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DRB Industrial ESG POLICY BOOK



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Sustainable Management

Daily Life of DRB

Contributes to Sustainable Growth for the Future.

Since establishment in 1945, DRB Industrial has pursued sustainable growth based on the company core values and has implemented human rights, ethical, environmental, quality, and social values into the company management.

We have been leading the domestic rubber industry through constant change and innovation ever since the first successful localization of rubber belts in Korea. Evolving from the rubber industry to a future high-tech industry, we are contributing to the development of industries worldwide and improving the quality of human life. As a global company, we will comply with the Ten Principles of the United Nations Global Compact, respect the contents and values of the 7 core subjects pursued by ISO 26000, and engage in management activities as a responsible corporate citizen.

We will help one another to grow and be ready for the future ahead. Moreover, we will fulfill the corporate responsibilities and obligations by coexisting with our business partners, local communities, and environment to achieve sustainable development. We will always contribute to the health and happiness of humanity, minimize negative impacts on the environment, and strive for sustainable growth for all stakeholders and world peace.

Thank you.

CEO of DRB Industrial, Ken Taniyama

TANIYAMA KEN

Sustainable Management

DRB Industrial Sustainable Management Policy

DRB Industrial contributes to sustainable growth by fulfilling social responsibilities as a member of the global civil society, providing innovative products and services, and creating economic, social, and environmental values and economic growth.

- Communicates with stakeholders and strives to create social and environmental values as well as economic values.
- Respects the dignity and value of members and partners.
- Complies with business ethics such as laws, international standards, and internal regulations with an honest and fair attitude.
- Strives for continuous improvement in safety, health, energy and environmental management activities.
- Fulfills corporate social responsibilities for sustainable development with business partners and local communities.

Human Rights Management

DRB Industrial Human Rights Management Declaration

DRB Industrial values a responsible mindset toward society based on its core values of ‘honesty, integrity, and trust,’ and in this regard, we strive to implement respect for human rights and human dignity, which are basic human entitlements.

To this end, DRB Industrial supports the human rights principles enshrined in the ‘Universal Declaration of Human Rights’ and the ‘UN Guiding Principles on Business and Human Rights (UNGPR)’ and seeks to integrate the resultant ‘UN Global Compact Ten Principles’ into its Human Rights Management Policy.

DRB Industrial is working to apply its Human Rights Management Policy to all business sites and members involved in its business activities across the world and to build and monitor an operational system for its implementation and management of potential human rights risks. Furthermore, we view risks that may result in major human rights abuses as an essential management issue for the company, and thus, we ensure that this policy is communicated to all stakeholders, including customers and partner companies, who are affected by our management activities.

As a company that fulfills its social responsibilities and pursues the happiness of all workers and stakeholders, DRB Industrial is contributing to the healthy development of society by adhering to national laws in all environments and respecting and safeguarding human rights.

Human Rights Management

DRB Industrial Human Rights Management Principles

1. Respect for Human Rights

- DRB Industrial respects the human rights of all stakeholders including all members, business partners, and customers, and strives to prevent any acts that violate or abuse them.
- DRB Industrial prohibits verbal, physical, or visual behavior that is offensive to others, including sexual harassment.

2. Respect for Diversity and Non-Discrimination

- DRB Industrial respects diversity and strictly prohibits all discrimination based on race, religion, disability, gender, academic background, age, physical characteristics, country of origin, and political opinion in relation to all business activities.
- DRB Industrial provides equal opportunities to all members in recruitment, promotion, training, and compensation, and strives to discourage gender-discriminatory customs and protects female employees' motherhood and work-family balance.

3. Prohibition of Forced Labor

- DRB Industrial does not force individuals to work outside of their free will through any kind of mental or physical restraint including slavery, human trafficking, and bonded labor. DRB Industrial does not require the transfer of an individual's identity card, passport and work permit as a precondition for employment.

4. Prohibition of Child Labor

- DRB Industrial complies with UNICEF's Child Rights and Management Principles (CRBP), labor principles recommended by the International Labor Organization (ILO), and the labor laws of the labor laws of each country where the company operates. We do not employ children or adolescents under the age of 15. In addition, when employing youth under the age of 18, DRB Industrial does not assign them work that is hazardous to health and safety, including night shifts and overtime.

Human Rights Management

5. Guarantee of Freedom for Collective Bargaining

- DRB Industrial guarantees freedom of association and the right to collective bargaining in accordance with the laws and regulations of the countries where we operate. We do not treat an individual unfairly for reasons such as forming, joining, or engaging in trade unions, and aim for mutual prosperity based on trust between labor and management.

6. Safety and Health

- DRB Industrial guarantees and provides safety and a clean working environment to all members.

7. Wage

- DRB Industrial sets the wages at a level that exceeds the minimum wage prescribed by the laws and regulations of countries where we operate.

8. Work hours

- DRB Industrial complies with the laws and regulations of countries where we operate related to regular work hours and overtime hours and does not force members to work more than legal hours. We provide fair compensation commensurate with the provision of work.

9. Protection of Human Rights of Local Residents

- DRB Industrial manages our activities to ensure that the human rights of local residents as the environment, safety and health, and freedom of residence are not violated. We also collect opinions according to relevant laws and regulations and respect the autonomy and traditional values of the local community.

10. Protection of Human Rights of Customers

- DRB Industrial takes necessary precautions in accordance with the standards of the law in providing products and services to protect the life, health and safety of customers.

11. Environmental Rights

- DRB Industrial recognizes environment and energy as a major factor in management activities, and strives to realize a sustainable, low-carbon, and eco-friendly economy as a corporate citizen.
- DRB Industrial strives to restore the natural ecosystem and preserves biodiversity by efficiently utilizing natural resources and by-products.

Health and Safety Management

DRB Industrial Health and Safety Management Policy

DRB Industrial establishes a safety and health management system based on the management philosophy of respect for human dignity, provides a safe and pleasant environment to all stakeholders including employees, partners, and customers, and carries out various activities to promote health.

- **Establishment and Implementation of the Health and Safety Management System**

DRB Industrial creates an accident-free and pleasant working environment with the employees by establishing and implementing a health and safety management system, and periodically checks and continuously improves the safety and health activity process and implementation status.

- **Compliance with Health and Safety Regulations**

DRB Industrial strictly complies with all domestic and international laws, regulations, and agreements related to health and safety. We do not perform work in a state where the health and safety of workers is not guaranteed under any circumstances.

- **Health and Safety Inspections and Preparedness**

DRB Industrial regularly inspects health and safety factors such as hazardous chemical conditions, workplace noise and vibration. Additionally, we prepare for immediate response in case of an emergency.

- **Health and Safety Training and Awareness Enhancement**

DRB Industrial continuously conducts training for effective health and safety management and enhances employee awareness on health and safety.

Health and Safety Management

• Implementation of Health Management

DRB Industrial prioritizes the health of all stakeholders, including customers, employees, and partners, and practices health management through a corporate culture of human respect.

For the concrete implementation of the health and safety management policy, we will encourage active participation from our employees and employee representatives, identify issues from both internal and external stakeholders, and continuously strive for improvements with a sense of responsibility in our work.

Conflict Minerals Policy

Declaration of Responsible Mineral Sourcing

DRB Industrial prohibits the use of conflict minerals* and cobalt mined and distributed due to human rights violations and environmental destruction in conflict areas, including 10 African countries (Democratic Republic of Congo (DRC) or any of the DRC's adjoining countries) to mitigate the risks. We will identify and encourage our suppliers to conduct due diligence by third-party organizations under the Responsible Minerals Assessment Program (RMAP*) for smelters in the supply chain.

In addition, for our future business partner, DRB Industrial will strengthen the supply chain assessment system (using CMRT, CRT*) and identify the certified smelters in advance.

Furthermore, to expand our responsible minerals sourcing policy to our supply chain, we will guide all suppliers to follow DRB Industrial's Responsible Minerals Policy.

Environmental Management

DRB Industrial Green Management Policy

DRB Industrial considers the protection of the global environment and response to climate change as the main agenda of its management activities and carries out the following to create a sustainable, low-carbon, eco-friendly economy as a corporate citizen that mutually grows with society:

1. DRB Industrial leads the response to climate change based on the green management strategic system and lays the groundwork for green management.
2. DRB Industrial recognizes the importance of protecting the global environment and minimizes greenhouse gas emissions from products and services while making efforts to reduce air pollution, limit hazardous substances and waste, and increase energy savings and recycling.
3. DRB Industrial adheres to international environmental initiatives, international standards (ISO), and environmental laws and regulations of major countries at home and abroad, establishes internal standards that are stricter than legislation, and further enhances them to global standards.
4. DRB Industrial provides differentiated value to customers by operating a system that is eco-friendly and lowers environmental strain throughout the whole business process.
5. DRB Industrial organizes a company-wide environmental management system and conducts regular inspections and diagnosis to offer a pleasant working environment and contribute to its continued growth.
6. DRB Industrial faithfully executes its corporate social duties by actively assisting its partners and local communities in the execution of green management enhancement programs and transparently sharing pertinent information with its stakeholders.

Environmental Management

DRB Industrial Green Procurement Policy

DRB Industrial contributes to social contribution by fulfilling its social responsibility for environmental protection and natural resource conservation through green purchasing activities, implementing eco-friendly management, and promoting sustainable growth by gradually increasing the volume of green purchasing.

1. DRB Industrial purchases green products based on the corporate philosophy of honesty, integrity, and trust.
2. For green purchasing, DRB Industrial examines eco-friendliness throughout the entire process, including supply, transportation, and unloading, and prioritizes the purchase of eco-friendly products when available.
3. DRB Industrial actively recommends green purchasing products to enhance environmental management and gives priority to green products when purchasing subsidiary materials and consumables.
4. DRB Industrial continuously monitors green purchasing performance, discovers eco-friendly products, and continuously performs improvement activities to reduce environmental impact and expand them across the company for sustainable growth.
5. DRB Industrial takes the initiative in green purchasing activities such as exploring and introducing ecofriendly materials for sustainable environmental development.

Ethical Management

DRB Industrial values ethical management as a core value of the company, and all executives and members recognize the importance of ethical values as a standard for appropriate decision-making and behavior, and actively practice the Code of Ethics and the Charter of Ethics.

DRB Industrial Ethics Charter

DRB Industrial has established the corporate Ethics Charter for the realization of the core values of 'honesty, integrity, and trust' and the sustainable development of all stakeholders, and all executives and employees shall regard and comply with the Ethics Charter and Code of Ethics as standards for good decision-making and behavior.

1. We will comply with all laws and regulations in all areas of DRB Industrial's activities and aim to create a transparent and sound corporate culture through ethical business execution.
2. We will keep in mind that the growth of our customers is our development, and strive for customer satisfaction by providing products and services that customers can trust.
3. We will respect the free market economic order and pursue common development through fair competition and fair trade.
4. We will actively participate in social contribution activities to fulfill our responsibilities and obligations as a member of the country and local community.

Ethical Management

DRB Industrial Code of Ethics

Given DRB Industrial's great respect for ethical management as the company's core value, all officers and employees of the company recognize the importance of and actively put into practice ethical values as a standard for their decision-making and business activities.

Chapter 1. General Provisions

1. Application of Code of Ethics

- 1.1 The Code of Ethics shall be applicable to all officers and employees, including those of DRB Industrial's subsidiaries and their subsidiaries.
- 1.2 Subsidiaries and their subsidiaries may operate a separate code of ethics to the extent that it does not conflict with the Code of Ethics of DRB Industrial, which outlines the company's ethical management ideology and policies.

2. Violations and reporting of violations of the Code of Ethics

- 2.1 When an officer or employee of the company becomes aware of a violation(s) of the Code of Ethics, he or she shall, without delay, report such violation(s) to his or her manager, relevant department, or the audit department.
- 2.2 When an officer or employee makes a decision or engages in activities in violation of the Code of Ethics, he or she may be subject to investigation under relevant internal regulations and be subject to disciplinary action depending upon the investigation results.
- 2.3 When an officer or employee has violated the Code of Ethics, the company shall prevent the reoccurrence of such violation(s) by thoroughly identifying the relevant cause(s) and providing education and training programs.

3. Review of Code of Ethics and request for opinions

- 3.1 The audit department may periodically review compliance with the Code of Ethics, and a relevant audit committee shall conduct verification thereof.
- 3.2 In the event the audit department's findings or interpretation regarding the application of the Code of Ethics are unclear, officers and employees may request that the audit department provide relevant opinions.

Ethical Management

Chapter 2. Ethics for officers and employees

1. Compliance with laws and fair provision of services

1.1 Officers and employees shall respect market orders, comply with relevant legal provisions in all activities of DRB, and pursue the provision of services in a fair and ethical manner.

1.2 Officers and employees shall not engage in illegal money-laundering or insider-trading activities.

1.3 Officers and employees shall not direct or compel their fellows or subordinate employees to provide services in an unfair or unethical manner. In the event an officer or employee of the company is subject to such direction or compulsion, he or she shall not comply therewith.

2. Prohibition of giving or receiving monies or entertainment

2.1 Officers and employees shall not receive monies, gifts, or entertainment from interested parties, including their transacting parties.

2.2 Officers and employees shall not provide monies, gifts, or entertainment beyond the acceptable social norms to interested parties, including their transacting parties, with respect to the company's businesses.

2.3 Officers and employees also shall not provide or receive monies, excessive gifts, or entertainment to each other.

3. Prevention of conflicts of interest

3.1 Officers and employees shall make efforts to prevent situations where their interests are in conflict with those of the company. In the event the company's interests conflict with individual or interdepartmental interests, officers and employees shall engage in their activities after first considering the company's interests.

4. Protection and prohibition of use of internal information

4.1 Officers and employees shall strictly control and protect all information on the company and customers they obtain in the course of providing services, and they shall not disclose or privately use such information.

4.2 Officers and employees shall not take advantage of any internal information they obtain in the course of providing services to engage in securities transactions, and shall not provide a third party with any undisclosed important information that may affect the prices of securities without completing all lawful procedures.

Ethical Management

5. Prevention of sexual harassment

5.1 Officers and employees shall not use any language or engage in any activity that may undermine sound collegueship, including physical, linguistic, or visual activities that may be found to cause sexual humiliation.

5.2 Officers and employees shall not engage in any act that causes physical or mental pain to other members or deteriorates the working environment beyond the appropriate scope of their duties by utilizing their superiority in status, relationship, etc.

6. Reporting and the protection of informant

6.1 When officers and employees become aware of a violation of the Code of Ethics, they shall report it to the leader of the organization or the audit team so that it can be resolved as soon as possible.

6.2 Officers and employees shall not disclose to others the fact that they know the identity of the informant and shall not engage in any act that is equivalent to retaliation against the informant.

7. Compliance with Code of Ethics

7.1 Officers and employees shall be familiar with the Code of Ethics and be sincerely complete relevant education.

7.2 Officers and employees shall sincerely comply with the Code of Ethics. In the event an officer or employee of the company violates the Code of Ethics, he or she shall be held responsible for their actions.

Chapter 3. Ethics for customers, shareholders, and business partners

1. Respect and protection of customers

1.1 DRB Industrial shall think and act from the perspectives of customers, while keeping in mind that the growth of customers translates to the growth of DRB Industrial, and make efforts to ensure customer satisfaction by considering social responsibility and providing products and services that can satisfy and be relied upon by customers.

Ethical Management

1.2 DRB Industrial shall provide accurate information on products, services, etc. to customers, and shall not subject customers to excessive promotional activities or advertisements for products, services, etc.

1.3 DRB Industrial shall protect the interests, safety, and personal information of customers and shall not engage in unreasonable activities in relation to customers.

1.4 DRB Industrial shall provide products and services that prioritizes safety of customers, and complies with all consumer protection laws.

2 Protection of shareholders and investors

2.1 DRB Industrial shall protect the rights of shareholders and accept reasonable requests and proposals of shareholders.

2.2 DRB Industrial shall treat all shareholders, including minority shareholders, in a fair and equal manner.

2.3 DRB Industrial shall make efforts to ensure that the interests and rights of minority shareholders are not unreasonably infringed upon in making business management judgments by considering all interests involved.

2.4 DRB Industrial shall transparently prepare financial conditions and business management performance by recording and managing accounting materials in accordance with the generally accepted accounting principles, and allow users of such information, including investors, to make reasonable investment decisions by providing such information in a timely manner and in accordance with relevant laws.

3 Respect for business partners and competitors

3.1 DRB Industrial shall make common developments by establishing mutual trust and cooperative relationships through fair transactions with its business partners.

3.2 DRB Industrial shall not compel its business partners to engage in any form of unreasonable activity or unduly influence its business partners by taking advantage of its position, and respect the business partners' physical and intellectual property rights.

3.3 DRB Industrial shall respect the fair and free market economy order according to the principle of free competition and engage in fair competition with its competitors.

3.4 DRB Industrial shall respect the fair trade order and comply with fair trade-related laws.

Ethical Management

Chapter 4. Social responsibilities and contributions

1. Compliance with domestic and foreign laws

1.1 DRB Industrial shall comply with not only domestic laws, as a member of the nation and local community, but also relevant internationally accepted laws.

2. Contributions to national economy and social development

2.1 DRB Industrial shall contribute to the development of the national economy and society by improving productivity, creating jobs, properly paying taxes, and making social contributions.

3. Environmental, safety and human rights management

3.1 DRB Industrial is sincerely aware of the importance of environmental protection and strives to comply with domestic and international environmental laws and regulations and protect the environment, pollution prevention, and ecosystem.

3.2 DRB Industrial is committed to risk prevention management in compliance with all safety and health regulations and standards.

3.3 DRB Industrial prohibits any discrimination based on race, religion, disability, gender, country of origin, etc., respects diversity and the human rights of all stakeholders.

Sustainable Supply Chain

DRB Industrial Mutual Growth Policy

Under the management philosophy that 'competitiveness of suppliers contributes to DRB Industrial's growth', we promote mutual cooperation based on company core values and corporate citizenship to build a sustainable supply chain.

1. (Expansion of Sustainable Management) To realize a sustainable society, DRB Industrial makes joint efforts in environmental protection, human rights protection, industrial safety, and compliance and ethical management with suppliers.
2. (Practice of Ethical Procurement) DRB Industrial pursues fair trade starting from the initial contract-signing stage to the entire fulfillment stage to comply with the basics and principles of fair trade.
3. (Enhanced Communication) DRB Industrial establishes a system to prevent and audit suppliers' grievances and unfair trade practices.
4. (Expansion of a Shared Growth Culture) DRB Industrial provides various supports to enhance the competitiveness of external suppliers and manage potential risks.

Corporate Social Responsibility

DRB Industrial Social Contribution Charter

DRB Industrial recognizes the critical role of a corporate citizen in creating a sustainable society through eco-friendliness, coexistence, and mutual growth with the local community, nurturing global talent, and enhancing the happiness of future generations, and participates in global efforts to achieve the goals of the UN SDGs (Sustainable Development Goals).

1. (Active social contribution) DRB Industrial regards social contribution (corporate citizenship) activities as a fundamental part of company management and strives to fulfill its social duties as a corporate citizen.
2. (Earth and environmental protection) DRB Industrial aspires for the safety of sustainable citizens and global environmental protection.
3. (Contribution to communities) DRB Industrial capitalizes on its distinct professional capabilities to perform specialized social contribution activities that are adapted to local characteristics and contribute to the improvement of local citizens' quality of life.
4. (Talent development) DRB Industrial helps to build a healthy society and fertilize the minds of its members by offering nondiscriminatory learning opportunities and making efforts for future generations.
5. (Demand-oriented contribution) Based on its social contribution platform and network, DRB Industrial leads the way in consumer-centered and tailored social contribution initiatives.
6. (Promise for continuous effort) DRB Industrial implements social contribution activities in a way that is continuous and conducive to growth, rather than one-time and charitable activities.