

Policy Statement of the German affiliated companies of the HANZA BMK Group (HANZA BMK Group GmbH, HANZA BMK professional electronics GmbH, BMK electronic solutions GmbH, HANZA BMK electronic services GmbH)

Preamble

As a leading competence centre for electronics services, HANZA BMK aims to increase the economic success of its customers. HANZA BMK attaches great importance to complying with legal and standard specifications relating to quality, occupational safety, environmental protection, energy efficiency and ethics and to monitoring their up-to-dateness and is committed to its responsibility for respecting human rights, recognising and, as far as possible, avoiding environmental-related risks. This applies equally to its own business area and the supply chain.

The Policy Statement, first published in 2023, is updated by this document.

Our human rights and environmental strategy

HANZA BMK's human rights strategy

HANZA BMK sets out the guidelines for its internal human rights strategy in its HANZA BMK Code of Conduct. Binding compliance with the HANZA BMK Code of Conduct by all HANZA BMK employees, and equally by all employees, is the cornerstone of our human rights strategy.

The obligation to respect human rights set out in our HANZA BMK Code of Conduct covers the prohibitions regarding human rights-related risks in accordance with Section 2 (2) The German Supply Chain Due Diligence Act (LkSG).

Human rights in the supply chain

Similar to the business organisation, the protection of fundamental principles in the areas of human rights, labour standards and environmental standards plays an important role in the relationship between HANZA BMK and its suppliers. For this reason, HANZA BMK has defined a HANZA BMK Code of Conduct for Suppliers, compliance with which, or compliance with an equivalent code of conduct, is expected of all suppliers.

The obligation to respect human rights set out in our HANZA BMK Code of Conduct for Suppliers covers the prohibitions regarding human rights-related risks in accordance with Section 2 (2) LkSG.

HANZA BMK's environmental protection strategy

HANZA BMK sets out, inter alia, requirements for environmental protection in its HANZA BMK Code of Conduct. Alongside the environmental statement, which has also been published, this forms the basis for HANZA BMK's environmental protection strategy. The commitment to environmental protection set out in our HANZA BMK Code of Conduct complies with the prohibitions regarding environment-related risks in accordance with Section 2 (3) LkSG.

Since 2003, the HANZA BMK Group has maintained an environmental management system (EMS) in accordance with DIN EN ISO 14001, which underwent EMAS validation in 2021. In addition to the active involvement of employees in operational environmental protection and the disclosure of environmentally relevant data and other facts about the internal EMS, EMAS validation requires above all rigorous compliance with applicable national and EU environmental legislation.

To ensure our legal compliance, we hold compliance meetings on a quarterly basis. The participants from the legal department, environmental management, energy management and production departments of all HANZA BMK subsidiaries must firstly check the existing regulations for changes that may be relevant to HANZA BMK and secondly provide information on new applicable regulations. The next step is to check the responsibility and implementability of the requirements in the management system and, depending on whether existing procedures and processes need to be adapted or even new ones introduced, implementation is initiated. The documentation and effectiveness of the implementation of legal requirements is examined internally in the annual environmental compliance audit and externally in the annual EMAS monitoring audits. The management is regularly informed about recognised relevant changes and the results of the audits.

Environmental objectives are defined annually in order to support not only operational environmental protection, but also the overall improvement of HANZA BMK's environmental performance.

Environmental protection in the supply chain

Through the introduction of EMAS, we have been able to deepen our understanding of the existence of environmental impacts that emanate indirectly from HANZA BMK and can therefore only be influenced by HANZA BMK to a limited extent. Cooperation with a number of suppliers and customers leads to HANZA BMK's indirect environmental aspects, over which we have no direct influence. Through open dialogue, codes of conduct for suppliers, supplier audits, by means of supplier evaluation, consideration of relevant legal regulations already in the design of assemblies for our customers and the close exchange of information, HANZA BMK endeavours to play as relevant a role as possible for extended environmental protection outside its own business area.

We expect our suppliers to fulfil all relevant legal obligations and also to be willing to engage in open dialogue with regard to the continuous improvement of environmental performance. We oblige our suppliers to the organisation of a multifaceted, system-based operational environmental protection in accordance with the relevant legal regulations.

The commitment to environmental protection set out in our HANZA BMK Code of Conduct for Suppliers complies with the prohibitions regarding environment-related risks in accordance with Section 2 (3) LkSG.

Procedure description

Risk management

HANZA BMK has been operating a risk management system in relation to its supplier base and its own business operations for many years.

Suppliers are regularly assessed as part of the supplier evaluation by our Strategic Procurement and Environmental Management. In addition, minimum requirements are defined that a HANZA BMK supplier must fulfil.

HANZA BMK also pursues active risk management in its own business operations. For example, HANZA BMK is certified in accordance with EMAS and OHRIS. Corresponding whistleblowing channels have been implemented since 2017.

As part of our CIP and in line with our core values regarding the environment and human rights, we very much welcome the LkSG's approach and have adapted our risk management system accordingly.

Risk analysis

HANZA BMK has identified all its direct suppliers. All direct suppliers are obliged to comply with human rights and environmental protection by accepting our HANZA BMK Code of Conduct for Suppliers or a comparable code. In addition, HANZA BMK knows the locations, the product groups, the corporate structure and the business field of the supplier. We incorporate our experience of over 30 years in electronics manufacturing into the evaluation of the suppliers' responses.

The following also applies to all HANZA BMK Group companies covered by the LkSG.

HANZA BMK analyses the criticality of its suppliers at least once a year (annual risk analysis) using an external service provider. Suppliers who are assessed as critical are asked for further information or explanations.

Based on any new information about the supplier's business activities and the violation of human rights-related and environment-related obligations, an event-driven risk analysis of the affected supplier is also carried out.

HANZA BMK also carries out a risk analysis in its own business area. The resulting opportunities and risks are documented and evaluated. Suitable preventive and remedial measures are initiated and followed up.

The results of the risk analysis are reported to the management.

No event-driven risk analyses were carried out in 2024 and 2025, as no information about events was present (no complaints were received and there were no critical reports in the supply chain). All suppliers monitored were continuously subjected to an abstract risk analysis (industry, country). This was used to prioritise suppliers, who were then asked to complete corresponding questionnaires.

Preventive measures

The following applies to all HANZA BMK Group companies covered by the LkSG.

If a risk is identified, HANZA BMK will implement appropriate preventive measures in its own business area or in its purchasing practices and monitor them on a risk-based approach. The measures are selected in such a way that they are best suited to prevent or minimise human rights-related and environment-related risks.

If risks are identified with direct suppliers, HANZA BMK will proceed in the same way.

The HANZA BMK Code of Conduct for Suppliers has also been adapted to implement suitable procurement strategies. This contains clear guidelines that must be adhered to by suppliers. In the event of substantiated

knowledge of actual indications that a breach of duty by an indirect supplier appears possible, appropriate preventive measures are also implemented there.

Remedial measures

The following applies to all HANZA BMK Group companies covered by the LkSG.

Should HANZA BMK become aware of possible imminent or existing violations of the prohibitions of the LkSG or the HANZA BMK Code of Conduct for Suppliers of HANZA BMK, remedial measures will be taken to prevent, end or minimise such violations as far as possible.

In its own business area, the corrective measures must lead to the prevention or termination of the violation. In the event of (imminent) violations in the business area of direct suppliers, HANZA BMK shall draw up a corrective action plan and associated schedule to end or minimise (or avoid) the violation and monitor its sustainable implementation, provided that the business relationship is to be continued. In the case of indirect suppliers, in the event of substantiated knowledge of an (imminent) violation, we draw up a concept for the prevention, termination or minimisation of human rights-related or environment-related violations and ensure its implementation. Based on the principle of "development prior to termination", we reserve the right to terminate the business relationship in accordance with the provisions of the LkSG, at least in exceptional cases. Exceptional cases include serious violations of the law, repeated non-compliance with the minimum standards contained in our HANZA BMK Code of Conduct for Suppliers, lack of implementation of the agreed measures or insufficient ability to influence.

The risk analyses conducted to date have not revealed any need for remedial measures at this time.

Complaints procedure

HANZA BMK has established a complaints procedure through which employees and external whistleblowers can report possible imminent or existing violations of the prohibitions of the LkSG or our HANZA BMK Code of Conduct for Suppliers at any time. Our complaints procedure follows a clearly defined procedure regulation, which can be viewed by everyone on our website www.bmk-group.de. All information received is treated confidentially and in compliance with the applicable national and international laws and standards. Information about violations of human rights-related or environment-related obligations caused by the business activities of the HANZA BMK Group in its own business area or in its supply chain can be reported to the reporting centre:

Human Rights Officers, HANZA BMK Group GmbH, Werner-von-Siemens-Straße 6, 86159 Augsburg,
supplychain-risk@bmk-group.de.

No complaints were received via the complaints procedure in either 2024 or 2025.

Reporting obligations

The reporting obligation to the BAFA in 2025 was initially postponed and ultimately phased out, meaning that the corresponding reporting was not carried out. The companies of the HANZA BMK Group covered by the LkSG will update the policy statement annually and publish it on the website www.bmk-group.de.

Identified risks

Own business area

In our own business area, a number of risks were identified on the basis of an abstract analysis of country and industry risks. These abstract risks were examined and evaluated in more detail in the course of in-depth assessments and questionnaires. As a result of our assessment, we have currently come to the conclusion that the risks identified in the risk analysis in accordance with the LkSG are mitigated to such an extent by the regulations and procedures already in place at HANZA BMK that no additional risk mitigation measures are required beyond those already implemented.

Direct suppliers

Based on the abstract risk analysis of country and industry risks, a number of risks were also identified among direct suppliers. Direct suppliers were also asked to complete questionnaires and assessments. Based on the resulting overall risk, suppliers were prioritised and will be addressed with preventive measures in the future. At present, the measures already in place within the company (such as the code of conduct for suppliers) appear to be sufficient to reduce the existing risks.

Regular review

The following applies to all HANZA BMK Group companies covered by the LkSG.

We review our procedures for implementing human rights-related and environment-related due diligence obligations in accordance with the LkSG both at least once a year and on a cause-related basis. Part of our risk analysis is the continuous monitoring of risk factors in the supply chain, which we can carry out with the help of our external service provider. Information from the complaints procedure is incorporated into the development of our procedures. New direct suppliers are regularly included in the risk assessment and invited to participate in the risk analysis conducted in cooperation with our external service provider. Their willingness to participate is requested directly in the supplier onboarding procedure. If a direct supplier cannot be convinced to participate, the relevant information is requested and evaluated by the human rights officers.

Setting expectations for employees and suppliers

The expectations placed on our employees and suppliers with regard to dealing with human rights-related and environment-related risks are entirely set out in our HANZA BMK Code of Conduct and in the HANZA BMK Code of Conduct for Suppliers. We regularly adapt our codes to changing circumstances. Any preventive and remedial measures, feedback from the supply chain and further experience in implementing the LkSG also lead to an expansion of the codes.

We expect our supply chain to actively participate in any preventive and remedial measures.

Closing remarks

We review this policy statement both annually and on a cause-related basis and will update it immediately if we identify any changes or additional risks. This report will be published on our website.

Augsburg, December 17th, 2025

The management

of HANZA BMK Group GmbH, acting on behalf of itself and of HANZA BMK Professional Electronics GmbH, HANZA BMK Electronic Services GmbH and BMK Electronic Solutions GmbH