



SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Advanced Energy Industries, Inc. (the “Company”) is committed to conducting our business in an ethical and responsible manner, and we are proud of the steps we have taken to ensure that our corporate activities and supply chains are free from slavery and human trafficking. The Company makes this statement in support of the purposes of the UK Modern Slavery Act, the California Transparency in Supply Chains Act, and similar legislation and regulations.

The Company has policies and procedures in place to support this commitment, including:

- AE’s Code of Ethical Conduct (available on AE’s website) with anti-slavery and human trafficking provisions.
- Supplier Code of Conduct dedicated to preventing slavery and human trafficking and providing an anonymous reporting system to all members of our supply chain.
- Supplier Business Audit program to audit key suppliers’ compliance with Supplier Code of Conduct.
- Purchasing terms and conditions that require compliance with Supplier Code of Conduct.
- Staffing agreements that prohibit provision of resources by third parties inconsistent with the Company’s policies.
- Annual training for all indirect labor to raise awareness and define modern slavery and human trafficking.
- An open-reporting system described in the code of ethical conduct by which anyone can raise a concern, including anonymously through EthicsPoint, which is available continuously around the globe.

Employees and suppliers who fail to comply with the Company’s requirements are subject to corrective actions, including, in the case of employees, disciplinary measures up to and including termination from employment, and in the case of suppliers, termination of contracts.

ORGANIZATION’S STRUCTURE

Advanced Energy Industries, Inc. is the parent company of the Advanced Energy Group of companies. The Group has approximately 10,000+ employees worldwide as of December 31, 2025, and operates in North America, the Asia Pacific region, and Europe.

OUR BUSINESS

The Advanced Energy Group provides highly engineered, critical, precision power conversion, measurement, and control solutions to our global customers. We design, manufacture, sell, and support precision power products that transform, refine, and modify the raw electrical power coming from either the utility or building facility and convert it into various types of highly controllable, usable power that is predictable, repeatable, and customizable to meet the necessary requirements for powering a wide range of complex equipment..

Our Semiconductor Equipment market supports and enables the long-term growing need for more production capacity and new process technologies to meet expanding demand for semiconductor devices across many applications driven by megatrends such as artificial intelligence (“AI”), energy efficiency, automobile

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electrification, and Internet of things (“IoT”). We supply the Industrial and Medical market with critical, precision power conversion products that deliver precise and highly reliable, low noise and/or differentiated power. In addition, our sensing, control, and instrumentation products complement our power solutions. Our products are used in a wide variety of applications, such as advanced material fabrication, medical devices, analytical instrumentation, test and measurement equipment, robotics, industrial production, and large-scale connected light-emitting diode lighting applications. Our Data Center Computing products are designed into data center server and storage systems and also used by cloud service providers and their partners in their custom designed server racks and power shelves. We serve the Telecom & Networking market by providing application-specific AC-DC and DC-DC power conversion products to many leading OEMs of wireless infrastructure equipment and computer networking equipment. Our network of global service support centers provides repair services, calibration, conversions, upgrades, refurbishments, and used equipment to companies that use our products in all of our markets.

OUR SUPPLY CHAINS

Our supply chains include a substantial portion of components sourced in Asia for our principal manufacturing locations in Malaysia and Philippines and for our future expansion of manufacturing capability in Thailand. Our supply chains also include local sources for components for our manufacturing and development sites in North America and Europe.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. AE complies with the law and ensures that it pays wages in compliance with applicable minimum wage statutes.

AE’s Code of Ethical Conduct, *Integrity at Our Core*, provides guidance to the Company’s employees and other stakeholders concerning our expectations for conducting operations consistent with the highest standards of business ethics. It contains guidance across multiple areas of risk, including forced labor and modern slavery, as well as instructions on how to raise concerns as to any potentially unethical conduct using any of the Company’s open reporting channels. This includes the ability to raise a concern anonymously through EthicsPoint. The code is available in several languages located at: <https://www.advancedenergy.com/en-us/legal/code-of-conduct/>

AE’s Supplier Code of Conduct. Our Supplier Code of Conduct is the Code of Conduct published by the Responsible Business Alliance, an electronics industry coalition advocating best business practices that prohibit human trafficking, forced and child labor and that promote freely chosen employment, worker safety, fair wages, working hours, humane treatment and ethical practices. AE does not require separate product certifications; AE requires direct suppliers to attest to compliance with the Supplier Code of Conduct. AE may accept a supplier’s existing code of conduct as equivalent where it substantially aligns with AE’s Supplier Code of Conduct. Suppliers will find our Supplier Code of Conduct on the Company’s website located at: <https://www.advancedenergy.com/about-us/supplier-code-of-conduct/>

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have the following systems in place to help alleviate the threat of slavery and human trafficking from occurring in our supply chains:

- Identify and assess potential risk areas in our supply chains through supplier audits.
- Monitor potential risk areas in our supply chains through business reviews with our suppliers.
- Protect whistle-blowers by providing an anonymous hotline for reporting purposes.

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Additionally, to help execute these systems, we have a cross-functional compliance team, which consists of representatives from the Legal, Internal Audit, and Human Resources departments.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking and ensure our key suppliers comply with our Supplier Code of Conduct. We have in place a supply chain compliance program consisting of the Supplier Business Audit and Supplier Periodic Business Review processes.

The Supplier Business Audit assesses the suitability of a supplier to transact business with the Company, including adherence to standards relating to work environment and hiring practices and an on-site review of business practices. These audits are conducted by AE personnel.

The Supplier Periodic Business Review is an evaluation that AE personnel conduct to ensure that suppliers maintain standards consistent with the Company's stated values and implement continuous improvement activities as needed. Supplier Periodic Reviews are conducted virtually or on-site with no change in frequency as defined by Supply Chain Management based on multiple criteria.

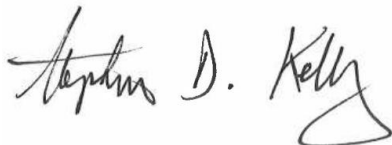
Failure to meet or maintain business practices consistent with the Company's policies will result in disciplinary action, up to and including termination of the business relationship with the supplier.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to our staff. The Company uses a third-party learning management system (LMS) to track training, which the Company has used to provide quality content specific to the UK Modern Slavery Act. The Company is expanding its own capabilities to deliver custom courses created in-house and tailored to our business. The LMS allows the Company's cross functional compliance team to administer the training to key stakeholders, including all Supply Chain, Human Resources, and Legal personnel, and to monitor for completion and comprehension of the material covered.

Under the Supplier Code of Conduct, we also require our business partners to adopt a similar management system to ensure compliance with the Code, including training.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Advanced Energy Group slavery and human trafficking statement for the financial year ending December 31, 2026.



Stephen D. Kelley

Chief Executive Officer & Director

Advanced Energy Industries, Inc.

May 8, 2026