

VISHAY PRECISION GROUP



Supplier Code of Conduct

Effective August 2026

Environment, Social and Governance (ESG) Committee

Overview:

This Supplier Code of Conduct outlines our expectations of VPG suppliers and their subcontractors. We base our approach on the VPG Global Code of Business Conduct, VPG ESG Policies, and the ten principles identified in the UN Global Compact.

Your Commitment:

- Support protection of internationally proclaimed human rights, and not remain complicit in any human rights abuses and where required shall conduct appropriate diligence to identify and mitigate modern slavery and human trafficking risks within their operation and supply chain;
- Provide equal employment opportunity and prohibit discrimination based on race, religion, national origin, sex, gender, identity, age, disability, veteran status, sexual orientation or any other legally protected characteristic;
- Uphold freedom of association and the right to collective bargain, limit all forms of forced and compulsory labor including child labor;
- Treat employees with respect and provide a workplace free of harassment and abuse of any kind; and maintain a workplace free from violence, threats, intimidation and harassment;
- Comply with wage, and working hours in accordance with local laws and support compensation of a living wage according to local standards;
- Comply with all applicable environmental, health and safety regulations, promote safe and environmentally sound use, transport, and disposal of your products or services, and where

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practical promote energy-efficiency, resource recovery, and other means to reduce environmental impacts to land, air and water in an effort to minimize negative impacts on biodiversity, climate change and water scarcity;

- Conform to internationally and/or major regionally recognized product compliance, responsible raw material sourcing and supply transparency rules where applicable such as RoHS, REACH/SCIP, TSCA, California Proposition 65, Responsible Minerals Initiative (RMI), and Conflict Minerals, and timely support VPG requests regarding these and other substance disclosure standards including future ones where required.
- Conform to internationally recognized or industry/product specific quality standards where applicable;
- Ensure timely reporting of concerns from employees and contractors regarding unlawful or unethical business practices and prohibit retaliation in any form against them, wherever they are located, and provide reasonable mechanisms for confidentiality and anonymity where permitted by law;
- Abide by all applicable national and international trade laws, including antitrust, trade controls and sanction regimes;
- Prohibit all types and forms of bribery, corruption and money laundering; forbid gifts to private or public officials that aim to influence business decisions or may jeopardize the official's integrity, and disclose actual or potential conflicts of interest involving VPG business relationships.
- Protect all confidential personal information and non-public business information, maintain appropriate cybersecurity controls, and report significant data security incidents, breaches or unauthorized disclosures affecting VPG information or operations;
- Implement control systems that promote and facilitate compliance with the above.

Our Commitment:

At VPG, we share a responsibility to treat fellow employees, customers and suppliers with honesty and integrity and to adhere to the law at all times in the delivery of high-quality products at a fair price.

VPG management assigns a high priority to maintaining integrity and ethical business practices and the continued success of this depends on the commitment of all of us to the highest standards of integrity and honesty in thought and deed.

The VPG Global Code of Business Conduct establishes the foundation of VPG's business practices by communicating our philosophy and commitment to legal and ethical behavior and is applicable to all VPG employees and board, contractors, consultants, and anyone authorized to act on the company's behalf.

We expect that each supplier will review and adhere to this Supplier Code of Conduct and the VPG Global Code of Business Conduct. In addition, we commit to:

- Monitoring Supply Chain Management with respect to ESG through the Nominating and Corporate Governance Committee
- Providing the VPG Global Code of Business Conduct upon request

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- Ensuring that applicable VPG ESG Policies are included in terms and conditions and contracts
- Monitoring and engaging with NGO's, labor groups, industry peers to respond to social supply chain issues
- Considering relevant suppliers' ESG performance during procurement
- Providing a formal channel for supply chain employees to raise concerns
- Engaging with non-compliant suppliers to reach compliance
- Providing reasonable resources for suppliers on compliance matters including labor rights inquiries

We require our relevant suppliers to complete a periodic review of this Supplier Code of Conduct, our VPG Global Code of Business Conduct and applicable VPG ESG Policies, as may be amended from time to time. VPG reserves the right to assess supplier compliance through questionnaires, document and certificate review and collection and audits when deemed necessary.

Where any stakeholder believes there may be a violation of this Supplier Code of Conduct or has any questions pertaining to this Supplier Code of Conduct, the stakeholder may at any time contact the appropriate VPG contact through the Ethics web-page <https://ir.vpgsensors.com/sustainability-governance/esg-overview/default.aspx>

Governance:

Vishay Precision Group, Inc.'s management is committed to consistent and thoughtful engagement with its suppliers. Our management team has adopted this Supplier Code of Conduct on behalf of VPG. They have delegated the responsibility to implement the policy to the ESG (Environment, Social and Governance), Senior Director that reports to our Chief Executive Officer and Chief Accounting Officer. The ESG Senior Director oversees the overall implementation and reports on progress and impact of ESG matters to the management team on a regular basis.