

Code of Conduct for Suppliers

This Code of Conduct defines the basic requirements placed on ASMPT SMT Solutions' suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. ASMPT SMT Solutions reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the ASMPT SMT Solutions Compliance Program. In such event ASMPT SMT Solutions expects the supplier to accept such reasonable changes.

The supplier declares herewith:

Legal compliance Prohibition of corruption and bribery

- to comply with the laws of the applicable legal system(s).
- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

Respect for the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Prohibition of child labor

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use a reasonable occupational health & safety management system .

Responsible sourcing of minerals

- take appropriate measures to assure that the tantalum, tin, tungsten and Gold (3TG) in the products we manufacture do not directly or indirectly sourced from restricted or embargoed countries. Some countries have trade restrictions imposed due to financing terrorism, involved in narcotics trafficking or proliferation of weapons of mass destruction benefiting armed groups, or perpetrators of serious human rights abuses. to minimize environmental pollution and make continuous improvements in environmental protection;
- You must exercise due diligence as set out in the Company's policies and procedures with your supply chain to ensure international trade compliance.
- Such responsible sourcing of minerals has to be communicated to your vendors vendors, to ensure the entire supply chain is compliant with the sourcing of 3TG

Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system .

Supply chain

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of non discrimination with regard to supplier selection and treatment.

Declaration of Acceptance of the Code of Conduct Version August 1st 2022

We hereby declare the following:

1. We have received a copy of the “Code of Conduct for Suppliers and hereby commit ourselves, in addition to our commitments set out in the supply agreements with ASMPT SMT Solutions, to comply with its principles and requirements.
2. We agree that this declaration is subject to the substantive law in [Germany] without reference to any of its conflict of law rules.

Place, date

Signature

Name (BLOCK CAPITALS), Function Company Seal

This document must be signed by an authorized representative of the company and returned to ASMPT SMT Solutions.