

○ — CONFLICT MATERIALS POLICY

There has been an increasing international focus on “Conflict Minerals” emanating from mining operations in the Democratic Republic of the Congo (DRC) and adjoining countries. Armed groups engaged in mining operations in the Democratic Republic of the Congo and adjoining countries are believed to be subjecting workers to serious human rights abuses and are using proceeds from the sale of conflict minerals (tantalum, tin, tungsten, and gold, or 3TG) to finance regional conflicts.

In response to these concerns, the US Congress enacted Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act aimed at preventing the use of conflict minerals that finance or benefit these armed groups. The legislation requires US publicly traded companies using conflict minerals in their products to disclose the source of such minerals.

XP Power Conflict Minerals Policy:

- XP Power vigorously supports this initiative and has obtained information from our current suppliers concerning the origin of the metals that are used in the manufacture of XP products. Based upon information provided by our suppliers, XP Power does not knowingly use Conflict Minerals in our products.
- We will continue to inform and request suppliers to fulfill their responsibility relating to Conflict Minerals, with a clear understanding that XP Power does not accept the use of Conflict Minerals in our products. Suppliers must also prove that they understand the conflict minerals laws and will not knowingly procure specified metals that originate from Democratic Republic of the Congo (DRC) and adjoining countries.
- XP Power will continue to observe international laws as they develop relating to the use of Conflict Minerals

Signed:



Gavin Griggs
Chief Executive Officer
15th May 2021