



Responsible Mineral Procurement Policy

The THK Group promotes transparency in our supply chain in full recognition of our responsibilities related to our procurement of tin, tantalum, tungsten, gold, cobalt, and other minerals that are sourced in conflict-affected and/or high-risk areas and that may contribute to conflict, human rights abuses, and/or social destabilization.

As part of our efforts, we conduct audits of our mineral procurement in accordance with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (published by the Organization for Economic Co-operation and Development).

If human rights violations or other social problems are discovered as a result of these audits, we take measures to avoid further use.

The THK Group will also require that its suppliers work toward responsible mineral procurement by securing their cooperation with the audits we conduct and their participation in the process of resolving any issues identified.

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