

Supplier Code of Conduct

2024. 07. 15

**KUMHO
TIRE**

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1. Overview

Kumho Tire (including its subsidiaries) 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 (the "Code") has been established in accordance with global guidelines, laws, and systems. We expect that Kumho Tire and its suppliers will comply with this Code through mutual efforts to fulfill responsible management activities and grow together.

Suppliers shall comply with human rights protection and labor standards of international organizations, including the OECD Guidelines for Multinational Enterprises, UNGC (UN Global Compact) Ten Principles, UN Convention on the Rights of the Child, ILO (International Labor Organization) Fundamental Conventions, and UN Guiding Principles on Business and Human Rights with a focus on the UN Universal Declaration of Human Rights. Suppliers are expected to respect human rights in all their business operations, in accordance with this Code and the laws and regulations of the places where they operate.

2. Scope

This Code applies to suppliers who supply products and services to Kumho Tire or enter into contracts for transactions (raw material suppliers, equipment manufacturers/construction contractors, consigned contractors, etc.). Suppliers should recommend that the entire supply chain, including their suppliers (sub-suppliers), comply with the provisions of this Code.

3. Responsibilities and Expected Roles of Suppliers

Suppliers shall consider the requirements of this Code in their management decisions and business operations. Kumho Tire, and any person acting on its behalf, to the extent permitted by applicable laws and regulations, shall be authorised to inspect, audit and/or carry out due diligence on the suppliers to establish their compliance with this Code. Based on such findings, Kumho Tire may recommend corrective actions and/or improvements to address identified risks, and the suppliers shall, in consultation with and to the satisfaction of Kumho Tire, develop and implement mitigation plans to address such risks.

Suppliers acknowledge that compliance with this Conduct may be a key factor in supplier selection by Kumho Tire, and that failure to adequately address violations of the Code may affect and result in changes to their business relationships with Kumho Tire.

This Supplier Code of Conduct is not an exhaustive list of all obligations which the suppliers must comply with, and may be amended and/or supplemented from time to time in connection with, among others, the building of a sustainable supply chain. Kumho Tire will endeavor to support the suppliers in their understanding of this Supplier Code of Conduct.

4. Human Rights and Labor

- 1) Suppliers must respect and protect the human rights of their employees and stakeholders, should not engage in any form of unfair discrimination, and should comply with international standards such as the Universal Declaration of Human Rights, ILO Guidelines, and local laws in each country.
- 2) Suppliers should value the diversity of their employees and strive to create an inclusive environment that respects different perspectives and beliefs.
- 3) Suppliers must not discriminate against any employees in employment, promotion, and training

based on their gender, race, age, skin color, religion, marital status, national origin, political opinion, disability, or sexual orientation.

- 4) Suppliers must guarantee freedom of association and the right to collective bargaining in accordance with the labor laws of each country or region and must not subject them to unfavorable treatment due to their membership, decisions, or activities in a labor union.
- 5) Suppliers should establish maternity protection policies and procedures regarding working conditions and other aspects of their work in accordance with local laws and regulations to protect women's human rights, support gender equality, and protect the health and safety of pregnant and lactating female employees. Persons eligible for maternity protection must not receive unfavorable treatment regarding work placement or wages.
- 6) Suppliers ensure that all employees work voluntarily in accordance with the labor standards of the countries in which they operate, provide labor without any form of coercion or threat, and prohibit forced labor. Further, they must not ask employees to hand over their ID cards, passports, or work permits, which could restrict their private activities.
- 7) Suppliers must prohibit any form of child labor at all workplaces for children under the legal age of each country in which they operate. They must not purchase goods and services from suppliers (sub-suppliers) that violate child labor-related laws and should immediately take appropriate action if any case of child labor is identified.
- 8) When managing working hours, including breaks, suppliers must comply with the legal working hours of each country in which they do business and guarantee employees an average of at least one holiday per week.
- 9) Suppliers must comply with the legal minimum wage in each country, provide fair wages, and should provide salary statements written in a language that employees can easily understand. Furthermore, they should strive to improve the quality of life of their employees by providing employee welfare systems such as health insurance and paid vacation.
- 10) Suppliers must not subject employees to inhumane treatment, including sexual harassment, sexual abuse, physical punishment, mental or physical coercion, or abusive language, and must not threaten their employees with such treatment. They must prohibit workplace bullying, by taking advantage of superiority beyond the appropriate scope of work, which cause physical or mental pain and worsen the working environment. They must respect the privacy of employees and refrain from assigning unnecessary works out of working hours.
- 11) Suppliers shall strive to prevent corruption, bribery, and nepotism during hiring and should recruit employees ethically. They must maintain transparency and fairness, and evaluate applicants without discrimination. Further, employers (or recruitment agencies) must not demand any monetary consideration from employees in return for hiring them.

5. Safety and Health

- 1) Suppliers must strictly adhere to country-specific laws, systems, and company regulations pertaining to safety and health. They are required to establish and implement robust organizations, plans, and procedures to ensure a safe workplace and uphold the right of employees to work in a healthy environment.
- 2) Suppliers should take all measures, including legal requirements, to ensure that employees work in a safe and healthy work environment. This includes assessing and eliminating risk factors, providing ongoing education and emergency response training, and providing personal protective equipment.

- 3) Suppliers are mandated to establish comprehensive emergency plans and response procedures. This is to ensure swift and effective action in minimizing damage and managing industrial accidents and occupational hazards.
- 4) Suppliers should maintain and provide clean facilities to employees, control physical labor hazards in advance, and evaluate safety risks in production facilities and other facilities.
- 5) Suppliers shall endeavor to ensure that chemicals (including designated wastes) handled during the operation of the Project are safely managed during transportation, storage, use and disposal, and shall indicate or disclose information that identifies the hazards and hazards of the chemicals handled.

6. Environment

- 1) Suppliers must comply with the environmental laws and regulations of the countries where they run their business and our environmental and quality management standards, obtain and maintain environmental permits necessary to operate and establish an environmental management system consisting of plans, procedures, and audit of outcomes to mitigate impact to the environment.
- 2) Suppliers should participate in responding to the climate crisis by establishing a system to measure energy usage and greenhouse gas emissions and working to reduce greenhouse gas emissions (including, but not limited to, using low-carbon energy sources and renewable energy, improving energy efficiency, and introducing high-efficiency facilities).
- 3) Suppliers should establish a system to measure water resource usage and wastewater discharge, manage it in compliance with water pollutant-related laws, and strive to reduce water usage and increase the volume of water recycling.
- 4) Suppliers should establish a system to measure air pollutant emissions, manage the system in compliance with air pollutant-related laws, and strive to minimize air pollutants.
- 5) Suppliers should establish a system to measure waste emissions, manage waste in compliance with applicable laws, and strive to improve resource efficiency through recycling and reuse.
- 6) Suppliers should recognize the importance of ecosystem restoration and biodiversity protection and make efforts to prevent negative impacts on the local community and environment and damage to biodiversity through natural resource conservation, such as forest protection, soil conservation, prevention of soil pollutants, and upgrading pollution source management.

7. Ethical Management

- 1) Suppliers must comply with all laws and regulations in all business activities, respect commercial practices, and continuously strive to ensure that all transactions within the supply chain comply with the laws of each country in which they run their business.
- 2) Suppliers shall develop and implement various programs to promote win-win business relationships with their sub-suppliers and make mutual efforts to ensure continuous ethical and fair transactions.
- 3) Suppliers should respect the intellectual property rights of all suppliers in the supply chain, including ours, and strive to protect each other's information, such as trade secrets, internal information, and technology/know-how.

- 4) Suppliers must not use, produce, or sell counterfeit parts or unauthorized raw materials and parts. Furthermore, they must purchase raw materials and components only from approved suppliers to prevent the distribution of counterfeit products.
- 5) Suppliers should strive to prevent corruption and must not engage in bribery, blackmail, embezzlement, grafting, solicitation, or money laundering.
- 6) Employees of suppliers should handle their work with a sense of responsibility so that personal interests do not interfere with the performance of their duties. They must not promise, offer, or accept money, bribes, or any other compensation to gain unfair or inappropriate profits, nor provide, allow to provide, or receive other forms of compensation. All transactions within the supply chain must be conducted transparently, and our suppliers must fulfill their financial responsibilities through accurate and transparent financial information disclosure.
- 7) Suppliers should gain the confidence of their stakeholders by transparently disclosing the company's key information and activities. This means that information on their ethics, environment, labor, human rights, safety and health, information security, management practices and activities, governance structure, and performance should be disclosed in accordance with applicable laws and general industry practices.
- 8) Suppliers should comply with fair trade-related laws and standards in each country where they do business, prohibit unfair competition, and maintain market fairness.
- 9) Suppliers must comply with country-specific export regulations and economic sanctions laws and not engage in business with countries, regions, corporations, organizations, or individuals covered by these laws.
- 10) Suppliers should have a whistleblowing system in place to allow employees can report violations of internal regulations and laws related to ethics, environment, labor, human rights, safety and health, and information security. Further, they must take all measures and efforts to protect whistleblowers so that they are not penalized for whistleblowing.

8. Responsible Sourcing

- 1) Suppliers should clearly identify the source of raw materials and products, and should guarantee and manage that they have not been acquired from the conflict area and country that provides direct or indirect support or assistance in this regard.
- 2) Suppliers should check whether social damage such as forced labor, local indigenous residential rights, or environmental damage such as land, forests, and water resources occur within the supply chain of raw materials and products, and strive to prevent and make measures.
- 3) Suppliers must ensure and guarantee compliance with laws and regulations of all applicable countries (including, without limitation, those related to land use, environment, deforestation, labor rights, human rights, taxes, anti-corruption, trade and customs), as well as the standards required by Kumho Tire, in relation to the supply chain of raw materials and products.
- 4) Suppliers of EUDR-compliant natural rubber (and any other commodities or products that are subject to, or contain commodities that are subject to, EUDR) shall ensure that the relevant commodities, including any commodities contained in their products, are deforestation-free and have been produced in accordance with the relevant legislation of the country of production within the meaning of the EUDR.

9. Management System

- 1) Suppliers shall endeavor strive to adopt or establish a management system that includes the provisions of this Code and continuously improve it in terms of human rights, labor, safety, health, environment, and ethics.
- 2) To minimize risks and continuously improve their management system, suppliers should promote activities such as expressing their willingness to comply with this Code, establishing and monitoring improvement goals, training employees, and sharing performance with stakeholders and record and continuously manage these activities in accordance with their internal regulations.
- 3) In the event of a compliance violation, we encourage our suppliers to promptly report it to the Kumho Tire Online Report Center (cyberreport.kumhotire.co.kr). Kumho Tire will protect the whistleblower's identity, maintain confidentiality, and share how we handled and resolved the issue and details of follow-up action.

10. Ensuring Compliance with this Supplier Code of Conduct

- 1) Suppliers shall conduct regular self-assessment to ensure compliance with this Code, verifying whether they have the necessary plans and systems in place to meet the requirements of the Code. If any violations or deficiencies are identified, they shall establish plans and adapt their existing practices so as to remedy such violations and deficiencies.
- 2) In the event of any non-compliance or other deficiencies by the suppliers under the Code, Kumho Tire may require the suppliers to take remedial actions to address such non-compliance and/or deficiencies, and suppliers shall comply with such requests.

Document title	Supplier Code of Conduct		
Version	Rev.0	First issue	2022.08.09
Version	Rev.1	Rev. date	2023.04.25
Version	Rev.2	Rev. date	2024.06.05
Version	Rev.3	Rev. date	2024.07.15
Responsible Department	G. Raw Material Procurement Team (jjh@kumhotire.com)		

Kumho Tire's Supplier Code of Conduct

We pledge to familiarize ourselves with the requirements of the Supplier Code of Conduct and to actively participate in practicing them as follows:

1. We have fully familiarized ourselves with Kumho Tire's Supplier Code of Conduct. We recognize that it is an important condition in doing business with Kumho Tire and will faithfully implement it.
2. If Kumho Tire requests an evaluation survey or on-site visit to ensure our compliance with this Code of Conduct and takes corrective action as necessary, we will cooperate with and respond to such request in good faith to the extent permitted by law that our business activities, intellectual property rights, and other rights are not infringed on.
3. We will do our best to communicate the standards presented in this Code of Conduct to not only our employees but also our suppliers and request that they comply with them.

This consent form will be completed in two (2) copies; we will keep one (1) copy and submit the other to Kumho Tire.

(Month) (Day) 20
Supplier: (Signature or seal)

Dear Kumho Tire Co., Ltd