
Operational Health & Safety Management Policy

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Management Team	Process Quality Engineering Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim



1. Purpose

Kamtec declares this safety and health management policy to prevent disasters that may occur throughout the business operation, such as workplaces, supply chains, and distribution networks, and to ensure the value of continuing life by providing a safe and healthy work environment. This safety and health management policy was established based on domestic and international safety and health-related laws and regulations, safety and health management standards and guidelines (ISO 45001, etc.), Kamtec Safety and Health Management System Manual, and safety and health management promotion strategies and goals.

Operational Health & Safety Management Guidelines

As a company specializing in engine intake and exhaust control systems, Kamtec applies the requirements of customers, laws and international standards to its management activities based on the ISO 45001:2018 safety and health management system, and through this, it meets the needs and expectations of workers and other stakeholders and establishes a disaster-free business management system from production to service activities to create a safe and pleasant working environment that can preserve the health and happiness of all employees.

1. We develop all products, facilities, processes, and technologies in consideration of safety and health, and apply them first in all areas of business activities.
2. The Company actively strives to prevent safety and health accidents by complying with the Company's standards, laws, regulations, requirements of customers, workers, and stakeholders, and international safety and health agreements.
3. The company actively strives to achieve the goals of the safety and health management system by establishing safety and health goals through consultation and participation with workers or workers' representatives, and evaluating the operation and performance of the system.
4. The Company shall provide appropriate resources to improve the performance of safety and health, and promote active participation by cultivating the awareness and

practice ability of all executives and employees to contribute to the achievement of policies.

5. The company is committed to preventing disasters through risk reduction by identifying safety and health risk factors, setting safety and health goals, and pursuing continuous improvement through regular internal review and management review to become a safe workplace.

6. The Company maintains transparency in safety and health management by documenting and informing all executives and employees of safety and health policies and goals, and disclosing them to workers and stakeholders along with relevant information.

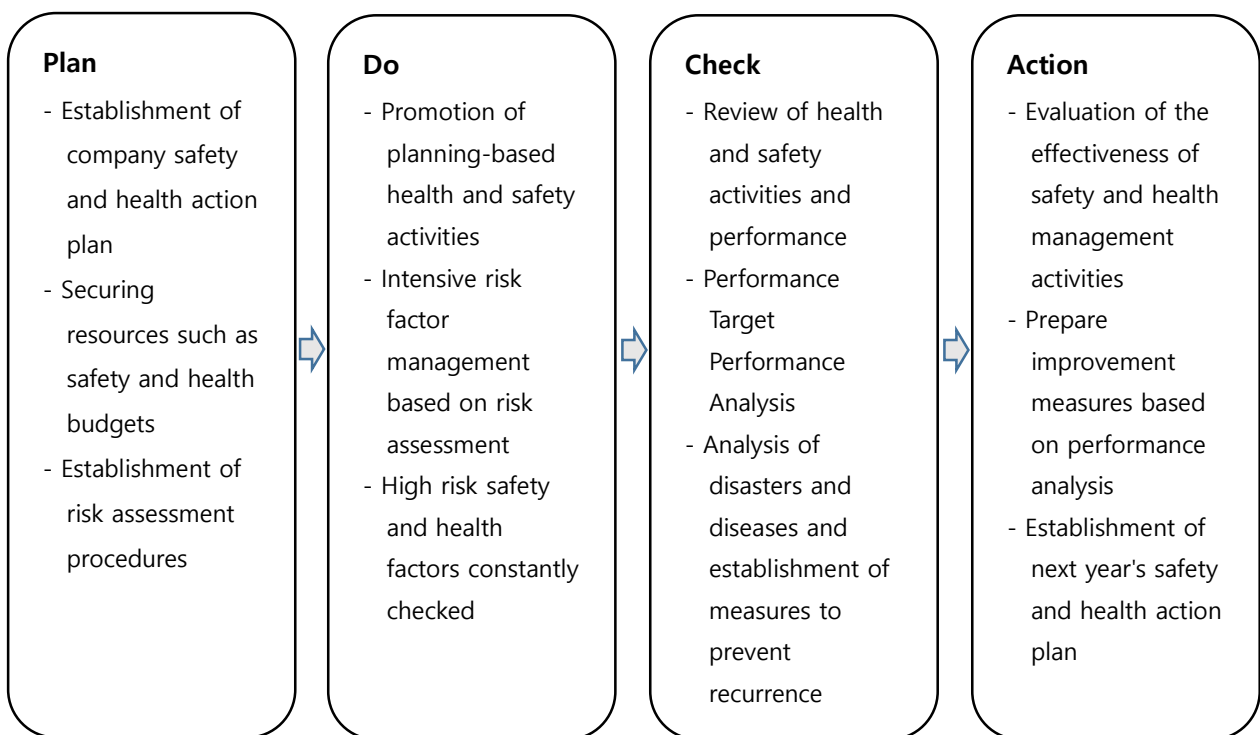
2. Scope

This policy applies to domestic and foreign corporations, executives, and in-house partners. In addition, it encourages all stakeholders in a business relationship to comply with this safety and health management policy. We will jointly promote activities to expand safety and health prevention checks, internalize safety culture, and introduce new safety technologies. Kamtec complies with laws and regulations related to safety and health, and establishes and implements safety and health plans in accordance with this policy to the extent that it does not violate those laws and regulations.

- 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. Implementation System

Kamtec strives to continuously improve safety and health by establishing a safety and health management system to implement this safety and health management policy. All domestic and international workplaces operate a P(Plan)-D(Do)-C(Check)-Action (Action) cycle process, such as establishing an action plan for safety and health, identifying harmful and risk factors, and promoting safety and health promotion activities, evaluating the performance of safety and health activities, and preparing improvement measures based on analysis of performance. In addition, Kamtec encourages each workplace to obtain third-party certification (ISO45001, etc.) for the safety and health management system or establish its own safety and health management system in consideration of laws and regulations, market conditions, and industrial specificity.



4. Declaration

Kamtec strives to maintain a safe and healthy work environment and ensure the value of

continuing life. In addition, it establishes a safety and health system for proactive prevention and creates an advanced safety and health workplace by reducing total accidents.

4.1 Improvement of the health and safety management structure

Kamtec establishes a company-wide integrated safety and health organization system to implement safety and health-first management policies and operates performance evaluation indicators to promote site-oriented safety and health level enhancement. It will also strengthen safety and health management by selecting improvement tasks to prevent serious accidents and checking the status of on-site safety and health management organized by management.

[Main goal]

- Establish specific goals for enterprise safety and health activities and maintain the process of measuring and managing them.
- Through self-level diagnosis of the safety and health management system, vulnerabilities are derived and fundamentally improved.

4.2 Intensive prevention of major disasters

Kamtec expands strategic preventive inspection activities to continuously reduce industrial accidents including serious accidents. To reduce the safety and health risks caused by high-risk operating facilities and working environments, evaluation procedures and standards are strengthened. In addition, efforts are made to prevent serious accidents and investment in establishing safety and health systems and infrastructure is expanded.

[Main goal]

- Establish an annual safety and health budget plan for the workplace, and establish an execution verification and evaluation process.

- Operate a system that explores and improves risk factors in the workplace through periodic joint inspections with external specialized organizations.

4.3 Improvement of employee safety awareness

Kamtec promotes the establishment of an education platform, hands-on education and training, and safety and health campaigns so that executives and employees can recognize safety and health in daily life, and conducts emergency response training to secure response capabilities in case of actual situations such as initial measures, emergency evacuation, and fire suppression. It also spreads the culture of safety and health by actively participating in the field of safety and health and providing products and coupons to executives and employees who propose improvement.

[Main goal]

- Establish a safety and health education system for internalizing safety-first values of employees and spreading safety culture.
- Develop and continuously operate and manage online/offline specialized training curriculum for executives and employees of major partner companies.

4.4 Promoting smart safety and health

Kamtec improves protection around high-risk processes to fundamentally eliminate serious accidents and risk factors. It focuses its investment capabilities on building new safety and health technologies and infrastructure, such as identifying and analyzing dangerous work spaces and detecting and notifying work behaviors. In addition, in order to prevent occupational diseases, it secures the health rights of executives and employees and minimizes disruptions in business operations.

[Main goal]

- Establish quantified performance goals to improve harmful and risk factors and strive to continuously improve them.

- It conducts health promotion activities to improve the lifestyle of executives and employees, and prevents and manages job stress.

4.5 Safety and health promotion activities

Kamtec carries out various activities such as evaluating the level of safety and health management, improving safety awareness, establishing a safe working environment, and strengthening safety and health capabilities to install an advanced safety culture.

Establishing a safety and health management system for not only employees but also partner companies to support partner companies to secure their own capabilities to lead sustainable shared growth.

4.5.1 Risk Assessment

Discover the work environment, machinery, equipment, raw materials, gases, steam, work behavior, other hazards and hazards, and take necessary measures to prevent risks and obstacles.

4.5.2 Attachment of Safety and Health Signs

Attach warning signs for harmful or dangerous places, facilities, substances, guidance for emergency response, etc. to an identifiable location.

4.5.3 Work environment safety measures

Establish standards for managing falls, collapses, falls, natural disasters, and other dangerous places in the work environment, and periodically maintain, repair, and inspect them.

4.5.4 Mechanical, Mechanical, and Equipment Safety Measures

Protective measures shall be taken in consideration of the functions and characteristics of machinery, equipment, and facilities, and maintained, repaired, and inspected to avoid potential risks.

4.5.5 Prevention of Health Disorders and Health Measures

Take necessary preventive and health measures to prevent health disorders caused by raw materials, gases, steam, high temperature, noise, etc.

4.5.6 Payment of personal protective equipment

It shall be mandatory to wear protective equipment, such as providing appropriate personal protective equipment to the working environment, etc., and providing and managing preliminary protective equipment.

4.5.7 Safety and Health Diagnosis

Safety and health diagnoses are conducted at workplaces with a high risk of disasters such as falls, collapses, fires, explosions, and leakage of harmful substances.

4.5.8 Emergency Response

Training is continued according to emergency response scenarios for each disaster situation, such as falls, collapses, fires, explosions, and leakage of harmful substances, and inspections of related firefighting equipment are conducted periodically.

4.5.9 Hazardous substance management

List and keep material safety and health data for handling hazardous substances, regularly measure physical/chemical harmful factors, and take improvement measures.

4.5.10 Health Promotion Activities

Health checkups are conducted on a regular basis for health protection and maintenance. It operates lifestyle improvement programs such as preventive measures for occupational diseases such as respiratory and musculoskeletal systems and job stress management.

4.5.11 Hygiene and Health

We shall comply with hygiene standards and conduct regular disinfection to create a pleasant working environment, including offices, workstations, and welfare facilities (cafeterias, fitness centers, rest areas, etc.). Furthermore, we ensure the provision of healthy meals by strictly adhering to food ingredient management and standardized cooking processes for all food served to our employees.

4.5.12 Safety and Health Support for Partner

Establish a partner safety and health management system to improve risk assessment, and strengthen disaster prevention through on-site close management such as diagnosis/education/consultation of partner companies.

4.5.13 Disaster Investigation

In the event of a disaster, a cause investigation is conducted and measures to prevent recurrence are prepared. Statistical analysis such as industrial accidents is regularly conducted and reflected in the goals of improving safety and health performance.

4.5.14 Customer Health and Safety Management

1) Kamtec conducts continuous quality and safety management to minimize the impact of its products and services on customer health and safety. The Company identifies potential risk factors in the design, production, delivery, and usage stages, and complies with relevant laws and safety standards to ensure the provision of safe products. Internal quality inspections and external certification procedures are implemented to prevent customer safety incidents, and a rapid response system is established for product recalls and safety-related events.

2) Kamtec strives to achieve "zero customer safety incidents" annually by the year 2030 and promotes ongoing improvement activities to reach this goal.

5. Propulsion System

5.1 Governance

5.1.1 Highest decision-making body

Kamtec's final decision-making authority regarding safety and health shall be held by the person in charge of safety and health management, and the safety and health plans, activities, and performance shall be managed and supervised through a meeting organized by the person in charge of safety and health management. The main roles of the meeting shall be deliberation on the enactment/amendment of safety and health

management policies, review of safety and health risks and countermeasures, review of performance of safety and health promotion, review of investment in safety and health facilities and facilities, and other matters deemed necessary for the spread/spread of safety and health management. The person in charge of safety and health management shall report major plans and implementation inspections related to safety and health to the board of directors or affiliated committees (the Occupational Safety and Health Committee, etc.).

5.1.2 Implementation Organization

Kamtec establishes an organization for implementing safety and health management at its headquarters and workplace to perform related duties. The role of the implementation organization shall be the establishment of preventive plans related to safety and health, preparation of management regulations, measurement of the working environment, investigation of industrial accidents and establishment of preventive measures, maintenance of facilities and protective equipment, education and training, internal and external cooperation, and other workplace hazards and risk prevention measures.

5.1.3 Labor-Management Communication Organization

Kamtec operates a communication organization (Industrial Safety and Health Commission, etc.) consisting of equal numbers of labor and management to jointly deliberate and decide on matters necessary for the maintenance and promotion of safety and health, and seek the understanding and cooperation of executives and employees. The labor-management communication organization deals with safety and health issues and improvement measures, such as safety and health management regulations, safety and health education, work environment measurement and health examination, as its main agenda.

5.2 Suggestions and processing

5.2.1 Acceptance of proposals

Kamtec operates a channel where employees, partners, and other organizations

(individuals) can report difficulties related to safety and health that arise during the business operation process.

5.2.2 Receipt Processing

Kamtec prepares countermeasures in consideration of comprehensive aspects such as the stability of employees' use of facilities, internal operating procedures, and safety and health investment regulations. Feedback on the resolution and processing procedures are implemented and notified as soon as possible so that complaints and reporting cases can be resolved.

5.3 Education and diffusion

5.3.1 Education and Training

Kamtec provides safety and health education to employees, partners, and other stakeholders. Through this, awareness of the necessity of safety and health management is improved and safety and health is considered as a top priority in the work and work process. In addition, it strengthens the ability to respond immediately in case of an emergency.

5.3.2 External cooperation

Kamtec establishes a cooperative system with local organizations, public-private consultative bodies, and external specialized organizations to improve the efficiency and effectiveness of promoting safety and health management. We improve the safety and health system by sharing experiences such as expertise in establishing the safety and health management system of external organizations and evaluation of safety and health risks.

5.4 Performance management

5.4.1 Setting performance objectives

Kamtec sets and manages safety and health performance improvement goals to

strengthen safety-first management, preventive management of serious accidents, and secure eco-friendly safety management capabilities. The performance improvement goals are set based on safety and health data based on leading and trailing indicators, as well as laws and regulations, industrial safety and health trends, and internal safety and health issues.

5.4.2 Check performance status

Kamtec manages safety and health performance improvement goals and implementation status by reflecting them in management performance indicators. When evaluating management performance, comprehensively considering the discovery of risk factors, field-oriented improvement, internalization, and cultural diffusion activities in addition to achieving the goal of improving safety and health performance.

5.5 Communication

5.5.1 Government agencies

Check the policy directions related to safety and health of the government and related organizations in advance and respond proactively. In addition, correctly grasp, understand, and comply with laws and regulations, international standards and guidelines.

5.5.2 Employees

Share safety and health policies and policies and provide education to improve awareness of safety and health management. The collective agreements related to safety and health concluded with workers or workers' representatives shall be faithfully implemented.

5.5.3 Partner

Strengthen the safety and health capabilities of partner companies by sharing know-how and experience in promoting safety and health management. Support the safety and health of partner companies to create safety and health values across the value chain.

5.5.4 Communities

In order to eliminate and mitigate the safety and health risks of local communities due to business operations, opinions shall be collected from local organizations, public-private consultative bodies, etc., and efforts shall be made to identify and resolve the grievances raised by local communities.

6. History of enactment and revision

No	Date	Contents	Remark
0	April 18, 2025	The first enactment	-
1	November 12, 2025	Added 4.5.14 (Customer Health and Safety Management)	-
2	February 27, 2026	Added 4.5.11 (Hygiene and Health)	-
3	July 22, 2026	Revised 2. Scope	-