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Group - Responsible Minerals and Cobalt Policy

Micropower Group is committed to conducting its business responsibly and sustainably, ensuring that minerals and metals used in our products are sourced in a way that protects human rights, promotes ethical business practices, and prevents the financing of conflict.

We recognize that mineral extraction and processing may pose risks to people and communities. We therefore work proactively to ensure responsible sourcing throughout our entire value chain.

Micropower strives to prevent negative social, ethical, and environmental impacts associated with high-risk minerals. We conduct due diligence in line with international best practices to maintain transparency, traceability, and accountability in our supply chain. This includes implementing systems to identify, assess, and mitigate risks linked to human-rights violations, conflict financing, unsafe working conditions, corruption, and environmental harm.

Micropower commits to aligning this policy with EU Conflict Minerals Regulation (EU) 2017/821, the EU Critical Raw Materials Act (Raw Materials Act), and Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Responsible Minerals & Cobalt Sourcing).

This policy applies to all relevant minerals, specifically tantalum, tin, tungsten, gold (3TG) and cobalt, and covers all employees, business partners, and suppliers across all countries where Micropower operates.

Micropower Group is committed to:

- Conducting due diligence aligned with the framework of the OECD Due Diligence Guidance for Responsible Supply Chains.
- Using industry-standard reporting tools such as the CMRT and EMRT developed by the Responsible Minerals Initiative.
- Maintaining transparent and traceable supply-chain processes for all relevant materials.
- Avoiding direct or indirect support to armed groups, human-rights abuses, child labor, forced labor, and unethical mining or refining activities.
- Ensuring that high risk suppliers comply with responsible sourcing requirements and cascade them to their sub-suppliers.
- Performing risk assessments and implementing corrective actions for suppliers identified as high-risk.
- Training relevant employees in responsible sourcing, due diligence, and supplier-risk management.

- Engaging proactively with suppliers to ensure continuous improvement and alignment with this policy.

High-risk suppliers are identified based on factors such as geography, mineral type, or supply-chain complexity. This classification does not imply non-compliance or misconduct but indicates where additional due diligence and monitoring are required in line with international standards.

Our commitments will be achieved through specific targets:

- 100% completion of CMRT/EMRT for high-risk suppliers by 2027
- Responsible sourcing risk assessments for 100% of high-risk Tier-1 and related Tier-2 suppliers by 2027

QEHS reviews performance yearly to track progress toward our responsible-sourcing goals, review identified risks and corrective actions and ensure the continued effectiveness of this policy.

Växjö 2026-05-20

Micropower Group AB

Niklas Claesson

QEHS