CORPORATE HEALTH & SAFETY POLICY

The Management of Power Electronics expresses its decision to be a benchmark in Health and Safety in all its locations. The interest in promoting Health and Safety and the continuous improvement of working conditions is integrated in all its areas, involving all the hierarchical levels that make up the organization, including its production processes and its activity in the development of teams based on advanced power electronics.

This policy is based on the following commitments

- Prevent all occupational accidents and diseases through the implementation of the Occupational Safety and Health Management System and its continuous improvement.
- Comply with all legal and other requirements related to Health and Safety applicable to our facilities or where we are developing our activity, including other interesting parties' requirements.
- Eliminate or substantially reduce the risks of all identified hazards, especially those related to chemicals, explosions, heights and electrical.
- Count on the participation of employees as a determining way for their involvement in the organization and continuous improvement of workplace.
- Continuously improve accident prevention measures to protect workers, suppliers, or visitors from any possible harm.
- The promotion of knowledge and skills in health and safety is the responsibility of all managers and employees.
- Commitment to improving working conditions in Health and Safety by promoting continuous improvement of the work environment, preventing deterioration in people's health, as well as promoting a healthy life for all employees, emphasizing from this commitment zero tolerance to work under the influence of alcohol or drugs (Cod: P01.0205-P003)
- Dissemination of the "Stop Work Policy (Cod: P01.0205-P004)" in situations of serious and imminent risk that cannot be resolved immediately, without retaliation against those who may use this directive incorrectly, but in good faith.

This Policy will provide the Management with the framework to establish and regularly review the objectives, issues, processes, documents, protocols, actions and health and safety goals, so that they are consistent with the commitments assumed in this statement.

David Salvo Lillo
CEO
STOP WORK POLICY

The POWER ELECTRONICS Management, maintaining the commitment to promote and consolidate the health and safety culture of all the people involved in their locations, implements the STOP WORK Policy.

This policy aims to eliminate or minimize work accidents by promoting safe and responsible behavior among workers and external collaborators.

That is why we ask each employee to promptly notify their direct supervisor of any unsafe behavior, as well as any activity that presents a serious or imminent risk to health. Encouraging analysis, evaluation and correction until the situation is proven to be safe.

It is mandatory that all workers make use of this policy, which empowers them to stop any work of their own or of an external collaborator until the situation of serious or imminent risk is resolved.

POWER ELECTRONICS will not blame or hold responsible people who, in good faith, report a dangerous situation or interrupt activities, even if it is later determined that such action was unnecessary.

David Salvo Lillo
CEO
ALCOHOL AND DRUGS POLICY

Power Electronics Management maintains its commitment to maintain a healthy and safe work environment for all employees, external workers and collaborators, for which reason it implements this Alcohol and Drug Policy.

Power Electronics prohibits any external worker or collaborator from accessing its facilities or locations where we develop our activities, who works under the influence of alcohol or drugs with a ZERO tolerance in this regard.

Failure to comply with this policy by employees or collaborators will be considered a very serious offense, set out in the Company's internal Code of Conduct.

Power Electronics is committed to promoting Health Promotion and Health and Safety training, as key to the corporate strategy.

We also remind all employees that they have a Company Medical Service where the help they may need will be provided.

David Salvo Lillo
CEO