



Global Supplier Code of Conduct



INFICON HOLDING AG ("INFICON") is a global leader in instruments for gas analysis, measurement, and control. INFICON's business model is deeply rooted in its commitment to do business sustainably in economic, environmental and social terms as well as with regards to governance and leadership. INFICON's approach to sustainability is comprehensive and holistic. In INFICON's business decisions and conduct, INFICON considers economic, environmental, and social aspects at both strategic and operational levels.

INFICON is committed to responsible corporate governance, and it is guided for this purpose by the United Nations Guiding Principles on Business and Human Rights.

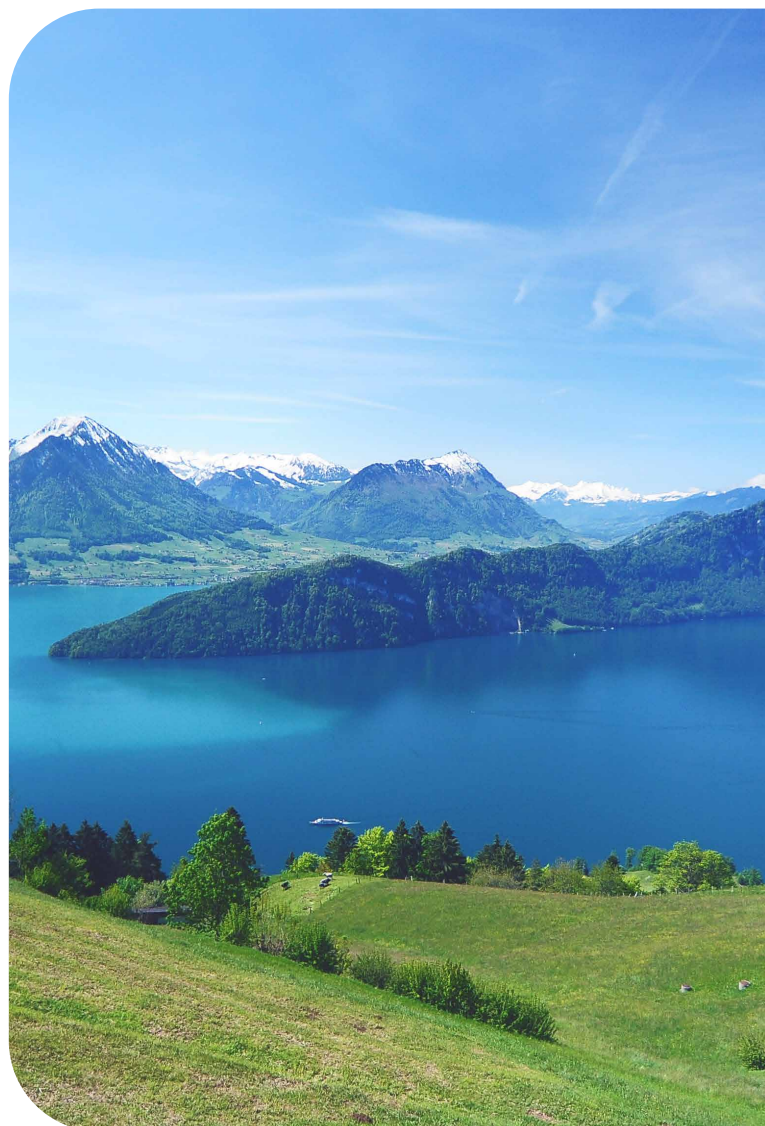
INFICON wants to partner with its suppliers to further develop their sustainability performance in INFICON's supply chain. INFICON expects its suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards). INFICON also expects its suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

INFICON particularly expects its suppliers to support, embrace and enact the following ESG standards, which are based on the ten principles of the UN Global Compact and the frameworks of the International Labor Organization (ILO):

Environment



- ✓ Supplier complies with all applicable environmental, health and safety regulations.
- ✓ Supplier promotes the safe and environmentally sound development, manufacturing, transport, use and disposal of its products.
- ✓ Supplier ensures by using appropriate management systems that product quality and safety meet the applicable requirements.
- ✓ Supplier protects its employees' and neighbors' life and health, as well as the general public at large against hazards inherent in its processes and products.
- ✓ Supplier uses resources efficiently, applies energy- efficient and environmentally friendly technologies and reduces waste, as well as emissions to air, water and soil.
- ✓ Supplier minimizes its negative impact on biodiversity, climate change and water scarcity.



Social



- ✓ Supplier supports the protection of internationally proclaimed human rights, fights forced labor (including modern slavery and human trafficking), and child labor.
- ✓ Supplier upholds the freedom of association and the right to collective bargaining in accordance with applicable laws.
- ✓ Supplier treats its employees with respect and provides a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices, or discrimination.
- ✓ Supplier enables its employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- ✓ Supplier complies with local laws governing minimum wages and working hours and ensures compensation of a living wage according to local living conditions.
- ✓ Supplier uses or processes no conflict minerals (gold, tin, tantalum, tungsten) in its products and shall not source minerals and metals from conflict-



affected or high-risk areas according to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals and Metals from Conflict-Affected and High-Risk Areas.



Governance



- ✓ Supplier abides by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- ✓ Supplier considers business integrity as the basis of business relationships.
- ✓ Supplier prohibits all types of bribery, corruption and money laundering.
- ✓ Supplier forbids gifts to private or public officials that aim or appear to aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- ✓ Suppliers respects the privacy and confidential information of all their employees and business partners as well as protects data and intellectual property from misuse.
- ✓ Supplier implements an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.



Ensuring the principles of sustainable development in INFICON's supply chain is important to INFICON. Supplier may acknowledge the principles stated above by demonstrating its commitment via compliance with its own code of conduct or company policies so long as they meet or exceed these standards.

INFICON reserves the right to conduct audits or assessments to ensure Supplier's compliance with these provisions and will take appropriate steps regarding its relationship with Supplier if there is a reason for concern, up to and including termination of the business relationship between INFICON and Supplier.

INFICON reserves the right to discontinue any relationship for non-adherence to these principles, failure to correct violations discovered during the business relationship, or displaying patterns of non-compliance with these standards. This Code of Conduct does not relieve Supplier of any of its obligations under any contract with INFICON.

In the context of this business relationship, if Supplier or its employees believe that the terms of this INFICON Supplier Code of Conduct are not adhered to, or that INFICON is not acting in accordance with its own INFICON Code of Conduct, then we encourage Supplier to raise its concerns via the INFICON stakeholder reporting channel: INFICON@whistleblowercontact.com

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INFICON HOLDING AG

Oliver Wyrsh,
President & CEO