Kumho Tire
Code of Ethics

Kumho Tire proclaims the Code of Ethics as follows in order to create customer value and maintain it as a sustainable company by being reborn as a trusted brand.

I. Attitude toward customers

1. Respect for customers
   - Kumho Tire always thinks and acts from the customer’s point of view,
     We strive to realize customer satisfaction by providing the best products and services.
   - Kumho Tire provides customers with accurate information on products and services, never do Hype or advertising.
   - Kumho Tire should not manufacture nor use unauthorized raw materials and parts, nor use or sell counterfeit raw materials and parts.

2. Customer protection
   - Kumho Tire protects the interests, safety and personal information of customers, and does not act unfairly to customers.
   - Kumho Tire protects the confidentiality and confidentiality of information acquired as part of its duties, and in particular comply with confidential provisions requested by the customer and other parties.
   - Kumho Tire respects and obeys the Consumer Protection Act.

II. Basic ethics of employees

1. Establishing a healthy corporate culture
   - Employees share the management philosophy of Kumho Tire and share the goals and values Kumho Tire pursues. We faithfully carry out the mission assigned to each of us according to the company’s business policy.
   - Executives and employees create an organizational culture based on mutual trust and smooth communication between upper and lower and colleagues within Kumho Tire.
   - Executives and employees shall do their best in a fair way and comply with all relevant laws and regulations related to work and company regulations.
2. Prohibition of conflict of interest
   - The executives and employees endeavor to avoid any behavior or relationship that conflicts of interest with Kumho Tire, and when there is a conflict of interest between Kumho Tire and individuals or departments, the interests of Kumho Tire are prioritized and acted upon.

3. Prohibition of use of internal information
   - Employees do not trade stocks using internal information acquired during work.
   - Executives and employees do not provide undisclosed material information that may affect the stock price to third parties without due process.

4. Creation and management of company property and important information
   - Employees must protect Kumho Tire's physical property, intellectual property rights, and trade secrets, and do not use it for personal purposes.
   - Documents are not intentionally or carelessly manipulated, all information is accurately recorded and reported, and the documents are kept in accordance with laws and company regulations.
   - Employees shall not pursue private interests using their positions or engage in unfair trade practices using non-public information obtained from the company.
   - Employees do not disclose important information that may affect Kumho Tire's interests.
   - Do not use software that violates laws and company regulations.
   - Kumho Tire should respect the intellectual property rights of their clients and business partners

5. Prevention of sexual harassment
   - Employees shall not engage in any language or behavior that harms healthy co-workers, including physical, verbal, or visual language or behavior that is recognized as causing sexual humiliation.

6. Prohibition of political involvement
   - Employees do not engage in political activities during working hours within the company and do not use the company's organization, manpower, and property for political purposes.
   - Each employee's suffrage and political views are respected, but their political views and political involvement must not be mistaken for Kumho Tire's position.

7. Prohibition of accepting money and goods and entertainment
   - Employees are not provided with money, gifts, or entertainment from stakeholders such as suppliers.
- Employees shall not provide money or other gifts or entertainment beyond the range recognized by social norms to stakeholders such as business partners.

- Employees do not accept money or other gifts or entertainment with each other.

III. Attitude toward shareholders and investors

1. Protection of shareholders' rights and interests

- Kumho Tire protects the rights of shareholders and respects shareholders' legitimate demands and suggestions.

- Kumho Tire sincerely discloses management information to establish a mutual trust relationship with shareholders and investors, and strives to maximize shareholder profits.

2. Equal treatment

- Kumho Tire treats all shareholders, including minority shareholders, fairly and equally.

- Kumho Tire always makes decisions in consideration of the interests of all shareholders so that the interests and rights of minority shareholders are not unfairly infringed.

3. Active information provision

- Kumho Tire records and manages accounting data in accordance with generally accepted accounting principles, and transparently provides financial position and business performance.

- Kumho Tire conducts internal control activities for financial reporting in order to prepare and disclose reliable accounting information.

- Kumho Tire provides accurate management information in a timely manner in accordance with relevant laws and regulations so that information users such as investors can make a reasonable investment decision.

IV. Attitude toward competitors and suppliers

1. Fair competition with competitors

- Kumho Tire respects a fair and free market economy order based on the principle of free competition, and competes fairly with its competitors.

- Kumho Tire respects the fair trade order and complies with fair trade related laws.
2. Fair trade with business partners

- Kumho Tire pursues joint development by establishing mutual trust and cooperative relationships through fair trade with suppliers.

- Kumho Tire does not use its dominant position to force or exert any influence on any form of unfair behavior.

- Kumho Tire confirm whether they comply with the laws and agreements relating to export controls and economic sanctions.

V. Responsibility to employees

1. Basic Human Right

- Kumho Tire respects the privacy, dignity and personality of its executives and employees.

2. Fair treatment

- Kumho Tire does not discriminate against employees on gender, race, delay, blood ties, school ties, religion, age, disability, etc., and gives fair opportunities according to their abilities and qualifications.

- Kumho Tire sets up evaluation standards for employees' qualities, abilities, and achievements, and evaluates and rewards them fairly.

3. Creating a working environment

- Kumho Tire strives for the health of its employees and a safe work environment.

- Kumho Tire respects the autonomy and creativity of each employee and supports self-realization along with the development of human resources by providing fair opportunities to improve their abilities.

- Kumho Tire respects the independent personality and fundamental rights of its employees and creates an environment in which free suggestions and suggestions can be made.

VI. Responsibility to society as a global company

1. Compliance with domestic and overseas workplace laws

- As a member of the national and local communities, Kumho Tire not only complies with various laws and regulations, but also complies with all international laws and regulations.

- All business activities abroad are carried out in compliance with the laws and regulations of the respective country and respect for the culture and tradition of each country.

- Kumho Tire respects the principles of market competition, business clothes and trade customs, and does
not take profits in an unjust way.

2. Contribute to national economic and social development

- Kumho Tire contributes to the development of the national economy and society by improving productivity, creating jobs, paying taxes sincerely, and making social contributions.

3. Environmental protection

- Kumho Tire complies with international standards and related laws and regulations related to environmental protection.

- We deeply recognize that the environment is an object to be preserved forever by all mankind, and take the lead in efficient use of resources such as recycling of resources.

VII. Compliance with the Code of Ethics

1. All executives and employees must faithfully abide by the Code of Ethics, and if they violate this, they will be held liable for their actions.

2. If an employee is forced to conduct an act contrary to the code of ethics or becomes aware of an unfair act, they must report it to the department in charge of the code of ethics.

3. The information of the informant who reported violation of ethical management must be thoroughly confidential and protected from any form of disadvantage.

4. In the event of a violation of the code of ethics, executives and employees should thoroughly identify the cause and prevent recurrence through education.

Enacted on September 2, 2002.
Revised May 1, 2006.
Revised August 1, 2019
Revised July 22, 2022