



Conflict minerals policy

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For the purposes of this policy, "Egiss" and "Egiss Group" refers to Egiss A/S and its global affiliates.

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1 Introduction

Egiss does not directly source minerals or metals. However, some of the products we procure and distribute may contain components or materials that include minerals subject to international due diligence and reporting obligations. This policy outlines Egiss' commitment to responsible sourcing and to eliminating conflict minerals from our global supply chain. Any connection between materials used in Egiss products and armed conflict or human rights abuses is unacceptable. This policy applies to all products handled by Egiss.

2 Purpose and scope

This policy defines Egiss' expectations and requirements for conflict-free sourcing throughout its supply chain. It applies to all Egiss operations, subsidiaries, and entities worldwide, as well as to all suppliers, and business partners providing goods or services to Egiss.

The policy aims to ensure compliance with:

- The OECD Due diligence guidance for Responsible supply chains of minerals from conflict-affected and high-risk areas (CAHRAs);
- The EU Regulation 2017/821, which establishes supply chain due diligence obligations for Union importers of tin, tantalum, tungsten, their ores, and gold originating from conflict-affected and high-risk areas.

This policy operates alongside Egiss' compliance programme and Supplier code of conduct.

3 Policy statement

Egiss is committed to sourcing products and materials responsibly and expects the same from all suppliers and partners. We require that all minerals used in products supplied to Egiss are conflict-free and obtained through transparent, ethical, and legally compliant supply chains. Egiss shall not knowingly procure, or permit the procurement of, products that contain minerals which directly or indirectly finance or benefit armed groups or contribute to human rights violations.

4 Supplier and business partner obligations

Suppliers to Egiss are required to:

- Implement policies consistent with this Conflict Minerals Policy and the OECD Due diligence guidance;
- Conduct supply chain due diligence to determine the origin and chain of custody of all tin, tantalum, tungsten, and gold (3TG) used in products supplied to Egiss;
- Source exclusively from smelters and refiners verified by the Responsible minerals assurance process (RMAP) or equivalent audit programmes;
- Provide documentation or declarations confirming compliance upon Egiss' request; and
- Ensure that their own suppliers and sub-suppliers adhere to the same standards and obligations.

Failure to meet these obligations may result in corrective measures, suspension, or termination of business relationships with Egiss.

5 Due diligence and traceability

Egiss conducts risk-based due diligence in accordance with the five-step framework of the OECD Due diligence guidance. This includes:

1. Establishing strong company management systems to support conflict-free sourcing;
2. Identifying and assessing risks in the supply chain through continuous supplier monitoring;
3. Implementing risk management strategies to respond to identified risks through investigations and corrective actions;
4. Supporting independent third-party audits of smelters and refiners, if applicable; and
5. Publicly reporting on due diligence measures and progress, where applicable.

6 Environmental and social responsibility

Egiss expects all suppliers to integrate environmental protection and social responsibility into their operations. Suppliers must comply with international environmental laws and material content restrictions and are encouraged to expand vigilance beyond conflict minerals to other critical raw materials linked to

environmental or social risks. Egiss promotes responsible recycling, waste handling, and sustainable resource use as part of its broader ESG commitments.

7 Compliance and monitoring

Egiss reserves the right to monitor supplier compliance through audits, documentation reviews, and regular risk assessments. Suppliers are required to maintain accurate and verifiable records demonstrating adherence to this policy. All findings and corrective actions are documented and reviewed as part of Egiss' global compliance programme.

8 Reporting and non-compliance

Suspected violations of this policy, or of any applicable laws or standards relating to conflict minerals, must be reported immediately. Suppliers and business partners may use Egiss' Whistleblower scheme or report directly to a member of the C-level. All reports are treated confidentially and investigated thoroughly. Egiss prohibits retaliation against any individual or organisation that reports misconduct in good faith.

Link to the Egiss whistleblower scheme: [Egiss Whistleblower System | Home](#)

Contact to Egiss ESG team: esg@egiss.net

9 Review and amendments

This policy is reviewed bi-annually or when material changes occur in legislation, international frameworks, or Egiss operations. All revisions are approved by the Compliance manager and submitted to the Board of directors for final adoption. Updated versions will be published on www.egiss.net to ensure transparency and accessibility.

10 Approval by the Board of directors

This Conflict minerals policy, and any amendments thereto, is approved by the Egiss Board of directors. Such approval underscores Egiss' commitment to ethical sourcing, transparency, and accountability throughout its global supply chain.

Approved and adopted by the Board of directors,

René von Staffeldt Beck, Chairman of the board

11 Annex: Glossary of key terms

Conflict Minerals

Tin, tungsten, tantalum, and gold (3TG) sourced from conflict-affected or high-risk areas.

OECD Due diligence guidance

International standard providing a five-step framework for responsible mineral supply chains.

EU Regulation 2017/821

European Union regulation establishing supply chain due diligence obligations for Union importers of 3TG minerals.

RMAP

Document: Conflict minerals policy

Responsible Minerals Assurance Process, an audit and certification programme managed by the Responsible Minerals Initiative (RMI).

CAHRAs

Conflict-Affected and High-Risk Areas, as defined in the OECD Guidance.

Supplier

Any entity providing goods or services to Egiss, including subcontractors and vendors.