

Excelitas Noblelight Statement on "Countering America's Adversaries Through Sanctions Act" (CAATSA)

This statement sets out the steps **Excelitas Noblelight** has taken to prevent forced labor in its supply chains or in any part of its business.

Excelitas Noblelight is committed to prevent and reject all forms of forced labor and to observe generally accepted human rights. In order to strengthen this commitment and to take better account of growing demand among clients, Heraeus has formulated its own Human Rights Policy (see attached)

Excelitas Noblelight does not actively recruit operators from North Korea to save costs. Moreover, Heraeus is not aware of Heraeus' suppliers working with operators from North Korea.

The foundation of all transactions at Excelitas Noblelight is compliance with all binding statutory requirements at the national and international level.

It is part of our onboarding process for suppliers that they confirm the Excelitas Noblelight Supplier Code of Conduct. By signing the **Excelitas Noblelight** Supplier Code of Conduct, suppliers commit to Excelitas Noblelight to comply with all legally binding rules and regulations, in particular with all export and import prohibitions in force. Moreover, suppliers confirm that they do not use forced labor.

Roland Eckl, Managing Director Excelitas Noblelight 1st of December 2023