

Contour Design – Conflict Minerals Policy

As an element of our overall Sustainability Commitment, we recognize that we may be linked to risks of severe adverse impacts on sustainability associated with extracting, trading, handling, and exporting minerals from conflict-affected and high-risk areas. As part of our responsibility to respect human rights, we commit to adopt, disseminate and incorporate in contracts and/or agreements with suppliers this policy on responsible sourcing of minerals that may originate from conflict-affected and high-risk areas, as representing a common reference for conflict-sensitive sourcing practices and suppliers' risk awareness from the point of extraction until end user. We commit to refraining from any action which contributes to the financing of conflict, and we commit to comply with relevant United Nations or other multilateral sanctions resolutions or, where applicable, domestic laws implementing such resolutions.

Columbite-tantalite (coltan), cassiterite, wolframite and gold, or their derivatives, including tantalum, tin, and tungsten (3TGs), originating from the Democratic Republic of the Congo (DRC) and adjoining countries may directly or indirectly benefit or fund armed groups that are perpetrators of serious human rights abuse. Some of these minerals and/or derivatives can make their way into supply chains used around the world.

It is the policy of CONTOUR DESIGN to avoid conflict mineral(s) that directly or indirectly finance, or benefit armed groups operating in conflict-affected regions.

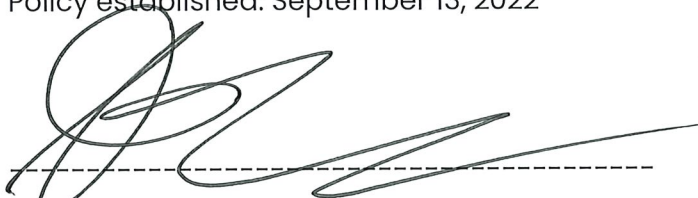
In support of this policy, CONTOUR DESIGN will:

- Expect all business relationships to implement the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for MNEs (OECD), and to extend this requirement to their business relationships.
- Exercise enhanced due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage our suppliers to do the same with their suppliers.
- Provide, and expect our suppliers to cooperate in providing, due diligence information confirming that conflict mineral(s) are avoided. E.g. by applying the use of Conflict Minerals Reporting Templates (CMRTs)
- Immediately discontinue engagement with suppliers who pose a risk to our efforts in avoiding our use of conflict-minerals.

- Commit to transparency in the implementation of this policy by making available reports on our progress to our customers, other relevant stakeholders, and the public (as required).

See also our overall *Sustainability Policy*, and *Code of Conduct for Business Relationships*, covering CONTOUR DESIGN's expectations and requirements on: human rights (including labor rights), environment and anti-corruption.

Policy established: September 13, 2022

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Kenneth Nielsen
CEO, Contour Design