

Anti-Slavery Disclosure Statement

The California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 require certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains. The disclosure is intended to provide consumers with information that will allow them to make more informed decisions about the goods they are purchasing. CTS Corporation and its global affiliates (“CTS”) supports the goals of the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 and strives to be an exemplar of good human rights and labor practices throughout our business activities.

CTS is committed to good corporate citizenship and abiding by its core values to guide our behaviors, decisions and actions. Pursuant to that commitment, CTS has established and maintains systems and controls to ensure that human trafficking and slavery, in any form, are not present in the company or as part of our supply chain.

Organizational Structure

CTS has its head office in Lisle, Illinois (USA) with subsidiaries around the world, including operations in the United States, United Kingdom, China, Singapore, Taiwan, Japan, Denmark, Czech Republic, Poland and Mexico. This statement is made on behalf of all companies within the CTS Corporation group.

Our Business

CTS (NYSE: CTS) was established in 1896 as a provider of high-quality telephone products and was incorporated as an Indiana corporation in 1929. We design, manufacture and sell a broad line of sensors, connectivity components and actuators primarily to original equipment manufacturers, tier one suppliers for the aerospace and defense, industrial, medical and transportation markets, and to the U.S. Government. Our vision is to be a leading provider of sensing and motion devices, as well as connectivity components, enabling an intelligent and seamless world. For more information, please visit ctscorp.com.

Our Core Values and Training

Everything CTS does is driven by its core values and the principles reflected in our Code of Ethics, which provides guidelines for its interactions with customers, suppliers, other business partners and one another.

All colleagues are encouraged to raise concerns, including as to violations of: (i) the CTS Code of Ethics; (ii) company policies; and (iii) the laws of the countries in which CTS operates. CTS has reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow-up.

CTS conducts web-based and/or face-to-face training for employees to emphasize the importance of acting with integrity consistent with CTS's core values and Code of Ethics.

Our Suppliers

CTS works with a large number of suppliers. CTS is committed to sourcing quality products from suppliers who share its ethics and values. We work with suppliers for the sourcing of raw materials, for the manufacture of our products and for the procurement of goods and services needed for day-to-day business operations. Some of CTS's suppliers are located in countries that may be more vulnerable to human rights abuses than others. That is why CTS has endeavored to implement a zero-tolerance policy for such abuses. CTS requires compliance provisions and agreement with CTS's Supplier Code of Conduct in its contracts with its suppliers and establishes appropriate policies and processes within our business to make sure that the products we sell meet our high standards.

CTS's supplier agreements include language that requires all suppliers to comply with national and regional statutory requirements in the country in which they are operating, including any applicable national laws regarding human trafficking, forced labor or other forms of modern slavery.

Should remediation be required, CTS will work with its suppliers to improve their standards with corrective action plans and ongoing reviews to ensure that our standards and policies are satisfied. CTS aims to build relationships with our suppliers to ensure adherence to our values and ethical standards. CTS retains the right to audit (including unannounced independent audit) suppliers' facilities and products provided to CTS.

Anti-Slavery Policy

The CTS Corporation Anti-Slavery Policy reflects CTS's zero-tolerance approach to modern slavery.

CTS has communicated its Anti-Slavery Policy to all its employees and to its suppliers. CTS also provides periodic training on its Anti-Slavery Policy.

All employees of CTS are required to comply with our Anti-Slavery Policy at all times. Any breach of our Anti-Slavery Policy by an employee will result in disciplinary action against that employee.

All of CTS's suppliers are likewise required to comply with our Anti-Slavery Policy.

Our Anti-Slavery Policy is communicated and applicable to all suppliers of raw materials used for the manufacture of our products.

Our suppliers of goods and services for day-to-day business operations are also required to meet the compliance standards set out within the Anti-Slavery Policy. This may be achieved by requiring these suppliers to comply with our standard Supplier Code of Conduct in the manner detailed above or by reliance on ethical codes and standards of these suppliers where appropriate.

Any failure of a supplier to meet the supplier standards set out within the Anti-Slavery Policy shall result in the immediate termination of business with that supplier.

Due Diligence Processes

As part of our systems and controls to ensure modern slavery is not taking place within CTS or its supply chains, CTS has implemented the following processes and procedures:

Appropriate vetting and due diligence in respect to all significant new suppliers.

Whenever possible, CTS maintains long-standing relationships with suppliers that are based on good supplier performance and trusted compliance with CTS's Supplier Code of Conduct and contractual requirements.

Auditing and Inspection of Suppliers

CTS may conduct risk assessments every year to identify those areas of the business that may be regarded as being at high risk of exposure to modern slavery, with such high-risk areas being subject to additional safeguards.

CTS has established reporting procedures for employees and suppliers that encourage the reporting of any incidents of potential, suspected, attempted or actual slavery involving the company.

Effectiveness

CTS conducts periodic supplier audits and, where issues are identified, works with suppliers to ensure improvements are made. CTS retains the right to audit (including unannounced independent audit) of suppliers' facilities and products provided to CTS. Should a critical issue be identified, CTS would require a timely response from the impacted supplier. If such supplier failed to adequately remedy the issue, the company would re-evaluate its relationship with the supplier and, if necessary, terminate the supplier.

CTS will continue to update its policies and procedures as required to ensure that appropriate safeguards are maintained against modern slavery within CTS and its supply chain.

This Anti-Slavery Disclosure Statement is made pursuant to section 54(1) of the Modern Slavery Act (UK) and to demonstrate compliance with the California Transparency in Supply Chains Act and constitutes our statement for the year ending 31 December 2025.

This Anti-Slavery Disclosure Statement was approved by the Board of Directors of CTS Corporation on August 12, 2026.

Signature:

A handwritten signature in black ink, reading "Robert Profusek", is positioned above a horizontal line. The signature is written in a cursive, flowing style.

Printed Name: Robert Profusek

Title: Lead Independent Director