

WEEE statement

The EU WEEE (European Union Waste Electrical and Electronic Equipment) is a directive by the European Union that was transposed into European Law in February 2003. It underwent a revision in 2012 and is now currently known as WEEE Directive (2012/19/EU).

Its aim is to reduce the environmental impacts from WEEE by emphasizing production of environmentally friendly products and encouraging meeting targets for reuse, recycling, and recovery of WEEE.

All XP Power products ranging from low voltage high power and low power supplies (LVLP & LVHP), RF power systems and EMI filters with the exception of our high voltage high power and low power supplies (HVHP & HVLP) fall within the scope of EEE. Our products are used mainly in the industrial and healthcare sector to power semiconductor wafer fabrication equipment, industrial machines, as well as medical equipment.

Under EU WEEE Directive, producers (manufacturers, distributors and re-sellers) are obligated under the Extended Producer Responsibility (EPR) to:

1. Eco design EEE with features that optimize re-use and recovery of materials

XP Power takes appropriate measures to encourage eco-design features to our products that ease re-use, and treatment of WEEE unless such design discounts safety and environmental protection requirements.

2. Ensure all EEE placed on the EU market is marked with the symbol of “crossed-out wheelie bin” and provide disposal information to end-users and dismantling information to recyclers.

XP Power marks all our applicable products with the “crossed-out wheelie bin” symbol, and will provide information on disposal to end-users. For information on dismantling, it is available upon request from recyclers.

3. Register with the WEEE regulating authority within each member state.

XP Power is registered with a WEEE Regulating Authority in Denmark, France, Germany, Italy, Sweden, and United Kingdom (UK). Since Brexit took effect, there have not been many changes, and the obligations remain the same for XP Power in the UK.

4. Organise take-back operations either individually or with the support of a Compliance and Take Back Scheme (CTBS).

For take-back operations of WEEE, XP Power is responsible for take-back if requested in countries where it is registered in the Producer National Registration. For those countries in which XP Power is registered under a collective organization, the collective organization can assist with take-back requests.

5. Declare materials placed on market and report WEEE collected and treated in the European Union either individually or with the help of a Producer Compliance Scheme (PCS).

XP Power fulfils this with the help of a Producer Compliance Scheme. The table below shows the

WEEE Registration Number of XP Power's various entities in Europe as well as the Producer Compliance Schemes we have engaged:

Registration Country	Entity Registered	Registration Organization Name	Type of Organization	Registration Number
Denmark	XP Power ApS	DPA	Producer National Registration	N/A
France	XP Power SA	Ademe (Syderep)	Producer National Registration	FR022633
Germany	XP Power GmbH	Stiftung EAR	Producer National Registration	28757194
Italy	XP Power S.R.L.	CONSORZIO ERP ITALIA (ERP Italy)	Collective Organization	N/A
		Ministero dell'Ambiente (Registro A.E.E.)	Producer National Registration	IT14070000008529
Sweden	XP Power Sweden AB	Naturvårdsverket	Producer National Registration	3359
United Kingdom	XP PLC	Accerio	Collective Organization	WEE/HH0049TZ
		UK Environment Agency	Producer National Registration	WEE/HH0049TZ

In addition to EU, XP Power is also in the progress of ensuring its commitment to WEEE compliance in all its locations worldwide. The main XP Power sites outside of EU include the US, China & Vietnam.

In the US, there is no unified approach for WEEE as there is no legislation that exists on the federal level, leaving it up to each states to enforce regulation. The scope of products under the state WEEE laws only affect covered electronic devices in the likes of TVs, printers, computers, mobile phones, etc. XP's operations in the US mainly centre in California, Massachusetts and New Jersey. Massachusetts does not have any regulations for WEEE. California's WEEE disposal regulations works by charging a regulatory fee to end users called Advanced Recovery Fee (AFR) when purchasing electronic items, which will assist the state in correctly disposing WEEE. New Jersey, following in the steps of the EU, places the financial responsibility of disposal on the producers. As XP Power's products do not fall under the aforementioned office and household electronic devices, we do not have any obligations to WEEE in the US.

In China, the WEEE regulation covers household appliances such as washing machines, refrigerators, TVs, computers, printers, telephones, etc. The law requires a licensing system to be set for the WEEE disposal as well as commission each province in the country to set up Waste Electrical and Electronic Products Disposal Fund to collect fees from the producers of above electronic items. In addition, the laws encourage producers to follow eco-design principles, perform recovery of the WEEE as well as provide information to end-users on toxic substance content and methods of recovery, and disposal. Since XP Power's products are not used in household electronic appliances, we do not have any obligations to WEEE in China.

Vietnam does not have a specific WEEE regulation but has a comprehensive regulation for all products requiring special disposal and recycling including packaging materials, batteries, household EEE, solar

panels and land vehicles. All producers of the aforementioned EEE will need to practice recycling or contribute to the Vietnam Environmental Protection Fund to be exempted from recycling responsibilities. There are also compulsory recycling rates that producers must meet yearly for each of the regulated products. XP Power's products do not fall under any of the products outlined, so we do not have any obligations to WEEE in Vietnam.

If you require any further information concerning WEEE related to our company, please contact XP Power Material Compliance team via Materials.Compliance@xppower.com.

Signed:



Gavin Griggs
Chief Executive Officer