



Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act Statement 2024

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act requires certain entities that supply goods in Canada to make an annual disclosure each financial year regarding their efforts to prevent and reduce the risk of forced labor and child labor in the supply chain. Methode Electronics, Inc. ("Methode") is committed to upholding the human rights and dignity of all persons. We expect our suppliers to operate in a manner consistent with our core values and to promote integrity in all aspects of their business, including labor and human rights.

Structure:

Methode is a leading global supplier of custom-engineered solutions with sales, engineering and manufacturing locations in North America, Europe, Middle East, and Asia. We design, engineer, and produce mechatronic products for Original Equipment Manufacturers (OEMs) utilizing our broad range of technologies for user interface, LED lighting system, power distribution and sensor applications. Our solutions are found in the end markets of transportation (including automotive, commercial vehicle, e-bike, aerospace, bus and rail), cloud computing infrastructure, construction equipment, and consumer appliance. Our business is managed on a segment basis, with those segments being Automotive, Industrial, and Interface.

Policies:

Methode has a Supplier Code of Conduct which applies to all suppliers and their representatives, employees, agents, suppliers and subcontractors. Our Supplier Code of Conduct explicitly prohibits any goods or services produced or provided with the use of forced or indentured labor, prison labor, slavery or human trafficking. All child labor laws must be observed. Suppliers are expected to comply with Methode's Supplier Code of Conduct and it is referenced in our purchase order terms. We reserve in our Supplier Code of Conduct the right to terminate any supplier in appropriate circumstances that does not comply with our labor standards or does not otherwise operate in a legal, ethical or responsible manner.

Methode also has a [Code of Business Conduct](#) which applies to all of our employees, officers and directors. Our Code of Business Conduct explicitly provides that we will not tolerate any forms of modern slavery, including human trafficking, forced or indentured labor, prison labor or other illegal employment practices, in our global supply chain or in our business operations worldwide. Our salaried employees, officers and directors annually acknowledge in writing their understanding of and adherence to our Code of Business Conduct.

Methode has adopted a [Human Trafficking and Forced Labor Policy](#) which applies to all operations and employees, officers and directors. Our Human Trafficking and Forced Labor Policy explicitly states that the use of slave labor or human trafficking in the manufacture of products or components supplied to Methode is unethical, unacceptable, and entirely prohibited and Methode supports global efforts to protect human rights through ethical supply chain management.

Due Diligence Efforts:

Methode has processes in place to perform due diligence on our supply base during the supplier

onboarding process. Suppliers are provided Methode's Supplier Code of Conduct and are expected to adhere to the terms, including prohibitions on the use of forced or indentured labor, prison labor, slavery, human trafficking, other illegal labor practices, and must observe all child labour laws. In certain instances, suppliers who are deemed to be high-risk for human trafficking based on their geographic location, parts or products supplied, or other key characteristics will require additional verification processes including site visits. Methode utilizes certain supplier risk management tools for evaluating and monitoring suppliers. Methode also conducts due diligence through our Conflict Minerals program.

Risk Assessment:

To assess suppliers' adherence to Methode's Supplier Code of Conduct, Methode may conduct independent audits where necessary, as well as request certification from suppliers that they adhere to these policies. We reserve the right in our Supplier Code of Conduct to terminate in appropriate circumstances any supplier that does not comply with our terms and conditions, including the Supplier Code of Conduct, or does not otherwise operate in a legal, ethical, or responsible manner.

Remediation:

Remediation measures were not needed as Methode was not made aware of any instances of forced labor or child labor in its supply chain.

Assessing Effectiveness:

Methode has not been made aware of any human trafficking violations in its supply chain. Methode has established a compliance hotline where employees and suppliers can anonymously report violations of Methode's Supplier Code of Conduct, including human trafficking incidents, as referenced in our Human Trafficking and Forced Labor Policy. Methode will continue to take steps to identify and mitigate risks and work to strengthen due diligence efforts around human trafficking and illegal labor practices.

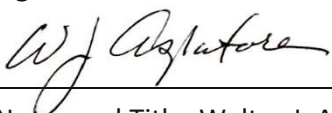
Training:

Methode employees are familiar with the company's Code of Business Conduct and core values, and employees in supply chain are familiar with the Supplier Code of Conduct. As noted above, all of our salaried employees, officers and directors are required to review and acknowledge their adherence to our Code of Business Conduct each year. In addition, employees in key positions responsible for supplier selection and oversight are provided annual training on how to identify and mitigate the risk of human trafficking and illegal labor practices in the supply chain, and those in management positions are provided additional training. Methode is committed to responsible sourcing and combating human rights violations in its global supply chain.

Approval:

This Statement was approved by Methode's Board of Directors on December 6, 2023.

Signature



Name and Title: Walter J. Aspatore, Chairman of the Board Date: December 6, 2023