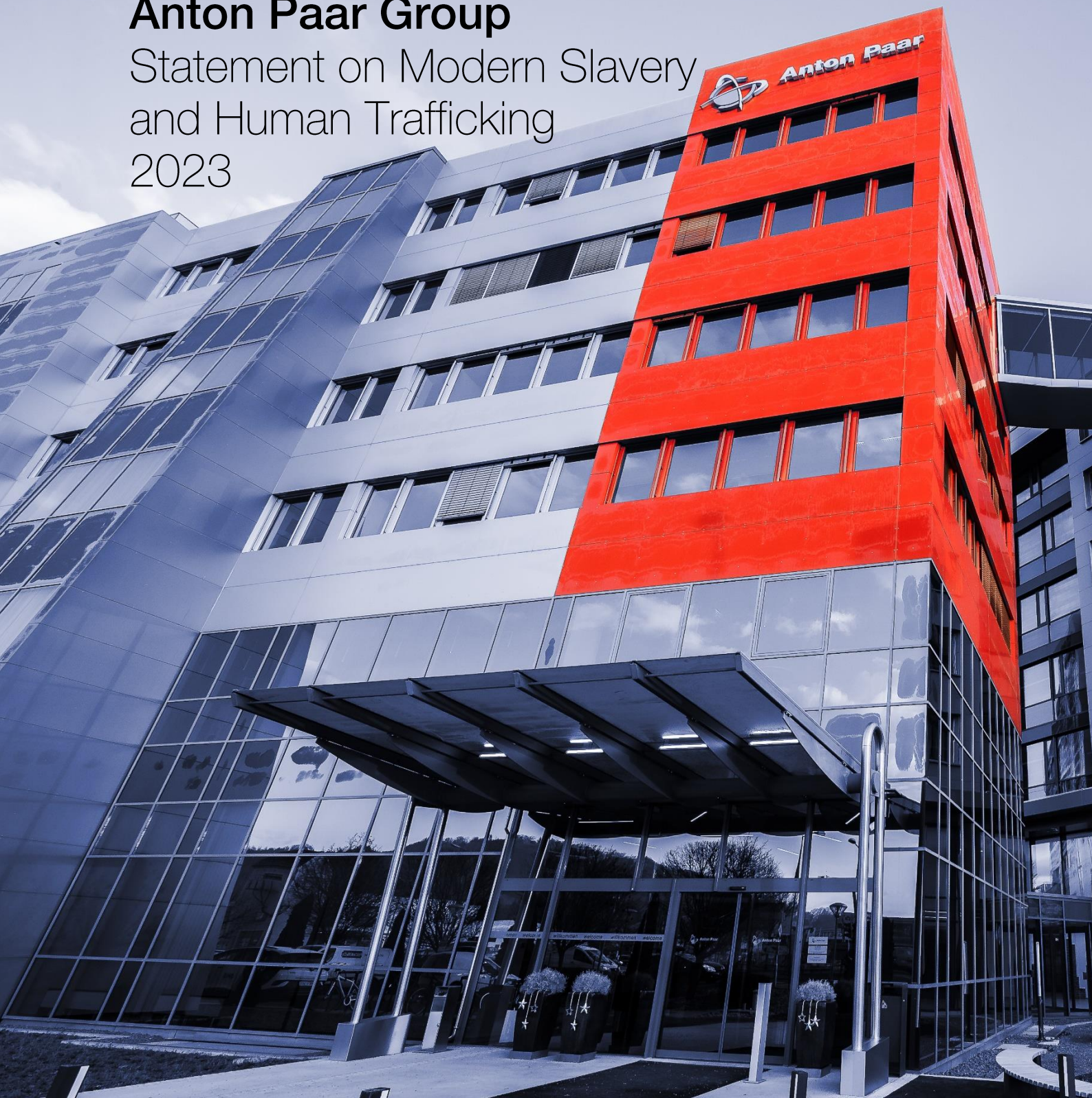


Anton Paar Group

Statement on Modern Slavery and Human Trafficking 2023



Social responsibility

The commitment to social responsibility is deeply rooted in the self-image of the Anton Paar Group, and forms the basis of our actions. This is not only anchored in our management guidelines, but is demanded of every single employee. We operate a zero-tolerance approach towards all forms of modern slavery including human trafficking and child labor. For this reason, it is important to us to check internal and external processes carefully and thus exclude the presence of modern slavery. Within this statement we report all measures taken, which identify and prevent all forms of modern slavery and human trafficking.

This statement on modern slavery and human trafficking covers the Anton Paar Group as a whole and addresses the disclosure requirements of e.g., the *Modern Slavery Act 2015* (UK) and the *California Transparency in Supply Chain Act* (USA) for the reporting period January 1, 2023 to December 31, 2023.

Anton Paar: organizational structure, business model and supply chain

The Anton Paar Group has six subsidiaries: Anton Paar GmbH, Anton Paar ShapeTec GmbH, Anton Paar ConsumerTec GmbH, Anton Paar SportsTec GmbH, Anton Paar Sudhaus GmbH and 24 Asset Management GmbH. Anton Paar GmbH develops, produces and distributes highly accurate laboratory instruments and process measuring systems, provides custom-tailored automation and robotic solutions. Anton Paar ShapeTec GmbH is a development and manufacturing partner for mechanical and electronic parts, assemblies, and complete devices. Anton Paar ConsumerTec GmbH sells measuring instruments in the B2C sector. Anton Paar SportsTec GmbH offers training and analysis systems. Anton Paar Sudhaus GmbH operates an in-house brewery, a company restaurant and an à la carte restaurant. 24 Asset Management GmbH purchases, develops, and rents real estate in the greater Graz area.

Within the Anton Paar Group, we employ more than 4,500 employees around the world. We operate globally with our 11 producing companies, 37 sales subsidiaries and 34 distribution partners in over 110 countries. In 2003, the Anton Paar Group and its affiliates were incorporated into the charitable Santner Foundation, which is the ultimate owner of all Anton Paar companies. In accordance with the foundation's intentions, the majority of the profit after tax is reinvested in the further development of the company. A part of the profit is transferred to the foundation. The foundation itself may only use the proceeds for charitable purposes as defined by §§ 34ff BAO (Austrian law) in its currently valid version. Using these proceeds, the foundation supports scientific work and research of public utility in the fields of natural science and technology and the prevention of drug addictions and other addictions as well as the rehabilitation of addicts.

More information about the Anton Paar Group, our company history and how we work can be found on the [website](#).

Our production facilities are located in EU countries, EU candidate countries, Switzerland, and the US. This allows us to maintain seamless control over working conditions within our own operations. We take pride in our state-of-the-art facilities, ensuring a safe and healthy work environment for all our employees. Our network of sales subsidiaries not only strengthens our market presence but also allows us to actively influence employment and working conditions in the later stages of our products' life cycle.

Although critical components are manufactured in-house we need to source externally as well. Our supply chain encompasses a wide array of suppliers and business partners providing materials and services for the manufacturing and distribution of our products. We place a strong emphasis on fostering long-term business relationships and use the insights gained from these relationships for continuous improvement. This approach strengthens the foundation of trust and collaboration with our partners.

Our commitment

We are aware that each stage of our supply chain could potentially harbor risks of modern slavery and are dedicated to ensuring ethical, social and environmentally compatible practices in every facet of our business.

The internal guideline for all our business activities is the [Anton Paar Business Code of Conduct](#), which underscores our focus on environmental and social aspects as well as the assumption of responsibility by the management. Our Code is binding for all our employees and can be accessed via the intranet and the website at any time. Because our employees are key in fighting modern slavery and human trafficking, we are working on providing respective trainings for staff in responsible departments, with a focus on raising awareness of slavery and human trafficking in supply chains.

Our [Anton Paar Supplier Code of Conduct](#) requires our suppliers to adhere to the same ethical principles, including the prohibition of modern slavery and human trafficking. Careful and regular research serves as a basis for the selection of all suppliers. We are currently not carrying out on-site supplier audits, nor are we explicitly requesting certification to confirm that all materials or services supplied to us comply with modern slavery and human trafficking laws with regard to the countries in which they are doing business. However, in order to ensure up-stream conformity, all potential suppliers are generally required to agree with our [General Terms of Purchase](#). These require them to adhere to respective legal obligations and ensure that any material supplied to us directly or as part of their products is sourced responsibly. In the event of suspected violation related to modern slavery and human trafficking in our supply chains, we will take immediate action to rectify the issue.

We are committed to continuously improving our efforts to combat modern slavery and human trafficking. Therefore, we have set up an internal process to assess risks within the Anton Paar Group and along the supply chain. In a regular process we identify and manage (potential) risks. In the most recent period, no incidents in this regard occurred.

Furthermore, a publicly available [Anton Paar Whistleblowing System](#) allows employees, business partners, and third parties to report deviations or issues related to applicable legal or contractual requirements, as well as our principles. Every report of potential risks is followed up and documented.

Reporting and transparency

In line with our commitment to transparency, we make this Modern Slavery Statement publicly accessible on the website, and we review and update this statement regarding our process and challenges annually.

Conclusion

We take our responsibility in the fight against modern slavery seriously and strive to continuously improve our practices and processes. We want to raise awareness about this important issue and promote a culture of ethics and integrity in all our business activities.

Date: June 14, 2024



Dr. Friedrich Santner, Chairman of the Management Board