

Modern Slavery Statement 2025

Kumho Tyre (Australia) Pty Ltd
ACN 46 003 300 678

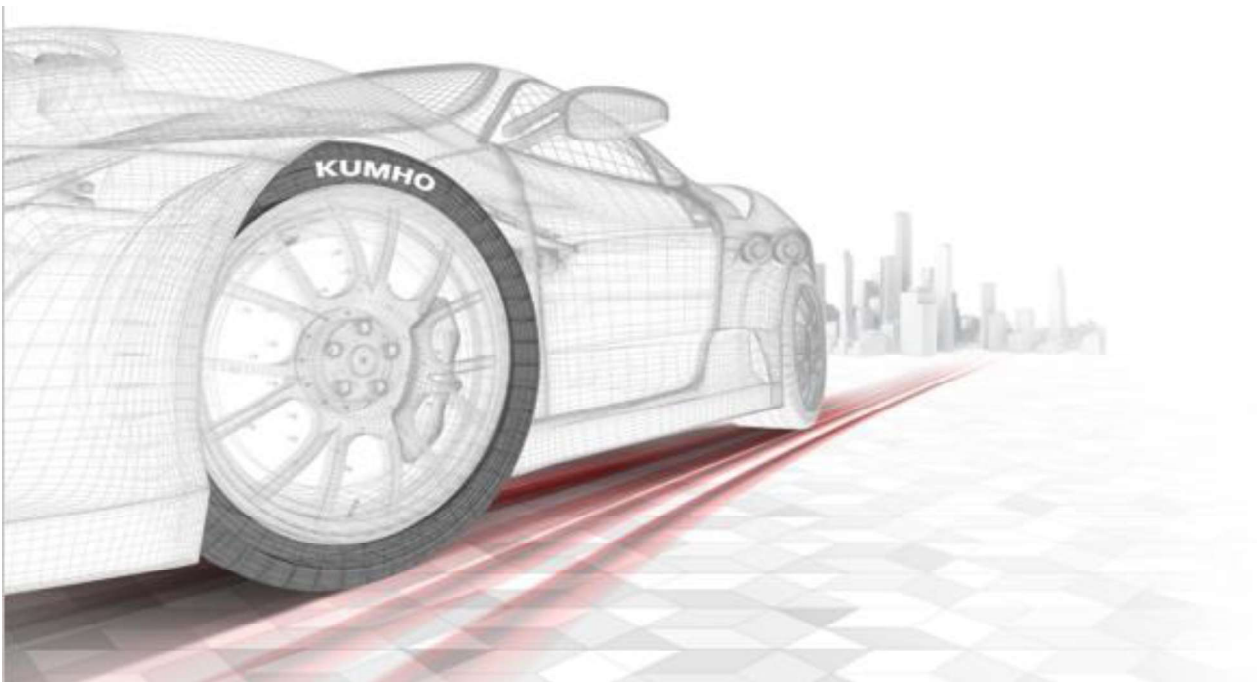
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INTRODUCTION

Kumho Tire is one of South Korea's largest tyre manufacturers, operating eight manufacturing plants across Korea, China, and Vietnam, supported by global R&D centres, sales subsidiaries, and distribution networks in more than 180 countries. Kumho Tire has established the ESG vision "Your Sustainability Partner", with strategic priorities including environmental management, responsible supply chains, ethical governance, and strong workplace culture.

The reporting entity, Kumho Tyre (Australia) Pty Ltd ("Kumho Australia"), is part of the global Kumho Tire group, which operates manufacturing facilities across Korea and multiple overseas jurisdictions and sources raw materials, components, and logistics services from a geographically diverse supplier base.

Kumho Australia was established in the mid-1970s and is now part of the Kumho Doublestar Tyre Group. Kumho is a top-three tyre brand in Australia, supplying more than 1.8 million tyres annually.

Kumho Australia is committed to operating as a responsible corporate citizen. Our WHS, HR, Consumer Law, Anti-Bribery, and Environmental Management frameworks are supported by a dedicated commitment to identifying, reducing, and eliminating modern slavery risks within our operations and supply chains.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

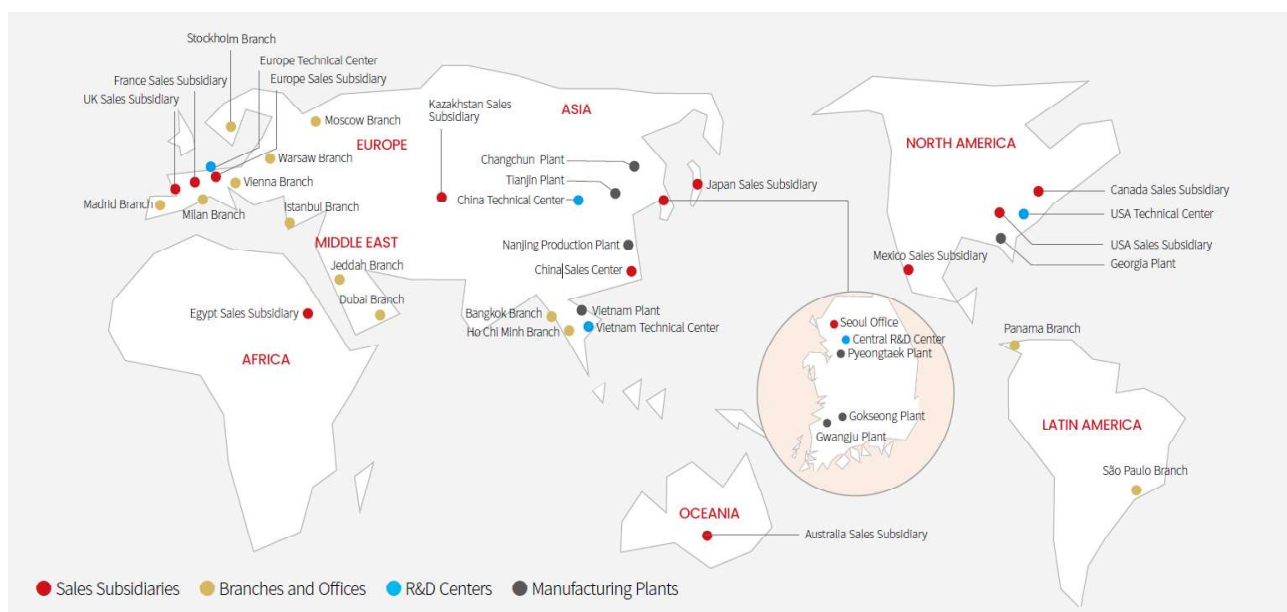
Structure

Kumho Australia is a wholly owned subsidiary of Kumho Tire. We operate:

- A national Head Office in Marsden Park (NSW)
- Warehouses and offices in Sydney, Melbourne, Adelaide, Perth, and Brisbane
- A national sales centre servicing Australia and New Zealand

We employ approximately 90 people nationally and maintain recruitment, induction, and WHS systems to ensure compliance with Australian law and to support a safe, fair workplace.

Kumho Tire’s global operations include eight manufacturing plants, twelve sales subsidiaries, thirteen branches and offices, five R&D centers, and one performance evaluation center, all contributing to enhanced global competitiveness. With distribution networks spanning more than 180 countries, we continue to strengthen global export capabilities.



Operations

Our Australian operations focus on marketing, sales, distribution, and customer support. We maintain business accounts with customers and enter formal supply agreements with larger partners. Our WHS system is regularly audited and aligned with our strategic goal of Zero Harm.

Our Marsden Park (NSW) Head Office markets and sells tyres to customers in all Australian states and territories as well as New Zealand. The Marsden Park office operates a national sales centre for Australian customers where orders are phoned through to them and arrangements made to invoice and distribute the products. Kumho typically operates business accounts with its customers and also enters into more formal contractual arrangements in relation to supply and terms with larger customers.



Kumho supplies a broad range of tyre products to the Australian market, including passenger, SUV, light commercial, truck and bus, and motorsport tyres. These product categories are sourced through our global supply chain and distributed nationally through our warehouse and dealer network.



Supply Chain

Tyres supplied to Australia are sourced from Kumho Tire's global manufacturing facilities. Key raw materials include natural rubber, synthetic rubber, and Carbon Black.

From the perspective of the Kumho Australia, the primary supply chain focuses on logistics, domestic distribution, and sales. Key additional suppliers associated with Kumho Australia are as follows:

- Maersk, our primary international freight provider, which maintains a formal Human Rights Policy and modern slavery commitments
- Peak Marketing, our uniform supplier, which applies a structured due diligence and audit program aligned with international labour standards

Kumho Tire (Headquarter) has implemented a global Sustainable Supply Chain Policy and ESG due diligence framework, including supplier assessments, on-site inspections, and region-specific risk mitigation plans.

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

Products sourced by Kumho Australia come from Kumho Tire factories. There are no examples of Kumho Australia sourcing tyres from suppliers other than their parent or associated companies.

Kumho recognises potential human rights risks, including modern slavery risks that may arise in raw material sourcing and manufacturing processes within its global supply chain. To address these risks, Kumho Tire HQ has participated as a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR).

OUR ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Governance and Policy Framework

Headquarter

Kumho Tire has established an ESG governance structure that includes human rights management and a Human Rights Policy aligned with the UN Guiding Principles on Business and Human Rights and ILO Core Conventions. The policy prohibits forced labour, child labour, discrimination, and supports freedom of association.

Compliance inspections are conducted on a regular semi-annual basis to prevent illegal activities and systematically respond to legal risks. Under the supervision of a compliance officer, each department carries out routine self-inspections covering 17 domains and 348 specific requirements across both domestic and international operations. The compliance officer develops corrective action plans for any instances of non-compliance and continuously monitors their implementation, reporting the outcomes to the Board of Directors at least once annually.

Australia

Kumho Australia has adopted complementary local policies, including:

- Modern Slavery Policy
- Anti-Bribery Policy
- Whistleblower Policy
- Code of Conduct

Due Diligence and Supplier Management

HQ Kumho Tire conducts:

- ESG risk screening of suppliers - We assess suppliers against ESG and ethical sourcing criteria to identify potential human rights risks.
- Human rights impact assessments - We evaluate actual and potential human rights impacts across our operations and supply chain.
- On-site inspections and supplier consulting - We conduct site visits and work directly with suppliers to verify conditions and support improvements.
- Corrective action planning and monitoring - We implement and track corrective actions to address identified risks and strengthen supplier performance.

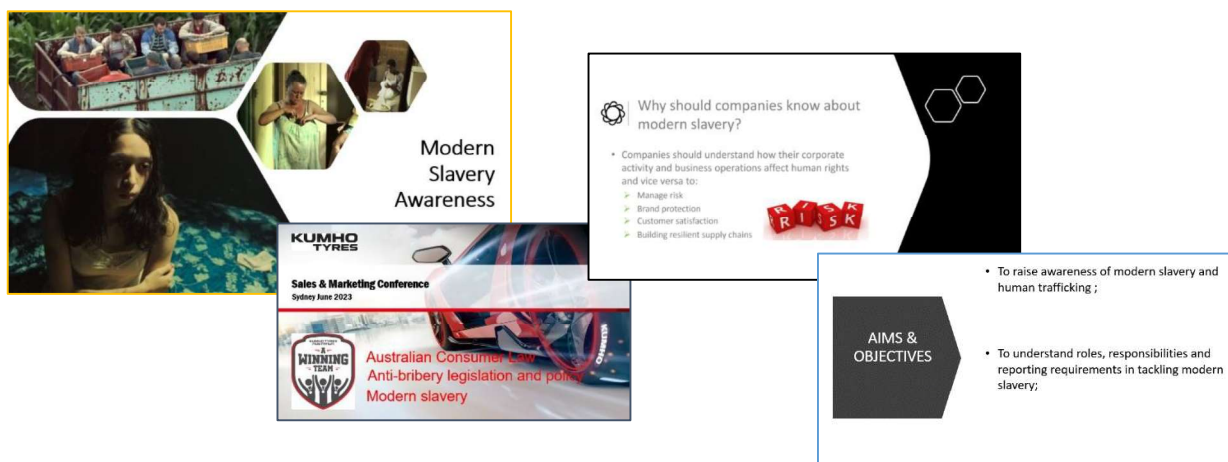
Kumho Tire has also implemented a Sustainable Natural Rubber Policy, aligned with GPSNR principles, addressing human rights, environmental protection, and Free, Prior and Informed Consent (FPIC).

Labour-Hire Audit

In December 2025, Kumho Australia undertook a dedicated audit of our labour-hire arrangements to ensure our labour-hire workers are treated consistently with our directly employed workforce. The audit reviewed compliance with workplace laws, award conditions, onboarding and induction processes, safety practices, and access to reporting and grievance mechanisms. This assessment was conducted to confirm that labour-hire workers engaged in our operations receive the same protections, entitlements, and working conditions as our employees.

Training and Awareness

Kumho Australia provides modern slavery training to relevant staff, managers, and directors. Training is incorporated into our compliance program alongside Competition and Consumer Law and Anti-Bribery training. The most recent group training occurred at the June 2023 National Sales Conference. Further training will be delivered through online modules to ensure all employees receive ongoing awareness and guidance on identifying and reporting modern slavery risks.



Reporting and Grievance Mechanisms

Headquarter

Kumho Tire is improving the accessibility of reporting channels so that employees and external stakeholders can freely report any via the grievance system and the Cyber Reporting Center. We are committed to promptly respond to received reports, and the information reported and the informant's identity are strictly protected throughout the entire grievance handling process. Kumho Tire has also established and strictly operates the Whistleblower Protection Policy to ensure that whistleblowers do not experience any disadvantages or discrimination.

Australia

Kumho Australia has mechanisms in place to enable the reporting and investigation of suspected misconduct or human rights concerns, including whistleblower and grievance reporting channels. Where potential modern slavery issues are identified, matters are investigated and appropriate remedial actions are considered, which may include supplier engagement, corrective actions, or escalation to senior management.

Incident Reporting and Internal Oversight

Kumho Australia monitors internal grievance channels, whistleblower reports, and labour-hire compliance outcomes.

During the reporting period:

- No allegations or complaints relating to modern slavery were received
- No substantiated incidents were identified
- Remediation processes remain in place and ready for activation if required

These results indicate that our internal controls, reporting mechanisms, and supplier oversight processes are functioning as intended.

Remediation

Kumho Australia is committed to ensuring that any identified modern slavery risks or impacts are addressed promptly and in a manner that prioritises the protection of affected workers. While no incidents were identified during the reporting period, established processes are in place to guide our response.

If modern slavery concerns arise, Kumho Australia would verify the issue, engage with the relevant supplier, and implement appropriate corrective actions in consultation with Kumho Tyre's HR and ESG teams. Where necessary, supplier relationships may be escalated or discontinued if adequate remediation cannot be achieved. Remediation actions would be monitored to ensure issues are resolved and do not reoccur.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Kumho Australia evaluates the effectiveness of its actions to assess and address modern slavery risks through a combination of quantitative indicators, supplier due diligence outcomes, and continuous improvement processes undertaken by Kumho Tyre globally. These measures help us understand whether our controls are operating as intended and where further action is required.

Risk Identification and Targeting

Suppliers operate across 17 countries, and Kumho Tyre HQ conducts country-based ESG risk exposure analyses covering human rights, labour practices, environmental risks, and governance. This enables prioritisation of suppliers in higher-risk jurisdictions and informs region-specific due diligence plans.

Effectiveness is further assessed through:

- Monitoring the implementation of short-, medium-, and long-term improvement plans
- Providing consulting and capacity-building support to suppliers
- Conducting on-site inspections for domestic suppliers
- Tracking progress against corrective actions

These activities help ensure that identified risks are addressed and that suppliers are supported to meet expected standards.

Consultation

Kumho Australia does not own or control other entities. Consultation for this statement occurred with internal stakeholders and with Kumho Tyre headquarters regarding supply chain risk management, human rights due diligence, and alignment with group-level policies and disclosures.

Approval

This Modern Slavery Statement was approved by Harry Kim as the Sole Director and principal governing body of **Kumho Tyre (Australia) Pty Ltd ACN 46 003 300 678** on **27 March 2026**.



Harry Kim

Managing Director, Kumho Tyre (Australia) Pty Ltd

Date: 27 March 2026