



9th August 2024

Declaration of Principles

1. Scope and Responsibilities

Würth Elektronik GmbH & Co. KG undertakes to adhere to and implement this declaration of principles in all plants and branches within Germany as well as in the business relationships of Würth Elektronik GmbH & Co. KG. It is the responsibility of each individual employee of Würth Elektronik GmbH & Co. KG to implement the commitment to human rights accordingly in their own daily work and sphere of influence. The overall responsibility for the human rights due diligence process rests with Daniel Klein (Managing Director). The Human Rights Officer Malte Brunkhorst is responsible for implementing human rights due diligence as part of his function as Company Compliance Officer.

2. Human Rights Due Diligence

Due to a sense of responsibility for sustainability and human rights, Würth Elektronik GmbH & Co. KG voluntarily signed the Code of Conduct of the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), in 2013. This Code of Conduct sets standards in the areas: Labour, Health and Safety, Environment, Ethics and Management Systems. These standards are based, among others, on the Universal Declaration of Human Rights, the ILO International Labour Standards, the OECD Guidelines for Multinational Enterprises, and ISO and SA standards. The aim of the RBA Code is to ensure the respectful and dignified treatment of workers and to operate in an environmentally and ethically responsible manner. Würth Elektronik GmbH & Co. KG has declared its compliance with the RBA Code of Conduct to its customers, suppliers and the public, and has committed to upholding this standard within its supply chain.

a) Risk Management

Würth Elektronik GmbH & Co. KG conducts systematic risk assessments of the materials, products and processes it uses to meet human rights due diligence requirements. Our risks are primarily in the upstream value chain. The human rights risk analysis of the supply chain includes the risks of the countries of origin as well as product- and material-specific risks. Risk classification incorporates information from external sources as well as experience from relevant internal functions such as audit and procurement. The findings of the risk analysis will form the basis for supplier selection and evaluation in the future. In the risk analysis, the topics of anti-corruption, environmental protection, human and labour rights,



occupational safety, responsibility in the supply chain and conflict minerals are considered to be particularly relevant for Würth Elektronik GmbH & Co. KG.

b) Implementation in the Business Units

At Würth Elektronik GmbH & Co. KG, all employees receive training on compliance issues. The training also covers human rights and how to respect them. We also provide tailored training on our anti-discrimination policies, the RBA Code of Conduct and the principles of sustainable supply chain. We look at common strategies for implementing sustainability in the business and in our supply chains as part of our sustainability management.

c) Implementation in the Value Chain

All business partners and suppliers of Würth Elektronik GmbH & Co. KG, as well as their direct and indirect partners, undertake to respect, observe and promote human rights and to act in accordance with these principles. If a supplier qualifies as a supplier for Würth Elektronik GmbH & Co. KG, the supplier agrees to comply with the RBA Code of Conduct within the scope of the supplier agreements. Consequently, suppliers must also carry out ethically correct business practices and comply with human rights and environmental standards.

With regard to environmental and social aspects, we have defined exclusion criteria for our suppliers, which can be summarized as follows:

- child labour, forced labour and non-compliance with working time regulations,
- operational environmental pollution (e.g. discharge of waste water),
- product-related environmental damage (e.g. hazardous product ingredients),
- missing Quality Management System,
- serious violations of occupational safety.

If a supplier does not meet these criteria, depending on the severity of the non-compliance, improvement actions are requested by a specified date and then monitored for implementation. The supplier relationship may be terminated if improvements are not made. However, the preferred solution is to improve conditions in our suppliers factories. This is not simply a matter of changing suppliers.



d) Development

Würth Elektronik GmbH & Co. KG will regularly critically review and continuously develop its processes and documents. The Statement of Principles and the standards of the RBA Code of Conduct will be reviewed annually and at other times and revised as necessary based on the results of the risk analysis.

Daniel Klein

Thomas Beck

Andreas Gimmer

Management Würth Elektronik GmbH & Co. KG