
Human rights Policy

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Revision No	3
Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.
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1. Purpose

Kamtec recognizes that respect for human rights is a core element in achieving corporate sustainability and social responsibility. The Company is committed to respecting and protecting the human rights of all employees and stakeholders.

Kamtec publicly supports and declares its adherence to internationally recognized human rights standards (hereinafter referred to as "Guidelines"), including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (Ruggie Framework), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child, the core labor standards of the International Labour Organization (ILO), and relevant laws and regulations of countries in which the Company operates.

Kamtec actively implements human rights management across all domestic and international business sites, establishing systems to identify, prevent, and mitigate any potential adverse human rights impacts resulting from corporate activities. In the event of a human rights violation, the Company will take all necessary measures to minimize the impact, protect affected individuals, and prevent recurrence.

2. Scope

This policy applies to domestic and foreign corporations, executives and employees, and in-house partners.

It also encourages all stakeholders in business relationships to respect this Human rights Policy.

If the matters covered in this Human rights Policy conflict with the laws of the local country, the local laws and regulations shall be followed first.

- Kamtec executives and employees and in-house partners
- Kamtec Auto Romania executive and employees and in-house partners

- Zhangjiagang Kamtec executive and employees and in-house partners
- Kamtec business partners (customers and partners, etc.)
- Other suppliers, consumers, local communities, and business associates

3. Basic principle

Article 1. Prohibition of Child Labor

1. Kamtec strictly prohibits all forms of child labor in accordance with ILO conventions and local laws. The Company verifies the age of employees and job applicants using official documents such as identification cards and birth certificates. To determine whether an individual is a child or minor, the following seven-step procedure is followed:

- 1) Establishment of appropriate policies and processes to prohibit child labor
- 2) Collection of signed identity verification pledges from workers
- 3) Visual inspection of government-issued photo identification – Verification and cross-reference of at least two official documents (e.g., birth certificate, government-issued ID, school certificate with official seal)
- 4) Age verification through interviews and consultations
- 5) Submission of resident registration or family relationship certificate for minors
- 6) Collection and retention of employment consent forms from legal guardians
- 7) Operation of identity verification systems (e.g., fingerprint recognition or ID cards with worker's photo)

2. Even if above the legal minimum employment age, Kamtec does not assign workers under the age of 18 to night shifts, overtime, or hazardous tasks that may pose risks to health and safety, and ensures that employment does not interfere with educational opportunities.

3. In cases where child labor is identified, Kamtec does not immediately terminate the child's employment. Instead, the Company implements corrective measures to support compulsory education and livelihood, and provides tuition and essential expenses until legal employment becomes possible.

4. If a minor is legally employed, Kamtec does not impose penalties or terminate

employment. Instead, the Company transitions the worker to an appropriate apprenticeship and limits working hours and job types based on educational needs.

- 1) Restriction of working hours
- 2) Exclusion from hazardous tasks (e.g., exposure to chemicals, pesticides, machinery, dust, extreme temperatures or noise)
- 3) Prohibition of overtime, night, and holiday work
- 4) Separate management of minor workers' employment records
- 5) Provision of identifiable uniforms, name tags, and safety helmets
- 6) Prohibition of financial or academic disadvantages (e.g., unpaid wages, denial of graduation credits)
- 7) Enrollment in insurance programs for minor workers
- 8) Prohibition of contractual clauses imposing penalties or liquidated damages for breach of employment

5. Kamtec conducts annual training for all employees to raise awareness and prevent child labor, and maintains records of training completion.

6. All stakeholders of Kamtec must report any violations or suspected cases of child labor to the Company's grievance center or cyber audit office immediately.

7. If a child labor victim is identified, Kamtec determines and implements appropriate corrective actions based on the child's age, circumstances, and educational status. The Company provides academic support and living expenses to ensure the child completes compulsory education, and regularly monitors the effectiveness of these measures. All procedures are transparently communicated to the victim and guardian, and recovery and reintegration are supported in collaboration with relevant departments.

**"Child" refers to any person under the highest of the following: age 15, the age at which compulsory education ends, or the legal minimum employment age under local law.

Article 2. Prohibition of Forced Labor

1. Kamtec prohibits all forms of forced labor in accordance with labor laws of all countries and ILO conventions, and does not permit any mandatory work against the free will of

employees.

2. The Company does not request or retain personal documents such as identification cards or visas that may restrict personal activities, and does not limit freedom of movement or resignation.

3. Kamtec prohibits all forms of forced labor, including bonded labor, physical or psychological coercion, threats, confinement, and violence, and does not induce or tolerate such practices.

4. The Company does not procure goods or services from Suppliers involved in forced labor. If such involvement is confirmed, Kamtec will demand corrective action or terminate the business relationship.

5. Kamtec conducts annual training to prevent forced labor and human trafficking, and manages training records to ensure all employees understand relevant laws and internal policies.

6. All stakeholders of Kamtec must report any violations or suspected cases of forced labor or human trafficking to the Company's grievance center or cyber audit office immediately.

7. If a victim of forced labor or human trafficking is identified, Kamtec determines and implements appropriate corrective actions based on the severity and circumstances of the case. The Company provides psychological, legal, and financial support, and cooperates with external experts to assist recovery and reintegration. The effectiveness of corrective actions is regularly monitored and all procedures are transparently shared with the victim and stakeholders.

Article 3. Prohibition of discrimination and workplace harassment

Kamtec treats all internal and external stakeholders with respect and dignity. Without a reasonable reason, it establishes an organizational culture that respects the diversity of employees without discrimination based on race, ethnicity, skin color, gender, sexual orientation, gender identity, marital status, pregnancy, parental status, religion, political views, nationality, racial background, social status, social status, birth status, disability,

age, family status, and other characteristics. In addition, any act that causes physical or mental pain or deteriorates the working environment to other employees through coercive work instructions and abusive language is prohibited by using the position or relationship of employees at the workplace.

Article 4. Compliance with working conditions and Ethical Recruitment

1. Kamtec complies with all laws and regulations regarding working hours and does not compel employees to work overtime. Kamtec provides fair remuneration for work performed, accompanied by a detailed payslip, and recognizes the relationship between working hours and an adequate standard of living, making efforts to ensure that employees and their families can maintain a basic livelihood.

2. Kamtec faithfully implements statutory welfare systems and guarantees employees' rights to health insurance, pensions, paid leave, and maternity and parental leave. Kamtec also operates a variety of welfare programs to enhance quality of life and job satisfaction, including medical support, meal and transportation subsidies, housing assistance, and support for cultural and leisure activities.

3. Kamtec promotes the physical and mental health of its employees by providing regular health check-ups, occupational safety and health programs, and stress management training, while also offering educational opportunities for personal development and creating an appropriate working environment for job performance.

4. Kamtec prohibits all forms of forced labor, child labor, and the imposition of recruitment fees or brokerage charges during the hiring process. The Company ensures that all recruitment procedures are conducted fairly and transparently. Discrimination based on gender, age, disability, educational background, religion, region, or gender identity is strictly prohibited throughout job postings, candidate selection, and contract execution. Accurate information regarding job responsibilities, working conditions, and the rights and obligations of employment shall be provided to all applicants.

5. Kamtec does not enter into any contracts that stipulate liquidated damages or compensation for non-performance of an employment contract, and guarantees that all

work is performed on a voluntary basis.

Article 5. Humane Treatment and Employee Career Development

1. Kamtec respects the privacy of all executives and employees, thoroughly protects personal information, and does not mentally or physically impose, abuse, or unreasonable treatment.

2. Kamtec treats all employees fairly based on their abilities and qualifications, fosters an environment that encourages voluntary self-development, and actively supports training and career development opportunities necessary for job performance.

Article 6. Freedom of association and guarantee of collective bargaining rights

Kamtec respects labor-related laws and guarantees the right to collective bargaining and collective action. We do not give unfair treatment for these activities, which guarantees not only the freedom to participate in peaceful assembly as a freedom of association, but also the freedom not to participate.

Article 7. Guarantee of industrial safety

Kamtec shall endeavor to provide a healthy working environment in accordance with laws and internal standards related to safety and health. The facilities, equipment, tools, etc. of the workplace shall be regularly inspected so that all executives and employees may work in a safe working environment, and measures for appropriate measures for the purpose of preventing physical and mental risks and support for follow-up management shall be prepared.

Article 8. Protection of the human rights of local residents

1. Kamtec respects the human rights of all members of the local community in the course of its operations and strives to ensure that the rights of ethnic minorities, indigenous peoples, and vulnerable groups are not infringed. Kamtec respects the cultural identity, language, and traditional customs of ethnic minorities and indigenous peoples, and adheres to prior consultation and consent with stakeholders as a principle to prevent and mitigate negative impacts from its business activities.

2. Kamtec respects the legal and ethical rights related to the use of natural resources such as land, forests, and water, and protects the livelihoods and subsistence rights of local communities and indigenous peoples who depend on such resources. Kamtec prevents forced eviction, illegal occupation, and unauthorized destruction, and ensures that all related processes are conducted through fair and transparent consultation and compensation.

3. Kamtec treats all individuals, including children, migrant workers, persons with disabilities, and women, without discrimination, and does not impose disadvantages based on gender, pregnancy, childbirth, or childcare responsibilities. Kamtec actively works to respect and protect women's rights to safety, health, freedom of residence, livelihood, and career development.

Article 9. Customer Human Rights and Data Protection

All employees of Kamtec shall prioritize the protection of customers' lives, health, and property when providing products or services. The Company shall make every effort to safeguard personal information collected through business activities.

Article 10. Responsible supply chain management

Kamtec evaluates and manages ESG risks arising from the supply chain and establishes partner behavior norms to build a sustainable supply chain. It also strives for education and support activities for partner companies to prevent risks.

Article 11. Guarantee of environmental rights

Kamtec does not damage the surrounding facilities and environment so that residents of the community can enjoy a comfortable residential environment. In addition, it strives to prevent pollution and pollution in order to protect nature and prevent environmental pollution.

Article 12. Fair Compensation and Living Wage

1. Kamtec shall comply with labor and wage-related regulations in all business operations across global sites. The Company shall implement the principle of Fair Compensation, ensuring that employees receive equitable and sustainable wages.

1) Living Wage Guarantee : Kamtec shall adhere to the principle of paying a living wage sufficient to support the basic needs of employees and their families in all countries where it operates. Furthermore, the Company encourages and supports the establishment of living wage systems among its Suppliers to promote the expansion of living wage payments throughout the entire supply chain.

2) Market-Based Compensation : Kamtec shall provide fair compensation based on employees' skills, education, and experience, ensuring alignment with or exceeding industry standards.

3) Equal Pay Compliance : Kamtec shall not discriminate in compensation based on gender, race, ethnicity, nationality, religion, disability, age, family status, social background, or political opinion. Employees performing equal work shall receive equal pay.

4) Transparency and Consultation : Kamtec shall transparently disclose information related to performance evaluation and compensation systems and conduct appropriate consultations regarding compensation.

2. Kamtec shall annually review the implementation status of the Fair Compensation principle and conduct wage analysis based on living wage standards to identify and mitigate potential risks.

3. Kamtec shall faithfully report the status of living wage compliance to internal and external stakeholders and strictly adhere to the principle to prevent any violations.

4. Kamtec shall strive to maintain and expand the 100% living wage payment system for all employees and key business partners (supply chain) by 2030.

Article 13. Diversity and Inclusion

"Diversity" refers to respecting the unique characteristics of employees, including culture, gender, nationality, race, religion or belief, socio-economic status, and abilities.

"Inclusion" refers to enabling all employees to feel a sense of belonging within the organization and to participate in work in a way that allows them to fully realize their potential. "Diversity and inclusion" mean fostering a work environment free from unreasonable discrimination where mutual respect is upheld, achieved by adhering to the following:

1. Kamtec respects cultural differences and maintains an inclusive work environment.
2. Kamtec creates an environment in which all employees can contribute their skills, experience, and knowledge in the course of the company's business activities.
3. Kamtec supports employees in achieving their personal visions and provides flexibility in terms of time, location, and methods of work.
4. Kamtec fosters an open organizational culture that removes barriers between departments and encourages mutual cooperation through open communication.
5. Kamtec provides various networking groups to facilitate interaction among employees.
6. Kamtec recognizes that some employees may face challenges in performing their duties due to physical or mental disabilities and ensures that no one is excluded or marginalized from the workplace on the basis of disability.
7. Kamtec acknowledges that multiple generations contribute different skills and that the workplace is comprised of employees from diverse backgrounds, nationalities, and races.
8. Kamtec creates an environment where all employees, regardless of marital status, divorce status, or whether they have children, can coexist.

9. Kamtec implements a fair evaluation system and a merit-based promotion policy.

10. Kamtec operates management and verification procedures to ensure that the use of artificial intelligence or digital tools in recruitment, evaluation, and training does not result in bias or discrimination based on gender, race, age, disability, religion, national origin, or other personal characteristics.

Article 14. Equity

"Equity" refers to providing equal opportunities in promotions, recruitment, and training so that employees can fully realize their individual potential, and is implemented through the following:

1. Kamtec does not discriminate on the basis of race, nationality, gender, age, educational background, religion, region, disability, marital status, or gender identity when such factors are unrelated to ability.
2. Kamtec ensures that the principle of gender equality is upheld within the company, its affiliates, and its supply and partner network, guaranteeing all employees equal opportunities in recruitment, promotion, compensation, and training regardless of gender.
3. Kamtec prohibits unfair discrimination on the grounds of pregnancy, childbirth, or childcare responsibilities, and supports employees through maternity protection systems, parental leave, and flexible work arrangements to create a family-friendly workplace.
4. Kamtec conducts regular training to prevent gender-based violence, including sexual harassment and sexual assault in the workplace, and guarantees victim protection and prompt remediation procedures.
5. Kamtec provides the same working conditions for work of equal value.
6. Kamtec conducts fair evaluations based on individual competence and performance, and systematically reflects these in ensuring appropriate compensation.

7. Kamtec ensures equal employment opportunities for all qualified candidates and prohibits any form of discrimination in hiring.

8. Kamtec treats others without prejudice based on social or cultural background or educational history.

Article 15. Protection of Human Rights in the Use of Private and Public Security Forces

Kamtec complies with international human rights standards (such as the UN Guiding Principles and the Voluntary Principles) when employing private security personnel or public security forces to protect its sites and stakeholders. All security activities are conducted lawfully and without discrimination, with full respect for human rights, and excessive use of force is strictly prohibited. The use of force is permitted only when based on law and limited to the minimum necessary, and transparency is ensured throughout the entire process.

4. Grievance and handling (Cyber audit office)

1) Report received

Anyone who becomes aware of the occurrence of a violation of this policy may report the details, and Kamtec shall take appropriate measures, such as conducting an investigation without delay, when receiving a report.

■ Reporting Channel

- **Team name : General management team**
- **E-mail : 5257602@seohan.com**
- **Tel : 043-530-3721**
- **Cyber audit office : https://www.kamtec.co.kr/dh/sustain08_1**

2) Handling procedures

When reporting and receiving reports, take measures according to the following steps.



- ① The schedule of action varies depending on the contents of the report or the confirmation procedure, and may be transferred to the relevant department depending on the nature of the report.
- ② The notification of the results of the processing shall be substituted by posting it on this website without a separate written reply procedure.
- ③ The deadline for processing shall not exceed 30 days from the date of receipt, and shall be extended if further investigation is required.
- ④ The informant may raise an objection within 10 days of notification of the result.

3) Protection of informants

Confidentiality : Prohibits the act of disclosing or implying the identity of the informant without the consent of the informant.

Security of identity : Protects against disadvantages or discrimination from business relationships or affiliated departments for reasons such as reporting, statements, and submission of data.

Liability reduction : Disciplinary action may be reduced or exempted for the informant if the informant's negligence or error is found in connection with the informant.

5. History of enactment and revision

No	Date	Contents	Remark
0	June 28, 2024	The first enactment	-
1	August 11, 2025	Revised Article 3 (Compliance with Working Conditions and Ethical Recruitment), Article 7 (Protection of the human rights of local residents) Added Article 12 (Diversity and Inclusion), Article 13 (Equity), Article 14 (Protection of Human Rights in the Use of Private and Public Security Forces)	-
2	October 29, 2025	Revised 1. Purpose, 2. Scope, Article 1(Prohibition of Child Labor), Article 2(Prohibition of Forced Labor), Article 4(Compliance with working conditions and Ethical Recruitment), Article 5(Humane Treatment and Employee Career Development), Article 9(Customer Human Rights and Data Protection), Article 12(Fair Compensation and Living Wage)	-
3	April 20, 2026	Revised 2. Scope, Article 12(Fair Compensation and Living Wage)	-