

REPORT

CORPORATE SOCIAL RESPONSIBILITY



CARING ETHOS



BÉATRICE SCHMIDT
CHIEF EXECUTIVE OFFICER

The pandemic, the war in Ukraine, climate change, the shortage of electronic components, and the total transformation of the automotive market have turned our world upside down. We find ourselves questioning what we once knew to be true, and EFI can feel like a ship being tossed around in rough seas.

Yet, it is in times of crisis that our individual and collective responsibilities take on real significance. What exactly do I mean by this? Being responsible means **caring**, every day. It means caring for the home that we share as we conduct our business operations and interact with others, whatever the weather.

This starts with the women and men within our business: caring for our employees, our colleagues. At EFI, we have managed to come through the health crisis by caring about each other every day and also by placing employee safety permanently at the top of our priority list.

Caring is also about contributing to the common good through the choices we make and the interactions we have with our partners, clients, and suppliers. It is about supporting the development of the areas and ecosystems in which we are based.

Finally, it is about caring for our environment by making our contribution to the creation of a more conscientious and sustainable industry.

This requires us, at every level in the company, to act—one step at a time, but always in the right direction because, as the words of Confucius remind us: The one who moves a mountain begins by carrying away small stones.

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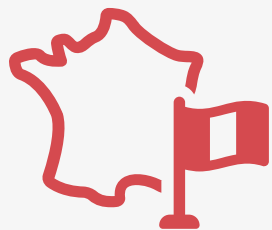
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WHO ARE WE?

AN INDUSTRIAL GROUP COMMITTED TO MOBILITY

For 85 years, EFI Automotive has been supporting the world's leading mobility companies in their main innovation challenges. From the internal combustion engines of yesterday to the electronic and mechatronic developments of today and tomorrow, we use all our expertise and agility to build lasting partnerships with each individual customer.



Headquarters in France
(Beynost, Lyon)

An independent company
since

1936

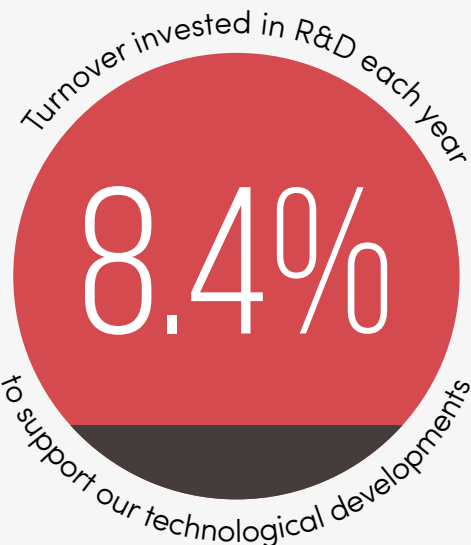


40 years in global industry

172



engineers and technicians



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EFI Automotive has located its production facilities as close as possible to its customers across the globe:
United States, China, Mexico, Turkey, and France.

EFI AROUND THE WORLD



1577

EMPLOYEES

Group workforce at the end of 2021

ELKMONT (EFC)
UNITED STATES (ALABAMA)
113 employees



CHATEAU-GAILLARD (AKÉO PLUS AND SAFETY CONSEILS)
FRANCE (AIN)
20 employees



BEYNOST (EFI)
FRANCE (AIN)
682 employees



WUHAN (EFEC)
CHINA (HUBEI)
329 employees



DUDULLU (EUFD)
TURKEY
337 employees



JOINVILLE (EFIS)
FRANCE (HAUTE-MARNE)
77 employees



OUR VOCATION

SOCIAL AND TECHNOLOGICAL
COMMITMENT TO SUSTAINABLE
AND SMART MOBILITY

Fortified by 85 years of diverse expertise, our company is committed to the long term and is invigorated by our passion for taking on new challenges. We invent and implement the smart mobility solutions of tomorrow, which develops employees' skills and agility in our organization.

SENSE

EFI has the ability to listen to and anticipate market expectations in order to provide ever more innovative solutions.

BUILD

EFI can rely on its strong skills base and bring together a rich network of employees and external partners to develop robust and competitive solutions for our customers.

DRIVE

EFI is a responsible industrial project that aims to provide long-term value and promote development for all.

OUR VISION

TO BECOME A REFERENCE PARTNER
FOR SUSTAINABLE AND SMART
MOBILITY SOLUTIONS

Market expectations are changing dramatically. At EFI, we are confident in our ability to transform in order to meet these new expectations by providing more added value.

EXPAND

By 2025, we aim to expand within our three geographic regions and achieve turnover of more than €350M to remain independent, by capitalizing on our presence across three continents and our mechatronics, electronics, and onboard systems skills base.

REPOSITION

We aim to position ourselves as mobility ambassadors. We want to successfully reposition EFI through innovations and new platforms in low-carbon mobility.

GROW
TOGETHER

We want to grow our organization and develop talent to improve our overall performance and our customer experience.

OUR COMMERCIAL ACTIVITY AND STRATEGIC APPROACH

Our strategic platforms:



To offer smart mechatronic solutions for electric transmission systems



To develop our expertise in inductive sensor technology



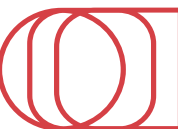
To offer recognized expertise in magnetic sensor technology



To develop high-power mechatronic modules



Partner for car interior lighting



TRANSFORMATION
PLAN
2020-2025

STRATEGIC APPROACH FOR 2025



BUSINESS GROWTH

Customer and market focus
Platform development
External growth and partnerships



EFI ECOSYSTEM
AND CORPORATE
SOCIAL RESPONSIBILITY

Stakeholder development
Ecological transition
Renovation of company buildings



CULTURE OF INNOVATION
& SKILLS
DEVELOPMENT

EFI: a solutions provider
Development of current
and future skills
Transversal management



PERFORMANCE & OPERATIONAL
EXCELLENCE

Performance plans by geographic region
and by business area
Margin management
(margin control and improvement)
Comprehensive digital transformation plan

OUR GOVERNANCE

LEGAL STRUCTURE OF THE GROUP'S LEADERSHIP COMMITTEES

SUPERVISORY BOARD



BOARD OF DIRECTORS



COMEX



Governance of the Group is structured around the Supervisory Board, the Board of Directors and the Subsidiary Boards, which together make up the legal steering body of the Group.

The Board of Directors is the Group's governing body. The Board decides upon, and ensures the implementation of, the strategy and direction of all of the Group's activities, and also oversees the Group's operations management, with support from the expertise and experience of COMEX members. At the same time, it must report to the Supervisory Board on its management.

The Supervisory Board's role is to oversee and check the lawfulness and appropriateness of the decisions taken by the Board of Directors, and how they are carried out. They can also act in the decision-making process, and in the monitoring of certain areas such as loans, investments, purchasing/selling of assets.

The Board of each subsidiary is the legal steering body representing EFI locally. Its responsibility is to ensure the operational deployment of the strategy and decisions taken by the Board of Directors and COMEX (management of the business plan, management of field issues, multi-year budget, etc.).

COMEX is the Group's Executive Committee. It is responsible for the overall management and operational control of the strategy approved by the Board of Directors. It controls the development of the Group and ensures its smooth operation.

OUR CSR GOVERNANCE

The CSR committee implemented in 2021 comprises the following functions:

- GENERAL MANAGEMENT
- BUSINESS OPERATIONS
- PURCHASING
- R&D
- HUMAN RESOURCES
- LAW AND COMPLIANCE
- INTERNAL COMMUNICATIONS

It meets on a monthly basis, and its objective is to validate and monitor the Group's CSR actions. The CSR committee relies on specialist functional departments to implement action points: legal department, HR department, purchasing department, etc.



OUR VALUES

SHARE STRONG VALUES TO MOVE FORWARD TOGETHER

EFI values are part of our DNA. They are derived from our culture and our history. They guide all our important actions and decisions.

ENTREPRENEURIAL SPIRIT

RESPONSIBILITY

SINCERITY

RESPECT

AGILITY

FOCUS

OUR STAKEHOLDERS

CORPORATE SPHERE

Employees
Social and Economic Committee (CSE)
Partner trade union organizations
Partner associations

INDUSTRIAL AND SCIENTIFIC SPHERE

Group subsidiaries
Schools and universities
Clusters
Professional organizations

PUBLIC SPHERE

Neighboring companies
Public authorities, e.g. Regional Directorates of Environment,
Land Settlement and Housing (DREAL)
Communities
The press and the media
Customs authorities

ECONOMIC SPHERE

Shareholders
Banks
Insurance providers
Suppliers
Clients
Nonfinancial rating agency (Ecovadis)
Service providers

OUR EXTERNAL COMMITMENTS AND STANDARDS

We use recognized external standards to shape and monitor our CSR approach.



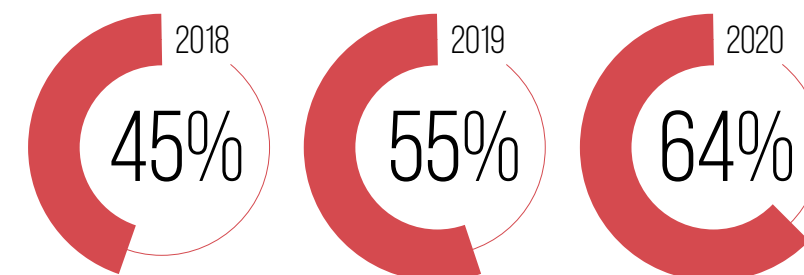
GLOBAL COMPACT

EFI has signed the United Nations Global Compact.

This global pact focuses on nine principles, which relate to human rights, the fundamental principles of the International Labour Organization, and environmental responsibility. Today, the United Nation's Sustainable Development Goals (SDGs) are at the heart of our commercial activity and our commitment.

ECOVADIS

Ecovadis is an independent CSR performance assessment platform. In 2020, with a score of 64/100, we were given a Silver rating by the standards company. Awaiting 2021 results.



ISO 14001

ISO 14001 is an internationally recognized standard that sets requirements for a system of environmental management. It helps organizations to improve their environmental performance by using resources in a more rational way and reducing waste, which also gives them a competitive advantage and increases stakeholder confidence.

MANIFESTO FOR AN INDUSTRY WORKING FOR THE ENVIRONMENT

GRAND LYON
la métropole

This manifesto was introduced by the city of Lyon. It aims to increase the rate of ecological transition in its industries by working with companies in the area and developing industrial employment in the area to meet the challenges of this transition. EFI has now signed the manifesto, along with 120 other companies in the city.



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PIERRE-LOÏC COLLIN
EFI SERVICE DIRECTOR
JOINVILLE

WHAT DOES CSR MEAN TO EFI SERVICE?

It is about integrating social and environmental concerns into our business, from how we organize our governance to how we relate to our stakeholders, while incorporating EFI values, which are part of our DNA. Our mission is to provide our customers with solutions that allow vehicles to age while maintaining their safety. The dedication of our employees and our expertise in logistics are strengths for our customers. Conscious of societal and environmental transformation, we have been focusing on a new activity for a few years. We have been supporting innovative businesses on a long-term basis by passing on our expertise and industrial experience.

Of course, it is also about managing the women and men of EFIS in compliance with our Group values. It is about providing a clear vision of our company project and sharing this vision both within the Group and externally.

WHAT HAVE BEEN YOUR KEY ACTIONS TO DATE?

With regard to the environment, our site has been ISO 14001 certified for several years. We have worked on waste management and pollution prevention. We have a regulatory monitoring system. We manage our water consumption responsibly: we use water in closed-loop machines, and we have a retention basin for fire protection water and a hydrocarbon separator. We carry out an environmental analysis that incorporates the product life cycle. It is updated every year and following any environmental accident.

We participate in the “Being EFI” and “Managing EFI” programs as part of our societal commitment. We do all we can to ensure our communication is transparent and involves members of the CSE. We implemented a risk assessment process a number of years ago, as well as a near-miss analysis, accident analysis, etc. In accordance with our legal requirements, we communicate with CARSAT (the regional retirement and occupational health offices) when we implement new positions, manual handling training, and safety bulletins.

AND WHAT ARE YOUR OBJECTIVES FOR 2022?

We want to increase staff awareness of energy consumption using the “Minutes for the Environment” program. We also want to gradually change our current lighting to LED lighting. Of course, we hope to have no accidents on-site. And we are aiming to achieve our objective of recycling 75% of our waste.

1 ECONOMY

**TRANSFORM OUR ECONOMIC MODEL
TO ACHIEVE SUSTAINABLE MOBILITY**

KEY FIGURES

27% OF GROUP TURNOVER DERIVED FROM ELECTRIFICATION IN 2021

90%

PLAN FOR 90% OF GROUP TURNOVER TO BE
DERIVED FROM ELECTRIFICATION IN 2030



OUR PRIORITIES FOR 2022



ACCELERATE THE TRANSFORMATION
OF OUR BUSINESS OPERATIONS INTO
SUSTAINABLE MOBILITY



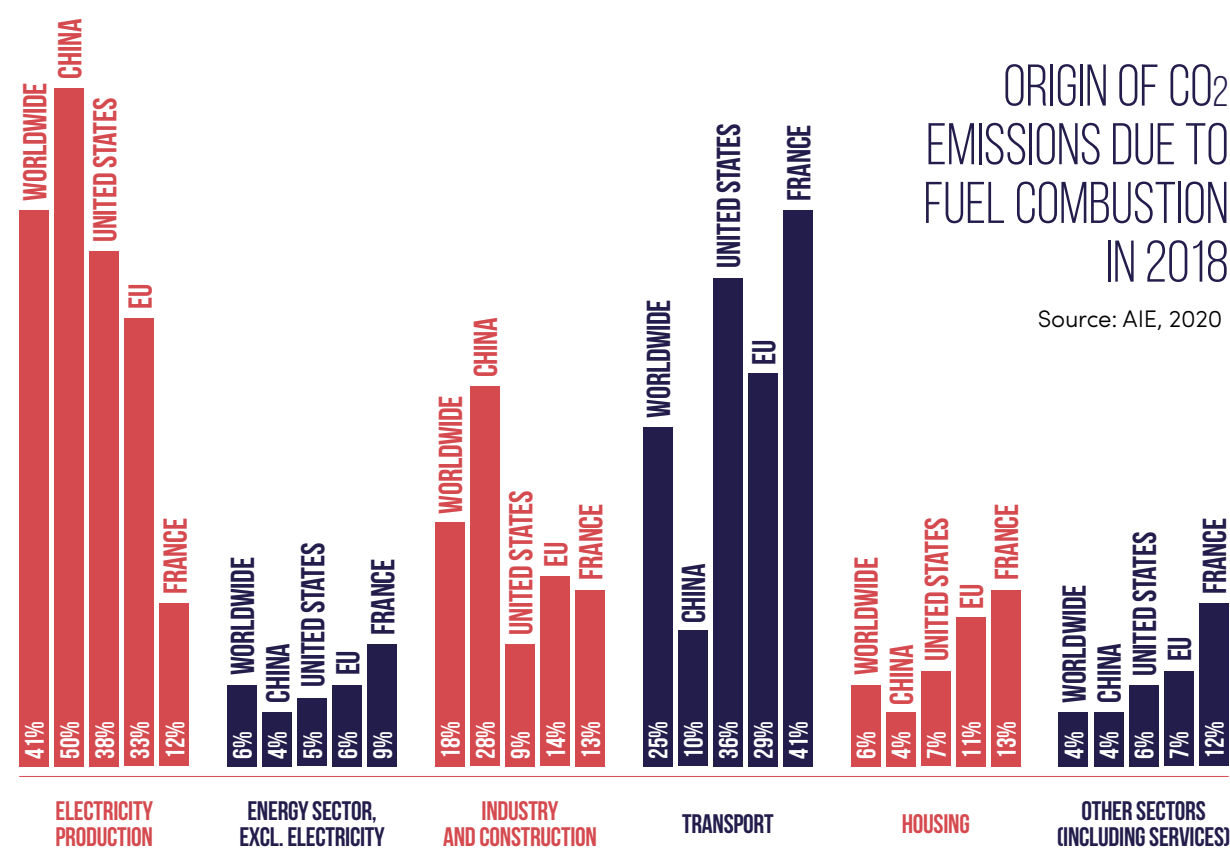
INTEGRATE THE INDICATORS
INTO EFI STRATEGIC
GOVERNANCE

PERCENTAGE OF CO₂ EMISSIONS COMING FROM TRANSPORT

40%
IN FRANCE

25%
WORLDWIDE

Over several decades, EFI Automotive has developed unique expertise in mechatronic systems for the automotive industry. Until recently, this same industry was largely focused on internal combustion engine vehicles. Today, emissions from transport make up a substantial proportion of global CO₂ emissions: they represent over 40% of emissions in France and 25% in the world.



For a number of years, EFI has been committed to transforming its product portfolio significantly to support the development of hybrid and electric vehicles.

This shift is at the heart of EFI's strategy:

TO BECOME A REFERENCE PARTNER FOR SUSTAINABLE AND SMART MOBILITY SOLUTIONS.

APPLICATIONS FOR ELECTRIFIED VEHICLES

17%

In 2021, 17% of Group turnover came from electrified applications. Whereas over 60% of R&D resources are allocated to these applications across the Group's strategic platforms.

EFI Automotive offers solutions for electric motors, driver assistance and in-vehicle electrical energy management. The Group has developed a range of inductive and magnetic sensors to measure the status of electric engines and magnetic solutions for asynchronous engines (Digipos platform).

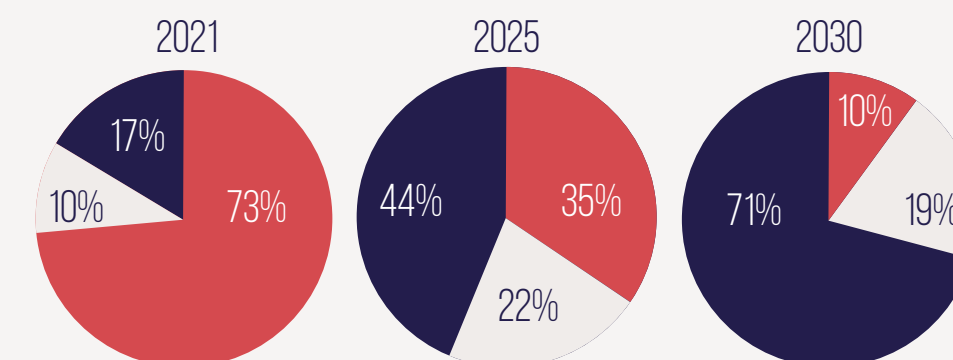
Our electric parking brake actuators automatically lock the parking brake function on electrified vehicles (Greenshift). At the end of 2020, we also launched the EFI Power platform to provide a power electronics solution.

FULL INTERNAL COMBUSTION ENGINE APPLICATIONS

HYBRID APPLICATIONS

FULL ELECTRIC APPLICATIONS AND APPLICATIONS WITH NO POWERTRAIN

SHARE OF TURNOVER BASED ON APPLICATION



DIVERSIFICATION INTO SOFT AND SMART MOBILITY

Also, diversification away from applications linked to the automotive powertrain sits at the heart of our strategic approach. The Group has launched the first projects aimed at diversifying our range:

- Hands-free charging solutions for electric vehicles
- Projects with partners in the bicycle market to develop complete assistance systems for electric bikes (e-bikes)



Also, EFI is an active member of the CARA (European cluster for mobility solutions) network, a group that promotes competitiveness in the Lyon region, bringing together manufacturers, transport companies and research centers, and that aims to accelerate the development of sustainable mobility.

OUR OBJECTIVES FOR 2022

- Accelerate the transformation of our business operations toward sustainable mobility: continue the transformation of our automotive portfolio to electrified applications and accelerate the fulfillment of soft mobility projects (particularly e-bikes)
- Integrate the indicators into EFI strategic governance

EFEBike
LEADING SOFTER MOBILITY

As part of its transformation plan to support changes within the mobility market, EFI has broadened its range of products and services by introducing a solution for electric bikes (e-bikes).

In 2022, EFI joined forces with a partner in the bicycle market to start developing a complete assistance system aimed at the light, high-performance racing and urban e-bike market. The gear motor is at the heart of the system, combining an electric motor, a circuit board, and a reducer. The mechatronic module also comprises a battery, a speed sensor, a charging port, and an interface button for the cyclist.

2 ENVIRONMENT

CONTROL OUR ENVIRONMENTAL IMPACT

Protecting the environment is a core issue for all stakeholders who need to carry out individual and/or joint actions. National regulations and international initiatives are multiplying to encourage organizations to engage in the energy transition and to take the path toward a low-carbon strategy. In order to achieve the 2-degree—and ideally 1.5-degree—scenario, businesses are called on to act by taking the necessary measures in the fight against climate imbalance.

EFI Automotive will do what it needs to do in the face of this global challenge. We have taken the approach advised by the ADEME (the French Agency for Ecological Transition): measure—know your starting point—then make reductions, derived from these measurements to prioritize actions based on their true impact.

OUR PRIORITIES FOR 2022

MEASURE

Create a carbon footprint assessment for the Group

REDUCE

Build a path to carbon reduction

RAISE AWARENESS

Implement training and raise awareness among our employees



KEY FIGURES

100%

CARBON FOOTPRINT ASSESSMENTS CARRIED OUT AT 100% OF OUR SITES IN 2021

95%

OVER 95% OF INDUSTRIAL WASTE WAS RECYCLED AT OUR SITE IN TURKEY IN 2021

56%

THE MATERIAL RECYCLING RATE IN 2021



MARC BURELLIER
HSE TEAM LEADER,
BEYNOST

WHAT WERE THE KEY ENVIRONMENTAL ACTIONS TAKEN AT OUR BEYNOST SITE IN 2021?

To address environmental issues, we carried out a scope 1, 2 and 3 carbon footprint assessment. We have also significantly improved our waste system. This has enabled us to improve our waste recycling and reduce the impact of our supply chain.

Moreover, we have reduced our supplier base and carried out work to ensure we comply with our local environmental requirements as an ICPE (facility requiring an environmental protection plan).

WHAT ARE YOUR PRIORITIES FOR 2022?

We particularly want to improve waste collection and waste sorting on-site with office-based waste sorting, waste collection facility improvements, the creation of autonomous production unit centers for recycling, as well as the creation of a waste collection cart.

We would also like to reduce our energy consumption and improve how we monitor on-site energy usage by recording energy usage in the buildings on a more detailed basis, installing LED lighting, and finally improving the buildings' heating and air-conditioning systems.

CARBON EMISSIONS

CARBON FOOTPRINT ASSESSMENT

A scope 1 and 2 carbon footprint assessment (defined below) was first carried out in 2015 and 2011 based on Group business operations in France. In 2021, we chose to also carry out a scope 3 carbon footprint assessment, moving beyond our legal obligations. We did this to expand our commitment to the entire business operation, to take into account all steps in the life cycle of our products, from the supply of raw materials to their usage and the end of their life.

CARBON ACCOUNTING METHODOLOGY

SCOPE 1

DIRECT EMISSIONS

Greenhouse gas emissions that are directly generated by the organization and its activities.

For example:
Fossil fuel combustion, refrigerant leaks.

SCOPE 2

INDIRECT EMISSIONS RELATED TO ENERGY USAGE

Emissions that originate from the consumption of electricity, heat, and steam by the organization.

For example
Electric power consumption.

SCOPE 3

OTHER INDIRECT EMISSIONS

All other indirect emissions that occur in the organization’s upstream or downstream value chain

For example
Purchase of raw materials, purchasing of services, employee travel, transport of goods, waste management, and end-product usage and end of life.

2020
1948 T CO₂ EQ*

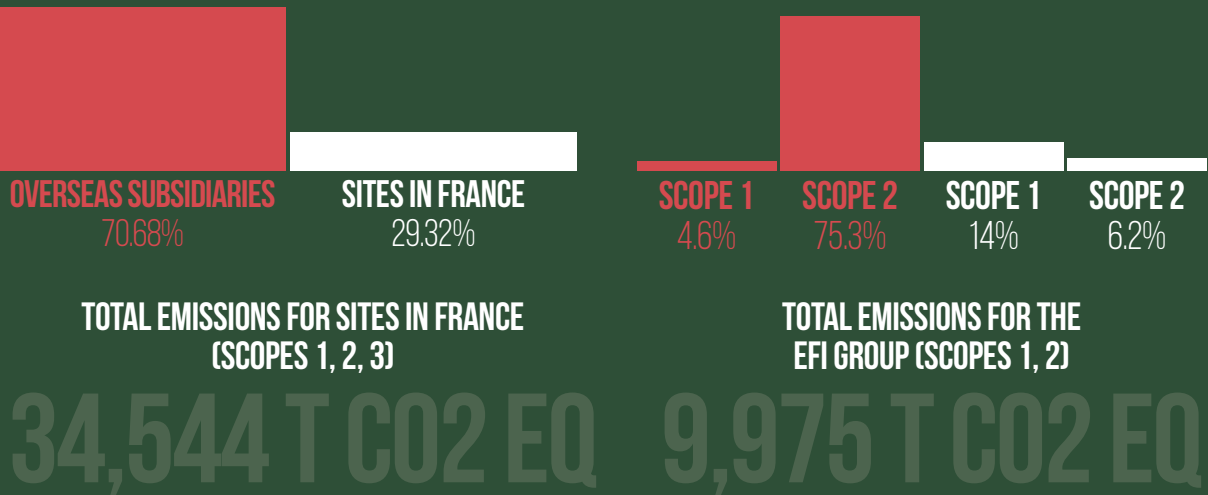
2015
1852 T CO₂ EQ

2011
2041 T CO₂ EQ

CARBON EMISSION COMPARISON FOR THE BEYNOST SITE BASED ON
SCOPES 1 AND 2

* CO₂ tonne equivalent

EFI GLOBAL ASSESSMENT – GROUP LEVEL, 2020 (SCOPES 1 AND 2)



TOTAL EFI EMISSIONS BY ACTIVITY IN 2020 (SCOPES 1, 2, 3**)



TOTAL EMISSIONS FROM THE BEYNOST SITE BY SCOPE IN 2020 (SCOPES 1, 2, 3)



CARBON FOOTPRINT ASSESSMENT RESULTS 2020

| | BEYNOST | JOINVILLE | OVERSEAS SUBSIDIARIES | AKÉO PLUS SAFETY CONSEILS |
|----------------|---------|-----------|-----------------------|---------------------------|
| SCOPES 1, 2, 3 | 32629 | 1631 | - | 284 |
| SCOPES 1 & 2 | 1948 | 283 | 7713 | 31 |
| SCOPE 3 | 30682 | 1348 | - | 254 |

Details of the carbon footprint assessment are available at efiautomotive.com

** Scopes 1, 2 and 3 carried out for the sites in France, scopes 1 and 2 only for overseas sites

THE PATH TO IMPROVEMENT: CO₂

This first complete work to determine the assessment of our carbon footprint across all three scopes provides us with a baseline on which to build our path to improvement, against the objectives of the Paris Agreement. Working groups will be set up in 2022, and their objectives will be to develop emission reduction action plans and to ascertain the paths to success:

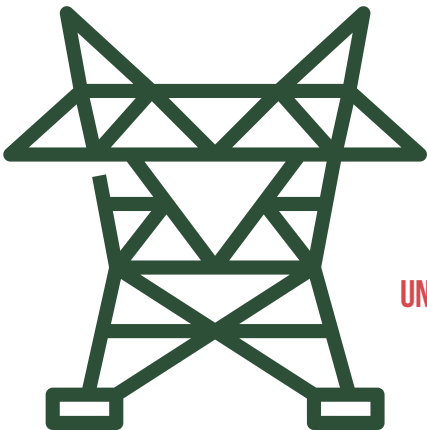
| | | | | |
|--------|------------|------------|-------------------|-------------------|
| ENERGY | PURCHASING | ECO-DESIGN | DESIGN/ECO-DESIGN | EVERYDAY BEHAVIOR |
|--------|------------|------------|-------------------|-------------------|

We strongly believe that as many employees as possible should be involved in the creation of these action plans so that they are practical and so that they will be implemented. To do this, we will rely on employees from each function involved, representatives from each subsidiary, and rotating working groups.

In 2022, we also plan to focus on raising awareness within the teams of the environmental challenges: presentation of the carbon footprint assessment and the CSR strategy to EFI managers and the implementation of “mobility frescos” to train employees on the climate challenges that face the mobility industry.

WATER AND ELECTRICITY CONSUMPTION

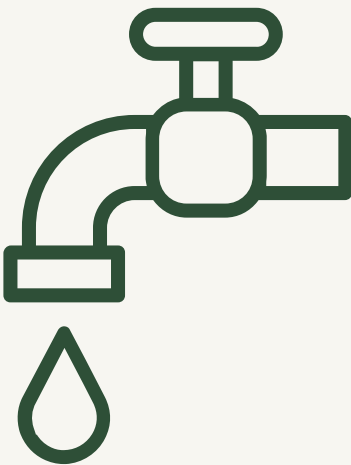
ELECTRICITY CONSUMPTION IN KWH PER UNIT



| | 2019 | 2020 | 2021 | 2022 OBJECTIVE |
|---------------|------|------|------|----------------|
| BEYNOST | 0.57 | 0.71 | 0.57 | 0.5 |
| TURKEY | 5.02 | 6.48 | 6.94 | - |
| UNITED STATES | 0.44 | 0.6 | 0.55 | 0.51 |
| CHINA | - | 0.65 | 0.61 | 0.65 |
| JOINVILLE | 1.77 | 1.84 | 1.99 | - |

WATER CONSUMPTION IN M³ PER PERSON

| | 2019 | 2020 | 2021 | 2022 OBJECTIVE |
|---------------|------|-------|-------|----------------|
| BEYNOST | 0.59 | 0.382 | 0.59 | 0.4 |
| TURKEY | 1.1 | 1.16 | 0.954 | 1.1 |
| UNITED STATES | 0.59 | 0.89 | 1.43 | 0.58 |
| CHINA | 2.35 | 3.04 | 2.43 | 3 |
| JOINVILLE | 0.34 | 0.27 | 0.28 | - |



WASTE MANAGEMENT



RECYCLING RATE OF OUR INDUSTRIAL WASTE

2021 OBJECTIVE ■
2021 RESULT ■

Our actions in 2021:

- Waste sorting has been set up at each site with sorting instructions and recycling awareness sessions.
- Recycling bins have also been made available in the break rooms at each plant.
- Packaging has been reduced, supplier packaging is reused where possible, and recyclable packaging is used.
- Sustainable packaging is prioritized over boxes.

LOCAL POLLUTION

- Annual analysis of our atmospheric emissions at Beynost
- Biannual analysis of the quality of our industrial wastewater at Beynost
- Creation of a retention basin for fire protection water at the Joinville site
- Installation of hydrocarbon separators in car parks at the Beynost and Joinville sites

ECO-DESIGN AND RAW MATERIALS

ENVIRONMENTAL IMPACTS LINKED TO THE PRODUCT USE AND END-OF-LIFE

Life cycle analysis of the product since 2018, and accordingly to the ISO 14001 v. 2015 norm requirements. This is an analysis from the point of extraction of the raw material, up until the end of the product's life, in order to find solutions to reduce our environmental impact.

RAW MATERIALS

- Research into alternative solutions to reduce our use of rare-earth elements
- Integration of safety and environmental requirements right from the product design phase to safeguard employee health by limiting the use of polluting or dangerous raw materials
- Reuse of crushed material for injection-molded parts, following customer consent

56%

MATERIAL RECYCLING RATE

NEW SUPPLIER SELECTION AT BEYNOST

- In 2021, new suppliers were selected to support our waste management and processing activities at the Beynost site. Our environmental objectives formed an essential part of our supplier selection process, requiring them to:
- Provide a clear process to monitor our waste and its future that avoids the most polluting waste disposal methods and maximizes recycling.
 - Support us as we seek to improve our site waste management.
 - Supply us with waste containers that create cleaner on-site waste areas.
 - Support us as we develop regional waste management policies:
 - Control pollution linked to final-destination transport
 - Use and develop local service providers and therefore the local economy

3 SOCIAL AND SOCIETAL FACTORS

OUR INDUSTRIAL PROJECT COMMITTED TO CREATING A PEOPLE-CENTERED COMMUNITY

OUR PRIORITIES FOR 2022

- Always place employee safety at the heart of our priorities
- Promote diversity and inclusion at EFI and more widely in the industry
- Act with the well-being of EFI employees in mind
- Engage in the regions that surround our Group operations



KEY FIGURES



0 ACCIDENTS: OUR SAFETY OBJECTIVE EVERY DAY, AT ALL OF OUR SITES



80% OF OUR SUPPLIERS WERE ISO 14001 CERTIFIED IN 2021



85 YEARS OF EFI HISTORY!



100 START-UPS SUPPORTED BY AXANDUS SINCE 2014



EDA UGMAN
EFI HUMAN RESOURCES MANAGER
TURKEY

WHAT DOES CSR MEAN TO EFI ON AN EVERYDAY BASIS?

At EFI, employees are at the heart of the CSR process. In practice, this means firstly that we advocate respect for equal rights, whatever a person's beliefs, language, or gender. We also pay careful attention to employee training. Every year, employees create a personalized training plan with their managers. To improve well-being and quality of life at work, we have introduced training that teaches breathing techniques, stress prevention, adaptation strategies, and relaxation techniques. We have implemented an enhanced maternity policy. This means that, on request, EFI will authorize unpaid leave for women, in addition to the employee's legal right to maternity leave. EFI has a breastfeeding room.

As for the environment, we have a very strict waste management policy. To make our 'zero waste' policy possible, we communicate action points to raise awareness of health and safety issues very regularly and offer specific training via the DOJO.

WHAT ARE YOUR OBJECTIVES FOR 2022?

Our overall objective is to improve how our current processes are being used in practice, to ensure we keep moving forward every year. We want to create more networks with schools and partnerships for young students. In 2022, we will also have a budget to enable us to offer our employees online training and seminars about well-being.

WORKING FOR OUR EMPLOYEES

EMPLOYEE SAFETY

Safety forms the basis of our corporate responsibility and is supported by a strict policy deployed within the Group. EFI Automotive regards each individual's health as something to be safeguarded for both personal development and that of the community of EFI colleagues.

| 2021 | BEYNOST | JOINVILLE | UNITED STATES | CHINA | TURKEY |
|---|-----------|-----------|---------------|----------|----------|
| NUMBER OF ACCIDENTS REQUIRING SICK LEAVE (EXCLUDING TEMPORARY STAFF) | 7 | 1 | 0 | 2 | 2 |
| NUMBER OF ACCIDENTS NOT REQUIRING SICK LEAVE (EXCLUDING TEMPORARY STAFF) | 3 | 1 | 6 | 0 | 7 |
| TOTAL | 10 | 2 | 6 | 2 | 9 |
| 2020 | BEYNOST | JOINVILLE | UNITED STATES | CHINA | TURKEY |
| NUMBER OF ACCIDENTS REQUIRING SICK LEAVE (EXCLUDING TEMPORARY STAFF) | 8 | 1 | 0 | 0 | 1 |
| NUMBER OF ACCIDENTS NOT REQUIRING SICK LEAVE (EXCLUDING TEMPORARY STAFF) | 0 | 2 | 2 | 0 | 3 |
| TOTAL | 8 | 3 | 2 | 0 | 4 |

In order to ensure the effectiveness of our actions at Group level, the Safety Management System implemented in 2017 is subject to detailed annual reviews and improvements. Our Safety Management System is based on the ISO 45001 standard.

OUR OBJECTIVE AT ALL SITES, EVERY DAY: **0 WORKPLACE ACCIDENTS REQUIRING SICK LEAVE**

EMPLOYEE HEALTH

Workers' safety can't be separate from the protection of their health. That's why we set up the following actions:



NOISE

We measure noise levels, provide training, and implement prevention measures, for example providing our employees at Beynost with earplugs.



MUSCULOSKELETAL DISORDERS (MSDS)

Prevention of MSDs and occupational diseases with the introduction and monitoring of ergonomic recommendations in our machine design specifications and the publication of an ergonomics guide.



COVID-19

Since 2020, we have worked tirelessly to ensure that our health management policies deliver the best possible working conditions for our employees:

- Prevention: protective measure campaigns, workplace arrangements, compliance with social distancing, testing campaigns, remote working where possible, safety precautions for clinically vulnerable staff
- Organization: implementation of a COVID-19 committee at the start of the pandemic and daily monitoring at every site, regular communication regarding procedures in collaboration with our doctors, nurses and the health authorities
- Vaccination: organization of vaccine campaigns at our sites

A JOINT PROJECT

In 2021, there were two particular highlights for the company, which involved all the subsidiaries:

PRESENTATION OF THE TRANSFORMATION PLAN

The details of the transformation plan were presented by the management team to all employees, across all subsidiaries, in groups of around 20 people. This provided us with a special opportunity to bring people together in order to share the Group strategy and discuss everybody's role in repositioning the Group as part of the EFI project: to become a reference partner for sustainable and smart mobility solutions.

KEY FIGURES

28 DISCUSSION
sessions at Beynost
600 PARTICIPANTS

4 Presentation of the
transformation plan to
GROUP SUBSIDIARIES





CELEBRATION OF EFI'S 85TH ANNIVERSARY

Last October, we were delighted to come together to celebrate EFI's 85th anniversary. A year and a half after COVID-19 first hit, we were able to enjoy a key moment for the company, connecting each of the Group's subsidiaries at the same time to look back over our 85-year history and to enable our employees to share in the success of our EFI industrial project.

KEY FIGURES



BÉATRICE SCHMIDT
CHIEF EXECUTIVE OFFICER

WHAT A JOY IT WAS TO CELEBRATE EFI'S 85TH ANNIVERSARY!

I felt so fortunate to be able to see your faces, both physically in Beynost and virtually from all around the world; to see your names on the screen; and to see everything we have accomplished since 1936. A big thank you to each and every one of you for taking part in this historic event. Few companies are lucky enough to celebrate an 85th anniversary! Ours is a story of legacy: the strength of a family venture—the big EFI family—and a business venture, both in France and abroad on four different continents.

Ours is a story of pride: the pride of having built an independent business, recognized by the market as a leading partner that's competent, people-focused, and

adaptable, always working to be able to better meet our customers' needs. Ours is a story of responsibility: our determination to continue the work of the men and women who have contributed to the development of the Group and its employees, creating an industrial project that's built to last. Antoine de Saint Exupéry once said: As for the future, your task is not to foresee it, but to enable it. Today, it's up to us to make the future possible, and to make it as bright as we can.

Let's dare to change, innovate, and keep moving forward—we already have everything we need to succeed!

VIRAGE À TABLE

With our headquarters located close to Lyon, the gastronomic capital of the world, our belief that good food is essential to well-being in the workplace comes as no surprise!

For four years, EFI Automotive has been keen to move workplace catering forward in terms of product quality and service to support employee health and create employee satisfaction. The new contract signed in September 2021 is a statement of our desire to move toward 100% sustainable catering and to be awarded the Virage à table[®] certificate in November 2022. This voluntary process comes ahead of the introduction of the French Climate and Resilience law. This process includes three commitments: buy locally, reduce the environmental impact of the purchased food, and ensure the health benefit of the products used.



What is the Virage à table[®] quality certificate?

The Virage à table certificate is a sector-specific, independent CSR quality standard that highlights responsible ways to cater for employees in a workplace environment.

The Virage à table[®] certificate recognizes concrete results delivered by company catering teams and also provides diners with a quality guarantee. As well as the quality taste of the meals, it also confirms that those who prepare the meals are committed to ensuring they use a sustainable model to create them.

The certificate is awarded based on a demanding series of standards, which set the food service on the path to full sustainability—a catering facility that takes into account healthy eating, animal welfare, and the environment.



GENDER EQUALITY

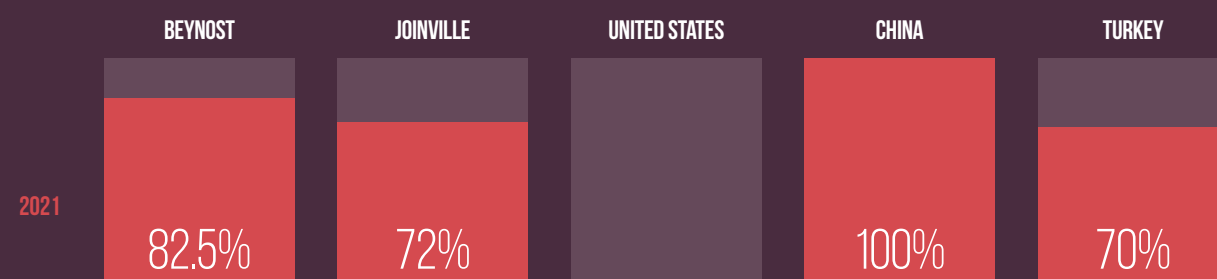
Gender equality index 2021 (EFI)

The workplace gender equality index is calculated using five indicators: the pay gap, the difference in merit rise allocations, the difference in the distribution of promotions, the number of employees awarded a pay rise after returning from maternity leave, and the equality of the ten highest salaries.

72/100 2021 TOTAL RATING

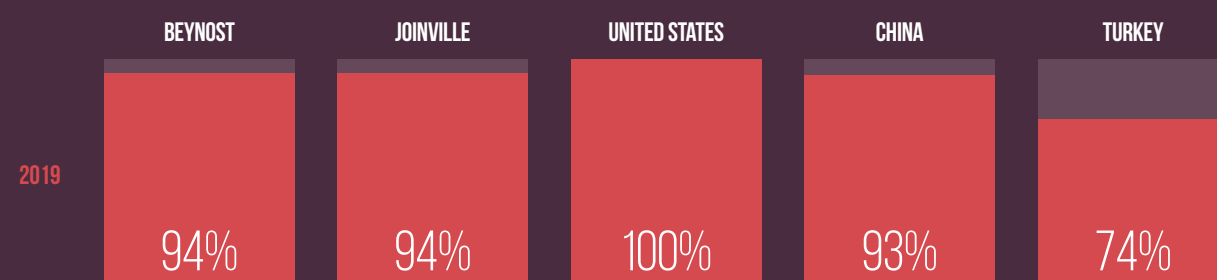
EFI has implemented the management of a workplace equality agreement in Beynost that demonstrates our desire to confirm the principle of workplace gender equality as a right and a factor that creates collective enrichment of social cohesion and economic efficiency for businesses.

PROGRESS OF THE TRAINING PLAN



2020

NON-SIGNIFICANT DUE TO COVID-19



Our actions for 2022:

- The implementation of a survey by HR in all of the Group subsidiaries to give us a regular way to listen to all of our employees
- The Virage à Table® certificate for the workplace catering department at Beynost to support responsible dining

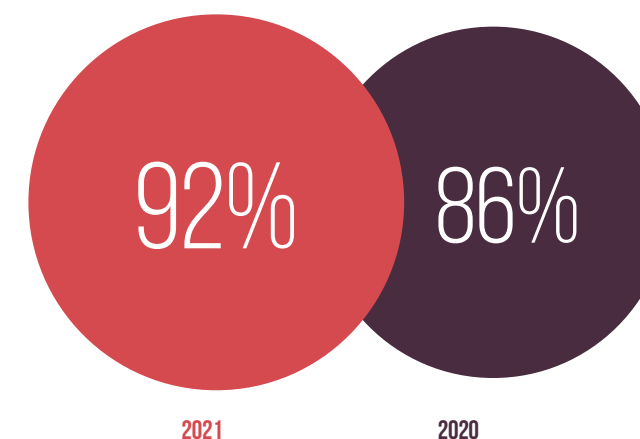
WORKING FOR OUR CUSTOMERS

QUALITY

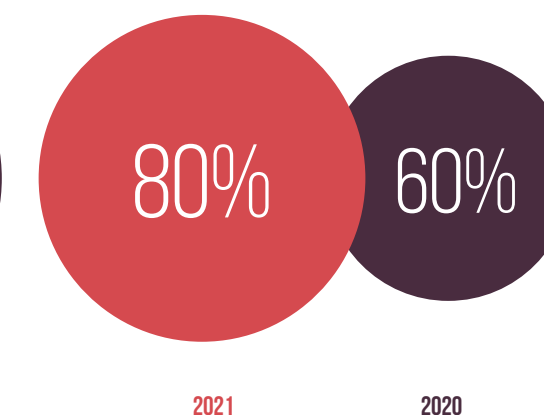
The quality of the applications offered to our customers is at the heart of the Group's value proposition. The Group's Supplier Quality Insurance Manual includes rules related to product traceability, supplier selection criteria, management of expiration dates, and supplier certification.

100% OF OUR SUPPLIERS OF RAW MATERIALS AND COMPONENTS ARE AT LEAST ISO 9001:2015 CERTIFIED

IATF 16949 CERTIFICATION of our strategic suppliers



ISO 14001 CERTIFICATION of our strategic suppliers



OPERATING SECURITY AND SAFETY

In 2021, we created a new safety committee (ASPICE TISAX Cyber Safety Committee [CATS]). This committee gives additional support to local industry departments to ensure that our business activities comply with safety requirements in light of the technological transformation in the automotive industry, the inclusion of new functions in our applications, and the introduction of new regulations.

Its main objectives are to ensure the completion of risk assessments, improve our ability to prevent cyberattacks by implementing new safety standards, develop our skills, and build all of these elements into a training approach for company teams so that we can respond more efficiently to our customers' expectations and the regulations.

COMMITMENT TO THE AREAS IN WHICH WE ARE BASED

Our caring ethos is part of EFI's DNA. This approach is not just at work within the business. It is also evident in the relationships that we nurture in the areas that surround our sites. Our values unite the people who work for EFI Automotive and our stakeholders, in the broadest sense of the word. We are committed to the creation of cohesive EFI teams of men and women, the integration of young people, industrial and scientific development, and welfare in wider society.

INCLUSION, PARTNERSHIPS, AND SPONSORSHIPS

Inclusion of young people

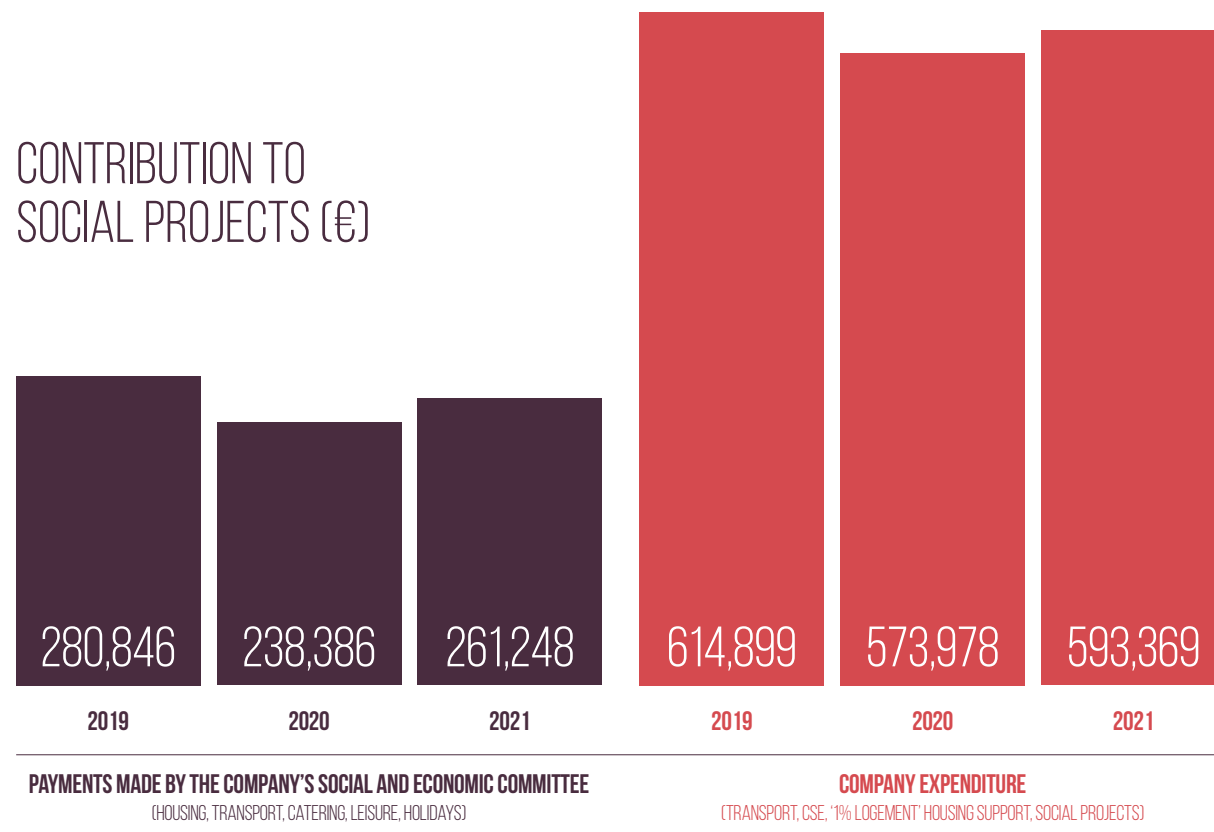
We are committed to promoting the professional integration of young people. We bring young people into our business through internships, apprenticeships, and professional training contracts (more than 50 contracts in 2021 at Beynost).

We also offer young people access to international voluntary business contracts, giving them the opportunity to gain a professional overseas mission. In partnership with schools and universities, EFI regularly opens its doors to students to give them exposure to the business world, particularly in France, Turkey, and the United States.

Inclusion for all

EFI has a proactive approach to disability inclusion. Since 2019, each of the Group subsidiaries has been working on a local assessment process to identify how it can better adapt to support people with disabilities. In China, EFEC works with local associations to help integrate people with disabilities.

CONTRIBUTION TO SOCIAL PROJECTS (€)



Our actions for 2022:

- Launch of a diversity and inclusion committee within the Group, supported by employees and led by the HR department
- Implementation of an action plan to promote careers in the industry and professional coaching

ECONOMIC, INDUSTRIAL, AND SCIENTIFIC DEVELOPMENT



EFI Automotive is also actively engaged in the development of start-ups via its industrial accelerator AXANDUS, which strives to help them as best it can, both technically and industrially, by giving them access to its technologies, particularly in the development of their product and mass production. As a result, EFI Automotive helps to make start-ups stronger and more robust. Since 2018, the teams at Axandus have been working closely with the teams at EFIS, Joinville, to offer industrial production to nonautomotive start-ups.



EFI is a founding member of the French POC based in Miribel, which helps industrial start-ups to create a proof of concept for industrial products, such as mechatronics, Internet of Things (IoT) components, sensors, and actuators. The objective of French POC is to work productively to support regional reindustrialization.



EFI Automotive was one of the first companies in the Rhône-Alpes-Auvergne region to become a member of the "Alliance et Territoires" association. This group brings together the main companies in the area to develop skills in the region, both within and between companies, and to encourage co-development practices and the sharing of expertise.



EFI is a member of CARA (European cluster for mobility solutions), a group that promotes competitiveness and aims to support the sustainable transformation of passenger and goods transport systems.



FIEV is a professional trade association for all types of automotive solution providers, including OEMs and garage equipment manufacturers. EFI is a member of the association and of the Board.

Also, in China, EFI Automotive is developing partnerships and collaborative agreements with universities in Wuhan for product development, patent and license development, and benchmarking tools and methods, in line with industry needs. In 2020, this work contributed to Hubei Provincial Government's decision to nominate EFEC as a high-tech and scientific development business.

Finally, in the United States, EFI Automotive is a member and also a sponsor of the Limestone County Economic Development Association (bronze level).



JEAN-BAPTISTE YVON
ADVANCED PROGRAMS DIRECTOR, AXANDUS & EFI LIGHTING
BEYNOST

WHAT DOES THIS COMMITMENT TO THE LOCAL AREAS MEAN IN PRACTICE?

At EFI, we are committed to contributing to the development of the areas in which we are based. We see these areas as living ecosystems. In practice, this means enabling our network associates to benefit from EFI's technical skills—such as mechatronics, magnetic engineering, and industrialization—as well as our commercial skills. I am certain that this ethical way of working is right for the Group as much as it is for the partners that we work with. Everybody has so much to gain from it!

CAN YOU GIVE US A SPECIFIC IDEA OF WHAT THIS INVOLVES?

Through Axandus, we support start-ups with specific industrial needs in various areas: electric mobility, industry 4.0, infrastructure monitoring, IoT, etc. In return, this gives the Group a way to understand other ways of working and new approaches to the market. Axandus has supported more than 100 start-ups since 2014!

4 BUSINESS ETHICS AND SUSTAINABLE PROCUREMENT

SHARE AND ENSURE COMPLIANCE WITH BUSINESS ETHICS

PROMOTE SOCIETAL RESPONSIBILITY THROUGH OUR SUPPLIER SELECTION

OUR PRIORITIES FOR 2022

MEASURE AND GUIDE

Complete an assessment of our suppliers' current CSR position

ESTABLISH CSR OBJECTIVES

for EFI buyers

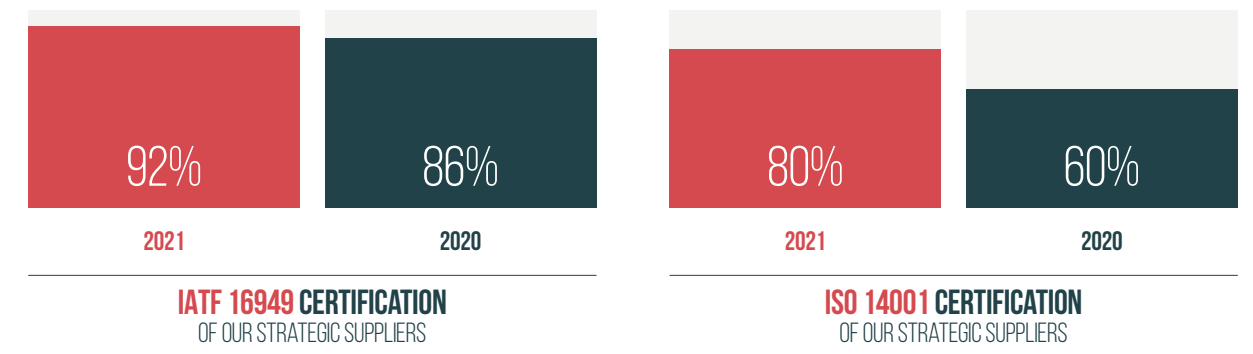
TRAIN AFFECTED PERSONNEL

in ethical practice and competition law

IMPLEMENT A LETTER OF COMMITMENT

to compliance within the Group on a biannual basis

KEY FIGURES



100%

OF OUR EUROPEAN SUPPLIERS WERE ASKED ABOUT THEIR COMMITMENT TO REACH*

100%

OF OUR SUPPLIERS OF RAW MATERIALS AND COMPONENTS ARE AT LEAST ISO 9001 CERTIFIED



LUCIE VEUILLET
GROUP PURCHASING DIRECTOR
BEYNOST

HOW WOULD YOU DESCRIBE SUSTAINABLE PROCUREMENT IN A FEW WORDS?

Sustainable procurement means taking social and environmental issues into account when selecting and interacting with our suppliers. Our challenge is therefore to develop a network of suppliers that considers their societal impact and delivers innovative answers in a product and process context (carbon impact and low-carbon strategy, waste management, and reduction of deforestation). We must also make sure that our partners comply with the current norms and regulations, particularly with regard to REACH and IMDS.

WHAT HAVE WE IMPLEMENTED SPECIFICALLY AT EFI?

Our list of actions includes the implementation of codes of conduct, specific audit items relating to environmental issues and REACH, and a review of the annual assessment process for our suppliers in line with our ISO 14001 certification. Specific actions are taken to monitor our strategic suppliers, particularly to ensure their financial sustainability, the exposure level of their management, and their compliance with the French anti-corruption law, Sapin II.

WHAT ARE YOUR OBJECTIVES FOR 2022?

In 2022, we will introduce more in-depth mapping of our strategic suppliers' CSR practices, particularly with regard to environmental issues. A questionnaire is being created, based on the Ecovadis assessment.

*Registration, Evaluation and Authorisation of Chemicals

SUSTAINABLE PROCUREMENT

In 2018, the revision of our Supplier Approval Questionnaire marked the opening of a new chapter that affected the business continuity plans of our suppliers, security, and the environment. New questions were added, dealing with our suppliers' CSR approach, and with the Business Continuity. This is to make sure our suppliers set up necessary means and actions to ensure the continuity of their activities in case of damage or an event seriously disturbing their normal operation. This chapter includes questions related

to the respect of some standards and requirements by the suppliers. This development converges with the approach initiated through the Supplier Code of Conduct, which stipulates that "The Supplier must operate its businesses in an environmentally friendly way and comply with all the applicable laws and regulations in the country of manufacture or delivery of the products or services concerned. It undertakes to continually minimize the impact of its businesses on the environment."

Our Group is committed to paying more attention to CSR profiles when approving new suppliers in order to be coherent with its own sustainable development approach.

RESPECT OF HUMAN RIGHTS BY SUPPLIERS

We monitor our suppliers' respect for human rights. We require them to sign our Supplier Code of Conduct, which is contractually binding and sets out requirements, particularly regarding:

- **Nondiscrimination policy**
- **Prohibition of forced and child labor**
- **Prohibition of coercion and harassment**
- **Remuneration and working time**
- **The fight against corruption**
- **Their request to their own suppliers that they comply with these requirements**

Since 2018, our Code of Conduct has been included in the contractual documents of all of our purchase agreements (Nomination Letter) signed by suppliers.

SUPPLIERS' ETHICS

All of our new suppliers are approved according to the new approval questionnaire, and all of our potential suppliers are selected using the Supplier Code of Conduct included in the purchase contract.

REACH COMPLIANCE BY OUR SUPPLIERS

The Supplier Approval Questionnaire also includes questions that require the supplier to confirm, for example, that they comply with the REACH regulation (Registration, Evaluation and Authorisation of Chemicals) and its amendments. All of our European suppliers have been asked about their commitment to REACH.

CONFLICT MINERALS POLICY

We also require a declaration concerning conflict minerals for suppliers of products containing gold and tin. Our Supplier Code of Conduct includes a paragraph that commits the supplier to exercise due diligence and to ensure that their mineral imports are all sourced responsibly and not from conflict zones. All of our suppliers of products that contain gold and tin have sent us certification confirming that their gold and tin are not extracted from conflict zones.



BUSINESS ETHICS

As a responsible company, EFI Automotive recognizes that it does have competitors and works to implement fair competitive practices. The company commits to maintaining reliable contractual relationships, guaranteeing the safety of its own data and that of its employees and third-party contractors, and promoting a socially responsible culture within and outside the company.

Sincerity, internally and with our suppliers, is a strong value of our Group. To set up a mutual confident relationship between all our interlocutors, we develop sensitization and control means, adapted to our activity. Each employee is required to help protect the knowledge and expertise of the company. They refrain from disclosing confidential information to which they have access (studies, research, projects, organization and direction of the Group, etc.) to other members of staff who are not authorized to hold these details or to third parties. Likewise, the data that we hold—both ours and our customers'—is protected, and access to this data is handled on a need-to-know basis. To achieve this, we have implemented a number of assurances:

FIGHT AGAINST CORRUPTION AND CONFLICTS OF INTERESTS

To tackle these issues, EFI has appointed a Compliance Manager and Legal and Risk Management Director (Marion Chenut) and an internal auditor to handle legal matters and risk management.

To maintain good business ethics, EFI has implemented a whistleblower report form, to be submitted by email (compliance@efiautomotive.com), that brings any improper conduct to the attention of the Group's CEO, the Group Legal and Risk Management Manager, and the Compliance Manager. Those found guilty will be sanctioned according to the appropriate disciplinary procedures in compliance with French labor laws, under the direction of the HR department.

We guarantee to protect whistleblowers (as laid out in the User Guide for the whistleblowing system and how to handle whistleblowing reports, which complies with the French anti-corruption law, Sapin II).

FIGHT AGAINST FRAUD

EFI shows its commitment to raising awareness about fraud in the Compliance Guide: Fight Against Corruption, which is attached to the Internal Regulations.

We have implemented a User Guide for the whistleblowing system and how to handle whistleblowing reports to help with reporting fraudulent practices. We always communicate all examples of fraud (such as impersonation and bank account fraud) that are uncovered outside of EFI to raise awareness across the Group of risks and best practices.

FIGHT AGAINST MONEY LAUNDERING

We absolutely must comply with our obligations toward our partners, including our banks. We fulfil our declaration obligations regarding the beneficial owners (direct and/or indirect holding of more than 25% of the capital and/or voting rights, and/or the exercise by any means of the power of control by the beneficial owner over the declaring company).

FAIR COMPETITION

EFI has introduced preventive measures regarding anticompetitive practices, which are included in a policy within the Supplier Code of Conduct, which suppliers, service providers, and any other third-party contractors must systematically sign. Before each conclusion of contract, the appreciation of risk is mostly done by the Legal department, in collaboration with sales representatives, products managers in charge of building partnerships, and the Partnerships and External Growth Director. A letter of personal commitment has been signed, which attests to the compliance with competition rules of every employee of every company that participated in a specific event in 2016. This event brought together several suppliers to exchange economic information on the subject of improving quality and costs as part of the manufacture of mechatronic modules.

PROTECTION OF IDENTITY AND NON-RETALIATION

We guarantee protection of identity and non-retaliation through the Supplier Code of Conduct, and also guarantee identity protection for whistleblowers as set out in the User Guide for the whistleblowing system and how to handle whistleblowing reports.

THE GDPR AND INFORMATION SECURITY

Our Compliance Manager is leading the process to bring our work practices into line with the GDPR (General Data Protection Regulation). This includes all stakeholders within the business that handle confidential data.



AUTHENTICATION allows only people with authorization to access the resources.

AVAILABILITY ensures access to a service or resources.

INTEGRITY ensures data is exactly what it should be.

NON-REPUDIATION ensures a transaction cannot be denied.

CONFIDENTIALITY ensures only authorized people have access to the resources exchanged.

Regular audits are organized. These include the annual “trainee audit”, in which someone external to the Group attempts to retrieve data from our network, without being given access to it. According to our observations, corrective action plans are set up. There is also the “external attack” audit, which consists in trying to obtain privileged rights without previous information, from the internet. The Confidentiality Guide is available to each employee to explain the information technology confidentiality rules. There is also a password management policy.

We comply with the Charter on the use of information and communication systems by every employee and external natural person who uses the information and communication systems in order to keep it secure. We apply the Information System Security Policy as amended in the Internal Regulations, which describes the means and structures put in place to meet the Group’s IT security objectives.

EXPORT CONTROLS AND ECONOMIC SANCTIONS

We are a certified Authorized Economic Operator (AEO), which enables the customs control protection level and certifies that the company fulfils certain criteria:

- Compliance with customs and tax legislation
- Satisfactory solvency
- Efficient commercial records and transport records management system, allowing appropriate customs control
- Monitoring of and compliance with International Regulations regarding exportation and embargo, managed by the Compliance Manager in collaboration with our Customs Department

INTELLECTUAL PROPERTY AND COUNTERFEIT PARTS

We safeguard intellectual property with good brands portfolio management and patent portfolio management, and with the introduction of Intellectual Property clauses in all contractual documents (General Terms and Conditions of Purchase, General Terms and Conditions of Business, General Terms and Conditions of Parts Sales, etc.).

We combat counterfeiting with the signing of a Confidentiality Agreement when we present our products to people outside of our company. We work closely with a law firm specializing in Intellectual Property to protect and defend our active intellectual property (patents, registered trademarks, etc.). We have a marketing department that handles, among other things, technology and business opportunity monitoring.



MARION CHENUT
GROUP COMPLIANCE MANAGER
AND LEGAL AND RISK
MANAGEMENT DIRECTOR
BEYNOST

HOW WOULD YOU DESCRIBE BUSINESS ETHICS IN A FEW WORDS?

Business ethics incorporate all Group and external rules, norms, and standards that aim to influence our behavior in a way that increases morality and transparency in business life.

CAN YOU GIVE US A FEW EXAMPLES?

The main subjects that are relevant to compliance and business ethics are the fight against corruption, preservation of confidentiality and trade secrets, and compliance with data protection regulations and competition law.

To address this area, we already have a number of procedures and measures in place within the Group, such as the Compliance Guide: Fight Against Corruption, business confidentiality compliance training, and the whistleblowing system and whistleblowing report handling process.

WHAT ARE YOUR OBJECTIVES FOR 2022?

The legal and risk department is aiming to make compliance and business ethics more visible and accessible to all Group employees. Amélie Lecomte, who joined the department in 2021, has taken on the role of compliance officer and works closely with Bertrand Despierre so that the internal control plan is also linked into the process.

Our objective for 2022 is to launch an extensive awareness campaign covering all of the topics mentioned above for the attention of all affected employees within the Group, as well as to implement a compliance letter that must be signed by the directors biannually. The purpose of this letter is to commit senior management to comply with a set of rules, which have already been defined and are already applicable, and to ensure compliance across the organization.

The process that we are launching, which is part of a process of continuous improvement, aims to fully instill an ethical and compliance culture within the Group. We have the Board of Directors’ support. A goal like this can only be achieved with the support of the highest level of management!

**INFORMATION PROCESSING BASED ON A POLICY INSPIRED BY THE ISO 27001 STANDARD
ON INFORMATION SECURITY MANAGEMENT**

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