



Last Edited	2022.01.
Managed by	Supplier Sustainability Management&Safety Team

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## Kia Conflict Minerals Policy

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## 1. Policy

Hyundai Motor Company and Kia are committed to fulfilling their responsibilities as global companies for a sustainable future by actively participating in banning the use of conflict minerals and responsible mineral sourcing.

Establishing a responsible supply chain management system and drawing suppliers' participation in it is the most important practice to minimize human rights violations and environmental destruction.

Hyundai Motor and Kia put human rights first and are making efforts to respect and protect human rights through norms of conduct.

Hyundai Motor and Kia recognize human rights violations and environmental destruction caused by mineral mining in conflict and high-risk areas as very serious problems.

Accordingly, we strive to eradicate human rights violations and environmental destruction, such as the exploitation of children's labor, that occur during mineral mining, and to protect the health and safety of mining workers.

Hyundai Motor Company and Kia will commit to regulatory compliance and other requirements, and commit to continuous improvement.

Based on the OECD Guide, the U.S. Securities and Exchange Commission's (SEC) requirements for companies under the Dodd-Frank Regulatory Reform Act, and the EU's conflict Mineral Regulations, we continue to manage conflict minerals and cobalt ethically and responsibly, and also guide our suppliers on the code of conduct.

We are continuously trying to make our suppliers deal with RMAP-certified smelters.

As such, we continue to strive to minimize the negative impact on society and the environment, such as human rights violations and environmental destruction that may occur during mineral mining, and actively share reports on these activities with various stakeholders.

## 2. Conflict minerals

Hyundai Motor and Kia recognize that there are unethical mining and distribution of conflict minerals, such as human rights violations and environmental destruction, in conflict areas including 10 African countries (Democratic Republic of Congo and adjacent countries), and prohibit the use of 3TG conflict minerals (tin, tantalum, tungsten, gold) unethically mined in these conflict areas.

In addition, we have established a basic policy to thoroughly investigate the inclusion of conflict minerals in the product to provide products that have undergone legal and ethical distribution processes to consumers and operate a supplier management process.

We provide guidelines for management of conflict minerals to our suppliers and support related briefing sessions to help raise awareness of conflict minerals, and we regularly investigate them.

### 3. Responsible minerals

Hyundai Motor and Kia are managing the mineral supply chain more comprehensively, including conflict minerals (tin, tantalum, tungsten, gold) as well as minerals that pose human rights violations or environmental destruction issues in the mining process.

In particular, we are aware of the issue of violations of children's human rights in the Cobalt mine in the Democratic Republic of the Congo and manage it according to the OECD guidelines.

In addition, we will continue to monitor newly controversial minerals and continue to review additional responses.

In response to global mineral issues, Hyundai Motor Company and Kia will continue to make efforts to ensure that mineral mining does not become a source of funding for disputes, and that mineral purchases that respect human rights and the environment and fulfill social responsibilities are made.

### 4. Efforts of Hyundai Motor Company and Kia

Hyundai Motor Company and Kia are currently managing major responsible minerals such as tin, tantalum, tungsten, and gold that are illegally mined and distributed, and cobalt. We will continue to investigate and monitor the responsible purchase of minerals by our suppliers, and furthermore, we will continue to make efforts to expand the policy of purchasing minerals that do not use conflict minerals and fulfill social responsibilities to our suppliers' clients.