

California Transparency in Supply Chains Act Disclosure

Cincinnati Incorporated (“CI” or the “Company”) is committed to conducting its business activities in full compliance with all applicable laws and doing so with integrity, honesty, and in a responsible manner. The California Transparency in Supply Chains Act (SB 657), codified at California Civil Code Section 1714.43, which was signed into law in October 2010 and went into effect in January 2012, requires certain companies to report on their specific actions to eradicate slavery and human trafficking in their supply chains. Specifically, the law requires a company to disclose on its website its initiatives to eradicate slavery and human trafficking from its direct supply chain for the goods offered for sale.

CI is a global technology leader in manufacturing industrial machine tools, laser cutting systems, and additive manufacturing machines. From a modern 500,000 square-foot plant and technical center on a 300+ acre site in Harrison, Ohio, machines are engineered and built to the standard of ruggedness required in the North American market – with premium engineering features that stand up to years of rigorous use in demanding environments. In conjunction with the manufacturing and assembly of its products, the Company procures various parts from external vendors. Among the parts and components utilized in the manufacture and assembly of CI products are: steel, electronic control packages, electric motors, hydraulic pumps, servo valves and motion control systems. CI strives to use domestically sourced components where ever possible. CI strongly believes this type of supply chain is not inherently susceptible to violations of slavery and human trafficking laws. Therefore, while CI has not undertaken action with the intent of specifically addressing verification, supplier audits, certification, internal accountability, and training, as described in California Civil Code Sections 1714.43(c)(1) – (c)(5), the Company recognizes and respects all labor and employment laws, including those which would include slavery and human trafficking, wherever it operates.

Obeying all applicable laws, in letter and in spirit, is the minimum threshold on which CI’s business ethics are constructed. CI’s Code of Ethics and Business Conduct (“Code”) requires all CI employees to obey all local, regional and federal laws at the location where the Company operates, including any laws regarding slavery and human trafficking. CI actively trains employees on its Code to ensure that each employee comprehends the substance of the Code and how to abide by its contents.

CI takes seriously all potential legal or Code violations, and encourages all persons subject to its Code to preserve CI’s highest standards for business ethics and integrity by reporting suspected violations to a CI manager, a human resources representative, a member of the management team, or a member of the board of directors. Furthermore, the Company also maintains a formal Whistleblower Protection Policy that protects any CI employee from punishment, reprisals or victimization when reporting potential violations in good faith. The Company has retained a third party service to accommodate anonymous reports over the phone or via a company specific website.