

Code of Conduct for all Suppliers of the BMK Group of Companies (BMK Group GmbH & Co. KG, BMK professional electronics GmbH, BMK electronic solutions GmbH, BMK electronic services GmbH, BMK Czech Technologies s.r.o., BMK Electronics Changzhou Ltd.)

Preamble

BMK is expressly committed to protecting fundamental principles in the areas of human rights, labor standards and environmental protection standards, as well as to applying high ethical and moral business standards, and has set this out in its own Code of Conduct.

These principles also play a significant role in the relationship between BMK and its suppliers and are set out in this Supplier Code of Conduct.

Our "Suppliers" (including their officers, employees, representatives, subcontractors and distributors) comply with all applicable national and foreign laws and avoid any actions that could cause BMK to violate or be penalized under applicable law. In addition, we expect our suppliers to comply at a minimum with the following standards:

A. Employee and human rights

- The principle of free choice of employment applies at all Supplier sites, which is why the Supplier rejects any form of forced labor.
- Any employment of children is unacceptable.
- The working hours, granting of work breaks as well as paid vacation are at least in accordance with the national legislation.
- The Supplier respects the right to adequate remuneration, which in any case corresponds to the minimum wages guaranteed by law and is based on the performance of the employees and the respective labor market. All employees receive remuneration commensurate with their work.
- The Supplier fully respects human dignity and therefore rejects any inhumane or brutal treatment or the threat of such, in particular sexual harassment, sexual abuse, physical restraint, psychological or physical coercion and verbal assault.
- The Supplier promotes a culture of diversity and equal opportunity in which people treat each other with respect. The selection, hiring and promotion of our employees is based exclusively on their qualifications and skills. Differences between employees are valued and respected. Discrimination, harassment or intimidation of any kind, particularly on the basis of ethnic background, gender, skin color, nationality, age, civil status, sexual orientation, religious or political beliefs, ancestry, social status or disability is prohibited.
- The Supplier recognizes the right to freedom of association and the right to join a trade union.

B. Occupational health and safety

The Supplier is committed to providing a safe and hygienic work environment. In addition to general knowledge of the industry and specific hazards, the Supplier takes into account all international and site-specific safety regulations as well as the relevant working time and occupational health and safety laws. The Supplier has derived appropriate standards from this for itself, which the Supplier pays attention to and constantly reviews in order to prevent accidents and damage to health in the course

of work or to minimize hazards associated with the working environment as far as this is reasonably practicable.

A corresponding occupational health and safety organization has been implemented and is constantly being further developed. This also includes

- The identification of potential emergency situations and their assessment, including the implementation of emergency response plans and procedures to minimize harm to life, the environment, and Material assets,
- Procedures for reporting, classifying, and recording work-related accidents and illnesses,
- the systematic identification, evaluation and monitoring of the handling of chemical, biological or physical agents by employees, including measures to control overexposure and the need for personal protective equipment,
- inspecting production equipment and other machinery for safety and injury hazards and installing and maintaining appropriate protective equipment and measures,
- Identification, Evaluation and Surveillance of hazards associated with physically demanding work.

Employees receive regular and recorded training on health and safety aspects. These trainings are repeated for new or rehired employees.

Every employee has access to clean sanitation, drinking water and food storage facilities

The Supplier prohibits all forms of alcohol, drugs and abuse of other substances in connection with work or in the workplace and offers support to employees with addiction problems.

C. Environmental protection

The Supplier maintains an environmental management system, preferably a certified system in accordance with ISO 14001 or EMAS, to be able to communicate in a targeted manner with interested parties outside the company and to help shape the development of ecological sustainability in its industry.

Managers as well as employees of the Supplier are required to make an active contribution to the protection of the environment and the prevention of environmental hazards through environmentally friendly behavior. This includes in particular:

- The Supplier ensures the continuous recording and evaluation of environmentally relevant regulations for all areas of the company and ensures at least that they are complied with and, where possible, that they are surpassed.
- The Supplier is aware of its responsibility regarding the prevention of environmental pollution. Hazardous substances in particular are therefore stored, used and transported in such a way that the risk of environmental accidents is reduced to a minimum. The use of hazardous substances is subject to constant monitoring and testing by trained employees.
- Appointed responsible persons support the Supplier in the resource-efficient design of particularly relevant environmental areas such as energy requirements and waste generation. They are available to answer employees' questions in order to empower the safe and resource-conserving execution of all tasks in the company.

- The generation of solid waste as well as waste water is avoided at the Supplier as far as possible. Unavoidable process-related waste is collected by sort and, where possible, passed on to processing companies for recycling or reprocessing.

All employees receive regular training on proper environmentally friendly behavior in their workplace and are regularly informed on current environmental topics.

D. Ethic

1. Business integrity

The highest standards of integrity are the basis of all business activities of the Supplier. The Supplier strictly prohibits any form of bribery, corruption, extortion and embezzlement. This also includes, where applicable, the responsible sourcing of conflict minerals.

2. Prohibition of improper advantage taking

The acceptance or granting of benefits that could impair business judgment or lead to a conflict of interest is prohibited. Employees are prohibited from taking any action that could give the impression of improperly influencing a business partner or of being influenced by a business partner.

3. Disclosure of information

We expect honesty in our dealings, courtesy in our dealings, respect and fairness in our cooperation with our business partners. This includes that decisions are made and communicated in a transparent and comprehensible manner. All business processes are documented in the Supplier's business records and can be traced without gaps.

4. Intellectual property

The Supplier respects intellectual property rights. Technology and know-how are handled in such a way that intellectual property rights are observed. The Supplier uses third-party intellectual property only within the scope of cooperation and not for purposes other than those for which it is intended.

5. Fair business, fair advertising and fair competition

The Supplier keeps the standards of fair business, fair advertising and fair competition.

6. Protection of identity and prohibition of retaliation

The Supplier maintains a process that ensures confidentiality, anonymity and whistleblower protection on the part of business partners and employees, unless prohibited by law. This process also allows the employees to raise concerns without fear of retaliation, and the Supplier has informed its employees of this process.

7. Data Protection & Privacy

The Supplier is committed to meeting the reasonable expectations of its business partners and employees regarding the protection of private information. Compliance with applicable data protection laws and government regulations is important to the Supplier when collecting, storing, processing, transmitting or reproducing personal data.

Detailed instructions and requirements for employees on ethics in business are codified in internal behavioral guidelines.