
Diversity & Inclusion Policy

Final Revision Date	March 19, 2026
Revision No	0
Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim



1. Purpose

Kamtec establishes this Diversity & Inclusion Policy (hereinafter referred to as the "D&I Policy") to foster a corporate culture where diverse talents can combine creative and challenging thinking, and to contribute to the transition toward an inclusive society.

Kamtec does not discriminate against officers and employees on the grounds of gender, race, ethnicity, nationality, skin color, cultural background, social origin, social status, status of birth, parental status, disability, age, individual gender identity, marital status, political or religious beliefs, or other characteristics without reasonable grounds.

Furthermore, the Company pledges to create working conditions where employees from diverse backgrounds can realize the values of diversity and inclusion. In addition, the Company strives to be an enterprise that respects the diversity and inclusion of customers, Suppliers, local communities, and various stakeholders.

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 Diversity & Inclusion Policy.

If the matters covered in this Diversity & Inclusion 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.)

3. Basic principle

Kamtec prohibits discrimination based on differences in gender, race, ethnicity, nationality, cultural background, age, individual gender identity, political or religious beliefs, or vulnerability in social status without reasonable grounds. The Company provides equal opportunities in employment, promotion, education, wages, and welfare.

Article 1. Gender

Kamtec treats all officers, employees, and stakeholders equally regardless of gender, gender identity, or sexual orientation, and applies a zero-tolerance principle toward perpetrators of sexual harassment or sexual violence. Furthermore, the Company prevents unfair treatment and disadvantages due to pregnancy, childbirth, or childcare, while operating systems that allow both men and women to pursue work-life balance.

The Company does not discriminate based on gender in employment, promotion, education, wages, or employee benefits.

The Company guarantees leave for pregnancy, childbirth, and childcare, and does not differentiate in leave entitlements based on gender.

The Company periodically conducts gender equality education, including the prevention of workplace sexual harassment, at least once a year, and operates dedicated mentoring and career development support programs for female talent.

The Company establishes specific prevention guidelines for workplace bullying and sexual harassment, strictly disciplines violators in accordance with the zero-tolerance principle, and strives to protect the rights of victims.

The Company ensures the rights of victims of discrimination and harassment by providing prompt investigations along with relief procedures such as counseling, psychological support, and legal protection.

Article 2. Race, Nationality, and Cultural Background

Kamtec does not discriminate against officers and employees based on ethnicity, race, nationality, cultural background, or religion without reasonable grounds. As long as it does not infringe upon the rights of others, the Company encourages the expression of opinions and active communication from minority groups, including foreigners, immigrants, overseas Koreans, multicultural families, and North Korean defectors. Additionally, the Company supports language training to help minority groups improve their job performance and self-development.

The Company respects the diverse cultures, values, and religions of its officers and employees, and does not tolerate discrimination resulting therefrom.

The Company aims for the harmony of diverse cultures among employees by providing language and cultural education as well as opportunities for mutual communication.

The Company strives to encourage exchange activities among employees and stakeholders of diverse backgrounds by establishing affinity groups or separate support systems for minority and vulnerable employees.

Article 3. Age

Regardless of age, Kamtec officers and employees respect each other, communicate with an open mind, and strive to realize an organizational culture that can resolve conflicts caused by generational differences. Furthermore, the Company enhances organizational productivity and creativity through a work culture where anyone can freely express opinions and listen to others. In particular, the Company does not force unnecessary hierarchies or interfere in personal matters based on age.

The Company approaches work with a spirit of mutual respect and encourages a horizontal atmosphere among employees.

The Company fosters an organizational culture where active communication can take place regardless of age.

The Company does not force unnecessary hierarchies or make private demands or infringe upon privacy on the grounds of age.

Article 4. Disability

Kamtec does not discriminate against officers and employees based on the presence of a disability or illness without reasonable grounds. The Company creates conditions where employees with disabilities or illnesses can work without inconvenience. In addition to physical conditions, the Company encourages educational activities and awareness improvement campaigns to eliminate invisible barriers and discrimination.

The Company strictly prohibits any acts of discrimination or workplace bullying against employees on the grounds of disability or illness.

The Company provides equipment and materials necessary for employees with disabilities to perform their duties without restrictions.

The Company strives to implement a work environment that considers accessibility for employees with disabilities and takes measures such as job development to promote the inclusion of employees with disabilities during recruitment and placement.

Article 5. Persons Eligible for Veterans Assistance

Kamtec honors persons eligible for veterans assistance, including persons of distinguished service to the state and independence, and their families during the recruitment process. To support the honorable lives of those who have contributed to the development and security of the nation, the Company promotes community contribution activities such as providing education and employment programs, supporting livelihood stability, and promoting welfare.

The Company encourages employment policies that give preference to persons of distinguished service to the state and independence, their families, and other persons eligible for veterans assistance during recruitment.

The Company strives to contribute to the local community by promoting the stability of life and improvement of welfare for persons eligible for veterans assistance.

4. Management

Kamtec believes that diverse talent and an inclusive organizational culture are the foundation of sustainable growth, and strives to strengthen global business competitiveness by respecting and encouraging their creativity and potential.

Article 6. Manpower Operation Plan

Kamtec establishes mid-to-long-term manpower operation plans based on changes in the internal and external environment, business strategies, and the knowledge and skills of employees. The Company strives to establish future manpower plans by considering diversity in gender, race, ethnicity, nationality, cultural background, and age.

The Company recognizes that embracing diverse talent is a factor in increasing corporate value and strives to ensure that sufficient opportunities are provided to minority groups during the recruitment and transfer process.

The Company specifies compliance with relevant laws (such as the Equal Employment Opportunity and Work-Family Balance Assistance Act, the Anti-Discrimination against and Remedies for Persons with Disabilities Act, and the Act on Prohibition of Age Discrimination in Employment and Aged Employment Promotion) in recruitment notices to exclude bias and conduct fair recruitment without discrimination based on gender, disability, or age.

The Company strives to regularly monitor employment status throughout recruitment and personnel operations, including discrimination and exclusion during recruitment and transfers, to promote the inclusion of minority and vulnerable groups based on demographic analysis.

The Company strives to analyze the impact of workforce diversity on corporate value and establish manpower operation plans to deploy the talent necessary for business activities where diversity values are manifested.

Article 7. Education and Mentoring

Kamtec supports employees in maximizing their individual potential through education and competency development activities and growing into experts who respect diversity. The Company strives to provide equal learning opportunities to all employees while building an inclusive organizational environment through a culture of mutual learning.

The Company supports the improvement of employees' individual knowledge, skills, and abilities through education and competency development activities.

The Company operates mentor-mentee activities with personnel from relevant departments to support new employees' adjustment to the organization and improvement of job competencies, striving to spread an inclusive culture within the Company.

The Company develops educational programs that consider diversity and inclusion while striving to provide equal opportunities for all employees to participate in education.

The Company strives to identify the demand for educational programs among diverse employees and ensure there are no restrictions on participation opportunities.

The Company conducts awareness improvement education on respecting diversity, prohibiting discrimination, and preventing harassment for all employees at least once a year.

Article 8. Performance Evaluation, Professional Development, and Promotion

Kamtec sets organizational and individual goals in the process of performance evaluation, professional development, and promotion. The Company strives to establish a thorough performance evaluation system to ensure that bias or disadvantages do not occur due to diversity during the provision of competency development opportunities and the promotion process.

The Company monitors and manages the performance evaluation process to ensure that fair and objective individual performance goals are established without discrimination based on diversity.

The Company ensures that bias or disadvantages do not occur in performance evaluation results based on gender, race, ethnicity, nationality, cultural background, or age through fair evaluation criteria, and prohibits discrimination in personnel decisions such as promotions or dismissals based thereon.

The Company equally grants opportunities for self-development, such as education and job rotation for professional enhancement, to all employees and ensures that no one is excluded from professional development processes due to a specific background.

The Company respects diversity elements in the performance management process and ensures that no discrimination occurs in the expression of opinions regarding performance evaluation results on the basis of diversity.

Article 9. Compensation and Wage Equality

Kamtec manages compensation to ensure there are no disparities or disadvantages based on gender, race, ethnicity, nationality, cultural background, or age, and complies with labor and wage-related laws and regulations at all business sites worldwide. In particular, the Company ensures the transparency of the compensation system and conducts regular monitoring to realize wage equality in the workplace.

The Company adheres to the value of "Equal Pay for Equal Work" and operates compensation policies, payment standards, and procedures to ensure that no discrimination in compensation occurs due to differences such as gender.

To promote wage equality, the Company conducts 'Integrated Wage Monitoring' to regularly analyze the wage status across genders and levels at all global business sites, and takes measures to improve any unreasonable gaps discovered.

The Company operates channels to coordinate, resolve, and communicate any discriminatory factors contrary to diversity values that arise in employee compensation.

Article 10. Employee Resource Group

Kamtec strives to encourage Employee Resource Group (hereinafter referred to as "ERG") activities where employees with common interests or shared diversity backgrounds regarding diversity and inclusion can communicate and share cultures.

The Company recognizes that sharing interests and exchanging cultures among employees with common diversity backgrounds is the foundation for teamwork, diversity enhancement, and inclusive growth, and strives to support the expansion of ERG activities.

The Company supports external linkage activities such as mentoring for new employees, job/leadership education, and community participation to activate ERGs and spread diversity culture.

※ Employee Resource Group (ERG): Refers to an internal voluntary network operated to respect diversity within the organization and spread an inclusive culture based on the voluntary participation of employees. (Ex: Women's Networking and Leadership Groups, Internal Mentoring Groups, Organizational Culture Improvement Communication Groups, Community Service Groups, etc.)

5. Grievance and handling (Cyber audit office)

1) Report received

Anyone may report the details of any violation of this policy or related grievances, 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.

6. References

1) This D&I Policy was established with reference to domestic and international standards and initiatives.

- ① ILO, Promoting Diversity and Inclusion through Workplace Adjustment – Practical Guide (2016)
- ② ISO, ISO30415:2021 Human Resource Management – Diversity and Inclusion (2021)
- ③ S&P Global, CSA Companion – Workforce Breakdown (2021)
- ④ The Centre for Global Inclusion, Global Diversity, Equity & Inclusion Benchmarks (2021)
- ⑤ UNDP, Gender Diversity and Inclusion for a Fair Business Environment (2021)
- ⑥ UNHCR, Policy on Age, Gender and Diversity (2018)
- ⑦ UNSDG Goal 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (2016)
- ⑧ WEF, Measuring Stakeholder Capitalism – Diversity & Inclusion (2020)
- ⑨ GRI, Standards 405 – Diversity and Equal Opportunity (2016)

7. History of enactment and revision

No	Date	Contents	Remark
0	March 19, 2026	The first enactment	-