



OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENTAL POLICY

ADVANCED ENERGY SYSTEMS (ADES) is committed to pursuing the goal of no harm to people and preserving the environment in which we operate and live. Superior health and safety are core values of equal importance to environmental protection, operational efficiency, customer service, and profitability. The Company intends to conduct all operations in a manner that will comply with both the letter and spirit of all applicable international, local environmental legislation & regulations, and other requirements to which the Company subscribes.

ADVANCED ENERGY SYSTEMS (ADES) is further committed to a process of continual improvement. The Company shall ensure that all personnel, including third-party personnel working on or visiting its facilities, are prequalified and must comply with the Company's HEALTH, SAFETY, and ENVIRONMENTAL policies and procedures.

ADVANCED ENERGY SYSTEMS (ADES) commits to the following:

- An Injury / Accident-Free Workplace is our goal.
- Management at different organizational levels will be actively involved and commit sufficient financial and other resources necessary for superior health and safety performance.
- The safety of our people and the environment will not be compromised "at any cost."
- Time out for safety (TOFS) & Stop Work Authority (SWA) will always be respected, tolerated, and appreciated.
- Preserving the environment where we operate while minimizing waste and carbon footprint.
- Play a leading role in promoting best practices in our industries.
- Compliance with all applicable local and international regulatory and other requirements is maintained.
- Sets targets for improvement and measures, appraises and reports performance
- Identifying customer requirements and communicating the needs within the different Company departments to guarantee continuous customer satisfaction.

Dr. Mohamed Farouk
Chief Executive Officer