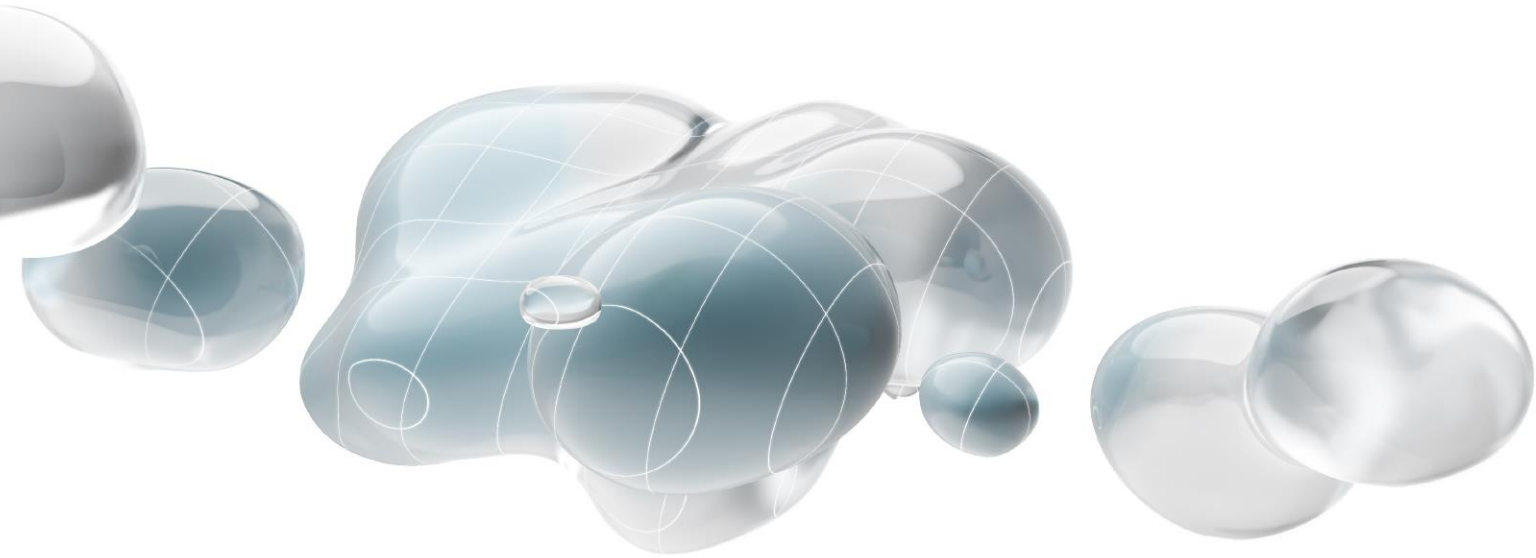

Report on the LkSG (German Supply Chain Due Diligence Act)

Reporting period from 01.01.2025 to 31.12.2025

Forword and Introduction

The German Supply Chain Due Diligence Act has waived the legal mandatory reporting obligation. For purposes of documenting Bürkert Group activities, the former report has been updated and expanded using the same structure. This is the second report of this nature at Burkert. Establishing a human rights based due diligence that meets minimum legal requirements at Burkert and within our supply chain is only a beginning. It already evidenced that the additionally caused administration (and documentation) efforts impact our personnel capacities. To resolve these bottlenecks and despite economic turmoil a tool shall be implemented. The Human Rights Office will oversee the implementation.

This report is therefore of informatory nature to express our intention and goodwill towards implementing human rights-based due diligence at Bürkert based on the German legal framework. This report does not provide any right to any person or entity; we reserve the right to modify or withdraw it at any time.

Our efforts on human rights due diligence are also included in our submissions for or complemented by the Burkert (Werke) Ecovadis-rating as well as the forthcoming Burkert Group EU CSRD-Reports (mainly ESRS-S).We appreciate good faith feedback that points out any perceived inaccuracy, omission or error in this report to

human.rights@burkert.com

Any concern, violation related to Human Rights please use our Reporting Channel, where you also can access our whistleblowing policy:

https://burkertgroup.integrityline.app/

Ingelfingen, 28.2.2026

Burkert Human Rights Office

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A. Strategy & anchoring

A1. Monitoring of risk management & responsibility of company management

What responsibilities were defined for monitoring risk management during the reporting period?

The Human Rights Office was established instead of having a single human rights officer. It is made up of various functions, including Global People & Culture, Legal & Compliance, Global Purchasing & Supply Chain Management and Corporate Quality Management Systems.

A. Strategy & anchoring

A1. Monitoring of risk management & responsibility of company management

Has company management established a reporting process to ensure that it is informed regularly – at least once a year – about the work of the person responsible for monitoring risk management?

It is confirmed that company management has established a reporting process to ensure that it is informed regularly – at least once a year – about the work of the person responsible for monitoring risk management in accordance with Section 4 (3) LkSG.

- Confirmed

Describe the process that ensures reporting to company management with regard to risk management at least once a year/regularly.

The Executive Management Team (management of the ultimate parent company) of Bürkert has appointed a human rights officer in accordance with the LkSG in the form of a multi-person "Human Rights Office" which will report on the progress and results of risk management at regular intervals (at least once a year). The dates for reporting are set for a business year.

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Is there a policy statement that has been prepared or updated based on the risk analysis carried out during the reporting period?

The policy statement has been uploaded

https://www.burkert.com/en/company-career/company/compliance?n=1

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Has the policy statement for the reporting period been communicated?

It is confirmed that the policy statement has been communicated to employees, the works council where applicable, the public and the direct suppliers identified as being at risk in the risk analysis.

- Confirmed

Please describe how the policy statement was communicated to the relevant target groups.

The policy statement was communicated company-wide by our Executive Management Team. The policy and further information have been published on the intranet. The policy statement can also be viewed on the website. All senior executives globally were provided with information/training on the establishment of and compliance with the policy via Microsoft Teams. Purchasing and Global People & Culture -related roles were informed in target group-specific meetings. In order to raise global awareness of human rights issues in the supply chain and at Bürkert, a number of refresher training sessions were held with human rights coordinators in 2025.

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

What elements does the policy statement contain?

- Establishment of a risk management system
- Annual risk analysis
- Establishment of preventive measures in the company's own business area, with direct suppliers and, where applicable, indirect suppliers, and review of their effectiveness
- Remedial measures in the company's own business area, with direct suppliers and, where applicable, indirect suppliers, and review of their effectiveness
- Provision of a complaints procedure within the company's own business area and with suppliers and review of its effectiveness
- Documentation and reporting obligations
- Description of the identified priority risks
- Description of human rights-related and environmental expectations of the company's own employees and suppliers

A. Strategy & anchoring

A2. Policy statement on the human rights strategy

Description of possible updates during the reporting period and the reasons for them.

No updates were made during the reporting period. The policy statement reflects the latest requirements.

A. Strategy & anchoring

A3. Anchoring the human rights strategy within the organisation

In which relevant departments/business processes was the anchoring of the human rights strategy ensured during the reporting period?

- HR
- Location development/management
- Environmental management
- Occupational safety & occupational health management
- Communications/Corporate affairs
- Research & development
- Purchasing/Procurement
- Supplier management
- CSR/Sustainability
- Legal/Compliance
- Quality management

Describe how responsibility for implementing the strategy is distributed within the various departments/business processes.

The human rights strategy was primarily anchored in the Global Purchasing and Supply Chain Management and Global People & Culture departments. Global Purchasing and Supply Chain Management is primarily responsible for reviewing all global suppliers. Local suppliers in Bürkert sales companies are excluded from this.

Describe how the strategy is integrated into operational processes and procedures.

The concrete (operational) implementation of the human rights strategy is the responsibility of the relevant functional areas.
The following applies in principle:
The Global Purchasing and Supply Chain Management department is responsible for our global supply network and global supply chain.
In the case of non-production material, the user, e.g. IT or R&D, may also be responsible. The respective general manager is responsible for local procurement processes in sales companies.
‧Within the company's own business area (i.e. the respective company of the Bürkert Group), the relevant department is responsible, for example for
oEmployee rights: People Management Germany/Regions oOccupational safety / health / environment: Corporate Quality
‧For affiliated companies of the Bürkert Group (without Bürkert company name), e.g. BDG GmbH, the respective management is responsible.

Describe which resources & expertise are provided for implementation.

The Human Rights Office performs the monitoring tasks collectively. Members are included based on the focus area(s) of the function in the current organisation. Six experts from Purchasing, Quality Management, Global People & Culture and Legal & Compliance were appointed to the Human Rights Office. Furthermore, every buyer globally is responsible for operational implementation within the scope of supplier selection.

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Was a regular (annual) risk analysis carried out during the reporting period to identify, weight and prioritise human rights-related and environmental risks?

- Yes, for the company's own business area
- Yes, for direct suppliers

Describe the period over which the annual risk analysis was carried out.

January / February 2025

Describe the risk analysis procedure.

We address the different dynamics of risks with regard to possible violations of due diligence obligations in our business environment by taking a preventive, risk-based approach in our own business area and in our supplier network.

To do this, we have analysed our business activities and our business relationships in a multidisciplinary team to identify potential risks and actual violations of human rights-related and environmental due diligence obligations. This is done using internationally recognised indices on thematically relevant country risks (e.g. Global Slavery Index), existing certifications (e.g. ISO 14001), declarations (Code of Conduct), the sector of the supplier (if applicable), the significance for our services/activities within the business area and sales generated.

Depending on the assessment determined, there may be further steps for the risk assessment and/or measures.

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Were ad-hoc risk analyses also carried out during the reporting period?

- Yes, due to significant changes in the risk situation, for example due to new products/projects/development of new markets
- Yes, due to other reasons: Other reasons: On the basis of information provided in the AI-driven risk management solution used for the supply chain.

Describe the specific reasons.

The establishment of the new manufacturing company in India – Fluid Control Systems India Private Limited, Pune, Maharashtra.
Supplier-related information from Sphera (a software-based supply chain risk management solution) regarding possible human rights-related or environmental violations.

Describe the findings of the analysis conducted in response to a significantly changed and/or expanded risk situation.

No significant changes; several supplier audits and one internal audit were conducted during the reporting period.

Describe the extent to which insights gained from processing information/complaints have been incorporated.

No plausible information/complaints received within the context of complaints management. The information obtained via the software-based risk management solution regarding suppliers mainly concerns companies within a group where the companies in question are not suppliers ofours. In other cases, we asked follow-up questions in order to clarify the facts. The process did not result in any reported significant findings.

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Results of the risk assessment

Which risks were identified in the company's own business area as part of the risk analysis/analyses?

- Disregard for occupational safety and work-related health hazards
- Destruction of natural resources through environmental pollution
- Prohibition of unequal treatment in employment
- Other prohibitions: The above information does not necessarily confirm a specific risk related to a specific process or human right, but rather represents a general risk area that we have taken into consideration for initial processing according to the LkSG at all locations.

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Results of the risk assessment

Which risks were identified in the risk analysis/analyses for direct suppliers?

- Disregard for occupational safety and work-related health hazards
- Destruction of natural resources through environmental pollution
- Prohibition of unequal treatment in employment

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Results of the risk assessment

Which risks were identified in the risk analysis/analyses for indirect suppliers?

- Disregard for occupational safety and work-related health hazards
- Destruction of natural resources through environmental pollution
- Prohibition of unequal treatment in employment

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

Were the risks identified in the reporting period weighted and, if applicable, prioritised and, if so, on the basis of which appropriateness criteria?

- Yes, based on the company's own influence
- Yes, based on the probability of occurrence
- Yes, based on other factors: internationally used country indices, certifications, existing contracts

Describe in more detail how the weighting and, if applicable, prioritisation was carried out and what considerations were taken into account.

Environmental and occupational health and safety certifications result in a bonus for the supplier, whereas negative index values result in a malus. The influenceability (turnover with the supplier) has the strongest influence.

B. Risk analysis and preventive measures

B2. Preventive measures in the company's own business area

Which risks were prioritised in the company's own business area during the reporting period?

- Disregard for occupational safety and work-related health hazards
- Destruction of natural resources through environmental pollution
- Prohibition of unequal treatment in employment
- Prohibition of withholding a fair wage

Disregard for occupational safety and work-related health hazards

What specific risk is involved?

Protection against accidents at work due to mandatory protective equipment during production or protective measures on machines.

The information regarding countries does not necessarily confirm a specific risk related to a specific process or human right, but rather represents a general risk area that we have taken into consideration for initial processing according to the LkSG at all production locations.

Where does the risk arise?

- China
- Germany
- France
- India
- United States (USA)

Destruction of natural resources through environmental pollution

What specific risk is involved?

Danger to the environment from our production facilities, e.g. runoff of heating oil into groundwater.

The information regarding countries does not necessarily confirm a specific risk related to a specific process or human right, but rather represents a general risk area that we have taken into consideration for initial processing according to the LkSG at all production locations.

Where does the risk arise?

- China
- Germany
- France
- India
- United States (USA)

Prohibition of unequal treatment in employment

What specific risk is involved?

Unequal treatment in remuneration (equal pay).

This was assessed using an internal questionnaire and discussed in individual meetings with all national companies in 2024.
The information regarding countries does not necessarily confirm a specific risk related to a specific process or human right, but rather represents a general risk area that we have taken into consideration for initial processing according to the LkSG at all locations. For the aforementioned reasons no particular action was taken in 2025, but the subject will be revisited in 2026.

Where does the risk arise?

- Australia
- Belgium
- Brazil
- Chile
- China
- China, Hong Kong special administrative region
- Denmark
- Germany
- Finland
- France
- India
- Italy
- Japan
- Canada
- Malaysia
- New Zealand

- Netherlands
- Norway
- Austria
- Philippines
- Sweden
- Switzerland
- Singapore
- Spain
- South Africa
- South Korea
- Taiwan
- Thailand
- Turkey
- United Arab Emirates (UAE)
- United States (USA)
- United Kingdom (Great Britain and Northern Ireland)

Prohibition of withholding a fair wage

What specific risk is involved?

The risk of not paying a living wage despite market-standard remuneration.
This was assessed using an internal questionnaire and discussed in individual meetings with all national companies.
The information regarding countries does not necessarily confirm a specific risk related to a specific process or human right, but rather represents a general risk area that we have taken into consideration for initial processing according to the LkSG at all locations.

Where does the risk arise?

-
- Australia
- Belgium
- Brazil
- Chile
- China
- China, Hong Kong special administrative region
- Denmark
- Germany

- Finland
- France
- India
- Italy
- Japan
- Canada
- Malaysia
- New Zealand
- Netherlands
- Norway
- Austria
- Philippines
- Sweden
- Switzerland
- Singapore
- Spain
- South Africa
- South Korea
- Taiwan
- Thailand
- Turkey
- United Arab Emirates (UAE)
- United States (USA)
- United Kingdom (Great Britain and Northern Ireland)

B. Risk analysis and preventive measures

B2. Preventive measures in the company's own business area

What preventive measures were implemented during the reporting period to prevent and minimise the priority risks in the company's own business area?

- Implementation of training in relevant business areas
- Implementation of risk-based monitoring measures

Implementation of training in relevant business areas

Describe the measures implemented and specify the scope in particular (e.g. number, coverage/area of validity).

Regular provision of LkSG information to the Executive Management Team (EMT).

All Bürkert units (worldwide) have been provided with information about the ongoing obligations arising from the LkSG. This was done in several virtual meetings for all human rights coordinators.
Employees in German entities were informed about requirements arising from the LkSG by sharing presentations.

Describe the extent to which training to prevent and minimise priority risks is appropriate and effective.

Communication with the human rights coordinators did not lead to any negative indications. The measures seem to be effective.

Implementation of risk-based monitoring measures

Describe the measures implemented and specify the scope in particular (e.g. number, coverage/area of validity).

Regular provision of LkSG information to the Executive Management Team (EMT).

All Bürkert units (worldwide) have been provided with information about the obligations arising from the LkSG.

Describe the extent to which measures to prevent and minimise priority risks are appropriate and effective.

In general, responsible persons are aware of their obligations. In some cases, external consultants (lawyers) are called in to understand the relevant requirements.
Some larger locations are certified for environmental protection and occupational health and safety, and people are aware of these topics. The effectiveness is tracked by the development of the risk values in our risk assessment.

B. Risk analysis and preventive measures

B3. Preventive measures for direct suppliers

Which risks were prioritised for direct suppliers during the reporting period?

- Disregard for occupational safety and work-related health hazards
- Destruction of natural resources through environmental pollution
- Prohibition of withholding a fair wage

Disregard for occupational safety and work-related health hazards

What specific risk is involved?

The following information does not necessarily confirm a specific risk, but rather a general risk area regarding occupational safety and work-related health hazards. Nevertheless, on-site audits, etc. were initiated during the reporting period in order to enable the identification of a specific risk. However, not all on-site audits have yet reached a reportable maturity level.

On the other hand, the preceding supplier risk analysis results in staggered measures based on value limits (essentially a risk value) that meet the requirements for preventive measures according to the LkSG. This includes receipt of commitments to adequate Code of Conducts and may extent to personal interviews of the purchasing teams with selected suppliers.

Audits are currently being carried out at various suppliers in China. Those reviews from 2024, performed by independent and internationally recognised auditors, were full scope social audits that extended also beyond the scope of the LkSG. No imminent violation has been recorded, but risks identified and measures initiated. In two cases this required construction measures to meet local law requirements on fire safety, in others increased documentation of work force working time. For one supplier we could conclude the audits with all key findings being resolved, while for others such actions are still being followed up. Overall, the audits and their implementation show suppliers' willingness to cooperate.

In 2025 we initiated additional on-site audits at different suppliers that are located in Germany and China. The audit at the German supplier could be concluded with no relevant human-rights due diligence findings in the meantime. The additional Chinese supplier audit resulted in findings, but none indicating violations or risks that require imminent intervention, allowing us and the supplier to discuss the other findings and which measures to implement.

Note that for purpose of transparency we have listed all the countries in which we purchase production materials.
The countries listed below essentially represent the Group's purchasing volume (in terms of turnover), without assuming any specific risk in each case. We therefore reserve the right to assert that there is no specific risk related to a particular country.

Where does the risk arise?

- Australia
- Belgium
- China
- Denmark
- Germany
- France
- India
- Italy
- Japan
- Canada
- Netherlands
- Austria
- Switzerland
- Singapore
- Spain
- South Korea
- Taiwan
- Czechia
- Turkey
- United States (USA)
- United Kingdom (Great Britain and Northern Ireland)

Destruction of natural resources through environmental pollution

What specific risk is involved?

The above, and the definition of measures relating to direct suppliers, also covers the threat to the environment posed by suppliers' production facilities, e.g. runoff of pickling agents, etc. into the groundwater.

Please refer to B.3 on the progress of supplier-related audits in 2024 and 2025.
The countries listed below essentially represent the Group's purchasing volume (in terms of turnover), without assuming any specific risk in each case. We therefore reserve the right to assert that there is no specific risk related to a particular country.

Where does the risk arise?

- Australia
- Belgium

- China
- Denmark
- Germany
- France
- India
- Italy
- Japan
- Canada
- Netherlands
- Austria
- Singapore
- Spain
- South Korea
- Taiwan
- Czechia
- Turkey
- United States (USA)
- United Kingdom (Great Britain and Northern Ireland)

Prohibition of withholding a fair wage

What specific risk is involved?

The above, and the definition of measures relating to direct suppliers, also covers the payment of wages below statutory minimum wages.

Please refer to B.3 on the progress of supplier-related audits in 2024 and 2025.
The countries listed below essentially represent the Group's purchasing volume (in terms of turnover), without assuming any specific risk in each case. We therefore reserve the right to assert that there is no specific risk related to a particular country.

Where does the risk arise?

- Australia
- Belgium
- China
- Denmark
- Germany
- France
- India

- Italy
- Japan
- Canada
- Netherlands
- Austria
- Singapore
- South Korea
- Taiwan
- Czechia
- Turkey
- United States (USA)
- United Kingdom (Great Britain and Northern Ireland)

B. Risk analysis and preventive measures

B3. Preventive measures for direct suppliers

What preventive measures were implemented during the reporting period to prevent and minimise priority risks among direct suppliers?

- Integration of expectations into supplier selection
- Obtaining contractual assurances for compliance with and implementation of expectations along the supply chain
- Agreement and implementation of risk-based monitoring measures

Other categories:

selected:

- Integration of expectations into supplier selection
- Obtaining contractual assurances for compliance with and implementation of expectations along the supply chain
- Agreement and implementation of risk-based monitoring measures

Describe the extent to which measures to prevent and minimise priority risks are appropriate and effective.

When developing the risk management concept, Bürkert consulted with the BAFA helpdesk, and representatives of the helpdesk even visited Bürkert. Based on this, we believe that our measures are appropriate and effective.

B. Risk analysis and preventive measures

B4. Preventive measures for indirect suppliers

Which risks were prioritised for indirect suppliers based on the ad-hoc risk analysis?

- None

If no risks were selected, explain your answer.

Burkert Purchasing & Supply Chain Management use an internationally recognised risk-methods tool that alerts in case of business-related risks at suppliers. This may also include risks if they are associated caused or related to their sub-suppliers. The screening of such alerts also includes human-rights related risks.

No ad-hoc risk analyses were carried out during the reporting period. There was no substantiated knowledge of possible violations among indirect suppliers.

B. Risk analysis and preventive measures

B4. Preventive measures for indirect suppliers

What preventive measures were implemented during the reporting period to prevent and minimise priority risks among indirect suppliers?

- Based on the results of its risk analysis Burkert requests from its suppliers to commit to an adequate code of conduct, equivalent to the principles laid out in the Burkert Code of Conduct. This includes our expectation from suppliers to adhere to the same principles in their value chain.

If no preventive measures were selected, explain your answer.

No ad-hoc risk analyses were carried out during the reporting period. There was no substantiated knowledge of possible violations among indirect suppliers.

B. Risk analysis and preventive measures

B5. Communication of results

Were the results of the risk analysis/analyses for the reporting period communicated internally to relevant decision-makers?

It is confirmed that the results of the risk analysis/analyses for the reporting period were communicated internally to the relevant decision-makers, such as the Executive Board, the management or the Purchasing department, in accordance with Section 5 (3) LkSG.

- Confirmed

- **Social Audit Pune (India) (risk-based)**

Notice: The factory was only officially inaugurated in October 2024 and is still in the construction phase; a state operating license has not yet been issued.
According to the factory, the specific regulatory requirements for guidelines, procedures, and records will only be communicated after the license has been granted.
As a result, several systems and processes have not yet been fully implemented or are at an early stage, which has primarily led to major and minor non-conformities.

Findings:
No findings of human rights or environmental regulations, but:

1. Specific findings in the area of occupational safety (lack of escape route markings)
2. Identification of improvement measures in the area of labor, health, and safety, which are primarily attributable to the lack of a permanent operating license (preliminary license was existing end of 2024).

Remedial measures:
Re. 1: Installation of escape route markings

Finding closed, effectiveness ensured.

Re. 2: Tracking of implementation/execution by the Human Rights Office

Injuries are minimized by introducing appropriate policies (e.g. Grievance policy, Contract Labour management policy) or have already been partially eliminated.

The identified findings do not require any adjustment or supplementation of existing preventive measures.

- **On-site inspections: Production Plant Gerabronn, Implementation of a human rights risk assessment**

Findings:
No findings concerning human rights or environmental regulations, but in the area of occupational safety, specifically trip hazard, securing building materials (photo documentation)
Bürkert Code of Conduct was not included in the contract; contract was adjusted.
No grievance box or notice board on the construction site.

B. Risk analysis and preventive measures

B5. Communication of results

Remedial measures:
Informing and sensitization the internal responsible persons (Head of Production Germany, internal plant site manager)
Adjustment of the contract and assess ongoing construction work on a risk-based basis and take action if necessary.
Posting a print-out/ small poster for construction worker about the possibilities to raise concerns or grievances in relation to human rights and additional translation into local or main languages (confirmation by photo documentation)

Finding closed, effectiveness ensured.

B. Risk analysis and preventive measures

B6. Changes in risk disposition

What changes have occurred regarding priority risks compared to the previous reporting period?

The prioritised risks have not been adjusted.

C. Identification of violations and remedial measures

C1. Identification of violations and remedial measures in the company's own business area

Were any violations identified in the company's own business area during the reporting period?

- No

Describe the procedures used to identify violations in the company's own business area.

An actual violation of one of the prohibitions under Section 2 (2–4) of the LkSG can be identified by interviewing employees, conducting audits, providing a complaints procedure and raising awareness among employees.

For the risk analysis in the company's own business area, a questionnaire was created with focus topics relevant to the company. The depth and intensity of the questions on the focus topics vary depending on the size and function of the business unit. Finally, the results are evaluated and prioritised according to the appropriateness criteria.

In addition, the company has set up a whistleblower system for employees and external whistleblowers to report misconduct.

Training courses are offered to raise awareness among employees, especially managers and those in the Global People & Culture, Global Purchasing & Supply Chain Management, Corporate Quality and Environmental and Occupational Safety departments. The Human Rights Office can make recommendations and provide the framework content. The number of training courses, duration and participants are documented accordingly.

C. Identification of violations and remedial measures

C2. Identification of violations and remedial measures for direct suppliers

Were any violations identified among direct suppliers during the reporting period?

- No

Describe the procedures used to identify violations among direct suppliers.

Human rights violations by direct suppliers according to Section 5 LkSG can be identified by means of an abstract and specific as well as ad-hoc risk analysis.
This subdivision serves to appropriately focus company resources on suppliers with a relevant risk (risk-based approach).

The abstract analysis of all suppliers in the company evaluated publicly accessible indices, country/industry risk, existing certificates (ISO 9001, etc.), signed quality assurance agreements (QAA) and a previously signed supplier Code of Conduct.

The specific risk analysis is carried out by the Purchasing department and forms the basis for decisions on the next steps. The Human Rights Office provides a guide with orientation questions for evaluating the results. The results of the abstract analysis are evaluated and further prioritised on the basis of these questions, and preventive measures are initiated if necessary. These could include completing the supplier self-assessment, checking the supplier's data quality in the system, a personal interview or an on-site visit and audit. In addition, the specific analysis assesses (as appropriate) the company's influence, the proximity to production and the application of the LkSG to the direct cause of the violation.

If there is specific information available (e.g. via risk methods, newspaper articles, emails) about a direct supplier, this will be investigated regardless of the risk classification. Employees from the Purchasing department have access to corresponding work instructions and guidelines.

C. Identification of violations and remedial measures

C3. Identification of violations and remedial measures for indirect suppliers

Were any violations identified among indirect suppliers during the reporting period?

- No

D. Complaints procedure

D1. Establishment of or participation in a complaints procedure

In what form was a complaints procedure offered for the reporting period?

- Company-specific complaints procedure

Describe the company-specific procedure and/or the procedure in which your company participates.

Bürkert has a company-specific Group-wide complaints procedure; complaints in accordance with the LkSG fall under the scope of this procedure.
The complaints procedure is accessible to both internal and external persons. Complaints can be reported through various channels. The online whistleblower tool offers a 24/7 option for submitting complaints in text form. Complaints can be submitted via the tool in many languages. The system also offers the possibility of anonymous reporting. In addition, whistleblowers can submit their reports in person, by telephone or by email to the Compliance department or by email to the Human Rights Office.
We communicate the reporting channels for our whistleblower system to internal and external stakeholders on our home page, as well as internally via the intranet and notices in the production facilities.

Any complaint about possible human rights violations and violations of environmental obligations within our own business area and our supply chain is handled by the Internal Reporting Office by means of a standardised process. If a relevant violation or suspected case is reported, receipt is confirmed and the next step – following an internal assessment of the potential seriousness of the allegation or complaint – is a confidential, systematic and appropriate investigation of the matter, in which both sides are protected accordingly and any existing participation rights of other stakeholders are observed.

Which potentially involved parties have access to the complaints procedure?

- Company employees
- Communities near company locations
- Suppliers' employees
- External stakeholders such as NGOs, trade unions, etc.
- Others: The complaints procedure is also technically integrated into the whistleblower system (online and by telephone). This means that, at least from a technical perspective, any person with internet access and a telephone can initiate a complaints procedure.

How is access to the complaints procedure ensured for the various groups of potentially involved parties?

- Publicly accessible rules of procedure in text form
- Information on accessibility
- Information on responsibility
- Information about the process
- All information is clear and understandable
- All information is publicly accessible

D. Complaints procedure

D1. Establishment of or participation in a complaints procedure

Were the rules of procedure publicly available for the reporting period?

File was uploaded

Link to rules of procedure:

https://burkertgroup.integrityline.app/

D. Complaints procedure

D2. Requirements for the complaints procedure

Specify the person(s) responsible for the procedure and their function(s).

The Internal Reporting Office, under the leadership of Corporate Legal & Compliance, is responsible. Within the framework of the complaints procedure, it is responsible for classifying LkSG-relevant matters and forwarding them on.
Human rights-related and environmental complaints received via the Human Rights Office's email address are forwarded to the Internal Reporting Office.

It is confirmed that the criteria contained in Section 8 (3) of the LkSG are met for the responsible parties, i.e. that they offer the guarantee of impartial action, are independent and not bound by instructions and are obliged to maintain confidentiality.

- Confirmed

D. Complaints procedure

D2. Requirements for the complaints procedure

It is confirmed that precautions were taken during the reporting period to protect those potentially involved from being disadvantaged or penalised as a result of a complaint.

- Confirmed

Describe what precautions have been taken, in particular how the complaints procedure ensures the confidentiality of the identity of whistleblowers.

All information can be reported via the Group-wide online whistleblower tool in various languages, confidentially and – if desired – anonymously. No name is required when submitting a report; further communication can therefore also be conducted anonymously via the system.

The persons entrusted by the company with carrying out the procedure act impartially; in particular, they are independent and not bound by instructions. They are obliged to maintain confidentiality.

Confidential data may only be disclosed if necessary and legally permissible. The internal Human Rights Office is also obliged to confidentially forward any reports received to the Reporting Office. The "need-to-know principle" always applies, meaning that information is only passed on to third parties if necessary. These requirements are set out in company-wide guidelines.

Describe what precautions have been taken, in particular what other measures are in place to protect whistleblowers.

Employees and others who submit reports will not be subject to harassment, retaliation, or adverse employment consequences. Employees and other individuals who take retaliatory action against a person who has reported an incident in good faith should expect disciplinary measures, even to the extent of termination of employment.

In addition, through our Code of Conduct, we also oblige our business partners to encourage and protect whistleblowers.

D. Complaints procedure

D3. Implementation of the complaints procedure

Were any reports received via the complaints procedure during the reporting period?

- No

E. Review of risk management

Is there a process in place to review the appropriateness and effectiveness of risk management across the board?

In which of the following areas of risk management are appropriateness and effectiveness checked?

- Risk analysis and prioritisation process
- Preventive measures
- Remedial measures
- Complaints procedure
- Documentation
- Other: The risk analysis and risk management system were implemented for the first time; there was no empirical data available for comparison.

Describe how this check is carried out for the respective area and what results it has led to, particularly with regard to the prioritised risks.

The responsible specialist functions review the effectiveness of implemented preventive and remedial measures and coordinates with the Human Rights Office.

All risk analysis results and resulting measures and documentation were cross-checked directly in the Human Rights Office in relation to business operations.
In particular, we used the questions and feedback that arose during implementation in day-to-day business (especially purchasing) at the operational level and compared the content of the responses: it was often necessary to clarify what was specifically required and how this could be implemented. In this case, we were therefore able to further clarify the content. Example: A risk analysis showed that compliance with our Code of Conduct is appropriate and effective. However, the supplier then refused to sign, either by referring to its own Code of Conduct or by refusing to sign it altogether. A specific escalation process was created for this purpose.
Over time, we developed quantitative statements (KPIs) to make this more transparent for us. By participating in events, e.g. Business and Human Rights Helpdesk, VDMA, etc., we are also trying to gain an overview of whether we are on the right track with our approach and standards.
Important findings from any desktop or on-site audits that have been conducted, were taken into account where applicable. Furthermore, we

expect that justified complaints or investigations into plausible suspected cases will provide relevant information. However, no investigations were initiated.

E. Review of risk management

Are there processes or measures in place to ensure that the interests of your employees, the employees within your supply chains and those who may otherwise be directly affected by the economic activities of your company or by the economic activities of a company in your supply chains in a protected legal position are adequately taken into account when establishing and implementing risk management?

In which areas of risk management are there processes or measures in place to take into account the interests of those potentially affected?

- Preventive measures
- Remedial measures
- Complaints procedure
- Other: The introduction of the human rights strategy was discussed in Germany with the representatives of the works council, i.e. representatives of those affected. The discussions covered the impact on employees within the group as well as those working for suppliers.

Describe the processes or measures for the respective area of risk management.

All measures are listed in Section 6 of the LkSG. The resulting exchange with direct suppliers, who are likely to be subject to similar information and obligation requirements from other customers subject to the LkSG, has led to greater attention being paid to these matters overall; this effect is likely to be particularly relevant for the manufacturing companies that, according to our analysis, are potentially subject to audit.

The measures correspond to the measures mentioned as examples in Section 6 (2). The focus is on direct suppliers.

Existing supplier questionnaires, information questionnaires and risk assessment tools were reviewed with regard to the relevant due diligence obligations and expanded if necessary.

The Bürkert Group's regulatory basis, particularly for production and administrative activities, is in Germany and France (largest production locations by number of employees).
Their procedures and processes are largely adopted worldwide within the Bürkert Group.
Bürkert is also organised worldwide by means of a matrix organisation, so that not only

operational processes, but also human rights-related and environmental values can be aligned worldwide.
Key units of the Bürkert Group also have management systems in place which – at least implicitly – address human rights-related and environmental aspects (ISO 14001) and are expected to have a spillover effect with regard to the expected level, and which have been confirmed by the lack of negative experiences to date. These regulations and procedures for the prevention and detection of and response to relevant incidents, often implemented with a high maturity level, are now being further developed and improved with regard to the LkSG. Accordingly, the result of the assessment is that the gross risks identified in the risk analysis according to the LkSG have been reduced to such an extent by the regulations and procedures already implemented in the company, especially for the prevention and detection of and response to relevant incidents, that any remaining net risks are so low that no additional measures beyond the risk reduction measures already implemented are required. Given this background, prioritisation was difficult. However, since Bürkert, as a component manufacturer with extensive in-house production – with a focus on Germany and France, increasingly in China and, since 2024, in India – operates for industrial customers in high-tech, often highly regulated areas, we have defined priorities from all human rights-related and environmental risks with regard to the wording of the law. This should enable us to set a focus with regard to our resource management:
-Discrimination in employment
-Production-related environmental pollution
-Health and safety in the workplace