



Conflict Minerals Policy

For Quadmet Pte Ltd and its Global Subsidiaries and Affiliates (“Quadmet”)

This policy has been developed by Quadmet Pte Ltd (“Quadmet” or “the Company”) to define its approach toward responsible mineral sourcing and ethical supply chain management. It outlines the principles, expectations, and procedures followed by the Company and its suppliers to ensure compliance with global standards on conflict minerals, environmental responsibility, and human rights protection.

A. Policy Overview

This policy prepared by Quadmet Pte Ltd (“Company”) outlines the Company's approach to ethical and responsible sourcing of minerals, with a particular focus on tin, tantalum, tungsten, and gold (collectively known as 3TG). These minerals often originate from conflict-affected and high-risk areas (CAHRAs), including regions within the Great Lakes of Africa.

The policy is aligned with international standards such as the OECD Due Diligence Guidance and relevant regulatory frameworks, including the U.S. Dodd-Frank Act and EU regulations. It applies to all suppliers, contractors, and third-party partners involved in the Company's global mineral supply chain.

B. Our Commitment

We are committed to ensuring that our sourcing practices:

- Do not support armed conflict, forced labour, or other human rights abuses.
- Uphold principles of environmental stewardship and social accountability.
- Foster transparency, accountability, and traceability across our supplier network.
- Comply with legal and regulatory obligations in all jurisdictions of operation.
- Source products and materials from companies that share our values around human rights, ethics, and environmental responsibility.
- Avoid sourcing from suppliers who directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo and other covered countries.

We work only with business partners who demonstrate these values.

C. Supply Chain Expectations

Our suppliers are essential to fulfilling our responsible sourcing goals. We require them to:

- Conduct robust due diligence to trace the origin of 3TG materials.
- Align practices with the OECD framework for minerals from CAHRAs.
- Report the source of the materials constituting their parts.
- Engage in continuous efforts to improve supply chain transparency.
- Prioritize sourcing from audited and certified conflict-free smelters.
- Eliminate procurement, as commercially practical, of products containing Conflict Minerals

from sources that fund or support armed conflict.

- Disclose material origin and processing routes upon request.

Suppliers failing to meet these expectations may face contract termination and further review.

D. Due Diligence Process

The Company implements a structured due diligence process comprising:

- Governance: Appointment of responsible personnel to oversee compliance.
- Risk Identification: Evaluation of supplier activities and origin disclosures.
- Response Strategy: Mitigation plans for identified risks, including supplier engagement and follow-up actions.
- Verification: Participation in third-party audits and initiatives like the RMI and iTSCI.
- Disclosure: Annual reporting on progress, findings, and corrective actions.

By implementing the recommendations of OECD Due Diligence Guidance, Quadmet fully agrees and strives to only use 3TGs in its components whose extraction, transport, trade, manufacture and export does not directly or indirectly finance and contribute to conflicts and related human rights violations as detailed in Annex II to the OECD Due Diligence Guidance. Furthermore, the implementation of the OECD Due Diligence Guidance enables Quadmet to:

1. Ensure compliance with any applicable regulatory obligations; and
2. Strive to help customers to fulfill their compliance with any regulatory obligations applicable to them

E. Non-Compliance and Risk Response

Where supplier practices pose risk or violate this policy:

- Immediate corrective actions will be required.
- Partnerships may be suspended or terminated based on the severity of breach.
- We reserve the right to seek compensation for losses incurred.
- Suppliers may be required to indemnify and hold the Company harmless from damages resulting from non-compliance.

All engagements are subject to regular monitoring and evaluation.

F. Reporting and Whistleblowing

All stakeholders — including suppliers, subcontractors, and external parties—are encouraged to report any violations of this policy. We maintain a confidential and secure mechanism for whistleblowing and guarantee non-retaliation for those acting in good faith.

Reports can be submitted via email to: conflictminerals@quadmet.com. For guidance or further questions, contact: conflictminerals@quadmet.com.



This policy will be reviewed annually to ensure relevance and effectiveness. We are committed to continual learning, adaptation, and improvement in our responsible sourcing practices in line with global standards and stakeholder expectations.