

Approval:

Lori Savell - President

December 5, 2025
Date**Environmental Policy Statement**

Avid Controls Inc.'s core business includes the design, manufacture, remanufacture and repair of power electronic modules and systems. Avid Controls Inc. is committed to both the protection of the environment and evaluating the impact that the organization's services can have and have appointed a HSE Manager to oversee the implantation of this policy and continuing improvement. This policy will be reviewed annually.

Compliance with legislation is the minimum standard to which the Company shall adhere. Avid Controls, Inc. will strive to follow best practice with due regard for its business needs, in line with the requirements of ISO14001:2015 and the expectations of all interested parties. The objectives for the Company under this policy are to:

1. Meet or exceed our compliance obligations including legal and other sector requirements as applicable to our environmental aspects;
2. Implement and audit control measures to effectively manage and mitigate the 6 significant environmental aspects;
3. Minimize the production of all types of waste, especially paper. Continue to reclaim a minimum of 80% of all parts returned in our rebate program with goal to reclaim 90%.
4. Continue to produce remanufactured product utilizing refurbished parts from our reclamation program.
5. Drive continual improvement and report progress against the following objectives.

OUR PEOPLE

Avid Controls is committed to environmental in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Avid Controls is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Equitable sharing in the success of the company;
3. Empowerment through training and communication;
4. Designing and providing a safe and secure work environment.

OUR CUSTOMERS

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

OUR COMMUNITY

Avid Controls is committed to supporting the communities within which we operate and working in partnership with the local community and other stakeholders to improve the local environment and ensure that our operations do not have a detrimental effect on that community.

OUR ENVIRONMENT

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that

ensure we achieve this. Avid Controls' purpose and strategic direction is to strive to provide the best value to our customers by providing superior technology, quality and service while committing to support the protection of the environment as well as a providing framework for our environmental objectives which may include:

1. Sustainable resource use;
2. Climate change mitigation and adaptation;
3. Protection of biodiversity and ecosystems;
4. Addressing other relevant environmental issues.

Avid Controls, Inc. is committed to continually improving its performance by regularly reviewing its environmental impacts, and on an annual basis, update this policy in line with the review findings.

Revision History

Rev.	Date	Author(s)	Changes
00	1/1/2020	LDS	Document created, reviewed and approved.
01	1/14/2020	LDS	Revised as needed.
02	12/23/2020	LDS	Reviewed and updated as needed.
03	12/20/2021	LDS	Reviewed and updated as needed.
04	12/14/2022	CJB	Reviewed and updated as needed.
05	12/28/2023	CJB	Reviewed as required.
06	12/2/2024	LDS	Reviewed as required.
07	12/5/2025	CJB	Reviewed as required.