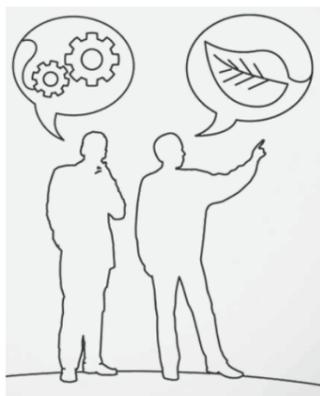




EFI AUTOMOTIVE GROUP POLICY



**INDUSTRIAL EXCELLENCE
SERVICE CULTURE**



OUR VISION

We are a responsible family-owned company, working in a global market. We are committed to running a sustainable industrial business associated with being highly service-minded for the benefit of a community which develops humanly and economically. We act with determination and ambition and are driven by our entrepreneurial passion.

Thanks to our innovative mechatronic solutions and our electronic and electromagnetic systems, we help to make vehicles more economical, intelligent, comfortable and safe.

OUR MISSION

Our high-performance production tools and our research and technological development centres on several continents have made us a recognized player in the automotive industry for the past 80 years. We specialize in the design and manufacture of sensors, activators and actuators to improve the efficiency of power trains and transmissions. For these strategic areas of activity, we provide our customers and partners with a local service and innovative solutions adapted to their needs. Throughout the Group, we strive to be industry-focused and take a responsible and environmentally-friendly approach. Aware of developments in the market as well as environmental and social changes, we are also diversifying into the fields of improving vehicle dynamics, comfort and driving safety. It is through the skills, creativity and involvement of our employees that we have become a preferred supplier for leading manufacturers and equipment suppliers. We are continuing to develop with this same spirit and to build together the business of tomorrow.

OUR ENVIRONMENT COMMITTEMENT

Respect for both people and the environment is a matter of major concern for us. With this in mind, we are committed to an approach which protects the environment by using the principles of precaution and continuous improvement across our activities, products and services. As we are keen to preserve biodiversity and natural habitats in the vicinity of our sites, we have implemented an approach for risk prevention to limit our impact on the environment. We are acting to prevent and reduce pollution, not only in the context of our activities, but also from the broader perspective of our products which, in the context of energy transition, play a part in improving the efficiency of vehicles and therefore reducing CO2 emissions. We are committed to the responsible management of natural resources and our raw materials and favour waste disposal, reduction, reuse and recycling. In order to ensure consistency across all our commitments, we ensure that we comply with regulations in force in the states where we operate and that we are not limited by the strict application of their requirements. We are aware of the importance of protecting the environment and everyone's health, and together we are helping to build a sustainable future.

OUR VALUES

ENTREPRENEURIAL SPIRIT

We are proud to be a part of the EFI Automotive Group. We work together to serve our customers to ensure the Group's long-term future and with our entrepreneurial passion, we are moving forwards to build our future together. Above all, we encourage interest in serving our community. This way, each employee enables the Group to benefit from their skills and experience and contributes to the development of the Group. We encourage initiatives aimed at improving our overall performance.

AGILITY / FLEXIBILITY

We work very closely with our customers. We listen carefully to their specific needs in order to provide them with reliable and innovative solutions as quickly as possible and at the best price. We are moving towards a decompartmentalised and fluid organisational structure which simplifies processes and accelerates decision-making. This gives us the flexibility necessary to adapt to a rapidly evolving market.

SINCERITY

Internally, as with our suppliers and customers, we work within a relationship of communication, trust and with sincerity to find the most appropriate solutions quickly together. This enables us to form strong and lasting partnerships. We always aim to look at situations as objectively as possible. We go beyond a theoretical approach and work together in a spirit of mutual trust and openness.

FOCUS

We work together to decide on the main Group objectives and retain a shared vision with regards to their effective implementation. Furthermore, we focus our efforts on creating value for customers and our community.

RESPECT

EFI Automotive employees are one of the company's greatest resources. Together with our diversity of languages and cultures, we form a rich and varied community and whilst respecting our differences, we share a common goal. We wish to make our community stronger by supporting each employee through training and skill development. At each level of the business, we respect the work of our employees and listen carefully to their ideas and suggestions. We stand in solidarity and help each other by means of positive feedback or constructive criticism to strive for excellence together. Whilst we allow room for errors, we also expect each employee to recognise their mistakes, correct them in a responsible manner and accept them in order to progress, excel and thus enable the entire organisation to progress.

RESPONSIBILITY

At each level of the organisation, each employee acts responsibly in their role and contributes to the long-term development of the Group. We therefore encourage individuals to take responsibility and act according to the principle of subsidiarity (autonomy, duty to help and support). EFI Automotive is a responsible company and in, each of our locations, we comply with current standards, human rights and local legislation. We act in an ethical manner and with integrity, whilst respecting the environment.

**“Act with determination and ambition.
Transmit our entrepreneurial passion.”
Jean Thollin, 1992**

