
Supplier Code of Conduct

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Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.
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1. Purpose

Kamtec establishes this norm to build a sustainable supply chain with its partners. The Kamtec Partner Code of Conduct provides that its partners have the best operating systems in labor/human rights, safety/health, environment, ethics, and management systems, in addition to compliance with laws and regulations applicable to corporate management activities. We hope that our partners will comply with this Code of Conduct to serve as an opportunity for increased corporate value, sustainable management, and shared growth. Kamtec may change this norm as necessary, and Kamtec or a third-party agency entrusted by Kamtec may recommend improvements after due diligence to evaluate the compliance of the partner's code of conduct to the extent permitted by law, and the partner will establish a plan and take improvement measures through mutual consultation. If the actions recommended by this Code of Conduct conflict with the laws of that country, the laws of that country shall be applied first.

This code of conduct was established based on Drive Sustainability Practical Guidance and referred to the ten principles of the UN Global Compact: OECD Guideline and Responsible Business Alliance.

2. Guide coverage

This Code of Conduct applies to all Suppliers who have entered into a contract for any form of transaction with Kamtec. All employees of the Supplier must comply with the laws and regulations of the relevant country while conducting their business in accordance with this Code of Conduct. In addition, Suppliers shall be strongly encouraged to ensure that all stakeholders across their supply chain, including their own Tier 1 subcontractors, establish and implement standards that are identical or substantially equivalent to this Code of Conduct. Furthermore, Suppliers shall oversee and manage the application of such standards throughout the supply chain and, where necessary, report the status of implementation to the Company.

3. Scope of liability of Supplier

Kamtec or a third party designated by Kamtec may conduct inspections and due diligence on the compliance of the partner's code of conduct within the legal permission, and Kamtec may recommend improvements to the partner, depending on the results. Improvement activities should be established and implemented through consultation. In addition, if any risks are found in the supply chain, the partner should take timely measures.

4. Ethics

4-1 Transparent management and anti-corruption

- ① Employees and employees of Supplier must comply with the highest standards of integrity in each country in which they conduct business.
- ② Employees and employees of Supplier shall not use their superior position to accept bribes, blackmail, embezzlement, mediation, solicitation, etc., nor shall they use their weaknesses or defects to intend unfair compensation.

4-2 Conflicts of interest

- ① The Supplier must handle the work with a sense of responsibility according to the set business regulations.
- ② Supplier executives and employees shall not promise/propose/permit/provide any other means for the purpose of unfair or inappropriate profit. This includes harming the company for the benefit of each employee or receiving a promise of personal benefit through a third party.

4-3 Fair Competition and Antitrust

- ① Suppliers shall comply with all applicable laws and regulations concerning fair trade, antitrust, and competition in every country where they operate.

- ② Suppliers shall not engage in any acts that abuse a dominant market position or transactional superiority, or in any unfair trade practices that could impede fair competition.
- ③ Suppliers shall not enter into agreements, arrangements, or collusive acts that unjustly restrict competition in terms of product/service pricing, supply volumes, sales territories, or trading conditions.
- ④ Suppliers shall not improperly obtain confidential information of competitors, partners, or third parties, nor use or disclose any such information obtained improperly.
- ⑤ To ensure fair and open market competition, Suppliers shall establish and implement internal controls and preventive measures against potential antitrust violations (e.g., collusion, price-fixing, market allocation).

4-4 Prevention of Unauthorized Parts

- ① Supplier shall not produce and use unapproved raw materials and parts, etc., and shall not use and sell forged raw materials and parts, etc.
- ② Supplier should periodically check whether forged raw materials and parts are used or produced in the workplace, and if they do, they should immediately notify the government or the customer.
- ③ The Supplier company shall endeavor to ensure that the raw materials and parts produced are used and distributed in accordance with the business purpose or contract conditions.

4-5 Compliance with Export Restrictions/Sanctions

- ① Supplier must comply with country-specific laws and international conventions regarding export restrictions.
- ② Supplier must not do business with countries, regions, or individuals that are subject to export restrictions or economic sanctions.
- ③ Supplier should check compliance with export restrictions and economic sanctions laws and regulations, and cooperate with Kamtec's current status activities if necessary.

4-6 Protection of Personal Information, Data Security, and Intellectual Property

- ① Suppliers shall not disclose, access, view, or use without authorization any trade secrets, confidential information, or other protected data belonging to clients, business partners, or stakeholders. Such information may only be used within the scope necessary for business purposes and with the Company's prior consent or approval.
- ② Suppliers shall establish and maintain appropriate protective measures, including cybersecurity systems and physical safeguards, to prevent unauthorized access, loss, destruction, alteration, or leakage of data.
- ③ Suppliers shall respect the intellectual property rights of clients and business partners, take necessary measures to protect their own intellectual property, and regularly monitor for potential infringements.
- ④ Suppliers shall collect, use, retain, and dispose of personal information in compliance with applicable laws and contractual requirements. If there are changes to the purpose of collection/use or to the retention/use period, Suppliers must obtain clear prior consent.
- ⑤ Suppliers shall comply with all applicable laws, regulations, and international standards related to data protection and personal information handling (e.g., GDPR, the Personal Information Protection Act of Korea).

4-7 Responsible Procurement Activities

- ① The Supplier should establish a process to identify the origin and smelter of all minerals and raw materials, including disputed minerals such as tin, tungsten, tantalum, gold, etc. contained in the product.
- ② The Supplier shall endeavor to check the origin of minerals and raw materials and smelters for social and environmental issues such as serious human rights violations, ethical violations, and negative environmental impacts according to the process.
- ③ In the case of mainly dealing with minerals and raw materials, the Supplier shall verify that they are not related to issues such as human rights violations, ethics violations, and negative environmental impacts during mining and processing of such minerals and raw materials, or endeavor to obtain external certification.

4-8 Taxes

As a social responsibility, Supplier must recognize their tax obligations and comply with the tax laws of their respective countries. In addition, they must comply with their tax reporting and tax obligations in accordance with the laws of the relevant country, and cooperate with the investigation faithfully when the tax authorities request an investigation and information.

4-9 Financial Responsibility and Prevention of Money Laundering

Accounting personnel of Suppliers shall prepare and maintain accurate accounting records in accordance with International Financial Reporting Standards (IFRS) or equivalent, and ensure transparency in financial management. Money laundering is subject to international obligations under national anti-money laundering laws as a result of criminal acts such as tax evasion. Partners do not facilitate or support money laundering, and stakeholders must also comply with legal regulations related to anti-money laundering, and constantly review and monitor for suspicious transactions.

4-10 Documentation and Recording

The Supplier must prepare and maintain documents that do not include concealment, falsehood, etc. to comply with various regulations and respond to company and stakeholder requirements.

4-11 Information Disclosure

The Supplier shall transparently disclose financial and non-financial information, such as corporate activities, financial position, performance, ownership, and governance, in accordance with relevant laws and regulations. If the government, client company, investor, etc. request information disclosure, they shall endeavor to disclose information to the extent that it does not constitute confidential leakage.

5. Environment

5-1 Establishment of Environmental Management System

① Supplier must comply with the environmental laws and regulations of each country in which they operate the business, and acquire and maintain all environmental licenses necessary for the business operation.

② Supplier should operate an environmental management system consisting of organizations, plans, procedures, and performance checks to mitigate the environmental impact of business operations.

5-2 Energy Use and Greenhouse Gas Emissions Management

① Suppliers shall establish systems to regularly measure, record, and report energy usage and greenhouse gas (GHG) emissions across all business activities.

② Suppliers shall set energy reduction targets to improve energy efficiency and engage in continuous improvement activities, such as introducing high-efficiency equipment and enhancing processes.

③ Suppliers shall expand the use of renewable energy sources (e.g., solar, wind, hydro) to the extent possible, and develop related investment and transition plans.

④ Suppliers shall develop long-term decarbonization roadmaps and review and apply internationally recognized targets and implementation measures, such as Science Based Targets (SBTs).

⑤ Suppliers shall transparently disclose their energy and GHG management status and performance, and share such information with stakeholders.

5-3 Water Resources Management

Suppliers shall recognize the importance of sustainable water resource conservation, explore measures to reduce and recycle water usage, and regularly inspect and improve water facilities to ensure timely access to quality water in the course of business operations.

① Water Recycling

Suppliers shall continuously engage in 3R (Reduce, Reuse, Recycle) activities to conserve, reuse, and recycle water for enhanced sustainability of water resources.

② Water Monitoring

Suppliers shall strengthen monitoring of water usage, reuse volumes, and wastewater discharge to ensure efficient water management at business sites.

5-4 Management of Environmental Pollutants

Suppliers shall minimize emissions of environmental pollutants—such as those affecting air, water, soil, and noise—arising from business activities, thereby reducing negative impacts on the natural environment and local communities, and protecting the safety and health of customers and employees. Suppliers shall establish and implement standards for managing the generation and discharge of environmental pollutants in accordance with relevant environmental laws and regulations in each country.

① Air Pollutants

Suppliers shall monitor emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x), dust, and other air pollutants, and invest in pollution control facilities and introduce new technologies to manage such emissions below legal limits.

② Water Pollutants

Suppliers shall monitor emissions of water pollutants such as biochemical oxygen demand (BOD) and chemical oxygen demand (COD), and install and operate necessary facilities to ensure compliance with legal thresholds.

③ Soil Quality Management

Suppliers shall take preventive measures to avoid soil contamination during the handling, storage, and disposal of hazardous chemicals, conduct regular soil contamination assessments at business sites, and promptly implement remediation measures in the event of contamination.

④ Noise Management

Suppliers shall regularly measure noise levels from plant operations and transportation activities, implement noise and vibration control measures to remain within legal limits, and minimize impacts on nearby communities.

5-5 Waste Management

- ① Supplier need to establish a system to measure waste emissions.
- ② Supplier should minimize the wastes that are landfilled and incinerated through appropriate methods. They should also try to expand waste reuse and recycling, and recover the discarded raw materials and parts, etc.
- ③ Considering the entire life cycle of the product it produces, Supplier should strive to minimize residues that have an environmental impact on the landfill and incineration of waste.

5-6 Responsible Chemical Management

- ① The supplier shall endeavor to ensure that the chemicals they handle in the course of business operations can be safely managed during transportation, storage, use, and disposal. In addition, information that can identify hazards and hazards of the chemicals they handle must be marked or disclosed.
- ② The Supplier shall endeavor to ensure that the raw materials and parts procured, produced, sold, and distributed contain substances that are popular in the human body or the environment.

5-7 Development and Diffusion of Eco-friendly Technologies

- ① Supplier should strive to develop eco-friendly product materials to reduce environmental impact throughout the entire design, production, distribution, use and disposal of products.
- ② The Supplier shall endeavor to expand the adoption of eco-friendly technologies and products through continuous research, aiming to minimize environmental impact using its own technological capabilities.

5-8 Raw Materials

The Supplier shall establish policies to minimize unnecessary depletion of natural resources and ecosystems by using raw materials efficiently in the production of products and services, and to ensure ethical and environmentally responsible sourcing across the

supply chain.

① Efficient Use of Raw Materials

The Supplier shall minimize the input of raw materials through optimized production processes, considering business strategies, production schedules, and inventory management in an integrated manner.

② Reintroduction and Recycling of Waste

The Supplier shall make reasonable efforts to reintroduce or recycle waste materials generated after the use of raw materials—such as ferrous and non-ferrous metal waste, scrap wood, wastepaper, and other by-products—either back into its own production processes or by transferring/selling them to external recycling facilities.

③ Sustainable Sourcing

The Supplier shall inspect the origins of raw materials, promote the use of those produced through environmentally friendly methods or certified as eco-friendly, and evaluate the environmental and social impacts of production sites. The Supplier shall avoid destructive sourcing practices, including biodiversity loss and illegal logging, and make efforts to mitigate significant risks.

④ Biodiversity Protection

The Supplier shall establish and implement policies to conserve biodiversity across all business operations, including raw material procurement, and to prevent habitat destruction while promoting restoration activities.

⑤ Land Use and Prevention of Deforestation

The Supplier shall assess in advance the environmental and community impacts of land use and development within its business and supply chain, and establish criteria to prevent deforestation.

⑥ Animal Welfare

When using raw materials of animal origin within the business or supply chain, the Supplier shall adhere to ethical and sustainable sourcing practices aligned with

international standards (e.g., the Five Freedoms). If animal testing is necessary, internationally recognized animal welfare standards shall be followed, and unnecessary animal suffering shall be minimized. The Supplier shall aim to reduce the necessity for animal-derived materials and animal testing.

5-9 Environmental Responsibility in Local Communities

As a member of the local community, the Supplier shall recognize and minimize the environmental and quality-of-life impacts of its business operations. The Supplier shall engage in regular communication with the community to gather feedback on environmental issues, and actively participate in initiatives for sustainable development—such as environmental conservation projects, climate change response programs, environmental education, and volunteer work. The Supplier shall also support recovery efforts in the event of climate or environmental disasters, and contribute to long-term regional development that balances environmental, social, and economic needs.

6. Labor/Human Rights

6-1 Non-Discrimination and Ethical Recruitment

- ① Supplier should not discriminate against employees in their employment, promotion, education, etc. on the grounds of gender, race, ethnicity, nationality, religion, disability, age, family status, social status and political views. The Supplier shall not discriminate against employees in hiring, promotion, or training based on gender, race, ethnicity, nationality, religion, disability, age, family status, social background, or political views.
- ② Supplier should not discriminate against employees in the operation of wage payment and welfare systems.
- ③ Supplier does not require conditions that are not necessary for the recruitment and recruitment of executives and employees.
- ④ Supplier shall prohibit any form of forced labor, child labor, or the charging of recruitment fees and placement costs, and shall ensure that all recruitment processes are fair and transparent. Discrimination shall be eliminated from job postings, selection, and

contracting, and candidates shall be provided with accurate information regarding job roles, working conditions, and rights and obligations.

6-2 Providing Wages and Benefits

- ① Supplier must pay wages in accordance with the laws and systems of each country in which they conduct business. Wages must be paid on a set date, and pay statements written in a language that executives and employees can understand must be provided.
- ② Supplier should strive to provide a pleasant work environment for employees and to operate a welfare system to improve the quality of life.
- ③ Supplier should provide compulsory education as stipulated by the laws and systems of each country in which they conduct business. In addition, efforts should be made to develop careers and strengthen the capabilities of employees.

6-3 Management of Working hours

- ① The Supplier must comply with the legal working hours of each country in which the business is conducted, and manage working hours, including rest.
- ② Supplier should avoid overtime work that employees do not want, and provide fair compensation in the event of inevitable overtime work.
- ③ Supplier guarantee employees an average of at least one holiday per week.

6-4 Humane Treatment

- ① Supplier should respect the privacy of employees and refrain from ordering unnecessary work outside of working hours.
- ② Supplier shall notify in advance when collecting personal information of executives and employees and seek voluntary consent.
- ③ Suppliers shall respect the human rights of suppliers, customers, colleagues, and others directly related to the company's business operations, products, and services, in accordance with the international standards of the International Labour Organization (ILO) and the Universal Declaration of Human Rights (UDHR), and shall have a responsibility to avoid causing harm.

6-5 Freedom of Association

- ① The Supplier company shall guarantee the freedom of association and collective bargaining of employees and allow the establishment and operation of a legitimate bargaining organization.
- ② The Supplier company must sincerely consult with the representatives of the executives and employees on collective bargaining matters.
- ③ In the absence of an employee's representative, the Supplier allows individual employees to freely suggest bargaining matters.

6-6 Prohibition of Child Labor

- ① In principle, Supplier prohibit any form of child labor, and they must check the age of employees and job applicants through legal documents such as identification and birth certificates.
- ② If Supplier employs a minor, they should not be put into high-risk work for safety and health, and should take measures to ensure that the minor does not have limited educational opportunities due to labor.
- ③ Supplier shall not receive goods and services from the trader involved in child labor or in violation of relevant laws, and shall take appropriate action if confirmed above.

6-7 Prohibition of Forced Labor

- ① The Supplier shall put employees into work in accordance with the Labor Standards Act of each country in which the business is conducted, and shall prohibit any form of forced labor or compulsory work contrary to the employee's intention.
- ② The Supplier does not require the submission of ID cards, visas, etc. that may restrict the personal activities of employees, and shall not engage in physical or mental binding activities such as assault, intimidation, or imprisonment for the purpose of forced labor.
- ③ Supplier shall not receive goods and services from a trader involved in physical/mental bondage or forced labor due to debt relations, etc., and shall take measures if the above facts are confirmed.

6-8 No Harassment

- ① The Supplier should prohibit harassment using the superiority of position, relationship, etc. that may occur between executives and employees. Bullying includes verbal and physical behaviors that cause discomfort, such as sexual harassment, sexual abuse, violence, and verbal abuse.
- ② Supplier's employees should strive to create a respectful and reliable working environment.

6-9 Protection of the Rights of Local Communities and Vulnerable Groups

- ① The Supplier shall respect the human rights of all members of the local community during business activities, taking particular care to ensure that the rights of minorities, indigenous peoples, and vulnerable groups are not infringed. The Supplier shall respect the cultural identity, language, and traditional practices of minority and indigenous groups, and shall prevent and mitigate negative impacts of business activities through prior consultation and consent with stakeholders.
- ② In the use of natural resources such as land, forests, and water, the Supplier shall respect the legal and ethical rights of local communities and indigenous peoples who depend on those resources, and protect their livelihoods. Forced evictions, illegal occupation, and unauthorized destruction shall be prevented, and all related processes shall be conducted through fair and transparent consultation and compensation.
- ③ The Supplier shall treat all individuals equally—regardless of gender, pregnancy, childbirth, parenting, or other characteristics—including children, migrant workers, persons with disabilities, and women. The Supplier shall not disadvantage women based on gender or family status, and shall make active efforts to ensure women's safety, health, housing rights, livelihood security, and career development opportunities.

6-10 Diversity and Inclusion

"Diversity" refers to respecting the characteristics of employees—such as culture, gender, nationality, race, religion or belief, socio-economic status, and ability—while "Inclusion" refers to enabling all employees to feel a sense of belonging and participate in the

organization so they can fully realize their potential. By fostering an environment free from unreasonable discrimination and encouraging mutual respect, the Supplier can achieve these goals through the following:

- ① Respecting cultural differences to maintain an inclusive workplace.
- ② Creating an environment where all employees can contribute using their abilities, experience, and knowledge.
- ③ Supporting employees in achieving personal goals and enabling flexible work arrangements in terms of time, location, and methods.
- ④ Promoting an open organizational culture by removing silos and encouraging cross-functional communication.
- ⑤ Providing networking opportunities for employees to connect with one another.
- ⑥ Recognizing that certain employees may face challenges due to physical or mental disabilities and ensuring they are not excluded or marginalized.
- ⑦ Acknowledging that the workplace consists of multiple generations with different abilities and backgrounds, including various nationalities and races.
- ⑧ Fostering an environment where employees of all family structures—regardless of marital status or presence of children—can coexist.
- ⑨ Implementing fair evaluation and merit-based promotion systems.
- ⑩ Ensuring that AI and digital tools used in recruitment, evaluation, and training are managed and audited to prevent bias or discrimination based on personal characteristics such as gender, race, age, disability, religion, or nationality.

6-11 Equity

“Equity” means providing equal opportunities in promotion, hiring, and training to enable employees to maximize their abilities. Specifically, the Supplier shall:

- ① Prohibit discriminatory treatment based on factors unrelated to ability—such as race, nationality, gender, age, academic background, religion, region, disability, marital status,

or sexual orientation.

- ② Ensure that gender equality principles are upheld across the Company, affiliates, and suppliers, providing all employees with equal opportunities in hiring, promotion, compensation, and training.
- ③ Prohibit unfair discrimination due to pregnancy, childbirth, or childcare responsibilities, and support employees through maternity protection systems, parental leave, and flexible working arrangements.
- ④ Conduct regular training to prevent gender-based violence, including workplace sexual harassment and assault, while guaranteeing victim protection and swift remediation.
- ⑤ Provide equal working conditions for work of equal value.
- ⑥ Conduct fair evaluations based on individual competencies and performance, and ensure appropriate compensation is systematically implemented.
- ⑦ Ensure equal employment opportunities for qualified candidates and prohibit any form of discrimination.
- ⑧ Treat others without prejudice based on social or cultural background or educational history.

6-12 Protection of Human Rights in the Use of Private and Public Security Forces

When employing private security personnel or public security forces to protect business sites or stakeholders, the Supplier shall comply with international human rights standards (e.g., UN Guiding Principles, Voluntary Principles). All security activities shall be lawful, non-discriminatory, and respectful of human rights, with the prohibition of excessive use of force. Any use of force must be lawful, limited to what is strictly necessary, and conducted with transparency.

7. Health and Safety

7-1 Establishment of Health and Safety Management System

- ① Supplier must comply with laws and regulations related to safety and health by country in which they operate the business, and acquire and maintain all safety and health-related licenses necessary for the business operation.
- ② Supplier should operate a safety and health management system consisting of organizations, plans, procedures, and results checks to prevent safety and health accidents caused by business operations.

7-2 Safety Management of Machinery, Equipment, and Facilities

- ① Supplier should regularly check and evaluate the safety of harmful or dangerous machinery, equipment, and equipment in the workplace.
- ② Supplier should install and manage safety devices, protective walls, and emergency devices to prevent safety accidents caused by the use of harmful or dangerous machinery, equipment, and facilities in the workplace.
- ③ Supplier should provide safety protective equipment to protect individual employees. Safety protective equipment should be easy and convenient for employees and should be maintained and managed to perform their functions.

7-3 Emergency Preparedness

- ① Supplier should develop plans to respond to emergency situations such as natural disasters, mass infections, fires and safety accidents. In addition, they should have a manual consisting of reporting, responding, and follow-up measures in case of an emergency.
- ② Supplier shall conduct training in accordance with the country-specific laws, self-established plans and manuals in which the business is conducted to prepare for emergency situations.
- ③ In the event of emergency activities, Supplier should be equipped with escape routes, guided lights, fire detectors, alarms, and fire fighting facilities, and check regular operation.

7-4 Accident Management

- ① Supplier should establish a system to measure the status of industrial accidents or diseases.
- ② In the event of an industrial accident or serious illness, the Supplier should immediately stop the job and take necessary measures, such as evacuating the employees.
- ③ In the event of an industrial accident or serious illness, the Supplier shall investigate the cause of the occurrence and strive to come up with improvement measures.

7-5 Safety Evaluation

- ① Supplier should regularly conduct safety risk assessments in the workspace to ensure that employees are exposed to accident risk and harmful factors. The evaluation results should be notified to the employees, and the machinery/institutions/equipment should be improved according to the evaluation results.
- ② Based on the results of the safety risk assessment, the Supplier should provide executives and employees with information on the risk of accidents and hazards in the workplace. The information should be written in a language that executives and employees can understand and should be placed in an easily accessible place.
- ③ Supplier should not put pregnant women, minors, etc. into high-risk work for safety and health, and should try to create a working environment so that other social executives and employees, such as the disabled and immigrants, do not have difficulty working.

7-6 Health and Safety of Contractors

- ① Supplier can provide rest areas, toilets, restaurants, etc. to employees, and if they provide such facilities, they must strive to maintain cleanliness.
- ② Supplier can provide dormitories for executives and employees, and if they do, they must provide safety signs, lighting, air conditioning, etc. Also, dormitories should be equipped with appropriate outsiders' restrictions.
- ③ In accordance with the health examination law of each country in which the business is conducted, Supplier should regularly conduct general or special health examinations

for employees. In addition, if necessary as a result of the health examination, measures such as changing the work space of employees, changing work, and shortening working hours should be taken.

8. Management System

8-1 Company Statement Disclosure

- ① The Supplier shall disseminate this Code of Conduct or its willingness to fulfill its social responsibilities internally and externally.
- ② Supplier should share their willingness to fulfill this code of conduct or their corresponding level of social responsibility in the company through their management New Year's address, internal guidelines, and in-house bulletin boards. In addition, it is recommended to disclose it to the outside using the website, business report, and promotional materials.

8-2 Appointment of a Person in charge

- ① Supplier should appoint a practitioner in charge of social responsibility activities.
- ② Supplier should appoint managers to oversee the development and implementation of social responsibility activities plans.

8-3 Risk Assessment

- ① Supplier should work to identify potential risks in ethics, environment, labor/human rights, and safety/health in the course of business operations.
- ② If Supplier finds a significant risk, they must come up with and implement measures to mitigate that risk.

8-4 Education and Communication

- ① The Supplier company shall educate the executives and employees about the matters presented in this Code of Conduct and the matters covered in the laws and systems related to this Code of Conduct.
- ② The Supplier company shall share with the executives and employees the

implementation plan and performance of the matters presented in this Code of Conduct.

8-5 Information management

- ① Supplier should accurately record and manage information related to ethics, environment, labor/human rights, safety/health, and risk.
- ② If the law of each country that operates the business, industrial organizations, and important customers who have signed a business contract request the disclosure of the information, the Supplier shall endeavor to make it transparent unless prohibited by law.

8-6 Operation of Complaint Handling System

- ① Partner shall operate a grievance system in which employees can identify or recognize violations of laws and regulations in the fields of ethics, environment, labor/human rights, safety/health, or report any infringement of individual rights and interests.
- ② Our partners should protect our employees from unreasonable measures such as firing, threatening, retaliating, or mocking them for reporting. Also, the identity of the reporter should be thoroughly guaranteed.

8-7 Supply Chain Management

- ① Supplier shall encourage its contracted sub-suppliers involved in the design, development, sale, or manufacture of products or services to voluntarily comply with Kamtec's Supplier Code of Conduct or equivalent standards in the areas of ethics, environment, labor/human rights, and health/safety.
- ② The Supplier shall endeavor to recommend or induce the Partner (Sub-Partner) to improve upon confirming that the Partner (Sub-Partner) has violated laws and regulations in the fields of ethics, environment, labor/human rights, safety/health, etc. or recognizing relevant risks, etc.

8-8 Compliance of Supplier Code of Conduct

- ① The Supplier shall provide information on compliance with the Code of Conduct and the level of implementation during a written inspection or on-site visit conducted by Kamtec or a third party designated by Kamtec on compliance with this Code of Conduct.

- ② The Supplier shall prepare and manage appropriate documents to demonstrate compliance with this Code of Conduct, which shall be based on actual and factual business operations.
- ③ The Supplier shall endeavor to establish and implement a plan to improve defects or violations derived through a written inspection of compliance with this Code of Conduct or on-site visits in a timely manner.

9. History of enactment and revision

No	Date	Contents	Remark
0	May 16, 2025	The first enactment	-
1	August 13, 2025	<p>Revised 2 (Guide coverage), 4-3 (Fair Competition and Antitrust), 4-6 (Protection of Personal Information, Data Security, and Intellectual Property), 4-9 (Financial Responsibility and Prevention of Money Laundering), 5-2 (Energy Use and Greenhouse Gas Emissions Management), 5-3 (Water Resources Management), 5-4 (Management of Environmental Pollutants), 5-6 (Responsible Chemical Management), 5-7 (Development and Diffusion of Eco-friendly Technologies), 6-1 (Non-Discrimination and Ethical Recruitment), 6-4 (Humane Treatment), 8-7 (Supply Chain Management)</p> <p>Added 5-8 (Raw Materials), 5-9 (Environmental Responsibility in Local Communities), 6-9 (Protection of the Rights of Local Communities and Vulnerable Groups), 6-10 (Diversity and Inclusion), 6-11 (Equity), 6-12 (Protection of Human Rights in the Use of Private and Public Security Forces)</p>	-