

IEE Group – Conflict Minerals Declaration



For more than 25 years, IEE has been developing and manufacturing cutting-edge sensing solutions for the automotive industry, building and security management, devices, sports and healthcare markets.

As one of the world's leading supplier of automotive sensing solutions, we are aware that in conflict-affected countries and high-risk zones, the extracting, trading, processing and exporting of natural resources can contribute and fuel violent conflicts, civil wars and serious violations and abuses of human rights.

Over the past decade, the international community developed global standards, laws, and regulations aimed at breaking the link between minerals and armed conflicts, with their associated human rights abuses.

IEE is not directly involved in the minerals supply chain from smelters, refiners or operating companies of Tin, Tantalum, Tungsten and Gold (the "3TG minerals"), which can be found in our final products. In order to comply with our commitments, we have installed a due diligence system to identify and assess risk through our supply chain. Thus, we work with our suppliers to check and make sure that the 3TG minerals we buy are sourced responsibly and do not contribute to conflict or other related illegal activities.

Pursuant to the requirement of the Organization for Economic Cooperation and Development (OECD) guidelines, the Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Act of 2010 and the EU Regulation 2017/821, as representing a common reference for conflict-sensitive sourcing practices and suppliers' risk awareness, IEE commits to adopt a due diligence policy on responsible sourcing of conflict minerals resources from the point of extraction until the end users.

For doing so, we take reasonable care to evaluate how risky it is to source raw materials from each supplier. Moreover, we expect from them to subscribe to our **Charter of Values**.

IEE's due diligence refers to the steps companies should take to identify and address actual or potential risks in order to prevent or mitigate adverse impacts associated with their activities or sourcing decisions.

IEE accepts only the latest electronic version of the Conflict Mineral Reporting Template controlled, developed and standardized by Responsible Minerals Initiative and available on <http://www.responsiblemineralsinitiative.org/>. All steps taken to collect such data will be documented and retained for a period of at least five (5) years.

In our effort to obtain reliable representations, we are committed to:

- Expect from our suppliers to provide us conflict-free 3TG minerals;
- Require our 3TG minerals suppliers to provide us with proper verification and reporting of the country of origin of the material they supply;
- Reserve the right to verify the information provided by our suppliers;
- If a supplier is found to be non-compliant with these expectations, the supplier is expected to develop, implement, and document plans to remedy such non-compliance in a timely manner;

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- If the non-compliance cannot be resolved, we reserve the possibility to reconsider our business relationship with the supplier and implement remedies available to us.

Our actions support IEE' long-term commitment to respect the human rights of all people and to improve the quality of life in the communities we serve.

DECLARATION