

## Global Human Rights and Forced Labor Prevention Statement

*This statement applies to the fiscal year ending December 31, 2026.*

This statement is prepared in accordance with several international laws and regulatory frameworks intended to prevent forced labor and human trafficking.

### These include:

- Section 54 of the UK Modern Slavery Act 2015
- The California Transparency in Supply Chains Act of 2010
- The Uyghur Forced Labor Prevention Act (UFLPA), H.R. 6256, United States
- Canada's Forced and Child Labor in Supply Chains Act (2024), S 211
- European Union Directive 2011/36/EU on preventing and combating trafficking in human beings

By issuing this statement, Arnold Magnetic Technologies (and its affiliated entities) outline the measures we have established to assess, mitigate, and prevent the risk of modern slavery and human trafficking ("MS&HT") within both our internal operations and our global supply chain.

Arnold Magnetic Technologies is committed to the highest standards of ethical conduct and responsible sourcing. We maintain a strict prohibition against any form of forced, coerced, or involuntary labor. Transparency, accountability, and ongoing evaluation of our supply chain practices are central to our approach. Based on our current assessments and available information, we believe the risk of MS&HT within our direct operations to be low, and we have not identified any incidents of such practices in connection with our business activities to date.

### Overview of Our Organization

Arnold Magnetic Technologies operates as a global manufacturer with teams and facilities located across multiple regions. Our workforce reflects a wide range of backgrounds and technical expertise, and we are committed to fostering an environment where individuals are evaluated on their capabilities, performance, and professionalism. We value diversity across all dimensions—race, ethnicity, gender, age, disability status, and more—and strive to maintain a workplace grounded in fairness, respect, and equal opportunity.

Our business is built on specialized engineering capabilities and deep materials science knowledge. With decades of experience, Arnold Magnetic Technologies provides advanced magnetic materials and engineered solutions to customers in industries that demand high precision performance.

## Responsible Supply Relationships

Preventing modern slavery and human trafficking is an important component of our broader responsibility as a global company. Arnold Magnetic Technologies works closely with its suppliers to encourage ethical and responsible practices throughout the supply chain. We understand that maintaining a resilient and sustainable supply network requires transparency, collaboration, and rigorous standards.

The company upholds strong expectations for integrity and legal compliance across all operations. We expect our business partners to follow the same principles, particularly in areas related to labor rights, fair treatment of workers, and nondiscriminatory practices. Our internal employee processes—including onboarding, ethics training, and whistleblowing systems—reinforce these standards and support our commitment to creating an equitable workplace.

## Governance, Procedures, and Internal Controls

Arnold Magnetic Technologies has established a framework of policies to help prevent and detect risks associated with modern slavery and human trafficking.

To promote consistency and clarity in our supplier relationships, we use contract templates that outline our expectations regarding ethical conduct, legal compliance, and human rights protections. These agreements may be adapted to reflect specific legal requirements in the jurisdictions where we operate. Our Supplier Code of Conduct further defines these expectations, addressing areas such as labor practices, environmental responsibility, and anti-corruption principles.

Additional policies and programs that support our compliance efforts include:

- **Standards of Ethical Conduct:** Employees are guided by a comprehensive ethics policy that outlines behavioral expectations and prohibits bribery, corruption, or other unethical activity. Suppliers are expected to operate according to similar principles.
- **Recruitment and Hiring:** We verify employment eligibility and follow structured hiring procedures designed to prevent exploitation or the use of forced labor.
- **Supplier Due Diligence:** We use a risk-based approach to evaluate suppliers. If evidence of MS&HT were ever discovered, we would investigate promptly and, if necessary, terminate the relationship. Supplier evaluations may include country-risk considerations, supplier questionnaires, onboarding reviews, sanction screenings, and periodic reassessment based on the nature of goods or services provided.
- **Reporting and Escalation:** A confidential process exists for employees, suppliers, and external partners to report concerns—including potential MS&HT indicators—without fear of retaliation. Reports may be escalated through a dedicated helpline or online submission channel.

- **Supplier Engagement:** We aim to strengthen supplier capabilities through collaboration, information sharing, and continuous improvement initiatives.
- **Training:** Relevant employees involved in sourcing, procurement, supply chain management, and human resources may receive periodic training related to ethical sourcing, labor rights, and recognizing indications of forced labor.

### Supplier Standards and Expectations

Arnold Magnetic Technologies requires its suppliers to adhere to a set of principles designed to safeguard workers and promote ethical business conduct. Suppliers are expected to:

- Demonstrate responsible governance and ethical operations.
- Employ only individuals who meet or exceed the legal minimum working age.
- Avoid any form of forced, trafficked, or undocumented labor.
- Provide safe working conditions, following recognized EHS practices.
- Pay wages and benefits that meet all applicable legal requirements.
- Comply with anti-bribery and anti-corruption laws and company standards.
- Maintain clear and accessible grievance mechanisms.
- Prohibit discrimination, harassment, and abusive behavior.
- Exercise due diligence regarding sourcing from conflict-affected and high-risk areas, including compliance with applicable conflict minerals regulations.
- Ensure their own suppliers uphold comparable requirements.
- Encourage equal access to opportunities for diverse suppliers

### Verification Measures and Supplier Assessments

As part of our risk management approach, Arnold Magnetic Technologies may conduct site visits or engage in direct reviews of supplier operations. When concerns are identified, additional evaluation—such as a formal audit—may be performed. If a supplier fails to address identified risks or refuses to meet our expectations, the company may discontinue the relationship.

### Continuous Improvement

Arnold Magnetic technologies is committed to continuously strengthening its human rights and responsible sourcing programs through ongoing review, supplier engagement, and risk assessment activities.

## Executive Oversight

Oversight of these efforts is supported by Arnold Magnetic Technologies' executive leadership and relevant functional leaders across procurement, operations, trade compliance and human resources.

## Approval

This statement has been reviewed and approved on May 13, 2026

## Matt Blake

CEO, Arnold Magnetic Technologies

GTC 5.2026