

## **Conflict Minerals Sourcing Policy**

**PacTech is committed to the industry initiative to eliminate sourcing and use of conflict minerals that are directly or indirectly benefiting organizations that finance armed and violent conflicts.**

**PacTech shall exercise due diligence in the sourcing of gold, tin, tantalum, and tungsten materials to ensure that they are from “conflict-free” sources.**

**In order to ensure effective implementation:**

- **PacTech shall regularly update and check with partner customers and other reliable sources that the Conflict Mineral Reporting Template (CMRT) contains the latest information;**
- **PacTech shall work with its relevant materials suppliers to confirm that Conflict Minerals in the supply chain is “conflict-free”;**
- **To communicate the conflict minerals sourcing policy to all employees.**

**Questions and concerns** to this policy may be directed to:

Corporate Quality:

Eric Wolf: [wolf@pactech.de](mailto:wolf@pactech.de)

Rodel Ladia: [rodel.ladia@pactech.com](mailto:rodel.ladia@pactech.com)

Dr. Thorsten Teutsch  
Managing Director/CEO  
PacTech Group

Annette Burczyk  
Managing Director/ CFO  
PacTech Group

Dipl.-Ing. Thomas Oppert  
Vice President  
Global Sales & Marketing