

Kumho Tire's Supplier Code of Conduct

Kumho Tire aims to carry out responsible management in terms of environment, society, and governance as a global corporate citizen under the vision of "Your Smart Mobility Partner". We strive to minimize negative environmental and social impacts and expand positive impacts from our business activities.

This Code of Conduct was enacted by reflecting international norms, guidelines, laws and systems. It is expected that Kumho Tire and its suppliers will comply with this Code of Conduct through mutual efforts to fulfill responsible management activities and mutual growth.

1. Human Right·Labor

- A. Partners must respect and protect the human rights of all members and officials, do not make any unfair discrimination, and comply with international-level norms such as the Universal Declaration of Human Rights and ILO guidelines and local laws of each country.
- B. Partners shall value diversity among employees and strive to create an inclusive environment so that different viewpoints and beliefs are respected.
- C. When hiring executives and employees, no one should discriminate against anyone on any grounds such as race, skin color, religion, age, gender, marriage status, country of origin, political opinion, disability etc.
- D. Freedom of association and right to collective bargaining is guaranteed in accordance with the labor-related laws of each county or region, and on no accounts disadvantageous treatment shall happen on the grounds of union membership, decision-making, and activities.

2. Safety·Health

- A. Partners shall comply with national laws, systems and company regulations, and in order to maintain and manage safe workplaces and guarantee the right of employees to work in a healthy way, organization, plan and procedures shall be in place and implement.
- B. All measures including legal requirements, such as evaluating and removing risk factors, continuous education and emergency response training, and providing personal protective equipment, so that workers can work in a safe and healthy working environment.
- C. Damages should be minimized by establishing emergency measures and response procedures, and procedures and systems that can be managed by industrial accidents and occupational accidents should be established.
- D. Employees should keep and provided all facilities clean, and physical labor risks should be controlled in advance, and safety risks of production or other facilities should be assessed.

3. Environment

- A. Partners shall comply with environmental licensing and reporting requirements and comply with our environmental and quality control standards.

- B. Solid waste, wastewater, air pollutants should comply with relevant laws, prevent environmental pollution and reduce resource use, and comply with all applicable laws and regulations and customer requirements for product-contained substances.

4. Ethics

- A. All partners who do business with our company must strive to pursue free competition in business relationships, comply with all laws and regulations in all business activities, respect trade customs, and ensure all transaction comply with laws and regulations
- B. Various programs are developed and implemented to promote win-win growth with partners, and making mutual efforts to ensure that honest and fair trade continues.

5. Responsible Sourcing

- A. Partners must clearly identify the sources distribution throughout the supply chain, and should guarantee and manage that whether products are minerals with disputed issues or have not been obtained from countries that provide direct or indirect static support or assistance in this regard.

6. Management System

- A. Partners should be able to comply with relevant laws, regulations, and requirements by adopting and building a management system, expressing will for self-compliance, clarifying management responsibilities, recognizing and monitoring customer requirements, evaluating risks in the ethical sector related to company operation, managing goal and evaluating performance, operating training programs for relevant persons, and conducting regular self-evaluation to check compliance with our transaction policy.

Kumho Tire's Code of Conduct Agreement.

We promise to be fully aware of the requirements of our partner's Code of Conduct and to actively participate in it as follows.

1. Our company is familiar with the Code of Conduct of Kumho Tire's partners and will faithfully implement it, recognizing that it is an important condition for dealing with Kumho Tire.
2. In the event that Kumho Tire requests an evaluation questionnaire or on-site visit to confirm compliance of our company with this Code of Conduct and requests to take corrective measures if necessary, we will cooperate as much as possible to the extent within the legal scope where our original business activities, intellectual property rights, and other rights are not infringed or violated.
3. We will do our best to communicate the standards set out in this Code to our employees as well as our business partners and ask them to comply.

This consent form is completed in two copies, one is kept by our company, and the other one is submitted to your company.

20 / / (Year / Month / Date)

Company Name :

(Signature & Seal)

Messrs. Kumho Tire Co., Ltd.