



Nextek, Inc. ◆ 201 Next Technology Drive ◆ Madison, Alabama 35758 ◆ Phone: (256) 772-0400 ◆ Fax: (256) 772-0420

Conflict Minerals Policy Statement

Nextek supports the global goal of ending Human Rights Violations and Environmental Abuse. We are committed to working with companies (both customers and suppliers) who share our values and commitment to social responsibility. As a demonstration of our commitment to this goal, Nextek is implementing a Conflict Minerals program that aligns with the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act for materials under our control. Our goal over time is to ensure no conflict minerals are used in the assemblies we manufacture where we have the responsibility for sourcing decisions. We encourage both our customers and suppliers to adopt the same goal.

As we implement our Conflict Minerals program and work towards our goal of full compliance, Nextek will support and assist our customers with the implementation of their own Conflict Minerals programs. In addition to providing the necessary information requested by our customer base, Nextek will also work diligently with our supply chain partners to provide the required Conflict Minerals declarations and information necessary to meet the reporting requirements of our customers. We expect our suppliers to work cooperatively with us and to provide the information required to comply with the Conflict Minerals programs of both Nextek and our end customers.

Respectfully,

A handwritten signature in black ink that reads "Alan G. Reichert". The signature is written in a cursive style.

Alan G. Reichert
VP of Quality
Nextek, Inc.