

**Policy statement
regarding respect for
human and environmental rights**

As of July 31, 2024

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Beckhoff Automation GmbH & Co. KG is an owner-managed company in which compliance with social and ethical values is one of the basic principles of corporate management.

This policy statement pursuant to Section 6(2) of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) applies to Beckhoff Automation GmbH & Co. KG and Elektra I GmbH, including all international sales branches and affiliated companies (hereinafter referred to as “**Beckhoff**”).

We will review this policy statement after carrying out risk analyses in our own scope of business, at direct suppliers, and – where required – indirect suppliers and, if necessary, update it with regard to the risks that are identified, weighted and, if applicable, prioritized as part of these risk analyses.

1. Responsibility and commitment

Respect for human rights is of central importance to Beckhoff. In this policy statement, we set out our strategy with regard to human and environmental rights. The policy statement is issued by the Managing Directors. This ensures that respect for human rights and the environment is implemented throughout our entire company. Beckhoff ensures compliance with the human rights strategy internally through clear structures and responsibilities. The Managing Directors are responsible for compliance with the human rights strategy at a strategic level. A Human Rights Officer oversees and monitors all operational processes and measures. A working group responsible for implementing the LkSG carries out regular risk assessments in its own scope of business and that of its suppliers with regard to compliance with human rights and environmental protection.

2. Reference to international standards

Beckhoff is guided by the following regulations:

- United Nations International Bill of Human Rights
- Core labor standards of the ILO (International Labor Organization)
- Minamata Convention on Mercury
- Stockholm Convention on Persistent Organic Pollutants (POPs)

- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
- United Nations Guiding Principles on Business and Human Rights

Our strategy includes national laws.

3. Procedural description for maintaining due diligence

The Beckhoff human rights strategy aims to prevent or minimize risks to human and environmental rights and to prevent, end, or minimize the extent of violations of human and environmental rights. To achieve this aim, we have implemented appropriate measures in our own scope of business and in our procurement processes. These measures focus on our own employees, the employees of our suppliers, vulnerable population groups, and the environment in the vicinity of our production facilities.

a) Risk management

Beckhoff has established a comprehensive risk management process with regard to human and environmental rights in its own scope of business and in the wider supply chain.

Beckhoff has appointed a Human Rights Officer as defined in Section 3(1) Sentence 2 No. 2 and Section 4(3) Sentence 1 LkSG. The responsibility of the Human Rights Officer extends to participation in the establishment and design of internal company guidelines and processes of the LkSG risk management system and the monitoring of this system. When appointing the Human Rights Officer, Beckhoff considered the overall qualifications of the Human Rights Officers and their familiarity with the company and its structures.

The specific operational departments at Beckhoff or at the respective companies in Beckhoff's scope of business are primarily responsible for the operational implementation of further due diligence in relation to risk management as defined in Section 3(1) Sentence 2 No. 1 and Section 4(1) Sentence 1 LkSG. The employees of the various specific operational departments, primarily from Central Purchasing, Human Resources, Occupational Health and Safety, Real Estate, and Environment and Sustainability, are supported in an advisory capacity by the Human Rights Officer and the Legal and Compliance department in the operational implementation of the due diligence obligations of the LkSG. The organizational integration into the corporate structure as defined in Section 4(1) Sentence 2 LkSG is therefore achieved through a combination of centralized and decentralized forms of organization, so that risk management as a whole is organized according to a division of labor. The operational departments identify and manage risks in day-to-day business and implement the corresponding processes. The Human Rights Officer coordinates risk management as a central function and, with the help of the Managing Directors of the companies, ensures that measures for prevention and risk management are anchored accordingly and that their effectiveness is monitored. This organizational structure creates responsibilities in the business processes that are relevant to risk minimization. In addition, in terms of process integration, training on the basic requirements of due diligence is provided for the responsible employees so that they have the knowledge required to implement their function in practice. In addition, there are reporting channels, accountability obligations, and reporting lines to ensure that the Managing Director with ultimate responsibility is kept informed, as well as regular checks on the design and implementation of risk management.

As a result, the anchoring of risk management in all relevant business processes is guaranteed in accordance with Section 4(1) Sentence 2 LkSG and the due diligence obligations of the LkSG are treated as a "cross-sectional task".

We monitor the effectiveness of all risk management measures on a regular and ad hoc basis and make adjustments where necessary. The Managing Director is informed about risk management on a regular

basis. Risk management is divided into the sub-processes of risk analysis, preventative measures, complaints procedures, corrective measures, effectiveness testing, and documentation and reporting (see the following explanations in b) to g)).

b) Risk analysis

Beckhoff sees due diligence in the area of human and environmental rights as an ongoing process with constantly changing framework conditions. We conduct ongoing analyses to identify potential and actual negative impacts on human rights and the environment in our own scope of business and at direct suppliers. We use a standardized sustainability and compliance assessment for this purpose.

A specific risk analysis is carried out for each business unit in our own scope of business using a risk matrix.

For direct suppliers, national and industrial risks to human rights and environmental standards are initially assessed with the help of an abstract risk analysis. In a further step, the specific risk of our direct suppliers is examined in more detail on the basis of questionnaires.

With regard to our supply chain, the risk analysis has identified a priority risk in the extraction of certain raw materials. As a manufacturer of automation products, we source electronic components from suppliers within a complex global supply chain. The extraction of the raw materials required to produce these components, such as gold, tin, tantalum, and tungsten, can be associated with a risk of inadequate occupational health and safety and environmental protection as well as child labor in countries affected by conflict.

Beckhoff therefore expects its direct suppliers to procure the required raw materials responsibly from certified smelters (RMI standard or equivalent) and to disclose the origin of these minerals using the CMRT (Conflict Minerals Reporting Template).

c) Preventative measures

Beckhoff has implemented standards and measures to express our commitment to respecting human and environmental rights in our own scope of business and at our business partners.

The following standards and measures apply in general as a binding framework for our **business partners**:

- ZVEI Code of Conduct
- General Terms and Conditions of Purchase of Beckhoff including the obligation of suppliers to comply with the Code of Conduct
- Development and implementation of suitable procurement strategies to prevent and minimize identified risks
- Risk analysis of our indirect suppliers using, for example, certificates and/or questionnaires on compliance with environmental regulations and labor and social standards

The following standards and measures apply in general as a binding framework for our **own scope of business**:

- Publication and communication of the Code of Conduct
- Regular training for employees in the company
- Support for industry initiatives in which efficient solutions are found together with other companies to improve human rights in the supply chain

- Internal, anonymous whistleblower system for reporting possible violations

We counter actual human rights risks or environmental risks that we have identified in our own scope of business or at our direct suppliers with appropriate and specific preventative measures as part of our risk management process. We apply strict criteria when choosing a direct supplier, taking into account specific environmental and human rights risks. We ensure compliance with human rights and environmental standards for as long as the business relationship lasts. If we have actual evidence of an increased risk of violations at an indirect supplier, we involve our direct suppliers in order to initiate preventative and corrective measures.

d) Corrective measures

If the violation is in our own scope of business, we will ensure that the violation is terminated. If the violation lies with one of our direct suppliers or with an actor in our supply chain, we will endeavor to remedy the situation appropriately. We expect and demand that our suppliers put an immediate end to actual human rights violations and environmental violations. We develop a concept for ending the violation with defined deadlines and responsibilities together with the responsible party. We reserve the right to pause or terminate the business relationship if the violation is not terminated.

e) Effectiveness review

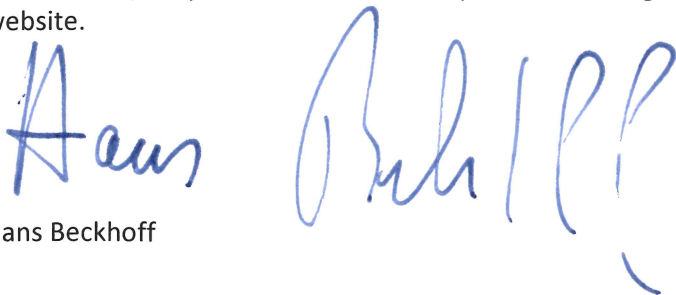
Beckhoff implements its due diligence with regard to human and environmental rights through the measures described above. However, global conditions and our business environment are constantly changing. We therefore review the effectiveness of all the measures described above on a regular and ad hoc basis and make adjustments where necessary.

f) Complaints procedure

We provide those affected in our own business operations, at our suppliers, and throughout our supply chain, as well as at affected third parties, with confidential access to an appropriate complaints procedure to report violations. We communicate our complaints procedure publicly on our website and investigate all reported concerns confidentially.

g) Documentation and reporting

Beckhoff documents all activities relating to human rights and environmental due diligence in its own scope of business and in the supply chain in the annual report on due diligence obligations in supply chains. This policy statement and the report on due diligence obligations are publicly available on our website.

A handwritten signature in blue ink, appearing to read 'Hans Beckhoff', is written over the printed name.

Hans Beckhoff