



Modern Slavery Statement for Fiscal Year 2024

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 (“Modern Slavery Act”) and includes disclosures required by the California Transparency in Supply Chains Act of 2010 and Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (Canada). This statement sets out the steps that Cognex Corporation (“Cognex”) has taken and is continuing to take to prevent modern slavery from taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labor.

Cognex is committed to complying with the requirements of the Modern Slavery Act by taking steps to prevent modern slavery from taking place within Cognex operations or our direct supply chain. It is Cognex’s desire to make responsible sourcing decisions for our products, including materials and components contained therein.

Our Business

Founded in 1981, Cognex invents and commercializes technologies that address some of the most critical manufacturing and distribution challenges. Most of Cognex’s hardware products are manufactured utilizing third-party contractors, whereby the majority of component procurement, system assembly, and initial testing are performed by electronics manufacturing services suppliers. Cognex’s primary contract manufacturers are located outside of the United States. We purchase assembled goods from our contract manufacturers, who use specified components sourced from vendor lists approved by Cognex and assembly/test processes created and controlled by Cognex. Cognex manufactures optical components, including lenses and lights, at our in-house production plants located in China and Vietnam that are then stocked in our distribution centers.



Cognex Policies

Cognex maintains a number of policies to help ensure that it is conducting business in an ethical and transparent manner, many of which are available on our company website. Relevant Cognex policies include:

- Supplier Code of Conduct
- Supplier Quality Agreement
- Code of Business Conduct and Ethics
- Conflict Minerals Policy

Supply Chain Due Diligence

Cognex expects its suppliers to have policies and procedures in place to ensure their operations and supply chains are free of all forms of modern slavery. Cognex has engaged a third party to help ensure our suppliers conduct business in accordance with this expectation. The third party conducts supplier inquiries and collects evidence of its due diligence to ensure compliance with Cognex's policies and freedom from modern slavery.

On an annual basis, requests are made to active suppliers to provide statements compliant with the Modern Slavery Act. Relevant documentation is collected by the third-party service provider who compiles these results and submits monthly reports to Cognex. Cognex reviews these reports for reasonableness and may seek additional information from a supplier that is non-responsive or has submitted an incomplete response or a response that management has reason to believe may be incorrect. In the event that a supplier is found to be non-compliant with Cognex policies, reasonable actions are taken to find a replacement.



Performance Indicators & Areas of Potential Risk

The effectiveness of Cognex's due diligence procedure is evaluated monthly by tracking the percentage of active suppliers who have provided Modern Slavery Act Statements to Cognex through our third-party service provider. Cognex recognizes that suppliers who have not provided statements compliant with the Modern Slavery Act or otherwise demonstrated efforts to eliminate modern slavery represent an increased level of risk.

Training

Employees are made aware of Cognex policies related to business conduct and ethics during the onboarding process. Additionally, sourcing and purchasing teams have function-specific training related to purchasing ethics and ethics fundamentals. These training courses are designed to reinforce Cognex's policies and to provide employees with knowledge of how to identify and report suspected violations.

Reporting

Employees and external parties can anonymously report possible ethics and Code of Conduct violations to our [Integrity Hotline](#). The hotline includes a third-party, secure website form, toll-free numbers by jurisdiction, and provides support in over 200 languages.

Approved by the Board of Directors of Cognex Corporation on December 5, 2025.