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SUPPLIER CODE OF RESPONSIBLE BUSINESS CONDUCT

1. Purpose and Scope

This Supplier Code of Responsible Business Conduct (“Code”) defines the minimum ethical, legal and ESG requirements applicable to all suppliers, sub-suppliers and business partners of IM Group. The Code applies to all existing and new suppliers providing goods, materials, equipment or services to IM Group.

2. Legal Compliance and Business Ethics (Governance)

Suppliers shall comply with all applicable laws and regulations, conduct business ethically, prevent corruption and bribery, avoid conflicts of interest and protect confidential information.

3. Environmental Responsibility (Environmental)

Suppliers shall comply with environmental legislation, responsibly use natural resources and take reasonable measures to reduce negative environmental impacts. Relevant environmental information shall be provided upon reasonable request where required for ESG or regulatory purposes.

4. Social Responsibility and Human Rights (Social)

Suppliers shall respect internationally recognized human rights, prohibit forced and child labour, provide safe and healthy working conditions and comply with labour laws. These principles are expected to be promoted within the supplier’s own supply chain.





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5. Conflict Minerals and Responsible Sourcing

Suppliers commit to responsible sourcing, particularly with regard to tin, tantalum, tungsten, gold (3TG) and cobalt. Suppliers shall apply due diligence in line with OECD guidance and provide information on material origin, including CMRT or equivalent documentation, upon request.

6. ESG Reporting and Cooperation

Suppliers agree to cooperate in ESG-related data collection when required due to legal, customer or regulatory obligations. The scope and frequency of such reporting shall be proportionate to supplier relevance and risk.

7. Monitoring and Measures

IM Group reserves the right to assess compliance with this Code, request corrective actions and take appropriate commercial measures in case of non-compliance.

8. Governing Language

This Code may be made available in multiple languages. In case of discrepancies, the English version shall prevail.

Brnik, March 2026

Dr. Marjan Pogačnik

CEO



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