
Biodiversity Protection Policy

Final Revision Date	July 22, 2026
Revision No	1
Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim



1. Purpose

Kamtec establishes this biodiversity protection policy to prevent possible biodiversity impairment and loss risks throughout the business operation, and to preserve, protect, and expand biodiversity in the community. This biodiversity protection policy is established by referring to the International Convention on Biological Diversity, Convention on International Trade in Endangered Species of Wild Fauna and Flora, International Union for Conservation of Nature's Guidelines for Applying Protected Area Management Categories, etc.

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 biodiversity protection policy.

If the matters covered in this biodiversity protection 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 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. Basic principle

Kamtec shall endeavor to protect biodiversity throughout the entire business operation, including the purchase/procurement of raw and subsidiary materials, product production, distribution/sales, disposal and collection. To this end, it shall prevent the impediment and loss of biodiversity due to business operation, shall not operate the business in a biodiversity protected area, and shall implement activities to protect biodiversity.

1) Goal

Kamtec strives to prevent and minimize biodiversity impairment and loss in the workplace and neighboring areas to prevent net loss of biodiversity (No Net Loss). To this end, efforts are made to have a positive impact (Net Positive Impact) on biodiversity in the local community by implementing activities for the preservation and restoration of biodiversity.

2) Protected area

Kamtec defines biodiversity conservation areas by comprehensively considering domestic and international laws and regulations related to biodiversity and the protection of wild fauna and flora, the categories of protected areas defined by the International Union for Conservation of Nature (IUCN Protected Area Categories), UNESCO-designated protected areas, and wetlands designated under the Ramsar Convention. Where Kamtec operates in countries and regions subject to local laws and regulations, the Company gives priority to complying with the relevant national and regional legal requirements.

① Strict Nature Reserve (IUCN Category I a)

Areas recognized by the international community where natural ecosystems are established and diverse species thrive, with little or no human influence, and where even minimal human impact may cause irreversible damage.

(Ex: Sierra de Manantlán Biosphere Reserve, Mexico; Cabrera Archipelago Maritime-Terrestrial National Park, Spain)

② Wilderness Area (IUCN Category I b)

Areas that maintain the characteristics of pristine ecosystems and are inhabited by indigenous communities practicing traditional lifestyles, where only minimal impact is permitted for educational and scientific purposes.

(Ex: Nahanni National Park Reserve, Canada; Mollie Beattie Wilderness in the Brooks Range, Alaska, USA; parts of Kakadu, Australia)

③ National Park (IUCN Category II)

Areas designated at the national level to permanently conserve natural ecological processes, which are of high importance for the protection of native flora and fauna, as well as for cultural, scientific, educational, recreational, and tourism purposes.

(Ex: Yellowstone National Park, USA; Grand Canyon National Park, USA; Serengeti National Park, Tanzania; Jirisan National Park, Korea; Seoraksan National Park, Korea)

④ Natural Monument or Feature (IUCN Category III)

Areas consisting of natural ecosystems formed by natural processes or shaped by cultural and spiritual values, possessing significant historical, archaeological, anthropological, or geographical importance.

(Ex: Devils Tower National Monument, USA; El Vizcaíno Whale Sanctuary, Mexico; Seongsan Ilchulbong Peak, Jeju, Korea)

⑤ Habitat/Species Management Area (IUCN Category IV)

Areas designated at the international, national, or local level for the protection of specific species and habitats, requiring active management measures to enhance biodiversity.

(Ex: Alamosa National Wildlife Refuge, USA; Bill Williams River National Wildlife Refuge, USA)

⑥ Other Managed Areas (Ramsar Wetlands, UNESCO Protected Areas, etc.)

Areas designated outside of the IUCN classification system, including Ramsar Wetlands of International Importance, UNESCO World Heritage Sites, and UNESCO Biosphere Reserves, which play a key role in wetland conservation, biodiversity protection, and sustainable development.

(Ex: Upo Wetland, Korea; 1100 Highland Wetland, Jeju, Korea; Ungok Wetland, Gochang, Korea; Bamseom Islets, Hangang River, Korea; Seoraksan Biosphere Reserve, Korea; Jeju Island Biosphere Reserve, Korea)

4. Management System

1) Governance

Kamtec shall manage and supervise biodiversity risks through a management meeting in which the chief decision maker or major decision maker participates. The management meeting shall discuss pending issues and directions related to the protection of biodiversity, and shall examine the performance of implementation such as biodiversity conservation and restoration activities. In addition, an organization that implements biodiversity protection policies shall be established to implement biodiversity conservation and restoration activities, education and diffusion for the protection of biodiversity, and external communication.

2) Implementation system

To achieve the goal of this policy, Kamtec investigates the status of biodiversity in the workplace and neighboring areas, analyzes risks from business activities, and implements risk mitigation and improvement activities according to the results.

① Current Status Survey and Risk Analysis

Kamtec investigates the current status of species and distribution, rare species, and endemic species in the workplace and neighboring areas when concerns are raised about the impediment or loss of biodiversity when required by laws and regulations in the country or region in which the project is conducted. Based on the results of the survey, potential risks are identified and the impact of business activities on biodiversity in the area is analyzed.

② Implementation of Protection Activities

Kamtec prevents business activities from negatively affecting biodiversity when it recognizes potential risks related to biodiversity and minimizes negative effects when the impact is inevitable. Where biodiversity is hindered or lost due to business activities, or if it is inevitable due to the nature of the business, net loss is prevented by restoring

biodiversity in the relevant area as much as possible and creating an alternative ecosystem in other areas.

5. Education and diffusion

1) Education

Kamtec raises awareness of the need to preserve and restore biodiversity through biodiversity education for executives and employees. Improve awareness of the importance and necessity of biodiversity and consider biodiversity in the course of work.

2) Disclosure of information

Kamtec discloses the degree of biodiversity conservation and restoration activities and performance using its website, sustainability report, or a separate channel. Related information is disclosed through a channel that is accessible and clearly understood by stakeholders, including executives and employees.

3) Stakeholder cooperation

Kamtec cooperates with external stakeholders such as the industry, including the government and local governments, specialized institutions, non-profit organizations, suppliers and suppliers, to promote biodiversity inhibition, loss prevention, preservation and restoration activities. In biodiversity protection activities, the effectiveness of biodiversity conservation and restoration activities will be enhanced based on the expertise of external organizations in the field of biodiversity and the understanding of local natural habitats.

6. 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.

7. History of enactment and revision

No	Date	Contents	Remark
0	August 27, 2025	The first enactment	-
1	July 22, 2026	Revised 2. Scope	-