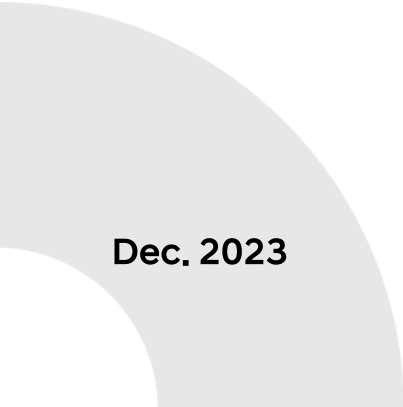


# RESPONSIBLE MINERALS REPORT

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The issues related to illegally mined minerals, such as tin, tantalum, tungsten, gold, and cobalt, from conflict-affected and high-risk regions like the Democratic Republic of the Congo and adjacent countries have constantly been raised, which has resulted in a growing call for companies to purchase minerals with responsibility.

Various parts that contain tin, tantalum, tungsten, gold, and cobalt are used in products produced by Hyundai Mobis.

Therefore, as a global company with the vision “Innovation for Humanity, Mobility for Tomorrow,” Hyundai Mobis continues to try to establish a management system for responsible use of minerals, encourage suppliers to participate in it and improve the environment and human rights in conflict-affected and high-risk regions. We would like to show our effort through this report.

(Activity period: 1 Jan. - 31 Dec. 2023)

## 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 OECD guideline, the U.S. Securities and Exchange commission's (SEC<sup>1)</sup>) 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 RMAP<sup>2)</sup>-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

## 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.

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.

Hyundai Mobis manage 3TG (tin, tantalum, tungsten, gold) that are mined and distributed in an unethical or illegal way 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 other minerals with global issues, such as child labor and environmental destruction.

## Major minerals

### Conflict minerals

#### 1) Tin (symbol: Sn)

- Tin is mainly used in soldering and plating and now widely used in most electronic and electrical products and parts
- It is mainly produced in some central African countries, China, and Indonesia

#### 2) Tantalum (symbol: Ta)

- Tantalum is widely used in electronic and electrical products requiring high reliability in extreme conditions
- It is used in electrical parts and precision alloys applied to electronic products, automobiles, and aerospace products

#### 3) Tungsten (symbol: W)

- Tungsten is widely used through the electronic, automobile, aerospace industries thanks to its high strength and melting point
- It is widely used for compounds or alloys, especially bulb filaments

#### 4) Gold (symbol: Au)

- Gold is widely used in IT and semiconductor components, medical devices, plating, PCB
- As a precious metal, it is also used in decorative products

### Responsible minerals

#### 1) Cobalt (symbol: Co)

- Cobalt is mainly used in lithium-ion batteries for electric vehicle and mobile phone
- It does not belong to four major conflict minerals but is closely related to conflict minerals. It has emerged as a subject of international attention due to human rights violation issues in small-scale mining processes

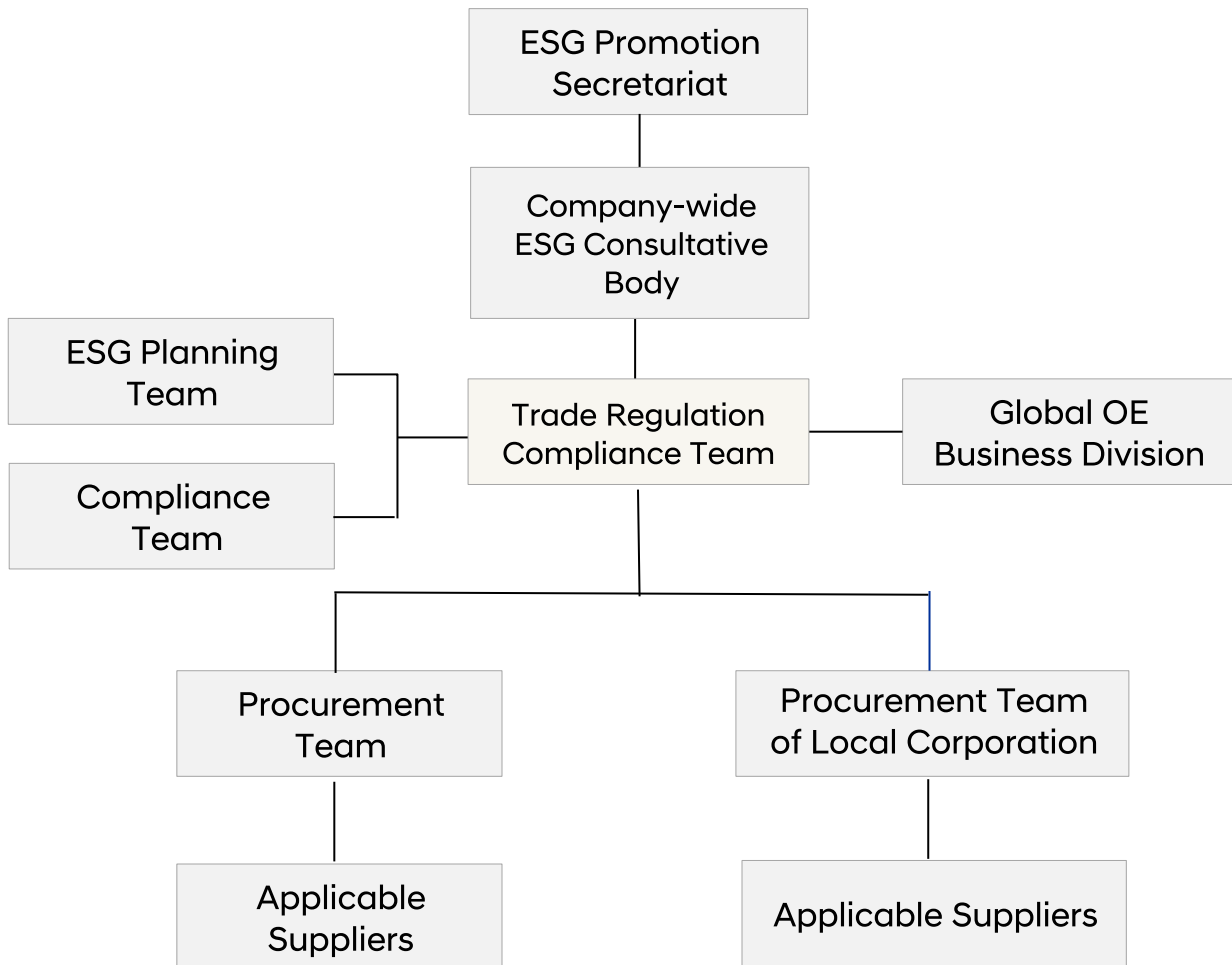
#### 2) Mica

- Unlike other minerals, mica is a compound that contains various elements such as potassium, magnesium, iron, and sodium. Ground mica and micanite are typical
- Ground mica is used for raw materials of construction cement and paint, and micanite is used for insulators of electrical products and vehicle plating

# Responsible Mineral Management Organization

Hyundai Mobis runs a management process to comply with policies relevant to responsible minerals, including conflict minerals, and fulfill our social responsibility.

The Trade Regulation Compliance Team of the Procurement Division continues to manage and inspect responsible mineral risks of suppliers through cooperation with each procurement team. It also works closely with relevant departments, such as ESG Planning Team, Compliance Team, and Global OE Business Division.



Hyundai Mobis supports the OECD guideline.

We obtain suppliers' use status of conflict minerals and cobalt and data for smelters in our supply chain by introducing CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template) provided by RMI\*.

We also run a management process for responsible mineral procurement. For example, we require our suppliers to deal with RMAP-certified smelters according to our conflict minerals policy.

	<p>Management Process Establishment</p>	<ul style="list-style-type: none"> <li>✓ Establishment of Code of Conduct and Conflict Mineral Policy</li> <li>✓ Establishment of Cooperation System in Related sector</li> </ul>
	<p>Enhancement of awareness</p>	<ul style="list-style-type: none"> <li>✓ Increase awareness of executives and employees and partner companies (education, etc.)</li> <li>✓ Code of Conduct Pledge</li> <li>✓ ESG Sustainability Risk Diagnostics</li> </ul>
	<p>Risk in the supply chain Identification and evaluation</p>	<ul style="list-style-type: none"> <li>✓ Investigation on Dispute Minerals/Responsible Minerals Usage</li> <li>- Receiving CMRT and EMRT data (written due diligence)</li> <li>- Risk assessment for partner companies</li> </ul>
	<p>Risk response Establishing a strategy</p>	<ul style="list-style-type: none"> <li>✓ Request for improvement of RMAP Uncertified smelter</li> <li>✓ Monitoring Improvements</li> </ul>
	<p>Report on implementation</p>	<ul style="list-style-type: none"> <li>✓ Sustainability Report</li> <li>✓ Responsible Mineral Management Report</li> <li>✓ Customer Response</li> </ul>

- RMI (Responsible Mineral Initiative)  
: a global initiative for responsible mineral procurement



## Building a management system and raising awareness

Hyundai Mobis established norms for obtaining lawful raw materials and prepared a responsible mineral procurement policy in ‘Hyundai Mobis Code of Conduct’ and ‘Code of Conduct for Business Partners’. We are posting the content on our website.

In addition, we request suppliers to join our movement by drawing written promises for compliance with the code of conduct or specifying provisions related to such compliance in our parts supply agreement.

We try to expand our responsible mineral procurement policy to even our suppliers by adding items related to conflict minerals in ‘ESG Sustainability Risk Self Assessment’ and reflecting such items in supplier evaluation.

As a partner for mutual growth, we will conduct constant training and actively share information with interested parties to increase suppliers’ competitiveness and raise the awareness of executives, staff, and suppliers for the importance of supply chain ESG management.



HYUNDAI MOBIS	명 목	문자번호	발행일자
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**정책**

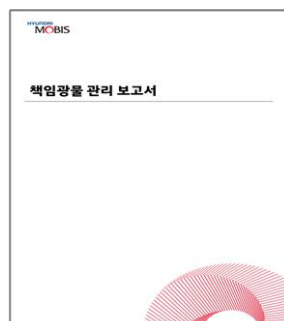
현대모비스는 본정책을 서명, 금지 및 책임있는 구매 조항에 적극 동참함으로써 지속 가능한 미래를 위해 긍정적인 기여를 하고 있습니다.

책임있는 구매를 위한 제정된 구매정책, 이를 위한 협력사의 활동을 지원하며, 이는 모든 이해관계자들과 협력하는 가장 중요한 활동입니다.

이들 위해 현대모비스는 본정책 및 구매정책에 대한 교육 제공을 통해 여기서는 안 권고되며 환경 리스크를 매우 심각한 문제로 인식하고, 공급 과정에서 발생하는 이물, 노물 잔여 등의 안전문제 및 환경 리스크를 근절하고, 재공 노물사용의 간 유출 안전을 보호하기 위해 노력하고 있습니다.

또한 현대모비스는 법규 및 기타 요구사항을 준수하고, 관리체계를 지속적으로 개편해 나가고 있습니다.

OECD 가이드라인 및 미국 도드-프랭크 규제개혁법에 따른 미국 증권거래위원회(SIC) 7의 기업에 대한 요구사항, EU의 분쟁광물 규제 용융 기르노드 규정 등을 및 글로벌 물품 구매 관리에 있어 책임있는 구매를 준수하기 위해 지속적으로 노력하고 있으며, 이러한 활동 내용은 보고서에 다양한 이해관계자에게 적극적으로 공유하고 있습니다.



## Risk Identification and evaluation within the supply chain

Hyundai Mobis investigated the status of conflict minerals and cobalt for 272 suppliers related to HKMC’s main electric vehicles and 223 suppliers related to products ordered by global OEs. We received CMRT and EMRT data from sub-suppliers that use conflict minerals and cobalt and analyzed them.

During data analysis, we perform risk assessments for suppliers according to whether they trade with RMAP-certified smelters and raise data consistency by reinvestigating supplier’s transactions for prohibited smelters or smelters with information errors.

(Unit: Number)

Category	Hyundai Motor and Kia	Global OE
Suppliers investigated	272	223
Suppliers Using Minerals *)	99	110
tantalum	17	23
Tin	84	104
Gold	68	58
tantalum	29	38
cobalt	32	28
mica	4	2

\* Includes suppliers for overlapping use of minerals

## Prepare a risk response strategy

Hyundai Mobis conducts risk assessments for suppliers according to whether they trade with RMAP-certified smelters. For suppliers with high risk, we induce them to transact with RMAP-certified smelters and monitor improvements.

In addition, as the focus of the automotive market has changed from internal combustion engine vehicles to eco-friendly ones (electric cars, hydrogen cars), we will gradually expand investigation to the latter and manage risks.

## Report activities

Hyundai Mobis has disclosed our various ESG-related activities and results through an annual sustainability report and is posting the conflict mineral management report on our website this year.

In this way, we will communicate with all interested parties, such as clients, members, and shareholders, and strive to create greater corporate value by making constant changes and innovations.

We will also strengthen communication by releasing reports according to the requirements of the international society.