

Cognex Supplier Code of Conduct

The Cognex Supplier Code of Conduct sets forth minimum workplace standards and business practices that are expected of any supplier doing business with Cognex, consistent with our company's values. These requirements apply to Suppliers and their affiliates that provide products or services to Cognex Corporation and its affiliates and subsidiaries worldwide.

Supplier declares herewith:

❖ Legal compliance

- to comply with all applicable national, regional and local laws, rules, and regulations (including those governing export control, economic sanctions, customs, and anti-money laundering) to which the Supplier is subject in connection with its existence and operation, and performance of its obligations pursuant to any purchase order issued to Supplier by Cognex.

❖ Prohibition of corruption and bribery and Conflicts of Interest

- to tolerate no form of and to engage in no form of public or commercial corruption or bribery, including but not limited to any payment, offer of gifts or other form of benefit conferred on any government official or commercial contact for the purpose of influencing decision making, expediting an administrative process or otherwise gaining a commercial advantage. This prohibition applies even where local custom or applicable local laws may permit such activity.
- to disclose if any family members (or close personal contacts) work for Cognex, a Cognex supplier or customer. Personal influence or activities that appear to demonstrate undue influence that is not in the best interest of Cognex are considered conflicts of interest.

❖ Respect for the basic human rights of employees

- to promote a workplace free from harassment and unlawful discrimination based on race, color, gender, age, disability, nationality, pregnancy, political or religious conviction, sexual orientation, gender identity and expression, ethnicity or national origin, union membership, covered veteran status, protected genetic information or marital status.
- to respect the personal dignity, privacy and rights of each individual.
- to refuse to engage in forced labor, slavery, servitude, human trafficking or compulsory labor.
- to refuse to hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits unless such holdings are required by law.
- to ensure that workers seeking a role with Supplier are not required to pay recruitment, hiring, or other employment fees and that any such fees are promptly reimbursed.
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.
- to treat workers with respect and dignity and to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- to comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

❖ Prohibition of child labor

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

❖ Health and safety of employees

- to follow all applicable laws relating to health and safety in the workplace, while providing workers with a safe and healthy workplace, including taking proactive measures that support accident prevention,

minimize health risk exposure and security of employees.

- to provide training and ensure that employees are educated in health, security and safety issues.

❖ Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection, including obtaining all required environmental permits and approvals.
- to maintain a management system that ensures compliance with applicable laws and regulations.
- to reduce adverse effects on the environment and natural resources in manufacturing operations through effective management of materials, water use, energy consumption, waste generation, emissions, and pollution prevention.
- to measure and manage its material environmental impacts, including greenhouse gas emissions, energy consumption, water use, and waste generation. Upon Cognex's request, Supplier shall provide accurate environmental data and implement reasonable plans to reduce such impacts.

❖ Supply chain

- to ensure that its suppliers, subcontractors, and other third parties materially involved in providing goods or services to Cognex comply with standards substantially equivalent to this Supplier Code of Conduct; to maintain a process to assess and monitor their compliance; and to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- to maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources in compliance with all applicable laws and regulations.

❖ Ethics

- to respect intellectual property rights and ensure that knowledge transfer, technology transfers, and use of confidential information is handled in accordance with intellectual property rights and confidentiality obligations and in compliance with applicable laws and regulations. Supplier shall implement and maintain appropriate technical and organizational measures to protect Cognex confidential information and personal data against unauthorized access, use, disclosure, alteration, loss, or destruction.
- to maintain an accessible reporting and grievance mechanism that allows workers and other relevant third parties to raise concerns or report suspected violations anonymously, where permitted by applicable law, and without fear of retaliation. Supplier shall investigate reported concerns promptly and take appropriate corrective action.
- to conduct risk-based due diligence to ensure that 3TG minerals (tin, tantalum, tungsten, and gold) supplied are conflict free and do not directly or indirectly finance or benefit groups perpetuating human rights violations in conflict affected and high-risk areas, including the Democratic Republic of the Congo. Suppliers shall maintain due diligence programs to map the chain of custody of the minerals they use and, upon Cognex's request, provide supporting information and certifications.
- to promptly report any actual, suspected, or potential violation of this Supplier Code of Conduct, applicable law, or Cognex's policies of which it becomes aware, including any cybersecurity incident, personal data breach, product safety issue, supply-chain integrity issue, or material environmental violation that may affect Cognex or goods or services supplied to Cognex. Reports must be made in good faith and without unreasonable delay through Cognex's Integrity Hotline at www.cognex.com/hotline. Supplier shall cooperate fully with any resulting investigation and shall not retaliate against any individual who, in good faith, raises a concern, reports a suspected violation, or participates in an investigation.

❖ Corporate Objectives

- to maintain a process to monitor, understand and address applicable laws, regulations and requirements as they become relevant to the business.
- to maintain a process for implementing new health, safety, environmental and workplace requirements to meet legal and regulatory requirements.
- to maintain a program to train employees, managers and contractors on policies and procedures critical

to meet the companies' legal requirements and this code.

- to maintain a program of periodic audits of compliance with applicable legal and regulatory requirements, this code of conduct and a process for corrective actions of any deficiencies identified.
- to maintain records and documentation reasonably necessary to demonstrate compliance with this Supplier Code of Conduct. Upon Cognex's request, Supplier shall promptly provide information, certifications, policies, procedures, training records, risk assessments, or other documentation reasonably necessary to demonstrate such compliance and shall cooperate with assessments and audits, including remote or on-site audits conducted by Cognex or its designee upon reasonable notice. Supplier shall promptly remediate identified noncompliance under a corrective action plan acceptable to Cognex. Failure to cure a material violation within the period specified by Cognex may result in suspension of new business or termination, subject to applicable contractual terms.

❖ **Artificial Intelligence**

- to develop, deploy, procure, and use artificial intelligence ("AI") systems and AI-enabled tools in a responsible, ethical, and lawful manner. Suppliers shall maintain appropriate policies, procedures, and controls designed to ensure that AI is used in a way that is safe, transparent, secure, and consistent with applicable laws, regulations, contractual obligations, and industry standards. Supplier shall not input Cognex confidential information, personal data, or other Cognex data into any AI system or use such data to train, fine-tune, or improve any AI system without Cognex's prior written consent.