

## **HUMAN RIGHTS POLICY**

Kumho Tire strives to respect the human rights of all stakeholders within the sphere of influence of the company's business activities. To this end, we support international human rights and labor-related standards such as the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights (UNGP), and the ILO Declaration as well as compliance with labor laws in all countries and regions where we operate.

Kumho Tire applies this human rights policy to all business sites around the world, and reviews and improves human rights and labor-related risk factors through continuous management and monitoring. Furthermore, we will share this policy with all stakeholders directly affected by Kumho Tire's business activities, including employees, customers and business partners, and will endeavor to improve and spread awareness.

### **1. Respect for Human Rights**

We respect all stakeholders as human beings and use our best efforts to prevent inhumane treatment whether mental or physical.

### **2. Non-discrimination**

Kumho Tire adopts the principle of zero tolerance for any discriminatory acts.

We prohibit any and all forms of discrimination in personnel matters, such as hiring, remuneration, promotion and compensation, and welfare on the basis of gender, age, race, ethnicity, nationality, disability, religion, political ideology, marital status, pregnancy, or childbirth. In addition, we strive to build a company-wide culture that respects diversity, equity, and inclusion of executives and employees.

### **3. Prohibition of Forced Labor**

We do not force our executives and employees to provide work or service against their mental or physical freedom, for example through assault, intimidation, confinement, fees, expenses, slavery, or human trafficking, for the sake of employment and employment retention. We do not deprive employees of government-issued identification, passport, or work permit as a condition of employment.

### **4. Prohibition of Child Labor**

We do not employ children under the age of 15 (or, if the minimum age for employment set by local laws are stricter, local laws will be adopted) and we insist that all our business partners comply with this. Accordingly, our domestic and overseas business sites and business partners must comply with strict pre-employment screening procedures to protect children, and no form of child labor is allowed.

## **5. Working Hours**

Kumho Tire complies with the standards for working conditions including working hours and breaks in accordance with the laws of each country, and does not leave its employees in substandard working conditions.

## **6. Prohibition of Sexual Harassment and Harassment in the Workplace**

Kumho Tire prohibits any and all acts that cause sexual humiliation, such as sexual harassment and sexual assault in the workplace, and prohibits any and all acts of harassment that cause physical or mental pain by taking advantage of a position or relationship in the workplace. We strive to prevent any case of sexual harassment and harassment in the workplace by providing employee training, and we have established a channel where anyone can report any harm. In case of harm, we protect the victim, and take appropriate disciplinary action and remedy.

## **7. Protection of Freedom of Association and Collective Bargaining**

All employees shall have the right to freedom of association and collective bargaining guaranteed by the labor laws of each country/region. In addition, we do not treat those unfairly on the grounds of the union formation, membership, or activities.

## **8. Ensuring a Safe Working Environment**

Kumho Tire provides a safe and sanitary work environment to its employees. We regularly inspect and manage the facilities and equipment of our business sites, and provide additional protective equipment and safety training for employees working in the environment with potential hazards. In addition, vulnerable workers such as pregnant women and the disabled are ensured to receive the necessary support and facilities to allow them to work in comfort and safety.

## **9. Protection of Human Rights of Local Residents**

We are committed to protect the human rights of the inhabitants whilst our business activities, and protect the rights of local residents to safety, health and freedom of residence.

## **10. Protection of Customer Human Rights**

When providing products and services, all employees of Kumho Tire must prioritize the protection of customers' safety, health, and property, and do their best to protect the personal information collected through business activities.

Enacted on August 17<sup>th</sup>, 2022