
The charter of Human Rights

Final Revision Date	July 22, 2026
Revision No	2
Management Team	General Management Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim



Chapter 1. Overview

Article 1 (Purpose)

Kamtec hereby declares this Charter of Human Rights to actively implement human rights management, prevent human rights violations arising from business operations, and mitigate related risks.

Article 2 (Scope of Application)

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 The charter of Human Rights.

If the matters covered in this The charter of Human Rights 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

Article 3 (Human Rights Risk Management)

Kamtec respects the human rights of all employees and establishes internal systems necessary for implementing human rights management in accordance with this Charter. The organization responsible for human rights management shall operate the human rights risk management system in good faith, regularly review the procedures, and revise the system to reflect social changes.

Chapter 2. Fundamental Principles

Article 4 (Prohibition of Discrimination and Respect for Diversity)

1. Kamtec shall not discriminate against any employee in employment-related matters—including recruitment, hiring, promotion, training, wages, and welfare benefits—without justifiable reason on the grounds of gender, race, ethnicity, nationality, religion, disability, age, family status, social status, political opinion, marital status, pregnancy, childbirth, or any other status. Furthermore, Kamtec shall foster an organizational culture that respects and values the diversity of its employees.

2. Kamtec respects the religious beliefs and cultural diversity of its employees. To guarantee freedom of religion, Kamtec shall endeavor to provide reasonable accommodations as follows:

- If a significant number of employees require a prayer space to perform religious observances, Kamtec shall endeavor to provide a sanitary and safe dedicated space.
- Upon receiving a legitimate request related to an employee's religious practices, Kamtec shall reasonably adjust the work environment—within limits permitted by operational requirements—such as adjusting work schedules, facilitating voluntary shift swaps with alternative personnel, easing dress codes, or supporting the use of employer facilities.

Article 5 (Compliance with Working Conditions)

Kamtec complies with statutory working hours in each country of operation and provides fair compensation with pay statements. The Company offers sufficient training opportunities and a suitable working environment to support employee development and quality of life.

Article 6 (Humane Treatment)

Kamtec respects the privacy of all employees, strictly protects personal information, and prohibits any form of coercion, abuse, or unreasonable treatment—whether physical or psychological.

Article 7 (Freedom of Association and Collective Bargaining)

Kamtec respects labor laws in countries where this Charter applies and ensures sufficient communication opportunities for all employees.

Article 8 (Prohibition of Forced and Child Labor)

Kamtec prohibits forced labor through violence, threats, confinement, or withholding of identification documents. Child labor is strictly prohibited. Young workers shall be protected to ensure that employment does not interfere with educational opportunities.

Article 9 (Occupational Safety)

Kamtec regularly inspects facilities, equipment, and tools to ensure a safe working environment. The Company implements preventive measures and post-incident support to protect employees from physical and mental harm.

Article 10 (Protection of Local Residents' Rights)

All Kamtec employees must ensure that the human rights of local residents are not violated during business activities. The Company protects residents' rights to safety, health, and freedom of residence.

Article 11 (Protection of Customer Rights)

Kamtec employees must prioritize the protection of customers' lives, health, and property when providing products and services. The Company takes all necessary measures to safeguard personal information collected through business activities.

Chapter 3. System Implementation

Article 12 (Human Rights Governance and Dedicated Department)

1. Human Rights Governance : Final decision-making authority for human rights management lies with the CEO or the Personnel Committee, which includes decision-makers from key departments. The Personnel Committee is responsible for :

- Reviewing and approving the enactment and revision of the Charter of Human Rights

- Providing opinions on internal regulations such as HR systems, employment rules, and audit standards
- Recommending actions based on human rights risk assessments
- Directing investigations and reviewing remedies for human rights violations
- Addressing other matters deemed necessary for human rights protection

2. Dedicated Department for Implementation : Kamtec operates a dedicated department to systematically manage human rights. This department is responsible for:

- Drafting and revising the Charter of Human Rights
- Executing and operating human rights management
- Managing human rights reporting channels
- Conducting internal training and reporting

Article 13 (Grievance Handling Procedures)

1. Reporting and Receiving Complaints : Kamtec operates channels to receive reports of human rights violations or risks from employees and other individuals or organizations. Relevant departments shall discuss appropriate remedies based on the nature of each case.

2. Processing Complaints : Kamtec seeks optimal remedies by referencing court precedents, regulatory guidelines, internal practices, and industry norms, with support from the Legal Team. If a case significantly affects the victim's rights or poses reputational risks, the Personnel Committee may be involved in reviewing remedies.

3. Reporting Channels :

- Department : Management Support Team
- Email : 5257602@seohan.com
- Phone : +82-43-530-3721

4. Protection of Whistleblower Identity : Kamtec employees must not disclose or report any information that may identify the whistleblower. All details related to the report, including the victim,

content, procedures, and outcomes, must remain confidential. The Company shall take necessary measures to prevent retaliation or disadvantage against whistleblowers.

Article 14 (Human Rights Training)

Kamtec may conduct human rights training to improve employee understanding and awareness, communicate internal strategies and action plans, and encourage reporting of discrimination, violations, and risks.

Article 15 (Living Wage)

Kamtec shall take necessary measures to ensure a living wage for employees, contributing to their financial stability, workforce quality, and the sound development of the local economy.

Chapter 4. Supplementary Provisions

These Guidelines shall take effect as of February 5, 2025.

*** History of enactment and revision**

No.	Date	Contents	Remark
0	February 5, 2025	The first enactment	-
1	September 5, 2025	Change of Human Rights Violation Reporting Channel Contact Person	-
2	July 22, 2026	Revised Article 2 (Scope of Application), Article 4 (Prohibition of Discrimination and Respect for Diversity)	-