
	Hyundai MOBIS Biodiversity Protection Policy	Document Number	Green Strategy Team-2023-01
		Establishment /Revision Date (Revision No.)	2023.06.28 (0)

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1. Overview

A. Purpose of Establishment

Hyundai Mobis establishes and declares this biodiversity protection policy to prevent degradation and loss of biodiversity caused by business activities and protect biodiversity 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 protect biodiversity 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 biodiversity and shall perform activities to prevent negative effects on biodiversity in its business sites and nearby areas and preserve/restore the biodiversity of the local community.

A. Goal

Hyundai Mobis shall do its best to achieve no net loss for biodiversity by preventing and minimizing degradation and loss of biodiversity in its business sites and nearby areas. In the mid-and long-term, the company shall try to have a net positive impact on the biodiversity of the local community by implementing investments and activities for the preservation and restoration of biodiversity.


B. Protected Area

Hyundai Mobis shall designate areas with valuable biodiversity as protected areas, comprehensively considering domestic and overseas laws and regulations on biodiversity protection and protected areas defined by the International Union for Conservation of Nature (IUCN), and distribution of endangered species and rare species, 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

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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

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 biodiversity 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

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If required by the laws and the regulations of the country and the region where Hyundai Mobis operates its business, if concerns about degradation and loss of biodiversity are raised, or if necessary, Hyundai Mobis shall investigate species and their distribution, rare species, and indigenous species 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 biodiversity.

② Implement of Protection Activities

Hyundai Mobis shall classify biodiversity protection activities into prevention, minimization, restoration, and offsetting stages and establish and implement plans according to the analysis result. When potential risks related to biodiversity are identified, the company shall prevent the negative effects of business activities on biodiversity and minimize negative effects if inevitable. If biodiversity is degraded or damaged by business activities, or if it is inevitable to degrade or damage biodiversity due to the characteristics of the business, the company shall restore biodiversity in the region as much as possible and prevent a net loss by making alternative ecosystems in other regions.

B. Governance

Hyundai Mobis shall manage and supervise the status of biodiversity protection 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 biodiversity protection. 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 biodiversity protection, such as establishment and revision of the policy, establishment and implementation of plans, risk analysis, and external communication.

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4. Cooperation

A. Information Disclosure

Hyundai Mobis shall disclose information about major biodiversity protection 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 prevent degradation and loss of biodiversity and preserve and restore biodiversity in its business sites and nearby areas. When planning and performing biodiversity protection activities, the company shall enhance the effectiveness of such activities by reflecting the external organization's expertise in biodiversity and the characteristics of local communities.

5. Addendum

This biodiversity protection policy shall be enacted and take effects on June 28, 2023.

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