



Eltronic Group
ENGINEERING IMPACT

Supplier Policy

1 Scope

This supplier policy applies to Eltronic Group and its subsidiaries.

2 Purpose

This policy is a statement of Eltronic Group and its subsidiaries' commitment to establishing responsible, transparent, and sustainable supplier relationships based on mutual trust, legal compliance, risk awareness, and alignment with Eltronic Group's ethical and environmental standards. It applies to all suppliers providing products, components, or services to Eltronic Group and its subsidiaries, including manufacturing partners, subcontractors, consultants, and service providers.

3 Ownership

The supplier policy is owned and governed by the CEO and Board of Directors of Eltronic Group. The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering at least the same purpose, statements, and targets.

4 Governance

Eltronic Group's Executive Board approves and defines the supplier strategy and policy and is regularly informed about performance and initiatives related to suppliers. Eltronic Group has appointed an ESG Board with representatives from the major companies and relevant departments across Eltronic Group. The function of the ESG Board is to advise the Executive Board about the legal requirements, impacts, risks and opportunities related to cooperation and partnerships with suppliers, in collaboration with relevant procurement departments.

5 Evaluation

The policy will be evaluated every two years, or more frequently in the event of significant changes to the subject of the policy.

6 Stakeholders

This Supplier Policy considers both internal and external stakeholders. Internal stakeholders, including employees, management, and relevant departments, provide feedback to ensure the policy aligns with organizational objectives. External stakeholders, such as customers, suppliers, and partners, help ensure the policy meets industry requirements, stakeholder expectations, and relevant regulatory standards.

7 Policy

It is the policy of Eltronic Group that all procurement activities must be conducted with integrity and fairness. We select suppliers who support our values and contribute to our objectives on sustainability, human rights, and responsible business conduct.

Eltronic Group strives to establish long-term partnerships with suppliers in which both parties benefit from transparent and ethical cooperation. We apply due diligence to identify and manage environmental, social, and governance (ESG) risks in our supply chain and support the 'do no significant harm' principle across all ESG-related aspects.

We expect all suppliers to comply with Eltronic Group's requirements for product quality, business conduct, and cooperation. Suppliers are also responsible for promoting the principles of this policy within their own supply chains.

Eltronic Group does not tolerate anti-competitive behavior. All purchasing decisions are based on a balanced assessment of price, quality, and delivery reliability, and suppliers must adhere to our ethical, social, and environmental standards as outlined in the Guidelines for Responsible Sourcing.

7.1 Policy Statements

We will live up to our policy by:

- Screening and approving suppliers to ensure alignment with Eltronic Group's ethical and sustainability standards, as outlined in our Supplier Code of Conduct.
- Maintaining and enforcing a Supplier Code of Conduct based on the UN Global Compact's Ten Principles, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.
- Engaging in ongoing dialogue with suppliers and customers to address challenges in our supply chain and proactively address or mitigate identified risks.