



Conflict Minerals Policy

1. Purpose

Tesla Stropkov, a.s. is committed to responsible sourcing and ethical business practices. This policy defines our approach to identifying, preventing, and mitigating the risks of using **Conflict Minerals**—tin, tantalum, tungsten, and gold (3TG)—which may originate from conflict-affected and high-risk areas (CAHRAs).

Our goal is to ensure that our supply chain does not contribute to armed conflict, human rights abuses, or unethical practices, and that we fully comply with relevant legislation, including **EU Regulation 2017/821** and customer-specific requirements.

2. Scope

This policy applies to:

- All suppliers, subcontractors, and business partners of Tesla Stropkov, a.s.
 - All products, parts, and materials supplied to or produced by Tesla Stropkov, a.s. that may contain 3TG minerals.
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3. Policy Commitments

Tesla Stropkov, a.s. shall:

- Adhere to the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs**.
 - Work only with suppliers who demonstrate responsible sourcing practices.
 - Strive for supply chain transparency regarding the origin of 3TG minerals.
 - Report annually on our progress toward conflict-free sourcing.
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4. Qualitative Objectives

1. **Supply Chain Responsibility** – Promote transparency and accountability in the sourcing of minerals.
2. **Supplier Engagement** – Collaborate with suppliers to identify smelters and refiners in the supply chain.
3. **Risk Mitigation** – Avoid sourcing from entities associated with armed conflict, human rights abuses, or corruption.

4. **Continuous Improvement** – Strengthen due diligence processes year by year, aligned with industry best practices.
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5. Quantitative Targets

- **By 2026:**
 - Achieve **100% supplier declarations** on 3TG usage via the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT).
 - Ensure that **at least 90% of identified smelters and refiners** in the supply chain are audited and certified as conflict-free by the Responsible Minerals Assurance Process (RMAP) or equivalent.
 - **By 2027:**
 - Reach **100% sourcing of 3TG minerals** exclusively from RMAP-audited or equivalent certified smelters and refiners.
 - **Annually:**
 - Train **100% of procurement staff** on conflict minerals due diligence.
 - Conduct **supplier due diligence audits** covering at least **20% of Tier 1 suppliers** with high mineral exposure risk.
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6. Implementation & Monitoring

- The **Compliance & Sustainability Officer** is responsible for implementing this policy.
 - All suppliers must complete and update the CMRT annually.
 - Internal monitoring reports shall be submitted to senior management each year, with results published in the company's **Sustainability Report**.
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7. Communication

This policy will be:

- Shared with all employees, suppliers, and business partners.
- Publicly available on the Tesla Stropkov, a.s. website.