Kamtec

Supply Chain Sustainability Management Policy

Final Revision Date	July 22, 2026
Revision No	0
Management Team	Strategic Purchasing Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim

Kamtec

1. Purpose

Kamtec has established this Supply Chain Sustainability Management Policy to build an ethical and sustainable supply chain. The Company strictly manages compliance with applicable laws and regulations (including, but not limited to, laws regarding corruption, economic sanctions, forced labor, safety/health, and fair trade) governing the business operations of domestic and overseas suppliers that provide goods and services to Kamtec or have entered into contracts for other transactions (hereinafter referred to as "Suppliers"). Simultaneously, the Company requires Suppliers to maintain best operational practices in the areas of ethics, environment, labor/human rights, and safety/health.

To establish a sustainable supply chain, Kamtec evaluates and manages ESG risks arising within the supply chain, and conducts training and support activities for Suppliers to preemptively prevent such risks. Through these efforts, Kamtec expects to build a sustainable supply chain and create opportunities for mutual growth and co-prosperity.

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 Supply Chain Sustainability Management Policy.
If the matters covered in this Supply Chain Sustainability Management 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. Supply Chain ESG Evaluation Process

The Kamtec Strategic Purchasing Team identifies and separately manages high-risk Suppliers whose supply chain ESG due diligence results fall below standards or who present concerns regarding ethics, environment, labor/human rights, or safety/health risks, and conducts due diligence in accordance with internal procedures. These due diligence results are reflected in purchasing policies and utilized in establishing Kamtec's strategies to strengthen supply chain ESG.

Risk Diagnosis	Desktop Evaluation	On-site Due Diligence	Risk Mitigation Measures and

1) Risk Diagnosis

Kamtec diagnoses the overall ESG risks of Suppliers, utilizing information from external supply chain institutions and media research for this purpose.

2) Desktop Evaluation

To verify Suppliers' compliance with the Supplier Code of Conduct and relevant laws and regulations, the Company conducts desktop reviews using relevant business records, other transaction documents, or information and data. The information and data requested by Kamtec shall be limited to those specifically required to verify regulatory compliance. When submitting such information and data to Kamtec, Suppliers shall exclude technical or pricing information and data unrelated to such compliance before provision.

Kamtec shall not use the information and data provided by Suppliers in response to the above request for any purpose other than compliance with relevant laws, regulations, and

Company policies.

※ Supplier ESG Desktop Evaluation Indicators

Category	Environmental	Social	Governance
Area	Environmental Management Climate Change Pollutants Water and Marine Resources Biodiversityand Ecosystems Resource Use and Circular Economy, etc.	Human Rights Management Child Labor and Forced Labor Freedom of Association Supply Chain Management Raw Material Procurement Safety and Health Management, etc.	Ethical Management Anti-Corruption Information Security, etc.

3) On-site Due Diligence

To verify regulatory compliance in greater detail, the Company conducts audits, such as on-site due diligence, after the desktop evaluation if necessary. On-site due diligence is conducted through close collaboration with teams relevant to supply chain ESG management (such as Strategic Purchasing Team and Process Quality Engineering Team). Kamtec inspects and conducts due diligence, within the scope permitted by law, to verify whether Suppliers comply with the provisions set forth in Kamtec's Code of Conduct and applicable laws and regulations.

4) Risk Mitigation Measures and Monitoring

Kamtec recommends improvements for risks identified based on inspection and due diligence results. The results of inspections and due diligence may serve as an important criterion for vendor selection, and failure to make appropriate improvement efforts may make it difficult to maintain a smooth transaction relationship with Kamtec.

Plans must be established to cease, prevent, and mitigate negative impacts according to the identified risks, and Kamtec continuously monitors the implementation status and outcomes of measures designed to identify, prevent, and alleviate negative impacts.

4. Performance Management

Kamtec carries out various support activities, including training, consulting, and supply chain management, to ensure that Suppliers secure and strengthen their ESG management capabilities. Through these initiatives, the Company continues to build a sustainable supply chain.

5. Grievance Redress

1) Kamtec operates a communication channel (Cyber Audit Office) through which it can communicate with key stakeholders (employees, consumers, local residents, etc.) regarding supply chain-related grievances that arise during business operations, spanning from raw material procurement to product sales. Opinions of stakeholders received through this channel undergo review by relevant internal departments to ensure appropriate measures are taken, and, if necessary, are reflected in supply chain management policies.

2) In serious cases, such as material violations of laws/regulations or situations where significant risks are anticipated for key stakeholders, Kamtec discusses response strategies within its highest decision-making body, such as the Management Committee.

6. Grievance and handling (Cyber audit office)

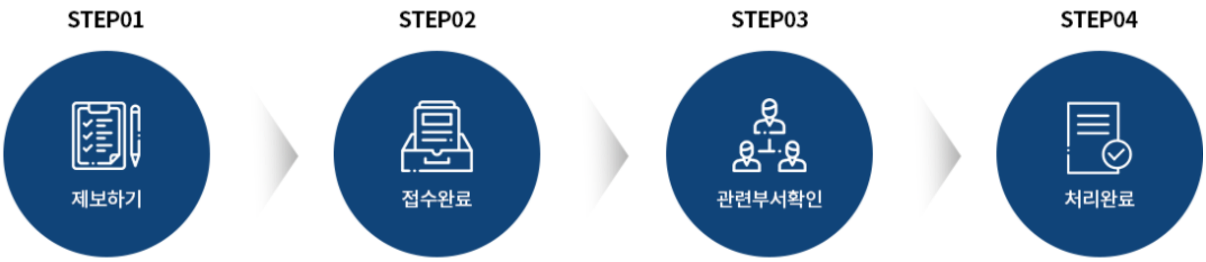
1) Report received

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.

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7. History of enactment and revision

No	Date	Contents	Remark
0	July 22, 2026	The first enactment	-