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November 21, 2017

## **Conflict Minerals Policy Statement/Declaration**

In response to violence and human rights violations in the mining of certain minerals from the "Conflict Region," which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries, the U.S. Securities and Exchange Commission (SEC) has adopted rules to implement reporting and disclosure requirements related to "conflict minerals," as directed by the DoddFrank Wall Street Reform and Consumer Protection Act of 2010. The rules require manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain "conflict minerals" that are "necessary to the functionality or production" of those products.

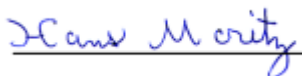
The definition of "conflict minerals" refers to gold, as well as tin, tantalum, and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite, regardless of where they are sourced, processed or sold. The U.S. Secretary of State may designate other minerals in the future.

As a supplier to public manufacturers, GlobTek supports the initiative set forth with this law and is committed to helping its customers achieve compliance within the requested time frame.

GlobTek's efforts related to conflict minerals 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").

In accordance with company policy, GlobTek maintains a Conflict Minerals Declaration available at all times and posted on our website. The declaration scope is company level, and therefore encompasses the entirety of GlobTek products. Updates to this declaration are performed annually, polling our suppliers at the end of the third quarter, using the most recent revision of the EICC Conflict Minerals Reporting Template at that time, and released at the end of the following fourth quarter.

Sincerely,



Hans Moritz  
Quality Assurance Manager

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