

HANKOOK TYRE AUSTRALIA

Modern Slavery Statement

For the reporting period 1 January 2024 to 31 December 2024

Modern Slavery Statement

REPORTING PERIOD

This Modern Slavery Statement is made pursuant to Section 14 of the *Modern Slavery Act 2018 (Cth)* and constitutes the fifth statement for Hankook Tyre Australia Pty Ltd (HKAU) (ABN 77 082 389 704). This statement applies to the company's financial year commencing 1 January 2024 and ending 31 December 2024.

STRUCTURE, OPERATIONS AND SUPPLY CHAINS

HKAU is a proprietary limited company based at Level 3, 5 Eden Park Drive, Macquarie Park, NSW 2113. It is a wholly owned subsidiary of Hankook Tire & Technology, headquartered in Seongnam City, Republic of Korea. HKAU does not own or control any other entities.

HKAU is engaged in the importation, marketing, and distribution of Hankook-branded tyres across Australia. It operates four distribution centres located in New South Wales, Victoria, Queensland, and Western Australia.

All tyres sold by HKAU are sourced directly from Hankook Tire & Technology's global manufacturing network, which includes facilities in Korea, China, the United States, Hungary, and Indonesia.

RISKS OF MODERN SLAVERY IN OPERATIONS AND SUPPLY CHAINS

HKAU recognises that modern slavery risks can exist in global supply chains, particularly when sourcing from overseas. While HKAU's direct operations are considered low-risk, risks may arise indirectly through the sourcing of raw materials and manufacturing conducted by Hankook Tire & Technology.

To address these risks, our parent company is a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR), which promotes ethical sourcing practices, human rights protections, and environmental responsibility within the natural rubber industry.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

HKAU has implemented a range of actions to manage and mitigate the risk of modern slavery:

- **Supplier Due Diligence:** We conduct annual due diligence reviews of Tier 1 suppliers via formal surveys, which assess their modern slavery policies, sourcing practices, and compliance obligations.

- **Contractual Controls:** Supplier agreements include clauses related to compliance with modern slavery legislation. HKAU reserves the right to terminate relationships with suppliers who do not meet these obligations.
- **Whistleblowing and Reporting Mechanisms:** Our Whistleblower Policy allows employees and stakeholders to report concerns, including modern slavery, confidentially and without fear of reprisal.
- **Parent Company Frameworks:** Hankook Tire & Technology has established the following global policies:
 - Human Rights Management Declaration
 - Hankook Human Rights Principles
 - Sustainable Natural Rubber Policy
 - Code of Conduct
 - Modern Slavery Policy

These frameworks include strong commitments to:

- Prohibition of forced labour
- Prohibition of child labour
- Non-discrimination in employment
- Promotion of gender equality

ASSESSMENT OF EFFECTIVENESS

During the 2024 reporting period, HKAU monitored the effectiveness of its actions through:

- Completion rates of internal staff training
- Annual review of supplier due diligence responses
- Compliance checks on supplier contracts and performance
- Internal HR and audit reporting showing no known incidents of non-compliance

These indicators suggest that current controls are functioning effectively. We will continue to enhance our assessment methods in 2025, including the development of more structured KPIs.

CONSULTATION

HKAU does not own or control any other entities. Accordingly, consultation with other entities was not required for the preparation of this statement.

TRAINING AND AWARENESS

All HKAU employees receive ongoing training to recognise and respond to modern slavery risks. In 2024, the following training sessions were delivered:

- Human Rights and Modern Slavery Awareness

- Ethics and Integrity in Business
- Anti-discrimination and Harassment in the Workplace
- Competition and Consumer Law

This training reinforces our employees' understanding of ethical standards and how to report any concerns.

ONGOING COMMITMENT AND FUTURE STEPS

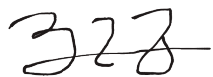
HKAU is not aware of any modern slavery incidents in its operations or supply chains during the 2024 reporting period. If any incident is identified, HKAU will take immediate and appropriate action to remediate it in collaboration with relevant parties.

In 2025, HKAU will:

- Further assess the effectiveness of internal controls and supply chain oversight
- Continue modern slavery education across all employee levels
- Work closely with Hankook Tire & Technology to enhance transparency and reporting mechanisms

APPROVAL

This statement was approved by the Board of Directors of Hankook Tyre Australia Pty Ltd on **10 June 2025** in accordance with the *Modern Slavery Act 2018 (Cth)*.



JunJong CHO
Managing Director
Hankook Tyre Australia Pty Ltd