

# Anti-corruption and Compliance Policy

Kumho Tire, as a global company committed to enhancing customer safety and convenience in mobility through cutting-edge technology and solutions, has established an Anti-corruption and Compliance Policy. This policy seeks to build a transparent and ethical management system and to implement a robust anti-corruption and compliance framework, with the ultimate goal of achieving zero corruption.

- The company, along with all executives and employees, respects local laws and regulations of the countries in which it operates and complies with anti-corruption and compliance obligations, including applicable laws, regulations, and internal policies.
- All executives and employees are committed to acting with honesty and fairness, and refrain from accepting any financial benefits, gifts, or entertainment that could compromise the impartiality of their judgment in connection with their duties, or from engaging in improper solicitation.
- All executives and employees refrain from engaging in unethical or improper conduct that may be deemed unacceptable by customers, colleagues, partners, or the community, in both their professional duties and daily lives, and diligently fulfill their responsibilities.
- The Anti-corruption and Compliance Officer has independent authority over the operation of this policy and the integrated management system (anti-corruption and compliance), and reports directly and regularly to the Board of Directors.
- If employees violate anti-corruption and compliance obligations, or neglect to take reasonable steps to prevent a violation despite being aware of such conduct, the company will not assume responsibility on their behalf, but will impose disciplinary measures in accordance with company policies.
- The company applies a zero-tolerance policy to violations of anti-corruption and compliance obligations by executives and employees.
- All stakeholders subject to this policy may report any violations of compliance obligations or related concerns to the Anti-corruption and Compliance Officer or the "Cyber Reporting Center." The company ensures that both the report and the reporter's personal information will be kept confidential, and guarantees that no stakeholder will face any adverse treatment or discrimination in working conditions as a result of making a report.
- The company establishes, maintains, and continuously improves a management system designed to achieve the objectives of anti-corruption and compliance management.
- The company will disclose this policy and establish a communication channel to continuously reflect environmental changes and address stakeholders' anti-corruption and compliance requirements.

July. 1. 2024

Il Taek Jung, Representative Director

**KUMHO TIRE CO., INC.**