

Conflict Minerals Policy Statement

January 2023

We support ending the violence and human rights violations in the mining of certain minerals from a location described as the "Conflict Region", which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries. As a result the U.S. Securities and Exchange Commission ("SEC") adopted final rules to implement reporting and disclosure requirements related to "conflict minerals," as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rules require manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain "conflict minerals" that are "necessary to the functionality or production" of those products.

Invertex Drives Ltd, as a leading Welsh electronics manufacturer, recognises the need to develop as a sustainable industry and note that the prudent and responsible use of natural resources is an important driver of economic growth. We recognise specific concerns regarding raw material supply, in particular whether they are recycled or sourced directly in countries such as Rwanda, Congo, and Angola etc.

Invertex Drives Ltd endeavours to conduct all its activities in a manner contributing to the wider goal of sustainable development, taking into consideration any relevant international agreements, principles, objectives and standards and human rights. Our manufacturing processes are certified to both BS EN ISO 9001:2008 and EN ISO 14001:2004. We endeavour to ensure compliance with the Dodd-Frank legislation, and ask our suppliers to undertake reasonable due diligence with their supply chains to assure that specified metals are being sourced only from "conflict free" regions.

The Dodd-Frank legislation has the full commitment of IDL and our intension to comply. Having carried out thorough and diligent research into our sources of supply chain, component and assembly, we are confident that all of our supply chain is free from any materials that may cause concern.

Sincerely,

Mike Dean

A handwritten signature in blue ink, appearing to read 'Mike Dean'.

Global Supply Chain Manager