

## **Conflict Minerals Policy**

Hybrid Sources, Inc. supports the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502 Conflict Materials, which aims to prevent the use of smelters and mines that directly or indirectly support armed groups in The Democratic Republic of Congo (DRC) and/or adjoining countries, as defined in the Act. Hybrid Sources, Inc. is committed to avoiding the use of conflict minerals which directly or indirectly finance or benefit armed groups in the DRC and/or adjoining countries.

The Act requires vendors to declare that all products supplied either:

1. Do not contain tantalum, tin, tungsten or gold that are necessary to their production or functionality
2. If they do not contain these minerals, that they originate from non-conflict areas or from smelters that have been validated by an independent private sector party to be conflict free

Hybrid Sources, Inc. expectations for Suppliers:

1. Maintain a conflict minerals policy
2. Collect conflict minerals data from their suppliers annually
3. Submit conflict mineral status annually via our form
4. Supply DRC conflict free materials

Hybrid Sources, Inc. evaluates our relationships with our vendors to ensure they conform to the conflict minerals policy. Hybrid Sources, Inc. reserves the right to request additional documentation from its suppliers regarding the source of any conflict minerals included in our products. In addition, vendors must maintain and provide to Hybrid Sources, Inc upon request traceability data for a minimum of five years. Vendors who do not comply with these requirements shall be reviewed by Hybrid Sources, Inc. management for future business.