

## Conflict Minerals Policy

Sterling Thermal Technology is committed to sourcing components and materials from companies that share our values around human rights, ethics, and environmental responsibility.

Sterling Thermal Technology expects all of our suppliers to abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses and unethical practices. We also require all suppliers to comply with applicable legal standards and requirements.

On August 22, 2012, the U.S. Securities and Exchange Commission (“SEC”) issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Conflict Minerals Rule”).

The Conflict Minerals Rule requires publicly traded companies to report annually the presence of conflict minerals (tin, tungsten, tantalum, and gold, or “3TG”) originating in the Democratic Republic of the Congo or adjoining countries (“Covered Countries”).

Sterling Thermal Technology supports the goal of ending violence, violations to human rights and environmental devastation. As a company we are fully committed to complying with any requirements applicable under the Conflict Minerals Rule.

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

Sterling Thermal Technology require all our suppliers to confirm its commitment/compliance to the requirements of the Conflict Minerals Rule through supplier assessments, audit procedures.

We will reconsider our willingness to partner with suppliers that fail to comply with this Policy.

Revision	Date	Issued for/Revision details	Prepared by
1	3 <sup>rd</sup> March 2022	Initial draft	Shellie Hopkinson
2	08 <sup>th</sup> March 2023	Updated	Lee Hatton & Anne Rose