



Conflict Minerals Statement Hager Group

Hager Group is a leader in energy management and building automation, and we take our corporate social responsibility seriously. Our approach to conflict minerals reflects our commitment to ensuring a safe, sustainable, and competitive supply of materials for our customers, rooted in strong ethical, social, and environmental principles.

Hager Group is deeply committed to supporting global human rights efforts and ensuring ethical practices throughout our supply chain. We recognize that the mining and trade of "conflict minerals" can finance armed groups that commit serious human rights abuses, particularly in regions such as the Democratic Republic of the Congo (DRC) and surrounding countries.

In response to concerns about conflict minerals, the U.S. Securities and Exchange Commission (SEC) approved a final rule on August 22, 2012, under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank Act"). Similarly, Regulation 2017/821 of the European Parliament and the Council of 17 May 2017 establishes supply chain due diligence obligations for importers of tin, tantalum, tungsten, and gold (conflict minerals) from conflict-affected and high-risk areas.

As a company committed to ethical and sustainable sourcing, Hager Group strives to maintain a conflict-free supply chain and to ensure that all raw materials used in our products are responsibly sourced. We are dedicated to better understanding our supply chains and working to ensure that our partners use responsible sourcing practices, ensuring that we do not cooperate with suppliers who may be associated with companies that violate fundamental human rights.

Hager Group has adopted the standards set by the Responsible Minerals Initiative (RMI) and the OECD Due Diligence Guidance for Responsible Supply Chains. Accordingly, we have a due diligence process in place to identify, assess, and manage procurement risks regarding conflict mineral sourcing. As part of this process, we expect our suppliers to:

- Source materials responsibly and adhere to our Code of Conduct.
- Be in compliance with our procurement terms, including conflict minerals disclosure.
- Adhere to OECD Due Diligence guidelines and provide transparency in mineral sourcing.
- Have risk mitigation in place by sourcing conflict-free minerals and passing these standards down their supply chain.

To identify the presence of conflict minerals in its supply chain, Hager Group has set a short-term quantitative target to receive annually updated Conflict Minerals Reporting Templates (CMRT) from more than 75% of its active and concerned suppliers by 2026 whose products may contain conflict minerals.

Our aim is to continuously improve the identification, assessment and management of risks related to conflict minerals and to ensure that our supply chain continues to be sourced ethically and responsibly.

21st August 2024