

Hankook & Company Code of Ethics

Chapter 1: General Provisions

I. Article 1 (Purpose)

This regulation aims to establish and develop the company's ethical management by providing the company's executives and employees with standards for correct behavior and value judgments that must be observed when performing work, so that all executives and employees can properly understand and practice the company's ethical management policy. It is for that purpose.

II. Article 2 (Scope of Application)

This regulation applies to all stakeholders, including the company's executives and employees and partner companies that have a business relationship with the company.

III. Article 3 (Definition of Terms)

1. Company: Includes Hankook & Company and its domestic and overseas affiliates.
2. Executives and employees: Refers to all executives and employees who receive wages in return for providing work to the company.
3. Stakeholder: refers to a person who is directly or indirectly related to the company's business performance and mutually influences the decision-making of the company and its executives and employees.
4. Laws: Refers to the laws, enforcement ordinances, enforcement regulations, and customary laws of the Republic of Korea, the countries where overseas affiliates are located, or where the company's business is operated.

IV. Article 4 (Management organization of ethics regulations)

1. The management organization for Hankook & Company's code of ethics is the ES) Business Management Team.
2. If it is not specified in these regulations or the interpretation of the regulations is unclear, the interpretation and decision of the ES) Business Management Team shall be followed.

Chapter 2 Basic ethics of executives and employees

V. Article 5 (Basic Principles)

1. Comply with relevant laws and company regulations when performing work.
2. We faithfully perform the duties assigned to us according to our position and position, and do not cause loss to the company or damage its reputation.
3. Do not unfairly discriminate against others based on nationality, race, gender, religion, social status, etc.
4. Do not use any words or actions that contain social or cultural prejudice, such as sexual harassment or insults to the disabled.
5. Personal misconduct, such as external sexual harassment, does not raise concerns about damaging the company's social evaluation or have a negative impact on corporate order, such as lowering trust relationships with colleagues and the company.

VI. Article 6 (Preparation and management of important information)

1. Do not manipulate documents or counts intentionally or carelessly, record and report all information accurately, and store relevant documents in accordance with laws and company regulations.
2. We do not acquire information through unfair means, and we do not use the acquired information for improper purposes or leak it to third parties.
3. Do not use software that violates laws and company regulations.

VII. Article 7 (Fair use of company assets)

1. All company assets (tangible assets, intangible assets) are used only for business purposes in accordance with procedures and are not used for personal purposes.
2. The company's trade secrets shall not be leaked to the outside or misused without prior permission or approval, not only during the period of employment but also after retirement.
3. Respect the rights of others regarding intellectual property while also protecting your own rights.

VIII. Article 8 (Partner companies and partnerships)

1. We form reciprocal relationships with partner companies based on the principle of good faith.
2. We provide equal trading opportunities to all qualified companies and select partner companies based on objective and fair review standards.
3. Do not use your superior position to make unfair demands on partner companies.
4. Partner companies must be fully aware of the company's ethical management policy and actively participate in ethical management activities. If they engage in an act that undermines fair trade between partner companies, such as unfair collective action, they will be held accountable to the company.
5. Comply with laws and company regulations when transacting between affiliates.

Chapter 3 Responsibilities to Customers, Shareholders, and Employees

IX. Article 9 (Responsibility to Customers)

1. Make customer satisfaction the top priority in all decisions and actions.
2. Customer information will not be leaked to the outside or used for any other purpose without the customer's prior consent.

Complies with consumer protection laws and does not engage in exaggerated or false advertising or deceive customers.

4. We comply with fair competition principles without slandering or slandering competitors.

X. Article 10 (Responsibility to shareholders)

1. Provide management performance accurately and promptly to respect shareholders' right to know and legitimate demands and suggestions.
2. Record and manage financial status in accordance with generally accepted accounting standards.

XI. Article 11 (Responsibility for executives and employees)

1. We respect the basic human rights of employees, including their privacy, dignity, and personality.
2. Evaluate the abilities and achievements of executives and employees according to fair standards

and compensate them fairly.

3. Provide a safe and comfortable workplace and office environment to executives and employees.

Chapter 4 Ethical Management Organizational Culture

XII. Article 12 (Classification between public and private)

1. If there is a conflict between the interests of the company and an individual, the interests of the company shall take priority.
2. Do not use the company's assets or your position to seek personal gain, and do not engage in any wrongdoing, such as embezzlement or misappropriation of company assets.
3. Do not trade securities, such as buying or selling stocks, using information acquired in the course of your duties.
4. Companies with personal interests must report them to their superiors in advance and do not exercise undue influence during transactions.

XIII. Article 13 (Creating a healthy organizational atmosphere)

1. Create a working atmosphere where executives and employees can demonstrate proactive leadership through continuous self-development.
2. Maintain an organizational culture based on smooth communication and mutual respect between superiors, subordinates, and colleagues.
3. All types of gambling are prohibited, both inside and outside the company. Avoid extravagance, waste, ostentation, and overconsumption, and practice frugality and frugality as part of your daily life.

XIV. Article 14 (Political Participation and Activities)

1. Respect the voting rights and political opinions of executives and employees, but do not engage in political activities within the company.
2. Executives and employees shall not use the company's assets to provide donations or political activity expenses to political parties, politicians, election candidates, etc.

3. The company's personnel, facilities, equipment, etc. shall not be used for political activities, including donations (money or goods).

Chapter 5 Emphasis on environment, safety, and health

XV.Article 15 (Environmental Protection)

1. Comply with international standards, related laws, and company regulations related to environmental protection.
2. We deeply recognize that the environment is something that must be preserved forever by all mankind, and take the lead in efficient use of resources, including recycling of resources.

XVI.Article 16 (Emphasis on safety and health)

1. Comply with safety laws and standards and strictly follow safety rules.
2. Create a pleasant working environment and prevent safety accidents.

Chapter 6 Social Responsibility as a Global Corporate Citizen

XVII.Article 17 (Contribution to the country and society)

1. The company respects and complies with all domestic and international laws, accounting standards, and transaction practices.
2. We respect the principles of market competition, business ethics, and trading customs, and do not make profits through unfair means.
3. As a corporate citizen, the company contributes to the development of the country and local community by creating jobs and paying taxes faithfully.
4. The company complies with laws such as the Foreign Exchange Management Act and prepares the source and title of funds in accordance with laws and accounting standards.
5. The company faithfully implements laws and regulations related to import and export.
6. The company must strive for social contribution activities such as charity sponsorship for corporate social responsibility.

XVIII.Article 18 (Global Companies)

1. All business activities overseas are conducted in compliance with all laws and regulations of the country and respect the culture and traditions of each country.
2. Comply with international agreements and fair trade laws of each country (US Foreign Corrupt Practices Act, UK Bribery Act, OECD Anti-Bribery Convention, etc.).
3. In order to facilitate business processing, the company prohibits the use of facilitation payments that violate the law.

Chapter 7 Compliance with the Code of Ethics

XIX.Article 19 (Basic Principles)

1. Executives and employees must faithfully comply with the Code of Ethics, using it as a standard for behavior and value judgment.
2. The company will discipline executives and employees who violate the ethics regulations in accordance with the rewards and punishment regulations, but will take into account circumstances when reporting voluntarily.

XX.Article 20 (Reporting Obligation)

Executives and employees become aware that their own actions as well as those of others violate the Code of Ethics, they must report the fact to the ES) Business Management Team.

XXI.Article 21 (Protection of informants)

Ethical management must be strictly guaranteed and protected from any form of disadvantage.

XXII.Article 22 (Measures in case of violation of ethics regulations)

1. If it is recognized or judged that activities that violate the ethics regulations have been carried out, the company may conduct audit activities.
2. If an act is found to be in violation of the ethics regulations, it will be referred to the personnel committee for deliberation and resolution.

3. All executives and managers are responsible for educating and managing their employees to comply with the ethics regulations, and measures will be taken against executives and employees who violate them in accordance with the reward and punishment regulations.

4. This code of ethics must be observed by the company's executives, employees and stakeholders, and in case of violation, lenient punishment such as extenuating circumstances is excluded.

Supplementary provisions

1. Hankook & Company's Code of Ethics is enacted and enforced from August 1, 2001.

2. Hankook & Company's Code of Ethics will be revised and implemented from February 1, 2005.

3. Hankook & Company's Code of Ethics will be revised and take effect from July 15, 2007.

4. Hankook & Company's Code of Ethics will be revised and implemented from October 8, 2010.

5. Hankook & Company's Code of Ethics will be revised and implemented from April 1, 2013.

6. Hankook & Company's Code of Ethics will be revised and implemented from July 1, 2014.

7. Hankook & Company Code of Ethics will be revised and implemented from August 1, 2017

8. Details regarding the prohibition of receiving unjust enrichment, such as money or valuables, are separately determined in the 'Guide to the handling of unjust enrichment, including money or valuables.'

9. Details regarding the use of social media are set separately in the 'Social Media Usage Guidelines'.

10. Hankook & Company's Code of Ethics will be revised and take effect from January 29, 2021.

Details regarding "prohibition of receiving unjust enrichment, such as money or valuables" and "use of social media" are separately determined in the "Ethics Code Practice Guidelines."

11. Hankook & Company Code of Ethics will be revised and take effect from February 24, 2021

Tips for operating the reporting system

Chapter 1: General Provisions

I. Article 1 (Purpose)

This guideline is to protect and support informants, prevent misconduct, and improve irrational work processes by determining matters necessary for the operation of the reporting system, such as receiving and processing reports, and protecting and compensating informants.

II. Article 2 (Scope of Application)

These tips apply to all stakeholders and outsiders, including the company's executives and employees, and partner companies that have business relationships with the company.

III. Article 3 (Definition of Terms)

The definitions of terms used in this guide are as follows.

1. 'Company' includes Hankook & Company Co., Ltd., Hankook Tire & Technology Co., Ltd. and its affiliated companies.
2. 'Executives and employees' refers to all executives and employees who receive wages in return for providing labor to the company.
3. 'Stakeholder' refers to a person who is directly or indirectly related to the company's business performance and mutually influences the decision-making of the company and its executives and employees.
4. 'Reporting' refers to a series of actions that inform the Management Diagnosis Team 1 and 2 (hereinafter referred to as the Management Diagnosis Team) and the ES) Management Team through the reporting channel or request correction of the behavior subject to reporting discovered by the informant. .
5. 'Reporting, etc.' refers to the act of making a statement, testifying, or providing data in an investigation, investigation, or lawsuit regarding a tip-off or tip-off.
6. 'Reporting channel' refers to a phone call, email, mail, or in-person visit addressed to the company's cyber audit office, management diagnosis team , or ES) business management team ,

which are established for executives and employees and outsiders to report.

7. 'Informant' refers to the person who made the report.

8. 'Informant, etc.' refers to an informant and a person who makes a statement, testifies, or provides data in an investigation, investigation, or lawsuit regarding the informant.

9. 'Act subject to reporting' refers to any of the following acts (hereinafter referred to as 'misconduct').

(1) Abusing one's position or authority in relation to one's duties or violating laws, articles of incorporation, and company regulations (hereinafter referred to as 'laws, etc.') to promote one's own or a third party's interests

(2) Company's budget Acts of causing property damage to the company by violating laws and regulations in using or concluding and performing a contract to which the company is a party, or in acquiring, managing, or disposing of property.

(3) Acts that violate the company's code of ethics and its subordinate regulations (including receiving unfair profits such as money or valuables, sexual harassment, etc.)

(4) Work Acts that cause property damage to the company due to the irrationality and inefficiency of the system

10.'Disadvantages 'Disposition' refers to a disposition that falls under any of the following items.

(1) Status of dismissal, dismissal, etc. Disadvantageous measures equivalent to loss of status

(2) Unfair personnel actions such as warnings, reprimands, pay cuts, suspensions, etc.

(3) Personnel actions against the person's will, such as transfer, transfer, non-assignment of duties, and job reassignment

(4) Discrimination in performance evaluation, etc. and subsequent discrimination in wages or bonuses, etc.

(5) Measures that impose economic disadvantages, such as termination of contracts with business partners

IV. Article 4 (Management Organization and Operation)

1. Management Diagnosis Team and ES) The Management Team establishes and manages a reporting channel to encourage reporting, and processes reports received through the reporting

channel.

2. Management Diagnosis Team and ES) The Management Team shall have a person in charge of reporting matters under Paragraph 1 to perform the following duties.

(1) Reception, consultation, and processing of reports

(2) Counseling and relief procedures for informants, etc.

(3) Other tasks necessary to operate the reporting system

3. If it is not specified in these guidelines or the interpretation of the regulations is unclear, the interpretation and decision of the management diagnosis team or ES) management team shall be followed.

Chapter 2 Report

V. Article 5 (Obligation to Report)

1. In performing their duties, executives and employees must report the misconduct without delay if they become aware of, or are coerced or suggested to, the misconduct of another executive or employee.

2. If the acquirer has an obligation to hand over work as stipulated in the employment rules, etc., and becomes aware of any misconduct related to the job, he/she must report it within 6 months from the time of acquisition.

VI. Article 6 (Informant's duty of good faith)

1. When making a report under Article 5, the informant must make the report when he or she is certain of the truthfulness of the report or is in a similar situation.

2. If the informant knows or should have known that the contents of the report are false when making a report under Article 5, he or she will not receive protection according to these provisions.

VII. Article 7 (Method of reporting)

1. In principle, the informant must specify the following matters in the 'report form' and submit it through the reporting channel, attaching relevant evidence according to the principle of the following.

(1) Personal information such as name, affiliation, and contact information of the informant

(2) Personal information such as the name, affiliation, and contact information of the person being reported.

(3) Purpose and reason for reporting

(4) Details of the misconduct

2. In the case of Paragraph 1, in cases of emergency, such as misconduct that is currently in progress at the time of reporting, only the facts may be reported without evidence, and if unavoidable due to the circumstances of the reporter, it may be done anonymously.

VIII. Article 8 (Report Deadline)

1. The deadline for reporting a reportable act is within 5 years from the end date of the act.

2. The report must be made within 6 months from the date of becoming aware of the act in question, and if the informant is related to the act, from the date of completion of the act. Do it within 1 month.

IX. Article 9 (Request for supplementation of report)

1. Management Diagnosis Team and ES) if some of the information in the report is missing or the content is unclear, the management team may request supplementation of the report within a reasonable period of time.

2. Management Diagnosis Team and ES) If the informant does not make supplementation within the period despite the request for supplementation pursuant to paragraph 1, the management team may request additional supplementation within a period of 7 days, and may request additional supplementation within that period . If the report is not supplemented, the report may be terminated in accordance with Article 11.

X. Article 10 (Investigation of Reports)

ES) management team that received the report must receive it without delay.

2. The investigation period shall be within 60 days from the start of the investigation, and if there is a justifiable reason, the period may be extended within 30 days.

3. The informant has the right to be investigated according to fair procedures.

XI. Article 11 (Report of tip-off)

The reports are reported immediately or regularly to the CEO/audit committee depending on the severity of the case.

1. Matters to be reported immediately (e.g., cases of irregularities in senior management and internal accounting management systems and cases that have a significant impact on financial statements, etc.)

: Management Diagnosis Team 1, 2 / ES) Business Management Team – Internal Control Team (Audit Committee Dedicated Organization) – Audit Committee

2. Regular reporting matters: CEO

XII. Article 12 (Termination of Report)

Management Diagnosis Team and ES) Management Team may suspend or terminate the investigation without conducting an investigation if the report falls under any of the following items.

1. If the contents of the report are clearly false
2. When the informant's personal information is unknown
3. If the informant has received requests for supplementation of the report or proof materials, etc. more than twice, but has not supplemented the information within the supplementation period.
4. If the matter for which you were notified of the processing result of the report is reported again without justifiable reason.
5. If the content of the report corresponds to content disclosed through the media, etc. and there is no new evidence other than the disclosed content.
6. If an investigation into the relevant misconduct has begun or has already been completed pursuant to other laws or company regulations
7. When there is no evidence to prove the act subject to reporting

XIII. Article 13 (Request for system improvement)

1. Management Diagnosis Team and ES) Management Team may request related departments to improve the system to prevent recurrence of reported acts.

2. In the case of paragraph 1, the relevant department must actively implement improvements, discuss progress with the management diagnosis team, and notify the management diagnosis team of the improvement results without delay.

Chapter 3 Informant Protection

XIV. Article 14 (Identity Confidentiality)

Must not inform, disclose, imply, or report to others his or her personal information or facts that can be assumed to be an informant, etc. However, this does not apply when the informant consents by completing a 'Confirmation of Consent to Disclosure of Identity'.

2. In accordance with Paragraph 1, investigators related to reports (including management diagnosis team members) must write a 'Pledge to Keep Report Confidentiality' and comply with its contents.

3. If the identity of the informant is exposed due to an executive or employee violating Paragraph 1, the management diagnosis team may investigate the exposure route and request disciplinary action against the person involved.

XV. Article 15 (Prohibition on searching for informants)

1. No one may inquire about the identity of the informant to the management diagnosis team, etc., or conduct any action that may expose the informant's identity, such as interrogation to find out the informant.

2. When a management diagnosis team member receives an inquiry as in Paragraph 1, he/she must immediately explain that the inquiry is a prohibited act according to these guidelines, and may request disciplinary action if necessary.

3. If the informant determines that his or her identity has been exposed and that identity protection is necessary, he or she may notify the Management Diagnosis Team and ES) Business Management Team of the fact and request identity protection.

XVI. Article 16 (Prohibition of unfavorable disposition and relief)

1. No one shall be subject to any disadvantageous disposition in terms of status or discrimination in working conditions (hereinafter referred to as 'disadvantageous disposition'), such as personnel or disciplinary action by the company, due to reporting or submission of related statements or

materials to the informant, etc.

2. No one may interfere with making a report, etc. or force the informant to cancel the report, etc.

She may request status guarantee measures (hereinafter referred to as 'status protection measures'), such as restoration of the disadvantageous disposition and transfer of personnel, to the management diagnosis team.

4. When a request is made pursuant to paragraph 3 or when a disadvantageous disposition is suspected, the management diagnosis team must initiate an investigation.

5. If, as a result of the investigation in Paragraph 4, it is determined that the informant is at risk of being subject to personnel or other disadvantages, he or she may request status security measures from the head of the relevant department, and the head of the department must comply with this unless there is a justifiable reason .

6. It is guaranteed that legal advice can be obtained if necessary to protect the informant.

XVII. Article 17 (Reduction of Liability)

1. If the informant's misconduct is discovered, the disciplinary action may be reduced or exempted. However, this does not apply if exemption from exemption is deemed inappropriate due to the following conditions for exemption from exemption:

(1) When the informant does not return unfair profits or compensate for damages

(2) If the person who received a reduced or exempted sentence committed the same or similar misconduct within 3 years.

2. If you report an act subject to reporting, it is deemed that you have not violated the duty of confidentiality in your job, such as employment rules.

Chapter 4 Compensation

XVIII. Article 18 Payment of compensation

1. Management Diagnosis Team and ES) If the tip-off results in a property benefit to the company (increased profits or reduced losses), the management team determines the level of compensation for the informant and pays compensation in accordance with the 'compensation payment standards'.
Do.

2. Compensation paid pursuant to Paragraph 1 is received by the Management Diagnosis Team and ES) Business Management Team , ensures confidentiality, and is paid by depositing it into a deposit account in the name of the person receiving the payment.

However, if the recipient of payment wishes, payment may be made in another way.

3. In the case of paragraph 2, in order to prevent identity exposure, the head of the department and the person in charge of the department related to the compensation payment process must write a 'report confidentiality pledge' and comply with its contents.

XIX. Article 19 (Excluding payment of compensation)

Compensation will not be paid for reports that fall under any of the following items.

1. If the reported information turns out to be untrue or it is difficult to confirm the truth due to lack of evidence
2. Matters that have already been recognized by investigative agencies, judicial agencies, etc. and investigations have been initiated, or disciplinary procedures, etc. are in progress or have been completed.
3. Matters that have already been reported or have already been recognized by the management diagnosis team and other related departments and are under investigation or for which disciplinary procedures have been progressed or completed.
4. Matters already disclosed through media reports, etc.
5. If the report is made anonymously or under a pseudonym and the identity of the reporter is unknown.
6. Matters related to simple business improvement
7. When reported by a member of the management diagnosis team
8. If compensation is deemed inappropriate as a result of review of other compensation and exemptions

XX. Article 20 (Recovery of compensation and cancellation of exemption)

Compensation or exemption, compensation may be recovered and exemption may be cancelled.

Chapter 5 Penalties

XXI. Article 21 (Penalties)

1. Management Diagnosis Team and ES) Management Team may request disciplinary action against anyone who violates these guidelines, and will be severely punished in accordance with the rewards and punishment regulations.
2. A person who reports within the period specified in Article 5, Paragraph 2 may be subject to a reduced or exempted sentence.

However, for those in charge who neglect their duty to report after the period has elapsed, the disciplinary action specified in the reward and punishment regulations shall be increased.

Supplementary provisions

1. This guideline comes into effect from July 1, 2015.
2. This rule comes into effect from October 25, 2019.
3. This rule comes into effect from May 23, 2020.
4. This guideline will be revised and take effect from January 29, 2021.
5. This guideline will be revised and take effect from December 1, 2021.

Tips for practicing the code of ethics

Chapter 1: General Provisions

I. Article 1 (Scope of Application)

These guidelines apply to members of Hankook & Company Co., Ltd., Hankook Tire & Technology Co., Ltd., and its domestic and overseas affiliated companies.

II. Article 2 (Policy)

This guideline establishes standards for decision-making and action regarding ethical conflict situations that may arise in the course of work so that members can properly understand and practice the "Code of Ethics."

III. Article 3 (Definition of Terms)

1. Money and valuables: All property interests such as money, securities, real estate, other goods, accommodation tickets, membership tickets, admission tickets, discount tickets, invitation tickets, viewing tickets, and other usage rights, as well as entertainment or convenience provision, debt repayment, employment provision, and granting of interests. Includes all other tangible and intangible economic benefits, etc.

2. Entertainment: Providing or receiving meals, entertainment, golf, performances, domestic/international tours, speculative entertainment, etc.

3. Convenience: refers to benefits such as transportation, accommodation, tour information, and event support other than receiving money or valuables or entertainment.

4. Relative: Within the 4th degree of kinship of the applicant and spouse.

5. Stakeholders: Individuals or groups (members, shareholders, partners, local communities, countries, etc.) whose rights or interests may be directly or indirectly affected by their work performance.

6. Embezzlement of public funds: The act of stealing public funds and using them as one's own assets.

7. Misappropriation of public funds: The act of using public funds for other purposes

8. Leakage of property: Unauthorized removal of company property for personal use or sale, etc.
9. Use for other purposes: Using the company's facilities, machines, materials, and other items for personal profit.
10. Negligence: An act of causing loss to the company by failing to do what must be done in accordance with one's position or position.
11. Poor attendance: Deliberately and habitually being late or absent without notice, or performing abnormal attendance.
12. Neglect of management and supervision: Act of causing loss to the company by failing to fulfill the duty of care as a manager.
13. Unreasonable business handling:
 - 1) Failure to do work that should be done or doing something that should not be done for the purpose of giving benefits or disadvantages to specific stakeholders
 - 2) Delaying, interfering with, aiding or abetting work, or making false reports for the purpose of giving benefits or disadvantages to specific stakeholders.
14. Act of exceeding authority: An act of infringing on someone else's authority by engaging in something that should not be done in accordance with one's position or position, or in matters outside one's authority.
15. Sexual harassment: An act of saying or doing something that sexually humiliates another person.
16. Personal information: Information about a living individual that can identify the individual through name, resident registration number, video, etc. (including information that can be easily identified by combining with other information even if the information alone cannot identify a specific individual)

Activities such as lectures, lectures, contributions, reviews, and consultations at external training, promotions, debates, seminars, public hearings, or other meetings, etc., using information and knowledge acquired during the period of employment at the company.

that is recognized as having been provided equally in similar cases, taking comprehensive consideration of the location and purpose, scope and status of attendees, internal standards and ability to bear costs, etc., and does not violate relevant laws and regulations.

19. Coefficient manipulation: Any management distortions due to manipulation and false reporting of sales, profit and loss, inventory, etc.

Chapter 2 Receiving or providing a reward to interested parties

IV. Article 4 (Illegal Solicitation/Acceptance of Solicitation)

any solicitation or acceptance of solicitations from stakeholders performing their duties directly or through a third party that violates company regulations or laws or is contrary to fair trade practices and may undermine fairness in relation to their duties .

- The act of concluding a transaction agreement and securing corresponding benefits.
- Intervening in personnel matters such as recruitment and evaluation
- The act of requesting or accepting an offer or arrangement for future employment or employment, etc.
- Other acts of making or directing unfair requests or arrangements for personal gain.

V. Article 5 (Receiving money or valuables)

1. Principle: Providing or receiving financial benefits to stakeholders 'regardless of reason' is prohibited.

- Stakeholders: All internal and external stakeholders who have a business interest with executives and employees.
- Financial benefit: Anything tangible or intangible that can be economically valued.

2. Receiving money or valuables from external partners

(1) Details of financial interests

Item	Detail	Note
Money	1) Money: Cash, checks, various securities, etc. 2) Receiving gifts and conveniences: goods, accommodation/membership/admission tickets, etc. 3) Agency repayment (settlement) of debt	Absolutely prohibited
Entertainment	1) Meals, drinking, sports, performances, sightseeing, etc.	
Congratulations and Condolences	1) Promotion, advancement, inauguration, etc.	
Gambling/Sex	1) Sexual entertainment, speculative entertainment	

Etc.	1) Borrowing, buying at low prices, selling at high prices 2) Loan guarantee/money loan 3) Employment arrangement, promise to conclude a contract, etc.	
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- However, in the case of meals and drinking, the following normal levels are recognized as exceptions as long as they do not exceed 30,000 won per person.

[Normal level]

- ① There must be a level of common sense, justification, business impact, and mutual burden.
- ② It must be appropriate for the location, purpose, method, frequency, cycle, period, partner, social ethics, and customs.
- ③ There must be no quid pro quo.
- ④ There must be no possibility of violating the law.
- ⑤ It may vary depending on the specific situation, nature of work, position, etc.

(2) You must not directly or indirectly inform your partner company of your own or co-worker's congratulations or condolences or receive assistance. At this time, notification through a third party is also considered an act of notification on the part of the individual.

If a partner provides a wreath or money for a congratulatory or condolence event without notifying the company, it must be returned to the partner company after reporting it to the management audit organization.

(3) If a stakeholder gives you a gift or other valuable gift, you must politely refuse or return it. Even if it is unavoidably received, it must not be owned by an individual and must be returned to the partner company after reporting to the management diagnosis team. Items that are at risk of spoilage, such as food, must be reported to the management diagnosis organization and used for social contribution such as donations. However, exceptions are made for souvenirs that do not exceed 30,000 won.

(4) Executives and employees must report any of the following cases in writing to the management audit organization without delay.

- ① When an executive or employee receives or provides prohibited money or valuables, or receives

a promise or expression of intention to do so.

② If an executive or employee knows that his/her family member has received or provided prohibited money or valuables, or has received a promise or expression of intent to do so.

In case ①, executives and employees must return it to the provider without delay or express their intention to refuse. In addition, the person scheduled to receive the gift must be informed of his or her intention to cancel.

In case ②, executives and employees must ensure that their family returns it to the provider without delay or express their intention to refuse.

Additionally, one's family must notify the recipient of their intention to cancel.

(5) Money or valuables inevitably received will be handled as follows.

① When return is possible

- Executives and employees must submit money, valuables, etc. that can be returned to the management diagnosis organization, and the management diagnosis organization must attach a notice and return it to the provider or the representative director of the provider's company.

② When return is not possible

- If it cannot be returned due to reasons such as risk of corruption, deterioration, damage, size, weight, etc., it will be donated to a social welfare facility or religious organization under the name of the provider's company.

- If donation is impossible because the decomposition has already progressed, it should be discarded immediately.

- If the donor's personal information is unknown, donations are made to social welfare facilities or religious organizations in the company's name.

- In cases where expensive items are not suitable for donation to an external organization, an appropriate donation source cannot be found, or processing is difficult, processing is requested to the management advisory organization.

- In the above cases, executives and employees must submit the relevant evidence (donation receipt, disposal certificate, etc.) to the management diagnosis organization without delay.

(6) Violations

- ① If anyone becomes aware that a violation of these guidelines has occurred or is occurring, he or she may report it to the management audit organization.
- ② The person reporting must provide detailed personal information of the person and the violator and the details of the violation.
- ③ The person in charge of the management diagnosis organization who has received a report of a violation must guarantee the confidentiality of the reporter and the contents of the report, and must ensure that the reporter is not disadvantaged due to the report.

(7) Discipline

- ① The company may take necessary measures, such as disciplinary action against executives and employees who violate the prohibition on receiving money or valuables, etc. In accordance with the 'Reward and Punishment Regulations.'
- ② If an executive or employee unavoidably receives money or valuables or other unfair benefits, but voluntarily reports and takes action without delay, the punishment may be exempted.

3. Giving or receiving money or valuables between executives and employees

(1) Details of financial interests

Item	Detail	Note
Entertainment	1) Eating , drinking, sports, show, tourism, etc.	normal level
Congratulations and condolences	1) Promotion, Yeongjeon, inauguration, etc.	normal level
Etc.	1) Borrowing, buying at low prices, selling at high prices 2) Loan guarantee/money loan 3) Employment arrangement, promise to conclude a contract, etc.	absolutely prohibited

[Normal level]

- ① There must be a level of common sense, justification, business impact, and mutual burden.
- ② It must be appropriate for the location, purpose, method, frequency, cycle, period, partner, social

ethics, and customs.

- ③ There must be no quid pro quo.
- ④ There must be no possibility of violating the law.
- ⑤ It may vary depending on the specific situation, nature of work, position, etc.

However, the following cases are recognized as exceptions.

- A farewell gift between members at a normal level due to retirement, transfer, etc.

(2) Any money or valuables offered by a subordinate to a superior (position holder) who has the authority to make decisions on division and promotion, etc., must not be accepted, regardless of whether it is at a normal level or not. Even in business-related relationships, you must not offer or request money or valuables. Customary promotions, forced meals on birthdays, entertainment, etc. are prohibited.

(3) Announcement of congratulations and condolences between employees should be done through in-house congratulations and condolences postings, and information sent through individual in-house emails or notices (obituary notices and wedding invitations) is prohibited.

(4) When providing souvenirs or promotional items to the company's business partners for distribution to an unspecified number of people, the payment must be made after obtaining approval for the product in compliance with the payment regulations.

(5) Money or valuables publicly provided to executives and employees who are in difficult situations due to illness, disaster, etc., or compensation or prizes received through contests or drawings, do not constitute the receipt of money or valuables.

(6) Actions related to donations and support

1) The company's donation and sponsorship activities must be carried out after obtaining approval according to established procedures within the scope permitted by relevant laws and social norms.

However, donations/sponsorship for political purposes are strictly prohibited.

2) We respect the voting rights and political opinions of executives and employees, but do not engage in political activities within the company or during working hours.

VI. Article 6 (Entertainment)

Request, or promise entertainment to interested parties. Hospitality refers to a variety of activities

conducted for business-related gatherings and exchanges, such as meals, drinks, golf, performances, and entertainment.

However, the following cases are recognized as exceptions.

- Food, drinks, etc. provided uniformly within the normal range by the host to all attendees at an official event

2. In principle, the cost of meals with partners is basically borne by the company, and entertainment is allowed within the limit.

However, if it is unavoidable to share the cost with the partner or if the partner pays the entire cost, approval must be obtained from the superior (person in charge).

3. Expensive meals exceeding the normal level with partners, drinking, entering entertainment or decadent establishments, golfing, etc. are prohibited.

4. Regardless of the amount, entertainment at entertainment bars with assistants of the opposite sex is prohibited.

VII. Article 7 (Provision of Convenience)

Convenience means providing or receiving benefits such as transportation, accommodations, tourism, event support, etc. Convenience should never be given to stakeholders, or requests or promises made, either inside or outside of work.

However, an exception is made for convenience such as transportation, lodging, food, etc., which the host uniformly provides to all attendees at official events within the usual range.

VIII. Article 8 (Exemption of debt, repayment, guarantee and loan of assets such as money)

1. You must not request or accept offers from interested parties for exemption, repayment, or guarantee (regardless of the type of lending institution) for debts (card charges, credit card payments, loans, interest, etc.).

2. You must not borrow or lend assets such as money to interested parties, and it is considered a violation regardless of whether a contract is concluded or interest, rent, or rent is paid or received.

IX. Article 9 (Restrictions on improper solicitation and receipt of money or valuables from spouse)

or relatives)

Even in the case of spouses and relatives, members must fulfill their usual duty of care and management, as this constitutes an act of receiving or providing a reward to a stakeholder under Chapter 2, as in the case of a member.

X. Article 10 (Transactions with the company in the name of the principal, spouse, or relative)

1. You cannot conduct transactions with the company in the name of yourself, your spouse, or your relatives.

However, exceptions are made in cases where prior approval from the management diagnosis team has been obtained for the following situations.

- When purchasing company-owned assets in the name of the person, spouse, or relative
- If you, your spouse, or a relative's assets are sold to the company

Transactions may occur even if members, their spouses, or relatives own shares in a company (partner, agency, store, etc.) over which they can exercise management rights, or if they are performing management duties such as CEO, auditor, or executive. Regardless of whether there is a special relationship, the existence of a special relationship must be reported to the management audit organization.

XI. Article 11 (Joint investment with stakeholders, joint property acquisition)

Regardless of the purpose, the principal, spouse, or relatives cannot acquire assets such as movable property or real estate (Including condominiums, golf/health club memberships, joint venture businesses, etc.) by jointly investing with the company's stakeholders. Pursuing unfair profits from partners by using one's position or position must be prohibited. Here, a partner refers to a company that has a business relationship with the company and is not an affiliate of the company.

Even if they were acquired in the name of another person, all assets with actual equity ownership are considered jointly invested with stakeholders.

XII. Article 12 (Investment in Partners)

In principle, personal investment in stocks, bonds, etc. of partner companies that has the risk of influencing independent judgment in relation to work or interfering with faithful performance of

duties is prohibited.

XIII. Article 13 (Private use of non-public information and provision to third parties)

You cannot use important information acquired during your tenure to buy or sell securities, including stock transactions, or other property interests, and you must not provide advice or take any action to influence such matters.

* Important information: Financial performance of Hankook & Company and Hankook Tire & Technology, such as profits and dividends, changes in organizational structure such as mergers and acquisitions, announcement of major new products or services, significant progress in research, etc.

XIV. Article 14 (Concurrent positions/appointments of executives and employees of other companies)

You cannot engage in any side-job or side-job activities that may affect your independent judgment in relation to your job or that may interfere with your faithful performance of your duties. However, concurrent positions at investment companies, affiliates, etc. approved by the company's needs are possible, and if additional compensation is incurred due to concurrent positions, this must be handled in consultation with the HR organization. If a person holds a concurrent or concurrent position without the company's approval, it must be reported to the management audit organization for review and approval.

XV. Article 15 (External Lectures)

1. If you give an external lecture using information and knowledge acquired during your tenure at the company, you must obtain approval from the HR organization.
2. The HR organization, affiliated department head, or management diagnosis organization may prohibit external lectures if it is judged that there is a risk of interfering with the job or leaking job secrets or information.

XVI. Article 16 (Outflow of company personnel)

1. You must not assist in leaking members' personal information or contact information to the outside world or introduce them to headhunters, etc.

Chapter 3 Illegal leakage or personal use of company assets

XVII. Article 17 (Leakage of company assets and information)

1. You must not engage in any acts that cause loss of company assets, such as embezzlement of public funds, misappropriation of public funds, leakage of property, or misuse of public funds.
2. Company information and trade secrets must not be disclosed or provided internally or externally without prior approval.
3. Bidding, technology, trade secrets, personal information, etc. of all stakeholders will not be leaked to the outside or disclosed to third parties.
4. All executives and employees must protect the corporate brands and trademarks of Hankook & Company and Hankook Tire & Technology, and brands and trademarks may be used only with appropriate approval.
5. Executives and employees must follow safety precautions to protect the company's valuable information and, if there are special reasons, disclose relevant information after receiving approval from the company.
6. You must be careful not to leak information with proprietary value due to personal carelessness, and you must maintain the confidentiality of company information learned during employment even after your employment relationship with the company has ended.

Also prohibited from sympathizing with or encouraging illegal activities to collect important information from competitors.

8. All executives and employees must keep confidential all confidential information of customers, business partners, or suppliers.
9. Do not share information with company property value with friends, family, employees, or former colleagues.

* Information with proprietary value: earnings and other financial data, business plans, information on current and future products/services, personnel information including executives and organizational changes

XVIII. Article 18 (Budget waste and private use)

1. Avoid unnecessary budget waste when executing company funds, such as executing investment budgets and expense budgets.

2. Company expenses must not be used for personal purposes, and must only be used for the intended purpose and must not use false evidence.

3. In principle, expenses such as welfare expenses must be paid using a corporate card and must be used transparently and appropriately for business purposes. In particular, you must not use it at a time, place, or situation unrelated to work, or engage in fraudulent activities such as prepayment.

XIX. Article 19 (Marketing and sales using proper SNS)

1. Customer information, company confidential information, and any information that may infringe the company's trade secrets shall not be disclosed, posted, or announced on social media.

2. Do not participate in online conversations or discussion forums related to information that may be harmful to the company, false facts, or inaccurate information. If you discover such posts, you must immediately report them to the management audit organization or relevant department.

3. You must not engage in illegal activities such as defaming others, violating human rights, leaking personal information, or distributing pornography on SNS.

4. When using social media, do not infringe on the copyright, trademark, portrait rights or other intellectual property rights of a third party.

5. Do not personally use Hankook & Company and Hankook Tire & Technology's CI, including official logos and brand-related images, in an inappropriate manner on social media.

For business purposes, it does not violate the company's official CI guidelines.

6. False or exaggerated advertising related to products and services is prohibited, and executives and employees in charge must always write only verifiable and truthful information about products and services.

7. All materials related to advertising, marketing, sales, etc. do not contain exaggerated information about product quality or performance that may cause customer misunderstanding. Additionally, making false or illegal claims about competitors or their products and services is prohibited.

8. When expressing opinions through public presentations or social media, employees must disclose that they are their individual opinions and be careful not to misinterpret them as the opinions of Hankook & Company or all employees.

9. Company executives and employees recognize that the Hankook & Company Code of Ethics applies equally when using all online channels and social media, and actively strive to ensure sound use of social media.

Chapter 4 Actions that undermine the creation of a healthy corporate culture

XX.Article 20 (Neglect of work and poor attendance)

company by failing to fulfill your personal responsibilities or misusing or abusing your authority, such as neglect of work, poor attendance, neglect of management and supervision, unreasonable handling of work, or acts exceeding authority.

XXI.Article 21 (False Reporting)

You must not intentionally conceal, reduce, exaggerate, omit, or delay documents, coefficients, etc. that differ from the facts, thereby clouding the decision-making and judgment of internal and external stakeholders or causing misjudgments. You must not do anything that may cause damage to the company.

XXII. Article 22 (Prohibition of unfair acts and discrimination among members)

1. You must not engage in any acts that undermine a healthy corporate culture, such as discriminatory treatment among members, unfair work instructions from superiors, personal instructions using your position or position, verbal abuse, assault, or speculative entertainment.

- Unfair work instructions from superiors: Unfair transaction instructions with companies, manipulation of coefficients for important reporting matters, etc.
- Private instructions: Personal errands unrelated to work (child care, designated driver, banking, etc.)
- Verbal language, assault: Any words or actions that violate an individual's human rights and disrupt the work atmosphere.
- Speculative entertainment: cards, mahjong, etc. that exceed the level of temporary entertainment

2. We provide fair opportunities to executives and employees and do not discriminate on the grounds of gender, race, region of origin, ethnicity, nationality, religion, age, marriage, gender identity, social status, disability, pregnancy, military service status, political orientation, etc. No.

XXIII.Article 23 (Sexual Harassment)

Members must not engage in any of the following acts that cause mutual sexual shame.

- Touching or contacting specific body parts
- Making lewd jokes or telling lewd and vulgar stories
- Posting or showing obscene photos or drawings, etc.
- Forcing people to serve drinks, dance, or sing at company dinners, workshops, group events, etc.
- Other acts that cause sexual shame according to social norms
- Other details shall be in accordance with relevant laws and regulations such as the Act on Equal Employment Opportunity for Men and Women and Support for Work-Family Balance, and the Employment Rules.

Chapter 5. Other acts that may damage an individual's dignity and tarnish the company's reputation.

XXIV.Article 24 (Damage to personal dignity and damage to company reputation)

1. Members must keep in mind that their words and actions represent the company and do their best to protect the company's trust and reputation.
2. Perform duties honestly and fairly in accordance with the law, company regulations, and one's own conscience, and engage in unethical behavior that may damage an individual's dignity and tarnish the company's reputation. (Gambling, sexual crimes, violence, fraud, etc.) Must not be committed or encouraged.

Chapter 6 Conflict of Interest

XXV.Article 25 (Prevention of conflicts of interest between individuals and companies)

1. All executives and employees must report conflict of interest situations when there may be a conflict between personal and company interests.

Necessary, you should contact your manager, management diagnosis team, or human resources team.

2. Conflicts of interest are as follows, and conflicts of interest must be applied to other acts through strict judgment by executives and employees.

- Taking personal advantage by using company assets or management information for personal purposes
- Utilizing company information during external activities such as lectures, interviews, or SNS postings
- Side-job activities that require a level of effort that interferes with diligent work performance

Chapter 7 Violation of international conventions and laws related to anti-corruption (fair trade, bribery, internal transaction money laundering, etc.)

XXVI.Article 26 (Compliance with international conventions and laws related to anti-corruption)

1. Comply with international agreements and fair trade laws of each country (US Foreign Corrupt Practices Act, UK Bribery Act, OECD Anti-Bribery Convention, UN Convention against Corruption, Fair Trade Act, etc.).
2. Unfair practices such as bid rigging and abuse of market dominance are prohibited.
3. In accordance with the Anti-Money Laundering Act, you must not launder or assist in the laundering of funds raised through various crimes or corruption.
4. Internal transactions must comply with laws such as the Fair Trade Act.
5. Interpretation of violations of anti-corruption laws and regulations must be handled through consultation with the legal department or management diagnosis team.

Chapter 8 Whistle-blowing and informant protection

1. In accordance with the reporting system operation guidelines, the informant's personal information or facts that may indicate that he or she is an informant must not be disclosed or disclosed.
2. You must not engage in any act that attempts to find out the identity of the whistleblower or informant or that makes it possible to expose the identity.
3. There must not be any disadvantages, such as personnel or disciplinary action, or discrimination in working conditions due to whistle-blowing or reporting.
4. You cannot interfere with whistleblowing or reporting or force you to cancel your reporting or whistleblowing.

Chapter 9 Compliance with the Code of Ethics and Practice Guidelines

1. Members have a responsibility and obligation to comply with the code of ethics.
2. The leader of an organization is responsible for supporting and managing its members and business-related stakeholders to properly understand and comply with the company's code of ethics, and must set an example by taking the lead in complying with it.
3. If you violate this code of ethics, you will be subject to appropriate disciplinary action and action in accordance with the procedures.

Supplementary provisions

1. Hankook & Company Code of Ethics Practice Guidelines will be enacted and implemented from August 16, 2019.
2. Hankook & Company Code of Ethics Practice Guidelines will be revised and implemented from May 23, 2020.
3. Hankook & Company Code of Ethics Practice Guidelines will be revised and implemented from January 29, 2021.
4. Hankook & Company's code of ethics will be revised and implemented from June 29, 2021.