



Statement on Efforts to Combat Slavery and Human Trafficking

From Legal Department

This statement describes Chloride’s ongoing efforts to combat and prevent human trafficking and modern slavery in its business operations and global supply chain. This statement is made on behalf of Chloride S.A.S and its subsidiaries, including Chloride UK, for the year ending 31 December 2026, pursuant to Section 54 of the U.K. Modern Slavery Act 2015. To summarize, Chloride has zero tolerance for human trafficking and slavery, has implemented measures designed to prevent that Chloride employees, agents and suppliers do not engage in human trafficking and slavery activities, and continually revises those measures to keep in step with relevant legislation.

About Chloride

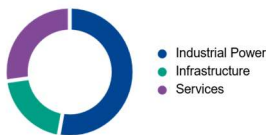
Since 1948, Chloride has been a global leader in designing, manufacturing and servicing industrial UPS systems to secure power supply for critical equipment across industries. Chloride products safeguard people and assets. Headquartered in Lyon France, Chloride is a truly global business working with electrical engineers across the world and having installed base in more than 150 countries. Today, Chloride engineering and consulting teams are developing new innovative solutions to accompany its customers in their energy transition journey and build safer environment for everyone.

Chloride's key markets include infrastructure and industry environments across broad product portfolio:

- Uninterruptible Power Supply systems
- DC power banks
- Autonomous Emergency Lighting
- Centralized Battery Emergency Lighting
- Lifecycle Services

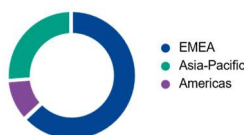
Its ambition is to be at the forefront of technological innovation to serve and service its customers in the world in transition. We protect people and provide business continuity for industrial processes and infrastructure.

Chloride is headquartered in France with subsidiaries in Spain, United-Kingdom, Turkey, United Arab Emirates, and the United States of America.



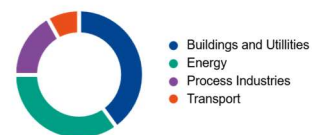
Offering

Industrial-grade AC and DC UPS systems and solutions, DC power banks, infrastructure power supplies, emergency lighting



Geography

Global, well-established footprint and supply-chain network



End Market

Customers who operate in some of the world’s most critical industries



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We have approximately 380 employees worldwide and provide products and services to customers globally. Our labor force is comprised of two categories: the first category includes personnel that physically contribute to the manufacturing and production of goods; the second category includes personnel engaged in administrative, services, organizational and management processes.

Chloride's largest population of employees and our main manufacturing and expertise center are in Europe.

Transparency in supply chain

At Chloride, we consider our commitment to social and environmental responsibility as ethics within our supply chain as a fundamental pillar.

We are firmly dedicated to promoting ethical practices at every level of our supply chain.

We believe in transparency, accountability, and respect for human rights such as defined in our Human Rights policy.

We strive to work closely with our suppliers to ensure fair and safe working conditions in order to combat Modern slavery and human trafficking.

By integrating stringent standards of ethical sustainability, we aim to build strong and enduring partnerships with our suppliers. We will continue to assess and improve our practices to ensure an ethical, responsible, and respectful supply chain at every stage of our operations.

We expect the same high standards from all of our, supplier, contractors and other business partners, and as part of our selection process, in 2026 we will request our suppliers to comply with specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Policies in relation to slavery and human trafficking

At Chloride, one way we develop an environment that embodies the highest ethical standards in business conduct is through our Code of Conduct.

The Code of Conduct aims to ensure that all members act with the highest level of integrity, comply with all applicable laws, and build a better future for our Company and the communities in which we do business.

Chloride endorses the United Nations ("UN") Declaration on Human Rights and the International Labor Organization ("ILO") Conventions.

Chloride endeavours to ensure that the Code of Conduct is regarded as a best practice of business conduct and observed by those third parties with whom Chloride maintains business relationships of a lasting nature such as suppliers, subcontractors and partners.



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Chloride Human Rights defines our commitment to comply with all applicable laws and employment regulations in our operations and requires that our suppliers and business partners be required to do the same. Specifically, the policy states as follows:

1. We do not accept forced, bonded or indentured labor.
2. Involuntary or exploitative prison labor, slavery or trafficking of persons is prohibited.
3. It is prohibited to hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents.
4. We ensure that all employees, including those recruited through third-party recruiters, receive clear, detailed and accurate employment contracts or equivalent employment documents prior to any relocation, where relocation is required to perform the work, and in a language they understand.
5. We comply with all applicable local labor laws and regulations both in the country where recruitment takes place and in the country of employment.

Our policies apply to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Due diligence

As part of its supplier monitoring and review process, Chloride evaluates, assesses and verifies the risk of human trafficking and Modern slavery within its supply chain during audits and business reviews conducted with supply chain partners. The supplier verification framework includes specific assessments relating to human rights, anti-human trafficking practices and compliance with applicable environmental laws.

In addition, suppliers are required to provide a conflict minerals statement and a compliance certificate.

Chloride's Terms and Conditions of Purchase further require suppliers to comply with all applicable laws and regulations, including those related to human trafficking and modern slavery.

In 2025, six supplier audits were conducted, and no major risks related to Modern slavery were identified.

In 2026, Chloride will enhance its supplier verification framework with the objective of better identifying suppliers presenting higher risks in relation to human rights and anti-human trafficking.

Chloride identifies potentially high-risk countries based on the Trafficking in Persons (TIP) Report published by the U.S. Department of State, focusing on countries classified as Tier 3, Tier 2 Watch List and Tier 2.

The objective is to assess 100% of new suppliers.



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Training and awareness

Chloride believes that each employee, officer and director is responsible for adhering to the Chloride Code of Conduct. To raise awareness of the Code and enforce its principles, we require all Chloride personnel to sign the Code upon hiring and participate in regular ethics training course. As part of our annual ethics training, our employees are required to acknowledge that they understand and will comply with the Code, and that they are aware that a violation could result in disciplinary action, up to and including termination.

In 2026, Chloride will provide training on our Corporate Social Responsibility standards including the principles enacted in the Chloride Code of Conduct and the Human Rights Policy to all employees in Chloride headquarters and subsidiaries.

Our metric for success is 90% completion of all assigned training.

KPIs

- In 2025, six suppliers were audited, and eight supplier audits are planned for 2026.
- In 2025, 83% of new suppliers were subject to a risk assessment prior to the start of the business relationship and achieved a score of at least 70% on the Chloride supplier audit checklist. The objective for 2026 is to assess 100% of new suppliers with a minimum score above 70%.
- Eighteen business reviews were conducted with suppliers in 2025, and twenty business reviews are targeted for 2026.
- By the end of 2026, 80% of Chloride employees, partners, suppliers and subcontractors will have received the Code of Conduct and the Human Rights Policy.
- By the end of 2026, 90% of Chloride employees will have been trained on ethics policies.
- In 2025, Chloride launched a whistleblowing hotline to enable the reporting of concerns, including those related to Modern slavery. In 2026, Chloride is committed to ensuring that all reported cases are handled appropriately and efficiently.

Key performance indicators (KPIs) are reviewed annually and updated as necessary.

Approval

This statement is not contractual and does not form part of any employee's contract of employment. The company reserves the right to amend it at any time.

This statement was approved by the Executive Comity of Chloride

Signed by Henri Chignier, Group CEO

Date: April, 2026

Signé par :

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