



Supplier Code of Conduct

Introduction

At EV Group (EVG), we conduct business with integrity, transparency, and respect for human rights, environmental protection, and the cultures of the countries in which we operate. We are committed to upholding the highest standards of social responsibility and environmental sustainability.

This Code reflects our core values and sets clear expectations for our suppliers, who provide goods or services to EVG, as an essential basis for a successful business relationship.

We expect our business partners to share this commitment, and to comply with the principles outlined in this Supplier Code of Conduct (SCoC). Suppliers are required to fully implement these standards and to ensure that these or equivalent requirements are forwarded and upheld along their entire supply chain. These obligations include full compliance with all applicable local, national, and international laws and regulations. Furthermore, suppliers are expected to actively promote fair labor practices, ensure a safe and healthy working environment, and implement effective measures to prevent or minimize environmental impacts. In addition, suppliers are required to conduct systematic risk assessments across their supply networks and take appropriate measures to mitigate identified risks.

Our suppliers must adhere to these standards and actively promote transparency and ethical behavior throughout the supply chain. In case of any violation of this code, suppliers are expected to take immediate corrective action. EVG reserves the right to mandate the implementation of appropriate remedial measures or, at our discretion, terminate the business relationship.

Avoid Conflict of Interest

Suppliers must avoid circumstances, situations, or relationships that could improperly influence business decisions. They must avoid all appearances of potential conflicts of interest and immediately disclose any relationships, associations, or activities that can create actual or potential conflicts of interest.



Gifts and Entertainment

EVG expects that suppliers will not offer any EVG employee gifts, entertainment, or any other advantage that could lead to improper advantage or preferential treatment. Business lunches and dinners are permitted in reasonable amounts.

Bribery and Corruption

Suppliers must follow all laws and regulatory requirements regarding bribery and corruption. They must not engage in any form of corruption, including but not limited to bribes, kickbacks, facilitation payments, and extortion.

Fraud Prevention

Suppliers must not participate in any form of fraudulent or dishonest business activities. This includes, but is not limited to, alteration, forgery, or falsification of company documents or information, misuse or removal of records, misappropriation of company assets, and theft or embezzlement.

Human Rights and Labor Law

EVG is committed to comply with all applicable laws and standards related to labor practices and human rights, wherever we operate. Suppliers are expected to share our respect for and commitment to human rights, in accordance with the ILO Conventions, including but not limited to the following requirements:

- EVG does not tolerate child labor in any form at any stage of its supply chain.
- The employment of forced labor is strictly prohibited.
- Our suppliers commit to creating a work environment free from discrimination and harassment. Discrimination in any form is not tolerated and must be actively prevented.
- Suppliers must ensure that working hours including overtime and all types of leave comply with local laws and industry standards.
- Compensation for regular and overtime hours must meet or exceed the national legal minimum wage or the industry standard, whichever is higher.



Health and Safety

EVG suppliers must comply with all applicable health and safety laws and regulations. Suppliers are required to provide their employees with a safe and healthy working environment, which includes appropriate controls, safety procedures, preventive maintenance, and protective equipment.

Safety information must be made available to everyone to educate, train, and protect employees from safety hazards.

Environmental Protection

As a responsible organization, EVG is committed to safeguarding the welfare of the environment in which we live and work. We expect our suppliers to continuously strive to reduce negative environmental impacts throughout the entire supply chain. All suppliers must comply with applicable environmental laws and regulations and are required to address environmental hazards and impacts.

Responsible Sourcing of Minerals

We expect our suppliers to ensure that products delivered to EVG do not contain metals derived from minerals or their derivatives that originate from conflict regions and finance or support armed groups, directly or indirectly (Dodd-Frank Act of 2010 for Conflict Minerals or equivalent).

International Trade Compliance

Suppliers are expected to know and follow all applicable local, federal, and international export and import control laws and inform EVG about relevant export control markings.

Fair Competition and Antitrust Compliance

Suppliers must ensure that any business conducted for EVG complies with antitrust and fair competition laws and regulations in the jurisdictions where they operate.

Public



Counterfeit Materials

Suppliers shall not use, deliver, or incorporate any counterfeit parts into any goods or services provided to EVG.

Protection of Information

EVG commits to respecting privacy and confidentiality. We expect suppliers to comply with all laws and regulatory requirements regarding privacy and security.

Suppliers must use confidential information only for the purpose for which it was provided and must ensure that dissemination of confidential information within their own organization is made on a strict „need to know“ basis. Suppliers shall protect EVG's confidential information from unauthorized use and agree to use a high level of care for all confidential information disclosed by EVG, but in no event less than the standard of care used to protect their own confidential information.

Intellectual Property

Suppliers must respect the intellectual property rights of EVG and third parties. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and business partner information is to be safeguarded.

Artificial Intelligence (AI)

Suppliers must ensure ethical, transparent, and secure use of AI, while continuously improving their AI technologies in accordance with applicable laws and/or regulations (e.g. EU AI Act, or similar).



Insider Trading

Suppliers must have policies, procedures, and practices in place to prevent the use of confidential information for the purposes of trading company securities.

Anti-Money Laundering

Suppliers may not engage, directly or indirectly, in any form of money laundering. They may not conduct business that violates anti-money laundering laws. This includes accepting, concealing, converting, and/or transferring any funds obtained from criminal activities, including those related to terrorist financing.

Anonymous Reporting and Whistleblower Protection

Suppliers shall provide an anonymous complaint mechanism for managers and workers to report workplace grievances and illegal or unethical conduct. Suppliers shall protect whistleblower confidentiality and prohibit retaliation.

Raising and Reporting Concerns

Any supplier or any personnel of a supplier who suspects or has a concern regarding a possible violation of this Code by any person or interested party, or of laws, government rules and regulations, should bring their concerns to the attention of:

whistleblowing@evgroup.com