

TechForm Advanced Casting Technology, LLC

Human Rights Policy

At TechForm, we recognize our responsibility to respect the rights of every human being. We believe that our business has a responsibility to protect and promote human rights in all we do. As a business, we recognize that our actions have an impact on our local community and the communities in which our stakeholders operate.

We support the 30 articles of the Universal Declaration of Human Rights, as listed by the United Nations General Assembly, and encourage all companies to adopt these rights as standard business practices.

TechForm is committed to respecting internationally recognized human rights throughout our operations and supply chains. In line with the UN Guiding Principles on Business and Human Rights, which aim to protect, respect, and remedy human rights, TechForm has drafted this policy to define our role in preventing and addressing the impact of human rights as a member of the global business community.

We commit to supporting safe and healthy working environments, freedom of association, and the effective recognition of the right to collective bargaining; eliminating discrimination in respect of employment and occupation; eliminating all forms of forced or compulsory labor; and effectively abolishing child labor as outlined in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Human rights refer to a set of fundamental rights and freedoms that belong to every person in the world, regardless of their origin, beliefs, or lifestyle. It is a broad concept, with economic, social, cultural, political, and civil dimensions. For TechForm, respecting human rights means ensuring that any person involved in, or coming into contact with, our operations, supply chains, and products is treated with dignity, respect, fairness, and equality.

We Believe:

- That employment is freely chosen.
- In the freedom of association and the right to collective bargaining.
- That all working conditions are safe and hygienic.
- In the abolition of all child labor.
- All people should be paid living wages.
- Working hours are not excessive, and overtime is compensated for.
- No discrimination is practiced, and all people are protected from harassment and bullying.
- No harsh or inhumane treatment should ever be allowed.

Together with our employees and business partners, we are committed to driving forward the implementation of this Policy through our operations and supply chains. We recognize that unique challenges to these standards may arise, and we will work to address them in partnership with relevant stakeholders. TechForm will continuously work to embed this Policy throughout the relevant processes and procedures of the company to ensure its effective implementation.

We recognize that we must take steps to identify and address any actual or potential adverse impacts, whether they are directly or indirectly linked to our business activities or relationships. We understand that human rights due diligence is a dynamic, ongoing process that requires acting on the findings, tracking our actions, and communicating to our stakeholders how we address impacts.

As our human rights risks and impacts may vary over time, this policy will be subject to review if it is deemed inadequate by our human rights due diligence process.

Sarah Loveland, President, TechForm Advanced Casting Technology LLC

Date of effect: 05/28/2025

United Nations Universal Declaration of Human Rights

Article 1	Right to Equality
Article 2	Freedom from Discrimination
Article 3	Right to Life, Liberty, Personal Security
Article 4	Freedom from Slavery
Article 5	Freedom from Torture and Degrading Treatment
Article 6	Right to Recognition as a Person before the Law
Article 7	Right to Equality before the Law
Article 8	Right to Remedy by Competent Tribunal
Article 9	Freedom from Arbitrary Arrest and Exile
Article 10	Right to Fair Public Hearing
Article 11	Right to be Considered Innocent until Proven Guilty
Article 12	Freedom from Interference with Privacy, Family, Home and Correspondence
Article 13	Right to Free Movement in and out of the Country
Article 14	Right to Asylum in other Countries from Persecution
Article 15	Right to a Nationality and the Freedom to Change It
Article 16	Right to Marriage and Family
Article 17	Right to Own Property
Article 18	Freedom of Belief and Religion
Article 19	Freedom of Opinion and Information
Article 20	Right of Peaceful Assembly and Association
Article 21	Right to Participate in Government and in Free Elections
Article 22	Right to Social Security
Article 23	Right to Desirable Work and to Join Trade Unions
Article 24	Right to Rest and Leisure
Article 25	Right to Adequate Living Standard
Article 26	Right to Education
Article 27	Right to Participate in the Cultural Life of Community
Article 28	Right to a Social Order that Articulates this Document
Article 29	Community Duties Essential to Free and Full Development
Article 30	Freedom from State or Personal Interference in the above Rights