

FACTBOOK

HYUNDAI MOBIS SUSTAINABILITY REPORT 2025

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Corporate Overview

Sustainable Technology Development

R&D Expenses

| | Unit | 2022 | | 2023 | | 2024 | |
|--------------------|-----------------|--------------|--------|--------------|--------|--------------|--------|
| | | Consolidated | | Consolidated | | Consolidated | |
| R&D expenses | KRW 100 million | | 13,709 | | 15,925 | | 17,486 |
| R&D to sales ratio | % | | 2.6 | | 2.7 | | 3.1 |

R&D Employees

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| R&D employees | Persons | 5,273 | ~ | 1,447 | 6,720 | 5,718 | ~ | 1,516 | 7,234 | 5,899 | ~ | 1,558 | 7,457 |
| R&D employees out of total employees ¹⁾ | % | 45.3 | ~ | 6.7 | 20.3 | 47.2 | ~ | 6.3 | 19.9 | 47.9 | ~ | 6.4 | 20.4 |

1) Excluding employees at domestic subsidiaries

Patent Application¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Patents granted (cumulative ²⁾) | Cases | 4,096 | ~ | 2,952 | 7,048 | 4,417 | 189 | 3,532 | 8,138 | 4,494 | 65 | 4,596 | 9,155 |
| New patent applications filed | | 1,453 | ~ | 1,488 | 2,941 | 1,529 | 15 | 673 | 2,217 | 1,368 | 3 | 1,007 | 2,378 |

1) Based on the date of filing

2) Cumulative patent registrations made over the past 10 years, combined figure of the HQ and overseas subsidiaries (2,378 cases when subsidiaries are counted separately)

Core Parts Orders Awarded

| | Unit | 2022 | | 2023 | | 2024 | |
|---|-------------|--------------|-------|--------------|-------|--------------|-------|
| | | Consolidated | | Consolidated | | Consolidated | |
| Core parts ¹⁾ orders awarded | USD million | | 4,652 | | 9,216 | | 2,569 |

1) Core parts: Electronics, lamps, chassis, electrification

Corporate Governance

Business Performance and Distribution

| | Unit | 2022 | 2023 | 2024 |
|---|-------------|--------------|--------------|--------------|
| | | Consolidated | Consolidated | Consolidated |
| Assets | KRW million | 55,406,698 | 58,585,845 | 66,596,905 |
| Liabilities | KRW million | 17,599,066 | 17,930,546 | 20,478,673 |
| Equity | KRW million | 37,807,632 | 40,655,299 | 46,118,232 |
| Sales | KRW million | 51,906,293 | 59,254,361 | 57,236,995 |
| Ratio of sales from electrification parts | % | 18.6 | 20.7 | 11.7 |
| Gross profit | KRW million | 5,987,154 | 6,762,174 | 8,062,628 |
| Operating expenses | KRW million | 49,879,762 | 56,959,077 | 54,163,539 |
| Operating profit | KRW million | 2,026,531 | 2,295,284 | 3,073,456 |
| Profit before taxes | KRW million | 3,362,612 | 4,444,854 | 5,264,476 |
| Net income | KRW million | 2,487,244 | 3,423,309 | 4,060,161 |
| Income taxes | KRW million | 875,368 | 1,021,545 | 1,204,315 |
| Shareholder dividends | KRW million | 367,094 | 407,320 | 539,545 |
| Interest expenses | KRW million | 75,646 | 150,110 | 129,284 |

Audit Committee

| | Unit | 2022 | 2023 | 2024 |
|--|-------|--------------|--------------|--------------|
| | | Consolidated | Consolidated | Consolidated |
| Average attendance of independent directors at Audit Committee meetings | % | 100 | 100 | 100 |
| Hours of audit-related training provided by specialized organizations to the Audit Committee ¹⁾ | Hours | 7.5 | 7.5 | 9.0 |

1) Sum of total training hours without reflecting the number of participants (1.5 hours x number of sessions)

External Audits

| | Unit | 2022 | 2023 | 2024 |
|---|-------------|--------------|--------------|--------------|
| | | Consolidated | Consolidated | Consolidated |
| Audit service fees | KRW million | 2,200 | 2,610 | 2,666 |
| Non-audit service fees | KRW million | 68 | 54 | 85 |
| Ratio of audit service fees to non-audit service fees | % | 3.1 | 2.1 | 3.2 |

Corporate Governance

Compensation for the Highest-paid Individual and the CEO

| | Unit | 2022 | 2023 | 2024 |
|---|-------------|--------|--------|--------|
| | | Parent | Parent | Parent |
| Total annual compensation for the highest-paid individual | KRW million | 3,625 | 4,000 | 4,431 |
| Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees ¹⁾ | Times | 32.2 | 31.1 | 31.2 |
| Percentage increases in annual total compensation for the highest-paid individual ²⁾ | % | ~ | 10.3 | 10.8 |
| Percentage increases in median annual total compensation for all employees | % | 12.5 | 14.5 | 10.4 |
| Percentage increases in annual total compensation for the highest-paid individual to the median annual total compensation for all employees ²⁾ | % | ~ | 71.3 | 103.4 |
| Total annual compensation for the CEO | KRW million | 1,471 | 1,624 | 1,797 |
| Average annual total compensation for all employees excluding the CEO | KRW million | 108 | 123 | 136 |
| Ratio of the annual total compensation for the CEO to the average annual total compensation for all employees | Times | 13.6 | 13.2 | 13.2 |
| Median annual total compensation for all employees excluding the CEO | KRW million | 112 | 129 | 142 |
| Ratio of the annual total compensation for the CEO to the median annual total compensation for all employees | Times | 13.1 | 12.6 | 12.6 |

1) Median annual total compensation for all employees excluding two co-CEOs

2) Compensation data on the highest-paid individual and the CEO has been disclosed since 2022

Shareholder Value Enhancement

| | Unit | 2022 | 2023 | 2024 |
|---|-----------------|--------------|--------------|--------------|
| | | Consolidated | Consolidated | Consolidated |
| Shares outstanding | Shares | 94,289,068 | 93,659,068 | 92,999,068 |
| Common shares | Shares | 92,010,164 | 90,668,643 | 90,490,640 |
| Preferred shares | Shares | 3,974 | 3,974 | 3,974 |
| Treasury shares | Shares | 2,274,930 | 2,986,451 | 2,504,454 |
| Shares held by the Employee Stock Ownership Association | Shares | 257,681 | 360,566 | 668,632 |
| Percentage of shares held by the Employee Stock Ownership Association | % | 0.27 | 0.38 | 0.72 |
| Dividends | KRW 100 million | 3,671 | 4,073 | 5,395 |
| Shares repurchased | KRW 100 million | 3,132 | 1,465 | 1,630 |
| Shares cancelled | KRW 100 million | 625 | 1,465 | 1,630 |
| Amount of shareholder return | KRW 100 million | 6,803 | 5,538 | 7,025 |
| Percentage of shareholder return ¹⁾ | % | 27.4 | 16.2 | 17.3 |
| Voting rights present at the AGM | Shares | 71,894,589 | 74,093,630 | 77,041,715 |

1) Amount of shareholder return (dividends paid+shares repurchased)/net income × 100

Environment

Environmental Management

Environmental Non-compliance¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|-------|-----------|-----------------------|-----------------------|-----------|--------|-----------------------|-----------------------|-------|---------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Incidences of regulatory non-compliance | Cases | 1 | ~ | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Total penalties | KRW | 1,000,000 | ~ | 0 | 1,000,000 | 0 | 0 | 0 | 0 | 800,000 | 0 | 0 | 800,000 |
| Liabilities related to environmental regulations | KRW | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ |

1) Parent data based on the same criteria as the ones specified in 3. Matters Related to Sanctions, Etc. - A. Status of Sanctions by Investigation-Judicial Authorities (p.353) in the 2025 Annual Report

Environmental Training

| | Unit | 2022 | | 2023 | | 2024 | |
|---|---------|--------|--------|--------|--------|--------|--------|
| | | Parent | | Parent | | Parent | |
| Completion rate of environmental training | % | | 70.0 | | 55.0 | | 45.1 |
| Employees subject to training | Persons | | 10,798 | | 11,726 | | 11,388 |
| Employees who completed training | Persons | | 7,561 | | 6,448 | | 5,138 |

GHG, Energy, and Electrified Product Targets

GHG Management Targets

Our 2045 net-zero goal aligns with the scenario to limit global warming below 1.5°C, based on 2019 GHG emission, calculated under the GHG Protocol.

Key reduction efforts include RE transition and supply chain emission management. The target was set based on the requests, demands and communication made with and from stakeholders, such as the government, customers, etc.

| | Base Year | Unit | 2030 Target | 2040 Target | 2045 Target |
|---|-----------|---------------------|--------------|--------------|--------------|
| | | | Consolidated | Consolidated | Consolidated |
| Progress rate for Net-Zero target ¹⁾ | | % | 30 | 80 | 100 |
| Operation-level rate (Scope 1 + 2) | 2019 | % | ~ | 100 | 100 |
| GHG emissions target (Scope 1 + 2) | | tCO ₂ eq | 268,062 | 0 | 0 |
| Accumulated emission target (Scope 1 + 2) | | tCO ₂ eq | 114,884 | 382,946 | 382,946 |

1) Overall target including Scope 3 emissions

Energy Management Targets¹⁾

Hyundai Mobis set its 2040 RE100 goal, targeting to transition 100% of the electricity used in operations to RE by 2040.

This goal was set in consideration of the current RE policies and directions, based on the location of the productions and energy mix status.

The company also considered communication results, requests made by outside stakeholders such as customers.

| | Unit | 2022 | 2023 | 2024 | 2030 Target | 2040 Target |
|------------------|---|---------------------------------------|------------------------------|--------------|--------------|--------------|
| | | Consolidated (partial ²⁾) | Consolidated | Consolidated | Consolidated | Consolidated |
| Renewable energy | Annual renewable energy consumption / transition target | TJ | 404 | 557 | 954 | ~ |
| | | MWh | 42,083 | 58,039 | 99,356 | ~ |
| | Progress towards achieving RE100 in 2040 ³⁾ | % | 7.3 (5.4% when consolidated) | 9.4 | 12.9 | 65 |

1) Reported since 2022

2) Domestic subsidiaries excluded

3) (Total renewable energy use and transition / total electricity consumption) × 100, Total electricity consumption: Consumption of non-renewable energy (electricity) and renewable energy (electricity)

Sales target for Electrified Products

The company set a goal to achieve a 15.5% CAGR of electrified parts revenue by 2031 (based on 2024 estimation).

| | Base Year | Unit | 2022 | 2023 | 2024 | ~2031 Target |
|---------------|----------------|-----------------|--------|---------|---------|---|
| | | | Parent | Parent | Parent | Consolidated |
| Progress rate | | % | 114.3 | 107.3 | 62.4 | |
| Sales target | Reporting year | KRW 100 million | 84,641 | 114,102 | 107,241 | Achieve 15.5% CAGR (based on 2024 estimation) |
| Sales result | | KRW 100 million | 96,759 | 122,476 | 66,938 | |

GHG Management

GHG Emissions (Scope 1+2)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|---|---|---|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ¹⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| By scope | Scope 1 emissions | tCO ₂ eq | 7,395 | 15,824 | 32,338 | 55,557 | 7,434 | 14,850 | 30,511 | 52,795 | 7,817 | 14,687 | 30,487 | 52,991 |
| | Operations subject to emissions trading regulations | tCO ₂ eq | 7,395 | 9,301 | ~ | 16,696 | 7,434 | 8,409 | ~ | 15,843 | 7,817 | 8,322 | ~ | 16,139 |
| | Percentage of operations subject to emissions trading regulations | % | 100 | 58.8 | ~ | 30.1 | 100 | 56.6 | ~ | 30.0 | 100 | 56.7 | ~ | 30.5 |
| | Scope 2 emissions (location-based) | tCO ₂ eq | 86,468 | 92,046 | 162,081 | 340,595 | 96,800 | 94,180 | 160,330 | 351,310 | 100,628 | 94,429 | 176,002 | 371,059 |
| | Scope 2 emissions (market-based) | tCO ₂ eq | 86,468 | 92,046 | 155,862 | 334,377 | 93,270 | 90,792 | 149,390 | 333,452 | 97,517 | 92,061 | 158,933 | 348,511 |
| By country | Korea | tCO ₂ eq | ~ | ~ | ~ | ~ | 100,704 | 105,618 | ~ | 206,322 | 105,334 | 106,722 | ~ | 212,056 |
| | China | tCO ₂ eq | ~ | ~ | ~ | ~ | ~ | ~ | 52,235 | 52,235 | ~ | ~ | 47,320 | 47,320 |
| | US | tCO ₂ eq | ~ | ~ | ~ | ~ | ~ | 23 | 45,723 | 45,746 | ~ | 26 | 46,789 | 46,814 |
| | India | tCO ₂ eq | ~ | ~ | ~ | ~ | ~ | 0.3 | 21,547 | 21,547 | ~ | 0.3 | 22,013 | 22,013 |
| | Czech Republic | tCO ₂ eq | ~ | ~ | ~ | ~ | ~ | ~ | 16,157 | 16,157 | ~ | ~ | 16,336 | 16,336 |
| | Others | tCO ₂ eq | ~ | ~ | ~ | ~ | ~ | ~ | 44,238 | 44,238 | ~ | ~ | 56,963 | 56,963 |
| GHG emissions (Scope 1+location-based Scope 2) | | tCO ₂ eq | 93,863 | 107,870 | 194,419 | 396,152 | 104,234 | 109,030 | 190,841 | 404,105 | 108,445 | 109,116 | 206,489 | 424,050 |
| GHG emissions (Scope 1+market-based Scope 2) | | tCO ₂ eq | 93,863 | 107,870 | 188,200 | 389,933 | 100,704 | 105,642 | 179,901 | 386,247 | 105,334 | 106,748 | 189,420 | 401,502 |
| Total GHG emissions intensity (Scope 1+2) ³⁾ | | tCO ₂ eq/ KRW 100 million | 0.28 | ~ | ~ | 0.75 | 0.26 | ~ | ~ | 0.65 | 0.29 | ~ | ~ | 0.70 |

1) Restated the aggregate data to reflect revisions in Scope 2 emissions of domestic and overseas subsidiaries (location/market-based)

2) Restated the aggregate data to reflect revisions in Scope 1 + Scope 2 emissions of domestic and overseas subsidiaries (location/market-based) and country-level emissions (Korea, US, India, Czech Republic, and others)

3) Parent: Scope 1 + Scope 2 emissions/separate sales, Total: Scope 1 + Scope 2 emissions/consolidated sales (total sales)

GHG Management

GHG Emissions (Scope 3)¹⁾

| | Unit | 2022 | | 2023 | | 2024 | |
|--|---------------------------------------|------------------------|--|------------------------|--|------------------------|--|
| | | Consolidated (partial) | | Consolidated (partial) | | Consolidated (partial) | |
| Scope 3 GHG emissions ²⁾ | tCO ₂ eq | 3,077,693 | | 3,344,082 | | 3,136,024 | |
| Upstream | | | | | | | |
| 1. Purchased goods and services ³⁾ | tCO ₂ eq | 714,647 | | 820,377 | | 794,951 | |
| 2. Capital goods ⁴⁾ | tCO ₂ eq | 18,413 | | 22,712 | | 18,405 | |
| 3. Fuel-and energy-related activities ⁴⁾ | tCO ₂ eq | 65,824 | | 67,087 | | 70,044 | |
| 4. Upstream transportation and distribution ⁴⁾ | tCO ₂ eq | 319,206 | | 230,570 | | 267,683 | |
| 5. Waste generated in operations ⁵⁾ | tCO ₂ eq | 7,246 | | 4,819 | | 12,063 | |
| 6. Business travel ⁶⁾ | tCO ₂ eq | 8,457 | | 11,990 | | 13,505 | |
| 7. Employee commuting ⁷⁾ | tCO ₂ eq | 1,752 | | 1,934 | | 2,085 | |
| 8. Upstream leased assets ⁸⁾ | tCO ₂ eq | 178 | | 151 | | 139 | |
| Downstream | | | | | | | |
| 9. Downstream transportation and distribution ⁴⁾ | tCO ₂ eq | 155,673 | | 121,856 | | 104,733 | |
| 10. Processing of sold products ⁴⁾ | tCO ₂ eq | 58,075 | | 56,748 | | 54,274 | |
| 11. Use of sold products ⁹⁾ | tCO ₂ eq | 1,423,679 | | 1,676,190 | | 1,480,277 | |
| 12. End-of-life treatment of sold products ⁹⁾ | tCO ₂ eq | 221,823 | | 245,123 | | 232,659 | |
| 15. Investments ⁴⁾ | tCO ₂ eq | 82,720 | | 84,525 | | 85,206 | |
| Total GHG emissions (Scope 1 + 2 + 3) – location-based | tCO ₂ eq | 3,473,845 | | 3,748,186 | | 3,560,074 | |
| Total GHG emissions (Scope 1 + 2 + 3) – market-based | tCO ₂ eq | 3,467,626 | | 3,730,328 | | 3,537,526 | |
| Total GHG emissions intensity (Scope 1 + 2 + 3) – market-based | tCO ₂ eq / KRW 100 million | 6.68 | | 6.30 | | 6.18 | |

1) Calculated emissions data in accordance with GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and accounted for items for which category-specific calculation methods or coverage were changed by retrospectively including emissions from previous years (not including domestic subsidiaries)

2) Percentage of Scope 3 emissions calculated based on primary data generated from actual activities in 2024: 94% (Scope 3 emissions calculated based on primary data / total scope 3 emissions × 100)

3) Restated the data from previous years to reflect the expanded coverage of data calculation: Include tier-1 suppliers of overseas corporations in addition to tier-1 suppliers under the HQ's operating structure and outsourcing manufacturing plants

4) Expanded the coverage of categories for Scope 3 emissions calculation (capital goods, fuel-and energy-related activities, upstream transportation and distribution, downstream transportation and distribution, processing of sold products, and investments)

5) Restated the data from previous years to reflect the expanded coverage of data calculation: 2022 and 2023 (including 2 domestic subsidiaries), 2024 (including 4 domestic subsidiaries)

6) Based on domestic and overseas business travel calculated emissions by mode of transportation (personal vehicle, bus, train, and domestic / international flights), restated the data from previous years to reflect the revisions made in emissions factors for personal vehicles

7) Based on commuter buses, restated the data from previous years to reflect the expanded coverage of data calculation: 2022 and 2023 (including operation sites in Uiwang in addition to those in Mabuk, Jincheon, Seosan, and Changwon)

8) Based on operation sites leasing finished car sites out of domestic sales teams

9) For categories relating to the use and disposal of sold products, emissions were calculated by reflecting Hyundai Mobis' parts share only in the operation and disposal of finished vehicles, restated the data from previous years to reflect change in the parts ratio within the calculation methodology

GHG Management Expenses

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|------------------------------|--|-------------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Operating expenditure (OpEx) | Reporting year (current) | KRW million | ~ | ~ | ~ | 981 | ~ | 1,053 | 2,034 | 992 | ~ | 1,376 | 2,368 |
| | Beyond reporting year (future) | KRW million | ~ | ~ | ~ | 865 | ~ | ~ | 865 | 2,889 | ~ | 2,791 | 5,680 |
| Capital expenditure (CapEx) | Reporting year (current) ¹⁾ | KRW million | ~ | ~ | ~ | 1,287 | ~ | 834 | 2,121 | 655 | ~ | 750 | 1,405 |
| | Beyond reporting year (future) | KRW million | ~ | ~ | ~ | 1,656 | ~ | ~ | 1,656 | 12 | ~ | 1,480 | 1,492 |

1) Restated the data to reflect errors made in calculating 2023 parent data

Energy Management

Energy Consumption

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|-------------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|-----------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Energy consumed | TJ | 1,918 | 2,234 | 4,218 | 8,371 | 2,165 | 2,262 | 4,217 | 8,644 | 2,237 | 2,261 | 4,577 | 9,075 |
| | MWh | 219,084 | 286,686 | 545,482 | 1,051,252 | 251,485 | 287,008 | 537,905 | 1,076,398 | 260,196 | 285,940 | 575,797 | 1,121,932 |
| Energy consumption intensity ¹⁾ | TJ / KRW 100 million | 0.01 | ~ | ~ | 0.02 | 0.01 | ~ | ~ | 0.01 | 0.01 | ~ | ~ | 0.02 |

1) Total energy consumption / consolidated sales (total sales)

2) Restated the aggregate data to reflect the revisions made in energy consumption of parent, domestic subsidiaries, and overseas subsidiaries

Energy Consumption (non-renewable)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|--|-------------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|-----------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Non-renewable energy consumption | TJ | 1,917 | 2,234 | 3,828 | 7,978 | 2,082 | 2,188 | 3,662 | 7,932 | 2,162 | 2,209 | 3,698 | 8,070 | |
| | MWh | 218,668 | 286,517 | 504,831 | 1,010,016 | 241,104 | 279,009 | 480,076 | 1,000,190 | 250,734 | 280,225 | 484,227 | 1,015,187 | |
| Percentage of non-renewable energy consumption | % | 99.9 | 100 | 90.7 | 95.3 | 96.1 | 96.8 | 87.4 | 92.1 | 96.7 | 97.7 | 80.8 | 88.9 | |
| By energy source ¹⁾ | Fossil fuel consumption | TJ | 110 | 310 | 606 | 1,025 | 139 | 290 | 567 | 997 | 147 | 285 | 567 | 998 |
| | | MWh | 30,451 | 86,149 | 168,202 | 284,802 | 38,600 | 80,688 | 157,548 | 276,835 | 40,791 | 79,092 | 157,443 | 277,326 |
| Percentage of fossil energy consumption | % | ~ | ~ | ~ | ~ | 6.4 | 12.8 | 13.4 | 11.5 | 6.6 | 12.6 | 12.4 | 11.0 | |
| Consumption of coal and coal product fuels | TJ | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | MWh | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Consumption of crude oil, petroleum products fuels | TJ | ~ | ~ | ~ | ~ | 20 | 5 | 78 | 102 | 19 | 11 | 76 | 106 | |
| | MWh | ~ | ~ | ~ | ~ | 5,593 | 1,272 | 21,579 | 28,445 | 5,328 | 3,047 | 21,021 | 29,396 | |
| Consumption of natural gas and other fuels | TJ | ~ | ~ | ~ | ~ | 119 | 286 | 489 | 894 | 128 | 274 | 491 | 893 | |
| | MWh | ~ | ~ | ~ | ~ | 33,006 | 79,416 | 135,968 | 248,390 | 35,463 | 76,044 | 136,422 | 247,930 | |
| Nuclear power consumption | TJ | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | MWh | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Percentage of nuclear energy consumption | % | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Consumption of energy from unknown sources | TJ | 1,807 | 1,924 | 3,222 | 6,953 | 1,943 | 1,898 | 3,095 | 6,936 | 2,015 | 1,925 | 3,131 | 7,071 | |
| | MWh | 188,217 | 200,368 | 336,629 | 725,214 | 202,504 | 198,321 | 322,529 | 723,354 | 209,943 | 201,133 | 326,784 | 737,861 | |
| Purchased electricity | TJ | 1,807 | 1,924 | 3,071 | 6,802 | 1,942 | 1,894 | 2,949 | 6,785 | 2,015 | 1,921 | 2,987 | 6,924 | |
| | MWh | 188,217 | 200,368 | 319,926 | 708,511 | 202,258 | 197,338 | 307,166 | 706,763 | 209,943 | 200,081 | 311,198 | 721,222 | |
| Steam | TJ | 0 | 0 | 151 | 151 | 1 | 4 | 146 | 151 | 0 | 4 | 144 | 148 | |
| | MWh | 0 | 0 | 16,703 | 16,703 | 246 | 983 | 15,363 | 16,591 | 0 | 1,053 | 15,587 | 16,639 | |

1) Certain data has been newly reported since 2023 due to change in classification criteria

2) Restated the aggregate data to reflect the revisions made in consumption by energy source of parent, domestic subsidiaries, and overseas subsidiaries

Energy Management

Energy Consumption (renewable)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|----------------------|----------|-----------------------|-----------------------|---------------------|--------|-----------------------|-----------------------|---------------------|--------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ⁴⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ⁴⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Renewable energy consumption and transition | TJ | 1 | 1 | 390 | 392 | 83 | 73 | 555 | 712 | 75 | 51 | 879 | 1,005 |
| | MWh | 416 | 169 | 40,652 | 41,236 | 10,381 | 7,999 | 57,829 | 76,209 | 9,461 | 5,715 | 91,569 | 106,745 |
| Percentage of renewable energy consumption and transition against total energy consumption ¹⁾ | % | 0.2 | 0.1 | 11.3 | 5.5 | 4.9 | 3.9 | 15.8 | 9.7 | 4.3 | 2.8 | 22.7 | 12.9 |
| By means | TJ | 1 | 1 | 0 | 2 | 10 | 2 | 46 | 58 | 10 | 2 | 83 | 95 |
| Renewable energy consumption | MWh | 416 | 169 | 25 | 610 | 2,697 | 624 | 4,753 | 8,074 | 2,689 | 561 | 8,691 | 11,940 |
| Self-generation | TJ | 1 | 1 | 0 | 2 | 10 | 2 | 1 | 13 | 10 | 2 | 9 | 21 |
| | MWh | 416 | 169 | 25 | 610 | 2,697 | 624 | 99 | 3,420 | 2,689 | 561 | 954 | 4,203 |
| Use of renewable raw materials as fuel ²⁾ | TJ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | MWh | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Power purchase agreement (on-site PPA) | TJ | ~ | ~ | ~ | 0 | 0 | 0 | 45 | 45 | 0 | 0 | 74 | 74 |
| | MWh | ~ | ~ | ~ | 0 | 0 | 0 | 4,654 | 4,654 | 0 | 0 | 7,737 | 7,737 |
| Renewable energy transition | TJ | 0 | 0 | 390 | 390 | 74 | 71 | 510 | 654 | 65 | 49 | 796 | 910 |
| | MWh | 0 | 0 | 40,627 | 40,627 | 7,684 | 7,375 | 53,076 | 68,135 | 6,773 | 5,154 | 82,878 | 94,805 |
| Purchase of renewable energy certificates | TJ | ~ | ~ | 363 | 363 | 55 | 19 | 486 | 559.7 | 0 | 0 | 749 | 749 |
| | MWh | ~ | ~ | 37,785 | 37,785 | 5,679 | 2,000 | 50,625 | 58,304 | 0 | 0 | 77,990 | 77,990 |
| Virtual power purchase agreement (vPPA) | TJ | ~ | ~ | ~ | 0 | 19 | 0 | 0 | 19 | 65 | 0 | 0 | 65 |
| | MWh | ~ | ~ | ~ | 0 | 2,005 | 0 | 0 | 2,005 | 6,773 | 0 | 0 | 6,773 |
| Green pricing program (green electricity products) | TJ | 0 | 0 | 27 | 27 | 0 | 52 | 24 | 75 | 0 | 49 | 47 | 96 |
| | MWh | 0 | 0 | 2,841 | 2,841 | 0 | 5,375 | 2,451 | 7,826 | 0 | 5,154 | 4,888 | 10,042 |
| Renewable energy consumption and transition intensity ³⁾ | TJ / KRW 100 million | 0.000004 | ~ | ~ | 0.001 | 0.0002 | ~ | ~ | 0.001 | 0.0002 | ~ | ~ | 0.002 |

1) (Total renewable energy consumption and transition / total electricity consumption) × 100

2) Biomass, biofuel, biogas, and others

3) Total renewable energy consumption / consolidated sales (total sales)

4) Restated the aggregate data to reflect the revisions made in energy consumption and transition by means of parent and overseas subsidiaries

Energy Management

Energy Consumption (electricity)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------------------------|------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------------------|---------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Electricity consumption | TJ | 1,808 | 1,924 | 3,462 | 7,194 | 2,025 | 1,967 | 3,504 | 7,497 | 2,090 | 1,972 | 3,867 | 7,929 |
| | MWh | 188,632 | 200,537 | 360,578 | 749,747 | 212,640 | 205,337 | 364,995 | 782,971 | 219,405 | 205,795 | 402,767 | 827,967 |
| Non-renewable electricity | TJ | 1,807 | 1,924 | 3,072 | 6,802 | 1,942 | 1,894 | 2,949 | 6,785 | 2,015 | 1,921 | 2,988 | 6,924 |
| | MWh | 188,217 | 200,368 | 319,926 | 708,511 | 202,259 | 197,338 | 307,166 | 706,763 | 209,944 | 200,080 | 311,198 | 721,222 |
| Renewable electricity ¹⁾ | TJ | 1.5 | 0.6 | 390 | 392 | 83 | 73 | 555 | 712 | 75 | 51 | 879 | 1,005 |
| | MWh | 416 | 169 | 40,652 | 41,236 | 10,381 | 7,999 | 57,829 | 76,209 | 9,461 | 5,715 | 91,569 | 106,745 |

1) Including renewable energy consumption and transition

2) Restated the aggregate data to reflect the revisions made in electricity consumption of parent, domestic subsidiaries, and overseas subsidiaries

Energy Production and Sale¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---------------------------------|------|--------|-----------------------|-----------------------|---------------------|--------|-----------------------|-----------------------|---------------------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ²⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Direct energy production | TJ | 1 | 1 | 0 | 2 | 10 | 2 | 1 | 13 | 10 | 2 | 9 | 21 |
| | MWh | 416 | 169 | 25 | 610 | 2,697 | 624 | 99 | 3,420 | 2,689 | 561 | 954 | 4,203 |
| Non-renewable energy production | TJ | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | MWh | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Renewable energy production | TJ | 1 | 1 | 0 | 2 | 10 | 2 | 1 | 13 | 10 | 2 | 9 | 21 |
| | MWh | 416 | 169 | 25 | 610 | 2,697 | 624 | 99 | 3,420 | 2,689 | 561 | 954 | 4,203 |
| Energy sale | TJ | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | MWh | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

1) Newly reported since 2023

2) Restated the aggregate data to reflect the revisions made in direct energy production and energy sale of parent

Air and Water Pollution Management

Pollutant Management Targets

Hyundai Mobis applies stringent internal operating standards to manage waste discharge at 80% of the allowed discharge limit.

In case of new operations, the company strives to set up a sustainable environmental management system, through introducing optimized prevention facilities, and effectively operating and managing through systematic processes, targeting to reduce the usages of chemicals arising from the production process.

Emission of Air Pollutants¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|-------------------|--------|-------------------------------------|-----------------------|---------------------|--------|-----------------------|-------------------------------------|---------------------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries ⁴⁾ | Overseas Subsidiaries | Total ⁵⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁶⁾ | Total ⁷⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Emission of air pollutants | ton | 7.24 | 9.36 | 134.07 | 150.67 | 9.86 | 15.62 | 136.81 | 162.28 | 14.11 | 30.06 | 166.51 | 210.68 |
| By substance | | | | | | | | | | | | | |
| Nitrogen oxide (NOx) | ton | 2.67 | 1.58 | 10.78 | 15.03 | 4.84 | 2.36 | 22.99 | 30.19 | 3.82 | 19.85 | 27.64 | 51.32 |
| Sulfur oxide (SOx) | ton | 0.36 | 0 | 1.00 | 1.36 | 0.11 | 0 | 3.47 | 3.57 | 0.22 | 0.02 | 4.20 | 4.44 |
| Particulate matter (PM) | ton | 0.60 | 1.59 | 13.92 | 16.11 | 1.05 | 2.34 | 10.49 | 13.88 | 1.06 | 1.87 | 2.75 | 5.67 |
| Total hydrocarbon (THC) | ton | 3.61 | 6.19 | 108.37 | 118.17 | 3.86 | 10.92 | 99.86 | 114.64 | 8.78 | 8.33 | 63.28 | 80.39 |
| Volatile organic compound (VOC) ²⁾ | ton | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 0.22 | ~ | 68.12 | 68.34 |
| Air pollutant emissions intensity ³⁾ | ton / KRW billion | 0.0002 | ~ | ~ | 0.003 | 0.0003 | ~ | ~ | 0.003 | 0.0004 | ~ | ~ | 0.003 |

1) Calculated emissions based on emission factors for each representative gas in accordance with the air pollution process test standards, include outsourcing

2) Newly reported since 2024

3) Parent: Total air pollutant emissions / separate sales, Total: Total air pollutant emissions / consolidated sales (total sales)

4) Based on two subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five subsidiaries starting from 2023

5) Restate the aggregate data following the verification of substance-level data (NOx, THC) consistency of overseas subsidiaries

6) Extended the scope of facilities subject to calculation since 2023 in line with enhanced environmental management for overseas subsidiaries

7) Restate the aggregate data following the verification of substance-level data (NOx, PM, THC) of parent and overseas subsidiaries

Air and Water Pollution Management

Discharge of Water Pollutants

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|---|--|----------|-----------------------|-----------------------|---------------------|-----------|-----------------------|-------------------------------------|---------------------|-----------|-----------------------|-----------------------|---------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ⁴⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁵⁾ | Total ⁶⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Water pollutant discharges ¹⁾ | ton | 0.082 | ~ | 555.042 | 555.124 | 0.006 | 5.915 | 761.472 | 767.394 | 0.008 | 8.973 | 546.390 | 555.371 | |
| By pollutant | Biochemical oxygen demand (BOD) | ton | 0 | ~ | 60.472 | 60.472 | 0 | 2.807 | 128.965 | 131.773 | 0 | 0.476 | 118.774 | 119.250 |
| | Chemical oxygen demand (COD) ²⁾ | ton | ~ | ~ | 299.945 | 299.945 | ~ | 2.110 | 318.101 | 320.211 | ~ | 0.066 | 264.912 | 264.978 |
| | Total organic carbon (TOC) ²⁾ | ton | 0.026 | ~ | 34.000 | 34.026 | 0.002 | 0.110 | 69.762 | 69.874 | 0.002 | 0.230 | 81.505 | 81.737 |
| | Total nitrogen (TN) | ton | 0.040 | ~ | 99.706 | 99.746 | 0.003 | 0.272 | 188.226 | 188.498 | 0.003 | 3.361 | 21.519 | 24.882 |
| | Normal hexane (N-H) | ton | ~ | ~ | 7.000 | 7.000 | 0 | 0.030 | 0.393 | 0.423 | 0 | 0.150 | 0.384 | 0.534 |
| | Total phosphorus (T-P) | ton | 0.002 | ~ | 2.560 | 2.562 | 0.0002 | 0.060 | 2.077 | 2.139 | 0.001 | 1.714 | 1.945 | 3.659 |
| | Suspend solids (SS) | ton | 0.014 | ~ | 51.359 | 51.373 | 0.001 | 0.526 | 53.949 | 54.476 | 0.002 | 2.977 | 57.351 | 60.331 |
| Water pollutant discharge intensity ³⁾ | ton / KRW billion | 0.000002 | ~ | ~ | 0.011 | 0.0000002 | ~ | ~ | 0.013 | 0.0000002 | ~ | ~ | 0.010 | |

1) Limited to direct discharges only

2) Initiated TOC reporting starting from 2022 in line with the change in organic matter measurement metric for parent (COD → TOC), follow country-specific legal standards for overseas operations

3) Parent: Total water pollutant discharges / separate sales, Total: Total water pollutant discharges / consolidated sales (total sales)

4) Restated the aggregate data following the verification of substance-level data (BOD, COD, TN, T-P, SS) consistency of overseas subsidiaries

5) Extended the scope of facilities subject to calculation since 2023 in line with enhanced environmental management for overseas subsidiaries

6) Restated the aggregate data following the verification of substance-level data (BOD, COD, TN, T-P, SS) consistency of overseas subsidiaries

Pollution-related Expenses¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|--------------------------------|-------------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-------------------------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries ³⁾ | Overseas Subsidiaries | Total |
| Operating expenditure (OpEx) ²⁾ | Reporting year (current) | KRW million | ~ | ~ | ~ | 6,046 | ~ | 2,246 | 8,292 | 6,614 | 1,186 | 3,618 | 11,418 |
| | Beyond reporting year (future) | KRW million | ~ | ~ | ~ | 6,793 | ~ | ~ | 6,793 | 6,871 | 98 | ~ | 6,969 |
| Capital expenditure (CapEx) ²⁾ | Reporting year (current) | KRW million | ~ | ~ | ~ | 1,664 | ~ | 2,568 | 4,231 | 160 | 0 | 750 | 910 |
| | Beyond reporting year (future) | KRW million | ~ | ~ | ~ | 486 | ~ | ~ | 486 | 397 | 255 | ~ | 652 |

1) Include expenses relating to air / water pollution, substances of concern, and waste

2) Newly reported since 2023

3) Included domestic subsidiaries for disclosure since 2024

Pollutant Incident-related Expenses¹⁾

| | Unit | 2022 | | 2023 | | 2024 | |
|------------------------------|--------------------------------|-------------|--------|--------|----------------------------|------|--|
| | | Parent | Parent | Parent | Consolidated ²⁾ | | |
| Operating expenditure (OpEx) | Reporting year (current) | KRW million | ~ | ~ | 0 | 449 | |
| Capital expenditure (CapEx) | Beyond reporting year (future) | KRW million | ~ | ~ | 41 | 125 | |

1) Newly reported since 2023

2) Expanded the scope of compilation since 2024 to include consolidated corporations (for production corporations)

Managing Chemicals / Substances of Concern

Chemicals in Products Management Targets

Concerning hazardous chemicals contained in products, Hyundai Mobis keeps close tabs on pertinent regulations and stakeholder requirements to set its management targets accordingly. Our aim is to reduce the copper and copper compound content in brake friction materials for North America-bound vehicles to 0.5% and below by 2025 and limit the presence of UV-328 in products exported to the EU to 0.0001% and below by 2030.

※ UV-328: A light stabilizer used in polymers, coatings, films, and adhesives

Substances of Concern in Products¹⁾

Key substances of concern that are contained in our products by way of parts procurement include lead consumed in electronic parts. In 2024, the amounts received increased in line with the expanded scope of data aggregation.

| | Unit | 2022 | | 2023 | | 2024 | |
|---|---------------------|--------------|---|------------------------|---|------------------------|---|
| | | Consolidated | | Consolidated (partial) | | Consolidated (partial) | |
| Amounts received through purchased (procured) parts | Hazardous chemicals | ton | ~ | 146 | ~ | 266 | ~ |

1) Newly reported since 2023, not include data from domestic subsidiaries, substances of concern classified in accordance with EU REACH.

Chemicals / Substances of Concern in the Workplace

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|------|----------|-------------------------------------|-----------------------|----------|----------|-----------------------|-----------------------|----------|----------|-----------------------|-----------------------|----------|
| | | Parent | Domestic Subsidiaries ³⁾ | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Chemicals received (handled) in the workplace ¹⁾ | ton | 2,378.63 | ~ | ~ | 2,378.63 | 2,786.91 | ~ | ~ | 2,786.91 | 1,730.86 | 348.52 | ~ | 2,079.38 |
| Chemicals discharged / transported in the workplace ¹⁾ | ton | 150.04 | 543.81 | ~ | 693.85 | 147.08 | 99.08 | ~ | 246.16 | 128.34 | 47.21 | ~ | 175.55 |
| Substances of concern received (handled) in the workplace ²⁾ | ton | ~ | ~ | ~ | ~ | 7.50 | ~ | ~ | 7.50 | 5.36 | 15.15 | 2.53 | 23.04 |

1) Classification of chemicals / substances of concern pursuant to Article 11 of the Chemical Substances Control Act

2) Newly reported since 2023

3) Based on two domestic subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five domestic subsidiaries starting from 2023

Water Resources Management

Water Consumption

| | Unit | 2022 | | | | 2023 ¹⁾ | | | | 2024 | | | |
|--|-----------------------|---------|-------------------------------------|-----------------------|-----------|--------------------|-----------------------|-----------------------|-----------|---------|-----------------------|-----------------------|-----------|
| | | Parent | Domestic Subsidiaries ²⁾ | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Water consumed (withdrawn) | ton | 466,434 | 444,416 | 840,497 | 1,751,347 | 553,961 | 379,056 | 760,081 | 1,693,098 | 623,648 | 555,898 | 813,375 | 1,992,921 |
| By source | | | | | | | | | | | | | |
| Tap water ³⁾ | ton | 443,304 | 444,416 | 760,638 | 1,648,358 | 530,468 | 379,056 | 663,425 | 1,572,949 | 587,431 | 523,258 | 664,156 | 1,774,845 |
| Surface water ⁴⁾ | ton | 0 | 0 | 61,089 | 61,089 | 0 | 0 | 71,475 | 71,475 | 0 | 0 | 55,647 | 55,647 |
| Groundwater | ton | 23,130 | 0 | 18,770 | 41,900 | 23,493 | 0 | 25,181 | 48,674 | 36,217 | 32,640 | 93,572 | 162,429 |
| Water consumption (withdrawal) intensity ⁵⁾ | ton / KRW 100 million | 1.37 | ~ | ~ | 3.37 | 1.42 | ~ | ~ | 2.86 | 1.70 | ~ | ~ | 3.48 |

1) Restated the aggregate data and intensity figures to reflect the revisions made in 2023 water data of overseas subsidiaries

2) Based on two domestic subsidiaries (UNITUS and MOTRAS) in 2022, and based on all five domestic subsidiaries starting from 2023

3) Restated the 2023 tap water data

4) Restated the aggregate data and intensity figures following the disclosure of 2022 surface water data of overseas subsidiaries

5) Parent: Water consumption / separate sales, Total: Water consumption / consolidated sales

Water Consumption and Water Pollutant Generation in Water Risk / Stress Areas

| | Unit | 2022 | | | | 2023 ²⁾ | | | | 2024 | | | |
|--|------|--------|-----------------------|-----------------------|-------|--------------------|-----------------------|-----------------------|---------|--------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Water consumed in water risk / stress areas ¹⁾ | ton | ~ | ~ | ~ | ~ | ~ | ~ | 112,713 | 112,713 | ~ | ~ | 147,439 | 147,439 |
| Water pollutants discharged in water risk / stress areas ¹⁾ | ton | ~ | ~ | ~ | ~ | ~ | ~ | 7.03 | 7.03 | ~ | ~ | 4.76 | 4.76 |
| Percentage of water pollutants discharged in water risk / stress areas ¹⁾ | % | ~ | ~ | ~ | ~ | ~ | ~ | 0.92 | 0.92 | ~ | ~ | 0.87 | 0.87 |

1) Corporations identified as high risk (3 or higher points on a scale of 1 to 5) based on WWF (Water Risk Filter) criteria

2) Newly reported since 2023

Water Recycling

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|------|--------|-------------------------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries ²⁾ | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Water recycled / reused | ton | 0 | 0 | 68,604 | 68,604 | 0 | 0 | 76,179 | 76,179 | 0 | 0 | 114,884 | 114,884 |
| Percentage of water recycled / reused ¹⁾ | % | 0 | 0 | 8.2 | 3.9 | 0 | 0 | 10.0 | 4.5 | 0 | 0 | 14.1 | 14.1 |

1) Water recycled and reused / total water consumed (withdrawn)

2) Based on two domestic subsidiaries (UNITUS and MOTRAS) in 2022, and based on all five domestic subsidiaries starting from 2023

Resource Use Management

Raw Material Recycling and Diversification Targets

Hyundai Mobis has established goals for recycling and diversifying polymer materials, including lamp housings, lenses, bumper covers, and BMA covers.

We aim to achieve a 50% material transition for targeted components by 2030 through the phased expansion of physical recycling, chemical recycling, and the application of bio-mass materials.

Raw and Packaging Materials Use (Procurement)¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Raw and packaging materials used (purchased) | ton | 47,464 | ~ | ~ | 47,464 | 44,760 | 10,013 | 39,381 | 94,154 | 46,921 | 11,111 | 44,430 | 102,462 |
| Key raw materials ²⁾ | ton | 42,152 | ~ | ~ | 42,152 | 36,835 | 10,013 | 39,381 | 86,229 | 38,476 | 11,111 | 41,504 | 91,091 |
| By material | | | | | | | | | | | | | |
| Plastic | ton | 11,023 | ~ | ~ | 11,023 | 1,686 | 10,013 | 39,381 | 51,080 | 1,363 | 11,111 | 41,504 | 53,978 |
| Metal ³⁾ | ton | 31,129 | ~ | ~ | 31,129 | 35,149 | 0 | 0 | 35,149 | 37,113 | 0 | 0 | 37,113 |
| Packaging ⁴⁾ | ton | 5,312 | ~ | ~ | 5,312 | 7,925 | 0 | 0 | 7,925 | 8,445 | 0 | 2,926 | 11,371 |
| Recycled raw and packaging materials used / purchased | ton | 955 | ~ | ~ | 955 | 3,298 | 0 | 0 | 3,298 | 2,891 | 0 | 0 | 2,891 |
| Recycled raw materials | ton | 0 | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Recycled packaging materials | ton | 955 | ~ | ~ | 955 | 3,298 | 0 | 0 | 3,298 | 2,891 | 0 | 0 | 2,891 |
| Percentage of using (purchasing) recycled raw / subsidiary materials | % | 2.0 | ~ | ~ | 2.0 | 7.4 | 0 | 0 | 3.5 | 6.2 | 0 | 0 | 2.8 |

1) Reported since 2022, restated the 2022 data as 'parent' to reflect change in classification criteria starting from 2023

2) Based on direct procurement (domestic data include CKD supply materials)

3) Breakdown of consumption in 2024: 26,591 tons of steel, 10,522 tons of aluminum

4) Based on petrochemical packaging materials

Product Remanufacturing¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------------|-------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Products remanufactured | Units | 3,817 | ~ | 28,310 | 32,127 | 3,735 | ~ | 30,516 | 34,251 | 3,710 | ~ | 35,984 | 39,694 |

1) Operational performance of MRCs (Multimedia Remanufacturing Centers)

Waste Management

Waste Management Targets

Hyundai Mobis set a goal of receiving Zero Waste To Landfill (ZWTL¹⁾ validations²⁾ for all its manufacturing sites by 2030.

To achieve this goal, we are conducting preliminary waste audits across all operation sites. Based on the findings, we will identify target sites and define their certification levels, progressing step-by-step toward achieving zero waste to landfill.

1) ZWTL: Zero Waste To Landfill

2) Assess the level of waste recycling at each operation site and assign a corresponding rating

| | Unit | 2022 | 2023 | 2024 | 2025 Target | 2030 Target |
|---|------|--------|--------|--------|---------------|--|
| | | Parent | Parent | Parent | Parent | Parent |
| Zero waste to landfill (recycling rate) | % | 77.1 | 84.5 | 92.9 | 90 (or above) | Achieve zero waste to landfill for all manufacturing sites |

Waste Generation

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|-----------------------|--------|-----------------------|-------------------------------------|--------|--------|-----------------------|-------------------------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries ¹⁾ | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ¹⁾ | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Waste generation | ton | 7,403 | 7,939 | 55,159 | 70,500 | 7,807 | 6,852 | 58,215 | 72,875 | 7,089 | 6,315 | 59,059 | 72,463 |
| By type | | | | | | | | | | | | | |
| Designated waste | ton | 427 | 830 | 4,809 | 6,066 | 279 | 1,040 | 12,457 | 13,775 | 465 | 411 | 13,869 | 14,744 |
| Radioactive waste ²⁾ | ton | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other waste ²⁾ | ton | ~ | ~ | ~ | ~ | 279 | 1,040 | 12,457 | 13,775 | 465 | 411 | 13,869 | 14,744 |
| General waste | ton | 6,976 | 7,109 | 50,350 | 64,435 | 7,528 | 5,813 | 45,759 | 59,099 | 6,624 | 5,904 | 45,190 | 57,719 |
| Waste generation intensity ³⁾ | ton / KRW 100 million | 0.02 | ~ | ~ | 0.14 | 0.02 | ~ | ~ | 0.12 | 0.02 | ~ | ~ | 0.13 |

1) Restated the data to reflect reclassification of designated waste and general waste

2) Newly reported since 2023

3) Parent: Total waste generation / separate sales, Total: Total waste generation / consolidated sales (total sales)

Waste Management

Waste Disposal

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|------|--------|-------------------------------------|-------------------------------------|---------------------|--------|-----------------------|-----------------------|---------------------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries ¹⁾ | Overseas Subsidiaries ²⁾ | Total ³⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total ³⁾ | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Waste disposal (landfill, incineration, etc.) | ton | 1,693 | 2,052 | 13,949 | 17,694 | 1,208 | 3,102 | 12,818 | 17,129 | 502 | 3,657 | 15,193 | 19,352 |
| Waste disposal rate | % | 22.9 | 25.9 | 25.3 | 25.1 | 15.5 | 45.3 | 22.0 | 23.5 | 7.1 | 57.9 | 25.7 | 26.7 |
| By type | | | | | | | | | | | | | |
| Designated waste | ton | 286 | 584 | 4,003 | 4,873 | 242 | 754 | 2,524 | 3,520 | 191 | 349 | 2,323 | 2,863 |
| Incineration (zero energy recovered) | ton | 275 | 584 | ~ | ~ | 234 | 65 | 319 | 619 | 188 | 65 | 251 | 504 |
| Incineration (energy recovered) | ton | 0 | 0 | ~ | ~ | 8 | 0 | 1 | 8 | 0 | 0 | 803 | 803 |
| Landfill | ton | 11 | 0 | 1,030 | 1,041 | 0 | 0 | 2,205 | 2,205 | 3 | 0 | 1,269 | 1,272 |
| Disposal / treatment process unknown | ton | ~ | ~ | ~ | ~ | 0 | 688 | 0 | 688 | 0 | 284 | 0 | 284 |
| General waste | ton | 1,406 | 1,469 | 10,197 | 13,072 | 966 | 2,348 | 10,295 | 13,609 | 311 | 3,309 | 12,870 | 16,490 |
| Incineration (zero energy recovered) | ton | 1,394 | 1,264 | ~ | ~ | 676 | 1,057 | 594 | 2,327 | 4 | 1,501 | 837 | 2,343 |
| Incineration (energy recovered) | ton | 0 | 0 | ~ | ~ | 283 | 137 | 0 | 420 | 293 | 137 | 989 | 1,419 |
| Landfill | ton | 12 | 205 | 9,166 | 9,382 | 7 | 173 | 9,700 | 9,880 | 13 | 117 | 11,044 | 11,175 |
| Disposal / treatment process unknown | ton | ~ | ~ | ~ | ~ | 0 | 981 | 0 | 981 | 0 | 1,553 | 0 | 1,553 |
| By method | | | | | | | | | | | | | |
| Total incineration | ton | 1,670 | 1,847 | 3,753 | 7,271 | 1,201 | 1,260 | 914 | 3,374 | 485 | 1,704 | 2,880 | 5,069 |
| Zero energy recovered | ton | 1,670 | 1,847 | 3,753 | 7,271 | 910 | 1,122 | 913 | 2,946 | 192 | 1,566 | 1,088 | 2,847 |
| Energy recovered | ton | 0 | 0 | 0 | 0 | 291 | 137 | 1 | 429 | 293 | 137 | 1,792 | 2,222 |
| Total landfill | ton | 22 | 205 | 10,196 | 10,423 | 7 | 173 | 11,905 | 12,085 | 16 | 117 | 12,314 | 12,447 |
| Total waste treated through other methods | ton | ~ | ~ | ~ | ~ | 0 | 1,670 | 0 | 1,670 | 0 | 1,836 | 0 | 1,836 |
| Waste treated without disposal (recycling, reuse) | ton | 5,710 | 5,886 | 41,210 | 52,806 | 6,599 | 3,750 | 45,397 | 55,746 | 6,587 | 2,657 | 43,866 | 53,110 |
| Percentage of waste treated without disposal (recycling, reuse) | % | 77.1 | 74.1 | 74.7 | 74.9 | 84.5 | 54.7 | 78.0 | 76.5 | 92.9 | 42.1 | 74.3 | 73.3 |
| By type | | | | | | | | | | | | | |
| Designated waste | ton | 141 | 246 | 947 | 1,333 | 37 | 286 | 9,933 | 10,255 | 274 | 62 | 11,546 | 11,881 |
| Recycling / reuse | ton | 141 | 246 | 947 | 1,333 | 37 | 286 | 9,933 | 10,255 | 274 | 62 | 11,546 | 11,881 |
| Waste made reusable through other methods | ton | ~ | ~ | ~ | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| General waste | ton | 5,570 | 5,640 | 40,263 | 51,473 | 6,562 | 3,464 | 35,464 | 45,491 | 6,314 | 2,595 | 32,320 | 41,229 |
| Recycling / reuse | ton | 5,570 | 5,640 | 40,263 | 51,473 | 6,562 | 3,341 | 35,464 | 45,367 | 6,314 | 2,595 | 32,320 | 41,229 |
| Waste made reusable through other methods | ton | ~ | ~ | ~ | ~ | 0 | 123 | 0 | 123 | 0 | 0 | 0 | 0 |
| By method | | | | | | | | | | | | | |
| Total recycling / reuse | ton | 5,710 | 5,886 | 41,210 | 52,806 | 6,599 | 3,627 | 45,397 | 55,623 | 6,587 | 2,657 | 43,866 | 53,110 |
| Percentage of recycling / reuse | % | 77.1 | 74.1 | 74.7 | 74.9 | 84.5 | 54.7 | 78.0 | 76.5 | 92.9 | 42.1 | 74.3 | 73.3 |
| Total waste made reusable through other methods | ton | ~ | ~ | ~ | ~ | 0 | 123 | 0 | 123 | 0 | 0 | 0 | 0 |

1) Based on two domestic subsidiaries (UNITUS and MOTRAS) for 2022, and based on all five domestic subsidiaries starting from 2023

2) Restated the 2022 overseas subsidiaries data for designated waste and recycling / reuse percentages by method

3) Partially restated the 2023 overseas subsidiaries data for designated waste, general waste, and total general waste

Social

Grievance Handling and Human Rights Impacts

Human Rights Management Targets

Hyundai Mobis will conduct regular human rights impact assessments and implement identified priorities in focus areas such as non-discrimination, working conditions, compensation, humane treatment, prohibition of workplace harassment, freedom of association and collective bargaining, child labor, forced labor, human trafficking, exploitation, and living wages, advancing human rights risk management on an ongoing basis. In 2025, we plan to conduct human rights impact assessments in alignment with ESG assessment and due diligence. In 2026, we will update checklist evaluation indicators and introduce employee surveys across domestic operation sites. In 2027, we plan to expand these surveys to overseas subsidiaries and standardize human rights management practices across the organization.

Human Rights Grievance Handling¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Percentage of total human rights grievances handled | % | 100 | ~ | ~ | 100 | 91.7 | 83.3 | 92.6 | 91.1 | 100 | 100 | 99.2 | 99.3 |
| Grievances submitted and substantiated | Cases | 14 | ~ | ~ | 14 | 12 | 6 | 27 | 45 | 14 | 16 | 123 | 153 |
| Grievances handled | | 14 | ~ | ~ | 14 | 11 | 5 | 25 | 41 | 14 | 16 | 122 | 152 |

1) Cases handled through Compliance Helpline, Hello HR, and grievance handling channels of respective domestic and overseas subsidiaries

Compliance Grievance Handling Channels¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Percentage of compliance grievances handled | % | 100 | ~ | ~ | 100 | 92.5 | 83.3 | 90.3 | 90.5 | 90.0 | 100 | 95.0 | 95.0 |
| Cases received | Cases | 42 | ~ | ~ | 42 | 40 | 6 | 207 | 253 | 40 | 45 | 735 | 820 |
| Cases handled | | 42 | ~ | ~ | 42 | 37 | 5 | 187 | 229 | 36 | 45 | 698 | 779 |

1) Cases handled through Compliance Helpline and grievance handling channels at respective overseas subsidiaries

Human Rights Training (Compliance Training)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Percentage of employees who completed human rights training | % | 97.8 | ~ | ~ | 97.8 | 98.7 | 65.7 | 61.3 | 76.6 | 99.2 | 100 | 71.7 | 89.9 |
| Number of employees who completed human rights training ¹⁾ | Persons | 9,769 | ~ | ~ | 9,769 | 9,581 | 3,456 | 6,277 | 19,314 | 9,761 | 5,079 | 5,596 | 20,436 |

1) Excluding on-site and temporary/dispatch workers in Korea (parent)

Grievance Handling and Human Rights Impacts

Human Rights Risk Management

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|----------------------------------|--|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Desk-based assessment | Assessment rate | % | 100 | ~ | 100 | 100 | 50.0 | ~ | 100 | 90.0 | 100 | ~ | 84.6 | 92 |
| | Operation sites subject to assessments ¹⁾ | Sites | 4 | ~ | 15 | 19 | 4 | ~ | 16 | 20 | 21 | ~ | 29 | 50 |
| | Operation sites assessed | Sites | 4 | ~ | 15 | 19 | 2 | ~ | 16 | 18 | 21 | ~ | 25 | 46 |
| Risk identification | Percentage of risks identified ²⁾ | % | 0 | ~ | 26.7 | 21.1 | 50.0 | ~ | 62.5 | 61.1 | 23.8 | ~ | 18.2 | 20.9 |
| | Operation sites identified for risks | Sites | 0 | ~ | 4 | 4 | 1 | ~ | 10 | 11 | 5 | ~ | 4 | 9 |
| On-site assessment | On-site assessment rate | % | 0 | ~ | 100 | 100 | 100 | ~ | 70.0 | 72.7 | 100 | ~ | 100 | 100 |
| | Operation sites that received on-site assessments | Sites | 0 | ~ | 4 | 4 | 1 | ~ | 7 | 8 | 5 | ~ | 4 | 9 |
| Risks for which action was taken | Percentage of risks for which action was taken | % | ~ | ~ | ~ | ~ | 35.7 | ~ | 75.0 | 70.2 | 96.7 | ~ | 80.5 | 84.8 |
| | Identified risks | Risks | 0 | ~ | ~ | ~ | 14 | ~ | 100 | 114 | 30 | ~ | 82 | 112 |
| | Serious human rights violation ³⁾ | Cases | 0 | ~ | ~ | ~ | 0 | ~ | 0 | 0 | 0 | ~ | 0 | 0 |
| | Risks for which action was taken | Risks | ~ | ~ | ~ | ~ | 5 | ~ | 75 | 80 | 29 | ~ | 66 | 95 |

1) Based on manufacturing sites, exclude sites not operating (before mass-production, manufacturing suspended etc.)

2) Percentage of operation sites identified for risks out of operation sites assessed

3) Refer to serious human rights violations such as forced labor and child labor

Grievance Handling and Human Rights Impacts

Labor Management (Collective Bargaining)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|---------------------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Labor union membership rate ¹⁾ | % | 51.0 | ~ | ~ | 51.0 | 51.8 | 96.3 | 66.6 | 72.7 | 52.5 | 92.6 | 69.5 | 73.1 |
| Percentage of employees covered by collective agreements ²⁾ | % | 100 | ~ | ~ | 100 | 100 | 100 | 99.9 | 100 | 100 | 100 | 100 | 100 |
| Employees subject to collective agreements | Persons | 11,635 | ~ | ~ | 11,635 | 11,572 | 9,380 | 11,700 | 32,652 | 11,393 | 10,128 | 12,286 | 33,807 |
| Employees covered by collective agreements | Persons | 11,635 | ~ | ~ | 11,635 | 11,572 | 9,380 | 11,691 | 32,643 | 11,393 | 10,128 | 12,286 | 33,807 |
| By region | | | | | | | | | | | | | |
| | Korea | % | ~ | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 100 | ~ | 100 |
| | China | % | ~ | ~ | ~ | | | 99.8 | 99.8 | | | | 100 |
| | Americas | % | ~ | ~ | ~ | | | 100 | 100 | ~ | ~ | | 100 |
| | Europe | % | ~ | ~ | ~ | | | 100 | 100 | | | | 100 |
| | Asia Pacific/others | % | ~ | ~ | ~ | | | 0 | 0 | | | | 0 |
| Labor-management consultations ³⁾ | Times | 59 | ~ | ~ | 59 | 74 | 174 | 59 | 307 | 52 | 190 | 37 | 279 |
| Collective bargaining | Times | 49 | ~ | ~ | 49 | 67 | 100 | 35 | 202 | 46 | 79 | 5 | 130 |
| Labor-management consultation | Times | 10 | ~ | ~ | 10 | 7 | 74 | 24 | 105 | 6 | 111 | 32 | 149 |

1) Percentage of unionized employees among eligible employees (those below senior manager level and others)

2) Certain programs vary in scope of application depending on job function or position

3) Labor-management communication on maintaining and improving working conditions

Work-Life Balance

Corporate Culture

| | Unit ²⁾ | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------------------------|--------------------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Culture Survey scores ¹⁾ | %, points | 77.9 | ~ | 69.0 | 74.8 | 81.7 | ~ | 78.8 | 80.7 | 85.0 | ~ | 79.4 | 82.8 |

1) Survey questionnaire changed in 2023, domestic subsidiaries are equally surveyed but their results are not disclosed

2) Change in unit due to survey revision: Positive responses (%) in 2021 and 2022, average scores (point) in 2023

Family-related Leave

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-------------------------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁴⁾ | Total |
| Total employees eligible for parental leave ¹⁾ | Persons | ~ | ~ | ~ | ~ | 3,359 | 1,824 | 2,628 | 7,811 | 3,271 | 2,233 | 11,270 | 16,774 |
| Percentage of male employees | % | ~ | ~ | ~ | ~ | 88.9 | 98.1 | 60.8 | 81.6 | 89.7 | 98.3 | 60.3 | 71.1 |
| Percentage of female employees | % | ~ | ~ | ~ | ~ | 11.1 | 1.9 | 39.2 | 18.4 | 10.3 | 1.7 | 39.7 | 28.9 |
| Percentage of employees with unspecified gender | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ |
| Total employees who took parental leave | Persons | 197 | ~ | 1,021 | 1,218 | 524 | 195 | 1,031 | 1,750 | 580 | 216 | 881 | 1,677 |
| Percentage of total employees who took parental leave ²⁾ | % | ~ | ~ | ~ | ~ | 15.6 | 10.7 | 39.2 | 22.4 | 17.7 | 9.7 | 7.8 | 10.0 |
| Percentage of male employees | % | 39.1 | ~ | 66.0 | 61.7 | 74.4 | 89.7 | 60.4 | 67.9 | 79.1 | 88.4 | 56.6 | 68.5 |
| Percentage of female employees | % | 60.9 | ~ | 34.0 | 38.3 | 25.6 | 10.3 | 39.6 | 32.1 | 20.9 | 11.6 | 43.4 | 31.5 |
| Percentage of employees with unspecified gender | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ |
| Percentage of employees who returned to work after parental leave ³⁾ | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 96.4 | ~ | ~ | 96.4 |
| Percentage of male employees | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 97.3 | ~ | ~ | 97.3 |
| Percentage of female employees | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 90.5 | ~ | ~ | 90.5 |
| Percentage of employees with unspecified gender | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ |
| Percentage of employees who returned from parental leave and continued to work 12 months ³⁾ | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 94.8 | ~ | ~ | 94.8 |
| Percentage of male employees | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 96.0 | ~ | ~ | 96.0 |
| Percentage of female employees | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 89.1 | ~ | ~ | 89.1 |
| Percentage of employees with unspecified gender | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ |

1) Reported since 2023

2) Data aggregated since 2023

3) Newly reported in 2024

4) Change in data aggregation method due to the redefinition of parental leave eligibility at overseas subsidiaries

Employee Profile

Employment Status

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|-------------------------------------|-----------------------------------|---------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Total employees ¹⁾ | Persons | 11,635 | 9,459 | 21,490 | 42,584 | 12,104 | 9,920 | 24,159 | 46,183 | 12,313 | 10,432 | 24,202 | 46,947 | |
| By gender | Male | 10,090 | 8,826 | 15,104 | 34,020 | 10,464 | 9,238 | 17,138 | 36,840 | 10,637 | 9,747 | 16,405 | 36,789 | |
| | Female | 1,545 | 633 | 6,368 | 8,546 | 1,640 | 682 | 7,000 | 9,322 | 1,676 | 685 | 7,685 | 10,046 | |
| | Other | 0 | 0 | 18 | 18 | 0 | 0 | 21 | 21 | 0 | 0 | 112 | 112 | |
| | Percentage of female employees | % | 13.3 | 6.7 | 29.6 | 20.1 | 13.5 | 6.9 | 29.0 | 20.2 | 13.6 | 6.6 | 31.8 | 21.4 |
| By type of employment ²⁾ | Permanent employees ³⁾ | Persons | 11,104 | 8,570 | 18,198 | 37,872 | 11,541 | 9,215 | 18,871 | 39,627 | 11,726 | 9,338 | 21,276 | 42,340 |
| | Male | Persons | 9,780 | 7,971 | 12,571 | 30,322 | 10,130 | 8,591 | 12,819 | 31,540 | 10,257 | 8,719 | 14,342 | 33,318 |
| | Female | Persons | 1,324 | 599 | 5,623 | 7,546 | 1,411 | 624 | 6,045 | 8,080 | 1,469 | 619 | 6,934 | 9,022 |
| | Other | Persons | 0 | 0 | 4 | 4 | 0 | 0 | 7 | 7 | 0 | 0 | 0 | 0 |
| | Temporary employees | Persons | 531 | 889 | 3,292 | 4,712 | 563 | 705 | 5,036 | 6,304 | 587 | 1,094 | 2,873 | 4,554 |
| | Male | Persons | 310 | 855 | 2,533 | 3,698 | 334 | 647 | 4,149 | 5,130 | 380 | 1,028 | 2,048 | 3,456 |
| | Female | Persons | 221 | 34 | 745 | 1,000 | 229 | 58 | 887 | 1,174 | 207 | 66 | 713 | 986 |
| | Other | Persons | 0 | 0 | 14 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 112 | 112 |
| | Percentage of temporary employees | % | 4.6 | 9.4 | 15.3 | 11.1 | 4.7 | 7.1 | 20.8 | 13.7 | 4.8 | 10.5 | 11.9 | 9.7 |
| | Non-guarantee hours employees | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 252 | 252 | 0 | 0 | 53 | 53 |
| Male | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 170 | 170 | 0 | 0 | 16 | 16 | |
| Female | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 68 | 68 | 0 | 0 | 37 | 37 | |
| Other | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 14 | 14 | 0 | 0 | 0 | 0 | |
| By nationality | Korea | Persons | 11,604 | ~ | 493 | 12,097 | 12,078 | 9,920 | 294 | 22,292 | 12,287 | 10,432 | 369 | 23,088 |
| | China | Persons | 7 | ~ | 3,893 | 3,900 | 7 | 0 | 3,581 | 3,588 | 5 | 0 | 3,399 | 3,404 |
| | US | Persons | 6 | ~ | 2,996 | 3,002 | 6 | 0 | 3,530 | 3,536 | 6 | 0 | 3,271 | 3,277 |
| | India | Persons | 7 | ~ | 3,121 | 3,128 | 5 | 0 | 5,297 | 5,302 | 4 | 0 | 3,409 | 3,413 |
| | Czech Republic | Persons | 0 | ~ | 2,034 | 2,034 | 0 | 0 | 2,586 | 2,586 | 0 | 0 | 2,550 | 2,550 |
| | Slovakia | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 2,112 | 2,112 | 0 | 0 | 2,358 | 2,358 |
| | Germany | Persons | ~ | ~ | ~ | ~ | 2 | 0 | 387 | 389 | 2 | 0 | 286 | 288 |
| | Mexico | Persons | ~ | ~ | ~ | ~ | 0 | 0 | 2,597 | 2,597 | 0 | 0 | 4,282 | 4,282 |
| | Others | Persons | 11 | ~ | 8,949 | 8,960 | 6 | 0 | 2,318 | 2,324 | 9 | 0 | 3,497 | 3,506 |
| | Unidentified | Persons | 0 | ~ | 4 | 4 | 0 | 0 | 1,457 | 1,457 | 0 | 0 | 781 | 781 |

1) Total headcount in Korea (parent), include 3 registered executives as compared to B. Overview of Employees and Others of the 2025 Annual Business Report (excluding Chairman)

2) Include short-term workers, no daily workers

3) Include executives

Employee Profile

Employment Status

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|-----------|---|---------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| By region | Korea | Persons | 11,635 | 9,459 | 0 | 21,094 | 12,104 | 9,920 | 0 | 22,024 | 12,313 | 10,424 | 0 | 22,737 |
| | Male | Persons | 10,090 | 8,826 | 0 | 18,916 | 10,464 | 9,238 | 0 | 19,702 | 10,637 | 9,740 | 0 | 20,377 |
| | Female | Persons | 1,545 | 633 | 0 | 2,178 | 1,640 | 682 | 0 | 2,322 | 1,676 | 684 | 0 | 2,360 |
| | Other | Persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | China | Persons | | | 3,938 | 3,938 | | | 3,590 | 3,590 | | 1 | 3,408 | 3,409 |
| | Male | Persons | | | 2,872 | 2,872 | | | 2,553 | 2,553 | | 1 | 2,422 | 2,423 |
| | Female | Persons | | | 1,066 | 1,066 | | | 1,037 | 1,037 | | 0 | 986 | 986 |
| | Other | Persons | | | 0 | 0 | | | 0 | 0 | | 0 | 0 | 0 |
| | Americas | Persons | | | 7,674 | 7,674 | | | 7,802 | 7,802 | | 4 | 9,444 | 9,448 |
| | Male | Persons | | | 5,067 | 5,067 | | | 4,998 | 4,998 | | 3 | 5,952 | 5,955 |
| | Female | Persons | | | 2,589 | 2,589 | | | 2,783 | 2,783 | | 1 | 3,380 | 3,381 |
| | Other | Persons | | | 18 | 18 | | | 21 | 21 | | 0 | 112 | 112 |
| | Europe | Persons | ~ | ~ | 6,598 | 6,598 | ~ | ~ | 7,343 | 7,343 | ~ | 2 | 7,899 | 7,901 |
| | Male | Persons | | | 4,221 | 4,221 | | | 4,550 | 4,550 | | 2 | 4,976 | 4,978 |
| | Female | Persons | | | 2,377 | 2,377 | | | 2,793 | 2,793 | | 0 | 2,923 | 2,923 |
| | Other | Persons | | | 0 | 0 | | | 0 | 0 | | 0 | 0 | 0 |
| | Asia Pacific/Others (excluding Korea and China) | Persons | | | 3,280 | 3,280 | | | 5,424 | 5,424 | | 1 | 3,451 | 3,452 |
| | Male | Persons | | | 2,944 | 2,944 | | | 5,037 | 5,037 | | 1 | 3,055 | 3,056 |
| | Female | Persons | | | 336 | 336 | | | 387 | 387 | | 0 | 396 | 396 |
| | Other | Persons | | | 0 | 0 | | | 0 | 0 | | 0 | 0 | 0 |

Employee Profile

Employment Status

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|---|---|---------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| By job position/ group | Executives | Persons | 81 | ~ | 37 | 118 | 87 | 17 | 17 | 121 | 82 | 14 | 10 | 106 |
| | Male | Persons | 81 | ~ | 37 | 118 | 87 | 17 | 17 | 121 | 82 | 14 | 10 | 106 |
| | Female | Persons | 0 | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Other | Persons | 0 | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Percentage of female executives | % | 0 | ~ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Management positions ¹⁾ | Persons | 8,859 | 1,318 | 6,687 | 16,864 | 9,352 | 1,395 | 5,805 | 16,552 | 6,094 | 819 | 2,677 | 9,590 |
| | Male | Persons | 7,896 | 1,176 | 5,191 | 14,263 | 8,300 | 1,243 | 4,183 | 13,726 | 5,768 | 797 | 2,055 | 8,620 |
| | Female | Persons | 963 | 142 | 1,492 | 2,597 | 1,052 | 152 | 1,616 | 2,820 | 326 | 22 | 622 | 970 |
| | Other | Persons | 0 | 0 | 4 | 4 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 |
| | Percentage of female employees in management positions | % | 10.9 | 10.8 | 22.3 | 15.4 | 11.2 | 10.9 | 27.8 | 17.0 | 5.3 | 2.7 | 23.2 | 10.1 |
| | - Senior management positions | Persons | 5,369 | ~ | 1,784 | 7,153 | 5,828 | 770 | 1,833 | 8,431 | 556 | 182 | 762 | 1,500 |
| | Male | Persons | 5,141 | ~ | 1,492 | 6,633 | 5,552 | 750 | 1,459 | 7,761 | 547 | 182 | 640 | 1,369 |
| | Female | Persons | 228 | ~ | 289 | 517 | 276 | 20 | 371 | 667 | 9 | 0 | 122 | 131 |
| | Other | Persons | 0 | ~ | 3 | 3 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| | Percentage of female employees in senior management positions | % | 4.2 | ~ | 16.2 | 7.2 | 4.7 | 2.6 | 20.2 | 7.9 | 1.6 | 0 | 16.0 | 8.7 |
| | - Junior management positions | Persons | 3,490 | ~ | 4,903 | 8,393 | 3,524 | 625 | 3,972 | 8,121 | 5,538 | 637 | 1,915 | 8,090 |
| | Male | Persons | 2,755 | ~ | 3,699 | 6,454 | 2,748 | 493 | 2,724 | 5,965 | 5,221 | 615 | 1,415 | 7,251 |
| | Female | Persons | 735 | ~ | 1,203 | 1,938 | 776 | 132 | 1,245 | 2,153 | 317 | 22 | 500 | 839 |
| | Other | Persons | 0 | ~ | 1 | 1 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| Percentage of female employees in junior management positions | % | 21.1 | ~ | 24.5 | 23.1 | 22.0 | 21.1 | 31.3 | 26.5 | 5.7 | 3.5 | 26.1 | 10.4 | |
| Non-management positions | Persons | 2,695 | 8,141 | 14,766 | 25,602 | 2,665 | 8,508 | 18,337 | 29,510 | 6,137 | 9,599 | 21,515 | 37,251 | |
| Male | Persons | 2,113 | 7,650 | 9,876 | 19,639 | 2,077 | 7,978 | 12,938 | 22,993 | 4,787 | 8,936 | 14,340 | 28,063 | |
| Female | Persons | 582 | 491 | 4,876 | 5,949 | 588 | 530 | 5,384 | 6,502 | 1,350 | 663 | 7,063 | 9,076 | |
| Other | Persons | 0 | 0 | 14 | 14 | 0 | 0 | 15 | 15 | 0 | 0 | 112 | 112 | |
| Percentage of female employees in non-management positions | % | 21.6 | 6.0 | 33.0 | 23.2 | 22.1 | 6.2 | 29.4 | 22.0 | 22.0 | 6.9 | 32.8 | 24.4 | |
| By age group | Under 30 | Persons | 1,968 | ~ | 6,523 | 8,491 | 2,127 | 1,989 | 8,166 | 12,282 | 2,199 | 1,957 | 6,830 | 10,986 |
| | 30 and over and under 50 | Persons | 7,085 | ~ | 12,561 | 19,646 | 7,340 | 7,106 | 13,111 | 27,557 | 7,334 | 7,519 | 14,230 | 29,083 |
| | 50 and over | Persons | 2,582 | ~ | 2,406 | 4,988 | 2,637 | 825 | 2,805 | 6,267 | 2,780 | 956 | 2,998 | 6,734 |
| | Unidentified | Persons | 0 | ~ | 0 | 0 | 0 | 0 | 77 | 77 | 0 | 0 | 144 | 144 |
| | Percentage of employees under 30 | % | 16.9 | ~ | 30.4 | 25.6 | 17.6 | 20.1 | 33.8 | 26.6 | 17.9 | 18.8 | 28.2 | 23.4 |
| | Percentage of employees 30 and over and under 50 | % | 60.9 | ~ | 58.5 | 59.3 | 60.6 | 71.6 | 54.3 | 59.7 | 59.6 | 72.1 | 58.8 | 61.9 |
| | Percentage of employees 50 and over | % | 22.2 | ~ | 11.2 | 15.1 | 21.8 | 8.3 | 11.6 | 13.6 | 22.6 | 9.2 | 12.4 | 14.3 |
| Percentage of employees with unspecified age | % | ~ | ~ | ~ | ~ | ~ | ~ | 0.3 | 0.2 | ~ | ~ | 0.6 | 0.3 | |

1) Revise 2022 data by excluding executives from management positions (categorized separately)

• Definition of management positions in 2022 and 2023:

- Management position: management and research roles
- Senior management position: among all administrative employees, those at or above the senior manager
- Junior management position: among all administrative employees, those below the senior manager
- Non-management position: contract employees, special appointment staff, and field workers

• Redefinition of management positions from 2024

- Senior management position: Employees at or above levels senior managers in management roles
- Junior management position: Employees at or above levels senior manager
- Non-management position: Employees at levels below senior manager

Employee Profile

Employment Status

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|--|--|---------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| By other categories | STEM ¹⁾ positions (permanent positions in the R&D Center) | Persons | 4,117 | ~ | 1,311 | 5,428 | 4,499 | 150 | 1,466 | 6,115 | 4,592 | 148 | 531 | 5,271 |
| | Male | Persons | 3,606 | ~ | 964 | 4,570 | 3,925 | 122 | 1,082 | 5,129 | 3,990 | 119 | 437 | 4,546 |
| | Female | Persons | 511 | ~ | 347 | 858 | 574 | 28 | 382 | 984 | 602 | 29 | 94 | 725 |
| | Other | Persons | 0 | ~ | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| | Percentage of female employees in STEM positions | % | 12.4 | ~ | 26.5 | 15.8 | 12.8 | 18.7 | 26.1 | 16.1 | 13.1 | 19.6 | 17.7 | 13.8 |
| Profit-generating positions (for management positions) | | Persons | 1,216 | ~ | 2,881 | 4,097 | 1,254 | 19 | 4,703 | 5,976 | 1,298 | 262 | 1,726 | 3,286 |
| | Male | Persons | 1,079 | ~ | 1,962 | 3,041 | 1,109 | 15 | 3,333 | 4,457 | 1,137 | 208 | 1,184 | 2,529 |
| | Female | Persons | 137 | ~ | 905 | 1,042 | 145 | 4 | 1,364 | 1,513 | 161 | 54 | 542 | 757 |
| | Other | Persons | 0 | ~ | 14 | 14 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 |
| | Percentage of female employees in profit-generating positions | % | 11.3 | ~ | 31.4 | 25.4 | 11.6 | 21.1 | 29.0 | 25.3 | 12.4 | 20.6 | 31.4 | 23.0 |
| Total number of employees with disabilities | | Persons | 148 | ~ | 160 | 308 | 128 | 250 | 159 | 537 | 117 | 250 | 206 | 573 |
| | Male | Persons | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 108 | 244 | 143 | 495 |
| | Female | Persons | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 9 | 6 | 62 | 77 |
| | Other | Persons | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 0 | 0 | 1 | 1 |
| | Percentage of male employees with disabilities | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 0.9 | 2.3 | 0.6 | 1.1 |
| Employees with disabilities by gender ²⁾ | Percentage of female employees with disabilities | % | ~ | ~ | ~ | ~ | ~ | ~ | ~ | ~ | 0.1 | 0.1 | 0.3 | 0.2 |
| | Percentage of employees with disabilities | % | 1.3 | ~ | 0.7 | 0.9 | 1.1 | 2.5 | 0.7 | 1.2 | 1.0 | 2.4 | 0.9 | 1.2 |

1) STEM: Science, Technology, Engineering and Mathematics

2) Newly reported in 2024

Internal Recruitment

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Positions filled through open positions | Persons | 56 | ~ | 369 | 425 | 18 | 10 | 153 | 181 | 26 | 31 | 344 | 401 |
| Percentage of positions filled through open positions ¹⁾ | % | 4.5 | ~ | 8.6 | 7.7 | 2.4 | 1.2 | 6.1 | 4.4 | 4.6 | 17.5 | 4.8 | 5.0 |

1) Employees relocated through the open position program / (employees relocated through the open position program + newly recruited employees) × 100

Employee Profile

New Employee Hires

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|---|--|-----------|-----------------------|-----------------------|---------|-----------|-----------------------|-----------------------|---------|-----------|-----------------------|-----------------------|---------|------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| New employee hires in permanent positions (direct employment) | Persons | 1,181 | ~ | 3,928 | 5,109 | 732 | 800 | 2,368 | 3,900 | 536 | 146 | 6,865 | 7,547 | |
| Percentage of new employee hires ¹⁾ | % | 10.2 | ~ | 18.3 | 12.0 | 6.0 | 8.1 | 9.8 | 8.4 | 4.4 | 1.4 | 28.4 | 16.1 | |
| By gender | Male | 938 | ~ | 2,284 | 3,222 | 614 | 755 | 1,547 | 2,916 | 450 | 136 | 4,187 | 4,773 | |
| | Female | 243 | ~ | 1,625 | 1,868 | 118 | 45 | 819 | 982 | 86 | 10 | 2,678 | 2,774 | |
| | Other | 0 | ~ | 19 | 19 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | |
| | Percentage of males | % | 79.4 | ~ | 58.1 | 63.1 | 83.9 | 94.4 | 65.3 | 74.8 | 84.0 | 93.2 | 61.0 | 63.2 |
| | Percentage of females | % | 20.6 | ~ | 41.4 | 36.6 | 16.1 | 5.6 | 34.6 | 25.2 | 16.0 | 6.8 | 39.0 | 36.8 |
| | Percentage of other | % | 0 | ~ | 0.5 | 0.4 | 0 | 0 | 0.08 | 0.05 | 0 | 0 | 0 | 0 |
| By age group | Under 30 | 834 | ~ | 1,886 | 2,720 | 451 | 262 | 1,146 | 1,859 | 391 | 47 | 3,472 | 3,910 | |
| | 30 and over and under 50 | 347 | ~ | 1,746 | 2,093 | 279 | 533 | 1,024 | 1,836 | 145 | 92 | 3,059 | 3,296 | |
| | 50 and over | 0 | ~ | 296 | 296 | 2 | 5 | 198 | 205 | 0 | 7 | 334 | 341 | |
| | Percentage of new employees under 30 | % | 70.6 | ~ | 48.0 | 53.2 | 61.6 | 32.8 | 48.4 | 47.7 | 72.9 | 32.2 | 50.6 | 51.8 |
| | Percentage of new employees 30 and over and under 50 | % | 29.4 | ~ | 44.5 | 41.0 | 38.1 | 66.6 | 43.2 | 47.1 | 27.1 | 63.0 | 44.6 | 43.7 |
| Percentage of employees 50 and over | % | 0 | ~ | 7.5 | 5.8 | 0.3 | 0.6 | 8.4 | 5.3 | 0 | 4.8 | 4.9 | 4.5 | |
| By type | New employees in future new industry sectors | 175 | ~ | ~ | 175 | 168 | ~ | ~ | 168 | 119 | 23 | 31 | 173 | |
| | Percentage of new employees in future new industry sectors | % | 14.8 | ~ | ~ | 14.8 | 23.0 | ~ | ~ | 23.0 | 22.2 | 15.8 | 0.5 | 2.3 |
| New employees in temporary positions | Persons | 357 | ~ | 3,653 | 4,010 | 406 | 1,792 | 6,778 | 8,976 | 452 | 1,574 | 2,943 | 4,969 | |
| Recruiting costs | KRW million | 2,546 | ~ | 2,173 | 4,719 | 2,931 | 198 | 4,492 | 7,620 | 3,298 | 316 | 5,350 | 8,963 | |
| Average recruiting costs per person ²⁾ | KRW | 1,655,275 | ~ | 286,654 | 517,484 | 2,575,572 | 76,237 | 491,098 | 591,814 | 3,337,759 | 183,646 | 545,437 | 716,141 | |

1) Percentage of new employees against total headcount, direct recruitment

2) Total annual expenditures for recruitment/total number of new employees

Employee Profile

Turnover

| | | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---------------------------------------|---|----------|---------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|-------|
| | | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Turnover | | Persons | 895 | ~ | 6,965 | 7,860 | 671 | 1,590 | 9,539 | 11,800 | 779 | 1,417 | 6,675 | 8,871 |
| Turnover rate ¹⁾ | | % | 7.7 | ~ | 32.4 | 23.7 | 5.5 | 16.0 | 39.5 | 25.6 | 6.3 | 13.6 | 27.6 | 18.9 |
| By gender | Male | Persons | 717 | ~ | 5,170 | 5,887 | 520 | 1,510 | 7,966 | 9,996 | 603 | 1,345 | 4,374 | 6,322 |
| | Female | Persons | 178 | ~ | 1,785 | 1,963 | 151 | 80 | 1,560 | 1,791 | 176 | 72 | 2,290 | 2,538 |
| | Other | Persons | 0 | ~ | 10 | 10 | 0 | 0 | 13 | 13 | 0 | 0 | 11 | 11 |
| | Turnover rate for males | % | 6.2 | ~ | 24.1 | 17.8 | 4.3 | 15.2 | 33.0 | 21.6 | 4.9 | 12.9 | 18.1 | 13.5 |
| | Turnover rate for females | % | 1.5 | ~ | 8.3 | 5.9 | 1.2 | 0.8 | 6.5 | 3.9 | 1.4 | 0.7 | 9.5 | 5.4 |
| | Turnover rate for other | % | ~ | ~ | 0.05 | 0.05 | ~ | ~ | 0.05 | 0.03 | ~ | ~ | 0.05 | 0.02 |
| | By age group | Under 30 | Persons | 341 | ~ | 4,271 | 4,612 | 225 | 825 | 6,971 | 8,021 | 235 | 644 | 3,634 |
| | 30 and over and under 50 | Persons | 209 | ~ | 2,330 | 2,539 | 134 | 693 | 2,217 | 3,044 | 235 | 648 | 2,616 | 3,499 |
| | 50 and over | Persons | 345 | ~ | 364 | 709 | 312 | 72 | 351 | 735 | 309 | 125 | 425 | 859 |
| | Turnover rate of age under 30 | % | 2.9 | ~ | 19.9 | 13.9 | 1.9 | 8.3 | 28.9 | 17.4 | 1.9 | 6.2 | 15.0 | 9.6 |
| | Turnover rate of age 30 and over and under 50 | % | 1.8 | ~ | 10.8 | 7.7 | 1.1 | 7.0 | 9.2 | 6.6 | 1.9 | 6.2 | 10.8 | 7.5 |
| | Turnover rate of age 50 and over | % | 3.0 | ~ | 1.7 | 2.1 | 2.6 | 0.7 | 1.5 | 1.6 | 2.5 | 1.2 | 1.8 | 1.8 |
| Voluntary turnover | | Persons | 280 | ~ | 3,605 | 3,885 | 181 | 400 | 6,178 | 6,759 | 153 | 250 | 5,550 | 5,953 |
| Voluntary turnover rate ²⁾ | | % | 2.4 | ~ | 16.8 | 11.7 | 1.5 | 4.0 | 25.6 | 14.6 | 1.2 | 2.4 | 22.9 | 12.7 |
| By gender | Male | Persons | 212 | ~ | 2,259 | 2,471 | 135 | 371 | 4,996 | 5,502 | 116 | 240 | 3,648 | 4,004 |
| | Female | Persons | 68 | ~ | 1,344 | 1,412 | 46 | 29 | 1,176 | 1,251 | 37 | 10 | 1,902 | 1,949 |
| | Other | Persons | 0 | ~ | 2 | 2 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 |
| | Turnover rate for males | % | 1.8 | ~ | 10.5 | 7.5 | 1.1 | 3.7 | 20.7 | 11.9 | 0.9 | 2.3 | 15.1 | 8.5 |
| | Turnover rate for females | % | 0.6 | ~ | 6.3 | 4.3 | 0.4 | 0.3 | 4.9 | 2.7 | 0.3 | 0.1 | 7.9 | 4.2 |
| | Turnover rate for other | % | ~ | ~ | 0.01 | 0.01 | ~ | ~ | 0.02 | 0.01 | ~ | ~ | ~ | ~ |
| By age group | Under 30 | Persons | 159 | ~ | 1,923 | 2,082 | 75 | 203 | 4,283 | 4,561 | 68 | 129 | 3,262 | 3,459 |
| | 30 and over and under 50 | Persons | 109 | ~ | 1,448 | 1,557 | 78 | 187 | 1,708 | 1,973 | 67 | 101 | 2,000 | 2,168 |
| | 50 and over | Persons | 12 | ~ | 234 | 246 | 28 | 10 | 187 | 225 | 18 | 20 | 288 | 326 |
| | Turnover rate of age under 30 | % | 1.4 | ~ | 8.9 | 6.3 | 0.6 | 2.0 | 17.7 | 9.9 | 0.6 | 1.2 | 13.5 | 7.4 |
| | Turnover rate of age 30 and over and under 50 | % | 0.9 | ~ | 6.7 | 4.7 | 0.6 | 1.9 | 7.1 | 4.3 | 0.5 | 1.0 | 8.3 | 4.6 |
| | Turnover rate of age 50 and over | % | 0.1 | ~ | 1.1 | 0.7 | 0.2 | 0.1 | 0.8 | 0.5 | 0.1 | 0.2 | 1.2 | 0.7 |

1) Turnover rate = (number of total leavers) / (total number of employees) × 100, include fixed-term workers (contract workers, trainees, etc.) leaving due to contract termination

2) Voluntary turnover rate = (total number of leavers-number of employees who voluntarily resign or resign upon company recommendation) / total number of employees, exclude retirement, fatalities, dismissals, relocation to Group affiliates, and contract termination

Training and Competency Development

Training Overview

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|--|--|--------------|-----------------------|-----------------------|-----------|-----------|-----------------------|-----------------------|---------|-----------|-----------------------|-----------------------|---------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Employees who completed training ¹⁾ | Persons | 11,691 | ~ | 20,957 | 32,648 | 10,085 | 8,474 | 47,941 | 66,500 | 10,313 | 9,322 | 32,002 | 51,637 | |
| Total annual training hours ²⁾ | Hours | 833,257 | ~ | 236,578 | 1,069,835 | 566,310 | 173,951 | 234,098 | 974,359 | 569,020 | 186,389 | 210,067 | 965,476 | |
| Average training hours per person ³⁾ | Hours/person | 71.3 | ~ | 11.3 | 32.8 | 46.8 | 17.5 | 9.7 | 21.1 | 46.2 | 17.9 | 8.7 | 20.6 | |
| By gender ⁴⁾ | Training hours for males | Hours | 727,374 | ~ | 162,822 | 890,196 | 482,910 | 164,605 | 155,171 | 802,686 | 485,235 | 175,762 | 141,404 | 802,401 |
| | Training hours for females | Hours | 105,883 | ~ | 73,756 | 179,639 | 83,400 | 9,346 | 75,739 | 168,485 | 83,785 | 10,627 | 68,044 | 162,456 |
| | Training hours for other | Hours | 0 | ~ | 0 | 0 | 0 | 0 | 3,188 | 3,188 | 0 | 0 | 619 | 619 |
| | Average training hours per male | Hours/person | 72.1 | ~ | 10.8 | 35.3 | 46.1 | 17.8 | 9.1 | 21.8 | 45.6 | 18.0 | 8.6 | 21.8 |
| | Average training hours per female | Hours/person | 68.5 | ~ | 11.6 | 22.7 | 50.9 | 13.7 | 10.8 | 18.1 | 50.0 | 15.5 | 4.1 | 4.4 |
| By job position ⁵⁾ | Management positions (senior manager and higher level) | Hours | 459,691 | ~ | 25,352 | 485,043 | 308,785 | 16,654 | 62,549 | 387,988 | 326,041 | 30,019 | 24,212 | 380,272 |
| | Training hours for non-management positions (below senior manager level) | Hours | 373,566 | ~ | 211,226 | 584,792 | 257,525 | 140,996 | 171,549 | 570,070 | 242,979 | 156,370 | 185,855 | 585,204 |
| By type of training | Online training hours | Hours | 551,795 | ~ | 90,931 | 642,726 | 393,374 | 140,196 | 51,111 | 584,681 | 424,571 | 157,004 | 46,661 | 628,236 |
| | Offline training hours | Hours | 281,462 | ~ | 145,647 | 427,109 | 172,936 | 33,755 | 182,987 | 389,678 | 144,449 | 29,385 | 163,406 | 337,240 |
| Training expenses | KRW million | 13,182 | ~ | 3,860 | 17,042 | 15,105 | 1,684 | 6,997 | 23,787 | 15,455 | 1,264 | 4,397 | 21,116 | |
| Average training expenses per person ⁶⁾ | KRW/person | 1,127,511 | ~ | 184,180 | 521,979 | 1,247,974 | 169,753 | 289,639 | 515,056 | 1,255,169 | 121,158 | 181,671 | 449,775 | |

1) Eliminated duplicates in domestic (parent) data

2) The 2022 domestic (parent) data cover domestic subsidiaries, data for domestic subsidiaries have been separately disclosed since 2023

3) Change in calculation criteria starting from 2023 (total training hours/total employees)

4) Training data for certain overseas subsidiaries were not disaggregated by gender, and such data were included under the 'other' category

5) 2022 and 2023: (management position) managerial/research positions, (non-management position) contract employees, employees in special roles, on-site staff, etc.

Redefinition of management positions in 2024: (management position) employees at or above the senior manager level, (non-management position) employees below the senior manager level

6) Change in calculation criteria starting from 2023 (total training expenses/total employees)

Training Program

| | Unit | 2022 | 2023 | 2024 |
|---|--|---------|--------|--------|
| | | Parent | Parent | Parent |
| Certification acquisition | Cases | 284 | 200 | 195 |
| Community of Practice | Persons | 1,218 | 1,531 | 1,912 |
| Mentoring | Persons | 1,043 | 1,317 | 710 |
| Knowledge (year-round learning content) | Persons | 31,184 | 59,569 | 47,897 |
| SW Academy | Persons | 2,101 | 2,521 | 2,289 |
| Mobility SW learning platform | Persons | 2,490 | 1,926 | 1,272 |
| Retirement support training ¹⁾ | Employees eligible for retirement support training | Persons | 321 | 324 |
| | Employees who received retirement support training | Persons | 248 | 246 |

1) Retirement preparation education for employees scheduled to retire, including life planning and financial planning (for employees in the current year and the previous year of retirement)

Evaluation and Compensation

Regular Performance Evaluation¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|---|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Employees subject to performance evaluations ²⁾ | Persons | 9,398 | ~ | 12,696 | 22,094 | 9,920 | 1,294 | 11,977 | 23,191 | 10,042 | 1,126 | 12,660 | 23,828 |
| By gender | Male | ~ | ~ | ~ | ~ | 8,623 | 1,167 | 8,324 | 18,114 | 8,704 | 1,032 | 8,493 | 18,229 |
| | Female | ~ | ~ | ~ | ~ | 1,297 | 127 | 3,647 | 5,071 | 1,338 | 94 | 4,167 | 5,599 |
| | Other | ~ | ~ | ~ | ~ | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 |
| Employees who received performance evaluations | Persons | 9,398 | ~ | 10,474 | 19,872 | 9,920 | 1,294 | 11,911 | 23,125 | 10,042 | 1,126 | 12,475 | 23,643 |
| By gender | Male | ~ | ~ | ~ | ~ | 8,623 | 1,167 | 8,286 | 18,076 | 8,704 | 1,032 | 8,374 | 18,110 |
| | Female | ~ | ~ | ~ | ~ | 1,297 | 127 | 3,620 | 5,044 | 1,338 | 94 | 4,101 | 5,533 |
| | Other | ~ | ~ | ~ | ~ | 0 | 0 | 5 | 5 | 0 | 0 | 0 | 0 |
| Percentage of evaluations conducted | % | 100 | ~ | 82.5 | 89.9 | 100 | 100 | 99.4 | 99.7 | 100 | 100 | 98.5 | 99.2 |
| By gender | Percentage of evaluated male employees | % | ~ | ~ | ~ | 100 | 100 | 99.5 | 99.8 | 100 | 100 | 98.6 | 99.3 |
| | Percentage of evaluated female employees | % | ~ | ~ | ~ | 100 | 100 | 99.3 | 99.5 | 100 | 100 | 98.4 | 98.8 |
| | Percentage of evaluated employees with unspecified gender | % | ~ | ~ | ~ | ~ | ~ | 83.3 | 83.3 | ~ | ~ | ~ | ~ |

1) MBO (Management By Objectives)-based evaluation

2) Domestic: Include executives, office staff, contract employees, and expatriates, exclude on-site staff (compensation is tied to performance evaluation results for employees at the senior manager or above level)

Overseas: Based on the criteria set by each subsidiary

Multi-dimensional Evaluation¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------------------------|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-------------------------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ³⁾ | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Target employees ²⁾ | Persons | 9,016 | ~ | ~ | 9,016 | 9,515 | 501 | 356 | 10,372 | 9,652 | 772 | 539 | 10,963 |
| Evaluated employees | Persons | 9,016 | ~ | ~ | 9,016 | 9,515 | 501 | 294 | 10,310 | 9,652 | 772 | 529 | 10,953 |
| Percentage of evaluations conducted | % | 100 | ~ | ~ | 100 | 100 | 100 | 82.6 | 99.4 | 100 | 100 | 98.1 | 99.9 |

1) 360-degree evaluations and others

2) Domestic: Include executives, office staff, and expatriates, exclude contract employees, on-site staff, dispatch workers, and basketball team members

Overseas: Based on the criteria set by each subsidiary

3) Restated the 2023 data to reflect data errors for overseas subsidiaries

Evaluation and Compensation

Employee Compensation

| | | | Unit | 2022 | 2023 | 2024 |
|--|---|---------|-------------|-----------|-----------|-----------|
| | | | | Parent | Parent | Parent |
| Total compensation ¹⁾ | | | KRW million | 1,223,642 | 1,445,902 | 1,633,709 |
| By gender ²⁾ | Male | Total | KRW million | 1,106,667 | 1,297,409 | 1,460,102 |
| | | Average | KRW million | ~ | 127 | 141 |
| | Female | Total | KRW million | 116,975 | 148,493 | 173,606 |
| | | Average | KRW million | ~ | 91 | 104 |
| | Other | Total | KRW million | ~ | 0 | 0 |
| | | Average | KRW million | ~ | 0 | 0 |
| | Average pay gap ratio (male/female) ³⁾ | | % | ~ | 28.7 | 26.4 |
| By job position (executives) | Average base salary | Male | KRW million | 349 | 352 | 374 |
| | | Female | KRW million | 0 | 0 | 0 |
| | Average total pay ¹⁾ | Male | KRW million | 453 | 464 | 507 |
| | | Female | KRW million | 0 | 0 | 0 |
| By job position (management) ⁴⁾ | Average base salary | Male | KRW million | 77 | 80 | 98 |
| | | Female | KRW million | 60 | 60 | 91 |
| | Average total pay | Male | KRW million | 110 | 135 | 164 |
| | | Female | KRW million | 78 | 107 | 141 |
| By job position (non-management) ⁴⁾ | Average base salary | Male | KRW million | 109 | 123 | 60 |
| | | Female | KRW million | 85 | 92 | 54 |

1) Base salary + bonus + benefits

2) Restated the 2022 total pay data due to change in management criteria (base salary → total pay), newly reported on average pay since 2023

3) $((\text{average pay for males}) - (\text{average pay for females})) / (\text{average pay for males}) \times 100$

4) 2022 and 2023: (management position) managerial/research positions, (non-management position) contract employees, employees in special roles, on-site staff, etc.

Redefinition of management positions in 2024: (management position) employees at or above the senior manager level, (non-management position) employees below the senior manager level

Safety and Health Management

Safety Management Targets

Guided by our vision to ‘foster a safe and healthy workplace where all employees can work with peace of mind’, Hyundai Mobis puts safety and health before all else in all aspects of our operations.

We have set our targets of achieving zero serious accidents, reducing injury rates (by 5% in accidents and by 10% in absenteeism) and eliminating accidental fires and electric shocks. To attain these targets, we engage in a variety of safety and health initiatives to keep all our employees healthy and safe.

| | Unit | 2023 | | 2024 | | 2025 (Target) | |
|-------------------------------|------|--------|------|--------|------|---------------|------|
| | | Parent | | Parent | | Parent | |
| MSRS evaluation ¹⁾ | Lv. | | Lv.5 | | Lv.6 | | Lv.7 |

* MSRS (Mobis Safety Rating System): Internal safety system/culture evaluation methodology

1) For domestic and overseas manufacturing sites

Status of Employee Safety and Health

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|---------------------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-------------------------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁴⁾ | Total |
| Work-related injuries fatalities | Persons | ~ | ~ | ~ | ~ | 1 | ~ | 0 | 1 | 0 | ~ | 0 | 0 |
| LTIFR ¹⁾ | Cases/million hours | 1.014 | ~ | 0.561 | 0.722 | 0.747 | ~ | 4.263 | 3.007 | 1.543 | ~ | 3.182 | 2.629 |
| | Cases/200,000 hours | 0.203 | ~ | 0.112 | 0.144 | 0.149 | ~ | 0.853 | 0.601 | 0.309 | ~ | 0.636 | 0.526 |
| Lost-time injuries | Cases | 24 | ~ | 24 | 48 | 18 | ~ | 185 | 203 | 38 | ~ | 154 | 192 |
| Number of days lost | Days | ~ | ~ | ~ | ~ | 920 | ~ | 0 | 920 | 1,727 | ~ | 4,806 | 6,533 |
| Work-related illnesses ²⁾ Fatalities | Persons | ~ | ~ | ~ | ~ | 0 | ~ | 0 | 0 | 0 | ~ | 0 | 0 |
| OIFR ³⁾ | Cases/million hours | 0.17 | ~ | ~ | 0.17 | 0 | ~ | ~ | 0 | 0.20 | ~ | 0.00 | 0.05 |
| Recordable illnesses | Cases | 4 | ~ | ~ | 4 | 0 | ~ | ~ | 0 | 5 | ~ | 0 | 5 |

1) LTIFR: Lost Time Injuries Frequency Rate

Injury rates have been calculated based on a standardized annual working time of 2,000 hours starting from the 2024 data.

2) Major types of work-related illnesses: Acute musculoskeletal diseases, hearing loss

3) OIFR: Occupational Illness Frequency Rate

4) Injury rates increased due to enhanced management standards for overseas subsidiaries in 2023 (cases reported to the government → Injuries which resulted in 1 or more days of lost time)

Profile of Non-employee Workers

Overview of Non-employee Workers

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|------------------------------------|---------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-------------------------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries ²⁾ | Overseas Subsidiaries | Total |
| Non-employee workers ¹⁾ | Persons | ~ | ~ | ~ | ~ | 2,956 | 6 | 1,240 | 4,202 | 2,942 | 837 | 5,187 | 8,966 |

1) Refer to workers affiliated with staffing agencies (cleaners, staff directly engaging in manufacturing, etc.)

2) The number of workers (at MOTRAS) increased as the scope of data collection for domestic subsidiaries expanded in 2024

Overview of Safety and Health for Non-employee Workers¹⁾

| | | Unit | 2022 | | | | 2023 | | | | 2024 | | | | | | | |
|--------------------------------------|----------------------|-------------------------|--------|--|--|--|--------|--|--|--|--------|--|---|--|-----------------------|--|-----------------------|--|
| | | | Parent | | | | Parent | | | | Parent | | | | Domestic Subsidiaries | | Overseas Subsidiaries | |
| Work-related injuries | Fatalities | Persons | ~ | | | | 0 | | | | 0 | | ~ | | 0 | | 0 | |
| LTIFR ^{2),3)} | | Cases/ million hours | 3.407 | | | | 2.999 | | | | 1.869 | | ~ | | 0.771 | | 1.169 | |
| | | Cases/ 200,000 hours | 0.681 | | | | 0.600 | | | | 0.374 | | ~ | | 0.154 | | 0.234 | |
| | Lost-time injuries | Cases | ~ | | | | 9 | | | | 11 | | ~ | | 8 | | 19 | |
| Work-related illnesses ⁴⁾ | Fatalities | Persons | ~ | | | | 0 | | | | 0 | | ~ | | 0 | | 0 | |
| | Recordable illnesses | Cases | ~ | | | | 2 | | | | 0 | | ~ | | 0 | | 0 | |

1) Refer to workers affiliated with staffing agencies (cleaners, staff directly engaging in manufacturing, etc.) and working at domestic operations (parent), newly reported since 2023 except for LTIFR

2) LTIFR: Lost Time Injuries Frequency Rate

Injury rates have been calculated based on a standardized annual working time of 2,000 hours starting from the 2024 data.

3) Excluded the 2022 overseas data to reflect the change made in 2023 in the scope of management for non-employee workers at domestic operations (parent) and the redefinition of overseas safety and health standards (under review)

4) Major types of work-related illnesses: Acute musculoskeletal diseases, hearing loss

Profile of Suppliers

Supplier Overview

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------------------------|---|-----------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Total suppliers ¹⁾ | Companies | 2,997 | ~ | 685 | 3,682 | 3,280 | ~ | 748 | 4,028 | 3,332 | ~ | 776 | 4,108 |
| Parts suppliers ²⁾ | Companies | 1,320 | ~ | 685 | 2,005 | 1,438 | ~ | 748 | 2,186 | 1,332 | ~ | 776 | 2,108 |
| Mass-production | Companies | ~ | ~ | 685 | 685 | 698 | ~ | 748 | 1,446 | 716 | ~ | 776 | 1,492 |
| Tier-1 | Suppliers directly involved in development | Companies | 614 | ~ | 685 | 586 | ~ | 748 | 1,334 | 591 | ~ | 776 | 1,367 |
| Significant tier-1 suppliers | Operating structure (screening) ³⁾ | Companies | 399 | ~ | ~ | 401 | ~ | ~ | 401 | 409 | ~ | ~ | 409 |
| Core tier-1 suppliers ⁴⁾ | Suppliers under the core business operating structure | Companies | 54 | ~ | ~ | 57 | ~ | 12 | 69 | 44 | ~ | 25 | 69 |
| Significant tier-2 suppliers | Tier-2 suppliers for significant tier-1 suppliers | Companies | 27 | ~ | ~ | 43 | ~ | ~ | 43 | 22 | ~ | ~ | 22 |
| A/S, supplies, packaging | Companies | ~ | ~ | ~ | ~ | 1,099 | ~ | ~ | 1,099 | 1,002 | ~ | ~ | 1,002 |
| Non-parts suppliers | Companies | 1,677 | ~ | ~ | 1,677 | 1,842 | ~ | ~ | 1,842 | 2,000 | ~ | ~ | 2,000 |

1) Overseas subsidiary data cover suppliers involved in direct development only

2) Overseas subsidiary data cover suppliers involved in direct development only, exclude suppliers involved in mass-production, A/S, supplies, and packaging

3) Based on the criteria reflected in year-end final operating structure deliberation meetings

4) Parent: KRW 1 billion and over in purchase amounts for the direct development of core parts (electrification etc.), Overseas subsidiaries (corporations in Slovakia and the Czech Republic): KRW 20 billion and over in annual purchase amounts

Procurement Overview

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|--|-----------------|-----------------------|-----------------------|---------|---------|-----------------------|-----------------------|---------|---------|-----------------------|-----------------------|---------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Total purchase amounts | KRW 100 million | 283,092 | ~ | 176,864 | 459,956 | 332,968 | ~ | 187,791 | 520,759 | 291,918 | ~ | 217,606 | 509,524 |
| Parts suppliers | KRW 100 million | 276,930 | ~ | 170,906 | 447,836 | 325,057 | ~ | 178,887 | 503,944 | 285,573 | ~ | 210,525 | 496,098 |
| Mass-production | KRW 100 million | 244,151 | ~ | 160,769 | 404,920 | 289,677 | ~ | 167,681 | 457,358 | 246,087 | ~ | 199,309 | 445,396 |
| Tier-1 | Suppliers directly involved in development | KRW 100 million | 98,403 | ~ | 60,248 | 115,990 | ~ | 71,018 | 187,008 | 118,684 | ~ | 81,605 | 200,288 |
| Significant tier-1 suppliers | Operating structure (screening) | KRW 100 million | ~ | ~ | ~ | 84,586 | ~ | ~ | 84,586 | 80,841 | ~ | ~ | 80,841 |
| Proportion of operating structure (screening) ¹⁾ | % | ~ | ~ | ~ | ~ | 72.9 | ~ | ~ | 72.9 | 68.1 | ~ | ~ | 68.1 |
| A/S, supplies, packaging | Non-mass-production suppliers | KRW 100 million | 32,779 | ~ | 10,137 | 42,916 | ~ | 11,206 | 46,586 | 39,486 | ~ | 11,215 | 50,702 |
| Non-parts suppliers | Others | KRW 100 million | 6,162 | ~ | 5,958 | 12,120 | ~ | 8,904 | 16,815 | 6,345 | ~ | 7,081 | 13,426 |

1) Proportion of purchases made from suppliers under the operating structure against purchases made from tier-1 suppliers (direct development) (on the year-end basis)

Supplier Sustainability Risk Management

KPI and Targets

To establish sustainable supply chains, Hyundai Mobis tracks the KPIs and targets that we set in relation to supplier ESG assessments.

These targets are designed to take into account historical assessment results and the status of target suppliers. We disclose our performance and targets for respective KPIs to ensure suppliers continuously recognize and understand these KPIs.

| | Unit | 2022 | 2023 | 2024 | 2025 Target | 2026 Target |
|---|------|--------|--------|--------|-------------|-------------|
| | | Parent | Parent | Parent | Parent | Parent |
| Completion of on-site assessments conducted on 'high-risk suppliers' identified through supplier ESG self-assessments | % | 100 | 100 | 97 | 100 | 100 |
| Reception of corrective action plans for the necessary improvements (findings) identified through on-site assessments | % | 100 | 100 | 100 | 90 | 95 |
| Completion of deliberations on disciplinary action for suppliers whose non-compliance with the Code of Conduct resulted in media coverage of the issues ¹⁾ | % | 100 | 100 | 100 | 100 | 100 |

1) Zero occurrences and noted as 100%

ESG Assessments and Actions

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | | |
|--|---|-----------------------------------|-----------------------|-----------------------|-------|--------|-----------------------|-------------------------------------|-------|--------|-----------------------|-------------------------------------|-------|------|------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁵⁾ | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁶⁾ | Total | | |
| Supplier ESG assessment rate (self-assessment) | % | 92.0 | ~ | ~ | 92.0 | 92.9 | ~ | 75.3 | 89.9 | 100 | ~ | 100 | 100 | | |
| Assessment (desk-based) | Target suppliers | Companies | 399 | ~ | ~ | 399 | 378 | ~ | 77 | 455 | 371 | ~ | 69 | 440 | |
| | Tier-1 | Initial ¹⁾ | Companies | 395 | ~ | ~ | 395 | 399 | ~ | 104 | 503 | 401 | ~ | 89 | 490 |
| | | Final ²⁾ | Companies | 373 | ~ | ~ | 373 | 359 | ~ | 77 | 436 | 348 | ~ | 66 | 414 |
| | Tier-2 | Initial ³⁾ | Companies | 44 | ~ | ~ | 44 | 27 | ~ | 0 | 27 | 24 | ~ | 3 | 27 |
| | | Final ⁴⁾ | Companies | 26 | ~ | ~ | 26 | 19 | ~ | 0 | 19 | 23 | ~ | 3 | 26 |
| Suppliers that completed assessments | Companies | 367 | ~ | ~ | 367 | 351 | ~ | 58 | 409 | 371 | ~ | 69 | 440 | | |
| | Tier-1 | Suppliers assessed | Companies | 342 | ~ | ~ | 342 | 332 | ~ | 58 | 390 | 348 | ~ | 66 | 414 |
| | | Percentage of suppliers assessed | % | 91.7 | ~ | ~ | 91.7 | 92.5 | ~ | 75.3 | 89.4 | 100 | ~ | 100 | 100 |
| | Tier-2 | Suppliers assessed | Companies | 25 | ~ | ~ | 25 | 19 | ~ | 0 | 19 | 23 | ~ | 3 | 26 |
| | | Percentage of suppliers assessed | % | 96.2 | ~ | ~ | 96.2 | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 |
| Identification | High-risk suppliers | Companies | 12 | ~ | ~ | 12 | 16 | ~ | 1 | 17 | 68 | ~ | 8 | 76 | |
| | Percentage of high-risk suppliers ⁵⁾ | % | 3.3 | ~ | ~ | 3.3 | 4.6 | ~ | 1.7 | 4.2 | 18.3 | ~ | 11.6 | 17.3 | |
| | Tier-1 | High-risk suppliers | Companies | 10 | ~ | ~ | 10 | 12 | ~ | 1 | 13 | 67 | ~ | 8 | 75 |
| | | Percentage of high-risk suppliers | % | 2.9 | ~ | ~ | 2.9 | 3.6 | ~ | 1.7 | 3.3 | 19.3 | ~ | 12.1 | 18.1 |
| | Tier-2 | High-risk suppliers | Companies | 2 | ~ | ~ | 2 | 4 | ~ | 0 | 4 | 1 | ~ | 0 | 1 |
| | | Percentage of high-risk suppliers | % | 8.0 | ~ | ~ | 8.0 | 21.1 | ~ | ~ | 21.1 | 4.3 | ~ | ~ | 3.8 |

1) Total domestic (parent) suppliers under the operating structure

2) Domestic (parent) suppliers under the operating structure excluding those with no transactions as well as distributors

3) Total tier-2 suppliers doing business with tier-1 suppliers involved in core business areas, direct development (KRW 1 billion or more), and individual contracts

4) Core tier-2 suppliers excluding those that have no transactions or shut down

5) Percentage of suppliers identified as high-risk out of suppliers who completed assessments

6) For suppliers doing business with our corporations in Slovakia (MSK) and the Czech Republic (MCZ, MCZ-OS)

Supplier Sustainability Risk Management

ESG Assessments and Actions

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | | |
|--|--|----------------------------------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|-----|------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | | |
| Supplier ESG due diligence rate (on-site assessment) | % | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 97.1 | ~ | 100 | 97.4 | | |
| Due diligence (on-site assessment ¹⁾) | Tier-1 | Suppliers assessed | Companies | 10 | ~ | ~ | 10 | 12 | ~ | 1 | 13 | 65 | ~ | 8 | 73 |
| | | Percentage of suppliers assessed | % | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 97.0 | ~ | 100 | 97.3 |
| | Tier-2 | Suppliers assessed | Companies | 2 | ~ | ~ | 2 | 4 | ~ | 0 | 4 | 1 | ~ | 0 | 1 |
| | | Percentage of suppliers assessed | % | 100 | ~ | ~ | 100 | 100 | ~ | 0 | 100 | 100 | ~ | 0 | 100 |
| | Suppliers that received corrective actions | Companies | 12 | ~ | ~ | 12 | 16 | ~ | 1 | 17 | 66 | ~ | 8 | 74 | |
| | Suppliers that received recommendations | Companies | 0 | ~ | ~ | 0 | 0 | ~ | 0 | 0 | 0 | ~ | 0 | 0 | |
| Supplier ESG performance improvement rate (improvement) | % | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 100 | ~ | 100 | 100 | | |
| Mitigation and improvement actions | Number of high-risk suppliers that established improvement plans to implement corrective actions/recommendations | Companies | 12 | ~ | ~ | 12 | 16 | ~ | 1 | 17 | 66 | ~ | 8 | 74 | |
| | Percentage of establishing (submitting) improvement plans to implement corrective actions/recommendations | % | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 100 | ~ | 100 | 100 | |
| | Number of suppliers assisted in implementing corrective action plans | Companies | 10 | ~ | ~ | 10 | 16 | ~ | 0 | 16 | 66 | ~ | 8 | 74 | |
| | Number of suppliers participating in capacity-building programs | Companies | 363 | ~ | ~ | 363 | 378 | ~ | 20 | 398 | 371 | ~ | 87 | 458 | |
| Suppliers with which transaction was terminated due to negative impact | Companies | 0 | ~ | ~ | 0 | 0 | ~ | 0 | 0 | 0 | ~ | 0 | 0 | | |
| Completion rate of deliberation on sanctions ²⁾ | % | 100 | ~ | ~ | 100 | 100 | ~ | 100 | 100 | 100 | ~ | 100 | 100 | | |

1) Domestic on-site assessment period: Jul. – Oct. 2024, overseas on-site assessment period: Jan. – Feb. 2025, the number of assessed suppliers increased in line with the enhancement of the due diligence methodology and expansion of its scope in 2024

2) Suppliers whose non-compliance with the Code of Conduct for Business Partners was made public by media (News Watches)

Community Engagement

Community Sponsorship Targets

Hyundai Mobis set a goal of increasing the number of community sponsorship organizations by 66 from the reporting year to reinforce community-based CSR initiatives and contribute to the stability and prosperity of local communities. This goal was defined by the review process led by respective operation sites, including the Headquarters, R&D centers, manufacturing sites, and A/S parts centers, and we are identifying the needs of communities through wide-ranging channels.

| | Unit | 2023 | 2024 | 2030 Target |
|-------------------------------------|---------------|--------|--------|-------------|
| | | Parent | Parent | Parent |
| Community sponsorship organizations | Organizations | 50 | 69 | 135 |

CSR Initiatives

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|--|--------------|--------|-----------------------|-------------------------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries ⁴⁾ | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Percentage of CSR expenses against revenue | % | 0.05 | ~ | ~ | 0.04 | 0.06 | ~ | ~ | 0.04 | 0.08 | ~ | ~ | 0.06 |
| Donation to charities | KRW million | 15,648 | 22 | 3,057 | 18,727 | 21,970 | 27 | 3,715 | 25,712 | 27,911 | 271 | 5,122 | 33,305 |
| Volunteering (converted to monetary value) ¹⁾ | KRW million | 624 | ~ | ~ | 624 | 770 | ~ | ~ | 770 | 620 | ~ | ~ | 620 |
| Volunteer hours | Hours | 8,710 | ~ | 2,649 | 11,359 | 13,249 | ~ | 1,795 | 15,044 | 9,237 | 435 | 2,671 | 12,343 |
| Volunteer participants ^{1), 2)} | Persons | 3,858 | ~ | 966 | 4,824 | 4,066 | ~ | 710 | 4,776 | 2,011 | 178 | 766 | 2,955 |
| Volunteer hours per person ³⁾ | Hours/person | 0.75 | ~ | 0.12 | 0.34 | 1.09 | ~ | 0.07 | 0.33 | 0.75 | 0.04 | 0.22 | 1.00 |

1) Compiled and converted employee volunteer hours during work hours (excluding weekends) based on domestic (parent) salary standards

2) Calculated by including duplicates (cumulative)

3) Volunteer hours per person: Total volunteer hours / total number of employees

4) Restated the 2022 data for donation to charities

Donations and Other Expenses

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | |
|---|-------------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|--------|-----------------------|-----------------------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total |
| Donation to charities | | 15,648 | 22 | 3,057 | 18,727 | 21,970 | 27 | 3,715 | 25,712 | 27,911 | 271 | 5,122 | 33,305 |
| Associations and tax-exempt organizations ¹⁾ | | 1,230 | ~ | ~ | 1,230 | 514 | ~ | ~ | 514 | 531 | ~ | ~ | 531 |
| Lobbying and lobbying associations (membership fees) | KRW million | 0 | ~ | ~ | 0 | 0 | ~ | ~ | 0 | 0 | ~ | ~ | 0 |
| Political donations | | 0 | ~ | ~ | 0 | 0 | ~ | ~ | 0 | 0 | ~ | ~ | 0 |

1) Restated the 2023 data for association and tax-exempt organizations

Product Quality and Safety

Product Recalls

| | Unit | 2022 | | 2023 | | 2024 | |
|---|-----------------|--------------|--------|--------------|--------|--------------|---------|
| | | Consolidated | | Consolidated | | Consolidated | |
| Vehicles recalled | Vehicles | 1,044,483 | 19,020 | 1,044,483 | 19,020 | 374,384 | 374,384 |
| Voluntary recalls | Vehicles | 1,044,483 | 19,020 | 1,044,483 | 19,020 | 374,384 | 374,384 |
| Non-voluntary recalls | Vehicles | 0 | 0 | 0 | 0 | 0 | 0 |
| Recall expenses | KRW 100 million | 428 | 96 | 428 | 96 | 44 | 44 |
| Percentage of recall expenses against revenue | % | 0.08 | 0.02 | 0.08 | 0.02 | 0.01 | 0.01 |

Warranty Provisions

| | Unit | 2022 | | 2023 | | 2024 | |
|---|-------------|--------------|-----------|--------------|-----------|--------------|-----------|
| | | Consolidated | | Consolidated | | Consolidated | |
| Provision warranty balance at the beginning of the period | KRW million | 1,217,987 | 1,174,541 | 1,217,987 | 1,174,541 | 1,578,207 | 1,578,207 |
| Warranty expenses (costs) incurred during the period | KRW million | 343,342 | 254,089 | 343,342 | 254,089 | 348,723 | 348,723 |
| Percentage of warranty costs against annual revenue | % | 0.7 | 0.4 | 0.7 | 0.4 | 0.6 | 0.6 |

Customer Grievance

VOC¹⁾ Management

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|------|-----------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|---------|-----------------------|-------------------------------------|---------|-----------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries ²⁾ | Total | |
| VOCs | Submitted | Cases | ~ | ~ | ~ | ~ | 115,960 | ~ | ~ | 115,960 | 117,084 | ~ | 995,165 | 1,112,249 |
| | Handled | Cases | ~ | ~ | ~ | ~ | 115,347 | ~ | ~ | 115,347 | 115,410 | ~ | 992,515 | 1,107,925 |
| | Ongoing | Cases | ~ | ~ | ~ | ~ | 288 | ~ | ~ | 288 | 924 | ~ | 1,708 | 2,632 |
| | Returned | Cases | ~ | ~ | ~ | ~ | 325 | ~ | ~ | 325 | 749 | ~ | 942 | 1,691 |

1) VOC: Voice of Customer

2) Compiled overseas subsidiary data since 2024

Governance

Non-compliance and Compliance Culture

Investigation and Action Taken for Ethical Non-compliance (Cyber Auditor and Internal Review)¹⁾

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|-------------------------------|---|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|-----|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| Non-compliance/whistleblowing | Total incidences of non-compliance/whistleblowing ²⁾ | Cases | 35 | ~ | ~ | 35 | 51 | 2 | 1 | 54 | 120 | 9 | 10 | 139 |
| Action | Total actions taken ³⁾ | | 35 | ~ | ~ | 35 | 45 | 2 | 1 | 48 | 97 | 6 | 9 | 112 |
| | HR action ⁴⁾ | | 15 | ~ | ~ | 15 | 20 | 1 | 1 | 22 | 13 | 4 | 9 | 26 |
| | Internal training | Cases | 11 | ~ | ~ | 11 | 10 | 0 | 0 | 10 | 19 | 2 | 0 | 21 |
| | Others (mutual agreement, system improvement, etc.) | | 9 | ~ | ~ | 9 | 15 | 1 | 0 | 16 | 65 | 0 | 0 | 65 |

1) Reported since 2023 in accordance with the revised classification criteria

2) Include duplicate reports starting in 2024

3) Include and disclose cases reported but not resolved in the previous year and were addressed in the current reporting year (six cases carried over from 2023)

4) Type of violation: Corruption/bribery (10), discrimination/harassment (2), others/unsubstantiated (14)

Compliance Training (including anti-corruption and anti-bribery training)

| | Unit | 2022 | | | | 2023 | | | | 2024 | | | | |
|---------|---|---------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|-----------------------|-----------------------|-------|--------|
| | | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | Parent | Domestic Subsidiaries | Overseas Subsidiaries | Total | |
| General | Completion of compliance training ¹⁾ | % | 97.8 | ~ | ~ | 97.8 | 98.7 | 65.7 | 61.3 | 76.6 | 99.2 | 100 | 71.7 | 89.9 |
| | Employees who completed compliance training | Persons | 9,769 | ~ | ~ | 9,769 | 9,581 | 3,456 | 6,277 | 19,314 | 9,761 | 5,079 | 5,596 | 20,436 |
| | Completion of training by functions at increased risk of corruption/bribery ²⁾ | % | ~ | ~ | ~ | ~ | 100 | 100 | 93.8 | 96.8 | 100 | 100 | 76.2 | 86.0 |

1) Training related to the CP management system, ethics/anti-corruption, human rights, tariffs, anti-sexual harassment, improvement in perceptions on disability, contractual risk, information security, safety/environment, and whistleblowing mechanisms

2) Defined as procurement-related functions

Political Influence and Lobbying Activities

Political Contributions

Pursuant to Article 31 (Restrictions on Donations) of Korea’s Political Fund Act, Hyundai Mobis strictly prohibits illegal donations or financial support for specific political candidates and any other political organization that could influence policy-making. Prohibited political donations are also defined by any support provided through corporate assets and / or any support employees provide for any political activity. We prohibit any provision or acceptance of bribes and / or rebates associated with our business operations and refrain from any inappropriate exercise of influence over public officials. This includes facilitation payments that are paid directly / indirectly to government officials in the form of bribes to expedite routine procedures or avoid administrative delays. Our policy (Code of Conduct) clearly specifies that merely promising or proposing the provision of unjustified economic gains could constitute corruptive practices. We allow charitable contributions and donations, and their execution is implemented in consideration of urgency and appropriateness in line with our internal execution criteria and procedures. Contributions of KRW 10 million or over are subject to the CEO’s approval, and contributions made are reported quarterly to the Corporate Sustainability Management Committee. Relevant annual budget plans also require approval from the Board of Directors.

| | Unit | 2022 | 2023 | 2024 |
|--|------|--------|--------|--------|
| | | Parent | Parent | Parent |
| Political cash contributions | | 0 | 0 | 0 |
| Value of political in-kind contributions (price value) ¹⁾ | KRW | 0 | 0 | 0 |

1) No in-kind contributions were made

Associations

Hyundai Mobis is not directly involved in any lobbying activities. We do, however, indirectly engage in activities as a company or a member of the industry. Our membership is mainly associated with organizations that relate to business operations or R&D activities, including the Korea Enterprises Federation, the Seoul Chamber of Commerce and Industry, the National Academy of Engineering of Korea, and the European Association of Automotive Suppliers (CLEPA).

| | Unit | 2022 | 2023 | 2024 |
|--|------|-------------|-------------|-------------|
| | | Parent | Parent | Parent |
| Korea Enterprises Federation | | 221,450,000 | 221,450,000 | 232,520,000 |
| Seoul Chamber of Commerce and Industry | | 108,300,000 | 108,300,000 | 108,300,000 |
| European Association of Automotive Suppliers (CLEPA) | KRW | 68,900,000 | 70,628,000 | 75,547,500 |
| National Academy of Engineering of Korea ¹⁾ | | ~ | 50,000,000 | 50,000,000 |
| AUTO-ISAC | | 57,500,000 | 63,390,360 | 64,500,000 |

1) Newly reported since 2023

Payment Practices¹⁾

Hyundai Mobis sets payment terms according to the size of suppliers. For parts suppliers, we make promissory note payments within 90 days when their company size is not specified or they fall into the category of large enterprises, 60 days when they are mid-sized companies whose annual revenue is at or above a certain threshold, and make full cash payments for other suppliers. For non-parts suppliers we set promissory note payment terms of 60 or 90 days, based on the size of their business.

| | Unit | 2022 | 2023 | 2024 |
|---|-------|--------|--------|--------|
| | | Parent | Parent | Parent |
| Percentage of payments aligned with standard payment terms ^{2),3)} | % | ~ | 99.99 | 99.99 |
| Cases of litigations raised due to payment delays ³⁾ | Cases | ~ | 0 | 0 |

1) Payment terms for suppliers

2) Cases of payments made according to standard payment terms/total cases of payments made

3) Newly reported since 2023

Information Security

Hyundai Mobis includes information security as part of its organizational KPIs to ensure company-wide control of critical information. To systematically manage the information security system and framework, and to prevent incidents, we monitor KPIs such as the deployment rate of security systems, the level of policy implementation for security solutions, security assessments conducted by third-parties, and the number of major security incidents.

| | Unit | 2022 | 2023 | 2024 |
|--|---------|--------|--------|--------|
| | | Parent | Parent | Parent |
| Ratio of investments in information security ¹⁾ | % | 6.7 | 6.9 | ~ |
| Completion of information security training ²⁾ | Persons | 9,769 | 9,581 | 9,761 |
| Total incidences of information security breach | Cases | 0 | 0 | 0 |

1) Percentage of investments made for information security out of total IT budget (disclosed up to the previous reporting year)

2) Employees who completed the information security module as part of compliance training

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