

## Sustainability and Compliance Requirements for Suppliers

Version: 2.0

Date: March 11, 2026

Approved by: Executive Management

### 1 Introduction and Fundamental Principles

As an internationally active company, we are committed to complying with the regulations and laws of the countries in which we operate and are guided by the United Nations Global Compact and the principles of Transparency International.

Regatron AG is committed to ethical, environmentally responsible, and socially responsible business conduct.

This Code of Conduct sets out the binding fundamental principles for cooperation with our suppliers and business partners and serves as the basis for a transparent, responsible, and sustainable business relationship.

### 2 Labor and Human Rights

**No child labor:** As a supplier to Regatron AG, you commit to prohibiting child labor in any form. You will not employ any children below the minimum legal age for employment in the respective country.

**No forced labor:** You commit that employment relationships are voluntary and based on locally applicable law. This commitment includes that any form of forced labor, servitude, or involuntary labor is to be refrained from. This also includes the withholding of wages, social benefits, identity documents, or other personal valuables.

**Respect for freedom of association and collective bargaining:** As a supplier to Regatron AG, you commit to supporting the right to freedom of association and the right to collective bargaining in accordance with applicable laws.

**No harassment or discrimination:** All your employees must be treated equally, fairly, and with respect, regardless of religion, ethnic or social origin, disability, sexual orientation, caste, skin color, pregnancy, gender, age, union membership, or political affiliation. The personal dignity, privacy, and personal rights of each individual are respected.

**Working hours and remuneration:** You commit to complying with all applicable legal provisions regarding working hours, overtime regulations, and minimum wages, and to ensuring appropriate and transparent remuneration.

Furthermore, you commit to identifying human rights risks within your own business operations and within your supply chain, to implementing appropriate preventive measures, and to taking adequate remedial action in the event of identified violations.

The requirements of this section are guided in particular by the ILO Core Labour Standards and the United Nations Guiding Principles on Business and Human Rights.

### 3 Corruption and Statutory Provisions

You commit to complying with all applicable laws, rules, and regulations in all countries in which you operate.

**Corruption and bribery:** Regatron AG conducts its business in a transparent, fair, and honest manner. Regatron AG rejects the obtaining of economic advantages through direct or indirect favors in every respect (this excludes hospitality, customary local practices, or courtesy gifts within a customary framework). As a supplier to Regatron AG, you commit to speaking out against bribery and corruption. Any attempt to influence Regatron employees must be refrained from.

**Fair competition:** You hereby commit to complying with all relevant competition and antitrust laws.

**Personal data:** You hereby commit to complying with all applicable laws and regulations regarding data protection whenever personal data is collected, stored, processed, or transferred.

**Business secrets and intellectual property:** You hereby commit to protecting confidential data of Regatron AG. Furthermore, you commit to respecting all intellectual property rights.

**Compliance with trade regulations:** You hereby commit to complying at all times with all applicable economic sanctions, export control laws, and export regulations when conducting business with Regatron AG.

## 4 Environment, Health, and Safety

**Environment:** You commit to complying with all relevant environmental laws and to systematically considering environmental aspects. This includes, in particular, the responsible use of energy, water, and raw materials, the minimization of emissions and waste, and the proper handling of hazardous substances. Where appropriate, suitable management systems or comparable processes should be established.

**Health and safety:** You commit to providing a working environment that meets or exceeds applicable standards and legal requirements. This includes, in particular, protection against fire, accidents, and toxic substances.

## 5 Raw Material Sourcing

Your company establishes and maintains appropriate processes for fulfilling due diligence obligations regarding conflict minerals in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This applies in particular to tin, tantalum, tungsten, and gold (3TG) as well as cobalt, and also includes their ores and derivatives from conflict-affected and high-risk areas.

## 6 Monitoring and Enforcement

Compliance with these requirements may be verified through an audit. If requirements or expectations are not met, Regatron AG may provide recommendations for action. You commit to implementing appropriate countermeasures in the event of violations and to fulfilling them within an acceptable timeframe. You shall ensure that employees or affected third parties have the possibility to report violations of legal or ethical standards confidentially and without fear of retaliation.

As a supplier or business partner of Regatron AG, you commit to:

- Providing relevant information upon request,
- Cooperating in risk analyses or audits,
- Passing on the requirements of this Code to your own suppliers and business partners as well as their supply chains.

In the event of identified violations, you will be requested to initiate appropriate corrective measures within a reasonable period. In the event of serious or repeated violations, Regatron AG reserves the right to suspend or terminate the business relationship in whole or in part.

## 7 Appendix

### United Nations Global Compact

By signing the UN Global Compact, a company commits to recognizing and implementing, within its sphere of influence, a catalog of fundamental values relating to human rights, labor standards, environmental protection, and anti-corruption measures.

### Transparency International

The Business Principles for Countering Bribery, published by Transparency International, were compiled by a group of private sector companies, non-governmental organizations, and trade unions as a tool for companies to develop effective concepts for combating corruption throughout their business operations.

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By signing below, you confirm compliance with the requirements of the Regatron AG Supplier Code of Conduct.

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Company:

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Signature:

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Place, Date:

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Name, Position: