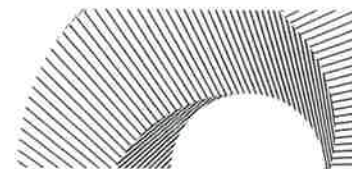


CEO Human Rights Statement

At Mobis Automotive Czech s.r.o. and Mobis Automotive System Czech s.r.o. (both hereinafter referred to as "Mobis"), we believe it is necessary to establish ethical standards and principles that govern all activities at Mobis, thereby ensuring compliance with the RBA Code of Conduct and promoting a culture of integrity, transparency, and accountability.

For this reason, I establish the following basic ethical principles and rules at Mobis:

- ❖ **Integrity and Honesty:** fair and transparent business practices, avoiding fraud, corruption, and bribery.
- ❖ **Legal Compliance:** adherence to all applicable local, national, and international laws, including labor, environmental, and anti-corruption regulations.
- ❖ **Fair Business Practices:** promoting fair competition and responsible sourcing.
- ❖ **Confidentiality and Data Protection:** protecting sensitive information and respecting privacy rights.
- ❖ **Environmental Responsibility:** minimizing environmental impact and complying with environmental laws.
- ❖ **Identity protection and prevention of retaliation:** ensuring the protection of whistleblowers and confidential treatment of reports without retaliation.
- ❖ **Fair remuneration:** fair pay, no deductions from basic salary as a disciplinary measure, with deductions from salary only made in situations defined by law and in accordance with its limits. Adherence to the principle of equal pay for work of equal value.
- ❖ **Respect for Human Rights:** In promoting dignity, justice, and non-discrimination in all Mobis activities. In providing suitable facilities for breastfeeding mothers, people with disabilities, and religious purposes:
 - ✓ At the request of an employee, Mobis will provide facilities where the employee can perform religious activities in accordance with their religious beliefs during personal breaks. Their actions must not interfere with the rights of Mobis, other employees or disparage the religious beliefs of others.
 - ✓ In the event of a justified request from an employee with a disability, Mobis will ensure, to a reasonable extent, the necessary conditions (including, where applicable, the provision of necessary premises) enabling the performance of the employee's work, provided that the employee is medically fit to perform the agreed work in accordance with the relevant legal regulations, in particular in accordance with the legal regulations on occupational health services. This provision does not replace or limit the assessment of medical fitness in accordance with these regulations.
 - ✓ A suitable room is available for nursing mothers, the employer will provide further information upon request.
 - ✓ Child labor is not permitted. Nor is it permitted for minors (under 18 years of age) to work in worker positions. Children are not allowed access to the company's production areas, except during special events (e.g., Open Days), subject to compliance with the specified safety conditions.
 - ✓ The company does not require, request, or accept any recruitment fees or related costs from employees at any stage of the hiring or employment process. All costs associated with recruitment, hiring, and onboarding are fully covered by the company. This commitment applies to all forms of employment, including direct employees as well as those hired through third-party agencies. In the



event that any such fees were identified, the company commits to immediate investigation and full reimbursement to the affected employees.

This policy reflects our commitment to ethical employment practices, transparency, and the protection of workers' rights.

In order to achieve the above objectives and act in accordance with the above principles, Mobis expects its employees to:

- ❖ avoid conflicts of interest;
- ❖ report unethical behavior or violations of the rule;
- ❖ treat others with respect and professionalism and
- ❖ comply with internal policies and procedures, in particular the Company's Code of Ethics.

There are several channels available for reporting ethical issues:

- ✓ Use the **whistleblowing form** available here: <https://mobiseurope.integrityline.com/?lang=en>
- ✓ Other contacts for submitting grievances:
 - Mobis Automotive Czech s.r.o.: whistleblowing_auto@mobis.com or by phone +420 558 488 723 (whistleblowing reports), + 420 725 838 894 (employee relations)
 - Mobis Automotive System Czech s.r.o.: whistleblowing_system@mobis.com or by phone +420 724 439 892 (whistleblowing reports), +420 556 799 724 (employee relations)
- ✓ Reporting in person to the Legal and Compliance Section or the Employee Relations Section
- ✓ Using ER boxes.

Mobis monitors compliance with its ethics policy through regular self-assessments, updates to its ethics principles, and training for its employees. By adhering to these principles, Mobis and its employees can strengthen their shared commitment to compliance and build a future based on trust, transparency, and sustainable growth.

Gap Suck Shin
CEO

Mobis Automotive Czech s.r.o.
Mobis Automotive System Czech s.r.o.