



CTS CORPORATION GENERAL POLICY AND PROCEDURE

POLICY NUMBER: 50

SUBJECT: Electronic Waste (E-Waste) Policy **DATE:** April 24, 2019

EFFECTIVE: Immediately

PURPOSE: CTS Corporation and its subsidiaries (CTS) acknowledges global concern with potential exposure to hazardous substances from inappropriate and unsafe waste management practices associated with end-of-life electrical and electronic equipment (E-Waste). This policy sets minimum standards for the disposition of E-waste from CTS operations.

SCOPE & RESPONSIBILITY: This policy applies to employees responsible for management of E-Waste at all CTS locations.

POLICY: CTS will utilize reputable service providers, who possess all required licenses and approvals, for the recycling and disposal of E-Waste. When legitimate recycling options are available in the local jurisdiction, CTS will preferentially recycle E-Waste.

Hard drives, Solid State Drives (SSDs), or other storage components must be physically destroyed.

In all instances, CTS and its service providers must comply with applicable legal requirements.

ISSUED BY:

A blue ink signature of Ashish Agrawal, consisting of a stylized 'A' followed by a series of loops and a long horizontal stroke.

Ashish Agrawal
Vice President and Chief Financial Officer

APPROVED BY:

A blue ink signature of Kieran O'Sullivan, featuring a large, flowing 'K' and 'O' followed by a series of loops and a long horizontal stroke.

Kieran O'Sullivan
President and Chief Executive Officer
