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January 1, 2026

Components Express LLC Responsible Minerals Sourcing Policy

Our Policy

Components Express LLC is committed to the responsible sourcing of minerals; sourcing being performed in an ethical and sustainable manner that safeguards human rights through Section 1502 of the Dodd-Frank Act.

This applies to our own operations and across our supply chain. Initially, both certain established industry standards and global regulatory requirements only addressed, tin, tungsten, tantalum, and gold (3TG) sourced from the Democratic Republic of Congo (DRC) and DRC adjoining countries. Prompted by growing concerns about human rights abuses and other risks related to the extraction of minerals beyond 3TG, such as cobalt, and in geographies beyond the DRC, Components Express LLC has evolved its responsible minerals program and related due diligence practices to address minerals originating from Conflict-Affected and High-Risk Areas (CAHRAs) as defined by the applicable governmental authorities.

Components Express LLC requires its direct suppliers to reasonably ensure products they sell to Components Express LLC do not contain conflict minerals unless these originated outside the Democratic Republic of the Congo or an adjoining country (collectively, the "DRC") or from sources within the DRC deemed "Conformant" by the Responsible Minerals Initiative (RMI).

Expectations of Suppliers

Components Express LLC does not directly source minerals from the DRC, adjoining countries, or any other CAFRAs. Based on that, the cooperation of our suppliers is critical in supporting our Responsible Minerals Sourcing commitment.

Components Express LLC suppliers are expected to:

- Be knowledgeable and transparent about the source of the tin, tungsten, tantalum, gold, cobalt, and any other so-called conflict minerals in the products they supply to us and take reasonable steps to responsibly source these minerals, especially if they are from the DRC, adjoining countries or any other CAHRAs.
- Establish and maintain a publicly available policy on responsible mineral sourcing that aligns with the OECD Guidance.
- Establish a due diligence process and management system consistent with the OECD Guidance.
- Extend the above expectations to their own suppliers.
- Upon Components Express LLC periodic requests, furnish certain information that we deem reasonably necessary, including certifications and documentation, to monitor and determine compliance with this policy.

If an established or prospective applicable supplier to Components Express LLC is unable or unwilling to support Components Express LLC commitment to this policy, Components Express LLC will be apt to seek alternative sourcing arrangements.

Sincerely,

Andrew Fox

Andrew Fox

Quality Assurance Manager

Components Express LLC dba @Connect