

Human Rights Management Declaration

NEXEN TIRE Corporation places people at the center of everything we do. As a people-oriented company dedicated to upholding human dignity and values, we hereby reaffirm our commitment to making labor and human rights protection a top priority across all our business activities.

NEXEN TIRE supports and adheres to the International Labour Organization (ILO) Conventions and the Universal Declaration of Human Rights – the internationally recognized human rights implementation principles endorsed by the UN. Through this Human Rights Management Declaration, NEXEN TIRE sets forth the values and standards to be upheld by all employees and stakeholders. We are committed to preventing and mitigating potential human rights risks that may arise in connection with our business activities. Should any human rights issue arise, we will respond promptly and make every effort to address and remedy the situation in a responsible manner. In support of this commitment, we pledge to uphold the following principles.

Scope of Application

This Human Rights Management Declaration applies to all stakeholders throughout NEXEN TIRE's value chain, as well as local communities. NEXEN TIRE strives to ensure that all stakeholders understand and uphold the principles set forth in this Declaration.

In the event that any provision of this Human Rights Management Declaration conflicts with local laws and regulations, the local laws and regulations shall take precedence. At the same time, to prevent human rights violations, NEXEN TIRE may apply supplementary guidelines or higher standards that reflect the specific legal requirements and industry characteristics of each jurisdiction.

Basic Principles

NEXEN TIRE expects all stakeholders throughout its value chain, including employees, customers, suppliers, affiliates, and local communities, to respect the following principles and act in accordance with their respective responsibilities.

1. Non-Discrimination

We do not discriminate in any aspect of human resource management, including recruitment, performance evaluation, compensation, and training, on the basis of gender, age, race, nationality, religion, disability,

political opinion, national origin, or any other status. We respect and value the diversity of our employees.

2. Prohibition of Forced Labor and Child Labor

We prohibit forced labor and child labor and comply with ILO conventions ratified by countries relating to matters including health, safety, and working hours.

3. Freedom of Association and Collective Bargaining

We provide employees with adequate opportunities for open communication and respect their freedom of association and right to collective bargaining.

4. Compliance with Working Conditions and Support for Stable Livelihoods

We comply with all applicable working conditions prescribed by the laws and regulations of each country and region, including those relating to minimum wage, working hours, and leave, and strive to continuously improve the quality of working conditions. In addition, we aim to provide reasonable and appropriate compensation that reflects the principles of a living wage, enabling employees and their families to maintain a decent standard of living based on ordinary working hours.

5. Occupational Health and Safety

We foster a strong safety culture to ensure that employees can work in a safe and healthy working environment. Where hazards are identified, we take appropriate measures and provide the necessary support to address them.

6. Human Rights of Local Communities and Environmental Protection

We respect and cooperate with the communities in which we operate and strive to protect the human rights of local residents. We comply with domestic and international environmental laws and regulations and make efforts to protect the environment and prevent pollution in the course of our business activities.

7. Responsible Business Partners Protection and Management

We encourage our business partners with whom we maintain business relationships to uphold the labor principles recommended by the ILO. Where human rights issues arise in our business relationships, we will engage with relevant stakeholders and seek appropriate solutions.

8. Integrity and Trust

We conduct our business with integrity and trust by upholding fair trade practices, anti-corruption standards, protection of personal data, protection of intellectual property, product quality and safety, and transparent disclosure of corporate information. We also actively work to prevent infringements of the human rights of customers and stakeholders in the provision of our products and services.

July. 01. 2026

Hyeon Suk Kim (Signature)



Chief Executive Officer Nexen Tire Corporation

Document Title	NEXEN TIRE Human Rights Management Declaration		
Version	Rev1.0	Date of Establishment	May 31, 2021
	Rev2.0	Date of Revision	May 01, 2025
	Rev3.0	Date of Revision	July 01, 2026
Issued and Revised by	HR Team	Managed by	ESG Team