



Statement

Sanctions April 13, 2022

Sanctions are restrictions on activity with targeted countries, governments, entities, individuals, and industries that are imposed by bodies such as the United Nations (UN), individual countries, or groups of countries.

NOSHOK, Inc. utilizes a risk-based approach to due diligence. This sanctions statement is based on an overall assessment of the company's exposure to risks and will consider factors such as its customer and supplier base.

Every employee of NOSHOK is expected to report what he or she believes in good faith are violations of the law or of NOSHOK policy, whether accidental or deliberate. NOSHOK has a zero-tolerance policy for any human rights violations and takes appropriate steps to communicate this perspective to all relevant interested parties (Ref: <https://www.noshok.com/connect/about-us/code-of-conduct-business-ethics/>).

The commitment of NOSHOK, Inc. has been to comply with applicable laws and regulations governing economic sanctions and export controls.

Barry Rowley
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