Policy Statement on Conflict Minerals

1. Purpose and Background

As a socially responsible company, Globe Systems A/S is committed to respecting human rights and promoting sustainable supply chain practices. We conduct business ethically and in compliance with all applicable laws and regulations, including our Code of Conduct.

We support international efforts to end violence and human rights abuses related to mining in the Democratic Republic of Congo (DRC) and the adjoining countries: Republic of Congo, Central African Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda, and Uganda.

It is well documented that the extraction and trade of tin, tantalum, tungsten, and gold (3TG) minerals have contributed to financing armed conflicts in the region. These are commonly known as conflict minerals.

2. Globe Systems' Commitments

Globe Systems A/S commits to:

- Avoid the use of conflict minerals that directly or indirectly finance armed groups in the DRC region
- Comply with all applicable legislation, including the EU Regulation 2017/821 on responsible sourcing of 3TG minerals
- Implement due diligence processes aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Collaborate with recognized industry initiatives such as the Responsible Minerals Initiative (RMI) and utilize resources such as the "Conformant Smelter & Refiner Lists"
- Conduct regular supplier surveys to ensure traceability and transparency throughout the supply chain

3. Expectations for Suppliers

To support our policy, Globe Systems expects all suppliers to:

- Deliver materials that are "DRC Conflict-Free"

- Establish their own conflict minerals policies, management systems, and due diligence processes
- Impose equivalent requirements on their sub-suppliers
- Ensure that if products contain 3TG minerals, they must:
    - Originate from responsible smelters/refiners validated by independent third parties (e.g., RMI), or
    - Come from recycled or scrap sources, or
    - Originate from countries outside the DRC and adjoining high-risk regions

If Globe Systems determines that a supplier is not compliant with this policy and does not cooperate in implementing reasonable corrective actions, we reserve the right to take appropriate measures, including terminating the business relationship.

4. Supplier Surveys and Documentation

As part of our conflict minerals due diligence program, Globe Systems will regularly survey direct suppliers. Suppliers are expected to:

- Respond to requests promptly and accurately
- Follow specific instructions and utilize standardized tools such as the Conflict Minerals Reporting Template (CMRT) developed by RMI

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