



Supplier's Code of Conduct

Edition January 2025

1. Preamble

The MIKRON Group places particular emphasis on the origin of materials, building relationships with suppliers based on trust and reliability, and contributing to the global transition towards circular economies. MIKRON's concrete commitments to environmental policies are clearly visible and highlighted in our Sustainability Reports, which are publicly available for download on the page www.mikron.com/sustainability.

Thanks to its highly efficient machining and automation solutions, the MIKRON Group helps its customers to produce in an environmentally friendly and healthy way. The increasing scarcity of energy and raw materials is a major challenge that the MIKRON Group is resolutely facing. The company therefore takes environmental responsibility at every point in the value chain very seriously.

MIKRON expects an equal level of commitment and dedication from its suppliers. Any third party providing goods or services to MIKRON is considered a supplier to the company.

Suppliers can always rely on MIKRON's values, embodied in the principles that shape our organization. These are fundamental to the long-term success of our company and go beyond mere corporate clichés.

The following Supplier Code of Conduct summarizes MIKRON's most fundamental requirements for all its suppliers. We expect the principles outlined in this document to be applied by all suppliers delivering goods or services to MIKRON.

Your commitment and action are prerequisites for being a supplier to MIKRON.

The present Code of Conduct is valid for all Mikron group divisions, its employees and involved stakeholders worldwide, to the extent that it complies, and it is not in conflict with local laws.

2. Expectations of Suppliers

MIKRON's expectations of Suppliers include these standards:

- Business Integrity & Transparency Standards
- Human Rights & Labour Standards
- Health & Safety Standards
- Environmental Impact Reduction Standard
- Quality & Competitiveness Standards

MIKRON communicates these expectations in detail to its Suppliers through this document and gives guidelines with respect to responsible sourcing, including commitments to human rights, the environment, health & safety, business ethics and the development of a diverse and sustainable supply chain.

All Suppliers and business partners must communicate these expectations throughout their supply chains.

2.1 Business Integrity and Transparency Standards

MIKRON strongly condemns any form of bribery, corruption, embezzlement, or extortion in business practices. Additionally, it expects its suppliers to implement tools/contacts for whistleblowers so that employees can report improper behaviour, even anonymously.

MIKRON promotes transparent, clear, and honest business interactions and expects its suppliers to safeguard, protect, and respect intellectual property.

MIKRON supports ending violence and human rights violations in the extraction of certain minerals from any area described as the "Conflict Region," for example eastern part of the Democratic Republic of the Congo (DRC) and surrounding countries.

These "conflict materials" currently refer to gold, as well as tin, tantalum, and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite and others that may be added in future.

All suppliers are expected to comply with statutory laws, regulations of the country of origin, and more generally with European laws or, if not applicable, United Nations regulations.

2.2 Human rights and labour standards

The dignity of every worker must be respected. Following the United Nation's universal directives for Human Rights, each company must respect its workers and offer them decent working conditions. All form of child labour is prohibited. For all staff, the working conditions must be regulated and in accordance with the local laws and prerequisites. Any accordance on wages and benefits (for example social security, paid leaves) between the employer and the employee must

be stipulated in a clear and written contract. The monthly salary of a worker must meet, if applicable, the minimal salary in vigor in the country.

Employment must remain a free and independent choice of every individual. No one must be coerced or forced into accepting an employment offer. Exploitation of workers, such as but not limited to slavery and human trafficking are strongly prohibited and condemned. All forms of corporal punishments or collective disciplinary measures are not accepted.

No discrimination between employees shall be made on the basis of differences such as, but not limited to, race, colour, age, gender, beliefs, sexual orientation, ethnicity and political affiliation. Diversity and inclusion shall always be promoted inside the company.

Any person employed or engaged by our suppliers is entitled to form or join an employee organization (or union) of their choice with the aim of conducting collective bargaining and defending their interests. If national laws restrict this right, all employees should be given the right to form representations in order to promote their common interests and engage in direct dialogue with their employers.

2.3 Health and safety standards

The Mikron Group imposes rigorous standards of employees safety and occupational health on its suppliers. They must ensure that workplaces, equipment, and processes are safe and free from risks to employees' health. Suppliers must provide workers with appropriate personal protective equipment.

Practices promoting workplace safety and health must be promoted to prevent accidents and injuries. Necessary training and protective equipment must be provided. In case of emergencies, response plans and evacuation procedures, as well as worker training and emergency simulations, have to implemented.

Suppliers must also prevent, manage, and report occupational injuries and diseases, providing necessary training and protective equipment. Additionally, they must assess and control workers' exposure to physically demanding tasks and hazardous substances.

2.4 Environmental impact

Every Supplier ought to be committed to protect the environment by conducting responsible and ethical business practices. Following MIKRON's example of its Sustainability Reports, we highly recommend keeping tracks and records of all environmental impacts generated by business practices. By assessing environmental risks and by setting the adequate controls, each company can reduce its impact and therefore contribute to the collective effort in fighting against climate change.

Every Supplier is obliged to comply with the most up-to-date legal and environmental regulations. At its best, every company ought to try to reduce its green-house gas emissions (GHG) and generally produce less waste, by setting forth quantifiable targets and reductions goals. More

than just trying to prevent pollution, companies also ought to recycle, and use more recycled products, also by developing ever innovative practices. Resources can be conserved and preserved through circular business models and a responsible use of resources or the use of alternative materials.

2.5 Quality & Competitvity

All Suppliers are expected to furnish reliable and trustworthy products of good quality to MIKRON, in order to build a relationship of trust as partners. Every company should aim to continuously improve and reach new goals, developing itself and flourishing inside the market, alongside ethical and legal guidelines.

3. Third part compliance

Suppliers must extend compliance obligations to their employees, subcontractors, and subcontractors' personnel. They must transparently and regularly monitor the compliance of these third parties. If they suspect a violation by a third party, they must report it to Mikron Group, assist in investigations, and cooperate in subsequent corrective actions.

4. Violations and Consequences

If MIKRON provides the supplier with information raising a reasonable suspicion of agreement violation, the supplier must provide MIKRON with a detailed explanation within a reasonable period and, in any case, no later than 30 days from the receipt of the aforementioned information. If the supplier fails to provide a satisfactory explanation, MIKRON may:

- a) immediately terminate or suspend existing contracts at no cost
- b) seek compensation for damages suffered and reimbursement of expenses borne for the investigation of the alleged breach
- c) Immediately terminate existing contracts, given that contract termination is not inappropriate and there are no legal impediments preventing its enforcement.
- d) Request reimbursement for expenses incurred in investigating the alleged violation, regardless of the existence of evidence of damages, up to the actual cost incurred for conducting the investigations.
- e) Seek compensation for damages suffered due to the violation.

5. Raising concern

All the employees of MIKRON are obliged to adhere to MIKRON's Code of Conduct. The Code of Conduct proves MIKRON's commitment to act with complete ethical integrity in all situations while respecting every person's individual rights. It sets out the relevant principles of ethical behaviour in writing and applies them to all Mikron areas and sites. The aim of the Code of Conduct is to ensure that the MIKRON Group acts as a good corporate citizen, complies with legislation, and creates a working environment characterized by mutual respect, openness, and personal integrity.

In case any Supplier falls under the impression that MIKRON, as whole, or someone from its representatives or its staff, is not adhering to and going against the principles stipulated in the Sustainability Reports, the Code of Conduct, or this Supplier's Code of Conduct, it should report it immediately to MIKRON's higher representatives or HR. Every Supplier is expected to raise concerns in case of witnessed or truly suspected breach in the business and ethical mandatory conduct.

All reports will be taken into account seriously by the appropriate staff at MIKRON and reprisals against any reports made in perfectly good faith are prohibited.

For all inquiries or reports contact: compliance@mikron.com

Supplier's signature

Company name:

Surname, First name:

Position in the company:

Date:/...../.....

Signature:
