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|  | Corporate Policy Manual |            |
|   | Document Number:        | CPM 13.01  |
|   | Document Owner          | M.Pearce   |
|   | Effective Date:         | 02/12/2025 |
|   | Revision Number:        | 3          |
|   | Page Number:            | 1 of 2     |
| <b>CONFLICT MINERALS STATEMENT</b>  |                         |            |

**1.0 PURPOSE**

This Statement is to confirm the Narmco Group of companies is committed to responsible sourcing components and materials from companies that share our values around human rights, ethics, labour rights, and environmental responsibility. [We adhere to the standards set forth by the Responsible Minerals Initiative \(RMI\) and other relevant international frameworks to ensure our mineral supply chain is transparent and responsible.](#) We expect all of our suppliers to abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses, [environmental harm](#) and unethical practices. We require all suppliers to comply with applicable legal standards and requirements.

**2.0 SCOPE**

- 2.1 On August 22, 2012, the U.S. Securities and Exchange Commission (“SEC”) issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Conflict Minerals Rule”). The Conflict Minerals Rule requires publicly traded companies to report annually the presence of conflict minerals (tin, tungsten, tantalum and gold, or “3TG”) originating in the Democratic Republic of the Congo or adjoining countries (“Covered Countries”).
- 2.2 [In 2022 Narmco furthered our due diligence to include Mica and Cobalt as minerals of concern into our reporting expectations and responses to customers inquiries about these minerals.](#)
- 2.3 The Narmco Group of companies supports the goal of ending violence, human rights violations, and environmental devastation in the covered Countries [and any other Countries that may be added.](#) We are committed to complying with any requirements applicable to our Company under the Conflict Minerals Rule [as well as conducting due diligence in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.](#)
- 2.4 The Narmco Group will implement our customers conflict minerals programs [to our supply chain.](#) We will work co-operatively with our customers and supply chain partners in implementing conflict minerals compliance programs.
- 2.5 The Narmco Group encourages our suppliers to source responsibly with certified conflict-free smelters, wherever possible, to increase our level of confidence that the parts in our vehicles and products contain conflict-free minerals. We require all suppliers that provide materials to us that go into assembled products provide us with a completed conflict minerals declaration using Conflict Minerals Reporting Template and the [Extended Minerals Reporting Template.](#)

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**2.6** Any violations of this policy will be taken seriously and may result in corrective actions, including but not limited to the termination of relationships with non-compliant suppliers or business partners.

| <b>E-Revision #</b> | <b>Date</b> | <b>Revision Description</b>   |
|---------------------|-------------|---|
| 01                  | 05/16       | Initial Release   |
| 02                  | 06/20       | Review  |
| 03                  | 02/25       | Removed Reference to old EICC/GeSI. Added Extended Minerals Reporting template and Responsible Sourcing Initiative. Add to Purpose: We adhere to the standards set forth by the Responsible Minerals Initiative (RMI) and other relevant international frameworks to ensure our mineral supply chain is transparent and responsible, as well as including prohibiting environmental harm as part of Suppliers expectations. Add to 2.3 as well as conducting due diligence in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Add 2.6 |