

# Human Capital Resources

At Advanced Energy, our people are our most important asset. With more than 10,000 employees located across the globe, we recognize that each person's diverse background, experiences and unique skill set are fundamental contributors to our success.

We genuinely care about our people and value their opinions on how we can continuously improve what we do and how we do it. We regularly solicit anonymous feedback from our employees on important topics such as our culture, communications, their confidence in company leadership, career growth opportunities, and other areas so that we can continue to ensure that our company is a great place to work. In addition, we share this feedback with our board, along with the details of targeted strategies and initiatives. We have long remained committed to diversity, equity and inclusion and embrace the unique differences, capabilities and perspectives that come from this. In addition to our internal strategies and initiatives, in 2020, we announced the launch of our inaugural Advanced Energy Science, Technology, Engineering and Mathematics (STEM) Diversity Scholarship, which is targeted towards nurturing greater ethnic, racial and gender diversity in STEM by providing financial support, mentoring and experiential development to college students as a pathway to future employment within our company.

Our total rewards philosophy is centered around providing competitive compensation and benefits programs for our people that will attract and retain a talented, highly engaged workforce. Our compensation programs are focused on equitable, fair pay practices including market-based base pay, an annual pay-for-performance incentive plan, and discounted Employee Stock Purchase Plan. In addition to our competitive compensation practices, we offer a strong benefits package in each of the countries in which we operate. In the majority of our non-U.S. operations, we offer additional benefits that supplement governmental statutory benefits. In the U.S., we offer a competitive benefits package that includes health care plan options with employee premiums lower than the market average, dental, vision, disability and life insurance, health savings and flexible spending accounts, paid-time off, 8-weeks of paid parental

leave for both parents, company matched 401(k), flexible work schedules, expanded mental health coverage and employee assistance programs. With the challenging times created by COVID-19, we made the commitment to ensure our employees maintained financial security and provided employees the ability to work from home and paid leave time for our hourly employees who may have been impacted by temporary site closures.

To support our employees in reaching their full potential and to build internal capabilities, we offer a wide range of internal and external learning and development opportunities. We have programs for education assistance reimbursement that provide financial support to employees who seek to expand their skills and abilities. We support a women's leadership forum, led by our people, that discusses, among other things, career development, leadership topics, and the opportunities for mentorship. We also have internship programs that are designed to help support a pipeline of talent for the Company. We have a robust talent management and succession planning process to identify potential and develop internal leadership capabilities and technical bench strength, ensuring we have a strong workforce for the future.

We are committed to providing a safe work environment for our employees. We provide regular health and safety training both on-site as needed and through our virtual training tool that assigns training requirements based on job profiles and site-specific requirements. Our Environmental, Health and Safety organization is a global team responsible for health and safety related to on-site operations including hazard and risk identification. Workplace safety is also addressed in operations meetings and monthly business reviews. We are also committed to the standards of the Responsible Business Alliance Code of Conduct which promotes labor, health, and safety, environmental and ethics best practices.