# **UNITED STATES** SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

# FORM SD

**Specialized Disclosure Report** 

# JOHNSON OUTDOORS INC.

(Exact name of registrant as specified in its charter)

Wisconsin 0-16255 39-1536083 (State or other jurisdiction of incorporation or (Commission File Number) (IRS Employer Identification No.) organization) 555 Main Street, Racine, Wisconsin 53403 (Address of principal executive offices) Lori Strangberg, Corporate Controller, (262) 631-6600 (Name and telephone number, including area code, of the person to contact in connection with this report.) Check the appropriate box to indicate the rule pursuant to which this form is being filed, and provide the period to which the information in this form applies: ☑ Rule 13p-1 under the Securities Exchange Act (17 CFR 240.13p-1) for the reporting period from January 1 to December 31, 2016.

#### **Section 1 - Conflict Minerals Disclosure**

#### **Item 1.01 Conflict Minerals Disclosure and Report**

Johnson Outdoors Inc. ("JOI" or "the Company") is a leading global manufacturer and marketer of branded seasonal outdoor recreation products used primarily for fishing, diving, watercraft recreation and camping.

JOI has a publically available Conflict Minerals Policy that may be found at the following URL: http://investor.johnsonoutdoors.com/governance.cfm. The content of any website referred to in this Form SD is included for general information only and is not incorporated by reference in this Form SD.

The Company has concluded in good faith that during the year ended December 31, 2016, conflict minerals were necessary to the functionality and/or production of products manufactured by JOI (such minerals are referred to as "necessary conflict minerals"). Necessary conflict minerals were sourced from the Company's multi-tiered supply chain and were ultimately incorporated into its products via both internal manufacturing processes and by component manufacturers. The Company, through its independent third party consultant, conducted a reasonable country of origin inquiry ("RCOI") with due diligence, based on the "Organisation for Economic Co-operation and Development Due Diligence guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas," for its products which was designed to determine whether any of these conflict minerals originated in the Democratic Republic of the Congo ("DRC") or an adjoining country (together, "Covered Countries") or were from recycled or scrap sources. For a description of our due diligence, please see our Conflict Minerals Report (Exhibit 1.01).

### Item 1.02 Exhibit

The Company has filed a Conflict Minerals Report for the reporting period January 1, 2016 to December 31, 2016 as Exhibit 1.01 to this Form SD which further describes its products that contain necessary conflict minerals, RCOI methodology, due diligence procedures, results and steps that will be taken to mitigate the risk that necessary conflict minerals benefit armed groups, including steps to improve due diligence.

### Section 2 - Exhibits

### Item 2.01 Exhibits

<u>Exhibit 1.01</u> – Conflict Minerals Report as required by Items 1.01 and 1.02 of this Form. A copy of the Conflict Minerals Report is on the Company's website at <a href="http://investor.johnsonoutdoors.com/sec.cfm">http://investor.johnsonoutdoors.com/sec.cfm</a>.

### **Signatures**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the duly authorized undersigned.

JOHNSON OUTDOORS INC.

/s/ David W. Johnson

David W. Johnson

(Date)

Vice President and Chief Financial Officer

### Johnson Outdoors Inc. Conflict Minerals Report for Calendar Year 2016 May 31, 2017

Exhibit 1.01 to Specialized Disclosure Report Accompanying Form SD Filed with the SEC on: <u>May 31, 2017</u>

Signed by: /s/ David W. Johnson

Name, Title: David W. Johnson, Chief Financial Officer

Date: May 31, 2017

#### **Introduction:**

Johnson Outdoors Inc. ("JOI," "we," "us," "our") is a publicly traded U.S. company that recognizes itself as an issuer as defined under section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, referred to in this report as "Dodd-Frank." JOI manufactures, and contracts to manufacture, products for which conflict minerals are necessary to functionality. JOI has reason to believe that some of these necessary conflict minerals may have originated from the Democratic Republic of Congo or an adjoining countries and that some of those minerals may not be solely from recycled or scrap sources.

In order to fully comply with the requirements of an issuer under Dodd-Frank, JOI has designed, implemented, executed, and managed its conflict minerals plan as mandated by the legislation. This Conflict Minerals Report is filed with our Form SD to comply with the requirements of Rule 13p-1 of the Securities and Exchange Act 1934. This report includes elements, efforts, results, and conclusions of compliance activities as required by the legislation.

All terms and definitions in this conflict minerals report are as defined by the Final Rules promulgated under Dodd-Frank and by the "Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas."

JOI supports the Conflict-Free Sourcing Initiative's (CFSI) Conflict Free Smelter Program (CFSP) by performing supply chain compliance and due diligence requirements for smelters sourcing from, or believed to source from or have operations in, the Democratic Republic of Congo (DRC) and adjoining countries (Covered Countries, or CCs). These efforts include supporting a clean minerals trade in Covered Countries and maintaining economic relationships with conflict-free smelters in Covered Countries.

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JOI works annually in cooperation with its first-tier, in-scope suppliers under the applicable provisions of Dodd-Frank to perform risk assessments of smelters and refiners (hereafter referred to collectively as smelters) of tin, tantalum, tungsten, and gold (3TG) that may source and/or have operations in Covered Countries.

Through a holistically managed supply chain due diligence and compliance program, JOI has attempted, to the best of our abilities, to identify all the smelters in our global supply chain as well as the mines and country of origin of 3TG in Covered Countries. At the cornerstone of these efforts is JOI's supply chain transparency program which mandates participation from specified JOI employees and affected JOI first-tier suppliers. JOI's due diligence activities cascade through our supply chain to relative smelters and other supply chain actors. These activities are designed to provide communication and facilitate understanding of Dodd-Frank conflict minerals program requirements to all JOI supply chain actors, and to identify applicable risks and specify responsibilities associated with their role in JOI's supply chain.

This report may be found on our website at: http://investor.johnsonoutdoors.com/sec.cfm. This report is inclusive for all JOI products at a company level, and all covered products in all JOI business groups.

### **JOI's Conflict Minerals Program:**

Reporting Year 2016 (RY2016) marks the fourth year that JOI has carried out required due diligence procedures to evaluate the extraction and trade of mineral ores containing 3TG, also referred to as conflict minerals (CM). With the support of well established and strong management systems, JOI designed its supply chain transparency system and due diligence program to identify and evaluate its 3TG smelters relating to the conflict minerals necessary to the functionality or production of products manufactured by JOI, or contracted to be manufactured by JOI.

JOI's Conflict Minerals Program is designed to reasonably identify all global 3TG smelters with the purpose to identify 3TG smelters in Covered Countries. Through this program, JOI encourages conflict-free sourced minerals from Covered Countries to enter our global supply chains, and with the goal of reducing the trade in conflict minerals from mines that directly or indirectly finance or benefit armed groups. These efforts are communicated to all first-tier suppliers as well as identified smelters, as applicable.

JOI's conflict minerals program includes, but is not limited, to the following:

- · Maintenance of a publicly available corporate conflict minerals policy.
- Design and implementation of an annual organization-wide process that ensures 100% of JOI suppliers, both in and out of scope of the Dodd-Frank conflict minerals rule, are made aware of JOI's policy and standards regarding conflict minerals and obligations to comply with our conflict minerals policy.

- Maintenance of internal protocols that ensure conflict minerals supply chain due diligence and obligations are clearly presented and understood by JOI employees who have responsibility for the SEC disclosure requirements under the Dodd-Frank conflict minerals rule.
- · Survey and analysis of all suppliers and sources of 3TG.
- · Annual implementation of a supply chain communication plan that requests the completed and current CFSI Conflict Minerals Reporting Template (CMRT) from suppliers in order to facilitate supply chain transparency by gathering, surveying, and evaluating suppliers and sources of 3TG, and identifying 3TG smelters in JOI's supply chain.
- · Annual internal audit of first-tier suppliers regarding their understanding of the conflict minerals rule, their obligations regarding the rule, and JOI's expectations of them regarding their compliance with the rule.
- · Identification of priority first-tier suppliers that supply electrical and electronic parts.
- · Escalation of Reasonable Country of Origin Inquiry (RCOI) efforts to JOI business group leaders, including identifying smelters from priority suppliers.
- · Collection of conflict minerals information to identify 3TG in our supply chain and identification of risk that our products may contain conflict minerals that could finance or benefit armed groups in Covered Countries.
- · Identification of 3TG smelters in order to determine the locations, country of origin, and mines of these ores, as well as the processing facilities, operations, or trade routes of 3TG.
- · Reliance on the CFSP and other industry approved mechanisms to validate smelter supply chain due diligence and perform independent third-party audits of smelter due diligence practices.
- · Internal research to validate smelters not participating in the CFSP or other industry approved mechanisms.
- · Annual request that first-tier and subsequent tier suppliers only source from CFSP participating smelters and/or validated conflict-free smelters of 3TG.
- · Direct contact with smelters that are not participating in the CFSP and encouraging them to participate in the CFSP.
- · Public disclosure and reporting of the results of our due diligence.
- · Secure maintenance of all records relating to our due diligence efforts for a minimum of five years.
- · Multi-tiered assessment and performance of risk mitigation efforts throughout our supply chain including review, evaluation and escalation from business group leaders and executives.
- · Maintenance of an annual improvement plan based on previous reporting years and annual lessons learned.
- · Maintenance of an online grievance mechanism that allows JOI, its suppliers, and any concerned parties to communicate concerns regarding our conflict minerals program.

# **Due Diligence:**

### **Design of Due Diligence:**

JOI's conflict minerals program is designed and implemented based on the "Five Step Framework for Risk-Based Due Diligence in the Mineral Supply Chain" (*Annex I*) and the "Model Supply Chain Policy for a Responsible Global Supply Chain of Minerals from Conflict-Affected and High-Risk Areas" (*Annex II*) included in the "Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" (Third Edition). The due diligence steps performed by JOI, along with a brief description are below.

- Step 1: Establish strong company management systems.
- Step 2: Identify and assess risk in the supply chain.
- Step 3: Design and implement a strategy to respond to identified risks.
- Step 4: Carry out independent third-party audit of smelter due diligence practices.
- Step 5: Report on supply chain due diligence.

### **Due Diligence Performed:**

JOI performed due diligence measures conforming to the OECD 5 Step Framework as mapped below. These steps are specific to the due diligence regarding the source and chain of custody of conflict minerals identified in our supply chain, and regarding 3TG smelters identified in our supply chain. These activities include, but are not limited to, the following:

| OECD Steps:   | JOI Due Diligence Measures Performed:   |  |
|---|---|--|
| Step 1:<br>Establish strong company<br>management systems.  | <ul> <li>Assign and implement multi-disciplinary responsibilities to internal JOI business group leaders, support staff, and third-party consultant to carry out all elements of JOI's conflict minerals program.</li> <li>Maintain a detailed project plan and hold semi-monthly meetings for JOI employees and senior management who have responsibility for the SEC disclosure requirements for Dodd-Frank regarding conflict minerals, and regularly publish this project plan on JOI's intranet.</li> <li>Annual review of JOI's conflict minerals program and results by senior management, senior executives, and legal counsel.</li> <li>Maintain records in a secure computerized database repository for a minimum of five years.</li> </ul>  |  |
| Step 2:<br>Identify and assess risk in the<br>supply chain. | <ul> <li>Evaluate 100% of JOI first-tier suppliers across all business groups as being in or out of scope of the conflict minerals program.</li> <li>Review and verification of supplier commodity class and status.</li> <li>Review and update of affected suppliers.</li> <li>Review and update of priority suppliers.</li> <li>Review new suppliers and changes in supplier status and commodity class.</li> <li>Assess risk in our supply chain according to commodity class and supplier status.</li> <li>Assess risk in our supply chain according to supplier responses.</li> <li>Engage suppliers by performing multi-tiered survey of 100% of JOI in-scope conflict minerals suppliers by requesting current, complete, and accurate CMRTs in order to identify 3TG smelters in the supply chain and set expectations for compliance.</li> </ul> |  |

|   | <ul> <li>Annually redistribute copies of our conflict minerals policy and basic standards to all active first-tier suppliers, regardless of commodity class or in-scope status of conflict minerals.</li> <li>Analyze smelter information from suppliers with the information available from CFSP, the London Market Bullion Association (LBMA), the Responsible Jewellery Council (RJC), and other accredited industry mechanisms.</li> <li>Analyze smelter information from suppliers via other sources, including but not limited to information from: the United States Department of Commerce; United Nations publications; iTSCi (ITRI Tin Supply Chain Initiative); extensive internet research including smelter websites and company profiles; non-governmental organization (NGO) websites; in-region sourcing programs; other company CMRTs; news articles and publications.</li> <li>Identify smelters of 3TG that appear to have facilities, or likelihood of facilities, operations or trade routes, in Covered Countries.</li> <li>Report identified and/or potential supply chain risks to business group leaders and senior management.</li> </ul>   |
|---|---|
| Step 3: Design and implement a strategy to respond to identified risks. | <ul> <li>Perform internal audit of the distribution of our conflict minerals policy to evaluate and ensure supplier understanding, acknowledgment, and adherence to this policy and our basic standards.</li> <li>Perform internal multi-tiered analysis of our suppliers' CMRTs including: completeness; reasonable response based on commodity class and scope; consistency with previous reporting year information; and identification of smelters.</li> <li>Communicate supplier expectations for return of the most current CMRT including identifying all valid smelters.</li> <li>Communicate supplier expectation that they notify us of any risks and red flags identified by their own due diligence activities for smelters.</li> <li>Communicate supplier expectation that they notify us immediately of any smelters that may be suspected of supporting armed groups in Covered Countries.</li> <li>Request supplier confirmation for the validity of questionable and high risk smelter presence in the supply chain.</li> <li>Perform ongoing internal and external training of the conflict minerals rules and risks to JOI employees and all suppliers in the supply chain.</li> <li>Engage JOI business group leaders, support staff, and third-party consultant in multi-tiered follow ups and escalations with suppliers in an effort to obtain higher quantity and quality of smelter information, particularly from suppliers of electrical and electronic equipment.</li> <li>Use JOI level of influence to encourage suppliers to source from CFSP audited and compliant smelters and communicate the expectation that they source only from smelters participating in the CFSP.</li> </ul> |

|   | <ul> <li>Encourage identified smelters to participate in the CFSP and obtain CFSP certification if they have not already done so.</li> <li>Continue to improve on efficiencies and effectiveness of our conflict minerals program to close gaps and mitigate risks for each subsequent reporting year.</li> <li>Perform risk mitigation efforts to ensure suppliers are in conformance with our conflict minerals policy and expectations.</li> <li>Execute a risk mitigation plan that improves supply chain due diligence and mitigates the risk that any conflict minerals identified in our supply chain benefit any armed groups.</li> <li>Communicate risks to business group leaders, our internal conflict minerals executive team, and senior management.</li> <li>Perform gap analysis and communicate these gaps and issues to our conflict minerals executive team and to senior management.</li> </ul> |
|---|---|
| Step 4:<br>Carry out independent third-<br>party audit of smelter due<br>diligence practices. | <ul> <li>Identify smelters in Covered Countries that are conflict-free, or participating in a conflict-free program as defined by CFSP.</li> <li>Rely on the due diligence performed by CFSP, LBMA and RJC regarding smelter conflict-free status.</li> <li>Directly contact smelters in the form of an RCOI regarding chain of custody of conflict minerals and evidence of due diligence for whom we were unable to confirm conflict-free status via the sources above.</li> </ul>  |
| Step 5:<br>Report on supply chain due<br>diligence.   | · In compliance with Dodd-Frank and the SEC Final Rule, on or before May 31 <sup>st</sup> , 2017, JOI will file Form SD and Conflict Minerals Report (this report) with the SEC, as well as publish this information on its website.  |

### **Results of Due Diligence:**

JOI identified 411 unique and validated 3TG smelters in its supply chain in RY2016. These are associated with the following 3TG as follows:

Gold: 139Tantalum: 52Tin: 153Tungsten: 67

Out of these 411 smelters, JOI has identified 49 unique smelters that we have reason to believe either source 3TG from the DRC and/or surrounding countries (Covered Countries) or have some type of facility or operation in Covered Countries. JOI exercised due diligence on the conflict mineral source and chain of custody for these 49 smelters who appear to have presence in Covered Countries (CCs).

Conflict-free (CF) status and Covered Country facility location for these 49 smelters are summarized in the table below. The conflict-free status is based on research concluded on April 6<sup>th</sup>, 2017 and does not reflect any subsequent changes in this status. Details regarding specific smelter names, countries, and facility locations of 3TG, in and out of Covered Countries, may be shared upon request.

| 3TG, # of Smelters: | 49 Smelters with 169 Possible Locations in Covered Countries (CCs):   |  |
|---------------------|---|--|
| Gold:               | 19 possible presences located in 8 CCs:   |  |
| 8 Smelters          | · 4 CFSP CF Compliant smelters include possible presence in the following CCs: DRC (3); Tanzania (2);                             |  |
|                     | Zambia (2); Uganda (1)  |  |
|                     | · 4 CF unknown status smelters include possible presence in the following CCs: Zambia (2); Angola (2); DRC                        |  |
|                     | (2); Rwanda (1); Uganda (1); S. Sudan (1); Tanzania (1); Central African Republic (1)   |  |
| Tantalum:           | 98 possible presences located in 9 CCs:   |  |
| 21 Smelters         | · 20 CFSP CF Compliant smelters include possible presence in the following CCs: Rwanda (20); DRC (18);                            |  |
|                     | Burundi (13); Uganda (13); Tanzania (13); Central African Republic (5); Zambia (5); S. Sudan (5); Central                         |  |
|                     | African Republic (5)  |  |
|                     | <ul> <li>1 CF self-stated and believed to be CF smelter includes possible presence in the following CC: DRC</li> </ul>            |  |
| Tin:                | 16 possible presences located in 7 CCs:   |  |
| 8 Smelters          | · 4 CFSP CF Compliant smelters include possible presence in the following CCs: DRC (2); Rwanda (2);                               |  |
|                     | Tanzania (1)  |  |
|                     | · 1 CFSP Progressing Toward CF smelter includes possible presence in the following CC: Rwanda                                     |  |
|                     | · 3 CF self-stated and believed to be CF smelters include possible presence in the following CCs: DCR (3);                        |  |
|                     | Rwanda (2); Angola (1); Burundi (1); Zambia (1); Tanzania (1); Uganda (1)   |  |
| Tungsten:           | 36 possible presences located in 10 CCs:  |  |
| 12 Smelters         | · 10 CFSP CF Compliant smelters include possible presence in the following CCs: DRC (9); Rwanda (6);                              |  |
|                     | Uganda (5); Burundi (5); Tanzania (4); Central African Republic (1); Zambia (1); Angola (1); S. Sudan (1);                        |  |
|                     | Republic of the Congo (1)   |  |
|                     | <ul> <li>1 CF self-stated smelter and believed to be CF includes possible presence in the following CC: DRC</li> </ul>            |  |
|                     | <ul> <li>1 CF unconfirmed smelter but believed to be CF by association includes possible presence in the following CC:</li> </ul> |  |
| i                   | DRC   |  |

# **3TG CF Due Diligence Summary:**

The CF status for all 3TG smelters that may have facilities located in Covered Countries:

· For gold: smelters appear to be 50% CF

- · For tantalum: smelters appear to be 100% CF
- · For tin: smelters appears to be 100% CF
- For tungsten: smelters appear to be 100% CF

### **CFSP Participation Summary:**

The conflict-free status of the 49 smelters listed as a having a possible presence in Covered Countries is as follows:

- · 38 (78%) are CFSP CF Certified
- · 1 (2%) is Progressing Toward CFSP Certification
- 6 (12%) are believed to be CF due to other accreditations or website statements
- 4 (8%) are unknown CF status, as no information was available from public sources and the smelters did not respond to the RCOIs sent

### **Due Diligence Conclusion:**

- Ø 92% of all 3TG smelters that may be in Covered Countries appear to be conflict-free (45 out of 49 smelters)
- Ø 80% of smelters that may be in Covered Countries were participating in a CFSP program

#### **Improvements:**

There was a significant increase in total smelters, as well as unique smelters, listed in supplier RCOIs in RY2016 compared to RY2015. This is despite the fact that fewer suppliers who indicated the presence of 3TG in their product provided smelter names. This appears to indicate that the suppliers who did furnish smelter names were able to provide significantly more smelter information than in previous years. We believe this reflects a maturing of the supply chain regarding conflict mineral smelter identification and that first-tier suppliers are receiving more smelter data from their suppliers farther up the supply chain.

The percent increase in the total number of valid smelters in the JOI supply chain is consistent with the percent increase of valid smelters believed to have some type of presence in Covered Countries. This appears to indicate that the first-tier suppliers that reported smelters with possible presence in Covered Countries reported the correct representation of all smelters with possible presence in Covered Countries in the supply chain.

For the first time since the requirement to source the chain of custody of mines and country of origin of conflict minerals, JOI is able to reasonably determine that three out of the four 3TG (tin, tantalum and tungsten) in JOI's supply chain that are believed to be sourced from Covered Countries appear to be 100% conflict-free.

Based on JOI's due diligence practices, the overall conflict-free status of all the 3TG that are believed to be sourced from Covered Countries in JOI's supply chain rose in RY2016 to a new high of 92% appearing to be conflict-free. This overall increase in conflict-free status in JOI's supply chain reflects a consistent improvement in our due diligence process and cooperation from our first-tier suppliers in identifying valid smelters that appear to source, or have some type of 3TG operations, in Covered Countries.

Additional information regarding statistical improvements may be shared upon request.

#### **Determination:**

JOI has made a reasonable good faith effort to collect and evaluate all information regarding 3TG smelters in our supply chain as provided by our first-tier inscope suppliers and original equipment manufacturers (OEMs).

Based on the information provided by JOI in-scope suppliers and the due diligence that JOI performed to identify smelters of 3TG in Covered Countries, including conducting smelter direct RCOIs, JOI has concluded in good faith that certain smelters in its supply chain either do have, or may have, facilities that source 3TG from Covered Countries or have some type of operations in Covered Countries.

Based on these due diligence efforts and at the end of the smelter analysis performed, JOI does not have sufficient information to conclusively confirm that 100% of these smelters are conflict-free, or that 3TGs are sourced exclusively from recycled or scrap sources.

Although we have not been able to confirm the identification and conflict-free status (as defined by the CFSP) for 100% of the smelters identified in our supply chain, we can confirm that none of the smelters identified by our first-tier suppliers or OEMs are known to us as sourcing 3TG that directly or indirectly finance or benefit armed groups in Covered Countries.

Regarding tin, tantalum, and tungsten, JOI can reasonably conclude after its due diligence efforts that 100% of the tin, tantalum, and tungsten in its supply chain is sourced from smelters that are either conflict-free or that the tin, tantalum, and tungsten are from recycled or scrap sources. 100% of all smelter information is based on identification by JOI first-tier suppliers and/or original equipment manufacturers.

### Planned Risk Mitigation and Future Due Diligence Measures:

Throughout each calendar and Reporting Year JOI consistently takes steps to improve our conflict minerals supply chain due diligence program and continues to establish processes designed to mitigate the risk that any conflict minerals identified in our supply chain benefit armed groups. The ongoing goal of these activities is to support a clean and conflict-free minerals trade in Covered Countries by encouraging 3TG sourcing from validated and conflict-free smelters. These activities include but are not limited to the following:

- · Engage internal business group leaders at a deep level for review, analysis, evaluation, and recommendation for both supplier and smelter risks in each business group.
- Impose direct responsibility and action items on business group leaders for supplier escalations and risk assessment.
- Leverage multi-tiered influence from JOI internal and external resources in order to compel its in-scope suppliers to deliver more current, accurate, timely, and complete information to correctly identify smelters of conflict minerals, and increase both response level and quality of responses.
- Leverage multi-tiered influence from JOI internal and external resources to increase response level from in-scope distributors regarding JOI supply chain procedures and increase their participation in supply chain transparency of conflict minerals including furnishing CMRTs for their OEMs.
- · Increase pressure, specifically on suppliers of electrical and electronic equipment (EEE), to provide current, correct, and more comprehensive smelter information, including CMRTs from their OEMs as applicable.
- · Continue to review commodity classes for veracity and inclusion of EEE criteria.
- · Repeat, and continue to enhance, our annual pro-active supplier communication plan to further assist 100% of JOI suppliers regarding the need for correct and complete conflict minerals information to satisfy the SEC requirements, including annual updates and ongoing training.
- · Use our level of influence to encourage all suppliers to source from smelters validated as compliant to a CFSP assessment protocol using the most recent version of the Conflict-free Sourcing Compliant Smelter List as published by the CFSI or other accredited independent validation scheme or institutional mechanism.
- · Use our level of influence to encourage all suppliers to source away from un-validated conflict-free smelters, and to identify the sources of conflict minerals in their supply chains.
- Use our level of influence to have suppliers re-evaluate and confirm or refute the actual presence of questionable smelters as identified in their supply chains.
- · Instruct suppliers to advise JOI if they have reason to believe that any person or entity in their supply chain is directly or indirectly financing or benefiting armed groups in the Covered Countries and provide a discrete mechanism to do so.
- · Through direct and repeat smelter RCOIs and other electronic communication, pressure smelters with undeterminable conflict-free status to become verified as having conflict-free sourcing practices and encourage participation in the CFSP audit process.
- · Review supplier red flags for locations of gold origin and transit.
- $\cdot$   $\;$  Review corrective actions plans and schedules from the CFSP for relevant smelters.

### **Description of Products:**

Conflict minerals are found in products that JOI manufactures, or contracts to manufacture. Accessories are included in all groups. The descriptions of product families by business group are as follows:

### Fishing Group:

- · Trolling motors
- · Shallow water anchors
- · Battery chargers
- · Fishfinders
- · Downriggers

# Dive Group:

- · Dive computers, instruments and gauges
- · Dive watches
- · Scuba dive equipment
- · Buoyancy compensators
- · Tank systems

#### **Camping Group:**

- · Camping tents, sleeping bags and furniture
- · Camping stoves
- · Military, party, and event tents
- · Compasses

### Watercraft Recreation Group:

- · Canoes
- Kayaks
- · Personal flotation devices
- Paddles

#### In Conclusion:

This CMR has been prepared based on due diligence efforts performed in good faith by JOI and its first-tier suppliers. The analysis, conclusions and determinations are based on the information available at the time the first-tier supplier and smelter RCOIs were received, results analyzed, and metrics recorded. Additional smelter information was gathered from original equipment manufacturers' CMRTs. Errors or omissions may be inherent in these results due to errors or omissions in supplier and smelter RCOIs, and the definition of a smelter at the time of the research.

JOI maintains an early warning risk-awareness conflict minerals grievance mechanism designed to allow JOI to receive any additional relevant information that may not have been uncovered through our due diligence process in supply chain transparency as it relates to conflict minerals. Any information found to be contradictory to this CMR may be communicated to JOI through this grievance mechanism which may be found at the following URL: <a href="http://investor.johnsonoutdoors.com/governance.cfm">http://investor.johnsonoutdoors.com/governance.cfm</a>

# Appendix A:

Below is a list of the 3TG smelters with one or more worldwide facilities that JOI suppliers identified to be potentially in our supply chain and that were participating at some level with the Conflict-Free Sourcing Initiative (CFSI) in RY2016. The presence of a smelter on the list below does not indicate that JOI products necessarily contained conflict minerals sourced or processed by that smelter. The location information for each entity was reported by the Conflict-free Smelter Program (CFSP) as of February 5th, 2017.

3TG: Smelter Name: Location:

| Gold | Abington Reldan Metals, LLC                                   | UNITED STATES OF AMERICA |
|------|---|--------------------------|
| Gold | Advanced Chemical Company                                     | UNITED STATES OF AMERICA |
| Gold | Aida Chemical Industries Co., Ltd.                            | JAPAN                    |
| Gold | Aktyubinsk Copper Company TOO                                 | KAZAKHSTAN               |
| Gold | Allgemeine Gold-und Silberscheideanstalt A.G.                 | GERMANY                  |
| Gold | Almalyk Mining and Metallurgical Complex (AMMC)               | UZBEKISTAN               |
| Gold | AngloGold Ashanti Córrego do Sítio Mineração                  | BRAZIL                   |
| Gold | Argor-Heraeus S.A.  | SWITZERLAND              |
| Gold | Asahi Pretec Corp.  | JAPAN                    |
| Gold | Asahi Refining Canada Ltd.                                    | CANADA                   |
| Gold | Asahi Refining USA Inc.                                       | UNITED STATES OF AMERICA |
| Gold | Asaka Riken Co., Ltd.   | JAPAN                    |
| Gold | Atasay Kuyumculuk Sanayi Ve Ticaret A.S.                      | TURKEY                   |
| Gold | AU Traders and Refiners                                       | SOUTH AFRICA             |
| Gold | AURA-II   | UNITED STATES OF AMERICA |
| Gold | Aurubis AG  | GERMANY                  |
| Gold | Bangalore Refinery  | INDIA                    |
| Gold | Bangko Sentral ng Pilipinas (Central Bank of the Philippines) | PHILIPPINES              |
| Gold | Bauer Walser AG   | GERMANY                  |
| Gold | Boliden AB  | SWEDEN                   |
| Gold | C. Hafner GmbH + Co. KG                                       | GERMANY                  |
| Gold | Caridad   | MEXICO                   |
| Gold | CCR Refinery - Glencore Canada Corporation                    | CANADA                   |
| Gold | Cendres + Métaux S.A.   | SWITZERLAND              |
| Gold | Chimet S.p.A.   | ITALY                    |
| Gold | China National Gold Group Corporation                         | CHINA                    |

| Gold | Chugai Mining   | JAPAN                    |
|------|---|--------------------------|
| Gold | Colt Refining   | UNITED STATES OF AMERICA |
| Gold | Daejin Indus Co., Ltd.  | KOREA (REPUBLIC OF)      |
| Gold | Daye Non-Ferrous Metals Mining Ltd.                             | CHINA                    |
| Gold | DODUCO GmbH   | GERMANY                  |
| Gold | Dowa  | JAPAN                    |
| Gold | DSC (Do Sung Corporation)                                       | KOREA (REPUBLIC OF)      |
| Gold | Eco-System Recycling Co., Ltd.                                  | JAPAN                    |
| Gold | Elemetal Refining, LLC  | UNITED STATES OF AMERICA |
| Gold | EM Vinto  | BOLIVIA                  |
| Gold | Faggi Enrico S.p.A.   | ITALY                    |
| Gold | Geib Refining Corporation                                       | UNITED STATES OF AMERICA |
| Gold | Great Wall Precious Metals Co., Ltd. of CBPM                    | CHINA                    |
| Gold | Gujarat Gold Centre   | INDIA                    |
| Gold | Guoda Safina High-Tech Environmental Refinery Co., Ltd.         | CHINA                    |
| Gold | Hangzhou Fuchunjiang Smelting Co., Ltd.                         | CHINA                    |
| Gold | Heimerle + Meule GmbH   | GERMANY                  |
| Gold | Heraeus Metals Hong Kong Ltd.                                   | CHINA                    |
| Gold | Heraeus Precious Metals GmbH & Co. KG                           | GERMANY                  |
| Gold | Hunan Chenzhou Mining Co., Ltd.                                 | CHINA                    |
| Gold | Inner Mongolia Qiankun Gold and Silver Refinery Share Co., Ltd. | CHINA                    |
| Gold | Ishifuku Metal Industry Co., Ltd.                               | JAPAN                    |
| Gold | Istanbul Gold Refinery  | TURKEY                   |
| Gold | Japan Mint  | JAPAN                    |
| Gold | Jiangxi Copper Co., Ltd.  | CHINA                    |
| Gold | JSC Ekaterinburg Non-Ferrous Metal Processing Plant             | RUSSIAN FEDERATION       |
| Gold | JSC Uralelectromed  | RUSSIAN FEDERATION       |
| Gold | JX Nippon Mining & Metals Co., Ltd.                             | JAPAN                    |
| Gold | Kazakhmys Smelting LLC  | KAZAKHSTAN               |
| Gold | Kazzinc   | KAZAKHSTAN               |
| Gold | Kennecott Utah Copper LLC                                       | UNITED STATES OF AMERICA |
| Gold | KGHM Polska Miedź Spółka Akcyjna                                | POLAND                   |
| Gold | Kojima Chemicals Co., Ltd.                                      | JAPAN                    |
| Gold | Korea Zinc Co., Ltd.  | KOREA (REPUBLIC OF)      |

| Gold | Kyrgyzaltyn JSC   | KYRGYZSTAN               |
|------|---|--------------------------|
| Gold | Kyshtym Copper-Electrolytic Plant ZAO                         | RUSSIAN FEDERATION       |
| Gold | L'azurde Company For Jewelry                                  | SAUDI ARABIA             |
| Gold | Lingbao Gold Co., Ltd.  | CHINA                    |
| Gold | LS-NIKKO Copper Inc.  | KOREA (REPUBLIC OF)      |
| Gold | Luoyang Zijin Yinhui Gold Refinery Co., Ltd.                  | CHINA                    |
| Gold | Materion  | UNITED STATES OF AMERICA |
| Gold | Matsuda Sangyo Co., Ltd.                                      | JAPAN                    |
| Gold | Metalor Technologies (Hong Kong) Ltd.                         | CHINA                    |
| Gold | Metalor Technologies (Singapore) Pte., Ltd.                   | SINGAPORE                |
| Gold | Metalor Technologies (Suzhou) Ltd.                            | CHINA                    |
| Gold | Metalor Technologies S.A.                                     | SWITZERLAND              |
| Gold | Metalor USA Refining Corporation                              | UNITED STATES OF AMERICA |
| Gold | Metalúrgica Met-Mex Peñoles S.A. De C.V.                      | MEXICO                   |
| Gold | Mitsubishi Materials Corporation                              | JAPAN                    |
| Gold | Mitsui Mining and Smelting Co., Ltd.                          | JAPAN                    |
| Gold | MMTC-PAMP India Pvt., Ltd.                                    | INDIA                    |
| Gold | Modeltech Sdn Bhd   | MALAYSIA                 |
| Gold | Morris and Watson   | NEW ZEALAND              |
| Gold | Moscow Special Alloys Processing Plant                        | RUSSIAN FEDERATION       |
| Gold | Nadir Metal Rafineri San. Ve Tic. A.Ş.                        | TURKEY                   |
| Gold | Navoi Mining and Metallurgical Combinat                       | UZBEKISTAN               |
| Gold | Nihon Material Co., Ltd.                                      | JAPAN                    |
| Gold | Ögussa Österreichische Gold- und Silber-Scheideanstalt GmbH   | AUSTRIA                  |
| Gold | Ohura Precious Metal Industry Co., Ltd.                       | JAPAN                    |
|      | OJSC "The Gulidov Krasnoyarsk Non-Ferrous Metals Plant" (OJSC |                          |
| Gold | Krastsvetmet)   | RUSSIAN FEDERATION       |
| Gold | OJSC Kolyma Refinery  | RUSSIAN FEDERATION       |
| Gold | OJSC Novosibirsk Refinery                                     | RUSSIAN FEDERATION       |
| Gold | PAMP S.A.   | SWITZERLAND              |
| Gold | Penglai Penggang Gold Industry Co., Ltd.                      | CHINA                    |
| Gold | Prioksky Plant of Non-Ferrous Metals                          | RUSSIAN FEDERATION       |
| Gold | PT Aneka Tambang (Persero) Tbk                                | INDONESIA                |
| Gold | PX Précinox S.A.  | SWITZERLAND              |
| Gold | Rand Refinery (Pty) Ltd.                                      | SOUTH AFRICA             |

| Gold | Remondis Argentia B.V.                                  | NETHERLANDS              |
|------|---|--------------------------|
| Gold | Republic Metals Corporation                             | UNITED STATES OF AMERICA |
| Gold | Royal Canadian Mint                                     | CANADA                   |
| Gold | SAAMP   | FRANCE                   |
| Gold | Sabin Metal Corp.                                       | UNITED STATES OF AMERICA |
| Gold | SAFINA A.S.   | CZECH REPUBLIC           |
| Gold | Samduck Precious Metals                                 | KOREA (REPUBLIC OF)      |
| Gold | SAMWON Metals Corp.                                     | KOREA (REPUBLIC OF)      |
| Gold | SAXONIA Edelmetalle GmbH                                | GERMANY                  |
| Gold | Schone Edelmetaal B.V.                                  | NETHERLANDS              |
| Gold | SEMPSA Joyería Platería S.A.                            | SPAIN                    |
| Gold | Shandong Tiancheng Biological Gold Industrial Co., Ltd. | CHINA                    |
| Gold | Shandong Zhaojin Gold & Silver Refinery Co., Ltd.       | CHINA                    |
| Gold | Sichuan Tianze Precious Metals Co., Ltd.                | CHINA                    |
| Gold | Singway Technology Co., Ltd.                            | TAIWAN                   |
| Gold | So Accurate Group, Inc.                                 | UNITED STATES OF AMERICA |
| Gold | SOE Shyolkovsky Factory of Secondary Precious Metals    | RUSSIAN FEDERATION       |
| Gold | Solar Applied Materials Technology Corp.                | TAIWAN                   |
| Gold | Sumitomo Metal Mining Co., Ltd.                         | JAPAN                    |
| Gold | T.C.A S.p.A   | ITALY                    |
| Gold | Tanaka Kikinzoku Kogyo K.K.                             | JAPAN                    |
| Gold | The Refinery of Shandong Gold Mining Co., Ltd.          | CHINA                    |
| Gold | Tokuriki Honten Co., Ltd.                               | JAPAN                    |
| Gold | Tongling Nonferrous Metals Group Co., Ltd.              | CHINA                    |
| Gold | TOO Tau-Ken-Altyn = >Tau-Ken Samruk                     | KAZAKHSTAN               |
| Gold | Torecom   | KOREA (REPUBLIC OF)      |
| Gold | Umicore Brasil Ltda.                                    | BRAZIL                   |
| Gold | Umicore Precious Metals Thailand                        | THAILAND                 |
| Gold | Umicore S.A. Business Unit Precious Metals Refining     | BELGIUM                  |
| Gold | United Precious Metal Refining, Inc.                    | UNITED STATES OF AMERICA |
| Gold | Valcambi S.A.   | SWITZERLAND              |
| Gold | Western Australian Mint trading as The Perth Mint       | AUSTRALIA                |
| Gold | WIELAND Edelmetalle GmbH                                | GERMANY                  |
| Gold | Yamamoto Precious Metal Co., Ltd.                       | JAPAN                    |

| Gold | Yokohama Metal Co., Ltd.  | JAPAN                    |
|------|---|--------------------------|
| Gold | Yunnan Copper Industry Co., Ltd.  | CHINA                    |
| Gold | Zhongyuan Gold Smelter of Zhongjin Gold Corporation                           | CHINA                    |
| Gold | Zijin Mining Group Co., Ltd. Gold Refinery                                    | CHINA                    |
| Tin  | Alpha   | UNITED STATES OF AMERICA |
| Tin  | An Vinh Joint Stock Mineral Processing Company                                | VIETNAM                  |
| Tin  | Chenzhou Yunxiang Mining and Metallurgy Co., Ltd.                             | CHINA                    |
| Tin  | China Tin Group Co., Ltd.   | CHINA                    |
| Tin  | CNMC (Guangxi) PGMA Co., Ltd.   | CHINA                    |
| Tin  | Cooperativa Metalurgica de Rondônia Ltda.                                     | BRAZIL                   |
| Tin  | CV Ayi Jaya   | INDONESIA                |
| Tin  | CV Dua Sekawan  | INDONESIA                |
| Tin  | CV Gita Pesona  | INDONESIA                |
| Tin  | CV Makmur Jaya  | INDONESIA                |
| Tin  | CV Serumpun Sebalai   | INDONESIA                |
| Tin  | CV Tiga Sekawan   | INDONESIA                |
| Tin  | CV United Smelting  | INDONESIA                |
| Tin  | CV Venus Inti Perkasa   | INDONESIA                |
| Tin  | Dowa  | JAPAN                    |
|      | Electro-Mechanical Facility of the Cao Bang Minerals & Metallurgy Joint Stock |                          |
| Tin  | Company   | VIETNAM                  |
| Tin  | Elmet S.L.U.  | SPAIN                    |
| Tin  | EM Vinto  | BOLIVIA                  |
| Tin  | Estanho de Rondônia S.A.  | BRAZIL                   |
| Tin  | Feinhütte Halsbrücke GmbH   | GERMANY                  |
| Tin  | Fenix Metals  | POLAND                   |
| Tin  | Gejiu Fengming Metallurgy Chemical Plant                                      | CHINA                    |
| Tin  | Gejiu Jinye Mineral Company   | CHINA                    |
| Tin  | Gejiu Kai Meng Industry and Trade LLC   | CHINA                    |
| Tin  | Gejiu Non-Ferrous Metal Processing Co., Ltd.                                  | CHINA                    |
| Tin  | Gejiu Yunxin Nonferrous Electrolysis Co., Ltd.                                | CHINA                    |
| Tin  | Gejiu Zili Mining And Metallurgy Co., Ltd.                                    | CHINA                    |
| Tin  | Guanyang Guida Nonferrous Metal Smelting Plant                                | CHINA                    |
| Tin  | HuiChang Hill Tin Industry Co., Ltd.  | CHINA                    |
| Tin  | Huichang Jinshunda Tin Co., Ltd.  | CHINA                    |

| Tin | Jiangxi Ketai Advanced Material Co., Ltd.        | CHINA                    |
|-----|--|--------------------------|
| Tin | Magnu's Minerais Metais e Ligas Ltda.            | BRAZIL                   |
| Tin | Malaysia Smelting Corporation (MSC)              | MALAYSIA                 |
| Tin | Melt Metais e Ligas S.A.                         | BRAZIL                   |
| Tin | Metahub Industries Sdn. Bhd.                     | MALAYSIA                 |
| Tin | Metallic Resources, Inc.                         | UNITED STATES OF AMERICA |
| Tin | Metallo-Chimique N.V.                            | BELGIUM                  |
| Tin | Mineração Taboca S.A.                            | BRAZIL                   |
| Tin | Minsur   | PERU                     |
| Tin | Mitsubishi Materials Corporation                 | JAPAN                    |
| Tin | Modeltech Sdn Bhd                                | MALAYSIA                 |
| Tin | Nankang Nanshan Tin Manufactory Co., Ltd.        | CHINA                    |
| Tin | Nghe Tinh Non-Ferrous Metals Joint Stock Company | VIETNAM                  |
| Tin | Novosibirsk Integrated Tin Works                 | RUSSIAN FEDERATION       |
| Tin | O.M. Manufacturing (Thailand) Co., Ltd.          | THAILAND                 |
| Tin | O.M. Manufacturing Philippines, Inc.             | PHILIPPINES              |
| Tin | Operaciones Metalurgical S.A.                    | BOLIVIA                  |
| Tin | Phoenix Metal Ltd.                               | RWANDA                   |
| Tin | PT Alam Lestari Kencana                          | INDONESIA                |
| Tin | PT Aries Kencana Sejahtera                       | INDONESIA                |
| Tin | PT Artha Cipta Langgeng                          | INDONESIA                |
| Tin | PT ATD Makmur Mandiri Jaya                       | INDONESIA                |
| Tin | PT Babel Inti Perkasa                            | INDONESIA                |
| Tin | PT Bangka Prima Tin                              | INDONESIA                |
| Tin | PT Bangka Putra Karya                            | INDONESIA                |
| Tin | PT Bangka Tin Industry                           | INDONESIA                |
| Tin | PT Belitung Industri Sejahtera                   | INDONESIA                |
| Tin | PT BilliTin Makmur Lestari                       | INDONESIA                |
| Tin | PT Bukit Timah                                   | INDONESIA                |
| Tin | PT Cipta Persada Mulia                           | INDONESIA                |
| Tin | PT DS Jaya Abadi                                 | INDONESIA                |
| Tin | PT Eunindo Usaha Mandiri                         | INDONESIA                |
| Tin | PT HANJAYA PERKASA METALS                        | INDONESIA                |
| Tin | PT HP Metals Indonesia                           | INDONESIA                |

| Tin      | PT Inti Stania Prima                               | INDONESIA      |
|----------|--|----------------|
| Tin      | PT Justindo  | INDONESIA      |
| Tin      | PT Karimun Mining                                  | INDONESIA      |
| Tin      | PT Kijang Jaya Mandiri                             | INDONESIA      |
| Tin      | PT Koba Tin  | INDONESIA      |
| Tin      | PT Mitra Stania Prima                              | INDONESIA      |
| Tin      | PT O.M. Indonesia                                  | INDONESIA      |
| Tin      | PT Pelat Timah Nusantara Tbk                       | INDONESIA      |
| Tin      | PT Prima Timah Utama                               | INDONESIA      |
| Tin      | PT Refined Bangka Tin                              | INDONESIA      |
| Tin      | PT Sariwiguna Binasentosa                          | INDONESIA      |
| Tin      | PT Stanindo Inti Perkasa                           | INDONESIA      |
| Tin      | PT Sukses Inti Makmur                              | INDONESIA      |
| Tin      | PT Sumber Jaya Indah                               | INDONESIA      |
| Tin      | PT Supra Sukses Trinusa                            | INDONESIA      |
| Tin      | PT Timah (Persero) Tbk Kundur                      | INDONESIA      |
| Tin      | PT Timah (Persero) Tbk Mentok                      | INDONESIA      |
| Tin      | PT Tinindo Inter Nusa                              | INDONESIA      |
| Tin      | PT Tirus Putra Mandiri                             | INDONESIA      |
| Tin      | PT Tommy Utama                                     | INDONESIA      |
| Tin      | PT Wahana Perkit Jaya                              | INDONESIA      |
| Tin      | PT Yinchendo Mining Industry                       | INDONESIA      |
| Tin      | Resind Indústria e Comércio Ltda.                  | BRAZIL         |
| Tin      | Rui Da Hung  | TAIWAN         |
| Tin      | Soft Metais Ltda.                                  | BRAZIL         |
| Tin      | Thaisarco  | THAILAND       |
| Tin      | Tuyen Quang Non-Ferrous Metals Joint Stock Company | VIETNAM        |
| Tin      | VQB Mineral and Trading Group JSC                  | VIETNAM        |
| Tin      | White Solder Metalurgia e Mineração Ltda.          | BRAZIL         |
| Tin      | Yunnan Chengfeng Non-ferrous Metals Co., Ltd.      | CHINA          |
| Tin      | Yunnan Tin Company Limited                         | CHINA          |
| Tantalum | Avon Specialty Metals Ltd                          | UNITED KINGDOM |
| Tantalum | Changsha South Tantalum Niobium Co., Ltd.          | CHINA          |
| Tantalum | Conghua Tantalum and Niobium Smeltry               | CHINA          |

| Tantalum | D Block Metals, LLC                                 | UNITED STATES OF AMERICA |
|----------|---|--------------------------|
| Tantalum | Duoluoshan  | CHINA                    |
| Tantalum | E.S.R. Electronics                                  | UNITED STATES OF AMERICA |
| Tantalum | Exotech Inc.  | UNITED STATES OF AMERICA |
| Tantalum | F&X Electro-Materials Ltd.                          | CHINA                    |
| Tantalum | FIR Metals & Resource Ltd.                          | CHINA                    |
| Tantalum | Global Advanced Metals Aizu                         | JAPAN                    |
| Tantalum | Global Advanced Metals Boyertown                    | UNITED STATES OF AMERICA |
| Tantalum | Guangdong Zhiyuan New Material Co., Ltd.            | CHINA                    |
| Tantalum | Guizhou Zhenhua Xinyun Technology Ltd.              | CHINA                    |
| Tantalum | H.C. Starck Co., Ltd.                               | THAILAND                 |
| Tantalum | H.C. Starck Hermsdorf GmbH                          | GERMANY                  |
| Tantalum | H.C. Starck Inc.                                    | UNITED STATES OF AMERICA |
| Tantalum | H.C. Starck Ltd.                                    | JAPAN                    |
| Tantalum | H.C. Starck Smelting GmbH & Co. KG                  | GERMANY                  |
| Tantalum | H.C. Starck Tantalum and Niobium GmbH               | GERMANY                  |
| Tantalum | Hengyang King Xing Lifeng New Materials Co., Ltd.   | CHINA                    |
| Tantalum | Jiangxi Dinghai Tantalum & Niobium Co., Ltd.        | CHINA                    |
| Tantalum | Jiangxi Tuohong New Raw Material                    | CHINA                    |
| Tantalum | JiuJiang JinXin Nonferrous Metals Co., Ltd.         | CHINA                    |
| Tantalum | Jiujiang Nonferrous Metals Smelting Company Limited | CHINA                    |
| Tantalum | Jiujiang Zhongao Tantalum & Niobium Co., Ltd.       | CHINA                    |
| Tantalum | KEMET Blue Metals                                   | MEXICO                   |
| Tantalum | KEMET Blue Powder                                   | UNITED STATES OF AMERICA |
| Tantalum | King-Tan Tantalum Industry Ltd.                     | CHINA                    |
| Tantalum | LSM Brasil S.A.                                     | BRAZIL                   |
| Tantalum | Metallurgical Products India Pvt., Ltd.             | INDIA                    |
| Tantalum | Mineração Taboca S.A.                               | BRAZIL                   |
| Tantalum | Mitsui Mining and Smelting Co., Ltd.                | JAPAN                    |
| Tantalum | Ningxia Orient Tantalum Industry Co., Ltd.          | CHINA                    |
| Tantalum | NPM Silmet AS                                       | ESTONIA                  |
| Tantalum | Plansee   | AUSTRIA                  |
| Tantalum | Power Resources Ltd.                                | MACEDONIA                |
| Tantalum | QuantumClean  | UNITED STATES OF AMERICA |

| Tantalum | Resind Indústria e Comércio Ltda.                  | BRAZIL                   |
|----------|--|--------------------------|
| Tantalum | Shanghai Jiangxi Metals Co. Ltd                    | CHINA                    |
| Tantalum | Solikamsk Magnesium Works OAO                      | RUSSIAN FEDERATION       |
| Tantalum | Taki Chemical Co., Ltd.                            | JAPAN                    |
| Tantalum | Telex Metals                                       | UNITED STATES OF AMERICA |
| Tantalum | Tranzact, Inc.                                     | UNITED STATES OF AMERICA |
| Tantalum | Ulba Metallurgical Plant JSC                       | KAZAKHSTAN               |
| Tantalum | XinXing HaoRong Electronic Material Co., Ltd.      | CHINA                    |
| Tantalum | Yanling Jincheng Tantalum Co., Ltd.                | CHINA                    |
| Tantalum | Yichun Jin Yang Rare Metal Co., Ltd.               | CHINA                    |
| Tantalum | Zhuzhou Cemented Carbide Group Co., Ltd.           | CHINA                    |
| Tungsten | A.L.M.T. TUNGSTEN Corp.                            | JAPAN                    |
| Tungsten | ACL Metais Eireli                                  | BRAZIL                   |
| Tungsten | Asia Tungsten Products Vietnam Ltd.                | VIETNAM                  |
| Tungsten | Chenzhou Diamond Tungsten Products Co., Ltd.       | CHINA                    |
| Tungsten | Chongyi Zhangyuan Tungsten Co., Ltd.               | CHINA                    |
| Tungsten | Dayu Jincheng Tungsten Industry Co., Ltd.          | CHINA                    |
| Tungsten | Dayu Weiliang Tungsten Co., Ltd.                   | CHINA                    |
| Tungsten | Fujian Jinxin Tungsten Co., Ltd.                   | CHINA                    |
| Tungsten | Ganxian Shirui New Material Co., Ltd.              | CHINA                    |
| Tungsten | Ganzhou Huaxing Tungsten Products Co., Ltd.        | CHINA                    |
| Tungsten | Ganzhou Jiangwu Ferrotungsten Co., Ltd.            | CHINA                    |
| Tungsten | Ganzhou Non-ferrous Metals Smelting Co., Ltd.      | CHINA                    |
| Tungsten | Ganzhou Seadragon W & Mo Co., Ltd.                 | CHINA                    |
| Tungsten | Ganzhou Yatai Tungsten Co., Ltd.                   | CHINA                    |
| Tungsten | Global Tungsten & Powders Corp.                    | UNITED STATES OF AMERICA |
| Tungsten | Guangdong Xianglu Tungsten Co., Ltd.               | CHINA                    |
| Tungsten | H.C. Starck Smelting GmbH & Co. KG                 | GERMANY                  |
| Tungsten | H.C. Starck Tungsten GmbH                          | GERMANY                  |
| Tungsten | Hunan Chenzhou Mining Co., Ltd.                    | CHINA                    |
| Tungsten | Hunan Chuangda Vanadium Tungsten Co., Ltd. Wuji    | CHINA                    |
| Tungsten | Hunan Chuangda Vanadium Tungsten Co., Ltd. Yanglin | CHINA                    |
| Tungsten | Hunan Chunchang Nonferrous Metals Co., Ltd.        | CHINA                    |
| Tungsten | Hydrometallurg, JSC                                | RUSSIAN FEDERATION       |

| Tungsten | Japan New Metals Co., Ltd.                                    | JAPAN                    |
|----------|---|--------------------------|
| Tungsten | Jiangwu H.C. Starck Tungsten Products Co., Ltd.               | CHINA                    |
| Tungsten | Jiangxi Dayu Longxintai Tungsten Co., Ltd.                    | CHINA                    |
| Tungsten | Jiangxi Gan Bei Tungsten Co., Ltd.                            | CHINA                    |
| Tungsten | Jiangxi Minmetals Gao'an Non-ferrous Metals Co., Ltd.         | CHINA                    |
| Tungsten | Jiangxi Richsea New Materials Co., Ltd.                       | CHINA                    |
| Tungsten | Jiangxi Tonggu Non-ferrous Metallurgical & Chemical Co., Ltd. | CHINA                    |
| Tungsten | Jiangxi Xinsheng Tungsten Industry Co., Ltd.                  | CHINA                    |
| Tungsten | Jiangxi Xiushui Xianggan Nonferrous Metals Co., Ltd.          | CHINA                    |
| Tungsten | Jiangxi Yaosheng Tungsten Co., Ltd.                           | CHINA                    |
| Tungsten | Kennametal Fallon   | UNITED STATES OF AMERICA |
| Tungsten | Kennametal Huntsville   | UNITED STATES OF AMERICA |
| Tungsten | Malipo Haiyu Tungsten Co., Ltd.                               | CHINA                    |
| Tungsten | Moliren Ltd   | RUSSIAN FEDERATION       |
| Tungsten | Niagara Refining LLC  | UNITED STATES OF AMERICA |
| Tungsten | Nui Phao H.C. Starck Tungsten Chemicals Manufacturing LLC     | VIETNAM                  |
| Tungsten | Philippine Chuangxin Industrial Co., Inc.                     | PHILIPPINES              |
| Tungsten | Pobedit, JSC  | RUSSIAN FEDERATION       |
| Tungsten | Sanher Tungsten Vietnam Co., Ltd.                             | VIETNAM                  |
| Tungsten | South-East Nonferrous Metal Company Limited of Hengyang City  | CHINA                    |
| Tungsten | Tejing (Vietnam) Tungsten Co., Ltd.                           | VIETNAM                  |
| Tungsten | Unecha Refractory metals plant                                | RUSSIAN FEDERATION       |
| Tungsten | Vietnam Youngsun Tungsten Industry Co., Ltd.                  | VIETNAM                  |
| Tungsten | Wolfram Bergbau und Hütten AG                                 | AUSTRIA                  |
| Tungsten | Woltech Korea Co., Ltd.                                       | KOREA (REPUBLIC OF)      |
| Tungsten | Xiamen Tungsten (H.C.) Co., Ltd.                              | CHINA                    |
| Tungsten | Xiamen Tungsten Co., Ltd.                                     | CHINA                    |
| Tungsten | Xinfeng Huarui Tungsten & Molybdenum New Material Co., Ltd.   | CHINA                    |
| Tungsten | Xinhai Rendan Shaoguan Tungsten Co., Ltd.                     | CHINA                    |

JOI suppliers and OEMs identified 84 additional entities which are not listed here because they were either not identified by CFSP or Department of Commerce as valid smelters and/or were not participating in any CFSI program at the time of the report. Consequently, these additional entities are not included in the list above. The names of these smelters may be provided upon request.