



CTS Corporation Conflict Minerals Policy

"Conflict Minerals" refers to minerals or other derivatives (specifically, Tin, Tantalum, Tungsten, and Gold) mined in the eastern provinces of the Democratic Republic of the Congo (DRC) and in the adjoining countries where revenues may be directly or indirectly financing armed groups engaged in civil war resulting in serious social and environmental abuses. In July 2010, the United States passed HR4173, the Dodd-Frank Financial Reform Bill section 1502(b) requiring all US public companies and their suppliers to disclose the chain of custody usage of conflict minerals.

CTS Corporation fully supports this legislation and its position to avoid the use of conflict minerals mined from the DRC and adjoining countries. Furthermore, CTS intends to adopt standards in line with the OECD Standard of Diligence, or other similar standard, regarding our process to obtain chain of custody declarations from all CTS sourced and managed suppliers ensuring transparency in our supply chain. In addition:

- CTS expects our suppliers to source materials from socially responsible suppliers.
- CTS expects all of its suppliers to comply with the Dodd-Frank regulation (<http://www.sec.gov/rules/final/2012/34-67716.pdf>) and provide all necessary declarations.
- Suppliers must pass this requirement through the supply chain and determine the source of specified minerals.
- Suppliers who are non-compliant to these requirements shall be reviewed by our purchasing managers for future business.

This conflict minerals policy is in line with the Global Business Initiatives on Human Rights and the framework of the United Nations Principles of Human Rights encouraging governments and businesses to respect, protect, and remedy human rights.