
Ethics charter and Code of Conduct

Final Revision Date	July 22, 2026
Revision No	3
Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.

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1. Purpose

Kamtec strives to become a global company by promoting sustainable management and leading innovative future automobile technology. For this growth, the practice of ethical management is the basis and the ethical charter and practice norms are established to become a reliable partner for various stakeholders. All executives and employees of Kamtec must comply with this ethical charter and practice norms.

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 Ethics charter and Code of Conduct.

If the matters covered in this Ethics charter and Code of Conduct 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 Auto USA executive and employees and in-house partners
- Kamtec business partners (customers and partners, etc.)
- Other suppliers, consumers, local communities, and business associates

3. Ethics Charter

- 1) We lead by example to create a clean workplace culture, and we fulfill our**

responsibilities given to sincerity and the best on a clear and transparent basis.

- 2) We clearly distinguish between public and private affairs, compete fairly, and trade fairly with the other party in a contractual relationship.
- 3) We provide safe products, best services, and correct information and thoroughly protect personal information to realize customer value.
- 4) We respect each member as an independent person, and for this purpose, we provide fair working conditions and a safe working environment.
- 5) We contribute to the implementation of sustainable development that can thrive with various stakeholders through the fulfillment of social responsibility.

4. Code of conduct

4-1. Ethics for executives and employees

We lead by example to create a clean workplace culture, and we fulfill our responsibilities given to sincerity and the best on a clear and transparent basis.

Bribery	It does not accept, provide, or promise to provide any illegal or unethical benefit or bribe from stakeholders in any form of money or non-monetary.
Improper solicitation	It prohibits illegal solicitation between executives and employees and stakeholders or between internal executives and employees.
Conflicts of interest	If it is inevitable to avoid conflicts of interest between the company and the individual, act by prioritizing the interests of the company and customers within the legal scope.
Insider trading	Confidential, knowledge, and information acquired directly or indirectly through the performance of duties shall not be leaked, or used to pursue personal interests.

Workplace ethics	Employees, regardless of time or space, must fulfill their responsibilities given to individuals during the performance of the company's business, and the company's assets and facilities must be used for business purposes only.
Health care	To maintain a safe and healthy workplace, substance abuse and alcohol consumption that impairs work performance are strictly prohibited. All employees have the responsibility to perform their duties in peak condition.
Abuse of power	It does not use its job authority or position to exert undue influence or pursue the illegal interests of the company or individual.
Documentation & Reporting	Do not prepare or report documents based on manipulated content such as concealment, reduction, exaggeration, and false content, or share them with internal and external stakeholders.

4-2. Fair competition and trade

We clearly distinguish between public and private affairs, compete fairly, and trade fairly with the other party in a contractual relationship.

Anti-trust	It does not engage in activities that are likely to hinder fair competition through unfair transactions, such as abusing its market dominant position or abusing its trading position.
Collusion	It does not agree to unreasonably restrict competition with other business operators regarding the price, supply, transaction area, transaction conditions, etc. of goods or services.
Unfair Competition	Do not obtain information illegally from competitors, partners, or other agencies, and do not use or disclose information illegally obtained by the company or a third party.
Money Laundering	Do not engage in acts related to money laundering by customers, partners, partners, partners, other institutions and individuals.

Intellectual property	protect the trade secrets of our contractual partners and do not infringe upon the intellectual property rights of other companies or individuals. Furthermore, we comply with all legal procedures and ethical standards when using copyrighted materials, such as books, audio recordings, and software.
Tax compliance	In order to handle transparent and fair tax affairs, it complies with the tax laws of each country where the workplace is located, and does not avoid fair tax obligations given.
Procurement	It pursues a fair win-win relationship with its suppliers and does not engage in unfair transaction activities.

4-3. Realization of customer value

We provide safe products, best services, and correct information and thoroughly protect personal information to realize customer value.

Customer safety	In the entire process of R&D, procurement of raw materials, production, sales and distribution, and post-sales service, no decision is made to compromise with the safety of customers.
Quality	Do not act to undermine the quality standards necessary to stably supply the best products and services to customers.
Complete Information	Provide correct and useful information related to products and services to customers to help them make the right decisions, and do not provide false and exaggerated information.
Privacy protection	In order to protect the customer's personal information, it complies with relevant laws and regulations, and does not engage in actions that may illegally infringe on the customer's personal information.
Customer communication	Listen to customers' opinions on products and services, and actively accept customers' legitimate needs and rational proposals.

Accessibility	Take necessary measures to ensure that no customers are unfairly restricted from using products and services due to gender, age, disability, and language.
Product liability	Actively provide necessary information to prevent damage and risk to customers, and responsibly implement measures to ensure the safety and quality of products and services.

4-4. Respect for executives and employees

We respect each member as an independent person, and for this purpose, we provide fair working conditions and a safe working environment.

Human rights	Respect individual executives and employees as independent personalities and take active measures to ensure that human rights universally pursued by human society are protected.
Child labor and forced labor	It complies with the labor laws of the country where the workplace is located, and prohibits child labor and forced labor in the workplace.
Discrimination	Employees shall not be discriminated against on the grounds of nationality, region of origin, race, gender, age, culture, religion, disability, educational background, political orientation, or personal taste.
Equal opportunity	Employees are given equal opportunities for education and growth according to their abilities and qualities, and performance is evaluated and compensated fairly.
Harassment	It prohibits all online or offline activities that defame a member's personality or undermine human dignity, such as verbal or physical violence, sexual harassment, bullying, and intimidation.
Safety and health	Actively take necessary measures for the safety of executives and employees, and maintain a safe working environment from accidents and injuries, disasters, disasters, diseases and transmission on the job.
Work-Life balance	Efforts should be made to provide a work environment in which the work and life of executives and employees are harmoniously balanced.

4-5. Commitment to sustainability

We contribute to the implementation of sustainable development that can thrive with various stakeholders through the fulfillment of social responsibility.

Sustainable development	It is responsible for contributing to the achievement of sustainable development goals to solve the environmental and social problems facing human society in the management decision-making process.
Environment	Recognize that the environment is a valuable asset to be preserved for the next generation, and actively fulfill responsibilities to minimize negative impacts on the environment in all areas of the business.
Philanthropy	We will actively discover the social problems facing our society and furthermore, and actively seek solutions.
Stakeholder engagement	Identify stakeholders who are affected by the company's management or who may affect the company and actively communicate and act on important sustainability issues.
Contribution and sponsorship	Charitable donations and sponsorships are promoted fairly in internal enforcement standards and procedures, and donations and sponsorships for political purposes are prohibited.
Information disclosure	Financial and non-financial information is disclosed in a timely manner in accordance with relevant laws and regulations.

5. Grievance and handling (Cyber audit office)

1) Reporting 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.

6. History of enactment and revision

No	Date	Contents	Remark
0	Dec 19, 2024	The first enactment	-
1	Sep 5, 2025	Change the person in charge of the reporting channel	-
2	February 27, 2026	Revised 4-1 (Ethics for executives and employees), 4-2 (Fair competition and trade)	-
3	July 22, 2026	Revised 2. Scope	-