

# The Linde Group Statement on Conflict Minerals.

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At The Linde Group, we are committed to complying with all applicable laws and regulations, to upholding human rights and labour standards and to protecting the environment — in our own operations as well as in relation to our business partners.

To promote sustainability in our supply chain, we have established a code of conduct for suppliers of The Linde Group. It is based, among others things, on the principles of the UN Global Compact and defines the basic requirements for meeting our standards for health and safety, human rights and labour standards, business integrity and environmental protection. We commit suppliers by contract to the code of conduct and ask that they, in turn, encourage their own suppliers and sub-contractors to also comply with its standards.

Linde is not listed on U.S. stock exchanges and therefore does not have to report to the U.S. Securities and Exchange Commission (SEC) nor disclose any information with regard to the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Dodd-Frank Act). However, as part of our sustainability agenda, we are nevertheless reviewing our supply chain with regard to the potential sourcing of conflict minerals (as defined by the Dodd-Frank Act) from the relevant affected countries. It is our goal to ensure that our supply chain draws on sources of these minerals that we are confident are conflict-free<sup>1</sup>. With our efforts, we also support industry initiatives such as those led by the Electronics Industry Citizenship Coalition to increase supply chain transparency and to enable companies to source conflict-free minerals. At the same time, we are conscious of the need not to inadvertently undermine the legitimate economic development of the affected countries by unnecessarily restricting their trade in minerals which are demonstrably conflict-free.

We are currently in the process of identifying necessary actions to create higher transparency in our supply chain with regard to conflict minerals. Our activities include due diligence to identify any sourcing of the relevant minerals and an evaluation of supplier registration processes. The accurate identification of affected products and their components in our complex supply chain depends on the cooperation and support of our suppliers and we are taking steps to actively solicit their engagement with this.

Suppliers to Linde who sell or use minerals that are potentially sourced from conflict-affected regions are expected to have processes in place which ensure that these are responsibly sourced and supplied in compliance with applicable law. Linde currently has no reason to believe any of the products it supplies contain materials that, in their being traded, have been used to finance conflict. Should we conclude as a result of our investigations that a given source is not conflict-free, Linde will take appropriate steps to secure an alternative source of supply that we are satisfied is conflict-free.

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<sup>1</sup> "Conflict-free" in this context means that a product does not contain conflict minerals, the sale of which directly or indirectly finances or benefits armed groups.