

Conflict Minerals Policy



2025

Policy owner: René von Staffeldt Beck, Group COO

Format: External

Communication form: Egiss.net

Policy review: Bi-annually

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



Introduction



Egiss does not source minerals or metals directly. We do, however, source products from our suppliers that can contain small amounts of minerals and metals that fall under international regulations on conflict minerals. The present policy on

conflict minerals shall govern all products being handled by Egiss, as any connection between the materials used in products sold by Egiss and armed violence or human rights abuses is unacceptable.

General Principles

The focus is on mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG) which have been linked to conflict financing and human rights abuses in certain regions and specific countries such as Democratic Republic of the Congo and adjoining countries.

To ensure that the products sold by Egiss are made responsibly, we expect our suppliers to adopt industry-leading policies and monitoring practices that are broadening vigilance beyond conflict minerals to a wider range of minerals and geographies.

More specifically, Egiss expects our suppliers to have:

Conflict-Free Sourcing:

Minerals should be sourced exclusively from conflict-free regions, avoiding areas associated with armed conflict, corruption, and human rights violations.

Transparency and Traceability:

Suppliers to Egiss must, to the extent possible, support transparent supply chains, enabling the tracking of minerals' origins and their journey throughout the supply chain to ensure accountability.

Restrictions and due diligence:

We expect suppliers to comply with all environmental laws and material content restrictions and encourage to exercise due diligence on the source and custody of conflict minerals.

By adhering to these principles, and engaging through strategic suppliers and vendors, Egiss believes that the industry as a united collective can work towards sustainable sourcing of conflict minerals. This initiative also supports ethical business practices and the well-being of communities in mineral-rich regions.

Egiss is committed towards sourcing from vendors and suppliers using only conflict-free minerals, and to the extent possible only source from smelters that have been audited and verified by RMAP or equivalent programs.

Procedure for adoption and amendments



This policy, and any amendments to it, must be adopted by the Board of Directors of Egiss Group.

Approved and adopted by the Board of Directors,

René von Staffeldt Beck, Chairman of the Board

