

## Phison Policy for Sourcing Conflict Minerals

2017.March.27 established

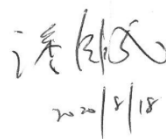
2020.Aug.18 revised

The mining and distribution of “conflict minerals” originating from the Democratic Republic of the Congo (the “DRC”) may be controlled by violent organizations in order to fund conflict in that country and adjacent. Our industry supply chains are inadvertently subject to metals derived from these conflict minerals which can be introduced through the metals we use such as gold, tin, tantalum and tungsten.

Phison Electronics is dedicated to the elimination of these conflict minerals in our supply chain and to using only responsibly sourced “conflict-free minerals”. We expect our suppliers to source conflict-free minerals from smelters or refineries that have been certified by an independent third party audit program to fulfill our objective. We will not, by any means, tolerate, knowingly profit from, contribute to, assist with or facilitate the commission by any party in any forms of human rights violations or abuses.

All suppliers to Phison Electronics must support this policy by:

1. Being diligent in their assessment and validation of their supply chains to ensure Phison Electronics’ objectives of transparent supply and conflict-free purchases are inputs to the services and products we produce.
2. Be in compliance at all times with all regional and international regulations for conflict minerals.
3. Be in compliance at all times with industry standards for the sourcing and reporting of conflict minerals.
4. Being diligent and accurate in their formal assurances of conflict-free minerals provided to us.



2020/8/18

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Khein Seng Pua  
Phison Electronics Corp. Chairperson