

DECEMBER 2024

PURCHASING CHARTER
FOR A SUSTAINABLE
SUPPLY CHAIN



SUSTAINABLE DEVELOPMENT COMMITMENTS AT MERSEN

As a major player operating in multiple industrial sectors and around the world, Mersen conducts its business according to **ambitious responsible development values and goals** and is mindful of the environmental and social practices associated with the development of its products, both within the Group and at its suppliers, subcontractors and service providers (hereinafter referred to as “suppliers”).

Mersen adheres to the applicable laws in each of the countries in which it operates, as well as the international laws adopted by the United Nations. It has been a signatory of the United Nations Global Compact since 2009, and has been promoting its ten principles since the same year.

As part of its sustainable development policy, Mersen is committed to developing a CSR roadmap and integrating it into the Group's strategy through a range of key principles:

1. Upholding and respecting human rights
2. Protecting children
3. Guaranteeing health and safety
4. Developing human capital
5. Maintaining a culture of integrity
6. Protecting data and systems
7. Complying with laws and regulations
8. Protecting the environment and communities
9. Developing a global supply chain with a reduced environmental impact

In line with its CSR strategy and Code of Ethics and the principles of the United Nations Global Compact, Mersen's Purchasing Policy is aimed at building a responsible and resilient supply chain by developing operational performance with its suppliers.



Summary

1.
**SUPPLIER
COMMITMENTS**

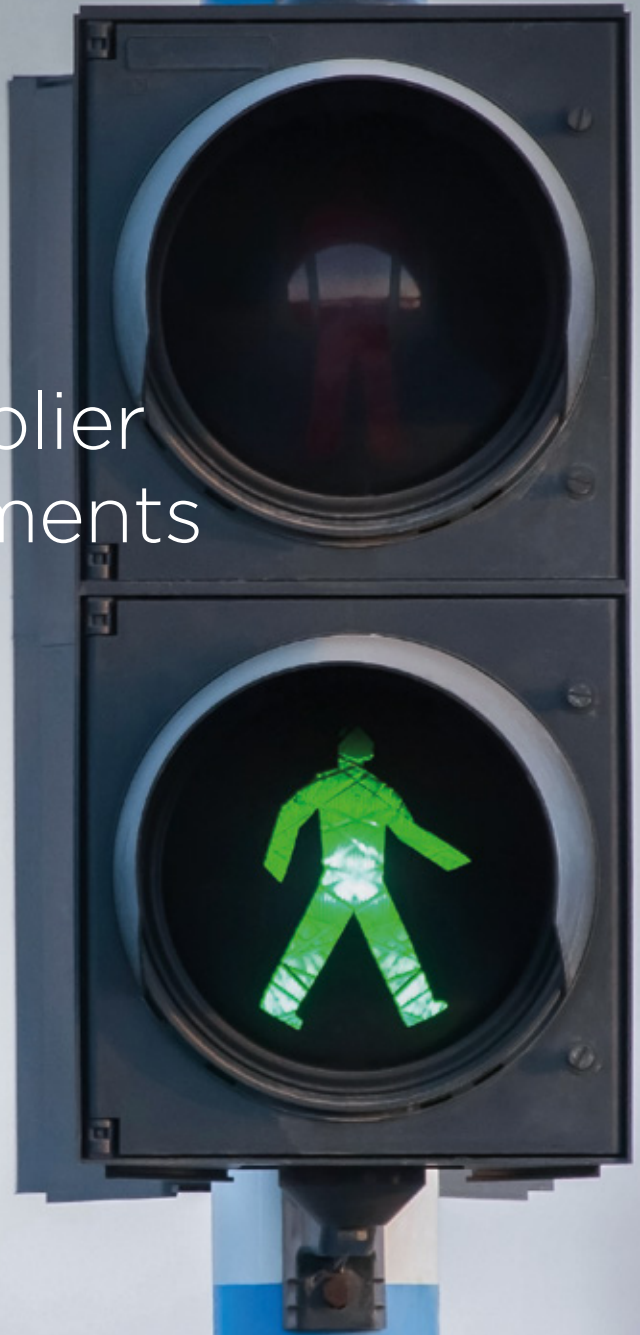
2.
**SUPPLIER
SELECTION PROCESS**

3.
**PREFERRED
SUPPLIER**

4.
**COLLABORATIVE
PLATFORM**

1.

Our supplier commitments



1.1 Upholding and respecting human rights

Mersen suppliers respect the International Labour Organization's Declaration on Fundamental Principles and Rights at Work as well as international human rights law, and combat all forms of modern slavery.

Mersen suppliers are not complicit in any form of human rights abuse. Suppliers are responsible for ensuring that mechanisms exist to guarantee respect for the following principles at their sites and, where relevant, those of their own suppliers:

HARASSMENT

Mersen suppliers must ensure that their employees have a working environment free from physical, psychological or verbal harassment, or any other form of abuse.

NO DISCRIMINATION

Mersen suppliers are committed to eliminating all forms of discrimination in access to employment and career paths by promoting the inclusion of minorities and people with disabilities.

WORKING HOURS

Mersen suppliers must comply with legal provisions governing maximum working hours in the countries where they operate.

WAGES AND EMPLOYEE BENEFITS

Mersen suppliers pay their employees the minimum wage determined by local legislation and grant them all social benefits provided by law.

COLLECTIVE RIGHTS

Mersen suppliers respect freedom of association and the right to collective bargaining, in line with applicable regulations.

1.2 Protecting children

Mersen does not work with suppliers who make use of child labor or forced labor. A minimum employee age of 15 is in place, except for positions with a higher risk, for which the minimum age is 18.

If a supplier is operating on one of Mersen's sites, employees must all be over 18, except as part of internships or vocational training programs organized in partnership with schools and training institutions or approved by the competent authorities.





1.3 Health and safety

Mersen suppliers undertake to implement the necessary measures to **protect and keep their staff, subcontractors and local communities safe.**

They ensure that all employees are aware of and understand the health and safety policy and that it is applied irrespective of professional, business related and financial obligations.

They identify and assess potential emergencies in and around their workplace, and minimize their impact by implementing emergency plans and response procedures.

Mersen suppliers must systematically comply with Mersen's safety rules when operating on any of its sites.

1.4 Developing human capital

Mersen suppliers must treat everyone with respect and dignity, promote diversity, be receptive to different opinions, provide equal opportunities and foster a culture of inclusion and ethics.

They strive to maintain and continuously improve a working environment where employees are given training and development opportunities, where rewards are proportionate to the contributions made by employees and where employees have the opportunity to engage in constructive dialogue with their employer.

1.5 Maintaining a culture of integrity

Mersen suppliers apply the highest standards of **business and personal ethics** and follow all applicable laws and regulations in the countries where they operate.

CORRUPTION AND ANTI-COMPETITIVE PRACTICES

Mersen suppliers comply with all applicable competition laws and regulations. They are committed to combating all forms of corruption, extortion, fraud and bribery. They do not attempt to offer any benefits to Mersen employees in order to facilitate their business with the Group, in line with Mersen's Anti Corruption Code of Conduct, which prohibits:

- giving or receiving any sum of money or anything of value with a view to obtaining an unfair advantage or influencing a decision;
- giving or receiving gifts during strategic periods in the customer or partner relationship (during calls for tender, before the signing of agreements, etc.);
- concealing gifts or invitations (e.g., as personal business expenses).

Mersen suppliers are committed to transparency and accountability in their business dealings and strive to detect and prevent illicit and unethical business practices by screening their business partners, transactions and materials.

If a supplier carries out work at the request of or for a Mersen employee involved in any procurement decision-making process, it will inform and disclose this information to the site plant manager prior to execution.

Regarding anti-corruption regulations, Mersen suppliers comply with either the French Sapin II law or the Foreign Corrupt Practices Act (FCPA) (which have an extraterritorial reach). For reference, Mersen's Anti-Corruption Code of Conduct is available on the Group website, www.mersen.com.

If you have any concerns regarding unethical practices:

you may either send an email to ethics@mersen.com or complete the form available on the Group's website.

Where any concerns are raised, Mersen undertakes to guarantee the protection of whistleblowers in accordance with the regulations in force.

Any supplier who reports in good faith a practice that goes against legislation, ethical standards or the principles of this Charter will not be subject to any retaliation, discrimination or sanctions. Reports are treated with full confidentiality and with respect for the rights of each individual.

To find out more about whistleblower protection, please consult the procedure available on the Mersen website at the following address:

<https://www.mersen.com/en/csr/ethics-and-compliance>

BEING A RESPONSIBLE TAXPAYER

Mersen suppliers are committed to paying all taxes due in all the countries in which they operate.

1.6 Protecting data and information

Mersen suppliers are committed to respecting and safeguarding the confidentiality of any Mersen proprietary information, including but not limited to intellectual property, project information or expertise, data related to expertise and production processes and commercial data, and to not disclosing any information that may be detrimental to Mersen.

In particular, suppliers undertake to implement and maintain an appropriate information security management system and, at a minimum, to take all reasonable organizational and technical measures to protect the confidentiality, integrity and availability of Mersen's confidential information.

Mersen suppliers also agree not to use such information or data for any purpose other than the performance of their contract with Mersen.

Mersen suppliers undertake not to use any Mersen images, brands or products to promote their company during trade fairs, customer visits or external presentations, without the prior written acceptance of a duly authorized Mersen representative.

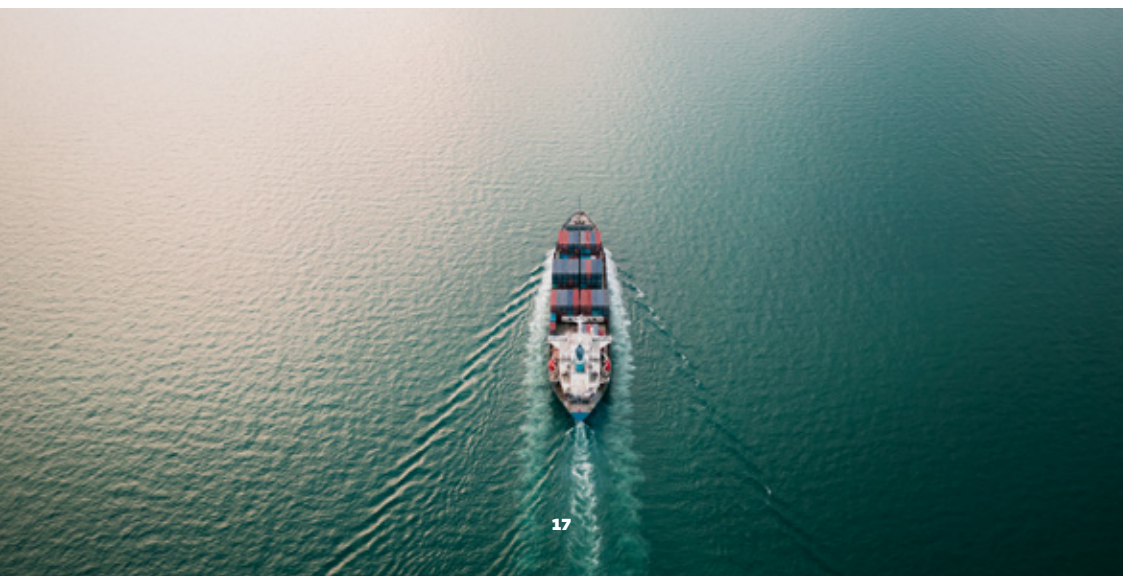
Mersen suppliers undertake to comply with regulations relating to personal data protection while processing the data of any Mersen employees they are in contact with.

1.7 Complying with laws and regulations

Mersen suppliers undertake to respect:

- Export control regulations and sanctions or embargoes applicable to products sold and/or technologies and expertise transferred to Mersen
- Anti-money laundering regulations
- Anti-counterfeiting regulations
- **Product composition regulations, in particular regulations prohibiting or restricting the use of hazardous substances and regulations concerning conflict minerals:**

Mersen suppliers undertake to provide all required information on products delivered to the Group (in particular the content of hazardous substances and the presence of minerals or metals belonging to the "conflict minerals" category). They must ensure that products delivered to Mersen do not contain any prohibited substances or minerals from conflict zones.



1.8 Protecting the environment and communities

Mersen suppliers comply with the applicable environmental laws and regulations in the territories in which they operate, and have obtained all the necessary environmental permits and registrations. Where this is not the case, they commit to informing Mersen and fulfilling all their legal duties.

Mersen suppliers strive to offer products with the lowest possible environmental impact in terms of production, use and at end-of-life in line with the available technology.

Mersen suppliers take the necessary measures to protect the environment by optimizing their use of natural resources in accordance with the principles of “Reduce, Reuse and Recycle”.

Any hazardous products or materials that they produce are always accompanied by adapted safety data documentation containing up-to-date information on environmental risks.

RISK PREVENTION AND CONTINGENCY PLAN

Mersen suppliers have procedures in place to prevent incidents. In the event that an incident should occur, they have procedures which are designed to mitigate consequences which may have an environmental impact.

Mersen suppliers must draw up a contingency plan for potential natural disasters or damage that may disrupt the supply of materials to Mersen sites. These plans must mitigate the risk of an interruption in supply. Suppliers must also ensure the protection of Mersen property such as tools and ensure they may still be accessed in the event of a disaster or damage.

ENVIRONMENTAL MANAGEMENT SYSTEM

Mersen suppliers maintain an environmental management system which enables them to continually improve their environmental performance. Up-to-date documentation about this management system should be made available to Mersen upon request.

Mersen suppliers undertake to make every effort to limit their environmental impact and protect biodiversity and to study the carbon footprint of products supplied to Mersen.

1.9 **Developing a global supply chain with a reduced environmental impact**

Mersen seeks to enter into contractual arrangements with suppliers that have made a commitment to sustainable development, or that are willing to take steps in this direction.

As such, these suppliers undertake to promote and communicate on the principles of sustainable procurement in their own supply chain.

2.

Supplier selection process



Mersen suppliers are selected according to the competitiveness of their entire offer. They are invited to take part in the bidding process by answering a Request for Information (RFI) and Request for Quotation (RFQ).

Selection of suppliers is based in particular on factors such as: ability to meet specifications and standards, technical capabilities, price competitiveness, future cost reduction, quality, logistics, innovation, environmental and social practices and financial stability.

CSR POLICY AND QUESTIONNAIRE

Mersen suppliers must make every effort to develop products and services that have the lowest possible environmental impact throughout their entire life cycle. They strive to:

- roll out a strategy to reduce greenhouse gas (GHG) emissions;
- preserve natural resources (water and raw materials) and biodiversity;
- reduce fossil fuel consumption and promote low-carbon energy;
- limit waste production and promote recycling, reuse of materials and the circular economy.

Mersen's main suppliers are encouraged to complete an online questionnaire covering their health and safety, environment, business integrity, labor and human rights practices. Responses to this questionnaire are an important part of building a business partnership with Mersen. Each supplier is given a score, which is used to draw up an improvement plan.

Suppliers and subcontractors that are assessed by a third-party organization (such as EcoVadis) are asked to provide their certificate instead of the questionnaire.

MINIMUM QUALITY SYSTEM REQUIREMENTS AND COOPERATION

Suppliers must develop, document, implement and maintain a quality system to ensure that their products and services comply with contractual agreements. Quality systems should be based on ISO 9001 at a minimum. Suppliers must strive to have their quality system certified to ISO 9001 or any other required certification, in particular IATF 16949, ISO/TS 21163 (IRIS) and EN 9100.

Mersen suppliers agree to cooperate by responding diligently to any required questionnaires or audits in order to enable Mersen or its customers to comply with their regulatory obligations.



COMPLIANCE COMMITMENTS

Suppliers must inform Mersen of any significant change in their organization or situation (a new controlling shareholder, safeguard procedure, etc.). Mersen will not continue working with a supplier that repeatedly fails to abide by this Purchasing Charter, particularly the ten principles of the UN Global Compact and/or the rules on conflict minerals.

If a supplier's compliance is called into doubt, an audit will be carried out. In such cases, an internal or external auditor will be sent to the supplier in order to review its environmental and social practices.

ECONOMIC DEPENDENCE

Suppliers undertake to inform Mersen whenever the Mersen group accounts for over 25% of their sales.

SUPPLIER PERFORMANCE RISK ASSESSMENT

MERSEN'S PURCHASING PROCESS INCLUDES:

- **A risk management plan**

Mersen's Purchasing team periodically updates supplier risks (market, geopolitical, financial or CSR risks, etc.) and works with operational teams to draw up contingency plans for any major risks identified.

Suppliers of critical components and materials are encouraged to draw up business continuity plans.

- **Performance monitoring**

Mersen's Purchasing team periodically updates supplier performance in the following areas:

- Quality
- Delivery and logistics
- Competitiveness
- Cooperation and responsiveness
- Innovation support
- Corporate social responsibility
- Financial solidity

- **A supplier improvement plan**

Any gaps in performance on one of these criteria must give rise to an improvement plan initiated and monitored by Mersen's Purchasing team and the supplier's quality development team to optimize the performance of our end-to-end supply chain and thereby maximize customer satisfaction.

FAILURE TO COMPLY

Should the assessment process, follow-up steps or other evidence indicate that any of the Purchasing Charter criteria are not being met, suppliers may be required to provide adequate explanations and/or evidence that corrective measures are planned to amend the situation and prevent it from recurring.

Mersen may apply sanctions for breaches of laws and regulations, which could in some cases include termination of the business relationship.

3.

Preferred suppliers



Mersen promotes cooperation with best-in-class suppliers who wish to develop and improve their performance in order to develop business with the Mersen group.

To become a preferred supplier, the following key criteria are required:

- a day-to-day performance that meets Mersen's evaluation criteria (technical capabilities, innovation, quality, timeliness, cost competitiveness, service and corporate social responsibility);
- financial solidity and economic dependence on Mersen of less than 25%;
- a corporate strategy in line with Mersen's marketing and technology roadmaps;
- an ability to innovate and provide ideas for improving the environmental impact of the supply chain with Mersen (limited CO₂ emissions, recycling of materials, reduction in energy and raw materials consumption, etc.);
- an endorsement of Mersen's contractual terms and Purchasing Charter;
- an ability to build an offer for multiple Mersen sites in one region or across several regions.

4.

Collaborative platform

Mersen uses the B2BMersen Supplier Portal for supplier relationship management.

As such, key suppliers must keep their company data and information up to date, including:

- data, certificates, compliance with applicable regulations, RoHS directive, REACH regulation, conflict mineral regulations, etc.;
- company sales;
- performance improvement plans.

Access to the B2BMersen portal is granted by the Mersen purchaser to the suppliers concerned.

Signature

All suppliers are encouraged to sign this document and return it to their contact at Mersen, thereby committing to the Purchasing Charter for a Sustainable Supply and Logistics Chain.

If you are registered on Mersen's Supplier portal, you can also validate your commitment through the platform.

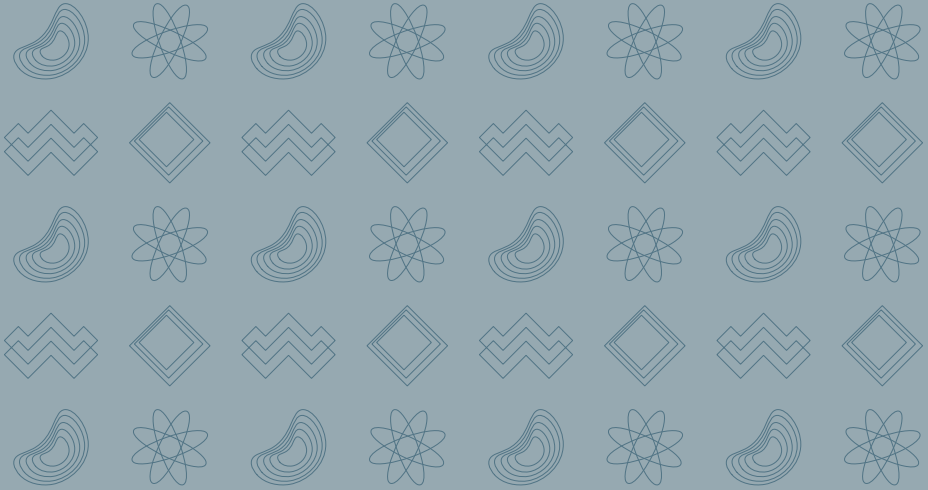
Comments:

Supplier:

Supplier representative:

Date:

Mersen's reference charters and policies are available on the Group's website.



MERSEN
Expertise, our source of energy



WWW.MERSEN.COM