



3325 APPLING ROAD
BARTLETT, TN 38133

EMS POLICY ON CONFLICT MINERALS

EMS's business conduct standards and code of ethics define our principles and commitment towards legal compliance, ethical conduct, human rights, anti-corruption, and environmental protection, which extend to the expectations of our partners, subcontractors, and suppliers. This Policy on Conflict Minerals (the "Policy") provides further clarification and reinforcement to the aforementioned standards regarding the illegal trade of natural resources; in particular, certain minerals known as "Conflict Minerals".

We recognize the need to end the illegal extraction and trade of natural resources and the associated human rights violations, conflict, and environmental degradation which result from this trade. We understand that these issues are in a critical state in the region currently known as the Democratic Republic of Congo (DRC) as a result of certain unlawful practices in the extraction and trade of ores of tantalum, tin, tungsten, and gold which flow to world markets (including the medical industry) through the DRC region. We fully support actions to increase transparency, ensure responsible procurement, and support positive change in this area. We abhor and will not support human rights abuses associated with the extraction, transport, or trade of these minerals. We also shall not support any direct or indirect support to non-state, armed groups or security forces that illegally control or tax mine sites, transport routes, trade points, or any upstream participants in the supply chain of conflict minerals. Similarly, we do not tolerate corruption, money-laundering, and bribery for these or any activities.

Our supply partners are specified by our customers; however, to the extent we can, we require our supply chain partners to agree to follow the same principles as we and our customers. Suppliers who manufacture components, parts, or products containing tin, tantalum, tungsten, and / or gold must commit to only sourcing those materials from environmentally and socially responsible sources. In order to comply with the rules and regulations promulgated by the U.S. Securities and Exchange Commission ("SEC") under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we will assist our customers in identifying any suspect minerals that may qualify as "conflict minerals" under the SEC rules.

We accept and support the principles of this Policy and will work with our customers to increase transparency in the supply chain materials used in products manufactured for our customers.

Signed and approved this 3rd day of December 2024.

Dwayne Wisham
Director of Regulatory

Dwayne Wisham
Signature