

Environmental Policy

XP Power is committed to continuously improving our environmental performance across all of our activities and operations. We achieve this by:

- Complying with the environmental laws and regulations in the countries and communities in which we operate.
- Achieving net zero GHG emissions across Scopes 1,2 and 3 by 2040 with minimal use of offsets. We have also set interim absolute emissions reduction targets approved by the SBTi which aim to:
 - Reduce absolute Scope 1 and 2 emissions by 42% by 2030 from a 2022 base year.
 - Reduce absolute Scope 3 emissions by 25% by 2030 from a 2022 base year.
- We will continue to monitor the progress of this project charter through quarterly reviews at the Sustainability Council. External reporting will also be provided on an annual basis through our corporate Annual Report.
- Reducing energy consumption and improving energy efficiency through continued initiatives including:
 - Optimising production efficiencies
 - Replacing existing equipment with energy efficient alternatives
 - Promoting improved energy habits amongst our colleagues
- Considering the potential environmental impact when setting business strategies and initiatives.
- Promoting best environmental practices in the various ways in which we work.
- Ensuring product quality and safety meet ISO9001 standards.
- Measuring our product in use emissions and aim to reduce these through improving the efficiency of our products.
- Designing products to last longer to reduce the end-of-life environmental impacts of our products.
- Preserving our natural resources through improved efficiencies within our operations.
- Monitoring water consumption monthly to ensure that consumption levels are not trending in an adverse direction and to assist with continuous improvement programs.
- Incorporating Biodiversity into any future expansion plans. Consideration into natural ecosystems will be required upon development of any greenfield sites. Legacy sites will also be encouraged to introduce natural spaces that promote diversity in local ecosystems.
- Continuously reducing waste production from our manufacturing facilities. Waste is reported monthly and a 10%, intensity, year-on-year reduction target is set for all sites. As a specific focus, the Sustainability Council monitors progress on a quarterly basis.
- Striving to eliminate single use plastics within our operations. A global project charter has been approved and implemented by the Sustainability Council to have all sites free of single use plastics by the end of 2024.

- Employing industry standard practices in line with local regulation to prevent air pollution.
- Communicating with all our stakeholders on our policy and encouraging best practices.
- Continuously reducing the use of plastics within our New Product Development process, including means of packaging and logistics.
- Continuously improving our environmental management system through quarterly reviews conducted by the Sustainability Council.

The board maintains oversight of this policy but delegates the responsibility of its implementation to the Sustainability Council. This policy is reviewed annually. Next review on 05/25.

Signed



Gavin Griggs
Chief Executive Officer
31ST May 2024