

To whom it may concern:

HepcoMotion, part of the Hepco Group of companies is a world-leading manufacturer of linear motion systems and automation components. HepcoMotion has been leading the development of V Guide technology since 1969 and continues to develop innovative linear products that offer new solutions to design engineers. HepcoMotion® is the trading name of Hepco Slide Systems Limited which develops and manufactures linear motion technology.

HepcoMotion is committed to sound ethical practices and full compliance with all applicable statutory and regulatory requirements in all countries where we operate. HepcoMotion is committed to corporate responsibility and respecting human rights in our operations and supply chain.

The Dodd Frank Wall Street Reform and Consumer Protection Act (2010) Section 1502 (Conflict Minerals) entered into force November 2012 and requires US listed companies and their suppliers to disclose the chain of custody on four minerals' (Tungsten, Tin, Tantalum and Gold), also called 3TG Conflict Minerals.

As a non-publicly traded company HepcoMotion falls outside of the direct scope of reporting on the Dodd Frank Wall Street Reform and Consumer Protection Act (Section 1502 on Conflict Minerals), and therefore is not required to file with the U.S. Securities and Exchange Commission (SEC), however we are still committed to corporate responsibility and respecting human rights in our operations and supply chain to any applicable requirements under the Conflict Minerals legislation.

Similar requirements entered into force in the EU Regulation 2017/821 of the European Parliament and of the Council laying down supply chain due diligence obligations for union importers of minerals (ores and concentrates) or metals containing tin, tantalum, tungsten, and gold originating from conflict-affected and high-risk areas.

HepcoMotion avoid knowingly using 3TG conflict minerals or cobalt from sources that support or fund inhumane treatment, including human trafficking, slavery, forced labour, child labour, torture and war crimes in known Conflict affected and High-Risk Areas. (Democratic Republic of Congo, Angola, Burundi, Central African Republic, Congo Republic, Rwanda, South Sudan, Tanzania, Uganda, and Zambia).

"Conflict minerals" are described as Gold (Au), Tantalum(Ta), Tungsten (W) and Tin (Sn) Columbite-Tantalite, Cassiterite, Wolframite, or their derivatives that are sourced from the conflict region defined as Democratic Republic of Congo (DRC) or adjoining countries from mines where revenues generated by their sale may be directly or indirectly financing non-governmental military armed groups and security forces engaging in civil war resulting in serious social, environmental abuses and human rights violations.

HepcoMotion is committed to address this issue, even though it does not directly source minerals (these companies are typically several tiers removed from our direct suppliers). The supply chain for the metals of concern consists of many tiers, including mines, traders, exporters, smelters, refiners, alloy producers and component manufacturers, before reaching HepcoMotion' direct suppliers.

In light of the above, Hepco Group is working with all our relevant suppliers to ensure that; to the best of our ability and knowledge, we can confirm that all products manufactured and supplied by HepcoMotion

do not contain any intentionally added conflict minerals originating, from either DRC or adjoining countries or other conflict affected and high-risk areas.

HepcoMotion is a downstream manufacturer of linear motion systems. This declaration confirms that HepcoMotion undertakes due diligence of our supply chain to determine that conflict minerals are not used in the materials or goods which form any part of our manufacturing process or the finished products and systems we supply to our customers.

Due diligence is utilized to evaluate our supply chain. Relevant Suppliers who provide materials or components that contain tin, tantalum, tungsten, gold and or cobalt are reviewed and approved based on ability to assure conflict free minerals used in their products.

We will conduct periodic reviews of our existing supply chain base from our well-respected global suppliers and can confirm to the best of our knowledge at present that there is no indication that any products manufactured by HepcoMotion contain conflict minerals.

We continually monitor our supply chain to ensure that this policy is adhered to and that no changes are made without written notification to HepcoMotion.

As part of the approval process of any new (potential) suppliers, we will request confirmation that materials we will purchase do not contain conflict minerals or metals and a self-declaration will also be required that the full supply chain process of the suppliers has been assessed to confirm this.

HepcoMotion is committed to supplying our customers with products that are of the highest quality while maintaining awareness of "Conflict Minerals."

The declaration is based on the technical and scientific knowledge available as of the date of the declaration.

This Policy is regularly reviewed and is available upon request to interested Stakeholders. Records shall be retained for 3 years minimum.

Suppliers to HepcoMotion are also expected to establish their own conflict minerals policies, due diligence frameworks and management systems that are designed to prevent conflict minerals originating from the DRC or an adjoining country, to the extent that they benefit groups committing human rights violations, from being included in the products sold to HepcoMotion. The Hepco Group reserves the right to review, amend, and update this policy as required at any time.

If you have any further questions, please do not hesitate to contact us.

For and on behalf of Hepco Group.

JASON COX

SALES OPERATIONS DIRECTOR

20/01/2024