Establishment and revision

The CEO shall establish and revise the Compliance Control Standards through resolutions of the Board of Directors.

<2> Compliance Control Environment

5. Basic Principles of Organizational Composition and Segregation of Duties


The organizational composition and segregation of work for compliance control shall be designed to ensure the efficiency of compliance control work and the independence of the Compliance Officer, and to clearly define the responsibilities of related employees.

6. Role of Each Authority

1. The Board of Directors shall determine Compliance Control Standards and important matters related thereto. In addition, the Board of Directors shall supervise whether the CEO faithfully reflects the decisions of the Board of Directors and organizes and effectively operates the compliance control system.
2. The CEO shall establish, organize and operate a compliance control system that conforms to the size of the company and the nature of its business and shall supervise its operation in accordance with the decisions of the Board of Directors.
3. The Compliance Officer shall establish and conduct compliance education and training programs, check compliance with the Compliance Control Standards, and report to the Board of Directors or CEO.

7. Appointment and Dismissal of Compliance Officer

1. The Compliance Officer shall be appointed by Tthe CEO through the resolution of the Board of the Directors.
2. The CEO may dismiss the Compliance Officer if he/she has any of the following

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reasons:

- 1) He/she can no longer perform his/her duties due to the physical or mental disability,
- 2) Misconduct involving duties or violation of laws or articles of association is committed,
- 3) He/She causes a loss to the Company intentionally or negligently.
3. Compliance officers shall not be dismissed during his term without due cause, and in the event of his dismissal during his term, sufficient evidence shall be provided to prove the reason for his dismissal.
4. Compliance Officer may express his opinion at the board meeting regarding the dismissal.
5. In the event that the Compliance Officer is dismissed or has resigned due to the expiration of his/her term or resignation, the CEO shall promptly appoint a new Compliance Officer to maintain continuity of the work.

8. Qualification, Terms and Status of Compliance Officer

1. The Compliance Officer shall be selected from those who meet the requirements of Article 542 of the Commercial Act and Article 40 of the Enforcement Ordinance of the same Act.
2. The Auditor or Inspector cannot be a Compliance Officer.
3. The Compliance Officer shall be full-time, with a term of three years, and may serve consecutive terms.

9. The Authority and Responsibility of the Compliance Officer

1. The Compliance Officer shall have the following official authorities:
 - 1) Implementation of compliance education and training programs,
 - 2) Regular or occasional inspections and reports on compliance with the Compliance Control Standards,
 - 3) Request for the collection and submission of information and data, and a request for statements necessary for the performance of the Compliance Officer's duties,
 - 4) Request for compliance of employees with the law and request for suspension,

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improvement or correction of misconduct,


- 5) Request for sanctions against employees who violated the Compliance Control Standards,
 - 6) Attend and state his/her opinion to the Head Office or other places in relation to the Compliance Control duties,
 - 7) Supervision of the organizations assisting the Compliance Control duties,
 - 8) Other matters that the Board of Directors defines as the authority of the Compliance Support Officer.
2. The Compliance Officer may, if necessary, seek advice and assistance from outside experts.
 3. The Compliance Officer shall perform his / her duties with the duty of care of a good manager, and shall not disclose the business secrets of the Company during his/her term of office and even after retirement.

10. Independent Performance of the Compliance Officer

1. The Compliance Officer may report directly and timely to the Board of Directors or CEO about his / her performance of his / her duties.
2. The Compliance Officer may request the CEO to call the Board of Directors to report as described in paragraph 1.
3. The Compliance Officer shall have a position within the Company that allows him/her to independently and effectively perform the compliance support and control duties.
4. The Company must not inflict unfair personnel disadvantage on current or past Compliance Officers for reasons related to the performance of their duties.

11. Restrictions on the Concurrent Holding of Positions of the Compliance Officer

The Compliance Officer are not allowed to take charge of any sales-related duties that may affect the performance of the compliance-related performance.

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<3> Compliance Control Activity

12. Assessment of Legal Risks

1. The Board of Directors shall establish and operate the Compliance Control Standards for an integrated legal risk assessment and management system that works effectively under the overall risk management system of the Company.
2. The Compliance Officer shall examine the magnitude and frequency of legal risks to determine the likelihood of occurrence of illegal acts and to classify major legal risk. If the Compliance Officer asks for cooperation for the above categorization work, the relevant departments and employees shall respond promptly and sincerely.

13. Management of Legal Risks

1. Executives and employees shall be familiar with and comply with domestic and foreign laws and regulations, compliance control standards and various internal regulations of the Company related to legal risks in their work.
2. When an employee discovers a violation of the law or the Compliance Control standards, he/she shall immediately report it in accordance with the procedures prescribed by the Compliance Control Standards, and shall not engage in or cooperate with such violation.
3. The relevant departments and the Compliance Officer shall take measures to ensure that the legal risk is not transferred or expanded to other departments.
4. The Compliance Officer shall enable the employees to properly recognize and understand their obligations under the Paragraphs 1 and 2, based on the legal risk assessment.

14. Operation of Compliance Education and Training Programs

1. The Compliance Officer shall design and implement concrete and systematic compliance education and training programs in order to identify the legal risks related to the duties handled by the employees in advance and to respond appropriately.

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2. The Compliance Officer shall provide the following compliance trainings for all employees for a certain period of time :
 - 1) Regular Compliance Training: Regular compliance training for all employees
 - 2) Compliance training at hiring: Compliance training that must be carried out before job placement for newly hired employees
 - 3) Special Compliance Training: Compliance training for departments where high legal risks are expected or otherwise required
3. The Compliance Officer may conduct the compliance education under Paragraph 2 by using 'Internet Remote Education' using information communication media.
4. The Compliance Officer shall assess the effect and effectiveness of the compliance education and training programs and, if necessary, conduct surveys on the improvements.
5. In addition to the operation of the education and training programs, the Compliance Officer may operate a counseling program for employees who are highly exposed to legal risks in their work.

15. Routine Compliance Support

1. The Compliance Officer shall provide legal consulting services to employees at all times, and if the employees perform their duties closely related to legal risks such as concluding a contract, they may consult with the compliance officer in advance.
2. The Compliance Officer shall establish a reporting procedure for the employee who discovers a violation of the law or the Compliance Control Standards.
3. The CEO shall establish a system that enables the employees to communicate smoothly with the Compliance Officer regarding the legal risks or compliance-related issues raised at work.

16. Autonomous Compliance Check by Employees

1. Each department shall voluntarily establish a compliance check plan including compliance education and periodically evaluate the self-check status.
2. Each department shall create and manage a checklist for effective autonomous compliance check.

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3. The Compliance Officer shall guide the establishment of the compliance check plan of each department under the Paragraph 1 and evaluate the self-check status.

17. Compliance Check by Compliance Officer


1. The Compliance Officer shall establish and operate a compliance inspection system that checks the compliance of all employees with the Compliance Control Standards.
2. Compliance inspections conducted by the Compliance Officer include regular, occasional, and special inspections.
3. The Compliance Officer may standardize the report or report items specific to each department for efficient compliance check, and if necessary, make it mandatory to report specific matters.
4. The Compliance Officer shall report the results of the compliance check to the Board of Directors.
5. While checking the compliance status, if necessary, tThe Compliance Officer may notify or consult the auditor.

18. Internal Report

1. The CEO may establish an whistleblowing system that allows the employees to directly report to the Compliance Officer about misconduct or unfair business practices of other employees.
2. Any person who receives or processes the whistleblower's report shall maintain confidentiality of the personal information and the contents of the report.
3. If the whistleblower reports misconduct or unfair practices involving him/her, his/her misconduct or unfair practices may be extenuated, and all whistleblowers shall not be subject to any unfair personnel disadvantages for whistleblowing.

19. Handling Violation

1. The Compliance Officer shall notify the person in charge of the relevant department or report to the CEO upon discovering a violation of the Compliance Control Standards or the law, and may request appropriate measures such as stop, improvement, correction or restriction. And if necessary, may prepare and suggest a

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comprehensive countermeasure to the CEO. However, in case of emergency, the Compliance Officer, by his/her own judgment, may take necessary measures such as requesting the employee to stop, improve, or correct the misconduct before reporting or suggesting as described above.

2. The Company shall take appropriate sanctions against those who have violated the Compliance Control Standards or the law in accordance with the gravity of the misconduct.
3. The Compliance Officer may prepare measures to prevent a recurrence of the same or similar misconduct and propose to the Board of Directors or CEO. When the proposed measures are adopted, the Compliance Officer shall notify the relevant and related departments and shall incorporate them in the related programs and policies at revision.


20. Delivery and Management of Information and Materials

1. A Compliance Officer may request that employees of the corresponding department submit the necessary information and materials in a form that is available for the compliance work. Employees who are requested by the Compliance Officer shall respond promptly and sincerely.
2. The Compliance Officer shall establish an integrated information management system to systematically organize and securely store information and data related to compliance control.
3. The information or data generated by the compliance control system shall be stored for more than three years.

<4> Validity Assessment

21. Standards and Procedures for Validity Assessment

1. The Board of Directors shall regularly examine the Compliance Control Standards and related systems for the effectiveness of their design and operation, to seek

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improvement measures if they need to be supplemented or improved.

2. The Compliance Officer shall conduct his/her own assessment on the effectiveness of the compliance support and inspection system and reports the results to the Board of Directors.
3. The Board of Directors may conduct an annual assessment of the effectiveness of the compliance system across the Company, apart from the self-assessment conducted by the Compliance Officer.
4. In assessing the effectiveness, an empirical review of the adequacy and effectiveness of the contents of the Compliance Control Standards • the evaluation and management system of legal risks • compliance check and reporting system • independent work system of the Compliance Officers • sanctions system against misconduct shall be made.

22. Follow-up Actions to Validation Assessment

1. The Board of Directors shall establish an improvement measure for defects and inadequacies based on the results of the validity assessment. For this, The Board of Directors shall hear the opinions of the Compliance Officer.
2. The CEO shall take the improvement measures established as the result of the validity assessment.


<5> Others

23. Employee Rewards

The Compliance Officer may recommend to reward or promote employees who are deemed to have contributed to the prevention and reduction of damages to the company by faithfully complying with the Compliance Control Standards.

24. Details

The Compliance Officer may set the details necessary for the implementation of the

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Compliance Control Standards.

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1. Effective Date

The Compliance Control Standards shall take effect on the date of approval by the Board of Directors.