

---

**VIDEOTON HOLDING ZRt.**  
**Central Sourcing Directorate**

**Sourcing policy and principles**

VIDEOTON is constantly striving to maintain its position in the industry, to improve its market position and to expand its domestic and export markets. Customer satisfaction is at the heart of the Group's quality policy. We aim to establish long-term, mutually beneficial cooperation with all suppliers who share our company's objectives.

That is why VIDEOTON has developed its sourcing policy to apply the requirement of a global system. The Responsible Business Alliance Code of Conduct (RBA CoC) sets out standards to ensure that the working conditions in the electronics industry supply chain are safe, workers are treated with dignity and business decisions are environmentally responsible and ethical. VIDEOTON expects its suppliers to apply these policies, or policies consistent with them, which are available at <https://www.responsiblebusiness.org/code-of-conduct>.

In line with the principles of RBA CoC, fair work, healthy and safe working conditions and respect for the environment are key for VIDEOTON in the supply chain.

**A. Decent work**

- Child labour and any form of forced labour are prohibited at any stage of production.
- Working hours and wages must comply with all applicable laws.
- Ensuring a workplace free from harassment and unlawful discrimination is required.

**B. Health and safety**

- Procedures and systems should be in place to prevent, manage, monitor and report accidents at work.
- Workers' exposure to health and safety risks shall be identified, assessed and reduced.
- Workers should have easy access to clean toilets and drinking water.

**C. Protection of the environment**

- All necessary environmental permits must be obtained and kept up to date.
- Greenhouse gas and pollutant emissions and waste generation shall be minimised.

- Responsible water management is required.

Our procurement policy also includes the following guidelines and tasks:

- We will find the suppliers that meet our customers' needs and offer the best conditions. We are constantly optimising and developing the pool of suppliers.
- We seek to build long-term, mutually beneficial alliances with suppliers who share our quality objectives.
- We continuously monitor and evaluate the performance of our key suppliers. We provide support and assistance to resolve any problems that may arise.
- We ask our new suppliers to adopt the RBA Code of Conduct or we ask them for their corresponding Code of Conduct.
- We assess our suppliers by a self-assessment questionnaire and, if necessary, by carrying out an on-site audit. The steps in this process are documented transparently.
- We ask for the certificates (e.g. ISO 9001, ISO 14001) used by our suppliers, the validity of which is continuously checked.
- We ask our suppliers to certify compliance with environmental requirements (REACH, RoHS).
- In the case of a supplier who sends inadequate declarations and does not respond to repeated requests, we will seek to replace the supplier to one that accepts the RBA CoC guidelines. However, in cases where the supplier has been chosen by our customer or their replacement would result in a price increase, we will only replace the supplier upon on customer approval.
- The VIDEOTON Holding Central Sourcing Directorate is committed to the long-term employment of skilled, highly qualified employees and to the continuous training of its staff. Our employees are familiar with and apply the sourcing policies and guidelines.
- In all our work, we comply with legal and regulatory requirements and expect our suppliers to do the same.
- We strive to optimise and shorten the length of the supply chain; wherever possible, we source directly from manufacturers. This also reduces the amount of CO<sub>2</sub> emissions (Scope 3) generated in the value chain.
- We monitor changes in the organisation's environment and any existing risks that may arise and take measures to reduce or eliminate them, and review the effectiveness of these measures.

31<sup>st</sup> January 2024.

Csaba Szekeres

Director