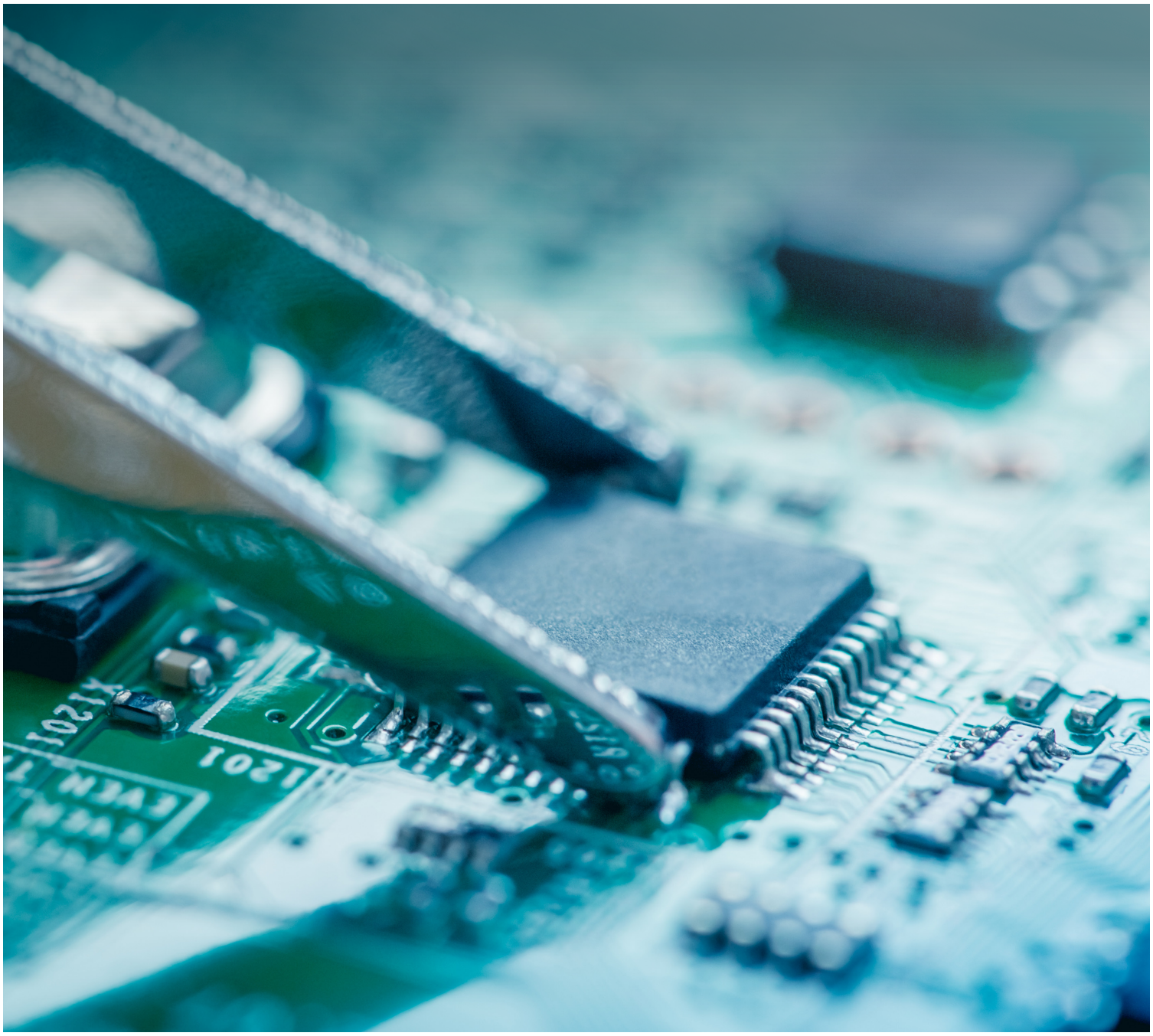
Accomplish **more**

GPV

GPV Supplier Manual

Guide of sustainable procurement through collaborative supplier engagement



General business procedure

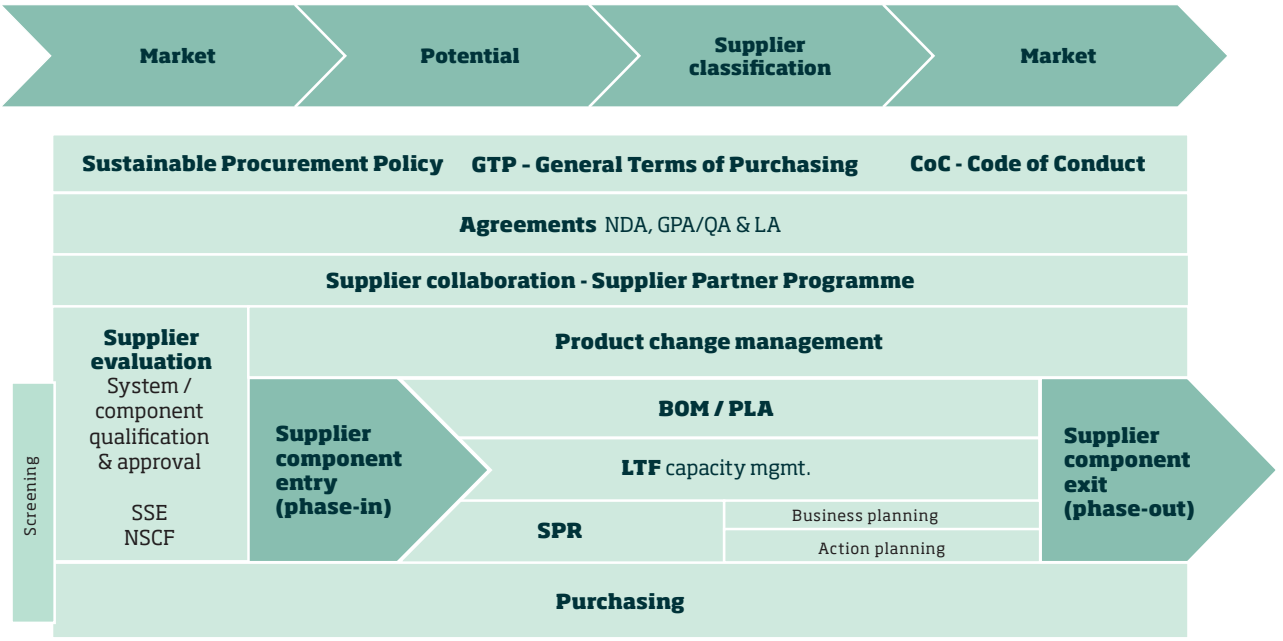
Europe's most value-adding and accessible EMS manufacturer
With more than 65 years of experience in the field of Electronics Manufacturing Services (EMS) and with a truly global setup, we are committed to building strong, long-term partnerships with suppliers who share our ambition to accomplish more.

Our partnership approach is founded on professionalism, transparency and long-term engagement. We consider our suppliers to be essential partners in delivering high-quality, reliable solutions to our customers.

Sustainability and responsible business conduct are integral to how we operate. Our production sites are certified in accordance with ISO 9001, ISO 14001 and ISO 45001, reflecting our commitment to the philosophy of *Sustainability in EMS*. In addition, we are progressing toward ISO 27001 certification across all sites to ensure consistent and robust information security standards aligned with stakeholder and customer expectations.

This Supplier Manual supports GPV's Sustainable Procurement Policy and applies to suppliers and relevant third parties. The following pages outline the requirements we set for both new and existing suppliers. These standards form the foundation for responsible, compliant and value-adding collaboration.

Supply Management



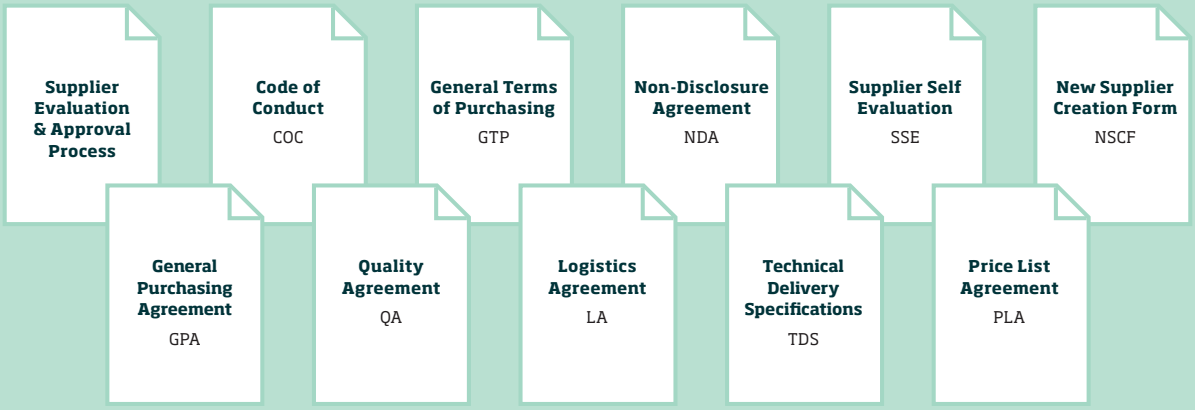
BOM = Bill of Material
CoC = Code of Conduct
GPA = General Purchase Agreement
GTP = General Terms of Purchasing
LA = Logistics Agreement
LTF = Long Time Forecast
NDA = Non-Disclosure Agreement
NSCF = New Supplier Creation Form
PLA = Price List Agreement
QA = Quality Agreement
SSE = Supplier Self Evaluation
SPR = Supplier Performance Rating

This overview illustrates GPV's structured approach to supplier and component lifecycle management, from market analysis and supplier classification to component phase in and phase out. The model supports risk management, competitiveness and long-term supply stability.

Business Strategy / Strategic Co-operation

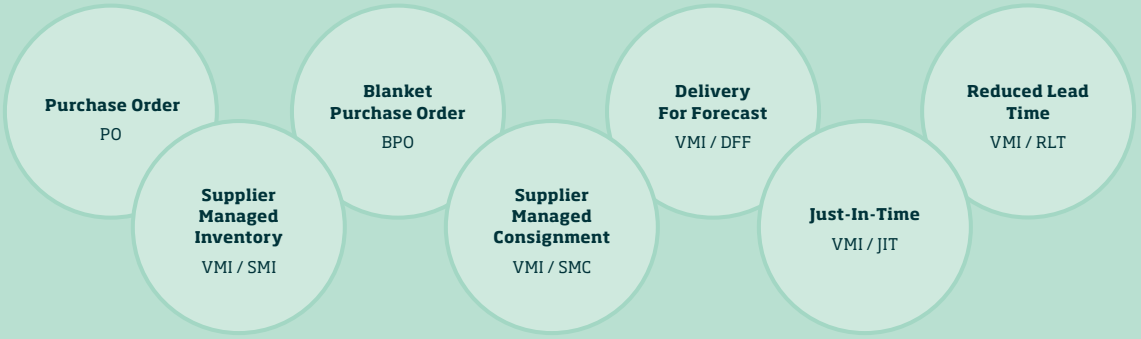
Contracting / Terms & Conditions

GPV has implemented a robust evaluation process prior to vendor onboarding. During onboarding, evaluation forms are completed, and GPV conducts a comprehensive supplier screening. This includes reviewing the supplier's historical records with a focus on law enforcement, regulatory compliance, sanctions, export controls and related areas. Any identified non-conformance is subject to investigation, and onboarding proceeds only with approval from the legal team. This screening process also applies to existing suppliers to ensure ongoing compliance. GPV has various contract templates available. All contracts issued must be based on our templates. The Terms and Conditions in our General Terms of Purchasing or General Purchase Agreement apply to all quotations and contracts. Suppliers are expected to adhere to all compliance requirements outlined in the contract.



Logistics

GPV has defined the following delivery methods as applicable for raw materials, standard and specific products, and semi-finished and finished goods supplied to our manufacturing plants. The VMI/SMC method is the preferred system:



Commitment to continuous cost reduction

Suppliers are committed to continuous cost reduction and best market prices on total cost of ownership (TCO).

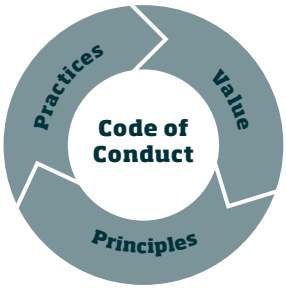
Supplier Performance and Service Level

The supplier must apply key performance indicators related to the measurements and review of its performance. The supplier must have a clear strategy regarding further development of service levels and the improvement of its delivery reliability.

Transferability of products & services to all GPV locations

Transferability across different GPV locations is required regarding the terms & conditions, service levels and business models.

Business Culture



Business Ethics
At GPV, we are committed to ethical and responsible business practices with all partners. We expect our suppliers to share this commitment and apply it throughout their supply chains, as outlined in GPV's Supplier Code of Conduct. This includes compliance with fair competition and anti-corruption laws, avoiding conflicts of interest, and following trade, customs and export control requirements in our General Terms of Purchasing.

We have zero tolerance for bribery, corruption, harassment or any unethical conduct. Suppliers must act with integrity, comply with all laws and uphold the highest ethical standards. This means promoting transparency, protecting confidential information and ensuring responsible practices across their operations and supply chains.

GPV values diversity and inclusion as essential elements of responsible business practices.

- Discrimination of any kind is not tolerated. Business decisions must never be based on ethnicity, nationality, gender or other protected characteristics. Fairness and equal opportunity remain fundamental principles in all partnerships.
- As part of GPV's climate action efforts, GPV may prioritise suppliers located closer to our operations to help reduce environmental impact. This applies only when quality and technical requirements are equally and fully met.

Sustainability in EMS
Sustainable manufacturing has moved from being a trend in manufacturing to an important priority driven by new regulations, customer expectations and our shared responsibility to people and the planet. Moreover, companies also see the benefits of being sustainable not just in production, but throughout their company. We encourage our suppliers to align processes and products with the *Sustainability in EMS* principles in our Sustainable Procurement Policy and to integrate the principles also documented into their environmental policy, labour and human rights policy and ethics policy where applicable.

Our targets:
- We aim to achieve 100% ESG awareness among our procurement team through ongoing communication and mandatory training initiatives.
- Our ambition is to survey the ESG performance of our suppliers, representing at least 75% of direct spend.
- 100% of suppliers covered by GPV's supplier due diligence process shall formally accept the GPV Supplier Code of Conduct (SCoC) or be approved as complying with equivalent standards and undergo a detailed prequalification procedure.

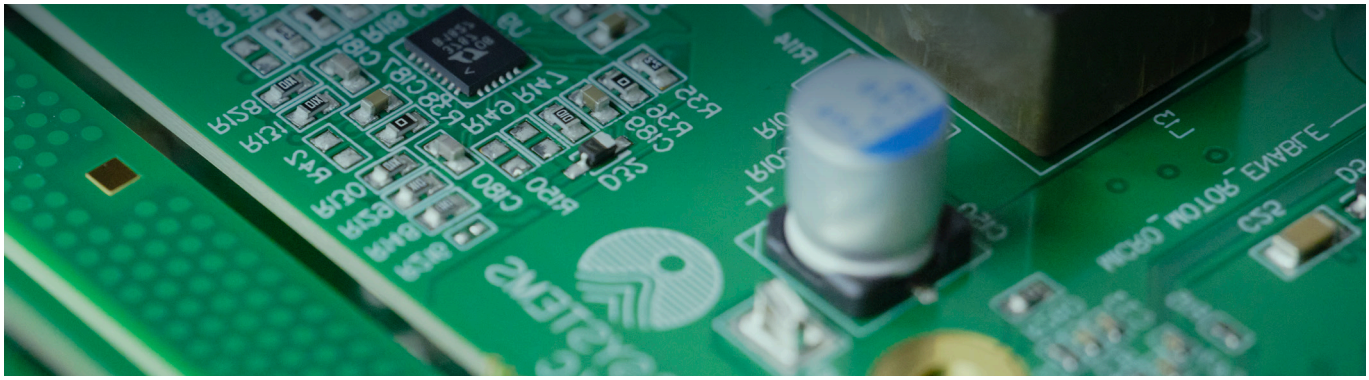
Safety First Culture
GPV is highly focused on the Safety First culture. Suppliers are expected to uphold high safety standards not only within their own operations but also throughout their supply chains, by actively engaging with their sub-suppliers to promote safe working conditions and compliance with applicable safety regulations.

Information Security - Supplier Expectations
We expect all suppliers to handle our data with the same level of care as we do. This means having an information security policy approved by management and appointing a dedicated security contact for co-ordination.

All data must be protected in transit and at rest using strong encryption, accessed strictly on a need-to-know basis, and securely deleted when no longer required. Suppliers should ensure that staff handling our information receive regular security awareness training, and that access is immediately revoked when roles change or staff leave.

Systems must be kept updated and patched, configured separately and protected with anti-malware tools. Any security incidents must be reported within the agreed timeframes, with full co-operation in investigations and corrective actions. Finally, suppliers are expected to maintain and test a business continuity and recovery plan to ensure that services remain available and resilient.

All suppliers, subcontractors and third parties are required to maintain appropriate cybersecurity controls, safeguard GPV confidential information and immediately report any actual or suspected cybersecurity incidents.



Sustainable Procurement Policy
We internally adhere to the GPV Sustainable Procurement Policy, and we expect our suppliers and all third parties engaging in business services to do the same to ensure the supply chain sustainability.

GPV's sustainability and human rights expectations are guided by international standards (e.g., OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights).

Supplier Code of Conduct
We require our suppliers to share and practice high standards of business ethics and integrity and to comply with the law, rules and regulations in all their activities as per the GPV Supplier Code of Conduct. Suppliers are also required to develop and continuously improve their Environmental, Social and Governance (ESG) initiatives. If in case suppliers are unable to adhere to the GPV Supplier Code of Conduct, they are requested to adhere to the latest version of the Responsible Business Alliance (RBA) Code of Conduct.

Supplier Relationship Management (SRM)
We expect our suppliers to practice SRM Supplier Relationship Management with continuous exchange of relevant information, as part of achieving the required supplier performance rating (SPR).

Supply Chain Value Creation
In our proactive suppliers' management, suppliers are classified as approved, preferred as well as focus or preferred strategic. Our co-operation is focused on suppliers with a "preferred" classification, which means that compliance with delivery targets and agreements (delivery model, conditions) are signed. On the other hand, preferred suppliers profit from BOM costing tenders and are considered in the PLA process.

Supplier Partner Programme
The Supplier Partner Programme defines how GPV works with its most critical and preferred suppliers. Participation requires compliance with GPV agreements, performance targets and sustainability expectations, and enables closer collaboration, transparency and long-term business planning,

Supplier ESG Performance Score
We ask all our suppliers to participate in the Supplier ESG Performance Score - an assessment of our suppliers' sustainability performance. The score is updated annually and is based on a self-assessment questionnaire covering key Environmental, Social and Governance (ESG) areas, such as carbon targets, ESG certifications and health and safety metrics.

For suppliers in the GPV Supplier Partner Programme, the assessment is a mandatory requirement, as the Supplier ESG Performance Score also forms part of the overall Supplier Performance Rating within the Partner Programme. For these suppliers, we provide feedback along with the score and develop continuous improvement plans together.

The Supplier ESG Performance Score helps us identify and engage suppliers on sustainability performance.

Supply Chain Responsibility
As part of our sustainability strategy, we have an increased focus on supply chain responsibility. For critical suppliers, GPV applies a risk-based approach to identify and address ESG risks. We believe that acting in an ethical and orderly manner is essential for long-term success, and we expect the same dedication from our suppliers.

Efficient customer response

Logistics models
Efficient logistics requires well-managed logistic models; the VMI / SMC method is the preferred logistic system (Supplier Managed Consignment - see also "logistics").

Availability of components
We expect our suppliers to have the ordered components available at appropriate stock levels. Thus, safety of supply is a must.

Cost reductions (direct & indirect costs)
Once or twice a year, GPV conducts general price list agreements (PLA) with our preferred main suppliers and structured Cost Out programmes.

Our suppliers must make a commitment and always propose best price first (as well as alternatives), which will be evaluated under total cost of ownership (TCO).

Supply chain and pricing
An efficient supply chain requires well-managed supply processes and procedures. The supplier must be able to provide different business models and to supply GPV with unified pricing to all locations on time.



Regulatory Compliance Requirements

Our suppliers must ensure that all products, materials, parts and substances supplied to GPV conform to all applicable legal, regulatory and customer-specific requirements relevant to the intended market of use.

This includes, but is not limited to, compliance with the following:

Chemical and product substance regulations
- EU REACH Regulation (EC No. 1907/2006)
- EU RoHS Directive (2011/65/EU) and its amendments
- Persistent Organic Pollutants (POPs) Regulation (EU) 2019/1021 and amendments
- Ozone-depleting substances (ODS) Regulation (EU) 2024/590
- China RoHS (GB/T 26572 – latest applicable version)
- U.S. Toxic Substances Control Act (TSCA), including applicable restrictions and reporting requirements
- UK REACH (Regulation (EC) No. 1907/2006 as retained in Great Britain law and amended by the REACH etc. (Amendment etc.) (EU Exit) Regulations 2019, SI 2019 No. 758)

Product stewardship and market-specific regulations
- EU WEEE Directive (2012/19/EU)
- EU Battery Regulation (EU) 2023/1542
- California Proposition 65 (Safe Drinking Water and Toxic Enforcement Act of 1986)

Responsible sourcing and due-diligence regulations
- U.S. Dodd-Frank Act Section 1502 (Conflict Minerals)
- EU Conflict Minerals Regulation (EU) 2017/821

Emerging and future substance regulations, including restrictions related to per- and polyfluoroalkyl substances (PFAS), where intentionally used or present above regulated thresholds.

Supplier Compliance Responsibilities
- Monitor regulatory developments applicable to their supplied products
- Provide accurate and complete compliance declarations upon request
- Inform GPV promptly of any regulatory non-compliance or material composition changes that may impact product conformity

Supplier Quality & Compliance

This overview summarises GPV's minimum quality and compliance expectations for all suppliers. These requirements apply to all products, services and locations.

Suppliers must proactively communicate any risks, deviations or uncertainties impacting quality or delivery. Supplier performance is monitored and evaluated based on quality, delivery, responsiveness and other relevant indicators, and may lead to corrective actions, including supplier complaints, additional audits, controlled shipments or disqualification in cases of poor performance.

Management System Certifications
- ISO 9001 certification required; ISO 14001 and ISO 45001 strongly recommended.
- Maintain documented processes, records, and continuous improvement.

Certificates & Documentation
- Provide safety documentation and customer-specific certificates upon request.
- Maintain all records for time period agreed with GPV in writing.

Supplier Audits & Access
- GPV, customers and authorities have access to facilities, records and systems in accordance with applicable contractual and regulatory requirements.
- Corrective actions must be completed within the defined timeline.

Change Management
- Written preapproval required for changes to: manufacturing process, location, equipment, materials, sub-suppliers or product design.
- No implementation of changes without GPV approval.
- GPV may require First Article Inspection Report (FAIR) after change.

Traceability
- Full traceability to batch/date code, production site and raw material origin where feasible.
- Ability to identify all potentially affected products in case of defects.

Packaging & Labelling
- Packaging must protect components throughout logistics.
- Follow all GPV packaging and labelling requirements.
- Provide CoC, analysis certificates and dimension reports when requested.

Inspection & Qualification
- Supplier is fully responsible for product conformity - GPV's incoming inspection does not shift liability.
- Mandatory outgoing and in-process inspections.
- FAI required for new parts, revised specifications, process or tool changes or request by GPV.

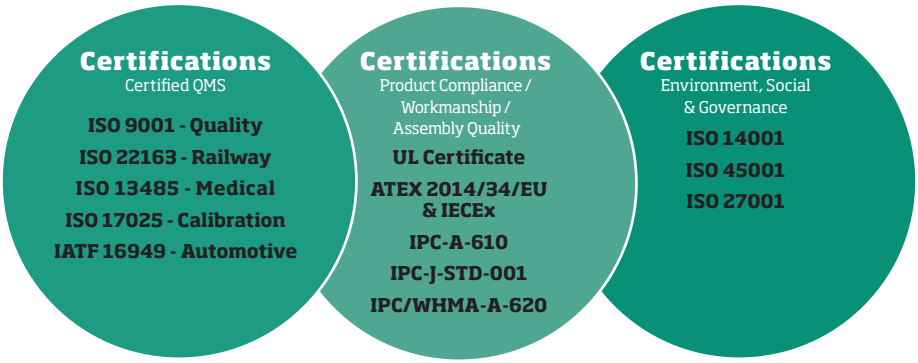
Critical Handling Requirements
- Apply required ESD/MSD protection (ANSI/ESD S20.20, IEC 6134051, JSTD033C).
- Proper storage, transport and moisture control required.

Counterfeit Prevention
- Only authentic, unused parts accepted.
- Anti-counterfeit programme required; AS6081 or similar recommended.
- Use authorised distributors/manufacturers only.

Defects & Claims
- Immediate containment and structured root-cause analysis required.
- 8D methodology used for corrective actions.
- GPV may charge any defect-related costs.
- Supplier must investigate defects at its own cost.

Epidemic & Suspected Defects
- Epidemic defects must be corrected for all potentially affected units.
- Suspected defects must be reported to GPV immediately.
- Containment required for shipped and on-hand components.

Business Continuity
- Maintain business continuity and disaster recovery plans.
- Immediate communication of events that may impact deliveries.



VERSION	RELEASE DATE	CHANGES VERSUS PREVIOUS VERSION
1	1 October 2026	New document

The hardware of the digital world

From ambition to real products

A unique customer perspective
GPV is committed to ensuring that our customers accomplish more. We do this by building strong and trusting partnerships based on responsible and honest cooperation. We acquire comprehensive insights into our customers' needs and industries, and we manage advanced and stable product processing, relying on our strong technological knowledge.

Stable. Specialised. Global.
In everything we do, we focus on creating value for our customers, and our approach is supported by the strong spirit of our organisation. As such, we always strive for a timely delivery of faultless, secure and functional products and services that fulfil the expectations and requirements of our customers.

> gpv-group.com

GPV

Headquarters

GPV Group A/S
Innovations Allé 7
DK-7100 Vejle
Denmark

Europe

GPV Electronics DK
Aars, Denmark

GPV Electronics EE
Elva, Estonia

GPV Electronics FI
Lohja, Finland

GPV Electronics DE
Hildesheim, Germany

GPV Cables SK
Hlohovec-Šulekovo, Slovakia

GPV Electronics SK (N)
Nova Dubnica, Slovakia

GPV Electronics SK (P)
Piestany, Slovakia

GPV Electronics SE
Västerås, Sweden

GPV Electronics CH
Mendrisio, Switzerland

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GPV Electronics CN (B)
Beijing, China

GPV Electronics CN (S)
Suzhou, China

GPV Electronics TH
Bangkok, Thailand

GPV Mechanics TH
Bangkok, Thailand

GPV Electronics LK
Kochchikade, Sri Lanka

The Americas

GPV Electronics MX
Guadalajara, Mexico