

Human Rights Policy

Updated: December 29, 2023

Xometry recognizes the protection of human rights, including the rights of women, the rights of indigenous peoples, and the rights of minority populations including those in the LGBTQ+ community, is essential to the well-being of all people. Xometry is committed to fostering a culture which promotes support for internationally recognized human rights and labor standards, including the right to clean water. We are committed to respecting the dignity and worth of all individuals while providing equal opportunity for all employees by complying with this policy.

This Human Rights Policy applies to all of our employees and the manufacturing partners with whom we do business worldwide and in all locations where Xometry, its partners, and its stakeholders conduct business. We expect our customers, suppliers, shareholders and affiliates to share these same values. Our terms with such partners specifically reference and require compliance with this policy. We also expect our partners and suppliers to have or develop similar policies and practices that apply to all workers, suppliers, partners, and their supply chains.

We strive to respect and promote human rights and avoid human rights abuses in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, customers and suppliers. Our policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development, the UN Declaration on the Rights of Indigenous Peoples, and the International Labor Organization's ("ILO") Core Conventions on Labor Standards. Our human rights policy sets a minimum standard of compliance with all applicable local laws and regulations.

We are committed to ensuring the health and safety of all of our employees and require compliance with all applicable local laws and regulations governing discrimination, working conditions, working hours, and compensation. We uphold labor rights including the freedom of association and the right to collective bargaining. And we prohibit the use of modern slavery,

human trafficking, forced adult labor and child labor. In early 2024, we will deliver training for our employees that will provide information about the warning signs that might indicate that human trafficking or modern slavery are taking place. Furthermore, our Whistleblower Policy acts in tandem with our policies on slavery and human trafficking by encouraging staff, suppliers and stakeholders to report concerns including any situations related to modern slavery, human trafficking and child or forced labor. If circumstances regarding a supplier's violation of our policies or terms come to our attention, we will take prompt and decisive action by trying to remediate the situation, and ultimately being prepared to terminate the relationship if necessary.

We also provide training to our employees regarding discrimination, harassment, anti-bribery, cybersecurity and our efforts to ensure equity, diversity and inclusion (collectively "DEI"). Xometry is firmly committed to a policy against discrimination in employment, and to the right of all employees to work in an environment free of harassment and intimidation. We are committed to equal opportunity in the workplace, and our employee handbook sets forth policies prohibiting discrimination on the basis of an employee or applicant's actual or perceived race, ethnicity, religion, color, creed, sex (including pregnancy, childbirth, lactation, or related medical conditions), age, sexual orientation, gender, gender identity or expression, national origin, marital status, disability, status with regard to military service, or any other protected characteristic under applicable law. In further support of our DEI efforts, Xometry has several employee resource groups that focus on various topics such as women in the workplace, the environment, the military, and race-based experiences.

Xometry's Board of Directors established an ESG committee to oversee environmental, corporate social responsibility, health, safety, sustainability, and corporate governance matters. The committee consists of two independent, non-employee board members and an employee board member who is also a co-founder of Xometry. Xometry's senior leadership is responsible for implementing the principles of this policy and reporting to Xometry's Board, the ESG committee and/or the Nominating and Corporate Governance committee of the Board, which maintain oversight responsibility for the human rights policy.

Concerns related to any suspected, actual or potential human rights violations may be reported to Xometry confidentially, anonymously (if desired), and free of retaliation by employees, suppliers, partners and stakeholders:

- Phone: 86 21 56085857
- Email: legal@xometry.com
- Mail: Room 4225, Building 4, No. 735 Liyang Rd, Hongkou Dist., Shanghai, China. 200080

Employees can also report issues to their managers or Xometry's Human Resources department.