



PHISON Conflict-free Minerals Management Policy

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The mining and sales of 「conflict minerals」 in the Democratic Republic of the Congo or its adjacent areas of illegal military conflict may become the metals of conflict minerals controlled by local armed groups to finance conflicts in the country and neighboring regions. Conflict minerals mined through human rights persecution or armed coercion include: gold (Au, gold), tin (Sn, tin), tantalum (Ta, tantalum), tungsten (W, tungsten), cobalt (Co, Cobalt), mica (Mica) and other metals.

Phison Electronics strives to exclude any conflict minerals from its products and is committed to investigating the supply chain in detail and implementing responsible mineral supply chain management. In order to avoid the use of metals and smelters from conflict areas in products and production processes, the Company requires suppliers do not purchase conflict minerals from conflict areas and high risk areas (CAHRAs) and communicate policies to suppliers, including all outsourcers and suppliers who supply materials.

The Company follows the “Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict or High-Risk Areas” formulated by the Organization for Economic Cooperation and Development (OECD), and conducts due diligence on suppliers to ensure establish a management mechanism for conflict minerals.

The Company’s suppliers must adhere to the following policies:

- (1) Actively investigate and verify its supply chain to ensure the goal of supply chain transparency and conflict-free sourcing.
- (2) Ensure no conflict minerals from conflict and high-risk areas (CAHRAs) are used.
- (3) Trace the source of metals contained in all products to ensure they are not from "conflict areas".
- (4) Follow the procurement regulations, international regulations and industry standards of conflict minerals.
- (5) Make sure to provide the correct conflict minerals guarantee.
- (6) Must manage its upstream and downstream suppliers and must comply with conflict-free minerals requirements.


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