



STATEMENT ON CONFLICT MINERALS

Rev. January 2021

Overview of the Conflict Minerals Issue

The Democratic Republic of the Congo (“DRC”) is a Central African country with vast mineral wealth, including reserves of cassiterite (tin), columbite-tantalite (aka coltan – source of tantalum), wolframite (tungsten) and gold. For many years, armed groups have fought to control mines within the DRC; those armed groups have been cited for committing violent crimes against locals, including murder, rape and forced labor. Armed groups controlling mines smuggle minerals out of the DRC and the proceeds are used to further finance conflict and perpetuate criminal behavior; hence, cassiterite, coltan, wolframite and gold are considered conflict minerals.

The Dodd-Frank Wall Street Reform and Consumer Protection Act, passed into law in July 2010, contains requirements that U.S. companies report to the Securities and Exchange Commission (“SEC”) on the origin of conflict minerals or their derivatives and show due diligence if conflict minerals are sourced from the DRC or an adjoining country. The goal of the act is to cut direct and indirect funding of armed groups engaged in conflict and human rights abuses.

The SEC published regulations implementing Dodd-Frank Section 1502 on August 22, 2012; the first reports to the SEC are due May 31, 2014 for the calendar year ending December 31, 2013. If a large company cannot be sure of the origin of its conflict mineral derivatives used in its products during the first two reporting years (four years for smaller companies), it may report that the products are DRC conflict undeterminable.

Mineral resources from the Democratic Republic of the Congo — elements tantalum, tin, tungsten and gold are metals used in many manufactured goods across many industries, including the aerospace, appliances, automotive, electronics, jewelry, medical and tool & die industries.

International Manufacturing & Assembly, LLC is working with its suppliers to confirm that their supply of materials chain do not contain conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries.

At this time, most manufacturers cannot readily provide detailed information as to the smelters, refiners, or ultimate sources of the minerals used in manufacturing of our products that are used on communications, lighting, automotive industry and home appliances among others, because of the complex and fragmented supply chains involved. Similarly, **International Manufacturing & Assembly, LLC**, which uses products manufactured by other companies, has very little visibility into the source of the minerals used by the manufacturers. We are committed to taking responsible steps to ensure that products we receive from our suppliers are responsibly sourced to improve the transparency of the minerals supply chain

We are working with our suppliers to address these issues. **International Manufacturing & Assembly, LLC** started to implement the EICC as well as the Code of Conduct that outlines our expectations of suppliers to conduct business with integrity and respect. As these new programs are improved, the supply chain becomes more transparent and our manufacturers can better identify the sources of minerals in our products.

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