

# Guidelines on Independence of Independent directors

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Hyundai Mobis composes the majority of its directors with independent directors.

In order to ensure the independence of independent directors, the Company applies stricter standards than those of the Korean Commercial Code and establishes independence requirements based on global regulations. The Board of Directors verifies the independence of each director candidate and incumbent director based on such requirements.

Independent directors are the directors who are not engaged in the ordinary business of the Company and shall not fall under any of the following:

- ① Independent director who is not a director, executive or employee who engages in ordinary businesses of the Company at the present or during the past two (2) years
- ② Independent director who is not the largest shareholder, or spouse or lineal ascendants/descendants of the largest shareholder.
- ③ Independent director who is not the company's director, auditor, executive or employee if the largest shareholder is a company.
- ④ Independent director who is not a spouse or lineal ascendants/descendants of the Company's director, auditor or executive.
- ⑤ Independent director who is not a director, auditor, executive or employee of the Company's parent company or subsidiary.
- ⑥ Independent director who is not a director, auditor, executive or employee of a company having considerable interests in the Company such as business relationship with the Company.
- ⑦ Independent director who is not a director, auditor, executive officer or employee of other company for which the Company's director, executive or employee serve as a director or executive.
- ⑧ Independent director who is not engaged in a personal transaction or service agreement with the Company or the senior management of the Company.
- ⑨ Independent director who does not have an interest in a non-profit organization that receives a substantial donation from the Company.

In addition to the foregoing, the Board of Directors will comprehensively take into account in its determination of independence what kinds of material relationship the independent director has with the Company, including the domestic and global environment as well as the overall circumstances of the director and the Company.