



崧騰企業股份有限公司  
**SOLTEAM INCORPORATION**

崧騰集團衝突礦產管理政策  
**Conflict Minerals Management Policy**

ESG\_012\_1



## 崧騰集團 衝突礦產管理政策

崧騰企業股份有限公司及子公司（以下稱「崧騰集團」）為了確保產品中不含有衝突礦產，遵循《經濟合作與發展組織（OECD）礦產盡職調查指南》及《聯合國全球契約》（UNGC）等國際準則，訂定崧騰集團「衝突礦產管理政策」（以下稱「本政策」）。

崧騰集團承諾不採購、不使用來自受衝突影響和高風險區域（CAHRAs）之非法武裝團體資助的礦產，積極預防任何可能導致人權侵害、環境惡化或社會動盪之採購行為。我們不僅落實自身之盡職調查，亦要求供應商共同落實負責任礦物管理，確保其產品所含之礦產(包含但不限於)：金、錫、鉭、鎢（3TG）及鈷、雲母等來源均符合道德與合規要求。

### 一、適用範圍

本政策適用於崧騰集團所有提供產品及服務之供應商、承攬商、分包商與服務提供者。

### 二、專責單位與修訂

本政策權責單位為永續辦公室，負責制訂與修訂。

### 三、供應商管理

崧騰集團將定期關注衝突礦產相關訊息，並執行以下具體要求，共同降低供應鏈風險。

1. 供應商須簽署「崧騰集團供應商永續發展行為準則」，內容包含應承諾供應之產品不含有衝突礦產。
2. 定期調查：供應商須配合崧騰集團要求，定期填寫並回傳最新版本之調查模板，包含但不限於：
  - (1) CMRT (Conflict Minerals Reporting Template)：針對 3TG 礦產。
  - (2) EMRT (Extended Minerals Reporting Template)：針對鈷、雲母及其他延伸礦產。
3. 供應鏈責任傳遞：供應商應將此政策傳達至上游供應鏈，要求其分包商與原材料供應商共同遵守，崧騰集團將視情況要求其提供產地佐證資料。
4. 風險管理：若發現供應商之來源熔煉廠未通過認證或存在高風險，供應商應提出改善計畫或更換合格熔煉廠。

### 四、舉報機制

崧騰集團設有保密的檢舉管道，鼓勵供應商及利害關係人針對任何違反道德或永續規範的行為進行舉報，並承諾保護舉報者免受報復。

申訴管道	聯絡方式
永續辦公室	<a href="mailto:ESG@solteam.com.tw">ESG@solteam.com.tw</a>
稽核室	<a href="mailto:sol_credit@solteam.com.tw">sol_credit@solteam.com.tw</a>

### 五、施行

本政策經董事長核准後施行。

## Solteam Group

### Conflict Minerals Management Policy

Solteam Inc. and its subsidiaries (hereinafter referred to as the "Solteam Group"), in order to ensure that its products do not contain conflict minerals, complies with international guidelines such as the "OECD Due Diligence Guidance" and the "United Nations Global Compact" (UNGC), and has formulated the Solteam Group "Conflict Minerals Management Policy" (hereinafter referred to as "this Policy").

Solteam Group commits to not procuring or using minerals that finance illegal armed groups from Conflict-Affected and High-Risk Areas (CAHRAs), proactively preventing any procurement activities that could lead to human rights abuses, environmental degradation, or social unrest. We not only implement our own due diligence but also require suppliers to jointly implement responsible mineral management, ensuring that the sources of minerals contained in their products (including but not limited to): Gold, Tin, Tantalum, Tungsten (3TG) as well as Cobalt, Mica, etc., comply with ethical and compliance requirements.

#### I. Scope of Application

This policy applies to all suppliers, contractors, subcontractors, and service providers that provide products and services to Solteam Group.

#### II.

##### Responsible Unit and Revision

The responsible unit for this policy is the Sustainability Office, which is in charge of its formulation and revision.

#### III.

##### Supplier Management

Solteam Group will regularly monitor information related to conflict minerals and implement the following specific requirements to jointly reduce supply chain risks.

- Suppliers must sign the "Solteam Group Supplier Code of Conduct for Sustainable Development," which includes a commitment that the products supplied do not contain conflict minerals.
- **Regular Investigation:** Suppliers must cooperate with Solteam Group's requests to regularly fill out and return the latest version of investigation templates, including but not limited to:
  - **CMRT (Conflict Minerals Reporting Template):** For 3TG minerals.
  - **EMRT (Extended Minerals Reporting Template):** For cobalt, mica, and other

extended minerals.

- **Supply Chain Responsibility Transfer:** Suppliers shall communicate this policy to their upstream supply chain, requiring their subcontractors and raw material suppliers to jointly comply, and Solteam Group will request them to provide proof of origin as appropriate.
- **Risk Management:** If a supplier's source smelter is found to be uncertified or poses a high risk, the supplier shall propose an improvement plan or switch to a qualified smelter.

#### IV.

##### Reporting Mechanism

Solteam Group has established a confidential reporting channel, encouraging suppliers and stakeholders to report any behavior that violates ethical or sustainability standards, and commits to protecting whistleblowers from retaliation.

Reporting Channel	Contact Information
Sustainability Office	<a href="mailto:ESG@solteam.com.tw">ESG@solteam.com.tw</a>
Audit Office	<a href="mailto:sol_credit@solteam.com.tw">sol_credit@solteam.com.tw</a>

#### V. Implementation

This policy shall be implemented upon approval by the Chairman.