

Statement: The California Transparency in Supply Chains Act

This annual statement is made pursuant to the California Transparency in Supply Chains Act made by the Pepperl+Fuchs Group whose ultimate parent company is Pepperl+Fuchs SE. It details the measures that Pepperl+Fuchs has implemented and is maintaining to ensure that human rights violations do not occur within our business or supply chain, with reference to the financial year ending December 31, 2024. The management board of Pepperl+Fuchs has been given approval.

Pepperl+Fuchs is a globally active group of companies in the automation industry. The foundation of our business model is the development and production of products for electronic explosion protection and industrial sensors. Our company operates within two primary industries: automation and electrical engineering. We specialize in sensors for factory automation, explosion protection solutions, and components for process automation. Our commitment to technological innovation is inextricably linked to our responsibility to create a sustainable future. We are committed to protecting human rights as our moral obligation and our responsibility to future generations.

1. Verification

To ensure the protection of human rights, we conduct a human rights due diligence process based on a risk-based approach. This approach is mandated by the UN Guiding Principles on Business and Human Rights and the German Due Diligence in Supply Chains Act. This process aims to identify abstract human rights impacts, to prevent them, and to mitigate risks. The Human Rights Officer of Pepperl+Fuchs Group oversees the continuous evaluation and enhancement of these processes.

A key element of the assessment is the annual risk analysis regarding human rights for both locations. This analysis is conducted annually to identify suitable measures. This analysis evaluates the risk of human rights violations, labor rights violations (including topics such as occupational health and safety), and environmental violations at the supplier level. The country risks are based on external sources.

In instances where abstract risks related to human rights, labor rights, or the environment have been identified at the supplier level and a threshold value has been exceeded through risk prioritization, the supplier will be sent a specific questionnaire to determine the actual risk. The questionnaire will also inquire about the management systems or certifications the supplier has in place. Responses are then evaluated centrally.

Pepperl+Fuchs SE

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2. Audits

The risk-based approach dictates that audits or on-site visits be initiated in cases where abstract risks cannot be clarified by sent-out questionnaires.

Suppliers operating in high-risk areas, such as conflict minerals, are required to pass the obligations along their supply chains in order to hand out a CMRT.

3. Certification

Pepperl+Fuchs operates in accordance with the fundamental principles stated in the Code of Conduct to ensure a common basis when operating in wide and diverse supply chains. As an internationally active company, we are committed to complying with relevant legal requirements and upholding ethical and socially responsible corporate governance principles. We are committed to the Code of Conduct of the German Electro and Digital Industry Association (ZVEI) and have adopted the principles contained therein unchanged in our Code of Conduct. The Code of Conduct applicable to the Pepperl+Fuchs Group is based on the following international standards: Universal Declaration of Human Rights of the United Nations, The OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labour Organization (ILO), and the UN Guiding Principles on Business and Human Rights. Pepperl+Fuchs is therefore committed to the international human rights standards and does not tolerate violations.

In alignment with these principles, our Supplier Code of Conduct establishes requirements for our business partners. Accordingly, Pepperl+Fuchs expects its business partners to also commit to these principles and ensure compliance with the stated principles.

4. Internal accountability

Pepperl+Fuchs maintains internal accountability standards and procedures for employees or contractors who fail to meet company standards regarding slavery and trafficking.

A comprehensive policy statement on human rights has been developed to address the material impact on the company's own workforce and the associated risks and opportunities. This document is available to all interested parties both internally and externally via the company website. The Management Board of Pepperl+Fuchs SE is responsible for the implementation of and compliance with this policy statement.

Furthermore, Pepperl+Fuchs offers multiple avenues for reporting potential violations. These channels and mechanisms for reporting violations are available to employees at Pepperl+Fuchs and workers in the value chain.

Our global compliance team, in collaboration with a human rights officer, assesses the efficacy of our human rights due diligence processes. Additionally, our global Speak Up channel allows for anonymous reporting of incidents of modern slavery and related issues. As of the date of this statement, Pepperl+Fuchs has no identified instances of human rights violations.

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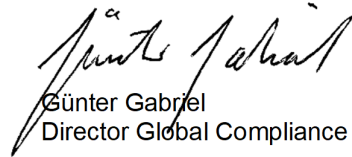
5. Training

Pepperl+Fuchs offers training on human trafficking and slavery to company employees and management with direct responsibility for supply chain management. This training aims to equip participants with the knowledge to mitigate risks within the supply chains of products.

Pepperl+Fuchs is committed to raising awareness of human rights in our supply chain and will continue to introduce this topic to more employees involved. All global supervisors are obligated to undergo training on the Pepperl+Fuchs Code of Conduct, which covers various subjects related to human rights.



Dr. Gunther Kegel
CEO



Günter Gabriel
Director Global Compliance

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