

Sustainability Guideline/Sustainability Requirements for Suppliers of the JUNKER Group

Preamble

For JUNKER, observance of and compliance with high ethical and ecological standards is of great importance. In this/these Sustainability Guideline/Sustainability Requirements for Suppliers of the JUNKER Group, we have specified our expectations of ethical, social and ecologically responsible conduct that we stipulate for suppliers, providers, subcontractors and other companies with whom we have business relations (collectively referred to as "Supplier" or "Suppliers" for short). We know that Suppliers are active worldwide and consequently move in different jurisdictions and cultures. Nevertheless, this/these Sustainability Guideline/Sustainability Requirements contain the minimum requirements that Suppliers must satisfy to be able to enter into business relationships with us.

Core values of compliance and Code of Conduct

Our core values as defined in the Compliance Guideline and Code of Conduct, are specified below, which reflect what is important for JUNKER as an international group of companies. Compliance with these values is a crucial precondition for our success, since these values are the foundation of our whole business activity. Our core values are unchanging. They are influenced by everyday trends or by altered market conditions as little as by time- or situation-dependent factors. They are therefore the cornerstones of our whole corporate culture. These values are the key elements of our working methods at JUNKER and must be implemented across all aspects of our conduct, including our Suppliers.

Compliance and Sustainability Guideline/Sustainability Requirements for Suppliers of the JUNKER Group

- The Supplier shall be a "partner for precision" in every sense*
JUNKER supplies its customers with high-quality machines developed for specific customer needs, and the entirety of the working methods of all JUNKER employees shall be characterized by a high standard of quality and efficiency. The Supplier shall take on these requirements as a "partner for precision" in every sense.
- The Supplier shall be obliged to comply with all laws*
Compliance with legal provisions is mandatory in every case, even when this means avoiding an attractive business opportunity.
- The Supplier shall be obliged to maintain a high degree of integrity in their business activities*
The Supplier shall take a firm stance against corruption and avoid any conflict of interest that has even the appearance of improper conduct.
- The Supplier shall be obliged to maintain a working environment shaped by good collaboration and to ensure equal treatment of all employees*
The Supplier shall expect their employees to respect the privacy and dignity of others. Discrimination and harassment of any kind shall not be tolerated.
- The Supplier shall be obliged to be transparent in their decision-making processes*
The Supplier shall document the business transactions fully and precisely.
- The Supplier shall be obliged to ensure the health and safety of employees in the workplace*
The Supplier shall promote a sense of responsibility for safety in the workplace and implement measures to identify and eliminate potential hazards. Where necessary, they shall give warning of hazards.
- The Supplier shall be obliged to cooperate with investigating authorities*
The Supplier shall support investigations by authorities and answer questions from investigating authorities. In this way, the Supplier shall ensure that the rights and interests of the Suppliers and their employees are maintained.

The JUNKER Group places great value on a sustainable corporate culture, which shall be characterized by common values. This shall include valuing our customers, integrity as the foundation and guiding principle of our conduct, as well as diligence, accuracy and reliability in everything that we do. These principles shall be embodied by every JUNKER employee, being conducive to the development of a culture of collaboration amongst employees with customers, subcontractors and other interest groups. The Supplier shall foster this corporate culture in order to fulfill the Sustainability Guideline/Sustainability Requirements for Suppliers of the JUNKER

Group. Furthermore, the Supplier shall stand for respectful interactions with each other and tolerance of differences in opinion. Cooperation instead of confrontation shall be an important principle underpinning our mutual work, as is encouragement of employees' individual responsibility and sense of justice and fairness.

Sustainability Guidelines/Sustainability Requirements for Suppliers of the JUNKER Group

1. Principles of working relations

The Supplier shall foster a corporate culture characterized by mutual support, respect, fairness, protection of privacy, professionalism and loyalty, since these preconditions are vital for a good working environment. Discrimination and harassment of any kind shall not be tolerated. The Supplier shall promote constructive employee working relations.

2. Compliance with applicable law

The Supplier shall comply with the laws, rules and regulations in everything they do and in all countries in which the Supplier is active. The Supplier shall respect the relevant foreign trade legislation. In compliance with trade regulations, the Supplier shall understand observance of all regulations regarding import, export and domestic trade of goods, technology, software and services, as well as all international sanctions and restrictive commercial practices. The Supplier shall not maintain any business relationships with companies or individuals who violate sanctions. The Supplier shall never participate in money laundering.

3. Anti-corruption measures

The Supplier shall carry out their business in a fair and legal manner. The Supplier shall therefore never participate in any form of corruption. This shall include bribes that have been paid by or received by our business partners in our name.

Bribes: Never offer bribes and never accept bribe money.

4. Conflicts of interest

All of the Supplier's business shall be conducted in an objective manner. The business decisions shall be taken in the best interests of the company. The Supplier shall ensure transparency of business decisions and transactions, and shall support individual decision-makers as soon as a potential conflict of interest arises.

5. Business partners

The Supplier shall work only with demonstrably reputable, sincere and competent business partners. A business partner shall be anyone with whom we enter into business relationships, including subcontractors, dealers, agents, etc. The Supplier shall have no relationship with business partners who participate in illegal activities such as bribery or human rights violations, or with organizations and individuals against whom sanctions have been imposed. The Supplier shall never work with business partners who would like to disguise transactions.

6. Fair competition

The Supplier shall be committed to fair competition, conduct business in a fair and legal manner, and comply with laws and rules. The Supplier shall not participate in price fixing, market allocation, production constraints, collusive tendering or other practices which contradict open competition. In situations where the Supplier has market leadership, the Supplier shall not exploit their leadership position improperly, or infringe local or other legal requirements.

7. Company assets and confidential information

The Supplier shall provide the required resources, equipment and information in order to conduct their business efficiently, and shall ensure that these company assets and information are appropriately protected. It is therefore imperative that no company data shall be published external to the Supplier.

The Supplier shall handle all personal data (e.g. name, address, telephone number, date of birth, state of health, etc.) of their customers, business partners and employees with the utmost care. The employees of the Supplier shall be obliged to take all measures to ensure data security which are appropriate to protect our IT system, as well as to protect against internal and external data theft. This shall particularly concern improperly used passwords within the company and unauthorized downloading of files.

8. Human rights

Human rights: The Supplier shall respect and protect the internationally agreed human rights. The Supplier shall take their position from the UN Global Compact Initiative Guideline (www.unglobalcompact.org). The Supplier shall respect and protect the personal dignity, privacy and compliance with personal rights of every individual. The Supplier shall expect this from their business partners too. JUNKER shall expect employees of the Supplier to familiarize themselves with the UN Global Compact Initiative Guideline, to understand how this guideline affects their work, and to comply with all applicable human rights laws and human rights provisions. This shall also include dealing with conflict minerals such as tin, tantalum, tungsten and gold from conflict areas or high-risk areas, which shall promote neither conflicts nor violations of human rights.

Health and safety: The Supplier shall ensure safety and therefore facilitate maintenance a safe and healthy working environment for all their employees and business partners. JUNKER shall expect the employees of the Supplier always to observe all safety regulations applicable to their position and to halt their work if they become aware of unsafe conditions or unsafe behavior and have informed the supervisor responsible.

Non-discrimination and equal opportunities: Employees must not be disadvantaged due to race, skin color, nationality, gender, religion, disability, sexual orientation or other illegal grounds in recruitment, promotion, remuneration, performance assessment or with regard to other working conditions. The Supplier shall place value on the fact that the recruitment of staff is dependent exclusively on whether an applicant fits the required job profile. Similarly, we shall not tolerate any form of harassment in the workplace.

JUNKER shall expect employees of the Supplier always to interact with cultural difference respectfully, always to make decisions concerning their work on the basis individual performance to prevent discrimination, and never to make inappropriate comments or send offensive messages.

Rights in the workplace: The Supplier shall respect and promote the rights of their employees in the workplace. The Supplier shall support the rights to freedom of association and recognize their right to membership of a union or another association. The Supplier shall pay their employees a fair wage for their work and provide work breaks, as well as paid holiday in accordance with local legislation. The Supplier shall never use child labor or forced labor, either directly or via subcontractors or other business partners.

9. *Women's rights*

Equality between men and women is a human right. Women's rights refer to the basic principle that women have a right to political, economic and social equality. This is the prerequisite for sustainable development and helps to improve the quality of life of everyone overall. JUNKER requires its Suppliers to take all suitable measures to ensure full development and support so that women and men can exercise and enjoy human rights and basic freedoms equally and in order to prevent any kind of discrimination.

10. *Equality, diversity and tolerance*

Equal opportunities, diversity, equality and inclusion are required in equal measures in order to create a supportive working environment in which synergy effects are achieved. The JUNKER Group is convinced that a pleasant working environment, respectful cooperation and free development are essential and closely connected to the welfare and success of a company. As a global company, JUNKER relies on the free development of employees of all cultures, genders and personal orientation at all levels of personnel.

11. *Rights of the minorities and Indigenous peoples*

The rights of Indigenous peoples shall be respected and protected. Any actions taken shall correspond to the principles laid down in the international standards.

12. *Protection of the environment*

The protection of the environment and of the climate shall be a key concern for the Supplier. JUNKER shall expect the Supplier to encourage their employees to treat all natural resources directly used by the Supplier (e.g. energy, water, space) with care. The Supplier and their employees shall be expected to behave responsibly during the manufacture and distribution of products and/or services and regularly look for ways and means to reduce the environmental impact of products and activities.

We shall expect our Suppliers to comply with all applicable environmental laws and all official regulations concerning environmental protection. We shall prioritize Suppliers who promote preserving, protecting and cleaning up the environment through energy conservation, recycling, correct waste disposal and environmental cleanup. Moreover, Suppliers must encourage their employees to act responsibly in relation to the environment.

13. *Conflict minerals*

Conflict minerals are currently the raw materials of tin, tungsten, tantalum and gold. These minerals may come from the Democratic Republic of Congo and its bordering states, and extraction of these minerals may contribute to financing armed groups and therefore to extreme violence, as well as human rights violations in these countries. The four conflict minerals, as they are known, are used in many products, primarily in electronics components, and are therefore present in our products. Our requirement is that their products shall only use raw materials, the extraction, transport, trade, processing and export of which neither directly nor indirectly contribute to the financing of conflicts and human rights violations.

14. *Report of suspicious activity*

As a responsible company, the Supplier shall advise their employees, and also their business partners, to report or question any suspicious cases of potentially unethical or unlawful conduct.

15. *Land, forest and water rights, and forced eviction*

The prevention of forced evictions and withdrawal from land, forests and water during the acquisition, development or other use of land, forests and water.

16. *Soil quality and water*

The rights to water and sanitary equipment for people potentially affected by our activities and actions shall be respected. The long-term protection of water as a habitat or key element of habitats is essential for a sustainable water supply. Furthermore, the quality and condition of the soil must be respected so that it can fulfill its tasks, in particular to improve the environment and human health.

17. *Counterfeit products*

The Suppliers of the JUNKER Group undertake not to use a counterfeit product, nor to be involved in building a counterfeit product. The Suppliers shall take all measures required in their area of responsibility to ensure that no information, e.g. customer products, their machinable components/raw materials or the relevant expertise falls into the hands of counterfeiters, smugglers, thieves or other unauthorized third parties and thereby leaves the legitimate delivery chain.

18. *Intellectual property*

To protect intellectual property, the Suppliers must ensure that all highly sensitive data is backed up and that the applicable intellectual property rights of the employees and business partners are guaranteed within reason. The Suppliers must thereby protect all confidential information accordingly.

19. *Export controls and economic sanctions*

The Suppliers must comply with the export control regulations and economic sanctions applicable to the business. Furthermore, the customs authorities and other authorities must be provided with truthful information about this if required.

20. *Disclosure of information*

The Suppliers undertake to disclose information. This means that the Supplier shall openly and transparently describe what influences could negatively impact the quality of the goods or services. The Suppliers shall grant JUNKER permission to assess the sustainability efforts at any time and after prior notification in good time.

21. *Financial responsibility*

Suppliers shall create suitable plans in order to maintain business continuity for operational activities. These shall support our customers' business. The Suppliers of the JUNKER Group undertake to do this.

22. *Deployment of private or public security services*

The Suppliers of the JUNKER Group shall not directly or indirectly support public or private security services who commit any misuse described in "Risk management: Serious infringements" or who act illegally. The role of public or private security services is to ensure the security of employees, facilities, equipment and property in accordance with the rule of law, including the laws guaranteeing human rights.

The Supplier shall also be responsible for ensuring procurement volumes are in accordance with the law and for compliance with all (environment-related) requirements for the following areas:

- 23. Animal protection
- 24. Biodiversity, land use and deforestation
- 25. Noise emissions
- 26. Waste prevention
- 27. Renewable energies
- 28. Energy consumption and greenhouse gas emissions
- 29. Responsible chemicals management

JUNKER shall require all Suppliers and their business partners to comply with and implement this/these Sustainability Guideline/Sustainability Requirements for Suppliers of the JUNKER Group. Violation of this/these Sustainability Guideline/Sustainability Requirements shall represent damage to the business relationship between the JUNKER Group and the Supplier. Further rights notwithstanding, JUNKER shall reserve the right in this case to demand clarification of the facts and the introduction of countermeasures by its Supplier. If no suitable improvement measures have been demonstrably introduced within an appropriate time frame, or if the violation is so serious that a continuation of the business relationship unacceptable for JUNKER, JUNKER shall reserve the right, further rights notwithstanding, to terminate the contractual relationship concerned without notice or to withdraw from the contract concerned.