



XOMETRY, INC.
SUPPLIER CODE OF BUSINESS CONDUCT AND ETHICS
January 2022

Xometry's Supplier Code of Conduct identifies standards for conducting business ethically, lawfully and responsibly. In accordance with these standards, Xometry has established this Supplier Code of Conduct to ensure our suppliers are committed to these principles.

Suppliers, their employees, agents, and may enter into agreements with Xometry to conduct business with us or on our behalf. All Suppliers are required to comply with this Supplier Code of Conduct, or at least all applicable laws and regulations. In rare circumstances, such agreements can still move forward if Xometry identifies sufficient compensating controls in place to reasonably ensure legal compliance. Xometry expects Suppliers to have strong corporate governance in place to support compliance with the Code of Conduct.

Xometry may audit a Supplier upon reasonable notice to help confirm compliance with the Code of Conduct. Xometry reserves the right to discontinue a Supplier relationship in the event they are found to be acting unlawfully or in violation of this Code of Conduct.

Product Safety

Xometry suppliers are responsible for making parts to the specification provided by Xometry's customers. Our suppliers are required to test the parts for design compliance as required by our end customer. We have strict testing requirements to assure parts are made to specification and acceptable to the customer. All manufacturing suppliers are evaluated by Xometry for their quality assurance process. We score our manufacturing suppliers based on formulas that integrate many factors to produce an overall rating for each supplier. Improvement of their rating increases the suppliers ability to get more profitable jobs. Suppliers who fall below a minimum threshold are no longer eligible to receive work from Xometry.

Business Practices and Ethics

Conflicts of Interest: Avoid conflicts of interest or even the appearance of conflicts of interest. Suppliers must not deal directly with any Xometry employee whose spouse, domestic partner, or other relative has an interest in the Supplier as an employee, partner, owner, investor, or similar roles, including negotiating the Supplier contract.

Gifts and Hospitality: Avoid giving gifts or providing lavish hospitality to Xometry employees. If offering a gift or hospitality to an Xometry employee, Suppliers should use good judgement and ensure it complies with applicable laws, and is consistent with local customs.

Insider Trading: Do not buy or sell Xometry stock when in possession of material non-public information, or pass such information to any others, including friends or family.

Records Management: Accurately record, maintain, and report financial and business information. Ensure compliance with all applicable laws and regulations regarding such information.

External Communications: Do not speak publicly on Xometry's behalf unless authorized to do so by Xometry Legal Counsel.

Risk Management: Implement internal policies, procedures, and controls to identify, address, and remediate risks addressed in this Code of Conduct as well as applicable legal requirements.

Training and Communication: Communicate this Code of Conduct to all employees or supplier who will be conducting business with Xometry and conduct training for employees and suppliers, when necessary. All suppliers are trained to do proper testing on product specification compliance. We have in place both physical and virtual tools to monitor testing and confirm results suppliers are trained on the use of those tools.

Labor Practices

Anti-harassment and Unlawful Discrimination: Provide equal opportunity employment and maintain a respectful work environment that is free of discrimination, violence harassment, and intimidation.

Workers should be treated with respect and dignity at all times. Xometry require suppliers to comply with all applicable laws regarding discrimination in hiring and employment practices.

Freedom of Association: Abide by all applicable laws pertaining to freedom of association and collective bargaining. Do not retaliate against employees who choose to organize.

Human Rights: Respect human rights, provide fair working conditions and prohibit forced, compulsory, or child labor in line with the Responsible Business Alliance (RBA) code which includes reasonable work hours for all consistent with RBA guidelines.

Compensation: Provide compensation (including overtime and benefits) that at a minimum, complies with local laws. Suppliers must pay their employees in a timely manner and provide documentation detailing the basis of their pay.

Parental Leave: Abide by all applicable laws pertaining to parental leave and offer paid benefits that are gender inclusive when possible.

Environmental Protection

Compliance with Environmental Laws and Regulations: Abide by all applicable laws for hazardous materials, air emissions, waste, and wastewater discharges. Xometry is committed to lowering our environmental impact and encouraging our suppliers to minimize their environmental impact.

Ecological Footprint: Conduct business in an environmentally responsible and sustainable manner, including: resource-efficient consumption of energy, water and other natural resources, minimizing waste and diversion from landfills, and reducing harmful chemical use.

Responsible Sourcing of Minerals

Vendors that supply products that include minerals sourced from conflict-affected and high-risk areas (including, but not limited to, cobalt, tantalum, tin, tungsten or gold) must ensure that the sourcing of these minerals does not knowingly contribute, directly or indirectly, to armed conflict, including terrorist financing or human rights violations. Xometry expects the sourcing of these minerals to be in a manner consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Protection of Data, Intellectual Property, and Assets

Data Protection: Protect confidential and proprietary information of Xometry employees, members, and others with whom we do business. Information should not be disclosed without proper authorization and should only be used for a legitimate business purpose. All information used must comply with all applicable laws, regulations, and governing contracts.

Protect Xometry's Intellectual Property and Assets: Protect and use Xometry's intellectual property and tangible assets responsibly. Xometry's intellectual property (including name, logo, trademarks, etc.) and tangible assets should only be used for legitimate business purposes and only when authorized to do so by Xometry.

Reporting Concerns

Xometry expects its suppliers to have a process in place that allows employees to express their concerns without fear of retaliation. Employers should provide a transparent and understandable reporting process that allows employees to feel safe when raising concerns. We encourage suppliers to set up their own hotlines and make available to their employees Xometry's Whistleblower provided below.

Xometry Whistleblower Hotline: To report concerns about activity related to violations of this Supplier Code of Conduct you may do so confidentially, anonymously (if desired), and free of retaliation. You may report violations to your contact at Xometry or by any of the following:

- Phone: 86 21 56085857
- By Mail: Room 4225, Building 4, No. 735 Liyang Rd, Hongkou Dist., Shanghai, China. 200080