



"Accelerate your success"

Tenere Inc. Conflict Minerals - Policy

Tenere Inc. is committed to social and environmental responsibility in our activities as well as within our supply chain. We expect all of our suppliers to abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses and unethical practices. In addition, we require all suppliers to comply with applicable legal standards and requirements.

On August 22, 2012, the U.S. Securities and Exchange Commission released the rules for section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. These rules require U.S. publically traded companies to trace the Tantalum, Tin, Tungsten and Gold in their products through the supply chain, and disclose whether they came from "conflict mines" in the Democratic Republic of the Congo (DRC). Although **Tenere Inc.** is not publically traded, our intention is to comply with these rules as a part of our community responsibility.

The Electronics Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI) have created a Conflict Minerals Reporting Template as a common means to collect information on the source of Tantalum, Tin, Tungsten and Gold. This template is being widely used across the Electronics industry. The template, training materials, and additional information can be found at www.conflictreesmelter.org/

Tenere Inc. is using this template for our internal due diligence activities and reporting to our customers. Also, we are requiring all of our suppliers to provide us with completed conflict minerals declarations using the EICC (GeSI) Conflict Minerals Reporting Template.

Tenere will assist our customers in implementing their conflict minerals programs. We strive to work cooperatively with our customers and supply chain partners in implementing conflict minerals compliance programs.