

	<b>Hyundai Mobis Deforestation Prevention Policy</b>	Document Number	Green Strategy Team-2023-02
		Establishment /Revision Date (Revision No.)	2023.06.28 (0)

## Contents

1. Overview
2. Basic Principle
3. Management System
4. Cooperation
5. Addendum

Hyundai Mobis Co., Ltd.

Revision History	No.	Date of Establishment/ Revision	Enforcement Date	Description
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## 1. Overview

### A. Purpose of Establishment

Hyundai Mobis establishes and declares this deforestation prevention policy to prevent deforestation caused by business activities and protect forests in all countries and regions where Hyundai Mobis operates its business.

### B. Scope of Application

The policy shall apply to all business sites belonging to Hyundai Mobis, such as the headquarters, R&D centers, domestic and overseas manufacturing factories, parts centers, distribution centers, and subsidiaries. In addition, Hyundai Mobis shall recommend stakeholders in business relations with the company, such as suppliers and partners, to conform to the basic principle of the policy.

## 2. Basic Principle

Hyundai Mobis shall make an effort to prevent deforestation throughout the overall business activities, such as purchase and procurement of raw materials, production, distribution, sales, discard, and collection of products. The company shall not operate business sites in areas with valuable forest and shall perform activities to prevent negative effects on forests in its business sites and nearby areas and conserve/restore forests of the local community.

### A. Goal

Hyundai Mobis shall do its best to achieve no net deforestation by preventing and minimizing deforestation and promoting reforestation in its business sites and nearby areas.

### B. Protected Area

Hyundai Mobis shall designate areas with valuable forests as protected areas, comprehensively considering domestic and overseas laws and regulations on forest protection, protected areas defined by the International Union for Conservation of Nature (IUCN), and the historical, cultural, scientific, and educational values of forests, and perform protection activities. If its business site is located in the country or the region which international treaties and laws are in force, the company shall prioritize to comply with the laws and the regulations of the country or the region where the site is located.

\* IUCN protected area category

① International Conservation Area (IUCN Category Ia etc.): an area where a natural ecosystem recognized by the international community is established, and various species prosper, which can be destroyed even by the slightest human influence

② Wilderness Area (IUCN Category Ib etc.): an area that maintains the natural ecosystem of the pristine wilderness and is inhabited by indigenous communities with lifestyle of the pristine wilderness, which allows only minimal impact for educational/scientific purposes

③ National Protected Area (IUCN Category II etc.): an area that is designated at the national level to permanently preserve the ecosystem formation process, which plays an important role in faith, science, education, and tourism, as well as the protection of native animals and plants

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		Establishment /Revision Date (Revision No.)	2023.06.28 (0)

④ Natural and Cultural Relics Area (IUCN Category III etc.): a natural ecosystem that is formed naturally or by religion and culture, which is valuable from archaeological, anthropological, historical, and geographical perspectives

⑤ Habitat and Species Management Area (IUCN Category IV etc.): an area that is designated by the international communities, countries, and local organizations to protect species and habitats, which requires active management to promote biodiversity

### 3. Management System

#### A. Protection Procedure

To achieve the goal of this policy, Hyundai Mobis shall investigate the status of forests in its business sites and nearby areas and analyze risks caused by business activities and carry out activities to mitigate and improve the risks according to the result of the analysis.

##### ① Investigation and Risk Analysis

If required by the laws and the regulations of the country and the region where Mobis operates its business, if concerns about deforestation are raised, or if necessary, Hyundai Mobis shall investigate the status such as the characteristics and destruction of forests in its business sites and nearby areas. The company shall identify potential risks based on the result of the investigation and analyze the influence of business activities on the region's forests.

##### ② Implement of Protection Activities

Hyundai Mobis shall classify forest protection activities into prevention, minimization, restoration, and offsetting stages and establish and implement plans according to the analysis result. When identifying potential risks related to deforestation, the company shall prevent deforestation and minimize negative effects if inevitable. If forests are destroyed by business activities, or if it is inevitable to destroy forests due to the characteristics of the business, the company shall restore forests in the region as much as possible and prevent net destruction by making alternative forests in other regions.

#### B. Governance

Hyundai Mobis shall manage and supervise the status of deforestation prevention through a committee or management meeting, where the chief decision-maker or the decision-maker of major divisions participate, or a working-level meeting hosted by the decision-maker of a division in charge of deforestation prevention. The company shall discuss related pending issues and measures and check the result of conservation and restoration activities through the ESG meeting where the management, including the CEO and the head of BUs/divisions, participates. In addition, the company shall establish an organization to carry out tasks related to deforestation prevention, such as establishment and revision of the policy, establishment and implementation of plans, risk analysis, and external communication.

	<b>Hyundai Mobis Deforestation Prevention Policy</b>	Document Number	Green Strategy Team-2023-02
		Establishment /Revision Date (Revision No.)	2023.06.28 (0)

## 4. Cooperation

### A. Information Disclosure

Hyundai Mobis shall disclose information about major forest conservation and restoration activities and the results through its website, sustainability report, or a separate channel and select a way for executives and staff and external stakeholders to easily access to and clearly understand the information.

### B. Cooperation with Stakeholders

Hyundai Mobis shall cooperate with external stakeholders, such as central and local governments, professional organizations, nonprofit organizations, suppliers, and partners, to preserve and restore forests in its business sites and nearby areas. When planning and performing conservation and restoration activities, the company shall enhance the effectiveness of such activities by reflecting the external organization's expertise in forests and the characteristics of local communities.

## 5. Addendum

This deforestation prevention policy shall be enacted and take effects on June 28, 2023.

Hyundai Mobis Restricted