

April 2020

Dear Columbia Research Laboratories, Inc. Supplier,

This letter is to inform you of the U.S. legislation that may significantly impact our industry and suggested actions to take to manage the impact of this legislation.

In July 2010, President Obama signed into law the Dodd-Frank Wall Street Reform and Consumer Protection Act. Although the focus of the Act is financial market regulatory reform, it also imposes new requirements relating to "Conflict Minerals". Publicly traded companies are now required to report annually on their use of conflict minerals (tantalum, tin, tungsten and gold) originating from the Democratic Republic of Congo (DRC) and surrounding countries. Conflict minerals from the DRC and surrounding countries may be mined and sold by armed groups to finance civil violence. The minerals can make their way into various supply chains and are commonly used in electronics and other products.

We share the concerns regarding conflict minerals that finance or benefit armed groups in the DRC and surrounding countries. We are asking for your support to ensure full compliance with conflict mineral rules and requirements. The global supply chain for these minerals is complex and tracing of them is challenging. Columbia Research Labs., Inc. is committed to sourcing components and materials from companies that share our values and comply with the legislation.

In order to accurately report our use of conflict minerals, the rules require Columbia Research Labs., Inc. to conduct due diligence on its supply chain:

1. to identify the goods obtained from suppliers that contain conflict minerals,
2. to identify the country of origin for those conflict minerals, and
3. if any conflict minerals originate in the DRC Region, to determine whether those conflict minerals are "conflict-free" (that is, they do not finance or benefit armed groups)

Columbia Research Labs., Inc. is attempting to generate an annual report related to the new conflict mineral rules, and will attempt to summarize our use of conflict minerals used in our manufacture of our products. We are working with all of our suppliers to trace the sources of our conflict minerals to the smelter or mine origin. We will be utilizing the standard tools provided by the Conflict free Sourcing Initiative (CFSI), Electronic Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI), including the CFSI EICC-GeSI Reporting Template. Conflict Minerals Reporting Template (CMRT) as amended.

As a result, you are asked to assist in obtaining source information from smelters and refiners of minerals in your supply chain to determine whether the materials or products contain conflict minerals that originate in the DRC and surrounding countries. Non-SEC registered companies who supply directly or indirectly to SEC registered companies will also be asked to comply with the regulations.

Columbia Research Labs., Inc. expects our suppliers to take the following actions:

1. Send a communication similar to this out to you suppliers and request that they forward it to every level of their supply chain.
2. We request you to complete and return the attached EICC-GeSI (Electronic Industry Citizenship Coalition) reporting template in excel format at your convenience. This template was created by the EICC as a shared tool to collect source information related to conflict minerals.

It may be difficult for your company to identify the country or mine of origin for the metal you use but nevertheless we request you begin investigations now.

For more information, please visit:

- The SEC website: <http://www.sec.gov/news/press/2010/2010-245.htm>.
- The Conflict Free Sourcing Initiative (CFSI) website: www.conflictreesourcing.org for helping companies make informed choices about conflict minerals in their supply chain, and to obtain the conflict minerals reporting template at <http://www.conflictreesourcing.org/conflict-minerals-reporting-template/>
- The Electronic Industry Citizenship Coalition (EICC) is a coalition of the world's leading Electronics companies working together to improve efficiency and social, ethical, and environmental responsibility in the global supply chain. website: <http://www.eiccoalition.org/>
- The Global e-Sustainability Initiative (GeSI) is a proactive driver of the information and communication technology (ICT) agenda as measured by the development and use of its tools, broad member base, and contribution to relevant policies: <http://www.gesi.org>

If you have any questions concerning conflict minerals related to Columbia Research Labs., Inc., please contact me.

Sincerely,

Barbara Crowding

Barbara Crowding
Purchasing Manager

Jeff Heller

Jeff Heller
President