



THE NEW GENERATION OF ELECTRICITY.

Conflict minerals sourcing policy

"Conflict minerals" originating from the Democratic Republic of the Congo (DRC) are sometimes mined and sold by armed groups to "finance conflict characterized by extreme levels of violence".

Some of these minerals and the metals created from them (such as tantalum, tin, tungsten and gold) can make their way into the supply chains of the products used around the world, including those in the electronics industry. Our suppliers acquire and use minerals from multiple sources worldwide.

As part of POK Group Oy commitment to corporate responsibility and respecting human rights in our own operations and in our global supply chain, it is POK Group Oy goal to seek to use tantalum, tin, tungsten and gold in our products that are "DRC conflict free" while continuing to support responsible in-region mineral sourcing from the DRC and adjoining countries.

POK Group Oy expects our suppliers to have in place policies that will enable us to reasonably assure that products and components supplied to us containing conflict minerals are DRC conflict free. POK Group Oy expects our suppliers to comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and conduct their business in alignment with POK Group Oy supply chain responsibility expectations. In support of this policy, POK Group Oy will:

- Encourage our suppliers to comply with our Conflict minerals sourcing policy.
- Collaborate with our suppliers and others on industry-wide solutions to enable products that are DRC conflict free.
- Commit to transparency in the implementation of this policy by making available reports on our progress.

This policy also applies to Telemerkki Oy. To provide feedback on the content or execution of this policy, please contact POK Group Oy at the following address: asiakaspalvelu@pok.fi or Your contact person.

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The POK logo consists of the letters 'POK' in a bold, dark blue, sans-serif font, followed by a registered trademark symbol (®).