

30th May 2016

Incap Group Policy on Conflict Minerals

Incap Group provides end-to-end turnkey solutions in manufacturing of PCB assemblies and box- building integration.

In 2012, the U.S. Securities and Exchange Commission (SEC), as directed by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank-Act) finalized requirements for SEC reporting companies to disclose their use of Conflict originating from the Democratic Republic of Congo or adjoining countries (DRC).

Incap group responsibility is to secure and help our customers in reporting to SEC.

Incap group efforts related to conflict minerals are aligned to the work of the Electronic Industry Citizenship Coalition (EICC) and Global e-Sustainability Initiative (GeSI). The EICC's and GeSI's work includes the Conflict-Free Smelter Program and the Conflict Minerals Reporting Template ("Template").

Incap group demand and secure that our suppliers are able to ensure appropriate measures for determining the origin and custody of conflict minerals. We rely on the information provided by our suppliers.

We expect that products and components we receive from our suppliers are not deemed to be conflict minerals originating from the DRC or are Conflict Free.

Incap group will continuously evaluate and assess its supply chain and have updated documentation available for customers and stakeholders.

Incap group is committed to follow that no conflict minerals will be distributed from us to our customers. We are using the conflict minerals template provided by the Conflict-Free Sourcing Initiative (CFSI). The template will be updated annually and is given upon request from our customers.

A handwritten signature in blue ink, appearing to read "Ville Vuori".

Ville Vuori
President & CEO
Incap Group