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To Whom It May Concern

Name:
Phone:
Fax:
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Your reference:
Our reference:

Date: June 27, 2025

MODERN SLAVERY STATEMENT FOR THE FISCAL YEAR 2024

Introduction

SICK AG, together with its subsidiaries (hereinafter collectively referred to as the "SICK Group", "SICK" or "we") is one of the world's leading companies in the field of sensor technology. In accordance with its brand claim of "Sensor Intelligence", SICK focuses on the development, production, and marketing of industrial automation sensors, systems, and services. The business activities center on creating added value for customers from a wide range of target industries with sensor intelligence. Our target industries include the automotive, machine and materials, electronics, logistics, outdoor automation, and consumer goods industries. SICK operates around the globe with 63 subsidiaries and equity investments, as well as numerous agencies. In 2024, the SICK Group employed over 11,800 employees worldwide and achieved consolidated sales of 2,103 million euros.

Compliance with nationally and internationally valid human rights and workers' rights is a matter of course for SICK. The protection and respect of every person has the highest priority for SICK and is an indispensable element of corporate responsibility. SICK condemns any form of modern slavery, including human trafficking, slavery, or servitude, forced, compulsory, or involuntary labour, debt bondage, deceptive recruiting, forced marriage, and the Worst Forms of Child Labour (as defined by International Labour Organization ("ILO") standards). We underline this by stipulating clear rules for ethical business conduct for our own employees and our business partners in [SICK's Code of Conduct](#) and [SICK's Supplier Code of Conduct](#).

This statement has been prepared to meet the reporting requirements of the Australian Modern Slavery Act (2018). It relates to the actions taken by SICK AG and its relevant affiliate SICK Pty Ltd to identify, assess and address modern slavery risks across our operations and supply chains during fiscal year 2024 (from January 1 to December 31, 2024). This is the first joint Modern Slavery Statement published by SICK AG and SICK Pty Ltd.

Organizational Structure and Operations

The company was founded by Dr. Erwin Sick in Vaterstetten near Munich in 1946. SICK AG is a stock corporation under German law. About ninety-five percent of its shares are held by the Sick

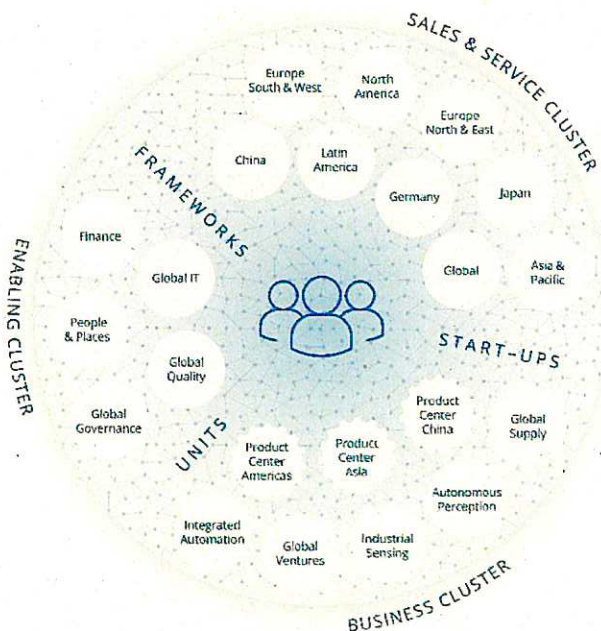
family. The remaining five percent are held by SICK employees and third parties. SICK AG is the controlling company for the SICK Group. SICK AG carries out its Group management tasks from the company headquarters in Waldkirch near Freiburg.

The SICK Group is led by an Executive Board consisting of six members. The Corporate Management Board supports the Executive Board of SICK AG in the operative and strategic alignment of the SICK Group. Its members are appointed by the Executive Board; the Executive Board itself is part of the Corporate Management Board. The Supervisory Board, consisting of twelve members with equal representation between stockholders and employees, oversees the Executive Board and other senior management in the competent and ethical operation of SICK. The subsidiaries of SICK are managed by the managing directors and controlled by boards. The Executive Board of SICK AG determines the staffing and chairmanship of these boards.

SICK's organizational structure consists of global organizational clusters and elements. Units, Frameworks, and Startups constitute the fundamental structure of the organization. They collaborate intensively and form the net that connects all organizational elements.

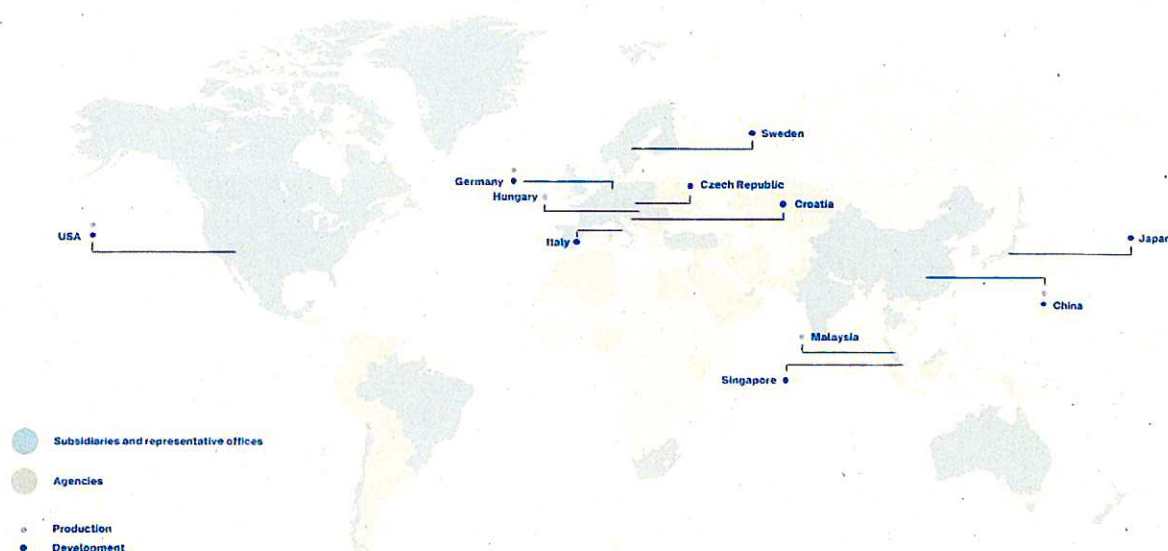
To efficiently lead and manage the large number of the aforementioned organizational elements, we bundle them into Clusters (Sales & Service Cluster, Business Cluster, Enabling Cluster) with clear synergies. Each Cluster consists of one or more organizational elements and bears full strategic and operational responsibility for its assigned objectives.

Beyond the fundamental structure of our organization shown in the graphic, the Intelligent Supply Network provides a cross-organizational frame for all procurement, operations and logistics activities and fosters the collaboration between the BC Global Supply, the SSC Global's worldwide Fulfillment Centers and all other Business Clusters for the best possible supply of our customers. All production sites worldwide and the Regional Procurement Offices are part of the ISN. The operations and procurement parts of the Regional Product Centers (RPCs) are as well networked into the ISN, both strategically and operationally.



The SICK Group is organized into a regional structure with development and production centers domiciled in all regions of the world. Products are then sold to regional sales and service companies. As a regional sales and service company of the SICK Group, SICK Pty Ltd carries out SICK's operations in Australia. In 2024, the company generated AU\$62.2 million in revenue, with 80

employees on average in Australia. Its principal activities include importing, distributing, and marketing SICK solutions that are manufactured by the SICK Group's product-producing companies, all of which are located outside of Australia.



Supply Chain

The SICK Group's supply chain is complex and has a global footprint. In 2024, we had a total of 12,649 suppliers. Our main direct procurement materials include raw materials, intermediates, and finished products. Technical goods and services, research, and development (R&D) supplies, and information technologies are important components of our indirect procurement portfolio. SICK purchases locally wherever feasible to respond promptly to the requirements of our sites and simultaneously strengthen local economies. In 2024, this applied to 67% of our procurement spend worldwide.

	Spend in Euro 2024 (in million)	Number of suppliers
OECD Countries	903,635,691	10,075
Non-OECD Countries	138,143,386	2,574
Total	1,041,779,077	12,649

With regard to modern slavery, our analysis indicates that 13% of our purchasing volume is coming from countries with a high modern slavery risk. Further details on our human rights supply chain risks and their management can be found in the "Risk Assessment" section of this Statement.

Sales and service companies, such as SICK Pty Ltd, have local procurement teams that are responsible for importing products from the product-generating companies of SICK in their region and for purchasing products and services from local external suppliers that are needed to run the

company's daily operations. SICK Pty Ltd's external suppliers are mostly Australia based, respectively, and include freight companies and suppliers of office and IT equipment and services.

Policies

SICK is aware of its social and entrepreneurial responsibility on the international level. We operate under a number of internal policies and guidelines to ensure that we are conducting business in an ethical and transparent manner. SICK complies with the statutory requirements as well as ethical and moral standards. SICK is also actively involved in social and cultural projects, aiming to promote sustainable coexistence. In 2024, SICK formally joined the UN Global Compact initiative as a member. SICK has incorporated the Ten Principles of the UN Global Compact into its [Code of Conduct](#) and other policies, strategies, culture and day-to-day operations and is committed to the continuous improvement of the Sustainable Development Goals. For more information on our sustainability efforts, please see our [Sustainability Report](#) for 2024.

SICK wants to promote the principles of ethical business conduct at all levels of the value chain to ensure that neither we nor our supply chain partners are involved in slavery, servitude, forced labor or human trafficking. Therefore, SICK has outlined these principles in the [SICK Supplier Code of Conduct](#) and expects its suppliers to adhere to them and work towards their implementation across their entire supply chain. These principles include in particular, but not exclusively:

"Prohibition of Forced Labor

The Suppliers must not employ any persons in forced or compulsory labor. All work must be on a voluntary basis and must not be a consequence of slavery or human trafficking. The employees of our Suppliers must remain free to terminate their employment with their employer in accordance with the statutory notice periods. The retention of identification documents or working permits for the purpose of preventing such termination is prohibited.

The Suppliers must not use any form of slavery and must not tolerate any practices akin to slavery, serfdom and other forms of domination and oppression in the workplace environment, for example, through economic or sexual exploitation and humiliation."

Risk Assessment

The SICK Group maintains a holistic and integrated risk management system to identify, assess and manage risks, including but not limited to risks that relate to human rights violations, such as child labor, forced labor and modern slavery. The early identification and mitigation of compliance risks arising from our business activity, business relationships, products, and services is crucial to SICK's success.

SICK AG has nominated strategic risk owners for various risks arising from potential violations of human rights. The strategic risk owners are responsible for conducting the risk analysis and managing the human rights risks and therefore for analyzing, describing and evaluating the risks. They belong to the area within the company that has been assigned responsibility for the respective human rights risk. At the operative level, the respective management units are responsible, as the

operative risk owners, for the specific risks that exist in their area (risk identification, damage prevention).

The risks are reviewed annually by the strategic risk owners and, if necessary, adapted. The operative risk owners must do this at least once a year for all specific risks that exist. The risks must also be reviewed on an ad-hoc basis and, if necessary, adapted, in particular if the risk situation changes significantly due, for example, to a material change in business activities or due to substantiated knowledge of such a change from relevant information. The management units at SICK are also surveyed annually regarding (potential) risks as part of the "Enterprise Risk Assessment", as well as in regard to human rights risks. An appropriate and effective human rights related risk management is also a requirement of the German Act on Due Diligence Obligations in Corporate Supply Chains (German abbreviation: LkSG).

As part of our risk analysis, we determine whether any human rights are being violated in our own business area or by our direct suppliers (and indirect suppliers in the case of substantiated information), or whether a risk of such a violation exists. The results of the annual review and adaptation of the individual risk areas are determined and appropriately weighted and prioritized by the responsible strategic risk owner. For the regular or ad-hoc risk analyses, basic information on the organizational structure of SICK, its procurement structure, and its supply chains are compiled in order to create transparency in our own business area and within the supply chain. To this end, relevant information is requested from certain areas of SICK AG and the Group companies as well as suppliers.

Besides an abstract consideration of risks (e.g. industry- or country-specific), concrete risks relating to the company's organization and supply chain are also identified, appropriately weighted, and prioritized. Besides the Global Supply unit, the People & Places and Global Quality units of SICK AG participate in the regular risk analysis. Other management units and relevant stakeholders are involved in the risk analysis where necessary. Ad-hoc risk analyses are performed by the strategic risk owners responsible for the respective human rights risks.

Where a relevant risk is identified, appropriate preventive measures are established in our own business area or in relation to a direct supplier. If we have substantiated knowledge of actual evidence that appears to indicate that an indirect supplier may have violated human rights, we will also take appropriate measures.

With regard to remedial measures, we distinguish between violations in our own business area and by direct suppliers on the one hand, and violations by indirect suppliers on the other hand. If we determine that a human rights violation has already occurred or is imminent in our own business area (including the SICK Group companies) or at a direct supplier, the Human Rights Officer of SICK AG will make sure, in consultation with the responsible strategic risk owner that suitable remedial measures are taken and arranged within the affected management units. The Global Supply unit of SICK AG, the procurement managers in the SICK Group companies, and the managing directors of SICK Group companies without a procurement department are responsible for remedial measures relating to violations within the supply chain. In the case of a human rights violation by a direct or indirect supplier, measures to end the violation as soon as possible and to avoid it in future will be demanded with a view to minimizing the extent of the violation. If the violation of a human rights-related obligation by a direct supplier is such that it cannot be ended in the

foreseeable future, a plan for ending or minimizing it must be prepared and implemented without delay. This plan includes a specific timeline.

The effectiveness of the remedial measures is verified on an annual and ad-hoc basis. The measures are updated without delay if necessary.

Result of the risk analysis

While SICK has not identified any specific instances or risks of modern slavery in its operations and supply chain, the SICK Group remains aware of potential general risk depending on the individual countries that its supply chain may touch. Accordingly, SICK continues to engage in risk assessments of suppliers and require that suppliers create, implement, and adhere to their own policies to identify and prohibit modern slavery.

Due Diligence to Identify and Address Modern Slavery Risks

Since 2024, SICK AG has had a Human Rights Officer who oversees risk management in regard to human rights for the SICK Group and reports to the Executive Board and the audit committee of the Supervisory Board and to the economic committee of the company about risk management in regard to human rights in general, any risks identified in the annual and ad-hoc risk assessments, and any remedial actions implemented in that regard.

In addition to the SICK Supplier Code, SICK's due diligence efforts include regular compliance audits of all SICK Group companies conducted in cooperation with external auditors. The scope of these audits includes human resources and procurement topics, including modern slavery topics, and to date, our audits have not identified any instances of modern slavery in our organization or in our supply chain.

To further ensure that SICK is made aware of all potential human rights and workers' rights violations, SICK implemented a number of reporting channels, including an online whistleblower system, the [SICK Integrity Line](#), where employees, customers, suppliers and other external stakeholders can anonymously raise concerns and report suspected violations. All reports are investigated in accordance with applicable laws, company agreements, and individual agreements. The whistleblower system is available in all languages spoken at the SICK locations worldwide and in the countries where the main suppliers of SICK are located.

In 2024, SICK continued its efforts to obtain the suppliers' acceptance of the SICK Supplier Code. Suppliers that register on the online platform for SICK suppliers are by default required to confirm their acceptance of the SICK Supplier Code. Where suppliers have accepted the SICK Supplier Code, SICK may audit compliance with the aforementioned principles within the scope of customary or contractually agreed supplier audits and, in cases where there are specific grounds for suspecting a violation against these principles, upon giving appropriate notice, the right to perform an unscheduled audit during the usual office hours. If the supplier culpably violates any of the principles set out in the SICK Supplier Code, SICK may also demand that the supplier ceases these violations if they are not negligible. If the supplier fails to remedy the violations within a

reasonable period and the violations continue, SICK may terminate the relevant contract with immediate effect.

Training and Assessing Effectiveness

All new employees of SICK are required to complete an e-learning course on the Code of Conduct, and all employees complete a refresher course every two years. In 2024, SICK updated this e-learning course to include, amongst others, the topic of human rights, including modern slavery. In 2024, over 90% of SICK Group employees completed this e-learning course. Furthermore, employees in the procurement function are also trained in human rights and environment-related issues within the supply chain. This course was also completed by 72% of the relevant employees worldwide.

Additionally, the Chief Compliance Officer and the other members of the compliance organization conduct regular training sessions on individual compliance topics across SICK. These trainings ensure that the employees are aware of their right to raise concerns about how colleagues are being treated and about practices within our supply chain that violate human rights without any fear of retaliation.

As part of his monitoring task, the Human Rights Officer carries out regular and ad-hoc control measures at SICK to check whether our preventive measures as well as our processes for exercising our due diligence obligations are effective and being adhered to. The Global Supply unit of SICK AG, as part of its supplier management, monitors suppliers through regular and ad-hoc control measures.

SICK continues to assess the implementation and effectiveness of its policies through regular and recurring internal audits and assessments of suppliers, and as discussed previously, SICK may audit its suppliers upon learning of potential violations of its Supplier Code.

Consultation

SICK Pty Limited and SICK AG closely worked together in preparation of this joint statement. The processes and policies described in this statement are governed by SICK AG and applied worldwide, including in the reporting entity SICK Pty Ltd.

In compliance with the requirements of the Australian Modern Slavery Act (2018) this joint statement was approved by the principal governing body of SICK AG, which is the Executive Board of SICK AG, on behalf of SICK AG and SICK Pty Ltd, on June 27, 2025.



Dr. Mats Gökstorp

Chairman of the Executive Board of SICK AG