

Supplier Code of Conduct

Last update: 19.08.2025

We are committed to upholding the highest ethical standards, behaviors, and compliance. This Supplier Code of Conduct sets out the minimum standards of conduct that BING requires of its suppliers. The above requirements are based on the principles of the Supplier Code of Conduct and are prescribed by BING's General Terms and Conditions of Purchase. We expect our suppliers to comply with this Supplier Code of Conduct, in addition to the provisions of the terms and conditions of trade agreed between BING and the supplier.

Scope

The Code of Conduct for Suppliers applies to all suppliers and partners who supply products or services within the framework of orders from BING Power Systems GmbH. We expect our suppliers to pass on these principles to their own suppliers in order to ensure that they are guaranteed throughout the supply chain. This may require the establishment of supply chain management processes that integrate the requirements of this Supplier Code of Conduct.

1. Health and safety

Safe working is BING's top priority. Our vision is to create a working environment where the health, safety and well-being of our employees and others affected by our activities are not compromised. Our health and safety goals are to create a safe and healthy working environment free of injuries and work-related illnesses, as well as to prevent or minimize the negative impact of our products and services.

Our suppliers must comply with the legal regulations applicable to the place of employment with regard to occupational safety and health. We also expect them to commit to risk management in this area and proactively protect the health, safety and welfare of their employees, contractors, visitors and anyone affected by their operations. We expect our suppliers to have an appropriate and sufficient health and safety management system in place, which includes an assessment of work-related risks, the implementation of controls to eliminate or reduce these risks, and appropriate instruction and training of those who may be affected.

2. Environment

We expect our suppliers to comply with all applicable environmental laws and regulations and to conduct their business in a manner that avoids or minimizes adverse impacts on the environment, including those in the community who may be affected by their activities. We also expect our suppliers to have an appropriate and sufficient environmental management system in place, which includes the assessment of environmental risks, the implementation of controls to eliminate or reduce these risks, and the provision of adequate information to the persons who may be affected.

2.1 Waste

We ensure environmentally sound handling, collection, storage and disposal of waste in accordance with the laws and regulations applicable in the respective jurisdiction. This also includes controls on the disposal of waste between countries. We strive to reduce the waste generated by our activities.

We expect our suppliers to treat and store waste in a way that prevents environmental pollution. Our suppliers must ensure that waste is collected and disposed of in accordance with relevant laws and in a manner that prevents or minimizes negative environmental impacts. Our suppliers should, as far as possible, reduce the waste generated in their activities and, wherever possible, establish circular supply chains.

3. Responsible sourcing

BING supports regulatory principles that promote socially responsible sourcing of minerals, chemicals and other materials, and conducts all our business activities in accordance with international and local laws relevant to our operating countries. We are committed to the controlled reduction and phase-out of hazardous substances where possible.

Our suppliers must supply us with products made from materials, including the minerals they contain, that have been responsibly sourced and classified as "conflict-free" in accordance with OECD guidelines.

The products supplied to BING must be made of materials that have been responsibly sourced and are not "conflict-affected" as outlined in the OECD Guidelines. Suppliers shall ensure compliance with the Conflict Minerals Regulation in accordance with Annex II of the OECD Guidelines.

Suppliers must provide supporting data on their supply chain of minerals upon request. In the event that the supply chain of the supplied material is "indeterminable" or otherwise unknown, the supplier must commit to either obtaining the appropriate certifications or phasing out the material.

Suppliers are expected to take steps to achieve the reduction and phasing out of hazardous substances in line with applicable laws and to ensure that similar steps are taken in their own supply chains.

4. Human rights

4.1 Child labour

We reject child labour and all practices in accordance with the applicable standards of the International Labour Organization (ILO) that hinder the development of children. Our suppliers must not employ children under the age at which compulsory schooling ends under the law of the place of employment, provided that the age of employment may not be less than 15 years. This does not apply if the law of the place of employment deviates from this in accordance with the applicable standards of the International Labour Organization (ILO). Suppliers must never engage in or support practices that hinder the development of children in accordance with applicable ILO regulations.

4.2 Modern slavery and forced labour

We are committed to ensuring that everyone is free to choose their employment. Suppliers must not use involuntary labor, including but not limited to people who are victims of human trafficking, forced labor, prison labor, or debt bondage.

4.3 Diversity and inclusion

We treat each other openly, honestly and respectfully. We do not tolerate discrimination, for example on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, or other personal characteristics.

We expect our suppliers to promote equal opportunities for all and to value inclusion and diversity. Harassment or discrimination must not be tolerated. Our suppliers must comply with the applicable laws of the respective place of employment regarding discrimination and harassment, and physical, verbal or psychological assault must not be tolerated.

4.4 Fair wages

We are aware of the need to fairly reward skills, contributions and achievements. Our suppliers must ensure that all wages comply with local minimum wages in accordance with applicable laws and relevant regulations of the place of employment. Overtime may only be worked within the limits of the law, and employees must be adequately compensated for the overtime worked. The standard working hours must not exceed the legal limits and overtime must not exceed the legally permissible maximum values.

4.5 Collective bargaining

The decision whether or not to join a union is an individual decision. This includes the right to strike and the right to collective bargaining. We expect our suppliers to respect this decision and the relevant procedures and laws of the respective place of employment for collective representation and consultation.

5. Collaboration with stakeholders

In the competition for contracts and external research funding, we behave fairly and with integrity. The selection of new suppliers and partners is only made after a thorough due diligence review. We take appropriate measures to ensure that we only select suppliers and partners who meet high ethical standards with their corporate values and behavior. We support public groups in the areas of education and development, environment, social affairs, art, culture and tradition. Our contribution can be made in the form of money, time or donations in kind.

Suppliers may only work with employees, agents, intermediaries, consultants, agents, distributors, cooperation partners, contractors, suppliers, consortia and joint venture partners who comply with our and your standards of reputation and conduct. Suppliers must listen to and respond appropriately to inquiries or concerns from society. Look around for similar opportunities in your immediate vicinity.

6. Conflicts

We avoid situations where it may appear that conflicts of interest would influence our business decisions or behavior or prevent us from acting in BING's best interests. If we believe that there is a (potential) conflict of interest, we address this. There must also be no conflicts of interest in the suppliers' companies. Should this nevertheless occur, these must be resolved in an appropriate form.

7. Business Record

We keep accurate and complete records of our business transactions. Suppliers must keep accurate and complete records of their business operations.

8. Bribery and corruption

We do not tolerate bribery and corruption in any form. We only enter into business relationships with partners whose integrity is known and require that the behavior of our partners always meets our standards. We never offer, give, or accept anything of value that can or could be considered undue influence on business decisions. We do not make facilitation payments.

Suppliers must conduct their business honestly, fairly and free from bribery and corruption. Our suppliers may only offer or accept gifts or other benefits in an open, transparent and lawful manner. If gifts or hospitality are offered, this must not give the impression of undue influence on business decisions. Suppliers are not allowed to offer or make facilitation payments.

9. Protection of resources and confidential information

Our technologies, intellectual property, and operationally sensitive and confidential information are critical to our business, and we protect them from unauthorized access, use, and disclosure. We protect the confidential information we hold, including the data of customers, suppliers, joint ventures, and other parties. We only share it internally and use it only to the extent that we are authorized to do so and never share it with external third parties without permission. We do not seek out or use information from any other person or entity, including competitors, that we know is confidential or restricted.

Our suppliers must protect our resources and information and ensure that all data and documents are kept safe. Suppliers must keep confidential information confidential and must never use information that you are not allowed to have. Suppliers must never offer and/or share information that BING is not allowed to have. Our suppliers must use appropriate non-disclosure or confidentiality agreements to protect our confidential and operationally protected information.

10. Export and Import Regulation, Sanctions

We are committed to complying with import and export laws, regulations and procedures wherever we operate.

Our suppliers must comply with all relevant export control and sanctions laws and regulations when exporting or importing goods or technology and obtain all necessary permits and permits to ensure timely and compliant delivery of their products. If required for authorization or authorization, suppliers must also have all necessary processes in place to allow access to export-restricted goods and/or technology only to authorized employees or other authorized persons/entities. If necessary, it must be ensured that all subcontractors also meet this requirement. Suppliers should also be on the lookout for suspicious requests from people who may be trying to gain unauthorized access to goods, software, or technology.

11. Competition & Antitrust Law

We conduct our business in accordance with applicable competition and antitrust laws and regulations.

Suppliers must comply with applicable competition and antitrust laws and regulations in the countries in which they operate and/or sell products. Suppliers may not coordinate their market conduct with competitors or their own suppliers in a way that unduly restricts competition.

12. Aiding and abetting tax evasion

We will not knowingly help our customers, suppliers or other third parties to evade taxes, i.e. to fraudulently pay too little or no tax at all.

Our suppliers are not allowed to require us to take measures that help them evade taxes. Suppliers may only issue invoices and other contractual documents that correspond to the agreed business situation and do not contain false information. Suppliers, when acting on our behalf, must not help others evade taxes.

13. Lobbying

We are committed to lobbying only within the legal framework and to behave ethically in all interactions with governments, authorities and their representatives. We do not make corporate contributions or donations to political parties or to organizations, think tanks, academic institutions, or charities affiliated with any political party or cause. Suppliers must comply with applicable law in any form of lobbying. We expect our suppliers to behave ethically in all interactions with governments, authorities and their representatives.

14. Supplier Commitment

14.1 Communication

We expect our suppliers to provide the BING Supplier Code of Conduct to their employees in the company's business language. Suppliers are required to disseminate the requirements imposed on them by BING from the Supplier Code of Conduct in their own supply chain and to incorporate the principles set out in this Supplier Code of Conduct into their business practices.

14.2 Compliance with the Global Supplier Code of Conduct

As set out in the General Terms and Conditions of Purchasing and/or in all of BING's tailor-made agreements, suppliers must comply with all aspects of this Supplier Code of Conduct. We expect our suppliers to have policies and practices in place to effectively implement these standards in their business and supply chain. Suppliers must work with us to assess and continuously improve the impact of their activities on the environment and society. BING reserves the right to verify compliance with this Supplier Code of Conduct, including conducting on-site audits upon request. We expect suppliers to document compliance with the Supplier Code of Conduct. BING may request access to these documents at any time with reasonable prior notice. BING may also request access to suppliers' locations for audit purposes. Suppliers agree that BING may use their environmental, social and governance information and documentation for the purposes set out in our agreements with our suppliers and in accordance with applicable laws and/or (in anonymised form) for public reporting or reporting to BING's customers. Compliance with this Supplier Code of Conduct is a high priority for BING. Therefore, in the event of Supplier's failure to comply with the

requirements of this Supplier Code of Conduct, BING reserves the right to terminate contracts prematurely.

14.3 Supplier Concerns

We address any concerns or violations of the principles set forth in this Supplier Code of Conduct without fear of retaliation, and we expect our suppliers to do the same. BING does not tolerate reprisals against people who openly raise concerns.