

ISC-3011

ESG Supplier Code of Conduct



Type	Date	Effective Date	Approved by	Remarks
Establishment	2024.12.02.	2024.12.02.	CEO	
Revision	2026.06.29.	2026.06.29.	CEO	
Related Company Regulations				

ISC-3011-2/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

Chapter 1. Overview

1) Purpose and Scope

ILJIN Electric strives to achieve sustainable growth by fulfilling its responsibilities and roles as a member of the global community. As a leading total solution provider in the heavy electrical equipment industry, the Company delivers high value-added products and services through world-class technology, cost competitiveness, and a commitment to creative challenges and innovation.

We recognize our suppliers as important business partners and have established this Supplier Code of Conduct to build a sustainable supply chain. This Supplier Code of Conduct sets forth the fundamental principles that suppliers are expected to uphold in the areas of human rights, labor, occupational health and safety, environment, ethics, and management systems, based on internationally recognized standards and principles. We support internationally recognized standards, including the International Labour Organization (ILO) Core Conventions and the Ten Principles of the United Nations Global Compact (UNGC), and comply with applicable domestic and international laws and regulations, including labor and occupational health and safety legislation. Where the requirements of this Code of Conduct conflict with the laws or regulations of the country in which business is conducted, the applicable local laws and regulations shall prevail.

This Code of Conduct applies to ILJIN Electric's suppliers and their employees, as well as agents and contractors that maintain contractual relationships with ILJIN Electric. It may also apply to all lower-tier suppliers that do not have a direct contractual relationship with ILJIN Electric.

ILJIN Electric provides this Code of Conduct to suppliers before entering into any business relationship. We expect our suppliers to comply with this Code of Conduct, fulfill their social responsibilities in accordance with internationally recognized standards, and achieve sustainable growth together with ILJIN Electric.

2) Responsibilities and Roles of Suppliers

ILJIN Electric seeks to identify, prevent, and mitigate risks related to human rights, labor, the environment, and ethics that may arise throughout the supply chain in collaboration with its suppliers to build a sustainable supply chain. All suppliers of ILJIN Electric shall take into consideration all requirements set forth in this Code of Conduct in their business operations and management. ILJIN Electric and third-party organizations authorized by ILJIN Electric

ISC-3011-3/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

may, to the extent permitted by applicable laws, conduct assessments and audits to verify suppliers' compliance with this Code of Conduct. Based on the results of such assessments and audits, ILJIN Electric may recommend that suppliers implement corrective actions and improvements.

This Supplier Code of Conduct does not cover all compliance requirements and obligations. It may be supplemented and revised periodically to reflect changes in the global business environment and to support the development of a sustainable supply chain.

Chapter 2. Environmental Management

ILJIN Electric pursues environmentally responsible management and expects all suppliers participating in its supply chain to uphold the same principles and commitment. The right to life is the most fundamental of all human rights, and environmental pollution constitutes a serious infringement of human rights by directly affecting people’s lives and health. Therefore, companies have a responsibility to protect their employees and local communities from environmental pollution and other adverse environmental impacts, and to prevent, mitigate, and minimize such impacts.

1) Establishment of an Environmental Management System

- Suppliers shall comply with all applicable environmental laws and regulations in the countries where they operate and obtain and maintain all environmental permits, licenses, and approvals required for their business operations.
- Suppliers shall establish an environmental policy that serves as the foundation for their environmental management activities.
- Suppliers shall operate an *Environmental Management System (EMS) consisting of organizational structures, implementation plans, operating procedures, and performance monitoring to mitigate the environmental impacts arising from their business operations.

* Examples include the ISO 14001 standard. ISO 14001 is an internationally recognized standard for Environmental Management Systems (EMS) established by the International Organization for Standardization (ISO) to promote continual improvement of environmental performance throughout business operations. Organizations may obtain third-party certification to demonstrate conformity with this standard.

ISC-3011-4/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

2) Energy Use and Greenhouse Gas Emissions Management

- Suppliers shall establish a system for measuring energy consumption and greenhouse gas emissions.
- Suppliers shall establish and document greenhouse gas reduction targets to reduce energy consumption and greenhouse gas emissions and seek effective measures to improve energy efficiency, such as introducing energy-efficient equipment and systems, using renewable energy, and manufacturing low-carbon products.
- Suppliers shall record and manage energy consumption and greenhouse gas emissions (Scope 1 and Scope 2) at all business sites, evaluate their performance, and provide relevant information upon ILJIN Electric's request.

3) Resource Conservation

- Suppliers shall measure and manage the consumption of raw and auxiliary materials to reduce resource use.
- Suppliers shall conserve natural resources, including water, fossil fuels, and minerals, through improvements to production processes, the use of alternative materials, and other appropriate measures.

4) Chemical Substance Management

- Suppliers shall ensure that chemical substances handled during business operations are safely managed throughout transportation, storage, use, and disposal. In addition, suppliers shall label or disclose information, including hazard labels, to identify the hazards and risks associated with the chemical substances they handle.
- Suppliers shall make efforts to verify whether raw materials and components procured, manufactured, sold, or distributed contain substances hazardous to human health or the environment.

* Examples include the EU Restriction of Hazardous Substances (RoHS) Directive (2006) governing the restriction of hazardous substances in electrical and electronic equipment.

5) Waste Management

- Suppliers shall establish a system for measuring the amount of waste generated.
- Suppliers shall minimize waste disposed of through landfill and incineration by implementing appropriate waste management practices, expand the reuse and recycling of waste, and make efforts to recover discarded raw materials and components.
- Suppliers shall take into consideration the entire life cycle of the products they manufacture and make efforts to minimize residues and other substances that may have adverse environmental impacts when waste is disposed of through landfill or incineration.

ISC-3011-5/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

6) Air Emissions Management

- Suppliers shall establish a system for measuring air pollutant emissions and regularly monitor their emission levels.
- Suppliers shall identify volatile organic compounds (VOCs), corrosive gases, fine particulate matter, dust, ozone-depleting substances, and other air pollutants generated during their operations, and manage and discharge them appropriately in accordance with applicable laws and regulations.

7) Water Resource Management

- Suppliers shall establish a system for measuring water consumption and wastewater discharge.
- Suppliers shall make efforts to reduce water consumption and increase water reuse and recycling.
- Suppliers shall control sources of pollution resulting from water use and wastewater discharge and seek measures to conserve water resources.
- Suppliers shall identify the characteristics of all wastewater and treat it in accordance with applicable laws and regulations before discharge or disposal.

Chapter 3. Labor and Human Rights

All suppliers within ILJIN Electric's supply chain recognize that governments, society, and businesses all share the responsibility to protect human rights. As business activities have an impact on society, both ILJIN Electric and its suppliers shall respect human rights by incorporating the principles of protecting human dignity and fundamental rights into all aspects of their business operations and management.

1) Establishment of Policies and Management Systems

- Suppliers shall establish and maintain human rights policies and management systems that ensure the humane treatment of workers, eliminate discrimination, promote fair recruitment, prohibit forced labor and child labor, prohibit employment under coercion or debt bondage, ensure fair employment contracts, respect the freedom of association and collective bargaining, comply with applicable labor conditions, and provide employee welfare and benefits.
- Suppliers shall make efforts to protect workers' human rights and guarantee their rights by establishing and operating internal policies, systems, and procedures to prevent human rights violations and promote respect for human rights.

ISC-3011-6/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

2) Freedom of Association

- Suppliers shall respect workers' rights, in accordance with applicable local laws, to freely form and join labor unions, participate in collective bargaining and peaceful assembly, as well as the right to refrain from such activities.
- Suppliers shall establish an environment in which workers and their representatives can communicate openly with management without fear of intimidation, discrimination, or retaliation.

3) Prohibition of Forced Labor

- All work shall be voluntary. Suppliers shall not use or require any form of forced labor, including slavery, human trafficking, or any other form of involuntary labor.
- Suppliers shall provide employment contracts in a language that workers, including foreign workers, can understand.
- Suppliers shall not require workers, as a condition of employment, to surrender original identity documents, passports, work permits, or pay recruitment fees.
- Suppliers shall ensure that workers are free to resign upon providing reasonable notice and shall allow workers to stop working if they are unable to perform their duties due to physical or mental injury or impairment.

4) *Prohibition of Child Labor

- * For the purposes of this Code of Conduct, a "child" refers to any person under the age of 15, under the age for completion of compulsory education, or under the minimum legal working age as defined by applicable local laws, whichever is highest.
- Suppliers shall, in principle, prohibit all forms of child labor and verify the age of employees and job applicants through legally recognized documents, such as identification cards or birth certificates.
- If child labor is identified at the workplace, suppliers shall immediately terminate the employment and implement corrective measures, including improvements to age verification procedures.
- When employing young workers under the age of 18, suppliers shall not assign them to hazardous work, including night work or overtime, that may pose risks to their health or safety.
- Trainees shall be managed separately from regular employees in accordance with established training programs, and suppliers shall continuously verify compliance with applicable laws and regulations.
- Suppliers shall not procure goods or services from business partners involved in child labor or in violation of applicable child labor laws. Where such violations are identified, appropriate corrective actions shall be taken.

ISC-3011-7/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

5) Working Hours

- Suppliers shall comply with the statutory working hours of the countries where they operate and manage working hours, including rest periods, in accordance with applicable laws.
- All overtime shall be voluntary. Suppliers shall not require workers to work beyond the maximum working hours prescribed by applicable laws, except in emergency or exceptional circumstances.
- Suppliers shall manage working hours, including rest periods, in accordance with applicable laws and provide overtime compensation where overtime work is performed.
- Suppliers shall provide workers with at least one paid day off every seven days on average. Such leave may be designated as paid or unpaid in accordance with applicable local laws and collective bargaining agreements.

6) Wages and Benefits

- Suppliers shall pay wages in compliance with the applicable laws and regulations of the countries where they operate. Wages shall be paid on time, and suppliers shall provide workers with wage statements or payroll records written in a language they can understand.
- Workers' compensation shall include the applicable minimum wage, overtime pay, and legally required benefits. Wage deductions as a disciplinary measure shall not be permitted.
- Suppliers shall provide employees with a safe and comfortable working environment and make efforts to operate employee welfare and benefits programs that enhance their quality of life.
- Suppliers shall provide all legally required training in accordance with the laws and regulations of the countries where they operate. In addition, suppliers shall make efforts to support employees' career development and strengthen their competencies.

7) Humane Treatment

- Suppliers shall respect the human rights and privacy of all workers. Suppliers shall prohibit all forms of inhumane treatment, including sexual harassment, sexual violence, corporal punishment, abuse, verbal harassment, or any conduct that causes physical or mental harm.
- To this end, suppliers shall establish policies to ensure humane treatment and clearly communicate such policies, including disciplinary procedures for violations, to all workers.

8) Non-Discrimination

- Suppliers shall not discriminate against employees in hiring, promotion, training, or any other employment practices based on gender, race, ethnicity, nationality, religion, disability, age, marital or family status, social status, political opinion, or any other protected characteristic.

ISC-3011-8/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

- Suppliers shall not discriminate against employees in the payment of wages or the administration of employee welfare and benefits.
- Suppliers shall not require job applicants or employees to meet conditions that are unrelated to the performance of the job during recruitment and hiring.

Chapter 4. Occupational Health and Safety

ILJIN Electric recognizes occupational health and safety as a fundamental right of all workers to perform their duties in a safe and healthy working environment. Accordingly, the Company considers the occupational health and safety performance of all suppliers as one of the key indicators in evaluating their commitment to protecting workers. Suppliers shall encourage the active participation of workers in improving occupational health and safety, strengthen the continuity of related policies and programs, identify potential hazards, implement appropriate measures to prevent workplace accidents and occupational illnesses, designate responsible personnel for occupational health and safety, and provide workers with relevant education and training on a regular basis.

1) Establishment of an Occupational Health and Safety Management System

- Suppliers shall comply with all applicable occupational health and safety laws and regulations in the countries where they operate and obtain and maintain all occupational health and safety permits, licenses, and approvals required for their business operations.
- Suppliers shall operate an Occupational Health and Safety Management System (OHSMS) consisting of organizational structures, implementation plans, operating procedures, and performance monitoring to prevent occupational health and safety incidents arising from their business operations.

* Examples include the ISO 45001 and KOSHA 18001 standards. These occupational health and safety management systems establish management principles based on employers' safety and health policies and promote continual improvement through planning, implementation, monitoring, and evaluation. Internationally, ISO 45001 was established by the International Organization for Standardization (ISO), while KOSHA 18001 was developed by the Korea Occupational Safety and Health Agency (KOSHA).

2) Workplace Safety Management

- Suppliers shall clearly post or place safety-related information in readily identifiable locations within the workplace to ensure that workers have access to appropriate workplace safety information.

ISC-3011-9/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

- Where hazards cannot be adequately controlled, suppliers shall provide workers with appropriate personal protective equipment (PPE).
- Safety information and occupational health and safety training shall be provided in workers' native languages or in languages they can understand.
- Pregnant or nursing workers shall be excluded from high-risk work, and suppliers shall take appropriate measures to eliminate or minimize workplace hazards that may threaten their health and safety. In addition, suppliers shall provide appropriate accommodations for nursing workers, including sufficient nursing time and suitable facilities.
- Suppliers shall provide workers with clean restroom facilities, safe drinking water, and hygienic areas for food preparation and dining.
- Suppliers shall foster a workplace culture in which workers can freely raise occupational health and safety concerns and establish appropriate reporting and communication channels.

3) Safety Inspections and Risk Assessments

- Suppliers shall classify the types of hazardous equipment used by workers and conduct periodic safety inspections.
- Suppliers shall conduct regular risk assessments to prevent workers from being exposed to potential hazards, including exposure to hazardous substances, electric shock, fire, and falls. Based on the assessment results, suppliers shall implement appropriate engineering and administrative controls and establish safe work procedures, including lockout/tagout (LOTO) procedures.

4) Hazardous Chemical Management

- Suppliers shall conduct regular risk assessments to prevent workers from being exposed to workplace hazards, including hazardous chemicals, noise, and dust, and shall identify and evaluate workers' exposure levels.
- Suppliers shall identify workplace hazards to which workers may be exposed and conduct regular workplace monitoring for hazardous chemicals, noise, dust, and other harmful factors.
- Suppliers shall systematically manage information on hazardous chemicals, including inventories and handling procedures, and provide appropriate training to supervisors and workers responsible for handling hazardous chemicals.
- Suppliers shall prevent health and safety risks arising from hazardous factors through engineering controls, facility improvements, and other legally required control measures. Where such risks cannot be adequately controlled, suppliers shall protect workers' health by providing appropriate personal protective equipment (PPE) and accident prevention training.

ISC-3011-10/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

5) Emergency Preparedness and Response

- Suppliers shall establish emergency response plans for natural disasters, infectious disease outbreaks, fires, industrial accidents, and other emergency situations. Suppliers shall also maintain emergency response manuals covering reporting procedures, emergency response actions, and post-incident follow-up measures.
- Suppliers shall conduct emergency response drills in accordance with applicable laws and regulations, as well as internally established emergency response plans and procedures.
- Suppliers shall provide appropriate emergency facilities, including emergency exits, exit signs, fire detectors and alarms, and fire protection equipment, and shall regularly inspect and maintain them to ensure proper operation.

6) Prevention of Occupational Accidents and Diseases

- Suppliers shall establish procedures and management systems to prevent occupational accidents and diseases and to prevent their recurrence.
- In the event of an occupational accident or serious illness, suppliers shall immediately suspend the relevant work and take necessary measures, including evacuating affected workers.
- When an occupational accident or serious illness occurs, suppliers shall investigate the root cause and make efforts to develop and implement corrective actions to prevent recurrence.
- Suppliers shall provide employees with regular general or special health examinations in accordance with the applicable health examination laws and regulations of the countries where they operate. Where necessary based on the examination results, suppliers shall take appropriate measures, such as changing work assignments, relocating workstations, or reducing working hours.

7) Management of Physically Demanding Work

- Suppliers shall identify physically demanding tasks, including manual handling, heavy lifting, prolonged standing, and highly repetitive or physically strenuous work, and establish measures to eliminate or minimize such tasks.
- Suppliers shall manage work processes to prevent work-related musculoskeletal disorders through engineering controls, such as adjustable workstations and the introduction of new equipment, as well as job rotation and work pace management.

ISC-3011-11/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

Chapter 5. Business Ethics

Business ethics refers to the principles of conducting business by placing ethical values at the highest priority and performing business activities in a fair, transparent, and responsible manner. Although maximizing profit is one of the objectives of business, companies are expected not only to fulfill their economic and legal responsibilities but also to meet the ethical responsibilities expected by society. Ethical responsibility should therefore serve as a fundamental principle guiding corporate decision-making and business conduct. To support these principles, suppliers shall uphold fair employment practices, comply with applicable laws and ethical standards, fulfill their social responsibilities, and eliminate unfair business practices.

1) Transparency and Anti-Corruption

- Suppliers and their employees shall uphold the highest standards of integrity in accordance with the applicable laws and regulations of the countries where they operate.
- Suppliers and their employees shall not engage in bribery, extortion, embezzlement, brokerage of illicit benefits, or improper solicitation by abusing their position or authority. They shall also not seek or intend to obtain improper benefits by exploiting the weaknesses or vulnerabilities of others.

2) Prevention of Conflicts of Interest and Unfair Business Practices

- Suppliers and their employees shall not promise, offer, authorize, or provide any improper or inappropriate benefit through any means for the purpose of obtaining an undue advantage. This includes causing losses to the company for personal gain or accepting promises of personal benefits through third parties.
- Suppliers shall comply with applicable competition laws, regulations, and standards in the countries where they operate.
- Suppliers shall not engage in unfair business practices, including the abuse of market dominance or superior bargaining position, that may restrict or distort fair competition.
- Suppliers shall not enter into agreements with other businesses to improperly restrict competition with respect to the prices, quantities, sales territories, or trading terms of goods or services.
- Suppliers shall not obtain information from competitors, business partners, or other organizations through improper means, nor use or disclose confidential information that has been improperly obtained by the supplier or any third party.

ISC-3011-12/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

3) Protection of Whistleblowers

- Suppliers shall establish anonymous reporting channels through which workers can raise grievances or report unethical conduct, thereby protecting their rights.
- Except where prohibited by law, suppliers shall operate programs to protect the identity of whistleblowers, including maintaining confidentiality and anonymity. Suppliers shall communicate the relevant procedures to workers so that they can raise concerns without fear of retaliation.

4) Information Protection

- Suppliers shall not disclose customers' or business partners' trade secrets or confidential information without authorization. Information obtained in the course of business shall not be retained or used without prior authorization or approval.
- Suppliers shall respect the intellectual property rights of customers and business partners, take appropriate measures to protect their own intellectual property rights, and periodically verify whether such rights have been infringed.
- Suppliers shall collect and use personal information only within the scope of the stated purposes of collection and use, and the applicable retention and usage period. Any changes to such purposes or conditions shall require prior consent from the data subject.

5) Responsible Material Sourcing

- ILJIN Electric is committed to fulfilling its responsibilities as a global company by prohibiting the use of conflict minerals and actively supporting responsible mineral sourcing to contribute to a sustainable future.
 - * Conflict minerals refer to the four minerals—tin, tantalum, tungsten, and gold (3TG)—produced in conflict-affected regions of Africa (including the Democratic Republic of the Congo and nine adjoining countries). These minerals have raised international concerns because their extraction and trade have been associated with human rights abuses, child labor, and the financing of armed conflict.
- ILJIN Electric recognizes that human rights violations and environmental destruction associated with mineral extraction in conflict-affected and high-risk areas are serious concerns. Accordingly, the Company is committed to preventing human rights abuses, including child labor, protecting the health and safety of mining workers, and minimizing environmental impacts throughout the mineral sourcing process.
- ILJIN Electric is committed to ensuring that conflict minerals associated with armed groups operating in conflict-affected regions, including the Democratic Republic of the Congo and its adjoining countries, are not included in the supply chain for the Company's products.

ISC-3011-13/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

- To ensure the consistent implementation of its Conflict Minerals Policy throughout the supply chain, ILJIN Electric requires all suppliers to fully understand and comply with applicable U.S. conflict minerals regulations and the Company's Conflict Minerals Policy.

* In 2010, the U.S. Congress enacted the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires certain companies to disclose their use of conflict minerals. Under Section 1502 of the Act, companies listed on U.S. stock exchanges must conduct due diligence on the origin and source of conflict minerals within their supply chains and report the results to the U.S. Securities and Exchange Commission (SEC).

- To support these requirements, suppliers of ILJIN Electric shall implement the following measures:

- Suppliers shall establish documented policies and procedures for conflict minerals management to ensure that products supplied to ILJIN Electric do not contain conflict minerals that directly or indirectly benefit armed groups operating in the Democratic Republic of the Congo or its adjoining countries.
- Suppliers shall make good-faith efforts to identify the names and locations of all smelters and refiners from which conflict minerals in their supply chains are sourced.
- Upon ILJIN Electric's request, suppliers shall accurately complete and submit conflict minerals reporting questionnaires and related documentation in a timely manner.
- Where risks are identified within the supply chain, suppliers shall promptly implement appropriate corrective actions.

[Reference]

Conflict-Affected and High-Risk Areas (CAHRAs) may be identified and disclosed based on the Responsible Minerals Initiative (RMI)'s guidance, Examples of Procedures to Identify Conflict-Affected and High-Risk Areas. Suppliers may use the Responsible Minerals Initiative (RMI)'s reporting templates, including the Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT), and Pilot Reporting Template (PRT), to identify conflict-affected and high-risk areas by collecting information on minerals sourced from such areas and the smelters and refiners within their supply chains.

- If ILJIN Electric is unable to obtain sufficient information from a supplier to verify the use of conflict minerals, if the supplier provides false or misleading information, or if supply chain risks are identified and appropriate corrective actions are not implemented, ILJIN Electric may suspend or terminate its business relationship with the supplier.

- Suppliers that source or handle minerals and raw materials shall make efforts to verify, or obtain independent certification where appropriate, that the extraction and processing of such minerals and raw materials are not associated with human rights violations, unethical

ISC-3011-14/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

practices, or adverse environmental impacts. ILJIN Electric will continue to work closely with its suppliers and customers to support international efforts to eliminate the use of conflict minerals and, through these efforts, fulfill its social responsibility to protect human rights in the Democratic Republic of the Congo and its adjoining countries.

Chapter 6. Management Systems

Regardless of their size, companies are expected to fulfill not only higher standards of economic and legal responsibilities but also the social responsibilities and expectations necessary to achieve sustainable growth and development. Society and consumers increasingly expect companies to minimize these risks, while governments and regulatory authorities continue to strengthen policies and regulations by introducing more stringent and comprehensive requirements, including enhanced reporting obligations. Accordingly, ILJIN Electric and its suppliers shall continuously improve their performance by establishing effective management systems and reporting frameworks, ensuring compliance with applicable requirements, and strengthening implementation and communication to maintain a competitive advantage.

1) Commitment to Compliance

- Suppliers shall prepare a statement expressing their commitment to complying with this Code of Conduct and to continual improvement, obtain approval from senior management, and make the statement available to workers in the local language.

2) Management Responsibility and Accountability

- Suppliers shall designate personnel responsible for managing the management system and regularly review the operation and effectiveness of the management system.

3) Legal and Customer Requirements

- Suppliers shall establish processes to identify, monitor, and implement applicable legal requirements, this Code of Conduct, and customer requirements.

4) Risk Assessment and Management

- Suppliers shall establish processes to identify, assess, and manage risks related to legal compliance, environmental protection, occupational health and safety, labor practices, and business ethics arising from their business operations. Suppliers shall implement appropriate controls for identified risks and establish risk management plans for risks that are likely to occur and have significant potential impacts based on their relative significance.

ISC-3011-15/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		
5) Grievance Handling and Communication - Suppliers shall establish processes to collect workers' opinions regarding the matters addressed in this Code of Conduct, utilize such feedback to improve the Code of Conduct, and promote continual improvement. - Suppliers shall establish processes to clearly communicate and share policies, practices, expectations, and performance with workers, suppliers, and other relevant stakeholders. 6) Information Management - Suppliers shall accurately record and manage information related to performance and risks in the areas of business ethics, environment, labor and human rights, and occupational health and safety. - Suppliers shall periodically evaluate and document performance objectives and implementation plans to improve their social and environmental responsibility performance. - Where disclosure of such information is required by applicable laws and regulations, industry associations, or major customers with whom suppliers have entered into business agreements, suppliers shall make efforts to disclose such information in a transparent manner unless prohibited by law.		

ISC-3011-16/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

[Appendix 1] Due Diligence Policy

– Due Diligence Standard: OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

[OECD Due Diligence Guidance for Minerals (5-Step Framework)]

No	Item	Description
1	Establishment of a Management System	- Establish a due diligence policy and management system based on Annex II of the OECD Due Diligence Guidance. - Communicate with stakeholders, including suppliers (including relevant provisions in contracts). - Maintain supply chain traceability.
2	Risk Identification and Assessment	- Identify supply chain risks. - Assess supplier risks based on Annex II of the OECD Due Diligence Guidance.
3	Risk Management	- Establish a risk management plan for the risks identified during the Risk Identification and Assessment stage. - Report the results of the risk assessment and the risk management plan to the responsible executive (executive-level management).
4	Supply Chain Due Diligence	Conduct due diligence based on the OECD Due Diligence Guidance, including independent third-party audits.
5	Public Reporting on Due Diligence	Publicly disclose the results of due diligence through sustainability reports, annual reports, or other appropriate disclosure channels.

ISC-3011-17/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

[Appendix 2] References for the ILJIN Electric Supplier Code of Conduct

This Code of Conduct has been developed based on the following internationally recognized standards and guidelines. For additional information, please refer to the links provided below.

- RBA Code <http://www.responsiblebusiness.org/standards/code-of-conduct>
- ILO International Labor Standards www.ilo.org/global/standards/lang-en/index.htm
- ISO 14001, ISO 45001, ISO 27001, ISO 27701 www.iso.org
- OECD Guidelines for Multinational Enterprises www.oecd.org
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas www.oecd.org/en/publications/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_9789264252479-en.html
- SA8000 and SAI(Social Accountability International) <http://www.sa-intl.org/>
- United Nations Global Compact www.unglobalcompact.org

Universal Declaration of Human Rights www.un.org/Overview/rights.html

ISC-3011-18/18	ESG Supplier Code of Conduct	
Est. 2024.12.02.		
Rev. 2026.06.29.		

ILJIN Electric Supplier Code of Conduct Compliance Pledge

We hereby pledge our commitment to actively comply with the ILJIN Electric Supplier Code of Conduct as follows:

We have fully reviewed and understood the ILJIN Electric Supplier Code of Conduct and acknowledge that compliance with the requirements set forth therein constitutes an important condition of our business relationship with ILJIN Electric. We commit to faithfully complying with all applicable requirements.

Should ILJIN Electric conduct assessments, questionnaires, or on-site visits to verify our compliance with this Code of Conduct, or request corrective actions, we will cooperate to the fullest extent permitted by applicable laws, provided that such activities do not infringe upon our business operations, intellectual property rights, or other legitimate rights.

We will communicate the requirements of this Code of Conduct not only to our employees but also to our own suppliers and request that they comply with its provisions.

If we violate this Code of Conduct or become aware of any actual or potential violation, we will promptly report such matters to ILJIN Electric.

We acknowledge that any violation of this Code of Conduct may result in significant disadvantages in our business relationship with ILJIN Electric, including suspension or termination of transactions in accordance with ILJIN Electric's internal procedures and guidelines, and we agree not to raise any objection thereto.

This pledge shall be executed in two (2) original copies, with one copy retained by our company and the other submitted to ILJIN Electric.

- Date
- Company Name
- CEO NAME