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**To all LEMO customers and business partners**

## **Declaration on CONFLICT MINERALS**

Conflict Minerals, also known as 3TG – Tungsten, Tantalum, Tin and Gold, are regulated under the **EU Conflict Minerals Regulation 2017/821** and the **U.S. Dodd-Frank Act – Section 1502**.

### **LEMO's rigorous sourcing policy**

Our approach is based on high standards of quality and ethics at the source. Raw materials are procured **exclusively from approved and qualified suppliers**, subject to strict selection criteria. In compliance with international regulations on conflict minerals, LEMO implements appropriate supply chain due diligence measures to ensure the traceability of these minerals and their responsible sourcing from *Conflict-Affected and High-Risk Areas* (CAHRAs).

### **Active monitoring and compliance**

We maintain constant vigilance over our value chain by monitoring changes in smelter status according to the *Responsible Minerals Assurance Process* (RMAP) standards established by the *Responsible Minerals Initiative* (RMI). This monitoring specifically distinguishes between:

- **“Conformant” smelters:** those that have successfully completed compliance audits;
- **“Active” smelters:** those currently engaged in the audit process.

This risk-based assessment enables us to engage proactively with our suppliers to maintain high ethical procurement standards.

### **Transparency and regulatory watch**

Transparency is a pillar of our customer relationship. We conduct a permanent legal watch to anticipate legislative changes and continuously verify our partners' compliance with these standards. As a commitment to this transparency, we provide our customers with an updated list of smelters involved in manufacturing of LEMO products via the ***Conflict Minerals Reporting Template (CMRT)***.

For any further clarification regarding this declaration or our CMRT, please do not hesitate to contact us at: [environmentcompliance@lemo.com](mailto:environmentcompliance@lemo.com).

Ecublens, Switzerland, February 2026



Farhad Kashani  
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