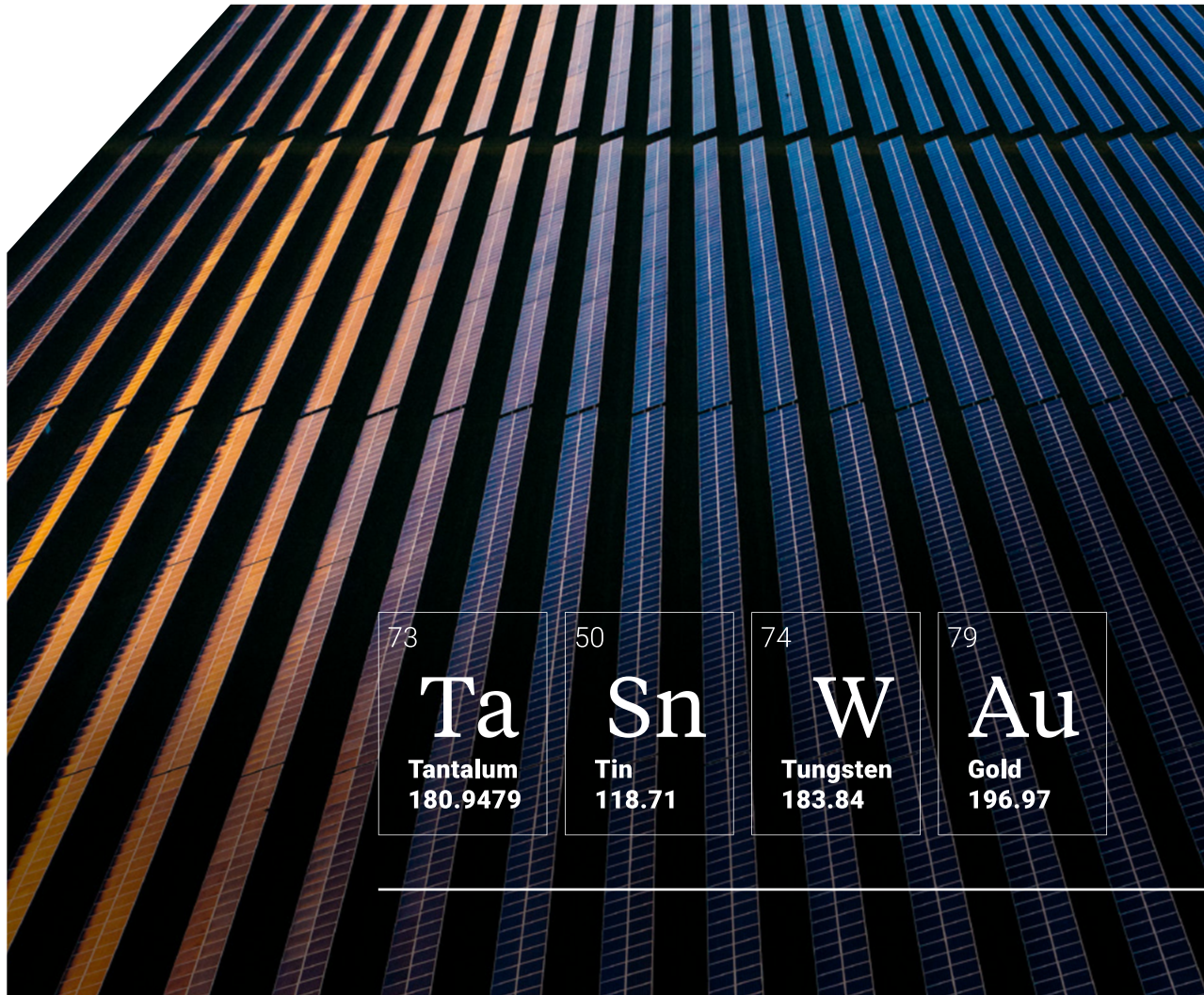


2024 |

# Conflict Minerals Policy

The Conflict Minerals Policy contains Akkodis' statement regarding the use of minerals from conflict areas in our products and solutions.



73 <b>Ta</b> Tantalum 180.9479	50 <b>Sn</b> Tin 118.71	74 <b>W</b> Tungsten 183.84	79 <b>Au</b> Gold 196.97
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As a supplier of products and solutions containing minerals, Akkodis Group Nordics is aware of the responsibility we have towards countries and their inhabitants where the minerals are mined.

Akkodis Group Nordics is especially concerned about the situation in conflict areas of the Democratic Republic of Congo (DRC) and surrounding countries, where mines are controlled by non-governmental military groups and unlawful military fractions. Conflict Minerals are defined as gold, tantalum, tin, and tungsten, the derivatives of cassiterite, columbite, tantalite and wolframite, regardless of where they are sourced, processed or sold.

The organizations Electronic Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI) are requesting that all companies in the supply chain of electronic devices takes responsibility and denies to purchase products containing Conflict Minerals.

Akkodis Group Nordics fully supports the work done by EICC and GeSI and has a continuously ongoing dialog with our partners and suppliers to avoid the usage of Conflict Minerals in products and solutions provided by them and by Akkodis Group Nordics. Akkodis Group Nordics is committed to:

- Not knowingly procure any component, product or solution containing Conflict Minerals
- Have an open dialog with customers, partners and suppliers regarding Conflict Minerals
- Request our partners and suppliers to avoid use of Conflict Minerals in their components, products and solutions.
- Request our partners and suppliers to provide Conflict Minerals Policy and detailed declarations regarding the mineral content in the components, products and solutions
- Request our partners and suppliers to notify their downstream suppliers not to use Conflict Minerals

If Akkodis Group Nordics discovers the use of Conflict Minerals in components, products or solutions we procure, we will take appropriate actions to transition the component, product or solution to be free from Conflict Minerals.



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# Engineering a Smarter Future Together.

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goes beyond possible, to make incredible happen.

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