

DYCO ELECTRONICS CONFLICT MINERALS DECLARATION

The Dodd-Frank Wall Street Reform and Consumer Protection Act and the United States Securities and Exchange Commission (SEC) now require U.S. public companies to report on the origin of minerals commonly used in the electronics industry, specifically gold (Au), tantalum (Ta), tin (Sn) and tungsten (W). DYCO Electronics, though not a public company, is committed to sourcing responsibly and considers mining activities that fuel conflict and violation of human rights, unacceptable. We will not knowingly accept any product utilizing these minerals mined in the Democratic Republic of the Congo (DRC) and its adjoining countries.

The following components of our Conflict Minerals Program support and ensure we do not accept non-compliant minerals.

- We will identify all DYCO Electronics vendors that supply items that are affected by the Dodd-Frank Wall Street Reform and Consumer Protection Act.
- Purchase Orders and/or DYCO Terms and Conditions will contain the statement:
"DYCO Electronics does not accept any materials containing minerals originating in the Democratic Republic of the Congo or its neighbors."
- Additionally, all vendors that supply items containing conflict minerals must supply certification that their minerals are not from the DRC or its adjoining countries or...
- Vendors must report their investigation and status of conflict minerals on the EICC Conflict Minerals Reporting Template. Their progress towards getting all the required flow down information will be monitored quarterly.
- DYCO Electronics will continue to undertake reasonable due diligence within our supply chain to assure that "Conflict Minerals" are not present in our procedure items.