

## SUPPLIER CODE OF CONDUCT

### FOR ALL SUPPLIERS TO DOOSAN BOBCAT COMPANIES AND AFFILIATES

This Supplier Code of Conduct (“Code”) applies to all suppliers and their subsidiaries, joint ventures, and affiliates (collectively “Suppliers”) who provide services and goods to all operations of DOOSAN BOBCAT worldwide.

The Company expects Suppliers, its subcontractors, and their workers who provide products and materials to the Company’s manufacturing operations to comply with the Code. Furthermore, Suppliers must comply with the laws and regulations of the locations in which they conduct business. The Company may discontinue its business relationship with Suppliers who fail to comply with the Code or applicable laws and regulations.

Any Supplier may ask questions or direct comments about the Code to their Company business representative. **Furthermore, Suppliers may report any suspected violations of the Code to their Company business representative or contact the Ethics Help Line, particularly to report anonymously, at [www.doosan.ethicspoint.com](http://www.doosan.ethicspoint.com) or call +1-855-891-8854.**

The Company will not retaliate against anyone for making a good-faith report. A Supplier’s failure to report a known violation may result in the termination of the business relationship. If the Company deems it necessary, the Company may conduct an audit of a Supplier’s compliance with the Code.

## 1. Labor and Human Rights

### 1.1 Employment and Discrimination

Suppliers must ensure equal opportunity in employment and a non-discriminatory work environment, guided by the principles of the ILO Convention on Discrimination and applicable local laws. Suppliers shall not discriminate against any person on the basis of race, color, religion or creed, sex (including pregnancy), sexual orientation, gender identify, age, disability, national origin, marital status, military or veteran status, citizenship status, genetic information, union activity, or any other legally protect status. Employment decisions, including hiring and promotion, shall be based on the competencies, experience, and potential of applicants. Suppliers must ensure that workers are not subjected to harassment or abuse and that all workers have legal authorization to work in their place of employment.

### 1.2 Forced Labor

Suppliers must prohibit all forms of forced labor, including slavery, debt bondage, human trafficking, and prison labor, in line with the ILO Forced Labour Convention. Suppliers must not subject workers to inhumane treatment, including verbal or sexual harassment, coercion, or intimidation.

### 1.3 Child Labor

Suppliers must not employ children below the legal minimum age as defined by local laws or international standards. Suppliers must ensure a robust age verification process to avoid child labor, in accordance with the Convention on the Rights of the Child.

### 1.4 Wages and benefits

Suppliers shall ensure that their workers receive at least the mandated minimum wages and benefits in accordance with local laws, including any required vacations, leave of absence, holidays, bonuses, and overtime pay. In accordance with local laws and customs, Suppliers shall pay earned wages in an accurate and timely manner, and wage deductions shall not be used in an improper manner, e.g. unjust punishment or related to obtaining employment.

### 1.5 Freedom of Association and Collective Bargaining

Suppliers shall comply with all applicable laws regarding workers' rights to freedom of association, including the right to form, join, and bargain collectively through labor unions, in line with the ILO Freedom of Association and Protection of the Right to Organize Convention. Suppliers shall ensure that workers are not placed at an unfair advantage or disadvantage based on their decision to join or not join a union. To facilitate open communication, Suppliers should allow workers to report grievances and promote ongoing dialogue between management and workers. In regions where freedom of association is restricted by law, Suppliers shall support the development of alternative communication channels to ensure workers' voices are heard and their concerns are addressed.

## **2. Health and Safety**

### **2.1 Occupational Health, Safety, and Hazard Prevention**

Suppliers shall provide workers with a safe and healthy work environment in accordance with recognized international standards, such as the International Covenant of Economic, Social and Cultural Rights. Suppliers shall take proactive measures to prevent accidents and minimize health risks, including compliance with applicable safety regulations, the use of personal protective equipment (PPE), and instruction on its proper use. Additionally, suppliers shall ensure employees receive regular health and safety training to embed safety practices in the workplace. Workers must also have access to clean toilet facilities and safe drinking water to maintain overall well-being.

### **2.2 Working Conditions**

Suppliers shall provide workers with reasonably accessible and clean facilities and potable water. If provided, any Supplier-provided food and storage facilities shall be sanitary and fit for consumption.

### **2.3 Emergency Prevention, Preparedness, and Response**

Suppliers shall prepare for potential emergency situations such as fires, natural disasters, etc. to minimize harm to life, environment, and property.

### **2.4 Incident management**

Suppliers shall permit workers to report health and safety incidents and near-misses. Suppliers will investigate reports and implement corrective action as needed.

## **3. Environment**

### **3.1 Environmental Permits and Reporting**

Suppliers shall obtain and comply with all legally required environmental permits and any legal environmental reporting requirements.

### **3.2 Hazardous Substance Management and Restriction**

Suppliers shall comply with all applicable laws, regulations, and standards related to hazardous substances, chemicals, and waste management. They must conduct their operations in a manner that reasonably minimizes the negative impact of hazardous substances on the environment and human health. Suppliers should avoid using substances of high concern; if elimination is not possible, they shall reduce usage to a minimum and ensure their safe handling, use, and disposal in accordance with relevant regulations.

### **3.3 Wastewater, Solid Waste and Air Emission**

In compliance with applicable laws, Suppliers shall conduct their business in a way that reasonably minimizes any negative impact of wastewater, solid waste, and air emissions upon the environment and persons.

### **3.4 Minimized Waste, Maximize Recycling**

In compliance with applicable laws, Suppliers shall conduct their business in a way that reasonably minimizes the generation of waste, including the use of recycling as appropriate.

## 4. Ethical Conduct

### 4.1 Business Integrity

Suppliers shall not engage in corruption, extortion, embezzlement, kickbacks, or bribery to obtain an unfair or improper business advantage. Suppliers shall abide by all applicable anti-corruption laws and regulations of the locations in which it conducts business, including the Foreign Corrupt Practices Act (FCPA) and other applicable international anti-corruption laws.

### 4.2 Fair Business, Advertising and Competition

Suppliers shall comply with any applicable laws relating to fair business, advertising, and competition.

### 4.3 Disclosure of Information

Suppliers shall accurately maintain any records required by law and disclose such records as may be required by applicable laws.

### 4.4 Protection of Intellectual Property

Suppliers shall respect and protect the legal intellectual property, trademark, and copyrights of others, including the Company.

### 4.5 Privacy

Suppliers shall protect the reasonable privacy expectations of personal information, including that of their employees and the Company, in accordance with applicable laws and regulations. Suppliers must oppose any arbitrary or unlawful interference with privacy and safeguard all personal data they collect, treating it as highly sensitive and protecting it from unauthorized access or use. Additionally, Suppliers shall respect and protect the Company's confidential and proprietary information, ensuring it is not improperly used or disclosed.

## 5. Management System

### 5.1 Management Accountability and Responsibility

Suppliers must communicate the Code to workers and subcontractors who provide products and materials to the Company's worldwide manufacturing operations. The Supplier's representative for its business relationship with the Company will be responsible for ensuring compliance with the Code. The Company encourages its Suppliers to have a corporate social responsibility program in place.

### 5.2 Legal Requirements

Suppliers shall have a process in place to ensure compliance with applicable laws and regulations.

## 6. Supply Chain

### 6.1 Management of Supply Chain

Suppliers must be familiar with the business practices of their subcontractors who ultimately provide products and materials to the Company's worldwide manufacturing operations to ensure that the subcontractors conduct business in accordance with the Code.

### 6.2 Sub-Contractors and Upstream Suppliers

Suppliers, their subcontractors, and upstream suppliers agree to provide documentation specifically related to labor practices, environmental standards, health and safety measures,

and ethical conduct when reasonably requested by the Company. Documentation requests will be limited to those necessary for verifying compliance with this Code and will be made in accordance with applicable laws and regulations.

## **7. Community Engagement**

### **7.1 Community Engagement**

The Company encourages its Suppliers to help foster social and economic development and contribute to the sustainability of the communities in which it operates.

## **8. Responsible Sourcing of Minerals**

### **8.1. Responsible Sourcing of Minerals**

The Company encourages Suppliers to refer to the latest *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* which provides recommendations to help companies respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.