

Mikron Group

Mikron is a leading partner for high-performance production solutions, manufacturing complex and precise components in large volumes. With facilities in key markets worldwide, each site is fully integrated into the Group's governance and sustainability initiatives, thus supporting its strategic goals.

Mikron has strengthened its commitment to sustainability by aligning with the Global Reporting Initiative and international ESG standards. Its dedication to transparency, corporate responsibility, and ESG principles is reflected in the Group's Sustainability Reports, available at www.mikron.com/sustainability.

Through efficient solutions, Mikron helps customers produce responsibly, addressing challenges such as energy and raw material scarcity. Environmental responsibility is embedded across the value chain, with a focus on material sourcing and trusted Supplier relationships to support the transition to circular economies.

Mikron holds its Suppliers to the same high standards of commitment and dedication that it upholds internally. The term Suppliers identifies any natural or legal person who sells or provides services or goods to one of the Mikron Group companies. This Supplier Code of Conduct outlines Mikron's expectations for all its Suppliers. Compliance with this Code is therefore a condition for doing business with the Mikron Group.

We require our Suppliers to understand, implement, and explicitly adhere to the provisions set out herein. Suppliers shall also be responsible for ensuring compliance by their employees, affiliates, suppliers and subcontractors.

Supplier Expectations

Business Integrity

Mikron does not tolerate any form of bribery, corruption, embezzlement, extortion or money laundering in business practices. Suppliers are expected to implement adequate systems to prevent corruption and to comply with applicable laws.

Suppliers shall conduct business in a transparent, fair and honest manner while respecting third-party intellectual property rights and confidentiality obligations. Suppliers shall ensure the lawful use of personal data.

Mikron expects its Suppliers to take all reasonable measures to identify, prevent and manage any actual or potential conflict of interest. Should any such event arise, the Supplier shall immediately notify Mikron.

Suppliers shall use and source minerals and metals only from reliable and conflict-free areas. This obligation applies to so-called conflict materials which currently include gold, tin, tantalum, and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite as well as any others that may be added in the future.

All Suppliers are expected to comply with statutory laws and regulations of the countries in which they operate as well as all applicable international regulations.

Suppliers shall implement robust mechanisms to monitor compliance with this Code of Conduct across their entire supply chain. This includes conducting regular internal audits, utilizing reporting tools, and maintaining documentation to verify adherence to ethical, legal, and environmental standards. Suppliers are expected to assess risks, identify potential non-compliance, and take proactive measures to address any issues. Suppliers shall also ensure that their own suppliers and subcontractors are informed of and comply with the principles outlined in this Code.

Human Rights and Labor

The dignity of every worker must be respected. In alignment with the Universal Declaration of Human Rights, Suppliers must ensure that all workers are treated fairly and are offered decent working conditions.

Suppliers must provide all employees with working conditions that comply with local laws and regulations. Agreements concerning wages and benefits, such as social security and paid leave, must be clearly documented in a written contract. Where applicable, the monthly compensation of a worker must meet or exceed any legally established minimum wage in the country and, where possible, ensure a level of pay that supports a dignified standard of living.

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

No employee shall be subject to discrimination on the basis of race, color, age, gender, beliefs, sexual orientation, ethnicity, political affiliation, or for any other reason. Mikron expects its Suppliers to actively promote diversity and inclusion in all aspects of its operations and to maintain a workplace free from harassment, abuse, or any form of intimidation. Any behavior that creates a hostile, offensive, or unsafe environment will not be tolerated.

All individuals employed or engaged by our Suppliers have the right to form or join an employee organization or union of their choice to engage in collective bargaining and to protect their interests. In cases where national laws limit such rights, employees should be allowed to form representative bodies to promote their common interests and engage in direct dialog with their employers.

Suppliers shall provide accessible and confidential whistleblowing channels for employees and other stakeholders to report concerns, including potential non-compliance with this Code or unlawful and inappropriate activities in the workplace, even anonymously and without fear of retaliation. All reports must be treated with discretion, thoroughly investigated, and followed by appropriate corrective and remedial actions where necessary.

Health and Safety

Mikron requires its Suppliers to uphold rigorous standards of employee safety and occupational health in accordance with the local laws. Suppliers are expected to implement effective workplace safety practices, ensuring regular risk analysis, including the provision of necessary training and protective measures, in order to prevent accidents and injuries. In the event of emergencies, they must establish response plans and evacuation procedures, conduct regular worker training, and carry out emergency simulations.

Suppliers must also prevent, manage, and track occupational injuries and diseases, providing necessary training and appropriate personal protective equipment. They must assess and control workers' exposure to physically demanding tasks and hazardous substances.

Supplier must strictly comply with all health, safety, security, and environmental rules, policies, procedures, and instructions notified by Mikron relating to (i) access to any premises of Mikron or of its customers, partners, or other third parties designated by Mikron, (ii) use of equipment, (iii) performance of on-site or remote services, and (iv) interaction with Mikron's personnel or any third parties.

Environmental Impact

Suppliers are required to conduct their business in a responsible and ethical manner that actively contributes to environmental protection. In line with Mikron Group's commitments, as reflected in the Sustainability Report, Suppliers are strongly encouraged to maintain accurate records of the environmental impacts arising from their operations, as well as from the products and services they provide. Environmental risks should be regularly assessed and controlled in order to minimize any negative impact and support the collective effort to mitigate climate change.

Suppliers shall comply with all applicable environmental laws and regulations. Beyond compliance, Suppliers are expected to implement measures to promote the efficient and responsible use of natural resources and raw materials, reduce greenhouse gas emissions (GHG), minimize waste, and establish measurable reduction targets. We expect Suppliers to also focus their efforts on preventing pollution, increasing the use of recycled materials, and developing innovative practices that advance sustainability.

Quality

Suppliers are expected to deliver safe, reliable, high-quality products to Mikron, fostering a relationship built on trust and long-term partnership. They are encouraged to pursue continuous improvement, set ambitious goals, and evolve within the market, always in line with ethical standards and legal requirements.

Supplied products must comply with all applicable safety and quality regulations and undergo appropriate checks before delivery. Their safe use, including proper traceability and documentation, must be ensured. Suppliers shall inform Mikron of any risks, hazardous substances, or specific handling requirements.

Enforcement

Mikron reserves the right to conduct inspections or audits, either directly or through authorized third parties, to verify the Supplier's compliance with the principles set out in this Code of Conduct. Upon reasonable notice, Mikron may request access to the Supplier's facilities, records, and relevant documentation. The Supplier shall fully and proactively cooperate with any such audit or inspection.

If, during an inspection or at any other time, Mikron identifies any potential non-compliance with this Code of Conduct, the Supplier shall, within 30 days from receipt of Mikron's notification, provide clarification and then implement the necessary corrective measures, as agreed with Mikron.

Should the Supplier fail to provide a satisfactory explanation or to remedy the non-compliance within the agreed timeframe, Mikron reserves the right to take appropriate measures, which may include:

- a) suspending or, where appropriate, terminating existing contracts, provided that such termination is not disproportionate and no legal impediments prevent its enforcement;
- b) requesting reimbursement of reasonable expenses incurred in investigating the alleged violation, up to the actual cost of the investigations;
- c) seeking compensation for any damage directly resulting from the violation.

Mikron encourages open dialog and cooperation to resolve any issues in good faith and to support continuous improvement in compliance and ethical practices.

By signing below, the Supplier acknowledges having read and understood this Code of Conduct and agrees to comply with its principles.

Company:

Name of signatory:

Position:

Date:

Signature:

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This document is subject to the direction of Mikron Group Compliance and Supply Chain Management.