



CONFLICT MINERALS POLICY STATEMENT

High-Tech Manufacturing Services (HTMS) is proud to join a global community of companies that is responding to violence and human rights violations related to minerals sourced from the Democratic Republic of the Congo (DRC) known as 'conflict minerals'. We wholly support the 2010 Dodd-Frank Wall Street Reform and Consumer Protection Act requirements that require U.S.-based companies to disclose all use of conflict minerals.

The definition of 'conflict minerals' refers to the use of gold, tin, tantalum and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite, regardless of where they are sourced, processed or sold. We support the humanitarian goal of ending violent conflict in the DRC and surrounding countries related to the mining of these minerals.

HTMS does not directly purchase any 'conflict minerals' from any source and does not knowingly procure, utilize or add product containing these minerals from the DRC. To the extent that High-Tech Manufacturing's value-added service offerings include the manufacture of products that contain 'conflict minerals', HTMS is committed to working with our supply chain to increase transparency and comply with the underlying SEC rules and regulations surrounding 'conflict minerals'.