

## First Sensor Group Code of Conduct for Suppliers with Intermediary Function

The success of First Sensor AG and its subsidiaries (referred to collectively as "First Sensor") is based on the quality of our products and the trust of our customers. Innovation, excellence and proximity serve as the compass for our actions. As part of this company philosophy, First Sensor places its trust in specialist expertise, the persuasiveness of the arguments, honesty, and integrity in the representation of its interests. We also expect this of our suppliers. This Supplier Code of Conduct specifies our expectations for collaboration with integrity, i.e. in a manner that is legally sound and based on ethical principles. By gearing our conduct toward high ethical and legal standards, we jointly establish trust and avoid legally questionable or image-harming situations from the start. We expect our suppliers to verifiably and consistently endeavor to anchor the principles of the United Nations Global Compact and the requirements of this code of conduct not only in their organizations, but also in their own supply chains.

First Sensor retains the right to monitor adherence to the following requirements after giving prior notice and compliance with the applicable laws. Changes in the First Sensor compliance program may also result in changes to this code of conduct. First Sensor expects its suppliers to accept these changes.

### **The supplier hereby pledges:**

#### **Legal conformity and compliance:**

- To adhere to the laws of the applicable legal systems. To disclose features of the supplier's existing compliance programs upon request.

#### **Observance of basic employee rights and fair working conditions**

- To comply with the applicable national and international human rights and employment rights.
- To reject all forms of forced labor usage. To also implement effective measures to pre-emptively prevent forced labor.
- Not to hire employees unable to prove a minimum age of 15 years. Additional age limits can be found in ILO Convention 138.
- Not to tolerate any discrimination in the workplace and to actively counteract it, particularly regarding discrimination based on ethnic background, sex, religion, citizenship, sexual orientation, or political views, provided that they are based on free, democratic principles.
- Not to tolerate improper treatment of personnel, such as mental hardship and sexual or personal harassment or discrimination.
- To continue to promote equal opportunities for all employees.
- To protect the life and health of all employees from hazards resulting from manufacturing and products, and to ensure that all employees are knowledgeable of the issue of occupational safety. All applicable laws concerning occupational safety and health are observed.
- To the extent permissible by law, to honor the freedom of association of the employees and not to favor or discriminate against members in labor organizations or trade unions.

- To comply with the applicable national standards regarding minimum wage and working hours.

## **Prohibition of corruption and bribery, money laundering, and conflicts of interest**

- Not to tolerate corruption in any form, especially in the form of granting an undue advantage or bribery. First Sensor suppliers must actively and preventively ensure that employees or representatives do not provide, offer, request, or accept illegal payments or benefits to/from third parties in order to influence official acts or to obtain an unfair advantage. If the supplier becomes aware of a suspicious situation, it will promptly notify the competent authorities of this.
- To comply with the relevant legal requirements on money laundering preventions and not to participate in money laundering activities.
- To strictly avoid conflicts of interest that have a negative impact on business relations. Any takeover sought by an employee must be disclosed, unless this violates statutory provisions.

## **Fair competition, renunciation of trusts, and company secrets**

- To adhere to national and international competition laws. This primarily includes observing considerations under anti-trust law, particularly the renunciation of illegal price-fixing and collusive tendering or the allocation of markets and customers.
- To protect confidential or personal data and company secrets. It will also ensure that the intellectual property of all parties involved are not provided without their consent to third parties.

## **Environmental protection efforts**

- To observe all applicable laws regarding environmental protection and to continuously improve environmental protection. The supplier must also follow the precautionary principle in handling environmental problems and be proactive in order to generate a greater sense of responsibility for the environment and to promote the development and proliferation of environmentally friendly technologies.

## **REACH/RoHS compliance**

- To act in compliance with the REACH Regulation (Regulation (EC) No 1907/2006) and the RoHS Directive (EU Directive 2015/863/EU). In the event of non-compliance, First Sensor must be promptly notified of this.

## **Avoidance of conflict resources**

- To take appropriate actions to prevent the use of conflict resources. Conflict resources are resources that directly or indirectly support non-state armed groups. This specifically concerns an import ban on resources (e.g. gold, tantalum, tin, and tungsten ore) from conflict regions (e.g. Congo, Rwanda, Uganda, Burundi) and conduct compliant with Dodd-Frank Act Section 1502. Information on the smelters and refineries used for minerals by the supplier must be made available upon request. Use of the reporting template (CMRT) from the Conflict-Free Sourcing Initiative is recommended for this.

## **Export control compliance**

- To adhere to the applicable laws for the export of goods or services. These particularly include import/export restrictions by the national authorities. If the delivered goods are

subject to restrictions and/or bans or are listed in the applicable dual-use regulation (EU) or the national export control list, the recipient of the goods must be notified of this no later than upon order confirmation.

## Supply chain

- To ensure that the rules corresponding to the First Sensor Supplier Code of Conduct are also adequately supported in its supply chain.

Adherence to the requirements described in this document is considered essential for any form of business relationship. If there is suspected non-compliance with the principles or requirements, First Sensor reserves the right to request information on the respective circumstances. First Sensor further reserves the right to unilaterally and extraordinarily terminate without notice some or all contractual relationships with suppliers that are proven to not comply with this Supplier Code of Conduct or that do not strive for or implement any improvement measures after they have been given a reasonable deadline by First Sensor.

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## Place, date, signature, and company stamp

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Signatory's name (print):

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Signatory's capacity:

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Signatory's email: