
Conflict Minerals(Responsible Minerals) Policy

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Management Team	Process Quality Engineering Team

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1. Purpose

Through the enactment of the Conflict Minerals (responsible Minerals) policy, Kamtec establishes this policy to procure responsible minerals without human rights violations, child labor, and forced labor in the process of collecting minerals used, and to regulate the use of minerals in Congo and neighboring conflict areas that flow into war funds with the profits of minerals.

2. Scope

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

- 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. Term

1) Conflict Minerals

Conflict minerals refer to 3TG Tin, tantalum, tungsten, and gold, which are the four major minerals produced in the Democratic Republic of the Congo in Africa and neighboring countries (Sudan, Rwanda, Burundi, Uganda, Zambia, Angola, Tanzania, and Central African Republic), which are defined as conflict zones under the Dodd-Frank Act of the

United States. These areas are believed to have secured funds and continued disputes as militants, including rebels and government forces, dominate the mining and distribution of minerals. They are engaged in activities to ban the distribution or use of these minerals as they cause human rights violations such as child labor and sexual assault in the process of mining minerals, and social problems such as environmental pollution.

2) Responsible Minerals

Responsible minerals mean expanding the concept of conflict minerals and regulating minerals that cause environmental problems such as human rights issues such as child abuse and forced labor, and that responsible minerals are minerals mined in a way that fulfills social responsibilities that respect human rights and the environment.

4. Policy

1) Conflict minerals policy

Kamtec recognizes that there are unethical mining and distribution of disputed minerals, such as human rights violations and environmental destruction, in disputed areas (the Democratic Republic of the Congo and neighboring countries in Africa).

It prohibits the use of 3TG conflict minerals (tin, tantalum, tungsten, gold) mined in unethical ways such as child exploitation and forced labor in these conflict areas.

It also thoroughly investigates whether the product contains disputed minerals, provides customers with products that have undergone ethical and responsible distribution processes, and does its best to manage supply chains.

Provide a dispute mineral policy (*business partner's code of conduct) to partner companies and support related briefing sessions to help raise awareness of conflict minerals and regularly investigate them.

2) Responsible minerals policy

Kamtec should strive to manage the mineral supply chain more comprehensively, including disputed minerals (tin, tantalum, tungsten, and gold) and minerals that raise human rights violations or environmental destruction issues during mining. In particular, it should be aware of issues of child human rights violations in cobalt mines in the Democratic Republic of the Congo, and do its best to use responsible minerals that are also ethically collected from non-conflict areas. Newly controversial minerals should also be continuously monitored and further responses should be continuously reviewed.

Kamtec actively responds to global mineral issues to ensure that mineral mining does not become a source of funds for disputes, but that the purchase of minerals that fulfill social responsibilities that respect human rights and the environment is made.

*Business partner's code of conduct (<http://www.kamtec.co.kr/dh/esg0505>)

※ responsible material purchase

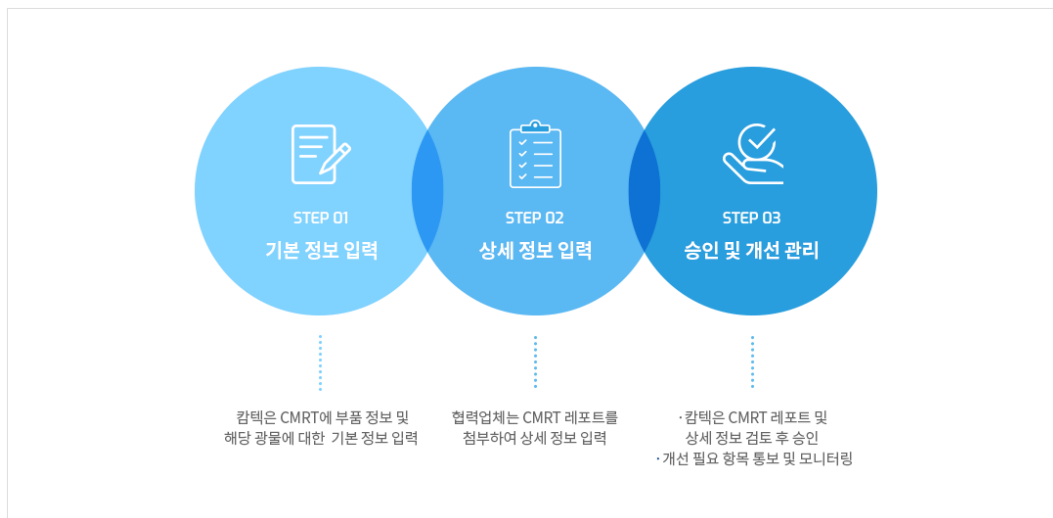
- 1) The partner should establish a process to identify the origin and smelter of all minerals and raw materials, including disputed minerals such as tin, tungsten, tantalum, gold, etc. contained in the product.
- 2) Partner shall endeavor to check the origin of minerals and raw materials and smelters 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 partner 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.

5. Conflict minerals regulation and management efforts

Kamtec supports and strives to comply with the policy of prohibiting the use of disputed minerals to prevent environmental pollution, human casualties, and human rights

violations of child labor exploitation.

We continue to monitor and manage the use of conflict minerals and smelter information of the mineral for our partners who use the four major minerals, and we continue to monitor the ingredient information of suppliers and supplies from the development stage through our computer system to prohibit the use of conflict minerals in principle.



6. History of enactment and revision

No	Date	Contents	Remark
0	Sep 30, 2024	The first enactment	-
1	July 22, 2026	Revised 2. Scope	-