

Supplier Code of Conduct

This Supplier Code of Conduct has been established based on NEXEN TIRE's core philosophy of coexistence and mutual prosperity, along with a strong ethical consciousness. Its primary objective is to foster a sustainable future through collaborative efforts with key stakeholders, including customers, partners, local communities, and employees. It is crucial for suppliers to adhere to this policy, as any violation that poses significant risks to social and economic order may result in NEXEN TIRE exercising its right to suspend transactions with the non-compliant supplier and seek appropriate accountability. This Supplier Code of Conduct has been meticulously crafted in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and incorporates the expectations and demands of our diverse group of stakeholders. By upholding the principles outlined in this code, we aim to build a responsible and sustainable business ecosystem that positively impacts society and the environment.

1. Compliance with Laws, Regulations, and Code of Ethics

1-1. Adherence to Code of Ethics

- 1) Suppliers shall ensure strict compliance with the laws and regulations prevailing in the regions and countries where their operations are conducted.
- 2) Suppliers shall fully adhere to NEXEN TIRE's Code of Ethics and pertinent laws, encompassing regulations pertaining to antitrust and fair trade practices.
- 3) Suppliers shall assume responsibility for upholding the terms stipulated in the Integrity Pact.

1-2. Fair Trade and Fair Competition

- 1) Suppliers shall uphold the principles of fair market competition and conduct transactions in alignment with mutually comprehensible and customary norms.
- 2) Suppliers shall conduct due diligence to verify adherence to export controls and laws related to economic sanctions prior to engaging in any transactions.

1-3. Information Disclosure

- 1) Suppliers are obliged to maintain transparency in their transactional processes and duly record and manage all transactional records.
- 2) Suppliers must adhere to the accounting standards and pertinent regulations of their business location, ensuring the transparent disclosure of accounting records.
- 3) Suppliers shall conduct periodic ESG evaluations based on the respective parties' information security policies, with prior consent.

1-4. Identity Protection and Non-Retaliation

- 1) Suppliers shall proactively prevent illegal and unethical actions of their internal and external stakeholders, as well as any parties affiliated with the supplier.
- 2) Suppliers shall establish confidential and anonymous reporting channels, along with an internal whistleblower protection program, to take appropriate measures in the event of unethical conduct. The internal whistleblowing procedure should be accessible to all employees.

1-5. Prohibition of Unfair Advantages

- 1) Suppliers must refrain from directly or indirectly offering or soliciting illicit favors, bribes, undue benefits, or

conveniences, regardless of whether it involves NEXEN TIRE's employees, government officials, or any other relevant parties, during the contract execution process.

- 2) Suppliers are required to promptly report any occurrences where they receive or are approached by NEXEN TIRE's employees, either directly or indirectly, regarding illicit favors, bribes, undue benefits, or conveniences related to the contract's execution. Such incidents must be reported to NEXEN TIRE's Ethics Management Office as a matter of obligation.

2. Respect and Protection of Human Rights

2-1. Humanitarian Treatment

- 1) Suppliers are required to uphold the human rights of all workers and ensure the absence of cruel or inhumane treatment, including actions such as harassment, sexual abuse, corporal punishment, mental/physical coercion, verbal abuse, and unreasonable restrictions. Disciplinary rules and procedures must be established to eradicate such practices, and workers should be informed about these measures.
- 2) Suppliers must adhere to the labor laws of the region where the workplace is located and ensure that communication with workers regarding employment or contract changes is done in the local language to facilitate easy understanding and access.

2-2. Non-Discrimination

- 1) Suppliers must actively eliminate unfair and irrational discrimination against workers, embracing principles of diversity, equity, and inclusion in their practices.
- 2) Employment-related actions (such as hiring, wage setting, incentive programs, promotions, training, etc.) must be devoid of discrimination based on race, skin color, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political affiliation, union membership, nationality, or marital status. Suppliers should refrain from requesting medical examinations that could lead to discrimination against employees or job applicants.
- 3) Suppliers shall exert genuine efforts to encourage the participation of socially disadvantaged and minority individuals (such as disabled individuals, female entrepreneurs, ethnic minorities) in the workforce.
- 4) Suppliers must uphold the economic, social, and cultural rights of indigenous peoples and minorities, aligning with the UN Declaration on the Rights of Indigenous Peoples.

2-3. Prohibition of Child Labor

- 1) Suppliers must not employ children under the age of 15 or below the minimum age for employment set by relevant national laws. Any form of child exploitation must be strictly avoided.

2-4. Compliance with Working Hours

- 1) Suppliers are obligated to adhere to the prescribed working hours for their employees and must not impose labor that exceeds the limits stipulated by labor laws at the workplace.

2-5. Wages and Benefits

- 1) Suppliers must ensure that workers receive wages exceeding the legally mandated minimum wage and provide detailed wage statements encompassing wages and deductions. For overtime work, suppliers should provide additional allowances in accordance with the labor laws. Moreover, diligent payment of workers' social insurance premiums is essential to safeguard their labor rights and livelihood.

2-6. Freedom of Association

- 1) Suppliers must permit workers to freely organize and participate in labor unions as per the labor laws of the business location. The right to engage in collective bargaining, peaceful assembly, and protests, as well as the right to refuse participation, should be guaranteed.

2-7. Private and Public Security Companies

- 1) Suppliers must exercise appropriate control and measures to ensure that private and public security companies, along with their employees, refrain from engaging in human rights abuses during their employment.

3. Safety and Health

3-1. Occupational Safety

- 1) Suppliers shall comply with the health and safety laws and regulations of the region or country where their workplaces are located and must manage them through their own policies. Moreover, occupational safety standards should be communicated to the employees at each workplace in the local language.
- 2) Suppliers must strictly prohibit the use, possession, distribution, and sale of illegal drugs within all company premises.
- 3) Pregnant women and breastfeeding mothers shall not be exposed to hazardous working environments, and appropriate measures should be taken to eliminate or minimize risk factors. Adequate facilities should be provided to support breastfeeding employees.

3-2. Facility Safety Management

- 1) Suppliers must effectively safeguard employees against potential chemical and physical hazards within the workplace and maintain consistent management of facilities and risk factors.

3-3. Hygienic Working Environment

- 1) Regular evaluations of the workplace environment, including noise, vibration, indoor air quality, etc., shall be conducted to determine its impact.
- 2) Potential hazards shall be managed to remain below acceptable risk standards through suitable measures and controls, and employees must be equipped with appropriate protective devices and provided with necessary training when required.

3-4. Safety and Health Education

- 1) Suppliers shall be responsible for educating and training workers on safety protocols and procedures related to workplace hazards or harmful substances.
- 2) For products containing hazardous substances, suppliers must furnish NEXEN TIRE with comprehensive documentation (product information, health and safety data, use and exposure scenarios, etc.) in compliance with the legal requirements of the business location.
- 3) Suppliers are obligated to transparently disclose information concerning the health, safety, and environmental aspects of their products to relevant stakeholders. Health, safety, and environmental information must also be visibly displayed on product labels during supply.

3-5. Emergency Response

- 1) In the event of accidents occurring within the supplier's workplace, appropriate corrective actions and preventive measures must be promptly executed. If necessary, immediate notification should be given to NEXEN TIRE.
- 2) In cases where the supplier has faced work suspension or significant fines due to violations of health and safety

regulations and laws or has been found guilty in lawsuits, NEXEN TIRE must be promptly notified.

4. Environmental Management and Climate Change Response

4-1. Adherence to Environmental Regulations

- 1) Suppliers are required to comply with the environmental regulations of the region or country in which their operations are located and must manage these regulations through their own policies.
- 2) In the event that the supplier faces work suspension or significant fines due to violations of environmental regulations or receives a guilty verdict in lawsuits related to environmental matters, immediate notification to NEXEN TIRE is mandatory.

4-2. Pollution Prevention and Resource Conservation

- 1) Suppliers have an obligation to use and conserve natural resources (such as water, raw materials, etc.) in an economically responsible manner. They should actively engage in the development and adoption of environmentally friendly products, processes, and technologies.
- 2) Suppliers must strive to achieve environmental conservation by continuously improving processes, substituting materials, conserving resources, and utilizing recycling and renewable energy.

4-3. Air Pollution and Greenhouse Gas Emission Management

- 1) Suppliers must establish and manage greenhouse gas reduction targets to contribute to the mitigation of climate change.
- 2) Suppliers must identify and measure emissions from exhaust gases, noise, wastewater, and waste generated during various facility operations and implement measures to control them. Special attention should be given to preventing and addressing the discharge of hazardous substances.

4-4. Water Resource Management

- 1) Suppliers must keep records of water resource usage and discharge and actively manage this information.
- 2) Suppliers must establish internal standards for wastewater treatment, ensuring that wastewater generated during business operations is discharged in compliance with the established standards and relevant laws.

4-5. Deforestation and Forest Land Use

- 1) Suppliers must minimize deforestation throughout their business operations and regularly monitor forest logging activities to protect natural ecosystems.

4-6. Biodiversity and Animal Welfare

- 1) Suppliers must avoid encroaching on areas designated for biodiversity conservation and regularly monitor the value and impact of biodiversity in their business activities.
- 2) Suppliers must demonstrate genuine efforts to protect animals within their workplace area and must adhere to local laws and international guidelines when conducting experiments involving animals.

5. Protection of Confidential and Personal Information, and Intellectual Property Rights

5-1. Intellectual Property Protection

- 1) Suppliers are required to adhere to stringent security measures to safeguard the personal, financial, and health-related information of their employees, customers, and partners. It is mandatory for suppliers to establish and implement comprehensive protection policies specifically designed for this purpose.

- 2) Suppliers may only request or collect personal information from their employees, customers, and partners for legitimate reasons, and they must strictly comply with all relevant laws and regulations applicable in their respective regions.
- 3) Suppliers shall fully comply with the laws and regulations pertaining to intellectual property, trade secrets, trademarks, and confidential information. It is imperative for them to establish and execute policies aimed at safeguarding and protecting these critical assets.

5-2. Prevention of Counterfeit Parts

- 1) Suppliers must exercise utmost caution to ensure that counterfeit parts and materials are never incorporated into the products supplied to our esteemed company.

6. Conflict Minerals

All suppliers providing products to NEXEN TIRE are strictly prohibited from using minerals sourced from conflict regions. To verify compliance, suppliers must submit a valid certificate of origin. If deemed necessary, NEXEN TIRE retains the right to conduct on-site due diligence of its suppliers. The term "conflict regions" encompasses the following ten areas: Democratic Republic of the Congo, Sudan, Central African Republic, Congo, Angola, Zambia, Tanzania, Burundi, Rwanda, and Uganda. The regulated minerals (conflict minerals) include tin, tantalum, tungsten, and gold mined from these aforementioned regions.

7. Requirements Related to Supplier ESG Policy

- 1) Suppliers shall effectively inform and educate their employees regarding the contents and principles of this ESG (Environmental, Social, and Governance) policy.
- 2) In the event that any actions of the suppliers' employees are found to be in violation of this guideline or if there are reasonable concerns of such violations, suppliers are encouraged to promptly report such incidents to NEXEN TIRE's Ethical Management Office.
- 3) NEXEN TIRE pledges to maintain strict confidentiality and guarantee the utmost secrecy regarding the contents of any reports or inquiries submitted by suppliers.

In the future, NEXEN TIRE reaffirms its commitment to (1) complying with ethical and equitable trade practices with its suppliers, (2) providing equal opportunities to all companies in new transactions, and (3) strictly prohibiting any form of unfair practices within a mutually respectful and equitable framework. Furthermore, NEXEN TIRE will actively strive to enhance mutual competitiveness through technical cooperation during the design, production, construction, and testing of its products. Finally, both parties shall endeavor to thoroughly understand the content of the code of ethics by executing an integrity agreement prior to any transactions, effectively disseminating its principles among their respective employees, and wholeheartedly adhering to its provision.

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Establishment & Revision Department	Procurement Team	Management Department	ESG Team