

# Conflict Mineral Policy Statement

The Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 the U.S. Securities and Exchange Commission adopted rules to implement reporting and disclosure requirements. The rules require U.S. manufacturers to disclose whether the products they manufacture contain "Conflict Minerals" (identified below) sourced from "Covered Countries" (identified below).

"Conflict Minerals" currently refer to tin, tantalum, tungsten and gold.

The "Covered Countries" include Democratic Republic of Congo, Central African Republic, Sudan, Zambia, Angola, Congo Republic, Tanzania, Burundi, Ruanda, and Uganda.

FITOK company culture is centered on quality, efficiency, and ethics. Our values drive how we treat our customers, suppliers, and partners. By combining uncompromised quality management with transparent business behavior, we seek to build a company that satisfies customers, and engage employees. As a result, our business culture supports the global effort by assisting the eradication of human rights abuses in the Democratic Republic of Congo and its adjoining countries.

FITOK supports the objectives and intents of the regulation of the U.S. Conflict Minerals Legislation.

Additionally, we are committed to working toward a conflict free supply chain by implementing management programs with policies and processes to align our suppliers with the Conflict Free Minerals Policy.

Our Conflict Minerals program will be integrated into our Sourcing & Purchasing Strategy.

FITOK will not knowingly purchase raw Conflict Minerals from Covered Countries that are not deemed "conflict free" from mines, smelters, and refiners.

FITOK will perform due diligence to discover that Conflict Minerals used in the materials supplied to FITOK are not procured from the Covered Countries.

FITOK is committed to educating its employees and its suppliers to improve visibility regarding the origin of the materials and its components.

In conclusion, if any trace of Conflict Minerals within the raw materials used by FITOK is found to originate from the Covered Countries or the materials are not Conflict Free, we will take immediate actions necessary to transition toward a conflict free raw material supply chain status. Given the variety of our products and raw materials we are using, we understand this requires an investment in resources and takes time, but we are committed to meeting this goal.

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