

Masévon Group B.V. Code of Conduct

Commitment to Social Responsibility and Ethical Business Conduct

Masévon Group B.V. aims to conduct its business activities in a responsible and ethical manner, in line with standards in social and environmental responsibility. This Code of Conduct defines the social responsibility expectations for Masévon Group B.V., including Masévon Technology B.V., Masévon Advanced Systems B.V., Tuin Mechanical Parts B.V. Haarhuis Advanced Constructions B.V., Vernooy Vacuüm Engineering B.V. and its suppliers, aligned with Masévon Group's commitment to sustainability and the principles of corporate social responsibility. Masévon Group encourages its suppliers to adhere to these standards in their operations and supply chains.

1. Compliance with Laws and Regulations

Masévon Group B.V. and its suppliers must comply with all applicable laws and regulations in every country where they operate, including health and safety, environmental, labour, anti-corruption, and anti-trust laws.

2. Health and Safety

Masévon Group B.V. expects its suppliers to provide safe and healthy working conditions for their employees, including relevant risk prevention and mitigation measures that protect workers and third parties from relevant safety hazards. Suppliers must ensure that workers are provided with appropriate personal protective equipment and receive training to minimize risks associated with their jobs. All workplace health and safety standards should meet or exceed the relevant local laws and regulations.

3. Human Rights and Ethical Treatment of Workers

Masévon Group expects its suppliers to uphold the highest standards of human rights, in compliance with international conventions. Workers must be treated with dignity and respect, ensuring a harassment-free environment, free from physical, psychological, sexual, or verbal abuse. Masévon Group expects suppliers to have clear channels for workers to lodge complaints, with appropriate guidance provided for victims of harassment.

4. Avoidance of Modern Slavery and Child Labour

Masévon Group B.V. is committed to eradicating all forms of modern slavery and child labour within its operations and supply chains. This commitment includes ensuring that no child labour is used in any activities, in strict compliance with local laws and the ILO Minimum Age Convention. Suppliers are required to eliminate any practices involving child, forced, bonded, or compulsory labour. They must avoid these practices across all their operations and throughout their supply chains. Suppliers are expected to adopt practices that ensure transparency in labour recruitment processes and prohibit forced labour, child labour, and any other form of exploitation within their operations.

5. Diversity and Inclusion

Masévon Group B.V. is committed to fostering an inclusive work environment where diversity is celebrated. Suppliers are expected to provide equal opportunities for all workers, regardless of gender, race, religion, sexual orientation, or disability. Suppliers should strive to create a workplace where everyone is given equal opportunities.

6. Employment Practices

Suppliers must provide fair and transparent employment practices. This includes ensuring that all workers are compensated at least the minimum wage required

by local law, and that they receive the benefits they are entitled to, including reasonable working hours, appropriate rest periods, and compensation for overtime. Suppliers should also ensure workers have the freedom to engage in collective bargaining without fear of retaliation.

7. Preventing Fraud and Corruption

Masévon Group B.V. expects the highest standards of ethics in all business dealings. Suppliers must not engage in fraud, bribery, or corruption. All business dealings must be transparent, honest, and fair. Suppliers should actively prevent unethical business practices such as influence peddling, extortion, illegal payments, conflict of interest, and any other practices that undermine the integrity of business operations. As such, suppliers must also ensure their operations are compliant with Conflict Minerals regulations, avoiding sourcing minerals from conflict regions. Additionally, Masévon Group B.V. expects its suppliers to only source Conflict Minerals from audited smelters, as well as answer promptly on any request to disclose required information to be able to declare Conflict Minerals.

8. Environmental Protection

Masévon Group B.V. encourages all suppliers to minimize their environmental impact by adopting sustainable practices. Suppliers must implement appropriate environmental management systems, such as ISO 14001 or equivalents, to manage risks and reduce environmental impacts. Masévon Group expects suppliers to actively reduce greenhouse gas emissions, improve energy efficiency, use renewable energy, and minimize waste. Suppliers are also required to comply with international environmental regulations, including REACH and RoHS directives regarding hazardous materials and chemicals in products. Upon request, Masévon Group B.V. suppliers are expected to disclose

necessary documentation to ensure or verify adherence to REACH and RoHS directives.

9. Ethical Business Practices

Masévon Group B.V. expects its suppliers to uphold ethical business conduct at all times. This includes avoiding anti-competitive behaviour such as price-fixing or collusion, as well as ensuring that all dealings with employees, customers, and third parties are fair, transparent, and conducted with integrity. Any offering or receipt of gifts or hospitality must be lawful, transparent, and consistent with reasonable business practices.

10. Information Protection

Masévon Group B.V. expects its suppliers to maintain adequate measures to protect sensitive information. Suppliers must implement physical and technical security measures to ensure the confidentiality and integrity of information, including cybersecurity protocols. In case of any security incidents or data breaches, suppliers are required to promptly notify Masévon Group B.V. of the breach.

11. Corporate Governance and Continuous Improvement

Suppliers are expected to establish and maintain effective governance systems that ensure compliance with this Code of Conduct, applicable laws and regulations, and their own ethical standards. Transparent business administration and fair financial practices must be upheld at all times. Suppliers are expected to conduct regular self-assessments, audits, and corrective actions to continuously monitor and improve their performance across all areas covered by this Code.