

Suppliers' Code of Ethical Conduct

A Resolution to Adopt a Code of Ethical Conduct

As a global company representing South Korea, we, the suppliers of Hyundai/Kia Motor Group, solemnly recognize our responsibilities for the national economy, society and future generations, and are committed to sincerely fulfill our ethical responsibilities as below:

1. We strive to become a company that is well-respected by customers and the public through a clear establishment of transparent, fair business activities and ethical values.
2. We practice management activities resulting in mutual benefits with our customers and suppliers, based on shared respect and spirit of cooperation.
3. We practice eco-friendly management to pass down a clean environment through continuous R&D and eco-friendly business activities.
4. By manufacturing parts of the best-quality, we put our utmost effort to grow and improve into the world's leading manufacturer with our customers.
5. We value our competitiveness and future worth, and actively protect the information of our customers and suppliers.
6. We actively practice CSR that gives hope to our neighbors in need through effective response to social issues.

Suppliers' Code of Ethics

1. Transparent Management

- We contribute to the national economic development through transparent taxation, compliance and formulation of ethical values.
- We respect all ethical behavior for transparent management to take root, and we take our corporate citizenship that prioritizes public interest and public order as our symbol.

2. Win-win Cooperation

- We promote customers' rights and interests with the best products and services, and we strive to satisfy the commitments to our customers and suppliers.
- We establish fair trade practices in businesses with our suppliers and pursue mutual growth through win-win cooperation.

3. Eco-friendly Management

- We recognize the environment as the company's key to success and create corporate value through proactive eco-friendly management.
- We lead the development and popularization of parts for eco-friendly vehicles and take full responsibility as an automobile parts company by actively supporting suppliers' eco-friendly management.

4. Quality Management

- We do our best to secure quality parts' so that our customer, Hyundai/Kia Motor Group, can grow and develop into the world's leading brand with its automobile products being regarded as the best quality in Korea and abroad.
- We contribute to securing parts of superior condition through technological and quality support for our suppliers.

5. Information Security

- Confidential information on business or technology of the counterpart in trading with our customers or suppliers, shall never be disclosed without the approval of the counterpart.
- We do not arbitrarily distort the information about our customers or suppliers, leak false information or damage the data.

6. CSR

- We actively fulfill CSR for continuous creation of jobs, the development of local community and economic growth.
- By respecting individuality of each and every employee, we build a mature corporate culture based on mutual trust and understanding.

Employee Code of Conduct for Suppliers

Transparent Management

- We do not accept bribes (cash, checks, securities, gift money, air tickets, etc.) under any circumstances from our suppliers or stakeholders.
- We do not accept favored treatment or discount benefits under any circumstances.
- We do not bet (golf, go-stop, poker, etc.) with employees of our suppliers.
- For meetings with the employees of our suppliers, we use our in-house cafeteria when possible. However, in the case of an external meeting, we remain within the scope of social regulations.
- There must not be any kind of solicitations, personal requests made to suppliers or pressure exerted upon suppliers.

Win-win Cooperation

- For all business processes, duties must be performed according to fair and lawful procedures.
- We do not act unreasonably or illegally, taking advantage of superiority or dominance.
- We endeavor to train suppliers to hone global competitiveness and we operate systematic programs to support our suppliers.
- We show mutual courtesy when working with suppliers.
- We protect customers' rights and interests and must fulfill the promises made to our customers.

Eco-friendly Management

- We take active measures so as not to use or include substances harmful to people's health and the environment, in the development or manufacturing process of a product.
- We must not use or encourage the use of hazardous substances (such as the four heavy metals) that are prohibited by law or by international standards.
- We must strive to comply with the environmental standards set by Hyundai/Kia Motor Group.
- We fully support environmental training for employees, and suppliers' activities for eco-friendly management.

Quality Management

- We take the lead in establishing a manufacturing system for production of flawless parts for continued manufacturing of products of the highest quality.
- We shall put our utmost effort to supply products of proven quality, to be rated as best vehicles according to global quality indexes such as IQS, VDS, CR surveys.
- We spare no effort in creating a system that promptly identifies the customers' quality assessment of the products, and in making timely improvements in quality of products that are being manufactured.
- In case of changes in operators, equipment, materials or work methods that may affect quality, defects must be prevented in advance by reporting according to the 4M regulations set by the customers.

Information Security

- Work-related information shall not be used for personal benefits under any circumstances.
- Confidential information received from the company, customers or suppliers must not be arbitrarily disclosed to the third party.
- We do not arbitrarily distort information about our customers or suppliers, leak false information or

damage the data.

- Control and measures for the company's information security shall be strengthened.
- We make maintaining information security a daily routine.
- Important documents must not be left unattended or must be thoroughly discarded.

CSR

- We strive to keep corporate citizenship in mind to fulfill social responsibilities.
- We always try to embed dreams and hope to our neighbors in need. And together with our community, we always put our best efforts to make sustainable society a reality.
- We respect human dignity and happiness, abide by the principles of sexual equality, refuse child labor and forced labor, and firmly reject sexual harassment.
- We make an effort to deal promptly with global social challenges.