

Sustainable Minerals Policy

Background and Purpose

Nexen Tire has established this Sustainable Minerals Policy to promote the responsible use of natural resources and to prevent potential human rights violations and environmental damage within our supply chain. We recognize that many key mineral-producing regions are located in areas of ongoing conflict, where governance over human rights and resource management is often weak. Minerals extracted from such conflict-affected regions may contribute to the financing of armed groups and cause serious human rights violations against local communities. As a global company, Nexen Tire strictly prohibits the use of conflict minerals and is committed to protecting the rights of communities in mining regions. We will continue to implement our Sustainable Minerals Policy with rigor, ensuring responsible sourcing throughout our supply chain. Through fair and transparent business practices, we aim to uphold human rights and contribute to sustainable development.

Basic Principles

[Supply Chain Management] Nexen Tire collaborates with stakeholders across its supply chain during the mineral sourcing process and establishes a responsible Supply Chain Management System in accordance with international standards, including the OECD Due Diligence Guidance for Responsible Supply Chains and the Responsible Minerals Initiative (RMI) guidelines.

[Protection of Labor and Human Rights] Nexen Tire is committed to preventing and mitigating all forms of human rights violations such as child labor, forced labor, discrimination, and the infringement of indigenous rights in line with internationally recognized human rights standards including the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, and the UN Declaration on the Rights of Indigenous Peoples.

[Consideration for Resource Sustainability] Nexen Tire actively participates in global efforts to promote responsible mineral sourcing and enhance sustainability. As part of these efforts, we identify and address risks related to responsible minerals within our supply chain and transparently disclose related activities and performance in accordance with applicable laws and regulations.

[Conflict Mineral Risk Management] Nexen Tire acknowledges that profits from conflict minerals may flow to armed groups within affected regions and be linked to acts of violence against civilians. We are committed to preventing and eliminating all human rights abuses associated with the mining process, including child and forced labor and gender-based violence.

Scope

Conflict Minerals

The international community, including the United States, defines tin, tantalum, tungsten, and gold produced in conflict-affected countries such as the Democratic Republic of the Congo (DRC) and its neighboring nations as conflict minerals, and has established regulations to restrict their trade.

Nexen Tire uses tin as a component in bead wire, which is applied as a reinforcement material in tires. To ensure responsible management of conflict minerals, we have implemented the following measures:

- **Pre-assessment prior to sourcing new raw materials:** We conduct prior confirmation with our suppliers regarding the presence and handling of conflict minerals before developing or introducing new raw materials.
- **Contractual compliance with sustainability standards:** Before entering into regular transactions, we sign contracts that include clauses prohibiting the use of conflict minerals, thereby reinforcing our commitment to building a sustainable supply chain.
- **Supplier communication and compliance:** When stakeholders raise mineral-related requirements within the supply chain, we communicate our expectations to suppliers and promote adherence to responsible sourcing practices.

Responsible Minerals

Responsible minerals include not only conflict minerals (tin, tantalum, tungsten, and gold), but also minerals associated with issues such as human rights violations, environmental destruction, and unfair labor practices throughout their mining, distribution, processing, and procurement stages.

Major developed countries require companies to identify the origin and distribution paths of minerals within their supply chains and to assess risks related to human rights and the environment. In response to these regulatory trends and stakeholder demands, Nexen Tire uses the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) provided by the Responsible Minerals Initiative (RMI) to identify and manage the status of responsible minerals used in tire production.

Implementation Plan

To build a responsible supply chain, Nexen Tire thoroughly verifies whether new raw materials fall under the category of responsible minerals during the development stage. If a material is classified as a responsible mineral, we ① check its country of origin and smelter information, and ② conduct a comprehensive ESG assessment including environmental and human rights factors before deciding on its approval and use.

Even after a supplier of responsible minerals begins regular transactions, Nexen Tire continuously manages risks in the supply chain by requesting periodic origin verification and raw material traceability in accordance with internal responsible mineral management guidelines. Through regular ESG audits, if risk factors are identified during the audit process, we require the supplier to implement mitigation measures and corrective actions. Lastly, Nexen Tire discloses the overall activities related to responsible mineral management transparently each year through our sustainability report, thereby strengthening trust with stakeholders.

Supplier Compliance Principles

- ① Suppliers shall establish documented management policies and procedures to ensure that responsible minerals used in products supplied to Nexen Tire are not sourced from armed groups in the Democratic Republic of the Congo or its neighboring countries.
- ② Suppliers shall make good-faith efforts to identify the names and locations of all smelters involved in the trade of responsible minerals within the supply chain.
- ③ Suppliers shall submit a signed Code of Conduct compliance pledge when supplying responsible minerals.
- ④ Suppliers shall prepare and submit a certificate of origin upon request from Nexen Tire or relevant stakeholders in a timely manner.
- ⑤ Suppliers shall actively cooperate with Nexen Tire's regular ESG evaluations and promptly implement corrective actions if any risks are identified within the supply chain.

Supplementary Provisions

- ① This Sustainable Minerals shall come into effect as of June 26, 2023.
- ② This policy is prepared in Korean, English, and Chinese, and in the event of any discrepancy between the Korean version and the translated foreign versions, the Korean version shall prevail.
- ③ The detailed risk management policies referenced in this Sustainable Minerals Policy shall be governed by Nexen Tire's internal guidelines and procedures.

This policy has been confirmed as stated below and is implemented with the approval of the CEO of Nexen Tire Corporation.

Document Title	Nexen Tire Sustainable Minerals Policy	Version	2.0
Date of Enactment	2023.06.26	Date of Revision	2025.05.31
Established by	Purchasing Team	Managed by	ESG Team

< Revision History >

Ver	Date	Details	Drafting Department	Managing Department
V1.0	2023.06.26	Initial Establishment	Purchasing Team	ESG Team
V2.0	2025.05.31	Revision to The Sustainable Minerals Policy	Purchasing Team	ESG Team