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## **HBK Conflict Minerals Policy**

The HBK Group is committed to sourcing responsibly and supports the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas”. This Guidance covers Tin, Tantalum and Tungsten, their ores and mineral derivatives, and Gold, mined in the area of the Democratic Republic of Congo (DRC) or its 9 neighboring countries (Angola, Zambia, Tanzania, Rwanda, Burundi, Uganda, South Sudan, Central African Republic, and the Republic of the Congo) which is known as a Conflict Zone. All of these minerals are used heavily in the Electronics Industry, for example, Tin and Gold on Electronics printed circuit boards. HBK’s efforts related to identifying and eliminating conflict minerals, should they be present in its Supply Chain, are aligned to the work of the Electronic Industry Citizenship Coalition® (EICC®) and Global e-Sustainability Initiative (GeSI). The EICC’s and GeSI’s work includes the Conflict-Free Smelter Program and the Conflict Minerals Reporting Template (“Template”) which allows for a standard method of reporting Conflict Minerals status.

HBK is committed to working with its supply chain partners to increase transparency regarding the origin and traceability of minerals contained in products.

HBK does not add conflict minerals to its products during the manufacturing process and does not directly purchase conflict minerals from any source. If we discover the use of these minerals originating from facilities that are considered to be “non-conflict free”, in any parts or components that we procure, we will take appropriate actions to transition the relevant product to be “conflict free”.

This policy applies to all HBK companies listed below:

- HBK FiberSensing SA
- Hottinger Brüel & Kjær GmbH
- Hottinger Brüel & Kjær A/S
- Hottinger Bruel & Kjaer Co., Ltd
- Hottinger Bruel & Kjaer, Inc.
- Bruel & Kjaer VTS Limited